

Waynesboro Public Schools

FY 2021 Salary Scales

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Waynesboro Public Schools

FY 2022 Salary Scales

Teacher			T10	T103	T11	T12
Steps	Cumulative Index	Step Index	10-month	10-month w/ Masters	11-month	12-month
1			43,800	46,650	48,180	54,750
2	0.75%	0.75%	44,129	46,979	48,542	55,161
3	1.50%	0.75%	44,458	47,308	48,904	55,573
4	2.25%	0.75%	44,787	47,637	49,266	55,984
5	3.00%	0.75%	45,116	47,966	49,628	56,395
6	3.75%	0.75%	45,445	48,295	49,990	56,806
7	4.50%	0.75%	45,774	48,624	50,351	57,218
8	5.25%	0.75%	46,103	48,953	50,713	57,629
9	6.00%	0.75%	46,432	49,282	51,075	58,040
10	7.20%	1.20%	46,962	49,812	51,658	58,703
11	8.40%	1.20%	47,492	50,342	52,241	59,365
12	9.60%	1.20%	48,022	50,872	52,824	60,028
13	10.80%	1.20%	48,552	51,402	53,407	60,690
14	12.00%	1.20%	49,082	51,932	53,990	61,353
15	13.20%	1.20%	49,612	52,462	54,573	62,015
16	14.40%	1.20%	50,142	52,992	55,156	62,678
17	15.60%	1.20%	50,672	53,522	55,739	63,340
18	16.80%	1.20%	51,202	54,052	56,322	64,003
19	18.00%	1.20%	51,732	54,582	56,905	64,665
20	19.20%	1.20%	52,262	55,112	57,488	65,328
21	20.40%	1.20%	52,792	55,642	58,071	65,990
22	21.60%	1.20%	53,322	56,172	58,654	66,653
23	22.80%	1.20%	53,852	56,702	59,237	67,315
24	24.00%	1.20%	54,382	57,232	59,820	67,978
25	25.20%	1.20%	54,912	57,762	60,403	68,640
26	26.40%	1.20%	55,442	58,292	60,986	69,303
27	27.60%	1.20%	55,972	58,822	61,569	69,965
28	28.80%	1.20%	56,502	59,352	62,152	70,628
29	30.00%	1.20%	57,032	59,882	62,735	71,290
30	31.20%	1.20%	57,562	60,412	63,318	71,953
31	32.40%	1.20%	58,092	60,942	63,901	72,615
32	33.60%	1.20%	58,622	61,472	64,484	73,278
33	41.20%	7.60%	61,952	64,802	68,147	77,440
34	42.41%	1.21%	62,482	65,332	68,730	78,103
35+	43.62%	1.21%	63,012	65,862	69,313	78,765

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

9 hrs. towards Master's	860	30 hrs. beyond Master's	3,700
18 hrs. towards Master's	1,260	Doctorate	5,150
Master's	2,850	National Board Certification	1,430
15 hrs. beyond Master's	3,430	Dual Master's	3,700



Waynesboro Public Schools

FY 2022 Salary Scales

Administrative Scales - Central Office and Secondary

Steps	Cumulative Index	Step Index	ADM1	ADM2	ADM3	PHS	APHS	PMS	APMS
			Assistant Superintendent	Executive Director	Director	High School Principal	High School Asst Prin	Middle School Principal	Middle School Asst Prin
1			91,744	86,118	73,891	87,456	72,485	80,022	70,549
2	1.75%	1.75%	93,350	87,625	75,184	88,986	73,753	81,422	71,784
3	2.75%	1.00%	94,284	89,158	76,500	89,876	74,490	82,236	73,040
4	3.75%	1.00%	95,227	90,049	77,265	90,775	75,235	83,058	73,771
5	4.75%	1.00%	96,179	90,950	78,038	91,682	76,087	83,889	74,508
6	5.75%	1.00%	97,141	91,858	78,817	92,600	76,848	84,727	75,254
7	6.75%	1.00%	98,113	92,778	79,605	93,525	78,385	85,574	76,759
8	7.75%	1.00%	99,094	93,705	80,402	94,460	79,953	86,431	78,294
9	8.75%	1.00%	100,084	94,642	81,206	95,404	81,551	87,296	79,859
10	9.75%	1.00%	101,085	95,589	82,018	96,359	83,182	88,169	81,457
11	11.75%	2.00%	103,107	97,501	83,659	98,285	84,846	89,931	83,084
12	13.75%	2.00%	105,169	99,451	85,331	100,252	86,543	91,731	84,747
13	15.75%	2.00%	107,273	101,439	87,038	102,257	88,275	93,566	86,442
14	17.75%	2.00%	109,418	103,468	88,780	104,302	90,040	95,437	88,172
15	19.75%	2.00%	111,607	105,536	90,555	106,388	90,941	97,346	89,053
16	21.75%	2.00%	113,839	107,647	92,366	108,515	91,849	99,291	89,944
17	25.81%	4.06%	118,459	112,016	96,116	112,923	94,641	103,322	92,678
18	25.81%	0.00%	118,459	112,016	96,116	112,923	94,641	103,322	92,678
19	25.81%	0.00%	118,459	112,016	96,116	112,923	94,641	103,322	92,678
20+	25.81%	0.00%	118,459	112,016	96,116	112,923	94,641	103,322	92,678

