

Montgomery County Public Schools

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

200 JUNKIN STREET CHRISTIANSBURG, VIRGINIA 24073

2011 - 2012 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	55,062	56,184	62,925	64,052	65,173	68,545	73,038	78,655	84,277
1	55,971	57,111	63,963	65,109	66,249	69,676	74,243	79,953	85,668
2	56,894	58,054	65,019	66,183	67,342	70,825	75,468	81,272	87,082
3	57,833	59,011	66,091	67,275	68,453	71,994	76,714	82,613	88,519
4	58,787	59,985	67,182	68,385	69,582	73,182	77,979	83,976	89,980
5	59,757	60,975	68,291	69,513	70,730	74,390	79,266	85,362	91,465
6	60,742	61,981	69,418	70,661	71,897	75,617	80,574	86,771	92,974
7	61,744	63,004	70,564	71,826	73,084	76,864	81,903	88,203	94,508
8	62,763	64,043	71,728	73,011	74,290	78,133	83,254	89,659	96,067
9	63,799	65,100	72,912	74,216	75,516	79,421	84,628	91,138	97,652
10	64,851	66,173	74,115	75,440	76,762	80,731	86,025	92,642	99,263
11	65,921	67,265	75,338	76,684	78,029	82,064	87,444	94,170	100,901
12	67,008	68,375	76,581	77,950	79,316	83,418	88,887	95,724	102,566
13	68,114	69,503	77,845	79,236	80,625	84,795	90,354	97,303	104,258
14	69,239	70,650	79,129	80,542	81,955	86,193	91,844	98,909	105,978
15	70,381	71,815	80,435	81,872	83,308	87,615	93,359	100,541	107,727
16	71,542	73,000	81,763	83,223	84,682	89,061	94,900	102,201	109,504
17	72,723	74,205	83,112	84,597	86,080	90,530	96,465	103,888	111,311
18	73,923	75,429	84,483	85,992	87,499	92,024	98,057	105,602	113,147
19	75,143	76,673	85,877	87,411	88,943	93,542	99,675	107,344	115,014
20	76,383	77,939	87,294	88,854	90,410	95,085	101,319	109,115	116,912
20+	76,383	77,939	87,294	88,854	90,410	95,085	101,319	109,115	116,912

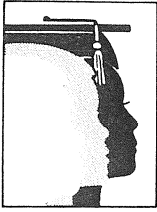
STEP 20+ SAME AS STEP 20 AND LISTED TO REFLECT INCREASE FOR OVER 20.

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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200 JUNKIN STREET CHRISTIANSBURG, VIRGINIA 24073

2011 - 2012 ADMINISTRATORS' SALARY SCALE - 11 MONTH

Step	Level I	Level II	Level III	Level IV	Level V	Level VI	Level VII
0	50,474	51,502	57,681	58,714	59,742	62,833	66,952
1	51,307	52,352	58,633	59,683	60,728	63,870	68,056
2	52,153	53,216	59,601	60,668	61,730	64,923	69,179
3	53,013	54,094	60,584	61,669	62,748	65,994	70,321
4	53,888	54,986	61,584	62,686	63,783	67,083	71,481
5	54,777	55,893	62,600	63,720	64,836	68,190	72,660
6	55,681	56,816	63,633	64,772	65,905	69,315	73,859
7	56,599	57,753	64,683	65,841	66,993	70,459	75,078
8	57,533	58,706	65,751	66,927	68,099	71,622	76,316
9	58,482	59,675	66,836	68,031	69,223	72,803	77,576
10	59,447	60,659	67,939	69,153	70,365	74,004	78,856
11	60,427	61,660	69,060	70,294	71,526	75,225	80,157
12	61,424	62,677	70,199	71,454	72,707	76,466	81,480
13	62,438	63,711	71,358	72,633	73,906	77,728	82,824
14	63,469	64,762	72,535	73,831	75,126	79,011	84,191
15	64,516	65,830	73,732	75,049	76,365	80,314	85,579
16	65,580	66,916	74,949	76,288	77,625	81,639	86,991
17	66,663	68,021	76,186	77,547	78,906	82,986	88,426
18	67,763	69,143	77,443	78,826	80,208	84,355	89,885
19	68,881	70,284	78,721	80,127	81,531	85,747	91,369
20	70,018	71,444	80,020	81,449	82,876	87,162	92,876
20+	70,018	71,444	80,020	81,449	82,876	87,162	92,876

