

HANOVER COUNTY PUBLIC SCHOOLS

FY 2021-2022 Operating Budget

Full-Time Teacher Salary Scale **

10 Month Contract

STEP	BACHELOR	BACHELOR + 15	MASTERS	DOCTORAL
00	\$46,982	\$48,391	\$49,801	\$51,210
01	\$47,332	\$48,752	\$50,172	\$51,591
02	\$47,682	\$49,112	\$50,543	\$51,973
03	\$48,032	\$49,473	\$50,914	\$52,355
04	\$48,382	\$49,834	\$51,285	\$52,736
05	\$48,732	\$50,194	\$51,656	\$53,118
06	\$49,082	\$50,554	\$52,027	\$53,499
07	\$49,472	\$50,956	\$52,440	\$53,924
08	\$49,962	\$51,461	\$52,959	\$54,458
09	\$50,312	\$51,821	\$53,330	\$54,840
10	\$50,662	\$52,182	\$53,701	\$55,221
11	\$51,011	\$52,542	\$54,072	\$55,602
12	\$51,361	\$52,902	\$54,443	\$55,984
13	\$51,711	\$53,263	\$54,814	\$56,365
14	\$52,061	\$53,623	\$55,185	\$56,747
15	\$52,411	\$53,983	\$55,556	\$57,128
16	\$52,762	\$54,344	\$55,927	\$57,510
17	\$53,111	\$54,705	\$56,298	\$57,891
18	\$53,461	\$55,065	\$56,669	\$58,273
19	\$53,812	\$55,426	\$57,040	\$58,655
20	\$54,162	\$55,787	\$57,412	\$59,037
21	\$54,513	\$56,148	\$57,783	\$59,419
22	\$54,863	\$56,509	\$58,154	\$59,800
23	\$55,213	\$56,869	\$58,526	\$60,182
24	\$55,563	\$57,230	\$58,896	\$60,563
25	\$55,912	\$57,590	\$59,267	\$60,945
26	\$56,262	\$57,950	\$59,638	\$61,326
27	\$56,708	\$58,409	\$60,110	\$61,811
28	\$57,446	\$59,169	\$60,893	\$62,616
29	\$58,537	\$60,294	\$62,050	\$63,806
30	\$59,693	\$61,483	\$63,274	\$65,065
31	\$60,780	\$62,603	\$64,427	\$66,250
32	\$61,935	\$63,793	\$65,651	\$67,509
33	\$63,114	\$65,007	\$66,900	\$68,794
34	\$64,313	\$66,242	\$68,171	\$70,101
35	\$65,535	\$67,501	\$69,468	\$71,434
36	\$66,780	\$68,784	\$70,787	\$72,790
37	\$68,048	\$70,090	\$72,131	\$74,173
38	\$69,343	\$71,423	\$73,503	\$75,584
39	\$70,702	\$72,823	\$74,944	\$77,065
40	\$72,088	\$74,250	\$76,413	\$78,575
41*	\$73,501	\$75,706	\$77,911	\$80,116

** This scale applies ONLY for teachers qualifying for VRS benefits. Compensation for teachers not qualifying for VRS will be 5% less than the salaries reflected above for each step.

