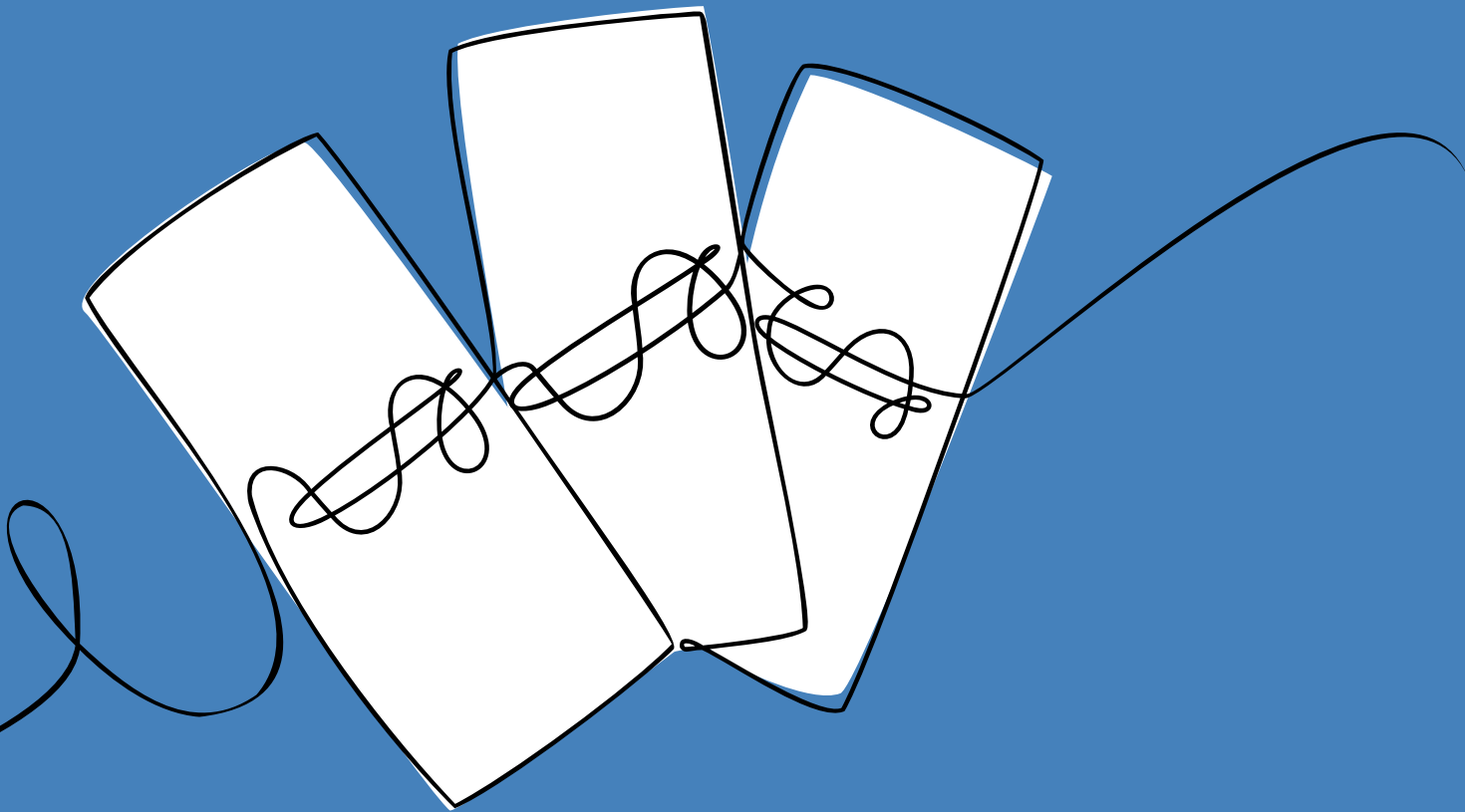


Chesapeake Public Schools

PAY AND CLASSIFICATION PLAN 2022-2023



Department of Human Resources
School Administration Building
312 Cedar Road
Chesapeake, VA 23322

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2022 - 2023

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**CHESAPEAKE PUBLIC SCHOOLS
FULL-TIME TEACHER
SALARY SCHEDULE 2022-2023**

STEP	SALARY
A	51,500
B	52,273
C	53,056
D	53,852
E	54,660
F	55,480
G	56,312
H	57,156
I	58,014
J	58,884
K	59,767
L	60,664
M	61,574
N	62,497
O	63,435
P	64,386
Q	65,352
R	66,332
S	67,327
T	68,337
U	69,362
V	70,403
W	71,459
X	72,531
Y	73,619
Z	74,723
Z1	75,844
Z2	76,982
Z3	78,136
Z4	79,308
Z5	80,498
Z6	81,706
Z7	82,931
Z8	84,175
Z9	85,438
Z10	86,719
Z11	88,020
Z12	89,340
Z13	90,680
Z14	92,041

** For teachers with 40 or more years of experience, the School Board approved a 9.23% increase the 2022-2023 school year.

Chesapeake Public Schools
Administrative Salary Scale
2022-2023

Grade	1	2	3	4	5	6	7	8	9
A100	33.8885	34.3968	34.9128	35.4365	35.9680	36.5075	37.0551	37.6109	38.1751
A200	36.2607	36.8046	37.3567	37.9171	38.4859	39.0632	39.6491	40.2438	40.8475
A300	38.7989	39.3809	39.9716	40.5712	41.1798	41.7975	42.4245	43.0609	43.7068
A400	41.5148	42.1375	42.7696	43.4111	44.0623	44.7232	45.3940	46.0749	46.7660
A500	44.4208	45.0871	45.7634	46.4499	47.1466	47.8538	48.5716	49.3002	50.0397
A600	47.5303	48.2433	48.9669	49.7014	50.4469	51.2036	51.9717	52.7513	53.5426
A700	50.8574	51.6203	52.3946	53.1805	53.9782	54.7879	55.6097	56.4438	57.2905
A800	54.4174	55.2337	56.0622	56.9031	57.7566	58.6229	59.5022	60.3947	61.3006
A900	58.2266	59.1000	59.9865	60.8863	61.7996	62.7266	63.6675	64.6225	65.5918

Grade	10	11	12	13	14	15	16	17	18
A100	38.7477	39.3289	39.9188	40.5176	41.1254	41.7423	42.3684	43.0039	43.6490
A200	41.4602	42.0821	42.7133	43.3540	44.0043	44.6644	45.3344	46.0144	46.7046
A300	44.3624	45.0278	45.7032	46.3887	47.0845	47.7908	48.5077	49.2353	49.9738
A400	47.4675	48.1795	48.9022	49.6357	50.3802	51.1359	51.9029	52.6814	53.4716
A500	50.7903	51.5522	52.3255	53.1104	53.9071	54.7157	55.5364	56.3694	57.2149
A600	54.3457	55.1609	55.9883	56.8281	57.6805	58.5457	59.4239	60.3153	61.2200
A700	58.1499	59.0221	59.9074	60.8060	61.7181	62.6439	63.5836	64.5374	65.5055
A800	62.2201	63.1534	64.1007	65.0622	66.0381	67.0287	68.0341	69.0546	70.0904
A900	66.5757	67.5743	68.5879	69.6167	70.6610	71.7209	72.7967	73.8887	74.9970

Grade	19	20	21	22	23	24	25	26	27
A100	44.3037	44.9683	45.6428	46.3274	47.0223	47.7276	48.4435	49.1702	49.9078
A200	47.4052	48.1163	48.8380	49.5706	50.3142	51.0689	51.8349	52.6124	53.4016
A300	50.7234	51.4843	52.2566	53.0404	53.8360	54.6435	55.4632	56.2951	57.1395
A400	54.2737	55.0878	55.9141	56.7528	57.6041	58.4682	59.3452	60.2354	61.1389
A500	58.0731	58.9442	59.8284	60.7258	61.6367	62.5613	63.4997	64.4522	65.4190
A600	62.1383	63.0704	64.0165	64.9767	65.9514	66.9407	67.9448	68.9640	69.9985
A700	66.4881	67.4854	68.4977	69.5252	70.5681	71.6266	72.7010	73.7915	74.8984
A800	71.1418	72.2089	73.2920	74.3914	75.5073	76.6399	77.7895	78.9563	80.1406
A900	76.1220	77.2638	78.4228	79.5991	80.7931	82.0050	83.2351	84.4836	85.7509

Grade	28	29	30	31	32	33	34	35
A100	50.6564	51.4162	52.1874	52.9702	53.7648	54.5713	55.3899	56.2207
A200	54.2026	55.0156	55.8408	56.6784	57.5286	58.3915	59.2674	60.1564
A300	57.9966	58.8665	59.7495	60.6457	61.5554	62.4787	63.4159	64.3671
A400	62.0560	62.9868	63.9316	64.8906	65.8640	66.8520	67.8548	68.8726
A500	66.4003	67.3963	68.4072	69.4333	70.4748	71.5319	72.6049	73.6940
A600	71.0485	72.1142	73.1959	74.2938	75.4082	76.5393	77.6874	78.8527
A700	76.0219	77.1622	78.3196	79.4944	80.6868	81.8971	83.1256	84.3725
A800	81.3427	82.5628	83.8012	85.0582	86.3341	87.6291	88.9435	90.2777
A900	87.0372	88.3428	89.6679	91.0129	92.3781	93.7638	95.1703	96.5979