Advance Degree Additive Schedule for Administrators:

30 hrs. beyond Master's Degree (w/in a program)	3,700
Doctorate	5,150
Dual Masters	3,700



Waynesboro Public Schools

FY 2022 Salary Scales

Administrative Scales - Elementary

Steps	Cumulative Index	Step Index	PES	APES
			Elem School Principal	Elem School Ass't Prin 12-month
1			73,102	64,664
2	1.75%	1.75%	74,381	65,796
3	2.75%	1.00%	75,124	65,862
4	3.75%	1.00%	75,876	66,521
5	4.75%	1.00%	76,635	67,186
6	5.75%	1.00%	77,402	67,857
7	7.75%	2.00%	78,950	69,215
8	9.75%	2.00%	80,529	70,599
9	11.75%	2.00%	82,138	72,011
10	13.75%	2.00%	83,782	73,451
11	15.75%	2.00%	85,457	74,921
12	17.75%	2.00%	87,167	76,420
13	19.75%	2.00%	88,910	77,948
14	21.75%	2.00%	90,689	79,506
15	22.75%	1.00%	91,596	80,303
16	23.75%	1.00%	92,510	81,409
17	26.79%	3.04%	95,323	83,885
18	26.79%	0.00%	95,323	83,885
19	26.79%	0.00%	95,323	83,885
20+	26.79%	0.00%	95,323	83,571



Waynesboro Public Schools

FY 2022 Salary Scales

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

Steps	Cumulative Index	Step Index	A180	A200	A210	A220	hourly rate
			10-Month (181 days)	10-Month (200 days)	10-Month (210 days)	11-Month (220 days)	
1			14,178	15,666	16,449	17,233	11.19
2	1.75%	1.75%	14,426	15,946	16,743	17,541	11.39
3	3.50%	1.75%	14,678	16,212	17,023	17,833	11.58
4	5.25%	1.75%	14,935	16,506	17,331	18,157	11.79
5	7.00%	1.75%	15,196	16,786	17,625	18,465	11.99
6	8.75%	1.75%	15,462	17,080	17,934	18,788	12.20
7	10.50%	1.75%	15,733	17,388	18,257	19,127	12.42
8	12.25%	1.75%	16,008	17,682	18,566	19,450	12.63
9	14.00%	1.75%	16,288	18,004	18,904	19,804	12.86
10	15.75%	1.75%	16,573	18,312	19,228	20,143	13.08
11	17.50%	1.75%	16,863	18,634	19,566	20,497	13.31
12	19.25%	1.75%	17,158	18,956	19,904	20,852	13.54
13	21.00%	1.75%	17,458	19,292	20,257	21,221	13.78
14	22.75%	1.75%	17,764	19,628	20,609	21,591	14.02
15	24.50%	1.75%	18,075	19,978	20,977	21,976	14.27
16	26.25%	1.75%	18,391	20,328	21,344	22,361	14.52
17	28.00%	1.75%	18,713	20,678	21,712	22,746	14.77
18	29.75%	1.75%	19,040	21,042	22,094	23,146	15.03
19	31.50%	1.75%	19,373	21,406	22,476	23,547	15.29
20	33.25%	1.75%	19,712	21,784	22,873	23,962	15.56
21	35.00%	1.75%	20,057	22,162	23,270	24,378	15.83
22	36.75%	1.75%	20,408	22,554	23,682	24,809	16.11
23	38.50%	1.75%	20,765	22,946	24,093	25,241	16.39
24	40.25%	1.75%	21,128	23,352	24,520	25,687	16.68
25+	42.00%	1.75%	21,498	23,758	24,946	26,134	16.97

