NEWPORT NEWS PUBLIC SCHOOLS

Fiscal Year 2026-2027 General Grade Order List

Grade	Salaried Position Job Class Title	Days Per Year	Annual Minimum	Annual Mid Point	Annual Maximum
14	Instructional Assistant III	192	$25,728	$35,119	$44,509
14	Office Assistant I	245	$32,830	$44,813	$56,796
15	Media Assistant I	195	$26,914	$36,737	$46,561
15	Office Assistant I ADV	245	$33,815	$46,157	$58,500
16	Office Assistant I CAP	245	$34,829	$47,542	$60,255
16	Office Assistant II	202	$28,716	$39,198	$49,679
16	Office Assistant II	220	$31,275	$42,691	$54,106
16	Office Assistant II	245	$34,829	$47,542	$60,255
16	Student Support Assistant I	181	$25,731	$35,123	$44,515
17	Accountability Assistant I	245	$35,874	$48,968	$62,062
17	CNS Support Technician	245	$35,874	$48,968	$62,062
17	Office Assistant II ADV	202	$29,578	$40,374	$51,170
17	Office Assistant II ADV	220	$32,214	$43,972	$55,730
17	Office Assistant II ADV	245	$35,874	$48,968	$62,062
17	Registrar	245	$35,874	$48,968	$62,062
18	Instructional Assistant IV	192	$28,957	$39,526	$50,096
18	Instructional Assistant IV	220	$33,180	$45,291	$57,401
18	Office Assistant II CAP	202	$30,465	$41,585	$52,705
18	Office Assistant II CAP	220	$33,180	$45,291	$57,401
18	Office Assistant II CAP	245	$36,950	$50,437	$63,924
18	PALS Assistant	192	$28,957	$39,526	$50,096
18	SPED Instructional Assistant IV	192	$28,957	$39,526	$50,096
19	Choice Neighborhood Resource Assistant	245	$38,059	$51,950	$65,842
19	Records Management Specialist I	245	$38,059	$51,950	$65,842
19	Registrar CAP	245	$38,059	$51,950	$65,842
19	Secretary I	220	$34,175	$46,649	$59,123
19	Secretary I	245	$38,059	$51,950	$65,842
20	Accountability Assistant II	245	$39,201	$53,509	$67,817
20	Cafeteria Manager I Elementary	185	$29,601	$40,405	$51,209
20	CNS Purchasing Assistant	245	$39,201	$53,509	$67,817
20	GED/Credit Recovery Support Specialist	245	$39,201	$53,509	$67,817
20	Human Resources Assistant	245	$39,201	$53,509	$67,817
20	Parent Resource Specialist	180	$28,801	$39,313	$49,825
20	Payroll Assistant	245	$39,201	$53,509	$67,817
20	Registrar ADV	245	$39,201	$53,509	$67,817
20	Secretary I ADV	220	$35,201	$48,049	$60,897
20	Secretary I ADV	245	$39,201	$53,509	$67,817
21	Account Technician III	220	$36,257	$49,490	$62,724
21	Account Technician III	245	$40,377	$55,114	$69,852
21	Records Management Specialist II	245	$40,377	$55,114	$69,852
21	Registrar CAP	245	$40,377	$55,114	$69,852
21	Secretary I CAP	220	$36,257	$49,490	$62,724
21	Secretary I CAP	245	$40,377	$55,114	$69,852
21	Secretary II	245	$40,377	$55,114	$69,852
22	Account Technician III ADV	220	$37,344	$50,975	$64,606
22	Account Technician III ADV	245	$41,588	$56,768	$71,947
22	Administrative Secretary I	245	$41,588	$56,768	$71,947
22	Aviation Maintenance Technician Lab Assistant	202	$34,289	$46,804	$59,320
22	Clinic Assistant	195	$33,101	$45,182	$57,264
22	Secretary II ADV	245	$41,588	$56,768	$71,947
22	Secretary III	245	$41,588	$56,768	$71,947
23	Account Technician III CAP	220	$38,465	$52,504	$66,544
23	Account Technician III CAP	245	$42,836	$58,471	$74,106

23	Administrative Secretary I ADV	245	$42,836	$58,471	$74,106
23	Administrative Secretary II	245	$42,836	$58,471	$74,106
23	Cafeteria Manager II Middle School	185	$32,345	$44,151	$55,957
23	Procurement Technician	245	$42,836	$58,471	$74,106