Support Staff Pay Scales
2022-2023

Grade	1	2	3	4	5	6	7	8	9
S100	11.7963	11.9732	12.1528	12.3351	12.5201	12.7079	12.8985	13.0920	13.2884
S110	12.4451	12.6318	12.8213	13.0136	13.2088	13.4069	13.6080	13.8121	14.0193
S120	13.1296	13.3265	13.5264	13.7293	13.9352	14.1442	14.3564	14.5717	14.7903
S130	13.8517	14.0595	14.2704	14.4845	14.7018	14.9223	15.1461	15.3733	15.6039
S140	14.6135	14.8327	15.0552	15.2810	15.5102	15.7429	15.9790	16.2187	16.4620
S150	15.4172	15.6485	15.8832	16.1214	16.3632	16.6086	16.8577	17.1106	17.3673
S160	16.2651	16.5091	16.7567	17.0081	17.2632	17.5221	17.7849	18.0517	18.3225
S170	17.1597	17.4171	17.6784	17.9436	18.2128	18.4860	18.7633	19.0447	19.3304
S180	18.1035	18.3751	18.6507	18.9305	19.2145	19.5027	19.7952	20.0921	20.3935
S190	19.0992	19.3857	19.6765	19.9716	20.2712	20.5753	20.8839	21.1972	21.5152
S200	20.1497	20.4519	20.7587	21.0701	21.3862	21.7070	22.0326	22.3631	22.6985
S210	21.2579	21.5768	21.9005	22.2290	22.5624	22.9008	23.2443	23.5930	23.9469
S220	22.4271	22.7635	23.1050	23.4516	23.8034	24.1605	24.5229	24.8907	25.2641
S230	23.6606	24.0155	24.3757	24.7413	25.1124	25.4891	25.8714	26.2595	26.6534
S240	24.9619	25.3363	25.7163	26.1020	26.4935	26.8909	27.2943	27.7037	28.1193
S250	26.3348	26.7298	27.1307	27.5377	27.9508	28.3701	28.7957	29.2276	29.6660
S260	27.7832	28.1999	28.6229	29.0522	29.4880	29.9303	30.3793	30.8350	31.2975
S270	29.3113	29.7510	30.1973	30.6503	31.1101	31.5768	32.0505	32.5313	33.0193
S280	30.9234	31.3873	31.8581	32.3360	32.8210	33.3133	33.8130	34.3202	34.8350
S290	32.6242	33.1136	33.6103	34.1145	34.6262	35.1456	35.6728	36.2079	36.7510
S300	34.4185	34.9348	35.4588	35.9907	36.5306	37.0786	37.6348	38.1993	38.7723
S310	36.3114	36.8562	37.4090	37.9701	38.5397	39.1178	39.7046	40.3002	40.9047
S320	38.3086	38.8832	39.4664	40.0584	40.6593	41.2692	41.8882	42.5165	43.1542
S330	40.4156	41.0218	41.6371	42.2617	42.8956	43.5390	44.1921	44.8550	45.5278
S340	42.6385	43.2781	43.9273	44.5862	45.2550	45.9338	46.6228	47.3221	48.0319
S350	44.9836	45.6584	46.3433	47.0384	47.7440	48.4602	49.1871	49.9249	50.6738

Grade	10	11	12	13	14	15	16	17	18
S100	13.4877	13.6900	13.8954	14.1038	14.3154	14.5301	14.7481	14.9693	15.1938
S110	14.2296	14.4430	14.6596	14.8795	15.1027	15.3292	15.5591	15.7925	16.0294
S120	15.0122	15.2374	15.4660	15.6980	15.9335	16.1725	16.4151	16.6613	16.9112
S130	15.8380	16.0756	16.3167	16.5615	16.8099	17.0620	17.3179	17.5777	17.8414
S140	16.7089	16.9595	17.2139	17.4721	17.7342	18.0002	18.2702	18.5443	18.8225
S150	17.6278	17.8922	18.1606	18.4330	18.7095	18.9901	19.2750	19.5641	19.8576
S160	18.5973	18.8763	19.1594	19.4468	19.7385	20.0346	20.3351	20.6401	20.9497
S170	19.6204	19.9147	20.2134	20.5166	20.8243	21.1367	21.4538	21.7756	22.1022
S180	20.6994	21.0099	21.3250	21.6449	21.9696	22.2991	22.6336	22.9731	23.3177
S190	21.8379	22.1655	22.4980	22.8355	23.1780	23.5257	23.8786	24.2368	24.6004
S200	23.0390	23.3846	23.7354	24.0914	24.4528	24.8196	25.1919	25.5698	25.9533
S210	24.3061	24.6707	25.0408	25.4164	25.7976	26.1846	26.5774	26.9761	27.3807
S220	25.6431	26.0277	26.4181	26.8144	27.2166	27.6248	28.0392	28.4598	28.8867
S230	27.0532	27.4590	27.8709	28.2890	28.7133	29.1440	29.5812	30.0249	30.4753
S240	28.5411	28.9692	29.4037	29.8448	30.2925	30.7469	31.2081	31.6762	32.1513
S250	30.1110	30.5627	31.0211	31.4864	31.9587	32.4381	32.9247	33.4186	33.9199
S260	31.7670	32.2435	32.7272	33.2181	33.7164	34.2221	34.7354	35.2564	35.7852
S270	33.5146	34.0173	34.5276	35.0455	35.5712	36.1048	36.6464	37.1961	37.7540
S280	35.3575	35.8879	36.4262	36.9726	37.5272	38.0901	38.6615	39.2414	39.8300
S290	37.3023	37.8618	38.4297	39.0061	39.5912	40.1851	40.7879	41.3997	42.0207
S300	39.3539	39.9442	40.5434	41.1516	41.7689	42.3954	43.0313	43.6768	44.3320
S310	41.5183	42.1411	42.7732	43.4148	44.0660	44.7270	45.3979	46.0789	46.7701
S320	43.8015	44.4585	45.1254	45.8023	46.4893	47.1866	47.8944	48.6128	49.3420
S330	46.2107	46.9039	47.6075	48.3216	49.0464	49.7821	50.5288	51.2867	52.0560
S340	48.7524	49.4837	50.2260	50.9794	51.7441	52.5203	53.3081	54.1077	54.9193
S350	51.4339	52.2054	52.9885	53.7833	54.5900	55.4089	56.2400	57.0836	57.9399

Support Staff Pay Scales
2022-2023

Grade	19	20	21	22	23	24	25	26	27
S100	15.4217	15.6530	15.8878	16.1261	16.3680	16.6135	16.8627	17.1156	17.3723
S110	16.2698	16.5138	16.7615	17.0129	17.2681	17.5271	17.7900	18.0569	18.3278
S120	17.1649	17.4224	17.6837	17.9490	18.2182	18.4915	18.7689	19.0504	19.3362
S130	18.1090	18.3806	18.6563	18.9361	19.2201	19.5084	19.8010	20.0980	20.3995
S140	19.1048	19.3914	19.6823	19.9775	20.2772	20.5814	20.8901	21.2035	21.5216
S150	20.1555	20.4578	20.7647	21.0762	21.3923	21.7132	22.0389	22.3695	22.7050
S160	21.2639	21.5829	21.9066	22.2352	22.5687	22.9072	23.2508	23.5996	23.9536
S170	22.4337	22.7702	23.1118	23.4585	23.8104	24.1676	24.5301	24.8981	25.2716
S180	23.6675	24.0225	24.3828	24.7485	25.1197	25.4965	25.8789	26.2671	26.6611
S190	24.9694	25.3439	25.7241	26.1100	26.5017	26.8992	27.3027	27.7122	28.1279
S200	26.3426	26.7377	27.1388	27.5459	27.9591	28.3785	28.8042	29.2363	29.6748
S210	27.7914	28.2083	28.6314	29.0609	29.4968	29.9393	30.3884	30.8442	31.3069
S220	29.3200	29.7598	30.2062	30.6593	31.1192	31.5860	32.0598	32.5407	33.0288
S230	30.9324	31.3964	31.8673	32.3453	32.8305	33.3230	33.8228	34.3301	34.8451
S240	32.6336	33.1231	33.6199	34.1242	34.6361	35.1556	35.6829	36.2181	36.7614
S250	34.4287	34.9451	35.4693	36.0013	36.5413	37.0894	37.6457	38.2104	38.7836
S260	36.3220	36.8668	37.4198	37.9811	38.5508	39.1291	39.7160	40.3117	40.9164
S270	38.3203	38.8951	39.4785	40.0707	40.6718	41.2819	41.9011	42.5296	43.1675
S280	40.4275	41.0339	41.6494	42.2741	42.9082	43.5518	44.2051	44.8682	45.5412
S290	42.6510	43.2908	43.9402	44.5993	45.2683	45.9473	46.6365	47.3360	48.0460
S300	44.9970	45.6720	46.3571	47.0525	47.7583	48.4747	49.2018	49.9398	50.6889
S310	47.4717	48.1838	48.9066	49.6402	50.3848	51.1406	51.9077	52.6863	53.4766
S320	50.0821	50.8333	51.5958	52.3697	53.1552	53.9525	54.7618	55.5832	56.4169
S330	52.8368	53.6294	54.4338	55.2503	56.0791	56.9203	57.7741	58.6407	59.5203
S340	55.7431	56.5792	57.4279	58.2893	59.1636	60.0511	60.9519	61.8662	62.7942
S350	58.8090	59.6911	60.5865	61.4953	62.4177	63.3540	64.3043	65.2689	66.2479

Grade	28	29	30	31	32	33	34	35
S100	17.6329	17.8974	18.1659	18.4384	18.7150	18.9957	19.2806	19.5698
S110	18.6027	18.8817	19.1649	19.4524	19.7442	20.0404	20.3410	20.6461
S120	19.6262	19.9206	20.2194	20.5227	20.8305	21.1430	21.4601	21.7820
S130	20.7055	21.0161	21.3313	21.6513	21.9761	22.3057	22.6403	22.9799
S140	21.8444	22.1721	22.5047	22.8423	23.1849	23.5327	23.8857	24.2440
S150	23.0456	23.3913	23.7422	24.0983	24.4598	24.8267	25.1991	25.5771
S160	24.3129	24.6776	25.0478	25.4235	25.8049	26.1920	26.5849	26.9837
S170	25.6507	26.0355	26.4260	26.8224	27.2247	27.6331	28.0476	28.4683
S180	27.0610	27.4669	27.8789	28.2971	28.7216	29.1524	29.5897	30.0335
S190	28.5498	28.9780	29.4127	29.8539	30.3017	30.7562	31.2175	31.6858
S200	30.1199	30.5717	31.0303	31.4958	31.9682	32.4477	32.9344	33.4284
S210	31.7765	32.2531	32.7369	33.2280	33.7264	34.2323	34.7458	35.2670
S220	33.5242	34.0271	34.5375	35.0556	35.5814	36.1151	36.6568	37.2067
S230	35.3678	35.8983	36.4368	36.9834	37.5382	38.1013	38.6728	39.2529
S240	37.3128	37.8725	38.4406	39.0172	39.6025	40.1965	40.7994	41.4114
S250	39.3654	39.9559	40.5552	41.1635	41.7810	42.4077	43.0438	43.6895
S260	41.5301	42.1531	42.7854	43.4272	44.0786	44.7398	45.4109	46.0921
S270	43.8150	44.4722	45.1393	45.8164	46.5036	47.2012	47.9092	48.6278
S280	46.2243	46.9177	47.6215	48.3358	49.0608	49.7967	50.5437	51.3019
S290	48.7667	49.4982	50.2407	50.9943	51.7592	52.5356	53.3236	54.1235
S300	51.4492	52.2209	53.0042	53.7993	54.6063	55.4254	56.2568	57.1007
S310	54.2787	55.0929	55.9193	56.7581	57.6095	58.4736	59.3507	60.2410
S320	57.2632	58.1221	58.9939	59.8788	60.7770	61.6887	62.6140	63.5532
S330	60.4131	61.3193	62.2391	63.1727	64.1203	65.0821	66.0583	67.0492
S340	63.7361	64.6921	65.6625	66.6474	67.6471	68.6618	69.6917	70.7371
S350	67.2416	68.2502	69.2740	70.3131	71.3678	72.4383	73.5249	74.6278

