

**NEWPORT NEWS PUBLIC SCHOOLS**  
Fiscal Year 2023-2024 General Grade Order List

Grade	BU	Salaried Positions	Days Per Year	Annual Min	Annual Mid	Annual Max
13	SPMT	Technical Assistant I	245	\$ 30,282	\$ 40,195	\$ 52,324
14	SPMT	Office Assistant I	245	\$ 31,039	\$ 41,143	\$ 53,575
14	SPMT	Technical Assistant I ADV	245	\$ 31,039	\$ 41,143	\$ 53,575
15	SPMT	Office Assistant I ADV	245	\$ 32,123	\$ 42,613	\$ 55,490
15	SPMT	Technical Assistant I CAP	245	\$ 32,123	\$ 42,613	\$ 55,490
16	SPMT	Clinic Assistant	192	\$ 25,176	\$ 33,406	\$ 43,494
16	SPMT	Instructional Assistant III	192	\$ 25,176	\$ 33,406	\$ 43,494
16	SPMT	Office Assistant I CAP	245	\$ 32,126	\$ 42,627	\$ 55,500
16	SPMT	Office Assistant II	202	\$ 26,488	\$ 35,144	\$ 45,758
16	SPMT	Office Assistant II	220	\$ 28,848	\$ 38,279	\$ 49,838
16	SPMT	Office Assistant II	245	\$ 32,126	\$ 42,627	\$ 55,500
16	SPMT	Technical Assistant III	202	\$ 26,488	\$ 35,144	\$ 45,758
16	SPMT	Technical Assistant III	245	\$ 32,126	\$ 42,627	\$ 55,500
17	SPMT	Media Assistant I	195	\$ 26,337	\$ 34,947	\$ 45,502
17	SPMT	Office Assistant II ADV	202	\$ 27,282	\$ 36,198	\$ 47,131
17	SPMT	Office Assistant II ADV	220	\$ 29,713	\$ 39,426	\$ 51,333
17	SPMT	Office Assistant II ADV	245	\$ 33,090	\$ 43,905	\$ 57,164
17	SPMT	Technical Assistant III ADV	202	\$ 27,282	\$ 36,198	\$ 47,131
17	SPMT	Technical Assistant III ADV	245	\$ 33,090	\$ 43,905	\$ 57,164
18	SPMT	Crossing Guard/Assistant	192	\$ 26,710	\$ 35,440	\$ 46,143
18	SPMT	Instructional Assistant IV	192	\$ 26,710	\$ 35,440	\$ 46,143
18	SPMT	Instructional Assistant IV	220	\$ 30,605	\$ 40,608	\$ 52,872
18	SPMT	Instructional Asst/Temp Teacher	192	\$ 26,710	\$ 35,440	\$ 46,143
18	SPMT	Media Assistant I ADV	195	\$ 27,127	\$ 35,992	\$ 46,887
18	SPMT	Office Assistant II CAP	202	\$ 28,101	\$ 37,286	\$ 48,547
18	SPMT	Office Assistant II CAP	220	\$ 30,605	\$ 40,608	\$ 52,872
18	SPMT	Office Assistant II CAP	245	\$ 34,083	\$ 45,222	\$ 58,881
18	SPMT	PAL's Assistant	192	\$ 26,710	\$ 35,440	\$ 46,143
18	SPMT	Student Support Assistant I	181	\$ 25,179	\$ 33,409	\$ 43,499
18	SPMT	Technical Assistant III CAP	202	\$ 28,101	\$ 37,286	\$ 48,547
18	SPMT	Technical Assistant III CAP	245	\$ 34,083	\$ 45,222	\$ 58,881
19	SPMT	Accountability Assistant I	245	\$ 35,105	\$ 46,579	\$ 60,646
19	SPMT	Child Nutrition Support Technician	245	\$ 35,105	\$ 46,579	\$ 60,646
19	SPMT	Choice Neighborhood Resource Assistant	245	\$ 35,105	\$ 46,579	\$ 60,646
19	SPMT	Media Assistant I CAP	195	\$ 27,941	\$ 37,078	\$ 48,294
19	SPMT	Registrar	245	\$ 35,105	\$ 46,579	\$ 60,646
19	SPMT	Secretary I	220	\$ 31,523	\$ 41,827	\$ 54,459
19	SPMT	Secretary I	245	\$ 35,105	\$ 46,579	\$ 60,646
19	SPMT	Student Support Assistant II	181	\$ 25,935	\$ 34,410	\$ 44,803
20	SPMT	Registrar ADV	245	\$ 36,158	\$ 47,979	\$ 62,474
20	SPMT	Secretary I ADV	220	\$ 32,469	\$ 43,074	\$ 56,088
20	SPMT	Secretary I ADV	245	\$ 36,158	\$ 47,979	\$ 62,474