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

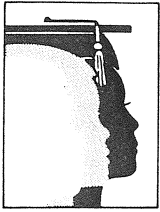
Add \$1,500 to the above for doctorate

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

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2011 - 2012 OTHER PAY RATES

Hourly Rate	Daily Rate	Other Rates
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TEACHER RECOGNITION AWARD

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

ADULT BASIC EDUCATION:

Teacher	\$25.25	
Aide	\$13.74	
GED Alternate Examiner		\$343.40

Homebound Instruction Teacher (includes travel)
and Program Coordinator - Before & After School Program \$23.23

Nurse (part-time) \$22.73

Parent Coordinator \$19.44

SOL Remediation - Certified Teacher \$24.85

SOL Remediation Tutors
(paid from Support Staff Instructional Aide Scale)

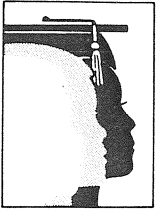
Language Translator/Aide \$15.15

Staff Development/In-Service (prior approval required) \$80.80

SUBSTITUTES:

Administrative Assistant	\$11.31	
Administrator		\$176.75
Aide	\$9.85	
Nurses	\$21.01	
Teacher		\$78.78
Teacher (long-term)		\$111.10

(per School Board approval on 5/17/2005, the long term sub teacher rate begins on the 16th consecutive day in the same assignment)



Montgomery County Public Schools

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**2011 - 2012 SALARY SCALE FOR:
 OCCUPATIONAL/PHYSICAL THERAPIST ASSISTANTS,
 SPEECH LANGUAGE PATHOLOGY ASSISTANTS,
 INTERPRETERS - LEVELS I and II;
 OCCUPATIONAL THERAPISTS,
 PSYCHOLOGISTS**

Step	Level I
1	34,570
2	35,159
3	35,755
4	36,364
5	36,982
6	37,610
7	38,250
8	38,900
9+	39,562

Step	Level II
0	35,963
1	36,844
2	37,747
3	38,671
4	39,619
5	40,590
6	41,584
7	42,603
8	43,646
9	44,716
10	45,812
11	46,934
12	48,084
13	49,262
14	50,469
15	51,705
16	52,971
17	54,269
18	55,599
19	56,961
20+	58,357

Add \$1,500 to the above for doctorate
Key to Salary Levels

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

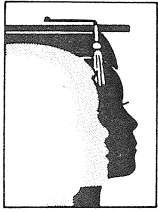
- II Occupational Therapists
 Psychologists

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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2011 - 2012 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	19,567	20,188	25,171	21,521	22,207	27,690	23,480	24,234	30,212
2	20,007	20,642	25,738	22,005	22,707	28,313	24,009	24,779	30,892
3	20,458	21,107	26,317	22,500	23,218	28,951	24,549	25,337	31,587
4	20,918	21,582	26,908	23,006	23,740	29,602	25,102	25,907	32,298
5	21,389	22,067	27,513	23,524	24,274	30,268	25,666	26,489	33,025
6	21,870	22,564	28,133	24,053	24,821	30,948	26,244	27,085	33,768
7	22,361	23,072	28,766	24,595	25,379	31,644	26,835	27,694	34,528
8	22,864	23,592	29,413	25,148	25,950	32,356	27,439	28,317	35,305
9	23,378	24,123	30,075	25,714	26,534	33,085	28,056	28,955	36,098
10	23,905	24,665	30,751	26,292	27,131	33,829	28,687	29,606	36,910
11	24,443	25,220	31,443	26,884	27,741	34,590	29,332	30,273	37,741
12	24,993	25,787	32,150	27,489	28,365	35,369	29,992	30,953	38,590
13	25,556	26,367	32,873	28,107	29,003	36,165	30,667	31,650	39,459
14	26,131	26,960	33,613	28,740	29,656	36,979	31,356	32,362	40,346
15	26,719	27,567	34,369	29,386	30,323	37,811	32,062	33,091	41,254
16	27,319	28,187	35,143	30,048	31,006	38,662	32,784	33,835	42,183
17	28,470	28,821	35,934	31,312	31,704	39,531	34,164	35,293	43,853
18+	29,669	29,470	36,743	32,630	32,417	40,421	35,845	36,998	45,805

Key to Salary Levels

- I Administrative Assistants - all schools, central administrative office, support/service department

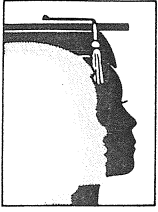
- II Head Clerks - middle & high schools
Payroll/Benefits Clerks
Administrative Assistant - Assistant Superintendent

- 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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2011 - 2012 AIDES' SALARY SCALE