HANOVER COUNTY PUBLIC SCHOOLS
FY 2021-22 Teacher Salary Scale

Step	217 Days				228 Days				239 Days				261 Days			
	Bachelors+				Bachelors+				Bachelors+				Bachelors+			
	Bachelors	15	Masters	Doctorate	Bachelors	15	Masters	Doctorate	Bachelors	15	Masters	Doctorate	Bachelors	15	Masters	Doctorate
00	\$46,982	\$48,391	\$49,801	\$51,210	\$49,363	\$50,844	\$52,325	\$53,806	\$51,745	\$53,297	\$54,849	\$56,402	\$56,508	\$58,203	\$59,898	\$61,594
01	\$47,332	\$48,752	\$50,172	\$51,591	\$49,731	\$51,223	\$52,715	\$54,207	\$52,130	\$53,694	\$55,258	\$56,822	\$56,929	\$58,637	\$60,345	\$62,052
02	\$47,682	\$49,112	\$50,543	\$51,973	\$50,099	\$51,602	\$53,105	\$54,608	\$52,516	\$54,091	\$55,667	\$57,242	\$57,350	\$59,070	\$60,791	\$62,511
03	\$48,032	\$49,473	\$50,914	\$52,355	\$50,467	\$51,981	\$53,495	\$55,009	\$52,902	\$54,489	\$56,076	\$57,663	\$57,771	\$59,504	\$61,238	\$62,971
04	\$48,382	\$49,834	\$51,285	\$52,736	\$50,835	\$52,360	\$53,885	\$55,410	\$53,287	\$54,886	\$56,484	\$58,083	\$58,192	\$59,938	\$61,684	\$63,430
05	\$48,732	\$50,194	\$51,656	\$53,118	\$51,202	\$52,738	\$54,274	\$55,810	\$53,672	\$55,282	\$56,893	\$58,503	\$58,613	\$60,371	\$62,129	\$63,888
06	\$49,082	\$50,554	\$52,027	\$53,499	\$51,570	\$53,117	\$54,664	\$56,211	\$54,058	\$55,680	\$57,301	\$58,923	\$59,034	\$60,805	\$62,576	\$64,347
07	\$49,472	\$50,956	\$52,440	\$53,924	\$51,980	\$53,539	\$55,099	\$56,658	\$54,488	\$56,122	\$57,757	\$59,391	\$59,503	\$61,288	\$63,073	\$64,858
08	\$49,962	\$51,461	\$52,959	\$54,458	\$52,494	\$54,069	\$55,644	\$57,219	\$55,027	\$56,678	\$58,329	\$59,979	\$60,092	\$61,895	\$63,698	\$65,501
09	\$50,312	\$51,821	\$53,330	\$54,840	\$52,862	\$54,448	\$56,034	\$57,620	\$55,412	\$57,075	\$58,737	\$60,400	\$60,513	\$62,329	\$64,144	\$65,959
10	\$50,662	\$52,182	\$53,701	\$55,221	\$53,230	\$54,827	\$56,424	\$58,021	\$55,798	\$57,472	\$59,146	\$60,820	\$60,934	\$62,762	\$64,590	\$66,418
11	\$51,011	\$52,542	\$54,072	\$55,602	\$53,597	\$55,205	\$56,813	\$58,421	\$56,183	\$57,869	\$59,554	\$61,240	\$61,355	\$63,195	\$65,036	\$66,877
12	\$51,361	\$52,902	\$54,443	\$55,984	\$53,965	\$55,584	\$57,203	\$58,822	\$56,569	\$58,266	\$59,963	\$61,660	\$61,776	\$63,629	\$65,482	\$67,336
13	\$51,711	\$53,263	\$54,814	\$56,365	\$54,333	\$55,963	\$57,593	\$59,223	\$56,954	\$58,663	\$60,371	\$62,080	\$62,197	\$64,063	\$65,929	\$67,794
14	\$52,061	\$53,623	\$55,185	\$56,747	\$54,700	\$56,341	\$57,982	\$59,623	\$57,339	\$59,059	\$60,779	\$62,500	\$62,617	\$64,496	\$66,374	\$68,253
15	\$52,411	\$53,983	\$55,556	\$57,128	\$55,068	\$56,720	\$58,372	\$60,024	\$57,725	\$59,456	\$61,188	\$62,920	\$63,038	\$64,929	\$66,821	\$68,712
16	\$52,762	\$54,344	\$55,927	\$57,510	\$55,436	\$57,099	\$58,762	\$60,425	\$58,111	\$59,854	\$61,597	\$63,341	\$63,460	\$65,364	\$67,267	\$69,171
17	\$53,111	\$54,705	\$56,298	\$57,891	\$55,804	\$57,478	\$59,152	\$60,826	\$58,496	\$60,251	\$62,006	\$63,760	\$63,880	\$65,797	\$67,713	\$69,630
18	\$53,461	\$55,065	\$56,669	\$58,273	\$56,171	\$57,856	\$59,542	\$61,227	\$58,881	\$60,648	\$62,414	\$64,181	\$64,301	\$66,230	\$68,159	\$70,089
19	\$53,812	\$55,426	\$57,040	\$58,655	\$56,539	\$58,236	\$59,932	\$61,628	\$59,267	\$61,045	\$62,823	\$64,601	\$64,723	\$66,664	\$68,606	\$70,548
20	\$54,162	\$55,787	\$57,412	\$59,037	\$56,908	\$58,615	\$60,322	\$62,029	\$59,653	\$61,443	\$63,232	\$65,022	\$65,144	\$67,099	\$69,053	\$71,007
21	\$54,513	\$56,148	\$57,783	\$59,419	\$57,276	\$58,994	\$60,712	\$62,431	\$60,039	\$61,840	\$63,641	\$65,443	\$65,566	\$67,533	\$69,500	\$71,467
22	\$54,863	\$56,509	\$58,154	\$59,800	\$57,644	\$59,373	\$61,102	\$62,832	\$60,425	\$62,238	\$64,050	\$65,863	\$65,987	\$67,967	\$69,946	\$71,926
23	\$55,213	\$56,869	\$58,526	\$60,182	\$58,012	\$59,752	\$61,493	\$63,233	\$60,811	\$62,635	\$64,459	\$66,284	\$66,408	\$68,401	\$70,393	\$72,385
24	\$55,563	\$57,230	\$58,896	\$60,563	\$58,379	\$60,131	\$61,882	\$63,633	\$61,196	\$63,032	\$64,868	\$66,703	\$66,829	\$68,834	\$70,839	\$72,843
25	\$55,912	\$57,590	\$59,267	\$60,945	\$58,747	\$60,509	\$62,271	\$64,034	\$61,581	\$63,428	\$65,276	\$67,123	\$67,249	\$69,267	\$71,284	\$73,302
26	\$56,262	\$57,950	\$59,638	\$61,326	\$59,114	\$60,888	\$62,661	\$64,435	\$61,966	\$63,825	\$65,684	\$67,543	\$67,670	\$69,701	\$71,731	\$73,761
27	\$56,708	\$58,409	\$60,110	\$61,811	\$59,582	\$61,370	\$63,157	\$64,945	\$62,457	\$64,330	\$66,204	\$68,078	\$68,206	\$70,252	\$72,298	\$74,344
28	\$57,446	\$59,169	\$60,893	\$62,616	\$60,358	\$62,169	\$63,979	\$65,790	\$63,270	\$65,168	\$67,066	\$68,964	\$69,094	\$71,167	\$73,240	\$75,312
29	\$58,537	\$60,294	\$62,050	\$63,806	\$61,505	\$63,350	\$65,195	\$67,040	\$64,472	\$66,406	\$68,340	\$70,275	\$70,407	\$72,519	\$74,631	\$76,743
30	\$59,693	\$61,483	\$63,274	\$65,065	\$62,718	\$64,600	\$66,482	\$68,363	\$65,744	\$67,717	\$69,689	\$71,661	\$71,796	\$73,950	\$76,104	\$78,258
31	\$60,780	\$62,603	\$64,427	\$66,250	\$63,861	\$65,777	\$67,693	\$69,608	\$66,942	\$68,950	\$70,959	\$72,967	\$73,104	\$75,297	\$77,490	\$79,683
32	\$61,935	\$63,793	\$65,651	\$67,509	\$65,075	\$67,027	\$68,979	\$70,931	\$68,214	\$70,261	\$72,307	\$74,353	\$74,493	\$76,728	\$78,963	\$81,198
33	\$63,114	\$65,007	\$66,900	\$68,794	\$66,313	\$68,302	\$70,292	\$72,281	\$69,512	\$71,597	\$73,683	\$75,768	\$75,911	\$78,188	\$80,465	\$82,743
34	\$64,313	\$66,242	\$68,171	\$70,101	\$67,573	\$69,600	\$71,627	\$73,654	\$70,833	\$72,958	\$75,083	\$77,208	\$77,353	\$79,674	\$81,994	\$84,315
35	\$65,535	\$67,501	\$69,468	\$71,434	\$68,857	\$70,923	\$72,989	\$75,055	\$72,180	\$74,345	\$76,510	\$78,676	\$78,824	\$81,188	\$83,553	\$85,918
36	\$66,780	\$68,784	\$70,787	\$72,790	\$70,165	\$72,270	\$74,375	\$76,480	\$73,550	\$75,757	\$77,963	\$80,170	\$80,321	\$82,730	\$85,140	\$87,550
37	\$68,048	\$70,090	\$72,131	\$74,173	\$71,498	\$73,643	\$75,788	\$77,933	\$74,947	\$77,196	\$79,444	\$81,692	\$81,846	\$84,302	\$86,757	\$89,212
38	\$69,343	\$71,423	\$73,503	\$75,584	\$72,858	\$75,044	\$77,229	\$79,415	\$76,373	\$78,664	\$80,955	\$83,246	\$83,403	\$85,905	\$88,407	\$90,909
39	\$70,702	\$72,823	\$74,944	\$77,065	\$74,286	\$76,515	\$78,743	\$80,972	\$77,870	\$80,206	\$82,542	\$84,878	\$85,038	\$87,589	\$90,140	\$92,691
40	\$72,088	\$74,250	\$76,413	\$78,575	\$75,742	\$78,014	\$80,286	\$82,559	\$79,396	\$81,778	\$84,160	\$86,542	\$86,704	\$89,306	\$91,907	\$94,508
41	\$73,501	\$75,706	\$77,911	\$80,116	\$77,226	\$79,543	\$81,860	\$84,177	\$80,952	\$83,381	\$85,809	\$88,238	\$88,404	\$91,056	\$93,708	\$96,360

