



Salary Schedules
2022 – 2023 School Year
Effective July 18, 2022

Table of Contents

Position Titles in Alpha Order	2
Position Titles by Grade	10
Position Title Definitions	19
Positions Assigned to Teacher Pay Schedule	20
Teacher Pay Schedule	21
Unified Pay Schedule	22
Supplemental Pay Schedule	30
Substitute Rate Schedule	33
Temporary Rate Schedule	34
Summer School Rate Schedule	37
Athletic Supplement Schedule	38
Academic/Extracurricular Supplement Schedule	40
Contract Schedule	42

**Position Titles in Alpha Order
Effective July 18, 2022**

POSITION TITLE	PAY GRADE
Accounts Payable Technician I	111
Accounts Payable Technician II	115
Administrative Assistant	118
Administrative Office Associate	112
Application Administrator	123
AS/400 Administrator	124
Assistant Principal I	128.1
Assistant Principal II	129.1
Assistant Principal III	130.1
Associate Director Advocacy and Outreach	131
Associate Director Exceptional Education	131
Associate Director Family and Community Engagement	131
Auditor	123
Automotive Mechanic Lead Technician	112
Automotive Mechanic Technician I	109
Automotive Mechanic Technician II	110
Automotive Mechanic Technician III	111
Automotive Parts Clerk	108
Automotive Service Worker	106
Board Certified Behavioral Analyst	125
Budget Analyst	123
Bus Monitor	107.1
Bus Operator	109.1
Care and Safety Associate	112
Carpenter	110
Chief Academic Officer	139
Chief Engagement Officer	139
Chief of Staff	139
Chief Operating Officer	139
Chief Student Wellness Officer	139
Chief Talent Officer	139
Child Care Lab Assistant	108.2
Clerk School Board	129
Coordinator Bilingual/ELL Learners	125
Coordinator Center for Families in Transition	125

**Position Titles in Alpha Order
Effective July 18, 2022**

POSITION TITLE	PAY GRADE
Coordinator Community Hub	125
Coordinator Community Partnerships	125
Coordinator Curriculum and Instruction	125
Coordinator Early Childhood Student Support and Intervention	125
Coordinator Exceptional Education	125
Coordinator Family and Community Engagement	125
Coordinator Gifted and Talented	125
Coordinator Homebound Placement	125
Coordinator Intensive Supports	125
Coordinator Language Justice	125
Coordinator Operations Quality Control – School Nutrition	121
Coordinator Professional Learning	125
Coordinator Purchase Card	125
Coordinator Risk Management	125
Coordinator School Health	125
Coordinator School Improvement	125
Coordinator Student Conduct	125
Coordinator Student Support Services	125
Coordinator Teacher Support and Retention	125
Coordinator Technology Asset Management	126
Coordinator Welcome Center and Family Advocacy	125
Crossing Guard	102
Custodial Maintenance Worker	107
Custodian I	105.1
Custodian II	108.1
Data Specialist	122
Data and Assessment Specialist	122
Data Records Technician	109
Delivery Driver/Utility	107
Desktop Technician	114
Desktop Technician Team Lead	116
Director Academic Programs and Student Supports	133
Director Advocacy and Outreach	133
Director Army Instruction	125
Director Benefits and Compensation	133

**Position Titles in Alpha Order
Effective July 18, 2022**

POSITION TITLE	PAY GRADE
Director Curriculum and Instruction	133
Director Early Childhood Education and School Readiness	133
Director Employee Relations and Organizational Effectiveness	133
Director Exceptional Education	133
Director Facility Services	133
Director Family and Community Engagement	133
Director Finance	133
Director Grants Compliance and Monitoring	133
Director Hospital Education	130
Director Procurement and Property Management	133
Director Pupil Transportation and Fleet Management	133
Director Safety and Security	133
Director School Construction	133
Director School Nutrition Services	133
Director Secondary Success Pathways	133
Director Strategic Planning	133
Director Student Services	133
Director Talent Acquisition	133
Director Technology Services	133
Early Intervention Assistant	108.2
Electrician	113
Electronic Maintenance Technician	116
Emergency Management/Training Coordinator	116
Energy Management Analyst	115
English Language Coach	122
Executive Director Finance and Budget	135
Executive Director Teaching and Learning	135
Executive Office Associate I	114
Executive Office Associate II	116
Facilities Planner	125
Family and Student Support Specialist	119
Family Liaison	117
Family Resource Navigator	117
Family Service Advocate	113
Family Service Worker	110

**Position Titles in Alpha Order
Effective July 18, 2022**

POSITION TITLE	PAY GRADE
Financial Analyst	123
Fiscal Associate I	111
Fiscal Associate II	115
Food Service Assistant	102
Freshman Orientation Coach	122
Future Center Navigator	117
General Maintenance Groundskeeper	108
Grant Writer	119
Health Attendant	106
Health Specialist	116
Hearing Officer	130
Human Resources Associate	113
Human Resources Specialist	115
HVAC Technician I	113
HVAC Technician II	115
In School Supports Assistant	108.2
Instructional Assessment Analyst	121
Instructional Assistant	108.2
Lead Health and Family Services Specialist	118
Lead Instructor Adult Education	116
Lead Instructor GED	116
Licensed Practical Nurse	117.1
Maintenance Worker	108
Manager Accounts Payable	130
Manager Budget and Planning	130
Manager Business Applications	130
Manager Career and Technical Education	130
Manager College and Career Pathways	130
Manager Construction Procurement	130
Manager Custodial Services	130
Manager Data Analytics	130
Manager Data and System Administration	130
Manager Early Childhood Education Family/Community Engagement	130
Manager Early Head Start/Head Start	130
Manager Employee Relations/Ombudsman	130

**Position Titles in Alpha Order
Effective July 18, 2022**

POSITION TITLE	PAY GRADE
Manager Fleet Services	121
Manager General Ledger and Reporting	130
Manager Grants Monitoring and Compliance	130
Manager Human Resources	130
Manager Infrastructure	130
Manager Literacy	130
Manager Mathematics	130
Manager Payroll	130
Manager Procurement	130
Manager Recruiting	130
Manager School Climate and Culture Strategy	130
Manager School Improvement	130
Manager School Nutrition	115
Manager Service and Desktop Support	126
Manager Testing and Data	130
Manager Trauma Response Strategy	130
Mechanic Sheet Metal	115
Military Instructor	122
Military Property Custodian	122
Network Engineer	118
Night Security	114
Nurse Assistant	106
Office Associate I	104
Office Associate II	108
Office Associate III	109
Operations Assistant	116
Payroll Technician	115
Photographer/Videographer	118
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

**Position Titles in Alpha Order
Effective July 18, 2022**

POSITION TITLE	PAY GRADE
Procurement Officer II	120
Procurement Officer III	123
Program Coordinator VPI	125
Program Monitor Head Start	116
Program Manager Adult Education Capital Region	130
Project Manager Construction	130
Property Management Supervisor	116
Property Specialist	112
Radio Dispatcher	113
Registered Nurse	123.1
Safety Trainer	116
Security Supervisor – Administrative	116
Senior Account Technician	109
Senior Accountant	121
Senior Advisor Male Teachers of Color	133
Senior Behavioral Specialist	125
Senior Contracts Coordinator	125
Senior Coordinator Community Hub	126
Senior Data Technician	113
Senior Human Resources Specialist	124
Senior Network Engineer	129
Senior Psychologist	125
Senior Related Services Provider	125
Senior School Board Auditor	125
Senior Social Worker	125
Senior Specialist COVID-19 Mitigation	124
Senior Speech Language Pathologist	125
Senior Systems Analyst	125
Senior Systems Engineer	126
Senior Telecommunications Technician	120
Senior Title IX and Anti-Bullying Specialist	124
Service Desk Team Lead	116
Service Desk Technician	114
Specialist Academic Systems	124
Specialist COVID Supports	123

**Position Titles in Alpha Order
Effective July 18, 2022**

POSITION TITLE	PAY GRADE
Specialist Culture, Climate and Student Services	123
Specialist Data and System Administration	123
Specialist Dropout Prevention and Graduation Support	123
Specialist Early Head Start	115
Specialist Engagement	123
Specialist Instructional	123
Specialist Intervention Systems	123
Specialist K12 Out of School Time	123
Specialist Math Intervention	123
Specialist Multimedia Design	123
Specialist Newcomer Academy	123
Specialist Nurse	123
Specialist Nutrition Wellness Marketing/Special Programs	114
Specialist Outreach	123
Specialist Program Compliance	125
Specialist Quality Control	123
Specialist Reading Intervention	123
Specialist Regional Adult Education	123
Specialist Risk Management	122
Specialist Secondary Pathways	123
Specialist Secondary Success and Support	123
Specialist Strategic Planning	124
Specialist Welcome Center	123
Specialist Work-based Learning and Testing	123
SQL Developer Analyst	118
Staff Accountant	119
Street Supervisor	116
Structural Technician II	113
Student Intervention Liaison	118
Student Records Technician	113
Student Support Specialist	117
Superintendent	140
Supervisor Custodial Services	120
Supervisor Plumbing/HVAC/Electrical	121
Supervisor Pupil Transportation	121

