

FY20 Salary Scales

Teacher		T10	T101	T102	T103	T104	T105	T106	T107	T108	T11	T111
Steps	Index	10-month	10 B+9	10 B + 18	10 month w/ Masters	10 M + 15	10 M + 30	10 month w/ Doctorate	10 DUAL M	10 NBC	11-month	11 B + 9
1	1.0000	42,507	43,324	43,705	45,229	45,774	46,046	47,408	46,046	43,869	46,758	47,575
2	1.0050	42,719	43,536	43,917	45,441	45,986	46,258	47,620	46,258	44,081	46,991	47,808
3	1.0099	42,926	43,743	44,124	45,648	46,193	46,465	47,827	46,465	44,288	47,219	48,036
4	1.0146	43,129	43,946	44,327	45,851	46,396	46,668	48,030	46,668	44,491	47,442	48,259
5	1.0194	43,332	44,149	44,530	46,054	46,599	46,871	48,233	46,871	44,694	47,665	48,482
6	1.0248	43,561	44,378	44,759	46,283	46,828	47,100	48,462	47,100	44,923	47,917	48,734
7	1.0371	44,082	44,899	45,280	46,804	47,349	47,621	48,983	47,621	45,444	48,490	49,307
8	1.0493	44,603	45,420	45,801	47,325	47,870	48,142	49,504	48,142	45,965	49,063	49,880
9	1.0616	45,125	45,942	46,323	47,847	48,392	48,664	50,026	48,664	46,487	49,638	50,455
10	1.0716	45,552	46,369	46,750	48,274	48,819	49,091	50,453	49,091	46,914	50,107	50,924
11	1.0841	46,080	46,897	47,278	48,802	49,347	49,619	50,981	49,619	47,442	50,688	51,505
12	1.0968	46,622	47,439	47,820	49,344	49,889	50,161	51,523	50,161	47,984	51,284	52,101
13	1.1096	47,165	47,982	48,363	49,887	50,432	50,704	52,066	50,704	48,527	51,882	52,699
14	1.1223	47,707	48,524	48,905	50,429	50,974	51,246	52,608	51,246	49,069	52,478	53,295
15	1.1351	48,248	49,065	49,446	50,970	51,515	51,787	53,149	51,787	49,610	53,073	53,890
16	1.1478	48,790	49,607	49,988	51,512	52,057	52,329	53,691	52,329	50,152	53,669	54,486
17	1.1606	49,332	50,149	50,530	52,054	52,599	52,871	54,233	52,871	50,694	54,265	55,082
18	1.1733	49,875	50,692	51,073	52,597	53,142	53,414	54,776	53,414	51,237	54,863	55,680
19	1.1930	50,712	51,529	51,910	53,434	53,979	54,251	55,613	54,251	52,074	55,783	56,600
20	1.1957	50,826	51,643	52,024	53,548	54,093	54,365	55,727	54,365	52,188	55,909	56,726
21	1.1983	50,937	51,754	52,135	53,659	54,204	54,476	55,838	54,476	52,299	56,031	56,848
22	1.2009	51,047	51,864	52,245	53,769	54,314	54,586	55,948	54,586	52,409	56,152	56,969
23	1.2035	51,159	51,976	52,357	53,881	54,426	54,698	56,060	54,698	52,521	56,275	57,092
24	1.2186	51,798	52,615	52,996	54,520	55,065	55,337	56,699	55,337	53,160	56,978	57,795
25	1.2336	52,436	53,253	53,634	55,158	55,703	55,975	57,337	55,975	53,798	57,680	58,497
26	1.2486	53,075	53,892	54,273	55,797	56,342	56,614	57,976	56,614	54,437	58,383	59,200
27	1.2637	53,715	54,532	54,913	56,437	56,982	57,254	58,616	57,254	55,077	59,087	59,904
28	1.2786	54,350	55,167	55,548	57,072	57,617	57,889	59,251	57,889	55,712	59,785	60,602
29	1.2936	54,986	55,803	56,184	57,708	58,253	58,525	59,887	58,525	56,348	60,485	61,302
30	1.3086	55,623	56,440	56,821	58,345	58,890	59,162	60,524	59,162	56,985	61,185	62,002
31	1.4132	60,069	60,886	61,267	62,791	63,336	63,608	64,970	63,608	61,431	66,076	66,893
32	1.4132	60,069	60,886	61,267	62,791	63,336	63,608	64,970	63,608	61,431	66,076	66,893
33	1.4132	60,069	60,886	61,267	62,791	63,336	63,608	64,970	63,608	61,431	66,076	66,893
34	1.4132	60,069	60,886	61,267	62,791	63,336	63,608	64,970	63,608	61,431	66,076	66,893
35	1.4132	60,069	60,886	61,267	62,791	63,336	63,608	64,970	63,608	61,431	66,076	66,893
36	1.4827	63,025	63,842	64,223	65,747	66,292	66,564	67,926	66,564	64,387	69,328	70,145
37	1.4827	63,025	63,842	64,223	65,747	66,292	66,564	67,926	66,564	64,387	69,328	70,145
38	1.4827	63,025	63,842	64,223	65,747	66,292	66,564	67,926	66,564	64,387	69,328	70,145
39	1.4827	63,025	63,842	64,223	65,747	66,292	66,564	67,926	66,564	64,387	69,328	70,145
40	1.4827	63,025	63,842	64,223	65,747	66,292	66,564	67,926	66,564	64,387	69,328	70,145
41+	1.5226	64,721	65,538	65,919	67,443	67,988	68,260	69,622	68,260	66,083	71,193	72,010

Advance Degree Additive Schedule for Teachers: (advance degrees are included in base salary on your contract)

9 hrs. towards Master's Degree	817
18 hrs. towards Master's Degree	1,198
Master's Degree	2,722
15 hrs. beyond Master's Degree	3,267
30 hrs. beyond Master's Degree	3,539
Doctorate	4,901
National Board Certification	1,362
Dual Masters	3,539



