

**CAMPBELL COUNTY SCHOOLS SALARY SCALE FOR FULL TIME TEACHERS – 2022-2023**

**BACHELOR'S DEGREE/LENGTH OF CONTRACT**

<b><u>PAY STEP</u></b>	<b><u>10 MONTHS 200 WORK DAYS</u></b>	<b><u>11 MONTHS 220 WORK DAYS</u></b>	<b><u>12 MONTHS 250 WORK DAYS</u></b>
0	43,825	48,208	52,590
1	44,099	48,509	52,919
2	44,332	48,765	53,198
3	44,737	49,211	53,684
4	45,102	49,612	54,174
5	45,623	50,185	54,748
6	45,934	50,552	55,519
7	46,546	51,201	55,855
8	46,887	51,576	56,264
9	47,480	52,228	56,976
10	47,762	52,732	57,912
11	48,126	53,111	58,324
12	48,411	53,252	58,393
13	48,815	53,697	58,668
14	49,058	53,964	58,942
15	49,338	54,272	59,215
16	49,672	54,639	59,606
17	49,988	54,987	59,986
18	50,229	55,252	60,275
19	50,766	55,843	60,919
20	51,398	56,538	61,678
21	52,065	57,272	62,478
22	52,772	58,049	63,326
23	53,496	58,846	64,195
24	54,293	59,722	65,152
25	55,099	60,609	66,119
26	56,050	61,655	67,260
27	57,060	62,766	68,472
28	57,907	63,698	69,488
29	58,748	64,623	70,498
30/30+	61,244	67,368	73,493

**MASTER'S DEGREE SUPPLEMENT GCBA:** of \$2,500 is paid to teachers with a Master's Degree earned at an accredited institution according to policy GCBA if documented by September 15.

**CAMPBELL COUNTY SCHOOLS  
Rustburg, Virginia 24588  
"Pupil Personnel Scale 22-23"**

Job Code 8000 - Grades A & B AND C1-4 - 0 to 33 Steps

raise *1.03 07-08	raise *1.00 10-11	raise *1.03 13-14	raise *1.00 16-17	raise *1.05 19-20	raise *1.05 22-23
raise *1.03 08-09	raise *1.00 11-12	raise *1.015 14-15	raise *1.03 17-18	raise *1.00 20-21	
raise *1.00 09-10	raise *1.05 12-13	raise *1.02 15-16	raise *1.02 18-19	raise *1.05 21-22	

GRADE	LEVEL										
	0-13	14-19	20-25	26	27	28	29	30	31	32	33
<b>A</b>	64,986	66,689	68,441	70,238	72,081	73,974	75,916	77,908	79,953	82,053	84,205
<b>B</b>	73,624	74,874	76,148	77,444	78,761	80,099	81,459	82,842	84,251	85,685	87,143
<b>C1</b>	82,369	83,092	83,757	84,454	85,160	85,867	86,576	87,288	87,995	88,698	89,405
<b>C2</b>	84,054	84,729	85,408	86,098	86,807	87,532	88,223	88,934	89,639	90,347	91,056
<b>C3</b>	89,158	89,879	90,598	91,290	91,997	92,729	93,417	94,123	94,834	95,541	96,249
<b>C4</b>	92,546	93,251	93,903	94,595	95,305	96,009	96,720	97,428	98,136	98,843	99,552

GRADE A	GRADE B	GRADE C1	GRADE C2	GRADE C3	GRADE C4
SOCIAL WORKER/ SPEECH THERAPISTS	EARLY CHILDHOOD EDUCATION COORD	OCCUPATIONAL THERAPIST	VACANT FOR FUTURE USE	PSYCHOLOGIST	VACANT FOR FUTURE USE
10 mth(ST)/ 12 mth (SW)	12 months	11 months		12 months	

The number of payscale grades/groups/level may vary from year to year. While salary increase goals have been met, individual level placements may advance, regress, or be frozen, and/or be determined based on a salary increase objective, and in individual cases may vary from the guidelines cited below.

