

YORK COUNTY SCHOOL DIVISION

PAY PLAN

2018-2019



Approved June 15, 2018
Revised August 28, 2018

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

2018—2019

Teacher Salary Schedule

Teacher
(7 ½ hours per day)

Assessment, Compliance and Intervention Coordinator
(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	\$42,942	0	\$45,811	0	\$47,916	0	\$49,495
1	\$43,671	1	\$46,374	1	\$48,457	1	\$50,036
2	\$44,269	2	\$46,803	2	\$48,997	2	\$50,577
3	\$45,233	3	\$47,236	3	\$49,537	3	\$51,116
4	\$46,271	4	\$47,948	4	\$50,164	4	\$51,744
5	\$46,721	5	\$48,529	5	\$50,875	5	\$52,455
6	\$47,174	6	\$49,120	6	\$51,581	6	\$53,160
7	\$47,623	7	\$49,749	7	\$52,292	7	\$53,871
8	\$48,536	8	\$50,517	8	\$53,769	8	\$55,347
9	\$48,985	9	\$51,503	9	\$54,477	9	\$56,057
10	\$49,504	10	\$52,121	10	\$55,201	10	\$56,780
11	\$50,325	11	\$52,942	11	\$55,910	11	\$57,489
12	\$51,162	12	\$53,779	12	\$56,618	12	\$58,199
13	\$52,010	13	\$54,627	13	\$57,649	13	\$59,229
14	\$52,874	14	\$55,491	14	\$58,664	14	\$60,244
15	\$53,751	15	\$56,368	15	\$59,711	15	\$61,289
16	\$54,298	16	\$57,260	16	\$60,800	16	\$62,380
17	\$54,845	17	\$58,166	17	\$61,917	17	\$63,495
18	\$55,850	18	\$59,090	18	\$63,052	18	\$64,632
19	\$56,856	19	\$60,295	19	\$64,213	19	\$65,794
20	\$58,364	20	\$61,458	20	\$65,396	20	\$66,975
21	\$58,869	21	\$62,531	21	\$66,602	21	\$68,183
22	\$59,875	22	\$63,545	22	\$69,020	22	\$70,598
23	\$60,878	23	\$64,650	23	\$71,436	23	\$73,015
24	\$61,886	24	\$65,480	24	\$72,308	24	\$73,888
25	\$62,893	25	\$66,612	25	\$72,802	25	\$74,382
26	\$63,898	26	\$68,009	26	\$73,298	26	\$74,878
27	\$64,904	27	\$68,916	27	\$73,792	27	\$75,372
28	\$65,911	28	\$71,122	28	\$74,289	28	\$75,867
29	\$66,916	29	\$71,794	29	\$74,783	29	\$76,362
30	\$67,923	30	\$72,470	30	\$75,284	30	\$76,861

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 2019

Guidelines for Extra Days

Extra Days

	<u>Hired Before FY10</u>	<u>Hired During FY10</u>	<u>Hired* On or After FY11</u>
Activity Coordinator - High School	10	10	7
Assessment, Compliance and Intervention Coordinator	N/A	N/A	14
Assessment and Compliance Coordinator	20	20	14
Athletic Director (High School)	30	30	30
Band:			
High School (full time)	10	10	10
Middle School (full time)	5	5	3
Department Head (Elementary and Middle School)	N/A	N/A	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
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 FY10 had their additional days increased from 5 to 7 in FY11.

POSITIONS WITH EXTRA DAYS SUPPLEMENTS

<u>Position</u>	<u>Supplement</u>	<u>Notes</u>
Activities Coordinator	\$ 3,600	
Assessment, Compliance and Intervent.		
Assessment and Compliance Coord.		
Athletic Director		
Band	\$ 4,375	MS \$2,347
Department Head	\$ 1,751	8 Department Heads per HS
Summer Reading Testing	\$ 750	Summer Testing
School Counseling Director	\$ 683	Supplement for MS only
School Counselor (MS, HS)		
School Counselor, High School (YRA)		
Library Media Specialist	\$ 3,566	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.)