FY20 Salary Scales

Teacher		T112	T113	T114	T115	T116	T117	T12
Steps	Index	11 B + 18	11 + MA	11 + M + 15	11 + M + 30	11 + DOC	11 + DUAL	12-month
1	1.0000	47,956	49,480	50,025	50,297	51,659	50,297	53,134
2	1.0050	48,189	49,713	50,258	50,530	51,892	50,530	53,399
3	1.0099	48,417	49,941	50,486	50,758	52,120	50,758	53,658
4	1.0146	48,640	50,164	50,709	50,981	52,343	50,981	53,911
5	1.0194	48,863	50,387	50,932	51,204	52,566	51,204	54,165
6	1.0248	49,115	50,639	51,184	51,456	52,818	51,456	54,451
7	1.0371	49,688	51,212	51,757	52,029	53,391	52,029	55,103
8	1.0493	50,261	51,785	52,330	52,602	53,964	52,602	55,754
9	1.0616	50,836	52,360	52,905	53,177	54,539	53,177	56,406
10	1.0716	51,305	52,829	53,374	53,646	55,008	53,646	56,940
11	1.0841	51,886	53,410	53,955	54,227	55,589	54,227	57,600
12	1.0968	52,482	54,006	54,551	54,823	56,185	54,823	58,278
13	1.1096	53,080	54,604	55,149	55,421	56,783	55,421	58,956
14	1.1223	53,676	55,200	55,745	56,017	57,379	56,017	59,634
15	1.1351	54,271	55,795	56,340	56,612	57,974	56,612	60,310
16	1.1478	54,867	56,391	56,936	57,208	58,570	57,208	60,988
17	1.1606	55,463	56,987	57,532	57,804	59,166	57,804	61,665
18	1.1733	56,061	57,585	58,130	58,402	59,764	58,402	62,344
19	1.1930	56,981	58,505	59,050	59,322	60,684	59,322	63,390
20	1.1957	57,107	58,631	59,176	59,448	60,810	59,448	63,533
21	1.1983	57,229	58,753	59,298	59,570	60,932	59,570	63,671
22	1.2009	57,350	58,874	59,419	59,691	61,053	59,691	63,809
23	1.2035	57,473	58,997	59,542	59,814	61,176	59,814	63,949
24	1.2186	58,176	59,700	60,245	60,517	61,879	60,517	64,748
25	1.2336	58,878	60,402	60,947	61,219	62,581	61,219	65,545
26	1.2486	59,581	61,105	61,650	61,922	63,284	61,922	66,344
27	1.2637	60,285	61,809	62,354	62,626	63,988	62,626	67,144
28	1.2786	60,983	62,507	63,052	63,324	64,686	63,324	67,938
29	1.2936	61,683	63,207	63,752	64,024	65,386	64,024	68,733
30	1.3086	62,383	63,907	64,452	64,724	66,086	64,724	69,529
31	1.4132	67,274	68,798	69,343	69,615	70,977	69,615	75,086
32	1.4132	67,274	68,798	69,343	69,615	70,977	69,615	75,086
33	1.4132	67,274	68,798	69,343	69,615	70,977	69,615	75,086
34	1.4132	67,274	68,798	69,343	69,615	70,977	69,615	75,086
35	1.4132	67,274	68,798	69,343	69,615	70,977	69,615	75,086
36	1.4827	70,526	72,050	72,595	72,867	74,229	72,867	78,781
37	1.4827	70,526	72,050	72,595	72,867	74,229	72,867	78,781
38	1.4827	70,526	72,050	72,595	72,867	74,229	72,867	78,781
39	1.4827	70,526	72,050	72,595	72,867	74,229	72,867	78,781
40	1.4827	70,526	72,050	72,595	72,867	74,229	72,867	78,781
41+	1.5226	72,391	73,915	74,460	74,732	76,094	74,732	80,901

Advance Degree Additive
 9 hrs. toward
 18 hrs. toward
 Master's Degree
 15 hrs. beyond
 30 hrs. beyond
 Doctorate
 National Board
 Dual Master's



FY20 Salary Scales

Administrative Scales

Steps	Index	Assistant Superintendent	Executive Director	Director	High School Principal	Middle School Principal
1	1.0000	89,794	84,912	72,857	85,596	78,320
2	1.0100	90,692	85,761	73,586	86,452	79,103
3	1.0201	91,599	86,619	74,322	87,316	79,894
4	1.0303	92,515	87,484	75,064	88,190	80,692
5	1.0406	93,441	88,360	75,814	89,071	81,499
6	1.0510	94,375	89,243	76,573	89,962	82,315
7	1.0615	95,318	90,135	77,339	90,861	83,139
8	1.0721	96,271	91,037	78,112	91,770	83,970
9	1.0936	98,197	92,858	79,675	93,605	85,649
10	1.1155	100,161	94,715	81,268	95,478	87,363
11	1.1378	102,165	96,609	82,893	97,388	89,110
12	1.1605	104,208	98,541	84,552	99,335	90,892
13	1.1837	106,292	100,510	86,243	101,322	92,710
14	1.2074	108,418	102,521	87,968	103,348	94,563
15	1.2564	112,818	106,682	91,539	107,546	98,402
16	1.2564	112,818	106,682	91,539	107,546	98,402
17	1.2564	112,818	106,682	91,539	107,546	98,402
18	1.2564	112,818	106,682	91,539	107,546	98,402
19	1.2564	112,818	106,682	91,539	107,546	98,402
20+	1.2815	115,075	108,817	93,370	109,696	100,371

