

# **YORK COUNTY SCHOOL DIVISION**

## **PAY PLAN**

**2017-2018**



**Approved May 22, 2017**  
**Revised November 20, 2017**

**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

Eric Williams, Ed.D.

Division Superintendent

**York County School Division**

***Licensed Employees***  
**Salary Schedule**

**2017—2018**

**Teacher Salary Schedule**

Teacher  
(7 ½ hours per day)

Assessment and Compliance Coordinator  
(7 ½ hours per day)

Athletic Director – High School  
(7 ½ hours per day)

Educational Technology Facilitator  
(7 ½ hours per day)

Library Media Specialist  
(7 ½ hours per day)

Library Media Specialist, Head, High School  
(7 ½ hours per day)

NJROTC Instructor  
(7 ½ hours per day)

Program Coordinator  
(7 ½ hours per day)

School Counselor  
(7 ½ hours per day)

School Counseling Director, Middle School  
(7 ½ hours per day)

School Social Worker  
(7 ½ hours per day)

Speech–Language Pathologist  
(7 ½ hours per day)

Teacher–Assistant to the Principal  
(7 ½ hours per day)

Teacher Salary Schedule

Step	BA	Step	MA	Step	MA+30	Step	PhD
0	\$42,728	0	\$45,583	0	\$47,678	0	\$49,249
1	\$43,454	1	\$46,143	1	\$48,216	1	\$49,787
2	\$44,049	2	\$46,570	2	\$48,753	2	\$50,325
3	\$45,008	3	\$47,001	3	\$49,291	3	\$50,862
4	\$46,041	4	\$47,709	4	\$49,914	4	\$51,487
5	\$46,489	5	\$48,288	5	\$50,622	5	\$52,194
6	\$46,939	6	\$48,876	6	\$51,324	6	\$52,896
7	\$47,386	7	\$49,501	7	\$52,032	7	\$53,603
8	\$48,295	8	\$50,266	8	\$53,501	8	\$55,072
9	\$48,741	9	\$51,247	9	\$54,206	9	\$55,778
10	\$49,258	10	\$51,862	10	\$54,926	10	\$56,498
11	\$50,075	11	\$52,679	11	\$55,632	11	\$57,203
12	\$50,907	12	\$53,511	12	\$56,336	12	\$57,909
13	\$51,751	13	\$54,355	13	\$57,362	13	\$58,934
14	\$52,611	14	\$55,215	14	\$58,372	14	\$59,944
15	\$53,484	15	\$56,088	15	\$59,414	15	\$60,984
16	\$54,028	16	\$56,975	16	\$60,498	16	\$62,070
17	\$54,572	17	\$57,877	17	\$61,609	17	\$63,179
18	\$55,572	18	\$58,796	18	\$62,738	18	\$64,310
19	\$56,573	19	\$59,995	19	\$63,894	19	\$65,467
20	\$58,074	20	\$61,152	20	\$65,071	20	\$66,642
21	\$58,576	21	\$62,220	21	\$66,271	21	\$67,844
22	\$59,577	22	\$63,229	22	\$68,677	22	\$70,247
23	\$60,575	23	\$64,328	23	\$71,081	23	\$72,652
24	\$61,578	24	\$65,154	24	\$71,948	24	\$73,520
25	\$62,580	25	\$66,281	25	\$72,440	25	\$74,012
26	\$63,580	26	\$67,671	26	\$72,933	26	\$74,505
27	\$64,581	27	\$68,573	27	\$73,425	27	\$74,997
28	\$65,583	28	\$70,768	28	\$73,919	28	\$75,490
29	\$66,583	29	\$71,437	29	\$74,411	29	\$75,982
30	\$67,585	30	\$72,109	30	\$74,909	30	\$76,479

200	Days	0.50%	Market Adjustment
7.5	Hours/Day	0.50%	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 2018**

<u>Guidelines for Extra Days</u>	<u>Extra Days</u>	<u>Hired</u>	<u>Hired</u>	<u>Hired*</u>
		<u>Before</u>	<u>During</u>	<u>On or After</u>
		<u>FY10</u>	<u>FY10</u>	<u>FY11</u>
Activity Coordinator - High School		10	10	7
Assessment and Compliance Coordinator		20	20	14
Athletic Director (High School)		25	25	25
Band:				
High School (full time)		10	10	10
Middle School (full time)		5	5	3
Department Head (High School)		7.5	7.5	5
Extend - Program Coordinator		10	10	10
International Baccalaureate Programme Coordinator		10	10	7
Library Media Specialist - All Schools		5	5	3
School of the Arts - Program Coordinator		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	10		5***	7
Teacher / Administrator-Teacher-Assistant to the Principal		25	25	14
Technology - Educational Technology Facilitator		25	21	17
Career & Technical Education:				
NJROTC Instructor	20		20	20
NNDCC Instructor		N/A	N/A	7
Various assignments as requested by Instruction (Marketing, Technology, etc.)		3 or 5	3 or 5	3 or 5

**Guidelines for Additional Class Assignment:**

Zero to 10 years teaching experience	\$5,286	
More than 10 years teaching experience		\$6,132

\*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.

\*\*The new contract length will apply to the current incumbent and any employees hired into or transferred to this position.

\*\*\*Social Workers hired in FY'10 had their additional days increased from 5 to 7 in FY'11.

**POSITIONS WITH EXTRA DAYS SUPPLEMENTS**

<b>Position</b>	<b>Supplement</b>	<b>Notes</b>
Activities Coordinator	\$ 2,506.00	
Assessment, Compliance and Intervent.		
Assessment and Compliance Coord.		
Athletic Director		
Band	\$ 4,018.00	MS \$2,347
Department Head	\$ 1,185.00	8 Department Heads per HS
Summer Reading Testing	\$ 750.00	Summer Testing
School Counseling Director		
School Counselor (MS, HS)		
School Counselor, High School (YRA)		
Library Media Specialist	\$ 3,566.00	Supplement for HS only (8 hr. day)
Social Worker		
Teacher – Assistant to the Principal		
Educational Technology Facilitator		
NJROTC Instructor		
Vocational (various)		Requested by Instruction (marketing, technology, etc.)

<b>Program Coordinators:</b>		
EXTEND	\$ 2,492.00	10 additional days
International Baccalaureate Programme	\$ 2,492.00	10 additional days or 7
School of the Arts (SOA)	\$ 2,492.00	10 additional days or 7

**York County School Division**

***Non-Licensed Employees***  
and  
***Administrators***

**Pay Schedule**

**2017–2018**



**York County School Division**

**Pay Plan**

**Fiscal Year 2018**

**Classification and Pay Schedule**

This plan incorporates by reference the York County 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. For presentation purposes the hourly rates are rounded. Unless otherwise noted, all assignments are for 260 days @ 8 hours per day.

<b>Grade</b>	<b>Curve</b>	<b>FLSA Status</b>	<b>Position</b>
3	S	NE	School Crossing Guard (180 days @ 4 hrs. per day) or (180 days @ 2 hrs. per day) (Enter at step 3)
4	S	NE	Bus Driver Assistant (182 days @ 4.5, 5, 5.5, 6, or 6.5 hrs. per day)
5	S	NE	Custodian (260 days @ 8 hrs. per day); (185 days @ 8 hrs. per day) or (185 days @ 4 hrs. per day); Tier Two Custodian: 3.75% additional
		NE	School Cafeteria Worker (180 days @ 6 hrs. per day)
7	S	NE	Office Clerk (185 days @ 4 hrs. per day) or (185 days @ 8 hrs. per day) or (260 @ 8 hrs. per day)
		NE	Warehouse Helper/Clerk
8	S	NE	Distribution Technician
		NE	Lead Custodian
		NE	Reprographics Clerk
		NE	Trades Helper/Electrical Apprentice
		NE	Trades Helper/HVACR Apprentice
9	S	NE	Head Custodian (Elementary)
		NE	Secretary I (Hired prior to 4/26/11) 197 days @ 8 hrs. per day) or Secretary I (Hired after 4/26/11) 194 days @ 8 hrs. per day) or Secretary I (Hired prior to 4/26/11) 217 days @ 8 hrs. per day) or Secretary I (Hired after 4/26/11) 214 days @ 8 hrs. per day)
		NE	Warehouse Person
11	S	NE	Bus Dispatcher (260 days @ 8 hrs. day); (185 days @ 8 hrs. per day)
		NE	Bus Driver (182 days @ 4 hrs. per day) or (182 days @ 4.5 hrs. per day) or (182 days @ 5 hrs. per day) or (182 days @ 5.5 hrs. per day) or (182 days @ 6 hrs. per day) or (182 days @ 6.5 hrs. per day) or (182 days @ 7 hrs. per day)
		NE	Fiscal Support Specialist
		NE	Head Custodian (Middle/High/Multiple Sites)
		NE	Production Assistant
		NE	School Cafeteria Manager (195 days @ 7.5 hrs. per day)

**York County School Division**

**Pay Plan**

**Fiscal Year 2018**

<b>Grade</b>	<b>Curve</b>	<b>FLSA Status</b>	<b>Position</b>
12	S	NE	Human Resources Technician
		NE	Secretary II
13	S	NE	Preventive Maintenance Technician
		NE	Printer
		NE	Resource & Security Technician
		NE	Textbook/Inventory Custodian
		NE	Warehouse Technician
14	S	NE	Data Technician
		NE	Risk Management/Payroll Technician
		NE	Secretary III
15	H	NE	General Maintenance Technician
15	S	NE	Accounting Technician
		NE	Customer Service/Purchasing Technician
		NE	Personnel Technician
		NE	Roofer
		NE	Tradesman/Carpenter
		NE	Transportation Operations Specialist
		NE	Transportation Staffing Specialist
16	S	NE	Custodial Services Area Supervisor
		NE	Financial Secretary III
		NE	Occupational Therapy Assistant (200 days @ 7.25 hrs. per day)
		NE	Service Technician I
		NE	Tradesman/Plumber
17	H	NE	Interpreter-Transliterater–Non-VQAS Level (185 days @ 7.25 hrs. per day) (Paid lunch break)
		NE	Oral Communication Facilitator (181 days @ 7.25 hrs. per day) (Paid lunch break)
		NE	Service Technician II
17	S	NE	Payroll Coordinator
		NE	Secretary to Superintendent
		NE	Tradesman/Electrician
		NE	Tradesman/HVAC Technician
18	H	NE	Maintenance Parts Coordinator
		E	Manager of School Board Office Building
		E	Manager of School Food Services
		NE	Parts Coordinator
		NE	Roofing Technician
18	S	E	Area Supervisor–Transportation (217 days @ 8 hrs. per day)
		NE	Computer Support Technician I
		NE	Grant Accounting Analyst
		NE	Human Resources Specialist

**York County School Division**

**Pay Plan**

**Fiscal Year 2018**

<b>Grade</b>	<b>Curve</b>	<b>FLSA Status</b>	<b>Position</b>
19	H	NE	Licensure Specialist
		NE	Master Carpenter
		NE	Master Electrician
		NE	Master HVAC Technician
		NE	Master Mechanic–Boilerman
		NE	Master Plumber
		NE	Master Service Technician
		NE	Multi-trade Technician
		E	Telecommunications Specialist
19	S	E	Budget & Financial Analyst
		E	Budget & Financial Analyst–Revenue
		NE	Computer Support Technician II
		NE	Personnel Specialist for Employee Benefits
		NE	Personnel Specialist for Employee Compensation
		NE	Personnel Specialist for Recruitment and Retention
		NE	Personnel Specialist for Staffing
20	H	NE	HVACR Supervisor
		NE	Interpreter-Transliterator–VQAS Level 1 (185 days @ 7.25 hrs. per day) (Paid lunch break)
		E	Manager of Property and Warehouse Services
20	S	NE	Physical Therapy Assistant (200 days @ 8.00 hrs. per day)
21	H	E	Digital Communications and Marketing Specialist
22	H	E	Health Services Provider (R.N.) (190 days @ 7.25 hrs. per day) (Paid lunch break)
		NE	Interpreter-Transliterator–VQAS Level 2; NAD3; TSC: 1 (185 days @ 7.25 hrs. per day) (Paid lunch break)
23	H	E	Business Support Analyst
		E	Foundation Liaison (245 days @ 4 hrs. per day)
		NE	Maintenance Supervisor
		NE	Network Technician
24	H	NE	Occupational Safety/Regulatory Compliance Specialist
		E	Assistant Supervisor of Computer Maintenance
		E	Behavior Support Specialist
		E	Energy Educator & Facility Analyst
		NE	Interpreter-Transliterator–VQAS Level 3 or 4; NAD 4 or 5; RID IC or TC; TSC: 2, 3 or 4 (185 days @ 7.25 hrs. per day) (Paid lunch break)
		E	Senior Business Support Analyst
25	H	E	Community Outreach Coordinator (200 days @ 7.25 hrs. per day)
		E	Manager of Building Maintenance
		E	Manager of Custodial Services
		E	Manager of Vehicle Maintenance
		E	Network Administrator
		E	Programmer Analyst
		E	Systems Administrator

