



Salary Schedules  
2024 – 2025 School Year  
Effective July 1, 2024

## Table of Contents

Position Titles in Alpha Order	2
Position Titles by Grade	10
Position Title Definitions	20
Positions Assigned to Teacher Pay Schedule	21
Teacher Pay Schedule	22
Unified Pay Schedule	23
Supplemental Pay Schedule	36
Substitute Rate Schedule	39
Temporary Rate Schedule	40
Summer School Rate Schedule	43
Athletic Supplement Schedule	44
Academic/Extracurricular Supplement Schedule	46
Contract Schedule	48

**Position Titles in Alpha Order  
Effective July 1, 2024**

POSITION TITLE	PAY GRADE
Accounts Payable Technician II	115
Administrative Assistant	118.1
Administrative Office Associate – Central Office	112.2
Administrative Office Associate – Schools	112.2
Administrative Office Associate – Transportation	112.3
Administrative Office Associate Bilingual – Schools	113.4
Application Administrator	123
AS/400 Administrator	124
Assistant Principal I*	128.1
Assistant Principal II*	129.1
Assistant Principal III*	130.1
Assistant Supervisor Transportation	118.2
Associate Director Culture, Climate and Student Services	131
Associate Director Exceptional Education	131
Associate Director Family and Community Engagement	131
Auditor III	130
Automotive Mechanic Lead Technician	112.3
Automotive Mechanic Technician I	109.3
Automotive Mechanic Technician II	110.1
Automotive Mechanic Technician III	111.3
Automotive Parts Clerk	108.4
Automotive Service Worker	106.2
Benefits Associate	113
Budget Analyst	123
Bus Monitor	107.1
Bus Operator	109.1
Care and Safety Associate	112.1
Carpenter	110.2
Chief Academic Officer – Elementary	139
Chief Academic Officer – Secondary	139
Chief Engagement Officer	139
Chief of Staff	139
Chief Operating Officer	139
Chief Talent Officer	139
Chief Wellness Officer	139

**Position Titles in Alpha Order  
Effective July 1, 2024**

POSITION TITLE	PAY GRADE
Child Care Lab Assistant	108.2
Clerk School Board	129
Coordinator Community Hub	125
Coordinator Community Partnerships	125
Coordinator Curriculum and Instruction	125
Coordinator Exceptional Education	125
Coordinator Families in Transition	125
Coordinator Family and Community Engagement	125
Coordinator Gifted and Talented	125
Coordinator Head Start Disabilities	125
Coordinator Health and Physical Education	125
Coordinator Homebound Placement	125
Coordinator Language Justice	125
Coordinator Library Media Services	125
Coordinator Long Term Substitutes	125
Coordinator Multilingual Learner Instruction	125
Coordinator Procurement Programs	125
Coordinator School Health	125
Coordinator Student Activity – High School	124
Coordinator Student Conduct	125
Coordinator Student Support Services	125
Coordinator Teacher Support and Retention	125
Coordinator Welcome Center and Family Advocacy	125
Crossing Guard	102
Custodial Maintenance Worker	107.2
Custodian I	105.1
Custodian II	108.1
Data and Assessment Specialist	124
Data Records Technician	109
Delivery Driver/Utility – Central Office	107
Delivery Driver/Utility – Facilities	107.2
Deputy Clerk School Board	118
Desktop Technician	114
Director Academic Programs and Student Supports	133.2
Director Advocacy and Outreach	133.2

**Position Titles in Alpha Order  
Effective July 1, 2024**

POSITION TITLE	PAY GRADE
Director Army Instruction	125
Director Benefits and Compensation	133.2
Director Budget and Planning	133.2
Director Care and Safety	133.2
Director Curriculum and Instruction	133.2
Director Data Analytics	133.2
Director Data, Systems and Research	133.2
Director Early Childhood Education and School Readiness	133.2
Director Employee and Labor Relations	133.2
Director Exceptional Education	133.2
Director Facility Services	133.2
Director Family and Community Engagement	133.2
Director Finance	133.2
Director Grants Monitoring and Compliance	133.2
Director Multilingual Learner Success	133.2
Director Procurement and Property Management	133.2
Director Pupil Transportation and Fleet Management	133.2
Director School Board Audit Services	133.2
Director School Construction	133.2
Director School Nutrition Services	133.2
Director Secondary Success Pathways	133.2
Director Student Services	133.2
Director Talent Acquisition	133.2
Director Technology Services	133.2
Early Intervention Assistant	108.2
Electrician	113.3
Electronic Maintenance Technician	116.4
Emergency Management/Training Coordinator	125.1
Energy Management Analyst	115.3
Enrollment Associate	116
ESL Coach	122
Executive Director Finance and Budget	135
Executive Office Associate I	114.1
Executive Office Associate II	116.2
Facilities Planner	125.2

**Position Titles in Alpha Order  
Effective July 1, 2024**

POSITION TITLE	PAY GRADE
Family Liaison	117.2
Family Resource Navigator	117
Family Service Advocate	113
Family Service Worker	110
Financial Analyst	123
Fiscal Accountant – Head Start	119
Fiscal Associate I – Central Office	111
Fiscal Associate I – Facilities	111.3
Fiscal Associate I – Transportation	111.2
Fiscal Associate II – Central Office	115
Food Service Assistant	102.1
Foreperson Structural	116.4
Freshman Orientation Coach	122
General Maintenance Groundskeeper	108.5
Grant Writer	119
Health Attendant	106.1
Health Specialist	116
Hearing Officer	130
Human Resources Associate	113
Human Resources Specialist	115
HVAC Technician II	115.3
In School Supports Assistant	108.2
Instructional Assessment Analyst	121
Instructional Assistant	108.2
Instructional Coordinator Early Childhood Education	125
Interpreter	123.4
Lead Health and Family Services Specialist	118
Lead Instructor Adult Education	116
Lead Instructor GED	116
Lead Registered Nurse	123.1
Licensed Practical Nurse	117.1
Manager Accounts Payable	130
Manager Adult Education Capital Region Program	130
Manager Business Applications	130
Manager Career and Technical Education	130

**Position Titles in Alpha Order  
Effective July 1, 2024**

POSITION TITLE	PAY GRADE
Manager College and Career Pathways	130
Manager Construction Procurement	130
Manager Custodial Services	130.2
Manager Data Systems and Research	130
Manager Employee and Labor Relations	130
Manager Enrollment, Placement and Planning	130
Manager Fleet Services	121.2
Manager General Ledger and Reporting	130
Manager Grants Monitoring and Compliance	130
Manager Infrastructure	130
Manager Literacy	130
Manager Mathematics	130
Manager Payroll	130
Manager Procurement	130
Manager Professional Learning	130
Manager Recruiting	130
Manager School Nutrition	115.1
Manager Service and Desktop Support	126
Manager Testing and Data	130
Mechanic Sheet Metal	115.3
Network Engineer	118
Night Security	114.2
Nurse Assistant	106.1
Office Associate I – Schools	104.1
Office Associate I – Transportation	104.2
Office Associate I Bilingual – Schools	105.2
Office Associate II – Central Office	108.3
Office Associate II – Schools	108.3
Office Associate II Bilingual – Schools	109.2
Office Associate III – Central Office	109.2
Office Associate III – Schools	109.2
Office Associate III Bilingual – Schools	110.3
Ombudsman – LIEP Bilingual	130
Operations Assistant – Central Office	116
Operations Assistant – Transportation	116.3

**Position Titles in Alpha Order  
Effective July 1, 2024**

POSITION TITLE	PAY GRADE
Parent and Community Liaison Bilingual	117
Parent Liaison – Charter School	115
Payroll Technician	115
Photographer/Videographer	118
Plumber	113.3
Principal Director	134
Principal I*	131.3
Principal II*	132.1
Principal III*	133.1
Procurement Officer I	118
Procurement Officer II	120
Procurement Officer III	123
Program Coordinator VPI	125
Program Monitor Head Start	116
Project Manager Construction	130
Property Management Supervisor	116
Property Specialist	112
Radio Dispatcher	113.2
Registered Nurse	123.1
Risk Manager	130
RVA Future Center Navigator	117
Safety and Training Supervisor	118.2
Security Supervisor – Administrative	116.1
Senior Account Technician	109
Senior Accountant	121
Senior Advisor Male Teachers of Color	133.2
Senior Behavioral Specialist	125
Senior Contracts Coordinator	125
Senior Coordinator Community Hub	126
Senior Data Technician	113
Senior Network Engineer	129
Senior Psychologist	125
Senior Related Services Provider	125
Senior Social Worker	125
Senior Specialist Human Resources	123

**Position Titles in Alpha Order  
Effective July 1, 2024**

POSITION TITLE	PAY GRADE
Senior Speech Language Pathologist	125
Senior Systems Analyst	125
Senior Systems Engineer	126
Senior Telecommunications Technician	120
Service Desk Team Lead	120
Service Desk Technician	114
Specialist Academic Systems	123
Specialist Attendance	123
Specialist Child Development	123.2
Specialist 21 <sup>st</sup> Century Community Learning Centers	123
Specialist Data and System Administration	123
Specialist Dropout Prevention and Graduation Support	123
Specialist Employee and Labor Relations	123
Specialist Engagement	123
Specialist Facilities Services	123.3
Specialist Family Student Support	123
Specialist High School Equivalency	123
Specialist Instructional	123.2
Specialist Math Intervention	123.2
Specialist Multimedia Design	123
Specialist Newcomer Academy	123.2
Specialist Nurse	123
Specialist Organizational Development and Advancement	123
Specialist Reading Intervention	123.2
Specialist Risk Management	123
Specialist Secondary Success Pathways	123
Specialist Strategic Planning	123
Specialist Student Services	123
Specialist Student Services Transition	123
Specialist Student Support	117
Specialist Substitutes	123
Specialist Talent Acquisition	123
Specialist Teacher and Leader Pathways	123
Specialist Technology Services	123
Specialist Title I	123

**Position Titles in Alpha Order  
Effective July 1, 2024**

POSITION TITLE	PAY GRADE
Specialist Trauma Response	123
Specialist Welcome Center	123
Specialist Work-Based Learning and Testing	123.2
SQL Developer Analyst	124
Staff Accountant	119
Structural Technician II	113
Student Records Technician	113
Superintendent	140
Supervisor Custodial Services	120.1
Supervisor Plumbing/HVAC/Electrical	121.3
Supervisor Pupil Transportation	121.2
Supervisor School Nutrition	121.1
Supervisor Structural	121.3
Systems Programmer Analyst	124
Talent Associate	113
Technology Asset Analyst I	121
Technology Asset Analyst II	123
Translator and Interpreter	118
Transportation Management Specialist	115.2
Transportation Router	113.2
Transportation Routing Planner	113.2
Zone Security Supervisor	116.1

**Position Titles by Grade  
Effective July 1, 2024**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
<b>102</b>	Crossing Guard	4	183	N
<b>102.1</b>	Food Service Assistant	4	191	N
	Food Service Assistant	5	191	N
	Food Service Assistant	6	191	N
	Food Service Assistant	7	191	N
<b>104.1</b>	Office Associate I – Schools	7	191	N
	Office Associate I – Schools	8	201	N
	Office Associate I – Schools	7	216	N
<b>104.2</b>	Office Associate I – Transportation	8	260	N
<b>105.1</b>	Custodian I	8	260	N
<b>105.2</b>	Office Associate I Bilingual – Schools	7	191	N
	Office Associate I Bilingual – Schools	8	201	N
<b>106.1</b>	Health Attendant	8	260	N
	Nurse Assistant	7	191	N
	Nurse Assistant	7	216	N
<b>106.2</b>	Automotive Service Worker	8	260	N
<b>107</b>	Delivery Driver/Utility – Central Office	8	260	N
<b>107.1</b>	Bus Monitor	6	184	N
	Bus Monitor	8	184	N
	Bus Monitor	6	216	N
<b>107.2</b>	Custodial Maintenance Worker	8	260	N
	Delivery Driver/Utility – Facilities	8	260	N
<b>108.1</b>	Custodian II	8	260	N
<b>108.2</b>	Child Care Lab Assistant	7	191	N
	Early Intervention Assistant	7	191	N
	In School Supports Assistant	7	191	N
	Instructional Assistant	7	191	N
	Instructional Assistant	7	216	N
	Instructional Assistant	8	260	N
<b>108.3</b>	Office Associate II – Central Office	8	216	N
	Office Associate II – Central Office	8	260	N
	Office Associate II – Schools	8	201	N

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Effective July 1, 2024**

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<b>GRADE</b>	<b>JOB TITLE</b>	<b>HOURS</b>	<b>DAYS</b>	<b>FLSA</b>
<b>108.3</b>	Office Associate II - Schools	8	216	N
	Office Associate II – Schools	8	260	N
<b>108.4</b>	Automotive Parts Clerk	8	260	N
<b>108.5</b>	General Maintenance Groundskeeper	8	260	N
<b>109</b>	Data Records Technician	8	260	N
	Senior Account Technician	8	260	N
<b>109.1</b>	Bus Operator	6	184	N
<b>109.1</b>	Bus Operator	7	184	N
	Bus Operator	8	184	N
	Bus Operator	8	216	N
<b>109.2</b>	Office Associate II Bilingual – Schools	8	201	N
	Office Associate II Bilingual – Schools	8	216	N
	Office Associate III – Central Office	8	201	N
	Office Associate III – Central Office	8	216	N
	Office Associate III – Central Office	8	260	N
	Office Associate III – Schools	8	201	N
	Office Associate III – Schools	8	216	N
	Office Associate III – Schools	8	260	N
<b>109.3</b>	Automotive Mechanic Technician I	8	260	N
<b>110</b>	Family Service Worker	8	260	N
<b>110.1</b>	Automotive Mechanic Technician II	8	260	N
<b>110.2</b>	Carpenter	8	260	N
<b>110.3</b>	Office Associate III Bilingual – Schools	8	201	N
	Office Associate III Bilingual – Schools	8	216	N
	Office Associate III Bilingual – Schools	8	260	N
<b>111</b>	Fiscal Associate I – Central Office	8	260	N
<b>111.2</b>	Fiscal Associate I – Transportation	8	260	N
<b>111.3</b>	Automotive Mechanic Technician III	8	260	N
	Fiscal Associate I – Facilities	8	260	N
<b>112</b>	Property Specialist	8	260	N
<b>112.1</b>	Care and Safety Associate	8	201	N
	Care and Safety Associate	8	216	N

