



**Salary Schedules
2021 – 2022 School Year
Effective September 13, 2021**

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**Position Titles in Alpha Order
Effective September 13, 2021**

POSITION TITLE	PAY GRADE
Account Clerk	108
Accounts Payable Technician I	111
Accounts Payable Technician II	115
Administrative Assistant	118
Administrative Office Associate	112
Application Administrator	123
AS/400 Administrator	124
Assistant Principal I	128.1
Assistant Principal II	129.1
Assistant Principal III	130.1
Associate Director Advocacy and Outreach	131
Associate Director Curriculum and Instruction	131
Associate Director Exceptional Education	131
Associate Director Family and Community Engagement	131
Auditor	123
Automotive Mechanic Lead Technician	112
Automotive Mechanic Technician I	109
Automotive Mechanic Technician II	110
Automotive Mechanic Technician III	111
Automotive Parts Clerk	108
Automotive Service Worker	106
Bilingual Site Coordinator Newcomer Academy	125
Budget Analyst	123
Bus Monitor	107.1
Bus Operator	109.1
Care and Safety Associate	112
Carpenter	110
Chief Academic Officer	139
Chief Engagement Officer	139
Chief of Staff	139
Chief Operating Officer	139
Chief Student Wellness Officer	139
Chief Talent Officer	139
Clerk School Board	129
Coordinator Academic Response to Intervention	125

**Position Titles in Alpha Order
Effective September 13, 2021**

POSITION TITLE	PAY GRADE
Coordinator Bilingual/ELL Learners	125
Coordinator Center for Families in Transition	125
Coordinator Communications and Media Relations	125
Coordinator Community Hub	125
Coordinator Community Partnerships	125
Coordinator Curriculum and Instruction	125
Coordinator Data Sciences	125
Coordinator Early Childhood Education Instruction	125
Coordinator English Language Services	125
Coordinator Exceptional Education	125
Coordinator Family and Community Engagement	125
Coordinator Gifted and Talented	125
Coordinator Head Start	125
Coordinator Home Visiting Program	125
Coordinator Instructional Projects	125
Coordinator Intensive Supports	125
Coordinator Language Justice	125
Coordinator Operations Quality Control – School Nutrition	121
Coordinator Professional Learning	125
Coordinator Purchase Card	125
Coordinator Risk Management	125
Coordinator School Health	125
Coordinator School Improvement	125
Coordinator Student Conduct	125
Coordinator Student Support Services	125
Coordinator Teacher Support and Retention	125
Coordinator Technology Asset Management	126
Coordinator Welcome Center and Family Advocacy	125
Crossing Guard	102
Custodial Maintenance Worker	107
Custodian I	105.1
Custodian II	108.1
Data Associate	116
Data Specialist	122
Data and Assessment Specialist	122

**Position Titles in Alpha Order
Effective September 13, 2021**

POSITION TITLE	PAY GRADE
Data Records Technician	109
Delivery Driver/Utility	107
Desktop Technician	114
Desktop Technician Team Lead	116
Director Academic Operations	133
Director Academic Programs and Student Supports	133
Director Advocacy and Outreach	133
Director Army Instruction	125
Director Benefits and Compensation	133
Director Career and Technical Education	133
Director Curriculum and Instruction	133
Director Early Childhood Readiness	133
Director Employee Relations and Organizational Effectiveness	133
Director Exceptional Education	133
Director Facility Services	133
Director Family and Community Engagement	133
Director Finance	133
Director Grants Compliance and Monitoring	133
Director Hospital Education	130
Director Math Science Innovation Center	133
Director Procurement and Property Management	133
Director Pupil Transportation and Fleet Management	133
Director Safety and Security	133
Director School Construction	133
Director School Nutrition Services	133
Director Secondary Success Pathways	133
Director Strategic Initiatives	133
Director Strategic Planning	133
Director Student Services	133
Director Systems and Process Improvement	133
Director Talent Acquisition	133
Director Teacher and Leader Pathways	133
Director Technology Services	133
Director Virginia Treatment Center	130
Early Intervention Assistant	108.2

**Position Titles in Alpha Order
Effective September 13, 2021**

POSITION TITLE	PAY GRADE
Electrician	113
Electronic Maintenance Technician	116
Emergency Management/Training Coordinator	116
Energy Management Analyst	115
English Language Coach	122
Equipment Operator	108
Executive Director Finance and Budget	135
Executive Director Teaching and Learning	135
Executive Office Associate I	114
Executive Office Associate II	116
Facilities Planner	125
Family and Student Support Specialist	119
Family Liaison	117
Family Resource Navigator	117
Family Service Advocate	113
Family Service Worker	110
Financial Analyst	123
Fiscal Associate I	111
Fiscal Associate II	115
Food Service Assistant	102
Food Service Assistant Charter School	102
Freshman Orientation Coach	122
Future Center Navigator	117
Future Center Specialist	119
General Maintenance Groundskeeper	108
Grant Writer	119
Health Coordinator VPI	117
Health Specialist	116
Hearing Officer	130
Human Resources Associate	113
Human Resources Specialist	115
HVAC Technician I	113
HVAC Technician II	115
In School Supports Assistant	108.2
Instructional Assessment Analyst	121

**Position Titles in Alpha Order
Effective September 13, 2021**

POSITION TITLE	PAY GRADE
Instructional Assistant	108.2
Lead Equipment Operator	110
Lead General Maintenance Groundskeeper	110
Lead Health and Family Services Specialist	118
Lead Instructor Adult Education	116
Lead Instructor GED	116
Licensed Practical Nurse	117.1
Maintenance Worker	108
Manager Accounts Payable	130
Manager Alternative Education	130
Manager Budget and Planning	130
Manager Business Applications	130
Manager College and Career Pathways	130
Manager Construction Procurement	130
Manager Custodial Services	130
Manager Early Childhood Education Family/Community Engagement	130
Manager Early Head Start/Head Start	130
Manager Fleet Services	121
Manager General Ledger and Reporting	130
Manager Grants Monitoring and Compliance	130
Manager Human Resources	130
Manager Infrastructure	130
Manager Instructional Innovation	130
Manager Literacy	130
Manager Mathematics	130
Manager Payroll	130
Manager Procurement	130
Manager Pupil Placement Services	130
Manager School Climate and Culture Strategy	130
Manager School Improvement	130
Manager School Nutrition I	113
Manager School Nutrition II	114
Manager School Nutrition III	115
Manager Service and Desktop Support	126
Manager Student Supports	130

**Position Titles in Alpha Order
Effective September 13, 2021**

POSITION TITLE	PAY GRADE
Manager Talent Acquisition	130
Manager Testing and Data	130
Manager Trauma Response Strategy	130
Mechanic Sheet Metal	115
Military Instructor	122
Military Property Custodian	122
Network Engineer	118
Night Security	114
Nurse Assistant	106
Office Associate I	104
Office Associate II	108
Office Associate III	109
Operations Assistant	116
Outreach Associate	112
Payroll Technician I	111
Payroll Technician II	115
Plumber	113
Positive Behavior Intervention Support Coach	116
Principal Director	133
Principal I	131.1
Principal II	132.1
Principal III	133.1
Procurement Officer I	118
Procurement Officer II	120
Procurement Officer III	123
Program Coordinator VPI	125
Program Monitor Head Start	116
Project Manager Construction	130
Property Management Supervisor	116
Property Specialist	112
Radio Dispatcher	113
Records Technician	105
Regional Coordinator Community Hub	125
Regional Program Manager Adult Education	130
Registered Nurse	123.1

**Position Titles in Alpha Order
Effective September 13, 2021**

POSITION TITLE	PAY GRADE
Safety Trainer	116
Safety/Training Associate	112
Security Supervisor – Administrative	116
Senior Account Technician	109
Senior Accountant	121
Senior Advisor Male Teachers of Color	133
Senior Behavioral Specialist	125
Senior Contracts Coordinator	125
Senior Coordinator Community Hub	126
Senior Data Technician	113
Senior Human Resources Specialist	124
Senior Network Engineer	129
Senior Psychologist	125
Senior Related Services Provider	125
Senior School Board Auditor	125
Senior Social Worker	125
Senior Speech Language Pathologist	125
Senior Systems Analyst	125
Senior Systems Engineer	126
Senior Telecommunications Technician	120
Senior Title IX and Anti-Bullying Specialist	124
Service Desk Team Lead	116
Service Desk Technician	114
Specialist Academic Systems	124
Specialist Digital Content and Design	123
Specialist Dropout Prevention and Graduation Support	123
Specialist Early Head Start	115
Specialist Engagement	123
Specialist Family and Student Support	123
Specialist Instructional	123
Specialist Intervention Systems	123
Specialist K12 Out of School Time	123
Specialist McKinney Vento Homeless Education	123
Specialist Mentor Programs	123
Specialist Nurse	123

**Position Titles in Alpha Order
Effective September 13, 2021**

POSITION TITLE	PAY GRADE
Specialist Nutrition Wellness Marketing/Special Programs	114
Specialist Outreach	123
Specialist Outreach and Enrollment	122
Specialist Reading Intervention	123
Specialist Regional Adult Education	123
Specialist Risk Management	122
Specialist Secondary Pathways	123
Specialist Secondary Success and Support	123
Specialist Strategic Planning	124
Specialist Student Experiences	123
Specialist Welcome Center	123
SQL Developer Analyst	118
Staff Accountant	119
Street Supervisor	116
Structural Technician II	113
Student Intervention Liaison – Elementary	118
Student Records Technician	113
Student Support Specialist	117
Superintendent	140
Supervisor Custodial Services	120
Supervisor Plumbing/HVAC/Electrical	121
Supervisor Pupil Transportation	121
Supervisor School Nutrition	121
Supervisor Structural	121
Systems Engineer – Security	126
Systems Programmer Analyst	124
Talent Sourcer	121
Technology Asset Analyst I	121
Technology Asset Analyst II	123
Telecommunications Technician	116
Transportation Management Specialist	115
Transportation Routing Planner	113
Transportation Routing Specialist	113
Transportation Scheduling and Planning Management Specialist	115
Zone Supervisor	116

**Position Titles by Grade
Effective September 13, 2021**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
102	Crossing Guard	4	183	N
	Food Service Assistant	4	183	N
	Food Service Assistant	5	183	N
	Food Service Assistant	6	183	N
	Food Service Assistant	7	183	N
	Food Service Assistant Charter School	7	191	N
104	Office Associate I	7	191	N
	Office Associate I	8	201	N
105	Records Technician	8	260	N
105.1	Custodian I	8	260	N
106	Automotive Service Worker	8	260	N
	Nurse Assistant	7	191	N
107	Custodial Maintenance Worker	8	260	N
	Delivery Driver/Utility	8	260	N
107.1	Bus Monitor	6	184	N
108	Account Clerk	8	260	N
	Automotive Parts Clerk	8	260	N
	Equipment Operator	8	260	N
	General Maintenance Groundskeeper	8	260	N
	Maintenance Worker	8	260	N
	Office Associate II	8	201	N
	Office Associate II	8	216	N
	Office Associate II	8	260	N
108.1	Custodian II	8	260	N
108.2	Early Intervention Assistant	7	191	N
	In School Supports Assistant	7	191	N
	Instructional Assistant	7	191	N
	Instructional Assistant	7	216	N
	Instructional Assistant	8	260	N
109	Automotive Mechanic Technician I	8	260	N
	Data Records Technician	8	260	N
	Office Associate III	8	201	N

**Position Titles by Grade
Effective September 13, 2021**

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GRADE	JOB TITLE	HOURS	DAYS	FLSA
109	Office Associate III	8	216	N
	Office Associate III	8	260	N
	Senior Account Technician	8	260	N
109.1	Bus Operator	6	184	N
	Bus Operator	7	184	N
	Bus Operator	8	184	N
110	Automotive Mechanic Technician II	8	260	N
	Carpenter	8	260	N
	Family Service Worker	8	260	N
	Lead Equipment Operator	8	260	N
	Lead General Maintenance Groundskeeper	8	260	N
111	Accounts Payable Technician I	8	260	N
	Automotive Mechanic Technician III	8	260	N
	Fiscal Associate I	8	260	N
	Payroll Technician I	8	260	N
112	Administrative Office Associate	8	201	N
	Administrative Office Associate	8	216	N
	Administrative Office Associate	8	260	N
	Automotive Mechanic Lead Technician	8	260	N
	Care and Safety Associate	8	201	N
	Outreach Associate	8	260	N
	Property Specialist	8	260	N
	Safety/Training Associate	8	260	N
113	Electrician	8	260	N
	Family Service Advocate	7	191	N
	Human Resources Associate	8	260	N
	HVAC Technician I	8	260	N
	Manager School Nutrition I*	8	191	N
	Plumber	8	260	N
	Radio Dispatcher	8	260	N
	Senior Data Technician	8	260	N

*See page 19 for definitions.

