

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

Approved
4/19/2022

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	49,445	2,472	51,917	51,917	2,596	54,513	54,884	2,744	57,628	60,570	3,029	63,599
1	49,682	2,484	52,166	52,166	2,608	54,774	55,147	2,757	57,904	60,860	3,043	63,903
2	49,734	2,487	52,221	52,221	2,611	54,832	55,205	2,760	57,965	60,925	3,046	63,971
3	49,787	2,489	52,276	52,276	2,614	54,890	55,263	2,763	58,027	60,989	3,049	64,038
4	49,840	2,492	52,332	52,332	2,617	54,949	55,323	2,766	58,089	61,054	3,053	64,107
5	50,049	2,502	52,552	52,552	2,628	55,179	55,555	2,778	58,332	61,310	3,066	64,376
6	50,364	2,518	52,883	52,883	2,644	55,527	55,904	2,795	58,700	61,696	3,085	64,781
7	50,679	2,534	53,213	53,213	2,661	55,874	56,254	2,813	59,067	62,082	3,104	65,186
8	50,994	2,550	53,544	53,544	2,677	56,221	56,604	2,830	59,434	62,468	3,123	65,591
9	51,309	2,565	53,875	53,875	2,694	56,569	56,953	2,848	59,801	62,854	3,143	65,997
10	51,687	2,584	54,272	54,272	2,714	56,985	57,373	2,869	60,242	63,317	3,166	66,483
11	52,066	2,603	54,670	54,670	2,733	57,403	57,794	2,890	60,683	63,781	3,189	66,970
12	52,444	2,622	55,067	55,067	2,753	57,820	58,213	2,911	61,124	64,244	3,212	67,457
13	52,822	2,641	55,463	55,463	2,773	58,237	58,633	2,932	61,564	64,707	3,235	67,943
14	53,199	2,660	55,859	55,859	2,793	58,652	59,051	2,953	62,004	65,169	3,258	68,428
15	53,578	2,679	56,257	56,257	2,813	59,070	59,472	2,974	62,446	65,633	3,282	68,915
16	53,955	2,698	56,653	56,653	2,833	59,486	59,890	2,995	62,885	66,095	3,305	69,400
17	55,313	2,766	58,079	58,079	2,904	60,983	61,397	3,070	64,467	67,758	3,388	71,146
18	55,831	2,792	58,622	58,622	2,931	61,553	61,972	3,099	65,071	68,392	3,420	71,812
19	56,333	2,817	59,149	59,149	2,957	62,107	62,529	3,126	65,656	69,007	3,450	72,458
20	56,835	2,842	59,677	59,677	2,984	62,661	63,087	3,154	66,242	69,623	3,481	73,105
21	57,353	2,868	60,221	60,221	3,011	63,232	63,662	3,183	66,845	70,258	3,513	73,770
22	57,855	2,893	60,748	60,748	3,037	63,785	64,219	3,211	67,430	70,872	3,544	74,416
23	58,358	2,918	61,276	61,276	3,064	64,340	64,777	3,239	68,016	71,488	3,574	75,063
24	58,876	2,944	61,819	61,819	3,091	64,910	65,352	3,268	68,620	72,123	3,606	75,729
25	59,880	2,994	62,874	62,874	3,144	66,018	66,467	3,323	69,791	73,354	3,668	77,021
26	60,824	3,041	63,866	63,866	3,193	67,059	67,515	3,376	70,891	74,510	3,725	78,235
27	61,207	3,060	64,267	64,267	3,213	67,480	67,939	3,397	71,336	74,978	3,749	78,727
28	62,925	3,146	66,072	66,072	3,304	69,375	69,847	3,492	73,340	77,084	3,854	80,938
29	63,945	3,197	67,142	67,142	3,357	70,499	70,979	3,549	74,528	78,333	3,917	82,249
30	65,483	3,274	68,757	68,757	3,438	72,195	72,686	3,634	76,321	80,217	4,011	84,228
31	67,346	3,367	70,713	70,713	3,536	74,249	74,754	3,738	78,492	82,499	4,125	86,624
32	68,574	3,429	72,003	72,003	3,600	75,603	76,118	3,806	79,924	84,004	4,200	88,204
33	69,946	3,497	73,443	73,443	3,672	77,115	77,640	3,882	81,522	85,684	4,284	89,968
34	71,344	3,567	74,912	74,912	3,746	78,657	79,192	3,960	83,152	87,397	4,370	91,767
35	71,943	3,597	75,540	75,540	3,777	79,317	79,857	3,993	83,849	88,130	4,406	92,536

1) For School Year 2022 - 2023 a 5% increase was provided which included a step increase for experience.

