

# **YORK COUNTY SCHOOL DIVISION**

## **PAY PLAN** **2019-2020**



**Approved May 20, 2019**  
**Revised August 26, 2019**



## **SALARY SCHEDULES**

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

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

ISSUED: May 17, 1995

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

Victor D. Shandor, Ed.D.

Division Superintendent

# **York County School Division**

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

**2019—2020**  
**Effective July 1, 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)

Instructional Innovation Coach  
(7 ½ hours per day)

Library Media Specialist  
(7 ½ hours per day)

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

Math Coach  
(7 ½ hours per day)

NJROTC Instructor  
(7 ½ hours per day)

Program Coordinator  
(7 ½ hours per day)

Reading Literacy Coach  
(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)

# York County School Division

Pay Plan

Fiscal Year 2019-2020

## Teacher Salary Schedule

Step	BA	Step	MA	Step	MA+30	Step	PhD
0	\$43,715	0	\$46,636	0	\$48,778	0	\$50,386
1	\$44,457	1	\$47,209	1	\$49,329	1	\$50,937
2	\$45,066	2	\$47,645	2	\$49,879	2	\$51,487
3	\$46,047	3	\$48,086	3	\$50,429	3	\$52,036
4	\$47,104	4	\$48,811	4	\$51,067	4	\$52,675
5	\$47,562	5	\$49,403	5	\$51,791	5	\$53,399
6	\$48,023	6	\$50,004	6	\$52,509	6	\$54,117
7	\$48,480	7	\$50,644	7	\$53,233	7	\$54,841
8	\$49,410	8	\$51,426	8	\$54,737	8	\$56,343
9	\$49,867	9	\$52,430	9	\$55,458	9	\$57,066
10	\$50,395	10	\$53,059	10	\$56,195	10	\$57,802
11	\$51,231	11	\$53,895	11	\$56,916	11	\$58,524
12	\$52,083	12	\$54,747	12	\$57,637	12	\$59,247
13	\$52,946	13	\$55,610	13	\$58,687	13	\$60,295
14	\$53,826	14	\$56,490	14	\$59,720	14	\$61,328
15	\$54,719	15	\$57,383	15	\$60,786	15	\$62,392
16	\$55,275	16	\$58,291	16	\$61,894	16	\$63,503
17	\$55,832	17	\$59,213	17	\$63,032	17	\$64,638
18	\$56,855	18	\$60,154	18	\$64,187	18	\$65,795
19	\$57,879	19	\$61,380	19	\$65,369	19	\$66,978
20	\$59,415	20	\$62,564	20	\$66,573	20	\$68,181
21	\$59,929	21	\$63,657	21	\$67,801	21	\$69,410
22	\$60,953	22	\$64,689	22	\$70,262	22	\$71,869
23	\$61,974	23	\$65,814	23	\$72,722	23	\$74,329
24	\$63,000	24	\$66,659	24	\$73,610	24	\$75,218
25	\$64,025	25	\$67,811	25	\$74,112	25	\$75,721
26	\$65,048	26	\$69,233	26	\$74,617	26	\$76,226
27	\$66,072	27	\$70,156	27	\$75,120	27	\$76,729
28	\$67,097	28	\$72,402	28	\$75,626	28	\$77,233
29	\$68,120	29	\$73,086	29	\$76,129	29	\$77,737
30	\$69,146	30	\$73,774	30	\$76,639	30	\$78,244

200	Days	1.8%	Market Adjustment
7.5	Hours/Day	1.8%	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 2019-2020

### 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	NA	NA	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)	NA	NA	3
Department Head (High School)	7.5	7.5	5
Lead Counselor	10	10	10
Library Media Specialist - All Schools	5	5	3
Math Coach	NA	NA	5
Reading Literacy Coach	NA	NA	5
Program Coordinator			
Extend	10	10	10
International Baccalaureate	10	10	7
School of the Arts	10	10	7
School Counseling:			
Counselor, High School (BHS, GHS, THS, YHS)	20	20	14
Counselor, High School (YRA)	5	5	3
Director, Middle School	25	25	25
Counselor, Middle School	10	10	7
Counselor, Middle School (.5 FTE)	10	10	7
Student Services:			
Social Worker	10	5**	7
Technology - Instructional Innovation Coach	25	21	17
Career & Technical Education:			
NJROTC Instructor	20	20	20
Marketing, Technology Education (Middle School)	3	3	3
Marketing, Technology Education (High School)	5	5	5

### Guidelines for Additional Class Assignment:

Zero through 10 <sup>th</sup> year of teaching experience	\$5,286
11 <sup>th</sup> year of teaching experience or more	\$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.

\*\*Social Workers hired in FY10 had their additional days Increased from 5 to 7 in FY11.

**POSITIONS WITH EXTRA DAYS SUPPLEMENTS**

<b><u>Position</u></b>	<b><u>Supplement</u></b>	<b><u>Notes</u></b>
Activities Coordinator	\$3,600	Supplement for HS only
Assessment, Compliance and Intervent.		
Assessment and Compliance Coord.		
Athletic Director		
Band (HS)	\$4,375	
Band (MS)	\$2,347	
Department Head	\$1,751	8 Department Heads per HS
Lead Counselor	\$2,492	Elementary and Secondary
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		
Instructional Innovation Coach		
NJROTC Instructor		
Vocational (various)		Requested by Instruction (marketing, technology, etc.)

<b><u>Program Coordinators:</u></b>		
EXTEND	\$2,492	10 additional days
International Baccalaureate Program	\$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**

**2019–2020**  
**Effective July 1, 2019**

# York County School Division

## Pay Plan

Fiscal Year 2019-2020

### 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.

Title	FLSA Status	Grade	Days Per Year	Hours Per Day	Page
Accounting Supervisor	E	28	260	8	40
Accounts Payable and Procurement Coordinator	NE	17	260	8	29
Area Supervisor – Transportation	NE	20	217	8	32
Assistant Principal, Elementary	E	28	260	8	40
Assistant Principal, High School	E	29	260	8	41
Assistant Principal, Middle School	E	28	260	8	40
Assistant Supervisor of Computer Maintenance	E	24	260	8	36
Associate Director for Capital Plans and Projects	E	33	260	8	45
Associate Director for K-12 Academic Services	E	33	260	8	45
Associate Director of Educational Technology and Innovation	E	33	260	8	45
Associate Director of Human Resources	E	33	260	8	45
Associate Director of Maintenance and Facilities Support	E	33	260	8	45
Associate Director of School Administration	E	33	260	8	45
Associate Director of School Administration and Compliance	E	33	260	8	45
Associate Director of Transportation and Warehouse Operations	E	33	260	8	45
Behavior Support Specialist	E	24	260	8	36
Benefits Program Specialist	NE	25	260	8	37
Budget and Financial Analyst	E	20	260	8	32
Budget and Financial Analyst – Revenue	E	20	260	8	32
Budget and Financial Supervisor	E	27	260	8	39
Bus Dispatcher	NE	Bus Driver	185	8	51
Bus Dispatcher	NE	Bus Driver	197	8	51
Bus Dispatcher	NE	Bus Driver	260	8	51
Bus Driver	NE	Bus Driver	182	4	51
Bus Driver	NE	Bus Driver	182	4.5	51
Bus Driver	NE	Bus Driver	182	5	51
Bus Driver	NE	Bus Driver	182	5.5	51
Bus Driver	NE	Bus Driver	182	6	51
Bus Driver	NE	Bus Driver	182	6.5	51
Bus Driver	NE	Bus Driver	182	7	51
Bus Driver Assistant	NE	Bus Assistant	182	4	52
Bus Driver Assistant	NE	Bus Assistant	182	4.5	52
Bus Driver Assistant	NE	Bus Assistant	182	5	52
Bus Driver Assistant	NE	Bus Assistant	182	5.5	52
Bus Driver Assistant	NE	Bus Assistant	182	6	52
Bus Driver Assistant	NE	Bus Assistant	182	6.5	52

# York County School Division

## Pay Plan

Fiscal Year 2019-2020

Title	FLSA Status	Grade	Days Per Year	Hours Per Day	Page
Business Analyst	E	24	260	8	36
Business Analyst, Senior	E	26	260	8	38
Career Coach	NE	19	260	8	31
Chief Academic Officer	E	EXECUTIVE	260	8	-
Chief Financial Officer	E	EXECUTIVE	260	8	-
Chief Human Resources Officer	E	EXECUTIVE	260	8	-
Chief Operations Officer	E	EXECUTIVE	260	8	-
Community Outreach Coordinator	E	25	200	7.25	37
Compensation Program Specialist	NE	24	260	8	36
Computer Support Technician I	NE	18	260	8	30
Computer Support Technician II	NE	19	260	8	31
Coordinator of Career Development	E	28	260	8	40
Coordinator of English and Social Studies	E	28	260	8	40
Coordinator of Enrollment and Attendance	E	26	260	8	38
Coordinator of Health Services	E	24	260	8	36
Coordinator of Language Arts and Social Studies (K-5)	E	28	260	8	40
Coordinator of Mathematics (K-12)	E	28	260	8	40
Coordinator of Professional Development & Academic Services	E	28	260	8	40
Coordinator of Online Learning	E	30	260	8	42
Coordinator of Science (K-12)	E	28	260	8	40
Coordinator of Student Services I & II	E	28	260	8	40
Coordinator of Testing and Accountability	E	28	260	8	40
Custodial Services Area Supervisor	NE	16	260	8	28
Custodian	NE	05	185	4	17
Custodian	NE	05	185	8	17
Custodian	NE	05	260	8	17
Custodian (Tier 2)	NE	06	185	8	18
Custodian (Tier 2)	NE	06	260	8	18
Custodian, Head (elementary)	NE	09	260	8	21
Custodian, Head (multiple sites)	NE	11	260	8	23
Custodian, Lead	NE	08	260	8	20
Digital Communications and Marketing Specialist	E	21	260	8	33
Director of Elementary Instruction	E	35	260	8	47
Director of Information Technology	E	35	260	8	47
Director of School Administration	E	35	260	8	47
Director of Secondary Instruction	E	35	260	8	47
Director of Student Services	E	35	260	8	47
Distribution Technician	NE	08	260	8	20
Energy Educator and Facility Analyst	E	24	260	8	36
Fiscal Support Specialist	NE	11	260	8	23
Foundation Liaison	E	23	245	4	55
General Maintenance Technician	NE	15	260	8	27