<u>Program Coordinators:</u>		
EXTEND	\$ 2,492	10 additional days
International Baccalaureate Programme	\$ 2,492	10 additional days or 7
School of the Arts (SOA)	\$ 2,492	10 additional days or 7

York County School Division

Non-Licensed Employees
and
Administrators

Pay Schedule

2018–2019

York County School Division

Pay Plan

Fiscal Year 2019

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.

Grade	Curve	FLSA Status	Position
3	S	NE	School Crossing Guard (180 days @ 4 hrs. per day) or (180 days @ 2 hrs. per day) (Enter at step 3)
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	Fiscal Support Specialist
		NE	Head Custodian (Multiple Sites)
		NE	Production Assistant
		NE	School Cafeteria Manager (195 days @ 7.5 hrs. per day)
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

York County School Division

Pay Plan

Fiscal Year 2019

Grade	Curve	FLSA Status	Position
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
		NE	Manager of School Food Services (200 days @ 8 hrs. per day)
		NE	Parts Coordinator
		NE	Roofing Technician
18	S	NE	Computer Support Technician I
		NE	Grant Accounting Analyst
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	NE	Computer Support Technician II

York County School Division

Pay Plan

Fiscal Year 2019

Grade	Curve	FLSA Status	Position
20	H	NE	HVACR Supervisor
		NE	Interpreter-Transliterater-VQAS Level 1 (185 days @ 7.25 hrs. per day) (Paid lunch break)
		E	Manager of Property and Warehouse Services
20	S	E	Area Supervisor-Transportation (217 days @ 8 hrs. per day)
		E	Budget & Financial Analyst
		E	Budget & Financial Analyst-Revenue
		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-Transliterater-VQAS Level 2; NAD3; TSC: 1 (185 days @ 7.25 hrs. per day) (Paid lunch break)
22	S	NE	Personnel Specialist
23	H	E	Foundation Liaison (245 days @ 4 hrs. per day)
		NE	Maintenance Supervisor
		NE	Network Technician
23	S	NE	Recruitment and Retention Program Specialist
24	H	E	Assistant Supervisor of Computer Maintenance
		E	Behavior Support Specialist
		E	Business Support Analyst
		E	Energy Educator & Facility Analyst
		E	Coordinator of Health Services
		NE	Interpreter-Transliterater-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)
24	S	NE	Compensation Program Specialist
		NE	Senior Personnel Specialist
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	Occupational Safety/Regulatory Compliance Specialist
		E	Programmer Analyst
		E	Systems Administrator
25	S	NE	Benefits Program Specialist
26	H	E	Coordinator of Enrollment & Attendance
		E	Lead Speech-Language Pathologist
		E	On-line Learning Specialist
		E	Senior Business Support Analyst

York County School Division

Pay Plan

Fiscal Year 2019

Grade	Curve	FLSA Status	Position
27	H	E	Budget & Financial Supervisor
		NE	Interpreter-Transliterater-RID CI or CT (185 days @ 7.25 hrs. per day) (Paid lunch break)
		E	Lead School Psychologist
		E	Payroll Supervisor
		E	Project Manager for Capital Plans and Projects
		E	School Counseling Director – High School
		E	Senior Network Administrator
		E	Senior Programmer Analyst
28	H	E	Accounting Supervisor
		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	High School Assistant Principal
30	H	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		
32	H	E	Associate Director for Capital Plans & Projects
		E	Associate Director of Educational Technology and Innovation
		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 of School Administration and Compliance
		E	Associate Director of Transportation and Warehouse Operations
E	Public Relations & Communications Officer		

* Hired as of FY'11 or later

York County School Division

Pay Plan

Fiscal Year 2019

Grade	Curve	FLSA Status	Position
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 3.00% increase to VRS creditable compensation for FY19.

