

Alleghany Highlands Public Schools 7/1/2022 Salary Scale Full Time/VRS Eligible Teacher/Guidance/Librarian				
	200 Day	210 Day	220 Day	260 Day
Step	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	\$41,132	\$43,187	\$45,243	\$49,357
1	\$41,705	\$43,789	\$45,874	\$50,045
2	\$42,287	\$44,399	\$46,513	\$50,743
3	\$42,876	\$45,018	\$47,162	\$51,450
4	\$43,474	\$45,646	\$47,819	\$52,167
5	\$44,080	\$46,282	\$48,486	\$52,895
6	\$44,694	\$46,928	\$49,162	\$53,632
7	\$45,317	\$47,582	\$49,847	\$54,380
8	\$45,949	\$48,245	\$50,542	\$55,138
9	\$46,589	\$48,918	\$51,246	\$55,906
10	\$47,239	\$49,600	\$51,961	\$56,686
11	\$47,897	\$50,291	\$52,685	\$57,476
12	\$48,565	\$50,992	\$53,420	\$58,277
13	\$49,242	\$51,703	\$54,164	\$59,089
14	\$49,928	\$52,424	\$54,919	\$59,913
15	\$50,624	\$53,154	\$55,685	\$60,748
16	\$51,330	\$53,895	\$56,461	\$61,595
17	\$52,045	\$54,647	\$57,248	\$62,454
18	\$52,771	\$55,409	\$58,046	\$63,324
19	\$53,506	\$56,181	\$58,856	\$64,207
20	\$54,252	\$56,964	\$59,676	\$65,102
21	\$55,008	\$57,758	\$60,508	\$66,010
22	\$55,775	\$58,563	\$61,352	\$66,930
23	\$56,552	\$59,380	\$62,207	\$67,863
24	\$57,341	\$60,208	\$63,074	\$68,809
25	\$58,140	\$61,047	\$63,953	\$69,768
26	\$58,950	\$61,898	\$64,845	\$70,741
27	\$59,772	\$62,761	\$65,749	\$71,727
28	\$60,605	\$63,636	\$66,665	\$72,727
29	\$61,450	\$64,523	\$67,595	\$73,741
30	\$62,307	\$65,422	\$68,537	\$74,769

Note - 260 day salaries are **not** derived by taking the daily rate for 200 day positions times 260 because 260 day positions receive annual leave whereas 210 and 220 day positions do not.

**Alleghany Highlands Public Schools
7/1/2022 Salary Scale
Full Time/VRS Eligible
Teacher Assistant 190 Day**

	7.5 Hour Day
Step	Annual Salary
0	\$17,100
1	\$17,310
2	\$17,523
3	\$17,739
4	\$17,957
5	\$18,178
6	\$18,402
7	\$18,629
8	\$18,858
9	\$19,090
10	\$19,325
11	\$19,563
12	\$19,804
13	\$20,047
14	\$20,294
15	\$20,544
16	\$20,797
17	\$21,053
18	\$21,312
19	\$21,574
20	\$21,839
21	\$22,108
22	\$22,380
23	\$22,656
24	\$22,935
25	\$23,217
26	\$23,503
27	\$23,792
28	\$24,085
29	\$24,381
30	\$24,681

**Alleghany Highlands Public Schools
7/1/2022 Salary Scale
Full Time/VRS Eligible
Division Nurse Manager**

	260 Day
Step	Annual Salary
0	\$35,071
1	\$35,768
2	\$36,479
3	\$37,204
4	\$37,944
5	\$38,698
6	\$39,468
7	\$40,252
8	\$41,053
9	\$41,869
10	\$42,701
11	\$43,550
12	\$44,416
13	\$45,299
14	\$46,199
15	\$47,118
16	\$48,054
17	\$49,010
18	\$49,984
19	\$50,978
20	\$51,991
21	\$53,025
22	\$54,079
23	\$55,154
24	\$56,250
25	\$57,369
26	\$58,509
27	\$59,672
28	\$60,858
29	\$62,068
30	\$63,302

