

SMYTH COUNTY SCHOOLS  
SALARY SCALES  
2022-2023



<b>TEACHER SALARY SCALE</b>		
<b>2022-2023</b>		
Years of Experience	Bachelors	Masters
0	\$38,500	\$41,219
1	\$39,116	\$41,835
2	\$39,266	\$41,985
3	\$39,516	\$42,235
4	\$39,766	\$42,485
5	\$40,016	\$42,735
6	\$40,516	\$43,235
7	\$41,016	\$43,735
8	\$41,516	\$44,235
9	\$42,016	\$44,735
10	\$42,516	\$45,235
11	\$43,216	\$45,935
12	\$43,916	\$46,635
13	\$44,616	\$47,335
14	\$45,416	\$48,135
15	\$46,216	\$48,935
16	\$47,016	\$49,735
17	\$47,916	\$50,635
18	\$48,816	\$51,535
19	\$49,816	\$52,535
20	\$50,816	\$53,535
21	\$51,916	\$54,635
22	\$53,016	\$55,735
23	\$54,216	\$56,935
24	\$55,416	\$58,135
25	\$57,500	\$60,219
26	\$58,500	\$61,219
27	\$60,500	\$63,219
28	\$65,900	\$68,619
200 Day Contract		
Half Master		\$604
Master		\$2,719
Half Doctorate		\$676
Doctorate		\$2,937
Education Specialist		\$1,711
National Board Certification Teacher		\$1,632
Full CCC's - SLP		\$2,060
Clinical Year CCC's - SLP		\$1,030

<b>ADMINISTRATOR SALARY SCALE</b>				
<b>2022-2023</b>				
Years of Experience	Level 1	Level 2	Level 3	Level 4
0	\$76,015	\$72,549	\$69,034	\$67,460
1	\$78,766	\$75,126	\$71,436	\$69,783
2	\$82,704	\$78,883	\$75,007	\$73,272
3	\$85,185	\$81,249	\$77,258	\$75,471
4	\$86,888	\$82,874	\$78,803	\$76,980
5	\$87,757	\$83,703	\$79,592	\$77,749
6	\$89,513	\$85,378	\$81,183	\$79,550
7	\$90,855	\$86,658	\$82,401	\$80,495
8	\$91,197	\$86,901	\$82,678	\$80,738
9	\$91,539	\$87,278	\$82,954	\$80,983
10	\$92,224	\$87,898	\$83,508	\$81,473
11	\$92,908	\$88,519	\$84,126	\$81,962
12	\$93,595	\$89,137	\$84,681	\$82,452
13	\$94,279	\$89,757	\$85,236	\$82,940
14	\$94,963	\$90,377	\$85,790	\$83,429
15	\$95,648	\$90,996	\$86,343	\$83,919
16	\$96,334	\$91,616	\$86,899	\$84,409
17	\$97,019	\$92,235	\$87,453	\$84,898
18	\$97,704	\$92,855	\$88,008	\$85,386
19	\$98,387	\$93,474	\$88,563	\$85,876
20	\$99,073	\$94,094	\$89,116	\$86,365
21	\$99,758	\$94,715	\$89,671	\$86,855
22	\$100,443	\$95,334	\$90,226	\$87,342
23	\$101,128	\$95,954	\$90,780	\$87,832
24	\$101,813	\$96,573	\$91,336	\$88,321
25	\$102,497	\$97,193	\$91,889	\$88,811
26	\$103,182	\$97,814	\$92,444	\$89,300
27	\$103,869	\$98,432	\$92,998	\$89,790
28	\$104,552	\$99,053	\$93,554	\$90,279
260 Day Contract				
Middle School Assistant Principal Stipend				\$750
High School Assistant Principal Stipend				\$1,500

# **Administrative Salary Scale Levels 2022-2023**

## **Level 1**

Director of Elementary Instruction  
Director of Middle and High School Instruction  
High School Principals  
Director of Human Resources  
Director of Finance

## **Level 2**

Director of Special Education  
Middle School Principals  
Director of Pupil Personnel Services  
SCTC Principal/Director of Career & Technical Education

