



**PAY AND CLASSIFICATION
PLAN
FISCAL YEAR 2020 - 2021**

Adopted on May 18th, 2020

Essex County Public Schools
109 North Cross Street
P.O. Box 756
Tappahannock, Virginia 22560
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www.essex.k12.va.us

Dr. Harry Thomas, Division Superintendent



**ESSEX COUNTY PUBLIC SCHOOLS
WORK SCHEDULES
2020-2021**

12-MONTH EMPLOYEES - 240 CONTRACT DAYS (July 1st - June 30th)

Central Office Staff	
Central Office Administrative Assistants	
Principals	
Associate Principal	
Assistant Principals	
Administrative Assistant - TES	
School Bookkeepers	
Athletic Director	
Maintenance Director	Worker
Transportation Supervisor	Mechanics

**11-MONTH EMPLOYEES - 220 CONTRACT DAYS
Schedule for employee submitted by Supervisor to Asst. Superintendent by 05/31 annually**

School Guidance Counselors	
Exceptional Education & Behavioral Coordinator	
School Psychologist	
School Administrative Assistants - EIS & EHS	
Child Nutrition Manager	

**10-MONTH EMPLOYEES -- 200 CONTRACT DAYS
(All instructional days per school calendar + any other assigned days)**

Teachers
Head Nurse
ITRT/Electronic Media Contact
Mathematics Instructional Specialist
Reading Specialist
School Nurses

186-DAY CONTRACTED EMPLOYEES

Child Nutrition Supervisors	180 Instructional days + 6 days as assigned by Manager
Child Nutrition Lead Worker	180 Instructional days + 6 days as assigned by Manager

184-DAY CONTRACTED EMPLOYEES

Paraprofessionals	180 Instructional days + 4 days as assigned by Supervisor
Child Nutrition Workers	180 Instructional days + 4 days as assigned by Supervisor

180-DAY CONTRACTED EMPLOYEES (PER SCHOOL CALENDAR)

Bus Drivers
Car Drivers
Bus/Car Aides



ESSEX COUNTY PUBLIC SCHOOLS
FLSA STATUS
2020-2021

POSITION NAME	FLSA STATUS
Administrative Assistant - Guidance	Non-Exempt
Administrative Assistant - School	Non-Exempt
Administrative Assistant - School Board Office	Non-Exempt
Administrative Assistant - Special Education	Non-Exempt
Assistant Principal	Exempt
Associate Principal	Exempt
Assistant Superintendent	Exempt
Athletic Director	Exempt
Bookkeeper	Non-Exempt
Bus Aide	Non-Exempt
Bus Driver	Non-Exempt
Car Driver	Non-Exempt
Chief Academic Officer	Exempt
Child Nutrition Lead Worker	Non-Exempt
Child Nutrition Manager	Exempt
Child Nutrition Supervisor	Non-Exempt
Child Nutrition Worker	Non-Exempt
Director of Accounting	Exempt
Director of Human Resources	Exempt
Director of Technology	Exempt
Director of Accountability	Exempt
Exceptional Education & Behavioral Coordinator	Exempt
Guidance Counselor	Exempt
Head Nurse	Exempt
ITRT/Electronic Media Contact	Exempt
Instructional Coach	Exempt
Maintenance Director	Exempt
Maintenance Worker	Non-Exempt
Mathematics Coach	Exempt
Mechanic	Non-Exempt
Media Specialist	Exempt
Paraprofessional - Classroom	Non-Exempt
Paraprofessional - In-School Suspension	Non-Exempt
Paraprofessional - Special Education	Non-Exempt
Payroll Specialist	Non-Exempt
Principal	Exempt
School Nurse	Non-Exempt
School Psychologist	Exempt
Student Information Specialist/Division Testing Coordinator	Exempt
Teacher	Exempt
Technology Specialist	Non-Exempt
Transportation Director	Exempt



