

**Dinwiddie County Public Schools  
Unified Pay Plan - Hourly Rates**

**Experience Credits**

|   |   |   |   |   |   |   |   |   |   |        |        |        |        |        |        |        |        |        |        |        |        |        |        |            |
|---|---|---|---|---|---|---|---|---|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|------------|
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10, 11 | 12, 13 | 14, 15 | 16, 17 | 18, 19 | 20, 21 | 22, 23 | 24, 25 | 26, 27 | 28, 29 | 30, 31 | 32, 33 | 34, 35 | 36, 37 | 38, 39, 40 |
|---|---|---|---|---|---|---|---|---|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|------------|

**Step**

| Alpha | Grade | Position  | FLSA Status (E/NE) | Step    |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |
|-------|-------|---|--------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|       |       |   |                    | 1       | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      | 13      | 14      | 15      | 16      | 17      | 18      | 19      | 20      | 21      | 22      | 23      | 24      | 25      |
| A     | 1     | Custodian<br>School Nutrition Specialist<br>Secretary I   | NE                 | \$12.00 | \$12.24 | \$12.48 | \$12.73 | \$12.98 | \$13.24 | \$13.50 | \$13.77 | \$14.05 | \$14.33 | \$14.62 | \$14.91 | \$15.21 | \$15.51 | \$15.82 | \$16.14 | \$16.46 | \$16.79 | \$17.13 | \$17.47 | \$17.82 | \$18.18 | \$18.54 | \$18.91 | \$19.29 |
| B     | 2     | Paraprofessional<br>PALS Literacy Support (FT)  | NE                 | \$12.60 | \$12.85 | \$13.11 | \$13.37 | \$13.64 | \$13.91 | \$14.19 | \$14.47 | \$14.76 | \$15.06 | \$15.36 | \$15.67 | \$15.98 | \$16.30 | \$16.63 | \$16.96 | \$17.30 | \$17.65 | \$18.00 | \$18.36 | \$18.73 | \$19.10 | \$19.48 | \$19.87 | \$20.27 |
| C     | 3     | Maintenance Technician I  | NE                 | \$13.23 | \$13.49 | \$13.76 | \$14.04 | \$14.32 | \$14.61 | \$14.90 | \$15.20 | \$15.50 | \$15.81 | \$16.13 | \$16.45 | \$16.78 | \$17.12 | \$17.46 | \$17.81 | \$18.17 | \$18.53 | \$18.90 | \$19.28 | \$19.67 | \$20.06 | \$20.46 | \$20.87 | \$21.29 |
| D     | 4     | Certified Nursing Assistant<br>Secretary II   | NE                 | \$13.89 | \$14.17 | \$14.45 | \$14.74 | \$15.03 | \$15.33 | \$15.64 | \$15.95 | \$16.27 | \$16.60 | \$16.93 | \$17.27 | \$17.62 | \$17.97 | \$18.33 | \$18.70 | \$19.07 | \$19.45 | \$19.84 | \$20.24 | \$20.64 | \$21.05 | \$21.47 | \$21.90 | \$22.34 |
| E     | 5     | Bookkeeper I<br>Maintenance Technician II<br>School Nutrition Manager - Elementary<br>Auto Parts Manager  | NE                 | \$14.58 | \$14.87 | \$15.17 | \$15.47 | \$15.78 | \$16.10 | \$16.42 | \$16.75 | \$17.09 | \$17.43 | \$17.78 | \$18.14 | \$18.50 | \$18.87 | \$19.25 | \$19.64 | \$20.03 | \$20.43 | \$20.84 | \$21.26 | \$21.69 | \$22.12 | \$22.56 | \$23.01 | \$23.47 |
