

Bedford County School Board
FY 2023-24 Salary Scales

Classification	Grade
School Nutrition Worker	104
Transportation - Car Driver	104
Custodian	104
Paraprofessional (High School Diploma)	105
Transportation - Bus Driver	105
Nutrition Assistant Manager	105
Paraprofessional (Associate Degree)	106
Nutrition Elementary Manager	106
Head Custodian Elementary	106
Paraprofessional (Bachelor Degree)	107
Head Custodian Secondary	107
Nutrition Secondary Manager	107
Special Education Paraprofessional - Adaptive	108
Central Office Receptionist	110
Maintenance Technician I	110
School Secretary & Bookkeeper	110
Central Office Administrative Assistant	111
Intervention Design Specialist I	112
Speech Language Pathologist Assistant	112
Central Office Finance & HR Specialist	113
IT Technician Assistant	113
Bus Mechanics	114
Maintenance Technician II	114
Data Analyst	114
Central Office Executive Assistant	114
Nurse-LPN	115
Nutrition Field Manager	115
Transportation Assistant Supervisor	115
IT Lead Technician	115
Transportation Garage Foreman	118
Interpreter	120
Intervention Design Specialist II	120
Network Systems Specialist	120
OT\PT Assistant	120
Nurse-RN	122
Coordinator	123
Network Administrator	123
Speech-Language Pathologist	124
Certified Occupational Therapist	124

Bedford County School Board
FY 2023-24 Salary Scales

Classification	Grade
Physical Therapist	124
Assistant Principal - Elementary	124
School Psychologist	125
Board Certified Behavior Analyst	125
Assistant Principal - Middle	125
Systems Engineer	126
Assistant Principal - High	127
Supervisor	127
Manager - Alternative Education Center	127
Principal - Elementary	128
Principal - Susie G. Gibson Science & Tech. Center	129
Principal - Middle	129
Principal - High	130
Director	131
Executive Director	133
Assistant Superintendent Finance and Operations	136
Deputy Superintendent	137

Teacher Scales	
School Counselor	Teacher
Instructional Coach	Teacher
Instructional Technology Resource Teacher	Teacher
Library Media Specialist	Teacher
School Social Worker	Teacher
Testing Fascinator	Teacher
Teacher - All Credentials	Teacher

TEACHER

200 Day		230 Day	
Years	10T-1	Years	11T-1
1	44,591	1	51,279
2	45,566	2	52,355
3	46,272	3	53,201
4	46,932	4	53,621
5	47,559	5	54,693
6	48,340	6	55,240
7	48,820	7	55,792
8	49,560	8	56,656
9	50,050	9	57,525
10	50,480	10	58,052
11	51,238	11	58,923
12	52,006	12	59,807
13	52,786	13	60,704
14	53,578	14	61,614
15	54,382	15	62,539
16	55,469	16	63,790
17	56,023	17	64,427
18	56,584	18	65,072
19	57,150	19	65,722
20	58,007	20	66,708
21	58,877	21	67,709
22	59,466	22	68,386
23	60,060	23	69,070
24	60,662	24	69,760
25	61,268	25	70,458
26	61,881	26	71,162
27	63,118	27	72,586
28	64,381	28	74,038
29	65,346	29	75,148
30	66,000	30	75,899
31	66,660	31	76,658

Notes:

Advanced Degrees:

Masters	5.0%
Ed Specialist	7.5%
Doctorate	10.0%
National Board	\$1,000

TEACHER

210 Day		260 Day	
Years	13T-1	Years	12T-1
1	46,820	1	57,968
2	47,523	2	58,837
3	48,610	3	59,426
4	48,959	4	60,615
5	49,937	5	61,827
6	50,437	6	62,445
7	50,941	7	63,069
8	51,756	8	63,701
9	52,525	9	64,337
10	53,004	10	65,624
11	53,799	11	66,608
12	54,606	12	67,607
13	55,425	13	68,622
14	56,257	14	69,651
15	57,100	15	70,696
16	58,242	16	72,110
17	58,825	17	72,830
18	59,414	18	73,559
19	60,008	19	74,295
20	60,907	20	75,409
21	61,822	21	76,540
22	62,439	22	77,306
23	63,063	23	78,079
24	63,694	24	78,859
25	64,331	25	79,648
26	64,975	26	80,444
27	66,274	27	82,053
28	67,599	28	83,694
29	68,614	29	84,950
30	69,300	30	85,799
31	69,992	31	86,657

