

YORK COUNTY SCHOOL DIVISION

PAY PLAN **2024-2025**



Approved June 10, 2024
Revised April 28, 2025

SALARY SCHEDULES

School Board Policy GCBA provides that, "School Board employees shall be paid in accordance with the salary schedules in the York County School Division Pay Plan." The Superintendent proposes changes to the Pay Plan as warranted by economic conditions, market conditions, Pay Plan adjustments made by the County or other factors.

Each year, following final approval of the Operating Budget for the coming year, the Superintendent presents to the School Board for their approval salary schedules, which incorporate any recommended changes. A copy of this regulation shall be included in the Pay Plan.

ISSUED: May 17, 1995

REVISED: June 1, 2011; May 8, 2014; May 20, 2019

Victor D. Shandor, Ed.D.

Division Superintendent

York County School Division

Licensed Employees
Salary Schedule

2024-2025

Teacher Salary Schedule

Teacher

Assessment and Compliance Coordinator

Athletic Director – High School

Diagnostician

English Learner Program Coach

Instructional Innovation Coach

Library Media Specialist

Literacy Coach

Math Coach

NJROTC Instructor (minimum pay determined by Federal government)

Program Coordinator

Reading Specialist

School Counselor

School Counseling Director, Middle School

School Social Worker

Special Education Coach

York County School Division

Pay Plan

Fiscal Year 2024-2025

Teacher Salary Schedule

Step	BA	Step	MA	Step	MA+30	Step	Doctorate
0	55,125	0	56,798	0	58,803	0	60,743
1	55,536	1	57,171	1	59,468	1	61,407
2	55,673	2	57,437	2	60,131	2	62,069
3	55,953	3	57,971	3	60,794	3	62,731
4	56,786	4	58,843	4	61,563	4	63,502
5	57,338	5	59,556	5	62,437	5	64,375
6	57,894	6	60,282	6	63,301	6	65,241
7	58,444	7	61,053	7	64,175	7	66,113
8	59,565	8	61,996	8	65,988	8	67,924
9	60,117	9	63,207	9	66,857	9	68,795
10	60,755	10	63,965	10	67,746	10	69,683
11	61,760	11	64,974	11	68,614	11	70,553
12	62,787	12	65,998	12	69,484	12	71,423
13	63,828	13	67,039	13	70,749	13	72,690
14	64,889	14	68,101	14	71,995	14	73,935
15	65,967	15	69,177	15	73,282	15	75,215
16	66,637	16	70,272	16	74,616	16	76,554
17	67,309	17	71,382	17	75,988	17	77,924
18	68,541	18	72,518	18	77,381	18	79,319
19	69,775	19	73,995	19	78,806	19	80,744
20	71,627	20	75,422	20	80,257	20	82,194
21	72,248	21	76,741	21	81,737	21	83,675
22	73,482	22	77,984	22	84,704	22	86,640
23	74,712	23	79,341	23	87,671	23	89,606
24	75,949	24	80,361	24	88,739	24	90,679
25	77,185	25	81,748	25	89,345	25	91,285
26	78,417	26	83,463	26	89,955	26	91,894
27	79,652	27	84,576	27	90,560	27	92,500
28	80,889	28	87,284	28	91,170	28	93,109
29	82,122	29	88,108	29	91,777	29	93,713
30	83,358	30	88,938	30	92,392	30	94,326

200	Days	4.0%	Market Adjustment
		4.0%	Total Adjustment

NOTES:

- Placement on the salary schedule does not necessarily equate to years of teaching experience.
- Creditable experience is defined as fulltime K-12 teaching and administrative experience under contract to an accredited school division.
- MA+30 requires 30 graduate semester credit hours earned after the date the Masters was conferred.
- Middle School and YRA part-time teachers will be compensated at 1/6 of base salary for each class.
- High School part-time teachers will be compensated at 1/5 of base salary for each class.

York County School Division

Pay Plan

Fiscal Year 2024-2025

Guidelines for Extra Days	Extra Days			
	Hired Before FY10	Hired During FY10	Hired FY11-FY24	Hired On or After FY25*
Activity Coordinator - High School	10	10	7	7
Assessment and Compliance Coordinator	N/A	N/A	14	14
Athletic Director (High School)	30	N/A	30	30
Band:				
High School (full time)	10	10	10	10
Middle School (full time)	5	5	3	3
Career & Technical Education:				
NJROTC Instructor	N/A	N/A	20	20
Marketing (Middle School)	3	3	3	3
Marketing (High School)	5	5	5	5
Technology Education (Middle School)	3	3	3	N/A
Technology Education (High School)	5	5	5	N/A
Department Head (Elementary and Middle School)	N/A	N/A	3	3
Department Head (High School)	7.5	7.5	5	5
English Learner Instructional Coach	N/A	N/A	5	5
Instructional Innovation Coach	25	21	17	5
Lead Counselor	10	10	10	10
Library Media Specialist - All Schools	5	5	3	3
Literacy Coach	N/A	N/A	5	5
Math Coach	N/A	N/A	5	5
Program Coordinator				
Gifted Program	10	10	10	10
International Baccalaureate	N/A	N/A	7	7
School of the Arts	N/A	N/A	7	7
School Counseling:				
Counselor, High School (BHS, GHS, THS, YHS, YRA)	20	20	14	14
Director, Middle School	25	25	25	25
Counselor, Middle School	10	10	7	7
School Social Worker	N/A	N/A	7	7
Special Education Coach	N/A	N/A	N/A	5

Additional Class Assignment: \$7,000

*Generally, the new contract length would apply to each individual who starts one of these positions as a new hire or current employee who voluntarily transfers to one of these positions. The new contract length would not apply to current employees in these positions whose work location changes without a position change.

York County School Division

Pay Plan

Fiscal Year 2024-2025

SUPPLEMENTS FOR POSITIONS WITH EXTRA DAYS

<u>Position</u>	<u>Supplement</u>	<u>Notes</u>
Activities Coordinator	\$3,780	Supplement for HS only
Band (HS)	\$4,594	
Band (MS)	\$2,464	
Department Head	\$1,839	8 Department Heads per high school
Summer Reading Testing	\$ 788	Summer Testing
School Counseling Director	\$ 1,000	Supplement for MS only
Library Media Specialist	\$3,744	Supplement for HS only (8 hr. day)
Vocational (various)		Requested by Instruction (marketing, technology, etc.)

<u>Program Coordinators:</u>		
Gifted Program	\$2,617	10 additional days
International Baccalaureate Program	\$2,617	7 additional days
School of the Arts (SOA)	\$2,617	7 additional days

York County School Division

***Non-Licensed Employees
and
Administrators***

Pay Schedule

2024–2025

York County School Division

Pay Plan

Fiscal Year 2024-2025

Classification and Pay Schedule

All salary scales are adjusted to the Full Time Equivalency (FTE) for each School Board position.
Any required adjustment factors are listed in parentheses following the position title.

Title	FLSA Status	Grade	Days Per Year	Hours Per Day	Page
Accounting Analyst/Workers' Compensation Coordinator	E	20	260	8	27
Accounting and Finance Manager	E	32	260	8	39
Accounts Payable and Procurement Coordinator	NE	18	260	8	25
Administrative Assistant	NE	15	217	8	22
Administrative Assistant	NE	15	260	8	22
Administrative Associate	NE	11	197	8	18
Administrative Associate	NE	11	217	8	18
Administrative Associate	NE	11	260	8	18
Administrator on Assignment	E	31	260	8	38
Assistant Manager of Network and Systems Administration	E	31	260	8	38
Assistant Principal, Elementary	E	28	260	8	35
Assistant Principal, High School	E	29	260	8	36
Assistant Principal, Middle School	E	28	260	8	35
Assistant Supervisor of Computer Maintenance	E	24	260	8	31
Associate Director for Capital Plans and Projects	E	33	260	8	40
Associate Director of Elementary Instruction & Academic Programs	E	33	260	8	40
Associate Director of Human Resources	E	33	260	8	40
Associate Director of Secondary Instruction & Academic Programs	E	33	260	8	40
Associate Director of Special Education	E	33	260	8	40
Associate Director of Student Services	E	33	260	8	40
Associate Director of Student Services and Compliance	E	33	260	8	40
Behavior Interventionist	E	25	200	7.5	32
Behavior Support Specialist	E	24	260	8	31
Benefits Program Specialist	E	25	260	8	32
Board Certified Behavior Analyst (BCBA), Lead	E	28	260	8	35
Budget and Financial Analyst	E	22	260	8	29
Budget and Financial Analyst – Revenue	E	22	260	8	29
Budget and Financial Supervisor	E	27	260	8	34
Building Automation System Specialist	E	28	260	8	35
Bus Dispatcher	NE	Bus Driver	185	8	47
Bus Dispatcher	NE	Bus Driver	197	8	47
Bus Dispatcher	NE	Bus Driver	260	8	47
Bus Driver	NE	Bus Driver	182	4	47
Bus Driver	NE	Bus Driver	182	4.5	47
Bus Driver	NE	Bus Driver	182	5	47
Bus Driver	NE	Bus Driver	182	5.5	47

York County School Division

Pay Plan

Fiscal Year 2024-2025

Title	FLSA Status	Grade	Days Per Year	Hours Per Day	Page
Bus Driver	NE	Bus Driver	182	6	47
Bus Driver	NE	Bus Driver	182	6.5	47
Bus Driver	NE	Bus Driver	182	7	47
Bus Driver	NE	Bus Driver	182	8	47
Bus Driver Assistant	NE	Bus Assistant	182	4	48
Bus Driver Assistant	NE	Bus Assistant	182	4.5	48
Bus Driver Assistant	NE	Bus Assistant	182	5	48
Bus Driver Assistant	NE	Bus Assistant	182	5.5	48
Bus Driver Assistant	NE	Bus Assistant	182	6	48
Bus Driver Assistant	NE	Bus Assistant	182	6.5	48
Bus Driver Assistant	NE	Bus Assistant	182	7	48
Bus Driver Assistant	NE	Bus Assistant	182	8	48
Business Analyst	E	25	260	8	32
Business Analyst, Senior	E	27	260	8	34
Career Coach	NE	21	260	8	28
Chief Academic Officer	E	CABINET	260	8	-
Chief Financial Officer	E	CABINET	260	8	-
Chief Human Resources Officer	E	CABINET	260	8	-
Chief Operations Officer	E	CABINET	260	8	-
Communications Associate	NE	19	260	8	26
Community Outreach Coordinator	E	25	200	7.25	32
Compensation Program Specialist	E	26	260	8	33
Computer Support Technician I	NE	18	260	8	25
Computer Support Technician II	NE	19	260	8	26
Coordinator of Arts and Physical Education	E	28	260	8	35
Coordinator of Career Development	E	28	260	8	35
Coordinator of Digital Media and Design	E	26	260	8	33
Coordinator of Educational Technology	E	28	260	8	35
Coordinator of English and Language Arts	E	28	260	8	35
Coordinator of Enrollment and Attendance	E	27	260	8	34
Coordinator of Health Services	E	27	260	8	34
Coordinator of History and Social Sciences	E	28	260	8	35
Coordinator of Mathematics (K-12)	E	28	260	8	35
Coordinator of Online Learning	E	30	260	8	37
Coordinator of School Counseling	E	28	260	8	35
Coordinator of Science (K-12)	E	28	260	8	35
Coordinator of Special Education	E	28	260	8	35
Coordinator of Testing and Accountability	E	28	260	8	35
Copy Shop Operator, Lead	NE	14	260	8	21
Custodial Services Area Supervisor	E	21	260	8	28
Custodian	NE	07	185	8	14

York County School Division

Pay Plan

Fiscal Year 2024-2025

Title	FLSA Status	Grade	Days Per Year	Hours Per Day	Page
Custodian	NE	07	260	8	14
Custodian (Tier 2)	NE	07	185	8	14
Custodian (Tier 2)	NE	07	260	8	14
Custodian, Head (elementary)	NE	11	260	8	18
Custodian, Head (multiple sites)	NE	12	260	8	19
Custodian, Lead	NE	08	260	8	15
Digital Services & Applications Development Manager	E	29	260	8	36
Director of Curriculum and Instruction	E	35	260	8	42
Director of Information Technology	E	35	260	8	42
Director of School Leadership	E	CABINET	260	8	-
Director of Maintenance and Facilities Support	E	35	260	8	42
Director of Special Education	E	35	260	8	42
Director of Student Services	E	35	260	8	42
Director of Transportation	E	35	260	8	42
Energy Educator and Facility Analyst	E	25	260	8	32
Executive Assistant	NE	17	260	8	24
Executive Assistant, Impact Aid	NE	18	260	8	25
Executive Assistant to the Superintendent	NE	19	260	8	26
Fiscal Support Specialist	NE	11	260	8	18
General Maintenance Technician	NE	15	260	8	22
Grant Accounting Analyst	E	19	260	8	26
Grant Accounting Coordinator	NE	17	260	8	24
Grant Coordinator/Writer	E	27	260	8	34
Health Services Paraprofessional (paid lunch break)	NE	16	190	7.25	23
Health Services Provider (R.N.) (paid lunch break)	E	24	190	7.25	31
Human Resources Technician	NE	13	260	8	20
HVACR Supervisor	NE	24	260	8	31
Information Technology Project Manager	E	28	260	8	34
Instructional Associate – Virtual Learning	NE	Instructional Associate	185	7.5	46
Instructional Associate – Virtual Learning Tier 2 (Bachelor's degree or higher)	NE	Instructional Associate	185	7.5	46
Instructional Para-Educator	NE	Instructional Para-Educator	183	7	46
Instructional Para-Educator - Tier 2 (Bachelor's degree or higher)	NE	Instructional Para-Educator	183	7	46
Interpreter-Transliterator-Non-VQAS (paid lunch break)	NE	17	185	7.25	24
Interpreter-Transliterator-RID CI or CT (paid lunch break)	NE	27	185	7.25	34
Interpreter-Transliterator-VQAS Level 1 (paid lunch break)	NE	20	185	7.25	27
Interpreter-Transliterator-VQAS Level 2; NAD3; TSC: 1 (paid lunch break)	NE	22	185	7.25	29
Interpreter-Transliterator-VQAS Level 3 or 4; NAD 4 or 5; RID IC or TC; TSC: 2, 3, or 4 (paid lunch break)	NE	24	185	7.25	31
IT Help Desk Technician I	NE	18	260	8	25
IT Help Desk Technician II	NE	19	260	8	26

