

Isle of Wight County Schools
Teacher Pay Scale (Ten-Month Teachers)
 Effective July 1, 2018

Step	Months	Bachelors Degree
0	10	\$ 41,310
1	10	\$ 41,310
2	10	\$ 41,310
3	10	\$ 42,136
4	10	\$ 42,979
5	10	\$ 43,839
6	10	\$ 44,715
7	10	\$ 45,610
8	10	\$ 46,522
9	10	\$ 47,452
10	10	\$ 48,401
11	10	\$ 49,369
12	10	\$ 50,357
13	10	\$ 51,364
14	10	\$ 52,391
15	10	\$ 53,439
16	10	\$ 54,508
17	10	\$ 55,598
18	10	\$ 56,710
19	10	\$ 57,844
20	10	\$ 59,001
21	10	\$ 60,122
22	10	\$ 61,264
23	10	\$ 62,428
24	10	\$ 63,552
25	10	\$ 64,442
26	10	\$ 65,279
27	10	\$ 66,128
28	10	\$ 66,988
29	10	\$ 67,926
30	10	\$ 68,537
30+	10	\$ 70,537

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)	\$ 2,500
National Board Certification (Teachers only)	\$ 1,500
Speech Certification - CCC	\$ 2,500
Nurse, BSN	\$ 1,500

Maximum step on teacher scale is 30+ as of 7/1/18

Isle of Wight County Schools
Administrator Pay Scale
 Effective July 1, 2018

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	\$ 57,254	\$ 64,534	\$ 71,814
Child Nutrition Liasion	03	240	\$ 42,571	\$ 49,851	\$ 57,131
Clerk of the Board	06	240	\$ 46,991	\$ 54,271	\$ 61,551
Coordinator	12	240	\$ 75,000	\$ 82,280	\$ 89,560
Data Analyst/Database	07	240	\$ 49,369	\$ 56,649	\$ 63,929
Director	16	240	\$ 95,000	\$ 102,280	\$ 109,560
Executive Director	17	240	\$ 105,000	\$ 112,280	\$ 119,560
Farm Manager	08	260	\$ 62,025	\$ 69,305	\$ 76,585
Garage Supervisor	04	240	\$ 44,727	\$ 52,007	\$ 59,287
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
Maintenance Supervisor	05	260	\$ 50,399	\$ 57,679	\$ 64,959
Network Administrator	07	240	\$ 49,369	\$ 56,649	\$ 63,929
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	\$ 45,255	\$ 52,535	\$ 59,815
Transportaton Technician	03	240	\$ 42,571	\$ 49,851	\$ 57,131
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, 2018

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	\$ 16.65	240	\$ 31,968	\$ 41,568	\$ 51,168	12
Administrative Associate I	\$ 12.95	220	\$ 22,792	\$ 29,621	\$ 36,467	08
Administrative Associate I	\$ 12.95	240	\$ 24,864	\$ 32,314	\$ 39,782	08
Administrative Associate II	\$ 14.69	240	\$ 28,205	\$ 36,672	\$ 45,120	10
Bookkeeper I	\$ 13.79	200	\$ 22,064	\$ 28,678	\$ 35,297	09
Bookkeeper I	\$ 13.79	240	\$ 26,477	\$ 34,406	\$ 42,355	09
Bookkeeper II	\$ 14.69	240	\$ 28,205	\$ 36,672	\$ 45,120	10
Cafeteria Manager I	\$ 12.77	190	\$ 19,407	\$ 25,230	\$ 31,052	07
Cafeteria Manager II	\$ 12.95	190	\$ 19,684	\$ 25,589	\$ 31,494	08
Courier	\$ 14.69	240	\$ 28,205	\$ 36,672	\$ 45,120	10
Driver, School Bus	\$ 13.50	182	\$ 14,742	\$ 21,376	\$ 30,958	05
Electrician	\$ 18.90	260	\$ 39,312	\$ 51,106	\$ 62,899	14
Food Service Worker	\$ 9.92	183	\$ 5,447	\$ 11,349	\$ 19,066	03
Garage Technician I	\$ 14.69	240	\$ 28,205	\$ 36,672	\$ 45,120	10
Garage Technician II	\$ 15.65	240	\$ 30,048	\$ 39,053	\$ 48,058	11
Garage Technician III	\$ 16.65	240	\$ 31,968	\$ 41,568	\$ 51,168	12
General Mechanic	\$ 15.65	260	\$ 32,552	\$ 42,307	\$ 52,062	11
Human Resources Technician	\$ 16.65	240	\$ 31,968	\$ 41,568	\$ 51,168	12
HVAC Technician	\$ 18.90	260	\$ 39,312	\$ 51,106	\$ 62,899	14
Information Technician I	\$ 18.90	240	\$ 36,288	\$ 47,174	\$ 58,061	14
Information Technician II	\$ 21.43	240	\$ 41,146	\$ 53,491	\$ 65,837	16
Information Technician III	\$ 22.83	240	\$ 43,834	\$ 56,966	\$ 70,118	17
Instructional Assistant II	\$ 12.55	200	\$ 20,080	\$ 25,100	\$ 30,120	06
Job Coach	\$ 12.55	200	\$ 20,080	\$ 25,100	\$ 30,120	06
Library Assistant	\$ 12.55	200	\$ 20,080	\$ 25,100	\$ 30,120	06
Medicaid Technician	\$ 16.65	240	\$ 31,968	\$ 41,568	\$ 51,168	12
Nurse Assistant	\$ 12.55	200	\$ 20,080	\$ 25,100	\$ 30,120	06
Nurse - LPN	\$ 13.79	200	\$ 22,064	\$ 28,678	\$ 35,297	09
Painter	\$ 14.69	260	\$ 30,555	\$ 39,728	\$ 48,880	10
Plumber	\$ 18.90	260	\$ 39,312	\$ 51,106	\$ 62,899	14
Preventative Maintenance Technician	\$ 12.95	260	\$ 26,936	\$ 35,006	\$ 43,098	14
Special Population Assistant	\$ 12.55	200	\$ 20,080	\$ 25,100	\$ 30,120	06
Student Information Data Technician	\$ 16.65	240	\$ 31,968	\$ 41,568	\$ 51,168	12
Therapist Assistant	\$ 16.65	200	\$ 26,640	\$ 34,642	\$ 42,638	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, 2018

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	\$ 11.41	\$ 91.28
Library Assistants	\$ 10.07	\$ 80.56
Nurse (LPN)	\$ 13.79	\$ 110.32
Nurse (RN)	\$ 16.65	\$ 133.20
Nurse (BSN)	\$ 18.90	\$ 151.20

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	\$ 11.25

Food Services

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