# York County School Division

## Pay Plan

Fiscal Year 2019-2020

Title	FLSA Status	Grade	Days Per Year	Hours Per Day	Page
Grant Accounting Analyst	NE	19	260	8	31
Grant Accounting Coordinator	NE	17	260	8	29
Health Services Paraprofessional (paid lunch break)	NE	14	190	7.25	26
Health Services Provider (R.N.) (paid lunch break)	E	22	190	7.25	34
Human Resources Technician	NE	12	260	8	24
HVACR Supervisor	NE	20	260	8	32
Information Technology Project Manager	E	28	260	8	40
Instructional Para-Educator	NE	08	183	7	20
Instructional Para-Educator - Tier 2 (Bachelor's degree or higher)	NE	09	183	7	21
Interpreter-Transliterator-Non-VQAS Level (paid lunch break)	NE	17	185	7.25	29
Interpreter-Transliterator-VQAS Level 1 (paid lunch break)	NE	20	185	7.25	32
Interpreter-Transliterator-VQAS Level 2; NAD3; TSC: 1 (paid lunch break)	NE	22	185	7.25	34
Interpreter-Transliterator-VQAS Level 3 or 4; NAD 4 or 5; RID IC or TC; TSC: 2, 3, or 4 (paid lunch break)	NE	24	185	7.25	36
Interpreter-Transliterator-RID CI or CT (paid lunch break)	NE	27	185	7.25	39
IT Help Desk Technician I	NE	18	260	8	30
IT Help Desk Technician II	NE	19	260	8	31
Lead Speech-Language Pathologist	E	26	260	8	38
Licensure Specialist	NE	19	260	8	31
Logistics Support Technician	NE	19	260	8	31
Maintenance Parts Coordinator	NE	18	260	8	30
Manager of Application Support	E	32	260	8	44
Manager of Building Maintenance	E	25	260	8	37
Manager of Custodial Services	E	25	260	8	37
Manager of Enterprise Support and Network Services	E	32	260	8	44
Manager of School Board Office Building	E	18	260	8	30
Manager of School Food Services	NE	18	200	8	30
Manager of System Administration	E	32	260	8	44
Manager of Systems Architecture and Implementations	E	32	260	8	44
Manager of Vehicle Maintenance	E	25	260	8	37
Master Carpenter	NE	19	260	8	31
Master Electrician	NE	19	260	8	31
Master HVAC Technician	NE	19	260	8	31
Master Mechanic-Boilerman	NE	19	260	8	31
Master Plumber	NE	19	260	8	31
Master Service Technician	NE	19	260	8	31
Multi-trade Technician	NE	19	260	8	31
Network and Communications Systems Engineer	E	26	260	8	38
Network Services Engineer	E	26	260	8	38
Network Services Engineer, Senior	E	28	260	8	40
Network Technician	NE	23	260	8	35
Occupational Safety/Regulatory Compliance Specialist	E	25	260	8	37
Occupational Therapist	E	28	200	8	40

# York County School Division

## Pay Plan

Fiscal Year 2019-2020

Title	FLSA Status	Grade	Days Per Year	Hours Per Day	Page
Occupational Therapist	E	28	260	8	40
Occupational Therapist Assistant	NE	16	200	7.25	28
Office Clerk	NE	07	185	4	19
Office Clerk	NE	07	185	8	19
Office Clerk	NE	07	260	8	19
On-line Learning Specialist	E	26	260	8	38
Oral Communication Facilitator (paid lunch break)	NE	17	181	7.25	29
Parts Coordinator	NE	18	260	8	30
Payroll Coordinator	NE	17	260	8	29
Payroll Supervisor	E	27	260	8	39
Personnel Specialist	NE	22	260	8	34
Personnel Specialist, Senior	NE	24	260	8	36
Personnel Technician	NE	15	260	8	27
Physical Therapist	E	28	200	8	40
Physical Therapist	E	28	260	8	40
Physical Therapy Assistant	NE	20	200	8	32
Preventative Maintenance Technician	NE	13	260	8	25
Principal – York River Academy	E	31	260	8	43
Principal, Elementary	E	31	260	8	43
Principal, High School	E	34	260	8	46
Principal, Middle School ( $\leq$ 800 students)	E	31	260	8	43
Principal, Middle School (>800 students)	E	33	260	8	45
Printer	NE	13	260	8	25
Programmer Analyst	E	26	260	8	37
Programmer Analyst, Senior	E	27	260	8	39
Project Manager for Capital Plans and Projects	E	27	260	8	39
Public Relations and Communications Officer	E	33	260	8	45
Reprographics Clerk	NE	08	260	8	20
Resource and Security Technician	NE	13	260	8	25
Risk Management/Payroll Technician	NE	14	260	8	26
Roofer	NE	15	260	8	27
Roofing Technician	NE	18	260	8	30
School Cafeteria Manager	NE	11	195	7.5	23
School Cafeteria Worker	NE	05	180	6	17
School Counseling Director – High School	E	27	260	8	39
School Crossing Guard	NE	03	180	2	15
School Crossing Guard	NE	03	180	4	15
School Psychologist (hired before 7/1/2010)	E	28	210	7.5	40
School Psychologist (hired on or after 7/1/2013)	E	28	205	7.5	40
School Psychologist, Lead	E	28	260	8	40
Secretary I	NE	09	260	8	21
Secretary I (hired after 4/26/2011)	NE	09	194	8	21
Secretary I (hired prior to 4/26/2011)	NE	09	197	8	21

# York County School Division

## Pay Plan

Fiscal Year 2019-2020

Title	FLSA Status	Grade	Days Per Year	Hours Per Day	Page
Secretary I (hired after 4/26/2011)	NE	09	214	8	21
Secretary I (hired prior to 4/26/2011)	NE	09	217	8	21
Secretary II	NE	12	260	8	24
Secretary III	NE	14	260	8	26
Secretary III, Financial	NE	16	260	8	28
Secretary to Superintendent	NE	17	260	8	29
Service Technician I	NE	16	260	8	28
Service Technician II	NE	17	260	8	29
Supervisor of Building Management Systems	E	28	260	8	40
System Administrator	E	25	260	8	37
Systems Engineer	E	30	260	8	42
Trades Helper/Electrical Apprentice	NE	08	260	8	20
Trades Helper/HVACR Apprentice	NE	08	260	8	20
Tradesman/Carpenter	NE	15	260	8	27
Tradesman/Electrician	NE	17	260	8	29
Tradesman/HVAC Technician	NE	17	260	8	29
Tradesman/Plumber	NE	16	260	8	28
Transportation Operations Specialist	NE	15	260	8	27
Transportation Staffing Specialist	NE	15	260	8	27
Unified Communications Administrator	E	21	260	8	33
Warehouse Helper/Clerk	NE	07	260	8	19
Warehouse Person	NE	09	260	8	21
Warehouse Technician	NE	13	260	8	25

The Chief Officers will receive a 3.26% increase to VRS creditable compensation for FY20.

Note 1: Starting FY20 format for classification and pay schedule has been changed. Changes may include the above alphabetized table, elimination of S and H scales, and added page number for easy reference. In addition, this plan consolidates School Psychologists, Health Services Paraprofessionals, and Instructional Para-Educators onto the new scales and eliminated three separate salary scales for those groups of employees.

Note 2: Placement on new scale is not dependent on FY19 grade and step. Placement on FY20 scale made based on the following procedure:

1. Add 1.75% market adjustment to FY19 compensation rate.
2. Placed on next highest rate above the 1.75% adjustment on the FY20 scale regardless of step.
3. In cases of regrades and promotions move to new grade proceeds steps 1 and 2.

# York County School Division

## Pay Plan

Fiscal Year 2019-2020

### Grade 01

	Days	260
	Hours per day	8
Steps	Hourly	Annual
0	8.7337	<b>18,166</b>
1	8.8865	18,484
2	9.0418	18,807
3	9.2000	19,136
4	9.3611	19,471
5	9.5250	19,812
6	9.6918	20,159
7	9.8615	20,512
8	10.0341	20,871
9	10.2096	21,236
10	10.3885	21,608
11	10.5702	21,986
12	10.7553	22,371
13	10.9433	22,762
14	11.1346	23,160
15	11.3293	23,565
16	11.5274	23,977
17	11.7293	24,397
18	11.9346	24,824
19	12.1433	25,258
20	12.3558	25,700
21	12.5721	26,150
22	12.7923	26,608
23	13.0163	27,074
24	13.2442	27,548
25	13.4760	28,030
26	13.7120	28,521
27	13.9519	29,020
28	14.1962	29,528
29	14.4447	30,045
30	14.6976	30,571

# York County School Division

## Pay Plan

Fiscal Year 2019-2020

Grade 02

	Days	260
	Hours per day	8
Steps	Hourly	Annual
0	9.1707	<b>19,075</b>
1	9.3313	19,409
2	9.4947	19,749
3	9.6611	20,095
4	9.8303	20,447
5	10.0024	20,805
6	10.1774	21,169
7	10.3553	21,539
8	10.5365	21,916
9	10.7212	22,300
10	10.9087	22,690
11	11.0995	23,087
12	11.2938	23,491
13	11.4913	23,902
14	11.6923	24,320
15	11.8971	24,746
16	12.1053	25,179
17	12.3173	25,620
18	12.5327	26,068
19	12.7519	26,524
20	12.9750	26,988
21	13.2019	27,460
22	13.4332	27,941
23	13.6683	28,430
24	13.9077	28,928
25	14.1510	29,434
26	14.3986	29,949
27	14.6505	30,473
28	14.9067	31,006
29	15.1678	31,549
30	15.4332	32,101



