

# Montgomery County Public Schools

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

200 JUNKIN STREET CHRISTIANSBURG, VIRGINIA 24073

## 2008-2009 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	54,517	55,628	62,302	63,418	64,528	67,866	72,315	77,876	83,443
1	55,417	56,546	63,330	64,464	65,593	68,986	73,508	79,161	84,820
2	56,331	57,479	64,375	65,528	66,675	70,124	74,721	80,467	86,220
3	57,260	58,427	65,437	66,609	67,775	71,281	75,954	81,795	87,643
4	58,205	59,391	66,517	67,708	68,893	72,457	77,207	83,145	89,089
5	59,165	60,371	67,615	68,825	70,030	73,653	78,481	84,517	90,559
6	60,141	61,367	68,731	69,961	71,185	74,868	79,776	85,912	92,053
7	61,133	62,380	69,865	71,115	72,360	76,103	81,092	87,330	93,572
8	62,142	63,409	71,018	72,288	73,554	77,359	82,430	88,771	95,116
9	63,167	64,455	72,190	73,481	74,768	78,635	83,790	90,236	96,685
10	64,209	65,518	73,381	74,693	76,002	79,932	85,173	91,725	98,280
11	65,268	66,599	74,592	75,925	77,256	81,251	86,578	93,238	99,902
12	66,345	67,698	75,823	77,178	78,531	82,592	88,007	94,776	101,550
13	67,440	68,815	77,074	78,451	79,827	83,955	89,459	96,340	103,226
14	68,553	69,950	78,346	79,745	81,144	85,340	90,935	97,930	104,929
15	69,684	71,104	79,639	81,061	82,483	86,748	92,435	99,546	106,660
16	70,834	72,277	80,953	82,399	83,844	88,179	93,960	101,189	108,420
17	72,003	73,470	82,289	83,759	85,227	89,634	95,510	102,859	110,209
18	73,191	74,682	83,647	85,141	86,633	91,113	97,086	104,556	112,027
19	74,399	75,914	85,027	86,546	88,062	92,616	98,688	106,281	113,875
20	75,627	77,167	86,430	87,974	89,515	94,144	100,316	108,035	115,754
20+	75,627	77,167	86,430	87,974	89,515	94,144	100,316	108,035	115,754

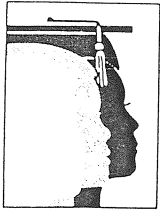
STEP 20+ SAME AS STEP 20 AND LISTED TO REFLECT INCREASE FOR OVER 20.

Add \$1,500 to the above for doctorate

### Key to Salary Levels

- I Administrative Supervisors, Grant Writers, Assessment Coordinator, Assistant to Director of Facilities & Planning
- II Elementary Assistant Principals
- III Middle School Assistant Principals, Instructional Supervisors, Supervisor School Nutrition, Supervisor Payroll, and Supervisor Personnel
- IV High School Assistant Principals & Supervisor of Transportation
- V Elementary Principals
- VI Middle School Principals, Controller
- VII High School Principals
- VIII Directors
- IX Assistant Superintendent

The salary schedule may be increased up to \$.11 to allow the monthly salary to be equally divisible by twelve.



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## 2008- 2009 ADMINISTRATORS' SALARY SCALE - 11 MONTH

Step	Level I	Level II	Level III	Level IV	Level V	Level VI	Level VII
0	49,974	50,992	57,110	58,133	59,151	62,211	66,289
1	50,799	51,834	58,053	59,092	60,127	63,237	67,382
2	51,637	52,689	59,010	60,067	61,119	64,280	68,494
3	52,488	53,558	59,984	61,058	62,127	65,341	69,625
4	53,355	54,442	60,974	62,066	63,152	66,419	70,773
5	54,235	55,340	61,980	63,090	64,194	67,515	71,941
6	55,129	56,253	63,003	64,131	65,253	68,629	73,128
7	56,039	57,182	64,043	65,189	66,330	69,761	74,334
8	56,964	58,125	65,100	66,264	67,425	70,912	75,561
9	57,903	59,084	66,174	67,358	68,537	72,082	76,808
10	58,858	60,058	67,266	68,469	69,669	73,271	78,075
11	59,829	61,049	68,376	69,598	70,818	74,480	79,363
12	60,816	62,057	69,504	70,747	71,987	75,709	80,673
13	61,820	63,080	70,651	71,913	73,175	76,959	82,004
14	62,840	64,121	71,817	73,100	74,382	78,228	83,357
15	63,877	65,179	73,002	74,306	75,609	79,519	84,732
16	64,931	66,254	74,207	75,532	76,857	80,831	86,130
17	66,003	67,348	75,432	76,779	78,125	82,165	87,551
18	67,092	68,459	76,676	78,046	79,414	83,520	88,996
19	68,199	69,588	77,941	79,334	80,724	84,898	90,464
20	69,325	70,736	79,228	80,643	82,055	86,299	91,956
'20+	69,325	70,736	79,228	80,643	82,055	86,299	91,956

