

Salary Level Definitions

Bachelor and Technical Professional License	Technical Professional License (non-degree) or a Bachelor's Degree and a current, valid Virginia teaching license
Bachelor's Degree Plus 15 Graduate Hours	Bachelor's Degree, plus 15 graduate-level hours and a current, valid Virginia teaching license
Bachelor's Degree Plus 30 Graduate Hours	Bachelor's Degree, plus 30 graduate-level hours and a current, valid Virginia teaching license
Master's Degree	Master's Degree and a current, valid Virginia teaching license
Master's Degree Plus 30 Graduate Hours	Master's Degree, plus 30 graduate-level hours completed <u>before</u> or <u>after</u> the Master's Degree was awarded and a current, valid Virginia teaching license (Does not include courses that were used to obtain your Bachelor's or Master's Degree)
Doctoral Degree	Doctoral Degree and a current, valid Virginia teaching license

Special Notes Regarding Salary Level

- Note 1:** A degree or course work towards a degree must be completed for academic credit at a regionally accredited university.
- Note 2:** To apply for a salary lane change, the **Salary Supplement Application Form** must be completed and forwarded to the Department of Human Resources and Talent Development along with official transcripts to confirm course(s) completion and/or degree(s) awarded.
- Note 3:** Initiative for application and responsibility for proper confirmation of accredited coursework rests with the license holder.

FY23 Adopted Teacher Scale - 197 Days

Technical Professional License or Bachelor's	Bachelor's Plus 15	Bachelor's Plus 30	Master's	Master's Plus 30	Doctoral	
Step 1	55,889	57,338	58,787	61,688	63,137	67,823
2	57,449	58,898	60,347	63,248	64,697	69,383
3	59,010	60,459	61,908	64,808	66,258	70,943
4	60,569	62,019	63,468	66,368	67,817	72,503
5	62,130	63,579	65,029	67,929	69,378	74,064
6	64,242	65,692	67,142	70,044	71,494	76,182
7	66,324	67,774	69,224	72,126	73,575	78,263
8	68,405	69,855	71,305	74,207	75,657	80,345
9	70,487	71,936	73,386	76,288	77,738	82,089
10	72,568	74,018	75,468	78,370	79,820	84,170
11	74,662	76,126	77,590	80,519	81,983	86,374
12	76,725	78,208	79,691	82,660	84,143	88,593
13	78,740	80,241	81,742	84,747	86,248	90,752
14	79,823	81,324	82,825	85,829	87,331	91,835
15	80,905	82,407	83,908	86,912	88,413	92,918
16	81,988	83,489	84,990	87,995	89,496	94,000
17	83,071	84,572	86,073	89,077	90,578	95,083
18	84,153	85,655	87,156	90,160	91,661	96,165
19	85,236	86,737	88,238	91,243	92,744	97,248
20	86,319	87,820	89,321	92,325	93,826	98,331
21	87,401	88,902	90,404	93,408	94,909	99,413
22	88,484	89,985	91,486	94,491	95,992	100,496
23	89,567	91,068	92,569	95,573	97,074	101,579
24	90,649	92,150	93,651	96,656	98,157	102,661
25	91,732	93,233	94,734	97,738	99,240	103,744
26	92,813	94,321	95,829	98,848	100,356	104,882
27	93,979	95,472	96,964	99,951	101,443	105,922
28	95,362	96,833	98,304	101,247	102,718	107,132
29	97,113	98,566	100,019	102,926	104,379	108,738
30	99,056	100,505	102,033	105,054	106,562	111,089

FY23 Position Titles and Levels

Universal Level 1

Athletic Custodian
Custodian
School Nutrition Worker
Support Worker

Universal Level 3

School Nutrition Lead

Universal Level 4

Administrative Assistant I
Behavioral Assistant
Bus Attendant
Copy Center Assistant
Head Custodian I
Job Coach
Library Assistant
School Nurse Assistant
Teacher Assistant, Elementary
Teacher Assistant, Head Start
Teacher Assistant, Kindergarten
Teacher Assistant, Special Education
Teacher Assistant, STEP
Teacher Assistant, Study Hall
Teacher Assistant, The North Star School

Universal Level 5

Attendance Administrative Assistant
Bus Attendant - Instructor
Courier
Distribution Center Assistant
General Maintenance Worker I
Head Custodian II
Mail Room Clerk
Operation Assistant
Receptionist
Teacher Assistant – Hearing Impaired
Teacher Assistant - In-School Restriction
Vehicle Transportation Specialist

Universal Level 6

Administrative Assistant II
Automotive Services Technician
Bus Seat Repair Technician
Community School Parent Liaison
Distribution Center Technician
Family and Community Partnership Assistant
Health Clinic Specialist
Mechanic I
Painter II
Parts Inventory Clerk
Parts Inventory Specialist

Non-Exempt Position

*Funded through Capital Improvements Program budget

Preventive Maintenance Technician
Project Assistant, Head Start
Registrar
School Counseling Administrative Assistant
Service Writer
Specialized Transport Driver
Tire Technician
Warehouse Technician
Welcome Center Family Liaison

