

Salary Schedules 2018 – 2019 School Year



Richmond Public Schools
Department of Human Resources

Effective July 1, 2018

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**Position Titles in Alpha Order
Effective July 1, 2018**

POSITION TITLE	PAY GRADE
Account Clerk	108
Accounting Manager	125
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 Director	125
Assistant Executive School Board	116
Assistant Principal I	128
Assistant Principal II	129
Assistant Principal III	130
Attendance Officer	112
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 Administrative Worker	106
Automotive Service Worker	106
Bilingual Parent and Community Liaison	115
Bilingual Parent Resource	115
Budget Planning Analyst	123
Bus Monitor	107
Bus Operator	109
Carpenter	110
Chief Academic Officer	139
Chief Engagement Officer	139
Chief of Staff	139
Chief Operating Officer	139
Chief Safety and Security	133
Chief Schools Officer	139
Chief Talent Officer	139

**Position Titles in Alpha Order
Effective July 1, 2018**

POSITION TITLE	PAY GRADE
Clerk School Board	129
Communications and Media Relations Specialist	124
Construction Inspector	120
Coordinator Division Records	125
Coordinator Exceptional Education	125
Coordinator Gifted and Talented	125
Coordinator Information Systems and Technology	125
Coordinator K-12 Programs	125
Coordinator Media and Technology	125
Coordinator Professional Development	125
Coordinator Risk Management	125
Coordinator Saturday/Summer Special Programs	125
Coordinator School Health Services	125
Coordinator Student and Family Services	125
Coordinator Student Conduct	125
Coordinator Technology	125
Custodial Maintenance Worker	107
Custodian	103
Custodian Crew Leader	105
Data Analyst	118
Data Specialist	110
Delivery Driver/Utility	107
Desktop Support Processor	106
Desktop Technician	114
Development Coordinator	121
Development Support Monitor	109
Dietitian	124
Director Army Instruction	125
Director Assessment Literacy and Research	133
Director Budget and Planning	133
Director Career and Technical Education	133
Director Communications and Media Relations	133
Director Curriculum and Instruction	133
Director Exceptional Education	133
Director Facilities	133

**Position Titles in Alpha Order
Effective July 1, 2018**

POSITION TITLE	PAY GRADE
Director Federal Programs/Title I	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 Professional Development	133
Director School Nutrition Services	133
Director Student Services	133
Director Systems and Process Improvement	133
Director Transportation	133
Director Virginia Treatment Center	130
District Coordinator Professional Learning Communities	125
Educator Head Start	107
Electrician	113
Electronic Maintenance Technician	116
Energy Management Analyst	115
Enrollment Associate	109
Equipment Operator	108
Executive Director Finance and Budget	135
Executive Director Information Communication Technology Services	135
Executive Office Associate I	114
Executive Office Associate II	116
Family Service Advocate	113
Family Service Assistant	106
Family Service Worker	110
Financial Analyst	123
Financial Manager	121
Fiscal Associate I	111
Fiscal Associate II	115
Food Service Assistant	102
Food Service Assistant Charter School	102
Foreman	116
Foreman Electrical/Temperature	116
Freshman Orientation Coach	122

**Position Titles in Alpha Order
Effective July 1, 2018**

POSITION TITLE	PAY GRADE
GED Lead Instructor	116
Grant Writer	119
Health Coordinator VPI	117
Health Services Monitor	109
Health Specialist	116
Hearing Officer	130
Human Resources Associate	113
Human Resources Specialist	115
HVAC Technician I	113
HVAC Technician II	115
Implementation Coordinator Turnaround Arts	120
In School Suspension Assistant II	107
In School Suspension Assistant III	108
Information Systems Trainer	119
Instructional Assessment Analyst	121
Instructional Assistant I	106
Instructional Assistant II	107
Instructional Assistant III	108
Instructional Grants Specialist	123
Instructional Specialist	123
Junior Network Engineer	118
Labor Trades Crew Leader	108
Lead Coach VPI+	123
Lead Coordinator Curriculum and Instruction	128
Lead Equipment Operator	110
Lead Family Services Advocate	118
Lead Health and Family Services Specialist	118
Lead Parent and Community Liaison	118
Licensed Practical Nurse	115
Maintenance Worker	108
Manager Custodial Services	120
Manager Fleet Services	121
Manager Grants Compliance	130
Manager Head Start	130
Manager Human Resources	130

**Position Titles in Alpha Order
Effective July 1, 2018**

POSITION TITLE	PAY GRADE
Manager Information Communication Technology Services	130
Manager Maintenance	130
Manager Preschool Centers	130
Manager Pupil Personnel Services	130
Manager School Improvement and Innovation	130
Manager School Nutrition I	113
Manager School Nutrition II	114
Manager School Nutrition III	115
Manager State and Local Grants	130
Manager Testing and Data	130
Manager Virginia Preschool Initiative	130
Mechanic Sheet Metal	115
Military Instructor	122
Military Property Custodian	122
Multimedia Production Manager	121
Multimedia Production Specialist	112
Night Security	114
Nurse Aide	104
Nurse Assistant	106
Nurse BSN	122
Nurse RN	117
Nurse Specialist	123
Office Associate I	104
Office Associate II	108
Office Associate III	109
Operations Assistant	116
Parent and Community Liaison	115
Payroll Technician I	111
Payroll Technician II	115
Plumber	113
Positive Behavior Intervention Support Coach	116
Principal Director	133
Principal I	131
Principal II	132
Principal III	133

**Position Titles in Alpha Order
Effective July 1, 2018**

POSITION TITLE	PAY GRADE
Procurement Officer I	118
Procurement Officer II	120
Procurement Officer III	123
Program Coordinator VPI+	125
Program Director Turnaround Arts	121
Project Analyst	125
Project Coordinator	121
Project Facilitator Safety	116
Project Manager	125
Property Specialist	112
Radio Dispatcher	113
Records Technician	105
Regional Program Manager	130
Safety Trainer	116
Safety/Training Associate	112
Security and Electronic Mail Administrator	124
Security Specialist	112
Security Supervisor	116
Senior Account Technician	109
Senior Accountant	121
Senior Budget Planning Analyst	130
Senior Data Technician	113
Senior Human Resources Specialist	124
Senior Network Engineer	125
Senior Systems Analyst	125
Senior Violence Prevention/Attendance Specialist	118
Service Desk Lead	116
Service Desk Supervisor	117
Service Desk Technician	114
Specialist Adult Instruction	123
Specialist Early Head Start	115
Specialist Family Involvement	123
Specialist McKinney Vento Homeless Education	123
Specialist Risk Management	124
Specialist School/Business Partnerships	125

**Position Titles in Alpha Order
Effective July 1, 2018**

POSITION TITLE	PAY GRADE
Specialist Welcome Center	118
Staff Accountant	119
Street Supervisor	116
Structural Technician II	113
Student Records Technician	113
Superintendent	140
Supervisor Computer Services	121
Supervisor Electrical/Temperature Control	121
Supervisor Facility Maintenance	121
Supervisor Operations	121
Supervisor Property Management	116
Supervisor School Nutrition	121
Supervisor Structural	121
Supervisor Technical Services	126
Supervisor Transportation	121
Systems Programmer Analyst	124
Technical Writer	115
Technology Project Resource Coordinator	123
Telecommunications Analyst	121
Telecommunications Technician	116
Transportation Management Specialist	115
Transportation Routing Planner	110
Violence Prevention/Attendance Specialist	116
Vmware Administrator	124
Web Support Specialist	123

**Position Titles by Grade
Effective July 1, 2018**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
102	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
103	Custodian	8	260	N
104	Nurse Aide	7	191	N
	Office Associate I	7	191	N
105	Custodian Crew Leader	8	260	N
	Records Technician	8	260	N
106	Automotive Service Administrative Worker	8	260	N
	Automotive Service Worker	8	260	N
	Desktop Support Processor	8	260	N
	Family Service Assistant	7	191	N
	Instructional Assistant I	7	191	N
	Instructional Assistant I	8	260	N
	Nurse Assistant	7	191	N
107	Bus Monitor	6	184	N
	Custodial Maintenance Worker	8	260	N
	Delivery Driver/Utility	8	260	N
	Educator Head Start	7	191	N
	In School Suspension Assistant II	7	191	N
	Instructional Assistant II	7	191	N
	Instructional Assistant II	7	216	N
108	Account Clerk	8	260	N
	Automotive Parts Clerk	8	260	N
	Equipment Operator	8	260	N
	In School Suspension Assistant III	7	191	N
	Instructional Assistant III	7	191	N
	Instructional Assistant III	7	216	N
	Labor Trades Crew Leader	8	260	N
	Maintenance Worker	8	260	N

**Position Titles by Grade
Effective July 1, 2018**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
108	Office Associate II	8	201	N
	Office Associate II	8	216	N
	Office Associate II	8	260	N
109	Automotive Mechanic Technician I	8	260	N
	Bus Operator	6	184	N
	Bus Operator	7	184	N
	Bus Operator	8	184	N
	Development Support Monitor	7	191	N
	Enrollment Associate	8	191	N
	Health Services Monitor	8	191	N
	Office Associate III	8	201	N
	Office Associate III	8	216	N
	Office Associate III	8	260	N
	Senior Account Technician	8	260	N
	110	Automotive Mechanic Technician II	8	260
Carpenter		8	260	N
Data Specialist		8	260	N
Family Service Worker		8	260	N
Lead Equipment Operator		8	260	N
Transportation Routing Planner		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
	Attendance Officer	8	191	N
	Automotive Mechanic Lead Technician	8	260	N
	Multimedia Production Specialist	8	260	N
	Property Specialist	8	260	N
	Safety/Training Associate	8	260	N

**Position Titles by Grade
Effective July 1, 2018**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
112	Security Specialist	8	201	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
	Structural Technician II	8	260	N
	Student Records Technician	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
115	Accounts Payable Technician II	8	260	N
	Bilingual Parent and Community Liaison	8	201	N
	Bilingual Parent and Community Liaison	8	260	N
	Bilingual Parent Resource	7	191	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
	Licensed Practical Nurse	7	191	N
	Manager School Nutrition III*	8	191	N
	Mechanic Sheet Metal	8	260	N
	Parent and Community Liaison	8	201	N
	Payroll Technician II	8	260	N
	Specialist Early Head Start	8	260	E
	Technical Writer	8	260	N

*See page 17 for definitions.