**Alleghany Highlands Public Schools
7/1/2022 Salary Scale
Full Time/VRS Eligible
School Nurse - RN**

	190 Day
Step	Annual Salary
0	\$28,773
1	\$29,148
2	\$29,528
3	\$29,912
4	\$30,302
5	\$30,697
6	\$31,097
7	\$31,502
8	\$31,912
9	\$32,328
10	\$32,749
11	\$33,176
12	\$33,608
13	\$34,046
14	\$34,490
15	\$34,939
16	\$35,394
17	\$35,856
18	\$36,323
19	\$36,796
20	\$37,275
21	\$37,761
22	\$38,253
23	\$38,751
24	\$39,256
25	\$39,768
26	\$40,286
27	\$40,811
28	\$41,343
29	\$41,881
30	\$42,427

**Alleghany Highlands Public Schools
7/1/2022 Salary Scale
Full Time/VRS Eligible
School Nurse - LPN**

	190 Day
Step	Annual Salary
0	\$24,693
1	\$25,058
2	\$25,428
3	\$25,804
4	\$26,185
5	\$26,572
6	\$26,965
7	\$27,364
8	\$27,768
9	\$28,178
10	\$28,595
11	\$29,018
12	\$29,446
13	\$29,882
14	\$30,323
15	\$30,771
16	\$31,226
17	\$31,688
18	\$32,156
19	\$32,631
20	\$33,113
21	\$33,603
22	\$34,100
23	\$34,603
24	\$35,115
25	\$35,634
26	\$36,160
27	\$36,695
28	\$37,237
29	\$37,788
30	\$38,346

Alleghany Highlands Public Schools
7/1/2022 Salary Scale
Full Time/VRS Eligible
OT-PT Assistant

	200 Day
Step	Annual Salary
0	\$30,646
1	\$31,072
2	\$31,504
3	\$31,942
4	\$32,386
5	\$32,836
6	\$33,292
7	\$33,755
8	\$34,224
9	\$34,700
10	\$35,182
11	\$35,671
12	\$36,167
13	\$36,670
14	\$37,180
15	\$37,696
16	\$38,220
17	\$38,752
18	\$39,290
19	\$39,836
20	\$40,390
21	\$40,952
22	\$41,521
23	\$42,098
24	\$42,683
25	\$43,276
26	\$43,878
27	\$44,488
28	\$45,106
29	\$45,733
30	\$46,369

**Alleghany Highlands Public Schools
7/1/2022 Salary Scale
Full Time/VRS Eligible
Transition Employment Specialist**

	200 Day
Step	Annual Salary
0	\$22,674
1	\$23,197
2	\$23,732
3	\$24,280
4	\$24,840
5	\$25,413
6	\$26,000
7	\$26,600
8	\$27,213
9	\$27,841
10	\$28,484
11	\$29,141
12	\$29,813
13	\$30,501
14	\$31,205
15	\$31,925
16	\$32,662
17	\$33,415
18	\$34,186
19	\$34,975
20	\$35,782
21	\$36,608
22	\$37,453
23	\$38,317
24	\$39,201
25	\$40,105
26	\$41,031
27	\$41,977
28	\$42,946
29	\$43,937
30	\$44,951

**Alleghany Highlands Public Schools
7/1/2022 Salary Scale
Full Time/VRS Eligible
Administrative Assistant**

	260 Day
Step	Annual Salary
0	\$33,524
1	\$33,942
2	\$34,365
3	\$34,793
4	\$35,227
5	\$35,666
6	\$36,110
7	\$36,560
8	\$37,016
9	\$37,477
10	\$37,944
11	\$38,417
12	\$38,896
13	\$39,381
14	\$39,872
15	\$40,369
16	\$40,872
17	\$41,381
18	\$41,897
19	\$42,419
20	\$42,948
21	\$43,483
22	\$44,025
23	\$44,573
24	\$45,129
25	\$45,691
26	\$46,261
27	\$46,837
28	\$47,421
29	\$48,012
30	\$48,611

Alleghany Highlands Public Schools
7/1/2022 Salary Scale
Full Time/VRS Eligible
School Secretary

	220 Day	260 Day
Step	Annual Salary	Annual Salary
0	\$22,440	\$26,520
1	\$22,797	\$26,942
2	\$23,159	\$27,370
3	\$23,528	\$27,806
4	\$23,902	\$28,248
5	\$24,282	\$28,697
6	\$24,668	\$29,153
7	\$25,061	\$29,617
8	\$25,459	\$30,088
9	\$25,864	\$30,567
10	\$26,275	\$31,053
11	\$26,693	\$31,547
12	\$27,118	\$32,048
13	\$27,549	\$32,558
14	\$27,987	\$33,076
15	\$28,432	\$33,602
16	\$28,885	\$34,136
17	\$29,344	\$34,679
18	\$29,811	\$35,231
19	\$30,285	\$35,791
20	\$30,766	\$36,360
21	\$31,256	\$36,939
22	\$31,753	\$37,526
23	\$32,258	\$38,123
24	\$32,771	\$38,729
25	\$33,292	\$39,345
26	\$33,821	\$39,971
27	\$34,359	\$40,607
28	\$34,906	\$41,252
29	\$35,461	\$41,908
30	\$36,025	\$42,575

