

TELEPHONE 540-382-5100
FAX 540-381-6127

Montgomery County Public Schools

200 JUNKIN STREET CHRISTIANSBURG, VIRGINIA 24073

2005-2006 ADMINISTRATIVE ASSISTANTS' SALARY SCALE

10 MONTH			
Step	Level I	Level II	Level III
1	17,501	18,059	22,517
2	17,895	18,465	23,024
3	18,298	18,880	23,542
4	18,710	19,305	24,072
5	19,131	19,739	24,614
6	19,561	20,183	25,168
7	20,001	20,637	25,734
8	20,451	21,101	26,313
9	20,911	21,576	26,905
10	21,381	22,061	27,510
11	21,862	22,557	28,129
12	22,354	23,065	28,762
13	22,857	23,584	29,409
14	23,371	24,115	30,071
15	23,897	24,658	30,748
16	24,435	25,213	31,440
17	26,085	25,780	32,147
18+	26,672	26,360	32,870

11 MONTH		
Level I	Level II	Level III
19,251	19,864	24,769
19,684	20,311	25,326
20,127	20,768	25,896
20,580	21,235	26,479
21,043	21,713	27,075
21,516	22,202	27,684
22,000	22,702	28,307
22,495	23,213	28,944
23,001	23,735	29,595
23,519	24,269	30,261
24,048	24,815	30,942
24,589	25,373	31,638
25,142	25,944	32,350
25,708	26,528	33,078
26,286	27,125	33,822
26,877	27,735	34,583
28,682	28,359	35,361
29,327	28,997	36,157

12 MONTH		
Level I	Level II	Level III
21,000	21,670	27,021
21,473	22,158	27,629
21,956	22,657	28,251
22,450	23,167	28,887
22,955	23,688	29,537
23,471	24,221	30,202
23,999	24,766	30,882
24,539	25,323	31,577
25,091	25,893	32,287
25,656	26,476	33,013
26,233	27,072	33,756
26,823	27,681	34,516
27,427	28,304	35,293
28,044	28,941	36,087
28,675	29,592	36,899
29,320	30,258	37,729
31,180	32,189	39,878
31,882	32,913	40,775

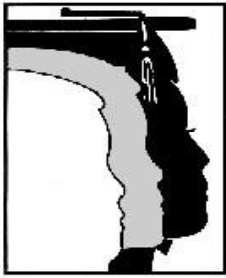
Key to Salary Levels

- I Administrative Assistants - all schools, central administrative office, support/service department
- II Head Clerks - middle & high schools
Payroll/Benefits Clerks
Administrative Assistant - Assistant Superintendent
- III Clerk of the Board/Public Information Officer
Office Manager/Deputy Clerk of the Board

Supplements

Driver Training & Bus Driving after hours on regular basis (Transportation AA)
24 hours primary pager substitute (Transportation AA)

\$200/month
\$8.25/day



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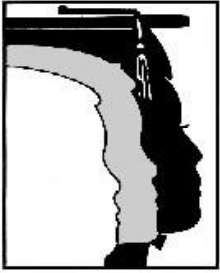
2005-2006 ADMINISTRATORS' SALARY SCALE - 12 MONTH

Step	Level I	Level II	Level III	Level IV	Level V	Level VI	Level VII	Level VIII	Level IX
0	48,961	49,961	55,956	56,956	57,955	60,952	64,948	69,944	74,942
1	49,769	50,785	56,879	57,896	58,911	61,958	66,020	71,098	76,179
2	50,590	51,623	57,818	58,851	59,883	62,980	67,109	72,271	77,435
3	51,425	52,475	58,772	59,822	60,871	64,019	68,216	73,464	78,713
4	52,273	53,341	59,742	60,809	61,876	65,075	69,342	74,676	80,012
5	53,136	54,221	60,727	61,813	62,897	66,149	70,486	75,908	81,332
6	54,013	55,116	61,729	62,832	63,934	67,241	71,649	77,160	82,674
7	54,904	56,025	62,748	63,869	64,989	68,350	72,831	78,434	84,038
8	55,810	56,950	63,783	64,923	66,062	69,478	74,033	79,728	85,425
9	56,731	57,889	64,836	65,994	67,152	70,624	75,254	81,043	86,834
10	57,667	58,844	65,905	67,083	68,260	71,790	76,496	82,380	88,267
11	58,618	59,815	66,993	68,190	69,386	72,974	77,758	83,740	89,724
12	59,585	60,802	68,098	69,315	70,531	74,178	79,041	85,121	91,204
13	60,568	61,805	69,222	70,459	71,695	75,402	80,346	86,526	92,709
14	61,568	62,825	70,364	71,621	72,878	76,646	81,671	87,954	94,239
15	62,584	63,862	71,525	72,803	74,080	77,911	83,019	89,405	95,793
16	63,616	64,916	72,705	74,004	75,302	79,197	84,389	90,880	97,374
17	64,666	65,987	73,905	75,225	76,545	80,503	85,781	92,380	98,981
18	65,733	67,076	75,124	76,467	77,808	81,832	87,196	93,904	100,614
19	66,818	68,182	76,364	77,728	79,092	83,182	88,635	95,453	102,274
20+	67,920	69,307	77,624	79,011	80,397	84,554	90,098	97,028	103,962

