

Waynesboro Public Schools

FY 2021 Salary Scales

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Waynesboro Public Schools

FY 2021 Salary Scales

Teacher	T10	T11	T12
Steps	10-month	11-month	12-month
1	42,507	46,758	53,134
2	42,507	46,758	53,134
3	42,719	46,991	53,399
4	42,926	47,219	53,658
5	43,129	47,442	53,911
6	43,332	47,665	54,165
7	43,561	47,917	54,451
8	44,082	48,490	55,103
9	44,603	49,063	55,754
10	45,125	49,638	56,406
11	45,552	50,107	56,940
12	46,080	50,688	57,600
13	46,622	51,284	58,278
14	47,165	51,882	58,956
15	47,707	52,478	59,634
16	48,248	53,073	60,310
17	48,790	53,669	60,988
18	49,332	54,265	61,665
19	49,875	54,863	62,344
20	50,712	55,783	63,390
21	50,826	55,909	63,533
22	50,937	56,031	63,671
23	51,047	56,152	63,809
24	51,159	56,275	63,949
25	51,798	56,978	64,748
26	52,436	57,680	65,545
27	53,075	58,383	66,344
28	53,715	59,087	67,144
29	54,350	59,785	67,938
30	54,986	60,485	68,733
31	55,623	61,185	69,529
32	60,069	66,076	75,086
33	60,069	66,076	75,086
34	60,069	66,076	75,086
35	60,069	66,076	75,086
36	60,069	66,076	75,086
37	63,025	69,328	78,781
38	63,025	69,328	78,781
39	63,025	69,328	78,781
40	63,025	69,328	78,781
41+	64,721	71,193	80,901

Advance Degree Additive Schedule for Teachers: (advance degrees are included in base salary on your contract)

9 hrs. towards Master's	817	30 hrs. beyond Master's	3,539
18 hrs. towards Master's	1,198	Doctorate	4,901
Master's	2,722	National Board Certification	1,362
15 hrs. beyond Master's	3,267	Dual Master's	3,539



Waynesboro Public Schools

FY 2021 Salary Scales

Administrative Scales - Central Office and Secondary

Steps	Index	Assistant Superintendent	Executive Director	Director	High School Principal	High School Asst Prin	Middle School Principal	Middle School Asst Prin
1	1.0000	88,905	83,452	71,604	84,749	70,241	77,545	66,225
2	1.0100	89,794	84,912	72,857	85,596	70,943	78,320	66,887
3	1.0201	90,692	85,761	73,586	86,452	71,652	79,103	67,556
4	1.0303	91,599	86,619	74,322	87,316	72,464	79,894	68,231
5	1.0406	92,515	87,484	75,064	88,190	73,189	80,692	68,913
6	1.0510	93,441	88,360	75,814	89,071	74,652	81,499	70,292
7	1.0615	94,375	89,243	76,573	89,962	76,146	82,315	71,698
8	1.0721	95,318	90,135	77,339	90,861	77,668	83,139	73,131
9	1.0829	96,271	91,037	78,112	91,770	79,221	83,970	74,594
10	1.1045	98,197	92,858	79,675	93,605	80,806	85,649	76,085
11	1.1266	100,161	94,715	81,268	95,478	82,422	87,363	77,607
12	1.1491	102,165	96,609	82,893	97,388	84,071	89,110	79,160
13	1.1721	104,208	98,541	84,552	99,335	85,752	90,892	80,743
14	1.1956	106,292	100,510	86,243	101,322	86,610	92,710	81,550
15	1.2195	108,418	102,521	87,968	103,348	87,475	94,563	82,366
16	1.2690	112,818	106,682	91,539	107,546	90,134	98,402	84,870
17	1.2690	112,818	106,682	91,539	107,546	90,134	98,402	84,870
18	1.2690	112,818	106,682	91,539	107,546	90,134	98,402	84,870
19	1.2690	112,818	106,682	91,539	107,546	90,134	98,402	84,870
20	1.2690	112,818	106,682	91,539	107,546	90,134	98,402	84,870
21+	1.2944	115,075	108,817	93,370	109,696	91,035	100,371	85,719

Advance Degree Additive Schedule for Administrators:

30 hrs. beyond Master's Degree (w/in a program)	3,539
Doctorate	4,901
Dual Masters	3,539



Waynesboro Public Schools

FY 2021 Salary Scales

Administrative Scales - Elementary

Steps	Index	Elem School Principal	Elem School Ass't Prin 12-month	Elem School Principal 11-month	Elem School Principal 11-month, 60%
1	1.0000	70,839	62,663	62,338	37,403
2	1.0100	71,547	62,726	62,961	37,777
3	1.0201	72,263	63,353	63,591	38,155
4	1.0303	72,986	63,987	64,228	38,537
5	1.0406	73,716	64,626	64,870	38,922
6	1.0614	75,190	65,919	66,167	39,700
7	1.0827	76,694	67,237	67,491	40,495
8	1.1043	78,227	68,582	68,840	41,304
9	1.1264	79,792	69,953	70,217	42,130
10	1.1489	81,388	71,353	71,621	42,973
11	1.1719	83,016	72,781	73,054	43,832
12	1.1953	84,676	74,236	74,515	44,709
13	1.2192	86,370	75,720	76,006	45,604
14	1.2314	87,234	76,479	76,766	46,060
15	1.2437	88,105	77,243	77,532	46,519
16	1.2816	90,784	79,591	79,890	47,934
17	1.2816	90,784	79,591	79,890	47,934
18	1.2816	90,784	79,591	79,890	47,934
19	1.2816	90,784	79,591	79,890	47,934
20	1.2816	90,784	79,591	79,890	47,934
21+	1.3067	92,564	80,388	81,456	48,874