Universal Level 7

Account Clerk
Building Automation Specialist
Distribution Center Inventory Control Specialist
Financial Technician I
Head Custodian III
Maintenance Control Clerk
Office Technician
Payroll Technician I
Records Archivist
Refuse Equipment Operator
School Nutrition Manager (Elementary)
School Plant Engineer
Security Patrol
Trip Scheduling Assistant
Videographer

Universal Level 8

Bus Driver
Career Center Assistant
Carpenter
Communications Technician I
Copy Center Operator
Digital Experience Specialist
Dispatcher
Financial Technician II
Fleet Specialist
General Maintenance Worker II
Head Custodian IV
HVAC Technician I
Internet Content and Video Production Assistant
McKinney-Vento Liaison
Mechanic II
Payroll Technician II
Program Assistant
Recruitment Assistant
Refrigeration Mechanic I
School Nutrition Manager (Secondary)
School Nutrition Manager Trainer
Senior Account Clerk
Service Desk Engineer
Technical Security Technician I

Universal Level 9

Accounting Technician
Administrative Assistant III
Benefits Assistant
Bus Driver Instructor
Crew Chief, Distribution Center
Crew Chief, General Maintenance
Driver Instructor
Financial Technician III
Fleet Maintenance Controller
Information Systems Specialist
Lead Dispatcher
Lead Head Custodian
Lead Patrol
Parts Supervisor
Payroll Technician III
Procurement Specialist
Routing Specialist
Team Leader

Universal Level 10

Assessment Data Specialist
Asset Manager
Clerk to the Board
Communications Technician II
Digital Experience Lead
Electrician
Endpoint Specialist
Fleet Trainer
Garage Foreman
HVAC Technician II
Lead Bus Driver
Operations Specialist
Plumber
Pre-Employment Specialist
Procurement Specialist II
Project Manager
Refrigeration Mechanic II
Technical Security Technician II
Transportation Operations Specialist
Waterworks and Wastewater Technician
Welcome Center Lead Screener

Universal Level 11

Accountant
Accounting Specialist
Administrative Computer Specialist
Assessment Materials Manager
Benefits Specialist
Budget Analyst
Crew Chief, Electrical
Crew Chief, HVAC
Crew Chief, Plumbing
Crew Chief, Refrigeration
Crew Chief, Technical Security
Engineering Technician
Enterprise Solutions Analyst