**ESSEX COUNTY PUBLIC SCHOOLS
2020-2021 TEACHER SALARY SCALE**

STEP	200 Days	220 Days
0	\$ 41,317	\$ 45,449
1	\$ 41,731	\$ 45,904
2	\$ 42,148	\$ 46,363
3	\$ 42,569	\$ 46,826
4	\$ 42,995	\$ 47,295
5	\$ 43,425	\$ 47,768
6	\$ 43,859	\$ 48,245
7	\$ 44,298	\$ 48,728
8	\$ 44,741	\$ 49,215
9	\$ 45,188	\$ 49,707
10	\$ 45,640	\$ 50,204
11	\$ 46,096	\$ 50,706
12	\$ 46,557	\$ 51,213
13	\$ 47,023	\$ 51,725
14	\$ 47,493	\$ 52,242
15	\$ 47,968	\$ 52,765
16	\$ 48,448	\$ 53,293
17	\$ 48,932	\$ 53,825
18	\$ 49,421	\$ 54,363
19	\$ 49,915	\$ 54,907
20	\$ 50,414	\$ 55,455
21	\$ 50,918	\$ 56,010
22	\$ 51,427	\$ 56,570
23	\$ 51,941	\$ 57,135
24	\$ 52,460	\$ 57,706
25	\$ 52,985	\$ 58,284
26	\$ 53,515	\$ 58,867
27	\$ 54,050	\$ 59,455
28	\$ 54,591	\$ 60,050
29	\$ 55,137	\$ 60,651
30*	\$ 56,188	\$ 61,807
31	\$ 56,750	\$ 62,425
32	\$ 57,318	\$ 63,050
33	\$ 57,891	\$ 63,680
34	\$ 58,470	\$ 64,317
35	\$ 59,055	\$ 64,961

* Includes \$500 longevity supplement

Placement Based on years of experience

Educational Stipend: Master's Degree - \$2,000

Educational Stipend: Doctorate Degree - \$2,000

Positions included on this scale are Teachers, Instructional Coaches, Guidance Counselors, School Psychologist, Media Specialists, and Instructional Technology Resource Teacher.



ESSEX COUNTY PUBLIC SCHOOLS
2020-2021
PARAPROFESSIONAL SALARY SCALE

	20/21 Wages
0	\$17,385
1	\$17,729
2	\$17,906
3	\$18,080
4	\$18,254
5	\$18,442
6	\$18,631
7	\$18,819
8	\$19,008
9	\$19,196
10	\$19,385
11	\$19,573
12	\$19,776
13	\$19,979
14	\$20,182
15	\$20,385
16	\$20,588
17	\$20,791
18	\$20,993
19	\$21,196
20	\$21,414
21	\$21,631
22	\$21,849
23	\$22,067
24	\$22,284
25	\$22,501
26	\$22,733
27	\$22,965
28	\$23,198
29	\$23,429
30	\$23,661
31	\$23,893
32	\$24,125
33	\$24,372
34	\$24,618
35	\$24,864
35	\$25,111
	\$25,111



**ESSEX COUNTY PUBLIC SCHOOLS
TWELVE-MONTH POSITIONS
2020-2021**

POSITION	2020-2021 SALARY
Administrative Assistant - Elementary	\$30,788
Administrative Assistant - SPED	\$30,788
Assistant Principal - Elementary	\$82,720
Assistant Principal - Intermediate	\$73,179
Assistant Superintendent	\$120,000
Associate Principal - High School	\$85,000
Bookkeeper - High	\$35,828
Bookkeeper - Elementary & Intermediate	\$35,828
Chief Academic Officer	\$115,000
Director of Accounting	\$93,000
Director of Human Resources	\$93,000
Director of Technology	\$93,000
Director of Accountability	\$80,000
Executive Administrative Assistant	\$60,000
Maintenance Director	\$74,459
Maintenance Worker	\$51,373
Mechanic I & Shop Manager	\$68,289
Mechanic II	\$60,000
Payroll & Benefits Specialist	\$60,000
Principal - Elementary	\$87,000
Principal - High	\$105,000
Principal - Intermediate	\$89,301
Technology Specialist	\$52,722
Transportation Manager	\$61,800