## **Level 3**

Director of Technology  
Director of Federal Programs  
Elementary Principals  
Director of Support Services

## **Level 4**

High School Assistant Principals  
Elementary School Assistant Principals  
Middle School Assistant Principals  
Facilities and Energy Manager

## Administrative School-Size Adjustment

School	March 31, 2022 ADM	School-Size Adjustment
Chilhowie High	416	\$1,660
Marion Senior High	636	\$3,860
Northwood High	241	\$0
Chilhowie Middle	292	\$420
Marion Middle	444	\$1,940
Northwood Middle	160	\$0
Atkins Elementary	160	\$0
Chilhowie Elementary	521	\$2,710
Marion Elementary	306	\$560
Oak Point Elementary	328	\$780
Rich Valley Elementary	114	\$0
Saltville Elementary	186	\$0
Sugar Grove Elementary	89	\$0

**ADMINISTRATIVE ASSISTANT SALARY SCALE**

**2022-2023**

	<b>10-Month School</b>	<b>12-Month School</b>	<b>Central</b>
	<b>1540 Hours</b>	<b>1882 Hours</b>	<b>2080 Hours</b>
<b>Years of Experience</b>	<b>Hourly Rate</b>	<b>Hourly Rate</b>	<b>Hourly Rate</b>
0	\$13.40	\$13.64	\$13.64
1	\$14.07	\$14.32	\$14.32
2	\$14.77	\$15.05	\$15.05
3	\$14.99	\$15.31	\$15.31
4	\$15.30	\$15.61	\$15.61
5	\$15.45	\$15.77	\$15.77
6	\$15.76	\$16.09	\$16.09
7	\$15.99	\$16.33	\$16.33
8	\$16.15	\$16.49	\$16.49
9	\$16.32	\$16.65	\$16.65
10	\$17.23	\$17.59	\$17.59
11	\$17.48	\$17.85	\$17.85
12	\$17.73	\$18.11	\$18.11
13	\$18.00	\$18.39	\$18.39
14	\$18.27	\$18.65	\$18.65
15	\$18.54	\$18.93	\$18.93
16	\$18.81	\$19.20	\$19.20
17	\$19.08	\$19.48	\$19.48
18	\$19.34	\$19.75	\$19.75
19	\$19.61	\$20.03	\$20.03
20	\$19.89	\$20.31	\$20.31
21	\$20.16	\$20.58	\$20.58
22	\$20.42	\$20.85	\$20.85
23	\$20.70	\$21.13	\$21.13
24	\$20.97	\$21.41	\$21.41
25	\$21.23	\$21.68	\$21.68
26	\$21.50	\$21.96	\$21.96
27	\$21.78	\$22.23	\$22.23
28	\$22.04	\$22.51	\$22.51
29	\$22.31	\$22.79	\$22.79
30	\$22.59	\$23.06	\$23.06
31+	\$22.85	\$23.33	\$23.33
Days	180 days at 8-hours/day 20 days at 5-hours/day	194 days at 8-hours/day 66 days at 5-hours/day	260 days at 8-hours/day
BACHELOR SUPPLEMENT - \$1,030			

<b>PAYROLL SALARY SCALE</b>	
<b>2022-2023</b>	
<b>Hours</b>	<b>2080</b>
<b>Years of Experience</b>	<b>Hourly Rate</b>
0	\$14.84
1	\$16.28
2	\$17.86
3	\$18.22
4	\$18.58
5	\$18.76
6	\$19.14
7	\$19.43
8	\$19.63
9	\$19.82
10	\$20.93
11	\$21.29
12	\$21.65
13	\$22.01
14	\$22.38
15	\$22.74
16	\$23.10
17	\$23.46
18	\$23.83
19	\$24.19
20	\$24.56
21	\$24.92
22	\$25.29
23	\$25.65
24	\$26.01
25	\$26.38
26	\$26.74
27	\$27.10
260 Days at 8-hours/day	
BACHELOR SUPPLEMENT - \$1,030	

