



Roanoke County Public Schools  
Pay Plan  
2022-2023

School Board Approved on July, 14 2022

**Roanoke County Public Schools**  
**Teacher, Librarian, School Counselor**  
**Annual Salary - 200 Day Contract 7.33 Hours Per Day**

<b>Year</b>	<b>BACHELOR (T1)</b>	<b>BA+12 T2 (T1 + \$600)</b>	<b>BA+24 T3 (T1 +\$1,200)</b>	<b>MASTER T4 (T1 +\$2,400)</b>	<b>DOCTOR T5 (T1 +\$4,000)</b>
1	\$43,174	\$43,774	\$44,374	\$45,574	\$47,174
2	\$43,232	\$43,832	\$44,432	\$45,632	\$47,232
3	\$43,863	\$44,463	\$45,063	\$46,263	\$47,863
4	\$44,537	\$45,137	\$45,737	\$46,937	\$48,537
5	\$45,197	\$45,797	\$46,397	\$47,597	\$49,197
6	\$45,871	\$46,471	\$47,071	\$48,271	\$49,871
7	\$46,560	\$47,160	\$47,760	\$48,960	\$50,560
8	\$47,249	\$47,849	\$48,449	\$49,649	\$51,249
9	\$47,968	\$48,568	\$49,168	\$50,368	\$51,968
10	\$48,686	\$49,286	\$49,886	\$51,086	\$52,686
11	\$49,419	\$50,019	\$50,619	\$51,819	\$53,419
12	\$50,152	\$50,752	\$51,352	\$52,552	\$54,152
13	\$50,914	\$51,514	\$52,114	\$53,314	\$54,914
14	\$51,662	\$52,262	\$52,862	\$54,062	\$55,662
15	\$52,453	\$53,053	\$53,653	\$54,853	\$56,453
16	\$53,230	\$53,830	\$54,430	\$55,630	\$57,230
17	\$54,037	\$54,637	\$55,237	\$56,437	\$58,037
18	\$54,843	\$55,443	\$56,043	\$57,243	\$58,843
19	\$55,664	\$56,264	\$56,864	\$58,064	\$59,664
20	\$56,500	\$57,100	\$57,700	\$58,900	\$60,500
21	\$57,350	\$57,950	\$58,550	\$59,750	\$61,350
22	\$58,215	\$58,815	\$59,415	\$60,615	\$62,215
23	\$59,065	\$59,665	\$60,265	\$61,465	\$63,065
24	\$59,959	\$60,559	\$61,159	\$62,359	\$63,959
25	\$60,868	\$61,468	\$62,068	\$63,268	\$64,868
26	\$61,792	\$62,392	\$62,992	\$64,192	\$65,792
27	\$62,701	\$63,301	\$63,901	\$65,101	\$66,701
28	\$63,639	\$64,239	\$64,839	\$66,039	\$67,639
29	\$64,592	\$65,192	\$65,792	\$66,992	\$68,592
30	\$65,560	\$66,160	\$66,760	\$67,960	\$69,560
31	\$66,556	\$67,156	\$67,756	\$68,956	\$70,556

**Non-Teaching Job Positions (DBM Grade and Work Schedule)**

Title	DBM Grade	Work Schedule		Min Annual Salary	Max Annual Salary	Overtime Status
		Contracted Days	Contracted Hours (Excluding Lunch)			
Building Operator	A13	260	8	\$31,866	\$49,296	Non-Exempt
Bus Aide	A13	188	5	\$14,401	\$22,278	Non-Exempt
Delivery	A13	260	8	\$31,866	\$49,296	Non-Exempt
Nutrition Associate	A13	188	5	\$14,401	\$22,278	Non-Exempt
Administrative Assistant	B21	210	8	\$25,776	\$42,320	Non-Exempt
Administrative Assistant	B21	260	8	\$33,509	\$55,016	Non-Exempt
Attendance Clerk	B21	200	8	\$25,776	\$42,320	Non-Exempt
Instructional Assistant Elementary	B21	200	6.83	\$22,006	\$36,131	Non-Exempt
Instructional Assistant Elementary	B21	186	6.83	\$20,466	\$33,602	Non-Exempt
Instructional Assistant Part-Time	B21	181	5	\$14,580	\$23,937	Non-Exempt
Instructional Assistant Secondary	B21	186	7.33	\$21,964	\$36,061	Non-Exempt
Warehouse Foreman	B21	260	8	\$33,509	\$55,016	Non-Exempt
Behavioral Coach	B22	186	7.33	\$24,282	\$39,811	Non-Exempt
Behavioral Coach PreSchool	B22	186	6.83	\$22,625	\$37,095	Non-Exempt
ABA Coach	B22	186	7.33	\$24,282	\$39,811	Non-Exempt
ABA Coach School Based	B22	186	7.33	\$24,282	\$39,811	Non-Exempt
Administrative Analyst	B22	260	8	\$37,045	\$60,736	Non-Exempt
Bookkeeper	B22	260	8	\$37,045	\$60,736	Non-Exempt
Building Manager	B22	260	8	\$37,045	\$60,736	Non-Exempt
Bus Driver	B22	188	5	\$17,070	\$27,448	Non-Exempt
Bus Driver	B22	188	8	\$27,313	\$43,917	Non-Exempt
Carpenter	B22	260	8	\$37,045	\$60,736	Non-Exempt
Electrician	B22	260	8	\$37,045	\$60,736	Non-Exempt
Equipment Operator	B22	260	8	\$37,045	\$60,736	Non-Exempt
Filter Changer	B22	260	8	\$37,045	\$60,736	Non-Exempt
Front Office/Bookkeeper	B22	260	8	\$37,045	\$60,736	Non-Exempt
Locksmith	B22	260	8	\$37,045	\$60,736	Non-Exempt
Painter	B22	260	8	\$37,045	\$60,736	Non-Exempt
Plumber	B22	260	8	\$37,045	\$60,736	Non-Exempt
Print Shop Operator	B22	260	8	\$37,045	\$60,736	Non-Exempt
Transportation Lot Attendant	B22	188	8	\$27,313	\$43,917	Non-Exempt
Transportation Lot Attendant	B22	260	8	\$37,045	\$60,736	Non-Exempt
Transportation Technician	B22	260	8	\$37,045	\$60,736	Non-Exempt
Welder/Small Engine	B22	260	8	\$37,045	\$60,736	Non-Exempt
Administrative Specialist	B23	260	8	\$38,293	\$66,560	Non-Exempt
Assistant Speech Language Pathologist	B23	187	7.33	\$25,235	\$43,863	Non-Exempt
Braille Specialist	B23	200	7.33	\$26,989	\$46,912	Non-Exempt
HVAC Technician	B23	260	8	\$38,293	\$66,560	Non-Exempt
Nutrition Equipment Technician	B23	260	8	\$38,293	\$66,560	Non-Exempt
Nutrition Manager	B23	192	8	\$28,278	\$49,152	Non-Exempt
Transportation Parts Manager	B23	260	8	\$38,293	\$66,560	Non-Exempt
Audio-Visual Specialist	B24	260	8	\$41,683	\$73,965	Non-Exempt