**Position Titles in Alpha Order
Effective July 18, 2022**

POSITION TITLE	PAY GRADE
Supervisor School Nutrition	121
Supervisor Structural	121
Systems Engineer – Security	126
Systems Programmer Analyst	124
Technology Asset Analyst I	121
Technology Asset Analyst II	123
Telecommunications Technician	116
Transportation Management Specialist	115
Transportation Routing Planner	113
Transportation Routing Specialist	113
Transportation Scheduling and Planning Management Specialist	115
Zone Security Supervisor	116

**Position Titles by Grade
Effective July 18, 2022**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
102	Crossing Guard	4	183	N
	Food Service Assistant	4	191	N
	Food Service Assistant	5	191	N
	Food Service Assistant	6	191	N
	Food Service Assistant	7	191	N
104	Office Associate I	7	191	N
	Office Associate I	8	201	N
105.1	Custodian I	8	260	N
106	Automotive Service Worker	8	260	N
	Health Attendant	8	260	N
	Nurse Assistant	7	191	N
107	Custodial Maintenance Worker	8	260	N
	Delivery Driver/Utility	8	260	N
107.1	Bus Monitor	6	184	N
108	Automotive Parts Clerk	8	260	N
	General Maintenance Groundskeeper	8	260	N
	Maintenance Worker	8	260	N
	Office Associate II	8	201	N
	Office Associate II	8	216	N
	Office Associate II	8	260	N
108.1	Custodian II	8	260	N
108.2	Child Care Lab Assistant	8	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
109	Automotive Mechanic Technician I	8	260	N
	Data Records Technician	8	260	N
	Office Associate III	8	201	N
	Office Associate III	8	216	N
	Office Associate III	8	260	N

**Position Titles by Grade
Effective July 18, 2022**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
109	Senior Account Technician	8	260	N
109.1	Bus Operator	6	184	N
	Bus Operator	7	184	N
	Bus Operator	8	184	N
110	Automotive Mechanic Technician II	8	260	N
	Carpenter	8	260	N
	Family Service Worker	8	260	N
111	Accounts Payable Technician I	8	260	N
	Automotive Mechanic Technician III	8	260	N
	Fiscal Associate I	8	260	N
112	Administrative Office Associate	8	201	N
	Administrative Office Associate	8	216	N
	Administrative Office Associate	8	260	N
	Automotive Mechanic Lead Technician	8	260	N
	Care and Safety Associate	8	201	N
	Property Specialist	8	260	N
113	Electrician	8	260	N
	Family Service Advocate	7	191	N
	Human Resources Associate	8	260	N
	HVAC Technician I	8	260	N
	Plumber	8	260	N
	Radio Dispatcher	8	260	N
	Senior Data Technician	8	260	N
	Structural Technician II	8	260	N
	Student Records Technician	8	260	N
	Transportation Routing Planner	8	260	N
	Transportation Routing Specialist	8	260	N
114	Desktop Technician	8	260	N
	Executive Office Associate I	8	260	N
	Night Security	8	260	N
	Service Desk Technician	8	260	N
	Specialist Nutrition Wellness Marketing/Special Programs	8	260	N

**Position Titles by Grade
Effective July 18, 2022**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
115	Accounts Payable Technician II	8	260	N
	Energy Management Analyst	8	260	N
	Fiscal Associate II	8	260	N
	Human Resources Specialist	8	260	N
	HVAC Technician II	8	260	N
	Manager School Nutrition	8	201	N
	Mechanic Sheet Metal	8	260	N
	Payroll Technician	8	260	N
	Specialist Early Head Start	8	260	E
	Transportation Management Specialist	8	260	N
	Transportation Scheduling and Planning Management Specialist	8	260	N
116	Desktop Technician Team Lead	8	260	N
	Electronic Maintenance Technician	8	260	E
	Emergency Management/Training Coordinator	8	260	E
	Executive Office Associate II	8	260	N
	Health Specialist	8	260	E
	Lead Instructor Adult Education	8	216	E
	Lead Instructor GED	8	216	E
	Operations Assistant	8	260	N
	Positive Behavior Intervention Support Coach	8	216	N
	Program Monitor Head Start	8	216	N
	Property Management Supervisor	8	260	N
	Safety Trainer	8	260	E
	Security Supervisor – Administrative	8	260	N
	Service Desk Team Lead	8	260	N
	Street Supervisor	8	260	N
	Telecommunications Technician	8	260	N
	Zone Security Supervisor	8	216	N
Zone Security Supervisor	8	260	N	
117	Family Liaison	8	260	N
	Family Resource Navigator	8	260	E
	Future Center Navigator	8	216	E

**Position Titles by Grade
Effective July 18, 2022**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
117	Student Support Specialist	8	201	N
117.1	Licensed Practical Nurse	7	201	E
	Licensed Practical Nurse	7	216	E
118	Administrative Assistant	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
	SQL Developer Analyst	8	260	E
	Student Intervention Liaison	8	260	E
119	Family Student Support Specialist	8	260	E
	Grant Writer	8	260	E
	Staff Accountant	8	260	E
120	Procurement Officer II	8	260	E
	Senior Telecommunications Technician	8	260	E
	Supervisor Custodial Services	8	260	E
121	Coordinator Operations Quality Control – School Nutrition	8	260	E
	Instructional Assessment Analyst	8	260	E
	Manager Fleet Services	8	260	E
	Senior Accountant	8	260	E
	Supervisor Plumbing/HVAC/Electrical	8	260	E
	Supervisor Pupil Transportation	8	260	E
	Supervisor School Nutrition	8	260	E
	Supervisor Structural	8	260	E
	Technology Asset Analyst I	8	260	E
122	Data and Assessment Specialist	8	260	E
	Data Specialist	8	260	E
	English Language Coach	8	216	E
	Freshman Orientation Coach	8	201	E
	Military Instructor	8	216	E
	Military Instructor	8	260	E
	Military Property Custodian	8	260	E

**Position Titles by Grade
Effective July 18, 2022**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
122	Specialist Risk Management	8	260	E
123	Application Administrator	8	260	E
	Auditor	8	260	E
	Budget Analyst	8	260	E
	Financial Analyst	8	260	E
	Procurement Officer III	8	260	E
	Specialist COVID Supports	8	260	E
	Specialist Culture, Climate and Student Services	8	260	E
	Specialist Data and System Administration	8	260	E
	Specialist Dropout Prevention and Graduation Support	8	260	E
	Specialist Engagement	8	260	E
	Specialist Instructional	8	260	E
	Specialist Intervention Systems	8	260	E
	Specialist K12 Out of School Time	8	260	E
	Specialist Math Intervention	8	260	E
	Specialist Multimedia Design	8	260	E
	Specialist Newcomer Academy	8	260	E
	Specialist Nurse	8	260	E
	Specialist Outreach	8	260	E
	Specialist Quality Control	8	260	E
	Specialist Reading Intervention	8	260	E
Specialist Regional Adult Education	8	260	E	
Specialist Secondary Pathways	8	260	E	
Specialist Secondary Success and Support	8	260	E	
Specialist Welcome Center	8	260	E	
Specialist Work-based Learning and Testing	8	260	E	
Technology Asset Analyst II	8	260	E	
123.1	Registered Nurse	8	201	E
	Registered Nurse	8	216	E
124	AS/400 Administrator	8	260	E
	Senior Human Resources Specialist	8	260	E

**Position Titles by Grade
Effective July 18, 2022**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
124	Senior Specialist COVID-19 Mitigation	8	260	E
	Senior Title IX and Anti-Bullying Specialist	8	260	E
	Specialist Academic Systems	8	260	E
	Specialist Strategic Planning	8	260	E
	Systems Programmer Analyst	8	260	E
125	Board Certified Behavioral Analyst	8	260	E
	Coordinator Academic Response to Intervention	8	260	E
	Coordinator Bilingual/ELL Learners	8	260	E
	Coordinator Center for Families in Transition	8	260	E
	Coordinator Community Hub	8	260	E
	Coordinator Community Partnerships	8	260	E
	Coordinator Curriculum and Instruction	8	260	E
	Coordinator Early Childhood Student Support and Intervention	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 Homebound Placement	8	260	E
	Coordinator Intensive Supports	8	260	E
	Coordinator Language Justice	8	260	E
	Coordinator Professional Learning	8	260	E
	Coordinator Purchase Card	8	260	E
	Coordinator Risk Management	8	260	E
	Coordinator School Health	8	260	E
	Coordinator School Improvement	8	260	E
	Coordinator Student Conduct	8	260	E
	Coordinator Student Support Services	8	260	E
	Coordinator Teacher Support and Retention	8	260	E
	Coordinator Welcome Center and Family Advocacy	8	260	E
	Director Army Instruction	8	260	E
Facilities Planner	8	260	E	
Program Coordinator VPI	8	260	E	
Senior Behavioral Specialist	8	260	E	

**Position Titles by Grade
Effective July 18, 2022**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
125	Senior Contracts Coordinator	8	260	E
	Senior Psychologist	8	260	E
	Senior Related Services Provider	8	260	E
	Senior School Board Auditor	8	260	E
	Senior Social Worker	8	260	E
	Senior Speech Language Pathologist	8	260	E
	Senior Systems Analyst	8	260	E
	Specialist Program Compliance	8	260	E
126	Coordinator Technology Asset Management	8	260	E
	Manager Service and Desktop Support	8	260	E
	Senior Coordinator Community Hub	8	260	E
	Senior Systems Engineer	8	260	E
	Systems Engineer –Security	8	260	E
128.1	Assistant Principal I*	8	260	E
129	Clerk School Board	8	260	E
	Senior Network Engineer	8	260	E
129.1	Assistant Principal II*	8	260	E
130	Director Hospital Education	8	260	E
	Hearing Officer	8	260	E
	Manager Accounts Payable	8	260	E
	Manager Budget and Planning	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 Analytics	8	260	E
	Manager Data and System Administration	8	260	E
	Manager Early Head Start/Head Start	8	260	E
	Manager Employee Relations/Ombudsman	8	260	E
	Manager General Ledger and Reporting	8	260	E

*See page 19 for definitions.

