

YORK COUNTY SCHOOL DIVISION

PAY PLAN

2022-2023



Approved May 23, 2022
Revised June 13, 2022

SALARY SCHEDULES

School Board Policy File GCBA provides that, "School Board employees shall be paid in accordance with the salary schedules in the York County School Division Pay Plan." The Superintendent proposes changes to the Pay Plan as warranted by economic conditions, market conditions, Pay Plan adjustments made by the County or other factors.

Each year, following final approval of the Operating Budget for the coming year, the Superintendent presents to the School Board for their approval salary schedules which incorporate any recommended changes. A copy of this regulation shall be included in the Pay Plan.

ISSUED: May 17, 1995

REVISED: June 1, 2011; May 8, 2014; May 20, 2019

Victor D. Shandor, Ed.D.

Division Superintendent

York County School Division

Licensed Employees
Salary Schedule

2022-2023
Effective July 1, 2022

Teacher Salary Schedule

Teacher

Assessment and Compliance Coordinator

Athletic Director – High School

English Learner Program Coach

Instructional Innovation Coach

Library Media Specialist

Library Media Specialist, Head, High School

Math Coach

NJROTC Instructor

Program Coordinator

Reading Literacy Coach

School Counselor

School Counseling Director, Middle School

School Social Worker

York County School Division

Pay Plan

Fiscal Year 2022-2023

Teacher Salary Schedule

Step	BA	Step	MA	Step	MA+30	Step	PhD
0	\$47,523	0	\$50,699	0	\$53,028	0	\$54,777
1	\$48,331	1	\$51,322	1	\$53,628	1	\$55,376
2	\$48,993	2	\$51,796	2	\$54,225	2	\$55,973
3	\$50,059	3	\$52,277	3	\$54,824	3	\$56,570
4	\$51,209	4	\$53,064	4	\$55,517	4	\$57,265
5	\$51,707	5	\$53,707	5	\$56,305	5	\$58,052
6	\$52,208	6	\$54,361	6	\$57,084	6	\$58,834
7	\$52,704	7	\$55,057	7	\$57,872	7	\$59,620
8	\$53,715	8	\$55,908	8	\$59,507	8	\$61,253
9	\$54,213	9	\$56,999	9	\$60,291	9	\$62,039
10	\$54,788	10	\$57,683	10	\$61,092	10	\$62,840
11	\$55,695	11	\$58,593	11	\$61,875	11	\$63,624
12	\$56,621	12	\$59,517	12	\$62,660	12	\$64,409
13	\$57,559	13	\$60,455	13	\$63,801	13	\$65,550
14	\$58,516	14	\$61,413	14	\$64,925	14	\$66,673
15	\$59,488	15	\$62,383	15	\$66,084	15	\$67,828
16	\$60,092	16	\$63,370	16	\$67,288	16	\$69,036
17	\$60,698	17	\$64,372	17	\$68,525	17	\$70,271
18	\$61,810	18	\$65,396	18	\$69,781	18	\$71,529
19	\$62,922	19	\$66,728	19	\$71,066	19	\$72,814
20	\$64,592	20	\$68,015	20	\$72,374	20	\$74,122
21	\$65,152	21	\$69,204	21	\$73,709	21	\$75,457
22	\$66,265	22	\$70,326	22	\$76,385	22	\$78,132
23	\$67,374	23	\$71,549	23	\$79,060	23	\$80,806
24	\$68,490	24	\$72,468	24	\$80,024	24	\$81,773
25	\$69,604	25	\$73,720	25	\$80,570	25	\$82,320
26	\$70,716	26	\$75,266	26	\$81,120	26	\$82,869
27	\$71,829	27	\$76,269	27	\$81,666	27	\$83,415
28	\$72,945	28	\$78,712	28	\$82,216	28	\$83,964
29	\$74,056	29	\$79,454	29	\$82,763	29	\$84,510
30	\$75,171	30	\$80,203	30	\$83,318	30	\$85,062

200	Days	5.0%	Market Adjustment
		5.0%	Total Adjustment

NOTES:

- o Placement on the salary schedule does not necessarily equate to years of teaching experience.
- o Creditable experience is defined as fulltime K-12 teaching and administrative experience under contract to an accredited school division.
- o MA+30 requires 30 graduate semester credit hours earned after the date the Masters was conferred.
- o Middle School and YRA part-time teachers will be compensated at 1/6 of base salary for each class.
- o High School part-time teachers will be compensated at 1/5 of base salary for each class.

York County School Division

Pay Plan

Fiscal Year 2022-2023

Guidelines for Extra Days

Extra Days

	<u>Hired Before FY10</u>	<u>Hired During FY10</u>	<u>Hired* On or After FY11</u>
Activity Coordinator - High School	10	10	7
Assessment and Compliance Coordinator	20	20	14
Athletic Director (High School)	30	30	30
Band:			
High School (full time)	10	10	10
Middle School (full time)	5	5	3
Department Head (Elementary and Middle School)	NA	NA	3
Department Head (High School)	7.5	7.5	5
English Learner Instructional Coach	NA	NA	5
Lead Counselor	10	10	10
Library Media Specialist - All Schools	5	5	3
Math Coach	NA	NA	5
Reading Literacy Coach	NA	NA	5
Program Coordinator			
Extend	10	10	10
International Baccalaureate	10	10	7
School of the Arts	10	10	7
School Counseling:			
Counselor, High School (BHS, GHS, THS, YHS)	20	20	14
Counselor, High School (YRA)	5	5	3
Director, Middle School	25	25	25
Counselor, Middle School	10	10	7
Counselor, Middle School (.5 FTE)	10	10	7
Student Services:			
Social Worker	NA	NA	7
Technology - Instructional Innovation Coach	25	21	17
Career & Technical Education:			
NJROTC Instructor	20	20	20
Marketing, Technology Education (Middle School)	3	3	3
Marketing, Technology Education (High School)	5	5	5

Guidelines for Additional Class Assignment:

Zero through 10 th year of teaching experience	\$5,550
11 th year of teaching experience or more	\$6,439

*Generally, the new contract length would apply to each individual who starts one of these positions as a new hire or current employee who voluntarily transfers to one of these positions. The new contract length would not apply to current employees in these positions whose work location changes without a position change.

POSITIONS WITH EXTRA DAYS SUPPLEMENTS

Position	Supplement	Notes
Activities Coordinator	\$3,780	Supplement for HS only
Assessment and Compliance Coordinator		
Athletic Director		
Band (HS)	\$4,594	
Band (MS)	\$2,464	
Department Head	\$1,839	8 Department Heads per high school
Lead Counselor	\$2,617	Elementary and Secondary
Summer Reading Testing	\$ 788	Summer Testing
School Counseling Director	\$ 1,000	Supplement for MS only
School Counselor (MS, HS)		
School Counselor, High School (YRA)		
Library Media Specialist	\$3,744	Supplement for HS only (8 hr. day)
Social Worker		
Teacher – Assistant to the Principal		
Instructional Innovation Coach		
NJROTC Instructor		
Vocational (various)		Requested by Instruction (marketing, technology, etc.)

Program Coordinators:		
EXTEND	\$2,617	10 additional days
International Baccalaureate Program	\$2,617	10 additional days or 7
School of the Arts (SOA)	\$2,617	10 additional days or 7

York County School Division

*Non-Licensed Employees
and
Administrators*

Pay Schedule

**2022–2023
Effective July 1, 2022**

York County School Division

Classification and Pay Schedule

All salary scales are adjusted to the Full Time Equivalency (FTE) for each School Board position.
Any required adjustment factors are listed in parentheses following the position title.

The Chief Officers will receive a 5.5% increase to VRS creditable compensation for FY23.

Title	FLSA Status	Grade	Days Per Year	Hours Per Day	Page
Accounting Analyst	E	20	260	8	27
Accounting and Finance Manager	E	32	260	8	39
Accounts Payable and Procurement Coordinator	NE	17	260	8	24
Administrator on Assignment	E	31	260	8	38
Assistant Principal, Elementary	E	28	260	8	35
Assistant Principal, High School	E	29	260	8	36
Assistant Principal, Middle School	E	28	260	8	35
Assistant Supervisor of Computer Maintenance	E	24	260	8	31
Assistive Technology/Autism Services Improvement Team (ASIT)/Coach	NE	26	260	8	33
Associate Director for Capital Plans and Projects	E	33	260	8	40
Associate Director for K-12 Academic Services	E	33	260	8	40
Associate Director of Educational Technology and Innovation	E	33	260	8	40
Associate Director of Human Resources	E	33	260	8	40
Associate Director of School Administration	E	33	260	8	40
Associate Director of School Administration and Compliance	E	33	260	8	40
Associate Director of Student Services	E	33	260	8	40
Behavior Interventionist	E	25	200	7.5	32
Behavior Support Specialist	E	24	260	8	31
Benefits Program Analyst	NE	27	260	8	34
Board Certified Behavior Analyst (BCBA), Lead	E	28	260	8	35
Budget and Financial Analyst	E	22	260	8	29
Budget and Financial Analyst – Revenue	E	22	260	8	29
Budget and Financial Supervisor	E	27	260	8	34
Bus Dispatcher	NE	Bus Driver	185	8	47
Bus Dispatcher	NE	Bus Driver	197	8	47
Bus Dispatcher	NE	Bus Driver	260	8	47
Bus Driver	NE	Bus Driver	182	4	47
Bus Driver	NE	Bus Driver	182	4.5	47
Bus Driver	NE	Bus Driver	182	5	47
Bus Driver	NE	Bus Driver	182	5.5	47
Bus Driver	NE	Bus Driver	182	6	47
Bus Driver	NE	Bus Driver	182	6.5	47
Bus Driver	NE	Bus Driver	182	7	47
Bus Driver	NE	Bus Driver	182	8	47
Bus Driver Assistant	NE	Bus Assistant	182	4	47

York County School Division

Pay Plan

Fiscal Year 2022-2023

Title	FLSA Status	Grade	Days Per Year	Hours Per Day	Page
Bus Driver Assistant	NE	Bus Assistant	182	4.5	47
Bus Driver Assistant	NE	Bus Assistant	182	5	47
Bus Driver Assistant	NE	Bus Assistant	182	5.5	47
Bus Driver Assistant	NE	Bus Assistant	182	6	47
Bus Driver Assistant	NE	Bus Assistant	182	6.5	47
Business Analyst	E	25	260	8	32
Business Analyst, Senior	E	27	260	8	34
Career Coach	NE	21	260	8	28
Chief Academic Officer	E	EXECUTIVE	260	8	-
Chief Financial Officer	E	EXECUTIVE	260	8	-
Chief Human Resources Officer	E	EXECUTIVE	260	8	-
Chief Operations Officer	E	EXECUTIVE	260	8	-
Communications Associate	NE	19	260	8	26
Community Outreach Coordinator	E	25	200	7.25	32
Compensation Program Analyst	NE	26	260	8	33
Computer Support Technician I	NE	18	260	8	25
Computer Support Technician II	NE	19	260	8	26
Coordinator of Arts and Physical Education	E	28	260	8	35
Coordinator of Career Development	E	28	260	8	35
Coordinator of Educational Technology	E	28	260	8	35
Coordinator of English and Language Arts	E	28	260	8	35
Coordinator of Enrollment and Attendance	E	26	260	8	33
Coordinator of Health Services	E	27	260	8	34
Coordinator of History and Social Science	E	28	260	8	35
Coordinator of Mathematics (K-12)	E	28	260	8	35
Coordinator of Online Learning	E	30	260	8	35
Coordinator of School Counseling	E	28	260	8	35
Coordinator of Science (K-12)	E	28	260	8	35
Coordinator of Student Services I & II	E	28	260	8	35
Coordinator of Testing and Accountability	E	28	260	8	35
Custodial Services Area Supervisor	NE	17	260	8	24
Custodian	NE	06	185	8	13
Custodian	NE	06	260	8	13
Custodian (Tier 2)	NE	07	185	8	14
Custodian (Tier 2)	NE	07	260	8	14
Custodian, Head (elementary)	NE	11	260	8	18
Custodian, Head (multiple sites)	NE	12	260	8	19
Custodian, Lead	NE	08	260	8	15
Digital Communications and Marketing Specialist	E	22	260	8	29
Director of Curriculum and Instruction	E	35	260	8	42
Director of Information Technology	E	35	260	8	42