HANOVER COUNTY PUBLIC SCHOOLS
FY 2021-2022 Teacher Salary Scale - Non-VRS

Step	217 Days				228 Days				239 Days				261 Days			
	Bachelors+				Bachelors+				Bachelors+				Bachelors+			
	Bachelors	15	Masters	Doctorate	Bachelors	15	Masters	Doctorate	Bachelors	15	Masters	Doctorate	Bachelors	15	Masters	Doctorate
00	\$44,633	\$45,972	\$47,310	\$48,649	\$46,895	\$48,302	\$49,709	\$51,116	\$49,157	\$50,632	\$52,107	\$53,582	\$53,682	\$55,293	\$56,903	\$58,514
01	\$44,965	\$46,314	\$47,663	\$49,012	\$47,244	\$48,662	\$50,079	\$51,496	\$49,524	\$51,009	\$52,495	\$53,981	\$54,082	\$55,705	\$57,327	\$58,950
02	\$45,298	\$46,656	\$48,015	\$49,374	\$47,594	\$49,022	\$50,449	\$51,877	\$49,890	\$51,387	\$52,883	\$54,380	\$54,482	\$56,117	\$57,751	\$59,386
03	\$45,630	\$46,999	\$48,368	\$49,737	\$47,944	\$49,382	\$50,820	\$52,258	\$50,257	\$51,764	\$53,272	\$54,780	\$54,883	\$56,529	\$58,176	\$59,822
04	\$45,963	\$47,342	\$48,721	\$50,100	\$48,293	\$49,742	\$51,190	\$52,639	\$50,623	\$52,142	\$53,660	\$55,179	\$55,283	\$56,941	\$58,600	\$60,258
05	\$46,295	\$47,684	\$49,073	\$50,462	\$48,642	\$50,101	\$51,560	\$53,020	\$50,989	\$52,518	\$54,048	\$55,578	\$55,682	\$57,353	\$59,023	\$60,693
06	\$46,628	\$48,027	\$49,425	\$50,824	\$48,991	\$50,461	\$51,931	\$53,401	\$51,355	\$52,896	\$54,436	\$55,977	\$56,082	\$57,765	\$59,447	\$61,130
07	\$46,998	\$48,408	\$49,818	\$51,228	\$49,381	\$50,862	\$52,344	\$53,825	\$51,763	\$53,316	\$54,869	\$56,422	\$56,528	\$58,224	\$59,920	\$61,615
08	\$47,464	\$48,888	\$50,311	\$51,735	\$49,870	\$51,366	\$52,862	\$54,358	\$52,276	\$53,844	\$55,412	\$56,980	\$57,088	\$58,800	\$60,513	\$62,226
09	\$47,796	\$49,230	\$50,664	\$52,098	\$50,219	\$51,726	\$53,232	\$54,739	\$52,642	\$54,221	\$55,800	\$57,380	\$57,488	\$59,212	\$60,937	\$62,661
10	\$48,129	\$49,573	\$51,016	\$52,460	\$50,568	\$52,085	\$53,602	\$55,120	\$53,008	\$54,598	\$56,189	\$57,779	\$57,887	\$59,624	\$61,361	\$63,097
11	\$48,461	\$49,915	\$51,369	\$52,822	\$50,917	\$52,445	\$53,972	\$55,500	\$53,374	\$54,975	\$56,576	\$58,178	\$58,287	\$60,036	\$61,784	\$63,533
12	\$48,793	\$50,257	\$51,721	\$53,185	\$51,267	\$52,805	\$54,343	\$55,881	\$53,740	\$55,352	\$56,965	\$58,577	\$58,687	\$60,448	\$62,208	\$63,969
13	\$49,126	\$50,600	\$52,073	\$53,547	\$51,616	\$53,165	\$54,713	\$56,262	\$54,106	\$55,730	\$57,353	\$58,976	\$59,087	\$60,859	\$62,632	\$64,405
14	\$49,458	\$50,942	\$52,425	\$53,909	\$51,965	\$53,524	\$55,083	\$56,642	\$54,472	\$56,106	\$57,740	\$59,375	\$59,486	\$61,271	\$63,055	\$64,840
15	\$49,791	\$51,284	\$52,778	\$54,272	\$52,315	\$53,884	\$55,453	\$57,023	\$54,838	\$56,484	\$58,129	\$59,774	\$59,886	\$61,683	\$63,480	\$65,276
16	\$50,123	\$51,627	\$53,131	\$54,635	\$52,664	\$54,244	\$55,824	\$57,404	\$55,205	\$56,861	\$58,517	\$60,174	\$60,287	\$62,095	\$63,904	\$65,713
17	\$50,456	\$51,969	\$53,483	\$54,997	\$53,013	\$54,604	\$56,194	\$57,785	\$55,571	\$57,238	\$58,905	\$60,572	\$60,686	\$62,507	\$64,328	\$66,148
18	\$50,788	\$52,312	\$53,836	\$55,359	\$53,363	\$54,964	\$56,565	\$58,165	\$55,937	\$57,615	\$59,294	\$60,972	\$61,086	\$62,919	\$64,751	\$66,584
19	\$51,121	\$52,655	\$54,188	\$55,722	\$53,712	\$55,324	\$56,935	\$58,547	\$56,304	\$57,993	\$59,682	\$61,371	\$61,487	\$63,331	\$65,176	\$67,020
