

**Harrisonburg City Public Schools
2021-2022 Salary Ranges for Administrative Positions**

	Min		Max
Chief Officer	\$104,790	to	\$145,279
Director	\$91,321	to	\$133,219
Supervisor/Coordinator	\$72,151	to	\$99,521
High School Principal	\$99,820	to	\$133,219
Middle School Principal	\$91,321	to	\$128,404
Elementary School Principal	\$86,254	to	\$118,608
High School Assistant Principal	\$81,291	to	\$110,234
Middle School Assistant Principal	\$77,613	to	\$105,982
Elementary School Assistant Principal	\$72,151	to	\$99,521

250 day contract

A \$1,060 stipend is provided for Education Specialist Degree

A \$4,815 stipend is provided for Doctoral Degree

Fringe benefits: In addition to the salary, the Harrisonburg School Board pays approximately 30% of the salary in employee benefits for health insurance, life insurance, social security, worker's compensation, liability insurance, and retirement.

Board Approved - 5/4/2021

**Harrisonburg City Public Schools
2021-2022 Salary Ranges for Administrative Support Staff**

Position	Min	to	Max
Attendance Secretary, School/Department Clerk, School Records Clerk, Secretary I	\$24,198	to	\$48,396
Accounts Payable Clerk, Accounting Assistant I, HR Assistant, Secretary II, Welcome Center Registrar	\$26,618	to	\$50,575
Administrative Assistant I, Bookkeeper I, HR Specialist, Licensure Specialist	\$29,279	to	\$54,167
Administrative Assistant II, Bookkeeper II, Executive Assistant	\$32,208	to	\$57,974
Executive Assistant to Superintendent, Budget Specialist, Federal Program Specialist, Payroll Specialist, Purchasing Specialist	\$35,429	to	\$62,000

250 day contract

A \$2,000 bilingual stipend based upon proficiency assessment

A 25% school board clerk stipend

Fringe benefits: In addition to the salary, the Harrisonburg School Board pays approximately 30% of the salary in employee benefits for health insurance, life insurance, social security, worker's compensation, liability insurance, and retirement.

- 1) **Applicant's Experience:** the number of years of industry and relevant functional experience the applicant possesses at the time of application.
- 2) **Applicant's Education:** relevant education, training and/or certifications that at least meet the minimum requirements for the job.
- 3) **Job Value** based on hard to find skills (supply & demand) and/or the job's overall value to achieving the goals of school, department or division.
- 4) **Internal equity:** the skills and background of applicants should be compared to those of internal employees performing similar work with similar experiences.
- 5) **Applicant's Salary History**

Board Approved - 5/4/2021

**Harrisonburg City Public Schools
2021-2022
Teacher**

<i>Step</i>	<i>Salary FY2022</i>
0	\$48,500
1	\$48,811
2	\$49,011
3	\$49,350
4	\$49,837
5	\$50,334
6	\$50,568
7	\$50,952
8	\$51,493
9	\$52,041
10	\$52,587
11	\$52,606
12	\$53,132
13	\$53,682
14	\$53,804
15	\$54,447
16	\$54,649
17	\$55,307
18	\$55,862
19	\$56,419
20	\$56,970
21	\$57,411
22	\$58,075
23	\$58,631
24	\$59,545
25	\$60,736
26	\$61,041
27	\$62,055
28	\$63,077
29	\$64,100
30	\$65,132

200 day contract

Initial step placement will be determined by years of successful, verified teaching experience. The superintendent reserves the right to adjust the initial step placement based on unique circumstances that will benefit the division, e.g., credentials, experiences, hard to staff areas, etc.

Fringe benefits: In addition to the salary, the Harrisonburg School Board pays approximately 30% of the salary in employee benefits for health insurance, life insurance, social security, worker's compensation, liability insurance, and retirement.

- A \$2,700 stipend is provided for Master's Degree
- A \$3,760 stipend is provided for Education Specialist Degree
- A \$4,815 stipend is provided for Doctoral Degree

Eligibility requirements to receive the Advanced Degree or Doctoral Stipend:

To be eligible for the Ed.S stipend you must have received a graduate degree, beyond a masters degree, from an accredited university in an educationally related field (in most cases this degree requires 30 credits beyond a masters).