York County School Division

Pay Plan

Fiscal Year 2024-2025

Title	FLSA Status	Grade	Days Per Year	Hours Per Day	Page
Language Specialist (Grant Funded Through June 2027)	E	26	260	8	33
Logistics Support Technician	NE	19	260	8	26
Manager of Application Support	E	32	260	8	39
Manager of Building Maintenance	E	26	260	8	33
Manager of Custodial Services	E	26	260	8	33
Manager of Enterprise Support and Network Services	E	32	260	8	39
Manager of Projects and Logistics Support	E	32	260	8	39
Manager of School Food Services	NE	18	200	8	25
Manager of System Administration	E	32	260	8	39
Manager of Systems Architecture and Implementations	E	32	260	8	39
Manager of Vehicle Maintenance	E	26	260	8	33
Master Carpenter	NE	21	260	8	28
Master Electrician	NE	21	260	8	28
Master HVAC Technician	NE	21	260	8	28
Master Plumber	NE	21	260	8	28
Master Service Technician	NE	21	260	8	28
Math Coach, 12-month	E	24	260	8	31
Multi-trade Technician	NE	21	260	8	28
Network Services Engineer	E	27	260	8	34
Network Services Engineer, Senior	E	28	260	8	35
Occupational Safety/Regulatory Compliance Specialist	E	26	260	8	33
Occupational Therapist	E	28	200	8	35
Occupational Therapist	E	28	260	8	35
Occupational Therapist Assistant	NE	16	200	7.25	23
On-line Learning Specialist	E	26	260	8	33
Oral Communication Facilitator (paid lunch break)	NE	17	183	7.25	24
Parts Coordinator	NE	18	260	8	25
Payroll Coordinator	NE	19	260	8	26
Payroll Supervisor	E	27	260	8	34
Personnel Specialist – Licensure, Recruiting and Retention	E	24	260	8	31
Personnel Specialist – Licensure	E	23	260	8	30
Personnel Specialist – Staffing	NE	23	260	8	30
Personnel Specialist - Staffing, Lead	E	25	260	8	32
Personnel Technician	NE	17	260	8	24
Physical Therapist	E	28	200	8	35
Physical Therapist	E	28	260	8	35
Physical Therapy Assistant	NE	20	200	8	27
Preventative Maintenance Technician	NE	14	260	8	21
Principal, Elementary	E	31	260	8	38
Principal, High School	E	34	260	8	41
Principal, Middle School (≤ 800 students)	E	31	260	8	38

York County School Division

Pay Plan

Fiscal Year 2024-2025

Title	FLSA Status	Grade	Days Per Year	Hours Per Day	Page
Principal, Middle School (>800 students)	E	33	260	8	40
Principal, York River Academy	E	31	260	8	38
Programmer Analyst	E	27	260	8	34
Programmer Analyst, Senior	E	28	260	8	35
Project Manager for Capital Plans and Projects	E	27	260	8	34
Public Relations & Communications Officer	E	CABINET	260	8	-
Records Manager	E	18	260	8	25
Registered Behavior Technician	NE	20	183	7	27
Reprographics Clerk	NE	10	260	8	17
Resource and Security Technician	NE	14	260	8	21
Risk Management/Payroll Technician	NE	15	260	8	22
Roofer	NE	15	260	8	22
Roofing Technician	NE	18	260	8	25
School Board Attorney	E	SCHOOL BOARD	260	8	-
School Cafeteria Manager	NE	11	195	7.5	18
School Cafeteria Worker	NE	07	180	6	14
School Counseling Director, High School	E	27	260	8	34
School Crossing Guard	NE	07	180	2	14
School Psychologist (hired before 7/1/2013)	E	28	210	7.5	35
School Psychologist (hired on or after 7/1/2013)	E	28	205	7.5	35
School Psychologist, Lead	E	28	260	8	35
School Security Officer	NE	14	185	8	21
Service Technician I	NE	18	260	8	25
Service Technician II	NE	19	260	8	26
Social Worker, Lead	E	28	260	8	35
Speech-Language Pathologist	E	28	200	7.5	35
Speech-Language Pathologist, Lead	E	28	260	8	35
Supervisor of Benefits and Compensation	E	27	260	8	34
Supervisor of School Safety and Emergency Management	E	28	260	8	35
Supervisor of Staffing and Retention	E	27	260	8	34
System Administrator	E	26	260	8	33
Systems Engineer	E	30	260	8	37
Trades Helper/Electrical Apprentice	NE	08	260	8	15
Trades Helper/HVACR Apprentice	NE	08	260	8	15
Tradesman/Carpenter	NE	15	260	8	22
Tradesman/Electrician	NE	19	260	8	26
Tradesman/HVAC Technician	NE	19	260	8	26
Tradesman/Plumber	NE	16	260	8	23
Transportation Area Supervisor	E	21	260	8	28
Transportation Manager	E	22	260	8	29
Transportation Operations Specialist	NE	16	260	8	23

York County School Division

Pay Plan

Fiscal Year 2024-2025

Title	FLSA Status	Grade	Days Per Year	Hours Per Day	Page
Transportation Operations Specialist – Lead	E	18	260	8	25
Transportation Staffing Specialist	NE	17	260	8	24
Unified Communications Administrator	E	25	260	8	32
Van Driver	NE	09	182	6	16
Warehouse Material Handler	NE	09	260	8	16
Warehouse Supervisor	NE	14	260	8	21
Warehouse Technician	NE	13	260	8	20

York County School Division

Pay Plan

Fiscal Year 2024-2025

Grade 7

	Days	180	180	185	260
	Hours per day	2	6	8	8
	Scale	07LH	07PH	07KH	07AH
Steps	Hourly	Annual	Annual	Annual	Annual
0	\$14.1062	5,133	15,234	20,876	29,341
1	\$14.3532	5,223	15,501	21,242	29,855
2	\$14.6041	5,314	15,772	21,613	30,377
3	\$14.8592	5,407	16,048	21,991	30,907
4	\$15.1194	5,502	16,329	22,376	31,448
5	\$15.3838	5,598	16,614	22,767	31,998
6	\$15.6532	5,696	16,905	23,166	32,559
7	\$15.9271	5,795	17,201	23,571	33,128
8	\$16.2057	5,897	17,502	23,984	33,708
9	\$16.4891	6,000	17,808	24,403	34,297
10	\$16.7779	6,105	18,120	24,830	34,898
11	\$17.0714	6,212	18,437	25,265	35,508
12	\$17.3702	6,321	18,759	25,707	36,130
13	\$17.6740	6,431	19,088	26,156	36,762
14	\$17.9833	6,544	19,422	26,614	37,405
15	\$18.2979	6,658	19,761	27,080	38,060
16	\$18.6179	6,775	20,107	27,553	38,725
17	\$18.9436	6,893	20,459	28,035	39,403
18	\$19.2752	7,014	20,817	28,526	40,093
19	\$19.6126	7,137	21,181	29,025	40,794
20	\$19.9556	7,262	21,552	29,533	41,508
21	\$20.3051	7,389	21,929	30,050	42,235
22	\$20.6606	7,518	22,313	30,576	42,974
23	\$21.0225	7,650	22,704	31,112	43,727
24	\$21.3903	7,784	23,101	31,656	44,492
25	\$21.7643	7,920	23,505	32,210	45,270
26	\$22.1451	8,058	23,916	32,773	46,062
27	\$22.5327	8,199	24,335	33,347	46,868
28	\$22.9272	8,343	24,761	33,931	47,689
29	\$23.3282	8,489	25,194	34,524	48,523
30	\$23.7366	8,637	25,635	35,129	49,372

Custodian 185 Day – 07KH

Custodian 260 Day – 07AH

Custodian Tier 2 (2 steps) -185 day – 07KH

Custodian Tier 2 (2 steps) -260 day – 07AH

School Cafeteria Worker – 07PH

School Crossing Guard – 07LH

York County School Division

Pay Plan

Fiscal Year 2024-2025

Grade 8

	Days	260
	Hours per day	8
	Scale	08AH
Steps		
0	\$14.8116	30,808
1	\$15.0710	31,348
2	\$15.3348	31,896
3	\$15.6031	32,455
4	\$15.8760	33,022
5	\$16.1538	33,600
6	\$16.4369	34,189
7	\$16.7244	34,787
8	\$17.0170	35,395
9	\$17.3144	36,014
10	\$17.6177	36,645
11	\$17.9260	37,286
12	\$18.2401	37,939
13	\$18.5590	38,603
14	\$18.8835	39,278
15	\$19.2138	39,965
16	\$19.5502	40,665
17	\$19.8921	41,376
18	\$20.2402	42,100
19	\$20.5948	42,837
20	\$20.9555	43,587
21	\$21.3223	44,350
22	\$21.6954	45,126
23	\$22.0749	45,916
24	\$22.4614	46,720
25	\$22.8546	47,538
26	\$23.2546	48,370
27	\$23.6615	49,216
28	\$24.0754	50,077
29	\$24.4967	50,953
30	\$24.9254	51,845

Lead Custodian – 08AH

Trades Helper/Electrical Apprentice – 08AH

Trades Helper/HVACR Apprentice – 08AH

York County School Division

Pay Plan

Fiscal Year 2024-2025

Grade 9

	Days	182	260
	Hours per day	6	8
	Scale	09KH	09AH
Steps	Hourly	Annual	Annual
0	\$15.2583	16,663	31,737
1	\$15.5255	16,955	32,293
2	\$15.7971	17,252	32,858
3	\$16.0737	17,554	33,433
4	\$16.3550	17,861	34,018
5	\$16.6415	18,174	34,614
6	\$16.9329	18,492	35,220
7	\$17.2293	18,816	35,837
8	\$17.5306	19,145	36,464
9	\$17.8374	19,480	37,102
10	\$18.1499	19,821	37,752
11	\$18.4672	20,168	38,412
12	\$18.7907	20,521	39,085
13	\$19.1196	20,880	39,769
14	\$19.4543	21,246	40,465
15	\$19.7947	21,617	41,173
16	\$20.1413	21,996	41,894
17	\$20.4938	22,381	42,627
18	\$20.8526	22,773	43,373
19	\$21.2176	23,171	44,133
20	\$21.5888	23,577	44,905
21	\$21.9670	23,990	45,691
22	\$22.3517	24,410	46,492
23	\$22.7430	24,837	47,305
24	\$23.1409	25,272	48,133
25	\$23.5463	25,714	48,976
26	\$23.9584	26,164	49,833
27	\$24.3778	26,622	50,706
28	\$24.8044	27,088	51,593
29	\$25.2383	27,562	52,496
30	\$25.6797	28,044	53,414

Van Driver – 09KH

Warehouse Material Handler – 09AH

York County School Division

Pay Plan

Fiscal Year 2024-2025

Grade 10

	Days Hours per day Scale	260 8 10AH
Steps	Hourly	Annual
0	\$16.0207	33,323
1	\$16.3010	33,906
2	\$16.5864	34,500
3	\$16.8768	35,104
4	\$17.1720	35,718
5	\$17.4721	36,342
6	\$17.7780	36,978
7	\$18.0893	37,626
8	\$18.4062	38,285
9	\$18.7282	38,955
10	\$19.0561	39,637
11	\$19.3894	40,330
12	\$19.7290	41,036
13	\$20.0744	41,755
14	\$20.4261	42,486
15	\$20.7837	43,230
16	\$21.1475	43,987
17	\$21.5179	44,757
18	\$21.8942	45,540
19	\$22.2771	46,336
20	\$22.6669	47,147
21	\$23.0637	47,973
22	\$23.4670	48,811
23	\$23.8778	49,666
24	\$24.2957	50,535
25	\$24.7205	51,419
26	\$25.1534	52,319
27	\$25.5937	53,235
28	\$26.0419	54,167
29	\$26.4978	55,115
30	\$26.9612	56,079

Reprographics Clerk – 10AH

York County School Division

Pay Plan

Fiscal Year 2024-2025

Grade 11

	Days	195	197	217	260
	Hours per day	7.50	8.00	8.00	8
	Scale	11HH	11GH	11BH	11AH
Steps	Hourly	Annual	Annual	Annual	Annual
0	\$17.1462	25,077	27,024	29,764	35,664
1	\$17.4462	25,516	27,497	30,285	36,288
2	\$17.7515	25,963	27,978	30,815	36,923
3	\$18.0622	26,417	28,467	31,355	37,569
4	\$18.3784	26,880	28,966	31,903	38,227
5	\$18.7001	27,350	29,473	32,462	38,896
6	\$19.0277	27,829	29,989	33,030	39,578
7	\$19.3606	28,316	30,514	33,608	40,270
8	\$19.6992	28,811	31,048	34,196	40,974
9	\$20.0441	29,316	31,591	34,795	41,692
10	\$20.3952	29,829	32,144	35,404	42,422
11	\$20.7517	30,351	32,706	36,023	43,164
12	\$21.1151	30,882	33,279	36,654	43,919
13	\$21.4848	31,423	33,862	37,296	44,688
14	\$21.8604	31,972	34,454	37,948	45,470
15	\$22.2429	32,532	35,057	38,612	46,265
16	\$22.6324	33,101	35,670	39,288	47,075
17	\$23.0284	33,680	36,295	39,975	47,899
18	\$23.4312	34,270	36,930	40,675	48,737
19	\$23.8412	34,869	37,576	41,386	49,590
20	\$24.2587	35,480	38,234	42,111	50,458
21	\$24.6834	36,101	38,903	42,848	51,341
22	\$25.1155	36,733	39,584	43,598	52,240
23	\$25.5548	37,375	40,276	44,361	53,154
24	\$26.0021	38,030	40,981	45,138	54,084
25	\$26.4573	38,695	41,699	45,928	55,031
26	\$26.9202	39,372	42,428	46,731	55,994
27	\$27.3910	40,061	43,170	47,549	56,973
28	\$27.8704	40,762	43,926	48,381	57,970
29	\$28.3580	41,475	44,694	49,227	58,985
30	\$28.8541	42,201	45,476	50,088	60,017

