

Radford City Public Schools

1612 Wadsworth Street, Radford, Va. 24141 (540) 731-3647

2021-2022 OFFICE SUPPORT PAY SCALE

1. PAY SCALE FOR 2021-22 YEAR ONLY: The pay rates shown for each level are for the 2021-22 school year only and are not guaranteed for future years.

2. Employees pay VRS employee contribution of 5%.

Level	Hourly rate	Annual Salary (260 days)
0	\$12.36	\$25,709
1	\$12.72	\$26,458
2	\$13.01	\$27,063
3	\$13.40	\$27,875
4	\$13.57	\$28,218
5	\$13.74	\$28,571
6	\$14.08	\$29,287
7	\$14.36	\$29,872
8	\$14.65	\$30,469
9	\$14.94	\$31,066
10	\$15.39	\$32,012
11	\$15.75	\$32,752
12	\$16.33	\$33,960
13	\$16.82	\$34,980
14	\$17.71	\$36,842
15	\$17.83	\$37,096
16	\$18.44	\$38,347

Bachelor's degree - starts at level 10

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2021-2022 PARAPROFESSIONAL PAY SCALE

1. PAY SCALE FOR 2021-22 YEAR ONLY: The pay rates shown for each level are for the 2021-22 school year only and are not guaranteed for future years.

Level	Hourly rate
Without a Bachelor's Degree	\$15.40
Bachelor's Degree	\$18.09

2021-2022 HOMEBOUND TEACHER PAY RATE - \$29.12

1. RATE FOR 2021-22 YEAR ONLY: The rates of pay shown are for the 2021-22 school year only and are not guaranteed for future years.

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2021-2022 MAINTENANCE PAY SCALE

1. PAY SCALE FOR 2021-22 YEAR ONLY: The pay rates shown for each level are for the 2021-22 school year only and are not guaranteed for future years.
2. Employees pay VRS employee contribution of 5%.

<u>Level</u>	<u>Hourly rate</u>	<u>Annual Salary (260 days)</u>
0	\$18.03	\$37,502
1	\$18.55	\$38,584
2	\$19.07	\$39,666
3	\$19.40	\$40,352
4	\$19.64	\$40,851
5	\$19.89	\$41,371
6	\$20.38	\$42,390
7	\$20.79	\$43,243
8	\$21.21	\$44,117
9	\$21.63	\$44,990
10	\$21.96	\$45,677
11	\$22.28	\$46,342
12	\$22.62	\$47,050
13	\$22.96	\$47,757
14	\$23.30	\$48,464
15	\$23.65	\$49,192
16	\$24.01	\$49,941
17	\$24.37	\$50,690
18	\$24.73	\$51,438
19	\$25.10	\$52,208
20	\$25.48	\$52,998

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2021-2022 ADMINISTRATOR'S PAY SCALE (12 MONTH)

1. PAY SCALE FOR 2021-22 YEAR ONLY: The pay rates shown for each level are for the 2021-2022 school year only and are not guaranteed for future years.
2. Employees pay VRS employee contribution of 5%.

<u>Level</u>	<u>Asst. Principals</u>	<u>Elementary Principals/ Intermediate Principals</u>	<u>H.S. Principals</u>
0	\$68,495	\$73,624	\$80,126
1	\$70,490	\$75,769	\$82,460
2	\$71,716	\$77,359	\$84,050
3	\$72,967	\$78,708	\$86,571
4	\$73,868	\$79,679	\$87,640
5	\$74,791	\$80,676	\$88,735
6	\$77,753	\$82,693	\$90,953
7	\$78,194	\$84,477	\$92,772
8	\$79,759	\$85,574	\$94,628
9	\$81,353	\$87,285	\$96,520
10	\$81,966	\$89,188	\$97,992
11	\$82,589	\$89,924	\$99,485
12	\$83,206	\$91,272	\$99,658
13	\$83,822	\$92,640	\$102,490
14	\$84,439	\$94,032	\$104,028
15	\$85,054	\$95,443	\$105,589
16	\$85,670	\$96,873	\$107,173

Add \$2,903 for Doctorate - Ed. D.

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2021-2022 CUSTODIAL PAY SCALE

1. PAY SCALE FOR 2021-22 YEAR ONLY: The pay rates shown for each level are for the 2021-22 school year only and are not guaranteed for future years.
2. Employees pay VRS employee contribution of 5%.

Level	Hourly rate	Annual Salary (260 days)
0	\$11.00	\$22,880
1	\$11.13	\$23,150
2	\$11.63	\$24,187
3	\$11.83	\$24,606
4	\$11.97	\$24,906
5	\$12.12	\$25,218
6	\$12.43	\$25,848
7	\$12.68	\$26,365
8	\$12.93	\$26,892
9	\$13.19	\$27,431
10	\$13.37	\$27,814
11	\$13.58	\$28,250
12	\$13.78	\$28,661
13	\$13.99	\$29,097
14	\$14.20	\$29,534
15	\$14.42	\$29,994
16	\$14.63	\$30,430
17	\$14.85	\$30,892
18	\$15.00	\$31,196
19	\$15.30	\$31,814
20	\$15.52	\$32,276

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2021-2022 SCHOOL NUTRITION PAY SCALE

1. PAY SCALE FOR 2021-22 YEAR ONLY: The pay rates shown for each level are for the 2021-22 school year only and are not guaranteed for future years.