To be eligible for the Doctoral stipend you must have received an Ed.D, Ph.D, or Psy.D degree from an accredited university in an educationally related field.

Please send official transcripts, with the official seal, that state the degree and conferral date of the Ed.S or Doctoral degree, to the HR Department.

Board Approved - 5/4/2021

**Harrisonburg City Public Schools
2021-2022
Instructional Assistant**

<i>Step</i>	<i>Salary</i>
0	\$17,692
1	\$17,892
2	\$18,092
3	\$18,154
4	\$18,222
5	\$18,389
6	\$18,560
7	\$18,730
8	\$18,901
9	\$19,078
10	\$19,275
11	\$19,429
12	\$19,604
13	\$19,796
14	\$19,920
15	\$20,161
16	\$20,529
17	\$20,895
18	\$21,259
19	\$21,626
20	\$21,991
21	\$22,356
22	\$22,940
23	\$23,527
24	\$24,091
25	\$24,698
26	\$25,283
27	\$25,940
28	\$26,599
29	\$27,257
30	\$27,916
31	\$28,575
32	\$29,231
33	\$29,891
34	\$30,770
35	\$31,647
36	\$32,523

200 day contract

Fringe benefits: In addition to the salary, the Harrisonburg School Board pays approximately 30% of the salary in employee benefits for health insurance, life insurance, social security, worker's compensation, liability insurance, and retirement.

Salary scale is used for initial placement only.

Board Approved - 5/4/2021

**Harrisonburg City Public Schools
2021-2022
School Social Worker**

Step	Salary
0	\$68,122
1	\$68,922
2	\$69,122
3	\$69,694
4	\$70,381
5	\$71,075
6	\$71,928
7	\$72,791
8	\$73,664
9	\$74,548
10	\$75,443
11	\$76,347
12	\$77,264
13	\$78,192
14	\$78,387
15	\$79,327
16	\$80,280
17	\$81,243
18	\$82,185
19	\$83,205
20	\$84,202
21	\$85,214
22	\$86,236
23	\$87,270
24	\$89,502
25	\$90,396

250 day contract

Salary scale includes \$2,700 stipend for masters degree

Fringe benefits: In addition to the salary, the Harrisonburg School Board pays approximately 30% of the salary in employee benefits for health insurance, life insurance, social security, worker's compensation, liability insurance, and retirement.

Salary scale is used for initial placement only

An additional \$1,060 stipend for Education Specialist Degree

An additional \$4,815 stipend for Doctoral Degree

Board Approved - 5/4/2021

**Harrisonburg City Public Schools
2021-2022
School Psychologist**

Step	Salary
0	\$70,472
1	\$71,272
2	\$71,472
3	\$72,055
4	\$72,767
5	\$73,494
6	\$74,221
7	\$74,948
8	\$75,672
9	\$76,409
10	\$77,150
11	\$77,886
12	\$78,625
13	\$79,175
14	\$79,296
15	\$80,100
16	\$81,023
17	\$81,947
18	\$82,870
19	\$83,740
20	\$84,716
21	\$85,642
22	\$86,565
23	\$87,490
24	\$88,411
25	\$89,336
26	\$90,258
27	\$91,184
28	\$92,107
29	\$93,029
30	\$93,953
31	\$95,372
32	\$96,795
33	\$98,216

250 day contract

Salary scale includes \$2,700 stipend for masters degree.

Fringe benefits: In addition to the salary, the Harrisonburg School Board pays approximately 30% of the salary in employee benefits for health insurance, life insurance, social security, worker's compensation, liability insurance, and retirement.

Salary scale is used for initial placement only.