23	Secretary II CAP	245	$42,836	$58,471	$74,106
23	Secretary III ADV	245	$42,836	$58,471	$74,106
24	Administrative Secretary I CAP	245	$44,121	$60,225	$76,329
24	Administrative Secretary II ADV	245	$44,121	$60,225	$76,329
24	Cafeteria Manager II High School	185	$33,316	$45,476	$57,636
24	ESL Administrative Specialist	245	$44,121	$60,225	$76,329
24	Grants Technician	245	$44,121	$60,225	$76,329
24	Secretary III CAP	245	$44,121	$60,225	$76,329
25	Administrative Secretary II CAP	245	$45,444	$62,032	$78,619
25	Administrative Secretary III	245	$45,444	$62,032	$78,619
25	Dispatcher	245	$45,444	$62,032	$78,619
26	Administrative Secretary III ADV	245	$46,808	$63,893	$80,977
26	Administrative Secretary IV	245	$46,808	$63,893	$80,977
26	Medicaid Billing Support Technician	245	$46,808	$63,893	$80,977
26	Production Specialist	245	$46,808	$63,893	$80,977
26	Technology Support Specialist I	245	$46,808	$63,893	$80,977
27	Administrative Secretary III CAP	245	$48,212	$65,809	$83,407
27	Administrative Secretary IV ADV	245	$48,212	$65,809	$83,407
27	Executive Secretary	245	$48,212	$65,809	$83,407
28	Administrative Secretary IV CAP	245	$49,658	$67,784	$85,909
28	Benefits Technician	245	$49,658	$67,784	$85,909
28	Executive Secretary ADV	245	$49,658	$67,784	$85,909
28	Human Resources Technician	245	$49,658	$67,784	$85,909
28	Payroll Technician	245	$49,658	$67,784	$85,909
28	Senior Executive Secretary	245	$49,658	$67,784	$85,909
28	Treatment Nurse (LPN)	195	$39,524	$53,950	$68,376
29	College & Career Specialist	202	$42,171	$57,564	$72,956
29	Compliance Support Specialist	245	$51,148	$69,817	$88,486
29	CTE Program Support Specialist	245	$51,148	$69,817	$88,486
29	Edulog Data Specialist	245	$51,148	$69,817	$88,486
29	ESL Assessment Specialist	220	$45,929	$62,693	$79,457
29	ESL Communication Liaison	245	$51,148	$69,817	$88,486
29	Executive Secretary CAP	245	$51,148	$69,817	$88,486
29	Federal Program Compliance Support Specialist	245	$51,148	$69,817	$88,486
29	Homeless Liaison Specialist	192	$40,083	$54,714	$69,344
29	Social Media & Content Specialist	245	$51,148	$69,817	$88,486
29	Student Athletics Specialist	245	$51,148	$69,817	$88,486
29	Student Information Systems Trainer II	245	$51,148	$69,817	$88,486
29	TV Master Control Operator	245	$51,148	$69,817	$88,486
30	Area Cafeteria Supervisor	245	$52,683	$71,912	$91,141
30	Attendance Officer	192	$41,286	$56,355	$71,425
30	Behavior Support Coach	245	$52,683	$71,912	$91,141
30	Choice Neighborhood Res Specialist	245	$52,683	$71,912	$91,141
30	Executive Assistant to Superintendent	245	$52,683	$71,912	$91,141
30	NWB Case Manager	245	$52,683	$71,912	$91,141
30	Student Involvement Specialist	192	$41,286	$56,355	$71,425
30	Technology Infrastructure Specialist I	245	$52,683	$71,912	$91,141
30	Technology Support Specialist II	245	$52,683	$71,912	$91,141
31	Accounting Support Specialist	245	$54,263	$74,069	$93,875
31	CNS Support Specialist	245	$54,263	$74,069	$93,875
31	Executive Assistant to School Board & Superintendent	245	$54,263	$74,069	$93,875
31	Grant Account Specialist	245	$54,263	$74,069	$93,875
31	Photography and Content Specialist	245	$54,263	$74,069	$93,875
31	Position Control Specialist	245	$54,263	$74,069	$93,875
31	Technology Support Specialist III	245	$54,263	$74,069	$93,875