**NEWPORT NEWS PUBLIC SCHOOLS**  
Fiscal Year 2023-2024 General Grade Order List

Grade	BU	Salaried Positions	Days Per Year	Annual Min	Annual Mid	Annual Max
21	SPMT	Account Technician III	220	\$ 33,443	\$ 44,375	\$ 57,777
21	SPMT	Account Technician III	245	\$ 37,243	\$ 49,417	\$ 64,341
21	SPMT	Records Management Specialist I	245	\$ 37,243	\$ 49,417	\$ 64,341
21	SPMT	Registrar CAP	245	\$ 37,243	\$ 49,417	\$ 64,341
21	SPMT	Secretary I CAP	220	\$ 33,443	\$ 44,375	\$ 57,777
21	SPMT	Secretary I CAP	245	\$ 37,243	\$ 49,417	\$ 64,341
21	SPMT	Secretary II	245	\$ 37,243	\$ 49,417	\$ 64,341
22	SPMT	Account Technician III ADV	220	\$ 34,446	\$ 45,705	\$ 59,510
22	SPMT	Account Technician III ADV	245	\$ 38,360	\$ 50,899	\$ 66,271
22	SPMT	Accountability Assistant II	245	\$ 38,360	\$ 50,899	\$ 66,271
22	SPMT	Administrative Secretary I	245	\$ 38,360	\$ 50,899	\$ 66,271
22	SPMT	Cafeteria Manager I Elementary	185	\$ 28,966	\$ 38,433	\$ 50,040
22	SPMT	Child Nutrition Purchasing Assistant	245	\$ 38,360	\$ 50,899	\$ 66,271
22	SPMT	Human Resources Assistant	245	\$ 38,360	\$ 50,899	\$ 66,271
22	SPMT	Parent Resource Specialist	180	\$ 28,183	\$ 37,395	\$ 48,689
22	SPMT	Payroll Assistant	245	\$ 38,360	\$ 50,899	\$ 66,271
22	SPMT	Secretary II ADV	245	\$ 38,360	\$ 50,899	\$ 66,271
22	SPMT	Secretary III	245	\$ 38,360	\$ 50,899	\$ 66,271
23	SPMT	Account Technician III CAP	220	\$ 34,446	\$ 45,705	\$ 59,509
23	SPMT	Account Technician III CAP	245	\$ 39,511	\$ 52,426	\$ 68,259
23	SPMT	Administrative Secretary I ADV	245	\$ 39,511	\$ 52,426	\$ 68,259
23	SPMT	Administrative Secretary II	245	\$ 39,511	\$ 52,426	\$ 68,259
23	SPMT	Grants Technician	245	\$ 39,511	\$ 52,426	\$ 68,259
23	SPMT	Human Resources Assistant ADV	245	\$ 39,511	\$ 52,426	\$ 68,259
23	SPMT	Records Management Specialist II	245	\$ 39,511	\$ 52,426	\$ 68,259
23	SPMT	Secretary II CAP	245	\$ 39,511	\$ 52,426	\$ 68,259
23	SPMT	Secretary III ADV	245	\$ 39,511	\$ 52,426	\$ 68,259
24	SPMT	Administrative Secretary I CAP	245	\$ 40,696	\$ 54,001	\$ 70,305
24	SPMT	Administrative Secretary II ADV	245	\$ 40,696	\$ 54,001	\$ 70,305
24	SPMT	Aviation Maintenance Tech Lab Assistant	202	\$ 33,553	\$ 44,524	\$ 52,050
24	SPMT	Human Resources Assistant CAP	245	\$ 40,696	\$ 54,001	\$ 70,305
24	SPMT	Secretary III CAP	245	\$ 40,696	\$ 54,001	\$ 70,305
25	SPMT	Administrative Secretary II CAP	245	\$ 41,917	\$ 55,619	\$ 72,416
25	SPMT	Administrative Secretary III	245	\$ 41,917	\$ 55,619	\$ 72,416
25	SPMT	Cafeteria Manager II High School	185	\$ 31,652	\$ 42,000	\$ 54,684
25	SPMT	Cafeteria Manager II Middle School	185	\$ 31,652	\$ 42,000	\$ 54,684
25	SPMT	Dispatcher	245	\$ 41,917	\$ 55,619	\$ 72,416
25	SPMT	Technology Infrastructure Specialist I	245	\$ 41,917	\$ 55,619	\$ 72,416
26	SPMT	Administrative Secretary III ADV	245	\$ 43,175	\$ 57,285	\$ 74,587
26	SPMT	Administrative Secretary IV	245	\$ 43,175	\$ 57,285	\$ 74,587
26	SPMT	ESL Administrative Specialist	245	\$ 43,175	\$ 57,285	\$ 74,587
27	SPMT	Administrative Secretary III CAP	245	\$ 44,470	\$ 59,006	\$ 76,826

