

**Hanover County Public Schools  
FY2023-2024 Operating Budget  
Uniform Pay Plan - Hourly Rates**

	Min	Max		Min	Max
<b>Level 03</b>	<b>\$15.00</b>	<b>\$22.30</b>	<b>Level 11</b>	<b>\$19.24</b>	<b>\$41.26</b>
Cafeteria Monitor			Carpenter		
Custodian			Fiscal Support Specialist		
Food Services Assistant			Electrician		
Parking Lot Attendant			HVAC Mechanic		
Traffic Guard/Parking Lot Attendant			Painter		
<b>Level 05</b>	<b>\$15.15</b>	<b>\$26.00</b>	Plumber		
Auto Driver			Refrigeration Technician		
Head Custodian (MS)			Senior Administrative Assistant I		
Health Services Assistant			Senior Administrative Assistant, Deputy Clerk of School Board		
Instructional Assistant			<b>Level 12</b>	<b>\$20.78</b>	<b>\$44.57</b>
Office Assistant I (all)			Energy Management Control Specialist		
School Psychologist Intern			Federal Account Specialist (all)		
<b>Level 06</b>	<b>\$15.30</b>	<b>\$28.09</b>	JROTC Assistant Instructor		
Bus Driver/Food Services Asst Dual			School Nutrition Services Account Specialist		
Head Custodian (HS)			Sign Language Interpreter		
Instructional Assistant - Special Education			<b>Level 13</b>	<b>\$22.42</b>	<b>\$48.14</b>
Office Assistant II (all)			Custodial Specialist		
Traffic Guard			Executive Administrative Assistant, Clerk of the School Board		
Transportation Attendant			Food Services Specialist		
<b>Level 07</b>	<b>\$15.45</b>	<b>\$30.32</b>	Maintenance Team Leader		
Behavioral Technician			Maintenance Team Leader - HVAC		
Blind-Vision Impaired Instructional Technician			Network Technician		
Deaf-Blindness Instructional Technician			Senior Help Desk Technician		
Food Services Assistant Manager			<b>Level 14</b>	<b>\$24.24</b>	<b>\$51.97</b>
<b>Level 08</b>	<b>\$15.70</b>	<b>\$32.75</b>	Bilingual Hispanic Family Liaison		
Administrative Assistant I (all)			Family Engagement Support Specialist		
Bus Driver (all)			Family Services Specialist		
Courier/Bus Driver			HR Generalist		
Food Services Manager I			Parent/Teacher Disability Services Specialist		
Lead Registrar - Elementary			Part C Service Support Coordinator		
<b>Level 09</b>	<b>\$16.49</b>	<b>\$35.35</b>	Student & Family Services Specialist		
Food Services Manager II			<b>Level 15</b>	<b>\$26.16</b>	<b>\$56.14</b>
Health Services Attendant			Audio-Visual Maintenance Specialist		
Lead Driver Specialist			Clinical Benefits Specialist		
Lead Registrar - Secondary			CSA Assistant Case Manager		
Technical Support Technician - Elementary			Electrician Specialist		
<b>Level 10</b>	<b>\$17.80</b>	<b>\$38.21</b>	Financial Systems Specialist		
Administrative Assistant II			Health Services Clinical Specialist		
Benefits Coordinator			HR Information Systems Specialist		
Bookkeeper			Programmer Analyst		
HR Program Support Specialist			School Nurse		
Technical Support Technician - Secondary			<b>Level 16</b>	<b>\$28.26</b>	<b>\$60.62</b>
Transportation Account Specialist			Accounting Coordinator		
Transportation Routing Specialist			Benefits Manager		
Transportation Special Needs Specialist			Budget Analyst		
Transportation Training & Safety Specialist			Communications Specialist		
			Coordinator, TV Programming & Production		
			Food Services Coordinator/Dietitian		
			Instructional Assessment & Analysis Specialist		
			JROTC Instructor		
			Network Systems Engineer		
			Senior Programmer Analyst		

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	Min	Max		Min	Max
<b>Level 17</b> 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)	<b>\$30.51</b>	<b>\$65.47</b>	<b>Level 20</b> Assistant Director, Information Systems Assistant Principal, Middle School Curriculum Specialist - English/Reading/Language Arts Curriculum Specialist - Health & PE Curriculum Specialist - Instructional Technology Curriculum Specialist - Mathematics Curriculum Specialist - World Languages & LIEP Emergency Manager HR Compensation & Compliance Officer Planning Administrator	<b>\$38.45</b>	<b>\$82.49</b>
<b>Level 18</b> Business Partnership Specialist Coordinator, Custodial Services Coordinator, Human Resources (All) Coordinator, Professional Development Coordinator, Special Education Coordinator, Mathematics Coordinator, English/Language Arts Data Management Specialist Occupational Therapist Physical Therapist Student & Behavioral Health Specialist Speech Language Pathologist Student Support Services Specialist	<b>\$32.95</b>	<b>\$70.73</b>	<b>Level 21</b> Assistant Principal, High School Disciplinary Hearing Review Officer	<b>\$41.51</b>	<b>\$89.09</b>
			<b>Level 22</b> Coordinator, Specialty Center Principal, Elementary School		
			<b>Level 23</b> Principal, Middle School Principal, Online School	<b>\$48.43</b>	<b>\$103.91</b>
			<b>Level 24</b> Director, Curriculum & Instruction Director, Secondary Education Director, Accreditation & Accountability Director, Facilities Director, Finance Director, Human Resources Director, Professional Learning & Leadership Development Director, Elementary Education Director, Food Services Director, Pupil Transportation Director, Special Education Director, Technology Services Principal, High, Trade & Alternative Education Schools	<b>\$52.30</b>	<b>\$112.21</b>
<b>Level 19</b> Assistant Director, Special Education Assistant Director, Transportation Assistant Principal, Elementary School Assistant Principal, Online School Athletic/Activities Director Coordinator, Counseling Services Coordinator, Division, Assessment & Analysis Coordinator, Federal Programs Coordinator, Gifted Services & Advanced Studies K-12 Coordinator, Health Services Coordinator, Positive Behavior Support Curriculum Specialist - Media Services Curriculum Specialist - Performing Arts Curriculum Specialist - Science Curriculum Specialist - Social Studies Curriculum Specialist - Visual Arts Infant Coordinator (Part C) Lead Speech Language Pathologist Lead Teacher Specialist (Special Education) Lead Therapist Manager, Technology Operations Senior School Psychologist Senior School Social Worker	<b>\$35.60</b>	<b>\$76.39</b>	<b>Level 25</b> Assistant Superintendent (All)	<b>\$56.47</b>	<b>\$121.18</b>