

Waynesboro Public Schools

FY 2023 Salary Scales

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Waynesboro Public Schools

FY 2023 Salary Scales

Teacher			T10	T103	T11	T12
Steps	Cumulative Index	Step Index	10-month	10-month w/ Masters	11-month	12-month
1			46,952	50,452	51,647	58,690
2	0.75%	0.75%	47,085	50,585	51,794	58,856
3	1.50%	0.75%	47,439	50,939	52,183	59,299
4	2.25%	0.75%	47,792	51,292	52,571	59,740
5	3.00%	0.75%	48,146	51,646	52,961	60,183
6	3.75%	0.75%	48,500	52,000	53,350	60,625
7	4.50%	0.75%	48,853	52,353	53,738	61,066
8	5.25%	0.75%	49,207	52,707	54,128	61,509
9	6.00%	0.75%	49,561	53,061	54,517	61,951
10	7.20%	1.20%	49,914	53,414	54,905	62,393
11	8.40%	1.20%	50,484	53,984	55,532	63,105
12	9.60%	1.20%	51,054	54,554	56,159	63,818
13	10.80%	1.20%	51,624	55,124	56,786	64,530
14	12.00%	1.20%	52,193	55,693	57,412	65,241
15	13.20%	1.20%	52,763	56,263	58,039	65,954
16	14.40%	1.20%	53,333	56,833	58,666	66,666
17	15.60%	1.20%	53,903	57,403	59,293	67,379
18	16.80%	1.20%	54,472	57,972	59,919	68,090
19	18.00%	1.20%	55,042	58,542	60,546	68,803
20	19.20%	1.20%	55,612	59,112	61,173	69,515
21	20.40%	1.20%	56,182	59,682	61,800	70,228
22	21.60%	1.20%	56,751	60,251	62,426	70,939
23	22.80%	1.20%	57,321	60,821	63,053	71,651
24	24.00%	1.20%	57,891	61,391	63,680	72,364
25	25.20%	1.20%	58,461	61,961	64,307	73,076
26	26.40%	1.20%	59,030	62,530	64,933	73,788
27	27.60%	1.20%	59,600	63,100	65,560	74,500
28	28.80%	1.20%	60,170	63,670	66,187	75,213
29	30.00%	1.20%	60,740	64,240	66,814	75,925
30	31.20%	1.20%	61,309	64,809	67,440	76,636
31	32.40%	1.20%	61,879	65,379	68,067	77,349
32	33.60%	1.20%	62,449	65,949	68,694	78,061
33	34.80%	1.20%	63,019	66,519	69,321	78,774
34	40.80%	6.00%	66,598	70,098	73,258	83,248
35+	43.20%	2.40%	67,168	70,668	73,885	83,960

Advance Degree Additive Schedule for Teachers:

Master's	3,500	*Renewable National Certification	2,000
Dual Master's	7,000		
Educational Specialist	7,000		
Doctorate	7,500		

Employees are ONLY eligible for the additive that matches the highest degree earned.

*This additive may be combined with another additive.



Waynesboro Public Schools

FY 2023 Salary Scales

Administrative Scales - Central Office and High

Steps	Cumulative Index	Step Index	ADM1	ADM2	ADM3	PHS	APHS
			Assistant Superintendent	Executive Director	Director	High School Principal	High School Asst Prin
1			94,675	89,292	76,251	90,249	75,156
2	1.75%	1.75%	96,332	90,855	77,585	91,828	76,471
3	3.50%	1.75%	98,018	92,445	78,943	93,435	77,809
4	5.25%	1.75%	99,733	94,063	80,325	95,070	79,171
5	7.00%	1.75%	101,478	95,709	81,731	96,734	80,556
6	8.75%	1.75%	103,254	97,384	83,161	98,427	81,966
7	10.50%	1.75%	105,061	99,088	84,616	100,149	83,400
8	12.25%	1.75%	106,900	100,822	86,097	101,902	84,860
9	14.00%	1.75%	108,771	102,586	87,604	103,685	86,345
10	15.75%	1.75%	110,674	104,381	89,137	105,499	87,856
11	17.50%	1.75%	112,611	106,208	90,697	107,345	89,393
12	19.25%	1.75%	114,582	108,067	92,284	109,224	90,957
13	21.00%	1.75%	116,587	109,958	93,899	111,135	92,549
14	22.75%	1.75%	118,627	111,882	95,542	113,080	94,169
15	24.50%	1.75%	120,703	113,840	97,214	115,059	95,817
16	26.25%	1.75%	122,815	115,832	98,915	117,073	97,494
17	28.00%	1.75%	124,964	117,859	100,646	119,122	99,200
18	29.75%	1.75%	127,151	119,922	102,407	121,207	100,936
19	29.75%	0.00%	127,151	119,922	102,407	121,207	100,936
20+	29.75%	0.00%	127,151	119,922	102,407	121,207	100,936

Advance Degree Additive Schedule for Administrators:

Dual Master's	3,500	*Renewable National Certification	2,000
Educational Specialist	3,500		
Doctorate	5,150		

Employees are ONLY eligible for the additive that matches the highest degree earned.

