

Isle of Wight County Schools

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Compensation Plan

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 Liaison	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
Transportation 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
Rates for Substitutes:		
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

Long-Term Substitutes *

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.

Summer School Rates

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.

Other Part-Time Rates

Homebound Instructors	\$ 25.00
Teachers - additional employment (including curriculum development)	\$ 25.00

Bus Drivers

Payments for other duties:

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
Substitute Bus Drivers	\$ 13.50

Food Services

Substitute Food Service Workers	\$ 7.65
Long term Substitute Food Service Worker	\$ 9.45

Isle of Wight County Schools Supplemental Pay FY20

Description	IWCS PAY
SUPERVISOR WEIGHT ROOM (1 per HS)	\$2,100.00
COACH ACADEMIC TEAM (1 per HS)	\$2,400.00
COACH JV ACADEMIC (1 per HS)	\$1,000.00
COACH THEATRE ARTS (1 per HS)	\$2,000.00
COACH JROTC DRILL (1)	\$2,000.00
COACH JROTC RIFLE TEAM (1)	\$3,000.00
COACH FORENSICS/DEBATE (1 per HS)	\$1,800.00
SPECIAL OLYMPICS (DIV) (1)	\$1,200.00
REGISTERED COACH (1 per sport)	\$40.00
ATHLETIC GAME CHAINS/CLOCK **	\$40.00
ATHLETIC TICKET TAKER **	\$40.00
COACH BASEBALL (1 per HS)	\$3,200.00
COACH ASST BASEBALL (1 per HS)	\$2,400.00
COACH JV BASEBALL (1 per HS)	\$2,400.00
COACH ASST BASKETBALL BOYS (1 per HS)	\$3,000.00
COACH ASST BASKETBALL GIRLS (1 per HS)	\$3,000.00
COACH BASKETBALL GIRLS (1 per HS)	\$4,000.00
COACH BASKETBALL BOYS (1 per HS)	\$4,000.00
COACH JV BASKETBALL BOYS (1 per HS)	\$2,600.00
COACH JV BASKETBALL GIRLS (1 per HS)	\$2,600.00
COACH CHEER FALL (1 per HS)	\$1,800.00
COACH CHEER WINTER (1 per HS)	\$1,800.00
COACH JV CHEER FALL (1 per HS)	\$1,200.00
COACH JV CHEER WINTER (1 per HS)	\$1,200.00
COACH CROSS COUNTRY (2 per HS)	\$3,200.00
COACH FOOTBALL (1 per HS)	\$5,500.00
COACH ASST FOOTBALL (3 per HS)	\$3,700.00
COACH JV FOOTBALL (1 per HS)	\$2,400.00
COACH ASST JV FOOTBALL (2 per HS)	\$2,000.00
COACH GOLF (1 per HS)	\$2,000.00
COACH SAILING FALL (1)	\$2,400.00
COACH SAILING SPRING (1)	\$2,400.00
COACH SOCCER GIRLS (1 per HS)	\$3,200.00
COACH SOCCER BOYS (1 per HS)	\$3,200.00
COACH JV SOCCER BOYS (1 per HS)	\$2,400.00
COACH JV SOCCER GIRLS (1 per HS)	\$2,400.00
COACH SWIM (1)	\$3,200.00
COACH ASST SWIM (1)	\$1,200.00
COACH TENNIS BOYS (1 per HS)	\$3,200.00
COACH TENNIS GIRLS (1 per HS)	\$3,200.00
COACH TRACK BOYS (OUTDOOR) (1 per HS)	\$3,200.00
COACH TRACK GIRLS (OUTDOOR) (1 per HS)	\$3,200.00
COACH TRACK BOYS (INDOOR) (1 per HS)	\$3,200.00

Description	IWCS PAY
COACH TRACK GIRLS (INDOOR) (1 per HS)	\$3,200.00
COACH VOLLEYBALL (1 per HS)	\$3,200.00
COACH JV VOLLEYBALL (1 per HS)	\$2,400.00
COACH WRESTLING (1 per HS)	\$3,200.00
COACH JV WRESTLING (1 per HS)	\$2,400.00
COACH FIELD HOCKEY (1 per HS)	\$3,200.00
COACH ASST FIELD HOCKEY (1 per HS)	\$2,400.00
COACH JV FIELD HOCKEY (1 per HS)	\$2,200.00
COACH SOFTBALL (1 per HS)	\$3,200.00
COACH ASST SOFTBALL (1 per HS)	\$2,400.00
COACH JV SOFTBALL (1 per HS)	\$2,400.00
BAND DIRECTOR (HS) enrollment of 751 or more	\$5,500.00
BAND DIRECTOR (HS) enrollment of 750 or less	\$3,000.00
BAND DIRECTOR (MS) enrollment of 501 or more	\$1,500.00
BAND DIRECTOR (MS) enrollment of 500 or less	\$800.00
CHORAL DIRECTOR (HS) enrollment of 751 or more	\$2,500.00
CHORAL DIRECTOR (HS) enrollment of 750 or less	\$1,500.00
CHORAL DIRECTOR (MS) enrollment of 501 or more	\$1,500.00
CHORAL DIRECTOR (MS) enrollment of 500 or less	\$800.00
DIRECTOR OF STUDENT ACTIVITIES (1 Per HS)	\$2,000.00
FRESHMAN CLASS SPONSOR (1 per HS)	\$850.00
JUNIOR CLASS SPONSOR (1 per HS)	\$1,800.00
NEWSPAPER/MEDIA PUBLICATION ADVISOR (1 per HS)	\$1,800.00
ROBOTICS COACH (10 per division)	\$750.00
BETA SPONSOR (9)	\$750.00
GREAT COMPUTER CHALLENGE SPONSOR (15 per division)	\$500.00
SENIOR CLASS SPONSOR (1 per HS)	\$1,800.00
SCHOOL INFORMATION OFFICER (7 AT \$500 EACH - ELEMENTARY AND MIDDLE (2 AT 750 EACH hs)	\$5,000.00
SOPHMORE CLASS SPONSOR	\$850.00
STUDENT GOVERNMENT ADVISOR (1 per HS)	\$1,800.00
YEARBOOK (ELEM. AND MIDDLE SCHOOL) 7	\$800.00
YEARBOOK (HIGH SCHOOL) 1 per HS	\$2,500.00

