

Bedford County Public Schools
Employee Pay Classification

Classification	Proposed Grade
Courier	1
Crossing Guard	1
Helper - Maintenance	1
Helper - Transportation	1
Guidance Clerk	3
School Nutrition Worker	3
Custodian	4
School Bus Aide	5
Aide (High School Diploma)	7
Aide (College Degree)	9
Aide (Teacher License)	10
School Nutrition Assistant Manager	10
Bookkeeper - Elementary School	11
Parts Clerk - Transportation	11
Secretary - Elementary School	11
Bookkeeper - Middle School	12
School Bus Driver	12
Secretary - Middle School	12
Secretary - Supervisor	12
Attendance Clerk	13
Bookkeeper - High School	13
Head Custodian	13
Registrar	13
Secretary - High School	13
Semi-Skilled Trades - Transportation	15
Semi - Skilled Trades - Maintenance	15
School Nutrition Manager	16
Skilled Trades - Maintenance Electrician	19
Skilled Trades - Maintenance Plumber	19
Skilled Trades - Transportation	19
Skilled Trades - Maintenance HVAC	19
IT Technician	20
Educational Interpreter	21
School Nutrition Field Manager	22
Human Resources Clerk	24
Accounts Payable Clerk	24
Compliance Officer/ Benefits Administrator	24
Payroll Clerk	24
Secretary - Director	24
Clerk of the Board	24
Foreman - Transportation	27
Lead IT Technician	27
SPED Data Coordinator	27
Financial Analyst	28
Assistant Transportation supervisor	28
School Nurse	29
Certified Occupational Therapist Assistant	34
Clerk of the Works-Safety Officer	34
Data Manager	34
Environmental Services Coordinator	34
Licensed Physical Therapist Assistant	34
Systems/ Network Support Specialist	34
Network Administrator	34
Payroll Supervisor	35
Speech-Language Pathologist	36
Assistant Principal - Elementary	38
Certified Occupational Therapist	38
Physical Therapist	38

Bedford County Public Schools
Employee Pay Classification

Classification	Proposed Grade
Safety and Security Manager	38
School Psychologist	38
Assistant Principal - Middle	39
Coordinator	39
Assistant Principal - High	40
Network Engineer	41
Supervisor	41
Principal - Bedford Science and Technology Center	42
Principal - Alternative Education Center	42
Principal - Elementary	42
Principal - Middle	43
Principal - High	44
Director	44
Chief Financial Officer	45
Chief Operations Officer	45
Deputy Superintendent	46
Teacher	
Guidance Counselor	Teacher
Instructional Coach	Teacher
Instructional Technology Resource Teacher	Teacher
Library Media Specialist	Teacher
School Social Worker	Teacher
Teacher - Bachelors	Teacher
Teacher - Masters	Teacher
Teacher - Doctorate	Teacher

Bedford County School Board
Teacher Salary Scale
2017-2018

200 Day			230 Day		
<u>Years</u>	<u>Step</u>	<u>T20-01</u>	<u>Years</u>	<u>Step</u>	<u>T23-01</u>
1	1	40,012	1	1	46,014
2	2	40,541	2	2	46,622
3-9	3	41,077	3-9	3	47,238
10	4	41,620	10	4	47,862
11	5	42,170	11	5	48,494
12-13	6	42,727	12-13	6	49,135
14	7	43,291	14	7	49,784
15-16	8	43,863	15	8	50,442
17	9	44,442	16-17	9	51,108
18	10	45,029	18	10	51,783
19	11	45,624	19	11	52,467
20	12	46,227	20	12	53,160
21	13	46,838	21	13	53,862
22	14	47,457	22	14	54,573
23	15	48,084	23	15	55,294
	16	48,719		16	56,024
24	17	49,363	27	17	56,764
25	18	50,015	25	18	57,514
26	19	50,676	26	19	58,274
27	20	51,345		20	59,044
	21	52,023	27	21	59,824
28	22	52,710	28	22	60,614
29	23	53,406	29	23	61,415
30	24	54,111	30	24	62,226
31	25	54,826	31	25	63,048
32	26	55,550	32	26	63,881
	27	56,284	33	27	64,725
33	28	57,027	34	28	65,580
34	29	57,780	35	29	66,446
35	30	58,543	36	30	67,324

Notes:

Years of service may not align with steps as the division continues to address experience compression.

Advanced Degrees: Add 5% supplement to base salary for a masters, increase by 7.5% for an advanced degree, or add 10% for a doctorate degree.

National Board Certified: Add \$1,000 supplement.

