

**ROCKINGHAM COUNTY PUBLIC SCHOOLS
HARRISONBURG, VIRGINIA
Teacher Salary Scale
2021 - 2022 School Year**

Years of Experience	Base Salary
0	\$ 46,345
1	\$ 46,680
2	\$ 46,780
3	\$ 47,042
4	\$ 47,377
5	\$ 47,704
6	\$ 48,038
7	\$ 48,373
8	\$ 48,708
9	\$ 49,041
10	\$ 49,376
11	\$ 49,710
12	\$ 50,045
13	\$ 50,379
14	\$ 50,713
15	\$ 51,270
16	\$ 51,828
17	\$ 52,386
18	\$ 52,943
19	\$ 53,500
20	\$ 54,113
21	\$ 54,726
22	\$ 55,339
23	\$ 55,952
24	\$ 56,565
25	\$ 57,178
26	\$ 57,791
27	\$ 58,404
28	\$ 59,017
29	\$ 59,630
30	\$ 60,299
31	\$ 61,023
32	\$ 61,860
33	\$ 62,695
34	\$ 63,531
35	\$ 64,646
36	\$ 65,760
37	\$ 66,875
38	\$ 67,989
39+	\$ 69,104

Supplements Provided Above Scale	Amount
-Completion of 1/2 of the academic requirements for a Masters Degree	\$1,060
-Completion of all requirements of a Masters Degree	\$2,485
-Completion of 15 semester hours of graduate credit above the Masters in an organized program towards a Ed.D., Ed.S., or Ph.D. degree.	\$2,835
-Ph.D. or Ed.D.degree	\$4,010
Completion of all requirements towards National Board Certified Teacher	\$1,500

**ROCKINGHAM COUNTY PUBLIC SCHOOLS
HARRISONBURG, VIRGINIA
Teacher Assistant Salary Scale
2021 - 2022 School Year**

Years of Experience	Hourly Rate of Pay
0	\$ 12.25
1	\$ 12.40
2	\$ 12.55
3	\$ 12.70
4	\$ 12.85
5	\$ 13.00
6	\$ 13.19
7	\$ 13.39
8	\$ 13.58
9	\$ 13.78
10	\$ 13.97
11	\$ 14.18
12	\$ 14.38
13	\$ 14.59
14	\$ 14.79
15	\$ 15.00
16	\$ 15.24
17	\$ 15.48
18	\$ 15.72
19	\$ 15.96
20	\$ 16.20
21	\$ 16.46
22	\$ 16.72
23	\$ 16.98
24	\$ 17.24
25	\$ 17.50
26	\$ 17.80
27	\$ 18.10
28	\$ 18.40
29	\$ 18.70
30	\$ 19.00
31	\$ 19.33
32	\$ 19.66
33	\$ 19.99
34	\$ 20.32
35	\$ 20.65
36	\$ 20.97
37	\$ 21.30
38+	\$ 21.63

Supplements Provided Above Scale			Amount
Associate's Degree			\$ 500
Bachelor's Degree			\$ 1,000
Active Teaching License			\$ 1,500

Salary scale is based on a 7-hour day and 1337 hours/school year.

**ROCKINGHAM COUNTY PUBLIC SCHOOLS
HARRISONBURG, VIRGINIA
Behavior Support Assistant Salary Scale**

2021 - 2022 School Year

Years of Experience	Hourly Rate of Pay
0	\$ 14.70
1	\$ 14.88
2	\$ 15.06
3	\$ 15.24
4	\$ 15.42
5	\$ 15.60
6	\$ 15.83
7	\$ 16.06
8	\$ 16.30
9	\$ 16.53
10	\$ 16.76
11	\$ 17.01
12	\$ 17.26
13	\$ 17.50
14	\$ 17.75
15	\$ 18.00
16	\$ 18.29
17	\$ 18.57
18	\$ 18.86
19	\$ 19.15
20	\$ 19.43
21	\$ 19.75
22	\$ 20.06
23	\$ 20.38
24	\$ 20.69
25	\$ 21.00
26	\$ 21.36
27	\$ 21.72
28	\$ 22.08
29	\$ 22.44
30	\$ 22.80
31	\$ 23.19
32	\$ 23.59
33	\$ 23.98
34	\$ 24.38
35	\$ 24.77
36	\$ 25.17
37	\$ 25.56
38+	\$ 25.96

Supplements Provided Above Scale			Amount
Associate's Degree			\$ 500
Bachelor's Degree			\$ 1,000
Active Teaching License			\$ 1,500

Salary scale is based on a 7-hour day and 1337 hours/school year.

