

Salary Schedules 2019 – 2020 School Year



Richmond Public Schools

Effective July 1, 2019

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**Position Titles in Alpha Order
Effective July 1, 2019**

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 Executive School Board	116
Assistant Principal I	128
Assistant Principal II	129
Assistant Principal III	130
Auditor	123
Automotive Mechanic Lead Technician	112
Automotive Mechanic Technician I	109
Automotive Mechanic Technician II	110
Automotive Mechanic Technician III	111
Automotive Parts Clerk	108
Automotive Service Worker	106
Bilingual Parent and Community Liaison	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 Schools Officer	139
Chief Talent Officer	139
Clerk School Board	129
Communications and Media Relations Specialist	124
Coordinator Community Partnerships	125
Coordinator Counselor and Career Pathways	125
Coordinator English Learner Success	125

**Position Titles in Alpha Order
Effective July 1, 2019**

POSITION TITLE	PAY GRADE
Coordinator Exceptional Education	125
Coordinator Family and Community Engagement	125
Coordinator Gifted and Talented	125
Coordinator Head Start	125
Coordinator Media and Technology	125
Coordinator Risk Management	125
Coordinator Saturday/Summer Special Programs	125
Coordinator School Health	125
Coordinator Student and Family Services	125
Coordinator Student Conduct	125
Coordinator Student Experiences	125
Coordinator Teaching and Learning, English Language Acquisition	125
Coordinator Teaching and Learning, Mathematics	125
Coordinator Welcome Center and Family Advocacy	125
Custodial Maintenance Worker	107
Custodian	103
Custodian Crew Leader	105
Delivery Driver/Utility	107
Desktop Technician	114
Dietitian	124
Director Academic Operations	133
Director Advocacy and Outreach	133
Director Army Instruction	125
Director Assessment, Research and Evaluation	133
Director Career and Technical Education	133
Director Culture, Climate and Student Services	133
Director Curriculum and Instruction	133
Director Early Childhood Education	133
Director Exceptional Education	133
Director Facility Services	133
Director Finance	133
Director Grants Compliance and Monitoring	133
Director Hospital Education	130
Director Information, Communication and Technology Services	133
Director Math Science Innovation Center	133

**Position Titles in Alpha Order
Effective July 1, 2019**

POSITION TITLE	PAY GRADE
Director Process Improvement	133
Director Procurement and Property Management	133
Director Pupil Transportation and Fleet Management	133
Director Safety and Security	133
Director School Nutrition Services	133
Director Strategic Initiatives and Innovations	133
Director Teacher and Leader Pathways	133
Director Virginia Treatment Center	130
Electrician	113
Energy Management Analyst	115
Equipment Operator	108
Executive Director Finance and Budget	135
Executive Office Associate I	114
Executive Office Associate II	116
Facilities Planner	125
Family Service Advocate	113
Family Service Assistant	106
Family Service Worker	110
Financial Analyst	123
Fiscal Associate I	111
Fiscal Associate II	115
Food Service Assistant	102
Food Service Assistant Charter School	102
Freshman Orientation Coach	122
Grant Writer	119
Health Coordinator VPI	117
Health Specialist	116
Health Specialist VPI Plus	116
Hearing Officer	130
Human Resources Associate	113
Human Resources Specialist	115
HVAC Technician I	113
HVAC Technician II	115
In School Suspension Assistant II	107
In School Suspension Assistant III	108

**Position Titles in Alpha Order
Effective July 1, 2019**

POSITION TITLE	PAY GRADE
Instructional Assessment Analyst	121
Instructional Assistant I	106
Instructional Assistant II	107
Instructional Assistant III	108
Instructional Specialist	123
Labor Trades Crew Leader	108
Lead Coach VPI Plus	123
Lead Coordinator Curriculum and Instruction	128
Lead Equipment Operator	110
Lead Health and Family Services Specialist	118
Lead Instructor Adult Education	116
Lead Instructor GED	116
Lead Parent and Community Liaison	118
Licensed Practical Nurse	117.1
Maintenance Worker	108
Manager Custodial Services	120
Manager Fleet Services	121
Manager Grants Compliance	130
Manager Early Head Start/Head Start	130
Manager Human Resources	130
Manager Information Communication Technology Services	130
Manager Instructional Innovation	130
Manager Preschool Centers	130
Manager Professional Development	130
Manager Pupil Enrollment Services	130
Manager School Climate and Culture Strategy	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 Student Supports and Interventions	130
Manager Testing and Data	130
McKinney Vento Family Resource Navigator	117
Military Instructor	122

**Position Titles in Alpha Order
Effective July 1, 2019**

POSITION TITLE	PAY GRADE
Military Property Custodian	122
Night Security	114
Nurse Aide	104
Nurse Assistant	106
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	131.1
Principal II	132.1
Principal III	133.1
Procurement Officer I	118
Procurement Officer II	120
Procurement Officer III	123
Program Coordinator VPI Plus	125
Program Monitor Head Start	116
Project Coordinator	121
Property Specialist	112
Radio Dispatcher	113
Records Technician	105
Regional Program Manager	130
Registered Nurse	123.1
Safety Trainer	116
Safety/Training Associate	112
Security Specialist	112
Senior Account Technician	109
Senior Accountant	121
Senior Budget Planning Analyst	130
Senior Data Technician	113

**Position Titles in Alpha Order
Effective July 1, 2019**

POSITION TITLE	PAY GRADE
Senior Human Resources Specialist	124
Senior Systems Analyst	125
Senior Violence Prevention/Attendance Specialist	118
Service Desk Supervisor	117
Service Desk Technician	114
Specialist Early Head Start	115
Specialist Family Involvement	123
Specialist McKinney Vento Homeless Education	123
Specialist Multimedia Design	123
Specialist Regional Adult Instruction	123
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 Plumbing/HVAC/Electrical	121
Supervisor Property Management	116
Supervisor Pupil Transportation	121
Supervisor School Nutrition	121
Supervisor Structural	121
Supervisor Technical Services	126
Sustainability Associate	113
Systems Programmer Analyst	124
Technology Project Resource Coordinator	123
Telecommunications Technician	116
Transportation Management Specialist	115
Transportation Routing Planner	110
Violence Prevention/Attendance Specialist	116
Zone Supervisor	116

**Position Titles by Grade
Effective July 1, 2019**

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 Worker	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
	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
	Office Associate II	8	201	N
	Office Associate II	8	216	N
	Office Associate II	8	260	N

**Position Titles by Grade
Effective July 1, 2019**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
109	Automotive Mechanic Technician I	8	260	N
	Bus Operator	6	184	N
	Bus Operator	7	184	N
	Bus Operator	8	184	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
	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
	Automotive Mechanic Lead Technician	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