2) Steps 16 to 25 and 27 to 28 also received targeted increases to bring them to the 7th ranking within the region based on hourly rates.

**POWHATAN COUNTY PUBLIC SCHOOLS
SUBSTITUTE PAY RATES FOR SCHOOL YEAR 2022 - 2023**

*Approved
4/19/2022*

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	\$11.00
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
ADMINISTRATIVE PAY SCHEDULES FOR SCHOOL YEAR 2022-2023

Approved
4/19/2022

Exp Step	Assistant Superintendent	Director	Secondary Principal	Elem. & Middle Principal	12 Month Secondary AsstP/Asst Director	11 Month Sec. AP	12 Month Elem/Middle Assistant Principal	11 Month Elem/Mid AP
0	106,535	99,142	91,393	84,018	75,548	68,456	69,792	63,240
1	107,045	99,616	91,831	84,420	75,909	68,783	70,126	63,542
2	107,203	99,774	92,041	84,682	76,014	68,878	70,231	63,638
3	107,413	99,984	92,303	84,997	76,172	69,021	70,388	63,780
4	107,675	100,247	92,618	85,417	76,382	69,211	70,730	64,090
5	107,990	100,562	92,986	85,941	76,592	69,402	71,345	64,647
6	108,357	100,929	93,996	86,571	76,802	69,592	71,966	65,210
7	108,777	101,348	94,468	87,937	77,022	69,791	72,592	65,777
8	109,249	101,883	94,967	88,552	77,176	69,931	73,303	66,422
9	109,826	102,507	95,491	89,172	78,492	71,123	74,022	67,073
10	110,462	103,136	96,043	89,796	78,739	71,347	74,740	67,723
11	111,151	103,767	96,620	90,425	79,974	72,466	75,463	68,379
12	111,844	104,403	97,224	91,059	80,941	73,343	76,142	68,994
13	112,543	105,043	97,854	91,695	81,970	74,275	76,834	69,621
14	113,245	105,524	98,510	92,337	82,773	75,002	77,534	70,256
15	113,950	106,207	99,195	92,983	83,534	75,692	78,240	70,895
16	114,662	107,705	100,750	93,635	84,275	76,364	78,947	71,535
17	115,378	108,263	101,149	94,290	88,782	80,447	79,705	72,223
18	116,098	109,281	102,463	94,950	89,852	81,417	80,462	72,908
19	116,822	110,308	103,795	95,614	90,922	82,387	81,347	73,710
20	117,552	111,141	104,730	96,300	92,013	83,375	82,242	74,521
21	118,285	111,978	105,672	96,975	93,125	84,382	83,146	75,341
22	119,023	112,823	106,624	98,293	94,318	85,464	84,061	76,170
23	119,766	113,674	107,583	99,630	95,368	86,415	85,119	77,128
24	120,069	114,311	108,551	100,985	96,520	87,459	86,029	77,953
25	120,703	115,115	109,529	102,358	97,673	88,503	86,950	78,787
26	121,341	115,928	110,515	103,751	98,846	89,566	87,880	79,630
27	122,085	116,798	111,509	105,161	99,299	89,977	88,821	80,482
28	122,835	117,674	112,511	106,596	100,780	91,319	89,771	81,344
29	123,580	118,114	113,193	108,046	102,303	92,699	90,731	82,214
30	123,730	118,853	114,098	108,792	103,682	93,949	91,703	83,094
31	123,874	119,442	115,011	109,527	104,917	95,068	92,640	83,943
32	124,073	120,002	115,931	110,260	105,390	95,496	93,194	84,445
33	124,270	120,494	116,858	110,999	105,596	95,683	93,738	84,938
34	124,469	121,132	117,793	111,751	105,802	95,869	94,288	85,436
35	124,670	121,702	118,736	113,092	106,008	96,056	95,701	86,717

- 1) For School Year 2022 - 2023 a 5% increase was provided which included a step increase for experience. Also the Secondary AP scale received a targeted adjustment to move all steps to the 9th ranking within the region based on hourly rates.
- 2) These scales do not include the Master (\$2,250) or Doctorate (\$3,367) 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 2022 - 2023