**Experience Computed As Follows For Placement Into A New Position:**

- a) Experience, not to exceed ten years, will be accepted from another school system.
- b) Principals' and central office directors' experience will count at a ratio of one year experience to one level. All other Administrative/Supervisory experience will count at a ratio of two years experience to one level
- c) Placement on this payscale presupposes the degree level endorsement(s) needed for the position, and no additional pay supplements are paid

**Career Step:**

- 1) Employees with at least twenty-five years experience with or recognized by Campbell County School Division and at least ten years of consecutive work experience with Campbell County Schools immediately preceding eligibility, are eligible for the career step at a 3% increase in their base salary for a maximum of 5 years consecutive or nonconsecutive.
- 2) Eligible persons may apply for this benefit by writing to the Personnel Office by May 31st.
- 3) Please note that pay will decrease 3% if the option is deferred or after receiving the benefit for 5 years.



**CLASSIFIED - GRADE / JOB CLASSIFICATION TITLE**

Grade	Job Classification	Grade	Job Classification
13	Bus Attendant	38	Computer Technician - Tier II-B
13	Crossing Guard	38	Payroll Technician
14	Cafeteria Assistant		
14	Custodian	39	Computer Technician - Tier II-C
		39	Interpreter - Tier I & II
17	Mail Courier		
17	Warehouse Delivery	40	Grants Financial Coordinator
	<u>Instructional Assistant:</u>	40	Computer Technician - Tier II-D
	- Elementary		
20	- Secondary		
	- At Risk		
	- Alternative Ed		
	<u>Library Assistant:</u>		
20	- Elementary	41	Computer Technician - Tier II-E
	- Secondary	41	Bus Shop Foreman
20	PALS Assistant	41	Maintenance Supervisor
		41	School Nutrition Supervisor
23	Cafeteria Satellite Manager - YBES/CCTC	41	Interpreter - Tier III
23	Special Education Asst.	41	Deaf/Blind Intervener
	Special Education Asst. Registered Behavior Technician (RBT)		
23	Van/Car Driver (NON-CDL)	42	Data Analyst
25	Bus Driver	43	Certified Occupational Therapy Assistant
		43	Interpreter - Tier IV
29	Cafeteria Manager	43	Qualified Mental Health Professional
29	Guidance Secretary	43	Student Services Specialist
	<u>School Secretary:</u>	43	Systems Application Specialist
29	- Elementary*		
	- Secondary*	44	Budget Analyst
33	Administrative Clerk Technology		
33	Computer Technician - Tier I		
	<u>Information Technology:</u>		
33	- Data Support Specialist		
	- Help Desk Technician		
33	Maintenance Technician - Tier I		
33	Secretary Administration		
	<u>Secretary/Bookkeeper:</u>		
33	- Elementary*		
	- Secondary*		
	<u>Transportation:</u>		
33	- Bus Coordinator	45	Computer Technician - Tier III
	- Call Center Dispatcher	45	Network Administrator
	- Operations Assistant		
33	Warehouse Coordinator		
35	Bus Shop Mechanic - Tier I	46	Benefits Coordinator
35	Maintenance Technician - Tier II	46	Certified Network Administrator/Engineer
35	Transportation / Utility		
36	Bus Shop Mechanic - Tier II		
37	Administrative Support Assistant	47	Information Systems Support Specialist
37	Accounts Payable Clerk	47	Payroll Manager/Financial Systems Analyst
37	Bookkeeper - School Nutrition		
37	Bus Shop Mechanic - Tier III		
37	Computer Technician - Tier II-A		
37	Finance - Accounting Assistant/Secretary		
37	Financial Benefits Support Specialist		
37	Interpreter - Entry Level & Passed Written QAS	48	Board Certified Behavior Specialist (BCBS)
37	Nurse	48	Director Bld/Maint/New Construction

**SALARY GUIDELINES:**

- Hourly rates apply to positions at the specified grade and level when the position is full or part-time and annual salaries are calculated from this rate.
- Level increment amounts and grade level differences are subject to change annually.

**CAREER STEP:**

Employees with at least 25 years' experience with or recognized in writing at the time of hire by Campbell County School Division and at least 10 years of consecutive work experience with Campbell County Schools immediately preceding eligibility, are eligible for the career step at a 3% increase in their base salary for a maximum of 5 years consecutive or nonconsecutive. Eligible persons may apply for this benefit by writing to the Personnel Office by May 31st.  
*\*Please note that pay will decrease 3% if the option is deferred or after receiving the benefit for 5 years.*