



Students First

**GLOUCESTER COUNTY  
PUBLIC SCHOOLS**



**Pay Plan  
2017-2018**

Approved  
06/22/2017

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## **Highlights of Scales**

### **2017-2018**

- The starting teacher salary for the Bachelor's scale is \$40,150.
  
- The School Board is committed to attracting and retaining the most highly qualified staff. For 2017-18, the teacher scale has been modified to un-bundle Steps 1-3. Teachers will receive a step adjustment which reflects a pay increase of .5 % to 2%, based on Lane 1 of the Pay Plan and depending on the step of the scale. Teachers off-scale will receive a 1% increase.

## **National Board Certification Program for Teachers**

Gloucester County Public Schools recognizes and supports the benefits of the National Board Certification Program for teachers. To this end, a \$2,500 supplement will be guaranteed to teachers for the first year they are certified. Inasmuch as the Commonwealth of Virginia also recognizes employees with a financial incentive, Gloucester County Public Schools will adhere to the following procedures:

1. Up to \$600 (less any grants received) will be reimbursed to teachers upon satisfactory completion of each component of the NBCT certification process.
2. Once a teacher is notified (usually in the fall) that they have achieved National Board Certification, Gloucester County Public Schools guarantees a \$2,500 supplement for that school year.
3. Currently, the Commonwealth of Virginia provides a financial incentive for years beyond initial certification. For those years, Gloucester County Public Schools guarantees that if state support falls below the \$2,500 level, Gloucester County Public Schools will make up any difference, up to and including the entire \$2,500.

Reference: Policy File No. GBBC-R (Tuition Assistance)

**Gloucester County Public Schools**  
**Teacher Scale**  
**2017-2018**  
**(Full-Time Teachers Only, 200 day contract)**

Steps	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5
	Bachelor's	+15 hours	Master's	Dual Master's	Doctorate
0	40,150.00	41,248.00	44,268.00	46,327.00	48,386.00
1	40,350.00	41,448.00	44,468.00	46,527.00	48,586.00
2	40,874.00	41,972.00	44,992.00	47,051.00	49,110.00
3	40,974.00	42,072.00	45,092.00	47,151.00	49,210.00
4	41,000.00	42,098.00	45,118.00	47,177.00	49,236.00
5	41,693.00	42,791.00	45,811.00	47,870.00	49,929.00
6	41,798.00	42,896.00	45,916.00	47,975.00	50,034.00
7	41,904.00	43,002.00	46,022.00	48,081.00	50,140.00
8	42,325.00	43,423.00	46,443.00	48,502.00	50,561.00
9	42,750.00	43,848.00	46,868.00	48,927.00	50,986.00
10	43,178.00	44,276.00	47,296.00	49,355.00	51,414.00
11	43,608.00	44,706.00	47,726.00	49,785.00	51,844.00
12	44,044.00	45,142.00	48,162.00	50,221.00	52,280.00
13	44,486.00	45,584.00	48,604.00	50,663.00	52,722.00
14	44,930.00	46,028.00	49,048.00	51,107.00	53,166.00
15	45,380.00	46,478.00	49,498.00	51,557.00	53,616.00
16	45,834.00	46,932.00	49,952.00	52,011.00	54,070.00
17	46,292.00	47,390.00	50,410.00	52,469.00	54,528.00
18	46,987.00	48,085.00	51,105.00	53,164.00	55,223.00
19	47,691.00	48,789.00	51,809.00	53,868.00	55,927.00
20	48,407.00	49,505.00	52,525.00	54,584.00	56,643.00
21	49,133.00	50,231.00	53,251.00	55,310.00	57,369.00
22	49,870.00	50,968.00	53,988.00	56,047.00	58,106.00
23	50,618.00	51,716.00	54,736.00	56,795.00	58,854.00
24	51,378.00	52,476.00	55,496.00	57,555.00	59,614.00
25	52,149.00	53,247.00	56,267.00	58,326.00	60,385.00
26	52,931.00	54,029.00	57,049.00	59,108.00	61,167.00
27	53,724.00	54,822.00	57,842.00	59,901.00	61,960.00
28	54,799.00	55,897.00	58,917.00	60,976.00	63,035.00
29	55,895.00	56,993.00	60,013.00	62,072.00	64,131.00
30	57,013.00	58,111.00	61,131.00	63,190.00	65,249.00
31	58,154.00	59,252.00	62,272.00	64,331.00	66,390.00

