

Salary Schedules 2017 – 2018 School Year



Richmond Public Schools
Department of Human Resources

Effective July 1, 2017

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**Position Title and Grade Changes
Effective July 1, 2017**

PREVIOUS POSITION TITLE	PREVIOUS GRADE	NEW POSITION TITLE	NEW GRADE
Account Technician	06	Account Clerk	108
Accountant	11	Fiscal Associate II	115
Accounting Manager Finance Operations	19	Accounting Manager	125
Accounting Manager General Ledger/Reporting	19	Accounting Manager	125
Accounting Technician	11	Fiscal Associate II	115
Accounts Payable Technician Administrative	09	Accounts Payable Technician I	111
Accounts Payable Technician Processing	11	Accounts Payable Technician II	115
Administrative Office Associate	10	Administrative Office Associate	112
Administrative Office Associate 216 Days	10	Administrative Office Associate	112
Administrative Office Associate 261 Days	10	Administrative Office Associate	112
Administrative Office Associate Schools	10	Administrative Office Associate	112
Administrative Assistant	16	Administrative Assistant	118
Analyst Energy Management	11	Energy Management Analyst	115
Application Administrator	17	Application Administrator	123
AS/400 Administrator	17	AS/400 Administrator	124
Assistant Director	19	Assistant Director	125
Assistant Educator	12	Desktop Technician	114
Assistant Executive School Board	14	Assistant Executive School Board	116
Assistant Principal Charter School 11 Months	17	Assistant Principal I	128
Assistant Principal Elementary 216 Days	17	Assistant Principal I	128
Assistant Principal Elementary 261 Days	17	Assistant Principal I	128
Assistant Principal High 12 Months	19	Assistant Principal III	130
Assistant Principal High 216 Days	19	Assistant Principal III	130
Assistant Principal High 261 Days	19	Assistant Principal III	130
Assistant Principal Middle 11 Months	18	Assistant Principal II	129
Assistant Principal Middle 216 Days	18	Assistant Principal II	129
Assistant Principal Middle 261 Days	18	Assistant Principal II	129
Assistant Superintendent Exceptional Education and Student Services	23	Assistant Superintendent Exceptional Education and Student Services	137

**Position Title and Grade Changes
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PREVIOUS POSITION TITLE	PREVIOUS GRADE	NEW POSITION TITLE	NEW GRADE
Assistant Superintendent Schools	23	Assistant Superintendent Schools	137
Associate Educator	14	Associate Educator	120
Associate Superintendent Academic Services	23	Associate Superintendent Academic Services	139
Attendance Helper	05	Office Associate I	104
Attendance Officer	10	Attendance Officer	112
Auditor	17	Auditor	123
Automotive Mechanic Lead Technician	NEW	Automotive Mechanic Lead Technician	112
Automotive Mechanic Technician I	NEW	Automotive Mechanic Technician I	109
Automotive Mechanic Technician II	NEW	Automotive Mechanic Technician II	110
Automotive Mechanic Technician III	NEW	Automotive Mechanic Technician III	111
Automotive Parts Clerk	NEW	Automotive Parts Clerk	108
Automotive Service Administrative Worker	NEW	Automotive Service Administrative Worker	106
Benefits Specialist	16	Specialist Risk Management	123
Bilingual Parent Resource	12	Bilingual Parent Resource	115
Bilingual Parent and Community Liaison	12	Bilingual Parent and Community Liaison	115
Budget Planning Analyst	17	Budget Planning Analyst	123
Building Superintendent	11	Night Security	114
Bus Monitor	406	Bus Monitor	107
Bus Operator	606	Bus Operator	109
Bus Operator	607	Bus Operator	109
Bus Operator	608	Bus Operator	109
Business Analyst	16	Business Analyst	121
Carpenter	09	Carpenter	110
Chief Financial Officer	23	Chief Financial Officer	137
Chief of Staff	23	Chief of Staff	136
Chief Operating Officer	23	Chief Operating Officer	137
Chief Safety and Security	21	Chief Safety and Security	133
Clerk of School Board	20	Clerk School Board	129

**Position Title and Grade Changes
Effective July 1, 2017**

PREVIOUS POSITION TITLE	PREVIOUS GRADE	NEW POSITION TITLE	NEW GRADE
Communications and Media Relations Specialist	17	Communications and Media Relations Specialist	124
Construction Inspector	14	Construction Inspector	120
Coordinator Exceptional Education	19	Coordinator Exceptional Education	125
Coordinator Gifted and Talented	19	Coordinator Gifted and Talented	125
Coordinator K-5 Programs MSIC	19	Coordinator K-5 Programs	125
Coordinator Media and Technology	19	Coordinator Media and Technology	125
Coordinator MSIC Saturday/Summer/Special Programs	19	Coordinator Saturday/Summer Special Programs	125
Coordinator School Health Services	20	Coordinator School Health Services	125
Coordinator Student Conduct	19	Coordinator Student Conduct	125
Coordinator Technology	19	Coordinator Technology	125
Coordinator Professional Development	19	Coordinator Professional Development	125
Custodial Maintenance Worker	04	Custodial Maintenance Worker	107
Custodian	03	Custodian	103
Custodian Crew Leader	05	Custodian Crew Leader	105
Data Specialist	09	Data Specialist	110
Delivery Driver/Utility	09	Delivery Driver/Utility	107
Desktop Support Processor	05	Desktop Support Processor	106
Desktop Technician	11	Desktop Technician	114
Development Support Monitor	08	Development Support Monitor	109
Dietitian School Nutrition Services	17	Dietitian	124
Director Career and Technical Education	22	Director Career and Technical Education	133
Director Communications and Media Relations	22	Director Communications and Media Relations	133
Director Curriculum and Instruction	22	Director Curriculum and Instruction	133
Director Exceptional Education	22	Director Exceptional Education	133
Director Federal Programs K-12	22	Director Federal Programs/Title I	133
Director Hospital Education	21	Director Hospital Education	130
Director Math Science Center	22	Director Math Science Innovation Center	133
Director of Army Instruction	999	Director Army Instruction	125

**Position Title and Grade Changes
Effective July 1, 2017**

PREVIOUS POSITION TITLE	PREVIOUS GRADE	NEW POSITION TITLE	NEW GRADE
Director of Budget and Planning	22	Director Budget and Planning	133
Director of Finance	22	Director Finance	133
Director of Professional Development	22	Director Professional Development	133
Director of Purchasing	22	Director Procurement and Property Management	133
Director of Student Services	22	Director Student Services	133
Director of Transportation	22	Director Transportation	133
Director School Nutrition Services	22	Director School Nutrition Services	133
Director Testing and Assessment Literacy	22	Director Assessment Literacy and Research	133
Director Virginia Treatment Center	21	Director Virginia Treatment Center	130
Educator Head Start	06	Educator Head Start	107
Electrician	10	Electrician	113
Electronic Maintenance Technician	12	Electronic Maintenance Technician	116
Enrollment Associate Head Start	08	Enrollment Associate	109
Equipment Operator	04	Equipment Operator	108
Equipment Operator Laborer	04	Delivery Driver/Utility	107
Executive Director Human Resources	23	Executive Director Human Resources	135
Executive Director Information Communication Technology Services	23	Executive Director Information Communication Technology Services	135
Executive Office Associate 2	14	Executive Office Associate II	116
Executive Office Associate I	12	Executive Office Associate I	114
Family Service Advocate Head Start	15	Family Service Advocate	113
Family Service Assistant	05	Family Service Assistant	106
Family Service Worker	07	Family Service Worker	110
Financial Analyst Grants	17	Financial Analyst	123
Financial Analyst Grants Title I	17	Financial Analyst	123
Financial Manager	16	Financial Manager	121
Food Service Assistant	2400	Food Service Assistant	102
Food Service Assistant	2500	Food Service Assistant	102
Food Service Assistant	2600	Food Service Assistant	102

**Position Title and Grade Changes
Effective July 1, 2017**

PREVIOUS POSITION TITLE	PREVIOUS GRADE	NEW POSITION TITLE	NEW GRADE
Food Service Assistant	2700	Food Service Assistant	102
Food Service Assistant Charter School	02	Food Service Assistant Charter School	102
Foreman	12	Foreman	116
Foreman Electrical/Temperature	12	Foreman Electrical/Temperature	116
Foreman Street	10	Radio Dispatcher	113
Ged/ISAEP Lead Instructor	15	Ged/ISAEP Lead Instructor	116
Grant Technical Assistant	11	Grant Technical Assistant	116
Grant Writer	12	Grant Writer	119
Health Services Monitor	08	Health Services Monitor	109
Health Specialist Head Start	13	Health Specialist	116
Health Specialist VPI Plus	13	Health Specialist	116
Hearing Officer	21	Hearing Officer	130
Human Resources Associate	10	Human Resources Associate	113
Human Resources Specialist Employee Relations	12	Human Resources Specialist	115
Human Resources Specialist Leave Administration	12	Human Resources Specialist	115
Human Resources Specialist Licensure	12	Human Resources Specialist	115
Human Resources Specialist Retirement	12	Human Resources Specialist	115
Human Resources Specialist Substitute Staff	12	Human Resources Specialist	115
HVAC Technician I	10	HVAC Technician I	113
HVAC Technician II	11	HVAC Technician II	115
Implementation Coordinator Turnaround Arts	15	Implementation Coordinator Turnaround Arts	120
In School Suspension Assistant 2	06	In School Suspension Assistant II	107
In School Suspension Assistant 3	07	In School Suspension Assistant III	108
Information Systems Trainer	15	Information Systems Trainer	119
Instruction Assessment and Analysis Specialist	15	Instructional Assessment Analyst	121
Instructional Assistant 1 95	05	Instructional Assistant I	106
Instructional Assistant 2 11	06	Instructional Assistant II	107
Instructional Assistant 2 95	06	Instructional Assistant II	107

