

**Bedford County School Board**  
**FY 2022-23 Salary Scales**

Classification	Grade
School Nutrition Worker	104
Transportation - Car Driver	104
Custodian	104
Paraprofessional (High School Diploma)	105
Transportation - Bus Driver	105
Nutrition Assistant Manager	105
Paraprofessional (Associate Degree)	106
Nutrition Elementary Manager	106
Head Custodian Elementary	106
Paraprofessional (Bachelor Degree)	107
Head Custodian Secondary	107
Nutrition Secondary Manager	107
Special Education Paraprofessional - Adaptive	108
Central Office Receptionist	110
Maintenance Technician I	110
School Secretary & Bookkeeper	110
Central Office Administrative Assistant	111
Intervention Design Specialist I	112
Speech Language Pathologist Assistant	112
Central Office Finance & HR Specialist	113
IT Technician Assistant	113
Bus Mechanics	114
Maintenance Technician II	114
Data Analyst	114
Central Office Executive Assistant	114
Nutrition Field Manager	115
Transportation Assistant Supervisor	115
IT Lead Technician	115
Financial Analyst	117
Transportation Garage Foreman	118
Interpreter	120
Intervention Design Specialist II	120
Network Systems Specialist	120
OT\PT Assistant	120
Construction and Maintenance Coordinator	121
Custodial Coordinator	121
Payroll Coordinator	121
Nurse	122
Data Manager	123
Network Administrator	123
Speech-Language Pathologist	124
Certified Occupational Therapist	124

**Bedford County School Board  
FY 2022-23 Salary Scales**

Classification	Grade
Physical Therapist	124
Assistant Principal - Elementary	124
School Psychologist	125
Board Certified Behavior Analyst	125
Assistant Principal - Middle	125
Coordinator Instruction	125
Medicaid Coordinator	125
Strategic Communication Coordinator	125
Public Communication Coordinator	125
Systems Engineer	126
Safety and Security Manager	126
Assistant Principal - High	127
Supervisor	127
Principal - Alternative Education Center	128
Principal - Elementary	128
Principal - Susie G. Gibson Science & Tech. Center	129
Principal - Middle	129
Principal - High	130
Director	131
Executive Director	133
CLO, COO, CFO	135

Teacher Scales	
School Counselor	Teacher
Instructional Coach	Teacher
Instructional Technology Resource Teacher	Teacher
Library Media Specialist	Teacher
School Social Worker	Teacher
Teacher - All Credentials	Teacher

# TEACHER

200 Day		230 Day	
Years	10T-1	Years	11T-1
1	43,020	1	49,473
2	43,816	2	50,366
3	44,377	3	51,028
4	45,134	4	51,732
5	45,884	5	52,767
6	46,493	6	53,294
7	46,956	7	53,827
8	47,549	8	54,516
9	48,022	9	55,209
10	48,702	10	56,007
11	49,433	11	56,848
12	50,174	12	57,700
13	50,927	13	58,566
14	51,691	14	59,444
15	52,466	15	60,336
16	53,515	16	61,543
17	54,050	17	62,158
18	54,591	18	62,780
19	55,137	19	63,407
20	55,964	20	64,358
21	56,803	21	65,324
22	57,371	22	65,977
23	57,945	23	66,637
24	58,525	24	67,303
25	59,110	25	67,976
26	59,701	26	68,656
27	60,895	27	70,029
28	62,113	28	71,430
29	63,044	29	72,501
30	63,675	30	73,226
31	64,312	31	73,958

**Notes:**

Advanced Degrees: Add 5% supplement to base salary for a masters, increase by 7.5% for an advanced degree, or add 10% for a doctorate degree.

National Board Certified: Add \$1,000 supplement.

# TEACHER

210 Day		260 Day	
Years	13T-1	Years	12T-1
1	45,171	1	55,926
2	45,849	2	56,765
3	46,608	3	57,333
4	47,234	4	58,480
5	48,178	5	59,649
6	48,660	6	60,246
7	49,147	7	60,848
8	49,788	8	61,457
9	50,410	9	62,071
10	51,137	10	63,313
11	51,904	11	64,262
12	52,683	12	65,226
13	53,473	13	66,205
14	54,275	14	67,198
15	55,089	15	68,206
16	56,191	16	69,570
17	56,753	17	70,265
18	57,321	18	70,968
19	57,894	19	71,678
20	58,762	20	72,753
21	59,644	21	73,844
22	60,240	22	74,583
23	60,842	23	75,329
24	61,451	24	76,082
25	62,065	25	76,843
26	62,686	26	77,611
27	63,940	27	79,163
28	65,218	28	80,746
29	66,197	29	81,958
30	66,859	30	82,777
31	67,527	31	83,605

## Notes:

Advanced Degrees: Add 5% supplement to base salary for a masters, increase by 7.5% for an advanced degree, or add 10% for a doctorate degree.

