

**Roanoke County Public Schools
Salary Scales
2009-2010**

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**Roanoke County Public Schools
Classroom Instructional Staff
2009-2010**

Step On Scale	Years Exp	Hourly Rate	Teacher, Librarian, Counselor			Guidance Coordinator, Psychologist, Speech Therapist		Instructional Coordinator & Social Worker	
			Daily Rate	Annual (200 days)	Annual (240 days)	Daily Rate	Annual (200 days)	Daily Rate	Annual (240 days)
0	0	25.0000	175.0000	35,000	42,000	187.5000	37,500	200.0000	48,000
1	1	25.0000	175.0000	35,000	42,000	187.5000	37,500	200.0000	48,000
2	2	25.8750	181.1250	36,225	43,470	194.0625	38,813	207.0000	49,680
3	3	26.3929	184.7500	36,950	44,340	197.9468	39,589	211.1432	50,674
4	4	26.7693	187.3850	37,477	44,972	200.7698	40,154	214.1544	51,397
5	5	26.9500	188.6500	37,730	45,276	202.1250	40,425	215.6000	51,744
6	6	27.1600	190.1200	38,024	45,629	203.7000	40,740	217.2800	52,147
7	7	27.5379	192.7650	38,553	46,264	206.5343	41,307	220.3032	52,873
8	8	27.9157	195.4100	39,082	46,898	209.3678	41,874	223.3256	53,598
9	9	28.2936	198.0550	39,611	47,533	212.2020	42,440	226.3488	54,324
10	10	28.7136	200.9950	40,199	48,239	215.3520	43,070	229.7088	55,130
11	11	29.0914	203.6400	40,728	48,874	218.1855	43,637	232.7312	55,855
12	12	29.4693	206.2850	41,257	49,508	221.0198	44,204	235.7544	56,581
13	13	29.8471	208.9300	41,786	50,143	223.8533	44,771	238.7768	57,306
14	14	30.2243	211.5700	42,314	50,777	226.6823	45,336	241.7944	58,031
15	15	30.6443	214.5100	42,902	51,482	229.8323	45,966	245.1544	58,837
16	16	31.0221	217.1550	43,431	52,117	232.6658	46,533	248.1768	59,562
17	17	31.4000	219.8000	43,960	52,752	235.5000	47,100	251.2000	60,288
18	18	31.7779	222.4450	44,489	53,387	238.3343	47,667	254.2232	61,014
19	19	32.1557	225.0900	45,018	54,022	241.1678	48,234	257.2456	61,739
20	20	32.5757	228.0300	45,606	54,727	244.3178	48,864	260.6056	62,545
	21	32.9536	230.6750	46,135	55,362	247.1520	49,430	263.6288	63,271
	22	33.7500	236.2500	47,250	56,700	253.1250	50,625	270.0000	64,800
	23	34.9314	244.5200	48,904	58,685	261.9855	52,397	279.4512	67,068
	24	36.5029	255.5200	51,104	61,325	273.7718	54,754	292.0232	70,086
	25	38.2007	267.4050	53,481	64,177	286.5053	57,301	305.6056	73,345
	26	38.8721	272.1050	54,421	65,305	291.5408	58,308	310.9768	74,634
	27-31	39.2921	275.0450	55,009	66,011	294.6908	58,938	314.3368	75,441
	32-36	39.9636	279.7450	55,949	67,139	299.7270	59,945	319.7088	76,730
	37+	40.8036	285.6250	57,125	68,550	306.0270	61,205	326.4288	78,343

Substitute Teachers \$80 per day
Homebound Instructors \$15.00 per hour
National Teacher Certification \$2,500 per year

