

**POWHATAN COUNTY PUBLIC SCHOOLS**  
**TRANSPORTATION PAY SCHEDULES FOR SCHOOL YEAR 2022 - 2023**

Approved  
4/19/2022

<b>Step</b>	<b>Hourly</b>	<b>ANNUAL RATES</b>					<b>12 Month</b>	<b>Driver Assistant</b>	
	<b>Rates</b>	<b>4 Hours</b>	<b>5 Hours</b>	<b>5.5 Hours</b>	<b>6 Hours</b>	<b>Dispatcher</b>	<b>Hourly</b>	<b>Annual</b>	
0	\$19.28	\$13,881	\$17,351	\$19,086	\$20,821	\$37,786	\$12.00	\$8,640	
1	\$19.37	\$13,947	\$17,434	\$19,177	\$20,921	\$37,967	\$12.05	\$8,676	
2	\$19.38	\$13,955	\$17,443	\$19,188	\$20,932	\$37,988	\$12.07	\$8,690	
3	\$19.40	\$13,970	\$17,462	\$19,208	\$20,955	\$38,029	\$12.09	\$8,705	
4	\$19.46	\$14,011	\$17,513	\$19,265	\$21,016	\$38,140	\$12.11	\$8,719	
5	\$19.56	\$14,082	\$17,603	\$19,363	\$21,123	\$38,334	\$12.13	\$8,734	
6	\$19.64	\$14,138	\$17,672	\$19,439	\$21,206	\$38,486	\$12.16	\$8,755	
7	\$19.82	\$14,273	\$17,841	\$19,625	\$21,409	\$38,853	\$12.18	\$8,770	
8	\$19.89	\$14,320	\$17,900	\$19,690	\$21,480	\$38,983	\$12.20	\$8,784	
9	\$20.05	\$14,439	\$18,049	\$19,854	\$21,659	\$39,307	\$12.22	\$8,798	
10	\$20.09	\$14,463	\$18,079	\$19,887	\$21,695	\$39,372	\$12.24	\$8,813	
11	\$20.12	\$14,487	\$18,109	\$19,919	\$21,730	\$39,436	\$12.26	\$8,827	
12	\$20.16	\$14,519	\$18,148	\$19,963	\$21,778	\$39,523	\$12.28	\$8,842	
13	\$20.21	\$14,550	\$18,188	\$20,007	\$21,826	\$39,609	\$12.30	\$8,856	
14	\$20.24	\$14,574	\$18,218	\$20,039	\$21,861	\$39,674	\$12.32	\$8,870	
15	\$20.65	\$14,868	\$18,585	\$20,443	\$22,302	\$40,474	\$12.34	\$8,885	
16	\$21.30	\$15,336	\$19,170	\$21,087	\$23,004	\$41,749	\$12.37	\$8,906	
17	\$21.72	\$15,638	\$19,547	\$21,502	\$23,457	\$42,570	\$12.40	\$8,928	
18	\$22.17	\$15,963	\$19,954	\$21,950	\$23,945	\$43,456	\$12.45	\$8,964	
19	\$22.19	\$15,979	\$19,974	\$21,971	\$23,969	\$43,499	\$12.50	\$9,000	
20	\$22.44	\$16,154	\$20,192	\$22,212	\$24,231	\$43,974	\$12.55	\$9,036	
21	\$22.68	\$16,328	\$20,411	\$22,452	\$24,493	\$44,450	\$12.61	\$9,079	
22	\$22.89	\$16,479	\$20,599	\$22,659	\$24,719	\$44,860	\$12.66	\$9,115	
23	\$22.98	\$16,543	\$20,678	\$22,746	\$24,814	\$45,033	\$12.71	\$9,151	
24	\$23.05	\$16,598	\$20,748	\$22,823	\$24,898	\$45,184	\$12.76	\$9,187	
25	\$23.09	\$16,622	\$20,778	\$22,855	\$24,933	\$45,249	\$12.82	\$9,230	
26	\$23.21	\$16,709	\$20,887	\$22,976	\$25,064	\$45,487	\$12.87	\$9,266	
27	\$24.14	\$17,384	\$21,730	\$23,903	\$26,076	\$47,324			
28	\$24.83	\$17,876	\$22,345	\$24,580	\$26,815	\$48,663			
29	\$25.45	\$18,321	\$22,901	\$25,191	\$27,481	\$49,874			
30	\$25.48	\$18,345	\$22,931	\$25,224	\$27,517	\$49,938			
31	\$25.90	\$18,646	\$23,308	\$25,639	\$27,970	\$50,760			
32	\$26.52	\$19,091	\$23,864	\$26,250	\$28,636	\$51,970			
33	\$26.86	\$19,337	\$24,171	\$26,588	\$29,005	\$52,640			
34	\$26.89	\$19,361	\$24,201	\$26,621	\$29,041	\$52,704			
35	\$26.92	\$19,385	\$24,231	\$26,654	\$29,077	\$52,769			

**COMMENTS:**

**Salary Adjustments** - For FY23 a 5% adjustment was provided which included a step increase for experience.

**Driver Assistant** - Rates updated effective 1/1/23

**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.

**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** - These positions are classified as Non-exempt under the Fair Labor Standards Act, therefore pay is based upon actual hours worked. Persons who exceed 40 hours per week will be paid at one and 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 **\$12.00** 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.