

**POWHATAN COUNTY PUBLIC SCHOOLS
SUBSTITUTE PAY RATES FOR SCHOOL YEAR 2021 - 2022**

*Approved
5/11/2021*

| Substitute Teacher | <u>Daily Rates</u> |
|--------------------------------|---------------------------|
| Degreed | \$100.00 |
| Non-Degreed | \$90.00 |
| Long Term Substitute | \$190.00 |
| Instructional Assistant | |
| Degreed/Non-degreed | \$90.00 |
| Long Term Substitute | \$97.00 |
| Secretary/Receptionist | |
| Degreed/Non-degreed | \$90.00 |
| Long Term Substitute | \$97.00 |

| Driver | <u>Hourly Rates</u> |
|----------------------------------|----------------------------|
| Substitute | \$18.00 |
| Temporary/Long Term | Experience Level |
| Driver Assistant | |
| Substitute | \$9.50 |
| Other Instructors | |
| Summer School | \$30.00 |
| Adult Education Teacher | \$26.00 |
| Driver Education Teacher | \$26.00 |
| Homebound Instructor | \$26.00 |
| After School Tutor - Degreed | \$26.00 |
| After School Tutor - Non Degreed | \$20.00 |
| PALS Tutors | \$14.00 |
| Recess Monitors | \$11.00 |
| Piano Accompanist | \$26.00 |
| Physical Therapist | \$61.15 |

POWHATAN COUNTY PUBLIC SCHOOLS
TEACHER PAY SCHEDULES FOR SCHOOL YEAR 2021 - 2022

Approved
5/11/2021

| Exp. Step | 9.5 Month Contract | Master Supplement | 200 Day Master Contract | 10 Month Contract | Master Supplement | 210 Day Master Contract | 11 Month Contract | Master Supplement | 222 Day Master Contract | 12 Month Contract | Master Supplement | 245 Day Master Contract |
|----------------------|-----------------------------------|------------------------------|--|----------------------------------|------------------------------|--|----------------------------------|------------------------------|--|----------------------------------|------------------------------|--|
| 0 | 47,316 | 2,366 | 49,682 | 49,682 | 2,484 | 52,166 | 52,521 | 2,626 | 55,147 | 57,962 | 2,898 | 60,860 |
| 1 | 47,366 | 2,368 | 49,734 | 49,734 | 2,487 | 52,221 | 52,576 | 2,629 | 55,205 | 58,023 | 2,901 | 60,925 |
| 2 | 47,416 | 2,371 | 49,787 | 49,787 | 2,489 | 52,276 | 52,632 | 2,632 | 55,263 | 58,085 | 2,904 | 60,989 |
| 3 | 47,467 | 2,373 | 49,840 | 49,840 | 2,492 | 52,332 | 52,688 | 2,634 | 55,323 | 58,147 | 2,907 | 61,054 |
| 4 | 47,666 | 2,383 | 50,049 | 50,049 | 2,502 | 52,552 | 52,909 | 2,645 | 55,555 | 58,391 | 2,920 | 61,310 |
| 5 | 47,966 | 2,398 | 50,364 | 50,364 | 2,518 | 52,883 | 53,242 | 2,662 | 55,904 | 58,758 | 2,938 | 61,696 |
| 6 | 48,266 | 2,413 | 50,679 | 50,679 | 2,534 | 53,213 | 53,575 | 2,679 | 56,254 | 59,126 | 2,956 | 62,082 |
| 7 | 48,566 | 2,428 | 50,994 | 50,994 | 2,550 | 53,544 | 53,908 | 2,695 | 56,604 | 59,493 | 2,975 | 62,468 |
| 8 | 48,866 | 2,443 | 51,309 | 51,309 | 2,565 | 53,875 | 54,241 | 2,712 | 56,953 | 59,861 | 2,993 | 62,854 |
| 9 | 49,226 | 2,461 | 51,687 | 51,687 | 2,584 | 54,272 | 54,641 | 2,732 | 57,373 | 60,302 | 3,015 | 63,317 |
| 10 | 49,587 | 2,479 | 52,066 | 52,066 | 2,603 | 54,670 | 55,042 | 2,752 | 57,794 | 60,744 | 3,037 | 63,781 |
| 11 | 49,947 | 2,497 | 52,444 | 52,444 | 2,622 | 55,067 | 55,441 | 2,772 | 58,213 | 61,185 | 3,059 | 64,244 |
| 12 | 50,307 | 2,515 | 52,822 | 52,822 | 2,641 | 55,463 | 55,841 | 2,792 | 58,633 | 61,626 | 3,081 | 64,707 |
| 13 | 50,666 | 2,533 | 53,199 | 53,199 | 2,660 | 55,859 | 56,239 | 2,812 | 59,051 | 62,066 | 3,103 | 65,169 |
| 14 | 51,027 | 2,551 | 53,578 | 53,578 | 2,679 | 56,257 | 56,640 | 2,832 | 59,472 | 62,508 | 3,125 | 65,633 |
| 15 | 51,386 | 2,569 | 53,955 | 53,955 | 2,698 | 56,653 | 57,038 | 2,852 | 59,890 | 62,948 | 3,147 | 66,095 |
| 16 | 51,747 | 2,587 | 54,334 | 54,334 | 2,717 | 57,051 | 57,439 | 2,872 | 60,311 | 63,390 | 3,170 | 66,560 |
| 17 | 52,106 | 2,605 | 54,711 | 54,711 | 2,736 | 57,447 | 57,838 | 2,892 | 60,730 | 63,830 | 3,191 | 67,021 |
| 18 | 52,466 | 2,623 | 55,089 | 55,089 | 2,754 | 57,844 | 58,237 | 2,912 | 61,149 | 64,271 | 3,214 | 67,484 |
| 19 | 52,826 | 2,641 | 55,467 | 55,467 | 2,773 | 58,241 | 58,637 | 2,932 | 61,569 | 64,712 | 3,236 | 67,947 |
| 20 | 53,186 | 2,659 | 55,845 | 55,845 | 2,792 | 58,638 | 59,036 | 2,952 | 61,988 | 65,153 | 3,258 | 68,410 |
| 21 | 53,787 | 2,689 | 56,476 | 56,476 | 2,824 | 59,300 | 59,704 | 2,985 | 62,689 | 65,889 | 3,294 | 69,184 |
| 22 | 54,922 | 2,746 | 57,668 | 57,668 | 2,883 | 60,552 | 60,963 | 3,048 | 64,012 | 67,279 | 3,364 | 70,643 |
| 23 | 55,746 | 2,787 | 58,533 | 58,533 | 2,927 | 61,460 | 61,878 | 3,094 | 64,972 | 68,289 | 3,414 | 71,703 |
| 24 | 56,583 | 2,829 | 59,412 | 59,412 | 2,971 | 62,383 | 62,807 | 3,140 | 65,947 | 69,314 | 3,466 | 72,780 |
| 25 | 57,430 | 2,872 | 60,302 | 60,302 | 3,015 | 63,317 | 63,747 | 3,187 | 66,935 | 70,352 | 3,518 | 73,869 |
| 26 | 58,292 | 2,915 | 61,207 | 61,207 | 3,060 | 64,267 | 64,704 | 3,235 | 67,939 | 71,408 | 3,570 | 74,978 |
| 27 | 59,167 | 2,958 | 62,125 | 62,125 | 3,106 | 65,232 | 65,675 | 3,284 | 68,959 | 72,480 | 3,624 | 76,104 |
| 28 | 60,687 | 3,034 | 63,721 | 63,721 | 3,186 | 66,907 | 67,363 | 3,368 | 70,731 | 74,342 | 3,717 | 78,059 |
| 29 | 62,365 | 3,118 | 65,483 | 65,483 | 3,274 | 68,757 | 69,225 | 3,461 | 72,686 | 76,397 | 3,820 | 80,217 |
| 30 | 64,139 | 3,207 | 67,346 | 67,346 | 3,367 | 70,713 | 71,194 | 3,560 | 74,754 | 78,570 | 3,929 | 82,499 |
| 31 | 65,309 | 3,265 | 68,574 | 68,574 | 3,429 | 72,003 | 72,493 | 3,625 | 76,118 | 80,004 | 4,000 | 84,004 |
| 32 | 66,615 | 3,331 | 69,946 | 69,946 | 3,497 | 73,443 | 73,943 | 3,697 | 77,640 | 81,603 | 4,080 | 85,684 |
| 33 | 67,947 | 3,397 | 71,344 | 71,344 | 3,567 | 74,912 | 75,421 | 3,771 | 79,192 | 83,235 | 4,162 | 87,397 |
| 34 | 68,517 | 3,426 | 71,943 | 71,943 | 3,597 | 75,540 | 76,054 | 3,803 | 79,857 | 83,933 | 4,197 | 88,130 |
| 35 | 69,447 | 3,472 | 72,919 | 72,919 | 3,646 | 76,565 | 77,086 | 3,854 | 80,940 | 85,073 | 4,254 | 89,326 |

