

# Montgomery County Public Schools

200 JUNKIN STREET CHRISTIANSBURG, VIRGINIA 24073

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

## 2007-2008 ADMINISTRATORS' SALARY SCALE - 12 MONTH

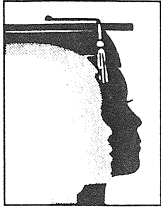
Step	Level I	Level II	Level III	Level IV	Level V	Level VI	Level VII	Level VIII	Level IX
0	49,451	50,461	56,516	57,526	58,535	61,562	65,597	70,643	75,691
1	51,862	52,921	59,271	60,331	61,388	64,563	68,796	74,088	79,383
2	52,718	53,794	60,249	61,326	62,401	65,628	69,931	75,310	80,693
3	53,588	54,682	61,243	62,338	63,431	66,711	71,085	76,553	82,024
4	54,472	55,584	62,254	63,367	64,478	67,812	72,258	77,816	83,377
5	55,371	56,501	63,281	64,413	65,542	68,931	73,450	79,100	84,753
6	56,285	57,433	64,325	65,476	66,623	70,068	74,662	80,405	86,151
7	57,214	58,381	65,386	66,556	67,722	71,224	75,894	81,732	87,572
8	58,158	59,344	66,465	67,654	68,839	72,399	77,146	83,081	89,017
9	59,118	60,323	67,562	68,770	69,975	73,594	78,419	84,452	90,486
10	60,093	61,318	68,677	69,905	71,130	74,808	79,713	85,845	91,979
11	61,085	62,330	69,810	71,058	72,304	76,042	81,028	87,261	93,497
12	62,093	63,358	70,962	72,230	73,497	77,297	82,365	88,701	95,040
13	63,118	64,403	72,133	73,422	74,710	78,572	83,724	90,165	96,608
14	64,159	65,466	73,323	74,633	75,943	79,868	85,105	91,653	98,202
15	65,218	66,546	74,533	75,864	77,196	81,186	86,509	93,165	99,822
16	66,294	67,644	75,763	77,116	78,470	82,526	87,936	94,702	101,469
17	67,388	68,760	77,013	78,388	79,765	83,888	89,387	96,265	103,143
18	68,500	69,895	78,284	79,681	81,081	85,272	90,862	97,853	104,845
19	69,630	71,048	79,576	80,996	82,419	86,679	92,361	99,468	106,575
20	70,779	72,220	80,889	82,332	83,779	88,109	93,885	101,109	108,333
20+	70,779	72,220	80,889	82,332	83,779	88,109	93,885	101,109	108,333

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
VIII	Directors
IX	Assistant Superintendent



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## 2007- 2008 11 MONTH ADMINISTRATORS' SALARY SCALE

Step	Level I	Level II	Level III	Level IV	Level V	Level VI	Level VII
0	45,330	46,255	51,806	52,732	53,657	55,872	60,130
1	47,540	48,510	54,331	55,303	56,272	59,182	63,063
2	48,324	49,311	55,227	56,215	57,200	60,159	64,104
3	49,122	50,125	56,139	57,143	58,144	61,151	65,161
4	49,932	50,952	57,065	58,086	59,104	62,160	66,236
5	50,756	51,792	58,007	59,044	60,079	63,186	67,329
6	51,594	52,646	58,964	60,019	61,070	64,228	68,440
7	52,446	53,515	59,937	61,009	62,078	65,288	69,570
8	53,311	54,398	60,926	62,015	63,102	66,365	70,717
9	54,191	55,295	61,931	63,039	64,143	67,460	71,884
10	55,085	56,208	62,953	64,079	65,202	68,573	73,070
11	55,994	57,135	63,991	65,136	66,278	69,705	74,276
12	56,918	58,078	65,047	66,211	67,371	70,855	75,502
13	57,858	59,036	66,121	67,303	68,483	72,024	76,747
14	58,812	60,010	67,212	68,414	69,613	73,213	78,014
15	59,783	61,000	68,321	69,543	70,761	74,421	79,301
16	60,769	62,007	69,448	70,690	71,929	75,649	80,609
17	61,772	63,030	70,594	71,857	73,116	76,897	81,939
18	62,791	64,070	71,758	73,042	74,322	78,166	83,291
19	63,827	65,127	72,942	74,247	75,548	79,455	84,666
20	64,880	66,202	74,146	75,472	76,795	80,766	86,063
'20+	64,880	66,202	74,146	75,472	76,795	80,766	86,063

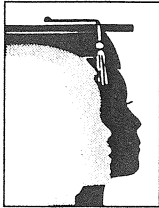
STEP 20+ SAME AS STEP 20 AND LISTED TO REFLECT INCREASE FOR OVER 20.