**Position Titles by Grade
Effective July 18, 2022**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
130	Manager Grants Monitoring and Compliance	8	260	E
	Manager Human Resources	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 Recruiting	8	260	E
	Manager School Climate and Culture Strategy	8	260	E
	Manager School Improvement	8	260	E
	Manager Testing and Data	8	260	E
	Manager Trauma Response Strategy	8	260	E
	Program Manager Adult Education Capital Region	8	260	E
	Project Manager Construction	8	260	E
130.1	Assistant Principal III*	8	260	E
131	Associate Director Advocacy and Outreach	8	260	E
	Associate Director Exceptional Education	8	260	E
	Associate Director Family and Community Engagement	8	260	E
131.1	Principal I*	8	260	E
132.1	Principal II*	8	260	E
133	Director Academic Programs and Supports	8	260	E
	Director Advocacy and Outreach	8	260	E
	Director Benefits and Compensation	8	260	E
	Director Curriculum and Instruction	8	260	E
	Director Early Childhood Education and School Readiness	8	260	E
	Director Employee Relations and Organizational Effectiveness	8	260	E
	Director Exceptional Education	8	260	E
	Director Facility Services	8	260	E
	Director Family and Community Engagement	8	260	E
	Director Finance	8	260	E
	Director Grants Monitoring and Compliance	8	260	E

*See page 19 for definitions.

**Position Titles by Grade
Effective July 18, 2022**

E = Exempt / N = Non-Exempt

GRADE	JOB TITLE	HOURS	DAYS	FLSA
133	Director Procurement and Property Management	8	260	E
	Director Pupil Transportation and Fleet Management	8	260	E
	Director Safety and Security	8	260	E
	Director School Construction	8	260	E
	Director School Nutrition Services	8	260	E
	Director Secondary Success Pathways	8	260	E
	Director Strategic Initiatives	8	260	E
	Director Strategic Planning	8	260	E
	Director Student Services	8	260	E
	Director Student Services	8	260	E
	Director Talent Acquisition	8	260	E
	Director Technology Services	8	260	E
	Principal Director	8	260	E
	Senior Advisor Male Teachers of Color	8	260	E
	133.1	Principal III*	8	260
135	Executive Director Finance and Budget	8	260	E
	Executive Director Teaching and Learning	8	260	E
139	Chief Academic Officer	8	260	E
	Chief Engagement Officer	8	260	E
	Chief of Staff	8	260	E
	Chief Operating Officer	8	260	E
	Chief Student Wellness Officer	8	260	E
	Chief Talent Officer	8	260	E
140	Superintendent	8	260	E

*See page 19 for definitions.

Position Title Definitions
Effective July 18, 2022

Principal I Assistant Principal I	Elementary schools, preschools and schools with fall membership under 250*
Principal II Assistant Principal II	Middle schools, Open High and Richmond Community High
Principal III Assistant Principal III	High schools + 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 18, 2022**

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

Teacher Pay Schedule Effective July 18, 2022

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	\$51,182	\$53,741	\$56,419	\$53,741	\$56,428	\$59,239	\$58,860	\$61,801	\$64,881	\$66,537	\$69,864	\$73,345
1	Step 01	\$51,782	\$54,371	\$57,077	\$54,371	\$57,090	\$59,931	\$59,550	\$62,526	\$65,639	\$67,317	\$70,682	\$74,199
2	Step 02	\$52,387	\$55,006	\$57,746	\$55,006	\$57,757	\$60,632	\$60,245	\$63,258	\$66,407	\$68,103	\$71,509	\$75,069
3	Step 03	\$53,000	\$55,650	\$58,423	\$55,651	\$58,433	\$61,344	\$60,950	\$63,996	\$67,186	\$68,900	\$72,346	\$75,950
4	Step 04	\$53,620	\$56,301	\$59,106	\$56,302	\$59,115	\$62,058	\$61,664	\$64,745	\$67,969	\$69,707	\$73,189	\$76,835
5	Step 05	\$54,248	\$56,959	\$59,798	\$56,960	\$59,807	\$62,787	\$62,386	\$65,503	\$68,768	\$70,522	\$74,046	\$77,736
6	Step 06	\$54,881	\$57,624	\$60,497	\$57,627	\$60,505	\$63,522	\$63,114	\$66,268	\$69,572	\$71,346	\$74,912	\$78,647
7	Step 07	\$55,525	\$58,301	\$61,205	\$58,301	\$61,215	\$64,264	\$63,854	\$67,046	\$70,384	\$72,182	\$75,789	\$79,566
8	Step 08	\$56,174	\$58,981	\$61,921	\$58,983	\$61,931	\$65,015	\$64,601	\$67,829	\$71,208	\$73,028	\$76,675	\$80,495
9	Step 09	\$56,831	\$59,673	\$62,645	\$59,673	\$62,656	\$65,777	\$65,356	\$68,624	\$72,041	\$73,880	\$77,574	\$81,437
10	Step 10	\$57,495	\$60,371	\$63,378	\$60,371	\$63,387	\$66,548	\$66,120	\$69,426	\$72,885	\$74,743	\$78,481	\$82,391
11	Step 11	\$58,169	\$61,076	\$64,120	\$61,075	\$64,131	\$67,326	\$66,893	\$70,238	\$73,737	\$75,619	\$79,401	\$83,354
12	Step 12	\$58,849	\$61,793	\$64,869	\$61,791	\$64,882	\$68,112	\$67,677	\$71,061	\$74,599	\$76,504	\$80,329	\$84,330
13	Step 13	\$59,538	\$62,515	\$65,628	\$62,515	\$65,641	\$68,908	\$68,468	\$71,891	\$75,473	\$77,400	\$81,269	\$85,318
14	Step 14	\$60,233	\$63,247	\$66,397	\$63,245	\$66,409	\$69,717	\$69,269	\$72,735	\$76,355	\$78,304	\$82,221	\$86,315
15	Step 15	\$60,940	\$63,985	\$67,174	\$63,987	\$67,185	\$70,533	\$70,081	\$73,583	\$77,251	\$79,223	\$83,180	\$87,325
16	Step 16	\$61,652	\$64,736	\$67,959	\$64,735	\$67,971	\$71,358	\$70,899	\$74,446	\$78,154	\$80,147	\$84,155	\$88,348
17	Step 17	\$62,374	\$65,492	\$68,753	\$65,493	\$68,768	\$72,192	\$71,730	\$75,317	\$79,065	\$81,086	\$85,140	\$89,378
18	Step 18	\$63,103	\$66,257	\$69,557	\$66,258	\$69,571	\$73,035	\$72,570	\$76,196	\$79,991	\$82,034	\$86,135	\$90,424
19	Step 19	\$63,842	\$67,032	\$70,373	\$67,033	\$70,384	\$73,893	\$73,419	\$77,088	\$80,929	\$82,995	\$87,143	\$91,485
20	Step 20	\$64,588	\$67,817	\$71,196	\$67,817	\$71,207	\$74,756	\$74,276	\$77,989	\$81,875	\$83,963	\$88,162	\$92,554
21	Step 21	\$65,345	\$68,612	\$72,028	\$68,611	\$72,042	\$75,628	\$75,145	\$78,904	\$82,832	\$84,947	\$89,195	\$93,636
22	Step 22	\$66,108	\$69,416	\$72,870	\$69,412	\$72,885	\$76,514	\$76,024	\$79,825	\$83,802	\$85,940	\$90,238	\$94,732
23	Step 23	\$66,883	\$70,225	\$73,726	\$70,226	\$73,736	\$77,410	\$76,915	\$80,759	\$84,783	\$86,947	\$91,292	\$95,843
24	Step 24	\$67,665	\$71,048	\$74,586	\$71,047	\$74,600	\$78,315	\$77,814	\$81,705	\$85,773	\$87,964	\$92,363	\$96,962
25	Step 25	\$68,458	\$71,880	\$75,458	\$71,880	\$75,474	\$79,233	\$78,726	\$82,662	\$86,777	\$88,996	\$93,444	\$98,097
26	Step 26	\$69,258	\$72,720	\$76,343	\$72,720	\$76,356	\$80,160	\$79,646	\$83,628	\$87,795	\$90,033	\$94,537	\$99,245
27	Step 27	\$70,069	\$73,571	\$77,235	\$73,572	\$77,250	\$81,098	\$80,579	\$84,606	\$88,822	\$91,089	\$95,641	\$100,406
28	Step 28	\$70,887	\$74,431	\$78,139	\$74,431	\$78,154	\$82,046	\$81,520	\$85,596	\$89,859	\$92,153	\$96,761	\$101,580
29	Step 29	\$71,716	\$75,302	\$79,053	\$75,302	\$79,067	\$83,007	\$82,473	\$86,598	\$90,912	\$93,231	\$97,893	\$102,770
30	Step 30	\$72,557	\$76,184	\$79,980	\$76,184	\$79,993	\$83,979	\$83,441	\$87,611	\$91,976	\$94,324	\$99,039	\$103,972
31	Step 31	\$73,404	\$77,074	\$80,912	\$77,074	\$80,928	\$84,959	\$84,415	\$88,636	\$93,050	\$95,426	\$100,197	\$105,187
32	Step 32	\$74,263	\$77,977	\$81,860	\$77,977	\$81,875	\$85,953	\$85,403	\$89,673	\$94,139	\$96,542	\$101,370	\$106,419
33	Step 33	\$75,132	\$78,888	\$82,818	\$78,888	\$82,833	\$86,958	\$86,401	\$90,722	\$95,240	\$97,671	\$102,555	\$107,662
34	Step 34	\$76,011	\$79,811	\$83,787	\$79,812	\$83,802	\$87,976	\$87,414	\$91,783	\$96,355	\$98,814	\$103,754	\$108,924
35	Step 35	\$76,901	\$80,745	\$84,767	\$80,747	\$84,782	\$89,005	\$88,436	\$92,857	\$97,481	\$99,973	\$104,969	\$110,198
36	Step 36	\$77,800	\$81,690	\$85,760	\$81,689	\$85,775	\$90,048	\$89,469	\$93,944	\$98,624	\$101,140	\$106,197	\$111,488
37	Step 37	\$78,710	\$82,647	\$86,763	\$82,647	\$86,778	\$91,100	\$90,517	\$95,043	\$99,776	\$102,324	\$107,440	\$112,791
38	Step 38	\$79,632	\$83,613	\$87,778	\$83,613	\$87,793	\$92,167	\$91,575	\$96,154	\$100,944	\$103,521	\$108,696	\$114,111
39	Step 39	\$80,563	\$84,593	\$88,805	\$84,592	\$88,822	\$93,246	\$92,648	\$97,281	\$102,126	\$104,731	\$109,970	\$115,446
40	Step 40	\$81,506	\$85,581	\$89,843	\$85,581	\$89,860	\$94,335	\$93,731	\$98,418	\$103,320	\$105,958	\$111,254	\$116,797
41	Step 41	\$82,460	\$86,583	\$90,895	\$86,584	\$90,911	\$95,440	\$94,829	\$99,569	\$104,531	\$107,200	\$112,557	\$118,164
42	Step 42	\$83,425	\$87,596	\$91,959	\$87,595	\$91,976	\$96,557	\$95,936	\$100,735	\$105,752	\$108,450	\$113,876	\$119,547
43	Step 43	\$84,400	\$88,621	\$93,034	\$88,621	\$93,052	\$97,686	\$97,061	\$101,914	\$106,990	\$109,722	\$115,208	\$120,944
44	Step 44	\$85,388	\$89,657	\$94,122	\$89,657	\$94,140	\$98,828	\$98,195	\$103,106	\$108,241	\$111,004	\$116,554	\$122,359
45	Step 45	\$86,387	\$90,705	\$95,223	\$90,706	\$95,240	\$99,986	\$99,346	\$104,311	\$109,509	\$112,303	\$117,916	\$123,792