32	Enterprise App Specialist II	245	$55,891	$76,291	$96,691
32	Online Learning Systems Specialist	245	$55,891	$76,291	$96,691
32	Plant Services Support Specialist	245	$55,891	$76,291	$96,691
32	Procurement Card Program Manager	245	$55,891	$76,291	$96,691
32	Procurement Specialist	245	$55,891	$76,291	$96,691
32	Schedule Specialist	245	$55,891	$76,291	$96,691
32	Student Information Systems Trainer III	245	$55,891	$76,291	$96,691
32	Technology Infrastructure Specialist II	245	$55,891	$76,291	$96,691
33	Behavior Specialist Sch-Based	202	$47,464	$64,788	$82,113
33	Family & Community Engagement Specialist	202	$47,464	$64,788	$82,113
33	Mailroom Manager	245	$57,568	$78,580	$99,592
33	School Based Student Success Specialist	192	$45,114	$61,581	$78,048
33	School Based Student Success Specialist	220	$51,693	$70,561	$89,430
33	Technology Service Desk Analyst	245	$57,568	$78,580	$99,592
34	Area Transportation Supervisor	245	$59,295	$80,937	$102,580
34	Grant Analyst	245	$59,295	$80,937	$102,580
34	Human Resources Information Systems Analyst	245	$59,295	$80,937	$102,580
34	Human Resources Specialist	245	$59,295	$80,937	$102,580
34	Network Specialist II	245	$59,295	$80,937	$102,580
34	Payroll Analyst	245	$59,295	$80,937	$102,580
34	Technology Support Specialist Lead	245	$59,295	$80,937	$102,580
34	Transportation Safety Specialist	245	$59,295	$80,937	$102,580
35	CR Liaison Student Conduct & Discipline	245	$61,073	$83,365	$105,657
35	Records Manager	245	$61,073	$83,365	$105,657
35	Regional Adult Education Specialist	220	$54,841	$74,859	$94,876
35	Student Data Quality Specialist	245	$61,073	$83,365	$105,657
36	Athletics Director	220	$56,487	$77,104	$97,722
36	Educational Interpreter VQAS3	181	$46,473	$63,436	$80,399
36	Grant Writer	245	$62,906	$85,866	$108,827
36	Youth Development Specialist	245	$62,906	$85,866	$108,827
37	Assessment Specialist	245	$64,793	$88,442	$112,092
37	Attendance Specialist	245	$64,793	$88,442	$112,092
37	Benefits Analyst	245	$64,793	$88,442	$112,092
37	Data Specialist (Non-Lic)	245	$64,793	$88,442	$112,092
37	High School Graduation Coach	202	$53,421	$72,920	$92,418
37	McKinney-Vinto & Family Outreach Specialist	245	$64,793	$88,442	$112,092
37	Senior Payroll Analyst	245	$64,793	$88,442	$112,092
37	Senior Procurement Specialist	245	$64,793	$88,442	$112,092
37	Systems Administrator II	245	$64,793	$88,442	$112,092
37	Television Broadcast Engineer	245	$64,793	$88,442	$112,092
37	Web Content Developer	245	$64,793	$88,442	$112,092
38	Bus & Auto Maintenance Manager	245	$66,737	$91,096	$115,454
38	Educational Diagnostician	220	$59,927	$81,800	$103,673
38	Educational Interpreter NATL	181	$49,303	$67,299	$85,295
38	Guidance Director (School Based)	245	$66,737	$91,096	$115,454
38	Information System Analyst I	245	$66,737	$91,096	$115,454
38	Instructional Behavioral Specialist (Non-Lic)	202	$55,024	$75,107	$95,191
38	Instructional Specialist	220	$59,927	$81,800	$103,673
38	Instructional Specialist	245	$66,737	$91,096	$115,454
38	ISAEP/HS Recovery Program Specialist	245	$66,737	$91,096	$115,454
38	Mental Health Grant Facilitator	245	$66,737	$91,096	$115,454
38	Referrals & Compliance Specialist	245	$66,737	$91,096	$115,454
38	School Nurse (RN)	195	$53,117	$72,505	$91,892
38	Senior Technology Business Analyst	245	$66,737	$91,096	$115,454