**Notes**

**(Full-Time Teachers Only)**

- Steps on the Teacher Pay Scale are equal to the completed years of creditable service, as determined by the Office of Human Resources.
- Fifteen semester hours in an approved Master's degree program must be completed to qualify for salary placement in Lane 2.
- Placement in Lane 4 also includes teachers having completed the C.A.G.S. (Certificate of Advanced Graduate Study), C.A.S. (Certificate of Advanced Studies), or the Ed.S. (Education Specialist) degrees as documented on official college/university transcripts.

## Transportation Pay Scale 2017-2018

<u>Bus Drivers</u>	<u>Starting Salary</u>
Single Run Driver	\$9,907.00
Double Run Driver	\$11,882.00
<u>Bus Assistants</u>	
Single Run Assistant	\$8,634.00
Double Run Assistant	\$10,360.00

### Differentials/Supplements

Attendance Incentive for Bus Drivers/Assistants	\$100.00	Semester *
Bus Assistants to Drivers	\$10.00	Daily
Bus Runs – Activity and Field Trip	\$12.00	Hourly
Bus Runs - Extended (Mileage over average miles + 10)	\$.10	Mile **
Courier	\$44.87	Daily
In-Service/Miscellaneous	\$10.00	Hourly
New Horizons Vocational Runs	\$51.00	Daily
Special Run	\$33.46	Daily
Summer School Drivers/Assistants	\$40.00	Daily
Trainers/Instructors - DMV Cert.	\$13.00	Hourly
Trainers/Instructors - Non-DMV Cert.	\$10.75	Hourly

\* Attendance Incentive Criteria: No absences with the exception of personal leave, military leave, or court leave. The \$100 per semester incentives will be paid in February and August respectively.

\*\* Extended Bus Runs: Calculation based upon driver's average miles, plus ten (10) additional miles. Mileage supplements will be paid monthly and only for actual days worked.

**Food Services Pay Scale**  
**2017-2018**

<b><u>Position</u></b>	<b><u>Starting Salary/Wage</u></b>
Cafeteria Manager	\$18,192.00
Cafeteria Assistant Manager	\$14,383.00
Cafeteria Worker	\$9.35 (Hourly)
Attendance Incentive	\$100.00 Semester *

Illustrative salaries for Cafeteria Managers are based upon a 181 day, 7.5 hour per day assignment.

Illustrative salaries for Assistant Managers are based upon a 178 day, 7.0 hour per day assignment.

Cafeteria workers are hourly employees. Those who work 6 or more hours per day are eligible to receive benefits.

\* **Attendance Incentive Criteria:** No absences with the exception of personal leave, military leave, or court leave. The \$100 per semester incentives will be paid in February and August respectively.

**Supplements**

Cafeteria Manager – High School	\$2,533.00
Cafeteria Manager – Middle School	\$1,266.00

**Classified Employee Supplements**  
**2017-2018**

Auto Shop Assistant Foreman	\$3,300.00
Custodial Foreman – High School	\$3,300.00
Custodial Foreman – Middle School	\$1,650.00
Custodial Foreman – Elementary School	\$1,100.00
Custodial Assistant Foreman – High School	\$1,650.00
Custodial Assistant Foreman – Middle School	\$1,100.00
Custodial Assistant Foreman – Elementary School	\$825.00
Facilities/Grounds/Custodial Personnel (when called to work on inclement weather days when 12-month employees do not work)	\$ 9.00 (Hourly)
Grounds Assistant Foreman	\$2,419.00
Pesticide Applicator – Commercial	\$946.00
Pesticide Applicator – Registered	\$440.00

**Gloucester County Public Schools**  
**Substitute/Temporary Pay Rates**  
**2017-2018**

Instructional/Professional – Daily

Substitute Teacher – High School Diploma	\$ 60.00	Daily
Substitute Teacher – ≥ 60 Semester Hours	\$ 65.00	Daily
Substitute Teacher – Bachelor’s degree or higher	\$ 75.00	Daily
Substitute Teacher – Holds current teaching license	\$ 85.00	Daily
Substitute Teacher – Long Term *	\$ 95.00	Daily
Substitute Paraprofessional – Regular	\$ 55.00	Daily
Substitute Paraprofessional – Special Education	\$ 60.00	Daily