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	49,362	48,187
1	51,788	50,555
2	54,328	53,034
3	56,991	55,634
4	59,795	58,371
5	62,734	61,241
6	65,821	64,254
7	69,068	67,423
8	78,635	76,763
9	82,525	80,560

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	\$ 14,148	\$ 11.04414	0	\$ 14,854	\$ 11.59569
1	\$ 14,339	\$ 11.19324	1	\$ 15,056	\$ 11.75293
2	\$ 14,767	\$ 11.52807	2	\$ 15,506	\$ 12.10488
3	\$ 15,227	\$ 11.88654	3	\$ 15,989	\$ 12.48127
4	\$ 16,292	\$ 12.71836	4	\$ 17,107	\$ 13.35464
5	\$ 17,580	\$ 13.72371	5	\$ 18,459	\$ 14.40968
6	\$ 18,821	\$ 14.69239	6	\$ 19,762	\$ 15.42725
7	\$ 19,385	\$ 15.13233	7	\$ 20,353	\$ 15.88838
8	\$ 19,769	\$ 15.43215	8	\$ 20,757	\$ 16.20366
9	\$ 20,435	\$ 15.95274	9	\$ 21,457	\$ 16.75033
10	\$ 21,930	\$ 17.11939	10	\$ 23,026	\$ 17.97484
11	\$ 22,196	\$ 17.32714	11	\$ 23,305	\$ 18.19318
12	\$ 22,877	\$ 17.85832	12	\$ 24,019	\$ 18.75043
13	\$ 23,142	\$ 18.06526	13	\$ 24,299	\$ 18.96878
14	\$ 23,838	\$ 18.60867	14	\$ 25,030	\$ 19.53907
15	\$ 24,120	\$ 18.82865	15	\$ 25,326	\$ 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		
(183 days @ 7 hrs. per day)			(183 days @ 7 hrs. per day)		

Health Services Paraprofessional		
Step	Total	Hourly Rate
0	\$20,289	\$14.73
1	\$20,591	\$14.95
2	\$21,195	\$15.39
3	\$21,840	\$15.85
4	\$23,390	\$16.98
5	\$25,239	\$18.32
6	\$27,013	\$19.61
7	\$27,796	\$20.18
8	\$28,361	\$20.59
9	\$29,326	\$21.29
10	\$31,441	\$22.82
11	\$31,843	\$23.12
12	\$32,828	\$23.83
13	\$33,213	\$24.11
14	\$34,218	\$24.84
15	\$34,620	\$25.13