Steps	Index	Elem School Principal	High School Ass't Prin 12-month	Middle Sschool Ass't Prin 12-month	Elem School Ass't Prin 12-month	Elem School Principal 11-month	Elem School Principal 11-month, 60%
1	1.0000	71,547	70,943	66,887	62,726	62,961	37,777
2	1.0100	72,263	71,652	67,556	63,353	63,591	38,155
3	1.0201	72,986	72,464	68,231	63,987	64,228	38,537
4	1.0303	73,716	73,189	68,913	64,626	64,870	38,922
5	1.0509	75,190	74,652	70,292	65,919	66,167	39,700
6	1.0719	76,694	76,146	71,698	67,237	67,491	40,495
7	1.0934	78,227	77,668	73,131	68,582	68,840	41,304
8	1.1152	79,792	79,221	74,594	69,953	70,217	42,130
9	1.1375	81,388	80,806	76,085	71,353	71,621	42,973
10	1.1603	83,016	82,422	77,607	72,781	73,054	43,832
11	1.1835	84,676	84,071	79,160	74,236	74,515	44,709
12	1.2072	86,370	85,752	80,743	75,720	76,006	45,604
13	1.2193	87,234	86,610	81,550	76,479	76,766	46,060
14	1.2314	88,105	87,475	82,366	77,243	77,532	46,519
15	1.2689	90,784	90,134	84,870	79,591	79,890	47,934
16	1.2689	90,784	90,134	84,870	79,591	79,890	47,934
17	1.2689	90,784	90,134	84,870	79,591	79,890	47,934
18	1.2689	90,784	90,134	84,870	79,591	79,890	47,934
19	1.2689	90,784	90,134	84,870	79,591	79,890	47,934
20+	1.2938	92,564	91,035	85,719	80,388	81,456	48,874

Advance Degree Additive Schedule for Administrators:

30 hrs. beyond Master's Degree (w/in a program)	3,539
Doctorate	4,901
Dual Masters	3,539



FY20 Salary Scales

Aides (Instructional, Clinic, Office, Personal Health Care Assistant)

Steps	Index	10-Month (180 days)	10-Month (200 days)	10-Month (210 days)	11-Month (220 days)
1	1.0000	13,969	15,521	16,297	17,073
2	1.0100	14,109	15,677	16,461	17,244
3	1.0200	14,250	15,833	16,625	17,417
4	1.0300	14,393	15,992	16,792	17,591
5	1.0500	14,681	16,312	17,128	17,943
6	1.0700	14,974	16,638	17,470	18,302
7	1.0900	15,274	16,971	17,820	18,668
8	1.1100	15,580	17,311	18,177	19,042
9	1.1300	15,892	17,658	18,541	19,424
10	1.1500	16,210	18,011	18,912	19,812
11	1.1700	16,535	18,372	19,291	20,209
12	1.1900	16,865	18,739	19,676	20,613
13	1.2100	17,202	19,113	20,069	21,025
14	1.2300	17,546	19,496	20,470	21,445
15	1.2500	17,897	19,886	20,880	21,874
16	1.2700	18,256	20,284	21,299	22,313
17	1.2900	18,620	20,689	21,723	22,758
18	1.3100	18,993	21,103	22,159	23,214
19	1.3200	19,226	21,362	22,430	23,498
20	1.3300	19,459	21,621	22,702	23,783
21	1.3600	19,969	22,188	23,297	24,407
22	1.3600	19,969	22,188	23,297	24,407
23	1.3600	19,969	22,188	23,297	24,407
24	1.3600	19,969	22,188	23,297	24,407
25	1.3700	20,202	22,447	23,569	24,691
26	1.3700	20,202	22,447	23,569	24,691
27	1.3700	20,202	22,447	23,569	24,691
28	1.3700	20,202	22,447	23,569	24,691
29+	1.3800	20,436	22,707	23,842	24,977

7 hours per day



FY20 Salary Scales

Facilitator

Steps	Index	10-Month (180 days)	10-Month (200 days)
1	1.0000	21,569	23,966
2	1.0100	21,785	24,206
3	1.0200	22,002	24,447
4	1.0300	22,222	24,691
5	1.0500	22,667	25,186
6	1.0700	23,119	25,688
7	1.0900	23,582	26,202
8	1.1100	24,054	26,727
9	1.1300	24,534	27,260
10	1.1500	25,025	27,806
11	1.1700	25,525	28,361
12	1.1900	26,035	28,928
13	1.2100	26,556	29,507
14	1.2300	27,088	30,098
15	1.2500	27,631	30,701
16	1.2700	28,184	31,316
17	1.2900	28,746	31,940
18	1.3100	29,322	32,580
19	1.3300	29,909	33,232
20	1.3500	30,508	33,898
21	1.3900	31,739	35,266
22	1.3900	31,739	35,266
23	1.3900	31,739	35,266
24	1.3900	31,739	35,266
25	1.4100	32,374	35,971
26	1.4100	32,374	35,971
27	1.4100	32,374	35,971
28	1.4100	32,374	35,971
29+	1.4300	33,022	36,691

180 days, 7 hours per day

Additive Schedule for VQAS Certification

Pass Written Test	350
Level I	793
Level II	1,163
Level III	2,643



FY20 Salary Scales

Custodian

Steps	Index	Salary 12-month	Salary 11-month
1	1.0000	21,667	19,067
2	1.0100	21,884	19,258
3	1.0200	22,103	19,451
4	1.0300	22,324	19,645
5	1.0500	22,770	20,038
6	1.0700	23,225	20,438
7	1.0900	23,691	20,848
8	1.1100	24,165	21,265
9	1.1300	24,648	21,690
10	1.1500	25,141	22,124
11	1.1700	25,644	22,567
12	1.1900	26,157	23,018
13	1.2100	26,679	23,478
14	1.2300	27,214	23,948
15	1.2500	27,757	24,426
16	1.2700	28,313	24,915
17	1.2900	28,879	25,414
18	1.3100	29,457	25,922
19	1.3300	30,045	26,440
20	1.3500	30,647	26,969
21	1.3900	31,884	28,058
22	1.3900	31,884	28,058
23	1.3900	31,884	28,058
24	1.3900	31,884	28,058
25	1.4100	32,521	28,618
26	1.4100	32,521	28,618
27	1.4100	32,521	28,618
28	1.4100	32,521	28,618
29+	1.4300	33,173	29,192