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Waynesboro Public Schools

FY 2023 Salary Scales

Administrative Scales - Elementary

Steps	Cumulative Index	Step Index	PMS	APMS	PES	APES
			Middle School Principal	Middle School Asst Prin	Elem School Principal	Elem School Ass't Prin 12-month
1			82,971	73,149	75,796	67,047
2	1.75%	1.75%	84,423	74,429	77,122	68,220
3	3.50%	1.75%	85,900	75,732	78,472	69,414
4	5.25%	1.75%	87,403	77,057	79,845	70,629
5	7.00%	1.75%	88,933	78,405	81,242	71,865
6	8.75%	1.75%	90,489	79,777	82,664	73,123
7	10.50%	1.75%	92,073	81,173	84,111	74,403
8	12.25%	1.75%	93,684	82,594	85,583	75,705
9	14.00%	1.75%	95,323	84,039	87,081	77,030
10	15.75%	1.75%	96,991	85,510	88,605	78,378
11	17.50%	1.75%	98,688	87,006	90,156	79,750
12	19.25%	1.75%	100,415	88,529	91,734	81,146
13	21.00%	1.75%	102,172	90,078	93,339	82,566
14	22.75%	1.75%	103,960	91,654	94,972	84,011
15	24.50%	1.75%	105,779	93,258	96,634	85,481
16	26.25%	1.75%	107,630	94,890	98,325	86,977
17	28.00%	1.75%	109,514	96,551	100,046	88,499
18	29.75%	1.75%	111,430	98,241	101,797	90,048
19	29.75%	0.00%	111,430	98,241	101,797	90,048
20+	29.75%	0.00%	111,430	98,241	101,797	90,048

Advance Degree Additive Schedule for Administrators:

Dual Master's	3,500	*Renewable National Certification	2,000
Educational Specialist	3,500		
Doctorate	5,150		

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Waynesboro Public Schools

FY 2023 Salary Scales

Aides (Instructional, Clinic, Personal Health Care Assistant)

Steps	Cumulative Index	Step Index	A180	A200	A210	A220	hourly rate
			10-Month (185 days)	10-Month (200 days)	10-Month (210 days)	11-Month (220 days)	
1			19,257	20,818	21,859	22,900	15.20
2	1.75%	1.75%	19,594	21,182	22,241	23,300	15.46
3	3.50%	1.75%	19,937	21,546	22,623	23,701	15.74
4	5.25%	1.75%	20,286	21,924	23,020	24,116	16.01
5	7.00%	1.75%	20,641	22,316	23,432	24,548	16.29
6	8.75%	1.75%	21,002	22,708	23,843	24,979	16.58
7	10.50%	1.75%	21,370	23,100	24,255	25,410	16.87
8	12.25%	1.75%	21,744	23,506	24,681	25,857	17.16
9	14.00%	1.75%	22,125	23,912	25,108	26,303	17.46
10	15.75%	1.75%	22,512	24,332	25,549	26,765	17.77
11	17.50%	1.75%	22,906	24,766	26,004	27,243	18.08
12	19.25%	1.75%	23,307	25,200	26,460	27,720	18.40
13	21.00%	1.75%	23,715	25,634	26,916	28,197	18.72
14	22.75%	1.75%	24,130	26,082	27,386	28,690	19.04
15	24.50%	1.75%	24,552	26,544	27,871	29,198	19.38
16	26.25%	1.75%	24,982	27,006	28,356	29,707	19.72
17	28.00%	1.75%	25,419	27,482	28,856	30,230	20.06
18	29.75%	1.75%	25,864	27,958	29,356	30,754	20.41
19	31.50%	1.75%	26,317	28,448	29,870	31,293	20.77
20	33.25%	1.75%	26,778	28,938	30,385	31,832	21.13
21	35.00%	1.75%	27,247	29,456	30,929	32,402	21.51
22	36.75%	1.75%	27,724	29,960	31,458	32,956	21.88
23	38.50%	1.75%	28,209	30,492	32,017	33,541	22.26
24	40.25%	1.75%	28,703	31,024	32,575	34,126	22.65
25+	42.00%	1.75%	29,205	31,570	33,149	34,727	23.05

7 hours per day - A180 scale moves from 181 to 185 days effective 2022-2023 School Year.

Advance Degree Additive Schedule for Instructional Aides:

Associates Degree	1,000	*Renewable National Certification	2,000
Bachelor's Degree	2,000		
Master's	3,500		
Dual Master's	7,000		
Educational Specialist	7,000		
Doctorate	7,500		

Employees are ONLY eligible for the additive that matches the highest degree earned.

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Waynesboro Public Schools

FY 2023 Salary Scales

Bus Driver

Steps	Cumulative Index	Step Index	BD04	BD05	BD06	BD07	hourly rate
			182-day, 4-hour	182-day, 5-hour	182-day, 6-hour	182-day, 7-hour	
1			11,284	14,105	16,926	19,747	15.50
2	1.75%	1.75%	11,481	14,351	17,221	20,091	15.77
3	3.50%	1.75%	11,684	14,606	17,527	20,448	16.05
4	5.25%	1.75%	11,888	14,860	17,832	20,804	16.33
5	7.02%	1.75%	12,099	15,124	18,149	21,174	16.62
6	8.76%	1.75%	12,310	15,388	18,466	21,543	16.91
7	10.54%	1.75%	12,529	15,661	18,793	21,926	17.21
8	12.28%	1.75%	12,747	15,934	19,121	22,308	17.51
9	14.05%	1.75%	12,973	16,216	19,459	22,703	17.82
10	15.79%	1.75%	13,199	16,498	19,798	23,098	18.13
11	17.56%	1.75%	13,432	16,790	20,147	23,505	18.45
12	19.29%	1.75%	13,665	17,081	20,497	23,913	18.77
13	21.05%	1.75%	13,905	17,381	20,857	24,333	19.10
14	22.78%	1.75%	14,145	17,681	21,218	24,754	19.43
15	24.53%	1.75%	14,393	17,991	21,589	25,187	19.77
16	26.29%	1.75%	14,647	18,309	21,971	25,633	20.12
17	28.03%	1.75%	14,902	18,628	22,353	26,079	20.47
18	29.79%	1.75%	15,164	18,955	22,746	26,537	20.83
19	31.52%	1.75%	15,426	19,283	23,139	26,996	21.19
20	33.27%	1.75%	15,696	19,620	23,544	27,467	21.56
21	35.03%	1.75%	15,972	19,965	23,958	27,952	21.94
22	36.76%	1.75%	16,249	20,311	24,373	28,436	22.32
23	38.51%	1.75%	16,533	20,666	24,799	28,933	22.71
24	40.27%	1.75%	16,824	21,030	25,236	29,442	23.11
25+	42.00%	1.75%	17,115	21,394	25,673	29,952	23.51

Bus Driver scales move from 181 days to 182 days effective 2022-2023 School Year.