Administrative Associate – 197 days – 11GH

Administrative Associate – 217 days – 11BH

Administrative Associate – 260 days – 11AH

Fiscal Support Specialist – 11AH

Head Custodian (Elementary) – 11AH

School Cafeteria Manager – 11HH

York County School Division

Pay Plan

Fiscal Year 2024-2025

Grade 12

	Days	260
	Hours per day	8
	Scale	12AH
Steps	Hourly	Annual
0	\$18.0037	37,448
1	\$18.3188	38,103
2	\$18.6392	38,770
3	\$18.9657	39,449
4	\$19.2975	40,139
5	\$19.6351	40,841
6	\$19.9787	41,556
7	\$20.3280	42,282
8	\$20.6836	43,022
9	\$21.0454	43,774
10	\$21.4141	44,541
11	\$21.7886	45,320
12	\$22.1701	46,114
13	\$22.5582	46,921
14	\$22.9530	47,742
15	\$23.3546	48,578
16	\$23.7638	49,429
17	\$24.1794	50,293
18	\$24.6024	51,173
19	\$25.0328	52,068
20	\$25.4711	52,980
21	\$25.9166	53,907
22	\$26.3699	54,849
23	\$26.8313	55,809
24	\$27.3011	56,786
25	\$27.7787	57,780
26	\$28.2648	58,791
27	\$28.7591	59,819
28	\$29.2626	60,866
29	\$29.7748	61,931
30	\$30.2956	63,015

Head Custodian (Multiple Sites) – 12AH

York County School Division

Pay Plan

Fiscal Year 2024-2025

Grade 13

	Days	260
	Hours per day	8
	Scale	13AH
Steps	Hourly	Annual
0	\$18.5462	38,576
1	\$18.8708	39,251
2	\$19.2008	39,938
3	\$19.5369	40,637
4	\$19.8786	41,348
5	\$20.2263	42,071
6	\$20.5800	42,806
7	\$20.9406	43,557
8	\$21.3070	44,319
9	\$21.6800	45,094
10	\$22.0591	45,883
11	\$22.4450	46,686
12	\$22.8380	47,503
13	\$23.2376	48,334
14	\$23.6445	49,181
15	\$24.0583	50,041
16	\$24.4793	50,917
17	\$24.9076	51,808
18	\$25.3437	52,715
19	\$25.7876	53,638
20	\$26.2390	54,577
21	\$26.6981	55,532
22	\$27.1657	56,505
23	\$27.6409	57,493
24	\$28.1241	58,498
25	\$28.6165	59,522
26	\$29.1172	60,564
27	\$29.6265	61,623
28	\$30.1448	62,701
29	\$30.6724	63,799
30	\$31.2096	64,916

Warehouse Technician – 13AH
Human Resources Technician – 13AH

York County School Division

Pay Plan

Fiscal Year 2024-2025

Grade 14

	Days	185	260
	Hours per day	8	8
	Scale	14KH	14AH
Steps	Hourly	Annual	Annual
0	\$19.4735	28,820	40,505
1	\$19.8138	29,323	41,213
2	\$20.1606	29,836	41,934
3	\$20.5135	30,359	42,668
4	\$20.8721	30,890	43,414
5	\$21.2372	31,430	44,173
6	\$21.6088	31,980	44,946
7	\$21.9868	32,539	45,732
8	\$22.3715	33,108	46,533
9	\$22.7630	33,688	47,347
10	\$23.1613	34,277	48,175
11	\$23.5664	34,877	49,018
12	\$23.9787	35,487	49,876
13	\$24.3982	36,108	50,748
14	\$24.8255	36,740	51,637
15	\$25.2598	37,383	52,540
16	\$25.7019	38,037	53,460
17	\$26.1517	38,703	54,396
18	\$26.6092	39,380	55,347
19	\$27.0750	40,069	56,316
20	\$27.5485	40,770	57,301
21	\$28.0302	41,483	58,303
22	\$28.5210	42,209	59,324
23	\$29.0200	42,948	60,362
24	\$29.5279	43,699	61,418
25	\$30.0442	44,464	62,492
26	\$30.5704	45,242	63,586
27	\$31.1052	46,034	64,699
28	\$31.6492	46,839	65,830
29	\$32.2035	47,659	66,983
30	\$32.7671	48,493	68,156

Copy Shop Operator, Lead – 14AH
 Preventative Maintenance Technician – 14AH
 Resource and Security Technician – 14AH
 School Security Officer – 14KH
 Warehouse Supervisor – 14AH

York County School Division

Pay Plan

Fiscal Year 2024-2025

Grade 15

	Days	217	260
	Hours per day	8	8
	Scale	15BH	15AH
Steps	Hourly	Annual	Annual
0	\$20.4471	35,495	42,530
1	\$20.8047	36,115	43,274
2	\$21.1689	36,748	44,031
3	\$21.5393	37,391	44,802
4	\$21.9163	38,045	45,586
5	\$22.2998	38,711	46,383
6	\$22.6900	39,388	47,195
7	\$23.0869	40,077	48,021
8	\$23.4910	40,778	48,861
9	\$23.9022	41,492	49,717
10	\$24.3203	42,218	50,586
11	\$24.7460	42,957	51,472
12	\$25.1792	43,709	52,373
13	\$25.6196	44,474	53,289
14	\$26.0678	45,252	54,221
15	\$26.5244	46,044	55,171
16	\$26.9886	46,850	56,136
17	\$27.4609	47,670	57,119
18	\$27.9415	48,504	58,118
19	\$28.4306	49,353	59,136
20	\$28.9278	50,216	60,170
21	\$29.4340	51,095	61,223
22	\$29.9489	51,989	62,294
23	\$30.4732	52,899	63,384
24	\$31.0064	53,825	64,493
25	\$31.5488	54,766	65,621
26	\$32.1009	55,725	66,770
27	\$32.6627	56,700	67,939
28	\$33.2344	57,692	69,128
29	\$33.8161	58,702	70,338
30	\$34.4078	59,729	71,568

Administrative Assistant – 217 days – 15BH

Administrative Assistant – 260 days – 15AH

General Maintenance Technician – 15AH

Risk Management/Payroll Technician – 15AH

Roofer – 15AH

Tradesman/Carpenter – 15AH

York County School Division

Pay Plan

Fiscal Year 2024-2025

Grade 16

	Days	190	200	260
	Hours per day	7.25	7.25	8
	Scale	16JH	16FH	16AH
Steps	Hourly	Annual	Annual	Annual
0	\$21.4691	29,572	31,131	44,656
1	\$21.8451	30,090	31,676	45,438
2	\$22.2274	30,617	32,230	46,233
3	\$22.6167	31,153	32,795	47,043
4	\$23.0123	31,698	33,368	47,865
5	\$23.4152	32,253	33,953	48,704
6	\$23.8249	32,817	34,547	49,556
7	\$24.2414	33,391	35,151	50,422
8	\$24.6659	33,975	35,766	51,305
9	\$25.0974	34,570	36,392	52,203
10	\$25.5368	35,175	37,029	53,116
11	\$25.9839	35,791	37,677	54,046
12	\$26.4388	36,417	38,337	54,993
13	\$26.9013	37,054	39,007	55,955
14	\$27.3719	37,703	39,690	56,934
15	\$27.8512	38,363	40,385	57,931
16	\$28.3385	39,034	41,091	58,944
17	\$28.8347	39,717	41,811	59,976
18	\$29.3392	40,412	42,543	61,026
19	\$29.8522	41,119	43,286	62,093
20	\$30.3749	41,839	44,044	63,180
21	\$30.9065	42,571	44,815	64,286
22	\$31.4475	43,316	45,599	65,411
23	\$31.9975	44,074	46,397	66,555
24	\$32.5578	44,846	47,209	67,720
25	\$33.1274	45,630	48,035	68,905
26	\$33.7068	46,428	48,876	70,110
27	\$34.2969	47,241	49,731	71,338
28	\$34.8968	48,068	50,601	72,585
29	\$35.5072	48,908	51,486	73,855
30	\$36.1289	49,765	52,388	75,148

Health Services Paraprofessional – 16JH

Occupational Therapist Assistant – 16FH

Tradesman/Plumber – 16AH

Transportation Operations Specialist – 16AH

York County School Division

Pay Plan

Fiscal Year 2024-2025

Grade 17

	Days	183	185	260
	Hours per day	7.25	7.25	8
	Scale	17LH	17KH	17AH
Steps	Hourly	Annual	Annual	Annual
0	\$22.5431	29,911	30,238	46,890
1	\$22.9380	30,435	30,768	47,711
2	\$23.3391	30,967	31,306	48,545
3	\$23.7476	31,509	31,854	49,395
4	\$24.1632	32,060	32,411	50,260
5	\$24.5858	32,621	32,978	51,138
6	\$25.0164	33,192	33,556	52,034
7	\$25.4541	33,773	34,143	52,945
8	\$25.8996	34,364	34,740	53,871
9	\$26.3525	34,965	35,348	54,813
10	\$26.8141	35,578	35,967	55,773
11	\$27.2830	36,200	36,596	56,749
12	\$27.7607	36,834	37,237	57,742
13	\$28.2462	37,478	37,888	58,752
14	\$28.7408	38,134	38,551	59,781
15	\$29.2436	38,801	39,226	60,827
16	\$29.7550	39,479	39,912	61,890
17	\$30.2756	40,170	40,610	62,973
18	\$30.8055	40,873	41,321	64,075
19	\$31.3446	41,589	42,044	65,197
20	\$31.8934	42,317	42,780	66,338
21	\$32.4513	43,057	43,528	67,499
22	\$33.0192	43,811	44,290	68,680
23	\$33.5972	44,578	45,065	69,882
24	\$34.1849	45,357	45,854	71,105
25	\$34.7831	46,151	46,656	72,349
26	\$35.3920	46,959	47,473	73,615
27	\$36.0111	47,780	48,303	74,903
28	\$36.6415	48,617	49,149	76,214
29	\$37.2828	49,468	50,009	77,548
30	\$37.9350	50,333	50,884	78,905

Interpreter-Transliterators-Non-VQAS – 17KH

Oral Communication Facilitator – 17LH

Personnel Technician – 17AH

Transportation Staffing Specialist – 17AH

York County School Division

Pay Plan

Fiscal Year 2024-2025

Grade 18

	Days	200	260
	Hours per day	8	8
	Scale	18FH	18AA/H
Steps	Hourly	Annual	Annual
0	\$23.6706	37,874	49,234
1	\$24.0856	38,537	50,097
2	\$24.5072	39,212	50,974
3	\$24.9361	39,898	51,866
4	\$25.3721	40,597	52,773
5	\$25.8164	41,307	53,697
6	\$26.2683	42,030	54,637
7	\$26.7279	42,765	55,593
8	\$27.1957	43,513	56,566
9	\$27.6707	44,274	57,554
10	\$28.1558	45,049	58,563
11	\$28.6486	45,837	59,588
12	\$29.1486	46,640	60,628
13	\$29.6592	47,456	61,690
14	\$30.1780	48,286	62,769
15	\$30.7069	49,131	63,869
16	\$31.2439	49,991	64,986
17	\$31.7905	50,866	66,123
18	\$32.3477	51,756	67,282
19	\$32.9131	52,662	68,458
20	\$33.4896	53,584	69,657
21	\$34.0762	54,522	70,877
22	\$34.6718	55,476	72,116
23	\$35.2785	56,446	73,378
24	\$35.8968	57,435	74,664
25	\$36.5233	58,440	75,967
26	\$37.1628	59,462	77,297
27	\$37.8137	60,502	78,651
28	\$38.4753	61,561	80,027
29	\$39.1483	62,639	81,427
30	\$39.8334	63,734	82,852

Accounts Payable & Procurement Coordinator – 18AH

Computer Support Technician I – 18AH

Executive Assistant, Impact Aid – 18AH

IT Help Desk Technician I – 18AH

Manager of School Food Services – 18FH

Parts Coordinator – 18AH

Records Manager – 18AA

Roofing Technician – 18AH

Service Technician I – 18AH

Transportation Operations Specialist – Lead – 18AA

York County School Division

Pay Plan

Fiscal Year 2024-2025

Grade 19

	Days Hours per day Scale	260 8 19AA/H
Steps	Hourly	Annual
0	\$24.8540	51,696
1	\$25.2890	52,601
2	\$25.7317	53,522
3	\$26.1819	54,458
4	\$26.6402	55,412
5	\$27.1065	56,382
6	\$27.5807	57,368
7	\$28.0635	58,372
8	\$28.5547	59,394
9	\$29.0544	60,433
10	\$29.5625	61,490
11	\$30.0797	62,566
12	\$30.6063	63,661
13	\$31.1415	64,774
14	\$31.6862	65,907
15	\$32.2409	67,061
16	\$32.8051	68,235
17	\$33.3791	69,429
18	\$33.9631	70,643
19	\$34.5575	71,880
20	\$35.1622	73,137
21	\$35.7778	74,418
22	\$36.4037	75,720
23	\$37.0404	77,044
24	\$37.6884	78,392
25	\$38.3480	79,764
26	\$39.0191	81,160
27	\$39.7020	82,580
28	\$40.3968	84,025
29	\$41.1038	85,496
30	\$41.8230	86,992