# NEWPORT NEWS PUBLIC SCHOOLS

## Fiscal Year 2023-2024 General Grade Order List

Grade	BU	Salaried Positions	Days Per Year	Annual Min	Annual Mid	Annual Max
27	SPMT	Administrative Secretary IV ADV	245	\$ 44,470	\$ 59,006	\$ 76,826
27	SPMT	Assistant Accounting & Finance Support Specialist	245	\$ 44,470	\$ 59,006	\$ 76,826
27	SPMT	Benefits Technician	245	\$ 44,470	\$ 59,006	\$ 76,826
27	SPMT	Executive Secretary	245	\$ 44,470	\$ 59,006	\$ 76,826
27	SPMT	Human Resources Technician	245	\$ 44,470	\$ 59,006	\$ 76,826
27	SPMT	Mail Room Manager	245	\$ 44,470	\$ 59,006	\$ 76,826
27	SPMT	Operations and Business Support Specialist	245	\$ 44,470	\$ 59,006	\$ 76,826
27	SPMT	Payroll Specialist	245	\$ 44,470	\$ 59,006	\$ 76,826
28	SPMT	Administrative Secretary IV CAP	245	\$ 45,804	\$ 60,777	\$ 79,131
28	SPMT	Assistant Procurement Specialist	245	\$ 45,804	\$ 60,777	\$ 79,131
28	SPMT	Executive Secretary ADV	245	\$ 45,804	\$ 60,777	\$ 79,131
28	SPMT	Medicaid Billing Support Technician	245	\$ 45,804	\$ 60,777	\$ 79,131
28	SPMT	Network Specialist I	245	\$ 45,804	\$ 60,777	\$ 79,131
28	SPMT	Production Specialist	245	\$ 45,804	\$ 60,777	\$ 79,131
28	SPMT	Senior Executive Secretary to the Chief of Staff	245	\$ 45,804	\$ 60,777	\$ 79,131
28	SPMT	Student Information System Trainer I	245	\$ 45,804	\$ 60,777	\$ 79,131
28	SPMT	Technology Infrastructure Specialist II	245	\$ 45,804	\$ 60,777	\$ 79,131
28	SPMT	Technology Support Specialist I	245	\$ 45,804	\$ 60,777	\$ 79,131
28	SPMT	TV Master Control Operator	245	\$ 45,804	\$ 60,777	\$ 79,131
29	SPMT	Executive Secretary CAP	245	\$ 47,178	\$ 62,599	\$ 81,505
30	SPMT	Student Athletics Specialist	245	\$ 48,594	\$ 64,478	\$ 83,950
30	SPMT	Technology Infrastructure Specialist III	245	\$ 48,594	\$ 64,477	\$ 83,950
30	SPMT	Treatment Nurse (LPN)	195	\$ 38,677	\$ 51,318	\$ 66,816
31	SPMT	College & Career Specialist	202	\$ 41,267	\$ 54,756	\$ 71,294
31	SPMT	Compliance Support Specialist	245	\$ 50,052	\$ 66,412	\$ 86,469
31	SPMT	CTE Program Support Specialist	245	\$ 50,052	\$ 66,412	\$ 86,469
31	SPMT	Edulog Data Specialist	245	\$ 50,052	\$ 66,412	\$ 86,469
31	SPMT	ESL Assessment Specialist	220	\$ 44,945	\$ 59,634	\$ 77,646
31	SPMT	ESL Communication Liaison	245	\$ 50,052	\$ 66,412	\$ 86,469
31	SPMT	ESL S.A.F.E Coach	245	\$ 50,052	\$ 66,412	\$ 86,469
31	SPMT	Executive Assistant to the School Board	245	\$ 50,052	\$ 66,412	\$ 86,469
31	SPMT	Federal Programs Compliance Support Specialist	245	\$ 50,052	\$ 66,412	\$ 86,469
31	SPMT	Homeless Liaison Specialist	192	\$ 39,224	\$ 52,045	\$ 67,764
31	SPMT	Network Specialist II	245	\$ 50,052	\$ 66,412	\$ 86,469
31	SPMT	Social Media and Content Specialist	245	\$ 50,052	\$ 66,412	\$ 86,469
31	SPMT	Student Discipline Compliance Specialist	245	\$ 50,052	\$ 66,412	\$ 86,469
31	SPMT	Student Information System Trainer II	245	\$ 50,052	\$ 66,412	\$ 86,469
31	SPMT	Technology Support Specialist II	245	\$ 50,052	\$ 66,412	\$ 86,469
31	SPMT	ViSSTA Site Coordinator	195	\$ 39,837	\$ 52,859	\$ 68,825
32	SPMT	Area Cafeteria Supervisor	245	\$ 51,553	\$ 68,404	\$ 89,062
32	SPMT	Attendance Officer	192	\$ 40,401	\$ 53,608	\$ 69,797
32	SPMT	Behavior Support Coach	245	\$ 51,553	\$ 68,404	\$ 89,062