As of July 1, 2022

FY23 Position Titles and Levels

Executive Assistant

HRMS Analyst

HVAC Controls Tech I

Leave and Disability Specialist

Licensure Specialist

Procurement Specialist III

Program Analyst

Program Evaluation Analyst

Project Specialist, Construction

School Security Officer

Universal Level 12

Area Transportation Supervisor

Data Analyst

Emergency Management Specialist

Environmental Health and Safety Specialist

Financial Trainer

Fleet Maintenance Supervisor

Head Start Health-Nutrition

Coordinator

HVAC Controls Tech II

Lead School Security Officer

Life Safety Technician

Procurement System Specialist

Reporting Specialist

Research Assistant

School Nurse

Senior Accountant

Senior Benefits Specialist

Senior Registrar

Technical Security Engineer

Universal Level 13

Communications Engineer

Custodial Services Supervisor

Endpoint Engineer

Financial Analyst

GIS Analyst

Graphics and Digital Content Specialist

Information Security Engineer

Information Security Specialist

Maintenance Supervisor

Resource Nurse

Safety and Security Coordinator

School Nutrition Specialist

Senior Budget Analyst

Senior Procurement Specialist

Senior Project Manager

Systems Engineer

Technical Security Coordinator

Traffic and Pedestrian Specialist

Web Developer

Universal Level 14

Analytics Specialist

Data Architect

Data Engineer

Non-Exempt Position

*Funded through Capital Improvements Program budget

HRTD Representative

Internal Auditor

IT Project Manager I

Lead Communications Engineer

Lead Endpoint Engineer

Lead Service Desk Engineer

Lead Systems Engineer

Lead Web Developer

Program Manager

Universal Level 15

Student Records Manager

Welcome Center Assessor

Universal Level 16

Business Analyst

Coordinator, Accounting

Coordinator, Administration Building

Coordinator, Communications

Coordinator, Digital Experience

Coordinator, Distribution Center

Coordinator, EDGE

Coordinator, Employee Benefits

Coordinator, Experiential Learning

Coordinator, Facilities Financial

Coordinator, Facility Use

Coordinator, Family and Community Engagement

Coordinator, Gifted and Talented

Coordinator, Leave and Disability

Coordinator, Mathematics Program

Coordinator, Payroll

Coordinator, Planning

Coordinator, PROPEL and Level-Up

Coordinator, School Nutrition

Services

Coordinator, Technology Support

Coordinator, Transportation

Coordinator, Transportation

Operations

Data Modeler

Energy Manager

Recruiter

Specialist, Acquisition and Digital Resource

Specialist, Art

Specialist, Assessment and

Accountability

Specialist, Assessment Services

Specialist, Assistive Technology

Specialist, Autism

Specialist, Behavior

Specialist, Capital Project

Specialist, Career and Technical

Education

Specialist, Culturally Responsive

Instruction

Specialist, Digital Integration

Specialist, Distance Learning

Specialist, Early Literacy

Specialist, Educational Technology Facilitation

Specialist, Enterprise Support

Specialist, ERP

Specialist, Extracurricular

Specialist, Head Start Program

Management and Systems

Specialist, HRTD

Specialist, IEP

Specialist, Instructional Software

Specialist, Math

Specialist, McKinney-Vento Liaison

Specialist, Mentoring and Coaching

Specialist, Music

Specialist, Performing Arts

Specialist, Restorative Practices

Specialist, Research

Specialist, School Improvement

Specialist, Science

Specialist, Social Science and Global Studies

Specialist, Special Education

Specialist, Speech Language

Specialist, Student Health Services

Specialist, Textbook/Digital

Resources

Specialist, Transition Services

Specialist, World Languages and Cultures

Specialist, Work Based Learning

Universal Level 17

Assistant Principal, Elementary

Universal Level 18

Coordinator, Architectural*

Coordinator, Civil Engineering*

Coordinator, Competent Learner

Model

Coordinator, CSA

Coordinator, Diagnostic and

Psychological Services

Coordinator, Electrical Engineering*

Coordinator, Eligibility

Coordinator, EHS

Coordinator, Homebound Services

Coordinator, HRTD

Coordinator, Information Security

Coordinator, Mechanical Engineering Design*

Coordinator, PBIS

Coordinator, Procedural Support

Coordinator, Project*

Coordinator, Response to Intervention

Coordinator, Social-Emotional

Learning

Coordinator, Special Education

As of July 1, 2022

FY23 Position Titles and Levels

Coordinator, Specialized Behavior Support
Coordinator, Student Services
Coordinator, Student Support Services
Lead Data Architect
Lead Data Engineer
Specialist, Medicaid
Specialist, School Counseling
Supervisor, Safety and Security
Supervisor, Technical Security
Virtual Loudoun Instructional Designer

Universal Level 19

Assistant Principal, Middle

Universal Level 20

Assistant Principal, ACL
Assistant Principal, The North Star School
Assistant Principal, High
Athletic Director
Coordinator, Admissions
Coordinator, International Baccalaureate
Director, School Counseling

Universal Level 21

Coordinator, Construction
Fleet Manager
Risk Manager
Supervisor, Accounting
Supervisor, Adult Education
Supervisor, Assessment Services
Supervisor, Budget and Financial Analytics
Supervisor, Career and Technical Education
Supervisor, Classification and Compensation
Supervisor, Community Connections
Supervisor, Computer Science
Supervisor, Custodial Operations
Supervisor, Educational Technology
Supervisor, EL Professional Learning
Supervisor, Employee Benefits
Supervisor, Energy
Supervisor, English and Secondary Reading
Supervisor, English Learners
Supervisor, EHS
Supervisor, Facilities Financial
Supervisor, Facilities Services
Supervisor, Fine Arts
Supervisor, Gifted
Supervisor, Head Start Administrative
Supervisor, Health, PE and Driver Ed
Supervisor, Leave and Disability Programs

Non-Exempt Position

*Funded through Capital Improvements Program budget

Supervisor, Library Media Services
Supervisor, Management and Coordination
Supervisor, Math
Supervisor, Multi-Tiered System of Support
Supervisor, Outreach Services
Supervisor, Planning
Supervisor, Procurement
Supervisor, Professional Learning
Supervisor, Recruitment
Supervisor, Research and Evaluation
Supervisor, School Administration
Supervisor, School Counseling Services
Supervisor, School Improvement
Supervisor, Science
Supervisor, Social Science and Global Studies
Supervisor, STEP Program
Supervisor, Student Assistance Services
Supervisor, Student Health Services
Supervisor, Student Support Services
Supervisor, Transportation
Supervisor, Virtual Loudoun Education
Supervisor, Welcome Center
Supervisor, World Languages and Cultures

Universal Level 22

Principal, Elementary

Universal Level 23

Architect*
Assistant Director, Athletics and Extracurricular Activities
Assistant Director, Facilities Maintenance
Assistant Director, Transportation
Civil Engineer*
Deputy Coordinator, Title IX
Engineering Manager
Public Information Officer
Supervisor, Autism Services
Supervisor, Building Engineering
Supervisor, Communications Engineering
Supervisor, Construction
Supervisor, Culturally Responsive Instruction
Supervisor, Data Center Operations
Supervisor, Data Science and Digital Solutions
Supervisor, Diagnostic and Psychological Services
Supervisor, Digital Experience

