



**Charles City Public Schools**

Tradition • Technology • Excellence

**2017-2018**

## **School Board Pay Plan**

May 16, 2017

Updated July 31, 2017

**CHARLES CITY COUNTY PUBLIC SCHOOLS  
ADOPTED ADMINISTRATORS SALARY BANDS  
2017-2018 School Year**

Band	Position Title	Minimum	Midpoint	Maximum
<b>Twelve Month Employees (240 day Contracts &amp; Letters)</b>				
II	Director of Finance & Federal Programs Director of Human Res., Strat. Planning & Prof. Learn. Director of Teaching, Learning, & Accountability	84,250	96,893	109,535
IV	High School Principal	76,417	87,884	99,351
V	Elementary School Principal	72,778	83,699	94,620
VI	Supervisor of Operations	69,312	79,713	90,114
XI	Information Technology Resource Teacher (ITRT)	54,308	62,458	70,607
XII	Information Technology Specialist (IT)	51,722	59,484	67,245
XVII	Payroll/Benefits Specialist Student Data Manager/Registrar Executive Administrative Assistant/Board Clerk	40,525	46,607	52,689
XXI	Accounts Payables/Reimbursement Specialist Administrative Assistant I	33,340	38,344	43,347
XXIV	Senior Administrative Assistant/Bookkeeper	28,800	33,123	37,445
XXV	Administrative Assistant II	27,429	31,546	35,662
<b>Eleven Month Employees (220 day Contract &amp; Letters)</b>				
VII	High School Assistant Principal	60,510	69,591	78,671
VIII	Elementary Assistant Principal	57,629	66,277	74,925
XIV	Instructional Specialist: Special Education	49,259	56,651	64,043
<b>Ten and a half Month Employees (210 day Contract &amp; Letters)</b>				
X	Reading Specialist: Literacy Coordinator	49,895	57,383	64,870
XI	School Psychologist School Social Worker	47,520	54,651	61,781
<b>Ten Month Employees (200 day Contract &amp; Letters)</b>				
XI	School Nurse	45,257	52,048	58,839

Teacher Salary Scales								
	Teacher - 10 Months 200 Days		Teacher - 10.5 Month 210 Days		Teacher - 11 Months 220 Days		Teacher - 12 Months 240 Days	
Step#	Bachelor's	Master's	Bachelor's	Master's	Bachelor's	Master's	Bachelor's	Master's
0	40,000	41,800	42,000	43,800	44,000	45,800	48,000	49,800
1	40,400	42,200	42,420	44,220	44,440	46,240	48,480	50,280
2	40,804	42,604	42,844	44,644	44,884	46,684	48,965	50,765
3	41,212	43,012	43,273	45,073	45,333	47,133	49,454	51,254
4	41,624	43,424	43,705	45,505	45,786	47,586	49,949	51,749
5	42,040	43,840	44,142	45,942	46,244	48,044	50,448	52,248
6	42,460	44,260	44,583	46,383	46,706	48,506	50,952	52,752
7	42,885	44,685	45,029	46,829	47,174	48,974	51,462	53,262
8	43,314	45,114	45,480	47,280	47,645	49,445	51,977	53,777
9	43,747	45,547	45,934	47,734	48,122	49,922	52,496	54,296
10	44,184	45,984	46,393	48,193	48,602	50,402	53,021	54,821
11	44,626	46,426	46,857	48,657	49,089	50,889	53,551	55,351
12	45,072	46,872	47,326	49,126	49,579	51,379	54,086	55,886
13	45,523	47,323	47,799	49,599	50,075	51,875	54,628	56,428
14	45,978	47,778	48,277	50,077	50,576	52,376	55,174	56,974
15	46,438	48,238	48,760	50,560	51,082	52,882	55,726	57,526
16	46,902	48,702	49,247	51,047	51,592	53,392	56,282	58,082
17	47,371	49,171	49,740	51,540	52,108	53,908	56,845	58,645
18	47,845	49,645	50,237	52,037	52,630	54,430	57,414	59,214
19	48,323	50,123	50,739	52,539	53,155	54,955	57,988	59,788
20	48,806	50,606	51,246	53,046	53,687	55,487	58,567	60,367
21	49,294	51,094	51,759	53,559	54,223	56,023	59,153	60,953
22	49,787	51,587	52,276	54,076	54,766	56,566	59,744	61,544
23	50,285	52,085	52,799	54,599	55,314	57,114	60,342	62,142
24	50,788	52,588	53,327	55,127	55,867	57,667	60,946	62,746
25	51,296	53,096	53,861	55,661	56,426	58,226	61,555	63,355
26	51,809	53,609	54,399	56,199	56,990	58,790	62,171	63,971
27	52,327	54,127	54,943	56,743	57,560	59,360	62,792	64,592
28	52,850	54,650	55,493	57,293	58,135	59,935	63,420	65,220
29	53,379	55,179	56,048	57,848	58,717	60,517	64,055	65,855
30	53,913	55,713	56,609	58,409	59,304	61,104	64,696	66,496

