

Allegheny Highlands Public Schools
7/1/23 Salary Scale
Full Time VRS Eligible
Teacher/Guidance/Librarian/SLP

Step	200 Day Annual Salary	210 Day Annual Salary	220 Day Annual Salary	260 day Annual Salary
0	\$43,439	\$45,610	\$47,781	\$52,126
1	\$44,044	\$46,246	\$48,447	\$52,853
2	\$44,658	\$46,891	\$49,122	\$53,589
3	\$45,281	\$47,544	\$49,807	\$54,336
4	\$45,912	\$48,207	\$50,502	\$55,094
5	\$46,552	\$48,879	\$51,206	\$55,862
6	\$47,201	\$49,560	\$51,919	\$56,641
7	\$47,859	\$50,251	\$52,643	\$57,430
8	\$48,526	\$50,952	\$53,377	\$58,231
9	\$49,202	\$51,662	\$54,121	\$59,043
10	\$49,888	\$52,382	\$54,876	\$59,866
11	\$50,584	\$53,113	\$55,641	\$60,700
12	\$51,289	\$53,853	\$56,416	\$61,546
13	\$52,004	\$54,604	\$57,203	\$62,404
14	\$52,728	\$55,365	\$58,000	\$63,274
15	\$53,463	\$56,137	\$58,809	\$64,156
16	\$54,209	\$56,919	\$59,629	\$65,051
17	\$54,964	\$57,713	\$60,460	\$65,958
18	\$55,730	\$58,517	\$61,303	\$66,877
19	\$56,507	\$59,333	\$62,157	\$67,809
20	\$57,295	\$60,160	\$63,024	\$68,755
21	\$58,093	\$60,999	\$63,902	\$69,713
22	\$58,903	\$61,849	\$64,793	\$70,685
23	\$59,724	\$62,711	\$65,696	\$71,670
24	\$60,557	\$63,586	\$66,612	\$72,669
25	\$61,401	\$64,472	\$67,541	\$73,682
26	\$62,257	\$65,371	\$68,482	\$74,710
27	\$63,125	\$66,282	\$69,437	\$75,751
28	\$64,004	\$67,206	\$70,405	\$76,807
29	\$64,897	\$68,143	\$71,387	\$77,878
30	\$65,801	\$69,093	\$72,382	\$78,963

Note - 260 days 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
7/1/23 Salary Scale
Full Time VRS Eligible
Teacher Assistant 190 Day**

	7.5 Hour Day
Step	Annual Salary
0	\$19,238
1	\$19,506
2	\$19,778
3	\$20,054
4	\$20,333
5	\$20,617
6	\$20,904
7	\$21,195
8	\$21,491
9	\$21,790
10	\$22,094
11	\$22,402
12	\$22,714
13	\$23,031
14	\$23,352
15	\$23,678
16	\$24,008
17	\$24,342
18	\$24,682
19	\$25,026
20	\$25,374
21	\$25,728
22	\$26,087
23	\$26,450
24	\$26,819
25	\$27,193
26	\$27,572
27	\$27,956
28	\$28,346
29	\$28,741
30	\$29,142

7/1/23 Salary Scale
Full Time VRS Eligible
Division Nurse Manager

	260 Day
Step	Annual Salary
0	\$44,134
1	\$44,749
2	\$45,373
3	\$46,005
4	\$46,647
5	\$47,297
6	\$47,956
7	\$48,625
8	\$49,302
9	\$49,990
10	\$50,686
11	\$51,393
12	\$52,109
13	\$52,836
14	\$53,572
15	\$54,319
16	\$55,076
17	\$55,844
18	\$56,622
19	\$57,411
20	\$58,212
21	\$59,023
22	\$59,846
23	\$60,680
24	\$61,526
25	\$62,383
26	\$63,253
27	\$64,134
28	\$65,028
29	\$65,935
30	\$66,854

