

**Richmond Public Schools
Teacher Salary Schedule
(Employees covered by VRS)
Effective July 1, 2014**

9.5 MONTHS STEPS	BACHELOR'S 95	MASTER'S 195	MASTER'S + 30 295
1	--	--	--
2	--	--	--
3	43,836	46,028	48,331
4	44,713	46,948	49,299
5	46,056	48,356	50,776
6	47,438	49,809	52,299
7	48,859	51,306	53,870
8	50,326	52,842	55,485
9	51,836	54,426	57,150
10	53,390	56,062	58,866
11	54,994	57,740	60,630
12	56,643	59,475	62,449
13	58,343	61,259	64,321
14	60,094	63,097	66,253
15	61,898	64,989	68,241
16	63,753	66,939	70,287
17	65,666	68,946	72,393
18	67,635	71,017	74,567
19	69,665	73,149	76,804
20	71,754	75,340	79,107

10 MONTHS STEPS	BACHELOR'S 100	MASTER'S 200	MASTER'S +30 300
1	--	--	--
2	--	--	--
3	46,148	48,454	50,880
4	47,069	49,426	51,896
5	48,481	50,909	53,455
6	49,937	52,433	55,055
7	51,435	54,008	56,708
8	52,980	55,629	58,410
9	54,569	57,297	60,161
10	56,203	59,015	61,968
11	57,888	60,785	63,827
12	59,630	62,610	65,741
13	61,417	64,490	67,713
14	63,256	66,422	69,744
15	65,157	68,417	71,836
16	67,112	70,466	73,992
17	69,124	72,581	76,211
18	71,197	74,762	78,499
19	73,334	77,001	80,852
20	75,535	79,310	83,280

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11 MONTHS STEPS	BACHELOR'S 110	MASTER'S 210	MASTER'S + 30 310
1	--	--	--
2	--	--	--
3	50,766	53,300	55,965
4	51,778	54,366	57,087
5	53,331	55,998	58,800
6	54,930	57,677	60,563
7	56,579	59,408	62,379
8	58,274	61,189	64,251
9	60,024	63,027	66,180
10	61,824	64,917	68,164
11	63,681	66,866	70,209
12	65,589	68,871	72,315
13	67,558	70,937	74,483
14	69,586	73,066	76,719
15	71,673	75,255	79,021
16	73,822	77,514	81,392
17	76,037	79,840	83,834
18	78,320	82,233	86,350
19	80,671	84,701	88,939
20	83,089	87,243	91,608

12 MONTHS STEPS	BACHELOR'S 120	MASTER'S 220	MASTER'S + 30 320
1	--	--	--
2	--	--	--
3	55,382	58,151	61,061
4	56,491	59,314	62,282
5	58,184	61,094	64,149
6	59,930	62,924	66,073
7	61,728	64,815	68,055
8	63,578	66,758	70,096
9	65,487	68,763	72,201
10	67,451	70,825	74,366
11	69,477	72,950	76,598
12	71,559	75,137	78,895
13	73,706	77,390	81,261
14	75,917	79,714	83,701
15	78,197	82,104	86,211
16	80,541	84,567	88,798
17	82,956	87,105	91,462
18	85,446	89,717	94,206
19	88,007	92,411	97,033
20	90,652	95,181	99,943

**Richmond Public Schools
Teacher Salary Schedule
(Employees not covered by VRS)
Effective July 1, 2014**

9.5 MONTHS STEPS	BACHELOR'S 95	MASTER'S 195	MASTER'S + 30 295
1	--	--	--
2	--	--	--
3	41,721	43,807	45,999
4	42,555	44,683	46,920
5	43,833	46,023	48,326
6	45,148	47,404	49,776
7	46,500	48,831	51,270
8	47,896	50,292	52,807
9	49,334	51,800	54,392
10	50,814	53,356	56,025
11	52,338	54,954	57,703
12	53,909	56,606	59,435
13	55,527	58,302	61,218
14	57,194	60,051	63,055
15	58,910	61,853	64,947
16	60,675	63,709	66,894
17	62,496	65,618	68,901
18	64,371	67,590	70,968
19	66,303	69,618	73,098
20	68,291	71,704	75,290