**Non-Teaching Job Positions (DBM Grade and Work Schedule)**

Title	DBM Grade	Work Schedule		Min Annual Salary	Max Annual Salary	Overtime Status
		Contracted Days	Contracted Hours (Excluding Lunch)			
Human Resources Licensure Manager	B24	260	8	\$41,683	\$73,965	Non-Exempt
Human Resources VRS Manager	B24	260	8	\$41,683	\$73,965	Non-Exempt
Instruction Grant Manager	B24	260	8	\$41,683	\$73,965	Non-Exempt
Lead Carpenter	B24	260	8	\$41,683	\$73,965	Non-Exempt
Lead Electrician	B24	260	8	\$41,683	\$73,965	Non-Exempt
Lead HVAC	B24	260	8	\$41,683	\$73,965	Non-Exempt
Lead Painter	B24	260	8	\$41,683	\$73,965	Non-Exempt
Lead Plumber	B24	260	8	\$41,683	\$73,965	Non-Exempt
Medicaid Manager	B24	260	8	\$41,683	\$73,965	Non-Exempt
Nutrition Field Manager	B24	230	8	\$36,874	\$65,430	Non-Exempt
SIS General Education Manager	B24	260	8	\$41,683	\$73,965	Non-Exempt
SIS Special Education Manager	B24	260	8	\$41,683	\$73,965	Non-Exempt
Technology Technician	B24	260	8	\$41,683	\$73,965	Non-Exempt
Transportation Lead Technician	B24	260	8	\$41,683	\$73,965	Non-Exempt
Assistant to the Superintendent	C41	260	8	\$51,002	\$90,646	Exempt
Book Store Purchasing Manager	C41	260	8	\$51,002	\$90,646	Exempt
Clerk of the School Board	C41	260	8	\$51,002	\$90,646	Exempt
Interpreter	C41	191	7.33	\$34,329	\$61,013	Exempt
Occupational/Physical Therapist Asst.	C41	210	8	\$41,194	\$73,214	Exempt
Technology Analyst	C41	260	8	\$51,002	\$90,646	Exempt
Transportation Foreman	C41	260	8	\$51,002	\$90,646	Exempt
Transportation Route Manager	C41	260	8	\$51,002	\$90,646	Exempt
Warehouse Operations Manager	C41	260	8	\$51,002	\$90,646	Exempt
Accountant	C42	260	8	\$54,517	\$96,845	Exempt
Athletic Director	C42	240	8	\$50,323	\$89,395	Exempt
Autism Program Manager	C42	220	7.5	\$47,768	\$76,824	Exempt
Board Certified Behavior Analyst	C42	220	7.5	\$47,768	\$76,824	Exempt
Construction Manager	C42	260	8	\$54,517	\$96,845	Exempt
Human Resources Payroll Manager	C42	260	8	\$54,517	\$96,845	Exempt
Life Counselor	C42	200	7.33	\$42,441	\$68,257	Exempt
Nurse	C42	200	7.33	\$42,441	\$68,257	Exempt
Nutrition Operations Manager	C42	260	8	\$54,517	\$96,845	Exempt
Nutrition Program Manager	C42	260	8	\$54,517	\$96,845	Exempt
Preschool Program Manager	C42	240	8	\$50,323	\$89,395	Exempt
School Counseling Coordinator	C42	240	7.5	\$52,110	\$83,808	Exempt
Social Worker	C42	240	8	\$50,323	\$89,395	Exempt
Technology Network Manager	C42	260	8	\$54,517	\$96,845	Exempt
Assistant Supervisor of Maintenance	C43	260	8	\$64,064	\$103,085	Exempt
Dean of Students	C43	210	8	\$51,744	\$75,398	Exempt
Finance Manager	C43	260	8	\$64,064	\$103,085	Exempt
Human Resources Benefits Manager	C43	260	8	\$64,064	\$103,085	Exempt
Human Resources Systems Manager	C43	260	8	\$64,064	\$103,085	Exempt

