

Isle of Wight County Schools  
**Teacher Pay Scale (Ten-Month Teachers)**

Effective July 1, 2019

Step	Definition	Definition	Bachelors Degree
0	No experience	Entering 1st year	\$ 44,000
1	Completed 1st year	Entering 2nd year	\$ 44,120
2	Completed 2nd year	Entering 3rd year	\$ 44,240
3	Completed 3rd year	Entering 4th year	\$ 44,360
4	Completed 4th year	Entering 5th year	\$ 44,480
5	Completed 5th year	Entering 6th year	\$ 44,600
6	Completed 6th year	Entering 7th year	\$ 44,715
7	Completed 7th year	Entering 8th year	\$ 45,610
8	Completed 8th year	Entering 9th year	\$ 46,522
9	Completed 9th year	Entering 10th year	\$ 47,452
10	Completed 10th year	Entering 11th year	\$ 48,401
11	Completed 11th year	Entering 12th year	\$ 49,369
12	Completed 12th year	Entering 13th year	\$ 50,357
13	Completed 13th year	Entering 14th year	\$ 51,364
14	Completed 14th year	Entering 15th year	\$ 52,391
15	Completed 15th year	Entering 16th year	\$ 53,439
16	Completed 16th year	Entering 17th year	\$ 54,508
17	Completed 17th year	Entering 18th year	\$ 55,598
18	Completed 18th year	Entering 19th year	\$ 56,710
19	Completed 19th year	Entering 20th year	\$ 57,844
20	Completed 20th year	Entering 21st year	\$ 59,001
21	Completed 21st year	Entering 22nd year	\$ 60,122
22	Completed 22nd year	Entering 23rd year	\$ 61,264
23	Completed 23rd year	Entering 24th year	\$ 62,428
24	Completed 24th year	Entering 25th year	\$ 63,552
25	Completed 25th year	Entering 26th year	\$ 64,442
26	Completed 26th year	Entering 27th year	\$ 65,279
27	Completed 27th year	Entering 28th year	\$ 66,128
28	Completed 28th year	Entering 29th year	\$ 66,988
29	Completed 29th year	Entering 30th year	\$ 67,926
30	Completed 30th year	Entering 31st year	\$ 68,537
31	Completed 31st year	Entering 32nd year	\$ 70,537
32+	Completed 32 or more years		\$ 71,948

11- month contracts - multiply salary by 1.10

12- month contracts - multiply salary by 1.20

**Supplementals for Advanced Degrees and Certificates:**

Masters degree (Teachers only)	\$ 2,750
Certificate of Advanced Study (Ed.S, CAG - Teachers Only)	\$ 2,500
Doctorate degree (Teachers & Administrators)	\$ 3,500
National Board Certification (Teachers only)	\$ 1,500
Speech Certification - CCC	\$ 2,500
Nurse, BSN	\$ 1,500

**Maximum step on teacher scale is 32+ as of 7/1/19**

Isle of Wight County Schools  
**Administrator Pay Scale**  
 Effective July 1, 2019

