

FY23 TEACHER SCALE			FY23 AIDE SCALE			FY23 SECRETARY SCALE		FY23 CLERICAL SCALE		FY23 TECHNOLOGY SCALE				
STEP	YEARS	ANNUAL SALARY	YEARS	HIGH SCHOOL	2 YR	YEARS	SALARY	YEARS	SALARY	YEARS	SPECIALIST	NETWORK		
				DIPLOMA	DEGREE OR PARA PRO							MANAGER		
0	0	\$48,624	0	\$20,522	\$22,030	0	\$30,995	0	\$34,954	0	\$48,624	\$55,125		
1	1	\$48,624	12	\$20,733	\$22,243	12	\$32,671	12	\$36,645	1	\$48,624	\$55,125		
2	2	\$48,624	15	\$20,944	\$22,454	15	\$35,604	15	\$44,115	2	\$48,624	\$55,125		
3	3	\$48,624	18	\$21,157	\$22,665	18	\$36,855	18	\$46,651	3	\$48,624	\$55,676		
4	4	\$48,624	21	\$21,370	\$24,286	21	\$39,365	21	\$47,077	4	\$48,624	\$56,233		
5	5	\$48,734	24	\$21,777	\$24,693	24	\$39,365	24	\$48,906	5	\$48,624	\$56,795		
6	6	\$48,734	27	\$21,987	\$24,905	27	\$39,365	27	\$49,329	6	\$48,624	\$57,363		
7	7	\$48,734	30	\$22,198	\$25,116	30	\$41,043	30	\$49,751	7	\$48,624	\$57,937		
8	8	\$48,866	33	\$22,409	\$25,327	33	\$41,874	33	\$50,175	8	\$48,624	\$58,516		
9	9	\$48,866	36	\$22,622	\$25,539	36	\$42,720	36	\$50,738	9	\$48,624	\$59,102		
10	10	\$48,866	181 DAYS/7HRS DAY			248 DAYS 7HRS/DAY		248 DAYS 7HRS/DAY		10	\$48,624	\$59,693		
11	11	\$48,998										11	\$48,833	\$60,289
12	12	\$49,157	FY23 MAINTENANCE SCALE		FY23 BUS DRIVER SCALE		FY23 FINANCE SPECIALIST SCALE							
13	13	\$49,469	YEARS	SALARY	YEARS	SALARY	YEARS	SALARY						
14	14	\$49,893	0	\$37,689	0	\$14,575	0	\$44,342						
15	15	\$50,315	12	\$38,521	12	\$14,745	1	\$44,342						
16	16	\$50,737	15	\$39,365	15	\$14,915	2	\$44,789						
17	17	\$51,162	18	\$40,618	18	\$15,079	3	\$45,242						
18	18	\$51,584	21	\$41,043	21	\$15,250	4	\$45,699						
19	19	\$52,006	24	\$41,452	24	\$15,418	5	\$46,161						
20	20	\$52,430	27	\$41,874	27	\$15,589	6	\$46,627						
21	21	\$52,852	30	\$42,296	30	\$15,744	7	\$47,098						
22	22	\$53,275	33	\$42,720	33	\$16,082	8	\$47,574						
23	23	\$53,697	36	\$47,736	36	\$16,252	9	\$48,053						
24	24	\$54,543	248 DAYS/8HRS DAY		181 DAYS 3HRS/DAY		10	\$48,539						
25	25	\$54,967										11	\$49,030	
26	26	\$56,940	FY23 CAFETERIA SCALE						12	\$49,525				
27	27	\$61,731	YEARS	WORKER	MANAGER	FIELD MANAGER			13	\$50,025				
28	28	\$67,087	0	\$16,506	\$19,860	\$40,500			14	\$50,531				
29	29	\$67,308	12	\$16,675	\$20,100	\$45,000			15	\$51,042				
30	30	\$67,528	15	\$17,012	\$20,733	\$50,000			16	\$51,557				
31	31	\$67,749	18	\$17,175	\$21,394	\$55,000			17	\$52,078				
32	32	\$68,190	21	\$18,535	\$21,777	\$57,500			18	\$52,604				
33	33	\$68,741	24	\$18,704	\$22,198	\$58,500			19	\$53,135				
34	34	\$69,292	27	\$18,873	\$22,622	\$60,000			20	\$53,671				
35	35	\$71,572	30	\$19,041	\$23,030	\$61,500			21	\$54,214				
36	36	\$71,572	33	\$19,213	\$23,262	\$63,000			22	\$54,761				
37	37	\$71,572	36	\$19,380	\$23,495	\$65,000			23	\$55,309				
\$1,000 NATIONAL BOARD CERTIFICATION			183 DAYS			248 DAYS				24	\$55,861			
\$2,100 SUPPLEMENT FOR MASTERS												25	\$56,420	
\$3,500 SUPPLEMENT FOR DOCTORATE			6.5HRS/DAY		7HRS/DAY	8HRS/DAY			26	\$56,985				
200 DAYS												248 DAYS 7HRS/DAY		

## FY23 MISCELLANEOUS SALARY SCALE

### PER DIEM RATES

#### INSTRUCTION

Teacher - Substitute High School or GED	\$ 91.00
Teacher - Substitute 4 year-degree	\$ 112.00
Teacher - Substitute 4 year-degree in long term position	\$ 133.00
Teacher - Substitute with current teaching license in long term position	\$ 189.00