**York County School Division**

**Pay Plan**

**Fiscal Year 2018**

<b>Grade</b>	<b>Curve</b>	<b>FLSA Status</b>	<b>Position</b>
26	H	E	Budget & Financial Supervisor
		E	Coordinator of Enrollment & Attendance
		E	Lead School Psychologist
		E	Lead Speech–Language Pathologist
		E	On-line Learning Specialist
27	H	E	Accounting Supervisor
		NE	Interpreter-Transliterator–RID CI or CT (185 days @ 7.25 hrs. per day) (Paid lunch break)
		E	Payroll Supervisor
		E	School Counseling Director – High School
		E	Senior Network Administrator
28	H	E	Senior Programmer Analyst
		E	Administration Assistant (ES/MS)
		E	Coordinator of Career and Technical Education
		E	Coordinator of English and Social Studies
		E	Coordinator of Language Arts and Social Studies (K-5)
		E	Coordinator of Mathematics (K-12)
		E	Coordinator of Non-Licensed Staff Development
		E	Coordinator of Science (K-12)
		E	Coordinator of Student Services I & II
		E	Coordinator of Testing and Accountability
		E	Elementary School Assistant Principal
		E	Middle School Assistant Principal
		E	Occupational Therapist
		E	Occupational Therapist (200 days @ 8 hrs. per day)*
		E	Physical Therapist
E	Physical Therapist (200 days @ 8 hrs. per day)		
E	Supervisor of Computer Maintenance		
E	Supervisor of Resource and Security Control		
29	H	E	Administration Assistant (HS)
		E	Coordinator of Community and Public Relations
		E	High School Assistant Principal
30	H	E	Coordinator of Educational Technology
		E	Coordinator of Online Learning
		E	Systems Engineer
31	H	E	Elementary School Principal
		E	Principal – York River Academy
		E	Manager of Application Support
		E	Manager of Network Administration
		E	Manager of System Administration
		E	Middle School Principal (≤ 800 students)
E	Senior Systems Architect		

\* Hired as of FY'11 or later

York County School Division

Pay Plan

Fiscal Year 2018

Grade	Curve	FLSA Status	Position
32	H	E	Associate Director for Capital Plans & Projects
		E	Associate Director for K-12 Academic Services
		E	Associate Director of Maintenance and Facilities Support
		E	Associate Director of School Administration
		E	Associate Director for Transformative Learning Initiative
		E	Associate Director of Transportation and Warehouse Operations
33	H	E	High School Principal
		E	Middle School Principal (> 800 students)
35	H	E	Director of Student Services
		E	Director of Elementary Instruction
		E	Director of Information Technology
		E	Director of Maintenance and Facilities Support
		E	Director of School Administration
E	Director of Secondary Instruction		

The Chief Officers will receive a 2.00% increase to VRS creditable compensation for FY18.

Grade 1

**S Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	<b>\$15,886</b>	\$7.63750
1	\$16,124	\$7.75192
2	\$16,608	\$7.98462
3	\$17,106	\$8.22404
4	\$18,304	\$8.80000
5	\$19,768	\$9.50385
6	\$21,152	\$10.16923
7	\$21,786	\$10.47404
8	\$22,222	\$10.68365
9	\$22,666	\$10.89712
10	\$23,346	\$11.22404
11	\$23,346	\$11.22404
12	\$23,573	\$11.33317
13	\$23,573	\$11.33317
14	\$23,800	\$11.44231
15	\$23,800	\$11.44231
16	\$24,026	\$11.55096
17	\$24,026	\$11.55096
18	\$24,253	\$11.66010
19	\$24,253	\$11.66010
20	\$24,480	\$11.76923
21	\$24,480	\$11.76923
22	\$24,506	\$11.78173

**H Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	<b>\$15,886</b>	\$7.63750
1	\$16,204	\$7.79038
2	\$17,176	\$8.25769
3	\$18,378	\$8.83558
4	\$19,481	\$9.36587
5	\$20,455	\$9.83413
6	\$21,273	\$10.22740
7	\$21,911	\$10.53413
8	\$22,350	\$10.74519
9	\$22,797	\$10.96010
10	\$23,253	\$11.17933
11	\$23,253	\$11.17933
12	\$23,253	\$11.17933
13	\$23,253	\$11.17933
14	\$23,481	\$11.28894
15	\$23,481	\$11.28894
16	\$23,481	\$11.28894
17	\$23,481	\$11.28894
18	\$23,936	\$11.50769
19	\$23,936	\$11.50769
20	\$23,936	\$11.50769
21	\$24,164	\$11.61731
22	\$24,506	\$11.78173

Grade 2

**S Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	<b>\$16,679</b>	\$8.01875
1	\$16,929	\$8.13894
2	\$17,437	\$8.38317
3	\$17,960	\$8.63462
4	\$19,217	\$9.23894
5	\$20,755	\$9.97837
6	\$22,208	\$10.67692
7	\$22,874	\$10.99712
8	\$23,331	\$11.21683
9	\$23,798	\$11.44135
10	\$24,512	\$11.78462
11	\$24,512	\$11.78462
12	\$24,750	\$11.89904
13	\$24,750	\$11.89904
14	\$24,988	\$12.01346
15	\$24,988	\$12.01346
16	\$25,226	\$12.12788
17	\$25,226	\$12.12788
18	\$25,464	\$12.24231
19	\$25,464	\$12.24231
20	\$25,702	\$12.35673
21	\$25,702	\$12.35673
22	\$25,730	\$12.37019

**H Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	\$16,679	\$8.01875
1	\$17,013	\$8.17933
2	\$18,033	\$8.66971
3	\$19,296	\$9.27692
4	\$20,453	\$9.83317
5	\$21,476	\$10.32500
6	\$22,335	\$10.73798
7	\$23,005	\$11.06010
8	\$23,465	\$11.28125
9	\$23,935	\$11.50721
10	\$24,413	\$11.73702
11	\$24,413	\$11.73702
12	\$24,413	\$11.73702
13	\$24,413	\$11.73702
14	\$24,653	\$11.85240
15	\$24,653	\$11.85240
16	\$24,653	\$11.85240
17	\$24,653	\$11.85240
18	\$25,131	\$12.08221
19	\$25,131	\$12.08221
20	\$25,131	\$12.08221
21	\$25,371	\$12.19760
22	\$25,730	\$12.37019

Grade 3

**S Curve Pay Table**

Year	Base	
0	<b>\$17,512</b>	\$8.41923
1	\$17,775	\$8.54567
2	\$18,308	\$8.80192
3	\$18,857	\$9.06587
4	\$20,177	\$9.70048
5	\$21,791	\$10.47644
6	\$23,317	\$11.21010
7	\$24,016	\$11.54615
8	\$24,497	\$11.77740
9	\$24,986	\$12.01250
10	\$25,736	\$12.37308
11	\$25,736	\$12.37308
12	\$25,986	\$12.49327
13	\$25,986	\$12.49327
14	\$26,236	\$12.61346
15	\$26,236	\$12.61346
16	\$26,486	\$12.73365
17	\$26,486	\$12.73365
18	\$26,736	\$12.85385
19	\$26,736	\$12.85385
20	\$26,985	\$12.97356
21	\$26,985	\$12.97356
22	\$27,015	\$12.98798

**H Curve Pay Table**

Year	Base	
0	\$17,512	\$8.41923
1	\$17,862	\$8.58750
2	\$18,934	\$9.10288
3	\$20,259	\$9.73990
4	\$21,475	\$10.32452
5	\$22,549	\$10.84087
6	\$23,451	\$11.27452
7	\$24,154	\$11.61250
8	\$24,637	\$11.84471
9	\$25,130	\$12.08173
10	\$25,633	\$12.32356
11	\$25,633	\$12.32356
12	\$25,633	\$12.32356
13	\$25,633	\$12.32356
14	\$25,884	\$12.44423
15	\$25,884	\$12.44423
16	\$25,884	\$12.44423
17	\$25,884	\$12.44423
18	\$26,386	\$12.68558
19	\$26,386	\$12.68558
20	\$26,386	\$12.68558
21	\$26,638	\$12.80673
22	\$27,015	\$12.98798

School Crossing Guard (enter at step 3)



Grade 4

**S Curve Pay Table**

Year	Base	
0	<b>\$18,386</b>	\$8.83942
1	\$18,662	\$8.97212
2	\$19,222	\$9.24135
3	\$19,798	\$9.51827
4	\$21,184	\$10.18462
5	\$22,879	\$10.99952
6	\$24,480	\$11.76923
7	\$25,215	\$12.12260
8	\$25,719	\$12.36490
9	\$26,234	\$12.61250
10	\$27,021	\$12.99087
11	\$27,021	\$12.99087
12	\$27,283	\$13.11683
13	\$27,283	\$13.11683
14	\$27,545	\$13.24279
15	\$27,545	\$13.24279
16	\$27,808	\$13.36923
17	\$27,808	\$13.36923
18	\$28,070	\$13.49519
19	\$28,070	\$13.49519
20	\$28,332	\$13.62115
21	\$28,332	\$13.62115
22	\$28,363	\$13.63606

**H Curve Pay Table**

Year	Base	
0	\$18,386	\$8.83942
1	\$18,754	\$9.01635
2	\$19,879	\$9.55721
3	\$21,270	\$10.22596
4	\$22,547	\$10.83990
5	\$23,674	\$11.38173
6	\$24,621	\$11.83702
7	\$25,360	\$12.19231
8	\$25,867	\$12.43606
9	\$26,384	\$12.68462
10	\$26,912	\$12.93846
11	\$26,912	\$12.93846
12	\$26,912	\$12.93846
13	\$26,912	\$12.93846
14	\$27,176	\$13.06538
15	\$27,176	\$13.06538
16	\$27,176	\$13.06538
17	\$27,176	\$13.06538
18	\$27,703	\$13.31875
19	\$27,703	\$13.31875
20	\$27,703	\$13.31875
21	\$27,967	\$13.44567
22	\$28,363	\$13.63606

Bus Driver Assistant

Grade 5

**S Curve Pay Table**

Year	Base	TIER 2	
0	<b>\$19,310</b>	\$9.28365	\$9.63179
1	\$19,600	\$9.42308	\$9.77644
2	\$20,188	\$9.70577	\$10.06974
3	\$20,793	\$9.99663	\$10.37151
4	\$22,249	\$10.69663	\$11.09776
5	\$24,029	\$11.55240	\$11.98562
6	\$25,711	\$12.36106	\$12.82460
7	\$26,482	\$12.73173	\$13.20917
8	\$27,012	\$12.98654	\$13.47353
9	\$27,552	\$13.24615	\$13.74288
10	\$28,378	\$13.64327	\$14.15489
11	\$28,378	\$13.64327	\$14.15489
12	\$28,654	\$13.77596	\$14.29256
13	\$28,654	\$13.77596	\$14.29256
14	\$28,930	\$13.90865	\$14.43023
15	\$28,930	\$13.90865	\$14.43023
16	\$29,205	\$14.04087	\$14.56740
17	\$29,205	\$14.04087	\$14.56740
18	\$29,481	\$14.17356	\$14.70507
19	\$29,481	\$14.17356	\$14.70507
20	\$29,756	\$14.30577	\$14.84224
21	\$29,756	\$14.30577	\$14.84224
22	\$29,788	\$14.32115	\$14.85820

**H Curve Pay Table**

Year	Base		
0	\$19,310	\$9.28365	
1	\$19,696	\$9.46923	
2	\$20,878	\$10.03750	
3	\$22,339	\$10.73990	
4	\$23,680	\$11.38462	
5	\$24,864	\$11.95385	
6	\$25,858	\$12.43173	
7	\$26,634	\$12.80481	
8	\$27,167	\$13.06106	
9	\$27,710	\$13.32212	
10	\$28,264	\$13.58846	
11	\$28,264	\$13.58846	
12	\$28,264	\$13.58846	
13	\$28,264	\$13.58846	
14	\$28,541	\$13.72163	
15	\$28,541	\$13.72163	
16	\$28,541	\$13.72163	
17	\$28,541	\$13.72163	
18	\$29,096	\$13.98846	
19	\$29,096	\$13.98846	
20	\$29,096	\$13.98846	
21	\$29,373	\$14.12163	
22	\$29,788	\$14.32115	