20	\$51,454	\$52,998	\$54,541	\$56,085	\$54,062	\$55,684	\$57,306	\$58,928	\$56,671	\$58,371	\$60,071	\$61,771	\$61,887	\$63,744	\$65,600	\$67,457
21	\$51,787	\$53,341	\$54,894	\$56,448	\$54,412	\$56,044	\$57,677	\$59,309	\$57,037	\$58,748	\$60,459	\$62,171	\$62,287	\$64,156	\$66,025	\$67,893
22	\$52,120	\$53,683	\$55,247	\$56,810	\$54,762	\$56,404	\$58,047	\$59,690	\$57,404	\$59,126	\$60,848	\$62,570	\$62,688	\$64,568	\$66,449	\$68,329
23	\$52,452	\$54,026	\$55,600	\$57,173	\$55,111	\$56,765	\$58,418	\$60,071	\$57,770	\$59,503	\$61,236	\$62,969	\$63,088	\$64,981	\$66,873	\$68,766
24	\$52,785	\$54,368	\$55,952	\$57,535	\$55,460	\$57,124	\$58,788	\$60,452	\$58,136	\$59,880	\$61,624	\$63,368	\$63,487	\$65,392	\$67,297	\$69,201
25	\$53,117	\$54,710	\$56,304	\$57,897	\$55,809	\$57,484	\$59,158	\$60,832	\$58,502	\$60,257	\$62,012	\$63,767	\$63,887	\$65,804	\$67,720	\$69,637
26	\$53,449	\$55,053	\$56,656	\$58,260	\$56,159	\$57,843	\$59,528	\$61,213	\$58,868	\$60,634	\$62,400	\$64,166	\$64,287	\$66,216	\$68,144	\$70,073
27	\$53,782	\$55,488	\$57,105	\$58,721	\$56,603	\$58,301	\$59,999	\$61,697	\$59,334	\$61,114	\$62,894	\$64,674	\$64,796	\$66,740	\$68,683	\$70,627
28	\$54,114	\$55,821	\$57,538	\$59,255	\$57,134	\$58,841	\$60,549	\$62,257	\$60,000	\$61,710	\$63,418	\$65,126	\$65,249	\$67,168	\$69,087	\$71,006
29	\$54,446	\$56,153	\$57,870	\$59,587	\$57,459	\$59,166	\$60,864	\$62,562	\$60,332	\$62,042	\$63,750	\$65,458	\$65,581	\$67,500	\$69,419	\$71,338
30	\$54,778	\$56,485	\$58,202	\$60,019	\$57,881	\$59,588	\$61,286	\$63,013	\$60,664	\$62,374	\$64,082	\$65,790	\$65,913	\$67,832	\$69,751	\$71,669
31	\$55,110	\$56,817	\$58,534	\$60,351	\$58,213	\$59,920	\$61,618	\$63,345	\$60,996	\$62,706	\$64,414	\$66,122	\$66,245	\$68,164	\$70,083	\$71,992
32	\$55,442	\$57,149	\$58,866	\$60,664	\$58,526	\$60,233	\$61,931	\$63,658	\$61,368	\$63,078	\$64,786	\$66,494	\$66,617	\$68,536	\$70,455	\$72,364
33	\$55,774	\$57,481	\$59,198	\$61,081	\$58,943	\$60,650	\$62,348	\$64,075	\$61,700	\$63,408	\$65,116	\$66,824	\$66,947	\$68,866	\$70,785	\$72,694
34	\$56,106	\$57,813	\$59,530	\$61,378	\$59,240	\$60,947	\$62,645	\$64,372	\$62,032	\$63,740	\$65,448	\$67,156	\$67,279	\$69,198	\$71,117	\$73,026
35	\$56,438	\$58,145	\$59,862	\$61,680	\$59,542	\$61,249	\$62,947	\$64,674	\$62,364	\$64,072	\$65,780	\$67,488	\$67,611	\$69,530	\$71,449	\$73,358
36	\$56,770	\$58,477	\$60,194	\$61,982	\$59,844	\$61,551	\$63,249	\$64,976	\$62,696	\$64,404	\$66,112	\$67,820	\$67,943	\$69,842	\$71,761	\$73,670
37	\$57,102	\$58,809	\$60,526	\$62,274	\$60,106	\$61,813	\$63,511	\$65,238	\$63,008	\$64,716	\$66,424	\$68,132	\$68,255	\$70,154	\$72,073	\$73,982
38	\$57,434	\$59,141	\$60,858	\$62,616	\$60,468	\$62,175	\$63,873	\$65,600	\$63,340	\$65,048	\$66,756	\$68,464	\$68,587	\$70,486	\$72,405	\$74,314
39	\$57,766	\$59,473	\$61,190	\$62,948	\$60,800	\$62,507	\$64,205	\$65,932	\$63,672	\$65,380	\$67,088	\$68,796	\$68,919	\$70,818	\$72,737	\$74,646
40	\$58,098	\$59,805	\$61,522	\$63,280	\$61,132	\$62,839	\$64,537	\$66,264	\$64,016	\$65,724	\$67,432	\$69,140	\$69,263	\$71,162	\$73,081	\$74,990
41	\$58,430	\$60,137	\$61,854	\$63,612	\$61,464	\$63,171	\$64,869	\$66,606	\$64,358	\$66,066	\$67,774	\$69,482	\$69,605	\$71,504	\$73,423	\$75,332