York County School Division

Pay Plan

Fiscal Year 2022-2023

Title	FLSA Status	Grade	Days Per Year	Hours Per Day	Page
Director of Leadership and Accountability	E	35	260	8	42
Director of Maintenance and Facilities Support	E	35	260	8	42
Director of School Administration	E	35	260	8	42
Director of Student Services	E	35	260	8	42
Director of Transportation	E	35	260	8	42
Energy Educator and Facility Analyst	E	25	260	8	32
Fiscal Support Specialist	NE	11	260	8	18
General Maintenance Technician	NE	15	260	8	22
Grant Accounting Analyst	E	19	260	8	26
Grant Accounting Coordinator	NE	17	260	8	24
Grant Coordinator/Writer	E	27	260	8	34
Health Services Paraprofessional (paid lunch break)	NE	16	190	7.25	23
Health Services Provider (R.N.) (paid lunch break)	E	24	190	7.25	31
Human Resources Technician	NE	12	260	8	19
HVACR Supervisor	NE	20	260	8	27
Information Technology Project Manager	E	28	260	8	35
Instructional Associate – Virtual Learning	NE	Instructional Associate	185	7.5	46
Instructional Associate – Virtual Learning Tier 2 (Bachelor’s degree or higher)	NE	Instructional Associate	185	7.5	46
Instructional Para-Educator	NE	Instructional Para-Educator	183	7	46
Instructional Para-Educator - Tier 2 (Bachelor’s degree or higher)	NE	Instructional Para-Educator	183	7	46
Interpreter-Transliterator-Non-VQAS Level (paid lunch break)	NE	17	185	7.25	24
Interpreter-Transliterator-RID CI or CT (paid lunch break)	NE	27	185	7.25	34
Interpreter-Transliterator-VQAS Level 1 (paid lunch break)	NE	20	185	7.25	27
Interpreter-Transliterator-VQAS Level 2; NAD3; TSC: 1 (paid lunch break)	NE	22	185	7.25	29
Interpreter-Transliterator-VQAS Level 3 or 4; NAD 4 or 5; RID IC or TC; TSC: 2, 3, or 4 (paid lunch break)	NE	24	185	7.25	31
IT Help Desk Technician I	NE	18	260	8	25
IT Help Desk Technician II	NE	19	260	8	26
Logistics Support Technician	NE	19	260	8	26
Maintenance Parts Coordinator	NE	18	260	8	25
Manager of Application Support	E	32	260	8	39
Manager of Building Maintenance	E	26	260	8	33
Manager of Custodial Services	E	26	260	8	33
Manager of Enterprise Support and Network Services	E	32	260	8	39
Manager of School Food Services	NE	18	200	8	25
Manager of System Administration	E	32	260	8	39
Manager of Systems Architecture and Implementations	E	32	260	8	39
Manager of Vehicle Maintenance	E	25	260	8	32
Master Carpenter	NE	21	260	8	26
Master Electrician	NE	21	260	8	26

York County School Division

Pay Plan

Fiscal Year 2022-2023

Title	FLSA Status	Grade	Days Per Year	Hours Per Day	Page
Master HVAC Technician	NE	21	260	8	26
Master Plumber	NE	21	260	8	26
Master Service Technician	NE	21	260	8	26
Math Coach, 12-month	E	24	260	8	31
Multi-trade Technician	NE	21	260	8	26
Network and Communications Systems Engineer	E	27	260	8	34
Network Services Engineer	E	27	260	8	34
Network Services Engineer, Senior	E	28	260	8	35
Occupational Safety/Regulatory Compliance Specialist	E	26	260	8	33
Occupational Therapist	E	28	200	8	35
Occupational Therapist	E	28	260	8	35
Occupational Therapist Assistant	NE	16	200	7.25	23
Office Clerk	NE	08	185	8	15
Office Clerk	NE	08	260	8	15
On-line Learning Specialist	E	26	260	8	33
Oral Communication Facilitator (paid lunch break)	NE	17	181	7.25	24
Parts Coordinator	NE	18	260	8	25
Payroll Coordinator	NE	19	260	8	26
Payroll Supervisor	E	27	260	8	34
Personnel Specialist – Absence Management	NE	22	260	8	29
Personnel Specialist – Licensure	NE	23	260	8	30
Personnel Specialist – Staffing	NE	23	260	8	30
Personnel Specialist - Staffing, Senior	NE	25	260	8	32
Personnel Technician	NE	16	260	8	23
Physical Therapist	E	28	200	8	35
Physical Therapist	E	28	260	8	35
Physical Therapy Assistant	NE	20	200	8	27
Preventative Maintenance Technician	NE	14	260	8	21
Principal, Elementary	E	31	260	8	38
Principal, High School	E	34	260	8	38
Principal, Middle School (≤ 800 students)	E	31	260	8	41
Principal, Middle School (>800 students)	E	33	260	8	38
Principal, York River Academy	E	31	260	8	40
Printer	NE	14	260	8	21
Programmer Analyst	E	27	260	8	34
Programmer Analyst, Senior	E	28	260	8	35
Project Manager for Capital Plans and Projects	E	27	260	8	34
Public Relations and Communications Officer	E	33	260	8	40
Records Manager	NE	18	260	8	25
Registered Behavior Technician	NE	20	183	7	27
Reprographics Clerk	NE	10	260	8	17

York County School Division

Pay Plan

Fiscal Year 2022-2023

Title	FLSA Status	Grade	Days Per Year	Hours Per Day	Page
Resource and Security Technician	NE	14	260	8	21
Risk Management/Payroll Technician	NE	15	260	8	22
Roofer	NE	15	260	8	22
Roofing Technician	NE	18	260	8	25
School Cafeteria Manager	NE	11	195	7.5	18
School Cafeteria Worker	NE	06	180	6	13
School Counseling Director, High School	E	27	260	8	34
School Crossing Guard	NE	06	180	2	13
School Crossing Guard	NE	06	180	4	13
School Psychologist (hired before 7/1/2010)	E	28	210	7.5	35
School Psychologist (hired on or after 7/1/2013)	E	28	205	7.5	35
School Psychologist, Lead	E	28	260	8	35
Secretary I	NE	10	197	8	17
Secretary I	NE	10	217	8	17
Secretary I	NE	10	260	8	17
Secretary II	NE	12	260	8	19
Secretary III	NE	14	260	8	21
Secretary III, Financial	NE	16	260	8	23
Secretary III, Financial/Impact Aid Associate	NE	18	260	8	25
Secretary III, Financial/Transportation Associate	NE	18	260	8	25
Secretary to Superintendent	NE	18	260	8	25
Service Technician I	NE	18	260	8	23
Service Technician II	NE	19	260	8	24
Social Worker, Lead	E	28	260	8	35
Speech-Language Pathologist	E	28	200	7.5	35
Speech-Language Pathologist, Lead	E	28	260	8	35
Supervisor of Building Management Systems	E	28	260	8	35
System Administrator	E	26	260	8	33
Systems Engineer	E	30	260	8	37
Trades Helper/Electrical Apprentice	NE	08	260	8	15
Trades Helper/HVACR Apprentice	NE	08	260	8	15
Tradesman/Carpenter	NE	15	260	8	22
Tradesman/Electrician	NE	19	260	8	24
Tradesman/HVAC Technician	NE	19	260	8	24
Tradesman/Plumber	NE	16	260	8	23
Transportation Area Supervisor	NE	20	260	8	27
Transportation Operations Specialist	NE	16	260	8	23
Transportation Staffing Specialist	NE	17	260	8	22
Unified Communications Administrator	E	25	260	8	32
Warehouse Material Handler	NE	09	260	8	16
Warehouse Technician	NE	13	260	8	20

York County School Division

Pay Plan

Fiscal Year 2022-2023

Grade 6

Steps	Hourly	Days	180	180	185	260
		Hours per day	4	6	8	8
		Scale	06NH	06PH	06KH	06AH
		Annual	Annual	Annual	Annual	Annual
0	\$	11.9435	8,599	12,899	17,676	24,842
1	\$	12.1525	8,749	13,125	17,985	25,277
2	\$	12.3650	8,902	13,354	18,299	25,719
3	\$	12.5816	9,058	13,588	18,620	26,170
4	\$	12.8018	9,217	13,826	18,946	26,628
5	\$	13.0257	9,378	14,067	19,277	27,094
6	\$	13.2538	9,542	14,314	19,615	27,568
7	\$	13.4858	9,709	14,564	19,958	28,050
8	\$	13.7220	9,879	14,819	20,308	28,542
9	\$	13.9620	10,052	15,079	20,663	29,041
10	\$	14.2065	10,228	15,343	21,025	29,550
11	\$	14.4550	10,407	15,611	21,393	30,066
12	\$	14.7081	10,589	15,884	21,767	30,593
13	\$	14.9657	10,775	16,163	22,148	31,129
14	\$	15.2278	10,963	16,446	22,536	31,674
15	\$	15.4943	11,155	16,734	22,931	32,228
16	\$	15.7654	11,350	17,026	23,332	32,792
17	\$	16.0415	11,549	17,325	23,740	33,366
18	\$	16.3220	11,751	17,628	24,156	33,950
19	\$	16.6076	11,957	17,936	24,578	34,544
20	\$	16.8982	12,166	18,250	25,008	35,148
21	\$	17.1937	12,379	18,569	25,446	35,763
22	\$	17.4947	12,595	18,894	25,891	36,389
23	\$	17.8009	12,816	19,225	26,344	37,026
24	\$	18.1124	13,040	19,561	26,805	37,674
25	\$	18.4295	13,268	19,903	27,275	38,333
26	\$	18.7521	13,501	20,252	27,752	39,004
27	\$	19.0802	13,737	20,606	28,238	39,687
28	\$	19.4144	13,977	20,967	28,732	40,382
29	\$	19.7539	14,222	21,334	29,234	41,088
30	\$	20.0994	14,471	21,707	29,746	41,807

Custodian-185 day – 06KH
 Custodian-260 day – 06AH
 School Cafeteria Worker – 06PH
 School Crossing Guard – 06NH

York County School Division

Pay Plan

Fiscal Year 2022-2023

Grade 7

		Days Hours per day Scale	185 8 07KH	260 8 07AH
Steps		Hourly	Annual	Annual
0	\$	12.5406	18,559	26,085
1	\$	12.7602	18,884	26,541
2	\$	12.9832	19,214	27,005
3	\$	13.2101	19,550	27,477
4	\$	13.4414	19,892	27,958
5	\$	13.6764	20,240	28,447
6	\$	13.9159	20,595	28,945
7	\$	14.1594	20,955	29,452
8	\$	14.4070	21,322	29,967
9	\$	14.6590	21,694	30,491
10	\$	14.9157	22,074	31,025
11	\$	15.1767	22,461	31,568
12	\$	15.4423	22,854	32,120
13	\$	15.7124	23,253	32,682
14	\$	15.9874	23,660	33,254
15	\$	16.2670	24,074	33,835
16	\$	16.5516	24,495	34,427
17	\$	16.8412	24,924	35,030
18	\$	17.1358	25,360	35,642
19	\$	17.4358	25,804	36,266
20	\$	17.7408	26,255	36,901
21	\$	18.0515	26,715	37,547
22	\$	18.3675	27,183	38,204
23	\$	18.6892	27,659	38,874
24	\$	19.0162	28,143	39,554
25	\$	19.3488	28,635	40,245
26	\$	19.6873	29,136	40,949
27	\$	20.0319	29,646	41,666
28	\$	20.3826	30,165	42,396
29	\$	20.7391	30,693	43,137
30	\$	21.1022	31,230	43,893

Custodian Tier 2-185 day – 07KH

Custodian Tier 2-260 day – 07AH

York County School Division

Pay Plan

Fiscal Year 2022-2023

Grade 8

		Days Hours per day Scale	185 8 08KH	260 8 08AH
Steps		Hourly	Annual	Annual
0	\$	13.1677	19,487	27,389
1	\$	13.3983	19,829	27,868
2	\$	13.6329	20,176	28,356
3	\$	13.8714	20,529	28,852
4	\$	14.1140	20,888	29,357
5	\$	14.3610	21,253	29,871
6	\$	14.6126	21,626	30,394
7	\$	14.8682	22,004	30,926
8	\$	15.1283	22,389	31,467
9	\$	15.3928	22,780	32,017
10	\$	15.6624	23,179	32,578
11	\$	15.9364	23,585	33,148
12	\$	16.2156	23,998	33,729
13	\$	16.4992	24,418	34,318
14	\$	16.7876	24,845	34,918
15	\$	17.0813	25,279	35,529
16	\$	17.3804	25,722	36,151
17	\$	17.6844	26,172	36,784
18	\$	17.9939	26,630	37,427
19	\$	18.3090	27,096	38,083
20	\$	18.6297	27,571	38,750
21	\$	18.9557	28,053	39,428
22	\$	19.2874	28,544	40,118
23	\$	19.6249	29,044	40,820
24	\$	19.9684	29,552	41,534
25	\$	20.3180	30,069	42,261
26	\$	20.6737	30,596	43,001
27	\$	21.0353	31,131	43,753
28	\$	21.4033	31,676	44,519
29	\$	21.7778	32,230	45,298
30	\$	22.1589	32,794	46,090

- Lead Custodian – 08AH
- Office Clerk – 185 day – 08KH
- Office Clerk – 260 day – 08AH
- Trades Helper/Electrical Apprentice – 08AH
- Trades Helper/HVACR Apprentice – 08AH

York County School Division

Pay Plan

Fiscal Year 2022-2023

Grade 9

		Days	260
		Hours per day	8
		Scale	09AH
Steps	Hourly	Annual	
0	\$ 13.8263	28,759	
1	\$ 14.0684	29,262	
2	\$ 14.3145	29,774	
3	\$ 14.5651	30,295	
4	\$ 14.8201	30,826	
5	\$ 15.0797	31,366	
6	\$ 15.3438	31,915	
7	\$ 15.6124	32,474	
8	\$ 15.8854	33,042	
9	\$ 16.1634	33,620	
10	\$ 16.4465	34,209	
11	\$ 16.7341	34,807	
12	\$ 17.0272	35,417	
13	\$ 17.3252	36,037	
14	\$ 17.6284	36,667	
15	\$ 17.9369	37,309	
16	\$ 18.2510	37,962	
17	\$ 18.5705	38,627	
18	\$ 18.8956	39,303	
19	\$ 19.2263	39,991	
20	\$ 19.5628	40,691	
21	\$ 19.9053	41,403	
22	\$ 20.2541	42,129	
23	\$ 20.6086	42,866	
24	\$ 20.9692	43,616	
25	\$ 21.3364	44,380	
26	\$ 21.7099	45,157	
27	\$ 22.0900	45,947	
28	\$ 22.4765	46,751	
29	\$ 22.8697	47,569	
30	\$ 23.2697	48,401	

