

YORK COUNTY SCHOOL DIVISION

PAY PLAN **2025-2026**



Approved June 2, 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

2025-2026

Teacher Salary Schedule

Teacher

Assessment and Compliance Coordinator

Athletic Director – High School

Diagnostician

Dual Enrollment Pre-Calculus

English Learner Program Coach

Instructional Innovation Coach

Library Media Specialist

Literacy Coach

Math Coach

Program Coordinator

Reading Specialist

School Counselor

School Social Worker

Special Education Coach

York County School Division

Pay Plan

Fiscal Year 2025-2026

Teacher Salary Schedule

Step	BA	Step	MA	Step	MA+30	Step	Doctorate
0	56,228	0	57,934	0	59,979	0	61,958
1	56,647	1	58,314	1	60,657	1	62,635
2	56,786	2	58,586	2	61,334	2	63,310
3	57,072	3	59,130	3	62,010	3	63,986
4	57,922	4	60,020	4	62,794	4	64,772
5	58,485	5	60,747	5	63,686	5	65,663
6	59,052	6	61,488	6	64,567	6	66,546
7	59,613	7	62,274	7	65,459	7	67,435
8	60,756	8	63,236	8	67,308	8	69,282
9	61,319	9	64,471	9	68,194	9	70,171
10	61,970	10	65,244	10	69,101	10	71,077
11	62,995	11	66,273	11	69,986	11	71,964
12	64,043	12	67,318	12	70,874	12	72,851
13	65,105	13	68,380	13	72,164	13	74,144
14	66,187	14	69,463	14	73,435	14	75,414
15	67,286	15	70,561	15	74,748	15	76,719
16	67,970	16	71,677	16	76,108	16	78,085
17	68,655	17	72,810	17	77,508	17	79,482
18	69,912	18	73,968	18	78,929	18	80,905
19	71,171	19	75,475	19	80,382	19	82,359
20	73,060	20	76,930	20	81,862	20	83,838
21	73,693	21	78,276	21	83,372	21	85,349
22	74,952	22	79,544	22	86,398	22	88,373
23	76,206	23	80,928	23	89,424	23	91,398
24	77,468	24	81,968	24	90,514	24	92,493
25	78,729	25	83,383	25	91,132	25	93,111
26	79,985	26	85,132	26	91,754	26	93,732
27	81,245	27	86,268	27	92,371	27	94,350
28	82,507	28	89,030	28	92,993	28	94,971
29	83,764	29	89,870	29	93,613	29	95,587
30	85,025	30	90,717	30	94,240	30	96,213

200	Days	2.0%	Market Adjustment
		2.0%	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 2025-2026

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
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 2025-2026

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
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

2025–2026

York County School Division

Pay Plan

Fiscal Year 2025-2026

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 (Grandfathered)	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 – Elementary	E	33	260	8	40
Associate Director of Student Services – Secondary	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

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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	15	260	8	22
CTE Instructional Specialist	E	26	260	8	33
Custodial Services Area Supervisor	E	21	260	8	28

York County School Division

Pay Plan

Fiscal Year 2025-2026

Title	FLSA Status	Grade	Days Per Year	Hours Per Day	Page
Custodian	NE	07	185	8	14
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	14	260	8	21
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

York County School Division

Pay Plan

Fiscal Year 2025-2026

Title	FLSA Status	Grade	Days Per Year	Hours Per Day	Page
IT Help Desk Technician II	NE	19	260	8	26
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
NJROTC Instructor	E	NJROTC	220	7.5	-
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

York County School Division

Pay Plan

Fiscal Year 2025-2026

Title	FLSA Status	Grade	Days Per Year	Hours Per Day	Page
Principal, High School	E	34	260	8	41
Principal, Middle School (≤ 800 students)	E	31	260	8	38
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	19	260	8	26
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 Counseling Director, Middle School	E	25	260	8	32
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

York County School Division

Pay Plan

Fiscal Year 2025-2026

Title	FLSA Status	Grade	Days Per Year	Hours Per Day	Page
Transportation Area Supervisor	E	21	260	8	28
Transportation Manager	E	22	260	8	29
Transportation Operations Specialist	NE	16	260	8	23
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 2025-2026

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	\$14.3531	5,223	15,501	21,242	29,855
1	\$14.6044	5,314	15,772	21,614	30,377
2	\$14.8597	5,407	16,048	21,991	30,908
3	\$15.1192	5,502	16,328	22,376	31,448
4	\$15.3840	5,598	16,614	22,767	31,999
5	\$15.6530	5,696	16,905	23,166	32,558
6	\$15.9271	5,795	17,201	23,571	33,128
7	\$16.2058	5,897	17,502	23,984	33,708
8	\$16.4893	6,000	17,808	24,403	34,298
9	\$16.7777	6,105	18,120	24,830	34,898
10	\$17.0715	6,212	18,437	25,265	35,509
11	\$17.3701	6,321	18,759	25,707	36,130
12	\$17.6742	6,431	19,088	26,157	36,762
13	\$17.9833	6,544	19,422	26,614	37,405
14	\$18.2980	6,658	19,762	27,080	38,060
15	\$18.6181	6,775	20,107	27,554	38,726
16	\$18.9437	6,893	20,459	28,035	39,403
17	\$19.2751	7,014	20,817	28,526	40,092
18	\$19.6125	7,137	21,181	29,025	40,794
19	\$19.9558	7,262	21,552	29,533	41,508
20	\$20.3048	7,388	21,929	30,050	42,234
21	\$20.6604	7,518	22,313	30,576	42,974
22	\$21.0222	7,650	22,704	31,112	43,726
23	\$21.3904	7,784	23,101	31,656	44,492
24	\$21.7646	7,920	23,505	32,210	45,270
25	\$22.1452	8,058	23,916	32,774	46,062
26	\$22.5326	8,199	24,335	33,347	46,868
27	\$22.9270	8,343	24,761	33,931	47,688
28	\$23.3284	8,489	25,194	34,525	48,523
29	\$23.7364	8,637	25,635	35,129	49,372
30	\$24.1520	8,788	26,084	35,744	50,236

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 2025-2026

Grade 8

	Days	260
	Hours per day	8
	Scale	08AH
Steps		
0	\$15.0708	31,347
1	\$15.3347	31,896
2	\$15.6032	32,455
3	\$15.8762	33,023
4	\$16.1538	33,600
5	\$16.4365	34,188
6	\$16.7245	34,787
7	\$17.0171	35,396
8	\$17.3148	36,015
9	\$17.6174	36,644
10	\$17.9260	37,286
11	\$18.2397	37,939
12	\$18.5593	38,603
13	\$18.8838	39,278
14	\$19.2140	39,965
15	\$19.5500	40,664
16	\$19.8923	41,376
17	\$20.2402	42,100
18	\$20.5944	42,836
19	\$20.9552	43,587
20	\$21.3222	44,350
21	\$21.6954	45,126
22	\$22.0751	45,916
23	\$22.4612	46,719
24	\$22.8545	47,537
25	\$23.2546	48,370
26	\$23.6616	49,216
27	\$24.0756	50,077
28	\$24.4967	50,953
29	\$24.9254	51,845
30	\$25.3616	52,752

Lead Custodian – 08AH

Trades Helper/Electrical Apprentice – 08AH

Trades Helper/HVACR Apprentice – 08AH

York County School Division

Pay Plan

Fiscal Year 2025-2026

Grade 9

	Days	182	260
	Hours per day	6	8
	Scale	09KH	09AH
Steps	Hourly	Annual	Annual
0	\$15.5253	16,955	32,293
1	\$15.7972	17,252	32,858
2	\$16.0735	17,554	33,433
3	\$16.3550	17,861	34,018
4	\$16.6412	18,174	34,614
5	\$16.9327	18,492	35,220
6	\$17.2292	18,816	35,837
7	\$17.5308	19,145	36,464
8	\$17.8374	19,480	37,102
9	\$18.1496	19,821	37,751
10	\$18.4675	20,168	38,412
11	\$18.7904	20,521	39,084
12	\$19.1195	20,880	39,769
13	\$19.4542	21,246	40,465
14	\$19.7948	21,617	41,173
15	\$20.1411	21,996	41,894
16	\$20.4938	22,381	42,627
17	\$20.8524	22,772	43,373
18	\$21.2175	23,171	44,132
19	\$21.5889	23,577	44,905
20	\$21.9666	23,989	45,691
21	\$22.3514	24,409	46,491
22	\$22.7429	24,837	47,305
23	\$23.1410	25,272	48,133
24	\$23.5459	25,714	48,975
25	\$23.9584	26,164	49,833
26	\$24.3777	26,622	50,706
27	\$24.8044	27,088	51,593
28	\$25.2385	27,562	52,496
29	\$25.6800	28,045	53,414
30	\$26.1291	28,535	54,349