**Position Titles by Grade
Effective July 1, 2018**

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GRADE	JOB TITLE	HOURS	DAYS	FLSA
115	Transportation Management Specialist	8	260	N
116	Assistant Executive School Board	8	260	N
	Electronic Maintenance Technician	8	260	N
	Executive Office Associate II	8	260	N
	Foreman	8	260	N
	Foreman Electrical/Temperature	8	260	N
	GED Lead Instructor	7	216	E
	Health Specialist	8	260	E
	Operations Assistant	8	201	N
	Operations Assistant	8	216	N
	Operations Assistant	8	260	N
	Positive Behavior Intervention Support Coach	8	216	N
	Project Facilitator Safety	8	260	N
	Safety Trainer	8	260	E
	Security Supervisor	8	216	N
	Security Supervisor	8	260	N
	Service Desk Lead	8	260	N
	Street Supervisor	8	260	N
	Supervisor Property Management	8	260	N
	Telecommunications Technician	8	260	N
Violence Prevention/Attendance Specialist	8	191	N	
117	Nurse RN	7	191	E
	Service Desk Supervisor	8	260	E
	Health Coordinator VPI	8	191	E
118	Administrative Assistant	8	260	E
	Data Analyst	8	260	E
	Junior Network Engineer	8	260	E
	Lead Family Services Advocate	8	260	E
	Lead Health and Family Services Specialist	8	260	E
	Lead Parent and Community Liaison	8	260	E
	Procurement Officer I	8	260	E
	Senior Violence Prevention/Attendance Specialist	8	260	E

**Position Titles by Grade
Effective July 1, 2018**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
118	Specialist Welcome Center	8	260	E
119	Grant Writer	8	260	E
	Information Systems Trainer	8	260	E
	Staff Accountant	8	260	E
120	Construction Inspector	8	260	E
	Implementation Coordinator Turnaround Arts	8	216	E
	Manager Custodial Services	8	260	E
	Procurement Officer II	8	260	E
121	Development Coordinator	8	260	E
	Financial Manager	8	260	E
	Instructional Assessment Analyst	8	216	E
	Manager Fleet Services	8	260	E
	Multimedia Production Manager	8	260	E
	Program Director Turnaround Arts	8	216	E
	Project Coordinator	8	260	E
	Senior Accountant	8	260	E
	Supervisor Computer Services	8	260	E
	Supervisor Electrical/Temperature Control	8	260	E
	Supervisor Facility Maintenance	8	260	E
	Supervisor Operations	8	260	E
	Supervisor School Nutrition	8	216	E
	Supervisor Structural	8	260	E
	Supervisor Transportation	8	260	E
Telecommunications Analyst	8	260	E	
122	Freshman Orientation Coach	8	201	E
	Military Instructor	8	201	E
	Military Instructor	8	216	E
	Military Instructor	8	260	E
	Military Property Custodian	8	260	E
	Nurse BSN	7	191	E
123	Application Administrator	8	260	E
	Auditor	8	260	E

**Position Titles by Grade
Effective July 1, 2018**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
123	Budget Planning Analyst	8	260	E
	Financial Analyst	8	260	E
	Instructional Grants Specialist	8	260	E
	Instructional Specialist	8	260	E
	Lead Coach VPI+	8	260	E
	Nurse Specialist	8	260	E
	Procurement Officer III	8	260	E
	Specialist Adult Instruction	8	260	E
	Specialist Family Involvement	7	216	E
	Specialist McKinney Vento Homeless Education	8	216	E
	Technology Project Resource Coordinator	8	260	E
	Web Support Specialist	8	260	E
	124	AS/400 Administrator	8	260
Communications and Media Relations Specialist		8	260	E
Dietitian		8	260	E
Security and Electronic Mail Administrator		8	260	E
Senior Human Resources Specialist		8	260	E
Specialist Risk Management		8	260	E
Systems Programmer Analyst		8	260	E
Vmware Administrator		8	260	E
125	Accounting Manager	8	260	E
	Assistant Director	8	260	E
	Coordinator Division Records	8	260	E
	Coordinator Exceptional Education	8	260	E
	Coordinator Gifted and Talented	8	260	E
	Coordinator Information Systems and Technology	8	260	E
	Coordinator K-12 Programs	8	260	E
	Coordinator Media and Technology	8	260	E
	Coordinator Professional Development	8	260	E
	Coordinator Risk Management	8	260	E
	Coordinator Saturday/Summer/Special Programs	8	216	E
	Coordinator School Health Services	8	260	E

**Position Titles by Grade
Effective July 1, 2018**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
125	Coordinator Student Conduct	8	260	E
	Coordinator Student and Family Services	8	260	E
	Coordinator Technology	8	260	E
	Director Army Instruction	8	260	E
	District Coordinator Professional Learning Communities	8	260	E
	Program Coordinator VPI+	8	260	E
	Project Analyst	8	260	E
	Project Manager	8	260	E
	Senior Network Engineer	8	260	E
	Senior Systems Analyst	8	260	E
	Specialist School/Business Partnerships	8	260	E
126	Supervisor Technical Services	8	260	E
128	Assistant Principal I*	8	216	E
	Assistant Principal I*	8	260	E
	Lead Coordinator Curriculum and Instruction	8	260	E
129	Assistant Principal II*	8	216	E
	Assistant Principal II*	8	260	E
	Clerk School Board	8	260	E
130	Assistant Principal III*	8	216	E
	Assistant Principal III*	8	260	E
	Director Hospital Education	8	260	E
	Director Virginia Treatment Center	8	260	E
	Hearing Officer	8	260	E
	Manager Grants Compliance	8	260	E
	Manager Head Start	8	260	E
	Manager Human Resources	8	260	E
	Manager Information Communication Technology Services	8	260	E
	Manager Maintenance	8	260	E
	Manager Preschool Centers	8	260	E
	Manager Pupil Personnel Services	8	260	E
	Manager School Improvement and Innovation	8	260	E

*See page 17 for definitions.

**Position Titles by Grade
Effective July 1, 2018**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
130	Manager State and Local Grants	8	260	E
	Manager Testing and Data	8	260	E
	Manager Virginia Preschool Initiative	8	260	E
	Regional Program Manager	8	260	E
	Senior Budget Planning Analyst	8	260	E
131	Principal I*	8	260	E
132	Principal II*	8	260	E
133	Chief Safety and Security	8	260	E
	Director Assessment Literacy and Research	8	260	E
	Director Budget and Planning	8	260	E
	Director Career and Technical Education	8	260	E
	Director Communications and Media Relations	8	260	E
	Director Curriculum and Instruction	8	260	E
	Director Exceptional Education	8	260	E
	Director Facilities	8	260	E
	Director Federal Programs/Title I	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 Professional Development	8	260	E
	Director School Nutrition Services	8	260	E
	Director Student Services	8	260	E
	Director Systems and Process Improvement	8	260	E
	Director Transportation	8	260	E
	Principal III*	8	260	E
	Principal Director	8	260	E
135	Executive Director Finance and Budget	8	260	E
135	Executive Director Information Communication Technology Services	8	260	E
139	Chief Academic Officer	8	260	E
	Chief Engagement Officer	8	260	E

*See page 17 for definitions.

**Position Titles by Grade
Effective July 1, 2018**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
139	Chief of Staff	8	260	E
	Chief Operating Officer	8	260	E
	Chief Schools Officer	8	260	E
	Chief Talent Officer	8	260	E
140	Superintendent	8	260	E

**Position Title Definitions
Effective July 1, 2018**

Principal I Assistant Principal I	Charter School
	Detention Center
	Elementary
	Franklin Military
	Open High
	Richmond Community High
Principal II Assistant Principal II	Amelia Street
	Middle
	RCEEA
Principal III Assistant Principal III	High
	Richmond Alternative School
	Richmond Technical Center

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 July 1, 2018**

Academic Coordinator Performance Learning Center
Academic Interventionist
Administrative Dean
Art Therapist
Audiologist
Behavioral Specialist
Coordinator International Baccalaureate Program
Curriculum Coach Head Start
Educational Consultant
Interpreter
Intervention Specialist
Lead Occupational Therapist
Librarian Media Specialist
Music Therapist
Occupational Therapist
Physical Therapist
Psychologist
School Counselor
School Counselor Department Head
Senior Psychologist
Senior Social Worker
Senior Speech Pathologist
Social Worker
Specialist Child Development
Speech Pathologist
Teacher
Teacher Department Head
Transition Mentor
Vocational Evaluator
VPI Plus Coach