Off step - \$500 increase  
 Master's Increase \$1,800  
 Doctoral Increase \$2,150

<b>Transportation Department 184 Days</b>				
<b>Step#</b>	<b>Per Year - (4 Hrs/Day)</b>	<b>Per Year - (5 Hrs/Day)</b>	<b>Per Year - (5.5 Hrs/Day)</b>	<b>Per Year - (7 Hrs/Day)</b>
0	9,053	11,316	12,448	15,842
1	9,185	11,482	12,630	16,074
2	9,325	11,656	12,822	16,319
3	9,465	11,831	13,014	16,564
4	9,605	12,006	13,207	16,808
5	9,752	12,190	13,409	17,066
6	9,899	12,374	13,611	17,324
7	10,046	12,558	13,814	17,581
8	10,194	12,742	14,016	17,839
9	10,348	12,935	14,229	18,109
10	10,503	13,128	14,441	18,380
11	10,657	13,322	14,654	18,650
12	10,819	13,524	14,876	18,934
13	10,981	13,726	15,099	19,217
14	11,143	13,929	15,322	19,500
15	11,312	14,140	15,554	19,797
16	11,482	14,352	15,787	20,093
17	11,651	14,564	16,020	20,389
18	11,828	14,784	16,263	20,698
19	12,004	15,005	16,506	21,007
20	12,181	15,226	16,749	21,316
21	12,365	15,456	17,002	21,638
22	12,549	15,686	17,255	21,960
23	12,740	15,925	17,518	22,295
24	12,932	16,164	17,781	22,630
25	13,123	16,404	18,044	22,965
26	13,322	16,652	18,317	23,313
27	13,520	16,900	18,590	23,661
28	13,726	17,158	18,874	24,021
29	13,932	17,416	19,157	24,382
30	14,139	17,673	19,441	24,742

## Food Service 184 Days

Step#	Worker (6 Hours Per Day)		Worker (7 Hours Per Day)		Manager (7 Hours Per Day)		Coordinator (7 Hours Per Day)	
	184 days	Per Hour	184 days	Per Hour	184 days	Per Hour	240 days	Per Hour
0	9,936	9.00	11,592	9.00	14,142	10.98	22,512	13.40
1	10,091	9.14	11,772	9.14	14,361	11.15	22,848	13.60
2	10,245	9.28	11,953	9.28	14,580	11.32	23,201	13.81
3	10,400	9.42	12,133	9.42	14,799	11.49	23,554	14.02
4	10,554	9.56	12,313	9.56	15,018	11.66	23,906	14.23
5	10,819	9.80	12,622	9.80	15,404	11.96	24,511	14.59
6	10,985	9.95	12,816	9.95	15,636	12.14	24,881	14.81
7	11,150	10.10	13,009	10.10	15,868	12.32	25,250	15.03
8	11,316	10.25	13,202	10.25	16,113	12.51	25,637	15.26
9	11,482	10.40	13,395	10.40	16,345	12.69	26,006	15.48
10	11,769	10.66	13,730	10.66	16,757	13.01	26,662	15.87
11	11,945	10.82	13,936	10.82	17,002	13.20	27,048	16.10
12	12,122	10.98	14,142	10.98	17,259	13.40	27,468	16.35
13	12,299	11.14	14,348	11.14	17,504	13.59	27,854	16.58
14	12,486	11.31	14,567	11.31	17,774	13.80	28,291	16.84
15	12,674	11.48	14,786	11.48	18,045	14.01	28,711	17.09
16	12,862	11.65	15,005	11.65	18,302	14.21	29,131	17.34
17	13,049	11.82	15,224	11.82	18,573	14.42	29,551	17.59
18	13,248	12.00	15,456	12.00	18,856	14.64	30,005	17.86
19	13,447	12.18	15,688	12.18	19,140	14.86	30,458	18.13
20	13,778	12.48	16,074	12.48	19,616	15.23	31,214	18.58
21	13,988	12.67	16,319	12.67	19,912	15.46	31,685	18.86
22	14,197	12.86	16,564	12.86	20,209	15.69	32,155	19.14
23	14,407	13.05	16,808	13.05	20,505	15.92	32,626	19.42
24	14,628	13.25	17,066	13.25	20,827	16.17	33,146	19.73
25	14,992	13.58	17,491	13.58	21,342	16.57	33,970	20.22
26	15,213	13.78	17,749	13.78	21,651	16.81	34,457	20.51
27	15,445	13.99	18,019	13.99	21,986	17.07	34,994	20.83
28	15,677	14.20	18,290	14.20	22,308	17.32	35,498	21.13
29	15,909	14.41	18,560	14.41	22,643	17.58	36,036	21.45
30	16,152	14.63	18,843	14.63	22,991	17.85	36,590	21.78