**Position Title and Grade Changes
Effective July 1, 2017**

PREVIOUS POSITION TITLE	PREVIOUS GRADE	NEW POSITION TITLE	NEW GRADE
Instructional Assistant 3 95	07	Instructional Assistant III	108
Instructional Assistant 1 261 Days	05	Instructional Assistant I	106
Instructional Assistant 2 Charter School	06	Instructional Assistant II	107
Instructional Assistant 3 Charter School	07	Instructional Assistant III	108
Instructional Data Specialist	17	Instructional Data Specialist	123
Instructional Grants Specialist	17	Instructional Grants Specialist	123
Instructional Specialist	17	Instructional Specialist	123
Junior Network Engineer	13	Junior Network Engineer	118
Labor Trades Crew Leader	07	Labor Trades Crew Leader	108
Lead Equipment Operator	09	Lead Equipment Operator	110
Lead Family Services Advocate	15	Lead Family Services Advocate	118
Lead Health and Family Services Specialist	16	Lead Health and Family Services Specialist	118
Lead Parent and Community Liaison	15	Lead Parent and Community Liaison	118
Maintenance Repair Worker	06	Maintenance Worker	108
Maintenance Worker	04	Custodial Maintenance Worker	107
Maintenance Scrub Crew	04	Custodial Maintenance Worker	107
Manager Compensation Reporting Analysis	20	Manager Human Resources	130
Manager Custodial Night	14	Manager Custodial Services	120
Manager Custodial Services	14	Manager Custodial Services	120
Manager Data/Decision Support Services	20	Manager Information Communication Technology Services	130
Manager Division Records	17	Coordinator Division Records	125
Manager Employee Relations/Organizational Effectiveness	20	Manager Human Resources	130
Manager Fleet Services	NEW	Manager Fleet Services	121
Manager Food Service Large	11	Manager School Nutrition III	115
Manager Food Service Small	10	Manager School Nutrition II	114
Manager Head Start	20	Manager Head Start	130
Manager Health and Welfare	20	Manager Human Resources	130
Manager Nutrition Non-Degree	09	Manager School Nutrition I	113

**Position Title and Grade Changes
Effective July 1, 2017**

PREVIOUS POSITION TITLE	PREVIOUS GRADE	NEW POSITION TITLE	NEW GRADE
Manager Nutrition Non-Degree Charter School	09	Manager School Nutrition I	113
Manager of Maintenance	20	Manager Maintenance	130
Manager of Preschool Centers	20	Manager Preschool Centers	130
Manager Operations/Support Services	20	Manager Information Communication Technology Services	130
Manager Pupil Personnel Services	20	Manager Pupil Personnel Services	130
Manager Risk Management	21	Coordinator Risk Management	125
Manager School Improvement	21	Manager School Improvement And Innovation	130
Manager State and Local Grants	20	Manager State and Local Grants	130
Manager Talent Acquisition/Elementary	20	Manager Human Resources	130
Manager Testing and Data	20	Manager Testing and Data	130
Manager Virginia Preschool Initiative	20	Manager Virginia Preschool Initiative	130
Math Science Operations Assistant	12	Operations Assistant	116
McKinney Vento Homeless Specialist	17	Specialist McKinney Vento Homeless Education	123
Mechanic Senior Auto	06	Automotive Service Worker	106
Mechanic Sheet Metal	11	Mechanic Sheet Metal	115
Mechanic Temperature Control	11	Mechanic Temperature Control	115
Microcomputer Technician	11	Desktop Technician	114
Military Property Custodian	999	Military Property Custodian	122
Multimedia Production Manager	17	Multimedia Production Manager	121
Multimedia Production Specialist	11	Multimedia Production Specialist	112
Nurse	13	Nurse RN	117
Nurse Aide	05	Nurse Aide	104
Nurse Assistant	06	Nurse Assistant	106
Nurse BS Charter School	15	Nurse BSN	122
Nurse Licensed Practical	10	Licensed Practical Nurse	115
Nurse RN Charter School	13	Nurse RN	117
Nurse-Bachelor's Degree	15	Nurse BSN	122
Nutrition Specialist	12	Nutrition Specialist	116

**Position Title and Grade Changes
Effective July 1, 2017**

PREVIOUS POSITION TITLE	PREVIOUS GRADE	NEW POSITION TITLE	NEW GRADE
Office Associate I	05	Office Associate I	104
Office Associate II	07	Office Associate II	108
Office Associate II 201 Days	07	Office Associate II	108
Office Associate II 216 Days	07	Office Associate II	108
Office Associate III	08	Office Associate III	109
Office Associate III 201 Days	08	Office Associate III	109
Office Associate III 216 Days	08	Office Associate III	109
Officer Purchasing	13	Procurement Officer I	118
Officer Senior Purchasing	17	Procurement Officer III	123
Operations Assistant	12	Operations Assistant	116
Parent and Community Liaison	12	Parent and Community Liaison	115
Payroll Associate	10	Fiscal Associate I	111
Payroll Technician Administrative	09	Payroll Technician I	111
Payroll Technician Processing	11	Payroll Technician II	115
Plumber	10	Plumber	113
Positive Behavior Intervention Support Coach	12	Positive Behavior Intervention Support Coach	116
Principal Amelia Street	21	Principal II	132
Principal Charter School	20	Principal I	131
Principal Detention Center	20	Principal I	131
Principal Elementary	20	Principal I	131
Principal Franklin Military	20	Principal I	131
Principal High	22	Principal III	133
Principal Middle	21	Principal II	132
Principal Open High	20	Principal I	131
Principal RCEEA	21	Principal II	132
Principal Richmond Alternative School	22	Principal III	133
Principal Richmond Community High	20	Principal I	131
Principal Richmond Technical Center	22	Principal III	133

**Position Title and Grade Changes
Effective July 1, 2017**

PREVIOUS POSITION TITLE	PREVIOUS GRADE	NEW POSITION TITLE	NEW GRADE
Program Director Turnaround Arts	16	Program Director Turnaround Arts	121
Project Facilitator Safety	13	Project Facilitator Safety	116
Project Manager	18	Project Manager	125
Project Manager ICTS	17	Project Manager	125
Property Control Supervisor	12	Supervisor Property Management	116
Property Specialist	10	Property Specialist	112
Radio Dispatcher	10	Radio Dispatcher	113
Receptionist General Support	08	Office Associate II	108
Re-Enrollment Specialist	09	Re-Enrollment Associate	110
Regional Program Manager	20	Regional Program Manager	130
Roving Security Specialist	11	Security Supervisor	116
Safety Trainer Safety and Security	14	Safety Trainer	116
Safety Trainer Transportation	12	Safety Trainer	116
Safety/Training Associate	10	Safety/Training Associate	112
Security and Electronic Mail Administrator	17	Security and Electronic Mail Administrator	124
Security Specialist	08	Security Specialist	112
Senior Accountant Finance Operations	16	Senior Accountant	121
Senior Accountant General Ledger/Reporting	16	Senior Accountant	121
Senior Budget Planning Analyst	20	Senior Budget Planning Analyst	130
Senior Human Resources Specialist Administrative	17	Senior Human Resources Specialist	124
Senior Human Resources Specialist Compensation	17	Senior Human Resources Specialist	124
Senior Human Resources Specialist Learning Development	17	Senior Human Resources Specialist	124
Senior Human Resources Specialist Reporting/Analysis	17	Senior Human Resources Specialist	124
Senior Human Resources Specialist Secondary	17	Senior Human Resources Specialist	124
Senior Network Engineer	18	Senior Network Engineer	125
Senior Systems Analyst	18	Senior Systems Analyst	125
Senior Violence Prevention/Attendance Specialist	14	Senior Violence Prevention/Attendance Specialist	118

