



WILLIAMSBURG  
JAMES CITY COUNTY  
PUBLIC SCHOOLS  
— EST. 1955 —

# Pay Scales & Classification Plan

School Year 2022-23

**Williamsburg - James City County Public Schools  
Pay Scales and Classification Plan  
2022-2023 School Year  
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## Williamsburg-James City County Public Schools

### PAY DATE CALENDAR FOR FY23

| Month     | SUPPLEMENTAL<br>PAY DATE*             | MONTHLY<br>CONTRACT<br>PAY DATE* |
|-----------|---------------------------------------|----------------------------------|
| July      | 07/08/22                              | 07/25/22                         |
| August    | 08/10/22<br>summer school<br>08/15/22 | 08/25/22                         |
| September | 09/09/22                              | 09/23/22                         |
| October   | 10/07/22                              | 10/25/22                         |
| November  | 11/10/22                              | 11/22/22                         |
| December  | 12/09/22                              | 12/22/22                         |
| January   | 01/10/23                              | 01/25/23                         |
| February  | 02/10/23                              | 02/24/23                         |
| March     | 03/10/23                              | 03/24/23                         |
| April     | 04/10/23                              | 04/25/23                         |
| May       | 05/10/23                              | 05/25/23                         |
| June      | 06/09/23                              | 06/23/23                         |
| July      | 07/10/23                              | 07/25/23                         |

\*These are ACTUAL Pay Days. If you have Direct Deposit, your monies are guaranteed to be in your account by this date, not before.



**Williamsburg-James City County Public Schools  
Teacher Salary Schedule  
2022-2023 School Year  
(Effective July 1, 2022)**

| Step | Bachelor's Degree | Master's Degree | Master's Plus 30 | Doctoral Degree |
|------|-------------------|-----------------|------------------|-----------------|
| 0    | 50,000            | 51,681          | 53,362           | 55,043          |
| 1    | 50,376            | 52,070          | 53,764           | 55,458          |
| 2    | 50,549            | 52,252          | 53,871           | 55,656          |
| 3    | 50,661            | 52,359          | 53,923           | 55,747          |
| 4    | 50,880            | 52,434          | 54,300           | 55,901          |
| 5    | 51,133            | 52,696          | 54,573           | 56,299          |
| 6    | 51,389            | 52,960          | 54,845           | 56,862          |
| 7    | 51,852            | 53,383          | 55,339           | 57,437          |
| 8    | 52,319            | 53,810          | 55,837           | 58,005          |
| 9    | 52,580            | 54,349          | 56,340           | 58,585          |
| 10   | 53,137            | 55,001          | 56,909           | 59,171          |
| 11   | 53,673            | 55,551          | 57,478           | 59,762          |
| 12   | 54,212            | 56,107          | 58,053           | 60,360          |
| 13   | 54,753            | 56,667          | 58,634           | 60,963          |
| 14   | 55,301            | 57,233          | 59,220           | 61,573          |
| 15   | 55,854            | 57,807          | 59,811           | 62,188          |
| 16   | 56,411            | 58,385          | 60,410           | 62,811          |
| 17   | 56,976            | 58,969          | 61,014           | 63,438          |
| 18   | 57,547            | 59,558          | 61,625           | 64,073          |
| 19   | 58,121            | 60,153          | 62,241           | 64,714          |
| 20   | 58,731            | 60,756          | 62,864           | 65,361          |
| 21   | 59,319            | 61,423          | 63,492           | 66,211          |
| 22   | 60,208            | 62,959          | 64,444           | 67,734          |
| 23   | 61,713            | 64,533          | 66,054           | 69,427          |
| 24   | 63,257            | 66,146          | 67,706           | 71,162          |
| 25   | 64,839            | 67,799          | 69,399           | 72,942          |
| 26   | 66,459            | 69,494          | 71,134           | 74,764          |
| 27   | 68,120            | 71,232          | 72,913           | 76,634          |
| 28   | 69,824            | 73,013          | 74,735           | 78,551          |
| 29   | 71,848            | 74,838          | 76,605           | 80,513          |
| 30   | 73,673            | 75,812          | 77,672           | 81,561          |
| 31   | 73,673            | 76,796          | 78,686           | 82,621          |
| 32   | 73,673            | 78,718          | 80,574           | 84,604          |
| 33   | 73,673            | 80,605          | 82,509           | 86,634          |
| 34   | 73,673            | 82,620          | 84,488           | 88,714          |
| 35   | 73,673            | 83,860          | 85,756           | 90,045          |
| 36   | 73,673            | 84,699          | 86,786           | 91,125          |
| 37   | 73,673            | 85,547          | 87,653           | 92,036          |
| 38   | 73,673            | 86,770          | 88,880           | 92,956          |
| 39   | 73,673            | 86,770          | 90,213           | 93,886          |
| 40   | 73,673            | 86,770          | 91,557           | 94,826          |

Placement on a step does not necessarily relate to years of experience.  
The salary schedule listed above does not include longevity supplements.

*\*Positions included on this schedule are Athletic Trainers, Teachers, Media Specialists, School Counselors, Social Workers, Technology Integration Coaches, Math Specialists, Reading Specialists, Licensed Middle School Student Advancement Coaches, and High School Graduation Coaches, Title I Instructional Coach and School Improvement Specialists.*

**\*\*NOTE:**

- Teachers who, as of June 30, 2012, receive an Advanced Certificate supplement or a Doctorate degree supplement will continue to receive \$666 or \$1,331 respectively.
- To the extent funds are available, faculty honored in achieving National Board Certification will receive an initial salary adjustment of \$5,000 and a subsequent award of \$2,500 each year for the life of the certificate.
- Subject to School Board revision.