Warehouse Material Handler – 09AH

York County School Division

Pay Plan

Fiscal Year 2022-2023

Grade 10

	Days	197	217	260
	Hours per day	8	8	8
	Scale	10GH	10BH	10AH
Steps	Hourly	Annual	Annual	Annual
0	\$ 14.5171	22,880	25,200	30,196
1	\$ 14.7711	23,280	25,641	30,724
2	\$ 15.0297	23,688	26,090	31,262
3	\$ 15.2929	24,103	26,547	31,809
4	\$ 15.5604	24,524	27,012	32,366
5	\$ 15.8324	24,953	27,484	32,931
6	\$ 16.1095	25,390	27,965	33,508
7	\$ 16.3916	25,835	28,454	34,095
8	\$ 16.6787	26,287	28,953	34,692
9	\$ 16.9706	26,747	29,460	35,299
10	\$ 17.2677	27,215	29,975	35,917
11	\$ 17.5698	27,691	30,500	36,545
12	\$ 17.8774	28,176	31,034	37,185
13	\$ 18.1904	28,669	31,577	37,836
14	\$ 18.5091	29,172	32,130	38,499
15	\$ 18.8332	29,683	32,693	39,173
16	\$ 19.1628	30,202	33,265	39,859
17	\$ 19.4984	30,731	33,848	40,557
18	\$ 19.8394	31,268	34,440	41,266
19	\$ 20.1864	31,815	35,042	41,988
20	\$ 20.5396	32,372	35,655	42,722
21	\$ 20.8992	32,939	36,279	43,470
22	\$ 21.2647	33,515	36,914	44,231
23	\$ 21.6368	34,101	37,560	45,004
24	\$ 22.0154	34,698	38,217	45,792
25	\$ 22.4005	35,305	38,886	46,593
26	\$ 22.7927	35,923	39,566	47,409
27	\$ 23.1917	36,552	40,259	48,239
28	\$ 23.5978	37,192	40,964	49,083
29	\$ 24.0109	37,843	41,681	49,943
30	\$ 24.4310	38,505	42,410	50,816

Reprographics Clerk – 10AH
 Secretary I – 197 days – 10GH
 Secretary I – 217 days – 10BH
 Secretary I – 260 days – 10AH

York County School Division

Pay Plan

Fiscal Year 2022-2023

Grade 11

		Days	195	260
		Hours per day	7.5	8
		Scale	11HH	11AH
Steps	Hourly	Annual	Annual	
0	\$ 15.2432	22,294	31,706	
1	\$ 15.5099	22,684	32,261	
2	\$ 15.7814	23,081	32,825	
3	\$ 16.0575	23,485	33,400	
4	\$ 16.3386	23,896	33,984	
5	\$ 16.6247	24,315	34,579	
6	\$ 16.9158	24,740	35,185	
7	\$ 17.2118	25,173	35,800	
8	\$ 17.5128	25,614	36,427	
9	\$ 17.8194	26,062	37,064	
10	\$ 18.1315	26,518	37,714	
11	\$ 18.4485	26,982	38,373	
12	\$ 18.7716	27,455	39,045	
13	\$ 19.1002	27,935	39,729	
14	\$ 19.4343	28,424	40,423	
15	\$ 19.7743	28,921	41,130	
16	\$ 20.1205	29,427	41,851	
17	\$ 20.4726	29,942	42,583	
18	\$ 20.8306	30,466	43,328	
19	\$ 21.1951	30,999	44,086	
20	\$ 21.5663	31,542	44,858	
21	\$ 21.9439	32,094	45,643	
22	\$ 22.3280	32,656	46,442	
23	\$ 22.7186	33,227	47,255	
24	\$ 23.1162	33,809	48,082	
25	\$ 23.5208	34,401	48,923	
26	\$ 23.9325	35,003	49,780	
27	\$ 24.3510	35,615	50,650	
28	\$ 24.7771	36,238	51,536	
29	\$ 25.2107	36,872	52,438	
30	\$ 25.6517	37,517	53,356	

Fiscal Support Specialist – 11AH
 Head Custodian (Elementary) – 11AH
 School Cafeteria Manager – 11HH

York County School Division

Pay Plan

Fiscal Year 2022-2023

Grade 12

	Days	260
	Hours per day	8
	Scale	12AH
Steps	Hourly	Annual
0	\$ 16.0055	33,291
1	\$ 16.2855	33,874
2	\$ 16.5705	34,467
3	\$ 16.8607	35,070
4	\$ 17.1557	35,684
5	\$ 17.4558	36,308
6	\$ 17.7614	36,944
7	\$ 18.0719	37,590
8	\$ 18.3880	38,247
9	\$ 18.7097	38,916
10	\$ 19.0373	39,597
11	\$ 19.3704	40,290
12	\$ 19.7094	40,996
13	\$ 20.0545	41,713
14	\$ 20.4055	42,443
15	\$ 20.7626	43,186
16	\$ 21.1263	43,943
17	\$ 21.4958	44,711
18	\$ 21.8719	45,494
19	\$ 22.2545	46,289
20	\$ 22.6441	47,100
21	\$ 23.0402	47,924
22	\$ 23.4433	48,762
23	\$ 23.8534	49,615
24	\$ 24.2710	50,484
25	\$ 24.6956	51,367
26	\$ 25.1277	52,266
27	\$ 25.5673	53,180
28	\$ 26.0149	54,111
29	\$ 26.4701	55,058
30	\$ 26.9332	56,021

Head Custodian (Multiple Sites) – 12AH

Human Resources Technician – 12AH

Secretary II – 12AH

York County School Division

Pay Plan

Fiscal Year 2022-2023

Grade 13

	Days	260
	Hours per day	8
	Scale	13AH
Steps	Hourly	Annual
0	\$ 16.8057	34,956
1	\$ 17.0998	35,567
2	\$ 17.3988	36,189
3	\$ 17.7034	36,823
4	\$ 18.0130	37,467
5	\$ 18.3280	38,122
6	\$ 18.6486	38,789
7	\$ 18.9752	39,469
8	\$ 19.3073	40,159
9	\$ 19.6453	40,862
10	\$ 19.9889	41,577
11	\$ 20.3385	42,304
12	\$ 20.6947	43,045
13	\$ 21.0567	43,798
14	\$ 21.4254	44,565
15	\$ 21.8004	45,345
16	\$ 22.1820	46,139
17	\$ 22.5700	46,946
18	\$ 22.9652	47,768
19	\$ 23.3674	48,604
20	\$ 23.7764	49,455
21	\$ 24.1925	50,320
22	\$ 24.6162	51,202
23	\$ 25.0467	52,097
24	\$ 25.4848	53,008
25	\$ 25.9309	53,936
26	\$ 26.3846	54,880
27	\$ 26.8461	55,840
28	\$ 27.3157	56,817
29	\$ 27.7939	57,811
30	\$ 28.2806	58,824

Warehouse Technician – 13AH

York County School Division

Pay Plan

Fiscal Year 2022-2023

Grade 14

	Days	260
	Hours per day	8
	Scale	14AH
Steps	Hourly	Annual
0	\$ 17.6459	36,703
1	\$ 17.9543	37,345
2	\$ 18.2685	37,998
3	\$ 18.5882	38,664
4	\$ 18.9133	39,340
5	\$ 19.2441	40,028
6	\$ 19.5809	40,728
7	\$ 19.9234	41,441
8	\$ 20.2720	42,166
9	\$ 20.6266	42,903
10	\$ 20.9876	43,654
11	\$ 21.3547	44,418
12	\$ 21.7283	45,195
13	\$ 22.1084	45,985
14	\$ 22.4956	46,791
15	\$ 22.8892	47,610
16	\$ 23.2898	48,443
17	\$ 23.6974	49,291
18	\$ 24.1119	50,153
19	\$ 24.5341	51,031
20	\$ 24.9632	51,924
21	\$ 25.3997	52,831
22	\$ 25.8444	53,756
23	\$ 26.2964	54,696
24	\$ 26.7566	55,654
25	\$ 27.2247	56,627
26	\$ 27.7013	57,619
27	\$ 28.1859	58,627
28	\$ 28.6790	59,652
29	\$ 29.1812	60,697
30	\$ 29.6919	61,759

- Secretary III – 14AH
- Preventative Maintenance Technician – 14AH
- Printer – 14AH
- Resource & Security Technician – 14AH

York County School Division

Pay Plan

Fiscal Year 2022-2023

Grade 15

	Days	260
	Hours per day	8
	Scale	15AH
Steps	Hourly	Annual
0	\$ 18.5281	38,539
1	\$ 18.8522	39,213
2	\$ 19.1822	39,899
3	\$ 19.5178	40,597
4	\$ 19.8594	41,308
5	\$ 20.2070	42,031
6	\$ 20.5606	42,766
7	\$ 20.9202	43,514
8	\$ 21.2863	44,275
9	\$ 21.6590	45,051
10	\$ 22.0379	45,839
11	\$ 22.4236	46,641
12	\$ 22.8161	47,458
13	\$ 23.2152	48,288
14	\$ 23.6213	49,132
15	\$ 24.0350	49,993
16	\$ 24.4556	50,868
17	\$ 24.8837	51,758
18	\$ 25.3192	52,664
19	\$ 25.7624	53,586
20	\$ 26.2130	54,523
21	\$ 26.6716	55,477
22	\$ 27.1382	56,448
23	\$ 27.6134	57,436
24	\$ 28.0964	58,440
25	\$ 28.5880	59,463
26	\$ 29.0882	60,504
27	\$ 29.5973	61,562
28	\$ 30.1154	62,640
29	\$ 30.6425	63,736
30	\$ 31.1786	64,852

- General Maintenance Technician – 15AH
- Risk Management/Payroll Technician – 15AH
- Roofer – 15AH
- Tradesman/Carpenter – 15AH

York County School Division

Pay Plan

Fiscal Year 2022-2023

Grade 16

	Days	190	200	260
	Hours per day	7.25	7.25	8
	Scale	16JH	16FH	16AH
Steps	Hourly	Annual	Annual	Annual
0	\$ 19.4543	26,797	28,209	40,465
1	\$ 19.7949	27,266	28,703	41,173
2	\$ 20.1414	27,743	29,205	41,894
3	\$ 20.4942	28,229	29,717	42,628
4	\$ 20.8526	28,723	30,237	43,373
5	\$ 21.2177	29,226	30,766	44,133
6	\$ 21.5889	29,737	31,304	44,905
7	\$ 21.9664	30,257	31,852	45,690
8	\$ 22.3510	30,787	32,409	46,490
9	\$ 22.7421	31,325	32,976	47,304
10	\$ 23.1402	31,874	33,554	48,132
11	\$ 23.5452	32,432	34,141	48,974
12	\$ 23.9575	33,000	34,739	49,832
13	\$ 24.3766	33,577	35,347	50,703
14	\$ 24.8031	34,164	35,965	51,591
15	\$ 25.2373	34,762	36,595	52,493
16	\$ 25.6789	35,371	37,235	53,412
17	\$ 26.1285	35,990	37,887	54,347
18	\$ 26.5856	36,619	38,550	55,298
19	\$ 27.0506	37,260	39,224	56,265
20	\$ 27.5242	37,912	39,911	57,250
21	\$ 28.0059	38,576	40,609	58,252
22	\$ 28.4961	39,251	41,320	59,272
23	\$ 28.9947	39,938	42,043	60,309
24	\$ 29.5023	40,637	42,779	61,365
25	\$ 30.0183	41,348	43,527	62,438
26	\$ 30.5435	42,071	44,289	63,530
27	\$ 31.0782	42,808	45,064	64,643
28	\$ 31.6218	43,556	45,852	65,773
29	\$ 32.1749	44,318	46,654	66,924
30	\$ 32.7382	45,094	47,471	68,096

- Health Services paraprofessional – 16JH
- Personnel Technician – 16AH
- Occupational Therapy Assistant – 16FH
- Secretary III, Financial – 16AH
- Tradesman/Plumber – 16AH
- Transportation Operations Specialist – 16AH