SUBSTITUTE PAY RATES	
2022-2023	
POSITION	RATE PER HOUR
Administrator	\$50.00
Bus Assistant	\$12.00
Bus Driver	\$15.00
Cafeteria Worker (4-hour minimum)	\$12.00
Clerk	\$12.00
Clerk (long term*)	\$15.00
Clinic Assistant	\$12.00
Clinic Assistant (long term*)	\$14.75
Custodian I	\$12.00
Custodian II, III, IV, V	\$17.40
Delivery Driver	\$17.40
Groundskeeper	\$15.00
Guidance Counselor/ long term* (degreed)	\$30.00
Guidance Director	\$50.00
Health Advisor	\$26.50
Health Advisor (long term*)	\$33.50
Interpreter	\$23.00
Interpreter (long term*)	\$25.00
Interpreter (qualified - long or short term)	\$27.00
ISS Substitute	\$12.00
ISS (long term*)	\$15.00
Lunchroom Monitor	\$12.00
Retired Account Clerk	\$15.00
Retired Office Personnel	\$15.00
Retired Office Personnel (long term*)	\$15.00
School Security Officer	\$12.00
School Security Officer (long term*)	\$15.00
Teacher (regular)	\$15.00
Teacher Assistant	\$12.00
Teacher Assistant (long term*)	\$14.00
Teacher/long term* (degreed)	\$25.00
Teacher/long term* (non-degreed)	\$20.00

*19 or more consecutive days in the same classroom or coverage for same

SPECIAL PAY RATES 2022-2023	
<i>POSITION</i>	<i>RATE PER HOUR</i>
Adult Ed Teacher	\$33.50
Adult Ed Teacher Assistant	\$15.00
Adult Ed Teacher teaching technology to adults	\$33.50
AP Proctors (licensed)	\$33.50
AP Proctors (non-licensed)	\$15.00
Athletic Worker (middle and high school)	\$15.00
AVID Tutors	\$15.00
Bus Driver - Retiree (special runs)	\$17.90
Bus Driver (extra pay) for special ed runs	hourly rate only if exceeds daily contract hours
Bus Driver and Bus Assistant (extra runs)	hourly rate only if exceeds daily contract hours
Clerk/Extra Force (non-retiree)	\$12.00
Clerk/Extra Force (retiree)	\$12.00
Clinic Assistant covering for Health Advisor (Nurse)	Base Pay plus \$5/hour
Custodian I,II,III covering for Head Custodian	Base Pay Plus \$8/hour
GED Monitor (asst. non-licensed)	\$15.00
GED Remediation (SOL-trained teachers)	\$33.50
GED Supervising Monitor (licensed)	\$33.50
Interpreter (extracurricular)	\$30.00
Middle School GATE Enrichment	\$33.50
Part-time Retired Teacher	\$50.00
Police Officers-security for events	\$45.00
Police Officer/Sheriff Supervisor (varsity football)	\$58.00
Police Officer/Sheriff Supervisor (regular athletic event)	\$45.00
Police/Sheriff (non-officer)- trained security for events	\$25.00
Professional Development Program-Adult	\$44.25
Psychological/Sociological Testing Rate	\$50.00
School Nutrition Services Manager Trainee	Base Pay Plus \$4/hour
Security monitors (4 hours/pre-school training)	\$15.80
Security Extra work	\$23.00
Site Supervisor (building use)	\$29.50
SOL Proctors (monitoring)	\$15.00
SOL Remediation Tutors	\$33.50
SOL Trained Equity Instructors (licensed personnel)	\$33.50
Student Trainees-All fields	\$12.00
Study Hall Tutor (middle and senior)	\$33.50
Teacher/Homebound (licensed)	\$33.50
Teacher Assistant covering for a Teacher	Base Pay Plus \$8/hour
Technician - Sound and Lighting (licensed personnel)	\$29.50
Technician - Sound and Lighting (non-licensed personnel)	\$13.75
Testing Coordinator	\$35.00
Textbook Crew Leader	\$17.00
Time Credit Recovery	\$33.50
Title 1 SOL Remediation Instructor (Licensed)	\$33.50

SUMMER SCHOOL PROGRAM 2022-2023	
POSITION	RATE PER HOUR
Assistant Principal - Elementary	*\$1,250/supplement
Assistant Principal - Secondary	*\$2,200/supplement
Bus Assistant - Summer School	\$18.00
Bus Driver - Summer School	\$23.00
Clerk - Bookkeeper Elementary (in host school)	*\$250/supplement
Clerk - Bookkeeper Secondary (in host school)	*\$400/supplement
Clerk - Lead (clerk during regular year)	\$22.00
Clerk - Lead (not a clerk during regular year)	\$18.00
Clinic Assistant	\$22.00
Coordinator - Hourly Rate	\$50.00
Coordinator - Elementary Summer School	*\$456/supplement
Coordinator - School Nutrition Services Summer School	\$52.00
Coordinator - Special Ed	*\$783/supplement
Curriculum & Instruction Summer Clerk	\$16.00
Custodian - Summer School	\$22.00
Data Entry Clerk - ISC and E-Learning	\$16.00
Elementary Library Assistant	\$22.00
ESL Summer Program Teacher	\$50.00
Guidance Counselor - Secondary	\$50.00
Health Advisor (RN)	\$49.00
Health Advisor Substitute (not an RN)	\$37.00
Library Assistant (adult)	\$22.00
Library Assistant (student)	\$15.00
Library Specialist	\$50.00
Principal-Secondary	*\$3,625/supplement
Principal - Elementary	*\$2,100/ supplement
ROTC Instructors - Summer Program	\$50.00
Secretary - Secondary	\$25.00
Security Monitor	\$23.00
SOL Proctors - Summer School (monitoring)	\$20.00
Interpreter	\$40.00
Substitute - all positions (except school nutrition)	Same as position
Teacher Assistant (all)	\$22.00
Teacher - Elem, Sec, Spec Ed, OT, PT, & Speech	\$50.00
Teacher Sub (licensed)-Elem & Sec - Summer School	\$50.00
Teacher Sub(non-licensed)	\$21.00
Testing Clerk	\$15.00
Testing Coordinator	\$50.00

SUMMER SUPPORT POSITIONS 2022-2023	
POSITION	RATE PER HOUR
Bus Driver-Special Assignment	\$15.00
Clerk-Extra Force (non-retiree)	\$15.00
Clerk-Extra Force (retiree)	\$15.00
Curriculum Workshops (teachers)	\$40.00
Custodian-Special Summer Work	\$22.00
Custodian- Summer Work Activity Crew	\$13.85
Custodian-Temporary Worker	\$15.00
Grounds Temporary Worker	\$15.00
Guidance Clerical - Additional Summer Days	\$15.00
Guidance Counselors - Additional Summer Days	\$50.00
Gym/Stage floor crew worker	\$.20/ sq. ft.
Maint./Warehouse/Printshop/Inventory Worker	\$16.30
Musical Inventory Worker (teacher)	\$16.30
ESY Services	\$50.00
Pre-School Intake Team	\$40.00
SNS Delivery Person/Warehouse & Supply	\$15.00
SNS Summer Program-Manager	\$25.00
SNS Summer Program-Security Monitor	\$16.00
SNS Summer Program-Substitute	\$12.00
SNS Summer Program-Worker	\$15.00
SNS Summer Program-Worker-PT	\$12.00
Science Maintenance Worker (teacher)	\$16.30
Speech Therapy Evaluators	\$50.00
Print Shop Student Collators	\$12.00
School Plants Student Workers	\$12.00
Summer Intern (Information Technology)	\$15.00
Teacher- Computer Resource	\$35.00
Teacher-IEP Writers	\$35.00
Teacher-Professional Consultant Program	\$45.00
Textbook Crew Leader	\$17.00
Textbook Crew Worker	\$16.30
ATHLETIC CAMP PAY RATES	
POSITION	RATE PER HOUR
Athletic Game Worker * MS - 2 hour minimum * HS - 3 hour minimum	\$15.00
Coach	\$28.50
Director/Administrator	\$35.00
Student Athletic Worker	\$13.70

ELEMENTARY SCHOOL SUPPLEMENTS

2022-2023

RATE

504 Committee Chairperson		\$676
Grade-Level Chairperson		\$1,021
Pagemaster		\$998
Social Media Manager		\$998
Testing Chairperson		\$729
Child Study Committee Chairperson		\$1,354
Child Study Committee Secretary		\$1,005
Special Education Chairperson		\$1,021

MISCELLANEOUS SUPPLEMENTS

Planetarium Director		\$3,064
Virtual Virginia Mentor Stipend: 1-5 students- \$250, 6-10 students- \$500, 11-15 students- \$750, 16-20 students- \$1,000, 21+ students-		Per Semester
CPR Coordinator (1)		\$1,500
Collaborative Classroom Teacher	Teacher Assistant Career Ladder	\$2,700/ semester
Edwards-Wilson Center - Department Head Supplement	(Speech, OT/PT, Social Worker, School Psychologist)	\$1,751
Opportunity Culture Multi-Classroom Teacher	Level I	\$8,000
Opportunity Culture Multi-Classroom Teacher	Level II	\$11,000
Opportunity Culture Team Reach Teacher		\$2,200

GRANT SUPPLEMENTS**GRANT****RATE**

Middle School Teachers Corps	Middle School Teachers Corps	\$5,000
National Board Certification	Title II-A	\$1,612
CCC Industry Credential Point of Contact	Carl Perkins	\$400/ semester

Assignments listed above are reserved for exempt employess only.