Waynesboro Public Schools

FY 2023 Salary Scales

Bus/Car Aide

Steps	Cumulative Index	Step Index	BA01	BA02	BA03	BA04	hourly rate
			182 days, 4 hrs	182 days, 5 hrs	182 days, 5.5 hrs	175 days, 4 hrs	
1			10,192	12,740	14,014	9,800	14.00
2	1.75%	1.75%	10,374	12,968	14,264	9,975	14.24
3	3.50%	1.75%	10,549	13,186	14,504	10,143	14.49
4	5.25%	1.75%	10,738	13,423	14,765	10,325	14.75
5	7.00%	1.75%	10,927	13,659	15,025	10,507	15.01
6	8.75%	1.75%	11,117	13,896	15,285	10,689	15.27
7	10.50%	1.75%	11,313	14,141	15,556	10,878	15.53
8	12.25%	1.75%	11,510	14,387	15,826	11,067	15.81
9	14.00%	1.75%	11,706	14,633	16,096	11,256	16.08
10	15.75%	1.75%	11,917	14,897	16,386	11,459	16.36
11	17.50%	1.75%	12,121	15,152	16,667	11,655	16.65
12	19.25%	1.75%	12,332	15,415	16,957	11,858	16.94
13	21.00%	1.75%	12,551	15,688	17,257	12,068	17.24
14	22.75%	1.75%	12,769	15,961	17,558	12,278	17.54
15	24.50%	1.75%	12,995	16,244	17,868	12,495	17.85
16	26.25%	1.75%	13,220	16,526	18,178	12,712	18.16
17	28.00%	1.75%	13,453	16,817	18,498	12,936	18.48
18	29.75%	1.75%	13,686	17,108	18,819	13,160	18.80
19	31.50%	1.75%	13,927	17,408	19,149	13,391	19.13
20	33.25%	1.75%	14,174	17,718	19,489	13,629	19.46
21	35.00%	1.75%	14,422	18,027	19,830	13,867	19.80
22	36.75%	1.75%	14,669	18,337	20,170	14,105	20.15
23	38.50%	1.75%	14,931	18,664	20,531	14,357	20.50
24	40.25%	1.75%	15,193	18,992	20,891	14,609	20.86
25	42.00%	1.75%	15,455	19,319	21,251	14,861	21.23

Bus/Car aide scales move from 181 days to 182 days effective 2022-2023 School Year.



Waynesboro Public Schools

FY 2023 Salary Scales

Car Driver

Steps	Cumulative Index	Step Index	BA1		BA2
			182 days, 4 hrs	182 days, 5 hrs	hourly rate
1			10,738	13,423	14.75
2	1.76%	1.75%	10,927	13,659	15.01
3	3.50%	1.75%	11,117	13,896	15.27
4	5.26%	1.75%	11,313	14,141	15.54
5	7.00%	1.75%	11,510	14,387	15.81
6	8.77%	1.75%	11,714	14,642	16.09
7	10.50%	1.75%	11,917	14,897	16.37
8	12.27%	1.75%	12,128	15,161	16.66
9	14.02%	1.75%	12,340	15,425	16.95
10	15.79%	1.75%	12,558	15,698	17.25
11	17.53%	1.75%	12,776	15,971	17.55
12	19.30%	1.75%	13,002	16,253	17.86
13	21.04%	1.75%	13,228	16,535	18.17
14	22.80%	1.75%	13,461	16,826	18.49
15	24.53%	1.75%	13,694	17,117	18.81
16	26.28%	1.75%	13,934	17,417	19.14
17	28.00%	1.75%	14,174	17,718	19.47
18	29.75%	1.75%	14,422	18,027	19.81
19	31.51%	1.75%	14,676	18,346	20.16
20	33.25%	1.75%	14,931	18,664	20.51
21	35.00%	1.75%	15,193	18,992	20.87
22	36.78%	1.75%	15,463	19,328	21.24
23	38.52%	1.75%	15,732	19,665	21.61
24	40.28%	1.75%	16,009	20,011	21.99
25	42.00%	1.75%	16,285	20,357	22.37

Car Driver scales move from 181 days to 182 days effective 2022-2023 School Year.



Waynesboro Public Schools

FY 2023 Salary Scales

Custodian

Steps	Cumulative Index	Step Index	C12	C11	
			12-Month (250 days)	11-Month (220 days)	
1			28,000	24,640	14.00
2	1.75%	1.75%	28,490	25,071	14.25
3	3.50%	1.75%	28,989	25,510	14.49
4	5.25%	1.75%	29,496	25,956	14.75
5	7.00%	1.75%	30,012	26,410	15.01
6	8.75%	1.75%	30,537	26,872	15.27
7	10.50%	1.75%	31,071	27,342	15.54
8	12.25%	1.75%	31,615	27,820	15.81
9	14.00%	1.75%	32,168	28,307	16.08
10	15.75%	1.75%	32,731	28,802	16.37
11	17.50%	1.75%	33,304	29,306	16.65
12	19.25%	1.75%	33,887	29,819	16.94
13	21.00%	1.75%	34,480	30,341	17.24
14	22.75%	1.75%	35,083	30,872	17.54
15	24.50%	1.75%	35,697	31,412	17.85
16	26.25%	1.75%	36,322	31,962	18.16
17	28.00%	1.75%	36,958	32,521	18.48
18	29.75%	1.75%	37,605	33,090	18.80
19	31.50%	1.75%	38,263	33,669	19.13
20	33.25%	1.75%	38,933	34,258	19.47
21	35.00%	1.75%	39,614	34,858	19.81
22	36.75%	1.75%	40,307	35,468	20.15
23	38.50%	1.75%	41,012	36,089	20.51
24	40.25%	1.75%	41,730	36,721	20.87
25	42.00%	1.75%	42,460	37,364	21.23