**Alleghany Highlands Public Schools
7/1/2022 Salary Scale
Full Time/VRS Eligible
Assistant to the Superintendent**

	260 Day
Step	Annual Salary
0	\$37,731
1	\$38,135
2	\$38,544
3	\$38,956
4	\$39,374
5	\$39,795
6	\$40,221
7	\$40,652
8	\$41,088
9	\$41,528
10	\$41,972
11	\$42,422
12	\$42,876
13	\$43,335
14	\$43,800
15	\$44,269
16	\$44,743
17	\$45,222
18	\$45,706
19	\$46,196
20	\$46,691
21	\$47,191
22	\$47,696
23	\$48,207
24	\$48,723
25	\$49,245
26	\$49,772
27	\$50,306
28	\$50,844
29	\$51,389
30	\$51,939

**Alleghany Highlands Public Schools
7/1/2022 Salary Scale
Full Time/VRS Eligible
Technology Support Specialist**

	260 Day
Step	Annual Salary
0	\$30,805
1	\$31,247
2	\$31,695
3	\$32,150
4	\$32,611
5	\$33,079
6	\$33,553
7	\$34,034
8	\$34,522
9	\$35,018
10	\$35,520
11	\$36,029
12	\$36,546
13	\$37,070
14	\$37,602
15	\$38,141
16	\$38,688
17	\$39,243
18	\$39,806
19	\$40,377
20	\$40,956
21	\$41,544
22	\$42,140
23	\$42,744
24	\$43,357
25	\$43,979
26	\$44,610
27	\$45,250
28	\$45,899
29	\$46,557
30	\$47,225

Alleghany Highlands Public Schools
7/1/2022 Salary Scale
Full Time/VRS Eligible
Custodian

	260 Day
Step	Annual Salary
0	\$24,960
1	\$25,229
2	\$25,500
3	\$25,775
4	\$26,053
5	\$26,333
6	\$26,617
7	\$26,903
8	\$27,193
9	\$27,486
10	\$27,782
11	\$28,081
12	\$28,383
13	\$28,689
14	\$28,998
15	\$29,310
16	\$29,626
17	\$29,945
18	\$30,267
19	\$30,593
20	\$30,923
21	\$31,256
22	\$31,592
23	\$31,932
24	\$32,276
25	\$32,624
26	\$32,975
27	\$33,330
28	\$33,689
29	\$34,052
30	\$34,418

**Alleghany Highlands Public Schools
7/1/2022 Salary Scale
Full Time/VRS Eligible
Transport/Maintenance Manager**

	260 Day
Step	Annual Salary
0	\$39,321
1	\$39,950
2	\$40,589
3	\$41,238
4	\$41,897
5	\$42,567
6	\$43,248
7	\$43,940
8	\$44,643
9	\$45,356
10	\$46,082
11	\$46,819
12	\$47,568
13	\$48,328
14	\$49,101
15	\$49,886
16	\$50,684
17	\$51,495
18	\$52,318
19	\$53,155
20	\$54,005
21	\$54,869
22	\$55,746
23	\$56,638
24	\$57,544
25	\$58,464
26	\$59,399
27	\$60,349
28	\$61,314
29	\$62,294
30	\$63,291

**Alleghany Highlands Public Schools
7/1/2022 Salary Scale
Full Time/VRS Eligible
Transport/Maintenance Foreman**

	260 Day
Step	Annual Salary
0	\$35,368
1	\$35,809
2	\$36,255
3	\$36,707
4	\$37,164
5	\$37,627
6	\$38,096
7	\$38,571
8	\$39,052
9	\$39,539
10	\$40,031
11	\$40,530
12	\$41,035
13	\$41,547
14	\$42,065
15	\$42,589
16	\$43,119
17	\$43,657
18	\$44,201
19	\$44,752
20	\$45,310
21	\$45,874
22	\$46,446
23	\$47,025
24	\$47,611
25	\$48,204
26	\$48,805
27	\$49,413
28	\$50,029
29	\$50,652
30	\$51,284