Van Driver – 09KH

Warehouse Material Handler – 09AH

York County School Division

Pay Plan

Fiscal Year 2025-2026

Grade 10

	Days Hours per day Scale	260 8 10AH
Steps	Hourly	Annual
0	\$16.3011	33,906
1	\$16.5863	34,499
2	\$16.8767	35,104
3	\$17.1721	35,718
4	\$17.4725	36,343
5	\$17.7779	36,978
6	\$18.0891	37,625
7	\$18.4059	38,284
8	\$18.7283	38,955
9	\$19.0559	39,636
10	\$19.3896	40,330
11	\$19.7287	41,036
12	\$20.0743	41,754
13	\$20.4257	42,486
14	\$20.7836	43,230
15	\$21.1474	43,987
16	\$21.5176	44,757
17	\$21.8945	45,541
18	\$22.2773	46,337
19	\$22.6669	47,147
20	\$23.0636	47,972
21	\$23.4673	48,812
22	\$23.8777	49,666
23	\$24.2957	50,535
24	\$24.7209	51,419
25	\$25.1531	52,319
26	\$25.5936	53,235
27	\$26.0416	54,167
28	\$26.4976	55,115
29	\$26.9615	56,080
30	\$27.4330	57,061

Reprographics Clerk – 10AH

York County School Division

Pay Plan

Fiscal Year 2025-2026

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	\$17.4463	25,516	27,497	30,285	36,288
1	\$17.7515	25,963	27,978	30,815	36,923
2	\$18.0622	26,417	28,468	31,355	37,569
3	\$18.3783	26,879	28,966	31,903	38,227
4	\$18.7000	27,350	29,473	32,462	38,896
5	\$19.0274	27,829	29,989	33,030	39,577
6	\$19.3607	28,316	30,514	33,609	40,270
7	\$19.6994	28,812	31,048	34,197	40,975
8	\$20.0439	29,315	31,591	34,795	41,691
9	\$20.3949	29,829	32,144	35,404	42,421
10	\$20.7521	30,351	32,707	36,024	43,164
11	\$21.1149	30,882	33,279	36,654	43,919
12	\$21.4846	31,423	33,862	37,296	44,688
13	\$21.8608	31,973	34,454	37,949	45,470
14	\$22.2430	32,532	35,057	38,612	46,265
15	\$22.6322	33,101	35,670	39,288	47,075
16	\$23.0285	33,680	36,295	39,976	47,899
17	\$23.4314	34,270	36,930	40,675	48,737
18	\$23.8412	34,869	37,576	41,386	49,590
19	\$24.2584	35,479	38,233	42,111	50,457
20	\$24.6832	36,101	38,903	42,848	51,341
21	\$25.1154	36,733	39,584	43,598	52,240
22	\$25.5550	37,376	40,277	44,361	53,154
23	\$26.0020	38,029	40,981	45,137	54,084
24	\$26.4571	38,695	41,699	45,927	55,031
25	\$26.9203	39,373	42,429	46,732	55,994
26	\$27.3913	40,061	43,171	47,549	56,974
27	\$27.8703	40,762	43,926	48,381	57,970
28	\$28.3581	41,476	44,695	49,227	58,985
29	\$28.8543	42,201	45,477	50,089	60,017
30	\$29.3590	42,939	46,272	50,965	61,067

Administrative Associate – 197 days – 11GH (Grandfathered)

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 2025-2026

Grade 12

	Days	260
	Hours per day	8
	Scale	12AH
Steps	Hourly	Annual
0	\$18.3188	38,103
1	\$18.6394	38,770
2	\$18.9654	39,448
3	\$19.2976	40,139
4	\$19.6352	40,841
5	\$19.9787	41,556
6	\$20.3283	42,283
7	\$20.6837	43,022
8	\$21.0456	43,775
9	\$21.4137	44,541
10	\$21.7888	45,321
11	\$22.1699	46,113
12	\$22.5581	46,921
13	\$22.9530	47,742
14	\$23.3547	48,578
15	\$23.7633	49,428
16	\$24.1797	50,294
17	\$24.6025	51,173
18	\$25.0329	52,068
19	\$25.4709	52,979
20	\$25.9168	53,907
21	\$26.3701	54,850
22	\$26.8314	55,809
23	\$27.3008	56,786
24	\$27.7789	57,780
25	\$28.2648	58,791
26	\$28.7594	59,820
27	\$29.2624	60,866
28	\$29.7747	61,931
29	\$30.2959	63,015
30	\$30.8258	64,118

Head Custodian (Multiple Sites) – 12AH

York County School Division

Pay Plan

Fiscal Year 2025-2026

Grade 13

	Days	260
	Hours per day	8
	Scale	13AH
Steps	Hourly	Annual
0	\$18.8708	39,251
1	\$19.2010	39,938
2	\$19.5368	40,636
3	\$19.8788	41,348
4	\$20.2265	42,071
5	\$20.5803	42,807
6	\$20.9402	43,556
7	\$21.3071	44,319
8	\$21.6799	45,094
9	\$22.0594	45,884
10	\$22.4451	46,686
11	\$22.8378	47,503
12	\$23.2377	48,335
13	\$23.6443	49,180
14	\$24.0583	50,041
15	\$24.4793	50,917
16	\$24.9077	51,808
17	\$25.3435	52,714
18	\$25.7872	53,637
19	\$26.2389	54,577
20	\$26.6982	55,532
21	\$27.1653	56,504
22	\$27.6411	57,494
23	\$28.1246	58,499
24	\$28.6163	59,522
25	\$29.1173	60,564
26	\$29.6268	61,624
27	\$30.1450	62,702
28	\$30.6723	63,798
29	\$31.2092	64,915
30	\$31.7558	66,052

Warehouse Technician – 13AH

York County School Division

Pay Plan

Fiscal Year 2025-2026

Grade 14

	Days	185	260
	Hours per day	8	8
	Scale	14KH	14AH
Steps	Hourly	Annual	Annual
0	\$19.8143	29,324	41,214
1	\$20.1605	29,836	41,934
2	\$20.5134	30,359	42,668
3	\$20.8725	30,890	43,415
4	\$21.2374	31,430	44,174
5	\$21.6089	31,980	44,946
6	\$21.9870	32,540	45,733
7	\$22.3716	33,109	46,533
8	\$22.7630	33,688	47,347
9	\$23.1614	34,278	48,176
10	\$23.5666	34,877	49,019
11	\$23.9788	35,487	49,876
12	\$24.3983	36,108	50,748
13	\$24.8252	36,740	51,637
14	\$25.2599	37,383	52,541
15	\$25.7018	38,037	53,460
16	\$26.1517	38,703	54,396
17	\$26.6094	39,380	55,348
18	\$27.0749	40,069	56,316
19	\$27.5488	40,771	57,301
20	\$28.0306	41,484	58,304
21	\$28.5207	42,209	59,323
22	\$29.0201	42,948	60,362
23	\$29.5279	43,699	61,418
24	\$30.0446	44,464	62,493
25	\$30.5700	45,242	63,586
26	\$31.1054	46,034	64,699
27	\$31.6495	46,839	65,831
28	\$32.2031	47,659	66,983
29	\$32.7671	48,493	68,156
30	\$33.3405	49,342	69,348

Human Resources Technician – 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 2025-2026