POWHATAN COUNTY PUBLIC SCHOOLS
ADMINISTRATIVE PAY SCHEDULES FOR SCHOOL YEAR 2021-2022

Approved
5/11/2021

| Exp Step | Assistant Superintendent | Director | Secondary Principal | Elementary Principal | 12 Month Secondary AP/Asst Director | 11 Month Sec. AP | 12 Month Elementary Assistant Principal | 11 Month Elementary AP |
|---------------------|-------------------------------------|-----------------|--------------------------------|---------------------------------|--|-----------------------------|--|-----------------------------------|
| 0 | 101,948 | 94,873 | 87,458 | 80,400 | 72,295 | 65,508 | 66,786 | 60,517 |
| 1 | 102,098 | 95,023 | 87,658 | 80,650 | 72,395 | 65,598 | 66,886 | 60,607 |
| 2 | 102,298 | 95,223 | 87,908 | 80,950 | 72,545 | 65,734 | 67,036 | 60,743 |
| 3 | 102,547 | 95,473 | 88,208 | 81,349 | 72,744 | 65,915 | 67,362 | 61,038 |
| 4 | 102,847 | 95,773 | 88,558 | 81,849 | 72,945 | 66,097 | 67,948 | 61,569 |
| 5 | 103,197 | 96,123 | 89,520 | 82,449 | 73,144 | 66,278 | 68,539 | 62,105 |
| 6 | 103,597 | 96,522 | 89,970 | 83,749 | 73,354 | 66,468 | 69,135 | 62,645 |
| 7 | 104,047 | 97,032 | 90,444 | 84,335 | 73,501 | 66,601 | 69,812 | 63,259 |
| 8 | 104,597 | 97,626 | 90,944 | 84,926 | 73,648 | 66,734 | 70,497 | 63,879 |
| 9 | 105,202 | 98,224 | 91,469 | 85,520 | 73,795 | 66,867 | 71,181 | 64,498 |
| 10 | 105,858 | 98,826 | 92,019 | 86,119 | 73,942 | 67,001 | 71,869 | 65,122 |
| 11 | 106,518 | 99,432 | 92,594 | 86,723 | 74,091 | 67,136 | 72,516 | 65,709 |
| 12 | 107,184 | 100,041 | 93,195 | 87,329 | 74,239 | 67,270 | 73,176 | 66,306 |
| 13 | 107,853 | 100,499 | 93,819 | 87,940 | 76,575 | 69,387 | 73,842 | 66,910 |
| 14 | 108,524 | 101,150 | 94,472 | 88,555 | 76,728 | 69,525 | 74,514 | 67,519 |
| 15 | 109,202 | 102,577 | 95,952 | 89,177 | 77,051 | 69,818 | 75,187 | 68,129 |
| 16 | 109,884 | 103,108 | 96,332 | 89,800 | 77,822 | 70,516 | 75,910 | 68,784 |
| 17 | 110,569 | 104,077 | 97,584 | 90,428 | 79,378 | 71,926 | 76,630 | 69,436 |
| 18 | 111,259 | 105,056 | 98,852 | 91,061 | 80,172 | 72,645 | 77,473 | 70,200 |
| 19 | 111,954 | 105,848 | 99,743 | 91,714 | 80,974 | 73,372 | 78,326 | 70,973 |
| 20 | 112,652 | 106,645 | 100,640 | 92,357 | 82,016 | 74,316 | 79,187 | 71,753 |
| 21 | 113,355 | 107,451 | 101,547 | 93,613 | 82,839 | 75,062 | 80,058 | 72,543 |
| 22 | 114,063 | 108,261 | 102,460 | 94,885 | 84,491 | 76,560 | 81,065 | 73,455 |
| 23 | 114,351 | 108,867 | 103,382 | 96,176 | 85,337 | 77,325 | 81,933 | 74,241 |
| 24 | 114,955 | 109,634 | 104,313 | 97,484 | 86,190 | 78,099 | 82,809 | 75,035 |
| 25 | 115,563 | 110,408 | 105,252 | 98,810 | 87,052 | 78,880 | 83,696 | 75,838 |
| 26 | 116,272 | 111,236 | 106,199 | 100,153 | 87,923 | 79,669 | 84,591 | 76,650 |
| 27 | 116,986 | 112,071 | 107,154 | 101,520 | 89,682 | 81,262 | 85,496 | 77,470 |
| 28 | 117,696 | 112,490 | 107,802 | 102,901 | 92,533 | 83,847 | 86,411 | 78,299 |
| 29 | 117,838 | 113,193 | 108,665 | 103,612 | 92,680 | 83,980 | 87,336 | 79,137 |
| 30 | 117,975 | 113,754 | 109,534 | 104,311 | 92,827 | 84,113 | 88,228 | 79,946 |
| 31 | 118,165 | 114,287 | 110,411 | 105,009 | 92,983 | 84,254 | 88,757 | 80,424 |
| 32 | 118,353 | 114,757 | 111,294 | 105,713 | 94,285 | 85,434 | 89,274 | 80,893 |
| 33 | 118,542 | 115,364 | 112,184 | 106,429 | 95,606 | 86,630 | 89,798 | 81,368 |
| 34 | 118,733 | 115,906 | 113,082 | 107,707 | 96,944 | 87,843 | 91,144 | 82,588 |
| 35 | 118,922 | 116,453 | 113,986 | 108,999 | 98,301 | 89,073 | 92,511 | 83,827 |

- 1) For School Year 2021 - 2022 a 5% increase was provided which included a step increase for experience.
- 2) These scales do not include the Master (\$2,142) or Doctorate (\$3,206) Supplements.
- 3) The 12 month scales are based upon a 245 day contract and the 11 month scale is based upon 222 days.