Instructional Assistants 186 days						
Step#	Salary	Per Hour		Step#	Salary	Per Hour
0	12,555	9.00		15	15,708	11.26
1	12,750	9.14		16	15,945	11.43
2	12,946	9.28		17	16,182	11.60
3	13,141	9.42		18	16,419	11.77
4	13,336	9.56		19	16,670	11.95
5	13,532	9.70		20	16,921	12.13
6	13,741	9.85		21	17,172	12.31
7	13,950	10.00		22	17,424	12.49
8	14,159	10.15		23	17,689	12.68
9	14,369	10.30		24	17,954	12.87
10	14,578	10.45		25	18,219	13.06
11	14,801	10.61		26	18,498	13.26
12	15,024	10.77		27	18,777	13.46
13	15,247	10.93		28	19,056	13.66
14	15,471	11.09		29	19,335	13.86
				30	19,628	14.07

### Part-time positions

***A part-time classified employee*** works a schedule of less than five (5) hours per day. A part-time employee is employed in a position designated as "part-time" and identified by the number of hours approved by the School Board. Half-time and part-time employees qualify for all benefits stated above except for the Virginia Retirement System (VRS).

***An hourly employee*** is paid at an hourly rate as approved by the School Board. Hourly employees qualify for Worker's Compensation and Social Security benefits.

Part-time Positions	Salary range
Mechanics	\$15.00
Maintenance	\$21.30
Maintenance: HVAC II	\$55.55
Maintenance: HVAC/General Contractor	\$25.25
Bus Aides	\$8.33
Bus Driver Substitutes	\$12.30
Food Service Worker	\$9.00 – 14.63

## Coaching and Extracurricular Activity Sponsorship

Coaching contracts and contracts for extracurricular activity sponsorship assignments where a monetary supplement is paid shall be separate from the employee's primary contract and termination of the separate contract shall not constitute cause for the termination of the primary contract. For purposes of this policy, *"extracurricular activity sponsorship"* means an assignment for which a monetary supplement is received, requiring responsibility for any student organizations, clubs, or groups such as service clubs, academic clubs and teams, cheerleading squads, student publication and literary groups, and visual and performing arts organizations except those that are conducted in conjunction with regular classroom, curriculum, or instructional programs. (Policy GCB)

Elementary School Positions		
Activity	Position	Amount
Pre-K-K	Grade-level Chair	1,000
1-2	Grade-level Chair	1,000
3-4	Grade-level Chair	1,000
5-6	Grade-level Chair	1,000
Encore Department	Grade-level Chair	1,000
Special Education	Grade-level Chair	No Stipend
Elementary Yearbook	Sponsor	1,000
Instructional Assistants ES & HS	Instructional Assistant Lead	550
Professional Mentorship	Mentorship Coordinator	1,000
Second Mile Service Award	Division Service Award	1,000
National Board Certification	Excellence in Education Award	1,500
High School Positions		
Activity	Position	Amount
Special Education	Grade-level Chair	1,000
Career & Technology Education	Grade-level Chair	1,000
English & History	Grade-level Chair	1,000
Science & Math	Grade-level Chair	1,000
Encore Fine Arts & Physical Educ.	Grade-level Chair	1,000
Academic Challenge	Head Coach	1,000
High School Yearbook	High School Yearbook	1,000
Marching & Pep Band	Head Director	3,000
Athletic & Activities (2)	Assistant Athletic & Activities Director	1,500
Athletic Positions		
Activity	Position	Amount
Head Coach	Football	3,000
Head JV Coach	Football	1,500
Assistant Coach	Football	1,500
Assistant Coach	Football	1,500
Head Coach	Volleyball	1,500
Head Coach	Cheerleaders	1,500
Varsity Coach	Girls Basketball	1,500
Varsity Coach	Boys Basketball	1,500
Junior Varsity Coach	Boys Basketball	1,500
Varsity Coach	Baseball	1,500
Head Varsity Coach	Softball	1,500
Varsity Coach	Soccer	1,500
Head Varsity Coach	Track & Field Coach	1,500
Assistant Coach	Track & Field Coach	1,000

<b>21<sup>st</sup> Century Grant – REALM Summer School Program</b>	
<b>Position</b>	<b>Amount</b>
Program Coordinator	\$30/hour
Coordinator I	\$30/hour
Coordinator II	\$30/hour
Curriculum/Instruction Specialist	\$28/hour
Media/Digital Literacy Instructor	\$28/hour
Academic Instructor	\$28/hour
Academic Instructor	\$28/hour
Academic Instructor	\$28/hour
Academic Instructor	\$28/hour
Academic Instructor	\$28/hour
Academic Lab Assistant	\$28/hour
Academic Instructor - Alternate	\$28/hour
Clerical/Nurse	\$28/hour
Instructional Assistant	\$15/hour
Instructional Assistant	\$15/hour

- ❖ Staffing is based on student enrollment and grant funding. Reductions in staffing may occur prior to the beginning of the program.