**ROCKINGHAM COUNTY PUBLIC SCHOOLS
HARRISONBURG, VIRGINIA
2021 - 2022 School Year Clerical Salary Scale**

Years of Experience	200 Days, 10 months	220 days, 11 months	260 Days, 12 months
	Base Salary	Base Salary	Base Salary
0	\$ 21,067	\$ 23,174	\$ 27,387
1	\$ 21,424	\$ 23,566	\$ 27,851
2	\$ 21,781	\$ 23,959	\$ 28,315
3	\$ 22,137	\$ 24,351	\$ 28,778
4	\$ 22,494	\$ 24,743	\$ 29,242
5	\$ 22,850	\$ 25,135	\$ 29,705
6	\$ 23,207	\$ 25,527	\$ 30,169
7	\$ 23,563	\$ 25,920	\$ 30,632
8	\$ 23,920	\$ 26,312	\$ 31,096
9	\$ 24,276	\$ 26,704	\$ 31,559
10	\$ 24,633	\$ 27,096	\$ 32,023
11	\$ 24,989	\$ 27,488	\$ 32,486
12	\$ 25,346	\$ 27,881	\$ 32,950
13	\$ 25,702	\$ 28,273	\$ 33,413
14	\$ 26,059	\$ 28,665	\$ 33,877
15	\$ 26,416	\$ 29,057	\$ 34,340
16	\$ 26,772	\$ 29,449	\$ 34,804
17	\$ 27,129	\$ 29,841	\$ 35,267
18	\$ 27,485	\$ 30,234	\$ 35,731
19	\$ 27,842	\$ 30,626	\$ 36,194
20	\$ 28,198	\$ 31,018	\$ 36,658
21	\$ 28,555	\$ 31,410	\$ 37,121
22	\$ 28,911	\$ 31,802	\$ 37,584
23	\$ 29,268	\$ 32,194	\$ 38,047
24	\$ 29,624	\$ 32,586	\$ 38,510
25	\$ 29,981	\$ 32,978	\$ 38,973
26	\$ 30,337	\$ 33,370	\$ 39,436
27	\$ 30,694	\$ 33,762	\$ 39,899
28	\$ 31,050	\$ 34,154	\$ 40,362
29	\$ 31,407	\$ 34,546	\$ 40,825
30	\$ 31,763	\$ 34,938	\$ 41,288
31	\$ 32,120	\$ 35,330	\$ 41,751
32	\$ 32,476	\$ 35,722	\$ 42,214
33	\$ 32,833	\$ 36,114	\$ 42,677
34	\$ 33,189	\$ 36,506	\$ 43,140
35	\$ 33,546	\$ 36,898	\$ 43,603
36	\$ 33,902	\$ 37,290	\$ 44,066
37	\$ 34,259	\$ 37,682	\$ 44,529
38+	\$ 34,615	\$ 38,074	\$ 44,992

Index Provided According to the Following Classifications	Index
Copy Room Clerk, Office Clerk, Library Clerk, Administrative Assistant to Counseling Department, Receptionist-Central Office	1.00
Administrative Assistant to Elementary Principal, Administrative Assistant to Middle School Principal, Middle School Student Information System Clerk	1.04
High School Student Information System Clerk, High School Registrar, Administrative Assistant to High School Principal	1.07
Elementary Bookkeeper	1.11
Middle School Bookkeeper	1.12
Central Office Administrative Assistant, High School Bookkeeper, Administrative Assistant to Maintenance Department, Administrative Assistant to Transportation Department, Administrative Assistant to Food and Nutrition Services, Administrative Assistant-MTC	1.13

**ROCKINGHAM COUNTY PUBLIC SCHOOLS
HARRISONBURG, VIRGINIA
Finance/Human Resources Assistant Salary Scale
2021 - 2022 School Year**

Experience Level	Base Salary
0	\$ 34,044
1	\$ 34,619
2	\$ 35,195
3	\$ 35,771
4	\$ 36,348
5	\$ 36,923
6	\$ 37,499
7	\$ 38,076
8	\$ 38,652
9	\$ 39,229
10	\$ 39,804
11	\$ 40,380
12	\$ 40,957
13	\$ 41,533
14	\$ 42,108
15	\$ 42,685
16	\$ 43,261
17	\$ 43,837
18	\$ 44,414
19	\$ 44,989
20	\$ 45,565
21	\$ 46,142
22	\$ 46,782
23	\$ 47,422
24	\$ 48,062
25	\$ 48,703
26	\$ 49,342
27	\$ 50,111
28	\$ 50,879
29	\$ 51,647
30	\$ 52,415
31	\$ 53,260
32	\$ 54,029
33	\$ 54,796
34	\$ 55,564
35	\$ 56,333
36	\$ 57,101
37	\$ 57,870
38+	\$ 58,637

12 months/260 days

**ROCKINGHAM COUNTY PUBLIC SCHOOLS
HARRISONBURG, VIRGINIA
Routing Coordinator Salary Scale
2021 - 2022 School Year**

Years of Experience	Base Salary
0	\$ 34,280
1	\$ 34,505
2	\$ 34,730
3	\$ 34,955
4	\$ 35,180
5	\$ 35,480
6	\$ 35,780
7	\$ 36,080
8	\$ 36,380
9	\$ 36,680
10	\$ 36,980
11	\$ 37,280
12	\$ 37,580
13	\$ 37,880
14	\$ 38,180
15	\$ 38,480
16	\$ 38,780
17	\$ 39,080
18	\$ 39,380
19	\$ 40,230
20	\$ 41,094
21	\$ 41,958
22	\$ 42,822
23	\$ 43,691
24	\$ 44,556
25	\$ 45,380
26	\$ 46,204
27	\$ 47,028
28	\$ 47,852
29	\$ 48,676
30	\$ 49,500
31	\$ 50,324
32	\$ 51,148
33	\$ 52,075
34	\$ 53,002
35	\$ 53,929
36	\$ 54,856
37	\$ 55,783
38+	\$ 56,710

**ROCKINGHAM COUNTY PUBLIC SCHOOLS
HARRISONBURG, VIRGINIA
2021 - 2022 Clerk of the Board and
Human Resources Analyst**

Years of Experience	Base Salary
0	\$ 52,750
1	\$ 53,075
2	\$ 53,398
3	\$ 53,723
4	\$ 54,057
5	\$ 54,391
6	\$ 54,836
7	\$ 55,281
8	\$ 55,726
9	\$ 56,171
10	\$ 56,616
11	\$ 57,061
12	\$ 57,506
13	\$ 57,951
14	\$ 58,501
15	\$ 59,051
16	\$ 59,601
17	\$ 60,151
18	\$ 60,708
19	\$ 61,265
20	\$ 61,822
21	\$ 62,379
22	\$ 62,936
23	\$ 63,493
24	\$ 64,183
25	\$ 64,961
26	\$ 65,739
27	\$ 66,516
28	\$ 67,294
29	\$ 68,072
30	\$ 68,849
31+	\$ 69,627