**Position Title and Grade Changes
Effective July 1, 2017**

PREVIOUS POSITION TITLE	PREVIOUS GRADE	NEW POSITION TITLE	NEW GRADE
Service Desk Supervisor	12	Service Desk Supervisor	117
Service Desk Team Lead	11	Service Desk Lead	116
Special Needs Bus Operator	606	Bus Operator	109
Special Needs Bus Operator	607	Bus Operator	109
Special Needs Bus Operator	608	Bus Operator	109
Specialist Adult Instruction	17	Specialist Adult Instruction	123
Specialist Early Head Start	11	Specialist Early Head Start	115
Specialist Family Involvement	16	Specialist Family Involvement	123
Specialist School/Business Partnerships	19	Specialist School/Business Partnerships	125
Specialist Violence Prevention	12	Violence Prevention Specialist	116
Specialist Web Based Programs	17	Specialist Web Based Programs	123
Staff Accountant Finance Operations	14	Staff Accountant	119
Staff Accountant General Ledger/Reporting	14	Staff Accountant	119
Staff Accountant Grants	14	Staff Accountant	119
Street Supervisor	10	Street Supervisor	116
Student Records Coordinator	11	Student Records Technician	113
Superintendent	999	Superintendent	140
Supervisor Computer Services	15	Supervisor Computer Services	121
Supervisor Electrical/Temperature Control	16	Supervisor Electrical/Temperature Control	121
Supervisor Facility Maintenance	16	Supervisor Facility Maintenance	121
Supervisor of Operations	16	Supervisor Operations	121
Supervisor School Nutrition	15	Supervisor School Nutrition	121
Supervisor Transportation	14	Supervisor Transportation	121
Systems Programmer Analyst	17	Systems Programmer Analyst	124
Teacher Military 10 Months	999	Military Instructor	122
Teacher Military JROTC 12 Months	999	Military Instructor	122
Technical Services Supervisor	17	Supervisor Technical Services	126
Technician Senior Account	09	Senior Account Technician	109

**Position Title and Grade Changes
Effective July 1, 2017**

PREVIOUS POSITION TITLE	PREVIOUS GRADE	NEW POSITION TITLE	NEW GRADE
Technician Senior Data	10	Senior Data Technician	113
Telecommunications Analyst	17	Telecommunications Analyst	121
Telecommunications Technician	12	Telecommunications Technician	116
Title II Part A Project Coordinator	15	Project Coordinator	121
Trans Routing Support Planner	08	Transportation Routing Planner	110
Transportation Management Specialist	11	Transportation Management Specialist	115
Transportation Scheduling Technician	11	Transportation Management Specialist	115
Violence Prevention/Attendance Specialist	12	Violence Prevention/Attendance Specialist	116
Vmware Administrator	15	Vmware Administrator	124
VPI+ Lead Coach	17	VPI+ Lead Coach	123
VPI+ Program Coordinator	19	VPI+ Program Coordinator	125
Web Support Specialist	17	Web Support Specialist	123

**Position Titles by Grade
Effective July 1, 2017**

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
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

**Position Titles by Grade
Effective July 1, 2017**

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GRADE	JOB TITLE	HOURS	DAYS	FLSA
108	Maintenance Worker	8	260	N
	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	N
	Carpenter	8	260	N
	Data Specialist	8	260	N
	Family Service Worker	8	260	N
	Lead Equipment Operator	8	260	N
	Re-Enrollment Associate	8	216	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

**Position Titles by Grade
Effective July 1, 2017**

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GRADE	JOB TITLE	HOURS	DAYS	FLSA
112	Automotive Mechanic Lead Technician	8	260	N
	Multimedia Production Specialist	8	260	N
	Property Specialist	8	260	N
	Safety/Training Associate	8	260	N
	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
	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
115	Accounts Payable Technician II	8	260	N
	Bilingual Parent Resource	7	191	N
	Bilingual Parent and Community Liaison	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
	Licensed Practical Nurse	7	191	N
	Manager School Nutrition III*	8	191	N
	Mechanic Sheet Metal	8	260	N
	Mechanic Temperature Control	8	260	N
	Parent and Community Liaison	8	201	N

*See page 21 for definitions.

**Position Titles by Grade
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GRADE	JOB TITLE	HOURS	DAYS	FLSA
115	Payroll Technician II	8	260	N
	Specialist Early Head Start	8	260	E
	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/ISAEP Lead Instructor	7	216	E
	Grant Technical Assistant	8	260	N
	Health Specialist	8	260	E
	Health Specialist	8	191	E
	Nutrition Specialist	7	201	N
	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 Specialist	8	191	N	
Violence Prevention/Attendance Specialist	8	191	N	
117	Nurse RN	7	191	E
	Service Desk Supervisor	8	260	E
118	Administrative Assistant	8	260	E

**Position Titles by Grade
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GRADE	JOB TITLE	HOURS	DAYS	FLSA
118	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
119	Grant Writer	8	260	E
	Information Systems Trainer	8	260	E
	Staff Accountant	8	260	E
120	Associate Educator	7	201	E
	Associate Educator	7	216	E
	Associate Educator	8	260	E
	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	Business Analyst	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 Transportation	8	260	E

**Position Titles by Grade
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GRADE	JOB TITLE	HOURS	DAYS	FLSA
121	Telecommunications Analyst	8	260	E
122	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
	Budget Planning Analyst	8	260	E
	Financial Analyst	8	260	E
	Instructional Data Specialist	8	260	E
	Instructional Grants Specialist	8	260	E
	Instructional 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
	Specialist Risk Management	8	260	E
	Specialist Web Based Programs	8	260	E
	VPI+ Lead Coach	8	260	E
	Web Support Specialist	8	260	E
124	AS/400 Administrator	8	260	E
	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
	Systems Programmer Analyst	8	260	E
	Vmware Administrator	8	260	E
125	Accounting Manager	8	260	E
	Assistant Director	8	260	E

**Position Titles by Grade
Effective July 1, 2017**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
125	Coordinator Saturday/Summer/Special Programs	8	216	E
	Coordinator Division Records	8	260	E
	Coordinator Exceptional Education	8	260	E
	Coordinator K-5 Programs	8	216	E
	Coordinator Media and Technology	8	260	E
	Coordinator Risk Management	8	260	E
	Coordinator School Health Services	8	260	E
	Coordinator Student Conduct	8	260	E
	Coordinator Technology	8	260	E
	Coordinator Gifted and Talented	8	260	E
	Coordinator Professional Development	8	260	E
	Director Army Instruction	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
VPI+ Program Coordinator	8	260	E	
126	Supervisor Technical Services	8	260	E
128	Assistant Principal I*	8	216	E
	Assistant Principal I*	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 Head Start	8	260	E
	Manager Human Resources	8	260	E

*See page 21 for definitions.

**Position Titles by Grade
Effective July 1, 2017**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
130	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
	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 Federal Programs/Title I	8	260	E
	Director Finance	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 Transportation	8	260	E
Principal III*	8	260	E	
135	Executive Director Human Resources	8	260	E
	Executive Director Information Communication Technology Services	8	260	E

*See page 21 for definitions.

**Position Titles by Grade
Effective July 1, 2017**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
136	Chief of Staff	8	260	E
137	Assistant Superintendent Exceptional Education and Student Services	8	260	E
	Assistant Superintendent Schools	8	260	E
	Chief Financial Officer	8	260	E
	Chief Operating Officer	8	260	E
139	Associate Superintendent Academic Services	8	260	E
140	Superintendent	8	260	E

**Position Title Definitions
Effective July 1, 2017**

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
FLSA = Exempt
Effective July 1, 2017**

