

SY 2024-2025



**Norfolk Public Schools**  
The cornerstone of a proudly diverse community

# Salaries and Wages

**THE DEPARTMENT OF HUMAN RESOURCES**

Dr. Sherry Agnew-Scott, Chief Human Resources Officer

Revised April 22, 2025

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# Teacher Salary Scales | SY 2024-2025

## 10 Month Teacher Contracts

## 10.5 Month Teacher Contracts

## 11 Month Teacher Contracts

## 12 Month Teacher Contracts

|       | 200 Days<br>7.33 Hours | 200 Days<br>7.33 Hours | 200 Days<br>7.5 Hours | 200 Days<br>7.5 Hours | 210 Days<br>7.33 Hours | 210 Days<br>7.33 Hours | 210 Days<br>7.5 Hours | 210 Days<br>7.5 Hours | 220 Days<br>7.33 Hours | 220 Days<br>7.5 Hours | 220 Days<br>8 Hours  | 240 Days<br>7.33 Hours | 240 Days<br>7.5 Hours | 240 Days<br>8 Hours  |
|-------|------------------------|------------------------|-----------------------|-----------------------|------------------------|------------------------|-----------------------|-----------------------|------------------------|-----------------------|----------------------|------------------------|-----------------------|----------------------|
| Steps | Without<br>Bachelor's  | Bachelor's<br>Degree   | Without<br>Bachelor's | Bachelor's<br>Degree  | Without<br>Bachelor's  | Bachelor's<br>Degree   | Without<br>Bachelor's | Bachelor's<br>Degree  | Bachelor's<br>Degree   | Bachelor's<br>Degree  | Bachelor's<br>Degree | Bachelor's<br>Degree   | Bachelor's<br>Degree  | Bachelor's<br>Degree |
| 1     | \$53,024               | \$57,500               | \$54,068              | \$58,648              | \$55,700               | \$60,400               | \$56,797              | \$61,605              | \$63,300               | \$64,563              | \$68,277             | \$68,565               | \$69,918              | \$73,898             |
| 2     | \$53,524               | \$58,000               | \$54,568              | \$59,148              | \$56,200               | \$60,900               | \$57,297              | \$62,105              | \$63,800               | \$65,063              | \$68,777             | \$69,065               | \$70,418              | \$74,398             |
| 3     | \$54,024               | \$58,500               | \$55,068              | \$59,648              | \$56,725               | \$61,425               | \$57,822              | \$62,630              | \$64,350               | \$65,613              | \$69,327             | \$70,200               | \$71,578              | \$75,629             |
| 4     | \$54,362               | \$58,871               | \$55,414              | \$60,028              | \$57,080               | \$61,815               | \$58,184              | \$63,029              | \$64,758               | \$66,031              | \$69,773             | \$70,646               | \$72,033              | \$76,116             |
| 5     | \$54,702               | \$59,245               | \$55,762              | \$60,411              | \$57,437               | \$62,208               | \$58,550              | \$63,431              | \$65,170               | \$66,452              | \$70,222             | \$71,094               | \$72,493              | \$76,606             |
| 6     | \$55,159               | \$59,748               | \$56,229              | \$60,925              | \$57,917               | \$62,735               | \$59,041              | \$63,971              | \$65,723               | \$67,017              | \$70,825             | \$71,697               | \$73,110              | \$77,264             |
| 7     | \$55,621               | \$60,255               | \$56,702              | \$61,444              | \$58,402               | \$63,268               | \$59,537              | \$64,516              | \$66,281               | \$67,588              | \$71,434             | \$72,306               | \$73,733              | \$77,928             |
| 8     | \$56,320               | \$61,024               | \$57,417              | \$62,231              | \$59,136               | \$64,075               | \$60,288              | \$65,342              | \$67,126               | \$68,454              | \$72,357             | \$73,229               | \$74,677              | \$78,935             |
| 9     | \$57,030               | \$61,804               | \$58,144              | \$63,029              | \$59,881               | \$64,895               | \$61,051              | \$66,181              | \$67,985               | \$69,332              | \$73,294             | \$74,165               | \$75,635              | \$79,957             |
| 10    | \$57,750               | \$62,596               | \$58,881              | \$63,839              | \$60,638               | \$65,726               | \$61,825              | \$67,031              | \$68,856               | \$70,223              | \$74,245             | \$75,116               | \$76,607              | \$80,995             |
| 11    | \$58,725               | \$63,668               | \$59,878              | \$64,936              | \$61,661               | \$66,852               | \$62,872              | \$68,183              | \$70,035               | \$71,430              | \$75,532             | \$76,402               | \$77,924              | \$82,398             |
| 12    | \$59,720               | \$64,762               | \$60,896              | \$66,055              | \$62,706               | \$68,000               | \$63,941              | \$69,358              | \$71,238               | \$72,661              | \$76,845             | \$77,714               | \$79,266              | \$83,830             |
| 13    | \$60,734               | \$65,877               | \$61,934              | \$67,196              | \$63,771               | \$69,171               | \$65,030              | \$70,556              | \$72,465               | \$73,916              | \$78,183             | \$79,052               | \$80,635              | \$85,291             |
| 14    | \$61,769               | \$67,015               | \$62,992              | \$68,360              | \$64,857               | \$70,365               | \$66,142              | \$71,778              | \$73,716               | \$75,196              | \$79,549             | \$80,417               | \$82,032              | \$86,781             |
| 15    | \$62,824               | \$68,175               | \$64,072              | \$69,547              | \$65,965               | \$71,584               | \$67,276              | \$73,025              | \$74,992               | \$76,502              | \$80,942             | \$81,810               | \$83,457              | \$88,300             |
| 16    | \$63,901               | \$69,358               | \$65,174              | \$70,758              | \$67,096               | \$72,826               | \$68,432              | \$74,296              | \$76,294               | \$77,834              | \$82,363             | \$83,230               | \$84,910              | \$89,850             |
| 17    | \$64,999               | \$70,565               | \$66,297              | \$71,993              | \$68,248               | \$74,094               | \$69,612              | \$75,593              | \$77,622               | \$79,193              | \$83,812             | \$84,679               | \$86,392              | \$91,431             |
| 18    | \$66,118               | \$71,797               | \$67,443              | \$73,253              | \$69,424               | \$75,387               | \$70,815              | \$76,916              | \$78,976               | \$80,579              | \$85,290             | \$86,156               | \$87,904              | \$93,044             |
| 19    | \$67,261               | \$73,053               | \$68,612              | \$74,538              | \$70,624               | \$76,705               | \$72,043              | \$78,265              | \$80,358               | \$81,992              | \$86,798             | \$87,663               | \$89,446              | \$94,689             |
| 20    | \$68,426               | \$74,334               | \$69,804              | \$75,849              | \$71,847               | \$78,050               | \$73,295              | \$79,641              | \$81,767               | \$83,434              | \$88,336             | \$89,201               | \$91,019              | \$96,367             |
| 21    | \$69,615               | \$75,640               | \$71,020              | \$77,186              | \$73,095               | \$79,422               | \$74,571              | \$81,045              | \$83,205               | \$84,905              | \$89,905             | \$90,769               | \$92,623              | \$98,078             |
| 22    | \$70,827               | \$76,973               | \$72,261              | \$78,550              | \$74,368               | \$80,822               | \$75,874              | \$82,477              | \$84,671               | \$86,405              | \$91,505             | \$92,368               | \$94,260              | \$99,824             |
| 23    | \$72,063               | \$78,333               | \$73,526              | \$79,941              | \$75,667               | \$82,249               | \$77,202              | \$83,938              | \$86,166               | \$87,935              | \$93,137             | \$93,999               | \$95,929              | \$101,604            |
| 24    | \$73,325               | \$79,719               | \$74,817              | \$81,360              | \$76,991               | \$83,705               | \$78,557              | \$85,428              | \$87,691               | \$89,496              | \$94,802             | \$95,663               | \$97,631              | \$103,420            |
| 25    | \$74,611               | \$81,134               | \$76,133              | \$82,807              | \$78,342               | \$85,190               | \$79,940              | \$86,947              | \$89,247               | \$91,087              | \$96,500             | \$97,361               | \$99,368              | \$105,273            |
| 26    | \$75,923               | \$82,576               | \$77,476              | \$84,283              | \$79,720               | \$86,705               | \$81,349              | \$88,497              | \$90,834               | \$92,711              | \$98,232             | \$99,092               | \$101,139             | \$107,162            |
| 27    | \$77,262               | \$84,048               | \$78,845              | \$85,789              | \$81,125               | \$88,250               | \$82,787              | \$90,078              | \$92,453               | \$94,367              | \$99,999             | \$100,858              | \$102,946             | \$109,089            |
| 28    | \$78,968               | \$85,924               | \$80,591              | \$87,708              | \$82,917               | \$90,220               | \$84,621              | \$92,094              | \$94,517               | \$96,479              | \$102,251            | \$103,109              | \$105,250             | \$111,547            |
| 29    | \$80,718               | \$87,847               | \$82,381              | \$89,676              | \$84,754               | \$92,240               | \$86,500              | \$94,160              | \$96,632               | \$98,644              | \$104,560            | \$105,417              | \$107,611             | \$114,065            |
| 30    | \$82,511               | \$89,818               | \$84,215              | \$91,693              | \$86,636               | \$94,309               | \$88,426              | \$96,277              | \$98,800               | \$100,862             | \$106,926            | \$107,782              | \$110,031             | \$116,647            |

## Advanced Degree Stipends Awarded on an Annual Basis

|                               |         |
|-------------------------------|---------|
| Master's Degree               | \$3,500 |
| Master's Degree Plus 30 Hours | \$5,400 |
| Doctoral Degree               | \$7,800 |

**Note:** Steps do not equate to years of experience.

# 11-Month Administrator Salary Scales | SY 2024-2025

7.5 Hours per Day | 220 Days per Year

| Steps | A        | B                          | C                          | D        | E                          | F        | G        | H                          | I                          | J                          | K                          | L                          | M                          | N                          | O                          | P                          | EXEC                       |
|-------|----------|----------------------------|----------------------------|----------|----------------------------|----------|----------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| 1     | \$47,917 | Grade Not Currently in Use | Grade Not Currently in Use | \$54,074 | Grade Not Currently in Use | \$59,154 | \$61,202 | Grade Not Currently in Use | Grade Not Currently in Use | Grade Not Currently in Use | Grade Not Currently in Use | Grade Not Currently in Use | Grade Not Currently in Use | Grade Not Currently in Use | Grade Not Currently in Use | Grade Not Currently in Use | Grade Not Currently in Use |
| 2     | \$48,417 |                            |                            | \$54,574 |                            | \$59,210 | \$61,702 |                            |                            |                            |                            |                            |                            |                            |                            |                            |                            |
| 3     | \$48,967 |                            |                            | \$55,124 |                            | \$59,760 | \$62,252 |                            |                            |                            |                            |                            |                            |                            |                            |                            |                            |
| 4     | \$49,749 |                            |                            | \$56,029 |                            | \$60,757 | \$63,300 |                            |                            |                            |                            |                            |                            |                            |                            |                            |                            |
| 5     | \$50,545 |                            |                            | \$56,951 |                            | \$61,774 | \$64,367 |                            |                            |                            |                            |                            |                            |                            |                            |                            |                            |
| 6     | \$51,358 |                            |                            | \$57,892 |                            | \$62,811 | \$65,457 |                            |                            |                            |                            |                            |                            |                            |                            |                            |                            |
| 7     | \$52,188 |                            |                            | \$58,852 |                            | \$63,869 | \$66,568 |                            |                            |                            |                            |                            |                            |                            |                            |                            |                            |
| 8     | \$53,033 |                            |                            | \$59,830 |                            | \$64,949 | \$67,701 |                            |                            |                            |                            |                            |                            |                            |                            |                            |                            |
| 9     | \$53,896 |                            |                            | \$60,829 |                            | \$66,050 | \$68,858 |                            |                            |                            |                            |                            |                            |                            |                            |                            |                            |
| 10    | \$54,775 |                            |                            | \$61,848 |                            | \$67,173 | \$70,036 |                            |                            |                            |                            |                            |                            |                            |                            |                            |                            |
| 11    | \$55,673 |                            |                            | \$62,888 |                            | \$68,318 | \$71,239 |                            |                            |                            |                            |                            |                            |                            |                            |                            |                            |
| 12    | \$56,588 |                            |                            | \$63,947 |                            | \$69,487 | \$72,466 |                            |                            |                            |                            |                            |                            |                            |                            |                            |                            |
| 13    | \$57,523 |                            |                            | \$65,028 |                            | \$70,679 | \$73,718 |                            |                            |                            |                            |                            |                            |                            |                            |                            |                            |
| 14    | \$58,475 |                            |                            | \$66,131 |                            | \$71,895 | \$74,995 |                            |                            |                            |                            |                            |                            |                            |                            |                            |                            |
| 15    | \$59,447 |                            |                            | \$67,255 |                            | \$73,135 | \$76,296 |                            |                            |                            |                            |                            |                            |                            |                            |                            |                            |
| 16    | \$60,437 |                            |                            | \$68,402 |                            | \$74,400 | \$77,625 |                            |                            |                            |                            |                            |                            |                            |                            |                            |                            |
| 17    | \$61,448 |                            |                            | \$69,572 |                            | \$75,689 | \$78,979 |                            |                            |                            |                            |                            |                            |                            |                            |                            |                            |
| 18    | \$62,480 |                            |                            | \$70,766 |                            | \$77,005 | \$80,361 |                            |                            |                            |                            |                            |                            |                            |                            |                            |                            |
| 19    | \$63,531 |                            |                            | \$71,983 |                            | \$78,348 | \$81,770 |                            |                            |                            |                            |                            |                            |                            |                            |                            |                            |
| 20    | \$64,604 |                            |                            | \$73,224 |                            | \$79,716 | \$83,207 |                            |                            |                            |                            |                            |                            |                            |                            |                            |                            |
| 21    | \$65,697 |                            |                            | \$74,491 |                            | \$81,113 | \$84,643 |                            |                            |                            |                            |                            |                            |                            |                            |                            |                            |
| 22    | \$66,814 |                            |                            | \$75,782 |                            | \$82,537 | \$86,169 |                            |                            |                            |                            |                            |                            |                            |                            |                            |                            |
| 23    | \$67,952 |                            |                            | \$77,100 |                            | \$83,990 | \$87,694 |                            |                            |                            |                            |                            |                            |                            |                            |                            |                            |
| 24    | \$69,113 |                            |                            | \$78,445 |                            | \$85,471 | \$89,250 |                            |                            |                            |                            |                            |                            |                            |                            |                            |                            |
| 25    | \$70,298 |                            |                            | \$79,815 |                            | \$86,982 | \$90,836 |                            |                            |                            |                            |                            |                            |                            |                            |                            |                            |
| 26    | \$71,506 |                            |                            | \$81,213 |                            | \$88,523 | \$92,455 |                            |                            |                            |                            |                            |                            |                            |                            |                            |                            |
| 27    | \$72,738 |                            |                            | \$82,639 |                            | \$90,096 | \$94,107 |                            |                            |                            |                            |                            |                            |                            |                            |                            |                            |
| 28    | \$73,995 |                            |                            | \$84,094 |                            | \$91,700 | \$95,790 |                            |                            |                            |                            |                            |                            |                            |                            |                            |                            |
| 29    | \$75,276 |                            |                            | \$85,577 |                            | \$93,336 | \$97,508 |                            |                            |                            |                            |                            |                            |                            |                            |                            |                            |
| 30    | \$76,584 |                            |                            | \$87,091 |                            | \$95,005 | \$99,261 |                            |                            |                            |                            |                            |                            |                            |                            |                            |                            |

