

CULPEPER COUNTY PUBLIC SCHOOLS FY 2023 ADOPTED SUPPLEMENT SCALE

\$48,015

COACHING - Not VRS Creditable Compensation

Years of Exp.	Category 1		Category 2		Category 3		Category 4		Category 5		Category 6	
	%	Dollars	%	Dollars	%	Dollars	%	Dollars	%	Dollars	%	Dollars
0-3	13%	\$6,242	11%	\$5,282	9%	\$4,321	7%	\$3,361	5%	\$2,401	3%	\$1,440
4-7	14%	\$6,722	12%	\$5,762	10%	\$4,802	8%	\$3,841	6%	\$2,881	4%	\$1,921
8-10	15%	\$7,202	13%	\$6,242	11%	\$5,282	9%	\$4,321	7%	\$3,361	5%	\$2,401
11-13	16%	\$7,682	14%	\$6,722	12%	\$5,762	10%	\$4,802	8%	\$3,841	6%	\$2,881
14-16	17%	\$8,163	15%	\$7,202	13%	\$6,242	11%	\$5,282	9%	\$4,321	7%	\$3,361
17+	18%	\$8,643	16%	\$7,682	14%	\$6,722	12%	\$5,762	10%	\$4,802	8%	\$3,841
	Category 1		Category 2		Category 3		Category 4		Category 5		Category 6	
	Head Football		Basketball		Baseball		Assistant Baseball		Asst. Cheer-Winter		MS Assistant Coaches	
			Wrestling		Cross Country		Assistant Basketball		MS Basketball		Academic Team	
			Track		Cheerleading-Fall		Assist. Cheer-Fall		MS Asst. Football		Forensics	
					Field Hockey		Asst. Field Hockey		MS Cheer		HS Debate/Creative Writing	
					Golf		Assistant Football		MS Wrestling			
					Lacrosse		Assistant Lacrosse					
					Soccer		Assistant Soccer					
					Softball		Assistant Softball					
					Swimming		Assistant Swimming					
					Tennis		Assistant Volleyball					
					Volleyball		Assistant Wrestling					
					Indoor Track		Asst. Indoor Track					
					MS Athletic Director		Cheerleading-Winter					
							MS Football					

ADOPTED FY 2023 SALARY SCALE SUMMARY

Scale Type	Grade	Scale	Range Width	CURRENT FY 2022		ADOPTED FY 2023	
				Minimum	Maximum	Minimum	Maximum
Administrative							
	130	Assistant Superintendent	1.400	117,152	164,013	123,010	172,214
	140	Executive Directors	1.400	97,886	137,040	102,780	143,892
	145	Administrative Directors	1.400	87,112	121,957	91,468	128,055
	146	Service Directors	1.400	81,074	113,504	85,128	119,179
	148	Curriculum Specialist	1.400	68,273	95,582	71,687	100,362
Board Services							
	111	School Board	1.500	8,212	12,318	8,623	12,935
	112	Deputy Clerk of the Board	1.500	10,461	15,692	10,984	16,476
	113	Clerk of the Board	1.500	12,352	18,528	12,970	19,455
Certified Range							
	211	Speech Language Pathologist	1.716	49,600	85,114	52,080	89,369
	250	ROTC	1.716	61,676	105,836	64,760	111,128
	261	Principal-Elementary	1.400	90,312	126,437	94,828	132,759
	262	Principal-Middle	1.400	96,330	134,862	101,147	141,606
	263	Principal-High	1.400	104,565	146,391	109,793	153,710
	271	Assistant Principal-Elementary	1.400	75,506	105,708	79,281	110,993
	272	Assistant Principal-Middle	1.400	80,306	112,428	84,321	118,049
	273	Assistant Principal-High	1.400	84,830	118,762	89,072	124,701
	312	Occupational Therapist	1.716	59,009	101,259	61,959	106,322
	313	Physical Therapist	1.716	48,609	83,413	51,039	87,583
	320	Psychologist	1.716	51,477	88,335	54,051	92,752
Classified Range							
	220	Behavior Interventionist	1.659	44,105	73,170	46,310	76,828
	274	Network Engineer	1.659	74,594	123,751	78,324	129,940
	280	Para-educator	1.659	18,105	30,036	19,010	31,538
	281	Sign Language Interpreter	1.659	42,687	70,818	44,821	74,358
	310	Nurse	1.659	38,602	64,041	40,532	67,243
	311	Clinic Assistant	1.659	25,625	42,512	28,700	47,613
	339	Classified Specialist	1.659	39,256	65,126	41,219	68,382
	340	Attendance Officer	1.659	31,872	52,876	33,466	55,520
	350	Network Administrator	1.659	68,760	114,073	72,198	119,776
	352	Assistant Network Administrator	1.659	49,763	82,557	52,251	86,684
	370	Budget Analyst	1.659	62,220	103,223	65,331	108,384
	420	Security Officer	1.659	30,041	49,838	31,543	52,330
	500	Department Coordinator	1.659	36,614	60,744	38,445	63,781
	501	Administrative Assistant	1.659	31,671	52,543	33,255	55,171
	502	School Administrative Assistant	1.659	27,491	45,609	28,866	47,890
	505	Admin Asst to Superintendent	1.659	41,866	69,456	43,959	72,928
	506	ESL Registrar/Liaison/Translator	1.659	34,119	56,603	35,825	59,434