Instructional/Professional – Hourly

Homebound/Adult Education	\$30.00	Hourly
Supplemental Rate for Instr. (Cert.) (Student Contact)	\$30.00	Hourly
Supplemental Rate for Instr. (Cert.) (No Student Contact)	\$20.00	Hourly
Supplemental Rate for Professional Development Leadership	\$50.00	Hourly
Supplemental Rate for Staff Mentoring	\$30.00	Hourly

Professional

Nurse – Degreed/R.N./B.S.N.	\$ 95.00	Daily
Nurse – Sixty Semester Credit Hours/L.P.N.	\$ 85.00	Daily
Occupational/Physical Therapy evaluators	\$125.00	Per Evaluation

Support Staff

Bookkeeper	\$15.00	Hourly
Clerical	\$15.00	Hourly
Cooperative Office Education (COE)	\$8.25	Hourly
Custodian	\$10.00	Hourly
Cafeteria Worker	\$9.00	Hourly
Groundskeeper	\$10.00	Hourly
Paraprofessional	\$15.00	Hourly
Security	\$15.00	Hourly
Technology Helper	\$15.00	Hourly

Transportation

Bus Assistant – Single Run	\$41.00	Daily
Bus Assistant – Double Run	\$49.00	Daily
Bus Driver – Single Run (Regular and Special Education)	\$45.00	Daily
Bus Driver – Double Run (Regular and Special Education)	\$54.00	Daily
Bus Driver – Standby	\$22.00	Daily

\* If a substitute teacher works more than 10 consecutive days in the same classroom assignment, the compensation to that substitute teacher is the long-term rate.  
If the long-term assignment is pre-arranged, the long-term rate will begin with the first day of the assignment.



**Summer Pay Rates**  
**2017-2018**

Summer – Instructional Staff

Counselor	\$30.00	Hourly
Licensed Sub	\$30.00	Hourly
Teacher	\$30.00	Hourly

Summer – Support Staff

Bookkeeper/Clerical	\$15.00	Hourly
Bus Assistant	\$40.00	Daily
Bus Driver	\$40.00	Daily
Cooperative Office Education (COE)	\$8.25	Hourly
Custodian	\$10.00	Hourly
Cafeteria Manager	\$13.40	Hourly
Cafeteria Worker	\$9.35	Hourly
Groundskeeper	\$10.00	Hourly
Paraprofessional	\$15.00	Hourly
Security	\$15.00	Hourly
Technology Helper	\$15.00	Hourly

**Gloucester County Public Schools**  
**2017-2018 School Year Supplements**

Approved 06/22/2017

Location	Title	Payments	17-18 # Alloc.	17-18 Pymt. Amt.	17-18 Total
<b>ATHLETICS</b>					
GHS	Baseball Coach - JV	May	1	2,400	2,400
GHS	Baseball Coach - V - Asst.	May	1	2,400	2,400
GHS	Baseball Coach - V - Head	May	1	3,200	3,200
GHS	Basketball Coach - Boys - JV	Mar	1	2,600	2,600
GHS	Basketball Coach - Boys - V - Asst.	Mar	1	2,600	2,600
GHS	Basketball Coach - Boys - V - Head	Mar	1	3,600	3,600
GHS	Basketball Coach - Girls - JV	Mar	1	2,600	2,600
GHS	Basketball Coach - Girls - V - Asst.	Mar	1	2,600	2,600
GHS	Basketball Coach - Girls - V - Head	Mar	1	3,600	3,600
GHS	Cheerleader Sponsor - Fall - JV	Nov	1	1,200	1,200
GHS	Cheerleader Sponsor - Winter - JV	Mar	1	1,200	1,200
GHS	Cheerleading Sponsor - Fall - V	Nov	1	2,300	2,300
GHS	Cheerleading Sponsor - Winter - V	Mar	1	1,800	1,800
GHS	Cross Country Coach - Asst.	Nov	1	2,400	2,400
GHS	Cross Country Coach - Head	Nov	1	3,200	3,200
GHS	Field Hockey Coach - JV	Nov	1	2,400	2,400
GHS	Field Hockey Coach - V - Asst.	Nov	1	2,400	2,400
GHS	Field Hockey Coach - V - Head	Nov	1	3,200	3,200
GHS	Football Coach - Head	Nov	1	4,400	4,400
GHS	Football Coach - V - Asst.	Nov	1	2,400	2,400
GHS	Football Coach - V/JV - Asst.	Nov	4	2,500	10,000
GHS	Football Coach - V/JV - OC/DC	Nov	2	3,200	6,400
GHS	Game Manager (Per Season)	Nov/Mar/May	3	700	2,100
GHS	Golf Coach	Nov	1	2,300	2,300
GHS	Soccer Coach - Boys - JV	May	1	2,400	2,400
GHS	Soccer Coach - Boys - V	May	1	3,200	3,200
GHS	Soccer Coach - Boys - V - Asst.	May	1	2,400	2,400
GHS	Soccer Coach - Girls - JV	May	1	2,400	2,400
GHS	Soccer Coach - Girls - V	May	1	3,200	3,200
GHS	Soccer Coach - Girls - V - Asst.	May	1	2,400	2,400
GHS	Softball Coach - JV	May	1	2,400	2,400
GHS	Softball Coach - V - Asst.	May	1	2,400	2,400
GHS	Softball Coach - V - Head	May	1	3,200	3,200
GHS	Strength and Conditioning	Sep	1	2,100	2,100
GHS	Swim Coach	Mar	1	3,200	3,200
GHS	Swim Coach - Asst.	Mar	1	1,200	1,200