<b>NURSE SALARY SCALE</b>	
<b>2022-2023</b>	
<b>Years of Experience</b>	<b>Salary</b>
0	\$24,000
1	\$25,630
2	\$26,098
3	\$26,616
4	\$26,895
5	\$27,419
6	\$27,837
7	\$28,123
8	\$28,402
9	\$29,172
10	\$29,968
11	\$30,626
12	\$31,279
13	\$31,931
14	\$32,583
15	\$33,236
16	\$33,887
17	\$34,540
18	\$35,192
19	\$35,845
20	\$36,497
21	\$37,148
22	\$37,800
23	\$38,454
24	\$39,107
25	\$39,759
26	\$40,411
27	\$41,064
28+	\$42,740
190 Day Contract	
BACHELOR SUPPLEMENT - \$2,266	

<b>TECHNOLOGY SPECIALIST SALARY SCALE</b>	
<b>2022-2023</b>	
<b>Years of Experience</b>	<b>Salary</b>
0	\$38,106
1	\$40,011
2	\$42,012
3	\$42,931
4	\$43,790
5	\$44,228
6	\$45,113
7	\$45,791
8	\$46,247
9	\$46,705
10	\$48,012
11	\$49,321
12	\$50,059
13	\$50,800
14	\$51,602
15	\$52,145
16	\$53,218
17	\$54,829
18	\$56,441
19	\$58,053
20	\$59,664
21	\$61,275
22	\$62,886
23	\$64,498
24	\$66,108
25	\$67,720
26	\$69,334
27	\$70,944
28+	\$72,559
260 Day Contract	
MASTERS SUPPLEMENT - \$2,719	

<b>INSTRUCTIONAL AIDE SALARY SCALE</b>			
<b>2022-2023</b>			
<b>DEGREED</b>		<b>NON-DEGREED</b>	
<b>BACHELORS OR HIGHER</b>		<b>ASSOCIATES OF HIGH SCHOOL</b>	
<b>Years of Experience</b>	<b>Hourly</b>	<b>Years of Experience</b>	<b>Hourly</b>
0	\$13.72	0	\$12.00
1	\$13.87	1	\$12.10
2	\$14.06	2	\$12.25
3	\$14.16	3	\$12.33
4	\$14.36	4	\$12.49
5	\$14.51	5	\$12.62
6	\$14.61	6	\$12.70
7	\$14.72	7	\$12.78
8	\$15.30	8	\$13.26
9	\$15.67	9	\$13.62
10	\$15.78	10	\$13.71
11	\$15.90	11	\$13.81
12	\$16.01	12	\$13.90
13	\$16.13	13	\$14.00
14	\$16.47	14	\$14.33
15	\$16.80	15	\$14.67
16	\$17.13	16	\$15.00
17	\$17.47	17	\$15.34
18	\$17.80	18	\$15.67
19	\$18.14	19	\$16.00
20	\$18.47	20	\$16.34
21	\$18.80	21	\$16.67
22	\$19.14	22	\$17.01
23	\$19.47	23	\$17.34
24	\$19.81	24	\$17.67
25	\$20.14	25	\$18.01
26	\$20.47	26	\$18.34
27	\$20.81	27	\$18.67
28	\$21.14	28	\$19.01
29	\$21.14	29	\$19.01
30+	\$22.03	30+	\$19.83

188 Day Contract - 8-hours/day

<b>BUS DRIVER SALARY SCALE</b>	
<b>2022-2023</b>	
<b>Years of Experience</b>	<b>Hourly</b>
0	\$17.91
1	\$18.76
2	\$19.00
3	\$19.37
4	\$19.55
5	\$19.93
6	\$20.21
7	\$20.41
8	\$20.60
9	\$21.70
10	\$21.94
11-12	\$22.34
13-14	\$22.99
15-18	\$23.65
19-22	\$24.21
23-26	\$24.53
27+	\$24.77
182 Day Contract - 4-hours/day	

