

Bedford County Public Schools
Employee Pay Classification
FY 2018-19

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	31
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
Safety and Security Manager	38
School Psychologist	38

Bedford County Public Schools
Employee Pay Classification
FY 2018-19

Classification	Proposed Grade
Assistant Principal - Middle	39
Coordinator	39
Assistant Principal - High	40
System 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
CFO, COO & CLO	45
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
2018-2019**

200 Day			230 Day		
Years	Step	10T-1	Years	Step	11T-1
1	1	40,012	1	1	46,014
2	2	40,541	2	2	46,622
3	3	41,077	3	3	47,238
4	4	41,620	4	4	47,862
5	5	42,170	5	5	48,494
6-10	6	42,727	6-10	6	49,135
11	7	43,291	11	7	49,784
12	8	43,863	12	8	50,442
13-14	9	44,442	13-14	9	51,108
15	10	45,029	15	10	51,783
16-17	11	45,624	16	11	52,467
18	12	46,227	17-18	12	53,160
19	13	46,838	19	13	53,862
20	14	47,457	20	14	54,573
21	15	48,084	21	15	55,294
22	16	48,719	22	16	56,024
23	17	49,363	23	17	56,764
24	18	50,015	24	18	57,514
	19	50,676		19	58,274
25	20	51,345	25	20	59,044
26	21	52,023	26	21	59,824
27	22	52,710	27	22	60,614
28	23	53,406		23	61,415
	24	54,111	28	24	62,226
29	25	54,826	29	25	63,048
30	26	55,550	30	26	63,881
31	27	56,284	31	27	64,725
32	28	57,027	32	28	65,580
33	29	57,780	33	29	66,446
	30	58,543	34	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
2018-2019**

210 Day			260 Day		
<u>Years</u>	<u>Step</u>	<u>137-1</u>	<u>Years</u>	<u>Step</u>	<u>127-1</u>
1	1	42,019	1	1	52,022
2	2	42,574	2	2	52,709
3	3	43,136	3	3	53,405
4	4	43,706	4	4	54,110
5	5	44,283	5	5	54,825
6-10	6	44,868	6-10	6	55,549
11	7	45,461	11	7	56,283
12	8	46,062	12	8	57,026
13-14	9	46,671	13-14	9	57,779
15	10	47,288	15	10	58,542
16-17	11	47,913	16-17	11	59,315
18	12	48,546	18	12	60,098
19	13	49,187	19	13	60,892
20	14	49,837	20	14	61,696
21	15	50,495	21	15	62,511
22	16	51,162	22	16	63,337
23	17	51,838	23	17	64,174
	18	52,523		18	65,022
24	19	53,217	24	19	65,881
25	20	53,920	25	20	66,751
26	21	54,632	26	21	67,633
27	22	55,354	27	22	68,526
28	23	56,085	28	23	69,431
	24	56,826		24	70,348
29	25	57,577	29	25	71,277
30	26	58,338	30	26	72,218
31	27	59,109	31	27	73,172
32	28	59,890	32	28	74,138
33	29	60,681	33	29	75,117
34	30	61,482	34	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

2018-2019

Step	Grade 7 PAR-1	Grade 9 PAR-2	Grade 10 PAR-3
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 School Board
Administrators Salary Scales
2018-2019