#### TRANSPORTATION

Bus Driver - Substitute	\$ 60.00
Bus Driver - Substitute Governors School	\$ 110.00
Bus Driver - After School	\$ 31.90

#### ATHLETICS

Ticket Takers	\$ 39.00
Clock Keeper	\$ 48.00
Security	\$ 100.00

### HOURLY RATES

#### INSTRUCTION

Paraprofessional - 2 year-degree or Parapro	\$ 13.00
Driver Ed Instructor	\$ 21.00
Teacher - Homebound/After-School/Professional Development & Project Grad.	\$ 30.00

#### TRANSPORTATION

Bus Driver Trainer	\$ 16.00
Bus Aide - Parapro	\$ 14.00
Bus Driver - Field/Athletic Trips	\$ 15.00
Car Drivers	\$ 13.00

#### CAFETERIA

Aides, Dishwasher & Substitutes	\$ 13.00
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#### SUMMER SCHOOL

Teacher - Daily	\$ 200.00
Teacher - Workday - Daily	\$ 105.00
Teacher - Project Graduation Grant- Hourly	\$ 30.00
Bus Driver - Daily	\$ 80.00
Paraprofessional - 2 year-degree or Parapro - Hourly	\$ 15.00
Office Secretary - Hourly	\$ 13.00
Cafeteria Manager - Hourly	\$ 15.00
Cafeteria Worker - Hourly	\$ 13.00

#### CLERICAL

Central Office Secretary - Substitute	\$ 14.00
Secretary - After School (grant funded)	\$ 19.00

**BUCKINGHAM COUNTY PUBLIC SCHOOLS  
ADMINISTRATIVE SALARY SCALE  
FY23**

LEVEL	POSITION	STEP	LEVEL							
			I	II	III	IV	V	VI	VII	VIII
		0	93,713	91,237	88,904	87,439	86,003	83,774	76,332	68,614
		1	93,713	91,237	88,904	87,439	86,003	83,774	76,332	68,614
I	Principal - High	2	93,713	91,237	88,904	87,439	86,003	83,774	76,332	68,614
	Director - Human Resources/School Safety	3	94,650	92,160	89,802	90,193	86,871	84,621	77,102	69,251
	Director - Student Services	4	95,596	93,090	90,710	92,947	87,740	85,474	77,881	69,895
	Director - Finance	5	96,553	94,030	91,626	95,700	88,618	86,329	78,660	70,546
	Director - Instruction/DDOT	6	97,518	94,979	92,552	98,454	89,504	87,192	78,660	71,202
		7	98,493	95,930	93,487	99,439	90,399	88,065	78,660	71,866
II	Principal - Middle School*	8	99,477	96,889	94,432	100,434	91,303	88,322	79,447	72,537
		9	100,473	97,857	95,385	101,438	92,215	89,205	80,241	73,213
III	Principal - CTE	10	101,477	98,835	96,348	102,452	93,138	90,097	81,043	73,890
		11	102,492	99,824	97,311	102,708	94,069	90,998	81,854	74,574
IV	Principals - Primary & Elementary*	12	103,517	100,888	98,284	102,965	95,010	91,908	82,672	75,264
	Director- Facilities	13	104,553	101,897	99,267	103,223	95,960	92,827	83,647	75,962
		14	105,598	102,917	100,260	103,519	96,919	93,755	84,482	76,667
V	Director-Athletics	15	106,654	103,946	101,262	104,555	97,888	94,692	85,328	77,378
		16	107,720	104,986	102,275	105,599	98,868	95,640	86,181	78,097
VI	Assistant Principals - High & Middle	17	108,797	106,035	103,298	106,655	99,857	96,596	87,043	78,823
		18	109,885	107,096	104,331	107,722	100,856	97,563	87,913	79,556
VII	Assistant Principals - Primary & Elementary	19	110,984	108,167	105,375	108,799	101,864	98,538	88,792	80,296
	Director of Transportation	20	112,095	109,248	106,428	109,887	102,882	99,523	89,680	81,043
		21	113,214	110,340	107,492	110,987	103,911	100,518	90,577	81,799
VIII	Coordinator - Technology/ITRT	22	114,347	111,444	108,568	112,096	104,950	101,523	91,483	82,562
	Coordinator - Special Education & CSA Programs	23	115,491	112,559	109,653	113,217	106,000	102,539	92,397	83,333
		24	116,645	113,684	110,749	114,349	107,059	103,565	93,322	84,111
		25	117,812	114,821	111,857	115,493	108,130	104,600	94,255	84,897
		26	118,989	115,969	112,975	116,647	109,212	105,646	95,197	85,691
		27	120,180	117,129	114,105	117,815	110,304	106,702	96,149	86,493
		28	121,382	118,300	115,247	118,993	111,406	107,770	97,110	87,302
		29	122,596	119,483	116,399	120,182	112,521	108,846	98,082	88,121
		30	123,822	120,678	117,563	121,384	113,646	109,936	99,063	88,946
		31	125,060	121,885	118,738	122,598	114,783	111,035	100,053	89,781
		32	126,310	123,104	119,926	123,824	115,930	112,145	101,054	90,623
		33	127,574	124,335	121,125	125,062	117,090	113,266	102,065	91,474

\*Effective with hire date of 7/1/2021 or after

\$3,500 Supplement for Doctorate