



**ROCKINGHAM CO
PUBLIC SCHOOLS**

100 Mount Clinton Pike, Harrisonburg, VA 22802-2507

2022-2023

Wage & Salary

Handbook

ROCKINGHAM COUNTY PUBLIC SCHOOLS

HARRISONBURG, VIRGINIA

Teacher Salary Scale

2022 - 2023 School Year

Years of Experience	Base Salary
0	\$ 49,165
1	\$ 49,515
2	\$ 49,865
3	\$ 49,986
4	\$ 50,335
5	\$ 50,693
6	\$ 51,044
7	\$ 51,401
8	\$ 51,759
9	\$ 52,117
10	\$ 52,474
11	\$ 52,832
12	\$ 53,190
13	\$ 53,548
14	\$ 53,906
15	\$ 54,263
16	\$ 54,859
17	\$ 55,455
18	\$ 56,053
19	\$ 56,649
20	\$ 57,245
21	\$ 57,901
22	\$ 58,557
23	\$ 59,213
24	\$ 59,868
25	\$ 60,524
26	\$ 61,181
27	\$ 61,837
28	\$ 62,492
29	\$ 63,148
30	\$ 63,804
31	\$ 64,520
32	\$ 65,295
33	\$ 66,190
34	\$ 67,084
35	\$ 67,979
36	\$ 69,171
37	\$ 70,364
38	\$ 71,556
39	\$ 72,749
40+	\$ 73,941

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
Licensed Professional Counselor by the Virginia Department of Health Professions Office	\$ 1,850

**ROCKINGHAM COUNTY PUBLIC SCHOOLS
HARRISONBURG, VIRGINIA
Teacher Assistant Salary Scale
2022 - 2023 School Year**

Years of Experience	Hourly Rate of Pay
0	\$ 12.71
1	\$ 12.86
2	\$ 13.02
3	\$ 13.18
4	\$ 13.33
5	\$ 13.49
6	\$ 13.65
7	\$ 13.85
8	\$ 14.06
9	\$ 14.26
10	\$ 14.46
11	\$ 14.67
12	\$ 14.88
13	\$ 15.10
14	\$ 15.32
15	\$ 15.53
16	\$ 15.75
17	\$ 16.00
18	\$ 16.25
19	\$ 16.50
20	\$ 16.75
21	\$ 17.00
22	\$ 17.28
23	\$ 17.55
24	\$ 17.83
25	\$ 18.10
26	\$ 18.38
27	\$ 18.69
28	\$ 19.01
29	\$ 19.32
30	\$ 19.64
31	\$ 19.95
32	\$ 20.30
33	\$ 20.64
34	\$ 20.99
35	\$ 21.33
36	\$ 21.68
37	\$ 22.02
38	\$ 22.37
39+	\$ 22.71

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**

2022 - 2023 School Year

Years of Experience	Hourly Rate of Pay
0	\$ 15.25
1	\$ 15.43
2	\$ 15.62
3	\$ 15.81
4	\$ 16.00
5	\$ 16.19
6	\$ 16.38
7	\$ 16.62
8	\$ 16.87
9	\$ 17.11
10	\$ 17.36
11	\$ 17.60
12	\$ 17.86
13	\$ 18.12
14	\$ 18.38
15	\$ 18.64
16	\$ 18.90
17	\$ 19.20
18	\$ 19.50
19	\$ 19.80
20	\$ 20.10
21	\$ 20.41
22	\$ 20.74
23	\$ 21.07
24	\$ 21.40
25	\$ 21.73
26	\$ 22.06
27	\$ 22.43
28	\$ 22.81
29	\$ 23.19
30	\$ 23.56
31	\$ 23.94
32	\$ 24.35
33	\$ 24.77
34	\$ 25.18
35	\$ 25.60
36	\$ 26.01
37	\$ 26.43
38+	\$ 26.84

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
2022 - 2023 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	\$ 21,746	\$ 23,920	\$ 28,269
1	\$ 22,120	\$ 24,332	\$ 28,756
2	\$ 22,495	\$ 24,745	\$ 29,244
3	\$ 22,870	\$ 25,157	\$ 29,730
4	\$ 23,244	\$ 25,568	\$ 30,217
5	\$ 23,618	\$ 25,980	\$ 30,704
6	\$ 23,993	\$ 26,392	\$ 31,190
7	\$ 24,367	\$ 26,804	\$ 31,677
8	\$ 24,741	\$ 27,216	\$ 32,164
9	\$ 25,116	\$ 27,627	\$ 32,650
10	\$ 25,490	\$ 28,039	\$ 33,137
11	\$ 25,864	\$ 28,451	\$ 33,624
12	\$ 26,239	\$ 28,863	\$ 34,111
13	\$ 26,613	\$ 29,275	\$ 34,597
14	\$ 26,988	\$ 29,686	\$ 35,084
15	\$ 27,362	\$ 30,098	\$ 35,571
16	\$ 27,736	\$ 30,510	\$ 36,057
17	\$ 28,111	\$ 30,922	\$ 36,544
18	\$ 28,485	\$ 31,334	\$ 37,031
19	\$ 28,859	\$ 31,745	\$ 37,517
20	\$ 29,234	\$ 32,157	\$ 38,004
21	\$ 29,608	\$ 32,569	\$ 38,491
22	\$ 29,983	\$ 32,981	\$ 38,977
23	\$ 30,398	\$ 33,438	\$ 39,518
24	\$ 30,814	\$ 33,896	\$ 40,059
25	\$ 31,230	\$ 34,353	\$ 40,600
26	\$ 31,646	\$ 34,811	\$ 41,140
27	\$ 32,062	\$ 35,269	\$ 41,681
28	\$ 32,561	\$ 35,818	\$ 42,330
29	\$ 33,061	\$ 36,367	\$ 42,979
30	\$ 33,560	\$ 36,916	\$ 43,628
31	\$ 34,059	\$ 37,465	\$ 44,277
32	\$ 34,608	\$ 38,069	\$ 44,990
33	\$ 35,107	\$ 38,618	\$ 45,639
34	\$ 35,606	\$ 39,167	\$ 46,288
35	\$ 36,105	\$ 39,716	\$ 46,937
36	\$ 36,605	\$ 40,265	\$ 47,586
37	\$ 37,104	\$ 40,814	\$ 48,235
38	\$ 37,603	\$ 41,363	\$ 48,884
39+	\$ 38,102	\$ 41,912	\$ 49,533