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

York County School Division

Pay Plan

Fiscal Year 2019

Bus Drivers and Bus Dispatchers										
	Days	182	182	182	182	182	182	182	185	260
	Hours per day	4	4.5	5	5.5	6	6.5	7	8	8
Step	Hourly	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual
0	\$ 14.60	\$10,629	\$11,957	\$13,286	\$14,615	\$15,943	\$17,272	\$18,600	\$21,608	\$30,368
1	\$ 14.82	\$10,788	\$12,137	\$13,485	\$14,834	\$16,182	\$17,531	\$18,879	\$21,932	\$30,824
2	\$ 15.04	\$10,950	\$12,319	\$13,688	\$15,056	\$16,425	\$17,794	\$19,163	\$22,261	\$31,286
3	\$ 15.27	\$11,114	\$12,504	\$13,893	\$15,282	\$16,671	\$18,061	\$19,450	\$22,595	\$31,755
4	\$ 15.50	\$11,281	\$12,691	\$14,101	\$15,511	\$16,922	\$18,332	\$19,742	\$22,934	\$32,231
5	\$ 15.73	\$11,450	\$12,882	\$14,313	\$15,744	\$17,175	\$18,607	\$20,038	\$23,278	\$32,715
6	\$ 15.96	\$11,622	\$13,075	\$14,527	\$15,980	\$17,433	\$18,886	\$20,338	\$23,627	\$33,206
7	\$ 16.20	\$11,796	\$13,271	\$14,745	\$16,220	\$17,694	\$19,169	\$20,644	\$23,982	\$33,704
8	\$ 16.45	\$11,973	\$13,470	\$14,967	\$16,463	\$17,960	\$19,457	\$20,953	\$24,341	\$34,209
9	\$ 16.69	\$12,153	\$13,672	\$15,191	\$16,710	\$18,229	\$19,748	\$21,268	\$24,706	\$34,722
10	\$ 16.94	\$12,335	\$13,877	\$15,419	\$16,961	\$18,503	\$20,045	\$21,587	\$25,077	\$35,243
11	\$ 17.20	\$12,520	\$14,085	\$15,650	\$17,215	\$18,780	\$20,345	\$21,910	\$25,453	\$35,772
12	\$ 17.46	\$12,708	\$14,296	\$15,885	\$17,473	\$19,062	\$20,650	\$22,239	\$25,835	\$36,309
13	\$ 17.72	\$12,899	\$14,511	\$16,123	\$17,736	\$19,348	\$20,960	\$22,573	\$26,222	\$36,853
14	\$ 17.98	\$13,092	\$14,729	\$16,365	\$18,002	\$19,638	\$21,275	\$22,911	\$26,616	\$37,406
15	\$ 18.25	\$13,288	\$14,950	\$16,611	\$18,272	\$19,933	\$21,594	\$23,255	\$27,015	\$37,967
16	\$ 18.53	\$13,488	\$15,174	\$16,860	\$18,546	\$20,232	\$21,918	\$23,604	\$27,420	\$38,537
17	\$ 18.81	\$13,690	\$15,401	\$17,113	\$18,824	\$20,535	\$22,246	\$23,958	\$27,832	\$39,115
18	\$ 19.09	\$13,895	\$15,632	\$17,369	\$19,106	\$20,843	\$22,580	\$24,317	\$28,249	\$39,701
19	\$ 19.37	\$14,104	\$15,867	\$17,630	\$19,393	\$21,156	\$22,919	\$24,682	\$28,673	\$40,297
20	\$ 19.66	\$14,315	\$16,105	\$17,894	\$19,684	\$21,473	\$23,263	\$25,052	\$29,103	\$40,901
21	\$ 19.96	\$14,530	\$16,346	\$18,163	\$19,979	\$21,795	\$23,612	\$25,428	\$29,539	\$41,515
22	\$ 20.26	\$14,748	\$16,592	\$18,435	\$20,279	\$22,122	\$23,966	\$25,809	\$29,982	\$42,138
23	\$ 20.56	\$14,969	\$16,841	\$18,712	\$20,583	\$22,454	\$24,325	\$26,196	\$30,432	\$42,770
24	\$ 20.87	\$15,194	\$17,093	\$18,992	\$20,892	\$22,791	\$24,690	\$26,589	\$30,889	\$43,411
25	\$ 21.18	\$15,422	\$17,350	\$19,277	\$21,205	\$23,133	\$25,060	\$26,988	\$31,352	\$44,062