12-month position

**ROCKINGHAM COUNTY PUBLIC SCHOOLS
HARRISONBURG, VIRGINIA
Custodian Salary Scale
2021 - 2022 School Year**

Years of Experience	Base Salary
0	\$ 25,927
1	\$ 26,177
2	\$ 26,400
3	\$ 26,600
4	\$ 26,800
5	\$ 27,023
6	\$ 27,273
7	\$ 27,530
8	\$ 27,865
9	\$ 28,065
10	\$ 28,265
11	\$ 28,465
12	\$ 28,665
13	\$ 28,865
14	\$ 29,065
15	\$ 29,365
16	\$ 29,665
17	\$ 29,965
18	\$ 30,300
19	\$ 30,743
20	\$ 31,268
21	\$ 31,793
22	\$ 32,318
23	\$ 32,844
24	\$ 33,371
25	\$ 33,895
26	\$ 34,423
27	\$ 34,947
28	\$ 35,472
29	\$ 35,997
30	\$ 36,524
31	\$ 37,049
32	\$ 37,573
33+	\$ 38,100

Salary scale is based on an 8-hour day and 2,080 hours/year.

Supplements Provided Above Scale	Amount
Head Custodian-Secondary	\$1,565
Head Custodian-Elementary	\$1,070

**ROCKINGHAM COUNTY PUBLIC SCHOOLS
HARRISONBURG, VIRGINIA
Mechanics Salary Scale
2021 - 2022 School Year**

Years of Experience	Base Salary
0	\$ 30,122
1	\$ 30,447
2	\$ 30,772
3	\$ 31,097
4	\$ 31,431
5	\$ 31,765
6	\$ 32,100
7	\$ 32,435
8	\$ 32,768
9	\$ 33,103
10	\$ 33,438
11	\$ 33,772
12	\$ 34,218
13	\$ 34,664
14	\$ 35,332
15	\$ 36,348
16	\$ 37,377
17	\$ 38,404
18	\$ 39,434
19	\$ 40,463
20	\$ 41,491
21	\$ 42,519
22	\$ 43,546
23	\$ 44,576
24	\$ 45,602
25	\$ 46,634
26	\$ 47,662
27	\$ 48,691
28	\$ 49,720
29	\$ 50,748
30	\$ 52,120
31+	\$ 53,150

Salary scale is based on an 8-hour day and 2,080 hours/year.

Supplements Provided Above Scale	Amount
Shop Foreman	1.40 Index on amount above
Assistant Shop Foreman	1.20 Index on amount above
Upon demonstration of skills as master mechanic Prerequisite: Recommendation of the Director of Transportation	\$1,395
Upon certification for State Inspection	\$1,365
School Bus Tech Certification-contingent upon passing 3 exams towards ASE certification or	\$500
Master School Bus Tech Certification-contingent upon passing 6 exams towards ASE certification.	\$1,000

ROCKINGHAM COUNTY PUBLIC SCHOOLS
HARRISONBURG, VIRGINIA
Maintenance Salary Scale
2021 - 2022 School Year

LEVEL	RANGE	
	<i>Minimum</i>	<i>Maximum</i>
I	\$ 32,382	\$ 45,895
II	\$ 43,409	\$ 61,192
III	\$ 58,607	\$ 69,935

**ROCKINGHAM COUNTY PUBLIC SCHOOLS
HARRISONBURG, VIRGINIA
2021 - 2022 Bus Driver Salary Scale**

Years of Experience	Base Salary		
	Scale A 1.0 Index	Scale B 1.80 Index	Scale C 2.06 Index
0	\$ 11,401	\$ 20,522	\$ 23,486
1	\$ 11,518	\$ 20,733	\$ 23,728
2	\$ 11,635	\$ 20,943	\$ 23,968
3	\$ 11,752	\$ 21,154	\$ 24,210
4	\$ 11,874	\$ 21,373	\$ 24,460
5	\$ 11,989	\$ 21,581	\$ 24,698
6	\$ 12,111	\$ 21,799	\$ 24,948
7	\$ 12,232	\$ 22,018	\$ 25,198
8	\$ 12,353	\$ 22,235	\$ 25,447
9	\$ 12,449	\$ 22,407	\$ 25,644
10	\$ 12,532	\$ 22,558	\$ 25,816
11	\$ 12,615	\$ 22,708	\$ 25,988
12	\$ 12,699	\$ 22,858	\$ 26,160
13	\$ 12,782	\$ 23,008	\$ 26,332
14	\$ 12,873	\$ 23,171	\$ 26,518
15	\$ 13,134	\$ 23,640	\$ 27,055
16	\$ 13,394	\$ 24,109	\$ 27,592
17	\$ 13,522	\$ 24,339	\$ 27,855
18	\$ 14,043	\$ 25,277	\$ 28,929
19	\$ 14,194	\$ 25,550	\$ 29,241
20	\$ 14,370	\$ 25,865	\$ 29,601
21	\$ 14,593	\$ 26,267	\$ 30,062
22	\$ 14,927	\$ 26,868	\$ 30,749
23	\$ 15,475	\$ 27,854	\$ 31,878
24	\$ 15,603	\$ 28,086	\$ 32,143
25	\$ 15,994	\$ 28,789	\$ 32,947
26	\$ 16,254	\$ 29,258	\$ 33,485
27	\$ 16,514	\$ 29,725	\$ 34,021
28	\$ 17,423	\$ 31,362	\$ 35,892
29	\$ 17,835	\$ 32,104	\$ 36,741
30	\$ 18,247	\$ 32,845	\$ 37,590
31+	\$ 18,659	\$ 33,587	\$ 38,439