York County School Division

Pay Plan

Fiscal Year 2022-2023

Grade 17

		Days Hours per day Scale	181 7.25 17MH	185 7.25 17KH	260 8 17AH
Steps	Hourly		Annual	Annual	Annual
0	\$ 20.4275		26,807	27,400	42,489
1	\$ 20.7852		27,276	27,880	43,233
2	\$ 21.1487		27,753	28,368	43,989
3	\$ 21.5189		28,239	28,864	44,759
4	\$ 21.8954		28,733	29,369	45,542
5	\$ 22.2784		29,236	29,883	46,339
6	\$ 22.6686		29,748	30,406	47,151
7	\$ 23.0652		30,268	30,938	47,976
8	\$ 23.4689		30,798	31,480	48,815
9	\$ 23.8794		31,337	32,030	49,669
10	\$ 24.2975		31,886	32,591	50,539
11	\$ 24.7226		32,443	33,161	51,423
12	\$ 25.1553		33,011	33,742	52,323
13	\$ 25.5953		33,589	34,332	53,238
14	\$ 26.0435		34,177	34,933	54,170
15	\$ 26.4991		34,775	35,544	55,118
16	\$ 26.9626		35,383	36,166	56,082
17	\$ 27.4343		36,002	36,799	57,063
18	\$ 27.9144		36,632	37,443	58,062
19	\$ 28.4030		37,273	38,098	59,078
20	\$ 28.9002		37,926	38,765	60,113
21	\$ 29.4058		38,589	39,443	61,164
22	\$ 29.9204		39,265	40,134	62,234
23	\$ 30.4441		39,952	40,836	63,324
24	\$ 30.9766		40,651	41,550	64,431
25	\$ 31.5187		41,362	42,277	65,559
26	\$ 32.0705		42,086	43,017	66,707
27	\$ 32.6315		42,822	43,770	67,874
28	\$ 33.2027		43,572	44,536	69,062
29	\$ 33.7838		44,334	45,316	70,270
30	\$ 34.3749		45,110	46,108	71,500

- Accounts Payable & Procurement Coordinator – 17AH
- Custodial Services Area Supervisor – 17AH
- Grant Accounting Coordinator – 17AH
- Interpreter-Transliterater-Non-VQAS Level – 17KH
- Oral Communication Facilitator – 17MH
- Transportation Staffing Specialist – 17AH

York County School Division

Pay Plan

Fiscal Year 2022-2023

Grade 18

Steps	Hourly	Days	200	260
		Hours per day	8	8
		Scale	18FH	18AH
		Annual	Annual	Annual
0	\$ 21.4488	34,319	44,613	
1	\$ 21.8243	34,920	45,394	
2	\$ 22.2065	35,532	46,190	
3	\$ 22.5951	36,153	46,998	
4	\$ 22.9908	36,787	47,821	
5	\$ 23.3928	37,430	48,657	
6	\$ 23.8024	38,085	49,509	
7	\$ 24.2189	38,752	50,375	
8	\$ 24.6425	39,430	51,256	
9	\$ 25.0737	40,119	52,153	
10	\$ 25.5123	40,821	53,065	
11	\$ 25.9588	41,536	53,994	
12	\$ 26.4131	42,262	54,939	
13	\$ 26.8751	43,002	55,900	
14	\$ 27.3452	43,754	56,878	
15	\$ 27.8239	44,520	57,874	
16	\$ 28.3110	45,299	58,887	
17	\$ 28.8065	46,092	59,918	
18	\$ 29.3106	46,899	60,966	
19	\$ 29.8239	47,720	62,034	
20	\$ 30.3459	48,555	63,119	
21	\$ 30.8771	49,405	64,224	
22	\$ 31.4172	50,269	65,348	
23	\$ 31.9668	51,149	66,491	
24	\$ 32.5265	52,044	67,655	
25	\$ 33.0957	52,955	68,839	
26	\$ 33.6747	53,882	70,043	
27	\$ 34.2640	54,824	71,269	
28	\$ 34.8636	55,784	72,516	
29	\$ 35.4739	56,760	73,786	
30	\$ 36.0944	57,753	75,076	

- Computer Support Technician I – 18AH
- IT Help Desk Technician I – 18AH
- Maintenance Parts Coordinator – 18AH
- Manager of School Food Services – 18FH
- Parts Coordinator – 18AH
- Records Manager – 18AH
- Roofing Technician – 18AH
- Secretary III, Financial/Impact Aid Associate – 18AH
- Secretary III, Financial/Transportation Associate – 18AH
- Secretary to Superintendent – 18AH
- Service Technician I – 18AH

York County School Division

Pay Plan

Fiscal Year 2022-2023

Grade 19

	Days	260
	Hours per day	8
	Scale	19AH
Steps	Hourly	Annual
0	\$ 22.5215	46,845
1	\$ 22.9156	47,665
2	\$ 23.3167	48,499
3	\$ 23.7248	49,347
4	\$ 24.1400	50,211
5	\$ 24.5625	51,090
6	\$ 24.9922	51,984
7	\$ 25.4298	52,894
8	\$ 25.8749	53,820
9	\$ 26.3276	54,761
10	\$ 26.7881	55,719
11	\$ 27.2567	56,694
12	\$ 27.7339	57,686
13	\$ 28.2189	58,695
14	\$ 28.7125	59,722
15	\$ 29.2151	60,767
16	\$ 29.7263	61,831
17	\$ 30.2465	62,913
18	\$ 30.7756	64,013
19	\$ 31.3143	65,134
20	\$ 31.8623	66,273
21	\$ 32.4200	67,434
22	\$ 32.9872	68,613
23	\$ 33.5643	69,814
24	\$ 34.1514	71,035
25	\$ 34.7491	72,278
26	\$ 35.3572	73,543
27	\$ 35.9760	74,830
28	\$ 36.6055	76,139
29	\$ 37.2462	77,472
30	\$ 37.8979	78,828

- Communications Associate – 19AH
- Computer Support Technician II – 19AH
- Grant Accounting Analyst – 19AA
- IT Help Desk Technician II – 19AH
- Logistics Support Technician – 19AH
- Payroll Coordinator – 19AH
- Service Technician II – 19AH
- Tradesman/Electrician – 19AH
- Tradesman/HVAC Technician – 19AH

York County School Division

Pay Plan

Fiscal Year 2022-2023

Grade 20

		Days	183	185	200	260
		Hours per day	7.00	7.25	8	8
		Scale	20LH	20KH	20FH	20AA
Steps	Hourly	Annual	Annual	Annual	Annual	Annual
0	\$ 23.6479	30,294	31,720	37,838	49,188	
1	\$ 24.0614	30,824	32,274	38,500	50,048	
2	\$ 24.4825	31,364	32,839	39,173	50,923	
3	\$ 24.9111	31,913	33,414	39,859	51,816	
4	\$ 25.3472	32,471	33,999	40,557	52,722	
5	\$ 25.7909	33,040	34,594	41,267	53,645	
6	\$ 26.2420	33,618	35,199	41,989	54,584	
7	\$ 26.7011	34,206	35,815	42,723	55,537	
8	\$ 27.1682	34,804	36,442	43,471	56,510	
9	\$ 27.6437	35,413	37,080	44,232	57,499	
10	\$ 28.1274	36,033	37,728	45,006	58,505	
11	\$ 28.6196	36,663	38,389	45,793	59,528	
12	\$ 29.1203	37,305	39,060	46,594	60,570	
13	\$ 29.6298	37,957	39,744	47,410	61,630	
14	\$ 30.1485	38,622	40,439	48,239	62,709	
15	\$ 30.6760	39,298	41,147	49,084	63,805	
16	\$ 31.2127	39,985	41,867	49,942	64,922	
17	\$ 31.7588	40,685	42,599	50,816	66,059	
18	\$ 32.3145	41,397	43,345	51,705	67,214	
19	\$ 32.8801	42,121	44,103	52,610	68,390	
20	\$ 33.4557	42,859	44,875	53,531	69,588	
21	\$ 34.0414	43,609	45,661	54,468	70,806	
22	\$ 34.6369	44,372	46,460	55,421	72,044	
23	\$ 35.2431	45,149	47,273	56,391	73,306	
24	\$ 35.8598	45,939	48,100	57,378	74,588	
25	\$ 36.4875	46,743	48,942	58,382	75,894	
26	\$ 37.1261	47,561	49,799	59,404	77,223	
27	\$ 37.7758	48,393	50,670	60,443	78,574	
28	\$ 38.4370	49,240	51,557	61,501	79,949	
29	\$ 39.1097	50,102	52,459	62,578	81,349	
30	\$ 39.7943	50,979	53,378	63,673	82,772	

- Accounting Analyst – 20AA
- Area Supervisor Transportation – 20AA
- Interpreter-Transliterator-VQAS Level 1 – 20KH
- Physical Therapy Assistant – 20FH
- Registered Behavior Technician – 20LH

York County School Division

Pay Plan

Fiscal Year 2022-2023

Grade 21

		Days	260
		Hours per day	8
		Scale	21AH
Steps	Hourly	Annual	
0	\$ 24.8301	51,647	
1	\$ 25.2647	52,551	
2	\$ 25.7068	53,470	
3	\$ 26.1569	54,406	
4	\$ 26.6146	55,358	
5	\$ 27.0802	56,327	
6	\$ 27.5543	57,313	
7	\$ 28.0364	58,316	
8	\$ 28.5271	59,336	
9	\$ 29.0262	60,375	
10	\$ 29.5342	61,431	
11	\$ 30.0509	62,506	
12	\$ 30.5771	63,600	
13	\$ 31.1122	64,713	
14	\$ 31.6568	65,846	
15	\$ 32.2110	66,999	
16	\$ 32.7747	68,171	
17	\$ 33.3482	69,364	
18	\$ 33.9319	70,578	
19	\$ 34.5256	71,813	
20	\$ 35.1297	73,070	
21	\$ 35.7443	74,348	
22	\$ 36.3699	75,649	
23	\$ 37.0066	76,974	
24	\$ 37.6542	78,321	
25	\$ 38.3135	79,692	
26	\$ 38.9842	81,087	
27	\$ 39.6663	82,506	
28	\$ 40.3605	83,950	
29	\$ 41.0666	85,419	
30	\$ 41.7853	86,913	

- Career Coach – 21AH
- Master Carpenter – 21AH
- Master Electrician – 21AH
- Master HVAC Technician – 21AH
- Master Plumber – 21AH
- Master Service Technician – 21AH
- Multi-Trade Technician – 21AH

York County School Division

Pay Plan

Fiscal Year 2022-2023

Grade 22

		Days	185	260
		Hours per day	7.25	8
		Scale	22KH	22AA/H
Steps	Hourly	Annual	Annual	
0	\$ 26.0715	34,965	54,228	
1	\$ 26.5277	35,577	55,178	
2	\$ 26.9917	36,199	56,142	
3	\$ 27.4638	36,832	57,124	
4	\$ 27.9444	37,477	58,124	
5	\$ 28.4335	38,133	59,141	
6	\$ 28.9310	38,800	60,177	
7	\$ 29.4373	39,479	61,230	
8	\$ 29.9524	40,170	62,301	
9	\$ 30.4764	40,872	63,390	
10	\$ 31.0096	41,588	64,500	
11	\$ 31.5523	42,315	65,630	
12	\$ 32.1044	43,056	66,776	
13	\$ 32.6660	43,809	67,945	
14	\$ 33.2377	44,576	69,134	
15	\$ 33.8194	45,356	70,344	
16	\$ 34.4110	46,149	71,575	
17	\$ 35.0131	46,957	72,827	
18	\$ 35.6257	47,778	74,102	
19	\$ 36.2493	48,615	75,399	
20	\$ 36.8836	49,465	76,718	
21	\$ 37.5292	50,331	78,061	
22	\$ 38.1860	51,212	79,427	
23	\$ 38.8541	52,108	80,816	
24	\$ 39.5342	53,020	82,232	
25	\$ 40.2259	53,948	83,670	
26	\$ 40.9301	54,892	85,135	
27	\$ 41.6463	55,853	86,624	
28	\$ 42.3749	56,830	88,141	
29	\$ 43.1166	57,825	89,683	
30	\$ 43.8714	58,837	91,252	

- Budget & Financial Analyst – 22AA
- Budget & Financial Analyst-Revenue – 22AA
- Digital Communications & Marketing Specialist – 22AA
- HVACR Supervisor – 22AH
- Interpreter-Transliterater-VQAS Lvl 2; NAD3; TSC: 1 – 22KH
- Personnel Specialist – Absence Management – 22AH

York County School Division

Pay Plan

Fiscal Year 2022-2023

Grade 23

		Days	260
		Hours per day	8
		Scale	23AH
Steps		Hourly	Annual
0	\$	27.3753	56,941
1	\$	27.8543	57,937
2	\$	28.3420	58,951
3	\$	28.8381	59,983
4	\$	29.3427	61,033
5	\$	29.8564	62,101
6	\$	30.3790	63,188
7	\$	30.9106	64,294
8	\$	31.4518	65,420
9	\$	32.0023	66,565
10	\$	32.5626	67,730
11	\$	33.1321	68,915
12	\$	33.7118	70,120
13	\$	34.3019	71,348
14	\$	34.9020	72,596
15	\$	35.5128	73,867
16	\$	36.1344	75,160
17	\$	36.7666	76,475
18	\$	37.4102	77,813
19	\$	38.0649	79,175
20	\$	38.7311	80,561
21	\$	39.4088	81,970
22	\$	40.0984	83,405
23	\$	40.8002	84,865
24	\$	41.5142	86,350
25	\$	42.2410	87,861
26	\$	42.9801	89,399
27	\$	43.7323	90,963
28	\$	44.4975	92,555
29	\$	45.2762	94,175
30	\$	46.0684	95,822

