

TEACHER SALARY SCALE

2017/2018

(PLACEMENT BASED ON YEARS OF EXPERIENCE)

STEP	BASE	220 Days	240 Days	261 Days
0	\$ 38,508	\$ 42,359	\$ 46,210	\$ 50,253
1	\$ 38,932	\$ 42,825	\$ 46,718	\$ 50,806
2	\$ 39,360	\$ 43,296	\$ 47,232	\$ 51,365
3	\$ 39,793	\$ 43,772	\$ 47,751	\$ 51,930
4	\$ 40,231	\$ 44,254	\$ 48,277	\$ 52,501
5	\$ 40,673	\$ 44,740	\$ 48,808	\$ 53,078
6	\$ 41,120	\$ 45,232	\$ 49,345	\$ 53,662
7	\$ 41,573	\$ 45,730	\$ 49,887	\$ 54,252
8	\$ 42,030	\$ 46,233	\$ 50,436	\$ 54,849
9	\$ 42,492	\$ 46,742	\$ 50,991	\$ 55,453
10	\$ 42,960	\$ 47,256	\$ 51,552	\$ 56,063
11	\$ 43,432	\$ 47,776	\$ 52,119	\$ 56,679
12	\$ 43,910	\$ 48,301	\$ 52,692	\$ 57,303
13	\$ 44,393	\$ 48,832	\$ 53,272	\$ 57,933
14	\$ 44,881	\$ 49,370	\$ 53,858	\$ 58,570
15	\$ 45,375	\$ 49,913	\$ 54,450	\$ 59,215
16	\$ 45,874	\$ 50,462	\$ 55,049	\$ 59,866
17	\$ 46,379	\$ 51,017	\$ 55,655	\$ 60,524
18	\$ 46,889	\$ 51,578	\$ 56,267	\$ 61,190
19	\$ 47,405	\$ 52,145	\$ 56,886	\$ 61,863
20	\$ 47,926	\$ 52,719	\$ 57,512	\$ 62,544
21	\$ 48,454	\$ 53,299	\$ 58,144	\$ 63,232
22	\$ 48,986	\$ 53,885	\$ 58,784	\$ 63,927
23	\$ 49,525	\$ 54,478	\$ 59,430	\$ 64,631
24	\$ 50,070	\$ 55,077	\$ 60,084	\$ 65,342
25	\$ 50,621	\$ 55,683	\$ 60,745	\$ 66,060
26	\$ 51,178	\$ 56,296	\$ 61,413	\$ 66,787
27	\$ 51,741	\$ 56,915	\$ 62,089	\$ 67,522
28	\$ 52,310	\$ 57,541	\$ 62,772	\$ 68,264
29	\$ 52,885	\$ 58,174	\$ 63,462	\$ 69,015
30	\$ 53,467	\$ 58,814	\$ 64,160	\$ 69,774
31	\$ 54,055	\$ 59,461	\$ 64,866	\$ 70,542
32	\$ 54,650	\$ 60,115	\$ 65,580	\$ 71,318
33	\$ 55,251	\$ 60,776	\$ 66,301	\$ 72,102
34	\$ 55,859	\$ 61,444	\$ 67,030	\$ 72,896
35	\$ 56,473	\$ 62,120	\$ 67,768	\$ 73,697

****ALL SALARIES WILL BE CAPPED AT LAST STEP****

*****Employees presently above Salary Scale will be frozen
at current rate of pay*****

Educational Stipend

Doctorate	\$3,000
Masters	\$2,000
BA + 15 hrs	\$1,000
Nat'l Board Certification	\$1,000

* All eligible employees will be required to pay 5% of their salary into the Virginia Retirement System effective July 1, 2012
Positions considered EXEMPT according to the Fair Labor Standards Act

SPECIALIST SALARY SCALE
2017/2018
(PLACEMENT BASED ON YEARS OF EXPERIENCE)