MIDDLE SCHOOL SUPPLEMENTS 2022-2023 MIDDLE SCHOOL COACHING	
Assistant Football	\$2,625
Athletic Director	\$2,777
Athletic Director (no planning bell)	\$3,389
Boys' Basketball	\$2,625
Cheerleaders (if 2 sponsors)	\$1,093
Cheerleaders (if 1 sponsor)	\$2,187
Debate (1)	\$1,314
Field Hockey	\$2,625
Forensics (2 per school)	\$1,314
Girls' Basketball	\$2,625
Girls' Softball	\$2,625
Girls' Track	\$2,625
Girls' Volleyball	\$2,625
Head Football	\$3,063
Intramural Coordinator (\$500/semester)	\$1,000
Boys' Track	\$2,625
Wrestling	\$2,625
OTHER MIDDLE SCHOOL SUPPLEMENTS	
504 Committee Chairperson	\$676
Academic Advisor (per semester)	\$2,034
Avid Coordinator (IRM, OSM, CWM only)	\$1,500
Band	\$1,751
Cafeteria Duty (4)	\$729
Child Study Comm. Chairperson	\$1,354
Child Study Comm. Secretary	\$1,005
Chorus	\$1,459
Department Head (10) CCSS (4)	\$1,751
Hall Supervision (4) CCSS (2)	\$1,459
Jubilee Pans Director (CWM only)	\$2,364
Pagemaster	\$998
Planning Bell (extra block/ year long)	\$6,775/ year
Pre-SAT	\$200
SCA	\$1,314
Social Media Manager	\$998
Testing Coordinator	\$1,021
Tomorrow's Thunder (OSM only)	\$655
Strings	\$1,459
Yearbook	\$2,187

Assignments listed above are reserved for exempt employees only.

**HIGH SCHOOL
VHSL CONTRACT SUPPLEMENTS**

2022-2023

Academic Challenge	\$1,495	Indoor Track Varsity Boys	\$2,772
Athletic Trainer (GB only)	\$2,917/season	Indoor Track Varsity Girls	\$2,772
Baseball Varsity	\$4,374	Literary Magazine	\$1,019
Baseball JV	\$2,772	One-Act Play	\$1,500
Basketball Varsity	\$4,813	Outdoor Track Head Boys	\$3,917
Basketball Varsity	\$4,813	Outdoor Track Head Girls	\$3,917
Basketball JV Boys	\$2,917	Outdoor Track Asst. Boys	\$2,625
Basketball JV Girls	\$2,917	Outdoor Track Asst. Girls	\$2,625
Cheer Varsity	\$1,849	Soccer Varsity Boys	\$3,792
Cheer Competition Fall	\$1,943	Soccer Varsity Girls	\$3,792
Cheer JV Fall	\$1,233	Soccer JV Boys	\$2,478
Cheer Winter	\$2,261	Soccer JV Girls	\$2,478
Cross Country Fall	\$2,625	Softball Varsity	\$4,374
Debate	\$1,495	Softball JV	\$2,772
Field Hockey Varsity	\$3,792	Swimming	\$2,972
Field Hockey JV	\$2,772	Tennis Boys	\$2,625
Football Varsity	\$6,729	Tennis Girls	\$2,625
Football JV	\$4,688	Volleyball Varsity Boys	\$3,792
Football Asst.	\$4,688	Volleyball Varsity Girls	\$3,792
Forensics	\$1,495	Volleyball JV Girls	\$2,772
Golf	\$2,043	Wrestling Varsity	\$4,521
Gymnastics	\$3,646	Wrestling JV	\$2,625
		Yearbook	\$2,772

OTHER HIGH SCHOOL SUPPLEMENTS

504 Committee	\$676	Junior Class	\$1,895
Academic Advisor (per semester)	\$2,034	Model UN	\$495
AVID Coordinator (IRH and OSH only)	\$2,000	National Honor Society	\$708
Band	\$4,375	Pageant	\$849
Cadet Teachers	\$729	Pagemaster	\$998
Child Study Comm. Chairperson	\$1,354	Planning Bell (extra block stipend per semester)	\$6,775
Child Study Comm. Secretary	\$1,005	ROTC (2) per school	\$249
Chorus	\$2,916	Senior Class	\$1,895
Colleague Teacher	\$519	Social Media Manager	\$998
Dance Team	\$849	SCA/Student Activities	\$998
Department Head (12)		Step Team	
CCC (3)	\$1,751		\$849
Drama Productions	\$1,447	Strings	\$2,916
E-Learning (\$733 per	\$1,466	Testing Coordinator	\$1,995
Hall Supervisor (4)	\$1,459	VICA/ Skills USA (CCC only)	\$899
		Weight Training (winter and spring)	\$1,605

**CLASSIFIED EDUCATIONAL OR CERTIFICATE SUPPLEMENTS
2022-2023**

CLASSIFIED EMPLOYEES WHOSE POSITIONS <u>DO NOT</u> REQUIRE A DEGREE	
(degree must be in the field of education or in a field reasonably related to job assignment)	RATE
Associate's Degree (Once a Bachelor's degree is earned, you are no longer eligible for this supplement.)	\$500
Bachelor's Degree (Once a Master's degree is earned, you will no longer be eligible for this supplement.)	\$1,000
Master's Degree	\$3,200
Advanced Certificate (or 30 semester hours of credit beyond the master's degree in a bonifide doctoral program) This supplement will no longer be received upon once a doctoral degree is earned.	\$1,600
Doctoral Degree	\$3,200
CLASSIFIED SUPPLEMENTS CERTIFICATION OR OTHER	
	RATE
ASE Certification (2 courses)	\$200
ASE Certification (4 courses)	\$400
Journeyman Card	\$750
Master License	\$2,000
Pesticide Applicator Permit	\$1,000
Pesticide Applicator Certificate	\$250
Certified Asbestos Workers License (4 trades @ \$1,000/ea.)	\$1,000
Deputy Clerk of the Board	\$5,000
Interpreting VQAS Level II or EIPA 3.0	\$2,000
Interpreting VQAS Level III or EIPA 3.5	\$3,000
Lead Abatement Worker	\$400
Lead Bus Driver	\$1,500
Lead Interpreter Specialist	\$3,440
Lead Renovator	\$200
Mold Supervisor	\$600
R.I.D. (Interpreters)	\$5,250
Emergency Response Stipend	\$100/week
School Nutrition Services (must be renewed each year)	\$100
Clinic Assistant - Licensed Practical Nurse	\$2,000
Clinic Assistant - EMT/Certified Nursing Assistant/ Registered Medical Assistant	\$1,000
EDUCATIONAL SUPPLEMENTS	
All classified employees are eligible for educational supplements paid at the rate of \$75 per block of 6 credit hours, up to a maximum of \$300.	
TEACHER ASSISTANT SUPPLEMENTS	
48 hours of College-Level Coursework or	\$400
ParaPro Passage (State Academic Assessment)	\$200
Note: The only paraprofessionals eligible for the ParaPro supplement are those persons who are not highly qualified through 48+ college credit hours or degree.	

**EDUCATIONAL SUPPLEMENTS
2022-2023**

SCHOOL ADMINISTRATION EMPLOYEES WITH SPECIAL CERTIFICATION	
CERTIFICATION	RATE
Certified Public Accountant	\$500
Certified Internal Auditor	\$500
Certified Payroll Specialist	\$1,000
Certified Information Systems Auditor	\$500
Fundamental Payroll Certification	\$750
Society for Human Resource Management Certified Professional (SHRM-CP) or Professional Human Capital Leader in Education Certification (PHCLE)	\$2,000
Society for Human Resource Management Senior Certified Professional (SHRM-SCP)	\$2,000
CERTIFICATION	RATE
ASHA Certification - Speech Therapists	\$300
National Board Certification	\$1,612
DEGREE	RATE
Master's Degree	\$3,200
Advanced Certificate (or 30 semester hours of credit beyond the master's degree in a bonafide doctoral program). This supplement will no longer be received once the doctorate degree is earned.	\$1,600
Doctorate Degree	\$3,200
For employees hired after July 1, 2012, in order to be eligible for the educational supplement, the advanced degree shall be in the field of education or in a subject reasonably related to the employee assignment.	
HOURS TOWARDS MA	RATE
9 Semester Hours Toward MA	\$200
18 Semester Hours Toward MA	\$350
27 Semester Hours Toward MA	\$500
HOURS BEYOND MA	RATE
9 Semester Hours Beyond MA	\$100
18 Semester Hours Beyond MA	\$200
27 Semester Hours Beyond MA	\$300
36 Semester Hours Beyond MA	\$400
45 Semester Hours Beyond MA	\$500
SCHOOL HEALTH ADVISORS - HOURS TOWARD BA	RATE
6 Semester Hours Towards BA	\$75
12 Semester Hours Towards BA	\$150
18 Semester Hours Towards BA	\$225
24 Semester Hours Towards BA	\$300
Associate's Degree	\$500
Bachelor's Degree	\$1,000
School Nurse Certificate	\$400

TIMELINE FOR GRADUATE WORK SUPPLEMENTS

The additional earnings for graduate work are an annual supplement. Annual supplement for completed graduate hours will be prorated throughout the contract year.

Call the Department of Human Resources at 547-0107 should you have any questions regarding the timeline for graduate work supplements.

EMPLOYEE OVERTIME PROCEDURES

A. Generally

The method for compensating employees for overtime hours worked will be as defined in the Fair Labor Standards Act of 1938, as amended, and Title 29, Code of Federal Regulations. This act defines non-exempt employees as those who are eligible for overtime compensation. Exempt employees are defined as employees who are excluded from overtime provisions. The Human Resources Department maintains lists of both non-exempt and exempt employees.

B. Definitions

1. Eligible Employees – All non-exempt employees are eligible for overtime provisions.
2. Work Period – The work period for determining overtime compensation for eligible employees shall be a regular workweek commencing on Sunday at 12 midnight and continuing for 168 hours until 11:59 p.m. on the following Saturday.
3. Overtime hours – Overtime hours for determining overtime compensation are defined as time actually worked by a non-exempt employee over forty hours in a workweek. If the scheduled workweek is less than forty hours, all hours up to forty will be counted as straight time. Any hours over forty will be calculated at a rate of time and one half. For the purpose of this policy, hours worked include approved vacation leave, approved court appearance/jury duty, and holiday leave. Sick leave, compensatory time off, and bereavement leave shall not be counted as hours worked.
4. Compensatory Time – A non-exempt employee may choose to convert overtime hours into compensatory time in lieu of being paid.

5. Traded Work Time – An employee and supervisor may agree that the employee will work additional time on a workday for the equivalent time off during the same workweek. The total number of work hours for the workweek remains the same although work times are traded.