Personnel Specialist – Licensure – 23AH

Personnel Specialist – Staffing – 23AH

York County School Division

Pay Plan

Fiscal Year 2022-2023

Grade 24

		Days	185	190	260
		Hours per day	8	7.25	8
		Scale	24KH	24JA	24AA
Steps	Hourly	Annual	Annual	Annual	Annual
0	\$ 28.7441	38,556	39,595	59,788	
1	\$ 29.2472	39,230	40,288	60,834	
2	\$ 29.7589	39,917	40,993	61,899	
3	\$ 30.2795	40,615	41,710	62,981	
4	\$ 30.8096	41,326	42,440	64,084	
5	\$ 31.3488	42,049	43,184	65,205	
6	\$ 31.8974	42,785	43,939	66,346	
7	\$ 32.4555	43,534	44,706	67,507	
8	\$ 33.0237	44,296	45,490	68,689	
9	\$ 33.6018	45,071	46,286	69,892	
10	\$ 34.1899	45,860	47,096	71,115	
11	\$ 34.7881	46,663	47,920	72,359	
12	\$ 35.3967	47,479	48,759	73,625	
13	\$ 36.0164	48,310	49,613	74,914	
14	\$ 36.6466	49,155	50,480	76,224	
15	\$ 37.2877	50,015	51,364	77,558	
16	\$ 37.9404	50,891	52,263	78,917	
17	\$ 38.6046	51,782	53,179	80,297	
18	\$ 39.2802	52,688	54,109	81,702	
19	\$ 39.9674	53,610	55,054	83,133	
20	\$ 40.6670	54,548	56,020	84,587	
21	\$ 41.3787	55,503	56,999	86,068	
22	\$ 42.1030	56,474	57,996	87,574	
23	\$ 42.8396	57,462	59,012	89,106	
24	\$ 43.5893	58,468	60,045	90,666	
25	\$ 44.3520	59,491	61,096	92,252	
26	\$ 45.1281	60,532	62,163	93,867	
27	\$ 45.9179	61,591	63,252	95,509	
28	\$ 46.7215	62,669	64,359	97,181	
29	\$ 47.5391	63,766	65,485	98,882	
30	\$ 48.3709	64,882	66,630	100,612	

Assistant Supervisor Computer Maintenance – 24AA
 Behavior Support Specialist – 24AA
 Health Services Provider (R.N.) – 24JA
 Interpreter-Transliterators-VQAS Level 3 or 4; NAD 4
 or 5; RID IC or TC; TSC: 2, 3, or 4 – 24KH
 Math Coach-12month – 24AA

York County School Division

Pay Plan

Fiscal Year 2022-2023

Grade 25

		Days	200	200	260
		Hours per day	7.5	7.5	8
		Scale	25RA	25FA	25AA/H
Steps	Hourly	Annual	Annual	Annual	Annual
0	\$ 30.1813	45,272	43,764	62,777	
1	\$ 30.7100	46,065	44,530	63,877	
2	\$ 31.2473	46,871	45,308	64,994	
3	\$ 31.7940	47,691	46,101	66,131	
4	\$ 32.3507	48,526	46,908	67,290	
5	\$ 32.9167	49,375	47,729	68,467	
6	\$ 33.4933	50,240	48,565	69,665	
7	\$ 34.0787	51,118	49,415	70,884	
8	\$ 34.6753	52,013	50,279	72,124	
9	\$ 35.2820	52,923	51,159	73,385	
10	\$ 35.8993	53,849	52,054	74,670	
11	\$ 36.5280	54,792	52,965	75,978	
12	\$ 37.1667	55,750	53,892	77,307	
13	\$ 37.8173	56,726	54,835	78,660	
14	\$ 38.4793	57,719	55,794	80,036	
15	\$ 39.1520	58,728	56,770	81,437	
16	\$ 39.8380	59,757	57,764	82,861	
17	\$ 40.5340	60,801	58,775	84,312	
18	\$ 41.2440	61,866	59,804	85,787	
19	\$ 41.9653	62,948	60,850	87,288	
20	\$ 42.7000	64,050	61,914	88,815	
21	\$ 43.4467	65,170	62,997	90,369	
22	\$ 44.2067	66,310	64,100	91,950	
23	\$ 44.9807	67,471	65,222	93,559	
24	\$ 45.7680	68,652	66,363	95,198	
25	\$ 46.5693	69,854	67,524	96,863	
26	\$ 47.3833	71,075	68,706	98,557	
27	\$ 48.2127	72,319	69,909	100,282	
28	\$ 49.0567	73,585	71,132	102,037	
29	\$ 49.9153	74,873	72,377	103,824	
30	\$ 50.7887	76,183	73,643	105,641	

- Behavior Interventionist – 25RA
- Business Analyst – 25AA
- Community Outreach Coordinator – 25FA
- Energy Educator & Facility Analyst – 25AA
- Manager of Vehicle Maintenance – 25AA
- Personnel Specialist – Staffing, Senior – 25AH
- Unified Communications Administrator – 25AA

York County School Division

Pay Plan

Fiscal Year 2022-2023

Grade 26

		Days	260
		Hours per day	8
		Scale	26AA/H
Steps	Hourly	Annual	
0	\$ 31.6915	65,917	
1	\$ 32.2463	67,071	
2	\$ 32.8102	68,244	
3	\$ 33.3843	69,438	
4	\$ 33.9689	70,654	
5	\$ 34.5637	71,891	
6	\$ 35.1680	73,148	
7	\$ 35.7834	74,428	
8	\$ 36.4099	75,731	
9	\$ 37.0464	77,055	
10	\$ 37.6950	78,404	
11	\$ 38.3550	79,777	
12	\$ 39.0257	81,172	
13	\$ 39.7089	82,593	
14	\$ 40.4037	84,038	
15	\$ 41.1109	85,509	
16	\$ 41.8306	87,006	
17	\$ 42.5629	88,529	
18	\$ 43.3071	90,077	
19	\$ 44.0653	91,654	
20	\$ 44.8364	93,258	
21	\$ 45.6211	94,890	
22	\$ 46.4191	96,550	
23	\$ 47.2317	98,240	
24	\$ 48.0582	99,959	
25	\$ 48.8995	101,709	
26	\$ 49.7553	103,489	
27	\$ 50.6260	105,300	
28	\$ 51.5116	107,142	
29	\$ 52.4126	109,016	
30	\$ 53.3304	110,925	

- Assistive Technology/ASIT/Coach – 26AH
- Compensation Program Analyst – 26AH
- Coordinator Enrollment & Attendance – 26AA
- Manager of Building Maintenance – 26AH
- Manager of Custodial Services – 26AH
- Occupational Safety/Regulatory Compliance Specialist – 26AA
- On-line Learning Specialist – 26AA
- Systems Administrator – 26AA

York County School Division

Pay Plan

Fiscal Year 2022-2023

Grade 27

		Days	185	260
		Hours per day	7.25	8
		Scale	27KH	27AA/H
Steps	Hourly	Annual	Annual	
0	\$ 33.2752	44,633	69,212	
1	\$ 33.8573	45,414	70,423	
2	\$ 34.4500	46,209	71,655	
3	\$ 35.0527	47,018	72,910	
4	\$ 35.6663	47,841	74,186	
5	\$ 36.2904	48,678	75,484	
6	\$ 36.9255	49,530	76,806	
7	\$ 37.5718	50,397	78,150	
8	\$ 38.2295	51,279	79,518	
9	\$ 38.8986	52,176	80,909	
10	\$ 39.5792	53,089	82,325	
11	\$ 40.2720	54,018	83,766	
12	\$ 40.9767	54,964	85,231	
13	\$ 41.6938	55,926	86,722	
14	\$ 42.4235	56,904	88,241	
15	\$ 43.1657	57,900	89,785	
16	\$ 43.9209	58,913	91,356	
17	\$ 44.6895	59,944	92,953	
18	\$ 45.4717	60,993	94,581	
19	\$ 46.2674	62,060	96,236	
20	\$ 47.0771	63,146	97,920	
21	\$ 47.9008	64,251	99,634	
22	\$ 48.7390	65,376	101,377	
23	\$ 49.5917	66,519	103,151	
24	\$ 50.4594	67,683	104,955	
25	\$ 51.3427	68,868	106,793	
26	\$ 52.2413	70,073	108,662	
27	\$ 53.1557	71,300	110,564	
28	\$ 54.0859	72,548	112,498	
29	\$ 55.0326	73,817	114,467	
30	\$ 55.9958	75,109	116,471	

- Benefits Program Analyst – 27AH
- Budget and Financial Supervisor – 27AA
- Business Analyst, Senior – 27AA
- Coordinator of Health Services – 27AA
- Grant Coordinator/Writer – 27AA
- Interpreter-Transliterators-RID CI or CT – 27KH
- Network and Communications Systems Engineer – 27AA
- Network Services Engineer – 27AA
- Payroll Supervisor – 27AA
- Programmer Analyst – 27AA
- Project Manager for Capital Plans and Projects – 27AA
- School Counseling Director, High School – 27AA

York County School Division

Pay Plan

Fiscal Year 2022-2023

Grade 28

	Days	200	200	205	210	260
	Hours per day	7.5	8	7.5	7.5	8
	Scale	28RA	28FA	28EA	28DA	28AA
Steps	Hourly	Annual	Annual	Annual	Annual	Annual
0	\$ 34.9387	52,408	55,901	53,717	55,029	72,673
1	\$ 35.5500	53,325	56,881	54,658	55,993	73,945
2	\$ 36.1720	54,258	57,876	55,616	56,971	75,239
3	\$ 36.8060	55,209	58,889	56,589	57,968	76,556
4	\$ 37.4493	56,174	59,920	57,578	58,983	77,896
5	\$ 37.9033	56,855	60,968	58,586	60,016	79,257
6	\$ 38.7720	58,158	62,035	59,611	61,066	80,645
7	\$ 39.4493	59,174	63,121	60,655	62,134	82,056
8	\$ 40.1413	60,212	64,225	61,716	63,222	83,492
9	\$ 40.8433	61,265	65,349	62,796	64,328	84,954
10	\$ 41.5573	62,336	66,493	63,895	65,453	86,440
11	\$ 42.2853	63,428	67,657	65,012	66,598	87,953
12	\$ 43.0247	64,537	68,839	66,151	67,764	89,492
13	\$ 43.7787	65,668	70,045	67,309	68,952	91,059
14	\$ 44.5447	66,817	71,271	68,488	70,158	92,653
15	\$ 45.3233	67,985	72,518	69,686	71,386	94,275
16	\$ 46.1173	69,176	73,787	70,906	72,635	95,924
17	\$ 46.9247	70,387	75,080	72,147	73,907	97,604
18	\$ 47.7453	71,618	76,394	73,408	75,199	99,311
19	\$ 48.5813	72,872	77,731	74,694	76,517	101,050
20	\$ 49.4313	74,147	79,090	76,001	77,854	102,818
21	\$ 50.2967	75,445	80,475	77,332	79,217	104,617
22	\$ 51.1767	76,765	81,884	78,684	80,605	106,449
23	\$ 52.0733	78,110	83,316	80,062	82,015	108,311
24	\$ 52.9833	79,475	84,775	81,462	83,451	110,207
25	\$ 53.9113	80,867	86,258	82,888	84,909	112,135
26	\$ 54.8547	82,282	87,768	84,340	86,396	114,098
27	\$ 55.8140	83,721	89,303	85,815	87,907	116,094
28	\$ 56.7913	85,187	90,865	87,316	89,445	118,126
29	\$ 57.7847	86,677	92,456	88,845	91,012	120,192
30	\$ 58.7960	88,194	94,073	90,399	92,604	122,295

Assistant Principal, Elementary – 28AA
 Assistant Principal, Middle School – 28AA
 Board Certified Behavior Analyst (BCBA), Lead – 28AA
 Coordinator of Arts and Physical Education – 28AA
 Coordinator of Career Development – 28AA
 Coordinator of Educational Technology – 28AA
 Coordinator of English and Language Arts – 28AA
 Coordinator of History and Social Science – 28AA
 Coordinator of Mathematics (K-12) – 28AA
 Coordinator of School Counseling – 28AA
 Coordinator of Student Services I & II – 28AA
 Coordinator of Science (K-12) – 28AA
 Coordinator of Testing and Accountability – 28AA

Information Technology Project Manager – 28AA
 Network Services Engineer, Senior – 28AA
 Occupational Therapist – 28FA
 Occupational Therapist (260 day) – 28AA
 Physical Therapist – 28FA
 Physical Therapist (260 day) – 28AA
 School Psychologist (hired after 7/1/2013) – 28EA
 School Psychologist (hired before 7/1/2010) – 28DA
 School Psychologist, Lead – 28AA
 Senior Programmer Analyst – 28AA
 Social Worker, Lead – 28AA
 Speech-Language Pathologist – 28RA
 Speech-Language Pathologist, Lead – 28AA
 Supervisor of Bldg Management Systems – 28AA

York County School Division

Pay Plan

Fiscal Year 2022-2023

Grade 29

		Days	260
		Hours per day	8
		Scale	29AA
Steps		Hourly	Annual
0	\$	36.6868	76,307
1	\$	37.3291	77,643
2	\$	37.9820	79,001
3	\$	38.6469	80,384
4	\$	39.3234	81,791
5	\$	40.0114	83,222
6	\$	40.7114	84,678
7	\$	41.4243	86,161
8	\$	42.1489	87,668
9	\$	42.8864	89,202
10	\$	43.6374	90,764
11	\$	44.4009	92,352
12	\$	45.1783	93,969
13	\$	45.9691	95,614
14	\$	46.7730	97,286
15	\$	47.5913	98,988
16	\$	48.4245	100,721
17	\$	49.2716	102,483
18	\$	50.1341	104,277
19	\$	51.0111	106,101
20	\$	51.9034	107,957
21	\$	52.8121	109,847
22	\$	53.7366	111,770
23	\$	54.6765	113,725
24	\$	55.6333	115,715
25	\$	56.6073	117,741
26	\$	57.5978	119,801
27	\$	58.6054	121,897
28	\$	59.6315	124,031
29	\$	60.6752	126,202
30	\$	61.7373	128,411