**Position Titles by Grade
Effective July 1, 2019**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
113	Structural Technician II	8	260	N
	Student Records Technician	8	260	N
	Sustainability Associate	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
	Energy Management Analyst	8	260	N
	Fiscal Associate II	8	260	N
	Human Resources Specialist	8	260	N
	HVAC Technician II	8	260	N
	Manager School Nutrition III*	8	191	N
	Parent and Community Liaison	8	201	N
	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
	Executive Office Associate II	8	260	N
	Health Specialist VPI Plus	7	191	N
	Health Specialist	8	260	E
	Lead GED Instructor	7	216	E
	Lead Instructor Adult Education	8	216	E
	Operations Assistant	8	201	N
	Operations Assistant	8	216	N
	Operations Assistant	8	260	N
	Positive Behavior Intervention Support Coach	8	216	N
Program Monitor Head Start	8	216	N	

*See page 16 for definitions.

**Position Titles by Grade
Effective July 1, 2019**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
116	Safety Trainer	8	260	E
	Street Supervisor	8	260	N
	Supervisor Property Management	8	260	N
	Telecommunications Technician	8	260	N
	Violence Prevention/Attendance Specialist	8	191	N
	Zone Supervisor	8	216	N
	Zone Supervisor	8	260	N
117	Health Coordinator VPI	8	191	E
	McKinney Vento Family Resource Navigator	8	216	E
	Service Desk Supervisor	8	260	E
117.1	Licensed Practical Nurse	7	201	E
118	Administrative Assistant	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
	Specialist Welcome Center	8	260	E
119	Grant Writer	8	260	E
	Staff Accountant	8	260	E
120	Manager Custodial Services	8	260	E
	Procurement Officer II	8	260	E
121	Instructional Assessment Analyst	8	216	E
	Manager Fleet Services	8	260	E
	Project Coordinator	8	260	E
	Senior Accountant	8	260	E
	Supervisor Computer Services	8	260	E
	Supervisor Plumbing/HVAC/Electrical	8	260	E
	Supervisor Pupil Transportation	8	260	E
	Supervisor School Nutrition	8	216	E
	Supervisor Structural	8	260	E
122	Freshman Orientation Coach	8	201	E
	Military Instructor	8	201	E

**Position Titles by Grade
Effective July 1, 2019**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
122	Military Instructor	8	216	E
	Military Instructor	8	260	E
	Military Property Custodian	8	260	E
123	Application Administrator	8	260	E
	Auditor	8	260	E
	Budget Planning Analyst	8	260	E
	Financial Analyst	8	260	E
	Instructional Specialist	8	260	E
	Lead Coach VPI Plus	8	260	E
	Procurement Officer III	8	260	E
	Specialist Family Involvement	7	216	E
	Specialist McKinney Vento Homeless Education	8	216	E
	Specialist Multimedia Design	8	260	E
	Specialist Regional Adult Instruction	8	260	E
	Technology Project Resource Coordinator	8	260	E
123.1	Registered Nurse	8	201	E
124	AS/400 Administrator	8	260	E
	Communications and Media Relations Specialist	8	260	E
	Dietitian	8	260	E
	Senior Human Resources Specialist	8	260	E
	Systems Programmer Analyst	8	260	E
125	Accounting Manager	8	260	E
	Coordinator Community Partnerships	8	260	E
	Coordinator Counselor and Career Pathways	8	260	E
	Coordinator English Learner Success	8	260	E
	Coordinator Exceptional Education	8	260	E
	Coordinator Family and Community Engagement	8	260	E
	Coordinator Gifted and Talented	8	260	E
	Coordinator Head Start	8	260	E
	Coordinator Media and Technology	8	260	E
	Coordinator Risk Management	8	260	E

**Position Titles by Grade
Effective July 1, 2019**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
125	Coordinator Saturday/Summer/Special Programs	8	216	E
	Coordinator School Health	8	260	E
	Coordinator Student and Family Services	8	260	E
	Coordinator Student Conduct	8	260	E
	Coordinator Student Experiences	8	260	E
	Coordinator Teaching and Learning, English Language Acquisition	8	260	E
	Coordinator Teaching and Learning, Mathematics	8	260	E
	Coordinator Welcome Center and Family Advocacy	8	260	E
	Director Army Instruction	8	260	E
	Facilities Planner	8	260	E
	Program Coordinator VPI Plus	8	260	E
	Senior Systems Analyst	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 Early Head Start/Head Start	8	260	E
	Manager Human Resources	8	260	E
	Manager Information Communication Technology Services	8	260	E
	Manager Instructional Innovation	8	260	E
	Manager Preschool Centers	8	260	E

*See page 16 for definitions.

**Position Titles by Grade
Effective July 1, 2019**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
130	Manager Professional Development	8	260	E
	Manager Pupil Enrollment Services	8	260	E
	Manager School Climate and Culture Strategy	8	260	E
	Manager School Improvement and Innovation	8	260	E
	Manager State and Local Grants	8	260	E
	Manager Student Supports and Interventions	8	130	E
	Manager Testing and Data	8	260	E
	Regional Program Manager	8	260	E
	Senior Budget Planning Analyst	8	260	E
131.1	Principal I*	8	260	E
132.1	Principal II*	8	260	E
133	Director Academic Operations	8	260	E
	Director Advocacy and Outreach	8	260	E
	Director Assessment, Research and Evaluation	8	260	E
	Director Career and Technical Education	8	260	E
	Director Culture, Climate and Student Services	8	260	E
	Director Curriculum and Instruction	8	260	E
	Director Early Childhood Education	8	260	E
	Director Exceptional Education	8	260	E
	Director Facility Services	8	260	E
	Director Finance	8	260	E
	Director Grants Monitoring and Compliance	8	260	E
	Director Information, Communication and Technology Services	8	260	E
	Director Math Science Innovation Center	8	260	E
	Director Process Improvement	8	260	E
	Director Procurement and Property Management	8	260	E
	Director Pupil Transportation and Fleet Management	8	260	E
	Director Safety and Security	8	260	E
	Director School Nutrition Services	8	260	E
	Director Strategic Initiatives and Innovations	8	260	E
Director Teacher and Leader Pathways	8	260	E	

*See page 16 for definitions.