**Alleghany Highlands Public Schools
7/1/23 Salary Scale
Full Time VRS Eligible
School Nurse - RN**

	190 Day
Step	Annual Salary
0	\$30,387
1	\$30,811
2	\$31,240
3	\$31,675
4	\$32,117
5	\$32,565
6	\$33,019
7	\$33,479
8	\$33,945
9	\$34,419
10	\$34,898
11	\$35,385
12	\$35,878
13	\$36,378
14	\$36,885
15	\$37,399
16	\$37,921
17	\$38,449
18	\$38,985
19	\$39,529
20	\$40,080
21	\$40,638
22	\$41,205
23	\$41,779
24	\$42,361
25	\$42,952
26	\$43,551
27	\$44,158
28	\$44,773
29	\$45,397
30	\$46,030

Alleghany Highlands Public Schools**7/1/23 Salary Scale****Full Time VRS Eligible****School Nurse - LPN**

	190 Day
Step	Annual Salary
0	\$26,735
1	\$27,108
2	\$27,486
3	\$27,869
4	\$28,257
5	\$28,651
6	\$29,050
7	\$29,455
8	\$29,866
9	\$30,282
10	\$30,704
11	\$31,132
12	\$31,566
13	\$32,006
14	\$32,452
15	\$32,905
16	\$33,363
17	\$33,828
18	\$34,300
19	\$34,778
20	\$35,263
21	\$35,754
22	\$36,253
23	\$36,758
24	\$37,270
25	\$37,790
26	\$38,317
27	\$38,851
28	\$39,392
29	\$39,941
30	\$40,498

Alleghany Highlands Public Schools**7/1/23 Salary Scale****Full Time VRS Eligible****Occupational Therapist**

	200 Day
Step	Annual Salary
0	\$53,821
1	\$54,569
2	\$55,328
3	\$56,097
4	\$56,876
5	\$57,667
6	\$58,469
7	\$59,281
8	\$60,105
9	\$60,941
10	\$61,788
11	\$62,647
12	\$63,517
13	\$64,400
14	\$65,296
15	\$66,203
16	\$67,123
17	\$68,056
18	\$69,002
19	\$69,961
20	\$70,934
21	\$71,920
22	\$72,920
23	\$73,933
24	\$74,961
25	\$76,003
26	\$77,059
27	\$78,130
28	\$79,216
29	\$80,318
30	\$81,434

Alleghany Highlands Public Schools
7/1/23 Salary Scale
Full Time VRS Eligible
OT-PT-SLP Assistant

	200 Day
Step	Annual Salary
0	\$32,365
1	\$32,815
2	\$33,271
3	\$33,733
4	\$34,202
5	\$34,678
6	\$35,160
7	\$35,649
8	\$36,144
9	\$36,646
10	\$37,156
11	\$37,672
12	\$38,196
13	\$38,727
14	\$39,265
15	\$39,811
16	\$40,364
17	\$40,925
18	\$41,494
19	\$42,071
20	\$42,656
21	\$43,249
22	\$43,850
23	\$44,459
24	\$45,077
25	\$45,704
26	\$46,339
27	\$46,983
28	\$47,636
29	\$48,299
30	\$48,970

Alleghany Highlands Public Schools**7/1/23 Salary Scale****Full Time VRS Eligible****Transition Employment Specialist**

	200 Day
Step	Annual Salary
0	\$31,340
1	\$31,777
2	\$32,220
3	\$32,669
4	\$33,124
5	\$33,586
6	\$34,054
7	\$34,529
8	\$35,010
9	\$35,498
10	\$35,993
11	\$36,495
12	\$37,003
13	\$37,519
14	\$38,042
15	\$38,572
16	\$39,110
17	\$39,655
18	\$40,208
19	\$40,768
20	\$41,337
21	\$41,913
22	\$42,497
23	\$43,089
24	\$43,690
25	\$44,299
26	\$44,916
27	\$45,543
28	\$46,177
29	\$46,821
30	\$47,474

Alleghany Highlands Public Schools**7/1/23 Salary Scale****Full Time VRS Eligible****Administrative Assistant**

	260 Day
Step	Annual Salary
0	\$34,588
1	\$35,070
2	\$35,559
3	\$36,055
4	\$36,557
5	\$37,067
6	\$37,583
7	\$38,107
8	\$38,638
9	\$39,177
10	\$39,723
11	\$40,277
12	\$40,838
13	\$41,408
14	\$41,985
15	\$42,570
16	\$43,163
17	\$43,765
18	\$44,375
19	\$44,994
20	\$45,621
21	\$46,257
22	\$46,901
23	\$47,555
24	\$48,218
25	\$48,890
26	\$49,572
27	\$50,263
28	\$50,963
29	\$51,673
30	\$52,394