Position/Classification	Grade	Days/Year	Minimum (Annual)	Midpoint (Annual)	Maximum (Annual)
Assistant Director	10	240	\$ 69,000	\$ 76,280	\$ 83,560
Assistant Principal - Elementary School	10	240	\$ 69,000	\$ 76,280	\$ 83,560
Assistant Principal - High School	11	240	\$ 72,000	\$ 79,280	\$ 86,560
Assistant Principal - Middle School	10	240	\$ 69,000	\$ 76,280	\$ 83,560
Assistant Superintendent	18	240	\$ 115,000	\$ 122,280	\$ 129,560
Athletic Director	08	240	\$ 65,000	\$ 72,280	\$ 79,560
Child Nutrition Liasion	03	240	\$ 47,000	\$ 54,280	\$ 61,560
Clerk of the Board	06	240	\$ 54,000	\$ 61,280	\$ 68,560
Coordinator	12	240	\$ 75,000	\$ 82,280	\$ 89,560
Coordinator	12	250	\$ 78,125	\$ 85,405	\$ 92,685
Data Analyst/Database	07	240	\$ 57,000	\$ 64,280	\$ 71,560
Director	16	240	\$ 95,000	\$ 102,280	\$ 109,560
Executive Director	17	240	\$ 105,000	\$ 112,280	\$ 119,560
Farm Manager	08	260	\$ 70,417	\$ 77,697	\$ 84,977
Garage Supervisor	04	240	\$ 52,000	\$ 59,280	\$ 66,560
Instructional Coach	09	220	\$ 61,000	\$ 68,280	\$ 75,560
Instructional Coordinator	12	240	\$ 75,000	\$ 82,280	\$ 89,560
Instructional Coordinator II	13	240	\$ 78,000	\$ 85,280	\$ 92,560
Network Administrator	07	240	\$ 57,000	\$ 64,280	\$ 71,560
Nurse (BSN, RN)	02	200	\$ 31,752	\$ 39,032	\$ 46,312
Principal - Elementary School	14	240	\$ 86,000	\$ 93,280	\$ 100,560
Principal - High School	15	240	\$ 92,000	\$ 99,280	\$ 106,560
Principal - Middle School	14	240	\$ 86,000	\$ 93,280	\$ 100,560
Specialist	07	220	\$ 52,250	\$ 59,530	\$ 66,810
Student Data Information Technician	03	240	\$ 47,000	\$ 54,280	\$ 61,560
Transportaton Technician	03	240	\$ 47,000	\$ 54,280	\$ 61,560
Truancy Officer	10	240	\$ 69,000	\$ 76,280	\$ 83,560

Actual pay is dependent upon work experience and educational qualifications. Pay raises are recommended by the superintendent based on employee evaluations and are subject to approval by the School Board. For further information, refer to policy manual. Advanced Degree Supplements are available when degrees are held above the requirements for administrative positions. The listing of position titles is not all inclusive.

Isle of Wight County Schools  
**Support Staff Pay Scale**  
 Effective July 1, 2019

Position Classifications	Minimum Hourly Rate	Days/ Year	Minimum (Annual)	Midpoint (Annual)	Maximum (Annual)	Grade
<i>Salaries shown are for full time positions unless otherwise noted</i>						
Accounting Technician	\$ 19.00	240	\$ 36,480	\$ 45,600	\$ 54,720	12
Administrative Associate I	\$ 16.95	220	\$ 29,832	\$ 37,294	\$ 44,757	08
Administrative Associate I	\$ 16.95	240	\$ 32,544	\$ 40,685	\$ 48,826	08
Administrative Associate II	\$ 17.60	240	\$ 33,792	\$ 42,240	\$ 50,688	10
Bookkeeper I	\$ 17.15	200	\$ 27,440	\$ 34,304	\$ 41,168	09
Bookkeeper I	\$ 17.15	240	\$ 32,928	\$ 41,165	\$ 49,402	09
Bookkeeper II	\$ 17.60	240	\$ 33,792	\$ 42,240	\$ 50,688	10
Cafeteria Manager I	\$ 12.77	190	\$ 19,407	\$ 24,259	\$ 29,111	06
Cafeteria Manager II	\$ 16.95	190	\$ 25,764	\$ 32,209	\$ 38,654	08
Courier	\$ 17.60	240	\$ 33,792	\$ 42,240	\$ 50,688	10
Driver, School Bus	\$ 13.50	182	\$ 7,371	\$ 21,744	\$ 36,118	07
Electrician	\$ 21.00	250	\$ 42,000	\$ 52,500	\$ 63,000	14
Food Service Worker	\$ 9.92	183	\$ 5,447	\$ 13,616	\$ 21,784	03
Garage Technician II	\$ 17.85	240	\$ 34,272	\$ 42,835	\$ 51,418	11
Garage Technician III	\$ 19.00	240	\$ 36,480	\$ 45,600	\$ 54,720	12
General Mechanic	\$ 17.85	250	\$ 35,700	\$ 44,620	\$ 53,560	11
Human Resources Technician	\$ 21.00	240	\$ 40,320	\$ 50,400	\$ 60,480	14
HVAC Technician	\$ 21.00	250	\$ 42,000	\$ 52,500	\$ 63,000	14
Information Technician I	\$ 21.00	240	\$ 40,320	\$ 50,400	\$ 60,480	14
Information Technician II	\$ 21.43	240	\$ 41,146	\$ 56,275	\$ 67,546	16
Information Technician III	\$ 22.83	240	\$ 43,834	\$ 57,850	\$ 69,408	17
Instructional Assistant II	\$ 12.55	200	\$ 20,080	\$ 25,100	\$ 30,120	05
Job Coach	\$ 12.55	200	\$ 20,080	\$ 25,100	\$ 30,120	05
Library Assistant	\$ 12.55	200	\$ 20,080	\$ 25,100	\$ 30,120	05
Medicaid Technician	\$ 19.00	240	\$ 36,480	\$ 45,600	\$ 54,720	12
Nurse - LPN	\$ 17.15	200	\$ 27,440	\$ 34,304	\$ 41,168	09
Nurse Assistant	\$ 12.55	200	\$ 20,080	\$ 25,100	\$ 30,120	05
Painter	\$ 17.60	250	\$ 35,200	\$ 44,000	\$ 52,800	10
Plumber	\$ 21.00	250	\$ 42,000	\$ 52,500	\$ 63,000	14
Preventative Maintenance Technician	\$ 16.95	250	\$ 33,900	\$ 42,380	\$ 50,860	08
Senior Accounting Technician	\$ 21.00	240	\$ 40,320	\$ 50,400	\$ 60,480	14
Special Population Assistant	\$ 12.55	200	\$ 20,080	\$ 25,100	\$ 30,120	05
Therapist Assistant	\$ 19.00	200	\$ 30,400	\$ 38,000	\$ 45,600	12

