

AUGUSTA COUNTY PUBLIC SCHOOLS

SALARY SCALES *for Contracted Employees*

2025-2026

Teacher Pay Scales | Bachelor's Level Professional

Advanced Degree & Certification Supplements

Instructional & Athletic Supplements

Support Staff Pay Scales

Student Services

Behavior Analyst, Occupational & Physical Therapists, Interpreters

Professional Services Scales

Administrative Pay Determination

P.O. BOX 960 VERONA, VA 24482

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Augusta County Public Schools Salary Scales for 2025-2026

The Augusta County School Board approved the fiscal year 2025-2026 (FY26) budget on March 20, 2025. The budget includes an average increase of 3.0% on salaries, advanced degree supplements, certifications, and instructional and athletic supplements.

**AUGUSTA COUNTY SCHOOL BOARD
TEACHER PAY SCALE
2025-2026**

Yrs/ Step	Salary 200-Day Contract	Salary 210-Day Contract	Salary 220-Day Contract	Salary 240-Day Contract	Health Insur.	FICA (200-Day Contract)	VRS [Retirement] (200-Day Contract)	Group Life Insur. (200-Day Contract)	Total Compensation Package (200-day contract)
0	\$50,272	\$52,785	\$55,299	\$60,326.0	\$9,035	\$3,846	\$7,144	\$593	\$70,890
1	\$50,775	\$53,313	\$55,852	\$60,930.0	\$9,035	\$3,884	\$7,215	\$599	\$71,509
2	\$51,283	\$53,846	\$56,410	\$61,539	\$9,035	\$3,923	\$7,287	\$605	\$72,134
3	\$51,795	\$54,384	\$56,974	\$62,154	\$9,035	\$3,962	\$7,360	\$611	\$72,764
4	\$52,313	\$54,929	\$57,544	\$62,775	\$9,035	\$4,002	\$7,434	\$617	\$73,401
5	\$52,836	\$55,478	\$58,120	\$63,403	\$9,035	\$4,042	\$7,508	\$623	\$74,044
6	\$53,364	\$56,033	\$58,701	\$64,038	\$9,035	\$4,082	\$7,583	\$630	\$74,694
7	\$53,898	\$56,593	\$59,288	\$64,678	\$9,035	\$4,123	\$7,659	\$636	\$75,351
8	\$54,437	\$57,159	\$59,881	\$65,325	\$9,035	\$4,164	\$7,735	\$642	\$76,014
9	\$54,981	\$57,731	\$60,480	\$65,978	\$9,035	\$4,206	\$7,813	\$649	\$76,684
10	\$55,531	\$58,308	\$61,085	\$66,638	\$9,035	\$4,248	\$7,891	\$655	\$77,360
11	\$56,087	\$58,891	\$61,696	\$67,304	\$9,035	\$4,291	\$7,970	\$662	\$78,044
12	\$56,648	\$59,480	\$62,312	\$67,977	\$9,035	\$4,334	\$8,050	\$668	\$78,735
13	\$57,214	\$60,075	\$62,935	\$68,656	\$9,035	\$4,377	\$8,130	\$675	\$79,431
14	\$57,786	\$60,676	\$63,564	\$69,344	\$9,035	\$4,421	\$8,211	\$682	\$80,135
15	\$58,364	\$61,282	\$64,200	\$70,036	\$9,035	\$4,465	\$8,294	\$689	\$80,846
16	\$58,948	\$61,895	\$64,842	\$70,737	\$9,035	\$4,510	\$8,377	\$696	\$81,565
17	\$59,537	\$62,514	\$65,491	\$71,445	\$9,035	\$4,555	\$8,460	\$703	\$82,289
18	\$60,132	\$63,139	\$66,146	\$72,159	\$9,035	\$4,600	\$8,545	\$710	\$83,021
19	\$60,734	\$63,770	\$66,807	\$72,880	\$9,035	\$4,646	\$8,630	\$717	\$83,762
20	\$61,341	\$64,408	\$67,475	\$73,609	\$9,035	\$4,693	\$8,717	\$724	\$84,509
21	\$61,955	\$65,053	\$68,150	\$74,346	\$9,035	\$4,740	\$8,804	\$731	\$85,264
22	\$62,574	\$65,702	\$68,832	\$75,088	\$9,035	\$4,787	\$8,892	\$738	\$86,026
23	\$63,200	\$66,360	\$69,520	\$75,840	\$9,035	\$4,835	\$8,981	\$746	\$86,796
24	\$63,832	\$67,023	\$70,215	\$76,598	\$9,035	\$4,883	\$9,071	\$753	\$87,574
25	\$64,470	\$67,693	\$70,918	\$77,364	\$9,035	\$4,932	\$9,161	\$761	\$88,359
26	\$65,115	\$68,371	\$71,626	\$78,138	\$9,035	\$4,981	\$9,253	\$768	\$89,152
27	\$65,766	\$69,054	\$72,342	\$78,919	\$9,035	\$5,031	\$9,345	\$776	\$89,953
28	\$66,423	\$69,745	\$73,066	\$79,708	\$9,035	\$5,081	\$9,439	\$784	\$90,762
29	\$67,087	\$70,442	\$73,797	\$80,506	\$9,035	\$5,132	\$9,533	\$792	\$91,579
30	\$67,759	\$71,147	\$74,534	\$81,310	\$9,035	\$5,184	\$9,629	\$800	\$92,406
31	\$68,436	\$71,858	\$75,280	\$82,123	\$9,035	\$5,235	\$9,725	\$808	\$93,239
32	\$69,120	\$72,577	\$76,033	\$82,944	\$9,035	\$5,288	\$9,822	\$816	\$94,080
33	\$69,812	\$73,302	\$76,793	\$83,775	\$9,035	\$5,341	\$9,920	\$824	\$94,932
34	\$70,510	\$74,036	\$77,561	\$84,612	\$9,035	\$5,394	\$10,019	\$832	\$95,791
35	\$71,215	\$74,776	\$78,337	\$85,458	\$9,035	\$5,448	\$10,120	\$840	\$96,658
36	\$71,927	\$75,524	\$79,120	\$86,311	\$9,035	\$5,502	\$10,221	\$849	\$97,534
37	\$73,078	\$76,732	\$80,385	\$87,693	\$9,035	\$5,590	\$10,384	\$862	\$98,950
38	\$74,247	\$77,960	\$81,671	\$89,096	\$9,035	\$5,680	\$10,550	\$876	\$100,389
>38	\$75,435	\$79,207	\$82,977	\$90,521	\$9,035	\$5,771	\$10,719	\$890	\$101,850

Advanced Degree & Certification Supplements (based upon 200-day contract)

\$2,200	National Board Certification / Certificate Clinical Competence
\$3,995	Master's Supplement
\$5,990	Education Specialist Supplement
\$3,995	Doctorate's Supplement (addition to Master's Supplement)

Extra Block Supplements

1/2 Block	6.25% of Contracted Salary Amount
1 Block	12.50% of Contracted Salary Amount

**ADVANCED DEGREE & CERTIFICATION
SUPPLEMENTS
2025-2026**

Degree	Contract Length (days)	Supplement Amount
Master's	200	\$3,995
Master's	205	\$4,095
Master's	210	\$4,195
Master's	220	\$4,395
Master's	230	\$4,595
Master's	240	\$4,795
Education Spec.	200	\$5,990
Education Spec. (<i>Master Required Position</i>)	200	\$1,995
Education Spec.	205	\$6,140
Education Spec.	210	\$6,290
Education Spec.	220	\$6,590
Education Spec.	240	\$7,190
Education Spec. (<i>Master Required Position</i>)	260	\$2,595
Doctorate's	200	\$7,990
Doctorate's	205	\$8,190
Doctorate's	210	\$8,390
Doctorate's	220	\$8,790
Doctorate's	230	\$9,190
Doctorate's	240	\$9,590
Doctorate's	Admin - 200	\$3,995
Doctorate's	Admin - 220	\$4,395
Doctorate's	Admin - 260	\$5,195
National Board Certification (NBC)	200	\$2,200
Certificate of Clinical Competence (CCC)	200	\$2,200
Certified Speech Language Pathologist Assistant	200	\$1,760
Journeyman (Trades)	260	\$1,595
Master (Trades)	260	\$3,195

**SUPPLEMENT BUDGET SCHEDULE
2025-2026**

Supplement		Positions	Schools	2025-2026	
		Per School		Rate	Total
	National Board Certification from VA ¹			\$2,500	
ELEMENTARY	Elementary Asst Principal	1	2	\$1,090	\$2,180
	Pre-K PLC Leader (designated teachers)		3	\$965	\$2,895
	Grade Level Leader (1 to 2 teachers/grade level)	6	2	\$815	\$9,780
	Grade Level Leader (3 to 4 teachers/grade level)	6	2	\$890	\$10,680
	Grade Level Leader (5+ teachers/grade level)	6	5	\$965	\$28,950
	Gifted/Talented Sponsor	1	9	\$1,915	\$17,235
	SCA, Small School	1	4	\$590	\$2,360
	SCA, Large School	1	5	\$890	\$4,450
		6	1	\$965	\$5,790
MIDDLE	Department Chair - SMS	6	1	\$965	\$5,790
	Department Chair - SDMS	6	1	\$965	\$5,790
	Department Chair - WMS	6	1	\$965	\$5,790
	Department Chair - BGMS	6	1	\$955	\$5,730
	Department Chair - RMS	6	1	\$955	\$5,730
	Alternative Education - Teachers				\$12,165
	Gifted/Talented Sponsor	1	5	\$1,915	\$9,575
	SCA Sponsor	1	5	\$1,945	\$9,725
	Future Business Leaders of America ³	1	5	\$965	\$4,825
	Security	5	5	\$535	\$13,375
		1	5	\$3,780	\$18,900
MIDDLE ATHLETICS	Volleyball (fall)	1	5	\$3,780	\$18,900
	Cross Country Boys / Girls (fall)	1	5	\$3,780	\$18,900
	Coordinator (fall)	1	5	\$3,780	\$18,900
	Boys / Girls Basketball (winter)	2	5	\$3,780	\$37,800
	Coordinator (winter)	1	5	\$3,780	\$18,900
HIGH	Choral	1	5	\$4,915	\$24,575
	Alternative Education - Admin				
	Alternative Education - Teachers				\$97,095
	Alternative Education - Shared Course Development ²				\$0
	Alternative Education - Special Education ²				\$3,785
	Student Strategies Team	1	5	\$2,150	\$10,750
	Section 504 Coordinator (Small School)	1	2	\$1,915	\$3,830
	Section 504 Coordinator (Large School)	2	3	\$1,915	\$11,490
	Vocational: Young Farmers ³	2	5	\$2,635	\$26,350
	Envirothon	1	4	\$2,635	\$10,540
	Future Business Leaders of America ³	1	5	\$1,915	\$9,575
	Gifted/Talented Sponsor	1	5	\$1,915	\$9,575
	SCA Sponsor	1	5	\$1,945	\$9,725
	Forensics, Head ^{3,4}	1	5	\$400	\$2,000
	Forensics, Events ⁴	11	5	\$210	\$11,550
	Academic Team	1	5	\$1,915	\$9,575
	Dramatic Play	1	5	\$2,335	\$11,675
	One Act Play ³	1	5	\$1,020	\$5,100
	Musical: Director	1	5	\$3,195	\$15,975
	Musical: Vocal Director	1	5	\$1,785	\$8,925
	Musical: Orchestra Director	1	5	\$900	\$4,500
	Debate	1	5	\$1,165	\$5,825
	Yearbook	1	5	\$1,215	\$6,075
	Security	5	5	\$535	\$13,375
	Saturday School		3	\$1,545	\$4,635

**SUPPLEMENT BUDGET SCHEDULE
2025-2026**

Supplement		Positions	Schools	2025-2026	
HIGH ATHLETICS		Per School		Rate	Total
	Cheerleader, Football	2	5	\$2,120	\$21,200
	Cheerleader, Winter Bsktbl	1	5	\$2,120	\$10,600
	Cheerleader, Competition	1	5	\$3,780	\$18,900
	Football, Head	1	5	\$6,790	\$33,950
	Football, Asst.	6	5	\$3,780	\$113,400
	Basketball, Head	2	5	\$6,040	\$60,400
	Basketball, Asst.	2	5	\$3,780	\$37,800
	Basketball, JV	2	5	\$3,780	\$37,800
	Volleyball, Head	1	5	\$6,040	\$30,200
	Volleyball, Assistant	1	5	\$3,780	\$18,900
	Volleyball, JV	1	5	\$3,780	\$18,900
	Cross Country	2	5	\$3,780	\$37,800
	Track, Indoor	2	5	\$3,780	\$37,800
	Track, Head	2	5	\$6,040	\$60,400
	Track, JV	2	5	\$2,120	\$21,200
	Softball, Head	1	5	\$6,040	\$30,200
	Softball, JV & Asst.	2	5	\$3,780	\$37,800
	Baseball, Head	1	5	\$6,040	\$30,200
	Baseball, JV & Asst.	2	5	\$3,780	\$37,800
	Tennis	2	5	\$3,780	\$37,800
	Golf	1	5	\$3,780	\$18,900
	Wrestling, Head	1	5	\$6,040	\$30,200
	Wrestling, Asst.	1	5	\$3,780	\$18,900
	Soccer, Head - Male	1	5	\$6,040	\$30,200
	Soccer, Head - Female	1	5	\$6,040	\$30,200
	Soccer, JV - Male	1	5	\$3,780	\$18,900
	Soccer, JV - Female	1	5	\$3,780	\$18,900
	Swim, Head	1	1	\$3,780	\$3,780
	Swim, Assistant	1	1	\$2,120	\$2,120
	Athletic Director Supplement	1	2	\$11,940	\$23,880

¹ National Board Certification supplement is contingent upon funding from the State of Virginia

² Alternative Education - Special Education supplement schedule / allocation to be determined by the Exec. Director of Student Services

³ Instructional Supervisor will outline expectations and approve stipends

⁴ Forensics - Stipend amounts will be paid in May upon verification of participation

Athletic supplements are based upon step 10 of the Coaching Supplement Schedule - see schedule for steps 1 - 10

COACHING SALARY SUPPLEMENT SCHEDULE 2025-2026

Step	Classification			
	I	II	III	IV
0	\$4,517	\$4,013	\$2,513	\$1,409
1	\$4,573	\$4,063	\$2,544	\$1,427
2	\$4,779	\$4,246	\$2,659	\$1,491
3	\$4,970	\$4,416	\$2,765	\$1,550
4	\$5,069	\$4,504	\$2,820	\$1,581
5	\$5,221	\$4,639	\$2,905	\$1,628
6	\$5,325	\$4,732	\$2,963	\$1,661
7	\$5,590	\$4,970	\$3,110	\$1,745
8	\$6,035	\$5,370	\$3,360	\$1,885
9	\$6,335	\$5,640	\$3,530	\$1,980
10	\$6,590	\$5,865	\$3,670	\$2,060
11	\$6,790	\$6,040	\$3,780	\$2,120
Sport	Football, Head	Basketball, Head	Football, Asst.	Track, JV
		Volleyball, Head	Basketball, Asst.	Cheerleader
		Wrestling, Head	Basketball, JV	Swim, Asst.
		Softball, Head	Middle School Sports	
		Baseball, Head	Volleyball, Asst.	
		Soccer, Head	Volleyball, JV	
		Track, Head	Cross Country	
			Track, Indoor	
			Softball, JV & Asst.	
			Baseball, JV & Asst.	
			Tennis	
			Wrestling, Asst.	
			Golf	
			Competition Cheer	
			Soccer, JV	
			Swim, Head	