Unified Pay Schedule Effective July 18, 2022

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
102	183	4	8,784 11,485	8,916 11,657	9,050 11,832	9,186 12,009	9,324 12,189	9,464 12,372	9,606 12,558	9,750 12,746	9,896 12,937	10,044 13,131	10,195 13,328	10,348 13,528	10,503 13,731	10,661 13,937	10,821 14,146	10,983 14,358	11,148 14,573	11,315 14,792	15,014
	191	4	9,168 11,987	9,306 12,167	9,446 12,350	9,588 12,535	9,732 12,723	9,878 12,914	10,026 13,108	10,176 13,305	10,329 13,505	10,484 13,708	10,641 13,914	10,801 14,123	10,963 14,335	11,127 14,550	11,294 14,768	11,463 14,990	11,635 15,215	11,810 15,443	15,675
	191	5	11,460 14,984	11,632 15,209	11,806 15,437	11,983 15,669	12,163 15,904	12,345 16,143	12,530 16,385	12,718 16,631	12,909 16,880	13,103 17,133	13,300 17,390	13,500 17,651	13,703 17,916	13,909 18,185	14,118 18,458	14,330 18,735	14,545 19,016	14,763 19,301	19,591
	191	6	13,752 17,979	13,958 18,249	14,167 18,523	14,380 18,801	14,596 19,083	14,815 19,369	15,037 19,660	15,263 19,955	15,492 20,254	15,724 20,558	15,960 20,866	16,199 21,179	16,442 21,497	16,689 21,819	16,939 22,146	17,193 22,478	17,451 22,815	17,713 23,157	23,504
	191	7	16,044 20,973	16,285 21,288	16,529 21,607	16,777 21,931	17,029 22,260	17,284 22,594	17,543 22,933	17,806 23,277	18,073 23,626	18,344 23,980	18,619 24,340	18,898 24,705	19,181 25,076	19,469 25,452	19,761 25,834	20,057 26,222	20,358 26,615	20,663 27,014	27,419
	191	8	18,336 23,971	18,611 24,331	18,890 24,696	19,173 25,066	19,461 25,442	19,753 25,824	20,049 26,211	20,350 26,604	20,655 27,003	20,965 27,408	21,279 27,819	21,598 28,236	21,922 28,660	22,251 29,090	22,585 29,526	22,924 29,969	23,268 30,419	23,617 30,875	31,338
104	191	7	16,564 21,655	16,813 21,981	17,066 22,311	17,323 22,646	17,583 22,986	17,847 23,331	18,115 23,682	18,387 24,038	18,663 24,399	18,944 24,766	19,229 25,138	19,518 25,516	19,811 25,900	20,109 26,289	20,411 26,684	20,718 27,085	21,029 27,492	21,345 27,905	28,201
	201	8	19,922 26,044	20,221 26,435	20,523 26,831	20,832 27,234	21,144 27,643	21,461 28,058	21,783 28,478	22,110 28,905	22,443 29,339	22,778 29,779	23,119 30,225	23,466 30,679	23,819 31,140	24,176 31,607	24,540 32,081	24,908 32,562	25,281 33,051	25,659 33,546	33,918
	260	8	25,769 33,690	26,157 34,195	26,547 34,708	26,946 35,229	27,351 35,757	27,761 36,293	28,178 36,838	28,600 37,389	29,028 37,951	29,464 38,520	29,907 39,098	30,354 39,686	30,812 40,280	31,272 40,883	31,740 41,497	32,218 42,120	32,700 42,752	33,161 43,393	43,872
105	191	7	17,386 22,731	17,647 23,070	17,912 23,416	18,181 23,767	18,454 24,124	18,731 24,486	19,012 24,853	19,297 25,226	19,586 25,604	19,880 25,988	20,178 26,378	20,481 26,774	20,788 27,176	21,100 27,584	21,417 27,998	21,738 28,418	22,064 28,844	22,395 29,277	29,611
	201	8	20,910 27,336	21,224 27,746	21,543 28,163	21,863 28,584	22,193 29,014	22,526 29,449	22,864 29,890	23,207 30,339	23,554 30,793	23,906 31,255	24,267 31,725	24,630 32,200	24,998 32,684	25,375 33,173	25,755 33,670	26,142 34,176	26,535 34,689	26,931 35,210	35,613
	260	8	27,046 35,360	27,453 35,891	27,865 36,428	28,284 36,975	28,706 37,529	29,136 38,094	29,574 38,664	30,018 39,245	30,467 39,833	30,927 40,429	31,390 41,035	31,860 41,651	32,338 42,276	32,824 42,910	33,315 43,555	33,815 44,208	34,321 44,872	34,837 45,545	46,067
105.1	260	8	27,159 33,878	27,800 34,274	28,124 34,675	28,454 35,081	28,787 35,492	29,124 35,907	29,464 36,327	29,810 36,751	30,158 37,182	30,510 37,616	30,867 38,057	31,228 38,502	31,593 38,953	31,964 39,410	32,338 39,870	32,717 40,336	33,099 40,808	33,487 41,285	41,769