38	Student Support Specialist	192	$52,300	$71,389	$90,479
38	Student Support Specialist	202	$55,024	$75,107	$95,191
38	Student Support Specialist	220	$59,927	$81,800	$103,673
38	Student Support Specialist	245	$66,737	$91,096	$115,454
38	Systems Administrator III	245	$66,737	$91,096	$115,454

38	Therapist - LCSW	245	$66,737	$91,096	$115,454
38	Work-Based Learning Specialist	245	$66,737	$91,096	$115,454
39	Administrative Assistant	220	$61,725	$84,254	$106,784
39	CNS Business Manager	245	$68,739	$93,828	$118,918
39	Coordinator Graphic Design & Branding	245	$68,739	$93,828	$118,918
39	Coordinator Student Technology Support	245	$68,739	$93,828	$118,918
39	Coordinator Writing & Media Relations	245	$68,739	$93,828	$118,918
39	Lead School Nurse (RN)	202	$56,674	$77,361	$98,047
39	Regional Program Manager	245	$68,739	$93,828	$118,918
39	Senior Budget Analyst	245	$68,739	$93,828	$118,918
39	Web Applications Developer	245	$68,739	$93,828	$118,918
40	Agile Delivery Coordinator	245	$70,801	$96,643	$122,486
40	Coordinator Assessment	245	$70,801	$96,643	$122,486
40	Coordinator Assistive Technology	245	$70,801	$96,643	$122,486
40	Coordinator Benefits	245	$70,801	$96,643	$122,486
40	Coordinator Compensation & Benefits	245	$70,801	$96,643	$122,486
40	Coordinator Employee Relations	245	$70,801	$96,643	$122,486
40	Coordinator Family & Community Engagement	245	$70,801	$96,643	$122,486
40	Coordinator HR Training & Development	245	$70,801	$96,643	$122,486
40	Coordinator HRIS	245	$70,801	$96,643	$122,486
40	Coordinator Instructional Staffing	245	$70,801	$96,643	$122,486
40	Coordinator Instructional Technology	245	$70,801	$96,643	$122,486
40	Coordinator Payroll	245	$70,801	$96,643	$122,486
40	Coordinator Procurement	245	$70,801	$96,643	$122,486
40	Coordinator Talent Mangement & Recruitment	245	$70,801	$96,643	$122,486
40	Coordinator SPED Transition	245	$70,801	$96,643	$122,486
40	Coordinator Student Conduct & Discipline	245	$70,801	$96,643	$122,486
40	Coordinator Student Support Services	245	$70,801	$96,643	$122,486
40	Coordinator Substitute Staffing	245	$70,801	$96,643	$122,486
40	Coordinator Support Service Staffing	245	$70,801	$96,643	$122,486
40	Coordinator Teacher Credentialing	245	$70,801	$96,643	$122,486
40	Database Administrator II	245	$70,801	$96,643	$122,486
40	ERP Systems Analyst	245	$70,801	$96,643	$122,486
40	Information Security Analyst	245	$70,801	$96,643	$122,486
40	Network Engineer	245	$70,801	$96,643	$122,486
40	NN Education Foundation Director	245	$70,801	$96,643	$122,486
40	Program Administrator I	245	$70,801	$96,643	$122,486
40	Program Administrator I	220	$63,576	$86,782	$109,987
40	Webmaster	245	$70,801	$96,643	$122,486
41	Information System Analyst II	245	$72,925	$99,543	$126,160
41	School Psychologist	202	$60,126	$82,072	$104,018
41	School Psychologist	220	$65,484	$89,385	$113,287
41	School Psychologist	245	$72,925	$99,543	$126,160
41	School Social Worker	202	$60,126	$82,072	$104,018
41	School Social Worker	220	$65,484	$89,385	$113,287
41	School Social Worker	245	$72,925	$99,543	$126,160
41	Senior ERP Systems Analyst	245	$72,925	$99,543	$126,160
41	Speech Language Pathologist	192	$57,149	$78,009	$98,868
41	Supervisor School Security	245	$72,925	$99,543	$126,160
41	Transportation Information Systems Analyst	245	$72,925	$99,543	$126,160
