

**Roanoke County Schools
Salary Scales
2011-12**

Approved by School Board on 5/12/11

**Roanoke County Public Schools
Salary Scales
2011-12**

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**Roanoke County Public Schools
Teacher, Librarian, Guidance Counselor
2011-12**

Step On Scale	Years Exp	Hourly Rate	Daily Rate	Annual (200 days,7 hrs,20 min)	Annual (210 days,7 hrs,20 min)	Annual (220 days,7 hrs,20 min)	Annual (240 days,7 hrs,20 min)
0	0	23.8000	178.5000	35,700	37,485	39,270	42,840
1	1	23.8000	178.5000	35,700	37,485	39,270	42,840
2	2	23.8000	178.5000	35,700	37,485	39,270	42,840
3	3	23.8000	178.5000	35,700	37,485	39,270	42,840
4	4	24.6330	184.7475	36,950	38,797	40,644	44,339
5	5	25.1260	188.4450	37,689	39,573	41,458	45,227
6	6	25.4844	191.1327	38,227	40,138	42,049	45,872
7	7	25.6564	192.4230	38,485	40,409	42,333	46,182
8	8	25.8563	193.9224	38,784	40,724	42,663	46,541
9	9	26.2160	196.6203	39,324	41,290	43,256	47,189
10	10	26.5758	199.3182	39,864	41,857	43,850	47,836
11	11	26.9355	202.0161	40,403	42,423	44,444	48,484
12	12	27.3353	205.0149	41,003	43,053	45,103	49,204
13	13	27.6950	207.7128	41,543	43,620	45,697	49,851
14	14	28.0548	210.4107	42,082	44,186	46,290	50,499
15	15	28.4145	213.1086	42,622	44,753	46,884	51,146
16	16	28.7735	215.8014	43,160	45,318	47,476	51,792
17	17	29.1734	218.8002	43,760	45,948	48,136	52,512
18	18	29.5331	221.4981	44,300	46,515	48,730	53,160
19	19	29.8928	224.1960	44,839	47,081	49,323	53,807
20	20	30.2525	226.8939	45,379	47,648	49,917	54,455
	21	30.6122	229.5918	45,918	48,214	50,510	55,102
	22	31.0121	232.5906	46,518	48,844	51,170	55,822
	23	31.3718	235.2885	47,058	49,411	51,763	56,469
	24	32.1300	240.9750	48,195	50,605	53,015	57,834
	25	33.2547	249.4104	49,882	52,376	54,870	59,858
	26	34.7507	260.6304	52,126	54,732	57,339	62,551
	27	36.3671	272.7531	54,551	57,278	60,006	65,461
	28	37.0063	277.5471	55,509	58,285	61,060	66,611
	29-33	37.4061	280.5459	56,109	58,915	61,720	67,331
	34-38	38.0453	285.3399	57,068	59,921	62,775	68,482
	39+	38.8450	291.3375	58,268	61,181	64,094	69,921

**Roanoke County Public Schools
Teacher, Librarian, Guidance Counselor
Advanced Degree Salary Increments
2011-12**

Years Exp	Teacher, Librarian, Guidance Counselor					
	BA + 12	BA + 24	MA	MA + 12	MA + 24	Doctor
0	321	482	1,605	1,766	1,926	3,210
1	321	482	1,605	1,766	1,926	3,210
2	321	482	1,605	1,766	1,926	3,210
3	321	482	1,605	1,766	1,926	3,210
4	324	485	1,618	1,779	1,941	3,235
5	328	492	1,640	1,804	1,968	3,280
6	333	499	1,663	1,829	1,995	3,325
7	337	506	1,685	1,854	2,022	3,370
8	342	513	1,710	1,881	2,052	3,420
9	347	520	1,733	1,906	2,079	3,465
10	351	527	1,755	1,931	2,106	3,510
11	356	533	1,778	1,955	2,133	3,555
12	360	540	1,800	1,980	2,160	3,600
13	365	548	1,825	2,008	2,190	3,650
14	370	554	1,848	2,032	2,217	3,695
15	374	561	1,870	2,057	2,244	3,740
16	379	568	1,893	2,082	2,271	3,785
17	383	575	1,915	2,107	2,298	3,830
18	388	582	1,940	2,134	2,328	3,880
19	393	589	1,963	2,159	2,355	3,925
20	397	596	1,985	2,184	2,382	3,970
21	402	602	2,008	2,208	2,409	4,015
22	406	609	2,030	2,233	2,436	4,060
23	455	683	2,275	2,503	2,730	4,550

Note 1: Degree supplements capped at step 23 rates.