<b>CUSTODIAN SALARY SCALE</b>	
<b>2022-2023</b>	
<b>Years of Experience</b>	<b>Hourly</b>
0	\$13.00
1	\$13.14
2	\$13.33
3	\$13.43
4	\$13.62
5	\$13.78
6	\$13.88
7	\$13.98
8	\$14.57
9	\$14.75
10	\$14.93
11	\$15.09
12	\$15.09
13	\$15.46
<b>Above Step 13</b>	
40 Hours	\$35,375
41 Hours	\$36,698
42 Hours	\$38,026
43 Hours	\$39,351
44 Hours	\$40,679
45 Hours	\$42,007
46 Hours	\$43,333

<b>MAINTENANCE SALARY SCALE</b>	
<b>2022-2023</b>	
<b>Years of Experience</b>	<b>Hourly</b>
0	\$15.17
1	\$15.93
2	\$16.73
3	\$17.06
4	\$17.41
5	\$17.59
6	\$17.93
7	\$18.21
8	\$18.39
9	\$18.56
10	\$19.60
11	\$19.80
12	\$20.00
13	\$20.20
14	\$20.50
15+	\$23.18
260 Day Contract - 8-hours/day	

<b>MECHANIC SALARY SCALE</b>	
<b>2022-2023</b>	
<b>Years of Experience</b>	<b>Hourly</b>
0	\$14.40
1	\$15.12
2	\$15.88
3	\$16.19
4	\$16.52
5	\$16.68
6	\$17.01
7	\$17.27
8	\$17.44
9	\$17.62
10	\$18.60
11	\$18.80
12	\$18.99
13+	\$19.89
260 Day Contract - 8-hours/day	

<b>FOOD SERVICES SALARY SCALE</b>		
<b>2022-2023</b>		
<b>Years of Experience</b>	<b>School Nutrition Assistant</b>	<b>School Nutrition Manager</b>
0	\$12.00	\$14.15
1	\$12.15	\$14.36
2	\$12.32	\$14.58
3	\$12.41	\$14.95
4	\$12.58	\$15.18
5	\$12.72	\$15.35
6	\$12.81	\$15.47
7	\$12.90	\$15.59
8	\$13.44	\$16.27
9	\$13.60	\$16.44
10	\$13.78	\$16.62
11	\$13.95	\$16.79
12	\$14.14	\$16.97
13	\$14.31	\$17.14
14	\$14.49	\$17.33
15	\$14.66	\$17.51
16	\$14.84	\$17.68
17	\$15.01	\$17.84
18	\$15.20	\$18.03
19	\$15.37	\$18.22
20	\$15.55	\$18.39
21	\$15.72	\$18.58
22	\$15.91	\$18.75
23	\$16.08	\$18.93
24	\$16.27	\$19.10
25	\$16.44	\$19.28
26	\$16.62	\$19.45
27	\$16.79	\$19.45
28	\$16.97	\$19.97
	182 Day Contract Hours Vary	190 Day Contract 8-hours/day

# Employee Benefits

## 2022-2023

### FRINGE BENEFIT RATES

#### Virginia Retirement System – Professional/Instructional Support Staff

Includes teachers, administrators, instructional aides, administrative assistants, payroll clerks, technology specialists, and nurses

VRS Retirement Contribution	16.62%
Employer share of 16.62% is paid by Smyth County School Board. Employee share of 5.00% is paid by employee.	
VRS Group Life Insurance	1.34%
VRS Retiree Health Insurance Credit	1.21%

#### Virginia Retirement System – Non-Professional Support Staff

Includes bus drivers, custodians, maintenance, mechanics, and food service

VRS Retirement Contribution	8.18%
Employer share of 9.06% is paid by Smyth County School Board. Employee share of 5.00% is paid by employee.	
VRS Group Life Insurance	1.34%
VRS Retiree Health Insurance Credit	1.45%

#### Anthem Local Choice Health Insurance

School Board annual contribution per policyholder	
Employee Only Coverage	\$9,096
Employee Plus One Coverage	\$11,520
Employee Plus Family Coverage	\$16,296
School Board annual contribution per second covered employee	
Employee Plus One Coverage	\$8,088
Employee Plus Family Coverage	\$8,688

#### Accumulated Sick Leave Payment

Reimbursement per day of accumulated sick leave at retirement	\$50.00
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### REIMBURSEMENT RATES