Advance Degree Additive Schedule for Administrators:

30 hrs. beyond Master's Degree (w/in a program)	3,539
Doctorate	4,901
Dual Masters	3,539



Waynesboro Public Schools

FY 2021 Salary Scales

Aides (Instructional, Clinic, Office, Personal Health Care Assistant)

Steps	Cumulative Index	Step Index	10-Month (181 days)	10-Month (200 days)	10-Month (210 days)	11-Month (220 days)
1			13,929	15,477	16,251	17,024
2	0.29%	0.29%	13,969	15,521	16,297	17,073
3	1.29%	1.00%	14,109	15,677	16,461	17,244
4	2.29%	1.00%	14,250	15,833	16,625	17,417
5	3.29%	1.00%	14,393	15,992	16,792	17,591
6	5.29%	2.00%	14,681	16,312	17,128	17,943
7	7.29%	2.00%	14,974	16,638	17,470	18,302
8	9.29%	2.00%	15,274	16,971	17,820	18,668
9	11.29%	2.00%	15,580	17,311	18,177	19,042
10	13.29%	2.00%	15,892	17,658	18,541	19,424
11	15.29%	2.00%	16,210	18,011	18,912	19,812
12	17.29%	2.00%	16,535	18,372	19,291	20,209
13	19.29%	2.00%	16,865	18,739	19,676	20,613
14	21.29%	2.00%	17,202	19,113	20,069	21,025
15	23.29%	2.00%	17,546	19,496	20,470	21,445
16	25.29%	2.00%	17,897	19,886	20,880	21,874
17	27.30%	2.01%	18,256	20,284	21,299	22,313
18	29.29%	1.99%	18,620	20,689	21,723	22,758
19	31.29%	2.00%	18,993	21,103	22,159	23,214
20	32.52%	1.23%	19,226	21,362	22,430	23,498
21	33.73%	1.21%	19,459	21,621	22,702	23,783
22	36.35%	2.62%	19,969	22,188	23,297	24,407
23	36.35%	0.00%	19,969	22,188	23,297	24,407
24	36.35%	0.00%	19,969	22,188	23,297	24,407
25	36.35%	0.00%	19,969	22,188	23,297	24,407
26	37.52%	1.17%	20,202	22,447	23,569	24,691
27	37.52%	0.00%	20,202	22,447	23,569	24,691
28	37.52%	0.00%	20,202	22,447	23,569	24,691
29	37.52%	0.00%	20,202	22,447	23,569	24,691
30+	38.68%	1.16%	20,436	22,707	23,842	24,977

7 hours per day

Level I	793
Level II	1,163
Level III	2,643



Waynesboro Public Schools

FY 2021 Salary Scales

Bus Driver

Steps	Cumulative Index	Step Index	4-hour	5-hour	6-hour	7-hour	hourly rate
1			9,785	12,299	14,759	17,219	13.59
2	1.00%	1.00%	9,883	12,353	14,824	17,295	13.73
3	1.95%	0.95%	9,977	12,471	14,965	17,459	13.86
4	3.03%	1.08%	10,085	12,607	15,128	17,649	14.01
5	3.96%	0.93%	10,179	12,724	15,269	17,814	14.14
6	6.02%	2.06%	10,389	12,987	15,584	18,181	14.43
7	8.04%	2.02%	10,599	13,249	15,899	18,549	14.72
8	10.10%	2.06%	10,817	13,521	16,225	18,929	15.02
9	12.04%	1.94%	11,027	13,783	16,540	19,296	15.32
10	14.01%	1.97%	11,244	14,055	16,866	19,677	15.62
11	16.06%	2.05%	11,475	14,344	17,213	20,082	15.94
12	18.02%	1.96%	11,700	14,625	17,550	20,475	16.25
13	20.06%	2.04%	11,939	14,923	17,908	20,893	16.58
14	21.99%	1.93%	12,170	15,213	18,256	21,298	16.90
15	24.02%	2.03%	12,417	15,521	18,625	21,729	17.25
16	26.00%	1.98%	12,663	15,828	18,994	22,160	17.59
17	28.00%	2.00%	12,916	16,145	19,374	22,603	17.94
18	30.02%	2.02%	13,177	16,471	19,765	23,059	18.30
19	31.99%	1.97%	13,437	16,797	20,156	23,516	18.66
20	33.98%	1.99%	13,705	17,132	20,558	23,984	19.03
21	35.99%	2.01%	13,980	17,476	20,971	24,466	19.42
22	40.08%	4.09%	14,552	18,191	21,829	25,467	20.21
23	40.08%	0.00%	14,552	18,191	21,829	25,467	20.21
24	40.08%	0.00%	14,552	18,191	21,829	25,467	20.21
25	40.08%	0.00%	14,552	18,191	21,829	25,467	20.21