STEP	Specialist I	Specialist II	Specialist III	Specialist IV
0	\$ 38,566	\$ 40,566	\$ 45,172	\$ 53,828
1	\$ 38,990	\$ 41,012	\$ 45,669	\$ 54,420
2	\$ 39,419	\$ 41,463	\$ 46,172	\$ 55,019
3	\$ 39,852	\$ 41,919	\$ 46,679	\$ 55,624
4	\$ 40,291	\$ 42,380	\$ 47,193	\$ 56,236
5	\$ 40,734	\$ 42,847	\$ 47,712	\$ 56,855
6	\$ 41,182	\$ 43,318	\$ 48,237	\$ 57,480
7	\$ 41,635	\$ 43,794	\$ 48,768	\$ 58,112
8	\$ 42,093	\$ 44,276	\$ 49,304	\$ 58,752
9	\$ 42,556	\$ 44,763	\$ 49,846	\$ 59,398
10	\$ 43,024	\$ 45,255	\$ 50,395	\$ 60,051
11	\$ 43,498	\$ 45,753	\$ 50,949	\$ 60,712
12	\$ 43,976	\$ 46,257	\$ 51,509	\$ 61,380
13	\$ 44,460	\$ 46,765	\$ 52,076	\$ 62,055
14	\$ 44,949	\$ 47,280	\$ 52,649	\$ 62,737
15	\$ 45,443	\$ 47,800	\$ 53,228	\$ 63,428
16	\$ 45,943	\$ 48,326	\$ 53,813	\$ 64,125
17	\$ 46,448	\$ 48,857	\$ 54,405	\$ 64,831
18	\$ 46,959	\$ 49,395	\$ 55,004	\$ 65,544
19	\$ 47,476	\$ 49,938	\$ 55,609	\$ 66,265
20	\$ 47,998	\$ 50,487	\$ 56,221	\$ 66,994
21	\$ 48,526	\$ 51,043	\$ 56,839	\$ 67,731
22	\$ 49,060	\$ 51,604	\$ 57,464	\$ 68,476
23	\$ 49,600	\$ 52,172	\$ 58,096	\$ 69,229
24	\$ 50,145	\$ 52,746	\$ 58,735	\$ 69,990
25	\$ 50,697	\$ 53,326	\$ 59,382	\$ 70,760
26	\$ 51,254	\$ 53,913	\$ 60,035	\$ 71,539
27	\$ 51,818	\$ 54,506	\$ 60,695	\$ 72,326
28	\$ 52,388	\$ 55,105	\$ 61,363	\$ 73,121
29	\$ 52,965	\$ 55,711	\$ 62,038	\$ 73,926
30	\$ 53,547	\$ 56,324	\$ 62,720	\$ 74,739
31	\$ 54,136	\$ 56,944	\$ 63,410	\$ 75,561
32	\$ 54,732	\$ 57,570	\$ 64,108	\$ 76,392
33	\$ 55,334	\$ 58,203	\$ 64,813	\$ 77,232
34	\$ 55,942	\$ 58,844	\$ 65,526	\$ 78,082
35	\$ 56,558	\$ 59,491	\$ 66,247	\$ 78,941

****ALL SALARIES WILL BE CAPPED AT LAST STEP****
*****Employees presently above Salary Scale will be frozen at current rate of pay*****

Educational Stipend	
Doctorate	\$3,000
Masters**	\$2,000
BA + 15 hrs**	\$1,000
Nat'l Board Certification	\$1,000

Specialist I - School Nurse (RN)-182 Day; Human Resource Specialist 261 Day
Specialist II - (Master's Req'd & Included) - 200 Day - Gifted Specialist,
Assessment Specialist, Media Specialists
Specialist III -(Master's Req'd & Included)-220 Day-Counselors, Psychologist
Speech Pathologist, Social Worker , Math & Tech Specialist, Athletic Trainer
Specialist IV** - 261 Day - Dean of Students (Master's Req'd & Included)
Director of Student Activities

* All eligible employees will be required to pay 5% of their salary into the
Virginia Retirement System effective July 1, 2012
Positions considered EXEMPT according to the Fair Labor Standards Act

Administrative Salary Scale

2017/2018

(Placement Based on Years of Experience)

NOTE: Start Scale at 5th year of Experience.