Add \$1,500 to the above for doctorate

Key to Salary Levels

- I Administrative Supervisors & Grant Writers
- II Elementary Assistant Principals
- III Middle School Assistant Principals & Instructional Supervisors
- IV High School Assistant Principals & Supervisor of Transportation
- V Elementary Principals
- VI Middle School Principals
- VII High School Principals
- VIII Directors
- IX Assistant Superintendents



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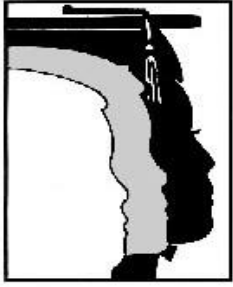
2005-2006 AIDES' SALARY SCALE

SCHOOL-SITE AIDES	
Step	Hourly Rate
1	9.15
2	9.40
3	9.70
4	9.90
5	10.15
6	10.30
7	10.40
8	10.65
9	10.90
10	11.15
11	11.35
12	11.60
13	11.85
14+	12.45

EMPLOYMENT HOURS & DAYS

Employee Group	Hours Per Day	Days Per SY
Library Aides	6	181
Special Education Aides	6.5	181
Guidance Aides	7	181
In-School Supervision Aides	7.5	181
Lunch Aides	*	180

*Hours per day determined by each school's principal



Montgomery County Public Schools

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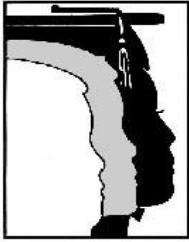
2005-2006 BUS DRIVERS' and BUS AIDES' SALARY SCALE

Step	DRIVERS		AIDES	
	Hourly Rate	Daily Rate	Hourly Rate	Daily Rate
1	12.50	53.15	10.00	42.50
2	12.75	54.20	10.15	43.15
3	13.00	55.25	10.40	44.20
4	13.30	56.50	10.70	45.50
5	13.60	57.80	11.00	46.75
6	13.85	58.85	11.25	47.80
7	14.00	59.50	11.35	48.25
8	14.15	60.15	11.45	48.65
9	14.25	60.66	11.55	49.10
10	14.35	61.00	11.65	49.50
11	14.45	61.40	11.75	49.95
12	14.55	61.85	11.85	50.35
13	14.65	62.25	11.90	50.60
14	14.75	62.70	11.95	50.80
15	14.85	63.10	12.00	51.00
16	15.00	63.75	12.05	51.20
17	15.15	64.40	12.10	51.45
18	15.30	65.00	12.15	51.65
19	15.45	65.65	12.20	51.85
20	15.60	66.30	12.25	52.05
21+	15.75	66.95	12.30	52.25

The daily rate is based on 4.25 hours per day. Any additional time shall be paid the hourly rate in 15 minute increments.

All non-driving activities shall be paid at a rate of \$8.30 per hour (example: field trip wait time, driver training, defensive driving, first aid, CPR, etc.)

NOTE: On field trips, drivers will be paid their hourly rate while driving, and \$8.30 per hour during non-driving time.



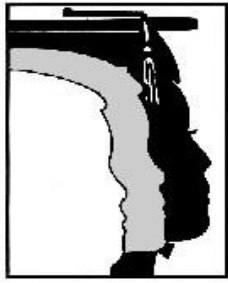
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2005-2006 OTHER PAY RATES

	Hourly Rate	Daily Rate
ADULT BASIC EDUCATION:		
Aide	12.10	
Teacher	22.20	
GED Alternate Examiner	300.00	
Homebound Instruction Teacher (includes travel)	20.75	
Nurse (part-time)	19.35	
Parent Coordinator	16.85	
SOL Remediation	21.50	
Staff Development/In-Service (prior approval required)		75.00
SUBSTITUTES:		
Administrative Assistant	10.65	
Administrator		163.80
Aide	9.15	
Teacher		71.50
Teacher (long-term)		101.00