Teacher Pay Schedule Effective July 1, 2018

GRADE	095	195	295	100	200	300	110	210	310	120	220	320
DEGREE	B	M	M+30	B	M	M+30	B	M	M+30	B	M	M+30
DAYS	200	200	200	210	210	210	230	230	230	260	260	260
Step 00	\$45,046	\$47,298	\$49,653	\$47,341	\$49,708	\$52,183	\$51,967	\$54,563	\$57,278	\$58,560	\$61,488	\$64,533
Step 01	\$45,416	\$47,686	\$50,061	\$47,730	\$50,116	\$52,612	\$52,393	\$55,011	\$57,748	\$59,041	\$61,993	\$65,063
Step 02	\$46,553	\$48,892	\$51,326	\$48,936	\$51,382	\$53,941	\$53,714	\$56,398	\$59,204	\$59,730	\$62,717	\$65,823
Step 03	\$47,095	\$49,460	\$51,934	\$49,550	\$52,026	\$54,625	\$54,503	\$57,224	\$60,087	\$60,427	\$63,448	\$66,591
Step 04	\$47,157	\$49,502	\$51,974	\$49,572	\$52,051	\$54,645	\$54,537	\$57,243	\$60,114	\$61,133	\$64,190	\$67,368
Step 05	\$47,574	\$49,952	\$52,426	\$49,952	\$52,450	\$55,047	\$54,710	\$57,445	\$60,290	\$61,846	\$64,938	\$68,154
Step 06	\$48,130	\$50,536	\$53,039	\$50,536	\$53,062	\$55,691	\$55,349	\$58,117	\$60,995	\$62,569	\$65,697	\$68,951
Step 07	\$48,692	\$51,126	\$53,658	\$51,126	\$53,683	\$56,342	\$55,996	\$58,796	\$61,708	\$63,299	\$66,464	\$69,756
Step 08	\$49,260	\$51,723	\$54,284	\$51,723	\$54,309	\$56,999	\$56,649	\$59,481	\$62,427	\$64,038	\$67,239	\$70,570
Step 09	\$49,835	\$52,327	\$54,919	\$52,327	\$54,943	\$57,665	\$57,311	\$60,176	\$63,156	\$64,785	\$68,025	\$71,394
Step 10	\$50,417	\$52,937	\$55,559	\$52,937	\$55,584	\$58,337	\$57,979	\$60,878	\$63,893	\$65,541	\$68,818	\$72,226
Step 11	\$51,005	\$53,555	\$56,208	\$53,555	\$56,233	\$59,018	\$58,656	\$61,589	\$64,639	\$66,307	\$69,622	\$73,071
Step 12	\$51,601	\$54,180	\$56,864	\$54,180	\$56,889	\$59,707	\$59,341	\$62,308	\$65,393	\$67,081	\$70,435	\$73,923
Step 13	\$52,204	\$54,814	\$57,528	\$54,814	\$57,555	\$60,404	\$60,034	\$63,036	\$66,157	\$67,865	\$71,258	\$74,786
Step 14	\$52,814	\$55,454	\$58,200	\$55,454	\$58,227	\$61,110	\$60,736	\$63,772	\$66,931	\$68,657	\$72,093	\$75,661
Step 15	\$53,431	\$56,102	\$58,881	\$56,102	\$58,907	\$61,824	\$61,445	\$64,517	\$67,712	\$69,460	\$72,933	\$76,545
Step 16	\$54,055	\$56,758	\$59,568	\$56,758	\$59,596	\$62,547	\$62,163	\$65,271	\$68,503	\$70,272	\$73,786	\$77,439
Step 17	\$54,686	\$57,421	\$60,265	\$57,421	\$60,292	\$63,278	\$62,889	\$66,034	\$69,304	\$71,092	\$74,647	\$78,343
Step 18	\$55,325	\$58,091	\$60,967	\$58,091	\$60,996	\$64,016	\$63,624	\$66,805	\$70,113	\$71,922	\$75,519	\$79,258
Step 19	\$55,970	\$58,769	\$61,679	\$58,769	\$61,708	\$64,764	\$64,366	\$67,584	\$70,932	\$72,762	\$76,400	\$80,183
Step 20	\$56,624	\$59,456	\$62,400	\$59,456	\$62,429	\$65,521	\$65,118	\$68,374	\$71,760	\$73,611	\$77,292	\$81,120
Step 21	\$57,285	\$60,149	\$63,129	\$60,149	\$63,157	\$66,285	\$65,878	\$69,171	\$72,597	\$74,471	\$78,195	\$82,067
Step 22	\$57,954	\$60,852	\$63,865	\$60,852	\$63,895	\$67,059	\$66,648	\$69,980	\$73,446	\$75,340	\$79,107	\$83,025
Step 23	\$58,631	\$61,562	\$64,611	\$61,562	\$64,640	\$67,841	\$67,425	\$70,796	\$74,303	\$76,220	\$80,030	\$83,994
Step 24	\$59,315	\$62,281	\$65,366	\$62,281	\$65,395	\$68,634	\$68,213	\$71,623	\$75,170	\$77,110	\$80,966	\$84,975
Step 25	\$60,008	\$63,008	\$66,129	\$63,008	\$66,159	\$69,435	\$69,009	\$72,460	\$76,048	\$78,010	\$81,910	\$85,967
Step 26	\$60,708	\$63,744	\$66,901	\$63,744	\$66,931	\$70,245	\$69,815	\$73,305	\$76,936	\$78,920	\$82,867	\$86,970
Step 27	\$61,417	\$64,488	\$67,682	\$64,488	\$67,713	\$71,066	\$70,630	\$74,161	\$77,848	\$79,843	\$83,835	\$87,986
Step 28	\$62,135	\$65,269	\$68,487	\$65,269	\$68,520	\$72,380	\$71,939	\$75,677	\$79,442	\$81,447	\$85,843	\$89,953
Step 29	\$62,860	\$66,064	\$69,286	\$66,064	\$69,366	\$73,215	\$72,767	\$76,548	\$80,337	\$82,352	\$86,853	\$90,968
Step 30	\$63,593	\$66,772	\$70,079	\$66,772	\$70,111	\$74,063	\$73,608	\$77,483	\$81,417	\$83,442	\$88,063	\$92,083
Step 31	\$64,335	\$67,553	\$70,898	\$67,553	\$70,930	\$74,943	\$74,483	\$78,058	\$82,157	\$84,192	\$89,003	\$93,208
Step 32	\$65,086	\$68,341	\$71,725	\$68,341	\$71,758	\$75,863	\$75,398	\$79,173	\$83,007	\$85,052	\$90,113	\$94,333
Step 33	\$65,846	\$69,139	\$72,563	\$69,139	\$72,595	\$76,791	\$76,321	\$80,228	\$84,077	\$86,132	\$91,343	\$95,458
Step 34	\$66,615	\$69,945	\$73,410	\$69,945	\$73,443	\$77,700	\$77,225	\$81,193	\$85,052	\$87,117	\$92,483	\$96,608
Step 35	\$67,392	\$70,763	\$74,266	\$70,763	\$74,301	\$78,630	\$78,151	\$82,193	\$86,062	\$88,136	\$93,633	\$97,783
Step 36	\$68,179	\$71,588	\$75,133	\$71,588	\$75,167	\$79,580	\$79,105	\$83,225	\$87,106	\$89,180	\$94,783	\$98,933
Step 37	\$68,974	\$72,423	\$76,009	\$72,423	\$76,044	\$80,510	\$80,035	\$84,165	\$88,056	\$90,130	\$95,283	\$99,533
Step 38	\$69,779	\$73,269	\$76,897	\$73,269	\$76,932	\$81,442	\$80,967	\$85,115	\$89,016	\$91,090	\$96,343	\$100,593
Step 39	\$70,628	\$74,127	\$77,849	\$74,267	\$77,981	\$82,381	\$81,906	\$86,075	\$90,037	\$92,111	\$97,403	\$101,653
Step 40	\$72,093	\$75,725	\$79,492	\$75,790	\$79,582	\$83,540	\$83,065	\$87,245	\$91,194	\$93,268	\$98,663	\$102,713
Step 41	\$73,591	\$77,284	\$81,127	\$77,350	\$81,218	\$85,260	\$84,785	\$89,005	\$93,254	\$95,328	\$100,813	\$103,773
Step 42	\$76,077	\$79,690	\$83,837	\$79,880	\$83,875	\$88,028	\$87,553	\$91,863	\$96,112	\$98,186	\$103,845	\$108,988

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Pay Grade	Days	Hours	Steps																		
			1 19	2 20	3 21	4 22	5 23	6 24	7 25	8 26	9 27	10 28	11 29	12 30	13 31	14 32	15 33	16 34	17 35	18 36	37
102	183	4	7,235	7,343	7,454	7,565	7,679	7,794	7,911	8,030	8,150	8,272	8,396	8,522	8,650	8,780	8,912	9,045	9,181	9,319	
			9,459	9,600	9,744	9,891	10,039	10,190	10,342	10,498	10,655	10,815	10,977	11,142	11,309	11,478	11,651	11,825	12,003	12,183	12,327
	183	5	9,044	9,179	9,317	9,457	9,599	9,743	9,889	10,037	10,188	10,340	10,496	10,653	10,813	10,975	11,140	11,307	11,476	11,648	
			11,823	12,001	12,181	12,363	12,549	12,737	12,928	13,122	13,319	13,518	13,721	13,927	14,136	14,348	14,563	14,782	15,003	15,228	15,409
	183	6	10,852	11,015	11,180	11,348	11,518	11,691	11,866	12,044	12,225	12,409	12,595	12,784	12,975	13,170	13,368	13,568	13,772	13,978	
			14,188	14,401	14,617	14,836	15,058	15,284	15,514	15,746	15,982	16,222	16,466	16,713	16,963	17,218	17,476	17,738	18,004	18,274	18,491
183	7	12,661	12,851	13,044	13,239	13,438	13,640	13,844	14,052	14,263	14,477	14,694	14,914	15,138	15,365	15,595	15,829	16,067	16,308		
		16,552	16,801	17,053	17,309	17,568	17,832	18,099	18,371	18,646	18,926	19,210	19,498	19,790	20,087	20,389	20,694	21,005	21,320	21,572	
191	7	13,215	13,413	13,614	13,818	14,026	14,236	14,449	14,666	14,886	15,109	15,336	15,566	15,800	16,037	16,277	16,521	16,769	17,021		
		17,276	17,535	17,798	18,065	18,336	18,611	18,890	19,174	19,461	19,753	20,050	20,350	20,656	20,965	21,280	21,599	21,923	22,252	22,515	
191	8	15,102	15,329	15,559	15,792	16,029	16,270	16,514	16,761	17,013	17,268	17,527	17,790	18,057	18,328	18,603	18,882	19,165	19,452		
		19,744	20,040	20,341	20,646	20,956	21,270	21,589	21,913	22,242	22,575	22,914	23,257	23,606	23,960	24,320	24,685	25,055	25,431	25,732	
103	191	7	13,883	14,091	14,302	14,517	14,735	14,956	15,180	15,408	15,639	15,874	16,112	16,353	16,599	16,848	17,100	17,357	17,617	17,881	
			18,150	18,422	18,698	18,979	19,263	19,552	19,846	20,143	20,445	20,752	21,063	21,379	21,700	22,026	22,356	22,691	23,032	23,377	23,634
	191	8	15,866	16,104	16,346	16,591	16,840	17,092	17,349	17,609	17,873	18,141	18,413	18,690	18,970	19,254	19,543	19,836	20,134	20,436	
			20,742	21,054	21,369	21,690	22,015	22,346	22,681	23,021	23,366	23,717	24,072	24,434	24,800	25,172	25,550	25,933	26,322	26,717	27,010
	260	8	21,598	21,922	22,251	22,584	22,923	23,267	23,616	23,970	24,330	24,695	25,065	25,441	25,823	26,210	26,603	27,002	27,407	27,819	
			28,236	28,659	29,089	29,526	29,968	30,419	30,874	31,337	31,807	32,285	32,769	33,260	33,759	34,266	34,780	35,301	35,831	36,368	36,767