An additional \$1,060 stipend for Education Specialist Degree

An additional \$4,815 stipend for Doctoral Degree

Board Approved - 5/4/2021

**Harrisonburg City Public Schools
2021-2022
ASL Interpreter**

Step	Pass Written				
	Entry Level	Test	Level I	Level II	Level III
0	\$20,688	\$21,722	\$22,839	\$25,291	\$33,641
1	\$21,408	\$22,522	\$23,639	\$26,091	\$34,141
2	\$22,208	\$23,322	\$24,439	\$26,891	\$34,341
3		\$24,122	\$25,239	\$27,691	\$34,472
4			\$26,039	\$28,491	\$34,812
5				\$29,291	\$35,171
6					\$35,513
7					\$35,862
8					\$36,521
9					\$37,196
10					\$37,868
11					\$38,541
12					\$39,213
13					\$40,044
14					\$40,869
15					\$41,696
16					\$42,526
17					\$43,352
18					\$44,180
19					\$45,007
20					\$45,836
21					\$46,800
22					\$47,766
23					\$48,765
24					\$49,685
25					\$50,662
26					\$51,628

200 day c

Fringe benefits: In addition to the salary, the Harrisonburg School Board pays approximately 30% of the salary in employee benefits for health insurance, life insurance, social security, worker's compensation, liability insurance, and retirement.

Salary scale is used for initial placement only.

Board Approved - 5/4/2021

**Harrisonburg City Public Schools
2021-2022
Custodial**

Step	Salary
0	\$23,000
1	\$23,232
2	\$23,432
3	\$23,448
4	\$23,666
5	\$23,893
6	\$24,120
7	\$24,348
8	\$24,577
9	\$24,814
10	\$25,050
11	\$25,304
12	\$25,520
13	\$25,828
14	\$25,950
15	\$26,408
16	\$26,989
17	\$27,568
18	\$28,146
19	\$28,728
20	\$29,306
21	\$29,885
22	\$30,465
23	\$31,045
24	\$31,769
25	\$32,492
26	\$33,217
27	\$33,981
28	\$35,174
29	\$36,404
30	\$37,635
31	\$38,866
32	\$40,099
33	\$41,330
34	\$42,880
35	\$44,428

250 day contract

An additional \$1,500 will be provided to the head custodian.

Fringe benefits: In addition to the salary, the Harrisonburg School Board pays approximately 25% of the salary in employee benefits for health insurance, life insurance, social security, worker's compensation, liability insurance, and retirement.

Salary scale is used for initial placement only.

Board Approved - 5/4/2021

**Harrisonburg City Public Schools
2021-2022
Licensed HVAC/Electrician/Plumber**

Step	Salary
0	\$41,910
1	\$42,410
2	\$42,610
3	\$42,807
4	\$43,217
5	\$43,636
6	\$44,058
7	\$44,480
8	\$44,914
9	\$45,358
10	\$45,801
11	\$46,243
12	\$46,685
13	\$47,092
14	\$47,214
15	\$48,169
16	\$49,243
17	\$50,319
18	\$51,394
19	\$52,470
20	\$53,548
21	\$54,620
22	\$55,699
23	\$56,772
24	\$58,117
25	\$59,462
26	\$60,807

250 day contract

Supplements may be added for specialized/certified skills such as electrician (at discretion of superintendent).

Fringe benefits: In addition to the salary, the Harrisonburg School Board pays approximately 25% of the salary in employee benefits for health insurance, life insurance, social security, worker's compensation, liability insurance, and retirement.

Salary scale is used for initial placement only.

Board Approved - 5/4/2021

**Harrisonburg City Public Schools
2021-2022
Maintenance**

Step	Salary
0	\$27,037
1	\$27,537
2	\$27,737
3	\$27,794
4	\$28,056
5	\$28,322
6	\$28,592
7	\$28,863
8	\$29,135
9	\$29,415
10	\$29,692
11	\$29,970
12	\$30,249
13	\$30,546
14	\$30,668
15	\$31,236
16	\$31,927
17	\$32,613
18	\$33,304
19	\$33,995
20	\$34,683
21	\$35,373
22	\$36,063
23	\$36,751
24	\$37,260
25	\$38,486
26	\$39,338
27	\$40,200
28	\$41,665
29	\$43,130
30	\$44,595
31	\$46,060
32	\$47,527
33	\$48,990
34	\$50,836
35	\$52,681

250 day contract

Supplements may be added for specialized/certified skills such as electrician (at discretion of superintendent).

Fringe benefits: In addition to the salary, the Harrisonburg School Board pays approximately 25% of the salary in employee benefits for health insurance, life insurance, social security, worker's compensation, liability insurance, and retirement.

Salary scale is used for initial placement only.