Bedford County School Board
 Teacher Salary Scale
 2017-2018

210 Day			260 Day		
Years	Step	T21-01	Years	Step	T26-01
1	1	42,019	1	1	52,022
2	2	42,574	2	2	52,709
3-9	3	43,136	3-9	3	53,405
10	4	43,706	10	4	54,110
11	5	44,283	11	5	54,825
12-13	6	44,868	12-13	6	55,549
14	7	45,461	14	7	56,283
15-16	8	46,062	15-16	8	57,026
17	9	46,671	17	9	57,779
18	10	47,288	18	10	58,542
19	11	47,913	19	11	59,315
20	12	48,546	20	12	60,098
21	13	49,187	21	13	60,892
22	14	49,837	22	14	61,696
23	15	50,495		15	62,511
	16	51,162	23	16	63,337
24	17	51,838	24	17	64,174
25	18	52,523	25	18	65,022
26	19	53,217	26	19	65,881
27	20	53,920	27	20	66,751
28	21	54,632		21	67,633
	22	55,354	28	22	68,526
29	23	56,085	29	23	69,431
30	24	56,826	30	24	70,348
31	25	57,577	31	25	71,277
32	26	58,338	32	26	72,218
33	27	59,109	33	27	73,172
34	28	59,890	34	28	74,138
35	29	60,681	35	29	75,117
36	30	61,482	36	30	76,109

Notes:

Years of service may not align with steps as the division continues to address experience compression.

Advanced Degrees: Add 5% supplement to base salary for a masters, increase by 7.5% for an advanced degree, or add 10% for a doctorate degree.

National Board Certified: Add \$1,000 supplement.

Bedford County Public Schools

Aides Salary Scales

2017-2018

Step	Grade 7 AID-01	Grade 9 AID-02	Grade 10 AID-03
1	15,305	15,775	16,245
2	15,625	16,105	16,584
3	15,944	16,434	16,923
4	16,264	16,764	17,262
5	16,584	17,094	17,601
6	16,904	17,424	17,940
7	17,224	17,754	18,279
8	17,544	18,084	18,618
9	17,864	18,414	18,957
10	18,184	18,744	19,296
11	18,503	19,073	19,635
12	18,823	19,403	19,974
13	19,143	19,733	20,313
14	19,463	20,063	20,652
15	19,783	20,393	20,991
16	20,103	20,723	21,330
17	20,423	21,053	21,669
18	20,743	21,383	22,008
19	21,063	21,712	22,347
20	21,383	22,042	22,686
21	21,703	22,372	23,025
22	22,023	22,702	23,364
23	22,343	23,032	23,703
24	22,663	23,362	24,042
25	22,983	23,692	24,381
26	23,303	24,022	24,720
27	23,623	24,351	25,059
28	23,943	24,681	25,399
29	24,263	25,011	25,739
30	24,583	25,341	26,079

Work Schedule: 192 days & 7.5 hours/day

Grade 7: Entry level

Grade 9: Associate Degree or Equivalent or Community College Aide Certification

Grade 10: Bachelor Degree

ParaPro Assessment: All aides who pass the ParaPro or have the equivalent of two years of college or an Associate degree will receive a **one-time only** stipend of \$500

Bedford County Public Schools

Aides Salary Scales

2017-2018

Step	Grade 7 AID-01	Grade 9 AID-02	Grade 10 AID-03
1	15,305	15,775	16,245
2	15,625	16,105	16,584
3	15,944	16,434	16,923
4	16,264	16,764	17,262
5	16,584	17,094	17,601
6	16,904	17,424	17,940
7	17,224	17,754	18,279
8	17,544	18,084	18,618
9	17,864	18,414	18,957
10	18,184	18,744	19,296
11	18,503	19,073	19,635
12	18,823	19,403	19,974
13	19,143	19,733	20,313
14	19,463	20,063	20,652
15	19,783	20,393	20,991
16	20,103	20,723	21,330
17	20,423	21,053	21,669
18	20,743	21,383	22,008
19	21,063	21,712	22,347
20	21,383	22,042	22,686
21	21,703	22,372	23,025
22	22,023	22,702	23,364
23	22,343	23,032	23,703
24	22,663	23,362	24,042
25	22,983	23,692	24,381
26	23,303	24,022	24,720
27	23,623	24,351	25,059
28	23,943	24,681	25,399
29	24,263	25,011	25,739
30	24,583	25,341	26,079

Work Schedule: 192 days & 7.5 hours/day

Grade 3: Entry level

Grade 4: Associate Degree or Equivalent or Community College Aide Certification

Grade 5: Bachelor Degree

ParaPro Assessment: All aides who pass the ParaPro or have the equivalent of two years of college or an Associate degree will receive a **one-time only** stipend of \$500