Scale Type		Range Width	CURRENT FY 2022		ADOPTED FY 2023	
Grade	Scale		Minimum	Maximum	Minimum	Maximum
518	Asst to Director of Transportation	1.659	50,891	84,429	53,436	88,650
520	Operations Coordinator	1.659	45,549	75,566	47,826	79,343
521	Network Tech	1.659	38,602	64,041	40,532	67,243
523	Transportation Routing Specialist	1.659	45,013	74,677	47,264	78,411
530	Bookkeeper	1.659	28,504	47,288	29,929	49,652
550	Lunchroom Monitor	1.659	5,019	8,327	5,270	8,743
700	Building Technician	1.659	39,497	65,526	41,472	68,802
701	Skilled Maintenance Worker	1.659	34,250	56,821	35,963	59,663
702	Mechanic I	1.659	34,664	57,508	36,397	60,383
703	Mechanic II	1.659	44,519	73,857	46,745	77,550
830	Maintenance Worker	1.659	27,452	45,543	28,825	47,821
908	Building Lead-Elementary (Head Cust	1.659	28,797	47,774	30,237	50,163
909	Building Lead-Secondary (Head Cust	1.659	30,585	50,741	32,114	53,277
910	Environmental Services (Custodian)	1.659	23,534	39,043	24,711	40,996
930	Nutrition Manager-Elementary	1.659	22,375	37,120	23,494	38,977
931	Nutrition Worker-Elementary	1.659	12,530	20,787	13,157	21,827
933	Nutrition Manager-Secondary	1.659	24,456	40,573	25,679	42,601
935	Nutrition Worker-Secondary	1.659	13,608	22,576	14,288	23,704
936	Nutrition Asst Manager-Elementary	1.659	16,302	27,045	17,117	28,397
938	Nutrition Asst Manager-Secondary	1.659	16,904	28,044	17,749	29,446