7 hours per day

Pass Written Test	350
Level I	830
Level II	1,220
Level III	2,775



Waynesboro Public Schools

FY 2022 Salary Scales

Bus Driver

Steps	Cumulative Index	Step Index	BD04	BD05	BD06	BD07	hourly rate
			4-hour	5-hour	6-hour	7-hour	
1			10,025	12,534	15,041	17,548	13.85
2	1.75%	1.75%	10,200	12,751	15,302	17,852	14.09
3	3.50%	1.75%	10,379	12,978	15,573	18,169	14.34
4	5.25%	1.75%	10,561	13,204	15,845	18,486	14.59
5	7.00%	1.75%	10,746	13,430	16,116	18,802	14.84
6	8.75%	1.75%	10,934	13,666	16,399	19,132	15.10
7	10.50%	1.75%	11,125	13,910	16,692	19,474	15.37
8	12.25%	1.75%	11,320	14,154	16,985	19,816	15.64
9	14.00%	1.75%	11,518	14,399	17,278	20,158	15.91
10	15.75%	1.75%	11,720	14,652	17,582	20,513	16.19
11	17.50%	1.75%	11,925	14,905	17,886	20,867	16.47
12	19.25%	1.75%	12,134	15,168	18,201	21,235	16.76
13	21.00%	1.75%	12,346	15,430	18,516	21,602	17.05
14	22.75%	1.75%	12,562	15,702	18,842	21,982	17.35
15	24.50%	1.75%	12,782	15,973	19,168	22,363	17.65
16	26.50%	2.00%	13,038	16,299	19,559	22,819	18.01
17	28.50%	2.00%	13,299	16,625	19,950	23,275	18.37
18	30.50%	2.00%	13,565	16,960	20,352	23,744	18.74
19	32.50%	2.00%	13,836	17,295	20,753	24,212	19.11
20	34.50%	2.00%	14,113	17,638	21,166	24,694	19.49
21	36.50%	2.00%	14,395	17,991	21,590	25,188	19.88
22	38.50%	2.00%	14,683	18,353	22,024	25,695	20.28
23	42.00%	3.50%	15,197	18,996	22,795	26,594	20.99
24	43.75%	1.75%	15,463	19,331	23,197	27,063	21.36
25+	45.50%	1.75%	15,734	19,666	23,599	27,532	21.73



Waynesboro Public Schools

FY 2022 Salary Scales

Bus Monitor Aide

Steps	Cumulative Index	Step Index	BA01	BA02	BA04	BA03	hourly rate
			181 days, 4 hrs	181 days, 5 hrs	174 days, 4 hrs	181 days, 5.5 hrs	
1			7,964	9,955	7,656	10,951	11.00
2	1.75%	1.75%	8,102	10,127	7,788	11,140	11.19
3	3.50%	1.75%	8,246	10,308	7,927	11,339	11.39
4	5.25%	1.75%	8,391	10,489	8,067	11,538	11.59
5	7.00%	1.75%	8,536	10,670	8,206	11,737	11.79
6	8.75%	1.75%	8,688	10,860	8,352	11,946	12.00
7	10.50%	1.75%	8,840	11,050	8,498	12,155	12.21
8	12.25%	1.75%	8,992	11,240	8,644	12,364	12.42
9	14.00%	1.75%	9,151	11,439	8,797	12,583	12.64
10	15.75%	1.75%	9,311	11,638	8,951	12,802	12.86
11	17.50%	1.75%	9,477	11,846	9,111	13,031	13.09
12	19.25%	1.75%	9,644	12,055	9,271	13,260	13.32
13	21.00%	1.75%	9,810	12,263	9,431	13,489	13.55
14	22.75%	1.75%	9,984	12,480	9,598	13,728	13.79
15	24.50%	1.75%	10,158	12,697	9,765	13,967	14.03
16	26.25%	1.75%	10,339	12,923	9,939	14,216	14.28
17	28.00%	1.75%	10,520	13,150	10,113	14,465	14.53
18	29.75%	1.75%	10,701	13,376	10,287	14,713	14.78
19	31.50%	1.75%	10,889	13,611	10,468	14,972	15.04
20	33.25%	1.75%	11,077	13,847	10,649	15,231	15.30
21	35.00%	1.75%	11,273	14,091	10,837	15,500	15.57
22	36.75%	1.75%	11,468	14,335	11,025	15,769	15.84
23	38.50%	1.75%	11,671	14,589	11,220	16,047	16.12
24	40.25%	1.75%	11,874	14,842	11,414	16,326	16.40
25	42.00%	1.75%	12,084	15,104	11,616	16,615	16.69



Waynesboro Public Schools

FY 2022 Salary Scales

Car Driver

Steps	Cumulative Index	Step Index	BA1		BA2
			181 days, 4 hrs	181 days, 5 hrs	hourly rate
1			10,060	12,580	13.90
2	1.75%	1.75%	10,236	12,797	14.14
3	3.50%	1.75%	10,415	13,023	14.39
4	5.25%	1.75%	10,597	13,249	14.64
5	7.00%	1.75%	10,783	13,475	14.89
6	8.75%	1.75%	10,972	13,711	15.15
7	10.50%	1.75%	11,164	13,955	15.42
8	12.25%	1.75%	11,359	14,199	15.69
9	14.00%	1.75%	11,558	14,444	15.96
10	15.75%	1.75%	11,760	14,697	16.24
11	17.50%	1.75%	11,966	14,960	16.53
12	19.25%	1.75%	12,175	15,222	16.82
13	21.00%	1.75%	12,388	15,485	17.11
14	22.75%	1.75%	12,605	15,756	17.41
15	24.50%	1.75%	12,826	16,037	17.72
16	26.25%	1.75%	13,050	16,317	18.03
17	28.00%	1.75%	13,278	16,598	18.34
18	29.75%	1.75%	13,511	16,887	18.66
19	31.50%	1.75%	13,747	17,186	18.99
20	33.25%	1.75%	13,988	17,485	19.32
21	35.00%	1.75%	14,233	17,792	19.66
22	36.75%	1.75%	14,482	18,100	20.00
23	38.50%	1.75%	14,735	18,417	20.35
24	40.25%	1.75%	14,993	18,743	20.71
25	42.00%	1.75%	15,255	19,068	21.07