8 hours per day

250 days

220 days

Maintenance

Steps	Index	Salary 12-month	Salary 10-month
1	1.0000	32,194	25,755
2	1.0100	32,516	26,013
3	1.0200	32,842	26,274
4	1.0300	33,170	26,536
5	1.0500	33,833	27,066
6	1.0700	34,510	27,608
7	1.0900	35,200	28,160
8	1.1100	35,904	28,723
9	1.1300	36,622	29,298
10	1.1500	37,354	29,883
11	1.1700	38,101	30,481
12	1.1900	38,864	31,091
13	1.2100	39,642	31,714
14	1.2300	40,434	32,347
15	1.2500	41,242	32,994
16	1.2700	42,066	33,653
17	1.2900	42,908	34,326
18	1.3100	43,767	35,014
19	1.3300	44,642	35,714
20	1.3500	45,534	36,427
21	1.3900	47,373	37,898
22	1.3900	47,373	37,898
23	1.3900	47,373	37,898
24	1.3900	47,373	37,898
25	1.4100	48,320	38,656
26	1.4100	48,320	38,656
27	1.4100	48,320	38,656
28	1.4100	48,320	38,656
29+	1.4300	49,287	39,430

8 hours per day

250 days

200 days



FY20 Salary Scales

Health Services - RN

Steps	Index	Salary (10-mo)	Salary (11-mo)
1	1.0000	31,784	34,962
2	1.0100	32,102	35,312
3	1.0200	32,423	35,665
4	1.0300	32,748	36,023
5	1.0500	33,403	36,743
6	1.0700	34,071	37,478
7	1.0900	34,753	38,228
8	1.1100	35,447	38,992
9	1.1300	36,156	39,772
10	1.1500	36,879	40,567
11	1.1700	37,617	41,379
12	1.1900	38,369	42,206
13	1.2100	39,136	43,050
14	1.2300	39,919	43,911
15	1.2500	40,717	44,789
16	1.2700	41,531	45,684
17	1.2900	42,361	46,597
18	1.3100	43,209	47,530
19	1.3300	44,073	48,480
20	1.3500	44,954	49,449
21	1.3900	46,769	51,446
22	1.3900	46,769	51,446
23	1.3900	46,769	51,446
24	1.3900	46,769	51,446
25	1.4100	47,705	52,476
26	1.4100	47,705	52,476
27	1.4100	47,705	52,476
28	1.4100	47,705	52,476
29+	1.4300	48,659	53,525

200 days at 7 hours per day

Health Services - LPN

Steps	Index	Salary
1	1.0000	19,669
2	1.0100	19,866
3	1.0200	20,064
4	1.0300	20,265
5	1.0500	20,671
6	1.0700	21,084
7	1.0900	21,505
8	1.1100	21,936
9	1.1300	22,374
10	1.1500	22,821
11	1.1700	23,278
12	1.1900	23,744
13	1.2100	24,218
14	1.2300	24,702
15	1.2500	25,197
16	1.2700	25,701
17	1.2900	26,215
18	1.3100	26,739
19	1.3300	27,273
20	1.3500	27,819
21	1.3900	28,943
22	1.3900	28,943
23	1.3900	28,943
24	1.3900	28,943
25	1.4100	29,522
26	1.4100	29,522
27	1.4100	29,522
28	1.4100	29,522
29+	1.4300	30,112

200 days at 7 hours per day



FY20 Salary Scales

Database Specialist

Steps	Index	Salary
1	1.0000	43,680
2	1.0100	44,117
3	1.0201	44,558
4	1.0303	45,004
5	1.0509	45,904
6	1.0719	46,821
7	1.0934	47,758
8	1.1152	48,713
9	1.1375	49,687
10	1.1603	50,682
11	1.1835	51,695
12	1.2072	52,729
13	1.2313	53,784
14	1.2559	54,859
15	1.2810	55,956
16	1.3067	57,076
17	1.3328	58,218
18	1.3595	59,382
19	1.3867	60,569
20	1.4430	63,029
21	1.4430	63,029
22	1.4430	63,029
23	1.4430	63,029
24	1.4718	64,290
25	1.4718	64,290
26	1.4718	64,290
27	1.4718	64,290
28+	1.5013	65,575

250 days, 7 hours per day

Technology Assistant

Steps	Index	Salary
1	1.0000	43,051
2	1.0100	43,482
3	1.0201	43,917
4	1.0303	44,356
5	1.0509	45,244
6	1.0720	46,149
7	1.0934	47,072
8	1.1153	48,013
9	1.1376	48,973
10	1.1603	49,953
11	1.1835	50,952
12	1.2072	51,972
13	1.2314	53,011
14	1.2560	54,071
15	1.2811	55,152
16	1.3067	56,256
17	1.3329	57,381
18	1.3595	58,529
19	1.3867	59,699
20	1.4430	62,123
21	1.4430	62,123
22	1.4430	62,123
23	1.4430	62,123
24	1.4719	63,365
25	1.4719	63,365
26	1.4719	63,365
27	1.4719	63,365
28+	1.5013	64,633

250 days at 7 hours per day

Network/Information Systems Manager

Steps	Index	Salary
1	1.0000	47,519
2	1.0100	47,994
3	1.0201	48,474
4	1.0303	48,959
5	1.0509	49,939
6	1.0719	50,937
7	1.0934	51,955
8	1.1152	52,994
9	1.1375	54,054
10	1.1603	55,136
11	1.1835	56,238
12	1.2072	57,363
13	1.2313	58,509
14	1.2559	59,680
15	1.2810	60,874
16	1.3066	62,090
17	1.3328	63,333
18	1.3595	64,600
19	1.3866	65,891
20	1.4147	67,223
21	1.4147	67,223
22	1.4147	67,223
23	1.4147	67,223
24	1.4718	69,938
25	1.4718	69,938
26	1.4718	69,938
27	1.4718	69,938
28+	1.5012	71,337