Actual pay is dependent upon work experience and educational qualifications. Pay raises are determined by the School Board and depend on funding and results of evaluation.

Isle of Wight County Schools  
**Substitute and Other Hourly Pay Rates**

Effective July 1, 2019

Classification	Hourly Rate	Daily Rate
<b>Rates for Substitutes:</b>		
Instructional Assistants, Library Assistants, etc.	\$ 7.65	\$ 61.20
Nurses (LPN)	\$ 8.91	\$ 71.25
Nurses (RN)	\$ 9.91	\$ 79.25
Nurses (BSN)	\$ 11.56	\$ 92.50

<b>Long-Term Substitutes *</b>		
Instructional Assistants	\$ 12.55	\$ 100.40
Library Assistants	\$ 12.55	\$ 100.40
Nurse (LPN)	\$ 13.79	\$ 110.32
Nurse (RN)	\$ 19.85	\$ 158.80
Nurse (BSN)	\$ 19.85	\$ 158.80

**Note: Long term substitute rates start on the 11th consecutive day worked for the same assignment.**

<b>Summer School Rates</b>		
Teachers and nurses	\$ 29.00	
Instructional assistants	\$ 15.00	
Teacher cadets	\$ 7.50	
Office associates (clerks)	\$ 15.00	
Bus drivers	Contracted hourly rate	

**Note: Daily rates are based on 8 hour days and are stated for information purposes only. All pay is based on hours reported.**

<b>Other Part-Time Rates</b>		
Homebound Instructors	\$ 25.00	
Teachers - additional employment (including curriculum development)	\$ 25.00	

<b>Bus Drivers</b>		
<b>Payments for other duties:</b>		
Drivers of evening activity buses - (1.5 hour minimum)	\$ 15.00	
Bus driver trainer (behind-the-wheel/no students)	\$ 17.45	
Drivers - field trips (1.5 hour minimum)	\$ 11.50	
Bus attendants	\$ 9.00	
<b>Substitute Bus Drivers</b>	<b>\$ 13.50</b>	

<b>Food Services</b>		
Substitute Food Service Workers	\$ 7.65	
Long term Substitute Food Service Worker	\$ 9.45	