**Position Titles by Grade
Effective July 1, 2019**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
133	Principal Director	8	260	E
133.1	Principal III*	8	260	E
135	Executive Director Finance and Budget	8	260	E
139	Chief Academic Officer	8	260	E
	Chief Engagement Officer	8	260	E
	Chief of Staff	8	260	E
	Chief Operating Officer	8	260	E
	Chief Schools Officer	8	260	E
	Chief Talent Officer	8	260	E
140	Superintendent	8	260	E

Position Title Definitions
Effective July 1, 2019

Principal I	Elementary schools and schools with ADM under 250*
Principal II	Middle schools
Principal III	High schools + 6-12 schools + schools with multiple locations + schools with ADM over 750*

*ADM is the primary consideration in determining principal classification. ADM will be calculated on the March VDOE submission each year.

Assistant Principal I	Charter School
	Detention Center
	Elementary
	Franklin Military
	Open High
	Richmond Community High
Assistant Principal II	Amelia Street
	Middle
	RCEEA
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, 2019**

Academic Coordinator
Academic Interventionist
Art Therapist
Audiologist
Behavioral Specialist
Coach VPI Plus
Coordinator International Baccalaureate Program
Curriculum Coach Head Start
Dean Administrative
Dean Academic Supports and School Culture
Educational Consultant
Interpreter
Intervention Specialist
Lead Occupational Therapist
Librarian Media Specialist
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
Vocational Evaluator

Teacher Pay Schedule Effective July 1, 2019

YEARS	GRADE	095	195	295	100	200	300	110	210	310	120	220	320
OF	DEGREE	B	M	M+30	B	M	M+30	B	M	M+30	B	M	M+30
EXPERIENCE	DAYS	200	200	200	210	210	210	230	230	230	260	260	260
0	Step 00	\$46,397	\$48,717	\$51,144	\$48,717	\$51,153	\$53,701	\$53,357	\$56,024	\$58,815	\$60,317	\$63,332	\$66,487
1	Step 01	\$46,941	\$49,288	\$51,741	\$49,288	\$51,752	\$54,328	\$53,982	\$56,681	\$59,502	\$61,024	\$64,074	\$67,263
2	Step 02	\$47,489	\$49,864	\$52,347	\$49,864	\$52,358	\$54,964	\$54,613	\$57,344	\$60,199	\$61,736	\$64,824	\$68,051
3	Step 03	\$48,045	\$50,447	\$52,961	\$50,448	\$52,970	\$55,609	\$55,252	\$58,014	\$60,905	\$62,459	\$65,582	\$68,849
4	Step 04	\$48,608	\$51,037	\$53,579	\$51,038	\$53,588	\$56,257	\$55,899	\$58,692	\$61,615	\$63,190	\$66,347	\$69,652
5	Step 05	\$49,176	\$51,634	\$54,207	\$51,635	\$54,216	\$56,917	\$56,553	\$59,379	\$62,338	\$63,929	\$67,124	\$70,469
6	Step 06	\$49,751	\$52,237	\$54,841	\$52,239	\$54,849	\$57,583	\$57,214	\$60,073	\$63,068	\$64,676	\$67,909	\$71,294
7	Step 07	\$50,334	\$52,849	\$55,482	\$52,851	\$55,492	\$58,256	\$57,884	\$60,777	\$63,804	\$65,434	\$68,704	\$72,127
8	Step 08	\$50,923	\$53,467	\$56,131	\$53,469	\$56,141	\$58,937	\$58,562	\$61,487	\$64,551	\$66,200	\$69,507	\$72,970
9	Step 09	\$51,519	\$54,094	\$56,788	\$54,094	\$56,798	\$59,627	\$59,246	\$62,208	\$65,306	\$66,974	\$70,322	\$73,824
10	Step 10	\$52,120	\$54,726	\$57,453	\$54,726	\$57,462	\$60,326	\$59,938	\$62,935	\$66,071	\$67,756	\$71,144	\$74,689
11	Step 11	\$52,730	\$55,367	\$58,125	\$55,366	\$58,135	\$61,031	\$60,639	\$63,672	\$66,844	\$68,549	\$71,977	\$75,562
12	Step 12	\$53,348	\$56,016	\$58,805	\$56,015	\$58,816	\$61,745	\$61,350	\$64,418	\$67,625	\$69,352	\$72,820	\$76,446
13	Step 13	\$53,972	\$56,671	\$59,493	\$56,671	\$59,504	\$62,467	\$62,068	\$65,171	\$68,417	\$70,164	\$73,672	\$77,341
14	Step 14	\$54,602	\$57,334	\$60,189	\$57,332	\$60,201	\$63,199	\$62,793	\$65,934	\$69,217	\$70,983	\$74,534	\$78,246
15	Step 15	\$55,243	\$58,003	\$60,894	\$58,005	\$60,904	\$63,938	\$63,529	\$66,704	\$70,028	\$71,816	\$75,404	\$79,162
16	Step 16	\$55,888	\$58,683	\$61,606	\$58,682	\$61,617	\$64,687	\$64,271	\$67,486	\$70,847	\$72,654	\$76,288	\$80,088
17	Step 17	\$56,543	\$59,369	\$62,325	\$59,370	\$62,338	\$65,442	\$65,024	\$68,275	\$71,674	\$73,506	\$77,180	\$81,023
18	Step 18	\$57,204	\$60,063	\$63,055	\$60,064	\$63,067	\$66,207	\$65,785	\$69,073	\$72,513	\$74,365	\$78,082	\$81,971
19	Step 19	\$57,874	\$60,766	\$63,794	\$60,767	\$63,804	\$66,984	\$66,555	\$69,881	\$73,363	\$75,236	\$78,996	\$82,932
20	Step 20	\$58,549	\$61,477	\$64,540	\$61,477	\$64,550	\$67,767	\$67,332	\$70,698	\$74,221	\$76,114	\$79,920	\$83,902
21	Step 21	\$59,235	\$62,198	\$65,294	\$62,197	\$65,307	\$68,558	\$68,121	\$71,527	\$75,088	\$77,006	\$80,857	\$84,882
22	Step 22	\$59,927	\$62,925	\$66,058	\$62,924	\$66,071	\$69,361	\$68,917	\$72,363	\$75,967	\$77,906	\$81,802	\$85,875
23	Step 23	\$60,630	\$63,660	\$66,833	\$63,661	\$66,843	\$70,174	\$69,724	\$73,209	\$76,857	\$78,819	\$82,758	\$86,882
24	Step 24	\$61,339	\$64,406	\$67,613	\$64,405	\$67,626	\$70,994	\$70,539	\$74,067	\$77,755	\$79,740	\$83,728	\$87,897
25	Step 25	\$62,058	\$65,160	\$68,404	\$65,160	\$68,418	\$71,825	\$71,366	\$74,934	\$78,665	\$80,675	\$84,708	\$88,926
26	Step 26	\$62,783	\$65,922	\$69,206	\$65,922	\$69,218	\$72,666	\$72,200	\$75,810	\$79,587	\$81,617	\$85,699	\$89,967
27	Step 27	\$63,518	\$66,693	\$70,015	\$66,694	\$70,027	\$73,516	\$73,046	\$76,696	\$80,518	\$82,573	\$86,700	\$91,020
28	Step 28	\$64,260	\$67,473	\$70,833	\$67,473	\$70,847	\$74,375	\$73,899	\$77,594	\$81,458	\$83,538	\$87,715	\$92,083
29	Step 29	\$65,012	\$68,262	\$71,663	\$68,262	\$71,675	\$75,246	\$74,763	\$78,502	\$82,413	\$84,515	\$88,741	\$93,162
30	Step 30	\$65,774	\$69,062	\$72,502	\$69,062	\$72,515	\$76,127	\$75,640	\$79,421	\$83,377	\$85,506	\$89,780	\$94,252
31	Step 31	\$66,542	\$69,869	\$73,348	\$69,869	\$73,362	\$77,016	\$76,523	\$80,349	\$84,351	\$86,505	\$90,830	\$95,353
32	Step 32	\$67,321	\$70,687	\$74,207	\$70,687	\$74,221	\$77,918	\$77,419	\$81,290	\$85,338	\$87,517	\$91,893	\$96,470
33	Step 33	\$68,108	\$71,513	\$75,075	\$71,513	\$75,089	\$78,828	\$78,324	\$82,240	\$86,336	\$88,540	\$92,967	\$97,597
34	Step 34	\$68,905	\$72,349	\$75,954	\$72,350	\$75,967	\$79,752	\$79,241	\$83,202	\$87,347	\$89,576	\$94,054	\$98,741
35	Step 35	\$69,712	\$73,196	\$76,842	\$73,198	\$76,856	\$80,684	\$80,169	\$84,175	\$88,368	\$90,626	\$95,155	\$99,895
36	Step 36	\$70,526	\$74,053	\$77,742	\$74,052	\$77,756	\$81,629	\$81,105	\$85,161	\$89,404	\$91,684	\$96,269	\$101,065
37	Step 37	\$71,352	\$74,920	\$78,651	\$74,920	\$78,666	\$82,583	\$82,055	\$86,158	\$90,448	\$92,758	\$97,396	\$102,246
38	Step 38	\$72,187	\$75,796	\$79,572	\$75,796	\$79,585	\$83,550	\$83,014	\$87,165	\$91,507	\$93,842	\$98,534	\$103,443
39	Step 39	\$73,031	\$76,684	\$80,503	\$76,683	\$80,518	\$84,528	\$83,986	\$88,186	\$92,578	\$94,940	\$99,689	\$104,654
40	Step 40	\$73,886	\$77,580	\$81,444	\$77,580	\$81,459	\$85,516	\$84,969	\$89,217	\$93,661	\$96,052	\$100,853	\$105,877
41	Step 41	\$74,751	\$78,488	\$82,398	\$78,489	\$82,412	\$86,518	\$85,964	\$90,261	\$94,758	\$97,177	\$102,034	\$107,117
42	Step 42	\$75,625	\$79,407	\$83,362	\$79,406	\$83,377	\$87,530	\$86,968	\$91,318	\$95,866	\$98,312	\$103,229	\$108,371
43	Step 43	\$76,510	\$80,336	\$84,336	\$80,336	\$84,353	\$88,553	\$87,987	\$92,386	\$96,987	\$99,464	\$104,437	\$109,637
44	Step 44	\$77,405	\$81,275	\$85,323	\$81,275	\$85,339	\$89,589	\$89,015	\$93,467	\$98,122	\$100,626	\$105,658	\$110,920
45	Step 45	\$78,311	\$82,225	\$86,322	\$82,226	\$86,336	\$90,638	\$90,058	\$94,559	\$99,271	\$101,804	\$106,892	\$112,219