**Non-Teaching Job Positions (DBM Grade and Work Schedule)**

Title	DBM Grade	Work Schedule		Min Annual Salary	Max Annual Salary	Overtime Status
		Contracted Days	Contracted Hours (Excluding Lunch)			
Nurse Manager	C43	240	8	\$59,136	\$95,155	Exempt
Occupational/Physical Therapist	C43	210	8	\$51,744	\$83,261	Exempt
School Psychologists	C43	220	7.5	\$50,820	\$81,774	Exempt
Speech Pathologist	C43	200	7.5	\$53,100	\$74,340	Exempt
Technology Manager	C43	260	8	\$64,064	\$103,085	Exempt
Assistant Principal Elementary	C44	230	8	\$61,051	\$88,946	Exempt
Assistant Principal Secondary	C44	260	8	\$69,014	\$100,547	Exempt
District Data Base Administrator	C44	260	8	\$69,014	\$111,030	Exempt
Supervisor of Art	C44	220	8	\$58,397	\$93,949	Exempt
Supervisor of Career & Technical Ed.	C44	240	8	\$63,706	\$102,490	Exempt
Supervisor of English & RCPS Online	C44	260	8	\$69,014	\$111,030	Exempt
Supervisor of Finance	C44	260	8	\$69,014	\$111,030	Exempt
Supervisor of Health, PE, & Drivers Ed.	C44	220	8	\$58,397	\$93,949	Exempt
Supervisor of Maintenance	C44	260	8	\$69,014	\$111,030	Exempt
Supervisor of Mathematics	C44	240	8	\$63,706	\$102,490	Exempt
Supervisor of Music & Performing Arts	C44	240	8	\$63,706	\$102,490	Exempt
Supervisor of Nutrition	C44	260	8	\$69,014	\$111,030	Exempt
Supervisor of School Counseling	C44	240	8	\$63,706	\$102,490	Exempt
Supervisor of Science	C44	240	8	\$63,706	\$102,490	Exempt
Supervisor of Student Services	C44	240	8	\$63,706	\$102,490	Exempt
Supervisor of Social Studies	C44	240	8	\$63,706	\$102,490	Exempt
Supervisor of Special Education	C44	260	8	\$69,014	\$111,030	Exempt
Supervisor of Transportation	C44	260	8	\$69,014	\$111,030	Exempt
Supervisor of World Language & ELL	C44	240	8	\$63,706	\$102,490	Exempt
Associate Director of Facilities & Oper.	C45	260	8	\$75,026	\$120,578	Exempt
Director of Community Relations	C45	260	8	\$75,026	\$120,578	Exempt
Supervisor of Human Resources	C45	260	8	\$75,026	\$120,578	Exempt
Principal of Elementary School	D61	260	8	\$83,304	\$128,773	Exempt
Principal of Middle School	D62	260	8	\$87,547	\$135,387	Exempt
Principal of High School	D63	260	8	\$91,853	\$142,064	Exempt
Director of Assessment & Research	D64	260	8	\$103,272	\$150,384	Exempt
Director of Career & Technical Ed.	D64	260	8	\$103,272	\$150,384	Exempt
Director of Equity and Engagement	D64	260	8	\$103,272	\$150,384	Exempt
Director of Facilities & Operations	D64	260	8	\$103,272	\$150,384	Exempt
Director of Finance	D64	260	8	\$103,272	\$150,384	Exempt
Director of Human Resources	D64	260	8	\$103,272	\$150,384	Exempt
Director of School Counseling	D64	260	8	\$103,272	\$150,384	Exempt
Director of Special Education	D64	260	8	\$103,272	\$150,384	Exempt
Director of Technology	D64	260	8	\$103,272	\$150,384	Exempt
Executive Director of Instruction	D65	260	8	\$110,302	\$160,659	Exempt
Assistant Superintendent	E82	260	8	\$121,035	\$176,259	Exempt