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## Fiscal Year 2023-2024 General Grade Order List

Grade	BU	Salaried Positions	Days Per Year	Annual Min	Annual Mid	Annual Max
32	SPMT	Choice Neighborhood Resource Specialist	245	\$ 51,553	\$ 68,404	\$ 89,062
32	SPMT	ESL Family Engagement Specialist	245	\$ 51,553	\$ 68,404	\$ 89,062
32	SPMT	Family and Community Engagement Specialist	202	\$ 42,505	\$ 56,398	\$ 73,431
32	SPMT	NWB Case Manager	245	\$ 51,553	\$ 68,404	\$ 89,062
32	SPMT	Student Involvement Specialist	192	\$ 40,401	\$ 53,608	\$ 69,797
33	SPMT	Accounting Support Specialist	245	\$ 53,100	\$ 70,456	\$ 91,734
33	SPMT	Child Nutrition Support Specialist	245	\$ 53,100	\$ 70,456	\$ 91,734
33	SPMT	Human Resources Specialist	245	\$ 53,100	\$ 70,456	\$ 91,734
33	SPMT	Network Specialist III	245	\$ 53,100	\$ 70,456	\$ 91,734
33	SPMT	Technology Support Specialist III	245	\$ 53,100	\$ 70,456	\$ 91,734
33	SPMT	Web Content Developer	245	\$ 53,100	\$ 70,456	\$ 91,734
34	SPMT	GED Assessment Specialist	245	\$ 54,693	\$ 72,570	\$ 94,487
34	SPMT	Online Learning System Specialist	245	\$ 54,693	\$ 72,570	\$ 94,487
34	SPMT	Procurement Specialist	245	\$ 54,693	\$ 72,570	\$ 94,487
34	SPMT	Records Manager	245	\$ 54,693	\$ 72,570	\$ 94,487
34	SPMT	Schedule Specialist	245	\$ 54,693	\$ 72,570	\$ 94,487
34	SPMT	Student Information System Trainer III	245	\$ 54,693	\$ 72,570	\$ 94,487
34	SPMT	Systems Administrator I	245	\$ 54,693	\$ 72,570	\$ 94,487
35	SPMT	Grant Writer	245	\$ 56,333	\$ 74,746	\$ 97,320
35	SPMT	HVAC Control System Specialist	245	\$ 56,333	\$ 74,746	\$ 97,320
35	SPMT	Payroll Analyst	245	\$ 56,333	\$ 74,746	\$ 97,320
35	SPMT	Television Broadcast Engineer	245	\$ 56,333	\$ 74,746	\$ 97,320
36	SPMT	Area Transportation Supervisor	245	\$ 58,023	\$ 76,988	\$ 100,239
36	ISUP	Instructional Behavior Specialist	202	\$ 47,839	\$ 63,476	\$ 82,646
36	SPMT	Lead Technology Support Specialist	245	\$ 58,023	\$ 76,988	\$ 100,239
36	SPMT	Security Systems Administrator	245	\$ 58,023	\$ 76,988	\$ 100,239
36	SPMT	Systems Administrator II	245	\$ 58,023	\$ 76,988	\$ 100,239
36	SPMT	Transportation Safety Specialist	245	\$ 58,023	\$ 76,988	\$ 100,239
37	SPMT	Educational Interpreter VQAS3	181	\$ 44,152	\$ 58,584	\$ 76,276
37	SPMT	High School Graduation Coach	202	\$ 49,275	\$ 65,381	\$ 85,126
37	SPMT	Regional Adult Ed Specialist	220	\$ 53,666	\$ 71,207	\$ 92,712
37	SPMT	School Nurse (RN)	195	\$ 47,567	\$ 63,115	\$ 82,177
37	SPMT	Senior Procurement Specialist	245	\$ 59,764	\$ 79,298	\$ 103,248
37	SPMT	Student Support Specialist	192	\$ 46,835	\$ 62,144	\$ 80,911
37	SPMT	Student Support Specialist	202	\$ 49,275	\$ 65,381	\$ 85,126
37	SPMT	Student Support Specialist	220	\$ 53,666	\$ 71,207	\$ 92,712
37	SPMT	Student Support Specialist	245	\$ 59,764	\$ 79,299	\$ 103,248
37	SPMT	Web Applications Developer	245	\$ 59,764	\$ 79,299	\$ 103,248
37	SPMT	Youth Development Specialist	245	\$ 59,764	\$ 79,299	\$ 103,248
38	SPMT	Athletics Director	220	\$ 55,276	\$ 73,342	\$ 95,492
38	SPMT	Database Administrator I	245	\$ 61,557	\$ 81,677	\$ 106,346
38	ISUP	Instructional Technology Coach	220	\$ 55,276	\$ 73,342	\$ 95,492