Unified Pay Schedule Effective July 18, 2022

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
			19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	
106	191	7	18,253	18,528	18,805	19,087	19,373	19,665	19,959	20,258	20,562	20,871	21,183	21,502	21,824	22,151	22,484	22,821	23,164	23,511		
			23,864	24,221	24,585	24,954	25,327	25,706	26,093	26,485	26,882	27,285	27,695	28,110	28,532	28,959	29,394	29,835	30,282	30,736	31,198	
	260	8	28,397	28,824	29,255	29,694	30,139	30,593	31,051	31,516	31,989	32,469	32,956	33,450	33,952	34,462	34,979	35,503	36,035	36,577		
			37,125	37,681	38,246	38,821	39,402	39,993	40,594	41,203	41,820	42,449	43,085	43,731	44,387	45,053	45,728	46,416	47,110	47,817	48,534	
107	260	8	29,819	30,267	30,720	31,181	31,650	32,123	32,606	33,095	33,592	34,095	34,606	35,125	35,652	36,187	36,730	37,280	37,841	38,407		
			38,983	39,569	40,161	40,764	41,375	41,997	42,626	43,265	43,915	44,574	45,242	45,922	46,611	47,309	48,020	48,740	49,470	50,212	50,972	
107.1	184	6	18,085	18,297	18,513	18,729	18,948	19,170	19,394	19,619	19,849	20,081	20,316	20,554	20,794	21,037	21,284	21,531	21,783	22,038	22,296	
			22,557	22,822	23,088	23,359	23,631	23,907	24,189	24,471	24,757	25,047	25,340	25,636	25,935	26,240	26,545	26,856	27,171	27,487	27,809	
			21,100	21,347	21,597	21,849	22,106	22,363	22,625	22,890	23,157	23,429	23,702	23,980	24,259	24,544	24,830	25,120	25,414	25,711	26,014	32,444
	184	7	21,100	21,347	21,597	21,849	22,106	22,363	22,625	22,890	23,157	23,429	23,702	23,980	24,259	24,544	24,830	25,120	25,414	25,711	26,014	
			26,316	26,626	26,936	27,252	27,570	27,893	28,220	28,550	28,882	29,222	29,563	29,908	30,258	30,612	30,971	31,332	31,698	32,069	32,444	
	184	8	24,113	24,396	24,681	24,971	25,263	25,558	25,857	26,160	26,465	26,775	27,088	27,405	27,725	28,050	28,378	28,709	29,046	29,384	29,729	
			30,075	30,429	30,784	31,145	31,508	31,877	32,251	32,628	33,009	33,394	33,787	34,182	34,581	34,984	35,394	35,808	36,227	36,652	37,080	
108	201	8	24,209	24,571	24,941	25,313	25,694	26,079	26,471	26,866	27,270	27,680	28,094	28,516	28,943	29,379	29,818	30,266	30,720	31,180		
			31,649	32,123	32,605	33,094	33,591	34,094	34,606	35,124	35,651	36,186	36,729	37,279	37,839	38,406	38,982	39,568	40,160	40,763	41,221	
			26,016	26,404	26,801	27,202	27,612	28,025	28,446	28,872	29,306	29,744	30,190	30,644	31,103	31,570	32,044	32,525	33,013	33,508	44,300	
	216	8	26,016	26,404	26,801	27,202	27,612	28,025	28,446	28,872	29,306	29,744	30,190	30,644	31,103	31,570	32,044	32,525	33,013	33,508		
			34,010	34,520	35,037	35,565	36,096	36,638	37,188	37,745	38,313	38,887	39,471	40,062	40,663	41,273	41,892	42,520	43,158	43,806	44,300	
	260	8	31,315	31,784	32,261	32,744	33,237	33,734	34,241	34,754	35,276	35,803	36,342	36,887	37,441	38,001	38,571	39,150	39,736	40,336		
			40,938	41,552	42,176	42,807	43,450	44,101	44,765	45,435	46,116	46,808	47,509	48,222	48,946	49,681	50,425	51,182	51,950	52,729	53,323	
108.1	260	8	33,226	33,614	34,008	34,406	34,810	35,216	35,629	36,047	36,468	36,894	37,325	37,763	38,205	38,652	39,104	39,561	40,025	40,493	40,967	
			41,447	41,932	42,423	42,920	43,421	43,930	44,444	44,963	45,490	46,022	46,560	47,105	47,656	48,213	48,777	49,348	49,924	50,509	51,099	
108.2	191	7	21,690	21,944	22,200	22,460	22,722	22,989	23,258	23,531	23,806	24,085	24,367	24,653	24,942	25,234	25,529	25,827	26,129	26,435	26,745	
			27,057	27,374	27,694	28,018	28,346	28,679	29,014	29,353	29,697	30,044	30,395	30,751	31,112	31,476	31,844	32,218	32,595	32,977	33,363	
	216	7	24,528	24,815	25,104	25,400	25,697	25,997	26,301	26,609	26,921	27,235	27,554	27,876	28,203	28,533	28,868	29,205	29,547	29,892	30,242	
			30,596	30,954	31,316	31,683	32,053	32,429	32,808	33,193	33,581	33,973	34,371	34,774	35,180	35,592	36,009	36,431	36,856	37,288	37,723	

Unified Pay Schedule Effective July 18, 2022

Pay Grade	Days	Hours	Steps																			
			0 19	1 20	2 21	3 22	4 23	5 24	6 25	7 26	8 27	9 28	10 29	11 30	12 31	13 32	14 33	15 34	16 35	17 36	18 37	
113	191	7	25,691 33,587	26,077 34,090	26,467 34,602	26,864 35,120	27,266 35,648	27,677 36,183	28,092 36,726	28,513 37,276	28,941 37,836	29,376 38,403	29,816 38,979	30,262 39,563	30,717 40,157	31,177 40,760	31,646 41,371	32,120 41,992	32,601 42,621	33,091 43,260	43,742	
	191	8	29,368 38,385	29,802 38,961	30,248 39,545	30,703 40,138	31,163 40,741	31,629 41,352	32,106 41,972	32,586 42,602	33,075 43,240	33,571 43,889	34,075 44,547	34,585 45,216	35,105 45,893	35,631 46,582	36,166 47,280	36,708 47,989	37,260 48,710	37,819 49,439	49,992	
	201	8	30,898 40,396	31,362 41,000	31,832 41,616	32,310 42,240	32,796 42,873	33,287 43,516	33,786 44,169	34,292 44,833	34,808 45,504	35,329 46,185	35,860 46,879	36,397 47,583	36,942 48,297	37,497 49,021	38,059 49,756	38,631 50,503	39,210 51,260	39,798 52,029	52,609	
	216	7	29,054 37,984	29,490 38,553	29,931 39,130	30,381 39,718	30,835 40,313	31,298 40,919	31,769 41,533	32,244 42,154	32,729 42,789	33,219 43,430	33,717 44,081	34,225 44,742	34,737 45,413	35,258 46,095	35,787 46,786	36,325 47,487	36,868 48,200	37,421 48,923	49,468	
	216	8	33,204 43,409	33,703 44,060	34,208 44,722	34,721 45,393	35,241 46,072	35,770 46,764	36,307 47,466	36,851 48,176	37,405 48,900	37,965 49,634	38,535 50,377	39,113 51,133	39,699 51,900	40,296 52,679	40,901 53,469	41,514 54,271	42,137 55,085	42,767 55,911	56,535	
	260	8	39,968 52,251	40,568 53,036	41,176 53,830	41,793 54,640	42,421 55,457	43,057 56,289	43,702 57,135	44,357 57,992	45,024 58,861	45,700 59,743	46,385 60,640	47,081 61,550	47,787 62,473	48,503 63,411	49,231 64,361	49,968 65,327	50,719 66,306	51,478 67,301	68,053	
114	191	8	30,831 40,306	31,293 40,911	31,764 41,524	32,239 42,147	32,723 42,781	33,214 43,421	33,711 44,074	34,216 44,734	34,731 45,404	35,252 46,087	35,782 46,778	36,316 47,480	36,862 48,191	37,415 48,915	37,976 49,647	38,546 50,394	39,123 51,148	39,712 51,915	52,490	
	201	8	32,445 42,416	32,932 43,052	33,426 43,698	33,927 44,353	34,436 45,018	34,953 45,693	35,477 46,378	36,009 47,074	36,549 47,780	37,097 48,497	37,653 49,224	38,218 49,962	38,791 50,711	39,373 51,472	39,964 52,244	40,563 53,028	41,171 53,823	41,789 54,630	55,449	
	260	8	41,969 54,868	42,599 55,691	43,237 56,526	43,886 57,374	44,545 58,235	45,213 59,109	45,891 59,995	46,578 60,895	47,276 61,809	47,986 62,734	48,706 63,675	49,436 64,631	50,180 65,601	50,931 66,585	51,695 67,583	52,470 68,598	53,258 69,624	54,056 70,670	71,450	
115	191	8	32,372 42,320	32,858 42,956	33,351 43,599	33,851 44,253	34,358 44,917	34,873 45,592	35,398 46,276	35,928 46,970	36,467 47,673	37,014 48,389	37,568 49,114	38,132 49,852	38,705 50,600	39,285 51,359	39,874 52,128	40,473 52,911	41,080 53,705	41,696 54,510	55,109	
	201	8	34,066 44,536	34,578 45,206	35,096 45,883	35,623 46,571	36,158 47,269	36,699 47,979	37,250 48,699	37,808 49,428	38,376 50,171	38,950 50,923	39,536 51,687	40,129 52,461	40,730 53,248	41,343 54,047	41,962 54,858	42,591 55,682	43,230 56,516	43,880 57,364	58,225	
	260	8	44,065 57,608	44,728 58,473	45,398 59,350	46,078 60,241	46,770 61,145	47,472 62,062	48,185 62,992	48,907 63,938	49,641 64,896	50,384 65,870	51,140 66,858	51,908 67,860	52,685 68,880	53,477 69,912	54,279 70,961	55,094 72,026	55,919 73,105	56,758 74,201	75,018	
116	216	7	33,628 43,964	34,132 44,622	34,644 45,291	35,162 45,970	35,691 46,660	36,226 47,360	36,770 48,070	37,321 48,791	37,881 49,524	38,449 50,265	39,026 51,020	39,611 51,785	40,206 52,562	40,808 53,351	41,421 54,151	42,041 54,962	42,673 55,787	43,313 56,624	57,266	
	216	8	38,432 50,244	39,008 50,996	39,592 51,761	40,188 52,538	40,789 53,325	41,402 54,124	42,023 54,938	42,652 55,761	43,293 56,597	43,941 57,448	44,602 58,309	45,270 59,184	45,949 60,071	46,639 60,971	47,337 61,887	48,048 62,815	48,769 63,757	49,499 64,714	65,447	

