

New Kent County Public Schools  
Teacher Salary Schedule - 200 day contract/7.5 hours per day  
**Adopted FY 2017- 2018**

Step	Years of Experience	FY18 BASE	FY18 scales including supplements for further education				
		BA	BA+12	BA+24	MA	MA+30	EdD/PhD
			840	1,680	2,940	4,200	4,620
0	1	42,000	42,840	43,680	44,940	46,200	46,620
1	2	42,168	43,008	43,848	45,108	46,368	46,788
2	3	42,337	43,177	44,017	45,277	46,537	46,957
3	4	42,506	43,346	44,186	45,446	46,706	47,126
4	5	42,676	43,516	44,356	45,616	46,876	47,296
5	6	42,847	43,687	44,527	45,787	47,047	47,467
6	7	43,061	43,901	44,741	46,001	47,261	47,681
7	8	43,276	44,116	44,956	46,216	47,476	47,896
8	9	43,493	44,333	45,173	46,433	47,693	48,113
9	10	43,710	44,550	45,390	46,650	47,910	48,330
10	11	43,929	44,769	45,609	46,869	48,129	48,549
11	12	44,588	45,428	46,268	47,528	48,788	49,208
12	13	45,256	46,096	46,936	48,196	49,456	49,876
13	14	45,935	46,775	47,615	48,875	50,135	50,555
14	15	46,624	47,464	48,304	49,564	50,824	51,244
15	16	47,324	48,164	49,004	50,264	51,524	51,944
16	17	48,034	48,874	49,714	50,974	52,234	52,654
17	18	48,754	49,594	50,434	51,694	52,954	53,374
18	19	49,485	50,325	51,165	52,425	53,685	54,105
19	20	50,228	51,068	51,908	53,168	54,428	54,848
20	21	50,981	51,821	52,661	53,921	55,181	55,601
21	22	51,746	52,586	53,426	54,686	55,946	56,366
22	23	52,522	53,362	54,202	55,462	56,722	57,142
23	24	53,310	54,150	54,990	56,250	57,510	57,930
24	25	54,109	54,949	55,789	57,049	58,309	58,729
25	26	54,921	55,761	56,601	57,861	59,121	59,541
26	27	55,745	56,585	57,425	58,685	59,945	60,365
27	28	56,581	57,421	58,261	59,521	60,781	61,201
28	29	57,430	58,270	59,110	60,370	61,630	62,050
29	30	58,291	59,131	59,971	61,231	62,491	62,911
30	31	59,166	60,006	60,846	62,106	63,366	63,786
31	32	60,053	60,893	61,733	62,993	64,253	64,673
32	33	60,954	61,794	62,634	63,894	65,154	65,574
33	34	61,868	62,708	63,548	64,808	66,068	66,488
34	35	62,796	63,636	64,476	65,736	66,996	67,416
35	36	63,738	64,578	65,418	66,678	67,938	68,358
36	37+	64,694	65,534	66,374	67,634	68,894	69,314

New Kent County Public Schools  
Teacher Salary Schedule - 202 day contract/7.5 hours per day  
**Adopted FY 2017- 2018**