Alleghany Highlands Public Schools		
7/1/23 Salary Scale		
Full Time VRS Eligible		
School Secretary		
	220 Day	260 Day
Step	Annual Salary	Annual Salary
0	\$25,116	\$29,683
1	\$25,466	\$30,097
2	\$25,821	\$30,516
3	\$26,181	\$30,942
4	\$26,546	\$31,373
5	\$26,916	\$31,810
6	\$27,291	\$32,254
7	\$27,672	\$32,703
8	\$28,057	\$33,159
9	\$28,448	\$33,621
10	\$28,845	\$34,090
11	\$29,247	\$34,565
12	\$29,655	\$35,047
13	\$30,068	\$35,535
14	\$30,487	\$36,031
15	\$30,912	\$36,533
16	\$31,343	\$37,042
17	\$31,780	\$37,558
18	\$32,223	\$38,082
19	\$32,672	\$38,613
20	\$33,127	\$39,151
21	\$33,589	\$39,697
22	\$34,057	\$40,250
23	\$34,532	\$40,811
24	\$35,013	\$41,380
25	\$35,501	\$41,957
26	\$35,996	\$42,542
27	\$36,498	\$43,135
28	\$37,007	\$43,736
29	\$37,523	\$44,346
30	\$38,046	\$44,964

Alleghany Highlands Public Schools**7/1/23 Salary Scale****Full Time VRS Eligible****Assistant to the Superintendent**

	260 Day
Step	Annual Salary
0	\$37,175
1	\$37,693
2	\$38,219
3	\$38,751
4	\$39,291
5	\$39,839
6	\$40,394
7	\$40,958
8	\$41,528
9	\$42,107
10	\$42,694
11	\$43,289
12	\$43,893
13	\$44,505
14	\$45,125
15	\$45,754
16	\$46,392
17	\$47,038
18	\$47,694
19	\$48,359
20	\$49,033
21	\$49,716
22	\$50,409
23	\$51,112
24	\$51,824
25	\$52,547
26	\$53,279
27	\$54,022
28	\$54,775
29	\$55,538
30	\$56,312

**Alleghany Highlands Public Schools
7/1/23 Salary Scale
Full Time VRS Eligible
Technology Support Specialist**

	260 Day
Step	Annual Salary
0	\$32,925
1	\$33,384
2	\$33,849
3	\$34,321
4	\$34,799
5	\$35,285
6	\$35,776
7	\$36,275
8	\$36,781
9	\$37,293
10	\$37,813
11	\$38,340
12	\$38,875
13	\$39,417
14	\$39,966
15	\$40,523
16	\$41,088
17	\$41,661
18	\$42,241
19	\$42,830
20	\$43,427
21	\$44,032
22	\$44,646
23	\$45,269
24	\$45,900
25	\$46,539
26	\$47,188
27	\$47,846
28	\$48,513
29	\$49,189
30	\$49,875

**Allegheny Highlands Public Schools
7/1/23 Salary Scale
Full Time VRS Eligible
Custodian**

Step	260 Day Annual Salary
0	\$28,080
1	\$28,471
2	\$28,868
3	\$29,271
4	\$29,679
5	\$30,092
6	\$30,512
7	\$30,937
8	\$31,368
9	\$31,806
10	\$32,249
11	\$32,698
12	\$33,154
13	\$33,616
14	\$34,085
15	\$34,560
16	\$35,042
17	\$35,530
18	\$36,025
19	\$36,528
20	\$37,037
21	\$37,553
22	\$38,076
23	\$38,607
24	\$39,145
25	\$39,691
26	\$40,244
27	\$40,805
28	\$41,374
29	\$41,951
30	\$42,535

Allegheny Highlands Public Schools
7/1/23 Salary Scale
Full Time VRS Eligible
Transportation & Maintenance Manager