Unified Pay Schedule Effective July 18, 2022

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	260	8	46,260	46,953	47,657	48,372	49,098	49,835	50,583	51,342	52,112	52,893	53,687	54,492	55,309	56,138	56,980	57,835	58,702	59,583		
			60,477	61,385	62,305	63,240	64,190	65,150	66,128	67,120	68,127	69,150	70,185	71,239	72,307	73,393	74,493	75,609	76,745	77,896	78,778	
117	191	8	35,683	36,219	36,763	37,314	37,874	38,441	39,017	39,604	40,196	40,800	41,412	42,033	42,662	43,303	43,952	44,613	45,281	45,961		
			46,650	47,349	48,060	48,780	49,512	50,255	51,010	51,774	52,551	53,339	54,139	54,951	55,776	56,612	57,461	58,323	59,198	60,085	60,758	
117	201	7	32,858	33,351	33,851	34,358	34,874	35,398	35,928	36,468	37,014	37,569	38,133	38,705	39,285	39,875	40,473	41,080	41,697	42,320		
			42,957	43,599	44,253	44,918	45,593	46,277	46,970	47,674	48,389	49,115	49,852	50,600	51,359	52,128	52,911	53,705	54,510	55,329	55,947	
117	201	8	37,551	38,114	38,685	39,267	39,856	40,452	41,059	41,677	42,301	42,936	43,580	44,233	44,896	45,570	46,255	46,948	47,652	48,367		
			49,093	49,829	50,576	51,335	52,105	52,886	53,679	54,486	55,302	56,132	56,973	57,828	58,696	59,576	60,470	61,378	62,298	63,232	63,940	
117	216	7	35,308	35,839	36,376	36,922	37,476	38,038	38,609	39,189	39,775	40,373	40,978	41,593	42,216	42,851	43,492	44,145	44,807	45,481		
			46,161	46,854	47,557	48,270	48,994	49,729	50,475	51,233	52,000	52,781	53,571	54,376	55,191	56,020	56,860	57,712	58,578	59,457	60,122	
117	216	8	40,354	40,958	41,574	42,197	42,831	43,472	44,124	44,787	45,458	46,140	46,832	47,536	48,248	48,971	49,706	50,453	51,207	51,976		
			52,755	53,547	54,350	55,166	55,992	56,833	57,686	58,551	59,429	60,321	61,226	62,144	63,077	64,022	64,983	65,957	66,947	67,951	65,439	
117	260	8	48,574	49,303	50,041	50,793	51,555	52,329	53,112	53,908	54,719	55,539	56,371	57,218	58,076	58,947	59,832	60,729	61,639	62,565		
			63,503	64,455	65,421	66,403	67,401	68,410	69,437	70,478	71,535	72,608	73,697	74,803	75,926	77,064	78,220	79,392	80,583	81,793	82,709	
117.1	201	7	34,721	35,127	35,538	35,954	36,374	36,800	37,231	37,667	38,108	38,553	39,004	39,460	39,922	40,388	40,862	41,341	41,823	42,313	42,807	
			43,308	43,814	44,329	44,847	45,373	45,902	46,439	46,982	47,534	48,089	48,652	49,220	49,796	50,378	50,968	51,564	52,168	52,778	53,396	
117.1	216	7	37,313	37,750	38,191	38,638	39,089	39,547	40,009	40,478	40,951	41,431	41,915	42,405	42,902	43,404	43,912	44,426	44,945	45,471	46,003	
			46,541	47,086	47,636	48,194	48,758	49,328	49,905	50,489	51,080	51,678	52,283	52,894	53,513	54,139	54,772	55,414	56,062	56,718	57,381	
118	260	8	51,009	51,773	52,551	53,339	54,139	54,951	55,775	56,611	57,461	58,322	59,197	60,085	60,987	61,901	62,830	63,773	64,730	65,700		
			66,687	67,686	68,702	69,731	70,777	71,839	72,917	74,010	75,120	76,247	77,391	78,552	79,731	80,927	82,140	83,373	84,622	85,893	86,854	
119	260	8	53,541	54,343	55,158	55,985	56,824	57,678	58,543	59,421	60,311	61,216	62,137	63,066	64,013	64,972	65,947	66,938	67,942	68,960		
			69,995	71,045	72,110	73,192	74,290	75,405	76,536	77,683	78,849	80,031	81,232	82,450	83,686	84,942	86,217	87,510	88,822	90,155	91,194	
120	260	8	56,240	57,082	57,939	58,808	59,690	60,586	61,495	62,417	63,354	64,304	65,267	66,248	67,240	68,249	69,274	70,312	71,367	72,437		
			73,523	74,627	75,746	76,883	78,036	79,206	80,395	81,601	82,826	84,067	85,328	86,607	87,907	89,226	90,564	91,923	93,301	94,701	95,750	

Unified Pay Schedule Effective July 18, 2022

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
121	216	8		49,044	49,782	50,528	51,286	52,055	52,836	53,629	54,433	55,250	56,079	56,919	57,772	58,639	59,518	60,412	61,318	62,237	63,170																
			64,118	65,080	66,057	67,048	68,054	69,074	70,111	71,162	72,231	73,313	74,412	75,528	76,663	77,811	78,979	80,163	81,366	82,587	83,530																
	260	8		59,036	59,920	60,820	61,732	62,658	63,599	64,552	65,520	66,504	67,500	68,514	69,542	70,585	71,644	72,718	73,809	74,915	76,040																
			77,180	78,337	79,513	80,706	81,916	83,143	84,392	85,658	86,943	88,247	89,571	90,913	92,277	93,662	95,067	96,493	97,941	99,410	100,547																
122	201	8		47,933	48,652	49,380	50,121	50,873	51,635	52,411	53,197	53,995	54,805	55,627	56,462	57,308	58,169	59,040	59,925	60,824	61,737																
			62,663	63,602	64,557	65,525	66,508	67,506	68,518	69,546	70,589	71,648	72,722	73,814	74,920	76,044	77,184	78,343	79,520	80,710	81,921																
	216	8		51,509	52,281	53,065	53,862	54,668	55,489	56,321	57,166	58,024	58,895	59,778	60,674	61,585	62,508	63,445	64,398	65,364	66,344																
			67,340	68,350	69,375	70,415	71,471	72,542	73,631	74,736	75,856	76,995	78,149	79,321	80,512	81,720	82,946	84,189	85,451	86,734	87,716																
	260	8		62,001	62,932	63,876	64,832	65,805	66,794	67,795	68,813	69,843	70,891	71,955	73,034	74,129	75,242	76,370	77,515	78,677	79,859																
			81,056	82,272	83,507	84,759	86,030	87,321	88,631	89,960	91,309	92,679	94,070	95,481	96,912	98,366	99,841	101,340	102,859	104,403	105,585																
123	260	8		65,085	66,063	67,054	68,060	69,080	70,116	71,168	72,236	73,319	74,419	75,534	76,669	77,820	78,985	80,172	81,373	82,594	83,832																
			85,091	86,367	87,662	88,976	90,312	91,666	93,042	94,437	95,855	97,292	98,749	100,231	101,735	103,260	104,810	106,383	107,979	109,598	110,863																
123.1	201	8	53,870	54,500	55,138	55,782	56,435	57,096	57,764	58,441	59,123	59,815	60,516	61,223	61,940	62,664	63,398	64,139	64,889	65,649	66,417																
			67,194	67,981	68,776	69,581	70,394	71,218	72,051	72,895	73,748	74,611	75,483	76,367	77,260	78,163	79,079	80,003	80,939	81,886	82,845																
	216	7	50,654	51,247	51,846	52,454	53,067	53,688	54,315	54,952	55,594	56,245	56,903	57,568	58,242	58,923	59,613	60,311	61,017	61,730	62,452																
			63,183	63,922	64,670	65,427	66,192	66,967	67,749	68,543	69,344	70,156	70,976	71,806	72,647	73,497	74,357	75,226	76,106	76,997	77,898																
	216	8	57,891	58,568	59,253	59,947	60,648	61,357	62,075	62,802	63,537	64,280	65,032	65,792	66,563	67,341	68,129	68,926	69,733	70,548	71,374																
			72,209	73,054	73,908	74,773	75,648	76,533	77,428	78,334	79,251	80,178	81,116	82,065	83,026	83,997	84,980	85,973	86,979	87,996	89,026																
124	260	8		68,340	69,367	70,406	71,463	72,534	73,623	74,727	75,848	76,987	78,141	79,312	80,504	81,709	82,936	84,180	85,442	86,724	88,025																
			89,345	90,685	92,045	93,427	94,827	96,249	97,693	99,160	100,647	102,156	103,689	105,244	106,822	108,425	110,052	111,702	113,378	115,077	116,384																
125	216	8		59,619	60,514	61,422	62,342	63,277	64,227	65,190	66,168	67,161	68,168	69,190	70,228	71,281	72,351	73,436	74,537	75,657	76,791																
			77,943	79,112	80,298	81,503	82,725	83,966	85,225	86,504	87,802	89,119	90,455	91,813	93,191	94,587	96,008	97,446	98,909	100,393	101,536																
	260	8		71,764	72,841	73,933	75,042	76,168	77,310	78,471	79,647	80,841	82,055	83,285	84,534	85,802	87,089	88,396	89,723	91,067	92,434																
			93,821	95,227	96,655	98,105	99,577	101,071	102,587	104,125	105,687	107,273	108,882	110,516	112,174	113,855	115,563	117,298	119,056	120,842	122,218																