Grade 15

	Days	217	260
	Hours per day	8	8
	Scale	15BH	15AH
Steps	Hourly	Annual	Annual
0	\$20.8049	36,116	43,274
1	\$21.1688	36,747	44,031
2	\$21.5394	37,391	44,802
3	\$21.9162	38,045	45,586
4	\$22.2998	38,711	46,383
5	\$22.6900	39,388	47,195
6	\$23.0871	40,077	48,021
7	\$23.4909	40,778	48,861
8	\$23.9021	41,492	49,716
9	\$24.3205	42,218	50,587
10	\$24.7459	42,957	51,471
11	\$25.1791	43,709	52,373
12	\$25.6198	44,474	53,289
13	\$26.0679	45,252	54,221
14	\$26.5240	46,044	55,170
15	\$26.9886	46,850	56,136
16	\$27.4609	47,670	57,119
17	\$27.9415	48,504	58,118
18	\$28.4305	49,353	59,135
19	\$28.9281	50,217	60,171
20	\$29.4340	51,095	61,223
21	\$29.9491	51,989	62,294
22	\$30.4730	52,899	63,384
23	\$31.0065	53,825	64,494
24	\$31.5490	54,767	65,622
25	\$32.1009	55,725	66,770
26	\$32.6627	56,700	67,939
27	\$33.2343	57,692	69,127
28	\$33.8160	58,702	70,337
29	\$34.4079	59,729	71,568
30	\$35.0099	60,774	72,821

Administrative Assistant – 217 days – 15BH

Administrative Assistant – 260 days – 15AH

Copy Shop Operator, Lead – 15AH

General Maintenance Technician – 15AH

Risk Management/Payroll Technician – 15AH

Roofer – 15AH

Tradesman/Carpenter – 15AH

York County School Division

Pay Plan

Fiscal Year 2025-2026

Grade 16

	Days	190	200	260
	Hours per day	7.25	7.25	8
	Scale	16JH	16FH	16AH
Steps	Hourly	Annual	Annual	Annual
0	\$21.8448	30,089	31,675	45,437
1	\$22.2274	30,617	32,230	46,233
2	\$22.6164	31,152	32,794	47,042
3	\$23.0125	31,698	33,369	47,866
4	\$23.4150	32,252	33,952	48,703
5	\$23.8250	32,817	34,547	49,556
6	\$24.2418	33,391	35,151	50,423
7	\$24.6656	33,975	35,766	51,305
8	\$25.0976	34,570	36,392	52,203
9	\$25.5366	35,175	37,029	53,116
10	\$25.9837	35,790	37,677	54,046
11	\$26.4386	36,417	38,337	54,992
12	\$26.9015	37,055	39,008	55,955
13	\$27.3721	37,703	39,690	56,934
14	\$27.8509	38,362	40,384	57,930
15	\$28.3386	39,034	41,092	58,944
16	\$28.8344	39,717	41,811	59,976
17	\$29.3393	40,412	42,543	61,026
18	\$29.8526	41,120	43,287	62,093
19	\$30.3746	41,839	44,044	63,179
20	\$30.9065	42,571	44,815	64,286
21	\$31.4474	43,316	45,599	65,411
22	\$31.9978	44,074	46,397	66,555
23	\$32.5575	44,845	47,209	67,720
24	\$33.1276	45,631	48,036	68,905
25	\$33.7071	46,429	48,876	70,111
26	\$34.2967	47,241	49,731	71,337
27	\$34.8971	48,068	50,602	72,586
28	\$35.5075	48,909	51,487	73,856
29	\$36.1286	49,764	52,387	75,148
30	\$36.7612	50,636	53,304	76,463

Health Services Paraprofessional – 16JH

Occupational Therapist Assistant – 16FH

Tradesman/Plumber – 16AH

Transportation Operations Specialist – 16AH

York County School Division

Pay Plan

Fiscal Year 2025-2026

Grade 17

	Days	183	185	260
	Hours per day	7.25	7.25	8
	Scale	17LH	17KH	17AH
Steps	Hourly	Annual	Annual	Annual
0	\$22.9376	30,434	30,767	47,710
1	\$23.3394	30,967	31,306	48,546
2	\$23.7475	31,509	31,854	49,395
3	\$24.1632	32,060	32,411	50,260
4	\$24.5861	32,621	32,978	51,139
5	\$25.0161	33,192	33,555	52,034
6	\$25.4542	33,773	34,143	52,945
7	\$25.8995	34,364	34,740	53,871
8	\$26.3528	34,965	35,348	54,814
9	\$26.8137	35,577	35,966	55,773
10	\$27.2833	36,200	36,596	56,749
11	\$27.7605	36,833	37,236	57,742
12	\$28.2465	37,478	37,888	58,753
13	\$28.7405	38,133	38,551	59,780
14	\$29.2438	38,801	39,226	60,827
15	\$29.7554	39,480	39,912	61,891
16	\$30.2757	40,170	40,610	62,974
17	\$30.8054	40,873	41,321	64,075
18	\$31.3446	41,589	42,044	65,197
19	\$31.8931	42,316	42,779	66,338
20	\$32.4515	43,057	43,529	67,499
21	\$33.0192	43,811	44,290	68,680
22	\$33.5970	44,577	45,065	69,882
23	\$34.1852	45,358	45,854	71,105
24	\$34.7831	46,151	46,656	72,349
25	\$35.3918	46,959	47,472	73,615
26	\$36.0114	47,781	48,304	74,904
27	\$36.6413	48,616	49,148	76,214
28	\$37.2827	49,467	50,009	77,548
29	\$37.9352	50,333	50,884	78,905
30	\$38.5989	51,214	51,774	80,286

Executive Assistant – 17AH
 Grant Accounting Coordinator – 17AH
 Interpreter-Transliterater-Non-VQAS – 17KH
 Oral Communication Facilitator – 17LH
 Personnel Technician – 17AH
 Transportation Staffing Specialist – 17AH

York County School Division

Pay Plan

Fiscal Year 2025-2026

Grade 18

	Days	200	260
	Hours per day	8	8
	Scale	18FH	18AA/H
Steps	Hourly	Annual	Annual
0	\$24.0851	38,537	50,096
1	\$24.5072	39,211	50,974
2	\$24.9361	39,898	51,866
3	\$25.3726	40,596	52,774
4	\$25.8164	41,307	53,697
5	\$26.2683	42,029	54,637
6	\$26.7279	42,765	55,593
7	\$27.1957	43,514	56,566
8	\$27.6717	44,275	57,556
9	\$28.1548	45,049	58,561
10	\$28.6486	45,837	59,588
11	\$29.1501	46,640	60,631
12	\$29.6587	47,456	61,689
13	\$30.1784	48,286	62,770
14	\$30.7059	49,130	63,867
15	\$31.2443	49,990	64,987
16	\$31.7905	50,866	66,123
17	\$32.3468	51,756	67,280
18	\$32.9136	52,662	68,459
19	\$33.4891	53,584	69,656
20	\$34.0756	54,522	70,876
21	\$34.6723	55,476	72,117
22	\$35.2785	56,447	73,378
23	\$35.8959	57,434	74,662
24	\$36.5252	58,440	75,971
25	\$37.1622	59,462	77,296
26	\$37.8132	60,502	78,650
27	\$38.4753	61,561	80,027
28	\$39.1483	62,638	81,427
29	\$39.8334	63,735	82,852
30	\$40.5306	64,850	84,302

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
 Roofing Technician – 18AH
 Service Technician I – 18AH
 Transportation Operations Specialist – Lead – 18AA

