

Bristol Virginia Public Schools
Administrative Scale
2022-2023

Level	0	1	2	3	4	5	6	7	8	9	10	11
Program Director	63,346	64,154	64,973	65,805	66,648	67,506	68,375	69,258	70,153	71,062	72,498	73,758
Assistant Principal-Elementary	85,363	86,902	87,671	88,447	89,228	90,019	90,819	91,628	92,441	93,266	94,672	96,356
Assistant Principal-Middle	87,242	88,817	89,603	90,397	91,201	92,011	92,831	93,659	94,493	95,336	96,763	98,488
Assistant Principal-High	87,649	89,231	90,021	90,819	91,627	92,440	93,265	94,096	94,936	95,783	97,213	98,944
Director-Non-Instructional; Principal-Elementary	88,110	89,702	90,497	91,301	92,112	92,931	93,760	94,595	95,849	96,706	98,151	99,902
Director-Instructional; CFO; CTO; Principal-Middle	92,341	94,016	94,853	95,699	96,555	97,417	98,289	99,168	100,058	100,956	102,436	104,271
Executive Director; Principal-High	96,549	98,307	99,187	100,076	100,973	101,878	102,794	103,720	104,651	105,595	107,122	109,048
Assistant Superintendent	98,230	99,547	100,883	102,239	103,616	105,013	106,431	107,871	109,332	110,815	112,320	113,848

Credit provided as follows:

Exact Experience

One level provided for each year of experience

Similar Experience

One level provided for each two complete years of experience - no half years will be counted

Teaching Experience

One level provided for each twenty years in the classroom

Longevity is built into scale; no additional longevity provided for Administrators

Approved by the Bristol Virginia School Board per the 2022-2023 School Board Budget.

**Bristol Virginia Public Schools
2022-23
Salary Supplement Schedule**

ATHLETIC DIRECTOR

15% of Calculated Base Pay
Cap - NONE

GROUP I

Band Director - High School
Cheerleading - High School (once)
Football - Head Coach
13% of Calculated Base Pay
Cap - \$5,952

GROUP II

Baseball - Head Coach
Boys' Basketball - Head Coach
Girls' Basketball - Head Coach
Soccer - Boys' Head Coach
Soccer - Girls' Head Coach
Softball - Head Coach
Swimming - Head Coach
Volleyball - Head Coach
Wrestling - Head Coach
11% of Calculated Base Pay
Cap - \$5,210

GROUP III

Baseball - Assistant Varsity
Basketball - Assistant High School
Football - Assistant High School
Football - Assistant Middle School
Football - Head Middle School
Softball - Assistant Coach
Swimming - Assistant Coach
Track - Varsity Coach
~~Track - Girls' Varsity Coach~~
Volleyball - Assistant Coach
Wrestling - Assistant Coach
7.5% of Calculated Base Pay
Cap - \$3,912

GROUP IV

Athletic Trainer (Each Season)
Basketball - Middle School (8th Grade)
Cross Country - Varsity Coach
Golf - Head Coach
Tennis - Head Coach
Weight Lifting
Wrestling - Head Middle School Coach
6.5% of Calculated Base Pay
Cap - \$3,540

GROUP V

Cross Country - Middle School
Golf - Assistant High School
Soccer - Assistant Coach
Soccer - Junior Varsity
Track - Assistant
Track - Middle School
Volleyball - Middle School
5.5% of Calculated Base Pay
Cap - \$3,170

GROUP VI

5% of Calculated Base Pay
Cap - \$2,975

GROUP VII

Cheerleading - Middle School (Each Season)
Spring Festival/One Act Play Competition
4.5% of Calculated Base Pay
Cap - \$2,785

GROUP VIII

Cheerleading - Junior Varsity
Choral Director - High School
4% of Calculated Base Pay
Cap - \$2,580

GROUP IX

Band Director - Middle School
Choral Director - Middle School
Forensics (One for Division)
Swimming - Middle School
3.5% of Calculated Base Pay
Cap - \$2,380

GROUP X

Film Festival (VHSL)
Robotics (VHSL)
3% of Calculated Base Pay
Cap - \$2,190

GROUP XI

Scholastic Bowl (2)
School Webmaster (One for Each School)
2% of Calculated Base Pay
Cap - \$1,780