Assistant Principal, High School – 29AA

York County School Division

Pay Plan

Fiscal Year 2022-2023

Grade 30

	Days Hours per day Scale	260 8 30AA
Steps	Hourly	Annual
0	\$ 38.5209	80,122
1	\$ 39.1950	81,524
2	\$ 39.8806	82,950
3	\$ 40.5782	84,401
4	\$ 41.2883	85,878
5	\$ 42.0114	87,382
6	\$ 42.7465	88,911
7	\$ 43.4941	90,466
8	\$ 44.2556	92,050
9	\$ 45.0307	93,662
10	\$ 45.8187	95,301
11	\$ 46.6201	96,968
12	\$ 47.4360	98,665
13	\$ 48.2659	100,391
14	\$ 49.1105	102,148
15	\$ 49.9702	103,936
16	\$ 50.8442	105,754
17	\$ 51.7341	107,605
18	\$ 52.6395	109,488
19	\$ 53.5607	111,404
20	\$ 54.4977	113,353
21	\$ 55.4516	115,337
22	\$ 56.4223	117,356
23	\$ 57.4093	119,409
24	\$ 58.4136	121,498
25	\$ 59.4362	123,625
26	\$ 60.4767	125,789
27	\$ 61.5353	127,991
28	\$ 62.6118	130,230
29	\$ 63.7070	132,508
30	\$ 64.8224	134,828

Coordinator Online Learning – 30AA
 Systems Engineer – 30AA

York County School Division

Pay Plan

Fiscal Year 2022-2023

Grade 31

		Days	260
		Hours per day	8
		Scale	31AA
Steps		Hourly	Annual
0	\$	40.4474	84,129
1	\$	41.1551	85,601
2	\$	41.8749	87,098
3	\$	42.6080	88,623
4	\$	43.3537	90,174
5	\$	44.1124	91,752
6	\$	44.8840	93,357
7	\$	45.6701	94,992
8	\$	46.4692	96,654
9	\$	47.2822	98,345
10	\$	48.1096	100,066
11	\$	48.9519	101,818
12	\$	49.8082	103,599
13	\$	50.6798	105,412
14	\$	51.5668	107,257
15	\$	52.4688	109,133
16	\$	53.3871	111,043
17	\$	54.3217	112,987
18	\$	55.2722	114,964
19	\$	56.2395	116,976
20	\$	57.2237	119,023
21	\$	58.2252	121,106
22	\$	59.2435	123,224
23	\$	60.2805	125,381
24	\$	61.3358	127,576
25	\$	62.4089	129,808
26	\$	63.5007	132,079
27	\$	64.6123	134,391
28	\$	65.7431	136,743
29	\$	66.8931	139,135
30	\$	68.0638	141,570

- Administrator on Assignment – 31AA
- Principal, Elementary – 31AA
- Principal, Middle School (≤800 students) – 31AA
- Principal, York River Academy – 31AA

York County School Division

Pay Plan

Fiscal Year 2022-2023

Grade 32

		Days	260
		Hours per day	8
		Scale	32AA
Steps		Hourly	Annual
0	\$	42.4691	88,334
1	\$	43.2124	89,880
2	\$	43.9686	91,453
3	\$	44.7379	93,053
4	\$	45.5206	94,681
5	\$	46.3173	96,338
6	\$	47.1283	98,025
7	\$	47.9529	99,740
8	\$	48.7923	101,486
9	\$	49.6456	103,261
10	\$	50.5149	105,069
11	\$	51.3986	106,907
12	\$	52.2976	108,777
13	\$	53.2135	110,682
14	\$	54.1443	112,618
15	\$	55.0919	114,589
16	\$	56.0564	116,595
17	\$	57.0372	118,635
18	\$	58.0357	120,712
19	\$	59.0511	122,824
20	\$	60.0843	124,973
21	\$	61.1363	127,161
22	\$	62.2055	129,385
23	\$	63.2940	131,649
24	\$	64.4017	133,953
25	\$	65.5292	136,298
26	\$	66.6758	138,683
27	\$	67.8427	141,110
28	\$	69.0297	143,579
29	\$	70.2379	146,092
30	\$	71.4673	148,649

- Accounting and Finance Manager – 32AA
- Manager Applications Support – 32AA
- Manager Enterprise Support & Network Services - 32AA
- Manager System Administration – 32AA
- Manager System Architecture & Implementation – 32AA

York County School Division

Pay Plan

Fiscal Year 2022-2023

Grade 33

	Days	260
	Hours per day	8
	Scale	33AA
Steps	Hourly	Annual
0	\$ 44.5927	92,751
1	\$ 45.3734	94,375
2	\$ 46.1677	96,027
3	\$ 46.9750	97,706
4	\$ 47.7976	99,417
5	\$ 48.6331	101,155
6	\$ 49.4846	102,926
7	\$ 50.3509	104,728
8	\$ 51.2322	106,561
9	\$ 52.1289	108,426
10	\$ 53.0409	110,323
11	\$ 53.9693	112,254
12	\$ 54.9131	114,217
13	\$ 55.8742	116,216
14	\$ 56.8521	118,250
15	\$ 57.8468	120,319
16	\$ 58.8588	122,424
17	\$ 59.8891	124,567
18	\$ 60.9382	126,749
19	\$ 62.0041	128,966
20	\$ 63.0892	131,223
21	\$ 64.1936	133,520
22	\$ 65.3166	135,856
23	\$ 66.4599	138,234
24	\$ 67.6225	140,652
25	\$ 68.8056	143,113
26	\$ 70.0100	145,618
27	\$ 71.2355	148,167
28	\$ 72.4821	150,760
29	\$ 73.7509	153,399
30	\$ 75.0418	156,084

- Associate Dir. for Capital Plans and Projects – 33AA
- Associate Dir. for K-12 Academic Services – 33AA
- Associate Dir. of Educational Tech & Innovation – 33AA
- Associate Dir. of Human Resources – 33AA
- Associate Dir. of School Admin & Compliance – 33AA
- Associate Dir. of School Administration – 33AA
- Associate Dir. of Student Services – 33AA
- Principal, Middle School (≥800 students) – 33AA
- Public Relations and Communications Officer – 33AA

York County School Division

Pay Plan

Fiscal Year 2022-2023

Grade 34

	Days	260
	Hours per day	8
	Scale	34AA
Steps	Hourly	Annual
0	\$ 46.8225	97,389
1	\$ 47.6418	99,093
2	\$ 48.4755	100,827
3	\$ 49.3235	102,591
4	\$ 50.1865	104,386
5	\$ 51.0649	106,213
6	\$ 51.9592	108,073
7	\$ 52.8678	109,963
8	\$ 53.7933	111,888
9	\$ 54.7347	113,846
10	\$ 55.6919	115,837
11	\$ 56.6669	117,865
12	\$ 57.6588	119,928
13	\$ 58.6680	122,027
14	\$ 59.6949	124,163
15	\$ 60.7401	126,337
16	\$ 61.8026	128,547
17	\$ 62.8844	130,797
18	\$ 63.9844	133,085
19	\$ 65.1041	135,414
20	\$ 66.2431	137,783
21	\$ 67.4028	140,195
22	\$ 68.5826	142,649
23	\$ 69.7826	145,145
24	\$ 71.0043	147,686
25	\$ 72.2461	150,269
26	\$ 73.5105	152,899
27	\$ 74.7971	155,575
28	\$ 76.1058	158,297
29	\$ 77.4375	161,067
30	\$ 78.7929	163,886

Principal, High School – 34AA

York County School Division

Pay Plan

Fiscal Year 2022-2023

Grade 35

	Days	260
	Hours per day	8
	Scale	35AA
Steps	Hourly	Annual
0	\$ 49.1639	102,259
1	\$ 50.0241	104,048
2	\$ 50.8990	105,868
3	\$ 51.7899	107,721
4	\$ 52.6957	109,605
5	\$ 53.6184	111,524
6	\$ 54.5568	113,476
7	\$ 55.5107	115,460
8	\$ 56.4823	117,481
9	\$ 57.4708	119,537
10	\$ 58.4761	121,628
11	\$ 59.4997	123,757
12	\$ 60.5410	125,923
13	\$ 61.6002	128,126
14	\$ 62.6781	130,368
15	\$ 63.7753	132,650
16	\$ 64.8907	134,970
17	\$ 66.0268	137,333
18	\$ 67.1825	139,737
19	\$ 68.3580	142,182
20	\$ 69.5547	144,671
21	\$ 70.7715	147,202
22	\$ 72.0100	149,778
23	\$ 73.2702	152,399
24	\$ 74.5529	155,067
25	\$ 75.8577	157,781
26	\$ 77.1851	160,542
27	\$ 78.5361	163,352
28	\$ 79.9102	166,210
29	\$ 81.3083	169,118
30	\$ 82.7319	172,079

- Director of Curriculum and Instruction – 35AA
- Director of Information Technology – 35AA
- Director of Leadership and Accountability – 35AA
- Director of Maintenance and Facilities Support – 35AA
- Director of School Administration – 35AA
- Director of Student Services – 35AA
- Director of Transportation – 35AA

York County School Division

Pay Plan

Fiscal Year 2022-2023

Grade 36

	Days Hours per day Scale	260 8 36AA
Steps	Hourly	Annual
0	\$ 51.6216	107,371
1	\$ 52.5255	109,251
2	\$ 53.4443	111,162
3	\$ 54.3799	113,108
4	\$ 55.3319	115,088
5	\$ 56.2997	117,101
6	\$ 57.2848	119,150
7	\$ 58.2867	121,234
8	\$ 59.3074	123,357
9	\$ 60.3449	125,515
10	\$ 61.4012	127,712
11	\$ 62.4757	129,947
12	\$ 63.5690	132,221
13	\$ 64.6811	134,534
14	\$ 65.8128	136,888
15	\$ 66.9647	139,284
16	\$ 68.1369	141,722
17	\$ 69.3287	144,201
18	\$ 70.5427	146,726
19	\$ 71.7768	149,293
20	\$ 73.0331	151,906
21	\$ 74.3106	154,563
22	\$ 75.6111	157,268
23	\$ 76.9346	160,021
24	\$ 78.2809	162,821
25	\$ 79.6506	165,670
26	\$ 81.0448	168,570
27	\$ 82.4626	171,519
28	\$ 83.9054	174,520
29	\$ 85.3743	177,575
30	\$ 86.8680	180,682

York County School Division

Pay Plan

Fiscal Year 2022-2023

Grade 37

	Days	260
	Hours per day	8
	Scale	37AA

Steps	Hourly	Annual
0	\$ 54.2034	112,741
1	\$ 55.1525	114,715
2	\$ 56.1179	116,723
3	\$ 57.0996	118,765
4	\$ 58.0987	120,843
5	\$ 59.1160	122,959
6	\$ 60.1507	125,111
7	\$ 61.2031	127,300
8	\$ 62.2743	129,528
9	\$ 63.3647	131,796
10	\$ 64.4729	134,101
11	\$ 65.6017	136,449
12	\$ 66.7494	138,836
13	\$ 67.9172	141,265
14	\$ 69.1056	143,737
15	\$ 70.3153	146,253
16	\$ 71.5456	148,812
17	\$ 72.7971	151,415
18	\$ 74.0707	154,064
19	\$ 75.3678	156,762
20	\$ 76.6866	159,505
21	\$ 78.0279	162,295
22	\$ 79.3938	165,136
23	\$ 80.7833	168,026
24	\$ 82.1973	170,967
25	\$ 83.6348	173,957
26	\$ 85.0988	177,002
27	\$ 86.5882	180,100
28	\$ 88.1036	183,252
29	\$ 89.6455	186,459
30	\$ 91.2143	189,722

York County School Division

Pay Plan

Fiscal Year 2022-2023

Grade 38

	Days Hours per day Scale	260 8 38AA
Steps	Hourly	Annual
0	\$ 56.9136	118,378
1	\$ 57.9093	120,449
2	\$ 58.9233	122,558
3	\$ 59.9540	124,702
4	\$ 61.0031	126,884
5	\$ 62.0709	129,105
6	\$ 63.1574	131,365
7	\$ 64.2623	133,663
8	\$ 65.3878	136,004
9	\$ 66.5316	138,383
10	\$ 67.6960	140,805
11	\$ 68.8806	143,269
12	\$ 70.0860	145,776
13	\$ 71.3124	148,327
14	\$ 72.5605	150,923
15	\$ 73.8303	153,564
16	\$ 75.1221	156,251
17	\$ 76.4366	158,985
18	\$ 77.7751	161,769
19	\$ 79.1356	164,599
20	\$ 80.5203	167,479
21	\$ 81.9294	170,410
22	\$ 83.3636	173,393
23	\$ 84.8223	176,427
24	\$ 86.3060	179,513
25	\$ 87.8171	182,656
26	\$ 89.3541	185,853
27	\$ 90.9176	189,105
28	\$ 92.5080	192,413
29	\$ 94.1278	195,782
30	\$ 95.7749	199,208