8 hours per day



Waynesboro Public Schools

FY 2023 Salary Scales

Facilitator

Steps	Cumulative Index	Step Index	AF01	AF03	hourly rate
			10-Month (185 days)	10-Month (200 days)	
1			27,312	29,526	21.09
2	1.75%	1.75%	27,790	30,044	21.46
3	3.50%	1.75%	28,276	30,576	21.83
4	5.25%	1.75%	28,771	31,108	22.22
5	7.00%	1.75%	29,274	31,654	22.61
6	8.75%	1.75%	29,786	32,200	23.00
7	10.50%	1.75%	30,307	32,760	23.40
8	12.25%	1.75%	30,837	33,334	23.81
9	14.00%	1.75%	31,377	33,922	24.23
10	15.75%	1.75%	31,926	34,510	24.65
11	17.50%	1.75%	32,485	35,126	25.08
12	19.25%	1.75%	33,053	35,728	25.52
13	21.00%	1.75%	33,631	36,358	25.97
14	22.75%	1.75%	34,220	37,002	26.42
15	24.50%	1.75%	34,819	37,646	26.89
16	26.25%	1.75%	35,428	38,304	27.36
17	28.00%	1.75%	36,048	38,976	27.84
18	29.75%	1.75%	36,679	39,662	28.32
19	31.50%	1.75%	37,321	40,348	28.82
20	33.25%	1.75%	37,974	41,062	29.32
21	35.00%	1.75%	38,639	41,776	29.84
22	36.75%	1.75%	39,315	42,504	30.36
23	38.50%	1.75%	40,003	43,246	30.89
24	40.25%	1.75%	40,703	44,002	31.43
25	42.00%	1.75%	41,415	44,772	31.98

7 hours per day - AF01 scale moves from 181 to 185 days effective 2022-2023 School Year.

Advance Degree Additive Schedule for Facilitators:

Associates Degree	1,000	*Renewable National Certification	2,000
Bachelor's Degree	2,000		
Master's	3,500		
Dual Master's	7,000		
Educational Specialist	7,000		
Doctorate	7,500		

Employees are ONLY eligible for the additive that matches the highest degree earned.

*This additive may be combined with another additive.



Waynesboro Public Schools

FY 2023 Salary Scales

Health Services

Head Nurse

Steps	Cumulative Index	Step Index	12-Month (250 days)
1			55,897
2	1.75%	1.75%	56,875
3	3.50%	1.75%	57,870
4	5.25%	1.75%	58,883
5	7.00%	1.75%	59,913
6	8.75%	1.75%	60,961
7	10.50%	1.75%	62,028
8	12.25%	1.75%	63,113
9	14.00%	1.75%	64,217
10	15.75%	1.75%	65,341
11	17.50%	1.75%	66,484
12	19.25%	1.75%	67,647
13	21.00%	1.75%	68,831
14	22.75%	1.75%	70,036
15	24.50%	1.75%	71,262
16	26.25%	1.75%	72,509
17	28.00%	1.75%	73,778
18	29.75%	1.75%	75,069
19	31.50%	1.75%	76,383
20	33.25%	1.75%	77,720
21	35.00%	1.75%	79,080
22	36.75%	1.75%	80,464
23	38.50%	1.75%	81,872
24	40.25%	1.75%	83,305
25+	42.00%	1.75%	84,763

7 hours per day

Head Nurse moves from 11- to 12-month contract 2022-2023

Advance Degree Additive Schedule for Nurses:

Associates Degree	1,000	*Renewable National Certification	2,000
Bachelor's Degree	2,000		
Master's	3,500		
Dual Master's	7,000		
Educational Specialist	7,000		
Doctorate	7,500		

Employees are ONLY eligible for the additive that matches the highest degree earned.

*This additive may be combined with another additive.

RN

Steps	Cumulative Index	Step Index	10-Month (200 days)
1			35,245
2	1.75%	1.75%	35,862
3	3.50%	1.75%	36,490
4	5.25%	1.75%	37,129
5	7.00%	1.75%	37,779
6	8.75%	1.75%	38,440
7	10.50%	1.75%	39,113
8	12.25%	1.75%	39,797
9	14.00%	1.75%	40,493
10	15.75%	1.75%	41,202
11	17.50%	1.75%	41,923
12	19.25%	1.75%	42,657
13	21.00%	1.75%	43,403
14	22.75%	1.75%	44,163
15	24.50%	1.75%	44,936
16	26.25%	1.75%	45,722
17	28.00%	1.75%	46,522
18	29.75%	1.75%	47,336
19	31.50%	1.75%	48,164
20	33.25%	1.75%	49,007
21	35.00%	1.75%	49,865
22	36.75%	1.75%	50,738
23	38.50%	1.75%	51,626
24	40.25%	1.75%	52,529
25+	42.00%	1.75%	53,448

7 hours per day

LPN/CMA

10-Month (200 days)
24,343
24,769
25,202
25,643
26,092
26,549
27,014
27,487
27,968
28,457
28,955
29,462
29,978
30,503
31,037
31,580
32,133
32,695
33,267
33,849
34,441
35,044
35,657
36,281
36,916