Bedford County School Board
 Administrators Salary Scales
 2017-2018

Step	12 Month										11 Month		
	Grade 38 A12-01	Grade 39 A12-02	Grade 40 A12-03	Grade 41 A12-04	Grade 42 A12-05	Grade 43 A12-06	Grade 44 A12-07	Grade 45 A12-07	Grade 46 A12-07	Grade 38 A11-01	Grade 39 A11-02	Grade 40 A11-03	
1	62,313	65,429	68,701	72,136	75,743	79,529	83,506	87,681	92,065	55,123	57,880	60,774	
2	63,416	66,587	69,916	73,412	77,082	80,936	84,983	89,232	93,693	56,098	58,904	61,849	
3	64,519	67,745	71,132	74,689	78,422	82,343	86,461	90,784	95,322	57,074	59,928	62,925	
4	65,622	68,903	72,348	75,966	79,762	83,750	87,939	92,336	96,951	58,050	60,952	64,001	
5	66,725	70,061	73,564	77,243	81,102	85,157	89,417	93,888	98,580	59,026	61,976	65,077	
6	67,828	71,219	74,780	78,520	82,442	86,564	90,895	95,440	100,209	60,002	63,000	66,153	
7	68,931	72,377	75,996	79,797	83,782	87,971	92,373	96,992	101,838	60,978	64,024	67,229	
8	70,034	73,535	77,212	81,074	85,122	89,378	93,851	98,544	103,467	61,954	65,048	68,305	
9	71,137	74,693	78,428	82,351	86,462	90,785	95,329	100,096	105,096	62,930	66,072	69,381	
10	72,240	75,851	79,644	83,628	87,802	92,192	96,807	101,648	106,725	63,906	67,096	70,457	
11	73,343	77,009	80,860	84,905	89,142	93,599	98,285	103,200	108,354	64,882	68,120	71,533	
12	74,446	78,167	82,076	86,182	90,482	95,006	99,763	104,752	109,983	65,858	69,144	72,609	
13	75,549	79,325	83,292	87,459	91,822	96,413	101,241	106,304	111,612	66,834	70,168	73,685	
14	76,652	80,483	84,508	88,736	93,162	97,820	102,719	107,856	113,241	67,810	71,192	74,761	
15	77,755	81,641	85,724	90,013	94,502	99,227	104,197	109,408	114,870	68,786	72,216	75,837	
16	78,858	82,799	86,940	91,290	95,842	100,634	105,675	110,960	116,499	69,762	73,240	76,913	
17	79,961	83,957	88,156	92,567	97,182	102,041	107,153	112,512	118,128	70,738	74,264	77,989	
18	81,064	85,115	89,372	93,844	98,522	103,448	108,631	114,064	119,757	71,714	75,288	79,065	
19	82,167	86,273	90,588	95,121	99,862	104,855	110,109	115,616	121,386	72,690	76,312	80,141	
20	83,270	87,431	91,804	96,398	101,202	106,262	111,587	117,168	123,015	73,666	77,336	81,217	
21	84,373	88,589	93,020	97,675	102,542	107,669	113,065	118,720	124,644	74,642	78,360	82,293	
22	85,476	89,747	94,236	98,952	103,882	109,076	114,543	120,272	126,273	75,618	79,384	83,369	
23	86,579	90,905	95,452	100,229	105,222	110,483	116,021	121,824	127,902	76,594	80,408	84,445	
24	87,682	92,063	96,668	101,506	106,562	111,890	117,499	123,376	129,531	77,570	81,432	85,521	
25	88,785	93,221	97,884	102,783	107,902	113,297	118,977	124,928	131,160	78,546	82,456	86,597	
26	89,888	94,379	99,100	104,060	109,242	114,704	120,455	126,480	132,789	79,522	83,480	87,673	
27	90,991	95,537	100,316	105,337	110,582	116,111	121,933	128,032	134,418	80,498	84,504	88,749	
28	92,094	96,695	101,532	106,614	111,922	117,518	123,411	129,584	136,047	81,474	85,528	89,825	
29	93,197	97,853	102,748	107,891	113,262	118,925	124,889	131,136	137,676	82,450	86,552	90,901	
30	94,300	99,011	103,964	109,168	114,602	120,332	126,367	132,688	139,305	83,426	87,576	91,977	

Add 2.5% supplement to base salary for an advanced degree or add 5% for a doctoral degree.

