



**INSTRUCTIONAL EXPERIENCED-BASED STEP PAY SCALE**

**SY 2022-2023**

**Effective: July 1, 2021**

<b>Creditable Years of Teaching Experience</b>	<b>Standard Teaching</b>	<b>10-month Extended</b>	<b>10-month Extended HS School Counselors</b>	<b>11-month</b>	<b>12-month</b>	<b>ALC</b>
<b>0</b>	51,965	54,836	56,396	57,424	67,562	36,404
<b>1</b>	52,212	55,096	56,663	57,696	67,882	36,576
<b>2</b>	52,461	55,360	56,935	57,972	68,207	36,752
<b>3</b>	52,592	55,498	57,077	58,117	68,377	36,843
<b>4</b>	52,720	55,633	57,215	58,258	68,543	36,933
<b>5</b>	53,010	55,939	57,530	58,579	68,921	37,136
<b>6</b>	53,274	56,218	57,817	58,871	69,264	37,321
<b>7</b>	53,554	56,513	58,120	59,179	69,627	37,517
<b>8</b>	53,884	56,861	58,478	59,544	70,056	37,748
<b>9</b>	54,169	57,162	58,787	59,859	70,427	37,947
<b>10</b>	54,459	57,469	59,103	60,180	70,805	38,151
<b>11</b>	54,768	57,794	59,438	60,521	71,206	38,367
<b>12</b>	55,116	58,161	59,815	60,906	71,658	38,611
<b>13</b>	55,497	58,563	60,229	61,327	72,154	38,878
<b>14</b>	56,087	59,186	60,869	61,978	72,920	39,291
<b>15</b>	56,587	59,714	61,412	62,531	73,571	39,642
<b>16</b>	57,467	60,643	62,367	63,504	74,716	40,258
<b>17</b>	58,468	61,699	63,454	64,610	76,017	40,959
<b>18</b>	59,753	63,054	64,848	66,030	77,687	41,859
<b>19</b>	61,037	64,410	66,242	67,449	79,357	42,759
<b>20</b>	62,324	65,767	67,638	68,871	81,030	43,661
<b>21</b>	63,607	67,121	69,030	70,288	82,697	44,559
<b>22</b>	64,891	68,477	70,424	71,709	84,368	45,459
<b>23</b>	66,176	69,833	71,819	73,128	86,038	46,359
<b>24</b>	67,461	71,188	73,213	74,547	87,708	47,259
<b>25</b>	68,746	72,544	74,607	75,967	89,379	48,159
<b>26</b>	70,030	73,899	76,001	77,386	91,049	49,059
<b>27</b>	71,315	75,255	77,396	78,806	92,719	49,959
<b>28</b>	72,599	76,611	78,790	80,226	94,389	50,859
<b>29</b>	73,884	77,966	80,184	81,645	96,059	51,759
<b>30</b>	75,169	79,322	81,578	83,065	97,730	52,659
<b>31+</b>	<b>*ABOVE SCALE*</b>					

Step 0 was adjusted by 5.5%. All employees received a 5.5% COLA and an additional 0.50% experience step increase.

Virginia Beach City Public Schools 22-23

Unified Experience-Based Step Pay Scale - SY 2022-23

U04			U05															
Annual Hrs	7/1/2022	2080	Annual Hrs	7/1/2022	651	744	837	930	1023	1116	1209	1302	1395	1488	1600	1720	2080	
Creditable Yrs of Exp	Hourly Rate	12-mo 260 days 8hr/day	Creditable Yrs of Exp	Hourly Rate	10-mo 186 days 3.5hr/day	10-mo 186 days 4 hr/day	10-mo 186 days 4.5hr/day	10-mo 186 days 5hr/day	10-mo 186 days 5.5hr/day	10-mo 186 days 6hr/day	10-mo 186 days 6.5hr/day	10-mo 186 days 7hr/day	10-mo 186 days 7.5hr/day	10-mo 186 days 8hr/day	10-mo 200 days 8hr/day	11-mo 215 days 8hr/day	12-mo 260 days 8hr/day	
0	11.4279	23,770	0	12.2446	7,971	9,109	10,248	11,387	12,526	13,664	14,803	15,942	17,081	18,219	19,591	21,060	25,468	
1	11.4821	23,882	1	12.3026	8,008	9,153	10,297	11,441	12,585	13,729	14,873	16,017	17,162	18,306	19,684	21,160	25,589	
2	11.5370	23,996	2	12.3616	8,047	9,197	10,346	11,496	12,645	13,795	14,945	16,094	17,244	18,394	19,778	21,261	25,712	
3	11.5657	24,056	3	12.3924	8,067	9,219	10,372	11,524	12,677	13,829	14,982	16,134	17,287	18,439	19,827	21,314	25,776	
4	11.5939	24,115	4	12.4225	8,087	9,242	10,397	11,552	12,708	13,863	15,018	16,174	17,329	18,484	19,876	21,366	25,838	
5	11.6577	24,248	5	12.4909	8,131	9,293	10,454	11,616	12,778	13,939	15,101	16,263	17,424	18,586	19,985	21,484	25,981	
6	11.7157	24,368	6	12.5531	8,172	9,339	10,506	11,674	12,841	14,009	15,176	16,344	17,511	18,679	20,084	21,591	26,110	
7	11.7773	24,496	7	12.6189	8,214	9,388	10,562	11,735	12,909	14,082	15,256	16,429	17,603	18,776	20,190	21,704	26,247	
8	11.8496	24,647	8	12.6967	8,265	9,446	10,627	11,807	12,988	14,169	15,350	16,531	17,711	18,892	20,314	21,838	26,409	
9	11.9124	24,777	9	12.7639	8,309	9,496	10,683	11,870	13,057	14,244	15,431	16,618	17,805	18,992	20,422	21,953	26,548	
10	11.9764	24,910	10	12.8325	8,353	9,547	10,740	11,934	13,127	14,321	15,514	16,707	17,901	19,094	20,532	22,071	26,691	
11	12.0442	25,051	11	12.9051	8,401	9,601	10,801	12,001	13,201	14,402	15,602	16,802	18,002	19,202	20,648	22,196	26,842	
12	12.1208	25,211	12	12.9875	8,454	9,662	10,870	12,078	13,286	14,494	15,701	16,909	18,117	19,325	20,780	22,338	27,014	
13	12.2045	25,385	13	13.0770	8,513	9,729	10,945	12,161	13,377	14,593	15,810	17,026	18,242	19,458	20,923	22,492	27,200	
14	12.3341	25,654	14	13.2158	8,603	9,832	11,061	12,290	13,519	14,748	15,977	17,206	18,436	19,665	21,145	22,731	27,488	
15	12.4950	25,989	15	13.3884	8,715	9,960	11,206	12,451	13,696	14,941	16,186	17,431	18,676	19,921	21,421	23,028	27,847	
16	12.6930	26,401	16	13.6005	8,853	10,118	11,383	12,648	13,913	15,178	16,443	17,707	18,972	20,237	21,760	23,392	28,289	
17	12.9183	26,870	17	13.8420	9,011	10,298	11,585	12,873	14,160	15,447	16,734	18,022	19,309	20,596	22,147	23,808	28,791	
18	13.2060	27,468	18	14.1501	9,211	10,527	11,843	13,159	14,475	15,791	17,107	18,423	19,739	21,055	22,640	24,338	29,432	
19	13.4935	28,066	19	14.4583	9,412	10,756	12,101	13,446	14,790	16,135	17,480	18,824	20,169	21,513	23,133	24,868	30,073	
20	13.7812	28,664	20	14.7666	9,613	10,986	12,359	13,732	15,106	16,479	17,852	19,226	20,599	21,972	23,626	25,398	30,714	
21	14.0688	29,263	21	15.0748	9,813	11,215	12,617	14,019	15,421	16,823	18,225	19,627	21,029	22,431	24,119	25,928	31,355	
22	14.3564	29,861	22	15.3830	10,014	11,444	12,875	14,306	15,736	17,167	18,598	20,028	21,459	22,889	24,612	26,458	31,996	
23	14.6441	30,459	23	15.6911	10,214	11,674	13,133	14,592	16,051	17,511	18,970	20,429	21,889	23,348	25,105	26,988	32,637	
24	14.9316	31,057	24	15.9995	10,415	11,903	13,391	14,879	16,367	17,855	19,343	20,831	22,319	23,807	25,599	27,519	33,278	
25	15.2191	31,655	25	16.3075	10,616	12,132	13,649	15,165	16,682	18,199	19,715	21,232	22,748	24,265	26,092	28,048	33,919	
26	15.5069	32,254	26	16.6158	10,816	12,362	13,907	15,452	16,997	18,543	20,088	21,633	23,179	24,724	26,585	28,579	34,560	
27	15.7945	32,852	27	16.9239	11,017	12,591	14,165	15,739	17,313	18,887	20,460	22,034	23,608	25,182	27,078	29,109	35,201	
28	16.0819	33,450	28	17.2323	11,218	12,820	14,423	16,026	17,628	19,231	20,833	22,436	24,039	25,641	27,571	29,639	35,843	
29	16.3696	34,048	29	17.5404	11,418	13,050	14,681	16,312	17,943	19,575	21,206	22,837	24,468	26,100	28,064	30,169	36,484	
30	16.6572	34,646	30	17.8485	11,619	13,279	14,939	16,599	18,259	19,918	21,578	23,238	24,898	26,558	28,557	30,699	37,124	
31+	*ABOVE SCALE		31+	*ABOVE SCALE														
			930 - Bus Assistant @ 5 hrs					1720 - Bus Assistant - Plan Bee					1209 - Cafeteria Assistant @ 6.5 hrs					
			1023 - Bus Assistant @ 5.5 hrs					651 - Cafeteria Assistant @ 3.5 hrs					1302 - Cafeteria Assistant @ 7 hrs					
			1116 - Bus Assistant @ 6 hrs					744 - Cafeteria Assistant @ 4 hrs					1600 - Custodian I					
			1209 - Bus Assistant @ 6.5 hrs					837 - Cafeteria Assistant @ 4.5 hrs					2080 - Custodian I					
			1302 - Bus Assistant @ 7 hrs					930 - Cafeteria Assistant @ 5 hrs					2080 - Fleet Shop Helper					
			1395 - Bus Assistant @ 7.5 hrs					1023 - Cafeteria Assistant @ 5.5 hrs										
			1488 - Bus Assistant @ 8 hrs					1116 - Cafeteria Assistant @ 6 hrs										