Unified Pay Schedule Effective July 18, 2022

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	
126	260	8	75,355	76,486	77,635	78,799	79,981	81,180	82,399	83,633	84,887	86,161	87,455	88,765	90,096	91,449	92,821	94,212	95,627	97,060		
			98,516	99,994	101,493	103,017	104,561	106,129	107,721	109,338	110,977	112,642	114,331	116,047	117,788	119,555	121,347	123,168	125,016	126,890	128,316	
128	260	8	83,069	84,316	85,581	86,865	88,169	89,489	90,832	92,194	93,578	94,982	96,406	97,852	99,320	100,809	102,321	103,857	105,414	106,996		
			108,599	110,229	111,883	113,561	115,264	116,993	118,748	120,528	122,338	124,172	126,036	127,927	129,845	131,792	133,769	135,776	137,814	139,879	141,480	
128.1	260	8	83,074	84,046	85,030	86,024	87,031	88,050	89,081	90,124	91,178	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	
129	260	8	87,240	88,548	89,876	91,226	92,593	93,982	95,391	96,823	98,276	99,749	101,245	102,765	104,305	105,869	107,458	109,071	110,707	112,367		
			114,053	115,764	117,498	119,262	121,051	122,867	124,710	126,581	128,479	130,406	132,363	134,349	136,362	138,408	140,485	142,591	144,731	146,902	148,541	
129.1	260	8	87,236	88,257	89,290	90,335	91,391	92,461	93,542	94,637	95,744	96,865	97,998	99,144	100,304	101,478	102,666	103,867	105,083	106,313	107,557	
			108,815	110,088	111,376	112,680	113,997	115,331	116,681	118,046	119,427	120,825	122,238	123,667	125,115	126,579	128,059	129,557	131,074	132,607	134,159	
130	260	8	91,604	92,978	94,373	95,787	97,225	98,682	100,163	101,665	103,191	104,738	106,309	107,903	109,523	111,167	112,833	114,526	116,244	117,986		
			119,757	121,553	123,377	125,226	127,105	129,011	130,947	132,911	134,905	136,928	138,983	141,068	143,184	145,331	147,511	149,724	151,971	154,250	155,991	
130.1	260	8	91,601	92,673	93,758	94,854	95,964	97,086	98,222	99,371	100,534	101,710	102,900	104,104	105,322	106,554	107,800	109,061	110,338	111,630	112,936	
			114,257	115,593	116,947	118,315	119,699	121,100	122,517	123,949	125,400	126,867	128,351	129,854	131,373	132,910	134,465	136,039	137,631	139,241	140,870	
131	260	8	96,159	97,602	99,066	100,551	102,060	103,591	105,145	106,722	108,323	109,948	111,597	113,272	114,970	116,695	118,444	120,222	122,025	123,856		
			125,712	127,598	129,513	131,455	133,427	135,429	137,460	139,522	141,615	143,739	145,894	148,085	150,304	152,560	154,847	157,171	159,528	161,922	163,777	
131.1	260	8	101,378	102,564	103,763	104,978	106,206	107,449	108,705	109,978	111,263	112,565	113,883	115,215	116,563	117,927	119,306	120,702	122,114	123,543	124,988	
			126,452	127,930	129,427	130,941	132,474	134,024	135,591	137,177	138,783	140,407	142,048	143,711	145,392	147,093	148,814	150,555	152,317	154,100	155,903	
132	260	8	100,981	102,495	104,033	105,592	107,177	108,784	110,416	112,073	113,753	115,460	117,193	118,951	120,734	122,546	124,383	126,249	128,143	130,065		
			132,015	133,996	136,007	138,047	140,117	142,218	144,351	146,517	148,715	150,946	153,210	155,508	157,841	160,209	162,611	165,050	167,525	170,040	171,973	

Unified Pay Schedule Effective July 18, 2022

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	
132.1	260	8	111,515	112,820	114,139	115,476	116,827	118,194	119,576	120,976	122,391	123,823	125,271	126,738	128,221	129,720	131,237	132,774	134,327	135,899	137,489	
			139,097	140,724	142,371	144,036	145,722	147,427	149,151	150,898	152,663	154,448	156,256	158,084	159,933	161,805	163,698	165,613	167,552	169,511	171,494	
133	260	8		106,019	107,609	109,223	110,861	112,524	114,213	115,926	117,664	119,429	121,221	123,040	124,884	126,758	128,660	130,590	132,549	134,535	136,555	
				138,603	140,681	142,792	144,934	147,108	149,314	151,555	153,828	156,135	158,477	160,854	163,267	165,715	168,203	170,725	173,286	175,886	178,524	180,555
133.1	260	8	122,667	124,103	125,554	127,024	128,510	130,012	131,535	133,073	134,630	136,204	137,798	139,412	141,042	142,693	144,361	146,051	147,760	149,489	151,238	
			153,007	154,798	156,609	158,442	160,294	162,169	164,068	165,986	167,929	169,893	171,881	173,893	175,926	177,984	180,068	182,174	184,307	186,462	188,644	
135	260	8		116,889	118,645	120,423	122,231	124,063	125,924	127,812	129,731	131,676	133,651	135,656	137,690	139,757	141,853	143,981	146,141	148,332	150,557	
				152,816	155,108	157,435	159,796	162,194	164,627	167,095	169,602	172,145	174,728	177,349	180,010	182,709	185,449	188,231	191,055	193,921	196,831	199,068
136	260	8		122,748	124,590	126,459	128,355	130,281	132,234	134,218	136,232	138,276	140,350	142,455	144,591	146,761	148,961	151,196	153,464	155,766	158,102	
				160,473	162,881	165,324	167,805	170,322	172,876	175,469	178,100	180,773	183,485	186,236	189,030	191,865	194,744	197,665	200,629	203,639	206,694	209,025
137	260	8		128,872	130,805	132,766	134,758	136,779	138,831	140,914	143,026	145,173	147,351	149,561	151,804	154,081	156,391	158,738	161,118	163,535	165,988	
				168,479	171,006	173,571	176,175	178,816	181,500	184,221	186,985	189,791	192,637	195,527	198,459	201,437	204,458	207,524	210,638	213,798	217,005	219,486
139	260	8		142,081	144,213	146,376	148,572	150,800	153,062	155,359	157,688	160,055	162,454	164,892	167,365	169,875	172,424	175,010	177,635	180,299	183,003	
				185,749	188,535	191,363	194,234	197,147	200,104	203,106	206,154	209,245	212,384	215,569	218,802	222,084	225,417	228,797	232,230	235,715	239,249	241,977
140	260	8		149,193	151,430	153,703	156,008	158,347	160,724	163,133	165,581	168,064	170,586	173,145	175,742	178,378	181,054	183,770	186,526	189,323	192,163	
				195,045	197,971	200,942	203,956	207,014	210,121	213,272	216,472	219,718	223,013	226,359	229,753	233,201	236,698	240,248	243,853	247,510	251,223	254,080

**Supplemental Pay Schedule
Effective July 18, 2022**

SUPPLEMENT / DUTY	AMOUNT	ADDITIONAL INFORMATION
Academic Architect	\$1,000	
Additional Responsibilities / Supervisory / Administrative	5%	
Additional Teaching Period (Semester or year-long class)	\$25	Daily rate per class.
Administrative Dean	5%	
Advance I Certificate	\$288	For positions where certificate is not required.
Advance II Certificate	\$360	For positions where certificate is not required.
Advance III Certificate	\$432	For positions where certificate is not required.
Associate Degree	\$216	For positions where degree is not required.
Attendance Bonus	\$50	For bus operators and monitors with perfect attendance each pay period.
Attendance/Engagement Summer Specialist	\$1,500	
Bachelor's Degree	\$504	For positions where degree is not required.
Band Director	11%	
Basic Certificate	\$144	For positions where certificate is not required.
Bus Operator Recruitment Incentive	\$3,500	Newly hired bus operators with CDL; paid in three installments.
CDL Incentive	\$1,500	For full time employees who obtain CDL; driving commitment required; paid in one installment.
Certified Nurse Aide Program Coordinator	5%	
Critical Shortage Area Signing Bonus – Teacher with 2+ Years of Experience	\$4,000	For newly hired teachers with at least 2 years of experience in secondary math, secondary science, secondary ELA (English), world language, special education, elementary, career and technical education, health and physical education, early childhood special education, ESL, reading specialist, school social work, school counseling, military instruction or library media. Two year commitment required. The first installment of \$2,000 paid after 90 days of employment. Second installment of \$2,000 paid after June 30, 2023. If employee voluntarily leaves during first year of employment, all \$4,000 must be repaid. If employee leaves during second year of employment, \$2,000 must be repaid.