10 MONTHS STEPS	BACHELOR'S 100	MASTER'S 200	MASTER'S +30 300
1	--	--	--
2	--	--	--
3	43,920	46,116	48,424
4	44,799	47,041	49,392
5	46,141	48,451	50,874
6	47,528	49,904	52,397
7	48,954	51,402	53,971
8	50,424	52,944	55,592
9	51,936	54,531	57,259
10	53,492	56,167	58,978
11	55,096	57,852	60,745
12	56,752	59,588	62,568
13	58,454	61,377	64,446
14	60,205	63,216	66,379
15	62,013	65,116	68,370
16	63,873	67,066	70,422
17	65,788	69,078	72,534
18	67,762	71,153	74,711
19	69,796	73,286	76,951
20	71,890	75,484	79,261

**Richmond Public Schools
Teacher Salary Schedule
(Employees not covered by VRS)
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11 MONTHS STEPS	BACHELOR'S 110	MASTER'S 210	MASTER'S + 30 310
1	--	--	--
2	--	--	--
3	48,315	50,729	53,264
4	49,279	51,742	54,331
5	50,757	53,296	55,962
6	52,279	54,894	57,640
7	53,848	56,541	59,368
8	55,462	58,237	61,150
9	57,129	59,985	62,986
10	58,841	61,784	64,875
11	60,608	63,639	66,821
12	62,424	65,547	68,826
13	64,299	67,513	70,890
14	66,228	69,540	73,017
15	68,214	71,625	75,208
16	70,260	73,773	77,465
17	72,369	75,988	79,789
18	74,540	78,266	82,182
19	76,778	80,615	84,647
20	79,079	83,033	87,186

12 MONTHS STEPS	BACHELOR'S 120	MASTER'S 220	MASTER'S + 30 320
1	--	--	--
2	--	--	--
3	52,709	55,345	58,115
4	53,766	56,452	59,275
5	55,376	58,147	61,053
6	57,037	59,887	62,885
7	58,749	61,687	64,771
8	60,510	63,538	66,713
9	62,327	65,444	68,716
10	64,197	67,406	70,776
11	66,124	69,429	72,901
12	68,106	71,512	75,088
13	70,148	73,655	77,340
14	72,253	75,868	79,660
15	74,423	78,143	82,051
16	76,654	80,486	84,513
17	78,953	82,902	87,048
18	81,323	85,389	89,659
19	83,761	87,952	92,351
20	86,277	90,589	95,119

Richmond Public Schools

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Teachers Salary Schedule

Salary Scales

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Positions Assigned Teacher's Salary Scale

Art Therapist
Associate Educator
Behavioral Specialist
Clinical Psychologist
Director of Army Instruction
Educational Consultant
Educational Coordinator Head Start
Guidance Counselor
Guidance Department Head
Head Start Program Monitor
International Baccalaureate Program Coordinator
Interpreter

Lead Occupational Therapist
Librarian Media Specialist
Music Therapist
Occupational Therapist
Physical Therapist
Resource Facilitator
School Psychologist
School Social Worker
Senior School Psychologist
Senior School Social Worker
Senior Speech Pathologist

Specialist Child Development
Specialist Family Involvement

Specialist Literacy Coach/Reading
Specialist Voyager Program
Speech Pathologist
Strategic Reading Coach
Teacher
Teacher Department Head
Teacher Military
Transition Mentor
Vocational Evaluator

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Conversion Table For
Teacher Salary Schedule
Effective July 1, 2014

Years Of Experience	Step
0-8	3
9-10	4
11-14	5
15-17	6
18	7
19-20	8
21	9
22	10
23	11
24	12
25-31	13
32	14
33-34	15
35	16
36	17
37	18
38	19
39+	20

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Miscellaneous Salary Schedule Notes Effective July 1, 2014

MA/MA+30 Teacher's Salary Schedule

Placement on the MA grade of the teacher's salary schedule requires that the Master's Degree be in a teacher,

teacher-related, or job-related area.

Placement on the MA+30 grade of the teacher's salary schedule requires that the 30 hours of graduate coursework be in a teacher, teacher-related, or job-related area.

Completion of an application and official transcript are required for MA+30.

Night Work

Whenever any regular full-time classified employee is required to perform service at night, they may receive a differential. This additional compensation shall only be paid to employees working a fixed shift where one-half or more of the employee's regular hours are scheduled after normal work hours. In general, normal workday hours end at 4:30 p.m.