| F     | 6     | Bookkeeper II<br>Secretary III<br>School Nutrition Manager - Secondary<br>Auto Equipment Mechanic   | NE                 | \$15.31 | \$15.62 | \$15.93 | \$16.25 | \$16.58 | \$16.91 | \$17.25 | \$17.60 | \$17.95 | \$18.31 | \$18.68 | \$19.05 | \$19.43 | \$19.82 | \$20.22 | \$20.62 | \$21.03 | \$21.45 | \$21.88 | \$22.32 | \$22.77 | \$23.23 | \$23.69 | \$24.16 | \$24.64 |
| G     | 7     | Bookkeeper III<br>Maintenance Technician III  | NE                 | \$16.08 | \$16.40 | \$16.73 | \$17.06 | \$17.40 | \$17.75 | \$18.11 | \$18.47 | \$18.84 | \$19.22 | \$19.60 | \$19.99 | \$20.39 | \$20.80 | \$21.22 | \$21.64 | \$22.07 | \$22.51 | \$22.96 | \$23.42 | \$23.89 | \$24.37 | \$24.86 | \$25.36 | \$25.87 |
| H     | 8     | Executive Secretary<br>Facility Operations Specialist   | NE                 | \$16.88 | \$17.22 | \$17.56 | \$17.91 | \$18.27 | \$18.64 | \$19.01 | \$19.39 | \$19.78 | \$20.18 | \$20.58 | \$20.99 | \$21.41 | \$21.84 | \$22.28 | \$22.73 | \$23.18 | \$23.64 | \$24.11 | \$24.59 | \$25.08 | \$25.58 | \$26.09 | \$26.61 | \$27.14 |
| I     | 9     | Finance Specialist  | NE                 | \$17.72 | \$18.07 | \$18.43 | \$18.80 | \$19.18 | \$19.56 | \$19.95 | \$20.35 | \$20.76 | \$21.18 | \$21.60 | \$22.03 | \$22.47 | \$22.92 | \$23.38 | \$23.85 | \$24.33 | \$24.82 | \$25.32 | \$25.83 | \$26.35 | \$26.88 | \$27.42 | \$27.97 | \$28.53 |
| J     | 10    | Senior Auto Mechanic  | NE                 | \$18.61 | \$18.98 | \$19.36 | \$19.75 | \$20.15 | \$20.55 | \$20.96 | \$21.38 | \$21.81 | \$22.25 | \$22.70 | \$23.15 | \$23.61 | \$24.08 | \$24.56 | \$25.05 | \$25.55 | \$26.06 | \$26.58 | \$27.11 | \$27.65 | \$28.20 | \$28.76 | \$29.34 | \$29.93 |
| K     | 11    | Maintenance Technician IV   | NE                 | \$19.54 | \$19.93 | \$20.33 | \$20.74 | \$21.15 | \$21.57 | \$22.00 | \$22.44 | \$22.89 | \$23.35 | \$23.82 | \$24.30 | \$24.79 | \$25.29 | \$25.80 | \$26.32 | \$26.85 | \$27.39 | \$27.94 | \$28.50 | \$29.07 | \$29.65 | \$30.24 | \$30.84 | \$31.46 |
| L     | 12    | School Nurse - LPN  | E                  | \$20.52 | \$20.93 | \$21.35 | \$21.78 | \$22.22 | \$22.66 | \$23.11 | \$23.57 | \$24.04 | \$24.52 | \$25.01 | \$25.51 | \$26.02 | \$26.54 | \$27.07 | \$27.61 | \$28.16 | \$28.72 | \$29.29 | \$29.88 | \$30.48 | \$31.09 | \$31.71 | \$32.34 | \$32.99 |
| M     | 13    | Human Resources Specialist<br>Information Systems Specialist<br>Instructional Technology Specialist<br>Payroll Specialist<br>Routing Specialist | NE                 | \$21.55 | \$21.98 | \$22.42 | \$22.87 | \$23.33 | \$23.80 | \$24.28 | \$24.77 | \$25.27 | \$25.78 | \$26.30 | \$26.83 | \$27.37 | \$27.92 | \$28.48 | \$29.05 | \$29.63 | \$30.22 | \$30.82 | \$31.44 | \$32.07 | \$32.71 | \$33.36 | \$34.03 | \$34.71 |