Isle of Wight County Schools

Payroll Calendar for FY 2019-20

Month	Pay Period Ends		Reports Due to Finance (Wednesday)	Pay Date
	Non-Exempt Employees (Saturday)	Exempt Employees and Teacher Subs		
July	07/06/19	06/30/19	07/10/19	07/15/19 07/31/19
August	08/03/19	07/31/19	08/07/19	08/15/19 08/29/19
September	09/07/19	08/31/19	09/11/19	09/13/19 09/30/19
October	10/05/19	09/30/19	10/09/19	10/15/19 10/31/19
November	11/02/19	10/31/19	11/06/19	11/15/19 **11/29/19
December	11/30/19	11/30/19	12/04/19	12/13/19 **12/31/19
January	01/04/20	12/31/19	01/08/20	01/15/20 01/31/20
February	02/01/20	01/31/20	02/05/20	02/14/20 02/28/20
March	02/29/20	02/29/20	03/04/20	03/13/20 03/31/20
April	04/04/20	03/31/20	04/08/20	**04/15/20 04/30/20
May	05/02/20	04/30/20	05/06/20	05/15/20 05/29/20
June – 1 st report	05/30/20	05/31/20	06/03/20	
June – 2 nd report	06/13/20	06/13/20	06/17/20	06/15/20 06/30/20

****As all Isle of Wight County schools and offices are closed for Thanksgiving on November 29, 2019 and for Winter Break on December 31, 2019 and for Spring Break on April 15, 2020. All live checks will be mailed on the actual payday during these office closures.**



2019 - 2020 School Calendar

JULY 2019						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

July 4 All Schools/Offices Closed (July 4 Holiday)

August 14, 15, 19 New Teacher Orientation

August 20-23 Staff Professional Development & Workdays

August 26-29 Staff Professional Development & Workdays

AUGUST 2019						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

August 30- September 2 All Schools/Offices Closed (Labor Day Holiday)

September 3 First Day of School

SEPTEMBER 2019						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

October 2 Interim Reports Issued

October 14 Student Holiday/Professional Development Day

November 1 End of First Nine Weeks (43 days)

November 8 Student Holiday/1/2 Day Staff Professional Development Day/1/2 Day Work Day

November 11 Veterans Day Observed – All Schools/Offices Closed

November 14 Report Cards Issued

November 27-29 All Schools/Offices Closed (Thanksgiving Holiday)

OCTOBER 2019						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

December 6 Elementary Student Holiday-Parent Conference Day (Regular day for MS/HS)

December 11 Interim Reports Issued

December 18 Last Day of School Before Winter Break

December 19- January 3 All Schools/Offices Closed (Winter Break)

January 20 All Schools/Offices Closed (MLK, Jr. Day)

January 28-29 Three Hour Early Dismissal for Middle and High Schools/Regular Day for Elementary Schools

January 29 End of Second Nine Weeks/First Semester (45)/(88)

January 30 Student Holiday/Staff Workday

January 31 Student Holiday/Staff Professional Development Day

NOVEMBER 2019						
S	M	T	W	Th	F	S
				1	2	
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

February 3 Start of Second Semester

February 12 Report Cards Issued

February 17 All Schools/Offices Closed (President's Day)

March 4 Interim Reports Issued

March 16 Student Holiday/Professional Development Day

DECEMBER 2019						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April 3 End of Third Nine Weeks (43 days)

April 13-17 All Schools/Offices Closed (Spring Break)

April 22 Report Cards Issued

May 8 Elementary Student Holiday-Teacher Work Day (Regular day for MS/HS)

May 13 Interim Reports Issued

May 25 All Schools/Offices Closed (Memorial Day)

June 10-11 Three Hour Early Dismissal for All Schools

June 11 Last day of school/End of Fourth Nine Weeks/Second Semester (43 days/86 days)

June 11 Elementary & Middle School Report Cards Issued

June 12 Staff Work Day

June 15 Begin Summer Hours

June 23 High School Report Cards Mailed Home

(Graduation will be the week of June 8: date to be determined)

JANUARY 2020						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

FEBRUARY 2020						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

MARCH 2020						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

APRIL 2020						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

MAY 2020						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

JUNE 2020						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

*Dates are subject to change due to inclement weather and other emergencies

Approved: March 14, 2019

■	All Schools/Offices Closed	■	Middle/High School Three Hour Early Dismissal
■	Student Holiday/ Staff PD or Workday	■	All Schools Three Hour Early Dismissal
■	New Teacher Orientation	■	Interim Reports/Report Cards Go Home
■	Elementary Teacher Work or Conference Day /Elementary Student Holiday	○	End of the 9 Weeks/Semester