	260 Day
Step	Annual Salary
0	\$44,126
1	\$44,741
2	\$45,365
3	\$45,997
4	\$46,638
5	\$47,288
6	\$47,947
7	\$48,616
8	\$49,293
9	\$49,981
10	\$50,677
11	\$51,384
12	\$52,100
13	\$52,826
14	\$53,562
15	\$54,309
16	\$55,066
17	\$55,834
18	\$56,612
19	\$57,401
20	\$58,201
21	\$59,012
22	\$59,835
23	\$60,669
24	\$61,514
25	\$62,372
26	\$63,241
27	\$64,123
28	\$65,017
29	\$65,923
30	\$66,842

Allegheny Highlands Public Schools
7/1/23 Salary Scale
Full Time VRS Eligible
Transportation & Maintenance Foreman

	260 Day
Step	Annual Salary
0	\$36,203
1	\$36,708
2	\$37,219
3	\$37,738
4	\$38,264
5	\$38,797
6	\$39,338
7	\$39,887
8	\$40,443
9	\$41,006
10	\$41,578
11	\$42,157
12	\$42,745
13	\$43,341
14	\$43,945
15	\$44,558
16	\$45,179
17	\$45,808
18	\$46,447
19	\$47,094
20	\$47,751
21	\$48,416
22	\$49,091
23	\$49,775
24	\$50,469
25	\$51,173
26	\$51,886
27	\$52,609
28	\$53,343
29	\$54,086
30	\$54,840

Allegheny Highlands Public Schools**7/1/23 Salary Scale****Full Time VRS Eligible****Maintenance Journeyman**

	260 Day
Step	Annual Salary
0	\$32,925
1	\$33,384
2	\$33,849
3	\$34,321
4	\$34,799
5	\$35,285
6	\$35,776
7	\$36,275
8	\$36,781
9	\$37,293
10	\$37,813
11	\$38,340
12	\$38,875
13	\$39,417
14	\$39,966
15	\$40,523
16	\$41,088
17	\$41,661
18	\$42,241
19	\$42,830
20	\$43,427
21	\$44,032
22	\$44,646
23	\$45,269
24	\$45,900
25	\$46,539
26	\$47,188
27	\$47,846
28	\$48,513
29	\$49,189
30	\$49,875

Allegheny Highlands Public Schools**7/1/23 Salary Scale****Full Time VRS Eligible****Maintenance Skilled**

	260 Day
Step	Annual Salary
0	\$29,285
1	\$29,693
2	\$30,107
3	\$30,527
4	\$30,952
5	\$31,384
6	\$31,821
7	\$32,265
8	\$32,714
9	\$33,170
10	\$33,633
11	\$34,102
12	\$34,577
13	\$35,059
14	\$35,548
15	\$36,043
16	\$36,545
17	\$37,055
18	\$37,571
19	\$38,095
20	\$38,626
21	\$39,165
22	\$39,710
23	\$40,264
24	\$40,825
25	\$41,394
26	\$41,971
27	\$42,556
28	\$43,149
29	\$43,751
30	\$44,361

Alleghany Highlands Public Schools**7/1/23 Salary Scale****Full Time VRS Eligible****Maintenance**

	260 Day
Step	Annual Salary
0	\$26,360
1	\$26,727
2	\$27,100
3	\$27,478
4	\$27,861
5	\$28,249
6	\$28,643
7	\$29,042
8	\$29,447
9	\$29,857
10	\$30,274
11	\$30,696
12	\$31,123
13	\$31,557
14	\$31,997
15	\$32,443
16	\$32,895
17	\$33,354
18	\$33,819
19	\$34,290
20	\$34,768
21	\$35,253
22	\$35,744
23	\$36,242
24	\$36,748
25	\$37,260
26	\$37,779
27	\$38,306
28	\$38,840
29	\$39,381
30	\$39,930

Allegheny Highlands Public Schools**7/1/23 Salary Scale****Full Time VRS Eligible****Food Service Worker**

