

### 2006-2007 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	32,040	33,040	34,040	34,540	35,040
3	32,461	33,461	34,461	34,961	35,461
4	32,909	33,909	34,909	35,409	35,909
5	33,419	34,419	35,419	35,919	36,419
6	33,937	34,937	35,937	36,437	36,937
7	34,463	35,463	36,463	36,963	37,463
8	35,047	36,047	37,047	37,547	38,047
9	35,638	36,638	37,638	38,138	38,638
10	36,237	37,237	38,237	38,737	39,237
11	36,844	37,844	38,844	39,344	39,844
12	37,460	38,460	39,460	39,960	40,460
13	38,083	39,083	40,083	40,583	41,083
14	38,716	39,716	40,716	41,216	41,716
15	39,357	40,357	41,357	41,857	42,357
16	40,032	41,032	42,032	42,532	43,032
✓17	40,741	41,741	42,741	43,241	43,741
18	41,458	42,458	43,458	43,958	44,458
19	42,185	43,185	44,185	44,685	45,185
20	42,921	43,921	44,921	45,421	45,921
21	43,667	44,667	45,667	46,167	46,667
22	44,448	45,448	46,448	46,948	47,448
23	45,238	46,238	47,238	47,738	48,238
24	46,038	47,038	48,038	48,538	49,038
25	46,874	47,874	48,874	49,374	49,874
26	47,995	48,995	49,995	50,495	50,995
27	49,227	50,227	51,227	51,727	52,227
28	50,024	51,024	52,024	52,524	53,024
29+	51,139	52,139	53,139	53,639	54,139

**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. National Board Certification recipients are granted one step in the next contract year.
- F. 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.

## 2006-2007 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	51,655	52,711	59,035	60,090	61,143	64,306	68,522	73,793	79,066
2	52,508	53,580	60,009	61,082	62,152	65,367	69,653	75,010	80,371
3	53,374	54,464	61,000	62,090	63,178	66,445	70,802	76,248	81,697
4	54,255	55,363	62,006	63,114	64,220	67,542	71,970	77,506	83,045
5	55,150	56,277	63,029	64,156	65,280	68,656	73,158	78,785	84,415
6	56,060	57,205	64,069	65,214	66,357	69,789	74,365	80,085	85,808
7	56,985	58,149	65,126	66,290	67,452	70,941	75,592	81,406	87,224
8	57,925	59,108	66,201	67,384	68,565	72,111	76,839	82,750	88,663
9	58,881	60,084	67,293	68,496	69,696	73,301	78,107	84,115	90,126
10	59,853	61,075	68,403	69,626	70,846	74,510	79,396	85,503	91,613
11	60,840	62,083	69,532	70,775	72,015	75,740	80,706	86,914	93,125
12	61,844	63,107	70,679	71,943	73,203	76,990	82,038	88,348	94,661
13	62,864	64,149	71,846	73,130	74,411	78,260	83,391	89,805	96,223
14	63,902	65,207	73,031	74,336	75,639	79,551	84,767	91,287	97,811
15	64,956	66,283	74,236	75,563	76,887	80,864	86,166	92,793	99,425
16	66,028	67,377	75,461	76,810	78,156	82,198	87,588	94,325	101,065
17	67,117	68,488	76,706	78,077	79,445	83,554	89,033	95,881	102,733
18	68,225	69,618	77,972	79,365	80,756	84,933	90,502	97,463	104,428
19	69,350	70,767	79,258	80,675	82,089	86,334	91,995	99,071	106,151
20+	70,495	71,935	80,566	82,006	83,443	87,759	93,513	100,706	107,903

Add \$1,500 to the above for doctorate

### Key to Salary Levels

I	Administrative Supervisors , Grant Writers, and Assessment Coordinator
II	Elementary Assistant Principals
III	Middle School Assistant Principals, Instructional Supervisors, Supervisor School Nutrition
IV	High School Assistant Principals & Supervisor of Transportation
V	Elementary Principals
VI	Middle School Principals
VII	High School Principals
VIII	Directors
IX	Assistant Superintendent