**Hanover County Public Schools
FY2021-2022 Operating Budget
Uniform Pay Plan - Hourly Rates**

	Min	Mid	Max		Min	Mid	Max
Level 02 Cafeteria Monitor	\$9.50	\$12.90	\$16.31	Level 12 Energy Management Control Specialist	\$19.77	\$28.77	\$37.78
Level 03 Custodian Food Services Assistant Parking Lot Attendant Traffic Guard/Parking Lot Attendant	\$9.89	\$14.40	\$18.90	Federal Account Specialist (all) JROTC Assistant Instructor School Nutrition Services Account Specialist Sign Language Interpreter			
Level 05 Auto Driver Head Custodian (MS) Health Services Assistant Instructional Assistant Office Assistant I (all) School Psychologist Intern	\$11.54	\$16.79	\$22.04	Level 13 Custodial Specialist Executive Administrative Assistant, Clerk of the School Board Food Services Specialist Maintenance Team Leader Maintenance Team Leader - HVAC Network Technician Senior Help Desk Technician	\$21.34	\$31.07	\$40.80
Level 06 Bus Driver/Food Services Asst Dual Head Custodian (HS) Instructional Assistant - Special Education Office Assistant II (all) Traffic Guard Transportation Attendant	\$12.46	\$18.13	\$23.81	Level 14 Bilingual Hispanic Family Liaison Education and Mental Health Program Specialist Family Services Specialist HR Generalist Parent/Teacher Disability Services Specialist Part C Service Support Coordinator	\$23.07	\$33.56	\$44.06
Level 07 Behavioral Technician Blind-Vision Impaired Instructional Technician Deaf-Blindness Instructional Technician Food Services Assistant Manager	\$13.46	\$19.58	\$25.71	Level 15 Audio-Visual Maintenance Specialist CSA Assistant Case Manager Electrician Specialist Financial Systems Specialist Health Services Clinical Specialist Human Resources Information Systems Specialist Programmer Analyst School Nurse	\$24.90	\$36.25	\$47.59
Level 08 Administrative Assistant I (all) Bus Driver (all) Courier/Bus Driver Food Services Manager I Lead Registrar - Elementary	\$14.52	\$21.15	\$27.77	Level 16 Accountant Benefits Manager Budget Analyst Communications Specialist Coordinator, TV Programming and Production Food Services Coordinator/Dietitian Instructional Assessment & Analysis Specialist JROTC Instructor Network Systems Engineer Senior Programmer Analyst	\$26.89	\$39.14	\$51.39
Level 09 Food Services Manager II Health Services Attendant Lead Driver Specialist Lead Registrar - Secondary Technical Support Technician I	\$15.69	\$22.83	\$29.98	Level 17 Coordinator, Attendance & Support Enterprise Network Engineer Enterprise Systems Engineer ITRT & Digital Learning Project Manager ITRT Online Learning Developer School Psychologist School Social Worker Senior Teacher (All) Supervisor Network Services Technology Project Specialist (All)	\$29.05	\$42.28	\$55.51
Level 10 Administrative Assistant II Benefits Coordinator Bookkeeper HR Program Support Specialist Technical Support Technician II Transportation Account Specialist Transportation Routing Specialist Transportation Special Needs Specialist Transportation Training and Safety Specialist	\$16.95	\$24.67	\$32.39				
Level 11 Fiscal Support Specialist Carpenter Electrician HVAC Mechanic Painter Plumber Refrigeration Technician Senior Administrative Assistant I Senior Administrative Assistant, Deputy Clerk of School Board	\$18.31	\$26.64	\$34.97				

**Hanover County Public Schools
FY2021-2022 Operating Budget
Uniform Pay Plan - Hourly Rates**

	Min	Mid	Max		Min	Mid	Max
Level 18	\$31.37	\$45.66	\$59.95	Level 20	\$36.59	\$53.26	\$69.93
Business Partnership Specialist				Assistant Director, Information Systems			
Coordinator, Custodial Services				Assistant Principal, Middle School			
Coordinator, Human Resources (All)				Curriculum Specialist - English/Reading/Language Arts			
Coordinator, Professional Development				Curriculum Specialist - Instructional Technology			
Coordinator, Special Education				Curriculum Specialist - Mathematics			
Coordinator, Mathematics				Curriculum Specialist - World Languages & LIEP			
Coordinator, English/Language Arts				Emergency Manager			
Data Management Specialist				HR Compensation & Compliance Officer			
Occupational Therapist							
Physical Therapist				Level 21	\$39.52	\$57.52	\$75.52
Student Behavioral Health Specialist				Assistant Principal, High School			
Speech Language Pathologist				Disciplinary Hearing Review Officer			
Student Support Services Specialist							
Level 19	\$33.88	\$49.32	\$64.75	Level 22	\$42.69	\$62.12	\$81.55
Assistant Director, Special Education				Coordinator, Specialty Center			
Assistant Director, Transportation				Director, Accreditation and Accountability			
Assistant Principal, Elementary School				Director, Facilities			
Athletic/Activities Director				Director, Finance			
Coordinator, Division, Assessment and Analysis				Director, Human Resources			
Coordinator, Counseling Services				Director, Professional Development, Leadership, & Federal Programs			
Coordinator, Federal Programs				Principal, Elementary School			
Coordinator, Gifted Services and Advanced Studies K-12				Public Information Officer			
Coordinator, Health Services				Level 23	\$46.09	\$67.08	\$88.08
Curriculum Specialist - Health & PE				Director, Elementary Education			
Curriculum Specialist - Media Services				Director, Food Services			
Curriculum Specialist - Performing Arts				Director, Pupil Transportation			
Curriculum Specialist - Science				Director, Special Education			
Curriculum Specialist - Social Studies				Director, Technology Services			
Curriculum Specialist - Visual Arts				Principal, Middle School			
Infant Coordinator (Part C)				Level 24	\$49.77	\$72.45	\$95.12
Lead Speech Language Pathologist				Director, Curriculum & Instruction			
Lead Teacher Specialist (Special Education)				Director, Secondary Education			
Lead Therapist				Principal; High, Trade and Alternative Education Schools			
Senior School Psychologist				Level 25	\$53.75	\$78.24	\$102.73
Senior School Social Worker				Assistant Superintendent (All)			

HANOVER COUNTY PUBLIC SCHOOLS
FY 2021-2022 Operating Budget
Salary Schedule for Temporary Personnel

Substitute Teachers

	Rates		
Substitutes with a Bachelor's degree, Associate's degree or 60 credit hours of college course work	\$ 13.24		per hour

Long Term Substitute

Degreed and licensed substitutes or RN with bachelors, after 10 or more consecutive days for the same teacher (except short-term contracts)	\$ 28.37		per hour
Degreed and licensed substitutes with bachelors, after 10 or more consecutive days for the same teacher (except short-term contracts) (with extra class)	\$ 32.59		per hour

