

Radford City Public Schools

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

2022-2023 OFFICE SUPPORT PAY SCALE

1. PAY SCALE FOR 2022-23 YEAR ONLY: The pay rates shown for each level are for the 2022-23 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)
1	\$14.32	\$29,785
2	\$14.49	\$30,142
3	\$14.85	\$30,898
4	\$15.15	\$31,515
5	\$15.45	\$32,145
6	\$15.76	\$32,775
7	\$16.24	\$33,773
8	\$16.61	\$34,553
9	\$17.22	\$35,828
10	\$17.74	\$36,904
11	\$18.69	\$38,868
12	\$18.82	\$39,136

Bachelor's degree - starts at level 10

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2022-2023 Substitute Pay Rates

1. PAY SCALE FOR 2022-23 YEAR ONLY: The pay rates shown for each level are for the 2022-23 school year only and are not guaranteed for future years.

Substitute Pay Rate	\$125.00 Daily
Long Term Substitute Teacher*	\$157.00 Daily
RCS Teacher Retiree Substitute	\$157.00 Daily
Paraprofessional	\$125.00 Daily
Office Support	\$125.00 Daily
Custodial	Substitute rate \$12.64 per hour
Transportation	Bus Driver substitute rate \$22.84 per hour Bus Aide substitute rate \$18.20 per hour Car driver substitute rate \$18.20 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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2022-2023 SCHOOL NUTRITION PAY SCALE

1. PAY SCALE FOR 2022-23 YEAR ONLY: The pay rates shown for each level are for the 2022-23 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	\$12.00	\$13.00	\$14.58
1	\$12.17	\$13.17	\$14.75
2	\$12.33	\$13.33	\$14.91
3	\$12.50	\$13.50	\$15.08
4	\$12.66	\$13.66	\$15.24
5	\$12.83	\$13.83	\$15.41
6	\$12.93	\$13.99	\$15.54
7	\$13.07	\$14.16	\$15.71
8	\$13.24	\$14.32	\$15.87
9	\$13.47	\$14.49	\$16.04
10	\$13.64	\$14.65	\$16.16
11	\$13.80	\$14.82	\$16.33
12	\$13.97	\$14.98	\$16.49
13	\$14.13	\$15.15	\$16.66
14	\$14.30	\$15.31	\$16.82
15	\$14.46	\$15.48	\$16.99
16	\$14.63	\$15.64	\$17.15
17	\$14.79	\$15.81	\$17.32
18	\$14.96	\$15.97	\$17.48
19	\$15.12	\$16.14	\$17.65
20	\$15.29	\$16.30	\$17.81

2022-2023 SCHOOL NUTRITION SUBSTITUTE PAY SCALE

SCHOOL NUTRITION SUBSTITUTE PAY

\$11.00

RADFORD CITY PUBLIC SCHOOLS
1612 Wadsworth Street, Radford, Va. 24141 (540) 731-3647
TEACHER SALARY SCALE

YEARS EXPERIENCE	BACHELOR'S DEGREE	MASTER'S DEGREE	
	Salary	Salary	
	2022-2023	2022-2023	
0	43,785	48,055	<p>1. SALARIES FOR 2022-23 YEAR ONLY: The salaries shown for each level of experience are for the 2022-23 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>
1	44,310	48,580	
2	44,842	49,112	
3	45,380	49,650	
4	45,924	50,194	
5	46,475	50,745	
6	47,033	51,303	
7	47,598	51,868	
8	48,169	52,439	
9	48,747	53,017	
10	49,332	53,602	
11	49,924	54,194	
12	50,523	54,793	
13	51,129	55,399	
14	51,743	56,013	
15	52,364	56,634	
16	52,992	57,262	
17	53,628	57,898	
18	54,271	58,541	
19	54,923	59,193	
20	55,582	59,852	
21	56,249	60,519	
22	56,924	61,194	
23	57,607	61,877	
24	58,298	62,568	
25	58,998	63,268	
26	59,706	63,976	
27	60,422	64,692	
28	61,147	65,417	
29	61,881	66,151	
30	63,514	67,784	

Supplement Increments:	
	2022-2023
15 Credit Hours or more towards a Master's degree*	895
Master's	4,270
National Board Certification	1,561
Doctorate	3,162

*Documentation must be provided to Human Resources office

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2022-2023 ROUTE BUS DRIVERS PAY RATE - \$22.84 PER HOUR

1. RATE FOR 2022-23 YEAR ONLY: The rates of pay shown are for the 2022-23 school year only and are not guaranteed for future years.