Waynesboro Public Schools

FY 2021 Salary Scales

Bus Monitor Aide

Steps	Cumulative Index	Index	181 days, 4 hrs	181 days, 5 hrs	174 days, 4 hrs	181 days, 5.5 hrs	hourly rate
1			7,520	9,403	7,231	10,343	10.39
2	1.00%	1.00%	7,595	9,493	7,301	10,443	10.49
3	2.04%	1.04%	7,674	9,593	7,378	10,552	10.60
4	3.08%	1.04%	7,754	9,693	7,454	10,662	10.71
5	4.10%	1.03%	7,834	9,792	7,531	10,771	10.82
6	6.13%	2.03%	7,993	9,991	7,684	10,990	11.04
7	8.12%	1.99%	8,152	10,190	7,837	11,209	11.26
8	10.08%	1.96%	8,312	10,389	7,990	11,428	11.48
9	12.08%	2.00%	8,478	10,598	8,150	11,657	11.71
10	14.13%	2.05%	8,652	10,815	8,317	11,896	11.95
11	16.14%	2.01%	8,826	11,032	8,484	12,135	12.19
12	18.10%	1.96%	8,999	11,249	8,651	12,374	12.43
13	20.11%	2.01%	9,180	11,475	8,825	12,623	12.68
14	22.17%	2.06%	9,369	11,711	9,006	12,882	12.94
15	24.10%	1.93%	9,550	11,937	9,180	13,131	13.19
16	26.14%	2.04%	9,745	12,181	9,368	13,399	13.46
17	28.07%	1.93%	9,933	12,417	9,549	13,658	13.72
18	30.11%	2.04%	10,136	12,670	9,744	13,937	14.00
19	32.11%	2.00%	10,339	12,923	9,939	14,216	14.28
20	34.06%	1.95%	10,541	13,177	10,134	14,494	14.56
21	36.05%	1.99%	10,751	13,439	10,336	14,783	14.85
22	40.10%	4.05%	11,186	13,982	10,753	15,380	15.45
23	40.10%	0.00%	11,186	13,982	10,753	15,380	15.45
24	40.10%	0.00%	11,186	13,982	10,753	15,380	15.45
25	40.10%	0.00%	11,186	13,982	10,753	15,380	15.45



Waynesboro Public Schools

FY 2021 Salary Scales

Car Driver

Steps	Cumulative Index	Step Index	181 days, 4 hrs	181 days, 5 hrs	hourly rate
1			9,693	12,116	13.39
2	1.00%	1.00%	9,790	12,236	13.52
3	2.00%	1.00%	9,888	12,362	13.66
4	3.00%	1.00%	9,987	12,480	13.79
5	5.00%	2.00%	10,187	12,733	14.07
6	7.04%	2.04%	10,395	12,996	14.36
7	9.03%	1.99%	10,602	13,249	14.64
8	11.06%	2.03%	10,817	13,521	14.94
9	14.06%	3.00%	11,142	13,792	15.39
10	15.07%	1.01%	11,255	14,073	15.55
11	17.05%	1.98%	11,478	14,344	15.85
12	19.05%	2.00%	11,708	14,634	16.17
13	21.02%	1.97%	11,939	14,923	16.49
14	23.01%	1.99%	12,177	15,222	16.82
15	25.02%	2.01%	12,422	15,530	17.16
16	27.00%	1.98%	12,668	15,838	17.50
17	29.01%	2.01%	12,922	16,154	17.85
18	31.03%	2.02%	13,183	16,480	18.21
19	33.02%	1.99%	13,445	16,806	18.57
20	35.01%	1.99%	13,712	17,141	18.94
21	37.03%	2.02%	13,989	17,485	19.32
22	39.02%	1.99%	14,267	17,838	19.71
23	39.02%	0.00%	14,267	17,838	19.71
24	39.02%	0.00%	14,267	17,838	19.71
25	39.02%	0.00%	14,267	17,838	19.71



Waynesboro Public Schools

FY 2021 Salary Scales

Custodian

Steps	Cumulative Index	Step Index	12-Month (250 days)	11-Month (220 days)
1			21,294	18,739
2	1.75%	1.75%	21,667	19,067
3	2.75%	1.00%	21,884	19,258
4	3.75%	1.00%	22,103	19,451
5	4.75%	1.00%	22,324	19,645
6	6.75%	2.00%	22,770	20,038
7	8.75%	2.00%	23,225	20,438
8	10.76%	2.01%	23,691	20,848
9	12.76%	2.00%	24,165	21,265
10	14.76%	2.00%	24,648	21,690
11	16.76%	2.00%	25,141	22,124
12	18.76%	2.00%	25,644	22,567
13	20.76%	2.00%	26,157	23,018
14	22.76%	2.00%	26,679	23,478
15	24.77%	2.01%	27,214	23,948
16	26.77%	2.00%	27,757	24,426
17	28.77%	2.00%	28,313	24,915
18	30.77%	2.00%	28,879	25,414
19	32.77%	2.00%	29,457	25,922
20	34.77%	2.00%	30,045	26,440
21	36.77%	2.00%	30,647	26,969
22	40.81%	4.04%	31,884	28,058
23	40.81%	0.00%	31,884	28,058
24	40.81%	0.00%	31,884	28,058
25	40.81%	0.00%	31,884	28,058
26	42.81%	2.00%	32,521	28,618
27	42.81%	0.00%	32,521	28,618



Waynesboro Public Schools

FY 2021 Salary Scales

Facilitator

Steps	Cumulative Index	Step Index	10-Month (180 days)	10-Month (200 days)
1			21,355	23,729
2	1.00%	1.00%	21,569	23,966
3	2.00%	1.00%	21,785	24,206
4	3.00%	1.00%	22,002	24,447
5	4.00%	1.00%	22,222	24,691
6	6.00%	2.00%	22,667	25,186
7	7.99%	1.99%	23,119	25,688
8	9.99%	2.00%	23,582	26,202
9	11.99%	2.00%	24,054	26,727
10	13.99%	2.00%	24,534	27,260
11	15.99%	2.00%	25,025	27,806
12	17.99%	2.00%	25,525	28,361
13	19.99%	2.00%	26,035	28,928
14	21.99%	2.00%	26,556	29,507
15	23.99%	2.00%	27,088	30,098
16	25.99%	2.00%	27,631	30,701
17	27.99%	2.00%	28,184	31,316
18	29.98%	1.99%	28,746	31,940
19	31.98%	2.00%	29,322	32,580
20	33.98%	2.00%	29,909	33,232
21	35.98%	2.00%	30,508	33,898
22	40.02%	4.04%	31,739	35,266
23	40.02%	0.00%	31,739	35,266
24	40.02%	0.00%	31,739	35,266
25	40.02%	0.00%	31,739	35,266
26	42.02%	2.00%	32,374	35,971
27	42.02%	0.00%	32,374	35,971
28	42.02%	0.00%	32,374	35,971
29	42.02%	0.00%	32,374	35,971
30+	44.02%	2.00%	33,022	36,691