**11 MONTH ADMINISTRATORS' SALARY SCALE  
2006-2007**

Step	Level I	Level II	Level III	Level IV	Level V	Level VI	Level VII
0	44,883	45,799	51,295	52,212	53,127	55,875	59,538
1	47,353	48,319	54,117	55,084	56,051	58,949	62,814
2	48,134	49,117	55,010	55,993	56,976	59,922	63,850
3	48,928	49,927	55,918	56,917	57,916	60,910	64,904
4	49,735	50,751	56,841	57,856	58,871	61,915	65,974
5	50,556	51,588	57,779	58,811	59,843	62,937	67,063
6	51,390	52,439	58,732	59,781	60,830	63,975	68,170
7	52,238	53,305	59,701	60,767	61,834	65,031	69,294
8	53,100	54,184	60,686	61,770	62,854	66,104	70,438
9	53,976	55,078	61,687	62,789	63,891	67,195	71,600
10	54,867	55,987	62,705	63,825	64,945	68,303	72,781
11	55,772	56,911	63,740	64,878	66,017	69,430	73,982
12	56,692	57,850	64,792	65,949	67,106	70,576	75,203
13	57,628	58,804	65,861	67,037	68,214	71,740	76,444
14	58,579	59,775	66,947	68,143	69,339	72,924	77,705
15	59,545	60,761	68,052	69,268	70,483	74,127	78,987
16	60,528	61,763	69,175	70,410	71,646	75,351	80,291
17	61,527	62,783	70,316	71,572	72,828	76,594	81,615
18	62,542	63,818	71,476	72,753	74,030	77,858	82,962
19	63,574	64,871	72,656	73,954	75,251	79,142	84,331
20	64,623	65,942	73,855	75,174	76,493	80,448	85,722
20+	64,623	65,942	73,855	75,174	76,493	80,448	85,722

STEP 20+ - SAME AS STEP 20 AND LISTED TO REFLECT INCREASE FOR OVER 20.

Add \$1,500 to the above for doctorate

**Key to Salary Levels**

- I Administrative Supervisors , Grant Writers, and Assessment Coordinator
- II Elementary Assistant Principals
- III Middle School Assistant Principals, Instructional Supervisors, Supervisor School Nutrition
- IV High School Assistant Principals & Supervisor of Transportation
- V Elementary Principals
- VI Middle School Principals
- VII High School Principals

## 2006-2007 OTHER PAY RATES

	Hourly Rate	Daily Rate
<b>ADULT BASIC EDUCATION:</b>		
Teacher	23.30	
Aide	12.70	
GED Alternate Examiner		315.00/test
<b>Homebound Instruction Teacher</b> (includes travel)	<b>21.80</b>	
<b>Nurse</b> (part-time)	<b>20.40</b>	
<b>Parent Coordinator</b>	<b>17.70</b>	
<b>SOL Remediation</b>	<b>22.60</b>	
(SOL Remediation Aides are paid from Instructional Aide Scale)		
<b>Staff Development/In-Service</b> (prior approval required)		<b>75.00</b>
<b>SUBSTITUTES:</b>		
Administrative Assistant	10.65	
Administrator		163.80
Aide	9.40	
Teacher		71.50
Teacher (long-term)		101.00
(per School Board approval on 5/17/2005, long term sub teacher rate begins on the 16th day in same assignment)		

## 2006-2007 NUTRITION SERVICES SALARY SCALE

### MANAGER

Step	Daily Rate	
	Hourly Rate	7 hrs/day
1	9.60	67.20
2	9.95	69.65
3	10.65	74.55
4	11.20	78.40
5	11.75	82.25
6	12.30	86.10
7	12.60	88.20
8	12.75	89.25
9	13.10	91.70
10	13.60	95.20
11	13.80	96.60
12	14.15	99.05
13	14.40	100.80
14	14.60	102.20
15+	15.00	105.00

