

**Harrisonburg City Public Schools
2017-2018 Salary Ranges for Administrative Positions**

Assistant Superintendent	\$100,760	to	\$126,633
Director	\$91,237	to	\$123,207
Instructional Supervisor/Coordinator	\$69,376	to	\$93,589
High School Principal	\$95,067	to	\$125,160
Middle School Principal	\$86,972	to	\$114,718
Elementary School Principal	\$82,147	to	\$106,995
High School Assistant Principal	\$78,164	to	\$104,393
Middle School Assistant Principal	\$74,628	to	\$99,391
Elementary School Assistant Principal	\$69,376	to	\$93,589

A \$3,755 stipend is provided for Education Specialist Degree

A \$4,815 stipend is provided for Doctoral Degree

Fringe benefits: In addition to the salary, the Harrisonburg School Board pays approximately 30% of the salary in employee benefits for health insurance, life insurance, social security, worker's compensation, liability insurance, and retirement.

Salary ranges are for 250 days of employment and are based on 7.5 hours/day (excluding lunch). Contracts for less than 250 days shall be calculated by dividing the proper step amount by 250 and then multiplying by the number of work days in the contract.

Board Approved - 5/16/17

**Harrisonburg City Public Schools
2017-2018
Teacher**

<i>Step</i>	<i>Salary FY18</i>
0	\$43,450
1	\$43,883
2	\$44,087
3	\$44,337
4	\$44,805
5	\$45,371
6	\$45,847
7	\$45,863
8	\$46,234
9	\$46,711
10	\$46,908
11	\$47,468
12	\$47,645
13	\$48,127
14	\$48,608
15	\$49,187
16	\$49,668
17	\$50,053
18	\$50,536
19	\$51,017
20	\$51,913
21	\$52,951
22	\$52,956
23	\$53,738
24	\$54,624
25	\$55,622
26	\$56,509
27	\$57,850
28	\$59,887
29	\$63,161

Initial step placement will be determined by years of successful, verified teaching experience. The superintendent reserves the right to adjust the initial step placement based on unique circumstances that will benefit the division, e.g., credentials, experiences, hard to staff areas, etc.

Fringe benefits: In addition to the salary, the Harrisonburg School Board pays approximately 30% of the salary in employee benefits for health insurance, life insurance, social security, worker's compensation, liability insurance, and retirement.

Salary scale is for 200 days of employment and is based upon 7 hours/day (not including lunch). Contracts for more or less than 200 days shall be calculated by dividing the proper step amount by 200 and then multiplying by the number of work days in the contract.

- A \$2,700 stipend is provided for Master's Degree
- A \$3,755 stipend is provided for Education Specialist Degree
- A \$4,815 stipend is provided for Doctoral Degree

Eligibility requirements to receive the Advanced Degree or Doctoral Stipend:

To be eligible for the Ed.S stipend you must have received a graduate degree, beyond a masters degree, from an accredited university in an educationally related field (in most cases this degree requires 30 credits beyond a masters).

To be eligible for the Doctoral stipend you must have received an Ed.D, Ph.D, or Psy.D degree from an accredited university in an educationally related field.

Please send official transcripts, with the official seal, that state the degree and conferral date of the Ed.S or Doctoral degree, to the HR Department.

Board Approved - 5/16/17

**Harrisonburg City Public Schools
2017-2018
Instructional Assistant**

Step	Salary
0	\$14,870
1	\$15,014
2	\$15,161
3	\$15,308
4	\$15,456
5	\$15,609
6	\$15,779
7	\$15,912
8	\$16,063
9	\$16,229
10	\$16,335
11	\$16,544
12	\$16,862
13	\$17,178
14	\$17,492
15	\$17,809
16	\$18,124
17	\$18,439
18	\$18,943
19	\$19,450
20	\$19,937
21	\$20,461
22	\$20,966
23	\$21,533
24	\$22,102
25	\$22,671
26	\$23,240
27	\$23,809
28	\$24,375
29	\$24,945
30	\$25,703
31	\$26,461
32	\$27,217
33	\$27,976
34	\$28,733
35	\$29,657

Fringe benefits: In addition to the salary, the Harrisonburg School Board pays approximately 30% of the salary in employee benefits for health insurance, life insurance, social security, worker's compensation, liability insurance, and retirement.