**Alleghany Highlands Public Schools
7/1/2022 Salary Scale
Full Time/VRS Eligible
Maintenance Journeyman**

	260 Day
Step	Annual Salary
0	\$30,805
1	\$31,247
2	\$31,695
3	\$32,150
4	\$32,611
5	\$33,079
6	\$33,553
7	\$34,034
8	\$34,522
9	\$35,018
10	\$35,520
11	\$36,029
12	\$36,546
13	\$37,070
14	\$37,602
15	\$38,141
16	\$38,688
17	\$39,243
18	\$39,806
19	\$40,377
20	\$40,956
21	\$41,544
22	\$42,140
23	\$42,744
24	\$43,357
25	\$43,979
26	\$44,610
27	\$45,250
28	\$45,899
29	\$46,557
30	\$47,225

Alleghany Highlands Public Schools
7/1/2022 Salary Scale
Full Time/VRS Eligible
Maintenance Skilled

	260 Day
Step	Annual Salary
0	\$25,608
1	\$26,034
2	\$26,467
3	\$26,907
4	\$27,355
5	\$27,809
6	\$28,272
7	\$28,742
8	\$29,220
9	\$29,706
10	\$30,200
11	\$30,702
12	\$31,213
13	\$31,732
14	\$32,260
15	\$32,796
16	\$33,342
17	\$33,896
18	\$34,460
19	\$35,033
20	\$35,616
21	\$36,208
22	\$36,810
23	\$37,422
24	\$38,045
25	\$38,678
26	\$39,321
27	\$39,975
28	\$40,640
29	\$41,315
30	\$42,003

Alleghany Highlands Public Schools
7/1/2022 Salary Scale
Full Time/VRS Eligible
Maintenance

	260 Day
Step	Annual Salary
0	\$24,960
1	\$25,277
2	\$25,597
3	\$25,922
4	\$26,251
5	\$26,584
6	\$26,921
7	\$27,262
8	\$27,608
9	\$27,958
10	\$28,313
11	\$28,672
12	\$29,035
13	\$29,404
14	\$29,777
15	\$30,154
16	\$30,537
17	\$30,924
18	\$31,316
19	\$31,713
20	\$32,116
21	\$32,523
22	\$32,935
23	\$33,353
24	\$33,776
25	\$34,204
26	\$34,638
27	\$35,078
28	\$35,522
29	\$35,973
30	\$36,429

**Alleghany Highlands Public Schools
7/1/2022 Salary Scale
Full Time/VRS Eligible
Food Service Worker**

	184 Day
Step	Annual Salary
0	\$14,352
1	\$14,507
2	\$14,664
3	\$14,822
4	\$14,982
5	\$15,144
6	\$15,307
7	\$15,473
8	\$15,640
9	\$15,809
10	\$15,980
11	\$16,152
12	\$16,327
13	\$16,503
14	\$16,681
15	\$16,861
16	\$17,043
17	\$17,227
18	\$17,414
19	\$17,602
20	\$17,792
21	\$17,984
22	\$18,178
23	\$18,374
24	\$18,573
25	\$18,773
26	\$18,976
27	\$19,181
28	\$19,388
29	\$19,598
30	\$19,809

Alleghany Highlands Public Schools
7/1/2022 Salary Scale
Full Time/VRS Eligible
Food Service Site Manager 184 Day

	Small Staff	Medium Staff	Large Staff
Step	Annual Salary	Annual Salary	Annual Salary
0	\$15,456	\$16,422	\$17,079
1	\$15,670	\$16,639	\$17,304
2	\$15,888	\$16,858	\$17,533
3	\$16,108	\$17,081	\$17,764
4	\$16,331	\$17,306	\$17,999
5	\$16,558	\$17,535	\$18,236
6	\$16,787	\$17,766	\$18,477
7	\$17,020	\$18,001	\$18,721
8	\$17,256	\$18,238	\$18,968
9	\$17,496	\$18,479	\$19,218
10	\$17,738	\$18,723	\$19,472
11	\$17,984	\$18,970	\$19,729
12	\$18,234	\$19,220	\$19,989
13	\$18,487	\$19,474	\$20,253
14	\$18,743	\$19,731	\$20,520
15	\$19,003	\$19,991	\$20,791
16	\$19,266	\$20,255	\$21,065
17	\$19,534	\$20,522	\$21,343
18	\$19,804	\$20,793	\$21,625
19	\$20,079	\$21,068	\$21,910
20	\$20,358	\$21,346	\$22,199
21	\$20,640	\$21,628	\$22,492
22	\$20,926	\$21,913	\$22,789
23	\$21,216	\$22,202	\$23,090
24	\$21,511	\$22,495	\$23,395
25	\$21,809	\$22,792	\$23,703
26	\$22,111	\$23,093	\$24,016
27	\$22,418	\$23,398	\$24,333
28	\$22,729	\$23,706	\$24,654
29	\$23,044	\$24,019	\$24,980
30	\$23,364	\$24,336	\$25,309