**Position Titles by Grade
Effective September 13, 2021**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
113	Structural Technician II	8	260	N
	Student Records Technician	8	260	N
	Transportation Routing Planner	8	260	N
	Transportation Routing Specialist	8	260	N
114	Desktop Technician	8	260	N
	Executive Office Associate I	8	260	N
	Manager School Nutrition II*	8	191	N
	Night Security	8	260	N
	Service Desk Technician	8	260	N
	Specialist Nutrition Wellness Marketing/Special Programs	8	260	N
115	Accounts Payable Technician II	8	260	N
	Energy Management Analyst	8	260	N
	Fiscal Associate II	8	260	N
	Human Resources Specialist	8	260	N
	HVAC Technician II	8	260	N
	Manager School Nutrition III*	8	191	N
	Mechanic Sheet Metal	8	260	N
	Payroll Technician II	8	260	N
	Specialist Early Head Start	8	260	E
	Transportation Management Specialist	8	260	N
	Transportation Scheduling and Planning Management Specialist	8	260	N
116	Data Associate	8	260	N
	Desktop Technician Team Lead	8	260	N
	Electronic Maintenance Technician	8	260	E
	Emergency Management/Training Coordinator	8	260	E
	Executive Office Associate II	8	260	N
	Health Specialist	8	260	E
	Lead Instructor Adult Education	7	216	E
	Lead Instructor GED	8	216	E
	Operations Assistant	8	260	N
Positive Behavior Intervention Support Coach	8	216	N	

*See page 19 for definitions.

**Position Titles by Grade
Effective September 13, 2021**

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GRADE	JOB TITLE	HOURS	DAYS	FLSA
116	Program Monitor Head Start	8	216	N
	Property Management Supervisor	8	260	N
	Safety Trainer	8	260	E
	Security Supervisor – Administrative	8	260	N
	Service Desk Team Lead	8	260	N
	Street Supervisor	8	260	N
	Telecommunications Technician	8	260	N
	Zone Supervisor	8	216	N
	Zone Supervisor	8	260	N
117	Family Liaison	8	260	N
	Family Resource Navigator	8	260	E
	Future Center Navigator	8	216	E
	Health Coordinator VPI	8	191	E
	Student Support Specialist	8	201	N
117.1	Licensed Practical Nurse	7	201	E
118	Administrative Assistant	8	260	E
	Lead Health and Family Services Specialist	8	260	E
	Network Engineer	8	260	E
	Procurement Officer I	8	260	E
	SQL Developer Analyst	8	260	E
	Student Intervention Liaison – Elementary	8	260	E
119	Family Student Support Specialist	8	260	E
	Future Center Specialist	8	260	E
	Grant Writer	8	260	E
	Staff Accountant	8	260	E
120	Procurement Officer II	8	260	E
	Senior Telecommunications Technician	8	260	E
	Supervisor Custodial Services	8	260	E
121	Coordinator Operations Quality Control – School Nutrition	8	260	E
	Instructional Assessment Analyst	8	260	E
	Manager Fleet Services	8	260	E
	Senior Accountant	8	260	E

**Position Titles by Grade
Effective September 13, 2021**

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GRADE	JOB TITLE	HOURS	DAYS	FLSA
121	Supervisor Plumbing/HVAC/Electrical	8	260	E
	Supervisor Pupil Transportation	8	260	E
	Supervisor School Nutrition	8	216	E
	Supervisor Structural	8	260	E
	Talent Sourcer	8	260	E
	Technology Asset Analyst I	8	260	E
122	Data and Assessment Specialist	8	260	E
	Data Specialist	8	260	E
	English Language Coach	8	216	E
	Freshman Orientation Coach	8	201	E
	Military Instructor	8	216	E
	Military Instructor	8	260	E
	Military Property Custodian	8	260	E
	Specialist Outreach and Enrollment	8	260	E
	Specialist Risk Management	8	260	E
123	Application Administrator	8	260	E
	Auditor	8	260	E
	Budget Analyst	8	260	E
	Financial Analyst	8	260	E
	Procurement Officer III	8	260	E
	Specialist Digital Content and Design	8	260	E
	Specialist Dropout Prevention and Graduation Support	8	260	E
	Specialist Engagement	8	260	E
	Specialist Family and Student Support	8	260	E
	Specialist Instructional	8	260	E
	Specialist Intervention Systems	8	260	E
	Specialist K12 Out of School Time	8	260	E
	Specialist McKinney Vento Homeless Education	8	260	E
	Specialist Mentor Programs	8	260	E
	Specialist Nurse	8	260	E
Specialist Outreach	8	260	E	

**Position Titles by Grade
Effective September 13, 2021**

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GRADE	JOB TITLE	HOURS	DAYS	FLSA
123	Specialist Reading Intervention	8	260	E
	Specialist Regional Adult Education	8	260	E
	Specialist Secondary Pathways	8	260	E
	Specialist Secondary Success and Support	8	260	E
	Specialist Student Experiences	8	260	E
	Specialist Welcome Center	8	260	E
	Technology Asset Analyst II	8	260	E
123.1	Registered Nurse	8	201	E
124	AS/400 Administrator	8	260	E
	Senior Human Resources Specialist	8	260	E
	Senior Title IX and Anti-Bullying Specialist	8	260	E
	Specialist Academic Systems	8	260	E
	Specialist Strategic Planning	8	260	E
	Systems Programmer Analyst	8	260	E
125	Bilingual Site Coordinator Newcomer Academy	8	260	E
	Coordinator Academic Response to Intervention	8	260	E
	Coordinator Bilingual/ELL Learners	8	260	E
	Coordinator Center for Families in Transition	8	260	E
	Coordinator Communications and Media Relations	8	260	E
	Coordinator Community Hub	8	260	E
	Coordinator Community Partnerships	8	260	E
	Coordinator Curriculum and Instruction	8	260	E
	Coordinator Data Sciences	8	260	E
	Coordinator Early Childhood Education Instruction	8	260	E
	Coordinator English Language Services	8	260	E
	Coordinator Exceptional Education	8	260	E
	Coordinator Family and Community Engagement	8	260	E
	Coordinator Gifted and Talented	8	260	E
	Coordinator Head Start	8	260	E
	Coordinator Home Visiting Program	8	260	E
	Coordinator Instructional Projects	8	260	E
Coordinator Intensive Supports	8	260	E	

**Position Titles by Grade
Effective September 13, 2021**

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GRADE	JOB TITLE	HOURS	DAYS	FLSA
125	Coordinator Language Justice	8	260	E
	Coordinator Professional Learning	8	260	E
	Coordinator Purchase Card	8	260	E
	Coordinator Risk Management	8	260	E
	Coordinator School Health	8	260	E
	Coordinator School Improvement	8	260	E
	Coordinator Student Conduct	8	260	E
	Coordinator Student Support Services	8	260	E
	Coordinator Teacher Support and Retention	8	260	E
	Coordinator Welcome Center and Family Advocacy	8	260	E
	Director Army Instruction	8	260	E
	Facilities Planner	8	260	E
	Program Coordinator VPI	8	260	E
	Regional Coordinator Community Hub	8	260	E
	Senior Behavioral Specialist	8	260	E
	Senior Contracts Coordinator	8	260	E
	Senior Psychologist	8	260	E
	Senior Related Services Provider	8	260	E
	Senior School Board Auditor	8	260	E
	Senior Social Worker	8	260	E
Senior Speech Language Pathologist	8	260	E	
Senior Systems Analyst	8	260	E	
126	Coordinator Technology Asset Management	8	260	E
	Manager Service and Desktop Support	8	260	E
	Senior Coordinator Community Hub	8	260	E
	Senior Systems Engineer	8	260	E
	Systems Engineer –Security	8	260	E
128.1	Assistant Principal I*	8	260	E
129	Clerk School Board	8	260	E
	Senior Network Engineer	8	260	E
129.1	Assistant Principal II*	8	260	E

*See page 19 for definitions.

**Position Titles by Grade
Effective September 13, 2021**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
130	Director Hospital Education	8	260	E
	Director Virginia Treatment Center	8	260	E
	Hearing Officer	8	260	E
	Manager Accounts Payable	8	260	E
	Manager Alternative Education	8	260	E
	Manager Budget and Planning	8	260	E
	Manager Business Applications	8	260	E
	Manager College and Career Pathways	8	260	E
	Manager Construction Procurement	8	260	E
	Manager Custodial Services	8	260	E
	Manager Early Childhood Education Family and Community Engagement	8	260	E
	Manager Early Head Start/Head Start	8	260	E
	Manager General Ledger and Reporting	8	260	E
	Manager Grants Monitoring and Compliance	8	260	E
	Manager Human Resources	8	260	E
	Manager Infrastructure	8	260	E
	Manager Instructional Innovation	8	260	E
	Manager Literacy	8	260	E
	Manager Mathematics	8	260	E
	Manager Payroll	8	260	E
	Manager Procurement	8	260	E
	Manager Pupil Placement Services	8	260	E
	Manager School Climate and Culture Strategy	8	260	E
	Manager School Improvement	8	260	E
	Manager State and Local Grants	8	260	E
	Manager Student Supports	8	260	E
	Manager Talent Acquisition	8	260	E
	Manager Technology Services	8	260	E
Manager Testing and Data	8	260	E	
Manager Trauma Response Strategy	8	260	E	
Project Manager Construction	8	260	E	

**Position Titles by Grade
Effective September 13, 2021**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
130	Regional Program Manager Adult Education	8	260	E
130.1	Assistant Principal III*	8	260	E
131	Associate Director Advocacy and Outreach	8	260	E
	Associate Director Curriculum and Instruction	8	260	E
	Associate Director Early Childhood Education	8	260	E
	Associate Director Exceptional Education	8	260	E
	Associate Director Family and Community Engagement	8	260	E
131.1	Principal I*	8	260	E
132.1	Principal II*	8	260	E
133	Director Academic Operations	8	260	E
	Director Academic Programs and Supports	8	260	E
	Director Advocacy and Outreach	8	260	E
	Director Benefits and Compensation	8	260	E
	Director Career and Technical Education	8	260	E
	Director Curriculum and Instruction	8	260	E
	Director Early Childhood Readiness	8	260	E
	Director Employee Relations and Organizational Effectiveness	8	260	E
	Director Exceptional Education	8	260	E
	Director Facility Services	8	260	E
	Director Family and Community Engagement	8	260	E
	Director Finance	8	260	E
	Director Grants Monitoring and Compliance	8	260	E
	Director Math Science Innovation Center	8	260	E
	Director Procurement and Property Management	8	260	E
	Director Pupil Transportation and Fleet Management	8	260	E
	Director Safety and Security	8	260	E
	Director School Construction	8	260	E
	Director School Nutrition Services	8	260	E
	Director Secondary Success Pathways	8	260	E
Director Strategic Initiatives	8	260	E	
Director Strategic Planning	8	260	E	

*See page 19 for definitions.

**Position Titles by Grade
Effective September 13, 2021**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
133	Director Student Services	8	260	E
	Director Systems and Process Improvement	8	260	E
	Director Student Services	8	260	E
	Director Talent Acquisition	8	260	E
	Director Teacher and Leader Pathways	8	260	E
	Director Technology Services	8	260	E
	Principal Director	8	260	E
	Senior Advisor Male Teachers of Color	8	260	E
133.1	Principal III*	8	260	E
135	Executive Director Finance and Budget	8	260	E
	Executive Director Teaching and Learning	8	260	E
139	Chief Academic Officer	8	260	E
	Chief Engagement Officer	8	260	E
	Chief of Staff	8	260	E
	Chief Operating Officer	8	260	E
	Chief Student Wellness Officer	8	260	E
	Chief Talent Officer	8	260	E
140	Superintendent	8	260	E

*See page 19 for definitions.

Position Title Definitions
Effective September 13, 2021

Principal I Assistant Principal I	Elementary schools, preschools and schools with fall membership under 250*
Principal II Assistant Principal II	Middle schools, Open High and Richmond Community High
Principal III Assistant Principal III	High schools + 6-12 schools + schools with multiple locations + schools with fall membership over 750*

*Fall membership is the primary consideration in determining principal
classification.

