



Warren County Public Schools

Proposed Budget

*Learning through Inspiration, Engagement, Empowerment,
and Innovation – Every Student, Every Day*

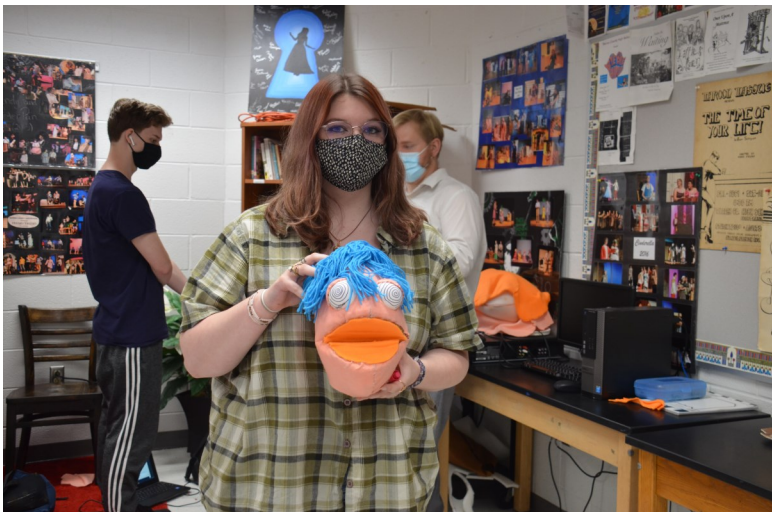


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School Board Members



Dr. Kristen J. Pence

Chair

South River District

Ralph A. Rinaldi

Vice-Chair

Shenandoah District

Melanie C. Salins

North River District

Andrea M. Lo

Fork District

Dr. Antoinette D. Funk

Happy Creek District

Division Leadership



Christopher L. Ballenger, Ed.D., Superintendent

George R. Smith, Jr., Assistant Superintendent for Administration

Heather N. Bragg, Assistant Superintendent for Instruction

Robert H. Ballentine, Director of Finance

Timothy A. Grant, Director of Technology

Michael E. Hirsch, Director of Special Services

Gregory F. Livesay, Director of Facilities

Aaron L. Mitchell II, Director of Transportation

Shane A. Goodwin, Director of Personnel

Warren County Public Schools
210 North Commerce Avenue
Front Royal, VA 22630-4419
Phone (540) 635-2171
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www.wcps.k12.va.us



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Superintendent's Message

It is with great pleasure that I present to you the Revised Warren County Public Schools' Budget. This budget is based upon currently released information from the Virginia Department of Education and the Commonwealth of Virginia's legislative and executive bodies. The budget represents the current and future needs of the division and is based on priorities established by the school board.

The revised budget addresses many current and future needs within our school division. As the division progresses out of two years of working through and managing COVID-19, it is imperative that we continue to focus on the individual needs of our students and staff. Although there may be some lingering effects on the 2022-2023 school year, our entire school community has gained valuable knowledge and experience over the past couple of years.

This year's budget provides the financial support needed in order to provide the quality programs and enhancements needed throughout our school division. The budget directly addresses our continued focus on ensuring that WCPS is competitive with salary and benefits. A focus has been placed on student supports so that we can continue to recover from any negative effects of the pandemic.

This budget document outlines the organization and what guides the budget process. It is followed by a revenue proposal from each of the major funding sources. An expenditure budget is provided and outlines priorities of the school division. A capital improvements section has been added to reflect the needs of the division. Finally, all updated salary and supplemental scales have been added.

I look forward to what the 2022-2023 school year will bring for our community. I also look forward to working with the school board, board of supervisors, and the school community as we continue to build upon this strong foundation.

Respectfully,



Chris Ballenger, Ed.D.

Superintendent

Mission

We will empower everyone to achieve excellence by sparking inspiration and learning through innovation.

Correlates of Effective Schools

Warren County Public Schools long-range decision-making, as well as day-to-day operational practices, are based on the Correlates of Effective Schools.

The Correlates are:

Safe and Orderly Environment: Business like atmosphere, neat and orderly and has a sense of community and school spirit.

High Expectations for Students and Staff: Teachers believe all students can learn. A sense of security and confidence permeates the school environment.

Strong Instructional Leadership: The school administration defines the school mission and goals and consistently communicates these to staff, students, parents, and community.

Clear and Focused Mission: The school purpose and mission are understood and supported by students, staff, parents and the community.

Opportunity to Learn and Student Time on Task: Teachers allocate significant time to instruction.

Monitoring Student Achievement: Schools frequently assess students and programs.

Home, School, and Community Relations: Parents and community support the mission of the school and are provided roles in achieving the mission.



Student Achievement

State Accountability Standards of Learning (SOL) Accreditation

School Name	Accreditation Rating
A. S. Rhodes Elementary School	Accredited
E. Wilson Morrison Elementary School	Accredited with Conditions
Hilda J. Barbour Elementary School	Accredited
Leslie Fox Keyser Elementary School	Accredited
Ressie Jeffries Elementary School	Accredited
Skyline Middle School	Accredited
Warren County Middle School	Accredited
Skyline High School	Accredited with Conditions
Warren County High School	Accredited

Budget Highlights

- ♦ A 5% salary increase inclusive of experience step
- ♦ \$1000 Employee Bonus
- ♦ Salary Scale Adjustments
- ♦ Supplement Enhancements
- ♦ Additional Non-labor supports
- ♦ Capital Projects

- ⇒ 1 – Elementary School Counselor
- ⇒ 2 – Grounds Maintenance Positions
- ⇒ Transportation Funds Available
\$1,000,000
- ⇒ Capital Improvement Funds Available
LFK Project \$8,100,024
BRTC/LFK Roof \$1,000,000
School Construction Grant \$2,098,949

- ⇒ New Website
- ⇒ Instructional Supplies
- ⇒ Technology
- ⇒ Comprehensive Instructional Program
- ⇒ Up to Five Special Education Transportation Vans from CARES
- ⇒ Increased Custodial Contract
- ⇒ 7% Increase in Transportation Fuel
- ⇒ 10% Increase in Heating Fuel
- ⇒ Contracted Grounds Maintenance

- ♦ Increase 2 bus driver contracts from 4.5 to 8 hours
- ♦ Add new supplements
- ♦ Position Enhancement for Dean of Students contracted days from 200 to 220
- ♦ Position Enhancement for One Speech Pathologist to 12 months
- ♦ Position Enhancement for One Social Worker to 12 months
- ♦ Update Social Worker Scale Grade 39
- ♦ Revisions to Grade 12 Maintenance Journeyman Scale
- ♦ Revisions to Grade 13 Maintenance Scale
- ♦ Revisions to Grade 18 Bus Driver Scale
- ♦ BRTC Secretary to Administrative Assistant Scale - Grade 7
- ♦ Translator Stipend to School Secretary Scale – Grade 9

Budget

Virginia's public schools are financed through a combination of state, local and federal funds. The private sector also contributes through partnerships with schools and school divisions. The apportionment of the state funds for public education is the responsibility of the General Assembly, through the Appropriations Act. General fund appropriations serve as the mainstay of state support for the commonwealth's public schools, augmented by retail sales and use of tax revenues, state lottery proceeds, and other sources. Counties, cities and towns comprising school divisions also support public education by providing the locality's share to maintain an educational program meeting the commonwealth's Standards of Quality. While public education is primarily a state and local responsibility, the federal government provides assistance to state and local education agencies in support of specific federal initiatives and mandates.

What is a budget? A budget is a document which sets forth a financial plan for the achievement of the goals and objectives of the school division for the upcoming year. It is a planning document, management document, accountability document and the link between fiscal resources and a school board's desire to accomplish policy objectives. Our budget is adopted by the Warren County School Board each year and submitted to the Warren County Board of Supervisors. The budget covers the fiscal year, July 1 through June 30th of the following calendar year.

Fund Title	Description	Funding
General Fund	Primary operating fund for the division. Funds used for all main functions of operations, including: <ul style="list-style-type: none"> • Instruction • Administration • Pupil Transportation • Operations and Maintenance • Facilities • Debt Service • Technology 	Local (county), state, federal, and other sources. Vast majority of funding comes from local and state sources.
School Nutrition Fund	Self-sustaining fund that identifies its own revenue sources separate from the General Fund and builds its expenditure budget accordingly for the purpose of providing cafeteria and nutrition services for the division.	Lunch/breakfast sales, state, federal, and other sources.
Textbook Fund	Fund specifically for the purchase of textbooks. Adopted on a staggered cycle so there are "on" years with significant purchases and "off" years with fewer purchases.	State and local sources on a staggered schedule.
Capital Fund	Fund specifically for the purchase and acquisition of large capital assets and/or major building repairs. Items purchased from this fund generally exceed \$100,000 in total cost and have an estimated useful life greater than 5 years.	General Fund, county contributions, and/or year-end surplus carryover from school funds per arrangement with the county.