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Pay Grade	Days	Hours	Steps																			
			0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	
104	260	8	23,360	23,711	24,066	24,427	24,794	25,166	25,543	25,926	26,315	26,710	27,111	27,517	27,931	28,349	28,774	29,206	29,643	30,088		
			30,540	30,998	31,463	31,935	32,414	32,900	33,394	33,894	34,403	34,919	35,442	35,975	36,515	37,061	37,618	38,182	38,755	39,336	39,771	
105	191	7	15,760	15,997	16,237	16,480	16,727	16,979	17,233	17,491	17,754	18,020	18,291	18,565	18,843	19,126	19,412	19,704	20,000	20,299		
			20,604	20,913	21,226	21,546	21,868	22,197	22,529	22,867	23,210	23,558	23,911	24,270	24,635	25,004	25,379	25,759	26,147	26,538	26,843	
	201	8	18,955	19,239	19,528	19,820	20,118	20,420	20,726	21,037	21,352	21,672	21,998	22,327	22,662	23,003	23,348	23,698	24,054	24,414		
			24,780	25,152	25,530	25,912	26,301	26,696	27,096	27,502	27,915	28,333	28,759	29,190	29,628	30,072	30,523	30,981	31,446	31,918	32,283	
	260	8	24,518	24,886	25,260	25,639	26,023	26,413	26,810	27,212	27,619	28,035	28,455	28,881	29,315	29,755	30,201	30,654	31,113	31,580		
			32,054	32,535	33,023	33,518	34,021	34,532	35,049	35,575	36,109	36,650	37,199	37,758	38,324	38,899	39,483	40,075	40,676	41,287	41,760	
106	191	7	16,547	16,795	17,047	17,303	17,563	17,825	18,093	18,365	18,640	18,919	19,203	19,492	19,783	20,081	20,382	20,688	20,998	21,313		
			21,632	21,957	22,286	22,621	22,960	23,304	23,654	24,008	24,369	24,734	25,105	25,482	25,864	26,252	26,646	27,046	27,452	27,863	28,178	
		8	18,911	19,194	19,482	19,774	20,071	20,372	20,677	20,988	21,302	21,622	21,946	22,276	22,610	22,949	23,293	23,643	23,997	24,357		
			24,723	25,094	25,470	25,852	26,239	26,634	27,032	27,438	27,850	28,267	28,692	29,122	29,559	30,002	30,452	30,909	31,373	31,843	32,203	
	216	7	18,713	18,993	19,279	19,567	19,860	20,159	20,461	20,768	21,080	21,396	21,717	22,042	22,373	22,708	23,049	23,395	23,746	24,102		
			24,464	24,830	25,203	25,581	25,965	26,355	26,750	27,151	27,559	27,972	28,391	28,817	29,249	29,688	30,134	30,586	31,044	31,510	31,865	
	260	8	25,742	26,128	26,520	26,918	27,322	27,732	28,148	28,570	28,999	29,433	29,875	30,323	30,777	31,240	31,709	32,183	32,666	33,157		
			33,654	34,159	34,671	35,191	35,719	36,255	36,799	37,351	37,911	38,480	39,057	39,643	40,237	40,841	41,453	42,076	42,706	43,347	43,836	
107	184	6	15,473	15,704	15,940	16,179	16,422	16,668	16,919	17,172	17,430	17,691	17,957	18,226	18,500	18,777	19,059	19,344	19,635	19,929		
			20,228	20,532	20,840	21,152	21,469	21,792	22,118	22,450	22,787	23,129	23,476	23,828	24,185	24,548	24,916	25,290	25,670	26,054	26,355	
		191	7	17,375	17,637	17,900	18,169	18,442	18,718	18,999	19,284	19,573	19,867	20,165	20,467	20,774	21,086	21,402	21,724	22,049	22,380	
			22,716	23,057	23,403	23,754	24,109	24,472	24,838	25,211	25,589	25,972	26,363	26,758	27,159	27,567	27,980	28,400	28,826	29,258	29,596	
		8	19,857	20,156	20,458	20,765	21,076	21,392	21,713	22,039	22,370	22,705	23,046	23,391	23,743	24,099	24,459	24,827	25,199	25,577		
			25,961	26,350	26,746	27,147	27,554	27,968	28,387	28,812	29,245	29,684	30,129	30,581	31,039	31,505	31,977	32,457	32,944	33,438	33,824	
	216	7	19,650	19,945	20,244	20,547	20,855	21,169	21,486	21,808	22,136	22,467	22,804	23,146	23,493	23,847	24,204	24,567	24,935	25,309		
			25,689	26,074	26,466	26,862	27,265	27,674	28,089	28,510	28,939	29,373	29,813	30,260	30,715	31,175	31,643	32,117	32,600	33,088	33,470	