Custodian  
Custodian (Tier Two)  
School Cafeteria Worker

Grade 6

**S Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	<b>\$20,272</b>	\$9.74615
1	\$20,576	\$9.89231
2	\$21,193	\$10.18894
3	\$21,829	\$10.49471
4	\$23,357	\$11.22933
5	\$25,226	\$12.12788
6	\$26,992	\$12.97692
7	\$27,801	\$13.36587
8	\$28,357	\$13.63317
9	\$28,925	\$13.90625
10	\$29,792	\$14.32308
11	\$29,792	\$14.32308
12	\$30,081	\$14.46202
13	\$30,081	\$14.46202
14	\$30,371	\$14.60144
15	\$30,371	\$14.60144
16	\$30,660	\$14.74038
17	\$30,660	\$14.74038
18	\$30,949	\$14.87933
19	\$30,949	\$14.87933
20	\$31,238	\$15.01827
21	\$31,238	\$15.01827
22	\$31,272	\$15.03462

**H Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	\$20,272	\$9.74615
1	\$20,677	\$9.94087
2	\$21,918	\$10.53750
3	\$23,452	\$11.27500
4	\$24,859	\$11.95144
5	\$26,102	\$12.54904
6	\$27,147	\$13.05144
7	\$27,961	\$13.44279
8	\$28,520	\$13.71154
9	\$29,091	\$13.98606
10	\$29,672	\$14.26538
11	\$29,672	\$14.26538
12	\$29,672	\$14.26538
13	\$29,672	\$14.26538
14	\$29,963	\$14.40529
15	\$29,963	\$14.40529
16	\$29,963	\$14.40529
17	\$29,963	\$14.40529
18	\$30,545	\$14.68510
19	\$30,545	\$14.68510
20	\$30,545	\$14.68510
21	\$30,836	\$14.82500
22	\$31,272	\$15.03462

Pay Plan

York County School Division

Fiscal Year 2018

Grade 7

**S Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	<b>\$21,291</b>	\$10.23606
1	\$21,610	\$10.38942
2	\$22,259	\$10.70144
3	\$22,926	\$11.02212
4	\$24,531	\$11.79375
5	\$26,494	\$12.73750
6	\$28,348	\$13.62885
7	\$29,199	\$14.03798
8	\$29,783	\$14.31875
9	\$30,378	\$14.60481
10	\$31,290	\$15.04327
11	\$31,290	\$15.04327
12	\$31,594	\$15.18942
13	\$31,594	\$15.18942
14	\$31,897	\$15.33510
15	\$31,897	\$15.33510
16	\$32,201	\$15.48125
17	\$32,201	\$15.48125
18	\$32,505	\$15.62740
19	\$32,505	\$15.62740
20	\$32,809	\$15.77356
21	\$32,809	\$15.77356
22	\$32,844	\$15.79038

**H Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	\$21,291	\$10.23606
1	\$21,717	\$10.44087
2	\$23,020	\$11.06731
3	\$24,631	\$11.84183
4	\$26,109	\$12.55240
5	\$27,415	\$13.18029
6	\$28,511	\$13.70721
7	\$29,366	\$14.11827
8	\$29,954	\$14.40096
9	\$30,553	\$14.68894
10	\$31,164	\$14.98269
11	\$31,164	\$14.98269
12	\$31,164	\$14.98269
13	\$31,164	\$14.98269
14	\$31,469	\$15.12933
15	\$31,469	\$15.12933
16	\$31,469	\$15.12933
17	\$31,469	\$15.12933
18	\$32,081	\$15.42356
19	\$32,081	\$15.42356
20	\$32,081	\$15.42356
21	\$32,386	\$15.57019
22	\$32,844	\$15.79038

Office Clerk

Warehouse Helper/Clerk

Pay Plan

York County School Division

Fiscal Year 2018

Grade 8

**S Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	<b>\$22,353</b>	\$10.74663
1	\$22,688	\$10.90769
2	\$23,369	\$11.23510
3	\$24,070	\$11.57212
4	\$25,755	\$12.38221
5	\$27,815	\$13.37260
6	\$29,762	\$14.30865
7	\$30,655	\$14.73798
8	\$31,268	\$15.03269
9	\$31,894	\$15.33365
10	\$32,851	\$15.79375
11	\$32,851	\$15.79375
12	\$33,169	\$15.94663
13	\$33,169	\$15.94663
14	\$33,488	\$16.10000
15	\$33,488	\$16.10000
16	\$33,807	\$16.25337
17	\$33,807	\$16.25337
18	\$34,126	\$16.40673
19	\$34,126	\$16.40673
20	\$34,445	\$16.56010
21	\$34,445	\$16.56010
22	\$34,483	\$16.57837

**H Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	\$22,353	\$10.74663
1	\$22,800	\$10.96154
2	\$24,168	\$11.61923
3	\$25,860	\$12.43269
4	\$27,411	\$13.17837
5	\$28,782	\$13.83750
6	\$29,933	\$14.39087
7	\$30,831	\$14.82260
8	\$31,448	\$15.11923
9	\$32,077	\$15.42163
10	\$32,718	\$15.72981
11	\$32,718	\$15.72981
12	\$32,718	\$15.72981
13	\$32,718	\$15.72981
14	\$33,039	\$15.88413
15	\$33,039	\$15.88413
16	\$33,039	\$15.88413
17	\$33,039	\$15.88413
18	\$33,681	\$16.19279
19	\$33,681	\$16.19279
20	\$33,681	\$16.19279
21	\$34,001	\$16.34663
22	\$34,483	\$16.57837

Distribution Technician  
Lead Custodian  
Reprographics Clerk  
Trades Helper / Electrical Apprentice  
Trades Helper / HVACR Apprentice

Pay Plan

York County School Division

Fiscal Year 2018

Grade 9

**S Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	<b>\$23,472</b>	\$11.28462
1	\$23,824	\$11.45385
2	\$24,539	\$11.79760
3	\$25,275	\$12.15144
4	\$27,044	\$13.00192
5	\$29,208	\$14.04231
6	\$31,252	\$15.02500
7	\$32,190	\$15.47596
8	\$32,834	\$15.78558
9	\$33,490	\$16.10096
10	\$34,495	\$16.58413
11	\$34,495	\$16.58413
12	\$34,830	\$16.74519
13	\$34,830	\$16.74519
14	\$35,165	\$16.90625
15	\$35,165	\$16.90625
16	\$35,500	\$17.06731
17	\$35,500	\$17.06731
18	\$35,835	\$17.22837
19	\$35,835	\$17.22837
20	\$36,170	\$17.38942
21	\$36,170	\$17.38942
22	\$36,209	\$17.40817

**H Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	\$23,472	\$11.28462
1	\$23,941	\$11.51010
2	\$25,378	\$12.20096
3	\$27,154	\$13.05481
4	\$28,784	\$13.83846
5	\$30,223	\$14.53029
6	\$31,432	\$15.11154
7	\$32,375	\$15.56490
8	\$33,022	\$15.87596
9	\$33,683	\$16.19375
10	\$34,356	\$16.51731
11	\$34,356	\$16.51731
12	\$34,356	\$16.51731
13	\$34,356	\$16.51731
14	\$34,693	\$16.67933
15	\$34,693	\$16.67933
16	\$34,693	\$16.67933
17	\$34,693	\$16.67933
18	\$35,367	\$17.00337
19	\$35,367	\$17.00337
20	\$35,367	\$17.00337
21	\$35,704	\$17.16538
22	\$36,209	\$17.40817

Head Custodian (Elementary)  
Secretary I  
Warehouse Person

Effective Date July 1, 2017

Grade 10

**S Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	<b>\$24,643</b>	\$11.84760
1	\$25,013	\$12.02548
2	\$25,763	\$12.38606
3	\$26,536	\$12.75769
4	\$28,393	\$13.65048
5	\$30,665	\$14.74279
6	\$32,811	\$15.77452
7	\$33,796	\$16.24808
8	\$34,472	\$16.57308
9	\$35,161	\$16.90433
10	\$36,216	\$17.41154
11	\$36,216	\$17.41154
12	\$36,568	\$17.58077
13	\$36,568	\$17.58077
14	\$36,919	\$17.74952
15	\$36,919	\$17.74952
16	\$37,271	\$17.91875
17	\$37,271	\$17.91875
18	\$37,622	\$18.08750
19	\$37,622	\$18.08750
20	\$37,974	\$18.25673
21	\$37,974	\$18.25673
22	\$38,015	\$18.27644

**H Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	\$24,643	\$11.84760
1	\$25,136	\$12.08462
2	\$26,644	\$12.80962
3	\$28,509	\$13.70625
4	\$30,220	\$14.52885
5	\$31,731	\$15.25529
6	\$33,000	\$15.86538
7	\$33,990	\$16.34135
8	\$34,670	\$16.66827
9	\$35,363	\$17.00144
10	\$36,070	\$17.34135
11	\$36,070	\$17.34135
12	\$36,070	\$17.34135
13	\$36,070	\$17.34135
14	\$36,424	\$17.51154
15	\$36,424	\$17.51154
16	\$36,424	\$17.51154
17	\$36,424	\$17.51154
18	\$37,131	\$17.85144
19	\$37,131	\$17.85144
20	\$37,131	\$17.85144
21	\$37,485	\$18.02163
22	\$38,015	\$18.27644

Grade 11

**S Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	<b>\$25,869</b>	\$12.43702
1	\$26,257	\$12.62356
2	\$27,045	\$13.00240
3	\$27,856	\$13.39231
4	\$29,806	\$14.32981
5	\$32,190	\$15.47596
6	\$34,444	\$16.55962
7	\$35,477	\$17.05625
8	\$36,187	\$17.39760
9	\$36,910	\$17.74519
10	\$38,018	\$18.27788
11	\$38,018	\$18.27788
12	\$38,387	\$18.45529
13	\$38,387	\$18.45529
14	\$38,756	\$18.63269
15	\$38,756	\$18.63269
16	\$39,125	\$18.81010
17	\$39,125	\$18.81010
18	\$39,494	\$18.98750
19	\$39,494	\$18.98750
20	\$39,863	\$19.16490
21	\$39,863	\$19.16490
22	\$39,907	\$19.18606

**H Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	\$25,869	\$12.43702
1	\$26,386	\$12.68558
2	\$27,970	\$13.44712
3	\$29,927	\$14.38798
4	\$31,723	\$15.25144
5	\$33,309	\$16.01394
6	\$34,642	\$16.65481
7	\$35,681	\$17.15433
8	\$36,394	\$17.49712
9	\$37,122	\$17.84712
10	\$37,865	\$18.20433
11	\$37,865	\$18.20433
12	\$37,865	\$18.20433
13	\$37,865	\$18.20433
14	\$38,236	\$18.38269
15	\$38,236	\$18.38269
16	\$38,236	\$18.38269
17	\$38,236	\$18.38269
18	\$38,978	\$18.73942
19	\$38,978	\$18.73942
20	\$38,978	\$18.73942
21	\$39,350	\$18.91827
22	\$39,907	\$19.18606

- Bus Dispatcher
- Bus Driver
- Fiscal Support Specialist
- Head Custodian (Middle/High/Multiple Sites)
- Production Assistant
- School Cafeteria Manager



Grade 12

**S Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	<b>\$27,169</b>	\$13.06202
1	\$27,577	\$13.25817
2	\$28,404	\$13.65577
3	\$29,256	\$14.06538
4	\$31,304	\$15.05000
5	\$33,808	\$16.25385
6	\$36,175	\$17.39183
7	\$37,260	\$17.91346
8	\$38,005	\$18.27163
9	\$38,765	\$18.63702
10	\$39,928	\$19.19615
11	\$39,928	\$19.19615
12	\$40,316	\$19.38269
13	\$40,316	\$19.38269
14	\$40,704	\$19.56923
15	\$40,704	\$19.56923
16	\$41,091	\$19.75529
17	\$41,091	\$19.75529
18	\$41,479	\$19.94183
19	\$41,479	\$19.94183
20	\$41,867	\$20.12837
21	\$41,867	\$20.12837
22	\$41,912	\$20.15000

**H Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	\$27,169	\$13.06202
1	\$27,712	\$13.32308
2	\$29,375	\$14.12260
3	\$31,431	\$15.11106
4	\$33,317	\$16.01779
5	\$34,983	\$16.81875
6	\$36,382	\$17.49135
7	\$37,474	\$18.01635
8	\$38,223	\$18.37644
9	\$38,988	\$18.74423
10	\$39,768	\$19.11923
11	\$39,768	\$19.11923
12	\$39,768	\$19.11923
13	\$39,768	\$19.11923
14	\$40,158	\$19.30673
15	\$40,158	\$19.30673
16	\$40,158	\$19.30673
17	\$40,158	\$19.30673
18	\$40,937	\$19.68125
19	\$40,937	\$19.68125
20	\$40,937	\$19.68125
21	\$41,327	\$19.86875
22	\$41,912	\$20.15000