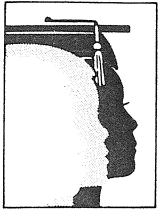
SCHOOL-SITE AIDES	
Step	Hourly Rate
1	9.85
2	10.10
3	10.40
4	10.71
5	11.01
6	11.31
7	11.62
8	11.92
9	12.22
10	12.52
11	12.83
12	13.13
13	13.43
14+	13.74

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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200 JUNKIN STREET CHRISTIANSBURG, VIRGINIA 24073

2011 - 2012 SUPPORT SERVICES STAFF SALARY SCALE

Step	Level I	Level II	Level III	Level IV	Level V	Level VI	HOURLY ¹
1	18,889	27,110	34,009	41,075	48,573	55,061	\$9.08
2	19,636	27,646	34,651	41,665	49,163	55,651	\$9.44
3	20,384	28,181	35,293	42,254	49,753	56,241	\$9.80
4	21,131	28,716	35,936	42,844	50,342	56,831	\$10.16
5	21,879	29,252	36,578	43,434	50,932	57,421	\$10.52
6	22,626	29,787	37,221	44,024	51,522	58,010	\$10.88
7	23,373	30,322	37,863	44,614	52,112	58,600	\$11.24
8	24,121	30,858	38,505	45,204	52,702	59,190	\$11.60
9	24,868	31,393	39,148	45,793	53,292	59,780	\$11.96
10	25,616	31,928	39,790	46,383	53,881	60,370	\$12.32
11	26,363	32,463	40,432	46,973	54,471	60,960	\$12.67
12	27,110	32,999	41,075	47,563	55,061	61,549	\$13.03

¹Hourly Scale for Custodians and Support Staff

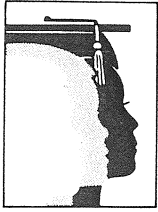
Key to Salary Levels

I	Custodians General Maintenance Apprentices Grounds/General Maintenance Staff Warehouse Staff
II	BMS & CMS Head Custodians Senior Custodians Skilled Trades (Journeyman)
III	Building System Operators Certified Mechanics High School Head Custodians Master Skilled Trades Technology Technicians
IV	Technology Specialists w/certification and/or degree MIS Specialists Skilled Trades Foremen Warehouse Supervisor
V	Custodial Manager Coordinator of Transportation Energy Educator/Manager Technology Specialists w/Supervisory Responsibility
VI	Construction Program Manager Environmental & Maintenance Program Manager Technology Specialists w/Administrative 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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2011 - 2012 BUS DRIVERS' and BUS AIDES' SALARY SCALE

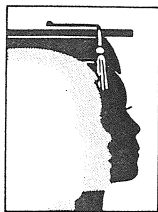
Step	DRIVERS		AIDES	
	Hourly Rate	Daily Rate	Hourly Rate	Daily Rate
1	13.99	59.45	11.56	49.15
2	14.24	60.52	11.72	49.79
3	14.49	61.60	11.87	50.44
4	14.75	62.67	12.02	51.08
5	15.00	63.74	12.17	51.72
6	15.25	64.82	12.32	52.37
7	15.50	65.89	12.47	53.01
8	15.76	66.96	12.63	53.66
9	16.01	68.04	12.78	54.30
10	16.26	69.11	12.93	54.94
11	16.51	70.18	13.08	55.59
12	16.77	71.26	13.23	56.23
13	17.02	72.33	13.38	56.88
14	17.27	73.40	13.53	57.52
15	17.52	74.47	13.69	58.16
16	17.78	75.55	13.84	58.81
17	18.03	76.62	13.99	59.45
18	18.28	77.69	14.14	60.10
19	18.53	78.77	14.29	60.74
20	18.79	79.84	14.44	61.38
21+	19.04	80.91	14.59	62.03

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 (example - field trip wait time, driver training, defensive driving, first aid, CPR)

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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2011 - 2012 NUTRITION SERVICES SALARY SCALE

MANAGER

Step	Daily Rate	
	Hourly Rate	7 hrs/day
1	10.71	74.94
2	10.81	75.65
3	10.91	76.36
4	11.51	80.60
5	12.12	84.84
6	12.93	90.50
7	13.43	94.03
8	13.79	96.51
9	14.14	98.98
10	14.49	101.45
11	14.85	103.93
12	15.20	106.40
13	15.55	108.88
14	15.91	111.35
15+	16.26	113.83

ASSISTANT MANAGER

Hourly Rate	Daily Rate	
	6.5 hrs/day	
9.70	63.02	
9.90	64.34	
10.10	65.65	
10.40	67.62	
10.91	70.90	
11.56	75.17	
11.92	77.47	
12.12	78.78	
12.27	79.76	
12.42	80.75	
12.63	82.06	
12.83	83.38	
13.03	84.69	
13.23	86.00	
13.43	87.31	