York County School Division

Pay Plan

Fiscal Year 2025-2026

Grade 19

	Days Hours per day Scale	260 8 19AA/H
Steps	Hourly	Annual
0	\$25.2899	52,602
1	\$25.7327	53,523
2	\$26.1827	54,459
3	\$26.6409	55,412
4	\$27.1073	56,382
5	\$27.5818	57,369
6	\$28.0645	58,373
7	\$28.5554	59,394
8	\$29.0549	60,433
9	\$29.5635	61,491
10	\$30.0804	62,566
11	\$30.6064	63,660
12	\$31.1429	64,776
13	\$31.6871	65,908
14	\$32.2415	67,061
15	\$32.8059	68,235
16	\$33.3800	69,429
17	\$33.9631	70,642
18	\$34.5574	71,878
19	\$35.1627	73,137
20	\$35.7790	74,419
21	\$36.4041	75,719
22	\$37.0411	77,044
23	\$37.6897	78,393
24	\$38.3484	79,763
25	\$39.0205	81,161
26	\$39.7022	82,579
27	\$40.3974	84,025
28	\$41.1041	85,495
29	\$41.8234	86,991
30	\$42.5551	88,513

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
 Records Manager – 19AA
 Service Technician II – 19AH
 Tradesman/Electrician – 19AH
 Tradesman/HVAC Technician – 19AH

York County School Division

Pay Plan

Fiscal Year 2025-2026

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	\$26.5544	34,017	35,618	42,488	55,232
1	\$27.0188	34,612	36,240	43,231	56,198
2	\$27.4909	35,218	36,875	43,987	57,180
3	\$27.9736	35,834	37,520	44,757	58,184
4	\$28.4621	36,461	38,177	45,541	59,200
5	\$28.9607	37,100	38,845	46,338	60,237
6	\$29.4674	37,748	39,525	47,148	61,291
7	\$29.9818	38,409	40,216	47,973	62,361
8	\$30.5073	39,081	40,920	48,813	63,454
9	\$31.0415	39,765	41,636	49,667	64,565
10	\$31.5847	40,461	42,365	50,536	65,695
11	\$32.1367	41,169	43,106	51,420	66,843
12	\$32.6996	41,889	43,860	52,320	68,014
13	\$33.2708	42,622	44,627	53,235	69,202
14	\$33.8535	43,368	45,409	54,167	70,414
15	\$34.4454	44,127	46,203	55,115	71,645
16	\$35.0488	44,899	47,012	56,079	72,900
17	\$35.6627	45,684	47,834	57,060	74,177
18	\$36.2858	46,484	48,671	58,059	75,473
19	\$36.9209	47,297	49,523	59,075	76,794
20	\$37.5680	48,125	50,390	60,109	78,140
21	\$38.2248	48,968	51,272	61,161	79,506
22	\$38.8930	49,825	52,169	62,231	80,896
23	\$39.5748	50,696	53,082	63,320	82,314
24	\$40.2667	51,584	54,011	64,429	83,753
25	\$40.9720	52,487	54,956	65,556	85,220
26	\$41.6888	53,405	55,918	66,704	86,711
27	\$42.4186	54,340	56,897	67,871	88,229
28	\$43.1609	55,291	57,893	69,059	89,773
29	\$43.9167	56,259	58,906	70,268	91,345
30	\$44.6855	57,243	59,937	71,497	92,944

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 2025-2026

Grade 21

	Days Hours per day Scale	260 8 21AA/H
Steps	Hourly	Annual
0	\$27.8813	57,992
1	\$28.3698	59,008
2	\$28.8669	60,042
3	\$29.3722	61,093
4	\$29.8857	62,161
5	\$30.4083	63,248
6	\$30.9410	64,356
7	\$31.4814	65,480
8	\$32.0328	66,627
9	\$32.5934	67,793
10	\$33.1641	68,980
11	\$33.7439	70,186
12	\$34.3348	71,415
13	\$34.9362	72,666
14	\$35.5473	73,937
15	\$36.1694	75,231
16	\$36.8031	76,549
17	\$37.4478	77,890
18	\$38.1026	79,252
19	\$38.7685	80,637
20	\$39.4483	82,051
21	\$40.1378	83,485
22	\$40.8393	84,944
23	\$41.5551	86,433
24	\$42.2821	87,945
25	\$43.0224	89,485
26	\$43.7753	91,051
27	\$44.5408	92,643
28	\$45.3215	94,267
29	\$46.1134	95,914
30	\$46.9211	97,594

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 2025-2026

Grade 22

	Days	185	260
	Hours per day	7.25	8
	Scale	22KH	22AA
Steps	Hourly	Annual	Annual
0	\$29.2751	39,262	60,891
1	\$29.7886	39,949	61,959
2	\$30.3083	40,647	63,040
3	\$30.8386	41,358	64,143
4	\$31.3785	42,082	65,266
5	\$31.9275	42,818	66,408
6	\$32.4867	43,568	67,571
7	\$33.0550	44,330	68,753
8	\$33.6334	45,106	69,956
9	\$34.2218	45,895	71,180
10	\$34.8209	46,698	72,426
11	\$35.4305	47,515	73,694
12	\$36.0502	48,347	74,983
13	\$36.6800	49,192	76,293
14	\$37.3223	50,053	77,629
15	\$37.9757	50,929	78,988
16	\$38.6402	51,820	80,370
17	\$39.3156	52,727	81,775
18	\$40.0046	53,649	83,208
19	\$40.7051	54,589	84,665
20	\$41.4167	55,544	86,145
21	\$42.1422	56,516	87,654
22	\$42.8792	57,505	89,187
23	\$43.6292	58,511	90,747
24	\$44.3932	59,535	92,336
25	\$45.1701	60,577	93,952
26	\$45.9605	61,637	95,596
27	\$46.7644	62,716	97,268
28	\$47.5836	63,813	98,972
29	\$48.4159	64,930	100,703
30	\$49.2634	66,067	102,466

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 2025-2026

Grade 23

	Days Hours per day Scale	260 8 23AA/H
Steps	Hourly	Annual
0	\$30.7395	63,937
1	\$31.2775	65,056
2	\$31.8251	66,195
3	\$32.3823	67,354
4	\$32.9497	68,534
5	\$33.5256	69,732
6	\$34.1122	70,952
7	\$34.7103	72,196
8	\$35.3166	73,457
9	\$35.9358	74,745
10	\$36.5646	76,053
11	\$37.2041	77,383
12	\$37.8551	78,737
13	\$38.5176	80,115
14	\$39.1916	81,517
15	\$39.8782	82,945
16	\$40.5762	84,397
17	\$41.2849	85,871
18	\$42.0080	87,375
19	\$42.7431	88,904
20	\$43.4917	90,461
21	\$44.2523	92,043
22	\$45.0264	93,653
23	\$45.8148	95,293
24	\$46.6173	96,962
25	\$47.4331	98,659
26	\$48.2630	100,385
27	\$49.1077	102,142
28	\$49.9658	103,927
29	\$50.8409	105,747
30	\$51.7303	107,597

Personnel Specialist – Licensure – 23AA

Personnel Specialist – Staffing – 23AH

York County School Division

Pay Plan

Fiscal Year 2025-2026

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	\$32.2769	43,293	44,461	67,136
1	\$32.8414	44,051	45,239	68,310
2	\$33.4159	44,822	46,031	69,505
3	\$34.0000	45,606	46,836	70,720
4	\$34.5957	46,404	47,655	71,959
5	\$35.2005	47,216	48,491	73,217
6	\$35.8164	48,043	49,339	74,498
7	\$36.4438	48,884	50,199	75,803
8	\$37.0817	49,739	51,081	77,130
9	\$37.7313	50,610	51,974	78,481
10	\$38.3914	51,496	52,884	79,854
11	\$39.0625	52,397	53,807	81,250
12	\$39.7462	53,313	54,751	82,672
13	\$40.4418	54,247	55,709	84,119
14	\$41.1490	55,196	56,684	85,590
15	\$41.8697	56,162	57,676	87,089
16	\$42.6029	57,145	58,686	88,614
17	\$43.3481	58,145	59,714	90,164
18	\$44.1067	59,162	60,758	91,742
19	\$44.8793	60,198	61,819	93,349
20	\$45.6644	61,251	62,904	94,982
21	\$46.4635	62,323	64,004	96,644
22	\$47.2764	63,414	65,122	98,335
23	\$48.1034	64,524	66,264	100,055
24	\$48.9462	65,653	67,423	101,808
25	\$49.8024	66,801	68,604	103,589
26	\$50.6740	67,970	69,803	105,402
27	\$51.5606	69,160	71,025	107,246
28	\$52.4630	70,370	72,268	109,123
29	\$53.3813	71,602	73,532	111,033
30	\$54.3149	72,855	74,818	112,975