Manager School Nutrition I	Elementary
	Franklin Military
	Open High
	Amelia Street
	Richmond Alternative School
	Richmond Community High
Manager School Nutrition II	Middle
Manager School Nutrition III	High
	Richmond Technical Center

**Positions Assigned to the Teacher Pay Schedule
8 Hours
FLSA = Exempt
Effective September 13, 2021**

Academic Coordinator
Academic Interventionist
Art Therapist
Audiologist
Behavioral Specialist
Coach
Coordinator International Baccalaureate Program
Curriculum Coach Head Start
Dean Academic Supports and School Culture
Dean Administrative
Educational Consultant
Educational Diagnostician
Instructional Coach
Instructional Compliance Coordinator
Instructional Technology Resource Teacher
Interpreter
Intensive Support Mentor Teacher
Intervention Specialist
Interventionist
Librarian Media Specialist
Occupational Therapist
Physical Therapist
Psychologist
School Counselor
School Counselor Department Head
Social Worker
Specialist Child Development
Speech Language Pathologist
Teacher
Teacher Department Head
Transition Mentor Teacher

Teacher Pay Schedule Effective September 13, 2021

YEARS	GRADE	095	195	295	100	200	300	110	210	310	120	220	320
OF	LANE	B	M	M+30	B	M	M+30	B	M	M+30	B	M	M+30
EXPERIENCE	DAYS	200	200	200	210	210	210	230	230	230	260	260	260
0	Step 00	\$48,745	\$51,182	\$53,732	\$51,182	\$53,741	\$56,418	\$56,057	\$58,858	\$61,791	\$63,369	\$66,537	\$69,852
1	Step 01	\$49,316	\$51,782	\$54,359	\$51,782	\$54,371	\$57,077	\$56,714	\$59,549	\$62,513	\$64,111	\$67,316	\$70,666
2	Step 02	\$49,892	\$52,387	\$54,996	\$52,387	\$55,007	\$57,745	\$57,376	\$60,246	\$63,245	\$64,860	\$68,104	\$71,494
3	Step 03	\$50,476	\$53,000	\$55,641	\$53,001	\$55,650	\$58,423	\$58,048	\$60,949	\$63,987	\$65,619	\$68,901	\$72,333
4	Step 04	\$51,067	\$53,620	\$56,291	\$53,621	\$56,300	\$59,103	\$58,728	\$61,662	\$64,732	\$66,388	\$69,704	\$73,176
5	Step 05	\$51,665	\$54,247	\$56,950	\$54,248	\$56,959	\$59,797	\$59,415	\$62,384	\$65,493	\$67,164	\$70,520	\$74,034
6	Step 06	\$52,268	\$54,880	\$57,616	\$54,883	\$57,624	\$60,497	\$60,109	\$63,112	\$66,259	\$67,949	\$71,345	\$74,902
7	Step 07	\$52,881	\$55,523	\$58,290	\$55,525	\$58,300	\$61,204	\$60,813	\$63,853	\$67,032	\$68,745	\$72,180	\$75,777
8	Step 08	\$53,499	\$56,172	\$58,972	\$56,174	\$58,982	\$61,919	\$61,525	\$64,599	\$67,817	\$69,550	\$73,024	\$76,662
9	Step 09	\$54,125	\$56,831	\$59,662	\$56,831	\$59,672	\$62,645	\$62,244	\$65,356	\$68,610	\$70,362	\$73,880	\$77,559
10	Step 10	\$54,757	\$57,496	\$60,360	\$57,496	\$60,369	\$63,379	\$62,971	\$66,120	\$69,414	\$71,184	\$74,744	\$78,468
11	Step 11	\$55,399	\$58,168	\$61,067	\$58,167	\$61,077	\$64,120	\$63,708	\$66,893	\$70,226	\$72,018	\$75,620	\$79,385
12	Step 12	\$56,047	\$58,850	\$61,780	\$58,849	\$61,792	\$64,869	\$64,454	\$67,677	\$71,047	\$72,861	\$76,504	\$80,314
13	Step 13	\$56,703	\$59,538	\$62,503	\$59,538	\$62,515	\$65,627	\$65,208	\$68,468	\$71,879	\$73,714	\$77,399	\$81,255
14	Step 14	\$57,365	\$60,235	\$63,235	\$60,233	\$63,247	\$66,397	\$65,970	\$69,271	\$72,719	\$74,575	\$78,306	\$82,205
15	Step 15	\$58,038	\$60,938	\$63,975	\$60,940	\$63,986	\$67,174	\$66,744	\$70,079	\$73,572	\$75,450	\$79,219	\$83,167
16	Step 16	\$58,716	\$61,653	\$64,723	\$61,652	\$64,734	\$67,960	\$67,523	\$70,901	\$74,432	\$76,330	\$80,148	\$84,141
17	Step 17	\$59,404	\$62,373	\$65,479	\$62,374	\$65,493	\$68,754	\$68,314	\$71,730	\$75,300	\$77,225	\$81,086	\$85,122
18	Step 18	\$60,098	\$63,102	\$66,245	\$63,103	\$66,258	\$69,557	\$69,114	\$72,568	\$76,182	\$78,128	\$82,033	\$86,118
19	Step 19	\$60,802	\$63,840	\$67,022	\$63,841	\$67,032	\$70,374	\$69,923	\$73,417	\$77,075	\$79,043	\$82,993	\$87,129
20	Step 20	\$61,512	\$64,588	\$67,806	\$64,588	\$67,816	\$71,196	\$70,739	\$74,275	\$77,976	\$79,965	\$83,964	\$88,147
21	Step 21	\$62,233	\$65,345	\$68,598	\$65,344	\$68,611	\$72,027	\$71,567	\$75,147	\$78,888	\$80,902	\$84,948	\$89,177
22	Step 22	\$62,960	\$66,110	\$69,400	\$66,107	\$69,414	\$72,870	\$72,404	\$76,024	\$79,811	\$81,848	\$85,941	\$90,221
23	Step 23	\$63,698	\$66,881	\$70,215	\$66,882	\$70,225	\$73,724	\$73,252	\$76,913	\$80,746	\$82,807	\$86,945	\$91,279
24	Step 24	\$64,443	\$67,665	\$71,034	\$67,664	\$71,048	\$74,586	\$74,109	\$77,814	\$81,689	\$83,775	\$87,965	\$92,345
25	Step 25	\$65,198	\$68,457	\$71,865	\$68,457	\$71,880	\$75,460	\$74,977	\$78,726	\$82,645	\$84,758	\$88,994	\$93,426
26	Step 26	\$65,960	\$69,257	\$72,708	\$69,257	\$72,720	\$76,343	\$75,853	\$79,646	\$83,614	\$85,746	\$90,035	\$94,519
27	Step 27	\$66,732	\$70,068	\$73,557	\$70,069	\$73,571	\$77,236	\$76,742	\$80,577	\$84,592	\$86,751	\$91,087	\$95,625
28	Step 28	\$67,511	\$70,887	\$74,418	\$70,887	\$74,432	\$78,139	\$77,638	\$81,520	\$85,580	\$87,765	\$92,153	\$96,743
29	Step 29	\$68,301	\$71,716	\$75,289	\$71,716	\$75,302	\$79,054	\$78,546	\$82,474	\$86,583	\$88,791	\$93,231	\$97,876
30	Step 30	\$69,102	\$72,556	\$76,171	\$72,556	\$76,184	\$79,980	\$79,468	\$83,439	\$87,596	\$89,832	\$94,323	\$99,021
31	Step 31	\$69,909	\$73,404	\$77,059	\$73,404	\$77,074	\$80,913	\$80,395	\$84,415	\$88,619	\$90,882	\$95,426	\$100,178
32	Step 32	\$70,727	\$74,264	\$77,962	\$74,264	\$77,976	\$81,860	\$81,336	\$85,403	\$89,656	\$91,945	\$96,543	\$101,351
33	Step 33	\$71,554	\$75,131	\$78,874	\$75,131	\$78,889	\$82,817	\$82,287	\$86,402	\$90,705	\$93,020	\$97,671	\$102,535
34	Step 34	\$72,391	\$76,010	\$79,797	\$76,011	\$79,811	\$83,787	\$83,251	\$87,412	\$91,767	\$94,109	\$98,813	\$103,737
35	Step 35	\$73,239	\$76,900	\$80,730	\$76,902	\$80,745	\$84,767	\$84,225	\$88,435	\$92,839	\$95,212	\$99,970	\$104,950
36	Step 36	\$74,095	\$77,800	\$81,676	\$77,799	\$81,690	\$85,760	\$85,209	\$89,470	\$93,928	\$96,324	\$101,140	\$106,179
37	Step 37	\$74,962	\$78,711	\$82,631	\$78,711	\$82,646	\$86,762	\$86,207	\$90,517	\$95,025	\$97,451	\$102,324	\$107,420
38	Step 38	\$75,840	\$79,631	\$83,598	\$79,631	\$83,612	\$87,778	\$87,214	\$91,575	\$96,137	\$98,591	\$103,520	\$108,677
39	Step 39	\$76,727	\$80,565	\$84,576	\$80,564	\$84,592	\$88,806	\$88,236	\$92,649	\$97,263	\$99,744	\$104,733	\$109,949
40	Step 40	\$77,625	\$81,506	\$85,565	\$81,506	\$85,581	\$89,843	\$89,268	\$93,731	\$98,400	\$100,912	\$105,956	\$111,235
41	Step 41	\$78,533	\$82,460	\$86,567	\$82,461	\$86,582	\$90,895	\$90,313	\$94,828	\$99,553	\$102,095	\$107,197	\$112,537
42	Step 42	\$79,452	\$83,425	\$87,580	\$83,424	\$87,596	\$91,959	\$91,368	\$95,938	\$100,716	\$103,286	\$108,453	\$113,854
43	Step 43	\$80,381	\$84,401	\$88,604	\$84,401	\$88,621	\$93,034	\$92,439	\$97,061	\$101,895	\$104,497	\$109,722	\$115,185
44	Step 44	\$81,322	\$85,388	\$89,640	\$85,388	\$89,657	\$94,122	\$93,519	\$98,196	\$103,087	\$105,718	\$111,004	\$116,532
45	Step 45	\$82,273	\$86,386	\$90,689	\$86,387	\$90,705	\$95,225	\$94,615	\$99,344	\$104,294	\$106,955	\$112,301	\$117,897

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Pay Grade	Days	Hours	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	
102	183	4	8,052	8,173	8,296	8,420	8,546	8,674	8,804	8,936	9,070	9,206	9,344	9,484	9,626	9,770	9,917	10,066	10,217	10,370		
			10,526	10,684	10,844	11,007	11,172	11,340	11,510	11,683	11,858	12,036	12,217	12,400	12,586	12,775	12,967	13,162	13,359	13,559	13,762	
	183	5	10,065	10,216	10,369	10,525	10,683	10,843	11,006	11,171	11,339	11,509	11,682	11,857	12,035	12,216	12,399	12,585	12,774	12,966		
			13,160	13,357	13,557	13,760	13,966	14,175	14,388	14,604	14,823	15,045	15,271	15,500	15,733	15,969	16,209	16,452	16,699	16,949	17,203	
	183	6	12,078	12,259	12,443	12,630	12,819	13,011	13,206	13,404	13,605	13,809	14,016	14,226	14,439	14,656	14,876	15,099	15,325	15,555		
			15,788	16,025	16,265	16,509	16,757	17,008	17,263	17,522	17,785	18,052	18,323	18,598	18,877	19,160	19,447	19,739	20,035	20,336	20,641	
183	7	14,091	14,302	14,517	14,735	14,956	15,180	15,408	15,639	15,874	16,112	16,354	16,599	16,848	17,101	17,358	17,618	17,882	18,150			
		18,422	18,698	18,978	19,263	19,552	19,845	20,143	20,445	20,752	21,063	21,379	21,700	22,026	22,356	22,691	23,031	23,376	23,727	24,083		
191	7	14,707	14,928	15,152	15,379	15,610	15,844	16,082	16,323	16,568	16,817	17,069	17,325	17,585	17,849	18,117	18,389	18,665	18,945			
		19,229	19,517	19,810	20,107	20,409	20,715	21,026	21,341	21,661	21,986	22,316	22,651	22,991	23,336	23,686	24,041	24,402	24,768	25,140		
191	8	16,808	17,060	17,316	17,576	17,840	18,108	18,380	18,656	18,936	19,220	19,508	19,801	20,098	20,399	20,705	21,016	21,331	21,651			
		21,976	22,306	22,641	22,981	23,326	23,676	24,031	24,391	24,757	25,128	25,505	25,888	26,276	26,670	27,070	27,476	27,888	28,306	28,731		
103	191	7	15,023	15,248	15,477	15,710	15,945	16,184	16,426	16,673	16,923	17,177	17,435	17,696	17,962	18,231	18,504	18,783	19,064	19,349		
			19,641	19,936	20,233	20,537	20,845	21,158	21,476	21,797	22,123	22,457	22,793	23,134	23,482	23,835	24,193	24,554	24,924	25,297	25,575	
	191	8	17,169	17,427	17,688	17,954	18,223	18,496	18,773	19,055	19,340	19,631	19,924	20,225	20,528	20,836	21,148	21,465	21,788	22,114		
22,445			22,784	23,124	23,472	23,823	24,180	24,543	24,912	25,284	25,666	26,049	26,440	26,837	27,239	27,648	28,062	28,484	28,911	29,227		
260	8	23,372	23,723	24,078	24,439	24,805	25,177	25,555	25,938	26,328	26,723	27,123	27,530	27,944	28,362	28,787	29,219	29,658	30,104			
		30,555	31,012	31,478	31,951	32,429	32,918	33,409	33,911	34,418	34,937	35,460	35,991	36,531	37,080	37,636	38,200	38,773	39,354	39,786		
104	191	7	15,774	16,012	16,252	16,495	16,744	16,995	17,249	17,508	17,771	18,037	18,309	18,583	18,861	19,146	19,432	19,723	20,019	20,319		
			20,625	20,934	21,248	21,566	21,890	22,218	22,551	22,890	23,233	23,582	23,936	24,295	24,658	25,029	25,404	25,785	26,171	26,564	26,858	
	201	8	18,973	19,258	19,546	19,840	20,137	20,439	20,746	21,057	21,374	21,693	22,018	22,350	22,685	23,025	23,371	23,722	24,077	24,437		
24,804			25,176	25,554	25,937	26,327	26,722	27,122	27,529	27,942	28,361	28,786	29,218	29,657	30,102	30,553	31,011	31,477	31,949	32,303		
260	8	24,542	24,911	25,283	25,663	26,049	26,439	26,836	27,238	27,646	28,061	28,483	28,909	29,345	29,783	30,231	30,684	31,143	31,611			
		32,086	32,567	33,055	33,551	34,054	34,565	35,084	35,609	36,144	36,686	37,236	37,796	38,362	38,936	39,521	40,114	40,716	41,327	41,783		
105	191	7	16,557	16,807	17,059	17,314	17,574	17,839	18,105	18,376	18,652	18,931	19,217	19,504	19,797	20,094	20,394	20,701	21,012	21,326		
			21,646	21,971	22,301	22,636	22,974	23,320	23,669	24,024	24,384	24,750	25,121	25,498	25,882	26,269	26,664	27,062	27,470	27,881	28,201	
201	8	19,914	20,213	20,517	20,822	21,136	21,453	21,775	22,102	22,432	22,768	23,111	23,457	23,808	24,167	24,529	24,897	25,271	25,649			
		26,034	26,425	26,822	27,223	27,632	28,047	28,467	28,894	29,327	29,767	30,214	30,667	31,128	31,593	32,068	32,549	33,037	33,533	33,917		