Step	Years of Experience	FY18 BASE	FY18 scales including supplements for further education				
		BA	BA+12	BA+24	MA	MA+30	EdD/PhD
			848	1,697	2,969	4,242	4,666
0	1	42,420	43,268	44,117	45,389	46,662	47,086
1	2	42,590	43,438	44,287	45,559	46,832	47,256
2	3	42,760	43,608	44,457	45,729	47,002	47,426
3	4	42,931	43,779	44,628	45,900	47,173	47,597
4	5	43,103	43,951	44,800	46,072	47,345	47,769
5	6	43,275	44,123	44,972	46,244	47,517	47,941
6	7	43,492	44,340	45,189	46,461	47,734	48,158
7	8	43,709	44,557	45,406	46,678	47,951	48,375
8	9	43,928	44,776	45,625	46,897	48,170	48,594
9	10	44,147	44,995	45,844	47,116	48,389	48,813
10	11	44,368	45,216	46,065	47,337	48,610	49,034
11	12	45,033	45,881	46,730	48,002	49,275	49,699
12	13	45,709	46,557	47,406	48,678	49,951	50,375
13	14	46,395	47,243	48,092	49,364	50,637	51,061
14	15	47,091	47,939	48,788	50,060	51,333	51,757
15	16	47,797	48,645	49,494	50,766	52,039	52,463
16	17	48,514	49,362	50,211	51,483	52,756	53,180
17	18	49,242	50,090	50,939	52,211	53,484	53,908
18	19	49,980	50,828	51,677	52,949	54,222	54,646
19	20	50,730	51,578	52,427	53,699	54,972	55,396
20	21	51,491	52,339	53,188	54,460	55,733	56,157
21	22	52,263	53,111	53,960	55,232	56,505	56,929
22	23	53,047	53,895	54,744	56,016	57,289	57,713
23	24	53,843	54,691	55,540	56,812	58,085	58,509
24	25	54,650	55,498	56,347	57,619	58,892	59,316
25	26	55,470	56,318	57,167	58,439	59,712	60,136
26	27	56,302	57,150	57,999	59,271	60,544	60,968
27	28	57,147	57,995	58,844	60,116	61,389	61,813
28	29	58,004	58,852	59,701	60,973	62,246	62,670
29	30	58,874	59,722	60,571	61,843	63,116	63,540
30	31	59,757	60,605	61,454	62,726	63,999	64,423
31	32	60,654	61,502	62,351	63,623	64,896	65,320
32	33	61,563	62,411	63,260	64,532	65,805	66,229
33	34	62,487	63,335	64,184	65,456	66,729	67,153
34	35	63,424	64,272	65,121	66,393	67,666	68,090
35	36	64,375	65,223	66,072	67,344	68,617	69,041
36	37+	65,341	66,189	67,038	68,310	69,583	70,007

New Kent County Public Schools  
Teacher Salary Schedule - 206 day contract/7.5 hours per day  
**Adopted FY 2017- 2018**

Step	Years of Experience	FY18 BASE	FY18 scales including supplements for further education				
		BA	BA+12	BA+24	MA	MA+30	EdD/PhD
			865	1,730	3,028	4,326	4,759
0	1	43,260	44,125	44,990	46,288	47,586	48,019
1	2	43,433	44,298	45,163	46,461	47,759	48,192
2	3	43,607	44,472	45,337	46,635	47,933	48,366
3	4	43,781	44,646	45,511	46,809	48,107	48,540
4	5	43,956	44,821	45,676	46,984	48,282	48,715
5	6	44,132	44,997	45,832	47,160	48,458	48,891
6	7	44,353	45,218	46,083	47,381	48,679	49,112
7	8	44,575	45,440	46,305	47,603	48,901	49,334
8	9	44,797	45,662	46,527	47,825	49,123	49,556
9	10	45,021	45,886	46,751	48,049	49,347	49,780
10	11	45,247	46,112	46,977	48,275	49,573	50,006
11	12	45,925	46,790	47,655	48,953	50,251	50,684
12	13	46,614	47,479	48,344	49,642	50,940	51,373
13	14	47,313	48,178	49,043	50,341	51,639	52,072
14	15	48,023	48,888	49,753	51,051	52,349	52,782
15	16	48,743	49,608	50,473	51,771	53,069	53,502
16	17	49,475	50,340	51,205	52,503	53,801	54,234
17	18	50,217	51,082	51,947	53,245	54,543	54,976
18	19	50,970	51,835	52,700	53,998	55,296	55,729
19	20	51,734	52,599	53,464	54,762	56,060	56,493
20	21	52,510	53,375	54,240	55,538	56,836	57,269
21	22	53,298	54,163	55,028	56,326	57,624	58,057
22	23	54,098	54,963	55,828	57,126	58,424	58,857
23	24	54,909	55,774	56,639	57,937	59,235	59,668
24	25	55,733	56,598	57,463	58,761	60,059	60,492
25	26	56,569	57,434	58,299	59,597	60,895	61,328
26	27	57,417	58,282	59,147	60,445	61,743	62,176
27	28	58,278	59,143	60,008	61,306	62,604	63,037
28	29	59,153	60,018	60,883	62,181	63,479	63,912
29	30	60,040	60,905	61,770	63,068	64,366	64,799
30	31	60,941	61,806	62,671	63,969	65,267	65,700
31	32	61,855	62,720	63,585	64,883	66,181	66,614
32	33	62,782	63,647	64,512	65,810	67,108	67,541
33	34	63,724	64,589	65,454	66,752	68,050	68,483
34	35	64,680	65,545	66,410	67,708	69,006	69,439
35	36	65,650	66,515	67,380	68,678	69,976	70,409
36	37+	66,635	67,500	68,365	69,663	70,961	71,394