7 hours per day

Additive Schedule for VQAS Certification

Pass Written Test	350
Level I	793
Level II	1,163
Level III	2,643



Waynesboro Public Schools

FY 2021 Salary Scales

RN					LPN
Steps	Cumulative Index	Step Index	10-Month (200 days)	11-Month (220 days)	10-Month (200 days)
1			31,237	34,361	19,331
2	1.75%	1.75%	31,784	34,962	19,669
3	2.75%	1.00%	32,102	35,312	19,866
4	3.75%	1.00%	32,423	35,665	20,064
5	4.75%	1.00%	32,748	36,023	20,265
6	6.75%	2.00%	33,403	36,743	20,671
7	8.75%	2.00%	34,071	37,478	21,084
8	10.75%	2.00%	34,753	38,228	21,505
9	12.75%	2.00%	35,447	38,992	21,936
10	14.75%	2.00%	36,156	39,772	22,374
11	16.75%	2.00%	36,879	40,567	22,821
12	18.75%	2.00%	37,617	41,379	23,278
13	20.75%	2.00%	38,369	42,206	23,744
14	22.75%	2.00%	39,136	43,050	24,218
15	24.75%	2.00%	39,919	43,911	24,702
16	26.75%	2.00%	40,717	44,789	25,197
17	28.75%	2.00%	41,531	45,684	25,701
18	30.75%	2.00%	42,361	46,597	26,215
19	32.75%	2.00%	43,209	47,530	26,739
20	34.75%	2.00%	44,073	48,480	27,273
21	36.75%	2.00%	44,954	49,449	27,819
22	40.79%	4.04%	46,769	51,446	28,943
23	40.79%	0.00%	46,769	51,446	28,943
24	40.79%	0.00%	46,769	51,446	28,943
25	40.79%	0.00%	46,769	51,446	28,943
26	42.79%	2.00%	47,705	52,476	29,522
27	42.79%	0.00%	47,705	52,476	29,522
28	42.79%	0.00%	47,705	52,476	29,522
29	42.79%	0.00%	47,705	52,476	29,522
30+	44.79%	2.00%	48,659	53,525	30,112

7 hours per day

7 hours per day



Waynesboro Public Schools

FY 2021 Salary Scales

Maintenance Foreman

Steps	Cumulative Index	Step Index	12-Month (250 days)
1			39,371
2	1.75%	1.75%	40,060
3	3.50%	1.75%	40,761
4	5.25%	1.75%	41,474
5	7.00%	1.75%	42,200
6	8.75%	1.75%	42,938
7	10.50%	1.75%	43,689
8	12.25%	1.75%	44,454
9	14.00%	1.75%	45,232
10	15.75%	1.75%	46,024
11	17.50%	1.75%	46,829
12	19.25%	1.75%	47,649
13	21.00%	1.75%	48,483
14	22.75%	1.75%	49,331
15	24.50%	1.75%	50,194
16	26.25%	1.75%	51,072
17	28.00%	1.75%	51,966
18	29.75%	1.75%	52,875
19	31.50%	1.75%	53,800
20	33.25%	1.75%	54,742
21	35.00%	1.75%	55,700
22	36.75%	1.75%	56,675
23	38.50%	1.75%	57,667
24	40.25%	1.75%	58,676
25	42.00%	1.75%	59,703

8 hours per day

Maintenance

Steps	Cumulative Index	Step Index	12-Month (250 days)	10-Month (200 days)
1			31,640	25,312
2	1.75%	1.75%	32,194	25,755
3	2.75%	1.00%	32,516	26,013
4	3.75%	1.00%	32,842	26,274
5	4.75%	1.00%	33,170	26,536
6	6.75%	2.00%	33,833	27,066
7	8.75%	2.00%	34,510	27,608
8	10.75%	2.00%	35,200	28,160
9	12.75%	2.00%	35,904	28,723
10	14.75%	2.00%	36,622	29,298
11	16.75%	2.00%	37,354	29,883
12	18.75%	2.00%	38,101	30,481
13	20.75%	2.00%	38,864	31,091
14	22.75%	2.00%	39,642	31,714
15	24.75%	2.00%	40,434	32,347
16	26.75%	2.00%	41,242	32,994
17	28.75%	2.00%	42,066	33,653
18	30.75%	2.00%	42,908	34,326
19	32.75%	2.00%	43,767	35,014
20	34.75%	2.00%	44,642	35,714
21	36.75%	2.00%	45,534	36,427
22	40.79%	4.04%	47,373	37,898
23	40.79%	0.00%	47,373	37,898
24	40.79%	0.00%	47,373	37,898
25	40.79%	0.00%	47,373	37,898
26	42.79%	2.00%	48,320	38,656
27	42.79%	0.00%	48,320	38,656
28	42.79%	0.00%	48,320	38,656
29	42.79%	0.00%	48,320	38,656
30+	44.79%	2.00%	49,287	39,430