7 hours per day



Waynesboro Public Schools

FY 2023 Salary Scales

Maintenance

Foreman

MFOR

Steps	Cumulative Index	Step Index	12-Month (250 days)
1			42,923
2	1.75%	1.75%	43,674
3	3.50%	1.75%	44,438
4	5.25%	1.75%	45,216
5	7.00%	1.75%	46,007
6	8.75%	1.75%	46,812
7	10.50%	1.75%	47,631
8	12.25%	1.75%	48,465
9	14.00%	1.75%	49,313
10	15.75%	1.75%	50,176
11	17.50%	1.75%	51,054
12	19.25%	1.75%	51,947
13	21.00%	1.75%	52,856
14	22.75%	1.75%	53,781
15	24.50%	1.75%	54,722
16	26.25%	1.75%	55,680
17	28.00%	1.75%	56,654
18	29.75%	1.75%	57,645
19	31.50%	1.75%	58,654
20	33.25%	1.75%	59,680
21	35.00%	1.75%	60,724
22	36.75%	1.75%	61,787
23	38.50%	1.75%	62,868
24	40.25%	1.75%	63,968
25+	42.00%	1.75%	65,087

8 hours per day

Maintenance

MAIN

Steps	Cumulative Index	Step Index	12-Month (250 days)	10-Month (200 days)
1			35,029	28,023
2	1.75%	1.75%	35,642	28,514
3	3.50%	1.75%	36,266	29,013
4	5.25%	1.75%	36,901	29,521
5	7.00%	1.75%	37,547	30,038
6	8.75%	1.75%	38,204	30,563
7	10.50%	1.75%	38,873	31,098
8	12.25%	1.75%	39,553	31,642
9	14.00%	1.75%	40,245	32,196
10	15.75%	1.75%	40,949	32,759
11	17.50%	1.75%	41,666	33,333
12	19.25%	1.75%	42,395	33,916
13	21.00%	1.75%	43,137	34,510
14	22.75%	1.75%	43,892	35,114
15	24.50%	1.75%	44,660	35,728
16	26.25%	1.75%	45,442	36,354
17	28.00%	1.75%	46,237	36,990
18	29.75%	1.75%	47,046	37,637
19	31.50%	1.75%	47,869	38,295
20	33.25%	1.75%	48,707	38,966
21	35.00%	1.75%	49,559	39,647
22	36.75%	1.75%	50,426	40,341
23	38.50%	1.75%	51,308	41,046
24	40.25%	1.75%	52,206	41,765
25+	42.00%	1.75%	53,120	42,496

8 hours per day



Waynesboro Public Schools

FY 2023 Salary Scales

Managers

Manager I

Steps	Cumulative Index	Step Index	M12	M11	M10
			12-Month (250 days)	11-Month (220 days)	10-Month (200 days)
1			42,911	37,762	34,329
2	1.75%	1.75%	43,663	38,423	34,930
3	3.50%	1.75%	44,426	39,095	35,541
4	5.25%	1.75%	45,204	39,779	36,163
5	7.00%	1.75%	45,995	40,476	36,796
6	8.75%	1.75%	46,800	41,184	37,440
7	10.50%	1.75%	47,619	41,905	38,095
8	12.25%	1.75%	48,453	42,638	38,762
9	14.00%	1.75%	49,300	43,384	39,440
10	15.75%	1.75%	50,163	44,143	40,130
11	17.50%	1.75%	51,040	44,915	40,832
12	19.25%	1.75%	51,934	45,702	41,547
13	21.00%	1.75%	52,843	46,501	42,274
14	22.75%	1.75%	53,768	47,315	43,014
15	24.50%	1.75%	54,709	48,144	43,767
16	26.25%	1.75%	55,666	48,986	44,533
17	28.00%	1.75%	56,640	49,843	45,312
18	29.75%	1.75%	57,631	50,716	46,105
19	31.50%	1.75%	58,640	51,603	46,912
20	33.25%	1.75%	59,666	52,506	47,733
21	35.00%	1.75%	60,710	53,425	48,568
22	36.75%	1.75%	61,773	54,360	49,418
23	38.50%	1.75%	62,854	55,311	50,283
24	40.25%	1.75%	63,954	56,279	51,163
25	42.00%	1.75%	65,073	57,264	52,058

7 hours per day

ADMM

Manager II

12-Month (250 days)	11-Month (220 days)
62,970	55,414
64,073	56,384
65,194	57,371
66,335	58,375
67,497	59,397
68,677	60,436
69,880	61,494
71,102	62,570
72,347	63,665
73,613	64,779
74,901	65,913
76,211	67,066
77,545	68,240
78,902	69,434
80,283	70,649
81,688	71,885
83,117	73,143
84,572	74,423
86,051	75,725
87,557	77,050
89,089	78,398
90,648	79,770
92,234	81,166
93,848	82,586
95,490	84,031

7 hours per day

Advance Degree Additive Schedule for Managers:

Associates Degree	1,000
Bachelor's Degree	2,000
Master's	3,500
Dual Master's	7,000
Educational Specialist	7,000
Doctorate	7,500

Employees are ONLY eligible for the additive that matches the highest degree earned.



Waynesboro Public Schools

FY 2023 Salary Scales

Psychologist

Steps	Cumulative Index	Step Index	PSY
			10-Month (200 days)
1			56,002
2	1.75%	1.75%	56,982
3	3.50%	1.75%	57,979
4	5.25%	1.75%	58,994
5	7.00%	1.75%	60,026
6	8.75%	1.75%	61,076
7	10.50%	1.75%	62,145
8	12.25%	1.75%	63,233
9	14.00%	1.75%	64,340
10	15.75%	1.75%	65,466
11	17.50%	1.75%	66,612
12	19.25%	1.75%	67,778
13	21.00%	1.75%	68,964
14	22.75%	1.75%	70,171
15	24.50%	1.75%	71,399
16	26.25%	1.75%	72,648
17	28.00%	1.75%	73,919
18	29.75%	1.75%	75,213
19	31.50%	1.75%	76,529
20	33.25%	1.75%	77,868
21	35.00%	1.75%	79,231
22	36.75%	1.75%	80,618
23	38.50%	1.75%	82,029
24	40.25%	1.75%	83,465
25+	42.00%	1.75%	84,926

Advance Degree Additive Schedule for Psychologists:

Associates Degree	1,000	*Renewable National Certification	2,000
Master's	3,500		
Dual Master's	7,000		
Educational Specialist	7,000		
Doctorate	7,500		

Employees are ONLY eligible for the additive that matches the highest degree earned.