**Williamsburg-James City County Public Schools**  
**Educational Support Salary Schedule**  
**2022-23 School Year**  
(Effective July 1, 2022)

| GRADE | HOURLY RATES |          |          |
|-------|--------------|----------|----------|
|       | MINIMUM      | MIDPOINT | MAXIMUM  |
| 04    | \$ 12.00     | \$ 15.58 | \$ 19.14 |
| 05    | \$ 12.67     | \$ 16.47 | \$ 20.27 |
| 06    | \$ 13.63     | \$ 17.71 | \$ 21.81 |
| 07    | \$ 14.68     | \$ 19.06 | \$ 23.44 |
| 08    | \$ 15.77     | \$ 20.52 | \$ 25.24 |
| 09    | \$ 16.98     | \$ 22.09 | \$ 27.16 |
| 10    | \$ 18.28     | \$ 23.73 | \$ 29.22 |
| 11    | \$ 19.65     | \$ 25.56 | \$ 31.46 |
| 12    | \$ 21.17     | \$ 27.46 | \$ 33.82 |
| 13    | \$ 22.77     | \$ 29.57 | \$ 36.42 |
| 14    | \$ 24.50     | \$ 31.84 | \$ 39.20 |
| 15    | \$ 26.34     | \$ 34.27 | \$ 42.15 |
| 16    | \$ 28.36     | \$ 36.88 | \$ 45.38 |
| 17    | \$ 30.53     | \$ 39.67 | \$ 48.81 |
| 18    | \$ 32.84     | \$ 42.69 | \$ 52.54 |
| 19    | \$ 35.32     | \$ 45.92 | \$ 56.52 |
| 20    | \$ 38.01     | \$ 49.41 | \$ 60.82 |

**Calculation of Annual Salary:**

Hourly Rate x Hours per Day x Contract Days

*\*Effective July 1, 2013, new PhD recipients will receive the Doctoral Degree supplement only if the degree content directly relates to their current duties.*

**Educational Support Positions  
2022-23 School Year**

| <b>GRADE</b>                             | <b>POSITION NAME</b>  | <b>FLSA STATUS</b> |
|--|---|--------------------|
| <b>4</b>                                 | Bus Aide (180 Contract Days)                                | Non-Exempt         |
|  | Cafeteria Monitor (171 Contract Days)                       | Non-Exempt         |
|  | Cafeteria Worker (172, 174, 183 Contract Days)              | Non-Exempt         |
|  | Custodian (260, 249, 190 Contract Days)                     | Non-Exempt         |
| <b>5</b>                                 | Groundswoker (260 Contract Days)                            | Non-Exempt         |
| <b>6</b>                                 | Instructional Assistant I (184 Contract Days)               | Non-Exempt         |
|  | Special Education Teacher Assistant I (184 Contract Days)   | Non-Exempt         |
|  | Teacher Assistant I (184 Contract Days)                     | Non-Exempt         |
| <b>7</b>                                 | Attendance Associate (212 Contract Days)                    | Non-Exempt         |
|  | Data Entry (260 Contract Days)                              | Non-Exempt         |
|  | Homeless Parent Resource Specialist (184 Contract Days)     | Non-Exempt         |
|  | In-School Suspension Aide (184 Contract Days)               | Non-Exempt         |
|  | Instructional Assistant II (184 Contract Days)              | Non-Exempt         |
|  | Media Assistant (184, 190 Contract Days)                    | Non-Exempt         |
|  | Parts Room Specialist (260 Contract Days)                   | Non-Exempt         |
|  | Receptionist/Office Assistant (200, 212, 260 Contract Days) | Non-Exempt         |
|  | Special Education Teacher Assistant II (184 Contract Days)  | Non-Exempt         |
|  | Specialty Driver (180 Contract Days)                        | Non-Exempt         |
| Teacher Assistant II (184 Contract Days) | Non-Exempt  |                    |
| <b>8</b>                                 | Bus Driver (180 Contract Days)                              | Non-Exempt         |
| <b>9</b>                                 | Accounting Associate (260 Contract Days)                    | Non-Exempt         |
|  | Administrative Assistant (190, 212, 260 Contract Days)      | Non-Exempt         |
|  | Administrative Assistant/Registrar (212, 260 Contract Days) | Non-Exempt         |
|  | Cafeteria Manager I (175, 184 Contract Days)                | Non-Exempt         |
|  | Data Assistant - C & I (260 Contract Days)                  | Non-Exempt         |
|  | Head Custodian (260 Contract Days)                          | Non-Exempt         |
|  | Mechanic (260 Contract Days)                                | Non-Exempt         |
|  | Routing Specialist (260 Contract Days)                      | Non-Exempt         |
|  | Security Guard (190 Contract Days)                          | Non-Exempt         |
|  | Trainer/Administrative Assistant (260 Contract Days)        | Non-Exempt         |
|  | Transportation Specialist (260 Contract Days)               | Non-Exempt         |
| Utility Worker (260 Contract Days)       | Non-Exempt  |                    |