250 days, 7 hours per day

Secretary

Steps	Index	10-month, 7 hr.	11-month, 7 hr.	12-month, 7 hr.	12-month, 8-hr.	hourly rate
1	1.0000	21,345	23,485	26,688	30,500	15.25
2	1.0100	21,558	23,716	26,950	30,800	15.40
3	1.0200	21,773	23,947	27,213	31,100	15.55
4	1.0300	21,992	24,193	27,493	31,420	15.71
5	1.0500	22,431	24,671	28,035	32,040	16.02
6	1.0700	22,880	25,164	28,595	32,680	16.34
7	1.0900	23,337	25,672	29,173	33,340	16.67
8	1.1100	23,804	26,180	29,750	34,000	17.00
9	1.1300	24,280	26,704	30,345	34,680	17.34
10	1.1500	24,766	27,243	30,958	35,380	17.69
11	1.1700	25,262	27,782	31,570	36,080	18.04
12	1.1900	25,768	28,351	32,218	36,820	18.41
13	1.2100	26,283	28,906	32,848	37,540	18.77
14	1.2300	26,808	29,491	33,513	38,300	19.15
15	1.2500	27,343	30,076	34,178	39,060	19.53
16	1.2700	27,890	30,677	34,860	39,840	19.92
17	1.2900	28,448	31,293	35,560	40,640	20.32
18	1.3200	29,300	32,232	36,628	41,860	20.93
19	1.3500	30,179	33,202	37,730	43,120	21.56
20	1.3800	31,084	34,188	38,850	44,400	22.20
21	1.4400	32,895	36,190	41,125	47,000	23.50
22	1.4400	32,895	36,190	41,125	47,000	23.50
23	1.4400	32,895	36,190	41,125	47,000	23.50
24	1.4400	32,895	36,190	41,125	47,000	23.50
25	1.4800	34,130	37,545	42,665	48,760	24.38
26	1.4800	34,130	37,545	42,665	48,760	24.38
27	1.4800	34,130	37,545	42,665	48,760	24.38
28	1.4800	34,130	37,545	42,665	48,760	24.38
29+	1.5200	35,409	38,947	44,258	50,580	25.29

200 days 220 days 250 days 250 days



FY20 Salary Scales

Manager I - ABE Specialist*, Acct Manager, School Nutrition Supervisor

Steps	Index	12-month	11-month	10-month
1	1.0000	39,359	34,636	31,487
2	1.0100	39,753	34,983	31,802
3	1.0201	40,150	35,332	32,120
4	1.0303	40,552	35,686	32,442
5	1.0406	40,958	36,043	32,766
6	1.0510	41,368	36,404	33,094
7	1.0616	41,782	36,768	33,426
8	1.0828	42,617	37,503	34,094
9	1.1044	43,470	38,254	34,776
10	1.1265	44,338	39,017	35,470
11	1.1490	45,225	39,798	36,180
12	1.1720	46,130	40,594	36,904
13	1.1954	47,051	41,405	37,641
14	1.2194	47,993	42,234	38,394
15	1.2438	48,953	43,079	39,162
16	1.2562	49,442	43,509	39,554
17	1.2813	50,432	44,380	40,346
18	1.3069	51,440	45,267	41,152
19	1.3331	52,469	46,173	41,975
20	1.4700	57,859	50,916	46,287
21	1.4700	57,859	50,916	46,287
22	1.4700	57,859	50,916	46,287
23	1.4700	57,859	50,916	46,287
24	1.4994	59,016	51,934	47,213
25	1.4994	59,016	51,934	47,213
26	1.4994	59,016	51,934	47,213
27	1.4994	59,016	51,934	47,213
28+	1.5294	60,197	52,973	48,158

7 hours per day, *-grant funded 250 days 220 days 200 days

Psychologist

Steps	Index	10-month
1	1.0000	51,370
2	1.0100	51,884
3	1.0201	52,403
4	1.0303	52,928
5	1.0406	53,457
6	1.0510	53,992
7	1.0615	54,531
8	1.0721	55,076
9	1.0936	56,178
10	1.1155	57,302
11	1.1378	58,448
12	1.1605	59,617
13	1.1838	60,810
14	1.2075	62,027
15	1.2316	63,266
16	1.2562	64,531
17	1.2813	65,822
18	1.3069	67,138
19	1.3331	68,481
20	1.3872	71,262
21	1.3872	71,262
22	1.3872	71,262
23	1.3872	71,262
24	1.4150	72,688
25	1.4150	72,688
26	1.4150	72,688
27	1.4150	72,688
28+	1.4433	74,141



FY20 Salary Scales

Manager II - Student Activities Director, Regional ABE Manager*

Steps	Index	Salary - 12-mo	Salary - 11-mo
1	1.0000	60,198	52,974
2	1.0100	60,800	53,504
3	1.0201	61,408	54,039
4	1.0303	62,022	54,579
5	1.0406	62,643	55,126
6	1.0510	63,268	55,676
7	1.0615	63,900	56,232
8	1.0721	64,540	56,795
9	1.0936	65,830	57,930
10	1.1154	67,147	59,089
11	1.1377	68,490	60,271
12	1.1605	69,861	61,478
13	1.1837	71,258	62,707
14	1.2074	72,683	63,961
15	1.2315	74,136	65,240
16	1.2562	75,620	66,546
17	1.2813	77,131	67,875
18	1.3069	78,673	69,232
19	1.3331	80,247	70,617
20	1.3872	83,507	73,486
21	1.3872	83,507	73,486
22	1.3872	83,507	73,486
23	1.3872	83,507	73,486
24	1.4149	85,177	74,956
25	1.4149	85,177	74,956
26	1.4149	85,177	74,956
27	1.4149	85,177	74,956
28+	1.4432	86,880	76,454

