

Isle of Wight County Schools  
**Teacher Pay Scale (Ten-Month Teachers)**  
 Effective July 1, 2022

Step	Definition	Definition	Bachelors Degree
0	No experience	Entering 1st year	\$ 47,277
1	Completed 1st year	Entering 2nd year	\$ 47,750
2	Completed 2nd year	Entering 3rd year	\$ 48,228
3	Completed 3rd year	Entering 4th year	\$ 48,709
4	Completed 4th year	Entering 5th year	\$ 49,197
5	Completed 5th year	Entering 6th year	\$ 49,688
6	Completed 6th year	Entering 7th year	\$ 50,185
7	Completed 7th year	Entering 8th year	\$ 50,687
8	Completed 8th year	Entering 9th year	\$ 51,194
9	Completed 9th year	Entering 10th year	\$ 51,706
10	Completed 10th year	Entering 11th year	\$ 52,223
11	Completed 11th year	Entering 12th year	\$ 53,137
12	Completed 12th year	Entering 13th year	\$ 54,067
13	Completed 13th year	Entering 14th year	\$ 55,014
14	Completed 14th year	Entering 15th year	\$ 55,976
15	Completed 15th year	Entering 16th year	\$ 56,956
16	Completed 16th year	Entering 17th year	\$ 57,952
17	Completed 17th year	Entering 18th year	\$ 58,966
18	Completed 18th year	Entering 19th year	\$ 59,998
19	Completed 19th year	Entering 20th year	\$ 61,048
20	Completed 20th year	Entering 21st year	\$ 62,117
21	Completed 21st year	Entering 22nd year	\$ 63,203
22	Completed 22nd year	Entering 23rd year	\$ 64,310
23	Completed 23rd year	Entering 24th year	\$ 65,435
24	Completed 24th year	Entering 25th year	\$ 66,581
25	Completed 25th year	Entering 26th year	\$ 67,745
26	Completed 26th year	Entering 27th year	\$ 68,931
27	Completed 27th year	Entering 28th year	\$ 70,137
28	Completed 28th year	Entering 29th year	\$ 71,364
29	Completed 29th year	Entering 30th year	\$ 72,614
30	Completed 30th year	Entering 31st year	\$ 73,885
31	Completed 31st year	Entering 32nd year	\$ 75,177
32	Completed 32nd year	Entering 33rd year	\$ 76,493
33	Completed 33rd year	Entering 34th year	\$ 77,831
34	Completed 34th year	Entering 35th year	\$ 79,194
35	Completed 35 or more years		\$ 80,580

11- month contracts - multiply salary by 1.10

12- month contracts - multiply salary by 1.20

**Supplementals for Advanced Degrees and Certificates:**

Masters degree (Teachers & Instructional Coaches only)*	\$ 2,750
Doctorate degree (Teachers & Administrators)*	\$ 3,500
National Board Certification (Teachers only)	\$ 1,500
Speech Certification - CCC	\$ 2,500
Nurse, BSN	\$ 1,500
Board of Psychology - Limited License	\$ 2,500
National Board Occupational Therapy Certification	\$ 2,500

\*Only highest degree compensated

Isle of Wight County Schools  
**Administrator Pay Scale**  
 Effective July 1, 2022

Position/Classification	Grade	Days/Year	Minimum (Annual)
Assistant Director	13	240	\$ 77,000
Assistant Principal - Elementary School	10	240	\$ 73,000
Assistant Principal - High School	12	240	\$ 76,000
Assistant Principal - Middle School	10	240	\$ 73,000
Assistant Superintendent - Admin, Finance and Support	20	240	\$ 125,000
Athletic Director	09	240	\$ 69,000
Chief Financial Officer	19	240	\$ 115,000
Child Nutrition Liasion	03	240	\$ 49,000
Coordinator	14	240	\$ 78,750
Data Analyst/Database	06	240	\$ 59,800
Deputy Superintendent- Instruction	21	240	\$ 135,000
Director	18	240	\$ 105,000
Farm Manager	11	260	\$ 74,000
Garage Supervisor	05	240	\$ 54,600
Human Resources Generalist	04	240	\$ 52,000
Instructional Coach	08	220	\$ 65,000
Instructional Coordinator	14	240	\$ 78,750
Instructional Coordinator II	15	240	\$ 82,000
Network Administrator	06	240	\$ 59,800
Nurse (BSN, RN)	02	200	\$ 45,000
Nurse Supervisor	08	220	\$ 65,000
Principal - Elementary School	16	240	\$ 92,000
Principal - High School	17	240	\$ 96,600
Principal - Middle School	16	240	\$ 92,000
Student Data Information Technician	03	240	\$ 49,400
Transportaton Technician	03	240	\$ 49,400

Actual pay is dependent upon work experience and educational qualifications. Pay raises are recommended by the superintendent based on employee evaluations and are subject to approval by the School Board. For further information, refer to policy manual. Advanced Degree Supplements are available when degrees are held above the requirements for administrative positions. The listing of position titles is not all inclusive.