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Pay Grade	Days	Hours	Steps																		
			0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
109	201	8	23,043 30,125	23,388 30,577	23,739 31,036	24,096 31,502	24,457 31,973	24,824 32,453	25,196 32,940	25,574 33,434	25,958 33,935	26,347 34,444	26,742 34,961	27,144 35,486	27,550 36,018	27,963 36,558	28,384 37,107	28,809 37,663	29,241 38,228	29,679 38,801	39,244
	216	8	24,762 32,373	25,134 32,859	25,511 33,351	25,893 33,852	26,283 34,360	26,676 34,875	27,077 35,398	27,482 35,929	27,894 36,468	28,314 37,015	28,738 37,570	29,169 38,134	29,606 38,706	30,050 39,286	30,501 39,875	30,959 40,474	31,423 41,081	31,895 41,697	42,172
	260	8	29,807 38,968	30,254 39,552	30,707 40,145	31,168 40,748	31,635 41,359	32,110 41,979	32,592 42,609	33,081 43,248	33,577 43,897	34,081 44,555	34,592 45,223	35,111 45,902	35,638 46,590	36,173 47,289	36,714 47,999	37,265 48,719	37,825 49,449	38,392 50,191	50,764
110	216	8	25,997 33,987	26,387 34,497	26,783 35,014	27,185 35,539	27,593 36,073	28,006 36,613	28,426 37,162	28,852 37,721	29,286 38,286	29,725 38,861	30,171 39,443	30,623 40,035	31,082 40,636	31,549 41,245	32,022 41,863	32,503 42,492	32,990 43,129	33,484 43,776	44,279
	260	8	31,292 40,911	31,762 41,524	32,239 42,147	32,722 42,779	33,213 43,421	33,711 44,072	34,217 44,733	34,731 45,404	35,251 46,085	35,780 46,776	36,317 47,478	36,862 48,191	37,414 48,913	37,975 49,647	38,545 50,392	39,124 51,148	39,710 51,914	40,305 52,694	53,298
111	216	8	27,304 35,696	27,714 36,231	28,129 36,775	28,552 37,326	28,980 37,886	29,415 38,455	29,856 39,032	30,304 39,617	30,758 40,211	31,219 40,815	31,688 41,427	32,163 42,048	32,646 42,679	33,135 43,319	33,632 43,969	34,136 44,628	34,648 45,297	35,168 45,977	46,493
	260	8	32,866 42,967	33,359 43,611	33,859 44,266	34,367 44,930	34,883 45,604	35,406 46,288	35,938 46,982	36,476 47,687	37,023 48,402	37,579 49,128	38,143 49,865	38,715 50,613	39,296 51,372	39,885 52,143	40,483 52,926	41,090 53,719	41,707 54,525	42,332 55,343	55,964
112	191	7	22,179 28,997	22,512 29,431	22,850 29,872	23,193 30,320	23,541 30,775	23,894 31,237	24,252 31,705	24,616 32,181	24,985 32,664	25,360 33,154	25,740 33,651	26,126 34,156	26,518 34,669	26,916 35,188	27,320 35,716	27,730 36,252	28,146 36,796	28,568 37,348	37,771
		8	25,348 33,138	25,728 33,636	26,114 34,140	26,506 34,652	26,904 35,171	27,307 35,700	27,716 36,235	28,132 36,778	28,555 37,330	28,982 37,891	29,418 38,458	29,859 39,035	30,307 39,621	30,761 40,215	31,222 40,819	31,691 41,431	32,166 42,052	32,649 42,683	43,167
	201	8	26,675 34,874	27,076 35,397	27,481 35,927	27,893 36,466	28,312 37,013	28,737 37,568	29,168 38,132	29,605 38,704	30,049 39,284	30,500 39,874	30,958 40,472	31,422 41,079	31,893 41,695	32,372 42,321	32,857 42,955	33,350 43,600	33,850 44,254	34,358 44,917	45,427
	216	7	25,083 32,791	25,459 33,283	25,841 33,783	26,228 34,290	26,621 34,804	27,021 35,326	27,426 35,855	27,838 36,393	28,255 36,939	28,679 37,493	29,109 38,055	29,546 38,627	29,989 39,206	30,439 39,794	30,896 40,391	31,359 40,997	31,829 41,612	32,307 42,236	42,715
		8	28,666 37,476	29,095 38,038	29,532 38,609	29,975 39,187	30,425 39,776	30,881 40,372	31,344 40,978	31,815 41,592	32,292 42,217	32,776 42,850	33,268 43,493	33,766 44,145	34,273 44,807	34,787 45,479	35,309 46,162	35,839 46,854	36,377 47,556	36,922 48,270	48,817