**Gloucester County Public Schools**  
**2017-2018 School Year Supplements**

Approved 06/22/2017

Location	Title	Payments	17-18 # Alloc.	17-18 Pymt. Amt.	17-18 Total
<b>ATHLETICS (Cont'd)</b>					
GHS	Tennis Coach - Boys	May	1	2,500	2,500
GHS	Tennis Coach - Girls	May	1	2,500	2,500
GHS	Track Coach - Spring - Asst.	May	2	2,200	4,400
GHS	Track Coach - Spring - Head	May	1	3,200	3,200
GHS	Track Coach - Winter - Asst.	Mar	2	1,800	3,600
GHS	Track Coach - Winter - Head	Mar	1	2,500	2,500
GHS	Volleyball Coach - Boys - V	Nov	1	2,600	2,600
GHS	Volleyball Coach - Girls - V	Nov	1	2,600	2,600
GHS	Weight Room Trainer (Per Season)	Nov/Mar/May	3	700	2,100
GHS	Wrestling Coach - Head	Mar	1	3,200	3,200
GHS	Wrestling Coach - V/JV - Asst.	Mar	1	2,400	2,400
Pag	Athletic Director	May	1	1,000	1,000
Pag	Baseball Coach	May	1	2,000	2,000
Pag	Baseball Coach - Asst.	May	1	500	500
Pag	Basketball Coach - Boys	Mar	1	2,000	2,000
Pag	Basketball Coach - Boys - Asst.	Mar	1	500	500
Pag	Basketball Coach - Girls	Nov	1	2,000	2,000
Pag	Basketball Coach - Girls - Asst.	Nov	1	500	500
Pag	Cheerleader Sponsor - Fall	Nov	1	1,000	1,000
Pag	Cheerleader Sponsor - Winter	Mar	1	1,000	1,000
Pag	Field Hockey Coach	Nov	1	2,000	2,000
Pag	Field Hockey Coach - Asst.	Nov	1	500	500
Pag	Softball Coach	May	1	2,000	2,000
Pag	Softball Coach - Asst.	May	1	500	500
Pea	Athletic Director	May	1	1,000	1,000
Pea	Baseball Coach	May	1	2,000	2,000
Pea	Baseball Coach - Asst.	May	1	500	500
Pea	Basketball Coach - Boys	Mar	1	2,000	2,000
Pea	Basketball Coach - Boys - Asst.	Mar	1	500	500
Pea	Basketball Coach - Girls	Nov	1	2,000	2,000
Pea	Basketball Coach - Girls - Asst.	Nov	1	500	500
Pea	Cheerleader Sponsor - Fall	Nov	1	1,000	1,000
Pea	Cheerleader Sponsor - Winter	Mar	1	1,000	1,000
Pea	Field Hockey Coach	Nov	1	2,000	2,000
Pea	Field Hockey Coach - Asst.	Nov	1	500	500
Pea	Softball Coach	May	1	2,000	2,000
Pea	Softball Coach - Asst.	May	1	500	500