Human Resources Technician  
Secretary II

Grade 13

**S Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	<b>\$28,525</b>	\$13.71394
1	\$28,953	\$13.91971
2	\$29,821	\$14.33702
3	\$30,716	\$14.76731
4	\$32,866	\$15.80096
5	\$35,496	\$17.06538
6	\$37,980	\$18.25962
7	\$39,120	\$18.80769
8	\$39,902	\$19.18365
9	\$40,700	\$19.56731
10	\$41,921	\$20.15433
11	\$41,921	\$20.15433
12	\$42,328	\$20.35000
13	\$42,328	\$20.35000
14	\$42,735	\$20.54567
15	\$42,735	\$20.54567
16	\$43,142	\$20.74135
17	\$43,142	\$20.74135
18	\$43,549	\$20.93702
19	\$43,549	\$20.93702
20	\$43,956	\$21.13269
21	\$43,956	\$21.13269
22	\$44,004	\$21.15577

**H Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	\$28,525	\$13.71394
1	\$29,096	\$13.98846
2	\$30,841	\$14.82740
3	\$33,000	\$15.86538
4	\$34,980	\$16.81731
5	\$36,729	\$17.65817
6	\$38,198	\$18.36442
7	\$39,344	\$18.91538
8	\$40,131	\$19.29375
9	\$40,934	\$19.67981
10	\$41,752	\$20.07308
11	\$41,752	\$20.07308
12	\$41,752	\$20.07308
13	\$41,752	\$20.07308
14	\$42,162	\$20.27019
15	\$42,162	\$20.27019
16	\$42,162	\$20.27019
17	\$42,162	\$20.27019
18	\$42,980	\$20.66346
19	\$42,980	\$20.66346
20	\$42,980	\$20.66346
21	\$43,390	\$20.86058
22	\$44,004	\$21.15577

Preventive Maintenance Technician  
 Printer  
 Resource & Security Technician  
 Textbook/Inventory Custodian  
 Warehouse Technician

Pay Plan

York County School Division

Fiscal Year 2018

Grade 14

**S Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	<b>\$29,956</b>	\$14.40192
1	\$30,405	\$14.61779
2	\$31,318	\$15.05673
3	\$32,257	\$15.50817
4	\$34,515	\$16.59375
5	\$37,276	\$17.92115
6	\$39,886	\$19.17596
7	\$41,082	\$19.75096
8	\$41,904	\$20.14615
9	\$42,742	\$20.54904
10	\$44,024	\$21.16538
11	\$44,024	\$21.16538
12	\$44,452	\$21.37115
13	\$44,452	\$21.37115
14	\$44,879	\$21.57644
15	\$44,879	\$21.57644
16	\$45,306	\$21.78173
17	\$45,306	\$21.78173
18	\$45,734	\$21.98750
19	\$45,734	\$21.98750
20	\$46,161	\$22.19279
21	\$46,161	\$22.19279
22	\$46,211	\$22.21683

**H Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	\$29,956	\$14.40192
1	\$30,555	\$14.68990
2	\$32,388	\$15.57115
3	\$34,656	\$16.66154
4	\$36,735	\$17.66106
5	\$38,572	\$18.54423
6	\$40,115	\$19.28606
7	\$41,318	\$19.86442
8	\$42,144	\$20.26154
9	\$42,987	\$20.66683
10	\$43,847	\$21.08029
11	\$43,847	\$21.08029
12	\$43,847	\$21.08029
13	\$43,847	\$21.08029
14	\$44,277	\$21.28702
15	\$44,277	\$21.28702
16	\$44,277	\$21.28702
17	\$44,277	\$21.28702
18	\$45,137	\$21.70048
19	\$45,137	\$21.70048
20	\$45,137	\$21.70048
21	\$45,566	\$21.90673
22	\$46,211	\$22.21683

Data Technician  
Risk Management/Payroll Technician  
Secretary III

Effective Date July 1, 2017

Grade 15

**S Curve Pay Table**

Year	Base	
0	<b>\$31,452</b>	\$15.12115
1	\$31,924	\$15.34808
2	\$32,881	\$15.80817
3	\$33,868	\$16.28269
4	\$36,239	\$17.42260
5	\$39,138	\$18.81635
6	\$41,877	\$20.13317
7	\$43,134	\$20.73750
8	\$43,996	\$21.15192
9	\$44,876	\$21.57500
10	\$46,223	\$22.22260
11	\$46,223	\$22.22260
12	\$46,671	\$22.43798
13	\$46,671	\$22.43798
14	\$47,120	\$22.65385
15	\$47,120	\$22.65385
16	\$47,569	\$22.86971
17	\$47,569	\$22.86971
18	\$48,018	\$23.08558
19	\$48,018	\$23.08558
20	\$48,466	\$23.30096
21	\$48,466	\$23.30096
22	\$48,519	\$23.32644

**H Curve Pay Table**

Year	Base	
0	\$31,452	\$15.12115
1	\$32,081	\$15.42356
2	\$34,006	\$16.34904
3	\$36,386	\$17.49327
4	\$38,569	\$18.54279
5	\$40,498	\$19.47019
6	\$42,118	\$20.24904
7	\$43,381	\$20.85625
8	\$44,249	\$21.27356
9	\$45,134	\$21.69904
10	\$46,037	\$22.13317
11	\$46,037	\$22.13317
12	\$46,037	\$22.13317
13	\$46,037	\$22.13317
14	\$46,488	\$22.35000
15	\$46,488	\$22.35000
16	\$46,488	\$22.35000
17	\$46,488	\$22.35000
18	\$47,391	\$22.78413
19	\$47,391	\$22.78413
20	\$47,391	\$22.78413
21	\$47,842	\$23.00096
22	\$48,519	\$23.32644

Accounting Technician  
 Customer Service/Purchasing Technician  
 Personnel Technician  
 Roofer  
 Tradesman/Carpenter  
 Transportation Operations Specialist  
 Transportation Staffing Specialist

General Maintenance Technician

Pay Plan

York County School Division

Fiscal Year 2018

Grade 16

**S Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	<b>\$33,025</b>	\$15.87740
1	\$33,520	\$16.11538
2	\$34,526	\$16.59904
3	\$35,562	\$17.09712
4	\$38,051	\$18.29375
5	\$41,095	\$19.75721
6	\$43,972	\$21.14038
7	\$45,291	\$21.77452
8	\$46,197	\$22.21010
9	\$47,121	\$22.65433
10	\$48,534	\$23.33365
11	\$48,534	\$23.33365
12	\$49,006	\$23.56058
13	\$49,006	\$23.56058
14	\$49,477	\$23.78702
15	\$49,477	\$23.78702
16	\$49,948	\$24.01346
17	\$49,948	\$24.01346
18	\$50,419	\$24.23990
19	\$50,419	\$24.23990
20	\$50,890	\$24.46635
21	\$50,890	\$24.46635
22	\$50,946	\$24.49327

**H Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	\$33,025	\$15.87740
1	\$33,686	\$16.19519
2	\$35,707	\$17.16683
3	\$38,206	\$18.36827
4	\$40,498	\$19.47019
5	\$42,523	\$20.44375
6	\$44,224	\$21.26154
7	\$45,551	\$21.89952
8	\$46,462	\$22.33750
9	\$47,391	\$22.78413
10	\$48,339	\$23.23990
11	\$48,339	\$23.23990
12	\$48,339	\$23.23990
13	\$48,339	\$23.23990
14	\$48,813	\$23.46779
15	\$48,813	\$23.46779
16	\$48,813	\$23.46779
17	\$48,813	\$23.46779
18	\$49,761	\$23.92356
19	\$49,761	\$23.92356
20	\$49,761	\$23.92356
21	\$50,235	\$24.15144
22	\$50,946	\$24.49327

Custodial Services Area Supervisor  
Financial Secretary III  
Occupational Therapy Assistant  
Service Technician I  
Tradesman/Plumber

Effective Date July 1, 2017

Grade 17

**S Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	<b>\$34,674</b>	\$16.67019
1	\$35,194	\$16.92019
2	\$36,250	\$17.42788
3	\$37,337	\$17.95048
4	\$39,951	\$19.20721
5	\$43,147	\$20.74375
6	\$46,167	\$22.19567
7	\$47,552	\$22.86154
8	\$48,504	\$23.31923
9	\$49,474	\$23.78558
10	\$50,958	\$24.49904
11	\$50,958	\$24.49904
12	\$51,453	\$24.73702
13	\$51,453	\$24.73702
14	\$51,947	\$24.97452
15	\$51,947	\$24.97452
16	\$52,442	\$25.21250
17	\$52,442	\$25.21250
18	\$52,937	\$25.45048
19	\$52,937	\$25.45048
20	\$53,431	\$25.68798
21	\$53,431	\$25.68798
22	\$53,489	\$25.71587

**H Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	\$34,674	\$16.67019
1	\$35,367	\$17.00337
2	\$37,490	\$18.02404
3	\$40,114	\$19.28558
4	\$42,521	\$20.44279
5	\$44,647	\$21.46490
6	\$46,433	\$22.32356
7	\$47,825	\$22.99279
8	\$48,782	\$23.45288
9	\$49,758	\$23.92212
10	\$50,753	\$24.40048
11	\$50,753	\$24.40048
12	\$50,753	\$24.40048
13	\$50,753	\$24.40048
14	\$51,250	\$24.63942
15	\$51,250	\$24.63942
16	\$51,250	\$24.63942
17	\$51,250	\$24.63942
18	\$52,246	\$25.11827
19	\$52,246	\$25.11827
20	\$52,246	\$25.11827
21	\$52,743	\$25.35721
22	\$53,489	\$25.71587

Payroll Coordinator  
 Secretary to the Superintendent  
 Tradesman/Electrician  
 Tradesman/HVAC Technician

Interpreter-Transliterater-Non-VQAS Level  
 Oral Communication Facilitator  
 Service Technician II

Grade 18

**S Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	<b>\$36,408</b>	\$17.50385
1	\$36,954	\$17.76635
2	\$38,063	\$18.29952
3	\$39,205	\$18.84856
4	\$41,949	\$20.16779
5	\$45,305	\$21.78125
6	\$48,476	\$23.30577
7	\$49,930	\$24.00481
8	\$50,929	\$24.48510
9	\$51,948	\$24.97500
10	\$53,506	\$25.72404
11	\$53,506	\$25.72404
12	\$54,026	\$25.97404
13	\$54,026	\$25.97404
14	\$54,545	\$26.22356
15	\$54,545	\$26.22356
16	\$55,065	\$26.47356
17	\$55,065	\$26.47356
18	\$55,584	\$26.72308
19	\$55,584	\$26.72308
20	\$56,103	\$26.97260
21	\$56,103	\$26.97260
22	\$56,164	\$27.00192

**H Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	\$36,408	\$17.50385
1	\$37,136	\$17.85385
2	\$39,364	\$18.92500
3	\$42,120	\$20.25000
4	\$44,647	\$21.46490
5	\$46,879	\$22.53798
6	\$48,755	\$23.43990
7	\$50,217	\$24.14279
8	\$51,222	\$24.62596
9	\$52,246	\$25.11827
10	\$53,291	\$25.62067
11	\$53,291	\$25.62067
12	\$53,291	\$25.62067
13	\$53,291	\$25.62067
14	\$53,813	\$25.87163
15	\$53,813	\$25.87163
16	\$53,813	\$25.87163
17	\$53,813	\$25.87163
18	\$54,858	\$26.37404
19	\$54,858	\$26.37404
20	\$54,858	\$26.37404
21	\$55,381	\$26.62548
22	\$56,164	\$27.00192

Area Supervisor-Transportation  
 Computer Support Technician I  
 Grant Accounting Analyst  
 Human Resources Specialist

Maintenance Parts Coordinator  
 Manager of School Board Office Building  
 Manager of School Food Services  
 Parts Coordinator  
 Roofing Technician

Grade 19

**S Curve Pay Table**

Year	Base	
0	<b>\$38,230</b>	\$18.37981
1	\$38,803	\$18.65529
2	\$39,968	\$19.21538
3	\$41,167	\$19.79183
4	\$44,048	\$21.17692
5	\$47,572	\$22.87115
6	\$50,902	\$24.47212
7	\$52,429	\$25.20625
8	\$53,478	\$25.71058
9	\$54,547	\$26.22452
10	\$56,184	\$27.01154
11	\$56,184	\$27.01154
12	\$56,729	\$27.27356
13	\$56,729	\$27.27356
14	\$57,275	\$27.53606
15	\$57,275	\$27.53606
16	\$57,820	\$27.79808
17	\$57,820	\$27.79808
18	\$58,366	\$28.06058
19	\$58,366	\$28.06058
20	\$58,911	\$28.32260
21	\$58,911	\$28.32260
22	\$58,975	\$28.35337