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Pay Grade	Days	Hours	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	
105	260	8		25,758	26,146	26,538	26,937	27,340	27,749	28,166	28,589	29,016	29,454	29,895	30,343	30,798	31,261	31,729	32,205	32,687	33,178	
				33,676	34,182	34,695	35,214	35,742	36,280	36,823	37,376	37,936	38,504	39,081	39,668	40,264	40,867	41,481	42,103	42,735	43,376	43,873
105.1	260	8	25,866	26,169	26,476	26,785	27,099	27,416	27,737	28,061	28,390	28,722	29,057	29,397	29,741	30,089	30,442	30,798	31,159	31,523	31,892	
				32,265	32,642	33,024	33,410	33,802	34,197	34,597	35,001	35,411	35,825	36,245	36,669	37,098	37,533	37,971	38,415	38,865	39,319	39,780
106	191	7		17,384	17,645	17,910	18,178	18,451	18,727	19,009	19,294	19,583	19,876	20,175	20,478	20,784	21,097	21,414	21,735	22,061	22,391	
				22,727	23,068	23,414	23,765	24,122	24,483	24,851	25,223	25,602	25,986	26,375	26,772	27,172	27,580	27,994	28,415	28,841	29,273	29,604
	191	8		19,868	20,165	20,468	20,775	21,086	21,402	21,724	22,050	22,380	22,716	23,057	23,404	23,754	24,110	24,472	24,839	25,211	25,589	
				25,975	26,364	26,758	27,160	27,567	27,982	28,400	28,827	29,259	29,697	30,144	30,595	31,055	31,520	31,993	32,473	32,961	33,454	33,832
216	7		19,660	19,954	20,255	20,557	20,865	21,179	21,496	21,818	22,147	22,479	22,816	23,157	23,506	23,857	24,215	24,579	24,948	25,322		
			25,702	26,087	26,478	26,876	27,279	27,688	28,104	28,525	28,953	29,387	29,828	30,275	30,729	31,190	31,659	32,134	32,615	33,104	33,477	
260	8		27,045	27,451	27,862	28,280	28,704	29,136	29,572	30,015	30,466	30,923	31,387	31,858	32,335	32,821	33,313	33,812	34,319	34,835		
			35,357	35,887	36,425	36,972	37,526	38,089	38,661	39,241	39,829	40,428	41,033	41,649	42,273	42,908	43,550	44,206	44,867	45,540	46,054	
107	191	7		18,255	18,530	18,806	19,088	19,375	19,665	19,960	20,260	20,564	20,872	21,185	21,502	21,826	22,153	22,485	22,824	23,165	23,513	
				23,865	24,224	24,587	24,956	25,329	25,710	26,095	26,486	26,884	27,286	27,697	28,112	28,533	28,962	29,396	29,837	30,285	30,738	31,094
	191	8		20,862	21,176	21,493	21,815	22,143	22,475	22,811	23,154	23,502	23,854	24,212	24,575	24,945	25,318	25,696	26,084	26,474	26,872	
				27,274	27,683	28,099	28,521	28,948	29,383	29,824	30,270	30,725	31,186	31,654	32,129	32,610	33,099	33,596	34,099	34,611	35,130	35,536
216	7		20,644	20,954	21,268	21,587	21,910	22,240	22,573	22,911	23,256	23,603	23,958	24,317	24,682	25,054	25,429	25,810	26,197	26,589		
			26,989	27,394	27,805	28,221	28,644	29,075	29,511	29,952	30,404	30,860	31,321	31,791	32,269	32,753	33,244	33,742	34,250	34,763	35,163	
260	8		28,399	28,826	29,257	29,696	30,143	30,593	31,053	31,519	31,992	32,471	32,958	33,452	33,954	34,464	34,981	35,505	36,039	36,578		
			37,127	37,685	38,249	38,823	39,405	39,997	40,596	41,205	41,824	42,451	43,088	43,735	44,391	45,056	45,733	46,419	47,114	47,821	48,373	
107.1	184	6	17,224	17,426	17,631	17,837	18,046	18,257	18,470	18,685	18,904	19,125	19,349	19,575	19,804	20,035	20,270	20,506	20,746	20,989	21,234	
				21,483	21,735	21,989	22,247	22,506	22,769	23,037	23,306	23,578	23,854	24,133	24,415	24,700	24,990	25,281	25,577	25,877	26,178	26,485
	184	7	20,095	20,330	20,569	20,809	21,053	21,298	21,548	21,800	22,054	22,313	22,573	22,838	23,104	23,375	23,648	23,924	24,204	24,487	24,775	
			25,063	25,358	25,653	25,954	26,257	26,565	26,876	27,190	27,507	27,830	28,155	28,484	28,817	29,154	29,496	29,840	30,189	30,542	30,899	
184	8	22,965	23,234	23,506	23,782	24,060	24,341	24,626	24,914	25,205	25,500	25,798	26,100	26,405	26,714	27,027	27,342	27,663	27,985	28,313		
			28,643	28,980	29,318	29,662	30,008	30,359	30,715	31,074	31,437	31,804	32,178	32,554	32,934	33,318	33,709	34,103	34,502	34,907	35,314	

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Pay Grade	Days	Hours	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18		
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37		
108	191	7		19,169 25,062	19,457 25,437	19,749 25,820	20,046 26,206	20,346 26,599	20,652 26,997	20,961 27,404	21,276 27,814	21,595 28,231	21,918 28,655	22,248 29,085	22,581 29,521	22,919 29,964	23,264 30,413	23,614 30,870	23,966 31,334	24,326 31,802	24,691 32,280		32,643
	191	8		21,908 28,641	22,236 29,071	22,571 29,507	22,908 29,949	23,253 30,399	23,600 30,855	23,956 31,317	24,315 31,787	24,680 32,264	25,050 32,748	25,426 33,240	25,806 33,738	26,194 34,244	26,586 34,758	26,986 35,280	27,390 35,809	27,801 36,347	28,218 36,890		37,306
	201	8		23,056 30,142	23,402 30,593	23,753 31,052	24,108 31,518	24,470 31,991	24,837 32,470	25,210 32,958	25,587 33,451	25,971 33,953	26,362 34,463	26,756 34,980	27,158 35,504	27,565 36,037	27,980 36,577	28,398 37,126	28,825 37,684	29,257 38,248	29,695 38,822		39,258
	216	7		21,679 28,343	22,004 28,768	22,333 29,197	22,669 29,636	23,009 30,081	23,354 30,531	23,704 30,990	24,060 31,455	24,421 31,927	24,787 32,405	25,160 32,892	25,537 33,386	25,920 33,885	26,308 34,395	26,703 34,911	27,103 35,434	27,510 35,966	27,923 36,504		37,051
	216	8		24,777 32,390	25,147 32,876	25,525 33,369	25,907 33,871	26,297 34,377	26,690 34,893	27,091 35,417	27,498 35,948	27,910 36,489	28,328 37,035	28,752 37,591	29,185 38,154	29,622 38,727	30,067 39,308	30,518 39,897	30,976 40,495	31,441 41,104	31,912 41,720		42,190
	260	8		29,824 38,989	30,270 39,573	30,725 40,168	31,185 40,769	31,654 41,381	32,128 42,001	32,610 42,633	33,099 43,271	33,596 43,920	34,098 44,579	34,611 45,247	35,130 45,926	35,658 46,615	36,191 47,315	36,734 48,024	37,286 48,745	37,844 49,476	38,415 50,218		50,784
108.1	260	8	31,644	32,013 39,473	32,389 39,935	32,768 40,403	33,152 40,876	33,539 41,353	33,932 41,838	34,330 42,328	34,731 42,822	35,137 43,324	35,548 43,830	35,965 44,343	36,386 44,862	36,811 45,387	37,242 45,917	37,677 46,454	38,119 46,998	38,565 47,547	39,016 48,104		48,666
108.2	191	7	20,657	20,899 25,769	21,143 26,070	21,390 26,375	21,640 26,684	21,894 26,996	22,150 27,313	22,410 27,632	22,672 27,955	22,938 28,283	23,207 28,613	23,479 28,948	23,754 29,287	24,032 29,630	24,313 29,977	24,597 30,328	24,885 30,684	25,176 31,043	25,471 31,407		31,774
	216	7	23,360	23,633 29,139	23,909 29,480	24,190 29,825	24,473 30,174	24,759 30,527	25,049 30,885	25,342 31,246	25,639 31,612	25,938 31,982	26,242 32,355	26,549 32,734	26,860 33,118	27,174 33,505	27,493 33,897	27,814 34,294	28,140 34,696	28,469 35,101	28,802 35,512		35,927
	260	8	32,136	32,512 40,086	32,892 40,554	33,277 41,029	33,667 41,509	34,060 41,995	34,459 42,486	34,861 42,984	35,269 43,487	35,682 43,995	36,099 44,510	36,522 45,032	36,949 45,559	37,382 46,093	37,820 46,632	38,262 47,178	38,710 47,730	39,164 48,288	39,622 48,854		49,426
109	191	7		20,128 26,315	20,430 26,710	20,738 27,111	21,049 27,517	21,364 27,931	21,685 28,350	22,010 28,775	22,340 29,207	22,675 29,643	23,015 30,088	23,361 30,540	23,711 30,998	24,066 31,463	24,427 31,935	24,793 32,414	25,166 32,900	25,543 33,395	25,927 33,895		34,281
	191	8		23,005 30,075	23,350 30,525	23,699 30,983	24,056 31,449	24,416 31,921	24,783 32,399	25,154 32,885	25,532 33,377	25,914 33,879	26,303 34,388	26,698 34,903	27,098 35,426	27,505 35,958	27,918 36,498	28,336 37,044	28,761 37,600	29,192 38,165	29,630 38,736		39,178
	201	8		24,209 31,650	24,572 32,125	24,940 32,607	25,315 33,096	25,694 33,591	26,081 34,095	26,471 34,607	26,869 35,126	27,271 35,652	27,680 36,187	28,095 36,730	28,518 37,282	28,944 37,840	29,378 38,408	29,821 38,984	30,267 39,568	30,721 40,163	31,181 40,764		41,230
	216	8		26,015 34,012	26,406 34,521	26,802 35,039	27,203 35,565	27,613 36,098	28,026 36,640	28,448 37,189	28,873 37,747	29,306 38,313	29,746 38,888	30,192 39,471	30,645 40,064	31,104 40,664	31,571 41,274	32,044 41,893	32,525 42,523	33,014 43,160	33,509 43,807		44,305

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Pay Grade	Days	Hours	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18		
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37		
109	260	8	31,315	31,785	32,261	32,745	33,236	33,735	34,241	34,755	35,276	35,806	36,343	36,887	37,442	38,004	38,571	39,150	39,739	40,335			
			40,939	41,553	42,176	42,810	43,452	44,104	44,765	45,436	46,118	46,809	47,511	48,225	48,948	49,682	50,428	51,184	51,951	52,731	53,332		
109.1	184	6	18,859	19,080	19,302	19,529	19,756	19,988	20,222	20,458	20,698	20,941	21,185	21,433	21,685	21,938	22,194	22,453	22,716	22,982	23,251		
			23,523	23,798	24,076	24,358	24,643	24,931	25,223	25,518	25,816	26,119	26,425	26,734	27,047	27,363	27,683	28,007	28,334	28,667	29,002		
	7	22,003	22,260	22,520	22,784	23,049	23,319	23,592	23,868	24,148	24,431	24,717	25,005	25,299	25,593	25,893	26,196	26,503	26,812	27,126			
			27,443	27,765	28,090	28,418	28,749	29,086	29,426	29,771	30,119	30,473	30,829	31,189	31,555	31,924	32,298	32,675	33,057	33,445	33,836		
8	25,146	25,440	25,737	26,038	26,341	26,650	26,962	27,277	27,597	27,921	28,248	28,577	28,912	29,250	29,592	29,938	30,288	30,643	31,001				
		31,364	31,731	32,102	32,477	32,858	33,241	33,631	34,024	34,422	34,825	35,233	35,645	36,062	36,485	36,911	37,343	37,779	38,222	38,669			
260	8	35,526	35,942	36,363	36,788	37,218	37,653	38,094	38,540	38,991	39,447	39,909	40,376	40,848	41,326	41,810	42,299	42,794	43,295	43,802			
			44,314	44,832	45,357	45,888	46,425	46,968	47,518	48,074	48,636	49,205	49,781	50,363	50,952	51,548	52,151	52,761	53,378	54,003	54,635		
110	216	8	27,313	27,722	28,139	28,561	28,989	29,423	29,865	30,312	30,768	31,230	31,697	32,173	32,655	33,145	33,642	34,148	34,660	35,179			
			35,707	36,243	36,785	37,338	37,899	38,465	39,042	39,629	40,224	40,827	41,439	42,061	42,692	43,332	43,981	44,642	45,312	45,992	46,520		
260	8	32,876	33,369	33,871	34,377	34,893	35,417	35,948	36,489	37,035	37,591	38,154	38,727	39,307	39,897	40,495	41,104	41,719	42,344				
		42,981	43,626	44,280	44,944	45,618	46,302	46,997	47,701	48,417	49,143	49,881	50,630	51,388	52,159	52,942	53,736	54,541	55,360	55,995			
111	216	8	28,686	29,116	29,553	29,997	30,447	30,903	31,367	31,837	32,314	32,798	33,292	33,790	34,298	34,812	35,334	35,864	36,401	36,947			
			37,502	38,065	38,636	39,215	39,803	40,401	41,007	41,621	42,245	42,880	43,524	44,176	44,839	45,511	46,193	46,887	47,589	48,304	48,846		
260	8	34,529	35,047	35,572	36,106	36,648	37,197	37,757	38,322	38,897	39,481	40,073	40,674	41,284	41,903	42,532	43,169	43,817	44,474				
		45,141	45,817	46,506	47,204	47,911	48,630	49,360	50,100	50,851	51,614	52,388	53,174	53,971	54,782	55,605	56,437	57,284	58,144	58,795			
112	191	7	23,302	23,651	24,006	24,367	24,732	25,103	25,479	25,861	26,250	26,643	27,043	27,448	27,859	28,278	28,702	29,134	29,570	30,013			
			30,464	30,921	31,383	31,854	32,333	32,818	33,309	33,810	34,317	34,832	35,354	35,884	36,423	36,969	37,523	38,086	38,658	39,238	39,682		
	191	8	26,631	27,030	27,435	27,847	28,265	28,689	29,118	29,556	30,000	30,449	30,906	31,370	31,840	32,317	32,801	33,295	33,793	34,301			
			34,815	35,338	35,868	36,405	36,950	37,506	38,069	38,639	39,219	39,808	40,404	41,010	41,625	42,250	42,884	43,528	44,180	44,843	45,351		
201	8	28,025	28,447	28,872	29,305	29,744	30,191	30,644	31,103	31,570	32,043	32,524	33,012	33,507	34,010	34,519	35,038	35,563	36,096				
		36,639	37,188	37,745	38,311	38,886	39,469	40,062	40,662	41,272	41,892	42,519	43,158	43,805	44,462	45,128	45,806	46,493	47,189	47,726			
216	7	26,353	26,747	27,149	27,556	27,968	28,388	28,814	29,247	29,685	30,131	30,582	31,041	31,507	31,979	32,459	32,946	33,440	33,942				
		34,450	34,967	35,493	36,025	36,565	37,114	37,669	38,235	38,808	39,390	39,980	40,582	41,190	41,808	42,435	43,072	43,717	44,373	44,876			