Salary scale is used for initial placement only.

Salary scale is for 200 days of employment and is based upon 7 hours/day (excluding lunch). Contracts for more or less than 200 days shall be calculated by dividing the proper step amount by 200 and then multiplying by the number of work days in the contract.

Board Approved - 5/16/17

**Harrisonburg City Public Schools
2017-2018
Social Worker**

Step	Salary
0	\$61,360
1	\$61,965
2	\$62,709
3	\$63,461
4	\$64,222
5	\$64,993
6	\$65,774
7	\$66,562
8	\$67,361
9	\$68,170
10	\$68,340
11	\$69,160
12	\$69,990
13	\$70,830
14	\$71,652
15	\$72,540
16	\$73,410
17	\$74,292
18	\$75,183
19	\$76,085
20	\$78,030
21	\$78,810
22	\$79,599
23	\$80,394
24	\$81,198

Salary scale includes \$2,700 stipend for masters degree

Fringe benefits: In addition to the salary, the Harrisonburg School Board pays approximately 30% of the salary in employee benefits for health insurance, life insurance, social security, worker's compensation, liability insurance, and retirement.

Salary scale is used for initial placement only

Salary scale is for 12 months of employment at 7.5 hours/day (excluding lunch)

An additional \$1,060 stipend for Education Specialist Degree

An additional \$1,060 stipend for Doctoral Degree

Board Approved - 5/16/17

**Harrisonburg City Public Schools
2017-2018
Psychologist**

Step	Salary
0	\$63,440
1	\$64,074
2	\$64,708
3	\$65,341
4	\$65,973
5	\$66,616
6	\$67,261
7	\$67,903
8	\$68,547
9	\$69,027
10	\$69,133
11	\$69,833
12	\$70,638
13	\$71,444
14	\$72,249
15	\$73,007
16	\$73,858
17	\$74,665
18	\$75,470
19	\$76,276
20	\$77,079
21	\$77,886
22	\$78,690
23	\$79,497
24	\$80,301
25	\$81,105
26	\$81,911
27	\$83,148
28	\$84,388
29	\$85,627
30	\$86,864
31	\$88,104
32	\$89,342

Salary scale includes \$2,700 stipend for masters degree.

Fringe benefits: In addition to the salary, the Harrisonburg School Board pays approximately 30% of the salary in employee benefits for health insurance, life insurance, social security, worker's compensation, liability insurance, and retirement.

Salary scale is used for initial placement only.

Salary scale is for 12 months of employment at 7.5 hours/day (excluding lunch).

An additional \$1,060 stipend for Education Specialist Degree

An additional \$1,060 stipend for Doctoral Degree

Board Approved - 5/16/17

**Harrisonburg City Public Schools
2017-2018
ASL Interpreter**

Step	Pass Written				
	Entry Level	Test	Level I	Level II	Level III
0	\$20,688	\$21,722	\$22,839	\$25,291	\$30,350
1	\$21,308	\$22,156	\$23,296	\$25,797	\$30,663
2		\$22,589	\$23,764	\$26,264	\$30,961
3			\$24,230	\$26,730	\$31,265
4					\$31,840
5					\$32,428
6					\$33,015
7					\$33,601
8					\$34,187
9					\$34,911
10					\$35,631
11					\$36,352
12					\$37,075
13					\$37,795
14					\$38,517
15					\$39,238
16					\$39,961
17					\$40,802
18					\$41,644
19					\$42,515
20					\$43,317
21					\$44,169
22					\$45,011
23					\$45,853
24					\$46,694
25					\$47,536

Fringe benefits: In addition to the salary, the Harrisonburg School Board pays approximately 30% of the salary in employee benefits for health insurance, life insurance, social security, worker's compensation, liability insurance, and retirement.