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<b>GRADE</b>	<b>JOB TITLE</b>	<b>HOURS</b>	<b>DAYS</b>	<b>FLSA</b>
<b>112.2</b>	Administrative Office Associate – Central Office	8	216	N
	Administrative Office Associate – Central Office	8	260	N
	Administrative Office Associate – Schools	8	216	N
	Administrative Office Associate – Schools	8	260	N
<b>112.3</b>	Administrative Office Associate – Transportation	8	260	N
	Automotive Mechanic Lead Technician	8	260	N
<b>113</b>	Benefits Associate	8	260	N
	Family Service Advocate	7	191	N
	Human Resources Associate	8	260	N
	Senior Data Technician	8	260	N
	Structural Technician II	8	260	N
	Student Records Technician	8	260	N
	Talent Associate	8	260	N
<b>113.2</b>	Radio Dispatcher	8	260	N
	Transportation Router	8	260	N
	Transportation Routing Planner	8	260	N
<b>113.3</b>	Electrician	8	260	N
	Plumber	8	260	N
<b>113.4</b>	Administrative Office Associate Bilingual – Schools	8	216	N
	Administrative Office Associate Bilingual – Schools	8	260	N
<b>114</b>	Desktop Technician	8	260	N
	Service Desk Technician	8	260	N
<b>114.1</b>	Executive Office Associate I	8	260	N
<b>114.2</b>	Night Security	8	260	N
<b>115</b>	Accounts Payable Technician II	8	260	N
	Fiscal Associate II – Central Office	8	260	N
	Human Resources Specialist	8	260	N
	Parent Liaison – Charter School	8	191	N
	Payroll Technician	8	260	N
<b>115.1</b>	Manager School Nutrition	8	201	N
	Manager School Nutrition	8	216	N
<b>115.2</b>	Transportation Management Specialist	8	260	N

**Position Titles by Grade  
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GRADE	JOB TITLE	HOURS	DAYS	FLSA
<b>115.3</b>	Energy Management Analyst	8	260	N
	HVAC Technician II	8	260	N
	Mechanic Sheet Metal	8	260	N
<b>116</b>	Enrollment Associate	8	260	N
	Health Specialist	8	260	E
	Lead Instructor Adult Education	8	216	E
	Lead Instructor GED	8	216	E
	Operations Assistant – Central Office	8	260	N
	Program Monitor Head Start	8	216	N
	Property Management Supervisor	8	260	N
<b>116.1</b>	Security Supervisor – Administrative	8	260	N
	Zone Security Supervisor	8	216	N
	Zone Security Supervisor	8	260	N
<b>116.2</b>	Executive Office Associate II	8	260	N
<b>116.3</b>	Operations Assistant – Transportation	8	260	N
<b>116.4</b>	Electronic Maintenance Technician	8	260	E
	Foreperson Structural	8	260	E
<b>117</b>	Family Resource Navigator	8	260	E
	Parent and Community Liaison Bilingual	8	260	E
	RVA Future Center Navigator	8	216	E
	Specialist Student Support	8	201	E
<b>117.1</b>	Licensed Practical Nurse	7	201	E
	Licensed Practical Nurse	7	216	E
<b>117.2</b>	Family Liaison	8	260	N
<b>118</b>	Deputy Clerk School Board	8	260	E
	Lead Health and Family Services Specialist	8	260	E
	Network Engineer	8	260	E
	Photographer/Videographer	8	260	E
	Procurement Officer I	8	260	E
	Translator and Interpreter	8	260	E
<b>118.1</b>	Administrative Assistant	8	260	E
<b>118.2</b>	Assistant Supervisor Transportation	8	260	E

**Position Titles by Grade  
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<b>GRADE</b>	<b>JOB TITLE</b>	<b>HOURS</b>	<b>DAYS</b>	<b>FLSA</b>
<b>118.2</b>	Safety and Training Supervisor	8	260	E
<b>119</b>	Fiscal Accountant – Head Start	8	260	E
	Grant Writer	8	260	E
	Staff Accountant	8	260	E
<b>120</b>	Procurement Officer II	8	260	E
	Senior Telecommunications Technician	8	260	E
	Service Desk Team Lead	8	260	E
<b>120.1</b>	Supervisor Custodial Services	8	260	E
<b>121</b>	Instructional Assessment Analyst	8	260	E
	Senior Accountant	8	260	E
	Technology Asset Analyst I	8	260	E
<b>121.1</b>	Supervisor School Nutrition	8	260	E
<b>121.2</b>	Manager Fleet Services	8	260	E
	Supervisor Pupil Transportation	8	260	E
<b>121.3</b>	Supervisor Plumbing/HVAC/Electrical	8	260	E
	Supervisor Structural	8	260	E
<b>122</b>	ESL Coach	8	216	E
	Freshman Orientation Coach	8	201	E
<b>123</b>	Application Administrator	8	260	E
	Budget Analyst	8	260	E
	Financial Analyst	8	260	E
	Procurement Officer III	8	260	E
	Senior Specialist Human Resources	8	260	E
	Specialist Academic Systems	8	260	E
	Specialist Attendance	8	260	E
	Specialist 21 <sup>st</sup> Century Community Learning Centers	8	260	E
	Specialist Data and System Administration	8	260	E
	Specialist Dropout Prevention and Graduation Support	8	260	E
	Specialist Employee and Labor Relations	8	260	E
	Specialist Engagement	8	260	E
	Specialist Family Student Support	8	260	E
Specialist High School Equivalency	8	260	E	

**Position Titles by Grade  
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GRADE	JOB TITLE	HOURS	DAYS	FLSA
<b>123</b>	Specialist Multimedia Design	8	260	E
	Specialist Nurse	8	260	E
	Specialist Organizational Development and Advancement	8	260	E
	Specialist Risk Management	8	260	E
	Specialist Secondary Success Pathways	8	260	E
	Specialist Strategic Planning	8	260	E
	Specialist Student Services	8	260	E
	Specialist Student Services Transition	8	260	E
	Specialist Substitutes	8	260	E
	Specialist Talent Acquisition	8	260	E
	Specialist Teacher and Leader Pathways	8	260	E
	Specialist Technology Services	8	260	E
	Specialist Title I	8	260	E
	Specialist Trauma Response	8	260	E
	Specialist Welcome Center	8	260	E
Technology Asset Analyst II	8	260	E	
<b>123.1</b>	Lead Registered Nurse	8	216	E
	Registered Nurse	8	201	E
	Registered Nurse	8	216	E
<b>123.2</b>	Specialist Child Development	8	260	E
	Specialist Instructional	8	260	E
	Specialist Math Intervention	8	260	E
	Specialist Newcomer Academy	8	260	E
	Specialist Reading Intervention	8	260	E
	Specialist Work-Based Learning and Testing	8	260	E
<b>123.3</b>	Specialist Facilities Services	8	260	E
<b>123.4</b>	Interpreter	8	191	E
<b>124</b>	AS/400 Administrator	8	260	E
	Coordinator Student Activity – High School	8	260	E
	Data and Assessment Specialist	8	260	E
	SQL Developer Analyst	8	260	E
	Systems Programmer Analyst	8	260	E

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<b>GRADE</b>	<b>JOB TITLE</b>	<b>HOURS</b>	<b>DAYS</b>	<b>FLSA</b>
<b>125</b>	Coordinator Community Hub	8	260	E
	Coordinator Community Partnerships	8	260	E
	Coordinator Curriculum and Instruction	8	260	E
	Coordinator Exceptional Education	8	260	E
	Coordinator Families in Transition	8	260	E
	Coordinator Family and Community Engagement	8	260	E
	Coordinator Gifted and Talented	8	260	E
	Coordinator Head Start Disabilities	8	216	E
	Coordinator Health and Physical Education	8	260	E
	Coordinator Homebound Placement	8	260	E
	Coordinator Language Justice	8	260	E
	Coordinator Library Media Services	8	260	E
	Coordinator Long Term Substitutes	8	260	E
	Coordinator Multilingual Learner Instruction	8	260	E
	Coordinator Procurement Programs	8	260	E
	Coordinator School Health	8	260	E
	Coordinator Student Conduct	8	260	E
	Coordinator Student Support Services	8	260	E
	Coordinator Teacher Support and Retention	8	260	E
	Coordinator Welcome Center and Family Advocacy	8	260	E
	Director Army Instruction	8	260	E
	Instructional Coordinator Early Childhood Education	8	260	E
	Program Coordinator VPI	8	260	E
	Senior Behavioral Specialist	8	260	E
	Senior Contracts Coordinator	8	260	E
	Senior Psychologist	8	260	E
Senior Related Services Provider	8	260	E	
Senior Social Worker	8	260	E	
Senior Speech Language Pathologist	8	260	E	
Senior Systems Analyst	8	260	E	
<b>125.1</b>	Emergency Management/Training Coordinator	8	260	E
<b>125.2</b>	Facilities Planner	8	260	E

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<b>GRADE</b>	<b>JOB TITLE</b>	<b>HOURS</b>	<b>DAYS</b>	<b>FLSA</b>
<b>126</b>	Manager Service and Desktop Support	8	260	E
	Senior Coordinator Community Hub	8	260	E
	Senior Systems Engineer	8	260	E
<b>128.1</b>	Assistant Principal I*	8	260	E
<b>129</b>	Clerk School Board	8	260	E
	Senior Network Engineer	8	260	E
<b>129.1</b>	Assistant Principal II*	8	260	E
<b>130</b>	Auditor III	8	260	E
	Hearing Officer	8	260	E
	Manager Accounts Payable	8	260	E
	Manager Adult Education Capital Region Program	8	260	E
	Manager Business Applications	8	260	E
	Manager Career and Technical Education	8	260	E
	Manager College and Career Pathways	8	260	E
	Manager Construction Procurement	8	260	E
	Manager Custodial Services	8	260	E
	Manager Data Systems and Research	8	260	E
	Manager Employee and Labor Relations	8	260	E
	Manager Enrollment, Placement and Planning	8	260	E
	Manager General Ledger and Reporting	8	260	E
	Manager Grants Monitoring and Compliance	8	260	E
	Manager Infrastructure	8	260	E
	Manager Literacy	8	260	E
	Manager Mathematics	8	260	E
	Manager Payroll	8	260	E
	Manager Procurement	8	260	E
	Manager Professional Learning	8	260	E
	Manager Recruiting	8	260	E
Manager Testing and Data	8	260	E	
Ombudsman – LIEP Bilingual	8	260	E	
Project Manager Construction	8	260	E	

\*See page 19 for definitions.

**Position Titles by Grade  
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<b>GRADE</b>	<b>JOB TITLE</b>	<b>HOURS</b>	<b>DAYS</b>	<b>FLSA</b>
<b>130</b>	Risk Manager	8	260	E
<b>130.1</b>	Assistant Principal III*	8	260	E
<b>130.2</b>	Manager Custodial Services	8	260	E
<b>131</b>	Associate Director Culture, Climate and Student Services	8	260	E
	Associate Director Exceptional Education	8	260	E
	Associate Director Family and Community Engagement	8	260	E
<b>131.1</b>	Principal I*	8	260	E
<b>132.1</b>	Principal II*	8	260	E
<b>133.1</b>	Principal III*	8	260	E
<b>133.2</b>	Director Academic Programs and Student Supports	8	260	E
	Director Advocacy and Outreach	8	260	E
	Director Benefits and Compensation	8	260	E
	Director Budget and Planning	8	260	E
	Director Care and Safety	8	260	E
	Director Curriculum and Instruction	8	260	E
	Director Data Analytics	8	260	E
	Director Data, Systems and Research	8	260	E
	Director Early Childhood Education and School Readiness	8	260	E
	Director Employee and Labor Relations	8	260	E
	Director Exceptional Education	8	260	E
	Director Facility Services	8	260	E
	Director Family and Community Engagement	8	260	E
	Director Finance	8	260	E
	Director Grants Monitoring and Compliance	8	260	E
	Director Multilingual Learner Success	8	260	E
	Director Procurement and Property Management	8	260	E
	Director Pupil Transportation and Fleet Management	8	260	E
	Director School Board Audit Services	8	260	E
	Director School Construction	8	260	E
Director School Nutrition Services	8	260	E	
Director Secondary Success Pathways	8	260	E	

\*See page 19 for definitions.