Bus Drivers have been classified and indexed according to the following:

Scale	Position
A	Basic route bus driver route
B	Basic route bus driver plus 1 MTC route
C	Basic route bus driver plus 2 MTC routes

**ROCKINGHAM COUNTY PUBLIC SCHOOLS
HARRISONBURG, VIRGINIA
Food Service Worker Salary Scale
2021 - 2022 School Year**

Years of Experience	Hourly Wage
0	\$ 12.00
1	\$ 12.02
2	\$ 12.05
3	\$ 12.10
4	\$ 12.15
5	\$ 12.20
6	\$ 12.25
7	\$ 12.30
8	\$ 12.35
9	\$ 12.40
10	\$ 12.45
11	\$ 12.50
12	\$ 12.55
13	\$ 12.60
14	\$ 12.65
15	\$ 12.75
16	\$ 12.85
17	\$ 13.00
18	\$ 13.15
19	\$ 13.45
20	\$ 13.75
21	\$ 14.10
22	\$ 14.40
23	\$ 14.70
24	\$ 15.00
25	\$ 15.30
26	\$ 15.60
27	\$ 15.90
28	\$ 16.20
29	\$ 16.50
30+	\$ 16.80

**ROCKINGHAM COUNTY PUBLIC SCHOOLS
HARRISONBURG, VIRGINIA
Food Service Manager and
Field Manager Salary Scale
2021 - 2022 School Year**

Years of Experience	Base Salary
0	\$ 13.40
1	\$ 13.60
2	\$ 13.80
3	\$ 14.00
4	\$ 14.20
5	\$ 14.40
6	\$ 14.60
7	\$ 14.90
8	\$ 15.10
9	\$ 15.30
10	\$ 15.60
11	\$ 15.80
12	\$ 16.10
13	\$ 16.30
14	\$ 16.65
15	\$ 16.90
16	\$ 17.20
17	\$ 17.55
18	\$ 17.90
19	\$ 18.30
20	\$ 18.80
21	\$ 19.20
22	\$ 19.50
23	\$ 19.90
24	\$ 20.20
25	\$ 20.50
26	\$ 20.90
27	\$ 21.30
28	\$ 21.80
29	\$ 22.20
30+	\$ 22.50

An index for managers will be based on average daily school meal equivalents, (September - January) as follows:	Index
Secondary Schools	1.14
Elementary Schools serving >400 meals	1.11
Manager Providing Satellite Meals to Rockingham Academy	1.11
Field Manager, 7.5 hours per day/190 days	1.20

**ROCKINGHAM COUNTY PUBLIC SCHOOLS
HARRISONBURG, VIRGINIA
Licensed Practical Nurse Salary Scale
2021 - 2022 School Year**

Years of Experience	Base Salary
0	\$ 25,099
1	\$ 25,499
2	\$ 25,899
3	\$ 26,299
4	\$ 26,699
5	\$ 27,099
6	\$ 27,537
7	\$ 27,974
8	\$ 28,410
9	\$ 28,848
10	\$ 29,285
11	\$ 29,722
12	\$ 30,159
13	\$ 30,596
14	\$ 31,034
15	\$ 31,471
16	\$ 31,907
17	\$ 32,345
18	\$ 32,782
19	\$ 33,109
20	\$ 33,438
21	\$ 33,765
22	\$ 34,093
23	\$ 34,421
24	\$ 34,749
25	\$ 35,240
26	\$ 35,732
27	\$ 36,224
28	\$ 36,715
29	\$ 37,208
30	\$ 37,754
31	\$ 38,301
32	\$ 38,846
33	\$ 39,392
34	\$ 39,939
35	\$ 40,485
36+	\$ 41,032

Scale is based on 8 hours per day/187.50 days.

Credit for two additional years of experience is given when a Registered Nurse is hired in this position.

**ROCKINGHAM COUNTY PUBLIC SCHOOLS
HARRISONBURG, VIRGINIA
2021 - 2022 Computer Resource Specialist**

Years of Experience	Base Salary
0	\$ 38,663
1	\$ 39,253
2	\$ 39,842
3	\$ 40,440
4	\$ 41,047
5	\$ 41,661
6	\$ 42,288
7	\$ 42,921
8	\$ 43,565
9	\$ 44,218
10	\$ 44,881
11	\$ 45,555
12	\$ 46,239
13	\$ 46,932
14	\$ 47,635
15	\$ 48,350
16	\$ 49,076
17	\$ 49,812
18	\$ 50,560
19	\$ 51,318
20	\$ 52,087
21	\$ 52,869
22	\$ 53,821
23	\$ 54,789
24	\$ 55,775
25	\$ 56,780
26	\$ 57,801
27	\$ 58,842
28	\$ 59,901
29	\$ 60,978
30	\$ 62,076
31	\$ 63,194
32	\$ 64,331
33+	\$ 65,464

**ROCKINGHAM COUNTY PUBLIC SCHOOLS
HARRISONBURG, VIRGINIA
2021 - 2022 Database Programmer, Identity and Learning
Systems Manager, and Data Systems Support Specialist**

Years of Experience	Base Salary
0	\$ 49,556
1	\$ 49,981
2	\$ 50,409
3	\$ 50,834
4	\$ 51,270
5	\$ 51,716
6	\$ 52,162
7	\$ 52,720
8	\$ 53,277
9	\$ 53,946
10	\$ 54,615
11	\$ 55,394
12	\$ 56,175
13	\$ 56,955
14	\$ 57,736
15	\$ 58,293
16	\$ 59,296
17	\$ 60,633
18	\$ 61,747
19	\$ 63,002
20	\$ 64,263
21	\$ 65,547
22	\$ 66,859
23	\$ 68,195
24	\$ 69,560
25	\$ 70,951
26	\$ 72,367
27	\$ 73,817
28	\$ 75,294
29	\$ 76,800
30	\$ 78,336
31+	\$ 79,902