7 hours per day, *-grant funded 250 days 220 days



Social Worker*

Steps	Index	10-month	11-month
1	1.0000	49,825	54,808
2	1.0100	50,324	55,356
3	1.0201	50,826	55,909
4	1.0303	51,335	56,469
5	1.0509	52,363	57,599
6	1.0719	53,409	58,750
7	1.0934	54,477	59,925
8	1.1152	55,566	61,123
9	1.1375	56,678	62,346
10	1.1603	57,811	63,592
11	1.1835	58,968	64,865
12	1.2072	60,148	66,163
13	1.2313	61,351	67,486
14	1.2559	62,577	68,835
15	1.2811	63,829	70,212
16	1.3067	65,105	71,615
17	1.3328	66,407	73,048
18	1.3595	67,735	74,508
19	1.3867	69,090	75,999
20	1.4148	70,492	77,541
21	1.4148	70,492	77,541
22	1.4148	70,492	77,541
23	1.4148	70,492	77,541
24	1.4289	71,196	78,316
25	1.4289	71,196	78,316
26	1.4289	71,196	78,316
27	1.4289	71,196	78,316
28+	1.4432	71,909	79,100

7 hours per day

*VDOE Social Worker Licensure Required

Master's Degree	2,722
15 hrs. beyond Master's Degree	3,267
30 hrs. beyond Master's Degree	3,539
Doctorate	4,901
National Board Certification	1,362
Dual Masters	3,539

Speech Language Pathologists

Steps	Index	10-month	11-month
1	1.0000	47,103	52,086
2	1.0106	47,602	52,634
3	1.0213	48,104	53,187
4	1.0321	48,613	53,747
5	1.0539	49,641	54,877
6	1.0761	50,687	56,028
7	1.0988	51,755	57,203
8	1.1219	52,844	58,401
9	1.1455	53,956	59,624
10	1.1695	55,089	60,870
11	1.1941	56,246	62,143
12	1.2192	57,426	63,441
13	1.2447	58,629	64,764
14	1.2707	59,855	66,113
15	1.2973	61,107	67,490
16	1.3244	62,383	68,893
17	1.3520	63,685	70,326
18	1.3802	65,013	71,786
19	1.4090	66,368	73,277
20	1.4388	67,770	74,819
21	1.4388	67,770	74,819
22	1.4388	67,770	74,819
23	1.4388	67,770	74,819
24	1.4537	68,474	75,594
25	1.4537	68,474	75,594
26	1.4537	68,474	75,594
27	1.4537	68,474	75,594
28+	1.4688	69,187	76,378

7 hours per day

Master's Degree	2,722
15 hrs. beyond Master's Degree	3,267
30 hrs. beyond Master's Degree	3,539
Doctorate	4,901
National Board Certification	1,362
Dual Masters	3,539
Certificate Clinical Competence	1,362

Speech Language Pathologists
Occupational Therapist

Psychologist

Steps	Index	10-month
1	1.0000	51,370
2	1.0100	51,884
3	1.0201	52,403
4	1.0303	52,928
5	1.0406	53,457
6	1.0510	53,992
7	1.0615	54,531
8	1.0721	55,076
9	1.0936	56,178
10	1.1155	57,302
11	1.1378	58,448
12	1.1605	59,617
13	1.1838	60,810
14	1.2075	62,027
15	1.2316	63,266
16	1.2562	64,531
17	1.2813	65,822
18	1.3069	67,138
19	1.3331	68,481
20	1.3872	71,262
21	1.3872	71,262
22	1.3872	71,262
23	1.3872	71,262
24	1.4150	72,688
25	1.4150	72,688
26	1.4150	72,688
27	1.4150	72,688
28+	1.4433	74,141

Master's Degree	2,722
15 hrs. beyond Master's Degree	3,267
30 hrs. beyond Master's Degree	3,539
Doctorate	4,901
National Board Certification	1,362
Dual Masters	3,539
Certificate Clinical Competence	1,362

FY20 Salary Scales

Bus Driver

Steps	Index	4-hour	5-hour	6-hour	7-hour	hourly rate
1	1.0000	9,883	12,353	14,824	17,295	13.65
2	1.0100	9,977	12,471	14,965	17,459	13.78
3	1.0200	10,085	12,607	15,128	17,649	13.93
4	1.0300	10,179	12,724	15,269	17,814	14.06
5	1.0500	10,389	12,987	15,584	18,181	14.35
6	1.0700	10,599	13,249	15,899	18,549	14.64
7	1.0900	10,817	13,521	16,225	18,929	14.94
8	1.1100	11,027	13,783	16,540	19,296	15.23
9	1.1300	11,244	14,055	16,866	19,677	15.53
10	1.1500	11,475	14,344	17,213	20,082	15.85
11	1.1700	11,700	14,625	17,550	20,475	16.16
12	1.1900	11,939	14,923	17,908	20,893	16.49
13	1.2100	12,170	15,213	18,256	21,298	16.81
14	1.2300	12,417	15,521	18,625	21,729	17.15
15	1.2500	12,663	15,828	18,994	22,160	17.49
16	1.2700	12,916	16,145	19,374	22,603	17.84
17	1.2900	13,177	16,471	19,765	23,059	18.20
18	1.3100	13,437	16,797	20,156	23,516	18.56
19	1.3300	13,705	17,132	20,558	23,984	18.93
20	1.3500	13,980	17,476	20,971	24,466	19.31
21	1.3900	14,552	18,191	21,829	25,467	20.10
22	1.3900	14,552	18,191	21,829	25,467	20.10
23	1.3900	14,552	18,191	21,829	25,467	20.10
24	1.3900	14,552	18,191	21,829	25,467	20.10
25	1.4100	14,842	18,553	22,263	25,974	20.50
26	1.4100	14,842	18,553	22,263	25,974	20.50
27	1.4100	14,842	18,553	22,263	25,974	20.50
28	1.4100	14,842	18,553	22,263	25,974	20.50
29+	1.4300	15,132	18,915	22,697	26,480	20.90

