

Bedford County School Board
FY 2024-25 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 2024-25 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 Facilitator	Teacher
Teacher - All Credentials	Teacher

TEACHER

200 Day		230 Day	
Years	10T-1	Years	11T-1
1	46,234	1	53,169
2	47,245	2	54,285
3	47,977	3	55,162
4	48,661	4	55,597
5	49,312	5	56,708
6	50,121	6	57,275
7	50,619	7	57,847
8	51,387	8	58,744
9	51,894	9	59,645
10	52,340	10	60,192
11	53,126	11	61,094
12	53,923	12	62,011
13	54,731	13	62,941
14	55,552	14	63,884
15	56,386	15	64,843
16	57,513	16	66,140
17	58,087	17	66,801
18	58,669	18	67,470
19	59,255	19	68,144
20	60,145	20	69,166
21	61,046	21	70,204
22	61,657	22	70,905
23	62,273	23	71,615
24	62,897	24	72,331
25	63,526	25	73,054
26	64,161	26	73,784
27	65,444	27	75,260
28	66,753	28	76,766
29	67,753	29	77,916
30	68,431	30	78,695
31	69,116	31	79,483

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	48,545	1	60,104
2	49,274	2	61,005
3	50,402	3	61,616
4	50,763	4	62,849
5	51,777	5	64,105
6	52,295	6	64,745
7	52,818	7	65,393
8	53,664	8	66,049
9	54,461	9	66,707
10	54,958	10	68,042
11	55,781	11	69,063
12	56,619	12	70,098
13	57,467	13	71,150
14	58,330	14	72,218
15	59,203	15	73,300
16	60,388	16	74,767
17	60,993	17	75,513
18	61,603	18	76,270
19	62,219	19	77,032
20	63,152	20	78,188
21	64,100	21	79,360
22	64,739	22	80,155
23	65,387	23	80,956
24	66,040	24	81,765
25	66,701	25	82,582
26	67,369	26	83,407
27	68,716	27	85,076
28	70,089	28	86,777
29	71,142	29	88,079
30	71,853	30	88,959
31	72,570	31	89,850

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	19,941	20,931	21,984	23,081
Hourly	13.85	14.54	15.27	16.03
Maximum	31,902	33,493	35,179	36,941
Hourly	22.15	23.26	24.43	25.65

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	69,307	72,763	76,418	80,230	84,243	88,455	92,869
Hourly	33.32	34.98	36.74	38.57	40.50	42.53	44.65
Maximum	110,881	116,432	117,944	128,357	134,777	141,532	148,598
Hourly	53.31	55.98	56.70	61.71	64.80	68.04	71.44

	12 Month				
	Grade 130	Grade 131	Grade 133	Grade 136	Grade 137
Minimum	97,528	102,388	112,887	130,676	137,229
Hourly	46.89	49.23	54.27	62.83	65.98
Maximum	156,021	163,824	180,631	209,097	219,552
Hourly	75.01	78.76	86.84	100.53	105.55

	11 Month	
	Grade 124	Grade 125
Minimum	64,367	67,601
Hourly	34.98	36.74
Maximum	102,997	108,144
Hourly	55.98	58.77

	10 Month	
	Grade 124	Grade 125
Minimum	55,971	58,782
Hourly	34.98	36.74
Maximum	89,563	94,037
Hourly	55.98	58.77

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	27,420	30,229	31,747	36,761
Hourly	13.18	14.53	15.26	17.67
Maximum	43,895	48,374	50,805	58,807
Hourly	21.10	23.26	24.43	28.27

	11 Month
	8 Hours Grade 110
Minimum	32,519
Hourly	17.67
Maximum	52,023
Hourly	28.27

	10 Month
	8 Hours Grade 110
Minimum	28,278
Hourly	17.67375
Maximum	45,236
Hourly	28.27

	180 Day
	8 Hours Grade 104
Minimum	18,984
Hourly	13.18
Maximum	30,388
Hourly	21.10

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	38,589	40,528	42,558	44,675	46,904	51,718	54,304
Hourly	18.55	19.48	20.46	21.48	22.55	24.86	26.11
Maximum	61,749	64,826	68,081	71,491	75,058	82,749	86,895
Hourly	29.69	31.17	32.73	34.37	36.09	39.78	41.78

	12 Month	
	8 Hours Grade 120	8 Hours Grade 121
Minimum	59,878	62,863
Hourly	28.79	30.22
Maximum	95,789	100,582
Hourly	46.05	48.36

	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	47,602	45,461	27,035	31,289	39,943
Hourly	31.73	31.74	19.48	22.55	28.79
Maximum	76,169	72,741	43,244	50,074	63,904
Hourly	50.77933333	50.78	31.17	36.09	46.06

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	6,065	7,278	8,492	9,704	10,917	12,129	13,343
Hourly	13.18	13.18	13.19	13.18	13.18	13.18	13.18
Maximum	9,709	11,650	13,591	15,532	17,475	19,416	21,358
Hourly	21.11	21.11	21.10	21.10	21.11	21.10	21.10

184 Day Contract			
	6 Hours	6.5 Hours	7 Hours
	Grade 105	Grade 105	Grade 105
Minimum	15,288	16,563	17,836
Hourly	13.85	13.85	13.85
Maximum	23,596	26,497	28,533
Hourly	21.37	22.15	22.15

185 Day Contract	
7 Hour	7.5 Hour
Grade 106	Grade 106
18,822	20,166
14.53	14.53
30,119	32,270
23.26	23.26

185 Day	
8 Hour	
Grade 107	
Minimum	22,589
Hourly	15.26
Maximum	36,151
Hourly	24.43

BUS

	105 4 Hours 60% Driver	105 5 Hours 80 % Driver	105 7 Hours 100% Driver
Minimum	12,540	15,671	23,442
Hourly	17.42	17.41	17.36
Maximum	16,707	20,884	31,235
Hourly	23.20	23.20	23.14

104 4 Hours Car Driver
11,914
16.55
15,872
22.04

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	6,022	6,417	6,963	7,698	8,545
Athletic Director	6,133	6,534	7,092	7,840	8,705
Head Boys Basketball Head Girls Basketball	4,464	4,751	5,153	5,691	6,312
Band Director Drama	4,559	4,852	5,264	5,814	6,448
Asst. Football Coaches	3,718	3,958	4,287	4,735	5,247
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	2,931	3,116	3,374	3,721	4,120
Athletic Trainer/Cert. Asst. Girls Basketball Asst. Boys Basketball	2,538	2,696	2,918	3,216	3,559

EXTRA CURRICULAR

Position	Step 1	Step 2	Step 3	Step 4	Step 5
Years	0-4	5-9	10-14	15-19	20 +
Golf	2,198	2,278	2,463	2,709	2,995
Asst. Cross Country	1,749	1,857	2,004	2,202	2,430
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	1,404	1,454	1,582	1,754	1,949
Weight Training	1,236	1,286	1,400	1,550	1,724
School Magazine					
SCA					
Forensics					
Driver Ed. Coordinator	1,462	1,476	1,624	1,786	1,964
Middle School Activities Director	3,289				