STEP	DBM GRADE A13			DBM GRADE B21							
	Hourly	188 Days 5 Hours Annually	260 Days 8 Hours Annually	Hourly	181 Days 5 Hours Annually	186 Days 6.83 Hours Annually	186 Days 7.33 Hours Annually	200 Days 6.83 Hours Annually	200 Days 8 Hours Annually	210 Days 8 Hours Annually	260 Days 8 Hours Annually
A	\$13.35			\$14.89							
B	\$13.62			\$15.20							
C	\$13.88			\$15.49							
D	\$14.17			\$15.80							
E	\$14.44			\$16.11	\$14,580	\$20,466	\$21,964	\$22,006	\$25,776	\$27,065	\$33,509
F	\$14.73			\$16.44	\$14,878	\$20,885	\$22,414	\$22,457	\$26,304	\$27,619	\$34,195
G	\$15.02			\$16.76	\$15,168	\$21,292	\$22,850	\$22,894	\$26,816	\$28,157	\$34,861
H	\$15.32	\$14,401	\$31,866	\$17.09	\$15,466	\$21,711	\$23,300	\$23,345	\$27,344	\$28,711	\$35,547
I	\$15.63	\$14,692	\$32,510	\$17.44	\$15,783	\$22,155	\$23,777	\$23,823	\$27,904	\$29,299	\$36,275
J	\$15.94	\$14,984	\$33,155	\$17.79	\$16,100	\$22,600	\$24,255	\$24,301	\$28,464	\$29,887	\$37,003
K	\$16.27	\$15,294	\$33,842	\$18.14	\$16,417	\$23,045	\$24,732	\$24,779	\$29,024	\$30,475	\$37,731
L	\$16.58	\$15,585	\$34,486	\$18.51	\$16,752	\$23,515	\$25,236	\$25,285	\$29,616	\$31,097	\$38,501
M	\$16.91	\$15,895	\$35,173	\$18.88	\$17,086	\$23,985	\$25,741	\$25,790	\$30,208	\$31,718	\$39,270
N	\$17.26	\$16,224	\$35,901	\$19.26	\$17,430	\$24,468	\$26,259	\$26,309	\$30,816	\$32,357	\$40,061
O	\$17.60	\$16,544	\$36,608	\$19.65	\$17,783	\$24,963	\$26,790	\$26,842	\$31,440	\$33,012	\$40,872
P	\$17.95	\$16,873	\$37,336	\$20.04	\$18,136	\$25,458	\$27,322	\$27,375	\$32,064	\$33,667	\$41,683
Q	\$18.32	\$17,221	\$38,106	\$20.44	\$18,498	\$25,967	\$27,867	\$27,921	\$32,704	\$34,339	\$42,515
R	\$18.68	\$17,559	\$38,854	\$20.84	\$18,860	\$26,475	\$28,413	\$28,467	\$33,344	\$35,011	\$43,347
S	\$19.05	\$17,907	\$39,624	\$21.27	\$19,249	\$27,021	\$28,999	\$29,055	\$34,032	\$35,734	\$44,242
T	\$19.44	\$18,274	\$40,435	\$21.69	\$19,629	\$27,555	\$29,572	\$29,629	\$34,704	\$36,439	\$45,115
U	\$19.83	\$18,640	\$41,246	\$22.12	\$20,019	\$28,101	\$30,158	\$30,216	\$35,392	\$37,162	\$46,010
V	\$20.23	\$19,016	\$42,078	\$22.57	\$20,426	\$28,672	\$30,771	\$30,831	\$36,112	\$37,918	\$46,946
W	\$20.63	\$19,392	\$42,910	\$23.01	\$20,824	\$29,231	\$31,371	\$31,432	\$36,816	\$38,657	\$47,861
X	\$21.04	\$19,778	\$43,763	\$23.48	\$21,249	\$29,829	\$32,012	\$32,074	\$37,568	\$39,446	\$48,838
Y	\$21.47	\$20,182	\$44,658	\$23.95	\$21,675	\$30,426	\$32,653	\$32,716	\$38,320	\$40,236	\$49,816
Z	\$21.89	\$20,577	\$45,531	\$24.43	\$22,109	\$31,035	\$33,307	\$33,371	\$39,088	\$41,042	\$50,814
ZA	\$22.34	\$21,000	\$46,467	\$24.92	\$22,553	\$31,658	\$33,975	\$34,041	\$39,872	\$41,866	\$51,834
ZB	\$22.78	\$21,413	\$47,382	\$25.43	\$23,014	\$32,306	\$34,671	\$34,737	\$40,688	\$42,722	\$52,894
ZC	\$23.25	\$21,855	\$48,360	\$25.93	\$23,467	\$32,941	\$35,352	\$35,420	\$41,488	\$43,562	\$53,934
ZD	\$23.70	\$22,278	\$49,296	\$26.45	\$23,937	\$33,602	\$36,061	\$36,131	\$42,320	\$44,436	\$55,016