# York County School Division

## Pay Plan

Fiscal Year 2019-2020

### Grade 03

	Days	180	180	260
	Hours per day	2	4	8
Steps	Hourly	Annual	Annual	Annual
0	9.6293	3,467	6,933	<b>20,029</b>
1	9.7981	3,527	7,055	20,380
2	9.9697	3,589	7,178	20,737
3	10.1442	3,652	7,304	21,100
4	10.3216	3,716	7,432	21,469
5	10.5024	3,781	7,562	21,845
6	10.6861	3,847	7,694	22,227
7	10.8731	3,914	7,829	22,616
8	11.0635	3,983	7,966	23,012
9	11.2572	4,053	8,105	23,415
10	11.4543	4,124	8,247	23,825
11	11.6548	4,196	8,391	24,242
12	11.8587	4,269	8,538	24,666
13	12.0663	4,344	8,688	25,098
14	12.2774	4,420	8,840	25,537
15	12.4923	4,497	8,994	25,984
16	12.7111	4,576	9,152	26,439
17	12.9337	4,656	9,312	26,902
18	13.1601	4,738	9,475	27,373
19	13.3904	4,821	9,641	27,852
20	13.6245	4,905	9,810	28,339
21	13.8630	4,991	9,981	28,835
22	14.1058	5,078	10,156	29,340
23	14.3524	5,167	10,334	29,853
24	14.6034	5,257	10,514	30,375
25	14.8591	5,349	10,699	30,907
26	15.1192	5,443	10,886	31,448
27	15.3837	5,538	11,076	31,998
28	15.6529	5,635	11,270	32,558
29	15.9269	5,734	11,467	33,128
30	16.2058	5,834	11,668	33,708

School Crossing Guard

# York County School Division

## Pay Plan

Fiscal Year 2019-2020

Grade 04

	Days	260
	Hours per day	8
Steps	Hourly	Annual
0	10.1106	<b>21,030</b>
1	10.2875	21,398
2	10.4673	21,772
3	10.6505	22,153
4	10.8370	22,541
5	11.0264	22,935
6	11.2192	23,336
7	11.4154	23,744
8	11.6154	24,160
9	11.8188	24,583
10	12.0255	25,013
11	12.2361	25,451
12	12.4500	25,896
13	12.6678	26,349
14	12.8894	26,810
15	13.1149	27,279
16	13.3442	27,756
17	13.5779	28,242
18	13.8154	28,736
19	14.0572	29,239
20	14.3034	29,751
21	14.5538	30,272
22	14.8087	30,802
23	15.0678	31,341
24	15.3313	31,889
25	15.5995	32,447
26	15.8726	33,015
27	16.1505	33,593
28	16.4332	34,181
29	16.7207	34,779
30	17.0135	35,388

# York County School Division

## Pay Plan

Fiscal Year 2019-2020

### Grade 05

	Days	180	185	185	260
	Hours per day	6	4	8	8
Steps	Hourly	Annual	Annual	Annual	Annual
0	10.6159	11,465	7,856	15,711	<b>22,081</b>
1	10.8014	11,666	7,993	15,986	22,467
2	10.9904	11,870	8,133	16,266	22,860
3	11.1827	12,077	8,275	16,550	23,260
4	11.3784	12,289	8,420	16,840	23,667
5	11.5774	12,504	8,567	17,135	24,081
6	11.7798	12,722	8,717	17,434	24,502
7	11.9861	12,945	8,870	17,739	24,931
8	12.1957	13,171	9,025	18,050	25,367
9	12.4091	13,402	9,183	18,366	25,811
10	12.6264	13,637	9,344	18,687	26,263
11	12.8476	13,875	9,507	19,014	26,723
12	13.0726	14,118	9,674	19,347	27,191
13	13.3014	14,366	9,843	19,686	27,667
14	13.5341	14,617	10,015	20,031	28,151
15	13.7712	14,873	10,191	20,381	28,644
16	14.0120	15,133	10,369	20,738	29,145
17	14.2572	15,398	10,550	21,101	29,655
18	14.5067	15,667	10,735	21,470	30,174
19	14.7606	15,941	10,923	21,846	30,702
20	15.0188	16,220	11,114	22,228	31,239
21	15.2817	16,504	11,308	22,617	31,786
22	15.5490	16,793	11,506	23,013	32,342
23	15.8212	17,087	11,708	23,415	32,908
24	16.0981	17,386	11,913	23,825	33,484
25	16.3798	17,690	12,121	24,242	34,070
26	16.6663	18,000	12,333	24,666	34,666
27	16.9582	18,315	12,549	25,098	35,273
28	17.2548	18,635	12,769	25,537	35,890
29	17.5567	18,961	12,992	25,984	36,518
30	17.8639	19,293	13,219	26,439	37,157

Custodian

School Cafeteria Worker

# York County School Division

## Pay Plan

Fiscal Year 2019-2020

### Grade 06

	Days	185	185	260
	Hours per day	4	8	8
Steps	Hourly	Annual	Annual	Annual
0	11.1466	8,249	16,497	<b>23,185</b>
1	11.3418	8,393	16,786	23,591
2	11.5404	8,540	17,080	24,004
3	11.7423	8,689	17,379	24,424
4	11.9476	8,841	17,682	24,851
5	12.1567	8,996	17,992	25,286
6	12.3697	9,154	18,307	25,729
7	12.5861	9,314	18,627	26,179
8	12.8063	9,477	18,953	26,637
9	13.0303	9,642	19,285	27,103
10	13.2582	9,811	19,622	27,577
11	13.4904	9,983	19,966	28,060
12	13.7264	10,158	20,315	28,551
13	13.9668	10,335	20,671	29,051
14	14.2111	10,516	21,032	29,559
15	14.4596	10,700	21,400	30,076
16	14.7125	10,887	21,775	30,602
17	14.9702	11,078	22,156	31,138
18	15.2322	11,272	22,544	31,683
19	15.4986	11,469	22,938	32,237
20	15.7697	11,670	23,339	32,801
21	16.0457	11,874	23,748	33,375
22	16.3264	12,082	24,163	33,959
23	16.6120	12,293	24,586	34,553
24	16.9029	12,508	25,016	35,158
25	17.1986	12,727	25,454	35,773
26	17.4995	12,950	25,899	36,399
27	17.8058	13,176	26,353	37,036
28	18.1173	13,407	26,814	37,684
29	18.4341	13,641	27,283	38,343
30	18.7567	13,880	27,760	39,014

Custodian (Tier 2)

# York County School Division

## Pay Plan

Fiscal Year 2019-2020

### Grade 07

	Days	185	185	260
	Hours per day	4	8	8
Steps	Hourly	Annual	Annual	Annual
0	11.7043	8,661	17,322	<b>24,345</b>
1	11.9091	8,813	17,626	24,771
2	12.1173	8,967	17,934	25,204
3	12.3293	9,124	18,247	25,645
4	12.5452	9,283	18,567	26,094
5	12.7649	9,446	18,892	26,551
6	12.9885	9,611	19,223	27,016
7	13.2159	9,780	19,559	27,489
8	13.4471	9,951	19,902	27,970
9	13.6822	10,125	20,250	28,459
10	13.9216	10,302	20,604	28,957
11	14.1654	10,482	20,965	29,464
12	14.4135	10,666	21,332	29,980
13	14.6659	10,853	21,705	30,505
14	14.9226	11,043	22,085	31,039
15	15.1837	11,236	22,472	31,582
16	15.4495	11,433	22,865	32,135
17	15.7197	11,633	23,265	32,697
18	15.9947	11,836	23,672	33,269
19	16.2745	12,043	24,086	33,851
20	16.5591	12,254	24,508	34,443
21	16.8490	12,468	24,937	35,046
22	17.1438	12,686	25,373	35,659
23	17.4438	12,908	25,817	36,283
24	17.7490	13,134	26,269	36,918
25	18.0596	13,364	26,728	37,564
26	18.3755	13,598	27,196	38,221
27	18.6971	13,836	27,672	38,890
28	19.0245	14,078	28,156	39,571
29	19.3572	14,324	28,649	40,263
30	19.6962	14,575	29,150	40,968

Office Clerk

Warehouse Helper/Clerk

# York County School Division

## Pay Plan

Fiscal Year 2019-2020

### Grade 8

Steps	Hours per day	Days	183	260
		Hours per day	7	8
Steps	Hourly			Annual
0	12.2894		15,743	<b>25,562</b>
1	12.5043		16,018	26,009
2	12.7231		16,298	26,464
3	12.9457		16,583	26,927
4	13.1721		16,873	27,398
5	13.4024		17,168	27,877
6	13.6370		17,469	28,365
7	13.8755		17,774	28,861
8	14.1183		18,086	29,366
9	14.3654		18,402	29,880
10	14.6168		18,724	30,403
11	14.8726		19,052	30,935
12	15.1327		19,385	31,476
13	15.3976		19,724	32,027
14	15.6668		20,069	32,587
15	15.9409		20,420	33,157
16	16.2197		20,777	33,737
17	16.5034		21,141	34,327
18	16.7923		21,511	34,928
19	17.0861		21,887	35,539
20	17.3851		22,270	36,161
21	17.6894		22,660	36,794
22	17.9990		23,057	37,438
23	18.3139		23,460	38,093
24	18.6346		23,871	38,760
25	18.9606		24,288	39,438
26	19.2923		24,713	40,128
27	19.6298		25,146	40,830
28	19.9736		25,586	41,545
29	20.3231		26,034	42,272
30	20.6788		26,490	43,012

Distribution Technician  
Instructional Para-Educator Tier 1  
Lead Custodian  
Reprographics Clerk  
Trades Helper/Electrical Apprentice  
Trades Helper/HVACR Apprentice

# York County School Division

## Pay Plan

Fiscal Year 2019-2020

### Grade 09

	Days	183	194	197	214	217	260
	Hours per day	7	8	8	8	8	8
Steps	Hourly	Annual	Annual	Annual	Annual	Annual	Annual
0	12.9043	16,530	20,028	20,337	22,092	22,402	26,841
1	13.1303	16,820	20,378	20,693	22,479	22,794	27,311
2	13.3601	17,114	20,735	21,056	22,872	23,193	27,789
3	13.5938	17,414	21,098	21,424	23,273	23,599	28,275
4	13.8317	17,718	21,467	21,799	23,680	24,012	28,770
5	14.0736	18,028	21,842	22,180	24,094	24,432	29,273
6	14.3197	18,344	22,224	22,568	24,515	24,859	29,785
7	14.5702	18,664	22,613	22,963	24,944	25,294	30,306
8	14.8250	18,991	23,008	23,364	25,380	25,736	30,836
9	15.0846	19,323	23,411	23,773	25,825	26,187	31,376
10	15.3486	19,662	23,821	24,189	26,277	26,645	31,925
11	15.6173	20,006	24,238	24,613	26,737	27,112	32,484
12	15.8904	20,356	24,662	25,043	27,204	27,586	33,052
13	16.1683	20,712	25,093	25,481	27,680	28,068	33,630
14	16.4514	21,074	25,533	25,927	28,165	28,560	34,219
15	16.7394	21,443	25,980	26,381	28,658	29,060	34,818
16	17.0322	21,818	26,434	26,843	29,159	29,568	35,427
17	17.3303	22,200	26,897	27,313	29,669	30,085	36,047
18	17.6337	22,589	27,367	27,791	30,189	30,612	36,678
19	17.9423	22,984	27,846	28,277	30,717	31,148	37,320
20	18.2563	23,386	28,334	28,772	31,255	31,693	37,973
21	18.5760	23,796	28,830	29,276	31,802	32,248	38,638
22	18.9010	24,212	29,334	29,788	32,358	32,812	39,314
23	19.2317	24,636	29,848	30,309	32,925	33,386	40,002
24	19.5683	25,067	30,370	30,840	33,501	33,971	40,702
25	19.9106	25,505	30,901	31,379	34,087	34,565	41,414
26	20.2591	25,952	31,442	31,928	34,684	35,170	42,139
27	20.6135	26,406	31,992	32,487	35,290	35,785	42,876
28	20.9740	26,868	32,552	33,055	35,908	36,411	43,626
29	21.3409	27,338	33,121	33,633	36,536	37,048	44,389
30	21.7144	27,816	33,701	34,222	37,175	37,696	45,166