#### Meal Reimbursement Rates

Breakfast	\$10.00
Lunch	\$12.00
Dinner	\$20.00

#### Mileage Reimbursement Rates

Personal Vehicle Use – County Vehicle Not Available or Local Travel	\$0.52
Personal Vehicle Use – County Vehicle Available	\$0.25

## Substitutes Pay Rates 2022-2023

Teacher - Certified	\$122.00 per day
Teacher - Degree	\$110.00 per day
Teacher – No Degree	\$100.00 per day
Principal	\$140.00 per day
Long-Term Teacher – Degree	\$192.50 per day (Step 0 Bachelor on Teacher Scale)
Long-Term Teacher – No Degree	\$115.00 per day
Instructional Aide Degreed/Non-Degreed	\$12.00 per hour
Long-Term Instructional Aide – Degreed	\$110.00 per day
Bus Driver – Regular Route	\$60.00 per day
Bus Driver – All Other Routes	\$12.00 per hour
Bus Aide	\$12.00 per hour
Food Service	\$12.00 per hour
Clerical	\$12.00 per hour
Custodian	\$12.00 per hour

# SALARY SUPPLEMENTS FOR ACADEMIC/INSTRUCTIONAL COACHING 2022-2023

<u>ACTIVITY</u>	<u>SPONSOR/COACH</u>
Academic	
Scholastic Bowl – Head Coach	\$1,272
Scholastic Bowl – Assistant	\$1,003
Band, High School	
100+ Members	\$3,258
51 – 99 Members	\$2,606
25 – 50 Members	\$1,954
Choral Director	\$1,173
Debate	\$ 586
Drama (High Schools and Middle Schools)	\$1,272
Flags (If separate coach)	\$ 977
Forensics	\$1,272
S.C.A.	\$ 521
Yearbook – Middle Schools and High Schools	\$ 789
Elementary Schools	\$ 391
Vocational (Not to exceed 60 hours)	\$ 22/hour
FFA Competition	\$1,272

# SALARY SUPPLEMENTS FOR ATHLETIC COACHING 2022-2023

<u>SPORT</u>		<u>HEAD COACH</u>	<u>ASSISTANT</u>
Baseball		\$1,960	\$1,225
Basketball	High School	\$3,921 + 1/2 Month Salary	\$2,087 + 1/4 Month Salary
	Middle School	\$1,697	
Cross Country		\$1,960	\$1,225
Football	High School	\$5,059 + 1/2 Month Salary	\$2,519 + 1/4 Month Salary
	Middle School	\$2,122 + 1/4 Month Salary	\$1,591 + 1/4 Month Salary
Golf		\$1,960	
Indoor Track		\$1,960	\$1,225
Soccer		\$1,960	\$1,225
Softball		\$1,960	\$1,225
Swim		\$1,960	
Tennis		\$1,960	
Outdoor Track	High School	\$1,960	\$1,225
	Middle School	\$849	\$637

## SALARY SUPPLEMENTS FOR ATHLETIC COACHING (Continued) 2022-2023

<u>SPORT</u>		<u>HEAD COACH</u>	<u>ASSISTANT</u>
Volleyball	High School	\$1,960 + ½ Month Salary	\$1,225 + ¼ Month Salary
	Middle School	\$1,591	
Wrestling	High School	\$1,960 + ½ Month Salary	\$1,225 + ¼ Month Salary
Cheerleading Sponsor			
	High School		
	Football	\$1,960	
	Basketball	\$1,960	
	Middle School		
	Football	\$1,061	
	Basketball	\$ 849	

Athletic Director – 15% of base salary for teacher serving as athletic director

Extra ½ Month Salary\* – High School: Head Football, Head Basketball, Head Volleyball, Head Wrestling

Extra ¼ Month Salary\* – High School: Assistant Football, Assistant Basketball, Assistant Volleyball, Assistant Wrestling; Middle School: Head Football, Assistant Football

\*If a coach is not currently employed by SCSB, Step 0 of the teacher scale will be used to determine the additional ½ or ¼ month salary

