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# Richmond Public Schools

## illuminating The Path From Competence To Excellence

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## Teachers Salary Schedule

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### 9.5 Month Teacher Salary Schedule Effective July 1, 2011

<b>Step *</b> **See <a href="#">Conversion Table</a> to determine your salary step.	<b>Bachelors Grade 95BA</b>	<b>Masters Grade 195MA</b>	<b>Master+30 Grade 295 MA+30</b>
1	---	---	---
2	---	---	---
3	39,712	41,697	43,783
4	40,506	42,531	44,660
5	41,722	43,807	45,998
6	42,974	45,121	47,378
7	44,261	46,479	48,801
8	45,589	47,870	50,264
9	46,958	49,305	51,773
10	48,367	50,786	53,326
11	49,818	52,307	54,924
12	51,313	53,879	56,573
13	52,853	55,494	58,270
14	54,439	57,159	60,018
15	56,073	58,874	61,819
16	57,753	60,640	63,673
17	59,486	62,458	65,582
18	61,278	64,334	67,550

19	63,110	66,265	69,577
20	65,002	68,251	71,664

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**10 Month Teacher Salary Schedule**  
Effective July 1, 2011

<b>Step *</b> **See <a href="#">Conversion Table</a> to determine your salary step.	<b>Bachelors</b> <b>Grade 100BA</b>	<b>Masters</b> <b>Grade 200MA</b>	<b>Master+30</b> <b>Grade 300</b> <b>MA+30</b>
1	---	---	---
2	---	---	---
3	41,805	43,895	46,092
4	42,641	44,775	47,013
5	43,919	46,118	48,424
6	45,239	47,500	49,874
7	46,596	48,926	51,372
8	47,995	50,394	52,915
9	49,434	51,905	54,501
10	50,916	53,462	56,137
11	52,442	55,066	57,820
12	54,019	56,718	59,555
13	55,638	58,421	61,342
14	57,305	60,172	63,182
15	59,026	61,979	65,077
16	60,797	63,836	67,030
17	62,620	65,751	69,040
18	64,498	67,726	71,113
19	66,434	69,756	73,245
20	68,427	71,848	75,443

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**11 Month Teacher Salary Schedule**  
Effective July 1, 2011

<b>Step *</b> **See <a href="#">Conversion Table</a> to determine your salary step.	<b>Bachelors</b> <b>Grade 110BA</b>	<b>Masters</b> <b>Grade 210 MA</b>	<b>Master+30</b> <b>Grade 310</b> <b>MA+30</b>
1	---	---	---
2	---	---	---
3	45,988	48,285	50,699
4	46,906	49,250	51,715
5	48,313	50,729	53,267
6	49,761	52,250	54,864
7	51,255	53,818	56,509
8	52,791	55,432	58,205
9	54,377	57,096	59,952
10	56,007	58,808	61,750
11	57,689	60,574	63,603
12	59,418	62,390	65,511

13	61,202	64,262	67,475
14	63,038	66,191	69,500
15	64,928	68,175	71,585
16	66,876	70,220	73,734
17	68,883	72,328	75,946
18	70,950	74,496	78,224
19	73,080	76,732	80,571
20	75,271	79,034	82,987

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12 Month Teacher Salary Schedule  
Effective July 1, 2011

<b>Step *</b> **See <a href="#">Conversion Table</a> to determine your salary step.	<b>Bachelors</b> <b>Grade 120 BA</b>	<b>Masters</b> <b>Grade 220 MA</b>	<b>Master+30</b> <b>Grade 320</b> <b>MA+30</b>
1	---	---	---
2	---	---	---
3	50,171	52,679	55,316
4	51,176	53,733	56,421
5	52,709	55,346	58,113
6	54,290	57,003	59,856
7	55,920	58,716	61,651
8	57,596	60,477	63,500
9	59,325	62,292	65,407
10	61,105	64,160	67,368
11	62,939	66,085	69,390
12	64,825	68,068	71,472
13	66,770	70,108	73,615
14	68,774	72,214	75,824
15	70,838	74,379	78,099
16	72,962	76,610	80,442
17	75,150	78,909	82,856
18	77,406	81,276	85,341
19	79,726	83,716	87,903
20	82,122	86,225	90,538