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Pay Grade	Days	Hours	Steps																			
			1 19	2 20	3 21	4 22	5 23	6 24	7 25	8 26	9 27	10 28	11 29	12 30	13 31	14 32	15 33	16 34	17 35	18 36	37	
104	191	7	14,578	14,797	15,019	15,244	15,473	15,705	15,941	16,180	16,422	16,669	16,919	17,173	17,430	17,692	17,957	18,226	18,500	18,777		
			19,059	19,345	19,635	19,929	20,228	20,532	20,840	21,152	21,470	21,792	22,119	22,450	22,787	23,129	23,476	23,828	24,185	24,548	24,820	
	201	8	17,533	17,796	18,063	18,334	18,609	18,888	19,172	19,459	19,751	20,047	20,348	20,653	20,963	21,278	21,597	21,921	22,250	22,583		
			22,922	23,266	23,615	23,969	24,329	24,694	25,064	25,440	25,821	26,209	26,602	27,001	27,406	27,817	28,234	28,658	29,088	29,524	29,851	
	260	8	22,680	23,020	23,365	23,716	24,072	24,433	24,799	25,171	25,549	25,932	26,321	26,716	27,117	27,523	27,936	28,355	28,780	29,212		
			29,650	30,095	30,547	31,005	31,470	31,942	32,421	32,907	33,401	33,902	34,410	34,927	35,451	35,982	36,522	37,070	37,626	38,190	38,613	
105	191	7	15,301	15,531	15,764	16,000	16,240	16,484	16,731	16,982	17,237	17,495	17,758	18,024	18,294	18,569	18,847	19,130	19,417	19,708		
			20,004	20,304	20,608	20,918	21,231	21,550	21,873	22,201	22,534	22,872	23,215	23,563	23,917	24,276	24,640	25,009	25,385	25,765	26,061	
	201	8	18,403	18,679	18,959	19,243	19,532	19,825	20,122	20,424	20,730	21,041	21,357	21,677	22,002	22,333	22,668	23,008	23,353	23,703		
			24,058	24,419	24,786	25,157	25,535	25,918	26,307	26,701	27,102	27,508	27,921	28,340	28,765	29,196	29,634	30,079	30,530	30,988	31,343	
	260	8	23,804	24,161	24,524	24,892	25,265	25,644	26,029	26,419	26,815	27,218	27,626	28,040	28,461	28,888	29,321	29,761	30,207	30,660		
			31,120	31,587	32,061	32,542	33,030	33,526	34,028	34,539	35,057	35,583	36,116	36,658	37,208	37,766	38,333	38,908	39,491	40,084	40,544	
106	191	7	16,065	16,306	16,550	16,799	17,051	17,306	17,566	17,830	18,097	18,368	18,644	18,924	19,207	19,496	19,788	20,085	20,386	20,692		
			21,002	21,317	21,637	21,962	22,291	22,625	22,965	23,309	23,659	24,014	24,374	24,740	25,111	25,487	25,870	26,258	26,652	27,051	27,357	
	191	8	18,360	18,635	18,915	19,198	19,486	19,779	20,075	20,377	20,682	20,992	21,307	21,627	21,951	22,281	22,615	22,954	23,298	23,648		
			24,003	24,363	24,728	25,099	25,475	25,858	26,245	26,639	27,039	27,444	27,856	28,274	28,698	29,128	29,565	30,009	30,459	30,916	31,265	
	216	7	18,168	18,440	18,717	18,997	19,282	19,572	19,865	20,163	20,466	20,773	21,084	21,400	21,721	22,047	22,378	22,714	23,054	23,400		
			23,751	24,107	24,469	24,836	25,209	25,587	25,971	26,360	26,756	27,157	27,564	27,978	28,397	28,823	29,256	29,695	30,140	30,592	30,937	

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Pay Grade	Days	Hours	Steps																		
			1 19	2 20	3 21	4 22	5 23	6 24	7 25	8 26	9 27	10 28	11 29	12 30	13 31	14 32	15 33	16 34	17 35	18 36	37
106	260	8	24,992	25,367	25,748	26,134	26,526	26,924	27,328	27,738	28,154	28,576	29,005	29,440	29,881	30,330	30,785	31,246	31,715	32,191	
			32,674	33,164	33,661	34,166	34,679	35,199	35,727	36,263	36,807	37,359	37,919	38,488	39,065	39,651	40,246	40,850	41,462	42,084	42,559
107	184	6	15,022	15,247	15,476	15,708	15,944	16,183	16,426	16,672	16,922	17,176	17,434	17,695	17,961	18,230	18,504	18,781	19,063	19,349	
			19,639	19,934	20,233	20,536	20,844	21,157	21,474	21,796	22,123	22,455	22,792	23,134	23,481	23,833	24,190	24,553	24,922	25,295	25,587
	191	7	16,869	17,123	17,379	17,640	17,905	18,173	18,446	18,722	19,003	19,288	19,578	19,871	20,169	20,472	20,779	21,091	21,407	21,728	
			22,054	22,385	22,721	23,062	23,407	23,759	24,115	24,477	24,844	25,216	25,595	25,979	26,368	26,764	27,165	27,573	27,986	28,406	28,734
	191	8	19,279	19,569	19,862	20,160	20,462	20,769	21,081	21,397	21,718	22,044	22,375	22,710	23,051	23,397	23,747	24,104	24,465	24,832	
			25,205	25,583	25,967	26,356	26,751	27,153	27,560	27,973	28,393	28,819	29,251	29,690	30,135	30,587	31,046	31,512	31,984	32,464	32,839
216	7	19,078	19,364	19,654	19,949	20,248	20,552	20,860	21,173	21,491	21,813	22,140	22,472	22,809	23,152	23,499	23,851	24,209	24,572		
		24,941	25,315	25,695	26,080	26,471	26,868	27,271	27,680	28,096	28,517	28,945	29,379	29,820	30,267	30,721	31,182	31,650	32,124	32,495	
260	8	26,244	26,638	27,037	27,443	27,855	28,272	28,697	29,127	29,564	30,007	30,457	30,914	31,378	31,849	32,326	32,811	33,304	33,803		
		34,310	34,825	35,347	35,877	36,415	36,962	37,516	38,079	38,650	39,230	39,818	40,416	41,022	41,637	42,262	42,896	43,539	44,192	44,702	
108	191	7	17,715	17,981	18,250	18,524	18,802	19,084	19,370	19,661	19,956	20,255	20,559	20,867	21,180	21,498	21,821	22,148	22,480	22,817	
			23,160	23,507	23,860	24,217	24,581	24,949	25,324	25,703	26,089	26,480	26,878	27,281	27,690	28,105	28,527	28,955	29,389	29,830	30,166
	191	8	20,246	20,549	20,858	21,170	21,488	21,810	22,138	22,470	22,807	23,149	23,496	23,848	24,206	24,569	24,938	25,312	25,691	26,077	
26,468			26,865	27,268	27,677	28,092	28,514	28,941	29,375	29,816	30,263	30,717	31,178	31,646	32,120	32,602	33,091	33,588	34,091	34,475	
201	8	21,306	21,625	21,950	22,279	22,613	22,952	23,297	23,646	24,001	24,361	24,726	25,097	25,473	25,856	26,243	26,637	27,037	27,442		
		27,854	28,272	28,696	29,126	29,563	30,006	30,457	30,913	31,377	31,848	32,325	32,810	33,302	33,802	34,309	34,824	35,346	35,876	36,280	