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

August 1 through June 30 = 220 work days



# Montgomery County Public Schools

200 JUNKIN STREET CHRISTIANSBURG, VIRGINIA 24073

## 2007-2008 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	30,968	31,968	32,968	33,468	33,968
2	32,200	33,200	34,200	34,700	35,200
3	32,634	33,634	34,634	35,134	35,634
4	33,610	34,610	35,610	36,110	36,610
5	34,136	35,136	36,136	36,636	37,136
6	34,669	35,669	36,669	37,169	37,669
7	35,257	36,257	37,257	37,757	38,257
8	35,852	36,852	37,852	38,352	38,852
9	36,455	37,455	38,455	38,955	39,455
10	37,066	38,066	39,066	39,566	40,066
11	37,687	38,687	39,687	40,187	40,687
12	38,315	39,315	40,315	40,815	41,315
13	38,953	39,953	40,953	41,453	41,953
14	39,599	40,599	41,599	42,099	42,599
15	40,278	41,278	42,278	42,778	43,278
16	40,989	41,989	42,989	43,489	43,989
17	41,708	42,708	43,708	44,208	44,708
18	42,438	43,438	44,438	44,938	45,438
19	43,176	44,176	45,176	45,676	46,176
20	43,925	44,925	45,925	46,425	46,925
21	44,708	45,708	46,708	47,208	47,708
22	45,499	46,499	47,499	47,999	48,499
23	46,301	47,301	48,301	48,801	49,301
24	47,137	48,137	49,137	49,637	50,137
25	48,237	49,237	50,237	50,737	51,237
26	49,440	50,440	51,440	51,940	52,440
27	50,244	51,244	52,244	52,744	53,244
28	51,341	52,341	53,341	53,841	54,341
29+	51,361	52,361	53,361	53,861	54,361

### 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.

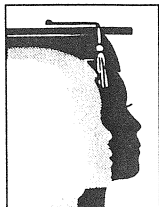
B. Column 4: \$2,000 is added to the bachelor's scale for the completion of a master's degree. Initial verification shall include a transcript indicating completion of the degree.

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.



# Montgomery County Public Schools

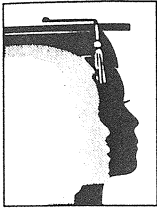
200 JUNKIN STREET

CHRISTIANSBURG, VIRGINIA 24073

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## 2007-2008 OTHER PAY RATES

	Hourly Rate	Daily Rate
<b>ADULT BASIC EDUCATION:</b>		
Teacher	23.50	
Aide	12.80	
GED Alternate Examiner		318.15
Homebound Instruction Teacher (includes travel)	22.00	
Nurse (part-time)	20.80	
Parent Coordinator	17.85	
SOL Remediation - Certified Teacher	22.80	
SOL Remediation Tutors (paid from Support Staff Instructional Aide Scale)		
Staff Development/In-Service (prior approval required)		75.00
<b>SUBSTITUTES:</b>		
Administrative Assistant	10.75	
Administrator		165.45
Aide	9.45	
Teacher		72.25
Teacher (long-term)		102.00
(per School Board approval on 5/17/2005, long term sub teacher rate begins on the 16th day in same assignment)		



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200 JUNKIN STREET CHRISTIANSBURG, VIRGINIA 24073

**2007-2008 SALARY SCALE FOR:  
OCCUPATIONAL/PHYSICAL THERAPIST ASSISTANTS',  
INTERPRETERS - LEVELS I and II;  
OCCUPATIONAL THERAPISTS',  
PSYCHOLOGISTS'**

Step	Level I
1	30,968
2	32,200
3	32,634
4	33,093
5	33,610
6	34,136
7	34,669
8	35,257
9+	35,852

Step	Level II
0	33,750
1	34,577
2	35,424
3	36,292
4	37,182
5	38,093
6	39,026
7	39,982
8	40,961
9	41,965
10	42,993
11	44,046
12	45,126
13	46,231
14	47,364
15	48,524
16	49,713
17	50,931
18	52,179
19	53,457
20+	54,767

Add \$1,500 to the above for doctorate

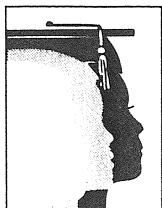
**Key to Salary Levels**

- 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.