## Degree Stipends Awarded on an Annual Basis

|                                       |         |
|---------------------------------------|---------|
| Master's Degree Plus 30 Hours Stipend | \$1,836 |
| Doctoral Degree Stipend               | \$3,672 |

**Note:** Steps do not equate to years of experience.

| 12-Month Administrator Salary Scales   SY 2024-2025 |          |          |          |          |           |           |           |           |           |           |           |           |           |           |           |           |           |
|---|----------|----------|----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 7.5 Hours per Day   252 Days per Year               |          |          |          |          |           |           |           |           |           |           |           |           |           |           |           |           |           |
| Steps   | A        | B        | C        | D        | E         | F         | G         | H         | I         | J         | K         | L         | M         | N         | O         | P         | EXEC      |
| 1   | \$54,174 | \$56,372 | \$58,677 | \$61,102 | \$63,646  | \$66,318  | \$69,121  | \$72,065  | \$75,159  | \$78,408  | \$81,816  | \$85,397  | \$89,155  | \$93,102  | \$97,247  | \$101,599 | \$109,060 |
| 2   | \$54,674 | \$56,872 | \$59,177 | \$61,602 | \$64,146  | \$66,818  | \$69,621  | \$72,565  | \$75,659  | \$78,908  | \$82,316  | \$85,897  | \$89,655  | \$93,602  | \$97,747  | \$102,099 | \$109,560 |
| 3   | \$55,550 | \$57,788 | \$60,134 | \$62,603 | \$65,193  | \$67,913  | \$70,766  | \$73,763  | \$76,913  | \$80,220  | \$83,690  | \$87,335  | \$91,161  | \$95,179  | \$99,398  | \$103,829 | \$111,114 |
| 4   | \$56,445 | \$58,728 | \$61,121 | \$63,639 | \$66,280  | \$69,056  | \$71,965  | \$75,023  | \$78,235  | \$81,609  | \$85,147  | \$88,865  | \$92,768  | \$96,867  | \$101,170 | \$105,690 | \$112,619 |
| 5   | \$57,358 | \$59,687 | \$62,128 | \$64,696 | \$67,390  | \$70,221  | \$73,188  | \$76,307  | \$79,584  | \$83,025  | \$86,634  | \$90,427  | \$94,407  | \$98,588  | \$102,978 | \$107,587 | \$114,655 |
| 6   | \$58,289 | \$60,664 | \$63,154 | \$65,774 | \$68,522  | \$71,409  | \$74,436  | \$77,617  | \$80,959  | \$84,469  | \$88,151  | \$92,019  | \$96,079  | \$100,344 | \$104,821 | \$109,523 | \$116,732 |
| 7   | \$59,239 | \$61,661 | \$64,201 | \$66,873 | \$69,676  | \$72,621  | \$75,708  | \$78,953  | \$82,362  | \$85,942  | \$89,698  | \$93,643  | \$97,784  | \$102,134 | \$106,701 | \$111,497 | \$119,380 |
| 8   | \$60,208 | \$62,679 | \$65,269 | \$67,994 | \$70,853  | \$73,858  | \$77,007  | \$80,316  | \$83,793  | \$87,445  | \$91,276  | \$95,300  | \$99,524  | \$103,961 | \$108,619 | \$113,511 | \$122,095 |
| 9   | \$61,196 | \$63,716 | \$66,359 | \$69,138 | \$72,055  | \$75,119  | \$78,331  | \$81,707  | \$85,254  | \$88,979  | \$92,886  | \$96,991  | \$101,299 | \$105,825 | \$110,576 | \$115,566 | \$124,877 |
| 10  | \$62,204 | \$64,775 | \$67,470 | \$70,305 | \$73,280  | \$76,405  | \$79,682  | \$83,125  | \$86,742  | \$90,542  | \$94,527  | \$98,714  | \$103,109 | \$107,725 | \$112,571 | \$117,661 | \$127,729 |
| 11  | \$63,233 | \$65,854 | \$68,603 | \$71,496 | \$74,530  | \$77,718  | \$81,060  | \$84,572  | \$88,262  | \$92,137  | \$96,202  | \$100,473 | \$104,956 | \$109,664 | \$114,607 | \$119,799 | \$130,652 |
| 12  | \$64,282 | \$66,956 | \$69,760 | \$72,710 | \$75,804  | \$79,056  | \$82,465  | \$86,048  | \$89,811  | \$93,764  | \$97,910  | \$102,267 | \$106,839 | \$111,642 | \$116,684 | \$121,979 | \$133,649 |
| 13  | \$65,351 | \$68,078 | \$70,938 | \$73,947 | \$77,104  | \$80,421  | \$83,898  | \$87,552  | \$91,391  | \$95,423  | \$99,652  | \$104,095 | \$108,759 | \$113,658 | \$118,801 | \$124,202 | \$136,720 |
| 14  | \$66,442 | \$69,223 | \$72,141 | \$75,210 | \$78,430  | \$81,813  | \$85,359  | \$89,086  | \$93,002  | \$97,115  | \$101,428 | \$105,961 | \$110,718 | \$115,714 | \$120,960 | \$126,469 | \$139,867 |
| 15  | \$67,555 | \$70,392 | \$73,368 | \$76,498 | \$79,783  | \$83,233  | \$86,851  | \$90,652  | \$94,646  | \$98,841  | \$103,241 | \$107,864 | \$112,716 | \$117,813 | \$123,163 | \$128,783 | \$143,094 |
| 16  | \$68,690 | \$71,584 | \$74,619 | \$77,813 | \$81,163  | \$84,682  | \$88,372  | \$92,250  | \$96,324  | \$100,603 | \$105,091 | \$109,806 | \$114,755 | \$119,954 | \$125,411 | \$131,143 | \$146,401 |
| 17  | \$69,847 | \$72,800 | \$75,896 | \$79,153 | \$82,570  | \$86,160  | \$89,924  | \$93,879  | \$98,034  | \$102,399 | \$106,977 | \$111,786 | \$116,834 | \$122,137 | \$127,704 | \$133,550 | \$149,792 |
| 18  | \$71,028 | \$74,040 | \$77,198 | \$80,520 | \$84,006  | \$87,668  | \$91,506  | \$95,541  | \$99,779  | \$104,231 | \$108,901 | \$113,806 | \$118,956 | \$124,364 | \$130,042 | \$136,006 | \$153,267 |
| 19  | \$72,232 | \$75,305 | \$78,526 | \$81,915 | \$85,470  | \$89,205  | \$93,121  | \$97,236  | \$101,559 | \$106,100 | \$110,863 | \$115,866 | \$121,119 | \$126,636 | \$132,427 | \$138,510 | \$156,828 |
| 20  | \$73,461 | \$76,596 | \$79,881 | \$83,337 | \$86,963  | \$90,773  | \$94,767  | \$98,965  | \$103,375 | \$108,006 | \$112,864 | \$117,968 | \$123,325 | \$128,953 | \$134,860 | \$141,065 | \$160,479 |
| 21  | \$74,715 | \$77,911 | \$81,263 | \$84,788 | \$88,487  | \$92,373  | \$96,447  | \$100,728 | \$105,226 | \$109,950 | \$114,906 | \$120,112 | \$125,576 | \$131,316 | \$137,341 | \$143,670 | \$164,221 |
| 22  | \$75,993 | \$79,254 | \$82,672 | \$86,268 | \$90,041  | \$94,005  | \$98,160  | \$102,527 | \$107,115 | \$111,934 | \$116,988 | \$122,298 | \$127,872 | \$133,727 | \$139,873 | \$146,328 | \$168,056 |
| 23  | \$77,297 | \$80,623 | \$84,110 | \$87,778 | \$91,626  | \$95,669  | \$99,907  | \$104,362 | \$109,041 | \$113,957 | \$119,112 | \$124,528 | \$130,213 | \$136,185 | \$142,454 | \$149,038 | \$171,988 |
| 24  | \$78,627 | \$82,020 | \$85,576 | \$89,317 | \$93,242  | \$97,367  | \$101,690 | \$106,233 | \$111,006 | \$116,020 | \$121,278 | \$126,803 | \$132,602 | \$138,693 | \$145,088 | \$151,804 | \$176,017 |
| 25  | \$79,984 | \$83,444 | \$87,071 | \$90,888 | \$94,891  | \$99,098  | \$103,507 | \$108,142 | \$113,010 | \$118,124 | \$123,488 | \$129,123 | \$135,038 | \$141,251 | \$147,773 | \$154,624 | \$180,147 |
| 26  | \$81,367 | \$84,897 | \$88,597 | \$92,489 | \$96,573  | \$100,864 | \$105,362 | \$110,089 | \$115,055 | \$120,271 | \$125,742 | \$131,490 | \$137,523 | \$143,860 | \$150,513 | \$157,500 | \$184,381 |
| 27  | \$82,778 | \$86,379 | \$90,152 | \$94,123 | \$98,288  | \$102,665 | \$107,252 | \$112,074 | \$117,139 | \$122,460 | \$128,040 | \$133,903 | \$140,057 | \$146,521 | \$153,307 | \$160,433 | \$188,720 |
| 28  | \$84,218 | \$87,890 | \$91,739 | \$95,789 | \$100,038 | \$104,502 | \$109,181 | \$114,099 | \$119,266 | \$124,692 | \$130,384 | \$136,365 | \$142,641 | \$149,235 | \$156,156 | \$163,425 | \$193,169 |
| 29  | \$85,686 | \$89,432 | \$93,358 | \$97,489 | \$101,822 | \$106,376 | \$111,149 | \$116,165 | \$121,435 | \$126,970 | \$132,776 | \$138,876 | \$145,278 | \$152,004 | \$159,063 | \$166,478 | \$197,728 |
| 30  | \$87,184 | \$91,004 | \$95,009 | \$99,222 | \$103,643 | \$108,287 | \$113,156 | \$118,272 | \$123,648 | \$129,294 | \$135,216 | \$141,437 | \$147,968 | \$154,827 | \$162,028 | \$169,592 | \$202,402 |

| Degree Stipends Awarded on an Annual Basis |         |
|--|---------|
| Master’s Degree Plus 30 Hours Stipend      | \$1,836 |
| Doctoral Degree Stipend                    | \$3,672 |

**Note:** Steps do not equate to years of experience.

| Administrative Positions for SY 2024-2025   By Location |  |       |               |               |                |  |
|---|--|-------|---------------|---------------|----------------|--|
| Job Title   | Department   | Grade | Hours per Day | Days per Year | Hours per Year |  |
| ACADEMIC AFFAIRS  | CHIEF ACADEMIC OFFICER                                       | EXEC  | 7.5           | 252           | 1890           |  |
| ACCOUNTING  | SENIOR DIRECTOR, ACCOUNTING                                  | O     | 7.5           | 252           | 1890           |  |
| ACCOUNTING  | MANAGER, GENERAL ACCOUNTING                                  | J     | 7.5           | 252           | 1890           |  |
| ACCOUNTING  | SCHOOL ACTIVITY FUND AUDIT COORDINATOR                       | F     | 7.5           | 252           | 1890           |  |
| ACCOUNTING  | MANAGER, BUYER   | E     | 7.5           | 252           | 1890           |  |
| ASSESSMENT, RESEARCH, AND ACCOUNTABILITY                | SENIOR DIRECTOR, PROGRAM EVALUATION & RESEARCH               | O     | 7.5           | 252           | 1890           |  |
| ASSESSMENT, RESEARCH, AND ACCOUNTABILITY                | SENIOR COORDINATOR, ASSESSMENT, RESEARCH, & ACCOUNTABILITY   | I     | 7.5           | 252           | 1890           |  |
| ASSESSMENT, RESEARCH, AND ACCOUNTABILITY                | SENIOR COORDINATOR, RESEARCH AND INFORMATION SYSTEMS         | I     | 7.5           | 252           | 1890           |  |
| ASSESSMENT, RESEARCH, AND ACCOUNTABILITY                | SENIOR COORDINATOR, STATE MANDATED ASSESSMENTS               | I     | 7.5           | 252           | 1890           |  |
| ASSESSMENT, RESEARCH, AND ACCOUNTABILITY                | ASSESSMENT SUPPORT ASSOCIATE                                 | E     | 7.5           | 252           | 1890           |  |
| ASSESSMENT, RESEARCH, AND ACCOUNTABILITY                | COORDINATOR, ASSESSMENTS AND STATE MANDATED TESTS            | E     | 7.5           | 252           | 1890           |  |
| ASSESSMENT, RESEARCH, AND ACCOUNTABILITY                | COORDINATOR, EDUCATION AND RESEARCH DATA                     | E     | 7.5           | 252           | 1890           |  |
| ATHLETICS   | SENIOR COORDINATOR, ATHLETICS                                | I     | 7.5           | 252           | 1890           |  |
| BUDGET  | DIRECTOR, BUDGET AND GRANTS MANAGEMENT                       | M     | 7.5           | 252           | 1890           |  |
| BUDGET  | BUDGET COORDINATOR   | J     | 7.5           | 252           | 1890           |  |
| BUDGET  | BUDGET ANALYST   | E     | 7.5           | 252           | 1890           |  |
| BUDGET  | GRANTS ACCOUNTANT  | E     | 7.5           | 252           | 1890           |  |
| BUSINESS AND FINANCE                                    | CHIEF FINANCE OFFICER  | EXEC  | 7.5           | 252           | 1890           |  |
| CAMP YOUNG  | COORDINATOR  | D     | 7.5           | 252           | 1890           |  |
| CAREER AND TECHNICAL EDUCATION                          | SENIOR DIRECTOR, CAREER AND TECHNOLOGY EDUCATION             | O     | 7.5           | 252           | 1890           |  |
| CAREER AND TECHNICAL EDUCATION                          | COORDINATOR, ADULT EDUCATION SERVICES                        | J     | 7.5           | 252           | 1890           |  |
| CAREER AND TECHNICAL EDUCATION                          | SENIOR COORDINATOR, CAREER AND TECHNICAL EDUCATION           | I     | 7.5           | 252           | 1890           |  |
| CAREER AND TECHNICAL EDUCATION                          | ADULT EDUCATION PROGRAM LEADER                               | F     | 7.5           | 252           | 1890           |  |
| CAREER AND TECHNICAL EDUCATION                          | GED EXAMINER   | A     | 7.5           | 252           | 1890           |  |
| CHKD  | PRINCIPAL, CHKD HOSPITAL EDUCATION PROGRAM                   | L     | 7.5           | 252           | 1890           |  |
| CHKD  | PRINCIPAL, CHKD MENTAL HEALTH HOSPITAL                       | L     | 7.5           | 252           | 1890           |  |
| COMMUNICATIONS AND COMMUNITY ENGAGEMENT                 | CHIEF STRATEGY, INNOVATION, AND COMMUNITY ENGAGEMENT OFFICER | EXEC  | 7.5           | 252           | 1890           |  |
| COMMUNICATIONS AND COMMUNITY ENGAGEMENT                 | DIRECTOR, EQUITY, DIVERSITY, & INCLUSION AFFAIRS             | M     | 7.5           | 252           | 1890           |  |
| COMMUNICATIONS AND COMMUNITY ENGAGEMENT                 | ASSISTANT DIRECTOR, COMMUNICATIONS & COMMUNITY ENGAGEMENT    | J     | 7.5           | 252           | 1890           |  |
| COMMUNICATIONS AND COMMUNITY ENGAGEMENT                 | COORDINATOR, COMMUNICATIONS & WEB DEVELOPMENT                | E     | 7.5           | 252           | 1890           |  |
| COMMUNICATIONS AND COMMUNITY ENGAGEMENT                 | COORDINATOR, COMMUNICATIONS & MEDIA RELATIONS                | D     | 7.5           | 252           | 1890           |  |
| COMMUNICATIONS AND COMMUNITY ENGAGEMENT                 | COORDINATOR, COMMUNITY ENGAGEMENT                            | D     | 7.5           | 252           | 1890           |  |
| COMMUNICATIONS AND COMMUNITY ENGAGEMENT                 | COORDINATOR, INTERNAL COMMUNICATIONS & SOCIAL MEDIA          | D     | 7.5           | 252           | 1890           |  |
| CURRICULUM AND INSTRUCTION                              | EXECUTIVE DIRECTOR, CURRICULUM AND PROFESSIONAL DEVELOPMENT  | P     | 7.5           | 252           | 1890           |  |
| CURRICULUM AND INSTRUCTION                              | SENIOR COORDINATOR, ART                                      | I     | 7.5           | 252           | 1890           |  |
| CURRICULUM AND INSTRUCTION                              | SENIOR COORDINATOR, ELEMENTARY ENGLISH                       | I     | 7.5           | 252           | 1890           |  |
| CURRICULUM AND INSTRUCTION                              | SENIOR COORDINATOR, ELEMETNARY MATHEMATICS                   | I     | 7.5           | 252           | 1890           |  |
| CURRICULUM AND INSTRUCTION                              | SENIOR COORDINATOR, ENGLISH LANGUAGE LEARNERS                | I     | 7.5           | 252           | 1890           |  |
| CURRICULUM AND INSTRUCTION                              | SENIOR COORDINATOR, GIFTED PROGRAMS                          | I     | 7.5           | 252           | 1890           |  |
| CURRICULUM AND INSTRUCTION                              | SENIOR COORDINATOR, HEALTH & SAFETY AND PHYSICAL EDUCATION   | I     | 7.5           | 252           | 1890           |  |
| CURRICULUM AND INSTRUCTION                              | SENIOR COORDINATOR, HISTORY AND SOCIAL SCIENCES              | I     | 7.5           | 252           | 1890           |  |
| CURRICULUM AND INSTRUCTION                              | SENIOR COORDINATOR, MEDIA SERVICES                           | I     | 7.5           | 252           | 1890           |  |
| CURRICULUM AND INSTRUCTION                              | SENIOR COORDINATOR, MUSIC                                    | I     | 7.5           | 252           | 1890           |  |