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
2022 - 2023 School Year**

Experience Level	Base Salary
0	\$ 35,141
1	\$ 35,746
2	\$ 36,350
3	\$ 36,955
4	\$ 37,559
5	\$ 38,165
6	\$ 38,770
7	\$ 39,374
8	\$ 39,980
9	\$ 40,584
10	\$ 41,190
11	\$ 41,795
12	\$ 42,399
13	\$ 43,005
14	\$ 43,609
15	\$ 44,214
16	\$ 44,820
17	\$ 45,424
18	\$ 46,029
19	\$ 46,634
20	\$ 47,239
21	\$ 47,843
22	\$ 48,449
23	\$ 49,121
24	\$ 49,793
25	\$ 50,465
26	\$ 51,138
27	\$ 51,809
28	\$ 52,616
29	\$ 53,423
30	\$ 54,230
31	\$ 55,035
32	\$ 55,923
33	\$ 56,730
34	\$ 57,536
35	\$ 58,343
36	\$ 59,149
37	\$ 59,956
38	\$ 60,763
39+	\$ 61,569

12 months/260 days

**ROCKINGHAM COUNTY PUBLIC SCHOOLS
HARRISONBURG, VIRGINIA
Routing Coordinator Salary Scale
2022 - 2023 School Year**

Years of Experience	Base Salary
0	\$ 35,694
1	\$ 35,994
2	\$ 36,230
3	\$ 36,467
4	\$ 36,703
5	\$ 36,939
6	\$ 37,254
7	\$ 37,569
8	\$ 37,884
9	\$ 38,199
10	\$ 38,514
11	\$ 38,829
12	\$ 39,144
13	\$ 39,459
14	\$ 39,774
15	\$ 40,089
16	\$ 40,404
17	\$ 40,719
18	\$ 41,034
19	\$ 41,349
20	\$ 42,241
21	\$ 43,149
22	\$ 44,056
23	\$ 44,963
24	\$ 45,875
25	\$ 46,784
26	\$ 47,649
27	\$ 48,514
28	\$ 49,379
29	\$ 50,244
30	\$ 51,110
31	\$ 51,975
32	\$ 52,840
33	\$ 53,705
34	\$ 54,678
35	\$ 55,652
36	\$ 56,625
37	\$ 57,599
38+	\$ 58,572

**ROCKINGHAM COUNTY PUBLIC SCHOOLS
HARRISONBURG, VIRGINIA
2022 - 2023 Clerk of the Board and
Human Resources Analyst**

Years of Experience	Base Salary
0	\$ 54,988
1	\$ 55,388
2	\$ 55,729
3	\$ 56,068
4	\$ 56,409
5	\$ 56,760
6	\$ 57,111
7	\$ 57,578
8	\$ 58,045
9	\$ 58,513
10	\$ 58,980
11	\$ 59,447
12	\$ 59,914
13	\$ 60,382
14	\$ 60,849
15	\$ 61,426
16	\$ 62,004
17	\$ 62,581
18	\$ 63,159
19	\$ 63,744
20	\$ 64,328
21	\$ 64,913
22	\$ 65,498
23	\$ 66,083
24	\$ 66,668
25	\$ 67,393
26	\$ 68,209
27	\$ 69,026
28	\$ 69,842
29	\$ 70,659
30	\$ 71,475
31+	\$ 72,292

12-month position

**ROCKINGHAM COUNTY PUBLIC SCHOOLS
HARRISONBURG, VIRGINIA
Custodian Salary Scale
2022 - 2023 School Year**

Years of Experience	Base Salary
0	\$ 29,101
1	\$ 29,401
2	\$ 29,685
3	\$ 29,938
4	\$ 30,164
5	\$ 30,391
6	\$ 30,644
7	\$ 30,928
8	\$ 31,219
9	\$ 31,598
10	\$ 31,826
11	\$ 32,053
12	\$ 32,877
13	\$ 33,108
14	\$ 33,339
15	\$ 33,570
16	\$ 33,917
17	\$ 34,263
18	\$ 34,610
19	\$ 34,997
20	\$ 35,509
21	\$ 36,114
22	\$ 36,721
23	\$ 37,328
24	\$ 37,934
25	\$ 38,543
26	\$ 39,149
27	\$ 39,758
28	\$ 40,364
29	\$ 40,970
30	\$ 41,577
31	\$ 42,185
32	\$ 42,792
33	\$ 43,397
34+	\$ 44,005