**AUGUSTA COUNTY SCHOOL BOARD
BACHELOR'S LEVEL PROFESSIONAL
2025-2026**

(200-day contract, 7.5 hrs/day)

Non-Teaching Positions	
<i>[80% of Teacher Scale]</i>	
Step	Salary
0	\$40,218
1	\$40,620
2	\$41,026
3	\$41,436
4	\$41,850
5	\$42,269
6	\$42,691
7	\$43,118
8	\$43,550
9	\$43,985
10	\$44,425
11	\$44,870
12	\$45,318
13	\$45,771
14	\$46,229
15	\$46,691
16	\$47,158
17	\$47,630
18	\$48,106
19	\$48,587
20	\$49,073
21	\$49,564
22	\$50,059
23	\$50,560
24	\$51,066
25	\$51,576
26	\$52,092
27	\$52,613
28	\$53,138
29	\$53,670
30	\$54,207

Teaching Positions	
<i>[90% of Teacher Scale]</i>	
Step	Salary
0	\$45,245
1	\$45,698
2	\$46,155
3	\$46,616
4	\$47,082
5	\$47,552
6	\$48,028
7	\$48,508
8	\$48,993
9	\$49,483
10	\$49,978
11	\$50,478
12	\$50,983
13	\$51,493
14	\$52,007
15	\$52,528
16	\$53,053
17	\$53,583
18	\$54,119
19	\$54,661
20	\$55,207
21	\$55,760
22	\$56,317
23	\$56,880
24	\$57,449
25	\$58,023
26	\$58,604
27	\$59,189
28	\$59,781
29	\$60,378
30	\$60,983

SUPPORT STAFF PAY SCALES 2025-2026

260 Day/ 8 Hr per Day

Step	Level - N1	Level - N2	Level - N3
	Salary	Salary	Salary
0	\$32,492	\$37,935	\$43,246
1	\$32,557	\$38,011	\$43,332
2	\$32,622	\$38,087	\$43,419
3	\$32,688	\$38,163	\$43,506
4	\$32,753	\$38,239	\$43,593
5	\$32,819	\$38,316	\$43,680
6	\$32,884	\$38,392	\$43,767
7	\$32,950	\$38,469	\$43,855
8	\$33,016	\$38,546	\$43,942
9	\$33,082	\$38,623	\$44,030
10	\$33,148	\$38,700	\$44,118
11	\$33,214	\$38,778	\$44,207
12	\$33,281	\$38,855	\$44,295
13	\$33,347	\$38,933	\$44,384
14	\$33,414	\$39,011	\$44,472
15	\$33,481	\$39,089	\$44,561
16	\$33,548	\$39,167	\$44,650
17	\$33,615	\$39,245	\$44,740
18	\$33,682	\$39,324	\$44,829
19	\$33,749	\$39,403	\$44,919
20	\$33,817	\$39,481	\$45,009
21	\$33,885	\$39,560	\$45,099
22	\$33,952	\$39,639	\$45,189
23	\$34,020	\$39,719	\$45,279
24	\$34,126	\$39,921	\$45,510
25	\$35,150	\$41,119	\$46,876
26	\$36,204	\$42,352	\$48,282
27	\$37,290	\$43,623	\$49,730
28	\$38,409	\$44,932	\$51,222
29	\$39,561	\$46,280	\$52,759
30	\$40,748	\$47,668	\$54,342

CLASSIFICATIONS		
Level - N1	Level - N2	Level - N3
Custodian	Head Custodian	Clinic Aide
Instructional Aide	Transportation Support Specialist	Computer Aide
Secretary I		Secretary II
		Job Coach

SUPPORT STAFF PAY SCALES 2025-2026

260 Day/ 8 Hr per Day

Step	Level - N4	Level - N6	Level - N9
	Salary	Salary	Salary
0	\$48,651	\$59,476	\$75,535
1	\$48,749	\$59,595	\$75,686
2	\$48,846	\$59,714	\$75,837
3	\$48,944	\$59,834	\$75,989
4	\$49,042	\$59,953	\$76,141
5	\$49,140	\$60,073	\$76,293
6	\$49,238	\$60,194	\$76,446
7	\$49,337	\$60,314	\$76,599
8	\$49,435	\$60,435	\$76,752
9	\$49,534	\$60,555	\$76,905
10	\$49,633	\$60,677	\$77,059
11	\$49,732	\$60,798	\$77,213
12	\$49,832	\$60,919	\$77,368
13	\$49,932	\$61,041	\$77,522
14	\$50,031	\$61,163	\$77,678
15	\$50,131	\$61,286	\$77,833
16	\$50,232	\$61,408	\$77,989
17	\$50,332	\$61,531	\$78,145
18	\$50,433	\$61,654	\$78,301
19	\$50,534	\$61,777	\$78,457
20	\$50,635	\$61,901	\$78,693
21	\$50,736	\$62,025	\$78,850
22	\$50,838	\$62,149	\$79,008
23	\$50,939	\$62,273	\$79,166
24	\$51,250	\$62,653	\$79,649
25	\$52,787	\$64,533	\$82,038
26	\$54,371	\$66,469	\$84,499
27	\$56,002	\$68,463	\$87,034
28	\$57,682	\$70,517	\$89,645
29	\$59,528	\$72,632	\$92,335
30	\$61,314	\$74,738	\$95,105
CLASSIFICATIONS			
Level - N4	Level - N6	Level - N9	
Account Clerk / Bookkeeper	Accountant I	Accountant II	
Licensed Practical Nurse	Adult Basic Educ. Instructor	Bldg/Grounds Mgr - VCTC	
Secretary III	Family Services Assist.	Bus Route Coordinator	
	Maintenance Worker	Computer Technician	
	Mechanic	Finance Mgr - VCTC	
	Coordinator - Infant & Toddler	Garage Coordinator	
	Registered Nurse	Maintenance Foreman	
	Administrative Assistant/ Clerk of the Board	Regional Nurse Coordinator	

AUGUSTA COUNTY SCHOOL BOARD
SUPPORTING SCHEDULES FOR SUPPORT STAFF PAY SCALES
2025-2026

N1: 8 Hrs.										
STEP	HOURLY	180 DAYS	183 DAYS	185 DAYS	200 DAYS	205 DAYS	210 DAYS	220 DAYS	260 DAYS	
0	\$ 15.62	\$ 22,495	\$ 22,870	\$ 23,120	\$ 24,994	\$ 25,619	\$ 26,244	\$ 27,493	\$ 32,492	
1	\$ 15.65	\$ 22,540	\$ 22,915	\$ 23,166	\$ 25,044	\$ 25,670	\$ 26,296	\$ 27,548	\$ 32,557	
2	\$ 15.68	\$ 22,585	\$ 22,961	\$ 23,212	\$ 25,094	\$ 25,722	\$ 26,349	\$ 27,604	\$ 32,622	
3	\$ 15.72	\$ 22,630	\$ 23,007	\$ 23,259	\$ 25,144	\$ 25,773	\$ 26,402	\$ 27,659	\$ 32,688	
4	\$ 15.75	\$ 22,675	\$ 23,053	\$ 23,305	\$ 25,195	\$ 25,824	\$ 26,454	\$ 27,714	\$ 32,753	
5	\$ 15.78	\$ 22,721	\$ 23,099	\$ 23,352	\$ 25,245	\$ 25,876	\$ 26,507	\$ 27,770	\$ 32,819	
6	\$ 15.81	\$ 22,766	\$ 23,145	\$ 23,398	\$ 25,296	\$ 25,928	\$ 26,560	\$ 27,825	\$ 32,884	
7	\$ 15.84	\$ 22,811	\$ 23,192	\$ 23,445	\$ 25,346	\$ 25,980	\$ 26,613	\$ 27,881	\$ 32,950	
8	\$ 15.87	\$ 22,857	\$ 23,238	\$ 23,492	\$ 25,397	\$ 26,032	\$ 26,667	\$ 27,936	\$ 33,016	
9	\$ 15.90	\$ 22,903	\$ 23,285	\$ 23,539	\$ 25,448	\$ 26,084	\$ 26,720	\$ 27,992	\$ 33,082	
10	\$ 15.94	\$ 22,949	\$ 23,331	\$ 23,586	\$ 25,498	\$ 26,136	\$ 26,773	\$ 28,048	\$ 33,148	
11	\$ 15.97	\$ 22,995	\$ 23,378	\$ 23,633	\$ 25,549	\$ 26,188	\$ 26,827	\$ 28,104	\$ 33,214	
12	\$ 16.00	\$ 23,041	\$ 23,425	\$ 23,681	\$ 25,601	\$ 26,241	\$ 26,881	\$ 28,161	\$ 33,281	
13	\$ 16.03	\$ 23,087	\$ 23,471	\$ 23,728	\$ 25,652	\$ 26,293	\$ 26,934	\$ 28,217	\$ 33,347	
14	\$ 16.06	\$ 23,133	\$ 23,518	\$ 23,775	\$ 25,703	\$ 26,346	\$ 26,988	\$ 28,273	\$ 33,414	
15	\$ 16.10	\$ 23,179	\$ 23,565	\$ 23,823	\$ 25,754	\$ 26,398	\$ 27,042	\$ 28,330	\$ 33,481	
16	\$ 16.13	\$ 23,225	\$ 23,612	\$ 23,871	\$ 25,806	\$ 26,451	\$ 27,096	\$ 28,387	\$ 33,548	
17	\$ 16.16	\$ 23,272	\$ 23,660	\$ 23,918	\$ 25,858	\$ 26,504	\$ 27,150	\$ 28,443	\$ 33,615	
18	\$ 16.19	\$ 23,318	\$ 23,707	\$ 23,966	\$ 25,909	\$ 26,557	\$ 27,205	\$ 28,500	\$ 33,682	
19	\$ 16.23	\$ 23,365	\$ 23,754	\$ 24,014	\$ 25,961	\$ 26,610	\$ 27,259	\$ 28,557	\$ 33,749	
20	\$ 16.26	\$ 23,412	\$ 23,802	\$ 24,062	\$ 26,013	\$ 26,663	\$ 27,314	\$ 28,614	\$ 33,817	
21	\$ 16.29	\$ 23,459	\$ 23,850	\$ 24,110	\$ 26,065	\$ 26,717	\$ 27,368	\$ 28,672	\$ 33,885	
22	\$ 16.32	\$ 23,505	\$ 23,897	\$ 24,158	\$ 26,117	\$ 26,770	\$ 27,423	\$ 28,729	\$ 33,952	
23	\$ 16.36	\$ 23,553	\$ 23,945	\$ 24,207	\$ 26,169	\$ 26,824	\$ 27,478	\$ 28,786	\$ 34,020	
24	\$ 16.41	\$ 23,626	\$ 24,019	\$ 24,282	\$ 26,251	\$ 26,907	\$ 27,563	\$ 28,876	\$ 34,126	
25	\$ 16.90	\$ 24,334	\$ 24,740	\$ 25,010	\$ 27,038	\$ 27,714	\$ 28,390	\$ 29,742	\$ 35,150	

N1: 7.5 Hrs.										
STEP	HOURLY	180 DAYS	183 DAYS	185 DAYS	200 DAYS	205 DAYS	210 DAYS	220 DAYS	260 DAYS	
0	\$ 15.62	\$ 21,089	\$ 21,440	\$ 21,675	\$ 23,432	\$ 24,018	\$ 24,604	\$ 25,775	\$ 30,462	
1	\$ 15.65	\$ 21,131	\$ 21,483	\$ 21,718	\$ 23,479	\$ 24,066	\$ 24,653	\$ 25,827	\$ 30,522	
2	\$ 15.68	\$ 21,173	\$ 21,526	\$ 21,761	\$ 23,526	\$ 24,114	\$ 24,702	\$ 25,878	\$ 30,583	
3	\$ 15.72	\$ 21,216	\$ 21,569	\$ 21,805	\$ 23,573	\$ 24,162	\$ 24,751	\$ 25,930	\$ 30,645	
4	\$ 15.75	\$ 21,258	\$ 21,612	\$ 21,848	\$ 23,620	\$ 24,210	\$ 24,801	\$ 25,982	\$ 30,706	
5	\$ 15.78	\$ 21,300	\$ 21,655	\$ 21,892	\$ 23,667	\$ 24,259	\$ 24,851	\$ 26,034	\$ 30,767	
6	\$ 15.81	\$ 21,343	\$ 21,699	\$ 21,936	\$ 23,715	\$ 24,307	\$ 24,900	\$ 26,086	\$ 30,829	
7	\$ 15.84	\$ 21,386	\$ 21,742	\$ 21,980	\$ 23,762	\$ 24,356	\$ 24,950	\$ 26,138	\$ 30,891	
8	\$ 15.87	\$ 21,429	\$ 21,786	\$ 22,024	\$ 23,809	\$ 24,405	\$ 25,000	\$ 26,190	\$ 30,952	
9	\$ 15.90	\$ 21,471	\$ 21,829	\$ 22,068	\$ 23,857	\$ 24,454	\$ 25,050	\$ 26,243	\$ 31,014	
10	\$ 15.94	\$ 21,514	\$ 21,873	\$ 22,112	\$ 23,905	\$ 24,502	\$ 25,100	\$ 26,295	\$ 31,076	
11	\$ 15.97	\$ 21,557	\$ 21,917	\$ 22,156	\$ 23,953	\$ 24,551	\$ 25,150	\$ 26,348	\$ 31,138	
12	\$ 16.00	\$ 21,600	\$ 21,960	\$ 22,200	\$ 24,001	\$ 24,601	\$ 25,201	\$ 26,401	\$ 31,201	
13	\$ 16.03	\$ 21,644	\$ 22,004	\$ 22,245	\$ 24,049	\$ 24,650	\$ 25,251	\$ 26,453	\$ 31,263	
14	\$ 16.06	\$ 21,687	\$ 22,048	\$ 22,289	\$ 24,097	\$ 24,699	\$ 25,301	\$ 26,506	\$ 31,326	
15	\$ 16.10	\$ 21,730	\$ 22,093	\$ 22,334	\$ 24,145	\$ 24,748	\$ 25,352	\$ 26,559	\$ 31,388	
16	\$ 16.13	\$ 21,774	\$ 22,137	\$ 22,379	\$ 24,193	\$ 24,798	\$ 25,403	\$ 26,612	\$ 31,451	
17	\$ 16.16	\$ 21,817	\$ 22,181	\$ 22,423	\$ 24,242	\$ 24,848	\$ 25,454	\$ 26,666	\$ 31,514	
18	\$ 16.19	\$ 21,861	\$ 22,225	\$ 22,468	\$ 24,290	\$ 24,897	\$ 25,504	\$ 26,719	\$ 31,577	
19	\$ 16.23	\$ 21,905	\$ 22,270	\$ 22,513	\$ 24,339	\$ 24,947	\$ 25,555	\$ 26,772	\$ 31,640	
20	\$ 16.26	\$ 21,949	\$ 22,314	\$ 22,558	\$ 24,387	\$ 24,997	\$ 25,607	\$ 26,826	\$ 31,703	
21	\$ 16.29	\$ 21,992	\$ 22,359	\$ 22,603	\$ 24,436	\$ 25,047	\$ 25,658	\$ 26,880	\$ 31,767	
22	\$ 16.32	\$ 22,036	\$ 22,404	\$ 22,649	\$ 24,485	\$ 25,097	\$ 25,709	\$ 26,933	\$ 31,830	
23	\$ 16.36	\$ 22,080	\$ 22,448	\$ 22,694	\$ 24,534	\$ 25,147	\$ 25,761	\$ 26,987	\$ 31,894	
24	\$ 16.41	\$ 22,149	\$ 22,518	\$ 22,764	\$ 24,610	\$ 25,225	\$ 25,840	\$ 27,071	\$ 31,993	
25	\$ 16.90	\$ 22,813	\$ 23,194	\$ 23,447	\$ 25,348	\$ 25,982	\$ 26,616	\$ 27,883	\$ 32,953	