Salary scale is used for initial placement only.

Salary scale is for 200 days of employment at 7.5 hours/day (excluding lunch). Contracts for more or less than 200 days shall be calculated by dividing the proper step amount by 200 and then multiplying by the number of work days in the contract.

Board Approved - 5/16/17

**Harrisonburg City Public Schools
2017-2018
Classified III - Specialists**

Step	Salary
0	\$28,460
1	\$28,742
2	\$29,026
3	\$29,311
4	\$29,600
5	\$29,897
6	\$30,193
7	\$30,461
8	\$30,787
9	\$31,340
10	\$31,445
11	\$31,959
12	\$32,577
13	\$33,198
14	\$33,817
15	\$34,435
16	\$35,054
17	\$35,676
18	\$35,757
19	\$36,913
20	\$37,532
21	\$38,461
22	\$39,390
23	\$40,320
24	\$41,248
25	\$42,177
26	\$43,106
27	\$44,035
28	\$44,964
29	\$45,895
30	\$46,822
31	\$48,060
32	\$49,547

Fringe benefits: In addition to the salary, the Harrisonburg School Board pays approximately 30% of the salary in employee benefits for health insurance, life insurance, social security, worker's compensation, liability insurance, and retirement.

Salary scale is used for initial placement only.

Salary scale is for 12 months of employment and based upon 7.5 hours/day (excluding lunch).

Board Approved - 5/16/17

**Harrisonburg City Public Schools
2017-2018
Clerical**

Step	Salary
0	\$22,260
1	\$22,481
2	\$22,703
3	\$22,926
4	\$23,147
5	\$23,372
6	\$23,599
7	\$23,825
8	\$24,053
9	\$24,220
10	\$24,325
11	\$24,784
12	\$25,339
13	\$25,890
14	\$26,425
15	\$26,981
16	\$27,536
17	\$28,067
18	\$28,730
19	\$29,589
20	\$30,531
21	\$31,497
22	\$32,464
23	\$33,431
24	\$34,373
25	\$35,338
26	\$36,305
27	\$37,246
28	\$38,211
29	\$39,372
30	\$40,531
31	\$41,690
32	\$42,875
33	\$44,033
34	\$46,884

Scale is for clerical personnel.

Fringe benefits: In addition to the salary, the Harrisonburg School Board pays approximately 30% of the salary in employee benefits for health insurance, life insurance, social security, worker's compensation, liability insurance, and retirement.

Salary scale is used for initial placement only.

Salary scale is for 12 months of employment and based upon 7.5 hours/day (excluding lunch).

Board Approved - 5/16/17

**Harrisonburg City Public Schools
2017-2018
Custodial**

Step	Salary
0	\$19,570
1	\$19,766
2	\$19,962
3	\$20,158
4	\$20,357
5	\$20,561
6	\$20,765
7	\$20,985
8	\$21,171
9	\$21,437
10	\$21,542
11	\$21,937
12	\$22,439
13	\$22,939
14	\$23,438
15	\$23,940
16	\$24,440
17	\$24,939
18	\$25,441
19	\$25,941
20	\$26,566
21	\$27,190
22	\$27,816
23	\$28,442
24	\$29,506
25	\$30,568
26	\$31,631
27	\$32,694
28	\$33,758
29	\$34,821
30	\$36,159
31	\$37,496
32	\$38,834
33	\$40,174
34	\$42,484

An additional \$1,058 will be provided to the head custodian.

Fringe benefits: In addition to the salary, the Harrisonburg School Board pays approximately 25% of the salary in employee benefits for health insurance, life insurance, social security, worker's compensation, liability insurance, and retirement.

Salary scale is used for initial placement only.

Salary scale is for 12 months of employment and based upon 8 hours/day (excluding lunch).