Communications Associate – 19AH
 Computer Support Technician II – 19AH
 Executive Assistant to the Superintendent – 19AH
 Grant Accounting Analyst – 19AA
 IT Help Desk Technician II – 19AH
 Logistics Support Technician – 19AH
 Payroll Coordinator – 19AH
 Service Technician II – 19AH
 Tradesman/Electrician – 19AH
 Tradesman/HVAC Technician – 19AH

York County School Division

Pay Plan

Fiscal Year 2024-2025

Grade 20

	Days	183	185	200	260
	Hours per day	7	7.25	8	8
	Scale	20LH	20KH	20FH	20AA
Steps	Hourly	Annual	Annual	Annual	Annual
0	\$26.0976	33,432	35,005	41,757	54,282
1	\$26.5539	34,016	35,617	42,487	55,231
2	\$27.0183	34,612	36,240	43,231	56,197
3	\$27.4924	35,218	36,875	43,987	57,183
4	\$27.9727	35,834	37,521	44,758	58,182
5	\$28.4626	36,461	38,177	45,541	59,201
6	\$28.9607	37,099	38,845	46,338	60,237
7	\$29.4659	37,748	39,525	47,148	61,288
8	\$29.9828	38,409	40,216	47,973	62,363
9	\$30.5078	39,081	40,920	48,813	63,455
10	\$31.0415	39,765	41,636	49,667	64,565
11	\$31.5838	40,461	42,365	50,536	65,693
12	\$32.1371	41,169	43,106	51,420	66,844
13	\$32.6987	41,889	43,860	52,320	68,012
14	\$33.2713	42,622	44,628	53,236	69,203
15	\$33.8531	43,368	45,408	54,167	70,413
16	\$34.4459	44,127	46,203	55,115	71,646
17	\$35.0492	44,899	47,011	56,079	72,901
18	\$35.6617	45,684	47,834	57,060	74,175
19	\$36.2858	46,484	48,671	58,059	75,473
20	\$36.9219	47,298	49,523	59,076	76,796
21	\$37.5675	48,126	50,390	60,110	78,139
22	\$38.2243	48,968	51,272	61,161	79,505
23	\$38.8940	49,825	52,169	62,231	80,898
24	\$39.5743	50,696	53,082	63,320	82,313
25	\$40.2671	51,584	54,011	64,429	83,754
26	\$40.9720	52,487	54,956	65,556	85,220
27	\$41.6893	53,405	55,918	66,704	86,712
28	\$42.4186	54,340	56,897	67,871	88,229
29	\$43.1614	55,291	57,893	69,059	89,774
30	\$43.9167	56,259	58,906	70,268	91,345

Accounting Analyst/Workers' Compensation Coord – 20AA
 Interpreter-Transliterators-VQAS Level 1 – 20KH
 Physical Therapy Assistant – 20FH
 Registered Behavior Technician – 20LH

York County School Division

Pay Plan

Fiscal Year 2024-2025

Grade 21

	Days Hours per day Scale	260 8 21AA/H
Steps	Hourly	Annual
0	\$27.4017	56,996
1	\$27.8813	57,993
2	\$28.3693	59,008
3	\$28.8659	60,041
4	\$29.3710	61,092
5	\$29.8849	62,161
6	\$30.4081	63,249
7	\$30.9401	64,355
8	\$31.4817	65,482
9	\$32.0325	66,628
10	\$32.5931	67,794
11	\$33.1633	68,980
12	\$33.7440	70,188
13	\$34.3345	71,416
14	\$34.9355	72,666
15	\$35.5470	73,938
16	\$36.1691	75,232
17	\$36.8021	76,548
18	\$37.4462	77,888
19	\$38.1015	79,251
20	\$38.7681	80,638
21	\$39.4463	82,048
22	\$40.1366	83,484
23	\$40.8393	84,946
24	\$41.5540	86,432
25	\$42.2815	87,946
26	\$43.0218	89,485
27	\$43.7745	91,051
28	\$44.5406	92,645
29	\$45.3199	94,265
30	\$46.1130	95,915

Area Supervisor Transportation – 21AA
 Custodial Services Area Supervisor – 21AA
 Career Coach – 21AH
 Master Carpenter – 21AH
 Master Electrician – 21AH
 Master HVAC Technician – 21AH
 Master Plumber – 21AH
 Master Service Technician – 21AH
 Multi-Trade Technician – 21AH

York County School Division

Pay Plan

Fiscal Year 2024-2025

Grade 22

	Days	185	260
	Hours per day	7.25	8
	Scale	22KH	22AA
Steps	Hourly	Annual	Annual
0	\$28.7717	38,586	59,844
1	\$29.2761	39,262	60,893
2	\$29.7871	39,948	61,956
3	\$30.3083	40,647	63,040
4	\$30.8386	41,358	64,143
5	\$31.3785	42,082	65,266
6	\$31.9280	42,818	66,409
7	\$32.4867	43,568	67,571
8	\$33.0550	44,330	68,753
9	\$33.6334	45,106	69,956
10	\$34.2218	45,895	71,180
11	\$34.8213	46,698	72,427
12	\$35.4300	47,515	73,693
13	\$36.0493	48,347	74,981
14	\$36.6805	49,192	76,294
15	\$37.3223	50,054	77,629
16	\$37.9757	50,929	78,988
17	\$38.6397	51,820	80,369
18	\$39.3166	52,727	81,777
19	\$40.0051	53,650	83,209
20	\$40.7041	54,588	84,663
21	\$41.4171	55,544	86,146
22	\$42.1417	56,516	87,653
23	\$42.8787	57,505	89,186
24	\$43.6297	58,511	90,748
25	\$44.3932	59,535	92,336
26	\$45.1701	60,577	93,952
27	\$45.9600	61,637	95,595
28	\$46.7653	62,716	97,270
29	\$47.5831	63,813	98,971
30	\$48.4163	64,930	100,704

Budget & Financial Analyst – 22AA

Budget & Financial Analyst-Revenue – 22AA

Interpreter-Transliterator-VQAS Lvl 2; NAD3; TSC: 1 – 22KH

Transportation Manager – 22AA

York County School Division

Pay Plan

Fiscal Year 2024-2025

Grade 23

	Days Hours per day Scale	260 8 23AA/H
Steps	Hourly	Annual
0	\$30.2107	62,838
1	\$30.7391	63,937
2	\$31.2773	65,057
3	\$31.8249	66,196
4	\$32.3817	67,354
5	\$32.9486	68,533
6	\$33.5254	69,733
7	\$34.1120	70,953
8	\$34.7093	72,195
9	\$35.3168	73,459
10	\$35.9351	74,745
11	\$36.5636	76,052
12	\$37.2033	77,383
13	\$37.8545	78,737
14	\$38.5168	80,115
15	\$39.1908	81,517
16	\$39.8767	82,944
17	\$40.5746	84,395
18	\$41.2847	85,872
19	\$42.0072	87,375
20	\$42.7424	88,904
21	\$43.4903	90,460
22	\$44.2513	92,043
23	\$45.0259	93,654
24	\$45.8137	95,293
25	\$46.6159	96,961
26	\$47.4315	98,658
27	\$48.2616	100,384
28	\$49.1061	102,141
29	\$49.9655	103,928
30	\$50.8397	105,747

Personnel Specialist – Licensure – 23AA

Personnel Specialist – Staffing – 23AH

York County School Division

Pay Plan

Fiscal Year 2024-2025

Grade 24

	Days	185	190	260
	Hours per day	7.25	7.25	8
	Scale	24KH	24JA	24AA/H
Steps	Hourly	Annual	Annual	Annual
0	\$31.7223	42,549	43,696	65,981
1	\$32.2770	43,294	44,461	67,135
2	\$32.8420	44,051	45,239	68,310
3	\$33.4160	44,821	46,030	69,504
4	\$34.0012	45,606	46,835	70,721
5	\$34.5959	46,404	47,657	71,958
6	\$35.2012	47,216	48,490	73,217
7	\$35.8175	48,043	49,336	74,499
8	\$36.4445	48,884	50,202	75,803
9	\$37.0829	49,739	51,080	77,131
10	\$37.7320	50,610	51,974	78,481
11	\$38.3916	51,496	52,882	79,853
12	\$39.0632	52,397	53,809	81,250
13	\$39.7469	53,314	54,751	82,672
14	\$40.4421	54,247	55,709	84,118
15	\$41.1503	55,196	56,684	85,591
16	\$41.8710	56,162	57,677	87,090
17	\$42.6032	57,145	58,687	88,613
18	\$43.3489	58,145	59,713	90,164
19	\$44.1081	59,162	60,756	91,743
20	\$44.8797	60,198	61,822	93,348
21	\$45.6653	61,251	62,903	94,982
22	\$46.4644	62,323	64,002	96,644
23	\$47.2769	63,414	65,124	98,334
24	\$48.1052	64,524	66,263	100,057
25	\$48.9466	65,653	67,424	101,807
26	\$49.8034	66,801	68,602	103,589
27	\$50.6746	67,971	69,803	105,401
28	\$51.5616	69,160	71,025	107,246
29	\$52.4640	70,370	72,267	109,123
30	\$53.3818	71,602	73,531	111,032

Assistant Supervisor Computer Maintenance – 24AA
 Behavior Support Specialist – 24AA
 Health Services Provider (R.N.) – 24JA
 HVACR Supervisor – 24AH
 Interpreter-Transliterators-VQAS Level 3 or 4; NAD 4
 or 5; RID IC or TC; TSC: 2, 3, or 4 – 24KH
 Math Coach-12month – 24AA
 Personnel Specialist – Licensure, Recruiting and
 Retention – 24AA

York County School Division

Pay Plan

Fiscal Year 2024-2025

Grade 25

	Days	200	200	260
	Hours per day	7.25	7.5	8
	Scale	25FA	25RA	25AA/H
Steps	Hourly	Annual	Annual	Annual
0	\$33.3079	48,297	49,961	69,279
1	\$33.8915	49,141	50,836	70,493
2	\$34.4838	50,000	51,726	71,725
3	\$35.0872	50,876	52,630	72,980
4	\$35.7021	51,766	53,552	74,259
5	\$36.3267	52,672	54,490	75,558
6	\$36.9627	53,595	55,443	76,881
7	\$37.6089	54,533	56,412	78,225
8	\$38.2671	55,487	57,400	79,594
9	\$38.9358	56,458	58,404	80,985
10	\$39.6176	57,445	59,426	82,403
11	\$40.3123	58,451	60,467	83,848
12	\$41.0171	59,474	61,525	85,314
13	\$41.7354	60,514	62,601	86,808
14	\$42.4643	61,573	63,696	88,324
15	\$43.2080	62,650	64,811	89,871
16	\$43.9638	63,747	65,947	91,443
17	\$44.7336	64,862	67,098	93,044
18	\$45.5162	65,997	68,274	94,672
19	\$46.3129	67,153	69,467	96,329
20	\$47.1230	68,327	70,684	98,014
21	\$47.9476	69,522	71,920	99,729
22	\$48.7865	70,739	73,178	101,474
23	\$49.6399	71,977	74,459	103,249
24	\$50.5091	73,236	75,762	105,057
25	\$51.3933	74,517	77,089	106,896
26	\$52.2919	75,822	78,436	108,765
27	\$53.2068	77,150	79,809	110,668
28	\$54.1376	78,498	81,206	112,604
29	\$55.0857	79,873	82,628	114,576
30	\$56.0501	81,269	84,074	116,582

Behavior Interventionist – 25RA
 Benefits Program Specialist – 25AA
 Business Analyst – 25AA
 Community Outreach Coordinator – 25FA
 Energy Educator & Facility Analyst – 25AA
 Personnel Specialist – Staffing, Lead – 25AA
 Unified Communications Administrator – 25AA

York County School Division

Pay Plan

Fiscal Year 2024-2025

Grade 26

	Days Hours per day Scale	260 8 26AA
Steps	Hourly	Annual
0	\$34.9737	72,744
1	\$35.5858	74,017
2	\$36.2079	75,311
3	\$36.8420	76,630
4	\$37.4873	77,972
5	\$38.1435	79,337
6	\$38.8104	80,724
7	\$39.4892	82,136
8	\$40.1806	83,574
9	\$40.8835	85,036
10	\$41.5989	86,524
11	\$42.3278	88,040
12	\$43.0677	89,579
13	\$43.8215	91,147
14	\$44.5879	92,741
15	\$45.3687	94,365
16	\$46.1634	96,018
17	\$46.9706	97,697
18	\$47.7922	99,406
19	\$48.6293	101,147
20	\$49.4803	102,917
21	\$50.3462	104,718
22	\$51.2270	106,550
23	\$52.1236	108,415
24	\$53.0357	110,312
25	\$53.9640	112,243
26	\$54.9083	114,207
27	\$55.8693	116,206
28	\$56.8468	118,239
29	\$57.8405	120,306
30	\$58.8540	122,414

Compensation Program Specialist – 26AA
Coordinator Digital Media and Design – 26AA
Language Specialist (Granted Funded) – 26AA
Manager of Building Maintenance – 26AA
Manager of Custodial Services – 26AA
Manager of Vehicle Maintenance – 26AA
Occupational Safety/Regulatory Compliance Specialist – 26AA
On-line Learning Specialist – 26AA
Systems Administrator – 26AA