Montgomery County Public Schools

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**2005-2006 SALARY SCALE FOR:
OCCUPATIONAL/PHYSICAL THERAPIST ASSISTANTS',
INTERPRETERS - LEVELS I and II;
OCCUPATIONAL THERAPISTS',
PSYCHOLOGISTS'**

Step	Level I
1	30,750
2	31,027
3	31,307
4	31,631
5	32,071
6	32,516
7	32,967
8	33,523
9+	34,083

Step	Level II
0	32,643
1	33,443
2	34,262
3	35,102
4	35,962
5	36,843
6	37,745
7	38,670
8	39,617
9	40,588
10	41,583
11	42,601
12	43,645
13	44,714
14	45,810
15	46,932
16	48,082
17	49,260
18	50,467
19	51,703
20+	53,970

Add \$1,500 to the above for doctorate

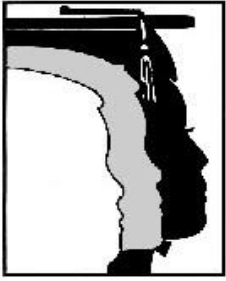
Key to Salary Levels

- I Occupational Therapist Assistants
Physical Therapist Assistants
Interpreters - Levels I and II
(NOTE: Interpreters - Levels III, IV and National Registry are paid on Teachers' Salary Scale.)

- II Occupational Therapists
Psychologists

Supplements

Lead School Psychologist \$1,000 per year



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2005-2006 NUTRITION SERVICES SALARY SCALE

MANAGER

Step	Daily Rate	
	Hourly Rate	7 hrs/day
1	9.55	66.85
2	9.90	69.30
3	10.65	74.55
4	11.05	77.35
5	11.70	81.90
6	12.00	84.00
7	12.05	84.35
8	12.40	86.80
9	12.90	90.30
10	13.10	91.70
11	13.40	93.80
12	13.65	95.55
13	13.85	96.95
14	14.05	98.35
15+	14.45	101.15

ASSISTANT MANAGER

Step	Daily Rate	
	Hourly Rate	6.5 hrs/day
1	8.50	55.25
2	9.10	59.15
3	9.50	61.75
4	10.00	65.00
5	10.40	67.60
6	10.55	68.58
7	10.70	69.55
8	10.85	70.53
9	11.00	71.50
10	11.15	72.48
11	11.30	73.45
12	11.45	74.43
13	11.60	75.40
14	11.75	76.38
15	11.90	77.35

HOURLY & SALARIED EMPLOYEES

Step	Hourly Rate
1	7.80
2	8.10
3	8.65
4	9.05
5	9.55
6	9.80
7	10.10
8	10.15
9	10.25
10	10.30
11	10.35
12	10.40
13	10.45
14	10.55
15+	10.65

FIELD MANAGER-12 month

Step	Annual Rate
1	23,500
2	25,117
3	25,493
4	25,875
5	26,263
6	26,658
7	27,058
8	27,463
9	28,562
10	29,425
11	29,866
12	30,314
13	30,769
14	31,231
15	31,699

SUBSTITUTE EMPLOYEES - as needed

Years of Service	Hourly Rate
1	6.70
2	7.00
3	7.25
4	7.55
5	7.75
6	8.00
7	8.25
8	8.50
9	9.00
10 +	9.50

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2005-2006 SUPPORT SERVICES STAFF SALARY SCALE

Step	Level I	Level II	Level III	Level IV	Level V	Level VI	HOURLY ¹
1	14,653	22,706	28,175	34,827	40,635	46,623	\$7.04
2	15,392	23,236	28,811	35,410	41,218	47,206	\$7.40
3	16,132	23,767	29,448	35,993	41,801	47,789	\$7.76
4	16,871	24,297	30,084	36,577	42,384	48,373	\$8.11
5	17,611	24,828	30,721	37,160	42,968	48,956	\$8.47
6	18,350	25,358	31,357	37,744	43,551	49,540	\$8.82
7	19,090	25,888	31,994	38,327	44,135	50,123	\$9.18
8	19,829	26,419	32,630	38,910	44,718	50,706	\$9.53
9	20,569	26,949	33,267	39,494	45,301	51,290	\$9.89
10	21,339	27,480	33,903	40,077	45,885	51,873	\$10.26
11	22,409	28,376	34,749	40,923	46,731	52,519	\$10.77
12+	23,570	29,229	35,617	41,592	47,945	53,136	\$11.33

¹Hourly Scale for Custodians and Support Staff

Key to Salary Levels

I	General Maintenance Apprentices Custodians Grounds/General Maintenance Staff Warehouse Staff
II	Senior Custodians BMS & CMS Head Custodians Skilled Trades with up to 10 years experience
III	High School Head Custodians Master Skilled Trades with over 10 years experience Building System Operators Certified Mechanics Warehouse Supervisor
IV	Energy Educator/Manager Skilled Trades Foremen
V	Construction Program Manager Custodial Manager Environmental & Maintenance Planning Program Manager
VI	Transportation Coordinator Maintenance & Utilities Operations Supervisor