C. Use of Compensatory Time

1. In General - Compensatory time shall be granted to eligible employees at a rate of one hour for each hour up to forty hours per workweek and one and one-half hours for each hour of overtime as defined in B-3. No employee may accrue more than sixteen (16) hours of compensatory time in a school calendar year (July 1 to June 30) without prior approval by the Director of Human Resources.
2. Employees are notified by June 15 each year that they will be paid for any compensatory time greater than sixteen (16) hours as of June 30. They will be paid at the current year rate of compensation.
3. Termination of Employment – Upon termination of employment, an employee who accrued compensatory time shall be paid for the compensatory time at the current year rate of compensation.
4. Use of Compensatory Time – An employee who has accrued compensatory time and who has requested the use of such compensatory time, should be permitted by the administration to use such time within a reasonable period after making the request if the use of the compensatory time does not unduly disrupt the operation of the school division.
5. Non-exempt employees will not receive compensatory time for “traded” work time.
6. Compensatory time must be earned before it can be used.

D. Responsibilities of the Administrator Supervising Non-Exempt Employees

1. All administrators must provide accurate records of employees’ time at work. These records must be retained for a three-year period.
2. All administrators must approve in advance any additional hours. If an employee works additional hours without prior approval, the Administrator must compensate the employee. In appropriate cases, the employee shall be reprimanded for failing to obtain approval and the administrator shall document the reprimand.

3. The administrator must allow the employee to choose in advance whether overtime pay or compensatory time is the preferred method of payment for overtime hours, except as defined in D-2. If the method selected is overtime pay, the administrator must receive prior approval from the Superintendent or his designee. Principals will have the authority to approve overtime (whether it requires dollars or not) for building-level employees when such overtime is an operational necessity.
4. Occasional overtime worked amounting to seven (7) minutes or less shall not be compensated. Overtime work amounting to eight (8) minutes or more shall be compensated to the nearest quarter hour.
5. Overtime compensation shall not be waived by any agreement between the School Board and its eligible employees.

E. Voluntary Services

The volunteering of services by employees as “non-paid” volunteers to perform the same type of work for which they are normally paid shall be prohibited. Each person performing a volunteer service will be required to sign the Volunteer Waiver statement indicating that the responsibilities are not the same as or similar to the employee’s normal work responsibilities.

**CHESAPEAKE PUBLIC SCHOOLS
PROCEDURE FOR PLACEMENT ON
ADMINISTRATIVE/SUPPORT SALARY SCALE**

ADMINISTRATIVE

- I. Employees moving from teaching positions to administrative positions will be placed on the administrative salary scale at a level which will ensure that their monthly pay is no less as an administrator than it was as a teacher.
- II. When a teacher is promoted to administration by July 1 of the upcoming school year, the teacher is placed for the first year on a 10 + 2 contract (the appropriate teacher contract + 38 days + personal leave; no vacation). After the first year, the salary is calculated based upon a 12-month administrative contract. An exception to this is a 10-month administrative assistant selected to be an administrator. The administrative assistant will be placed on a 12-month administrative contract. Five vacation days are credited to new administrators when they are placed on the administrative scale.
- III. When new administrators are placed on the appropriate administrative scale for the designated position or when administrators move to another grade, a Profile Worksheet for Placement on Administrative Salary Schedule is prepared for the superintendent. The Profile Worksheet provides for three recommendations for the superintendent's consideration. The recommendations include grade and step, annual salary, and percentage increase rate. The superintendent determines the final placement.
- IV. Base salary is used to determine the two additional months which will result when the employee is on a 12-month contract. Since the master's degree is a prerequisite for being placed on the administrative scale, it is added to the 12-month base salary when making recommendations for placement on the administrative scale. Coaching and extracurricular activity supplements are not added to the 12-month base salary when making recommendations for placement on the administrative scale.

SUPPORT STAFF

- I. Employees promoted to a higher position will be placed on a step equal to and not less than a 5% increase.
- II. Professional employees who choose to pursue and accept classified positions shall be placed on the support scale based on experience as per chart within this book. Exceptions to this procedure will be handled on a case-by-case basis.

PLACING NEW EMPLOYEES ON REVISED SUPPORT STAFF SALARY SCALE

The following guidelines regarding previous comparable experience should be observed when placing new full-time employees on the support staff salary scale:

YEARS OF COMPARABLE EXPERIENCE	STEP
0 - 2	1
3 - 5	2
6 - 8	3
9 - 11	4
12 - 14	5
15 - 17	6
18 - 20	7
20+	8

The Superintendent or designee must approve any variations to this placement procedure.

DEMOTION AND SALARY REDUCTION OF EMPLOYEES

An employee may move from an assignment of greater responsibility to one of lesser responsibility for any of the following reasons:

1. The employee accepts an assignment which becomes overwhelming. The employee requests to return to an assignment with less responsibility. (A reduction in salary is in order.)
2. The supervisor recognizes that the employee is overwhelmed. The supervisor requests that the employee be reassigned to a position of lesser responsibility and the employee agrees to the demotion. (A reduction in salary is in order.)
3. The employee fails to perform duties. Documentation from the supervisor supports inadequate performance and the supervisor requests, as a disciplinary measure, or to improve operational services of the organization, that the employee be demoted. (A reduction in salary is in order.)

**PROCEDURE FOR EMPLOYING RETIRED
PROFESSIONAL PERSONNEL ON A TEMPORARY BASIS**

Salary for former employees who have retired, but are asked to perform specific tasks on a temporary basis, will be determined by the following procedure:

1. The individual will be placed on the salary grade that is commensurate with the responsibilities to be performed.
2. The individual will be paid on an hourly rate determined by the negotiated step. The individual will not be compensated for educational supplements and will not accrue benefits such as sick leave or vacation leave.
3. The individual will be employed for a maximum number of predetermined days. The agreement may be extended on an as-needed basis.
4. If necessary, the administrator who will supervise the individual is responsible for initiating the Request for New Position Form, which may be obtained from the Director of Human Resources.

Note: All applicable VRS regulations for retired personnel must be met prior to employment.

TEACHERS WORKING DURING PLANNING BELLS

A Chesapeake Public Schools middle or high school teacher who substitute teaches during his/her planning bell earns \$25.

A Chesapeake Public Schools high school teacher who teaches a class during his/her planning bell (not as a substitute) earns an additional \$6,775 per semester.

A Chesapeake Public Schools middle school teacher who teaches a class during his/her planning bell (not as a substitute) earns an additional \$6,775 per year.

PRIORITY SUBSTITUTE PROGRAM

In implementing the Priority Substitute Program, please adhere to the following guidelines:

1. Priority substitutes **must** be assigned before any other substitutes are used. The Aesop program will use the priority substitute first. Administrators will be requested to forward the names of the priority substitutes to the Human Resources Technician at SAB by mid-October. The priority substitute program begins November 1.
2. Priority substitutes **must** be assigned for teachers who typically require a substitute before assigning the priority substitute to any other position.
3. If there is no need for the priority substitute to substitute in a teaching position, the priority substitute may be assigned to substitute for a teacher assistant.
4. If there are no teacher or teacher assistant absences in the building, the priority substitute may be assigned other duties such as office, cafeteria, and tutoring.
5. The rate of pay is determined each year with approval of the budget. Priority substitutes do not have leave time; therefore, they are paid only for the days they work.

RETIREMENT NOTIFICATION INCENTIVE

A retirement notification incentive in the amount of \$1,000 will be paid to any employee who meets the following criteria:

1. The employee plans to retire at the end of the current school year between July 1 and September 1.
2. The employee completes the Retirement Notification Incentive form which is available every January. The form must be completed and submitted by January 31. Any verbal or other "informal notice outside the completion of the Retirement Notification Incentive form will not qualify for the incentive.
3. Employee must be eligible for retirement (early or full).

If the employee decides to rescind the notification after School Board notification in February, then their current assignment may not be available for the next school year and the employee may be considered for other vacancies.

The incentive amount of \$1,000 will be paid within 30 days of retirement.

**NON-EXEMPT POSITIONS
ALPHABETICAL LISTING
2022-2023**

POSITION TITLES	SALARY GRADE	WORK TERM DAYS	HOURS WORKED
ACCOUNT CLERK II	S190	190/196/ 218/260	7.0/7.5
ACCOUNT CLERK III	S200	260	7.0/7.5
ACCOUNTING TECHNICIAN	S220	260	7.0
ASSESSMENT AND ACCOUNTABILITY CLERK	S180	260	7.0
ASSESSMENT AND ACCOUNTABILITY TECHNICIAN	S220	260	7.0
ASSESSMENT CLERK	S170	196	7.5
ASSISTANT SHOP SUPERVISOR (MECHANIC FOREMAN)	S250	260	8.0
ASSISTANT TO THE SUPERINTENDENT	S260	260	8.0
AUDIO VIDEO TECHNICIAN	S220	260	8.0
AUTOMOTIVE LEAD WORKER	S240	260	8.0
AUTOMOTIVE SERVICE WRITER	S160	260	8.0
AUTOMOTIVE SUPPORT TECHNICIAN	S190	260	8.0
BENEFITS SPECIALIST	S220	260	7.0
BINDERY FINISHING TECHNICIAN (FINISHER)	S160	260	7.0
BRAILLE TRANSCRIPTIONIST	S220	190	7.0
BUDGET TECHNICIAN	S220	260	7.0
BUS ASSISTANT	S120	181/210/213	5.0
BUS DRIVER	S170	181/210/223	5.0/8.0
CAPITAL PROJECT TECHNICIAN	S230	260	7.0
CARPENTER I	S180	260	8.0
CARPENTER II	S190	260	8.0
CARPENTER III	S200	260	8.0
CARPENTER, LEAD	S220	260	8.0
CLINIC ASSISTANT	S160	190	7.0
COORDINATOR OF HUMAN RESOURCES (LEAD TECHNICIAN)	S270	260	7.0
COURIER (DELIVERY PERSON - PRINT SHOP , SNS, WAREHOUSE)	S140	192/196/260	7.0/8.0
CUSTODIAN I	S110	197/260	8.0
CUSTODIAN II	S140	260	8.0
CUSTODIAN III	S160	260	8.0
CUSTODIAN IV	S180	260	8.0
CUSTODIAN V	S200	260	8.0
DATABASE TECHNICIAN	S230	260	7.0
DDC TECHNICIAN	S240	260	8.0
DIGITAL PRE-PRESS TECHNICIAN (CAMERA TECHNICIAN)	S190	260	7.0
DIGITAL PRESS OPERATOR	S180	260	7.0
DISPATCHER	S170	260	7.5
ELECTRICIAN I	S190	260	8.0
ELECTRICIAN II	S200	260	8.0
ELECTRICIAN III	S210	260	8.0
ELECTRICIAN LEADMAN	S230	260	8.0
ENERGY MANAGEMENT SPECIALIST	S260	260	8.0
ENROLLMENT SPECIALIST	S200	260	7.0
ENROLLMENT TECHNICIAN	S220	260	7.0