INDEXED SUPPLEMENTS

FY22 Years Svc Step @ 6/20	FY22 Index	CURRENT FY 2022	FY23 Step	Years Svc @ 6/22	FY23 Index	ADOPTED FY 2023	LEVEL w/ Bachelor +15 Hrs		LEVEL w/ Masters Degree		LEVEL w/ EDS, CAS, MS +30 Hrs		LEVEL w/ EDS, CAS, MS +30 Hrs		LEVEL w/ EDD or PHD
							Bachelor +15 Hrs	Bachelor +15 Hrs	Masters Degree	Masters Degree	EDS, CAS, MS +30 Hrs	EDS, CAS, MS +30 Hrs	EDD or PHD	EDD or PHD	
1	0,1	1,000	45,729	1	0	1,000	48,015	1,500	49,515	3,000	51,015	4,750	52,765	5,500	53,515
2	2	1,020	46,643	2	1	1,020	48,975	1,500	50,475	3,000	51,975	4,750	53,725	5,500	54,475
3	3	1,030	47,109	3	2	1,030	49,464	1,500	50,964	3,000	52,464	4,750	54,214	5,500	54,964
4	4	1,035	47,345	4	3	1,035	49,712	1,500	51,212	3,000	52,712	4,750	54,462	5,500	55,212
5	5	1,041	47,581	5	4	1,041	49,960	1,500	51,460	3,000	52,960	4,750	54,710	5,500	55,460
6	6	1,046	47,819	6	5	1,046	50,209	1,500	51,709	3,000	53,209	4,750	54,959	5,500	55,709
7	7	1,051	48,057	7	6	1,051	50,460	1,500	51,960	3,000	53,460	4,750	55,210	5,500	55,960
8	8	1,056	48,298	8	7	1,056	50,712	1,500	52,212	3,000	53,712	4,750	55,462	5,500	56,212
9	9	1,065	48,685	9	8	1,065	51,119	1,500	52,619	3,000	54,119	4,750	55,869	5,500	56,619
10	10	1,073	49,074	10	9	1,073	51,527	1,500	53,027	3,000	54,527	4,750	56,277	5,500	57,027
11	11	1,089	49,804	11	10	1,089	52,293	1,500	53,793	3,000	55,293	4,750	57,043	5,500	57,793
12	12	1,107	50,602	12	11	1,107	53,132	1,500	54,632	3,000	56,132	4,750	57,882	5,500	58,632
13	13	1,124	51,414	13	12	1,124	53,984	1,500	55,484	3,000	56,984	4,750	58,734	5,500	59,484
14	14	1,142	52,239	14	13	1,142	54,850	1,500	56,350	3,000	57,850	4,750	59,600	5,500	60,350
15	15	1,161	53,076	15	14	1,161	55,729	1,500	57,229	3,000	58,729	4,750	60,479	5,500	61,229
16	16	1,179	53,925	16	15	1,179	56,621	1,500	58,121	3,000	59,621	4,750	61,371	5,500	62,121
17	17	1,198	54,788	17	16	1,198	57,527	1,500	59,027	3,000	60,527	4,750	62,277	5,500	63,027
18	18	1,217	55,663	18	17	1,217	58,446	1,500	59,946	3,000	61,446	4,750	63,196	5,500	63,946
19	19	1,237	56,555	19	18	1,237	59,383	1,500	60,883	3,000	62,383	4,750	64,133	5,500	64,883
20	20	1,257	57,461	20	19	1,257	60,333	1,500	61,833	3,000	63,333	4,750	65,083	5,500	65,833
21	21	1,277	58,378	21	20	1,277	61,297	1,500	62,797	3,000	64,297	4,750	66,047	5,500	66,797
22	22	1,297	59,313	22	21	1,297	62,278	1,500	63,778	3,000	65,278	4,750	67,028	5,500	67,778
23	23	1,318	60,261	23	22	1,318	63,273	1,500	64,773	3,000	66,273	4,750	68,023	5,500	68,773
24	24	1,339	61,225	24	23	1,339	64,286	1,500	65,786	3,000	67,286	4,750	69,036	5,500	69,786
25	25	1,360	62,207	25	24	1,360	65,317	1,500	66,817	3,000	68,317	4,750	70,067	5,500	70,817
26	26	1,382	63,202	26	25	1,382	66,361	1,500	67,861	3,000	69,361	4,750	71,111	5,500	71,861
27	27	1,404	64,213	27	26	1,404	67,423	1,500	68,923	3,000	70,423	4,750	72,173	5,500	72,923
28	28	1,427	65,241	28	27	1,427	68,502	1,500	70,002	3,000	71,502	4,750	73,252	5,500	74,002
29	29	1,450	66,286	29	28	1,450	69,600	1,500	71,100	3,000	72,600	4,750	74,350	5,500	75,100
30	30	1,473	67,348	30	29	1,473	70,715	1,500	72,215	3,000	73,715	4,750	75,465	5,500	76,215
31	31	1,496	68,428	31	30	1,496	71,849	1,500	73,349	3,000	74,849	4,750	76,599	5,500	77,349
32	32	1,520	69,524	32	31	1,520	72,999	1,500	74,499	3,000	75,999	4,750	77,749	5,500	78,499
33	33	1,545	70,637	33	32	1,545	74,169	1,500	75,669	3,000	77,169	4,750	78,919	5,500	79,669
34	34	1,569	71,767	34	33	1,569	75,355	1,500	76,855	3,000	78,355	4,750	80,105	5,500	80,855
35	35+	1,594	72,915	35	34+	1,594	76,560	1,500	78,060	3,000	79,560	4,750	81,310	5,500	82,060

Supplemental Data:

Contract Months/Days/Hours: 10/ 200 / 7.5 Scale Spread: 1.5940

<i>Supplmt Code</i>	<i>Supplement Description</i>	<i>Type</i>	<i>Base Amount</i>
SPE01	Doctorate	F	2,500
SPE02	Education Doctorate (60 Hours)	F	2,500
SPE03	Doctorate Program - 30 Hours Completed	F	1,750
SPE04	Certificate of Advanced Studies (30 Hours)	F	1,750
SPE05	Education Specialist Degree (30 Hours)	F	1,750
SPE06	Masters Degree	F	3,000
SPE07	Undergraduate Program - 15 Hours Completed	F	1,500
SSL04	CRITICAL NEEDS SUBJECT AREA	F	3,000
SI101	HS Band	F	5,500
SI401	HS Chorus	F	5,500
SI402	HS Drama	F	5,500
SI607	High School Dept Chair	F	4,500
SI403	MS Band	F	4,000
SI501	MS Chorus	F	4,000
SI502	MS Drama	F	2,600
SI620	Middle School Dept Chair	F	2,600
SI620	Middle School Grade Level Chair	F	1,800
SI730	Elementary School Grade Level Chair	F	1,200
SI201	Fine Arts Coordinator	F	3,000
SI611	Intervention Specialist	F	1,300
SI622	Special Ed Designee	F	1,500
SI709	E Squared Program Coordinator	F	1,700
SI706	Young Farmers	F	1,500
SI709	Esquared Teachers	F	900
SI616	ESL Designee	F	1,500
SI203	HS Yearbook	FNC	5,200
SI603	Graduation	FNC	1,700
SI606	Prom	FNC	1,700
SI604	SCA	FNC	1,700
SI621	MS Yearbook	FNC	1,300
SI724	MS SCA Sponsor	FNC	1,200
SI704	Elementary SCA	FNC	800
SA415	Strength (Per Season)	FNC	3,000
SA510	MS Intramural Sports	FNC	1,500
SSL64	Asst Athletic Director (Per Sport Season)	FNC	1,500
SSL21	Dual Enrollment Instructor (Per Course-\$3,000 Cap)	FNC	500
SI834	National Honor Society	FNC	1,000
SSL06	Community News Liaison	FNC	500
SSL20	Lead Mentor Teacher	F	3,000
SSM21	Teacher Mentor	FNC	500

FY 23 Driver And Aide Scales
Increase of 5% + Step and Absorbs Attendance Bonus

CURRENT				
GRADE	STEP	YRS	FY22	FY22
Bus Driver				
810	Job#			
810	1MIN		11,811	
810	2MID		15,703	
810	3MAX		19,594	
810	1	0	11,811	16.40
810	2	1	11,988	16.65
810	3	2	12,168	16.90
810	4	3	12,351	17.15
810	5	4	12,536	17.41
810	6	5	12,724	17.67
810	7	6	12,915	17.94
810	8	7	13,109	18.21
810	9	8	13,305	18.48
810	10	9	13,505	18.76
810	11	10	13,708	19.04
810	12	11	13,913	19.32
810	13	12	14,122	19.61
810	14	13	14,334	19.91
810	15	14	14,549	20.21
810	16	15	14,767	20.51
810	17	16	14,989	20.82
810	18	17	15,214	21.13
810	19	18	15,442	21.45
810	20	19	15,673	21.77
810	21	20	15,908	22.09
810	22	21	16,147	22.43
810	23	22	16,389	22.76
810	24	23	16,635	23.10
810	25	24	16,884	23.45
810	26	25	17,137	23.80
810	27	26	17,394	24.16
810	28	27	17,655	24.52
810	29	28	17,920	24.89
810	30	29	18,189	25.26
810	31	30	18,462	25.64
810	32	31	18,738	26.03
810	33	32	19,019	26.42
810	34	33	19,305	26.81
810	35	34+	19,594	27.21

ADOPTED					
INDEX	STEP	YRS	FY23	FY23	INCR23
1.6590	Job#				
	1MIN		14,397		
	2MID		19,141		
	3MAX		23,885		
1.0000	1	0	14,397	20.00	3.60
1.0150	2	1	14,613	20.30	3.90
1.0302	3	2	14,832	20.60	3.95
1.0457	4	3	15,055	20.91	4.01
1.0614	5	4	15,281	21.22	4.07
1.0773	6	5	15,510	21.54	4.13
1.0935	7	6	15,743	21.87	4.20
1.1099	8	7	15,979	22.19	4.25
1.1265	9	8	16,218	22.53	4.32
1.1434	10	9	16,462	22.86	4.38
1.1606	11	10	16,709	23.21	4.45
1.1780	12	11	16,960	23.56	4.52
1.1957	13	12	17,214	23.91	4.59
1.2136	14	13	17,472	24.27	4.66
1.2318	15	14	17,734	24.63	4.72
1.2503	16	15	18,001	25.00	4.79
1.2691	17	16	18,271	25.38	4.87
1.2881	18	17	18,545	25.76	4.94
1.3074	19	18	18,823	26.14	5.01
1.3270	20	19	19,105	26.53	5.08
1.3469	21	20	19,391	26.93	5.16
1.3671	22	21	19,682	27.34	5.25
1.3876	23	22	19,977	27.75	5.32
1.4084	24	23	20,277	28.16	5.40
1.4295	25	24	20,581	28.58	5.48
1.4509	26	25	20,889	29.01	5.56
1.4727	27	26	21,202	29.45	5.65
1.4948	28	27	21,521	29.89	5.73
1.5172	29	28	21,843	30.34	5.82
1.5400	30	29	22,171	30.79	5.90
1.5631	31	30	22,504	31.26	6.00
1.5865	32	31	22,841	31.72	6.08
1.6103	33	32	23,183	32.20	6.17
1.6345	34	33	23,532	32.68	6.26
1.6590	35	34+	23,885	33.17	6.36