Step	12 Month										31 Month		
	Grade 33	Grade 39	Grade 40	Grade 41	Grade 43	Grade 43	Grade 44	Grade 45	Grade 38	Grade 39	Grade 40		
	12A-1	12A-2	12A-3	12A-4	12A-5	12A-6	12A-7	12A-8	11A-1	11A-2	11A-3		
A	62,313	65,429	68,761	72,136	75,743	79,529	83,506	87,681	55,123	57,880	60,774		
B	63,416	66,587	69,916	73,412	77,082	80,936	84,983	89,232	56,098	58,904	61,849		
C	64,519	67,745	71,132	74,689	78,422	82,343	86,461	90,784	57,074	59,928	62,925		
D	65,622	68,903	72,348	75,966	79,762	83,760	87,939	92,336	58,050	60,952	64,001		
E	66,725	70,061	73,564	77,243	81,102	85,157	89,417	93,888	59,028	61,976	65,077		
F	67,828	71,219	74,780	78,520	82,442	86,564	90,885	95,440	60,002	63,000	66,153		
G	68,931	72,377	75,986	79,797	83,782	87,971	92,373	96,992	60,978	64,024	67,229		
H	70,034	73,535	77,212	81,074	85,122	89,378	93,851	98,544	61,954	65,048	68,305		
I	71,137	74,693	78,428	82,351	86,462	90,765	95,328	100,086	62,930	66,072	69,381		
J	72,240	75,851	79,644	83,628	87,802	92,192	96,807	101,648	63,906	67,086	70,457		
K	73,343	77,009	80,860	84,905	89,142	93,599	98,285	103,200	64,882	68,144	72,609		
L	74,446	78,167	82,076	86,182	90,482	95,008	99,763	104,752	65,858	69,144	73,685		
M	75,549	79,325	83,292	87,459	91,822	96,413	101,241	106,304	66,834	70,168	74,761		
N	76,652	80,483	84,508	88,736	93,182	97,820	102,719	107,856	67,810	71,192	75,837		
O	77,755	81,641	85,724	90,013	94,502	99,227	104,197	109,408	68,786	72,216	76,913		
P	78,858	82,799	86,940	91,290	96,842	100,634	105,875	110,960	69,762	73,240	77,989		
Q	79,961	83,957	88,156	92,597	97,182	102,041	107,153	112,512	70,738	74,264	78,065		
R	81,064	85,115	89,372	93,844	98,522	103,448	108,631	114,064	71,714	75,288	79,065		
S	82,167	86,273	90,588	95,121	99,862	104,855	110,109	115,616	72,690	76,312	80,141		
T	83,270	87,431	91,804	96,398	101,202	106,262	111,587	117,168	73,666	77,338	81,217		
U	84,373	88,588	93,020	97,675	102,542	107,669	113,085	118,720	74,642	78,360	82,293		
V	85,476	89,747	94,236	98,952	103,882	109,076	114,543	120,272	75,618	79,384	83,369		
W	86,579	90,905	95,452	100,229	105,222	110,483	116,021	121,824	76,594	80,408	84,445		
X	87,682	92,063	96,668	101,506	106,562	111,890	117,499	123,376	77,570	81,432	85,521		
Y	88,785	93,221	97,884	102,783	107,902	113,297	118,977	124,928	78,546	82,456	86,597		
Z	89,888	94,379	99,100	104,060	109,242	114,704	120,455	126,480	79,522	83,480	87,673		
AA	90,991	95,537	100,316	105,337	110,582	116,111	121,933	128,032	80,498	84,504	88,749		
BB	92,094	96,695	101,532	106,614	111,922	117,518	123,411	129,584	81,474	85,528	89,825		
CC	93,197	97,853	102,748	107,891	113,262	118,925	124,889	131,136	82,450	86,552	90,901		
DD	94,300	99,011	103,984	109,168	114,602	120,332	126,367	132,688	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
Classified Salary Scales
2018-2019

Step	12 Months										15 Months			18 Months			180 Day		
	Grade 3 12C-3	Grade 4 12C-3	Grade 5 12C-3	Grade 6 12C-3	Grade 7 12C-3	Grade 8 12C-3	Grade 9 12C-3	Grade 10 12C-3	Grade 11 12C-3	Grade 12 12C-3	Grade 13 12C-3	Grade 14 12C-3	Grade 15 12C-3	Grade 16 12C-3	Grade 17 12C-3	Grade 18 12C-3	Grade 19 12C-3	Grade 20 12C-3	Grade 21 12C-3
A	19,647	20,241	24,866	25,629	26,414	27,199	28,054	31,527	32,462										
B	20,056	20,663	25,406	26,164	26,966	27,767	29,457	32,185	33,160										
C	20,466	21,085	25,925	26,688	27,517	28,334	30,058	32,842	33,837										
D	20,876	21,508	26,445	27,233	28,068	28,902	30,662	33,500	34,515										
E	21,286	21,931	26,965	27,788	28,621	29,470	31,265	34,158	35,193										
F	21,696	22,354	27,485	28,303	29,173	30,078	31,888	34,816	35,871										
G	22,106	22,777	28,005	28,838	29,725	30,608	32,471	35,474	36,549										
H	22,516	23,200	28,525	29,373	30,277	31,174	33,074	36,132	37,227										
I	22,926	23,623	29,045	29,908	30,828	31,742	33,677	36,790	37,905										
J	23,336	24,046	29,565	30,443	31,381	32,310	34,280	37,448	38,583										
K	23,746	24,468	30,084	30,977	31,932	32,877	34,882	38,105	39,260										
L	24,156	24,891	30,604	31,512	32,484	33,445	35,485	38,703	39,938										
M	24,566	25,314	31,124	32,047	33,036	34,013	36,088	39,421	40,616										
N	24,976	25,737	31,644	32,582	33,588	34,581	36,691	40,078	41,294										
O	25,386	26,160	32,164	33,117	34,140	35,149	37,294	40,737	41,972										
P	25,796	26,583	32,684	33,652	34,682	35,717	37,897	41,395	42,650										
Q	26,206	27,006	33,204	34,187	35,244	36,285	38,500	42,053	43,328										
R	26,616	27,428	33,724	34,722	35,796	36,853	39,103	42,711	44,008										
S	27,026	27,851	34,243	35,258	36,347	37,420	39,705	43,368	44,683										
T	27,436	28,274	34,763	35,791	36,899	37,988	40,308	44,026	45,361										
U	27,846	28,697	35,283	36,326	37,451	38,558	40,911	44,684	46,039										
V	28,256	29,120	35,803	36,861	38,003	39,124	41,514	45,342	46,717										
W	28,666	29,543	36,323	37,396	38,555	39,692	42,117	46,000	47,395										
X	29,076	29,966	36,843	37,931	39,107	40,260	42,720	46,658	48,073										
Y	29,486	30,399	37,363	38,468	39,659	40,828	43,323	47,316	48,751										
Z	29,896	30,812	37,883	39,001	40,211	41,398	43,926	47,974	49,429										
AA	30,306	31,234	38,402	39,538	40,782	41,963	44,528	48,631	50,106										
BB	30,716	31,657	38,922	40,071	41,314	42,531	45,131	49,289	50,784										
CC	31,126	32,080	39,442	40,606	41,866	43,099	45,734	49,947	51,462										
DD	31,536	32,503	39,962	41,141	42,418	43,667	46,337	50,605	52,140										