Virginia Beach City Public Schools 22-23

Unified Experience-Based Step Pay Scale - SY 2022-23

U06			U07				U08										
Annual Hrs	7/1/2022	2080	Annual Hrs	7/1/2022	1600	2080	Annual Hrs	7/1/2022	1027	1371	1393	1415	1488	1720	1600	2080	
Creditable Yrs of Exp	Hourly Rate	12-mo 260 days 8hr/day	Creditable Yrs of Exp	Hourly Rate	10-mo 200 days 8hr/day	12-mo 260 days 8hr/day	Creditable Yrs of Exp	Hourly Rate	10-mo 158 days 6.5hr/day	10-mo 187 days 7.33hr/day	10-mo 190 days 7.33hr/day	10-mo 193 days 7.33hr/day	10-mo 186 days 7.5hr/day	11-mo 215 days 8hr/day	10-mo 200 days 8hr/day	12-mo 260 days 8hr/day	
0	13.1186	27,286	0	14.0592	22,494	29,243	0	15.0658	15,472	20,655	20,986	21,318	22,417	25,913	24,105	31,336	
1	13.1807	27,415	1	14.1258	22,601	29,381	1	15.1372	15,545	20,753	21,086	21,419	22,524	26,035	24,219	31,485	
2	13.2438	27,547	2	14.1934	22,709	29,522	2	15.2096	15,620	20,852	21,186	21,521	22,631	26,160	24,335	31,635	
3	13.2769	27,615	3	14.2289	22,766	29,596	3	15.2475	15,659	20,904	21,239	21,575	22,688	26,225	24,396	31,714	
4	13.3091	27,682	4	14.2634	22,821	29,667	4	15.2846	15,697	20,955	21,291	21,627	22,743	26,289	24,455	31,791	
5	13.3825	27,835	5	14.3420	22,947	29,831	5	15.3686	15,783	21,070	21,408	21,746	22,868	26,433	24,589	31,966	
6	13.4491	27,974	6	14.4134	23,061	29,979	6	15.4453	15,862	21,175	21,515	21,855	22,982	26,565	24,712	32,126	
7	13.5197	28,120	7	14.4889	23,182	30,136	7	15.5262	15,945	21,286	21,627	21,969	23,102	26,705	24,841	32,294	
8	13.6028	28,293	8	14.5780	23,324	30,322	8	15.6217	16,043	21,417	21,761	22,104	23,245	26,869	24,994	32,493	
9	13.6749	28,443	9	14.6552	23,448	30,482	9	15.7045	16,128	21,530	21,876	22,221	23,368	27,011	25,127	32,665	
10	13.7482	28,596	10	14.7339	23,574	30,646	10	15.7887	16,214	21,646	21,993	22,341	23,493	27,156	25,261	32,840	
11	13.8261	28,758	11	14.8174	23,707	30,820	11	15.8781	16,306	21,768	22,118	22,467	23,626	27,310	25,404	33,026	
12	13.9141	28,941	12	14.9117	23,858	31,016	12	15.9793	16,410	21,907	22,259	22,610	23,777	27,484	25,566	33,236	
13	14.0102	29,141	13	15.0147	24,023	31,230	13	16.0895	16,523	22,058	22,412	22,766	23,941	27,673	25,743	33,466	
14	14.1590	29,450	14	15.1742	24,278	31,562	14	16.2604	16,699	22,293	22,650	23,008	24,195	27,967	26,016	33,821	
15	14.3438	29,835	15	15.3722	24,595	31,974	15	16.4724	16,917	22,583	22,946	23,308	24,510	28,332	26,355	34,262	
16	14.5710	30,307	16	15.6155	24,984	32,480	16	16.7334	17,185	22,941	23,309	23,677	24,899	28,781	26,773	34,805	
17	14.8297	30,845	17	15.8926	25,428	33,056	17	17.0303	17,490	23,348	23,723	24,097	25,341	29,292	27,248	35,423	
18	15.1600	31,532	18	16.2466	25,994	33,792	18	17.4095	17,879	23,868	24,251	24,634	25,905	29,944	27,855	36,211	
19	15.4901	32,219	19	16.6003	26,560	34,528	19	17.7885	18,268	24,388	24,779	25,170	26,469	30,596	28,461	37,000	
20	15.8205	32,906	20	16.9541	27,126	35,264	20	18.1676	18,658	24,907	25,307	25,707	27,033	31,248	29,068	37,788	
21	16.1506	33,593	21	17.3078	27,692	36,000	21	18.5467	19,047	25,427	25,835	26,243	27,597	31,900	29,674	38,577	
22	16.4808	34,280	22	17.6617	28,258	36,736	22	18.9258	19,436	25,947	26,363	26,780	28,161	32,552	30,281	39,365	
23	16.8111	34,967	23	18.0156	28,824	37,472	23	19.3048	19,826	26,466	26,891	27,316	28,725	33,204	30,887	40,153	
24	17.1413	35,653	24	18.3694	29,391	38,208	24	19.6838	20,215	26,986	27,419	27,852	29,289	33,856	31,494	40,942	
25	17.4714	36,340	25	18.7229	29,956	38,943	25	20.0629	20,604	27,506	27,947	28,389	29,853	34,508	32,100	41,730	
26	17.8018	37,027	26	19.0769	30,523	39,679	26	20.4420	20,993	28,025	28,475	28,925	30,417	35,160	32,707	42,519	
27	18.1320	37,714	27	19.4306	31,088	40,415	27	20.8211	21,383	28,545	29,003	29,461	30,981	35,812	33,313	43,307	
28	18.4622	38,401	28	19.7843	31,654	41,151	28	21.2002	21,772	29,065	29,531	29,998	31,545	36,464	33,920	44,096	
29	18.7916	39,086	29	20.1382	32,221	41,887	29	21.5804	22,163	29,586	30,061	30,536	32,111	37,118	34,528	44,887	
30	19.1219	39,773	30	20.4919	32,787	42,623	30	21.9593	22,552	30,106	30,589	31,072	32,675	37,769	35,134	45,675	
31+	*ABOVE SCALE		31+	*ABOVE SCALE			31+	*ABOVE SCALE									
2080 - Custodian II			1600 - Baker/Cook (.875 or 7hr/day) 1600 - Cafeteria Manager in Training 2080 - Warehouse Technician				1600 - Assist Cafeteria Manager 1371 - Clinic Assist - CNA 2080 - Custodian III 1393 - Driver Ed Instructor 2080 - Fiscal Technician (Title Only)										

Virginia Beach City Public Schools 22-23

Unified Experience-Based Step Pay Scale - SY 2022-23

U09									U10					
Annual Hrs	7/1/2022	1371	1386	1488	1600	1720	1768	2080	Annual Hrs	7/1/2022	1027	1371	1415	2080
Creditable Yrs of Exp	Hourly Rate	10-mo 187 days 7.33hr/da	10-mo 189 days 7.33hr/da	10-mo 186 days 8hr/day	10-mo 200 days 8hr/day	10-mo Ext 215 days 8hr/day	11-mo 221 days 8hr/day	12-mo 260 days 8hr/day	Creditable Yrs of Exp	Hourly Rate	10-mo 158 days 7.33hr	10-mo 187 days 7.33hr	10-mo 193 days 7.33/hr	12-mo 260 days 8hr/day
0	16.1390	22,126	22,368	24,014	25,822	27,759	27,759	33,569	0	17.2974	17,764	23,714	24,475	35,978
1	16.2155	22,231	22,474	24,128	25,944	27,890	27,890	33,728	1	17.3794	17,848	23,827	24,591	36,149
2	16.2931	22,337	22,582	24,244	26,068	28,024	28,024	33,889	2	17.4625	17,933	23,941	24,709	36,322
3	16.3337	22,393	22,638	24,304	26,133	28,093	28,093	33,974	3	17.5061	17,978	24,000	24,771	36,412
4	16.3733	22,447	22,693	24,363	26,197	28,162	28,162	34,056	4	17.5487	18,022	24,059	24,831	36,501
5	16.4633	22,571	22,818	24,497	26,341	28,316	28,316	34,243	5	17.6452	18,121	24,191	24,967	36,702
6	16.5454	22,683	22,931	24,619	26,472	28,458	28,458	34,414	6	17.7331	18,211	24,312	25,092	36,884
7	16.6321	22,802	23,052	24,748	26,611	28,607	28,607	34,594	7	17.8260	18,307	24,439	25,223	37,078
8	16.7346	22,943	23,194	24,901	26,775	28,783	28,783	34,807	8	17.9359	18,420	24,590	25,379	37,306
9	16.8232	23,064	23,316	25,032	26,917	28,935	28,935	34,992	9	18.0309	18,517	24,720	25,513	37,504
10	16.9134	23,188	23,441	25,167	27,061	29,091	29,091	35,179	10	18.1275	18,616	24,852	25,650	37,705
11	17.0091	23,319	23,574	25,309	27,214	29,255	29,255	35,378	11	18.2302	18,722	24,993	25,795	37,918
12	17.1175	23,468	23,724	25,470	27,388	29,442	29,442	35,604	12	18.3464	18,841	25,152	25,960	38,160
13	17.2356	23,630	23,888	25,646	27,576	29,645	29,645	35,850	13	18.4730	18,971	25,326	26,139	38,423
14	17.4188	23,881	24,142	25,919	27,870	29,960	29,960	36,231	14	18.6692	19,173	25,595	26,416	38,831
15	17.6461	24,192	24,457	26,257	28,233	30,351	30,351	36,703	15	18.9128	19,423	25,929	26,761	39,338
16	17.9256	24,575	24,844	26,673	28,680	30,832	30,832	37,285	16	19.2123	19,731	26,340	27,185	39,961
17	18.2438	25,012	25,285	27,146	29,190	31,379	31,379	37,947	17	19.5534	20,081	26,807	27,668	40,671
18	18.6501	25,569	25,849	27,751	29,840	32,078	32,078	38,792	18	19.9887	20,528	27,404	28,284	41,576
19	19.0563	26,126	26,412	28,355	30,490	32,776	32,776	39,637	19	20.4240	20,975	28,001	28,899	42,481
20	19.4624	26,682	26,974	28,960	31,139	33,475	33,475	40,481	20	20.8593	21,422	28,598	29,515	43,387
21	19.8687	27,239	27,538	29,564	31,789	34,174	34,174	41,326	21	21.2946	21,869	29,194	30,131	44,292
22	20.2750	27,797	28,101	30,169	32,440	34,873	34,873	42,172	22	21.7299	22,316	29,791	30,747	45,198
23	20.6811	28,353	28,664	30,773	33,089	35,571	35,571	43,016	23	22.1653	22,763	30,388	31,363	46,103
24	21.0873	28,910	29,226	31,377	33,739	36,270	36,270	43,861	24	22.6005	23,210	30,985	31,979	47,009
25	21.4935	29,467	29,789	31,982	34,389	36,968	36,968	44,706	25	23.0360	23,657	31,582	32,595	47,914
26	21.8996	30,024	30,352	32,586	35,039	37,667	37,667	45,551	26	23.4713	24,105	32,179	33,211	48,820
27	22.3059	30,581	30,915	33,191	35,689	38,366	38,366	46,396	27	23.9064	24,551	32,775	33,827	49,725
28	22.7121	31,138	31,478	33,795	36,339	39,064	39,064	47,241	28	24.3420	24,999	33,372	34,443	50,631
29	23.1181	31,694	32,041	34,399	36,988	39,763	39,763	48,085	29	24.7771	25,446	33,969	35,059	51,536
30	23.5243	32,251	32,604	35,004	37,638	40,461	40,461	48,930	30	25.2126	25,893	34,566	35,675	52,442
31+	*ABOVE SCALE								31+	*ABOVE SCALE				
1488 - Auxiliary Bus Driver				1600 - School Office Assoc II					1027 - ALC Asst			1415 - Library/Media Asst		2080 - School Rentals Assist
1720 - Auxiliary Bus Driver - Plan Bee				2080 - School Office Assoc II-Data Tech					2080 - Carpentry Craftsman I			1371 - PE Asst		1415 - Security Assist
1371 - Clinic Assist - EMT				1768 - Student Residency Verifier					1371 - Clinic Assist - LPN			2080 - Maintenance Craftsman I		1415 - Security Assist
2080 - Distribution Driver									2080 - Custodian IV			2080 - Painter Craftsman I		
1386 - ISS Coordinator									1371 - Distance Learning Asst			1371 - PreK Asst		
2080 - Office Assoc II									1371 - General Asst			1371 - SpEd Asst		
2080 - Procurement Assistant I (Title Only)									1371 - Kindergarten Asst			1371 - Title I Asst		

Virginia Beach City Public Schools 22-23

Unified Experience-Based Step Pay Scale - SY 2022-23							
Grade 11							
Annual Hrs	7/1/2022	1415	1544	1632	2080		
Creditable Yrs of Exp	Hourly Rate	10-mo 193 days 7.33/hr	10-mo 193 days 8hr/day	10-mo 204 days 8hr/day	12-mo 260 days 8hr/day		
0	18.5326	26,223	28,614	30,245	38,547		
1	18.6204	26,347	28,749	30,388	38,730		
2	18.7095	26,473	28,887	30,533	38,915		
3	18.7561	26,539	28,959	30,609	39,012		
4	18.8018	26,604	29,029	30,684	39,107		
5	18.9053	26,750	29,189	30,853	39,323		
6	18.9994	26,884	29,335	31,007	39,518		
7	19.0990	27,025	29,488	31,169	39,725		
8	19.2165	27,191	29,670	31,361	39,970		
9	19.3182	27,335	29,827	31,527	40,181		
10	19.4220	27,482	29,987	31,696	40,397		
11	19.5320	27,637	30,157	31,876	40,626		
12	19.6564	27,813	30,349	32,079	40,885		
13	19.7921	28,005	30,559	32,300	41,167		
14	20.0024	28,303	30,883	32,643	41,604		
15	20.2631	28,672	31,286	33,069	42,147		
16	20.5843	29,126	31,782	33,593	42,815		
17	20.9498	29,643	32,346	34,190	43,575		
18	21.4161	30,303	33,066	34,951	44,545	2080 - Electronics Craftsman I	
19	21.8825	30,963	33,786	35,712	45,515	2080 - Employee Relations Assoc	
20	22.3489	31,623	34,506	36,473	46,485	2080 - Financial Assistant	
21	22.8153	32,283	35,226	37,234	47,455	2080 - Fleet Technician I	
22	23.2818	32,943	35,947	37,995	48,426	2080 - Food Service Craftsman I	
23	23.7482	33,603	36,667	38,757	49,396	2080 - Human Resources Associate	
24	24.2147	34,263	37,387	39,518	50,366	2080 - HVAC Craftsman I	
25	24.6811	34,923	38,107	40,279	51,336	2080 - Library Cataloger	
26	25.1476	35,583	38,827	41,040	52,307	2080 - Machinist Craftsman I	
27	25.6138	36,243	39,547	41,801	53,276	2080 - Pest Control Technician	
28	26.0804	36,903	40,268	42,563	54,247	2080 - Plumbing Craftsman I	
29	26.5466	37,563	40,987	43,324	55,216	2080 - Procurement Assistant II	
30	27.0130	38,223	41,708	44,085	56,187	2080 - Refrigeration Craftsman I	
31+		<b>*ABOVE SCALE</b>					
	2080 - Admin Office Assoc I					2080 - School Admin Associate I	
	2080 - Assist Warehouse Mgr					1415 - Security Asst - Renaissance	
	2080 - Bookkeeper - MS					1632 - Security Asst - Renaissance	
	2080 - Communication Prog Assoc					1544 - Security Officer	
	2080 - Customer Support Tech I					2080 - Security Officer	
	2080 - Data Processing Specialist					2080 - Teacher Prod Center Tech	
	2080 - Electrical Craftsman I					2080 - Web Page Design Tech	