STEP	Admin I	Admin II	Admin III	Admin IV	Admin V	Admin VI
0	\$ 57,791	\$ 60,304	\$ 62,816	\$ 65,329	\$ 67,841	\$ 77,892
1	\$ 58,427	\$ 60,967	\$ 63,507	\$ 66,047	\$ 68,588	\$ 78,749
2	\$ 59,069	\$ 61,638	\$ 64,206	\$ 66,774	\$ 69,342	\$ 79,615
3	\$ 59,719	\$ 62,316	\$ 64,912	\$ 67,508	\$ 70,105	\$ 80,491
4	\$ 60,376	\$ 63,001	\$ 65,626	\$ 68,251	\$ 70,876	\$ 81,376
5	\$ 61,040	\$ 63,694	\$ 66,348	\$ 69,002	\$ 71,656	\$ 82,271
6	\$ 61,712	\$ 64,395	\$ 67,078	\$ 69,761	\$ 72,444	\$ 83,176
7	\$ 62,390	\$ 65,103	\$ 67,816	\$ 70,528	\$ 73,241	\$ 84,091
8	\$ 63,077	\$ 65,819	\$ 68,562	\$ 71,304	\$ 74,046	\$ 85,016
9	\$ 63,770	\$ 66,543	\$ 69,316	\$ 72,088	\$ 74,861	\$ 85,952
10	\$ 64,472	\$ 67,275	\$ 70,078	\$ 72,881	\$ 75,684	\$ 86,897
11	\$ 65,181	\$ 68,015	\$ 70,849	\$ 73,683	\$ 76,517	\$ 87,853
12	\$ 65,898	\$ 68,763	\$ 71,628	\$ 74,494	\$ 77,359	\$ 88,819
13	\$ 66,623	\$ 69,520	\$ 72,416	\$ 75,313	\$ 78,210	\$ 89,796
14	\$ 67,356	\$ 70,284	\$ 73,213	\$ 76,141	\$ 79,070	\$ 90,784
15	\$ 68,097	\$ 71,058	\$ 74,018	\$ 76,979	\$ 79,940	\$ 91,783
16	\$ 68,846	\$ 71,839	\$ 74,832	\$ 77,826	\$ 80,819	\$ 92,792
17	\$ 69,603	\$ 72,629	\$ 75,656	\$ 78,682	\$ 81,708	\$ 93,813
18	\$ 70,369	\$ 73,428	\$ 76,488	\$ 79,547	\$ 82,607	\$ 94,845
19	\$ 71,143	\$ 74,236	\$ 77,329	\$ 80,422	\$ 83,516	\$ 95,888
20	\$ 71,925	\$ 75,053	\$ 78,180	\$ 81,307	\$ 84,434	\$ 96,943
21	\$ 72,717	\$ 75,878	\$ 79,040	\$ 82,201	\$ 85,363	\$ 98,009
22	\$ 73,516	\$ 76,713	\$ 79,909	\$ 83,106	\$ 86,302	\$ 99,087
23	\$ 74,325	\$ 77,557	\$ 80,788	\$ 84,020	\$ 87,251	\$ 100,177
24	\$ 75,143	\$ 78,410	\$ 81,677	\$ 84,944	\$ 88,211	\$ 101,279
25	\$ 75,969	\$ 79,272	\$ 82,575	\$ 85,878	\$ 89,181	\$ 102,393
26	\$ 76,805	\$ 80,144	\$ 83,484	\$ 86,823	\$ 90,162	\$ 103,520
27	\$ 77,650	\$ 81,026	\$ 84,402	\$ 87,778	\$ 91,154	\$ 104,658
28	\$ 78,504	\$ 81,917	\$ 85,330	\$ 88,744	\$ 92,157	\$ 105,810
29	\$ 79,368	\$ 82,818	\$ 86,269	\$ 89,720	\$ 93,171	\$ 106,974
30	\$ 80,241	\$ 83,729	\$ 87,218	\$ 90,707	\$ 94,195	\$ 108,150