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Pay Grade	Days	Hours	Steps																		
			1 19	2 20	3 21	4 22	5 23	6 24	7 25	8 26	9 27	10 28	11 29	12 30	13 31	14 32	15 33	16 34	17 35	18 36	37
108	216	7	20,034	20,334	20,639	20,949	21,263	21,582	21,906	22,234	22,568	22,906	23,250	23,599	23,953	24,312	24,677	25,047	25,422	25,804	
			26,191	26,584	26,982	27,387	27,798	28,215	28,638	29,068	29,504	29,946	30,396	30,852	31,314	31,784	32,261	32,745	33,236	33,734	34,240
	216	8	22,896	23,239	23,588	23,941	24,301	24,665	25,035	25,411	25,792	26,179	26,571	26,970	27,374	27,785	28,202	28,625	29,054	29,490	
			29,932	30,381	30,837	31,300	31,769	32,246	32,729	33,220	33,719	34,224	34,738	35,259	35,788	36,325	36,869	37,422	37,984	38,554	38,988
	260	8	27,560	27,973	28,393	28,818	29,251	29,689	30,135	30,587	31,046	31,511	31,984	32,464	32,951	33,445	33,947	34,456	34,973	35,500	
			36,030	36,570	37,119	37,676	38,241	38,814	39,397	39,987	40,587	41,196	41,814	42,441	43,078	43,724	44,380	45,046	45,721	46,407	46,930
109	184	6	16,564	16,813	17,065	17,321	17,581	17,845	18,112	18,384	18,660	18,940	19,224	19,512	19,805	20,102	20,403	20,709	21,020	21,336	
			21,655	21,980	22,310	22,645	22,984	23,329	23,679	24,034	24,395	24,760	25,132	25,509	25,892	26,280	26,674	27,074	27,480	27,893	28,211
	184	7	19,325	19,615	19,909	20,208	20,511	20,819	21,131	21,448	21,770	22,096	22,428	22,764	23,106	23,452	23,804	24,161	24,523	24,891	
			25,265	25,644	26,028	26,419	26,815	27,217	27,625	28,040	28,460	28,887	29,321	29,760	30,207	30,660	31,120	31,587	32,060	32,541	32,912
	184	8	22,086	22,417	22,753	23,095	23,441	23,793	24,150	24,512	24,880	25,253	25,632	26,016	26,406	26,802	27,204	27,612	28,027	28,447	
			28,874	29,307	29,747	30,193	30,646	31,105	31,572	32,045	32,526	33,014	33,509	34,012	34,522	35,040	35,565	36,099	36,640	37,190	37,614
	191	7	18,601	18,880	19,164	19,451	19,743	20,039	20,340	20,645	20,954	21,269	21,588	21,912	22,240	22,574	22,912	23,256	23,605	23,959	
			24,318	24,683	25,053	25,429	25,811	26,198	26,591	26,990	27,394	27,805	28,222	28,646	29,076	29,512	29,954	30,404	30,860	31,323	31,680
	191	8	21,259	21,578	21,901	22,230	22,563	22,902	23,245	23,594	23,948	24,307	24,672	25,042	25,417	25,799	26,186	26,578	26,977	27,382	
			27,792	28,209	28,632	29,062	29,498	29,940	30,389	30,845	31,308	31,778	32,254	32,738	33,229	33,728	34,233	34,747	35,268	35,797	36,205
	201	8	22,372	22,707	23,048	23,394	23,745	24,101	24,462	24,829	25,202	25,580	25,963	26,353	26,748	27,149	27,557	27,970	28,389	28,815	
			29,248	29,686	30,132	30,584	31,042	31,508	31,981	32,460	32,947	33,441	33,943	34,452	34,969	35,493	36,026	36,566	37,115	37,671	38,101
216	8	24,041	24,402	24,768	25,139	25,517	25,899	26,288	26,682	27,082	27,489	27,901	28,319	28,744	29,175	29,613	30,057	30,508	30,966		
		31,430	31,902	32,380	32,866	33,359	33,859	34,367	34,883	35,406	35,937	36,476	37,023	37,579	38,142	38,714	39,295	39,884	40,483	40,944	

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Pay Grade	Days	Hours	Steps																		
			1 19	2 20	3 21	4 22	5 23	6 24	7 25	8 26	9 27	10 28	11 29	12 30	13 31	14 32	15 33	16 34	17 35	18 36	37
109	260	8	28,939	29,373	29,813	30,260	30,714	31,175	31,643	32,117	32,599	33,088	33,584	34,088	34,600	35,119	35,645	36,180	36,723	37,274	
			37,833	38,400	38,976	39,561	40,154	40,756	41,368	41,988	42,618	43,257	43,906	44,565	45,233	45,912	46,601	47,300	48,009	48,729	49,285
110	216	8	25,240	25,618	26,003	26,393	26,789	27,190	27,598	28,012	28,433	28,859	29,292	29,731	30,177	30,630	31,089	31,556	32,029	32,509	
			32,997	33,492	33,994	34,504	35,022	35,547	36,080	36,622	37,171	37,729	38,294	38,869	39,452	40,044	40,644	41,254	41,873	42,501	42,989
	260	8	30,381	30,837	31,300	31,769	32,246	32,729	33,220	33,719	34,224	34,738	35,259	35,788	36,324	36,869	37,422	37,984	38,553	39,131	
			39,719	40,315	40,919	41,533	42,156	42,788	43,430	44,082	44,743	45,414	46,095	46,787	47,488	48,201	48,924	49,658	50,402	51,159	51,746
111	216	8	26,509	26,907	27,310	27,720	28,136	28,558	28,986	29,421	29,862	30,310	30,765	31,226	31,695	32,170	32,652	33,142	33,639	34,144	
			34,656	35,176	35,704	36,239	36,783	37,335	37,895	38,463	39,040	39,626	40,220	40,823	41,436	42,057	42,688	43,328	43,978	44,638	45,139
	260	8	31,909	32,387	32,873	33,366	33,867	34,375	34,891	35,414	35,945	36,484	37,032	37,587	38,151	38,723	39,304	39,893	40,492	41,099	
			41,716	42,341	42,977	43,621	44,276	44,940	45,614	46,298	46,992	47,697	48,413	49,139	49,876	50,624	51,384	52,154	52,937	53,731	54,334
112	191	8	24,610	24,979	25,353	25,734	26,120	26,512	26,909	27,313	27,723	28,138	28,561	28,989	29,424	29,865	30,313	30,768	31,229	31,698	
			32,173	32,656	33,146	33,643	34,147	34,660	35,180	35,707	36,243	36,787	37,338	37,898	38,467	39,044	39,630	40,224	40,827	41,440	41,910
	201	8	25,898	26,287	26,681	27,081	27,487	27,900	28,318	28,743	29,174	29,612	30,056	30,507	30,964	31,429	31,900	32,379	32,864	33,357	
			33,858	34,366	34,881	35,404	35,935	36,474	37,021	37,577	38,140	38,713	39,293	39,883	40,481	41,088	41,704	42,330	42,965	43,609	44,104
216	7	24,352	24,717	25,088	25,464	25,846	26,234	26,627	27,027	27,432	27,844	28,261	28,685	29,116	29,552	29,996	30,446	30,902	31,366		
		31,836	32,314	32,799	33,291	33,790	34,297	34,811	35,333	35,863	36,401	36,947	37,502	38,064	38,635	39,215	39,803	40,400	41,006	41,471	
216	8	27,831	28,248	28,672	29,102	29,539	29,982	30,431	30,888	31,351	31,821	32,299	32,783	33,275	33,774	34,281	34,795	35,317	35,847		
		36,384	36,930	37,484	38,046	38,617	39,196	39,784	40,381	40,987	41,602	42,226	42,859	43,502	44,154	44,817	45,489	46,171	46,864	47,395	

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Pay Grade	Days	Hours	Steps																		
			1 19	2 20	3 21	4 22	5 23	6 24	7 25	8 26	9 27	10 28	11 29	12 30	13 31	14 32	15 33	16 34	17 35	18 36	37
112	260	8	33,500	34,003	34,513	35,030	35,556	36,089	36,630	37,180	37,738	38,304	38,878	39,461	40,053	40,654	41,264	41,883	42,511	43,149	
			43,796	44,453	45,120	45,797	46,483	47,181	47,888	48,607	49,336	50,076	50,827	51,589	52,363	53,149	53,946	54,755	55,576	56,410	57,050
113	191	7	22,611	22,950	23,294	23,644	23,998	24,358	24,724	25,094	25,471	25,853	26,241	26,634	27,034	27,439	27,851	28,269	28,693	29,123	
			29,560	30,003	30,453	30,910	31,374	31,845	32,322	32,807	33,299	33,799	34,306	34,820	35,343	35,873	36,411	36,957	37,511	38,074	38,648
	191	8	25,841	26,229	26,622	27,021	27,427	27,838	28,256	28,679	29,110	29,546	29,989	30,439	30,896	31,359	31,830	32,307	32,792	33,284	
			33,783	34,290	34,804	35,326	35,856	36,394	36,940	37,494	38,056	38,627	39,206	39,795	40,391	40,997	41,612	42,236	42,870	43,513	43,998
	201	8	27,194	27,602	28,016	28,436	28,863	29,296	29,735	30,181	30,634	31,093	31,560	32,033	32,513	33,001	33,496	33,999	34,509	35,026	
			35,552	36,085	36,626	37,176	37,733	38,299	38,874	39,457	40,049	40,649	41,259	41,878	42,506	43,144	43,791	44,448	45,115	45,791	46,302
	216	7	25,570	25,954	26,343	26,738	27,139	27,547	27,960	28,379	28,805	29,237	29,675	30,121	30,572	31,031	31,496	31,969	32,448	32,935	
			33,429	33,931	34,440	34,956	35,480	36,013	36,553	37,101	37,658	38,223	38,796	39,378	39,968	40,568	41,177	41,794	42,421	43,057	43,537
	216	8	29,223	29,662	30,107	30,558	31,016	31,482	31,954	32,433	32,920	33,414	33,915	34,423	34,940	35,464	35,996	36,536	37,084	37,640	
			38,205	38,778	39,359	39,950	40,549	41,157	41,775	42,401	43,037	43,683	44,338	45,003	45,678	46,363	47,059	47,765	48,481	49,208	49,757
	260	8	35,176	35,704	36,239	36,783	37,335	37,895	38,463	39,040	39,626	40,220	40,823	41,436	42,057	42,688	43,328	43,978	44,638	45,307	
			45,987	46,677	47,377	48,088	48,809	49,541	50,284	51,039	51,804	52,581	53,370	54,171	54,983	55,808	56,645	57,495	58,357	59,232	59,893
114	191	8	27,135	27,542	27,955	28,374	28,800	29,232	29,670	30,115	30,567	31,025	31,491	31,963	32,443	32,929	33,423	33,924	34,433	34,950	
			35,474	36,006	36,546	37,094	37,651	38,216	38,789	39,371	39,961	40,561	41,169	41,787	42,413	43,050	43,695	44,351	45,016	45,691	46,196
	260	8	36,937	37,491	38,053	38,624	39,204	39,792	40,389	40,994	41,609	42,233	42,867	43,510	44,163	44,825	45,497	46,180	46,873	47,576	
			48,289	49,014	49,749	50,495	51,253	52,021	52,802	53,594	54,398	55,214	56,042	56,882	57,736	58,602	59,481	60,373	61,278	62,198	62,884