Virginia Beach City Public Schools 22-23

Unified Experience-Based Step Pay Scale - SY 2022-23						
U12						
Annual Hrs	7/1/2022	1309	1415	1488	1600	2080
Creditable Yrs of Exp	Hourly Rate	10-mo 187 days 7.33hr/day	10-mo 193 days 7.33/hr	10-mo 186 days 8hr/day	10-mo 200 days 8hr/day	12-mo 260 days 8hr/day
0	19.8529	25,987	28,091	29,541	31,764	41,294
1	19.9470	26,110	28,225	29,681	31,915	41,489
2	20.0424	26,235	28,359	29,823	32,067	41,688
3	20.0925	26,301	28,430	29,897	32,148	41,792
4	20.1413	26,364	28,499	29,970	32,226	41,893
5	20.2521	26,509	28,656	30,135	32,403	42,124
6	20.3530	26,642	28,799	30,285	32,564	42,334
7	20.4597	26,781	28,950	30,444	32,735	42,556
8	20.5857	26,946	29,128	30,631	32,937	42,818
9	20.6947	27,089	29,283	30,793	33,111	43,044
10	20.8057	27,234	29,440	30,958	33,289	43,275
11	20.9234	27,388	29,606	31,134	33,477	43,520
12	21.0567	27,563	29,795	31,332	33,690	43,797
13	21.2022	27,753	30,001	31,548	33,923	44,100
14	21.4273	28,048	30,319	31,883	34,283	44,568
15	21.7069	28,414	30,715	32,299	34,731	45,150
16	22.0509	28,864	31,202	32,811	35,281	45,865
17	22.4423	29,376	31,755	33,394	35,907	46,679
18	22.9419	30,030	32,462	34,137	36,707	47,719
19	23.4414	30,684	33,169	34,880	37,506	48,758
20	23.9413	31,339	33,876	35,624	38,306	49,797
21	24.4409	31,993	34,583	36,368	39,105	50,837
22	24.9406	32,647	35,290	37,111	39,904	51,876
23	25.4403	33,301	35,998	37,855	40,704	52,915
24	25.9399	33,955	36,704	38,598	41,503	53,954
25	26.4395	34,609	37,411	39,341	42,303	54,994
26	26.9391	35,263	38,118	40,085	43,102	56,033
27	27.4388	35,917	38,825	40,828	43,902	57,072
28	27.9384	36,571	39,532	41,572	44,701	58,111
29	28.4380	37,225	40,239	42,315	45,500	59,151
30	28.9377	37,879	40,946	43,059	46,300	60,190
31+	<b>*ABOVE SCALE</b>					
2080 - Accounts Payable Tech	2080 - Admin Office Assoc II	2080 - Benefits Assistant	2080 - Bookkeeper - HS	2080 - Building Operations Supvsr	1600 - Cafeteria Manager I	2080 - Carpentry Craftsman II
2080 - Painter Craftsman II	2080 - Payroll Assistant	2080 - Research/Eval/Assess Asst	2080 - School Admin Assoc II - HS	1415 - School Security Officer	2080 - Substitute Office Assoc	2080 - Technology Support Tech

Virginia Beach City Public Schools 22-23

Unified Experience-Based Step Pay Scale - SY 2022-23

U13

Annual Hrs	7/1/2022	930	1023	1116	1209	1302	1309	1395	1488	1600	1680	1768	2080
Creditable Yrs of Exp	Hourly Rate	10-mo 186 days 5hr/day	10-mo 186 days 5.5hr/day	10-mo 186 days 6hr/day	10-mo 186 days 6.5hr/day	10-mo 186 days 7hr/day	10-mo 187 days 7hr/day	10-mo 186 days 7.5hr/day	10-mo 186 days 8hr/day	10-mo 200 days 8hr/day	10-mo X 200 days 8hr/day	11-mo 221 days 8hr/day	12-mo 260 days 8hr/day
0	21.2783	19,788	21,767	23,746	25,725	27,704	27,853	29,683	31,662	34,045	35,747	37,620	44,258
1	21.3792	19,882	21,870	23,859	25,847	27,835	27,985	29,823	31,812	34,206	35,917	37,798	44,468
2	21.4815	19,977	21,975	23,973	25,971	27,968	28,119	29,966	31,964	34,370	36,088	37,979	44,681
3	21.5350	20,027	22,030	24,033	26,035	28,038	28,189	30,041	32,044	34,456	36,178	38,073	44,792
4	21.5874	20,076	22,083	24,091	26,099	28,106	28,257	30,114	32,122	34,539	36,266	38,166	44,901
5	21.7062	20,186	22,205	24,224	26,242	28,261	28,413	30,280	32,298	34,729	36,466	38,376	45,148
6	21.8142	20,287	22,315	24,344	26,373	28,402	28,554	30,430	32,459	34,902	36,647	38,567	45,373
7	21.9286	20,393	22,432	24,472	26,511	28,551	28,704	30,590	32,629	35,085	36,840	38,769	45,611
8	22.0637	20,519	22,571	24,623	26,675	28,726	28,881	30,778	32,830	35,301	37,067	39,008	45,892
9	22.1804	20,627	22,690	24,753	26,816	28,878	29,034	30,941	33,004	35,488	37,263	39,214	46,135
10	22.2996	20,738	22,812	24,886	26,960	29,034	29,190	31,107	33,181	35,679	37,463	39,425	46,383
11	22.4257	20,855	22,941	25,027	27,112	29,198	29,355	31,283	33,369	35,881	37,675	39,648	46,645
12	22.5686	20,988	23,087	25,186	27,285	29,384	29,542	31,483	33,582	36,109	37,915	39,901	46,942
13	22.7243	21,133	23,246	25,360	27,473	29,587	29,746	31,700	33,813	36,358	38,176	40,176	47,266
14	22.9659	21,358	23,494	25,629	27,765	29,901	30,062	32,037	34,173	36,745	38,582	40,603	47,769
15	23.2652	21,636	23,800	25,963	28,127	30,291	30,454	32,454	34,618	37,224	39,085	41,132	48,391
16	23.6339	21,979	24,177	26,375	28,573	30,771	30,936	32,969	35,167	37,814	39,704	41,784	49,158
17	24.0534	22,369	24,606	26,843	29,080	31,317	31,485	33,554	35,791	38,485	40,409	42,526	50,031
18	24.5888	22,867	25,154	27,441	29,727	32,014	32,186	34,301	36,588	39,342	41,309	43,472	51,144
19	25.1243	23,365	25,702	28,038	30,375	32,711	32,887	35,048	37,384	40,198	42,208	44,419	52,258
20	25.6596	23,863	26,249	28,636	31,022	33,408	33,588	35,795	38,181	41,055	43,108	45,366	53,371
21	26.1950	24,361	26,797	29,233	31,669	34,105	34,289	36,542	38,978	41,912	44,007	46,312	54,485
22	26.7305	24,859	27,345	29,831	32,317	34,803	34,990	37,289	39,774	42,768	44,907	47,259	55,599
23	27.2659	25,357	27,893	30,428	32,964	35,500	35,691	38,035	40,571	43,625	45,806	48,206	56,713
24	27.8014	25,855	28,440	31,026	33,611	36,197	36,392	38,782	41,368	44,482	46,706	49,152	57,826
25	28.3368	26,353	28,988	31,623	34,259	36,894	37,092	39,529	42,165	45,338	47,605	50,099	58,940
26	28.8724	26,851	29,536	32,221	34,906	37,591	37,793	40,276	42,962	46,195	48,505	51,046	60,054
27	29.4077	27,349	30,084	32,818	35,553	38,288	38,494	41,023	43,758	47,052	49,404	51,992	61,168
28	29.9432	27,847	30,631	33,416	36,201	38,986	39,195	41,770	44,555	47,909	50,304	52,939	62,281
29	30.4788	28,345	31,179	34,014	36,848	39,683	39,896	42,517	45,352	48,766	51,204	53,886	63,395
30	31.0142	28,843	31,727	34,611	37,496	40,380	40,597	43,264	46,149	49,622	52,103	54,833	64,509
31+	*ABOVE SCALE												
2080 - Accounting Technician	1395 - Bus Driver @ 7.5 hrs			2080 - Data Management Analyst			2080 - Plumbing Craftsman II						
2080 - Boiler Craftsman II	1488 - Bus Driver @ 8.0 hrs			2080 - Electrical Craftsman II			2080 - Procurement Assist III						
930 - Bus Driver @ 5.0 hrs	1680 - Bus Driver Extended			2080 - Electronics Craftsman II			2080 - Refrigeration Craftsman II						
1023 - Bus Driver @ 5.5 hrs	1768 - Bus Driver - Plan Bee			2080 - Executive Office Assoc I			2080 - Testing Assistant						
1116 - Bus Driver @ 6.0 hrs	1600 - Cafeteria Manager II			2080 - Fleet Technician II			2080 - Warehouse & Distribution Tech						
1209 - Bus Driver @ 6.5 hrs	2080 - Culinary Development Chef			2080 - Food Service Craftsman II			2080 - Warehouse Manager (Maint Services)						
1302 - Bus Driver @ 7.0 hrs	2080 - Customer Support Tech II			2080 - HVAC Craftsman II			2080 - Workers Comp Claims Analyst						

2080 - Insurance Claims Analyst  
 2080 - Interpreter I  
 2080 - Machinist Craftsman I