ESSEX COUNTY PUBLIC SCHOOLS
SUPPORT STAFF POSITIONS
2020-2021

POSITION	2020-2021 SALARY
Head Nurse	\$44,496 base + 5,000 head nurse supplement
School Nurse	\$28,840 - \$35,281
Administrative Assistant - High	\$26,465
Administrative Assistant - Intermediate	\$26,465
Guidance Secretary - High	\$26,801
Part-Time Administrative Assistant TES	16.07 Per Hour
Child Nutrition Manager	\$41,616
Child Nutrition Supervisor	\$35,062
Child Nutrition Lead Worker	\$23,208
Child Nutrition Worker	\$12,114 - \$16,861
Child Nutrition Worker hourly	\$ 9.94 - \$ 13.09
Bus Driver	\$13,658 - 16,458
Bus Driver - daily rate	\$88.76
Bus Aide	\$11.70 Per Hour
Car Driver	\$14.05
Division Mail Courier	\$15.30 Per Hour
Bus Driver Attendance Incentive	1 or less days of work missed \$250 (paid in June)
Bus Driver Attendance Incentive	3 or less days of work missed \$100 (paid in June)

**SUPPLEMENTS
2020-2021**

TAPPAHANNOCK ELEMENTARY SCHOOL		
<u>Position</u>	<u>Amount</u>	<u>Pay Date</u>
TES K Lead Teacher	\$700	November and May
TES 1st Lead Teacher	\$700	November and May
TES 2nd Lead Teacher	\$700	November and May
TES 3rd Lead Teacher	\$700	November and May
TES Specials Lead	\$700	November and May
TES SPED Lead Teacher	\$700	November and May
SCA Sponsor	\$500	November and May
TES Yearbook	\$250	May
Title I Parent Involvement Coordinator	\$500	May (Grant)
Building Based Mentor	\$200	May (Grant)
Public Relations Contact	\$500	May
TES Tutoring/Afterschool Remediation	TBD	Monthly (Grant)
TOTAL TAPPAHANNOCK ELEMENTARY SCHOOL	\$6,150	

ESSEX INTERMEDIATE SCHOOL		
<u>Position</u>	<u>Amount</u>	<u>Pay Date</u>
EIS 4th Lead Teacher	\$350	November and May
EIS 5th Lead Teacher	\$350	November and May
EIS 6th Lead Teacher	\$350	November and May
EIS 7th Lead Teacher	\$350	November and May
EIS English Lead Teacher	\$350	November and May
EIS Math Lead Teacher	\$350	November and May
EIS Science Lead Teacher	\$350	November and May
EIS Social Studies Lead Teacher	\$350	November and May
EIS Electives Grade Level Lead Teacher	\$350	November and May
EIS Electives Content Lead Teacher	\$350	November and May
EIS SPED Lead Teacher	\$700	November and May
Men of Distinction Sponsor	\$500	November and May
Ladies of Love Sponsor	\$500	November and May
Drama Club Sposnor	\$500	November and May
EIS Jr. Honor Society	\$500	November and May
SCA Sponsor	\$500	November and May
EIS Yearbook	\$250	May
Title I Parent Involvement Coordinator	\$500	November and May (Grant)
Building Based Mentor	\$200	May (\$200)
Public Relations Contact	\$500	May
EIS Tutoring/Afterschool Remediation	TBD	Monthly (Grant)
TOTAL ESSEX INTERMEDIATE SCHOOL	\$8,150	