Supervisor, Early Childhood Identification Services
Supervisor, Early Childhood Special Education
Supervisor, Early Literacy and Elementary Reading and Writing
Supervisor, Eligibility and Section 504 Services
Supervisor, Endpoint Management
Supervisor, Enterprise Support and Analytics
Supervisor, Equity
Supervisor, ERP
Supervisor, Financial Services
Supervisor, Geographic Information Services
Supervisor, HRTD
Supervisor, Information Security
Supervisor, Instructional Facilitators
Supervisor, Land Management
Supervisor, Leadership Development
Supervisor, Mentoring and Coaching
Supervisor, Payroll
Supervisor, Special Education
Supervisor, Specialized Instruction
Supervisor, Strategic Planning and Continuous Improvement
Supervisor, Teaching and Learning
Supervisor, Technology Acquisition
Supervisor, Technology Support Center
Supervisor, Threat Assessment

Universal Level 24

Director, AET
Director, AOS
Director, MATA
Principal, The North Star School
Principal, Middle

Universal Level 25

Assistant Director, Construction
Assistant Director, CTE, Computer Science and Community Connections
Assistant Director, Special Education
Director, Payroll
Director, Procurement and Risk Management
Ombudsman

Universal Level 26

Principal, Academies of Loudoun
Principal, High

Universal Level 27

Auditor General
Coordinator, Title IX
Director, Accounting

As of July 1, 2022

FY23 Position Titles and Levels

Director, Budget and Financial Analytics
Director, Communication and Community Engagement
Director, Construction
Director, Diagnostic and Prevention Services
Director, Digital Experience
Director, Enterprise Resource Planning
Director, Enterprise Solutions
Director, Equity
Director, Facilities Operations
Director, HRTD
Director, Infrastructure and Engineering
Director, Management and Coordination
Director, Planning Services
Director, Safety and Security
Director, School Nutrition Services
Director, Student Mental Health Services
Director, Student Services
Director, Transportation
Executive Principal, Elementary
Executive Principal, High
Executive Principal, Middle

Cabinet Level Positions

Superintendent
Deputy Superintendent
Assistant Superintendent, Student Services
Chief Financial Officer
Chief Human Resources Officer
Chief Operations Officer
Chief Technology Officer
Chief of Staff
Division Counsel

Universal Level 28

Assistant Division Counsel
Associate Counsel
Director, Elementary and Charter Schools
Director, English Learner Programs
Director, High Schools
Director, Middle Schools
Director, Professional Learning
Director, Research, Assessment and School Improvement
Director, School Administration
Director, Special Education Procedural Support
Director, Special Education Specialized Instruction
Executive Director, Chief of Facilities
Executive Director, Financial Services
Executive Director, HRTD

