

**Bedford County School Board**  
**FY 2023-24 Salary Scales - Amended 1/1/24**

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 - Amended 1/1/24**

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 Facilitator	Teacher
Teacher - All Credentials	Teacher

# TEACHER

200 Day		230 Day	
Years	10T-1	Years	11T-1
1	45,483	1	52,305
2	46,478	2	53,403
3	47,198	3	54,266
4	47,871	4	54,694
5	48,511	5	55,787
6	49,307	6	56,345
7	49,797	7	56,908
8	50,552	8	57,790
9	51,051	9	58,676
10	51,490	10	59,214
11	52,263	11	60,102
12	53,047	12	61,004
13	53,842	13	61,919
14	54,650	14	62,847
15	55,470	15	63,790
16	56,579	16	65,066
17	57,144	17	65,716
18	57,716	18	66,374
19	58,293	19	67,037
20	59,168	20	68,043
21	60,055	21	69,064
22	60,656	22	69,754
23	61,262	23	70,452
24	61,876	24	71,156
25	62,494	25	71,868
26	63,119	26	72,586
27	64,381	27	74,038
28	65,669	28	75,519
29	66,653	29	76,651
30	67,320	30	77,417
31	67,994	31	78,192

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	47,757	1	59,128
2	48,474	2	60,014
3	49,583	3	60,615
4	49,939	4	61,828
5	50,936	5	63,064
6	51,446	6	63,694
7	51,960	7	64,331
8	52,792	8	64,976
9	53,576	9	65,624
10	54,065	10	66,937
11	54,875	11	67,941
12	55,699	12	68,960
13	56,534	13	69,995
14	57,383	14	71,045
15	58,242	15	72,110
16	59,407	16	73,553
17	60,002	17	74,287
18	60,603	18	75,031
19	61,209	19	75,781
20	62,126	20	76,918
21	63,059	21	78,071
22	63,688	22	78,853
23	64,325	23	79,641
24	64,968	24	80,437
25	65,618	25	81,241
26	66,275	26	82,053
27	67,600	27	83,695
28	68,951	28	85,368
29	69,987	29	86,649
30	70,686	30	87,515
31	71,392	31	88,391

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	19,671	20,648	21,686	22,769
Hourly	13.66	14.34	15.06	15.81
Maximum	31,470	33,040	34,703	36,441
Hourly	21.85	22.94	24.10	25.31

**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	68,370	71,779	75,385	79,145	83,104	87,259	91,613
Hourly	32.87	34.51	36.24	38.05	39.95	41.95	44.04
Maximum	109,382	114,858	116,350	126,622	132,955	139,619	146,589
Hourly	52.59	55.22	55.94	60.88	63.92	67.12	70.48

	12 Month				
	Grade 130	Grade 131	Grade 133	Grade 136	Grade 137
Minimum	96,209	101,004	111,361	128,909	135,374
Hourly	46.25	48.56	53.54	61.98	65.08
Maximum	153,912	161,609	178,189	206,271	216,584
Hourly	74.00	77.70	85.67	99.17	104.13

	11 Month	
	Grade 124	Grade 125
Minimum	63,497	66,687
Hourly	34.51	36.24
Maximum	101,605	106,682
Hourly	55.22	57.98

	10 Month	
	Grade 124	Grade 125
Minimum	55,214	57,987
Hourly	34.51	36.24
Maximum	88,352	92,766
Hourly	55.22	57.98

### Advanced Degrees:

Ed Specialist	2.5%
Doctorate	5.0%

**CLASSIFIED**

	<b>12 Month</b>			
	<b>8 Hours Grade 104</b>	<b>8 Hours Grade 106</b>	<b>8 Hours Grade 107</b>	<b>8 Hours Grade 110</b>
Minimum	27,049	29,820	31,317	36,264
Hourly	13.00	14.34	15.06	17.43
Maximum	43,301	47,720	50,118	58,012
Hourly	20.82	22.94	24.10	27.89

	<b>11 Month</b>
	<b>8 Hours Grade 110</b>
Minimum	32,079
Hourly	17.43
Maximum	51,319
Hourly	27.89

	<b>10 Month</b>
	<b>8 Hours Grade 110</b>
Minimum	27,895
Hourly	17.434375
Maximum	44,624
Hourly	27.89

	<b>180 Day</b>
	<b>8 Hours Grade 104</b>
Minimum	18,727
Hourly	13.00
Maximum	29,977
Hourly	20.82

**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	38,067	39,980	41,982	44,071	46,270	51,019	53,570
Hourly	18.30	19.22	20.18	21.19	22.25	24.53	25.75
Maximum	60,914	63,949	67,160	70,524	74,043	81,630	85,720
Hourly	29.29	30.74	32.29	33.91	35.60	39.25	41.21

	12 Month	
	8 Hours Grade 120	8 Hours Grade 121
Minimum	59,068	62,013
Hourly	28.40	29.81
Maximum	94,494	99,222
Hourly	45.43	47.70

	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	46,958	44,846	26,669	30,866	39,403
Hourly	31.31	31.31	19.22	22.25	28.40
Maximum	75,139	71,757	42,659	49,397	63,040
Hourly	50.09266667	50.09	30.75	35.60	45.43

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	5,983	7,179	8,377	9,572	10,769	11,965	13,162
Hourly	13.01	13.01	13.01	13.01	13.01	13.01	13.01
Maximum	9,577	11,492	13,407	15,322	17,238	19,153	21,069
Hourly	20.82	20.82	20.82	20.82	20.82	20.82	20.82

184 Day Contract			
	6 Hours	6.5 Hours	7 Hours
	Grade 105	Grade 105	Grade 105
Minimum	15,081	16,339	17,594
Hourly	13.66	13.66	13.66
Maximum	23,277	26,138	28,147
Hourly	21.08	21.85	21.85

185 Day Contract	
7 Hour	7.5 Hour
Grade 106	Grade 106
18,567	19,893
14.34	14.34
29,711	31,833
22.94	22.94

185 Day	
8 Hour	
Grade 107	
Minimum	22,283
Hourly	15.06
Maximum	35,662
Hourly	24.10

## BUS

	<b>105 4 Hours 60% Driver</b>	<b>105 5 Hours 80 % Driver</b>	<b>105 7 Hours 100% Driver</b>
Minimum	12,370	15,459	23,125
Hourly	17.18	17.18	16.25
Maximum	16,481	20,601	30,812
Hourly	22.89	22.89	21.65

<b>104 4 Hours Car Driver</b>
11,752
16.32
15,657
21.75

<b>BUA</b>	
<b>Job Description</b>	<b>Hourly</b>
Substitute Driver	16.84
Car Driver Hourly	16.00

**EXTRA CURRICULAR**

<b>Position Years</b>	<b>Step 1 0-4</b>	<b>Step 2 5-9</b>	<b>Step 3 10-14</b>	<b>Step 4 15-19</b>	<b>Step 5 20 +</b>
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**

<b>Position</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
<b>Years</b>	<b>0-4</b>	<b>5-9</b>	<b>10-14</b>	<b>15-19</b>	<b>20 +</b>
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				