FY 23 Driver And Aide Scales
Increase of 5% + Step and Absorbs Attendance Bonus

CURRENT				
GRADE	STEP	YRS	FY22	FY23
Bus Aide				
820	Job#			
820	1MIN		8,781	
820	2MID		11,675	
820	3MAX		14,568	
820	1	0	8,781	12.20
820	2	1	8,913	12.38
820	3	2	9,046	12.56
820	4	3	9,182	12.75
820	5	4	9,320	12.94
820	6	5	9,460	13.14
820	7	6	9,602	13.34
820	8	7	9,746	13.54
820	9	8	9,892	13.74
820	10	9	10,040	13.94
820	11	10	10,191	14.15
820	12	11	10,344	14.37
820	13	12	10,499	14.58
820	14	13	10,657	14.80
820	15	14	10,816	15.02
820	16	15	10,979	15.25
820	17	16	11,144	15.48
820	18	17	11,311	15.71
820	19	18	11,480	15.94
820	20	19	11,652	16.18
820	21	20	11,827	16.43
820	22	21	12,005	16.67
820	23	22	12,185	16.92
820	24	23	12,367	17.18
820	25	24	12,552	17.43
820	26	25	12,740	17.69
820	27	26	12,932	17.96
820	28	27	13,126	18.23
820	29	28	13,323	18.50
820	30	29	13,523	18.78
820	31	30	13,726	19.06
820	32	31	13,931	19.35
820	33	32	14,140	19.64
820	34	33	14,353	19.93
820	35	34+	14,568	20.23

ADOPTED					
INDEX	STEP	YRS	FY23	FY23	INCR23
1.6590	Job#				
	1MIN		11,020		
	2MID		14,651		
	3MAX		18,282		
1.0000	1	0	11,020	15.31	3.11
1.0150	2	1	11,185	15.53	3.33
1.0302	3	2	11,353	15.77	3.39
1.0457	4	3	11,524	16.01	3.45
1.0614	5	4	11,697	16.25	3.50
1.0773	6	5	11,872	16.49	3.55
1.0935	7	6	12,050	16.74	3.60
1.1099	8	7	12,231	16.99	3.65
1.1265	9	8	12,414	17.24	3.70
1.1434	10	9	12,600	17.50	3.76
1.1606	11	10	12,790	17.76	3.82
1.1780	12	11	12,982	18.03	3.88
1.1957	13	12	13,177	18.30	3.93
1.2136	14	13	13,374	18.58	4.00
1.2318	15	14	13,574	18.85	4.05
1.2503	16	15	13,778	19.14	4.12
1.2691	17	16	13,985	19.42	4.17
1.2881	18	17	14,195	19.72	4.24
1.3074	19	18	14,408	20.01	4.30
1.3270	20	19	14,624	20.31	4.37
1.3469	21	20	14,843	20.62	4.44
1.3671	22	21	15,065	20.92	4.49
1.3876	23	22	15,291	21.24	4.57
1.4084	24	23	15,521	21.56	4.64
1.4295	25	24	15,753	21.88	4.70
1.4509	26	25	15,989	22.21	4.78
1.4727	27	26	16,229	22.54	4.85
1.4948	28	27	16,473	22.88	4.92
1.5172	29	28	16,720	23.22	4.99
1.5400	30	29	16,971	23.57	5.07
1.5631	31	30	17,225	23.92	5.14
1.5865	32	31	17,483	24.28	5.22
1.6103	33	32	17,746	24.65	5.30
1.6345	34	33	18,012	25.02	5.38
1.6590	35	34+	18,282	25.39	5.46