	184 Day
Step	Annual Salary
0	\$16,146
1	\$16,371
2	\$16,599
3	\$16,831
4	\$17,065
5	\$17,303
6	\$17,544
7	\$17,789
8	\$18,037
9	\$18,288
10	\$18,543
11	\$18,802
12	\$19,064
13	\$19,329
14	\$19,599
15	\$19,872
16	\$20,149
17	\$20,430
18	\$20,715
19	\$21,003
20	\$21,296
21	\$21,593
22	\$21,894
23	\$22,199
24	\$22,509
25	\$22,822
26	\$23,140
27	\$23,463
28	\$23,790
29	\$24,122
30	\$24,458

Alleghany Highlands Public Schools**7/1/23 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	\$18,676	\$19,964	\$21,252
1	\$18,935	\$20,242	\$21,548
2	\$19,198	\$20,524	\$21,849
3	\$19,464	\$20,811	\$22,153
4	\$19,734	\$21,101	\$22,462
5	\$20,007	\$21,395	\$22,775
6	\$20,285	\$21,693	\$23,092
7	\$20,566	\$21,995	\$23,414
8	\$20,851	\$22,302	\$23,741
9	\$21,141	\$22,613	\$24,072
10	\$21,434	\$22,928	\$24,407
11	\$21,731	\$23,248	\$24,747
12	\$22,032	\$23,572	\$25,092
13	\$22,338	\$23,900	\$25,442
14	\$22,648	\$24,233	\$25,797
15	\$22,962	\$24,571	\$26,156
16	\$23,280	\$24,914	\$26,521
17	\$23,603	\$25,261	\$26,891
18	\$23,930	\$25,613	\$27,265
19	\$24,262	\$25,970	\$27,645
20	\$24,599	\$26,332	\$28,031
21	\$24,940	\$26,699	\$28,422
22	\$25,286	\$27,071	\$28,818
23	\$25,636	\$27,449	\$29,219
24	\$25,992	\$27,831	\$29,627
25	\$26,352	\$28,219	\$30,040
26	\$26,718	\$28,612	\$30,458
27	\$27,088	\$29,011	\$30,883
28	\$27,464	\$29,416	\$31,313
29	\$27,845	\$29,826	\$31,750
30	\$28,231	\$30,241	\$32,192

Alleghany Highlands Public Schools

7/1/23 Salary Scale

Full Time VRS Eligible

Bus Driver

	182 Day
Step	Annual Salary
N/A	\$24,032

**Alleghany Highlands Public Schools
7/1/23 Salary Scale
Full Time VRS Eligible
Bus Attendant**

	182 Day
Step	Annual Salary
N/A	\$14,742

Alleghany Highlands Public Schools 7/1/23 Degree Supplements	
Master	\$3,300
Master + 30	\$3,500
Doctorate	\$4,000

Allegheny Highlands Public Schools
Full Time/VRS Eligible
7/1/2023 Administrative Salary Formula

* 1 - BASE SALARY	STEP	** 2 - TOTAL EXPERIENCE	*** 3 - ADMINISTRATIVE EXPERIENCE	**** 4 - POSITION CREDIT
		% Credit	% Credit	Position
\$65,801	1	2%	1%	Asst Elem Principal
\$65,801	2	4%	2%	Asst MS Principal
\$65,801	3	6%	3%	Supervisor
\$65,801	4	8%	4%	Asst HS Principal
\$65,801	5	10%	5%	Elem Principal
\$65,801	6	12%	6%	MS Principal
\$65,801	7	14%	7%	HS Principal
\$65,801	8	16%	8%	JRTC Principal
\$65,801	9	18%	9%	Director
\$65,801	10	20%	10%	Asst Superintendent
		Equals \$	Equals \$	% Credit
		\$1,316	\$658	4%
		\$2,632	\$1,316	8%
		\$3,948	\$1,974	8%
		\$5,264	\$2,632	10%
		\$6,580	\$3,290	13%
		\$7,896	\$3,948	18%
		\$9,212	\$4,606	26%
		\$10,528	\$5,264	26%
		\$11,844	\$5,922	26%
		\$13,160	\$6,580	31%
				Equals \$
				\$2,632
				\$5,264
				\$5,264
				\$6,580
				\$8,554
				\$11,844
				\$17,108
				\$17,108
				\$17,108
				\$20,398

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 to 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.