Waynesboro Public Schools

FY 2022 Salary Scales

Custodian

Steps	Cumulative Index	Step Index	C12	C11
			12-Month (250 days)	11-Month (220 days)
1			21,545	18,960
2	1.75%	1.75%	21,922	19,291
3	3.50%	1.75%	22,306	19,629
4	5.25%	1.75%	22,696	19,972
5	7.00%	1.75%	23,093	20,322
6	8.75%	1.75%	23,497	20,677
7	10.50%	1.75%	23,908	21,039
8	12.50%	2.00%	24,386	21,460
9	14.50%	2.00%	24,874	21,889
10	16.50%	2.00%	25,371	22,326
11	18.50%	2.00%	25,878	22,773
12	20.50%	2.00%	26,396	23,228
13	22.50%	2.00%	26,924	23,693
14	24.50%	2.00%	27,462	24,167
15	26.50%	2.00%	28,011	24,650
16	28.50%	2.00%	28,571	25,142
17	30.50%	2.00%	29,142	25,645
18	32.50%	2.00%	29,725	26,158
19	34.50%	2.00%	30,320	26,682
20	36.50%	2.00%	30,926	27,215
21	38.50%	2.00%	31,545	27,760
22	40.50%	2.00%	32,176	28,315
23	44.50%	4.00%	33,463	29,447
24	46.25%	1.75%	34,049	29,963
25	48.00%	1.75%	34,645	30,488

8 hours per day



Waynesboro Public Schools

FY 2022 Salary Scales

Facilitator

Steps	Cumulative Index	Step Index	AF01		AF03	
			10-Month (181 days)	10-Month (200 days)	10-Month (181 days)	10-Month (200 days)
1			21,776	24,062	17.19	
2	1.75%	1.75%	22,157	24,483	17.49	
3	3.50%	1.75%	22,545	24,912	17.79	
4	5.25%	1.75%	22,940	25,348	18.11	
5	7.00%	1.75%	23,341	25,791	18.42	
6	8.75%	1.75%	23,749	26,242	18.74	
7	10.50%	1.75%	24,165	26,702	19.07	
8	12.25%	1.75%	24,588	27,169	19.41	
9	14.00%	1.75%	25,018	27,644	19.75	
10	15.75%	1.75%	25,456	28,128	20.09	
11	17.50%	1.75%	25,901	28,620	20.44	
12	19.25%	1.75%	26,354	29,120	20.80	
13	21.00%	1.75%	26,815	29,630	21.16	
14	22.75%	1.75%	27,284	30,148	21.53	
15	24.50%	1.75%	27,761	30,675	21.91	
16	26.25%	1.75%	28,247	31,212	22.29	
17	28.00%	1.75%	28,741	31,758	22.68	
18	29.75%	1.75%	29,244	32,314	23.08	
19	31.50%	1.75%	29,756	32,880	23.49	
20	33.25%	1.75%	30,277	33,455	23.90	
21	35.00%	1.75%	30,807	34,041	24.31	
22	36.75%	1.75%	31,346	34,636	24.74	
23	38.50%	1.75%	31,895	35,243	25.17	
24	40.25%	1.75%	32,453	35,860	25.61	
25	42.00%	1.75%	33,021	36,487	26.21	

