

STAFF SALARY SCHEDULES

The School Board shall annually establish and approve salaries for all school employees.

Adopted: May 12, 1997

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Legal Refs.: Code of Virginia, 1950, as amended, sections 22.1-78, 22.1-289.1

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Salary Guides

A. Certificated Personnel

The school board annually shall adopt for certificated personnel a salary scheduled based upon the superintendent’s recommendation and the availability of funds. Before taking final action on the salary schedule, the board may allow a presentation by the Patrick County Education Association.

The proposed salary schedule shall incorporate salary graduations keyed to a Beginning teacher’s salary and shall reflect experience and the degree held.

1. Initial Placement and Advancement

The initial placement and advancement of an employee on the teachers salary schedule shall depend on the following considerations:

- a. Academic degree and degrees held.
- b. Additional collegiate credit.
- c. Length of service in education.
- d. Completion of required in-service training.
- e. Prior experience.

2. Submission of Transcripts and Certificates

An employee who submits a transcript reflecting additional graduate credits or a certificate of higher grade shall receive a salary adjustment consistent with the additional preparation provided documentation is on file by a date to be announced by the superintendent.

3. Credit for Military Service

For the placement of an employee on the teachers salary schedule, credit for military service that interrupts a teacher’s career may be allowed.

4. Supplemental Pay Assignment

The board shall approve all categories of activities for which supplements may be paid and shall establish a pay scale for such activities. The building administrator shall recommend to the superintendent supplemental pay assignments consistent with the categories and pay scale approved by the board.

The board shall use the following criteria to determine extra duties that are beyond the ordinary duties and responsibilities required by the employee.

- a. Time required for preparation and performance of the extra duty.
- b. Level of responsibility of the extra duty.
- c. The emphasis that the board places on a particular activity.

In lieu of extra pay for extra duty the board may consider granting compensatory time from ordinary assigned duties.

The board may use at its discretion certain workdays for personnel to fulfill contractual obligations.

5. Summer School Personnel

Instructional personnel for summer school shall be compensated at a per diem rate approved by the board.

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6. Pay Schedule

a. Paydays

The payment of salaries or wages shall be made on a monthly basis on or near the last working day of each month.

b. Teachers

Teachers shall be paid on the basis of a two hundred (200) day contract.

c. Full-time Twelve- Month Employees

Full-time, twelve-month employees shall be paid on the basis of a two hundred and sixty (260) day contract.

Legal Reference:

Code of VA, 22.1-296. Payment of employees.