Approved
4/19/2022

Experience Step	Teacher/Clinic Assistant		Dual Teacher Assistant		12 Month Instructional Assistant
	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	
0	\$14.69	\$19,706	\$14.69	\$17,667	\$26,097
1	\$14.76	\$19,800	\$14.76	\$17,752	\$26,222
2	\$14.79	\$19,842	\$14.79	\$17,790	\$26,278
3	\$14.83	\$19,885	\$14.83	\$17,828	\$26,334
4	\$14.88	\$19,959	\$14.88	\$17,895	\$26,433
5	\$14.96	\$20,066	\$14.96	\$17,991	\$26,574
6	\$14.98	\$20,096	\$14.98	\$18,017	\$26,614
7	\$15.03	\$20,155	\$15.03	\$18,070	\$26,692
8	\$15.17	\$20,347	\$15.17	\$18,242	\$26,946
9	\$15.21	\$20,406	\$15.21	\$18,295	\$27,025
10	\$15.48	\$20,761	\$15.48	\$18,614	\$27,495
11	\$15.52	\$20,820	\$15.52	\$18,667	\$27,573
12	\$15.57	\$20,880	\$15.57	\$18,720	\$27,651
13	\$15.75	\$21,131	\$15.75	\$18,945	\$27,984
14	\$15.93	\$21,368	\$15.93	\$19,157	\$28,298
15	\$16.01	\$21,471	\$16.01	\$19,250	\$28,435
16	\$16.11	\$21,604	\$16.11	\$19,369	\$28,611
17	\$16.67	\$22,358	\$16.67	\$20,045	\$29,610
18	\$17.62	\$23,630	\$17.62	\$21,186	\$31,294
19	\$18.07	\$24,236	\$18.07	\$21,729	\$32,097
20	\$18.25	\$24,473	\$18.25	\$21,941	\$32,410
21	\$18.43	\$24,724	\$18.43	\$22,167	\$32,743
22	\$18.61	\$24,961	\$18.61	\$22,379	\$33,056
23	\$18.63	\$24,991	\$18.63	\$22,405	\$33,096
24	\$18.64	\$25,005	\$18.64	\$22,419	\$33,115
25	\$18.79	\$25,198	\$18.79	\$22,591	\$33,370
26	\$19.04	\$25,538	\$19.04	\$22,896	\$33,820
27	\$19.93	\$26,735	\$19.93	\$23,970	\$35,406
28	\$20.30	\$27,223	\$20.30	\$24,407	\$36,053
29	\$20.68	\$27,741	\$20.68	\$24,871	\$36,738
30	\$21.08	\$28,273	\$21.08	\$25,348	\$37,443
31	\$21.48	\$28,806	\$21.48	\$25,826	\$38,148
32	\$21.88	\$29,353	\$21.88	\$26,316	\$38,873
33	\$22.29	\$29,900	\$22.29	\$26,807	\$39,597
34	\$22.71	\$30,462	\$22.71	\$27,311	\$40,341
35	\$22.93	\$30,758	\$22.93	\$27,576	\$40,733

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: \$90.00 per day and \$97.00 per day for long term. based upon the actual hours per day scheduled for each job.**
- 5) For SY 2022 - 2023 a 5% increase was provided which included a step increase for experience.**