### ASSISTANT MANAGER

	Daily Rate	
	Hourly Rate	6.5 hrs/day
	8.60	55.90
	9.15	59.48
	9.60	62.40
	10.05	65.33
	10.50	68.25
	10.90	70.85
	11.10	72.15
	11.25	73.13
	11.40	74.10
	11.55	75.08
	11.70	76.05
	11.85	77.03
	12.00	78.00
	12.20	79.30
	12.40	80.60

### HOURLY & SALARIED EMPLOYEES

Step	Hourly Rate
1	8.00
2	8.20
3	8.70
4	9.10
5	9.60
6	10.05
7	10.30
8	10.60
9	10.70
10	10.80
11	10.85
12	10.95
13	11.00
14	11.10
15+	11.20

### FIELD MANAGER-12 month

Annual Rate
24,793
25,413
26,048
26,699
27,366
28,050
28,751
29,470
30,207
30,962
31,736
32,529
33,342
34,176
35,030

### SUBSTITUTE EMPLOYEES - as needed

Years of Service	Hourly Rate
1	6.75
2	7.05
3	7.35
4	7.60
5	7.95
6	8.00
7	8.25
8	8.65
9	9.40
10 +	10.00

**2006-2007 BUS DRIVERS' and BUS AIDES' SALARY SCALE**

Step	DRIVERS		AIDES	
	Hourly Rate	Daily Rate	Hourly Rate	Daily Rate
1	\$12.95	\$55.04	\$10.40	\$44.20
2	\$13.20	\$56.10	\$10.55	\$44.84
3	\$13.45	\$57.16	\$10.70	\$45.48
4	\$13.75	\$58.44	\$11.00	\$46.75
5	\$14.05	\$59.71	\$11.30	\$48.03
6	\$14.35	\$60.99	\$11.60	\$49.30
7	\$14.65	\$62.26	\$11.85	\$50.36
8	\$14.80	\$62.90	\$11.95	\$50.79
9	\$15.00	\$63.75	\$12.05	\$51.21
10	\$15.10	\$64.18	\$12.20	\$51.85
11	\$15.20	\$64.60	\$12.30	\$52.28
12	\$15.30	\$65.03	\$12.40	\$52.70
13	\$15.40	\$65.45	\$12.50	\$53.13
14	\$15.50	\$65.88	\$12.55	\$53.34
15	\$15.60	\$66.30	\$12.60	\$53.55
16	\$15.75	\$66.94	\$12.65	\$53.76
17	\$15.90	\$67.58	\$12.70	\$53.98
18	\$16.05	\$68.21	\$12.75	\$54.19
19	\$16.20	\$68.85	\$12.80	\$54.40
20	\$16.35	\$69.49	\$12.85	\$54.61
21+	\$16.50	\$70.13	\$12.90	\$54.83

**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 \$8.70 per hour**  
(example - field trip wait time, driver training, defensive driving, first aid, CPR, etc.)

**NOTE:** On field trips, drivers will be paid their normal hourly rate while driving, and \$8.70 per hour during non-driving time.

## 2006-2007 SUPPORT SERVICES STAFF SALARY SCALE

Step	Level I	Level II	Level III	Level IV	Level V	Level VI	HOURLY <sup>1</sup>
1	15,005	23,614	29,302	36,394	42,464	48,721	\$7.21
2	15,744	24,144	29,938	36,977	43,047	49,304	\$7.57
3	16,484	24,675	30,575	37,560	43,630	49,887	\$7.93
4	17,223	25,205	31,211	38,144	44,213	50,471	\$8.28
5	17,963	25,736	31,848	38,727	44,797	51,054	\$8.64
6	18,702	26,266	32,484	39,311	45,380	51,638	\$8.99
7	19,442	26,796	33,121	39,894	45,964	52,221	\$9.35
8	20,181	27,327	33,757	40,477	46,547	52,804	\$9.70
9	20,921	27,857	34,394	41,061	47,130	53,388	\$10.06
10	21,691	28,388	35,030	41,644	47,714	53,971	\$10.43
11	22,761	29,284	35,876	42,490	48,560	54,617	\$10.94
12+	24,662	30,687	37,381	43,743	50,404	55,864	\$11.86