Substitute - Administrators

Assistant Principal - Elementary	\$ 34.90		per hour
Assistant Principal - Middle School	\$ 37.69		per hour
Assistant Principal - High School	\$ 40.70		per hour
Principal - Elementary	\$ 43.96		per hour
Principal - Middle School	\$ 47.48		per hour
Principal - High School	\$ 51.27		per hour

Substitute - Other Positions

Administrative/Clerical (Substitute and Summer School)	\$ 11.43		per hour
Athletic Trainer (when not covered by stipend)	\$ 25.14		per hour
Auto Driver (Substitute, Field Trip, and Sub Summer School)	\$ 12.30		per hour
Bus Driver (Substitute, Field Trip, and Sub Summer School)	\$ 15.75		per hour
Cafeteria Monitor	\$ 9.50		per hour
Clinic Substitute - Non RN	\$ 11.03		per hour
Courier	\$ 11.08		per hour
Custodian	\$ 9.90		per hour
Food Service Assistant	\$ 9.50		per hour
Food Service Manager	\$ 12.57		per hour
Instructional Aide - Regular and Special Education	\$ 10.40		per hour
Long-term Clerical	\$ 12.63		per hour
Long-term Instructional Aide	\$ 11.26		per hour
Parking Lot Attendant	\$ 11.26		per hour
School Nurse (EMT Certified)	\$ 13.24		per hour
School Nurse (RN and/or 60 credits)	\$ 13.24		per hour
Technology Intern	\$ 9.50		per hour
Traffic Guard	\$ 12.46		per hour
Transportation Attendant (Substitute and Sub Summer School)	\$ 14.51		per hour

HANOVER COUNTY PUBLIC SCHOOLS
FY 2021-2022 Operating Budget
Salary Schedule for Temporary Personnel

Professional - Temporary	Rates		
Instructional Coaches - Federally Funded	\$	50.00	per hour
Title II Eyes on Instruction - Federally Funded	\$	50.00	per hour
Health Services Assistant			
Hearing Impaired Interpreter	\$	34.97	per hour
Other: Curriculum Development, Workshop, Vocational Adult Instruction, Homebound Instruction, ISAEP Tutors: ELL, El Civic, SOL, SPED, Title I, GED, Project Grad, C&I, Night School, AEFLA, AP, Saturday School, Instructional Support, Contact Tracing, ESL, FEBIS Home Visits, IB	\$	28.37	per hour
Driver Education			
Behind-the-Wheel Instructor	\$	123.00	per student
Adult Education Program			
Teacher (ABE / GED / GAE)	\$	28.37	per hour
Use of Facility Services			
Audio Visual Technician	\$	51.25	per hour
Administrator	\$	22.86	per hour
Food Services Assistant	\$	22.86	per hour
Custodian - time and a half of actual rate or \$12.50		Current Hourly Rate	per hour
Travel Reimbursement - Personal Vehicle		IRS Rate	per mile

HANOVER COUNTY PUBLIC SCHOOLS
FY 2021-2022 Operating Budget
Salary Schedule for Temporary Personnel

Professional - Temporary (continued)

Rates

After School Inclusion			
Supervisor	\$	35.65	per hour
Teacher (ABE / GED / GAE)	\$	28.54	per hour
Instructional Assistant	\$	21.44	per hour

Summer School - Extended Year Services - Learning Loss Recovery

Extended School Year Coordinator	\$	4,000.00	per contract
Nurse (Summer School and ESY)	\$	37.06	per hour
Occupational Therapist	\$	41.63	per hour
Physical Therapist	\$	41.63	per hour
Speech Pathologist	\$	41.63	per hour
Clinic Attendant	\$	14.99	per hour
Office Assistant	\$	13.00	per hour
Summer School Bus and Auto Driver		Current Hourly Rate	per hour
Summer School Coordinator (Elementary)	\$	4,000.00	per contract
Summer School Site Coordinator (Middle)	\$	2,000.00	per contract
Summer School Coordinator - (High School Online Classes)	\$	6,570.00	per contract
Summer School Transportation Attendant		Current Hourly Rate	
Summer School/ESY/LLR Instructional Assistant	\$	14.99	per hour
Summer School/ESY/LLR Substitute Teacher	\$	28.37	per hour
Summer School/ESY/LLR Teacher or School Counselor	\$	35.00	per hour
Summer School Food Service Assistant	\$	11.76	per hour
Summer School Food Service Manager	\$	16.89	per hour
Sign Language Interpreters - after 5:00 for a minimum of 2 hours	\$	47.54	per hour

Other Positions

Data Specialist	\$	11.42	per hour
Gameworker	\$	13.00	per hour
School Nurse 1:1	\$	29.14	per hour
Temporary Athletic Worker	\$	15.45	per hour
Testing Proctor	\$	28.37	per hour
Textbook Crew/Textbook Crew Leader	\$	11.64/\$12.87	per hour
VHSL State Worker	\$	15.00	per hour

*Temporary work assignment rates for areas not listed, will be determined by Human Resources and Finance. Positions not listed will be based on the pay plan with the comparable position.

HANOVER COUNTY PUBLIC SCHOOLS
FY 2021-2022 Operating Budget
School Based Stipends

	Stipends Per School	Schools Per Level	Total Positions	Stipend Amount
Elementary				
Curriculum Leads - Language Arts, Math, Social Studies, Science	4	15	60	\$583
Grade Chairs K, 1, 2, 3, 4, 5, Special Education, Resource	8	13	104	\$583
HCES - K, 1, 2, SPED, Resource (5)		1	5	\$583
JGES - 3, 4, 5, SPED, Resource (5)		1	5	\$583
School Improvement Coordinator	2	15	30	\$583
SCA Sponsor (none at HCES)	1	14	14	\$583
Webmaster Liaison	1	15	15	\$583
	<u>16</u>		<u>233</u>	
Middle School				
Large Department (10+) - Chairperson Language Arts, Math, Social Studies Science and Special Education	4	4	16	\$2,566
Medium Department (6-9) - Chairperson Phys. Ed., Fine Arts and Career/Tech.	3	4	12	\$1,282
Small Department (3-5) - Chairperson Foreign Language	1	4	4	\$642
School Improvement Coordinator	1	4	4	\$1,282
SCA Sponsor	1	4	4	\$1,282
	<u>10</u>		<u>40</u>	
High School *				
Large Department (10+) - Chairperson English, Social Studies, Math, Science Foreign Language and Special Education	5	4	5	\$2,566
Reduced Large Department (10+) - Chairperson English, Social Studies, Math, Science Foreign Language and Special Education			16	\$2,350
Medium Department (6-9) - Chairperson Practical Arts	2	4	8	\$1,282
Small Department (3-5) - Chairperson Phys. Ed., Fine Arts, Info/Tech,	2	4	8	\$642
School Improvement Coordinator	1	4	4	\$1,282
	<u>11</u>		<u>41</u>	
Other				
Advanced Career Academy Coordinator			2	\$857
VTSS			25	\$410
Overage Stipend - Class size 1-9%				\$513
Overage Stipend - Class size 10%+				\$769
Total School Based Stipends			<u>341</u>	

* High school principals have the flexibility to pay the reduced large department rate in order to increase the number of medium department chair positions by 1.