AUGUSTA COUNTY SCHOOL BOARD
SUPPORTING SCHEDULES FOR SUPPORT STAFF PAY SCALES
2025-2026

N1: 7 Hrs.									
STEP	HOURLY	180 DAYS	183 DAYS	185 DAYS	200 DAYS	205 DAYS	210 DAYS	220 DAYS	260 DAYS
0	\$ 15.62	\$ 19,683	\$ 20,011	\$ 20,230	\$ 21,870	\$ 22,417	\$ 22,963	\$ 24,057	\$ 28,431
1	\$ 15.65	\$ 19,722	\$ 20,051	\$ 20,270	\$ 21,914	\$ 22,461	\$ 23,009	\$ 24,105	\$ 28,488
2	\$ 15.68	\$ 19,762	\$ 20,091	\$ 20,311	\$ 21,957	\$ 22,506	\$ 23,055	\$ 24,153	\$ 28,545
3	\$ 15.72	\$ 19,801	\$ 20,131	\$ 20,351	\$ 22,001	\$ 22,551	\$ 23,101	\$ 24,201	\$ 28,602
4	\$ 15.75	\$ 19,841	\$ 20,171	\$ 20,392	\$ 22,045	\$ 22,596	\$ 23,148	\$ 24,250	\$ 28,659
5	\$ 15.78	\$ 19,880	\$ 20,212	\$ 20,433	\$ 22,089	\$ 22,642	\$ 23,194	\$ 24,298	\$ 28,716
6	\$ 15.81	\$ 19,920	\$ 20,252	\$ 20,474	\$ 22,134	\$ 22,687	\$ 23,240	\$ 24,347	\$ 28,774
7	\$ 15.84	\$ 19,960	\$ 20,293	\$ 20,514	\$ 22,178	\$ 22,732	\$ 23,287	\$ 24,396	\$ 28,831
8	\$ 15.87	\$ 20,000	\$ 20,333	\$ 20,556	\$ 22,222	\$ 22,778	\$ 23,333	\$ 24,444	\$ 28,889
9	\$ 15.90	\$ 20,040	\$ 20,374	\$ 20,597	\$ 22,267	\$ 22,823	\$ 23,380	\$ 24,493	\$ 28,947
10	\$ 15.94	\$ 20,080	\$ 20,415	\$ 20,638	\$ 22,311	\$ 22,869	\$ 23,427	\$ 24,542	\$ 29,005
11	\$ 15.97	\$ 20,120	\$ 20,456	\$ 20,679	\$ 22,356	\$ 22,915	\$ 23,474	\$ 24,591	\$ 29,063
12	\$ 16.00	\$ 20,160	\$ 20,496	\$ 20,720	\$ 22,400	\$ 22,961	\$ 23,521	\$ 24,641	\$ 29,121
13	\$ 16.03	\$ 20,201	\$ 20,537	\$ 20,762	\$ 22,445	\$ 23,006	\$ 23,568	\$ 24,690	\$ 29,179
14	\$ 16.06	\$ 20,241	\$ 20,579	\$ 20,803	\$ 22,490	\$ 23,052	\$ 23,615	\$ 24,739	\$ 29,237
15	\$ 16.10	\$ 20,282	\$ 20,620	\$ 20,845	\$ 22,535	\$ 23,099	\$ 23,662	\$ 24,789	\$ 29,296
16	\$ 16.13	\$ 20,322	\$ 20,661	\$ 20,887	\$ 22,580	\$ 23,145	\$ 23,709	\$ 24,838	\$ 29,354
17	\$ 16.16	\$ 20,363	\$ 20,702	\$ 20,928	\$ 22,625	\$ 23,191	\$ 23,757	\$ 24,888	\$ 29,413
18	\$ 16.19	\$ 20,404	\$ 20,744	\$ 20,970	\$ 22,671	\$ 23,237	\$ 23,804	\$ 24,938	\$ 29,472
19	\$ 16.23	\$ 20,444	\$ 20,785	\$ 21,012	\$ 22,716	\$ 23,284	\$ 23,852	\$ 24,988	\$ 29,531
20	\$ 16.26	\$ 20,485	\$ 20,827	\$ 21,054	\$ 22,761	\$ 23,330	\$ 23,899	\$ 25,038	\$ 29,590
21	\$ 16.29	\$ 20,526	\$ 20,868	\$ 21,096	\$ 22,807	\$ 23,377	\$ 23,947	\$ 25,088	\$ 29,649
22	\$ 16.32	\$ 20,567	\$ 20,910	\$ 21,139	\$ 22,853	\$ 23,424	\$ 23,995	\$ 25,138	\$ 29,708
23	\$ 16.36	\$ 20,608	\$ 20,952	\$ 21,181	\$ 22,898	\$ 23,471	\$ 24,043	\$ 25,188	\$ 29,768
24	\$ 16.41	\$ 20,672	\$ 21,017	\$ 21,247	\$ 22,969	\$ 23,543	\$ 24,118	\$ 25,266	\$ 29,860
25	\$ 16.90	\$ 21,292	\$ 21,647	\$ 21,884	\$ 23,658	\$ 24,250	\$ 24,841	\$ 26,024	\$ 30,756

N2: 8 Hrs.						
STEP	HOURLY	200 DAYS	205 DAYS	210 DAYS	220 DAYS	260 DAYS
0	\$ 18.24	\$ 29,181	\$ 29,910	\$ 30,640	\$ 32,099	\$ 37,935
1	\$ 18.27	\$ 29,239	\$ 29,970	\$ 30,701	\$ 32,163	\$ 38,011
2	\$ 18.31	\$ 29,297	\$ 30,030	\$ 30,762	\$ 32,227	\$ 38,087
3	\$ 18.35	\$ 29,356	\$ 30,090	\$ 30,824	\$ 32,292	\$ 38,163
4	\$ 18.38	\$ 29,415	\$ 30,150	\$ 30,885	\$ 32,356	\$ 38,239
5	\$ 18.42	\$ 29,474	\$ 30,210	\$ 30,947	\$ 32,421	\$ 38,316
6	\$ 18.46	\$ 29,533	\$ 30,271	\$ 31,009	\$ 32,486	\$ 38,392
7	\$ 18.49	\$ 29,592	\$ 30,331	\$ 31,071	\$ 32,551	\$ 38,469
8	\$ 18.53	\$ 29,651	\$ 30,392	\$ 31,133	\$ 32,616	\$ 38,546
9	\$ 18.57	\$ 29,710	\$ 30,453	\$ 31,196	\$ 32,681	\$ 38,623
10	\$ 18.61	\$ 29,769	\$ 30,514	\$ 31,258	\$ 32,746	\$ 38,700
11	\$ 18.64	\$ 29,829	\$ 30,575	\$ 31,320	\$ 32,812	\$ 38,778
12	\$ 18.68	\$ 29,889	\$ 30,636	\$ 31,383	\$ 32,878	\$ 38,855
13	\$ 18.72	\$ 29,948	\$ 30,697	\$ 31,446	\$ 32,943	\$ 38,933
14	\$ 18.76	\$ 30,008	\$ 30,759	\$ 31,509	\$ 33,009	\$ 39,011
15	\$ 18.79	\$ 30,068	\$ 30,820	\$ 31,572	\$ 33,075	\$ 39,089
16	\$ 18.83	\$ 30,128	\$ 30,882	\$ 31,635	\$ 33,141	\$ 39,167
17	\$ 18.87	\$ 30,189	\$ 30,943	\$ 31,698	\$ 33,208	\$ 39,245
18	\$ 18.91	\$ 30,249	\$ 31,005	\$ 31,762	\$ 33,274	\$ 39,324
19	\$ 18.94	\$ 30,310	\$ 31,067	\$ 31,825	\$ 33,341	\$ 39,403
20	\$ 18.98	\$ 30,370	\$ 31,130	\$ 31,889	\$ 33,407	\$ 39,481
21	\$ 19.02	\$ 30,431	\$ 31,192	\$ 31,953	\$ 33,474	\$ 39,560
22	\$ 19.06	\$ 30,492	\$ 31,254	\$ 32,016	\$ 33,541	\$ 39,639
23	\$ 19.10	\$ 30,553	\$ 31,317	\$ 32,080	\$ 33,608	\$ 39,719
24	\$ 19.19	\$ 30,709	\$ 31,476	\$ 32,244	\$ 33,780	\$ 39,921
25	\$ 19.77	\$ 31,630	\$ 32,421	\$ 33,211	\$ 34,793	\$ 41,119

AUGUSTA COUNTY SCHOOL BOARD
SUPPORTING SCHEDULES FOR SUPPORT STAFF PAY SCALES
2025-2026

N3: 8 Hrs.									
STEP	HOURLY	180 DAYS	183 DAYS	185 DAYS	200 DAYS	205 DAYS	210 DAYS	220 DAYS	260 DAYS
0	\$ 20.79	\$ 29,939	\$ 30,438	\$ 30,771	\$ 33,266	\$ 34,098	\$ 34,929	\$ 36,592	\$ 43,246
1	\$ 20.83	\$ 29,999	\$ 30,499	\$ 30,832	\$ 33,332	\$ 34,166	\$ 34,999	\$ 36,666	\$ 43,332
2	\$ 20.87	\$ 30,059	\$ 30,560	\$ 30,894	\$ 33,399	\$ 34,234	\$ 35,069	\$ 36,739	\$ 43,419
3	\$ 20.92	\$ 30,119	\$ 30,621	\$ 30,956	\$ 33,466	\$ 34,302	\$ 35,139	\$ 36,812	\$ 43,506
4	\$ 20.96	\$ 30,180	\$ 30,682	\$ 31,018	\$ 33,533	\$ 34,371	\$ 35,209	\$ 36,886	\$ 43,593
5	\$ 21.00	\$ 30,240	\$ 30,744	\$ 31,080	\$ 33,600	\$ 34,440	\$ 35,280	\$ 36,960	\$ 43,680
6	\$ 21.04	\$ 30,300	\$ 30,805	\$ 31,142	\$ 33,667	\$ 34,509	\$ 35,350	\$ 37,034	\$ 43,767
7	\$ 21.08	\$ 30,361	\$ 30,867	\$ 31,204	\$ 33,734	\$ 34,578	\$ 35,421	\$ 37,108	\$ 43,855
8	\$ 21.13	\$ 30,422	\$ 30,929	\$ 31,267	\$ 33,802	\$ 34,647	\$ 35,492	\$ 37,182	\$ 43,942
9	\$ 21.17	\$ 30,483	\$ 30,991	\$ 31,329	\$ 33,869	\$ 34,716	\$ 35,563	\$ 37,256	\$ 44,030
10	\$ 21.21	\$ 30,543	\$ 31,053	\$ 31,392	\$ 33,937	\$ 34,786	\$ 35,634	\$ 37,331	\$ 44,118
11	\$ 21.25	\$ 30,605	\$ 31,115	\$ 31,455	\$ 34,005	\$ 34,855	\$ 35,705	\$ 37,406	\$ 44,207
12	\$ 21.30	\$ 30,666	\$ 31,177	\$ 31,518	\$ 34,073	\$ 34,925	\$ 35,777	\$ 37,480	\$ 44,295
13	\$ 21.34	\$ 30,727	\$ 31,239	\$ 31,581	\$ 34,141	\$ 34,995	\$ 35,848	\$ 37,555	\$ 44,384
14	\$ 21.38	\$ 30,789	\$ 31,302	\$ 31,644	\$ 34,210	\$ 35,065	\$ 35,920	\$ 37,630	\$ 44,472
15	\$ 21.42	\$ 30,850	\$ 31,364	\$ 31,707	\$ 34,278	\$ 35,135	\$ 35,992	\$ 37,706	\$ 44,561
16	\$ 21.47	\$ 30,912	\$ 31,427	\$ 31,770	\$ 34,346	\$ 35,205	\$ 36,064	\$ 37,781	\$ 44,650
17	\$ 21.51	\$ 30,974	\$ 31,490	\$ 31,834	\$ 34,415	\$ 35,276	\$ 36,136	\$ 37,857	\$ 44,740
18	\$ 21.55	\$ 31,036	\$ 31,553	\$ 31,898	\$ 34,484	\$ 35,346	\$ 36,208	\$ 37,932	\$ 44,829
19	\$ 21.60	\$ 31,098	\$ 31,616	\$ 31,962	\$ 34,553	\$ 35,417	\$ 36,281	\$ 38,008	\$ 44,919
20	\$ 21.64	\$ 31,160	\$ 31,679	\$ 32,025	\$ 34,622	\$ 35,488	\$ 36,353	\$ 38,084	\$ 45,009
21	\$ 21.68	\$ 31,222	\$ 31,743	\$ 32,089	\$ 34,691	\$ 35,559	\$ 36,426	\$ 38,160	\$ 45,099
22	\$ 21.73	\$ 31,285	\$ 31,806	\$ 32,154	\$ 34,761	\$ 35,630	\$ 36,499	\$ 38,237	\$ 45,189
23	\$ 21.77	\$ 31,347	\$ 31,870	\$ 32,218	\$ 34,830	\$ 35,701	\$ 36,572	\$ 38,313	\$ 45,279
24	\$ 21.88	\$ 31,507	\$ 32,032	\$ 32,382	\$ 35,008	\$ 35,883	\$ 36,758	\$ 38,509	\$ 45,510
25	\$ 22.54	\$ 32,452	\$ 32,993	\$ 33,354	\$ 36,058	\$ 36,960	\$ 37,861	\$ 39,664	\$ 46,876