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Pay Grade	Days	Hours	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	
112	216	8	30,116	30,567	31,027	31,492	31,965	32,444	32,930	33,425	33,926	34,435	34,951	35,474	36,008	36,547	37,095	37,653	38,218	38,790		
			39,373	39,963	40,562	41,170	41,789	42,414	43,052	43,697	44,353	45,018	45,694	46,379	47,074	47,781	48,498	49,225	49,962	50,712	51,287	
	260	8	36,251	36,796	37,347	37,907	38,477	39,052	39,639	40,233	40,836	41,449	42,070	42,702	43,342	43,993	44,653	45,322	46,002	46,692		
			47,392	48,104	48,826	49,557	50,300	51,055	51,821	52,598	53,387	54,188	55,001	55,826	56,663	57,513	58,375	59,252	60,140	61,042	61,735	
113	191	7	24,468	24,835	25,207	25,585	25,968	26,359	26,754	27,155	27,563	27,977	28,396	28,821	29,254	29,692	30,139	30,590	31,049	31,515		
			31,988	32,467	32,954	33,448	33,950	34,460	34,977	35,501	36,034	36,574	37,123	37,679	38,245	38,819	39,401	39,992	40,591	41,200	41,659	
	191	8	27,962	28,383	28,808	29,241	29,679	30,124	30,577	31,034	31,500	31,972	32,452	32,938	33,434	33,934	34,444	34,960	35,486	36,018		
			36,557	37,106	37,662	38,227	38,801	39,383	39,973	40,573	41,181	41,799	42,426	43,063	43,708	44,364	45,029	45,704	46,390	47,085	47,611	
	201	8	29,427	29,869	30,316	30,771	31,234	31,702	32,177	32,659	33,150	33,647	34,152	34,664	35,183	35,711	36,247	36,791	37,343	37,903		
			38,472	39,048	39,634	40,229	40,831	41,444	42,066	42,698	43,337	43,986	44,647	45,317	45,997	46,687	47,387	48,098	48,819	49,551	50,104	
	216	7	27,670	28,086	28,506	28,934	29,367	29,809	30,256	30,709	31,170	31,637	32,111	32,595	33,083	33,579	34,083	34,595	35,112	35,640		
			36,175	36,717	37,268	37,827	38,393	38,970	39,555	40,147	40,751	41,362	41,982	42,611	43,250	43,900	44,558	45,226	45,905	46,593	47,112	
	216	8	31,623	32,098	32,579	33,068	33,563	34,067	34,578	35,096	35,624	36,157	36,700	37,250	37,809	38,377	38,953	39,537	40,130	40,730		
			41,342	41,962	42,592	43,231	43,878	44,537	45,206	45,883	46,571	47,270	47,978	48,698	49,429	50,170	50,923	51,687	52,462	53,249	53,843	
	260	8	38,065	38,636	39,215	39,803	40,401	41,007	41,621	42,245	42,880	43,524	44,176	44,839	45,511	46,193	46,887	47,589	48,304	49,027		
			49,763	50,510	51,267	52,038	52,817	53,609	54,414	55,230	56,058	56,898	57,752	58,619	59,498	60,391	61,296	62,216	63,149	64,096	64,812	
114	191	7	25,692	26,078	26,469	26,865	27,269	27,678	28,093	28,516	28,942	29,376	29,817	30,264	30,719	31,179	31,646	32,123	32,604	33,092		
			33,588	34,092	34,604	35,124	35,650	36,185	36,727	37,278	37,837	38,406	38,981	39,565	40,160	40,761	41,373	41,993	42,623	43,263	43,741	
	191	8	29,363	29,803	30,251	30,704	31,165	31,632	32,106	32,587	33,077	33,573	34,078	34,587	35,107	35,633	36,168	36,710	37,260	37,821		
			38,387	38,963	39,547	40,140	40,744	41,353	41,975	42,604	43,242	43,892	44,550	45,219	45,896	46,586	47,283	47,994	48,712	49,443	49,990	
	260	8	39,970	40,570	41,178	41,796	42,424	43,060	43,706	44,361	45,025	45,701	46,387	47,082	47,790	48,506	49,233	49,971	50,722	51,482		
			52,255	53,039	53,834	54,642	55,462	56,294	57,138	57,995	58,866	59,747	60,643	61,553	62,477	63,414	64,365	65,331	66,309	67,305	68,048	
115	191	7	26,977	27,380	27,791	28,209	28,632	29,061	29,498	29,940	30,389	30,844	31,307	31,777	32,253	32,738	33,229	33,726	34,233	34,745		
			35,267	35,796	36,333	36,878	37,432	37,993	38,562	39,141	39,727	40,325	40,929	41,543	42,166	42,800	43,440	44,091	44,754	45,425	45,925	
	191	8	30,830	31,293	31,763	32,239	32,722	33,212	33,712	34,217	34,730	35,251	35,779	36,316	36,862	37,414	37,975	38,546	39,124	39,710		
			40,305	40,910	41,524	42,146	42,778	43,421	44,072	44,733	45,403	46,085	46,776	47,478	48,190	48,913	49,646	50,391	51,148	51,914	52,485	

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Pay Grade	Days	Hours	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	
115	201	8	32,444	32,931	33,425	33,927	34,436	34,951	35,476	36,009	36,549	37,095	37,653	38,218	38,790	39,374	39,964	40,563	41,171	41,790		
			42,416	43,053	43,698	44,353	45,018	45,694	46,380	47,074	47,782	48,498	49,226	49,963	50,712	51,473	52,246	53,030	53,825	54,632	55,452	
	260	8	41,967	42,598	43,236	43,884	44,543	45,211	45,890	46,578	47,277	47,986	48,705	49,436	50,176	50,930	51,694	52,470	53,256	54,055		
			54,866	55,689	56,524	57,372	58,233	59,107	59,992	60,893	61,806	62,733	63,674	64,629	65,600	66,583	67,582	68,596	69,624	70,668	71,446	
116	191	7	28,319	28,744	29,175	29,614	30,056	30,509	30,966	31,429	31,901	32,380	32,866	33,359	33,860	34,367	34,882	35,406	35,937	36,475		
			37,022	37,579	38,141	38,714	39,295	39,884	40,482	41,089	41,706	42,332	42,966	43,611	44,265	44,930	45,602	46,287	46,980	47,686	48,227	
	191	8	32,365	32,850	33,343	33,843	34,351	34,867	35,390	35,920	36,459	37,006	37,560	38,124	38,696	39,277	39,865	40,464	41,071	41,687		
			42,312	42,947	43,591	44,245	44,908	45,583	46,267	46,960	47,663	48,379	49,104	49,842	50,589	51,349	52,118	52,900	53,694	54,499	55,116	
	201	7	29,801	30,249	30,703	31,163	31,630	32,105	32,586	33,076	33,572	34,075	34,586	35,104	35,632	36,167	36,709	37,259	37,817	38,386		
			38,962	39,546	40,139	40,741	41,351	41,973	42,602	43,241	43,890	44,548	45,217	45,895	46,583	47,281	47,991	48,710	49,441	50,183	50,751	
	201	8	34,059	34,570	35,089	35,614	36,149	36,692	37,242	37,801	38,368	38,943	39,528	40,121	40,722	41,333	41,953	42,583	43,221	43,869		
			44,527	45,194	45,873	46,561	47,259	47,968	48,688	49,418	50,160	50,911	51,676	52,451	53,238	54,036	54,846	55,669	56,504	57,352	58,001	
	216	7	32,027	32,507	32,994	33,488	33,991	34,501	35,019	35,544	36,077	36,618	37,168	37,725	38,291	38,865	39,449	40,039	40,641	41,250		
			41,870	42,497	43,134	43,782	44,438	45,105	45,781	46,468	47,166	47,871	48,590	49,319	50,059	50,810	51,572	52,346	53,130	53,928	54,539	
	216	8	36,602	37,150	37,707	38,274	38,847	39,430	40,022	40,621	41,231	41,849	42,478	43,114	43,761	44,418	45,083	45,760	46,447	47,142		
			47,851	48,568	49,296	50,036	50,786	51,547	52,322	53,106	53,902	54,712	55,532	56,366	57,210	58,068	58,940	59,824	60,721	61,632	62,330	
	260	8	44,057	44,717	45,388	46,069	46,760	47,462	48,174	48,897	49,630	50,374	51,130	51,897	52,675	53,465	54,267	55,081	55,907	56,746		
			57,598	58,462	59,338	60,229	61,133	62,048	62,979	63,924	64,883	65,857	66,844	67,847	68,864	69,898	70,946	72,009	73,090	74,187	75,027	
117	191	7	29,735	30,183	30,634	31,095	31,561	32,034	32,514	33,002	33,498	34,000	34,510	35,027	35,554	36,086	36,627	37,178	37,734	38,301		
			38,875	39,458	40,049	40,651	41,261	41,879	42,507	43,145	43,793	44,449	45,116	45,794	46,480	47,177	47,886	48,602	49,332	50,071	50,633	
	191	8	33,984	34,494	35,012	35,537	36,070	36,610	37,159	37,718	38,282	38,857	39,440	40,031	40,631	41,241	41,859	42,489	43,125	43,772		
			44,429	45,095	45,771	46,457	47,154	47,862	48,581	49,309	50,049	50,799	51,561	52,334	53,120	53,916	54,725	55,546	56,379	57,224	57,865	
	201	7	31,293	31,763	32,239	32,722	33,213	33,712	34,217	34,731	35,251	35,780	36,317	36,862	37,414	37,976	38,546	39,124	39,711	40,305		
			40,911	41,524	42,146	42,779	43,422	44,073	44,733	45,404	46,085	46,777	47,478	48,190	48,913	49,646	50,391	51,148	51,914	52,694	53,283	
	201	8	35,763	36,299	36,843	37,397	37,958	38,526	39,104	39,692	40,287	40,891	41,505	42,127	42,758	43,400	44,052	44,712	45,383	46,064		
			46,755	47,456	48,168	48,890	49,624	50,368	51,123	51,891	52,669	53,459	54,260	55,074	55,901	56,739	57,590	58,455	59,332	60,221	60,895	
	216	7	33,627	34,132	34,644	35,164	35,691	36,227	36,770	37,323	37,881	38,450	39,027	39,612	40,206	40,810	41,421	42,043	42,673	43,315		
			43,963	44,624	45,292	45,971	46,661	47,361	48,071	48,793	49,524	50,268	51,020	51,787	52,563	53,352	54,152	54,964	55,789	56,626	57,259	