York County School Division

Pay Plan

Fiscal Year 2024-2025

Grade 27

	Days	185	260
	Hours per day	7.25	8
	Scale	27KH	27AA
Steps	Hourly	Annual	Annual
0	\$36.7219	49,256	76,380
1	\$37.3642	50,118	77,716
2	\$38.0185	50,995	79,077
3	\$38.6839	51,887	80,461
4	\$39.3609	52,796	81,869
5	\$40.0498	53,719	83,302
6	\$40.7513	54,659	84,761
7	\$41.4643	55,616	86,244
8	\$42.1902	56,590	87,754
9	\$42.9278	57,580	89,288
10	\$43.6792	58,588	90,851
11	\$44.4441	59,613	92,442
12	\$45.2211	60,656	94,058
13	\$46.0119	61,718	95,703
14	\$46.8182	62,798	97,380
15	\$47.6375	63,897	99,084
16	\$48.4711	65,014	100,818
17	\$49.3188	66,152	102,581
18	\$50.1822	67,310	104,377
19	\$51.0601	68,488	106,203
20	\$51.9534	69,687	108,061
21	\$52.8626	70,906	109,952
22	\$53.7880	72,147	111,877
23	\$54.7294	73,409	113,835
24	\$55.6861	74,693	115,825
25	\$56.6617	76,001	117,854
26	\$57.6530	77,331	119,916
27	\$58.6622	78,684	122,015
28	\$59.6882	80,061	124,149
29	\$60.7334	81,462	126,323
30	\$61.7964	82,889	128,534

Budget and Financial Supervisor – 27AA
 Business Analyst, Senior – 27AA
 Coordinator of Enrollment & Attendance – 27AA
 Coordinator of Health Services – 27AA
 Grant Coordinator/Writer – 27AA
 Interpreter-Transliterators-RID CI or CT – 27KH
 Network Services Engineer – 27AA
 Payroll Supervisor – 27AA
 Programmer Analyst – 27AA
 Project Manager for Capital Plans and Projects – 27AA

School Counseling Director, High School – 27AA
 Supervisor of Benefits and Compensation – 27AA
 Supervisor of Staffing and Retention – 27AA

York County School Division

Pay Plan

Fiscal Year 2024-2025

Grade 28

	Days Hours per day Scale	200 7.5 28RA/S	200 8 28FA	205 7.5 28EA/S	210 7.5 28DA/S	260 8 28AA
Steps	Hourly	Annual	Annual	Annual	Annual	Annual
0	\$38.5584	57,835	61,691	59,281	60,728	80,200
1	\$39.2325	58,848	62,772	60,319	61,792	81,602
2	\$39.9195	59,878	63,871	61,376	62,871	83,031
3	\$40.6191	60,927	64,988	62,450	63,972	84,486
4	\$41.3297	61,993	66,126	63,542	65,092	85,964
5	\$42.0518	62,744	67,283	64,654	66,232	87,466
6	\$42.7879	64,182	68,459	65,785	67,391	88,997
7	\$43.5369	65,303	69,658	66,937	68,568	90,555
8	\$44.2984	66,448	70,877	68,108	69,770	92,139
9	\$45.0744	67,611	72,117	69,300	70,990	93,753
10	\$45.8624	68,791	73,379	70,513	72,233	95,392
11	\$46.6653	69,997	74,665	71,745	73,495	97,062
12	\$47.4821	71,220	75,968	73,003	74,783	98,761
13	\$48.3134	72,469	77,299	74,280	76,093	100,490
14	\$49.1596	73,737	78,653	75,582	77,424	102,250
15	\$50.0197	75,027	80,029	76,904	78,779	104,039
16	\$50.8942	76,340	81,429	78,249	80,157	105,858
17	\$51.7861	77,677	82,856	79,619	81,561	107,713
18	\$52.6914	79,036	84,306	81,011	82,988	109,596
19	\$53.6150	80,420	85,782	82,430	84,442	111,517
20	\$54.5520	81,826	87,282	83,873	85,917	113,466
21	\$55.5068	83,258	88,810	85,341	87,421	115,452
22	\$56.4785	84,716	90,365	86,834	88,953	117,473
23	\$57.4665	86,200	91,945	88,355	90,509	119,528
24	\$58.4727	87,706	93,556	89,899	92,095	121,621
25	\$59.4959	89,243	95,192	91,473	93,703	123,749
26	\$60.5372	90,804	96,859	93,074	95,344	125,915
27	\$61.5964	92,391	98,552	94,703	97,011	128,118
28	\$62.6743	94,010	100,276	96,359	98,709	130,360
29	\$63.7704	95,654	102,032	98,046	100,438	132,640
30	\$64.8863	97,328	103,816	99,762	102,195	134,961
Assistant Principal, Elementary – 28AA		Information Technology Project Manager – 28AA				
Assistant Principal, Middle School – 28AA		Network Services Engineer, Senior – 28AA				
Board Certified Behavior Analyst, Lead – 28AA		Occupational Therapist (200 day) – 28FA				
Building Automation System Specialist – 28AA		Occupational Therapist (260 day) – 28AA				
Coordinator of Arts and Physical Education – 28AA		Physical Therapist (200 day) – 28FA				
Coordinator of Career Development – 28AA		Physical Therapist (260 day) – 28AA				
Coordinator of Educational Technology – 28AA		School Psychologist (hired on or after 7/1/2013) – 28EA				
Coordinator of English and Language Arts – 28AA		School Psychologist (hired before 7/1/2013) – 28DA				
Coordinator of History and Social Sciences – 28AA		School Psychologist, Lead – 28AA				
Coordinator of Mathematics (K-12) – 28AA		Senior Programmer Analyst – 28AA				
Coordinator of School Counseling – 28AA		Social Worker, Lead – 28AA				
Coordinator of Science (K-12) – 28AA		Speech-Language Pathologist – 28RA				
Coordinator of Special Education – 28AA		Speech-Language Pathologist, Lead – 28AA				
Coordinator of Testing and Accountability – 28AA		Spvr of School Safety/Emer. Mgmt. – 28AA				

York County School Division

Pay Plan

Fiscal Year 2024-2025

Grade 29

	Days	260
	Hours per day	8
	Scale	29AA
Steps	Hourly	Annual
0	\$40.4864	84,210
1	\$41.1950	85,684
2	\$41.9157	87,183
3	\$42.6494	88,709
4	\$43.3965	90,263
5	\$44.1552	91,841
6	\$44.9283	93,449
7	\$45.7148	95,085
8	\$46.5143	96,748
9	\$47.3283	98,441
10	\$48.1567	100,164
11	\$49.0000	101,918
12	\$49.8572	103,701
13	\$50.7303	105,517
14	\$51.6173	107,362
15	\$52.5202	109,240
16	\$53.4400	111,153
17	\$54.3746	113,097
18	\$55.3265	115,077
19	\$56.2944	117,090
20	\$57.2790	119,138
21	\$58.2819	121,224
22	\$59.3021	123,346
23	\$60.3391	125,503
24	\$61.3954	127,700
25	\$62.4695	129,934
26	\$63.5633	132,209
27	\$64.6753	134,522
28	\$65.8070	136,876
29	\$66.9594	139,273
30	\$68.1311	141,710

Assistant Principal, High School – 29AA
 Digital Services & Applications Dev. Mgr. – 29AA

York County School Division

Pay Plan

Fiscal Year 2024-2025

Grade 30

	Days Hours per day Scale	260 8 30AA
Steps	Hourly	Annual
0	\$42.5104	88,420
1	\$43.2542	89,967
2	\$44.0114	91,542
3	\$44.7812	93,143
4	\$45.5648	94,773
5	\$46.3629	96,433
6	\$47.1735	98,119
7	\$47.9990	99,836
8	\$48.8394	101,584
9	\$49.6947	103,363
10	\$50.5640	105,171
11	\$51.4486	107,011
12	\$52.3496	108,885
13	\$53.2645	110,788
14	\$54.1962	112,726
15	\$55.1453	114,700
16	\$56.1102	116,707
17	\$57.0920	118,749
18	\$58.0910	120,827
19	\$59.1079	122,942
20	\$60.1420	125,093
21	\$61.1944	127,282
22	\$62.2661	129,511
23	\$63.3550	131,776
24	\$64.4633	134,081
25	\$65.5916	136,428
26	\$66.7407	138,818
27	\$67.9085	141,247
28	\$69.0965	143,718
29	\$70.3047	146,231
30	\$71.5360	148,792

Coordinator Online Learning – 30AA
Systems Engineer – 30AA

York County School Division

Pay Plan

Fiscal Year 2024-2025

Grade 31

	Days	260
	Hours per day	8
	Scale	31AA
Steps	Hourly	Annual
0	\$44.6364	92,842
1	\$45.4172	94,466
2	\$46.2120	96,119
3	\$47.0206	97,801
4	\$47.8442	99,514
5	\$48.6812	101,255
6	\$49.5331	103,027
7	\$50.4000	104,830
8	\$51.2822	106,665
9	\$52.1789	108,530
10	\$53.0924	110,430
11	\$54.0217	112,363
12	\$54.9664	114,328
13	\$55.9290	116,330
14	\$56.9078	118,366
15	\$57.9026	120,435
16	\$58.9161	122,543
17	\$59.9478	124,689
18	\$60.9968	126,871
19	\$62.0642	129,091
20	\$63.1502	131,350
21	\$64.2556	133,649
22	\$65.3792	135,986
23	\$66.5239	138,367
24	\$67.6883	140,789
25	\$68.8725	143,252
26	\$70.0773	145,758
27	\$71.3043	148,310
28	\$72.5519	150,905
29	\$73.8212	153,545
30	\$75.1135	156,233

Administrator on Assignment – 31AA
 Asst Mgr of Network & Systems Administration – 31AA
 Principal, Elementary – 31AA
 Principal, Middle School (≤800 students) – 31AA
 Principal, York River Academy – 31AA

York County School Division

Pay Plan

Fiscal Year 2024-2025

Grade 32

	Days	260
	Hours per day	8
	Scale	32AA
Steps	Hourly	Annual
0	\$46.8672	97,482
1	\$47.6879	99,189
2	\$48.5226	100,925
3	\$49.3716	102,691
4	\$50.2356	104,488
5	\$51.1145	106,316
6	\$52.0092	108,177
7	\$52.9188	110,069
8	\$53.8457	111,997
9	\$54.7876	113,956
10	\$55.7467	115,951
11	\$56.7217	117,979
12	\$57.7141	120,043
13	\$58.7251	122,146
14	\$59.7516	124,281
15	\$60.7978	126,457
16	\$61.8622	128,671
17	\$62.9440	130,921
18	\$64.0464	133,214
19	\$65.1666	135,544
20	\$66.3075	137,917
21	\$67.4681	140,331
22	\$68.6484	142,786
23	\$69.8490	145,283
24	\$71.0721	147,827
25	\$72.3163	150,415
26	\$73.5817	153,047
27	\$74.8692	155,725
28	\$76.1794	158,450
29	\$77.5121	161,222
30	\$78.8688	164,044

Accounting and Finance Manager – 32AA
 Manager Applications Support – 32AA
 Manager Enterprise Support & Network Services - 32AA
 Manager of Projects and Logistics Support – 32AA
 Manager System Administration – 32AA
 Manager System Architecture & Implementation – 32AA

York County School Division

Pay Plan

Fiscal Year 2024-2025

Grade 33

	Days Hours per day Scale	260 8 33AA
Steps	Hourly	Annual
0	\$49.2115	102,358
1	\$50.0726	104,149
2	\$50.9491	105,972
3	\$51.8400	107,825
4	\$52.7481	109,714
5	\$53.6703	111,632
6	\$54.6097	113,586
7	\$55.5655	115,574
8	\$56.5386	117,598
9	\$57.5275	119,655
10	\$58.5343	121,749
11	\$59.5593	123,881
12	\$60.6002	126,046
13	\$61.6613	128,253
14	\$62.7406	130,498
15	\$63.8378	132,780
16	\$64.9546	135,103
17	\$66.0921	137,469
18	\$67.2494	139,876
19	\$68.4258	142,323
20	\$69.6230	144,813
21	\$70.8422	147,349
22	\$72.0817	149,927
23	\$73.3432	152,551
24	\$74.6260	155,219
25	\$75.9322	157,936
26	\$77.2606	160,699
27	\$78.6135	163,513
28	\$79.9895	166,375
29	\$81.3895	169,287
30	\$82.8141	172,250

Assoc. Dir. for Capital Plans and Projects – 33AA
 Assoc. Dir. of Elem. Instr. & Academic Prgrms – 33AA
 Assoc. Dir. of Human Resources – 33AA
 Assoc. Dir. of Sec. Instr. & Academic Programs – 33AA
 Assoc. Dir. of Special Education – 33AA
 Assoc. Dir. of Student Services – 33AA
 Assoc. Dir. of Student Services & Compliance – 33AA
 Principal, Middle School (>800 students) – 33AA

York County School Division

Pay Plan

Fiscal Year 2024-2025

Grade 34

	Days Hours per day Scale	260 8 34AA
Steps	Hourly	Annual
0	\$51.6721	107,476
1	\$52.5760	109,356
2	\$53.4962	111,270
3	\$54.4318	113,216
4	\$55.3847	115,198
5	\$56.3539	117,214
6	\$57.3410	119,267
7	\$58.3434	121,352
8	\$59.3646	123,476
9	\$60.4031	125,636
10	\$61.4594	127,833
11	\$62.5358	130,072
12	\$63.6305	132,349
13	\$64.7440	134,665
14	\$65.8777	137,023
15	\$67.0306	139,421
16	\$68.2033	141,860
17	\$69.3970	144,343
18	\$70.6114	146,869
19	\$71.8466	149,438
20	\$73.1038	152,053
21	\$74.3837	154,715
22	\$75.6856	157,423
23	\$77.0102	160,178
24	\$78.3582	162,982
25	\$79.7290	165,833
26	\$81.1242	168,735
27	\$82.5444	171,689
28	\$83.9882	174,692
29	\$85.4579	177,749
30	\$86.9536	180,860

