

AUGUSTA COUNTY PUBLIC SCHOOLS

SALARY SCALES *for Contracted Employees*

2019-2020

Teacher Pay Scales

Advanced Degree & Certification Supplements

Instructional & Athletic Supplements

Support Staff Pay Scales

Student Services

Behavior Analyst, Occupational & Physical Therapists

Administrative Pay Determination

P.O. BOX 960 VERONA, VA 24482

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that section of the document.*

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**AUGUSTA COUNTY SCHOOL BOARD
TEACHER PAY SCALE
2019-2020
(200-day contract)**

Yrs	Salary	Health Insur.	FICA	VRS (Retirement)	Group Life Insur.	Total Compensation Package
0	\$41,830	\$8,136	\$3,200	\$6,559	\$548	\$60,273
1	\$42,248	\$8,136	\$3,232	\$6,624	\$553	\$60,794
2	\$42,670	\$8,136	\$3,264	\$6,691	\$559	\$61,320
3	\$43,097	\$8,136	\$3,297	\$6,758	\$565	\$61,852
4	\$43,528	\$8,136	\$3,330	\$6,825	\$570	\$62,389
5	\$43,963	\$8,136	\$3,363	\$6,893	\$576	\$62,931
6	\$44,403	\$8,136	\$3,397	\$6,962	\$582	\$63,480
7	\$44,847	\$8,136	\$3,431	\$7,032	\$587	\$64,033
8	\$45,295	\$8,136	\$3,465	\$7,102	\$593	\$64,592
9	\$45,748	\$8,136	\$3,500	\$7,173	\$599	\$65,156
10	\$46,205	\$8,136	\$3,535	\$7,245	\$605	\$65,726
11	\$46,667	\$8,136	\$3,570	\$7,317	\$611	\$66,302
12	\$47,134	\$8,136	\$3,606	\$7,391	\$617	\$66,884
13	\$47,605	\$8,136	\$3,642	\$7,464	\$624	\$67,471
14	\$48,081	\$8,136	\$3,678	\$7,539	\$630	\$68,064
15	\$48,562	\$8,136	\$3,715	\$7,615	\$636	\$68,664
16	\$49,048	\$8,136	\$3,752	\$7,691	\$643	\$69,269
17	\$49,538	\$8,136	\$3,790	\$7,768	\$649	\$69,880
18	\$50,033	\$8,136	\$3,828	\$7,845	\$655	\$70,497
19	\$50,533	\$8,136	\$3,866	\$7,924	\$662	\$71,120
20	\$51,038	\$8,136	\$3,904	\$8,003	\$669	\$71,750
21	\$51,548	\$8,136	\$3,943	\$8,083	\$675	\$72,385
22	\$52,063	\$8,136	\$3,983	\$8,163	\$682	\$73,027
23	\$52,584	\$8,136	\$4,023	\$8,245	\$689	\$73,677
24	\$53,110	\$8,136	\$4,063	\$8,328	\$696	\$74,332
25	\$53,641	\$8,136	\$4,104	\$8,411	\$703	\$74,994
26	\$54,177	\$8,136	\$4,145	\$8,495	\$710	\$75,662
27	\$54,719	\$8,136	\$4,186	\$8,580	\$717	\$76,338
28	\$55,266	\$8,136	\$4,228	\$8,666	\$724	\$77,020
29	\$55,819	\$8,136	\$4,270	\$8,752	\$731	\$77,709
30	\$56,377	\$8,136	\$4,313	\$8,840	\$739	\$78,404
31	\$57,279	\$8,136	\$4,382	\$8,981	\$750	\$79,529
32	\$58,195	\$8,136	\$4,452	\$9,125	\$762	\$80,670
33	\$59,126	\$8,136	\$4,523	\$9,271	\$775	\$81,831
34	\$60,072	\$8,136	\$4,596	\$9,419	\$787	\$83,010
35	\$61,033	\$8,136	\$4,669	\$9,570	\$800	\$84,208
36	\$62,010	\$8,136	\$4,744	\$9,723	\$812	\$85,425
37	\$63,002	\$8,136	\$4,820	\$9,879	\$825	\$86,662
38	\$64,010	\$8,136	\$4,897	\$10,037	\$839	\$87,918
>38	\$65,034	\$8,136	\$4,975	\$10,197	\$852	\$89,194

Advanced Degree & Certification Supplements (based upon 200-day contract)

\$1,722	National Board Certification / Certificate Clinical Competence
\$3,132	Master's Supplement
\$4,698	Education Specialist Supplement
\$3,132	Doctorate's Supplement (addition to Master's Supplement)