N3: 7.5 Hrs.									
STEP	HOURLY	180 DAYS	183 DAYS	185 DAYS	200 DAYS	205 DAYS	210 DAYS	220 DAYS	260 DAYS
0	\$ 20.79	\$ 28,068	\$ 28,536	\$ 28,848	\$ 31,187	\$ 31,966	\$ 32,746	\$ 34,305	\$ 40,543
1	\$ 20.83	\$ 28,124	\$ 28,593	\$ 28,905	\$ 31,249	\$ 32,030	\$ 32,812	\$ 34,374	\$ 40,624
2	\$ 20.87	\$ 28,180	\$ 28,650	\$ 28,963	\$ 31,312	\$ 32,094	\$ 32,877	\$ 34,443	\$ 40,705
3	\$ 20.92	\$ 28,237	\$ 28,707	\$ 29,021	\$ 31,374	\$ 32,159	\$ 32,943	\$ 34,512	\$ 40,787
4	\$ 20.96	\$ 28,293	\$ 28,765	\$ 29,079	\$ 31,437	\$ 32,223	\$ 33,009	\$ 34,581	\$ 40,868
5	\$ 21.00	\$ 28,350	\$ 28,822	\$ 29,137	\$ 31,500	\$ 32,287	\$ 33,075	\$ 34,650	\$ 40,950
6	\$ 21.04	\$ 28,407	\$ 28,880	\$ 29,196	\$ 31,563	\$ 32,352	\$ 33,141	\$ 34,719	\$ 41,032
7	\$ 21.08	\$ 28,463	\$ 28,938	\$ 29,254	\$ 31,626	\$ 32,417	\$ 33,207	\$ 34,789	\$ 41,114
8	\$ 21.13	\$ 28,520	\$ 28,996	\$ 29,313	\$ 31,689	\$ 32,481	\$ 33,274	\$ 34,858	\$ 41,196
9	\$ 21.17	\$ 28,577	\$ 29,054	\$ 29,371	\$ 31,753	\$ 32,546	\$ 33,340	\$ 34,928	\$ 41,278
10	\$ 21.21	\$ 28,635	\$ 29,112	\$ 29,430	\$ 31,816	\$ 32,612	\$ 33,407	\$ 34,998	\$ 41,361
11	\$ 21.25	\$ 28,692	\$ 29,170	\$ 29,489	\$ 31,880	\$ 32,677	\$ 33,474	\$ 35,068	\$ 41,444
12	\$ 21.30	\$ 28,749	\$ 29,228	\$ 29,548	\$ 31,944	\$ 32,742	\$ 33,541	\$ 35,138	\$ 41,527
13	\$ 21.34	\$ 28,807	\$ 29,287	\$ 29,607	\$ 32,007	\$ 32,808	\$ 33,608	\$ 35,208	\$ 41,610
14	\$ 21.38	\$ 28,864	\$ 29,345	\$ 29,666	\$ 32,071	\$ 32,873	\$ 33,675	\$ 35,279	\$ 41,693
15	\$ 21.42	\$ 28,922	\$ 29,404	\$ 29,725	\$ 32,136	\$ 32,939	\$ 33,742	\$ 35,349	\$ 41,776
16	\$ 21.47	\$ 28,980	\$ 29,463	\$ 29,785	\$ 32,200	\$ 33,005	\$ 33,810	\$ 35,420	\$ 41,860
17	\$ 21.51	\$ 29,038	\$ 29,522	\$ 29,844	\$ 32,264	\$ 33,071	\$ 33,877	\$ 35,491	\$ 41,943
18	\$ 21.55	\$ 29,096	\$ 29,581	\$ 29,904	\$ 32,329	\$ 33,137	\$ 33,945	\$ 35,562	\$ 42,027
19	\$ 21.60	\$ 29,154	\$ 29,640	\$ 29,964	\$ 32,393	\$ 33,203	\$ 34,013	\$ 35,633	\$ 42,111
20	\$ 21.64	\$ 29,212	\$ 29,699	\$ 30,024	\$ 32,458	\$ 33,270	\$ 34,081	\$ 35,704	\$ 42,196
21	\$ 21.68	\$ 29,271	\$ 29,759	\$ 30,084	\$ 32,523	\$ 33,336	\$ 34,149	\$ 35,775	\$ 42,280
22	\$ 21.73	\$ 29,329	\$ 29,818	\$ 30,144	\$ 32,588	\$ 33,403	\$ 34,218	\$ 35,847	\$ 42,365
23	\$ 21.77	\$ 29,388	\$ 29,878	\$ 30,204	\$ 32,653	\$ 33,470	\$ 34,286	\$ 35,919	\$ 42,449
24	\$ 21.88	\$ 29,538	\$ 30,030	\$ 30,358	\$ 32,820	\$ 33,640	\$ 34,461	\$ 36,102	\$ 42,666
25	\$ 22.54	\$ 30,424	\$ 30,931	\$ 31,269	\$ 33,804	\$ 34,650	\$ 35,495	\$ 37,185	\$ 43,946

AUGUSTA COUNTY SCHOOL BOARD
SUPPORTING SCHEDULES FOR SUPPORT STAFF PAY SCALES
2025-2026

N3: 7 Hrs.									
STEP	HOURLY	180 DAYS	183 DAYS	185 DAYS	200 DAYS	205 DAYS	210 DAYS	220 DAYS	260 DAYS
0	\$ 20.79	\$ 26,197	\$ 26,633	\$ 26,925	\$ 29,108	\$ 29,835	\$ 30,563	\$ 32,018	\$ 37,840
1	\$ 20.83	\$ 26,249	\$ 26,687	\$ 26,978	\$ 29,166	\$ 29,895	\$ 30,624	\$ 32,082	\$ 37,916
2	\$ 20.87	\$ 26,302	\$ 26,740	\$ 27,032	\$ 29,224	\$ 29,955	\$ 30,685	\$ 32,147	\$ 37,991
3	\$ 20.92	\$ 26,354	\$ 26,794	\$ 27,086	\$ 29,283	\$ 30,015	\$ 30,747	\$ 32,211	\$ 38,067
4	\$ 20.96	\$ 26,407	\$ 26,847	\$ 27,141	\$ 29,341	\$ 30,075	\$ 30,808	\$ 32,275	\$ 38,144
5	\$ 21.00	\$ 26,460	\$ 26,901	\$ 27,195	\$ 29,400	\$ 30,135	\$ 30,870	\$ 32,340	\$ 38,220
6	\$ 21.04	\$ 26,513	\$ 26,955	\$ 27,249	\$ 29,459	\$ 30,195	\$ 30,932	\$ 32,405	\$ 38,296
7	\$ 21.08	\$ 26,566	\$ 27,009	\$ 27,304	\$ 29,518	\$ 30,256	\$ 30,993	\$ 32,469	\$ 38,373
8	\$ 21.13	\$ 26,619	\$ 27,063	\$ 27,358	\$ 29,577	\$ 30,316	\$ 31,055	\$ 32,534	\$ 38,450
9	\$ 21.17	\$ 26,672	\$ 27,117	\$ 27,413	\$ 29,636	\$ 30,377	\$ 31,118	\$ 32,599	\$ 38,527
10	\$ 21.21	\$ 26,726	\$ 27,171	\$ 27,468	\$ 29,695	\$ 30,437	\$ 31,180	\$ 32,665	\$ 38,604
11	\$ 21.25	\$ 26,779	\$ 27,225	\$ 27,523	\$ 29,754	\$ 30,498	\$ 31,242	\$ 32,730	\$ 38,681
12	\$ 21.30	\$ 26,833	\$ 27,280	\$ 27,578	\$ 29,814	\$ 30,559	\$ 31,305	\$ 32,795	\$ 38,758
13	\$ 21.34	\$ 26,886	\$ 27,334	\$ 27,633	\$ 29,874	\$ 30,620	\$ 31,367	\$ 32,861	\$ 38,836
14	\$ 21.38	\$ 26,940	\$ 27,389	\$ 27,688	\$ 29,933	\$ 30,682	\$ 31,430	\$ 32,927	\$ 38,913
15	\$ 21.42	\$ 26,994	\$ 27,444	\$ 27,744	\$ 29,993	\$ 30,743	\$ 31,493	\$ 32,993	\$ 38,991
16	\$ 21.47	\$ 27,048	\$ 27,499	\$ 27,799	\$ 30,053	\$ 30,805	\$ 31,556	\$ 33,058	\$ 39,069
17	\$ 21.51	\$ 27,102	\$ 27,554	\$ 27,855	\$ 30,113	\$ 30,866	\$ 31,619	\$ 33,125	\$ 39,147
18	\$ 21.55	\$ 27,156	\$ 27,609	\$ 27,910	\$ 30,174	\$ 30,928	\$ 31,682	\$ 33,191	\$ 39,226
19	\$ 21.60	\$ 27,210	\$ 27,664	\$ 27,966	\$ 30,234	\$ 30,990	\$ 31,746	\$ 33,257	\$ 39,304
20	\$ 21.64	\$ 27,265	\$ 27,719	\$ 28,022	\$ 30,294	\$ 31,052	\$ 31,809	\$ 33,324	\$ 39,383
21	\$ 21.68	\$ 27,319	\$ 27,775	\$ 28,078	\$ 30,355	\$ 31,114	\$ 31,873	\$ 33,390	\$ 39,461
22	\$ 21.73	\$ 27,374	\$ 27,830	\$ 28,134	\$ 30,416	\$ 31,176	\$ 31,936	\$ 33,457	\$ 39,540
23	\$ 21.77	\$ 27,429	\$ 27,886	\$ 28,191	\$ 30,476	\$ 31,238	\$ 32,000	\$ 33,524	\$ 39,619
24	\$ 21.88	\$ 27,569	\$ 28,028	\$ 28,334	\$ 30,632	\$ 31,398	\$ 32,163	\$ 33,695	\$ 39,821
25	\$ 22.54	\$ 28,396	\$ 28,869	\$ 29,185	\$ 31,551	\$ 32,340	\$ 33,128	\$ 34,706	\$ 41,016

N4: 8 Hrs.						
STEP	HOURLY	200 DAYS	205 DAYS	210 DAYS	220 DAYS	260 DAYS
0	\$ 23.39	\$ 37,424	\$ 38,360	\$ 39,295	\$ 41,166	\$ 48,651
1	\$ 23.44	\$ 37,499	\$ 38,436	\$ 39,374	\$ 41,249	\$ 48,749
2	\$ 23.48	\$ 37,574	\$ 38,513	\$ 39,453	\$ 41,331	\$ 48,846
3	\$ 23.53	\$ 37,649	\$ 38,590	\$ 39,532	\$ 41,414	\$ 48,944
4	\$ 23.58	\$ 37,724	\$ 38,667	\$ 39,611	\$ 41,497	\$ 49,042
5	\$ 23.62	\$ 37,800	\$ 38,745	\$ 39,690	\$ 41,580	\$ 49,140
6	\$ 23.67	\$ 37,875	\$ 38,822	\$ 39,769	\$ 41,663	\$ 49,238
7	\$ 23.72	\$ 37,951	\$ 38,900	\$ 39,849	\$ 41,746	\$ 49,337
8	\$ 23.77	\$ 38,027	\$ 38,978	\$ 39,928	\$ 41,830	\$ 49,435
9	\$ 23.81	\$ 38,103	\$ 39,056	\$ 40,008	\$ 41,913	\$ 49,534
10	\$ 23.86	\$ 38,179	\$ 39,134	\$ 40,088	\$ 41,997	\$ 49,633
11	\$ 23.91	\$ 38,256	\$ 39,212	\$ 40,168	\$ 42,081	\$ 49,732
12	\$ 23.96	\$ 38,332	\$ 39,291	\$ 40,249	\$ 42,165	\$ 49,832
13	\$ 24.01	\$ 38,409	\$ 39,369	\$ 40,329	\$ 42,250	\$ 49,932
14	\$ 24.05	\$ 38,486	\$ 39,448	\$ 40,410	\$ 42,334	\$ 50,031
15	\$ 24.10	\$ 38,563	\$ 39,527	\$ 40,491	\$ 42,419	\$ 50,131
16	\$ 24.15	\$ 38,640	\$ 39,606	\$ 40,572	\$ 42,504	\$ 50,232
17	\$ 24.20	\$ 38,717	\$ 39,685	\$ 40,653	\$ 42,589	\$ 50,332
18	\$ 24.25	\$ 38,795	\$ 39,764	\$ 40,734	\$ 42,674	\$ 50,433
19	\$ 24.30	\$ 38,872	\$ 39,844	\$ 40,816	\$ 42,759	\$ 50,534
20	\$ 24.34	\$ 38,950	\$ 39,924	\$ 40,897	\$ 42,845	\$ 50,635
21	\$ 24.39	\$ 39,028	\$ 40,003	\$ 40,979	\$ 42,931	\$ 50,736
22	\$ 24.44	\$ 39,106	\$ 40,083	\$ 41,061	\$ 43,016	\$ 50,838
23	\$ 24.49	\$ 39,184	\$ 40,164	\$ 41,143	\$ 43,102	\$ 50,939
24	\$ 24.64	\$ 39,423	\$ 40,409	\$ 41,394	\$ 43,365	\$ 51,250
25	\$ 25.38	\$ 40,606	\$ 41,621	\$ 42,636	\$ 44,666	\$ 52,787

AUGUSTA COUNTY SCHOOL BOARD
SUPPORTING SCHEDULES FOR SUPPORT STAFF PAY SCALES
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N4: 7.5 Hrs.								
STEP	HOURLY		185 DAYS	200 DAYS	205 DAYS	210 DAYS	220 DAYS	260 DAYS
0	\$ 23.39		\$ 32,454	\$ 35,085	\$ 35,962	\$ 36,839	\$ 38,594	\$ 45,611
1	\$ 23.44		\$ 32,519	\$ 35,155	\$ 36,034	\$ 36,913	\$ 38,671	\$ 45,702
2	\$ 23.48		\$ 32,584	\$ 35,226	\$ 36,106	\$ 36,987	\$ 38,748	\$ 45,793
3	\$ 23.53		\$ 32,649	\$ 35,296	\$ 36,178	\$ 37,061	\$ 38,826	\$ 45,885
4	\$ 23.58		\$ 32,714	\$ 35,367	\$ 36,251	\$ 37,135	\$ 38,903	\$ 45,977
5	\$ 23.62		\$ 32,780	\$ 35,437	\$ 36,323	\$ 37,209	\$ 38,981	\$ 46,069
6	\$ 23.67		\$ 32,845	\$ 35,508	\$ 36,396	\$ 37,284	\$ 39,059	\$ 46,161
7	\$ 23.72		\$ 32,911	\$ 35,579	\$ 36,469	\$ 37,358	\$ 39,137	\$ 46,253
8	\$ 23.77		\$ 32,977	\$ 35,650	\$ 36,542	\$ 37,433	\$ 39,215	\$ 46,346
9	\$ 23.81		\$ 33,043	\$ 35,722	\$ 36,615	\$ 37,508	\$ 39,294	\$ 46,438
10	\$ 23.86		\$ 33,109	\$ 35,793	\$ 36,688	\$ 37,583	\$ 39,372	\$ 46,531
11	\$ 23.91		\$ 33,175	\$ 35,865	\$ 36,761	\$ 37,658	\$ 39,451	\$ 46,624
12	\$ 23.96		\$ 33,241	\$ 35,936	\$ 36,835	\$ 37,733	\$ 39,530	\$ 46,717
13	\$ 24.01		\$ 33,308	\$ 36,008	\$ 36,909	\$ 37,809	\$ 39,609	\$ 46,811
14	\$ 24.05		\$ 33,374	\$ 36,080	\$ 36,982	\$ 37,884	\$ 39,688	\$ 46,904
15	\$ 24.10		\$ 33,441	\$ 36,153	\$ 37,056	\$ 37,960	\$ 39,768	\$ 46,998
16	\$ 24.15		\$ 33,508	\$ 36,225	\$ 37,130	\$ 38,036	\$ 39,847	\$ 47,092
17	\$ 24.20		\$ 33,575	\$ 36,297	\$ 37,205	\$ 38,112	\$ 39,927	\$ 47,186
18	\$ 24.25		\$ 33,642	\$ 36,370	\$ 37,279	\$ 38,188	\$ 40,007	\$ 47,281
19	\$ 24.30		\$ 33,709	\$ 36,443	\$ 37,354	\$ 38,265	\$ 40,087	\$ 47,375
20	\$ 24.34		\$ 33,777	\$ 36,515	\$ 37,428	\$ 38,341	\$ 40,167	\$ 47,470
21	\$ 24.39		\$ 33,844	\$ 36,589	\$ 37,503	\$ 38,418	\$ 40,247	\$ 47,565
22	\$ 24.44		\$ 33,912	\$ 36,662	\$ 37,578	\$ 38,495	\$ 40,328	\$ 47,660
23	\$ 24.49		\$ 33,980	\$ 36,735	\$ 37,653	\$ 38,572	\$ 40,409	\$ 47,756
24	\$ 24.64		\$ 34,187	\$ 36,959	\$ 37,883	\$ 38,807	\$ 40,655	\$ 48,047
25	\$ 25.38		\$ 35,213	\$ 38,068	\$ 39,020	\$ 39,971	\$ 41,875	\$ 49,488