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

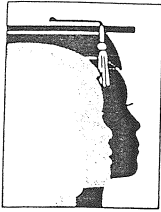
Add \$1,500 to the above for doctorate

### Key to Salary Levels

- I Administrative Supervisors, Grant Writers, Assessment Coordinator, Coordinator of Response to Intervention, Coordinator of Positive Behavior Support, Assistant to Director of Facilities & Planning, Program Manager
- II Elementary Assistant Principals
- III Middle School Assistant Principals, Instructional Supervisors, Supervisor School Nutrition, Payroll Supervisor, Personnel Supervisor
- IV High School Assistant Principals & Supervisor of Transportation
- V Elementary Principals
- VI Middle School Principals, Controller
- VII High School Principals

August 1 through June 30 = 220 work days

The salary schedule may be increased up to \$.11 to allow the monthly salary to be equally divisible by twelve.



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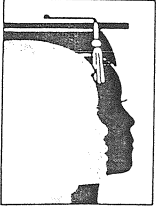
200 JUNKIN STREET CHRISTIANSBURG, VIRGINIA 24073

## 2008-2009 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	34,228	35,228	36,228	36,728	37,228
2	34,811	35,811	36,811	37,311	37,811
3	35,401	36,401	37,401	37,901	38,401
4	36,004	37,004	38,004	38,504	39,004
5	36,616	37,616	38,616	39,116	39,616
6	37,238	38,238	39,238	39,738	40,238
7	37,871	38,871	39,871	40,371	40,871
8	38,515	39,515	40,515	41,015	41,515
9	39,170	40,170	41,170	41,670	42,170
10	39,836	40,836	41,836	42,336	42,836
11	40,512	41,512	42,512	43,012	43,512
12	41,202	42,202	43,202	43,702	44,202
13	41,902	42,902	43,902	44,402	44,902
14	42,615	43,615	44,615	45,115	45,615
15	43,340	44,340	45,340	45,840	46,340
16	44,076	45,076	46,076	46,576	47,076
17	44,825	45,825	46,825	47,325	47,825
18	45,587	46,587	47,587	48,087	48,587
19	46,362	47,362	48,362	48,862	49,362
20	47,150	48,150	49,150	49,650	50,150
21	47,951	48,951	49,951	50,451	50,951
22	48,767	49,767	50,767	51,267	51,767
23	49,596	50,596	51,596	52,096	52,596
24	50,439	51,439	52,439	52,939	53,439
25	51,296	52,296	53,296	53,796	54,296
26	52,168	53,168	54,168	54,668	55,168
27	53,055	54,055	55,055	55,555	56,055
28	53,957	54,957	55,957	56,457	56,957
29+	54,875	55,875	56,875	57,375	57,875

### 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 conferral 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 conferral of the degree.
- D. All educational attainment documents shall be verified and submitted to the Personnel Office by close of business October 1, for teachers to be eligible for salary placement adjustment for the current year.
- E. National Board Certification recipients are granted a one-time step advancement in the following 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.
- G. The salary schedule may be increased up to \$.11 to allow the monthly salary to be equally divisible by twelve.