HOURLY & SALARIED EMPLOYEES

Step	Hourly Rate
1	8.59
2	8.79
3	8.99
4	9.39
5	9.95
6	10.40
7	10.96
8	11.31
9	11.56
10	11.82
11	11.92
12	12.02
13	12.12
14	12.22
15+	12.32

FIELD MANAGER-12 month

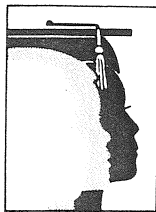
Annual Rate
26,699
27,367
28,051
28,752
29,471
30,207
30,963
31,736
32,530
33,343
34,176
35,031
35,907
36,804
37,725

SUBSTITUTE EMPLOYEES - as needed

Years of Service	Hourly Rate
1	7.63
2	7.83
3	8.08
4	8.28
5	8.48
6	8.64
7	8.84
8	9.49
9	10.25
10 +	10.91

Additional \$.10 per hour for ServSafe certification

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2010 - 2011 SUMMER ACADEMY SALARY SCALE

Administrators

Certified Principals will receive a daily rate equal to principal substitute rate.

Rate
\$176.75/day

Certified Teachers and

\$20.20/hr.

Program Coordinator Before and After School

\$20.20/hr.

Support Staff

Administrative Assistants

\$10.63/hr. or current hourly rate of pay

Aides

\$9.85 - \$13.74/hr.

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

Support Services New Hires

\$9.09/hr

Support Services Returning

\$9.44/hr.

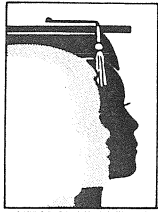
School Nurses

\$21.01/hr.

School Nutrition

Step	Manager Hourly Rate	Staff Hourly Rate
1	\$9.70	\$8.08
2	\$10.05	\$8.28
3	\$10.61	\$8.69
4	\$11.31	\$9.19
5	\$11.87	\$9.60
6	\$12.42	\$10.10
7	\$12.73	\$10.40
8	\$13.03	\$10.66
9	\$13.23	\$10.96
10	\$13.74	\$11.06
11	\$14.09	\$11.16
12	\$14.29	\$11.21
13	\$14.65	\$11.31
14	\$14.90	\$11.36
15	\$15.35	\$11.46

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2011 - 2012 TEACHERS' SALARY SCALE - 10 MONTH

A teacher's years of experience is for salary purposes and may or may not be reflective of an employee's complete work history.

Years of Experience	Bachelor's	Bachelor's/20 \$1,000	Master's \$2,000	Master's/20 \$2,500	Doctorate \$3,000
0	34,570	35,570	36,570	37,070	37,570
1	34,570	35,570	36,570	37,070	37,570
2	34,570	35,570	36,570	37,070	37,570
3	35,159	36,159	37,159	37,659	38,159
4	35,755	36,755	37,755	38,255	38,755
5	36,364	37,364	38,364	38,864	39,364
6	36,982	37,982	38,982	39,482	39,982
7	37,610	38,610	39,610	40,110	40,610
8	38,250	39,250	40,250	40,750	41,250
9	38,900	39,900	40,900	41,400	41,900
10	39,562	40,562	41,562	42,062	42,562
11	40,234	41,234	42,234	42,734	43,234
12	40,917	41,917	42,917	43,417	43,917
13	41,614	42,614	43,614	44,114	44,614
14	42,321	43,321	44,321	44,821	45,321
15	43,041	44,041	45,041	45,541	46,041
16	43,773	44,773	45,773	46,273	46,773
17	44,517	45,517	46,517	47,017	47,517
18	45,273	46,273	47,273	47,773	48,273
19	46,043	47,043	48,043	48,543	49,043
20	46,826	47,826	48,826	49,326	49,826
21	47,622	48,622	49,622	50,122	50,622
22	48,431	49,431	50,431	50,931	51,431
23	49,255	50,255	51,255	51,755	52,255
24	50,092	51,092	52,092	52,592	53,092
25	50,943	51,943	52,943	53,443	53,943
26	51,809	52,809	53,809	54,309	54,809
27	52,690	53,690	54,690	55,190	55,690
28	53,586	54,586	55,586	56,086	56,586
29	54,497	55,497	56,497	56,997	57,497
30+	55,424	56,424	57,424	57,924	58,424

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 and recognized by VDOE. 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 the close of business on October 1st 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.