Principal, High School – 34AA

York County School Division

Pay Plan

Fiscal Year 2024-2025

Grade 35

	Days Hours per day Scale	260 8 35AA
Steps	Hourly	Annual
0	\$54.2548	112,850
1	\$55.2034	114,823
2	\$56.1697	116,833
3	\$57.1529	118,878
4	\$58.1524	120,957
5	\$59.1702	123,074
6	\$60.2063	125,229
7	\$61.2587	127,418
8	\$62.3313	129,649
9	\$63.4216	131,917
10	\$64.5308	134,224
11	\$65.6606	136,574
12	\$66.8101	138,965
13	\$67.9789	141,396
14	\$69.1683	143,870
15	\$70.3793	146,389
16	\$71.6101	148,949
17	\$72.8635	151,556
18	\$74.1389	154,209
19	\$75.4365	156,908
20	\$76.7572	159,655
21	\$78.1000	162,448
22	\$79.4664	165,290
23	\$80.8572	168,183
24	\$82.2726	171,127
25	\$83.7130	174,123
26	\$85.1774	177,169
27	\$86.6688	180,271
28	\$88.1846	183,424
29	\$89.7274	186,633
30	\$91.2986	189,901

Director of Curriculum and Instruction – 35AA
 Director of Information Technology – 35AA
 Director of Maintenance and Facilities Support – 35AA
 Director of Special Education – 35AA
 Director of Student Services – 35AA
 Director of Transportation – 35AA

York County School Division

Pay Plan

Fiscal Year 2024-2025

Grade 36

	Days Hours per day Scale	260 8 36AA
Steps	Hourly	Annual
0	\$56.9684	118,492
1	\$57.9660	120,567
2	\$58.9795	122,675
3	\$60.0122	124,823
4	\$61.0627	127,008
5	\$62.1305	129,229
6	\$63.2180	131,491
7	\$64.3234	133,790
8	\$65.4498	136,133
9	\$66.5950	138,515
10	\$67.7605	140,939
11	\$68.9461	143,405
12	\$70.1528	145,915
13	\$71.3797	148,467
14	\$72.6288	151,065
15	\$73.9005	153,710
16	\$75.1937	156,400
17	\$76.5091	159,136
18	\$77.8486	161,922
19	\$79.2106	164,755
20	\$80.5972	167,639
21	\$82.0069	170,571
22	\$83.4420	173,556
23	\$84.9026	176,594
24	\$86.3882	179,684
25	\$87.8998	182,828
26	\$89.4388	186,029
27	\$91.0032	189,283
28	\$92.5950	192,594
29	\$94.2167	195,967
30	\$95.8648	199,395

York County School Division

Pay Plan

Fiscal Year 2024-2025

Grade 37

	Days Hours per day Scale	260 8 37AA
Steps	Hourly	Annual
0	\$59.8170	124,417
1	\$60.8647	126,596
2	\$61.9300	128,812
3	\$63.0132	131,065
4	\$64.1157	133,358
5	\$65.2393	135,695
6	\$66.3801	138,068
7	\$67.5421	140,485
8	\$68.7239	142,943
9	\$69.9273	145,446
10	\$71.1504	147,990
11	\$72.3961	150,581
12	\$73.6625	153,215
13	\$74.9514	155,896
14	\$76.2625	158,623
15	\$77.5981	161,401
16	\$78.9553	164,224
17	\$80.3366	167,097
18	\$81.7419	170,020
19	\$83.1737	172,998
20	\$84.6286	176,024
21	\$86.1093	179,104
22	\$87.6166	182,239
23	\$89.1498	185,428
24	\$90.7109	188,675
25	\$92.2969	191,974
26	\$93.9124	195,334
27	\$95.5562	198,753
28	\$97.2288	202,232
29	\$98.9298	205,770
30	\$100.6616	209,372

York County School Division

Pay Plan

Fiscal Year 2024-2025

Grade 38

	Days	260
	Hours per day	8
	Scale	38AA
Steps	Hourly	Annual
0	\$62.8084	130,639
1	\$63.9065	132,923
2	\$65.0263	135,252
3	\$66.1633	137,617
4	\$67.3210	140,025
5	\$68.4999	142,477
6	\$69.6990	144,971
7	\$70.9182	147,507
8	\$72.1600	150,090
9	\$73.4225	152,716
10	\$74.7072	155,388
11	\$76.0149	158,108
12	\$77.3448	160,874
13	\$78.6977	163,688
14	\$80.0756	166,554
15	\$81.4771	169,469
16	\$82.9030	172,435
17	\$84.3535	175,452
18	\$85.8305	178,524
19	\$87.3320	181,647
20	\$88.8599	184,825
21	\$90.4147	188,059
22	\$91.9975	191,351
23	\$93.6071	194,699
24	\$95.2446	198,105
25	\$96.9124	201,574
26	\$98.6086	205,102
27	\$100.3336	208,690
28	\$102.0890	212,341
29	\$103.8765	216,059
30	\$105.6943	219,840

York County School Division

Pay Plan

Fiscal Year 2024-2025

Instructional Para-Educator					
Tier 1			Tier 2*		
Days	183		Days	183	
Hours per day	7		Hours per day	7	
Scale	IP1H		Scale	IP2H	
Hourly	Annual		Hourly	Annual	
Step			Step		
0	\$15.3827	19,706	0	\$16.1522	20,692
1	\$15.6521	20,051	1	\$16.4349	21,054
2	\$15.9264	20,403	2	\$16.7224	21,423
3	\$16.2048	20,759	3	\$17.0152	21,798
4	\$16.4882	21,122	4	\$17.3130	22,179
5	\$16.7768	21,492	5	\$17.6164	22,568
6	\$17.0706	21,868	6	\$17.9249	22,963
7	\$17.3693	22,251	7	\$18.2385	23,365
8	\$17.6731	22,640	8	\$18.5577	23,773
9	\$17.9820	23,036	9	\$18.8825	24,190
10	\$18.2970	23,439	10	\$19.2132	24,613
11	\$18.6173	23,850	11	\$19.5492	25,044
12	\$18.9432	24,267	12	\$19.8914	25,482
13	\$19.2747	24,692	13	\$20.2396	25,928
14	\$19.6116	25,124	14	\$20.5939	26,382
15	\$19.9547	25,563	15	\$20.9543	26,844
16	\$20.3040	26,011	16	\$21.3212	27,314
17	\$20.6591	26,466	17	\$21.6944	27,792
18	\$21.0209	26,929	18	\$22.0742	28,278
19	\$21.3890	27,401	19	\$22.4604	28,773
20	\$21.7635	27,880	20	\$22.8536	29,277
21	\$22.1444	28,368	21	\$23.2539	29,790
22	\$22.5318	28,865	22	\$23.6611	30,311
23	\$22.9263	29,370	23	\$24.0753	30,842
24	\$23.3276	29,884	24	\$24.4965	31,381
25	\$23.7358	30,407	25	\$24.9255	31,931
26	\$24.1512	30,939	26	\$25.3619	32,490
27	\$24.5738	31,480	27	\$25.8058	33,059
28	\$25.0035	32,031	28	\$26.2574	33,637
29	\$25.4413	32,592	29	\$26.7168	34,226
30	\$25.8865	33,162	30	\$27.1842	34,825

Instructional Associate - Virtual Learning					
Tier 1			Tier 2*		
Days	185		Days	185	
Hours per day	7.5		Hours per day	7.5	
Scale	IA1H		Scale	IA2H	
Hourly	Annual		Hourly	Annual	
Step			Step		
0	\$16.1522	22,412	0	\$16.9592	23,532
1	\$16.4349	22,804	1	\$17.2558	23,943
2	\$16.7224	23,203	2	\$17.5580	24,362
3	\$17.0152	23,609	3	\$17.8653	24,789
4	\$17.3130	24,022	4	\$18.1778	25,222
5	\$17.6164	24,444	5	\$18.4957	25,663
6	\$17.9249	24,871	6	\$18.8194	26,113
7	\$18.2385	25,307	7	\$19.1489	26,570
8	\$18.5577	25,749	8	\$19.4843	27,035
9	\$18.8825	26,200	9	\$19.8255	27,509
10	\$19.2132	26,659	10	\$20.1723	27,990
11	\$19.5492	27,125	11	\$20.5254	28,480
12	\$19.8914	27,600	12	\$20.8848	28,978
13	\$20.2396	28,083	13	\$21.2504	29,486
14	\$20.5939	28,575	14	\$21.6227	30,002
15	\$20.9543	29,075	15	\$22.0013	30,528
16	\$21.3212	29,584	16	\$22.3864	31,062
17	\$21.6944	30,102	17	\$22.7783	31,606
18	\$22.0742	30,629	18	\$23.1767	32,159
19	\$22.4604	31,165	19	\$23.5822	32,721
20	\$22.8536	31,710	20	\$23.9947	33,294
21	\$23.2539	32,266	21	\$24.4148	33,876
22	\$23.6611	32,831	22	\$24.8417	34,469
23	\$24.0753	33,405	23	\$25.2766	35,072
24	\$24.4965	33,990	24	\$25.7189	35,686
25	\$24.9255	34,585	25	\$26.1688	36,310
26	\$25.3619	35,191	26	\$26.6267	36,946
27	\$25.8058	35,807	27	\$27.0930	37,593
28	\$26.2574	36,433	28	\$27.5673	38,251
29	\$26.7168	37,071	29	\$28.0499	38,920
30	\$27.1842	37,719	30	\$28.5407	39,601

*Bachelor's degree or higher

York County School Division

Pay Plan

Fiscal Year 2024-2025

Bus Driver										Bus Dispatcher		
Days	182	182	182	182	182	182	182	182	182	185	197	260
Hours per day	4	4.5	5	5.5	6	6.5	7	8		8	8	8
Scale	D40H	D45H	D50H	D55H	D60H	D65H	D70H	D82H		D75H	D97H	D80H
Step	Hourly	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual
0	\$19.9859	14,549	16,370	18,186	20,006	21,826	23,642	25,462	29,099	29,578	31,499	41,571
1	\$20.2858	14,768	16,615	18,458	20,306	22,154	23,997	25,845	29,535	30,022	31,972	42,194
2	\$20.5902	14,989	16,865	18,735	20,611	22,486	24,357	26,232	29,979	30,472	32,452	42,828
3	\$20.8989	15,214	17,118	19,016	20,920	22,823	24,722	26,626	30,428	30,929	32,938	43,470
4	\$21.2125	15,442	17,374	19,302	21,234	23,166	25,093	27,025	30,884	31,393	33,433	44,122
5	\$21.5306	15,674	17,635	19,591	21,552	23,513	25,469	27,430	31,348	31,864	33,934	44,784
6	\$21.8536	15,909	17,899	19,885	21,875	23,866	25,852	27,842	31,818	32,342	34,443	45,456
7	\$22.1815	16,148	18,168	20,183	22,204	24,224	26,239	28,260	32,295	32,827	34,960	46,138
8	\$22.5142	16,390	18,440	20,486	22,537	24,587	26,633	28,684	32,780	33,320	35,484	46,830
9	\$22.8518	16,636	18,717	20,793	22,875	24,956	27,032	29,114	33,271	33,819	36,016	47,532
10	\$23.1947	16,885	18,998	21,105	23,218	25,330	27,438	29,551	33,771	34,327	36,557	48,245
11	\$23.5424	17,138	19,283	21,422	23,566	25,710	27,849	29,993	34,277	34,841	37,105	48,968
12	\$23.8957	17,396	19,572	21,743	23,920	26,096	28,267	30,444	34,791	35,364	37,662	49,703
13	\$24.2543	17,657	19,866	22,070	24,279	26,488	28,691	30,901	35,313	35,895	38,227	50,449
14	\$24.6180	17,921	20,164	22,400	24,643	26,885	29,122	31,364	35,843	36,433	38,800	51,205
15	\$24.9871	18,190	20,466	22,736	25,012	27,288	29,558	31,834	36,380	36,979	39,382	51,973
16	\$25.3619	18,463	20,773	23,077	25,387	27,697	30,002	32,312	36,926	37,534	39,972	52,753
17	\$25.7424	18,740	21,085	23,424	25,768	28,113	30,452	32,796	37,480	38,097	40,572	53,544
18	\$26.1285	19,021	21,401	23,775	26,155	28,534	30,908	33,288	38,042	38,669	41,181	54,347
19	\$26.5204	19,306	21,722	24,131	26,547	28,962	31,372	33,788	38,613	39,249	41,798	55,162
20	\$26.9182	19,596	22,048	24,493	26,945	29,397	31,843	34,294	39,192	39,837	42,425	55,990
21	\$27.3219	19,890	22,378	24,861	27,349	29,838	32,320	34,809	39,780	40,435	43,061	56,830
22	\$27.7320	20,188	22,714	25,234	27,760	30,286	32,805	35,331	40,377	41,042	43,708	57,683
23	\$28.1480	20,491	23,055	25,612	28,176	30,740	33,297	35,861	40,982	41,657	44,363	58,548
24	\$28.5702	20,799	23,401	25,997	28,599	31,201	33,797	36,399	41,597	42,282	45,029	59,426
25	\$28.9986	21,110	23,752	26,386	29,028	31,669	34,304	36,945	42,221	42,916	45,704	60,317
26	\$29.4337	21,427	24,108	26,782	29,463	32,144	34,818	37,499	42,854	43,560	46,390	61,222
27	\$29.8750	21,748	24,470	27,184	29,905	32,626	35,340	38,061	43,497	44,213	47,086	62,140
28	\$30.3231	22,075	24,836	27,592	30,353	33,115	35,870	38,632	44,149	44,876	47,792	63,072
29	\$30.7778	22,406	25,209	28,005	30,809	33,612	36,408	39,211	44,811	45,549	48,508	64,018
30	\$31.2395	22,742	25,587	28,426	31,271	34,116	36,955	39,800	45,483	46,233	49,236	64,978