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

Teacher Pay Schedule Effective July 1, 2017

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	\$44,525	\$46,751	\$49,079	\$46,794	\$49,133	\$51,580	\$51,366	\$53,932	\$56,616	\$57,883	\$60,777	\$63,787
Step 01	\$45,640	\$47,933	\$50,320	\$47,976	\$50,375	\$52,883	\$52,661	\$55,292	\$58,043	\$58,559	\$61,487	\$64,532
Step 02	\$46,172	\$48,490	\$50,915	\$48,578	\$51,006	\$53,554	\$53,434	\$56,102	\$58,909	\$59,242	\$62,204	\$65,285
Step 03	\$46,232	\$48,531	\$50,955	\$48,600	\$51,031	\$53,574	\$53,467	\$56,121	\$58,936	\$59,934	\$62,931	\$66,047
Step 04	\$46,641	\$48,973	\$51,398	\$48,973	\$51,422	\$53,968	\$53,637	\$56,319	\$59,108	\$60,633	\$63,665	\$66,818
Step 05	\$47,186	\$49,545	\$51,999	\$49,545	\$52,022	\$54,599	\$54,264	\$56,977	\$59,799	\$61,342	\$64,409	\$67,599
Step 06	\$47,737	\$50,124	\$52,606	\$50,124	\$52,630	\$55,237	\$54,898	\$57,643	\$60,498	\$62,058	\$65,161	\$68,388
Step 07	\$48,294	\$50,709	\$53,220	\$50,709	\$53,244	\$55,881	\$55,538	\$58,315	\$61,203	\$62,782	\$65,921	\$69,186
Step 08	\$48,858	\$51,301	\$53,842	\$51,301	\$53,866	\$56,534	\$56,187	\$58,996	\$61,918	\$63,515	\$66,691	\$69,994
Step 09	\$49,428	\$51,899	\$54,470	\$51,899	\$54,494	\$57,193	\$56,842	\$59,684	\$62,640	\$64,256	\$67,469	\$70,810
Step 10	\$50,005	\$52,505	\$55,106	\$52,505	\$55,130	\$57,861	\$57,506	\$60,381	\$63,372	\$65,007	\$68,257	\$71,638
Step 11	\$50,589	\$53,118	\$55,749	\$53,118	\$55,774	\$58,536	\$58,177	\$61,086	\$64,111	\$65,766	\$69,054	\$72,474
Step 12	\$51,180	\$53,739	\$56,400	\$53,739	\$56,426	\$59,220	\$58,857	\$61,800	\$64,860	\$66,534	\$69,861	\$73,320
Step 13	\$51,778	\$54,367	\$57,059	\$54,367	\$57,085	\$59,912	\$59,545	\$62,522	\$65,619	\$67,311	\$70,679	\$74,177
Step 14	\$52,383	\$55,002	\$57,726	\$55,002	\$57,752	\$60,612	\$60,240	\$63,252	\$66,384	\$68,098	\$71,503	\$75,044
Step 15	\$52,995	\$55,645	\$58,400	\$55,645	\$58,427	\$61,321	\$60,944	\$63,991	\$67,160	\$68,894	\$72,339	\$75,921
Step 16	\$53,614	\$56,295	\$59,083	\$56,295	\$59,110	\$62,037	\$61,656	\$64,739	\$67,945	\$69,698	\$73,183	\$76,807
Step 17	\$54,240	\$56,952	\$59,772	\$56,952	\$59,800	\$62,761	\$62,376	\$65,495	\$68,738	\$70,512	\$74,038	\$77,704
Step 18	\$54,873	\$57,617	\$60,470	\$57,617	\$60,498	\$63,494	\$63,104	\$66,259	\$69,541	\$71,335	\$74,902	\$78,611
Step 19	\$55,514	\$58,290	\$61,176	\$58,290	\$61,205	\$64,236	\$63,841	\$67,033	\$70,353	\$72,168	\$75,776	\$79,529
Step 20	\$56,162	\$58,970	\$61,891	\$58,970	\$61,919	\$64,985	\$64,586	\$67,815	\$71,174	\$73,011	\$76,662	\$80,458
Step 21	\$56,818	\$59,659	\$62,613	\$59,659	\$62,642	\$65,744	\$65,341	\$68,608	\$72,006	\$73,863	\$77,556	\$81,397
Step 22	\$57,481	\$60,355	\$63,344	\$60,355	\$63,373	\$66,511	\$66,103	\$69,408	\$72,846	\$74,725	\$78,461	\$82,347
Step 23	\$58,152	\$61,060	\$64,084	\$61,060	\$64,113	\$67,288	\$66,875	\$70,219	\$73,696	\$75,598	\$79,378	\$83,309
Step 24	\$58,831	\$61,773	\$64,832	\$61,773	\$64,862	\$68,074	\$67,656	\$71,039	\$74,557	\$76,480	\$80,304	\$84,281
Step 25	\$59,518	\$62,494	\$65,589	\$62,494	\$65,619	\$68,868	\$68,446	\$71,868	\$75,427	\$77,373	\$81,242	\$85,265
Step 26	\$60,213	\$63,224	\$66,355	\$63,224	\$66,385	\$69,673	\$69,245	\$72,707	\$76,322	\$78,277	\$82,191	\$86,261
Step 27	\$61,230	\$64,322	\$67,521	\$64,378	\$67,598	\$70,961	\$70,659	\$74,193	\$77,884	\$79,191	\$83,151	\$87,268
Step 28	\$61,627	\$64,710	\$67,928	\$64,766	\$68,006	\$71,388	\$71,139	\$74,694	\$78,437	\$80,115	\$84,121	\$88,287
Step 29	\$62,346	\$65,463	\$68,705	\$65,463	\$68,736	\$72,140	\$71,698	\$75,283	\$79,011	\$81,050	\$85,103	\$89,317
Step 30	\$63,074	\$66,228	\$69,508	\$66,228	\$69,539	\$72,983	\$72,535	\$76,162	\$79,934	\$81,996	\$86,096	\$90,360
Step 31	\$63,810	\$67,001	\$70,319	\$67,001	\$70,351	\$73,835	\$73,382	\$77,051	\$80,867	\$82,953	\$87,101	\$91,414
Step 32	\$64,555	\$67,783	\$71,140	\$67,783	\$71,172	\$74,697	\$74,238	\$77,950	\$81,810	\$83,922	\$88,118	\$92,482
Step 33	\$65,309	\$68,574	\$71,971	\$68,574	\$72,003	\$75,569	\$75,105	\$78,860	\$82,766	\$84,902	\$89,147	\$93,562
Step 34	\$66,071	\$69,375	\$72,810	\$69,375	\$72,844	\$76,451	\$75,982	\$79,781	\$83,732	\$85,892	\$90,187	\$94,653
Step 35	\$66,842	\$70,184	\$73,660	\$70,184	\$73,693	\$77,343	\$76,868	\$80,711	\$84,709	\$86,895	\$91,240	\$95,758
Step 36	\$67,622	\$71,003	\$74,519	\$71,003	\$74,553	\$78,245	\$77,765	\$81,653	\$85,697	\$87,909	\$92,304	\$96,876
Step 37	\$68,411	\$71,832	\$75,389	\$71,832	\$75,424	\$79,159	\$78,673	\$82,607	\$86,698	\$88,934	\$93,381	\$98,005
Step 38	\$69,243	\$72,674	\$76,323	\$72,811	\$76,452	\$80,256	\$79,916	\$83,912	\$88,088	\$89,973	\$94,472	\$99,150
Step 39	\$70,679	\$74,240	\$77,933	\$74,304	\$78,022	\$81,902	\$81,557	\$85,633	\$89,896	\$91,023	\$95,574	\$100,307
Step 40	\$72,148	\$75,768	\$79,537	\$75,833	\$79,625	\$83,588	\$83,238	\$87,398	\$91,748	\$92,477	\$97,103	\$101,935
Step 41	\$74,585	\$78,127	\$82,193	\$78,314	\$82,230	\$86,302	\$85,773	\$90,062	\$94,522	\$96,961	\$101,809	\$106,851

Unified Pay Schedule Effective July 1, 2017

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	7,093	7,199	7,307	7,417	7,528	7,641	7,756	7,872	7,990	8,110	8,232	8,355	8,481	8,608	8,737	8,868	9,001	9,136		
			9,273	9,412	9,553	9,697	9,842	9,990	10,140	10,292	10,446	10,603	10,762	10,923	11,087	11,253	11,422	11,593	11,767	11,944	12,085	
	183	5	8,866	8,999	9,134	9,271	9,410	9,552	9,695	9,840	9,988	10,138	10,290	10,444	10,601	10,760	10,921	11,085	11,251	11,420		
			11,591	11,765	11,942	12,121	12,303	12,487	12,674	12,865	13,058	13,253	13,452	13,654	13,859	14,067	14,278	14,492	14,709	14,930	15,107	
	183	6	10,640	10,799	10,961	11,126	11,293	11,462	11,634	11,808	11,985	12,165	12,348	12,533	12,721	12,912	13,105	13,302	13,502	13,704		
13,910			14,118	14,330	14,545	14,763	14,985	15,209	15,438	15,669	15,904	16,143	16,385	16,631	16,880	17,133	17,390	17,651	17,916	18,128		
183	7	12,413	12,599	12,788	12,980	13,175	13,372	13,573	13,776	13,983	14,193	14,406	14,622	14,841	15,064	15,290	15,519	15,752	15,988			
		16,228	16,471	16,718	16,969	17,224	17,482	17,744	18,010	18,281	18,555	18,833	19,116	19,402	19,693	19,989	20,289	20,593	20,902	21,149		
191	7	12,956	13,150	13,347	13,547	13,751	13,957	14,166	14,379	14,594	14,813	15,035	15,261	15,490	15,722	15,958	16,197	16,440	16,687			
		16,937	17,191	17,449	17,711	17,977	18,246	18,520	18,798	19,080	19,366	19,656	19,951	20,251	20,554	20,863	21,176	21,493	21,816	22,074		
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103	260	8	21,174	21,492	21,814	22,142	22,474	22,811	23,153	23,500	23,853	24,211	24,574	24,942	25,316	25,696	26,082	26,473	26,870	27,273		
			27,682	28,097	28,519	28,947	29,381	29,822	30,269	30,723	31,184	31,651	32,126	32,608	33,097	33,594	34,098	34,609	35,128	35,655	36,046	
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104	191	7	14,293	14,507	14,725	14,945	15,170	15,397	15,628	15,862	16,100	16,342	16,587	16,836	17,088	17,345	17,605	17,869	18,137	18,409		
			18,685	18,965	19,250	19,539	19,832	20,129	20,431	20,738	21,049	21,364	21,685	22,010	22,340	22,675	23,016	23,361	23,711	24,067	24,333	
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105	260	8	23,338	23,688	24,043	24,404	24,770	25,141	25,518	25,901	26,290	26,684	27,084	27,491	27,903	28,321	28,746	29,177	29,615	30,059		
			30,510	30,968	31,432	31,904	32,382	32,868	33,361	33,862	34,370	34,885	35,408	35,939	36,479	37,026	37,581	38,145	38,717	39,298	39,749	