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 2025-2026

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	\$33.8906	49,142	50,835	70,491
1	\$34.4848	50,001	51,726	71,727
2	\$35.0872	50,875	52,631	72,980
3	\$35.7011	51,766	53,551	74,257
4	\$36.3271	52,672	54,489	75,559
5	\$36.9623	53,594	55,444	76,880
6	\$37.6094	54,533	56,413	78,226
7	\$38.2671	55,487	57,399	79,594
8	\$38.9368	56,458	58,405	80,987
9	\$39.6171	57,446	59,426	82,402
10	\$40.3109	58,450	60,466	83,845
11	\$41.0176	59,474	61,525	85,315
12	\$41.7350	60,515	62,602	86,807
13	\$42.4657	61,573	63,697	88,327
14	\$43.2076	62,651	64,811	89,870
15	\$43.9643	63,746	65,945	91,444
16	\$44.7331	64,863	67,101	93,043
17	\$45.5162	65,997	68,272	94,672
18	\$46.3129	67,152	69,469	96,329
19	\$47.1235	68,328	70,683	98,015
20	\$47.9476	69,523	71,921	99,729
21	\$48.7865	70,739	73,179	101,474
22	\$49.6404	71,977	74,459	103,250
23	\$50.5087	73,237	75,762	105,056
24	\$51.3928	74,518	77,088	106,895
25	\$52.2929	75,821	78,438	108,767
26	\$53.2068	77,149	79,809	110,668
27	\$54.1381	78,500	81,206	112,605
28	\$55.0852	79,872	82,627	114,575
29	\$56.0496	81,271	84,074	116,581
30	\$57.0309	82,691	85,545	118,622

Behavior Interventionist – 25RA

Benefits Program Specialist – 25AA

Business Analyst – 25AA

Community Outreach Coordinator – 25FA

Energy Educator & Facility Analyst – 25AA

Personnel Specialist – Staffing, Lead – 25AA

School Counseling Director, Middle School – 25AA

Unified Communications Administrator – 25AA

York County School Division

Pay Plan

Fiscal Year 2025-2026

Grade 26

	Days	260
	Hours per day	8
	Scale	26AA
Steps	Hourly	Annual
0	\$35.5851	74,017
1	\$36.2077	75,312
2	\$36.8409	76,629
3	\$37.4861	77,971
4	\$38.1428	79,337
5	\$38.8101	80,725
6	\$39.4889	82,137
7	\$40.1793	83,573
8	\$40.8832	85,037
9	\$41.5981	86,524
10	\$42.3260	88,038
11	\$43.0678	89,581
12	\$43.8207	91,147
13	\$44.5875	92,742
14	\$45.3673	94,364
15	\$46.1615	96,016
16	\$46.9702	97,698
17	\$47.7918	99,407
18	\$48.6279	101,146
19	\$49.4793	102,917
20	\$50.3452	104,718
21	\$51.2264	106,551
22	\$52.1226	108,415
23	\$53.0346	110,312
24	\$53.9625	112,242
25	\$54.9072	114,207
26	\$55.8683	116,206
27	\$56.8462	118,240
28	\$57.8404	120,308
29	\$58.8514	122,411
30	\$59.8827	124,556

Compensation Program Specialist – 26AA
 Coordinator Digital Media and Design – 26AA
 CTE Instructional Specialist – 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 2025-2026

Grade 27

	Days	185	260
	Hours per day	7.25	8
	Scale	27KH	27AA
Steps	Hourly	Annual	Annual
0	\$37.3639	50,118	77,717
1	\$38.0173	50,995	79,076
2	\$38.6832	51,887	80,461
3	\$39.3601	52,795	81,869
4	\$40.0490	53,719	83,302
5	\$40.7500	54,659	84,760
6	\$41.4635	55,616	86,244
7	\$42.1889	56,590	87,753
8	\$42.9279	57,580	89,290
9	\$43.6784	58,588	90,851
10	\$44.4428	59,613	92,441
11	\$45.2212	60,656	94,060
12	\$46.0115	61,718	95,704
13	\$46.8164	62,798	97,378
14	\$47.6365	63,897	99,084
15	\$48.4702	65,015	100,818
16	\$49.3183	66,152	102,582
17	\$50.1808	67,310	104,376
18	\$51.0596	68,488	106,204
19	\$51.9529	69,686	108,062
20	\$52.8615	70,906	109,952
21	\$53.7865	72,147	111,876
22	\$54.7284	73,409	113,835
23	\$55.6861	74,693	115,827
24	\$56.6596	76,000	117,852
25	\$57.6519	77,331	119,916
26	\$58.6611	78,684	122,015
27	\$59.6875	80,061	124,150
28	\$60.7317	81,462	126,322
29	\$61.7952	82,888	128,534
30	\$62.8764	84,339	130,783

Budget and Financial Supervisor – 27AA
 Business Analyst, Senior – 27AA
 Coordinator of Enrollment & Attendance – 27AA
 Coordinator of Health Services – 27AA
 Grant Coordinator/Writer – 27AA
 Interpreter-Transliterater-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 2025-2026

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	\$39.2334	58,847	62,771	60,318	61,791	81,604
1	\$39.9191	59,878	63,871	61,375	62,873	83,030
2	\$40.6181	60,926	64,989	62,450	63,971	84,484
3	\$41.3301	61,993	66,125	63,543	65,092	85,965
4	\$42.0527	63,078	67,283	64,654	66,231	87,468
5	\$42.7879	63,842	68,460	65,785	67,391	88,997
6	\$43.5364	65,305	69,657	66,936	68,570	90,554
7	\$44.2989	66,446	70,877	68,108	69,768	92,140
8	\$45.0734	67,611	72,117	69,300	70,991	93,751
9	\$45.8634	68,794	73,379	70,513	72,232	95,394
10	\$46.6649	69,995	74,663	71,747	73,497	97,061
11	\$47.4821	71,222	75,972	73,001	74,781	98,761
12	\$48.3129	72,466	77,297	74,281	76,092	100,489
13	\$49.1591	73,737	78,652	75,580	77,425	102,249
14	\$50.0197	75,027	80,029	76,905	78,779	104,039
15	\$50.8952	76,340	81,430	78,250	80,158	105,860
16	\$51.7851	77,676	82,854	79,618	81,560	107,711
17	\$52.6924	79,036	84,306	81,012	82,988	109,598
18	\$53.6135	80,419	85,781	82,429	84,440	111,514
19	\$54.5535	81,827	87,283	83,873	85,920	113,469
20	\$55.5068	83,258	88,809	85,341	87,421	115,452
21	\$56.4780	84,715	90,364	86,834	88,951	117,472
22	\$57.4670	86,199	91,946	88,354	90,510	119,529
23	\$58.4723	87,709	93,554	89,901	92,093	121,620
24	\$59.4959	89,241	95,193	91,472	93,707	123,749
25	\$60.5372	90,805	96,858	93,074	95,343	125,915
26	\$61.5968	92,393	98,554	94,703	97,013	128,119
27	\$62.6743	94,008	100,277	96,360	98,709	130,360
28	\$63.7710	95,655	102,031	98,045	100,436	132,641
29	\$64.8863	97,328	103,818	99,762	102,196	134,961
30	\$66.0219	99,031	105,633	101,508	103,983	137,323
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 2025-2026