Unified Experience-Based Step Pay Scale - SY 2022-23

U14					U15					
Annual Hrs	7/1/2022	1309	1600	2080	Annual Hrs	7/1/2022	1488	2080		
Creditable Yrs of Exp	Hourly Rate	10-mo 187 days 7hr/day	10-mo 200 days 8hr/day	12-mo 260 days 8hr/day	Creditable Yrs of Exp	Hourly Rate	10-mo 187 days 7hr/day	12-mo 260 days 8hr/day		
0	22.7974	29,841	36,475	47,418	0	24.4221	36,340	50,797		
1	22.9055	29,983	36,648	47,643	1	24.5379	36,512	51,038		
2	23.0151	30,126	36,824	47,871	2	24.6552	36,686	51,282		
3	23.0724	30,201	36,915	47,990	3	24.7167	36,778	51,410		
4	23.1286	30,275	37,005	48,107	4	24.7769	36,868	51,535		
5	23.2559	30,441	37,209	48,372	5	24.9133	37,070	51,819		
6	23.3716	30,593	37,394	48,612	6	25.0375	37,255	52,078		
7	23.4942	30,753	37,590	48,867	7	25.1686	37,450	52,350		
8	23.6388	30,943	37,822	49,168	8	25.3236	37,681	52,673		
9	23.7639	31,106	38,022	49,428	9	25.4576	37,880	52,951		
10	23.8916	31,274	38,226	49,694	10	25.5944	38,084	53,236		
11	24.0268	31,451	38,442	49,975	11	25.7391	38,299	53,537		
12	24.1799	31,651	38,687	50,294	12	25.9031	38,543	53,878		
13	24.3468	31,869	38,954	50,641	13	26.0818	38,809	54,250		
14	24.6054	32,208	39,368	51,179	14	26.3591	39,222	54,826		
15	24.9263	32,628	39,882	51,846	15	26.7028	39,733	55,541		
16	25.3211	33,145	40,513	52,667	16	27.1258	40,363	56,421		
17	25.7703	33,733	41,232	53,602	17	27.6072	41,079	57,422		
18	26.3440	34,484	42,150	54,795	18	28.2217	41,993	58,701		
19	26.9178	35,235	43,068	55,989	19	28.8362	42,908	59,979		
20	27.4914	35,986	43,986	57,182	20	29.4509	43,822	61,257		
21	28.0650	36,737	44,904	58,375	21	30.0654	44,737	62,536		
22	28.6388	37,488	45,822	59,568	22	30.6799	45,651	63,814		
23	29.2124	38,239	46,739	60,761	23	31.2944	46,566	65,092		
24	29.7859	38,989	47,657	61,954	24	31.9090	47,480	66,370		
25	30.3597	39,740	48,575	63,148	25	32.5235	48,394	67,648		
26	30.9333	40,491	49,493	64,341	26	33.1382	49,309	68,927		
27	31.5071	41,242	50,411	65,534	27	33.7527	50,224	70,205	2080 - Food Service Craftsman III	
28	32.0805	41,993	51,328	66,727	28	34.3673	51,138	71,483	2080 - HVAC Craftsman III	
29	32.6543	42,744	52,246	67,920	29	34.9823	52,053	72,763	2080 - Machinist Craftsman III	
30	33.2281	43,495	53,164	69,114	30	35.5970	52,968	74,041	2080 - Occupat'l Health & Safety Tech	
31+	*ABOVE SCALE				31+	*ABOVE SCALE				
2080 - Asst Distribution Center Supvsr				2080 - Graphic Designer	2080 - Boiler Craftsman III				2080 - Occupat'l Therapy Assist (COTA)	
2080 - Benefits Specialist I				1309 - Interpreter II	2080 - Building Manager				2080 - Paralegal	
2080 - Bus Driver Trainer				2080 - Network Technician I	2080 - Custodial Supervisor				1488 - Physical Therapy Assist (LPTA)	
1600 - Cafeteria Manger III				2080 - Painter Craftsman III	2080 - Distrib Center Supervisor				1488 - Plumbing Craftsman III	
2080 - Carpentry Craftsman III				2080 - School Business Assistant	2080 - Electrical Craftsman III				2080 - Refrigeration Craftsman III	
2080 - Executive Office Assoc II				2080 - Transportation Dispatcher	2080 - Electronics Craftsman III				2080 - Secretary & Clerk to the Board	
2080 - General Maint Craftsman III					2080 - Fleet Technician III				2080 - Special Project Support	

Unified Experience-Based Step Pay Scale - SY 2022-23

U16				U17			
Annual Hrs	7/1/2022	1309	2080	Annual Hrs	1768	2080	
Creditable Yrs of Exp	Hourly Rate	10-mo 187 days 7hr/day	12-mo 260 days 8hr/day	Creditable Yrs of Exp	11-mo 221 days 8hr/day	12-mo 260 days 8hr/day	
0	26.1703	34,256	54,434	0	49,577	58,326	
1	26.2943	34,419	54,692	1	49,812	58,603	
2	26.4201	34,583	54,953	2	50,051	58,883	
3	26.4861	34,670	55,091	3	50,176	59,030	
4	26.5505	34,754	55,225	4	50,298	59,174	
5	26.6966	34,945	55,528	5	50,574	59,499	
6	26.8297	35,120	55,805	6	50,826	59,795	
7	26.9703	35,304	56,098	7	51,092	60,109	
8	27.1363	35,521	56,443	8	51,407	60,479	
9	27.2800	35,709	56,742	9	51,679	60,799	
10	27.4265	35,901	57,047	10	51,957	61,126	
11	27.5817	36,104	57,369	11	52,251	61,471	
12	27.7574	36,334	57,735	12	52,584	61,863	
13	27.9490	36,585	58,133	13	52,947	62,290	
14	28.2460	36,974	58,751	14	53,509	62,952	
15	28.6143	37,456	59,517	15	54,207	63,773	
16	29.0676	38,049	60,460	16	55,065	64,783	
17	29.5835	38,724	61,533	17	56,042	65,932	
18	30.2420	39,586	62,903	18	57,290	67,400	
19	30.9007	40,449	64,273	19	58,538	68,868	
20	31.5592	41,310	65,643	20	59,785	70,336	
21	32.2179	42,173	67,013	21	61,033	71,803	
22	32.8765	43,035	68,383	22	62,280	73,271	
23	33.5352	43,897	69,753	23	63,527	74,738	
24	34.1935	44,759	71,122	24	64,775	76,206	
25	34.8522	45,621	72,492	25	66,022	77,674	
26	35.5108	46,483	73,862	26	67,270	79,141	
27	36.1694	47,345	75,232	27	68,518	80,609	
28	36.8281	48,207	76,602	28	69,765	82,076	
29	37.4866	49,069	77,972	29	71,016	83,549	
30	38.1452	49,932	79,342	30	72,263	85,016	
31+	* ABOVE SCALE			31+	* ABOVE SCALE		
2080 - Accounting Systems Specialist	1309 - Interpreter III			2080 - Accountant, Sr	2080 - Procurement Specialist I		
2080 - Benefits Specialist II	2080 - Network Technician II			2080 - Budget Analyst	2080 - School Improvement Specialist (MS)		
2080 - Boiler Specialist	2080 - Occupational Safety Specialist			2080 - Construction Inspector - Sr	1768 - Student Support Specialist		
2080 - Construction Inspector	2080 - Procurement Systems Specialist			2080 - Fleet Supervisor	2080 - Supervisor Maintenance		
2080 - Crash Investigator	2080 - Student Information Sys. Specialist			2080 - Geographic Info Sys (GIS) Analyst	2080 - Tech Services Support Supervisor		
2080 - Customer Support Cntr Supv	2080 - Supervising Cafeteria Manager			2080 - Interpreter Specialist			
2080 - Educational Data Analyst	2080 - Technical Contract Manager			2080 - Network Administrator			

Virginia Beach City Public Schools 22-23

Unified Experience-Based Step Pay Scale - SY 2022-23				
U18				
Annual Hrs	1408	1600	1768	2080
Creditable Yrs of Exp	10-mo 192 days 7.33hr	10-mo 200 days 8hr/day	11-mo 221 days 8hr/day	12-mo 260 days 8hr/day
0	42,304	48,073	53,120	62,495
1	42,504	48,300	53,372	62,791
2	42,708	48,532	53,628	63,091
3	42,814	48,653	53,761	63,249
4	42,919	48,771	53,892	63,403
5	43,155	49,039	54,189	63,751
6	43,370	49,284	54,459	64,069
7	43,597	49,542	54,744	64,404
8	43,865	49,847	55,081	64,801
9	44,098	50,111	55,373	65,144
10	44,334	50,380	55,670	65,494
11	44,585	50,665	55,985	65,865
12	44,869	50,988	56,342	66,284
13	45,179	51,340	56,730	66,742
14	45,659	51,885	57,333	67,451
15	46,255	52,562	58,081	68,331
16	46,987	53,395	59,001	69,413
17	47,821	54,343	60,049	70,645
18	48,886	55,552	61,386	72,218
19	49,951	56,762	62,722	73,791
20	51,015	57,972	64,059	75,364
21	52,080	59,182	65,396	76,937
22	53,145	60,392	66,733	78,510
23	54,210	61,602	68,070	80,083
24	55,274	62,812	69,407	81,655
25	56,339	64,021	70,744	83,228
26	57,404	65,232	72,081	84,801
27	58,468	66,441	73,417	86,374
28	59,533	67,651	74,754	87,946
29	60,597	68,861	76,091	89,519
30	61,662	70,071	77,428	91,092
31+	<b>*ABOVE SCALE</b>			
2080 - Audiologist	2080 - Programmer/Analyst			2080 - Occupational Health and Safety Specialist
2080 - Coordinator, Public Relations I	2080 - School Improvement Specialist (HS)			2080 - Positive Behav'l Interven & Suprt (PBIS) Coach
2080 - District Chef (to be renamed to Sous-Chef)	1408 - School Nurse			
2080 - Family Engagement Specialist	1600 - Student Activities Coord. (MS)			
2080 - Family Outreach Representative	2080 - Transportation Area Supervisor			
2080 - Foundation Transition Planner	2080 - Webmaster			
1768 - Hampton Roads Workforce Council Spec.	2080 - Work-Based Learning Specialist			

Virginia Beach City Public Schools 22-23

Unified Experience-Based Step Pay Scale - SY 2022-23			
U19			
Annual Hrs	1600	1768	2080
Creditable Yrs of Exp	10-mo 200 days 8hr/day	11-mo 221 days 8hr/day	12-mo 260 days 8hr/day
0	51,522	56,932	66,979
1	51,766	57,202	67,296
2	52,014	57,476	67,619
3	52,144	57,619	67,787
4	52,271	57,759	67,952
5	52,558	58,077	68,326
6	52,820	58,366	68,666
7	53,097	58,672	69,026
8	53,424	59,034	69,452
9	53,707	59,346	69,819
10	53,995	59,665	70,194
11	54,301	60,002	70,591
12	54,647	60,385	71,041
13	55,024	60,802	71,531
14	55,608	61,447	72,291
15	56,334	62,249	73,234
16	57,227	63,236	74,395
17	58,242	64,358	75,715
18	59,539	65,790	77,400
19	60,835	67,223	79,086
20	62,132	68,656	80,772
21	63,429	70,089	82,458
22	64,726	71,522	84,143
23	66,022	72,955	85,829
24	67,319	74,387	87,514
25	68,615	75,820	89,200
26	69,912	77,253	90,886
27	71,209	78,686	92,571
28	72,505	80,118	94,257
29	73,801	81,551	95,942
30	75,098	82,983	97,628
31+	<b>*ABOVE SCALE</b>		
2080 - Accountant - Principal	1600/2080 School Social Worker		
2080 - Assistant Payroll Supervisor	2080 - Specialist Professional Learning		
1600/1768 Behavior Intervention Specialist	2080 - Student Activities Coordinator (HS)		
2080 - Benefits Program Specialist	2080 - Supervisor Construction		
2080 - Coordinator Custodial Services	2080 - Systems Administrator		
2080 - Coordinator Distribution Services	2080 - Systems Engineer		
2080 - Coordinator Food Services	2080 - Teacher Retention Liaison		
2080 - Coordinator Maintenance			
2080 - Coordinator Mechanical Systems			
2080 - Coordinator Special Projects			
2080 - Energy Manager			
*1768/2020 Instructional Specialist			
2080 - Internal Auditor			
2080 - Occupational Therapist			
1600 - Physical Therapist			
1600 - Pos Behav'l Interven & Support Spec			
2080 - Procurement Specialist II			
*1600/2080 Psychologist			
2080 - School Counseling Department Chair			

Unified Experience-Based Step Pay Scale - SY 2022-23

U20			U21		
Annual Hrs	2080		Annual Hrs	2080	
Creditable Yrs of Exp	12-mo 260 days 8hr/day		Creditable Yrs of Exp	12-mo 260 days 8hr/day	
0	71,760		0	76,898	
1	72,100		1	77,262	
2	72,445		2	77,632	
3	72,626		3	77,826	
4	72,802		4	78,015	
5	73,203		5	78,444	
6	73,568		6	78,835	
7	73,953		7	79,249	
8	74,409		8	79,737	
9	74,803		9	80,158	
10	75,204		10	80,589	
11	75,630		11	81,045	
12	76,112		12	81,561	
13	76,637		13	82,124	
14	77,451		14	82,997	
15	78,462		15	84,079	
16	79,704		16	85,411	
17	81,119		17	86,927	
18	82,925		18	88,863	
19	84,731		19	90,798	
20	86,537		20	92,733	
21	88,343		21	94,668	
22	90,149		22	96,604	
23	91,955		23	98,539	
24	93,760		24	100,475	2080 - Coord Security & Safe Schools
25	95,566		25	102,410	2080 - Coord Transportation
26	97,372		26	104,345	2080 - Coord Transportation Routing/Analytics
27	99,178		27	106,280	2080 - Dean of Students (MS)
28	100,984		28	108,216	2080 - Demographer / GIS Manager
29	102,790		29	110,149	2080 - Emergency Manager
30	104,596		30	112,084	2080 - Fleet Manager
31+		<b>*ABOVE SCALE</b>	31+		<b>*ABOVE SCALE</b>
2080 - Assistant Principal ES		2080 - HR Info Systems Specialist	2080 - Academic Dean (MS)		2080 - Information Security Manager
2080 - Contract Specialist		2080 - HR Marketing Specialist	2080 - Asst. Director Custodial & Dist Svcs		2080 - Mechanical Systems Engineer
2080 - Coord Public Relations II		2080 - Programmer/Analyst - Sr	2080 - Asst. Director Environ Resources		2080 - Payroll Supervisor
2080 - Educational Data Specialist		2080 - Project Mgr - Construction	2080 - Asst. Director Maintenance Svcs		2080 - Risk Manager
2080 - Financial Mgmt Specialist		2080 - Student Info Sys Administrator	2080 - Asst. Mechanical Systems		2080 - Staff Architect
2080 - Food Services Operations Supvsr		2080 - Systems Analyst	2080 - Assistant Principal MS		2080 - Sustainability Officer
		2080 - Transportation Sys Spec	2080 - Coord Purchasing		2080 - Systems Engineer Supervisor