**Educational Support Positions  
2022-23 School Year**

| <b>GRADE</b>  | <b>POSITION NAME</b>   | <b>FLSA STATUS</b> |
|---|--|--------------------|
| <b>10</b>   | Cafeteria Manager II (173 Contract Days)                           | Non-Exempt         |
|   | Case Worker (184 Contract Days)                                    | Non-Exempt         |
|   | Custodial Supervisor (260 Contract Days)                           | Non-Exempt         |
|   | Electrician (260 Contract Days)                                    | Non-Exempt         |
|   | IT Specialist II (260 Contract Days)                               | Non-Exempt         |
|   | Lead Mechanic (260 Contract Days)                                  | Non-Exempt         |
|   | Network Engineer (260 Contract Days)                               | Non-Exempt         |
|   | Senior Accounting Administrative Assistant (260 Contract Days)     | Non-Exempt         |
| Senior Administrative Assistant (260 Contract Days) | Non-Exempt   |                    |
| <b>11</b>   | Carpenter (260 Contract Days)                                      | Non-Exempt         |
|   | Finance Specialist (260 Contract Days)                             | Non-Exempt         |
|   | HVAC Refrigeration Mechanic (260 Contract Days)                    | Non-Exempt         |
|   | IT Specialist III (260 Contract Days)                              | Non-Exempt         |
|   | LPN (184 Contract Days)  | Non-Exempt         |
| Plumber (260 Contract Days)                         | Non-Exempt   |                    |
| <b>12</b>   | Accounts Payable Coordinator (260 Contract Days)                   | Non-Exempt         |
|   | Assistant Shop Foreman (260 Contract Days)                         | Non-Exempt         |
|   | Carpenter Foreman (260 Contract Days)                              | Non-Exempt         |
|   | Human Resources Specialist (260 Contract Days)                     | Non-Exempt         |
|   | IT Specialist IV (260 Contract Days)                               | Non-Exempt         |
|   | Master Electrician (260 Contract Days)                             | Non-Exempt         |
|   | Master HVAC (260 Contract Days)                                    | Non-Exempt         |
|   | Master Plumber (260 Contract Days)                                 | Non-Exempt         |
| Payroll Specialist (260 Contract Days)              | Non-Exempt   |                    |
| <b>13</b>   | IT Specialist V (260 Contract Days)                                | Non-Exempt         |
|   | HVAC Controls Specialist   | Non-Exempt         |
| <b>14</b>   | Assistant Coordinator for Transportation (260 Contract Days)       | Non-Exempt         |
|   | Exec. Admin. Assistant (260 Contract Days)                         | Non-Exempt         |
|   | Interpreter/Transliterater I (184 Contract Days)                   | Non-Exempt         |
|   | IT Specialist VI (260 Contract Days)                               | Non-Exempt         |
|   | IT Specialist VI - Special Projects Engineer (260 Contract Days)   | Non-Exempt         |
|   | Trades Foreman (260 Contract Days)                                 | Non-Exempt         |
|   | Training & Safety Specialist (260 Contract Days)                   | Non-Exempt         |
| <b>15</b>   | Interpreter/Transliterater II (184 Contract Days)                  | Non-Exempt         |
|   | Lead Adult Education Teacher (203 Contract Days)                   | Exempt             |
| <b>16</b>   | Communications Specialist (260 Contract Days)                      | Exempt             |
|   | Coordinator for Custodial Services (260 Contract Days)             | Exempt             |
|   | Coordinator for Records (260 Contract Days)                        | Exempt             |
|   | Coordinator for Technology Services (260 Contract Days)            | Non-Exempt         |
|   | Interpreter/Transliterater III (184 Contract Days)                 | Exempt             |
|   | Payroll Supervisor   | Exempt             |
|   | Safe Routes to School Coordinator (Contract Days TBD) Grant Funded | Exempt             |
| System Engineer (260 Contract Days)                 | Non-Exempt   |                    |

**Educational Support Positions  
2022-23 School Year**

| <b>GRADE</b>  | <b>POSITION NAME</b>  | <b>FLSA STATUS</b> |
|---|---|--------------------|
| <b>17</b>   | Database Administrator <i>(260 Contract Days)</i>                                     | Exempt             |
|   | Parent Liaison - Community Outreach Coordinator <i>(260 Contract Days)</i>            | Exempt             |
|   | Senior Network Engineer <i>(260 Contract Days)</i>                                    | Non-Exempt         |
|   | SHIP Coordinator Community Outreach <i>(260 Contract Days) Grant Funded</i>           | Exempt             |
|   | School Nurse <i>(203 Contract Days)</i>   | Exempt             |
| <b>18</b>   | Accountant <i>(260 Contract Days)</i>   | Exempt             |
|   | Career Coach <i>(260 Contract Days)</i>   | Exempt             |
|   | Coordinator for Benefits <i>(260 Contract Days)</i>                                   | Exempt             |
|   | Coordinator for Communications & Digital Design <i>(260 Days)</i>                     | Exempt             |
|   | Coordinator for Human Resources <i>(260 Contract Days)</i>                            | Exempt             |
|   | Enterprise Systems Supervisor <i>(260 Contract Days)</i>                              | Exempt             |
|   | Fleet Management Coordinator <i>(260 Contract Days)</i>                               | Exempt             |
|   | Instructional Coach <i>(260 Contract Days)</i>  | Exempt             |
|   | School Health Initiative Nutrition Specialist <i>(203 Contract Days) Grant Funded</i> | Exempt             |
|   | Technology Services Supervisor <i>(260 Contract Days)</i>                             | Exempt             |
| Transportation Coordinator <i>(260 Contract Days)</i> | Exempt  |                    |
| <b>19</b>   | Behavior Intervention Specialist <i>(203 Contract Days)</i>                           | Exempt             |
|   | ESL Specialist <i>(203 Contract Days)</i>   | Exempt             |
|   | Instructional Specialist <i>(223 Contract Days)</i>                                   | Exempt             |
|   | Lead Occupational Therapist <i>(223 Contract Days)</i>                                | Exempt             |
|   | Lead School Psychologist <i>(223 Contract Days)</i>                                   | Exempt             |
|   | Occupational Therapist <i>(203 Contract Days)</i>                                     | Exempt             |
|   | Physical Therapist <i>(203 Contract Days)</i>   | Exempt             |
|   | School Psychologist <i>(203 Contract Days)</i>  | Exempt             |
|   | Special Education Coordinator for Bright Beginnings <i>(260 Contract Days)</i>        | Exempt             |
| Speech Therapist <i>(203 Contract Days)</i>           | Exempt  |                    |
| <b>20</b>   | High School Athletic Director <i>(233 Contract Days)</i>                              | Exempt             |