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Pay Grade	Days	Hours	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	
117	216	8		38,432	39,008	39,594	40,188	40,791	41,402	42,023	42,654	43,293	43,943	44,602	45,272	45,950	46,639	47,339	48,050	48,769	49,501	
				50,244	50,997	51,762	52,539	53,326	54,127	54,939	55,763	56,600	57,449	58,310	59,185	60,073	60,973	61,889	62,816	63,759	64,715	65,439
	260	8		46,261	46,955	47,658	48,374	49,100	49,837	50,583	51,341	52,113	52,894	53,687	54,493	55,310	56,140	56,983	57,837	58,704	59,586	
				60,479	61,386	62,306	63,241	64,191	65,152	66,130	67,122	68,129	69,150	70,188	71,241	72,310	73,394	74,495	75,611	76,746	77,898	78,770
117.1	201	7	32,419	33,454	33,846	34,242	34,643	35,048	35,458	35,873	36,293	36,717	37,147	37,581	38,021	38,465	38,916	39,372	39,831	40,298	40,769	
				41,246	41,728	42,218	42,711	43,212	43,716	44,228	44,745	45,270	45,799	46,335	46,876	47,425	47,979	48,541	49,109	49,684	50,265	50,853
118	191	7		31,228	31,695	32,170	32,653	33,142	33,640	34,145	34,657	35,177	35,705	36,240	36,783	37,335	37,895	38,462	39,040	39,626	40,220	
				40,824	41,436	42,058	42,688	43,329	43,978	44,639	45,309	45,988	46,678	47,377	48,088	48,809	49,541	50,285	51,040	51,804	52,582	53,171
	191	8		35,686	36,223	36,766	37,318	37,877	38,446	39,023	39,608	40,202	40,804	41,416	42,037	42,668	43,309	43,958	44,618	45,287	45,966	
				46,655	47,356	48,066	48,787	49,519	50,261	51,015	51,781	52,558	53,346	54,146	54,958	55,782	56,619	57,468	58,330	59,204	60,093	60,767
	201	7		32,862	33,354	33,855	34,363	34,878	35,400	35,932	36,470	37,018	37,573	38,137	38,708	39,289	39,880	40,477	41,085	41,701	42,326	
				42,961	43,605	44,260	44,922	45,597	46,281	46,975	47,681	48,396	49,121	49,857	50,605	51,365	52,136	52,917	53,711	54,517	55,334	55,954
	201	8		37,556	38,119	38,692	39,272	39,860	40,458	41,065	41,682	42,306	42,940	43,584	44,239	44,903	45,576	46,259	46,954	47,657	48,373	
				49,098	49,836	50,582	51,340	52,111	52,893	53,686	54,491	55,309	56,138	56,981	57,835	58,703	59,583	60,477	61,385	62,305	63,239	63,948
216	7		35,314	35,843	36,382	36,927	37,481	38,043	38,613	39,193	39,781	40,377	40,983	41,598	42,223	42,855	43,498	44,151	44,812	45,485		
			46,167	46,859	47,562	48,275	48,999	49,736	50,481	51,238	52,007	52,786	53,579	54,382	55,198	56,026	56,867	57,719	58,584	59,464	60,130	
216	8		40,358	40,964	41,579	42,201	42,835	43,477	44,129	44,793	45,463	46,146	46,837	47,541	48,253	48,977	49,711	50,458	51,215	51,983		
			52,762	53,555	54,357	55,172	56,000	56,841	57,691	58,558	59,437	60,329	61,234	62,151	63,083	64,030	64,990	65,965	66,955	67,959	68,720	
260	8		48,580	49,308	50,049	50,799	51,561	52,334	53,119	53,915	54,725	55,545	56,378	57,224	58,083	58,953	59,838	60,736	61,648	62,571		
			63,511	64,463	65,430	66,410	67,407	68,419	69,445	70,486	71,543	72,616	73,706	74,811	75,934	77,073	78,229	79,403	80,592	81,803	82,718	
119	191	7		32,777	33,267	33,766	34,272	34,786	35,308	35,839	36,377	36,922	37,476	38,038	38,609	39,187	39,776	40,372	40,978	41,592	42,216	
				42,850	43,493	44,144	44,806	45,479	46,162	46,854	47,555	48,269	48,994	49,729	50,474	51,231	52,001	52,780	53,571	54,375	55,192	55,827
	191	8		37,458	38,020	38,591	39,170	39,757	40,353	40,959	41,573	42,196	42,828	43,472	44,123	44,786	45,457	46,139	46,832	47,535	48,247	
				48,970	49,705	50,450	51,209	51,975	52,756	53,546	54,350	55,165	55,992	56,833	57,684	58,550	59,429	60,319	61,225	62,143	63,076	63,802
201	7		34,492	35,011	35,535	36,068	36,608	37,157	37,716	38,281	38,855	39,438	40,030	40,628	41,239	41,857	42,486	43,123	43,769	44,427		
			45,092	45,769	46,455	47,152	47,860	48,578	49,307	50,046	50,797	51,559	52,332	53,117	53,913	54,723	55,543	56,376	57,222	58,081	58,749	
201	8		39,419	40,010	40,611	41,221	41,839	42,465	43,103	43,749	44,405	45,072	45,747	46,433	47,131	47,837	48,554	49,282	50,023	50,774		
			51,535	52,308	53,092	53,889	54,696	55,517	56,350	57,196	58,053	58,925	59,808	60,705	61,616	62,541	63,478	64,431	65,397	66,377	67,142	

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Pay Grade	Days	Hours	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	
119	216	7	37,067	37,622	38,186	38,760	39,341	39,930	40,531	41,137	41,755	42,381	43,017	43,661	44,318	44,981	45,657	46,341	47,036	47,743		
			48,458	49,185	49,922	50,672	51,431	52,202	52,986	53,780	54,587	55,407	56,238	57,081	57,936	58,807	59,689	60,584	61,493	62,414	63,134	
	216	8	42,360	42,997	43,642	44,296	44,961	45,635	46,319	47,013	47,719	48,436	49,162	49,899	50,647	51,407	52,179	52,961	53,755	54,563		
	260	8	50,991	51,755	52,531	53,319	54,118	54,931	55,755	56,591	57,440	58,301	59,178	60,063	60,965	61,878	62,807	63,750	64,707	65,676		
			66,662	67,662	68,676	69,707	70,752	71,814	72,891	73,984	75,094	76,220	77,364	78,524	79,701	80,897	82,111	83,343	84,592	85,862	86,851	
120	191	7	34,428	34,945	35,469	36,001	36,541	37,089	37,647	38,210	38,784	39,365	39,957	40,555	41,164	41,780	42,408	43,043	43,690	44,345		
			45,010	45,686	46,372	47,066	47,771	48,488	49,215	49,954	50,704	51,465	52,235	53,019	53,815	54,622	55,441	56,273	57,117	57,974	58,616	
	191	8	39,347	39,937	40,537	41,144	41,761	42,388	43,024	43,669	44,325	44,988	45,664	46,349	47,044	47,750	48,467	49,194	49,931	50,680		
			51,439	52,213	52,995	53,790	54,596	55,415	56,246	57,091	57,946	58,817	59,699	60,595	61,502	62,425	63,361	64,312	65,277	66,256	66,989	
	201	7	36,231	36,775	37,327	37,885	38,454	39,031	39,616	40,212	40,815	41,427	42,049	42,679	43,319	43,969	44,628	45,297	45,977	46,667		
			47,367	48,077	48,798	49,531	50,273	51,027	51,793	52,569	53,358	54,158	54,971	55,795	56,632	57,482	58,345	59,219	60,107	61,008	61,685	
	201	8	41,407	42,028	42,658	43,298	43,948	44,607	45,277	45,956	46,645	47,345	48,055	48,776	49,508	50,251	51,004	51,769	52,545	53,333		
			54,134	54,945	55,769	56,606	57,455	58,317	59,192	60,080	60,981	61,895	62,824	63,766	64,722	65,693	66,679	67,678	68,694	69,725	70,496	
216	7	38,934	39,519	40,112	40,714	41,325	41,945	42,574	43,213	43,860	44,519	45,186	45,863	46,552	47,250	47,959	48,679	49,409	50,150			
		50,902	51,665	52,439	53,226	54,026	54,835	55,658	56,492	57,341	58,201	59,074	59,958	60,859	61,772	62,698	63,639	64,593	65,563	66,289		
216	8	44,498	45,164	45,842	46,530	47,228	47,936	48,655	49,384	50,126	50,879	51,641	52,416	53,202	54,000	54,809	55,631	56,466	57,314			
		58,173	59,046	59,931	60,830	61,742	62,668	63,609	64,563	65,533	66,514	67,512	68,526	69,553	70,596	71,655	72,730	73,821	74,927	75,758		
260	8	53,562	54,364	55,181	56,008	56,848	57,701	58,567	59,445	60,337	61,242	62,159	63,093	64,038	64,999	65,975	66,964	67,969	68,988			
		70,022	71,073	72,139	73,222	74,320	75,434	76,567	77,715	78,882	80,064	81,265	82,483	83,721	84,977	86,251	87,546	88,858	90,191	91,190		
121	191	7	36,141	36,682	37,232	37,792	38,357	38,933	39,518	40,111	40,713	41,324	41,944	42,571	43,211	43,858	44,516	45,184	45,862	46,550		
			47,249	47,957	48,676	49,407	50,148	50,900	51,664	52,438	53,225	54,022	54,833	55,656	56,490	57,339	58,198	59,072	59,956	60,857	61,553	
	191	8	41,303	41,923	42,552	43,190	43,838	44,496	45,163	45,841	46,528	47,226	47,935	48,653	49,383	50,124	50,876	51,639	52,414	53,201		
			53,998	54,807	55,629	56,464	57,311	58,171	59,044	59,928	60,828	61,740	62,666	63,607	64,560	65,530	66,512	67,510	68,522	69,550	70,346	
201	7	38,033	38,603	39,182	39,770	40,366	40,972	41,587	42,210	42,844	43,487	44,139	44,801	45,473	46,155	46,847	47,549	48,264	48,988			
		49,722	50,468	51,224	51,992	52,773	53,565	54,368	55,184	56,011	56,851	57,705	58,570	59,449	60,340	61,245	62,163	63,096	64,042	64,776		
201	8	43,467	44,118	44,780	45,451	46,133	46,825	47,528	48,240	48,963	49,699	50,443	51,200	51,969	52,747	53,539	54,344	55,158	55,985			
		56,825	57,677	58,543	59,420	60,312	61,216	62,136	63,067	64,013	64,972	65,947	66,937	67,941	68,961	69,995	71,045	72,110	73,191	74,028		

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Pay Grade	Days	Hours	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18		
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37		
121	216	7	40,870	41,484	42,106	42,739	43,379	44,029	44,691	45,361	46,041	46,732	47,433	48,144	48,866	49,599	50,343	51,099	51,865	52,642			
			53,432	54,234	55,047	55,873	56,712	57,563	58,426	59,301	60,191	61,094	62,011	62,940	63,885	64,843	65,816	66,803	67,805	68,822	69,609		
	216	8	46,709	47,411	48,122	48,844	49,576	50,320	51,075	51,841	52,619	53,409	54,209	55,021	55,847	56,684	57,535	58,398	59,273	60,162			
			61,066	61,981	62,911	63,855	64,813	65,785	66,772	67,773	68,791	69,822	70,869	71,931	73,012	74,106	75,218	76,346	77,491	78,654	79,552		
	260	8	56,225	57,067	57,924	58,792	59,674	60,570	61,478	62,400	63,337	64,286	65,251	66,230	67,224	68,232	69,255	70,294	71,348	72,419			
			73,505	74,607	75,727	76,863	78,015	79,184	80,373	81,579	82,803	84,045	85,306	86,584	87,883	89,202	90,540	91,898	93,277	94,676	95,759		
122	191	7	37,956	38,525	39,103	39,690	40,285	40,889	41,503	42,125	42,756	43,398	44,049	44,710	45,381	46,062	46,752	47,453	48,165	48,888			
			49,621	50,365	51,120	51,888	52,666	53,456	54,257	55,071	55,898	56,737	57,587	58,450	59,328	60,217	61,121	62,038	62,969	63,914	64,638		
	201	8	45,650	46,335	47,029	47,734	48,450	49,176	49,915	50,665	51,424	52,195	52,978	53,773	54,579	55,399	56,229	57,072	57,928	58,797			
			59,679	60,573	61,483	62,405	63,341	64,291	65,255	66,234	67,228	68,236	69,260	70,299	71,352	72,423	73,509	74,612	75,733	76,867	78,020		
	216	7	42,923	43,567	44,221	44,883	45,557	46,241	46,935	47,640	48,354	49,078	49,814	50,563	51,321	52,090	52,872	53,665	54,469	55,287			
			56,116	56,957	57,813	58,679	59,560	60,453	61,359	62,281	63,214	64,162	65,125	66,102	67,093	68,099	69,121	70,158	71,210	72,279	73,098		
	216	8	49,056	49,791	50,538	51,297	52,065	52,847	53,639	54,444	55,261	56,090	56,931	57,785	58,652	59,531	60,424	61,331	62,251	63,185			
			64,133	65,095	66,071	67,062	68,068	69,088	70,125	71,177	72,244	73,329	74,428	75,544	76,678	77,829	78,996	80,180	81,382	82,604	83,539		
	260	8	59,049	59,935	60,834	61,745	62,671	63,613	64,567	65,536	66,517	67,515	68,529	69,556	70,599	71,659	72,733	73,824	74,930	76,056			
			77,196	78,354	79,530	80,723	81,933	83,163	84,410	85,676	86,962	88,266	89,590	90,934	92,297	93,682	95,087	96,514	97,961	99,431	100,557		
	123	216	7	45,059	45,736	46,422	47,118	47,825	48,543	49,271	50,009	50,759	51,521	52,294	53,078	53,875	54,683	55,504	56,335	57,180	58,038		
				58,908	59,793	60,690	61,600	62,523	63,461	64,413	65,380	66,360	67,355	68,366	69,392	70,432	71,489	72,561	73,649	74,753	75,876	76,753	
216		8	51,497	52,269	53,054	53,849	54,657	55,477	56,309	57,155	58,011	58,881	59,765	60,662	61,570	62,495	63,433	64,383	65,349	66,330			
			67,324	68,333	69,359	70,399	71,455	72,527	73,615	74,718	75,841	76,977	78,132	79,305	80,495	81,701	82,927	84,170	85,433	86,715	87,717		
260		8	61,986	62,917	63,861	64,819	65,790	66,777	67,779	68,796	69,828	70,875	71,938	73,018	74,114	75,224	76,354	77,498	78,662	79,840			
			81,039	82,254	83,488	84,739	86,011	87,301	88,611	89,940	91,290	92,659	94,047	95,458	96,891	98,343	99,819	101,317	102,837	104,379	105,584		
123.1	201	8	50,299	51,905	52,512	53,126	53,748	54,377	55,013	55,658	56,308	56,968	57,634	58,308	58,990	59,680	60,379	61,085	61,800	62,523	63,254		
			63,994	64,744	65,501	66,268	67,042	67,827	68,620	69,424	70,236	71,058	71,889	72,730	73,581	74,441	75,313	76,194	77,086	77,987	78,900		
124	216	8	54,072	54,884	55,707	56,542	57,391	58,251	59,125	60,011	60,912	61,826	62,754	63,694	64,649	65,618	66,603	67,602	68,616	69,647			
			70,691	71,751	72,826	73,919	75,028	76,154	77,296	78,456	79,632	80,827	82,038	83,270	84,519	85,786	87,074	88,380	89,706	91,050	92,084		