York County School Division

Pay Plan

Fiscal Year 2022-2023

Instructional Para-Educator					
Tier 1			Tier 2*		
Days		183	Days		183
Hours per day		7	Hours per day		7
Step	Scale		Step	Scale	
	Hourly	Annual		Hourly	Annual
0	\$ 13.2952	17,032	0	\$ 13.9603	17,884
1	\$ 13.5281	17,330	1	\$ 14.2047	18,197
2	\$ 13.7650	17,634	2	\$ 14.4532	18,515
3	\$ 14.0057	17,942	3	\$ 14.7061	18,839
4	\$ 14.2507	18,256	4	\$ 14.9636	19,169
5	\$ 14.5001	18,575	5	\$ 15.2258	19,505
6	\$ 14.7541	18,901	6	\$ 15.4924	19,847
7	\$ 15.0122	19,232	7	\$ 15.7635	20,194
8	\$ 15.2748	19,568	8	\$ 16.0393	20,547
9	\$ 15.5418	19,910	9	\$ 16.3200	20,907
10	\$ 15.8141	20,259	10	\$ 16.6058	21,273
11	\$ 16.0908	20,613	11	\$ 16.8962	21,645
12	\$ 16.3726	20,974	12	\$ 17.1921	22,024
13	\$ 16.6590	21,341	13	\$ 17.4930	22,410
14	\$ 16.9502	21,714	14	\$ 17.7992	22,802
15	\$ 17.2467	22,094	15	\$ 18.1107	23,201
16	\$ 17.5487	22,481	16	\$ 18.4278	23,607
17	\$ 17.8556	22,874	17	\$ 18.7504	24,020
18	\$ 18.1682	23,274	18	\$ 19.0786	24,441
19	\$ 18.4864	23,682	19	\$ 19.4125	24,869
20	\$ 18.8101	24,097	20	\$ 19.7523	25,304
21	\$ 19.1393	24,519	21	\$ 20.0982	25,747
22	\$ 19.4742	24,948	22	\$ 20.4502	26,198
23	\$ 19.8150	25,384	23	\$ 20.8082	26,657
24	\$ 20.1619	25,829	24	\$ 21.1722	27,123
25	\$ 20.5148	26,281	25	\$ 21.5430	27,598
26	\$ 20.8739	26,741	26	\$ 21.9202	28,081
27	\$ 21.2391	27,209	27	\$ 22.3039	28,573
28	\$ 21.6105	27,684	28	\$ 22.6942	29,073
29	\$ 21.9888	28,169	29	\$ 23.0912	29,581
30	\$ 22.3736	28,662	30	\$ 23.4951	30,099

Instructional Associate – Virtual Learning					
Tier 1			Tier 2*		
Days		185	Days		185
Hours per day		7.5	Hours per day		7.5
Step	Scale		Step	Scale	
	Hourly	Annual		Hourly	Annual
0	\$ 13.9603	19,371	0	\$ 14.6577	20,338
1	\$ 14.2047	19,710	1	\$ 14.9142	20,694
2	\$ 14.4532	20,054	2	\$ 15.1753	21,056
3	\$ 14.7061	20,405	3	\$ 15.4410	21,425
4	\$ 14.9636	20,763	4	\$ 15.7111	21,800
5	\$ 15.2258	21,126	5	\$ 15.9857	22,181
6	\$ 15.4924	21,496	6	\$ 16.2655	22,569
7	\$ 15.7635	21,872	7	\$ 16.5503	22,964
8	\$ 16.0393	22,255	8	\$ 16.8402	23,366
9	\$ 16.3200	22,645	9	\$ 17.1350	23,775
10	\$ 16.6058	23,041	10	\$ 17.4349	24,192
11	\$ 16.8962	23,444	11	\$ 17.7400	24,615
12	\$ 17.1921	23,855	12	\$ 18.0506	25,046
13	\$ 17.4930	24,272	13	\$ 18.3666	25,484
14	\$ 17.7992	24,697	14	\$ 18.6884	25,931
15	\$ 18.1107	25,129	15	\$ 19.0156	26,385
16	\$ 18.4278	25,569	16	\$ 19.3485	26,847
17	\$ 18.7504	26,017	17	\$ 19.6872	27,317
18	\$ 19.0786	26,472	18	\$ 20.0316	27,795
19	\$ 19.4125	26,936	19	\$ 20.3820	28,281
20	\$ 19.7523	27,407	20	\$ 20.7385	28,776
21	\$ 20.0982	27,887	21	\$ 21.1016	29,279
22	\$ 20.4502	28,375	22	\$ 21.4706	29,791
23	\$ 20.8082	28,872	23	\$ 21.8464	30,313
24	\$ 21.1722	29,377	24	\$ 22.2287	30,843
25	\$ 21.5430	29,892	25	\$ 22.6175	31,383
26	\$ 21.9202	30,415	26	\$ 23.0134	31,932
27	\$ 22.3039	30,948	27	\$ 23.4163	32,491
28	\$ 22.6942	31,489	28	\$ 23.8263	33,060
29	\$ 23.0912	32,040	29	\$ 24.2434	33,639
30	\$ 23.4951	32,600	30	\$ 24.6676	34,227

*Bachelor's degree or higher

York County School Division

Pay Plan

Fiscal Year 2022-2023

Bus Driver										Bus Dispatcher		
Days	182	182	182	182	182	182	182	182	182	185	197	260
Hours per day	4	4.5	5	5.5	6	6.5	7	8		8	8	8
Scale	D40H	D45H	D50H	D55H	D60H	D65H	D70H	D82H		D75H	D97H	D80H
Step	Hourly	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual
0	\$ 17.6830	12,873	14,483	16,090	17,701	19,311	20,918	22,528	25,746	26,170	27,870	36,781
1	\$ 17.9483	13,066	14,701	16,331	17,966	19,601	21,232	22,867	26,132	26,562	28,288	37,332
2	\$ 18.2176	13,262	14,921	16,577	18,236	19,895	21,550	23,210	26,524	26,961	28,712	37,893
3	\$ 18.4908	13,461	15,145	16,825	18,509	20,193	21,874	23,558	26,922	27,365	29,143	38,461
4	\$ 18.7682	13,663	15,372	17,078	18,787	20,496	22,202	23,911	27,326	27,776	29,580	39,038
5	\$ 19.0497	13,868	15,603	17,334	19,069	20,804	22,535	24,270	27,736	28,192	30,024	39,623
6	\$ 19.3355	14,076	15,837	17,594	19,355	21,116	22,873	24,634	28,152	28,615	30,474	40,218
7	\$ 19.6255	14,287	16,075	17,858	19,645	21,433	23,216	25,003	28,574	29,045	30,931	40,821
8	\$ 19.9199	14,501	16,316	18,126	19,940	21,754	23,564	25,378	29,003	29,480	31,395	41,433
9	\$ 20.2187	14,719	16,560	18,398	20,239	22,081	23,918	25,759	29,438	29,922	31,866	42,055
10	\$ 20.5220	14,940	16,809	18,673	20,543	22,412	24,276	26,145	29,879	30,371	32,344	42,686
11	\$ 20.8297	15,164	17,061	18,953	20,851	22,748	24,640	26,538	30,327	30,827	32,829	43,326
12	\$ 21.1423	15,391	17,317	19,238	21,163	23,089	25,010	26,936	30,782	31,289	33,322	43,976
13	\$ 21.4595	15,622	17,577	19,526	21,481	23,436	25,385	27,340	31,244	31,759	33,822	44,636
14	\$ 21.7813	15,856	17,840	19,819	21,803	23,787	25,766	27,750	31,713	32,235	34,329	45,305
15	\$ 22.1079	16,094	18,108	20,116	22,130	24,144	26,152	28,166	32,188	32,718	34,844	45,984
16	\$ 22.4396	16,336	18,379	20,418	22,462	24,506	26,545	28,589	32,671	33,209	35,367	46,674
17	\$ 22.7762	16,581	18,655	20,724	22,799	24,873	26,943	29,017	33,161	33,707	35,897	47,375
18	\$ 23.1178	16,829	18,935	21,035	23,141	25,247	27,347	29,453	33,659	34,213	36,436	48,085
19	\$ 23.4645	17,082	19,219	21,351	23,488	25,625	27,757	29,894	34,163	34,726	36,982	48,806
20	\$ 23.8165	17,338	19,507	21,671	23,840	26,010	28,173	30,343	34,676	35,247	37,537	49,538
21	\$ 24.1738	17,598	19,800	21,996	24,198	26,400	28,596	30,798	35,196	35,776	38,100	50,281
22	\$ 24.5365	17,862	20,097	22,326	24,561	26,796	29,025	31,260	35,724	36,313	38,671	51,036
23	\$ 24.9046	18,130	20,398	22,661	24,930	27,198	29,461	31,729	36,260	36,857	39,252	51,802
24	\$ 25.2781	18,402	20,704	23,001	25,303	27,606	29,902	32,205	36,804	37,410	39,840	52,579
25	\$ 25.6572	18,678	21,015	23,346	25,683	28,020	30,351	32,688	37,356	37,971	40,438	53,367

York County School Division

Pay Plan

Fiscal Year 2022-2023

Bus Driver Assistants							
	Days	182	182	182	182	182	182
	Hours per day	4	4.5	5	5.5	6	6.5
	Scale	A40H	A45H	A50H	A55H	A60H	A65H
Step	Hourly	Annual	Annual	Annual	Annual	Annual	Annual
0	\$ 11.9776	8,719	9,810	10,899	11,990	13,081	14,169
1	\$ 12.1573	8,850	9,958	11,062	12,170	13,277	14,381
2	\$ 12.3396	8,983	10,107	11,228	12,352	13,476	14,597
3	\$ 12.5247	9,118	10,258	11,396	12,537	13,678	14,816
4	\$ 12.7126	9,255	10,412	11,567	12,725	13,883	15,038
5	\$ 12.9033	9,393	10,569	11,741	12,916	14,091	15,264
6	\$ 13.0969	9,534	10,727	11,917	13,110	14,303	15,493
7	\$ 13.2933	9,677	10,888	12,096	13,307	14,517	15,725
8	\$ 13.4926	9,822	11,051	12,277	13,506	14,735	15,961
9	\$ 13.6951	9,970	11,217	12,461	13,709	14,956	16,201
10	\$ 13.9006	10,119	11,385	12,648	13,915	15,181	16,444
11	\$ 14.1090	10,271	11,556	12,838	14,123	15,408	16,690
12	\$ 14.3207	10,425	11,730	13,031	14,335	15,639	16,940
13	\$ 14.5355	10,582	11,906	13,226	14,550	15,874	17,195
14	\$ 14.7536	10,740	12,084	13,425	14,768	16,112	17,453
15	\$ 14.9748	10,901	12,265	13,626	14,990	16,354	17,714
16	\$ 15.1994	11,065	12,449	13,830	15,215	16,599	17,980
17	\$ 15.4274	11,231	12,636	14,038	15,443	16,848	18,250
18	\$ 15.6589	11,399	12,826	14,248	15,675	17,101	18,524
19	\$ 15.8937	11,570	13,018	14,462	15,910	17,357	18,801
20	\$ 16.1322	11,744	13,213	14,679	16,148	17,618	19,083
21	\$ 16.3742	11,920	13,411	14,899	16,391	17,882	19,370
22	\$ 16.6198	12,099	13,613	15,123	16,636	18,150	19,660
23	\$ 16.8690	12,280	13,817	15,349	16,886	18,422	19,955
24	\$ 17.1221	12,465	14,024	15,580	17,139	18,699	20,255
25	\$ 17.3789	12,652	14,234	15,813	17,396	18,979	20,558

York County School Division

*As Needed Positions,
Substitutes,
School Board Members,
Summer School,
Supplements,
and
Miscellaneous*

**2022–2023
Effective July 1, 2022**

As Needed Positions

ALTERNATE SITE TEACHER \$23.00 per Teaching Hour
CAFETERIA MONITOR \$11.00 per Hour
CAPITAL PLANS AND PROJECTS INTERN \$11.00 per Hour
CO-OP STUDENT \$11.00 per Hour
INFORMATION SERVICES INTERN \$11.00 per Hour
INFORMATION SERVICES SENIOR INTERN \$12.50 per Hour
ENGLISH AS A SECOND LANGUAGE TUTOR \$21.00 per Hour
FINANCE/HUMAN RESOURCES INTERN \$11.00 per Hour
HOMEBOUND TEACHER \$35.00 per Hour
PHYSICAL THERAPY ASSISTANT \$30.00 per Hour
SCHOOL PSYCHOLOGIST INTERN \$15.00 per Hour
SCHOOL VAN DRIVER \$13.00 per Hour
TEMPORARY WORKER–MAINTENANCE HELPER \$14.00 per Hour
TEMPORARY WORKER–OFFICE HELPER \$11.00 per Hour
VIRTUAL HIGH SCHOOL TEACHER \$2,000 annual stipend plus additional \$165 for each student enrolled above 8 students