New Kent County Public Schools  
Teacher Salary Schedule - 210 day contract/7.5 hours per day  
**Adopted FY 2017- 2018**

Step	Years of Experience	FY18 BASE	FY18 scales including supplements for further education				
		BA	BA+12	BA+24	MA	MA+30	EdD/PhD
			882	1,764	3,087	4,410	4,851
0	1	44,100	44,982	45,864	47,187	48,510	48,951
1	2	44,276	45,158	46,040	47,363	48,686	49,127
2	3	44,454	45,336	46,218	47,541	48,864	49,305
3	4	44,631	45,513	46,395	47,718	49,041	49,482
4	5	44,810	45,692	46,574	47,897	49,220	49,661
5	6	44,989	45,871	46,753	48,076	49,399	49,840
6	7	45,214	46,096	46,978	48,301	49,624	50,065
7	8	45,440	46,322	47,204	48,527	49,850	50,291
8	9	45,667	46,549	47,431	48,754	50,077	50,518
9	10	45,896	46,778	47,660	48,983	50,306	50,747
10	11	46,125	47,007	47,889	49,212	50,535	50,976
11	12	46,817	47,699	48,581	49,904	51,227	51,668
12	13	47,519	48,401	49,283	50,606	51,929	52,370
13	14	48,232	49,114	49,996	51,319	52,642	53,083
14	15	48,956	49,838	50,720	52,043	53,366	53,807
15	16	49,690	50,572	51,454	52,777	54,100	54,541
16	17	50,435	51,317	52,199	53,522	54,845	55,286
17	18	51,192	52,074	52,956	54,279	55,602	56,043
18	19	51,960	52,842	53,724	55,047	56,370	56,811
19	20	52,739	53,621	54,503	55,826	57,149	57,590
20	21	53,530	54,412	55,294	56,617	57,940	58,381
21	22	54,333	55,215	56,097	57,420	58,743	59,184
22	23	55,148	56,030	56,912	58,235	59,558	59,999
23	24	55,975	56,857	57,739	59,062	60,385	60,826
24	25	56,815	57,697	58,579	59,902	61,225	61,666
25	26	57,667	58,549	59,431	60,754	62,077	62,518
26	27	58,532	59,414	60,296	61,619	62,942	63,383
27	28	59,410	60,292	61,174	62,497	63,820	64,261
28	29	60,301	61,183	62,065	63,388	64,711	65,152
29	30	61,206	62,088	62,970	64,293	65,616	66,057
30	31	62,124	63,006	63,888	65,211	66,534	66,975
31	32	63,056	63,938	64,820	66,143	67,466	67,907
32	33	64,002	64,884	65,766	67,089	68,412	68,853
33	34	64,962	65,844	66,726	68,049	69,372	69,813
34	35	65,936	66,818	67,700	69,023	70,346	70,787
35	36	66,925	67,807	68,689	70,012	71,335	71,776
36	37+	67,929	68,811	69,693	71,016	72,339	72,780

New Kent County Public Schools  
Teacher Salary Schedule - 220 day contract/7.5 hours per day  
**Adopted FY 2017- 2018**