****ALL SALARIES WILL BE CAPPED AT LAST STEP****

***** Employees presently above salary scale will be frozen at current rate of pay*****

Educational Stipend

Doctorate \$3,000

**Master's Degree Required and Included in Salary

Admin I ** - Assistant Principals

Admin II - Director of Operations; Director of Budget & Finance

Admin III ** - Director of Assessment, Research & Technology; Director of SPED
and Federal Programs

Admin IV ** - Principal of MES; Principal of SCW

Admin V ** - Principal of MHS

Admin VI ** - Assistant Superintendent

* All eligible employees will be required to pay 5% of their salary into the
Virginia Retirement System effective July 1, 2012
Positions considered EXEMPT according to the Fair Labor Standards Act

Support Staff Salary Scale (Page 1)
2017/2018
(Placement Based on Years of Experience)

STEP	Sppt I	Hourly Rate 5.5 hrs/day	Sppt II	Hourly Rate 5.5 hrs/day	Sppt III	Hourly Rate 5.5 hrs/day	Sppt IV	Hourly Rate 7 hrs/day	Sppt V	Hourly Rate 7.5 hrs/day
0	\$ 7,313	\$7.39	\$ 8,905	\$8.75	\$ 12,615	\$12.60	\$ 16,116	\$12.38	\$ 16,202	\$11.55
1	\$ 7,393	\$7.47	\$ 9,003	\$8.85	\$ 12,754	\$12.74	\$ 16,293	\$12.51	\$ 16,380	\$11.68
2	\$ 7,474	\$7.55	\$ 9,102	\$8.95	\$ 12,894	\$12.88	\$ 16,472	\$12.65	\$ 16,561	\$11.81
3	\$ 7,557	\$7.63	\$ 9,202	\$9.04	\$ 13,036	\$13.02	\$ 16,653	\$12.79	\$ 16,743	\$11.94
4	\$ 7,640	\$7.72	\$ 9,303	\$9.14	\$ 13,180	\$13.17	\$ 16,836	\$12.93	\$ 16,927	\$12.07
5	\$ 7,724	\$7.80	\$ 9,406	\$9.24	\$ 13,324	\$13.31	\$ 17,022	\$13.07	\$ 17,113	\$12.20
6	\$ 7,809	\$7.89	\$ 9,509	\$9.35	\$ 13,471	\$13.46	\$ 17,209	\$13.22	\$ 17,301	\$12.34
7	\$ 7,895	\$7.97	\$ 9,614	\$9.45	\$ 13,619	\$13.61	\$ 17,398	\$13.36	\$ 17,492	\$12.47
8	\$ 7,982	\$8.06	\$ 9,719	\$9.55	\$ 13,769	\$13.76	\$ 17,590	\$13.51	\$ 17,684	\$12.61
9	\$ 8,069	\$8.15	\$ 9,826	\$9.66	\$ 13,921	\$13.91	\$ 17,783	\$13.66	\$ 17,879	\$12.75
10	\$ 8,158	\$8.24	\$ 9,934	\$9.76	\$ 14,074	\$14.06	\$ 17,979	\$13.81	\$ 18,075	\$12.89
11	\$ 8,248	\$8.33	\$ 10,044	\$9.87	\$ 14,228	\$14.21	\$ 18,176	\$13.96	\$ 18,274	\$13.03
12	\$ 8,339	\$8.42	\$ 10,154	\$9.98	\$ 14,385	\$14.37	\$ 18,376	\$14.11	\$ 18,475	\$13.17