Note 2: National Teacher Certification supplement of \$2,500 per year.

**Roanoke County Schools
Unified Pay Plan
2011-12**

Grade	Title	No. Emp.	Days	Hours	Status	Dept	Hourly Rate		Annual Rate	
							Minimum	Maximum	Minimum	Maximum
10	Bus Aide	22	185	4	Non-Exempt	Classified	7.75	15.50	5,735.00	11,470.00
11	Nutrition Associate Elementary	51	188	5	Non-Exempt	Classified	7.85	15.75	7,379.00	14,805.00
	Nutrition Associate Secondary	46	184	5	Non-Exempt	Classified	7.85	15.75	7,222.00	14,490.00
	Nutrition Associate Secondary	9	184	6	Non-Exempt	Classified	7.85	15.75	8,666.40	17,388.00
	Building Operator	1	200	8	Non-Exempt	Classified	7.85	15.75	12,560.00	25,200.00
	Building Operator	73	260	8	Non-Exempt	Classified	7.85	15.75	16,328.00	32,760.00
	Mowing Crew	4	260	8	Non-Exempt	Classified	7.85	15.75	16,328.00	32,760.00
12	Instructional Assistant Elementary	167	186	6.83	Non-Exempt	Classified	8.00	16.00	10,163.04	20,326.08
	Instructional Assistant Elementary	6	186	8	Non-Exempt	Classified	8.00	16.00	11,904.00	23,808.00
	Instructional Assistant Elementary	1	210	7.5	Non-Exempt	Classified	8.00	16.00	12,600.00	25,200.00
	Instructional Assistant Elementary	4	210	8	Non-Exempt	Classified	8.00	16.00	13,440.00	26,880.00
	Instructional Assistant Secondary	2	186	6.33	Non-Exempt	Classified	8.00	16.00	9,419.04	18,838.08
	Instructional Assistant Secondary	114	186	7.33	Non-Exempt	Classified	8.00	16.00	10,907.04	21,814.08
13	Bus Driver	139	187	4	Non-Exempt	Classified	9.00	20.00	6,732.00	14,960.00
	Bus Driver	12	187	8	Non-Exempt	Classified	9.00	20.00	13,464.00	29,920.00
14	Building Manager Elementary	17	260	8	Non-Exempt	Classified	10.00	20.50	20,800.00	42,640.00
	Nutrition Manager Elementary	5	192	7	Non-Exempt	Classified	10.00	20.50	13,440.00	27,552.00
	Nutrition Manager Elementary	12	192	7.5	Non-Exempt	Classified	10.00	20.50	14,400.00	29,520.00
	Bus Lot Attendant	2	260	8	Non-Exempt	Classified	10.00	20.50	20,800.00	42,640.00
	Bus Lot Attendant	2	187	8	Non-Exempt	Classified	10.00	20.50	14,960.00	30,668.00
	Warehouse/Delivery	4	260	8	Non-Exempt	Classified	10.00	20.50	20,800.00	42,640.00
	Press Operator	1	260	8	Non-Exempt	Classified	10.00	20.50	20,800.00	42,640.00
15	Administrative Assistant	13	210	8	Non-Exempt	Classified	10.75	22.75	18,060.00	38,220.00
	Administrative Assistant	56	260	8	Non-Exempt	Classified	10.75	22.75	22,360.00	47,320.00
	Building Manager Secondary	11	260	8	Non-Exempt	Classified	10.75	22.75	22,360.00	47,320.00
	Nutrition Manager Secondary	2	188	7.5	Non-Exempt	Classified	10.75	22.75	15,157.50	32,077.50
	Nutrition Manager Secondary	7	188	8	Non-Exempt	Classified	10.75	22.75	16,168.00	34,216.00