|  |  |      |     |     |      |
|--|--|------|-----|-----|------|
| CURRICULUM AND INSTRUCTION             | SENIOR COORDINATOR, PROFESSIONAL DEVELOPMENT                                       | I    | 7.5 | 252 | 1890 |
| CURRICULUM AND INSTRUCTION             | SENIOR COORDINATOR, SCHOOL COUNSELING AND GUIDANCE                                 | I    | 7.5 | 252 | 1890 |
| CURRICULUM AND INSTRUCTION             | SENIOR COORDINATOR, SCIENCE  | I    | 7.5 | 252 | 1890 |
| CURRICULUM AND INSTRUCTION             | SENIOR COORDINATOR, SECONDARY ENGLISH  | I    | 7.5 | 252 | 1890 |
| CURRICULUM AND INSTRUCTION             | SENIOR COORDINATOR, SECONDARY MATHEMATICS  | I    | 7.5 | 252 | 1890 |
| CURRICULUM AND INSTRUCTION             | SENIOR COORDINATOR, WORLD LANGUAGES & ESL  | I    | 7.5 | 252 | 1890 |
| EARLY LEARNING AND TITLE I             | SENIOR DIRECTOR, EARLY LEARNING AND TITLE I  | O    | 7.5 | 252 | 1890 |
| EARLY LEARNING AND TITLE I             | COORDINATOR, TITLE I INSTRUCTION & PROGRAM EFFECTIVENESS                           | F    | 7.5 | 252 | 1890 |
| EARLY LEARNING AND TITLE I             | PRESCHOOL INSTRUCTIONAL COORDINATOR  | F    | 7.5 | 252 | 1890 |
| FACILITIES MANAGEMENT                  | SENIOR DIRECTOR, SCHOOL PLANT FACILITIES   | O    | 7.5 | 252 | 1890 |
| FACILITIES MANAGEMENT                  | SENIOR COORDINATOR, CUSTODIAL OPERATIONS   | G    | 7.5 | 252 | 1890 |
| FACILITIES MANAGEMENT                  | SENIOR COORDINATOR, FACILITIES MANAGEMENT AND CAPITAL PROJECTS                     | G    | 7.5 | 252 | 1890 |
| FACILITIES MANAGEMENT                  | SENIOR COORDINATOR, PREVENTATIVE MAINTENANCE AND ENERGY MANAGEMENT                 | G    | 7.5 | 252 | 1890 |
| FACILITIES MANAGEMENT                  | SENIOR COORDINATOR, TRADES   | G    | 7.5 | 252 | 1890 |
| HUMAN RESOURCES                        | DIRECTOR, HUMAN RESOURCES  | M    | 7.5 | 252 | 1890 |
| HUMAN RESOURCES                        | EMPLOYEE RELATIONS AND INVESTIGATIONS ADMINISTRATOR                                | J    | 7.5 | 252 | 1890 |
| HUMAN RESOURCES                        | HUMAN RESOURCES GENERALIST   | I    | 7.5 | 252 | 1890 |
| HUMAN RESOURCES                        | HUMAN RESOURCES GENERALIST, EMPLOYEE RELATIONS                                     | I    | 7.5 | 252 | 1890 |
| HUMAN RESOURCES                        | HUMAN RESOURCES INFORMATION AND TECHNOLOGY SPECIALIST                              | I    | 7.5 | 252 | 1890 |
| HUMAN RESOURCES                        | CHIEF HUMAN RESOURCES OFFICER  | EXEC | 7.5 | 252 | 1890 |
| INFORMATION & INSTRUCTIONAL TECHNOLOGY | SENIOR DIRECTOR, INFORMATION DIVISION  | O    | 7.5 | 252 | 1890 |
| INFORMATION & INSTRUCTIONAL TECHNOLOGY | NETWORK SERVICES ENGINEERING ADMINISTRATOR   | J    | 7.5 | 252 | 1890 |
| INFORMATION & INSTRUCTIONAL TECHNOLOGY | SENIOR COORDINATOR, INSTRUCTIONAL TECHNOLOGY AND VIRTUAL LEARNING                  | I    | 7.5 | 252 | 1890 |
| INFORMATION & INSTRUCTIONAL TECHNOLOGY | SENIOR COORDINATOR, STUDENT INFORMATION SYSTEMS                                    | I    | 7.5 | 252 | 1890 |
| INFORMATION & INSTRUCTIONAL TECHNOLOGY | SENIOR COORDINATOR, BUSINESS INFORMATION SYSTEMS                                   | H    | 7.5 | 252 | 1890 |
| INFORMATION & INSTRUCTIONAL TECHNOLOGY | DISTRICT TECHNICAL SUPPORT SUPERVISOR  | G    | 7.5 | 252 | 1890 |
| INFORMATION & INSTRUCTIONAL TECHNOLOGY | SENIOR SYSTEMS ANALYST COORDINATOR – STUDENT INFORMATION SYSTEMS                   | F    | 7.5 | 252 | 1890 |
| INFORMATION & INSTRUCTIONAL TECHNOLOGY | CHIEF INFORMATION AND INSTRUCTIONAL TECHNOLOGY OFFICER                             | EXEC | 7.5 | 252 | 1890 |
| INFORMATION & INSTRUCTIONAL TECHNOLOGY | BUSINESS INFORMATION SYSTEMS ANALYST   | E    | 7.5 | 252 | 1890 |
| INFORMATION & INSTRUCTIONAL TECHNOLOGY | MOBILE DEVICE SYSTEMS ENGINEER   | E    | 7.5 | 252 | 1890 |
| INFORMATION & INSTRUCTIONAL TECHNOLOGY | NETWORK ENGINEER III   | E    | 7.5 | 252 | 1890 |
| INFORMATION & INSTRUCTIONAL TECHNOLOGY | NETWORK ENGINEER III - DIRECTORY   | E    | 7.5 | 252 | 1890 |
| INFORMATION & INSTRUCTIONAL TECHNOLOGY | NETWORK ENGINEER III - INFRASTRUCTURE  | E    | 7.5 | 252 | 1890 |
| INFORMATION & INSTRUCTIONAL TECHNOLOGY | NETWORK ENGINEER III - SECURITY  | E    | 7.5 | 252 | 1890 |
| INFORMATION & INSTRUCTIONAL TECHNOLOGY | NETWORK ENGINEER III - SYSTEMS   | E    | 7.5 | 252 | 1890 |
| INFORMATION & INSTRUCTIONAL TECHNOLOGY | NETWORK ENGINEER III - TELECOMMUNICATIONS  | E    | 7.5 | 252 | 1890 |
| INFORMATION & INSTRUCTIONAL TECHNOLOGY | NETWORK ENGINEER III - ZEN   | E    | 7.5 | 252 | 1890 |
| INFORMATION & INSTRUCTIONAL TECHNOLOGY | SYSTEMS ANALYST COORDINATOR – STUDENT INFORMATION SYSTEMS                          | E    | 7.5 | 252 | 1890 |
| INFORMATION & INSTRUCTIONAL TECHNOLOGY | SYSTEMS ANALYST COORDINATOR – STUDENT INFORMATION SYSTEMS & DATABASE ADMINISTRATOR | E    | 7.5 | 252 | 1890 |
| LEARNING SUPPORT                       | EXECUTIVE DIRECTOR, LEARNING SUPPORT   | P    | 7.5 | 252 | 1890 |
| LEARNING SUPPORT                       | ASSISTANT DIRECTOR, LEARNING SUPPORT   | M    | 7.5 | 252 | 1890 |
| LEARNING SUPPORT                       | SENIOR COORDINATOR, LEARNING SUPPORT   | I    | 7.5 | 252 | 1890 |
| NORFOLK SCHOOL BOARD                   | CLERK OF THE BOARD   | C    | 7.5 | 252 | 1890 |
| OPERATIONS                             | CHIEF OPERATIONS OFFICER   | EXEC | 7.5 | 252 | 1890 |
| PAYROLL                                | DIRECTOR, PAYROLL OPERATIONS   | M    | 7.5 | 252 | 1890 |

|                               |  |      |     |     |      |
|-------------------------------|--|------|-----|-----|------|
| PAYROLL                       | MANAGER, PAYROLL   | J    | 7.5 | 252 | 1890 |
| PURCHASES AND SUPPLY          | SENIOR DIRECTOR, PURCHASES AND SUPPLY                        | O    | 7.5 | 252 | 1890 |
| PURCHASES AND SUPPLY          | SENIOR BUYER, PROCUREMENT COMPLIANCE TRAINER                 | D    | 7.5 | 252 | 1890 |
| PURCHASES AND SUPPLY          | SENIOR BUYER, PROCUREMENT ANALYST                            | D    | 7.5 | 252 | 1890 |
| PURCHASES AND SUPPLY          | MANAGER, PROCUREMENT CARD PROGRAM                            | C    | 7.5 | 252 | 1890 |
| PURCHASES AND SUPPLY          | SENIOR BUYER   | C    | 7.5 | 252 | 1890 |
| RISK MANAGEMENT AND SAFETY    | SENIOR DIRECTOR, RISK MANAGEMENT                             | O    | 7.5 | 252 | 1890 |
| RISK MANAGEMENT AND SAFETY    | HEALTH & SAFETY SPECIALIST                                   | C    | 7.5 | 252 | 1890 |
| SCHOOL IMPROVEMENT            | SENIOR COORDINATOR, SCHOOL IMPROVEMENT                       | I    | 7.5 | 252 | 1890 |
| SCHOOL LEADERSHIP DEVELOPMENT | EXECUTIVE DIRECTOR OF SCHOOLS                                | P    | 7.5 | 252 | 1890 |
| SCHOOL LEADERSHIP DEVELOPMENT | PRINCIPAL, HIGH SCHOOL                                       | O    | 7.5 | 252 | 1890 |
| SCHOOL LEADERSHIP DEVELOPMENT | PRINCIPAL, 3-8 SCHOOL  | M    | 7.5 | 252 | 1890 |
| SCHOOL LEADERSHIP DEVELOPMENT | PRINCIPAL, K-8 SCHOOL  | M    | 7.5 | 252 | 1890 |
| SCHOOL LEADERSHIP DEVELOPMENT | PRINCIPAL, MIDDLE SCHOOL                                     | M    | 7.5 | 252 | 1890 |
| SCHOOL LEADERSHIP DEVELOPMENT | SITE COORDINATOR, NORFOLK TECHNICAL CENTER                   | M    | 7.5 | 252 | 1890 |
| SCHOOL LEADERSHIP DEVELOPMENT | SITE COORDINATOR, NORFOLK TECHNICAL CENTER EVENING SCHOOL    | M    | 7.5 | 252 | 1890 |
| SCHOOL LEADERSHIP DEVELOPMENT | PRINCIPAL, EARLY CHILDHOOD CENTER                            | L    | 7.5 | 252 | 1890 |
| SCHOOL LEADERSHIP DEVELOPMENT | PRINCIPAL, ELEMENTARY SCHOOL                                 | L    | 7.5 | 252 | 1890 |
| SCHOOL LEADERSHIP DEVELOPMENT | PRINCIPAL, NET ACADEMY                                       | L    | 7.5 | 252 | 1890 |
| SCHOOL LEADERSHIP DEVELOPMENT | SITE COORDINATOR, MADISON ALTERNATIVE CENTER                 | L    | 7.5 | 252 | 1890 |
| SCHOOL LEADERSHIP DEVELOPMENT | SITE COORDINATOR, CAMP YOUNG                                 | I    | 7.5 | 252 | 1890 |
| SCHOOL LEADERSHIP DEVELOPMENT | SITE COORDINATOR, OPEN CAMPUS                                | I    | 7.5 | 252 | 1890 |
| SCHOOL LEADERSHIP DEVELOPMENT | ASSISTANT PRINCIPAL, HIGH SCHOOL                             | H    | 7.5 | 252 | 1890 |
| SCHOOL LEADERSHIP DEVELOPMENT | ASSISTANT PRINCIPAL, K-8 SCHOOL                              | G    | 7.5 | 252 | 1890 |
| SCHOOL LEADERSHIP DEVELOPMENT | ASSISTANT PRINCIPAL, MIDDLE SCHOOL                           | G    | 7.5 | 252 | 1890 |
| SCHOOL LEADERSHIP DEVELOPMENT | ASSISTANT PRINCIPAL, ELEMENTARY SCHOOL                       | F    | 7.5 | 252 | 1890 |
| SCHOOL LEADERSHIP DEVELOPMENT | CHIEF SCHOOLS OFFICER  | EXEC | 7.5 | 252 | 1890 |
| SCHOOL NUTRITION              | SENIOR DIRECTOR, SCHOOL NUTRITION SERVICES                   | O    | 7.5 | 252 | 1890 |
| SCHOOL NUTRITION              | BUSINESS MANAGER   | I    | 7.5 | 252 | 1890 |
| SCHOOL NUTRITION              | OPERATIONS MANAGER   | I    | 7.5 | 252 | 1890 |
| SCHOOL NUTRITION              | DISTRICT SUPERVISOR  | F    | 7.5 | 252 | 1890 |
| SCHOOL NUTRITION              | SUPERVISOR, SCHOOL NUTRITION CENTER                          | F    | 7.5 | 252 | 1890 |
| SCHOOL NUTRITION              | NUTRITION SPECIALIST   | E    | 7.5 | 252 | 1890 |
| SCHOOL WELLNESS               | SENIOR DIRECTOR, SCHOOL WELLNESS                             | O    | 7.5 | 252 | 1890 |
| SCHOOL WELLNESS               | COORDINATOR, INTERAGENCY COLLABORATION & WRAPAROUND SERVICES | E    | 7.5 | 252 | 1890 |
| SCHOOL WELLNESS               | LEAD SCHOOL NURSE  | A    | 7.5 | 252 | 1890 |
| SCHOOL WELLNESS               | LEAD SCHOOL PSYCHOLOGIST                                     | A    | 7.5 | 252 | 1890 |
| SCHOOL WELLNESS               | LEAD SCHOOL SOCIAL WORKER                                    | A    | 7.5 | 252 | 1890 |
| STUDENT SUPPORT SERVICES      | SENIOR DIRECTOR, STUDENT SUPPORT SERVICES                    | O    | 7.5 | 252 | 1890 |
| STUDENT SUPPORT SERVICES      | DIRECTOR, PUBLIC SAFETY AND SECURITY                         | M    | 7.5 | 252 | 1890 |
| STUDENT SUPPORT SERVICES      | ASSISTANT DIRECTOR, PUBLIC SAFETY AND SECURITY               | J    | 7.5 | 252 | 1890 |
| STUDENT SUPPORT SERVICES      | SENIOR COORDINATOR, DISTRICT TRANSITION SPECIALIST           | I    | 7.5 | 252 | 1890 |
| STUDENT SUPPORT SERVICES      | SENIOR COORDINATOR, STUDENT SUPPORT SERVICES                 | I    | 7.5 | 252 | 1890 |
| STUDENT SUPPORT SERVICES      | SENIOR COORDINATOR, SAFETY & SECURITY                        | G    | 7.5 | 252 | 1890 |
| STUDENT SUPPORT SERVICES      | NURSING SUPERVISOR   | E    | 7.5 | 252 | 1890 |
| STUDENT SUPPORT SERVICES      | STUDENT ENROLLMENT COORDINATOR                               | E    | 7.5 | 252 | 1890 |