<sup>1</sup>Hourly Scale for Custodians and Support Staff

### to Salary Levels

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

### Supplements

24 hours primary pager/emergency response - trades shops	\$275 per month
24 hours primary pager trainee	\$137.50 per month
Head Strand Custodian pager	\$137.50 per month
Trade Shop Leader	\$2,100 per year
ASE Certification - \$200 per certification, not to exceed	\$1,728.00 per year
Certification Forklift Operator	\$150 per month

## 2006-2007 ADMINISTRATIVE ASSISTANTS' SALARY SCALE

Step	10 MONTH			11 MONTH			12 MONTH		
	Level I	Level II	Level III	Level I	Level II	Level III	Level I	Level II	Level III
1	18,059	18,633	23,233	19,863	20,496	25,557	21,668	22,363	27,880
2	18,465	19,052	23,756	20,310	20,957	26,132	22,156	22,866	28,507
3	18,880	19,481	24,291	20,767	21,429	26,720	22,655	23,380	29,148
4	19,305	19,919	24,838	21,234	21,911	27,321	23,165	23,906	29,804
5	19,739	20,367	25,397	21,712	22,404	27,936	23,686	24,444	30,475
6	20,183	20,825	25,968	22,201	22,908	28,565	24,219	24,994	31,161
7	20,637	21,294	26,552	22,701	23,423	29,208	24,764	25,556	31,862
8	21,101	21,773	27,149	23,212	23,950	29,865	25,321	26,131	32,579
9	21,576	22,263	27,760	23,734	24,489	30,537	25,891	26,719	33,312
10	22,061	22,764	28,385	24,268	25,040	31,224	26,474	27,320	34,062
11	22,557	23,276	29,024	24,814	25,603	31,927	27,070	27,935	34,828
12	23,065	23,800	29,677	25,372	26,179	32,645	27,679	28,564	35,612
13	23,584	24,336	30,345	25,943	26,768	33,380	28,302	29,207	36,413
14	24,115	24,884	31,028	26,527	27,370	34,131	28,939	29,864	37,232
15	24,658	25,444	31,726	27,124	27,986	34,899	29,590	30,536	38,070
16	25,213	26,016	32,440	27,734	28,616	35,684	30,256	31,223	38,927
17	26,280	26,601	33,170	28,908	29,260	36,487	31,537	32,576	40,473
18+	27,646	27,200	33,916	30,388	29,918	37,308	33,097	34,159	42,284

### 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)	\$200/month
24 hours primary pager substitute (Transportation AA)	\$8.25/day



**2006-2007 SALARY SCALE FOR:  
 OCCUPATIONAL/PHYSICAL THERAPIST ASSISTANTS',  
 INTERPRETERS - LEVELS I and II;  
 OCCUPATIONAL THERAPISTS',  
 PSYCHOLOGISTS'**

Step	Level I
1	30,750
2	32,040
3	32,461
4	32,909
5	33,419
6	33,937
7	34,463
8	35,047
9+	35,638

Step	Level II
0	33,616
1	34,439
2	35,283
3	36,148
4	37,033
5	37,940
6	38,870
7	39,822
8	40,798
9	41,798
10	42,822
11	43,871
12	44,946
13	46,047
14	47,175
15	48,331
16	49,515
17	50,728
18	51,971
19	53,244
20+	54,548

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

A. Salary for 11 and 12 month employment shall be calculated by multiplying the appropriate salary above by 1.1 and 1.2 respectively..