**H Curve Pay Table**

Year	Base	
0	\$38,230	\$18.37981
1	\$38,995	\$18.74760
2	\$41,334	\$19.87212
3	\$44,228	\$21.26346
4	\$46,881	\$22.53894
5	\$49,225	\$23.66587
6	\$51,194	\$24.61250
7	\$52,730	\$25.35096
8	\$53,785	\$25.85817
9	\$54,861	\$26.37548
10	\$55,958	\$26.90288
11	\$55,958	\$26.90288
12	\$55,958	\$26.90288
13	\$55,958	\$26.90288
14	\$56,506	\$27.16635
15	\$56,506	\$27.16635
16	\$56,506	\$27.16635
17	\$56,506	\$27.16635
18	\$57,604	\$27.69423
19	\$57,604	\$27.69423
20	\$57,604	\$27.69423
21	\$58,152	\$27.95769
22	\$58,975	\$28.35337

Budget & Financial Analyst  
 Budget & Financial Analyst-Revenue  
 Computer Support Technician II  
 Personnel Specialist for Employee Benefits  
 Personnel Specialist for Employee Compensation  
 Personnel Specialist for Recruitment and Retention  
 Personnel Specialist for Staffing

Licensure Specialist  
 Master Carpenter  
 Master Electrician  
 Master HVAC Technician  
 Master Mechanic- Boilerman  
 Master Plumber  
 Master Service Technician  
 Multi-trade Technician  
 Telecommunications Specialist



Grade 20

**S Curve Pay Table**

Year	Base	
0	<b>\$40,139</b>	\$19.29760
1	\$40,741	\$19.58702
2	\$41,963	\$20.17452
3	\$43,222	\$20.77981
4	\$46,248	\$22.23462
5	\$49,948	\$24.01346
6	\$53,444	\$25.69423
7	\$55,047	\$26.46490
8	\$56,148	\$26.99423
9	\$57,271	\$27.53413
10	\$58,989	\$28.36010
11	\$58,989	\$28.36010
12	\$59,562	\$28.63558
13	\$59,562	\$28.63558
14	\$60,135	\$28.91106
15	\$60,135	\$28.91106
16	\$60,707	\$29.18606
17	\$60,707	\$29.18606
18	\$61,280	\$29.46154
19	\$61,280	\$29.46154
20	\$61,853	\$29.73702
21	\$61,853	\$29.73702
22	\$61,920	\$29.76923

**H Curve Pay Table**

Year	Base	
0	\$40,139	\$19.29760
1	\$40,942	\$19.68365
2	\$43,398	\$20.86442
3	\$46,436	\$22.32500
4	\$49,222	\$23.66442
5	\$51,683	\$24.84760
6	\$53,751	\$25.84183
7	\$55,363	\$26.61683
8	\$56,471	\$27.14952
9	\$57,600	\$27.69231
10	\$58,752	\$28.24615
11	\$58,752	\$28.24615
12	\$58,752	\$28.24615
13	\$58,752	\$28.24615
14	\$59,328	\$28.52308
15	\$59,328	\$28.52308
16	\$59,328	\$28.52308
17	\$59,328	\$28.52308
18	\$60,480	\$29.07692
19	\$60,480	\$29.07692
20	\$60,480	\$29.07692
21	\$61,056	\$29.35385
22	\$61,920	\$29.76923

Physical Therapy Assistant

HVACR Supervisor  
Interpreter-Transliterater- VQAS Level 1  
Manager of Property and Warehouse Services

Grade 21

**S Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	<b>\$42,147</b>	\$20.26298
1	\$42,779	\$20.56683
2	\$44,063	\$21.18413
3	\$45,384	\$21.81923
4	\$48,561	\$23.34663
5	\$52,446	\$25.21442
6	\$56,118	\$26.97981
7	\$57,801	\$27.78894
8	\$58,957	\$28.34471
9	\$60,136	\$28.91154
10	\$61,940	\$29.77885
11	\$61,940	\$29.77885
12	\$62,542	\$30.06827
13	\$62,542	\$30.06827
14	\$63,143	\$30.35721
15	\$63,143	\$30.35721
16	\$63,744	\$30.64615
17	\$63,744	\$30.64615
18	\$64,346	\$30.93558
19	\$64,346	\$30.93558
20	\$64,947	\$31.22452
21	\$64,947	\$31.22452
22	\$65,018	\$31.25865

**H Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	\$42,147	\$20.26298
1	\$42,990	\$20.66827
2	\$45,569	\$21.90817
3	\$48,759	\$23.44183
4	\$51,685	\$24.84856
5	\$54,269	\$26.09087
6	\$56,440	\$27.13462
7	\$58,133	\$27.94856
8	\$59,296	\$28.50769
9	\$60,482	\$29.07788
10	\$61,691	\$29.65913
11	\$61,691	\$29.65913
12	\$61,691	\$29.65913
13	\$61,691	\$29.65913
14	\$62,296	\$29.95000
15	\$62,296	\$29.95000
16	\$62,296	\$29.95000
17	\$62,296	\$29.95000
18	\$63,506	\$30.53173
19	\$63,506	\$30.53173
20	\$63,506	\$30.53173
21	\$64,110	\$30.82212
22	\$65,018	\$31.25865

Digital Communications and Marketing Specialist

Grade 22

**S Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	<b>\$44,253</b>	\$21.27548
1	\$44,917	\$21.59471
2	\$46,264	\$22.24231
3	\$47,652	\$22.90962
4	\$50,988	\$24.51346
5	\$55,067	\$26.47452
6	\$58,922	\$28.32788
7	\$60,689	\$29.17740
8	\$61,903	\$29.76106
9	\$63,141	\$30.35625
10	\$65,035	\$31.26683
11	\$65,035	\$31.26683
12	\$65,667	\$31.57067
13	\$65,667	\$31.57067
14	\$66,298	\$31.87404
15	\$66,298	\$31.87404
16	\$66,930	\$32.17788
17	\$66,930	\$32.17788
18	\$67,561	\$32.48125
19	\$67,561	\$32.48125
20	\$68,192	\$32.78462
21	\$68,192	\$32.78462
22	\$68,266	\$32.82019

**H Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	\$44,253	\$21.27548
1	\$45,138	\$21.70096
2	\$47,846	\$23.00288
3	\$51,196	\$24.61346
4	\$54,267	\$26.08990
5	\$56,981	\$27.39471
6	\$59,260	\$28.49038
7	\$61,038	\$29.34519
8	\$62,258	\$29.93173
9	\$63,504	\$30.53077
10	\$64,774	\$31.14135
11	\$64,774	\$31.14135
12	\$64,774	\$31.14135
13	\$64,774	\$31.14135
14	\$65,409	\$31.44663
15	\$65,409	\$31.44663
16	\$65,409	\$31.44663
17	\$65,409	\$31.44663
18	\$66,679	\$32.05721
19	\$66,679	\$32.05721
20	\$66,679	\$32.05721
21	\$67,314	\$32.36250
22	\$68,266	\$32.82019

Health Services Provider (R.N)  
Interpreter-Transliterator-  
VQAS Level 2; NAD3; TSC 1

Grade 23

**S Curve Pay Table**

Year	Base	
0	<b>\$46,467</b>	\$22.33990
1	\$47,164	\$22.67500
2	\$48,579	\$23.35529
3	\$50,036	\$24.05577
4	\$53,539	\$25.73990
5	\$57,822	\$27.79904
6	\$61,869	\$29.74471
7	\$63,726	\$30.63750
8	\$65,000	\$31.25000
9	\$66,300	\$31.87500
10	\$68,289	\$32.83125
11	\$68,289	\$32.83125
12	\$68,952	\$33.15000
13	\$68,952	\$33.15000
14	\$69,615	\$33.46875
15	\$69,615	\$33.46875
16	\$70,278	\$33.78750
17	\$70,278	\$33.78750
18	\$70,941	\$34.10625
19	\$70,941	\$34.10625
20	\$71,604	\$34.42500
21	\$71,604	\$34.42500
22	\$71,682	\$34.46250

**H Curve Pay Table**

Year	Base	
0	\$46,467	\$22.33990
1	\$47,396	\$22.78654
2	\$50,240	\$24.15385
3	\$53,757	\$25.84471
4	\$56,982	\$27.39519
5	\$59,831	\$28.76490
6	\$62,225	\$29.91587
7	\$64,091	\$30.81298
8	\$65,373	\$31.42933
9	\$66,681	\$32.05817
10	\$68,014	\$32.69904
11	\$68,014	\$32.69904
12	\$68,014	\$32.69904
13	\$68,014	\$32.69904
14	\$68,681	\$33.01971
15	\$68,681	\$33.01971
16	\$68,681	\$33.01971
17	\$68,681	\$33.01971
18	\$70,015	\$33.66106
19	\$70,015	\$33.66106
20	\$70,015	\$33.66106
21	\$70,682	\$33.98173
22	\$71,682	\$34.46250

Business Support Analyst  
 Foundation Liaison  
 Maintenance Supervisor  
 Network Technician  
 Occupational Safety/Regulatory  
 Compliance Specialist

Grade 24

**S Curve Pay Table**

Year	Base	
0	<b>\$48,790</b>	\$23.45673
1	\$49,522	\$23.80865
2	\$51,008	\$24.52308
3	\$52,538	\$25.25865
4	\$56,215	\$27.02644
5	\$60,713	\$29.18894
6	\$64,962	\$31.23173
7	\$66,911	\$32.16875
8	\$68,250	\$32.81250
9	\$69,615	\$33.46875
10	\$71,703	\$34.47260
11	\$71,703	\$34.47260
12	\$72,399	\$34.80721
13	\$72,399	\$34.80721
14	\$73,095	\$35.14183
15	\$73,095	\$35.14183
16	\$73,791	\$35.47644
17	\$73,791	\$35.47644
18	\$74,488	\$35.81154
19	\$74,488	\$35.81154
20	\$75,184	\$36.14615
21	\$75,184	\$36.14615
22	\$75,265	\$36.18510

**H Curve Pay Table**

Year	Base	
0	\$48,790	\$23.45673
1	\$49,766	\$23.92596
2	\$52,752	\$25.36154
3	\$56,444	\$27.13654
4	\$59,831	\$28.76490
5	\$62,823	\$30.20337
6	\$65,335	\$31.41106
7	\$67,296	\$32.35385
8	\$68,641	\$33.00048
9	\$70,014	\$33.66058
10	\$71,415	\$34.33413
11	\$71,415	\$34.33413
12	\$71,415	\$34.33413
13	\$71,415	\$34.33413
14	\$72,115	\$34.67067
15	\$72,115	\$34.67067
16	\$72,115	\$34.67067
17	\$72,115	\$34.67067
18	\$73,515	\$35.34375
19	\$73,515	\$35.34375
20	\$73,515	\$35.34375
21	\$74,215	\$35.68029
22	\$75,265	\$36.18510

Assistant Supervisor of Computer Maintenance  
 Behavior Support Specialist  
 Energy Educator & Facility Analyst  
 Interpreter-Transliterater-VQAS Level 3 or 4,  
 NAD 4 or 5; RID IC or TC; TSC:2, 3, or 4  
 Senior Business Support Analyst

Grade 25

**S Curve Pay Table**

Year	Base	
0	<b>\$51,229</b>	\$24.62933
1	\$51,997	\$24.99856
2	\$53,557	\$25.74856
3	\$55,164	\$26.52115
4	\$59,026	\$28.37788
5	\$63,748	\$30.64808
6	\$68,210	\$32.79327
7	\$70,256	\$33.77692
8	\$71,661	\$34.45240
9	\$73,095	\$35.14183
10	\$75,287	\$36.19567
11	\$75,287	\$36.19567
12	\$76,018	\$36.54712
13	\$76,018	\$36.54712
14	\$76,749	\$36.89856
15	\$76,749	\$36.89856
16	\$77,480	\$37.25000
17	\$77,480	\$37.25000
18	\$78,211	\$37.60144
19	\$78,211	\$37.60144
20	\$78,942	\$37.95288
21	\$78,942	\$37.95288
22	\$79,028	\$37.99423