**Roanoke County Schools
Unified Pay Plan
2011-12**

Grade	Title	No. Emp.	Days	Hours	Status	Dept	Hourly Rate		Annual Rate	
							Minimum	Maximum	Minimum	Maximum
16	Mechanic Technician	9	260	8	Non-Exempt	Classified	12.00	23.00	24,960.00	47,840.00
	Tradesman	29	260	8	Non-Exempt	Classified	12.00	23.00	24,960.00	47,840.00
17	IT Technician	1	210	8	Non-Exempt	Classified	14.00	23.50	23,520.00	39,480.00
	IT Technician	14	260	8	Non-Exempt	Classified	14.00	23.50	29,120.00	48,880.00
	Administrative Specialist	9	260	8	Non-Exempt	Classified	14.00	23.50	29,120.00	48,880.00
	Classified Personnel Specialist	1	260	8	Exempt	Classified	14.00	23.50	29,120.00	48,880.00
18	Parts Manager	1	260	8	Exempt	Classified	15.00	24.00	31,200.00	49,920.00
	Nutrition Field Manager	1	210	7.5	Exempt	Classified	15.00	24.00	23,625.00	37,800.00
	Print Shop Specialist	1	260	8	Exempt	Classified	15.00	24.00	31,200.00	49,920.00
19	Purchasing Coordinator	1	260	8	Exempt	Classified	16.00	24.50	33,280.00	50,960.00
	AV Specialist	1	260	8	Exempt	Classified	16.00	24.50	33,280.00	50,960.00
	Preschool Family Specialist	1	200	7.33	Exempt	Classified	16.00	24.50	23,456.00	35,917.00
	Nutrition Coordinator	1	260	8	Exempt	Classified	16.00	24.50	33,280.00	50,960.00
	Applied Behavior Analysis Coach	1	240	7.5	Exempt	Classified	16.00	24.50	28,800.00	44,100.00
20	Route Supervisor	2	260	8	Exempt	Classified	17.00	25.00	35,360.00	52,000.00
	Shop Foreman	1	260	8	Exempt	Classified	17.00	25.00	35,360.00	52,000.00
	Energy Manager	1	260	8	Exempt	Classified	17.00	25.00	35,360.00	52,000.00
21	Systems Analyst	2	260	8	Exempt	Classified	18.00	26.50	37,440.00	55,120.00
	Project Coordinator	1	260	8	Exempt	Classified	18.00	26.50	37,440.00	55,120.00
	Public Relations Specialist	1	260	8	Exempt	Classified	18.00	26.50	37,440.00	55,120.00
	Communication Specialist	1	260	8	Exempt	Classified	18.00	26.50	37,440.00	55,120.00
	Accountant	1	260	8	Exempt	Classified	18.00	26.50	37,440.00	55,120.00
	Interpreter	2	191	7.33	Non-Exempt	Classified	18.00	26.50	25,200.54	37,100.80
	PT/OT Therapy Assistant	2	205	8	Non-Exempt	Classified	18.00	26.50	29,520.00	43,460.00
	PT/OT Therapy Assistant	5	210	8	Non-Exempt	Classified	18.00	26.50	30,240.00	44,520.00
	SAP Coordinator	7	200	7.33	Exempt	Instruction	18.00	26.50	26,388.00	38,849.00
	SAP Coordinator	1	120	7.33	Exempt	Instruction	18.00	26.50	15,832.80	23,309.40
22	Textbook Agent	1	260	8	Exempt	Classified	19.00	30.00	39,520.00	62,400.00