**ROCKINGHAM COUNTY PUBLIC SCHOOLS
HARRISONBURG, VIRGINIA
2021 - 2022 Technology Coordinator**

(Coordinator of Network Services, Technology Coordinator)

Years of Experience	Base Salary
0	\$ 73,085
1	\$ 73,720
2	\$ 74,355
3	\$ 74,990
4	\$ 75,646
5	\$ 76,303
6	\$ 76,960
7	\$ 77,260
8	\$ 77,560
9	\$ 77,860
10	\$ 78,160
11	\$ 78,460
12	\$ 78,910
13	\$ 79,156
14	\$ 79,814
15	\$ 80,436
16	\$ 81,127
17	\$ 81,785
18	\$ 82,440
19	\$ 83,097
20	\$ 83,754
21	\$ 84,411
22	\$ 85,068
23	\$ 85,726
24	\$ 86,382
25	\$ 87,039
26	\$ 87,696
27	\$ 88,352
28	\$ 89,010
29	\$ 89,665
30	\$ 90,324
31+	\$ 90,980

**ROCKINGHAM COUNTY PUBLIC SCHOOLS
HARRISONBURG, VIRGINIA
Psychologist Salary Scale
2021 - 2022 School Year**

Years of Experience	10-months	11-months
	Base Salary	Base Salary
0	\$ 58,641	\$ 64,505
1	\$ 59,123	\$ 65,035
2	\$ 59,605	\$ 65,565
3	\$ 60,086	\$ 66,095
4	\$ 60,583	\$ 66,641
5	\$ 61,124	\$ 67,236
6	\$ 61,521	\$ 67,673
7	\$ 61,918	\$ 68,110
8	\$ 62,315	\$ 68,547
9	\$ 62,713	\$ 68,984
10	\$ 63,110	\$ 69,421
11	\$ 63,507	\$ 69,858
12	\$ 63,905	\$ 70,295
13	\$ 64,302	\$ 70,732
14	\$ 64,571	\$ 71,028
15	\$ 64,967	\$ 71,464
16	\$ 65,365	\$ 71,901
17	\$ 65,763	\$ 72,339
18	\$ 66,160	\$ 72,776
19	\$ 66,656	\$ 73,322
20	\$ 67,154	\$ 73,869
21	\$ 67,649	\$ 74,414
22	\$ 68,146	\$ 74,961
23	\$ 68,643	\$ 75,507
24	\$ 69,239	\$ 76,163
25	\$ 69,835	\$ 76,818
26	\$ 70,432	\$ 77,475
27	\$ 71,027	\$ 78,130
28	\$ 71,624	\$ 78,786
29	\$ 72,219	\$ 79,441
30	\$ 72,815	\$ 80,097
31+	\$ 73,412	\$ 80,753

Masters Degree is required for this position and is included in the salary above.

Supplements Provided Above Scale	Amount
Educational Specialist/Certificate of Advanced Graduate Studies	\$1,850
Ph.D./Ed.D.	\$4,010

**ROCKINGHAM COUNTY PUBLIC SCHOOLS
HARRISONBURG, VIRGINIA
Social Worker
2021 - 2022 School Year**

Years of Experience	10-months	11-months
	Base Salary	Base Salary
0	\$ 57,661	\$ 63,427
1	\$ 58,143	\$ 63,957
2	\$ 58,625	\$ 64,487
3	\$ 59,107	\$ 65,018
4	\$ 59,604	\$ 65,564
5	\$ 60,100	\$ 66,110
6	\$ 60,596	\$ 66,656
7	\$ 61,093	\$ 67,202
8	\$ 61,590	\$ 67,749
9	\$ 62,086	\$ 68,295
10	\$ 62,485	\$ 68,733
11	\$ 62,882	\$ 69,170
12	\$ 63,278	\$ 69,606
13	\$ 63,676	\$ 70,044
14	\$ 64,074	\$ 70,481
15	\$ 64,471	\$ 70,918
16	\$ 64,868	\$ 71,355
17	\$ 65,265	\$ 71,792
18	\$ 65,663	\$ 72,229
19	\$ 66,061	\$ 72,667
20	\$ 66,556	\$ 73,212
21	\$ 67,054	\$ 73,759
22	\$ 67,550	\$ 74,305
23	\$ 68,047	\$ 74,852
24	\$ 68,569	\$ 75,426
25	\$ 69,109	\$ 76,020
26	\$ 69,652	\$ 76,617
27	\$ 70,193	\$ 77,212
28	\$ 70,732	\$ 77,805
29	\$ 71,274	\$ 78,401
30	\$ 71,812	\$ 78,993
31+	\$ 72,285	\$ 79,514

Masters Degree is required for this position.

Supplements Provided Above Scale	Amount
Educational Specialist/Certificate of Advanced Graduate Studies <u>or</u> Licensed Social Worker by the Virginia State Health Profession Office AND Certification as School Social Worker issued by VDOE	\$1,850
Ph.D./Ed.D.	\$4,010

**ROCKINGHAM COUNTY PUBLIC SCHOOLS
HARRISONBURG, VIRGINIA
Behavior Specialist Salary Scale
2021 - 2022 School Year**

Years of Experience	10 months
	Base Salary
0	\$ 54,770
1	\$ 55,220
2	\$ 55,275
3	\$ 55,729
4	\$ 56,197
5	\$ 56,665
6	\$ 57,133
7	\$ 57,602
8	\$ 58,069
9	\$ 58,538
10	\$ 58,913
11	\$ 59,288
12	\$ 59,662
13	\$ 60,037
14	\$ 60,412
15	\$ 60,786
16	\$ 61,161
17	\$ 61,536
18	\$ 61,910
19	\$ 62,284
20	\$ 62,753
21	\$ 63,220
22	\$ 63,690
23	\$ 64,159
24	\$ 64,650
25	\$ 65,159
26	\$ 65,671
27	\$ 66,181
28	\$ 66,690
29	\$ 67,199
30	\$ 67,707
31+	\$ 68,154

Masters Degree is required for this position.