Unified Experience-Based Step Pay Scale - SY 2022-23			
U22			
Annual Hrs	2080		
Creditable Yrs of Exp	12-mo 260 days 8hr/day		
0	82,391		
1	82,781		
2	83,177		
3	83,385		
4	83,588		
5	84,048		
6	84,467		
7	84,909		
8	85,432		
9	85,884		
10	86,345	<i>*Note: All coordinators of instruction titles are not listed</i>	
11	86,834	2080 - Coord Benefits	2080 - Coord Recruitment & Retention
12	87,387	2080 - Coord Budget Development	2080 - Coord School/Community Partnerships
13	87,991	2080 - Coord Business and Info Tech	2080 - Coord School Social Work Services
14	88,925	2080 - Coord Cust Support/QA	2080 - Coord Special Education
15	90,085	2080 - Coord Early Literacy	2080 - Coord Student Activities
16	91,512	2080 - Coord Educational Foundation	2080 - Coord Student Leadership
17	93,136	2080 - Coord Engineering/Tech	2080 - Coord Student Conduct/Services
18	95,209	2080 - Coord Environmental Studies Program	2080 - Coord TCE Admin and Marketing Prog.
19	97,282	2080 - Coord Equity and Opportunity	2080 - Coord Technical and Career Ed.
20	99,356	2080 - Coord Guidance	2080 - Coord Technical Applications
21	101,429	2080 - Coord Health Services	2080 - Coord Title I
22	103,502	2080 - Coord High School Redesign	2080 - Coord Title IX
23	105,575	2080 - Coordinators of Instruction	2080 - Coord Virtual Learning
24	107,649	2080 - Coord K-12 Programs and Grants	2080 - Database Administrator
25	109,722	2080 - Coord Parent and Stakeholder Svcs	2080 - Dean of Students (HS)
26	111,795	2080 - Coord Planetarium	
27	113,868	2080 - Coord Policy & Intergovernmental Affairs	
28	115,942	2080 - Coord Professional Learning	
29	118,016	2080 - Coord Psychological Services	
30	120,089	2080 - Coord Public Relations III	
31+		<b>*ABOVE SCALE</b>	
		2080 - Academic Dean (HS)	2080 - Neuropsychologist
		2080 - Assistant Director ATC	2080 - Specialist Employee Relations
		2080 - Assistant Director, Food Services	2080 - Specialist Human Resources
		2080 - Assistant Principal HS	2080 - Specialist Program Evaluation
		2080 - Coord Accounting	2080 - Specialist Research
		2080 - Coord Adult Academic Programs	2080 - Specialist Testing
		2080 - Coord Athletics	

Virginia Beach City Public Schools 22-23

Unified Experience-Based Step Pay Scale - SY 2022-23		
U23		
Annual Hrs	2080	
Creditable Yrs of Exp	12-mo 260 days 8hr/day	
0	88,279	
1	88,697	
2	89,121	
3	89,344	
4	89,561	
5	90,054	
6	90,502	
7	90,976	
8	91,537	
9	92,021	
10	92,516	
11	93,039	
12	93,632	
13	94,278	
14	95,280	
15	96,522	
16	98,052	
17	99,791	
18	102,013	
19	104,235	
20	106,456	
21	108,678	
22	110,900	
23	113,121	
24	115,343	
25	117,564	
26	119,786	
27	122,007	
28	124,229	
29	126,451	
30	128,672	
31+		<b>*ABOVE SCALE</b>
2080 - Coordinator Information Services	2080 - Director Testing	
2080 - Coordinator Technical Services	2080 - Director Transportation	
2080 - Director Advanced Technology Center	2080 - Principal ES	
2080 - Director Family & Community Engagement		
2080 - Director Internal Audit		
2080 - Director Research, Eval & Assessment		
2080 - Director Safe Schools		

Virginia Beach City Public Schools 22-23

Unified Experience-Based Step Pay Scale - SY 2022-23		
U24		
Annual Hrs	2080	
Creditable Yrs of Exp	12-mo 260 days 8hr/day	
0	94,601	
1	95,049	
2	95,504	
3	95,742	
4	95,975	
5	96,503	
6	96,984	
7	97,493	
8	98,093	
9	98,612	
10	99,142	
11	99,703	
12	100,338	
13	101,030	
14	102,104	
15	103,435	
16	105,074	
17	106,939	
18	109,320	
19	111,701	
20	114,081	
21	116,462	
22	118,843	2080 - Director Employee Relations
23	121,224	2080 - Director Employment Services
24	123,605	2080 - Director Food Services
25	125,985	2080 - Director Instructional Technology
26	128,366	2080 - Director K-12 and Gifted Programs
27	130,747	2080 - Director Maintenance Services
28	133,128	2080 - Director Professional Growth and Innov.
29	135,507	2080 - Director Purchasing Services
30	137,888	2080 - Director Student Leadership
31+		<b>*ABOVE SCALE</b>
	2080 - Associate School Board Attorney	2080 - Director Student Services
	2080 - Director Adult Learning Center	2080 - Director Technical & Career Education
	2080 - Director Benefits	2080 - Director Technical & Career Ed Center
	2080 - Director Business Services	2080 - Director Technology
	2080 - Director Compliance and SpEd Services	2080 - Director Title I Programs
	2080 - Director Custodial & Distribution Svcs	2080 - Head of School (GRC)
	2080 - Director Diversity, Equity & Inclusion	2080 - Principal MS

Unified Experience-Based Step Pay Scale - SY 2022-23		
U25		
Annual Hrs	2080	
Creditable Yrs of Exp	12-mo 260 days 8hr/day	
0	101,359	
1	101,839	
2	102,326	
3	102,581	
4	102,831	
5	103,397	
6	103,912	
7	104,456	
8	105,100	
9	105,656	
10	106,223	
11	106,824	
12	107,505	
13	108,247	
14	109,397	
15	110,824	
16	112,579	
17	114,577	
18	117,128	
19	119,679	
20	122,229	
21	124,780	
22	127,331	
23	129,881	
24	132,432	
25	134,983	
26	137,533	
27	140,084	
28	142,635	
29	145,187	
30	147,737	
31+		<b>*ABOVE SCALE</b>
2080 - Director Alternative Education	2080 - Exec Dir Student Support Services	
2080 - Director Elementary Schools	2080 - Exec Dir Transportation Fleet Mgmt. Svcs.	
2080 - Exec Dir Elem Teaching & Learning	2080 - Principal HS	
2080 - Exec Dir Facilities Services	2080 - Senior School Board Attorney	
2080 - Exec Dir Office of Prog for Except'l Child		
2080 - Exec Dir Planning, Innov & Accoutability		
2080 - Exec Dir Secondary Teaching & Learning		

Virginia Beach City Public Schools 22-23

Unified Experience-Based Step Pay Scale - SY 2022-23

U26		U27		U28	
Annual Hrs	2080	Annual Hrs	2080	Annual Hrs	2080
Creditable Yrs of Exp	12-mo 260 days 8hr/day	Creditable Yrs of Exp	12-mo 260 days 8hr/day	Creditable Yrs of Exp	12-mo 260 days 8hr/day
0	108,610	0	116,374	0	124,694
1	109,125	1	116,926	1	125,285
2	109,647	2	117,485	2	125,884
3	109,920	3	117,778	3	126,198
4	110,188	4	118,065	4	126,505
5	110,794	5	118,714	5	127,201
6	111,346	6	119,306	6	127,835
7	111,929	7	119,931	7	128,505
8	112,619	8	120,670	8	129,296
9	113,215	9	121,308	9	129,980
10	113,823	10	121,960	10	130,678
11	114,467	11	122,650	11	131,417
12	115,196	12	123,431	12	132,255
13	115,991	13	124,283	13	133,168
14	117,224	14	125,604	14	134,583
15	118,753	15	127,242	15	136,338
16	120,634	16	129,257	16	138,498
17	122,774	17	131,551	17	140,955
18	125,508	18	134,480	18	144,094
19	128,241	19	137,408	19	147,231
20	130,974	20	140,337	20	150,369
21	133,708	21	143,265	21	153,507
22	136,441	22	146,194	22	156,646
23	139,174	23	149,122	23	159,783
24	141,907	24	152,051	24	162,921
25	144,640	25	154,979	25	166,059
26	147,374	26	157,908	26	169,198
27	150,107	27	160,836	27	172,335
28	152,840	28	163,765	28	175,474
29	155,574	29	166,693	29	178,611
30	158,308	30	169,622	30	181,749
31+	*ABOVE SCALE	31+	*ABOVE SCALE	31+	*ABOVE SCALE
2080 - Sr Exec Director Elementary Schools 2080 - Sr Exec Director Middle Schools 2080 - Sr Exec Director High Schools		2080 - Chief Academic Officer Tch & Lrng 2080 - Chief Financial Officer 2080 - Chief Human Resources Officer 2080 - Chief Information Officer 2080 - Chief Communications & Community Engagement Officer 2080 - Chief Operations Officer 2080 - Chief Schools Officer		2080 - Chief of Staff 2080 - School Board Attorney	



Part-Time/Temporary Hourly  
Rates SY 2022-2023

Position	July 1, 2022	Comments <i>(Note: With the exception of Summer School and Bus Drivers, rates based on 19/20 entry rates)</i>
<b>SUBSTITUTES</b>		
Auxilliary Bus Driver	\$ 14.6022	
Bus Assistants	\$ 11.0787	<i>Entry rate for Bus Driver Asst.</i>
Bus Assistants (summer only)	\$ 11.0787	<i>Entry rate for Bus Driver Asst.</i>
Bus Assistants subbing for bus driver <i>(employee must substitute a minimum of one-hour)</i>	\$ 4.4900	<i>Additional per Hour</i>
Bus Drivers	\$ 21.2783	<i>22-23 Entry Rate for Bus Driver</i>
Bus Drivers (summer only)	\$ 21.2783	<i>22-23 Entry Rate for Bus Driver</i>
Cafeteria Manager	\$ 17.9625	<i>Entry Rate for Cafeteria Mgr. I</i>
Cafeteria Assistant	\$ 11.0787	<i>Entry Rate for Cafeteria Asst.</i>
Cafeteria Assistant subbing for Cafeteria Manager <i>(employee must substitute a minimum of one-hour)</i>	\$ 4.4900	<i>Additional per Hour</i>
Clerical	\$ 14.6022	<i>Entry Rate for Office Assoc. II</i>
Long Term	\$ 15.6505	<i>Entry Rate for Grade 10</i>
Custodian	\$ 11.0787	<i>Entry Rate for Custodian I</i>
Driver Ed Instructor	\$ 13.6312	<i>Entry Rate for Drivers Ed. Inst.</i>
Interpreter	\$ 19.2522	<i>Entry Rate for Interpreter I</i>
ISS Coordinator	\$ 14.6022	<i>Entry Rate for ISS Coordinator</i>
Library/Media Assistant	\$ 15.6505	<i>Entry Rate for Library Media Asst.</i>
Library/Media Assistant subbing for Library/Media Specialist <i>(employee must substitute a minimum of one-hour)</i>	\$ 4.4900	<i>Additional per Hour</i>
Clinic Assistant	\$ 13.6312	<i>Entry Rate for Clinic Asst.</i>
Nurse Assistant subbing for the Nurse <i>(employee must substitute a minimum of one-hour)</i>	\$ 4.4900	<i>Additional per Hour</i>
OT/PT	\$ 29.1356	<i>Entry Rate for OT/PT</i>
OT/PT Assistant	\$ 22.0967	<i>Entry Rate for OT/PT Asst.</i>
Security Assistant	\$ 15.6505	<i>Entry Rate for Security Asst.</i>
Teacher Assistant	\$ 15.6505	<i>Entry Rate for Teacher Asst.</i>
Long Term	\$ 16.7679	<i>Entry Rate for U11</i>
Teacher Assistant subbing for Teacher <i>(employee must substitute a minimum of one-hour)</i>	\$ 4.49	<i>Additional per Hour</i>
Technology Support Technician	\$ 17.9625	<i>Entry Rate for TST</i>
<b>SUBSTITUTE DAILY RATES FOR TEACHERS and NURSES</b>		
Teacher Daily Substitute (Non-Licensed)	\$ 110.00	<i>Must have earned a minimum of 30 college credits.</i>
Teacher Daily Substitute (Substitute Training Certificate)	\$ 115.00	<i>Must have earned a certificate of completion from a substitute training program approved by VBCPS.</i>
Teacher Daily Substitute (Licensed)	\$ 120.00	<i>Must have a valid active V A teacher license</i>
Teacher Long-Term Substitute (Licensed)	\$ 190.00	<i>Must have or be eligible for an active Va. teaching license with an endorsement in the subject area to be taught.</i>
Site Assigned Designated Subs - (Non-Licensed)	\$ 112.00	<i>Must have earned a minimum of 30 college credits</i>
Site Assigned Designated Subs (Substitute Training Certificate)	\$ 115.00	<i>Must have earned a certificate of completion from a substitute training program approved by VBCPS.</i>
Site Assigned Designated Subs - (Licensed)	\$ 120.00	<i>Must have a valid active VA teacher license</i>
School Nurse, RN - Daily	\$ 175.33	<i>Must be a registered nurse</i>
<b>SUMMER SCHOOL EMPLOYEES</b>		
Auxilliary Bus Driver	\$ 14.2800	<i>Effective 6/28/21</i>
Bus Assistants	\$ 11.6000	<i>Effective 6/28/21</i>
Bus Drivers - non VBCPS	\$ 21.2783	<i>22-23 Entry Rate for Bus Driver</i>
Bus Drivers - VBCPS (non-temporary)	Various	<i>VBCPS Bus Drivers in an allocation received their own rate</i>
Clerical	\$ 13.9848	<i>Effective 6/28/21</i>
Custodian	\$ 11.6000	<i>Entry Rate of Grade 5 for 21-22</i>
Driver Ed Teacher-Behind the Wheel (Licensed)	\$ 35.0000	<i>Summer School Teacher Rate</i>
Driver Ed Parparo -Behind the Wheel (Non - Licensed)	\$ 17.5500	
Driver Ed Teacher-Classroom	\$ 35.0000	<i>Summer School Teacher Rate</i>
Interpreter	\$ 20.1600	
Library/Media Assistant	\$ 13.9848	
Nurse (RN)	\$ 32.0000	<i>Summer School Rate</i>
Nurse Assistant	\$ 13.9848	
OT/PT	\$ 35.0000	