13	\$ 8,430	\$8.52	\$ 10,266	\$10.09	\$ 14,543	\$14.53	\$ 18,579	\$14.27	\$ 18,678	\$13.32
14	\$ 8,523	\$8.61	\$ 10,379	\$10.20	\$ 14,703	\$14.69	\$ 18,783	\$14.43	\$ 18,884	\$13.46
15	\$ 8,617	\$8.70	\$ 10,493	\$10.31	\$ 14,865	\$14.85	\$ 18,990	\$14.58	\$ 19,092	\$13.61
16	\$ 8,712	\$8.80	\$ 10,608	\$10.43	\$ 15,028	\$15.01	\$ 19,198	\$14.75	\$ 19,302	\$13.76
17	\$ 8,807	\$8.90	\$ 10,725	\$10.54	\$ 15,194	\$15.18	\$ 19,410	\$14.91	\$ 19,514	\$13.91
18	\$ 8,904	\$8.99	\$ 10,843	\$10.66	\$ 15,361	\$15.35	\$ 19,623	\$15.07	\$ 19,729	\$14.07
19	\$ 9,002	\$9.09	\$ 10,962	\$10.77	\$ 15,530	\$15.51	\$ 19,839	\$15.24	\$ 19,946	\$14.22
20	\$ 9,101	\$9.19	\$ 11,083	\$10.89	\$ 15,701	\$15.68	\$ 20,057	\$15.40	\$ 20,165	\$14.38
21	\$ 9,201	\$9.29	\$ 11,205	\$11.01	\$ 15,873	\$15.86	\$ 20,278	\$15.57	\$ 20,387	\$14.54
22	\$ 9,303	\$9.40	\$ 11,328	\$11.13	\$ 16,048	\$16.03	\$ 20,501	\$15.75	\$ 20,611	\$14.70
23	\$ 9,405	\$9.50	\$ 11,453	\$11.26	\$ 16,225	\$16.21	\$ 20,726	\$15.92	\$ 20,838	\$14.86
24	\$ 9,508	\$9.60	\$ 11,579	\$11.38	\$ 16,403	\$16.39	\$ 20,954	\$16.09	\$ 21,067	\$15.02
25	\$ 9,613	\$9.71	\$ 11,706	\$11.50	\$ 16,583	\$16.57	\$ 21,185	\$16.27	\$ 21,299	\$15.19
26	\$ 9,719	\$9.82	\$ 11,835	\$11.63	\$ 16,766	\$16.75	\$ 21,418	\$16.45	\$ 21,533	\$15.35
27	\$ 9,826	\$9.92	\$ 11,965	\$11.76	\$ 16,950	\$16.93	\$ 21,653	\$16.63	\$ 21,770	\$15.52
28	\$ 9,934	\$10.03	\$ 12,097	\$11.89	\$ 17,137	\$17.12	\$ 21,892	\$16.81	\$ 22,009	\$15.69
29	\$ 10,043	\$10.14	\$ 12,230	\$12.02	\$ 17,325	\$17.31	\$ 22,132	\$17.00	\$ 22,251	\$15.87
30	\$ 10,153	\$10.26	\$ 12,364	\$12.15	\$ 17,516	\$17.50	\$ 22,376	\$17.19	\$ 22,496	\$16.04
31	\$ 10,265	\$10.37	\$ 12,500	\$12.29	\$ 17,708	\$17.69	\$ 22,622	\$17.37	\$ 22,744	\$16.22
32	\$ 10,378	\$10.48	\$ 12,638	\$12.42	\$ 17,903	\$17.89	\$ 22,871	\$17.57	\$ 22,994	\$16.39
33	\$ 10,492	\$10.60	\$ 12,777	\$12.56	\$ 18,100	\$18.08	\$ 23,122	\$17.76	\$ 23,247	\$16.58
34	\$ 10,608	\$10.71	\$ 12,917	\$12.70	\$ 18,299	\$18.28	\$ 23,377	\$17.95	\$ 23,503	\$16.76
35	\$ 10,724	\$10.83	\$ 13,059	\$12.83	\$ 18,501	\$18.48	\$ 23,634	\$18.15	\$ 23,761	\$16.94