Board Approved - 5/4/2021

**Harrisonburg City Public Schools
2021-2022
Nurse - LPN**

Step	Salary
0	\$29,220
1	\$29,720
2	\$29,920
3	\$30,000
4	\$30,288
5	\$30,576
6	\$30,869
7	\$31,161
8	\$31,457
9	\$31,758
10	\$32,059
11	\$32,361
12	\$32,662
13	\$32,949
14	\$33,065
15	\$33,351
16	\$33,752
17	\$34,152
18	\$34,552
19	\$34,900
20	\$35,353
21	\$35,754
22	\$36,157
23	\$36,556
24	\$36,956
25	\$37,357
26	\$37,758
27	\$38,157
28	\$38,560
29	\$38,960
30	\$39,561

210 day contract

Fringe benefits: In addition to the salary, the Harrisonburg School Board pays approximately 30% of the salary in employee benefits for health insurance, life insurance, social security, worker's compensation, liability insurance, and retirement.

Salary scale is used for initial placement only.

Board Approved - 5/4/2021

**Harrisonburg City Public Schools
2021-2022
Nurse - RN**

Step	Salary
0	\$48,500
1	\$48,811
2	\$49,011
3	\$49,350
4	\$50,446
5	\$50,946
6	\$51,451
7	\$51,955
8	\$52,482
9	\$53,018
10	\$53,552
11	\$54,090
12	\$54,625
13	\$54,994
14	\$55,114
15	\$55,683
16	\$56,373
17	\$57,062
18	\$57,752
19	\$58,442
20	\$59,131
21	\$59,820
22	\$60,510
23	\$61,201
24	\$61,891
25	\$62,580
26	\$63,269
27	\$63,959
28	\$64,648
29	\$65,338

210 day contract

Fringe benefits: In addition to the salary, the Harrisonburg School Board pays approximately 30% of the salary in employee benefits for health insurance, life insurance, social security, worker's compensation, liability insurance, and retirement.

Salary scale is used for initial placement only.

Board Approved - 5/4/2021

**Harrisonburg City Public Schools
2021-2022
Technology I**

Step	Salary
0	\$22,017
1	\$22,517
2	\$22,717
3	\$22,726
4	\$22,936
5	\$23,152
6	\$23,371
7	\$23,589
8	\$23,814
9	\$24,043
10	\$24,270
11	\$24,498
12	\$24,726
13	\$25,272
14	\$25,393
15	\$25,800
16	\$26,327
17	\$26,854
18	\$27,350
19	\$27,907
20	\$28,433
21	\$29,005
22	\$29,488
23	\$30,256
24	\$31,026
25	\$31,795
26	\$32,566
27	\$33,335
28	\$34,517
29	\$35,704
30	\$36,886

Scale is for 200 day elementary technology specialists.

Fringe benefits: In addition to the salary, the Harrisonburg School Board pays approximately 30% of the salary in employee benefits for health insurance, life insurance, social security, worker's compensation, liability insurance, and retirement.

Salary scale is used for initial placement only.

Board Approved - 5/4/2021

**Harrisonburg City Public Schools
2021-2022
Technology II**

Step	Salary
0	\$42,007
1	\$42,507
2	\$42,707
3	\$42,921
4	\$43,346
5	\$43,772
6	\$44,208
7	\$44,638
8	\$45,084
9	\$45,537
10	\$45,990
11	\$46,445
12	\$46,900
13	\$47,204
14	\$47,324
15	\$47,702
16	\$48,200
17	\$48,696
18	\$49,195
19	\$49,692
20	\$51,113
21	\$52,533
22	\$53,954
23	\$55,376
24	\$56,796
25	\$58,216
26	\$59,637
27	\$61,059
28	\$62,478
29	\$64,752
30	\$67,026

Scale is for division wide 250 day technology specialists, network administrator, computer resource technician and information technology manager.

Fringe benefits: In addition to the salary, the Harrisonburg School Board pays approximately 30% of the salary in employee benefits for health insurance, life insurance, social security, worker's compensation, liability insurance, and retirement.

Salary scale is used for initial placement only.