FY20 Salary Scales

Bus Monitor Aide

Steps	Index	181 days, 4 hrs	181 days, 5 hrs	174 days, 4 hrs	181 days, 5.5 hrs	hourly rate
1	1.0000	7,595	9,493	7,301	10,443	10.49
2	1.0100	7,674	9,593	7,378	10,552	10.60
3	1.0200	7,754	9,693	7,454	10,662	10.71
4	1.0300	7,834	9,792	7,531	10,771	10.82
5	1.0500	7,993	9,991	7,684	10,990	11.04
6	1.0700	8,152	10,190	7,837	11,209	11.26
7	1.0900	8,312	10,389	7,990	11,428	11.48
8	1.1100	8,478	10,598	8,150	11,657	11.71
9	1.1300	8,652	10,815	8,317	11,896	11.95
10	1.1500	8,826	11,032	8,484	12,135	12.19
11	1.1700	8,999	11,249	8,651	12,374	12.43
12	1.1900	9,180	11,475	8,825	12,623	12.68
13	1.2100	9,369	11,711	9,006	12,882	12.94
14	1.2300	9,550	11,937	9,180	13,131	13.19
15	1.2500	9,745	12,181	9,368	13,399	13.46
16	1.2700	9,933	12,417	9,549	13,658	13.72
17	1.2900	10,136	12,670	9,744	13,937	14.00
18	1.3100	10,339	12,923	9,939	14,216	14.28
19	1.3300	10,541	13,177	10,134	14,494	14.56
20	1.3500	10,751	13,439	10,336	14,783	14.85
21	1.3900	11,186	13,982	10,753	15,380	15.45
22	1.3900	11,186	13,982	10,753	15,380	15.45
23	1.3900	11,186	13,982	10,753	15,380	15.45
24	1.3900	11,186	13,982	10,753	15,380	15.45
25	1.4100	11,410	14,263	10,969	15,689	15.76
26	1.4100	11,410	14,263	10,969	15,689	15.76
27	1.4100	11,410	14,263	10,969	15,689	15.76
28	1.4100	11,410	14,263	10,969	15,689	15.76
29+	1.4300	11,642	14,552	11,192	16,008	16.08



FY20 Salary Scales

Car Driver - approved 3-12-19 but incorrect

Steps	Index	181 days, 4 hrs	181 days, 5 hrs	hourly rate
1	1.0000	9,984	12,480	13.79
2	1.0100	10,084	12,607	13.93
3	1.0200	10,185	12,733	14.07
4	1.0300	10,287	12,860	14.21
5	1.0500	10,493	13,113	14.49
6	1.0700	10,707	13,385	14.79
7	1.0900	10,920	13,647	15.08
8	1.1100	11,142	13,928	15.39
9	1.1300	11,363	14,199	15.69
10	1.1500	11,593	14,489	16.01
11	1.1700	11,822	14,779	16.33
12	1.1900	12,059	15,077	16.66
13	1.2100	12,297	15,367	16.98
14	1.2300	12,542	15,675	17.32
15	1.2500	12,795	15,991	17.67
16	1.2700	13,048	16,308	18.02
17	1.2900	13,310	16,634	18.38
18	1.3100	13,578	16,969	18.75
19	1.3300	13,848	17,313	19.13
20	1.3500	14,123	17,657	19.51
21	1.3700	14,409	18,010	19.90
22	1.3700	14,409	18,010	19.90
23	1.3700	14,409	18,010	19.90
24	1.3700	14,409	18,010	19.90
25	1.3900	14,695	18,372	20.30
26	1.3900	14,695	18,372	20.30
27	1.3900	14,695	18,372	20.30
28	1.3900	14,695	18,372	20.30
29+	1.4100	14,988	18,734	20.70

FY20 Salary Scales

Car Driver - corrected and back to the SB in June

Steps	Index	FY19 181 days, 4 hrs	181 days, 4 hrs.	181 days, 5 hrs	hourly rate
1	1.0000	9,600	9,790	12,236	13.52
2	1.0100	9,696	9,888	12,362	13.66
3	1.0200	9,890	9,987	12,480	13.79
4	1.0300	10,092	10,187	12,733	14.07
5	1.0500	10,293	10,395	12,996	14.36
6	1.0700	10,502	10,602	13,249	14.64
7	1.0900	10,711	10,817	13,521	14.94
8	1.1100	10,927	11,032	13,792	15.24
9	1.1300	11,144	11,255	14,073	15.55
10	1.1500	11,367	11,478	14,344	15.85
11	1.1700	11,591	11,708	14,634	16.17
12	1.1900	11,822	11,939	14,923	16.49
13	1.2100	12,060	12,177	15,222	16.82
14	1.2300	12,299	12,422	15,530	17.16
15	1.2500	12,546	12,668	15,838	17.50
16	1.2700	12,799	12,922	16,154	17.85
17	1.2900	13,053	13,183	16,480	18.21
18	1.3100	13,313	13,445	16,806	18.57
19	1.3300	13,582	13,712	17,141	18.94
20	1.3500	13,851	13,989	17,485	19.32
21	1.3700	13,851	14,267	17,838	19.71
22	1.3700	13,851	14,267	17,838	19.71
23	1.3700	13,851	14,267	17,838	19.71
24	1.3700	14,127	14,267	17,838	19.71
25	1.3900	14,127	14,551	18,191	20.10
26	1.3900	14,127	14,551	18,191	20.10
27	1.3900	14,127	14,551	18,191	20.10
28	1.3900	14,411	14,551	18,191	20.10
29+	1.4100	14,411	14,843	18,553	20.50



2019-2020 Salary Scale (corrected)