GROUP XII

Creative Writing (annual)
Esports (annual)
Indoor Track
1.5% of Calculated Base Pay
Cap - \$1,000

FLAT RATES

Band Assistant - \$1,000
Elementary Art/Music - \$750
High School Yearbook - \$3,000
SOL Testing Facilitator (VHS - \$2,000; VMS - \$1,000;
Elementary - \$600)
SOL Testing Manager - \$2,000
Virtual Programs Coordinator (VHS) - \$1,000

BRISTOL VIRGINIA SCHOOL BOARD
Support Staff Pay Schedule
2022-2023

JOB GRADE	JOB TITLE	HIRE RATE	MAX HIRE RATE	MAXIMUM RATE
A	Pool	\$ 11.00	\$ 11.00	\$ 11.00
	Intern			
(or applicable minimum wage)				
B	Aide	\$ 15.00	\$ 16.50	\$ 19.70
	Athletic Concession Stand Manager			
	Day Porter			
	School Nutrition Worker			
C	Secretary	\$ 15.48	\$ 17.02	\$ 23.06
	Secretary/Bookkeeper			
D	Accounting Clerk	\$ 15.75	\$ 17.33	\$ 23.32
	General Maintenance/Custodial Technician			
E	Accounting Specialist	\$ 18.21	\$ 20.94	\$ 27.04
	Administrative Assistant			
	Floor Specialist			
	Mechanic			
	Nurse - LPN			
	School Nutrition Manager - Tier I			
	School Nutrition Specialist			
	Transportation Specialist			
F	Computer Technician	\$ 20.85	\$ 23.97	\$ 28.35
	Custodial/Maintenance Foreman			
	Nurse - RN			
	School Nutrition Manager - Tier II			
	Attendance Officer			
Transportation	Tier I Driver (4 hours per day, 10 month)		\$ 18.44	
	Tier II Driver (7.5 hours per day, 10 month)			
	SNB Driver (7.5 hours per day, 12 month)			
Instructional Substitutes	Without Four-Year Degree		\$ 15.00	
	With Four-Year Degree		\$ 20.00	
	Long-Term		\$ 21.00	
	Interim		\$ 22.00	
Interventionist	Active Teaching License or Bachelor Degree (or above) in the Mental Health Field		\$ 22.00	
Homebound Teacher; After School Tutor	Active Teaching License AND Current Exempt BVPS Employee		\$ 26.00	
After School Worker	Without Four-Year Degree		\$ 15.00	
	With Four-Year Degree		\$ 20.00	

\$1,000 Longevity Increment for 25+ Years with Bristol Virginia Public Schools

Approved by the Bristol Virginia School Board per the 2022-23 School Board Budget.

BRISTOL VIRGINIA PUBLIC SCHOOLS
 Teachers' Salary Schedule
 2022-2023

Step	Bachelor's	Master's	Ed Specialist and/or Doctorate
0	\$45,149	\$47,249	\$47,749
1	\$45,329	\$47,429	\$47,929
2	\$45,509	\$47,609	\$48,109
3	\$45,689	\$47,789	\$48,289
4	\$45,869	\$47,969	\$48,469
5	\$46,149	\$48,249	\$48,749
6	\$46,411	\$48,511	\$49,011
7	\$46,800	\$48,900	\$49,400
8	\$47,194	\$49,294	\$49,794
9	\$47,591	\$49,691	\$50,191
10	\$47,993	\$50,093	\$50,593
11	\$48,449	\$50,549	\$51,049
12	\$49,111	\$51,211	\$51,711
13	\$49,946	\$52,046	\$52,546
14	\$50,819	\$52,919	\$53,419
15	\$51,688	\$53,788	\$54,288
16	\$52,588	\$54,688	\$55,188
17	\$53,490	\$55,590	\$56,090
18	\$54,775	\$56,875	\$57,375
19	\$56,596	\$58,696	\$59,196
20	\$58,417	\$60,517	\$61,017
21	\$60,238	\$62,338	\$62,838
22	\$62,059	\$64,159	\$64,659
23	\$63,880	\$65,980	\$66,480
24	\$65,701	\$67,801	\$68,301
25	\$67,522	\$69,622	\$70,122

\$1,600 National Board Certification

\$1,000 Longevity Award at 25 Years with Bristol Virginia Public Schools

Scales based on a ten month contract. Extended contracts calculated off of Bachelor's column.

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