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

Head Custodian Supplements Provided Above Scale	Amount
Head Custodian-Secondary	\$1,565
Head Custodian-Elementary	\$1,070
Additional Supplement Provided Above Scale	Amount
All High Schools	\$2,000
All Middle Schools and MTC	\$1,250
Larger Elementary Schools (CRES, EES, JCMES, JWES, MVES, PES, PKVES, RBES)	\$500

**ROCKINGHAM COUNTY PUBLIC SCHOOLS
HARRISONBURG, VIRGINIA
Mechanics Salary Scale
2022 - 2023 School Year**

Years of Experience	Base Salary
0	\$ 31,278
1	\$ 31,628
2	\$ 31,969
3	\$ 32,311
4	\$ 32,652
5	\$ 33,003
6	\$ 33,353
7	\$ 33,705
8	\$ 34,056
9	\$ 34,407
10	\$ 34,758
11	\$ 35,110
12	\$ 35,460
13	\$ 35,929
14	\$ 36,397
15	\$ 37,099
16	\$ 38,165
17	\$ 39,245
18	\$ 40,324
19	\$ 41,405
20	\$ 42,486
21	\$ 43,566
22	\$ 44,645
23	\$ 45,724
24	\$ 46,805
25	\$ 47,882
26	\$ 48,966
27	\$ 50,045
28	\$ 51,126
29	\$ 52,206
30	\$ 53,286
31	\$ 54,726
32+	\$ 55,808

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
2022 - 2023 School Year

LEVEL	RANGE	
	<i>Minimum</i>	<i>Maximum</i>
I	\$ 33,700	\$ 48,190
II	\$ 45,280	\$ 64,252
III	\$ 61,240	\$ 73,432

**ROCKINGHAM COUNTY PUBLIC SCHOOLS
HARRISONBURG, VIRGINIA
2022 - 2023 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	\$ 11,848	\$ 21,326	\$ 24,407
1	\$ 11,971	\$ 21,548	\$ 24,660
2	\$ 12,094	\$ 21,770	\$ 24,914
3	\$ 12,217	\$ 21,990	\$ 25,166
4	\$ 12,340	\$ 22,212	\$ 25,420
5	\$ 12,468	\$ 22,442	\$ 25,683
6	\$ 12,589	\$ 22,660	\$ 25,933
7	\$ 12,716	\$ 22,889	\$ 26,196
8	\$ 12,844	\$ 23,119	\$ 26,458
9	\$ 12,970	\$ 23,347	\$ 26,719
10	\$ 13,071	\$ 23,528	\$ 26,926
11	\$ 13,159	\$ 23,685	\$ 27,107
12	\$ 13,246	\$ 23,843	\$ 27,287
13	\$ 13,334	\$ 24,001	\$ 27,468
14	\$ 13,421	\$ 24,159	\$ 27,648
15	\$ 13,517	\$ 24,330	\$ 27,844
16	\$ 13,790	\$ 24,822	\$ 28,408
17	\$ 14,064	\$ 25,315	\$ 28,971
18	\$ 14,198	\$ 25,556	\$ 29,248
19	\$ 14,745	\$ 26,541	\$ 30,375
20	\$ 14,904	\$ 26,827	\$ 30,703
21	\$ 15,088	\$ 27,158	\$ 31,081
22	\$ 15,323	\$ 27,581	\$ 31,565
23	\$ 15,673	\$ 28,212	\$ 32,287
24	\$ 16,248	\$ 29,247	\$ 33,472
25	\$ 16,384	\$ 29,491	\$ 33,750
26	\$ 16,794	\$ 30,228	\$ 34,596
27	\$ 17,067	\$ 30,721	\$ 35,160
28	\$ 17,340	\$ 31,211	\$ 35,720
29	\$ 18,295	\$ 32,930	\$ 37,687
30	\$ 18,727	\$ 33,709	\$ 38,578
31+	\$ 19,160	\$ 34,488	\$ 39,469

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
2022 - 2023 School Year**

Years of Experience	Hourly Wage
0	\$ 12.55
1	\$ 12.60
2	\$ 12.62
3	\$ 12.65
4	\$ 12.71
5	\$ 12.76
6	\$ 12.81
7	\$ 12.86
8	\$ 12.92
9	\$ 12.97
10	\$ 13.02
11	\$ 13.07
12	\$ 13.13
13	\$ 13.18
14	\$ 13.23
15	\$ 13.28
16	\$ 13.39
17	\$ 13.49
18	\$ 13.65
19	\$ 13.81
20	\$ 14.12
21	\$ 14.44
22	\$ 14.81
23	\$ 15.12
24	\$ 15.44
25	\$ 15.75
26	\$ 16.07
27	\$ 16.38
28	\$ 16.70
29	\$ 17.01
30	\$ 17.33
31+	\$ 17.64