|                          |   |   |     |     |      |
|--------------------------|---|---|-----|-----|------|
| STUDENT SUPPORT SERVICES | SAFE SCHOOLS & MENTAL HEALTH SPECIALIST | D | 7.5 | 220 | 1650 |
| STUDENT SUPPORT SERVICES | ENROLLMENT & RECORDS ADMINISTRATOR      | A | 7.5 | 252 | 1890 |
| STUDENT SUPPORT SERVICES | TRANSITION SUPPORT SPECIALIST           | A | 7.5 | 220 | 1650 |
| SUPERINTENDENT'S OFFICE  | SUPERINTENDENT OF SCHOOLS               |   | 7.5 | 252 | 1890 |
| TRANSPORTATION           | SENIOR DIRECTOR, TRANSPORTATION         | O | 7.5 | 252 | 1890 |
| TRANSPORTATION           | SUPERVISOR, TRANSPORTATION              | G | 7.5 | 252 | 1890 |

## Administrative Positions for SY 2024-2025 | By Job Title

| Job Title  | Department                               | Grade | Hours per Day | Days per Year | Hours per Year |
|--|--|-------|---------------|---------------|----------------|
| ADULT EDUCATION PROGRAM LEADER                               | CAREER AND TECHNICAL EDUCATION           | F     | 7.5           | 252           | 1890           |
| ASSESSMENT SUPPORT ASSOCIATE                                 | ASSESSMENT, RESEARCH, AND ACCOUNTABILITY | E     | 7.5           | 252           | 1890           |
| ASSISTANT DIRECTOR, COMMUNICATIONS & COMMUNITY ENGAGEMENT    | COMMUNICATIONS AND COMMUNITY ENGAGEMENT  | J     | 7.5           | 252           | 1890           |
| ASSISTANT DIRECTOR, LEARNING SUPPORT                         | LEARNING SUPPORT                         | M     | 7.5           | 252           | 1890           |
| ASSISTANT DIRECTOR, PUBLIC SAFETY AND SECURITY               | STUDENT SUPPORT SERVICES                 | J     | 7.5           | 252           | 1890           |
| ASSISTANT PRINCIPAL, ELEMENTARY SCHOOL                       | SCHOOL LEADERSHIP DEVELOPMENT            | F     | 7.5           | 252           | 1890           |
| ASSISTANT PRINCIPAL, HIGH SCHOOL                             | SCHOOL LEADERSHIP DEVELOPMENT            | H     | 7.5           | 252           | 1890           |
| ASSISTANT PRINCIPAL, K-8 SCHOOL                              | SCHOOL LEADERSHIP DEVELOPMENT            | G     | 7.5           | 252           | 1890           |
| ASSISTANT PRINCIPAL, MIDDLE SCHOOL                           | SCHOOL LEADERSHIP DEVELOPMENT            | G     | 7.5           | 252           | 1890           |
| BUDGET ANALYST   | BUDGET                                   | E     | 7.5           | 252           | 1890           |
| BUDGET COORDINATOR   | BUDGET                                   | J     | 7.5           | 252           | 1890           |
| BUSINESS INFORMATION SYSTEMS ANALYST                         | INFORMATION & INSTRUCTIONAL TECHNOLOGY   | E     | 7.5           | 252           | 1890           |
| BUSINESS MANAGER   | SCHOOL NUTRITION                         | I     | 7.5           | 252           | 1890           |
| CHIEF ACADEMIC OFFICER                                       | ACADEMIC AFFAIRS                         | EXEC  | 7.5           | 252           | 1890           |
| CHIEF FINANCE OFFICER  | BUSINESS AND FINANCE                     | EXEC  | 7.5           | 252           | 1890           |
| CHIEF HUMAN RESOURCES OFFICER                                | HUMAN RESOURCES                          | EXEC  | 7.5           | 252           | 1890           |
| CHIEF INFORMATION AND INSTRUCTIONAL TECHNOLOGY OFFICER       | INFORMATION & INSTRUCTIONAL TECHNOLOGY   | EXEC  | 7.5           | 252           | 1890           |
| CHIEF OPERATIONS OFFICER                                     | OPERATIONS                               | EXEC  | 7.5           | 252           | 1890           |
| CHIEF STRATEGY, INNOVATION, AND COMMUNITY ENGAGEMENT OFFICER | COMMUNICATIONS AND COMMUNITY ENGAGEMENT  | EXEC  | 7.5           | 252           | 1890           |
| CHIEF SCHOOLS OFFICER  | SCHOOL LEADERSHIP DEVELOPMENT            | EXEC  | 7.5           | 252           | 1890           |
| CLERK OF THE BOARD   | NORFOLK SCHOOL BOARD                     | C     | 7.5           | 252           | 1890           |
| COORDINATOR, ADULT EDUCATION SERVICES                        | CAREER AND TECHNICAL EDUCATION           | J     | 7.5           | 252           | 1890           |
| COORDINATOR, ASSESSMENTS AND STATE MANDATED TESTS            | ASSESSMENT, RESEARCH, AND ACCOUNTABILITY | E     | 7.5           | 252           | 1890           |
| COORDINATOR, CAMP YOUNG                                      | CAMP YOUNG                               | D     | 7.5           | 252           | 1890           |
| COORDINATOR, COMMUNICATIONS & MEDIA RELATIONS                | COMMUNICATIONS AND COMMUNITY ENGAGEMENT  | D     | 7.5           | 252           | 1890           |
| COORDINATOR, COMMUNICATIONS & WEB DEVELOPMENT                | COMMUNICATIONS AND COMMUNITY ENGAGEMENT  | E     | 7.5           | 252           | 1890           |
| COORDINATOR, COMMUNITY ENGAGEMENT                            | COMMUNICATIONS AND COMMUNITY ENGAGEMENT  | D     | 7.5           | 252           | 1890           |
| COORDINATOR, EDUCATION AND RESEARCH DATA                     | ASSESSMENT, RESEARCH, AND ACCOUNTABILITY | E     | 7.5           | 252           | 1890           |
| COORDINATOR, INTERAGENCY COLLABORATION & WRAPAROUND SERVICES | SCHOOL WELLNESS                          | E     | 7.5           | 252           | 1890           |
| COORDINATOR, INTERNAL COMMUNICATIONS & SOCIAL MEDIA          | COMMUNICATIONS AND COMMUNITY ENGAGEMENT  | D     | 7.5           | 252           | 1890           |
| COORDINATOR, TITLE I INSTRUCTION & PROGRAM EFFECTIVENESS     | EARLY LEARNING AND TITLE I               | F     | 7.5           | 252           | 1890           |
| DIRECTOR, BUDGET AND GRANTS MANAGEMENT                       | BUDGET                                   | M     | 7.5           | 252           | 1890           |
| DIRECTOR, EQUITY, DIVERSITY, & INCLUSION AFFAIRS             | COMMUNICATIONS AND COMMUNITY ENGAGEMENT  | M     | 7.5           | 252           | 1890           |
| DIRECTOR, HUMAN RESOURCES                                    | HUMAN RESOURCES                          | M     | 7.5           | 252           | 1890           |
| DIRECTOR, PAYROLL OPERATIONS                                 | PAYROLL                                  | M     | 7.5           | 252           | 1890           |
| DIRECTOR, PUBLIC SAFETY AND SECURITY                         | STUDENT SUPPORT SERVICES                 | M     | 7.5           | 252           | 1890           |
| DISTRICT SUPERVISOR  | SCHOOL NUTRITION                         | F     | 7.5           | 252           | 1890           |
| DISTRICT TECHNICAL SUPPORT SUPERVISOR                        | INFORMATION & INSTRUCTIONAL TECHNOLOGY   | G     | 7.5           | 252           | 1890           |
| EMPLOYEE RELATIONS AND INVESTIGATIONS ADMINISTRATOR          | HUMAN RESOURCES                          | J     | 7.5           | 252           | 1890           |
| ENROLLMENT & RECORDS ADMINISTRATOR                           | STUDENT SUPPORT SERVICES                 | A     | 7.5           | 252           | 1890           |
| EXECUTIVE DIRECTOR OF SCHOOLS                                | SCHOOL LEADERSHIP DEVELOPMENT            | P     | 7.5           | 252           | 1890           |
| EXECUTIVE DIRECTOR, CURRICULUM AND PROFESSIONAL DEVELOPMENT  | CURRICULUM AND INSTRUCTION               | P     | 7.5           | 252           | 1890           |
| EXECUTIVE DIRECTOR, LEARNING SUPPORT                         | LEARNING SUPPORT                         | P     | 7.5           | 252           | 1890           |