<u>Level</u>	<u>School Nutrition Worker</u>	<u>School Nutrition Assistant Manager</u>	<u>School Nutrition Manager</u>
0	\$11.00	\$12.08	\$13.58
1	\$11.17	\$12.26	\$13.78
2	\$11.33	\$12.45	\$13.99
3	\$11.50	\$12.63	\$14.20
4	\$11.68	\$12.82	\$14.41
5	\$11.85	\$13.01	\$14.51
6	\$12.03	\$13.21	\$14.73
7	\$12.21	\$13.41	\$15.10
8	\$12.39	\$13.61	\$15.32
9	\$12.58	\$13.81	\$15.55
10	\$12.77	\$14.02	\$15.78
11	\$12.96	\$14.23	\$16.02
12	\$13.15	\$14.44	\$16.26

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2021-2022 Substitute Pay Rates

1. PAY SCALE FOR 2021-22 YEAR ONLY: The pay rates shown for each level are for the 2021-22 school year only and are not guaranteed for future years.

Teacher - Degree	\$117.00 Daily
Teacher -No Degree	\$87.00 Daily
Long Term Teacher *	\$149.00 Daily
RCS Teacher Retiree	\$149.00 Daily
Paraprofessional	Substitute rate \$15.40 per hour
Office Support	Substitute rate \$13.56 per hour
School Nutrition	Substitute rate \$11.00 per hour
Custodial	Substitute rate \$11.98 per hour
Transportation	Bus Driver substitute rate \$21.65 per hour Bus Aide substitute rate \$17.25 per hour Car driver substitute rate \$17.25 per hour

*Long term sub rate after teaching for the same teacher for 15 consecutive days, starts the 16th day. This rate does not apply to Radford City Schools retirees who might serve as long term substitutes.

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TEACHER SALARY SCALE

	Bachelor's Degree	Master's Degree	
	2021-2022	2021-2022	
0	42,000	46,047	<p>1. SALARIES FOR 2021-22 YEAR ONLY: The salaries shown for each level of experience are for the 2021-22 school year only and are not guaranteed for future years.</p> <p>2. Employees pay VRS employee contribution of 5%.</p> <p>3. The highest entry for a newly hired teacher will be step 25.</p> <p>4. GENERAL LIABILITY INSURANCE: \$1,000,000 per occurrence.</p> <p>5. INCREMENTS (years of experience) FOR TEACHERS: Teachers who do not teach for a full school session but who are contracted for a period exceeding 100 teaching days in any one school session shall receive credit for a full year's service on the salary scale at the beginning of the next regular school session in which the teacher is employed. However, a beginning teacher must be contracted for a minimum of 160 teaching days to receive credit for the first year of teaching experience. Increments are modified for those who teach less than a full-day. Also, increments are allowed for teaching experience in public elementary and secondary schools only.</p> <p>6. Official transcripts and/or official certifications should be given to HR as soon as possible. No adjustments for additional supplements will be made after the last business day in August.</p>
1	42,504	46,551	
2	43,014	47,061	
3	43,530	47,577	
4	44,053	48,100	
5	44,581	48,628	
6	45,116	49,163	
7	45,658	49,705	
8	46,205	50,252	
9	46,760	50,807	
10	47,321	51,368	
11	47,889	51,936	
12	48,464	52,511	
13	49,045	53,092	
14	49,634	53,681	
15	50,229	54,276	
16	50,832	54,879	
17	51,442	55,489	
18	52,059	56,106	
19	52,684	56,731	
20	53,316	57,363	
21	53,956	58,003	
22	54,604	58,651	
23	55,259	59,306	
24	55,922	59,969	
25	56,593	60,640	
26	57,272	61,319	
27	57,959	62,006	
28	58,655	62,702	
29	59,359	63,406	
30	61,601	65,648	

Additional Supplements:	
	2021-2022
15 Credit Hours or more towards a Master's degree*	848
Master's National Board Certification	4,047
Doctorate	1,480
	2,997

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2021-2022 ROUTE BUS DRIVERS PAY RATE - \$21.65 PER HOUR

1. RATE FOR 2020-21 YEAR ONLY: The rates of pay shown are for the 2021-22 school year only and are not guaranteed for future years.

2021-2022 PAY SCALE COMPENSATION OF DRIVERS FOR EDUCATIONAL TRIPS AND EXTRACURRICULAR ACTIVITIES

1. Drivers who by nature of their jobs would be attending the activity e.g. coaches, sponsors, teachers, etc. will be paid for drive time only at a rate of \$21.65 per/ hr.
2. Drivers, other than coaches, sponsors, teachers, etc., who by nature of their jobs, would be attending the activity anyway, will be paid at a rate of \$21.65/ hr. while driving and \$11.44/ hr. for down time while attending the activity. All trips will be paid a minimum of one hour regardless of the distance.
3. RATES FOR 2021-2022 YEAR ONLY: The rates of pay shown are for the 2021-2022 school year only and are not guaranteed for future years.

2021-2022 PAY SCALE COMPENSATION OF BUS / TRANSPORTATION AIDES AND CAR DRIVERS

1. RATE FOR 2021-22 YEAR ONLY: The rates of pay shown are for the 2021-22 school year only and are not guaranteed for future years.

	Hourly rate
BUS / Transportation aides	\$17.25
Car Drivers	\$17.25