York County School Division

Pay Plan

Fiscal Year 2024-2025

Bus Driver Assistant									
Days		182	182	182	182	182	182	182	182
Hours per day		4	4.5	5	5.5	6	6.5	7	8
Scale		D40H	D45H	D50H	D55H	D60H	D65H	D70H	D80H
Step	Hourly	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual
0	\$13.5375	9,855	11,088	12,318	13,551	14,784	16,014	17,247	19,710
1	\$13.7407	10,003	11,255	12,503	13,754	15,006	16,254	17,506	20,006
2	\$13.9466	10,153	11,423	12,690	13,961	15,231	16,498	17,768	20,306
3	\$14.1558	10,305	11,594	12,881	14,170	15,459	16,746	18,035	20,610
4	\$14.3682	10,460	11,768	13,074	14,383	15,691	16,997	18,305	20,920
5	\$14.5837	10,617	11,945	13,270	14,598	15,926	17,252	18,580	21,233
6	\$14.8026	10,776	12,124	13,469	14,817	16,166	17,511	18,859	21,552
7	\$15.0244	10,938	12,306	13,671	15,039	16,408	17,773	19,141	21,875
8	\$15.2498	11,102	12,491	13,876	15,265	16,654	18,040	19,429	22,203
9	\$15.4787	11,268	12,678	14,084	15,494	16,904	18,310	19,720	22,536
10	\$15.7109	11,437	12,868	14,296	15,727	17,158	18,585	20,016	22,875
11	\$15.9465	11,609	13,061	14,510	15,963	17,415	18,864	20,316	23,217
12	\$16.1857	11,783	13,257	14,728	16,202	17,676	19,147	20,621	23,566
13	\$16.4285	11,960	13,456	14,949	16,445	17,941	19,434	20,930	23,919
14	\$16.6750	12,139	13,658	15,173	16,692	18,211	19,725	21,244	24,278
15	\$16.9250	12,321	13,863	15,400	16,942	18,484	20,021	21,563	24,642
16	\$17.1789	12,506	14,071	15,631	17,196	18,761	20,322	21,886	25,012
17	\$17.4366	12,694	14,282	15,866	17,454	19,042	20,627	22,215	25,387
18	\$17.6982	12,884	14,496	16,104	17,716	19,328	20,936	22,548	25,768
19	\$17.9635	13,077	14,713	16,345	17,981	19,618	21,250	22,886	26,154
20	\$18.2332	13,273	14,934	16,591	18,251	19,912	21,569	23,229	26,547
21	\$18.5065	13,472	15,158	16,839	18,525	20,211	21,892	23,578	26,945
22	\$18.7843	13,675	15,385	17,092	18,803	20,514	22,221	23,932	27,349
23	\$19.0659	13,880	15,616	17,349	19,085	20,821	22,554	24,290	27,759
24	\$19.3520	14,088	15,850	17,609	19,371	21,134	22,892	24,655	28,176
25	\$19.6421	14,299	16,088	17,873	19,662	21,451	23,236	25,024	28,598
26	\$19.9368	14,514	16,330	18,141	19,957	21,773	23,584	25,400	29,027
27	\$20.2357	14,731	16,574	18,413	20,256	22,099	23,938	25,781	29,462
28	\$20.5392	14,952	16,823	18,689	20,560	22,431	24,297	26,167	29,904
29	\$20.8472	15,176	17,075	18,969	20,868	22,767	24,661	26,560	30,353
30	\$21.1599	15,404	17,331	19,254	21,181	23,108	25,031	26,958	30,808

York County School Division

*As Needed Positions,
Supplements,
Summer School,
School Board Members,
Substitutes
and
Miscellaneous*

2024–2025

York County School Division

Pay Plan

Fiscal Year 2024-2025

As Needed Positions

ACADEMIC TUTOR (non-licensed)-----	\$26.00 per Hour
ACADEMIC TUTOR (licensed)-----	\$30.00 per Hour
ALTERNATE SITE TEACHER (Homebased, Homebound, Lifelong Learning Center)-----	\$36.00 per Hour
CAFETERIA MONITOR-----	\$12.50 per Hour
CAPITAL PLANS AND PROJECTS INTERN-----	\$12.50 per Hour
CO-OP STUDENT-----	\$12.50 per Hour
EARLY COLLEGE PROGRAM LIAISON-----	\$28.75 per Hour
ENGLISH AS A SECOND LANGUAGE TUTOR-----	\$21.50 per Hour
INTERN-LEVEL I (HS student/graduate/equivalent and little to no field experience) -----	\$12.50 per Hour
INTERN-LEVEL II (HS grad/equiv. w/ some field experience or some college w/ some field experience) -----	\$13.00-\$15.00 per Hour
INTERN-LEVEL III (College graduate and some field experience) -----	\$15.50 per Hour
HOMEBOUND TEACHER-----	\$36.00 per Hour
PHYSICAL THERAPY ASSISTANT-----	\$31.00 per Hour
SCHOOL PSYCHOLOGIST INTERN-----	\$15.50 per Hour
SCHOOL CROSSING GUARD-----	\$12.50 per Hour
SCHOOL VAN DRIVER-----	\$15.00 per Hour
TEMPORARY WORKER-CUSTODIAL/MAINTENANCE HELPER-----	\$14.50 per Hour
TEMPORARY WORKER-OFFICE HELPER-----	\$12.50 per Hour
VIRTUAL HIGH SCHOOL TEACHER-----	\$2,000 annual stipend plus additional \$165 for each student enrolled above 8 students

York County School Division

Pay Plan

Fiscal Year 2024-2025

Extracurricular Activity Supplement Schedule

High School Supplements

Description	# Per School	# of Schools	Total # Supplement	School FY25 Rate	Division FY25 Total	Month(s) Paid	VRS Reportable
Activities Coordinator (1 work block)	1	4	4	\$3,780	\$15,120	Yearly – 10 Months	No
Athletic Director Assistant	1	4	4	\$4,823	\$19,292	Yearly – 10 Months	No
Band Assistants	Varies	4	Varies	\$11,419	\$11,419	Yearly – 10 Months	No
Band, Concert & Marching	BHS/THS/YHS(1); GHS(2)	4	5	\$4,594	\$22,970	Yearly – 10 Months	Yes
Band, Stage	Varies	4	Varies	\$2,100	Varies	Yearly – 10 Months	Yes
Class Sponsor (Freshman)	1	4	4	\$1,244	\$4,976	Yearly – 10 Months	No
Class Sponsor (Sophomore)	1	4	4	\$1,244	\$4,976	Yearly – 10 Months	No
Class Sponsor (Junior)	1	4	4	\$2,490	\$9,960	Yearly – 10 Months	No
Class Sponsor (Senior)	1	4	4	\$2,490	\$9,960	Yearly – 10 Months	No
Communications Liaison	1	4	4	\$1,500	\$6,000	November/May	No
Debate	1	4	4	\$1,940	\$7,760	November/May	No
Department Chairperson (1 work block)	8	4	32	\$1,839	\$58,848	Yearly – 10 Months	No
Esports	1	4	4	\$2,625	\$10,500	November/May	No
Extra Duty	Varies	4	Varies	\$5,250	\$21,000	November/May	No
Forensics	1	4	4	\$1,940	\$7,760	November/May	No
IB Program Coordinator	YHS (1)	1	1	\$2,617	\$2,617	Yearly – 10 Months	Yes
Library Media Specialist	Varies	4	Varies	\$3,744	Varies	Yearly – 10 Months	Yes
Literary Magazine	1	4	4	\$1,628	\$6,512	November/May	No
National Honor Society	1	4	4	\$1,470	\$5,880	November/May	No
Newspaper	1	4	4	\$2,745	\$10,980	Yearly – 10 Months	No
OM	1	4	4	\$1,169	\$4,676	Yearly – 10 Months	No
SCA	1	4	4	\$2,490	\$9,960	November/May	No
Scholastic Bowl	1	4	4	\$2,106	\$8,424	November/May	No
School Planning Team	Varies	4	Varies	\$1,979	\$1,979	Yearly – 10 Months	No

York County School Division

Pay Plan

Fiscal Year 2024-2025

SOA Program Coordinator	BHS (1)	1	1	\$2,617	\$2,617	Yearly – 10 Months	Yes
SOA Theatre Assistant	1	1	1	\$1,979	\$1,979	Yearly – 10 Months	Yes
SOA Theatre Director	1	1	1	\$2,968	\$2,968	Yearly – 10 Months	Yes
Theatre Assistant	1	4	4	\$1,979	\$7,916	Yearly – 10 Months	No
Theatre Director	1	4	4	\$2,968	\$11,872	Yearly – 10 Months	Yes
Vocal Music	1	4	4	\$2,615	\$10,460	Yearly – 10 Months	Yes
Yearbook	1	4	4	\$3,735	\$14,940	Yearly – 10 Months	No
Sub-Total: High School Supplements				\$88,087	\$314,321		

Middle School Supplements

Description	# Per School	# of Schools	Total # Supplement	School FY25 Rate	Division FY25 Total	Month(s) Paid	VRS Reportable
Athletic Director	1	4	4	\$3,150	\$12,600	Yearly – 10 Months	No
Band, Concert & Stage	QLMS/TMS/YMS(1); GMS(2)	4	5	\$2,464	\$12,320	Yearly – 10 Months	Yes
Communications Liaison	1	4	4	\$1,500	\$6,000	November/May	No
Drama	1	4	4	\$1,497	\$5,988	Yearly – 10 Months	Yes
Extra Duty	Varies	4	Varies	\$4,725	\$4,725	November/May; November or May	No
Grafton MS/HS Cafeteria Administration	GMS (1)	1	1	\$1,050	\$1,050	Yearly – 10 Months	No
Leadership Team	Varies	4	Varies	\$11,025	\$11,025	Yearly – 10 Months	No
Newspaper	1	4	4	\$1,245	\$4,980	Yearly – 10 Months	No
OM	1	4	4	\$1,169	\$4,676	Yearly – 10 Months	No
Robotics Team	1	4	4	\$1,169	\$4,676	November/May	No
SCA	1	4	4	\$1,380	\$5,520	November/May	No
School Counseling Director	1	4	4	\$1,000	\$4,000	Yearly – 10 Months	Yes
Special Education Lead	1	4	4	\$1,000	\$4,000	Yearly – 10 Months	No
Student Recognition	1	4	4	\$820	\$3280	November/May	No

York County School Division

Pay Plan

Fiscal Year 2024-2025

Vocal Music	1	4	4	\$1,565	\$6,260	Yearly – 10 Months	Yes
Yearbook	1	4	4	\$2,296	\$9,184	Yearly – 10 Months	No
Sub-Total: Middle School Supplements				\$37,055	\$100,284		

Elementary School Supplements

Description	# Per School	# of Schools	Total # Supplement	School FY25 Rate	Division FY25 Total	Month(s) Paid	VRS Reportable
Communications Liaison	1	10	10	\$1,500	\$15,000	November/May; November or May	No
Extra Duty	Varies	10	Varies	\$4,200	\$4,200	November/May; November or May	No
Gifted Program Coordinator	DES (1)	1	1	\$2,617	\$2,617	Yearly – 10 Months	Yes
Leadership Team	Varies	10	Varies	\$7,875	\$7,875	Yearly – 10 Months	No
OM	1	10	10	\$1,169	\$11,690	Yearly – 10 Months	No
Robotics Team	1	10	10	\$1,169	\$11,690	November/May	No
SCA	1	10	10	\$799	\$7,990	November/May	No
Special Education Lead	1	10	10	\$1,000	\$10,000	Yearly – 10 Months	No
STEM Club	1	10	10	\$525	\$5,250	November/May	No
Summer Testing (Reading)	1	10	10	\$788	\$7,880	November/May	No
Sub-Total: Elementary School Supplements				\$21,642	\$84,192		

Sports Supplement Schedule

High School Sports

Description	# Per School	# of Schools	Total # Supplement	School FY25 Rate	Division FY25 Total	Month(s) Paid	VRS Reportable
Baseball, Assistant - Varsity	1	4	4	\$2,506	\$10,024	May	No
Baseball, Head - JV	1	4	4	\$2,506	\$10,024	May	No
Baseball, Head - Varsity	1	4	4	\$3,675	\$14,700	May	No

York County School Division

Pay Plan

Fiscal Year 2024-2025

Basketball, Head - Boys JV	1	4	4	\$3,338	\$13,352	March	No
Basketball, Head - Boys Varsity	1	4	4	\$4,536	\$18,144	March	No
Basketball, Head - Girls JV	1	4	4	\$3,338	\$13,352	March	No
Basketball, Head Girls Varsity	1	4	4	\$4,536	\$18,144	March	No
Cheerleading, Assistant	2	4	8	\$2,559	\$20,472	November/May	No
Cheerleading, Head	1	4	4	\$4,316	\$17,264	November/May	No
Cross Country, Head	2	4	8	\$2,615	\$20,920	November	No
Or Cross Country Combination (Head/Assistant)	1	4	4	\$3,808	\$15,232	November	No
Diving, Head	N/A	1	1	\$2,400	\$2,400	March	No
Field Hockey, Head - JV	1	4	4	\$2,343	\$9,372	November	No
Field Hockey, Head - Varsity	1	4	4	\$3,345	\$13,380	November	No
Football, Assistant	4	4	16	\$4,922	\$78,752	November	No
Football, Head	1	4	4	\$6,825	\$27,300	November	No
Golf, Head	1	4	4	\$2,145	\$8,580	November	No
Indoor Track, Head	2	4	8	\$2,911	\$23,288	March	No
Soccer, Head - Boys JV	1	4	4	\$2,342	\$9,368	May	No
Soccer, Head - Boys Varsity	1	4	4	\$3,345	\$13,380	May	No
Soccer, Head - Girls JV	1	4	4	\$2,342	\$9,368	May	No
Soccer, Head - Girls Varsity	1	4	4	\$3,345	\$13,380	May	No
Softball, Assistant - Varsity	1	4	4	\$2,506	\$10,024	May	No
Softball, Head - JV	1	4	4	\$2,506	\$10,024	May	No
Softball, Head - Varsity	1	4	4	\$3,675	\$14,700	May	No
Swimming, Head	2	4	8	\$2,625	\$21,000	March	No
Or Swimming Combination (Head/Assistant)	1	4	4	\$4,549	\$18,196	March	No
Tennis, Head	2	4	8	\$3,045	\$24,360	May	No
Track, Assistant	2	4	8	\$2,559	\$20,472	May	No
Track, Head	2	4	8	\$3,614	\$28,912	May	No
Or Track Combination (Head/Assistant)	1	4	4	\$4,674	\$18,696	May	No
Volleyball, Head - JV	1	4	4	\$2,547	\$10,188	November	No