*This additive may be combined with another additive.



Waynesboro Public Schools

FY 2023 Salary Scales

Secretary

Steps	Cumulative Index	Step Index	S107	S117	S127	S128	hourly rate
			10-month, 7 hr.	11-month, 7 hr.	12-month, 7 hr.	12-month, 8-hr.	
1			22,641	24,902	28,298	32,340	16.17
2	1.75%	1.75%	23,037	25,348	28,805	32,920	16.46
3	3.50%	1.75%	23,440	25,780	29,295	33,480	16.74
4	5.25%	1.75%	23,850	26,242	29,820	34,080	17.04
5	7.00%	1.75%	24,267	26,688	30,328	34,660	17.33
6	8.75%	1.75%	24,692	27,166	30,870	35,280	17.64
7	10.50%	1.75%	25,124	27,643	31,413	35,900	17.95
8	12.25%	1.75%	25,564	28,120	31,955	36,520	18.26
9	14.00%	1.75%	26,011	28,613	32,515	37,160	18.58
10	15.75%	1.75%	26,466	29,106	33,075	37,800	18.90
11	17.50%	1.75%	26,929	29,630	33,670	38,480	19.24
12	19.25%	1.75%	27,400	30,138	34,248	39,140	19.57
13	21.00%	1.75%	27,880	30,661	34,843	39,820	19.91
14	22.75%	1.75%	28,368	31,200	35,455	40,520	20.26
15	24.50%	1.75%	28,864	31,755	36,085	41,240	20.62
16	26.25%	1.75%	29,369	32,309	36,715	41,960	20.98
17	28.25%	2.00%	29,956	32,956	37,450	42,800	21.35
18	30.25%	2.00%	30,555	33,618	38,203	43,660	21.72
19	32.25%	2.00%	31,166	34,280	38,955	44,520	22.10
20	34.25%	2.00%	31,789	34,973	39,743	45,420	22.49
21	37.25%	3.00%	32,743	36,021	40,933	46,780	23.16
22	40.25%	3.00%	33,725	37,099	42,158	48,180	23.85
23	43.25%	3.00%	34,737	38,207	43,418	49,620	24.57
24	49.25%	6.00%	36,821	40,502	46,025	52,600	26.04
25	51.00%	1.75%	37,465	41,210	46,830	53,520	26.50
26	52.75%	1.75%	38,121	41,934	47,653	54,460	26.96
27+	54.50%	1.75%	38,788	42,673	48,493	55,420	27.44

200 days 220 days 250 days 250 days

Advance Degree Additive Schedule for Secretaries:

Associates Degree	1,000
Bachelor's Degree	2,000
Master's	3,500
Dual Master's	7,000
Educational Specialist	7,000
Doctorate	7,500

Employees are ONLY eligible for the additive that matches the highest degree earned.



Waynesboro Public Schools

FY 2023 Salary Scales

School Counselor

Steps	Cumulative Index	Step Index	SC10	SC13	SC11	SC12
			10-Month (200 days)	10-Month 10-Days (210 days)	11-Month (220 days)	12-Month (250 days)
1			51,564	54,142	56,720	64,455
2	1.75%	1.75%	52,466	55,089	57,713	65,583
3	3.50%	1.75%	53,384	56,053	58,722	66,730
4	5.25%	1.75%	54,318	57,034	59,750	67,898
5	7.00%	1.75%	55,269	58,032	60,796	69,086
6	8.75%	1.75%	56,236	59,048	61,860	70,295
7	10.50%	1.75%	57,220	60,081	62,942	71,525
8	12.25%	1.75%	58,221	61,132	64,043	72,776
9	14.00%	1.75%	59,240	62,202	65,164	74,050
10	15.75%	1.75%	60,277	63,291	66,305	75,346
11	17.50%	1.75%	61,332	64,399	67,465	76,665
12	19.25%	1.75%	62,405	65,525	68,646	78,006
13	21.00%	1.75%	63,497	66,672	69,847	79,371
14	22.75%	1.75%	64,608	67,838	71,069	80,760
15	24.50%	1.75%	65,739	69,026	72,313	82,174
16	26.25%	1.75%	66,889	70,233	73,578	83,611
17	28.00%	1.75%	68,060	71,463	74,866	85,075
18	29.75%	1.75%	69,251	72,714	76,176	86,564
19	31.50%	1.75%	70,463	73,986	77,509	88,079
20	33.25%	1.75%	71,696	75,281	78,866	89,620
21	35.00%	1.75%	72,951	76,599	80,246	91,189
22	36.75%	1.75%	74,228	77,939	81,651	92,785
23	38.50%	1.75%	75,527	79,303	83,080	94,409
24	40.25%	1.75%	76,849	80,691	84,534	96,061
25+	42.00%	1.75%	78,194	82,104	86,013	97,743

new in 2022-2023

Advance Degree Additive Schedule for School Counselors:

Master's	3,500	*Renewable National Certification	2,000
Dual Master's	7,000		
Educational Specialist	7,000		
Doctorate	7,500		

Employees are ONLY eligible for the additive that matches the highest degree earned.

*This additive may be combined with another additive.