Head Custodian (Elementary)  
Instructional Para-Educator Tier 2  
Secretary I  
Warehouse Person

# York County School Division

## Pay Plan

Fiscal Year 2019-2020

### Grade 10

	Days	260
	Hours per day	8
Steps	Hourly	Annual
0	13.5490	<b>28,182</b>
1	13.7861	28,675
2	14.0274	29,177
3	14.2731	29,688
4	14.5231	30,208
5	14.7774	30,737
6	15.0361	31,275
7	15.2990	31,822
8	15.5668	32,379
9	15.8394	32,946
10	16.1168	33,523
11	16.3990	34,110
12	16.6861	34,707
13	16.9779	35,314
14	17.2750	35,932
15	17.5774	36,561
16	17.8851	37,201
17	18.1981	37,852
18	18.5163	38,514
19	18.8404	39,188
20	19.1702	39,874
21	19.5058	40,572
22	19.8471	41,282
23	20.1942	42,004
24	20.5476	42,739
25	20.9072	43,487
26	21.2731	44,248
27	21.6452	45,022
28	22.0240	45,810
29	22.4096	46,612
30	22.8019	47,428



# York County School Division

## Pay Plan

Fiscal Year 2019-2020

### Grade 11

	Days	195	260
	Hours per day	7.5	8
Steps	Hourly	Annual	Annual
0	14.2264	20,806	<b>29,591</b>
1	14.4755	21,170	30,109
2	14.7288	21,541	30,636
3	14.9865	21,918	31,172
4	15.2490	22,302	31,718
5	15.5159	22,692	32,273
6	15.7875	23,089	32,838
7	16.0639	23,494	33,413
8	16.3452	23,905	33,998
9	16.6313	24,323	34,593
10	16.9221	24,749	35,198
11	17.2183	25,182	35,814
12	17.5197	25,623	36,441
13	17.8264	26,071	37,079
14	18.1385	26,528	37,728
15	18.4558	26,992	38,388
16	18.7788	27,464	39,060
17	19.1077	27,945	39,744
18	19.4423	28,434	40,440
19	19.7827	28,932	41,148
20	20.1288	29,438	41,868
21	20.4813	29,954	42,601
22	20.8399	30,478	43,347
23	21.2048	31,012	44,106
24	21.5760	31,555	44,878
25	21.9534	32,107	45,663
26	22.3375	32,669	46,462
27	22.7284	33,240	47,275
28	23.1260	33,822	48,102
29	23.5308	34,414	48,944
30	23.9428	35,016	49,801

Fiscal Support Specialist  
Head Custodian (Multiple Sites)  
School Cafeteria Manager

# York County School Division

## Pay Plan

Fiscal Year 2019-2020

### Grade 12

	Days	260
	Hours per day	8
Steps	Hourly	Annual
0	14.9380	<b>31,071</b>
1	15.1995	31,615
2	15.4654	32,168
3	15.7361	32,731
4	16.0115	33,304
5	16.2918	33,887
6	16.5769	34,480
7	16.8668	35,083
8	17.1620	35,697
9	17.4625	36,322
10	17.7683	36,958
11	18.0793	37,605
12	18.3957	38,263
13	18.7178	38,933
14	19.0452	39,614
15	19.3784	40,307
16	19.7173	41,012
17	20.0625	41,730
18	20.4135	42,460
19	20.7707	43,203
20	21.1341	43,959
21	21.5038	44,728
22	21.8803	45,511
23	22.2630	46,307
24	22.6524	47,117
25	23.0490	47,942
26	23.4524	48,781
27	23.8630	49,635
28	24.2808	50,504
29	24.7058	51,388
30	25.1380	52,287

Human Resources Technician  
Secretary II

# York County School Division

## Pay Plan

Fiscal Year 2019-2020

### Grade 13

	Days	260
	Hours per day	8
Steps	Hourly	Annual
0	15.6846	32,624
1	15.9591	33,195
2	16.2385	33,776
3	16.5226	34,367
4	16.8115	34,968
5	17.1058	35,580
6	17.4053	36,203
7	17.7101	36,837
8	18.0202	37,482
9	18.3356	38,138
10	18.6563	38,805
11	18.9827	39,484
12	19.3149	40,175
13	19.6529	40,878
14	19.9966	41,593
15	20.3466	42,321
16	20.7029	43,062
17	21.0654	43,816
18	21.4341	44,583
19	21.8091	45,363
20	22.1909	46,157
21	22.5793	46,965
22	22.9745	47,787
23	23.3764	48,623
24	23.7856	49,474
25	24.2019	50,340
26	24.6255	51,221
27	25.0563	52,117
28	25.4947	53,029
29	25.9409	53,957
30	26.3947	54,901

Preventative Maintenance Technician  
Printer  
Resource & Security Technician  
Warehouse Technician

# York County School Division

## Pay Plan

Fiscal Year 2019-2020

### Grade 14

	Days	190	260
	Hours per day	7.25	8
Steps	Hourly	Annual	Annual
0	16.4688	22,686	34,255
1	16.7567	23,082	34,854
2	17.0500	23,486	35,464
3	17.3486	23,898	36,085
4	17.6519	24,316	36,716
5	17.9611	24,741	37,359
6	18.2755	25,174	38,013
7	18.5952	25,615	38,678
8	18.9207	26,063	39,355
9	19.2519	26,520	40,044
10	19.5889	26,984	40,745
11	19.9317	27,456	41,458
12	20.2808	27,937	42,184
13	20.6356	28,426	42,922
14	20.9966	28,923	43,673
15	21.3639	29,429	44,437
16	21.7380	29,944	45,215
17	22.1183	30,468	46,006
18	22.5053	31,001	46,811
19	22.8990	31,543	47,630
20	23.3000	32,096	48,464
21	23.7077	32,657	49,312
22	24.1226	33,229	50,175
23	24.5447	33,810	51,053
24	24.9740	34,402	51,946
25	25.4111	35,004	52,855
26	25.8558	35,616	53,780
27	26.3082	36,240	54,721
28	26.7688	36,874	55,679
29	27.2370	37,519	56,653
30	27.7135	38,175	57,644

Health Services Paraprofessional  
Risk Management/Payroll Technician  
Secretary III

# York County School Division

## Pay Plan

Fiscal Year 2019-2020

Grade 15		
	Days	260
	Hours per day	8
Steps	Hourly	Annual
0	17.2923	<b>35,968</b>
1	17.5947	36,597
2	17.9024	37,237
3	18.2159	37,889
4	18.5346	38,552
5	18.8591	39,227
6	19.1889	39,913
7	19.5245	40,611
8	19.8663	41,322
9	20.2139	42,045
10	20.5678	42,781
11	20.9279	43,530
12	21.2942	44,292
13	21.6668	45,067
14	22.0462	45,856
15	22.4317	46,658
16	22.8245	47,475
17	23.2240	48,306
18	23.6303	49,151
19	24.0438	50,011
20	24.4644	50,886
21	24.8928	51,777
22	25.3284	52,683
23	25.7716	53,605
24	26.2226	54,543
25	26.6817	55,498
26	27.1486	56,469
27	27.6236	57,457
28	28.1067	58,462
29	28.5986	59,485
30	29.0990	60,526

General Maintenance Technician  
 Personnel Technician  
 Roofer  
 Tradesman/Carpenter  
 Transportation Operations Specialist  
 Transportation Staffing Specialist

# York County School Division

## Pay Plan

Fiscal Year 2019-2020

### Grade 16

	Days	200	260
	Hours per day	7.25	8
Steps	Hourly	Annual	Annual
0	18.1567	26,327	<b>37,766</b>
1	18.4745	26,788	38,427
2	18.7976	27,257	39,099
3	19.1264	27,733	39,783
4	19.4611	28,219	40,479
5	19.8014	28,712	41,187
6	20.1481	29,215	41,908
7	20.5005	29,726	42,641
8	20.8591	30,246	43,387
9	21.2240	30,775	44,146
10	21.5957	31,314	44,919
11	21.9736	31,862	45,705
12	22.3582	32,419	46,505
13	22.7495	32,987	47,319
14	23.1476	33,564	48,147
15	23.5529	34,152	48,990
16	23.9649	34,749	49,847
17	24.3841	35,357	50,719
18	24.8111	35,976	51,607
19	25.2452	36,606	52,510
20	25.6870	37,246	53,429
21	26.1365	37,898	54,364
22	26.5938	38,561	55,315
23	27.0591	39,236	56,283
24	27.5327	39,922	57,268
25	28.0144	40,621	58,270
26	28.5048	41,332	59,290
27	29.0038	42,056	60,328
28	29.5115	42,792	61,384
29	30.0279	43,540	62,458
30	30.5534	44,302	63,551