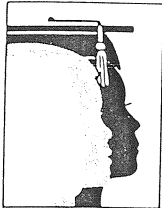
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## 2008-2009 OTHER PAY RATES

	Hourly Rate	Daily Rate	Other Rates
<b>TEACHER RECOGNITION AWARD</b>			
District Teacher of the Year			\$100 one-time payment
Regional Teacher of the Year			\$250 one-time payment
State Teacher of the Year			\$500 one-time payment
<b>ADULT BASIC EDUCATION:</b>			
Teacher	25.00		
Aide	13.60		
GED Alternate Examiner		340.00	
Homebound Instruction Teacher (includes travel) and Program Coordinator - Before & After School Program	23.00		
Nurse (part-time)	22.50		
Parent Coordinator	19.25		
SOL Remediation - Certified Teacher	24.60		
SOL Remediation Tutors (paid from Support Staff Instructional Aide Scale)			
Staff Development/In-Service (prior approval required)		80.00	
<b>SUBSTITUTES:</b>			
Administrative Assistant	11.20		
Administrator		175.00	
Aide	9.75		
Nurses	20.80		
Teacher		78.00	
Teacher (long-term) (per School Board approval on 5/17/2005, long term sub teacher rate begins on the 16th consecutive day in same assignment)		110.00	



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**2008-2009 SALARY SCALE FOR:  
OCCUPATIONAL/PHYSICAL THERAPIST ASSISTANTS,  
INTERPRETERS - LEVELS I and II;  
OCCUPATIONAL THERAPISTS,  
PSYCHOLOGISTS**

Step	Level I
1	34,228
2	34,811
3	35,401
4	36,004
5	36,616
6	37,238
7	37,871
8	38,515
9+	39,170

Step	Level II
0	35,607
1	36,479
2	37,373
3	38,288
4	39,227
5	40,188
6	41,172
7	42,181
8	43,214
9	44,273
10	45,358
11	46,469
12	47,608
13	48,774
14	49,969
15	51,193
16	52,447
17	53,732
18	55,049
19	56,397
20+	57,779

Add \$1,500 to the above for doctorate

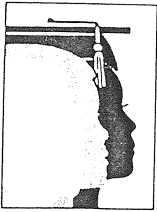
**Key to Salary Levels**

- 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. Total salary for 11 and 12 month employment shall be calculated by multiplying the appropriate salary above by 1.1 and 1.2 respectively.
- B. The salary schedule may be increased up to \$.11 to allow the monthly salary to be equally divisible by twelve.



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## 2008-2009 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	19,373	19,988	24,922	21,308	21,987	27,416	23,248	23,994	29,913
2	19,809	20,438	25,483	21,787	22,482	28,033	23,771	24,534	30,586
3	20,255	20,898	26,056	22,277	22,988	28,664	24,306	25,086	31,274
4	20,711	21,368	26,642	22,778	23,505	29,309	24,853	25,650	31,978
5	21,177	21,849	27,241	23,291	24,034	29,968	25,412	26,227	32,698
6	21,653	22,341	27,854	23,815	24,575	30,642	25,984	26,817	33,434
7	22,140	22,844	28,481	24,351	25,128	31,331	26,569	27,420	34,186
8	22,638	23,358	29,122	24,899	25,693	32,036	27,167	28,037	34,955
9	23,147	23,884	29,777	25,459	26,271	32,757	27,778	28,668	35,741
10	23,668	24,421	30,447	26,032	26,862	33,494	28,403	29,313	36,545
11	24,201	24,970	31,132	26,618	27,466	34,248	29,042	29,973	37,367
12	24,746	25,532	31,832	27,217	28,084	35,019	29,695	30,647	38,208
13	25,303	26,106	32,548	27,829	28,716	35,807	30,363	31,337	39,068
14	25,872	26,693	33,280	28,455	29,362	36,613	31,046	32,042	39,947
15	26,454	27,294	34,029	29,095	30,023	37,437	31,745	32,763	40,846
16	27,049	27,908	34,795	29,750	30,699	38,279	32,459	33,500	41,765
17	28,188	28,536	35,578	31,002	31,390	39,140	33,826	34,944	43,419
18+	29,375	29,178	36,379	32,307	32,096	40,021	35,490	36,632	45,351