**ROCKINGHAM COUNTY PUBLIC SCHOOLS
HARRISONBURG, VIRGINIA
Food Service Manager and
Field Manager Salary Scale
2022 - 2023 School Year**

Years of Experience	Base Salary
0	\$ 13.86
1	\$ 14.07
2	\$ 14.28
3	\$ 14.49
4	\$ 14.70
5	\$ 14.91
6	\$ 15.12
7	\$ 15.33
8	\$ 15.65
9	\$ 15.86
10	\$ 16.07
11	\$ 16.38
12	\$ 16.59
13	\$ 16.91
14	\$ 17.12
15	\$ 17.48
16	\$ 17.75
17	\$ 18.06
18	\$ 18.43
19	\$ 18.80
20	\$ 19.22
21	\$ 19.74
22	\$ 20.16
23	\$ 20.48
24	\$ 20.90
25	\$ 21.21
26	\$ 21.53
27	\$ 21.95
28	\$ 22.37
29	\$ 22.89
30	\$ 23.31
31+	\$ 23.63

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
2022 - 2023 School Year**

Years of Experience	Base Salary
0	\$ 28,896
1	\$ 29,366
2	\$ 29,834
3	\$ 30,302
4	\$ 30,770
5	\$ 31,238
6	\$ 31,706
7	\$ 32,218
8	\$ 32,729
9	\$ 33,240
10	\$ 33,752
11	\$ 34,263
12	\$ 34,774
13	\$ 35,287
14	\$ 35,797
15	\$ 36,310
16	\$ 36,821
17	\$ 37,332
18	\$ 37,844
19	\$ 38,355
20	\$ 38,738
21	\$ 39,122
22	\$ 39,506
23	\$ 39,889
24	\$ 40,272
25	\$ 40,656
26	\$ 41,231
27	\$ 41,806
28	\$ 42,382
29	\$ 42,957
30	\$ 43,533
31	\$ 44,172
32	\$ 44,812
33	\$ 45,450
34	\$ 46,089
35	\$ 46,729
36	\$ 47,368
37+	\$ 48,008

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.

Additional Supplement Provided Above Scale	Amount
Enrollment under 200 (FRES, LEES, OES, PVES)	none
Enrollment between 200-300 (EES, LSES, MES, SRES)	\$500
Enrollment between 300-425 (MVES, PES, RBES)	\$1,000
Enrollment between 425-550 (JCMES, JWES, PKVES)	\$1,500
Enrollment 550+ (MTC, EMS, JFHMS, MMS, WPMS, CRES)	\$2,000

**ROCKINGHAM COUNTY PUBLIC SCHOOLS
HARRISONBURG, VIRGINIA
2022 - 2023 Computer Resource Specialist**

Years of Experience	Base Salary
0	\$ 39,896
1	\$ 40,596
2	\$ 41,216
3	\$ 41,835
4	\$ 42,462
5	\$ 43,099
6	\$ 43,745
7	\$ 44,402
8	\$ 45,067
9	\$ 45,743
10	\$ 46,429
11	\$ 47,125
12	\$ 47,833
13	\$ 48,551
14	\$ 49,279
15	\$ 50,017
16	\$ 50,768
17	\$ 51,530
18	\$ 52,302
19	\$ 53,088
20	\$ 53,884
21	\$ 54,691
22	\$ 55,512
23	\$ 56,512
24	\$ 57,528
25	\$ 58,563
26	\$ 59,619
27	\$ 60,691
28	\$ 61,784
29	\$ 62,896
30	\$ 64,027
31	\$ 65,180
32	\$ 66,353
33+	\$ 67,547

**ROCKINGHAM COUNTY PUBLIC SCHOOLS
HARRISONBURG, VIRGINIA
2022 - 2023 Programmer Analyst, Identity and Learning
Systems Manager, Data Systems Support Specialist, Computer
Network Specialist, and Network Services Manager**

Years of Experience	Base Salary
0	\$ 51,434
1	\$ 52,034
2	\$ 52,480
3	\$ 52,930
4	\$ 53,375
5	\$ 53,834
6	\$ 54,302
7	\$ 54,770
8	\$ 55,355
9	\$ 55,941
10	\$ 56,644
11	\$ 57,345
12	\$ 58,164
13	\$ 58,984
14	\$ 59,803
15	\$ 60,622
16	\$ 61,207
17	\$ 62,261
18	\$ 63,665
19	\$ 64,835
20	\$ 66,152
21	\$ 67,476
22	\$ 68,824
23	\$ 70,202
24	\$ 71,605
25	\$ 73,038
26	\$ 74,498
27	\$ 75,985
28	\$ 77,508
29	\$ 79,059
30	\$ 80,640
31+	\$ 82,252

**ROCKINGHAM COUNTY PUBLIC SCHOOLS
HARRISONBURG, VIRGINIA
2022 - 2023 Technology Coordinator**

(Coordinator of Network Services, Technology Coordinator)