**Williamsburg - James City County Public Schools**  
**Administrative Salary Schedule**  
**2022-2023 School Year**  
**(Effective July 1, 2022)**

|          |      |       | HOURLY and ANNUAL |                |                |
|----------|------|-------|-------------------|----------------|----------------|
| GRADE    | DAYS | HOURS | MINIMUM           | MIDPOINT       | MAXIMUM        |
| <b>1</b> |      |       | <b>\$30.53</b>    | <b>\$39.67</b> | <b>\$48.80</b> |
|          | 260  | 8     | \$63,508          | \$82,516       | \$101,505      |
| <b>2</b> |      |       | <b>\$32.84</b>    | <b>\$42.69</b> | <b>\$52.54</b> |
|          | 260  | 8     | \$68,308          | \$88,803       | \$109,276      |
| <b>3</b> |      |       | <b>\$35.32</b>    | <b>\$45.91</b> | <b>\$56.52</b> |
|          | 249  | 4     | \$35,183          | \$45,729       | \$56,296       |
|          | 260  | 6     | \$55,107          | \$71,624       | \$88,174       |
|          | 260  | 8     | \$73,475          | \$95,498       | \$117,565      |
| <b>4</b> |      |       | <b>\$38.01</b>    | <b>\$49.40</b> | <b>\$60.82</b> |
|          | 249  | 4     | \$37,853          | \$49,203       | \$60,573       |
|          | 260  | 8     | \$79,051          | \$102,753      | \$126,499      |
| <b>5</b> |      |       | <b>\$40.88</b>    | <b>\$53.15</b> | <b>\$65.44</b> |
|          | 260  | 8     | \$85,036          | \$110,546      | \$136,121      |
| <b>6</b> |      |       | <b>\$44.01</b>    | <b>\$57.50</b> | <b>\$70.40</b> |
|          | 260  | 8     | \$91,537          | \$118,986      | \$146,434      |
| <b>7</b> |      |       | <b>\$47.35</b>    | <b>\$61.55</b> | <b>\$75.73</b> |
|          | 260  | 8     | \$98,491          | \$128,027      | \$157,521      |

*\*Effective July 1, 2013, new PhD recipients will receive the Doctoral Degree supplement only if the degree content directly relates to their current duties.*

**Administrative Positions  
2022-2023 School Year**

| GRADE    | POSITION NAME   | FLSA STATUS |
|----------|---|-------------|
| <b>1</b> | Assistant Pre-K-Elementary School Principal (260 Contract Days)                           | Exempt      |
| <b>2</b> | Assistant Middle School Principal (260 Contract Days)                                     | Exempt      |
| <b>3</b> | Assistant High School Principal (260 Contract Days)                                       | Exempt      |
|          | Coordinator for Assessment (260 Contract Days)  | Exempt      |
|          | Coordinator for Communications & PR (260 Contract Days)                                   | Exempt      |
|          | Coordinator for Equity, Diversity & Inclusion (260 Contract Days)                         | Exempt      |
|          | Coordinator for Fine Arts (260 Contract Days)   | Exempt      |
|          | Coordinator for Gifted Education (260 Contract Days)                                      | Exempt      |
|          | Coordinator for Health & Physical Education (260 Contract Days)                           | Exempt      |
|          | Coordinator for Instructional Tech'y and Personalized Learning (260 Contract Days)        | Exempt      |
|          | Coordinator for K-8 Literacy (260 Contract Days) Partially Grant Funded                   | Exempt      |
|          | Coordinator for Math (260 Contract Days)  | Exempt      |
|          | Coordinator for PR & Community Engagement (260 Days)                                      | Exempt      |
|          | Coordinator for Reading/Language Arts (260 Contract Days)                                 | Exempt      |
|          | Coordinator for Science (260 Contract Days) Partially Grant Funded                        | Exempt      |
|          | Coordinator for Social Studies (260 Contract Days)  | Exempt      |
|          | Coordinator for Special Education (260 Contract Days)                                     | Exempt      |
|          | Coordinator for Student Services (260 Contract Days)                                      | Exempt      |
|          | Coordinator for World Languages/ESL (260 Contract Days)                                   | Exempt      |
|          | Data Analyst and Research Evaluation Manager (260 Contract Days)                          | Exempt      |
| <b>4</b> | PreK-Elementary School Principal (260 Contract Days)                                      | Exempt      |
|          | Supervisor for Building Security and Services (260 Contract Days)                         | Exempt      |
|          | Supervisor for Child Nutrition Services (260 Contract Days)                               | Exempt      |
|          | Supervisor for Facilities and Capital Projects (260 Contract Days)                        | Exempt      |
|          | Supervisor for Health Services (260 Contract Days)  | Exempt      |
|          | Supervisor for Instructional Tech., Innovation & Information Literacy (260 Contract Days) | Exempt      |
|          | Supervisor for Merrimac Center (260 Contract Days)  | Exempt      |
|          | Supervisor for Organizational Development & Equity (260 Contract Days)                    | Exempt      |
|          | Supervisor for School Health Initiative Program (260 Contract Days) Grant Funded          | Exempt      |
|          | Supervisor for Student Intervention Systems (260 Contract Days)                           | Exempt      |
|          | Virtual Academy Principal (260 Contract Days)   | Exempt      |
| <b>5</b> | Director for Elementary Curriculum and Instruction (260 Contract Days)                    | Exempt      |
|          | Director for Employment (260 Contract Days)   | Exempt      |
|          | Director for Finance (260 Contract Days)  | Exempt      |
|          | Director for Human Resources Operations and Compliance (260 Contract Days)                | Exempt      |
|          | Director for School Counseling and College & Career Readiness (260 Contract Days)         | Exempt      |
|          | Director for Secondary Curriculum and Instruction (260 Contract Days)                     | Exempt      |
|          | Director for Special Education (260 Contract Days)  | Exempt      |
|          | Director for Transportation (260 Contract Days)   | Exempt      |
|          | Middle School Principal (260 Contract Days)   | Exempt      |
| <b>6</b> | High School Principal (260 Contract Days)   | Exempt      |
|          | Senior Director for Human Resources (260 Contract Days)                                   | Exempt      |
|          | Senior Director for Information Technology (260 Contract Days)                            | Exempt      |
|          | Senior Director for Operations (260 Contract Days)  | Exempt      |
|          | Senior Director for Student Services (260 Contract Days)                                  | Exempt      |
| <b>7</b> | Assistant Superintendent, School Leadership (260 Contract Days)                           | Exempt      |
|          | Chief Financial Officer (260 Contract Days)   | Exempt      |
|          | Chief Operating Officer (260 Contract Days)   | Exempt      |
|          | Strategic Communications Officer (260 Contract Days)                                      | Exempt      |