POWHATAN COUNTY PUBLIC SCHOOLS
INSTRUCTIONAL ASSISTANT PAY SCHEDULES FOR SCHOOL YEAR 2021 - 2022

Approved
5/11/2021

| Experience Step | Teacher/Clinic Assistant | | Dual Teacher Assistant | | 12 Month Instructional Assistant |
|--------------------|--------------------------|------------------|------------------------|------------------|-------------------------------------|
| | Hourly Rate | Annual Salary | Hourly Rate | Annual Salary | |
| 0 | \$14.06 | \$18,857 | \$14.06 | \$16,907 | \$24,973 |
| 1 | \$14.09 | \$18,898 | \$14.09 | \$16,943 | \$25,026 |
| 2 | \$14.12 | \$18,938 | \$14.12 | \$16,979 | \$25,080 |
| 3 | \$14.17 | \$19,009 | \$14.17 | \$17,042 | \$25,174 |
| 4 | \$14.25 | \$19,111 | \$14.25 | \$17,134 | \$25,309 |
| 5 | \$14.27 | \$19,139 | \$14.27 | \$17,159 | \$25,346 |
| 6 | \$14.31 | \$19,195 | \$14.31 | \$17,210 | \$25,421 |
| 7 | \$14.45 | \$19,378 | \$14.45 | \$17,374 | \$25,663 |
| 8 | \$14.49 | \$19,435 | \$14.49 | \$17,424 | \$25,738 |
| 9 | \$14.74 | \$19,773 | \$14.74 | \$17,727 | \$26,185 |
| 10 | \$14.78 | \$19,829 | \$14.78 | \$17,778 | \$26,260 |
| 11 | \$14.83 | \$19,885 | \$14.83 | \$17,828 | \$26,335 |
| 12 | \$15.00 | \$20,125 | \$15.00 | \$18,043 | \$26,652 |
| 13 | \$15.17 | \$20,350 | \$15.17 | \$18,245 | \$26,950 |
| 14 | \$15.25 | \$20,449 | \$15.25 | \$18,333 | \$27,081 |
| 15 | \$15.34 | \$20,575 | \$15.34 | \$18,447 | \$27,249 |
| 16 | \$15.88 | \$21,294 | \$15.88 | \$19,091 | \$28,200 |
| 17 | \$16.78 | \$22,505 | \$16.78 | \$20,177 | \$29,804 |
| 18 | \$17.21 | \$23,082 | \$17.21 | \$20,694 | \$30,568 |
| 19 | \$17.38 | \$23,308 | \$17.38 | \$20,896 | \$30,867 |
| 20 | \$17.56 | \$23,547 | \$17.56 | \$21,111 | \$31,184 |
| 21 | \$17.72 | \$23,772 | \$17.72 | \$21,313 | \$31,482 |
| 22 | \$17.75 | \$23,800 | \$17.75 | \$21,338 | \$31,520 |
| 23 | \$17.76 | \$23,815 | \$17.76 | \$21,351 | \$31,538 |
| 24 | \$17.89 | \$23,998 | \$17.89 | \$21,515 | \$31,781 |
| 25 | \$18.13 | \$24,322 | \$18.13 | \$21,806 | \$32,210 |
| 26 | \$18.98 | \$25,462 | \$18.98 | \$22,828 | \$33,720 |
| 27 | \$19.33 | \$25,927 | \$19.33 | \$23,245 | \$34,336 |
| 28 | \$19.70 | \$26,420 | \$19.70 | \$23,687 | \$34,989 |
| 29 | \$20.08 | \$26,927 | \$20.08 | \$24,141 | \$35,660 |
| 30 | \$20.45 | \$27,434 | \$20.45 | \$24,596 | \$36,331 |
| 31 | \$20.84 | \$27,955 | \$20.84 | \$25,063 | \$37,021 |
| 32 | \$21.23 | \$28,476 | \$21.23 | \$25,530 | \$37,712 |
| 33 | \$21.63 | \$29,011 | \$21.63 | \$26,010 | \$38,420 |
| 34 | \$21.84 | \$29,293 | \$21.84 | \$26,263 | \$38,793 |
| 35 | \$22.33 | \$29,955 | \$22.33 | \$26,856 | \$39,670 |

NOTES:

- 1) The Teacher/Clinic Assistant annual salary is based on a 185 day contract at 7.25 hours per day.**
- 2) The Dual Teacher Assistant annual salary is based on a 185 day contract at 6.5 hours per day. However, individual contracts may vary as they are based upon the actual hours per day scheduled for each job.**
- 3) The 12 Month Instructional Assistant scale is based on a 245 day contract at 7.25 hours per day.**
- 4) The substitute instructional assistant rates are: \$69.00 per day and \$85.00 per day for long term. based upon the actual hours per day scheduled for each job.**

POWHATAN COUNTY PUBLIC SCHOOLS
HEALTH PAY SCHEDULES FOR SCHOOL YEAR 2021 - 2022

Approved
5/11/2021

| <u>Step</u> | <u>Occupational Therapist</u> | | <u>Psychologist & Social Worker</u> | | | <u>Speech Pathologist</u> | | | | <u>Nursing Supervisor</u> | <u>School Nurse</u> |
|-------------|-------------------------------|-------------------|---|-------------------------|-------------------------|---------------------------|--------------------------|-------------------------|-------------------------|---------------------------|---------------------|
| | <u>Hourly</u> | <u>9.5 Months</u> | <u>Hourly Rate</u> | <u>Annual 11 Months</u> | <u>Annual 12 Months</u> | <u>Hourly Rate</u> | <u>Annual 9.5 Months</u> | <u>Annual 11 Months</u> | <u>Annual 12 Months</u> | | |
| 0 | \$33.87 | 49,116 | \$30.36 | 53,911 | 59,497 | \$34.58 | 50,136 | 55,150 | 61,417 | 46,797 | 39,147 |
| 1 | \$33.91 | 49,174 | \$30.40 | 53,982 | 59,575 | \$34.62 | 50,194 | 55,213 | 61,488 | 46,847 | 39,197 |
| 2 | \$33.95 | 49,232 | \$30.45 | 54,071 | 59,673 | \$34.68 | 50,281 | 55,309 | 61,594 | 46,922 | 39,257 |
| 3 | \$34.03 | 49,344 | \$30.50 | 54,172 | 59,785 | \$34.74 | 50,380 | 55,417 | 61,715 | 47,025 | 39,338 |
| 4 | \$34.07 | 49,405 | \$30.57 | 54,284 | 59,908 | \$34.89 | 50,593 | 55,652 | 61,976 | 47,118 | 39,420 |
| 5 | \$34.10 | 49,451 | \$30.62 | 54,378 | 60,011 | \$35.02 | 50,775 | 55,853 | 62,200 | 47,210 | 39,486 |
| 6 | \$34.37 | 49,831 | \$31.10 | 55,235 | 60,958 | \$35.30 | 51,186 | 56,305 | 62,703 | 47,703 | 40,012 |
| 7 | \$34.71 | 50,334 | \$31.83 | 56,522 | 62,378 | \$35.65 | 51,689 | 56,858 | 63,319 | 48,200 | 40,522 |
| 8 | \$35.06 | 50,836 | \$32.56 | 57,827 | 63,819 | \$35.90 | 52,054 | 57,260 | 63,766 | 48,703 | 41,064 |
| 9 | \$35.41 | 51,339 | \$32.59 | 57,883 | 63,880 | \$36.17 | 52,450 | 57,695 | 64,251 | 49,211 | 41,574 |
| 10 | \$35.76 | 51,856 | \$32.63 | 57,958 | 63,963 | \$36.53 | 52,968 | 58,265 | 64,886 | 49,724 | 42,117 |
| 11 | \$36.13 | 52,389 | \$32.67 | 58,014 | 64,024 | \$36.93 | 53,546 | 58,901 | 65,594 | 50,243 | 42,675 |
| 12 | \$36.84 | 53,425 | \$32.70 | 58,070 | 64,086 | \$37.16 | 53,881 | 59,269 | 66,005 | 50,765 | 43,218 |
| 13 | \$37.58 | 54,490 | \$33.31 | 59,151 | 65,280 | \$37.56 | 54,460 | 59,906 | 66,713 | 51,295 | 43,777 |
| 14 | \$38.14 | 55,297 | \$33.97 | 60,326 | 66,576 | \$37.94 | 55,008 | 60,509 | 67,385 | 51,828 | 44,352 |
| 15 | \$38.69 | 56,104 | \$34.64 | 61,520 | 67,893 | \$38.31 | 55,556 | 61,112 | 68,056 | 52,368 | 44,927 |
| 16 | \$39.08 | 56,667 | \$34.98 | 62,116 | 68,552 | \$38.69 | 56,104 | 61,715 | 68,728 | 52,913 | 45,519 |
| 17 | \$39.48 | 57,246 | \$35.66 | 63,329 | 69,890 | \$39.08 | 56,667 | 62,334 | 69,418 | 53,463 | 46,094 |
| 18 | \$39.88 | 57,825 | \$36.35 | 64,559 | 71,248 | \$39.48 | 57,246 | 62,971 | 70,126 | 54,018 | 46,736 |
| 19 | \$40.27 | 58,388 | \$36.89 | 65,510 | 72,298 | \$39.88 | 57,825 | 63,607 | 70,835 | 54,476 | 47,656 |
| 20 | \$40.68 | 58,982 | \$37.44 | 66,499 | 73,388 | \$40.27 | 58,388 | 64,227 | 71,525 | 54,937 | 48,445 |
| 21 | \$41.24 | 59,804 | \$38.18 | 67,804 | 74,829 | \$40.68 | 58,982 | 64,880 | 72,253 | 55,402 | 49,284 |
| 22 | \$41.82 | 60,641 | \$38.90 | 69,091 | 76,249 | \$41.09 | 59,575 | 65,533 | 72,980 | 55,872 | 50,122 |
| 23 | \$42.41 | 61,494 | \$39.67 | 70,452 | 77,751 | \$41.50 | 60,169 | 66,186 | 73,707 | 56,345 | 50,976 |
| 24 | \$42.99 | 62,331 | \$40.03 | 71,086 | 78,451 | \$41.91 | 60,763 | 66,839 | 74,435 | 56,822 | 51,782 |
| 25 | \$43.60 | 63,214 | \$40.40 | 71,758 | 79,192 | \$42.32 | 61,357 | 67,492 | 75,162 | 57,304 | 52,604 |
| 26 | \$44.22 | 64,112 | \$40.77 | 72,410 | 79,912 | \$43.09 | 62,483 | 68,760 | 76,542 | 57,789 | 53,459 |
| 27 | \$44.82 | 64,996 | \$41.13 | 73,044 | 80,612 | \$43.87 | 63,610 | 69,971 | 77,922 | 58,278 | 54,313 |
| 28 | \$45.44 | 65,894 | \$41.50 | 73,699 | 81,334 | \$44.66 | 64,752 | 71,227 | 79,321 | 58,774 | 55,185 |
| 29 | \$46.10 | 66,838 | \$41.85 | 74,331 | 82,032 | \$45.45 | 65,909 | 72,500 | 80,739 | 59,362 | 56,056 |
| 30 | \$46.75 | 67,782 | \$42.22 | 74,984 | 82,752 | \$46.27 | 67,097 | 73,806 | 82,193 | 59,955 | 56,960 |
| 31 | \$47.39 | 68,710 | \$42.60 | 75,655 | 83,493 | \$47.10 | 68,299 | 75,129 | 83,667 | 60,555 | 57,897 |
| 32 | \$48.06 | 69,685 | \$42.96 | 76,289 | 84,193 | \$47.95 | 69,533 | 76,486 | 85,177 | 61,160 | 58,374 |
| 33 | \$48.73 | 70,659 | \$43.32 | 76,942 | 84,913 | \$48.81 | 70,781 | 77,859 | 86,707 | 61,772 | 58,900 |
| 34 | \$49.41 | 71,649 | \$43.67 | 77,557 | 85,592 | \$49.70 | 72,060 | 79,266 | 88,273 | 62,389 | 59,393 |
| 35 | | | | | | \$50.59 | 73,354 | 80,689 | 89,859 | 63,014 | 59,895 |