Please use these pages to find the salary for each DBM Grade and Work Schedule

DBM GRADE B22							DBM GRADE B23					DBM GRADE B24		
STEP	Hourly	186 Days	186 Days	188 Days	188 Days	260 Days	Hourly	187 Days	192 Days	200 Days	260 Days	Hourly	230 Days	260 Days
		6.83 Hours	7.33 Hours	5 Hours	8 Hours	8 Hours		7.33 Hours	8 Hours	7.33 Hours	8 Hours		8 Hours	8 Hours
		Annually	Annually	Annually	Annually	Annually		Annually	Annually	Annually	Annually		Annually	Annually
A	\$16.46						\$18.04					\$20.04	\$36,874	\$41,683
B	\$16.79						\$18.41	\$25,235	\$28,278	\$26,989	\$38,293	\$20.44	\$37,610	\$42,515
C	\$17.11						\$18.77	\$25,728	\$28,831	\$27,517	\$39,042	\$20.84	\$38,346	\$43,347
D	\$17.46						\$19.14	\$26,235	\$29,399	\$28,059	\$39,811	\$21.27	\$39,137	\$44,242
E	\$17.81	\$22,625	\$24,282			\$37,045	\$19.53	\$26,770	\$29,998	\$28,631	\$40,622	\$21.69	\$39,910	\$45,115
F	\$18.16	\$23,070	\$24,759	\$17,070	\$27,313	\$37,773	\$19.91	\$27,291	\$30,582	\$29,188	\$41,413	\$22.11	\$40,682	\$45,989
G	\$18.53	\$23,540	\$25,263	\$17,418	\$27,869	\$38,542	\$20.31	\$27,839	\$31,196	\$29,774	\$42,245	\$22.56	\$41,510	\$46,925
H	\$18.90	\$24,010	\$25,768	\$17,766	\$28,426	\$39,312	\$20.72	\$28,401	\$31,826	\$30,376	\$43,098	\$23.00	\$42,320	\$47,840
I	\$19.28	\$24,493	\$26,286	\$18,123	\$28,997	\$40,102	\$21.13	\$28,963	\$32,456	\$30,977	\$43,950	\$23.47	\$43,185	\$48,818
J	\$19.67	\$24,988	\$26,818	\$18,490	\$29,584	\$40,914	\$21.55	\$29,539	\$33,101	\$31,592	\$44,824	\$23.94	\$44,050	\$49,795
K	\$20.06	\$25,484	\$27,349	\$18,856	\$30,170	\$41,725	\$21.98	\$30,128	\$33,761	\$32,223	\$45,718	\$24.42	\$44,933	\$50,794
L	\$20.46	\$25,992	\$27,895	\$19,232	\$30,772	\$42,557	\$22.42	\$30,731	\$34,437	\$32,868	\$46,634	\$24.91	\$45,834	\$51,813
M	\$20.86	\$26,500	\$28,440	\$19,608	\$31,373	\$43,389	\$22.87	\$31,348	\$35,128	\$33,527	\$47,570	\$25.42	\$46,773	\$52,874
N	\$21.29	\$27,046	\$29,026	\$20,013	\$32,020	\$44,283	\$23.33	\$31,979	\$35,835	\$34,202	\$48,526	\$25.92	\$47,693	\$53,914
O	\$21.71	\$27,580	\$29,599	\$20,407	\$32,652	\$45,157	\$23.80	\$32,623	\$36,557	\$34,891	\$49,504	\$26.44	\$48,650	\$54,995
P	\$22.15	\$28,139	\$30,199	\$20,821	\$33,314	\$46,072	\$24.27	\$33,267	\$37,279	\$35,580	\$50,482	\$26.96	\$49,606	\$56,077
Q	\$22.59	\$28,698	\$30,799	\$21,235	\$33,975	\$46,987	\$24.75	\$33,925	\$38,016	\$36,284	\$51,480	\$27.50	\$50,600	\$57,200
R	\$23.04	\$29,270	\$31,412	\$21,658	\$34,652	\$47,923	\$25.24	\$34,597	\$38,769	\$37,002	\$52,499	\$28.04	\$51,594	\$58,323
S	\$23.50	\$29,854	\$32,039	\$22,090	\$35,344	\$48,880	\$25.75	\$35,296	\$39,552	\$37,750	\$53,560	\$28.60	\$52,624	\$59,488
T	\$23.97	\$30,451	\$32,680	\$22,532	\$36,051	\$49,858	\$26.26	\$35,995	\$40,335	\$38,497	\$54,621	\$29.16	\$53,654	\$60,653
U	\$24.45	\$31,061	\$33,335	\$22,983	\$36,773	\$50,856	\$26.79	\$36,721	\$41,149	\$39,274	\$55,723	\$29.74	\$54,722	\$61,859
V	\$24.94	\$31,683	\$34,003	\$23,444	\$37,510	\$51,875	\$27.33	\$37,462	\$41,979	\$40,066	\$56,846	\$30.34	\$55,826	\$63,107
W	\$25.45	\$32,331	\$34,698	\$23,923	\$38,277	\$52,936	\$27.87	\$38,202	\$42,808	\$40,857	\$57,970	\$30.95	\$56,948	\$64,376
X	\$25.96	\$32,979	\$35,393	\$24,402	\$39,044	\$53,997	\$28.43	\$38,969	\$43,668	\$41,678	\$59,134	\$31.57	\$58,089	\$65,666
Y	\$26.48	\$33,640	\$36,102	\$24,891	\$39,826	\$55,078	\$28.99	\$39,737	\$44,529	\$42,499	\$60,299	\$32.20	\$59,248	\$66,976
Z	\$27.00	\$34,300	\$36,811	\$25,380	\$40,608	\$56,160	\$29.57	\$40,532	\$45,420	\$43,350	\$61,506	\$32.85	\$60,444	\$68,328
ZA	\$27.54	\$34,986	\$37,547	\$25,888	\$41,420	\$57,283	\$30.15	\$41,327	\$46,310	\$44,200	\$62,712	\$33.50	\$61,640	\$69,680
ZB	\$28.08	\$35,672	\$38,284	\$26,395	\$42,232	\$58,406	\$30.76	\$42,163	\$47,247	\$45,094	\$63,981	\$34.17	\$62,873	\$71,074
ZC	\$28.64	\$36,384	\$39,047	\$26,922	\$43,075	\$59,571	\$31.37	\$42,999	\$48,184	\$45,988	\$65,250	\$34.86	\$64,142	\$72,509
ZD	\$29.20	\$37,095	\$39,811	\$27,448	\$43,917	\$60,736	\$32.00	\$43,863	\$49,152	\$46,912	\$66,560	\$35.56	\$65,430	\$73,965