Step	Years of Experience	FY18 BASE	FY18 scales including supplements for further education				
		BA	BA+12	BA+24	MA	MA+30	EdD/PhD
			924	1,848	3,234	4,620	5,082
0	1	46,200	47,124	48,048	49,434	50,820	51,282
1	2	46,385	47,309	48,233	49,619	51,005	51,467
2	3	46,570	47,494	48,418	49,804	51,190	51,652
3	4	46,757	47,681	48,605	49,991	51,377	51,839
4	5	46,944	47,868	48,792	50,178	51,564	52,026
5	6	47,131	48,055	48,979	50,365	51,751	52,213
6	7	47,367	48,291	49,215	50,601	51,987	52,449
7	8	47,604	48,528	49,452	50,838	52,224	52,686
8	9	47,842	48,766	49,690	51,076	52,462	52,924
9	10	48,081	49,005	49,929	51,315	52,701	53,163
10	11	48,322	49,246	50,170	51,556	52,942	53,404
11	12	49,046	49,970	50,894	52,280	53,666	54,128
12	13	49,782	50,706	51,630	53,016	54,402	54,864
13	14	50,529	51,453	52,377	53,763	55,149	55,611
14	15	51,287	52,211	53,135	54,521	55,907	56,369
15	16	52,056	52,980	53,904	55,290	56,676	57,138
16	17	52,837	53,761	54,685	56,071	57,457	57,919
17	18	53,629	54,553	55,477	56,863	58,249	58,711
18	19	54,434	55,358	56,282	57,668	59,054	59,516
19	20	55,250	56,174	57,098	58,484	59,870	60,332
20	21	56,079	57,003	57,927	59,313	60,699	61,161
21	22	56,920	57,844	58,768	60,154	61,540	62,002
22	23	57,774	58,698	59,622	61,008	62,394	62,856
23	24	58,641	59,565	60,489	61,875	63,261	63,723
24	25	59,520	60,444	61,368	62,754	64,140	64,602
25	26	60,413	61,337	62,261	63,647	65,033	65,495
26	27	61,319	62,243	63,167	64,553	65,939	66,401
27	28	62,239	63,163	64,087	65,473	66,859	67,321
28	29	63,173	64,097	65,021	66,407	67,793	68,255
29	30	64,120	65,044	65,968	67,354	68,740	69,202
30	31	65,082	66,006	66,930	68,316	69,702	70,164
31	32	66,058	66,982	67,906	69,292	70,678	71,140
32	33	67,049	67,973	68,897	70,283	71,669	72,131
33	34	68,055	68,979	69,903	71,289	72,675	73,137
34	35	69,076	70,000	70,924	72,310	73,696	74,158
35	36	70,112	71,036	71,960	73,346	74,732	75,194
36	37+	71,164	72,088	73,012	74,398	75,784	76,246

New Kent County Public Schools  
 Paraprofessional - 183 day contract/7.5 hours per day  
**Adopted FY 2017-2018**

Step	Years of Experience	PARA	PARA SPED
		FY18	FY18
0	1	15,264	15,493
1	2	15,493	15,725
2	3	15,725	15,961
3	4	15,961	16,201
4	5	16,201	16,444
5	6	16,444	16,690
6	7	16,690	16,941
7	8	16,941	17,195
8	9	17,195	17,453
9	10	17,453	17,714
10	11	17,714	17,980
11	12	17,980	18,250
12	13	18,250	18,524
13	14	18,524	18,801
14	15	18,801	19,083
15	16	19,083	19,370
16	17	19,370	19,660
17	18	19,660	19,955
18	19	19,955	20,254
19	20	20,254	20,558
20	21	20,558	20,867
21	22	20,867	21,180
22	23	21,180	21,497
23	24	21,497	21,820
24	25	21,820	22,147
25	26+	22,147	22,479

Note: Nurse Aide on PARA SPED scale + Clinic supplement (750)

New Kent County Public Schools  
School Psychologist/Social Worker - 8.0 hours per day  
**Adopted FY 2017-2018**

Step	Years of Experience	PSW 260 FY18	PSW 220 FY18	PSW 210 FY18
0	1	58,422	49,434	47,187
1	2	58,640	49,619	47,363
2	3	58,860	49,804	47,541
3	4	59,080	49,991	47,718
4	5	59,301	50,178	47,897
5	6	59,523	50,365	48,076
6	7	59,801	50,601	48,301
7	8	60,081	50,838	48,527
8	9	60,363	51,076	48,754
9	10	60,645	51,315	48,983
10	11	60,930	51,556	49,212
11	12	61,786	52,280	49,904
12	13	62,655	53,016	50,606
13	14	63,538	53,763	51,319
14	15	64,433	54,521	52,043
15	16	65,343	55,290	52,777
16	17	66,266	56,071	53,522
17	18	67,202	56,863	54,279
18	19	68,153	57,668	55,047
19	20	69,118	58,484	55,826
20	21	70,097	59,313	56,617
21	22	71,092	60,154	57,420
22	23	72,101	61,008	58,235
23	24	73,125	61,875	59,062
24	25	74,164	62,754	59,902
25	26	75,219	63,647	60,754
26	27	76,291	64,553	61,619
27	28	77,377	65,473	62,497
28	29	78,481	66,407	63,388
29	30	79,600	67,354	64,293
30	31	80,738	68,316	65,211
31	32	81,891	69,292	66,143
32	33	83,062	70,283	67,089
33	34	84,250	71,289	68,049
34	35	85,457	72,310	69,023
35	36	86,681	73,346	70,012
36	37+	87,924	74,398	71,016