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Pay Grade	Days	Hours	Steps																		
			0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	
119	191	7	31,198	31,665	32,140	32,622	33,111	33,608	34,113	34,624	35,144	35,671	36,206	36,749	37,300	37,860	38,427	39,004	39,589	40,182	53,138
			40,786	41,398	42,018	42,648	43,288	43,938	44,597	45,265	45,944	46,634	47,334	48,043	48,764	49,496	50,238	50,991	51,756	52,533	
	8	35,654	36,189	36,732	37,283	37,842	38,410	38,986	39,571	40,164	40,766	41,378	41,998	42,629	43,268	43,917	44,576	45,245	45,923	60,729	
		46,612	47,311	48,021	48,742	49,472	50,215	50,967	51,732	52,508	53,295	54,096	54,906	55,730	56,567	57,414	58,276	59,150	60,038		
	201	7	32,830	33,324	33,823	34,330	34,845	35,368	35,899	36,437	36,983	37,538	38,102	38,672	39,253	39,841	40,440	41,046	41,661	42,287	55,920
			42,921	43,565	44,218	44,881	45,555	46,238	46,932	47,635	48,350	49,075	49,812	50,559	51,317	52,087	52,868	53,661	54,466	55,283	
	8	37,521	38,083	38,655	39,235	39,823	40,420	41,027	41,642	42,267	42,901	43,544	44,197	44,861	45,533	46,216	46,909	47,614	48,328	63,908	
		49,053	49,788	50,535	51,293	52,062	52,843	53,636	54,441	55,257	56,087	56,927	57,781	58,648	59,528	60,421	61,327	62,247	63,180		
	216	7	35,281	35,810	36,347	36,893	37,446	38,007	38,578	39,156	39,744	40,340	40,945	41,558	42,183	42,815	43,458	44,109	44,771	45,443	60,093
			46,124	46,816	47,518	48,231	48,954	49,688	50,434	51,190	51,958	52,738	53,529	54,331	55,146	55,974	56,814	57,666	58,531	59,408	
	8	40,320	40,926	41,540	42,163	42,795	43,437	44,088	44,749	45,421	46,103	46,794	47,496	48,208	48,931	49,666	50,410	51,166	51,935	68,678	
		52,713	53,503	54,307	55,120	55,948	56,787	57,639	58,503	59,381	60,271	61,176	62,094	63,025	63,970	64,929	65,904	66,892	67,896		
260	8	48,535	49,263	50,001	50,751	51,512	52,285	53,070	53,866	54,673	55,493	56,327	57,171	58,028	58,898	59,782	60,679	61,590	62,513	82,668	
		63,451	64,403	65,369	66,350	67,344	68,355	69,380	70,421	71,477	72,549	73,638	74,742	75,863	77,001	78,156	79,329	80,518	81,726		
120	191	7	32,770	33,262	33,761	34,267	34,781	35,303	35,833	36,370	36,916	37,469	38,032	38,602	39,181	39,768	40,366	40,970	41,585	42,209	55,793
			42,842	43,485	44,138	44,799	45,471	46,153	46,845	47,548	48,262	48,986	49,720	50,466	51,223	51,991	52,771	53,563	54,366	55,181	
	8	37,452	38,014	38,584	39,163	39,750	40,346	40,952	41,566	42,190	42,822	43,465	44,117	44,778	45,450	46,132	46,824	47,526	48,239	63,763	
		48,962	49,698	50,442	51,199	51,967	52,746	53,537	54,341	55,155	55,984	56,823	57,676	58,540	59,419	60,310	61,215	62,133	63,065		
	201	7	34,486	35,004	35,529	36,061	36,602	37,151	37,708	38,275	38,849	39,431	40,023	40,623	41,232	41,851	42,478	43,116	43,763	44,420	58,714
			45,085	45,762	46,448	47,145	47,852	48,570	49,298	50,037	50,788	51,550	52,323	53,108	53,905	54,714	55,535	56,367	57,212	58,070	
	8	39,413	40,004	40,604	41,213	41,831	42,459	43,096	43,742	44,398	45,065	45,740	46,426	47,123	47,830	48,547	49,275	50,015	50,765	67,101	
		51,526	52,299	53,083	53,879	54,688	55,508	56,341	57,186	58,044	58,914	59,798	60,695	61,605	62,529	63,468	64,419	65,385	66,367		
	216	7	37,059	37,616	38,180	38,753	39,334	39,924	40,523	41,131	41,748	42,374	43,010	43,654	44,310	44,974	45,649	46,334	47,029	47,734	63,096
			48,450	49,176	49,914	50,663	51,423	52,194	52,977	53,772	54,579	55,398	56,228	57,071	57,927	58,797	59,678	60,573	61,482	62,405	
	8	42,355	42,989	43,634	44,289	44,953	45,627	46,312	47,006	47,712	48,428	49,154	49,891	50,639	51,399	52,170	52,952	53,746	54,554	72,109	
		55,372	56,202	57,044	57,900	58,769	59,650	60,545	61,454	62,376	63,311	64,261	65,225	66,203	67,196	68,204	69,227	70,266	71,319		