**Position Titles by Grade  
Effective July 1, 2024**

**E = Exempt / N = Non-Exempt**

<b>GRADE</b>	<b>JOB TITLE</b>	<b>HOURS</b>	<b>DAYS</b>	<b>FLSA</b>
<b>133.2</b>	Director Student Services	8	260	E
	Director Talent Acquisition	8	260	E
	Director Technology Services	8	260	E
	Senior Advisor Male Teachers of Color	8	260	E
<b>134</b>	Principal Director	8	260	E
<b>135</b>	Executive Director Finance and Budget	8	260	E
<b>139</b>	Chief Academic Officer – Elementary	8	260	E
	Chief Academic Officer – Secondary	8	260	E
	Chief Engagement Officer	8	260	E
	Chief of Staff	8	260	E
	Chief Operating Officer	8	260	E
	Chief Talent Officer	8	260	E
	Chief Wellness Officer	8	260	E
<b>140</b>	Superintendent	8	260	E

\*See page 19 for definitions.

**Position Title Definitions**  
**Effective July 1, 2024**

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

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

**Positions Assigned to the Teacher Pay Schedule  
8 Hours, FLSA = Exempt  
Effective July 1, 2024**

Academic Coordinator	Lead Educational Technology Integrator
Academic Interventionist	Lead Occupational Therapist
Art Therapist	Lead Physical Therapist
Audiologist	Lead Psychologist
Behavioral Interventionist	Lead Social Worker
Behavioral Specialist	Lead Speech Language Pathologist
Board Certified Behavioral Analyst	Librarian Media Specialist
Coach	Military Instructor
Coordinator International Baccalaureate Program	Military Property Custodian
CTE Academic Advisor	Occupational Therapist
Curriculum Coach Head Start	Physical Therapist
Dean Academic Supports and School Culture	Psychologist
Dean Administrative	RTR Career Coach
Dean Preschool Intervention	School Counselor
Developmental Diagnostician	School Counselor Department Head
Educational Consultant	Social Worker
Educational Diagnostician	Specialist Child Development
Educational Technology Integrator	Speech Language Pathologist
Graduation Coach	Student Support Specialist
Instructional Coach	Teacher
Instructional Compliance Coordinator	Teacher Department Head
Intensive Support Mentor Teacher	Teacher Development Coach
Intervention Specialist	Testing and Career Outreach Facilitator
Interventionist	Transition Mentor Teacher
Lead Educational Diagnostician	

## Teacher Pay Schedule Effective July 1, 2024

YEARS	GRADE	095	195	295	100	200	300	110	210	310	120	220	320
OF	LANE	B	M	M+30	B	M	M+30	B	M	M+30	B	M	M+30
EXPERIENCE	DAYS	200	200	200	210	210	210	230	230	230	260	260	260
0	Step 00	\$55,881	\$58,674	\$61,599	\$58,674	\$61,609	\$64,677	\$64,264	\$67,475	\$70,838	\$72,645	\$76,278	\$80,079
1	Step 01	\$56,536	\$59,362	\$62,318	\$59,362	\$62,331	\$65,433	\$65,017	\$68,267	\$71,665	\$73,497	\$77,171	\$81,011
2	Step 02	\$57,196	\$60,056	\$63,048	\$60,056	\$63,059	\$66,199	\$65,776	\$69,065	\$72,503	\$74,355	\$78,074	\$81,961
3	Step 03	\$57,866	\$60,760	\$63,786	\$60,760	\$63,798	\$66,976	\$66,546	\$69,872	\$73,354	\$75,226	\$78,988	\$82,923
4	Step 04	\$58,543	\$61,471	\$64,532	\$61,471	\$64,542	\$67,755	\$67,325	\$70,689	\$74,209	\$76,106	\$79,908	\$83,889
5	Step 05	\$59,229	\$62,190	\$65,288	\$62,190	\$65,297	\$68,551	\$68,113	\$71,516	\$75,081	\$76,996	\$80,844	\$84,872
6	Step 06	\$59,920	\$62,918	\$66,051	\$62,918	\$66,060	\$69,353	\$68,909	\$72,352	\$75,959	\$77,896	\$81,790	\$85,867
7	Step 07	\$60,623	\$63,653	\$66,824	\$63,653	\$66,835	\$70,164	\$69,716	\$73,202	\$76,846	\$78,809	\$82,747	\$86,871
8	Step 08	\$61,331	\$64,398	\$67,606	\$64,398	\$67,617	\$70,984	\$70,532	\$74,056	\$77,745	\$79,733	\$83,715	\$87,885
9	Step 09	\$62,049	\$65,151	\$68,397	\$65,151	\$68,408	\$71,816	\$71,356	\$74,924	\$78,654	\$80,663	\$84,695	\$88,913
10	Step 10	\$62,774	\$65,913	\$69,197	\$65,913	\$69,206	\$72,658	\$72,190	\$75,800	\$79,576	\$81,605	\$85,686	\$89,955
11	Step 11	\$63,509	\$66,683	\$70,007	\$66,683	\$70,019	\$73,507	\$73,035	\$76,686	\$80,506	\$82,561	\$86,690	\$91,006
12	Step 12	\$64,252	\$67,463	\$70,824	\$67,463	\$70,839	\$74,365	\$73,891	\$77,585	\$81,448	\$83,527	\$87,704	\$92,072
13	Step 13	\$65,004	\$68,254	\$71,653	\$68,254	\$71,667	\$75,234	\$74,754	\$78,491	\$82,402	\$84,506	\$88,730	\$93,151
14	Step 14	\$65,763	\$69,052	\$72,493	\$69,052	\$72,506	\$76,117	\$75,628	\$79,412	\$83,365	\$85,493	\$89,769	\$94,239
15	Step 15	\$66,534	\$69,861	\$73,341	\$69,861	\$73,353	\$77,008	\$76,515	\$80,338	\$84,343	\$86,496	\$90,817	\$95,342
16	Step 16	\$67,312	\$70,678	\$74,199	\$70,678	\$74,211	\$77,909	\$77,408	\$81,281	\$85,329	\$87,505	\$91,881	\$96,459
17	Step 17	\$68,100	\$71,506	\$75,065	\$71,506	\$75,081	\$78,820	\$78,316	\$82,232	\$86,324	\$88,530	\$92,956	\$97,584
18	Step 18	\$68,896	\$72,340	\$75,942	\$72,340	\$75,958	\$79,740	\$79,232	\$83,192	\$87,334	\$89,565	\$94,043	\$98,725
19	Step 19	\$69,704	\$73,187	\$76,833	\$73,187	\$76,846	\$80,677	\$80,159	\$84,165	\$88,359	\$90,615	\$95,144	\$99,884
20	Step 20	\$70,517	\$74,043	\$77,733	\$74,043	\$77,744	\$81,619	\$81,095	\$85,149	\$89,392	\$91,672	\$96,256	\$101,051
21	Step 21	\$71,344	\$74,910	\$78,641	\$74,910	\$78,656	\$82,571	\$82,044	\$86,148	\$90,437	\$92,746	\$97,384	\$102,232
22	Step 22	\$72,177	\$75,785	\$79,560	\$75,785	\$79,576	\$83,539	\$83,003	\$87,154	\$91,495	\$93,829	\$98,522	\$103,429
23	Step 23	\$73,023	\$76,674	\$80,495	\$76,674	\$80,505	\$84,517	\$83,976	\$88,174	\$92,567	\$94,929	\$99,674	\$104,642
24	Step 24	\$73,877	\$77,570	\$81,433	\$77,570	\$81,449	\$85,505	\$84,958	\$89,206	\$93,647	\$96,040	\$100,843	\$105,864
25	Step 25	\$74,742	\$78,479	\$82,385	\$78,479	\$82,403	\$86,507	\$85,954	\$90,251	\$94,744	\$97,167	\$102,023	\$107,103
26	Step 26	\$75,616	\$79,396	\$83,352	\$79,396	\$83,366	\$87,520	\$86,958	\$91,306	\$95,855	\$98,299	\$103,216	\$108,356
27	Step 27	\$76,502	\$80,326	\$84,326	\$80,326	\$84,342	\$88,543	\$87,977	\$92,373	\$96,976	\$99,451	\$104,421	\$109,623
28	Step 28	\$77,395	\$81,264	\$85,312	\$81,264	\$85,329	\$89,579	\$89,004	\$93,454	\$98,109	\$100,613	\$105,645	\$110,906
29	Step 29	\$78,300	\$82,215	\$86,310	\$82,215	\$86,326	\$90,627	\$90,044	\$94,548	\$99,259	\$101,790	\$106,881	\$112,205
30	Step 30	\$79,218	\$83,178	\$87,323	\$83,178	\$87,337	\$91,689	\$91,101	\$95,655	\$100,420	\$102,983	\$108,131	\$113,517
31	Step 31	\$80,143	\$84,149	\$88,341	\$84,149	\$88,358	\$92,759	\$92,165	\$96,773	\$101,592	\$104,187	\$109,396	\$114,843
32	Step 32	\$81,081	\$85,136	\$89,376	\$85,136	\$89,392	\$93,844	\$93,243	\$97,905	\$102,781	\$105,406	\$110,676	\$116,189
33	Step 33	\$82,030	\$86,130	\$90,421	\$86,130	\$90,438	\$94,941	\$94,333	\$99,050	\$103,983	\$106,637	\$111,970	\$117,546
34	Step 34	\$82,990	\$87,140	\$91,479	\$87,140	\$91,495	\$96,053	\$95,439	\$100,209	\$105,201	\$107,886	\$113,279	\$118,923
35	Step 35	\$83,961	\$88,160	\$92,549	\$88,160	\$92,566	\$97,176	\$96,555	\$101,381	\$106,430	\$109,151	\$114,606	\$120,315
36	Step 36	\$84,943	\$89,188	\$93,634	\$89,188	\$93,650	\$98,315	\$97,683	\$102,569	\$107,678	\$110,425	\$115,947	\$121,723
37	Step 37	\$85,936	\$90,235	\$94,729	\$90,235	\$94,745	\$99,463	\$98,827	\$103,769	\$108,936	\$111,717	\$117,303	\$123,145
38	Step 38	\$86,943	\$91,289	\$95,837	\$91,289	\$95,853	\$100,628	\$99,983	\$104,981	\$110,212	\$113,024	\$118,675	\$124,587
39	Step 39	\$87,959	\$92,359	\$96,957	\$92,359	\$96,976	\$101,807	\$101,154	\$106,212	\$111,502	\$114,346	\$120,066	\$126,045
40	Step 40	\$88,988	\$93,438	\$98,092	\$93,438	\$98,110	\$102,995	\$102,336	\$107,453	\$112,805	\$115,685	\$121,467	\$127,520
41	Step 41	\$90,031	\$94,533	\$99,240	\$94,533	\$99,257	\$104,201	\$103,535	\$108,710	\$114,128	\$117,041	\$122,890	\$129,012
42	Step 42	\$91,084	\$95,637	\$100,402	\$95,637	\$100,420	\$105,421	\$104,743	\$109,983	\$115,460	\$118,406	\$124,331	\$130,522
43	Step 43	\$92,148	\$96,757	\$101,575	\$96,757	\$101,595	\$106,654	\$105,972	\$111,270	\$116,812	\$119,795	\$125,784	\$132,048
44	Step 44	\$93,227	\$97,888	\$102,763	\$97,888	\$102,782	\$107,901	\$107,210	\$112,571	\$118,178	\$121,194	\$127,254	\$133,593
45	Step 45	\$94,318	\$99,033	\$103,965	\$99,033	\$103,983	\$109,165	\$108,467	\$113,888	\$119,563	\$122,613	\$128,741	\$135,157