York County School Division

Pay Plan

Fiscal Year 2024-2025

Volleyball, Head - Varsity	1	4	4	\$3,375	\$13,500	November	No
Wrestling, Assistant	1	4	4	\$2,568	\$10,272	March	No
Wrestling, Head	1	4	4	\$3,614	\$14,456	March	No
Sub-Total: High School Sports Supplements				\$115,855	\$594,996		

Middle School Sports

Description	# Per School	# of Schools	Total # Supplement	School FY25 Rate	Division FY25 Total	Month(s) Paid	VRS Reportable
Baseball, Head	1	4	4	\$1,890	\$7,560	May	No
Basketball, Head - Boys	1	4	4	\$2,100	\$8,400	March	No
Basketball, Head - Girls	1	4	4	\$2,100	\$8,400	March	No
Cheerleading, Head	1	4	4	\$2,284	\$9,136	November/May	No
Field Hockey, Head	1	4	4	\$1,890	\$7,560	November	No
Football, Assistant	1	4	4	\$1,675	\$6,700	November	No
Football, Head	1	4	4	\$2,101	\$8,404	November	No
Softball, Head	1	4	4	\$1,890	\$7,560	May	No
Volleyball, Head	1	4	4	\$1,890	\$7,560	November	No
Sub-Total: Middle School Sports Supplements				\$17,820	\$71,280		

Other Supplements Schedule

Advanced Education Supplements

Description	# Per School	# of Schools	Total # Supplement	School FY25 Rate	Division FY25 Total	Month(s) Paid	VRS Reportable
Speech Language Pathologist Certificate of Clinical Competence (CCC)	Varies	Varies	Varies	\$1,000	Varies	Yearly – 10 Months	No
National Board Certification	Varies	Varies	Varies	\$3,000	Varies	Yearly – 10 Months	No
School Psychologist Doctorate	Varies	Varies	Varies	\$1,749	Varies	Yearly – 10 Months	No

York County School Division

Pay Plan

Fiscal Year 2024-2025

Special Education Supplements

Description	# Per School	# of Schools	Total # Supplement	School FY25 Rate	Division FY25 Total	Month(s) Paid	VRS Reportable
Sped Para - BSC, CSC or MDC room	Varies	Varies	Varies	\$5,000	Varies	Yearly – 10 Months	Yes
Sped Para - Extensive Personal Care	Varies	Varies	Varies	\$3,000	Varies	Yearly – 10 Months	Yes
Sped Teacher - BSC, CSC or MDC room	Varies	Varies	Varies	\$7,000	Varies	Yearly – 10 Months	Yes

Miscellaneous Supplements

Description	# Per School	# of Schools	Total # Supplement	School FY25 Rate	Division FY25 Total	Month(s) Paid	VRS Reportable
International Sanitary Supply Association Certified Trainer	Varies	N/A	N/A	\$1,500	Varies	Yearly – 12 Months	No
Lead PT/OT	1	N/A	N/A	\$2,617	\$2,617	Yearly – 10 Months	Yes
Lead Transportation Driver	4	N/A	4	\$2,500	\$10,000	Yearly – 10 Months	No
Lifelong Learning Center Coordinator	1	N/A	1	\$8,000	\$8,000	Yearly – 10 Months	No
OM Coordinator	1	N/A	N/A	\$1,169	\$1,169	Yearly – 10 Months	No
Student Activity Fund Accounting Mentors (2)	2	1	2	\$803	\$1,606	Yearly – 10 Months	No
Sub-Total: Miscellaneous Supplements				\$16,589	\$23,392		

Grandfathered Supplements

Description	# Per School	# of Schools	Total # Supplement	School FY25 Rate	Division FY25 Total	Month(s) Paid	VRS Reportable
High School Chemistry Teacher (Licensed for Chemistry and assigned full load of Chemistry classes)*	Varies	4	Varies	\$1,323	Varies	Yearly – 10 Months	Yes

York County School Division

Pay Plan

Fiscal Year 2024-2025

High School Earth Science Teacher (Licensed for Earth Science, assigned full load of Earth Sciences** classes)*	Varies	4	Varies	\$1,323	Varies	Yearly – 10 Months	Yes
High School Physics Teacher (Licensed for Physics and assigned full load of Physics classes)*	Varies	4	Varies	\$1,323	Varies	Yearly – 10 Months	Yes
<p>* Grandfathered to individuals assigned the supplement prior to 6/30/2011 who continue to meet the individual eligibility requirements without interruption; eliminated thereafter. When principals must assign a Chemistry, Earth Science, or Physics Teacher to other classes (not to exceed two) for purposes of balancing the master schedule, the principal may request in writing to the Superintendent a waiver of the "full load" requirement.</p> <p>** Atmospheric Science is considered an Earth Science class.</p>							
School Psychologist Additional Education*	Varies	Varies	Varies	\$1,749	Varies	Yearly – 10 Months	No
* Grandfathered for School Psychologists hired during or before FY13. Eliminated for new employees hired after June 30, 2013.							

Summer School

TEACHER.....	\$35 per hour
SUBSTITUTE TEACHER.....	\$30 per hour
INTERPRETER / TRANSLITERATOR	\$29 per hour
ORAL COMMUNICATION FACILITATOR	\$22 per hour
SECRETARY	\$18 per hour
CLERK	\$15 per hour
PARA-EDUCATOR.....	\$17 per hour
HEALTH SERVICES PROVIDER (R.N.).....	\$26 per hour
HEALTH SERVICES PARAPROFESSIONAL	\$15 per hour
BUS DRIVER (5 hrs./day)-----	Current employees will receive their regular hourly rate (2.5 hrs./shift, up to 2 shifts/day)
BUS DRIVER ASST. (4.5 hrs./day) -----	Current employees will receive their regular hourly rate (2.25 hrs./shift, up to 2 shifts/day)
SCHOOL SECURITY OFFICER-----	Current employees will receive their regular hourly rate

Instructional Substitutes

Training session - \$44.00 / paid lunch break except where noted / Additional \$5.00 for working on Friday
 Additional \$10.00 per day for Behavior Support, Multiple Disabilities or Communication Support Classroom Paras
 Additional \$20.00 per day for Behavior Support, Multiple Disabilities or Communication Support Classroom Teachers

	DAILY RATE
SUBSTITUTE ADMINISTRATOR	\$350.00
For Same Administrator 11 or more consecutive days.....	\$400.00
SUBSTITUTE CLERICAL/OFFICE CLERK (8 hours + unpaid lunch break)	\$108.00
SUBSTITUTE HEALTH SERVICES PERSONNEL (7.25 hours)	\$135.00
For Same Health Services Provider 11 – 20 consecutive days	\$140.00
For Same Health Services Provider 21 or more consecutive days	\$145.00
SUBSTITUTE INTERPRETER/TRANSLITERATOR (7.25 hours)	\$169.00
SUBSTITUTE ORAL COMMUNICATION FACILITATOR (7.25 hours)	\$99.00
SUBSTITUTE PARA-EDUCATOR (7 hours) (.5-hour unpaid lunch break).....	\$102.00
For Same Para-Educator 11 – 20 consecutive days.....	\$113.00
For Same Para-Educator 21 or more consecutive days	\$123.00
SUBSTITUTE TEACHER (7.5 hours)	\$128.00
For Same Teacher 11 – 20 consecutive days.....	\$143.00
For Same Teacher 21 or more consecutive days	\$164.00
TEACHER SUBSTITUTING DURING PLANNING PERIOD – Secondary Only.....	\$20.00

Student Services Substitutes

SUBSTITUTE SCHOOL SOCIAL WORKER	\$30.50 per hour
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Special Education Substitutes

SUBSTITUTE SPEECH-LANGUAGE PATHOLOGIST	\$36.00 per hour
SUBSTITUTE SCHOOL PSYCHOLOGIST	\$30.50 per hour
SUBSTITUTE OCCUPATIONAL THERAPIST	\$29.25 per hour
SUBSTITUTE OCCUPATIONAL THERAPIST ASSISTANT	\$16.25 per hour
SUBSTITUTE PHYSICAL THERAPIST	\$29.25 per hour

Operational Substitutes

SUBSTITUTE BUS DRIVER	\$19.99 per hour
For Same Assignment beginning 11 th consecutive date	\$20.99 per hour
For Same Assignment beginning 21 st consecutive date	\$21.99 per hour
BUS DRIVER IN TRAINING	\$14.50 per hour
SUBSTITUTE BUS DRIVER ASSISTANT	\$13.54 per hour
For Same Assignment beginning 11 th consecutive date	\$14.22 per hour
For Same Assignment beginning 21 st consecutive date	\$14.89 per hour
SUBSTITUTE SCHOOL SECURITY OFFICER	\$19.47 per hour
For Same Assignment beginning 11 th consecutive date	\$20.44 per hour
For Same Assignment beginning 21 st consecutive date	\$21.42 per hour

School Board Annual Salaries

SCHOOL BOARD MEMBER (5)	\$9,000
ADDITIONAL SALARY FOR SCHOOL BOARD CHAIR	\$1,200
ADDITIONAL SALARY FOR SCHOOL BOARD VICE CHAIR.....	\$600

Additional Compensation

TRANSPORTATION SERVICES

VEHICLE MAINTENANCE HELPERS...

Current vehicle maintenance employees will receive their regular hourly rate

Other employees will be paid the vehicle maintenance grade on the employee's regular position step

DRIVER TRAINER \$250/semester

VEHICLE MAINTENANCE TECHNICIAN CERTIFICATION PAY

The manager of vehicle maintenance and all vehicle maintenance equipment and parts technicians who are full-time, non-probationary employees and who maintain current certifications by the National Institute for Automotive Service Excellence or the Service Dealer Association and Outdoor Power Equipment Certification Institute in skill areas approved by the school division's director of maintenance and/or director of transportation, are eligible to receive incentive pay. Incentive payments shall be \$500 per year for each active certification. This incentive pay shall be divided into equal payments and added to the individual's regular bi-weekly paycheck. Individuals hired after the start of each fiscal year, July 1st, shall receive a prorated \$500 payment. Total payments shall not exceed 10% of the employee's salary. Certifications required by a Technician's current job description shall not be eligible for payment.

MAINTENANCE/CUSTODIAL SERVICES

CUSTODIAL

CALL-IN PAY minimum 3 Hours
 NIGHT SHIFT DIFFERENTIAL \$.50/hour
 HEAD CUSTODIAN – EXCESS SUPERVISION..... Monthly \$25/each employee in excess of seven supervised
 TEMPORARY LEAD CUSTODIAN...\$20/day for each day beyond five days head custodian is out
 CUSTODIAN HELPERS...Current custodial employees will receive their regular hourly rate
 Other employees will be paid the custodian grade on the employee’s regular position step

MAINTENANCE PERSONNEL

ON-CALL PAY (weekend on-call phone) \$3.00/hour
 CALL-IN PAY minimum 3 Hours
 NIGHT SHIFT DIFFERENTIAL \$.50/hour
 TOOL ALLOWANCE \$2000/year

Bonus Plan Compensation

CUSTODIAL AND FOOD SERVICE EMPLOYEE ATTENDANCE BONUS PLAN

	<u>Amount</u>	<u>Late Hires</u>
First Semester 95% attendance	\$100	\$50
Second Semester 95% attendance	\$100	\$50

*This program is in place for a year at a time and renewal is optional at the discretion of the Chief Operations Officer.

ATHLETIC COACH WITH CDL BONUS PLAN

	<u>Amount</u>
Successful completion of CDL requirements	\$250

BUS DRIVER AND BUS DRIVER ASSISTANT ATTENDANCE BONUS PLAN

	<u>Amount</u>	<u>Late Hires</u>
First Semester 95% attendance	\$250	\$125
Second Semester 95% attendance	\$250	\$125

*This program is in place for a year at a time and renewal is optional at the discretion of the Chief Operations Officer.

RECRUIT A BUS DRIVER BONUS

The recruit must be hired and remain an employee for six (6) months. The referring employee will earn a \$400 bonus after the six-month period. This incentive is available to all current York County School Division employees.

BUS DRIVER AND BUS DRIVER ASSISTANT SIGN-ON BONUS

New YCSD school bus drivers and school bus driver assistants are eligible for a sign-on bonus. A portion is payable upon completion of training and the remaining portion is payable after six months of full-time employment (substitutes and van drivers are not eligible).

	<u>After Training</u>	<u>After six months</u>
Bus Driver	\$500	\$1,000
Bus Driver Assistant.....	\$250	\$250

*This program is in place for a year at a time and renewal is optional at the discretion of the Chief Operations Officer.