Warren County Public Schools receives funding from three main funding sources: state, local, and federal. Other funds generated from secondary sources provide additional revenue streams for the division.

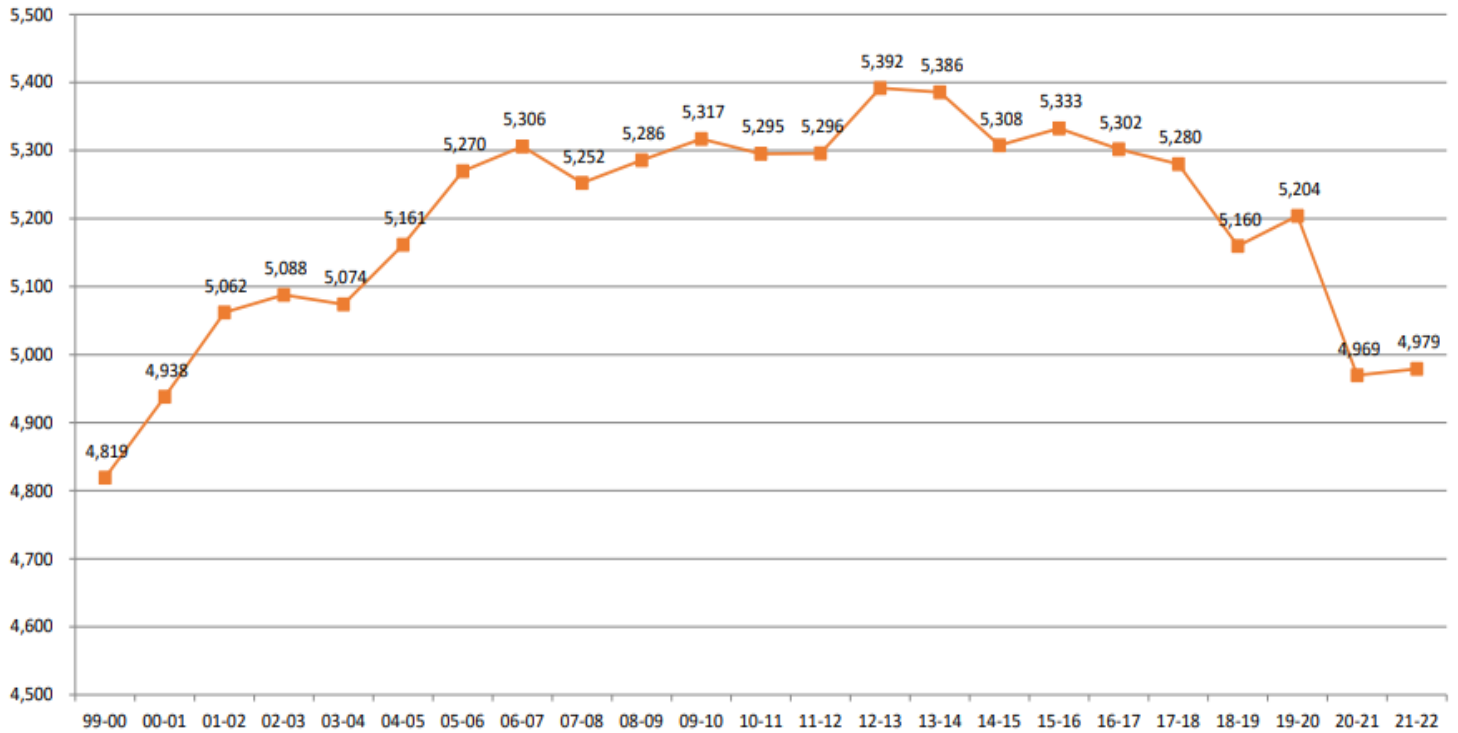
STATE: Warren County Public Schools receives a majority of funds needed to operate from the state. The state funds local school divisions through a funding formula developed under the state's Standards of Quality (SOQ). These payments are derived by multiplying a per-pupil amount by the division's projected Average Daily Membership. SOQ funds require that a matching payment, called the Required Local Effort, be provided by the locality. Also included in these funds are sales tax revenue returned to the school division based on actual sales tax collections in Virginia. The state provides additional funds for specific programs through categorical funding and lottery proceeds funding. Funding for lottery funded programs is adjusted according to the amount of lottery funds collected. Lottery funds are dispersed only in the second half of the fiscal year, January through June.

LOCAL: Warren County Public Schools receives 38% of revenue from the county. Warren County provides funding for the operation of the school system and funding for capital improvement projects. Our locality continues to be a wonderful partner by providing the funding needed for the operation of the school division.

FEDERAL: Most federal funds are received through grant programs and are subject to very specific and targeted rules concerning how funds may be used. The three major programs which serve the entire school division are: Title I, which supplements educational opportunities for children who live in high poverty areas and are often most at risk of failing to meet the state's performance standards; Title VI, which is used to provide special education services; and the school nutrition program. Many smaller grants provide various services such as after school programs, support for career and technical education, and English Learners (EL). Over the last couple of years, Warren County Public Schools have been the recipient of additional federal funds to help manage and provide services during the pandemic.

MISCELLANEOUS: Miscellaneous revenue mainly comes from fees collected for services provided by the school division. It includes fees for the use of facilities by community members and reimbursements for services such as vehicle repair, custodial services, and maintenance of HVAC and computer systems provided by the school division to the county.

Warren County Public Schools March 31 Average Daily Membership History



This budget is built upon an Average Daily Membership (ADM) of 4,989 students.