Waynesboro Public Schools

FY 2023 Salary Scales

Social Worker*

Steps	Cumulative Index	Step Index	SW10	SW11	SW12
			10-Month (200 days)	11-Month (220 days)	12-month (250 days)
1			52,931	58,224	66,164
2	1.75%	1.75%	53,857	59,243	67,321
3	3.50%	1.75%	54,799	60,279	68,499
4	5.25%	1.75%	55,758	61,334	69,698
5	7.00%	1.75%	56,734	62,407	70,918
6	8.75%	1.75%	57,727	63,500	72,159
7	10.50%	1.75%	58,737	64,611	73,421
8	12.25%	1.75%	59,765	65,742	74,706
9	14.00%	1.75%	60,811	66,892	76,014
10	15.75%	1.75%	61,875	68,063	77,344
11	17.50%	1.75%	62,958	69,254	78,698
12	19.25%	1.75%	64,060	70,466	80,075
13	21.00%	1.75%	65,181	71,699	81,476
14	22.75%	1.75%	66,322	72,954	82,903
15	24.50%	1.75%	67,483	74,231	84,354
16	26.25%	1.75%	68,664	75,530	85,830
17	28.00%	1.75%	69,866	76,853	87,333
18	29.75%	1.75%	71,089	78,198	88,861
19	31.50%	1.75%	72,333	79,566	90,416
20	33.25%	1.75%	73,599	80,959	91,999
21	35.00%	1.75%	74,887	82,376	93,609
22	36.75%	1.75%	76,198	83,818	95,248
23	38.50%	1.75%	77,531	85,284	96,914
24	40.25%	1.75%	78,888	86,777	98,610
25	42.00%	1.75%	80,269	88,296	100,336

7 hours per day

*VDOE Social Worker Licensure Required

Speech Language Pathologists

Cumulative Index	Step Index	SP10
		10-Month (200 days)
		49,900
1.75%	1.75%	50,773
3.50%	1.75%	51,662
5.25%	1.75%	52,566
7.00%	1.75%	53,486
8.75%	1.75%	54,422
10.50%	1.75%	55,374
12.25%	1.75%	56,343
14.00%	1.75%	57,329
15.75%	1.75%	58,332
17.50%	1.75%	59,353
19.25%	1.75%	60,392
21.00%	1.75%	61,449
22.75%	1.75%	62,524
24.50%	1.75%	63,618
26.25%	1.75%	64,731
28.00%	1.75%	65,864
29.75%	1.75%	67,017
31.50%	1.75%	68,190
33.25%	1.75%	69,383
35.00%	1.75%	70,597
36.75%	1.75%	71,832
38.50%	1.75%	73,089
40.25%	1.75%	74,368
42.00%	1.75%	75,669

7 hours per day

Advance Degree Additive Schedule for Social Workers and Speech Language Pathologists:

Master's	3,500	*Renewable National Certification	2,000
Dual Master's	7,000	*Certificate Clinical Competence	2,000
Educational Specialist	7,000		
Doctorate	7,500		

Employees are ONLY eligible for the additive that matches the highest degree earned.

*These additivies may be combined with other additivies.



Waynesboro Public Schools

FY 2023 Salary Scales

TNM			
Technology/Benefits Manager			
Steps	Cumulative Index	Step Index	12-Month (250 days)
1			51,286
2	1.75%	1.75%	52,184
3	3.50%	1.75%	53,097
4	5.25%	1.75%	54,026
5	7.00%	1.75%	54,971
6	8.75%	1.75%	55,933
7	10.50%	1.75%	56,912
8	12.25%	1.75%	57,908
9	14.00%	1.75%	58,921
10	15.75%	1.75%	59,952
11	17.50%	1.75%	61,001
12	19.25%	1.75%	62,069
13	21.00%	1.75%	63,155
14	22.75%	1.75%	64,260
15	24.50%	1.75%	65,385
16	26.25%	1.75%	66,529
17	28.00%	1.75%	67,693
18	29.75%	1.75%	68,878
19	31.50%	1.75%	70,083
20	33.25%	1.75%	71,309
21	35.00%	1.75%	72,557
22	36.75%	1.75%	73,827
23	38.50%	1.75%	75,119
24	40.25%	1.75%	76,434
25	42.00%	1.75%	77,772

7 hours per day

TCA		
Technology Assistant		
Cumulative Index	Step Index	12-Month (250 days)
		45,118
1.75%	1.75%	45,908
3.50%	1.75%	46,711
5.25%	1.75%	47,528
7.00%	1.75%	48,360
8.75%	1.75%	49,206
10.50%	1.75%	50,067
12.25%	1.75%	50,943
14.00%	1.75%	51,835
15.75%	1.75%	52,742
17.50%	1.75%	53,665
19.25%	1.75%	54,604
21.00%	1.75%	55,560
22.75%	1.75%	56,532
24.50%	1.75%	57,521
26.25%	1.75%	58,528
28.00%	1.75%	59,552
29.75%	1.75%	60,594
31.50%	1.75%	61,654
33.25%	1.75%	62,733
35.00%	1.75%	63,831
36.75%	1.75%	64,948
38.50%	1.75%	66,085
40.25%	1.75%	67,241
42.00%	1.75%	68,418

7 hours per day

Advance Degree Additive Schedule for Technology:

Associates Degree	1,000	*Renewable National Certification	2,000
Bachelor's Degree	2,000		
Master's	3,500		
Dual Master's	7,000		
Educational Specialist	7,000		
Doctorate	7,500		

Employees are ONLY eligible for the additive that matches the highest degree earned.

*This additive may be combined with another additive.