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

# York County School Division

## Pay Plan

Fiscal Year 2019-2020

### Grade 17

	Days	181	185	260
	Hours per day	7.25	7.25	8
Steps	Hourly	Annual	Annual	Annual
0	19.0649	25,018	25,571	39,655
1	19.3986	25,456	26,018	40,349
2	19.7380	25,901	26,474	41,055
3	20.0832	26,354	26,937	41,773
4	20.4346	26,815	27,408	42,504
5	20.7923	27,285	27,888	43,248
6	21.1563	27,762	28,376	44,005
7	21.5264	28,248	28,872	44,775
8	21.9034	28,743	29,378	45,559
9	22.2865	29,246	29,892	46,356
10	22.6764	29,757	30,415	47,167
11	23.0731	30,278	30,947	47,992
12	23.4769	30,808	31,488	48,832
13	23.8880	31,347	32,040	49,687
14	24.3063	31,896	32,601	50,557
15	24.7317	32,454	33,171	51,442
16	25.1644	33,022	33,752	52,342
17	25.6048	33,600	34,342	53,258
18	26.0529	34,188	34,943	54,190
19	26.5087	34,786	35,555	55,138
20	26.9726	35,395	36,177	56,103
21	27.4447	36,014	36,810	57,085
22	27.9250	36,645	37,454	58,084
23	28.4135	37,286	38,110	59,100
24	28.9106	37,938	38,776	60,134
25	29.4163	38,602	39,455	61,186
26	29.9313	39,277	40,145	62,257
27	30.4548	39,964	40,848	63,346
28	30.9880	40,664	41,563	64,455
29	31.5303	41,376	42,290	65,583
30	32.0822	42,100	43,030	66,731

Accounts Payable and Procurement Coordinator  
Grant Accounting Coordinator  
Interpreter-Transliterators-Non-VQAS Level  
Oral Communication Facilitator  
Payroll Coordinator  
Secretary to the Superintendent  
Service Technician II  
Tradesman/Electrician  
Tradesman/HVAC Technician

# York County School Division

## Pay Plan

Fiscal Year 2019-2020

### Grade 18

	Days	200	260
	Hours per day	8.00	8
Steps	Hourly	Annual	Annual
0	20.0183	32,029	41,638
1	20.3688	32,590	42,367
2	20.7250	33,160	43,108
3	21.0875	33,740	43,862
4	21.4567	34,331	44,630
5	21.8322	34,932	45,411
6	22.2144	35,543	46,206
7	22.6034	36,165	47,015
8	22.9990	36,798	47,838
9	23.4014	37,442	48,675
10	23.8111	38,098	49,527
11	24.2279	38,765	50,394
12	24.6519	39,443	51,276
13	25.0832	40,133	52,173
14	25.5221	40,835	53,086
15	25.9688	41,550	54,015
16	26.4231	42,277	54,960
17	26.8856	43,017	55,922
18	27.3563	43,770	56,901
19	27.8351	44,536	57,897
20	28.3221	45,315	58,910
21	28.8178	46,108	59,941
22	29.3221	46,915	60,990
23	29.8351	47,736	62,057
24	30.3572	48,572	63,143
25	30.8885	49,422	64,248
26	31.4288	50,286	65,372
27	31.9788	51,166	66,516
28	32.5385	52,062	67,680
29	33.1077	52,972	68,864
30	33.6870	53,899	70,069

Computer Support Technician I  
 IT Help Desk Technician I  
 Maintenance Parts Coordinator  
 Manager of School Board Office Building  
 Manager of School Food Services  
 Parts Coordinator  
 Roofing Technician



# York County School Division

## Pay Plan

Fiscal Year 2019-2020

Grade 19		
	Days	260
	Hours per day	8
Steps	Hourly	Annual
0	21.0192	<b>43,720</b>
1	21.3870	44,485
2	21.7611	45,263
3	22.1418	46,055
4	22.5293	46,861
5	22.9236	47,681
6	23.3245	48,515
7	23.7327	49,364
8	24.1481	50,228
9	24.5707	51,107
10	25.0005	52,001
11	25.4380	52,911
12	25.8832	53,837
13	26.3361	54,779
14	26.7971	55,738
15	27.2659	56,713
16	27.7428	57,705
17	28.2284	58,715
18	28.7226	59,743
19	29.2255	60,789
20	29.7370	61,853
21	30.2572	62,935
22	30.7865	64,036
23	31.3255	65,157
24	31.8736	66,297
25	32.4313	67,457
26	32.9986	68,637
27	33.5760	69,838
28	34.1635	71,060
29	34.7615	72,304
30	35.3697	73,569

Career Coach  
 Computer Support Technician II  
 Grant Accounting Analyst  
 IT Help Desk Technician II  
 Licensure Specialist  
 Logistics Support Technician  
 Master Carpenter  
 Master Electrician  
 Master HVAC Technician  
 Master Mechanic-Boilerman  
 Master Plumber  
 Master Service Technician  
 Multi-trade Technician

# York County School Division

## Pay Plan

Fiscal Year 2019-2020

### Grade 20

	Days	185	200	217	260
	Hours per day	7.25	8.00	8.00	8
Steps	Hourly	Annual	Annual	Annual	Annual
0	22.0707	29,602	35,313	38,315	45,907
1	22.4567	30,120	35,931	38,985	46,710
2	22.8495	30,647	36,559	39,667	47,527
3	23.2495	31,183	37,199	40,361	48,359
4	23.6563	31,729	37,850	41,067	49,205
5	24.0702	32,284	38,512	41,786	50,066
6	24.4913	32,849	39,186	42,517	50,942
7	24.9197	33,424	39,872	43,261	51,833
8	25.3558	34,008	40,569	44,018	52,740
9	25.7995	34,604	41,279	44,788	53,663
10	26.2510	35,209	42,002	45,572	54,602
11	26.7106	35,826	42,737	46,370	55,558
12	27.1779	36,452	43,485	47,181	56,530
13	27.6534	37,090	44,245	48,006	57,519
14	28.1375	37,739	45,020	48,847	58,526
15	28.6298	38,400	45,808	49,701	59,550
16	29.1308	39,072	46,609	50,571	60,592
17	29.6404	39,755	47,425	51,456	61,652
18	30.1591	40,451	48,255	52,356	62,731
19	30.6870	41,159	49,099	53,273	63,829
20	31.2240	41,879	49,958	54,205	64,946
21	31.7707	42,612	50,833	55,154	66,083
22	32.3264	43,358	51,722	56,119	67,239
23	32.8923	44,117	52,628	57,101	68,416
24	33.4678	44,889	53,548	58,100	69,613
25	34.0534	45,674	54,485	59,117	70,831
26	34.6495	46,474	55,439	60,152	72,071
27	35.2558	47,287	56,409	61,204	73,332
28	35.8726	48,114	57,396	62,275	74,615
29	36.5005	48,956	58,401	63,365	75,921
30	37.1394	49,813	59,423	64,474	77,250

Area Supervisor-Transportation  
 Budget & Financial Analyst  
 Budget & Financial Analyst-Revenue  
 HVACR Supervisor  
 Interpreter-Transliterator-VQAS Level 1  
 Physical Therapy Assistant

# York County School Division

## Pay Plan

Fiscal Year 2019-2020

Grade 21		
	Days	260
	Hours per day	8
Steps	Hourly	Annual
0	23.1740	<b>48,202</b>
1	23.5798	49,046
2	23.9923	49,904
3	24.4120	50,777
4	24.8394	51,666
5	25.2740	52,570
6	25.7163	53,490
7	26.1663	54,426
8	26.6240	55,378
9	27.0899	56,347
10	27.5639	57,333
11	28.0462	58,336
12	28.5370	59,357
13	29.0365	60,396
14	29.5447	61,453
15	30.0615	62,528
16	30.5875	63,622
17	31.1226	64,735
18	31.6673	65,868
19	32.2216	67,021
20	32.7856	68,194
21	33.3591	69,387
22	33.9428	70,601
23	34.5370	71,837
24	35.1413	73,094
25	35.7563	74,373
26	36.3822	75,675
27	37.0188	76,999
28	37.6663	78,346
29	38.3255	79,717
30	38.9962	81,112

Digital Communications and Marketing Specialist  
Unified Communications Administrator

# York County School Division

## Pay Plan

Fiscal Year 2019-2020

### Grade 22

	Days	185	190	260
	Hours per day	7.25	7.25	8
Steps	Hourly	Annual	Annual	Annual
0	24.3327	32,636	33,518	50,612
1	24.7587	33,208	34,105	51,498
2	25.1918	33,789	34,702	52,399
3	25.6327	34,380	35,309	53,316
4	26.0813	34,981	35,927	54,249
5	26.5375	35,593	36,555	55,198
6	27.0019	36,216	37,195	56,164
7	27.4745	36,850	37,846	57,147
8	27.9553	37,495	38,508	58,147
9	28.4447	38,151	39,183	59,165
10	28.9423	38,819	39,868	60,200
11	29.4490	39,499	40,566	61,254
12	29.9644	40,190	41,276	62,326
13	30.4889	40,893	41,999	63,417
14	31.0226	41,609	42,734	64,527
15	31.5654	42,337	43,481	65,656
16	32.1178	43,078	44,242	66,805
17	32.6798	43,832	45,016	67,974
18	33.2519	44,599	45,805	69,164
19	33.8337	45,379	46,606	70,374
20	34.4260	46,174	47,422	71,606
21	35.0284	46,982	48,252	72,859
22	35.6413	47,804	49,096	74,134
23	36.2649	48,640	49,955	75,431
24	36.8995	49,491	50,829	76,751
25	37.5452	50,357	51,719	78,094
26	38.2024	51,239	52,624	79,461
27	38.8712	52,136	53,545	80,852
28	39.5514	53,048	54,482	82,267
29	40.2438	53,977	55,436	83,707
30	40.9481	54,922	56,406	85,172

Health Services Provider (R.N.)