HANOVER COUNTY PUBLIC SCHOOLS
FY 2021-2022 Operating Budget
Activities Stipend List

Position	Stipend			Position	Stipend		
	Track	High	Middle		Track	High	Middle
Football				Wrestling			
Head Varsity	12	1		Head Varsity	8	1	
Assistant Varsity	8	4		Assistant Varsity	6	2	
Assistant Varsity (J. V.)	8	2		Head Middle School	6		1
Head Middle School	8		1	Assistant Middle School	5		1
Assistant Middle School	6		2	Tennis			
Basketball				Boys Varsity	6	1	
Head Boys Varsity	10	1		Girls Varsity	6	1	
Assistant Boys Varsity	6	1		Middle School Boys	6		1
Assistant Boys Varsity (J. V.)	6	1		Middle School Girls	6		1
Assistant Boys Varsity (9th Grade)	6	1		Softball			
Head Girls Varsity	10	1		Head Varsity	8	1	
Assistant Girls Varsity	6	1		Assistant Varsity	6	1	
Assistant Girls Varsity (J. V.)	6	1		Assistant Junior Varsity	6	1	
Head Middle School Boys	6		1	Head Middle School	6		1
Assistant Middle School Boys	5		1	Assistant Middle School	5		1
Head Middle School Girls	6		1	Drill/Dance Team			
Assistant Middle School Girls	5		1	Drill/Dance Team	6	1	
Soccer				Flag Team (Color Guard)			
Head Boys Varsity	8	1		Flag Team (Color Guard)	6	1	
Assistant Boys Varsity	6	1		Field Hockey			
Assistant Boys Junior Varsity	6	1		Head Varsity	8	1	
Head Girls Varsity	8	1		Assistant Junior Varsity	6	1	
Assistant Girls Varsity	6	1		Cheerleader			
Assistant Girls Junior Varsity	6	1		Head Varsity	10	1	
Head Middle School Boys	6		1	Assistant Varsity	8	2	
Assistant Middle School Boys	5		1	Head Middle School	6		1
Head Middle School Girls	6		1	Assistant Middle School	5		1
Assistant Middle School Girls	5		1	Athletic Director (Middle School)			
Swim - Head Boys & Girls				Assistant Activity Director			
Head	6	1		Assistant Activity Director	4	2	
Assistant	5	1		Athletic Trainer			
Track				Weight Coach			
Head Boys Varsity	8	1		Athletic Trainer	13	1	
Head Girls Varsity	8	1		Music			
Assistant Varsity	6	3		Vocal	10	1	
Head Middle School	6		1	Instrumental	10	1	
Assistant Middle School	5		3	Band (Middle School)	6		1
Indoor Track				Vocal (Middle School)	6		1
Head	8	2		Strings (High School/Middle School)	8		1
Assistant	6	3					

HANOVER COUNTY PUBLIC SCHOOLS
FY 2021-2022 Operating Budget
Activities Stipend List

Position	Stipend			Position	Stipend		
	Track	High	Middle		Track	High	Middle
Cross Country							
Head	8	1		Drama			
Assistant	6	1		High School	8	1	
				Middle School	6		1
Baseball				Publications			
Head Varsity	8	1		Yearbook - High School	8	1	
Assistant Varsity	6	1		Yearbook - Middle School	6		1
Assistant Junior Varsity	6	1		Newspaper	8	1	
Head Middle School Boys	6		1	Photographer	6	1	
Assistant Middle School Boys	5		1	Literary Magazine	5	1	
Golf				SODA	8	0	
Head Boys & Girls	6	1		Robotics Team Sponsor	4	1	
Gymnastics				Forensics	4	1	
Head Girls	8	1		Debate	4	1	
Assistant Girls	6	1		SCA Sponsor	4	1	
Head Middle School Girls	6		1	Senior Class Sponsor	4	1	
Assistant Middle School Girls	5		1	Junior Class Sponsor	4	1	
Volleyball				7TH UP	8	0.5	0.5
Head Boys	8	1					
Assistant Boys	6	1					
Head Girls	8	1					
Assistant Girls	6	1					
Lacrosse							
Head Boys Varsity	8	1					
Assistant Boys Varsity	6	1					
Assistant Boys Junior Varsity	6	1					
Head Girls Varsity	8	1					
Assistant Girls Varsity	6	1					
Assistant Girls Junior Varsity	6	1					
Other Stipends							
Traffic Direction	4	2	Assigned as Step 00 upon hire; approved for LMS				

HANOVER COUNTY PUBLIC SCHOOLS
FY 2021-2022 Operating Budget
Activities Stipend Scale