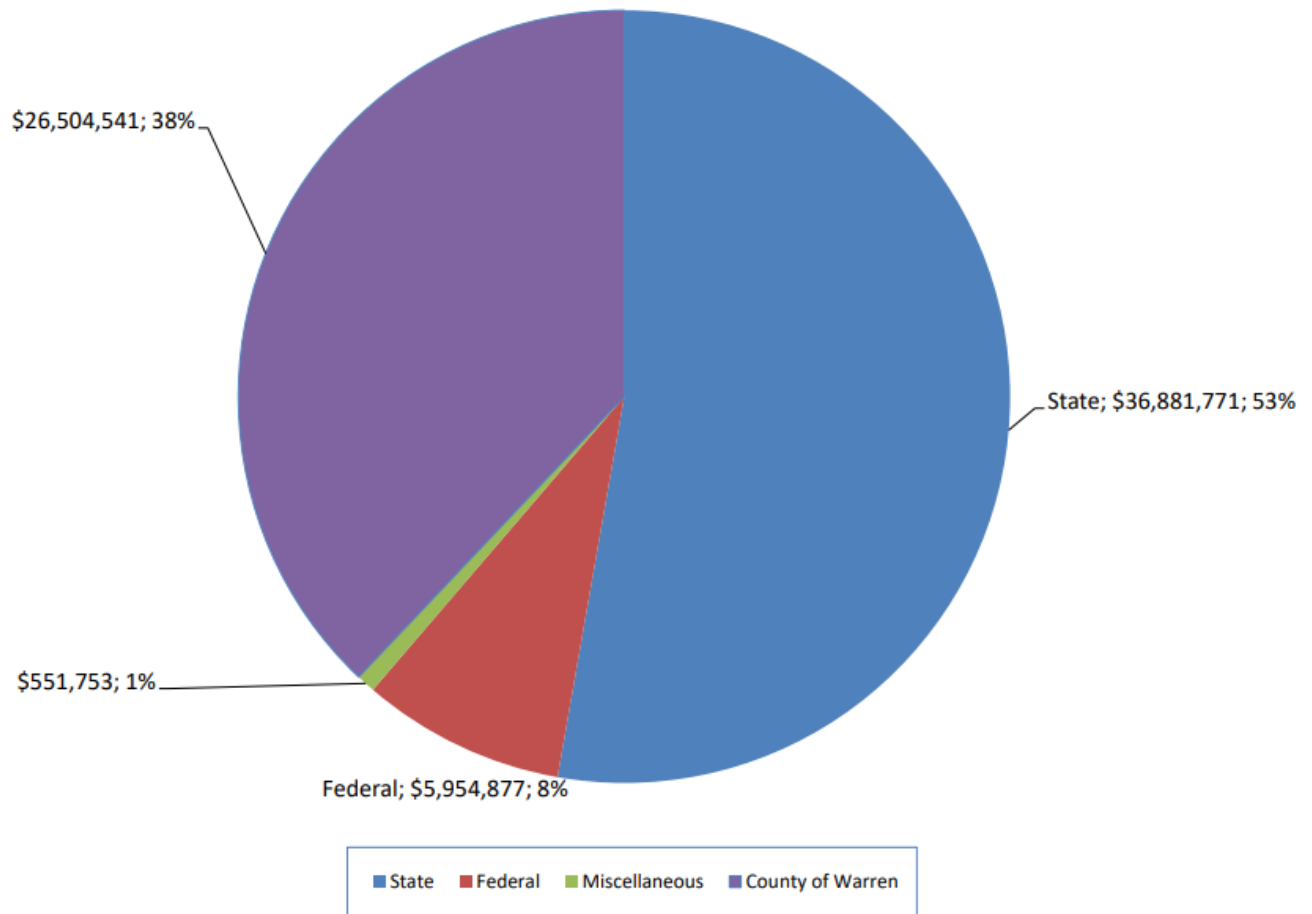


Warren County Public Schools

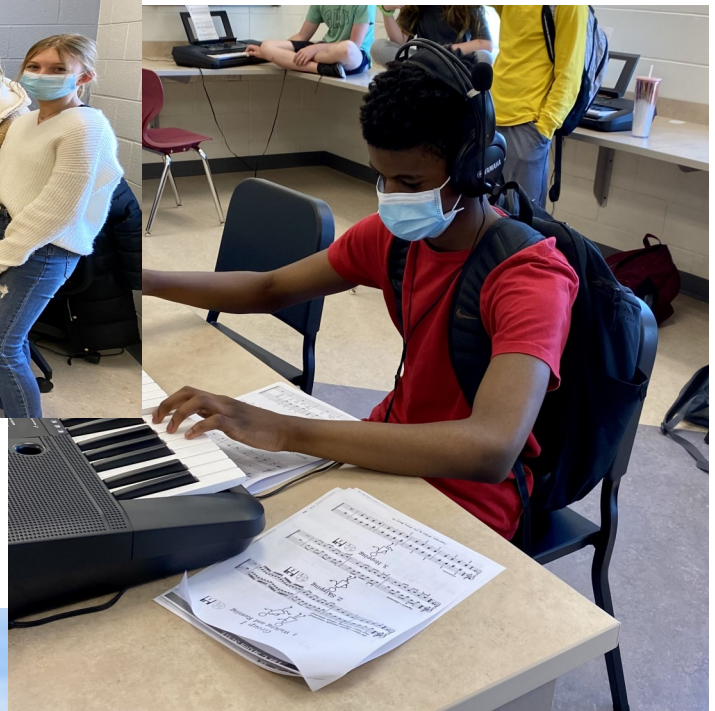
Fiscal Year 2023

Projected Revenue Budget

WARREN COUNTY PUBLIC SCHOOLS
FY2022 - 2023
REVENUE SUMMARY CHART



Operational Budget	FY2022		Increase	Percent of Operations Revenue
Source	Final	FY2023	<Decrease>	
State	\$25,643,061	\$28,829,214	\$3,186,153	41.25%
Local	\$27,720,000	\$26,504,541	<\$1,215,459>	37.92%
Federal	\$5,768,609	\$5,954,877	\$186,268	8.52%
State Sales Tax	\$7,313,753	\$8,052,557	\$738,804	11.52%
Other Revenue	\$659,478	\$551,754	<\$107,724>	.79%
Total All Sources	\$67,104,901	\$69,892,943	\$2,788,042	100.0%



State Revenue: \$36,881,771

State revenue represents 52.8% of the school division's overall budget. The division will notice an increase in state funding when compared to the FY22 budget. The increase in state funding is projected at \$3,974,942. The division's increases comes in the SOQ Programs \$2,923,034, Incentive Programs \$110,854, Lottery Funded Programs \$430,821. The school division will also recognize a one time bonus payment of \$524,751 in FY23. The school division will see a decrease of \$14,518 in Categorical Programs.

Local Revenue: \$26,504,541

Warren County Public Schools relies heavily on revenue received from Warren County residents through appropriations from the Warren County Board of Supervisors. The Warren County Board of Supervisors continues to be a partner that helps to shape our educational system. Their support for teacher raises and continued support to update facilities has enabled Warren County Public Schools to be a model in the region and across the commonwealth. In the FY23 Operational Budget, there is a reduction of **\$1,215,459** in local funding compared to the FY22 Operational Budget.



Federal Revenue: \$5,954,877

Federal revenue is typically received through grant programs that are targeted towards certain student populations or specific programs. The guidelines for these programs determine how funds can be expended. Warren County Public Schools receives \$2,658,522 in total federal funding. Additional federal funds were made available to the school system in FY21 and FY22 due to the continued pandemic. This budget represents the additional \$3,296,356 in CARES funds.

Source	Amount of Grant	Less Private Schools	Amount to WCPS
Title I	\$963,474	None Participate	\$963,474
Title II	\$175,063	\$18,845	\$156,217
Title II Part D	\$6,419		\$6,419
Title III	\$17,544	None Participate	\$17,544
Title IV	\$72,857	\$7,844	\$ 65,013
TOTAL Regular Federal Funds	\$1,228,936.99	\$ 26,688.98	\$1,208,667
Special Education			
Flow Through	\$1,127,869	NA	\$1,127,869
Preschool	\$30,622		\$30,622
TOTAL Special Education Funds	\$1,158,491		\$1,158,491
CARES	\$3,296,355		\$3,296,355
TOTAL CARES FUNDS	\$3,296,355		\$3,296,355
Perkins CTE Funds	\$96,364	N/A	\$96,364
Medicaid	\$150,000	N/A	\$150,000
E-rate	\$45,000	N/A	<u>\$45,000</u>
Total All Federal Funds:			\$5,954,877

Miscellaneous Revenue: \$837,318

TOTAL FY2023 REVENUE: \$69,892,943



Warren County Public Schools

FY 2023

Expenditures

Expenditure Budget

Instruction (61000): \$53,218,702

Instruction costs include all expenditures related to compensation, benefits, materials, supplies, and other related instructional costs. This budget proposal represents the cost to provide a 5% raise for all employees, inclusive of the step for years of experience, update the social worker salary scale, add additional positions throughout the division, adjust identified supplements, add identified supplements, and adjust contracted days for identified positions. Last year, teacher salaries were adjusted to be competitive regionally.

The division also has the need to address other instructional areas. Warren County Public Schools will add the following positions in FY23.

English Language Learner Teacher - 1
Elementary Counselor - 1

The English language learners teacher will help the school division to ensure that it meets Department of Justice standards for time requirements for English language learners. The counselor will provide needed support at one elementary school as our needs within the community continue to change.

The school division has identified the need for two art teachers, an additional elementary school counselor, one technology integration coach, a Board Certified Behavior Analyst (BCBA), two high school librarian assistants, two math coaches, two instructional assistants, and a full time career coach. Identified positions and identified supplements will be reviewed as funding becomes available.



Administration, Attendance, and Health (62000): \$3,124,965

Expenditures from this category are used for paying salaries and fringe benefits for administrative personnel (including central office staff, support staff, nurses, social workers, and psychologists), providing materials and supplies for administrative staff, and paying costs of administrative services.

Speech Teacher move from 10 months to 12 months - 1
Social Worker move from 10 months to 12 months - 1

This budget represents the cost to provide a 5% raise, inclusive of the step for years of experience, update the salary scales for social workers, identified supplement adjustments, and adjustments to contracted days for identified positions.

The school division has identified the need for the addition of an administrator VI scale, and a Director of Communications, and additional supplements for identified positions. Additional identified needs are on hold until funding becomes available.

Transportation (63000): \$3,388,545

Transportation costs are associated with transporting students to and from school and school-related activities. This category includes salaries and fringe benefits for bus drivers and mechanics, transportation maintenance and repairs (including fuel, oil, and tires), and bus replacement costs.

4.5 hour bus driver contract to 8 hour contract - 2

This budget represents the cost associated with 5% raise, inclusive of the step for years of experience, for staff members, and updates the bus driver (grade 18) salary scale. It also addresses the need to move two 4.5 hour contracts to 8 hour contracts and adjustments to the bus driver salary scale.



Operations and Maintenance (64000): \$7,178,511

Operations and maintenance costs are associated with activities that keep the physical plant open, comfortable, and safe for use. This includes keeping the facilities and equipment in effective working condition. Other costs include salaries and fringe benefits for maintenance staff, providing custodial and maintenance supplies for all schools, and small renovations or building projects. The department maintains 11 school buildings, 3 administrative buildings, and the HVAC systems for Warren County Administration. The total area maintained is approximately 1,168,615 square feet. See Appendix A for additional information on the school facilities. The department has 14 full-time employees with expertise in many fields. Staff monitors key equipment 24 hours a day, seven days a week, and personnel are on call to respond to any emergency.

This budget includes an increase due to the school division adding the grounds keeping back into the budget. This budget also includes the cost for 1 groundskeeper at each high school and 4 months of contracted grounds keeping services for all other schools starting in April 2023 when the contract with the county expires. This budget also represents a revision to grades 12 and 13 salary scales.

The custodial staff plays a large role in the daily operation of the school system. To ensure that we have a full staff, it was determined that custodial salaries needed to be competitive to help attract quality applicants. The service provider and the division agreed upon a 2.5% increase totaling \$52,000 for the FY23 budget year.