Grade 29

	Days	260
	Hours per day	8
	Scale	29AA
Steps	Hourly	Annual
0	\$41.1950	85,684
1	\$41.9157	87,183
2	\$42.6494	88,709
3	\$43.3955	90,261
4	\$44.1561	91,843
5	\$44.9278	93,448
6	\$45.7144	95,084
7	\$46.5149	96,749
8	\$47.3283	98,441
9	\$48.1567	100,164
10	\$48.9995	101,917
11	\$49.8577	103,702
12	\$50.7298	105,516
13	\$51.6183	107,364
14	\$52.5207	109,241
15	\$53.4395	111,152
16	\$54.3751	113,098
17	\$55.3261	115,076
18	\$56.2948	117,091
19	\$57.2795	119,139
20	\$58.2814	121,223
21	\$59.3016	123,345
22	\$60.3401	125,505
23	\$61.3949	127,699
24	\$62.4700	129,935
25	\$63.5627	132,208
26	\$64.6758	134,523
27	\$65.8070	136,876
28	\$66.9585	139,271
29	\$68.1311	141,710
30	\$69.3234	144,190

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

York County School Division

Pay Plan

Fiscal Year 2025-2026

Grade 30

	Days	260
	Hours per day	8
	Scale	30AA
Steps	Hourly	Annual
0	\$43.2542	89,967
1	\$44.0110	91,541
2	\$44.7816	93,144
3	\$45.5648	94,773
4	\$46.3624	96,432
5	\$47.1745	98,121
6	\$47.9990	99,836
7	\$48.8389	101,583
8	\$49.6942	103,362
9	\$50.5644	105,172
10	\$51.4486	107,011
11	\$52.3491	108,884
12	\$53.2654	110,790
13	\$54.1967	112,727
14	\$55.1448	114,699
15	\$56.1102	116,707
16	\$57.0920	118,749
17	\$58.0910	120,827
18	\$59.1074	122,941
19	\$60.1420	125,093
20	\$61.1944	127,282
21	\$62.2652	129,509
22	\$63.3556	131,777
23	\$64.4637	134,082
24	\$65.5912	136,427
25	\$66.7393	138,815
26	\$67.9085	141,247
27	\$69.0970	143,719
28	\$70.3057	146,233
29	\$71.5350	148,790
30	\$72.7879	151,396

Coordinator Online Learning – 30AA
Systems Engineer – 30AA

York County School Division

Pay Plan

Fiscal Year 2025-2026

Grade 31

	Days Hours per day Scale	260 8 31AA
Steps	Hourly	Annual
0	\$45.4177	94,467
1	\$46.2120	96,119
2	\$47.0206	97,801
3	\$47.8437	99,513
4	\$48.6812	101,255
5	\$49.5331	103,027
6	\$50.4000	104,830
7	\$51.2822	106,665
8	\$52.1798	108,532
9	\$53.0919	110,429
10	\$54.0217	112,363
11	\$54.9669	114,329
12	\$55.9285	116,329
13	\$56.9078	118,366
14	\$57.9035	120,437
15	\$58.9161	122,543
16	\$59.9473	124,688
17	\$60.9968	126,871
18	\$62.0642	129,091
19	\$63.1502	131,350
20	\$64.2556	133,649
21	\$65.3801	135,988
22	\$66.5234	138,366
23	\$67.6878	140,788
24	\$68.8730	143,253
25	\$70.0778	145,759
26	\$71.3038	148,309
27	\$72.5519	150,905
28	\$73.8216	153,546
29	\$75.1130	156,232
30	\$76.4279	158,967

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 2025-2026

Grade 32

	Days Hours per day Scale	260 8 32AA
Steps	Hourly	Annual
0	\$47.6875	99,188
1	\$48.5226	100,925
2	\$49.3716	102,691
3	\$50.2356	104,488
4	\$51.1149	106,317
5	\$52.0092	108,177
6	\$52.9193	110,070
7	\$53.8448	111,995
8	\$54.7881	113,957
9	\$55.7463	115,950
10	\$56.7223	117,980
11	\$57.7146	120,044
12	\$58.7242	122,144
13	\$59.7531	124,284
14	\$60.7973	126,456
15	\$61.8618	128,670
16	\$62.9450	130,923
17	\$64.0455	133,212
18	\$65.1671	135,545
19	\$66.3070	137,916
20	\$67.4681	140,331
21	\$68.6489	142,787
22	\$69.8499	145,285
23	\$71.0711	147,825
24	\$72.3158	150,414
25	\$73.5817	153,047
26	\$74.8692	155,725
27	\$76.1794	158,450
28	\$77.5125	161,223
29	\$78.8683	164,043
30	\$80.2491	166,915

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 2025-2026

Grade 33

	Days Hours per day Scale	260 8 33AA
Steps	Hourly	Annual
0	\$50.0726	104,149
1	\$50.9491	105,972
2	\$51.8409	107,827
3	\$52.7472	109,712
4	\$53.6712	111,634
5	\$54.6097	113,586
6	\$55.5655	115,574
7	\$56.5381	117,597
8	\$57.5280	119,656
9	\$58.5343	121,749
10	\$59.5588	123,880
11	\$60.6016	126,049
12	\$61.6608	128,252
13	\$62.7401	130,497
14	\$63.8387	132,782
15	\$64.9551	135,104
16	\$66.0912	137,467
17	\$67.2489	139,875
18	\$68.4263	142,324
19	\$69.6234	144,814
20	\$70.8413	147,347
21	\$72.0822	149,928
22	\$73.3432	152,551
23	\$74.6269	155,221
24	\$75.9317	157,935
25	\$77.2611	160,700
26	\$78.6126	163,511
27	\$79.9890	166,374
28	\$81.3895	169,287
29	\$82.8141	172,250
30	\$84.2631	175,264

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 – Elementary – 33AA
 Assoc. Dir. of Student Services – Secondary – 33AA
 Principal, Middle School (>800 students) – 33AA

York County School Division

Pay Plan

Fiscal Year 2025-2026

Grade 34

	Days Hours per day Scale	260 8 34AA
Steps	Hourly	Annual
0	\$52.5765	109,357
1	\$53.4962	111,270
2	\$54.4323	113,217
3	\$55.3842	115,197
4	\$56.3539	117,214
5	\$57.3400	119,265
6	\$58.3444	121,354
7	\$59.3646	123,476
8	\$60.4036	125,637
9	\$61.4603	127,835
10	\$62.5349	130,070
11	\$63.6301	132,348
12	\$64.7440	134,665
13	\$65.8772	137,022
14	\$67.0306	139,421
15	\$68.2037	141,861
16	\$69.3970	144,343
17	\$70.6114	146,869
18	\$71.8471	149,439
19	\$73.1038	152,053
20	\$74.3831	154,714
21	\$75.6856	157,423
22	\$77.0102	160,178
23	\$78.3578	162,981
24	\$79.7294	165,834
25	\$81.1242	168,735
26	\$82.5439	171,688
27	\$83.9891	174,694
28	\$85.4579	177,749
29	\$86.9536	180,860
30	\$88.4753	184,025

Principal, High School – 34AA

York County School Division

Pay Plan

Fiscal Year 2025-2026

Grade 35

	Days Hours per day Scale	260 8 35AA
Steps	Hourly	Annual
0	\$55.2043	114,825
1	\$56.1692	116,832
2	\$57.1529	118,878
3	\$58.1529	120,958
4	\$59.1702	123,074
5	\$60.2058	125,228
6	\$61.2601	127,421
7	\$62.3308	129,648
8	\$63.4221	131,918
9	\$64.5317	134,226
10	\$65.6601	136,573
11	\$66.8096	138,964
12	\$67.9793	141,397
13	\$69.1683	143,870
14	\$70.3789	146,388
15	\$71.6111	148,951
16	\$72.8635	151,556
17	\$74.1385	154,208
18	\$75.4365	156,908
19	\$76.7567	159,654
20	\$78.1005	162,449
21	\$79.4668	165,291
22	\$80.8572	168,183
23	\$82.2721	171,126
24	\$83.7125	174,122
25	\$85.1779	177,170
26	\$86.6678	180,269
27	\$88.1856	183,426
28	\$89.7279	186,634
29	\$91.2976	189,899
30	\$92.8962	193,224