8 hours per day



Waynesboro Public Schools

FY 2021 Salary Scales

Manager I

Steps	Cumulative Index	Step Index	12-Month (250 days)	11-Month (220 days)	10-Month (200 days)
1			38,969	34,293	31,175
2	1.00%	1.00%	39,359	34,636	31,487
3	2.00%	1.00%	39,753	34,983	31,802
4	3.00%	1.00%	40,150	35,332	32,120
5	4.00%	1.00%	40,552	35,686	32,442
6	5.00%	1.00%	40,958	36,043	32,766
7	6.00%	1.00%	41,368	36,404	33,094
8	7.00%	1.00%	41,782	36,768	33,426
9	9.00%	2.00%	42,617	37,503	34,094
10	11.00%	2.00%	43,470	38,254	34,776
11	13.00%	2.00%	44,338	39,017	35,470
12	15.00%	2.00%	45,225	39,798	36,180
13	17.00%	2.00%	46,130	40,594	36,904
14	19.00%	2.00%	47,051	41,405	37,641
15	21.00%	2.00%	47,993	42,234	38,394
16	23.00%	2.00%	48,953	43,079	39,162
17	24.00%	1.00%	49,442	43,509	39,554
18	26.00%	2.00%	50,432	44,380	40,346
19	28.00%	2.00%	51,440	45,267	41,152
20	30.00%	2.00%	52,469	46,173	41,975
21	40.27%	10.27%	57,859	50,916	46,287
22	40.27%	0.00%	57,859	50,916	46,287
23	40.27%	0.00%	57,859	50,916	46,287
24	40.27%	0.00%	57,859	50,916	46,287
25	42.27%	2.00%	59,016	51,934	47,213
26	42.27%	0.00%	59,016	51,934	47,213
27	42.27%	0.00%	59,016	51,934	47,213
28	42.27%	0.00%	59,016	51,934	47,213
29+	44.27%	2.00%	60,197	52,973	48,158

Manager II

12-Month (250 days)	11-Month (220 days)
59,602	52,450
60,198	52,974
60,800	53,504
61,408	54,039
62,022	54,579
62,643	55,126
63,268	55,676
63,900	56,232
64,540	56,795
65,180	57,360
65,830	57,930
66,480	58,500
67,140	59,080
67,800	59,670
68,470	60,270
69,150	60,880
69,840	61,490
70,540	62,110
71,250	62,740
71,970	63,380
72,700	64,030
73,440	64,690
74,190	65,360
74,950	66,040
75,720	66,730
76,500	67,440
77,290	68,160
78,090	68,890
78,900	69,630
79,720	70,380
80,550	71,140
81,390	71,910
82,240	72,690
83,100	73,480
83,970	74,280
84,850	75,090
85,740	75,910
86,640	76,740
87,550	77,580
88,470	78,430
89,400	79,290
90,340	80,160
91,290	81,040
92,250	81,930
93,220	82,830
94,200	83,740
95,190	84,660
96,190	85,590
97,200	86,530
98,220	87,480
99,250	88,440
100,290	89,410
101,340	90,390
102,400	91,380
103,470	92,380
104,550	93,390
105,640	94,410
106,740	95,440
107,850	96,480
108,970	97,530
110,100	98,590
111,240	99,660
112,390	100,740
113,550	101,830
114,720	102,930
115,900	104,040
117,090	105,160
118,290	106,290
119,500	107,430
120,720	108,580
121,950	109,740
123,190	110,910
124,440	112,090
125,700	113,280
126,970	114,480
128,250	115,690
129,540	116,910
130,840	118,140
132,150	119,380
133,470	120,630
134,800	121,890
136,140	123,160
137,490	124,440
138,850	125,730
140,220	127,030
141,600	128,340
142,990	129,660
144,390	130,990
145,800	132,330
147,220	133,680
148,650	135,040
150,090	136,410
151,540	137,790
153,000	139,180
154,470	140,580
155,950	141,990
157,440	143,410
158,940	144,840
160,450	146,280
161,970	147,730
163,500	149,190
165,040	150,660
166,590	152,140
168,150	153,630
169,720	155,130
171,300	156,640
172,890	158,160
174,490	159,690
176,100	161,230
177,720	162,780
179,350	164,340
180,990	165,910
182,640	167,490
184,300	169,080
185,970	170,680
187,650	172,290
189,340	173,910
191,040	175,540
192,750	177,180
194,470	178,830
196,200	180,490
197,940	182,160
199,690	183,840
201,450	185,530
203,220	187,230
205,000	188,940
206,790	190,660
208,590	192,390
210,400	194,130
212,220	195,880
214,050	197,640
215,890	199,410
217,740	201,190
219,600	202,980
221,470	204,780
223,350	206,590
225,240	208,410
227,140	210,240
229,050	212,080
230,970	213,930
232,900	215,790
234,840	217,660
236,790	219,540
238,750	221,430
240,720	223,330
242,700	225,240
244,690	227,160
246,690	229,090
248,700	231,030
250,720	232,980
252,750	234,940
254,790	236,910
256,840	238,890
258,900	240,880
260,970	242,880
263,050	244,890
265,140	246,910
267,240	248,940
269,350	250,980
271,470	253,030
273,600	255,090
275,740	257,160
277,890	259,240
280,050	261,330
282,220	263,430
284,400	265,540
286,590	267,660
288,790	269,790
290,990	271,930
293,200	274,080
295,420	276,240
297,650	278,410
299,890	280,590
302,140	282,780
304,400	284,980
306,670	287,190
308,950	289,410
311,240	291,640
313,540	293,880
315,850	296,130
318,170	298,390
320,500	300,660
322,840	302,940
325,190	305,230
327,550	307,530
329,920	309,840
332,300	312,160
334,690	314,490
337,090	316,830
339,500	319,180
341,920	321,540
344,350	323,910
346,790	326,290
349,240	328,680
351,700	331,080
354,170	333,490
356,650	335,910
359,140	338,340
361,640	340,780
364,150	343,230
366,670	345,690
369,200	348,160
371,740	350,640
374,290	353,130
376,850	355,630
379,420	358,140
382,000	360,660
384,590	363,190
387,190	365,730
389,800	368,280
392,420	370,840
395,050	373,410
397,690	375,990
400,340	378,580
403,000	381,180
405,670	383,790
408,350	386,410
411,040	389,040
413,740	391,680
416,450	394,330
419,170	396,990
421,900	399,660
424,640	402,340
427,390	405,030
430,150	407,730
432,920	410,440
435,700	413,160
438,490	415,890
441,290	418,630
444,100	421,380
446,920	424,140
449,750	426,910
452,590	429,690
455,440	432,480
458,300	435,280
461,170	438,090
464,050	440,910
466,940	443,740
469,840	446,580
472,750	449,430
475,670	452,290
478,600	455,160
481,540	458,040
484,490	460,930
487,450	463,830
490,420	466,740
493,400	469,660
496,390	472,590
499,390	475,530
502,400	478,480
505,420	481,440
508,450	484,410
511,490	487,390
514,540	490,380
517,600	493,380
520,670	496,390
523,750	499,410
526,840	502,440
529,940	505,480
533,050	508,530
536,170	511,590
539,300	514,660
542,440	517,740
545,590	520,830
548,750	523,930
551,920	527,040
555,100	530,160
558,290	533,290
561,490	536,430
564,700	539,580
567,920	542,740
571,150	545,910
574,390	549,090
577,640	552,280
580,900	555,480
584,170	558,690
587,450	561,910
590,740	565,140
594,040	568,380
597,350	571,630
600,670	574,890
604,000	578,160
607,340	581,440
610,690	584,730
614,050	588,030
617,420	591,340
620,800	594,660
624,190	597,990
627,590	601,330
631,000	604,680
634,420	608,040
637,850	611,410
641,290	614,790
644,740	618,180
648,200	621,580
651,670	624,990
655,150	628,410
658,640	631,840
662,140	635,280
665,650	638,730
669,170	642,190
672,700	645,660
676,240	649,140
679,790	652,630
683,350	656,130
686,920	659,640
690,500	663,160
694,090	666,690
697,690	670,230
701,300	673,780
704,920	677,340
708,550	680,910
712,190	684,490
715,840	688,080
719,500	691,680
723,170	695,290
726,850	698,910
730,540	702,540
734,240	706,180
737,950	709,830
741,670	713,490
745,400	717,160
749,140	720,840
752,890	724,530
756,650	728,230
760,420	731,940
764,200	735,660
767,990	739,390
771,790	743,130
775,600	746,880
779,420	750,640
783,250	754,410
787,090	758,190
790,940	761,980
794,800	765,780
798,670	769,590
802,550	773,410
806,440	777,240
810,340	781,080
814,250	784,930
818,170	788,790
822,100	792,660
826,040	796,540
829,990	800,430
833,950	804,330
837,920	808,240
841,900	812,160
845,890	816,090
849,890	819,030
853,900	822,980
857,920	826,940
861,950	830,910
865,990	834,890
870,040	838,880
874,100	842,880