|  |  |   |     |     |      |
|--|--|---|-----|-----|------|
| GED EXAMINER   | CAREER AND TECHNICAL EDUCATION           | A | 7.5 | 252 | 1890 |
| GRANTS ACCOUNTANT  | BUDGET                                   | E | 7.5 | 252 | 1890 |
| HEALTH & SAFETY SPECIALIST                                 | RISK MANAGEMENT AND SAFETY               | C | 7.5 | 252 | 1890 |
| HUMAN RESOURCES GENERALIST                                 | HUMAN RESOURCES                          | I | 7.5 | 252 | 1890 |
| HUMAN RESOURCES GENERALIST, EMPLOYEE RELATIONS             | HUMAN RESOURCES                          | I | 7.5 | 252 | 1890 |
| HUMAN RESOURCES INFORMATION AND TECHNOLOGY SPECIALIST      | HUMAN RESOURCES                          | I | 7.5 | 252 | 1890 |
| LEAD SCHOOL NURSE  | SCHOOL WELLNESS                          | A | 7.5 | 252 | 1890 |
| LEAD SCHOOL PSYCHOLOGIST                                   | SCHOOL WELLNESS                          | A | 7.5 | 252 | 1890 |
| LEAD SCHOOL SOCIAL WORKER                                  | SCHOOL WELLNESS                          | A | 7.5 | 252 | 1890 |
| MANAGER, BUYER   | ACCOUNTING                               | E | 7.5 | 252 | 1890 |
| MANAGER, GENERAL ACCOUNTING                                | ACCOUNTING                               | J | 7.5 | 252 | 1890 |
| MANAGER, PAYROLL   | PAYROLL                                  | J | 7.5 | 252 | 1890 |
| MANAGER, PROCUREMENT CARD PROGRAM                          | PURCHASES AND SUPPLY                     | C | 7.5 | 252 | 1890 |
| MOBILE DEVICE SYSTEMS ENGINEER                             | INFORMATION & INSTRUCTIONAL TECHNOLOGY   | E | 7.5 | 252 | 1890 |
| NETWORK ENGINEER III                                       | INFORMATION & INSTRUCTIONAL TECHNOLOGY   | E | 7.5 | 252 | 1890 |
| NETWORK ENGINEER III - DIRECTORY                           | INFORMATION & INSTRUCTIONAL TECHNOLOGY   | E | 7.5 | 252 | 1890 |
| NETWORK ENGINEER III - INFRASTRUCTURE                      | INFORMATION & INSTRUCTIONAL TECHNOLOGY   | E | 7.5 | 252 | 1890 |
| NETWORK ENGINEER III - SECURITY                            | INFORMATION & INSTRUCTIONAL TECHNOLOGY   | E | 7.5 | 252 | 1890 |
| NETWORK ENGINEER III - SYSTEMS                             | INFORMATION & INSTRUCTIONAL TECHNOLOGY   | E | 7.5 | 252 | 1890 |
| NETWORK ENGINEER III - TELECOMMUNICATIONS                  | INFORMATION & INSTRUCTIONAL TECHNOLOGY   | E | 7.5 | 252 | 1890 |
| NETWORK ENGINEER III - ZEN                                 | INFORMATION & INSTRUCTIONAL TECHNOLOGY   | E | 7.5 | 252 | 1890 |
| NETWORK SERVICES ENGINEERING ADMINISTRATOR                 | INFORMATION & INSTRUCTIONAL TECHNOLOGY   | J | 7.5 | 252 | 1890 |
| NURSING SUPERVISOR   | STUDENT SUPPORT SERVICES                 | E | 7.5 | 252 | 1890 |
| NUTRITION SPECIALIST                                       | SCHOOL NUTRITION                         | E | 7.5 | 252 | 1890 |
| OPERATIONS MANAGER   | SCHOOL NUTRITION                         | I | 7.5 | 252 | 1890 |
| PRESCHOOL INSTRUCTIONAL COORDINATOR                        | EARLY LEARNING AND TITLE I               | F | 7.5 | 252 | 1890 |
| PRINCIPAL, 3-8 SCHOOL                                      | SCHOOL LEADERSHIP DEVELOPMENT            | M | 7.5 | 252 | 1890 |
| PRINCIPAL, CHKD HOSPITAL EDUCATION PROGRAM                 | CHKD                                     | L | 7.5 | 252 | 1890 |
| PRINCIPAL, CHKD MENTAL HEALTH HOSPITAL                     | CHKD                                     | L | 7.5 | 252 | 1890 |
| PRINCIPAL, EARLY CHILDHOOD CENTER                          | SCHOOL LEADERSHIP DEVELOPMENT            | L | 7.5 | 252 | 1890 |
| PRINCIPAL, ELEMENTARY SCHOOL                               | SCHOOL LEADERSHIP DEVELOPMENT            | L | 7.5 | 252 | 1890 |
| PRINCIPAL, HIGH SCHOOL                                     | SCHOOL LEADERSHIP DEVELOPMENT            | O | 7.5 | 252 | 1890 |
| PRINCIPAL, K-8 SCHOOL                                      | SCHOOL LEADERSHIP DEVELOPMENT            | M | 7.5 | 252 | 1890 |
| PRINCIPAL, MIDDLE SCHOOL                                   | SCHOOL LEADERSHIP DEVELOPMENT            | M | 7.5 | 252 | 1890 |
| PRINCIPAL, NET ACADEMY                                     | SCHOOL LEADERSHIP DEVELOPMENT            | L | 7.5 | 252 | 1890 |
| SAFE SCHOOLS & MENTAL HEALTH SPECIALIST                    | STUDENT SUPPORT SERVICES                 | D | 7.5 | 220 | 1650 |
| SCHOOL ACTIVITY FUND AUDIT COORDINATOR                     | ACCOUNTING                               | F | 7.5 | 252 | 1890 |
| SENIOR BUYER   | PURCHASES AND SUPPLY                     | C | 7.5 | 252 | 1890 |
| SENIOR BUYER, PROCUREMENT COMPLIANCE TRAINER               | PURCHASES AND SUPPLY                     | D | 7.5 | 252 | 1890 |
| SENIOR BUYER, PROCUREMENT ANALYST                          | PURCHASES AND SUPPLY                     | D | 7.5 | 252 | 1890 |
| SENIOR COORDINATOR, ART                                    | CURRICULUM AND INSTRUCTION               | I | 7.5 | 252 | 1890 |
| SENIOR COORDINATOR, ASSESSMENT, RESEARCH, & ACCOUNTABILITY | ASSESSMENT, RESEARCH, AND ACCOUNTABILITY | I | 7.5 | 252 | 1890 |
| SENIOR COORDINATOR, ATHLETICS                              | ATHLETICS                                | I | 7.5 | 252 | 1890 |
| SENIOR COORDINATOR, BUSINESS INFORMATION SYSTEMS           | INFORMATION & INSTRUCTIONAL TECHNOLOGY   | H | 7.5 | 252 | 1890 |
| SENIOR COORDINATOR, CAREER AND TECHNICAL EDUCATION         | CAREER AND TECHNICAL EDUCATION           | I | 7.5 | 252 | 1890 |
| SENIOR COORDINATOR, CUSTODIAL OPERATIONS                   | FACILITIES MANAGEMENT                    | G | 7.5 | 252 | 1890 |

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|--|--|---|-----|-----|------|
| SENIOR COORDINATOR, DISTRICT TRANSITION SPECIALIST                 | STUDENT SUPPORT SERVICES                 | I | 7.5 | 252 | 1890 |
| SENIOR COORDINATOR, ELEMENTARY ENGLISH                             | CURRICULUM AND INSTRUCTION               | I | 7.5 | 252 | 1890 |
| SENIOR COORDINATOR, ELEMETNARY MATHEMATICS                         | CURRICULUM AND INSTRUCTION               | I | 7.5 | 252 | 1890 |
| SENIOR COORDINATOR, ENGLISH LANGUAGE LEARNERS                      | CURRICULUM AND INSTRUCTION               | I | 7.5 | 252 | 1890 |
| SENIOR COORDINATOR, FACILITIES MANAGEMENT AND CAPITAL PROJECTS     | FACILITIES MANAGEMENT                    | G | 7.5 | 252 | 1890 |
| SENIOR COORDINATOR, GIFTED PROGRAMS                                | CURRICULUM AND INSTRUCTION               | I | 7.5 | 252 | 1890 |
| SENIOR COORDINATOR, HEALTH & SAFETY AND PHYSICAL EDUCATION         | CURRICULUM AND INSTRUCTION               | I | 7.5 | 252 | 1890 |
| SENIOR COORDINATOR, HISTORY AND SOCIAL SCIENCES                    | CURRICULUM AND INSTRUCTION               | I | 7.5 | 252 | 1890 |
| SENIOR COORDINATOR, INSTRUCTIONAL TECHNOLOGY AND VIRTUAL LEARNING  | INFORMATION & INSTRUCTIONAL TECHNOLOGY   | I | 7.5 | 252 | 1890 |
| SENIOR COORDINATOR, LEARNING SUPPORT                               | LEARNING SUPPORT                         | I | 7.5 | 252 | 1890 |
| SENIOR COORDINATOR, MEDIA SERVICES                                 | CURRICULUM AND INSTRUCTION               | I | 7.5 | 252 | 1890 |
| SENIOR COORDINATOR, MUSIC  | CURRICULUM AND INSTRUCTION               | I | 7.5 | 252 | 1890 |
| SENIOR COORDINATOR, PREVENTATIVE MAINTENANCE AND ENERGY MANAGEMENT | FACILITIES MANAGEMENT                    | G | 7.5 | 252 | 1890 |
| SENIOR COORDINATOR, PROFESSIONAL DEVELOPMENT                       | CURRICULUM AND INSTRUCTION               | I | 7.5 | 252 | 1890 |
| SENIOR COORDINATOR, RESEARCH AND INFORMATION SYSTEMS               | ASSESSMENT, RESEARCH, AND ACCOUNTABILITY | I | 7.5 | 252 | 1890 |
| SENIOR COORDINATOR, SAFETY & SECURITY                              | STUDENT SUPPORT SERVICES                 | G | 7.5 | 252 | 1890 |
| SENIOR COORDINATOR, SCHOOL COUNSELING AND GUIDANCE                 | CURRICULUM AND INSTRUCTION               | I | 7.5 | 252 | 1890 |
| SENIOR COORDINATOR, SCHOOL IMPROVEMENT                             | SCHOOL IMPROVEMENT                       | I | 7.5 | 252 | 1890 |
| SENIOR COORDINATOR, SCIENCE  | CURRICULUM AND INSTRUCTION               | I | 7.5 | 252 | 1890 |
| SENIOR COORDINATOR, SECONDARY ENGLISH                              | CURRICULUM AND INSTRUCTION               | I | 7.5 | 252 | 1890 |
| SENIOR COORDINATOR, SECONDARY MATHEMATICS                          | CURRICULUM AND INSTRUCTION               | I | 7.5 | 252 | 1890 |
| SENIOR COORDINATOR, STATE MANDATED ASSESSMENTS                     | ASSESSMENT, RESEARCH, AND ACCOUNTABILITY | I | 7.5 | 252 | 1890 |
| SENIOR COORDINATOR, STUDENT INFORMATION SYSTEMS                    | INFORMATION & INSTRUCTIONAL TECHNOLOGY   | I | 7.5 | 252 | 1890 |
| SENIOR COORDINATOR, STUDENT SUPPORT SERVICES                       | STUDENT SUPPORT SERVICES                 | I | 7.5 | 252 | 1890 |
| SENIOR COORDINATOR, TRADES   | FACILITIES MANAGEMENT                    | G | 7.5 | 252 | 1890 |
| SENIOR COORDINATOR, WORLD LANGUAGES & ESL                          | CURRICULUM AND INSTRUCTION               | I | 7.5 | 252 | 1890 |
| SENIOR DIRECTOR, ACCOUNTING  | ACCOUNTING                               | O | 7.5 | 252 | 1890 |
| SENIOR DIRECTOR, CAREER AND TECHNOLOGY EDUCATION                   | CAREER AND TECHNICAL EDUCATION           | O | 7.5 | 252 | 1890 |
| SENIOR DIRECTOR, EARLY LEARNING AND TITLE I                        | EARLY LEARNING AND TITLE I               | O | 7.5 | 252 | 1890 |
| SENIOR DIRECTOR, INFORMATION DIVISION                              | INFORMATION & INSTRUCTIONAL TECHNOLOGY   | O | 7.5 | 252 | 1890 |
| SENIOR DIRECTOR, PROGRAM EVALUATION & RESEARCH                     | ASSESSMENT, RESEARCH, AND ACCOUNTABILITY | O | 7.5 | 252 | 1890 |
| SENIOR DIRECTOR, PURCHASES AND SUPPLY                              | PURCHASES AND SUPPLY                     | O | 7.5 | 252 | 1890 |
| SENIOR DIRECTOR, RISK MANAGEMENT                                   | RISK MANAGEMENT AND SAFETY               | O | 7.5 | 252 | 1890 |
| SENIOR DIRECTOR, SCHOOL NUTRITION SERVICES                         | SCHOOL NUTRITION                         | O | 7.5 | 252 | 1890 |
| SENIOR DIRECTOR, SCHOOL PLANT FACILITIES                           | FACILITIES MANAGEMENT                    | O | 7.5 | 252 | 1890 |
| SENIOR DIRECTOR, SCHOOL WELLNESS                                   | SCHOOL WELLNESS                          | O | 7.5 | 252 | 1890 |
| SENIOR DIRECTOR, STUDENT SUPPORT SERVICES                          | STUDENT SUPPORT SERVICES                 | O | 7.5 | 252 | 1890 |
| SENIOR DIRECTOR, TRANSPORTATION                                    | TRANSPORTATION                           | O | 7.5 | 252 | 1890 |
| SENIOR SYSTEMS ANALYST COORDINATOR – STUDENT INFORMATION SYSTEMS   | INFORMATION & INSTRUCTIONAL TECHNOLOGY   | F | 7.5 | 252 | 1890 |
| SITE COORDINATOR, CAMP YOUNG                                       | SCHOOL LEADERSHIP DEVELOPMENT            | I | 7.5 | 252 | 1890 |
| SITE COORDINATOR, MADISON ALTERNATIVE CENTER                       | SCHOOL LEADERSHIP DEVELOPMENT            | L | 7.5 | 252 | 1890 |
| SITE COORDINATOR, NORFOLK TECHNICAL CENTER                         | SCHOOL LEADERSHIP DEVELOPMENT            | M | 7.5 | 252 | 1890 |
| SITE COORDINATOR, NORFOLK TECHNICAL CENTER EVENING SCHOOL          | SCHOOL LEADERSHIP DEVELOPMENT            | M | 7.5 | 252 | 1890 |
| SITE COORDINATOR, OPEN CAMPUS                                      | SCHOOL LEADERSHIP DEVELOPMENT            | I | 7.5 | 252 | 1890 |
| STUDENT ENROLLMENT COORDINATOR                                     | STUDENT SUPPORT SERVICES                 | E | 7.5 | 252 | 1890 |
| SUPERINTENDENT OF SCHOOLS  | SUPERINTENDENT’S OFFICE                  |   | 7.5 | 252 | 1890 |

|  |  |   |     |     |      |
|--|--|---|-----|-----|------|
| SUPERVISOR, SCHOOL NUTRITION CENTER  | SCHOOL NUTRITION                       | F | 7.5 | 252 | 1890 |
| SUPERVISOR, TRANSPORTATION   | TRANSPORTATION                         | G | 7.5 | 252 | 1890 |
| SYSTEMS ANALYST COORDINATOR – STUDENT INFORMATION SYSTEMS                          | INFORMATION & INSTRUCTIONAL TECHNOLOGY | E | 7.5 | 252 | 1890 |
| SYSTEMS ANALYST COORDINATOR – STUDENT INFORMATION SYSTEMS & DATABASE ADMINISTRATOR | INFORMATION & INSTRUCTIONAL TECHNOLOGY | E | 7.5 | 252 | 1890 |
| TRANSITION SUPPORT SPECIALIST  | STUDENT SUPPORT SERVICES               | A | 7.5 | 220 | 1650 |