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 2025-2026

Grade 36

	Days Hours per day Scale	260 8 36AA
Steps	Hourly	Annual
0	\$57.9656	120,566
1	\$58.9804	122,677
2	\$60.0117	124,822
3	\$61.0623	127,007
4	\$62.1315	129,231
5	\$63.2180	131,491
6	\$64.3243	133,792
7	\$65.4489	136,131
8	\$66.5950	138,515
9	\$67.7605	140,939
10	\$68.9461	143,405
11	\$70.1528	145,915
12	\$71.3807	148,469
13	\$72.6288	151,065
14	\$73.9000	153,709
15	\$75.1937	156,400
16	\$76.5097	159,137
17	\$77.8482	161,921
18	\$79.2112	164,756
19	\$80.5967	167,638
20	\$82.0078	170,573
21	\$83.4420	173,556
22	\$84.9021	176,593
23	\$86.3882	179,684
24	\$87.8998	182,828
25	\$89.4378	186,027
26	\$91.0042	189,285
27	\$92.5955	192,595
28	\$94.2153	195,964
29	\$95.8653	199,396
30	\$97.5423	202,884

York County School Division

Pay Plan

Fiscal Year 2025-2026

Grade 37

	Days Hours per day Scale	260 8 37AA
Steps	Hourly	Annual
0	\$60.8637	126,594
1	\$61.9296	128,811
2	\$63.0137	131,066
3	\$64.1161	133,359
4	\$65.2378	135,692
5	\$66.3811	138,070
6	\$67.5417	140,484
7	\$68.7239	142,943
8	\$69.9268	145,445
9	\$71.1509	147,991
10	\$72.3956	150,580
11	\$73.6630	153,216
12	\$74.9514	155,896
13	\$76.2630	158,624
14	\$77.5972	161,399
15	\$78.9563	164,226
16	\$80.3371	167,098
17	\$81.7425	170,021
18	\$83.1723	172,995
19	\$84.6290	176,025
20	\$86.1093	179,104
21	\$87.6161	182,238
22	\$89.1498	185,428
23	\$90.7099	188,673
24	\$92.2984	191,977
25	\$93.9124	195,334
26	\$95.5557	198,752
27	\$97.2283	202,231
28	\$98.9302	205,771
29	\$100.6611	209,371
30	\$102.4231	213,036

York County School Division

Pay Plan

Fiscal Year 2025-2026

Grade 38

	Days	260
	Hours per day	8
	Scale	38AA
Steps	Hourly	Annual
0	\$63.9075	132,925
1	\$65.0248	135,249
2	\$66.1643	137,619
3	\$67.3210	140,025
4	\$68.4989	142,475
5	\$69.6984	144,970
6	\$70.9187	147,508
7	\$72.1591	150,088
8	\$73.4231	152,717
9	\$74.7077	155,389
10	\$76.0144	158,107
11	\$77.3452	160,875
12	\$78.6981	163,689
13	\$80.0751	166,553
14	\$81.4771	169,469
15	\$82.9030	172,435
16	\$84.3540	175,453
17	\$85.8295	178,522
18	\$87.3324	181,648
19	\$88.8604	184,826
20	\$90.4147	188,059
21	\$91.9969	191,350
22	\$93.6076	194,700
23	\$95.2451	198,106
24	\$96.9115	201,572
25	\$98.6086	205,102
26	\$100.3342	208,691
27	\$102.0895	212,342
28	\$103.8756	216,057
29	\$105.6943	219,840
30	\$107.5439	223,687

York County School Division

Pay Plan

Fiscal Year 2025-2026

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	\$15.6519	20,051	0	\$16.4349	21,054
1	\$15.9260	20,402	1	\$16.7225	21,423
2	\$16.2051	20,760	2	\$17.0150	21,797
3	\$16.4884	21,123	3	\$17.3130	22,179
4	\$16.7767	21,492	4	\$17.6160	22,567
5	\$17.0704	21,868	5	\$17.9247	22,963
6	\$17.3693	22,251	6	\$18.2386	23,365
7	\$17.6733	22,641	7	\$18.5577	23,773
8	\$17.9824	23,037	8	\$18.8825	24,190
9	\$18.2967	23,439	9	\$19.2129	24,613
10	\$18.6172	23,850	10	\$19.5494	25,044
11	\$18.9431	24,267	11	\$19.8913	25,482
12	\$19.2747	24,692	12	\$20.2395	25,928
13	\$19.6120	25,124	13	\$20.5938	26,382
14	\$19.9548	25,563	14	\$20.9543	26,844
15	\$20.3039	26,011	15	\$21.3210	27,313
16	\$20.6593	26,466	16	\$21.6943	27,792
17	\$21.0206	26,929	17	\$22.0741	28,278
18	\$21.3888	27,400	18	\$22.4605	28,773
19	\$21.7633	27,880	19	\$22.8535	29,277
20	\$22.1444	28,368	20	\$23.2535	29,789
21	\$22.5319	28,865	21	\$23.6608	30,311
22	\$22.9261	29,370	22	\$24.0752	30,842
23	\$23.3275	29,884	23	\$24.4966	31,382
24	\$23.7358	30,407	24	\$24.9252	31,931
25	\$24.1512	30,939	25	\$25.3617	32,490
26	\$24.5738	31,480	26	\$25.8057	33,059
27	\$25.0038	32,031	27	\$26.2574	33,637
28	\$25.4411	32,592	28	\$26.7169	34,226
29	\$25.8865	33,162	29	\$27.1843	34,825
30	\$26.3395	33,743	30	\$27.6599	35,434

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	\$16.4349	22,804	0	\$17.2560	23,943
1	\$16.7225	23,203	1	\$17.5578	24,362
2	\$17.0150	23,609	2	\$17.8653	24,789
3	\$17.3130	24,022	3	\$18.1779	25,223
4	\$17.6160	24,443	4	\$18.4959	25,664
5	\$17.9247	24,871	5	\$18.8194	26,113
6	\$18.2386	25,307	6	\$19.1487	26,570
7	\$18.5577	25,749	7	\$19.4840	27,035
8	\$18.8825	26,200	8	\$19.8253	27,508
9	\$19.2129	26,659	9	\$20.1724	27,990
10	\$19.5494	27,126	10	\$20.5253	28,480
11	\$19.8913	27,600	11	\$20.8846	28,978
12	\$20.2395	28,083	12	\$21.2503	29,486
13	\$20.5938	28,575	13	\$21.6223	30,002
14	\$20.9543	29,075	14	\$22.0011	30,527
15	\$21.3210	29,584	15	\$22.3863	31,062
16	\$21.6943	30,102	16	\$22.7782	31,606
17	\$22.0741	30,629	17	\$23.1769	32,159
18	\$22.4605	31,165	18	\$23.5823	32,721
19	\$22.8535	31,710	19	\$23.9949	33,294
20	\$23.2535	32,265	20	\$24.4146	33,876
21	\$23.6608	32,830	21	\$24.8421	34,469
22	\$24.0752	33,405	22	\$25.2764	35,072
23	\$24.4966	33,990	23	\$25.7189	35,686
24	\$24.9252	34,585	24	\$26.1690	36,311
25	\$25.3617	35,190	25	\$26.6268	36,946
26	\$25.8057	35,807	26	\$27.0927	37,592
27	\$26.2574	36,433	27	\$27.5671	38,251
28	\$26.7169	37,071	28	\$28.0497	38,920
29	\$27.1843	37,719	29	\$28.5408	39,602
30	\$27.6599	38,379	30	\$29.0402	40,295