**2005-2006 TEACHERS' SALARY SCALE -- 10 MONTH**

Years of Experience	Bachelor's	Bachelor's Hourly Rate	Bachelor's/20	Bachelor's/20 Hourly Rate	Master's	Master's Hourly Rate	Master's/20	Master's/20 Hourly Rate	Doctorate	Doctorate Hourly Rate
1	30,750	\$20.50	31,750	\$21.17	32,750	\$21.83	33,250	\$22.17	33,750	\$22.50
2	31,027	\$20.68	32,027	\$21.35	33,027	\$22.02	33,527	\$22.35	34,027	\$22.68
3	31,307	\$20.87	32,307	\$21.54	33,307	\$22.20	33,807	\$22.54	34,307	\$22.87
4	31,631	\$21.09	32,631	\$21.75	33,631	\$22.42	34,131	\$22.75	34,631	\$23.09
5	32,071	\$21.38	33,071	\$22.05	34,071	\$22.71	34,571	\$23.05	35,071	\$23.38
6	32,516	\$21.68	33,516	\$22.34	34,516	\$23.01	35,016	\$23.34	35,516	\$23.68
7	32,967	\$21.98	33,967	\$22.64	34,967	\$23.31	35,467	\$23.64	35,967	\$23.98
8	33,523	\$22.35	34,523	\$23.02	35,523	\$23.68	36,023	\$24.02	36,523	\$24.35
9	34,083	\$22.72	35,083	\$23.39	36,083	\$24.06	36,583	\$24.39	37,083	\$24.72
10	34,649	\$23.10	35,649	\$23.77	36,649	\$24.43	37,149	\$24.77	37,649	\$25.10
11	35,221	\$23.48	36,221	\$24.15	37,221	\$24.81	37,721	\$25.15	38,221	\$25.48
12	35,798	\$23.87	36,798	\$24.53	37,798	\$25.20	38,298	\$25.53	38,798	\$25.87
13	36,380	\$24.25	37,380	\$24.92	38,380	\$25.59	38,880	\$25.92	39,380	\$26.25
14	36,969	\$24.65	37,969	\$25.31	38,969	\$25.98	39,469	\$26.31	39,969	\$26.65
15	37,563	\$25.04	38,563	\$25.71	39,563	\$26.38	40,063	\$26.71	40,563	\$27.04
16	38,213	\$25.48	39,213	\$26.14	40,213	\$26.81	40,713	\$27.14	41,213	\$27.48
17	38,919	\$25.95	39,919	\$26.61	40,919	\$27.28	41,419	\$27.61	41,919	\$27.95
18	39,630	\$26.42	40,630	\$27.09	41,630	\$27.75	42,130	\$28.09	42,630	\$28.42
19	40,348	\$26.90	41,348	\$27.57	42,348	\$28.23	42,848	\$28.57	43,348	\$28.90
20	41,072	\$27.38	42,072	\$28.05	43,072	\$28.71	43,572	\$29.05	44,072	\$29.38
21	41,803	\$27.87	42,803	\$28.54	43,803	\$29.20	44,303	\$29.54	44,803	\$29.87
22	42,590	\$28.39	43,590	\$29.06	44,590	\$29.73	45,090	\$30.06	45,590	\$30.39
23	43,383	\$28.92	44,383	\$29.59	45,383	\$30.26	45,883	\$30.59	46,383	\$30.92
24	44,183	\$29.46	45,183	\$30.12	46,183	\$30.79	46,683	\$31.12	47,183	\$31.46
25	45,041	\$30.03	46,041	\$30.69	47,041	\$31.36	47,541	\$31.69	48,041	\$32.03
26	46,455	\$30.97	47,455	\$31.64	48,455	\$32.30	48,955	\$32.64	49,455	\$32.97
27	48,076	\$32.05	49,076	\$32.72	50,076	\$33.38	50,576	\$33.72	51,076	\$34.05
28	48,814	\$32.54	49,814	\$33.21	50,814	\$33.88	51,314	\$34.21	51,814	\$34.54
29+	49,573	\$33.05	50,573	\$33.72	51,573	\$34.38	52,073	\$34.72	52,573	\$35.05

**Explanation for the above scale:**

A. Columns 4 and 8 : \$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 6: \$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 10: \$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 in columns 1 and 12 month employment shall be calculated by multiplying the appropriate salary from Column 4 by 1.1 and 1.2 respectively, plus the appropriate supplement for educational qualifications.