# NEWPORT NEWS PUBLIC SCHOOLS

## Fiscal Year 2023-2024 General Grade Order List

Grade	BU	Salaried Positions	Days Per Year	Annual Min	Annual Mid	Annual Max
38	SPMT	Junior Network Engineer	245	\$ 61,557	\$ 81,677	\$ 106,346
39	SPMT	Attendance Specialist	245	\$ 63,404	\$ 84,129	\$ 109,536
39	SPMT	Budget Analyst	245	\$ 63,404	\$ 84,129	\$ 109,536
39	ISUP	Data Specialist	245	\$ 63,404	\$ 84,129	\$ 109,536
39	SPMT	Educational Interpreter (National)	181	\$ 46,841	\$ 62,153	\$ 80,923
39	SPMT	Military Connections Family Support Specialist	220	\$ 56,934	\$ 75,544	\$ 98,359
39	ISUP	Response to Instruction Specialist	220	\$ 56,934	\$ 75,544	\$ 98,359
39	SPMT	Testing Analyst	245	\$ 63,404	\$ 84,129	\$ 109,536
40	ISUP	Art Therapist	220	\$ 58,642	\$ 77,810	\$ 101,309
40	SPMT	Bus and Automotive Maintenance Manager	245	\$ 65,306	\$ 86,651	\$ 112,821
40	SPMT	Community Relations Specialist/Writer	245	\$ 65,306	\$ 86,651	\$ 112,821
40	SPMT	Information Systems Analyst I	245	\$ 65,306	\$ 86,651	\$ 112,821
40	ISUP	Instructional Specialist	220	\$ 58,642	\$ 77,810	\$ 101,309
40	ISUP	Instructional Specialist	245	\$ 65,306	\$ 86,651	\$ 112,821
40	LADM	ISAEP/HS Recovery Program Specialist	245	\$ 65,306	\$ 86,651	\$ 112,821
40	SPMT	Lead Nurse	195	\$ 51,978	\$ 68,967	\$ 89,796
40	NO JC	Professional Learning Specialist	245	\$ 65,306	\$ 86,651	\$ 112,821
40	LADM	Program Administrator I	220	\$ 58,642	\$ 77,810	\$ 101,309
40	SPMT	Program Administrator I	245	\$ 65,306	\$ 86,651	\$ 112,821
40	ISUP	School Guidance Director	245	\$ 65,306	\$ 86,651	\$ 112,821
40	SPMT	School Nursing Specialist	195	\$ 51,978	\$ 68,967	\$ 89,796
40	ISUP	School Psychologist	202	\$ 53,844	\$ 71,444	\$ 93,019
40	ISUP	School Psychologist	220	\$ 58,642	\$ 77,810	\$ 101,309
40	ISUP	School Psychologist	245	\$ 65,306	\$ 86,651	\$ 112,821
40	ISUP	School Social Worker	202	\$ 53,844	\$ 71,444	\$ 93,019
40	ISUP	School Social Worker	220	\$ 58,642	\$ 77,810	\$ 101,309
40	ISUP	School Social Worker	245	\$ 65,306	\$ 86,651	\$ 112,821
40	SPMT	Senior Technology Business Analyst	245	\$ 65,306	\$ 86,651	\$ 112,821
40	ISUP	Speech Language Pathologist	192	\$ 51,179	\$ 67,908	\$ 88,415
40	SPMT	Systems Administrator III	245	\$ 65,306	\$ 86,651	\$ 112,821
40	SPMT	Therapist - LCSW	245	\$ 65,306	\$ 86,651	\$ 112,821
40	ISUP	Virtual Learning Specialist	245	\$ 65,306	\$ 86,651	\$ 112,821
40	ISUP	Work-Based Learning Specialist	245	\$ 65,306	\$ 86,651	\$ 112,821
41	LADM	Administrative Assistant	220	\$ 60,401	\$ 80,144	\$ 104,348
41	SPMT	Child Nutrition Business Manager	245	\$ 67,265	\$ 89,251	\$ 116,206
41	SPMT	Coordinator Community Relations/Graphic Designer	245	\$ 67,265	\$ 89,251	\$ 116,206
41	SPMT	Coordinator Community Relations/Marketing	245	\$ 67,265	\$ 89,251	\$ 116,206
41	SPMT	Coordinator Student Technology Support	245	\$ 67,265	\$ 89,251	\$ 116,206
41	SPMT	Grant Accounts Analyst	245	\$ 67,265	\$ 89,251	\$ 116,206
41	SPMT	Regional Program Admin	245	\$ 67,265	\$ 89,251	\$ 116,206
41	SPMT	Senior Accounting Analyst	245	\$ 67,265	\$ 89,251	\$ 116,206
41	SPMT	Senior Budget Analyst	245	\$ 67,265	\$ 89,251	\$ 116,206