National Board Certified: Add \$1,000 supplement.

## PARAPROFESSIONALS

	Grade 105	Grade 106	Grade 107	Grade 108
Minimum	18,605	19,527	20,506	21,528
Hourly	12.92	13.56	14.24	14.95
Maximum	29,765	31,248	32,818	34,460
Hourly	20.67	21.70	22.79	23.93

**Work Schedule: 192 days & 7.5 hours/day**

## ADMINISTRATIVE

	12 Month					
	Grade 124	Grade 125	Grade 126	Grade 127	Grade 128	Grade 129
Minimum	67,892	71,303	74,860	78,604	82,535	86,653
Hourly	32.64	34.28	35.99	37.79	39.68	41.66
Maximum	108,639	114,068	119,767	125,757	132,060	138,653
Hourly	52.23	54.84	57.58	60.46	63.49	66.66

	12 Month			
	Grade 130	Grade 131	Grade 133	Grade 135
Minimum	91,000	95,535	105,332	116,126
Hourly	43.75	45.93	50.64	55.83
Maximum	145,580	152,860	168,543	185,806
Hourly	69.99	73.49	81.03	89.33

	11 Month		
	Grade 124	Grade 125	Grade 127
Minimum	60,058	63,076	69,534
Hourly	32.64	34.28	37.79
Maximum	96,104	100,906	111,247
Hourly	52.23	54.84	60.46

	10 Month	
	Grade 124	Grade 125
Minimum	52,224	54,848
Hourly	32.64	34.28
Maximum	83,568	87,744
Hourly	52.23	54.84

Add 2.5% supplement to base salary for an advanced degree or add 5% for a doctoral degree.

**CLASSIFIED**

	<b>12 Month</b>			
	<b>8 Hours Grade 104</b>	<b>8 Hours Grade 106</b>	<b>8 Hours Grade 107</b>	<b>8 Hours Grade 110</b>
Minimum	25,584	28,205	29,620	34,300
Hourly	12.30	13.56	14.24	16.49
Maximum	40,956	45,136	47,404	54,871
Hourly	19.69	21.70	22.79	26.38

	<b>11 Month</b>	
	<b>8 Hours Grade 107</b>	<b>8 Hours Grade 110</b>
Minimum	26,202	30,342
Hourly	14.24	16.49
Maximum	41,934	48,540
Hourly	22.79	26.38

	<b>10 Month</b>	
	<b>8 Hours Grade 107</b>	<b>8 Hours Grade 110</b>
Minimum	22,784	26,384
Hourly	14.24	16.49
Maximum	36,464	42,208
Hourly	22.79	26.38

	<b>180 Day 8 Hours Grade 104</b>
Minimum	17,712
Hourly	12.30
Maximum	28,354
Hourly	19.69

## SUPPORT

	12 Month						
	8 Hours Grade 111	8 Hours Grade 112	8 Hours Grade 113	8 Hours Grade 114	8 Hours Grade 115	8 Hours Grade 117	8 Hours Grade 118
Minimum	36,005	37,815	39,708	41,684	43,764	48,256	50,669
Hourly	17.31	18.18	19.09	20.04	21.04	23.20	24.36
Maximum	57,616	60,487	63,524	66,706	70,034	77,210	81,079
Hourly	27.70	29.08	30.54	32.07	33.67	37.12	38.98

	12 Month		
	8 Hours Grade 120	8 Hours Grade 121	8 Hours Grade 123
Minimum	55,869	58,656	64,668
Hourly	26.86	28.20	31.09
Maximum	89,378	93,850	103,460
Hourly	42.97	45.12	49.74

	10 Month
	7.5 Hours Grade 122
Minimum	44,415
Hourly	29.61
Maximum	71,070
Hourly	47.38

	185 Day	
	7.5 Hours Grade 112	7.5 Hours Grade 120
Minimum	25,225	37,269
Hourly	18.18	26.86
Maximum	40,349	59,621
Hourly	29.08	42.97

	191 Day	
	6 Hours Grade 122	7.5 Hours Grade 122
Minimum	33,934	42,417
Hourly	29.61	29.61
Maximum	54,298	67,872
Hourly	47.38	47.38

Advanced Degree: Add 2.5% supplement to base salary for an advanced degree or add 5% for a doctoral degree.