Waynesboro Public Schools

FY 2021 Salary Scales

Psychologist

Steps	Cumulative Index	Step Index	10-Month (200 days)
1			51,370
2	1.75%	1.75%	52,269
3	3.50%	1.75%	53,184
4	5.25%	1.75%	54,115
5	7.00%	1.75%	55,062
6	8.75%	1.75%	56,026
7	10.50%	1.75%	57,006
8	12.25%	1.75%	58,004
9	14.00%	1.75%	59,019
10	15.75%	1.75%	60,052
11	17.50%	1.75%	61,103
12	19.25%	1.75%	62,172
13	21.00%	1.75%	63,260
14	22.75%	1.75%	64,367
15	24.50%	1.75%	65,493
16	26.25%	1.75%	66,639
17	28.00%	1.75%	67,805
18	29.75%	1.75%	68,992
19	31.50%	1.75%	70,199
20	33.25%	1.75%	71,427
21	35.00%	1.75%	72,677
22	36.75%	1.75%	73,949
23	38.50%	1.75%	75,243
24	40.25%	1.75%	76,560
25	42.00%	1.75%	77,900

Master's Degree is included in the Scale

15 hrs. beyond Master's Degree	3,398
30 hrs. beyond Master's Degree	3,681
Doctorate	5,097
National Board Certification	1,416
Dual Masters	3,681
Certificate Clinical Competence	1,362

Waynesboro Public Schools

FY 2021 Salary Scales

Secretary

Steps	Cumulative Index	Step Index	10-month, 7 hr.	11-month, 7 hr.	12-month, 7 hr.	12-month, 8-hr.	hourly rate
1			21,134	23,254	26,425	30,200	15.10
2	1.00%	1.00%	21,345	23,485	26,688	30,500	15.25
3	2.00%	1.00%	21,558	23,716	26,950	30,800	15.40
4	3.00%	1.00%	21,773	23,947	27,213	31,100	15.55
5	4.01%	1.01%	21,992	24,193	27,493	31,420	15.71
6	6.01%	2.00%	22,431	24,671	28,035	32,040	16.02
7	8.01%	2.00%	22,880	25,164	28,595	32,680	16.34
8	10.01%	2.00%	23,337	25,672	29,173	33,340	16.67
9	12.01%	2.00%	23,804	26,180	29,750	34,000	17.00
10	14.01%	2.00%	24,280	26,704	30,345	34,680	17.34
11	16.01%	2.00%	24,766	27,243	30,958	35,380	17.69
12	18.01%	2.00%	25,262	27,782	31,570	36,080	18.04
13	20.01%	2.00%	25,768	28,351	32,218	36,820	18.41
14	22.01%	2.00%	26,283	28,906	32,848	37,540	18.77
15	24.01%	2.00%	26,808	29,491	33,513	38,300	19.15
16	26.01%	2.00%	27,343	30,076	34,178	39,060	19.53
17	28.01%	2.00%	27,890	30,677	34,860	39,840	19.92
18	30.01%	2.00%	28,448	31,293	35,560	40,640	20.32
19	33.00%	2.99%	29,300	32,232	36,628	41,860	20.93
20	36.00%	3.00%	30,179	33,202	37,730	43,120	21.56
21	39.00%	3.00%	31,084	34,188	38,850	44,400	22.20
22	44.83%	5.83%	32,895	36,190	41,125	47,000	23.50
23	44.83%	0.00%	32,895	36,190	41,125	47,000	23.50
24	44.83%	0.00%	32,895	36,190	41,125	47,000	23.50
25	44.83%	0.00%	32,895	36,190	41,125	47,000	23.50
26	48.58%	3.75%	34,130	37,545	42,665	48,760	24.38
27	48.58%	0.00%	34,130	37,545	42,665	48,760	24.38
28	48.58%	0.00%	34,130	37,545	42,665	48,760	24.38
29	48.58%	0.00%	34,130	37,545	42,665	48,760	24.38
30+	52.33%	3.75%	35,409	38,947	44,258	50,580	25.29