## Unified Pay Schedule Effective July 1, 2024

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
<b>102</b>	183	4	8,784	8,887	8,991	9,096	9,202	9,310	9,419	9,529	9,640	9,753	9,867	9,982	10,099	10,217	10,337	10,458	10,580	10,704	10,829
			10,956	11,084	11,214	11,345	11,478	11,612	11,748	11,885	12,024	12,165	12,307	12,451	12,597	12,744	12,893	13,044	13,197	13,351	13,507
<b>102.1</b>	191	4	12,858	13,008	13,160	13,314	13,470	13,628	13,787	13,948	14,111	14,276	14,443	14,612	14,783	14,956	15,131	15,308	15,487	15,668	15,851
			16,036	16,224	16,414	16,606	16,800	16,997	17,196	17,397	17,601	17,807	18,015	18,226	18,439	18,655	18,873	19,094	19,317	19,543	19,772
	191	5	16,073	16,261	16,451	16,643	16,838	17,035	17,234	17,436	17,640	17,846	18,055	18,266	18,480	18,696	18,915	19,136	19,360	19,587	19,816
			20,048	20,283	20,520	20,760	21,003	21,249	21,498	21,750	22,004	22,261	22,521	22,784	23,051	23,321	23,594	23,870	24,149	24,432	24,718
	191	6	19,287	19,513	19,741	19,972	20,206	20,442	20,681	20,923	21,168	21,416	21,667	21,921	22,177	22,436	22,699	22,965	23,234	23,506	23,781
			24,059	24,340	24,625	24,913	25,204	25,499	25,797	26,099	26,404	26,713	27,026	27,342	27,662	27,986	28,313	28,644	28,979	29,318	29,661
191	7	22,500	22,763	23,029	23,298	23,571	23,847	24,126	24,408	24,694	24,983	25,275	25,571	25,870	26,173	26,479	26,789	27,102	27,419	27,740	
		28,065	28,393	28,725	29,061	29,401	29,745	30,093	30,445	30,801	31,161	31,526	31,895	32,268	32,646	33,028	33,414	33,805	34,201	34,601	
191	8	25,716	26,017	26,321	26,629	26,941	27,256	27,575	27,898	28,224	28,554	28,888	29,226	29,568	29,914	30,264	30,618	30,976	31,338	31,705	
		32,076	32,451	32,831	33,215	33,604	33,997	34,395	34,797	35,204	35,616	36,033	36,455	36,882	37,314	37,751	38,193	38,640	39,092	39,549	
216	7	25,447	25,745	26,046	26,351	26,659	26,971	27,287	27,606	27,929	28,256	28,587	28,921	29,259	29,601	29,947	30,297	30,651	31,010	31,373	
			31,740	32,111	32,487	32,867	33,252	33,641	34,035	34,433	34,836	35,244	35,656	36,073	36,495	36,922	37,354	37,791	38,233	38,680	39,133
<b>104</b>	191	7	16,564	16,758	16,954	17,152	17,353	17,556	17,761	17,969	18,179	18,392	18,607	18,825	19,045	19,268	19,493	19,721	19,952	20,185	20,421
			20,660	20,902	21,147	21,394	21,644	21,897	22,153	22,412	22,674	22,939	23,207	23,479	23,754	24,032	24,313	24,597	24,885	25,176	25,471
	201	8	19,922	20,155	20,391	20,630	20,871	21,115	21,362	21,612	21,865	22,121	22,380	22,642	22,907	23,175	23,446	23,720	23,998	24,279	24,563
			24,850	25,141	25,435	25,733	26,034	26,339	26,647	26,959	27,274	27,593	27,916	28,243	28,573	28,907	29,245	29,587	29,933	30,283	30,637
260	8	25,769	26,070	26,375	26,684	26,996	27,312	27,632	27,955	28,282	28,613	28,948	29,287	29,630	29,977	30,328	30,683	31,042	31,405	31,772	
		32,144	32,520	32,900	33,285	33,674	34,068	34,467	34,870	35,278	35,691	36,109	36,531	36,958	37,390	37,827	38,270	38,718	39,171	39,629	
<b>104.1</b>	191	7	20,215	20,452	20,691	20,933	21,178	21,426	21,677	21,931	22,188	22,448	22,711	22,977	23,246	23,518	23,793	24,071	24,353	24,638	24,926
			25,218	25,513	25,812	26,114	26,420	26,729	27,042	27,358	27,678	28,002	28,330	28,661	28,996	29,335	29,678	30,025	30,376	30,731	31,091
	216	7	22,861	23,128	23,399	23,673	23,950	24,230	24,513	24,800	25,090	25,384	25,681	25,981	26,285	26,593	26,904	27,219	27,537	27,859	28,185
			28,515	28,849	29,187	29,528	29,873	30,223	30,577	30,935	31,297	31,663	32,033	32,408	32,787	33,171	33,559	33,952	34,349	34,751	35,158
201	8	24,313	24,597	24,885	25,176	25,471	25,769	26,070	26,375	26,684	26,996	27,312	27,632	27,955	28,282	28,613	28,948	29,287	29,630	29,977	
		30,328	30,683	31,042	31,405	31,772	32,144	32,520	32,900	33,285	33,674	34,068	34,467	34,870	35,278	35,691	36,109	36,531	36,958	37,390	

## Unified Pay Schedule Effective July 1, 2024

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
104.1	260	8	31,450	31,818	32,190	32,567	32,948	33,333	33,723	34,118	34,517	34,921	35,330	35,743	36,161	36,584	37,012	37,445	37,883	38,326	38,774
			39,228	39,687	40,151	40,621	41,096	41,577	42,063	42,555	43,053	43,557	44,067	44,583	45,105	45,633	46,167	46,707	47,253	47,806	48,365
104.2	260	8	28,346	28,678	29,014	29,353	29,696	30,043	30,395	30,751	31,111	31,475	31,843	32,216	32,593	32,974	33,360	33,750	34,145	34,544	34,948
			35,357	35,771	36,190	36,613	37,041	37,474	37,912	38,356	38,805	39,259	39,718	40,183	40,653	41,129	41,610	42,097	42,590	43,088	43,592
105.1	260	8	32,591	32,972	33,360	33,748	34,145	34,544	34,946	35,355	35,772	36,187	36,610	37,040	37,474	37,912	38,357	38,806	39,260	39,719	40,184
			40,654	41,129	41,610	42,097	42,590	43,088	43,592	44,101	44,618	45,139	45,668	46,198	46,744	47,292	47,844	48,399	48,970	49,542	50,123
105.2	191	7	21,226	21,474	21,725	21,979	22,236	22,496	22,759	23,025	23,294	23,567	23,843	24,122	24,404	24,690	24,979	25,271	25,567	25,866	26,169
			26,475	26,785	27,098	27,415	27,736	28,061	28,389	28,721	29,057	29,397	29,741	30,089	30,441	30,797	31,157	31,522	31,891	32,264	32,641
105.2	201	8	25,529	25,827	26,129	26,435	26,745	27,057	27,374	27,694	28,018	28,346	28,678	29,014	29,353	29,696	30,044	30,395	30,751	31,112	31,476
			31,844	32,217	32,594	32,975	33,361	33,751	34,146	34,545	34,949	35,358	35,771	36,190	36,614	37,042	37,476	37,914	38,358	38,806	39,260
106.1	191	7	19,929	20,162	20,398	20,637	20,878	21,122	21,369	21,619	21,872	22,128	22,387	22,649	22,914	23,182	23,453	23,727	24,005	24,286	24,570
			24,857	25,148	25,442	25,740	26,041	26,346	26,654	26,966	27,282	27,601	27,924	28,251	28,582	28,916	29,254	29,596	29,942	30,292	30,646
	216	7	22,536	22,800	23,067	23,337	23,610	23,886	24,165	24,448	24,734	25,023	25,316	25,612	25,912	26,215	26,522	26,832	27,146	27,464	27,785
106.1	260	8	31,001	31,364	31,731	32,102	32,478	32,858	33,242	33,631	34,024	34,422	34,825	35,232	35,644	36,061	36,483	36,910	37,342	37,779	38,221
			38,668	39,120	39,578	40,041	40,509	40,983	41,463	41,948	42,439	42,936	43,438	43,946	44,460	44,980	45,506	46,038	46,577	47,122	47,673
106.2	260	8	31,237	31,602	31,972	32,346	32,724	33,107	33,494	33,886	34,282	34,683	35,089	35,500	35,915	36,335	36,760	37,190	37,625	38,065	38,510
			38,961	39,417	39,878	40,345	40,817	41,295	41,778	42,267	42,762	43,262	43,768	44,280	44,798	45,322	45,852	46,388	46,931	47,480	48,036
107	260	8	29,819	30,168	30,521	30,878	31,239	31,604	31,974	32,348	32,726	33,109	33,496	33,888	34,284	34,685	35,091	35,502	35,917	36,337	36,762
			37,192	37,627	38,067	38,512	38,963	39,419	39,880	40,347	40,819	41,297	41,780	42,269	42,764	43,264	43,770	44,282	44,800	45,324	45,854
107.1	184	6	19,894	20,127	20,362	20,600	20,841	21,085	21,332	21,582	21,835	22,090	22,348	22,609	22,874	23,142	23,413	23,687	23,964	24,244	24,528
			24,815	25,105	25,399	25,696	25,997	26,301	26,609	26,920	27,235	27,554	27,876	28,202	28,532	28,866	29,204	29,546	29,892	30,242	30,596

## Unified Pay Schedule Effective July 1, 2024

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
107.1	184	8	26,524	26,834	27,148	27,466	27,787	28,112	28,441	28,774	29,111	29,452	29,797	30,146	30,499	30,856	31,217	31,582	31,952	32,326	32,704
			33,087	33,474	33,866	34,262	34,663	35,069	35,479	35,894	36,314	36,739	37,169	37,604	38,044	38,489	38,939	39,395	39,856	40,322	40,794
	216	6	23,351	23,624	23,900	24,180	24,463	24,749	25,039	25,332	25,628	25,928	26,231	26,538	26,848	27,162	27,480	27,802	28,127	28,456	28,789
			29,126	29,467	29,812	30,161	30,514	30,871	31,232	31,597	31,967	32,341	32,719	33,102	33,489	33,881	34,277	34,678	35,084	35,494	35,909
107.2	260	8	35,783	36,202	36,626	37,055	37,489	37,928	38,372	38,821	39,275	39,735	40,200	40,670	41,146	41,627	42,114	42,607	43,106	43,610	44,120
			44,636	45,158	45,686	46,221	46,762	47,309	47,863	48,423	48,990	49,563	50,143	50,730	51,324	51,924	52,532	53,147	53,769	54,398	55,034
108.1	260	8	39,872	40,339	40,811	41,288	41,772	42,260	42,755	43,256	43,762	44,272	44,790	45,316	45,846	46,382	46,925	47,473	48,030	48,592	49,160
			49,736	50,318	50,908	51,504	52,105	52,716	53,333	53,956	54,588	55,226	55,872	56,526	57,187	57,856	58,532	59,218	59,909	60,611	61,319
108.2	191	7	27,000	27,316	27,636	27,959	28,286	28,617	28,952	29,291	29,634	29,981	30,332	30,687	31,046	31,409	31,776	32,148	32,524	32,905	33,290
			33,679	34,073	34,472	34,875	35,283	35,696	36,114	36,537	36,964	37,396	37,834	38,277	38,725	39,178	39,636	40,100	40,569	41,044	41,524
	216	7	30,542	30,899	31,261	31,627	31,997	32,371	32,750	33,133	33,521	33,913	34,310	34,711	35,117	35,528	35,944	36,365	36,790	37,220	37,655
			38,096	38,542	38,993	39,449	39,911	40,378	40,850	41,328	41,812	42,301	42,796	43,297	43,804	44,317	44,836	45,361	45,892	46,429	46,972
	260	8	42,016	42,508	43,005	43,508	44,017	44,532	45,053	45,580	46,113	46,653	47,199	47,751	48,310	48,875	49,447	50,026	50,611	51,203	51,802
			52,408	53,021	53,641	54,269	54,904	55,546	56,196	56,853	57,518	58,191	58,872	59,561	60,258	60,963	61,676	62,398	63,128	63,867	64,614
108.3	201	8	26,146	26,452	26,761	27,074	27,391	27,711	28,035	28,363	28,695	29,031	29,371	29,715	30,063	30,415	30,771	31,131	31,495	31,863	32,236
			32,613	32,995	33,381	33,772	34,167	34,567	34,971	35,380	35,794	36,213	36,637	37,066	37,500	37,939	38,383	38,832	39,286	39,746	40,211
	216	8	28,097	28,426	28,759	29,095	29,435	29,779	30,127	30,479	30,836	31,197	31,562	31,931	32,305	32,683	33,065	33,452	33,843	34,239	34,640
			35,045	35,455	35,870	36,290	36,715	37,145	37,580	38,020	38,465	38,915	39,370	39,831	40,297	40,768	41,245	41,728	42,216	42,710	43,210
	260	8	33,821	34,217	34,617	35,022	35,432	35,847	36,266	36,690	37,119	37,553	37,992	38,437	38,887	39,342	39,802	40,268	40,739	41,216	41,698
			42,186	42,680	43,179	43,684	44,195	44,712	45,235	45,764	46,299	46,841	47,389	47,943	48,504	49,071	49,645	50,226	50,814	51,409	52,010
108.4	260	8	34,447	34,850	35,258	35,671	36,088	36,510	36,937	37,369	37,806	38,248	38,696	39,149	39,607	40,070	40,539	41,013	41,493	41,978	42,469
			42,966	43,469	43,978	44,493	45,014	45,541	46,074	46,613	47,158	47,710	48,268	48,833	49,404	49,982	50,567	51,159	51,758	52,364	52,977