# NUTRITION

184 Day Contract							
	2.5 Hours	3 Hours	3.5 Hours	4 Hours	4.5 Hours	5 Hours	5.5 Hours
	Grade 104	Grade 104	Grade 104	Grade 104	Grade 104	Grade 104	Grade 104
Minimum	5,658	6,790	7,922	9,053	10,185	11,316	12,448
Hourly	12.30	12.30	12.30	12.30	12.30	12.30	12.30
Maximum	9,058	10,869	12,681	14,492	16,304	18,115	19,927
Hourly	19.69	19.69	19.69	19.69	19.69	19.69	19.69

184 Day Contract			
	6 Hours	6.5 Hours	7 Hours
	Grade 105	Grade 105	Grade 105
Minimum	14,264	15,453	16,641
Hourly	12.92	12.92	12.92
Maximum	22,820	24,722	26,623
Hourly	20.67	20.67	20.67

185 Day Contract	
7 Hour	7.5 Hour
Grade 106	Grade 106
17,561	18,815
13.56	13.56
28,102	30,109
21.70	21.70

185 Day	
8 Hour	
Grade 107	
Minimum	21,076
Hourly	14.24
Maximum	33,730
Hourly	22.79

**American School Nutrition Association Certification: \$.25/hr supplement to be paid in June to employees who attend at least 80% of local association meetings, work Special Olympics and have satisfactory attendance.**

**Food Service Management Certificate Program Graduates + \$300.00 Supplement Bachelor Degree in Food Service Management or Related Degree + \$600.00 Supplement**

# BUS

	<b>105 4 Hours 60% Driver</b>	<b>105 5 Hours 80 % Driver</b>	<b>105 7 Hours 100% Driver</b>
Minimum	11,699	14,621	21,872
Hourly	16.25	16.25	16.25
Maximum	15,588	19,485	29,143
Hourly	21.65	21.65	21.65

<b>104 4 Hours Car Driver</b>
11,115
15.44
14,809
20.57

<b>BUA</b>	
<b>Job Description</b>	<b>Hourly</b>
Substitute Driver	14.24
Substitute SPED	20.96
Field Trip	14.56
School Bus Aide	12.00
Car Driver Hourly	20.96

**EXTRA CURRICULAR**

<b>Position Years</b>	<b>Step 1 0-4</b>	<b>Step 2 5-9</b>	<b>Step 3 10-14</b>	<b>Step 4 15-19</b>	<b>Step 5 20 +</b>
Head Football	5,711	6,086	6,604	7,301	8,104
Athletic Director	5,816	6,197	6,726	7,436	8,256
Head Boys Basketball Head Girls Basketball	4,234	4,506	4,887	5,397	5,987
Band Director Drama	4,323	4,601	4,992	5,514	6,115
Asst. Football Coaches	3,526	3,753	4,065	4,490	4,976
Head Cross Country Head Lacrosse Head Volleyball Head Boys Indoor Track Head Girls Indoor Track Head Cheerleading Competition Head Cheerleading Sideline Head Swim Coach Head Wrestling Coach Head Baseball Coach Head Softball Coach Head Boys Soccer Head Girls Soccer Head Boys Tennis Coach Head Girls Tennis Coach Head Boys Outdoor Track Coach Head Girls Outdoor Track Coach Yearbook	2,779	2,955	3,199	3,528	3,907
Athletic Trainer/Cert. Asst. Girls Basketball Asst. Boys Basketball	2,407	2,557	2,767	3,049	3,375

**EXTRA CURRICULAR**

<b>Position</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
<b>Years</b>	<b>0-4</b>	<b>5-9</b>	<b>10-14</b>	<b>15-19</b>	<b>20 +</b>
Golf	2,084	2,160	2,335	2,569	2,840
Asst. Cross Country	1,658	1,761	1,900	2,087	2,304
Asst. Lacrosse					
Asst. Swim					
Asst. Wrestling					
Asst. Baseball					
Asst. Cheerleading Competition					
Asst. Cheerleading Sideline					
Asst. Softball					
Asst. Boys Soccer					
Asst. Girls Soccer					
Asst. Boys Outdoor Track					
Asst. Girls Outdoor Track					
Asst. Band					
Asst. Volleyball					
B Team Coaches	1,332	1,379	1,501	1,664	1,848
Weight Training	1,172	1,220	1,328	1,470	1,635
School Magazine					
SCA					
Forensics					
Driver Ed. Coordinator	1,387	1,379	1,436	1,664	1,714
Middle School Activities Director	3,120				