**NON-EXEMPT POSITIONS
ALPHABETICAL LISTING
2022-2023**

POSITION TITLES	SALARY GRADE	WORK TERM DAYS	HOURS WORKED
EXECUTIVE ASSISTANT	S250	260	8.0
FINANCE SUPPORT TEAM TECHNICIAN	S220	260	8.0
FINGERPRINT AND SECURITY OFFICER	S190	260	8.0
FIRE SAFETY SPECIALIST	S240	260	8.0
GIS SPECIALIST	S240	260	7.5
GRAPHICS SPECIALIST	S190	260	7.0
GROUNDSKEEPER I	S140	260	8.0
GROUNDSKEEPER II	S150	260	8.0
GROUNDSKEEPER III	S170	260	8.0
GROUNDSKEEPER, LEAD	S210	260	8.0
HUMAN RESOURCE INFORMATION SYSTEMS TECHNICIAN	S240	260	7.0
HUMAN RESOURCES ABSENCE MANAGEMENT SOFTWARE TECHNICIAN	S230	260	7.0
HUMAN RESOURCES CLERK	S180	260	7.0
HUMAN RESOURCES LICENSURE AND RETIREMENT SPECIALIST (TECHNICIAN)	S290	260	7.0
HUMAN RESOURCES TECHNICIAN	S220	260	7.0
HVAC MECHANIC I	S190	260	8.0
HVAC MECHANIC II	S200	260	8.0
HVAC MECHANIC III	S210	260	8.0
HVAC MECHANIC LEADMAN	S230	260	8.0
IMPACT AID SPECIALIST	S240	260	7.0
INFORMATION TECHNOLOGY -COMMUNICATION SYSTEMS TECHNICIAN	S230	260	8.0
INFORMATION TECHNOLOGY - HELP DESK TIER 1 SPECIALIST	S230	260	7.0
INFORMATION TECHNOLOGY - IDENTITY ACCESS ACCOUNT SPECIALIST	S220	260	7.0
INFORMATION TECHNOLOGY- SUPPORT SPECIALIST NETWORK	S240	260	8.0
INFORMATION TECHNOLOGY- SYSTEMS ACCOUNT SPECIALIST	S220	260	7.0
INFORMATION TECHNOLOGY- TECHNOLOGY SUPPORT SPECIALIST	S240	260	8.0
INFORMATION TECHNOLOGY - WEBMASTER	S330	260	7.0
IN-SCHOOL SUSPENSION COORDINATOR	S170	190	7.0
INSTRUCTIONAL ASSISTANT	S230	190	7.0
INSTRUCTIONAL TEACHING ASSOCIATE	S270	190	7.0
INVENTORY CONTROL SPECIALIST	S190	260	7.0
INVESTIGATOR- STUDENT ATTENDANCE	S240	260	7.0
LIBRARY CLERK	S170	190/196/218	7.5
LOCKSMITH	S220	260	8.0
LOCKSMITH LEADMAN	S230	260	8.0
MECHANIC (AUTOMOTIVE TECHNICIAN)	S200	260	8.0
MECHANIC HELPER (AUTOMOTIVE TECHNICIAN HELPER)	S170	260	8.0
MICROGRAPHIC ASSISTANT	S180	260	7.0
NETWORK ADMINISTRATOR I	S290	260	8.0
NEW CONSTRUCTION INSPECTOR	S270	260	7.0
PAINTER	S190	260	8.0
PAINTER, HEAD	S210	260	8.0
PARTS SPECIALIST	S150	260	8.0

**NON-EXEMPT POSITIONS
ALPHABETICAL LISTING
2022-2023**

POSITION TITLES	SALARY GRADE	WORK TERM DAYS	HOURS WORKED
PAYROLL TECHNICIAN	S220	260	7.0
PEST CONTROL SPECIALIST	S230	260	8.0
PEST CONTROL TECHNICIAN I	S200	260	8.0
PLUMBER II	S200	260	8.0
PLUMBER III	S220	260	8.0
PRINT SHOP - DIGITAL PRINT OPERATOR	S200	260	7.0
PROFESSIONAL AND ORGANIZATIONAL DEVELOPMENT TECHNICIAN	S220	260	7.0
PROFESSIONAL AND ORGANIZATIONAL DEVELOPMENT SUPPORT SPECIALIST	S40	260	7.0
PROGRAMMER ANALYST	S270	260	7.0
PROJECT SEARCH JOB COACH (EWC)	S190	190	7.0
PURCHASING CLERK	S190	260	7.0
PURCHASING MAINTENANCE TECHNICIAN	S220	260	7.0
REACH ASSOCIATE	S230	190	7.0
RECEPTIONIST	S160	260	7.0
RECEPTIONIST - SCHOOL ADMINISTRATION BUILDING	S200	260	7.0
RECORDS CLERK	S170	260	7.5
RECORDS MANAGEMENT SPECIALIST	S260	260	8.0
RISK MANAGEMENT ASSISTANT (SAFETY AND SEC ASSISTANT)	S190	260	7.0
ROOFER	S200	260	8.0
SCHOOL ACCOUNT CLERK II	S190	190/216/260	7.0/7.5
SCHOOL NUTRITION SERVICES CAFETERIA MANAGER-ELEMENTARY	S180	188	7.5
SCHOOL NUTRITION SERVICES CAFETERIA MANAGER-HIGH	S200	188	8.0
SCHOOL NUTRITION SERVICES CAFETERIA MANAGER-MIDDLE	S190	188	8.0
SCHOOL NUTRITION SERVICES MAINTENANCE TECHNICIAN (EQUIPMENT)	S210	260	8.0
SCHOOL NUTRITION SERVICES WAREHOUSE SHIPPING MANAGER	S270	260	8.0
SCHOOL NUTRITION SERVICES WORKER (EMPLOYEE)	S110	183	5.0
SCHOOL NUTRITION SERVICES, ELEMENTARY LEAD	S150	186	7.0
SCHOOL NUTRITION SERVICES, HIGH LEAD	S170	186	7.0
SCHOOL NUTRITION SERVICES, MIDDLE LEAD	S160	186	7.0
SCHOOL SECRETARY	S170	190/196/216	7.5
SCHOOL SECURITY OFFICER	S170	181	8.0
SECRETARY, ADMINISTRATIVE	S180	260	7/7.5
SECRETARY, BUYERS	S180	260	7.0
SECRETARY, CLERK OF BOARD	S260	260	8.0
SECRETARY, DATA QUALITY	S180	216/260	7.5
SECRETARY, DIRECTOR	S210	260	7.0
SECRETARY, ENROLLMENT	S180	260	7.0
SECRETARY, GENERAL	S180	260	7.0/7.5
SECRETARY, MEDICAID BILLING	S190	260	8.0
SECRETARY, SAFETY AND SECRETARY	S170	260	7.0
SECRETARY, SCHOOL LEAD	S190	218/260	7.0/7.5
SECRETARY, TITLE 1 ADMINISTRATIVE	S200	260	7.5
SECURITY SYSTEMS SPECIALIST	S300	260	8.0
SIGN LANGUAGE INTERPRETER	S270	190	7.0

**NON-EXEMPT POSITIONS
ALPHABETICAL LISTING
2022-2023**

POSITION TITLES	SALARY GRADE	WORK TERM DAYS	HOURS WORKED
SPECIAL EDUCATION COMPLIANCE ASSISTANT (CLERK)	S190	260	7.5
SPECIAL EDUCATION CLERK, ELIGIBILITY	S180	260	7.5
TEACHER ASSISTANT 1	S150	190	7.0
TEACHER ASSISTANT 2	S170	190	7.0
TEACHER ASSISTANT - JOB COACH	S190	190	7.0
TRANSPORTATION CLERK, SUPPORT	S190	260	7.5
WAREHOUSE ANNEX- EDUCATIONAL SUPPLIES SUPERVISOR	S280	260	8.0
WAREHOUSE AND SUPPLY MANAGER	S270	260	8.0
WAREHOUSE AND SUPPLY STOREKEEPER	S170	260	8.0
WORKERS COMP SPECIALIST (RISK MANAGEMENT SPECIALIST)	S280	260	7.0

**NON-EXEMPT POSITIONS
LISTING BY GRADE
2022-2023**

POSITION TITLES	SALARY GRADE
CUSTODIAN I	S110
SCHOOL NUTRITION SERVICES WORKER (EMPLOYEE)	S110
BUS ASSISTANT	S120
COURIER (DELIVERY PERSON - PRINT SHOP , SNS, WAREHOUSE)	S140
CUSTODIAN II	S140
GROUNDSKEEPER I	S140
GROUNDSKEEPER II	S150
PARTS SPECIALIST	S150
SCHOOL NUTRITION SERVICES, ELEMENTARY LEAD	S150
TEACHER ASSISTANT 1	S150
AUTOMOTIVE SERVICE WRITER	S160
BINDERY FINISHING TECHNICIAN (FINISHER)	S160
CLINIC ASSISTANT	S160
CUSTODIAN III	S160
RECEPTIONIST	S160
SCHOOL NUTRITION SERVICES, MIDDLE LEAD	S160
ASSESSMENT CLERK	S170
BUS DRIVER	S170
DISPATCHER	S170
GROUNDSKEEPER III	S170
IN-SCHOOL SUSPENSION COORDINATOR	S170
LIBRARY CLERK	S170
MECHANIC HELPER (AUTOMOTIVE TECHNICIAN HELPER)	S170
MICROFILM CLERK	S170
SCHOOL NUTRITION SERVICES, HIGH LEAD	S170
SCHOOL SECRETARY	S170
SCHOOLSECURITY OFFICER	S170
SECRETARY - SAFETY AND SECURITY	S170
TEACHER ASSISTANT 2	S170
WAREHOUSE AND SUPPLY - STOREKEEPER	S170
ASSESSMENT AND ACCOUNTABILITY CLERK	S180
CARPENTER I	S180
CUSTODIAN IV	S180
DIGITAL PRESS OPERATOR	S180
HUMAN RESOURCES CLERK	S180
MICROGRAPHIC ASSISTANT	S180
SCHOOL NUTRITION SERVICES CAFETERIA MANAGER-ELEMENTARY	S180
SECRETARY, ADMINISTRATIVE	S180
SECRETARY, BUYERS	S180
SECRETARY, DATA QUALITY	S180
SECRETARY, ENROLLMENT	S180
SECRETARY, GENERAL	S180
SECRETARY, EDUCATION CLERK, ELIGIBILITY	S180