| N     | 14    |   |                    | \$22.63 | \$23.08 | \$23.54 | \$24.01 | \$24.49 | \$24.98 | \$25.48 | \$25.99 | \$26.51 | \$27.04 | \$27.58 | \$28.13 | \$28.69 | \$29.26 | \$29.85 | \$30.45 | \$31.06 | \$31.68 | \$32.31 | \$32.96 | \$33.62 | \$34.29 | \$34.98 | \$35.68 | \$36.39 |
| O     | 15    | Network Support Specialist<br>Software Specialist   | NE                 | \$23.76 | \$24.24 | \$24.72 | \$25.21 | \$25.71 | \$26.22 | \$26.74 | \$27.27 | \$27.82 | \$28.38 | \$28.95 | \$29.53 | \$30.12 | \$30.72 | \$31.33 | \$31.96 | \$32.60 | \$33.25 | \$33.92 | \$34.60 | \$35.29 | \$36.00 | \$36.72 | \$37.45 | \$38.20 |
| P     | 16    | Fleet Maintenance Supervisor  | NE                 | \$24.95 | \$25.45 | \$25.96 | \$26.48 | \$27.01 | \$27.55 | \$28.10 | \$28.66 | \$29.23 | \$29.81 | \$30.41 | \$31.02 | \$31.64 | \$32.27 | \$32.92 | \$33.58 | \$34.25 | \$34.94 | \$35.64 | \$36.35 | \$37.08 | \$37.82 | \$38.58 | \$39.35 | \$40.14 |
| Q     | 17    | School Nurse RN<br>Finance Manager  | E                  | \$26.20 | \$26.72 | \$27.25 | \$27.80 | \$28.36 | \$28.93 | \$29.51 | \$30.10 | \$30.70 | \$31.31 | \$31.94 | \$32.58 | \$33.23 | \$33.89 | \$34.57 | \$35.26 | \$35.97 | \$36.69 | \$37.42 | \$38.17 | \$38.93 | \$39.71 | \$40.50 | \$41.31 | \$42.14 |
| R     | 18    | School Board Clerk<br>Coordinator   | E                  | \$27.51 | \$28.06 | \$28.62 | \$29.19 | \$29.77 | \$30.37 | \$30.98 | \$31.60 | \$32.23 | \$32.87 | \$33.53 | \$34.20 | \$34.88 | \$35.58 | \$36.29 | \$37.02 | \$37.76 | \$38.52 | \$39.29 | \$40.08 | \$40.88 | \$41.70 | \$42.53 | \$43.38 | \$44.25 |
| S     | 19    | School Social Worker<br>Coordinator II  | E                  | \$28.89 | \$29.47 | \$30.06 | \$30.66 | \$31.27 | \$31.90 | \$32.54 | \$33.19 | \$33.85 | \$34.53 | \$35.22 | \$35.92 | \$36.64 | \$37.37 | \$38.12 | \$38.88 | \$39.66 | \$40.45 | \$41.26 | \$42.09 | \$42.93 | \$43.79 | \$44.67 | \$45.56 | \$46.47 |
| T     | 20    | Elementary Assistant Principal<br>School Psychologist   | E                  | \$30.33 | \$30.94 | \$31.56 | \$32.19 | \$32.83 | \$33.49 | \$34.16 | \$34.84 | \$35.54 | \$36.25 | \$36.98 | \$37.72 | \$38.47 | \$39.24 | \$40.02 | \$40.82 | \$41.64 | \$42.47 | \$43.32 | \$44.19 | \$45.07 | \$45.97 | \$46.89 | \$47.83 | \$48.79 |
| U     | 21    | Middle School Assistant Principal<br>Coordinator III<br>Assistant Director<br>Occupational Therapist<br>Speech Pathologist                      | E                  | \$31.85 | \$32.49 | \$33.14 | \$33.80 | \$34.48 | \$35.17 | \$35.87 | \$36.59 | \$37.32 | \$38.07 | \$38.83 | \$39.61 | \$40.40 | \$41.21 | \$42.03 | \$42.87 | \$43.73 | \$44.60 | \$45.49 | \$46.40 | \$47.33 | \$48.28 | \$49.25 | \$50.24 | \$51.24 |