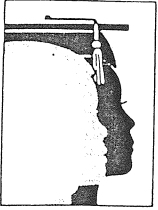
### Key to Salary Levels

- 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) \$215.00 per month
- 24 hours primary pager substitute (Transportation AA) \$ 15.00 per day

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## 2008-2009 AIDES' SALARY SCALE

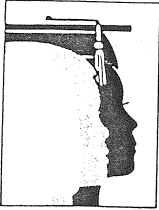
SCHOOL-SITE AIDES	
Step	Hourly Rate
1	9.75
2	10.00
3	10.30
4	10.60
5	10.90
6	11.20
7	11.50
8	11.80
9	12.10
10	12.40
11	12.70
12	13.00
13	13.30
14+	13.60

## EMPLOYMENT HOURS & DAYS

Employee Group	Hours Per Day	Days Per SY
Library Aides	6.00	181
Special Education Aides	6.50	181
Guidance Aides	7.00	181
In-School Supervision Aides	7.50	181
Lunch Aides	*	180

\*Hours per day determined by each school's principal

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## 2008-2009 SUPPORT SERVICES STAFF SALARY SCALE

Step	Level I	Level II	Level III	Level IV	Level V	Level VI	HOURLY <sup>1</sup>
1	18,702	26,842	33,672	40,668	48,092	54,516	\$9.00
2	19,442	27,372	34,308	41,252	48,676	55,100	\$9.35
3	20,182	27,902	34,944	41,836	49,260	55,684	\$9.70
4	20,922	28,432	35,580	42,420	49,844	56,268	\$10.06
5	21,662	28,962	36,216	43,004	50,428	56,852	\$10.41
6	22,402	29,492	36,852	43,588	51,012	57,436	\$10.77
7	23,142	30,022	37,488	44,172	51,596	58,020	\$11.13
8	23,882	30,552	38,124	44,756	52,180	58,604	\$11.48
9	24,622	31,082	38,760	45,340	52,764	59,188	\$11.84
10	25,362	31,612	39,396	45,924	53,348	59,772	\$12.19
11	26,102	32,142	40,032	46,508	53,932	60,356	\$12.55
12	26,842	32,672	40,668	47,092	54,516	60,940	\$12.90

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

### Key to Salary Levels

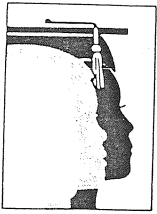
I	Custodians General Maintenance Apprentices Grounds/General Maintenance Staff Warehouse Staff
II	BMS & CMS Head Custodians Senior Custodians Skilled Trades (Journeymen)
III	Building System Operators Certified Mechanics High School Head Custodians Master Skilled Trades Technology Technicians
IV	Skilled Trades Foremen Warehouse Supervisor
V	Custodial Manager Technology Specialists w/certification and/or degree Coordinator of Transportation Energy Educator/Manager
VI	Technology Specialists w/Administrative Responsibility Construction Program Manager Environmental & Maintenance Program Manager Technology Specialists w/Supervisory Responsibility Program Managers w/Supervisory & Administration Responsibility

### Supplements

Trade Shop Leader (included with Contract Salary for VRS & GLI)	\$3,600.00 per year
24 hours primary pager/emergency response - trades shops	\$300.00 per month
24 hours primary pager trainee	\$150.00 per month
Head Strand Custodian pager	\$150.00 per month
ASE Certification - \$216 per certification, not to exceed	\$1,728.00 per year
Certification Forklift Operator	\$150.00 per month

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## 2008-2009 BUS DRIVERS' and BUS AIDES' SALARY SCALE

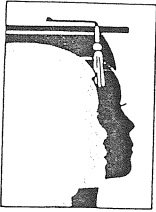
Step	DRIVERS		AIDES	
	Hourly Rate	Daily Rate	Hourly Rate	Daily Rate
1	13.85	58.86	11.45	48.66
2	14.10	59.93	11.60	49.30
3	14.35	60.99	11.75	49.94
4	14.60	62.05	11.90	50.58
5	14.85	63.11	12.05	51.21
6	15.10	64.18	12.20	51.85
7	15.35	65.24	12.35	52.49
8	15.60	66.30	12.50	53.13
9	15.85	67.36	12.65	53.76
10	16.10	68.43	12.80	54.40
11	16.35	69.49	12.95	55.04
12	16.60	70.55	13.10	55.68
13	16.85	71.61	13.25	56.31
14	17.10	72.68	13.40	56.95
15	17.35	73.74	13.55	57.59
16	17.60	74.80	13.70	58.23
17	17.85	75.86	13.85	58.86
18	18.10	76.93	14.00	59.50
19	18.35	77.99	14.15	60.14
20	18.60	79.05	14.30	60.78
21+	18.85	80.11	14.45	61.41