**Roanoke County Schools
Unified Pay Plan
2011-12**

Grade	Title	No. Emp.	Days	Hours	Status	Dept	Hourly Rate		Annual Rate	
							Minimum	Maximum	Minimum	Maximum
	Deputy Clerk	2	260	8	Exempt	Classified	19.00	30.00	39,520.00	62,400.00
	Construction Coordinator	1	260	8	Exempt	Classified	19.00	30.00	39,520.00	62,400.00
23	Clerk of Board	1	260	8	Exempt	Classified	20.00	33.50	41,600.00	69,680.00
	Nurse	23	200	5.33	Exempt	Classified	18.00	26.50	19,188.00	28,249.00
	Nurse	1	200	8	Exempt	Classified	18.00	26.50	28,800.00	42,400.00
	Nurse	1	200	5.75	Exempt	Classified	18.00	26.50	20,700.00	30,475.00
24	Assistant Principal - Elementary	6	210	8	Exempt	Administration	22.00	36.50	36,960.00	61,320.00
	Assistant Principal - Elementary	5	230	8	Exempt	Administration	22.00	36.50	40,480.00	67,160.00
	Assistant Principal - BCAT	1	210	8	Exempt	Administration	22.00	36.50	36,960.00	61,320.00
	Athletic Director	5	240	7	Exempt	Administration	22.00	36.50	36,960.00	61,320.00
	Social Worker	3	240	8	Exempt	Instruction	22.00	36.50	42,240.00	70,080.00
	Social Worker	1	260	8	Exempt	Instruction	22.00	36.50	45,760.00	75,920.00
	Instructional Coordinator	9	240	8	Exempt	Instruction	22.00	36.50	42,240.00	70,080.00
	Instructional Coordinator	3	220	7.33	Exempt	Instruction	22.00	36.50	35,477.20	58,859.90
	Counseling Coordinator	2	240	8	Exempt	Instruction	22.00	36.50	42,240.00	70,080.00
	CPMT Specialist	1	260	8	Exempt	Instruction	22.00	36.50	45,760.00	75,920.00
	Board Certified Behavior Analyst	1	240	7.5	Exempt	Classified	22.00	36.50	39,600.00	65,700.00
25	Personnel Assistant Supervisor	1	260	8	Exempt	Administration	25.00	38.00	52,000.00	79,040.00
	Transportation Supervisor	1	260	8	Exempt	Classified	25.00	38.00	52,000.00	79,040.00
	IT Manager	1	260	8	Exempt	Administration	25.00	38.00	52,000.00	79,040.00
26	Occupational/Physical Therapist	6	210	8	Exempt	Instruction	27.00	42.00	45,360.00	70,560.00
	Speech/Language Therapist	1	220	7.5	Exempt	Instruction	27.00	42.00	44,550.00	69,300.00
	Speech/Language Therapist	12	210	7.5	Exempt	Instruction	27.00	42.00	42,525.00	66,150.00
	Speech/Language Therapist	1	200	7.5	Exempt	Instruction	27.00	42.00	40,500.00	63,000.00
	Speech/Language Therapist	1	210	4.33	Exempt	Instruction	27.00	42.00	24,551.10	38,190.60
	Psychologists	9	220	7.5	Exempt	Instruction	27.00	42.00	44,550.00	69,300.00
	Guidance Coordinator	9	240	7.5	Exempt	Instruction	27.00	42.00	48,600.00	75,600.00
	Finance Manager	2	260	8	Exempt	Administration	27.00	42.00	56,160.00	87,360.00
	District Database Manager	1	260	8	Exempt	Administration	27.00	42.00	56,160.00	87,360.00
	Maintenance Supervisor	1	260	8	Exempt	Administration	27.00	42.00	56,160.00	87,360.00

**Roanoke County Schools
Unified Pay Plan
2011-12**

Grade	Title	No. Emp.	Days	Hours	Status	Dept	Hourly Rate		Annual Rate	
							Minimum	Maximum	Minimum	Maximum
	Associate Director	2	260	8	Exempt	Administration	27.00	42.00	56,160.00	87,360.00
	Personnel Supervisor	1	260	8	Exempt	Administration	27.00	42.00	56,160.00	87,360.00
	Nutrition Supervisor	1	260	8	Exempt	Administration	27.00	42.00	56,160.00	87,360.00
27	Assistant Principal - Middle	9	260	8	Exempt	Administration	30.00	45.00	62,400.00	93,600.00
	Assistant Principal - High	10	260	8	Exempt	Administration	30.00	45.00	62,400.00	93,600.00
28	Principal - Elementary	16	260	8	Exempt	Administration	35.00	50.00	72,800.00	104,000.00
	Principal - BCAT	1	260	8	Exempt	Administration	35.00	50.00	72,800.00	104,000.00
29	Principal - Middle	5	260	8	Exempt	Administration	39.00	55.00	81,120.00	114,400.00
	Director	4	260	8	Exempt	Administration	39.00	55.00	81,120.00	114,400.00
	Principal - High	5	260	8	Exempt	Administration	39.00	55.00	81,120.00	114,400.00
30	Assistant Superintendent	2	260	8	Exempt	Administration	45.00	65.00	93,600.00	135,200.00
31	Deputy Superintendent	1	260	8	Exempt	Administration	50.00	70.00	104,000.00	145,600.00

Unclassified Positions:

School Board Chairman
School Board Vice Chairman
School Board Member
Superintendent

**Roanoke County Public Schools
Other Supplements
2011-12**

Unified Pay Plan Supplement:

Doctorate degree \$2,433 per year

Classified Supplements:

12 Semester Hours of College	\$.55 per day
24 Semester Hours of College	\$1.10 per day
Administrative Assistant Certificate	\$1.15 per day
School Nutrition Certificate	\$.50 per hour
Journeyman	\$143 per year
Leadman	\$200 per year
Master's Card	\$286 per year
Master's Card/Electrician w/24 hrs	\$572 per year
Lead Tradesman	\$3500 per year
Lead Mechanic	\$3500 per year
Multiple School Nutrition Manager	\$2500 per year
20 Years of Credited Experience	\$600 per year
25 Years of Credited Experience	\$800 per year
30 Years of Credited Experience	\$1000 per year
On Call Building Operators	\$80-\$100 per month

Other Rates:

Substitute Secretary	\$8.00 per hour
Substitute Building Operators	\$8.00 per hour
Substitute IA with 4 year college degree	\$10.00 per hour
Substitute IA without 4 year college degree	\$8.00 per hour
Substitute Bus Driver	\$50 per day
Substitute Bus Aide	\$37 per day
Extra bus runs during school day	\$10.00 per hour
Extra bus runs after school day	\$12.00 per hour
Substitute Nutrition Associate	\$7.25 per hour
Substitute Teacher	\$80 per day
Homebound Instructor	\$15.00 per hour

**Roanoke County Public Schools
Academic Supplements
2011-12**

Step	Group IV	Group VIII	Group IX	Group X	
0	1,701	867	642	1,842	<u>Group IV - High School</u> Yearbook - Sponsor
1	1,701	867	642	1,842	
2	1,701	867	642	1,842	
3	1,715	873	647	1,847	<u>Group VIII - Elementary School</u> Computer Coordinator
4	1,738	886	656	1,856	
5	1,762	898	665	1,865	
6	1,786	910	674	1,874	<u>Group VIII - Middle School</u> Computer Coordinator
7	1,813	923	684	1,884	Department Heads
8	1,836	936	693	1,893	Interest Block Coordinator
9	1,860	948	702	1,902	Intramural Director
10	1,884	960	711	1,911	Yearbook - Sponsor
11	1,908	972	720	1,920	Band Director
12	1,935	986	730	1,930	
13	1,958	998	739	1,939	<u>Group VIII - High School</u> Computer Coordinator
14	1,982	1,010	748	1,948	Department Heads
15	2,006	1,022	757	1,957	Choir Director
16	2,030	1,034	766	1,966	
17	2,056	1,048	776	1,976	<u>Group IX - Elementary School</u> Grade Level Coordinator
18	2,080	1,060	785	1,985	Language Arts Coordinator
19	2,104	1,072	794	1,994	
20	2,128	1,084	803	2,003	
21	2,152	1,096	812	2,012	
22	2,412	1,229	910	2,110	

Group IX - Middle School

Newspaper - Sponsor
SCA - Sponsor
Choir Director

Group IX - High School

Debate - Coach
Drama - Coach
Forensics - Coach
Jr. & Sr. Class - Sponsor
Literary Magazine - Sponsor
Newspaper - Sponsor
Gifted Coordinator - Central
SCA - Sponsor
Scholastic Bowl

Group X

Special Ed Coordinator - Elementary
Special Ed Coordinator - Secondary
Psychology Coordinator

Note: Step based on years experience for specific activity.

For 2011-12, all academic supplements are frozen at the 2008-09 levels.

**Roanoke County Public Schools
Athletic Supplements
2011-12**

Sport	Position	Hours	Rate	Minimum 1st Year	Maximum 24 Years
<u>High School:</u>					
Football	Head	400	\$9.13	\$3,652	\$5,874
Football	Assistant	375	7.25	2,719	3,950
Golf	Head	200	7.84	1,568	2,522
Volleyball	Head	285	7.84	2,234	3,593
Volleyball	Assistant	260	7.25	1,885	2,739
Cross Country	Head	200	7.84	1,568	2,522
Cross Country	Assistant	175	7.25	1,269	1,843
Band	Director	360	7.84	2,822	4,539
Band	Assistant	275	7.25	1,994	2,897
Band	Auxilliary	190	7.25	1,378	2,003
Cheer - Comp (Fall)	Head	300	7.84	2,352	3,783
Cheer - Comp (Fall)	Assistant	275	7.25	1,994	2,897
Cheer - Winter	Head	275	7.84	2,156	3,468
Cheer - Winter	Assistant	250	7.25	1,813	2,635
Basketball	Head	425	7.84	3,332	5,359
Basketball	Assistant	400	7.25	2,900	4,214
Wrestling	Head	425	7.84	3,332	5,359
Wrestling	Assistant	400	7.25	2,900	4,214
Swimming	Head	240	7.84	1,882	3,027
Swimming	Assistant	225	7.25	1,631	2,371
Indoor Track	Head	190	7.84	1,490	2,397
Baseball	Head	320	7.84	2,509	4,036
Baseball	Assistant	295	7.25	2,139	3,108
Softball	Head	320	7.84	2,509	4,036
Softball	Assistant	295	7.25	2,139	3,108
Soccer	Head	320	7.84	2,509	4,036
Soccer	Assistant	295	7.25	2,139	3,108
Track	Head	250	7.84	1,960	3,153
Track	Assistant	225	7.25	1,631	2,371
Tennis	Head	250	7.84	1,960	3,153
Athletic Trainer				5,500	8,846

**Roanoke County Public Schools
Athletic Supplements
2011-12**

Sport	Position	Hours	Rate	Minimum 1st Year	Maximum 24 Years
<u>Middle School:</u>					
Football	Head	200	\$9.13	\$1,826	\$2,937
Football	Assistant	190	7.25	1,378	2,003
Basketball	Head	190	7.84	1,490	2,397
Wrestling	Head	190	7.84	1,490	2,397
Volleyball	Head	190	7.84	1,490	2,397
Soccer	Head	190	7.84	1,490	2,397
Track	Head	190	7.84	1,490	2,397
Track	Assistant	190	7.25	1,378	2,003
Cheerleading - Fall	Head	190	7.84	1,490	2,397
Cheerleading - Fall	Assistant	190	7.25	1,378	2,003
Cheerleading - Winter	Head	190	7.84	1,490	2,397
Cheerleading - Winter	Assistant	190	7.25	1,378	2,003
Baseball	Head	155	7.84	1,215	1,954
Softball	Head	155	7.84	1,215	1,954

For 2011-12, athletic supplements are frozen at the 2008-09 levels.

Future Years: The supplement scale is based upon the projected number of hours for a regular season. It is anticipated that the athletic supplements will increase by 2% each year up to the designated maximum at 25 years, subject to an annual funding appropriation. Coaches already receiving a supplement higher than the minimum will be "grandfathered" and receive an increase of 2% per year, subject to an annual funding appropriation.