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Pay Grade	Days	Hours	Steps																		
			1 19	2 20	3 21	4 22	5 23	6 24	7 25	8 26	9 27	10 28	11 29	12 30	13 31	14 32	15 33	16 34	17 35	18 36	37
115	191	7	24,929	25,303	25,683	26,068	26,459	26,856	27,259	27,668	28,083	28,504	28,931	29,365	29,806	30,253	30,707	31,167	31,635	32,109	
			32,591	33,080	33,576	34,080	34,591	35,110	35,636	36,171	36,713	37,264	37,823	38,390	38,966	39,551	40,144	40,746	41,357	41,978	42,440
	191	8	28,490	28,918	29,352	29,792	30,239	30,692	31,153	31,620	32,094	32,576	33,064	33,560	34,064	34,575	35,093	35,620	36,154	36,696	
			37,247	37,805	38,373	38,948	39,532	40,125	40,727	41,338	41,958	42,588	43,226	43,875	44,533	45,201	45,879	46,567	47,266	47,975	48,502
201	8	29,982	30,432	30,888	31,352	31,822	32,299	32,784	33,276	33,775	34,281	34,795	35,317	35,847	36,385	36,931	37,485	38,047	38,618		
		39,197	39,785	40,382	40,987	41,602	42,226	42,860	43,502	44,155	44,817	45,490	46,172	46,864	47,567	48,281	49,005	49,740	50,486	51,244	
260	8	38,783	39,365	39,955	40,554	41,163	41,780	42,407	43,043	43,689	44,344	45,009	45,684	46,369	47,065	47,771	48,488	49,215	49,953		
		50,702	51,463	52,235	53,018	53,814	54,621	55,440	56,272	57,116	57,973	58,842	59,725	60,621	61,530	62,453	63,390	64,341	65,306	66,024	
116	191	8	29,909	30,357	30,813	31,275	31,744	32,220	32,704	33,194	33,692	34,197	34,710	35,231	35,759	36,296	36,840	37,393	37,954	38,523	
			39,101	39,687	40,283	40,887	41,500	42,123	42,755	43,396	44,047	44,708	45,378	46,059	46,750	47,451	48,163	48,885	49,619	50,363	50,934
	201	7	27,540	27,953	28,373	28,798	29,230	29,669	30,114	30,566	31,024	31,489	31,962	32,441	32,928	33,422	33,923	34,432	34,948	35,473	
			36,005	36,545	37,093	37,649	38,214	38,787	39,369	39,960	40,559	41,167	41,785	42,412	43,048	43,693	44,349	45,014	45,689	46,375	46,900
	201	8	31,475	31,947	32,426	32,912	33,406	33,907	34,416	34,932	35,456	35,988	36,528	37,076	37,632	38,196	38,769	39,351	39,941	40,540	
41,148			41,765	42,392	43,028	43,673	44,328	44,993	45,668	46,353	47,048	47,754	48,470	49,197	49,935	50,684	51,445	52,216	53,000	53,600	
216	7	29,596	30,040	30,490	30,947	31,412	31,883	32,361	32,847	33,339	33,839	34,347	34,862	35,385	35,916	36,455	37,001	37,556	38,120		
		38,692	39,272	39,861	40,459	41,066	41,682	42,307	42,942	43,586	44,239	44,903	45,577	46,260	46,954	47,658	48,373	49,099	49,835	50,400	
216	8	33,824	34,331	34,846	35,369	35,899	36,438	36,984	37,539	38,102	38,673	39,254	39,842	40,440	41,047	41,662	42,287	42,922	43,565		
		44,219	44,882	45,555	46,239	46,932	47,636	48,351	49,076	49,812	50,559	51,318	52,088	52,869	53,662	54,467	55,284	56,113	56,955	57,600	

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Pay Grade	Days	Hours	Steps																		
			1 19	2 20	3 21	4 22	5 23	6 24	7 25	8 26	9 27	10 28	11 29	12 30	13 31	14 32	15 33	16 34	17 35	18 36	37
116	260	8	40,714	41,324	41,944	42,573	43,212	43,860	44,518	45,186	45,863	46,551	47,250	47,958	48,678	49,408	50,149	50,901	51,665	52,440	
			53,226	54,025	54,835	55,658	56,493	57,340	58,200	59,073	59,959	60,859	61,771	62,698	63,638	64,593	65,562	66,545	67,544	68,557	69,334
117	191	7	27,479	27,892	28,310	28,735	29,166	29,603	30,047	30,498	30,955	31,420	31,891	32,369	32,855	33,348	33,848	34,356	34,871	35,394	
			35,925	36,464	37,011	37,566	38,129	38,701	39,282	39,871	40,469	41,076	41,692	42,318	42,952	43,597	44,251	44,914	45,588	46,272	46,790
	216	8	35,516	36,048	36,589	37,138	37,695	38,260	38,834	39,417	40,008	40,608	41,217	41,836	42,463	43,100	43,747	44,403	45,069	45,745	
			46,431	47,127	47,834	48,552	49,280	50,019	50,770	51,531	52,304	53,089	53,885	54,693	55,514	56,346	57,192	58,049	58,920	59,804	60,473
	260	8	42,750	43,391	44,042	44,703	45,374	46,054	46,745	47,446	48,158	48,880	49,613	50,358	51,113	51,880	52,658	53,448	54,249	55,064	
			55,889	56,727	57,578	58,442	59,319	60,208	61,112	62,028	62,959	63,903	64,862	65,835	66,822	67,824	68,842	69,874	70,922	71,986	72,792
118	216	8	37,296	37,855	38,423	38,999	39,584	40,178	40,781	41,393	42,013	42,644	43,283	43,933	44,591	45,260	45,939	46,628	47,328	48,038	
			48,758	49,490	50,232	50,985	51,750	52,527	53,314	54,114	54,926	55,750	56,586	57,435	58,296	59,171	60,058	60,959	61,874	62,802	63,505
	260	8	44,893	45,566	46,250	46,944	47,648	48,363	49,088	49,824	50,572	51,330	52,100	52,882	53,675	54,480	55,297	56,127	56,969	57,823	
			58,691	59,571	60,464	61,371	62,292	63,226	64,175	65,137	66,114	67,106	68,113	69,134	70,171	71,224	72,292	73,377	74,477	75,595	76,441
119	216	8	39,146	39,734	40,330	40,935	41,549	42,172	42,804	43,446	44,098	44,760	45,431	46,113	46,804	47,506	48,219	48,942	49,676	50,422	
			51,178	51,945	52,725	53,515	54,318	55,133	55,960	56,799	57,651	58,516	59,394	60,285	61,189	62,107	63,038	63,984	64,944	65,918	66,678
	260	8	47,121	47,828	48,545	49,273	50,012	50,762	51,524	52,297	53,081	53,877	54,686	55,506	56,338	57,183	58,041	58,912	59,796	60,692	
			61,603	62,527	63,465	64,417	65,383	66,364	67,359	68,370	69,395	70,436	71,493	72,565	73,653	74,758	75,880	77,018	78,173	79,346	80,260
120	216	8	41,121	41,737	42,363	42,999	43,644	44,298	44,963	45,637	46,322	47,017	47,722	48,438	49,164	49,902	50,650	51,410	52,181	52,965	
			53,759	54,565	55,383	56,214	57,057	57,913	58,782	59,664	60,559	61,467	62,389	63,325	64,275	65,239	66,217	67,211	68,219	69,242	70,009