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

Approved
4/19/2022

Step	Occupational Therapist		Psychologist & Social Worker			Speech Pathologist				Nursing Supervisor	School Nurse
	Hourly Rate	9.5 Months	Hourly Rate	Annual 11 Months	Annual 12 Months	Hourly Rate	Annual 9.5 Months	Annual 11 Months	Annual 12 Months		
0	\$35.40	51,326	\$31.72	56,337	62,174	\$36.13	52,392	57,631	64,180	48,903	40,909
1	\$35.57	51,572	\$31.87	56,607	62,472	\$36.31	52,643	57,907	64,487	49,137	41,105
2	\$35.61	51,633	\$31.92	56,682	62,554	\$36.35	52,704	57,974	64,562	49,190	41,157
3	\$35.65	51,693	\$31.97	56,775	62,657	\$36.41	52,795	58,074	64,674	49,269	41,220
4	\$35.73	51,811	\$32.03	56,881	62,774	\$36.48	52,899	58,188	64,801	49,377	41,305
5	\$35.78	51,875	\$32.09	56,999	62,904	\$36.64	53,122	58,435	65,075	49,474	41,391
6	\$35.81	51,923	\$32.15	57,096	63,012	\$36.77	53,314	58,646	65,310	49,571	41,461
7	\$36.08	52,323	\$32.66	57,997	64,006	\$37.07	53,746	59,120	65,839	50,088	42,013
8	\$36.45	52,851	\$33.42	59,348	65,497	\$37.43	54,273	59,701	66,485	50,610	42,548
9	\$36.81	53,378	\$34.19	60,719	67,010	\$37.69	54,657	60,123	66,955	51,138	43,118
10	\$37.18	53,906	\$34.22	60,778	67,074	\$37.98	55,073	60,580	67,464	51,672	43,652
11	\$37.55	54,449	\$34.27	60,856	67,161	\$38.36	55,616	61,178	68,130	52,210	44,222
12	\$37.94	55,009	\$34.30	60,915	67,226	\$38.77	56,224	61,846	68,874	52,755	44,809
13	\$38.69	56,096	\$34.33	60,973	67,290	\$39.02	56,575	62,233	69,305	53,304	45,379
14	\$39.46	57,215	\$34.97	62,109	68,544	\$39.44	57,183	62,901	70,049	53,859	45,965
15	\$40.04	58,062	\$35.67	63,343	69,905	\$39.83	57,758	63,534	70,754	54,419	46,570
16	\$40.63	58,909	\$36.37	64,596	71,288	\$40.23	58,334	64,167	71,459	54,986	47,174
17	\$41.04	59,501	\$36.72	65,222	71,980	\$40.63	58,909	64,800	72,164	55,558	47,794
18	\$41.45	60,108	\$37.44	66,495	73,384	\$41.04	59,501	65,451	72,889	56,136	48,399
19	\$41.87	60,716	\$38.17	67,787	74,810	\$41.45	60,108	66,119	73,633	56,719	49,072
20	\$42.28	61,307	\$38.73	68,786	75,912	\$41.87	60,716	66,787	74,377	57,200	50,039
21	\$42.71	61,931	\$39.32	69,824	77,058	\$42.28	61,307	67,438	75,101	57,684	50,867
22	\$43.31	62,794	\$40.09	71,194	78,570	\$42.71	61,931	68,124	75,865	58,172	51,748
23	\$43.91	63,673	\$40.85	72,545	80,061	\$43.14	62,554	68,810	76,629	58,665	52,628
24	\$44.53	64,568	\$41.65	73,975	81,639	\$43.57	63,178	69,495	77,393	59,162	53,525
25	\$45.14	65,448	\$42.03	74,640	82,374	\$44.00	63,801	70,181	78,156	59,663	54,371
26	\$45.78	66,375	\$42.42	75,345	83,151	\$44.43	64,425	70,867	78,920	60,169	55,234
27	\$46.43	67,318	\$42.81	76,031	83,908	\$45.27	65,635	72,198	80,403	60,678	56,132
28	\$47.07	68,245	\$43.18	76,696	84,642	\$46.06	66,791	73,470	81,818	61,192	57,029
29	\$47.72	69,188	\$43.57	77,384	85,401	\$46.89	67,990	74,788	83,287	61,712	57,944
30	\$48.40	70,180	\$43.95	78,047	86,133	\$47.73	69,204	76,125	84,775	62,330	58,859
31	\$49.08	71,171	\$44.33	78,733	86,890	\$48.59	70,451	77,497	86,303	62,953	59,808
32	\$49.76	72,146	\$44.73	79,438	87,668	\$49.46	71,714	78,886	87,850	63,582	60,792
33	\$50.46	73,169	\$45.10	80,103	88,402	\$50.35	73,009	80,310	89,436	64,218	61,292
34	\$51.17	74,192	\$45.49	80,789	89,159	\$51.26	74,320	81,752	91,042	64,860	61,845
35	\$51.88	75,231	\$45.85	81,435	89,872	\$52.18	75,663	83,229	92,687	65,508	62,363

For School Year 2022 - 2023 a 5% increase was provided which included a step increase for experience.