Years of Experience	Base Salary
0	\$ 76,072
1	\$ 76,739
2	\$ 77,406
3	\$ 78,072
4	\$ 78,740
5	\$ 79,429
6	\$ 80,119
7	\$ 80,808
8	\$ 81,123
9	\$ 81,438
10	\$ 81,753
11	\$ 82,068
12	\$ 82,383
13	\$ 82,856
14	\$ 83,113
15	\$ 83,804
16	\$ 84,458
17	\$ 85,183
18	\$ 85,874
19	\$ 86,562
20	\$ 87,252
21	\$ 87,942
22	\$ 88,631
23	\$ 89,321
24	\$ 90,012
25	\$ 90,701
26	\$ 91,391
27	\$ 92,081
28	\$ 92,770
29	\$ 93,460
30	\$ 94,148
31+	\$ 94,840

**ROCKINGHAM COUNTY PUBLIC SCHOOLS
HARRISONBURG, VIRGINIA
Psychologist Salary Scale
2022 - 2023 School Year**

Years of Experience	10-months	11-months
	Base Salary	Base Salary
0	\$ 61,066	\$ 67,173
1	\$ 61,573	\$ 67,730
2	\$ 62,079	\$ 68,287
3	\$ 62,585	\$ 68,843
4	\$ 63,091	\$ 69,400
5	\$ 63,612	\$ 69,973
6	\$ 64,180	\$ 70,598
7	\$ 64,597	\$ 71,057
8	\$ 65,014	\$ 71,515
9	\$ 65,431	\$ 71,974
10	\$ 65,848	\$ 72,433
11	\$ 66,265	\$ 72,892
12	\$ 66,683	\$ 73,351
13	\$ 67,100	\$ 73,810
14	\$ 67,517	\$ 74,269
15	\$ 67,799	\$ 74,579
16	\$ 68,216	\$ 75,038
17	\$ 68,633	\$ 75,496
18	\$ 69,051	\$ 75,956
19	\$ 69,467	\$ 76,414
20	\$ 69,989	\$ 76,988
21	\$ 70,511	\$ 77,562
22	\$ 71,032	\$ 78,135
23	\$ 71,554	\$ 78,709
24	\$ 72,075	\$ 79,283
25	\$ 72,702	\$ 79,972
26	\$ 73,326	\$ 80,659
27	\$ 73,953	\$ 81,348
28	\$ 74,578	\$ 82,036
29	\$ 75,205	\$ 82,725
30	\$ 75,830	\$ 83,413
31+	\$ 76,456	\$ 84,102

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
2022 - 2023 School Year**

Years of Experience	10-months	11-months
	Base Salary	Base Salary
0	\$ 60,037	\$ 66,041
1	\$ 60,544	\$ 66,598
2	\$ 61,050	\$ 67,155
3	\$ 61,556	\$ 67,712
4	\$ 62,063	\$ 68,269
5	\$ 62,584	\$ 68,842
6	\$ 63,105	\$ 69,415
7	\$ 63,626	\$ 69,989
8	\$ 64,147	\$ 70,562
9	\$ 64,670	\$ 71,137
10	\$ 65,191	\$ 71,710
11	\$ 65,609	\$ 72,170
12	\$ 66,025	\$ 72,628
13	\$ 66,443	\$ 73,087
14	\$ 66,860	\$ 73,546
15	\$ 67,277	\$ 74,005
16	\$ 67,694	\$ 74,463
17	\$ 68,112	\$ 74,923
18	\$ 68,529	\$ 75,382
19	\$ 68,945	\$ 75,840
20	\$ 69,364	\$ 76,300
21	\$ 69,885	\$ 76,873
22	\$ 70,406	\$ 77,447
23	\$ 70,927	\$ 78,020
24	\$ 71,450	\$ 78,595
25	\$ 71,997	\$ 79,197
26	\$ 72,565	\$ 79,821
27	\$ 73,134	\$ 80,447
28	\$ 73,702	\$ 81,072
29	\$ 74,268	\$ 81,695
30	\$ 74,837	\$ 82,321
31	\$ 75,402	\$ 82,942
32+	\$ 75,900	\$ 83,490

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
2022 - 2023 School Year**

Years of Experience	10 months
	Base Salary
0	\$ 56,539
1	\$ 57,039
2	\$ 57,538
3	\$ 58,039
4	\$ 58,516
5	\$ 59,007
6	\$ 59,499
7	\$ 59,990
8	\$ 60,482
9	\$ 60,973
10	\$ 61,465
11	\$ 61,859
12	\$ 62,252
13	\$ 62,645
14	\$ 63,038
15	\$ 63,432
16	\$ 63,826
17	\$ 64,219
18	\$ 64,613
19	\$ 65,006
20	\$ 65,398
21	\$ 65,890
22	\$ 66,381
23	\$ 66,875
24	\$ 67,367
25	\$ 67,883
26	\$ 68,417
27	\$ 68,954
28	\$ 69,490
29	\$ 70,025
30	\$ 70,559
31+	\$ 71,092

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
Administrative Salary Scale
2022 - 2023