New Kent County Public Schools  
 Nurse - 195 day contract/7.5 hours per day  
**Adopted FY 2017-2018**

Step	Years of Experience	NUR FY18
0	1	40,950
1	2	41,114
2	3	41,278
3	4	41,443
4	5	41,609
5	6	41,776
6	7	41,984
7	8	42,194
8	9	42,405
9	10	42,617
10	11	42,830
11	12	43,473
12	13	44,125
13	14	44,787
14	15	45,459
15	16	46,141
16	17	46,833
17	18	47,535
18	19	48,248
19	20	48,972
20	21	49,707
21	22	50,452
22	23	51,209
23	24	51,977
24	25	52,757
25	26	53,548
26	27	54,351
27	28	55,167
28	29	55,994
29	30	56,834
30	31+	57,686

New Kent County Public Schools  
Clerk of the Board/Exec Secretary - 260  
**Adopted FY 2017-2018**

Step	CB FY18
0	37,041
1	37,597
2	38,161
3	38,733
4	39,314
5	39,904
6	40,502
7	41,110
8	41,726
9	42,352
10	42,988
11	43,632
12	44,287
13	44,951
14	45,625
15	46,310
16	47,004
17	47,710
18	48,425
19	49,152
20	49,889
21	50,637
22	51,397
23	52,168
24	52,950
25	53,744
26	54,551
27	55,369
28	56,199
29	57,042
30	57,898

New Kent County Public Schools  
 Secretary (Schools SS1/Departments SS2) - 260 day contract  
**Adopted FY 2017-2018**

Step	Years of Experience	SS1	SS2
		FY18	FY18
0	1	23,475	25,908
1	2	23,827	26,297
2	3	24,185	26,691
3	4	24,548	27,092
4	5	24,916	27,498
5	6	25,289	27,911
6	7	25,669	28,329
7	8	26,054	28,754
8	9	26,445	29,185
9	10	26,841	29,623
10	11	27,244	30,068
11	12	27,653	30,519
12	13	28,067	30,976
13	14	28,488	31,441
14	15	28,916	31,913
15	16	29,349	32,391
16	17	29,790	32,877
17	18	30,237	33,370
18	19	30,690	33,871
19	20	31,150	34,379
20	21	31,618	34,895
21	22	32,092	35,418
22	23	32,573	35,949
23	24	33,062	36,489
24	25	33,558	37,036
25	26	34,061	37,591
26	27	34,572	38,155
27	28	35,091	38,728
28	29	35,617	39,309
29	30	36,151	39,898
30	31+	36,694	40,497

New Kent County Public Schools  
 Building Maintenance/Parts Clerk - 260 day contract  
**Adopted FY 2017-2018**

Step	BM FY17	BM FY18
0	26,370	30,000
1	27,161	30,450
2	27,704	30,907
3	27,704	31,370
4	28,258	31,841
5	29,090	32,319
6	29,672	32,803
7	29,672	33,295
8	29,672	33,795
9	30,253	34,302
10	30,752	34,816
11	31,311	35,338
12	31,938	35,869
13	32,579	36,407
14	33,231	36,953
15	33,893	37,507
16	34,571	38,070
17	35,263	38,932
18	35,968	39,712
19	36,687	40,308
20	37,420	40,506
21	38,169	41,114
22	38,933	41,730
23	39,712	42,356
24	40,505	42,984
25	41,316	43,629
26	42,141	44,283
27	42,985	44,947
28	43,844	45,622
29	44,722	46,306
30	45,617	47,001