SUPPLEMENTS

2020-2021

ESSEX HIGH SCHOOL		
<u>Position</u>	<u>Amount</u>	<u>Pay Date</u>
EHS English Lead Teacher	\$700	November and May
EHS Math Lead Teacher	\$700	November and May
EHS Science Lead Teacher	\$700	November and May
EHS History Lead Teacher	\$700	November and May
EHS Foreign Language/Fine Arts Lead Teacher	\$700	November and May
EHS SPED Lead Teacher	\$1,500	November and May
Play Director	\$1,500	Month Following Completion of Season
CTE Coordinator	\$5,000	Monthly
STEM Teacher Sponsor	\$500	November and May
Marching Band	\$1,500	November and May
National Junior Honor Society	\$500	November and May
EHS National Honor Society	\$500	November and May
SCA Sponsor	\$500	November and May
SCA Sponsor	\$500	November and May
Yearbook Club Sposnor	\$500	May
Building Based Mentor	\$200	May (Grant)
Public Relations Contact	\$500	May
EHS Tutoring/Afterschool Remediation	\$6,960	Monthly
TOTAL ESSEX HIGH SCHOOL	\$23,660	

TOTAL SCHOOL STIPENDS	\$37,710
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OTHER		
<u>Position</u>	<u>Amount</u>	<u>Pay Date</u>
Parents as Educational Partners (PEP)	\$300	Monthly (Grant)
TES Odyssey of the Mind	\$1,000	Month Following Completion of Season
EIS Odyssey of the Mind	\$1,000	Month Following Completion of Season
EHS Odyssey of the Mind	\$1,000	Month Following Completion of Season
School Board Clerk	\$25	Hourly
School Psychologist (National Certified School Psychologist Certification)	\$1,000	May

**Athletic Supplements
2020-2021**

FALL SPORTS		
<u>Position</u>	<u>Amount</u>	<u>Pay Date</u>
Athletic Director	\$4,000	Monthly
Football Head Coach	\$3,000	Month Following Completion of Season
Football JV Coach	\$2,000	Month Following Completion of Season
Football Assistant Coach	\$1,800	Month Following Completion of Season
Football Assistant Coach	\$1,800	Month Following Completion of Season
Football Assistant Coach	\$1,800	Month Following Completion of Season
Football Assistant Coach	\$1,800	Month Following Completion of Season
Football Assistant Coach	\$1,800	Month Following Completion of Season
Cheerleading Varsity Fall (sideline)	\$1,000	Month Following Completion of Season
Cheerleading JV Fall (sideline)	\$1,000	Month Following Completion of Season
Competition Cheer (gymnastics)	\$3,000	Month Following Completion of Season
Cross Country	\$3,000	Month Following Completion of Season
Volleyball Varsity	\$3,000	Month Following Completion of Season
Volleyball JV	\$2,000	Month Following Completion of Season
Golf Head Coach	\$3,000	Month Following Completion of Season
Theater Festival Director	\$1,000	Month Following Completion of Season
TOTAL FALL SPORTS	\$35,000	

WINTER SPORTS		
<u>Position</u>	<u>Amount</u>	<u>Pay Date</u>
Basketball Girls Varsity	\$3,000	Month Following Completion of Season
Basketball Girls JV	\$2,000	Month Following Completion of Season
Basketball Girls Assistant	\$1,800	Month Following Completion of Season
Basketball Boys Varsity	\$3,000	Month Following Completion of Season
Basketball Boys JV	\$2,000	Month Following Completion of Season
Basketball Boys Assistant	\$1,800	Month Following Completion of Season
Cheerleading Varsity Winter (sideline)	\$1,000	Month Following Completion of Season
Cheerleading JV Winter (sideline)	\$1,000	Month Following Completion of Season
Wrestling Head Coach	\$2,000	Month Following Completion of Season
Wrestling Assistant Coach	\$1,000	Month Following Completion of Season
TOTAL WINTER SPORTS	\$18,600	