Unified Pay Schedule Effective July 1, 2017

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	191	7	15,750	15,986	16,226	16,469	16,716	16,967	17,222	17,480	17,742	18,008	18,278	18,553	18,831	19,113	19,400	19,691	19,986	20,286		
			20,590	20,899	21,213	21,531	21,854	22,182	22,514	22,852	23,195	23,543	23,896	24,254	24,618	24,988	25,362	25,743	26,129	26,521	26,820	
	260	8	24,502	24,870	25,243	25,622	26,006	26,396	26,792	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	41,725	
107	184	6	13,656	13,861	14,069	14,280	14,494	14,712	14,933	15,157	15,384	15,615	15,849	16,087	16,328	16,573	16,821	17,074	17,330	17,590		
			17,854	18,121	18,393	18,669	18,949	19,233	19,522	19,815	20,112	20,414	20,720	21,031	21,346	21,666	21,991	22,321	22,656	22,996	23,261	
	191	7	16,539	16,787	17,039	17,294	17,554	17,817	18,084	18,355	18,631	18,910	19,194	19,482	19,774	20,071	20,372	20,677	20,987	21,302		
			21,622	21,946	22,275	22,609	22,948	23,293	23,642	23,997	24,357	24,722	25,093	25,469	25,851	26,239	26,633	27,032	27,438	27,849	28,171	
	216	7	18,703	18,984	19,269	19,558	19,851	20,149	20,451	20,758	21,069	21,385	21,706	22,032	22,362	22,698	23,038	23,384	23,734	24,090		
			24,452	24,819	25,191	25,569	25,952	26,341	26,737	27,138	27,545	27,958	28,377	28,803	29,235	29,674	30,119	30,570	31,029	31,494	31,858	
	260	8	25,730	26,116	26,507	26,905	27,308	27,718	28,134	28,556	28,984	29,419	29,860	30,308	30,763	31,224	31,693	32,168	32,650	33,140		
			33,637	34,142	34,654	35,174	35,701	36,237	36,781	37,332	37,892	38,461	39,038	39,623	40,217	40,821	41,433	42,054	42,685	43,326	43,826	
108	191	7	17,368	17,628	17,893	18,161	18,433	18,710	18,991	19,275	19,565	19,858	20,156	20,458	20,765	21,077	21,393	21,714	22,039	22,370		
			22,705	23,046	23,392	23,743	24,099	24,460	24,827	25,199	25,577	25,961	26,351	26,746	27,147	27,554	27,968	28,387	28,813	29,245	29,574	
	201	8	20,888	21,201	21,519	21,842	22,170	22,502	22,840	23,182	23,530	23,883	24,241	24,605	24,974	25,349	25,729	26,115	26,506	26,904		
			27,308	27,717	28,133	28,555	28,983	29,418	29,859	30,307	30,762	31,223	31,692	32,167	32,649	33,139	33,636	34,141	34,653	35,173	35,569	
	216	7	19,641	19,935	20,235	20,538	20,846	21,159	21,476	21,798	22,125	22,457	22,794	23,136	23,483	23,835	24,193	24,556	24,924	25,298		
			25,677	26,062	26,453	26,850	27,253	27,662	28,077	28,498	28,925	29,359	29,800	30,247	30,700	31,161	31,628	32,103	32,584	33,073	33,569	

Unified Pay Schedule Effective July 1, 2017

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
216	8	8	22,447	22,783	23,125	23,472	23,824	24,181	24,544	24,912	25,286	25,665	26,050	26,441	26,838	27,240	27,649	28,064	28,485	28,912	
			29,346	29,786	30,232	30,686	31,146	31,613	32,088	32,569	33,057	33,553	34,057	34,568	35,086	35,612	36,146	36,689	37,239	37,798	38,223
260	8	8	27,019	27,424	27,836	28,253	28,677	29,107	29,544	29,987	30,437	30,893	31,357	31,827	32,305	32,789	33,281	33,780	34,287	34,804	
			35,323	35,853	36,391	36,937	37,491	38,053	38,624	39,203	39,791	40,388	40,994	41,609	42,233	42,867	43,510	44,162	44,825	45,497	46,010
109	184	6	15,059	15,284	15,514	15,746	15,983	16,222	16,466	16,713	16,963	17,218	17,476	17,738	18,004	18,274	18,548	18,827	19,109	19,396	
			19,687	19,982	20,282	20,586	20,895	21,208	21,526	21,849	22,177	22,510	22,847	23,190	23,538	23,891	24,249	24,613	24,982	25,357	25,646
184	7	7	17,568	17,832	18,099	18,371	18,646	18,926	19,210	19,498	19,791	20,087	20,389	20,695	21,005	21,320	21,640	21,964	22,294	22,628	
			22,968	23,312	23,662	24,017	24,377	24,743	25,114	25,491	25,873	26,261	26,655	27,055	27,461	27,873	28,291	28,715	29,146	29,583	29,920
184	8	8	20,078	20,379	20,685	20,995	21,310	21,630	21,954	22,284	22,618	22,957	23,301	23,651	24,006	24,366	24,731	25,102	25,479	25,861	
			26,249	26,643	27,043	27,448	27,860	28,278	28,702	29,132	29,569	30,013	30,463	30,920	31,384	31,854	32,332	32,817	33,309	33,809	34,195
191	7	7	18,237	18,510	18,788	19,070	19,356	19,646	19,941	20,240	20,543	20,852	21,164	21,482	21,804	22,131	22,463	22,800	23,142	23,489	
			23,842	24,199	24,562	24,931	25,305	25,684	26,069	26,460	26,857	27,260	27,669	28,084	28,505	28,933	29,367	29,807	30,255	30,708	31,059
191	8	8	20,842	21,155	21,472	21,794	22,121	22,453	22,789	23,131	23,478	23,830	24,188	24,551	24,919	25,293	25,672	26,057	26,448	26,845	
			27,247	27,656	28,071	28,492	28,919	29,353	29,794	30,240	30,694	31,155	31,622	32,096	32,578	33,066	33,562	34,066	34,577	35,095	35,495
201	8	8	21,933	22,262	22,596	22,935	23,279	23,628	23,983	24,342	24,707	25,078	25,454	25,836	26,224	26,617	27,016	27,421	27,833	28,250	
			28,674	29,104	29,541	29,984	30,434	30,890	31,353	31,824	32,301	32,786	33,277	33,777	34,283	34,797	35,319	35,849	36,387	36,933	37,354
216	8	8	23,570	23,923	24,282	24,647	25,016	25,391	25,772	26,159	26,551	26,950	27,354	27,764	28,181	28,603	29,032	29,468	29,910	30,359	
			30,814	31,276	31,745	32,221	32,705	33,195	33,693	34,199	34,712	35,232	35,761	36,297	36,842	37,394	37,955	38,525	39,102	39,689	40,141
260	8	8	28,371	28,797	29,229	29,667	30,112	30,564	31,022	31,488	31,960	32,439	32,926	33,420	33,921	34,430	34,946	35,471	36,003	36,543	
			37,091	37,647	38,212	38,785	39,367	39,957	40,557	41,165	41,783	42,409	43,045	43,691	44,346	45,012	45,687	46,372	47,068	47,774	48,318