N4: 7 Hrs.								
STEP	HOURLY		185 DAYS	200 DAYS	205 DAYS	210 DAYS	220 DAYS	260 DAYS
0	\$ 23.39		\$ 30,290	\$ 32,746	\$ 33,565	\$ 34,383	\$ 36,021	\$ 42,570
1	\$ 23.44		\$ 30,351	\$ 32,812	\$ 33,632	\$ 34,452	\$ 36,093	\$ 42,655
2	\$ 23.48		\$ 30,411	\$ 32,877	\$ 33,699	\$ 34,521	\$ 36,165	\$ 42,740
3	\$ 23.53		\$ 30,472	\$ 32,943	\$ 33,767	\$ 34,590	\$ 36,237	\$ 42,826
4	\$ 23.58		\$ 30,533	\$ 33,009	\$ 33,834	\$ 34,659	\$ 36,310	\$ 42,911
5	\$ 23.62		\$ 30,594	\$ 33,075	\$ 33,902	\$ 34,729	\$ 36,382	\$ 42,997
6	\$ 23.67		\$ 30,655	\$ 33,141	\$ 33,970	\$ 34,798	\$ 36,455	\$ 43,083
7	\$ 23.72		\$ 30,717	\$ 33,207	\$ 34,037	\$ 34,868	\$ 36,528	\$ 43,169
8	\$ 23.77		\$ 30,778	\$ 33,274	\$ 34,106	\$ 34,937	\$ 36,601	\$ 43,256
9	\$ 23.81		\$ 30,840	\$ 33,340	\$ 34,174	\$ 35,007	\$ 36,674	\$ 43,342
10	\$ 23.86		\$ 30,901	\$ 33,407	\$ 34,242	\$ 35,077	\$ 36,748	\$ 43,429
11	\$ 23.91		\$ 30,963	\$ 33,474	\$ 34,311	\$ 35,147	\$ 36,821	\$ 43,516
12	\$ 23.96		\$ 31,025	\$ 33,541	\$ 34,379	\$ 35,218	\$ 36,895	\$ 43,603
13	\$ 24.01		\$ 31,087	\$ 33,608	\$ 34,448	\$ 35,288	\$ 36,969	\$ 43,690
14	\$ 24.05		\$ 31,149	\$ 33,675	\$ 34,517	\$ 35,359	\$ 37,042	\$ 43,777
15	\$ 24.10		\$ 31,212	\$ 33,742	\$ 34,586	\$ 35,429	\$ 37,117	\$ 43,865
16	\$ 24.15		\$ 31,274	\$ 33,810	\$ 34,655	\$ 35,500	\$ 37,191	\$ 43,953
17	\$ 24.20		\$ 31,337	\$ 33,877	\$ 34,724	\$ 35,571	\$ 37,265	\$ 44,041
18	\$ 24.25		\$ 31,399	\$ 33,945	\$ 34,794	\$ 35,642	\$ 37,340	\$ 44,129
19	\$ 24.30		\$ 31,462	\$ 34,013	\$ 34,863	\$ 35,714	\$ 37,414	\$ 44,217
20	\$ 24.34		\$ 31,525	\$ 34,081	\$ 34,933	\$ 35,785	\$ 37,489	\$ 44,305
21	\$ 24.39		\$ 31,588	\$ 34,149	\$ 35,003	\$ 35,857	\$ 37,564	\$ 44,394
22	\$ 24.44		\$ 31,651	\$ 34,218	\$ 35,073	\$ 35,928	\$ 37,639	\$ 44,483
23	\$ 24.49		\$ 31,715	\$ 34,286	\$ 35,143	\$ 36,000	\$ 37,715	\$ 44,572
24	\$ 24.64		\$ 31,908	\$ 34,495	\$ 35,358	\$ 36,220	\$ 37,945	\$ 44,844
25	\$ 25.38		\$ 32,865	\$ 35,530	\$ 36,418	\$ 37,307	\$ 39,083	\$ 46,189

AUGUSTA COUNTY SCHOOL BOARD
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N6: 8 Hrs.						
STEP	HOURLY	200 DAYS	205 DAYS	210 DAYS	220 DAYS	260 DAYS
0	\$ 28.59	\$ 45,751	\$ 46,895	\$ 48,038	\$ 50,326	\$ 59,476
1	\$ 28.65	\$ 45,842	\$ 46,989	\$ 48,135	\$ 50,427	\$ 59,595
2	\$ 28.71	\$ 45,934	\$ 47,082	\$ 48,231	\$ 50,528	\$ 59,714
3	\$ 28.77	\$ 46,026	\$ 47,177	\$ 48,327	\$ 50,629	\$ 59,834
4	\$ 28.82	\$ 46,118	\$ 47,271	\$ 48,424	\$ 50,730	\$ 59,953
5	\$ 28.88	\$ 46,210	\$ 47,366	\$ 48,521	\$ 50,831	\$ 60,073
6	\$ 28.94	\$ 46,303	\$ 47,460	\$ 48,618	\$ 50,933	\$ 60,194
7	\$ 29.00	\$ 46,395	\$ 47,555	\$ 48,715	\$ 51,035	\$ 60,314
8	\$ 29.06	\$ 46,488	\$ 47,650	\$ 48,813	\$ 51,137	\$ 60,435
9	\$ 29.11	\$ 46,581	\$ 47,746	\$ 48,910	\$ 51,239	\$ 60,555
10	\$ 29.17	\$ 46,674	\$ 47,841	\$ 49,008	\$ 51,342	\$ 60,677
11	\$ 29.23	\$ 46,768	\$ 47,937	\$ 49,106	\$ 51,444	\$ 60,798
12	\$ 29.29	\$ 46,861	\$ 48,033	\$ 49,204	\$ 51,547	\$ 60,919
13	\$ 29.35	\$ 46,955	\$ 48,129	\$ 49,303	\$ 51,650	\$ 61,041
14	\$ 29.41	\$ 47,049	\$ 48,225	\$ 49,401	\$ 51,754	\$ 61,163
15	\$ 29.46	\$ 47,143	\$ 48,321	\$ 49,500	\$ 51,857	\$ 61,286
16	\$ 29.52	\$ 47,237	\$ 48,418	\$ 49,599	\$ 51,961	\$ 61,408
17	\$ 29.58	\$ 47,332	\$ 48,515	\$ 49,698	\$ 52,065	\$ 61,531
18	\$ 29.64	\$ 47,426	\$ 48,612	\$ 49,798	\$ 52,169	\$ 61,654
19	\$ 29.70	\$ 47,521	\$ 48,709	\$ 49,897	\$ 52,273	\$ 61,777
20	\$ 29.76	\$ 47,616	\$ 48,807	\$ 49,997	\$ 52,378	\$ 61,901
21	\$ 29.82	\$ 47,711	\$ 48,904	\$ 50,097	\$ 52,483	\$ 62,025
22	\$ 29.88	\$ 47,807	\$ 49,002	\$ 50,197	\$ 52,588	\$ 62,149
23	\$ 29.94	\$ 47,902	\$ 49,100	\$ 50,298	\$ 52,693	\$ 62,273
24	\$ 30.12	\$ 48,195	\$ 49,400	\$ 50,604	\$ 53,014	\$ 62,653
25	\$ 31.03	\$ 49,640	\$ 50,882	\$ 52,123	\$ 54,605	\$ 64,533

N9: 8 Hrs.						
STEP	HOURLY	200 DAYS	205 DAYS	210 DAYS	220 DAYS	260 DAYS
0	\$ 36.31	\$ 58,104	\$ 59,556	\$ 61,009	\$ 63,914	\$ 75,535
1	\$ 36.39	\$ 58,220	\$ 59,675	\$ 61,131	\$ 64,042	\$ 75,686
2	\$ 36.46	\$ 58,336	\$ 59,795	\$ 61,253	\$ 64,170	\$ 75,837
3	\$ 36.53	\$ 58,453	\$ 59,914	\$ 61,376	\$ 64,298	\$ 75,989
4	\$ 36.61	\$ 58,570	\$ 60,034	\$ 61,498	\$ 64,427	\$ 76,141
5	\$ 36.68	\$ 58,687	\$ 60,154	\$ 61,621	\$ 64,556	\$ 76,293
6	\$ 36.75	\$ 58,804	\$ 60,275	\$ 61,745	\$ 64,685	\$ 76,446
7	\$ 36.83	\$ 58,922	\$ 60,395	\$ 61,868	\$ 64,814	\$ 76,599
8	\$ 36.90	\$ 59,040	\$ 60,516	\$ 61,992	\$ 64,944	\$ 76,752
9	\$ 36.97	\$ 59,158	\$ 60,637	\$ 62,116	\$ 65,074	\$ 76,905
10	\$ 37.05	\$ 59,276	\$ 60,758	\$ 62,240	\$ 65,204	\$ 77,059
11	\$ 37.12	\$ 59,395	\$ 60,880	\$ 62,365	\$ 65,334	\$ 77,213
12	\$ 37.20	\$ 59,514	\$ 61,001	\$ 62,489	\$ 65,465	\$ 77,368
13	\$ 37.27	\$ 59,633	\$ 61,123	\$ 62,614	\$ 65,596	\$ 77,522
14	\$ 37.34	\$ 59,752	\$ 61,246	\$ 62,740	\$ 65,727	\$ 77,678
15	\$ 37.42	\$ 59,871	\$ 61,368	\$ 62,865	\$ 65,859	\$ 77,833
16	\$ 37.49	\$ 59,991	\$ 61,491	\$ 62,991	\$ 65,990	\$ 77,989
17	\$ 37.57	\$ 60,111	\$ 61,614	\$ 63,117	\$ 66,122	\$ 78,145
18	\$ 37.64	\$ 60,231	\$ 61,737	\$ 63,243	\$ 66,255	\$ 78,301
19	\$ 37.72	\$ 60,352	\$ 61,861	\$ 63,369	\$ 66,387	\$ 78,457
20	\$ 37.83	\$ 60,533	\$ 62,046	\$ 63,560	\$ 66,586	\$ 78,693
21	\$ 37.91	\$ 60,654	\$ 62,170	\$ 63,687	\$ 66,719	\$ 78,850
22	\$ 37.98	\$ 60,775	\$ 62,295	\$ 63,814	\$ 66,853	\$ 79,008
23	\$ 38.06	\$ 60,897	\$ 62,419	\$ 63,942	\$ 66,987	\$ 79,166
24	\$ 38.29	\$ 61,268	\$ 62,800	\$ 64,332	\$ 67,395	\$ 79,649
25	\$ 39.44	\$ 63,106	\$ 64,684	\$ 66,262	\$ 69,417	\$ 82,038

AUGUSTA COUNTY SCHOOL BOARD
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N9: 7.5 Hrs.						
STEP	HOURLY	200 DAYS	205 DAYS	210 DAYS	220 DAYS	260 DAYS
0	\$ 36.31	\$ 54,472	\$ 55,834	\$ 57,196	\$ 59,919	\$ 70,814
1	\$ 36.39	\$ 54,581	\$ 55,946	\$ 57,310	\$ 60,039	\$ 70,956
2	\$ 36.46	\$ 54,690	\$ 56,058	\$ 57,425	\$ 60,159	\$ 71,097
3	\$ 36.53	\$ 54,800	\$ 56,170	\$ 57,540	\$ 60,280	\$ 71,240
4	\$ 36.61	\$ 54,909	\$ 56,282	\$ 57,655	\$ 60,400	\$ 71,382
5	\$ 36.68	\$ 55,019	\$ 56,395	\$ 57,770	\$ 60,521	\$ 71,525
6	\$ 36.75	\$ 55,129	\$ 56,507	\$ 57,886	\$ 60,642	\$ 71,668
7	\$ 36.83	\$ 55,239	\$ 56,620	\$ 58,001	\$ 60,763	\$ 71,811
8	\$ 36.90	\$ 55,350	\$ 56,734	\$ 58,117	\$ 60,885	\$ 71,955
9	\$ 36.97	\$ 55,461	\$ 56,847	\$ 58,234	\$ 61,007	\$ 72,099
10	\$ 37.05	\$ 55,572	\$ 56,961	\$ 58,350	\$ 61,129	\$ 72,243
11	\$ 37.12	\$ 55,683	\$ 57,075	\$ 58,467	\$ 61,251	\$ 72,387
12	\$ 37.20	\$ 55,794	\$ 57,189	\$ 58,584	\$ 61,373	\$ 72,532
13	\$ 37.27	\$ 55,906	\$ 57,303	\$ 58,701	\$ 61,496	\$ 72,677
14	\$ 37.34	\$ 56,017	\$ 57,418	\$ 58,818	\$ 61,619	\$ 72,823
15	\$ 37.42	\$ 56,129	\$ 57,533	\$ 58,936	\$ 61,742	\$ 72,968
16	\$ 37.49	\$ 56,242	\$ 57,648	\$ 59,054	\$ 61,866	\$ 73,114
17	\$ 37.57	\$ 56,354	\$ 57,763	\$ 59,172	\$ 61,990	\$ 73,260
18	\$ 37.64	\$ 56,467	\$ 57,879	\$ 59,290	\$ 62,114	\$ 73,407
19	\$ 37.72	\$ 56,580	\$ 57,994	\$ 59,409	\$ 62,238	\$ 73,554
20	\$ 37.83	\$ 56,750	\$ 58,168	\$ 59,587	\$ 62,425	\$ 73,774
21	\$ 37.91	\$ 56,863	\$ 58,285	\$ 59,706	\$ 62,549	\$ 73,922
22	\$ 37.98	\$ 56,977	\$ 58,401	\$ 59,826	\$ 62,675	\$ 74,070
23	\$ 38.06	\$ 57,091	\$ 58,518	\$ 59,945	\$ 62,800	\$ 74,218
24	\$ 38.29	\$ 57,439	\$ 58,875	\$ 60,311	\$ 63,183	\$ 74,671
25	\$ 39.44	\$ 59,162	\$ 60,641	\$ 62,120	\$ 65,078	\$ 76,911

N9: 7 Hrs.						
STEP	HOURLY	200 DAYS	205 DAYS	210 DAYS	220 DAYS	260 DAYS
0	\$ 36.31	\$ 50,841	\$ 52,112	\$ 53,383	\$ 55,925	\$ 66,093
1	\$ 36.39	\$ 50,942	\$ 52,216	\$ 53,490	\$ 56,037	\$ 66,225
2	\$ 36.46	\$ 51,044	\$ 52,320	\$ 53,597	\$ 56,149	\$ 66,358
3	\$ 36.53	\$ 51,146	\$ 52,425	\$ 53,704	\$ 56,261	\$ 66,490
4	\$ 36.61	\$ 51,249	\$ 52,530	\$ 53,811	\$ 56,374	\$ 66,623
5	\$ 36.68	\$ 51,351	\$ 52,635	\$ 53,919	\$ 56,486	\$ 66,757
6	\$ 36.75	\$ 51,454	\$ 52,740	\$ 54,027	\$ 56,599	\$ 66,890
7	\$ 36.83	\$ 51,557	\$ 52,846	\$ 54,135	\$ 56,712	\$ 67,024
8	\$ 36.90	\$ 51,660	\$ 52,951	\$ 54,243	\$ 56,826	\$ 67,158
9	\$ 36.97	\$ 51,763	\$ 53,057	\$ 54,351	\$ 56,940	\$ 67,292
10	\$ 37.05	\$ 51,867	\$ 53,163	\$ 54,460	\$ 57,053	\$ 67,427
11	\$ 37.12	\$ 51,970	\$ 53,270	\$ 54,569	\$ 57,168	\$ 67,562
12	\$ 37.20	\$ 52,074	\$ 53,376	\$ 54,678	\$ 57,282	\$ 67,697
13	\$ 37.27	\$ 52,179	\$ 53,483	\$ 54,788	\$ 57,396	\$ 67,832
14	\$ 37.34	\$ 52,283	\$ 53,590	\$ 54,897	\$ 57,511	\$ 67,968
15	\$ 37.42	\$ 52,388	\$ 53,697	\$ 55,007	\$ 57,626	\$ 68,104
16	\$ 37.49	\$ 52,492	\$ 53,805	\$ 55,117	\$ 57,742	\$ 68,240
17	\$ 37.57	\$ 52,597	\$ 53,912	\$ 55,227	\$ 57,857	\$ 68,376
18	\$ 37.64	\$ 52,702	\$ 54,020	\$ 55,338	\$ 57,973	\$ 68,513
19	\$ 37.72	\$ 52,808	\$ 54,128	\$ 55,448	\$ 58,089	\$ 68,650
20	\$ 37.83	\$ 52,966	\$ 54,290	\$ 55,615	\$ 58,263	\$ 68,856
21	\$ 37.91	\$ 53,072	\$ 54,399	\$ 55,726	\$ 58,379	\$ 68,994
22	\$ 37.98	\$ 53,178	\$ 54,508	\$ 55,837	\$ 58,496	\$ 69,132
23	\$ 38.06	\$ 53,285	\$ 54,617	\$ 55,949	\$ 58,613	\$ 69,270
24	\$ 38.29	\$ 53,610	\$ 54,950	\$ 56,290	\$ 58,971	\$ 69,693
25	\$ 39.44	\$ 55,218	\$ 56,599	\$ 57,979	\$ 60,740	\$ 71,783