7 hours per day

Additive Schedule for VQAS Certification

Pass Written Test	350
Level I	830
Level II	1,220
Level III	2,775



Waynesboro Public Schools

FY 2022 Salary Scales

Health Services

Director of Health Services				ADM3 HHD	HRN RN	HLPN LPN		
Steps	Cumulative Index	Step Index	12-Month (250 days)	Steps	Cumulative Index	Step Index	10-Month (200 days)	10-Month (200 days)
1			73,891	1			33,360	20,056
2	1.75%	1.75%	75,184	2	1.75%	1.75%	33,944	20,407
3	3.50%	1.75%	76,500	3	3.50%	1.75%	34,538	20,764
4	5.25%	1.75%	77,265	4	5.25%	1.75%	35,142	21,127
5	7.00%	1.75%	78,038	5	7.00%	1.75%	35,757	21,497
6	8.75%	1.75%	78,817	6	8.75%	1.75%	36,383	21,873
7	10.50%	1.75%	79,605	7	10.50%	1.75%	37,020	22,256
8	12.25%	1.75%	80,402	8	12.25%	1.75%	37,668	22,645
9	14.00%	1.75%	81,206	9	14.00%	1.75%	38,327	23,041
10	15.75%	1.75%	82,018	10	15.75%	1.75%	38,998	23,444
11	17.50%	1.75%	83,659	11	17.50%	1.75%	39,680	23,854
12	19.25%	1.75%	85,331	12	19.25%	1.75%	40,374	24,271
13	21.00%	1.75%	87,038	13	21.00%	1.75%	41,081	24,696
14	22.75%	1.75%	88,780	14	22.75%	1.75%	41,800	25,128
15	24.50%	1.75%	90,555	15	24.50%	1.75%	42,532	25,568
16	26.25%	1.75%	92,366	16	26.25%	1.75%	43,276	26,015
17	26.25%	0.00%	96,116	17	28.00%	1.75%	44,033	26,470
18	26.25%	0.00%	96,116	18	29.75%	1.75%	44,804	26,933
19	26.25%	0.00%	96,116	19	31.50%	1.75%	45,588	27,404
20+	28.00%	1.75%	96,116	20	33.25%	1.75%	46,386	27,884
				21	35.00%	1.75%	47,198	28,372
				22	36.75%	1.75%	48,024	28,869
				23	38.50%	1.75%	48,864	29,374
				24	40.25%	1.75%	49,719	29,888
				25+	42.00%	1.75%	50,589	30,411

7 hours per day

7 hours per day



Waynesboro Public Schools

FY 2022 Salary Scales

Maintenance

Foreman

MFOR

Steps	Cumulative Index	Step Index	12-Month (250 days)
1			40,627
2	1.75%	1.75%	41,338
3	3.50%	1.75%	42,061
4	5.25%	1.75%	42,797
5	7.00%	1.75%	43,546
6	8.75%	1.75%	44,308
7	10.50%	1.75%	45,083
8	12.25%	1.75%	45,872
9	14.00%	1.75%	46,675
10	15.75%	1.75%	47,492
11	17.50%	1.75%	48,323
12	19.25%	1.75%	49,169
13	21.00%	1.75%	50,029
14	22.75%	1.75%	50,905
15	24.50%	1.75%	51,796
16	26.25%	1.75%	52,702
17	28.00%	1.75%	53,624
18	29.75%	1.75%	54,562
19	31.50%	1.75%	55,517
20	33.25%	1.75%	56,489
21	35.00%	1.75%	57,478
22	36.75%	1.75%	58,484
23	38.50%	1.75%	59,507
24	40.25%	1.75%	60,548
25+	42.00%	1.75%	61,608

8 hours per day

Maintenance

MAIN

Steps	Cumulative Index	Step Index	12-Month (250 days)	10-Month (200 days)
1			33,155	26,524
2	1.75%	1.75%	33,735	26,988
3	3.50%	1.75%	34,325	27,460
4	5.25%	1.75%	34,926	27,941
5	7.00%	1.75%	35,537	28,430
6	8.75%	1.75%	36,159	28,927
7	10.50%	1.75%	36,792	29,434
8	12.25%	1.75%	37,436	29,949
9	14.00%	1.75%	38,091	30,473
10	15.75%	1.75%	38,758	31,006
11	17.50%	1.75%	39,436	31,549
12	19.25%	1.75%	40,126	32,101
13	21.00%	1.75%	40,828	32,662
14	22.75%	1.75%	41,542	33,234
15	24.50%	1.75%	42,269	33,815
16	26.25%	1.75%	43,009	34,407
17	28.00%	1.75%	43,762	35,010
18	29.75%	1.75%	44,528	35,622
19	31.50%	1.75%	45,307	36,246
20	33.25%	1.75%	46,100	36,880
21	35.00%	1.75%	46,907	37,526
22	36.75%	1.75%	47,728	38,182
23	38.50%	1.75%	48,563	38,850
24	40.25%	1.75%	49,413	39,530
25+	42.00%	1.75%	50,278	40,222