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Pay Grade	Days	Hours	Steps																		
			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
110	216	8	24,745	25,116	25,493	25,875	26,263	26,657	27,057	27,463	27,875	28,293	28,718	29,148	29,586	30,029	30,480	30,937	31,401	31,872	
			32,350	32,835	33,328	33,828	34,335	34,850	35,373	35,904	36,442	36,989	37,544	38,107	38,678	39,259	39,847	40,445	41,052	41,668	42,146
	260	8	29,786	30,232	30,686	31,146	31,613	32,088	32,569	33,057	33,553	34,057	34,567	35,086	35,612	36,146	36,689	37,239	37,797	38,364	
			38,940	39,524	40,117	40,719	41,329	41,949	42,579	43,217	43,866	44,524	45,191	45,869	46,557	47,256	47,964	48,684	49,414	50,155	50,731
111	216	8	25,989	26,379	26,775	27,176	27,584	27,998	28,418	28,844	29,277	29,716	30,161	30,614	31,073	31,539	32,012	32,492	32,980	33,475	
			33,977	34,486	35,004	35,529	36,062	36,602	37,152	37,709	38,274	38,849	39,431	40,023	40,623	41,232	41,851	42,479	43,116	43,763	44,254
	260	8	31,283	31,752	32,229	32,712	33,203	33,701	34,206	34,720	35,240	35,769	36,305	36,850	37,403	37,964	38,533	39,111	39,698	40,293	
			40,898	41,511	42,134	42,766	43,407	44,059	44,719	45,390	46,071	46,762	47,464	48,176	48,898	49,632	50,376	51,132	51,899	52,677	53,269
112	191	8	24,127	24,489	24,856	25,229	25,608	25,992	26,382	26,777	27,179	27,587	28,001	28,421	28,847	29,280	29,719	30,164	30,617	31,076	
			31,542	32,015	32,496	32,983	33,478	33,980	34,490	35,007	35,532	36,065	36,606	37,155	37,713	38,278	38,852	39,435	40,027	40,627	41,088
	201	8	25,390	25,771	26,158	26,550	26,948	27,353	27,763	28,179	28,602	29,031	29,467	29,909	30,357	30,812	31,275	31,744	32,220	32,703	
			33,194	33,692	34,197	34,710	35,231	35,759	36,296	36,840	37,393	37,953	38,523	39,101	39,687	40,282	40,887	41,500	42,122	42,754	43,239
216	8	27,285	27,694	28,110	28,531	28,959	29,394	29,835	30,282	30,736	31,198	31,665	32,140	32,623	33,112	33,609	34,113	34,624	35,144		
		35,671	36,206	36,749	37,300	37,860	38,428	39,004	39,589	40,183	40,786	41,398	42,019	42,649	43,289	43,938	44,597	45,266	45,945	46,466	
260	8	32,843	33,336	33,836	34,343	34,859	35,381	35,912	36,451	36,998	37,553	38,116	38,688	39,268	39,857	40,455	41,062	41,678	42,303		
		42,937	43,581	44,235	44,899	45,572	46,256	46,949	47,654	48,368	49,094	49,830	50,578	51,337	52,107	52,888	53,682	54,487	55,304	55,931	

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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	
113	191	7	22,167	22,500	22,837	23,180	23,528	23,881	24,239	24,602	24,971	25,346	25,726	26,112	26,504	26,901	27,305	27,714	28,130	28,552		
			28,980	29,415	29,856	30,304	30,759	31,220	31,688	32,164	32,646	33,136	33,633	34,137	34,650	35,169	35,697	36,232	36,776	37,327	37,744	
	191	8	25,334	25,714	26,100	26,491	26,889	27,292	27,702	28,117	28,539	28,967	29,401	29,842	30,290	30,744	31,206	31,674	32,149	32,631		
			33,120	33,617	34,122	34,633	35,153	35,680	36,215	36,759	37,310	37,870	38,438	39,014	39,599	40,193	40,796	41,408	42,029	42,660	43,135	
	260	8	34,486	35,004	35,529	36,062	36,603	37,152	37,709	38,275	38,849	39,431	40,023	40,623	41,233	41,851	42,479	43,116	43,763	44,419		
			45,085	45,762	46,448	47,145	47,852	48,570	49,298	50,038	50,788	51,550	52,324	53,108	53,905	54,714	55,534	56,367	57,213	58,071	58,718	
114	191	8	26,602	27,002	27,407	27,818	28,235	28,658	29,088	29,525	29,967	30,417	30,873	31,336	31,806	32,284	32,768	33,259	33,758	34,265		
			34,779	35,300	35,830	36,367	36,913	37,466	38,028	38,599	39,178	39,765	40,362	40,967	41,582	42,206	42,839	43,481	44,133	44,795	45,290	
	260	8	36,213	36,756	37,307	37,867	38,435	39,011	39,597	40,191	40,793	41,405	42,026	42,657	43,297	43,946	44,605	45,274	45,954	46,643		
			47,342	48,053	48,773	49,505	50,248	51,001	51,766	52,543	53,331	54,131	54,943	55,767	56,604	57,453	58,314	59,189	60,077	60,978	61,651	
	115	191	7	24,440	24,807	25,179	25,557	25,940	26,329	26,724	27,125	27,532	27,945	28,364	28,789	29,221	29,660	30,105	30,556	31,014	31,480	
				31,952	32,431	32,918	33,411	33,913	34,421	34,938	35,462	35,994	36,533	37,081	37,638	38,202	38,775	39,357	39,947	40,546	41,155	41,607
191		8	27,932	28,351	28,776	29,208	29,646	30,091	30,542	31,000	31,465	31,937	32,416	32,902	33,396	33,897	34,405	34,921	35,445	35,977		
			36,516	37,064	37,620	38,184	38,757	39,339	39,929	40,528	41,135	41,753	42,379	43,014	43,660	44,315	44,979	45,654	46,339	47,034	47,551	
201		8	29,394	29,835	30,283	30,737	31,198	31,666	32,141	32,623	33,112	33,609	34,113	34,625	35,144	35,671	36,207	36,750	37,301	37,860		
			38,428	39,005	39,590	40,184	40,786	41,398	42,019	42,649	43,289	43,939	44,598	45,267	45,946	46,635	47,334	48,044	48,765	49,496	50,239	
260	8	38,022	38,593	39,172	39,759	40,356	40,961	41,575	42,199	42,832	43,474	44,127	44,788	45,460	46,142	46,834	47,537	48,250	48,974			
		49,708	50,454	51,211	51,979	52,759	53,550	54,353	55,168	55,996	56,836	57,688	58,554	59,432	60,324	61,228	62,147	63,079	64,025	64,730		

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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	191	8	29,322	29,762	30,209	30,662	31,122	31,588	32,062	32,543	33,031	33,527	34,030	34,540	35,058	35,584	36,118	36,660	37,210	37,768		
			38,334	38,909	39,493	40,085	40,687	41,297	41,916	42,545	43,183	43,831	44,488	45,156	45,833	46,521	47,218	47,927	48,646	49,375	49,935	
	201	7	27,000	27,405	27,816	28,234	28,657	29,087	29,523	29,966	30,416	30,872	31,335	31,805	32,282	32,766	33,258	33,757	34,263	34,777		
			35,299	35,828	36,366	36,911	37,465	38,027	38,597	39,176	39,764	40,360	40,965	41,580	42,204	42,837	43,479	44,131	44,793	45,465	45,981	
	201	8	30,858	31,320	31,790	32,267	32,751	33,242	33,741	34,247	34,761	35,282	35,811	36,349	36,894	37,447	38,009	38,579	39,158	39,745		
			40,341	40,946	41,561	42,184	42,817	43,459	44,111	44,773	45,444	46,126	46,818	47,520	48,233	48,956	49,691	50,436	51,193	51,960	52,549	
216	7	29,015	29,451	29,892	30,341	30,796	31,258	31,727	32,202	32,685	33,176	33,673	34,179	34,691	35,212	35,740	36,276	36,820	37,372			
		37,933	38,502	39,079	39,666	40,261	40,864	41,477	42,100	42,731	43,372	44,023	44,683	45,353	46,034	46,724	47,425	48,136	48,858	49,412		
216	8	33,160	33,658	34,163	34,675	35,195	35,723	36,259	36,803	37,355	37,915	38,484	39,061	39,647	40,242	40,845	41,458	42,080	42,711			
		43,352	44,002	44,662	45,332	46,012	46,702	47,403	48,114	48,836	49,568	50,312	51,066	51,832	52,610	53,399	54,200	55,013	55,838	56,471		
260	8	39,915	40,514	41,122	41,738	42,365	43,000	43,645	44,300	44,964	45,639	46,323	47,018	47,723	48,439	49,166	49,903	50,652	51,412			
		52,183	52,966	53,760	54,566	55,385	56,216	57,059	57,915	58,783	59,665	60,560	61,469	62,391	63,327	64,276	65,241	66,219	67,212	67,974		
117	191	7	26,941	27,345	27,755	28,171	28,594	29,023	29,458	29,900	30,348	30,804	31,266	31,735	32,211	32,694	33,184	33,682	34,187	34,700		
			35,220	35,749	36,285	36,829	37,382	37,942	38,512	39,089	39,676	40,271	40,875	41,488	42,110	42,742	43,383	44,034	44,694	45,365	45,872	
260	8	41,912	42,541	43,179	43,826	44,484	45,151	45,828	46,516	47,214	47,922	48,641	49,370	50,111	50,862	51,625	52,400	53,186	53,984			
		54,793	55,615	56,449	57,296	58,156	59,028	59,913	60,812	61,724	62,650	63,590	64,544	65,512	66,494	67,492	68,504	69,532	70,575	71,365		
118	260	8	44,013	44,673	45,343	46,023	46,714	47,414	48,125	48,847	49,580	50,324	51,079	51,845	52,623	53,412	54,213	55,026	55,852	56,689		
			57,540	58,403	59,279	60,168	61,071	61,987	62,916	63,860	64,818	65,790	66,777	67,779	68,796	69,827	70,875	71,938	73,017	74,112	74,942	