## Unified Pay Schedule Effective July 1, 2024

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
108.5	260	8	37,578	38,018	38,463	38,913	39,368	39,829	40,295	40,766	41,243	41,726	42,214	42,708	43,208	43,714	44,225	44,742	45,265	45,795	46,331
			46,873	47,421	47,976	48,537	49,105	49,680	50,261	50,849	51,444	52,046	52,655	53,271	53,894	54,525	55,163	55,808	56,461	57,122	57,790
109	260	8	32,881	33,266	33,655	34,049	34,447	34,850	35,258	35,671	36,088	36,510	36,937	37,369	37,806	38,248	38,696	39,149	39,607	40,070	40,539
			41,013	41,493	41,978	42,469	42,966	43,469	43,978	44,493	45,014	45,541	46,074	46,613	47,158	47,710	48,268	48,833	49,404	49,982	50,567
109.1	184	6	27,932	28,259	28,590	28,925	29,263	29,605	29,951	30,301	30,656	31,015	31,378	31,745	32,116	32,492	32,872	33,257	33,646	34,040	34,438
			34,841	35,249	35,661	36,078	36,500	36,927	37,359	37,796	38,238	38,685	39,138	39,596	40,059	40,528	41,002	41,482	41,967	42,458	42,955
	184	7	32,587	32,968	33,354	33,744	34,139	34,538	34,942	35,351	35,765	36,183	36,606	37,034	37,467	37,905	38,348	38,797	39,251	39,710	40,175
			40,645	41,121	41,602	42,089	42,581	43,079	43,583	44,093	44,609	45,131	45,659	46,193	46,733	47,280	47,833	48,393	48,959	49,532	50,112
184	8	37,242	37,678	38,119	38,565	39,016	39,472	39,934	40,401	40,874	41,352	41,836	42,325	42,820	43,321	43,828	44,341	44,860	45,385	45,916	
		46,453	46,997	47,547	48,103	48,666	49,235	49,811	50,394	50,984	51,581	52,184	52,795	53,413	54,038	54,670	55,310	55,957	56,612	57,274	
216	8	43,719	44,231	44,749	45,273	45,803	46,339	46,881	47,430	47,985	48,546	49,114	49,689	50,270	50,858	51,453	52,055	52,664	53,280	53,903	
		54,534	55,172	55,818	56,471	57,132	57,800	58,476	59,160	59,852	60,552	61,260	61,977	62,702	63,436	64,178	64,929	65,689	66,458	67,236	
109.2	201	8	27,453	27,774	28,099	28,428	28,761	29,098	29,438	29,782	30,130	30,483	30,840	31,201	31,566	31,935	32,309	32,687	33,069	33,456	33,847
			34,243	34,644	35,049	35,459	35,874	36,294	36,719	37,149	37,584	38,024	38,469	38,919	39,374	39,835	40,301	40,773	41,250	41,733	42,221
	216	8	29,502	29,847	30,196	30,549	30,906	31,268	31,634	32,004	32,378	32,757	33,140	33,528	33,920	34,317	34,719	35,125	35,536	35,952	36,373
36,799			37,230	37,666	38,107	38,553	39,004	39,460	39,922	40,389	40,862	41,340	41,824	42,313	42,808	43,309	43,816	44,329	44,848	45,373	
260	8	35,512	35,927	36,347	36,772	37,202	37,637	38,077	38,523	38,974	39,430	39,891	40,358	40,830	41,308	41,791	42,280	42,775	43,275	43,781	
		44,293	44,811	45,335	45,865	46,402	46,945	47,494	48,050	48,612	49,181	49,756	50,338	50,927	51,523	52,126	52,736	53,353	53,977	54,609	
109.3	260	8	36,170	36,593	37,021	37,454	37,892	38,335	38,784	39,238	39,697	40,161	40,631	41,106	41,587	42,074	42,566	43,064	43,568	44,078	44,594
			45,116	45,644	46,178	46,718	47,265	47,818	48,377	48,943	49,516	50,095	50,681	51,274	51,874	52,481	53,095	53,716	54,344	54,980	55,623
110	216	8	28,679	29,015	29,354	29,697	30,044	30,396	30,752	31,112	31,476	31,844	32,217	32,594	32,975	33,361	33,751	34,146	34,546	34,950	35,359
			35,773	36,192	36,615	37,043	37,476	37,914	38,358	38,807	39,261	39,720	40,185	40,655	41,131	41,612	42,099	42,592	43,090	43,594	44,104

## Unified Pay Schedule Effective July 1, 2024

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
110	260	8	34,520	34,924	35,333	35,746	36,164	36,587	37,015	37,448	37,886	38,329	38,777	39,231	39,690	40,154	40,624	41,099	41,580	42,066	42,558	
				43,056	43,560	44,070	44,586	45,108	45,636	46,170	46,710	47,257	47,810	48,369	48,935	49,508	50,087	50,673	51,266	51,866	52,473	53,087
110.1	260	8	37,972	38,416	38,865	39,320	39,780	40,245	40,716	41,192	41,674	42,162	42,655	43,154	43,659	44,170	44,687	45,210	45,739	46,274	46,815	
				47,363	47,917	48,478	49,045	49,619	50,200	50,787	51,381	51,982	52,590	53,205	53,827	54,457	55,094	55,739	56,391	57,051	57,718	58,393
110.2	260	8	41,424	41,909	42,399	42,895	43,397	43,905	44,419	44,939	45,465	45,997	46,535	47,079	47,630	48,187	48,751	49,321	49,898	50,482	51,073	
				51,671	52,276	52,888	53,507	54,133	54,766	55,407	56,055	56,711	57,375	58,046	58,725	59,412	60,107	60,810	61,521	62,241	62,969	63,706
110.3	201	8	28,826	29,163	29,504	29,849	30,198	30,551	30,908	31,270	31,636	32,006	32,380	32,759	33,142	33,530	33,922	34,319	34,721	35,127	35,538	
				35,954	36,375	36,801	37,232	37,668	38,109	38,555	39,006	39,462	39,924	40,391	40,864	41,342	41,826	42,315	42,810	43,311	43,818	44,331
	216	8	30,977	31,339	31,706	32,077	32,452	32,832	33,216	33,605	33,998	34,396	34,798	35,205	35,617	36,034	36,456	36,883	37,315	37,752	38,194	
			38,641	39,093	39,550	40,013	40,481	40,955	41,434	41,919	42,409	42,905	43,407	43,915	44,429	44,949	45,475	46,007	46,545	47,090	47,641	
	260	8	37,288	37,724	38,165	38,612	39,064	39,521	39,983	40,451	40,924	41,403	41,887	42,377	42,873	43,375	43,882	44,395	44,914	45,439	45,971	
			46,509	47,053	47,604	48,161	48,724	49,294	49,871	50,454	51,044	51,641	52,245	52,856	53,474	54,100	54,733	55,373	56,021	56,676	57,339	
111	260	8	36,255	36,679	37,108	37,542	37,981	38,425	38,875	39,330	39,790	40,256	40,727	41,204	41,686	42,174	42,667	43,166	43,671	44,182	44,699	
				45,222	45,751	46,286	46,828	47,376	47,930	48,491	49,058	49,632	50,213	50,800	51,394	51,995	52,603	53,218	53,841	54,471	55,108	55,753
111.2	260	8	39,881	40,348	40,820	41,298	41,781	42,270	42,765	43,265	43,771	44,283	44,801	45,325	45,855	46,392	46,935	47,484	48,040	48,602	49,171	
				49,746	50,328	50,917	51,513	52,116	52,726	53,343	53,967	54,598	55,237	55,883	56,537	57,198	57,867	58,544	59,229	59,922	60,623	61,332
111.3	260	8	43,506	44,015	44,530	45,051	45,578	46,111	46,650	47,196	47,748	48,307	48,872	49,444	50,022	50,607	51,199	51,798	52,404	53,017	53,637	
				54,265	54,900	55,542	56,192	56,849	57,514	58,187	58,868	59,557	60,254	60,959	61,672	62,394	63,124	63,863	64,610	65,366	66,131	66,905
112	260	8	38,064	38,509	38,960	39,416	39,877	40,344	40,816	41,294	41,777	42,266	42,761	43,261	43,767	44,279	44,797	45,321	45,851	46,387	46,930	
				47,479	48,035	48,597	49,166	49,741	50,323	50,912	51,508	52,111	52,721	53,338	53,962	54,593	55,232	55,878	56,532	57,193	57,862	58,539

## Unified Pay Schedule Effective July 1, 2024

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
112.1	201	8	33,036	33,422	33,814	34,209	34,610	35,015	35,425	35,839	36,258	36,682	37,112	37,547	37,986	38,430	38,880	39,336	39,796	40,262	40,732
			41,209	41,691	42,180	42,673	43,172	43,677	44,188	44,705	45,228	45,758	46,293	46,835	47,383	47,937	48,499	49,066	49,640	50,221	50,808
216	8	8	35,508	35,923	36,344	36,769	37,199	37,635	38,076	38,522	38,973	39,429	39,891	40,357	40,829	41,307	41,790	42,279	42,774	43,274	43,781
			44,293	44,811	45,335	45,866	46,403	46,945	47,494	48,050	48,612	49,180	49,756	50,338	50,927	51,523	52,125	52,735	53,352	53,976	54,608
112.2	216	8	34,152	34,552	34,956	35,365	35,779	36,198	36,622	37,050	37,483	37,922	38,366	38,815	39,269	39,728	40,193	40,663	41,139	41,620	42,107
			42,600	43,098	43,602	44,112	44,628	45,150	45,678	46,212	46,753	47,300	47,853	48,413	48,979	49,552	50,132	50,719	51,312	51,912	52,519
260	8	8	41,110	41,591	42,078	42,570	43,068	43,572	44,082	44,598	45,120	45,648	46,182	46,722	47,269	47,822	48,382	48,948	49,521	50,100	50,686
			51,279	51,879	52,486	53,100	53,721	54,350	54,986	55,629	56,280	56,938	57,604	58,278	58,960	59,650	60,348	61,054	61,768	62,491	63,222
112.3	260	8	41,871	42,361	42,857	43,358	43,865	44,378	44,897	45,422	45,953	46,491	47,035	47,585	48,142	48,705	49,275	49,852	50,435	51,025	51,622
			52,226	52,837	53,455	54,080	54,713	55,353	56,001	56,656	57,319	57,990	58,668	59,354	60,048	60,751	61,462	62,181	62,909	63,645	64,390
113	191	7	25,691	25,992	26,296	26,604	26,915	27,230	27,549	27,871	28,197	28,527	28,861	29,199	29,541	29,887	30,237	30,591	30,949	31,311	31,677
			32,048	32,423	32,802	33,186	33,574	33,967	34,364	34,766	35,173	35,585	36,001	36,422	36,848	37,279	37,715	38,156	38,602	39,054	39,511
191	8	8	29,368	29,712	30,060	30,412	30,768	31,128	31,492	31,860	32,233	32,610	32,992	33,378	33,769	34,164	34,564	34,968	35,377	35,791	36,210
			36,634	37,063	37,497	37,936	38,380	38,829	39,283	39,743	40,208	40,678	41,154	41,636	42,123	42,616	43,115	43,619	44,129	44,645	45,167
260	8	8	39,968	40,436	40,909	41,388	41,872	42,362	42,858	43,359	43,866	44,379	44,898	45,423	45,954	46,492	47,036	47,586	48,143	48,706	49,276
			49,853	50,436	51,026	51,623	52,227	52,838	53,456	54,081	54,714	55,354	56,002	56,657	57,320	57,991	58,669	59,355	60,049	60,752	61,463
113.2	260	8	43,965	44,479	44,999	45,525	46,058	46,597	47,142	47,694	48,252	48,817	49,388	49,966	50,551	51,142	51,740	52,345	52,957	53,577	54,204
			54,838	55,480	56,129	56,786	57,450	58,122	58,802	59,490	60,186	60,890	61,602	62,323	63,052	63,790	64,536	65,291	66,055	66,828	67,610
113.3	260	8	47,962	48,523	49,091	49,665	50,246	50,834	51,429	52,031	52,640	53,256	53,879	54,509	55,147	55,792	56,445	57,105	57,773	58,449	59,133
			59,825	60,525	61,233	61,949	62,674	63,407	64,149	64,900	65,659	66,427	67,204	67,990	68,785	69,590	70,404	71,228	72,061	72,904	73,757

## Unified Pay Schedule Effective July 1, 2024

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	
113.4	216	8	35,860	36,280 44,728	36,704 45,251	37,133 45,780	37,567 46,316	38,007 46,858	38,452 47,406	38,902 47,961	39,357 48,522	39,817 49,090	40,283 49,664	40,754 50,245	41,231 50,833	41,713 51,428	42,201 52,030	42,695 52,639	43,195 53,255	43,700 53,878	44,211 54,508	55,146
	260	8	43,166	43,671 53,841	44,182 54,471	44,699 55,108	45,222 55,753	45,751 56,405	46,286 57,065	46,828 57,733	47,376 58,408	47,930 59,091	48,491 59,782	49,058 60,481	49,632 61,189	50,213 61,905	50,800 62,629	51,394 63,362	51,995 64,103	52,603 64,853	53,218 65,612	66,380
114	260	8	41,969	42,460 52,349	42,957 52,961	43,460 53,581	43,968 54,208	44,482 54,842	45,002 55,484	45,529 56,133	46,062 56,790	46,601 57,454	47,146 58,126	47,698 58,806	48,256 59,494	48,821 60,190	49,392 60,894	49,970 61,606	50,555 62,327	51,146 63,056	51,744 63,794	64,540
114.1	260	8	45,327	45,857 56,539	46,394 57,201	46,937 57,870	47,486 58,547	48,042 59,232	48,604 59,925	49,173 60,626	49,748 61,335	50,330 62,053	50,919 62,779	51,515 63,514	52,118 64,257	52,728 65,009	53,345 65,770	53,969 66,540	54,600 67,319	55,239 68,107	55,885 68,904	69,710
114.2	260	8	50,363	50,952 62,819	51,548 63,554	52,151 64,298	52,761 65,050	53,378 65,811	54,003 66,581	54,635 67,360	55,274 68,148	55,921 68,945	56,575 69,752	57,237 70,568	57,907 71,394	58,585 72,229	59,270 73,074	59,963 73,929	60,665 74,794	61,375 75,669	62,093 76,554	77,450
115	191	8	32,372	32,751 40,379	33,134 40,851	33,522 41,329	33,914 41,813	34,311 42,302	34,712 42,797	35,118 43,298	35,529 43,805	35,945 44,318	36,366 44,837	36,791 45,362	37,221 45,893	37,656 46,430	38,097 46,973	38,543 47,523	38,994 48,079	39,450 48,642	39,912 49,211	49,787
	260	8	44,065	44,581 54,965	45,103 55,608	45,631 56,259	46,165 56,917	46,705 57,583	47,251 58,257	47,804 58,939	48,363 59,629	48,929 60,327	49,501 61,033	50,080 61,747	50,666 62,469	51,259 63,200	51,859 63,939	52,466 64,687	53,080 65,444	53,701 66,210	54,329 66,985	67,769
115.1	201	8	38,250	38,698 47,712	39,151 48,270	39,609 48,835	40,072 49,406	40,541 49,984	41,015 50,569	41,495 51,161	41,980 51,760	42,471 52,366	42,968 52,979	43,471 53,599	43,980 54,226	44,495 54,860	45,016 55,502	45,543 56,151	46,076 56,808	46,615 57,473	47,160 58,145	58,825
	216	8	41,109	41,590 51,278	42,077 51,878	42,569 52,485	43,067 53,099	43,571 53,720	44,081 54,349	44,597 54,985	45,119 55,628	45,647 56,279	46,181 56,937	46,721 57,603	47,268 58,277	47,821 58,959	48,381 59,649	48,947 60,347	49,520 61,053	50,099 61,767	50,685 62,490	63,221
115.2	260	8	48,472	49,039 60,459	49,613 61,166	50,193 61,882	50,780 62,606	51,374 63,338	51,975 64,079	52,583 64,829	53,198 65,587	53,820 66,354	54,450 67,130	55,087 67,915	55,732 68,710	56,384 69,514	57,044 70,327	57,711 71,150	58,386 71,982	59,069 72,824	59,760 73,676	74,538
115.3	260	8	52,878	53,497 65,957	54,123 66,729	54,756 67,510	55,397 68,300	56,045 69,099	56,701 69,907	57,364 70,725	58,035 71,552	58,714 72,389	59,401 73,236	60,096 74,093	60,799 74,960	61,510 75,837	62,230 76,724	62,958 77,622	63,695 78,530	64,440 79,449	65,194 80,379	81,319