Interpreter-Transliterators-VQAS Level 2; NAD3; TSC: 1

Personnel Specialist

# York County School Division

## Pay Plan

Fiscal Year 2019-2020

### Grade 23

		Days	245	260
		Hours per day	4.00	8
Steps	Hourly	Annual	Annual	
0	25.5496	25,039	<b>53,143</b>	
1	25.9966	25,477	54,073	
2	26.4514	25,922	55,019	
3	26.9144	26,376	55,982	
4	27.3856	26,838	56,962	
5	27.8649	27,308	57,959	
6	28.3524	27,785	58,973	
7	28.8486	28,272	60,005	
8	29.3534	28,766	61,055	
9	29.8668	29,269	62,123	
10	30.3894	29,782	63,210	
11	30.9212	30,303	64,316	
12	31.4625	30,833	65,442	
13	32.0130	31,373	66,587	
14	32.5731	31,922	67,752	
15	33.1433	32,480	68,938	
16	33.7231	33,049	70,144	
17	34.3135	33,627	71,372	
18	34.9139	34,216	72,621	
19	35.5250	34,815	73,892	
20	36.1466	35,424	75,185	
21	36.7793	36,044	76,501	
22	37.4231	36,675	77,840	
23	38.0779	37,316	79,202	
24	38.7442	37,969	80,588	
25	39.4221	38,634	81,998	
26	40.1120	39,310	83,433	
27	40.8139	39,998	84,893	
28	41.5284	40,698	86,379	
29	42.2553	41,410	87,891	
30	42.9947	42,135	89,429	

Foundation Liaison  
Network Technician

# York County School Division

## Pay Plan

Fiscal Year 2019-2020

### Grade 24

	Days	200	260
	Hours per day	7.25	8
Steps	Hourly	Annual	Annual
0	26.8269	38,899	<b>55,800</b>
1	27.2966	39,580	56,777
2	27.7745	40,273	57,771
3	28.2606	40,978	58,782
4	28.7553	41,695	59,811
5	29.2587	42,425	60,858
6	29.7707	43,167	61,923
7	30.2918	43,923	63,007
8	30.8221	44,692	64,110
9	31.3615	45,474	65,232
10	31.9106	46,270	66,374
11	32.4692	47,080	67,536
12	33.0375	47,904	68,718
13	33.6159	48,743	69,921
14	34.2043	49,596	71,145
15	34.8029	50,464	72,390
16	35.4120	51,347	73,657
17	36.0317	52,246	74,946
18	36.6625	53,161	76,258
19	37.3043	54,091	77,593
20	37.9572	55,038	78,951
21	38.6216	56,001	80,333
22	39.2976	56,982	81,739
23	39.9851	57,978	83,169
24	40.6846	58,993	84,624
25	41.3966	60,025	86,105
26	42.1212	61,076	87,612
27	42.8582	62,144	89,145
28	43.6082	63,232	90,705
29	44.3712	64,338	92,292
30	45.1476	65,464	93,907

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

# York County School Division

## Pay Plan

Fiscal Year 2019-2020

Grade 25			
	Days	200	260
	Hours per day	7.25	8
Steps	Hourly	Annual	Annual
0	28.1683	40,844	<b>58,590</b>
1	28.6611	41,559	59,615
2	29.1625	42,286	60,658
3	29.6731	43,026	61,720
4	30.1923	43,779	62,800
5	30.7207	44,545	63,899
6	31.2582	45,324	65,017
7	31.8053	46,118	66,155
8	32.3620	46,925	67,313
9	32.9284	47,746	68,491
10	33.5048	48,582	69,690
11	34.0913	49,432	70,910
12	34.6880	50,298	72,151
13	35.2952	51,178	73,414
14	35.9130	52,074	74,699
15	36.5413	52,985	76,006
16	37.1808	53,912	77,336
17	37.8313	54,855	78,689
18	38.4933	55,815	80,066
19	39.1668	56,792	81,467
20	39.8524	57,786	82,893
21	40.5500	58,798	84,344
22	41.2596	59,826	85,820
23	41.9817	60,874	87,322
24	42.7163	61,939	88,850
25	43.4639	63,023	90,405
26	44.2245	64,126	91,987
27	44.9986	65,248	93,597
28	45.7861	66,390	95,235
29	46.5875	67,552	96,902
30	47.4029	68,734	98,598

Benefits Program Specialist  
 Community Outreach Coordinator  
 Manager of Building Maintenance  
 Manager of Custodial Services  
 Manager of Vehicle Maintenance  
 Occupational Safety/Regulatory Compliance Specialist  
 Systems Administrator

# York County School Division

## Pay Plan

Fiscal Year 2019-2020

Grade 26		
	Days	260
	Hours per day	8
Steps	Hourly	Annual
0	29.5769	<b>61,520</b>
1	30.0947	62,597
2	30.6212	63,692
3	31.1572	64,807
4	31.7024	65,941
5	32.2572	67,095
6	32.8216	68,269
7	33.3962	69,464
8	33.9808	70,680
9	34.5755	71,917
10	35.1808	73,176
11	35.7966	74,457
12	36.4231	75,760
13	37.0606	77,086
14	37.7091	78,435
15	38.3692	79,808
16	39.0409	81,205
17	39.7240	82,626
18	40.4192	84,072
19	41.1264	85,543
20	41.8462	87,040
21	42.5784	88,563
22	43.3236	90,113
23	44.0817	91,690
24	44.8534	93,295
25	45.6385	94,928
26	46.4370	96,589
27	47.2495	98,279
28	48.0764	99,999
29	48.9178	101,749
30	49.7740	103,530

Coordinator Enrollment & Attendance  
Lead Speech-Language Pathologist  
Network and Communications Systems Engineer  
Network Services Engineer  
On-line Learning Specialist  
Programmer Analyst  
Senior Business Analyst



# York County School Division

## Pay Plan

Fiscal Year 2019-2020

### Grade 27

		Days	185	260
		Hours per day	7.25	8
Steps	Hourly	Annual	Annual	
0	31.0558	41,654	<b>64,596</b>	
1	31.5990	42,382	65,726	
2	32.1519	43,124	66,876	
3	32.7144	43,878	68,046	
4	33.2870	44,646	69,237	
5	33.8697	45,428	70,449	
6	34.4625	46,223	71,682	
7	35.0654	47,031	72,936	
8	35.6788	47,854	74,212	
9	36.3034	48,692	75,511	
10	36.9385	49,544	76,832	
11	37.5851	50,411	78,177	
12	38.2428	51,293	79,545	
13	38.9120	52,191	80,937	
14	39.5928	53,104	82,353	
15	40.2856	54,033	83,794	
16	40.9904	54,978	85,260	
17	41.7077	55,940	86,752	
18	42.4375	56,919	88,270	
19	43.1803	57,916	89,815	
20	43.9361	58,929	91,387	
21	44.7048	59,960	92,986	
22	45.4870	61,009	94,613	
23	46.2832	62,077	96,269	
24	47.0933	63,164	97,954	
25	47.9173	64,269	99,668	
26	48.7558	65,394	101,412	
27	49.6091	66,538	103,187	
28	50.4774	67,703	104,993	
29	51.3606	68,887	106,830	
30	52.2596	70,093	108,700	

Budget & Financial Supervisor  
 Interpreter-Transliterators-RID CI or CT  
 Payroll Supervisor  
 Project Manager for Capital Plans and Projects  
 School Counseling Director - High School  
 Senior Programmer Analyst

# York County School Division

## Pay Plan

Fiscal Year 2019-2020

### Grade 28

	Days	200	205	210	260
	Hours per day	8	7.5	7.5	8
Steps	Hourly	Annual	Annual	Annual	Annual
0	32.6082	52,173	50,135	51,358	67,825
1	33.1788	53,086	51,012	52,257	69,012
2	33.7596	54,015	51,905	53,171	70,220
3	34.3505	54,961	52,814	54,102	71,449
4	34.9514	55,922	53,738	55,049	72,699
5	35.5630	56,901	54,678	56,012	73,971
6	36.1851	57,896	55,635	56,992	75,265
7	36.8183	58,909	56,608	57,989	76,582
8	37.4625	59,940	57,599	59,003	77,922
9	38.1183	60,989	58,607	60,036	79,286
10	38.7856	62,057	59,633	61,087	80,674
11	39.4644	63,143	60,677	62,156	82,086
12	40.1553	64,248	61,739	63,245	83,523
13	40.8582	65,373	62,819	64,352	84,985
14	41.5731	66,517	63,919	65,478	86,472
15	42.3005	67,681	65,037	66,623	87,985
16	43.0409	68,865	66,175	67,789	89,525
17	43.7942	70,071	67,334	68,976	91,092
18	44.5606	71,297	68,512	70,183	92,686
19	45.3404	72,545	69,711	71,411	94,308
20	46.1337	73,814	70,930	72,661	95,958
21	46.9409	75,105	72,172	73,932	97,637
22	47.7625	76,420	73,435	75,226	99,346
23	48.5986	77,758	74,720	76,543	101,085
24	49.4490	79,118	76,028	77,882	102,854
25	50.3144	80,503	77,358	79,245	104,654
26	51.1947	81,912	78,712	80,632	106,485
27	52.0904	83,345	80,089	82,042	108,348
28	53.0019	84,803	81,490	83,478	110,244
29	53.9293	86,287	82,916	84,939	112,173
30	54.8731	87,797	84,367	86,425	114,136

Accounting Supervisor  
 Coordinator of Career Development  
 Coordinator of English & Social Studies  
 Coordinator of Language Arts & Social Studies (K-5)  
 Coordinator of Mathematics (K-12)  
 Coordinator of Professional Development & Academic Services  
 Coordinator of Science (K-12)  
 Coordinator of Student Services I & II  
 Coordinator of Testing & Accountability

Elementary School Assistant Principal  
 Information Technology Project Manager  
 Lead School Psychologist  
 Middle School Assistant Principal  
 Occupational Therapist  
 Physical Therapist  
 School Psychologist  
 Senior Network Services Engineer  
 Supervisor of Building Management Systems

# York County School Division

## Pay Plan

Fiscal Year 2019-2020

### Grade 29

	Days	260
	Hours per day	8
Steps	Hourly	Annual
0	34.2389	<b>71,217</b>
1	34.8380	72,463
2	35.4476	73,731
3	36.0678	75,021
4	36.6990	76,334
5	37.3413	77,670
6	37.9947	79,029
7	38.6596	80,412
8	39.3361	81,819
9	40.0245	83,251
10	40.7250	84,708
11	41.4375	86,190
12	42.1625	87,698
13	42.9005	89,233
14	43.6514	90,795
15	44.4154	92,384
16	45.1928	94,001
17	45.9837	95,646
18	46.7885	97,320
19	47.6072	99,023
20	48.4404	100,756
21	49.2880	102,519
22	50.1505	104,313
23	51.0279	106,138
24	51.9207	107,995
25	52.8293	109,885
26	53.7538	111,808
27	54.6947	113,765
28	55.6519	115,756
29	56.6260	117,782
30	57.6168	119,843