Note: Retirees filling Temporary Employment Agreements may receive the midpoint of the grade for which they are working.

Revised: 6/29/2022



**Part-Time/Temporary Hourly  
Rates SY 2022-2023**

Position	July 1, 2022	Comments <i>(Note: With the exception of Summer School and Bus Drivers, rates based on 19/20 entry rates)</i>
<b>SUMMER SCHOOL EMPLOYEES (continue)</b>		
OT/PT Assistant	\$ 23.1440	
Security Assistant	\$ 13.9848	
Summer Feeding Program (Manager)	\$ 21.6000	
Summer Feeding Program (Assistant)	\$ 13.7437	
Teacher Assistant subbing for Teacher <i>(applies to non-VBCPS employees working summer school only)</i>	\$ 18.4750	<i>Summer School Rate of \$13.985 plus \$4.49</i>
Teacher	\$ 35.0000	<i>Certified Summer School Teacher Rate</i>
Teacher - Fast Track	\$ 35.0000	<i>Certified Summer School Teacher Rate</i>
Teacher - Fast Track Tutor (non-certified)	\$ 25.9770	
Teacher - IEP/Summer Eligibility Assessment	\$ 16.7700	
Teacher Assistant	\$ 13.9848	
<b>MISCELLANEOUS HOURLY AND/OR DAILY RATES</b>		
Acting Administrator	\$ 31.21-74.45	<i>Superintendent or designee approval required (Grade 20-MP of 28)</i>
Alternate Chief Examiner - Adult Learning Center (ALC)	\$ 32.0722	<i>Entry Rate for a Teacher</i>
Audit Intern	\$ 13.3455	
Baille Translator	\$ 17.9625	
Bus Driver - Additional/Double Run	\$ 8.5000	
Bus Driver - Field Trip Rate (non-contracted employee)	\$ 9.5000	<i>Effective January 1, 2022, move to \$11.00 per hour</i>
Bus Driver - Parks and Recreation	\$ 14.6022	
Bus Driver Trainee	\$ 21.2783	<i>Effective 7/1/2022</i>
Bus Driver - Wait Time (non-contracted Employee)	\$ 9.5000	
CDL - Random Drug Testing	\$ 8.5000	
Cafeteria Assistant-Special Events	\$ 13.7437	<i>Per Food Service Request</i>
Cafeteria Manager-Special Events	\$ 21.6000	<i>Per Food Service Request</i>
Cafeteria Monitor	\$ 11.0787	
Clerical Support	\$ 14.60-19.25	
Computer Lab Facilitator-Technician (ALC)	\$ 16.4010	
Contact Tracer (RN)	\$ 39.9911	
Contact Tracer (LPN)	\$ 21.4186	
Contact Tracer (Non-medical)	\$ 18.7000	
Contact Tracer (Weekend-all)	\$ 50.0000	
Curriculum Development/Textbook Adoption	\$ 35.0000	
Disc Jockey	\$ 25.00	
Evening Administrator	\$ 35.84	<i>Entry Rate for a HS AP</i>
Foreign Language Translator-Oral	\$ 14.00	
Foreign Language Translator-Written	\$ 16.00	
Guidance Representative - Hearings	\$ 35.00	<i>Per Hour</i>
Hearing Officer - Student Discipline	\$ 45.00	<i>Per Hour</i>
Hearing Officer - Case Cancelled	\$ 15.00	<i>Per Case</i>
Homebound Teacher - Certified	\$ 32.0722	<i>Entry Rate for a Teacher</i>
Homebound Teacher - Non-Certified Teacher	\$ 25.9770	<i>Adj. by same % and Entry Level-Teacher</i>
Homework Hotline - Non Certified Teacher	\$ 25.9770	<i>Adj. by same % and Entry Level-Teacher</i>
Homework Hotline - Certified Teacher	\$ 32.0722	<i>Entry Rate for a Teacher</i>
Interpreter - After School Activities - (EIPA 2.5-2.9)	\$ 19.2522	<i>Entry Rate for grade 13 interpreter</i>
Interpreter - After School Activities - (EIPA 3.0-3.4)	\$ 20.6267	<i>Entry Rate for grade 14 interpreter</i>
Interpreter - After School Activities - (EIPA 3.5-3.9)	\$ 23.6785	<i>Entry Rate for grade 16 interpreter</i>
IPT/VGLA Testing & Scoring	\$ 25.0000	
Jail Education Program - Social Worker	\$ 40.0000	
Jail Education Program - Psychologist	\$ 60.0000	
Jail Education Program - Teacher	\$ 32.0722	<i>Entry Rate for a Teacher</i>
Leadership Camp Counselor	<i>STIPEND</i>	<i>To be paid via a stipend, effective July 1, 2021.</i>
Media Lab Facilitator - ALC	\$ 25.9770	
Music Accompanist	\$ 25.0000	
Music Clinicians/Judges	\$ 32.0722	<i>Entry Rate for a Teacher</i>
Occupation Therapy Assistant (Certified)	\$ 22.0967	<i>Entry Rate for OT/PT Asst.</i>
Occupation Therapist	\$ 34.2500	
PALS Instructor (HD)	\$ 15.5000	
PALS Instructor (BD)	\$ 18.5000	
PALS Instructor (Certified)	\$ 21.5000	
Physical Therapist	\$ 34.2500	



**Part-Time/Temporary Hourly  
Rates SY 2022-2023**

Position	July 1, 2022	Comments <i>(Note: With the exception of Summer School and Bus Drivers, rates based on 19/20 entry rates)</i>
<b>MISCELLANEOUS HOURLY AND/OR DAILY RATES (continue)</b>		
Physical Therapy Assistant (Licensed)	\$ 22.0967	<i>Entry Rate for OT/PT Asst.</i>
Professional Dev. Activity Instr. (PDA)	\$ 30.0000	
Professional Dev. Activity Instr. (PDA) - PLP Prep	\$ 25.0000	
Professional Dev. Activity Instr. (PDA) - Non - PLP Prep	\$ 15.0000	
Program Planner - ALC	\$ 32.0722	<i>Entry Rate for a Teacher</i>
Project Support Staff	\$ 12.72-74.45	<i>Superintendent or designee approval required (Grade 7-midpoint of 28)</i>
Project Support Staff - PIA - Clerical	\$ 14.6022	<i>Entry Rate for Office Assoc. II</i>
Project Support Staff - Materials Asst.	\$ 14.6022	<i>Entry Rate for Grade 9</i>
Retake Expedited Coordinator	\$ 20.0000	
Saturday Detention	\$ 20.0000	
Security- Police Officers (Non-athletic)	\$ 50.0000	
Security - Police Officers (Graduation Only)	\$ 50.0000	
Security - Police Supervisor (Graduation Only)	\$ 52.0000	
Security - Police Lieutenant (Graduation Only)	\$ 54.0000	
Special Education Job Coach - Training	\$ 11.0250	
Special Education Job Coach - HD	\$ 14.7000	
Special Education Job Coach - BD	\$ 17.1465	
Specialty Camp Coach	<i>Stipend</i>	
Student Workers	\$ 11.0000	<i>Minimum Wage Requirement</i>
Teacher - Academic Programs	\$ 32.0722	<i>Entry Rate for a Teacher</i>
Teacher - After Hours (approval required)	\$ 32.0722	<i>Entry Rate for a Teacher</i>
Teacher - ALC	\$ 32.0722	<i>Entry Rate for a Teacher</i>
Teacher - Community Service Programs	\$ 25.3575	
Teacher - Workforce Development Training	\$ 25.3575	
Teacher - Transition Program (Grant)	\$ 32.0722	<i>Entry Rate for a Teacher</i>
Test Examiner	\$ 21.0600	
Test Proctor	\$ 14.6022	<i>Entry Rate for Office Assoc. II</i>
TSIP Test Proctor	\$ 17.3040	
Tutor - AVID Program	\$ 17.6300	
Tutor - Certified	\$ 32.0722	<i>Entry Rate for a Teacher</i>
Tutor - Non-certified	\$ 25.9770	<i>Adj. by same % as Entry Level-Teacher</i>
Workshop Participants - Classified	\$ 9.3660	
Workshop Participants - Teacher	\$ 20.8110	<i>50% of the Teacher Scale for 19 years of exp.</i>



**TABLE OF ALLOWANCES**

**SY 2022 - 2023**

**Effective: July 1, 2022**

<b>CODE</b>	<b>DESCRIPTION</b>	<b>VALUE</b>
ZALW 7016	Acting Pay* - ( <i>Per Regulation 2-48.2</i> )	Varies
ZALW 7010	Additional Class - HS Teacher	5,600.00
ZALW 7011	Additional Class - MS Teacher	5,600.00
ZALW 7000	Additional Time - Vocational Teacher	400.00
ZALW 7200	Advanced Certificate - ( <i>CAGS, ED.S., or Masters plus 30</i> )	4,490.00
ZALW 7040	Cafeteria Manager - Additional School Served	750.00
ZALW 7207	Career Teacher - ( <i>3-year cycle</i> )	1,000.00
ZALW 7211	Clerical 180 Points Allowance	350.00
ZALW 7212	Clerical 360 Points Allowance	475.00
ZALW 7213	Clerical Associate Degree	525.00
ZALW 7214	Clerical Bachelor Degree	750.00
ZALW 7220	Clinical Competency Certification	1,000.00
ZALW 7097	Data Communication Allowance	540.00
ZALW 7230	Doctorate Administrative	6,500.00
ZALW 7231	Doctorate Instructional	6,065.00
ZALW 7095	Executive Communication Allowance	1,200.00
ZALW 7096	Emergency Communication Allowance	420.00
ZALW 7235	School Nutrition Specialist	1,000.00
ZALW 7245	Interpreter 180 Points Allowance	350.00
ZALW 7246	Interpreter 360 Points Allowance	475.00
ZALW 7250	Masters Allowance Instructional	3,050.00
ZALW 7271	Masters Allowance Professional	2,585.00
ZALW 7051	Miscellaneous Credit*	Varies
ZALW 7255	MS Certified Systems Eng/Dev	1,500.00
ZALW 7260	National Board for Teaching Standards Certification	2,000.00
ZALW 7267	Nursing Bachelors Degree	750.00
ZALW 7270	Professional Licenses/Certifications	1,500.00
ZALW 7075	Doctoral Intern in Professional Psychology* ( <i>Eligible for health insurance subsidy</i> )	32,000.00
ZALW 7275	Registered Dietician	1,000.00
ZALW 7280	Registry Interpreters for Deaf	2,500.00
ZALW 7285	Journeyman Tradesman License	350.00
ZALW 7286	Master Tradesman License	1,000.00
ZALW 7297	Teacher/Security Assistant Bachelor's Degree	475.00
ZALW 7050	Temporary Duty Allowance*	Varies
ZALW 7090	Travel Allowance - ( <i>Per contract or employment agreement</i> )	Varies
2022-2023 SY	Tuition Reimbursement Rate ( <i>Per Policy 4-39</i> )	850.00