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Grade	BU	Salaried Positions	Days Per Year	Annual Min	Annual Mid	Annual Max
41	SPMT	Senior Financial Analyst	245	\$ 67,265	\$ 89,251	\$ 116,206
42	SPMT	Coordinator Active Benefits & Retirement Services	245	\$ 69,283	\$ 91,929	\$ 119,692
42	LADM	Coordinator Assessment	245	\$ 69,283	\$ 91,929	\$ 119,692
42	LADM	Coordinator Assistive Technology	245	\$ 69,283	\$ 91,929	\$ 119,692
42	SPMT	Coordinator Compensation & Benefits	245	\$ 69,283	\$ 91,929	\$ 119,692
42	SPMT	Coordinator Employee Relations	245	\$ 69,283	\$ 91,929	\$ 119,692
42	LADM	Coordinator Equity	245	\$ 69,283	\$ 91,929	\$ 119,692
42	SPMT	Coordinator Family & Community Engagement	245	\$ 69,283	\$ 91,929	\$ 119,692
42	SPMT	Coordinator HR Training & Development	245	\$ 69,283	\$ 91,929	\$ 119,692
42	SPMT	Coordinator Instructional Staffing	245	\$ 69,283	\$ 91,929	\$ 119,692
42	LADM	Coordinator Instructional Technology	245	\$ 69,283	\$ 91,929	\$ 119,692
42	SPMT	Coordinator Print Shop, Mailroom and Warehouse	245	\$ 69,283	\$ 91,929	\$ 119,692
42	SPMT	Coordinator Recruitment & Marketing	245	\$ 69,283	\$ 91,929	\$ 119,692
42	SPMT	Coordinator School Division Security	245	\$ 69,283	\$ 91,929	\$ 119,692
42	SPMT	Coordinator School Leadership	245	\$ 69,283	\$ 91,929	\$ 119,692
42	ISUP	Coordinator Special Education Transition	245	\$ 69,283	\$ 91,929	\$ 119,692
42	SPMT	Coordinator Student Conduct & Discipline	245	\$ 69,283	\$ 91,929	\$ 119,692
42	SPMT	Coordinator Substitute Staffing	245	\$ 69,283	\$ 91,929	\$ 119,692
42	SPMT	Coordinator Support Services Staffing	245	\$ 69,283	\$ 91,929	\$ 119,692
42	SPMT	Coordinator Teacher Credentialing	245	\$ 69,283	\$ 91,929	\$ 119,692
42	LADM	Coordinator Title I Programs	245	\$ 69,283	\$ 91,929	\$ 119,692
42	SPMT	Coordinator Wellness & Retiree Benefits	245	\$ 69,283	\$ 91,929	\$ 119,692
42	SPMT	Database Administrator II	245	\$ 69,283	\$ 91,929	\$ 119,692
42	SPMT	ERP Systems Analyst	245	\$ 69,283	\$ 91,929	\$ 119,692
42	SPMT	Information Security Analyst	245	\$ 69,283	\$ 91,929	\$ 119,692
42	SPMT	Information Systems Analyst II	245	\$ 69,283	\$ 91,929	\$ 119,692
42	SPMT	Newport News Education Foundation Director	245	\$ 69,283	\$ 91,929	\$ 119,692
42	SPMT	Network Engineer	245	\$ 69,283	\$ 91,929	\$ 119,692
42	SPMT	Payroll/HR Systems Analyst	245	\$ 69,283	\$ 91,929	\$ 119,692
42	LADM	Program Administrator II	220	\$ 62,213	\$ 82,548	\$ 107,479
42	LADM	Program Administrator II	245	\$ 69,283	\$ 91,929	\$ 119,692
42	SPMT	Systems Administrator IV	245	\$ 69,283	\$ 91,929	\$ 119,692
42	SPMT	Transportation Information Systems Analyst	245	\$ 69,283	\$ 91,929	\$ 119,692
42	SPMT	Webmaster	245	\$ 69,283	\$ 91,929	\$ 119,692
43	LADM	Assistant Principal Elementary	220	\$ 64,080	\$ 85,025	\$ 110,705
43	LADM	Assistant Principal Secondary	220	\$ 64,080	\$ 85,025	\$ 110,705
43	LADM	Assistant Principal Secondary	245	\$ 71,362	\$ 94,687	\$ 123,283
43	SPMT	Coordinator Academic Learning Center and STEP	245	\$ 71,362	\$ 94,687	\$ 123,283
44	LADM	Assistant Principal I/O	245	\$ 73,502	\$ 97,528	\$ 126,982
44	SPMT	Graduation Supervisor	220	\$ 66,002	\$ 87,575	\$ 114,025
44	SPMT	Information Systems Analyst III	245	\$ 73,502	\$ 97,528	\$ 126,982
44	LADM	Instructional Supervisor	245	\$ 73,502	\$ 97,528	\$ 126,982