200 days 220 days 250 days 250 days



Waynesboro Public Schools

FY 2021 Salary Scales

Social Worker*

Steps	Cumulative Index	Step Index	10-Month (200 days)	11-Month (220 days)
1			49,332	54,265
2	1.00%	1.00%	49,825	54,808
3	2.00%	1.00%	50,324	55,356
4	3.00%	1.00%	50,826	55,909
5	4.00%	1.00%	51,335	56,469
6	6.00%	2.00%	52,363	57,599
7	8.00%	2.00%	53,409	58,750
8	10.00%	2.00%	54,477	59,925
9	12.00%	2.00%	55,566	61,123
10	14.00%	2.00%	56,678	62,346
11	16.00%	2.00%	57,811	63,592
12	18.00%	2.00%	58,968	64,865
13	20.00%	2.00%	60,148	66,163
14	22.00%	2.00%	61,351	67,486
15	24.00%	2.00%	62,577	68,835
16	26.00%	2.00%	63,829	70,212
17	28.00%	2.00%	65,105	71,616
18	30.00%	2.00%	66,407	73,048
19	32.00%	2.00%	67,735	74,509
20	34.00%	2.00%	69,090	75,999
21	36.03%	2.03%	70,492	77,541
22	36.03%	0.00%	70,492	77,541
23	36.03%	0.00%	70,492	77,541
24	36.03%	0.00%	70,492	77,541
25	37.03%	1.00%	71,196	78,316
26	37.03%	0.00%	71,196	78,316
27	37.03%	0.00%	71,196	78,316
28	37.03%	0.00%	71,196	78,316
29+	38.03%	1.00%	71,909	79,100

7 hours per day

*VDOE Social Worker Licensure Required

Master's Degree	2,722
15 hrs. beyond Master's Degree	3,267
30 hrs. beyond Master's Degree	3,539
Doctorate	4,901
National Board Certification	1,362
Dual Masters	3,539

Speech Language Pathologists

10-Month (200 days)
46,637
47,103
47,602
48,104
48,613
49,641
50,687
51,755
52,844
53,956
55,089
56,246
57,426
58,629
59,855
61,107
62,383
63,685
65,013
66,368
67,770
67,770
67,770
67,770
68,474
68,474
68,474
68,474
69,187

7 hours per day

Master's Degree	2,722
15 hrs. beyond Master's Degree	3,267
30 hrs. beyond Master's Degree	3,539
Doctorate	4,901
National Board Certification	1,362
Dual Masters	3,539
Certificate Clinical Competence	1,362

Waynesboro Public Schools

FY 2021 Salary Scales

Network/Information Systems Manager

Steps	Cumulative Index	Step Index	12-Month (250 days)
1			47,049
2	1.00%	1.00%	47,519
3	2.00%	1.00%	47,994
4	3.00%	1.00%	48,474
5	4.00%	1.00%	48,959
6	6.00%	2.00%	49,939
7	8.00%	2.00%	50,937
8	10.00%	2.00%	51,955
9	12.00%	2.00%	52,994
10	14.00%	2.00%	54,054
11	16.00%	2.00%	55,136
12	18.00%	2.00%	56,238
13	20.00%	2.00%	57,363
14	22.00%	2.00%	58,509
15	24.00%	2.00%	59,680
16	26.00%	2.00%	60,874
17	28.00%	2.00%	62,090
18	30.00%	2.00%	63,333
19	32.00%	2.00%	64,600
20	34.00%	2.00%	65,891
21	36.02%	2.02%	67,223
22	36.02%	0.00%	67,223
23	36.02%	0.00%	67,223
24	36.02%	0.00%	67,223
25	40.06%	4.04%	69,938
26	40.06%	0.00%	69,938
27	40.06%	0.00%	69,938
28	40.06%	0.00%	69,938
29+	42.06%	2.00%	71,337

7 hours per day

Database Specialist

12-Month (250 days)
43,248
43,680
44,117
44,558
45,004
45,904
46,821
47,758
48,713
49,687
50,682
51,695
52,729
53,784
54,859
55,956
57,076
58,218
59,382
60,569
63,029
63,029
63,029
63,029
63,029
64,290
64,290
64,290
64,290
65,575

7 hours per day

Technology Assistant

12-Month (250 days)
42,625
43,051
43,482
43,917
44,356
45,244
46,149
47,072
48,013
48,973
49,953
50,952
51,972
53,011
54,071
55,152
56,256
57,381
58,529
59,699
62,123
62,123
62,123
62,123
63,365
63,365
63,365
63,365
64,633