**NON-EXEMPT POSITIONS
LISTING BY GRADE
2022-2023**

POSITION TITLES	SALARY GRADE
ACCOUNT CLERK II	S190
AUTOMOTIVE SUPPORT TECHNICIAN	S190
CARPENTER II	S190
DIGITAL PRE-PRESS TECHNICIAN	S190
ELECTRICIAN I	S190
FINGERPRINT AND SECURITY OFFICER	S190
GRAPHICS SPECIALIST	S190
HVAC MECHANIC I	S190
INVENTORY CONTROL SPECIALIST	S190
PAINTER	S190
PROJECT SEARCH JOB COACH (EWC)	S190
PURCHASING CLERK	S190
RISK MANAGEMENT ASSISTANT	S190
SCHOOL ACCOUNT CLERK II	S190
SCHOOL NUTRITION SERVICES CAFETERIA MANAGER-MIDDLE	S190
SECRETARY, MEDICAID BILLING	S190
SECRETARY, SCHOOL LEAD	S190
SPECIAL EDUCATION COMPLIANCE ASSISTANT	S190
TEACHER ASSISTANT- JOB COACH	S190
TRANSPORTATION CLERK, SUPPORT	S190
ACCOUNT CLERK III	S200
CARPENTER III	S200
CUSTODIAN V	S200
ELECTRICIAN II	S200
ENROLLMENT SPECIALIST	S200
HVAC MECHANIC II	S200
MECHANIC (AUTOMOTIVE TECHNICIAN)	S200
PEST CONTROL TECHNICIAN I	S200
PLUMBER II	S200
PRINT SHOP - DIGITAL PRINT OPERATOR	S200
RECEPTIONIST - SCHOOL ADMINISTRATION BUILDING	S200
ROOFER	S200
SCHOOL NUTRITION SERVICES CAFETERIA MANAGER-HIGH	S200
SECRETARY, TITLE 1 ADMINISTRATIVE	S200
ELECTRICIAN III	S210
GROUNDSKEEPER, LEAD	S210
HVAC MECHANIC III	S210
PAINTER, HEAD	S210
SCHOOL NUTRITION SERVICES MAINTENANCE SPECIALIST	S210
SECRETARY, DIRECTOR	S210
ACCOUNTING TECHNICIAN	S220
ASSESSMENT AND ACCOUNTABILITY ECHNICIAN	S220
AUDIO VISUAL TECHNICIAN	S220
BENEFITS SPECIALIST	S220

**NON-EXEMPT POSITIONS
LISTING BY GRADE
2022-2023**

POSITION TITLES	SALARY GRADE
BRILLE TRANSCRIPTIONIST	S220
BUDGET TECHNICIAN	S220
CARPENTER, LEAD	S220
ENROLLMENT TECHNICIAN	S220
FINANCE SUPPORT TEAM TECHNICIAN	S220
HUMAN RESOURCES TECHNICIAN	S220
INFORMATION TECHNOLOGY - IDENTITY ACCESS ACCOUNT SPECIALIST	S220
INFORMATION TECHNOLOGY - SYSTEMS ACCOUNT SPECIALIST	S220
LOCKSMITH	S220
PAYROLL TECHNICIAN	S220
PLUMBER III	S220
PROFESSIONAL AND ORGANIZATIONAL DEVELOPMENT TECHNICIAN	S220
PURCHASING MAINTENANCE TECHNICIAN	S220
CAPITAL PROJECT TECHNICIAN	S230
DATABASE TECHNICIAN	S230
ELECTRICIAN LEADMAN	S230
HUMAN RESOURCES ABSENCE MANAGEMENT SOFTWARE TECHNICIAN	S230
HVAC MECHANIC LEADMAN	S230
INFORMATION TECHNOLOGY - COMMUNICATION SYSTEMS TECHNICIAN	S230
INFORMATION TECHNOLOGY - HELP DESK TIER 1 SPECIALIST	S230
INSTRUCTIONAL ASSISTANT	S230
LOCKSMITH LEADMAN	S230
PEST CONTROL SPECIALIST	S230
REACH ASSOCIATE	S230
AUTOMOTIVE LEAD WORKER	S240
DDC TECHNICIAN	S240
FIRE SAFETY SPECIALIST	S240
GIS SPECIALIST	S240
HUMAN RESOURCE INFORMATION SYSTEMS TECHNICIAN	S240
IMPACT AID SPECIALIST	S240
INFORMATION TECHNOLOGY- NETWORK SUPPORT SPECIALIST	S240
INFORMATION TECHNOLOGY- TECHNOLOGY SUPPORT SPECIALIST	S240
INVESTIGATOR- STUDENT ATTENDANCE	S240
PROFESSIONAL AND ORGANIZATION DEVELOPMENT SUPPORT SPECIALIST	S240
ASSISTANT SHOP SUPERVISOR	S250
EXECUTIVE ASSISTANT	S250
ASSISTANT TO THE SUPERINTENDENT	S260
ENERGY MANAGEMENT SPECIALIST	S260
RECORDS MANAGEMENT SPECIALIST	S260
SECRETARY, CLERK OF BOARD	S260
COORDINATOR OF HUMAN RESOURCES (LEAD TECHNICIAN)	S270
INSTRUCTIONAL TEACHING ASSOCIATE	S270
NEW CONSTRUCTION INSPECTOR	S270
PROGRAMMER ANALYST	S270

**NON-EXEMPT POSITIONS
LISTING BY GRADE
2022-2023**

POSITION TITLES	SALARY GRADE
SCHOOL NUTRITION SERVICES WAREHOUSE SHIPPING MANAGER	S270
SIGN LANGUAGE INTERPRETER	S270
WAREHOUSE AND SUPPLY MANAGER	S270
WAREHOUSE ANNEX- EDUCATIONAL SUPPLIES SUPERVISOR	S280
WORKERS COMPENSATION SPECIALIST	S280
HUMAN RESOURCES LICENSURE AND RETIREMENT SPECIALIST	S290
NETWORK ADMINISTRATOR I	S290
SECURITY SYSTEMS SPECIALIST	S300
INFORMATION TECHNOLOGY - WEBMASTER	S330

**EXEMPT POSITIONS
ALPHABETICAL LISTING
2022 - 2023**

POSITION TITLES	SALARY GRADE	WORK TERM DAYS
ACADEMY COORDINATOR	TSS	205
ACCOUNTANT	S300	260
ADMINISTRATOR OF BUSINESS AND COMMUNITY PARTNERSHIPS	A500	260
ADMINISTRATOR OF PLANNING	A500	260
ADMINISTRATOR OF PROFESSIONAL AND ORGANIZATIONAL DEVELOPMENT	A500	260
APPLICATION SYSTEM ANALYST	S310	260
ASSESSMENT AND ACCOUNTABILITY - SUPERVISOR OF TESTING	A400	260
ASSESSMENT AND ACCOUNTABILITY SPECIALIST II	TSS	228
ASSISTANT COORDINATOR OF STUDENT TRANSPORTATION	S240	260
ASSISTANT DIGITAL MEDIA SPECIALIST	S300	260
ASSISTANT DIRECTOR	A600	260
ASSISTANT PRINCIPAL - ELEMENTARY	A100	260
ASSISTANT PRINCIPAL - HIGH	A300	260
ASSISTANT PRINCIPAL - MIDDLE	A200	260
ASSISTANT PRINCIPAL 1	TSS	228
ASSISTANT PRINCIPAL CHESAPEAKE CENTER FOR STUDENT SUCCESS	A300	260
ASISTANT PUPIL DISCIPLINE	A300	260
AUDIO VISUAL SPECIALIST	S300	260
AUDIO VISUAL SYSTEMS ANALYST	S300	260
BEHAVIOR CONSULTANT	TSS	228
BENEFITS MANAGER	S310	260
BUDGET AND FINANCE ANALYST	S300	260
BUSINESS SYSTEM ANALYST	S330	260
BUYER	S300	260
CHESAPEAKE VIRTUAL ACADEMY TEACHER	TSS	190
CHIEF	A900	260
CLINICAL SPECIALIST	S330	260
CONSTRUCTION MANAGER	S330	260
COORDINATOR CUSTODIAL SERVICES	S280	260
COORDINATOR OF ADULT EDUCATION	S320	260
COORDINATOR OF ENGLISH AND LANGUAGE ARTS	S320	260
CORDINATOR OF MATHEMATICS	S320	260
COORDINATOR OF PUPIL TRANSPORTATION, SENIOR	S310	260
COORDINATOR OF STUDENT ACTIVITIES AND FACILITIES USE	S310	260
COORDINATOR OF STUDENT CONDUCT AND SUPPORT	S310	260
COORDINATOR OF VIRGINIA PRESCHOOL INITIATIVE	S330	260
COORDINATOR OF VIRTUAL INSTRUCTION PROGRAM	S330	260
CTE WORK-BASED LEARNING COORDINATOR	TSS	190
CREDENTIAL COORDINATOR	TSS	190
CURRICULUM COORDINATOR FOR AVID	TSS	190
DIGITAL MEDIA SPECIALIST	S310	260
DIRECTOR	A700	260
EMPLOYEE RELATIONS ADMINISTRATOR	A500	260
FAMILY AND COMMUNITY ENGAGEMENT SPECIALIST	TSS	209
FAMILY LIFE TEACHER	TSS	190
FINANCIAL MANAGEMENT SPECIALIST	S330	260
FINANCE SUPPORT TEAM ANALYST	S300	260
GATE SPECIALIST	TSS	190