Notes:

Advanced Degrees:

Masters	5.0%
Ed Specialist	7.5%
Doctorate	10.0%
National Board	\$1,000

PARAPROFESSIONALS

	Grade 105	Grade 106	Grade 107	Grade 108
Minimum	19,285	20,243	21,260	22,322
Hourly	13.39	14.06	14.76	15.50
Maximum	30,852	32,392	34,022	35,726
Hourly	21.43	22.49	23.63	24.81

Work Schedule: 192 days & 7.5 hours/day

Grade 106: Associate Degree or Equivalent or Community College Aide Certification

Grade 107: Bachelor Degree

Grade 108: Adaptive Special Education

ADMINISTRATIVE

	12 Month						
	Grade 123	Grade 124	Grade 125	Grade 126	Grade 127	Grade 128	Grade 129
Minimum	67,029	70,371	73,906	77,593	81,474	85,548	89,816
Hourly	32.23	33.83	35.53	37.30	39.17	41.13	43.18
Maximum	107,237	112,605	118,232	124,139	130,348	136,881	143,714
Hourly	51.56	54.14	56.84	59.68	62.67	65.81	69.09

	12 Month				
	Grade 130	Grade 131	Grade 133	Grade 136	Grade 137
Minimum	94,322	99,023	109,177	126,381	132,719
Hourly	45.35	47.61	52.49	60.76	63.81
Maximum	150,894	158,440	174,695	202,226	212,337
Hourly	72.55	76.17	83.99	97.22	102.09

	11 Month		
	Grade 124	Grade 125	Grade 127
Minimum	62,251	65,379	72,072
Hourly	33.83	35.53	39.17
Maximum	99,612	104,590	115,308
Hourly	54.14	56.84	62.67

	10 Month	
	Grade 124	Grade 125
Minimum	54,131	56,850
Hourly	33.83	35.53
Maximum	86,619	90,947
Hourly	54.14	56.84

Advanced Degrees:

Ed Specialist	2.5%
Doctorate	5.0%

CLASSIFIED

	12 Month			
	8 Hours Grade 104	8 Hours Grade 106	8 Hours Grade 107	8 Hours Grade 110
Minimum	26,518	29,235	30,702	35,552
Hourly	12.75	14.06	14.76	17.09
Maximum	42,451	46,784	49,135	56,874
Hourly	20.41	22.49	23.62	27.34

	11 Month	
	8 Hours Grade 107	8 Hours Grade 110
Minimum	27,159	31,450
Hourly	14.76	17.09
Maximum	43,465	50,312
Hourly	23.62	27.34

	10 Month	
	8 Hours Grade 107	8 Hours Grade 110
Minimum	23,616	27,348
Hourly	14.76	17.0925
Maximum	37,795	43,749
Hourly	23.621875	27.343125

	180 Day
	8 Hours Grade 104
Minimum	18,359
Hourly	12.75
Maximum	29,389
Hourly	20.41

SUPPORT

	12 Month						
	8 Hours Grade 111	8 Hours Grade 112	8 Hours Grade 113	8 Hours Grade 114	8 Hours Grade 115	8 Hours Grade 117	8 Hours Grade 118
Minimum	37,320	39,196	41,158	43,206	45,362	50,018	52,519
Hourly	17.94	18.84	19.79	20.77	21.81	24.05	25.25
Maximum	59,719	62,695	65,843	69,141	72,591	80,029	84,039
Hourly	28.71	30.14	31.66	33.24	34.90	38.48	40.40

	12 Month	
	8 Hours Grade 120	8 Hours Grade 121
Minimum	57,909	60,797
Hourly	27.84	29.23
Maximum	92,641	97,276
Hourly	44.54	46.77