7 hours per day



Waynesboro Public Schools

FY 2021 Salary Scales

School Nutrition - part-time

Steps			183 days, 3 hrs	179 days, 4 hrs	183 days, 4 hrs	hourly rate- P/T
1			5,353	6,981	7,137	9.75
2	1.75%	1.75%	5,447	7,103	7,261	9.92
3	3.50%	1.75%	5,542	7,224	7,386	10.09
4	5.25%	1.75%	5,639	7,353	7,518	10.27
5	7.00%	1.75%	5,738	7,482	7,649	10.45
6	8.75%	1.75%	5,838	7,611	7,781	10.63
7	10.50%	1.75%	5,940	7,747	7,920	10.82
8	12.25%	1.75%	6,044	7,883	8,059	11.01
9	14.00%	1.75%	6,150	8,019	8,198	11.20
10	15.75%	1.75%	6,258	8,162	8,345	11.40
11	17.50%	1.75%	6,368	8,306	8,491	11.60
12	19.25%	1.75%	6,479	8,449	8,638	11.80
13	21.00%	1.75%	6,592	8,599	8,791	12.01
14	22.75%	1.75%	6,707	8,750	8,945	12.22
15	24.50%	1.75%	6,824	8,900	9,099	12.43
16	26.25%	1.75%	6,943	9,057	9,260	12.65
17	28.00%	1.75%	7,065	9,215	9,421	12.87
18	29.75%	1.75%	7,189	9,372	9,582	13.09
19	31.50%	1.75%	7,315	9,537	9,750	13.32
20	33.25%	1.75%	7,443	9,709	9,926	13.56
21	35.00%	1.75%	7,573	9,874	10,094	13.79
22	36.75%	1.75%	7,706	10,053	10,277	14.04
23	38.50%	1.75%	7,841	10,224	10,453	14.28
24	40.25%	1.75%	7,978	10,403	10,636	14.53
25+	42.00%	1.75%	8,118	10,590	10,826	14.79

Certification

Level I	required
Level II	1,322
Level III	2,643



Waynesboro Public Schools

FY 2021 Salary Scales

School Nutrition - full-time and Assistant Managers

Steps			179 days, 6 hrs	183 days, 6 hrs	hourly rate-F/T	Asst. Manager - 183 days	hourly rate- Asst. Manager
1			10,472	10,706	9.75	12,132	11.05
2	1.75%	1.75%	10,655	10,892	9.92	12,344	11.24
3	3.50%	1.75%	10,841	11,079	10.09	12,560	11.44
4	5.25%	1.75%	11,031	11,276	10.27	12,780	11.64
5	7.00%	1.75%	11,224	11,474	10.45	13,004	11.84
6	8.75%	1.75%	11,420	11,672	10.63	13,232	12.05
7	10.50%	1.75%	11,620	11,880	10.82	13,464	12.26
8	12.25%	1.75%	11,823	12,089	11.01	13,700	12.48
9	14.00%	1.75%	12,030	12,298	11.20	13,940	12.70
10	15.75%	1.75%	12,241	12,517	11.40	14,184	12.92
11	17.50%	1.75%	12,455	12,737	11.60	14,432	13.14
12	19.25%	1.75%	12,673	12,956	11.80	14,685	13.37
13	21.00%	1.75%	12,895	13,187	12.01	14,942	13.61
14	22.75%	1.75%	13,121	13,418	12.22	15,203	13.85
15	24.50%	1.75%	13,351	13,648	12.43	15,469	14.09
16	26.25%	1.75%	13,585	13,890	12.65	15,740	14.34
17	28.00%	1.75%	13,823	14,131	12.87	16,015	14.59
18	29.75%	1.75%	14,065	14,373	13.09	16,295	14.84
19	31.50%	1.75%	14,311	14,625	13.32	16,580	15.10
20	33.25%	1.75%	14,561	14,889	13.56	16,870	15.36
21	35.00%	1.75%	14,816	15,141	13.79	17,165	15.63
22	36.75%	1.75%	15,075	15,416	14.04	17,465	15.91
23	38.50%	1.75%	15,339	15,679	14.28	17,771	16.18
24	40.25%	1.75%	15,607	15,954	14.53	18,082	16.47
25+	42.00%	1.75%	15,880	16,239	14.79	19,232	16.76

Certification

Level I	required
Level II	1,322
Level III	2,643



Waynesboro Public Schools

FY 2021 Salary Scales

School Nutrition - Manager

Steps			Manager - 7 hrs, 185 days	hourly rate- Manager
1			19,555	15.10
2	1.75%	1.75%	19,897	15.36
3	3.50%	1.75%	20,245	15.63
4	5.25%	1.75%	20,599	15.91
5	7.00%	1.75%	20,959	16.18
6	8.75%	1.75%	21,326	16.47
7	10.50%	1.75%	21,699	16.76
8	12.25%	1.75%	22,079	17.05
9	14.00%	1.75%	22,465	17.35
10	15.75%	1.75%	22,858	17.65
11	17.50%	1.75%	23,258	17.96
12	19.25%	1.75%	23,665	18.27
13	21.00%	1.75%	24,079	18.59
14	22.75%	1.75%	24,500	18.92
15	24.50%	1.75%	24,929	19.25
16	26.25%	1.75%	25,365	19.59
17	28.00%	1.75%	25,809	19.93
18	29.75%	1.75%	26,261	20.28
19	31.50%	1.75%	26,721	20.63
20	33.25%	1.75%	27,189	21.00
21	35.00%	1.75%	27,665	21.36
22	36.75%	1.75%	28,149	21.74
23	38.50%	1.75%	28,642	22.12
24	40.25%	1.75%	29,143	22.50
25+	42.00%	1.75%	29,653	22.90

Certification

Level I	required
Level II	1,322
Level III	2,643