**Williamsburg - James City County Public Schools  
Substitute Employee's Salary Schedules  
2022-2022 School Year**

| Position       | Daily Rate*<br>(unless otherwise noted) |                        |
|----------------|---|------------------------|
| Teacher        | 1 - 10 Days                             | \$90.00                |
|                | <b>11 - 20 Days**</b>                   | <b>\$110.00</b>        |
|                | 21 - 89 Days**                          | \$115.00               |
|                | Long-Term Sub                           | \$125.00               |
|                | 90+ Days                                | Teacher Salary Scale** |
| Nurse - RN/LPN | 1 - 10 Days                             | \$90.00                |
|                | 11 - 20 Days**                          | \$100.00               |
|                | 21 - 89 Days**                          | \$115.00               |

\*Full rate for a workday of over 3.5 hours; half rate for a workday of 3.5 hours or less

\*\*Must be consecutive days

| Position                            | Hourly Rate |
|-------------------------------------|-------------|
| Bus Aide                            | \$12.00     |
| Bus Driver                          | \$14.00     |
| Cafeteria Monitor                   | \$12.00     |
| Cafeteria Worker                    | \$12.00     |
| Classroom, Media Assistant          | \$12.00     |
| Clerical                            | \$12.00     |
| Custodian                           | \$12.00     |
| ESL/ASL Interpreter/Transliterater  | \$32.00*    |
| In-School Suspension Aide           | \$12.00     |
| Security Guard                      | \$12.00     |
| Special Education Teacher Assistant | \$12.00     |
| Speech Language Pathologist         | \$35.00     |

\*Or contracted hourly rate, whichever is higher

**Williamsburg - James City County Public Schools  
Supplemental Programs  
2022-2023 School Year**

| <b>BTW, Homebound, Student</b>   | <b>Hourly Rate</b>                             |
|--|--|
| Homebound Teacher  | \$23.00  |
| Behind-the-Wheel Instructor  | \$19.00  |
| Homeschool Testing   | \$30.00  |
| Student Office Worker  | \$12.00  |
| Title I Reading Tutor (Grant Funded)                                   | \$21.00  |
|  |  |
| <b>After School, Project Graduation</b>                                | <b>Hourly Rate</b>                             |
| Project Graduation   | \$30.00  |
| Teacher  | \$21.00  |
| Teacher Assistant  | \$12.00  |
| Club Sponsor   | \$12.00  |
|  |  |
| <b>Summer Positions</b>  | <b>Hourly Rate</b>                             |
| Maintenance/Technology   | \$12.00  |
| Bus Driver   | Current Rate of Pay                            |
| Bus Aide   | Current Rate of Pay                            |
| Cafeteria Worker   | Current Rate of Pay                            |
| Clerical   | Current Rate of Pay                            |
|  |  |
| Transportation Extra Duty  | Employee's Current Pay Rate - Minimum one hour |
|  |  |
| <b>Summer Workshop</b>   | <b>Hourly Rate</b>                             |
| Instructor/Participant   | \$30.00  |
|  |  |
| <b>Learning Lab/Virtual Learning</b>                                   | <b>Hourly Rate</b>                             |
| Flexible Learning Lab Instructor                                       | \$30.00  |
| Flexible Learning Lab Counselor  | \$30.00  |
| On-Line Course Facilitator<br>**up to 8 students/\$125 each additional | \$2,000**                                      |
| Virtual On-line Content Editor (3)                                     | \$1,500  |
| Virtual On-line Content Developer (3)                                  | \$1,500  |
|  |  |
| <b>Mentor Program</b>  |  |
| Facilitator  | \$2,000/school year                            |
|  |  |
| CTE Follow-Up Surveys  | \$10.00 each                                   |
|  |  |
| <b>For Positions Not Listed Above - Please contact HR for approval</b> |  |