Board Approved - 5/4/2021

**Harrisonburg City Public Schools
2021-2022
School Nutrition Assistant**

Step	Salary
0	\$11,652
1	\$12,052
2	\$12,165
3	\$12,278
4	\$12,393
5	\$12,511
6	\$12,624
7	\$12,738
8	\$12,851
9	\$12,964
10	\$13,080
11	\$13,196
12	\$13,310
13	\$13,557
14	\$13,688
15	\$13,957
16	\$14,354
17	\$14,758
18	\$15,157
19	\$15,558
20	\$15,960
21	\$16,362
22	\$16,760
23	\$17,161
24	\$17,562
25	\$18,043

180 day contract

Salary scale is for full-time school nutrition assistants.

Fringe benefits: In addition to the salary, the Harrisonburg School Board pays approximately 25% of the salary in employee benefits for health insurance, life insurance, social security, worker's compensation, liability insurance, and retirement.

Salary scale is used for initial placement only.

Salary scale is for 180 days of employment; 5 1/2 hours per day. Contracts for more or less than 180 days shall be calculated by dividing the proper step amount by 180 and then multiplying by the number of work days in the contract.

Board Approved - 5/4/2021

**Harrisonburg City Public Schools
2021-2022
School Nutrition Manager for School Under 600 Students**

Step	Salary
0	\$18,939
1	\$19,139
2	\$19,332
3	\$19,523
4	\$19,702
5	\$19,883
6	\$20,071
7	\$20,257
8	\$20,443
9	\$20,637
10	\$20,827
11	\$21,018
12	\$21,209
13	\$21,614
14	\$21,739
15	\$22,095
16	\$22,574
17	\$23,054
18	\$23,535
19	\$24,012
20	\$24,587
21	\$25,162
22	\$25,739
23	\$26,313
24	\$26,890
25	\$27,560
26	\$28,040
27	\$28,613
28	\$29,191
29	\$29,765
30	\$30,436

180 day contract

Fringe benefits: In addition to the salary, the Harrisonburg School Board pays approximately 25% of the salary in employee benefits for health insurance, life insurance, social security, worker's compensation, liability insurance, and retirement.

Salary scale is used for initial placement only.

Board Approved - 5/4/2021

**Harrisonburg City Public Schools
2021-2022
School Nutrition Manager for School with 600-1,000 Students**

Step	Salary
0	\$21,434
1	\$21,734
2	\$21,950
3	\$22,156
4	\$22,366
5	\$22,577
6	\$22,790
7	\$23,004
8	\$23,237
9	\$23,476
10	\$23,715
11	\$23,957
12	\$24,195
13	\$24,659
14	\$24,783
15	\$25,138
16	\$25,619
17	\$26,098
18	\$26,575
19	\$27,056
20	\$27,633
21	\$28,208
22	\$28,783
23	\$29,357
24	\$29,933
25	\$30,604
26	\$31,084
27	\$31,659
28	\$32,235
29	\$32,810

180 day contract

Fringe benefits: In addition to the salary, the Harrisonburg School Board pays approximately 25% of the salary in employee benefits for health insurance, life insurance, social security, worker's compensation, liability insurance, and retirement.

Salary scale is used for initial placement only.

Board Approved - 5/4/2021

**Harrisonburg City Public Schools
2021-2022
School Nutrition Manager for School Over 1,000 Students**

Step	Salary
0	\$26,502
1	\$26,802
2	\$27,120
3	\$27,454
4	\$27,801
5	\$29,075
6	\$29,354
7	\$29,632
8	\$29,904
9	\$30,184
10	\$30,462
11	\$30,743
12	\$31,022
13	\$31,620
14	\$31,755
15	\$32,214
16	\$32,804
17	\$33,393
18	\$33,984
19	\$34,574
20	\$35,283
21	\$35,994
22	\$36,703
23	\$37,413
24	\$38,123
25	\$38,948
26	\$39,541
27	\$40,249
28	\$40,958
29	\$41,666

180 day contract

Scale is for school nutrition manager of combined school.

Fringe benefits: In addition to the salary, the Harrisonburg School Board pays approximately 25% of the salary in employee benefits for health insurance, life insurance, social security, worker's compensation, liability insurance, and retirement.

Salary scale is used for initial placement only.

Board Approved - 5/4/2021