Please use these pages to find the salary for each DBM Grade and Work Schedule

STEP	DBM GRADE C41			DBM GRADE C42				
	191 Days 7.33 Hours Annually	210 Days 8 Hours Annually	260 Days 8 Hours Annually	200 Days 7.33 Hours Annually	220 Days 7.5 Hours Annually	240 Days 7.5 Hours Annually	240 Days 8 Hours Annually	260 Days 8 Hours Annually
A	\$34,329	\$41,194	\$51,002				\$50,323	\$54,517
B	\$35,015	\$42,017	\$52,021				\$51,341	\$55,619
C	\$35,715	\$42,857	\$53,061				\$52,358	\$56,722
D	\$36,429	\$43,714	\$54,122				\$53,414	\$57,866
E	\$37,171	\$44,604	\$55,224				\$54,490	\$59,030
F	\$37,913	\$45,494	\$56,326	\$42,441	\$47,768	\$52,110	\$55,584	\$60,216
G	\$38,683	\$46,418	\$57,470	\$43,291	\$48,725	\$53,154	\$56,698	\$61,422
H	\$39,453	\$47,342	\$58,614	\$44,141	\$49,682	\$54,198	\$57,811	\$62,629
I	\$40,265	\$48,317	\$59,821	\$45,036	\$50,688	\$55,296	\$58,982	\$63,898
J	\$41,077	\$49,291	\$61,027	\$45,930	\$51,695	\$56,394	\$60,154	\$65,166
K	\$41,889	\$50,266	\$62,234	\$46,853	\$52,734	\$57,528	\$61,363	\$66,477
L	\$42,729	\$51,274	\$63,482	\$47,792	\$53,790	\$58,680	\$62,592	\$67,808
M	\$43,583	\$52,298	\$64,750	\$48,745	\$54,863	\$59,850	\$63,840	\$69,160
N	\$44,451	\$53,340	\$66,040	\$49,727	\$55,968	\$61,056	\$65,126	\$70,554
O	\$45,347	\$54,415	\$67,371	\$50,709	\$57,074	\$62,262	\$66,413	\$71,947
P	\$46,243	\$55,490	\$68,702	\$51,720	\$58,212	\$63,504	\$67,738	\$73,382
Q	\$47,167	\$56,599	\$70,075	\$52,761	\$59,384	\$64,782	\$69,101	\$74,859
R	\$48,119	\$57,742	\$71,490	\$53,817	\$60,572	\$66,078	\$70,483	\$76,357
S	\$49,071	\$58,884	\$72,904	\$54,902	\$61,793	\$67,410	\$71,904	\$77,896
T	\$50,051	\$60,060	\$74,360	\$56,001	\$63,030	\$68,760	\$73,344	\$79,456
U	\$51,059	\$61,270	\$75,858	\$57,115	\$64,284	\$70,128	\$74,803	\$81,037
V	\$52,067	\$62,479	\$77,355	\$58,259	\$65,571	\$71,532	\$76,301	\$82,659
W	\$53,103	\$63,722	\$78,894	\$59,432	\$66,891	\$72,972	\$77,837	\$84,323
X	\$54,167	\$64,999	\$80,475	\$60,604	\$68,211	\$74,412	\$79,373	\$85,987
Y	\$55,259	\$66,310	\$82,098	\$61,821	\$69,581	\$75,906	\$80,966	\$87,714
Z	\$56,351	\$67,620	\$83,720	\$63,067	\$70,983	\$77,436	\$82,598	\$89,482
ZA	\$57,485	\$68,981	\$85,405	\$64,313	\$72,386	\$78,966	\$84,230	\$91,250
ZB	\$58,633	\$70,358	\$87,110	\$65,604	\$73,838	\$80,550	\$85,920	\$93,080
ZC	\$59,809	\$71,770	\$88,858	\$66,923	\$75,323	\$82,170	\$87,648	\$94,952
ZD	\$61,013	\$73,214	\$90,646	\$68,257	\$76,824	\$83,808	\$89,395	\$96,845

Please use these pages to find the salary for each DBM Grade and Work Schedule

STEP	DBM GRADE C43					DBM GRADE C44				DBM GRADE C45
	200 7.5 Hours Annually	210 Days 8 Hours Annually	220 Days 7.5 Hours Annually	240 Days 8 Hours Annually	260 Days 8 Hours Annually	220 Days 8 Hours Annually	230 Days 8 Hours Annually	240 Days 8 Hours Annually	260 Days 8 Hours Annually	260 Days 8 Hours Annually
A										
B										
C										
D										
E										
F		\$51,744	\$50,820	\$59,136	\$64,064	\$58,397	\$61,051	\$63,706	\$69,014	\$75,026
G		\$52,802	\$51,860	\$60,346	\$65,374	\$59,576	\$62,284	\$64,992	\$70,408	\$76,523
H		\$53,844	\$52,883	\$61,536	\$66,664	\$60,773	\$63,535	\$66,298	\$71,822	\$78,062
I		\$54,936	\$53,955	\$62,784	\$68,016	\$61,970	\$64,786	\$67,603	\$73,237	\$79,602
J		\$56,028	\$55,028	\$64,032	\$69,368	\$63,219	\$66,093	\$68,966	\$74,714	\$81,182
K		\$57,137	\$56,117	\$65,299	\$70,741	\$64,486	\$67,418	\$70,349	\$76,211	\$82,826
L		\$58,296	\$57,255	\$66,624	\$72,176	\$65,754	\$68,742	\$71,731	\$77,709	\$84,469
M	\$53,100	\$59,472	\$58,410	\$67,968	\$73,632	\$67,074	\$70,122	\$73,171	\$79,269	\$86,174
N	\$54,150	\$60,648	\$59,565	\$69,312	\$75,088	\$68,411	\$71,521	\$74,630	\$80,850	\$87,859
O	\$55,230	\$61,858	\$60,753	\$70,694	\$76,586	\$69,802	\$72,974	\$76,147	\$82,493	\$89,627
P	\$56,340	\$63,101	\$61,974	\$72,115	\$78,125	\$71,192	\$74,428	\$77,664	\$84,136	\$91,416
Q	\$57,450	\$64,344	\$63,195	\$73,536	\$79,664	\$72,618	\$75,918	\$79,219	\$85,821	\$93,246
R	\$58,605	\$65,638	\$64,466	\$75,014	\$81,266	\$74,061	\$77,427	\$80,794	\$87,526	\$95,118
S	\$59,790	\$66,965	\$65,769	\$76,531	\$82,909	\$75,557	\$78,991	\$82,426	\$89,294	\$97,011
T	\$60,975	\$68,292	\$67,073	\$78,048	\$84,552	\$77,070	\$80,574	\$84,077	\$91,083	\$98,946
U	\$62,205	\$69,670	\$68,426	\$79,622	\$86,258	\$78,619	\$82,193	\$85,766	\$92,914	\$100,922
V	\$63,420	\$71,030	\$69,762	\$81,178	\$87,942	\$80,186	\$83,830	\$87,475	\$94,765	\$102,939
W	\$64,695	\$72,458	\$71,165	\$82,810	\$89,710	\$81,770	\$85,486	\$89,203	\$96,637	\$104,978
X	\$66,000	\$73,920	\$72,600	\$84,480	\$91,520	\$83,406	\$87,198	\$90,989	\$98,571	\$107,078
Y	\$67,320	\$75,398	\$74,052	\$86,170	\$93,350	\$85,078	\$88,946	\$92,813	\$100,547	\$109,221
Z	\$68,670	\$76,910	\$75,537	\$87,898	\$95,222	\$86,786	\$90,730	\$94,675	\$102,565	\$111,426
ZA	\$70,050	\$78,456	\$77,055	\$89,664	\$97,136	\$88,510	\$92,534	\$96,557	\$104,603	\$113,651
ZB	\$71,445	\$80,018	\$78,590	\$91,450	\$99,070	\$90,288	\$94,392	\$98,496	\$106,704	\$115,918
ZC	\$72,885	\$81,631	\$80,174	\$93,293	\$101,067	\$92,101	\$96,287	\$100,474	\$108,846	\$118,227
ZD	\$74,340	\$83,261	\$81,774	\$95,155	\$103,085	\$93,949	\$98,219	\$102,490	\$111,030	\$120,578