\* Denotes allowances that are not subject to VRS



**HIGH SCHOOL DEPARTMENT CHAIR SUPPLEMENTS**  
**SY 2022 - 2023**

DESCRIPTION	CODE	0 - 2	3 - 7	8 - 12	13 - 17	18 or
		Members	Members	Members	Members	More
		\$500	\$1,050	\$1,350	\$1,500	\$1,650
Agriculture Department Chair	ZDPT 7500	<p><i>One code is used to describe the department. Pay Adjustments are given to allow for the number of members in each department.</i></p>				
Business Department Chair	ZDPT 7502					
Distributive Ed Department Chair	ZDPT 7504					
Driver Ed Team Leader	ZDPT 7506					
English Department Chair	ZDPT 7508					
Fine Arts Department Chair	ZDPT 7510					
Foreign Language Department Chair	ZDPT 7512					
Family & Consumer Science Department Chair	ZDPT 7514					
Industrial Arts Department Chair	ZDPT 7516					
Library Department Chair	ZDPT 7518					
Mathematics Department Chair	ZDPT 7522					
Marketing Department Chair	ZDPT 7520					
Nursing Department Chair	ZDPT 7524					
Health & P.E. Department Chair	ZDPT 7526					
Science Department Chair	ZDPT 7528					
Social Studies Department Chair	ZDPT 7530					
Special Education Department Chair	ZDPT 7532					
Specialist Department Chair	ZDPT 7534					
Technology Department Chair	ZDPT 7536					

**Department Chair supplements will be paid to employee over 10 months, Sept-June.**

Department Chair supplements are paid based on the academic area covered. Any deviation from this payment method must be submitted in writing to the Department of School Leadership for their review and recommendation. Approved recommendations will be forwarded to the Department of Human Resources for final approval.



**VIRGINIA BEACH CITY PUBLIC SCHOOLS**  
CHARTING THE COURSE

**ELEMENTARY SCHOOL**  
**NONATHLETIC SUPPLEMENTS**  
**SY 2022 - 2023**

CODE	DESCRIPTION	VALUE	SEASON	TIER	Comments
ZNTH 7600	Academic Coordinator	2,000.00	9/1-6/30	1	
ZNTH 7612	Spanish Academy Coordinator/ <i>Miscellaneous</i>	800.00	9/1-6/30	4	
ZNTH 7603-12	Grade Level Coordinator 3-7 Members	800.00	9/1-6/30	4	
ZNTH 7603-12	Grade Level Coordinator 8+ Members	1,200.00	9/1-6/30	n/a	<i>Additional \$400 for 8+ members</i>
ZNTH 7620	Newspaper Sponsor/ <i>Miscellaneous</i>	600.00	9/1-6/30	5	
ZNTH 7623	Partners In Education Coordinator	600.00	9/1-6/30	5	<i>Managed by the Dept. of Media &amp; Communications</i>
ZNTH 7625	Safety Patrol	600.00	9/1-6/30	5	
ZNTH 7626	SCA Advisor	1,000.00	9/1-6/30	3	
ZNTH 7630	School Improvement Coordinator/SRT	1,800.00	9/1-6/30	2	<b>SRT = Student Response Team</b>
ZNTH 7631	School Media Liaison	600.00	9/1-6/30	5	
ZNTH 7602	Special Ed Committee Coordinator	2,000.00	9/1-6/30	1	
ZNTH 7638	Transportation Assistant	1,000.00	9/1-6/30	3	
ZNTH 7645	Yearbook Sponsor/ <i>Miscellaneous</i>	1,000.00	9/1-6/30	3	
ZNTH7619	Miscellaneous Club Sponsors	2,200		n/a	<i>Funds used to meet programs unique to the school</i>

*Non-Athletic supplements with a "miscellaneous" designation may be used either as noted or to compensate employees for programs unique to the school.*

**MIDDLE SCHOOL**  
**NONATHLETIC SUPPLEMENTS**  
**SY 2022 - 2023**

CODE	DESCRIPTION	VALUE	SEASON	TIER	Comments
ZNTH 7701	Band	1,500.00	9/1-6/30	3	
ZNTH 7707	Choral Sponsor	1,500.00	9/1-6/30	3	
ZNTH 7708	Debate Sponsor	1,500.00	2/1-3/31	3	
ZNTH 7709	Drama Sponsor	1,500.00	9/1-11/15	3	
ZNTH 7711	Forensics Sponsor	1,500.00	3/16-5/31	3	
ZNTH 7810	Intramural Coordinator Fall	700.00	9/1-11/15	4	
ZNTH 7813	Intramural Coordinator Spring	700.00	3/16-5/31	4	
ZNTH 7811	Intramural Coordinator Winter 1	700.00	11/1-1/15	4	
ZNTH 7812	Intramural Coordinator Winter 2	700.00	2/1-3/31	4	
ZNTH 7815	Intramural Sponsor Fall 1st	600.00	9/1-11/15	6	
ZNTH 7816	Intramural Sponsor Fall 2nd	600.00	9/1-11/15	6	
ZNTH 7817	Intramural Sponsor Winter 1 1st	600.00	11/1-1/15	6	
ZNTH 7818	Intramural Sponsor Winter 1 2nd	600.00	11/1-1/15	6	
ZNTH 7819	Intramural Sponsor Winter 2 1st	600.00	2/1-3/31	6	
ZNTH 7820	Intramural Sponsor Winter 2 2nd	600.00	2/1-3/31	6	
ZNTH 7821	Intramural Sponsor Spring 1st	600.00	3/16-5/31	6	
ZNTH 7822	Intramural Sponsor Spring 2nd	600.00	3/16-5/31	6	
ZNTH 7712	Scholastic Bowl	1,500.00	11/1-1/15	3	
ZNTH 7714	National Junior Honor Society	1,500.00	9/1-6/30	3	
ZNTH 7716	Orchestra	1,500.00	9/1-6/30	3	
ZNTH 7717	Partners In Education (Community Ed)	600.00	9/1-6/30	6	<i>Managed by the Dept. of Media &amp; Communications</i>
ZNTH 7718	SCA Advisor	2,500.00	9/1-6/30	1	
ZNTH 7719	School Media Liaison	600.00	9/1-6/30	6	
ZNTH 7706	Special Ed Committee Coordinator	2,500.00	9/1-6/30	1	
ZNTH 7720	Student Recognition Coordinator	1,500.00	9/1-6/30	3	
ZNTH 7728	Student Response Team Coord	2,500.00	9/1-6/30	1	
ZNTH 7721	Transportation Assistant	1,800.00	9/1-6/30	2	
ZNTH 7722	Yearbook Sponsor	2,500.00	9/1-6/30	1	
ZNTH 7724	MS Activity Driver Fall	800.00	9/1-11/15	5	
ZNTH 7725	MS Activity Driver Winter 1	800.00	11/1-1/15	5	
ZNTH 7726	MS Activity Driver Winter 2	800.00	2/1-3/31	5	
ZNTH 7727	MS Activity Driver Spring	800.00	3/16-5/31	5	



**MIDDLE SCHOOL  
NONATHLETIC SUPPLEMENTS  
SY 2022 - 2023**

CODE	DESCRIPTION	SEASON	Comments
ZNTH 7750	AIASA Sponsor	9/1-6/30	<b>Determined by Principal: Club sponsorship funding not to exceed a total of \$5,250 per school not to exceed \$1,050 per club.</b>
ZNTH 7752	Art Club Sponsor	9/1-6/30	
ZNTH 7754	Chess Club Sponsor	9/1-6/30	
ZNTH 7755	Chrome Club Sponsor	9/1-6/30	
ZNTH 7756	Computer Club Sponsor	9/1-6/30	
ZNTH 7758	Crime Solvers Sponsor	9/1-6/30	
ZNTH 7759	Culture Club Sponsor	9/1-6/30	
ZNTH 7781	Destination Imagination	9/1-6/30	
ZNTH 7760	Drama Club Sponsor	9/1-6/30	
ZNTH 7763	FEA Sponsor	9/1-6/30	
ZNTH 7764	FCCLA Sponsor	9/1-6/30	
ZNTH 7767	French Club Sponsor	9/1-6/30	
ZNTH 7774	Latin Club Sponsor	9/1-6/30	
ZNTH 7776	Mathematics Club Sponsor	9/1-6/30	
ZNTH 7782	Photography Club Sponsor	9/1-6/30	
ZNTH 7786	Science Club Sponsor	9/1-6/30	
ZNTH 7789	Spanish Club Sponsor	9/1-6/30	
ZNTH 7793	Technology Club Sponsor	9/1-6/30	
ZNTH 7841	Misc. Club Sponsor - 1st	9/1-6/30	
ZNTH 7842	Misc. Club Sponsor - 2nd	9/1-6/30	
ZNTH 7843	Misc. Club Sponsor - 3rd	9/1-6/30	
ZNTH 7796	Video Prod Club Sponsor	9/1-6/30	<b>Determined by Principal: Part of Foundation Funding Budget for Leadership Positions in each Middle School</b>
ZNTH 7797	Wellness Coordinator	9/1-6/30	
ZNTH 7751	Applied Arts Coordinator	9/1-6/30	
ZNTH 7757	Computer Coordinator	9/1-6/30	
ZNTH 7761	Electives Coordinator	9/1-6/30	
ZNTH 7762	English Coordinator	9/1-6/30	
ZNTH 7765	Fine Arts Coordinator	9/1-6/30	
ZNTH 7766	Foreign Language Coordinator	9/1-6/30	
ZNTH 7768	Grade Level 6 Coordinator	9/1-6/30	
ZNTH 7769	Grade Level 7 Coordinator	9/1-6/30	
ZNTH 7770	Grade Level 8 Coordinator	9/1-6/30	
ZNTH 7772	Health/PE Coordinator	9/1-6/30	
ZNTH 7773	Language Arts Coordinator	9/1-6/30	
ZNTH 7775	Library Coordinator	9/1-6/30	
ZNTH 7777	Mathematics Coordinator	9/1-6/30	
ZNTH 7779	Miscellaneous Coordinator	9/1-6/30	
ZNTH 7713	Miscellaneous Leadership Sponsor	9/1-6/30	
ZNTH 7780	Music Coordinator	9/1-6/30	
ZNTH 7783	Practical Arts Coordinator	9/1-6/30	
ZNTH 7784	Principal's Advisory Committee Chair	9/1-6/30	
ZNTH 7785	Resource Coordinator	9/1-6/30	
ZNTH 7787	Science Coordinator	9/1-6/30	
ZNTH 7788	Social Studies Coordinator	9/1-6/30	
ZNTH 7790	Special Ed Committee Coordinator	9/1-6/30	
ZNTH 7791	Staff Development Coordinator	9/1-6/30	
ZNTH 7792	Strategic Planning Coordinator	9/1-6/30	
ZNTH 7794	Technology Coordinator	9/1-6/30	
ZNTH 7795	Teen Living Coordinator	9/1-6/30	