Waynesboro Public Schools

FY 2023 Salary Scales

School Nutrition - Part-time

Steps			SN07	SN08	SN09	hourly rate- P/T
			183 days, 3 hrs	179 days, 4 hrs	183 days, 4 hrs	
1			7,686	10,024	10,248	14.00
2	1.75%	1.75%	7,821	10,203	10,431	14.25
3	3.50%	1.75%	7,958	10,382	10,614	14.49
4	5.25%	1.75%	8,097	10,561	10,797	14.75
5	7.00%	1.75%	8,239	10,747	10,987	15.01
6	8.75%	1.75%	8,383	10,933	11,178	15.27
7	10.50%	1.75%	8,530	11,127	11,375	15.54
8	12.25%	1.75%	8,679	11,320	11,573	15.81
9	14.00%	1.75%	8,831	11,520	11,778	16.08
10	15.75%	1.75%	8,986	11,721	11,983	16.37
11	17.50%	1.75%	9,143	11,921	12,188	16.65
12	19.25%	1.75%	9,303	12,136	12,407	16.94
13	21.00%	1.75%	9,466	12,344	12,620	17.24
14	22.75%	1.75%	9,632	12,559	12,839	17.54
15	24.50%	1.75%	9,801	12,781	13,066	17.85
16	26.25%	1.75%	9,973	13,010	13,300	18.16
17	28.00%	1.75%	10,148	13,232	13,527	18.48
18	29.75%	1.75%	10,326	13,468	13,769	18.80
19	31.50%	1.75%	10,507	13,704	14,010	19.13
20	33.25%	1.75%	10,691	13,941	14,252	19.47
21	35.00%	1.75%	10,878	14,184	14,501	19.81
22	36.75%	1.75%	11,068	14,435	14,757	20.15
23	38.50%	1.75%	11,262	14,685	15,013	20.51
24	40.25%	1.75%	11,459	14,943	15,277	20.87
25+	42.00%	1.75%	11,660	15,208	15,548	21.23

School Nutrition Association USDA Professional Standards Certification:

Level I	required
Level II	1,350
Level III	2,650
Level IV	3,000

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Waynesboro Public Schools

FY 2023 Salary Scales

School Nutrition - Full-time & Asst Mgr

Steps			SN10	SN11		SN04	
			179 days, 6 hrs	183 days, 6 hrs	hourly rate- F/T	Asst. Manager - 183 days	hourly rate- Asst. Manager
1			15,036	15,372	14.00	16,196	14.75
2	1.75%	1.75%	15,299	15,641	14.25	16,481	15.01
3	3.50%	1.75%	15,567	15,915	14.49	16,766	15.27
4	5.25%	1.75%	15,839	16,194	14.75	17,063	15.54
5	7.00%	1.75%	16,116	16,477	15.01	17,359	15.81
6	8.75%	1.75%	16,398	16,765	15.27	17,667	16.09
7	10.50%	1.75%	16,685	17,058	15.54	17,974	16.37
8	12.25%	1.75%	16,977	17,357	15.81	18,293	16.66
9	14.00%	1.75%	17,274	17,661	16.08	18,611	16.95
10	15.75%	1.75%	17,576	17,970	16.37	18,941	17.25
11	17.50%	1.75%	17,884	18,284	16.65	19,270	17.55
12	19.25%	1.75%	18,197	18,604	16.94	19,610	17.86
13	21.00%	1.75%	18,515	18,930	17.24	19,951	18.17
14	22.75%	1.75%	18,839	19,261	17.54	20,302	18.49
15	24.50%	1.75%	19,169	19,598	17.85	20,653	18.81
16	26.25%	1.75%	19,504	19,941	18.16	21,016	19.14
17	28.00%	1.75%	19,845	20,290	18.48	21,378	19.47
18	29.75%	1.75%	20,192	20,645	18.80	21,751	19.81
19	31.50%	1.75%	20,545	21,006	19.13	22,136	20.16
20	33.25%	1.75%	20,905	21,374	19.47	22,520	20.51
21	35.00%	1.75%	21,271	21,748	19.81	22,915	20.87
22	36.75%	1.75%	21,643	22,129	20.15	23,322	21.24
23	38.50%	1.75%	22,022	22,516	20.51	23,728	21.61
24	40.25%	1.75%	22,407	22,910	20.87	24,145	21.99
25+	42.00%	1.75%	22,799	23,311	21.23	24,562	22.37

School Nutrition Association USDA Professional Standards Certification:

Level I	required
Level II	1,350
Level III	2,650
Level IV	3,000

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Waynesboro Public Schools

FY 2023 Salary Scales

School Nutrition - Manager

SN01

Steps			Manager - 7 hrs, 185 days	hourly rate- Manager
1			21,691	16.75
2	1.75%	1.73%	22,067	17.04
3	3.50%	1.75%	22,455	17.34
4	5.25%	1.75%	22,844	17.64
5	7.00%	1.75%	23,245	17.95
6	8.75%	1.73%	23,647	18.26
7	10.50%	1.75%	24,061	18.58
8	12.25%	1.77%	24,488	18.91
9	14.00%	1.75%	24,916	19.24
10	15.75%	1.75%	25,356	19.58
11	17.50%	1.75%	25,796	19.92
12	19.25%	1.75%	26,250	20.27
13	21.00%	1.75%	26,703	20.62
14	22.75%	1.75%	27,169	20.98
15	24.50%	1.75%	27,648	21.35
16	26.25%	1.75%	28,127	21.72
17	28.00%	1.75%	28,620	22.10
18	29.75%	1.75%	29,125	22.49
19	31.50%	1.75%	29,630	22.88
20	33.25%	1.75%	30,148	23.28
21	35.00%	1.75%	30,679	23.69
22	36.75%	1.75%	31,210	24.10
23	38.50%	1.75%	31,753	24.52
24	40.25%	1.75%	32,310	24.95
25+	42.00%	1.75%	32,880	25.39

School Nutrition Association USDA Professional Standards Certification:

Level I	required
Level II	1,350
Level III	2,650
Level IV	3,000

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