**H Curve Pay Table**

Year	Base	
0	\$51,229	\$24.62933
1	\$52,254	\$25.12212
2	\$55,389	\$26.62933
3	\$59,266	\$28.49327
4	\$62,822	\$30.20288
5	\$65,963	\$31.71298
6	\$68,602	\$32.98173
7	\$70,660	\$33.97115
8	\$72,073	\$34.65048
9	\$73,514	\$35.34327
10	\$74,985	\$36.05048
11	\$74,985	\$36.05048
12	\$74,985	\$36.05048
13	\$74,985	\$36.05048
14	\$75,720	\$36.40385
15	\$75,720	\$36.40385
16	\$75,720	\$36.40385
17	\$75,720	\$36.40385
18	\$77,190	\$37.11058
19	\$77,190	\$37.11058
20	\$77,190	\$37.11058
21	\$77,925	\$37.46394
22	\$79,028	\$37.99423

Community Outreach Coordinator  
 Manager of Building Maintenance  
 Manager of Custodial Services  
 Manager of Vehicle Maintenance  
 Network Administrator  
 Programmer Analyst  
 System Administrator

Grade 26

**S Curve Pay Table**

Year	Base	
0	<b>\$53,788</b>	\$25.85962
1	\$54,595	\$26.24760
2	\$56,233	\$27.03510
3	\$57,920	\$27.84615
4	\$61,974	\$29.79519
5	\$66,932	\$32.17885
6	\$71,617	\$34.43125
7	\$73,766	\$35.46442
8	\$75,241	\$36.17356
9	\$76,746	\$36.89712
10	\$79,048	\$38.00385
11	\$79,048	\$38.00385
12	\$79,816	\$38.37308
13	\$79,816	\$38.37308
14	\$80,583	\$38.74183
15	\$80,583	\$38.74183
16	\$81,351	\$39.11106
17	\$81,351	\$39.11106
18	\$82,118	\$39.47981
19	\$82,118	\$39.47981
20	\$82,885	\$39.84856
21	\$82,885	\$39.84856
22	\$82,975	\$39.89183

**H Curve Pay Table**

Year	Base	
0	\$53,788	\$25.85962
1	\$54,864	\$26.37692
2	\$58,156	\$27.95962
3	\$62,226	\$29.91635
4	\$65,960	\$31.71154
5	\$69,258	\$33.29712
6	\$72,028	\$34.62885
7	\$74,189	\$35.66779
8	\$75,673	\$36.38125
9	\$77,186	\$37.10865
10	\$78,730	\$37.85096
11	\$78,730	\$37.85096
12	\$78,730	\$37.85096
13	\$78,730	\$37.85096
14	\$79,502	\$38.22212
15	\$79,502	\$38.22212
16	\$79,502	\$38.22212
17	\$79,502	\$38.22212
18	\$81,046	\$38.96442
19	\$81,046	\$38.96442
20	\$81,046	\$38.96442
21	\$81,818	\$39.33558
22	\$82,975	\$39.89183

Budget & Financial Supervisor  
 Coordinator of Enrollment & Attendance  
 Lead School Psychologist  
 Lead Speech-Language Pathologist  
 On-Line Learning Specialist

Grade 27

**S Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	<b>\$56,479</b>	\$27.15337
1	\$57,326	\$27.56058
2	\$59,046	\$28.38750
3	\$60,817	\$29.23894
4	\$65,075	\$31.28606
5	\$70,281	\$33.78894
6	\$75,200	\$36.15385
7	\$77,456	\$37.23846
8	\$79,005	\$37.98317
9	\$80,585	\$38.74279
10	\$83,003	\$39.90529
11	\$83,003	\$39.90529
12	\$83,809	\$40.29279
13	\$83,809	\$40.29279
14	\$84,615	\$40.68029
15	\$84,615	\$40.68029
16	\$85,421	\$41.06779
17	\$85,421	\$41.06779
18	\$86,226	\$41.45481
19	\$86,226	\$41.45481
20	\$87,032	\$41.84231
21	\$87,032	\$41.84231
22	\$87,127	\$41.88798

**H Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	\$56,479	\$27.15337
1	\$57,609	\$27.69663
2	\$61,065	\$29.35817
3	\$65,340	\$31.41346
4	\$69,260	\$33.29808
5	\$72,723	\$34.96298
6	\$75,632	\$36.36154
7	\$77,901	\$37.45240
8	\$79,459	\$38.20144
9	\$81,048	\$38.96538
10	\$82,669	\$39.74471
11	\$82,669	\$39.74471
12	\$82,669	\$39.74471
13	\$82,669	\$39.74471
14	\$83,480	\$40.13462
15	\$83,480	\$40.13462
16	\$83,480	\$40.13462
17	\$83,480	\$40.13462
18	\$85,101	\$40.91394
19	\$85,101	\$40.91394
20	\$85,101	\$40.91394
21	\$85,911	\$41.30337
22	\$87,127	\$41.88798

Accounting Supervisor  
Interpreter- Transliterater- RID CI or CT  
Payroll Supervisor  
School Counseling Director - High School  
Senior Network Administrator  
Senior Programmer Analyst



Grade 28

**S Curve Pay Table**

Year	Base	
0	<b>\$59,305</b>	\$28.51202
1	\$60,195	\$28.93990
2	\$62,000	\$29.80769
3	\$63,860	\$30.70192
4	\$68,331	\$32.85144
5	\$73,797	\$35.47933
6	\$78,963	\$37.96298
7	\$81,332	\$39.10192
8	\$82,958	\$39.88365
9	\$84,618	\$40.68173
10	\$87,156	\$41.90192
11	\$87,156	\$41.90192
12	\$88,002	\$42.30865
13	\$88,002	\$42.30865
14	\$88,848	\$42.71538
15	\$88,848	\$42.71538
16	\$89,695	\$43.12260
17	\$89,695	\$43.12260
18	\$90,541	\$43.52933
19	\$90,541	\$43.52933
20	\$91,387	\$43.93606
21	\$91,387	\$43.93606
22	\$91,486	\$43.98365

**H Curve Pay Table**

Year	Base	
0	\$59,305	\$28.51202
1	\$60,491	\$29.08221
2	\$64,121	\$30.82740
3	\$68,609	\$32.98510
4	\$72,726	\$34.96442
5	\$76,362	\$36.71250
6	\$79,416	\$38.18077
7	\$81,799	\$39.32644
8	\$83,435	\$40.11298
9	\$85,103	\$40.91490
10	\$86,806	\$41.73365
11	\$86,806	\$41.73365
12	\$86,806	\$41.73365
13	\$86,806	\$41.73365
14	\$87,657	\$42.14279
15	\$87,657	\$42.14279
16	\$87,657	\$42.14279
17	\$87,657	\$42.14279
18	\$89,359	\$42.96106
19	\$89,359	\$42.96106
20	\$89,359	\$42.96106
21	\$90,210	\$43.37019
22	\$91,486	\$43.98365

- Administration Assistant (ES/MS)
- Coordinator of Career & Technical Education
- Coordinator of English & Social Studies (6-12)
- Coordinator of Language Arts & Social Studies (K-5)
- Coordinator of Mathematics (K-12)
- Coordinator of Non-Licensed Staff Development
- Coordinator of Science (K-12)
- Coordinator of Student Services I
- Coordinator of Student Services II
- Coordinator of Testing & Accountability
- Elementary School Assistant Principal
- Middle School Assistant Principal
- Occupational Therapist
- Physical Therapist
- Supervisor of Computer Maintenance
- Supervisor of Resource and Security Control

Grade 29

**S Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	<b>\$62,267</b>	\$29.93606
1	\$63,201	\$30.38510
2	\$65,097	\$31.29663
3	\$67,050	\$32.23558
4	\$71,743	\$34.49183
5	\$77,483	\$37.25144
6	\$82,907	\$39.85913
7	\$85,394	\$41.05481
8	\$87,102	\$41.87596
9	\$88,844	\$42.71346
10	\$91,509	\$43.99471
11	\$91,509	\$43.99471
12	\$92,398	\$44.42212
13	\$92,398	\$44.42212
14	\$93,286	\$44.84904
15	\$93,286	\$44.84904
16	\$94,174	\$45.27596
17	\$94,174	\$45.27596
18	\$95,063	\$45.70337
19	\$95,063	\$45.70337
20	\$95,951	\$46.13029
21	\$95,951	\$46.13029
22	\$96,056	\$46.18077

**H Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	\$62,267	\$29.93606
1	\$63,512	\$30.53462
2	\$67,323	\$32.36683
3	\$72,036	\$34.63269
4	\$76,358	\$36.71058
5	\$80,176	\$38.54615
6	\$83,383	\$40.08798
7	\$85,884	\$41.29038
8	\$87,602	\$42.11635
9	\$89,354	\$42.95865
10	\$91,141	\$43.81779
11	\$91,141	\$43.81779
12	\$91,141	\$43.81779
13	\$91,141	\$43.81779
14	\$92,035	\$44.24760
15	\$92,035	\$44.24760
16	\$92,035	\$44.24760
17	\$92,035	\$44.24760
18	\$93,822	\$45.10673
19	\$93,822	\$45.10673
20	\$93,822	\$45.10673
21	\$94,715	\$45.53606
22	\$96,056	\$46.18077

Administration Assistant (HS)  
Coordinator of Community and Public Relations  
High School Assistant Principal

Grade 30

**S Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	<b>\$65,383</b>	\$31.43413
1	\$66,364	\$31.90577
2	\$68,355	\$32.86298
3	\$70,405	\$33.84856
4	\$75,334	\$36.21827
5	\$81,360	\$39.11538
6	\$87,056	\$41.85385
7	\$89,667	\$43.10913
8	\$91,461	\$43.97163
9	\$93,290	\$44.85096
10	\$96,089	\$46.19663
11	\$96,089	\$46.19663
12	\$97,021	\$46.64471
13	\$97,021	\$46.64471
14	\$97,954	\$47.09327
15	\$97,954	\$47.09327
16	\$98,887	\$47.54183
17	\$98,887	\$47.54183
18	\$99,820	\$47.99038
19	\$99,820	\$47.99038
20	\$100,753	\$48.43894
21	\$100,753	\$48.43894
22	\$100,862	\$48.49135

**H Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	\$65,383	\$31.43413
1	\$66,691	\$32.06298
2	\$70,692	\$33.98654
3	\$75,641	\$36.36587
4	\$80,179	\$38.54760
5	\$84,188	\$40.47500
6	\$87,555	\$42.09375
7	\$90,182	\$43.35673
8	\$91,986	\$44.22404
9	\$93,825	\$45.10817
10	\$95,702	\$46.01058
11	\$95,702	\$46.01058
12	\$95,702	\$46.01058
13	\$95,702	\$46.01058
14	\$96,640	\$46.46154
15	\$96,640	\$46.46154
16	\$96,640	\$46.46154
17	\$96,640	\$46.46154
18	\$98,517	\$47.36394
19	\$98,517	\$47.36394
20	\$98,517	\$47.36394
21	\$99,455	\$47.81490
22	\$100,862	\$48.49135

Coordinator of Educational Technology  
Coordinator of Online Learning  
Systems Engineer

Grade 31

**S Curve Pay Table**

Year	Base	
0	<b>\$68,652</b>	\$33.00577
1	\$69,682	\$33.50096
2	\$71,772	\$34.50577
3	\$73,925	\$35.54087
4	\$79,100	\$38.02885
5	\$85,428	\$41.07115
6	\$91,408	\$43.94615
7	\$94,150	\$45.26442
8	\$96,033	\$46.16971
9	\$97,954	\$47.09327
10	\$100,893	\$48.50625
11	\$100,893	\$48.50625
12	\$101,872	\$48.97692
13	\$101,872	\$48.97692
14	\$102,852	\$49.44808
15	\$102,852	\$49.44808
16	\$103,831	\$49.91875
17	\$103,831	\$49.91875
18	\$104,811	\$50.38990
19	\$104,811	\$50.38990
20	\$105,790	\$50.86058
21	\$105,790	\$50.86058
22	\$105,905	\$50.91587

**H Curve Pay Table**

Year	Base	
0	\$68,652	\$33.00577
1	\$70,025	\$33.66587
2	\$74,227	\$35.68606
3	\$79,422	\$38.18365
4	\$84,188	\$40.47500
5	\$88,397	\$42.49856
6	\$91,933	\$44.19856
7	\$94,691	\$45.52452
8	\$96,585	\$46.43510
9	\$98,517	\$47.36394
10	\$100,487	\$48.31106
11	\$100,487	\$48.31106
12	\$100,487	\$48.31106
13	\$100,487	\$48.31106
14	\$101,472	\$48.78462
15	\$101,472	\$48.78462
16	\$101,472	\$48.78462
17	\$101,472	\$48.78462
18	\$103,442	\$49.73173
19	\$103,442	\$49.73173
20	\$103,442	\$49.73173
21	\$104,428	\$50.20577
22	\$105,905	\$50.91587