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Pay Grade	Days	Hours	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18		
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37		
124	260	8	65,086	66,064	67,054	68,060	69,080	70,117	71,169	72,236	73,321	74,420	75,535	76,670	77,818	78,987	80,171	81,373	82,594	83,833			
			85,090	86,367	87,662	88,978	90,311	91,666	93,041	94,438	95,854	97,291	98,751	100,232	101,735	103,262	104,811	106,383	107,979	109,597	110,842		
125	216	8	56,780	57,632	58,497	59,373	60,264	61,170	62,086	63,017	63,963	64,922	65,895	66,884	67,887	68,906	69,939	70,988	72,054	73,134			
			74,231	75,345	76,474	77,622	78,786	79,968	81,167	82,385	83,621	84,875	86,148	87,441	88,753	90,083	91,436	92,806	94,199	95,612	96,701		
	260	8	68,347	69,372	70,412	71,469	72,541	73,629	74,734	75,854	76,991	78,148	79,319	80,509	81,716	82,942	84,187	85,450	86,730	88,032			
			89,353	90,693	92,052	93,433	94,835	96,258	97,702	99,167	100,654	102,165	103,697	105,253	106,832	108,433	110,060	111,712	113,387	115,088	116,398		
126	216	8	59,623	60,517	61,424	62,345	63,281	64,231	65,193	66,172	67,164	68,172	69,193	70,232	71,285	72,354	73,440	74,542	75,660	76,795			
			77,946	79,115	80,303	81,508	82,730	83,971	85,230	86,509	87,806	89,124	90,460	91,816	93,194	94,592	96,011	97,451	98,913	100,396	101,526		
	260	8	71,767	72,844	73,938	75,047	76,172	77,314	78,475	79,650	80,845	82,058	83,290	84,538	85,807	87,094	88,401	89,726	91,073	92,438			
			93,825	95,232	96,660	98,111	99,582	101,075	102,591	104,131	105,692	107,278	108,887	110,521	112,179	113,862	115,569	117,303	119,063	120,848	122,206		
128	216	8	65,725	66,711	67,712	68,727	69,759	70,805	71,866	72,946	74,041	75,150	76,278	77,421	78,583	79,761	80,957	82,171	83,404	84,657			
			85,926	87,214	88,522	89,851	91,198	92,566	93,956	95,364	96,794	98,247	99,720	101,216	102,734	104,275	105,840	107,427	109,039	110,674	111,939		
	260	8	79,113	80,301	81,506	82,729	83,970	85,229	86,507	87,804	89,122	90,459	91,815	93,192	94,590	96,009	97,449	98,911	100,394	101,901			
			103,428	104,981	106,556	108,153	109,775	111,422	113,093	114,789	116,512	118,259	120,034	121,835	123,662	125,516	127,399	129,310	131,251	133,218	134,743		
128.1	260	8	79,118	80,044	80,981	81,928	82,887	83,857	84,839	85,832	86,836	87,852	88,880	89,920	90,972	92,036	93,112	94,202	95,304	96,419	97,547		
			98,688	99,843	101,011	102,192	103,388	104,598	105,821	107,059	108,312	109,579	110,861	112,158	113,470	114,798	116,141	117,499	118,874	120,265	121,672		
129	216	8	69,025	70,061	71,111	72,178	73,261	74,361	75,475	76,607	77,757	78,922	80,106	81,308	82,528	83,766	85,022	86,298	87,592	88,907			
			90,239	91,593	92,967	94,361	95,777	97,213	98,672	100,153	101,654	103,178	104,726	106,298	107,891	109,511	111,153	112,821	114,512	116,230	117,527		
	260	8	83,086	84,331	85,597	86,882	88,184	89,507	90,850	92,212	93,596	95,000	96,424	97,871	99,338	100,828	102,341	103,878	105,435	107,016			
			108,622	110,251	111,903	113,583	115,287	117,016	118,771	120,553	122,361	124,196	126,060	127,951	129,869	131,817	133,795	135,801	137,839	139,907	141,468		
129.1	260	8	83,082	84,054	85,038	86,033	87,039	88,058	89,088	90,130	91,185	92,252	93,331	94,423	95,528	96,646	97,777	98,921	100,079	101,250	102,435		
			103,633	104,846	106,072	107,314	108,569	109,839	111,125	112,425	113,740	115,071	116,417	117,778	119,157	120,551	121,961	123,388	124,832	126,292	127,770		
130	216	8	72,477	73,564	74,668	75,788	76,925	78,079	79,250	80,438	81,644	82,870	84,113	85,375	86,655	87,954	89,275	90,613	91,973	93,352			
			94,753	96,174	97,616	99,081	100,567	102,075	103,606	105,160	106,738	108,340	109,964	111,614	113,289	114,987	116,712	118,462	120,239	122,043	123,422		

Unified Pay Schedule Effective September 13, 2021

Pay Grade	Days	Hours	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	
130	260	8		87,242	88,550	89,879	91,226	92,595	93,983	95,393	96,824	98,277	99,750	101,247	102,765	104,308	105,873	107,460	109,072	110,709	112,368	
				114,054	115,765	117,502	119,263	121,052	122,868	124,711	126,582	128,481	130,408	132,365	134,350	136,366	138,410	140,487	142,594	144,734	146,905	148,563
130.1	260	8	87,239	88,260	89,293	90,337	91,394	92,463	93,545	94,639	95,747	96,867	98,000	99,147	100,307	101,480	102,667	103,868	105,084	106,314	107,558	
				108,816	110,089	111,378	112,681	113,999	115,333	116,683	118,047	119,429	120,826	122,239	123,670	125,117	126,581	128,062	129,561	131,077	132,610	134,162
131	216	8		76,082	77,223	78,382	79,558	80,751	81,961	83,191	84,440	85,706	86,992	88,297	89,621	90,965	92,330	93,715	95,121	96,547	97,996	
				99,466	100,958	102,472	104,008	105,570	107,153	108,759	110,391	112,046	113,727	115,434	117,165	118,923	120,706	122,517	124,355	126,220	128,113	129,996
131	260	8		91,580	92,954	94,349	95,763	97,200	98,658	100,138	101,640	103,165	104,712	106,283	107,878	109,495	111,138	112,804	114,497	116,214	117,958	
				119,726	121,522	123,346	125,195	127,073	128,980	130,914	132,878	134,871	136,894	138,947	141,033	143,147	145,295	147,473	149,687	151,931	154,211	155,978
131.1	260	8	94,657	97,680	98,822	99,979	101,149	102,332	103,529	104,741	105,965	107,205	108,460	109,729	111,012	112,311	113,625	114,954	116,299	117,660	119,036	
				120,430	121,838	123,264	124,706	126,166	127,642	129,134	130,645	132,174	133,721	135,284	136,868	138,469	140,089	141,728	143,386	145,064	146,762	148,479
132	216	8		79,897	81,095	82,311	83,545	84,799	86,072	87,363	88,673	90,002	91,354	92,724	94,114	95,526	96,959	98,413	99,889	101,388	102,908	
				104,452	106,019	107,609	109,223	110,861	112,525	114,212	115,927	117,665	119,431	121,222	123,039	124,884	126,758	128,659	130,590	132,549	134,537	136,066
132	260	8		96,172	97,614	99,079	100,564	102,073	103,604	105,158	106,736	108,336	109,962	111,612	113,287	114,985	116,710	118,460	120,237	122,041	123,871	
				125,730	127,615	129,530	131,473	133,445	135,447	137,477	139,540	141,633	143,758	145,914	148,103	150,325	152,580	154,868	157,190	159,548	161,943	163,784
132.1	260	8	104,123	107,449	108,704	109,977	111,264	112,566	113,882	115,215	116,563	117,927	119,306	120,703	122,115	123,543	124,988	126,451	127,930	129,428	130,942	
				132,473	134,023	135,591	137,177	138,783	140,407	142,049	143,712	145,393	147,093	148,815	150,556	152,317	154,100	155,903	157,727	159,573	161,439	163,328
133	260	8		100,970	102,485	104,022	105,582	107,166	108,774	110,406	112,061	113,742	115,449	117,181	118,937	120,722	122,533	124,371	126,237	128,129	130,052	
				132,003	133,982	135,992	138,032	140,103	142,204	144,338	146,503	148,700	150,930	153,194	155,492	157,825	160,193	162,595	165,034	167,510	170,023	171,957
133.1	260	8	116,826	118,193	119,575	120,975	122,390	123,821	125,271	126,736	128,219	129,718	131,236	132,773	134,326	135,898	137,487	139,096	140,724	142,370	144,036	
				145,721	147,427	149,151	150,897	152,661	154,447	156,255	158,082	159,932	161,803	163,696	165,612	167,549	169,509	171,493	173,499	175,530	177,583	179,661
135	260	8		111,323	112,995	114,689	116,410	118,155	119,928	121,726	123,553	125,406	127,287	129,197	131,133	133,102	135,098	137,125	139,182	141,269	143,388	
				145,539	147,722	149,938	152,187	154,470	156,788	159,139	161,526	163,948	166,408	168,904	171,438	174,009	176,618	179,268	181,957	184,687	187,458	189,589

Unified Pay Schedule Effective September 13, 2021

Pay Grade	Days	Hours	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	
136	260	8	116,904	118,657	120,437	122,243	124,077	125,937	127,827	129,745	131,691	133,667	135,671	137,707	139,772	141,868	143,996	146,156	148,349	150,573		
			152,831	155,125	157,451	159,814	162,211	164,644	167,113	169,619	172,166	174,748	177,368	180,029	182,729	185,470	188,252	191,076	193,942	196,851	199,071	
137	260	8	122,736	124,576	126,444	128,341	130,266	132,220	134,204	136,215	138,260	140,334	142,439	144,575	146,744	148,944	151,179	153,446	155,748	158,084		
			160,456	162,863	165,306	167,786	170,301	172,857	175,449	178,081	180,753	183,464	186,216	189,009	191,845	194,722	197,643	200,608	203,617	206,671	209,034	
139	260	8	135,315	137,346	139,406	141,497	143,619	145,773	147,961	150,179	152,433	154,718	157,040	159,395	161,786	164,213	166,676	169,176	171,713	174,289		
			176,904	179,557	182,251	184,985	187,759	190,575	193,434	196,337	199,281	202,270	205,304	208,383	211,511	214,683	217,902	221,171	224,490	227,856	230,454	
140	260	8	142,089	144,220	146,384	148,580	150,807	153,070	155,365	157,696	160,061	162,463	164,900	167,373	169,884	172,432	175,019	177,644	180,309	183,012		
			185,757	188,544	191,373	194,244	197,156	200,115	203,116	206,164	209,255	212,393	215,580	218,813	222,096	225,427	228,808	232,241	235,724	239,260	241,981	

**Supplemental Pay Schedule
Effective September 13, 2021**

SUPPLEMENT / DUTY	AMOUNT	ADDITIONAL INFORMATION
Academic Architect	\$1,000	
Acting Director	5%	
Additional Responsibilities / Supervisory / Administrative	5%	
Additional Teaching Period (Semester or year-long class)	\$25	Daily rate per class
Administrative Dean	5%	
Advance I Certificate	\$288	For positions where certificate is not required
Advance II Certificate	\$360	For positions where certificate is not required
Advance III Certificate	\$432	For positions where certificate is not required
Associate Degree	\$216	For positions where degree is not required
Attendance Bonus	\$50	For bus operators and monitors with perfect attendance each pay period
Attendance/Engagement Summer Specialist	\$1,500	
Bachelor's Degree	\$504	For positions where degree is not required
Band Director	11%	
Basic Certificate	\$144	For positions where certificate is not required
Bus Operator Recruitment and Retention Incentives	\$4,000	Current and newly hired bus operators with CDL; paid in three installments
	\$2,000	Newly hired bus operators without CDL; paid in three installments
Certified Nurse Aide Program Coordinator	5%	
Crossing Guard	\$1,100	Per semester
Department Chair – High	5%	
Doctorate Degree	\$1,200	For positions where degree is not required
Engagement Summer Initiative	\$900	
Finance Officer I	\$1,000	Elementary schools, preschools, Amelia Street and RCEEA; paid in four installments
	\$1,500	Elementary schools with fall membership over 600; paid in four installments