****ALL SALARIES WILL BE CAPPED AT LAST STEP****
*****Employees presently above salary scale will be frozen at current rate of pay*****

- Sppt I - Bus Monitor
- Sppt II - Nutrition Worker
- Sppt III - Bus Driver
- Sppt IV - Nutrition Manager; Lunch Monitor
- Sppt V - Para-professional

* All eligible employees will be required to pay 5% of their salary into the Virginia Retirement System effective July 1, 2012

Positions considered NON-EXEMPT according to the Fair Labor Standards Act

Support Staff Salary Scale (Page 2)

2017/2018

(Placement Based on Years of Experience)

STEP	Sppt VI	Hourly Rate 8 hrs/day	Sppt VII	Hourly Rate 8 hrs/day	Sppt VIII	Hourly Rate 8 hrs/day	Sppt IX	Hourly Rate 8 hrs/day
0	\$ 20,719	\$ 9.92	\$ 25,126	\$ 12.03	\$ 30,403	\$ 14.56	\$ 32,664	\$ 15.64
1	\$ 20,947	\$ 10.03	\$ 25,403	\$ 12.17	\$ 30,737	\$ 14.72	\$ 33,024	\$ 15.82
2	\$ 21,178	\$ 10.14	\$ 25,682	\$ 12.30	\$ 31,076	\$ 14.88	\$ 33,387	\$ 15.99
3	\$ 21,411	\$ 10.25	\$ 25,965	\$ 12.44	\$ 31,417	\$ 15.05	\$ 33,754	\$ 16.17
4	\$ 21,646	\$ 10.37	\$ 26,250	\$ 12.57	\$ 31,763	\$ 15.21	\$ 34,126	\$ 16.34
5	\$ 21,884	\$ 10.48	\$ 26,539	\$ 12.71	\$ 32,112	\$ 15.38	\$ 34,501	\$ 16.52
6	\$ 22,125	\$ 10.60	\$ 26,831	\$ 12.85	\$ 32,466	\$ 15.55	\$ 34,880	\$ 16.71
7	\$ 22,368	\$ 10.71	\$ 27,126	\$ 12.99	\$ 32,823	\$ 15.72	\$ 35,264	\$ 16.89
8	\$ 22,614	\$ 10.83	\$ 27,425	\$ 13.13	\$ 33,184	\$ 15.89	\$ 35,652	\$ 17.07
9	\$ 22,863	\$ 10.95	\$ 27,726	\$ 13.28	\$ 33,549	\$ 16.07	\$ 36,044	\$ 17.26
10	\$ 23,115	\$ 11.07	\$ 28,031	\$ 13.42	\$ 33,918	\$ 16.24	\$ 36,441	\$ 17.45
11	\$ 23,369	\$ 11.19	\$ 28,340	\$ 13.57	\$ 34,291	\$ 16.42	\$ 36,842	\$ 17.64
12	\$ 23,626	\$ 11.32	\$ 28,651	\$ 13.72	\$ 34,668	\$ 16.60	\$ 37,247	\$ 17.84
13	\$ 23,886	\$ 11.44	\$ 28,967	\$ 13.87	\$ 35,050	\$ 16.79	\$ 37,656	\$ 18.03
14	\$ 24,149	\$ 11.57	\$ 29,285	\$ 14.03	\$ 35,435	\$ 16.97	\$ 38,071	\$ 18.23
15	\$ 24,414	\$ 11.69	\$ 29,607	\$ 14.18	\$ 35,825	\$ 17.16	\$ 38,489	\$ 18.43
16	\$ 24,683	\$ 11.82	\$ 29,933	\$ 14.34	\$ 36,219	\$ 17.35	\$ 38,913	\$ 18.64