\$ Annual supplement; % Based on annual salary

**Supplemental Pay Schedule
Effective July 18, 2022**

SUPPLEMENT / DUTY	AMOUNT	ADDITIONAL INFORMATION
Critical Shortage Area Signing Bonus – New Teacher	\$2,000	For newly hired teachers with endorsement in secondary math, secondary science, secondary ELA (English), world language, special education, elementary, career and technical education, health and physical education, early childhood special education, ESL, reading specialist, school social work, school counseling, military instruction or library media. Two year commitment required. The first installment of \$1,000 paid after 90 days of employment. Second installment of \$1,000 paid after June 30, 2023. If employee voluntarily leaves during first year of employment, all \$2,000 must be repaid. If employee leaves during second year of employment, \$1,000 must be repaid.
Crossing Guard	\$2,000	
Department Chair – High	5%	
Doctorate Degree	\$1,200	For positions where degree is not required.
Engagement Summer Initiative	\$900	
Finance Officer I	\$1,000	Elementary schools, preschools, Amelia Street and RCEEA; paid in four installments.
	\$1,500	Elementary schools with fall membership over 600; paid in four installments.
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.
Instructional Lead	\$500	
Lead Security Specialist	\$960	
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.

\$ Annual supplement; % Based on annual salary

**Supplemental Pay Schedule
Effective July 18, 2022**

SUPPLEMENT / DUTY	AMOUNT	ADDITIONAL INFORMATION
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.
Moving Stipend	\$6,000	For teachers who relocate from at least 50 miles away. Proof of relocation required. Stipend paid after employment begins. If employee voluntarily leaves during first year of employment, all \$6,000 must be repaid. If employee leaves during second year of employment, \$3,000 must be repaid.
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%	
Personal Care Support	\$2,000	For staff who provide 1:1 support to include personal care; required in IEP.
Physical Therapist	10%	
Principal of Distinction	\$5,000	For Principals who possess the licensure endorsement governed by VDOE.
School Nutrition Manager of 2 Schools	10%	
School Nutrition Manager of 3 Schools	15%	
Special Needs Bus Operator	\$500	
Speech Pathologist	10%	
Student Activities Director – High	13%	
Student Activities Director – Middle	10%	
Web Master	\$1,000	

\$ Annual supplement; % Based on annual salary

**Substitute Rate Schedule
Effective July 18, 2022**

JOB TITLE	HOURLY RATE	HOURS PER DAY	DAILY RATE
Attendance Helper	\$12.00	7	\$84.00
Bus Monitor	\$12.50	6	\$75.00
Bus Operator	\$21.00	4	\$168.00
Clerical	\$12.00	8	\$96.00
Counselor	\$33.10	8	\$264.80
Custodian	\$12.00	8	\$96.00
Instructional Assistant	\$12.00	7	\$84.00
Instructional Assistant Long-Term	\$12.60	7	\$88.20
Librarian Long-Term	\$32.30	8	\$258.40
LPN	\$24.28	7	\$169.96
Nurse Assistant	\$19.00	7	\$133.00
RN	\$28.75	8	\$230.00
Security	\$12.00	8	\$96.00
Security Long-Term	\$14.35	8	\$114.80
Teacher Daily – Tuesdays, Wednesdays and Thursdays	\$15.00	8	\$120.00
Teacher Daily – Mondays and Fridays	\$17.50	8	\$140.00
Teacher with 60 Work Day Commitment to RPS	\$20.00	8	\$160.00
Teacher Long-Term and/or Annual	\$28.13	8	\$225.04

**Temporary Rate Schedule
Effective July 18, 2022**

JOB TITLE	HOURLY RATE
Academic Coach	\$21.00
Academic Coach Coordinator	\$35.00
After School Activities Bus Driver	\$21.00
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
COE	\$12.00
Coordinator of Student Conduct	\$30.55
Data Coach	\$21.00
Driver Range Instructor	\$18.00
Food Service Manager in Training	\$20.00
Food Service Worker	\$15.00
Foreign Language Temp	\$30.00
Free/Reduced Lunch Application	\$12.00
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
General Tutor: Algebra Readiness, Early Intervention, LIEP Extended Day, Extended Day, Extended Day Saturday, Extended Day Twilight, Project Graduation, SOL, Title I	\$30.00 – Teachers
	\$15.00 – Instructional Assistants
Homebound Teacher	\$22.00
Individual Student Alternative Ed Plan Coordinator – Youth GED	\$30.55
IEP Summer Support	\$25.00

**Temporary Rate Schedule
Effective July 18, 2022**

JOB TITLE	HOURLY RATE
Instructional Resource Designer	\$28.00
Instructor ABE/GED – Goochland	\$28.00
Interim Appointment	Minimum of interim pay grade
Intern	\$12.00
Internal Facilitator – School Improvement	\$40.00
Instructional Coach	\$21.00
Job Coach	\$12.00
Language Instruction Educational Programs Instructional Assistant	\$13.00
Language Instruction Educational Programs Instructor for Adults	\$30.55
Language Instruction Educational Programs Parent Facilitator	\$21.00
Lunch Monitor	\$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
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
Summer Child Find, Evaluation, IEP Development for Early Childhood Special Education	\$40.00
Summer Developmental Screening Process for Newly Enrolled Preschoolers	\$15.00
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 Rate Schedule
Effective July 18, 2022**

Temporary Instructional Specialist	\$40.00
Temporary Care and Safety Associate	\$17.00
Temporary Speech Pathologist	\$30.00
Textbook Manager	\$30.00
Virtual Tutoring Initiative Teacher – Tier 1	\$50.00
Virtual Tutoring Initiative Teacher – Tier 2	\$35.00
VGLA Scorer	\$18.00

**Summer School Rate Schedule
Effective July 18, 2022**

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
Nurse Assistant	Time and ½ : Hourly Rate x 1.5
Registered Nurse	\$40.00
School Counselor	\$40.00
School Nutrition Assistant	Time and ½ : Hourly Rate x 1.5
School Nutrition Manager	Time and ½ : Hourly Rate x 1.5
Substitute Clerical	\$12.00
Substitute Care and Safety Associate	\$12.00
Substitute Instructional Assistant	Time and ½ : Hourly Rate x 1.5
Substitute Teacher	\$40.00
Teacher	\$40.00
Testing Coordinator	\$40.00

**Athletic Supplement Schedule
Effective July 18, 2022**

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 18, 2022**

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 18, 2022**

High School

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

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

**Academic/Extracurricular Supplement Schedule
Effective July 18, 2022**

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 18, 2022**

Teacher

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
260 Days	24	7/1/2022 – 6/30/2023	July 15, 2022	June 30, 2023
230 Days	24	8/1/2022 – 6/30/2023	August 15, 2022	July 31, 2023
210 Days	24	8/15/2022 – 6/30/2023	August 31, 2022	August 15, 2023
200 Days	24	8/22/2022 – 6/23/2023	September 15, 2022	August 31, 2023

Support

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
260 Days	24	7/1/2022 – 6/30/2023	July 15, 2022	June 30, 2023
216 Days	24	8/1/2022 – 6/30/2023	August 15, 2022	July 31, 2023
201 Days	24	8/15/2022 – 6/30/2023*	August 31, 2022	August 15, 2023
191 Days	24	8/22/2022 – 6/23/2023*	September 15, 2022	August 31, 2023
191 Days	20	8/22/2022 – 6/23/2023*	September 15, 2022	June 30, 2023
183 Days	24	8/25/2022 – 6/23/2023*	September 15, 2022	August 31, 2023

*Additional five (5) days off for 201, 191 and 183 Day Employees:

1. 11/7/2022 – Teacher Planning Day
2. 11/22/2022 – Choice-Based Professional Learning Day
3. 2/3/2022 – Teacher Planning Day
4. 3/9/2022 – Choice-Based Professional Learning Day
5. 4/21/2022 – Teacher Planning Day

Patrick Henry

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
Teacher – 230 Days	24	7/11/2022 – 6/23/2023	July 31, 2022	July 15, 2023
Teacher – 210 Days	24	7/18/2022 – 6/23/2023	August 15, 2022	July 31, 2023
Teacher – 200 Days	24	7/25/2022 – 6/16/2023	August 15, 2022	July 31, 2023
Support – 201 Days	24	7/18/2022 – 6/23/2023	August 15, 2022	July 31, 2023
Support – 191 Days	24	7/25/2022 – 6/16/2023	August 15, 2022	July 31, 2023

Transportation

CONTRACT LENGTH	PAYCHECKS	CONTRACT DATES	PAY START DATE	PAY END DATE
Bus Operators and Monitors 184 Days	24	8/24/2022 – 6/23/2023	September 15, 2022	August 31, 2023
Bus Operators and Monitors 184 Days	20	8/24/2022 – 6/23/2023	September 15, 2022	June 30, 2023



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