High School Assistant Principal

# York County School Division

## Pay Plan

Fiscal Year 2019-2020

### Grade 30

	Days	260
	Hours per day	8
Steps	Hourly	Annual
0	35.9510	<b>74,778</b>
1	36.5803	76,087
2	37.2207	77,419
3	37.8721	78,774
4	38.5351	80,153
5	39.2096	81,556
6	39.8957	82,983
7	40.5938	84,435
8	41.3043	85,913
9	42.0269	87,416
10	42.7625	88,946
11	43.5111	90,503
12	44.2726	92,087
13	45.0476	93,699
14	45.8361	95,339
15	46.6380	97,007
16	47.4543	98,705
17	48.2846	100,432
18	49.1298	102,190
19	49.9894	103,978
20	50.8644	105,798
21	51.7543	107,649
22	52.6601	109,533
23	53.5817	111,450
24	54.5192	113,400
25	55.4736	115,385
26	56.4442	117,404
27	57.4322	119,459
28	58.4375	121,550
29	59.4601	123,677
30	60.5005	125,841

Coordinator Online Learning  
Systems Engineer

# York County School Division

## Pay Plan

Fiscal Year 2019-2020

### Grade 31

	Days	260
	Hours per day	8
Steps	Hourly	Annual
0	37.7486	<b>78,517</b>
1	38.4091	79,891
2	39.0813	81,289
3	39.7654	82,712
4	40.4611	84,159
5	41.1692	85,632
6	41.8899	87,131
7	42.6231	88,656
8	43.3688	90,207
9	44.1279	91,786
10	44.9000	93,392
11	45.6856	95,026
12	46.4851	96,689
13	47.2986	98,381
14	48.1264	100,103
15	48.9688	101,855
16	49.8255	103,637
17	50.6976	105,451
18	51.5846	107,296
19	52.4875	109,174
20	53.4063	111,085
21	54.3409	113,029
22	55.2918	115,007
23	56.2596	117,020
24	57.2442	119,068
25	58.2462	121,152
26	59.2654	123,272
27	60.3024	125,429
28	61.3577	127,624
29	62.4313	129,857
30	63.5236	132,129

Elementary School Principal  
Middle School Principal ( $\leq$  800 students)  
Principal - York River Academy

# York County School Division

## Pay Plan

Fiscal Year 2019-2020

Grade 32		
	Days	260
	Hours per day	8
Steps	Hourly	Annual
0	39.6361	<b>82,443</b>
1	40.3298	83,886
2	41.0356	85,354
3	41.7538	86,848
4	42.4846	88,368
5	43.2279	89,914
6	43.9841	91,487
7	44.7538	93,088
8	45.5370	94,717
9	46.3341	96,375
10	47.1452	98,062
11	47.9702	99,778
12	48.8096	101,524
13	49.6639	103,301
14	50.5332	105,109
15	51.4173	106,948
16	52.3173	108,820
17	53.2327	110,724
18	54.1644	112,662
19	55.1125	114,634
20	56.0769	116,640
21	57.0582	118,681
22	58.0567	120,758
23	59.0726	122,871
24	60.1063	125,021
25	61.1582	127,209
26	62.2284	129,435
27	63.3173	131,700
28	64.4255	134,005
29	65.5529	136,350
30	66.7000	138,736

Manager of Applications Support  
 Manager of Enterprise Support and Network Services  
 Manager of System Administration  
 Manager of Systems Architecture and Implementations

# York County School Division

## Pay Plan

Fiscal Year 2019-2020

Grade 33		
	Days	260
	Hours per day	8
Steps	Hourly	Annual
0	41.6178	<b>86,565</b>
1	42.3462	88,080
2	43.0870	89,621
3	43.8409	91,189
4	44.6082	92,785
5	45.3889	94,409
6	46.1832	96,061
7	46.9913	97,742
8	47.8135	99,452
9	48.6500	101,192
10	49.5014	102,963
11	50.3678	104,765
12	51.2490	106,598
13	52.1457	108,463
14	53.0582	110,361
15	53.9865	112,292
16	54.9313	114,257
17	55.8923	116,256
18	56.8702	118,290
19	57.8654	120,360
20	58.8779	122,466
21	59.9082	124,609
22	60.9567	126,790
23	62.0236	129,009
24	63.1091	131,267
25	64.2135	133,564
26	65.3370	135,901
27	66.4803	138,279
28	67.6438	140,699
29	68.8274	143,161
30	70.0317	145,666

Associate Director for Capital Plans & Projects  
 Associate Director for K-12 Academic Services  
 Associate Director of Educational Technology & Innovation  
 Associate Director of Human Resources  
 Associate Director of Maintenance & Facilities Support  
 Associate Director of School Administration  
 Associate Director of School Administration & Compliance  
 Associate Director of Transportation & Warehouse Operations  
 Middle School Principal (> 800 students)  
 Public Relations & Communications Officer

# York County School Division

## Pay Plan

Fiscal Year 2019-2020

### Grade 34

	Days	260
	Hours per day	8
Steps	Hourly	Annual
0	43.6986	<b>90,893</b>
1	44.4635	92,484
2	45.2413	94,102
3	46.0332	95,749
4	46.8389	97,425
5	47.6587	99,130
6	48.4928	100,865
7	49.3413	102,630
8	50.2048	104,426
9	51.0832	106,253
10	51.9769	108,112
11	52.8865	110,004
12	53.8120	111,929
13	54.7538	113,888
14	55.7120	115,881
15	56.6870	117,909
16	57.6788	119,972
17	58.6885	122,072
18	59.7154	124,208
19	60.7606	126,382
20	61.8240	128,594
21	62.9058	130,844
22	64.0067	133,134
23	65.1269	135,464
24	66.2668	137,835
25	67.4264	140,247
26	68.6063	142,701
27	69.8067	145,198
28	71.0284	147,739
29	72.2712	150,324
30	73.5361	152,955

High School Principal



# York County School Division

## Pay Plan

Fiscal Year 2019-2020

Grade 35		
	Days	260
	Hours per day	8
Steps	Hourly	Annual
0	45.8837	<b>95,438</b>
1	46.6865	97,108
2	47.5034	98,807
3	48.3346	100,536
4	49.1803	102,295
5	50.0409	104,085
6	50.9163	105,906
7	51.8072	107,759
8	52.7139	109,645
9	53.6365	111,564
10	54.5750	113,516
11	55.5303	115,503
12	56.5019	117,524
13	57.4909	119,581
14	58.4971	121,674
15	59.5207	123,803
16	60.5625	125,970
17	61.6221	128,174
18	62.7005	130,417
19	63.7976	132,699
20	64.9139	135,021
21	66.0500	137,384
22	67.2058	139,788
23	68.3817	142,234
24	69.5784	144,723
25	70.7962	147,256
26	72.0351	149,833
27	73.2957	152,455
28	74.5784	155,123
29	75.8837	157,838
30	77.2115	160,600

Director of Student Services  
 Director of Elementary Instruction  
 Director of Information Technology  
 Director of School Administration  
 Director of Secondary Education

# York County School Division

## Pay Plan

Fiscal Year 2019-2020

Grade 36

Steps	Days	
	Hours per day	260
		8
Hourly	Annual	
0	48.1779	<b>100,210</b>
1	49.0212	101,964
2	49.8788	103,748
3	50.7519	105,564
4	51.6399	107,411
5	52.5438	109,291
6	53.4635	111,204
7	54.3990	113,150
8	55.3510	115,130
9	56.3197	117,145
10	57.3053	119,195
11	58.3082	121,281
12	59.3284	123,403
13	60.3668	125,563
14	61.4231	127,760
15	62.4981	129,996
16	63.5918	132,271
17	64.7048	134,586
18	65.8370	136,941
19	66.9889	139,337
20	68.1611	141,775
21	69.3538	144,256
22	70.5673	146,780
23	71.8024	149,349
24	73.0591	151,963
25	74.3375	154,622
26	75.6385	157,328
27	76.9620	160,081
28	78.3087	162,882
29	79.6788	165,732
30	81.0731	168,632

# York County School Division

## Pay Plan

Fiscal Year 2019-2020

### Grade 37

	Days	260
	Hours per day	8
Steps	Hourly	Annual
0	50.5870	105,221
1	51.4721	107,062
2	52.3731	108,936
3	53.2894	110,842
4	54.2221	112,782
5	55.1712	114,756
6	56.1365	116,764
7	57.1188	118,807
8	58.1183	120,886
9	59.1356	123,002
10	60.1707	125,155
11	61.2236	127,345
12	62.2952	129,574
13	63.3856	131,842
14	64.4947	134,149
15	65.6236	136,497
16	66.7721	138,886
17	67.9409	141,317
18	69.1298	143,790
19	70.3394	146,306
20	71.5702	148,866
21	72.8226	151,471
22	74.0971	154,122
23	75.3938	156,819
24	76.7130	159,563
25	78.0553	162,355
26	79.4212	165,196
27	80.8111	168,087
28	82.2255	171,029
29	83.6644	174,022
30	85.1284	177,067

# York County School Division

## Pay Plan

Fiscal Year 2019-2020

Grade 38

Steps	Days	
	Hours per day	260
		8
Steps	Hourly	Annual
0	53.1168	<b>110,483</b>
1	54.0462	112,416
2	54.9918	114,383
3	55.9543	116,385
4	56.9337	118,422
5	57.9298	120,494
6	58.9438	122,603
7	59.9755	124,749
8	61.0250	126,932
9	62.0928	129,153
10	63.1793	131,413
11	64.2851	133,713
12	65.4101	136,053
13	66.5548	138,434
14	67.7197	140,857
15	68.9048	143,322
16	70.1106	145,830
17	71.3375	148,382
18	72.5861	150,979
19	73.8563	153,621
20	75.1486	156,309
21	76.4635	159,044
22	77.8014	161,827
23	79.1630	164,659
24	80.5486	167,541
25	81.9582	170,473
26	83.3923	173,456
27	84.8514	176,491
28	86.3365	179,580
29	87.8476	182,723
30	89.3851	185,921