Debt Service and Fund Transfers (67000): \$658,247

Debt service payment including principal and interest are increasing by \$21,000.

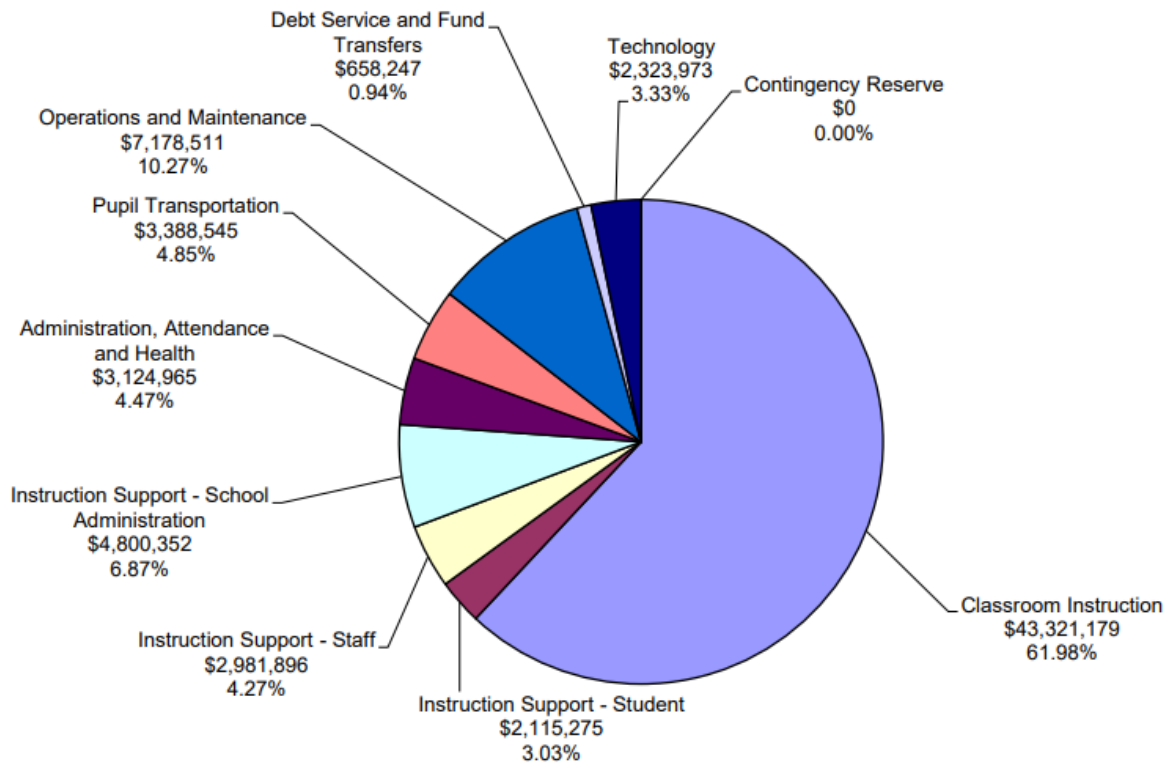
Technology (68000): \$2,323,973

All technology-related expenditures include paying salaries and fringe benefits for technology specialists and instructional technology resource teachers, providing technology supplies and services, and computer equipment replacement costs.

This budget provides a 5% salary increase, inclusive of step, for all staff members. It also represents the acquisition of a new website for the school division. Additionally, the division expanded the bandwidth of the internet from 3 GB to 10 GB to provide students and staff the bandwidth needed that supports the division's 1:1 initiative and with the introduction of new web-based textbooks. The school system utilizes Google Suite as the foundation for our delivery system.

Total FY2023 Operating Fund Expenditures: \$69,892,943

**WARREN COUNTY PUBLIC SCHOOLS
FY 2022 - 2023 OPERATING FUND
EXPENDITURE SUMMARY CHART**



■ Classroom Instruction	■ Instruction Support - Student	■ Instruction Support - Staff
■ Instruction Support - School Administration	■ Administration, Attendance and Health	■ Pupil Transportation
■ Operations and Maintenance	■ Debt Service and Fund Transfers	■ Technology
■ Contingency Reserve		



WARREN COUNTY PUBLIC SCHOOLS
FY2022 Final Approved vs. FY2023 Initial Expenditure Category Comparison

BY CATEGORY

BUDGET CATEGORY	DESCRIPTION	FINAL 2021-2022 BUDGET	2022-2023 BUDGET	INCREASE/ <DECREASE>	PERCENT INCREASE/ <DECREASE>
61000	INSTRUCTION	\$ 51,793,896	\$ 53,218,702	\$1,424,806	2.8%
62000	ADMIN, ATTENDANCE & HEALTH	\$ 2,883,791	\$ 3,124,965	\$241,174	8.4%
63000	PUPIL TRANSPORTATION	\$ 2,818,962	\$ 3,388,545	\$569,583	20.2%
64000	OPERATIONS & MAINTENANCE	\$ 6,674,598	\$ 7,178,511	\$503,913	7.5%
67000	DEBT SERVICE AND FUND TRANSFERS	\$ 614,253	\$ 658,247	\$43,994	7.2%
68000	TECHNOLOGY	\$ 2,232,192	\$ 2,323,973	\$91,781	4.1%
69000	CONTINGENCY RESERVE	\$ 87,209	\$ -	(\$87,209)	-100.0%
TOTAL		\$ 67,104,901	\$ 69,892,943	\$2,788,042	4.2%



Warren County Public Schools

FY 2022

School Food Service

School Food Service (65000): \$3,392,190

The child nutrition and food service department plays an integral part in the lives of our students. Our food service department serves both breakfast and lunch to our students. In the 2021-22 school year , our staff have served over 428,000 breakfast meals, 562,000 lunch meals, and 4,512 adult meals. Our team strives to ensure students are getting foods that they love that are also healthy and filling.

BUDGET		FINAL			PERCENT
CATEGORY	DESCRIPTION	2021-2022	2022-2023	INCREASE/	INCREASE/
		BUDGET	BUDGET	<DECREASE>	<DECREASE>
65000	SCHOOL FOOD SERVICE	\$ 2,896,000	\$ 3,392,190	\$496,190	17.1%

Cafeteria Budget:

Instruction: \$89,522 for 11 cafeteria aides

Total School Food Service Appropriation: \$3,392,190

Warren County Public Schools

FY 2023

Capital Improvements

Facilities (66000): \$12,371,642

The Coronavirus Response Relief Supplemental Appropriations Act (CRRSA) and the American Rescue Plan Act (ARPA) are federal funds that were identified to support schools in preparation and mitigation of the COVID-19 pandemic. The division plans to use these funds towards the renovation and the replacement of the antiquated HVAC system at Leslie Fox Keyser Elementary School. The school division also has funds in a capital improvement fund that will be used towards the roof replacement at Blue Ridge Technical Center. The school division has identified \$10,198,973 in federal funds to help support the project at Leslie Fox Keyser and \$1,000,000 in the capital improvement fund for the roof at Blue Ridge Technical Center.



The Warren County Public Schools' Capital Asset Plan is a preventive maintenance and asset replacement program designed to maintain or replace equipment and major systems and to keep them in optimal condition. Preventive maintenance is performed on a planned schedule while the equipment and systems are still operating. Preventive maintenance helps assets reach or extend their normal useful life and reduce the chances of unscheduled repairs or failures. Asset replacement occurs when the equipment or systems are no longer operational, parts are no longer available, or repairs are not cost feasible.