SPRING SPORTS		
<u>Position</u>	<u>Amount</u>	<u>Pay Date</u>
Baseball Head Varsity Coach	\$3,000	Month Following Completion of Season
Baseball JV Coach	\$2,000	Month Following Completion of Season
Baseball Assistant Coach	\$1,800	Month Following Completion of Season
Softball Head Varsity Coach	\$3,000	Month Following Completion of Season
Softball JV Coach	\$2,000	Month Following Completion of Season
Softball Assistant Coach	\$1,800	Month Following Completion of Season
Soccer Boys Varsity Coach	\$3,000	Month Following Completion of Season
Soccer Boys JV Coach	\$2,000	Month Following Completion of Season

Athletic Supplements**2020-2021**

SPRING SPORTS - Continued		
<u>Position</u>	<u>Amount</u>	<u>Pay Date</u>
Soccer Boys Assistant Coach	\$1,800	Month Following Completion of Season
Soccer Girls Varsity Coach	\$3,000	Month Following Completion of Season
Soccer Girls JV Coach	\$2,000	Month Following Completion of Season
Soccer Girls Assistant Coach	\$1,800	Month Following Completion of Season
Tennis Varsity Coach	\$3,000	Month Following Completion of Season
Track & Field Varsity Coach	\$3,000	Month Following Completion of Season
Track & Field Assistant Coach	\$1,800	Month Following Completion of Season
Track & Field Assistant Coach	\$1,800	Month Following Completion of Season
Scholastic Bowl Coach	\$1,500	Month Following Completion of Season
Scholastic Bowl Coach	\$1,500	Month Following Completion of Season
TOTAL SPRING SPORTS	\$39,800	

TOTAL ATHLETIC STIPENDS	\$93,400
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Division Events Ticket Taker	\$25/\$40 Per Game	Monthly
Assistant Ticket Taker	\$15 Per Game	Monthly
Scoreboard Clock Operator	\$40 Per Game	Monthly

**ESSEX COUNTY PUBLIC SCHOOLS
2020-2021 HOURLY AND SUBSTITUTE RATES**

HOURLY RATES

After School Tutoring Teacher -- \$25/hr.
Bus Driver -- After School Activity -- \$30.00/Day
Bus Driver -- After School Tutoring Switchboard Operator -- \$15/hr.
Bus Driver -- Athletic/Field trips -- \$10.00/hr.
Bus Driver -- Governor's School -- \$20.00/run
Bus Driver -- Governor's School -- Summer Program -- \$78.00/Day
Bus Driver -- Vocational Center -- \$20.00/run
Bus Driver -- Summer School -- \$78.00/Day
Bus Driver -- Committee -- \$15/hr.
Bus Driver -- Training -- \$15.00/hr.
Child Nutrition Worker -- \$ 9.94 - \$13.09/hr.
Driver's Education Instructor -- \$145.00/student
Extended School Year Teacher -- \$25/hr.
Homebound Instructor -- \$20/hr.
Kitchen Facilities Use -- \$20/hr.
Summer School Teacher -- \$25/hr.
Summer School Nurse -- \$25/hr.
Summer School Admin Assitant -- \$15/hr.
Summer School Child Nutrition Worker -- \$15/hr.
Summer School Substitute -- \$25/hr.
Teacher Trainings/Workshops -- \$25/hr.

SUBSTITUTE RATES

TEACHER

Daily Rate: \$65.00 (non-degreed); \$70.00 (Bachelor's Degree or higher)
\$53.00 Bus Driver - Teacher Substitute

Long-Term Substitute (ten or more consecutive days for the same teacher) Daily Rate
\$70.00 (non-degreed)/Day
\$100.00 (Bachelor's Degree or higher)/Day
\$125 (Licensed Teacher)/Day

Administrative Assistant -- \$60/Day/\$8.00/hr

Child Nutrition Worker -- \$9.65/hr.

Paraprofessional -- \$60/Day

School Nurse -- \$70/Day

Bus Driver -- \$78/Day

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