8 hours per day



Waynesboro Public Schools

FY 2022 Salary Scales

Manager I			M12	M11	M10	Manager II	
Steps	Cumulative Index	Step Index	12-Month (250 days)	11-Month (220 days)	10-Month (200 days)	12-Month (250 days)	11-Month (220 days)
1			40,616	35,742	32,493	59,602	52,450
2	1.75%	1.75%	41,327	36,368	33,062	60,645	53,368
3	3.50%	1.75%	42,050	37,004	33,640	61,706	54,301
4	5.25%	1.75%	42,786	37,652	34,229	62,786	55,252
5	7.00%	1.75%	43,535	38,311	34,828	63,885	56,219
6	8.75%	1.75%	44,297	38,981	35,438	65,003	57,203
7	10.50%	1.75%	45,072	39,663	36,058	66,141	58,204
8	12.25%	1.75%	45,861	40,358	36,689	67,298	59,222
9	14.00%	1.75%	46,664	41,064	37,331	68,476	60,259
10	15.75%	1.75%	47,481	41,783	37,985	69,674	61,313
11	17.50%	1.75%	48,312	42,515	38,650	70,893	62,386
12	19.25%	1.75%	49,157	43,258	39,326	72,134	63,478
13	21.00%	1.75%	50,017	44,015	40,014	73,396	64,588
14	22.75%	1.75%	50,892	44,785	40,714	74,680	65,718
15	24.50%	1.75%	51,783	45,569	41,426	75,987	66,869
16	26.25%	1.75%	52,689	46,366	42,151	77,317	68,039
17	28.00%	1.75%	53,611	47,178	42,889	78,670	69,230
18	29.75%	1.75%	54,549	48,003	43,639	80,047	70,441
19	31.50%	1.75%	55,504	48,844	44,403	81,448	71,674
20	33.25%	1.75%	56,475	49,698	45,180	82,873	72,928
21	35.00%	1.75%	57,463	50,567	45,970	84,323	74,204
22	36.75%	1.75%	58,469	51,453	46,775	85,799	75,503
23	38.50%	1.75%	59,492	52,353	47,594	87,300	76,824
24	40.25%	1.75%	60,533	53,269	48,426	88,828	78,169
25	42.00%	1.75%	61,592	54,201	49,274	90,382	79,536



Waynesboro Public Schools

FY 2022 Salary Scales

Psychologist

PSY

Steps	Cumulative Index	Step Index	10-Month (200 days)
1			53,011
2	1.75%	1.75%	53,939
3	3.50%	1.75%	54,883
4	5.25%	1.75%	55,843
5	7.00%	1.75%	56,820
6	8.75%	1.75%	57,814
7	10.50%	1.75%	58,826
8	12.25%	1.75%	59,855
9	14.00%	1.75%	60,902
10	15.75%	1.75%	61,968
11	17.50%	1.75%	63,052
12	19.25%	1.75%	64,155
13	21.00%	1.75%	65,278
14	22.75%	1.75%	66,420
15	24.50%	1.75%	67,582
16	26.25%	1.75%	68,765
17	28.00%	1.75%	69,968
18	29.75%	1.75%	71,192
19	31.50%	1.75%	72,438
20	33.25%	1.75%	73,706
21	35.00%	1.75%	74,996
22	36.75%	1.75%	76,308
23	38.50%	1.75%	77,643
24	40.25%	1.75%	79,002
25+	42.00%	1.75%	80,385

Master's Degree is included in the Scale

15 hrs. beyond Master's Degree	3,430
30 hrs. beyond Master's Degree	3,700
Doctorate	5,150
National Board Certification	1,430
Dual Masters	3,700
Certificate Clinical Competence	1,425



Waynesboro Public Schools

FY 2022 Salary Scales

Secretary

Steps	Cumulative Index	Step Index	S107	S117	S127	S128	hourly rate
			10-month, 7 hr.	11-month, 7 hr.	12-month, 7 hr.	12-month, 8-hr.	
1			21,430	23,577	26,793	30,620	15.31
2	1.75%	1.75%	21,805	23,993	27,265	31,160	15.58
3	3.50%	1.75%	22,187	24,409	27,738	31,700	15.85
4	5.25%	1.75%	22,575	24,840	28,228	32,260	16.13
5	7.00%	1.75%	22,970	25,271	28,718	32,820	16.41
6	8.75%	1.75%	23,372	25,703	29,208	33,380	16.69
7	10.50%	1.75%	23,781	26,165	29,733	33,980	16.99
8	12.25%	1.75%	24,197	26,611	30,240	34,560	17.28
9	14.00%	1.75%	24,620	27,089	30,783	35,180	17.59
10	15.75%	1.75%	25,051	27,551	31,308	35,780	17.89
11	17.50%	1.75%	25,489	28,043	31,868	36,420	18.21
12	19.25%	1.75%	25,935	28,536	32,428	37,060	18.53
13	21.00%	1.75%	26,389	29,029	32,988	37,700	18.85
14	22.75%	1.75%	26,851	29,537	33,565	38,360	19.18
15	24.75%	2.00%	27,388	30,122	34,230	39,120	19.56
16	26.75%	2.00%	27,936	30,723	34,913	39,900	19.95
17	28.75%	2.00%	28,495	31,339	35,613	40,700	20.35
18	30.75%	2.00%	29,065	31,970	36,330	41,520	20.76
19	32.75%	2.00%	29,646	32,617	37,065	42,360	21.18
20	35.75%	3.00%	30,535	33,587	38,168	43,620	21.81
21	38.75%	3.00%	31,451	34,604	39,323	44,940	22.47
22	41.75%	3.00%	32,395	35,636	40,495	46,280	23.14
23	47.75%	6.00%	34,339	37,776	42,928	49,060	24.53
24	49.50%	1.75%	34,940	38,438	43,680	49,920	24.96
25	51.25%	1.75%	35,551	39,101	44,433	50,780	25.39
26			36,173	39,794	45,220	51,680	25.84
27+			36,806	40,487	46,008	52,580	26.29