Universal Level 29

Executive Director, Chief of Schools
Executive Director, Teaching and Learning

Non-Exempt Position

*Funded through Capital Improvements Program budget

As of July 1, 2022

FY23 Adopted Universal Salary Scale

Level	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29
Step																													
1	32,325	33,888	35,783	38,199	40,782	43,551	46,488	49,634	52,966	56,569	60,359	64,442	68,111	74,325	78,825	84,688	89,852	92,043	93,901	96,082	99,528	104,638	107,056	110,268	115,754	123,504	126,155	131,600	136,539
2	33,283	34,907	36,907	39,386	42,072	44,926	47,967	51,216	54,653	58,381	62,317	66,525	70,328	76,565	81,136	87,573	92,746	94,970	96,900	99,228	102,715	107,911	110,401	113,694	119,239	127,044	129,778	135,300	140,310
3	34,221	35,949	38,011	40,573	43,343	46,300	49,446	52,799	56,361	60,193	64,254	68,628	72,544	78,807	83,447	90,459	95,640	97,900	99,900	102,373	105,903	111,184	113,745	117,119	122,725	130,584	133,402	139,001	144,081
4	35,158	36,970	39,136	41,781	44,635	47,675	50,924	54,382	58,048	62,005	66,212	70,711	74,760	81,048	85,759	93,346	98,533	100,827	102,899	105,519	109,091	114,457	117,090	120,544	126,210	134,124	137,025	142,702	147,853
5	36,095	38,011	40,239	42,968	45,926	49,029	52,403	55,965	59,755	63,817	68,149	72,815	76,978	83,288	88,071	96,232	101,427	103,756	105,897	108,664	112,279	117,729	120,434	123,969	129,695	137,666	140,647	146,402	151,624
6	37,032	39,032	41,365	44,155	47,196	50,403	53,882	57,548	61,443	65,629	70,107	74,898	79,194	85,530	90,382	99,118	104,321	106,684	108,896	111,810	115,467	121,003	123,779	127,394	133,181	141,206	144,271	150,103	155,397
7	37,969	40,073	42,468	45,343	48,488	51,779	55,361	59,130	63,150	67,441	72,044	77,001	81,411	87,771	92,693	102,004	107,215	109,612	111,895	114,956	118,656	124,276	127,124	130,819	136,666	144,745	147,894	153,803	159,169
8	38,927	41,093	43,593	46,530	49,758	53,153	56,819	60,714	64,837	69,253	74,002	79,084	83,627	90,011	95,004	104,889	110,110	112,541	114,894	118,101	121,844	127,549	130,468	134,244	140,152	148,286	151,518	157,505	162,943
9	39,864	42,135	44,718	47,717	51,049	54,528	58,298	62,296	66,545	71,065	75,960	81,187	85,843	92,253	97,317	107,777	113,002	115,469	117,892	121,246	125,032	130,822	133,813	137,670	143,637	151,826	155,140	161,205	166,716
10	40,802	43,156	45,822	48,925	52,320	55,902	59,776	63,879	68,232	72,878	77,897	83,270	88,059	94,493	99,628	110,662	115,897	118,397	120,892	124,392	128,219	134,095	137,157	141,094	147,122	155,366	158,763	164,906	170,490
11	41,739	44,197	46,946	50,112	53,612	57,277	61,255	65,463	69,941	74,710	79,855	85,374	90,275	96,733	101,939	113,548	118,790	121,326	123,890	127,539	131,407	137,367	140,502	144,520	150,608	158,908	162,387	168,607	174,264
12	42,677	45,218	48,050	51,299	54,903	58,652	62,734	67,045	71,627	76,522	81,792	87,457	92,492	98,975	104,251	116,434	121,685	124,254	126,889	130,683	134,596	140,640	143,847	147,944	154,093	162,447	166,010	172,308	178,038
13	43,614	46,259	49,175	52,486	56,173	60,026	64,213	68,628	73,336	78,335	83,750	89,560	94,709	101,216	106,563	119,321	124,577	127,182	129,888	133,829	137,784	143,913	147,191	151,370	157,578	165,987	169,632	176,008	181,811
14	44,551	47,279	50,278	53,674	57,465	61,401	65,691	70,232	75,023	80,146	85,707	91,643	96,925	103,456	108,874	122,207	127,471	130,110	132,887	136,975	140,971	147,186	150,536	154,796	161,064	169,528	173,256	179,709	185,587
15	45,509	48,321	51,404	54,882	58,735	62,775	67,150	71,815	76,710	81,958	87,645	93,747	99,141	105,697	111,186	125,093	130,366	133,039	135,886	140,121	144,159	150,459	153,881	158,220	164,549	173,068	176,880	183,409	189,361
16	46,447	49,341	52,528	56,069	60,026	64,151	68,628	73,398	78,418	83,770	89,602	95,829	101,357	107,939	113,497	127,978	133,259	135,967	138,885	143,266	147,348	153,733	157,225	161,646	168,035	176,609	180,503	187,111	193,137
17	47,384	50,362	53,632	57,257	61,318	65,525	70,107	74,981	80,105	85,582	91,539	97,934	103,573	110,179	115,810	130,865	136,154	138,895	141,884	146,411	150,536	157,005	160,569	165,070	171,520	180,149	184,126	190,811	196,911
18	48,321	51,404	54,757	58,443	62,589	66,900	71,586	76,563	81,812	87,395	93,496	100,037	105,790	112,420	118,121	133,751	139,046	141,823	144,883	149,557	153,724	160,278	163,915	168,496	175,005	183,689	187,748	194,511	200,686
19	49,258	52,424	55,860	59,630	63,879	68,274	73,065	78,147	83,500	89,207	95,434	102,120	108,006	114,662	120,432	136,638	141,941	144,753	147,882	152,702	156,912	163,551	167,258	171,920	178,491	187,230	191,373	198,212	204,461
20	50,195	53,465	56,986	60,839	65,150	69,649	74,543	79,730	85,207	91,018	97,391	104,223	110,222	116,902	122,745	139,523	144,835	147,680	150,881	155,848	160,100	166,824	170,603	175,346	181,976	190,770	194,995	201,913	208,236
21	51,154	54,486	58,089	62,026	66,442	71,003	76,022	81,312	86,894	92,830	99,349	106,306	112,439	119,143	125,056														
22	52,091	55,527	59,214	63,213	67,712	72,377	77,480	82,896	88,602	94,642	101,286	108,410	114,655	121,385	127,368														
23	53,028	56,548	60,318	64,400	69,003	73,752	78,959	84,478	90,289	96,455	103,244	110,493	116,873	123,625	129,679														
24	53,965	57,590	61,443	65,588	70,295	75,126	80,438	86,061	91,997	98,267	105,181	112,596	121,330	125,866	131,991														
25	54,903	58,610	62,567	66,775	71,566	76,501	81,917	87,645	93,684	100,099	107,139	114,679	123,574	128,195															
26	55,860	59,672	63,692	68,004	72,878	77,897	83,417	89,269	95,413	101,932	109,117	116,824	125,860																
27	56,839	60,734	64,858	69,233	74,190	79,334	84,937	90,914	97,163	103,807	111,139	118,990																	
28	57,818	61,818	66,046	70,503	75,544	80,792	86,499	92,580	98,954	105,744	113,200	121,198																	