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Pay Grade	Days	Hours	Steps																			
			0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	
122	260	8	56,205	57,048	57,904	58,772	59,653	60,549	61,457	62,379	63,314	64,264	65,228	66,206	67,199	68,208	69,230	70,269	71,322	72,393		
			73,478	74,580	75,700	76,835	77,987	79,158	80,344	81,550	82,773	84,015	85,275	86,554	87,852	89,170	90,507	91,866	93,243	94,642	95,714	
123	216	7	42,889	43,533	44,186	44,849	45,522	46,205	46,898	47,600	48,315	49,039	49,775	50,522	51,280	52,049	52,830	53,622	54,426	55,243		
			56,071	56,913	57,767	58,633	59,512	60,405	61,311	62,231	63,164	64,111	65,073	66,050	67,040	68,046	69,067	70,102	71,153	72,222	73,056	
	8	49,017	49,752	50,499	51,256	52,024	52,805	53,597	54,402	55,217	56,045	56,886	57,740	58,605	59,485	60,377	61,282	62,202	63,135			
	260	8	64,081	65,042	66,019	67,009	68,014	69,034	70,070	71,120	72,188	73,270	74,369	75,485	76,618	77,766	78,933	80,116	81,319	82,538	83,492	
	260	8	59,001	59,886	60,785	61,697	62,622	63,561	64,515	65,482	66,465	67,462	68,473	69,501	70,544	71,601	72,676	73,766	74,873	75,995		
			77,136	78,292	79,467	80,658	81,869	83,096	84,343	85,608	86,893	88,196	89,518	90,861	92,224	93,607	95,012	96,437	97,884	99,352	100,499	
123.1	201	8	48,834	49,405	49,983	50,568	51,160	51,758	52,364	52,977	53,596	54,224	54,858	55,500	56,149	56,806	57,471	58,143	58,823	59,512	60,208	
			60,912	61,625	62,346	63,076	63,813	64,560	65,315	66,080	66,853	67,635	68,426	69,227	70,037	70,856	71,685	72,524	73,373	74,231	75,100	
124	216	7	45,035	45,709	46,395	47,092	47,797	48,515	49,242	49,981	50,731	51,492	52,264	53,048	53,843	54,652	55,471	56,303	57,147	58,004		
			58,875	59,759	60,655	61,564	62,488	63,425	64,376	65,342	66,323	67,317	68,327	69,352	70,392	71,448	72,519	73,608	74,711	75,833	76,693	
	8	51,468	52,240	53,023	53,819	54,626	55,445	56,277	57,121	57,978	58,848	59,731	60,626	61,535	62,458	63,395	64,346	65,311	66,292			
	260	8	67,286	68,295	69,319	70,359	71,415	72,486	73,573	74,677	75,797	76,934	78,087	79,260	80,448	81,654	82,880	84,123	85,385	86,665	87,649	
	260	8	61,951	62,882	63,824	64,782	65,753	66,740	67,741	68,757	69,789	70,835	71,897	72,977	74,070	75,182	76,310	77,454	78,616	79,795		
			80,992	82,207	83,440	84,692	85,962	87,251	88,560	89,889	91,237	92,605	93,995	95,405	96,835	98,288	99,763	101,259	102,778	104,319	105,504	
125	216	8	54,045	54,856	55,679	56,514	57,362	58,223	59,096	59,982	60,882	61,795	62,722	63,663	64,618	65,587	66,571	67,569	68,583	69,612		
			70,656	71,716	72,791	73,883	74,991	76,117	77,258	78,417	79,593	80,787	81,999	83,229	84,478	85,744	87,032	88,336	89,662	91,007	92,043	
	260	8	65,055	66,030	67,021	68,026	69,047	70,082	71,134	72,201	73,283	74,384	75,499	76,631	77,780	78,947	80,132	81,334	82,553	83,792		
			85,049	86,324	87,619	88,933	90,268	91,622	92,996	94,391	95,806	97,244	98,703	100,183	101,686	103,211	104,759	106,331	107,925	109,545	110,792	
126	216	8	56,751	57,602	58,466	59,342	60,233	61,137	62,053	62,985	63,929	64,888	65,861	66,849	67,852	68,870	69,903	70,952	72,016	73,096		
			74,192	75,305	76,435	77,582	78,745	79,926	81,125	82,342	83,577	84,831	86,103	87,394	88,706	90,036	91,387	92,758	94,149	95,561	96,636	
	260	8	68,311	69,335	70,376	71,432	72,503	73,590	74,695	75,814	76,951	78,106	79,278	80,467	81,674	82,899	84,143	85,405	86,686	87,986		
			89,306	90,645	92,005	93,385	94,786	96,207	97,650	99,116	100,602	102,111	103,643	105,198	106,776	108,378	110,003	111,653	113,328	115,027	116,321	

Unified Pay Schedule Effective July 1, 2019

Pay Grade	Days	Hours	Steps																		
			0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
128	216	8	62,560	63,498	64,451	65,417	66,399	67,395	68,405	69,432	70,474	71,530	72,604	73,692	74,798	75,920	77,058	78,214	79,387	80,579	
			81,787	83,014	84,259	85,523	86,806	88,108	89,430	90,771	92,132	93,515	94,918	96,341	97,786	99,253	100,742	102,253	103,787	105,343	106,548
	260	8	75,303	76,433	77,580	78,744	79,925	81,124	82,340	83,575	84,829	86,102	87,393	88,704	90,034	91,385	92,756	94,147	95,559	96,993	
			98,447	99,924	101,423	102,944	104,488	106,056	107,646	109,261	110,900	112,564	114,253	115,967	117,706	119,471	121,263	123,082	124,929	126,802	128,253
129	216	8	65,701	66,686	67,686	68,702	69,732	70,779	71,840	72,918	74,012	75,121	76,248	77,392	78,553	79,731	80,927	82,141	83,373	84,624	
			85,893	87,181	88,489	89,817	91,164	92,531	93,920	95,329	96,758	98,209	99,682	101,178	102,695	104,236	105,800	107,387	108,997	110,632	111,867
	260	8	79,084	80,270	81,474	82,697	83,937	85,196	86,474	87,771	89,088	90,424	91,780	93,157	94,554	95,972	97,412	98,874	100,357	101,862	
			103,390	104,941	106,514	108,113	109,734	111,380	113,051	114,747	116,468	118,215	119,988	121,788	123,614	125,469	127,351	129,261	131,200	133,169	134,655
130	216	8	68,986	70,021	71,072	72,138	73,220	74,319	75,433	76,564	77,712	78,878	80,062	81,263	82,481	83,718	84,975	86,249	87,543	88,856	
			90,189	91,542	92,915	94,309	95,723	97,159	98,616	100,095	101,597	103,122	104,668	106,238	107,832	109,449	111,091	112,757	114,448	116,165	117,477
	260	8	83,040	84,285	85,550	86,832	88,135	89,457	90,799	92,161	93,544	94,946	96,371	97,816	99,284	100,773	102,284	103,819	105,376	106,956	
			108,561	110,189	111,843	113,519	115,222	116,950	118,705	120,485	122,293	124,127	125,990	127,879	129,798	131,744	133,721	135,726	137,763	139,829	141,408
131	260	8	87,170	88,477	89,805	91,151	92,519	93,906	95,315	96,745	98,196	99,669	101,164	102,682	104,222	105,785	107,371	108,982	110,617	112,276	
			113,960	115,670	117,405	119,166	120,953	122,768	124,609	126,478	128,375	130,301	132,255	134,240	136,253	138,297	140,371	142,477	144,614	146,783	148,466
131.1	260	8	91,900	92,975	94,063	95,164	96,277	97,403	98,543	99,696	100,862	102,042	103,236	104,444	105,666	106,902	108,153	109,418	110,698	111,993	113,303
			114,629	115,970	117,327	118,700	120,089	121,494	122,915	124,353	125,808	127,280	128,769	130,276	131,800	133,342	134,902	136,480	138,077	139,693	141,327
132	260	8	91,540	92,913	94,307	95,721	97,157	98,614	100,093	101,595	103,119	104,666	106,236	107,830	109,447	111,089	112,755	114,446	116,163	117,905	
			119,674	121,469	123,291	125,141	127,018	128,923	130,856	132,820	134,812	136,834	138,886	140,970	143,085	145,231	147,409	149,620	151,864	154,143	155,896
132.1	260	8	101,090	102,273	103,469	104,680	105,905	107,144	108,397	109,666	110,949	112,247	113,560	114,889	116,233	117,593	118,969	120,361	121,769	123,194	124,635
			126,093	127,568	129,061	130,571	132,099	133,644	135,208	136,790	138,390	140,009	141,648	143,305	144,981	146,678	148,394	150,130	151,887	153,664	155,462
133	260	8	96,107	97,549	99,012	100,497	102,005	103,535	105,088	106,664	108,264	109,888	111,537	113,209	114,908	116,631	118,381	120,157	121,958	123,788	
			125,645	127,529	129,442	131,384	133,355	135,355	137,386	139,447	141,538	143,661	145,816	148,003	150,223	152,477	154,764	157,085	159,442	161,834	163,675
133.1	260	8	111,199	112,500	113,816	115,148	116,495	117,858	119,237	120,632	122,043	123,471	124,916	126,378	127,857	129,353	130,866	132,397	133,946	135,513	137,099
			138,703	140,326	141,968	143,629	145,309	147,009	148,729	150,469	152,229	154,010	155,812	157,635	159,479	161,345	163,233	165,143	167,075	169,030	171,008