## Unified Pay Schedule Effective July 1, 2024

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	
116	216	8	38,432	38,882 47,938	39,337 48,499	39,797 49,066	40,263 49,640	40,734 50,221	41,211 50,809	41,693 51,403	42,181 52,004	42,675 52,612	43,174 53,228	43,679 53,851	44,190 54,481	44,707 55,118	45,230 55,763	45,759 56,415	46,294 57,075	46,836 57,743	47,384 58,419	59,103
	260	8	46,260	46,801 57,701	47,349 58,376	47,903 59,059	48,463 59,750	49,030 60,449	49,604 61,156	50,184 61,872	50,771 62,596	51,365 63,328	51,966 64,069	52,574 64,819	53,189 65,577	53,811 66,344	54,441 67,120	55,078 67,905	55,722 68,699	56,374 69,503	57,034 70,316	71,139
116.1	216	8	41,362	41,846 51,591	42,336 52,195	42,831 52,806	43,332 53,424	43,839 54,049	44,352 54,682	44,870 55,321	45,395 55,968	45,926 56,623	46,463 57,285	47,007 57,956	47,557 58,634	48,114 59,320	48,676 60,014	49,246 60,716	49,822 61,426	50,405 62,145	50,995 62,871	63,607
	260	8	49,787	50,370 62,101	50,959 62,827	51,555 63,562	52,158 64,306	52,768 65,059	53,385 65,820	54,009 66,590	54,641 67,369	55,280 68,157	55,927 68,955	56,581 69,762	57,243 70,577	57,913 71,404	58,590 72,239	59,276 73,085	59,970 73,939	60,672 74,805	61,382 75,680	76,565
116.2	260	8	49,961	50,546 62,318	51,137 63,047	51,735 63,785	52,340 64,531	52,952 65,286	53,572 66,050	54,199 66,823	54,833 67,605	55,475 68,396	56,124 69,196	56,781 70,006	57,445 70,825	58,117 71,654	58,797 72,492	59,485 73,340	60,181 74,198	60,885 75,066	61,597 75,944	76,833
116.3	260	8	50,886	51,481 63,472	52,083 64,215	52,692 64,966	53,308 65,726	53,932 66,495	54,563 67,273	55,201 68,060	55,847 68,856	56,500 69,662	57,161 70,477	57,830 71,302	58,507 72,136	59,192 72,980	59,885 73,834	60,586 74,698	61,295 75,572	62,012 76,456	62,738 77,351	78,256
116.4	260	8	55,512	56,161 69,241	56,818 70,051	57,483 70,871	58,156 71,700	58,836 72,539	59,524 73,388	60,220 74,247	60,925 75,116	61,638 75,995	62,359 76,884	63,089 77,784	63,827 78,694	64,574 79,615	65,330 80,546	66,094 81,488	66,867 82,441	67,649 83,406	68,440 84,382	85,369
117	201	8	37,551	37,990 46,838	38,434 47,386	38,884 47,940	39,339 48,501	39,799 49,068	40,265 49,642	40,736 50,223	41,213 50,811	41,695 51,405	42,183 52,006	42,677 52,614	43,176 53,230	43,681 53,853	44,192 54,483	44,709 55,120	45,232 55,765	45,761 56,417	46,296 57,077	57,745
	216	8	40,354	40,826 50,334	41,304 50,923	41,787 51,519	42,276 52,122	42,771 52,732	43,271 53,349	43,777 53,973	44,289 54,604	44,807 55,243	45,331 55,889	45,861 56,543	46,398 57,205	46,941 57,874	47,490 58,551	48,046 59,236	48,608 59,929	49,177 60,630	49,752 61,339	62,057
	260	8	48,574	49,142 60,588	49,717 61,297	50,299 62,014	50,887 62,740	51,482 63,474	52,084 64,217	52,693 64,968	53,310 65,728	53,934 66,497	54,565 67,275	55,203 68,062	55,849 68,858	56,502 69,664	57,163 70,479	57,832 71,304	58,509 72,138	59,194 72,982	59,887 73,836	74,700
117.1	201	7	37,908	38,352 47,283	38,800 47,836	39,254 48,399	39,713 48,964	40,178 49,538	40,649 50,116	41,125 50,702	41,606 51,295	42,092 51,898	42,584 52,503	43,083 53,118	43,587 53,738	44,095 54,368	44,613 55,003	45,136 55,647	45,662 56,298	46,198 56,957	46,736 57,623	58,298

## Unified Pay Schedule Effective July 1, 2024

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	
117.1	216	7	40,739	41,215	41,696	42,185	42,677	43,178	43,682	44,194	44,710	45,235	45,763	46,297	46,840	47,388	47,943	48,505	49,071	49,645	50,226	
			50,813	51,408	52,009	52,619	53,233	53,857	54,486	55,124	55,769	56,422	57,083	57,750	58,426	59,109	59,800	60,501	61,209	61,925	62,649	
117.2	260	8	53,432	54,057	54,689	55,329	55,976	56,631	57,294	57,964	58,642	59,328	60,022	60,724	61,434	62,153	62,880	63,616	64,360	65,113	65,875	
			66,646	67,426	68,215	69,013	69,820	70,637	71,463	72,299	73,145	74,001	74,867	75,743	76,629	77,526	78,433	79,351	80,279	81,218	82,168	
118	260	8	51,009	51,606	52,210	52,821	53,439	54,064	54,697	55,337	55,984	56,639	57,302	57,972	58,650	59,336	60,030	60,732	61,443	62,162	62,889	
			63,625	64,369	65,122	65,884	66,655	67,435	68,224	69,022	69,830	70,647	71,474	72,310	73,156	74,012	74,878	75,754	76,640	77,537	78,444	
118.1	260	8	55,090	55,735	56,387	57,047	57,714	58,389	59,072	59,763	60,462	61,169	61,885	62,609	63,342	64,083	64,833	65,592	66,359	67,135	67,920	
			68,715	69,519	70,332	71,155	71,988	72,830	73,682	74,544	75,416	76,298	77,191	78,094	79,008	79,932	80,867	81,813	82,770	83,738	84,718	
118.2	260	8	56,110	56,766	57,430	58,102	58,782	59,470	60,166	60,870	61,582	62,303	63,032	63,769	64,515	65,270	66,034	66,807	67,589	68,380	69,180	
			69,989	70,808	71,636	72,474	73,322	74,180	75,048	75,926	76,814	77,713	78,622	79,542	80,473	81,415	82,368	83,332	84,307	85,293	86,291	
119	260	8	53,541	54,167	54,801	55,442	56,091	56,747	57,411	58,083	58,763	59,451	60,147	60,851	61,563	62,283	63,012	63,749	64,495	65,250	66,013	
			66,785	67,566	68,357	69,157	69,966	70,785	71,613	72,451	73,299	74,157	75,025	75,903	76,791	77,689	78,598	79,518	80,448	81,389	82,341	
120	260	8	56,240	56,898	57,564	58,237	58,918	59,607	60,304	61,010	61,724	62,446	63,177	63,916	64,664	65,421	66,186	66,960	67,743	68,536	69,338	
			70,149	70,970	71,800	72,640	73,490	74,350	75,220	76,100	76,990	77,891	78,802	79,724	80,657	81,601	82,556	83,522	84,499	85,488	86,488	
120.1	260	8	67,488	68,278	69,077	69,885	70,703	71,530	72,367	73,214	74,071	74,938	75,815	76,702	77,599	78,507	79,426	80,355	81,295	82,246	83,208	
			84,182	85,167	86,163	87,171	88,191	89,223	90,267	91,323	92,391	93,472	94,566	95,672	96,791	97,923	99,069	100,228	101,401	102,587	103,787	
121	260	8	59,036	59,727	60,426	61,133	61,848	62,572	63,304	64,045	64,794	65,552	66,319	67,095	67,880	68,674	69,477	70,290	71,112	71,944	72,786	
			73,638	74,500	75,372	76,254	77,146	78,049	78,962	79,886	80,821	81,767	82,724	83,692	84,671	85,662	86,664	87,678	88,704	89,742	90,792	
121.1	216	8	53,039	53,660	54,288	54,923	55,566	56,216	56,874	57,539	58,212	58,893	59,582	60,279	60,984	61,698	62,420	63,150	63,889	64,637	65,393	
			66,158	66,932	67,715	68,507	69,309	70,120	70,940	71,770	72,610	73,460	74,319	75,189	76,069	76,959	77,859	78,770	79,692	80,624	81,567	

## Unified Pay Schedule Effective July 1, 2024

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
121.1	260	8	63,848	64,594	65,350	66,115	66,888	67,671	68,463	69,264	70,075	70,895	71,724	72,564	73,412	74,271	75,141	76,020	76,910	77,810	78,721
			79,642	80,574	81,516	82,470	83,435	84,412	85,399	86,398	87,409	88,432	89,467	90,513	91,572	92,643	93,727	94,824	95,933	97,056	98,191
121.2	260	8	64,940	65,700	66,469	67,247	68,034	68,830	69,635	70,450	71,274	72,108	72,952	73,806	74,670	75,544	76,428	77,322	78,227	79,142	80,068
			81,005	81,953	82,912	83,882	84,863	85,856	86,861	87,877	88,905	89,945	90,997	92,062	93,139	94,229	95,331	96,446	97,574	98,716	99,871
121.3	260	8	70,844	71,673	72,512	73,360	74,218	75,086	75,965	76,854	77,753	78,663	79,583	80,514	81,456	82,409	83,373	84,348	85,335	86,333	87,343
			88,365	89,399	90,445	91,503	92,574	93,657	94,753	95,862	96,984	98,119	99,267	100,428	101,603	102,792	103,995	105,212	106,443	107,688	108,948
122	216	8	51,509	52,112	52,722	53,339	53,963	54,594	55,233	55,879	56,533	57,194	57,863	58,540	59,225	59,918	60,619	61,328	62,046	62,772	63,506
			64,249	65,001	65,762	66,531	67,309	68,097	68,894	69,700	70,515	71,340	72,175	73,019	73,873	74,737	75,611	76,496	77,391	78,296	79,212
122	260	8	62,001	62,726	63,460	64,202	64,953	65,713	66,482	67,260	68,047	68,843	69,648	70,463	71,287	72,121	72,965	73,819	74,683	75,557	76,441
			77,335	78,240	79,155	80,081	81,018	81,966	82,925	83,895	84,877	85,870	86,875	87,891	88,919	89,959	91,012	92,077	93,154	94,244	95,347
123	216	8	54,072	54,705	55,345	55,993	56,648	57,311	57,982	58,660	59,346	60,040	60,742	61,453	62,172	62,899	63,635	64,380	65,133	65,895	66,666
			67,446	68,235	69,033	69,841	70,658	71,485	72,321	73,167	74,023	74,889	75,765	76,651	77,548	78,455	79,373	80,302	81,242	82,193	83,155
123	260	8	65,085	65,846	66,616	67,395	68,184	68,982	69,789	70,606	71,432	72,268	73,114	73,969	74,834	75,710	76,596	77,492	78,399	79,316	80,244
			81,183	82,133	83,094	84,066	85,050	86,045	87,052	88,071	89,101	90,143	91,198	92,265	93,345	94,437	95,542	96,660	97,791	98,935	100,093
123.1	201	8	58,815	59,503	60,199	60,903	61,616	62,338	63,067	63,805	64,550	65,306	66,071	66,844	67,626	68,417	69,218	70,027	70,845	71,676	72,513
			73,363	74,222	75,090	75,969	76,857	77,756	78,665	79,587	80,518	81,461	82,412	83,377	84,353	85,339	86,339	87,347	88,369	89,403	90,450
123.1	216	8	63,205	63,944	64,692	65,450	66,216	66,989	67,774	68,567	69,369	70,181	71,002	71,832	72,674	73,523	74,384	75,254	76,135	77,024	77,926
			78,838	79,760	80,692	81,637	82,593	83,559	84,536	85,525	86,526	87,539	88,562	89,599	90,648	91,708	92,781	93,865	94,964	96,074	97,199
123.2	216	8	59,028	59,719	60,418	61,125	61,840	62,564	63,296	64,037	64,786	65,544	66,311	67,087	67,872	68,666	69,469	70,282	71,104	71,936	72,778
			73,630	74,491	75,363	76,245	77,137	78,040	78,953	79,877	80,812	81,758	82,715	83,683	84,662	85,653	86,655	87,669	88,695	89,733	90,783
123.2	260	8	71,060	71,891	72,732	73,583	74,444	75,315	76,196	77,087	77,989	78,901	79,824	80,758	81,703	82,659	83,626	84,604	85,594	86,595	87,608
			88,633	89,670	90,719	91,780	92,854	93,940	95,039	96,151	97,276	98,414	99,565	100,730	101,909	103,101	104,307	105,527	106,762	108,011	109,275