Highest Priority - Budget numbers are estimates.Leslie Fox Keyser Elementary School

Renovation/HVAC - \$13,005,600

A&E - \$929,259

Cabling— \$800,000

Funds available for this project are \$10,125,725

Total Appropriations needed for this project is \$15,385,139Blue Ridge Technical Center

Roof Replacement - \$343,000

HVAC Replacement - \$1,500,000 (total replacement)

A&E - \$133,385

Funds available for the roof replacement are \$500,000

Total Appropriations needed for this project is \$456,385E. Wilson Morrison Elementary School

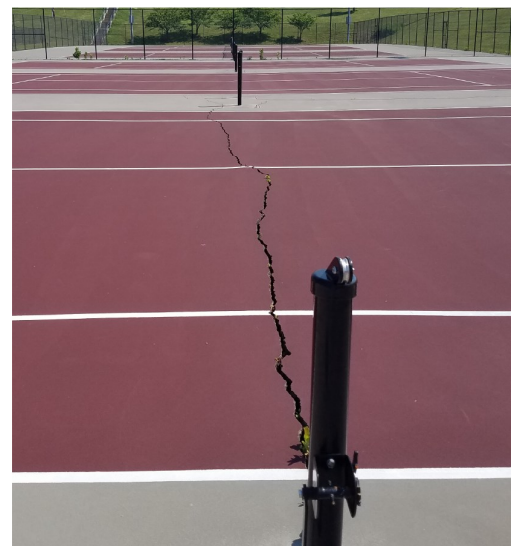
E. Wilson Morrison Architectural and Design - \$300,000

E. Wilson Morrison Gymnasium/Classrooms - \$3,000,000

Request from the County — \$300,000

Total Appropriations needed for this project is \$300,000Skyline High School

Resurface Tennis Courts - \$640,000

Warren County High Tennis Courts

Capital Needs Projects - All Costs are Estimated

Warren County High School

Resurface Tennis Courts - \$640,000

Division

Asbestos Removal As Identified - cost based on need

Diversified Minds

Replace Windows - \$72,000

Design and Build Secure Front Entrance - \$30,000

E. Wilson Morrison Elementary School

Paint Interior of School - \$80,000

Hilda J. Barbour Elementary School

Roof Replacement - \$332,000 (Shingle)

Roof Replacement - \$134,450 (Membrane)

Skyline Middle School

Paint Interior of School - \$125,000

Skyline High School

Refinish Gym Floor - \$27,405

Division

Parking Resurfacing Various Locations - \$400,000

Division

Renovation 15th Street Maintenance and Food Service Area - \$982,000

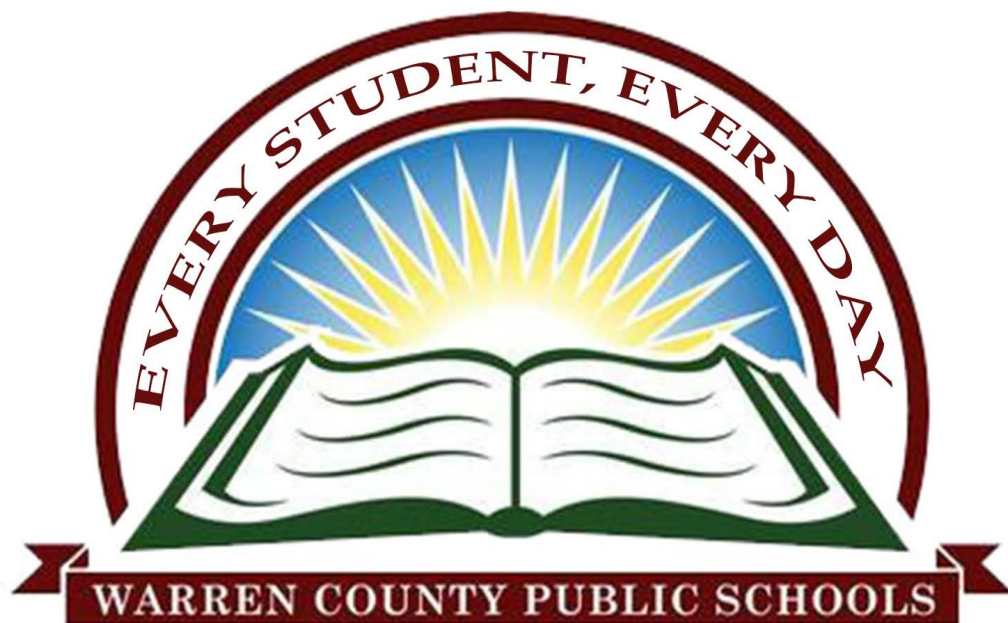
New Elementary School - \$25,000,000

Warren County High School

Safe Walkway for Spectators - \$500,000

Leslie Fox Keyser Elementary Boiler





Warren County Public Schools

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www.wcps.k12.va.us

Salary Scales

Teacher Grades 1 - 5			
Step	Years Experience 2022-23	2022-23	
		Salary	
0	0	\$47,569	
1	1	\$48,195	
2	2	\$48,822	
3	3	\$49,458	
4	4	\$50,100	
5	5	\$50,752	
6	6	\$51,412	
7	7	\$52,080	
8	8	\$52,757	
9	9	\$53,442	
10	10	\$54,137	
11	11	\$54,841	
12	12	\$55,554	
13	13	\$56,276	
14	14	\$57,008	
15	15	\$57,748	
16	16	\$58,499	
17	17	\$59,260	
18	18	\$60,030	
19	19	\$60,811	
20	20	\$61,601	
21	21	\$62,402	
22	22	\$63,213	
23	23	\$64,035	
24	24	\$64,867	
25	25	\$65,711	
26	26	\$66,565	
27	27	\$67,430	
28	28	\$68,307	
29	29	\$69,194	
30+	30+	\$70,094	
Bachelors + 15 (Grade 2)		\$1,000	
Masters & NBC (Grade 3)		\$2,500	
Masters + 30 (Grade 4)		\$3,300	
Doctorate (Grade 5)		\$4,500	Grades 1-5
Dean of Students		\$5,000	VRS: Professional
Dual Enrollment (1 class)		\$750	WCPS: Professional
Dual Enrollment (2+ classes)		\$1,500	FLSA: Exempt
SB Deputy Clerk		\$5,000	
Instructional Coordinator		\$5,000	200 Day Contract
Step 31+ equals \$67,624+5% from 2021-22 base salary or their base salary +5% whichever is greater			
Includes: Guidance, Librarians, Instructional Coordinator, Dean of Students,			
Truancy, Security, Athletic Trainer, Transition Coordinator, Teacher Induction Coordinator			

Instructional Assistant
Grade 6

Step	Years Experience 2022-23	2022-23 Salary
0	0	\$16,125
1	1	\$16,538
2	2	\$16,952
3	3	\$17,375
4	4	\$17,810
5	5	\$18,255
6	6	\$18,711
7	7	\$19,179
8	8	\$19,659
9	9	\$20,150
10	10	\$20,654
11	11	\$21,170
12	12	\$21,699
13	13	\$22,242
14	14	\$22,798
15	15	\$23,367
16	16	\$23,952
17	17	\$24,551
18	18	\$25,164
19	19	\$25,794
20	20	\$26,438
21	21	\$27,099
22	22	\$27,776
23	23	\$28,471
24	24	\$29,183
25	25	\$29,912
26	26	\$30,660
27	27	\$31,427
28	28	\$32,212
29	29	\$33,018
30+	30+	\$33,843

Assoc. Degree/H. Qualified

\$1,000

Grade 6

Bachelor's Degree

\$1,900

VRS: Professional

WCPS: Support

FLSA: Non-Exempt

184 Day Contract

Step 31+ equals \$33,037+5% from 2021-22 base salary or their base salary +5% whichever is greater

Clerical Administrative Assistant Grade 7

Step	Years Experience 2022-23	2022-23 Salary
0	0	\$32,236
1	1	\$32,760
2	2	\$33,284
3	3	\$33,817
4	4	\$34,359
5	5	\$34,908
6	6	\$35,466
7	7	\$36,034
8	8	\$36,611
9	9	\$37,197
10	10	\$37,791
11	11	\$38,396
12	12	\$39,010
13	13	\$39,635
14	14	\$40,269
15	15	\$40,913
16	16	\$41,568
17	17	\$42,233
18	18	\$42,909
19	19	\$43,594
20	20	\$44,293
21	21	\$45,001
22	22	\$45,721
23	23	\$46,452
24	24	\$47,196
25	25	\$47,951
26	26	\$48,718
27	27	\$49,497
28	28	\$50,289
29	29	\$51,095
30+	30+	\$51,911
Associate's Degree	\$1,000	Grade 7
Bachelor's Degree	\$1,900	VRS: Professional
		WCPS: Support
		FLSA: Non-Exempt
Step 31+ equals \$50,230+5% from 2021-22 base salary or their base salary +5% whichever is greater		
<u>Contract Adjustment</u>		
Supt's Secretary	\$5,250	

Clerical Head School Grade 8

Step	Years Experience 2022-23	2022-23 Salary
0	0	\$29,447
1	1	\$29,925
2	2	\$30,404
3	3	\$30,890
4	4	\$31,385
5	5	\$31,887
6	6	\$32,397
7	7	\$32,916
8	8	\$33,442
9	9	\$33,977
10	10	\$34,521
11	11	\$35,074
12	12	\$35,634
13	13	\$36,204
14	14	\$36,784
15	15	\$37,372
16	16	\$37,971
17	17	\$38,577
18	18	\$39,195
19	19	\$39,823
20	20	\$40,459
21	21	\$41,107
22	22	\$41,764
23	23	\$42,433
24	24	\$43,111
25	25	\$43,801
26	26	\$44,503
27	27	\$45,215
28	28	\$45,938
29	29	\$46,673
30+	30+	\$47,420

Associate's Degree	\$1,000	Grade 8
Bachelor's Degree	\$1,900	VRS: Professional
		WCPS: Support
		FLSA: Non-Exempt
		250 Day Contract

Step 31+ equals \$45,883+5% from 2021-22 base salary or their base salary +5% whichever is greater