## 2006-2007 AIDES' SALARY SCALE

SCHOOL-SITE AIDES	
Step	Hourly Rate
1	9.40
2	9.65
3	9.90
4	10.20
5	10.40
6	10.70
7	10.85
8	10.95
9	11.20
10	11.45
11	11.70
12	11.90
13	12.15
14+	12.95

*12, 1760.56*  
*13, 100.78*  
*13, 439.25*  
*13, 846.50*  
*14, 118.00*  
*14, 525.25*  
*14, 729.78*  
*14, 865.53*  
*15, 204.00*  
*15, 544.28*  
*15, 882.75*  
*16, 154.25*  
*16, 494.53*  
*17, 580.53*

### 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

## 2006-2007 SUMMER ACADEMY SALARY SCALE

### Administrators

### Rate

Certified Principals will receive a percentage of their daily per diem rate based on the number of work hours per day plus a \$1,000 supplement

### Certified Teachers

\$20.00/hr.

### Support Staff

#### **Aides**

\$9.40 - 12.95/hr.

Hourly rate based on current salary placement if in a similar position

#### **School Nutrition**

#### **Manager**

Step	Hourly Rate	Staff Step	Hourly Rate
1	\$8.50	1	\$8.00
2	\$9.00	2	\$8.25
3	\$9.50	3	\$8.50
4	\$10.00	4	\$8.75
5	\$10.50	5	\$9.00
6	\$11.00	6	\$9.25
7	\$11.50	7	\$9.50
8	\$12.00	8	\$9.75
9	\$12.50	9	\$10.00
10	\$13.00	10	\$10.25
11	\$13.50	11	\$10.50
12	\$14.00	12	\$10.75
13	\$14.50	13	\$11.00
14	\$15.00	14	\$11.25
15	\$15.50	15	\$11.50
16	\$16.00	16	\$11.75
17	\$16.50	17	\$12.00
18	\$17.00	18	\$12.25
19	\$17.50	19	\$12.50
20	\$18.00	20	\$12.75

**Support Services New Hires**

\$7.21/hr

**Support Services Returning**

\$7.40/hr.

**School Nurses**

\$20.00/hr.

**Substitute Daily Rates**

County	Degree	No Degree	L/T Daily Rate	Comments
Pulaski County	\$115.00	\$70.00	\$80 L/T/no degree	L/T after 21 consec. Days (Retired Teachers \$90.00/day) (no chg. for 07-08)
		\$7.21		Aides
Salem City	\$100.00	\$90.00	\$193.00	Anticipated for 07/08 L/T paid @ beginning bachelor's salary level
		\$8.40		Aides
Radford City	\$86.11 4-yr. Degree or 100 days tenure	\$64.58	\$110.33	Special Ed Aides
		\$7.22 - 12.32		L/T after 20 consecutive \$134.00/retired staff (Probably w/b changes for 07-08, don't know amt.)
Roanoke City	\$80.00	\$80.00	\$125.00	L/T after 21st day - rates not changing for next yr.
		\$45.00		Aides
Roanoke County	\$80.00	\$80.00	\$170.00	L/T after 21st day - rate not changing for next yr.
	\$10.00	\$7.00		Aides
Giles County	\$80.00	\$60.00	\$150.40 to \$166.93 based on bachelors & experi.	L/T after 20 consecutive days (Not anticipating change for 07-08)
		\$50.00		Aides
Franklin County	\$75.00	\$60.00	\$70.00 no degree; \$115.00 degree	L/T after 20 consecutive days (possible incr. for 07-08)
		\$8.00		Aides
Botetourt	\$75.00	\$55.00	\$168.78	If L/T agrees to sub for at least 20 days - pd L/T rate from day 1 (No change for next yr.)
		\$6.00		Aides
Montgomery Co.	\$71.50	\$71.50	\$101.00	L/T on 16th consec. date
		\$9.40		Aides
Floyd County	\$70.00	\$55.00	\$171.79 degree no experience; \$184.62 master's no experience	L/T after 20 consecutive days (Not anticipating incr. for 07-08)
		\$6.75		Regular Aides
Craig County	\$55.00/Licensed;	\$55.00		Special Ed Aides
	\$50.00/degree	\$45.00	Paid addn'l. \$15.00/day	L/T over 20 days (no change for next yr.) Aides are paid same