200 days 220 days 250 days 250 days



Waynesboro Public Schools

FY 2022 Salary Scales

Social Worker*

Steps	Cumulative Index	Step Index	SW10	SW11
			10-Month (200 days)	11-Month (220 days)
1			50,100	55,110
2	1.75%	1.75%	50,977	56,075
3	3.50%	1.75%	51,869	57,056
4	5.25%	1.75%	52,777	58,055
5	7.00%	1.75%	53,701	59,071
6	8.75%	1.75%	54,641	60,105
7	10.50%	1.75%	55,597	61,157
8	12.25%	1.75%	56,570	62,227
9	14.00%	1.75%	57,560	63,316
10	15.75%	1.75%	58,567	64,424
11	17.50%	1.75%	59,592	65,551
12	19.25%	1.75%	60,635	66,699
13	21.00%	1.75%	61,696	67,866
14	22.75%	1.75%	62,776	69,054
15	24.50%	1.75%	63,875	70,263
16	26.25%	1.75%	64,993	71,492
17	28.00%	1.75%	66,130	72,743
18	29.75%	1.75%	67,287	74,016
19	31.50%	1.75%	68,465	75,312
20	33.25%	1.75%	69,663	76,629
21	35.00%	1.75%	70,882	77,970
22	36.75%	1.75%	72,122	79,334
23	38.50%	1.75%	73,384	80,722
24	40.25%	1.75%	74,668	82,135
25	42.00%	1.75%	75,975	83,573

7 hours per day

*VDOE Social Worker Licensure Required

Speech Language Pathologists

SP10
10-Month (200 days)
46,971
47,793
48,629
49,480
50,346
51,227
52,123
53,035
53,963
54,907
56,280
57,687
58,697
59,724
60,769
61,832
62,914
64,015
65,135
66,275
67,435
68,615
69,816
71,038
72,281

7 hours per day

Master's Degree	2,850
15 hrs. beyond Master's Degree	3,430
30 hrs. beyond Master's Degree	3,700
Doctorate	5,150
National Board Certification	1,430
Dual Masters	3,700



Waynesboro Public Schools

FY 2022 Salary Scales

TNM				TCA
Network/Information Systems/Benefits Manager				Technology Assistant
Steps	Cumulative Index	Step Index	12-Month (250 days)	12-Month (250 days)
1			48,543	42,705
2	1.75%	1.75%	49,393	43,452
3	3.50%	1.75%	50,257	44,212
4	5.25%	1.75%	51,136	44,986
5	7.00%	1.75%	52,031	45,773
6	8.75%	1.75%	52,942	46,574
7	10.50%	1.75%	53,868	47,389
8	12.25%	1.75%	54,811	48,218
9	14.00%	1.75%	55,770	49,062
10	15.75%	1.75%	56,746	49,921
11	17.50%	1.75%	57,739	50,795
12	19.25%	1.75%	58,749	51,684
13	21.00%	1.75%	59,777	52,588
14	22.75%	1.75%	60,823	53,508
15	24.50%	1.75%	61,887	54,444
16	26.25%	1.75%	62,970	55,397
17	28.00%	1.75%	64,072	56,366
18	29.75%	1.75%	65,193	58,001
19	31.50%	1.75%	66,334	59,683
20	33.25%	1.75%	67,495	61,414
21	35.00%	1.75%	68,676	62,489
22	36.75%	1.75%	69,878	63,583
23	38.50%	1.75%	71,101	64,696
24	40.25%	1.75%	72,345	65,828
25	42.00%	1.75%	73,611	66,980

7 hours per day

7 hours per day



Waynesboro Public Schools

FY 2022 Salary Scales

School Nutrition - Part-time

Steps			SN07	SN08	SN09	hourly rate- P/T
			183 days, 3 hrs	179 days, 4 hrs	183 days, 4 hrs	
1			6,039	7,876	8,052	11.00
2	1.75%	1.75%	6,143	8,012	8,191	11.19
3	3.50%	1.75%	6,253	8,155	8,337	11.39
4	5.25%	1.75%	6,363	8,298	8,484	11.59
5	7.00%	1.75%	6,473	8,442	8,630	11.79
6	8.75%	1.75%	6,588	8,592	8,784	12.00
7	10.50%	1.75%	6,703	8,742	8,938	12.21
8	12.25%	1.75%	6,819	8,893	9,091	12.42
9	14.00%	1.75%	6,939	9,050	9,252	12.64
10	15.75%	1.75%	7,060	9,208	9,414	12.86
11	17.50%	1.75%	7,186	9,372	9,582	13.09
12	19.25%	1.75%	7,313	9,537	9,750	13.32
13	21.00%	1.75%	7,439	9,702	9,919	13.55
14	22.75%	1.75%	7,571	9,874	10,094	13.79
15	24.50%	1.75%	7,702	10,045	10,270	14.03
16	26.25%	1.75%	7,840	10,224	10,453	14.28
17	28.00%	1.75%	7,977	10,403	10,636	14.53
18	29.75%	1.75%	8,114	10,582	10,819	14.78
19	31.50%	1.75%	8,257	10,769	11,009	15.04
20	33.25%	1.75%	8,400	10,955	11,200	15.30
21	35.00%	1.75%	8,548	11,148	11,397	15.57
22	36.75%	1.75%	8,696	11,341	11,595	15.84
23	38.50%	1.75%	8,850	11,542	11,800	16.12
24	40.25%	1.75%	9,004	11,742	12,005	16.40
25+	42.00%	1.75%	9,163	11,950	12,217	16.69