| Classified Salary Scales   SY 2024-2025 |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |
|---|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Steps                                   | AA      | BB      | CC      | DD      | EE      | FF      | GG      | HH      | II      | JJ      | KK      | LL      | MM      | NN      | OO      | PP      | QQ      |
| 1                                       | \$15.05 | \$15.62 | \$16.23 | \$16.87 | \$17.53 | \$18.25 | \$18.98 | \$19.75 | \$20.57 | \$21.42 | \$22.32 | \$23.27 | \$24.26 | \$25.29 | \$26.38 | \$27.54 | \$28.74 |
| 2                                       | \$15.35 | \$15.93 | \$16.55 | \$17.21 | \$17.88 | \$18.61 | \$19.36 | \$20.15 | \$20.98 | \$21.85 | \$22.77 | \$23.74 | \$24.75 | \$25.80 | \$26.91 | \$28.09 | \$29.31 |
| 3                                       | \$15.61 | \$16.21 | \$16.84 | \$17.51 | \$18.20 | \$18.94 | \$19.71 | \$20.51 | \$21.36 | \$22.25 | \$23.19 | \$24.17 | \$25.20 | \$26.28 | \$27.41 | \$28.61 | \$29.86 |
| 4                                       | \$15.67 | \$16.27 | \$16.91 | \$17.58 | \$18.28 | \$19.01 | \$19.79 | \$20.60 | \$21.44 | \$22.35 | \$23.28 | \$24.27 | \$25.30 | \$26.39 | \$27.53 | \$28.73 | \$29.99 |
| 5                                       | \$15.76 | \$16.37 | \$17.01 | \$17.69 | \$18.38 | \$19.13 | \$19.91 | \$20.72 | \$21.58 | \$22.48 | \$23.43 | \$24.42 | \$25.47 | \$26.56 | \$27.71 | \$28.92 | \$30.19 |
| 6                                       | \$15.91 | \$16.53 | \$17.18 | \$17.86 | \$18.57 | \$19.33 | \$20.12 | \$20.93 | \$21.81 | \$22.73 | \$23.68 | \$24.68 | \$25.75 | \$26.85 | \$28.02 | \$29.24 | \$30.52 |
| 7                                       | \$16.06 | \$16.70 | \$17.35 | \$18.03 | \$18.76 | \$19.52 | \$20.32 | \$21.16 | \$22.04 | \$22.96 | \$23.93 | \$24.95 | \$26.02 | \$27.14 | \$28.32 | \$29.56 | \$30.86 |
| 8                                       | \$16.31 | \$16.95 | \$17.62 | \$18.33 | \$19.07 | \$19.84 | \$20.66 | \$21.51 | \$22.41 | \$23.35 | \$24.34 | \$25.38 | \$26.46 | \$27.62 | \$28.82 | \$30.07 | \$31.40 |
| 9                                       | \$16.57 | \$17.22 | \$17.91 | \$18.63 | \$19.38 | \$20.16 | \$20.99 | \$21.86 | \$22.79 | \$23.75 | \$24.76 | \$25.81 | \$26.93 | \$28.09 | \$29.32 | \$30.61 | \$31.96 |
| 10                                      | \$16.83 | \$17.50 | \$18.19 | \$18.92 | \$19.69 | \$20.50 | \$21.34 | \$22.23 | \$23.16 | \$24.15 | \$25.18 | \$26.26 | \$27.39 | \$28.59 | \$29.83 | \$31.15 | \$32.53 |
| 11                                      | \$17.10 | \$17.77 | \$18.49 | \$19.23 | \$20.02 | \$20.84 | \$21.70 | \$22.60 | \$23.56 | \$24.56 | \$25.61 | \$26.71 | \$27.87 | \$29.09 | \$30.36 | \$31.70 | \$33.11 |
| 12                                      | \$17.37 | \$18.06 | \$18.78 | \$19.54 | \$20.35 | \$21.18 | \$22.06 | \$22.99 | \$23.96 | \$24.98 | \$26.06 | \$27.17 | \$28.35 | \$29.59 | \$30.90 | \$32.27 | \$33.70 |
| 13                                      | \$17.64 | \$18.35 | \$19.09 | \$19.86 | \$20.68 | \$21.53 | \$22.44 | \$23.37 | \$24.37 | \$25.41 | \$26.50 | \$27.65 | \$28.85 | \$30.12 | \$31.45 | \$32.84 | \$34.30 |
| 14                                      | \$17.93 | \$18.65 | \$19.40 | \$20.19 | \$21.02 | \$21.89 | \$22.81 | \$23.77 | \$24.78 | \$25.85 | \$26.96 | \$28.13 | \$29.36 | \$30.65 | \$32.01 | \$33.42 | \$34.91 |
| 15                                      | \$18.21 | \$18.94 | \$19.71 | \$20.52 | \$21.37 | \$22.26 | \$23.20 | \$24.18 | \$25.21 | \$26.29 | \$27.43 | \$28.62 | \$29.87 | \$31.19 | \$32.58 | \$34.02 | \$35.55 |
| 16                                      | \$18.51 | \$19.25 | \$20.04 | \$20.86 | \$21.73 | \$22.63 | \$23.59 | \$24.59 | \$25.64 | \$26.75 | \$27.90 | \$29.13 | \$30.40 | \$31.74 | \$33.16 | \$34.63 | \$36.18 |
| 17                                      | \$18.80 | \$19.57 | \$20.37 | \$21.21 | \$22.09 | \$23.02 | \$23.99 | \$25.01 | \$26.09 | \$27.21 | \$28.40 | \$29.63 | \$30.94 | \$32.30 | \$33.75 | \$35.26 | \$36.84 |
| 18                                      | \$19.11 | \$19.88 | \$20.70 | \$21.56 | \$22.46 | \$23.40 | \$24.40 | \$25.44 | \$26.53 | \$27.69 | \$28.89 | \$30.16 | \$31.49 | \$32.88 | \$34.35 | \$35.89 | \$37.50 |
| 19                                      | \$19.42 | \$20.21 | \$21.04 | \$21.92 | \$22.84 | \$23.80 | \$24.81 | \$25.88 | \$27.00 | \$28.16 | \$29.40 | \$30.69 | \$32.05 | \$33.46 | \$34.96 | \$36.53 | \$38.19 |
| 20                                      | \$19.73 | \$20.55 | \$21.40 | \$22.29 | \$23.23 | \$24.20 | \$25.24 | \$26.32 | \$27.46 | \$28.66 | \$29.92 | \$31.23 | \$32.62 | \$34.07 | \$35.59 | \$37.19 | \$38.87 |
| 21                                      | \$20.06 | \$20.88 | \$21.75 | \$22.67 | \$23.62 | \$24.63 | \$25.68 | \$26.78 | \$27.94 | \$29.16 | \$30.44 | \$31.78 | \$33.20 | \$34.68 | \$36.23 | \$37.86 | \$39.58 |
| 22                                      | \$20.39 | \$21.23 | \$22.12 | \$23.05 | \$24.02 | \$25.04 | \$26.11 | \$27.25 | \$28.43 | \$29.67 | \$30.97 | \$32.34 | \$33.79 | \$35.30 | \$36.88 | \$38.55 | \$40.30 |
| 23                                      | \$20.72 | \$21.59 | \$22.49 | \$23.44 | \$24.43 | \$25.47 | \$26.56 | \$27.71 | \$28.93 | \$30.20 | \$31.52 | \$32.92 | \$34.39 | \$35.93 | \$37.55 | \$39.25 | \$41.04 |
| 24                                      | \$21.07 | \$21.95 | \$22.87 | \$23.83 | \$24.84 | \$25.91 | \$27.03 | \$28.20 | \$29.43 | \$30.73 | \$32.08 | \$33.51 | \$35.01 | \$36.58 | \$38.23 | \$39.96 | \$41.78 |
| 25                                      | \$21.42 | \$22.32 | \$23.26 | \$24.24 | \$25.27 | \$26.36 | \$27.49 | \$28.69 | \$29.95 | \$31.27 | \$32.66 | \$34.11 | \$35.63 | \$37.24 | \$38.93 | \$40.69 | \$42.54 |
| 26                                      | \$21.78 | \$22.69 | \$23.65 | \$24.65 | \$25.71 | \$26.81 | \$27.98 | \$29.20 | \$30.48 | \$31.82 | \$33.24 | \$34.72 | \$36.28 | \$37.92 | \$39.64 | \$41.43 | \$43.33 |
| 27                                      | \$22.23 | \$23.16 | \$24.14 | \$25.18 | \$26.25 | \$27.39 | \$28.58 | \$29.83 | \$31.15 | \$32.53 | \$33.98 | \$35.50 | \$37.09 | \$38.77 | \$40.53 | \$42.38 | \$44.33 |
| 28                                      | \$22.70 | \$23.66 | \$24.66 | \$25.72 | \$26.82 | \$27.99 | \$29.21 | \$30.50 | \$31.84 | \$33.26 | \$34.74 | \$36.30 | \$37.94 | \$39.66 | \$41.46 | \$43.35 | \$45.34 |
| 29                                      | \$23.18 | \$24.17 | \$25.19 | \$26.27 | \$27.40 | \$28.60 | \$29.86 | \$31.16 | \$32.55 | \$34.00 | \$35.52 | \$37.11 | \$38.79 | \$40.56 | \$42.40 | \$44.34 | \$46.39 |
| 30                                      | \$23.67 | \$24.67 | \$25.73 | \$26.84 | \$28.02 | \$29.23 | \$30.51 | \$31.86 | \$33.27 | \$34.76 | \$36.32 | \$37.96 | \$39.68 | \$41.48 | \$43.37 | \$45.37 | \$47.46 |

**Note:** Steps do not equate to years of experience.

| Classified Positions for SY 2024-2025   By Job Title |       |               |               |                |
|--|-------|---------------|---------------|----------------|
| Title  | Grade | Hours Per Day | Days Per Year | Hours Per Year |
| ACCOUNTING CLERK II                                  | GG    | 7.5           | 252           | 1890           |
| ACCOUNTING TECHNICIAN                                | JJ    | 7.5           | 252           | 1890           |
| ADMINISTRATIVE SECRETARY I                           | HH    | 7.5           | 252           | 1890           |
| ADMINISTRATIVE SECRETARY II                          | KK    | 7.5           | 252           | 1890           |
| AREA CUSTODIAL MANAGER                               | PP    | 8             | 252           | 2016           |
| ATTENDANCE TECHNICIAN                                | HH    | 6.5           | 220           | 1430           |
| AUTO PARTS CLERK                                     | FF    | 8             | 252           | 2016           |
| AUTOMOTIVE FUELER                                    | CC    | 8             | 252           | 2016           |
| AUTOMOTIVE TECHNICIAN I                              | JJ    | 8             | 252           | 2016           |
| AUTOMOTIVE TECHNICIAN II                             | MM    | 8             | 252           | 2016           |
| AUTOMOTIVE TECHNICIAN III                            | OO    | 8             | 252           | 2016           |
| BOILER SHOP MECHANIC III                             | MM    | 8             | 252           | 2016           |
| BUDGET SPECIALIST                                    | MM    | 7.5           | 252           | 1890           |
| BUSINESS AND FINANCE ADMINISTRATIVE SPECIALIST       | MM    | 7.5           | 252           | 1890           |
| CARPENTER I  | HH    | 8             | 252           | 2016           |
| CARPENTER II   | KK    | 8             | 252           | 2016           |
| CARPENTER III  | MM    | 8             | 252           | 2016           |
| CENTRAL SCHOOL NUTRITION ASSISTANT                   | BB    | 5             | 186           | 930            |
| CLERICAL SPECIALIST II                               | GG    | 7.5           | 252           | 1890           |
| COMMUNICATIONS AND VIDEO PRODUCTION SPECIALIST III   | MM    | 7.5           | 252           | 1890           |
| COMMUNICATIONS TECHNOLOGY SPECIALIST                 | LL    | 7.5           | 252           | 1890           |
| CUSTODIAL BUILDING SUPERVISOR I                      | HH    | 8             | 252           | 2016           |
| CUSTODIAL BUILDING SUPERVISOR II                     | HH    | 8             | 252           | 2016           |
| CUSTODIAL BUILDING SUPERVISOR III                    | HH    | 8             | 252           | 2016           |
| CUSTODIAL BUILDING SUPERVISOR IV                     | HH    | 8             | 252           | 2016           |
| CUSTODIAN I  | AA    | 7             | 195           | 1365           |
| CUSTODIAN II   | BB    | 8             | 252           | 2016           |
| CUSTODIAN III  | EE    | 8             | 252           | 2016           |
| DISPATCHER   | MM    | 8             | 252           | 2016           |
| EDUCATIONAL INTERPRETER III                          | QQ    | 7             | 186           | 1302           |
| ELECTRICIAN  | KK    | 8             | 252           | 2016           |
| ELECTRICIAN III                                      | MM    | 8             | 252           | 2016           |
| ELECTRONICS TECHNICIAN II                            | KK    | 8             | 252           | 2016           |
| ELECTRONICS TECHNICIAN III                           | MM    | 8             | 252           | 2016           |
| EXECUTIVE ASSISTANT TO THE SUPERINTENDENT            | QQ    | 7.5           | 252           | 1890           |
| EXECUTIVE SECRETARY                                  | MM    | 7.5           | 252           | 1890           |
| FAMILY ENGAGEMENT TRANSITION SPECIALIST              | II    | 7.5           | 220           | 1650           |
| FAMILY ENGAGEMENT SPECIALIST                         | HH    | 6.5           | 183           | 1189.5         |
| FIELD SUPERVISOR, TRANSPORTATION                     | NN    | 8             | 252           | 2016           |
| FLOOR TILE MECHANIC                                  | JJ    | 8             | 252           | 2016           |
| FOOD SERVICE MECHANIC III                            | MM    | 8             | 252           | 2016           |
| GARAGE SUPERVISOR                                    | PP    | 8             | 252           | 2016           |
| GRANT ACQUISITION CLERK I                            | KK    | 7.5           | 252           | 1890           |
| GRANT REIMBURSEMENT SPECIALIST                       | MM    | 7.5           | 252           | 1890           |

|  |    |      |     |       |
|--|----|------|-----|-------|
| HEAT PLANT MECHANIC III                              | MM | 8    | 252 | 2016  |
| HELP DESK TECHNICIAN I                               | FF | 7.5  | 252 | 1890  |
| HUMAN RESOURCES ASSISTANT I                          | HH | 7.5  | 252 | 1890  |
| HUMAN RESOURCES ASSISTANT II                         | II | 7.5  | 252 | 1890  |
| HUMAN RESOURCES INFORMATION AND TECHNOLOGY ASSISTANT | KK | 7.5  | 252 | 1890  |
| HUMAN RESOURCES LICENSURE ANALYST                    | KK | 7.5  | 252 | 1890  |
| HUMAN RESOURCES TECHNICIAN                           | MM | 7.5  | 252 | 1890  |
| HVAC CONTROLS MECHANIC II                            | KK | 8    | 252 | 2016  |
| HVAC CONTROLS MECHANIC III                           | MM | 8    | 252 | 2016  |
| HVAC MECHANIC III                                    | PP | 8    | 252 | 2016  |
| INFORMATION SYSTEMS SPECIALIST I                     | NN | 7.5  | 252 | 1890  |
| INFORMATION SYSTEMS SPECIALIST II                    | OO | 7.5  | 252 | 1890  |
| IN-SCHOOL SUSPENSION ASSISTANT                       | DD | 7    | 182 | 1274  |
| INVENTORY CONTROL SPECIALIST                         | KK | 7.5  | 252 | 1890  |
| JOB COACH ASSISTANT                                  | FF | 6.5  | 182 | 1183  |
| LEAD ACCOUNTING TECHNICIAN                           | NN | 7.5  | 252 | 1890  |
| LEAD PAYROLL CLERK                                   | LL | 7.5  | 252 | 1890  |
| LIBRARY MEDIA ASSISTANT I                            | EE | 6.5  | 186 | 1209  |
| LIBRARY MEDIA ASSISTANT I                            | EE | 3.25 | 186 | 604.5 |
| LIBRARY MEDIA ASSISTANT II                           | HH | 6.5  | 186 | 1209  |
| LIBRARY MEDIA ASSISTANT II                           | HH | 7.5  | 186 | 1395  |
| LIBRARY MEDIA TECHNICIAN                             | HH | 6.5  | 186 | 1209  |
| LOBBY ADMINISTRATIVE ASSISTANT                       | HH | 7.5  | 252 | 1890  |
| LOCKSMITH II   | KK | 8    | 252 | 2016  |
| LOCKSMITH III  | MM | 8    | 252 | 2016  |
| MAIL CLERK   | EE | 7.5  | 252 | 1890  |
| MAINTENANCE SUPERVISOR                               | PP | 8    | 252 | 2016  |
| MEAL APPLICATION PROGRAM CLERK                       | KK | 7.5  | 252 | 1890  |
| MEDICAID REPORTING SPECIALIST                        | OO | 7.5  | 252 | 1890  |
| NETWORK ENGINEER I                                   | PP | 7.5  | 252 | 1890  |
| OCCUPATIONAL THERAPY ASSISTANT                       | JJ | 7.5  | 200 | 1500  |
| OPERATIONS CENTER TECHNICIAN                         | HH | 7.5  | 252 | 1890  |
| PAINTER I  | HH | 8    | 252 | 2016  |
| PAINTER II   | KK | 8    | 252 | 2016  |
| PAINTER III  | MM | 8    | 252 | 2016  |
| PAYROLL ASSISTANT                                    | OO | 7.5  | 252 | 1890  |
| PAYROLL CLERK II                                     | II | 7.5  | 252 | 1890  |
| PAYROLL TECHNICIAN                                   | JJ | 7.5  | 252 | 1890  |
| PHYSICAL THERAPY ASSISTANT                           | JJ | 7.5  | 200 | 1500  |
| PLASTERER  | KK | 8    | 252 | 2016  |
| PLASTERER III  | MM | 8    | 252 | 2016  |
| PLUMBER/PIPEFITTER I                                 | HH | 8    | 252 | 2016  |
| PLUMBER/PIPEFITTER II                                | KK | 8    | 252 | 2016  |
| PLUMBER/PIPEFITTER III                               | PP | 8    | 252 | 2016  |
| PREVENTIVE MAINTENANCE TECHNICIAN II                 | KK | 8    | 252 | 2016  |
| PRINTER I  | HH | 7.5  | 252 | 1890  |