| V     | 22    | High School Assistant Principal<br>Student Activities Director  | E                  | \$33.44 | \$34.11 | \$34.79 | \$35.49 | \$36.20 | \$36.92 | \$37.66 | \$38.41 | \$39.18 | \$39.96 | \$40.76 | \$41.58 | \$42.41 | \$43.26 | \$44.13 | \$45.01 | \$45.91 | \$46.83 | \$47.77 | \$48.73 | \$49.70 | \$50.69 | \$51.70 | \$52.73 | \$53.78 |
| W     | 23    | Director of School Nutrition<br>Director of Facility Operations<br>Director of Transportation   | E                  | \$35.11 | \$35.81 | \$36.53 | \$37.26 | \$38.01 | \$38.77 | \$39.55 | \$40.34 | \$41.15 | \$41.97 | \$42.81 | \$43.67 | \$44.54 | \$45.43 | \$46.34 | \$47.27 | \$48.22 | \$49.18 | \$50.16 | \$51.16 | \$52.18 | \$53.22 | \$54.28 | \$55.37 | \$56.48 |
| X     | 24    | Elementary School Principal<br>Director of Technology   | E                  | \$36.87 | \$37.61 | \$38.36 | \$39.13 | \$39.91 | \$40.71 | \$41.52 | \$42.35 | \$43.20 | \$44.06 | \$44.94 | \$45.84 | \$46.76 | \$47.70 | \$48.65 | \$49.62 | \$50.61 | \$51.62 | \$52.65 | \$53.70 | \$54.77 | \$55.87 | \$56.99 | \$58.13 | \$59.29 |
| Y     | 25    |   | E                  | \$38.71 | \$39.48 | \$40.27 | \$41.08 | \$41.90 | \$42.74 | \$43.59 | \$44.46 | \$45.35 | \$46.26 | \$47.19 | \$48.13 | \$49.09 | \$50.07 | \$51.07 | \$52.09 | \$53.13 | \$54.19 | \$55.27 | \$56.38 | \$57.51 | \$58.66 | \$59.83 | \$61.03 | \$62.25 |
| Z     | 26    | Instructional Director<br>Middle School Principal   | E                  | \$40.65 | \$41.46 | \$42.29 | \$43.14 | \$44.00 | \$44.88 | \$45.78 | \$46.70 | \$47.63 | \$48.58 | \$49.55 | \$50.54 | \$51.55 | \$52.58 | \$53.63 | \$54.70 | \$55.79 | \$56.91 | \$58.05 | \$59.21 | \$60.39 | \$61.60 | \$62.83 | \$64.09 | \$65.37 |
| AA    | 27    | High School Principal   | E                  | \$42.68 | \$43.53 | \$44.40 | \$45.29 | \$46.20 | \$47.12 | \$48.06 | \$49.02 | \$50.00 | \$51.00 | \$52.02 | \$53.06 | \$54.12 | \$55.20 | \$56.30 | \$57.43 | \$58.58 | \$59.75 | \$60.95 | \$62.17 | \$63.41 | \$64.68 | \$65.97 | \$67.29 | \$68.64 |
| AB    | 28    | Chief Officer (Finance, HR, Ops)  | E                  | \$44.81 | \$45.71 | \$46.62 | \$47.55 | \$48.50 | \$49.47 | \$50.46 | \$51.47 | \$52.50 | \$53.55 | \$54.62 | \$55.71 | \$56.82 | \$57.96 | \$59.12 | \$60.30 | \$61.51 | \$62.74 | \$63.99 | \$65.27 | \$66.58 | \$67.91 | \$69.27 | \$70.66 | \$72.07 |
| AC    | 29    |   | E                  | \$47.05 | \$47.99 | \$48.95 | \$49.93 | \$50.93 | \$51.95 | \$52.99 | \$54.05 | \$55.13 | \$56.23 | \$57.35 | \$58.50 | \$59.67 | \$60.86 | \$62.08 | \$63.32 | \$64.59 | \$65.88 | \$67.20 | \$68.54 | \$69.91 | \$71.31 | \$72.74 | \$74.19 | \$75.67 |
| AD    | 30    | Chief Academic Officer  | E                  | \$49.40 | \$50.39 | \$51.40 | \$52.43 | \$53.48 | \$54.55 | \$55.64 | \$56.75 | \$57.89 | \$59.05 | \$60.23 | \$61.43 | \$62.66 | \$63.91 | \$65.19 | \$66.49 | \$67.82 | \$69.18 | \$70.56 | \$71.97 | \$73.41 | \$74.88 | \$76.38 | \$77.91 | \$79.47 |