Clerical Regular School Grade 9

Step	Years Experience 2022-23	2022-23
		Salary
0	0	\$26,864
1	1	\$27,300
2	2	\$27,737
3	3	\$28,181
4	4	\$28,632
5	5	\$29,090
6	6	\$29,556
7	7	\$30,028
8	8	\$30,509
9	9	\$30,996
10	10	\$31,493
11	11	\$31,997
12	12	\$32,508
13	13	\$33,029
14	14	\$33,557
15	15	\$34,094
16	16	\$34,640
17	17	\$35,194
18	18	\$35,757
19	19	\$36,329
20	20	\$36,910
21	21	\$37,501
22	22	\$38,101
23	23	\$38,711
24	24	\$39,330
25	25	\$39,959
26	26	\$40,599
27	27	\$41,248
28	28	\$41,908
29	29	\$42,579
30+	30+	\$43,259

Associate's Degree	\$1,000	Grade 9
Bachelor's Degree	\$1,900	VRS: Professional
Translator	\$10,000	WCPS: Support
		FLSA: Non-Exempt
		250 Day Contract

Step 31+ equals \$41,859+5% from 2021-22 base salary or their base salary +5% whichever is greater

Automotive Specialist
Grade 11

Step	Years Experience 2022-23	2022-23 Salary
0	0	\$40,295
1	1	\$40,950
2	2	\$41,606
3	3	\$42,271
4	4	\$42,948
5	5	\$43,635
6	6	\$44,333
7	7	\$45,042
8	8	\$45,763
9	9	\$46,496
10	10	\$47,239
11	11	\$47,995
12	12	\$48,762
13	13	\$49,543
14	14	\$50,335
15	15	\$51,141
16	16	\$51,960
17	17	\$52,790
18	18	\$53,636
19	19	\$54,493
20	20	\$55,365
21	21	\$56,251
22	22	\$57,151
23	23	\$58,065
24	24	\$58,995
25	25	\$59,939
26	26	\$60,897
27	27	\$61,872
28	28	\$62,862
29	29	\$63,868
30+	30+	\$64,889

Associate's Degree

\$1,000

Grade 11

Bachelor's Degree

\$1,900

VRS: Support

WCPS: Support

FLSA: Non-Exempt

250 Day Contract

Step 31+ equals \$62,788+5% from 2021-22 base salary or their base salary +5% whichever is greater

Maintenance Journeyman Grade 12

Step	Years Experience 2022-23	2022-23 Salary
0	0	\$33,866
1	1	\$34,319
2	2	\$35,199
3	3	\$36,399
4	4	\$37,648
5	5	\$38,988
6	6	\$40,484
7	7	\$42,357
8	8	\$44,226
9	9	\$46,099
10	10	\$47,889
11	11	\$50,075
12	12	\$51,628
13	13	\$53,494
14	14	\$55,368
15	15	\$57,237
16	16	\$58,382
17	17	\$59,546
18	18	\$60,739
19	19	\$61,954
20	20	\$63,194
<p>Associate's Degree \$1,000 Grade 12</p> <p>Bachelor's Degree \$1,900 VRS: Support</p> <p>WCPS: Support</p> <p>FLSA: Non-Exempt</p> <p>250 Day Contract</p> <p>Step 40+ equals \$60,185+5% from 2021-22 base salary or their base salary +5% whichever is greater</p>		

Maintenance	Grade 13	
Step	Years Experience 2022-23	2022-23 Salary
0	0	\$30,864
1	1	\$31,728
2	2	\$32,836
3	3	\$34,007
4	4	\$35,229
5	5	\$36,522
6	6	\$37,934
7	7	\$39,426
8	8	\$40,826
9	9	\$42,293
10	10	\$43,997
11	11	\$45,629
12	12	\$47,332
13	13	\$49,293
14	14	\$50,279
15	15	\$51,285
16	16	\$52,311
17	17	\$53,358
18	18	\$54,426
19	19	\$55,515
20	20	\$56,626
Associate's Degree	\$1,000	Grade 13
Bachelor's Degree	\$1,900	VRS: Support
		WCPS: Support
		FLSA: Non-Exempt
		250 Day Contract
Step 34+ equals \$49,909+5% from 2021-22 base salary or their base salary +5% whichever is greater		

Bus Drivers Grade 18

Step	Years Experience 2022-23	2022-23 Salary*	2022-23 Salary*
		4.5 Hours/Day	8 Hours/Day
0	0	\$15,905	\$28,275
1	1	\$16,194	\$28,789
2	2	\$16,483	\$29,303
3	3	\$16,772	\$29,817
4	4	\$17,062	\$30,331
5	5	\$17,351	\$30,845
6	6	\$17,639	\$31,381
7	7	\$17,929	\$31,873
8	8	\$18,218	\$32,388
9	9	\$18,508	\$32,912
10	10	\$18,797	\$33,416
11	11	\$19,085	\$33,930
12	12	\$19,375	\$34,444
13	13	\$19,664	\$34,958
14	14	\$19,954	\$35,472
15	15	\$20,242	\$35,986
16	16	\$20,531	\$36,501
17	17	\$20,821	\$37,014
18	18	\$21,111	\$37,529
19	19	\$21,399	\$38,042
20	20	\$21,688	\$38,556
21	21	\$21,977	\$39,071
22	22	\$22,267	\$39,584

Associate's Degree \$1,000 Grade 18
Bachelor's Degree \$1,900 VRS: Support
 WCPS: Support
 FLSA: Non-Exempt
 180 Day Contract
Step 31+ equals \$21,482+5% or \$38,190+5% from 2021-22 base salary or their base salary +5% whichever is greater

Administrator I Grade 25		
Step	Years Experience	2022-23
	2022-23	Salary
1	1	\$74,193
2	2	\$75,708
3	3	\$77,191
4	4	\$78,704
5	5	\$80,277
6	6	\$81,851
7	7	\$83,426
8	8	\$85,000
9	9	\$86,575
10	10	\$88,149
11	11	\$89,723
12	12	\$91,297
13	13	\$92,872
14	14	\$94,445
15	15	\$96,019
16	16	\$97,593
17	17	\$99,167
18	18	\$100,741
19	19	\$102,316
20+	20+	\$103,889
Masters + 30 \$3,300 Grade 25 Doctorate \$4,500 VRS: Professional Administrator Level I includes: WCPS: Professional Director of Communication FLSA: Exempt Elem & MS Asst Prin 250 Day Contract Tier Three Administrator Step 20+ equals \$100,441+5% from 2021-22 base salary or their base salary +5% whichever is greater		

Administrator III Grade 27

Step	Years Experience 2022-23	2022-23 Salary
1	1	\$80,506
2	2	\$82,149
3	3	\$83,760
4	4	\$85,402
5	5	\$87,964
6	6	\$90,527
7	7	\$93,088
8	8	\$95,650
9	9	\$98,212
10	10	\$100,775
11	11	\$103,336
12	12	\$105,897
13	13	\$108,459
14	14	\$111,021
15	15	\$113,584
16	16	\$116,145
17	17	\$118,708
18	18	\$121,269
19	19	\$123,831
20+	20+	\$126,394

Masters + 30	\$3,300	Grade 27
Doctorate	\$4,500	VRS: Professional
		WCPS: Professional
Administrator Level III includes:	Grade 27	FLSA: Exempt
Special Services Supv	VRS: Professional	250 Day Contract
HS Asst Prin	WCPS: Professional	
Elem Prin	FLSA: Exempt	
Dir Maintenance	250 Day Contract	
Dir Transportation		
Athletic Director		
Principal Non-Traditional Programs		
Step 20+ equals \$122,815+5% from 2021-22 base salary or their base salary +5% whichever is greater		

Therapist Grade 30

Step	Years Experience	2022-23
	2022-23	Salary
0	0	\$56,906
1	1	\$58,008
2	2	\$59,111
3	3	\$60,270
4	4	\$61,452
5	5	\$62,657
6	6	\$63,888
7	7	\$65,138
8	8	\$66,417
9	9	\$67,719
10	10	\$69,046
11	11	\$73,443
12	12	\$77,860
13	13	\$81,772
14	14	\$85,685
15	15	\$89,603
16+	16+	\$93,512

Includes:

Grade 30

Occupational Therapist

VRS: Professional

Physical Therapist

WCPS: Professional

FLSA: Exempt

200 Day Contract

Step 17+ equals \$92,789+5% from 2021-22 base salary or their base salary +5% whichever is greater

Administrator V Grade 31

Step	Years Experience 2022-23	2022-23 Salary
1	1	\$87,083
2	2	\$88,860
3	3	\$90,603
4	4	\$92,379
5	5	\$95,150
6	6	\$97,923
7	7	\$100,693
8	8	\$103,465
9	9	\$106,235
10	10	\$109,007
11	11	\$111,778
12	12	\$114,549
13	13	\$117,321
14	14	\$120,093
15	15	\$122,864
16	16	\$125,636
17	17	\$128,407
18	18	\$131,178
19	19	\$133,949
20+	20+	\$136,720