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	\$ 76,599	\$ 80,645	\$ 85,778	\$ 93,292	\$ 95,770	\$ 102,400	\$ 103,821	\$ 109,876
1	\$ 77,299	\$ 81,345	\$ 86,478	\$ 93,992	\$ 96,570	\$ 103,200	\$ 104,721	\$ 110,776
2	\$ 77,982	\$ 82,006	\$ 87,150	\$ 94,675	\$ 97,368	\$ 104,020	\$ 105,666	\$ 111,721
3	\$ 78,072	\$ 82,668	\$ 87,859	\$ 94,779	\$ 98,166	\$ 104,141	\$ 106,611	\$ 112,666
4	\$ 78,740	\$ 83,336	\$ 88,527	\$ 95,447	\$ 98,967	\$ 104,942	\$ 107,547	\$ 113,603
5	\$ 79,429	\$ 84,025	\$ 89,215	\$ 96,136	\$ 99,793	\$ 105,767	\$ 108,511	\$ 114,567
6	\$ 80,119	\$ 84,715	\$ 89,905	\$ 96,825	\$ 100,620	\$ 106,596	\$ 109,473	\$ 115,533
7	\$ 80,808	\$ 85,407	\$ 90,596	\$ 97,513	\$ 101,446	\$ 107,423	\$ 110,434	\$ 116,500
8	\$ 81,734	\$ 86,425	\$ 91,282	\$ 98,196	\$ 102,254	\$ 108,226	\$ 111,396	\$ 117,376
9	\$ 82,423	\$ 87,116	\$ 91,970	\$ 98,879	\$ 103,062	\$ 109,034	\$ 112,359	\$ 118,333
10	\$ 82,531	\$ 87,224	\$ 92,078	\$ 98,988	\$ 103,170	\$ 109,142	\$ 112,467	\$ 118,442
11	\$ 82,640	\$ 87,332	\$ 92,186	\$ 99,096	\$ 103,278	\$ 109,250	\$ 112,575	\$ 118,550
12	\$ 82,748	\$ 87,440	\$ 92,294	\$ 99,204	\$ 103,386	\$ 109,358	\$ 112,684	\$ 118,658
13	\$ 82,856	\$ 87,549	\$ 92,402	\$ 99,312	\$ 103,494	\$ 109,466	\$ 112,792	\$ 118,766
14	\$ 83,113	\$ 87,804	\$ 92,659	\$ 99,570	\$ 103,888	\$ 109,862	\$ 113,325	\$ 119,283
15	\$ 83,804	\$ 88,494	\$ 93,348	\$ 100,260	\$ 104,715	\$ 110,689	\$ 114,290	\$ 120,249
16	\$ 84,458	\$ 89,184	\$ 94,040	\$ 100,948	\$ 105,544	\$ 111,517	\$ 115,255	\$ 121,213
17	\$ 85,183	\$ 89,873	\$ 94,728	\$ 101,640	\$ 106,371	\$ 112,343	\$ 116,221	\$ 122,180
18	\$ 85,874	\$ 90,563	\$ 95,419	\$ 102,328	\$ 107,198	\$ 113,172	\$ 117,187	\$ 123,145
19	\$ 86,562	\$ 91,254	\$ 96,109	\$ 103,018	\$ 108,026	\$ 114,000	\$ 118,154	\$ 124,112
20	\$ 87,252	\$ 91,942	\$ 96,797	\$ 103,709	\$ 108,854	\$ 114,826	\$ 119,119	\$ 125,075
21	\$ 87,942	\$ 92,633	\$ 97,486	\$ 104,397	\$ 109,681	\$ 115,655	\$ 120,083	\$ 126,042
22	\$ 88,631	\$ 93,323	\$ 98,177	\$ 105,087	\$ 110,510	\$ 116,427	\$ 121,049	\$ 127,007
23	\$ 89,321	\$ 94,012	\$ 98,865	\$ 105,776	\$ 111,336	\$ 117,309	\$ 122,014	\$ 127,974
24	\$ 90,012	\$ 94,703	\$ 99,556	\$ 106,468	\$ 112,163	\$ 118,137	\$ 122,980	\$ 128,938
25	\$ 90,701	\$ 95,390	\$ 100,246	\$ 107,157	\$ 112,992	\$ 118,966	\$ 123,946	\$ 129,904
26	\$ 91,391	\$ 96,080	\$ 100,934	\$ 107,846	\$ 113,821	\$ 119,793	\$ 124,913	\$ 130,871
27	\$ 92,081	\$ 96,770	\$ 101,626	\$ 108,536	\$ 114,648	\$ 120,621	\$ 125,878	\$ 131,837
28	\$ 92,770	\$ 97,460	\$ 102,315	\$ 109,226	\$ 115,476	\$ 121,449	\$ 126,844	\$ 132,801
29	\$ 93,460	\$ 98,149	\$ 103,006	\$ 109,916	\$ 116,303	\$ 122,182	\$ 127,807	\$ 133,766
30	\$ 94,148	\$ 98,840	\$ 103,694	\$ 110,605	\$ 117,130	\$ 123,104	\$ 128,775	\$ 134,733
31+	\$ 94,840	\$ 99,530	\$ 104,384	\$ 111,295	\$ 117,959	\$ 123,931	\$ 129,740	\$ 135,699