*Bachelor's degree or higher

York County School Division

Pay Plan

Fiscal Year 2025-2026

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	\$20.3856	14,840	16,697	18,549	20,406	22,263	24,115	25,972	29,681	30,169	32,129	42,402
1	\$20.6915	15,063	16,947	18,828	20,712	22,597	24,477	26,361	30,126	30,622	32,611	43,038
2	\$21.0020	15,289	17,202	19,110	21,023	22,936	24,844	26,757	30,578	31,082	33,101	43,684
3	\$21.3169	15,518	17,460	19,397	21,338	23,280	25,217	27,158	31,037	31,548	33,597	44,339
4	\$21.6368	15,751	17,722	19,688	21,658	23,629	25,595	27,566	31,502	32,021	34,101	45,004
5	\$21.9612	15,987	17,988	19,983	21,983	23,983	25,979	27,979	31,975	32,501	34,613	45,679
6	\$22.2907	16,227	18,257	20,283	22,313	24,343	26,369	28,399	32,454	32,989	35,132	46,365
7	\$22.6251	16,471	18,531	20,587	22,648	24,708	26,764	28,825	32,941	33,484	35,659	47,060
8	\$22.9645	16,718	18,809	20,896	22,987	25,079	27,166	29,257	33,435	33,986	36,194	47,766
9	\$23.3088	16,968	19,091	21,209	23,332	25,455	27,573	29,696	33,937	34,496	36,736	48,482
10	\$23.6586	17,223	19,378	21,527	23,682	25,837	27,987	30,142	34,446	35,013	37,288	49,210
11	\$24.0132	17,481	19,668	21,850	24,037	26,224	28,406	30,593	34,962	35,538	37,847	49,948
12	\$24.3736	17,743	19,963	22,178	24,398	26,618	28,833	31,053	35,487	36,071	38,415	50,697
13	\$24.7394	18,010	20,263	22,511	24,764	27,017	29,265	31,519	36,020	36,613	38,991	51,458
14	\$25.1104	18,280	20,567	22,849	25,135	27,423	29,704	31,991	36,560	37,162	39,576	52,230
15	\$25.4868	18,554	20,875	23,191	25,512	27,834	30,149	32,471	37,108	37,719	40,169	53,012
16	\$25.8691	18,832	21,188	23,539	25,895	28,251	30,602	32,958	37,664	38,285	40,772	53,808
17	\$26.2572	19,115	21,506	23,892	26,283	28,675	31,061	33,452	38,229	38,859	41,384	54,615
18	\$26.6511	19,401	21,829	24,250	26,678	29,105	31,527	33,954	38,803	39,442	42,004	55,434
19	\$27.0508	19,692	22,156	24,614	27,078	29,542	31,999	34,463	39,385	40,034	42,634	56,266
20	\$27.4566	19,988	22,489	24,983	27,484	29,985	32,479	34,980	39,976	40,634	43,274	57,110
21	\$27.8683	20,288	22,826	25,358	27,896	30,434	32,967	35,505	40,575	41,243	43,923	57,966
22	\$28.2866	20,592	23,168	25,738	28,315	30,891	33,461	36,038	41,184	41,862	44,582	58,836
23	\$28.7110	20,901	23,516	26,125	28,740	31,355	33,963	36,578	41,802	42,491	45,251	59,719
24	\$29.1416	21,215	23,869	26,517	29,171	31,825	34,473	37,127	42,429	43,128	45,929	60,615
25	\$29.5786	21,533	24,227	26,914	29,608	32,302	34,990	37,684	43,065	43,775	46,618	61,524
26	\$30.0224	21,856	24,590	27,318	30,052	32,787	35,515	38,249	43,711	44,431	47,318	62,447
27	\$30.4725	22,183	24,959	27,727	30,503	33,278	36,047	38,823	44,367	45,098	48,027	63,383
28	\$30.9296	22,516	25,333	28,144	30,961	33,778	36,588	39,405	45,032	45,774	48,748	64,334
29	\$31.3934	22,854	25,713	28,565	31,425	34,284	37,136	39,996	45,708	46,460	49,478	65,298
30	\$31.8643	23,197	26,099	28,994	31,896	34,798	37,693	40,596	46,393	47,157	50,221	66,278

York County School Division

Pay Plan

Fiscal Year 2025-2026

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	\$14.2144	10,348	11,642	12,934	14,229	15,523	16,815	18,110	20,696
1	\$14.4277	10,503	11,817	13,128	14,442	15,756	17,067	18,381	21,006
2	\$14.6439	10,661	11,994	13,325	14,659	15,992	17,323	18,657	21,321
3	\$14.8636	10,820	12,174	13,525	14,878	16,232	17,583	18,937	21,641
4	\$15.0866	10,983	12,357	13,728	15,102	16,476	17,847	19,221	21,965
5	\$15.3129	11,147	12,542	13,933	15,328	16,723	18,114	19,509	22,295
6	\$15.5427	11,315	12,730	14,143	15,558	16,974	18,386	19,802	22,630
7	\$15.7756	11,484	12,921	14,355	15,791	17,228	18,662	20,098	22,969
8	\$16.0123	11,657	13,115	14,570	16,028	17,487	18,942	20,400	23,313
9	\$16.2526	11,832	13,312	14,789	16,269	17,749	19,226	20,706	23,663
10	\$16.4964	12,009	13,512	15,010	16,513	18,015	19,514	21,017	24,018
11	\$16.7438	12,189	13,714	15,235	16,760	18,286	19,807	21,332	24,378
12	\$16.9950	12,372	13,920	15,464	17,012	18,560	20,104	21,652	24,744
13	\$17.2499	12,558	14,129	15,696	17,267	18,838	20,406	21,977	25,115
14	\$17.5088	12,746	14,341	15,932	17,526	19,121	20,712	22,306	25,492
15	\$17.7713	12,937	14,556	16,170	17,789	19,408	21,022	22,641	25,874
16	\$18.0378	13,131	14,774	16,413	18,056	19,699	21,338	22,981	26,262
17	\$18.3084	13,328	14,996	16,659	18,327	19,994	21,658	23,325	26,656
18	\$18.5831	13,528	15,221	16,909	18,602	20,294	21,983	23,675	27,056
19	\$18.8617	13,731	15,449	17,163	18,881	20,598	22,312	24,030	27,462
20	\$19.1449	13,937	15,681	17,420	19,164	20,908	22,647	24,391	27,874
21	\$19.4318	14,146	15,916	17,681	19,451	21,221	22,987	24,757	28,292
22	\$19.7235	14,358	16,155	17,947	19,743	21,540	23,332	25,128	28,717
23	\$20.0192	14,574	16,397	18,216	20,039	21,863	23,681	25,505	29,147
24	\$20.3196	14,792	16,643	18,489	20,340	22,191	24,037	25,888	29,585
25	\$20.6242	15,014	16,892	18,766	20,645	22,523	24,397	26,276	30,028
26	\$20.9336	15,239	17,146	19,048	20,955	22,861	24,763	26,670	30,479
27	\$21.2475	15,468	17,403	19,334	21,269	23,204	25,135	27,070	30,936
28	\$21.5662	15,700	17,664	19,624	21,588	23,552	25,511	27,476	31,400
29	\$21.8896	15,935	17,929	19,918	21,912	23,905	25,894	27,888	31,870
30	\$22.2179	16,174	18,198	20,216	22,240	24,264	26,283	28,306	32,348

York County School Division

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

2025–2026

York County School Division

Pay Plan

Fiscal Year 2025-2026

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 2025-2026

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

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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
Special Education Lead	1	4	4	\$1,000	\$4,000	Yearly – 10 Months	No
Student Recognition	1	4	4	\$820	\$3280	November/May	No

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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

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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

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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

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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

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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

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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

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Operational Substitutes

SUBSTITUTE BUS DRIVER	\$20.39 per hour
For Same Assignment beginning 11 th consecutive date	\$21.41 per hour
For Same Assignment beginning 21 st consecutive date	\$22.43 per hour
BUS DRIVER IN TRAINING	\$14.50 per hour
SUBSTITUTE BUS DRIVER ASSISTANT	\$14.21 per hour
For Same Assignment beginning 11 th consecutive date	\$14.92 per hour
For Same Assignment beginning 21 st consecutive date	\$15.63 per hour
SUBSTITUTE SCHOOL SECURITY OFFICER	\$19.81 per hour
For Same Assignment beginning 11 th consecutive date	\$20.80 per hour
For Same Assignment beginning 21 st consecutive date	\$21.79 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	
<p>VEHICLE MAINTENANCE HELPERS...</p> <p>Current vehicle maintenance employees will receive their regular hourly rate</p> <p>Other employees will be paid the vehicle maintenance grade on the employee's regular position step</p> <p>DRIVER TRAINER \$250/semester</p>	
VEHICLE MAINTENANCE TECHNICIAN CERTIFICATION PAY	
<p>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.</p>	

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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.