POWHATAN COUNTY PUBLIC SCHOOLS
ADMINISTRATIVE SUPPORT PAY SCHEDULES FOR SCHOOL YEAR 2021 - 2022

Approved
5/11/2021

| <u>Step</u> | <u>Supervisor</u> | <u>Executive Assistant</u> | <u>Admin Asst/ Specialist</u> | <u>Secretary 10 Month</u> | <u>Network Technician Hourly</u> | <u>Network Technician Annual</u> | <u>Computer Technician Hourly</u> | <u>Computer Technician Annual</u> | <u>Attendance Officer</u> |
|-------------|-------------------|----------------------------|-------------------------------|---------------------------|----------------------------------|----------------------------------|-----------------------------------|-----------------------------------|---------------------------|
| 0 | 60,617 | 42,260 | 35,358 | 29,466 | \$23.38 | 45,832 | \$19.03 | 37,291 | 47,431 |
| 1 | 60,817 | 42,310 | 35,408 | 29,516 | \$23.40 | 45,871 | \$19.05 | 37,330 | 47,481 |
| 2 | 61,117 | 42,385 | 35,483 | 29,591 | \$23.44 | 45,949 | \$19.09 | 37,409 | 47,556 |
| 3 | 61,567 | 42,485 | 35,583 | 29,662 | \$23.50 | 46,058 | \$19.15 | 37,535 | 47,662 |
| 4 | 62,413 | 42,635 | 35,701 | 29,752 | \$23.56 | 46,182 | \$19.22 | 37,661 | 47,756 |
| 5 | 63,014 | 42,810 | 35,872 | 29,895 | \$23.64 | 46,326 | \$19.31 | 37,847 | 47,897 |
| 6 | 63,329 | 43,009 | 36,360 | 30,014 | \$23.92 | 46,881 | \$19.53 | 38,279 | 48,371 |
| 7 | 63,937 | 43,320 | 36,855 | 30,134 | \$24.20 | 47,437 | \$19.81 | 38,834 | 48,466 |
| 8 | 64,550 | 43,752 | 37,356 | 30,255 | \$24.50 | 48,013 | \$20.11 | 39,411 | 48,613 |
| 9 | 65,169 | 44,190 | 37,864 | 30,375 | \$24.79 | 48,589 | \$20.44 | 40,069 | 48,855 |
| 10 | 65,795 | 44,853 | 38,379 | 30,497 | \$25.10 | 49,186 | \$20.79 | 40,748 | 49,100 |
| 11 | 66,427 | 45,302 | 38,900 | 30,619 | \$25.38 | 49,742 | \$21.13 | 41,407 | 49,346 |
| 12 | 67,065 | 45,754 | 39,430 | 30,793 | \$25.68 | 50,339 | \$21.47 | 42,086 | 49,592 |
| 13 | 67,708 | 46,212 | 39,966 | 31,101 | \$26.61 | 52,150 | \$21.80 | 42,724 | 49,840 |
| 14 | 69,455 | 46,675 | 40,509 | 31,412 | \$26.93 | 52,788 | \$22.14 | 43,403 | 50,089 |
| 15 | 69,942 | 47,374 | 41,060 | 31,883 | \$27.26 | 53,426 | \$22.48 | 44,062 | 50,340 |
| 16 | 70,467 | 47,847 | 41,619 | 32,202 | \$27.58 | 54,064 | \$23.85 | 46,737 | 50,592 |
| 17 | 70,994 | 48,327 | 42,185 | 32,524 | \$27.91 | 54,702 | \$24.76 | 48,528 | 51,097 |
| 18 | 72,064 | 48,809 | 42,758 | 32,849 | \$28.23 | 55,340 | \$25.52 | 50,009 | 51,352 |
| 19 | 72,604 | 49,298 | 43,340 | 33,178 | \$28.58 | 56,019 | \$25.61 | 50,195 | 51,610 |
| 20 | 73,148 | 50,037 | 43,698 | 33,676 | \$28.92 | 56,677 | \$25.66 | 50,298 | 51,868 |
| 21 | 73,697 | 50,538 | 44,527 | 34,080 | \$29.27 | 57,377 | \$25.71 | 50,400 | 52,127 |
| 22 | 74,251 | 51,043 | 45,132 | 34,488 | \$29.62 | 58,056 | \$25.79 | 50,544 | 52,388 |
| 23 | 74,474 | 51,553 | 45,746 | 34,902 | \$30.01 | 58,818 | \$25.85 | 50,668 | 52,650 |
| 24 | 75,187 | 52,068 | 46,368 | 35,321 | \$30.59 | 59,950 | \$26.12 | 51,203 | 52,914 |
| 25 | 75,315 | 52,850 | 46,999 | 35,851 | \$31.15 | 61,061 | \$26.96 | 52,849 | 53,177 |
| 26 | 75,446 | 53,379 | 47,639 | 36,209 | \$31.75 | 62,234 | \$27.83 | 54,537 | 53,443 |
| 27 | 75,575 | 53,911 | 48,286 | 36,572 | \$32.14 | 62,995 | \$28.72 | 56,286 | 53,977 |
| 28 | 75,705 | 54,451 | 48,943 | 37,359 | \$32.52 | 63,736 | \$29.68 | 58,180 | 54,248 |
| 29 | 75,835 | 54,996 | 49,608 | 38,070 | \$32.91 | 64,498 | \$30.25 | 59,291 | 54,519 |
| 30 | 75,965 | 55,820 | 50,283 | 38,794 | \$33.31 | 65,280 | \$30.80 | 60,361 | 54,791 |
| 31 | 76,097 | 56,379 | 50,967 | 39,533 | \$33.69 | 66,041 | \$31.34 | 61,431 | 55,066 |
| 32 | 76,226 | 56,944 | 51,660 | 40,281 | \$34.11 | 66,864 | \$31.89 | 62,501 | 55,340 |
| 33 | 76,358 | 57,512 | 52,362 | 41,048 | \$34.52 | 67,667 | \$32.46 | 63,613 | 55,617 |
| 34 | 76,490 | 58,087 | 53,074 | 41,617 | \$34.72 | 68,058 | \$32.73 | 64,148 | 55,895 |
| 35 | 76,621 | 58,854 | 53,797 | 42,648 | \$35.08 | 68,758 | \$33.31 | 65,280 | 56,175 |