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Grade	BU	Salaried Positions	Days Per Year	Annual Min	Annual Mid	Annual Max
44	SPMT	Program Admin Engineering & Climate Control	245	\$ 73,502	\$ 97,528	\$ 126,982
44	ISUP	Supervisor Academic Planning & Data Analytics	245	\$ 73,502	\$ 97,528	\$ 126,982
44	SPMT	Supervisor Custodial Services	245	\$ 73,502	\$ 97,528	\$ 126,982
44	SPMT	Supervisor Environmental Safety	245	\$ 73,502	\$ 97,528	\$ 126,982
44	SPMT	Supervisor Facilities Project Management	245	\$ 73,502	\$ 97,528	\$ 126,982
44	SPMT	Supervisor Health Services	245	\$ 73,502	\$ 97,528	\$ 126,982
44	SPMT	Supervisor Information System Services	245	\$ 73,502	\$ 97,528	\$ 126,982
44	SPMT	Supervisor Network Engineering	245	\$ 73,502	\$ 97,528	\$ 126,982
44	SPMT	Supervisor Online Learning Systems	245	\$ 73,502	\$ 97,528	\$ 126,982
44	LADM	Supervisor Preschool Programs	245	\$ 73,502	\$ 97,528	\$ 126,982
44	SPMT	Supervisor Procurement	245	\$ 73,502	\$ 97,528	\$ 126,982
44	ISUP	Supervisor Psychological Services & SEL	245	\$ 73,502	\$ 97,528	\$ 126,982
44	LADM	Supervisor Special Education (HI, VI, SLP)	245	\$ 73,502	\$ 97,528	\$ 126,982
44	LADM	Supervisor Special Education Elementary	245	\$ 73,502	\$ 97,528	\$ 126,982
44	LADM	Supervisor Special Education Low Incident Population	245	\$ 73,502	\$ 97,528	\$ 126,982
44	LADM	Supervisor Special Education PK-12	245	\$ 73,502	\$ 97,528	\$ 126,982
44	LADM	Supervisor Special Education Secondary	245	\$ 73,502	\$ 97,528	\$ 126,982
44	LADM	Supervisor Special Education Services	245	\$ 73,502	\$ 97,528	\$ 126,982
44	SPMT	Supervisor Student Services and Support	245	\$ 73,502	\$ 97,528	\$ 126,982
44	LADM	Supervisor Student Supports Eligibility & Regulations	245	\$ 73,502	\$ 97,528	\$ 126,982
44	SPMT	Supervisor Technology Infrastructure	245	\$ 73,502	\$ 97,528	\$ 126,982
44	SPMT	Supervisor Youth Development	245	\$ 73,502	\$ 97,528	\$ 126,982
45	SPMT	Mechanical Systems Engineer	245	\$ 76,075	\$ 100,941	\$ 131,426
45	LADM	Program Administrator III	245	\$ 76,075	\$ 100,941	\$ 131,426
46	LADM	Principal Elementary	245	\$ 78,138	\$ 103,678	\$ 134,990
46	LADM	Principal Juvenile Detention	245	\$ 78,138	\$ 103,678	\$ 134,990
46	SPMT	Supervisor Accounting	245	\$ 78,138	\$ 103,678	\$ 134,990
46	SPMT	Supervisor Child Nutrition Services & Wellness	245	\$ 78,138	\$ 103,678	\$ 134,990
46	SPMT	Supervisor Compensation and Benefits	245	\$ 78,138	\$ 103,678	\$ 134,990
46	SPMT	Supervisor Employee Relations	245	\$ 78,138	\$ 103,678	\$ 134,990
46	SPMT	Supervisor Employment Services	245	\$ 78,138	\$ 103,678	\$ 134,990
46	LADM	Supervisor Extended Learning	245	\$ 78,138	\$ 103,678	\$ 134,990
46	LADM	Supervisor Instructional Technology	245	\$ 78,138	\$ 103,678	\$ 134,990
46	SPMT	Supervisor Payroll	245	\$ 78,138	\$ 103,678	\$ 134,990
46	SPMT	Supervisor Plant Services	245	\$ 78,138	\$ 103,678	\$ 134,990
46	SPMT	Supervisor Student Information Systems	245	\$ 78,138	\$ 103,678	\$ 134,990
46	SPMT	Supervisor Technology Operations	245	\$ 78,138	\$ 103,678	\$ 134,990
46	SPMT	Supervisor Technology Support Services	245	\$ 78,138	\$ 103,678	\$ 134,990
46	SPMT	Supervisor Testing	245	\$ 78,138	\$ 103,678	\$ 134,990
46	SPMT	Supervisor Transportation	245	\$ 78,138	\$ 103,678	\$ 134,990
47	LADM	Principal Middle	245	\$ 81,493	\$ 108,130	\$ 140,787
47	SPMT	Principal VLA & Point Option	245	\$ 81,493	\$ 108,130	\$ 140,787