**Williamsburg - James City County Public Schools  
Student Services Summer Eligibility Pay Schedule  
Effective July 1, 2022**

| <b>ELIGIBILITY MEETINGS</b>  | <b>Per Student Rate of Pay</b> |
|--|--------------------------------|
| <b>School Psychologists</b> (When WJCC Lead Psychologist is unavailable)   |                                |
| Inclusive (testing, report writing, attending meeting, and travel)         | \$275.00                       |
| Attend eligibility meeting only and present report                         | \$75.00                        |
| Psychological assessment and report writing only                           | \$200.00                       |
| <b>School Social Workers</b> (When WJCC Lead Social Worker is unavailable) |                                |
| Inclusive (assessment, report writing, attending meeting, and travel)      | \$275.00                       |
| Attend eligibility meeting only and present report                         | \$75.00                        |
| Sociological assessment and report writing only                            | \$200.00                       |
| <b>Special Education Teachers</b>  |                                |
| Inclusive (testing, report writing, attending meeting, and travel)         | \$275.00                       |
| Attend eligibility meeting only and present report                         | \$75.00                        |
| Educational assessment and report writing only                             | \$200.00                       |
| <b>Occupational and Physical Therapists</b>                                |                                |
| Inclusive (testing, report writing, attending meeting, and travel)         | \$275.00                       |
| Attend eligibility meeting only and present report                         | \$75.00                        |
| OT or PT assessment and report writing only                                | \$200.00                       |
| <b>Speech Pathologists</b>   |                                |
| Inclusive (testing, report writing, attending meeting, and travel)         | \$275.00                       |
| Attend eligibility meeting only and present report                         | \$75.00                        |
| Speech & Language assessment and report writing only)                      | \$200.00                       |
| <b>School Nurse</b>  |                                |
| Inclusive (health history, report writing, attending meeting and travel)   | \$175.00                       |
| Attend eligibility meeting only and present report                         | \$75.00                        |
| Health assessment and report writing only                                  | \$75.00                        |
| <b>IEP MEETINGS</b>  |                                |
| <b>Case Manager - Special Education Teacher</b>                            |                                |
| Develop IEP, coordinate scheduling of meeting, facilitate meeting          | \$275.00                       |
| <b>Case Manager - SLP</b>  |                                |
| Develop IEP, coordinate scheduling of meeting, facilitate meeting          | \$200.00                       |
| <b>Related Service Provider - SLP, OT, PT, Hearing Specialist</b>          |                                |
| Collaborate on IEP development, attend meeting                             | \$125.00                       |
| <b>Miscellaneous</b>   |                                |
| ASL Interpreter  | \$32.00* per hour              |
| General education teacher - meeting participant                            | \$30.00 per hour               |
| ESY Services - Special Ed Teacher, SLP, OT, PT, vision, hearing            | Summer School Teacher Rate     |
| ESY Paraprofessionals  | Regular Hourly Rate of Pay     |
| Instructional Assistant (ESY support, 1:1 aide, Child Find screening)      | Regular Hourly Rate of Pay     |
| ECSE Child Find Screening (includes screening "no shows")                  | \$30.00 per hour               |
| Rate for eligibility evaluations when student is a "no show"               | \$35.00                        |

\*Or contracted hourly rate, whichever is higher

**Williamsburg - James City County Public Schools  
Elementary and Middle School Academic Stipends  
2022-2023 School Year**

| ELEMENTARY SCHOOL                |          |
|----------------------------------|----------|
| <b>Team Leaders (per school)</b> |          |
| Clara Byrd Baker (8)             | \$ 1,759 |
| Laurel Lane (8)                  | \$ 1,759 |
| DJ Montague (8)                  | \$ 1,759 |
| Norge (8)                        | \$ 1,759 |
| Matthew Whaley (8)               | \$ 1,759 |
| James River (8)                  | \$ 1,759 |
| Stonehouse (8)                   | \$ 1,759 |
| Matoaka (8)                      | \$ 1,759 |
| J. Blaine Blayton (8)            | \$ 1,759 |

**Curriculum Leaders-Science, Social Studies (per school)**

|                       |          |
|-----------------------|----------|
| Clara Byrd Baker (2)  | \$ 1,260 |
| Laurel Lane (2)       | \$ 1,260 |
| DJ Montague (2)       | \$ 1,260 |
| Norge (2)             | \$ 1,260 |
| Matthew Whaley (2)    | \$ 1,260 |
| James River (2)       | \$ 1,260 |
| Stonehouse (2)        | \$ 1,260 |
| Matoaka (2)           | \$ 1,260 |
| J. Blaine Blayton (2) | \$ 1,260 |

**Other Positions (per school)**

|                                       |          |
|---------------------------------------|----------|
| Activity Sponsor (1)                  | \$ 683   |
| Choral Sponsor                        | \$ 683   |
| School Communications Liaison (1)     | \$ 945   |
| MTSS Coordinator (1)                  | \$ 1,260 |
| Multicultural Engagement Advocate (1) | \$ 1,260 |
| SCA Sponsor (1)                       | \$ 683   |
| Testing Coordinator (1)               | \$ 5,250 |
| Wellness Council Leader* (1)          | \$ 1,575 |

\*Grant-funded, subject to available funds

**Other Positions (Division-wide)**

|                                      |          |
|--------------------------------------|----------|
| Early Childhood Special Ed (1 total) | \$ 1,260 |
| Lead Title I Teacher* (7 total)      | \$ 1,759 |
| Speech (1 total)                     | \$ 1,260 |

| MIDDLE SCHOOL                          |          |
|--|----------|
| <b>Curriculum Leaders (per school)</b> |          |
| Berkeley (7)                           | \$ 1,260 |
| Toano (7)                              | \$ 1,260 |
| Hornsby (7)                            | \$ 1,260 |
| James Blair (7)                        | \$ 1,260 |