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**

2022 - 2023 ANCILLARY SERVICES COMPENSATION PLAN

Job Title	Contract Term	Base
Speech/Language Pathologist	10 months/200 days	TEN MONTH TEACHER SCALE
Speech/Language Pathologist, Assistant	10 months/200 days	75% OF SCALE LEVEL, TEN MONTH TEACHER SCALE
Supplement, Speech/Language Pathologist		\$7,000
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	9-10	11-12	13-14	15+
	\$2,565	\$2,897	\$3,231	\$3,564	\$3,897	\$4,229	\$4,561	\$4,893	\$5,225
Choral Director, HS									
Level 4	0	1-2	3-4	5-6	7-8	9-10	11-12	13-14	15+
	\$2,159	\$2,370	\$2,581	\$2,792	\$3,003	\$3,214	\$3,425	\$3,636	\$3,847
Band Director, MS									
Level 6	0	1-2	3-4	5-6	7-8	9-10	11-12	13-14	15+
	\$1,399	\$1,588	\$1,777	\$1,965	\$2,154	\$2,343	\$2,523	\$2,703	\$2,883
Choral Director, MS									
Level 7	0	1-2	3-4	5-6	7-8	9-10	11-12	13-14	15+
	\$932	\$1,044	\$1,155	\$1,265	\$1,377	\$1,488	\$1,594	\$1,700	\$1,806

Rockingham County Public Schools
2022-2023
SUPPLEMENTAL PAY SCALE

Level 1	0	1-2	3-4	5-6	7-8	9-10	11-12	13-14	15+
	\$6,174	\$6,594	\$7,014	\$7,434	\$7,854	\$8,274	\$8,674	\$9,074	\$9,474
Football, Head Varsity									
Level 2	0	1-2	3-4	5-6	7-8	9-10	11-12	13-14	15+
	\$3,197	\$3,586	\$3,974	\$4,363	\$4,751	\$5,140	\$5,510	\$5,880	\$6,250
Assistant Activities Director, MS Baseball, HS, Head, Varsity Boys'/Girls' Basketball, HS, Head, Varsity					Softball, HS, Head, Varsity Testing Coordinator				
Level 3	0	1-2	3-4	5-6	7-8	9-10	11-12	13-14	15+
	\$2,426	\$2,741	\$3,056	\$3,371	\$3,686	\$4,001	\$4,301	\$4,601	\$4,901
Cheerleading Coach, Competition Division-wide Coordinator, Foreign Language Football, Varsity Assistant or JV, Head Coach, HS Musical Director, HS Outdoor Track, HS, Head					Soccer, HS, Head, Varsity Volleyball, HS, Head, Varsity Wrestling, HS, Head				
Level 4	0	1-2	3-4	5-6	7-8	9-10	11-12	13-14	15+
	\$2,042	\$2,242	\$2,441	\$2,641	\$2,840	\$3,040	\$3,230	\$3,420	\$3,610
Baseball, HS, Assistant Coach or JV Head Coach Boys'/Girls' Basketball, HS, Assistant Coach or JV Head Coach Cross Country, HS Gymnastics, HS Indoor Track, HS, Head Musical, Vocal Director, HS					Soccer, HS, Assistant or JV Head Coach, Boys'/Girls' Softball, HS, Assistant Coach or JV Head Coach Student Study Chair Swim Coach, HS Tennis, HS Volleyball, HS, Assistant or JV Head Coach				
Level 5	0	1-2	3-4	5-6	7-8	9-10	11-12	13-14	15+
	\$1,654	\$1,864	\$2,074	\$2,284	\$2,494	\$2,704	\$2,904	\$3,104	\$3,304
Baseball, JV, Assistant Coach Boys'/Girls' Basketball, JV, Assistant Coach Boys'/Girls' Basketball, MS, Head Boys'/Girls' Soccer, JV, Assistant Coach Cheerleading Coach, HS, Assistant Coach-Competition Cheerleading Coach, HS, Head Coach-Fall Sideline Football, JV, Assistant Coach Golf, HS, Head Coach Head Academic Coach Indoor Track, HS, Assistant Coach Musical Director, MS					Musical, Vocal Director, MS Outdoor Track, HS, Asst. Softball, JV, Assistant Coach Swim Coach, Assistant, HS Track, MS, Head Coach Volleyball, Head Coach, MS Volleyball, JV, Assistant Coach Wrestling, Head Coach, MS Wrestling, HS, Assistant Coach Yearbook, HS				
Level 6	0	1-2	3-4	5-6	7-8	9-10	11-12	13-14	15+
	\$1,323	\$1,502	\$1,680	\$1,859	\$2,037	\$2,216	\$2,386	\$2,556	\$2,726
Academic Coach, HS Administrative Designee Band, Assistant Director, HS Cheerleaders, MS Cheerleading Coach, HS, Head Coach-Winter Sideline Color Guard/Drill Team, HS Cross Country, Asst., HS Cross Country, Head Coach, MS Debate, HS Forensics, HS					Gymnastics, Asst., HS Skills USA Coordinator Musical, Orchestra Director, HS One Act, HS SCA, HS Senior Class Sponsor Team Leader, Elementary and Secondary (+1 additional) Theatre (One Act) Weight Trainer (Fall, Winter, Spring, Summer)				
Level 7	0	1-2	3-4	5-6	7-8	9-10	11-12	13-14	15+
	\$882	\$987	\$1,092	\$1,197	\$1,302	\$1,407	\$1,507	\$1,607	\$1,707
504 Coordinator, Elementary and Secondary Cross Country, MS, Assistant Coach Curriculum Leaders-English, Math, Science, Social Studies, Elementary Junior Class Sponsor Literary Magazine					PBIS Coach, MS Track, Assistant Coach, MS Unified Basketball, Head Coach Wrestling, Assistant, MS Yearbook, MS				
Level 8	0	1-2	3-4	5-6	7-8	9-10	11-12	13-14	15+
	\$662	\$782	\$903	\$1,024	\$1,145	\$1,265	\$1,380	\$1,495	\$1,610
Chemical Hygiene Officer, HS Curriculum Leaders-English, Math, Science, Social Studies, HS and MS FBLA, HS FCCLA, HS and MS					Model General Assembly SCA, MS Traffic Director, Elementary Yearbook, Elementary				
Level 9	0	1-2	3-4	5-6	7-8	9-10	11-12	13-14	15+
	\$441	\$494	\$546	\$599	\$651	\$704	\$754	\$804	\$854
Chemical Hygiene Officer, MS Destination Imagination, MS FEA Sponsor					Floating Stipend, Elementary and Secondary Substance Abuse Coordinator Traffic Director, MS				