**Roanoke County Public Schools
Classroom Instructional Staff
Advanced Degree Salary Increments
2009-2010**

Years Exp	Teacher, Librarian, Guidance Counselor						Guidance Coordinator, Psychologist, Speech Therapist						Instructional Coordinator, Social Worker					
	BA + 12	BA + 24	MA	MA + 12	MA + 24	Doctor	BA + 12	BA + 24	MA	MA + 12	MA + 24	Doctor	BA + 12	BA + 24	MA	MA + 12	MA + 24	Doctor
0	321	482	1,605	1,766	1,926	3,210	344	516	1,720	1,892	2,064	3,439	440	660	2,201	2,421	2,641	4,402
1	321	482	1,605	1,766	1,926	3,210	344	516	1,720	1,892	2,064	3,439	440	660	2,201	2,421	2,641	4,402
2	324	485	1,618	1,779	1,941	3,235	347	520	1,733	1,906	2,080	3,466	444	665	2,218	2,440	2,662	4,437
3	328	492	1,640	1,804	1,968	3,280	351	527	1,757	1,933	2,109	3,514	450	675	2,249	2,474	2,699	4,498
4	333	499	1,663	1,829	1,995	3,325	356	534	1,781	1,959	2,138	3,563	456	684	2,280	2,508	2,736	4,560
5	337	506	1,685	1,854	2,022	3,370	361	542	1,805	1,986	2,166	3,611	462	693	2,311	2,542	2,773	4,622
6	342	513	1,710	1,881	2,052	3,420	366	550	1,832	2,015	2,199	3,664	469	704	2,345	2,580	2,814	4,690
7	347	520	1,733	1,906	2,079	3,465	371	557	1,856	2,042	2,228	3,713	475	713	2,376	2,614	2,851	4,752
8	351	527	1,755	1,931	2,106	3,510	376	564	1,880	2,068	2,256	3,761	481	722	2,407	2,648	2,888	4,814
9	356	533	1,778	1,955	2,133	3,555	381	571	1,904	2,095	2,285	3,809	488	731	2,438	2,681	2,925	4,875
10	360	540	1,800	1,980	2,160	3,600	386	579	1,929	2,121	2,314	3,857	494	741	2,469	2,715	2,962	4,937
11	365	548	1,825	2,008	2,190	3,650	391	587	1,955	2,151	2,346	3,911	501	751	2,503	2,753	3,003	5,006
12	370	554	1,848	2,032	2,217	3,695	396	594	1,979	2,177	2,375	3,959	507	760	2,534	2,787	3,040	5,067
13	374	561	1,870	2,057	2,244	3,740	401	601	2,004	2,204	2,404	4,007	513	769	2,565	2,821	3,077	5,129
14	379	568	1,893	2,082	2,271	3,785	406	608	2,028	2,230	2,433	4,055	519	779	2,595	2,855	3,115	5,191
15	383	575	1,915	2,107	2,298	3,830	410	616	2,052	2,257	2,462	4,104	525	788	2,626	2,889	3,152	5,253
16	388	582	1,940	2,134	2,328	3,880	416	624	2,079	2,286	2,494	4,157	532	798	2,661	2,927	3,193	5,321
17	393	589	1,963	2,159	2,355	3,925	421	631	2,103	2,313	2,523	4,205	538	807	2,691	2,961	3,230	5,383
18	397	596	1,985	2,184	2,382	3,970	425	638	2,127	2,339	2,552	4,254	544	817	2,722	2,995	3,267	5,445
19	402	602	2,008	2,208	2,409	4,015	430	645	2,151	2,366	2,581	4,302	551	826	2,753	3,028	3,304	5,506
20	406	609	2,030	2,233	2,436	4,060	435	653	2,175	2,393	2,610	4,350	557	835	2,784	3,062	3,341	5,568
21	455	683	2,275	2,503	2,730	4,550	488	731	2,438	2,681	2,925	4,875	624	936	3,120	3,432	3,744	6,240

Note 1: Degree supplements capped at step 21 rates.