42	Assistant Program Administrator - Enterprise Academy	220	$67,448	$92,067	$116,685
42	Asst Program Administrator - Outreach Services	245	$75,113	$102,529	$129,945
42	Asst Program Administrator - Point Option	245	$75,113	$102,529	$129,945
42	Data & Reporting Analyst	245	$75,113	$102,529	$129,945
42	Graduation Supervisor	220	$67,448	$92,067	$116,685
42	Information System Analyst III	245	$75,113	$102,529	$129,945
42	Instructional Supervisor	245	$75,113	$102,529	$129,945
42	Procurement Manager	245	$75,113	$102,529	$129,945
42	Program Administrator - Energy & Climate Control	245	$75,113	$102,529	$129,945

42	Program Administrator II	220	$67,448	$92,067	$116,685
42	Program Administrator II	245	$75,113	$102,529	$129,945
42	Supervisor Custodial Services	245	$75,113	$102,529	$129,945
42	Supervisor Facilities Project Manager	245	$75,113	$102,529	$129,945
42	Supervisor Health Services	245	$75,113	$102,529	$129,945
42	Supervisor Information Systems	245	$75,113	$102,529	$129,945
42	Supervisor Network Engineering	245	$75,113	$102,529	$129,945
42	Supervisor Online Learning Systems	245	$75,113	$102,529	$129,945
42	Supervisor Printshop/Mail/Warehouse	245	$75,113	$102,529	$129,945
42	Supervisor Psych Services & Sel	245	$75,113	$102,529	$129,945
42	Supervisor Safety & Environmental	245	$75,113	$102,529	$129,945
42	Supervisor Special Education Elementary	245	$75,113	$102,529	$129,945
42	Supervisor Special Education PK-12	245	$75,113	$102,529	$129,945
42	Supervisor Special Education Secondary	245	$75,113	$102,529	$129,945
42	Supervisor Special Education Services	245	$75,113	$102,529	$129,945
42	Supervisor SPED Adapted Curriculum	245	$75,113	$102,529	$129,945
42	Supervisor SPED Low Incident Population	245	$75,113	$102,529	$129,945
42	Supervisor Student Services & Support	245	$75,113	$102,529	$129,945
42	Supervisor Student Support Eligibility	245	$75,113	$102,529	$129,945
42	Supervisor Technology Infrastructure	245	$75,113	$102,529	$129,945
42	Supervisor Youth Development & Family Engagement	245	$75,113	$102,529	$129,945
43	Mechanical Systems Engineer	245	$77,366	$105,605	$133,843
44	Assistant Principal Elementary	220	$71,556	$97,674	$123,791
44	Assistant Principal Secondary	220	$71,556	$97,674	$123,791
44	Assistant Principal Secondary	245	$79,687	$108,773	$137,859
44	Program Administrator III	245	$79,687	$108,773	$137,859
45	Assistant Principal I/O	245	$82,078	$112,036	$141,994
46	Principal Juvenile Detention	245	$85,361	$116,517	$147,674
46	Supervisor Budget	245	$85,361	$116,517	$147,674
46	Supervisor CNS & Wellness	245	$85,361	$116,517	$147,674
46	Supervisor Compensation & Benefits	245	$85,361	$116,517	$147,674
46	Supervisor of Digital Learning	245	$85,361	$116,517	$147,674
46	Supervisor Employment Services	245	$85,361	$116,517	$147,674
46	Supervisor ERP Technology	245	$85,361	$116,517	$147,674
46	Supervisor Extended Learning	245	$85,361	$116,517	$147,674
46	Supervisor of Federal Programs	245	$85,361	$116,517	$147,674
46	Supervisor Financial Reporting & Asset Management	245	$85,361	$116,517	$147,674
46	Supervisor General Account & Risk Management	245	$85,361	$116,517	$147,674
46	Supervisor Instructional Technology	245	$85,361	$116,517	$147,674
46	Supervisor Maintenance	245	$85,361	$116,517	$147,674