Elementary School Principal  
Principal - York River Academy  
Manager of Application Support  
Manager of Network Administration  
Manager of System Administration  
Middle School Principal (≤800 Students)  
Senior Systems Architect

Grade 32

**S Curve Pay Table**

Year	Base	
0	<b>\$72,081</b>	\$34.65433
1	\$73,162	\$35.17404
2	\$75,357	\$36.22933
3	\$77,618	\$37.31635
4	\$83,051	\$39.92837
5	\$89,695	\$43.12260
6	\$95,974	\$46.14135
7	\$98,853	\$47.52548
8	\$100,830	\$48.47596
9	\$102,847	\$49.44567
10	\$105,932	\$50.92885
11	\$105,932	\$50.92885
12	\$106,961	\$51.42356
13	\$106,961	\$51.42356
14	\$107,989	\$51.91779
15	\$107,989	\$51.91779
16	\$109,017	\$52.41202
17	\$109,017	\$52.41202
18	\$110,046	\$52.90673
19	\$110,046	\$52.90673
20	\$111,074	\$53.40096
21	\$111,074	\$53.40096
22	\$111,195	\$53.45913

**H Curve Pay Table**

Year	Base	
0	\$72,081	\$34.65433
1	\$73,523	\$35.34760
2	\$77,934	\$37.46827
3	\$83,389	\$40.09087
4	\$88,393	\$42.49663
5	\$92,812	\$44.62115
6	\$96,525	\$46.40625
7	\$99,421	\$47.79856
8	\$101,409	\$48.75433
9	\$103,437	\$49.72933
10	\$105,506	\$50.72404
11	\$105,506	\$50.72404
12	\$105,506	\$50.72404
13	\$105,506	\$50.72404
14	\$106,540	\$51.22115
15	\$106,540	\$51.22115
16	\$106,540	\$51.22115
17	\$106,540	\$51.22115
18	\$108,609	\$52.21587
19	\$108,609	\$52.21587
20	\$108,609	\$52.21587
21	\$109,643	\$52.71298
22	\$111,195	\$53.45913

Associate Director for Capital Plans  
& Projects  
Associate Director for K-12 Academic Services  
Associate Director of Maintenance and  
Facilities Support  
Associate Director of School Administration  
Associate Director of Transformative  
Learning Initiative  
Associate Director of Transportation and  
Warehouse Operations

Grade 33

**S Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	<b>\$75,686</b>	\$36.38750
1	\$76,821	\$36.93317
2	\$79,126	\$38.04135
3	\$81,500	\$39.18269
4	\$87,205	\$41.92548
5	\$94,181	\$45.27933
6	\$100,774	\$48.44904
7	\$103,797	\$49.90240
8	\$105,873	\$50.90048
9	\$107,990	\$51.91827
10	\$111,230	\$53.47596
11	\$111,230	\$53.47596
12	\$112,310	\$53.99519
13	\$112,310	\$53.99519
14	\$113,390	\$54.51442
15	\$113,390	\$54.51442
16	\$114,470	\$55.03365
17	\$114,470	\$55.03365
18	\$115,550	\$55.55288
19	\$115,550	\$55.55288
20	\$116,630	\$56.07212
21	\$116,630	\$56.07212
22	\$116,756	\$56.13269

**H Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	\$75,686	\$36.38750
1	\$77,200	\$37.11538
2	\$81,832	\$39.34231
3	\$87,560	\$42.09615
4	\$92,814	\$44.62212
5	\$97,454	\$46.85288
6	\$101,352	\$48.72692
7	\$104,393	\$50.18894
8	\$106,481	\$51.19279
9	\$108,610	\$52.21635
10	\$110,783	\$53.26106
11	\$110,783	\$53.26106
12	\$110,783	\$53.26106
13	\$110,783	\$53.26106
14	\$111,869	\$53.78317
15	\$111,869	\$53.78317
16	\$111,869	\$53.78317
17	\$111,869	\$53.78317
18	\$114,041	\$54.82740
19	\$114,041	\$54.82740
20	\$114,041	\$54.82740
21	\$115,127	\$55.34952
22	\$116,756	\$56.13269

High School Principal  
Middle School Principal (>800 Students)

Grade 34

**S Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	<b>\$79,473</b>	\$38.20817
1	\$80,665	\$38.78125
2	\$83,085	\$39.94471
3	\$85,578	\$41.14327
4	\$91,568	\$44.02308
5	\$98,893	\$47.54471
6	\$105,816	\$50.87308
7	\$108,990	\$52.39904
8	\$111,170	\$53.44712
9	\$113,394	\$54.51635
10	\$116,796	\$56.15192
11	\$116,796	\$56.15192
12	\$117,929	\$56.69663
13	\$117,929	\$56.69663
14	\$119,063	\$57.24183
15	\$119,063	\$57.24183
16	\$120,197	\$57.78702
17	\$120,197	\$57.78702
18	\$121,331	\$58.33221
19	\$121,331	\$58.33221
20	\$122,465	\$58.87740
21	\$122,465	\$58.87740
22	\$122,598	\$58.94135

**H Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	\$79,473	\$38.20817
1	\$81,062	\$38.97212
2	\$85,926	\$41.31058
3	\$91,941	\$44.20240
4	\$97,458	\$46.85481
5	\$102,330	\$49.19712
6	\$106,424	\$51.16538
7	\$109,616	\$52.70000
8	\$111,809	\$53.75433
9	\$114,045	\$54.82933
10	\$116,326	\$55.92596
11	\$116,326	\$55.92596
12	\$116,326	\$55.92596
13	\$116,326	\$55.92596
14	\$117,466	\$56.47404
15	\$117,466	\$56.47404
16	\$117,466	\$56.47404
17	\$117,466	\$56.47404
18	\$119,747	\$57.57067
19	\$119,747	\$57.57067
20	\$119,747	\$57.57067
21	\$120,887	\$58.11875
22	\$122,598	\$58.94135

Grade 35

**S Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	<b>\$83,451</b>	\$40.12067
1	\$84,703	\$40.72260
2	\$87,244	\$41.94423
3	\$89,861	\$43.20240
4	\$96,151	\$46.22644
5	\$103,844	\$49.92500
6	\$111,113	\$53.41971
7	\$114,446	\$55.02212
8	\$116,735	\$56.12260
9	\$119,070	\$57.24519
10	\$122,642	\$58.96250
11	\$122,642	\$58.96250
12	\$123,832	\$59.53462
13	\$123,832	\$59.53462
14	\$125,023	\$60.10721
15	\$125,023	\$60.10721
16	\$126,214	\$60.67981
17	\$126,214	\$60.67981
18	\$127,404	\$61.25192
19	\$127,404	\$61.25192
20	\$128,595	\$61.82452
21	\$128,595	\$61.82452
22	\$128,735	\$61.89183

**H Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	\$83,451	\$40.12067
1	\$85,120	\$40.92308
2	\$90,227	\$43.37837
3	\$96,543	\$46.41490
4	\$102,336	\$49.20000
5	\$107,452	\$51.65962
6	\$111,751	\$53.72644
7	\$115,103	\$55.33798
8	\$117,405	\$56.44471
9	\$119,753	\$57.57356
10	\$122,148	\$58.72500
11	\$122,148	\$58.72500
12	\$122,148	\$58.72500
13	\$122,148	\$58.72500
14	\$123,346	\$59.30096
15	\$123,346	\$59.30096
16	\$123,346	\$59.30096
17	\$123,346	\$59.30096
18	\$125,741	\$60.45240
19	\$125,741	\$60.45240
20	\$125,741	\$60.45240
21	\$126,938	\$61.02788
22	\$128,735	\$61.89183

Director of Student Services  
Director of Elementary Instruction  
Director of Information Technology  
Director of Maintenance and Facilities Support  
Director of School Administration  
Director of Secondary Instruction



Grade 36

**S Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	<b>\$87,621</b>	\$42.12548
1	\$88,935	\$42.75721
2	\$91,603	\$44.03990
3	\$94,351	\$45.36106
4	\$100,956	\$48.53654
5	\$109,033	\$52.41971
6	\$116,665	\$56.08894
7	\$120,165	\$57.77163
8	\$122,568	\$58.92692
9	\$125,019	\$60.10529
10	\$128,770	\$61.90865
11	\$128,770	\$61.90865
12	\$130,020	\$62.50962
13	\$130,020	\$62.50962
14	\$131,270	\$63.11058
15	\$131,270	\$63.11058
16	\$132,521	\$63.71202
17	\$132,521	\$63.71202
18	\$133,771	\$64.31298
19	\$133,771	\$64.31298
20	\$135,021	\$64.91394
21	\$135,021	\$64.91394
22	\$135,168	\$64.98462

**H Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	\$87,621	\$42.12548
1	\$89,373	\$42.96779
2	\$94,736	\$45.54615
3	\$101,367	\$48.73413
4	\$107,449	\$51.65817
5	\$112,822	\$54.24135
6	\$117,335	\$56.41106
7	\$120,855	\$58.10337
8	\$123,272	\$59.26538
9	\$125,737	\$60.45048
10	\$128,252	\$61.65962
11	\$128,252	\$61.65962
12	\$128,252	\$61.65962
13	\$128,252	\$61.65962
14	\$129,509	\$62.26394
15	\$129,509	\$62.26394
16	\$129,509	\$62.26394
17	\$129,509	\$62.26394
18	\$132,024	\$63.47308
19	\$132,024	\$63.47308
20	\$132,024	\$63.47308
21	\$133,282	\$64.07788
22	\$135,168	\$64.98462

Grade 37

**S Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	<b>\$92,004</b>	\$44.23269
1	\$93,384	\$44.89615
2	\$96,186	\$46.24327
3	\$99,071	\$47.63029
4	\$106,006	\$50.96442
5	\$114,487	\$55.04183
6	\$122,501	\$58.89471
7	\$126,176	\$60.66154
8	\$128,699	\$61.87452
9	\$131,273	\$63.11202
10	\$135,211	\$65.00529
11	\$135,211	\$65.00529
12	\$136,524	\$65.63654
13	\$136,524	\$65.63654
14	\$137,837	\$66.26779
15	\$137,837	\$66.26779
16	\$139,150	\$66.89904
17	\$139,150	\$66.89904
18	\$140,462	\$67.52981
19	\$140,462	\$67.52981
20	\$141,775	\$68.16106
21	\$141,775	\$68.16106
22	\$141,929	\$68.23510

**H Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	\$92,004	\$44.23269
1	\$93,844	\$45.11731
2	\$99,475	\$47.82452
3	\$106,438	\$51.17212
4	\$112,824	\$54.24231
5	\$118,465	\$56.95433
6	\$123,204	\$59.23269
7	\$126,900	\$61.00962
8	\$129,438	\$62.22981
9	\$132,027	\$63.47452
10	\$134,667	\$64.74375
11	\$134,667	\$64.74375
12	\$134,667	\$64.74375
13	\$134,667	\$64.74375
14	\$135,988	\$65.37885
15	\$135,988	\$65.37885
16	\$135,988	\$65.37885
17	\$135,988	\$65.37885
18	\$138,628	\$66.64808
19	\$138,628	\$66.64808
20	\$138,628	\$66.64808
21	\$139,949	\$67.28317
22	\$141,929	\$68.23510

Grade 38

**S Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	<b>\$96,603</b>	\$46.44375
1	\$98,052	\$47.14038
2	\$100,994	\$48.55481
3	\$104,023	\$50.01106
4	\$111,305	\$53.51202
5	\$120,209	\$57.79279
6	\$128,624	\$61.83846
7	\$132,483	\$63.69375
8	\$135,133	\$64.96779
9	\$137,835	\$66.26683
10	\$141,970	\$68.25481
11	\$141,970	\$68.25481
12	\$143,349	\$68.91779
13	\$143,349	\$68.91779
14	\$144,727	\$69.58029
15	\$144,727	\$69.58029
16	\$146,105	\$70.24279
17	\$146,105	\$70.24279
18	\$147,484	\$70.90577
19	\$147,484	\$70.90577
20	\$148,862	\$71.56827
21	\$148,862	\$71.56827
22	\$149,024	\$71.64615

**H Curve Pay Table**

<u>Year</u>	<u>Base</u>	
0	\$96,603	\$46.44375
1	\$98,535	\$47.37260
2	\$104,447	\$50.21490
3	\$111,758	\$53.72981
4	\$118,464	\$56.95385
5	\$124,387	\$59.80144
6	\$129,363	\$62.19375
7	\$133,244	\$64.05962
8	\$135,908	\$65.34038
9	\$138,627	\$66.64760
10	\$141,399	\$67.98029
11	\$141,399	\$67.98029
12	\$141,399	\$67.98029
13	\$141,399	\$67.98029
14	\$142,785	\$68.64663
15	\$142,785	\$68.64663
16	\$142,785	\$68.64663
17	\$142,785	\$68.64663
18	\$145,558	\$69.97981
19	\$145,558	\$69.97981
20	\$145,558	\$69.97981
21	\$146,944	\$70.64615
22	\$149,024	\$71.64615

School Psychologist

STEP	SCHEDULE	
	Hired Before FY11 210 Days 7 1/2 hrs. per day	Hired On or After FY14 205 Days 7 1/2 hrs. per day
0	47,012	45,892
1	49,322	48,147
2	51,741	50,509
3	54,278	52,985
4	56,948	55,592
5	59,747	58,325
6	62,687	61,194
7	65,779	64,213
8	74,891	73,108
9	78,595	76,724

ANNUAL INCREMENTS FOR PROFESSIONAL PERSONNEL

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.