Note: Annualized salaries based on 12-month assignment and 8 hours per day

FY23 Adopted Universal Salary Scale (Hourly Rates)

Level	1	2	3	4	5	6	7	8	9	10	11	12
Step												
1	15.91	16.68	17.61	18.80	20.07	21.43	22.88	24.43	26.07	27.84	29.70	31.71
2	16.38	17.18	18.16	19.38	20.70	22.11	23.61	25.20	26.90	28.73	30.67	32.74
3	16.84	17.69	18.71	19.97	21.33	22.79	24.33	25.98	27.74	29.62	31.62	33.77
4	17.30	18.19	19.26	20.56	21.97	23.46	25.06	26.76	28.57	30.51	32.58	34.80
5	17.76	18.71	19.80	21.15	22.60	24.13	25.79	27.54	29.41	31.41	33.54	35.83
6	18.22	19.21	20.36	21.73	23.23	24.80	26.52	28.32	30.24	32.30	34.50	36.86
7	18.69	19.72	20.90	22.31	23.86	25.48	27.24	29.10	31.08	33.19	35.45	37.89
8	19.16	20.22	21.45	22.90	24.49	26.16	27.96	29.88	31.91	34.08	36.42	38.92
9	19.62	20.74	22.01	23.48	25.12	26.83	28.69	30.66	32.75	34.97	37.38	39.95
10	20.08	21.24	22.55	24.08	25.75	27.51	29.42	31.44	33.58	35.87	38.34	40.98
11	20.54	21.75	23.10	24.66	26.38	28.19	30.15	32.22	34.42	36.77	39.30	42.01
12	21.00	22.25	23.65	25.25	27.02	28.86	30.87	32.99	35.25	37.66	40.25	43.04
13	21.46	22.77	24.20	25.83	27.64	29.54	31.60	33.77	36.09	38.55	41.22	44.07
14	21.92	23.27	24.74	26.41	28.28	30.22	32.33	34.56	36.92	39.44	42.18	45.10
15	22.40	23.78	25.30	27.01	28.91	30.89	33.05	35.34	37.75	40.33	43.13	46.14
16	22.86	24.28	25.85	27.59	29.54	31.57	33.77	36.12	38.59	41.23	44.10	47.16
17	23.32	24.78	26.39	28.18	30.18	32.25	34.50	36.90	39.42	42.12	45.05	48.20
18	23.78	25.30	26.95	28.76	30.80	32.92	35.23	37.68	40.26	43.01	46.01	49.23
19	24.24	25.80	27.49	29.35	31.44	33.60	35.96	38.46	41.09	43.90	46.97	50.26
20	24.70	26.31	28.04	29.94	32.06	34.28	36.68	39.24	41.93	44.79	47.93	51.29
21	25.17	26.81	28.59	30.52	32.70	34.94	37.41	40.02	42.76	45.68	48.89	52.32
22	25.64	27.33	29.14	31.11	33.32	35.62	38.13	40.80	43.60	46.58	49.85	53.35
23	26.10	27.83	29.68	31.69	33.96	36.30	38.86	41.57	44.43	47.47	50.81	54.38
24	26.56	28.34	30.24	32.28	34.59	36.97	39.59	42.35	45.27	48.36	51.76	55.41
25	27.02	28.84	30.79	32.86	35.22	37.65	40.31	43.13	46.10	49.26	52.73	56.44
26	27.49	29.37	31.34	33.47	35.87	38.34	41.05	43.93	46.96	50.16	53.70	57.49
27	27.97	29.89	31.92	34.07	36.51	39.04	41.80	44.74	47.82	51.09	54.69	58.56
28	28.45	30.42	32.50	34.70	37.18	39.76	42.57	45.56	48.70	52.04	55.71	59.64

Note: Calculation of annual salary - Hourly Rate x Hours per Day x Assignment Days

FY23 Adopted Auxiliary Scale

	184 Days 7 hour day	208 Days 7 hour day	208 Days 8 hour day	221 Days 8 hour day	12 Months 8 hour day
Step	Level 1	Level 2	Level 3	Level 4	Level 5
1	45,561	56,134	62,867	64,753	69,155
2	46,251	58,670	65,737	67,709	72,311
3	46,762	61,206	68,606	70,665	75,467
4	47,794	63,742	71,476	73,621	78,624
5	48,408	66,278	74,345	76,575	81,780
6	48,946	68,812	77,214	79,532	84,936
7	49,923	71,349	80,084	82,487	88,092
8	51,071	73,885	82,954	85,443	91,249
9	52,279	76,420	85,823	88,398	94,406
10	53,621	78,957	88,692	91,353	97,562
11	54,841	81,493	91,561	94,307	100,718
12	56,085	84,027	94,430	97,263	103,875
13	57,416	86,564	97,300	100,219	107,031
14	58,852	89,100	100,170	103,175	110,186
15	60,219	91,635	103,038	106,130	113,343
16	61,629	94,172	105,908	109,086	116,500
17	63,361	96,708	108,778	112,041	119,656
18	65,123	99,243	111,647	114,997	122,812
19	66,982	101,778	114,517	117,952	125,969
20	68,855	104,315	117,386	120,908	129,125
21	70,695				
22	71,829				
23	74,699				
24	76,968				