York County School Division

Pay Plan

Fiscal Year 2019

Bus Driver Assistants							
	Days	182	182	182	182	182	182
	Hours per day	4	4.5	5	5.5	6	6.5
Step	Hourly	Annual	Annual	Annual	Annual	Annual	Annual
0	\$ 10.80	\$7,862	\$8,845	\$9,828	\$10,811	\$11,794	\$12,776
1	\$ 10.96	\$7,980	\$8,978	\$9,975	\$10,973	\$11,971	\$12,968
2	\$ 11.13	\$8,100	\$9,113	\$10,125	\$11,138	\$12,150	\$13,163
3	\$ 11.29	\$8,222	\$9,249	\$10,277	\$11,305	\$12,332	\$13,360
4	\$ 11.46	\$8,345	\$9,388	\$10,431	\$11,474	\$12,517	\$13,560
5	\$ 11.63	\$8,470	\$9,529	\$10,588	\$11,646	\$12,705	\$13,764
6	\$ 11.81	\$8,597	\$9,672	\$10,746	\$11,821	\$12,896	\$13,970
7	\$ 11.99	\$8,726	\$9,817	\$10,908	\$11,998	\$13,089	\$14,180
8	\$ 12.17	\$8,857	\$9,964	\$11,071	\$12,178	\$13,285	\$14,393
9	\$ 12.35	\$8,990	\$10,114	\$11,237	\$12,361	\$13,485	\$14,608
10	\$ 12.53	\$9,125	\$10,265	\$11,406	\$12,546	\$13,687	\$14,828
11	\$ 12.72	\$9,262	\$10,419	\$11,577	\$12,735	\$13,892	\$15,050
12	\$ 12.91	\$9,400	\$10,575	\$11,751	\$12,926	\$14,101	\$15,276
13	\$ 13.11	\$9,541	\$10,734	\$11,927	\$13,119	\$14,312	\$15,505
14	\$ 13.30	\$9,685	\$10,895	\$12,106	\$13,316	\$14,527	\$15,737
15	\$ 13.50	\$9,830	\$11,059	\$12,287	\$13,516	\$14,745	\$15,973
16	\$ 13.71	\$9,977	\$11,224	\$12,472	\$13,719	\$14,966	\$16,213
17	\$ 13.91	\$10,127	\$11,393	\$12,659	\$13,925	\$15,190	\$16,456
18	\$ 14.12	\$10,279	\$11,564	\$12,849	\$14,133	\$15,418	\$16,703
19	\$ 14.33	\$10,433	\$11,737	\$13,041	\$14,345	\$15,650	\$16,954
20	\$ 14.55	\$10,590	\$11,913	\$13,237	\$14,561	\$15,884	\$17,208
21	\$ 14.76	\$10,748	\$12,092	\$13,435	\$14,779	\$16,123	\$17,466
22	\$ 14.99	\$10,910	\$12,273	\$13,637	\$15,001	\$16,364	\$17,728
23	\$ 15.21	\$11,073	\$12,457	\$13,842	\$15,226	\$16,610	\$17,994
24	\$ 15.44	\$11,239	\$12,644	\$14,049	\$15,454	\$16,859	\$18,264
25	\$ 15.67	\$11,408	\$12,834	\$14,260	\$15,686	\$17,112	\$18,538

York County School Division

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

2018–2019

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–OFFICE HELPER \$7.35 per Hour
VIRTUAL HIGH SCHOOL TEACHER \$23.00 per Teaching Hour

Operational Substitutes

SUBSTITUTE BUS DRIVER	\$14.00 per hour
BUS DRIVER IN TRAINING	\$14.00 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

	DAILY RATE
SUBSTITUTE INTERPRETER/TRANSLITERATOR (7.25 hours).....	\$145.00
SUBSTITUTE HEALTH SERVICES PERSONNEL (7.25 hours).....	\$100.00
For Same Health Services Provider beginning 11 th consecutive Day	\$110.00
For Same Health Services Provider beginning 21 st consecutive Day	\$125.00
SUBSTITUTE ORAL COMMUNICATION FACILITATOR (7.25 hours).....	\$75.00
SUBSTITUTE TEACHER (7.5 hours).....	\$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).....	\$60.00
For Same Health Services Provider beginning 11 th consecutive Day	\$70.00
For Same Health Services Provider beginning 21 st consecutive Day	\$80.00
TEACHER SUBSTITUTING DURING PLANNING PERIOD – Secondary Only.....	\$8.00

School Board Annual Salaries

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

Summer School

TEACHER.....	\$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)