NOTES:

- 1) These scales do not include supplements for Masters (\$2,142) or Doctorate (\$3,206).**
- 2) The substitute rates for secretary and receptionist are \$76.00 per day and \$97.00 long term.**

POWHATAN COUNTY PUBLIC SCHOOLS
MAINTENANCE PAY SCHEDULES FOR SCHOOL YEAR 2021 - 2022

Approved
5/11/2021

| Step | Licensed HVAC | | Maintenance | | Mechanic | |
|-------------|-----------------------------|----------------------|--------------------|---------------|-----------------|---------------|
| | Mechanic/Electrician | | Hourly | Annual | Hourly | Annual |
| | Hourly Rate | Annual Salary | Rate | Salary | Rate | Salary |
| 0 | \$22.94 | 44,967 | \$15.74 | 31,353 | \$16.36 | 32,587 |
| 1 | \$22.96 | 45,007 | \$15.76 | 31,393 | \$16.38 | 32,627 |
| 2 | \$23.00 | 45,085 | \$15.78 | 31,433 | \$16.40 | 32,667 |
| 3 | \$23.06 | 45,194 | \$15.81 | 31,499 | \$16.44 | 32,754 |
| 4 | \$23.16 | 45,399 | \$15.90 | 31,667 | \$16.47 | 32,817 |
| 5 | \$23.29 | 45,646 | \$16.03 | 31,939 | \$16.51 | 32,880 |
| 6 | \$23.51 | 46,079 | \$16.13 | 32,127 | \$16.57 | 33,005 |
| 7 | \$23.74 | 46,531 | \$16.22 | 32,315 | \$16.63 | 33,131 |
| 8 | \$23.96 | 46,964 | \$16.37 | 32,608 | \$16.78 | 33,424 |
| 9 | \$24.19 | 47,416 | \$16.55 | 32,964 | \$16.94 | 33,738 |
| 10 | \$24.42 | 47,869 | \$16.74 | 33,340 | \$17.03 | 33,926 |
| 11 | \$24.64 | 48,301 | \$16.84 | 33,549 | \$17.09 | 34,051 |
| 12 | \$24.87 | 48,754 | \$16.97 | 33,800 | \$17.20 | 34,260 |
| 13 | \$25.11 | 49,207 | \$17.28 | 34,428 | \$17.28 | 34,428 |
| 14 | \$25.44 | 49,865 | \$17.45 | 34,762 | \$17.45 | 34,762 |
| 15 | \$25.79 | 50,544 | \$18.14 | 36,143 | \$18.14 | 36,143 |
| 16 | \$26.11 | 51,182 | \$18.33 | 36,519 | \$18.33 | 36,519 |
| 17 | \$26.46 | 51,862 | \$18.80 | 37,440 | \$18.80 | 37,440 |
| 18 | \$26.80 | 52,520 | \$18.98 | 37,816 | \$18.98 | 37,816 |
| 19 | \$27.14 | 53,199 | \$19.17 | 38,193 | \$19.17 | 38,193 |
| 20 | \$27.48 | 53,858 | \$19.36 | 38,569 | \$19.36 | 38,569 |
| 21 | \$27.83 | 54,537 | \$19.55 | 38,946 | \$19.55 | 38,946 |
| 22 | \$28.16 | 55,196 | \$19.94 | 39,719 | \$19.94 | 39,719 |
| 23 | \$28.51 | 55,875 | \$20.34 | 40,514 | \$20.34 | 40,514 |
| 24 | \$28.84 | 56,533 | \$20.75 | 41,330 | \$20.75 | 41,330 |
| 25 | \$29.44 | 57,706 | \$21.17 | 42,167 | \$21.17 | 42,167 |
| 26 | \$30.61 | 59,991 | \$21.59 | 43,003 | \$21.59 | 43,003 |
| 27 | \$30.68 | 60,135 | \$22.02 | 43,861 | \$22.02 | 43,861 |
| 28 | \$30.78 | 60,320 | \$22.46 | 44,739 | \$22.46 | 44,739 |
| 29 | \$31.32 | 61,390 | \$22.91 | 45,639 | \$22.91 | 45,639 |
| 30 | \$32.07 | 62,851 | \$23.37 | 46,559 | \$23.37 | 46,559 |
| 31 | \$32.83 | 64,354 | \$23.84 | 47,479 | \$23.84 | 47,479 |
| 32 | \$33.33 | 65,321 | \$24.31 | 48,421 | \$24.31 | 48,421 |
| 33 | \$34.00 | 66,638 | \$24.80 | 49,404 | \$24.80 | 49,404 |
| 34 | \$34.68 | 67,976 | \$25.28 | 50,366 | \$25.28 | 50,366 |
| 35 | \$35.37 | 69,334 | \$25.60 | 50,993 | \$25.60 | 50,993 |

NOTES:

- 1) Salary Basis** - The salary scale for Licensed HVAC Mechanic/Electrician is based upon a 245 day contract at 8 hours per day. The Mechanic/Maintenance scale is based upon a 249 day contract at 8 hours per day.