New Kent County Public Schools  
Transportation Salary Schedule - 183 Days  
Adopted FY 2017-2018

Step	Years of Experience	MH/BUS Hourly	MH/260 8.0	BUS Hourly	BUS 4.0	BUS 4.5	BUS 5.0	BUS 6.0	BUS 8.0
0	1	12.06	25,085	15.66	11,463	12,896	14,329	17,195	22,926
1	2	12.24	25,461	15.97	11,692	13,154	14,615	17,539	23,385
2	3	12.42	25,843	16.45	12,043	13,549	15,054	18,065	24,086
3	4	12.61	26,231	16.78	12,284	13,820	15,355	18,426	24,568
4	5	12.80	26,624	16.78	12,284	13,820	15,355	18,426	24,568
5	6	12.99	27,023	17.12	12,530	14,096	15,662	18,795	25,059
6	7	13.19	27,429	17.62	12,896	14,508	16,120	19,344	25,792
7	8	13.38	27,840	17.97	13,156	14,801	16,445	19,734	26,312
8	9	13.59	28,258	17.97	13,156	14,801	16,445	19,734	26,312
9	10	13.79	28,682	17.97	13,156	14,801	16,445	19,734	26,312
10	11	14.00	29,112	17.97	13,156	14,801	16,445	19,734	26,312
11	12	14.21	29,549	18.32	13,408	15,084	16,760	20,112	26,817
12	13	14.42	29,992	18.63	13,635	15,339	17,044	20,452	27,270
13	14	14.64	30,442	18.99	13,904	15,642	17,380	20,856	27,808
14	15	14.85	30,898	19.37	14,181	15,954	17,726	21,272	28,362
15	16	15.08	31,362	19.76	14,467	16,275	18,083	21,700	28,934
16	17	15.30	31,832	20.15	14,752	16,596	18,441	22,129	29,505
17	18	15.53	32,310	20.56	15,046	16,927	18,808	22,570	30,093
18	19	15.77	32,794	20.97	15,349	17,267	19,186	23,023	30,698
19	20	16.00	33,286	21.39	15,660	17,617	19,575	23,490	31,319
20	21	16.24	33,786	21.82	15,971	17,967	19,963	23,956	31,941
21	22	16.49	34,292	22.25	16,290	18,326	20,362	24,435	32,580
22	23	16.73	34,807	22.70	16,617	18,695	20,772	24,926	33,235
23	24	16.99	35,329	23.16	16,954	19,073	21,192	25,430	33,907
24	25	17.24	35,859	23.61	17,281	19,441	21,601	25,922	34,562
25	26	17.50	36,397	24.09	17,634	19,838	22,042	26,451	35,268
26	27	17.76	36,943	24.57	17,987	20,235	22,484	26,980	35,974
27	28	18.03	37,497	25.07	18,348	20,642	22,935	27,522	36,696
28	29	18.30	38,059	25.57	18,718	21,057	23,397	28,077	37,435
29	30	18.57	38,630	26.08	19,087	21,473	23,859	28,631	38,175
30	31+	18.85	39,210	26.59	19,465	21,899	24,332	29,198	38,931

Step	Years of Experience	CAR Hourly	CAR 4.5	CAR 5.0	CAR 6.0	AIDE Hourly	AIDE 4.5	AIDE 5.0
0	1	12.06	9,931	11,035	13,242	9.80	8,069	8,966
1	2	12.24	10,080	11,200	13,441	9.95	8,190	9,100
2	3	12.42	10,232	11,368	13,642	10.09	8,313	9,237
3	4	12.61	10,385	11,539	13,847	10.25	8,438	9,375
4	5	12.80	10,541	11,712	14,054	10.40	8,564	9,516
5	6	12.99	10,699	11,888	14,265	10.56	8,693	9,659
6	7	13.19	10,859	12,066	14,479	10.71	8,823	9,804
7	8	13.38	11,022	12,247	14,696	10.88	8,956	9,951
8	9	13.59	11,188	12,431	14,917	11.04	9,090	10,100
9	10	13.79	11,355	12,617	15,141	11.20	9,226	10,251
10	11	14.00	11,526	12,806	15,368	11.37	9,365	10,405
11	12	14.21	11,699	12,999	15,598	11.54	9,505	10,561
12	13	14.42	11,874	13,194	15,832	11.72	9,648	10,720
13	14	14.64	12,052	13,391	16,070	11.89	9,792	10,881
14	15	14.85	12,233	13,592	16,311	12.07	9,939	11,044
15	16	15.08	12,417	13,796	16,555	12.25	10,088	11,209
16	17	15.30	12,603	14,003	16,804	12.43	10,240	11,378
17	18	15.53	12,792	14,213	17,056	12.62	10,393	11,548
18	19	15.77	12,984	14,426	17,312	12.81	10,549	11,721
19	20	16.00	13,178	14,643	17,571	13.00	10,708	11,897
20	21	16.24	13,376	14,862	17,835	13.20	10,868	12,076