POSITION	AMOUNT
EXTRA DUTY	\$4,000
LEADERSHIP TEAM	7,500
MATH LEAD	350
OM	1,113
SCA	761
SUMMER TESTING (READING)	750

Middle School Supplement Schedule
(Each school)

POSITION	AMOUNT
ATHLETIC DIRECTOR	\$3,000
BAND, CONCERT & STAGE (QLM, TMS, & YMS - 1 supplement per school) (GMS – 2 supplements)	2,347
BASEBALL	1,800
BASKETBALL (2)	2,000
CHEERLEADING	2,175
DRAMA	1,426
EXTRA DUTY	4,500
FIELD HOCKEY	1,800
FOOTBALL, HEAD	2,001
FOOTBALL, ASSISTANT	1,595
LEADERSHIP TEAM	10,500
NEWSPAPER	1,186
OM	1,113
SCA	1,314
SOFTBALL	1,800
SCHOOL COUNSELING DIRECTOR	683
STUDENT RECOGNITION	781
VOCAL MUSIC	1,490
VOLLEYBALL	1,800
YEARBOOK	2,187

High School Supplement Schedule
(Each school)

POSITION	AMOUNT
ACTIVITIES COORDINATOR (1 work block)	3,600
ATHLETIC DIRECTOR ASSISTANT	4,093
BAND ASSISTANTS	10,875
BAND, CONCERT & MARCHING BHS, YHS, THS (1); GHS (2)	4,375
BAND, STAGE	2,000
BASEBALL, HEAD	3,500
BASEBALL, ASSISTANT (2)	2,387
BASKETBALL, HEAD (2)	4,320
BASKETBALL, ASSISTANT(2)	3,179
CHEERLEADING, HEAD	4,110
CHEERLEADING, ASSISTANT	2,437
CLASS SPONSOR (Freshman, Sophomore) (2)	1,185
CLASS SPONSOR (Junior, Senior) (2)	2,371
CROSS COUNTRY (2)	2,490
OR CROSS COUNTRY COMBINATION	3,628
DEBATE	1,848
DEPARTMENT CHAIRPERSON (1 work block) BHS, GHS, THS, YHS (8 each)	1,751
EXTRA DUTY	5,000
FIELD HOCKEY, HEAD	3,186
FIELD HOCKEY, ASSISTANT	2,231
FOOTBALL, HEAD	6,500
FOOTBALL, ASSISTANT (4)	4,688

High School Supplement Schedule

Continued
(Each school)

FORENSICS	1,848
GOLF	2,043
INDOOR TRACK (2)	2,772
LIBRARY MEDIA SPECIALIST	3,566
LITERARY MAGAZINE	1,550
NATIONAL HONOR SOCIETY	1,400
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)	2,230
SOFTBALL, HEAD	3,500
SOFTBALL, ASSISTANT (2)	2,387
SWIMMING (2)	2,500
OR SWIMMING COMBINATION	4,332
TENNIS (2)	2,900
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	2,490

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	750
Para-Educators in a BSC, CSC, MDC	750

EXTEND Supplement Schedule

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

IB Supplement Schedule

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

SOA Supplement Schedule

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

Miscellaneous Supplements Schedule

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

Additional Compensation

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

MAINTENANCE	
CUSTODIAL CALL-IN PAY	minimum 2 Hours
NIGHT SHIFT DIFFERENTIAL	\$.50/hour
HEAD CUSTODIAN – EXCESS SUPERVISION - Monthly \$25/ each employee in excess of 7 supervised	
MAINTENANCE PERSONNEL CALL-IN PAY	minimum 3 Hours
NIGHT SHIFT DIFFERENTIAL	\$.50/hour
VEHICLE MAINTENANCE TECHNICIAN CERTIFICATION PAY	
<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 AND FOOD SERVICE 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.

**TRANSPORTATION EMPLOYEES
ATTENDANCE BONUS PLAN**

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

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