Bedford County Public Schools
Other Support Staff Salary Scales
2017-2018

Step	12 Month						11 Month			10 Month			185 Day			191 Day			185 Day		
	Grade 22	Grade 24	Grade 27	Grade 28	Grade 34	Grade 35	Grade 38	Grade 36	Grade 38	Grade 29	Grade 23	Grade 29	Grade 29	Grade 29	Grade 29	Grade 29	Grade 29	Grade 29	Grade 29	Grade 29	
	O12-01	O12-02	O12-03	O12-04	O12-05	O12-06	O11-01	O10-01	O10-02	O10-03	O18-01	O18-02	O19-05	O19-06	O19-07	O18-03					
1	28,545	31,473	36,434	38,256	51,266	53,829	55,123	43,477	47,933	30,292	36,478	43,469	19,287	23,144	28,930	28,021					
2	29,050	32,029	37,078	38,932	52,173	54,781	56,098	44,246	48,781	30,828	37,123	44,376	19,628	23,553	29,441	28,517					
3	29,555	32,586	37,723	39,609	53,080	55,734	57,074	45,016	49,629	31,364	37,769	45,282	19,969	23,963	29,953	29,012					
4	30,060	33,143	38,368	40,286	53,987	56,687	58,050	45,786	50,477	31,900	38,415	46,190	20,310	24,372	30,465	29,508					
5	30,565	33,700	39,013	40,963	54,894	57,640	59,026	46,556	51,325	32,436	39,061	47,098	20,651	24,781	30,977	30,004					
6	31,070	34,257	39,658	41,640	55,801	58,593	60,002	47,326	52,173	32,972	39,707	48,006	20,992	25,191	31,488	30,499					
7	31,575	34,814	40,303	42,317	56,708	59,546	60,978	48,096	53,021	33,508	40,353	48,914	21,334	25,600	32,000	30,995					
8	32,080	35,371	40,948	42,994	57,615	60,499	61,954	48,866	53,869	34,043	40,999	49,822	21,675	26,010	32,512	31,491					
9	32,585	35,928	41,593	43,671	58,522	61,452	62,930	49,636	54,717	34,579	41,645	50,730	22,016	26,419	33,024	31,986					
10	33,090	36,485	42,238	44,348	59,429	62,405	63,906	50,406	55,565	35,115	42,291	51,638	22,357	26,828	33,535	32,482					
11	33,595	37,042	42,883	45,025	60,336	63,358	64,882	51,176	56,413	35,651	42,937	52,544	22,698	27,238	34,047	32,978					
12	34,100	37,599	43,528	45,702	61,243	64,311	65,858	51,946	57,261	36,187	43,583	53,452	23,039	27,647	34,559	33,473					
13	34,605	38,156	44,173	46,379	62,150	65,264	66,834	52,716	58,109	36,723	44,229	54,360	23,381	28,057	35,071	33,969					
14	35,110	38,713	44,818	47,056	63,057	66,217	67,810	53,486	58,957	37,259	44,875	55,268	23,722	28,466	35,582	34,465					
15	35,615	39,270	45,463	47,733	63,964	67,170	68,786	54,256	59,805	37,794	45,521	56,176	24,063	28,875	36,094	34,960					
16	36,120	39,827	46,108	48,410	64,871	68,123	69,762	55,026	60,653	38,330	46,167	57,084	24,404	29,285	36,606	35,456					
17	36,625	40,384	46,753	49,087	65,778	69,076	70,738	55,796	61,501	38,866	46,813	57,992	24,745	29,694	37,118	35,952					
18	37,130	40,941	47,398	49,764	66,685	70,029	71,714	56,566	62,349	39,402	47,459	58,900	25,086	30,104	37,629	36,447					
19	37,635	41,498	48,043	50,441	67,592	70,982	72,690	57,336	63,197	39,938	48,105	59,806	25,428	30,513	38,141	36,943					
20	38,140	42,055	48,688	51,118	68,499	71,935	73,666	58,106	64,045	40,474	48,751	60,714	25,769	30,922	38,653	37,439					
21	38,645	42,612	49,333	51,795	69,406	72,888	74,642	58,876	64,893	41,010	49,397	61,622	26,110	31,332	39,165	37,934					
22	39,150	43,169	49,978	52,472	70,313	73,841	75,618	59,646	65,741	41,545	50,043	62,530	26,451	31,741	39,676	38,430					
23	39,655	43,726	50,623	53,149	71,220	74,794	76,594	60,416	66,589	42,081	50,689	63,438	26,792	32,151	40,188	38,926					
24	40,160	44,283	51,268	53,826	72,127	75,747	77,570	61,186	67,437	42,617	51,335	64,346	27,133	32,560	40,700	39,421					
25	40,665	44,840	51,913	54,503	73,034	76,700	78,546	61,956	68,285	43,153	51,981	65,254	27,475	32,969	41,212	39,917					
26	41,170	45,397	52,558	55,180	73,941	77,653	79,522	62,726	69,133	43,689	52,627	66,162	27,816	33,379	41,723	40,413					
27	41,675	45,954	53,203	55,857	74,848	78,606	80,498	63,496	69,981	44,225	53,273	67,068	28,157	33,788	42,235	40,908					
28	42,180	46,511	53,848	56,534	75,755	79,559	81,474	64,266	70,829	44,761	53,919	67,976	28,498	34,198	42,747	41,404					
29	42,685	47,068	54,493	57,211	76,662	80,512	82,450	65,036	71,677	45,296	54,565	68,884	28,839	34,607	43,259	41,900					
30	43,190	47,625	55,138	57,888	77,569	81,465	83,426	65,806	72,525	45,832	55,211	69,792	29,180	35,016	43,770	42,395					