**NEW KENT COUNTY PUBLIC SCHOOLS**  
**Miscellaneous Salary Schedule**  
**Adopted FY 2017-2018**

**Substitute Teachers (7.5 hours/day)** **FY18 Rate of Pay**

Retired from New Kent	\$84/day
Degree	\$78/day
Non-Degree	\$68/day
Half-Day	\$45/day
Long Term Subs-min of 20 consecutive days (Step 0 daily rate)	\$210.00/day

**Substitute - Other Positions**

Secretary (8 hours/day)	
Retired from New Kent	\$78/day
Other	\$70/day
Paraprofessional (7.5 hours/day)	\$60/day
Paraprofessional - Half-time (4 hours/day)	\$38/day
Bus Driver	\$15.66/hr
Car Driver	\$12.06/hr
Bus Aide	\$9.80/hr
Food Service Workers	\$9/hr

**Summer Work/Off Contract**

Summer School Teacher and RN	\$30/hr
Summer School LPN and Paraprofessional	\$10/hr
ESY Teacher	\$30.00/hr
Curriculum Writing	\$25/hr
Professional Development Teacher	\$20/hr
Professional Development Paraprofessional	\$10/hr
Bus Driver (Summer School) - 2 hr minimum	\$15.66/hr
Car Driver (Summer School) - 2 hr minimum	\$12.06/hr
Bus Aide (Summer School)	\$9.80/hr
Misc Summer Hours-Teachers (Eligibility meetings, IEP, etc.)	\$25/hr

**Support Staff/Other**

After School/SOL Remediation/Project Graduation	\$30/hr
Pals	\$10/hr
Homebound	\$30/hr
Other Mechanic Pay - Call in Pay	\$25 as defined in Transportation Procedures
Drivers Ed Behind the Wheel	\$20/hr
Translation Services	\$25/hr
Light Duty - Minimum hourly wage of the light duty job assignment	Minimum Wage