46	Supervisor of Marketing	245	$85,361	$116,517	$147,674
46	Supervisor Payroll	245	$85,361	$116,517	$147,674
46	Supervisor Student Advancement	245	$85,361	$116,517	$147,674
46	Supervisor Student Information Systems	245	$85,361	$116,517	$147,674
46	Supervisor Talent Management & Recruitment	245	$85,361	$116,517	$147,674
46	Supervisor Technology Operations	245	$85,361	$116,517	$147,674
46	Supervisor Technology Support Services	245	$85,361	$116,517	$147,674
46	Supervisor Transportation	245	$85,361	$116,517	$147,674
47	Principal Elementary School	245	$88,775	$121,178	$153,581
47	Program Administrator IV	245	$88,775	$121,178	$153,581
48	Principal Middle School	245	$92,326	$126,025	$159,724
49	Principal High School	245	$96,019	$131,066	$166,113
50	K-12 Administrative Coach	245	$99,860	$136,309	$172,758
51	Director Academic Enrichment & Intervention	245	$103,854	$141,761	$179,668
51	Director Accounting & Finance	245	$103,854	$141,761	$179,668
51	Director Budget & ERP	245	$103,854	$141,761	$179,668
51	Director Elementary Leadership	245	$103,854	$141,761	$179,668
51	Director Elementary Teaching & Learning	245	$103,854	$141,761	$179,668
51	Director High School Leadership	245	$103,854	$141,761	$179,668

51	Director Human Resources	245	$103,854	$141,761	$179,668
51	Director Legal Services	193	$81,812	$111,673	$141,534
51	Director Middle School Leadership	245	$103,854	$141,761	$179,668
51	Director Outreach Services	245	$103,854	$141,761	$179,668
51	Director Procurement	245	$103,854	$141,761	$179,668
51	Director Professional Growth & Innovation	245	$103,854	$141,761	$179,668
51	Director School Counseling	245	$103,854	$141,761	$179,668
51	Director Secondary Leadership	245	$103,854	$141,761	$179,668
51	Director Special Education	245	$103,854	$141,761	$179,668
51	Director Student Athletics	245	$103,854	$141,761	$179,668
51	Director Testing/Assessment/Accountability	245	$103,854	$141,761	$179,668
51	Director Youth & Family Engagement	245	$103,854	$141,761	$179,668
51	Director, Federal Programs	245	$103,854	$141,761	$179,668
51	Special Assistant to Superintendent	245	$103,854	$141,761	$179,668
53	Executive Director CNS & Wellness	245	$112,329	$153,329	$194,329
53	Executive Director Crisis Plan/Prev/Resp	245	$112,329	$153,329	$194,329
53	Executive Director Elementary	245	$112,329	$153,329	$194,329
53	Executive Director Human Resources	245	$112,329	$153,329	$194,329
53	Executive Director Plant Services	245	$112,329	$153,329	$194,329
53	Executive Director Public Information & Community Involvement	245	$112,329	$153,329	$194,329
53	Executive Director School Leadership	245	$112,329	$153,329	$194,329
53	Executive Director Secondary	245	$112,329	$153,329	$194,329
53	Executive Director Secondary Teaching/Learning/K12	245	$112,329	$153,329	$194,329
53	Executive Director SPED & Student Support Services	245	$112,329	$153,329	$194,329
53	Executive Director Technology	245	$112,329	$153,329	$194,329
53	Executive Director Transportation	245	$112,329	$153,329	$194,329
53	Executive Director Youth Development & Family Engagement	245	$112,329	$153,329	$194,329
55	Chief Academic Officer	245	$121,495	$165,841	$210,186
55	Chief Financial Officer	245	$121,495	$165,841	$210,186
55	Chief Operations Officer	245	$121,495	$165,841	$210,186
55	Chief of Schools	245	$121,495	$165,841	$210,186