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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
119	260	8	46,197	46,890	47,593	48,307	49,032	49,767	50,514	51,271	52,040	52,821	53,613	54,417	55,234	56,062	56,903	57,757	58,623	59,502	
			60,395	61,301	62,220	63,154	64,101	65,063	66,038	67,029	68,034	69,055	70,091	71,142	72,209	73,292	74,392	75,508	76,640	77,790	78,886
120	201	7	32,825	33,318	33,817	34,325	34,840	35,362	35,893	36,431	36,977	37,532	38,095	38,667	39,247	39,835	40,433	41,039	41,655	42,280	
			42,914	43,558	44,211	44,874	45,547	46,230	46,924	47,628	48,342	49,067	49,803	50,550	51,309	52,078	52,859	53,652	54,457	55,274	55,886
120	216	7	35,275	35,804	36,341	36,886	37,440	38,001	38,571	39,150	39,737	40,333	40,938	41,552	42,175	42,808	43,450	44,102	44,763	45,435	
			46,116	46,808	47,510	48,223	48,946	49,680	50,426	51,182	51,950	52,729	53,520	54,323	55,138	55,965	56,804	57,656	58,521	59,399	60,057
120	216	8	40,314	40,919	41,533	42,156	42,788	43,430	44,081	44,743	45,414	46,095	46,786	47,488	48,200	48,923	49,657	50,402	51,158	51,926	
			52,704	53,495	54,297	55,112	55,939	56,778	57,629	58,494	59,371	60,262	61,166	62,083	63,014	63,960	64,919	65,893	66,881	67,884	68,636
120	260	8	48,526	49,254	49,993	50,743	51,504	52,277	53,061	53,857	54,665	55,485	56,317	57,162	58,019	58,889	59,773	60,669	61,579	62,503	
			63,441	64,392	65,358	66,338	67,333	68,343	69,369	70,409	71,465	72,537	73,625	74,730	75,851	76,988	78,143	79,315	80,505	81,713	82,618
121	216	8	42,319	42,954	43,598	44,252	44,916	45,589	46,273	46,967	47,672	48,387	49,113	49,849	50,597	51,356	52,126	52,908	53,702	54,507	
			55,325	56,155	56,997	57,852	58,720	59,601	60,495	61,402	62,323	63,258	64,207	65,170	66,148	67,140	68,147	69,169	70,207	71,260	72,075
121	260	8	50,939	51,703	52,479	53,266	54,065	54,876	55,699	56,535	57,383	58,243	59,117	60,004	60,904	61,817	62,745	63,686	64,641	65,611	
			66,595	67,594	68,608	69,637	70,681	71,742	72,818	73,910	75,019	76,144	77,286	78,445	79,622	80,816	82,029	83,259	84,508	85,776	86,757
122	191	7	34,388	34,903	35,427	35,958	36,498	37,045	37,601	38,165	38,737	39,318	39,908	40,507	41,114	41,731	42,357	42,993	43,637	44,292	
			44,956	45,631	46,315	47,010	47,715	48,431	49,157	49,895	50,643	51,403	52,174	52,956	53,751	54,557	55,375	56,206	57,049	57,905	58,561
122	201	8	41,358	41,978	42,608	43,247	43,896	44,554	45,222	45,901	46,589	47,288	47,997	48,717	49,448	50,190	50,943	51,707	52,482	53,270	
			54,069	54,880	55,703	56,538	57,387	58,247	59,121	60,008	60,908	61,822	62,749	63,690	64,645	65,615	66,599	67,598	68,612	69,642	70,686

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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	
216	8	8	44,444	45,111	45,787	46,474	47,171	47,879	48,597	49,326	50,066	50,817	51,579	52,353	53,138	53,935	54,744	55,566	56,399	57,245		
			58,104	58,975	59,860	60,758	61,669	62,594	63,533	64,486	65,453	66,435	67,432	68,443	69,470	70,512	71,570	72,643	73,733	74,839	75,686	
260	8	8	53,498	54,300	55,115	55,941	56,780	57,632	58,497	59,374	60,265	61,169	62,086	63,017	63,963	64,922	65,896	66,884	67,888	68,906		
			69,940	70,989	72,054	73,134	74,231	75,345	76,475	77,622	78,786	79,968	81,168	82,385	83,621	84,875	86,148	87,441	88,752	90,084	91,104	
123	216	7	40,824	41,436	42,058	42,689	43,329	43,979	44,639	45,308	45,988	46,678	47,378	48,089	48,810	49,542	50,285	51,039	51,805	52,582		
			53,371	54,171	54,984	55,809	56,646	57,496	58,358	59,233	60,122	61,024	61,939	62,868	63,811	64,768	65,740	66,726	67,727	68,743	69,537	
216	8	8	46,656	47,356	48,066	48,787	49,519	50,262	51,016	51,781	52,558	53,346	54,146	54,958	55,783	56,620	57,469	58,331	59,206	60,094		
			60,995	61,910	62,839	63,781	64,738	65,709	66,695	67,695	68,711	69,741	70,788	71,849	72,927	74,021	75,131	76,258	77,402	78,563	79,471	
260	8	8	56,160	57,002	57,857	58,725	59,606	60,500	61,408	62,329	63,264	64,213	65,176	66,154	67,146	68,153	69,175	70,213	71,266	72,335		
			73,420	74,522	75,639	76,774	77,926	79,094	80,281	81,485	82,707	83,948	85,207	86,485	87,783	89,099	90,436	91,792	93,169	94,567	95,659	
124	260	8	58,968	59,853	60,750	61,662	62,586	63,525	64,478	65,445	66,427	67,423	68,435	69,461	70,503	71,561	72,634	73,724	74,830	75,952		
			77,091	78,248	79,421	80,613	81,822	83,049	84,295	85,559	86,843	88,145	89,468	90,810	92,172	93,554	94,958	96,382	97,828	99,295	100,422	
125	216	8	51,443	52,214	52,997	53,792	54,599	55,418	56,250	57,093	57,950	58,819	59,701	60,597	61,506	62,428	63,365	64,315	65,280	66,259		
			67,253	68,262	69,286	70,325	71,380	72,451	73,537	74,640	75,760	76,896	78,050	79,221	80,409	81,615	82,841	84,082	85,343	86,623	87,610	
260	8	8	61,922	62,850	63,793	64,750	65,721	66,707	67,708	68,723	69,754	70,801	71,863	72,940	74,035	75,145	76,272	77,416	78,578	79,756		
			80,953	82,167	83,399	84,650	85,920	87,209	88,517	89,845	91,193	92,560	93,949	95,358	96,788	98,240	99,714	101,210	102,728	104,269	105,456	

Unified Pay Schedule Effective July 1, 2017

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
126	260	8	65,021	65,996	66,986	67,991	69,011	70,046	71,097	72,163	73,246	74,344	75,459	76,591	77,740	78,906	80,090	81,291	82,511	83,748	
			85,004	86,280	87,574	88,887	90,221	91,574	92,948	94,342	95,757	97,193	98,651	100,131	101,633	103,157	104,705	106,275	107,869	109,487	110,718
128	216	8	59,547	60,440	61,347	62,267	63,201	64,149	65,111	66,088	67,079	68,085	69,107	70,143	71,195	72,263	73,347	74,447	75,564	76,698	
			77,848	79,016	80,201	81,404	82,625	83,864	85,122	86,399	87,695	89,011	90,346	91,701	93,077	94,473	95,890	97,328	98,788	100,270	101,416
	260	8	71,677	72,752	73,843	74,951	76,075	77,216	78,375	79,550	80,743	81,955	83,184	84,432	85,698	86,984	88,288	89,613	90,957	92,321	
			93,706	95,112	96,538	97,986	99,456	100,948	102,462	103,999	105,559	107,142	108,750	110,381	112,037	113,717	115,423	117,154	118,912	120,695	122,075
129	216	8	62,536	63,474	64,426	65,393	66,374	67,369	68,380	69,406	70,447	71,503	72,576	73,665	74,770	75,891	77,029	78,185	79,358	80,548	
			81,756	82,983	84,227	85,491	86,773	88,075	89,396	90,737	92,098	93,479	94,881	96,305	97,749	99,216	100,704	102,214	103,748	105,304	106,479
	260	8	75,275	76,404	77,550	78,714	79,894	81,093	82,309	83,544	84,797	86,069	87,360	88,670	90,000	91,350	92,721	94,111	95,523	96,956	
			98,410	99,886	101,385	102,906	104,449	106,016	107,606	109,220	110,859	112,521	114,209	115,922	117,661	119,426	121,217	123,036	124,881	126,755	128,170
130	216	8	65,664	66,649	67,649	68,663	69,693	70,739	71,800	72,877	73,970	75,080	76,206	77,349	78,509	79,687	80,882	82,095	83,327	84,577	
			85,845	87,133	88,440	89,766	91,113	92,480	93,867	95,275	96,704	98,155	99,627	101,121	102,638	104,178	105,740	107,326	108,936	110,570	111,819
	260	8	79,040	80,226	81,429	82,650	83,890	85,149	86,426	87,722	89,038	90,374	91,729	93,105	94,502	95,919	97,358	98,818	100,301	101,805	
			103,332	104,882	106,455	108,052	109,673	111,318	112,988	114,683	116,403	118,149	119,921	121,720	123,546	125,399	127,280	129,189	131,127	133,094	134,597
131	260	8	82,971	84,216	85,479	86,761	88,063	89,384	90,724	92,085	93,466	94,868	96,291	97,736	99,202	100,690	102,200	103,733	105,289	106,869	
			108,472	110,099	111,750	113,426	115,128	116,855	118,608	120,387	122,192	124,025	125,886	127,774	129,691	131,636	133,611	135,615	137,649	139,714	141,315