## Gloucester County Public Schools

### 2017-2018 School Year Supplements

Approved 06/22/2017

Location	Title	Payments	17-18 # Alloc.	17-18 Pymt. Amt.	17-18 Total
<b>ACTIVITIES</b>					
Elem	Yearbook	1/2 Dec; 1/2 May	5	1,000	5,000
GHS	Beta Club	May	1	1,000	1,000
GHS	Junior Class	May	1	1,800	1,800
GHS	National Honor Society	May	1	1,000	1,000
GHS	Newspaper	May	1	1,800	1,800
GHS	SCA	May	1	1,800	1,800
GHS	Senior Class	May	1	1,800	1,800
GHS	Yearbook	May	1	2,500	2,500
Pag	NJHS	May	1	550	550
Pag	SCA	May	2	550	1,100
Pag	Yearbook	May	1	1,500	1,500
Pea	NJHS	May	1	550	550
Pea	SCA	May	2	550	1,100
Pea	Yearbook	May	1	1,500	1,500
<b>CO-CURRICULAR (INCLUDING COMPETITIONS/CLUBS)</b>					
CT	CT Competition Per Diem	After Comp.	14	100	1,400
Dist/Gifted	Enrichment Supplements	TBD	12	325	3,900
Dist/Tech	Great Computer Challenge	after comp.	20	250	5,000
Elem./Inst.	Robotics Challenge Coach	1/2 Dec; 1/2 May	4	1,000	4,000
Elem./M.S.	Odyssey of the Mind	May	14	800	11,200
GHS	Academic Challenge/Scholastic Bowl	Mar	1	1,800	1,800
GHS	Band - Marching	Nov	1	3,826	3,826
GHS	Band - Marching - Asst.	Nov	1	1,000	1,000
GHS	Choral	May	1	3,575	3,575
GHS	Crew Coach	May	1	2,600	2,600
GHS	Crew Coach - Asst.	May	1	2,000	2,000
GHS	Debate	Mar	1	1,800	1,800
GHS	Drama	May	1	3,575	3,575
GHS	Flag Team (Fall)	Nov	1	1,800	1,800
GHS	Forensics	Mar	1	1,800	1,800
GHS	Robotics Challenge Coach	1/2 Dec; 1/2 May	1	1,000	1,000
Pag/Pea	Band	May	2	1,560	3,120
Pag/Pea	Choral - After School Performance Group	May	2	650	1,300
Pag/Pea	Choral - Performance Prep	May	2	450	900
Pag/Pea	Robotics Challenge Coach	1/2 Dec; 1/2 May	4	1,000	4,000
Pag/Pea	Science Bowl	May	2	1,200	2,400

## Gloucester County Public Schools

### 2017-2018 School Year Supplements

Approved 06/22/2017

Location	Title	Payments	17-18 # Alloc.	17-18 Pymt. Amt.	17-18 Total
<b>INSTRUCTIONAL LEADERSHIP</b>					
Dist	Child Study	1/2 Dec; 1/2 May	8	1,500	12,000
Dist Math/Sci	Math Coaches	1/2 Dec; 1/2 May	7	750	5,250
Dist/Gift	Grade Level Contacts - Elementary	1/2 Dec; 1/2 May	5	650	3,250
Dist/Gift	Grade Level Contacts - Middle	1/2 Dec; 1/2 May	6	800	4,800
Elem	Family Reading Nights	1/2 Dec; 1/2 May	5	400	2,000
Elem	School Testing Coordinator	May	5	750	3,750
MS	School Testing Coordinator	May	2	1,000	2,000
GHS	STEM Academy Sponsor	1/2 Dec; 1/2 May	1	2,000	2,000
<b>MISCELLANEOUS</b>					
Dist/Tech	Gradebook Manager	1/2 Dec; 1/2 May	1	1,000	1,000
Elem.-M.S./Tech.	Webmaster	1/2 Dec; 1/2 May	7	500	3,500
Elem/M.S.	Aesop Operator	1/2 Dec; 1/2 May	7	750	5,250
H.S./Tech.	Webmaster	1/2 Dec; 1/2 May	1	1,000	1,000