FY23 Adopted Daily Substitute Rates

Position	Amount
Daily Substitute Rate	\$112.75 per day
Site-Based Substitute Rate	\$154.00 per day
Long Term Substitute Rate	\$154.00 per day
School Counselor Substitute Rate	\$154.00 per day
School Counselor Substitute Rate – High Volume Days	\$231.00 per day
RN Substitute Rate	\$232.88 per day
Health Clinic Specialist Substitute Rate	\$130.41 per day
Loyalty Substitute Rate	\$133.70 per day
High Volume Daily Substitute Rate	\$169.12 per day
High Volume Site-Based/Long Term Substitute Rate	\$231.00 per day

Long-Term assignments are substitute assignments that are 11 or more consecutive days in a teaching or administrative position for the same employee. This does not include holidays, overlap days or workdays. Long-term substitutes are hired by principals and administrators to fill in for teachers who are out on maternity leave, FMLA or own illness and are often arranged prior to the absence. Long-Term substitutes are paid a higher rate of pay for communicating with parents, preparing lesson plans and entering grades. Long-term substitutes are used only for classroom teachers, and are not for teacher assistants, behavior assistants or secretaries. Long-term substitutes covering for a vacancy have a 90-day expiration date.

FY23 Adopted Other Teaching Activities at Student/Course Rates

Activity	Courses	Teacher Qualification	Amount
Driver Education	Driver Education	Certificate	\$225.00 per student
Virtual Loudoun (Online Courses)	Determined by Enrollment	Certificate	\$100.00 per enrolled student that does not successfully complete the course \$200.00 per enrolled student that successfully completes the course (minimum payment of \$1,000.00)
Early Childhood Education I/II	Early Childhood Education I/II		\$1,000 per course

FY23 Adopted Middle School Stipends

Teachers who exceed the student load defined by the Standards of Accreditation, but have not been assigned an additional instructional period shall be compensated as follows:

% of Full Stipend	Middle School Teachers (except Music and PE)	Middle School Music and PE Teachers	Stipend
25%	up to 7 students	up to 10 students	\$3,111
50%	up to 15 students	up to 20 students	\$6,221
75%	up to 23 students	up to 30 students	\$9,331
100%	up to 30 students	up to 40 students	\$12,441

FY23 Adopted National Board Stipends

National Board Certification	
All Certified	\$2,500
State Contribution - Continuing Certification	\$2,500
State Contribution - First-time Certification	\$5,000

FY23 Adopted Hourly Banded Rates

Hourly Band	Rate	Description	Examples of Positions Included
	\$11.00	Minimum Wage	Support Worker
Band 1	\$14.59	Routine/entry level, unskilled labor work	Substitute School Nutrition Worker, Student
Band 2	\$15.65	Routine/entry level, unskilled labor work (specialty)	
Band 3	\$16.51	Routine/entry level, semi-skilled administrative/clerical/instructional support work	Teacher Assistant, Call Center, Ticket Taker, Announcer, Clock Operator, Summer School Clerical
Band 4	\$16.71	Routine/entry level, semi-skilled instructional trainee work	Teacher Cadet
Band 5	\$18.04	<ul style="list-style-type: none"> • Proficient/mid-level, unskilled labor work • Proficient/mid-level, semi-skilled administrative/clerical work • Routine/entry level, semi-skilled labor work 	Bus Attendant, Cafeteria Monitor, Distribution Center Worker, Specialized Transport Driver
Band 6	\$19.10	<ul style="list-style-type: none"> • Advanced/expert level, semi-skilled administrative/clerical work • Routine/entry level, semi-skilled trade/medical support work 	Parent Liaison
Band 7	\$21.22	Proficient/mid-level, semi-skilled labor/medical/instructional support work	Bus Driver, Safety & Security Patrol, Health Clinic Specialist, Special Education Teacher Assistant, Event Security
Band 8	\$24.66	Routine/entry level, skilled professional work	Pre-Employment Specialist, Financial Technician, Private Duty Nurse (LPN), Event Manager
Band 9	\$27.32	Advanced/expert level, semi-skilled instructional support work	Behavior Assistant
Band 10	\$29.17	<ul style="list-style-type: none"> • Routine/entry level, skilled instructional work • Advanced/expert level, skilled instructional support work 	PALS Tutor, Interpreter, Teacher-Class Coverage, PEP Instructor, Welcome Center Screener, Equity Planning
Band 11	\$31.83	Proficient/mid-level, skilled instructional/professional work	Curriculum Development, Safety & Security (Trainer/Floater/Officer), PROPEL/Level-Up, Private Duty Nurse (RN), Teacher Training
Band 12	\$32.00	Proficient/mid-level, skilled instructional work (specialty)	Adult Education Instructor
Band 13	\$37.14	<ul style="list-style-type: none"> • Advanced/expert level, skilled professional/instructional work • Advanced/expert level, skilled instructional support work (specialty) 	Safety & Security Consultant, Mentor/Coach, Advanced Interpreter (ASL & DHH)
Band 14	\$37.66	Advanced/expert level, skilled professional work (specialty)	
Band 15	\$39.14	Proficient/mid-level level, skilled instructional work (seasonal)	Teacher, Librarian, School Counselor, Dean, SPED Dean, IFT, Middle School Counselor, summer IEP Meetings, Music Services, United Mental Health Check-In
Band 16	\$42.44	<ul style="list-style-type: none"> • Advanced/expert level, skilled related services work • Advanced/expert level, skilled instructional work (specialty) 	Homebound Teacher, Summer in the Arts Assistant Coordinator; OT, PT, SLP (seasonal), Safe Routes to School Coordinator
Band 17	\$47.74	Lead/supervisory level; skilled administrative work (Elementary or Administrator)	Elementary Summer School Coordinator, Administrative/Special Projects, Summer in the Arts Coordinator, Facilities On-Call
Band 18	\$53.04	Lead/supervisory level; skilled administrative work (Secondary or Administrative Director)	Secondary Summer School Coordinator, Administrative Director