Board Approved - 5/16/17

**Harrisonburg City Public Schools
2017-2018
HVAC Technician**

Step	Salary
0	\$36,450
1	\$36,813
2	\$37,177
3	\$37,541
4	\$37,916
5	\$38,299
6	\$38,681
7	\$39,063
8	\$39,444
9	\$39,796
10	\$39,901
11	\$40,726
12	\$41,653
13	\$42,583
14	\$43,510
15	\$44,440
16	\$45,370
17	\$46,296
18	\$47,227
19	\$48,154
20	\$49,315
21	\$50,476
22	\$51,638
23	\$52,798
24	\$54,771
25	\$58,478

Supplements may be added for specialized/certified skills such as electrician (at discretion of superintendent).

Fringe benefits: In addition to the salary, the Harrisonburg School Board pays approximately 25% of the salary in employee benefits for health insurance, life insurance, social security, worker's compensation, liability insurance, and retirement.

Salary scale is used for initial placement only.

Salary scale is for 12 months of employment and based upon 8 hours/day (excluding lunch).

Board Approved - 5/16/17

**Harrisonburg City Public Schools
2017-2018
Maintenance**

Step	Salary
0	\$23,360
1	\$23,590
2	\$23,823
3	\$24,057
4	\$24,292
5	\$24,533
6	\$24,773
7	\$25,013
8	\$25,254
9	\$25,510
10	\$25,615
11	\$26,106
12	\$26,702
13	\$27,295
14	\$27,892
15	\$28,488
16	\$29,082
17	\$29,678
18	\$30,273
19	\$30,868
20	\$31,613
21	\$32,357
22	\$33,101
23	\$33,845
24	\$35,110
25	\$36,375
26	\$37,641
27	\$38,905
28	\$40,172
29	\$41,435
30	\$43,029
31	\$44,621
32	\$46,212
33	\$47,806
34	\$50,555

Supplements may be added for specialized/certified skills such as electrician (at discretion of superintendent).

Fringe benefits: In addition to the salary, the Harrisonburg School Board pays approximately 25% of the salary in employee benefits for health insurance, life insurance, social security, worker's compensation, liability insurance, and retirement.

Salary scale is used for initial placement only.

Salary scale is for 12 months of employment based upon 8 hours/day (excluding lunch).

Board Approved - 5/16/17

**Harrisonburg City Public Schools
2017-2018
Nurse - LPN**

Step	Salary
0	\$26,810
1	\$27,073
2	\$27,341
3	\$27,609
4	\$27,880
5	\$28,155
6	\$28,431
7	\$28,707
8	\$28,983
9	\$29,246
10	\$29,352
11	\$29,614
12	\$29,980
13	\$30,347
14	\$30,713
15	\$31,032
16	\$31,447
17	\$31,814
18	\$32,182
19	\$32,547
20	\$32,914
21	\$33,281
22	\$33,648
23	\$34,014
24	\$34,382
25	\$34,748
26	\$35,299
27	\$35,849
28	\$36,398
29	\$36,950

Fringe benefits: In addition to the salary, the Harrisonburg School Board pays approximately 30% of the salary in employee benefits for health insurance, life insurance, social security, worker's compensation, liability insurance, and retirement.

Salary scale is used for initial placement only.

Salary scale is for 210 days of employment based upon 7 hours/day (excluding lunch). Contracts for more or less than 210 days shall be calculated by dividing the proper step amount by 210 and then multiplying by the number of work days in the contract.