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Pay Grade	Days	Hours	Steps																		
			1 19	2 20	3 21	4 22	5 23	6 24	7 25	8 26	9 27	10 28	11 29	12 30	13 31	14 32	15 33	16 34	17 35	18 36	37
120	260	8	49,497	50,239	50,993	51,758	52,534	53,322	54,122	54,934	55,758	56,594	57,443	58,305	59,179	60,067	60,968	61,883	62,811	63,753	
			64,709	65,680	66,665	67,665	68,680	69,710	70,756	71,817	72,895	73,988	75,098	76,224	77,368	78,528	79,706	80,902	82,115	83,347	84,270
121	216	8	43,165	43,813	44,470	45,137	45,814	46,501	47,199	47,907	48,625	49,355	50,095	50,846	51,609	52,383	53,169	53,966	54,776	55,597	
			56,431	57,278	58,137	59,009	59,894	60,793	61,705	62,630	63,570	64,523	65,491	66,473	67,471	68,483	69,510	70,552	71,611	72,685	73,516
121	260	8	51,958	52,737	53,528	54,331	55,146	55,974	56,813	57,665	58,530	59,408	60,299	61,204	62,122	63,054	64,000	64,960	65,934	66,923	
			67,927	68,946	69,980	71,030	72,095	73,176	74,274	75,388	76,519	77,667	78,832	80,014	81,214	82,433	83,669	84,924	86,198	87,491	88,492
122	191	7	35,075	35,602	36,136	36,678	37,228	37,786	38,353	38,928	39,512	40,105	40,706	41,317	41,937	42,566	43,204	43,852	44,510	45,178	
			45,855	46,543	47,241	47,950	48,669	49,399	50,140	50,892	51,656	52,431	53,217	54,015	54,826	55,648	56,483	57,330	58,190	59,063	59,732
	201	8	42,185	42,818	43,460	44,112	44,774	45,445	46,127	46,819	47,521	48,234	48,957	49,692	50,437	51,194	51,962	52,741	53,532	54,335	
			55,150	55,977	56,817	57,669	58,534	59,412	60,303	61,208	62,126	63,058	64,004	64,964	65,938	66,927	67,931	68,950	69,985	71,034	72,100
216	8	45,333	46,013	46,703	47,404	48,115	48,837	49,569	50,313	51,067	51,833	52,611	53,400	54,201	55,014	55,839	56,677	57,527	58,390		
		59,266	60,155	61,057	61,973	62,902	63,846	64,804	65,776	66,762	67,764	68,780	69,812	70,859	71,922	73,001	74,096	75,207	76,335	77,200	
260	8	54,568	55,386	56,217	57,060	57,916	58,785	59,667	60,562	61,470	62,392	63,328	64,278	65,242	66,221	67,214	68,222	69,245	70,284		
		71,338	72,408	73,495	74,597	75,716	76,852	78,004	79,175	80,362	81,568	82,791	84,033	85,293	86,573	87,871	89,190	90,527	91,885	92,926	
123	216	7	41,640	42,265	42,899	43,543	44,196	44,859	45,532	46,214	46,908	47,611	48,325	49,050	49,786	50,533	51,291	52,060	52,841	53,634	
			54,438	55,255	56,084	56,925	57,779	58,646	59,525	60,418	61,324	62,244	63,178	64,126	65,087	66,064	67,055	68,060	69,081	70,118	70,928
123	216	8	47,589	48,303	49,028	49,763	50,509	51,267	52,036	52,817	53,609	54,413	55,229	56,058	56,898	57,752	58,618	59,497	60,390	61,296	
			62,215	63,148	64,096	65,057	66,033	67,023	68,029	69,049	70,085	71,136	72,203	73,286	74,386	75,501	76,634	77,783	78,950	80,134	81,060

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Pay Grade	Days	Hours	Steps																		
			1 19	2 20	3 21	4 22	5 23	6 24	7 25	8 26	9 27	10 28	11 29	12 30	13 31	14 32	15 33	16 34	17 35	18 36	37
123	260	8	57,283	58,142	59,015	59,900	60,798	61,710	62,636	63,575	64,529	65,497	66,479	67,477	68,489	69,516	70,559	71,617	72,692	73,782	
			74,889	76,012	77,152	78,309	79,484	80,676	81,886	83,115	84,362	85,627	86,911	88,215	89,538	90,881	92,245	93,628	95,033	96,458	97,572
124	216	8	49,969	50,718	51,479	52,251	53,035	53,830	54,638	55,457	56,289	57,134	57,991	58,860	59,743	60,639	61,549	62,472	63,409	64,361	
			65,326	66,306	67,300	68,310	69,335	70,375	71,430	72,502	73,589	74,693	75,813	76,951	78,105	79,276	80,466	81,673	82,898	84,141	85,096
	260	8	60,147	61,050	61,965	62,895	63,838	64,796	65,768	66,754	67,756	68,772	69,803	70,851	71,913	72,992	74,087	75,198	76,326	77,471	
			78,633	79,813	81,010	82,225	83,458	84,710	85,981	87,271	88,580	89,908	91,257	92,626	94,015	95,425	96,857	98,310	99,784	101,281	102,431
125	216	8	52,471	53,258	54,057	54,868	55,691	56,527	57,375	58,235	59,109	59,995	60,895	61,809	62,736	63,677	64,632	65,601	66,585	67,584	
			68,598	69,627	70,671	71,731	72,807	73,900	75,008	76,133	77,275	78,434	79,611	80,805	82,017	83,247	84,497	85,763	87,050	88,356	89,362
	260	8	63,160	64,107	65,069	66,045	67,036	68,041	69,062	70,098	71,149	72,217	73,300	74,399	75,515	76,648	77,798	78,965	80,149	81,351	
			82,572	83,810	85,067	86,343	87,639	88,953	90,287	91,642	93,016	94,412	95,828	97,265	98,724	100,205	101,708	103,234	104,782	106,354	107,565
126	216	8	55,098	55,924	56,763	57,614	58,479	59,356	60,246	61,150	62,067	62,998	63,943	64,902	65,876	66,864	67,867	68,885	69,918	70,967	
			72,031	73,112	74,209	75,322	76,451	77,598	78,762	79,944	81,143	82,360	83,595	84,849	86,122	87,414	88,725	90,056	91,407	92,778	93,821
	260	8	66,321	67,316	68,326	69,351	70,391	71,447	72,519	73,606	74,710	75,831	76,969	78,123	79,295	80,484	81,692	82,917	84,161	85,423	
			86,705	88,005	89,325	90,665	92,025	93,405	94,806	96,229	97,672	99,137	100,624	102,134	103,666	105,221	106,799	108,401	110,027	111,677	112,933
128	216	8	60,738	61,649	62,574	63,512	64,465	65,432	66,413	67,410	68,421	69,447	70,489	71,546	72,619	73,709	74,814	75,936	77,075	78,232	
			79,405	80,596	81,805	83,032	84,278	85,542	86,825	88,127	89,449	90,791	92,153	93,535	94,938	96,362	97,808	99,275	100,764	102,275	103,445

Unified Pay Schedule Effective July 1, 2018

Pay Grade	Days	Hours	Steps																		
			1 19	2 20	3 21	4 22	5 23	6 24	7 25	8 26	9 27	10 28	11 29	12 30	13 31	14 32	15 33	16 34	17 35	18 36	37
128	260	8	73,110	74,207	75,320	76,450	77,597	78,761	79,942	81,141	82,358	83,594	84,848	86,120	87,412	88,723	90,054	91,405	92,776	94,168	
			95,580	97,014	98,469	99,946	101,445	102,967	104,511	106,079	107,670	109,285	110,925	112,588	114,277	115,991	117,731	119,497	121,290	123,109	124,517
129	216	8	63,787	64,744	65,715	66,701	67,701	68,717	69,748	70,794	71,856	72,933	74,027	75,138	76,265	77,409	78,570	79,749	80,945	82,159	
			83,391	84,642	85,912	87,201	88,509	89,836	91,184	92,552	93,940	95,349	96,779	98,231	99,704	101,200	102,718	104,259	105,822	107,410	108,609
129	260	8	76,781	77,932	79,101	80,288	81,492	82,715	83,955	85,215	86,493	87,790	89,107	90,444	91,800	93,177	94,575	95,994	97,434	98,895	
			100,379	101,884	103,412	104,964	106,538	108,136	109,758	111,405	113,076	114,772	116,493	118,241	120,014	121,815	123,642	125,496	127,379	129,290	130,733
130	216	8	66,977	67,982	69,002	70,037	71,087	72,154	73,236	74,334	75,449	76,581	77,730	78,896	80,079	81,280	82,500	83,737	84,993	86,268	
			87,562	88,876	90,209	91,562	92,935	94,329	95,744	97,180	98,638	100,118	101,619	103,144	104,691	106,261	107,855	109,473	111,115	112,782	114,055
130	260	8	80,621	81,830	83,058	84,303	85,568	86,851	88,154	89,477	90,819	92,181	93,564	94,967	96,392	97,838	99,305	100,795	102,307	103,841	
			105,399	106,980	108,585	110,213	111,866	113,544	115,248	116,976	118,731	120,512	122,320	124,154	126,017	127,907	129,826	131,773	133,750	135,756	137,289
131	260	8	84,631	85,900	87,189	88,496	89,824	91,171	92,539	93,927	95,336	96,766	98,217	99,691	101,186	102,704	104,244	105,808	107,395	109,006	
			110,641	112,301	113,985	115,695	117,430	119,192	120,980	122,794	124,636	126,506	128,403	130,330	132,284	134,269	136,283	138,327	140,402	142,508	144,142
132	260	8	88,874	90,207	91,560	92,933	94,327	95,742	97,178	98,636	100,116	101,617	103,142	104,689	106,259	107,853	109,471	111,113	112,780	114,471	
			116,188	117,931	119,700	121,496	123,318	125,168	127,045	128,951	130,885	132,849	134,841	136,864	138,917	141,001	143,116	145,262	147,441	149,653	151,355
133	260	8	93,308	94,708	96,128	97,570	99,034	100,519	102,027	103,557	105,111	106,687	108,288	109,912	111,561	113,234	114,933	116,657	118,406	120,183	
			121,985	123,815	125,672	127,557	129,471	131,413	133,384	135,385	137,416	139,477	141,569	143,692	145,848	148,036	150,256	152,510	154,798	157,120	158,908