**Other Positions (per school)**

|                                       |          |
|---------------------------------------|----------|
| Activity Leader (7)                   | \$ 683   |
| School Communications Liaison (1)     | \$ 945   |
| Gifted Education Leader (1)           | \$ 1,260 |
| Grade Level Leader (3)                | \$ 1,260 |
| MTSS Coordinator (1)                  | \$ 1,260 |
| Multicultural Engagement Advocate (1) | \$ 1,260 |
| Sponsor Band (1)                      | \$ 1,103 |
| Sponsor Choir (1)                     | \$ 1,103 |
| Sponsor Dramatics (1)                 | \$ 1,103 |
| Sponsor Model UN (1)                  | \$ 945   |
| Sponsor NJHS (1)                      | \$ 945   |
| Sponsor Orchestra (1)                 | \$ 1,103 |
| Sponsor SCA (1)                       | \$ 945   |
| Sponsor Yearbook (1)                  | \$ 1,260 |
| Testing Coord/Activity Sponsor (1)    | \$ 3,360 |
| Wellness Council Leader* (1)          | \$ 1,575 |

**Other Positions (Division-wide)**

|  |            |
|--|------------|
| Band/Strings Sponsor - Itinerant (4.5 total) | \$ 676     |
| CRT Lead (1 total)                           | \$ 1,759   |
| Integration Specialist Lead (1 total)        | \$ 2,100   |
| Media Specialist Lead (1 total)              | \$ 2,100   |
| National Board Sponsor (1 total)             | \$ 1,050   |
| Special Ed Aide Intensive Services           | \$ 1,000   |
| SHIP Challenge Club**                        | \$ 120-330 |

\*\*Varies based upon program/school; grant-funded, subject to available funds

**Williamsburg - James City County Public Schools**  
**High School Academic Stipends**  
**2022-2023 School Year**

| HIGH SCHOOL                                 |    |          |                                 |    |       |
|---|----|----------|---------------------------------|----|-------|
| High School (per school)                    |    |          | Curriculum Leaders (per school) |    |       |
| Band Sponsor (2)                            | \$ | 3,360    | Career & Technical Ed (1)       | \$ | 2,100 |
| Choral Director (1)                         | \$ | 2,310    | English (1)                     | \$ | 2,100 |
| Color Guard Sponsor (1)                     | \$ | 1,575    | Fine Arts (1)                   | \$ | 2,100 |
| Credit Recovery (1)                         | \$ | 2,100    | Head School Counselor (1)       | \$ | 2,100 |
| Debate Sponsor (1)                          | \$ | 1,313    | History/Social Studies (1)      | \$ | 2,100 |
| School Communications Liaison (1)           | \$ | 945      | Math (1)                        | \$ | 2,100 |
| Dramatics Sponsor (1)                       | \$ | 3,360    | Physical Education (1)          | \$ | 2,100 |
| Drum Line Sponsor (1)                       | \$ | 1,575    | Science (1)                     | \$ | 2,100 |
| Event Coverage (1)                          | \$ | 1,890    | Special Education (1)           | \$ | 2,100 |
| Forensics Sponsor (1)                       | \$ | 1,313    | World Languages (1)             | \$ | 2,100 |
| Freshman Class Sponsor (1)                  | \$ | 893      |                                 |    |       |
| Future Educators Sponsor (1)                | \$ | 893      |                                 |    |       |
| Honors Coordinator (1)                      | \$ | 1,313    |                                 |    |       |
| Junior Class Sponsor (1)                    | \$ | 1,313    |                                 |    |       |
| JV Scholastic Bowl (1)                      | \$ | 893      |                                 |    |       |
| Literary Magazine Sponsor (1)               | \$ | 1,313    |                                 |    |       |
| Marching Instructor (1)                     | \$ | 1,575    |                                 |    |       |
| Multicultural Engagement Advocate (1)       | \$ | 1,313    |                                 |    |       |
| Model UN Sponsor (1)                        | \$ | 1,313    |                                 |    |       |
| MTSS Coordinator (1)                        | \$ | 1,313    |                                 |    |       |
| Newspaper Sponsor (1)                       | \$ | 1,943    |                                 |    |       |
| NHS Sponsor (1)                             | \$ | 1,943    |                                 |    |       |
| Peer Partners Coordinator (1)               | \$ | 1,575    |                                 |    |       |
| SCA Sponsor (1)                             | \$ | 2,310    |                                 |    |       |
| Scholastic Bowl (1)                         | \$ | 1,313    |                                 |    |       |
| Senior Class Sponsor (1)                    | \$ | 1,313    |                                 |    |       |
| Sophomore Class Sponsor (1)                 | \$ | 893      |                                 |    |       |
| Special Education Aide Intensive Services*  | \$ | 1,000    |                                 |    |       |
| Strings Sponsor (1)                         | \$ | 1,313    |                                 |    |       |
| Testing Coordinator, Activity Sponsor (1)   | \$ | 3,360    |                                 |    |       |
| Virtual On-line Content Editor (1)          | \$ | 1,575    |                                 |    |       |
| Virtual On-line Content Developer (1)       | \$ | 1,575    |                                 |    |       |
| Virtual Virginia Mentor (varies by program) | \$ | 945-1575 |                                 |    |       |
| Yearbook Sponsor (1)                        | \$ | 3,360    |                                 |    |       |