**AUGUSTA COUNTY SCHOOL BOARD
SUPPORTING SCHEDULES FOR SUPPORT STAFF PAY SCALES
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INSTRUCTIONAL / SPECIAL ED. AIDES			
N1		183 DAYS	183 DAYS
STEP	HOURLY	7 HOURS	7.5 HOURS
0	\$ 15.62	\$ 20,011	\$ 21,440
1	\$ 15.65	\$ 20,051	\$ 21,483
2	\$ 15.68	\$ 20,091	\$ 21,526
3	\$ 15.72	\$ 20,131	\$ 21,569
4	\$ 15.75	\$ 20,171	\$ 21,612
5	\$ 15.78	\$ 20,212	\$ 21,655
6	\$ 15.81	\$ 20,252	\$ 21,699
7	\$ 15.84	\$ 20,293	\$ 21,742
8	\$ 15.87	\$ 20,333	\$ 21,786
9	\$ 15.90	\$ 20,374	\$ 21,829
10	\$ 15.94	\$ 20,415	\$ 21,873
11	\$ 15.97	\$ 20,456	\$ 21,917
12	\$ 16.00	\$ 20,496	\$ 21,960
13	\$ 16.03	\$ 20,537	\$ 22,004
14	\$ 16.06	\$ 20,579	\$ 22,048
15	\$ 16.10	\$ 20,620	\$ 22,093
16	\$ 16.13	\$ 20,661	\$ 22,137
17	\$ 16.16	\$ 20,702	\$ 22,181
18	\$ 16.19	\$ 20,744	\$ 22,225
19	\$ 16.23	\$ 20,785	\$ 22,270
20	\$ 16.26	\$ 20,827	\$ 22,314
21	\$ 16.29	\$ 20,868	\$ 22,359
22	\$ 16.32	\$ 20,910	\$ 22,404
23	\$ 16.36	\$ 20,952	\$ 22,448
24	\$ 16.41	\$ 21,017	\$ 22,518
25	\$ 16.90	\$ 21,647	\$ 23,194

AUGUSTA COUNTY SCHOOL BOARD
SUPPORTING SCHEDULES FOR SUPPORT STAFF PAY SCALES
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CLINIC AIDE Non LPN or Non RN Credentials			
N3 STEP	HOURLY	185 DAYS 7 HOURS	185 DAYS 7.5 HOURS
0	\$ 20.79	\$ 26,925	\$ 28,848
1	\$ 20.83	\$ 26,978	\$ 28,905
2	\$ 20.87	\$ 27,032	\$ 28,963
3	\$ 20.92	\$ 27,086	\$ 29,021
4	\$ 20.96	\$ 27,141	\$ 29,079
5	\$ 21.00	\$ 27,195	\$ 29,137
6	\$ 21.04	\$ 27,249	\$ 29,196
7	\$ 21.08	\$ 27,304	\$ 29,254
8	\$ 21.13	\$ 27,358	\$ 29,313
9	\$ 21.17	\$ 27,413	\$ 29,371
10	\$ 21.21	\$ 27,468	\$ 29,430
11	\$ 21.25	\$ 27,523	\$ 29,489
12	\$ 21.30	\$ 27,578	\$ 29,548
13	\$ 21.34	\$ 27,633	\$ 29,607
14	\$ 21.38	\$ 27,688	\$ 29,666
15	\$ 21.42	\$ 27,744	\$ 29,725
16	\$ 21.47	\$ 27,799	\$ 29,785
17	\$ 21.51	\$ 27,855	\$ 29,844
18	\$ 21.55	\$ 27,910	\$ 29,904
19	\$ 21.60	\$ 27,966	\$ 29,964
20	\$ 21.64	\$ 28,022	\$ 30,024
21	\$ 21.68	\$ 28,078	\$ 30,084
22	\$ 21.73	\$ 28,134	\$ 30,144
23	\$ 21.77	\$ 28,191	\$ 30,204
24	\$ 21.88	\$ 28,334	\$ 30,358
25	\$ 22.54	\$ 29,185	\$ 31,269

CLINIC AIDE LPN				
N4 STEP	HOURLY		185 DAYS 7 HOURS	185 DAYS 7.5 HOURS
0	\$ 23.39		\$ 30,290	\$ 32,454
1	\$ 23.44		\$ 30,351	\$ 32,519
2	\$ 23.48		\$ 30,411	\$ 32,584
3	\$ 23.53		\$ 30,472	\$ 32,649
4	\$ 23.58		\$ 30,533	\$ 32,714
5	\$ 23.62		\$ 30,594	\$ 32,780
6	\$ 23.67		\$ 30,655	\$ 32,845
7	\$ 23.72		\$ 30,717	\$ 32,911
8	\$ 23.77		\$ 30,778	\$ 32,977
9	\$ 23.81		\$ 30,840	\$ 33,043
10	\$ 23.86		\$ 30,901	\$ 33,109
11	\$ 23.91		\$ 30,963	\$ 33,175
12	\$ 23.96		\$ 31,025	\$ 33,241
13	\$ 24.01		\$ 31,087	\$ 33,308
14	\$ 24.05		\$ 31,149	\$ 33,374
15	\$ 24.10		\$ 31,212	\$ 33,441
16	\$ 24.15		\$ 31,274	\$ 33,508
17	\$ 24.20		\$ 31,337	\$ 33,575
18	\$ 24.25		\$ 31,399	\$ 33,642
19	\$ 24.30		\$ 31,462	\$ 33,709
20	\$ 24.34		\$ 31,525	\$ 33,777
21	\$ 24.39		\$ 31,588	\$ 33,844
22	\$ 24.44		\$ 31,651	\$ 33,912
23	\$ 24.49		\$ 31,715	\$ 33,980
24	\$ 24.64		\$ 31,908	\$ 34,187
25	\$ 25.38		\$ 32,865	\$ 35,213

CLINIC AIDE RN			
N6 STEP	HOURLY	185 DAYS 7 HOURS	185 DAYS 7.5 HOURS
0	\$ 28.59	\$ 37,030	\$ 39,675
1	\$ 28.65	\$ 37,104	\$ 39,754
2	\$ 28.71	\$ 37,178	\$ 39,834
3	\$ 28.77	\$ 37,252	\$ 39,913
4	\$ 28.82	\$ 37,327	\$ 39,993
5	\$ 28.88	\$ 37,401	\$ 40,073
6	\$ 28.94	\$ 37,476	\$ 40,153
7	\$ 29.00	\$ 37,551	\$ 40,233
8	\$ 29.06	\$ 37,626	\$ 40,314
9	\$ 29.11	\$ 37,702	\$ 40,395
10	\$ 29.17	\$ 37,777	\$ 40,475
11	\$ 29.23	\$ 37,853	\$ 40,556
12	\$ 29.29	\$ 37,928	\$ 40,637
13	\$ 29.35	\$ 38,004	\$ 40,719
14	\$ 29.41	\$ 38,080	\$ 40,800
15	\$ 29.46	\$ 38,156	\$ 40,882
16	\$ 29.52	\$ 38,233	\$ 40,963
17	\$ 29.58	\$ 38,309	\$ 41,045
18	\$ 29.64	\$ 38,386	\$ 41,127
19	\$ 29.70	\$ 38,462	\$ 41,210
20	\$ 29.76	\$ 38,539	\$ 41,292
21	\$ 29.82	\$ 38,616	\$ 41,375
22	\$ 29.88	\$ 38,694	\$ 41,457
23	\$ 29.94	\$ 38,771	\$ 41,540
24	\$ 30.12	\$ 39,008	\$ 41,794
25	\$ 31.03	\$ 40,178	\$ 43,048

**AUGUSTA COUNTY SCHOOL BOARD
SUPPORTING SCHEDULES FOR SUPPORT STAFF PAY SCALES
2025-2026**

COMPUTER AIDE			
N3 STEP	HOURLY	183 DAYS 7 HOURS	183 DAYS 7.5 HOURS
0	\$ 20.79	\$ 26,633	\$ 28,536
1	\$ 20.83	\$ 26,687	\$ 28,593
2	\$ 20.87	\$ 26,740	\$ 28,650
3	\$ 20.92	\$ 26,794	\$ 28,707
4	\$ 20.96	\$ 26,847	\$ 28,765
5	\$ 21.00	\$ 26,901	\$ 28,822
6	\$ 21.04	\$ 26,955	\$ 28,880
7	\$ 21.08	\$ 27,009	\$ 28,938
8	\$ 21.13	\$ 27,063	\$ 28,996
9	\$ 21.17	\$ 27,117	\$ 29,054
10	\$ 21.21	\$ 27,171	\$ 29,112
11	\$ 21.25	\$ 27,225	\$ 29,170
12	\$ 21.30	\$ 27,280	\$ 29,228
13	\$ 21.34	\$ 27,334	\$ 29,287
14	\$ 21.38	\$ 27,389	\$ 29,345
15	\$ 21.42	\$ 27,444	\$ 29,404
16	\$ 21.47	\$ 27,499	\$ 29,463
17	\$ 21.51	\$ 27,554	\$ 29,522
18	\$ 21.55	\$ 27,609	\$ 29,581
19	\$ 21.60	\$ 27,664	\$ 29,640
20	\$ 21.64	\$ 27,719	\$ 29,699
21	\$ 21.68	\$ 27,775	\$ 29,759
22	\$ 21.73	\$ 27,830	\$ 29,818
23	\$ 21.77	\$ 27,886	\$ 29,878
24	\$ 21.88	\$ 28,028	\$ 30,030
25	\$ 22.54	\$ 28,869	\$ 30,931

SCHOOL NUTRITION PROGRAM (SNP)

WORKERS

SALARY SCALES 2025-2026

2025-2026

With Benefits (F1)

SNP Workers		
Step	Per Hour	Salary ¹
0	\$ 15.4356	\$ 15,451
1	\$ 15.5128	\$ 15,528
2	\$ 15.5903	\$ 15,606
3	\$ 15.6683	\$ 15,684
4	\$ 15.7466	\$ 15,762
5	\$ 15.8254	\$ 15,841
6	\$ 15.9045	\$ 15,920
7	\$ 15.9840	\$ 16,000
8	\$ 16.0639	\$ 16,080
9	\$ 16.1443	\$ 16,160
10	\$ 16.2250	\$ 16,241
11	\$ 16.3061	\$ 16,322
12	\$ 16.3876	\$ 16,404
13	\$ 16.4696	\$ 16,486
14	\$ 16.5519	\$ 16,568
15	\$ 16.6347	\$ 16,651
16	\$ 16.7179	\$ 16,735
17	\$ 16.8014	\$ 16,818
18	\$ 16.8855	\$ 16,902
19	\$ 16.9699	\$ 16,987
20	\$ 17.0547	\$ 17,072
21	\$ 17.1400	\$ 17,157
22	\$ 17.2257	\$ 17,243
23	\$ 17.3118	\$ 17,329
24	\$ 17.3984	\$ 17,416
25	\$ 17.4854	\$ 17,503
26	\$ 17.5728	\$ 17,590
27	\$ 17.6607	\$ 17,678
28	\$ 17.7490	\$ 17,767
29	\$ 17.8377	\$ 17,856
30	\$ 17.9269	\$ 17,945
31	\$ 18.0165	\$ 18,035
32	\$ 18.1066	\$ 18,125
33	\$ 18.3420	\$ 18,360
34	\$ 18.6171	\$ 18,636
35	\$ 18.8964	\$ 18,915

¹ Based on 182 days @ 5.5 hrs/day

2025-2026

Alternate Scale - Without Benefits (F1N)

SNP Workers		
Step	Per Hour	Salary ¹
0	\$ 18.5227	\$ 18,541
1	\$ 18.6153	\$ 18,634
2	\$ 18.7084	\$ 18,727
3	\$ 18.8020	\$ 18,821
4	\$ 18.8960	\$ 18,915
5	\$ 18.9904	\$ 19,009
6	\$ 19.0854	\$ 19,104
7	\$ 19.1808	\$ 19,200
8	\$ 19.2767	\$ 19,296
9	\$ 19.3731	\$ 19,392
10	\$ 19.4700	\$ 19,489
11	\$ 19.5673	\$ 19,587
12	\$ 19.6652	\$ 19,685
13	\$ 19.7635	\$ 19,783
14	\$ 19.8623	\$ 19,882
15	\$ 19.9616	\$ 19,982
16	\$ 20.0614	\$ 20,081
17	\$ 20.1617	\$ 20,182
18	\$ 20.2625	\$ 20,283
19	\$ 20.3639	\$ 20,384
20	\$ 20.4657	\$ 20,486
21	\$ 20.5680	\$ 20,589
22	\$ 20.6708	\$ 20,692
23	\$ 20.7742	\$ 20,795
24	\$ 20.8781	\$ 20,899
25	\$ 20.9825	\$ 21,003
26	\$ 21.0874	\$ 21,108
27	\$ 21.1928	\$ 21,214
28	\$ 21.2988	\$ 21,320
29	\$ 21.4053	\$ 21,427
30	\$ 21.5123	\$ 21,534
31	\$ 21.6199	\$ 21,641
32	\$ 21.7280	\$ 21,750
33	\$ 21.9235	\$ 21,945
34	\$ 22.3401	\$ 22,362
35	\$ 22.6752	\$ 22,698

¹ Based on 182 days @ 5.5 hrs/day

Salary scales do not include any apprenticeship supplements.

Employees will advance one step as they move from the 2024-2025 scale to the 2025-2026 scale.