Board Approved - 5/16/17

**Harrisonburg City Public Schools
2017-2018
Nurse - RN**

Step	Salary
0	\$43,980
1	\$44,417
2	\$44,857
3	\$45,296
4	\$45,755
5	\$46,222
6	\$46,688
7	\$47,157
8	\$47,623
9	\$47,945
10	\$48,050
11	\$48,546
12	\$49,147
13	\$49,748
14	\$50,350
15	\$50,951
16	\$51,552
17	\$52,153
18	\$52,754
19	\$53,357
20	\$53,958
21	\$54,559
22	\$55,160
23	\$55,761
24	\$56,362
25	\$56,964
26	\$57,866
27	\$58,768
28	\$59,670
29	\$60,572

Fringe benefits: In addition to the salary, the Harrisonburg School Board pays approximately 30% of the salary in employee benefits for health insurance, life insurance, social security, worker's compensation, liability insurance, and retirement.

Salary scale is used for initial placement only.

Salary scale is for 210 days of employment based upon 7 hours/day (excluding lunch). Contracts for more or less than 210 days shall be calculated by dividing the proper step amount by 210 and then multiplying by the number of work days in the contract.

Board Approved - 5/16/17

**Harrisonburg City Public Schools
2017-2018
Technology I**

Step	Salary
0	\$19,125
1	\$19,313
2	\$19,503
3	\$19,694
4	\$19,890
5	\$20,090
6	\$20,288
7	\$20,486
8	\$20,685
9	\$21,161
10	\$21,266
11	\$21,621
12	\$22,081
13	\$22,540
14	\$22,999
15	\$23,459
16	\$23,917
17	\$24,416
18	\$24,837
19	\$25,506
20	\$26,178
21	\$26,848
22	\$27,520
23	\$28,190
24	\$29,221
25	\$30,256
26	\$31,287
27	\$32,319
28	\$33,383
29	\$35,799

Scale is for 10-month elementary technology specialists.

Fringe benefits: In addition to the salary, the Harrisonburg School Board pays approximately 30% of the salary in employee benefits for health insurance, life insurance, social security, worker's compensation, liability insurance, and retirement.

Salary scale is used for initial placement only.

Salary scale is for 200 days of employment based upon 7 hours/day (excluding lunch). Contracts for more or less than 200 days shall be calculated by dividing the proper step amount by 200 and then multiplying by the number of work days in the contract.

Board Approved - 5/16/17

**Harrisonburg City Public Schools
2017-2018
Technology II**

Step	Salary
0	\$37,790
1	\$38,162
2	\$38,541
3	\$38,917
4	\$39,305
5	\$39,700
6	\$40,096
7	\$40,492
8	\$40,889
9	\$41,154
10	\$41,259
11	\$41,588
12	\$42,022
13	\$42,455
14	\$42,890
15	\$43,323
16	\$44,562
17	\$45,800
18	\$47,039
19	\$48,278
20	\$49,516
21	\$50,754
22	\$51,993
23	\$53,233
24	\$54,470
25	\$56,453
26	\$58,435
27	\$60,417
28	\$62,399
29	\$67,013

Scale is for division wide 12-month technology specialists, network administrator, computer resource technician and information technology manager.

Fringe benefits: In addition to the salary, the Harrisonburg School Board pays approximately 30% of the salary in employee benefits for health insurance, life insurance, social security, worker's compensation, liability insurance, and retirement.

Salary scale is used for initial placement only.

Salary scale is for 12 months of employment based upon 7.5 hours/day (excluding lunch).

Board Approved - 5/16/17

**Harrisonburg City Public Schools
2017-2018
School Nutrition Assistant**

Step	Salary
0	\$9,150
1	\$9,245
2	\$9,336
3	\$9,427
4	\$9,518
5	\$9,610
6	\$9,702
7	\$9,795
8	\$9,887
9	\$10,085
10	\$10,191
11	\$10,406
12	\$10,726
13	\$11,050
14	\$11,371
15	\$11,693
16	\$12,015
17	\$12,338
18	\$12,658
19	\$12,980
20	\$13,302
21	\$13,689
22	\$14,076
23	\$14,465
24	\$14,849
25	\$15,314

Salary scale is for full-time school nutrition assistants.

Fringe benefits: In addition to the salary, the Harrisonburg School Board pays approximately 25% of the salary in employee benefits for health insurance, life insurance, social security, worker's compensation, liability insurance, and retirement.