Operational Substitutes

SUBSTITUTE BUS DRIVER	\$14.00 per hour
BUS DRIVER IN TRAINING	\$14.00 per hour
SUBSTITUTE BUS DRIVER ASSISTANT	\$11.00 per hour
SUBSTITUTE SCHOOL CROSSING GUARD	\$11.00 per hour
SUBSTITUTE SECRETARY OR OFFICE CLERK	\$11.60 per hour

Student Services Substitutes

SUBSTITUTE SPEECH-LANGUAGE PATHOLOGIST	\$30.24 per hour
SUBSTITUTE SCHOOL PSYCHOLOGIST	\$29.85 per hour
SUBSTITUTE OCCUPATIONAL THERAPIST	\$28.51 per hour
SUBSTITUTE OCCUPATIONAL THERAPIST ASSISTANT	\$15.88 per hour
SUBSTITUTE PHYSICAL THERAPIST	\$28.51 per hour

Instructional Substitutes

Training session - \$44.00 / paid lunch break except where noted / Additional \$5.00 for working on Friday

	DAILY RATE
SUBSTITUTE INTERPRETER/TRANSLITERATOR (7.25 hours)	\$145.00
SUBSTITUTE HEALTH SERVICES PERSONNEL (7.25 hours)	\$115.00
For Same Health Services Provider beginning 11 th consecutive Day	\$120.00
For Same Health Services Provider beginning 21 st consecutive Day	\$125.00
SUBSTITUTE ORAL COMMUNICATION FACILITATOR (7.25 hours).....	\$84.00
SUBSTITUTE TEACHER (7.5 hours).....	\$109.00
For Same Teacher beginning 11 th Consecutive Day	\$125.00
For Same Teacher beginning 21 st Consecutive Day	\$143.00
SUBSTITUTE PARA-EDUCATOR (7 hours) (.5 hour unpaid lunch break)	\$87.00
For Same Para-Educator beginning 11 th consecutive Day	\$99.00
For Same Para-Educator beginning 21 st consecutive Day	\$106.00
TEACHER SUBSTITUTING DURING PLANNING PERIOD – Secondary Only	\$20.00

School Board Annual Salaries

SCHOOL BOARD MEMBER (5)	\$9,000
ADDITIONAL SALARY FOR SCHOOL BOARD CHAIR	\$1,200
ADDITIONAL SALARY FOR SCHOOL BOARD VICE CHAIR.....	\$600

Summer School

TEACHER	\$35 per hour
SUBSTITUTE TEACHER	\$30 per hour
INTERPRETER / TRANSLITERATOR	\$29 per hour
ORAL COMMUNICATION FACILITATOR	\$22 per hour
SECRETARY	\$18 per hour
CLERK.....	\$15 per hour
PARA-EDUCATOR.....	\$17 per hour
HEALTH SERVICES PROVIDER (R.N.).....	\$26 per hour
HEALTH SERVICES PARAPROFESSIONAL	\$15 per hour
BUS DRIVER (5 hrs. per day).....	Current employees will receive their regular hourly rate (2.5 hrs. per shift, up to 2 shifts per day)
BUS DRIVER ASSISTANT (4.5 hrs. per day)	Current employees will receive their regular hourly rate (2.25 hrs. per shift, up to 2 shifts per day)

Summer Custodian and Vehicle Maintenance Helper

CUSTODIAN TEMPORARY HELPERS.....	Current employees will receive their regular hourly rate
VEHICLE MAINTENANCE TEMPORARY HELPERS.....	Current employees will receive their regular hourly rate

Variable Pay Supplements

(Grandfathered to individuals assigned the supplement prior to 6/30/11 who continue to meet the individual eligibility requirements without interruption; eliminated thereafter)

HIGH SCHOOL CHEMISTRY TEACHER*	\$1,323
(Licensed for Chemistry & assigned full load of Chemistry classes)	
HIGH SCHOOL EARTH SCIENCE TEACHER*	\$1,323
(Licensed for Earth Science & assigned full load of Earth Science** classes)	
HIGH SCHOOL PHYSICS TEACHER*	\$1,323
(Licensed for Physics & assigned full load of Physics classes)	
*When principals must assign a Chemistry, Earth Science, or Physics Teacher to other classes (not to exceed two) for purposes of balancing the master schedule, the principal may request in writing to the Superintendent a waiver of the "full load" requirement.	
** Atmospheric Science is considered an Earth Science class for Variable Pay Supplement purposes.	

Elementary School Supplement Schedule
(Each school)

POSITION	AMOUNT
EXTRA DUTY	\$4,200
LEADERSHIP TEAM	7,875
OM	1,169
ROBOTICS TEAM	1,169
SCA	799
STEM Club	525
SUMMER TESTING (READING)	788

Middle School Supplement Schedule
(Each school)

POSITION	AMOUNT
ATHLETIC DIRECTOR	\$3,150
BAND, CONCERT & STAGE (QLM, TMS, & YMS - 1 supplement per school) (GMS – 2 supplements)	2,464
BASEBALL	1,890
BASKETBALL (2)	2,100
CHEERLEADING	2,284
DRAMA	1,497
EXTRA DUTY	4,725
FIELD HOCKEY	1,890
FOOTBALL, HEAD	2,101
FOOTBALL, ASSISTANT	1,675
LEADERSHIP TEAM	11,025
NEWSPAPER	1,245
OM	1,169
ROBOTICS TEAM	1,169
SCA	1,380
SOFTBALL	1,890
SCHOOL COUNSELING DIRECTOR	1,000
STUDENT RECOGNITION	820
VOCAL MUSIC	1,565
VOLLEYBALL	1,890
YEARBOOK	2,296

High School Supplement Schedule
(Each school)

POSITION	AMOUNT
ACTIVITIES COORDINATOR (1 work block)	3,780
ATHLETIC DIRECTOR ASSISTANT	4,823
BAND ASSISTANTS	11,419
BAND, CONCERT & MARCHING BHS, YHS, THS (1); GHS (2)	4,594
BAND, STAGE	2,100
BASEBALL, HEAD	3,675
BASEBALL, ASSISTANT (2)	2,506
BASKETBALL, HEAD (2)	4,536
BASKETBALL, ASSISTANT(2)	3,338
CHEERLEADING, HEAD	4,316
CHEERLEADING, ASSISTANT (2)	2,559
CLASS SPONSOR (Freshman, Sophomore) (2)	1,244
CLASS SPONSOR (Junior, Senior) (2)	2,490
CROSS COUNTRY (2)	2,615
OR CROSS COUNTRY COMBINATION	3,808
DEBATE	1,940
DEPARTMENT CHAIRPERSON (1 work block) BHS, GHS, THS, YHS (8 each)	1,839
ESPORTS	2,625
EXTRA DUTY	5,250
FIELD HOCKEY, HEAD	3,345
FIELD HOCKEY, ASSISTANT	2,343
FOOTBALL, HEAD	6,825
FOOTBALL, ASSISTANT (4)	4,922

High School Supplement Schedule

Continued
(Each school)

FORENSICS	1,940
GOLF	2,145
INDOOR TRACK (2)	2,911
LIBRARY MEDIA SPECIALIST	3,744
LITERARY MAGAZINE	1,628
NATIONAL HONOR SOCIETY	1,470
NEWSPAPER	2,745
OM	1,169
SCA	2,490
SCHOLASTIC BOWL	2,106
SCHOOL PLANNING TEAM	1,979
SOCCER, HEAD (2)	3,345
SOCCER, ASSISTANT (2)	2,342
SOFTBALL, HEAD	3,675
SOFTBALL, ASSISTANT (2)	2,506
SWIMMING (2)	2,625
OR SWIMMING COMBINATION	4,549
TENNIS (2)	3,045
THEATRE DIRECTOR	2,968
THEATRE ASSISTANT	1,979
TRACK, HEAD (2)	3,614
TRACK, ASSISTANT (2)	2,559
OR TRACK COMBINATION (HEAD/ASSISTANT)	4,674
VOCAL MUSIC	2,615

High School Supplement Schedule

Continued
(Each school)

VOLLEYBALL, HEAD	3,375
VOLLEYBALL, ASSISTANT	2,547
WRESTLING, HEAD	3,614
WRESTLING, ASSISTANT	2,568
YEARBOOK	3,735

National Board Certification Supplement

<u>POSITION</u>	<u>AMOUNT</u>
National Board Certified Teachers	\$3,000

Special Education Supplements

<u>POSITION</u>	<u>AMOUNT</u>
Behavioral Support Classroom Teachers (BSC) or Communication Support Classroom Teachers (CSC) or Multiple Disabilities Classroom Teachers (MDC)	\$2,200
Para-Educator Critical Response	1,000
Para-Educators in an Extensive Personal Care Assignment	1,500
Para-Educators in a BSC, CSC, MDC	1,500

EXTEND Supplement Schedule

<u>POSITION</u>	<u>AMOUNT</u>
EXTEND PROGRAM COORDINATOR	\$2,617

IB Supplement Schedule

<u>POSITION</u>	<u>AMOUNT</u>
IB PROGRAM COORDINATOR	\$2,617

SOA Supplement Schedule

<u>POSITION</u>	<u>AMOUNT</u>
SOA PROGRAM COORDINATOR	\$2,617
SOA THEATRE DIRECTOR	2,968
SOA THEATRE ASSISTANT	1,979

Miscellaneous Supplements Schedule

<u>POSITION</u>	<u>AMOUNT</u>
GRAFTON MS/HS CAFETERIA ADMINISTRATION	\$1,050
LEAD PT/OT	2,617
OM COORDINATOR	1,169
STUDENT ACTIVITY FUND ACCOUNTING MENTORS (2)	803

Additional Compensation

SCHOOL PSYCHOLOGIST	
CERTIFICATE OF ADVANCED STUDY/EDUCATIONAL SPECIALIST DEGREE / 30 SEMESTER HOURS IN APPROVED DOCTORAL PROGRAM.....	\$1,749*
DOCTORATE	\$1,749
*Grandfathered for School Psychologists hired during or before FY13. Eliminated for new employees hired after June 30, 2013.	

SPEECH LANGUAGE PATHOLOGIST	
CERTIFICATE OF CLINICAL COMPETENCE (CCC)	\$1,000

MAINTENANCE	
CUSTODIAL	
CALL-IN PAY	minimum 2 Hours
NIGHT SHIFT DIFFERENTIAL.....	\$.50/hour
HEAD CUSTODIAN – EXCESS SUPERVISION	- Monthly \$25/ each employee in excess of 7 supervised
MAINTENANCE PERSONNEL	
ON-CALL PAY (weekend on-call phone)	\$2.00/hour
CALL-IN PAY	minimum 3 Hours
NIGHT SHIFT DIFFERENTIAL.....	\$.50/hour

VEHICLE MAINTENANCE TECHNICIAN CERTIFICATION PAY

The Manager of Vehicle Maintenance and all Vehicle Maintenance equipment and parts technicians who are full time, non-probationary, employees and who maintain current certifications by the National Institute for Automotive Service Excellence or the Service Dealer Association and Outdoor Power Equipment Certification Institute in skill areas approved by the School Division’s Director of Maintenance, are eligible to receive incentive pay. Incentive payments shall be \$200 per year for each certification current as of January 1st of each year. This incentive pay shall be prorated and added to the individual’s regular bi-weekly compensation for the duration of the calendar year. Total payments shall not exceed 10% of the employee’s salary. Certifications required by a Technician’s current job description shall not be eligible for payment.

FOOD SERVICES	
SCHOOL CAFETERIA MANAGERS	
PRODUCTIVITY-BASED BONUS	\$300/every 50 meals above 350 sold
SCHOOLS WITH LESS THAN 400 ADM	\$300/each 20% increase in lunch participation
SCHOOL CAFETERIA WORKERS	
BANQUET ADJUSTMENT	\$2.50/Hour

CUSTODIAL AND FOOD SERVICE EMPLOYEES ATTENDANCE BONUS PLAN		
	<u>Amount</u>	<u>Late Hires</u>
First Semester 95% attendance	\$100	\$50
Second Semester 95% attendance.....	\$100	\$50
*This program is in place for a year at a time and renewal is optional at the discretion of the Chief Operations Officer.		

ATHLETIC COACH WITH CDL BONUS PLAN	
	<u>Amount</u>
Successful completion of CDL requirements	\$250

BUS DRIVER AND BUS DRIVER ASSISTANT ATTENDANCE BONUS PLAN

	<u>Amount</u>	<u>Late Hires</u>
First Semester 95% attendance	\$250	\$125
Second Semester 95% attendance.....	\$250	\$125

*This program is in place for a year at a time and renewal is optional at the discretion of the Chief Operations Officer.

RECRUIT A BUS DRIVER BONUS

The recruit must be hired and remain an employee for six (6) months. The referring employee will earn a \$200 bonus after the six-month period. This incentive is available to all current York County School Division employees.

BUS DRIVER AND BUS DRIVER ASSISTANT SIGN-ON BONUS

New YCSD school bus drivers and school bus driver assistants are eligible for a sign-on bonus. A portion is payable upon completion of training and the remaining portion is payable after six months of full-time employment (substitutes and van drivers are not eligible).

	<u>After Training</u>	<u>After six months</u>
Bus Driver.....	\$500	\$1,000
Bus Driver Assistant	\$250	\$250

*This program is in place for a year at a time and renewal is optional at the discretion of the Chief Operations Officer.