2006-2007 SUMMER SCHOOL HC LY SALARY SCALE

Years of Experience	Bachelor's		Bachelor's/20		Master's		Master's/20		Doctorate	
	Bachelor's Hourly	Bachelor's/20 Hourly	\$1,000	20 Hourly	\$2,000	Hourly	\$2,500	Hourly	\$3,000	Hourly
1	30,750	20.50	31,750	21.17	32,750	21.83	33,250	22.17	33,750	22.50
2	32,040	21.36	33,040	22.03	34,040	22.69	34,540	23.03	35,040	23.36
3	32,461	21.64	33,461	22.31	34,461	22.97	34,961	23.31	35,461	23.64
4	32,909	21.94	33,909	22.61	34,909	23.27	35,409	23.61	35,909	23.94
5	33,419	22.28	34,419	22.95	35,419	23.61	35,919	23.95	36,419	24.28
6	33,937	22.62	34,937	23.29	35,937	23.96	36,437	24.29	36,937	24.62
7	34,463	22.98	35,463	23.64	36,463	24.31	36,963	24.64	37,463	24.98
8	35,047	23.36	36,047	24.03	37,047	24.70	37,547	25.03	38,047	25.36
9	35,638	23.76	36,638	24.43	37,638	25.09	38,138	25.43	38,638	25.76
10	36,237	24.16	37,237	24.82	38,237	25.49	38,737	25.82	39,237	26.16
11	36,844	24.56	37,844	25.23	38,844	25.90	39,344	26.23	39,844	26.56
12	37,460	24.97	38,460	25.64	39,460	26.31	39,960	26.64	40,460	26.97
13	38,083	25.39	39,083	26.06	40,083	26.72	40,583	27.06	41,083	27.39
14	38,716	25.81	39,716	26.48	40,716	27.14	41,216	27.48	41,716	27.81
15	39,357	26.24	40,357	26.90	41,357	27.57	41,857	27.90	42,357	28.24
16	40,032	26.69	41,032	27.35	42,032	28.02	42,532	28.35	43,032	28.69
17	40,741	27.16	41,741	27.83	42,741	28.49	43,241	28.83	43,741	29.16
18	41,458	27.64	42,458	28.31	43,458	28.97	43,958	29.31	44,458	29.64
19	42,185	28.12	43,185	28.79	44,185	29.46	44,685	29.79	45,185	30.12
20	42,921	28.61	43,921	29.28	44,921	29.95	45,421	30.28	45,921	30.61
21	43,667	29.11	44,667	29.78	45,667	30.44	46,167	30.78	46,667	31.11
22	44,448	29.63	45,448	30.30	46,448	30.97	46,948	31.30	47,448	31.63
23	45,238	30.16	46,238	30.83	47,238	31.49	47,738	31.83	48,238	32.16
24	46,038	30.69	47,038	31.36	48,038	32.03	48,538	32.36	49,038	32.69
25	46,874	31.25	47,874	31.92	48,874	32.58	49,374	32.92	49,874	33.25
26	47,995	32.00	48,995	32.66	49,995	33.33	50,495	33.66	50,995	34.00
27	49,227	32.82	50,227	33.48	51,227	34.15	51,727	34.48	52,227	34.82
28	50,024	33.35	51,024	34.02	52,024	34.68	52,524	35.02	53,024	35.35
29+	51,139	34.09	52,139	34.76	53,139	35.43	53,639	35.76	54,139	36.09

Explanation for the above scale: