

Isle of Wight County Schools  
**Teacher Pay Scale (Ten-Month Teachers)**  
 Effective July 1, 2017

Step	Months	Bachelors	Bachelors
		Degree - July 1, 2017 - Jan 31, 2018	Degree - Feb 1, 2018 - Jun 30, 2018 *
0	10	\$ 40,500	\$ 41,310
1	10	\$ 41,160	\$ 41,310
2	10	\$ 41,983	\$ 42,136
3	10	\$ 42,412	\$ 42,979
4	10	\$ 42,958	\$ 43,839
5	10	\$ 43,504	\$ 44,715
6	10	\$ 44,061	\$ 45,610
7	10	\$ 44,607	\$ 46,522
8	10	\$ 45,432	\$ 47,452
9	10	\$ 46,256	\$ 48,401
10	10	\$ 47,081	\$ 49,369
11	10	\$ 47,906	\$ 50,357
12	10	\$ 49,009	\$ 51,364
13	10	\$ 50,112	\$ 52,391
14	10	\$ 51,215	\$ 53,439
15	10	\$ 52,318	\$ 54,508
16	10	\$ 53,421	\$ 55,598
17	10	\$ 54,514	\$ 56,710
18	10	\$ 55,617	\$ 57,844
19	10	\$ 56,720	\$ 59,001
20	10	\$ 57,823	\$ 60,122
21	10	\$ 58,926	\$ 61,264
22	10	\$ 60,030	\$ 62,428
23	10	\$ 61,122	\$ 63,552
24	10	\$ 61,957	\$ 64,442
25	10	\$ 62,782	\$ 65,279
26	10	\$ 63,607	\$ 66,128
27	10	\$ 64,431	\$ 66,988
28	10	\$ 65,310	\$ 67,926
29	10	\$ 65,920	\$ 68,537
30	10	\$ 66,520	\$ 70,537

11- month contracts - multiply salary by 1.10

12- month contracts - multiply salary by 1.20

\*Contingent upon state funding

**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 7/1/13**

Isle of Wight County Schools  
**Support Staff Pay Scale (12 Month Employee)**  
 Effective July 1, 2017

<u>Hourly Pay Rates</u>				<u>Annual Pay (Full Time/12-Month)</u>			
<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
00	\$ 7.92	\$ 10.30	\$ 12.67	00	\$ 15,206	\$ 19,776	\$ 24,326
01	\$ 8.34	\$ 10.84	\$ 13.34	01	\$ 16,013	\$ 20,813	\$ 25,613
02	\$ 8.87	\$ 11.54	\$ 14.20	02	\$ 17,030	\$ 22,157	\$ 27,264
03	\$ 9.45	\$ 12.29	\$ 15.12	03	\$ 18,144	\$ 23,597	\$ 29,030
04	\$ 10.07	\$ 13.09	\$ 16.11	04	\$ 19,334	\$ 25,133	\$ 30,931
05	\$ 10.72	\$ 13.93	\$ 17.16	05	\$ 20,582	\$ 26,746	\$ 32,947
06	\$ 11.41	\$ 14.84	\$ 18.26	06	\$ 21,907	\$ 28,493	\$ 35,059
07	\$ 12.16	\$ 15.80	\$ 19.46	07	\$ 23,347	\$ 30,336	\$ 37,363
08	\$ 12.95	\$ 16.83	\$ 20.72	08	\$ 24,864	\$ 32,314	\$ 39,782
09	\$ 13.79	\$ 17.92	\$ 22.06	09	\$ 26,477	\$ 34,406	\$ 42,355
10	\$ 14.69	\$ 19.10	\$ 23.50	10	\$ 28,205	\$ 36,672	\$ 45,120
11	\$ 15.65	\$ 20.34	\$ 25.03	11	\$ 30,048	\$ 39,053	\$ 48,058
12	\$ 16.65	\$ 21.65	\$ 26.65	12	\$ 31,968	\$ 41,568	\$ 51,168
13	\$ 17.75	\$ 23.07	\$ 28.39	13	\$ 34,080	\$ 44,294	\$ 54,509
14	\$ 18.90	\$ 24.57	\$ 30.24	14	\$ 36,288	\$ 47,174	\$ 58,061
15	\$ 20.12	\$ 26.16	\$ 32.19	15	\$ 38,630	\$ 50,227	\$ 61,805
16	\$ 21.43	\$ 27.86	\$ 34.29	16	\$ 41,146	\$ 53,491	\$ 65,837
17	\$ 22.83	\$ 29.67	\$ 36.52	17	\$ 43,834	\$ 56,966	\$ 70,118
18	\$ 24.31	\$ 31.61	\$ 38.89	18	\$ 46,675	\$ 60,691	\$ 74,669
19	\$ 25.88	\$ 33.65	\$ 41.41	19	\$ 49,690	\$ 64,608	\$ 79,507
20	\$ 27.57	\$ 35.85	\$ 44.12	20	\$ 52,934	\$ 68,832	\$ 84,710

Isle of Wight County Schools  
**Support Staff Pay Scale (11 Month Employee)**  
 Effective July 1, 2017

<b>Hourly Pay Rates</b>				<b>Annual Pay (Full Time 11 Month)</b>			
<b><u>Grade</u></b>	<b><u>Minimum</u></b>	<b><u>Midpoint</u></b>	<b><u>Maximum</u></b>	<b><u>Grade</u></b>	<b><u>Minimum</u></b>	<b><u>Midpoint</u></b>	<b><u>Maximum</u></b>
00	\$ 7.92	\$ 10.30	\$ 12.67	00	\$ 13,939	\$ 18,128	\$ 22,299
01	\$ 8.34	\$ 10.84	\$ 13.34	01	\$ 14,678	\$ 19,078	\$ 23,478
02	\$ 8.87	\$ 11.54	\$ 14.20	02	\$ 15,611	\$ 20,310	\$ 24,992
03	\$ 9.45	\$ 12.29	\$ 15.12	03	\$ 16,632	\$ 21,630	\$ 26,611
04	\$ 10.07	\$ 13.09	\$ 16.11	04	\$ 17,723	\$ 23,038	\$ 28,354
05	\$ 10.72	\$ 13.93	\$ 17.16	05	\$ 18,867	\$ 24,517	\$ 30,202
06	\$ 11.41	\$ 14.84	\$ 18.26	06	\$ 20,082	\$ 26,118	\$ 32,138
07	\$ 12.16	\$ 15.80	\$ 19.46	07	\$ 21,402	\$ 27,808	\$ 34,250
08	\$ 12.95	\$ 16.83	\$ 20.72	08	\$ 22,792	\$ 29,621	\$ 36,467
09	\$ 13.79	\$ 17.92	\$ 22.06	09	\$ 24,270	\$ 31,539	\$ 38,826
10	\$ 14.69	\$ 19.10	\$ 23.50	10	\$ 25,854	\$ 33,616	\$ 41,360
11	\$ 15.65	\$ 20.34	\$ 25.03	11	\$ 27,544	\$ 35,798	\$ 44,053
12	\$ 16.65	\$ 21.65	\$ 26.65	12	\$ 29,304	\$ 38,104	\$ 46,904
13	\$ 17.75	\$ 23.07	\$ 28.39	13	\$ 31,240	\$ 40,603	\$ 49,966
14	\$ 18.90	\$ 24.57	\$ 30.24	14	\$ 33,264	\$ 43,243	\$ 53,222
15	\$ 20.12	\$ 26.16	\$ 32.19	15	\$ 35,411	\$ 46,042	\$ 56,654
16	\$ 21.43	\$ 27.86	\$ 34.29	16	\$ 37,717	\$ 49,034	\$ 60,350
17	\$ 22.83	\$ 29.67	\$ 36.52	17	\$ 40,181	\$ 52,219	\$ 64,275
18	\$ 24.31	\$ 31.61	\$ 38.89	18	\$ 42,786	\$ 55,634	\$ 68,446
19	\$ 25.88	\$ 33.65	\$ 41.41	19	\$ 45,549	\$ 59,224	\$ 72,882
20	\$ 27.57	\$ 35.85	\$ 44.12	20	\$ 48,523	\$ 63,096	\$ 77,651

Isle of Wight County Schools  
**Support Staff Pay Scale (10 Month Employee)**  
 Effective July 1, 2017