POWHATAN COUNTY PUBLIC SCHOOLS
TRANSPORTATION PAY SCHEDULES FOR SCHOOL YEAR 2021 - 2022

Approved
5/11/2021

| <u>Step</u> | <u>Hourly Rates</u> | <u>ANNUAL RATES</u> | | | | <u>12 Month Dispatcher</u> | <u>Driver Assistant</u> | |
|-------------|---------------------|---------------------|----------------|------------------|----------------|----------------------------|-------------------------|---------------|
| | | <u>4 Hours</u> | <u>5 Hours</u> | <u>5.5 Hours</u> | <u>6 Hours</u> | | <u>Hourly</u> | <u>Annual</u> |
| 0 | \$18.45 | \$13,283 | \$16,604 | \$18,264 | \$19,924 | \$36,159 | \$11.00 | \$7,920 |
| 1 | \$18.46 | \$13,290 | \$16,613 | \$18,274 | \$19,935 | \$36,179 | \$11.02 | \$7,934 |
| 2 | \$18.48 | \$13,305 | \$16,631 | \$18,294 | \$19,957 | \$36,218 | \$11.04 | \$7,949 |
| 3 | \$18.53 | \$13,343 | \$16,679 | \$18,347 | \$20,015 | \$36,324 | \$11.06 | \$7,963 |
| 4 | \$18.63 | \$13,411 | \$16,764 | \$18,441 | \$20,117 | \$36,509 | \$11.08 | \$7,978 |
| 5 | \$18.70 | \$13,464 | \$16,830 | \$18,513 | \$20,197 | \$36,653 | \$11.10 | \$7,992 |
| 6 | \$18.88 | \$13,593 | \$16,991 | \$18,690 | \$20,389 | \$37,003 | \$11.12 | \$8,006 |
| 7 | \$18.94 | \$13,638 | \$17,048 | \$18,753 | \$20,457 | \$37,126 | \$11.14 | \$8,021 |
| 8 | \$19.10 | \$13,752 | \$17,190 | \$18,909 | \$20,627 | \$37,435 | \$11.16 | \$8,035 |
| 9 | \$19.13 | \$13,774 | \$17,218 | \$18,940 | \$20,661 | \$37,497 | \$11.18 | \$8,050 |
| 10 | \$19.16 | \$13,797 | \$17,246 | \$18,971 | \$20,696 | \$37,559 | \$11.20 | \$8,064 |
| 11 | \$19.20 | \$13,827 | \$17,284 | \$19,012 | \$20,741 | \$37,641 | \$11.22 | \$8,078 |
| 12 | \$19.25 | \$13,857 | \$17,322 | \$19,054 | \$20,786 | \$37,723 | \$11.24 | \$8,093 |
| 13 | \$19.28 | \$13,880 | \$17,350 | \$19,085 | \$20,820 | \$37,785 | \$11.26 | \$8,107 |
| 14 | \$19.67 | \$14,160 | \$17,700 | \$19,470 | \$21,240 | \$38,546 | \$11.28 | \$8,122 |
| 15 | \$20.29 | \$14,606 | \$18,257 | \$20,083 | \$21,909 | \$39,761 | \$11.30 | \$8,136 |
| 16 | \$20.69 | \$14,893 | \$18,617 | \$20,478 | \$22,340 | \$40,543 | \$11.33 | \$8,158 |
| 17 | \$21.12 | \$15,203 | \$19,004 | \$20,904 | \$22,805 | \$41,386 | \$11.38 | \$8,194 |
| 18 | \$21.14 | \$15,218 | \$19,023 | \$20,925 | \$22,827 | \$41,428 | \$11.43 | \$8,230 |
| 19 | \$21.37 | \$15,385 | \$19,231 | \$21,154 | \$23,077 | \$41,880 | \$11.48 | \$8,266 |
| 20 | \$21.60 | \$15,551 | \$19,439 | \$21,383 | \$23,326 | \$42,333 | \$11.53 | \$8,302 |
| 21 | \$21.80 | \$15,695 | \$19,618 | \$21,580 | \$23,542 | \$42,724 | \$11.58 | \$8,338 |
| 22 | \$21.88 | \$15,755 | \$19,694 | \$21,663 | \$23,633 | \$42,889 | \$11.63 | \$8,374 |
| 23 | \$21.96 | \$15,808 | \$19,760 | \$21,736 | \$23,712 | \$43,033 | \$11.68 | \$8,410 |
| 24 | \$21.99 | \$15,831 | \$19,788 | \$21,767 | \$23,746 | \$43,095 | \$11.73 | \$8,446 |
| 25 | \$22.10 | \$15,914 | \$19,892 | \$21,881 | \$23,871 | \$43,321 | \$11.78 | \$8,482 |
| 26 | \$23.00 | \$16,556 | \$20,696 | \$22,765 | \$24,835 | \$45,070 | | |
| 27 | \$23.65 | \$17,025 | \$21,281 | \$23,410 | \$25,538 | \$46,346 | | |
| 28 | \$24.23 | \$17,448 | \$21,811 | \$23,992 | \$26,173 | \$47,499 | | |
| 29 | \$24.27 | \$17,471 | \$21,839 | \$24,023 | \$26,207 | \$47,560 | | |
| 30 | \$24.66 | \$17,758 | \$22,198 | \$24,418 | \$26,638 | \$48,342 | | |
| 31 | \$25.25 | \$18,182 | \$22,727 | \$25,000 | \$27,273 | \$49,495 | | |
| 32 | \$25.58 | \$18,416 | \$23,020 | \$25,322 | \$27,624 | \$50,133 | | |
| 33 | \$25.61 | \$18,439 | \$23,049 | \$25,353 | \$27,658 | \$50,195 | | |
| 34 | \$25.64 | \$18,462 | \$23,077 | \$25,385 | \$27,692 | \$50,256 | | |
| 35 | \$25.67 | \$18,484 | \$23,105 | \$25,416 | \$27,726 | \$50,318 | | |

COMMENTS:

Driver Contract - A Driver's contractual rate (4, 5 or 6 hours per day) is used for VRS reporting and is based on 180 days. This includes 10 minutes for pre & post checks. Double run drivers will be issued a contract for 5 to 6 hours depending upon scheduled run times.

Driver Pay - Drivers are classified as Non-exempt under the Fair Labor Standards Act, therefore pay is based upon actual hours worked.

Dispatcher - This contract is based upon an 8 hour day at 245 days.

Substitute and Temporary Drivers - The substitute pay rate is **\$18.00** per hour and the Temporary rate is based upon the experience level of the driver. Temporary drivers or Long Term Substitutes are defined as a driver assigned to a regular route for at least 15 days.

Overtime - Persons who exceed 40 hours per week will be paid at one & one-half times their hourly rate for hours worked over forty per week.

Field Trips - Driver will be paid at contracted hourly rate for actual drive time and **\$12.00** per hour for wait time.

Overnight Trips - Drivers will be paid at their contracted hourly rate for actual drive time, and **\$12.00** per hour for the time the driver is required be at the group's disposal (this is considered wait time). Room and meal costs will be paid to drivers who submit reimbursement requests to the Group Sponsor.

Training Time - Driver applicants in training are paid **\$11.00** per hour. Upon successful completion & becoming employed by PCPS will be paid for the difference in their employment rate & the \$11.00 rate for the 48 hours of training time after serving 6 months.

Sick Leave Incentive - Drivers that do not use any sick leave during the year will receive a payment of **\$40** per day for the 10 days earned, if sick leave is used the daily payment is **\$35** per day for a maximum payment of nine days.