\$ Annual supplement; % Based on annual salary

**Supplemental Pay Schedule
Effective September 13, 2021**

SUPPLEMENT / DUTY	AMOUNT	ADDITIONAL INFORMATION
Finance Officer II	\$2,500	Middle schools, Open High, Richmond Community High and Franklin Military Academy; paid in four installments
	\$3,000	Middle schools with fall membership over 600; paid in four installments
Finance Officer III	\$4,000	High schools; paid in four installments
	\$4,500	High Schools with fall membership over 800; paid in four installments
Home/Family Visit Coordinator	\$700	
Instructional Lead	\$500	
Lead Security Specialist	\$960	
Master's Degree	\$576	For positions where degree is not required
Mentor Program Site Coordinator	\$700	
Middle/Secondary Enrollment: 1 – 9% (151 – 164 Students) Over the VDOE Threshold	\$500	Per semester for middle and high school teachers per Administrative Code 8VAC20-131-240.
Middle/Secondary Enrollment: 10%+ (165+ Students) Over the VDOE Threshold	\$750	Per semester for middle and high school teachers per Administrative Code 8VAC20-131-240.
National Board Certification	5%	For Teachers who achieve and maintain the National Board Certification. Must qualify under VDOE regulations
Night Differential	\$1,248	
Occupational Therapist	10%	
Physical Therapist	10%	
Principal of Distinction	\$5,000	For Principals who possess the licensure endorsement governed by VDOE
Special Needs Bus Operator	\$500	
Speech Pathologist	10%	
Student Activities Director – High	13%	
Student Activities Director – Middle	10%	
Virtual Learning	5%	For Instructional Assistants
Web Master	\$1,000	

\$ Annual supplement; % Based on annual salary

**Substitute Rate Schedule
Effective September 13, 2021**

JOB TITLE	HOURLY RATE	HOURS PER DAY	DAILY RATE
Attendance Helper	\$11.30	7	\$79.10
Bus Monitor	\$12.50	6	\$75.00
Bus Operator	\$14.00	6	\$84.00
Clerical	\$11.30	8	\$90.40
Counselor	\$33.10	8	\$264.80
Custodian	\$11.00	8	\$88.00
Instructional Assistant	\$11.00	7	\$77.00
Instructional Assistant Long-Term	\$12.60	7	\$88.20
Librarian Long-Term	\$32.30	8	\$258.40
LPN	\$24.28	7	\$169.96
Nurse Assistant	\$19.00	7	\$133.00
RN	\$28.75	8	\$230.00
Security	\$11.00	8	\$88.00
Security Long-Term	\$14.35	8	\$114.80
Teacher	\$11.00	8	\$88.00
Teacher with 60 Work Day Commitment to RPS	\$16.00	8	\$128.00
Teacher Long-Term	\$18.60	8	\$148.80

**Temporary Rate Schedule
Effective September 13, 2021**

JOB TITLE	HOURLY RATE
Academic Coach	\$21.00
Academic Coach Coordinator	\$35.00
Algebra Readiness Administrator	\$30.00
Before and After School	\$21.00 – Teachers
	\$15.00 – Instructional Assistants
	\$11.00 – Clerical
Bilingual Parent Resource Liaison	\$21.00
Career and Technical Education Finance Officer – RTC (Night)	\$11.00
Career and Technical Education Office Associate – RTC (Night)	\$11.00
Career and Technical Education Teacher – RTC (Day or Night)	\$29.55
Career Coach Richmond Teacher Residency	\$25.00
COE	\$11.00
Coordinator of Student Conduct	\$30.55
Data Coach	\$21.00
Driver Range Instructor	\$18.00
Food Service Manager in Training	\$20.00
Food Service Worker	\$12.00 – New
	\$13.00 – Returning
Foreign Language Temp	\$30.00
Free/Reduced Lunch Application	\$11.00
GED Adult Education Enrollment/Data Coordinator	\$30.55
GED Data Clerical	\$11.00
GED Data Tech	\$11.00
GED Instructional Assistant	\$25.00
GED Instructor	\$30.55
GED Test Examiner	\$18.00
General Tutor: Algebra Readiness, Early Intervention, LIEP Extended Day, Extended Day, Extended Day Saturday, Extended Day Twilight, Project Graduation, SOL, Title I	\$30.00 – Teachers
	\$15.00 – Instructional Assistants
Homebound Teacher	\$22.00
Individual Student Alternative Ed Plan Coordinator – Youth GED	\$30.55
Instructor ABE/GED – Goochland	\$28.00
Interim Appointment	Minimum of interim pay grade

**Temporary Rate Schedule
Effective September 13, 2021**

JOB TITLE	HOURLY RATE
Intern	\$11.00
Internal Facilitator – School Improvement	\$40.00
Instructional Coach	\$21.00
Job Coach	\$12.00
Language Instruction Educational Programs Instructional Assistant	\$13.00
Language Instruction Educational Programs Instructor for Adults	\$30.55
Language Instruction Educational Programs Parent Facilitator	\$21.00
Lunch Monitor	\$11.00
Lunch Supervision – Teachers	\$21.00
Parent Facilitator	\$21.00
Per Class Hourly Teacher	\$31.20
Project Facilitator – Trainer for AP Classes	\$40.00
Reach Academy Teacher – Tier 1	\$50.00
Reach Academy Teacher – Tier 2	\$35.00
Reading Coach – R3	\$23.00
Richmond Eagles Medford Basketball League Coach	\$21.00
Richmond Regional Instructional Career Counselor	\$30.55
Social Worker McKinney-Vento	\$21.00
Temporary	Salary contingent upon assignment
Temporary Administrator – Assistant Principal	\$40.00
Temporary Administrator – Principal	\$50.00
Temporary Clerical	\$11.00
Temporary Custodian	\$11.00
Temporary Information Technology	\$11.00
Temporary Instructional Specialist	\$40.00
Temporary Security	\$15.00
Temporary Speech Pathologist	\$30.00
Textbook Manager	\$30.00
Virtual Tutoring Initiative Teacher – Tier 1	\$50.00
Virtual Tutoring Initiative Teacher – Tier 2	\$35.00
VGLA Scorer	\$18.00

**Summer School Rate Schedule
Effective September 13, 2021**

JOB TITLE	HOURLY RATE
Administrative Intern	\$40.00
Bus Monitor	Time and ½ : Hourly Rate x 1.5
Bus Operator	Time and ½ : Hourly Rate x 1.5
Instructional Assistant	Time and ½ : Hourly Rate x 1.5
Librarian Media Specialist	\$40.00
Nurse	Time and ½ : Hourly Rate x 1.5
Nurse Assistant	Time and ½ : Hourly Rate x 1.5
School Counselor	\$40.00
School Nutrition Assistant	Time and ½ : Hourly Rate x 1.5
School Nutrition Manager	Time and ½ : Hourly Rate x 1.5
School Climate Safety and Support Advocate	Time and ½ : Hourly Rate x 1.5
Substitute Clerical	\$11.00
Substitute School Climate Safety and Support Advocate	\$11.00
Substitute Teacher	\$11.00
Teacher	\$40.00
Testing Coordinator	\$40.00

**Athletic Supplement Schedule
Effective September 13, 2021**

High School

POSITION	0 - 5 YEARS EXPERIENCE	6+ YEARS EXPERIENCE
Baseball Head Coach	\$1,900	\$2,600
Baseball Assistant Coach	\$1,400	\$1,800
Basketball Head Coach	\$2,800	\$3,500
Basketball Assistant Coach	\$1,600	\$2,200
Cheerleading Head Coach – Per Season	\$1,100	\$1,300
Cheerleading Assistant Coach – Per Season	\$1,000	\$1,100
Cross Country Head Coach	\$1,600	\$2,200
Cross Country Assistant Coach	\$1,200	\$1,500
Field Hockey Head Coach	\$1,600	\$2,200
Field Hockey Assistant Coach	\$1,200	\$1,600
Football Head Coach	\$3,300	\$4,100
Football Assistant Coach	\$1,800	\$2,400
Golf Head Coach	\$1,400	\$1,600
Golf Assistant Coach	\$800	\$1,000
Indoor Track Head Coach	\$1,800	\$2,200
Indoor Track Assistant Coach	\$1,200	\$1,500
Outdoor Track Head Coach	\$1,600	\$2,200
Outdoor Track Assistant Coach	\$1,200	\$1,600
Soccer Head Coach	\$1,800	\$2,400
Soccer Assistant Coach	\$1,200	\$1,600
Swimming Head Coach	\$1,200	\$1,600
Swimming Assistant Coach	\$800	\$1,000
Tennis Head Coach	\$1,600	\$2,200
Tennis Assistant Coach	\$1,200	\$1,600
Volleyball Head Coach	\$1,600	\$2,200
Volleyball Assistant Coach	\$1,200	\$1,600
Wrestling Head Coach	\$1,600	\$2,200
Wrestling Assistant Coach	\$1,200	\$1,600

**Athletic Supplement Schedule
Effective September 13, 2021**

Middle School

POSITION	SEASON	AMOUNT
Activity Coordinator	Year Round	\$1,200
Baseball Head Coach	Spring	\$500
Baseball Assistant*	Spring	\$350
Basketball Head Coach – Boys	Winter	\$1,100
Basketball Assistant – Boys*	Winter	\$600
Basketball Head Coach – Girls	Fall	\$1,100
Basketball Assistant – Girls*	Fall	\$600
Cheerleading Coach	Fall, Winter	\$1,000
Flag Football Coach	Spring	\$500
Soccer Head Coach	Fall	\$650
Soccer Assistant	Fall	\$575
Tennis Coach	Spring	\$500
Track and Field Coach	Fall, Spring	\$825

*Supplement paid by school

**Academic/Extracurricular Supplement Schedule
Effective September 13, 2021**

High School

POSITION	0 - 5 YEARS EXPERIENCE	6+ YEARS EXPERIENCE
SCA	\$1,000	\$1,200
Magazine	\$900	\$1,200
Trainer (ATC Certification per Person)	–	\$2,000
Academic Team	\$800	\$1,000
Newspaper	\$1,000	\$1,300
Majorettes	\$900	\$1,100
Flag Persons	\$900	\$1,100
Dramatics	\$800	\$1,000
Forensics	\$800	\$1,000
National Honor Society	–	\$600
Approved Clubs	–	\$600
Other Activities As Needed	–	\$600
Yearbook Head	\$1,200	\$1,500
Yearbook Assistant	\$800	\$1,000
Senior Class Sponsor	–	\$1,000
Junior Class Sponsor	–	\$500
Sophomore Class Sponsor	–	\$400
Freshman Class Sponsor	–	\$300

	NUMBER OF STUDENTS	
Lockers	1 – 600	\$500
	601 – 1,200	\$800
	1,201 +	\$1,000
Textbooks	1 – 600	\$500
	601 – 1,200	\$800
	1,201 +	\$1,000

**Academic/Extracurricular Supplement Schedule
Effective September 13, 2021**

Alternative High School

POSITION	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

Middle School

POSITION	AMOUNT
Approved Clubs	\$300
Service Assignments	\$300

Elementary School

POSITION	AMOUNT
Approved Clubs	\$300
Service 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.

**Contract Schedule
Effective September 13, 2021**

Teacher

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
260 Days	24	7/1/21 – 6/30/22	July 15, 2021	June 30, 2022
230 Days	24	8/2/21 – 6/30/22	August 15, 2021	July 31, 2022
210 Days	24	8/16/21 – 6/30/22	August 31, 2021	August 15, 2022
200 Days	24	8/26/21 – 6/28/22	September 15, 2021	August 31, 2022

Support

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
260 Days	24	7/1/21 – 6/30/22	July 15, 2021	June 30, 2022
216 Days	24	8/2/21 – 6/30/22	August 15, 2021	July 31, 2022
201 Days	24	8/19/21 – 6/30/22	August 31, 2021	August 15, 2022
191 Days	24	8/31/21 – 6/28/22	September 15, 2021	August 31, 2022
191 Days	20	8/31/21 – 6/28/22	September 15, 2021	June 30, 2022

Patrick Henry

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
Teacher – 230 Days	24	7/1/21 – 6/30/22	July 31, 2021	July 15, 2022
Teacher – 210 Days	24	7/19/21 – 6/24/22	August 15, 2021	July 31, 2022
Teacher – 200 Days	24	7/26/21 – 6/17/22	August 15, 2021	July 31, 2022
Support – 201 Days	24	7/19/21 – 6/24/22	August 15, 2021	July 31, 2022
Support – 191 Days	24	7/26/21 – 6/17/22	August 15, 2021	July 31, 2022

Transportation

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
Bus Operators and Monitors 184 Days	24	8/23/21 – 8/25/21	September 15, 2021	August 31, 2022
		9/7/21 – 6/24/22		
Bus Operators and Monitors 184 Days	20	8/23/21 – 8/25/21	September 15, 2021	June 30, 2022
		9/7/21 – 6/24/22		

School Nutrition Services

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
Food Service Assistants 183 Days	24	9/2/21 – 6/27/22	September 15, 2021	August 31, 2022
Food Service Assistants 183 Days	20	9/2/21 – 6/27/22	September 15, 2021	June 30, 2022



A Publication of Richmond Public Schools
Richmond, Virginia

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