**SCHOOL NUTRITION PROGRAM
(SNP)
ASSISTANT MANAGERS
SALARY SCALES
2025-2026**

SNP Assistant Managers		
Step	Per Hour	Salary ¹
0	\$ 19.0740	\$ 20,829
1	\$ 19.1694	\$ 20,933
2	\$ 19.2652	\$ 21,038
3	\$ 19.3615	\$ 21,143
4	\$ 19.4583	\$ 21,249
5	\$ 19.5556	\$ 21,355
6	\$ 19.6534	\$ 21,462
7	\$ 19.7517	\$ 21,569
8	\$ 19.8504	\$ 21,677
9	\$ 19.9497	\$ 21,785
10	\$ 20.0494	\$ 21,894
11	\$ 20.1497	\$ 22,003
12	\$ 20.2504	\$ 22,113
13	\$ 20.3517	\$ 22,224
14	\$ 20.4535	\$ 22,335
15	\$ 20.5557	\$ 22,447
16	\$ 20.6585	\$ 22,559
17	\$ 20.7618	\$ 22,672
18	\$ 20.8656	\$ 22,785
19	\$ 20.9699	\$ 22,899
20	\$ 21.0748	\$ 23,014
21	\$ 21.1801	\$ 23,129
22	\$ 21.2860	\$ 23,244
23	\$ 21.3925	\$ 23,361
24	\$ 21.4994	\$ 23,477
25	\$ 21.6069	\$ 23,595
26	\$ 21.7150	\$ 23,713
27	\$ 21.8235	\$ 23,831
28	\$ 21.9327	\$ 23,950
29	\$ 22.0862	\$ 24,118
30	\$ 22.5279	\$ 24,600

**SCHOOL NUTRITION PROGRAM
(SNP)
MANAGERS
SALARY SCALES
2025-2026**

SNP Managers		
Step	Per Hour	Salary ¹
0	\$ 20.6727	\$ 24,859
1	\$ 20.7760	\$ 24,983
2	\$ 20.8799	\$ 25,108
3	\$ 20.9843	\$ 25,234
4	\$ 21.0892	\$ 25,360
5	\$ 21.1947	\$ 25,487
6	\$ 21.6186	\$ 25,996
7	\$ 22.0510	\$ 26,516
8	\$ 22.4920	\$ 27,047
9	\$ 22.9418	\$ 27,588
10	\$ 23.4007	\$ 28,139
11	\$ 23.8687	\$ 28,702
12	\$ 24.3460	\$ 29,276
13	\$ 24.8330	\$ 29,862
14	\$ 25.3296	\$ 30,459
15	\$ 25.8362	\$ 31,068
16	\$ 26.3529	\$ 31,689
17	\$ 26.8800	\$ 32,323
18	\$ 27.4176	\$ 32,970
19	\$ 27.9659	\$ 33,629
20	\$ 28.5253	\$ 34,302
21	\$ 29.0958	\$ 34,988
22	\$ 29.6777	\$ 35,687
23	\$ 30.2712	\$ 36,401
24	\$ 30.8767	\$ 37,129
25	\$ 31.4942	\$ 37,872
26	\$ 32.1241	\$ 38,629
27	\$ 32.7666	\$ 39,402
28	\$ 33.4219	\$ 40,190
29	\$ 34.0903	\$ 40,994
30	\$ 34.7721	\$ 41,814

¹ Based on 185 days @ 6.5 hrs/day

Salary scales do not include any apprenticeship supplement

Employees will advance one step as they move from the 2024-2025 scale to the 2025-2026 scale.

BUS DRIVER SALARY SCALES

2025-2026

With Benefits

Bus Drivers: 181 Days	
Step	Salary
0	\$ 13,361
1	\$ 13,628
2	\$ 13,880
3	\$ 14,138
4	\$ 14,351
5	\$ 14,568
6	\$ 14,789
7	\$ 15,014
8	\$ 15,245
9	\$ 15,480
10	\$ 15,720
11	\$ 15,902
12	\$ 16,275
13	\$ 16,519
14	\$ 16,593
15	\$ 16,695
16	\$ 16,788
17	\$ 17,226
18	\$ 17,569
19	\$ 18,061
20	\$ 18,424
21	\$ 18,798
22	\$ 19,257
23	\$ 19,729
24	\$ 20,233
25	\$ 20,734
26	\$ 21,234
27	\$ 21,589
28	\$ 21,951
29	\$ 22,320
30	\$ 22,696

2025-2026

*Alternate Scale
Without Benefits*

Bus Drivers: 181 Days	
Step	Salary
0	\$ 15,735
1	\$ 16,050
2	\$ 16,351
3	\$ 16,658
4	\$ 16,921
5	\$ 17,190
6	\$ 17,463
7	\$ 17,743
8	\$ 18,028
9	\$ 18,318
10	\$ 18,615
11	\$ 18,842
12	\$ 19,148
13	\$ 19,461
14	\$ 19,780
15	\$ 20,107
16	\$ 20,439
17	\$ 20,777
18	\$ 21,122
19	\$ 21,475
20	\$ 21,834
21	\$ 22,201
22	\$ 22,575
23	\$ 22,957
24	\$ 23,347
25	\$ 23,743
26	\$ 24,148
27	\$ 24,561
28	\$ 24,982
29	\$ 25,412
30	\$ 25,850

Employees will advance a step on the scale for 2025-2026.

Example: An employee on Step 5 in 2024-2025 will be placed on Step 6 in 2025-2026.

Salary scales do not include any apprenticeship supplements.

**AUGUSTA COUNTY SCHOOL BOARD
STUDENT SERVICES PAY SCALE #1
(SOCIAL WORKERS / FACILITATORS)
2025-2026**

STEP	HOURLY		200 DAYS	220 DAYS
0	\$ 31.3517		\$ 50,163	\$ 55,179
1	\$ 31.9787		\$ 51,166	\$ 56,282
2	\$ 32.6183		\$ 52,189	\$ 57,408
3	\$ 33.2706		\$ 53,233	\$ 58,556
4	\$ 33.9360		\$ 54,298	\$ 59,727
5	\$ 34.6148		\$ 55,384	\$ 60,922
6	\$ 35.3071		\$ 56,491	\$ 62,140
7	\$ 36.0132		\$ 57,621	\$ 63,383
8	\$ 36.7335		\$ 58,774	\$ 64,651
9	\$ 37.4681		\$ 59,949	\$ 65,944
10	\$ 38.2175		\$ 61,148	\$ 67,263
11	\$ 39.3640		\$ 62,982	\$ 69,281
12	\$ 40.5449		\$ 64,872	\$ 71,359
13	\$ 41.7613		\$ 66,818	\$ 73,500
14	\$ 42.5965		\$ 68,154	\$ 74,970
15	\$ 42.7371		\$ 68,379	\$ 75,217
16	\$ 42.8183		\$ 68,509	\$ 75,360
17	\$ 43.1223		\$ 68,996	\$ 75,895
18	\$ 44.4591		\$ 71,135	\$ 78,248
19	\$ 45.5705		\$ 72,913	\$ 80,204
20	\$ 47.3478		\$ 75,756	\$ 83,332
21	\$ 48.7635		\$ 78,022	\$ 85,824
22	\$ 50.0313		\$ 80,050	\$ 88,055
23	\$ 51.2821		\$ 82,051	\$ 90,257
24	\$ 52.5385		\$ 84,062	\$ 92,468
25	\$ 53.7995		\$ 86,079	\$ 94,687
26	\$ 55.0369		\$ 88,059	\$ 96,865
27	\$ 56.3027		\$ 90,084	\$ 99,093
28	\$ 57.5414		\$ 92,066	\$ 101,273
29	\$ 58.7900		\$ 94,064	\$ 103,470
30	\$ 59.9658		\$ 95,945	\$ 105,540

**AUGUSTA COUNTY SCHOOL BOARD
STUDENT SERVICES PAY SCALE #2
(PSYCHOLOGISTS)
2025-2026**

STEP	HOURLY		200 DAYS	220 DAYS
0	\$ 35.5156		\$ 56,825	\$ 62,507
1	\$ 36.2259		\$ 57,961	\$ 63,758
2	\$ 36.9504		\$ 59,121	\$ 65,033
3	\$ 37.6894		\$ 60,303	\$ 66,333
4	\$ 38.4432		\$ 61,509	\$ 67,660
5	\$ 39.2121		\$ 62,739	\$ 69,013
6	\$ 39.9963		\$ 63,994	\$ 70,394
7	\$ 40.7962		\$ 65,274	\$ 71,801
8	\$ 41.6122		\$ 66,579	\$ 73,237
9	\$ 42.3468		\$ 67,755	\$ 74,530
10	\$ 43.0962		\$ 68,954	\$ 75,849
11	\$ 44.2427		\$ 70,788	\$ 77,867
12	\$ 45.4236		\$ 72,678	\$ 79,946
13	\$ 46.6400		\$ 74,624	\$ 82,086
14	\$ 47.4752		\$ 75,960	\$ 83,556
15	\$ 47.6158		\$ 76,185	\$ 83,804
16	\$ 47.6970		\$ 76,315	\$ 83,947
17	\$ 48.0010		\$ 76,802	\$ 84,482
18	\$ 49.3378		\$ 78,940	\$ 86,834
19	\$ 50.4492		\$ 80,719	\$ 88,791
20	\$ 52.2265		\$ 83,562	\$ 91,919
21	\$ 53.6422		\$ 85,828	\$ 94,410
22	\$ 54.9101		\$ 87,856	\$ 96,642
23	\$ 56.1608		\$ 89,857	\$ 98,843
24	\$ 57.4172		\$ 91,868	\$ 101,054
25	\$ 58.6782		\$ 93,885	\$ 103,274
26	\$ 59.9156		\$ 95,865	\$ 105,451
27	\$ 61.1814		\$ 97,890	\$ 107,679
28	\$ 62.4201		\$ 99,872	\$ 109,859
29	\$ 63.6687		\$ 101,870	\$ 112,057
30	\$ 64.9033		\$ 103,845	\$ 114,230

SPEECH LANGUAGE PATHOLOGIST
2025-2026
(200-day contract)

STEP	SALARY
0	\$ 56,383
1	\$ 57,511
2	\$ 58,661
3	\$ 59,835
4	\$ 61,031
5	\$ 62,252
6	\$ 63,497
7	\$ 64,767
8	\$ 66,062
9	\$ 67,383
10	\$ 68,731
11	\$ 70,106
12	\$ 71,508
13	\$ 72,938
14	\$ 74,399
15	\$ 75,887
16	\$ 77,404
17	\$ 78,953
18	\$ 80,532
19	\$ 82,144
20	\$ 83,787
21	\$ 85,463
22	\$ 87,172
23	\$ 88,916
24	\$ 90,694
25	\$ 92,508
26	\$ 94,360
27	\$ 96,247
28	\$ 98,172
29	\$ 100,136
30	\$ 102,138

**AUGUSTA COUNTY SCHOOL BOARD
FAMILY SERVICE COORDINATOR
(INFANT & TODDLER CONNECTION OF
AUGUSTA/HIGHLAND)
2025-2026**

STEP	HOURLY	200 DAYS
0	\$ 39.31	\$ 58,972
1	\$ 39.39	\$ 59,081
2	\$ 39.46	\$ 59,190
3	\$ 39.53	\$ 59,300
4	\$ 39.61	\$ 59,409
5	\$ 39.68	\$ 59,519
6	\$ 39.75	\$ 59,629
7	\$ 39.83	\$ 59,739
8	\$ 39.90	\$ 59,850
9	\$ 39.97	\$ 59,961
10	\$ 40.05	\$ 60,072
11	\$ 40.12	\$ 60,183
12	\$ 40.20	\$ 60,294
13	\$ 40.27	\$ 60,406
14	\$ 40.34	\$ 60,517
15	\$ 40.42	\$ 60,629
16	\$ 40.49	\$ 60,742
17	\$ 40.57	\$ 60,854
18	\$ 40.64	\$ 60,967
19	\$ 40.72	\$ 61,080
20	\$ 40.83	\$ 61,250
21	\$ 40.91	\$ 61,363
22	\$ 40.98	\$ 61,477
23	\$ 41.06	\$ 61,591
24	\$ 41.72	\$ 62,573
25	\$ 42.86	\$ 64,296

**SHENANDOAH VALLEY REGIONAL PROGRAM
BEHAVIOR ANALYST SCALE
220-DAY CONTRACT
2025-2026**

STEP	SALARY
0	\$ 62,293
1	\$ 63,539
2	\$ 64,810
3	\$ 66,106
4	\$ 67,428
5	\$ 68,777
6	\$ 70,152
7	\$ 71,555
8	\$ 72,986
9	\$ 74,446
10	\$ 75,935
11	\$ 77,454
12	\$ 79,003
13	\$ 80,583
14	\$ 82,195
15	\$ 83,838
16	\$ 85,515
17	\$ 87,225
18	\$ 88,970
19	\$ 90,749
20	\$ 92,564
21	\$ 94,416
22	\$ 96,304
23	\$ 98,230
24	\$ 100,195
25	\$ 102,199
26	\$ 104,243
27	\$ 106,327
28	\$ 108,454
29	\$ 110,623
30	\$ 112,835

**BEHAVIOR SPECIALIST SCALE
220-DAY CONTRACT
2025-2026**

STEP	SALARY
0	\$ 57,183
1	\$ 58,327
2	\$ 59,494
3	\$ 60,683
4	\$ 61,897
5	\$ 63,135
6	\$ 64,398
7	\$ 65,686
8	\$ 66,999
9	\$ 68,339
10	\$ 69,706
11	\$ 71,100
12	\$ 72,522
13	\$ 73,973
14	\$ 75,452
15	\$ 76,961
16	\$ 78,501
17	\$ 80,071
18	\$ 81,672
19	\$ 83,305
20	\$ 84,971
21	\$ 86,671
22	\$ 88,404
23	\$ 90,172
24	\$ 91,976
25	\$ 93,815
26	\$ 95,692
27	\$ 97,606
28	\$ 99,558
29	\$ 101,549
30	\$ 103,580

Behavior Specialist must hold a masters/graduate degree and
coursework in ABA and/or FBA.

**SHENANDOAH VALLEY REGIONAL PROGRAM
OCCUPATIONAL & PHYSICAL THERAPISTS
2025-2026**

STEP	SALARY
0	\$ 56,383
1	\$ 57,511
2	\$ 58,661
3	\$ 59,835
4	\$ 61,031
5	\$ 62,252
6	\$ 63,497
7	\$ 64,767
8	\$ 66,062
9	\$ 67,383
10	\$ 68,731
11	\$ 70,106
12	\$ 71,508
13	\$ 72,938
14	\$ 74,399
15	\$ 75,887
16	\$ 77,404
17	\$ 78,953
18	\$ 80,532
19	\$ 82,144
20	\$ 83,787
21	\$ 85,463
22	\$ 87,172
23	\$ 88,916
24	\$ 90,694
25	\$ 92,508
26	\$ 94,360
27	\$ 96,247
28	\$ 98,172
29	\$ 100,136
30	\$ 102,138
31	\$ 104,183
32	\$ 106,267
33	\$ 108,392
34	\$ 110,560
35	\$ 112,771
36	\$ 115,026
37	\$ 117,327
38	\$ 119,674
39	\$ 122,067
40	\$ 124,508

SHENANDOAH VALLEY REGIONAL PROGRAM
CERTIFIED OCCUPATIONAL THERAPY ASSISTANT (COTA) AND
LICENSED PHYSICAL THERAPY ASSISTANT (LTPA)
2025-2026

STEP	SALARY
0	\$ 42,288
1	\$ 43,134
2	\$ 43,996
3	\$ 44,876
4	\$ 45,774
5	\$ 46,688
6	\$ 47,622
7	\$ 48,576
8	\$ 49,546
9	\$ 50,540
10	\$ 51,548
11	\$ 52,582
12	\$ 53,632
13	\$ 54,704
14	\$ 55,800
15	\$ 56,916
16	\$ 58,054
17	\$ 59,214
18	\$ 60,398
19	\$ 61,608
20	\$ 62,840
21	\$ 64,098
22	\$ 65,380
23	\$ 66,686
24	\$ 68,020
25	\$ 69,380
26	\$ 70,770
27	\$ 72,186
28	\$ 73,630
29	\$ 75,102
30	\$ 76,604

Salary amounts based upon full-time status

Shenandoah Valley Regional Program

Competent Learner Model (CLM) Regional Coordinator Salary Scale 2025-2026

Step / Level	Salary
0	75,438
1	76,947
2	78,486
3	80,056
4	81,657
5	83,290
6	84,956
7	86,655
8	88,388
9	90,156
10	91,959
11	93,798
12	95,674
13	97,587
14	99,539
15	101,530
16	103,561
17	105,632
18	107,744
19	109,899
20+	112,097

PhD/EdD Supplement Provided Above the Scale will follow
Augusta County Public Schools