**Alleghany Highlands Public Schools
7/1/2022 Salary Scale
Full Time/VRS Eligible
Division Food Service Manager**

	260 Day
Step	Annual Salary
0	\$39,321
1	\$39,950
2	\$40,589
3	\$41,238
4	\$41,897
5	\$42,567
6	\$43,248
7	\$43,940
8	\$44,643
9	\$45,356
10	\$46,082
11	\$46,819
12	\$47,568
13	\$48,328
14	\$49,101
15	\$49,886
16	\$50,684
17	\$51,495
18	\$52,318
19	\$53,155
20	\$54,005
21	\$54,869
22	\$55,746
23	\$56,638
24	\$57,544
25	\$58,464
26	\$59,399
27	\$60,349
28	\$61,314
29	\$62,294
30	\$63,291

Alleghany Highlands Public Schools 7/1/2022 Salary Full Time/VRS Eligible Bus Driver	
	182 Day
Step	Annual Wage
N/A	\$22,221

Alleghany Highlands Public Schools
7/1/2022 Salary
Full Time/VRS Eligible
Bus Attendant

	182 Day
Step	Annual Wage
N/A	\$13,104

Allegheny Highlands Public Schools
Full Time/VRS Eligible
7/1/2022 Administrative Salary Formula

* 1 - BASE SALARY	STEP	** 2 - TOTAL EXPERIENCE		*** 3 - ADMINISTRATIVE EXPERIENCE		**** 4 - POSITION CREDIT		
		% Credit	Equals \$	% Credit	Equals \$	Position	% Credit	Equals \$
\$62,307	1	2%	\$1,246	1%	\$623	Asst Elem Principal	4%	\$2,492
\$62,307	2	4%	\$2,492	2%	\$1,246	Asst MS Principal	8%	\$4,985
\$62,307	3	6%	\$3,738	3%	\$1,869	Supervisor	8%	\$4,985
\$62,307	4	8%	\$4,985	4%	\$2,492	Asst HS Principal	10%	\$6,231
\$62,307	5	10%	\$6,231	5%	\$3,115	Elem Principal	13%	\$8,100
\$62,307	6	12%	\$7,477	6%	\$3,738	MS Principal	18%	\$11,215
\$62,307	7	14%	\$8,723	7%	\$4,361	HS Principal	26%	\$16,200
\$62,307	8	16%	\$9,969	8%	\$4,985	JRTC Principal	26%	\$16,200
\$62,307	9	18%	\$11,215	9%	\$5,608	Director	26%	\$16,200
\$62,307	10	20%	\$12,461	10%	\$6,231	Asst Superintendent	31%	\$19,315

The administrative salary formula includes four factors: the **base salary** amount (see *1 below); **total experience** in years (defined by the years performing tasks similar to those included in the job description); **administrative experience** in years (defined by the years served in educational administration); and the **position credit** (defined by the administrative job title).

***1** = The maximum dollar amount paid to teachers with a bachelor's degree at the top of the salary scale.

****2** = Each step on this scale equals one year of service, each year of service equals a 2 percent increase.

*****3** = Each step on this scale equals one year of administrative service, each year of service equals a 1 percent increase.

******4** = Each position is weighted according the responsibilities of position, the weight is represented by a percent.

Calculation - The Total Experience percentage factor, the Administrative Experience percentage factor, and the Position Credit percentage factor are multiplied by the Base Salary. The products of each are added to the Base Salary. This sum equals the administrative salary.

Alleghany Highlands Public Schools 7/1/2022 Degree Supplements	
Master	\$3,300
Master + 30	\$3,500
Doctorate	\$4,000