Isle of Wight County Schools  
**Support Staff Pay Scale**  
 Effective July 1, 2022

<b>Position Classifications</b>	<b>Minimum Hourly Rate</b>	<b>Days/ Year</b>	<b>Minimum (Annual)</b>	<b>Grade</b>
Accounting Technician	\$ 21.00	240	\$ 40,320	13
Administrative Associate I	\$ 18.48	200	\$ 29,568	09
Administrative Associate I	\$ 18.48	220	\$ 32,525	09
Administrative Associate I	\$ 18.48	240	\$ 35,482	09
Administrative Associate II	\$ 19.40	240	\$ 37,248	11
Administrative Associate III	\$ 21.78	240	\$ 41,832	15
Bookkeeper I	\$ 18.90	200	\$ 30,240	10
Bookkeeper I	\$ 18.90	240	\$ 36,288	10
Bookkeeper II	\$ 19.40	240	\$ 37,248	11
Clinic Assistant	\$ 15.75	200	\$ 25,200	06
Courier	\$ 19.40	240	\$ 37,248	11
Driver, School Bus	\$ 20.00	182	\$ 21,840	12
Food Service Cook	\$ 18.00	183	\$ 23,058	08
Food Service Unit Lead	\$ 21.00	190	\$ 31,920	13
Food Service Worker	\$ 15.00	183	\$ 8,235	05
Garage Technician I	\$ 17.75	240	\$ 34,080	07
Garage Technician II	\$ 23.00	240	\$ 44,160	18
Human Resources Technician	\$ 22.05	240	\$ 42,336	16
Information Technician I	\$ 21.50	240	\$ 41,280	14
Information Technician II	\$ 22.50	240	\$ 43,200	17
Information Technician III	\$ 23.50	240	\$ 45,120	18
Instructional Assistant II	\$ 15.75	200	\$ 25,200	06
Library Assistant	\$ 15.75	200	\$ 25,200	06
Logistics Technician	\$ 21.00	240	\$ 40,320	13
Medicaid Technician	\$ 21.00	240	\$ 40,320	13
Network Technician	\$ 23.50	240	\$ 45,120	18
Nurse - LPN	\$ 18.90	200	\$ 30,240	10
Nurse Assistant	\$ 15.75	200	\$ 25,200	06
Senior Accounting Technician	\$ 22.05	240	\$ 42,336	16
Therapist Assistant	\$ 25.20	200	\$ 40,320	19

Actual pay is dependent upon work experience and educational qualifications. Pay raises are determined by the School Board and depend on funding and results of evaluation.

Isle of Wight County Schools  
**Substitute and Other Hourly Pay Rates**  
 Effective July 1, 2022

Classification	Hourly Rate	Daily Rate
<b>Rates for Substitutes:</b>		
Instructional Assistants, Library Assistants, etc.	\$ 15.00	\$ 120.00
Nurses (LPN)	\$ 17.15	\$ 137.20
Nurses (RN)	\$ 19.85	\$ 158.80
Nurses (BSN)	\$ 19.85	\$ 158.80

**Long-Term Substitutes \***

Instructional Assistants	\$ 15.75	\$ 126.00
Library Assistants	\$ 15.75	\$ 126.00
Nurse (LPN)	\$ 18.00	\$ 144.00
Nurse (RN)	\$ 19.85	\$ 158.80
Nurse (BSN)	\$ 19.85	\$ 158.80

*Note: Long term substitute rates start on the 11th consecutive day worked for the same assignment.*

**Summer School Rates**

Teachers and nurses	\$ 35.00
Instructional assistants	\$ 18.00
Bus drivers	Contracted hourly rate

*Note: Daily rates are based on 8 hour days and are stated for information purposes only. All pay is based on hours reported.*

**Other Part-Time Rates**

Homebound Instructors	\$ 25.00
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**Bus Drivers**

**Payments for other duties:**

Drivers of evening activity buses - (1.5 hour minimum)	Contracted Rate
Bus driver trainer (behind-the-wheel/no students)	Contracted Rate
Drivers - field trips (1.5 hour minimum)	Contracted Rate
Bus attendants	Contracted Rate
<b>Substitute Bus Drivers</b>	<b>\$ 20.00</b>