Masters + 30 \$3,300

Doctorate \$4,500

Contract Adjustment

SB Clerk \$10,000

Administrator Level V includes: Grade 31

Asst Supt VRS: Professional

CO Director WCPS: Professional

Sec Principals (MS, HS) FLISA: Exempt

Director of CTE/BRTC Principal 250 Day Contract

Step 20+ equals \$132,849+5% from 2021-22 base salary or their base salary +5% whichever is greater

Administrator VI Grade 32

Step	Years Experience 2022-23	2022-23 Salary
1	1	\$94,583
2	2	\$96,360
3	3	\$98,103
4	4	\$99,879
5	5	\$102,650
6	6	\$105,423
7	7	\$108,193
8	8	\$110,965
9	9	\$113,735
10	10	\$116,507
11	11	\$119,278
12	12	\$122,049
13	13	\$124,821
14	14	\$127,593
15	15	\$130,364
16	16	\$133,136
17	17	\$135,907
18	18	\$138,678
19	19	\$141,449
20+	20+	\$144,220
Masters + 30	\$3,300	
Doctorate	\$4,500	
Administrator Level VI includes:	Grade 32	
Assistant Superintendents	VRS: Professional	
	WCPS: Professional	
	FLSA: Exempt	
	250 Day Contract	

Speech Therapist Grade 34

Step	Years Experi- 2022-23	2022-23 Salary
0	0	\$56,247
1	1	\$56,700
2	2	\$57,126
3	3	\$57,554
4	4	\$57,986
5	5	\$58,420
6	6	\$58,859
7	7	\$59,300
8	8	\$59,745
9	9	\$60,193
10	10	\$60,644
11	11	\$61,099
12	12	\$61,558
13	13	\$62,020
14	14	\$62,485
15	15	\$62,953
16	16	\$63,426
17	17	\$63,901
18	18	\$64,380
19	19	\$64,863
20	20	\$65,349
21	21	\$65,840
22	22	\$66,333
23	23	\$66,831
24	24	\$67,332
25	25	\$67,837
26	26	\$68,346
27	27	\$68,858
28	28	\$69,375
29	29	\$69,895
30+	30+	\$70,420

Stipend - Cs	\$1,300	Grade 34
Bachelor's + 15	\$1,000	VRS: Professional
Master's Degree	\$2,500	WCPS: Professional
Master's + 30	\$3,300	FLSA: Exempt
Doctorate	\$4,500	200 Day Contract
Step 31+ equals \$67,569+5% from 2021-22 base salary or their base salary +5% whichever is greater		

Nurse - RN Grade 35

Step	Years Experience 2022-23	2022-23 Salary
0	0	\$32,188
1	1	\$32,844
2	2	\$33,502
3	3	\$34,172
4	4	\$34,855
5	5	\$35,551
6	6	\$36,263
7	7	\$36,988
8	8	\$37,728
9	9	\$38,483
10	10	\$39,252
11	11	\$40,037
12	12	\$40,838
13	13	\$41,655
14	14	\$42,488
15	15	\$43,337
16	16	\$44,204
17	17	\$45,089
18	18	\$45,990
19	19	\$46,910
20	20	\$47,848
21	21	\$48,804
22	22	\$49,781
23	23	\$50,776
24	24	\$51,792
25	25	\$52,828
26	26	\$53,884
27	27	\$54,963
28	28	\$56,061
29	29	\$57,182
30+	30+	\$58,326

Grade 35

Associate's Degree

\$1,000

VRS: Professional

Bachelor's Degree

\$1,900

WCPS: Professional

FLSA: Exempt

184 Day Contract

Step 31+ equals \$56,659+5% from 2021-22 base salary or their base salary +5% whichever is greater

Level I Specialist Grade 36		
Step	Years Experience 2022-23	2022-23 Salary
0	0	\$41,141
1	1	\$41,937
2	2	\$42,734
3	3	\$43,573
4	4	\$44,428
5	5	\$45,299
6	6	\$46,188
7	7	\$47,094
8	8	\$48,976
9	9	\$50,935
10	10	\$52,973
11	11	\$55,093
12	12	\$57,295
13	13	\$59,586
14	14	\$61,969
15	15	\$64,447
16	16	\$67,026
17+	17+	\$69,707
Associate's Degree	\$1,000	Grade 36
Bachelor's Degree	\$1,900	VRS: Professional
Master's Degree	\$2,500	WCPS: Support
		250 Day Contract
Includes:	<u>FSLA</u>	
PC Tech	Non-exempt	
Adm Software Spec	Non-exempt	
Payroll Specialist	Non-exempt	
Route Coordinator	Exempt	
Benefits Specialist	Non-exempt	
Step 18+ equals \$69,043+5% from 2021-22 base salary or their base salary +5% whichever is greater		

Systems Technician Grade 37		
Step	Years Experience 2022-23	2022-23 Salary
0	0	\$54,852
1	1	\$55,914
2	2	\$56,978
3	3	\$58,097
4	4	\$59,235
5	5	\$60,396
6	6	\$61,582
7	7	\$62,789
8	8	\$65,301
9	9	\$67,912
10	10	\$70,630
11	11	\$73,454
12	12	\$76,390
13	13	\$79,447
14	14	\$82,624
15	15	\$85,929
16	16	\$89,365
17+	17+	\$92,943
<div> <div>Associate's Degree</div> <div>\$1,000</div> <div>Grade 37</div> </div> <div> <div>Bachelor's Degree</div> <div>\$1,900</div> <div>VRS: Professional</div> </div> <div> <div>Systems Technician</div> <div></div> <div>WCPS: Support</div> </div> <div> <div>HVAC Building Automotive System Technician</div> <div></div> <div>FLSA: Exempt</div> </div> <div> <div>250 Day Contract</div> </div>		
Step 18+ equals \$92,056+5% from 2021-22 base salary or their base salary +5% whichever is greater		

Social Worker Grade 39

Step	Years Experience 2022-23	2022-23 Salary
0	0	\$67,124
1	1	\$67,795
2	2	\$68,474
3	3	\$69,158
4	4	\$69,850
5	5	\$70,548
6	6	\$71,254
7	7	\$71,967
8	8	\$72,686
9	9	\$73,413
10	10	\$74,147
11	11	\$74,889
12	12	\$75,637
13	13	\$76,394
14	14	\$77,158
15	15	\$77,929
16	16	\$78,709
17	17	\$79,496
18	18	\$80,291
19	19	\$81,094
20	20	\$81,905
21	21	\$82,724
22	22	\$83,551
23	23	\$84,386
24	24	\$85,230
25	25	\$86,082
26	26	\$86,943
27	27	\$87,813
28	28	\$88,691
29	29	\$89,578
30+	30+	\$90,474

Master's + 30	\$3,300	Grade 39
Doctorate	\$4,500	VRS: Professional
		WCPS: Professional
Includes:		FLSA: Exempt
Social Worker		250 Day Contract

Maintenance/Transportation Foreman Grade 40

Step	Years Experience	2022-23
	2022-23	Salary
0	0	\$59,252
1	1	\$60,462
2	2	\$61,611
3	3	\$62,820
4	4	\$64,052
5	5	\$65,308
6	6	\$67,267
7	7	\$69,228
8	8	\$71,185
9	9	\$73,146
10	10	\$75,105
11	11	\$77,063
12	12	\$79,023
13	13	\$80,981
14	14	\$82,940
15	15	\$84,901
16	16	\$86,859
17+	17+	\$88,818

Associate's Degree	\$1,000
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Bachelor's Degree	\$1,900
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Includes:	Grade 40
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Supervisor of Maintenance VRS: Professional

Transportation Foreman	WCPS: Support
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FLSA: Exempt

250 Day Contract

Step 18+ equals \$86,455+5% from 2021-22 base salary or their base salary +5% whichever is greater

Psychologist Grade 41

Step	Years Experience 2022-23	2022-23 Salary
1	1	\$74,193
2	2	\$75,708
3	3	\$77,191
4	4	\$78,704
5	5	\$80,277
6	6	\$81,851
7	7	\$83,426
8	8	\$85,000
9	9	\$86,575
10	10	\$88,149
11	11	\$89,723
12	12	\$91,297
13	13	\$92,872
14	14	\$94,445
15	15	\$96,019
16	16	\$97,593
17	17	\$99,167
18	18	\$100,741
19	19	\$102,316
20+	20+	\$103,889
Associate's Degree	\$1,000	Grade 40
Bachelor's Degree	\$1,900	VRS: Professional
		WCPS: Support
		FLSA: Exempt
		250 Day Contract
Step 21+ equals \$100,441+5% from 2021-22 base salary or their base salary +5% whichever is greater		