Supplements

24 hours primary pager/emergency response - trades shops	\$250 per month
24 hours primary pager trainee	\$125 per month
Head Strand Custodian pager	\$125 per month
Trade Shop Leader	\$2,000 per year
ASE Certification - \$200 per certification, not to exceed	\$1,600 per year



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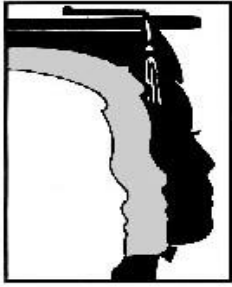
200 JUNKIN STREET CHRISTIANSBURG, VIRGINIA 24073

2005-2006 TEACHERS' SALARY SCALE -- 10 MONTH

Years of Experience	Bachelor's	Bachelor's/20 \$1,000	Master's \$2,000	Master's/20 \$2,500	Doctorate \$3,000
1	30,750	31,750	32,750	33,250	33,750
2	31,027	32,027	33,027	33,527	34,027
3	31,307	32,307	33,307	33,807	34,307
4	31,631	32,631	33,631	34,131	34,631
5	32,071	33,071	34,071	34,571	35,071
6	32,516	33,516	34,516	35,016	35,516
7	32,967	33,967	34,967	35,467	35,967
8	33,523	34,523	35,523	36,023	36,523
9	34,083	35,083	36,083	36,583	37,083
10	34,649	35,649	36,649	37,149	37,649
11	35,221	36,221	37,221	37,721	38,221
12	35,798	36,798	37,798	38,298	38,798
13	36,380	37,380	38,380	38,880	39,380
14	36,969	37,969	38,969	39,469	39,969
15	37,563	38,563	39,563	40,063	40,563
16	38,213	39,213	40,213	40,713	41,213
17	38,919	39,919	40,919	41,419	41,919
18	39,630	40,630	41,630	42,130	42,630
19	40,348	41,348	42,348	42,848	43,348
20	41,072	42,072	43,072	43,572	44,072
21	41,803	42,803	43,803	44,303	44,803
22	42,590	43,590	44,590	45,090	45,590
23	43,383	44,383	45,383	45,883	46,383
24	44,183	45,183	46,183	46,683	47,183
25	45,041	46,041	47,041	47,541	48,041
26	46,455	47,455	48,455	48,955	49,455
27	48,076	49,076	50,076	50,576	51,076
28	48,814	49,814	50,814	51,314	51,814
29+	49,573	50,573	51,573	52,073	52,573

Explanation for the above scale:

- A. Columns 3 and 5 : \$1,000 is added to the bachelor's scale and \$500 is added to the master's scale for the completion of 20 hours of credit leading to an advanced degree approved by an accredited college or university. Initial verification shall include a transcript and a letter from the university certifying that the teacher is enrolled in a GRADUATE PROGRAM LEADING TO AN ADVANCED DEGREE.
- B. Column 4: \$2,000 is added to the bachelor's scale for the completion of a master's degree. Initial verification shall include a transcript indicating completion of the degree.
- C. Column 6: \$3,000 is added to the bachelor's scale for teachers holding a PhD or EdD from an accredited college or university. Initial verification shall include a transcript indicating completion of the degree.
- D. All verification documents shall be submitted to the Personnel Office by October 1, for teachers to be eligible for payment for the current school year.
- E. Total salary for 11 and 12 month employment shall be calculated by multiplying the appropriate salary from Column 2 by 1.1 and 1.2 respectively, plus the appropriate supplement for educational qualifications.



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2005-2006 TECH DEPT SALARY SCALE

Step	Level I	Level II	Level III
1	22,138	23,024	25,515
2	23,068	24,014	26,527
3	24,036	25,046	27,578
4	25,046	26,123	28,672
5	26,098	27,247	29,809
6	27,194	28,418	30,991
7	28,336	29,640	32,219
8	29,526	30,915	33,497
9	30,766	32,244	34,825
10	32,059	33,630	36,206
11	33,405	35,077	37,642
12	34,808	36,585	39,134
13	36,270	38,158	40,686
14+	37,793	39,799	42,299

Key to Salary Levels

I	Technicians	Entry Level
II	Specialists	Possess Degree and/or Certification
III	Senior Specialists	Certification with Administrative or Supervisory Responsibilities

Supplements

24 hours primary pager/emergency response \$250 per month