Unified Pay Schedule Effective July 1, 2017

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	
132	260	8	87,131	88,438	89,765	91,111	92,478	93,865	95,273	96,702	98,153	99,625	101,119	102,636	104,176	105,738	107,324	108,934	110,568	112,227		
			113,910	115,619	117,353	119,113	120,900	122,714	124,554	126,423	128,319	130,244	132,197	134,180	136,193	138,236	140,309	142,414	144,550	146,719	148,387	
133	260	8	91,478	92,851	94,243	95,657	97,092	98,548	100,026	101,527	103,050	104,595	106,164	107,757	109,373	111,014	112,679	114,369	116,085	117,826		
			119,593	121,387	123,208	125,056	126,932	128,836	130,769	132,730	134,721	136,742	138,793	140,875	142,988	145,133	147,310	149,520	151,762	154,039	155,792	
135	260	8	100,859	102,372	103,908	105,466	107,048	108,654	110,284	111,938	113,617	115,321	117,051	118,807	120,589	122,398	124,234	126,097	127,989	129,909		
			131,857	133,835	135,843	137,880	139,949	142,048	144,179	146,341	148,536	150,764	153,026	155,321	157,651	160,016	162,416	164,852	167,325	169,835	171,766	
136	260	8	105,914	107,502	109,115	110,752	112,413	114,099	115,811	117,548	119,311	121,101	122,917	124,761	126,632	128,532	130,460	132,417	134,403	136,419		
			138,465	140,542	142,650	144,790	146,962	149,166	151,404	153,675	155,980	158,320	160,694	163,105	165,551	168,035	170,555	173,114	175,710	178,346	180,357	
137	260	8	111,197	112,865	114,558	116,276	118,020	119,791	121,587	123,411	125,262	127,141	129,048	130,984	132,949	134,943	136,967	139,022	141,107	143,224		
			145,372	147,553	149,766	152,012	154,293	156,607	158,956	161,340	163,761	166,217	168,710	171,241	173,810	176,417	179,063	181,749	184,475	187,242	189,384	
139	260	8	122,595	124,434	126,301	128,195	130,118	132,070	134,051	136,062	138,103	140,174	142,277	144,411	146,577	148,776	151,007	153,272	155,572	157,905		
			160,274	162,678	165,118	167,595	170,109	172,660	175,250	177,879	180,547	183,255	186,004	188,794	191,626	194,501	197,418	200,379	203,385	206,436	208,790	
140	260	8	128,731	130,662	132,622	134,611	136,631	138,680	140,760	142,872	145,015	147,190	149,398	151,639	153,913	156,222	158,565	160,944	163,358	165,808		
			168,296	170,820	173,382	175,983	178,623	181,302	184,022	186,782	189,584	192,427	195,314	198,244	201,217	204,235	207,299	210,408	213,565	216,768	219,232	

**Supplemental Pay Schedule
Effective July 1, 2017**

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, 2017**

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, 2017**

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, 2017**

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)
Before and After School Childcare - Munford Elementary	\$13.00
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

**Temporary Rate Schedule
Effective July 1, 2017**

JOB TITLE	HOURLY RATE
General Tutor: Algebra Readiness, Career and Service Center, Career and Technical Education, ESL Extended Day, Extended Day, Extended Day Saturday, PALS, Library Homework Help Program, Middle School Renaissance, Project Graduation, Title I, Twilight	\$21.00 (Bachelor's Degree)
	\$16.00 (Associate's Degree/College Student)
	\$15.00 (High School Student)
Homebound Teacher	\$22.00
Individual Student Alternative Ed Plan Coordinator - Youth GED	\$30.55
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, 2017**

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
Security Specialist	\$15.28
SIS Operator	\$17.71
Substitute Secretary	\$7.42
Substitute Security Specialist	\$7.42
Substitute Teacher	\$10.20
Teacher	\$22.18
Teacher - Priority Schools	\$40.00
Testing Coordinator	\$22.18
Title I – Tutor (Grant Funded)	\$16.00

**Athletic Supplement Schedule
Effective July 1, 2017**

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, 2017**

Middle School

POSITION	AMOUNT
Activity Coordinator	\$1,200
Basketball Head Coach	\$1,100
Basketball Assistant	\$600
Cheerleading Coach	\$1,000
Flag Football Coach	\$500
Soccer Head Coach	\$800
Soccer Assistant	\$575
Tennis Coach	\$500
Track and Field Coach	\$825

**Academic/Extracurricular Supplement Schedule
Effective July 1, 2017**

High School

POSITION	0 - 5 YEARS EXPERIENCE	6+ YEARS EXPERIENCE
SCA	\$1,000	\$1,200
Magazine	\$900	\$1.20
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, 2017**

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, 2017**

Teacher

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
260 Days	24	7/3/17 – 6/29/18	July 15, 2017	June 30, 2018
230 Days	24	8/1/17 – 6/29/18	August 15, 2017	July 31, 2018
210 Days	24	8/16/17 – 6/26/18	August 31, 2017	August 15, 2018
200 Days	24	8/23/17 – 6/19/18	September 15, 2017	August 31, 2018

Support

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
260 Days	24	7/3/17 – 6/29/18	July 15, 2017	June 30, 2018
216 Days	24	8/1/17 – 6/29/18	August 15, 2017	July 31, 2018
201 Days	24	8/21/17 – 6/26/18	August 31, 2017	August 15, 2018
191 Days	24	8/28/17 – 6/19/18	September 15, 2017	August 31, 2018
191 Days	20	8/28/17 – 6/19/18	September 15, 2017	June 30, 2018

Patrick Henry

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
Assistant Principal – 216 Days	24	7/17/17 – 6/22/18	August 15, 2017	July 31, 2018
Teacher – 210 Days	24	7/17/17 – 6/22/18	August 15, 2017	July 31, 2018
Teacher – 200 Days	24	7/24/17 – 6/15/18	August 15, 2017	July 31, 2018
Support – 191 Days	24	7/24/17 – 6/15/18	August 15, 2017	July 31, 2018

Transportation

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
Bus Operators/Monitors 184 Days	24	8/23/17 – 8/25/17	September 15, 2017	August 31, 2018
		9/5/17 – 6/15/18		
Bus Operators/Monitors 184 Days	20	8/23/17 – 8/25/17	September 15, 2017	June 30, 2018
		9/5/17 – 6/15/18		

School Nutrition Services

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
Food Service Assistants 183 Days	24	8/31/17 – 6/18/18	September 15, 2017	August 31, 2018
Food Service Assistants 183 Days	20	8/31/17 – 6/18/18	September 15, 2017	June 30, 2018



A Publication of Richmond Public Schools
Richmond, Virginia

In accordance with federal laws, the laws of the Commonwealth of Virginia and the policies of the School Board of the City of Richmond, the Richmond Public Schools does not discriminate on the basis of sex, race, color, age, religion, disabilities or national origin in the provision of employment and services. The Richmond Public Schools operates equal opportunity and affirmative action programs for students and staff. The Richmond Public Schools is an equal opportunity/affirmative action employer. The School Board also supports equal opportunities and treatment of all individuals regardless of sexual orientation. The Section 504 Coordinator is Dr. Michelle Boyd, Richmond Public Schools, 301 North Ninth Street, 13th Floor, Richmond, Virginia 23219, (804) 780-7911. The ADA Coordinator is Mr. Thomas Kranz, Richmond Public Schools, 301 North Ninth Street, 17th Floor, Richmond, Virginia 23219 (804) 780-7700. The Title IX Officer is Mr. Robert Sargeant, Richmond Public Schools, 301 North Ninth Street, 15th Floor, Richmond, Virginia 23219, (804) 780-8495. The United States Department of Education's Office of Civil Rights may also be contacted at 400 Maryland Avenue, SW, Washington, DC 20202, (202) 401- 2000 or 1-800-872-5327.

School Board

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