Instructional Para-Educators					
Tier One			Tier Two (Bachelor's Degree or higher)		
Step	Total	Hourly Rate	Step	Total	Hourly Rate
0	\$ 13,993	\$ 11.04414	0	\$ 14,692	\$ 11.59569
1	\$ 14,182	\$ 11.19324	1	\$ 14,891	\$ 11.75293
2	\$ 14,606	\$ 11.52807	2	\$ 15,337	\$ 12.10488
3	\$ 15,060	\$ 11.88654	3	\$ 15,814	\$ 12.48127
4	\$ 16,114	\$ 12.71836	4	\$ 16,920	\$ 13.35464
5	\$ 17,388	\$ 13.72371	5	\$ 18,257	\$ 14.40968
6	\$ 18,615	\$ 14.69239	6	\$ 19,546	\$ 15.42725
7	\$ 19,173	\$ 15.13233	7	\$ 20,131	\$ 15.88838
8	\$ 19,553	\$ 15.43215	8	\$ 20,530	\$ 16.20366
9	\$ 20,212	\$ 15.95274	9	\$ 21,223	\$ 16.75033
10	\$ 21,690	\$ 17.11939	10	\$ 22,774	\$ 17.97484
11	\$ 21,953	\$ 17.32714	11	\$ 23,051	\$ 18.19318
12	\$ 22,626	\$ 17.85832	12	\$ 23,757	\$ 18.75043
13	\$ 22,889	\$ 18.06526	13	\$ 24,033	\$ 18.96878
14	\$ 23,577	\$ 18.60867	14	\$ 24,756	\$ 19.53907
15	\$ 23,856	\$ 18.82865	15	\$ 25,049	\$ 19.77045
Para-Educator			Para-Educator		
Speech/Language Para-Educator			Speech/Language Para-Educator		
Student Services Itinerant Para-Educator			Student Services Itinerant Para-Educator		
Para-Educator Job Coach			Para-Educator Job Coach		
(181 days @ 7 hrs. per day)			(181 days @ 7 hrs. per day)		

Health Services Paraprofessional		
Step	Total	Hourly Rate
0	\$20,289	\$14.72903
1	\$20,591	\$14.94794
2	\$21,195	\$15.38677
3	\$21,840	\$15.85458
4	\$23,390	\$16.98012
5	\$25,239	\$18.32257
6	\$27,013	\$19.61005
7	\$27,796	\$20.17882
8	\$28,361	\$20.58866
9	\$29,326	\$21.28936
10	\$31,441	\$22.82476
11	\$31,843	\$23.11663
12	\$32,828	\$23.83134
13	\$33,213	\$24.11122
14	\$34,218	\$24.84093
15	\$34,620	\$25.13245

Health Services Paraprofessional  
(190 days @ 7.25 hrs. per day)  
(paid lunch break)

**York County School Division**

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

**2017–2018**

**As Needed Positions**

ALTERNATE SITE TEACHER \$23.00 per Teaching Hour
CAFETERIA MONITOR \$9.60 per Hour
CO-OP STUDENT \$7.25 per Hour
INFORMATION SERVICES INTERN \$7.25 per Hour
INFORMATION SERVICES SENIOR INTERN \$8.50 per Hour
LIMITED ENGLISH PROFICIENCY TUTOR \$21.00 per Hour
PHYSICAL THERAPY ASSISTANT \$30.00 per Hour
SCHOOL PSYCHOLOGIST INTERN \$13.69 per Hour
SCHOOL VAN DRIVER \$10.75 per Hour
TEMPORARY WORKER–MAINTENANCE HELPER \$9.28 per Hour
TEMPORARY WORKER–OFFICE HELPER \$7.35 per Hour



**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

**Operational Substitutes**

SUBSTITUTE BUS DRIVER .....	\$12.25 per hour
SUBSTITUTE BUS DRIVER ASSISTANT .....	\$8.50 per hour
SUBSTITUTE SCHOOL CROSSING GUARD .....	\$8.17 per hour
SUBSTITUTE SECRETARY OR OFFICE CLERK .....	\$7.25 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 - \$25.00 / paid lunch break except where noted / Additional \$5.00 for working on Friday

	<b>DAILY RATE</b>
SUBSTITUTE INTERPRETER/TRANSLITERATOR (7.25 hours).....	145.00
SUBSTITUTE HEALTH SERVICES PERSONNEL (7.25 hours).....	75.00
SUBSTITUTE ORAL COMMUNICATION FACILITATOR (7.25 hours).....	75.00
SUBSTITUTE TEACHER (7.5 hours)	
2 Yrs. College Credit (Minimum 50 Semester Hours).....	65.00
With Bachelor's Degree .....	80.00
For Same Teacher beginning 11th Consecutive Day.....	90.00
For Same Teacher beginning 21st Consecutive Day.....	107.00
SUBSTITUTE PARA-EDUCATOR (7 hours) (.5 hour unpaid lunch break) .....	55.00
TEACHER SUBSTITUTING DURING PLANNING PERIOD – Secondary Only.....	8.00

**Summer School**

TEACHER.....	\$28 per hour
SUBSTITUTE TEACHER.....	\$28 per hour
INTERPRETER / TRANSLITERATOR .....	\$26 per hour
ORAL COMMUNICATION FACILITATOR .....	\$18 per hour
SECRETARY.....	\$14 per hour
CLERK.....	\$11 per hour
PARA-EDUCATOR .....	\$10 per hour
HEALTH SERVICES PROVIDER (R.N.).....	\$21 per hour
HEALTH SERVICES PARAPROFESSIONAL .....	\$10 per hour
BUS DRIVER (6 hrs. per day).....	\$11 per hour
BUS DRIVER ASSISTANT.....	\$7.33 per hour

**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* .....	\$1,260
(Licensed for Chemistry & assigned full load of Chemistry classes)	
HIGH SCHOOL EARTH SCIENCE TEACHER* .....	\$1,260
(Licensed for Earth Science & assigned full load of Earth Science** classes)	
HIGH SCHOOL PHYSICS TEACHER* .....	\$1,260
(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)

<b>POSITION</b>	<b>AMOUNT</b>
EXTRA DUTY	\$3,341
LEADERSHIP TEAM	3,284
OM	1,113
SCA	761
SUMMER TESTING (READING)	750

**Middle School Supplement Schedule**  
(Each school)

<b>POSITION</b>	<b>AMOUNT</b>
ATHLETIC DIRECTOR	\$1,530
BAND, CONCERT & STAGE (QLM, TMS, & YMS - 1 supplement per school) (GMS – 2 supplements)	2,347
BASEBALL	1,638
BASKETBALL (2)	1,659
CHEERLEADING	2,175
DRAMA	761
EXTRA DUTY	3,341
FIELD HOCKEY	1,608
FOOTBALL, HEAD	1,764
FOOTBALL, ASSISTANT	1,595
LEADERSHIP TEAM	4,069
NEWSPAPER	761
OM	1,113
SCA	761
SOFTBALL	1,638
STUDENT RECOGNITION	781
VOCAL MUSIC	761
YEARBOOK	1,429

**High School Supplement Schedule**  
(Each school)

<b>POSITION</b>	<b>AMOUNT</b>
ACTIVITIES COORDINATOR (1 work block)	2,506
ATHLETIC DIRECTOR ASSISTANT	4,093
BAND ASSISTANTS	10,875
BAND, CONCERT & MARCHING BHS, YHS, THS (1); GHS (2)	4,018
BAND, STAGE	1,737
BASEBALL, HEAD	3,214
BASEBALL, ASSISTANT (2)	2,387
BASKETBALL, HEAD (2)	3,991
BASKETBALL, ASSISTANT(2)	2,798
CHEERLEADING, HEAD	3,431
CHEERLEADING, ASSISTANT	2,437
CLASS SPONSOR (Freshman, Sophomore) (2)	1,185
CLASS SPONSOR (Junior, Senior) (2)	2,371
CROSS COUNTRY (2)	2,486
OR CROSS COUNTRY COMBINATION	3,628
DEBATE	1,763
DEPARTMENT CHAIRPERSON (1 work block) BHS, GHS, THS, YHS (8 each)	1,185
EXTRA DUTY	3,793
FIELD HOCKEY, HEAD	3,186
FIELD HOCKEY, ASSISTANT	2,196
FOOTBALL, HEAD	4,530
FOOTBALL, ASSISTANT (4)	3,311

**High School Supplement Schedule**

Continued  
(Each school)

FORENSICS	1,763
GOLF	2,040
INDOOR TRACK	1,984
LIBRARY MEDIA SPECIALIST	3,566
LITERARY MAGAZINE	1,550
NATIONAL HONOR SOCIETY	821
NEWSPAPER	2,614
OM	1,113
SCA	2,371
SCHOLASTIC BOWL	2,006
SCHOOL PLANNING TEAM	1,885
SOCCER, HEAD (2)	3,186
SOCCER, ASSISTANT (2)	2,203
SOFTBALL, HEAD	3,214
SOFTBALL, ASISSTANT (2)	2,387
SWIMMING (2)	1,869
OR SWIMMING COMBINATION	3,561
TENNIS (2)	2,069
THEATRE DIRECTOR	2,827
THEATRE ASSISTANT	1,885
TRACK, HEAD (2)	3,442
TRACK, ASSISTANT (2)	2,437
OR TRACK COMBINATION (HEAD/ASSISTANT)	4,451
VOCAL MUSIC	2,128

**High School Supplement Schedule**

Continued  
(Each school)

VOLLEYBALL, HEAD	3,214
VOLLEYBALL, ASSISTANT	2,426
WRESTLING, HEAD	3,442
WRESTLING, ASSISTANT	2,446
YEARBOOK	3,557

**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)	\$1,885
Communication Support Classroom Teachers (CSC)	1,885
Para-Educators in an Extensive Personal Care Assignment	610
Para-Educators in a BSC, CSC, MDC	610

**EXTEND Supplement Schedule**

<u>POSITION</u>	<u>AMOUNT</u>
EXTEND PROGRAM COORDINATOR	\$2,492

***IB Supplement Schedule***

<b><u>POSITION</u></b>	<b><u>AMOUNT</u></b>
IB PROGRAM COORDINATOR	\$2,492

***SOA Supplement Schedule***

<b><u>POSITION</u></b>	<b><u>AMOUNT</u></b>
SOA PROGRAM COORDINATOR	\$2,492
SOA THEATRE DIRECTOR	2,827
SOA THEATRE ASSISTANT	1,885

***Miscellaneous Supplements Schedule***

<b><u>POSITION</u></b>	<b><u>AMOUNT</u></b>
GRAFTON MS/HS CAFETERIA ADMINISTRATION	\$1,000
LEAD COUNSELOR – ELEMENTARY	1,500
LEAD COUNSELOR – SECONDARY	2,492
LEAD NURSE	4,749
LEAD PT/OT	2,492
RECORDS MANAGER	6,343
OM COORDINATOR	1,113
STUDENT ACTIVITY FUND ACCOUNTING MENTORS (2)	765



**Additional Compensation**

<b>FOOD SERVICES</b>	
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

<b>MAINTENANCE</b>	
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 CALL-IN PAY .....	minimum 3 Hours
NIGHT SHIFT DIFFERENTIAL .....	\$.50/hour
<b>VEHICLE MAINTENANCE TECHNICIAN CERTIFICATION PAY</b>	
<p>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.</p>	

**CUSTODIAL, FOOD SERVICE AND TRANSPORTATION EMPLOYEES  
ATTENDANCE BONUS PLAN**

	<u>Amount</u>	<u>Late Hires</u>
First Semester no absences .....	\$100	\$50
Second Semester no absences.....	\$100	\$50
Extra Bonus for no absences in both semesters .....	\$25	\$12.50
First Semester only one absence .....	\$50	\$25
Second Semester only one absence .....	\$50	\$25

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