|  |    |     |     |      |
|--|----|-----|-----|------|
| PRINTER II   | JJ | 7.5 | 252 | 1890 |
| PRINTING SERVICES MANAGER                                | LL | 7.5 | 252 | 1890 |
| PROCUREMENT TECHNICIAN                                   | KK | 7.5 | 252 | 1890 |
| REVENUE SPECIALIST                                       | NN | 7.5 | 252 | 1890 |
| RISK MANAGEMENT SPECIALIST II                            | LL | 7.5 | 252 | 1890 |
| ROUTING MANAGER  | LL | 8   | 252 | 2016 |
| SCHOOL BUS ASSISTANT                                     | DD | 6   | 183 | 1098 |
| SCHOOL BUS DRIVER I                                      | MM | 6   | 183 | 1098 |
| SCHOOL BUS DRIVER II                                     | MM | 8   | 210 | 1680 |
| SCHOOL BUS DRIVER II                                     | MM | 8   | 252 | 2016 |
| SCHOOL CLERICAL SPECIALIST I                             | EE | 7.5 | 200 | 1500 |
| SCHOOL CLERICAL SPECIALIST I                             | EE | 7.5 | 220 | 1650 |
| SCHOOL CLERICAL SPECIALIST I                             | GG | 7.5 | 252 | 1890 |
| SCHOOL CLERICAL SPECIALIST II                            | GG | 7.5 | 200 | 1500 |
| SCHOOL CLERICAL SPECIALIST II                            | GG | 7.5 | 252 | 1890 |
| SCHOOL OFFICE MANAGER I                                  | JJ | 7.5 | 220 | 1650 |
| SCHOOL OFFICE MANAGER I                                  | JJ | 7.5 | 252 | 1890 |
| SCHOOL OFFICE MANAGER II                                 | KK | 7.5 | 252 | 1890 |
| SCHOOL OFFICE MANAGER III                                | LL | 7.5 | 252 | 1890 |
| SCHOOL NUTRITION ASSISTANT I                             | DD | 5   | 186 | 930  |
| SCHOOL NUTRITION MANAGER I                               | HH | 7.5 | 190 | 1425 |
| SCHOOL NUTRITION MANAGER II                              | II | 7.5 | 190 | 1425 |
| SCHOOL NUTRITION MANAGER III                             | JJ | 7.5 | 190 | 1425 |
| SCHOOL NUTRITION MANAGER IV                              | KK | 7.5 | 190 | 1425 |
| SCHOOL NUTRITION MANAGER V                               | LL | 7.5 | 190 | 1425 |
| SECURITY ASSISTANT                                       | JJ | 7.5 | 252 | 1890 |
| SECURITY OFFICER   | MM | 7.5 | 252 | 1890 |
| SCHOOL NUTRITION SERVICES CENTER SUPERVISOR              | MM | 7.5 | 252 | 1890 |
| SCHOOL NUTRITION SERVICES DEPARTMENT SUPERVISOR          | MM | 7.5 | 252 | 1890 |
| SCHOOL NUTRITION SERVICES TRUCK DRIVER                   | MM | 7.5 | 252 | 1890 |
| SCHOOL NUTRITION SERVICES WAREHOUSE INVENTORY TECHNICIAN | HH | 7.5 | 252 | 1890 |
| SCHOOL SECURITY ZONE SUPERVISOR                          | OO | 8   | 252 | 2016 |
| SHOP SUPERVISOR, BOILER                                  | PP | 8   | 252 | 2016 |
| SHOP SUPERVISOR, CARPENTRY                               | PP | 8   | 252 | 2016 |
| SHOP SUPERVISOR, ELECTRICAL AND LIGHTING                 | PP | 8   | 252 | 2016 |
| SHOP SUPERVISOR, ELECTRONICS                             | PP | 8   | 252 | 2016 |
| SHOP SUPERVISOR, FOOD SERVICE                            | PP | 8   | 252 | 2016 |
| SHOP SUPERVISOR, HVAC CONTROL                            | PP | 8   | 252 | 2016 |
| SHOP SUPERVISOR, HVAC                                    | QQ | 8   | 252 | 2016 |
| SHOP SUPERVISOR, LOCK AND DOOR HARDWARE                  | PP | 8   | 252 | 2016 |
| SHOP SUPERVISOR, PAINT                                   | PP | 8   | 252 | 2016 |
| SHOP SUPERVISOR, PLUMBING AND PIPEFITTING                | QQ | 8   | 252 | 2016 |
| SHOP SUPERVISOR, REFRIGERATION EQUIPMENT                 | PP | 8   | 252 | 2016 |
| SHOP SUPERVISOR, ROOFING AND PREVENTIVE MAINTENANCE      | PP | 8   | 252 | 2016 |
| STUDENT DATA SPECIALIST I                                | FF | 7.5 | 220 | 1650 |
| STUDENT DATA SPECIALIST II                               | GG | 7.5 | 252 | 1890 |

|   |    |     |     |      |
|---|----|-----|-----|------|
| STUDENT DATA SPECIALIST II                      | GG | 7.5 | 220 | 1650 |
| STUDENT DATA SPECIALIST, K-8 SCHOOL             | GG | 7.5 | 220 | 1650 |
| TEACHER ASSISTANT – CHKD                        | GG | 7.5 | 220 | 1650 |
| TEACHER ASSISTANT – COMPUTER ASSISTED LEARNING  | GG | 6.5 | 182 | 1183 |
| TEACHER ASSISTANT – HEALTH & PHYSICAL EDUCATION | GG | 6.5 | 182 | 1183 |
| TEACHER ASSISTANT – PRE K-3 YEAR OLDS           | GG | 6.5 | 182 | 1183 |
| TEACHER ASSISTANT – PRE K-4 YEAR OLDS           | GG | 6.5 | 182 | 1183 |
| TEACHER ASSISTANT – SPED                        | GG | 6.5 | 182 | 1183 |
| TEACHER ASSISTANT                               | GG | 6.5 | 182 | 1183 |
| TEACHER NURSE ASSISTANT                         | GG | 6.5 | 182 | 1183 |
| TEXTBOOK & INVENTORY MANAGER                    | MM | 7.5 | 252 | 1890 |
| TRAINING AND SAFETY SPECIALIST                  | NN | 8   | 252 | 2016 |
| TRANSPORTATION AUTO CLERK                       | FF | 7.5 | 252 | 1890 |
| TRANSPORTATION CLERK                            | HH | 7.5 | 252 | 1890 |
| TRUCK DRIVER – WAREHOUSE                        | EE | 8   | 252 | 2016 |
| WAREHOUSE CLERK                                 | EE | 8   | 252 | 2016 |
| WAREHOUSE MANAGER                               | QQ | 8   | 252 | 2016 |
| WAREHOUSE OPERATIONS WORKER                     | EE | 8   | 252 | 2016 |
| WEB PROGRAMMER                                  | OO | 7.5 | 252 | 1890 |
| WORK ORDER PROCESS TECHNICIAN                   | HH | 7.5 | 252 | 1890 |

### Athletic Stipend Rates (Annual) for SY 2024-2025

| Description  | Pay Rate   | Pay Code |
|--|------------|----------|
| ATHLETIC DIRECTOR (MIDDLE SCHOOL)                            | \$5,090.00 | 789      |
| BASEBALL COACH (MIDDLE SCHOOL)                               | \$1,500.00 | 746      |
| BASEBALL COACH, JUNIOR VARSITY (HIGH SCHOOL)                 | \$2,575.00 | 717      |
| BASEBALL COACH, VARSITY (HIGH SCHOOL)                        | \$3,000.00 | 711      |
| BASKETBALL COACH (MIDDLE SCHOOL)                             | \$1,500.00 | 730      |
| BASKETBALL COACH, JUNIOR VARSITY (HIGH SCHOOL)               | \$2,400.00 | 708      |
| BASKETBALL COACH, VARSITY (HIGH SCHOOL)                      | \$4,000.00 | 702      |
| CHEERLEADING COACH, FALL (MIDDLE SCHOOL)                     | \$1,500.00 | 703      |
| CHEERLEADING COACH, SIDELINE AND COMPETITION (MIDDLE SCHOOL) | \$1,527.00 | 707      |
| CHEERLEADING COACH, JUNIOR VARSITY (HIGH SCHOOL)             | \$2,144.00 | 824      |
| CHEERLEADING COACH, VARSITY (HIGH SCHOOL)                    | \$4,496.00 | 823      |
| CROSS COUNTRY COACH (HIGH SCHOOL)                            | \$2,373.00 | 727      |
| DRAMA (HIGH SCHOOL)  | \$1,475.00 | 807      |
| DISTRICT POLE VAULT COACH (HIGH SCHOOL)                      | \$2,000.00 | 748      |
| FIELD HOCKEY (MIDDLE SCHOOL)                                 | \$1,500.00 | 733      |
| FIELD HOCKEY COACH, JUNIOR VARSITY (HIGH SCHOOL)             | \$2,324.00 | 728      |
| FIELD HOCKEY COACH, VARSITY (HIGH SCHOOL)                    | \$3,000.00 | 724      |
| FOOTBALL COACH, HEAD (HIGH SCHOOL)                           | \$6,900.00 | 700      |
| FOOTBALL COACH, ASSISTANT (HIGH SCHOOL)                      | \$4,725.00 | 701      |
| FOOTBALL COACH, ASSISTANT (MIDDLE SCHOOL)                    | \$1,500.00 | 745      |
| FOOTBALL COACH, HEAD (MIDDLE SCHOOL)                         | \$1,750.00 | 744      |
| FORENSICS COACH (MIDDLE SCHOOL)                              | \$1,049.00 | 734      |
| FORENSICS COACH (HIGH SCHOOL)                                | \$1,333.00 | 827      |
| GOLF COACH (HIGH SCHOOL)                                     | \$2,000.00 | 729      |
| INDOOR TRACK COACH, ASSISTANT (HIGH SCHOOL)                  | \$2,150.00 | 710      |
| INDOOR TRACK COACH, HEAD (HIGH SCHOOL)                       | \$3,000.00 | 705      |
| SCHOLASTIC BOWL (MIDDLE SCHOOL)                              | \$1,018.00 | 713      |
| SCHOLASTIC BOWL (HIGH SCHOOL)                                | \$1,772.00 | 829      |
| SOCCER COACH (HIGH SCHOOL)                                   | \$3,000.00 | 712      |
| SOCCER COACH (MIDDLE SCHOOL)                                 | \$1,500.00 | 736      |
| SOFTBALL COACH (MIDDLE SCHOOL)                               | \$1,500.00 | 747      |
| SOFTBALL COACH, JUNIOR VARSITY (HIGH SCHOOL)                 | \$2,575.00 | 719      |
| SOFTBALL COACH, VARSITY (HIGH SCHOOL)                        | \$3,000.00 | 714      |
| SWIMMING COACH (HIGH SCHOOL)                                 | \$3,000.00 | 706      |
| TENNIS COACH (HIGH SCHOOL)                                   | \$2,519.00 | 720      |
| TENNIS COACH (MIDDLE SCHOOL)                                 | \$1,500.00 | 737      |
| TRACK COACH (MIDDLE SCHOOL)                                  | \$1,500.00 | 740      |
| TRACK COACH, ASSISTANT (HIGH SCHOOL)                         | \$2,150.00 | 722      |
| TRACK COACH, HEAD (HIGH SCHOOL)                              | \$3,000.00 | 715      |
| VOLLEYBALL COACH (HIGH SCHOOL)                               | \$3,000.00 | 726      |
| VOLLEYBALL COACH (MIDDLE SCHOOL)                             | \$1,500.00 | 741      |
| WRESTLING COACH (MIDDLE SCHOOL)                              | \$1,500.00 | 743      |
| WRESTLING COACH, ASSISTANT (HIGH SCHOOL)                     | \$2,160.00 | 709      |
| WRESTLING COACH, HEAD (HIGH SCHOOL)                          | \$3,678.00 | 704      |

## Other Stipend Rates (Annual) for SY 2024-2025

| Description  | Pay Rate               | Pay Code |
|--|------------------------|----------|
| 8-HOUR EXTENDED DAY  | \$2,797.00             | 767      |
| ADDITIONAL BELL  | PRO-RATED              | 678      |
| ADDITIONAL DUTIES  | PRO-RATED              | 750      |
| AUTOMOTIVE SERVICE EXCELLENCE (ASE) - CERTIFICATE                            | \$172.00               | 751      |
| AUTOMOTIVE SERVICE EXCELLENCE (ASE) - MASTERS                                | \$917.00               | 752      |
| BACKFLOW PREVENTION CERTIFICATION  | \$1,341.00             | 786      |
| BAND DIRECTOR (HIGH SCHOOL)  | \$3,750.00             | 774      |
| BAND DIRECTOR (MIDDLE SCHOOL)  | \$1,400.00             | 777      |
| CAREER AND TECHNICAL EDUCATION ORGANIZATION ADVISOR (MIDDLE AND HIGH SCHOOL) | \$984.00               | 820      |
| CHILD AND ADULT CARE FOOD PROGRAM  | \$1,000.00             | 832      |
| CHORAL DIRECTOR (HIGH SCHOOL)  | \$2,500.00             | 775      |
| CHORAL DIRECTOR (MIDDLE SCHOOL)  | \$1,400.00             | 778      |
| CLASS SPONSOR - 12TH GRADE   | \$1,158.00             | 806      |
| CLASS SPONSOR - 9TH, 10TH, OR 11TH GRADE                                     | \$809.00               | 805      |
| DEAN OF STUDENTS   | \$1,915.00             | 792      |
| DEPARTMENT CHAIR - LEVEL I (3 TO 7 TEACHERS)                                 | \$1,203.00             | 793      |
| DEPARTMENT CHAIR - LEVEL II (8 TO 12 TEACHER)                                | \$1,605.00             | 794      |
| DEPARTMENT CHAIR - LEVEL III (13+ TEACHERS)                                  | \$1,915.00             | 795      |
| EDUCATORS RISING SPONSOR (HIGH SCHOOL)                                       | \$525.00               | 810      |
| ELEMENTARY GRADE CHAIR   | \$756.00               | 797      |
| EXTENDED DAY   | \$84.46 PER PAY PERIOD | 768      |
| FRESH FRUIT & VEGETABLE PROGRAM  | \$500.00               | 814      |
| GROUND PATROL (EXEMPT EMPLOYEES)   | \$1,440.00             | 811      |
| HEAD BUS DRIVER  | \$1,000.00             | 783      |
| HEAD DISPATCHER  | \$600.00               | 803      |
| INFORMATION TECHNOLOGY ZONE LEADER   | \$42.39 PER PAY PERIOD | 882      |
| INSTRUCTIONAL SPECIALIST (10.5 MONTHS)                                       | \$85.96 PER PAY PERIOD | 629      |
| INTERNATIONAL BACCALAURETE PROGRAM   | \$1,788.00             | 800      |
| INTRAMURALS  | \$1,230.00             | 828      |
| KEY COMMUNICATOR   | \$710.00               | 834      |
| LEAD SECURITY OFFICER  | \$1,500.00             | 802      |
| LITERARY MAGAZINE SPONSOR (HIGH SCHOOL)                                      | \$838.00               | 815      |
| MASTER JOURNEYMAN'S LICENSE  | \$1,341.00             | 787      |
| NATIONAL BOARD CERTIFICATION   | \$2,755.00             | 757      |
| NATIONAL HONOR SOCIETY SPONSOR (MIDDLE AND HIGH SCHOOL)                      | \$590.00               | 812      |
| NEWSPAPER SPONSOR (HIGH SCHOOL)  | \$984.00               | 816      |
| NEWSPAPER SPONSOR (MIDDLE SCHOOL)  | \$732.00               | 817      |
| ORCHESTRA DIRECTOR (HIGH SCHOOL)   | \$1,400.00             | 776      |
| ORCHESTRA DIRECTOR (MIDDLE SCHOOL)   | \$1,400.00             | 779      |
| PROGRAM LEADER   | \$82.40 PER PAY PERIOD | 772      |
| PROGRAM LEADER (10.5 MONTHS)   | \$76.67 PER PAY PERIOD | 628      |
| PSP - ADVANCED   | \$963.00               | 761      |
| PSP - ADVANCED II  | \$1,042.00             | 759      |