17	\$ 24,954	\$ 11.95	\$ 30,262	\$ 14.49	\$ 36,617	\$ 17.54	\$ 39,341	\$ 18.84
18	\$ 25,229	\$ 12.08	\$ 30,595	\$ 14.65	\$ 37,020	\$ 17.73	\$ 39,774	\$ 19.05
19	\$ 25,506	\$ 12.22	\$ 30,932	\$ 14.81	\$ 37,427	\$ 17.92	\$ 40,211	\$ 19.26
20	\$ 25,787	\$ 12.35	\$ 31,272	\$ 14.98	\$ 37,839	\$ 18.12	\$ 40,654	\$ 19.47
21	\$ 26,070	\$ 12.49	\$ 31,616	\$ 15.14	\$ 38,255	\$ 18.32	\$ 41,101	\$ 19.68
22	\$ 26,357	\$ 12.62	\$ 31,964	\$ 15.31	\$ 38,676	\$ 18.52	\$ 41,553	\$ 19.90
23	\$ 26,647	\$ 12.76	\$ 32,315	\$ 15.48	\$ 39,102	\$ 18.73	\$ 42,010	\$ 20.12
24	\$ 26,940	\$ 12.90	\$ 32,671	\$ 15.65	\$ 39,532	\$ 18.93	\$ 42,472	\$ 20.34
25	\$ 27,237	\$ 13.04	\$ 33,030	\$ 15.82	\$ 39,966	\$ 19.14	\$ 42,939	\$ 20.56
26	\$ 27,536	\$ 13.19	\$ 33,393	\$ 15.99	\$ 40,406	\$ 19.35	\$ 43,412	\$ 20.79
27	\$ 27,839	\$ 13.33	\$ 33,761	\$ 16.17	\$ 40,851	\$ 19.56	\$ 43,889	\$ 21.02
28	\$ 28,145	\$ 13.48	\$ 34,132	\$ 16.35	\$ 41,300	\$ 19.78	\$ 44,372	\$ 21.25
29	\$ 28,455	\$ 13.63	\$ 34,508	\$ 16.53	\$ 41,754	\$ 20.00	\$ 44,860	\$ 21.48
30	\$ 28,768	\$ 13.78	\$ 34,887	\$ 16.71	\$ 42,214	\$ 20.22	\$ 45,353	\$ 21.72
31	\$ 29,084	\$ 13.93	\$ 35,271	\$ 16.89	\$ 42,678	\$ 20.44	\$ 45,852	\$ 21.96
32	\$ 29,404	\$ 14.08	\$ 35,659	\$ 17.08	\$ 43,147	\$ 20.66	\$ 46,357	\$ 22.20
33	\$ 29,728	\$ 14.24	\$ 36,051	\$ 17.27	\$ 43,622	\$ 20.89	\$ 46,867	\$ 22.45
34	\$ 30,055	\$ 14.39	\$ 36,448	\$ 17.46	\$ 44,102	\$ 21.12	\$ 47,382	\$ 22.69
35	\$ 30,385	\$ 14.55	\$ 36,849	\$ 17.65	\$ 44,587	\$ 21.35	\$ 47,903	\$ 22.94

****ALL SALARIES WILL BE CAPPED AT LAST STEP****

*****Employees presently above salary scale will be frozen at current rate of pay*****

Sppt VI - Mechanic I

Sppt VII - Clerical I, Receptionist

Sppt VIII - Clerical II, Mechanic II, Maintenance Worker

Sppt IX - Exec. Asst. to Superintendent, Accounting, Transportation & Cafeteria Supervisor

* All eligible employees will be required to pay 5% of their salary into the
Virginia Retirement System effective July 1, 2012
Positions considered NON-EXEMPT according to the Fair Labor Standards Act