<b>Hourly Pay Rates</b>				<b>Annual Pay (Full Time 10 Month)</b>			
<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
00	\$ 7.92	\$ 10.30	\$ 12.67	00	\$ 12,672	\$ 16,480	\$ 20,272
01	\$ 8.34	\$ 10.84	\$ 13.34	01	\$ 13,344	\$ 17,338	\$ 21,336
02	\$ 8.87	\$ 11.54	\$ 14.20	02	\$ 14,192	\$ 18,463	\$ 22,714
03	\$ 9.45	\$ 12.29	\$ 15.12	03	\$ 15,120	\$ 19,656	\$ 24,192
04	\$ 10.07	\$ 13.09	\$ 16.11	04	\$ 16,112	\$ 20,950	\$ 25,771
05 *	\$ 10.72	\$ 13.93	\$ 17.16	05 *	\$ 17,152	\$ 22,294	\$ 27,451
06	\$ 11.41	\$ 14.84	\$ 18.26	06	\$ 18,256	\$ 23,738	\$ 29,215
07	\$ 12.16	\$ 15.80	\$ 19.46	07	\$ 19,456	\$ 25,284	\$ 31,130
08	\$ 12.95	\$ 16.83	\$ 20.72	08	\$ 20,720	\$ 26,930	\$ 33,146
09	\$ 13.79	\$ 17.92	\$ 22.06	09	\$ 22,064	\$ 28,678	\$ 35,297
10	\$ 14.69	\$ 19.10	\$ 23.50	10	\$ 23,504	\$ 30,559	\$ 37,598
11	\$ 15.65	\$ 20.34	\$ 25.03	11	\$ 25,040	\$ 32,542	\$ 40,051
12	\$ 16.65	\$ 21.65	\$ 26.65	12	\$ 26,640	\$ 34,642	\$ 42,638
13	\$ 17.75	\$ 23.07	\$ 28.39	13	\$ 28,400	\$ 36,910	\$ 45,427
14	\$ 18.90	\$ 24.57	\$ 30.24	14	\$ 30,240	\$ 39,312	\$ 48,384
15	\$ 20.12	\$ 26.16	\$ 32.19	15	\$ 32,192	\$ 41,849	\$ 51,509
16	\$ 21.43	\$ 27.86	\$ 34.29	16	\$ 34,288	\$ 44,570	\$ 54,869
17	\$ 22.83	\$ 29.67	\$ 36.52	17	\$ 36,528	\$ 47,477	\$ 58,430
18	\$ 24.31	\$ 31.61	\$ 38.89	18	\$ 38,896	\$ 50,568	\$ 62,227
19	\$ 25.88	\$ 33.65	\$ 41.41	19	\$ 41,408	\$ 53,844	\$ 66,259
20	\$ 27.57	\$ 35.85	\$ 44.12	20	\$ 44,112	\$ 57,355	\$ 70,594
 <i>Bus Drivers Only</i>							
05 *	\$ 11.85	\$ 18.43	\$ 25.00	05	\$ 12,940	\$ 20,126	\$ 27,300

Isle of Wight County Schools  
**Support Staff Pay Scale**  
 Effective July 1, 2017

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	200	\$ 20,720	\$ 26,930	\$ 33,146	08
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	\$ 12.16	190	\$ 18,483	\$ 24,028	\$ 29,573	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	\$ 11.85	182	\$ 12,940	\$ 20,126	\$ 27,300	05
Food Service Worker	\$ 9.45	183	\$ 5,188	\$ 11,241	\$ 19,369	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
Human Resources Technician	\$ 16.65	240	\$ 31,968	\$ 41,568	\$ 51,168	12
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	\$ 11.41	200	\$ 18,256	\$ 23,738	\$ 29,215	06
Job Coach	\$ 11.41	200	\$ 18,256	\$ 23,738	\$ 29,215	06
Library Assistant	\$ 10.07	200	\$ 16,112	\$ 20,950	\$ 25,771	04
Medicaid Technician	\$ 16.65	240	\$ 31,968	\$ 41,568	\$ 51,168	12
Nurse - BSN	\$ 18.90	200	\$ 30,240	\$ 39,312	\$ 48,384	14
Nurse - RN	\$ 16.65	200	\$ 26,640	\$ 34,642	\$ 42,638	12
Special Population Assistant	\$ 11.41	200	\$ 18,256	\$ 23,738	\$ 29,215	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  
**Administrator Pay Scale**  
 Effective July 1, 2017