Car Driver

Steps	Index	181 days, 4 hrs.	181 days, 5 hrs.	hourly rate
1	1.0000	9,790	12,236	13.52
2	1.0100	9,888	12,362	13.66
3	1.0200	9,987	12,480	13.79
4	1.0300	10,187	12,733	14.07
5	1.0500	10,395	12,996	14.36
6	1.0700	10,602	13,249	14.64
7	1.0900	10,817	13,521	14.94
8	1.1100	11,032	13,792	15.24
9	1.1300	11,255	14,073	15.55
10	1.1500	11,478	14,344	15.85
11	1.1700	11,708	14,634	16.17
12	1.1900	11,939	14,923	16.49
13	1.2100	12,177	15,222	16.82
14	1.2300	12,422	15,530	17.16
15	1.2500	12,668	15,838	17.50
16	1.2700	12,922	16,154	17.85
17	1.2900	13,183	16,480	18.21
18	1.3100	13,445	16,806	18.57
19	1.3300	13,712	17,141	18.94
20	1.3500	13,989	17,485	19.32
21	1.3700	14,267	17,838	19.71
22	1.3700	14,267	17,838	19.71
23	1.3700	14,267	17,838	19.71
24	1.3700	14,267	17,838	19.71
25	1.3900	14,551	18,191	20.10
26	1.3900	14,551	18,191	20.10
27	1.3900	14,551	18,191	20.10
28	1.3900	14,551	18,191	20.10
29+	1.4100	14,843	18,553	20.50

FY20 Salary Scales

School Nutrition

Steps	Index	183 days, 3 hrs	183 days, 4 hrs	hourly rate- P/T
1	1.0000	4,886	6,515	8.90
2	1.0200	4,985	6,647	9.08
3	1.0400	5,084	6,778	9.26
4	1.0600	5,188	6,917	9.45
5	1.0800	5,292	7,056	9.64
6	1.1000	5,397	7,196	9.83
7	1.1300	5,506	7,342	10.03
8	1.1500	5,616	7,488	10.23
9	1.1700	5,726	7,635	10.43
10	1.2000	5,841	7,788	10.64
11	1.2200	5,957	7,942	10.85
12	1.2400	6,077	8,103	11.07
13	1.2700	6,198	8,264	11.29
14	1.2900	6,324	8,433	11.52
15	1.3200	6,451	8,601	11.75
16	1.3500	6,583	8,777	11.99
17	1.3700	6,714	8,952	12.23
18	1.4000	6,846	9,128	12.47
19	1.4300	6,983	9,311	12.72
20	1.4600	7,121	9,494	12.97
21	1.4600	7,121	9,494	12.97
22	1.4600	7,121	9,494	12.97
23	1.4600	7,121	9,494	12.97
24	1.4900	7,263	9,684	13.23
25	1.4900	7,263	9,684	13.23
26	1.4900	7,263	9,684	13.23
27	1.4900	7,263	9,684	13.23
28+	1.4900	7,285	9,714	13.27



FY20 Salary Scales

School Nutrition

Steps	Index	179 days, 6 hrs	183 days, 6 hrs	hourly rate-F/T	Asst. Manager - 183 days	hourly rate- Asst. Manager
1	1.0000	9,827	10,047	9.15	11,474	10.45
2	1.0200	10,020	10,244	9.33	11,705	10.66
3	1.0400	10,224	10,453	9.52	11,935	10.87
4	1.0600	10,429	10,662	9.71	12,177	11.09
5	1.0800	10,633	10,870	9.90	12,418	11.31
6	1.1000	10,847	11,090	10.10	12,671	11.54
7	1.1300	11,062	11,309	10.30	12,923	11.77
8	1.1500	11,288	11,540	10.51	13,187	12.01
9	1.1700	11,513	11,771	10.72	13,451	12.25
10	1.1900	11,739	12,001	10.93	13,725	12.50
11	1.2200	11,975	12,243	11.15	14,000	12.75
12	1.2400	12,211	12,484	11.37	14,285	13.01
13	1.2700	12,458	12,737	11.60	14,570	13.27
14	1.2900	12,705	12,989	11.83	14,867	13.54
15	1.3200	12,963	13,253	12.07	15,163	13.81
16	1.3500	13,221	13,516	12.31	15,471	14.09
17	1.3700	13,489	13,791	12.56	15,778	14.37
18	1.4000	13,758	14,065	12.81	16,097	14.66
19	1.4300	14,037	14,351	13.07	16,415	14.95
20	1.4600	14,316	14,636	13.33	16,745	15.25
21	1.4600	14,316	14,636	13.33	16,745	15.25
22	1.4600	14,316	14,636	13.33	16,745	15.25
23	1.4600	14,316	14,636	13.33	16,745	15.25
24	1.4900	14,606	14,933	13.60	17,085	15.56
25	1.4900	14,606	14,933	13.60	17,085	15.56
26	1.4900	14,606	14,933	13.60	17,085	15.56
27	1.4900	14,606	14,933	13.60	17,085	15.56
28+	1.5200	14,896	15,229	13.87	17,425	15.87



FY20 Salary Scales

School Nutrition

Steps	Index	Manager - 7 hrs, 185 days	Manager - 7 hrs, 200 days	hourly rate- Manager
1	1.0000	18,726	20,244	14.46
2	1.0200	19,101	20,650	14.75
3	1.0400	19,477	21,056	15.04
4	1.0600	19,865	21,476	15.34
5	1.0800	20,267	21,910	15.65
6	1.1000	20,668	22,344	15.96
7	1.1300	21,096	22,806	16.29
8	1.1500	21,510	23,254	16.61
9	1.1700	21,937	23,716	16.94
10	1.2000	22,378	24,192	17.28
11	1.2200	22,831	24,682	17.63
12	1.2400	23,284	25,172	17.98
13	1.2700	23,763	25,690	18.35
14	1.2900	24,229	26,194	18.71
15	1.3200	24,709	26,712	19.08
16	1.3500	25,214	27,258	19.47
17	1.3700	25,706	27,790	19.85
18	1.4000	26,224	28,350	20.25
19	1.4300	26,742	28,910	20.65
20	1.5100	28,348	30,646	21.89
21	1.5100	28,348	30,646	21.89
22	1.5100	28,348	30,646	21.89
23	1.5100	28,348	30,646	21.89
24	1.5300	28,638	31,262	22.33
25	1.5300	28,638	31,262	22.33
26	1.5300	28,638	31,262	22.33
27	1.5300	28,638	32,046	22.89
28+	1.5800	29,643	32,046	22.89

Certification

Level I	required
Level II	1,322
Level III	2,643