Unified Pay Schedule Effective July 1, 2019

Pay Grade	Days	Hours	Steps																		
			0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37
135	260	8	105,962	107,553	109,166	110,803	112,465	114,152	115,864	117,602	119,366	121,157	122,974	124,818	126,691	128,591	130,521	132,478	134,465	136,482	
			138,529	140,607	142,717	144,857	147,030	149,236	151,474	153,746	156,052	158,393	160,769	163,181	165,628	168,112	170,634	173,193	175,792	178,429	180,458
136	260	8	111,273	112,942	114,636	116,356	118,101	119,872	121,671	123,496	125,348	127,229	129,136	131,074	133,040	135,035	137,061	139,117	141,204	143,321	
			145,471	147,654	149,868	152,117	154,398	156,715	159,065	161,450	163,873	166,331	168,825	171,358	173,928	176,537	179,185	181,873	184,601	187,370	189,483
137	260	8	116,824	118,576	120,354	122,160	123,992	125,852	127,740	129,655	131,601	133,575	135,578	137,612	139,676	141,771	143,898	146,056	148,247	150,471	
			152,728	155,019	157,344	159,705	162,099	164,531	166,999	169,504	172,047	174,627	177,247	179,906	182,605	185,343	188,123	190,946	193,810	196,717	198,967
139	260	8	128,798	130,731	132,692	134,682	136,702	138,752	140,834	142,946	145,091	147,267	149,476	151,718	153,994	156,304	158,648	161,028	163,443	165,895	
			168,383	170,909	173,473	176,075	178,716	181,396	184,118	186,880	189,683	192,528	195,416	198,347	201,323	204,343	207,407	210,519	213,677	216,881	219,355
140	260	8	135,245	137,273	139,333	141,423	143,544	145,698	147,882	150,101	152,352	154,638	156,958	159,312	161,702	164,127	166,589	169,088	171,624	174,198	
			176,811	179,463	182,156	184,888	187,661	190,476	193,333	196,234	199,176	202,164	205,197	208,274	211,399	214,570	217,788	221,056	224,371	227,736	230,326

**Supplemental Pay Schedule
Effective July 1, 2019**

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	
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%	
Physical Therapist	10%	

\$ Annual supplement; % Based on annual salary

**Supplemental Pay Schedule
Effective July 1, 2019**

SUPPLEMENT / DUTY	AMOUNT	ADDITIONAL INFORMATION
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, 2019**

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, 2019**

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 (Day or Night)	\$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	\$10.00
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)

**Temporary Rate Schedule
Effective July 1, 2019**

JOB TITLE	HOURLY RATE
General Tutor: Algebra Readiness, Early Intervention, ESL Extended Day, Extended Day, Extended Day Saturday, Extended Day Twilight, Project Graduation, SOL, Title I	\$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, 2019**

JOB TITLE	HOURLY RATE
Instructional Assistant	\$15.28
Librarian 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

**Athletic Supplement Schedule
Effective July 1, 2019**

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, 2019**

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, 2019**

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, 2019**

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 Assignments	\$300

Elementary School

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

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

**Contract Schedule
Effective July 1, 2019**

Teacher

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
260 Days	24	7/1/19 – 6/30/20	July 15, 2019	June 30, 2020
230 Days	24	8/1/19 – 6/30/20	August 15, 2019	July 31, 2020
210 Days	24	8/14/19 – 6/22/20	August 31, 2019	August 15, 2020
200 Days	24	8/21/19 – 6/15/20	September 15, 2019	August 31, 2020

Support

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
260 Days	24	7/1/19 – 6/30/20	July 15, 2019	June 30, 2020
216 Days	24	8/1/19 – 6/30/20	August 15, 2019	July 31, 2020
201 Days	24	8/19/19 – 6/22/20	August 31, 2019	August 15, 2020
191 Days	24	8/26/19 – 6/15/20	September 15, 2019	August 31, 2020
191 Days	20	8/26/19 – 6/15/20	September 15, 2019	June 30, 2020

Patrick Henry

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
Assistant Principal – 216 Days	24	7/1/19 – 6/25/20	July 31, 2019	July 15, 2020
Teacher – 210 Days	24	7/22/19 – 6/25/20	August 15, 2019	July 31, 2020
Teacher – 200 Days	24	7/29/19 – 6/18/20	August 15, 2019	July 31, 2020
Support – 191 Days	24	7/29/19 – 6/17/20	August 15, 2019	July 31, 2020

Transportation

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
Bus Operators and Monitors 184 Days	24	8/19/19 – 8/21/19	September 15, 2019	August 31, 2020
		9/3/19 – 6/12/20		
Bus Operators and Monitors 184 Days	20	8/19/19 – 8/21/19	September 15, 2019	June 30, 2020
		9/3/19 – 6/12/20		

School Nutrition Services

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
Food Service Assistants 183 Days	24	8/29/19 – 6/15/20	September 15, 2019	August 31, 2020
Food Service Assistants 183 Days	20	8/29/19 – 6/15/20	September 15, 2019	June 30, 2020



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