**EXEMPT POSITIONS
ALPHABETICAL LISTING
2022 - 2023**

POSITION TITLES	SALARY GRADE	WORK TERM DAYS
GIS ADMINISTRATOR	S330	260
GIS ANALYST	S290	260
GO VIRGINIA STEAM/CTE COORDINATOR	S330	260
GO VIRGINIA TEACHER MATCH	TSS	190
HUMAN RESOURCES ADMINISTRATOR	A500	260
INFORMATION TECHNOLOGY - DATA OPERATIONS MANAGER	S350	260
INFORMATION TECHNOLOGY - ERP MANAGER	S350	260
INSTRUCTIONAL COACH	TSS	190/228
INSTRUCTIONAL COACH	TSS	190/209
INTERNATIONAL BACCALAUREATE TEACHER	TSS	190
LIBRARY SPECIALIST	TSS	190
LITERARY COACH	TSS	209
NETWORK ADMINISTRATOR II	S300	260
NETWORK ADMINISTRATOR III	S310	260
NETWORK INFRASTRUCTURE MANAGER	S330	260
NETWORK MANAGER - BUILDING DESIGN AND CONSTRUCTION	S330	260
OCCUPATIONAL THERAPIST	S330	190
OCCUPATIONAL THERAPIST ASSISTIVE TECH EVALUATOR	S330	260
PAYROLL MANAGER	S300	260
PHYSICAL THERAPIST	S330	190
PLANETARIUM DIRECTOR	TSS	260
PLANNER	S290	260
PRINCIPAL - CCSS AND CCC	A600	260
PRINCIPAL - CJS	A400	260
PRINCIPAL - ELEMENTARY	A500	260
PRINCIPAL - HIGH	A700	260
PRINCIPAL - MIDDLE	A600	260
PRINT/GRAPHICS MANAGER	S330	260
PROFESSIONAL AND ORGANIZATIONAL DEVELOPMENT SPECIALIST	TSS	228
PROGRAM ADMINISTRATOR OF CHESAPEAKE CAREER CENTER	A600	260
PROGRAM ADMINISTRATOR OF FEDERAL PROGRAMS	A600	260
PROGRAM ADMINISTRATOR OF HEALTH SERVICES	A600	260
READING SPECIALIST	TSS	190
RECRUITMENT RETENTION AND DIVERSITY ADMINISTRATOR	A500	260
RISK MANAGEMENT	S330	260
ROTC INSTRUCTOR	TSS	190
SAFETY ROUTE COORDINATOR	TSS	190
SCHOOL COUNSELING DIRECTOR	TSS	218
SCHOOL COUNSELOR	TSS	190/218
SCHOOL NURSE	S310	190/209
SCHOOL NUTRITION SERVICES FINANCIAL MANAGER	S310	260
SCHOOL NUTRITION SERVICES HEALTH AND WELLNESS EDUCATOR	S300	260
SCHOOL NUTRITION SERVICES NETWORK ADMINISTRATOR II	S300	260
SCHOOL NUTRITION SERVICES SITE COORDINATOR	S260	193
SCHOOL PSYCHOLOGIST	TSS	190/228
SCHOOL SOCIAL WORKER	TSS	228
SENIOR ANALYST - HUMAN RESOURCES	S340	260
SENIOR FINANCE ANALYST SUPPORT TEAM MANAGER	S340	260

**EXEMPT POSITIONS
ALPHABETICAL LISTING
2022 - 2023**

POSITION TITLES	SALARY GRADE	WORK TERM DAYS
SENIOR PROGRAMMER ANALYST	S300	260
SHOP SUPERVISOR	S290	260
SPECIAL EDUCATION ADMINISTRATOR	A200	260
SPECIAL EDUCATION ADMINISTRATOR I	TSS	238
SPEECH THERAPIST	TSS	190/218
STAFF ARCHITECT	S350	260
STUDENT ASSISTANCE COUNSELOR	TSS	190
STUDENT ENGAGEMENT AND RESOURCE COUNSELOR	S310	260
STUDENT ENROLLMENT ANALYST	S300	260
SUPERVISOR	A400	260
SUPERVISOR OF WAREHOUSE AND SCHOOL NUTRITION	S300	260
SYSTEMS MANAGER	S350	260
TECHNOLOGY INTEGRATION SPECIALIST	TSS	190
TECHNOLOGY SERVICES MANAGER	S340	260
TRANSITION SPECIALIST	TSS	190
VIRTUAL VIRGINIA ACADEMY TEACHER	TSS	190
VOCATIONAL SCHOOL COUNSELOR	TSS	190

**EXEMPT POSITIONS
LISTED BY GRADE
2022-2023**

POSITION TITLES	SALARY GRADE
ASSISTANT COORDINATOR OF STUDENT TRANSPORTATION	S240
SCHOOL NUTRITION SERVICES SITE COORDINATOR	S260
COORDINATOR OF TRANSPORTATION	S270
COORDINATOR CUSTODIAL SERVICES	S280
GIS ANALYST	S290
PLANNER	S290
SHOP SUPERVISOR	S290
ACCOUNTANT	S300
ASSISTANT DIGITAL MEDIA SPECIALIST	S300
ASSISTANT IN PUPIL DISCIPLINE	S300
BUDGET AND FINANCE ANALYST	S300
BUYER	S300
FINANCE SUPPORT TEAM ANALYST	S300
NETWORK ADMINISTRATOR II	S300
PAYROLL MANAGER	S300
SCHOOL NUTRITION SERVICES HEALTH AND WELLNESS EDUCATOR	S300
SCHOOL NUTRITION SERVICES NETWORK ADMINISTRATOR II	S300
SENIOR PROGRAMMER ANALYST	S300
STUDENT ENROLLMENT ANALYST	S300
SUPERVISOR OF WAREHOUSE AND SCHOOL NUTRITION	S300
APPLICATION SYSTEM ANALYST	S310
BENEFITS MANAGER	S310
COORDINATOR OF PUPIL TRANSPORTATION	S310
COORDINATOR OF STUDENT CONDUCT AND SUPPORT	S310
COORDINATOR OF STUDENT ACTIVITIES AND FACILITIES USE	S310
DIGITAL MEDIA SPECIALIST	S310
NETWORK ADMINISTRATOR III	S310
SCHOOL NURSE	S310
SCHOOL NUTRITION SERVICES FINANCIAL MANAGER	S310
STUDENT ENGAGEMENT AND RESOURCE COUNSELOR	S310
STUDENT INFORMATION SYSTEM ANALYST	S310
COORDINATOR OF ADULT EDUCATION	S320
COORDINATOR OF ENGLISH AND LANGUAGE ARTS	S320
COORDINATOR OF MATHEMATICS	S320
TITLE 1 INTERVENTIONIST COORDINATOR	S320

**EXEMPT POSITIONS
LISTED BY GRADE
2022-2023**

POSITION TITLES	SALARY GRADE
BUSINESS SYSTEM ANALYST	S330
CLINICAL SPECIALIST	S330
CONSTRUCTION MANAGER	S330
COORDINATOR OF CHESAPEAKE PRESCHOOL INITIATIVE	S330
EARLY CHILDHOOD GUIDANCE COORDINATOR	S330
EARLY CHILDHOOD PRE-K COORDINATOR	S330
FINANCIAL MANAGEMENT SPECIALIST	S330
GIS ADMINISTRATOR	S330
GO VIRGINIA - STEAM/CTE COORDINATOR	S330
NETWORK INFRASTRUCTURE MANAGER	S330
NETWORK MANAGER - BUILDING DESIGN AND CONSTRUCTION	S330
OCCUPATIONAL THERAPIST	S330
OCCUPATIONAL THERAPIST ASSISTIVE TECH EVALUATOR	S330
PHYSICAL THERAPIST	S330
PRINT/GRAPHICS MANAGER	S330
RISK MANAGEMENT	S330
SUPERVISOR OF ENVIRONMENTAL COMPLIANCE	S330
SUPERVISOR OF FACILITIES AND MAINTENANCE	S330
SENIOR ANALYST- HUMAN RESOURCES	S340
SENIOR FINANCE ANALYST SUPPORT TEAM MANAGER	S340
TECHNOLOGY SERVICES MANAGER	S340
INFORMATION TECHNOLOGY - ERP MANAGER	S350
INFORMATION TECHNOLOGY - DATA OPERATIONS MANAGER	S350
STAFF ARCHITECT	S350
ASSISTANT PRINCIPAL - ELEMENTARY	A100
ASSISTANT PRINCIPAL - MIDDLE	A200
SPECIAL EDUCATION ADMINISTRATOR	A200
ASSISTANT PRINCIPAL - CHESAPEAKE CENTER FOR STUDENT SUCCESS	A300
ASSISTANT PRINCIPAL - HIGH	A300
PRINCIPAL - CJS	A400
SUPERVISOR	A400
ADMINISTRATOR OF BUSINESS AND COMMUNITY PARTNERSHIPS	A500
ADMINISTRATOR OF PLANNING	A500
ADMINISTRATOR OF PROFESSIONAL AND ORGANIZATIONAL DEVELOPMENT	A500
HUMAN RESOURCES - EMPLOYEE RELATIONS ADMINISTRATOR	A500
HUMAN RESOURCES - RETENTION AND DIVERSITY ADMINISTRATOR	A500
HUMAN RESOURCES - STAFFING ADMINISTRATOR	A500
PRINCIPAL - ELEMENTARY	A500

**EXEMPT POSITIONS
LISTED BY GRADE
2022-2023**

POSITION TITLES	SALARY GRADE
ASSISTANT DIRECTOR	A600
PRINCIPAL - CCSS	A600
PROGRAM ADMINISTRATOR	A600
DIRECTOR	A700
PRINCIPAL - HIGH	A700
CHIEF	A900
	Teacher Salary Scale
ACADEMY COORDINATOR	TSS
ASSESSMENT AND ACCOUNTABILITY SPECIALIST II	TSS
ASSISTANT PRINCIPAL 1	TSS
BEHAVIOR CONSULTANT	TSS
CHESAPEAKE VIRTUAL ACADEMY TEACHER	TSS
CREDENTIAL COORDINATOR	TSS
CTE WORK-BASED LEARNING COORDINATOR	TSS
CURRICULUM COORDINATOR FOR AVID	TSS
FAMILY LIFE TEACHER	TSS
FAMILY AND COMMUNITY ENGAGEMENT SPECIALIST	TSS
GATE SPECIALIST	TSS
GO VIRGINIA TEACHER MATCH	TSS
INSTRUCTIONAL COACH	TSS
INSTRUCTIONAL SPECIALIST	TSS
INTERNATIONAL BACCALAUREATE TEACHER	TSS
LIBRARY SPECIALIST	TSS
LITERARY COACH	TSS
PARENT AND FAMILY ENGAGEMENT SPECIALIST	TSS
PLANETARIUM DIRECTOR	TSS
PROFESSIONAL AND ORGANIZATIONAL DEVELOPMENT SPECIALIST	TSS
READING SPECIALIST	TSS
ROTC INSTRUCTOR	TSS
SAFETY ROUTE COORDINATOR	TSS
SCHOOL COUNSELING DIRECTOR	TSS
SCHOOL COUNSELOR	TSS
SCHOOL PSYCHOLOGIST	TSS
SCHOOL SOCIAL WORKER	TSS
SPECIAL EDUCATION ADMINISTRATOR I	TSS
SPEECH THERAPIST	TSS
STUDENT ASSISTANCE COUNSELOR	TSS
TECHNOLOGY INTEGRATION SPECIALIST - ELEMENTARY, MIDDLE AND SENIOR	TSS
TRANSITION SPECIALIST	TSS
VIRTUAL VIRGINIA ACADEMY TEACHER	TSS
VOCATIONAL SCHOOL COUNSELOR	TSS