19 Months		20 Months		180 Day		
Step	Grade 13 18C-3	Grade 14 18C-3	Grade 15 18C-3	Grade 16 18C-3	Grade 17 18C-3	Grade 18 18C-3
1	17,379	20,318	15,570			
2	17,742	20,742	15,895			
3	18,105	21,166	16,220			
4	18,468	21,590	16,545			
5	18,831	22,014	16,870			
6	19,194	22,438	17,195			
7	19,557	22,862	17,520			
8	19,920	23,286	17,845			
9	20,283	23,710	18,170			
10	20,646	24,134	18,495			
11	21,009	24,558	18,820			
12	21,372	24,982	19,145			
13	21,735	25,406	19,470			
14	22,098	25,830	19,795			
15	22,461	26,254	20,120			
16	22,824	26,678	20,445			
17	23,187	27,102	20,770			
18	23,550	27,526	21,095			
19	23,913	27,950	21,420			
20	24,276	28,374	21,745			
21	24,639	28,798	22,070			
22	25,002	29,222	22,395			
23	25,365	29,646	22,720			
24	25,728	30,070	23,045			
25	26,091	30,494	23,370			
26	26,454	30,918	23,695			
27	26,817	31,342	24,020			
28	27,180	31,767	24,345			
29	27,543	32,192	24,670			
30	27,906	32,617	24,995			

11 Months		180 Day	
Step	Grade 1 11C-3	Grade 2 11C-3	Grade 3 11C-3
1	17,379		
2	17,742		
3	18,105		
4	18,468		
5	18,831		
6	19,194		
7	19,557		
8	19,920		
9	20,283		
10	20,646		
11	21,009		
12	21,372		
13	21,735		
14	22,098		
15	22,461		
16	22,824		
17	23,187		
18	23,550		
19	23,913		
20	24,276		
21	24,639		
22	25,002		
23	25,365		
24	25,728		
25	26,091		
26	26,454		
27	26,817		
28	27,180		
29	27,543		
30	27,906		