|  |                         |     |
|--|-------------------------|-----|
| PSP - ADVANCED III   | \$1,112.00              | 760 |
| PSP - ASSOCIATE  | \$894.00                | 762 |
| PSP - BACHELOR'S DEGREE  | \$1,193.00              | 763 |
| PSP - BASIC  | \$814.00                | 764 |
| PSP - MASTER'S DEGREE  | \$1,788.00              | 765 |
| REGISTRY FOR INTERPRETERS OF THE DEAF CERTIFICATION            | \$130.24 PER PAY PERIOD | 680 |
| SCHOOL NUTRITION ASSOCIATION CERTIFICATION/FOOD SAFETY PROGRAM | \$600.00                | 785 |
| SCHOOL WELLNESS CHAMPION                                       | \$500.00                | 716 |
| STATE INSPECTION LICENSE                                       | \$1,180.00              | 784 |
| STUDENT GOVERNMENT SPONSOR (HIGH SCHOOL)                       | \$1,018.00              | 818 |
| STUDENT GOVERNMENT SPONSOR (MIDDLE SCHOOL)                     | \$838.00                | 819 |
| TEACHER ASSISTANT WITH BACHELOR'S DEGREE                       | \$1,193.00              | 754 |
| TEACHER ASSISTANT WITH DIFFICULT DUTIES                        | \$52.11 PER PAY PERIOD  | 753 |
| TEACHER SPECIALIST   | \$90.36 PER PAY PERIOD  | 770 |
| TEST CHAIR   | \$1,500.00              | 864 |
| THIRD-PARTY DMV TRAINER/TESTER                                 | \$1,200.00              | 804 |
| YEARBOOK SPONSOR (MIDDLE SCHOOL)                               | \$838.00                | 822 |
| YEARBOOK SPONSOR (HIGH SCHOOL)                                 | \$1,124.00              | 821 |

### Athletics Part-Time Pay Rates (Hourly) for SY 2024-2025

| Description   | Pay Rate | Pay Code |
|---|----------|----------|
| ANNOUNCER   | \$15.05  | 699      |
| ATHLETIC TRAINER (NON-CONTRACTED)                         | \$25.00  | 690      |
| CONCESSION STAND MANAGER                                  | \$23.00  | 698      |
| CONCESSION STAND WORKER                                   | \$15.05  | 693      |
| CUSTODIAN, SPORTS EVENTS - BASKETBALL AND WRESTLING       | \$19.00  | 692      |
| CUSTODIAN, SPORTS EVENTS - FOOTBALL                       | \$26.92  | 696      |
| FIELD MANAGER   | \$33.00  | 695      |
| LAUNDRY AND EQUIPMENT                                     | \$26.00  | 697      |
| OFFICER IN CHARGE   | \$40.00  | 738      |
| POLICE, SPORTS EVENTS – NORFOLK POLICE DEPARTMENT OFFICER | \$50.00  | 691      |
| POLICE, SPORTS EVENTS – NORFOLK SHERRIF’S DEPUTY          | \$50.00  | 691      |
| SCOREKEEPER   | \$15.05  | 693      |
| SECURITY GUARD  | \$23.00  | 698      |
| STADIUM HOUSEKEEPING                                      | \$15.05  | 739      |
| STARTER   | \$19.00  | 692      |
| TICKET TAKER  | \$15.05  | 694      |
| TIMER   | \$15.05  | 693      |
| VIDEOGRAPHER  | \$15.05  | 699      |

| School Nutrition Services Part-Time Pay Rates (Hourly) for SY 2024-2025 |                 |          |
|---|-----------------|----------|
| Description   | Pay Rate        | Pay Code |
| LUNCHROOM MONITOR   | \$15.05         | 862      |
| SCHOOL NUTRITION ASSISTANT (REGULAR PART-TIME/NON-SUBSTITUTE)           | \$15.05         | 633      |
| SCHOOL NUTRITION ASSISTANT – SUMMER (NON-CONTRACTED)                    | \$15.05         | 634      |
| SCHOOL NUTRITION ASSISTANT – SUMMER (CONTRACTED)                        | CONTRACTED RATE | 202      |
| SCHOOL NUTRITION MANAGER – SUMMER (CONTRACTED, CURRENT MANAGER)         | CONTRACTED RATE | 202      |
| SCHOOL NUTRITION MANAGER – SUMMER (CONTRACTED, ACTING MANAGER)          | \$18.06         | 635      |
| SCHOOL NUTRITION MANAGER TRAINEE (CONTRACTED RATE + 859)                | \$1.50          | 859      |
| SUBSTITUTE SCHOOL NUTRITION ASSISTANT                                   | \$15.05         | 645      |

### Summer Part-Time Pay Rates (Hourly) for SY 2024-2025

| Description                             | Pay Rate        | Pay Code |
|---|-----------------|----------|
| BUS ASSISTANT (CONTRACTED EMPLOYEE)     | CONTRACTED RATE | 202      |
| BUS ASSISTANT (NON-CONTRACTED EMPLOYEE) | \$15.05         | 630      |
| BUS DRIVER (CONTRACTED EMPLOYEE)        | CONTRACTED RATE | 202      |
| BUS DRIVER (RETIRED NPS BUS DRIVER)     | RETIREMENT RATE | 616      |
| CENTER LEADER                           | \$41.00         | 833      |
| IN-SERVICE PARTICIPANT, TEACHER         | \$18.50         | 856      |
| INTERPRETER                             | \$25.00         | 659      |
| MAINTENANCE HELPER                      | \$15.05         | 640      |
| MEDIA CLERK                             | \$15.05         | 648      |
| MEDIA SPECIALIST                        | \$40.00         | 643      |
| NURSE                                   | \$40.00         | 643      |
| SCHOOL COUNSELOR                        | \$40.00         | 643      |
| SOCIAL WORKER                           | \$45.00         | 845      |
| TEACHER (LICENSED)                      | \$40.00         | 643      |



| Year-Round Part-Time Pay Rates (Hourly) for SY 2024-2025 |           |          |
|--|-----------|----------|
| Description  | Pay Rate  | Pay Code |
| 21 <sup>ST</sup> CENTURY GRANT PROGRAM COORDINATOR       | \$36.00   | 833      |
| 21 <sup>ST</sup> CENTURY GRANT TEACHER                   | \$30.00   | 844      |
| AFTER THE BELL TEACHER                                   | \$27.00   | 666      |
| ATHLETICS ACADEMIC ADVISOR                               | \$30.00   | 844      |
| AUTOMOTIVE SERVICE WORKER                                | \$15.05   | 638      |
| BEFORE/AFTER SCHOOL PROGRAM ASSISTANT                    | \$15.05   | 869      |
| BEFORE/AFTER SCHOOL PROGRAM MONITOR                      | \$15.05   | 854      |
| BUSINESS MANAGER   | \$23.00   | 698      |
| CDL TRAINING   | \$15.05   | 615      |
| CLERICAL   | \$15.05   | 884      |
| COE STUDENT  | \$15.05   | 689      |
| CONTINUING POSITION AFTER RETIREMENT                     | PRO-RATED | 683      |
| CUSTODIAN  | \$15.05   | 636      |
| DRIVER EDUCATION INSTRUCTOR PROFESSIONAL                 | \$30.00   | 838      |
| DROPOUT PREVENTION & RETRIEVAL ASSISTANT                 | \$15.05   | 644      |
| EMPLOYEE AND STUDENT WELLNESS ASSISTANT                  | \$15.05   | 884      |
| ENGINEER ON-CALL   | \$15.05   | 881      |
| FIRST AID/CPR/AED INSTRUCTOR                             | \$25.63   | 874      |
| FLAG & AUXILIARY ASSISTANT                               | \$15.05   | 839      |
| GIFTED COMMUNITY RESOURCES INSTRUCTOR I                  | \$33.00   | 848      |
| GIFTED COMMUNITY RESOURCES INSTRUCTOR II                 | \$26.00   | 849      |
| GIFTED COMMUNITY RESOURCES INSTRUCTOR III                | \$23.00   | 847      |
| GROUNDS PATROL (NON-EXEMPT EMPLOYEES)                    | \$15.05   | 841      |
| IN SCHOOL TIME OUT MONITOR                               | \$15.05   | 656      |
| INFORMATION TECHNOLOGY JOB TRAINER                       | VARIOUS   | 880      |
| IN-SERVICE LEADER, CLASSIFIED                            | \$15.05   | 855      |
| IN-SERVICE LEADER, TEACHER                               | \$27.00   | 850      |
| IN-SERVICE PARTICIPANT, CLASSIFIED OR PART-TIME          | \$15.05   | 853      |
| IN-SERVICE PARTICIPANT, TEACHER                          | \$16.25   | 851      |
| INTERPRETER - QAS LEVEL 3                                | PRO-RATED | 679      |
| MEDIA CLERK  | \$15.05   | 648      |
| MEDIA TECHNICIAN   | \$15.05   | 869      |
| MENTORING COORDINATOR                                    | PRO-RATED | 837      |
| NURSE  | \$40.00   | 643      |
| OCCUPATIONAL THERAPIST                                   | \$45.00   | 639      |
| OFFICE WORKER  | \$15.05   | 650      |
| PHYSICAL THERAPIST                                       | \$45.00   | 639      |
| PIANIST  | \$27.00   | 684      |
| PSYCHOLOGIST   | \$45.00   | 639      |
| PSYCHOLOGIST INTERN                                      | \$20.50   | 674      |
| SATURDAY SCHOOL ASSISTANT                                | \$15.05   | 870      |
| SATURDAY SCHOOL LEADER                                   | \$28.50   | 842      |
| SCHOOL BUS ASSISTANT                                     | \$15.05   | 630      |

|  |           |     |
|--|-----------|-----|
| SCHOOL BUS DRIVER                      | \$24.75   | 631 |
| SCHOOL COUNSELOR (EXTENDED TIME)       | PRO-RATED | 637 |
| SOCIAL WORKER                          | \$45.00   | 845 |
| SECURITY                               | \$15.05   | 871 |
| SPEECH THERAPIST                       | \$45.00   | 639 |
| STANDARDS OF LEARNING SCORER/EVALUATOR | \$31.50   | 843 |
| STROLLING SILVER STRINGS ACCOMPANIST   | \$24.00   | 835 |
| STUDENT MENTOR                         | \$15.05   | 875 |
| TEACHER (LICENSED)                     | \$30.00   | 844 |
| TUTOR                                  | \$25.00   | 675 |
| TEACHER ASSISTANT                      | \$15.05   | 652 |
| TEST PROCTOR                           | \$27.00   | 852 |
| TITLE I ASSISTANT (AFTER SCHOOL)       | \$15.05   | 893 |
| WAREHOUSE WORKER                       | \$15.05   | 640 |

| Substitute Rates for SY 2024-2025                                     |                 |          |
|---|-----------------|----------|
| Description   | Pay Rate        | Pay Code |
| SUBSTITUTE CUSTODIAN  | \$15.05         | 636      |
| SUBSTITUTE DRIVER EDUCATION ASSISTANT                                 | \$15.05         | 769      |
| SUBSTITUTE MAINTENANCE WORKER   | \$15.05         | 640      |
| SUBSTITUTE SCHOOL BUS ASSISTANT                                       | \$15.05         | 630      |
| SUBSTITUTE SCHOOL BUS DRIVER  | \$24.75         | 631      |
| SUBSTITUTE SCHOOL BUS DRIVER, RETIRED NPS SCHOL BUS DRIVER            | RETIREMENT RATE | 616      |
| SUBSTITUTE SCHOOL NUTRITION ASSISTANT                                 | \$15.05         | 645      |
| SUBSTITUTE SECRETARY, FORMER NPS EMPLOYEE WITH 5+ YEARS OF EXPERIENCE | \$18.00         | 658      |
| SUBSTITUTE SECURITY OFFICER   | \$15.05         | 877      |
| SUBSTITUTE TEACHER, DAILY   | \$23.00         | 646      |
| SUBSTITUTE TEACHER, LONG-TERM, WITHOUT FOUR-YEAR DEGREE               | \$26.00         | 657      |
| SUBSTITUTE TEACHER, LONG-TERM, WITH FOUR-YEAR DEGREE                  | \$33.50         | 670      |
| SUBSTITUTE TEACHER ASSISTANT, DAILY                                   | \$15.05         | 652      |
| SUBSTITUTE TEACHER ASSISTANT, LONG-TERM                               | \$17.50         | 653      |
| TEACHER ASSISTANT ASSUMING TEACHER DUTIES, FULL-DAY                   | \$40.00         | 500      |
| TEACHER ASSISTANT ASSUMING TEACHER DUTIES, HALF-DAY                   | \$20.00         | 500      |

### Student Caseload Payments for SY 2024-2025

| State-Approved Cap | Student Caseload | Pay Rate    | Pay Code |
|--------------------|------------------|-------------|----------|
| 150                | 151 – 160        | \$10.00/Day | 500      |
| 150                | 161 – 170        | \$15.00/Day | 500      |
| 150                | 171 – 200        | \$20.00/Day | 500      |
| 200                | 201 – 210        | \$10.00/Day | 500      |
| 200                | 211 – 220        | \$15.00/Day | 500      |
| 200                | 221 – 230        | \$20.00/Day | 500      |
| 200                | 231 and Over     | \$30.00/Day | 500      |