Miscellaneous Scale

2022-2023

<u>SUBSTITUTE</u>	<u>DAILY</u>
Certified Substitute Principal	\$325.00
Substitute Bus Driver	\$40.00
Substitute Nurse	\$100.00
Long Term Substitute Nurse	\$120.00
	-
	<u>HOURLY</u>
Substitute Dining Room Aide	\$11.00
HOMEBOUND	<u>HOURLY</u>
Individual	\$25.00
Group	\$25.00
MISCELLANEOUS	<u>HOURLY</u>
	-
Adult Basic & General Education	\$25.00
Curriculum Development	\$20.00
Intern	\$11.00
Part-time Car Driver	\$11.00
Part-time Bus Driver/Field Trip	\$14.00
Part-time Dining Room Aide	\$11.00
Part-time Nursing Instructor	\$28.00
Part-time Secretary	\$16.00
Pony Driver	\$11.00
SOL Remediation - Teacher	\$25.00
SOL Remediation - Tutor	\$11.00
Translator/Interpreter	\$25.00
Sign Language Interpreter	\$35.00
Videotape School Board Meetings	\$50.00/mtg
Workstudy Students	\$11.00
Use of Facilities AV Technician	\$33.00
Use of Facilities Event Manager	\$40.00

Miscellaneous Scale

2022-2023

MISCELLANEOUS	<u>DAILY</u>
Bus Aide (Two Runs)	\$35.00
SUMMER SCHOOL	<u>HOURLY</u>
Secondary Teacher	\$35.00
Elementary Teacher	\$35.00
Secondary Instructional Assistant	\$15.00
Elementary Instructional Assistant	\$15.00
ESY Administrator/OT/PT/SLP	\$45.00
ESY Nurse	\$35.00

SUPPLEMENTAL ASSIGNMENT	0-7 Yrs Exp	8-9 Yrs Exp	10-11 Yrs Exp	12-13 Yrs Exp	14+ Yrs Exp
POSITION	\$3,410	\$3,751	\$4,092	\$4,433	\$4,774
Head Football *					
Head Basketball					
Head Wrestling					
POSITION	\$3,065	\$3,321	\$3,577	\$3,832	\$4,087
High School Band Director **					
POSITION	\$2,728	\$3,069	\$3,410	\$3,751	\$4,092
Head Baseball					
Head Softball					
Head Volleyball **					
Head Track					
Head Indoor Track and Field					
Head Fall Cheer **					
Head Soccer					
POSITION	\$2,387	\$2,728	\$3,069	\$3,410	\$3,751
Asst Varsity Football **					
Asst Varsity Basketball					
POSITION	\$2,040	\$2,299	\$2,555	\$2,810	\$3,065
Middle School Band Director					
High School Choral Director					
High School Flag Corp Director **					
POSITION	\$2,046	\$2,387	\$2,728	\$3,069	\$3,410
Head Tennis					
Head Cross Country **					
Head Golf **					
POSITION	\$1,705	\$2,046	\$2,387	\$2,728	\$3,069
Asst Varsity Baseball					
Asst Varsity Softball					
Asst Varsity Wrestling					
Asst Varsity Track					
Asst Varsity Soccer					
Asst Varsity Volleyball **					
JV Baseball					
JV Basketball					
JV Softball					
JV Volleyball **					
JV Wrestling					
JV Soccer					
Freshman Basketball					
POSITION	\$1,533	\$1,788	\$2,040	\$2,299	\$2,555
Adult Education Coordinator					

SUPPLEMENTAL ASSIGNMENT	0-7 Yrs Exp	8-9 Yrs Exp	10-11 Yrs Exp	12-13 Yrs Exp	14+ Yrs Exp
POSITION	\$1,364	\$1,705	\$2,046	\$2,387	\$2,728
JV Fall Cheer **					
Freshman Fall Cheer **					
Freshman Volleyball **					
Asst Varsity Cross Country **					
POSITION	\$1,023	\$1,364	\$1,705	\$2,046	\$2,387
Varsity Winter Cheer					
POSITION	\$682	\$1,023	\$1,364	\$1,705	\$2,046
JV Winter Cheer					
Freshman Winter Cheer					
Fall Middle School Cheer **					
MIDDLE SCHOOL ATHLETIC PAY SCALE					
POSITION	\$974	\$1,217	\$1,460	\$1,703	\$1,947
Head Football **					
Track					
Head Wrestling					
Head Winter Cheer					
Head Basketball (girls **)					
Head Cross Country **					
Head Volleyball					
MISCELLANEOUS PAY SCALE					
POSITION	\$487	\$731	\$974	\$1,217	\$1,460
High School Drama (Spring & Fall)					
Forensics/Debate Coach					
Robotics					
Academic Bowl					
FIXED SUPPLEMENT PAY SCALE					
POSITION					
Assistive Technology Coordinator	\$6,600				
Child Find Coordinator	\$1,100				
Division-Level OT/PT	\$1,100				
Division-Level Speech	\$1,100				
Dyslexia Advisor	\$275				
Fall Event Manager (2)	\$1,100				
FFA Advisor	\$1,500				
High School Asst Athletic Director	\$5,500				
Middle School Athletic Director	\$5,500				
Spring Event Manager (2)	\$1,100				
Summer Fine Arts Enrichment Program Director	\$1,430				
Technology	\$358				
Title IV Elementary Summer Enrichment Program Director	\$2,000				
Title IV Elementary Summer Enrichment Program Support Staff	\$1,250				
Winter Event Manager (2)	\$1,100				
Instructional Restructuring	\$2,500				
Certified Nurse Assisant	\$5,000				
Junior Class Sponsor (2 per High School)	\$800				
Senior Class Sponsor (2 per High School)	\$1,000				

DEPT CHAIR/TEAM LEADER					
# of Professional Members					
3	\$385				
4	\$512				
5	\$638				
6	\$765				
7	\$891				
8	\$1,018				
9	\$1,144				
10	\$1,271				
11	\$1,397				
12	\$1,524				
13	\$1,650				
14	\$1,777				
INDUCTION COACH					
# of New Teachers					
0	\$0				
1	\$550				
\$100 For Each Add'l New Teacher In Excess Of One					
** Add Pre-Labor Day Supplement of		\$386			
* 11 Month Contract Plus Supplement					

Appendix A
Warren County School Facilities
At A Glance

A.S. Rhodes Elementary School: Grades K-5

- Year Built: 1936 with additions in 1951, 1999, and 2020
- Square Footage: 22,980 + 5,000 Multipurpose Building
- Acreage: 8.7
- Maximum Capacity: 293; Educational Capacity 260

E. W. Morrison Elementary School: Grades PK-5

- Year Built: 1943 with additions in 1946, 1952, and 2004
- Square Footage: 58,102
- Acreage: 4
- Maximum Capacity: 594; Educational Capacity: 458

Hilda J. Barbour Elementary School: Grades PK-5

- Year Built: 1997
- Square Footage: 70,162
- Acreage: (Shared with Warren County High School)
- Maximum Capacity: 624; Educational Capacity: 516

Leslie Fox Keyser Elementary School: Grades PK-5

- Year Built: 1976 with addition in 1988 and 1993, and parking renovation in 2012
- Square Footage: 60,683
- Acreage: 10
- Maximum Capacity: 606; Educational Capacity 494

Ressie Jeffries Elementary School: Grades PK-5

- Year Built: 1959 with additions in 1967, 1976, 1991 (basement rooms), and 2017
- Square Footage: 72,327 plus 14,804 in basement
- Acreage: 20 (Note: In 2008, 3.702 acres of this site were leased to the County of Warren as a site for a new public library).
- Maximum Capacity: 788; Educational Capacity: 654

Skyline Middle School: Grades 6-8

- Year Built: 1940 with additions in 1999 and 2010
- Square Footage: 215,659
- Acreage: 30 (Shared with Blue Ridge Technical Center)
- Maximum Capacity: 826
- Renamed to Skyline Middle School in 2017 (formerly Warren County Middle School-2007 and Warren County High School-1940)

Warren County Middle School: Grades 6-8

- Year Built: 2017
- Square Footage 158,450
- Acreage: 31.91
- Maximum capacity: 800

Skyline High School: Grades 9-12

- Year Built: 2007
- Square Footage: 226,147
- Acreage: 58.50
- Maximum Capacity: 1364; cafeteria and kitchen are sized for 1,500 with the addition of more classroom space.

Warren County High School: Grades 9-12

- Year Built: 2007
- Square Footage: 204,307
- Acreage: 30 acres (Shared with Hilda J. Barbour Elementary School)
- Maximum Capacity: 1356; cafeteria and kitchen are sized for 1100

Blue Ridge Technical Center

- Year Built: 1976
- Square Footage: 36,780
- Acreage: (Shared with Skyline Middle School)
- Maximum Capacity: 216

Special Services Non-Traditional Programs

- Year Built: 1958 and extensive renovations in 2018
- Square Footage: 11,540