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## 2007-2008 ADMINISTRATIVE ASSISTANTS' SALARY SCALE

	10 MONTH			11 MONTH			12 MONTH		
Step	Level I	Level II	Level III	Level I	Level II	Level III	Level I	Level II	Level III
1	18,240	18,819	23,465	20,062	20,701	25,813	21,885	22,587	28,159
2	18,650	19,242	23,993	20,513	21,167	26,394	22,377	23,095	28,793
3	19,070	19,675	24,533	20,975	21,643	26,988	22,880	23,615	29,441
4	19,499	20,118	25,085	21,447	22,130	27,595	23,395	24,146	30,103
5	19,938	20,571	25,649	21,930	22,628	28,216	23,921	24,689	30,780
6	20,387	21,034	26,226	22,423	23,137	28,851	24,459	25,245	31,473
7	20,846	21,507	26,816	22,928	23,658	29,500	25,009	25,813	32,181
8	21,315	21,991	27,419	23,444	24,190	30,164	25,572	26,394	32,905
9	21,795	22,486	28,036	23,971	24,734	30,843	26,147	26,988	33,645
10	22,285	22,992	28,667	24,510	25,291	31,537	26,735	27,595	34,402
11	22,786	23,509	29,312	25,061	25,860	32,247	27,337	28,216	35,176
12	23,299	24,038	29,972	25,625	26,442	32,973	27,952	28,851	35,967
13	23,823	24,579	30,646	26,202	27,037	33,715	28,581	29,500	36,776
14	24,359	25,132	31,336	26,792	27,645	34,474	29,224	30,164	37,603
15	24,907	25,697	32,041	27,395	28,267	35,250	29,882	30,843	38,449
16	25,467	26,275	32,762	28,011	28,903	36,043	30,554	31,537	39,314
17	26,540	26,866	33,499	29,191	29,553	36,854	31,841	32,897	40,869
18+	27,912	29,102	34,253	30,678	31,688	37,683	33,407	34,487	42,689

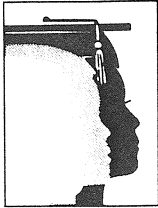
### Key to Salary Levels

- 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)

\$200.00 month  
\$9.17



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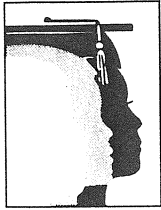
## 2007-2008 AIDES' SALARY SCALE

SCHOOL-SITE AIDES	
Step	Hourly Rate
1	9.45
2	9.70
3	9.95
4	10.25
5	10.45
6	10.75
7	10.90
8	11.00
9	11.25
10	11.50
11	11.75
12	11.95
13	12.20
14+	13.00

## 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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## 2007-2008 SUPPORT SERVICES STAFF SALARY SCALE

Step	Level I	Level II	Level III	Level IV	Level V	Level VI	HOURLY <sup>1</sup>
1	15,744	23,708	29,419	36,540	42,634	48,916	\$7.57
2	16,484	24,238	30,055	37,123	43,217	49,499	\$7.93
3	17,223	24,769	30,692	37,706	43,800	50,082	\$8.28
4	17,963	25,299	31,328	38,290	44,383	50,666	\$8.64
5	18,702	25,830	31,965	38,873	44,967	51,249	\$8.99
6	19,442	26,360	32,601	39,457	45,550	51,833	\$9.35
7	20,181	26,890	33,238	40,040	46,134	52,416	\$9.70
8	20,921	27,421	33,874	40,623	46,717	52,999	\$10.06
9	21,691	27,951	34,511	41,207	47,300	53,583	\$10.43
10	22,761	28,482	35,147	41,790	47,884	54,166	\$10.94
11	24,662	29,378	35,993	42,636	48,730	54,812	\$11.86
12	25,402	30,810	37,531	43,918	50,606	56,088	\$12.21
13 +	25,402	31,015	37,756	44,182	50,910	56,424	\$12.21

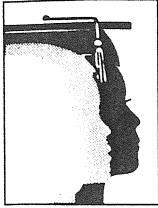
<sup>1</sup>Hourly Scale for Custodians and Support Staff

### Key to Salary Levels

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

### Supplements

24 hours primary pager/emergency response - trades shops	\$275.00 per month
24 hours primary pager trainee	\$137.50 per month
Head Strand Custodian pager	\$137.50 per month
Trade Shop Leader	\$2,100.00 per year
ASE Certification - \$200 per certification, not to exceed	\$1,728.00 per year
Certification Forklift Operator	\$150.00 per month



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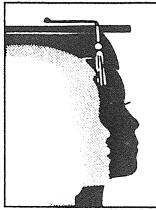
## 2007-2008 BUS DRIVERS' and BUS AIDES' SALARY SCALE