Supplements Provided Above Scale	Amount
Educational Specialist/Certificate of Advanced Graduate Studies <u>or</u> Licensed Social Worker by the Virginia State Health Profession Office AND Certification as School Social Worker issued by VDOE	\$1,850
Ph.D./Ed.D.	\$4,010

ROCKINGHAM COUNTY PUBLIC SCHOOLS

HARRISONBURG, VIRGINIA

Hearing Impaired Interpreter Salary Scale

2021 - 2022 School Year

Step	Entry Level	Pass Written Test	VQAS Level I or 0.1 - 2.5 EIPA	VQAS Level II or 2.6 - 3.4 EIPA	VQAS Level III or <u>>3.5 EIPA</u>
	Base Salary	Base Salary	Base Salary	Base Salary	Base Salary
0	\$ 21,032	\$ 22,199	\$ 23,309	\$ 24,474	\$ 30,765
1	\$ 21,032	\$ 22,199	\$ 23,309	\$ 24,474	\$ 31,065
2	\$ 21,032	\$ 22,199	\$ 23,309	\$ 24,766	\$ 31,365
3	\$ 21,032	\$ 22,199	\$ 23,309	\$ 24,766	\$ 31,665
4	\$ 21,032	\$ 22,199	\$ 23,309	\$ 24,766	\$ 31,965
5	\$ 21,032	\$ 22,199	\$ 23,309	\$ 24,766	\$ 32,266
6	\$ 21,032	\$ 22,199	\$ 23,309	\$ 24,766	\$ 32,567
7	\$ 21,032	\$ 22,199	\$ 23,309	\$ 24,766	\$ 32,867
8		\$ 22,199	\$ 23,309	\$ 24,766	\$ 33,167
9		\$ 22,199	\$ 23,309	\$ 24,766	\$ 33,496
10					\$ 33,823
11					\$ 34,151
12					\$ 34,479
13					\$ 34,807
14					\$ 35,134
15					\$ 35,462
16					\$ 35,900
17					\$ 36,336
18					\$ 37,031
19					\$ 37,771
20					\$ 38,831
21					\$ 39,683
22					\$ 40,475
23					\$ 41,256
24					\$ 42,112
25					\$ 42,954
26					\$ 43,813
27					\$ 44,797
28					\$ 45,779
29					\$ 46,763
30					\$ 47,747
31					\$ 48,730
32					\$ 49,769
33					\$ 50,807
34					\$ 51,844
35					\$ 52,882
36+					\$ 53,921

Supplements Provided Above Scale	Amount
-VQAS Level IV; NAD-Level IV; NIC; RID-Ed K-12	\$ 2,350

ROCKINGHAM COUNTY PUBLIC SCHOOLS
HARRISONBURG, VIRGINIA
Administrative Salary Scale
2021 - 2022