Dean of Students Top Salary is \$75,398

Asst. Principals Top Salary is \$88,946 or \$100,547

Please use these pages to find the salary for each DBM Grade and Work Schedule

	DBM GRADE D61	DBM GRADE D62	DBM GRADE D63	DBM GRADE D64	DBM GRADE D65	DBM GRADE E82
	260 Days 8 Hours	260 Days 8 Hours	260 Days 8 Hours	260 Days 8 Hours	260 Days 8 Hours	260 Days 8 Hours
STEP	Annually	Annually	Annually	Annually	Annually	Annually
A						
B						
C						
D						
E						
F						
G						
H	\$83,304	\$87,547	\$91,853			
I	\$84,968	\$89,315	\$93,683			
J	\$86,674	\$91,104	\$95,555			
K	\$88,421	\$92,934	\$97,469	\$103,272	\$110,302	\$121,035
L	\$90,147	\$94,786	\$99,424	\$105,331	\$112,507	\$123,448
M	\$91,957	\$96,678	\$101,421	\$107,453	\$114,754	\$125,923
N	\$93,808	\$98,592	\$103,438	\$109,595	\$117,042	\$128,461
O	\$95,680	\$100,568	\$105,518	\$111,779	\$119,371	\$130,998
P	\$97,594	\$102,586	\$107,619	\$114,005	\$121,763	\$133,619
Q	\$99,570	\$104,624	\$109,782	\$116,272	\$124,197	\$136,302
R	\$101,546	\$106,725	\$111,987	\$118,581	\$126,693	\$139,027
S	\$103,563	\$108,867	\$114,234	\$120,931	\$129,230	\$141,814
T	\$105,643	\$111,051	\$116,522	\$123,365	\$131,810	\$144,622
U	\$107,765	\$113,277	\$118,872	\$125,819	\$134,430	\$147,534
V	\$109,928	\$115,544	\$121,243	\$128,357	\$137,134	\$150,467
W	\$112,133	\$117,874	\$123,677	\$130,915	\$139,859	\$153,483
X	\$114,379	\$120,224	\$126,152	\$133,536	\$142,667	\$156,541
Y	\$116,667	\$122,637	\$128,669	\$136,198	\$145,538	\$159,702
Z	\$118,997	\$125,070	\$131,248	\$138,944	\$148,429	\$162,864
ZA	\$121,368	\$127,566	\$133,869	\$141,710	\$151,403	\$166,130
ZB	\$123,802	\$130,125	\$136,531	\$144,539	\$154,440	\$169,437
ZC	\$126,298	\$132,746	\$139,298	\$147,451	\$157,518	\$172,827
ZD	\$128,773	\$135,387	\$142,064	\$150,384	\$160,659	\$176,259

Please use these pages to find the salary for each DBM Grade and Work Schedule

## Roanoke County Public Schools Supplements and Other Pay Rates

### Teachers:

Substitute - degreed	\$140.00 per day
Substitutes - non degreed	\$125.00 per day
Curriculum Work	\$20.00 per hour
Summer School	\$25.00 per hour
Remediation/Tutors	\$25.00 per hour
PALS	\$25.00 per hour
Homebound	\$25.00 per hour
In-Service Trainer	\$20.00 per hour
Teacher Other (Non-Instruction)	\$20.00 per hour
Teacher Other (Student Inst.)	\$25.00 per hour
Long Term Teacher Substitute	\$180.00 per day
Permanent Building Substitute	\$180.00 per day

### Administration:

Administrator - Substitute	\$350.00 per day
----------------------------	------------------

### Nutrition:

Nutrition Associate - Substitute	\$12.00 per hour
Nutrition Manager. - Substitute	\$16.00 per hour
Nutrition Associate - Summer	\$12.00 per hour
Nutrition Manager. - Summer	\$16.00 per hour

### Region V Adult Ed:

Part-time Instructor	\$27.50 per hour
Part-time Coordinator	\$30.80 per hour
Part-time Instructional Assistant	\$20.00 per hour

### Supplements and Substitute Rates:

The Pay Plan includes the approved rates for all supplements, stipends, and substitutes to be paid outside a normal contract. Only rates approved in the RCPS Pay Plan are authorized.

\* Stipends for Classified Employees will be grandfathered to any employee earning this stipend prior to June 30, 2016. Employees hired after July 1, 2017 will not be eligible for this stipend.