# York County School Division

## Pay Plan

Fiscal Year 2019-2020

Bus Drivers and Bus Dispatchers											
Days		182	182	182	182	182	182	182	185	197	260
Hours per day		4	4.5	5	5.5	6	6.5	7	8	8	8
Step	Hourly	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual
0	15.0380	10,948	12,316	13,685	15,053	16,421	17,790	19,158	22,256	23,700	31,279
1	15.2636	11,112	12,501	13,890	15,279	16,668	18,057	19,446	22,590	24,055	31,748
2	15.4925	11,279	12,688	14,098	15,508	16,918	18,328	19,737	22,929	24,416	32,224
3	15.7249	11,448	12,879	14,310	15,741	17,172	18,603	20,034	23,273	24,782	32,708
4	15.9608	11,619	13,072	14,524	15,977	17,429	18,882	20,334	23,622	25,154	33,198
5	16.2002	11,794	13,268	14,742	16,216	17,691	19,165	20,639	23,976	25,532	33,696
6	16.4432	11,971	13,467	14,963	16,460	17,956	19,452	20,949	24,336	25,914	34,202
7	16.6898	12,150	13,669	15,188	16,706	18,225	19,744	21,263	24,701	26,303	34,715
8	16.9402	12,332	13,874	15,416	16,957	18,499	20,040	21,582	25,071	26,698	35,236
9	17.1943	12,517	14,082	15,647	17,211	18,776	20,341	21,906	25,448	27,098	35,764
10	17.4522	12,705	14,293	15,882	17,470	19,058	20,646	22,234	25,829	27,505	36,301
11	17.7140	12,896	14,508	16,120	17,732	19,344	20,956	22,568	26,217	27,917	36,845
12	17.9797	13,089	14,725	16,362	17,998	19,634	21,270	22,906	26,610	28,336	37,398
13	18.2494	13,286	14,946	16,607	18,268	19,928	21,589	23,250	27,009	28,761	37,959
14	18.5231	13,485	15,170	16,856	18,542	20,227	21,913	23,598	27,414	29,192	38,528
15	18.8010	13,687	15,398	17,109	18,820	20,531	22,242	23,952	27,825	29,630	39,106
16	19.0830	13,892	15,629	17,366	19,102	20,839	22,575	24,312	28,243	30,075	39,693
17	19.3692	14,101	15,863	17,626	19,389	21,151	22,914	24,676	28,666	30,526	40,288
18	19.6598	14,312	16,101	17,890	19,679	21,469	23,258	25,047	29,097	30,984	40,892
19	19.9547	14,527	16,343	18,159	19,975	21,791	23,606	25,422	29,533	31,449	41,506
20	20.2540	14,745	16,588	18,431	20,274	22,117	23,960	25,804	29,976	31,920	42,128
21	20.5578	14,966	16,837	18,708	20,578	22,449	24,320	26,191	30,426	32,399	42,760
22	20.8662	15,191	17,089	18,988	20,887	22,786	24,685	26,584	30,882	32,885	43,402
23	21.1792	15,418	17,346	19,273	21,200	23,128	25,055	26,982	31,345	33,378	44,053
24	21.4969	15,650	17,606	19,562	21,518	23,475	25,431	27,387	31,815	33,879	44,714
25	21.8193	15,884	17,870	19,856	21,841	23,827	25,812	27,798	32,293	34,387	45,384

**York County School Division**

**Pay Plan**

**Fiscal Year 2019-2020**

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	\$11.1240	\$8,098	\$9,111	\$10,123	\$11,135	\$12,147	\$13,160
1	\$11.2909	\$8,220	\$9,247	\$10,275	\$11,302	\$12,330	\$13,357
2	\$11.4602	\$8,343	\$9,386	\$10,429	\$11,472	\$12,515	\$13,557
3	\$11.6321	\$8,468	\$9,527	\$10,585	\$11,644	\$12,702	\$13,761
4	\$11.8066	\$8,595	\$9,670	\$10,744	\$11,818	\$12,893	\$13,967
5	\$11.9837	\$8,724	\$9,815	\$10,905	\$11,996	\$13,086	\$14,177
6	\$12.1635	\$8,855	\$9,962	\$11,069	\$12,176	\$13,282	\$14,389
7	\$12.3459	\$8,988	\$10,111	\$11,235	\$12,358	\$13,482	\$14,605
8	\$12.5311	\$9,123	\$10,263	\$11,403	\$12,544	\$13,684	\$14,824
9	\$12.7191	\$9,259	\$10,417	\$11,574	\$12,732	\$13,889	\$15,047
10	\$12.9099	\$9,398	\$10,573	\$11,748	\$12,923	\$14,098	\$15,272
11	\$13.1035	\$9,539	\$10,732	\$11,924	\$13,117	\$14,309	\$15,501
12	\$13.3001	\$9,682	\$10,893	\$12,103	\$13,313	\$14,524	\$15,734
13	\$13.4996	\$9,828	\$11,056	\$12,285	\$13,513	\$14,742	\$15,970
14	\$13.7021	\$9,975	\$11,222	\$12,469	\$13,716	\$14,963	\$16,210
15	\$13.9076	\$10,125	\$11,390	\$12,656	\$13,921	\$15,187	\$16,453
16	\$14.1162	\$10,277	\$11,561	\$12,846	\$14,130	\$15,415	\$16,699
17	\$14.3279	\$10,431	\$11,735	\$13,038	\$14,342	\$15,646	\$16,950
18	\$14.5429	\$10,587	\$11,911	\$13,234	\$14,557	\$15,881	\$17,204
19	\$14.7610	\$10,746	\$12,089	\$13,433	\$14,776	\$16,119	\$17,462
20	\$14.9824	\$10,907	\$12,271	\$13,634	\$14,997	\$16,361	\$17,724
21	\$15.2072	\$11,071	\$12,455	\$13,839	\$15,222	\$16,606	\$17,990
22	\$15.4353	\$11,237	\$12,641	\$14,046	\$15,451	\$16,855	\$18,260
23	\$15.6668	\$11,405	\$12,831	\$14,257	\$15,682	\$17,108	\$18,534
24	\$15.9018	\$11,577	\$13,024	\$14,471	\$15,918	\$17,365	\$18,812
25	\$16.1403	\$11,750	\$13,219	\$14,688	\$16,156	\$17,625	\$19,094

# **York County School Division**

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

**2019–2020  
Effective July 1, 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

ENGLISH AS A SECOND LANGUAGE TUTOR  
\$21.00 per Hour

FINANCE/HUMAN RESOURCES INTERN  
\$11.00 per Hour

PHYSICAL THERAPY ASSISTANT  
\$30.00 per Hour

SCHOOL PSYCHOLOGIST INTERN  
\$15.00 per Hour

SCHOOL VAN DRIVER  
\$10.75 per Hour

TEMPORARY WORKER–MAINTENANCE HELPER  
\$14.00 per Hour

TEMPORARY WORKER–OFFICE HELPER  
\$7.35 per Hour

VIRTUAL HIGH SCHOOL TEACHER  
\$2,000 annual stipend plus additional \$165 for each student enrolled above 8 students



**Operational Substitutes**

SUBSTITUTE BUS DRIVER .....	\$14.00 per hour
BUS DRIVER IN TRAINING .....	\$14.00 per hour
SUBSTITUTE BUS DRIVER ASSISTANT .....	\$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 - \$29.00 / 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 <sup>th</sup> consecutive Day .....	\$110.00
For Same Health Services Provider beginning 21 <sup>st</sup> consecutive Day .....	\$125.00
SUBSTITUTE ORAL COMMUNICATION FACILITATOR (7.25 hours) .....	\$75.00
SUBSTITUTE TEACHER (7.5 hours).....	\$80.00
For Same Teacher beginning 11 <sup>th</sup> Consecutive Day .....	\$90.00
For Same Teacher beginning 21 <sup>st</sup> Consecutive Day .....	\$107.00
SUBSTITUTE PARA-EDUCATOR (7 hours) (.5 hour unpaid lunch break) .....	\$60.00
For Same Para-Educator beginning 11 <sup>th</sup> consecutive Day .....	\$70.00
For Same Para-Educator beginning 21 <sup>st</sup> consecutive Day .....	\$80.00

TEACHER SUBSTITUTING DURING PLANNING PERIOD – Secondary Only.....	\$8.00
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***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) .....	Current employees will receive their regular hourly rate
BUS DRIVER ASSISTANT.....	Current employees will receive their regular hourly rate

***Summer Custodian and Vehicle Maintenance Helper***

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

**Variable Pay Supplements**

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

HIGH SCHOOL CHEMISTRY TEACHER* .....	\$1,260
(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><u>POSITION</u></b>	<b><u>AMOUNT</u></b>
EXTRA DUTY	\$4,000
LEADERSHIP TEAM	7,500
MATH LEAD	350
OM	1,113
SCA	761
STEM Club	500
SUMMER TESTING (READING)	750

**Middle School Supplement Schedule**

(Each school)

<b><u>POSITION</u></b>	<b><u>AMOUNT</u></b>
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)

<b><u>POSITION</u></b>	<b><u>AMOUNT</u></b>
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-Educator Critical Response	1,000
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***

<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	2,492
LEAD PT/OT	2,492
RECORDS MANAGER	6,343
OM COORDINATOR	1,113
STUDENT ACTIVITY FUND ACCOUNTING MENTORS (2)	765

***Additional Compensation*****SCHOOL PSYCHOLOGIST**

CERTIFICATE OF ADVANCED STUDY/EDUCATIONAL SPECIALIST DEGREE / 30 SEMESTER HOURS IN APPROVED DOCTORAL PROGRAM .....\$1,749\*

DOCTORATE .....\$1,749

\*Grandfathered for School Psychologists hired during or before FY13. Eliminated for new employees hired after June 30, 2013.

**SPEECH LANGUAGE PATHOLOGIST**

CERTIFICATE OF CLINICAL COMPETENCE (CCC) .....\$1,000

**MAINTENANCE****CUSTODIAL**

CALL-IN PAY .....minimum 2 Hours

NIGHT SHIFT DIFFERENTIAL .....\$.50/hour

HEAD CUSTODIAN – EXCESS SUPERVISION - Monthly \$25/ each employee in excess of 7 supervised

**MAINTENANCE PERSONNEL**

CALL-IN PAY .....minimum 3 Hours

NIGHT SHIFT DIFFERENTIAL .....\$.50/hour

**VEHICLE MAINTENANCE TECHNICIAN CERTIFICATION PAY**

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

**FOOD SERVICES**

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

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

	<u>Amount</u>	<u>Late Hires</u>
First Semester 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.

**BUS DRIVER AND BUS DRIVER ASSISTANT  
ATTENDANCE BONUS PLAN**

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

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