Step	Elementary Assistant, Coordinator	Middle School Assistant, Maintenance Facilitator	High School Assistant, Activities Director	Elementary Principal, Supervisor, Principal-Rockingham Academy	Middle School Principal	Director	High School Principal, Chief Financial Officer, Chief Human Resources Officer	Assistant Superintendent
	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount
0	\$ 73,618	\$ 77,471	\$ 82,360	\$ 89,516	\$ 91,971	\$ 98,286	\$ 99,734	\$ 105,501
1	\$ 74,268	\$ 78,101	\$ 83,000	\$ 90,166	\$ 92,731	\$ 99,066	\$ 100,634	\$ 106,401
2	\$ 74,355	\$ 78,731	\$ 83,675	\$ 90,266	\$ 93,491	\$ 99,182	\$ 101,534	\$ 107,301
3	\$ 74,990	\$ 79,368	\$ 84,312	\$ 90,902	\$ 94,254	\$ 99,945	\$ 102,425	\$ 108,193
4	\$ 75,646	\$ 80,024	\$ 84,967	\$ 91,558	\$ 95,041	\$ 100,731	\$ 103,344	\$ 109,111
5	\$ 76,303	\$ 80,681	\$ 85,624	\$ 92,214	\$ 95,828	\$ 101,520	\$ 104,260	\$ 110,032
6	\$ 76,960	\$ 81,340	\$ 86,282	\$ 92,870	\$ 96,615	\$ 102,308	\$ 105,175	\$ 110,953
7	\$ 77,842	\$ 82,309	\$ 86,935	\$ 93,520	\$ 97,384	\$ 103,072	\$ 106,091	\$ 111,787
8	\$ 78,498	\$ 82,968	\$ 87,590	\$ 94,171	\$ 98,154	\$ 103,842	\$ 107,009	\$ 112,698
9	\$ 78,601	\$ 83,071	\$ 87,693	\$ 94,274	\$ 98,257	\$ 103,945	\$ 107,112	\$ 112,801
10	\$ 78,704	\$ 83,174	\$ 87,796	\$ 94,377	\$ 98,360	\$ 104,048	\$ 107,215	\$ 112,904
11	\$ 78,807	\$ 83,277	\$ 87,899	\$ 94,480	\$ 98,463	\$ 104,151	\$ 107,318	\$ 113,007
12	\$ 78,910	\$ 83,380	\$ 88,002	\$ 94,583	\$ 98,566	\$ 104,254	\$ 107,421	\$ 113,110
13	\$ 79,156	\$ 83,623	\$ 88,246	\$ 94,829	\$ 98,941	\$ 104,630	\$ 107,929	\$ 113,603
14	\$ 79,814	\$ 84,280	\$ 88,902	\$ 95,486	\$ 99,729	\$ 105,418	\$ 108,847	\$ 114,523
15	\$ 80,436	\$ 84,937	\$ 89,562	\$ 96,141	\$ 100,518	\$ 106,206	\$ 109,767	\$ 115,441
16	\$ 81,127	\$ 85,593	\$ 90,217	\$ 96,800	\$ 101,306	\$ 106,993	\$ 110,687	\$ 116,362
17	\$ 81,785	\$ 86,250	\$ 90,875	\$ 97,456	\$ 102,094	\$ 107,783	\$ 111,607	\$ 117,281
18	\$ 82,440	\$ 86,908	\$ 91,532	\$ 98,113	\$ 102,882	\$ 108,571	\$ 112,528	\$ 118,202
19	\$ 83,097	\$ 87,563	\$ 92,188	\$ 98,771	\$ 103,671	\$ 109,358	\$ 113,446	\$ 119,120
20	\$ 83,754	\$ 88,222	\$ 92,844	\$ 99,426	\$ 104,458	\$ 110,147	\$ 114,365	\$ 120,040
21	\$ 84,411	\$ 88,879	\$ 93,502	\$ 100,083	\$ 105,247	\$ 110,883	\$ 115,285	\$ 120,959
22	\$ 85,068	\$ 89,535	\$ 94,157	\$ 100,739	\$ 106,034	\$ 111,723	\$ 116,204	\$ 121,880
23	\$ 85,726	\$ 90,193	\$ 94,816	\$ 101,398	\$ 106,822	\$ 112,511	\$ 117,123	\$ 122,798
24	\$ 86,382	\$ 90,848	\$ 95,473	\$ 102,054	\$ 107,611	\$ 113,301	\$ 118,044	\$ 123,718
25	\$ 87,039	\$ 91,505	\$ 96,128	\$ 102,711	\$ 108,401	\$ 114,089	\$ 118,965	\$ 124,639
26	\$ 87,696	\$ 92,162	\$ 96,787	\$ 103,368	\$ 109,188	\$ 114,877	\$ 119,884	\$ 125,559
27	\$ 88,352	\$ 92,819	\$ 97,443	\$ 104,025	\$ 109,977	\$ 115,666	\$ 120,804	\$ 126,477
28	\$ 89,010	\$ 93,476	\$ 98,101	\$ 104,682	\$ 110,765	\$ 116,364	\$ 121,721	\$ 127,397
29	\$ 89,665	\$ 94,134	\$ 98,756	\$ 105,338	\$ 111,552	\$ 117,242	\$ 122,643	\$ 128,317
30	\$ 90,324	\$ 94,791	\$ 99,414	\$ 105,995	\$ 112,342	\$ 118,030	\$ 123,562	\$ 129,237
31+	\$ 90,980	\$ 95,447	\$ 100,071	\$ 106,651	\$ 113,129	\$ 118,818	\$ 124,482	\$ 130,157

Supplements Provided Above Scale	Amount
Educational Specialist, Certificate of Advanced Graduate Studies	\$ 1,850
Ph.D./Ed.D.	\$ 4,010

**ROCKINGHAM COUNTY PUBLIC SCHOOLS
HARRISONBURG, VIRGINIA**

2021 - 2022 ANCILLARY SERVICES COMPENSATION PLAN

Job Title	Contract Term	Base
Speech/Language Pathologist	10 months/200 days	TEN MONTH TEACHER SCALE
Supplement, Speech/Language Pathologist		\$2,115
School Nurse-RN	10 months/200 days	TEN MONTH TEACHER SCALE
Athletic Trainer	11 months/220 days	TEN MONTH TEACHER SCALE
Occupational/Physical Therapist	10 months/200 days	SHENANDOAH VALLEY REGIONAL PROGRAM SCALE

Supplements Provided Above Scale						
Band Director, HS						
Level 3	0	1-2	3-4	5-6	7-8	9+
	\$2,442	\$2,759	\$3,077	\$3,394	\$3,711	\$4,028
Choral Director, HS						
Level 4	0	1-2	3-4	5-6	7-8	9+
	\$2,056	\$2,257	\$2,458	\$2,659	\$2,860	\$3,061
Band Director, MS						
Level 6	0	1-2	3-4	5-6	7-8	9+
	\$1,332	\$1,512	\$1,692	\$1,871	\$2,051	\$2,231
Choral Director, MS						
Level 7	0	1-2	3-4	5-6	7-8	9+
	\$888	\$994	\$1,100	\$1,205	\$1,311	\$1,417