	10 Month	191 Day	185 Day		
	7.5 Hours Grade 122	7.5 Hours Grade 122	7.5 Hours Grade 112	7.5 Hours Grade 115	7.5 Hours Grade 120
Minimum	46,037	43,966	26,146	30,260	38,630
Hourly	30.69	30.69	18.84	21.81	27.84
Maximum	73,665	70,350	41,822	48,423	61,798
Hourly	49.11	49.11	30.14	34.90	44.54

Advanced Degrees:

Masters	2.5%
Doctorate	5.0%

NUTRITION

184 Day Contract							
	2.5 Hours	3 Hours	3.5 Hours	4 Hours	4.5 Hours	5 Hours	5.5 Hours
	Grade 104	Grade 104	Grade 104	Grade 104	Grade 104	Grade 104	Grade 104
Minimum	5,865	7,038	8,212	9,384	10,557	11,730	12,903
Hourly	12.75	12.75	12.75	12.75	12.75	12.75	12.75
Maximum	9,389	11,266	13,144	15,021	16,900	18,777	20,655
Hourly	20.41	20.41	20.41	20.41	20.41	20.41	20.41

184 Day Contract			
	6 Hours	6.5 Hours	7 Hours
	Grade 105	Grade 105	Grade 105
Minimum	14,785	16,018	17,249
Hourly	13.39	13.39	13.39
Maximum	23,653	25,625	27,595
Hourly	21.42	21.43	21.42

185 Day Contract	
7 Hour	7.5 Hour
Grade 106	Grade 106
18,202	19,502
14.06	14.06
29,128	31,208
22.49	22.49

185 Day	
8 Hour	
Grade 107	
Minimum	21,846
Hourly	14.76
Maximum	34,962
Hourly	23.62

BUS

	105 4 Hours 60% Driver	105 5 Hours 80 % Driver	105 7 Hours 100% Driver
Minimum	12,127	15,155	22,671
Hourly	16.84	16.84	16.25
Maximum	16,157	20,197	30,207
Hourly	22.44	22.44	21.65

104 4 Hours Car Driver
11,521
16.00
15,350
21.32

BUA	
Job Description	Hourly
Substitute Driver	16.84
Car Driver Hourly	16.00

EXTRA CURRICULAR

Position Years	Step 1 0-4	Step 2 5-9	Step 3 10-14	Step 4 15-19	Step 5 20 +
Head Football	5,940	6,330	6,869	7,594	8,429
Athletic Director	6,050	6,446	6,996	7,734	8,588
Head Boys Basketball Head Girls Basketball	4,404	4,687	5,083	5,614	6,227
Band Director Drama	4,497	4,786	5,193	5,735	6,360
Asst. Football Coaches	3,668	3,904	4,229	4,671	5,176
Head Cross Country Head Lacrosse Head Volleyball Head Boys Indoor Track Head Girls Indoor Track Head Cheerleading Competition Head Cheerleading Sideline 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	2,892	3,074	3,328	3,670	4,064
Athletic Trainer/Cert. Asst. Girls Basketball Asst. Boys Basketball	2,504	2,660	2,879	3,172	3,511

EXTRA CURRICULAR

Position	Step 1	Step 2	Step 3	Step 4	Step 5
Years	0-4	5-9	10-14	15-19	20 +
Golf	2,168	2,247	2,430	2,673	2,954
Asst. Cross Country	1,725	1,832	1,977	2,172	2,397
Asst. Lacrosse					
Asst. Swim					
Asst. Wrestling					
Asst. Baseball					
Asst. Cheerleading Competition					
Asst. Cheerleading Sideline					
Asst. Softball					
Asst. Boys Soccer					
Asst. Girls Soccer					
Asst. Boys Outdoor Track					
Asst. Girls Outdoor Track					
Asst. Band					
Asst. Volleyball					
B Team Coaches	1,385	1,435	1,561	1,731	1,922
Weight Training	1,219	1,268	1,381	1,529	1,701
School Magazine					
SCA					
Forensics					
Driver Ed. Coordinator	1,442	1,456	1,602	1,762	1,938
Middle School Activities Director	3,245				