Certification

Level I	required
Level II	1,350
Level III	2,650
Level IV	3,000



Waynesboro Public Schools

FY 2022 Salary Scales

School Nutrition - Full-time & Ass't Mgr

Steps			SN10	SN11		SN04	
			179 days, 6 hrs	183 days, 6 hrs	hourly rate-F/T	Asst. Manager - 183 days	hourly rate- Asst. Manager
1			11,814	12,078	11.00	13,451	12.25
2	1.25%	1.25%	12,018	12,287	11.19	13,681	12.46
3	2.50%	1.25%	12,233	12,506	11.39	13,923	12.68
4	3.75%	1.25%	12,448	12,726	11.59	14,164	12.90
5	5.00%	1.25%	12,662	12,945	11.79	14,417	13.13
6	6.25%	1.25%	12,888	13,176	12.00	14,669	13.36
7	7.50%	1.25%	13,114	13,407	12.21	14,922	13.59
8	8.75%	1.25%	13,339	13,637	12.42	15,185	13.83
9	10.00%	1.25%	13,575	13,879	12.64	15,449	14.07
10	11.25%	1.25%	13,812	14,120	12.86	15,723	14.32
11	12.50%	1.25%	14,059	14,373	13.09	15,998	14.57
12	13.75%	1.25%	14,306	14,625	13.32	16,272	14.82
13	15.00%	1.25%	14,553	14,878	13.55	16,558	15.08
14	16.25%	1.25%	14,810	15,141	13.79	16,843	15.34
15	17.50%	1.25%	15,068	15,405	14.03	17,140	15.61
16	18.75%	1.25%	15,337	15,679	14.28	17,436	15.88
17	20.00%	1.25%	15,605	15,954	14.53	17,744	16.16
18	21.25%	1.25%	15,874	16,228	14.78	18,051	16.44
19	22.50%	1.25%	16,153	16,514	15.04	18,370	16.73
20	23.75%	1.25%	16,432	16,799	15.30	18,688	17.02
21	25.00%	1.25%	16,722	17,096	15.57	19,017	17.32
22	26.25%	1.25%	17,012	17,392	15.84	19,347	17.62
23	27.50%	1.25%	17,313	17,700	16.12	19,687	17.93
24	28.75%	1.25%	17,614	18,007	16.40	20,028	18.24
25+	30.00%	1.25%	17,925	18,326	16.69	20,379	18.56

Certification

Level I	required
Level II	1,350
Level III	2,650
Level IV	3,000



Waynesboro Public Schools

FY 2022 Salary Scales

School Nutrition - Manager

SN01				
Steps			Manager - 7 hrs, 185 days	hourly rate- Manager
1			20,189	15.59
2	1.75%	1.75%	20,539	15.86
3	3.50%	1.75%	20,901	16.14
4	5.25%	1.75%	21,264	16.42
5	7.00%	1.75%	21,639	16.71
6	8.75%	1.74%	22,015	17.00
7	10.50%	1.77%	22,404	17.30
8	12.25%	1.73%	22,792	17.60
9	14.00%	1.76%	23,193	17.91
10	15.75%	1.75%	23,595	18.22
11	17.50%	1.75%	24,009	18.54
12	19.25%	1.75%	24,424	18.86
13	21.00%	1.75%	24,851	19.19
14	22.75%	1.75%	25,291	19.53
15	24.50%	1.75%	25,732	19.87
16	26.25%	1.75%	26,185	20.22
17	28.00%	1.75%	26,638	20.57
18	29.75%	1.75%	27,104	20.93
19	31.50%	1.75%	27,584	21.30
20	33.25%	1.75%	28,063	21.67
21	35.00%	1.75%	28,555	22.05
22	36.75%	1.75%	29,060	22.44
23	38.50%	1.75%	29,565	22.83
24	40.25%	1.75%	30,083	23.23
25+	42.00%	1.75%	30,614	23.64

Certification

Level I	required
Level II	1,350
Level III	2,650
Level IV	3,000