## 2022-2023 School Calendar Contracted Days

|                    | 10 mo<br>Teachers,<br>Nurses | 10 Month<br>Paraprofessionals | 10 1/2 Mo<br>Teachers,<br>Occupational<br>Therapist | 11 Mo<br>Teachers | 11 Mo<br>Paraprofessional | Psychologist,<br>Social<br>Workers,<br>Student<br>Assessment &<br>Data Coord | Secretary I,<br>Secretary II | School<br>Nutrition<br>Specialist | School<br>Nutrition<br>Manager-<br>Elementary &<br>Secondary | Bus Drivers<br>& Bus Aides | All 12 Month<br>Employees |
|--------------------|------------------------------|-------------------------------|---|-------------------|---------------------------|--|------------------------------|-----------------------------------|--|----------------------------|---------------------------|
| Contracted<br>Days | <b>200</b>                   | <b>190</b>                    | <b>210</b>  | <b>220</b>        | <b>210</b>                | <b>224</b>   | <b>210</b>                   | <b>184</b>                        | <b>186</b>   | <b>182</b>                 | <b>260</b>                |
| Begin              | 8/8/2022                     | 8/8/2022                      | 8/1/2022  | 7/25/2022         | 7/25/2022                 | 7/20/2022  | 7/25/2022                    | 8/17/2022                         | 8/17/2022  | 8/22/2022                  | 7/1/2022                  |
| End                | 5/31/2023                    | 5/31/2023                     | 6/7/2023  | 6/14/2023         | 6/14/2023                 | 6/16/2023  | 6/14/2023                    | 5/26/2023                         | 5/26/2023  | 5/26/2023                  | 6/30/2023                 |

New Teachers Report - 8/03/2022  
 Veteran Teachers Report - 8/08/2022

\*\*\* Students Calendar = 175 days

**NOTE: ALL STAFF MUST ATTEND iDCPS CONFERENCE August 12, 2022**  
**SCHOOL NUTRITION SPECIALISTS' START DAY MAY VARY DUE TO INVENTORY DELIVERY SCHEDULE**  
**SCHOOL NUTRITION MANAGERS' CONTRACT INCLUDES REQUIRED TRAINING DAYS SCHEDULED IN JULY & AUGUST**  
**SPECIAL NOTE: ON AER (ALL EARLY RELEASE) DAYS, PERSONNEL ABSENT WILL BE CHARGED A WHOLE DAY**

## Contracted Hours by Position

Includes most commonly held positions.

| Position   | Title  | Days/Year | Hours/Day | Annual Hours |
|--|--|-----------|-----------|--------------|
| 10 Month Teacher                                   | Teacher<br>Speech Pathologists   | 200       | 7.5       | 1500         |
| 10.5 Month Teacher                                 | Teacher<br>Occupational Therapist  | 210       | 7.5       | 1575         |
| 11 Month Teacher                                   | Teacher  | 220       | 7.5       | 1650         |
| 10 Month Paraprofessional<br>(Dual Employees Only) | Paraprofessional   | 190       | 6.5       | 1235         |
| 10 Month Paraprofessional                          | Paraprofessional   | 190       | 7         | 1330         |
| All School Receptionists<br>Attendance Secretary   | Secretary I<br>Secretary II  | 210       | 8         | 1680         |
| 11 Month Guidance Secretary                        | Secretary II   | 210       | 7         | 1470         |
| 11 Month Professional Support                      | Social Worker<br>Psychologist<br>School & Data Assessment<br>Coordinator | 224       | 7.5       | 1680         |
| 11 Month Paraprofessional                          | Paraprofessional   | 210       | 7         | 1470         |
| 10.5 Month Paraprofessional                        | Paraprofessional   | 200       | 7         | 1400         |
| 10 Month School Nurse                              | School Nurse - LPN<br>School Nurse - RN                                  | 200       | 7.5       | 1500         |
| All 12 Month Employees                             |  | 260       | 8         | 2080         |
| 10 Month School Nutrition                          | School Nutrition Specialist  | 184       | 4         | 736          |
| 10 Month School Nutrition                          | School Nutrition Specialist  | 184       | 5         | 920          |
| 10 Month School Nutrition                          | School Nutrition Specialist  | 184       | 6         | 1104         |
| 10 Month School Nutrition                          | School Nutrition Specialist  | 184       | 6.5       | 1196         |
| 10 Month School Nutrition                          | School Nutrition Specialist  | 184       | 7         | 1288         |
| 10 Month School Nutrition                          | School Nutrition Specialist  | 184       | 7.5       | 1380         |
| 10 Month School Nutrition                          | School Nutrition Manager   | 186       | 8         | 1488         |
| 10 Month Full Time Bus                             | Full Time Bus Driver   | 182       | 6         | 1092         |
| 10 Month Part Time Bus                             | Part Time Bus Driver<br>Part Time Car Driver<br>Part Time Bus Aide       | 182       | Varies    |              |
| 12 Month Full Time Bus                             | Full Time Bus Driver   | 232       | 8         | 1856         |