**NEWPORT NEWS PUBLIC SCHOOLS**  
Fiscal Year 2023-2024 General Grade Order List

Grade	BU	Salaried Positions	Days Per Year	Annual Min	Annual Mid	Annual Max
47	LADM	Supervisor Student Advancement	245	\$ 81,493	\$ 108,130	\$ 140,787
48	LADM	Director Elementary Curriculum	245	\$ 84,346	\$ 111,917	\$ 145,716
48	LADM	Director Employee Expertise	245	\$ 84,346	\$ 111,917	\$ 145,716
48	SPMT	Director Procurement	245	\$ 84,346	\$ 111,917	\$ 145,716
48	LADM	Director School Counseling	245	\$ 84,346	\$ 111,917	\$ 145,716
48	LADM	Director Student Athletics	245	\$ 84,346	\$ 111,917	\$ 145,716
48 &	LADM & SPMT	Program Administrator IV	245	\$ 84,346	\$ 111,917	\$ 145,716
49	LADM	Principal High	245	\$ 87,298	\$ 115,831	\$ 150,815
49	SPMT	Special Assistant to the Superintendent	245	\$ 87,298	\$ 115,831	\$ 150,815
50	SPMT	Director Accounting and Finance	245	\$ 90,790	\$ 120,465	\$ 156,847
50	LADM	Director Administrator Learning & Leadership Development	245	\$ 90,790	\$ 120,465	\$ 156,847
50	SPMT	Director Corporate & Government Relations	245	\$ 90,790	\$ 120,465	\$ 156,847
50	LADM	Director Elementary School Leadership	245	\$ 90,790	\$ 120,465	\$ 156,847
50	LADM	Director Equity, Assessment & Strategic Operations	245	\$ 90,790	\$ 120,465	\$ 156,847
50	SPMT	Director Human Resources	245	\$ 90,790	\$ 120,465	\$ 156,847
50	SPMT	Director Legal Services	193	\$ 71,520	\$ 94,897	\$ 123,558
50	SPMT	Director Public Information & Community Involvement	245	\$ 90,790	\$ 120,465	\$ 156,847
50	SPMT	Director Safety and Emergency Management	245	\$ 90,790	\$ 120,465	\$ 156,847
50	LADM	Director Secondary Leadership	245	\$ 90,790	\$ 120,465	\$ 156,847
50	LADM	Director Special Education	245	\$ 90,790	\$ 120,465	\$ 156,847
52	SPMT	Executive Director for Child Nutrition Services & Wellness	245	\$ 98,198	\$ 130,295	\$ 169,646
52	SPMT	Executive Director of Crisis Planning, Prevention, & Response	245	\$ 98,198	\$ 130,295	\$ 169,646
52	LADM	Executive Director of Curriculum and Development	245	\$ 98,198	\$ 130,295	\$ 169,646
52	SPMT	Executive Director of Plant Services	245	\$ 98,198	\$ 130,295	\$ 169,646
52	LADM	Executive Director of Elementary School Leadership	245	\$ 98,198	\$ 130,295	\$ 169,646
52	LADM	Executive Director of Secondary School Leadership	245	\$ 98,198	\$ 130,295	\$ 169,646
52	LADM	Executive Director of Student Advancement	245	\$ 98,198	\$ 130,295	\$ 169,646
52	SPMT	Executive Director of Technology	245	\$ 98,198	\$ 130,295	\$ 169,646
52	SPMT	Executive Director of Transportation	245	\$ 98,198	\$ 130,295	\$ 169,646
56	LADM	Chief Academic Officer	245	\$ 115,986	\$ 153,898	\$ 200,377
56	SPMT	Chief Financial Officer	245	\$ 115,986	\$ 153,898	\$ 200,377
56	SPMT	Chief Operations Officer	245	\$ 115,986	\$ 153,898	\$ 200,377
57	LADM	Chief of Staff	245	\$ 121,206	\$ 160,438	\$ 208,893