STEP	Stipend Track							
	4	5	6	8	9	10	12	13
00	\$ 1,410	\$ 1,763	\$ 2,115	\$ 2,821	\$ 3,173	\$ 3,525	\$ 4,231	\$ 4,584
01	\$ 1,428	\$ 1,785	\$ 2,141	\$ 2,856	\$ 3,212	\$ 3,569	\$ 4,283	\$ 4,640
02	\$ 1,428	\$ 1,785	\$ 2,141	\$ 2,856	\$ 3,212	\$ 3,569	\$ 4,283	\$ 4,640
03	\$ 1,449	\$ 1,811	\$ 2,173	\$ 2,898	\$ 3,260	\$ 3,622	\$ 4,347	\$ 4,709
04	\$ 1,449	\$ 1,811	\$ 2,173	\$ 2,898	\$ 3,260	\$ 3,622	\$ 4,347	\$ 4,709
05	\$ 1,463	\$ 1,829	\$ 2,194	\$ 2,927	\$ 3,292	\$ 3,658	\$ 4,390	\$ 4,755
06	\$ 1,478	\$ 1,847	\$ 2,216	\$ 2,956	\$ 3,325	\$ 3,694	\$ 4,433	\$ 4,802
07	\$ 1,492	\$ 1,865	\$ 2,238	\$ 2,985	\$ 3,358	\$ 3,730	\$ 4,477	\$ 4,850
08	\$ 1,507	\$ 1,884	\$ 2,260	\$ 3,014	\$ 3,391	\$ 3,767	\$ 4,521	\$ 4,898
09	\$ 1,507	\$ 1,884	\$ 2,260	\$ 3,014	\$ 3,391	\$ 3,767	\$ 4,521	\$ 4,898
10	\$ 1,507	\$ 1,884	\$ 2,260	\$ 3,014	\$ 3,391	\$ 3,767	\$ 4,521	\$ 4,898
11	\$ 1,507	\$ 1,884	\$ 2,260	\$ 3,014	\$ 3,391	\$ 3,767	\$ 4,521	\$ 4,898
12	\$ 1,507	\$ 1,884	\$ 2,260	\$ 3,014	\$ 3,391	\$ 3,767	\$ 4,521	\$ 4,898
13	\$ 1,507	\$ 1,884	\$ 2,260	\$ 3,014	\$ 3,391	\$ 3,767	\$ 4,521	\$ 4,898
14	\$ 1,507	\$ 1,884	\$ 2,260	\$ 3,014	\$ 3,391	\$ 3,767	\$ 4,521	\$ 4,898
15	\$ 1,507	\$ 1,884	\$ 2,260	\$ 3,014	\$ 3,391	\$ 3,767	\$ 4,521	\$ 4,898
16	\$ 1,512	\$ 1,889	\$ 2,268	\$ 3,024	\$ 3,402	\$ 3,780	\$ 4,535	\$ 4,914
17	\$ 1,516	\$ 1,896	\$ 2,275	\$ 3,034	\$ 3,413	\$ 3,793	\$ 4,551	\$ 4,931
18	\$ 1,522	\$ 1,902	\$ 2,283	\$ 3,045	\$ 3,425	\$ 3,806	\$ 4,567	\$ 4,947
19	\$ 1,527	\$ 1,909	\$ 2,290	\$ 3,054	\$ 3,436	\$ 3,819	\$ 4,582	\$ 4,963
20	\$ 1,541	\$ 1,926	\$ 2,311	\$ 3,082	\$ 3,467	\$ 3,852	\$ 4,623	\$ 5,008
21	\$ 1,568	\$ 1,961	\$ 2,352	\$ 3,136	\$ 3,528	\$ 3,920	\$ 4,704	\$ 5,096
22	\$ 1,596	\$ 1,994	\$ 2,394	\$ 3,192	\$ 3,590	\$ 3,990	\$ 4,787	\$ 5,187
23	\$ 1,624	\$ 2,031	\$ 2,436	\$ 3,249	\$ 3,654	\$ 4,060	\$ 4,872	\$ 5,278
24	\$ 1,653	\$ 2,066	\$ 2,478	\$ 3,305	\$ 3,718	\$ 4,131	\$ 4,957	\$ 5,370
25	\$ 1,683	\$ 2,104	\$ 2,525	\$ 3,366	\$ 3,787	\$ 4,208	\$ 5,050	\$ 5,470
26	\$ 1,725	\$ 2,156	\$ 2,588	\$ 3,450	\$ 3,882	\$ 4,313	\$ 5,175	\$ 5,607
27	\$ 1,736	\$ 2,169	\$ 2,604	\$ 3,471	\$ 3,905	\$ 4,340	\$ 5,207	\$ 5,642
28	\$ 1,744	\$ 2,180	\$ 2,616	\$ 3,488	\$ 3,924	\$ 4,359	\$ 5,231	\$ 5,667
29	\$ 1,795	\$ 2,244	\$ 2,693	\$ 3,590	\$ 4,039	\$ 4,489	\$ 5,386	\$ 5,835
30	\$ 1,834	\$ 2,292	\$ 2,751	\$ 3,667	\$ 4,126	\$ 4,584	\$ 5,501	\$ 5,960
31	\$ 1,874	\$ 2,343	\$ 2,810	\$ 3,748	\$ 4,216	\$ 4,685	\$ 5,622	\$ 6,090
32	\$ 1,876	\$ 2,345	\$ 2,814	\$ 3,752	\$ 4,221	\$ 4,691	\$ 5,628	\$ 6,097
33	\$ 1,898	\$ 2,372	\$ 2,846	\$ 3,795	\$ 4,270	\$ 4,744	\$ 5,693	\$ 6,167
34	\$ 1,920	\$ 2,400	\$ 2,880	\$ 3,840	\$ 4,320	\$ 4,800	\$ 5,759	\$ 6,240
35	\$ 1,961	\$ 2,451	\$ 2,941	\$ 3,921	\$ 4,412	\$ 4,901	\$ 5,882	\$ 6,373
36	\$ 2,004	\$ 2,504	\$ 3,005	\$ 4,006	\$ 4,508	\$ 5,009	\$ 6,010	\$ 6,510
37	\$ 2,047	\$ 2,559	\$ 3,070	\$ 4,094	\$ 4,605	\$ 5,117	\$ 6,141	\$ 6,651
38	\$ 2,091	\$ 2,613	\$ 3,137	\$ 4,182	\$ 4,704	\$ 5,228	\$ 6,273	\$ 6,796
39	\$ 2,117	\$ 2,645	\$ 3,174	\$ 4,232	\$ 4,762	\$ 5,291	\$ 6,349	\$ 6,877
40	\$ 2,162	\$ 2,703	\$ 3,243	\$ 4,324	\$ 4,864	\$ 5,405	\$ 6,487	\$ 7,026
41	\$ 2,162	\$ 2,703	\$ 3,243	\$ 4,324	\$ 4,864	\$ 5,405	\$ 6,487	\$ 7,026
42	\$ 2,183	\$ 2,729	\$ 3,274	\$ 4,365	\$ 4,911	\$ 5,456	\$ 6,549	\$ 7,094
43	\$ 2,217	\$ 2,771	\$ 3,326	\$ 4,434	\$ 4,988	\$ 5,541	\$ 6,650	\$ 7,205