Bedford County Public Schools
Nutrition Salary Scale
2018-2019

Step	180 Day Contract										180 Day Contract			
	Grade 3					Grade 10					Grade 15		Grade 16	
	3.1	3.2	3.3	3.4	3.5	3.6	3.7	3.8	3.9	3.10	15.1	15.2	15.3	15.4
1	4,345	5,214	6,083	6,952	7,821	8,690	9,559	12,827	13,895	14,964	15,046	16,120	20,531	20,531
2	4,436	5,323	6,210	7,097	7,984	8,871	9,758	13,094	14,185	15,276	15,359	16,457	20,959	20,959
3	4,527	5,432	6,337	7,242	8,147	9,053	9,958	13,361	14,475	15,588	15,673	16,793	21,387	21,387
4	4,618	5,541	6,464	7,388	8,311	9,235	10,158	13,629	14,765	15,900	15,987	17,130	21,816	21,816
5	4,709	5,650	6,591	7,534	8,475	9,417	10,358	13,897	15,055	16,213	16,301	17,467	22,245	22,245
6	4,800	5,759	6,718	7,680	8,639	9,599	10,558	14,164	15,345	16,525	16,615	17,804	22,674	22,674
7	4,891	5,868	6,845	7,826	8,803	9,781	10,758	14,432	15,634	16,837	16,929	18,141	23,103	23,103
8	4,982	5,977	6,972	7,972	8,967	9,963	10,958	14,700	15,924	17,149	17,243	18,478	23,532	23,532
9	5,073	6,086	7,099	8,118	9,131	10,145	11,158	14,967	16,214	17,462	17,557	18,815	23,961	23,961
10	5,164	6,195	7,226	8,264	9,295	10,327	11,358	15,235	16,504	17,774	17,871	19,152	24,390	24,390
11	5,255	6,304	7,353	8,409	9,459	10,509	11,558	15,502	16,794	18,086	18,185	19,488	24,818	24,818
12	5,346	6,413	7,480	8,555	9,623	10,691	11,758	15,770	17,084	18,398	18,499	19,825	25,247	25,247
13	5,437	6,522	7,607	8,701	9,787	10,873	11,958	16,037	17,374	18,710	18,813	20,162	25,676	25,676
14	5,528	6,631	7,734	8,847	9,951	11,055	12,158	16,305	17,664	19,022	19,127	20,499	26,105	26,105
15	5,619	6,740	7,861	8,993	10,115	11,237	12,358	16,572	17,953	19,334	19,441	20,836	26,534	26,534
16	5,710	6,849	7,988	9,139	10,279	11,419	12,558	16,840	18,243	19,647	19,755	21,173	26,963	26,963
17	5,801	6,958	8,115	9,285	10,443	11,601	12,758	17,108	18,533	19,959	20,069	21,510	27,392	27,392
18	5,892	7,067	8,242	9,431	10,607	11,783	12,958	17,375	18,823	20,271	20,383	21,847	27,821	27,821
19	5,983	7,176	8,369	9,577	10,771	11,965	13,158	17,643	19,113	20,583	20,697	22,183	28,249	28,249
20	6,074	7,285	8,496	9,723	10,935	12,147	13,358	17,910	19,403	20,895	21,011	22,520	28,678	28,678
21	6,165	7,394	8,623	9,869	11,099	12,329	13,558	18,178	19,693	21,207	21,325	22,857	29,107	29,107
22	6,256	7,503	8,750	10,015	11,263	12,511	13,758	18,445	19,982	21,520	21,639	23,194	29,536	29,536
23	6,347	7,612	8,877	10,161	11,427	12,693	13,958	18,713	20,272	21,832	21,953	23,531	29,965	29,965
24	6,438	7,721	9,004	10,307	11,591	12,875	14,158	18,981	20,562	22,144	22,267	23,868	30,394	30,394
25	6,529	7,830	9,131	10,453	11,755	13,057	14,358	19,248	20,852	22,456	22,581	24,205	30,823	30,823
26	6,620	7,939	9,258	10,599	11,919	13,239	14,558	19,516	21,142	22,768	22,895	24,542	31,252	31,252
27	6,711	8,048	9,385	10,745	12,083	13,421	14,758	19,783	21,432	23,080	23,209	24,879	31,680	31,680
28	6,802	8,157	9,512	10,891	12,247	13,603	14,958	20,051	21,722	23,392	23,523	25,216	32,109	32,109
29	6,893	8,266	9,639	11,037	12,411	13,785	15,158	20,318	22,012	23,705	23,837	25,553	32,538	32,538
30	6,984	8,375	9,766	11,183	12,575	13,967	15,358	20,586	22,301	24,017	24,151	25,890	32,967	32,967

American School Nutrition Association Certification:
 \$-25/hr supplement to be paid in June 2015 to employees who attend at least 80% of local association meetings, work Special Olympics and have a satisfactory attendance record.
 Food Service Management Certificate Program Graduates + \$300.00 Supplement
 Bachelors Degree in Food Service Management or Related Degree + \$600.00 Supplement
 Substitute Rate \$8.00 per hour

Bedford County School Board
 Bus Driver Salary Scale
 2018-2019

Step	BUS-1	BUS-2	BUS-3
	Regular Run Annual Salary	Extended Run Annual Salary	Extended Run 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	27,669

BIA	
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
 2018-2019

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	J	3,740	3,980	4,317	4,768	5,288
Head Girls Basketball						
Band Director	I	3,819	4,065	4,410	4,870	5,401
Drama	H	3,115	3,316	3,591	3,967	4,396
Asst. Football Coaches						
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	E	1,841	1,909	2,064	2,270	2,509
Asst. Boys Basketball						
Golf	D	1,465	1,556	1,679	1,845	2,036
Asst. Cross Country						
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
 2018-2019

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	1,217	1,294	1,408	1,561	1,734
Weight Training School Magazine SCA Forensics SCT Coordinator	B	1,071	1,144	1,246	1,379	1,534
Driver Ed. Coordinator	A	1,267	1,294	1,347	1,561	1,608
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.