Unified Pay Schedule Effective July 1, 2018

Pay Grade	Days	Hours	Steps																			
			1 19	2 20	3 21	4 22	5 23	6 24	7 25	8 26	9 27	10 28	11 29	12 30	13 31	14 32	15 33	16 34	17 35	18 36	37	
135	260	8	102,876	104,420	105,986	107,576	109,189	110,827	112,489	114,177	115,889	117,628	119,392	121,183	123,001	124,846	126,719	128,619	130,549	132,507		
			134,494	136,512	138,560	140,638	142,748	144,889	147,062	149,268	151,507	153,780	156,086	158,428	160,804	163,216	165,664	168,149	170,672	173,232	175,202	
136	260	8	108,032	109,652	111,297	112,967	114,661	116,381	118,127	119,899	121,697	123,523	125,375	127,256	129,165	131,102	133,069	135,065	137,091	139,147		
			141,234	143,353	145,503	147,686	149,901	152,150	154,432	156,748	159,100	161,486	163,908	166,367	168,862	171,395	173,966	176,576	179,224	181,913	183,964	
137	260	8	113,421	115,122	116,849	118,602	120,381	122,186	124,019	125,879	127,768	129,684	131,629	133,604	135,608	137,642	139,707	141,802	143,929	146,088		
			148,280	150,504	152,761	155,053	157,378	159,739	162,135	164,567	167,036	169,541	172,084	174,666	177,286	179,945	182,644	185,384	188,165	190,987	193,172	
139	260	8	125,047	126,923	128,827	130,759	132,720	134,711	136,732	138,783	140,865	142,978	145,122	147,299	149,509	151,751	154,027	156,338	158,683	161,063		
			163,479	165,931	168,420	170,947	173,511	176,113	178,755	181,437	184,158	186,920	189,724	192,570	195,459	198,391	201,366	204,387	207,453	210,564	212,966	
140	260	8	131,306	133,275	135,275	137,304	139,363	141,454	143,575	145,729	147,915	150,134	152,386	154,672	156,992	159,347	161,737	164,163	166,625	169,124		
			171,661	174,236	176,850	179,503	182,195	184,928	187,702	190,518	193,375	196,276	199,220	202,208	205,242	208,320	211,445	214,617	217,836	221,103	223,617	

**Supplemental Pay Schedule
Effective July 1, 2018**

SUPPLEMENT / DUTY	AMOUNT	ADDITIONAL INFORMATION
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
Bachelor's Degree	\$504	For positions where degree is not required
Band Director	11%	
Basic Certificate	\$144	For positions where certificate is not required
Certified Nurse Aide Program Coordinator	5%	
Department Chair	5%	
Doctorate	\$1,200	For positions where degree is not required
Instructional Assistant as Teacher Substitute	\$35	Daily rate for full day assignment
Lead Occupational Therapist	10%	
Lead Security Specialist	\$960	
Masters - School Nurse	\$1,200	
Master's Degree	\$576	For positions where degree is not required
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%	

\$ Annual supplement; % Based on annual salary

**Supplemental Pay Schedule
Effective July 1, 2018**

SUPPLEMENT / DUTY	AMOUNT	ADDITIONAL INFORMATION
Physical Therapist	10%	
Principal of Distinction	\$5,000	For Principals who possess the licensure endorsement governed by VDOE
Richmond Eagles Medford Basketball Coordinator	5%	
Senior Psychologist	10%	
Senior Social Worker	10%	
Senior Speech Pathologist	10%	
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 Content Specialist	\$600	

\$ Annual supplement; % Based on annual salary

**Substitute Rate Schedule
Effective July 1, 2018**

JOB TITLE	HOURLY RATE	HOURS PER DAY	DAILY RATE
Attendance Helper	\$11.30	7	\$79.10
Bus Monitor	\$10.70	6	\$64.20
Bus Operator	\$12.40	6	\$74.40
Clerical	\$11.30	8	\$90.40
CNA	\$19.00	7	\$133.00
Counselor	\$33.10	8	\$264.80
Custodian	\$7.70	8	\$61.60
Instructional Assistant	\$7.55	7	\$52.85
Instructional Assistant I Long-Term	\$11.70	7	\$81.90
Instructional Assistant II Long-Term	\$12.60	7	\$88.20
Instructional Assistant III Long-Term	\$13.55	7	\$94.85
Librarian Long-Term	\$32.30	8	\$258.40
LPN	\$20.70	7	\$144.90
RN	\$24.00	7	\$168.00
Security	\$9.50	8	\$76.00
Security Long-Term	\$14.35	8	\$114.80
Teacher Degreed	\$10.75	8	\$86.00
Teacher Degreed Long-Term	\$18.60	8	\$148.80
Teacher Non-Degreed (60 credit hours)	\$9.25	8	\$74.00
Teacher Non-Degreed Long-Term (60 credit hours)	\$18.35	8	\$146.80

**Temporary Rate Schedule
Effective July 1, 2018**

JOB TITLE	HOURLY RATE
Academic Coach	\$21.00
Academic Coach Coordinator	\$35.00
Algebra Readiness Administrator	\$30.00
Attendance Officer	\$17.11
Before and After School	\$21.00 (Teacher)
	\$15.00 (Instructional Assistant)
	\$10.00 (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)	\$10.00
Career and Technical Education Teacher – RTC (Night or Day)	\$29.55
Career Coach Richmond Teacher Residency	\$25.00
COE	\$7.25
Coordinator of Student Conduct	\$30.55
Data Coach	\$21.00
Driver Range Instructor	\$18.00
English as a Second Language Instructional Assistant	\$13.00
English as a Second Language Instructor for Adults	\$30.55
English as a Second Language Parent Facilitator	\$21.00
Food Service Assistant	\$8.75
Food Service Lead - PHSSA	\$10.00
Food Service Worker – PHSSA	\$8.50
Foreign Language Temp	\$30.00
Free/Reduced Lunch Application	\$11.00
GED Adult Education Enrollment /Data Coordinator	\$30.55
GED Data Clerical	\$10.00
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, ESL Extended Day, Extended Day, Extended Day Saturday, Extended Day Twilight, Project Graduation, SOL, Title I	\$21.00 (Bachelor's Degree)
	\$16.00 (Associate's Degree/College Student)
	\$15.00 (High School Student)

**Temporary Rate Schedule
Effective July 1, 2018**

JOB TITLE	HOURLY RATE
Homebound Teacher	\$22.00
Individual Student Alternative Ed Plan Coordinator - Youth GED	\$30.55
Instructor ABE/GED - Goochland	\$28.00
Interim Appointment	Minimum of current pay grade
Intern	\$8.50
Internal Facilitator – School Improvement	\$40.00
Instructional Coach	\$21.00
Job Coach	\$12.00
Lunch Monitor	\$7.25
Parent Facilitator	\$21.00
Per Class Hourly Teacher	\$31.20
Project Facilitator – Trainer for AP Classes	\$40.00
Reading Coach- R3	\$23.00
Regional Adult Education Specialist	\$30.55
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	\$9.66
Temporary Information Technology	\$11.00 (College)
	\$7.25 (High School)
Temporary Instructional Specialist	\$40.00
Temporary Security	\$15.00
Temporary Speech Pathologist	\$30.00
Textbook Manager	\$30.00
VGLA Scorer	\$18.00

**Summer School Rate Schedule
Effective July 1, 2018**

JOB TITLE	HOURLY RATE
Instructional Assistant	\$15.28
Library Media Specialist	\$22.18
Nurse	\$22.18
Nurse Assistant	\$15.28
Office Associate	\$17.71
Peer Tutor	\$7.50
Principal	\$46.20
School Counselor	\$22.18
School Nutrition Assistant	\$10.00
School Nutrition Manager	\$20.00
Security Specialist	\$15.28
SIS Operator	\$17.71
Substitute Secretary	\$7.42
Substitute Security Specialist	\$7.42
Substitute Teacher	\$10.20
Teacher	\$22.18
Testing Coordinator	\$22.18
Title I – Tutor (Grant Funded)	\$16.00

**Athletic Supplement Schedule
Effective July 1, 2018**

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 July 1, 2018**

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 July 1, 2018**

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
School Finances	\$1,100 up to	\$5,000
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 July 1, 2018**

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
Finances	\$500

Middle School

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

Elementary School

POSITION	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.

**Contract Schedule
Effective July 1, 2018**

Teacher

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
260 Days	24	7/2/18 – 6/28/19	July 15, 2018	June 28, 2019
230 Days	24	8/1/18 – 6/28/19	August 15, 2018	July 31, 2019
210 Days	24	8/20/18 – 6/25/19	August 30, 2018	August 15, 2019
200 Days	24	8/27/18 – 6/18/19	September 15, 2018	August 30, 2019

Support

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
260 Days	24	7/2/18 – 6/28/19	July 15, 2018	June 28, 2019
216 Days	24	8/1/18 – 6/28/19	August 15, 2018	July 31, 2019
201 Days	24	8/20/18 – 6/25/19	August 30, 2018	August 15, 2019
191 Days	24	8/27/18 – 6/18/19	September 15, 2018	August 30, 2019
191 Days	20	8/27/18 – 6/18/19	September 15, 2018	June 28, 2019

Patrick Henry

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
Assistant Principal – 216 Days	24	7/2/18 – 6/28/19	July 31, 2018	July 15, 2019
Teacher – 210 Days	24	7/16/18 – 6/20/19	August 15, 2018	July 31, 2019
Teacher – 200 Days	24	7/23/18 – 6/13/19	August 15, 2018	July 31, 2019
Support – 191 Days	24	7/23/18 – 6/13/19	August 15, 2018	July 31, 2019

Transportation

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
Bus Operators/Monitors 184 Days	24	8/20/18 – 8/22/18	September 15, 2018	August 30, 2019
		9/4/18 – 6/14/19		
Bus Operators/Monitors 184 Days	20	8/20/18 – 8/22/18	September 15, 2018	June 28, 2019
		9/4/18 – 6/14/19		

School Nutrition Services

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
Food Service Assistants 183 Days	24	8/30/18 – 6/17/19	September 15, 2018	August 30, 2019
Food Service Assistants 183 Days	20	8/30/18 – 6/17/19	September 15, 2018	June 28, 2019



A Publication of Richmond Public Schools
Richmond, Virginia

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