**ROCKINGHAM COUNTY PUBLIC SCHOOLS
HARRISONBURG, VIRGINIA
2022-2023 SUBSTITUTE/OTHER PAY RATES**

Position	RCPS Rate	Per
After-School Instruction/Tutoring: Teacher Assistant	\$ 12.00	hour
After-School Instruction/Tutoring: Teacher (Licensed)	\$ 30.00	hour
Athletic Event - Miscellaneous Work above 2.5 hrs/day	\$ 12.00	hour
Athletic Event - Miscellaneous Work up to 2.5 hrs/day	\$ 30.00	day
Athletic Event - Spring Supervision	\$ 17.00	hour
Cafeteria Monitor	\$ 12.00	hour
Car/Bus Route Trainer	\$ 12.00	hour
CDL License Training	\$ 20.00	hour
Challenge Teacher - After-School	\$ 30.00	hour
Classroom Instructor for Bus Driver Training Class	\$ 30.00	hour
Coach/Advisor Driver Stipend - CDL Vehicle	\$ 50.00	day
Coach/Advisor Driver Stipend - Non-CDL Vehicle	\$ 25.00	day
Curriculum Development/Planning	\$ 30.00	hour
Elem School Sub Administrator - Long Term	\$ 225.00	day
Elementary Substitute Teacher Coverage	\$ 20.00	hour
Facility Manager - After Hours	\$ 32.00	hour
Field Trip/Athletic/After School Bus Driver	\$ 15.00	hour
Food Service Asst-Special Events-Hourly	\$ 18.00	hour
High School Sub Administrator - Long Term	\$ 275.00	day
Homebound Tutoring: Licensed Teacher	\$ 30.00	hour
Hourly ELL Tutor	\$ 15.00	hour
Hourly Hearing Impaired/ELL Interpreter/Translator	\$ 16.00	hour
Hourly Access Assessment/Proctor	\$ 30.00	hour
Middle School Sub Administrator - Long Term	\$ 250.00	day
PreK Screening-Hourly	\$ 30.00	hour
Secondary Substitute Teacher Coverage	\$ 30.00	block
Substitute Administrator	\$ 200.00	day
Substitute Bus Driver (Regular & SPED) above 3.5 hrs/day	\$ 18.00	hour
Substitute Bus Driver (Regular & SPED) up to 3.5 hrs/day	\$ 63.00	day
Substitute Cafeteria Monitor	\$ 12.00	hour
Substitute Car Driver only (Regular & SPED) above 3.5 hrs/day	\$ 17.43	hour
Substitute Car Driver only (Regular & SPED) up to 3.5 hrs/day	\$ 61.00	day
Substitute Clerk	\$ 12.00	hour
Substitute Custodian	\$ 12.00	hour
Substitute Food Service Worker	\$ 12.00	hour
Substitute Nurse (LPN)	\$ 105.00	day
Substitute Teacher	\$ 105.00	day
Substitute Teacher - Retired Teacher	\$ 120.00	day
Substitute Teacher - Long-Term	\$ 130.00	day
Substitute Teacher Assistant	\$ 12.00	hour
Substitute Transportation Assistant	\$ 12.00	hour
Summer School Band Teacher	\$ 30.00	hour
Summer School Bus Route (Regular & SPED) above 3.5 hrs/day	\$ 21.00	hour
Summer School Bus Route (Regular & SPED) up to 3.5 hrs/day	\$ 75.00	day
Summer School Field Trip Bus Driver	\$ 21.00	hour
Summer School Food Service Worker	\$ 22.00	hour
Summer School Substitute Teacher	\$ 15.00	hour
Summer School Teacher	\$ 30.00	hour
Summer School Teacher Assistant	\$ 15.00	hour
Teacher-Alternative Education - After-School	\$ 30.00	hour