Supervisory Duties

Whenever a full-time classified employee is required to give incidental assistance in addition to performing regular duties by supervising two or more employees performing services in the same location where no regular supervisor is assigned, they may receive compensation for such service equal to the hourly compensation fixed in the pay range for the class of position to which he/she is assigned, plus the differential.

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Substitute Salary Schedule - Effective July 1, 2014

Job Title	Hourly Rate
Degreed Teacher	\$10.29
Degreed Teacher - Long Term	\$17.86
Non-Degreed Teacher	\$8.86
Non-Degreed Teacher - Long Term	\$17.63
Family Provider	\$10.29
Family Provider - Long Term	\$14.79
Attendance Helper	\$11.22
Instructional Assistant	\$7.25
Instructional Assistant I - Long Term	\$11.22
Instructional Assistant II - Long Term	\$12.07
Instructional Assistant III - Long Term	\$13.00
Clerical	\$11.00
CNA	\$18.50
LPN	\$20.17
RN	\$23.35
Counselor	\$31.79
Librarian - Long Term	\$31.04
Security	\$9.26
Security - Long Term	\$13.98
Custodian	\$7.50

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Non-Contracted Salary Schedule - Effective July 1, 2014

Job Title	Hourly Rate
Academic Coach	\$35.00
Algebra Readiness Administrator	\$30.00
Before and After School	\$21.00 (Teacher) \$15.00 (Instructional Assistant) \$10.00 (Clerical)
Career and Technical Education Finance Officer – RTC (Night)	\$11.00
Career and Technical Education Instructor – RTC (Night)	\$30.55
Career and Technical Education Office Associate – RTC (Night)	\$10.00
Career and Technical Education Teacher – RTC (Night)	\$29.55
COE	\$7.25
Data Coach	\$21.00
Driver Range Instructor	\$18.00
English as a Second Language Instructor for Adults	\$30.55
Food Service Worker – PHSSA	\$8.50
Food Service Worker No Benefit	\$8.50
Foreign Language Temp	\$30.00
Free/Reduced Lunch Application	\$11.00
GED Data Clerical	\$10.00
GED Data Tech	\$11.00
GED Instructional Assistant	\$25.00
GED Lead Teacher	\$30.55
GED Test Examiner	\$18.00
General Tutor (Algebra Readiness, Career and Service Center, Career and Technical Education, ESL Extended Day, Extended Day, Extended Day Saturday, Exteri (PALS), Library Homework Help Program, Middle School Renaissance, Project Graduation, Title I, Twilight)	\$21.00 (Bachelor's Degree) \$16.00 (Associate's Degree/College Student) \$15.00 (High School Student)
Homebound Teacher	\$22.00
Individual Student Alternative Ed Plan Coordinator - Youth GED	\$30.55
Interim Appointment	Minimum of current pay grade
Intern	\$8.50
Internal Facilitator – School Improvement	\$40.00
Lunch Monitor	\$7.25
Per Class Hourly Teacher	\$31.20

Project Facilitator – Trainer for AP Classes	\$40.00
Reading Coach- R3	\$23.00
Temporary	Salary contingent upon assignment
Temporary Administrator – Assistant Principal	\$40.00
Temporary Administrator – Principal	\$50.00
Temporary Clerical	\$11.00
Temporary Custodian	\$9.66
Temporary Information Technology	\$11.00 (College) \$7.25 (High School)
Temporary Instructional Specialist	\$40.00
Temporary Security	\$15.00
Temporary Speech Pathologist	\$30.00
VGLA Scorer	\$18.00

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Summer School Salary Schedule Effective July 1, 2014

Job Title	Hourly Rate
Instructional Assistant	\$15.28
Library Media Specialist	\$22.18
Nurse	\$22.18
Nurse Assistant	\$15.26
Office Associate	\$17.71
Peer Tutor	\$7.50
Principal	\$46.20
School Counselor	\$22.18
Security Specialist	\$15.26
SIS Operator	\$17.71
Teacher	\$22.18
Testing Coordinator	\$22.18
Job Title (Substitute)	
Secretary	\$7.42
Security Specialist	\$7.42
Teacher	\$10.20

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Supplemental Compensation Schedule Effective July 1, 2014

Achievement	Supplement
DOCTORATE (For positions that do not require a Doctorate Degree)	\$1,200
	\$1,200