## Unified Pay Schedule Effective July 1, 2024

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
<b>123.3</b>	260	8	78,102	79,016	79,940	80,875	81,821	82,778	83,747	84,727	85,718	86,721	87,736	88,763	89,802	90,853	91,916	92,991	94,079	95,180	96,294
			97,421	98,561	99,714	100,881	102,061	103,255	104,463	105,685	106,922	108,173	109,439	110,719	112,014	113,325	114,651	115,992	117,349	118,722	120,111
<b>123.4</b>	191 B	8	55,881	56,535	57,196	57,865	58,542	59,227	59,920	60,621	61,330	62,048	62,774	63,508	64,251	65,003	65,764	66,533	67,311	68,099	68,896
			69,702	70,518	71,343	72,178	73,022	73,876	74,740	75,614	76,499	77,394	78,300	79,216	80,143	81,081	82,030	82,990	83,961	84,943	85,937
	191 M	8	58,674	59,362	60,055	60,760	61,470	62,189	62,918	63,653	64,398	65,151	65,913	66,682	67,463	68,254	69,051	69,861	70,678	71,506	72,340
			73,187	74,043	74,910	75,784	76,673	77,569	78,479	79,395	80,326	81,264	82,215	83,178	84,149	85,136	86,130	87,139	88,160	89,188	90,234
	191 M+30	8	61,599	62,318	63,048	63,786	64,532	65,288	66,051	66,824	67,606	68,397	69,197	70,007	70,824	71,653	72,493	73,341	74,199	75,065	75,942
			76,833	77,733	78,641	79,560	80,495	81,433	82,385	83,352	84,326	85,312	86,310	87,323	88,341	89,376	90,421	91,479	92,549	93,634	94,729
<b>124</b>	260	8	68,340	69,140	69,949	70,767	71,595	72,433	73,280	74,137	75,004	75,882	76,770	77,668	78,577	79,496	80,426	81,367	82,319	83,282	84,256
			85,242	86,239	87,248	88,269	89,302	90,347	91,404	92,473	93,555	94,650	95,757	96,877	98,010	99,157	100,317	101,491	102,678	103,879	105,094
<b>125</b>	216	8	59,619	60,317	61,023	61,737	62,459	63,190	63,929	64,677	65,434	66,200	66,975	67,759	68,552	69,354	70,165	70,986	71,817	72,657	73,507
			74,367	75,237	76,117	77,008	77,909	78,821	79,743	80,676	81,620	82,575	83,541	84,518	85,507	86,507	87,519	88,543	89,579	90,627	91,687
	260	8	71,764	72,604	73,453	74,312	75,181	76,061	76,951	77,851	78,762	79,684	80,616	81,559	82,513	83,478	84,455	85,443	86,443	87,454	88,477
			89,512	90,559	91,619	92,691	93,775	94,872	95,982	97,105	98,241	99,390	100,553	101,729	102,919	104,123	105,341	106,573	107,820	109,081	110,357
<b>125.1</b>	260	8	75,397	76,279	77,171	78,074	78,988	79,912	80,847	81,793	82,750	83,719	84,699	85,690	86,692	87,707	88,733	89,772	90,822	91,885	92,960
			94,048	95,149	96,262	97,388	98,528	99,681	100,848	102,027	103,222	104,429	105,651	106,887	108,138	109,402	110,683	111,977	113,287	114,612	115,953
<b>125.2</b>	260	8	86,117	87,125	88,144	89,175	90,218	91,274	92,342	93,422	94,515	95,621	96,740	97,872	99,017	100,175	101,347	102,533	103,733	104,947	106,175
			107,417	108,674	109,945	111,231	112,532	113,849	115,181	116,529	117,892	119,271	120,666	122,078	123,506	124,951	126,413	127,892	129,388	130,902	132,434
<b>126</b>	260	8	75,355	76,237	77,129	78,031	78,944	79,868	80,802	81,747	82,703	83,671	84,650	85,640	86,642	87,656	88,682	89,720	90,770	91,832	92,906
			93,993	95,093	96,206	97,332	98,471	99,623	100,789	101,968	103,161	104,368	105,589	106,824	108,074	109,338	110,617	111,911	113,220	114,545	115,885
<b>128.1</b>	260	8	83,074	84,046	85,030	86,024	87,031	88,048	89,081	90,124	91,174	92,245	93,324	94,416	95,521	96,638	97,768	98,912	100,069	101,240	102,424
			103,622	104,835	106,062	107,302	108,557	109,828	111,112	112,412	113,728	115,058	116,404	117,766	119,144	120,538	121,948	123,374	124,818	126,278	127,756

## Unified Pay Schedule Effective July 1, 2024

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
<b>129</b>	260	8	87,240	88,261 108,816	89,294 110,089	90,339 111,377	91,396 112,680	92,465 113,998	93,547 115,332	94,641 116,681	95,748 118,046	96,868 119,427	98,001 120,824	99,148 122,238	100,308 123,668	101,482 125,115	102,669 126,579	103,870 128,060	105,085 129,558	106,314 131,074	107,558 132,608	134,160
<b>129.1</b>	260	8	87,236	88,257 108,815	89,290 110,088	90,335 111,376	91,392 112,680	92,461 113,997	93,543 115,331	94,637 116,681	95,744 118,046	96,865 119,427	97,998 120,825	99,144 122,238	100,304 123,667	101,478 125,115	102,666 126,579	103,867 128,059	105,083 129,557	106,313 131,074	107,557 132,607	134,159
<b>130</b>	260	8	91,604	92,676 114,260	93,760 115,597	94,857 116,949	95,967 118,317	97,090 119,701	98,226 121,102	99,375 122,519	100,538 123,952	101,714 125,402	102,904 126,869	104,108 128,353	105,326 129,855	106,558 131,374	107,805 132,911	109,066 134,466	110,342 136,039	111,633 137,631	112,939 139,241	140,870
<b>130.1</b>	260	8	91,601	92,673 114,257	93,758 115,594	94,854 116,947	95,964 118,315	97,087 119,699	98,223 121,100	99,372 122,517	100,535 123,949	101,711 125,400	102,901 126,867	104,105 128,351	105,323 129,854	106,555 131,373	107,802 132,910	109,063 134,465	110,339 136,039	111,630 137,631	112,936 139,241	140,870
<b>130.2</b>	260	8	109,925	111,211 137,113	112,512 138,717	113,828 140,340	115,160 141,982	116,507 143,643	117,870 145,324	119,249 147,024	120,644 148,744	122,056 150,484	123,484 152,245	124,929 154,026	126,391 155,828	127,870 157,651	129,366 159,496	130,880 161,362	132,411 163,250	133,960 165,160	135,527 167,092	169,047
<b>131</b>	260	8	96,159	97,284 119,943	98,422 121,346	99,574 122,766	100,739 124,202	101,918 125,655	103,110 127,125	104,316 128,612	105,536 130,117	106,771 131,639	108,020 133,179	109,284 134,737	110,563 136,313	111,857 137,908	113,166 139,522	114,490 141,154	115,830 142,806	117,185 144,477	118,556 146,167	147,877
<b>131.1</b>	260	8	101,378	102,564 126,452	103,764 127,931	104,978 129,428	106,206 130,942	107,449 132,474	108,706 134,024	109,978 135,592	111,265 137,178	112,567 138,783	113,884 140,407	115,216 142,050	116,564 143,712	117,928 145,393	119,308 147,094	120,704 148,815	122,116 150,556	123,545 152,318	124,990 154,100	155,903
<b>132.1</b>	260	8	111,515	112,820 139,097	114,140 140,724	115,476 142,371	116,827 144,036	118,194 145,722	119,576 147,427	120,976 149,151	122,391 150,898	123,823 152,663	125,271 154,448	126,738 156,256	128,221 158,082	129,720 159,933	131,238 161,805	132,774 163,698	134,327 165,613	135,899 167,552	137,489 169,511	171,494
<b>133</b>	260	8	106,019	107,259 132,240	108,514 133,787	109,784 135,352	111,068 136,936	112,367 138,538	113,682 140,159	115,012 141,799	116,358 143,458	117,719 145,136	119,096 146,834	120,489 148,552	121,899 150,290	123,325 152,048	124,768 153,827	126,228 155,627	127,705 157,448	129,199 159,290	130,711 161,154	163,040
<b>133.1</b>	260	8	122,667	124,103 153,007	125,554 154,798	127,024 156,609	128,510 158,442	130,013 160,294	131,535 162,169	133,073 164,068	134,630 165,986	136,205 167,929	137,799 169,893	139,412 171,881	141,042 173,893	142,693 175,926	144,361 177,984	146,051 180,068	147,759 182,174	149,489 184,307	151,238 186,462	188,644

## Unified Pay Schedule Effective July 1, 2024

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	
<b>133.2</b>	260	8	106,019	107,259	108,514	109,784	111,068	112,367	113,682	115,012	116,358	117,719	119,096	120,489	121,899	123,325	124,768	126,228	127,705	129,199	130,711	
			132,240	133,787	135,352	136,936	138,538	140,159	141,799	143,458	145,136	146,834	148,552	150,290	152,048	153,827	155,627	157,448	159,290	161,154	163,040	
<b>134</b>	260	8	111,320	112,622	113,940	115,273	116,622	117,986	119,366	120,763	122,176	123,605	125,051	126,514	127,994	129,492	131,007	132,540	134,091	135,660	137,247	
			138,853	140,478	142,122	143,785	145,467	147,169	148,891	150,633	152,395	154,178	155,982	157,807	159,653	161,521	163,411	165,323	167,257	169,214	171,194	
<b>135</b>	260	8	116,889	118,257	119,641	121,041	122,457	123,890	125,340	126,806	128,290	129,791	131,310	132,846	134,400	135,972	137,563	139,172	140,800	142,447	144,114	
			145,800	147,506	149,232	150,978	152,744	154,531	156,339	158,168	160,019	161,891	163,785	165,701	167,640	169,601	171,585	173,593	175,624	177,679	179,758	
<b>139</b>	260	8	142,081	143,743	145,425	147,126	148,847	150,589	152,351	154,134	155,937	157,761	159,607	161,474	163,363	165,274	167,208	169,164	171,143	173,145	175,171	
			177,221	179,294	181,392	183,514	185,661	187,833	190,031	192,254	194,503	196,779	199,081	201,410	203,766	206,150	208,562	211,002	213,471	215,969	218,496	
<b>140</b>	260	8	149,193	150,939	152,705	154,492	156,300	158,129	159,979	161,851	163,745	165,661	167,599	169,560	171,544	173,551	175,582	177,636	179,714	181,817	183,944	
			186,096	188,273	190,476	192,705	194,960	197,241	199,549	201,884	204,246	206,636	209,054	211,500	213,975	216,479	219,012	221,574	224,166	226,789	229,442	

**Supplemental Pay Schedule  
Effective July 1, 2024**

SUPPLEMENT / DUTY	AMOUNT	ADDITIONAL INFORMATION
Academic Architect	\$1,500	For teachers.
Additional Responsibilities / Supervisory / Administrative	5%	
Administrative Dean	5%	
Advance I Certificate	\$288	For custodial staff.
Advance II Certificate	\$360	For custodial staff.
Advance III Certificate	\$432	For custodial staff.
Associate Degree	\$216	For positions where degree is not required.
Attendance Bonus	\$50	For bus operators and monitors with perfect attendance each pay period.
Bachelor's Degree	\$504	For positions where degree is not required.
Band Director	11%	
Basic Certificate	\$144	For custodial staff.
Bilingual (Spanish) Bonus	\$1,000	Bonus for all newly hired employees who are fluent in Spanish.
Bus Operator Trainer	\$800 per session	For Bus Operator trainers who complete full new hire training session.
CDL Incentive	\$1,500	For full time employees who obtain CDL; driving commitment required; paid in one installment.
Certified Nurse Aide Program Coordinator	5%	
Chromebook Manager	\$1,000	
Crossing Guard	\$2,000	
Department Chair – High	5%	With 210 day teacher contract.
Department Chair – Middle	\$1,250	
Doctorate Degree	\$1,200	For positions where degree is not required.
Early Commitment Signing Bonus – Teachers	\$4,000	For all new hires who sign acceptance letter by May 1, 2024. Requires a 3-year commitment with clawback provision if commitment not fulfilled.
Early Commitment Signing Bonus – All Other School-Based Contract Staff	\$2,000	
Finance Officer I	\$1,000	Elementary schools, preschools, Amelia Street and RCEEA; paid in four installments.
	\$1,500	Elementary schools with fall membership over 600; paid in four installments.