FY23 Adopted Co-Curricular Stipends

Athletics

<u>Baseball</u>	
Head Coach	\$5,234
Assistant Coach	\$4,199
JV Head Coach	\$4,199
JV Assistant Coach	\$2,400

<u>Basketball</u>	
Girls' Head Coach	\$5,604
Boys' Head Coach	\$5,604
Girls' Varsity Assistant Coach	\$4,199
Boys' Varsity Assistant Coach	\$4,199
Girls' JV Head Coach	\$4,199
Boys' JV Head Coach	\$4,199
Girls' Freshman Head Coach	\$3,964
Boys' Freshman Head Coach	\$3,964

<u>Cheerleading</u>	
Fall Head Coach	\$5,639
Fall Varsity Cheer Assistant	\$4,275
Fall JV Head Coach	\$4,275
Fall Freshman Head Coach	\$3,964
Winter Head Coach	\$4,275
Winter JV Head Coach	\$3,964
Winter Freshman Head Coach	\$3,723

<u>Cross Country</u>	
Head Coach	\$4,914
Assistant Coach (2)	\$3,723

<u>Field Hockey</u>	
Head Coach	\$5,639
Varsity Assistant Coach	\$3,399

<u>Football</u>	
Head Coach	\$7,790
Varsity Assistant Coach (2)	\$6,024
JV Head Coach	\$6,024
JV Assistant Coach	\$4,199
Freshman Head Coach	\$6,024
Freshman Assistant Coach (2)	\$4,199

<u>Golf</u>	
Head Coach	\$2,879

<u>Gymnastics</u>	
Head Coach	\$4,843
Assistant Coach	\$3,357

<u>Indoor Track</u>	
Head Coach	\$5,234
Assistant Coach (2)	\$1,662

<u>Lacrosse</u>	
Girls' Head Coach	\$5,234
Boys' Head Coach	\$5,234
Girls' Varsity Assistant Coach	\$4,199
Boys' Varsity Assistant Coach	\$4,199
Girls' JV Head Coach	\$4,199
Boys' JV Head Coach	\$4,199
Girls' JV Assistant Coach	\$2,400
Boys' JV Assistant Coach	\$2,400

<u>Soccer</u>	
Girls' Head Coach	\$5,234
Boys' Head Coach	\$5,234
Girls' Varsity Assistant Coach	\$4,199
Boys' Varsity Assistant Coach	\$4,199
Girls' JV Head Coach	\$4,199
Boys' JV Head Coach	\$4,199
Girls' JV Assistant Coach	\$2,400
Boys' JV Assistant Coach	\$2,400

<u>Softball</u>	
Head Coach	\$5,234
Assistant Coach	\$4,199
JV Head Coach	\$4,199
JV Assistant Coach	\$2,400

<u>Swimming</u>	
Head Coach	\$4,914
Assistant Coach	\$2,400

<u>Tennis</u>	
Girls' Head Coach	\$3,723
Boys' Head Coach	\$3,723

<u>Track</u>	
Girls' Head Coach	\$5,234
Boys' Head Coach	\$5,234
Girls' Assistant Coach	\$3,446
Boys' Assistant Coach	\$3,446
Assistant Coach	\$3,446

<u>Volleyball</u>	
Head Coach	\$5,639
Assistant Coach	\$4,843
JV Head Coach	\$4,843
Freshman Head Coach	\$3,723

<u>Wrestling</u>	
Head Coach	\$5,234
Assistant Coach	\$3,870
JV Head Coach	\$3,870