MASTERS	
School Nurse	
NATIONAL BOARD CERTIFICATION - TEACHERS	5%
Teachers who achieve National Board Certification	
PROGRAM CERTIFICATION – SUPPORT EMPLOYEES	
Basic Certificate	\$144
Associate Professional/Approved Program	\$216
Advance I	\$288
Advance II	\$360
Advance III	\$432
Professional	\$504
Masters	\$576
SPECIAL ASSIGNMENTS	
Acting Director	5%
Additional Responsibilities/Supervisory/Administrative - (Annually)	5%
Band Director	11%
Certified Nurse Aide Program Coordinatore	5%
Department Chair	5%
Lead Teacher	5%
Occupational, Physical & Art Therapists	10%
School Nutrition Services Manager	
2 schools	10%
3 schools	15%
Speech Pathologist	10%
Student Activities Director	13%
Additional Teaching Period (Daily per class)	\$25.00
Full-Day Assignment of Instructional Assistant as Teacher	\$35.00
Substitute (Daily Rate)	
Lead Security Specialist (Annual Salary Supplement)	\$960.00
(Special Note: Percentage is based on current salary)	

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Richmond Public Schools
 Supplemental Pay Schedule for Extracurricular
 Virginia High School League Activities
 Effective July 1, 2014

(Special Note: *) *Based on individual school needs, additional coaches and sponsors can be added at the discretion of the principal and athletic director. If it is deemed necessary to appoint additional coaches or sponsors, supplemental salary cannot exceed the allotted amount approved by the School Board.)

Title	Years of Activity Experience	
	0 - 5	6+
Football – Head	\$3,300	\$4,100
Football – Assistant	1,800	2,400

Basketball – Head	2,800	3,500
Basketball – Assistant	1,600	2,200
Baseball/ Softball Head	1,900	2,600
Baseball/ Softball Assistant	1,400	1,800
Cross County – Head	1,600	2,200
*Cross Country – Assistant	1,200	1,500
*Indoor Track – Head	1,800	2,200
Indoor Track – Assistant	1,200	1,500
Outdoor Track – Head	1,600	2,200
Outdoor Track – Assistant	1,200	1,600
Field Hockey – Head	1,600	2,200
Field Hockey – Assistant	1,200	1,600
Soccer – Head	1,800	2,400
*Soccer – Assistant	1,200	1,600
*Volleyball – Head	1,600	2,200
*Volleyball – Assistant	1,200	1,600
Golf – Head	1,400	1,600
*Golf – Assistant	800	1,000
Swimming – Head	1,200	1,600
*Swimming – Assistant	800	1,000
Tennis – Head	1,600	2,200
*Tennis – Assistant	1,200	1,600
Wrestling – Head	1,600	2,200
Wrestling – Assistant	1,200	1,600
SCA	\$1,000	\$1,200
Yearbook – Head	1,200	1,500
*Yearbook – Assistant	800	1,000
Magazine	900	1,200
*Trainer (ATC Certification Per Season)		2,000
Academic Team	800	1,000
Newspaper	1,000	1,300
Majorettes	900	1,100
Flag Persons	900	1,100
*Cheerleaders – Head – Per Season	1,100	1,300
*Cheerleaders – Assistant – Per Season	1,000	1,100
Dramatics	800	1,000
Forensics	800	1,000
Senior Class Sponsor	-----	1,000
Junior Class Sponsor	-----	500
Sophomore Class Sponsor	-----	400
Freshman Class Sponsor	-----	300
National Honor Society	-----	600

Approved Clubs	-----	600
*School Finances	1,100	Up To 5,000
Other Activities As Needed		600

Alternative High Schools

Title	Amount
SCA	\$500
Yearbook	700
Dramatics	600
Forensics	600
Senior Class	500
Honor Society	500
Clubs	200
Textbooks	250
Lockers	250
Magazine	500
Newspaper	500
Finances	500

Middle Schools

Title	Amount
Approved Clubs	\$300
Intramural Per Month	300

Elementary Schools

Title	Amount
Service/Academic Assignments	\$300

*Based on individual school needs, additional coaches and sponsors can be added at the discretion of the principal and athletic director. If it is deemed necessary to appoint additional coaches or sponsors, supplemental salary cannot exceed the allotted amount approved by the School Board.

NOTE: \$300 is deducted from VHSL Sports Supplements for non-certified coaches. Coaches must be certified by the American Sports Education Program to receive the full supplement.

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