**POWHATAN COUNTY PUBLIC SCHOOLS
EXTRA RESPONSIBILITY STIPEND SCALE**

*Approved
5/11/2021*

| Coaching Exp | Salary Scale | 1.0% | 1.5% | 2.0% | 2.5% | 3.0% | 3.5% | 4.0% | 4.5% | 5.0% | 5.5% | 6.0% | 6.5% | 7.0% | 8.0% | 9.0% | 10.0% | 12.0% | 20.0% |
|-------------------------|-------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|--------------|--------------|--------------|
| 0 | 47,316 | 473 | 710 | 946 | 1,183 | 1,419 | 1,656 | 1,893 | 2,129 | 2,366 | 2,602 | 2,839 | 3,076 | 3,312 | 3,785 | 4,258 | 4,732 | 5,678 | 9,463 |
| 1 | 47,366 | 474 | 710 | 947 | 1,184 | 1,421 | 1,658 | 1,895 | 2,131 | 2,368 | 2,605 | 2,842 | 3,079 | 3,316 | 3,789 | 4,263 | 4,737 | 5,684 | 9,473 |
| 2 | 47,416 | 474 | 711 | 948 | 1,185 | 1,422 | 1,660 | 1,897 | 2,134 | 2,371 | 2,608 | 2,845 | 3,082 | 3,319 | 3,793 | 4,267 | 4,742 | 5,690 | 9,483 |
| 3 | 47,467 | 475 | 712 | 949 | 1,187 | 1,424 | 1,661 | 1,899 | 2,136 | 2,373 | 2,611 | 2,848 | 3,085 | 3,323 | 3,797 | 4,272 | 4,747 | 5,696 | 9,493 |
| 4 | 47,666 | 477 | 715 | 953 | 1,192 | 1,430 | 1,668 | 1,907 | 2,145 | 2,383 | 2,622 | 2,860 | 3,098 | 3,337 | 3,813 | 4,290 | 4,767 | 5,720 | 9,533 |
| 5 | 47,966 | 480 | 719 | 959 | 1,199 | 1,439 | 1,679 | 1,919 | 2,158 | 2,398 | 2,638 | 2,878 | 3,118 | 3,358 | 3,837 | 4,317 | 4,797 | 5,756 | 9,593 |
| 6 | 48,266 | 483 | 724 | 965 | 1,207 | 1,448 | 1,689 | 1,931 | 2,172 | 2,413 | 2,655 | 2,896 | 3,137 | 3,379 | 3,861 | 4,344 | 4,827 | 5,792 | 9,653 |
| 7 | 48,566 | 486 | 728 | 971 | 1,214 | 1,457 | 1,700 | 1,943 | 2,185 | 2,428 | 2,671 | 2,914 | 3,157 | 3,400 | 3,885 | 4,371 | 4,857 | 5,828 | 9,713 |
| 8 | 48,866 | 489 | 733 | 977 | 1,222 | 1,466 | 1,710 | 1,955 | 2,199 | 2,443 | 2,688 | 2,932 | 3,176 | 3,421 | 3,909 | 4,398 | 4,887 | 5,864 | 9,773 |
| 9 | 49,226 | 492 | 738 | 985 | 1,231 | 1,477 | 1,723 | 1,969 | 2,215 | 2,461 | 2,707 | 2,954 | 3,200 | 3,446 | 3,938 | 4,430 | 4,923 | 5,907 | 9,845 |
| 10 | 49,587 | 496 | 744 | 992 | 1,240 | 1,488 | 1,736 | 1,983 | 2,231 | 2,479 | 2,727 | 2,975 | 3,223 | 3,471 | 3,967 | 4,463 | 4,959 | 5,950 | 9,917 |
| 11 | 49,947 | 499 | 749 | 999 | 1,249 | 1,498 | 1,748 | 1,998 | 2,248 | 2,497 | 2,747 | 2,997 | 3,247 | 3,496 | 3,996 | 4,495 | 4,995 | 5,994 | 9,989 |
| 12 | 50,307 | 503 | 755 | 1,006 | 1,258 | 1,509 | 1,761 | 2,012 | 2,264 | 2,515 | 2,767 | 3,018 | 3,270 | 3,521 | 4,025 | 4,528 | 5,031 | 6,037 | 10,061 |
| 13 | 50,666 | 507 | 760 | 1,013 | 1,267 | 1,520 | 1,773 | 2,027 | 2,280 | 2,533 | 2,787 | 3,040 | 3,293 | 3,547 | 4,053 | 4,560 | 5,067 | 6,080 | 10,133 |
| 14 | 51,027 | 510 | 765 | 1,021 | 1,276 | 1,531 | 1,786 | 2,041 | 2,296 | 2,551 | 2,806 | 3,062 | 3,317 | 3,572 | 4,082 | 4,592 | 5,103 | 6,123 | 10,205 |
| 15 | 51,386 | 514 | 771 | 1,028 | 1,285 | 1,542 | 1,799 | 2,055 | 2,312 | 2,569 | 2,826 | 3,083 | 3,340 | 3,597 | 4,111 | 4,625 | 5,139 | 6,166 | 10,277 |
| 16 | 51,747 | 517 | 776 | 1,035 | 1,294 | 1,552 | 1,811 | 2,070 | 2,329 | 2,587 | 2,846 | 3,105 | 3,364 | 3,622 | 4,140 | 4,657 | 5,175 | 6,210 | 10,349 |
| 17 | 52,106 | 521 | 782 | 1,042 | 1,303 | 1,563 | 1,824 | 2,084 | 2,345 | 2,605 | 2,866 | 3,126 | 3,387 | 3,647 | 4,168 | 4,690 | 5,211 | 6,253 | 10,421 |
| 18 | 52,466 | 525 | 787 | 1,049 | 1,312 | 1,574 | 1,836 | 2,099 | 2,361 | 2,623 | 2,886 | 3,148 | 3,410 | 3,673 | 4,197 | 4,722 | 5,247 | 6,296 | 10,493 |
| 19 | 52,826 | 528 | 792 | 1,057 | 1,321 | 1,585 | 1,849 | 2,113 | 2,377 | 2,641 | 2,905 | 3,170 | 3,434 | 3,698 | 4,226 | 4,754 | 5,283 | 6,339 | 10,565 |
| 20 | 53,186 | 532 | 798 | 1,064 | 1,330 | 1,596 | 1,862 | 2,127 | 2,393 | 2,659 | 2,925 | 3,191 | 3,457 | 3,723 | 4,255 | 4,787 | 5,319 | 6,382 | 10,637 |
| 21 | 53,787 | 538 | 807 | 1,076 | 1,345 | 1,614 | 1,883 | 2,151 | 2,420 | 2,689 | 2,958 | 3,227 | 3,496 | 3,765 | 4,303 | 4,841 | 5,379 | 6,454 | 10,757 |
| 22 | 54,922 | 549 | 824 | 1,098 | 1,373 | 1,648 | 1,922 | 2,197 | 2,471 | 2,746 | 3,021 | 3,295 | 3,570 | 3,845 | 4,394 | 4,943 | 5,492 | 6,591 | 10,984 |
| 23 | 55,746 | 557 | 836 | 1,115 | 1,394 | 1,672 | 1,951 | 2,230 | 2,509 | 2,787 | 3,066 | 3,345 | 3,623 | 3,902 | 4,460 | 5,017 | 5,575 | 6,690 | 11,149 |
| 24 | 56,583 | 566 | 849 | 1,132 | 1,415 | 1,697 | 1,980 | 2,263 | 2,546 | 2,829 | 3,112 | 3,395 | 3,678 | 3,961 | 4,527 | 5,092 | 5,658 | 6,790 | 11,317 |
| 25 | 57,430 | 574 | 861 | 1,149 | 1,436 | 1,723 | 2,010 | 2,297 | 2,584 | 2,872 | 3,159 | 3,446 | 3,733 | 4,020 | 4,594 | 5,169 | 5,743 | 6,892 | 11,486 |
| 26 | 58,292 | 583 | 874 | 1,166 | 1,457 | 1,749 | 2,040 | 2,332 | 2,623 | 2,915 | 3,206 | 3,498 | 3,789 | 4,080 | 4,663 | 5,246 | 5,829 | 6,995 | 11,658 |
| 27 | 59,167 | 592 | 888 | 1,183 | 1,479 | 1,775 | 2,071 | 2,367 | 2,663 | 2,958 | 3,254 | 3,550 | 3,846 | 4,142 | 4,733 | 5,325 | 5,917 | 7,100 | 11,833 |
| 28 | 60,687 | 607 | 910 | 1,214 | 1,517 | 1,821 | 2,124 | 2,427 | 2,731 | 3,034 | 3,338 | 3,641 | 3,945 | 4,248 | 4,855 | 5,462 | 6,069 | 7,282 | 12,137 |
| 29 | 62,365 | 624 | 935 | 1,247 | 1,559 | 1,871 | 2,183 | 2,495 | 2,806 | 3,118 | 3,430 | 3,742 | 4,054 | 4,366 | 4,989 | 5,613 | 6,237 | 7,484 | 12,473 |
| 30 | 64,139 | 641 | 962 | 1,283 | 1,603 | 1,924 | 2,245 | 2,566 | 2,886 | 3,207 | 3,528 | 3,848 | 4,169 | 4,490 | 5,131 | 5,773 | 6,414 | 7,697 | 12,828 |
| 31 | 65,309 | 653 | 980 | 1,306 | 1,633 | 1,959 | 2,286 | 2,612 | 2,939 | 3,265 | 3,592 | 3,919 | 4,245 | 4,572 | 5,225 | 5,878 | 6,531 | 7,837 | 13,062 |
| 32 | 66,615 | 666 | 999 | 1,332 | 1,665 | 1,998 | 2,332 | 2,665 | 2,998 | 3,331 | 3,664 | 3,997 | 4,330 | 4,663 | 5,329 | 5,995 | 6,662 | 7,994 | 13,323 |
| 33 | 67,947 | 679 | 1,019 | 1,359 | 1,699 | 2,038 | 2,378 | 2,718 | 3,058 | 3,397 | 3,737 | 4,077 | 4,417 | 4,756 | 5,436 | 6,115 | 6,795 | 8,154 | 13,589 |
| 34 | 68,517 | 685 | 1,028 | 1,370 | 1,713 | 2,056 | 2,398 | 2,741 | 3,083 | 3,426 | 3,768 | 4,111 | 4,454 | 4,796 | 5,481 | 6,167 | 6,852 | 8,222 | 13,703 |
| 35 | 69,447 | 694 | 1,042 | 1,389 | 1,736 | 2,083 | 2,431 | 2,778 | 3,125 | 3,472 | 3,820 | 4,167 | 4,514 | 4,861 | 5,556 | 6,250 | 6,945 | 8,334 | 13,889 |