Rockingham County Public Schools

2021 - 2022

Supplemental Pay Scale

Level 1	0	1-2	3-4	5-6	7-8	9+
	\$5,880	\$6,280	\$6,680	\$7,080	\$7,480	\$7,880
Football, Head Varsity						
Level 2	0	1-2	3-4	5-6	7-8	9+
	\$3,045	\$3,415	\$3,785	\$4,155	\$4,525	\$4,895
Boys'/Girls' Basketball, HS, Head						
Level 3	0	1-2	3-4	5-6	7-8	9+
	\$2,310	\$2,610	\$2,910	\$3,210	\$3,510	\$3,810
Baseball, HS, Head Division-wide Coordinator, Foreign Language Division-wide Coordinator, Health/PE Football, Varsity Assistant, HS Musical Director, HS Outdoor Track, HS, Head Soccer, HS, Head Softball, HS, Head Volleyball, HS, Head Wrestling, HS, Head						
Level 4	0	1-2	3-4	5-6	7-8	9+
	\$1,945	\$2,135	\$2,325	\$2,515	\$2,705	\$2,895
Baseball, HS, Asst. Boys'/Girls Basketball, HS, Asst. Cheerleaders, HS Cross Country, HS Gymnastics, HS Indoor Track, HS, Head Musical, Vocal Director, HS Soccer, HS, Asst. Soccer, Head JV, Boys'/Girls', HS Softball, HS, Asst. Student Study Chair Swim Coach, HS Tennis, HS Volleyball, HS, Assistant Volleyball, HS, JV Head Coach						
Level 5	0	1-2	3-4	5-6	7-8	9+
	\$1,575	\$1,775	\$1,975	\$2,175	\$2,375	\$2,575
Boys'/Girls' Basketball, MS, Head Head Academic Coach Outdoor Track, HS, Asst. Swim Coach, Assistant, HS Testing Coordinator Weight Trainer Wrestling, HS, Assistant Yearbook, HS						

Level 6	0	1-2	3-4	5-6	7-8	9+
	\$1,260	\$1,430	\$1,600	\$1,770	\$1,940	\$2,110
Academic Coach, HS Administrative Designee Band, Assistant Director, HS Cheerleaders, MS Color Guard/Drill Team, HS Cross Country, Asst., HS Debate, HS Drama, HS Forensics, HS Golf, HS, Head Gymnastics, Asst., HS Indoor Track, Assistant Coach, HS MTC Center-wide VICA Coordinator Musical Director, MS Musical, Orchestra Director, HS SCA, HS Team Leader, Elementary and Secondary Theatre Festival/Dinner Theatre Track, MS, Head Unified Basketball, Head Coach Volleyball Coach, MS Wrestling, Head, MS						
Level 7	0	1-2	3-4	5-6	7-8	9+
	\$840	\$940	\$1,040	\$1,140	\$1,240	\$1,340
Cross Country, Head Coach, MS PBIS Coach, MS Junior Class Sponsor Literary Magazine Musical, Assistant Director, MS Senior Class Sponsor Track, Assistant Coach, MS Wrestling, Assistant, MS Yearbook, MS						
Level 8	0	1-2	3-4	5-6	7-8	9+
	\$630	\$745	\$860	\$975	\$1,090	\$1,205
Chemical Hygiene Officer, HS Cross Country, MS, Assistant Model General Assembly SCA, MS Yearbook, Elementary						
Level 9	0	1-2	3-4	5-6	7-8	9+
	\$420	\$470	\$520	\$570	\$620	\$670
Chemical Hygiene Officer, MS Curriculum Leaders-English, Math, Science, Social Studies Destination Imagination, MS FBLA, HS FCCLA, HS and MS FEA, HS Substance Abuse Coordinator Traffic Director, MS						

**ROCKINGHAM COUNTY PUBLIC SCHOOLS
HARRISONBURG, VIRGINIA**

2021 - 2022 SUBSTITUTE/OTHER PAY RATES

Substitute Teacher	\$90.00/day
Substitute Teacher - Retired Teacher	\$105.00/day
Substitute Clerk	\$11.00/hr.
Substitute Teacher Assistant	\$11.00/hr.
Substitute Bus Driver (Regular & SPED) up to 3.5 hrs/day	\$55.00/day
Substitute Bus Driver (Regular & SPED) above 3.5 hrs/day	\$15.71/hr.
Substitute Car Driver only (Regular & SPED) up to 3.5 hrs/day	\$53.00/day
Substitute Car Driver only (Regular & SPED) above 3.5 hrs/day	\$15.15/hr.
Substitute Transportation Assistant	\$11.00/hr.
Substitute Custodian	\$11.00/hr.
Substitute Nurse (LPN)	\$90.00/day
Substitute Food Service Worker	\$11.00/hr.
Substitute Cafeteria Monitor	\$11.00/hr.
Field Trip/Athletic Bus Driver /After School Bus Driver	\$12.00/hr.
Homebound Tutor	\$20.00/hr.
Hourly ELL Tutor	\$13.00/hr.
Hourly Hearing Impaired/ELL Interpreter/Translator	\$16.00/hr.
Cafeteria Monitor	\$11.00/hr.
PreK Screening-Hourly	\$25.00/hr.
Challenge Teacher - After-School	\$25.00/hr.
Teacher-Alternative Education - After-School	\$25.00/hr.
After-School Instruction:Tutor/Teacher	\$25.00/hr.
After-School Instruction:Teacher Assistant	\$11.00/hr.
Summer School Teacher	\$30.00/hr.
Summer School Substitute Teacher	\$12.00/hr.
Summer School Band Teacher	\$30.00/hr.
Summer School Teacher Assistant	\$15.00/hr.
Summer School Clerk	\$11.00/hr.
Summer School Food Service Worker	\$22.00/hr.
Summer School Bus Driver (up to 3.5 hours per day)	\$75.00/day
Summer School Bus Driver (above 3.5 hours per day)	\$21.00/hr.
Hourly SOL Assessment/Proctor	\$25.00/hr.
Curriculum Development/Planning	\$30.00/hr.
Substitute Administrator	\$200.00/day
Athletic Event - Miscellaneous Work	\$11.00/hr.
Athletic Event - Spring Supervision	\$17.00/hr.
Facility Manager - After Hours	\$28.00/hr.
Food Service Asst-Special Events-Hourly	\$18.00/hr.
CDL License Training	\$20.00/hr.
Car/Bus Route Trainer	\$11.00/hr.