POWHATAN COUNTY PUBLIC SCHOOLS
ADMINISTRATIVE SUPPORT PAY SCHEDULES FOR SCHOOL YEAR 2022 - 2023

Approved
4/19/2022

		Executive	Admin Asst/		Secretary	Network Technician	Computer Technician	Attendance		
Step	Supervisor	Assistant	Specialist	Secretary	10 Month	Hourly	Annual	Hourly	Annual	Officer
0	63,344	44,162	36,949	30,792	\$26,393	\$24.44	47,894	\$19.88	38,969	49,565
1	63,647	44,373	37,126	30,939	\$26,520	\$24.55	48,123	\$19.98	39,156	49,802
2	63,857	44,426	37,178	30,992	\$26,565	\$24.57	48,164	\$20.00	39,197	49,855
3	64,172	44,505	37,257	31,071	\$26,632	\$24.62	48,247	\$20.04	39,279	49,933
4	64,645	44,609	37,362	31,145	\$26,696	\$24.67	48,361	\$20.11	39,412	50,045
5	65,534	44,767	37,486	31,239	\$26,777	\$24.74	48,491	\$20.18	39,544	50,144
6	66,164	44,950	37,666	31,389	\$26,905	\$24.82	48,642	\$20.27	39,739	50,292
7	66,495	45,160	38,178	31,515	\$27,013	\$25.11	49,225	\$20.51	40,193	50,790
8	67,133	45,486	38,698	31,641	\$27,121	\$25.41	49,809	\$20.80	40,776	50,889
9	67,777	45,940	39,224	31,767	\$27,229	\$25.72	50,414	\$21.11	41,381	51,044
10	68,428	46,400	39,757	31,894	\$27,338	\$26.03	51,019	\$21.47	42,073	51,298
11	69,085	47,095	40,297	32,022	\$27,448	\$26.35	51,646	\$21.83	42,786	51,555
12	69,749	47,567	40,845	32,150	\$27,557	\$26.65	52,229	\$22.18	43,477	51,813
13	70,418	48,041	41,401	32,333	\$27,714	\$26.97	52,856	\$22.55	44,190	52,071
14	71,094	48,522	41,964	32,656	\$27,991	\$27.94	54,757	\$22.89	44,860	52,332
15	72,928	49,008	42,534	32,982	\$28,271	\$28.28	55,427	\$23.25	45,573	52,594
16	73,439	49,743	43,113	33,477	\$28,695	\$28.62	56,097	\$23.60	46,265	52,857
17	73,990	50,240	43,700	33,813	\$28,982	\$28.96	56,767	\$25.04	49,074	53,122
18	74,543	50,744	44,294	34,150	\$29,271	\$29.30	57,437	\$26.00	50,954	53,652
19	75,667	51,250	44,896	34,492	\$29,564	\$29.65	58,107	\$26.79	52,510	53,920
20	76,235	51,762	45,507	34,837	\$29,860	\$30.01	58,820	\$26.89	52,704	54,190
21	76,806	52,539	45,883	35,359	\$30,308	\$30.36	59,511	\$26.95	52,812	54,461
22	77,382	53,064	46,754	35,784	\$30,672	\$30.74	60,246	\$27.00	52,920	54,734
23	77,963	53,595	47,389	36,213	\$31,039	\$31.10	60,959	\$27.08	53,072	55,007
24	78,198	54,131	48,034	36,647	\$31,412	\$31.51	61,759	\$27.14	53,201	55,283
25	78,947	54,672	48,686	37,087	\$31,789	\$32.12	62,947	\$27.43	53,763	55,559
26	79,081	55,492	49,349	37,644	\$32,266	\$32.71	64,114	\$28.31	55,492	55,836
27	79,218	56,048	50,020	38,020	\$32,588	\$33.34	65,346	\$29.22	57,264	56,115
28	79,354	56,607	50,701	38,400	\$32,914	\$33.75	66,145	\$30.15	59,101	56,676
29	79,490	57,173	51,390	39,227	\$33,623	\$34.14	66,923	\$31.17	61,089	56,961
30	79,627	57,746	52,089	39,973	\$34,263	\$34.55	67,723	\$31.76	62,256	57,245
31	79,764	58,611	52,798	40,734	\$34,915	\$34.97	68,544	\$32.34	63,379	57,531
32	79,901	59,198	53,515	41,509	\$35,579	\$35.38	69,343	\$32.91	64,503	57,820
33	80,037	59,791	54,243	42,295	\$36,253	\$35.82	70,208	\$33.48	65,627	58,107
34	80,176	60,387	54,981	43,100	\$36,943	\$36.25	71,050	\$34.08	66,793	58,398
35	80,315	60,991	55,728	43,698	\$37,455	\$36.46	71,461	\$34.36	67,355	58,689

NOTES:

1) These scales do not include supplements for Masters (\$2,250) or Doctorate (\$3,367)

2) The substitute rates for secretary and receptionist are \$90.00 per day and \$97.00 long term.

5) For School Year 2022 - 2023 a 5% increase was provided which included a step increase for experience.