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## Positions Assigned Teacher's Salary Scale

Art Therapist  
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 Voyager Program  
 Speech Pathologist  
 Teacher  
 Teacher Department Head  
 Teacher Military  
 Transition Mentor  
 Vocational Evaluator

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Conversion Table For  
 Teacher Salary Schedule  
 2011-2012  
 Effective July 1, 2011

<b>Years Of Experience</b>	<b>Step</b>
0-5	3
6-7	4
8-11	5
12-14	6
15	7
16-17	8
18	9
19	10
20	11
21	12

22-28	13
29	14
30-31	15
32	16
33	17
34	18
35	19
36+	20

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## Salary Schedule for Temporary and Part-time Personnel 2011-2012

### **Teachers**

\$72.00/Day (Degree) \$74.00 after 90 days

\$62.00/Day (Non-Degree) \$64.00 after 90 days

### **Long-Term Teacher Vacancy or Leave of Absence on 21st Day**

\$125/Day (Degree)

\$123.42/Day (Non-Degree)

### **After School & Extended Day Teacher**

\$21.00/Hour

### **Teacher Per Class**

\$29.55/Hour

### **Night School Teacher/Principal**

Hourly rate will be the beginning step of the Teacher's salary scale plus \$1.00 for night work

### **General Adult Teacher Night**

Hourly rate will be the beginning step of the teacher's salary scale plus \$1.00 for night work

### **Homebound Teacher**

\$22.00/Hour

### **Instructional Assistant**

\$7.25/Hour

Increase to the minimum hourly salary rate on the 21st consecutive day in the same position

### **Nurse**

RATE DETERMINED BY HUMAN RESOURCES DEPARTMENT

**COE Student**

\$7.25/Hour

**Curriculum Writer and Staff Development Trainers**

\$16.00/Per Hour

**Duty-Free Elementary Lunch Monitor**

\$7.25/Hour

**Bus Operator**

\$12.08/Hour

**Bus Monitor**

\$10.43/Hour

**Custodian**

\$7.50/Hour

**Drivers Range Instructor**

\$15.00/Hour

**Food Service Worker**

\$8.50/Hour

**Intern**

Up to \$10.00/Hour (Graduate)

\$8.00/Hour (Undergraduate)

**Marketing Education Coordinator**

\$8.90/Hour

**Marketing Education Teacher Night**

\$20.00 /Hour

**Night School Office Associate**

\$10.00 /Hour **(No Night Differential)**

**Office Associate**

\$11.00/Hour

**Security Specialist**

\$9.26/Hour

Increase to the minimum hourly salary rate on the 21st consecutive day in the same position

**Swimming Instructor**

\$7.25 /Hour (With Certification)

**Temporary Administrative and Office Associate Support**

RATE DETERMINED BY HUMAN RESOURCES DEPARTMENT

**Temporary Help**

\$7.25/Hour

**Theme Reader**

\$10.40 /Hour

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## Miscellaneous Salary Schedule Notes 2011-2012

### **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**

Sixty cents per hour differential shall be paid whenever any full-time hourly employee is required to perform services at night on a regular basis. This additional compensation shall only be paid to employees working a fixed shift where one-half or more of the employee's regular working 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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## Supplemental Compensation Schedule 2011-2012

Achievement	Supplement
<b>DOCTORATE</b> (For positions that do not require a Doctorate Degree)	\$1,200
<b>MASTERS</b> School Nurse	\$1,200
<b>NATIONAL BOARD CERTIFICATION - TEACHERS</b> Teachers who achieve National Board Certification	5%
<b>PROGRAM CERTIFICATION – SUPPORT EMPLOYEES</b>	
Basic Certificate	\$144
Associate Professional/Approved Program	\$216
Advance I	\$288
Advance II	\$360
Advance III	\$432
Professional	\$504
Masters	\$576
<b>SPECIAL ASSIGNMENTS</b>	
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%
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)	\$960.00
Lead Security Specialist (Annual Salary Supplement)	\$960.00
<b>(Special Note: Percentage is based on current salary)</b>	

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## Richmond Public Schools Supplemental Pay Schedule for Extracurricular Virginia High School League Activities 2011-2012

**(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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