Position/Classification	Grade	Days/Year	Minimum (Annual)	Midpoint (Annual)	Maximum (Annual)
Nurse Supervisor (10 Month)	03	200	\$ 37,273	\$ 48,455	\$ 59,600
Transportation Technician	03	240	\$ 42,571	\$ 55,343	\$ 68,114
Garage Supervisor	04	240	\$ 44,727	\$ 58,145	\$ 71,563
Clerk of the Board	05	240	\$ 46,991	\$ 61,088	\$ 75,185
Instructional Coach	06	220	\$ 45,255	\$ 58,831	\$ 72,407
Child Nutrition Supervisor	06	240	\$ 49,369	\$ 64,180	\$ 78,990
Data Analyst/Database	06	240	\$ 49,369	\$ 64,180	\$ 78,990
Network Administrator	06	240	\$ 49,369	\$ 64,180	\$ 78,990
Specialist	06	240	\$ 49,369	\$ 64,180	\$ 78,990
Specialist	06	220	\$ 45,255	\$ 58,831	\$ 72,407
Farm Manager	09	260	\$ 66,397	\$ 86,316	\$ 106,235
Athletic Director	09	240	\$ 57,254	\$ 74,430	\$ 91,607
Assistant Director	09	240	\$ 57,254	\$ 74,430	\$ 91,607
Assistant Principal - Elementary School	09	240	\$ 57,254	\$ 74,430	\$ 91,607
Assistant Principal - Elementary School	09	220	\$ 52,483	\$ 68,228	\$ 83,973
Assistant Principal - Middle School	10	240	\$ 60,153	\$ 78,198	\$ 96,244
Assistant Principal - Middle School	10	220	\$ 55,141	\$ 71,683	\$ 88,226
Assistant Principal - High School	11	240	\$ 63,197	\$ 82,156	\$ 101,115
Assistant Principal - High School	11	220	\$ 57,930	\$ 75,309	\$ 92,688
Coordinator	11	240	\$ 63,197	\$ 82,156	\$ 101,115
Coordinator II	12	240	\$ 66,397	\$ 86,316	\$ 106,235
Principal - Elementary School	12	240	\$ 66,397	\$ 86,316	\$ 106,235
Director	13	240	\$ 69,758	\$ 90,686	\$ 111,613
Principal - Middle School	13	240	\$ 69,758	\$ 90,686	\$ 111,613
Principal - High School	14	240	\$ 73,290	\$ 95,277	\$ 117,264
Executive Director	15	240	\$ 76,999	\$ 100,099	\$ 123,199
Assistant Superintendent	16	240	\$ 80,898	\$ 105,167	\$ 129,436

Administrative Salary Scale by Grade (12 MONTH)			
Grade	Minimum	Midpoint	Maximum
03	\$ 42,571	\$ 55,343	\$ 68,114
04	\$ 44,727	\$ 58,145	\$ 71,563
05	\$ 46,991	\$ 61,088	\$ 75,185
06	\$ 49,369	\$ 64,180	\$ 78,990
07	\$ 51,867	\$ 67,428	\$ 82,988
08	\$ 54,492	\$ 70,840	\$ 87,188
09	\$ 57,254	\$ 74,430	\$ 91,607
10	\$ 60,153	\$ 78,198	\$ 96,244
11	\$ 63,197	\$ 82,156	\$ 101,115
12	\$ 66,397	\$ 86,316	\$ 106,235
13	\$ 69,758	\$ 90,686	\$ 111,613
14	\$ 73,290	\$ 95,277	\$ 117,264
15	\$ 76,999	\$ 100,099	\$ 123,199
16	\$ 80,898	\$ 105,167	\$ 129,436

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 and Aspire document. Advanced Degree Supplements are available when degrees are held above the requirements for administrative positions. The listing of position titles is not all inclusive; however, all job descriptions are assigned a grade and pay is established based on the Salary scale by Grade table provided above.

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

Effective July 1, 2017

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

**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**

<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>\$ 11.25</b>

**Food Services**

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