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

Approved
4/19/2022

Step	Licensed HVAC		Maintenance		Mechanic	
	Mechanic/Electrician					
	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary	Hourly Rate	Annual Salary
0	\$23.97	46,991	\$16.45	32,764	\$17.36	34,576
1	\$24.09	47,216	\$16.53	32,921	\$17.44	34,741
2	\$24.11	47,257	\$16.55	32,963	\$17.57	34,992
3	\$24.15	47,339	\$16.57	33,004	\$17.69	35,243
4	\$24.21	47,453	\$16.60	33,074	\$17.84	35,536
5	\$24.32	47,669	\$16.69	33,250	\$17.99	35,829
6	\$24.45	47,929	\$16.84	33,536	\$18.15	36,164
7	\$24.68	48,383	\$16.93	33,733	\$18.32	36,498
8	\$24.93	48,858	\$17.03	33,931	\$18.50	36,854
9	\$25.16	49,312	\$17.19	34,238	\$18.68	37,210
10	\$25.40	49,787	\$17.38	34,612	\$18.86	37,565
11	\$25.64	50,263	\$17.57	35,007	\$19.05	37,942
12	\$25.88	50,716	\$17.68	35,227	\$19.25	38,339
13	\$26.12	51,192	\$17.82	35,490	\$19.41	38,674
14	\$26.36	51,667	\$18.15	36,149	\$19.94	39,719
15	\$26.71	52,359	\$18.32	36,501	\$20.52	40,870
16	\$27.08	53,072	\$19.05	37,950	\$21.15	42,125
17	\$27.42	53,742	\$19.25	38,345	\$21.83	43,484
18	\$27.78	54,455	\$19.73	39,312	\$22.56	44,948
19	\$28.14	55,146	\$19.93	39,707	\$23.35	46,517
20	\$28.50	55,859	\$20.13	40,102	\$24.19	48,190
21	\$28.85	56,551	\$20.33	40,498	\$25.16	50,115
22	\$29.22	57,264	\$20.53	40,893	\$25.39	50,575
23	\$29.57	57,955	\$20.94	41,705	\$25.62	51,035
24	\$29.93	58,668	\$21.36	42,540	\$25.85	51,495
25	\$30.29	59,360	\$21.79	43,397	\$26.08	51,955
26	\$30.91	60,592	\$22.23	44,275	\$26.31	52,415
27	\$32.14	62,990	\$22.67	45,153	\$26.54	52,876
28	\$32.22	63,141	\$23.12	46,054	\$26.78	53,336
29	\$32.31	63,336	\$23.58	46,976	\$27.01	53,796
30	\$32.89	64,460	\$24.06	47,921	\$27.24	54,256
31	\$33.67	65,994	\$24.54	48,887	\$27.47	54,716
32	\$34.48	67,571	\$25.03	49,853	\$27.70	55,176
33	\$34.99	68,587	\$25.52	50,842	\$27.96	55,699
34	\$35.70	69,970	\$26.04	51,874	\$28.85	57,477
35	\$36.42	71,375	\$26.55	52,884	\$29.80	59,360

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.
- 2) Salary Adjustments** - For School Year 2022 - 2023 a 5% increase was provided which included a step increase for experience. Also the Mechanic scale received a targeted adjustment to move all steps to the 9th ranking within the region based on hourly rates.

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

Approved
4/19/2022

<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	\$19.28	\$13,881	\$17,351	\$19,086	\$20,821	\$37,786	\$11.50	\$8,276
1	\$19.37	\$13,947	\$17,434	\$19,177	\$20,921	\$37,967	\$11.55	\$8,316
2	\$19.38	\$13,955	\$17,443	\$19,188	\$20,932	\$37,988	\$11.57	\$8,331
3	\$19.40	\$13,970	\$17,462	\$19,208	\$20,955	\$38,029	\$11.59	\$8,346
4	\$19.46	\$14,011	\$17,513	\$19,265	\$21,016	\$38,140	\$11.61	\$8,361
5	\$19.56	\$14,082	\$17,603	\$19,363	\$21,123	\$38,334	\$11.63	\$8,376
6	\$19.64	\$14,138	\$17,672	\$19,439	\$21,206	\$38,486	\$11.66	\$8,392
7	\$19.82	\$14,273	\$17,841	\$19,625	\$21,409	\$38,853	\$11.68	\$8,407
8	\$19.89	\$14,320	\$17,900	\$19,690	\$21,480	\$38,983	\$11.70	\$8,422
9	\$20.05	\$14,439	\$18,049	\$19,854	\$21,659	\$39,307	\$11.72	\$8,437
10	\$20.09	\$14,463	\$18,079	\$19,887	\$21,695	\$39,372	\$11.74	\$8,452
11	\$20.12	\$14,487	\$18,109	\$19,919	\$21,730	\$39,436	\$11.76	\$8,467
12	\$20.16	\$14,519	\$18,148	\$19,963	\$21,778	\$39,523	\$11.78	\$8,482
13	\$20.21	\$14,550	\$18,188	\$20,007	\$21,826	\$39,609	\$11.80	\$8,497
14	\$20.24	\$14,574	\$18,218	\$20,039	\$21,861	\$39,674	\$11.82	\$8,513
15	\$20.65	\$14,868	\$18,585	\$20,443	\$22,302	\$40,474	\$11.84	\$8,528
16	\$21.30	\$15,336	\$19,170	\$21,087	\$23,004	\$41,749	\$11.87	\$8,543
17	\$21.72	\$15,638	\$19,547	\$21,502	\$23,457	\$42,570	\$11.90	\$8,565
18	\$22.17	\$15,963	\$19,954	\$21,950	\$23,945	\$43,456	\$11.95	\$8,603
19	\$22.19	\$15,979	\$19,974	\$21,971	\$23,969	\$43,499	\$12.00	\$8,641
20	\$22.44	\$16,154	\$20,192	\$22,212	\$24,231	\$43,974	\$12.05	\$8,679
21	\$22.68	\$16,328	\$20,411	\$22,452	\$24,493	\$44,450	\$12.11	\$8,717
22	\$22.89	\$16,479	\$20,599	\$22,659	\$24,719	\$44,860	\$12.16	\$8,754
23	\$22.98	\$16,543	\$20,678	\$22,746	\$24,814	\$45,033	\$12.21	\$8,792
24	\$23.05	\$16,598	\$20,748	\$22,823	\$24,898	\$45,184	\$12.26	\$8,830
25	\$23.09	\$16,622	\$20,778	\$22,855	\$24,933	\$45,249	\$12.32	\$8,868
26	\$23.21	\$16,709	\$20,887	\$22,976	\$25,064	\$45,487	\$12.37	\$8,906
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 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 **\$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
FOR SCHOOL YEAR 2022 - 2023**