Step	DRIVERS		AIDES	
	Hourly Rate	Daily Rate	Hourly Rate	Daily Rate
1	\$13.00	\$55.25	\$10.45	\$44.41
2	\$13.25	\$56.31	\$10.60	\$45.05
3	\$13.50	\$57.38	\$10.75	\$45.69
4	\$13.80	\$58.65	\$11.05	\$46.96
5	\$14.10	\$59.93	\$11.35	\$48.24
6	\$14.40	\$61.20	\$11.65	\$49.51
7	\$14.70	\$62.48	\$11.95	\$50.79
8	\$14.90	\$63.33	\$12.15	\$51.64
9	\$15.05	\$63.96	\$12.25	\$52.06
10	\$15.25	\$64.81	\$12.35	\$52.49
11	\$15.35	\$65.24	\$12.40	\$52.70
12	\$15.45	\$65.66	\$12.50	\$53.13
13	\$15.55	\$66.09	\$12.60	\$53.55
14	\$15.65	\$66.51	\$12.65	\$53.76
15	\$15.75	\$66.94	\$12.70	\$53.98
16	\$15.85	\$67.36	\$12.75	\$54.19
17	\$16.00	\$68.00	\$12.80	\$54.40
18	\$16.20	\$68.85	\$12.85	\$54.61
19	\$16.35	\$69.49	\$12.90	\$54.83
20	\$16.50	\$70.13	\$12.95	\$55.04
21+	\$16.65	\$70.76	\$13.00	\$55.25

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 \$8.80 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 \$8.80 per hour during non-driving time.



# Montgomery County Public Schools

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**2007-2008 NUTRITION SERVICES SALARY SCALE**

## MANAGER

Step	Daily Rate	
	Hourly Rate	7 hrs/day
1	9.60	67.20
2	9.95	69.65
3	10.50	73.50
4	11.20	78.40
5	11.75	82.25
6	12.30	86.10
7	12.60	88.20
8	12.90	90.30
9	13.10	91.70
10	13.60	95.20
11	13.95	97.65
12	14.15	99.05
13	14.50	101.50
14	14.75	103.25
15+	15.20	106.40

## ASSISTANT MANAGER

Hourly Rate	Daily 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	
11.15	72.48	
11.30	73.45	
11.45	74.43	
11.60	75.40	
11.75	76.38	
11.90	77.35	
12.05	78.33	
12.25	79.63	
12.45	80.93	

## HOURLY & SALARIED EMPLOYEES

Step	Hourly Rate
1	8.00
2	8.20
3	8.60
4	9.10
5	9.50
6	10.00
7	10.30
8	10.55
9	10.85
10	10.95
11	11.05
12	11.10
13	11.20
14	11.25
15+	11.35

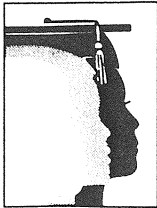
## FIELD MANAGER-12 month

Annual Rate
24,892
25,514
26,152
26,806
27,476
28,163
28,867
29,589
30,329
31,087
31,864
32,661
33,478
34,315
35,173

## SUBSTITUTE EMPLOYEES - as needed

Years of Service	Hourly Rate
1	7.05
2	7.35
3	7.60
4	7.95
5	8.00
6	8.25
7	8.65
8	9.40
9	10.00
10 +	10.25

Additional 0.10 per hour for certification



# Montgomery County Public Schools

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

200 JUNKIN STREET CHRISTIANSBURG, VIRGINIA 24073  
**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  
1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20

Hourly Rate  
\$8.50  
\$9.00  
\$9.50  
\$10.00  
\$10.50  
\$11.00  
\$11.50  
\$12.00  
\$12.50  
\$13.00  
\$13.50  
\$14.00  
\$14.50  
\$15.00  
\$15.50  
\$16.00  
\$16.50  
\$17.00  
\$17.50  
\$18.00

#### **Staff**

Step  
1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20

Hourly Rate  
\$8.00  
\$8.25  
\$8.50  
\$8.75  
\$9.00  
\$9.25  
\$9.50  
\$9.75  
\$10.00  
\$10.25  
\$10.50  
\$10.75  
\$11.00  
\$11.25  
\$11.50  
\$11.75  
\$12.00  
\$12.25  
\$12.50  
\$12.75

**Support Services New Hires**  
**Support Services Returning**

\$7.21/hr  
\$7.40/hr.

### **School Nurses**

\$20.00/hr.