**HIGH SCHOOL  
NONATHLETIC SUPPLEMENTS  
SY 2022 - 2023**

CODE	DESCRIPTION	VALUE	SEASON	TIER	Comments
ZNTH 7859	Civic Club Sponsor/ <i>Miscellaneous</i>	600.00	9/1-6/30	9	
ZNTH 7901	HS Miscellaneous Club Sponsor 1	1,000.00	9/1-6/30	7	
ZNTH 7902	HS Miscellaneous Club Sponsor 2	1,000.00	9/1-6/30	7	
ZNTH 7903	HS Miscellaneous Club Sponsor 3	1,000.00	9/1-6/30	7	
ZNTH 7862	DECA Coordinator/ <i>Miscellaneous</i>	800.00	9/1-6/30	8	
ZNTH 7866	FBLA Coordinator/ <i>Miscellaneous</i>	600.00	8/1-6/30	9	
ZNTH 7868	FFA Coordinator/ <i>Miscellaneous</i>	600.00	9/1-6/30	9	
ZNTH 7869	FCCLA / <i>Miscellaneous</i>	600.00	9/1-6/30	9	
ZNTH 7872	HOSA Coordinator/ <i>Miscellaneous</i>	600.00	9/1-6/30	9	
ZNTH 7890	TSA Coordinator/ <i>Miscellaneous</i>	600.00	9/1-6/30	9	
ZNTH 7891	VICA Coordinator/ <i>Miscellaneous</i>	600.00	9/1-6/30	9	
ZNTH 7867	FEA Coordinator/ <i>Miscellaneous</i>	1,000.00	9/1-6/30	7	
ZNTH 7878	Newspaper Sponsor/ <i>Miscellaneous</i>	1,800.00	9/1-6/30	6	
ZNTH 7879	Destination Imagination/ <i>Miscellaneous</i>	1,000.00	9/1-6/30	7	
ZNTH 7875	Magazine Sponsor/ <i>Miscellaneous</i>	1,800.00	9/1-6/30	6	
<i>Non-Athletic supplements with a "miscellaneous" designation may be used either as noted or to compensate employees for programs unique to the school.</i>					
ZNTH7895-7897	Activity Bus Driver	2,000.00	9/1-6/30	5	<i>per season</i>
ZNTH 7851	Assistant Student Activities Coordinator	4,000.00	8/1-6/30	1	<b>2 per school</b>
ZNTH 7858	Choral Sponsor	2,500.00	9/1-6/30	3	
ZNTH 7864	Color Guard	1,000.00	9/1-6/30	7	
ZNTH 7861	Debate Sponsor	2,500.00	10/1-4/30	3	
ZNTH 7863	Drama Sponsor	2,500.00	10/1-4/30	3	
ZNTH 7906	e-Sports (Fall)	1,250.00	9/1-11/15	3	
ZNTH 7907	e-Sports (Spring)	1,250.00	3/16-5/31	3	
ZNTH 7894	Film Festival Director	2,500.00	9/1-6/30	3	<i>per season</i>
ZNTH 7870	Forensics Sponsor	2,500.00	10/1-4/30	3	
ZNTH 7871	Freshman Class Sponsor	1,000.00	9/1-6/30	7	
ZNTH 7873	Scholastic Bowl	2,500.00	8/1-2/28	3	
ZNTH 7874	Junior Class Sponsor	1,800.00	9/1-6/30	6	
ZNTH 7860	Leadership Workshop Coordinator	2,250.00	9/1-6/30	4	<b>2 per school</b>
ZNTH 7852	Marching Band	3,600.00	8/1-6/30	2	
ZNTH 7853	Music Sectional	1,800.00	8/1-6/30	6	
ZNTH 7877	National Honor Society	1,800.00	9/1-6/30	6	
ZNTH 7880	Orchestra	2,500.00	9/1-6/30	3	
ZNTH 7881	Partners in Education Coordinator	600.00	9/1-6/30	9	<i>Managed by the Dept. of Comm. &amp; Community Engage.</i>
ZNTH 7898	SCA Advisor Assistant	2,500.00	9/1-6/30	3	
ZNTH 7882	SCA Advisor (Lead)	4,000.00	9/1-6/30	1	
ZNTH 7899	Scholarship Coordinator	2,500.00	9/1-6/30	3	
ZNTH 7885	School Media Liaison	600.00	9/1-6/30	9	
ZNTH 7886	Senior Class Sponsor	2,500.00	9/1-6/30	3	
ZNTH 7887	Sophomore Class Sponsor	1,000.00	9/1-6/30	7	
ZNTH 7857	Special Ed Committee Coordinator	2,500.00	9/1-6/30	3	
ZNTH 7904	Student Advisory Lead	2,250.00	9/1-6/30	4	<i>Moved from Dept Chair to Non-Athletic</i>
ZNTH 7900	Student Response Team Coordinator	2,500.00	9/1-6/30	3	
ZNTH 7888	Transition Coordinator	600.00	9/1-6/30	9	
ZNTH 7889	Transportation Assistant (Lead)	1,800.00	9/1-6/30	6	
ZNTH 7905	Transportation Assistant	800.00	9/1-6/30	8	
ZNTH 7892	Yearbook Sponsor	3,600.00	9/1-6/30	2	

Acronym	Description		
AIASA	American Industrial Arts Student Association		
DECA	Distributed Education Clubs of America		
FBLA	Future Business Leaders of America		
FEA	Future Educators of America		
FFA	Future Farmers of America		
FCCLA	Family, Career & Community Leaders of America		
HOSA	Health Occupations Students of America		
TSA	Technical Students Association		
VICA	Vocational Industrial Clubs of America		



**MIDDLE SCHOOL  
ATHLETIC SUPPLEMENTS  
SY 2022 - 2023**

CODE	SEASON	DESCRIPTION	VALUE	TIER	
ZATH 8000	Spring	Baseball Coach	2,100.00	2	
ZATH 8001	Spring	Baseball Asst Coach	800.00	6	
ZATH 8004	Winter 1	Basketball Coach - Boys	2,100.00	2	
ZATH 8005	Winter 1	Basketball Asst. Coach - Boys	800.00	6	
ZATH 8008	Winter 1	Basketball Coach - Girls	2,100.00	2	
ZATH 8009	Winter 1	Basketball Asst Coach - Girls	800.00	6	
ZATH 8012	Semester 1	Cheerleading Coach	2,500.00	1	
ZATH 8013	Semester 1	Cheerleader Assistant	1,500.00	4	
ZATH 8016	Spring	Field Hockey	2,100.00	2	
ZATH 8017	Spring	Field Hockey Asst Coach	800.00	6	
ZATH 8019	Fall	Football Head Coach	2,500.00	1	
ZATH 8020	Fall	Football Asst Coach ( 2 versus school)	1,750.00	3	
ZATH 8027	Fall	Soccer Coach - Boys	2,100.00	2	
ZATH 8028	Fall	Soccer Asst Coach - Boys	800.00	6	
ZATH 8031	Fall	Soccer Coach - Girls	2,100.00	2	
ZATH 8032	Fall	Soccer Asst Coach - Girls	800.00	6	
ZATH 8035	Spring	Softball Coach	2,100.00	2	
ZATH 8032	Spring	Softball Asst Coach	800.00	6	
ZATH 8039	Spring	Track Coach - Boys	2,100.00	2	
ZATH 8043	Spring	Track Coach - Girls	2,100.00	2	
ZATH 8045	Spring	Track Assistant	1,000.00	5	
ZATH 8048	Winter 2	Volleyball Coach - Girls	2,100.00	2	
ZATH 8049	Winter 2	Volleyball Asst Coach - Girls	800.00	6	
ZATH 8052	Winter 2	Wrestling Coach	2,100.00	2	
ZATH 8053	Winter 2	Wrestling Asst Coach	800.00	6	

*An additional \$300 will be added for employees who have completed 5 through 9 consecutive years of coaching the same sport.*

*Employees who have completed 10 or more consecutive years of coaching the same sport will receive \$600.*

**HIGH SCHOOL  
ATHLETIC SUPPLEMENTS  
SY 2022 - 2023**

CODE	SEASON	DESCRIPTION	VALUE	TIER	
ZATH 8204	Spring	Baseball Coach	3,500.00	3	
ZATH 8208	Spring	Baseball Asst Coach	1,300.00	5A	
ZATH 8208	Winter	Basketball Coach - Boys	4,000.00	2	
ZATH 8209	Winter	Basketball Asst Coach Boys	1,500.00	4A	
ZATH 8212	Winter	Basketball Coach - Girls	4,000.00	2	
ZATH 8213	Winter	Basketball Asst Coach Girls	1,500.00	4A	
ZATH 8216	Fall-Winter	Cheerleading Coach	3,500.00	3	
ZATH 8218	Fall	Cheerleader Asst Coach	1,300.00	5A	
ZATH 8217	Fall	Cheerleading Coach (Competitive)	2,000.00	6	
ZATH 8220	Winter	Diving Coach	2,500.00	5	
ZATH 8224	Fall	Field Hockey Coach	3,500.00	3	
ZATH 8225	Fall	Field Hockey Asst Coach	1,300.00	5A	
ZATH 8228	Fall	Football Head Coach	7,000.00	1	
ZATH 8229	Fall	Football Assistant Coach	4,850.00	1A	
ZATH 8232	Fall	Golf Coach	2,000.00	6	
ZATH 8236	Winter	Gymnastics Coach	3,000.00	4	
ZATH8300	Spring	Lacrosse Coach - Boys	3,500.00	3	
ZATH8301	Spring	Lacrosse Assistant Coach - Boys	1,300.00	5A	
ZATH8302	Spring	Lacrosse Coach - Girls	3,500.00	3	
ZATH8303	Spring	Lacrosse Assistant Coach - Girls	1,300.00	5A	
ZATH 8240	Spring	Soccer Coach - Boys	3,000.00	3	
ZATH 8028	Spring	Soccer Asst Coach Boys	1,300.00	5A	
ZATH 8244	Spring	Soccer Coach - Girls	3,500.00	3	
ZATH 8032	Spring	Soccer Asst Coach Girls	1,300.00	5A	
ZATH 8248	Spring	Softball Coach	3,500.00	3	
ZATH 8036	Spring	Softball Asst Coach	1,300.00	5A	
ZATH 8252	Winter	Swimming Coach - Boys	3,000.00	4	
ZATH 8253	Winter	Swimming Asst Coach Boys	1,100.00	6A	
ZATH 8254	Winter	Swimming Coach - Girls	3,000.00	4	
ZATH 8255	Winter	Swimming Asst Coach Girls	1,100.00	6A	
ZATH 8256	Spring	Tennis Coach - Boys	2,500.00	5	
ZATH 8260	Spring	Tennis Coach - Girls	2,500.00	5	
ZATH 8264	Winter	Track Indoor Coach - Boys	3,000.00	4	

*An additional \$300 will be added for employees who have completed 5 through 9 consecutive years of coaching the same sport.*

*Employees who have completed 10 or more consecutive years of coaching the same sport will receive \$600.*



**HIGH SCHOOL  
ATHLETIC SUPPLEMENTS  
SY 2022 - 2023**

CODE	SEASON	DESCRIPTION	VALUE	TIER
ZATH 8265	Winter	Track Indoor Assistant - Boys	2,000.00	3A
ZATH 8268	Winter	Track Indoor Coach - Girls	3,000.00	4
ZATH 8269	Winter	Track Indoor Assistant - Girls	2,000.00	3A
ZATH 8272	Spring	Track Outdoor Coach - Boys	3,500.00	3
ZATH 8273	Spring	Track Outdoor Assistant - Boys	2,200.00	2A
ZATH 8276	Spring	Track Outdoor Coach - Girls	3,500.00	3
ZATH 8277	Spring	Track Outdoor Assistant - Girls	2,200.00	2A
ZATH 8280	Fall	Cross Country - Boys	2,500.00	5
ZATH 8283	Fall	Cross Country - Girls	2,500.00	5
ZATH 8289	Fall	Volleyball Coach - Boys	3,500.00	3
ZATH 8290	Fall	Volleyball Asst Coach Boys	1,300.00	5A
ZATH 8293	Fall	Volleyball Coach - Girls	3,500.00	3
ZATH 8294	Fall	Volleyball Asst Coach Girls	1,300.00	5A
ZATH 8297	Winter	Wrestling Coach	4,000.00	2
ZATH 8298	Winter	Wrestling Asst Coach	1,500.00	4
ZATH 8299	Fall	Weight Room Coordinator	1,500.00	n/a
ZATH 8350	Spring	JV Baseball Coach	2,200.00	3JV
ZATH 8354	Winter	JV Basketball Coach - Boys	2,600.00	2JV
ZATH 8358	Winter	JV Basketball Coach - Girls	2,600.00	2JV
ZATH 8362	Fall-Winter	JV Cheerleading Coach	2,200.00	3JV
ZATH 8365	Fall	JV Field Hockey Coach	2,200.00	3JV
ZATH 8368	Fall	JV Football Coach	3,000.00	1JV
ZATH 8369	Fall	JV Football Assistant Coach	2,200.00	3JV
ZATH 8372	Spring	JV Soccer Coach - Boys	2,200.00	3JV
ZATH 8375	Spring	JV Soccer Coach - Girls	2,200.00	3JV
ZATH 8379	Spring	JV Softball Coach	2,200.00	3JV
ZATH 8382	Winter	JV Wrestling Coach	2,600.00	2JV