EXTRA RESPONSIBILITY POSITIONS

Powhatan High School

| | |
|--------------------------------|-------|
| Administrative Aid (3) | 4.0% |
| Athletic Director Assistant | 12.0% |
| Athletic Trainer | 20.0% |
| Auditorium Manager | 2.0% |
| <i>Band</i> | 8.0% |
| <i>Band Assistant (2)</i> | 5.0% |
| <i>Winter Band</i> | 5.0% |
| <i>Winter Band Assistant</i> | 3.0% |
| Baseball V - Head | 7.0% |
| Baseball V - Assistant | 5.0% |
| Baseball JV - Head | 5.5% |
| Basketball V Boys - Head | 8.0% |
| Basketball V Boys - Assistant | 5.0% |
| Basketball V Girls - Head | 8.0% |
| Basketball V Girls - Assistant | 5.0% |
| Basketball JV Boys - Head | 5.5% |
| Basketball JV Girls - Head | 5.5% |
| Cheerleading Fall/ Comp. Head | 7.0% |
| Cheerleading Fall/Comp. JV | 5.0% |
| Cheerleading Winter - Head | 4.5% |
| Cheerleading Winter - Asst. | 2.5% |
| <i>Chorus</i> | 8.0% |
| Class Sponsor 9th | 3.0% |
| Class Sponsor 10th | 3.0% |
| Class Sponsor 11th | 4.0% |
| Class Sponsor 12th (2) | 5.0% |
| Cross Country Boys - Head | 6.0% |
| Cross Country Girls - Head | 6.0% |
| CTE - FBLA | 3.0% |
| CTE-FCCLA | 3.0% |
| CTE - FFA | 3.0% |
| CTE-JROTC (2) | 3.0% |
| CTE - Skills USA | 3.0% |
| Dance Team | 6.0% |
| Drama (2) | 3.0% |
| Drama Assistant | 2.0% |
| Field Hockey V - Head | 7.0% |
| Field Hockey JV - Head | 5.5% |
| Field Hockey Assistant | 5.00% |
| Football Varsity - Head | 12.0% |

Powhatan HS

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| Golf | 6.0% |
| Indoor Track Boys- Head | 5.0% |
| Indoor Track Girls- Head | 5.0% |
| Indoor Track - Assistant | 5.0% |
| Ambassadors | 2.0% |
| Lacrosse V Boys- Head | 7.0% |
| Lacrosse V Boys- Asst | 5.0% |
| Lacrosse V Girls- Head | 7.0% |
| Lacrosse V Girls- Asst | 5.0% |
| Lacrosse JV Boys - Head | 5.5% |
| Lacrosse JV Girls - Head | 5.5% |
| Literary Magazine | 2.5% |
| National Honor Society | 3.0% |
| Newspaper | 2.5% |
| Robotics (2) | 3.0% |
| SCA Sponsor (2) | 4.0% |
| Scholastics Bowl - Head | 4.0% |
| Scholastics Bowl - Asst | 2.0% |
| Science Olympiad | 2.0% |
| Soccer V Boys - Head | 7.0% |
| Soccer V Boys - Assistant | 5.0% |
| Soccer JV Boys - Head | 5.5% |
| Soccer V Girls - Head | 7.0% |
| Soccer V Girls - Assistant | 5.0% |
| Soccer JV Girls - Head | 5.5% |
| Softball V - Head | 7.0% |
| Softball V - Assistant | 5.0% |
| Softball JV - Head | 5.5% |
| Strength/Condition per season | 3.0% |
| Summer Strength/Condition | 2.0% |
| Swim - Head | 7.0% |
| Swim - Assistant | 5.0% |
| Tennis V Boys | 6.0% |
| Tennis V Girls | 6.0% |
| Outdoor Track Boys- Head | 6.0% |
| Outdoor Track Girls- Head | 6.0% |
| Outdoor Track Boys- Asst | 3.0% |
| Outdoor Track Girls- Asst | 3.0% |
| Volleyball V - Head | 7.0% |
| Volleyball V - Assistant | 5.0% |

Powhatan HS

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|--------------------------|------|
| Wrestling V - Head | 7.0% |
| Wrestling V - Assistant | 5.0% |
| Wrestling JV - Assistant | 5.5% |
| Yearbook | 5.5% |

Powhatan Middle School

| | |
|----------------------------|-------|
| ACE Team | 5.0% |
| ACE Team - Assistant | 3.0% |
| Activities Floater | 3.0% |
| Administrative Aid (2) | 4.0% |
| Athletic Director | 12.0% |
| Athletic Floater (2) | 2.0% |
| <i>Band</i> | 5.0% |
| Baseball Boys - Head | 5.0% |
| Baseball Boys Assistant | 3.0% |
| Basketball Boys - Head | 6.0% |
| Basketball Boys Assistant | 4.0% |
| Basketball Girls - Head | 6.0% |
| Basketball Girls Assistant | 4.0% |
| Cheerleading | 6.0% |
| <i>Chorus</i> | 6.0% |
| Cross County - Head | 5.0% |
| Cross County Assistant | 3.0% |
| FFA Sponsor | 5.0% |
| Forensics | 4.0% |
| Forensics Assistant | 3.0% |
| Golf | 4.0% |
| Jr. Winter Guard | 2.0% |
| SCA Sponsor | 3.0% |
| Soccer - Head | 5.0% |
| Soccer Assistant | 3.0% |
| Softball - Head | 5.0% |
| Softball Assistant | 3.0% |
| Track - Head | 5.0% |
| Track Assistant (2) | 3.0% |
| Volleyball - Head | 5.0% |
| Volleyball Assistant | 3.0% |
| Yearbook (2) | 2.5% |

Other

| | |
|-------------------------------------|---------|
| Cultural Awareness | \$1,000 |
| Lead Teacher-Dept | \$1,000 |
| Lead Teacher-STEM | \$1,500 |
| Lead Guid. Counselor | \$1,500 |
| <i>National Board Cert - MAX of</i> | \$2,500 |
| Dual Enrollment (4) | \$3,000 |
| Adult Education Coordinator | 10.00% |

NOTES:

1) Placement on this scale is based upon experience with this activity.

2) Stipend pay is not included in VRS creditable compensation unless the activity is part of their basic teaching contract (*band, chorus, Natl Board Cert*).

EXTRA RESPONSIBILITY POSITIONS

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|-----------------------------|------|----------------------|------|
| Football Varsity - Asst (5) | 7.0% | Volleyball JV - Head | 5.5% |
| Football JV - Head | 7.0% | | |
| Future Problem Solvers | 2.0% | | |