2022-2023 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 \$22.84 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 \$22.84/ hr. while driving and \$12.07/ 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 2022-2023 YEAR ONLY: The rates of pay shown are for the 2022-2023 school year only and are not guaranteed for future years.

2022-2023 PAY SCALE COMPENSATION OF BUS / TRANSPORTATION AIDES AND CAR DRIVERS

1. RATE FOR 2022-23 YEAR ONLY: The rates of pay shown are for the 2022-23 school year only and are not guaranteed for future years.

	Hourly rate
BUS / Transportation aides	\$18.20
Car Drivers	\$18.20

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2022-2023 PRINCIPAL'S PAY SCALE (12 MONTH)

Elementary,
Intermediate, Associate

<u>Level</u>	<u>Asst. Principals</u>	<u>Principals</u>	<u>H.S. Principals</u>
0	\$71,405	\$76,752	\$83,531
1	\$72,262	\$77,673	\$84,533
2	\$74,367	\$79,936	\$86,995
3	\$75,660	\$81,614	\$88,673
4	\$76,980	\$83,037	\$91,332
5	\$77,931	\$84,061	\$92,460
6	\$78,905	\$85,113	\$93,615
7	\$82,029	\$87,241	\$95,955
8	\$82,495	\$89,123	\$97,874
9	\$84,146	\$90,281	\$99,833
10	\$85,827	\$92,086	\$101,829
11	\$86,474	\$94,093	\$103,382
12	\$87,131	\$94,870	\$104,957
13	\$87,782	\$96,292	\$105,139
14	\$88,432	\$97,735	\$108,127
15	\$89,083	\$99,204	\$109,750
16	\$89,732	\$100,692	\$111,396

Add \$3,063 for Doctorate - Ed. D.

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2022-2023 PARAPROFESSIONAL PAY SCALE

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Level	Hourly rate
Without a Bachelor's Degree	\$16.25
Bachelor's Degree	\$19.09

2022-2023 HOMEBOUND TEACHER PAY RATE - \$30.72

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2022-2023 OFFICE SUPPORT PAY SCALE

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2. Employees pay VRS employee contribution of 5%.

Level	Hourly rate	Annual Salary (260 days)
1	\$14.32	\$29,785
2	\$14.49	\$30,142
3	\$14.85	\$30,898
4	\$15.15	\$31,515
5	\$15.45	\$32,145
6	\$15.76	\$32,775
7	\$16.24	\$33,773
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9	\$17.22	\$35,828
10	\$17.74	\$36,904
11	\$18.69	\$38,868
12	\$18.82	\$39,136

Bachelor's degree - starts at level 10

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2022-2023 MAINTENANCE PAY SCALE

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2. Employees pay VRS employee contribution of 5%.

<u>Level</u>	<u>Hourly rate</u>	<u>Annual Salary (260 days)</u>
0	\$18.80	\$39,096
1	\$19.02	\$39,565
2	\$19.57	\$40,706
3	\$20.12	\$41,847
4	\$20.47	\$42,571
5	\$20.72	\$43,098
6	\$20.98	\$43,647
7	\$21.50	\$44,722
8	\$21.93	\$45,622
9	\$22.38	\$46,543
10	\$22.82	\$47,465
11	\$23.17	\$48,189
12	\$23.51	\$48,891
13	\$23.86	\$49,637
14	\$24.22	\$50,383
15	\$24.58	\$51,130
16	\$24.95	\$51,898
17	\$25.33	\$52,688
18	\$25.71	\$53,478
19	\$26.09	\$54,268
20	\$26.48	\$55,079

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2022-2023 CUSTODIAL PAY SCALE

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2. Employees pay VRS employee contribution of 5%.

Level	Hourly rate	Annual Salary (260 days)
0	\$11.47	\$23,852
1	\$11.61	\$24,138
2	\$11.74	\$24,423
3	\$12.27	\$25,517
4	\$12.48	\$25,959
5	\$12.63	\$26,276
6	\$12.79	\$26,605
7	\$13.11	\$27,270
8	\$13.37	\$27,815
9	\$13.64	\$28,371
10	\$13.91	\$28,940
11	\$14.11	\$29,344
12	\$14.33	\$29,804
13	\$14.54	\$30,237
14	\$14.76	\$30,697
15	\$14.98	\$31,158
16	\$15.21	\$31,644
17	\$15.43	\$32,104
18	\$15.67	\$32,591
19	\$15.82	\$32,912
20	\$16.14	\$33,564

Bachelor's degree - starts at level 10