\$ Annual supplement; % Based on annual salary

**Supplemental Pay Schedule  
Effective July 1, 2024**

SUPPLEMENT / DUTY	AMOUNT	ADDITIONAL INFORMATION
Finance Officer II	\$2,500	Middle schools, Open High, Richmond Community High and Franklin Military Academy; paid in four installments.
	\$3,000	Middle schools with fall membership over 600; paid in four installments.
Finance Officer III	\$4,000	High schools; paid in four installments.
	\$4,500	High Schools with fall membership over 800; paid in four installments.
Grade Level Lead - Elementary	\$500	
High Priority School Retention Bonus – All Staff	\$1,500	Bonus for all existing staff who transfer into, and current staff at high priority schools. High priority schools are Carver Elementary, Dogwood Middle, Henderson Middle, Miles Jones Elementary, Richmond Alternative School, and Woodville Elementary.
High Priority School Sign On Bonus – All Staff	\$1,500	Bonus for all new hires at high priority schools. High priority schools are Carver Elementary, Dogwood Middle, Henderson Middle, Miles Jones Elementary, Richmond Alternative School, and Woodville Elementary. Requires a 2-year commitment for to that school with clawback provision if commitment not fulfilled.
High Usage Management	5%	Deemed by Principal.
Identified School Testing Coordinator (STC)	\$2,000	
Instructional Lead	\$500	
Lead Educational Diagnostician	5%	
Lead Educational Technology Integrator	5%	
Lead Occupational Therapist	5%	
Lead Psychologist	5%	
Lead Security Specialist	5%	
Lead Social Worker	5%	
Lead Speech Pathologist	5%	
Mandt Lead Instructor	\$500	
Master's Degree	\$576	For positions where degree is not required.
Middle/Secondary Enrollment: 1 – 9% (151 – 164 Students) Over the VDOE Threshold	\$500	Per semester for middle and high school teachers per Administrative Code 8VAC20-131-240.
Middle/Secondary Enrollment: 10%+ (165+ Students) Over the VDOE Threshold	\$750	Per semester for middle and high school teachers per Administrative Code 8VAC20-131-240.

\$ Annual supplement; % Based on annual salary

**Supplemental Pay Schedule  
Effective July 1, 2024**

SUPPLEMENT / DUTY	AMOUNT	ADDITIONAL INFORMATION
National Board Certification	5%	For staff who achieve and maintain the National Board Certification. Must qualify under VDOE regulations.
Night Differential	\$1,248	
Occupational Therapist	10%	
Physical Therapist	10%	
Principal of Distinction	\$5,000	For Principals who possess the licensure endorsement governed by VDOE.
Referral Bonus	\$750	Bonus for all RPS employees who refer a candidate to an RPS instructional position, wherein the candidate signs an acceptance letter by July 1, 2024 and starts the first day of their school's calendar. Limit three referral bonuses per RPs employee.
School Nutrition Manager of 2 Schools	10%	
School Nutrition Manager of 3 Schools	15%	
Special Needs Bus Operator	\$500	
Speech Pathologist	10%	
Student Activities Coordinator – High School – High Use School	5%	
Student Activities Coordinator – Middle School	10%	
Testing Support	\$1,000	For non-classroom teachers.
Textbook and Digital Asset Manager –All grade levels based on enrollment	\$500	1 – 600 students
	\$800	601 – 1,200 students
	\$1,200	1,201+ students
Third Party DMV Tester	5%	
Web Master	\$1,000	

\$ Annual supplement; % Based on annual salary

**Substitute Rate Schedule  
Effective July 1, 2024**

<b>JOB TITLE</b>	<b>HOURLY RATE</b>	<b>HOURS PER DAY</b>	<b>DAILY RATE</b>
Attendance Helper	\$12.00	7	\$84.00
Bus Monitor	\$12.50	6	\$75.00
Bus Operator	\$21.00	4	\$168.00
Clerical	\$13.50	8	\$96.00
Clerical Long-Term	\$15.00	8	\$114.24
Custodian	\$12.00	8	\$96.00
Instructional Assistant	\$14.00	7	\$88.20
Instructional Assistant Long-Term	\$15.50	7	\$105.00
Librarian Long-Term (must hold endorsement)	\$32.30	8	\$258.40
LPN	\$24.28	7	\$169.96
Nurse Assistant	\$19.00	7	\$133.00
RN	\$28.75	8	\$230.00
School Counselor Long-Term (must hold endorsement)	\$33.10	8	\$264.80
Security	\$12.00	8	\$96.00
Security Long-Term	\$14.35	8	\$114.80
Security Night	\$20.00	8	\$160.00
Teacher Daily – Tuesdays, Wednesdays and Thursdays	\$17.00	8	\$120.00
Teacher Daily – Mondays and Fridays	\$19.00	8	\$140.00
Teacher Long-Term and/or Annual	\$28.13	8	\$225.04

**Temporary Rate Schedule  
Effective July 1, 2024**

JOB TITLE	HOURLY RATE
Academic Coach	\$21.00
After School Activities Bus Driver	\$21.00
Aftercare Counselor	\$15.00
Algebra Readiness Administrator	\$30.00
Before and After School	\$21.00 – Teachers
	\$15.00 – Instructional Assistants
	\$12.00 – Clerical
Bilingual Parent Resource Liaison	\$21.00
Bus Driver Training (New)	\$22.00
Career and Technical Education Finance Officer – RTC (Night)	\$12.00
Career and Technical Education Office Associate – RTC (Night)	\$12.00
Career and Technical Education Teacher – RTC (Day or Night)	\$29.55
Career Coach Richmond Teacher Residency	\$25.00
Cooperative Education Student	\$12.00
Coordinator of Student Conduct	\$30.55
Data Coordinator – 21 <sup>st</sup> Century	\$21.00
Driver Range Instructor	\$25.00
Floating PreK Staff Support	\$15.00
Food Service Worker	\$18.00
Foreign Language Temp	\$30.00
Free/Reduced Lunch Application	\$12.00
Gaggle Support	\$40.00
GED Adult Education Enrollment/Data Coordinator	\$30.55
GED Data Clerical	\$12.00
GED Data Tech	\$12.00
GED Instructional Assistant	\$25.00
GED Instructor	\$30.55
GED Test Examiner	\$18.00
Homebound Teacher	\$30.00
Individual Student Alternative Ed Plan Coordinator – Youth GED	\$30.55
IEP Summer Support	\$25.00
Instructional Resource Designer	\$28.00

**Temporary Rate Schedule  
Effective July 1, 2024**

JOB TITLE	HOURLY RATE
Instructor ABE/GED – Goochland	\$28.00
Interim Appointment	Minimum of interim pay grade
Intern	\$12.00
Internal Facilitator – School Improvement	\$40.00
Intersession Tutor – Patrick Henry	\$40.00
Instructional Coach	\$21.00
Job Coach	\$17.00
Language Instruction Educational Programs Instructional Assistant	\$13.00
Language Instruction Educational Programs Instructor for Adults	\$30.55
Language Instruction Educational Programs Parent Facilitator	\$21.00
Lunch Monitor	\$12.00
Lunch Supervision – Teachers	\$21.00
Mental Health Institute Attendee (Outside of Contract)	\$40.00
Nurse Summer Enrollment Support (RN/LPN)	\$22.00
Parent Facilitator	\$21.00
Per Class Hourly Teacher	\$31.20
Preschool Aftercare Program Coordinator	\$40.00
Preschool Aftercare Site Coordinator	\$20.00
Project Facilitator – Trainer for AP Classes	\$40.00
Reach Academy Teacher – Tier 1	\$50.00
Reach Academy Teacher – Tier 2	\$35.00
Reading Coach – R3	\$23.00
Richmond Eagles Medford Basketball League Coach	\$21.00
Richmond Regional Instructional Career Counselor	\$30.55
School Application Review Support	\$22.00
Site Coordinator – 21 <sup>st</sup> Century	\$35.00
Site Facilitator – 21 <sup>st</sup> Century	\$35.00
Security – 21 <sup>st</sup> Century	\$17.00
Summer Child Find, Evaluation, IEP Development for Early Childhood Special Education	\$40.00
Summer Developmental Screening Process for Newly Enrolled Preschoolers	\$15.00
Teacher Alternative Programs	\$30.00

**Temporary Rate Schedule  
Effective July 1, 2024**

JOB TITLE	HOURLY RATE
Teacher/Tutor – 21 <sup>st</sup> Century	\$30.00
Temporary	Salary contingent upon assignment
Temporary Administrator – Assistant Principal	\$40.00
Temporary Administrator – Principal	\$50.00
Temporary Clerical	\$12.00
Temporary Custodian	\$15.00
Temporary Information Technology	\$12.00
Temporary Instructional Specialist	\$40.00
Temporary Care and Safety Associate	\$17.00
Temporary Speech Pathologist	\$30.00
Textbook Manager	\$30.00
Tutor – 21 <sup>st</sup> Century Grant	\$21.00
Tutor – Coaches in the Classroom	\$30.00
Tutor – Extended Day	\$30.00 – Teachers
	\$15.00 – Instructional Assistants
Tutor – Early Intervention	\$21.00 – Bachelor’s Degree
	\$16.00 – 60 Credit Hours
Tutor – Jobs for Virginia Graduates	\$30.00
Tutor – LIEP	\$30.00
Tutor – Literacy and Math	\$21.00 - \$25.00
Virtual Tutoring Initiative Teacher – Tier 1	\$50.00
Translator/Interpreter	\$35.00
Virtual Tutoring Initiative Teacher – Tier 2	\$35.00
VGLA Scorer	\$18.00

**Summer School Rate Schedule  
Effective July 1, 2024**

JOB TITLE	HOURLY RATE
Administrative Intern	\$40.00
Bus Monitor	Time and ½ : Hourly Rate x 1.5
Bus Operator	Time and ½ : Hourly Rate x 1.5
Care and Safety Associate	Time and ½ : Hourly Rate x 1.5
Instructional Assistant	Time and ½ : Hourly Rate x 1.5
Instructional Assistant (Certified Teacher)	\$25.00
Librarian Media Specialist	\$40.00
Licensed Practical Nurse	\$35.00
Principal	\$50.00
Registered Nurse	\$35.00
School Counselor	\$40.00
School Nutrition Assistant	\$17.00
School Nutrition Manager	\$22.00
Substitute Clerical	\$20.00
Substitute Care and Safety Associate	\$12.00
Substitute Instructional Assistant	\$25.00
Substitute Teacher	\$40.00
Teacher	\$40.00
Testing Coordinator	\$40.00
Tutor	\$25.00

**Athletic Supplement Schedule  
Effective July 1, 2024**

**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, 2024**

**Middle School**

<b>POSITION</b>	<b>SEASON</b>	<b>AMOUNT</b>
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
Swimming Coach	Fall, Winter	\$500
Tennis Coach	Spring	\$500
Track and Field Coach	Fall, Spring	\$825
Volleyball Coach	Fall, Winter	\$500

\*Supplement paid by school

**Academic/Extracurricular Supplement Schedule  
Effective July 1, 2024**

**High School**

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

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

**Academic/Extracurricular Supplement Schedule  
Effective July 1, 2024**

**Alternative High School**

POSITION	AMOUNT
SCA	\$500
Yearbook	\$700
Dramatics	\$600
Forensics	\$600
Senior Class	\$500
Honor Society	\$500
Clubs	\$200
Textbooks	\$250
Lockers	\$250
Magazine	\$500
Newspaper	\$500

**Middle School**

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

**Elementary School**

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

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

**Contract Schedule  
Effective July 1, 2024**

**Teacher**

<b>CONTRACT LENGTH</b>	<b>PAYCHECKS</b>	<b>CONTRACT DATES</b>	<b>PAY START DATE</b>	<b>PAY END DATE</b>
260 Days	24	7/1/2024 – 6/30/2025	July 15, 2024	June 30, 2025
230 Days	24	8/1/2024 – 6/30/2025	August 15, 2024	July 31, 2025
210 Days	24	8/5/2024 – 6/6/2025	August 31, 2024	August 15, 2025
200 Days	24	8/12/2024 – 5/30/2025	August 31, 2024	August 15, 2025

**Support**

<b>CONTRACT LENGTH</b>	<b>PAYCHECKS</b>	<b>CONTRACT DATES</b>	<b>PAY START DATE</b>	<b>PAY END DATE</b>
260 Days	24	7/1/2024 – 6/30/2025	July 15, 2024	June 30, 2025
216 Days	24	8/1/2024 – 6/30/2025	August 15, 2024	July 31, 2025
201 Days	24	8/5/2024 – 6/6/2025	August 31, 2024	August 15, 2025
191 Days	24	8/12/2024 – 5/30/2025	August 31, 2024	August 15, 2025
183 Days	24	8/15/2024 – 5/30/2025	August 31, 2024	August 15, 2025

**RPS200 Schools**

<b>CONTRACT LENGTH</b>	<b>PAYCHECKS</b>	<b>CONTRACT DATES</b>	<b>PAY START DATE</b>	<b>PAY END DATE</b>
Teacher – 230 Days	24	7/15/2024 – 5/30/2025	July 31, 2024	July 15, 2025
Support – 216 Days	24	7/15/2024 – 5/30/2025	July 31, 2024	July 15, 2025
Transportation – 216 Days	24	7/18/2024 – 5/30/2025	July 31, 2024	July 15, 2025

**Patrick Henry**

<b>CONTRACT LENGTH</b>	<b>PAYCHECKS</b>	<b>CONTRACT DATES</b>	<b>PAY START DATE</b>	<b>PAY END DATE</b>
Teacher – 230 Days	24	7/15/2024 – 6/20/2025	July 31, 2024	July 15, 2025
Teacher – 210 Days	24	7/22/2024 – 6/20/2025	July 31, 2024	July 15, 2025
Teacher – 200 Days	24	7/29/2024 – 6/13/2025	August 15, 2024	July 31, 2025
Support – 201 Days	24	7/22/2024 – 6/20/2025	July 31, 2024	July 15, 2025
Support – 191 Days	24	7/29/2024 – 6/13/2025	August 15, 2024	July 31, 2025

**Transportation**

<b>CONTRACT LENGTH</b>	<b>PAYCHECKS</b>	<b>CONTRACT DATES</b>	<b>PAY START DATE</b>	<b>PAY END DATE</b>
Bus Operators and Monitors 184 Days	24	8/7/2024 – 8/9/2024 8/21/2024 – 5/30/2025	August 31, 2024	August 15, 2025



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