### Building:

Building Operator - Substitute	\$12.00 per hour
Building Operator - On Call	\$100.00 per month
Building Manager - Substitute	\$14.00 per hour

### Transportation:

Bus Aide - Substitute and Summer School	\$12.00 per hour
Bus Driver - Substitute	\$17.50 per hour
Bus Driver - extra runs during school day	\$17.00 per hour
Bus Driver - extra runs after school day	\$19.00 per hour
Bus Driver - Summer School	\$20.00 per hour
Bus Driver - FT Contracted Substitute	\$17.50 per hour
Car Driver - Substitute	\$12.50 per hour

### Nurse:

Substitute	\$180 per day
Long Term	\$180 per day

### Instructional Assistant:

Substitute Elementary IA	\$110.00 per day
Substitute Secondary IA	\$110.00 per day
Long Term IA Substitute	\$110.00 per day
IA Summer School/Other	\$15.00 per hour

### Administrative Assistant:

Substitute Administrative Assistant	\$120.00 per day
Long Term Administrative Assistant	\$125.00 per day

### Other:

ISAEP	\$25.00 per hour
Sign Language	\$15.00 per hour
Speech Pathologist	\$250.00 per day

### Supplements:

Secondary Additional Classes above 6 sections	\$7,500.00 per year
Administrative Doctoral Supplement - Onetime single step increase at time of completed degree	
National Board Teacher Certification	\$2,500.00 per year

### \*Stipends for Classified Employees

Multiple School Nutrition Manager	\$2,500.00 per year
School Nutrition Certificate	\$0.50 per hour
Journeyman	\$143.00 per year
Master's Card	\$286.00 per year
Master's Card/Electrician with 24 Hours	\$572.00 per year

## Roanoke County Public Schools Academic Stipends

### High School

Debate Coach	\$1,500
Department Head	\$1,300
Drama Coach	\$1,700
Forensics Coach	\$1,500
Junior Class Sponsor	\$1,500
Senior Class Sponsor	\$1,500
Literary Magazine Sponsor	\$1,500
Newspaper Sponsor	\$1,800
SCA Sponsor	\$1,500
Scholastic Bowl	\$1,500
Special Education Coordinator*	\$2,500
Web Master	\$1,800
Yearbook Sponsor	\$2,500

### Middle School

Department Head	\$1,300
Interest Block Coordinator	\$1,300
Newspaper Sponsor	\$1,800
SCA Sponsor	\$1,500
Special Education Coordinator*	\$2,500
Yearbook Sponsor	\$2,000
Web Master	\$1,800

### Elementary School

Grade Level Coordinator	\$1,300
Reading/Math Coach	\$1,300
Special Education Coordinator*	\$2,500
Web Master	\$1,800

\*Special Education Coordinators will receive the Department Head/Grade Level Coordinator Stipend and the Special Education Coordinator Stipend

### Other

Gifted Coordinator	\$1,600	Paid throughout the year
OT/PT/Speech/Psych Coordinator	\$1,850	Paid throughout the year
Special Ed Teacher Fully Licensed	\$2,500	Paid half on December 31st and half on May 31st
Special Ed Teacher Provisionally Licensed	\$1,250	Paid half on December 31st and half on May 31st
RBT License	\$1,000	Paid half on December 31st and half on May 31st
Adult Education	\$500 - \$5,000	Stipend calculated on a per session basis
RCPSOnline	\$1,500 - \$4,500	Stipend based on student enrollment

Band Director High School	\$4,500.00
Band Director Middle School	\$3,000.00
Choir Director High School	\$3,000.00
Choir Director Middle School	\$1,800.00

If a Band and/or Choir Director is ultimately responsible for the operations of the program at two schools they will get ½ the second school supplement.

Roanoke County Public Schools  
Athletic Stipends

High School			High School			Middle School		
Sport	Position	Supplement	Sport	Position	Supplement	Sport	Position	Supplement
Athletic Trainer		\$22,800	Swimming	Head	\$2,200	Baseball	Head	\$2,000
Band	Assistant	\$2,500	Swimming	Assistant	\$1,650	Basketball	Head	\$2,000
Band	Auxiliary	\$1,500	Tennis	Head	\$2,200	Cheerleading - Fall	Head	\$2,000
Baseball	Head	\$3,000	Track	Head	\$2,750	Cheerleading - Fall	Assistant	\$1,550
Baseball	Assistant	\$2,200	Track	Assistant	\$1,750	Cheer - Winter	Head	\$2,000
Basketball	Head	\$3,900	Volleyball	Head	\$3,500	Cheer - Winter	Assistant	\$1,550
Basketball	Assistant	\$2,900	Volleyball	Assistant	\$2,600	Football	Head	\$3,700
Cheer - Comp (Fall)	Head	\$3,500	Wrestling	Head	\$3,500	Football	Assistant	\$2,450
Cheer - Comp (Fall)	Assistant	\$2,600	Wrestling	Assistant	\$2,600	Soccer	Head	\$2,000
Cheer – Winter	Head	\$3,500				Softball	Head	\$2,000
Cheer – Winter	Assistant	\$2,600				Track	Head	\$2,000
Cross Country	Head	\$2,750				Track	Assistant	\$1,550
Cross Country	Assistant	\$1,750				Volleyball	Head	\$2,000
E-Sports	Head	\$2,000				Wrestling	Head	\$2,000
Football	Head	\$6,000						
Golf	Head	\$2,000						
Indoor Track	Head	\$2,500						
Indoor Track	Assistant	\$1,550						
Lacrosse	Head	\$2,200						
Lacrosse	Assistant	\$1,500						
Soccer	Head	\$3,000						
Soccer	Assistant	\$2,200						
Softball	Head	\$3,000						
Softball	Assistant	\$2,200						

Coaches contracts in 2017-18 are grandfathered at their 2017-18 supplement amount.  
Coaches will no longer be paid for extra days. These extra days are included in the supplement amount.