New Kent County Public Schools  
Stipend Schedule  
Adopted FY 2017-2018

<b>GRADE 1 - \$420</b>	<b>20</b>
Beta Club Sponsor	1
Class Sponsor - Freshman	1
Class Sponsor - Sophomore	1
Class Sponsor - Senior	3
FBLA Sponsor	2
FCCLA Sponsor	1
YADAPP Sponsor	1
Junior BETA Club Sponsor	1
NKP Theater Tech	1
Odyssey of the Mind	4
Student Government - Elementary School	2
Student Government - Middle School	1
Technical Student Association	1
<b>GRADE 2 - \$840</b>	<b>10</b>
Band Camp	1
Class Sponsor - Junior	1
Class Sponsor - Senior	1
Color Guard	1
Drumline	1
Freshman Transition Coordinator	1
Scholastic Bowl Assistant	1
Sixth Grade Transition Coordinator	1
Special Olympics	1
Student Government - High School	1
<b>GRADE 3 - \$1,260</b>	<b>14</b>
Coach - Cheerleading - Middle School	1
Coach - Weight Lifting - Fall	1
Coach - Weight Lifting - Summer	1
CPR/AED First Aide Trainer	1
NKP Instrumental Musical	1
NKP Vocal Music	1
One Act Play	1
School Based Webmaster	4
Test Coordinator Assistant	2
Yearbook - Middle School	1
<b>GRADE 4 - \$1,680</b>	<b>21</b>
Assistant Coach - Varsity Basketball - Boys	1
Assistant Coach - Varsity Basketball - Girls	1
Assistant Coach - Varsity Baseball	1
Coach - Fall Sideline Cheerleading	1
Assistant Coach - Varsity Softball	1
Coach - Baseball - Middle School	1
Coach - Basketball - Boys Middle School	1
Coach - Basketball - Girls Middle School	1
Coach - Cheerleading - Middle School	1
Coach - Football - Middle School	2
Coach - Softball - Middle School	1
Coach - Volleyball - Middle School	1
Coach - Weight Lifting - Spring	1
Coach - Wrestling - Middle School	1
NKP Director	1
NKP Producer	1
Safety Coordinator	1
Testing Coordinator - Elementary and Middle	3
<b>GRADE 5 - \$2,100</b>	<b>8</b>
Assistant Coach - Track - Outdoor	3
Assistant Coach - Track - Indoor	1
Drama	1
Head Coach - Forensics	1
Scholastic Bowl	1
Testing Coordinator - High School	1
<b>GRADE 6 - \$2,520</b>	<b>12</b>
Assistant Coach - Football	4
Head Coach - Football MS	1
JV Coach - Baseball	1
JV Coach - Field Hockey	1
JV Coach - Soccer - Boys	1
JV Coach - Soccer - Girls	1
JV Coach - Softball	1
JV Coach - Volleyball	1
Yearbook - High School	1

<b>GRADE 7 - \$2,940</b>	<b>17</b>
Head Coach - Cheerleading - Competition	1
Head Coach - Cheerleading - Winter Sideline	1
Head Coach - Golf	1
Head Coach - Soccer - Boys	1
Head Coach - Soccer - Girls	1
Head Coach - Swim Team Boys	1
Head Coach - Swim Team Girls	1
Head Coach - Tennis - Boys	1
Head Coach - Tennis - Girls	1
Head Coach - Track - Indoor - Boys	1
Head Coach - Track - Indoor - Girls	1
Head Coach - Volleyball	1
JV Coach - Wrestling	1
JV Coach - Basketball - Boys	1
JV Coach - Basketball - Girls	1
JV Coach - Football	1
JV Assistant Coach - Football	1
<b>GRADE 8 - \$3,360</b>	<b>8</b>
Head Coach - Baseball	1
Head Coach - Cross Country Boys	1
Head Coach - Cross Country Girls	1
Head Coach - Field Hockey	1
Head Coach - Softball	1
Head Coach - Track - Boys	1
Head Coach - Track - Girls	1
Head Coach - Wrestling	1
<b>GRADE 11 - \$4,620</b>	<b>2</b>
Head Coach - Basketball - Boys	1
Head Coach - Basketball - Girls	1
<b>GRADE 12 - \$5,040</b>	<b>1</b>
Head Coach - Football	1
<b>GRADE 13 - \$5,460</b>	<b>1</b>
Assistant Athletic Director Middle School	1

Grade	Factor	\$	BA Step 0
			42,000
1	1%	\$	420
2	2%	\$	840
3	3%	\$	1,260
4	4%	\$	1,680
5	5%	\$	2,100
6	6%	\$	2,520
7	7%	\$	2,940
8	8%	\$	3,360
9	9%	\$	3,780
10	10%	\$	4,200
11	11%	\$	4,620
12	12%	\$	5,040
13	13%	\$	5,460

Longevity 20+ yrs \$400 (VHSL activities only)

Payroll:	
Annual	20 pays September through June
Fall	6 pays September through November
Winter	6 pays December through February
Spring	6 pays March through May

NEW KENT COUNTY PUBLIC SCHOOLS  
Supplemental Schedule  
**Adopted FY 2017-2018**

<b>CERTIFICATIONS</b>	
National Board Certification	2,800
English as a Second Language	4,970
Lead Teacher	1,324

<b>ASSIGNMENTS</b>	
Concert & Marching Band (HS)	3,026
Concert & Marching Band (MS)	2,101
Choir Director	1,281
Transition Assistant	1,754
Activity Bus Supervisor	2,752
Assistive Tech Coordinator	1,681
Additional Class Period	3,920
SLP/A Supervision	588