Approved
4/19/2022

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	49,445	494	742	989	1,236	1,483	1,731	1,978	2,225	2,472	2,719	2,967	3,214	3,461	3,956	4,450	4,945	5,933	9,889
1	49,682	497	745	994	1,242	1,490	1,739	1,987	2,236	2,484	2,732	2,981	3,229	3,478	3,975	4,471	4,968	5,962	9,936
2	49,734	497	746	995	1,243	1,492	1,741	1,989	2,238	2,487	2,735	2,984	3,233	3,481	3,979	4,476	4,973	5,968	9,947
3	49,787	498	747	996	1,245	1,494	1,743	1,991	2,240	2,489	2,738	2,987	3,236	3,485	3,983	4,481	4,979	5,974	9,957
4	49,840	498	748	997	1,246	1,495	1,744	1,994	2,243	2,492	2,741	2,990	3,240	3,489	3,987	4,486	4,984	5,981	9,968
5	50,049	500	751	1,001	1,251	1,501	1,752	2,002	2,252	2,502	2,753	3,003	3,253	3,503	4,004	4,504	5,005	6,006	10,010
6	50,364	504	755	1,007	1,259	1,511	1,763	2,015	2,266	2,518	2,770	3,022	3,274	3,526	4,029	4,533	5,036	6,044	10,073
7	50,679	507	760	1,014	1,267	1,520	1,774	2,027	2,281	2,534	2,787	3,041	3,294	3,548	4,054	4,561	5,068	6,082	10,136
8	50,994	510	765	1,020	1,275	1,530	1,785	2,040	2,295	2,550	2,805	3,060	3,315	3,570	4,080	4,589	5,099	6,119	10,199
9	51,309	513	770	1,026	1,283	1,539	1,796	2,052	2,309	2,565	2,822	3,079	3,335	3,592	4,105	4,618	5,131	6,157	10,262
10	51,687	517	775	1,034	1,292	1,551	1,809	2,067	2,326	2,584	2,843	3,101	3,360	3,618	4,135	4,652	5,169	6,202	10,337
11	52,066	521	781	1,041	1,302	1,562	1,822	2,083	2,343	2,603	2,864	3,124	3,384	3,645	4,165	4,686	5,207	6,248	10,413
12	52,444	524	787	1,049	1,311	1,573	1,836	2,098	2,360	2,622	2,884	3,147	3,409	3,671	4,196	4,720	5,244	6,293	10,489
13	52,822	528	792	1,056	1,321	1,585	1,849	2,113	2,377	2,641	2,905	3,169	3,433	3,698	4,226	4,754	5,282	6,339	10,564
14	53,199	532	798	1,064	1,330	1,596	1,862	2,128	2,394	2,660	2,926	3,192	3,458	3,724	4,256	4,788	5,320	6,384	10,640
15	53,578	536	804	1,072	1,339	1,607	1,875	2,143	2,411	2,679	2,947	3,215	3,483	3,750	4,286	4,822	5,358	6,429	10,716
16	53,955	540	809	1,079	1,349	1,619	1,888	2,158	2,428	2,698	2,968	3,237	3,507	3,777	4,316	4,856	5,396	6,475	10,791
17	55,313	553	830	1,106	1,383	1,659	1,936	2,213	2,489	2,766	3,042	3,319	3,595	3,872	4,425	4,978	5,531	6,638	11,063
18	55,831	558	837	1,117	1,396	1,675	1,954	2,233	2,512	2,792	3,071	3,350	3,629	3,908	4,466	5,025	5,583	6,700	11,166
19	56,333	563	845	1,127	1,408	1,690	1,972	2,253	2,535	2,817	3,098	3,380	3,662	3,943	4,507	5,070	5,633	6,760	11,267
20	56,835	568	853	1,137	1,421	1,705	1,989	2,273	2,558	2,842	3,126	3,410	3,694	3,978	4,547	5,115	5,684	6,820	11,367
21	57,353	574	860	1,147	1,434	1,721	2,007	2,294	2,581	2,868	3,154	3,441	3,728	4,015	4,588	5,162	5,735	6,882	11,471
22	57,855	579	868	1,157	1,446	1,736	2,025	2,314	2,603	2,893	3,182	3,471	3,761	4,050	4,628	5,207	5,786	6,943	11,571
23	58,358	584	875	1,167	1,459	1,751	2,043	2,334	2,626	2,918	3,210	3,501	3,793	4,085	4,669	5,252	5,836	7,003	11,672
24	58,876	589	883	1,178	1,472	1,766	2,061	2,355	2,649	2,944	3,238	3,533	3,827	4,121	4,710	5,299	5,888	7,065	11,775
25	59,880	599	898	1,198	1,497	1,796	2,096	2,395	2,695	2,994	3,293	3,593	3,892	4,192	4,790	5,389	5,988	7,186	11,976
26	60,824	608	912	1,216	1,521	1,825	2,129	2,433	2,737	3,041	3,345	3,649	3,954	4,258	4,866	5,474	6,082	7,299	12,165
27	61,207	612	918	1,224	1,530	1,836	2,142	2,448	2,754	3,060	3,366	3,672	3,978	4,284	4,897	5,509	6,121	7,345	12,241
28	62,925	629	944	1,259	1,573	1,888	2,202	2,517	2,832	3,146	3,461	3,776	4,090	4,405	5,034	5,663	6,293	7,551	12,585
29	63,945	639	959	1,279	1,599	1,918	2,238	2,558	2,878	3,197	3,517	3,837	4,156	4,476	5,116	5,755	6,395	7,673	12,789
30	65,483	655	982	1,310	1,637	1,964	2,292	2,619	2,947	3,274	3,602	3,929	4,256	4,584	5,239	5,893	6,548	7,858	13,097
31	67,346	673	1,010	1,347	1,684	2,020	2,357	2,694	3,031	3,367	3,704	4,041	4,377	4,714	5,388	6,061	6,735	8,082	13,469
32	68,574	686	1,029	1,371	1,714	2,057	2,400	2,743	3,086	3,429	3,772	4,114	4,457	4,800	5,486	6,172	6,857	8,229	13,715
33	69,946	699	1,049	1,399	1,749	2,098	2,448	2,798	3,148	3,497	3,847	4,197	4,546	4,896	5,596	6,295	6,995	8,393	13,989
34	71,344	713	1,070	1,427	1,784	2,140	2,497	2,854	3,210	3,567	3,924	4,281	4,637	4,994	5,708	6,421	7,134	8,561	14,269
35	71,943	719	1,079	1,439	1,799	2,158	2,518	2,878	3,237	3,597	3,957	4,317	4,676	5,036	5,755	6,475	7,194	8,633	14,389