\*varies depending on academic year need

**Williamsburg - James City County Public Schools**

**Athletic Stipends & Other Pay**

**2022-2023 School Year**

| <b>HIGH SCHOOL (per school)</b>   |                              |          |
|-----------------------------------|------------------------------|----------|
| Baseball                          | Head Coach (1)               | \$ 3,255 |
|                                   | Assistant Coach (1)          | \$ 840   |
|                                   | JV Coach (1)                 | \$ 2,205 |
| Basketball<br>(Boys and Girls)    | Head Coach (2)               | \$ 3,780 |
|                                   | Assistant Coach (2)          | \$ 840   |
|                                   | JV Coach (2)                 | \$ 2,520 |
| Cheerleading<br>(Fall Sideline)   | Head Coach (1)               | \$ 1,050 |
|                                   | JV Coach (1)                 | \$ 1,050 |
| Cheerleading<br>(Winter Sideline) | Head Coach (1)               | \$ 1,050 |
| Competition Cheering              | Head Coach (1)               | \$ 3,045 |
| Cross Country                     | Head Coach (1)               | \$ 3,045 |
|                                   | Assistant Coach (1)          | \$ 2,100 |
| Esports (Per Season)              | Head Coach                   | \$ 525   |
| Field Hockey                      | Head Coach (1)               | \$ 3,255 |
|                                   | Assistant Coach (1)          | \$ 840   |
|                                   | JV Coach (1)                 | \$ 2,205 |
| Football                          | Head Coach (1)               | \$ 5,355 |
|                                   | Assistant Coach (4)          | \$ 2,783 |
|                                   | JV Coach (2)                 | \$ 2,100 |
| Golf                              | Head Coach (1)               | \$ 3,045 |
| Indoor Track                      | Head Coach (1)               | \$ 3,045 |
|                                   | Assistant Coach (2)          | \$ 2,100 |
| Outdoor Track                     | Head Coach (1)               | \$ 3,045 |
|                                   | Assistant Coach (2)          | \$ 2,100 |
| Soccer (Boys and Girls)           | Head Coach (2)               | \$ 3,255 |
|                                   | Assistant Coach (2)          | \$ 840   |
|                                   | JV Coach (2)                 | \$ 2,205 |
| Softball                          | Head Coach (1)               | \$ 3,255 |
|                                   | Assistant Coach (1)          | \$ 840   |
|                                   | JV Coach (1)                 | \$ 2,205 |
| Swimming                          | Head Coach (1)               | \$ 3,045 |
|                                   | Assistant Coach (1)          | \$ 2,100 |
| Tennis (Boys and Girls)           | Head Coach (2)               | \$ 3,045 |
| Volleyball                        | Head Coach (1)               | \$ 3,255 |
|                                   | Assistant Coach (1)          | \$ 840   |
|                                   | JV Coach (1)                 | \$ 2,205 |
| Wrestling                         | Head Coach (1)               | \$ 3,255 |
|                                   | Assistant Coach (1)          | \$ 2,100 |
|                                   | Academic Advisor (1)         | \$ 2,520 |
|                                   | Field Maintenance (1)        | \$ 840   |
|                                   | Game Manager (1)             | \$ 3,780 |
|                                   | School-Specific Activity (1) | \$ 2,940 |
|                                   | Strength Coach (1)           | \$ 2,520 |

| <b>MIDDLE SCHOOL (per school)</b>             |                     |          |
|---|---------------------|----------|
| Baseball                                      | Head Coach (1)      | \$ 1,890 |
|   | Assistant Coach (1) | \$ 735   |
| Basketball<br>(Boys and Girls)<br>(7th Grade) | Head Coach (2)      | \$ 1,890 |
|   | Assistant Coach (2) | \$ 735   |
|   | Assistant Coach (1) | \$ 735   |
| Cheerleaders                                  | Head Coach (1)      | \$ 1,890 |
| Field Hockey                                  | Head Coach (1)      | \$ 1,890 |
|   | Assistant Coach (1) | \$ 735   |
| Football                                      | Head Coach (1)      | \$ 2,100 |
|   | Assistant Coach (2) | \$ 1,470 |
| Softball                                      | Head Coach (1)      | \$ 1,890 |
|   | Assistant Coach (1) | \$ 735   |
| Volleyball                                    | Head Coach (1)      | \$ 1,890 |
| Athletic Director                             | (1 per season)      | \$ 1,050 |

| <b>Extended Play (Post Districts)</b> |
|---------------------------------------|
| Assistant Coach - \$15 per day        |
| Band Director - \$25 per day          |
| Head Coach - \$25 per day             |

| <b>Regular Season Athletic Game Pay</b>            |
|--|
| <b>HIGH SCHOOL -</b>                               |
| Clean-Up After Games - \$10                        |
| Clock Operator:                                    |
| JV - \$10  |
| Varsity - \$15                                     |
| Game Bookkeeper:                                   |
| Single game - \$10                                 |
| Varsity Basketball only (Natl Fed Required) - \$15 |
| Game Announcer:                                    |
| One game; starting lineup/announcements - \$10     |
| Varsity Football; Play-by-Play - \$50              |
| On-Call Athletic Trainer - \$50/game               |
| Pitch Count (3) - \$15/game                        |
| Security \$50/game                                 |
| Ticket Taker:                                      |
| Single game - \$30                                 |
| Two games (or one football game) - \$50            |
| <b>MIDDLE SCHOOL -</b>                             |
| Clock Operator/Announcer:                          |
| Single game - \$30; Two games - \$40               |
| Ticket Takers:                                     |
| Single game - \$20; Two games - \$30               |