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 \$9.50 per hour be paid (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 or \$9.50 per hour during non-driving time.

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## 2008-2009 NUTRITION SERVICES SALARY SCALE

### MANAGER

Step	Daily Rate	
	Hourly Rate	7 hrs/day
1	10.60	74.20
2	10.70	74.90
3	10.80	75.60
4	11.40	79.80
5	12.00	84.00
6	12.80	89.60
7	13.30	93.10
8	13.65	95.55
9	14.00	98.00
10	14.35	100.45
11	14.70	102.90
12	15.05	105.35
13	15.40	107.80
14	15.75	110.25
15+	16.10	112.70

### ASSISTANT MANAGER

Hourly Rate	Daily Rate	
	6.5 hrs/day	
9.60	62.40	
9.80	63.70	
10.00	65.00	
10.30	66.95	
10.80	70.20	
11.45	74.43	
11.80	76.70	
12.00	78.00	
12.15	78.98	
12.30	79.95	
12.50	81.25	
12.70	82.55	
12.90	83.85	
13.10	85.15	
13.30	86.45	

### HOURLY & SALARIED EMPLOYEES

Step	Hourly Rate
1	8.50
2	8.70
3	8.90
4	9.30
5	9.85
6	10.30
7	10.85
8	11.20
9	11.45
10	11.70
11	11.80
12	11.90
13	12.00
14	12.10
15+	12.20

### FIELD MANAGER-12 month

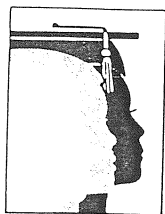
Annual Rate
26,435
27,096
27,773
28,467
29,179
29,908
30,656
31,422
32,208
33,013
33,838
34,684
35,551
36,440
37,351

### SUBSTITUTE EMPLOYEES - as needed

Years of Service	Hourly Rate
1	7.55
2	7.75
3	8.00
4	8.20
5	8.40
6	8.55
7	8.75
8	9.40
9	10.15
10 +	10.80

Additional 0.10 per hour for certification

The salary schedule may be increased up to \$.11 to allow the monthly salary to be equally divisible by twelve.



# Montgomery County Public Schools

TELEPHONE 540-382-5100

FAX 540-381-6127

200 JUNKIN STREET

CHRISTIANSBURG, VIRGINIA 24073

## 2007-2008 SUMMER ACADEMY SALARY SCALE

### Administrators

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

### Rate

### Certified Teachers and Program Coordinator Before & After School

\$22.80/hr.

### Support Staff

#### **Administrative Assistants**

\$10.52/hr. or current hourly rate of pay

#### **Aides**

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

\$9.75 - 13.60/hr.

#### **Support Services New Hires**

\$9.00/hr.

#### **Support Services Returning**

\$9.35/hr.

### **School Nurses**

\$20.80/hr.

### **School Nutrition**

	Manager	Staff
<u>Step</u>	<u>Hourly Rate</u>	<u>Hourly Rate</u>
1	\$9.60	\$8.00
2	\$9.95	\$8.20
3	\$10.50	\$8.60
4	\$11.20	\$9.10
5	\$11.75	\$9.50
6	\$12.30	\$10.00
7	\$12.60	\$10.30
8	\$12.90	\$10.55
9	\$13.10	\$10.85
10	\$13.60	\$10.95
11	\$13.95	\$11.05
12	\$14.15	\$11.10
13	\$14.50	\$11.20
14	\$14.75	\$11.25
15	\$15.20	\$11.35

The salary schedule may be increased up to \$.11 to allow the monthly salary to be equally divisible by twelve.