**Roanoke County Public Schools
Administrative & Other Personnel
2009-2010**

Scale	Scale Code	Hours	Days	Status	Annual		Daily	
					Minimum	Maximum	Minimum	Maximum
<u>Administrative</u>								
Principal - Elem < 350 and Middle School Assistant Principal	A1	8	260	Exempt	54,435	90,874	209.37	349.52
Principal - Elem > 350, High School Assistant Principal, Associate Director, and Supervisor	A2	8	260	Exempt	60,795	107,000	233.83	411.54
Principal - Middle School and Technology Center Principal	A3	8	260	Exempt	66,245	107,000	254.79	411.54
Principal - High School	A4	8	260	Exempt	71,172	107,860	273.74	414.85
Director	A5	8	260	Exempt	72,657	110,111	279.45	423.50
<i>Supplements for Administrative Scales:</i>								
<i>Doctorate degree - Principals & Past Principals</i>		<i>\$2,433 per year</i>						

<u>Other Professional Scales</u>								
Physical/Occupational Therapist Assistant	PA	8	210	Exempt	31,306	47,446	149.08	225.93
Physical/Occupational Therapist	PT	8	210	Exempt	49,016	74,284	233.41	353.73
Nurse (part-time)	PN	5	200	Exempt	21,141	32,040	105.71	160.20
<i>Supplements for PT/OT/Nurse Scales:</i>								
<i>20 Years of Credited Experience</i>		<i>\$600 per year</i>						
<i>25 Years of Credited Experience</i>		<i>\$800 per year</i>						
<i>30 Years of Credited Experience</i>		<i>\$1,000 per year</i>						
<i>Doctorate degree</i>		<i>5% of base</i>						

**Roanoke County Public Schools
Classified Personnel
2009-2010**

Scale	Scale Code	Hours	Days	Status	Annual		Daily	
					Minimum	Maximum	Minimum	Maximum
Bus Aide	BA	4	185	Non-Exempt	5,739	10,368	31.02	56.04
Bus Driver (part-time)	BD	4	187	Non-Exempt	8,413	13,514	44.99	72.27
Bus Driver (full-time)	BD	8	187	Non-Exempt	16,033	21,888	81.55	109.97
Instructional Assistant - Elem	IA	6.5	186	Non-Exempt	10,252	16,769	55.12	90.16
Instructional Assistant - Sec	IA	7	186	Non-Exempt	11,041	18,045	59.36	97.02
Nutrition Associate	CW/CP	5	188	Non-Exempt	7,381	12,990	39.26	69.10
Nutrition Manager - Elem	CE	7	192	Non-Exempt	15,708	28,170	81.81	146.72
Nutrition Manager - Middle	CS	7.5	188	Non-Exempt	18,052	32,330	96.02	171.97
Nutrition Manager - High	CS	8	188	Non-Exempt	19,221	32,811	102.24	174.53
Building Operators	BO	8	260	Non-Exempt	16,829	29,716	64.73	114.29
Building Manager - Elem	BE	8	260	Non-Exempt	21,316	34,549	81.98	132.88
Building Manager - Sec	BS	8	260	Non-Exempt	23,931	37,806	92.04	145.41
Tradesman	TM	8	260	Non-Exempt	22,621	43,049	87.00	165.57
Secretary	SS	8	260	Non-Exempt	22,855	42,839	87.90	164.77
Support Personnel	SP	8	260	Various	30,539	80,618	117.46	310.07

Available 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
20 Years of Credited Experience	\$600 per year
25 Years of Credited Experience	\$800 per year
30 Years of Credited Experience	\$1000 per year

Other Rates:

On-Call Substitute Building Operators	\$80-100 per month
Substitute Secretary	\$8.00 per hour
Retiree Building Operators	\$7.50 per hour
Substitute IA with 4 year college degree	\$10.00 per hour
Substitute IA without 4 year college degree	\$7.25 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

**Roanoke County Public Schools
Athletic Supplements
2009-2010**

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
2009-2010**

Sport	Position	Hours	Rate	Minimum 1st Year	Maximum 24 Years
Middle School:					
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 2009-10, due to severe budget constraints, athletic supplements are frozen at the 2008-09 levels other than minimum wage increase effective July 1, 2009.

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.

**Roanoke County Public Schools
Academic Supplements
2009-2010**

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

For 2009-10, all academic supplements are frozen at the 2008-09 levels.