EXTRA RESPONSIBILITY POSITIONS

Powhatan High School

Administrative Aid (3)	4.0%
Athletic Director Assistant	12.0%
Athletic Trainer	20.0%
<i>Band</i>	8.0%
Band Assistant (2)	5.0%
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>	6.0%
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%
Football Varsity - Head	12.0%
Football Varsity - Asst (4)	7.0%
Football JV - Head	7.0%
Football JV - Assistant	7.0%
Future Problem Solvers	2.0%
Gifted Model UN	2.0%
Golf	6.0%

Powhatan HS

Indoor Track Boys- Head	5.0%
Indoor Track Girls- Head	5.0%
Indoor Track - Assistant	5.0%
Interact	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%
Summer Gym	2.0%
Summer Weight Rm.	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%
Volleyball JV - Head	5.5%
Weight Room Supr-per season	3.0%

Powhatan HS

Wrestling V - Head	7.0%
Wrestling V - Assistant	5.0%
Wrestling subV - 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%
Band	5.0%
Baseball Boys - Head	5.0%
Baseball Boys Assistant (2)	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%
Cheerleading Assistant	3.0%
<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%
Student Activities Floater	3.0%
Track - Head	5.0%
Track Assistant	3.0%
Track Assistant	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
CTE Coordinator	\$2,500
<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*).