Bedford County School Board
 Bus Driver Salary Scale
 2017-2018

	BSS-01	BSS-02	BSS-03
	Regular Run	Extended Run	Extended Run
Step	Annual Salary	Annual Salary	Annual Salary
1	10,687	13,357	20,781
2	10,953	13,692	21,298
3	11,227	14,033	21,831
4	11,507	14,384	22,375
5	11,796	14,745	22,937
6	12,091	15,114	23,511
7	12,393	15,490	24,098
8	12,702	15,877	24,699
9	13,020	16,275	25,317
10	13,345	16,682	25,949
11	13,680	17,098	26,600
12	14,020	17,525	27,262
13	14,240	17,800	27,689

BUA	
Job Description	Annual Salary
Substitute Driver Hourly Rate	13.00
Field Trip Hourly Rate	9.00
School Bus Aide Hourly Rate	\$9.96

Bedford County School Board
Extra Curricular Supplemental Pay Scale

2017-2018

Position	Grade	Step 1 0-4 years	Step 2 5-9 years	Step 3 10-14 years	Step 4 15-19 years	Step 5 20 + years
Head Football	L	5,045	5,376	5,833	6,449	7,158
Athletic Director	K	5,138	5,474	5,941	6,568	7,293
Head Boys Basketball						
Head Girls Basketball	J	3,740	3,980	4,317	4,768	5,288
Band Director	I	3,819	4,065	4,410	4,870	5,401
Drama						
Asst. Football Coaches	H	3,115	3,316	3,591	3,967	4,396
Head Cross Country	G	2,456	2,611	2,826	3,117	3,452
Head Lacrosse						
Head Volleyball						
Head Boys Indoor Track						
Head Girls Indoor Track						
Head Swim Coach						
Head Wrestling Coach						
Head Baseball Coach						
Head Softball Coach						
Head Boys Soccer						
Head Girls Soccer						
Head Boys Tennis Coach						
Head Girls Tennis Coach						
Head Boys Outdoor Track Coach						
Head Girls Outdoor Track Coach						
Yearbook						
Athletic Trainer/Cert.	F	2,127	2,259	2,445	2,694	2,981
Asst. Girls Basketball						
Asst. Boys Basketball						
Golf	E	1,841	1,909	2,064	2,270	2,509
Asst. Cross Country	D	1,465	1,556	1,679	1,845	2,036
Cheerleading Coaches						
Asst. Lacrosse						
Asst. Swim						
Asst. Wrestling						
Asst. Baseball						
Asst. Softball						
Asst. Boys Soccer						
Asst. Girls Soccer						
Asst. Boys Outdoor Track						
Asst. Girls Outdoor Track						
Asst. Band						
Asst. Volleyball						

Bedford County School Board
 Extra Curricular Supplemental Pay Scale
 2017-2018

Position	Grade	Step 1 0-4 years	Step 2 5-9 years	Step 3 10-14 years	Step 4 15-19 years	Step 5 20+ Years
B Team Coaches	C	1,193	1,269	1,381	1,530	1,700
Weight Training School Magazine SCA Forensics SCT Coordinator	B	1,050	1,122	1,221	1,352	1,504
Driver Ed. Coordinator	A	1,242	1,269	1,321	1,530	1,576
Middle School Activities Director	Stipend - \$3,000					

NOTES:

- In lieu of three intramural positions for each middle school, the three middle school principals have opted to work with an annual per school budget amount of \$5,000 to compensate intramural/extra curricular professional staff at the rate of \$15 per hour.
- Coaching experience in that sport will be used in determining step placement on the scale.