Salary scale is used for initial placement only.

Salary scale is for 180 days of employment; 5 1/2 hours per day. Contracts for more or less than 180 days shall be calculated by dividing the proper step amount by 180 and then multiplying by the number of work days in the contract.

Board Approved - 5/16/17

**Harrisonburg City Public Schools
2017-2018
School Nutrition Manager for School Under 600 Students**

Step	Salary
0	\$15,830
1	\$15,983
2	\$16,142
3	\$16,300
4	\$16,458
5	\$16,621
6	\$16,782
7	\$16,944
8	\$17,105
9	\$17,449
10	\$17,554
11	\$17,856
12	\$18,260
13	\$18,667
14	\$19,074
15	\$19,478
16	\$19,965
17	\$20,452
18	\$20,940
19	\$21,426
20	\$21,914
21	\$22,482
22	\$22,888
23	\$23,373
24	\$23,861
25	\$24,347
26	\$24,916
27	\$25,485
28	\$26,053
29	\$26,620
30	\$27,214

Fringe benefits: In addition to the salary, the Harrisonburg School Board pays approximately 25% of the salary in employee benefits for health insurance, life insurance, social security, worker's compensation, liability insurance, and retirement.

Salary scale is used for initial placement only.

Salary scale is for 180 days of employment (7 hours per day). Contracts for more or less than 180 days shall be calculated by dividing the proper step amount by 180 and then multiplying by the number of work days in the contract.

Board Approved - 5/16/17

**Harrisonburg City Public Schools
2017-2018
School Nutrition Manager for School with 600-1,000 Students**

Step	Salary
0	\$18,085
1	\$18,263
2	\$18,444
3	\$18,624
4	\$18,821
5	\$19,024
6	\$19,227
7	\$19,431
8	\$19,633
9	\$20,026
10	\$20,131
11	\$20,431
12	\$20,838
13	\$21,244
14	\$21,648
15	\$22,055
16	\$22,543
17	\$23,030
18	\$23,517
19	\$24,003
20	\$24,490
21	\$25,059
22	\$25,464
23	\$25,951
24	\$26,438
25	\$26,925
26	\$27,492
27	\$28,060
28	\$28,629
29	\$29,196

Fringe benefits: In addition to the salary, the Harrisonburg School Board pays approximately 25% of the salary in employee benefits for health insurance, life insurance, social security, worker's compensation, liability insurance, and retirement.

Salary scale is used for initial placement only.

Salary scale is for 180 days of employment; 7 hours per day. Contracts for more or less than 180 days shall be calculated by dividing the proper step amount by 180 and then multiplying by the number of work days in the contract.

Board Approved - 5/16/17

**Harrisonburg City Public Schools
2017-2018
School Nutrition Manager for School Over 1,000 Students**

Step	Salary
0	\$22,685
1	\$23,764
2	\$24,000
3	\$24,235
4	\$24,465
5	\$24,702
6	\$24,938
7	\$25,176
8	\$25,412
9	\$25,918
10	\$26,032
11	\$26,420
12	\$26,920
13	\$27,419
14	\$27,919
15	\$28,419
16	\$29,019
17	\$29,620
18	\$30,220
19	\$30,820
20	\$31,422
21	\$32,121
22	\$32,622
23	\$33,221
24	\$33,822
25	\$34,421
26	\$35,123
27	\$35,823
28	\$36,522
29	\$36,915

Scale is for school nutrition manager of combined school.

Fringe benefits: In addition to the salary, the Harrisonburg School Board pays approximately 25% of the salary in employee benefits for health insurance, life insurance, social security, worker's compensation, liability insurance, and retirement.

Salary scale is used for initial placement only.

Salary scale is for 180 days of employment; 8 hours per day. Contracts for more or less than 180 days shall be calculated by dividing the proper step amount by 180 and then multiplying by the number of work days in the contract.

Board Approved - 5/16/17