**Shenandoah Valley Regional Program
Sign Language Interpreter
Salary Scale
2025-2026**

Level II		
Step	Hourly	Salary
0	\$ 25.11	\$ 32,160
1	\$ 25.61	\$ 32,803
2	\$ 26.12	\$ 33,460
3	\$ 26.64	\$ 34,129
4	\$ 27.18	\$ 34,811
5	\$ 27.72	\$ 35,508
6	\$ 28.27	\$ 36,218
7	\$ 28.84	\$ 36,942
8	\$ 29.42	\$ 37,681
9	\$ 30.00	\$ 38,434
10	\$ 30.60	\$ 39,203
11	\$ 31.22	\$ 39,987
12	\$ 31.84	\$ 40,787
13	\$ 32.48	\$ 41,603
14	\$ 33.13	\$ 42,435
15	\$ 33.79	\$ 43,283
16	\$ 34.46	\$ 44,149
17	\$ 35.15	\$ 45,032
18	\$ 35.86	\$ 45,933
19	\$ 36.57	\$ 46,851
20	\$ 37.31	\$ 47,788
21	\$ 38.05	\$ 48,744
22	\$ 38.81	\$ 49,719
23	\$ 39.59	\$ 50,713
24	\$ 40.38	\$ 51,728
25	\$ 41.19	\$ 52,762
26	\$ 42.01	\$ 53,818
27	\$ 42.85	\$ 54,894
28	\$ 43.71	\$ 55,992
29	\$ 44.58	\$ 57,112
30	\$ 45.48	\$ 58,254
31	\$ 46.38	\$ 59,419
32	\$ 47.31	\$ 60,607
33	\$ 48.26	\$ 61,819
34	\$ 49.22	\$ 63,056
35	\$ 50.21	\$ 64,317

Level III		
Step	Hourly	Salary
0	\$ 29.02	\$ 37,172
1	\$ 29.60	\$ 37,915
2	\$ 30.19	\$ 38,673
3	\$ 30.79	\$ 39,447
4	\$ 31.41	\$ 40,236
5	\$ 32.04	\$ 41,040
6	\$ 32.68	\$ 41,861
7	\$ 33.33	\$ 42,699
8	\$ 34.00	\$ 43,552
9	\$ 34.68	\$ 44,424
10	\$ 35.37	\$ 45,312
11	\$ 36.08	\$ 46,218
12	\$ 36.80	\$ 47,143
13	\$ 37.54	\$ 48,085
14	\$ 38.29	\$ 49,047
15	\$ 39.05	\$ 50,028
16	\$ 39.84	\$ 51,029
17	\$ 40.63	\$ 52,049
18	\$ 41.44	\$ 53,090
19	\$ 42.27	\$ 54,152
20	\$ 43.12	\$ 55,235
21	\$ 43.98	\$ 56,340
22	\$ 44.86	\$ 57,467
23	\$ 45.76	\$ 58,616
24	\$ 46.67	\$ 59,788
25	\$ 47.61	\$ 60,984
26	\$ 48.56	\$ 62,204
27	\$ 49.53	\$ 63,448
28	\$ 50.52	\$ 64,717
29	\$ 51.53	\$ 66,011
30	\$ 52.56	\$ 67,331
31	\$ 53.61	\$ 68,678
32	\$ 54.68	\$ 70,051
33	\$ 55.78	\$ 71,452
34	\$ 56.89	\$ 72,882
35	\$ 58.03	\$ 74,339

7.0 hour days / 183 days

7.0 hour days / 183 days

Level II - VQAS Level II or EIPA Level 3.0 - 3.4 (two years from date of hire interpreter must meet required qualification for Level III)
Level III - Valid VQAS Level III; or - passing score on EIPA Written Test and a min of level 3.5 on EIPA Performance Test; or - any other state qualification or national certification (RID) such as NIC, CI, CT, OTC or NAD
RID Certification - Registry of Interpreters certification supplement = \$3,005

**Shenandoah Valley Regional Program
Sign Language Interpreter Facilitator
Salary Scale
2025-2026**

(based upon 190 Days, 7 Hours)

Step	Hourly	Salary
0	\$ 31.34	\$ 41,681
1	\$ 31.97	\$ 42,515
2	\$ 32.61	\$ 43,365
3	\$ 33.26	\$ 44,232
4	\$ 33.92	\$ 45,117
5	\$ 34.60	\$ 46,019
6	\$ 35.29	\$ 46,940
7	\$ 36.00	\$ 47,878
8	\$ 36.72	\$ 48,836
9	\$ 37.45	\$ 49,813
10	\$ 38.20	\$ 50,809
11	\$ 38.97	\$ 51,825
12	\$ 39.75	\$ 52,862
13	\$ 40.54	\$ 53,919
14	\$ 41.35	\$ 54,997
15	\$ 42.18	\$ 56,097
16	\$ 43.02	\$ 57,219
17	\$ 43.88	\$ 58,363
18	\$ 44.76	\$ 59,531
19	\$ 45.66	\$ 60,721
20	\$ 46.57	\$ 61,936
21	\$ 47.50	\$ 63,175
22	\$ 48.45	\$ 64,438
23	\$ 49.42	\$ 65,727
24	\$ 50.41	\$ 67,041
25	\$ 51.42	\$ 68,382

PROFESSIONAL SERVICES PAY SCALES

2025-2026

(260 Day / 8 Hr per Day)

Step	Level - PF1 Salary	Level - PF2 Salary	Level - PF3 Salary
0	\$68,972	\$74,145	\$79,706
1	\$70,007	\$75,257	\$80,902
2	\$71,057	\$76,386	\$82,115
3	\$72,123	\$77,532	\$83,347
4	\$73,205	\$78,695	\$84,597
5	\$74,303	\$79,875	\$85,866
6	\$75,417	\$81,073	\$87,154
7	\$76,548	\$82,290	\$88,461
8	\$77,697	\$83,524	\$89,788
9	\$78,862	\$84,777	\$91,135
10	\$80,045	\$86,048	\$92,502
11	\$81,246	\$87,339	\$93,890
12	\$82,464	\$88,649	\$95,298
13	\$83,701	\$89,979	\$96,727
14	\$84,957	\$91,329	\$98,178
15	\$86,231	\$92,699	\$99,651
16	\$87,525	\$94,089	\$101,146
17	\$88,838	\$95,500	\$102,663
18	\$90,170	\$96,933	\$104,203
19	\$91,523	\$98,387	\$105,766
20	\$92,896	\$99,863	\$107,352
21	\$94,289	\$101,361	\$108,963
22	\$95,703	\$102,881	\$110,597
23	\$97,139	\$104,424	\$112,256
24	\$98,596	\$105,991	\$113,940
25	\$100,075	\$107,581	\$115,649
26	\$101,576	\$109,194	\$117,384
27	\$103,100	\$110,832	\$119,145
28	\$104,646	\$112,495	\$120,932
29	\$106,216	\$114,182	\$122,746
30	\$107,809	\$115,895	\$124,587

Step	Level - PF4 Salary	Level - PF5 Salary	Level - PF6 Salary
0	\$85,684	\$92,110	\$99,019
1	\$86,969	\$93,492	\$100,504
2	\$88,274	\$94,894	\$102,011
3	\$89,598	\$96,318	\$103,542
4	\$90,942	\$97,762	\$105,095
5	\$92,306	\$99,229	\$106,671
6	\$93,691	\$100,717	\$108,271
7	\$95,096	\$102,228	\$109,895
8	\$96,522	\$103,762	\$111,544
9	\$97,970	\$105,318	\$113,217
10	\$99,440	\$106,898	\$114,915
11	\$100,931	\$108,501	\$116,639
12	\$102,445	\$110,129	\$118,388
13	\$103,982	\$111,781	\$120,164
14	\$105,542	\$113,457	\$121,967
15	\$107,125	\$115,159	\$123,796
16	\$108,732	\$116,887	\$125,653
17	\$110,363	\$118,640	\$127,538
18	\$112,018	\$120,419	\$129,451
19	\$113,698	\$122,226	\$131,393
20	\$115,404	\$124,059	\$133,364
21	\$117,135	\$125,920	\$135,364
22	\$118,892	\$127,809	\$137,395
23	\$120,675	\$129,726	\$139,455
24	\$122,485	\$131,672	\$141,547
25	\$124,323	\$133,647	\$143,670
26	\$126,188	\$135,652	\$145,826
27	\$128,080	\$137,686	\$148,013
28	\$130,002	\$139,752	\$150,233
29	\$131,952	\$141,848	\$152,487
30	\$133,931	\$143,976	\$154,774

CLASSIFICATION

Level - PF1

Construction Manager
 Communications Specialist
 Security Administrator (Technology)
 Inventory Specialist (Technology)
 Local Area Network / Wide Area Network Specialist (Division Level)
 ERP Specialist

Level - PF2

Network Administrator
 School Health Services Coord.

Level - PF3

Unassigned

Level - PF4

Sr. Systems Administrator
 Payroll/Benefits/Procurement Administrator

Level - PF5

Unassigned

Level - PF6

Unassigned

Augusta County Public Schools

2025-2026

SALARY SCALE FOR PRINCIPALS AND ASSISTANT PRINCIPALS

I.	Total Experience - Steps	0	1	2	3	4	5	6	7	8	9	10	...	20
	Percentage of Credit:	0%	1%	2%	3%	4%	5%	6%	7%	8%	9%	10%	...	20%
	(Maximum of 20%)													

- II. Administrative Experience Credit: 1.75% for each year of administrative experience
(Maximum 21%)

- III. School Level Credit:

Elementary	7%
Middle	14%
Secondary	26%
Regional Administrators	20%
Governor's School Administrator	13%

For Administrators Placed Beginning with the 2019-2020 School Year:

Formula: Salary = \$60,000 (base) + the percentage of \$60,000 for credit corresponding to years of total experience + credit for administrative or supervisory experience + credit for position held + doctorate's supplement if applicable.

For Administrators Placed Prior 2019-2020:

Administrators who have been placed on the administrative scale prior to the 2019-2020 school year have received annual salary increases when given since being placed on the scale.

Notes:

1. All salaries assume the Master's Degree.
2. Assistant high, middle and elementary school principals shall receive 82.5 percent of the salary the individual would receive as principal of that particular school.
3. The Superintendent is authorized to grant or withhold percent credit for experience to reward for quasi-administrative experience or to achieve equity between salaries for a given year.

Augusta County Public Schools

2025-2026

SALARY SCALE FOR ADMINISTRATIVE AND SUPERVISORY PERSONNEL

I.	Total Experience - Steps	0	1	2	3	4	5	6	7	8	9	10	...	20
	Percentage of Credit:	0%	1%	2%	3%	4%	5%	6%	7%	8%	9%	10%	...	20%
	(Maximum of 20%)													

II. Administrative or Supervisory Experience Credit 1.75% for each year of administrative experience (Maximum 21%)

III. Position:

Deputy Superintendent	36%
Assistant Superintendent	33%
Executive Director	30%
Director	26%
Assistant Director	20%
Administrative Assistant	8%
Supervisor	7%
Coordinator/Manager/Activities Director	1%

For Administrators Placed Beginning with the 2019-2020 School Year:

Formula: Salary = \$60,000 (base) + the percentage of \$60,000 for credit corresponding to years of total experience + credit for administrative or supervisory experience + credit for position held + doctorate's supplement if applicable.

For Administrators Placed Prior 2019-2020:

Administrators who have been placed on the administrative scale prior to the 2019-2020 school year have received annual salary increases when given since being placed on the scale.

Notes:

1. All salaries assume the Master's Degree.
2. The Superintendent is authorized to grant or withhold percent credit for experience to reward for quasi-administrative experience or to achieve equity between salaries for given year.

APPRENTICESHIP INDEXES - Maintenance Workers	
Salary Multiplier	Description
1.00	No participation in apprenticeship program
1.05	One half completion of Virginia Department of Labor apprenticeship program coursework and on the job training; two years direct work experience; and recommendation of Supervisor and/or Coordinator of Buildings and Grounds Coordinator.
1.10	Issuance of Virginia Department of Labor "Journeyman's" card or certification from VDOL based on participation in apprenticeship program, four years direct work experience, and recommendation of Supervisor and/or Building and Grounds Coordinator.
1.15	Issuance of Virginia Department of Labor "Master" certification in trade as determined by VDOL standards and testing, five years direct experience and recommendation of Supervisor and/or Coordinator of Buildings and Grounds.

APPRENTICESHIP INDEXES - Secretaries	
Salary Multiplier	Description
1.00	No participation in apprenticeship program
1.05	Issuance of Virginia Department of Labor "Office Technician" certification from VDOL established criteria. Recommendation of Immediate Supervisor required.
1.10	Issuance of Virginia Department of Labor "Office Specialist" certification from VDOL established criteria. Recommendation of Immediate Supervisor required.
1.15	Issuance of Virginia Department of Labor "Master Office Specialist" certification from VDOL established criteria. Recommendation of Immediate Supervisor required.

APPRENTICESHIP INDEXES - School Nutrition Program Employees	
Salary Multiplier	Description
1.00	No participation in apprenticeship program
1.05	Issuance of Virginia Department of Labor "SNP Technician" certification from VDOL established criteria. Recommendation of Immediate Supervisor required.
1.10	Issuance of Virginia Department of Labor "SNP Specialist" certification from VDOL established criteria. Recommendation of Immediate Supervisor required.
1.15	Issuance of Virginia Department of Labor "SNP Master Specialist" certification from VDOL established criteria. Recommendation of Immediate Supervisor required.

APPRENTICESHIP INDEXES - Custodians	
Salary Multiplier	Description
1.00	No participation in apprenticeship program
1.05	Issuance of Virginia Department of Labor "Technician" certification from VDOL established criteria. Recommendation of Immediate Supervisor required.
1.10	Issuance of Virginia Department of Labor "Specialist" certification from VDOL established criteria. Recommendation of Immediate Supervisor required.
1.15	Issuance of Virginia Department of Labor "Master" certification from VDOL established criteria. Recommendation of Immediate Supervisor required.

APPRENTICESHIP INDEXES - Mechanics	
Salary Multiplier	Description
1.00	No participation in apprenticeship program
1.05	Issuance of Virginia Department of Labor certification from VDOL established criteria. Recommendation of Immediate Supervisor required.
1.10	Issuance of Virginia Department of Labor "Journeyman" certification from VDOL established criteria. Recommendation of Immediate Supervisor required.
1.15	Issuance of Virginia Department of Labor "Master" certification from VDOL established criteria. Recommendation of Immediate Supervisor required.

APPRENTICESHIP INDEXES - Computer Technicians	
Salary Multiplier	Description
1.00	No participation in apprenticeship program
1.05	Issuance of Virginia Department of Labor "Information Technology Technician I" certification from VDOL established criteria. Recommendation of Immediate Supervisor required.
1.10	Issuance of Virginia Department of Labor "Information Technology Technician II" certification from VDOL established criteria. Recommendation of Immediate Supervisor required.
1.15	Issuance of Virginia Department of Labor "Information Technology Technician III" certification from VDOL established criteria. Recommendation of Immediate Supervisor required.

APPRENTICESHIP INDEXES - Instructional & Clinic Aides	
Salary Multiplier	Description
1.00	No participation in career enhancement program
1.05	Issuance of Virginia Department of Labor "Instructional Aide Technician" certification from VDOL established criteria. Recommendation of Immediate Supervisor required.
1.10	Issuance of Virginia Department of Labor "Instructional Aide Specialist" certification from VDOL established criteria. Recommendation of Immediate Supervisor required.
1.15	Issuance of Virginia Department of Labor "Instructional Aide Master" certification from VDOL established criteria. Recommendation of Immediate Supervisor required.