Extra Block Supplements

1/2 Block	6.25% of Contracted Salary Amount
1 Block	12.50% of Contracted Salary Amount

**ADVANCED DEGREE & CERTIFICATION
SUPPLEMENTS
2019-2020**

Degree	Contract Length (days)	Supplement Amount
Master's	200	\$3,132
Master's	205	\$3,210
Master's	210	\$3,289
Master's	220	\$3,445
Master's	230	\$3,602
Master's	240	\$3,758
<hr/>		
Education Spec.	200	\$4,698
Education Spec. (<i>Master Required Position</i>)	200	\$1,566
Education Spec.	210	\$4,933
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Doctorate's	200	\$6,264
Doctorate's	205	\$6,421
Doctorate's	210	\$6,577
Doctorate's	220	\$6,890
Doctorate's	230	\$7,204
Doctorate's	240	\$7,517
Doctorate's	Admin - 200	\$3,132
Doctorate's	Admin - 220	\$3,445
Doctorate's	Admin - 260	\$4,072
<hr/>		
National Board Certification (NBC)	200	\$1,722
Certficate of Clinical Competence (CCC)	200	\$1,722
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Journeyman (Trades)	260	\$1,250
Master (Trades)	260	\$2,500

**SUPPLEMENT BUDGET SCHEDULE
2019-2020**

Supplement		Positions	Schools	2019-2020	
		Per School		Rate	Total
	National Board Certification from VA ¹			\$2,500	
ELEMENTARY	Elementary Asst Principal	1	5	\$849	\$4,245
	Grade Level Leader (1 to 2 teachers/grade level)	6	1	\$631	\$3,786
	Grade Level Leader (3 to 4 teachers/grade level)	6	7	\$690	\$28,980
	Grade Level Leader (5+ teachers/grade level)	6	4	\$746	\$17,904
	Gifted/Talented Sponsor	1	11	\$1,500	\$16,500
	S C A, Small School	1	4	\$459	\$1,836
	S C A, Large School	1	5	\$690	\$3,450
MIDDLE	Grade Level Leader - BMMS	6	1	\$746	\$4,476
	Grade Level Leader - SMS	6	1	\$746	\$4,476
	Grade Level Leader - SDMS	6	1	\$746	\$4,476
	Grade Level Leader - WMS	7	1	\$746	\$5,222
	Alternative Education - Teachers				\$10,000
	Gifted/Talented Sponsor	1	4	\$1,500	\$6,000
	S C A Sponsor	1	4	\$1,515	\$6,060
	Future Business Leaders of America ³	1	4	\$750	\$3,000
	Athletic Coordinator	1	4	\$2,963	\$11,852
	Boys / Girls Basketball Coaches	2	4	\$2,963	\$23,704
HIGH	Choral	1	5	\$3,839	\$19,195
	Alternative Education - Teacher				\$76,853
	Alternative Education - Special Education ²				\$3,000
	Teacher Assistance Team Chair	1	5	\$1,685	\$8,425
	Section 504 Coordinator	1	5	\$703	\$3,515
	Vocational: Young Farmers ³	2	5	\$2,064	\$20,640
	Future Business Leaders of America ³	1	5	\$1,500	\$7,500
	Gifted/Talented Sponsor	1	5	\$1,500	\$7,500
	S C A Sponsor	1	5	\$1,515	\$7,575
	Forensics, Head ^{3,4}	1	5	\$307	\$1,535
	Forensics, Events ⁴	11	5	\$160	\$8,800
	Academic Team	11	5	\$1,500	\$7,500
	Dramatic Play	1	5	\$1,824	\$9,120
	One Act Play ³	1	5	\$800	\$4,000
	Musical: Director	1	5	\$2,500	\$12,500
	Musical: Vocal Director	1	5	\$1,400	\$7,000
	Musical: Orchestra Director	1	5	\$700	\$3,500
Debate	1	5	\$912	\$4,560	
HIGH	Cheerleader, Football	1	5	\$1,661	\$8,305
	Cheerleader, Girls Bsktbl	1	5	\$1,661	\$8,305
	Cheerleader, Boys Bsktbl	1	5	\$1,661	\$8,305
	Cheerleader, Competition	1	5	\$2,963	\$14,815
	Football, Head	1	5	\$5,325	\$26,625
	Football, Asst.	5	5	\$2,963	\$74,075
	Basketball, Head	2	5	\$4,732	\$47,320
	Basketball, Asst.	2	5	\$2,963	\$29,630
	Basketball, JV	2	5	\$2,963	\$29,630
	Volleyball, Head	1	5	\$4,732	\$23,660
	Volleyball, Assistant	1	5	\$2,963	\$14,815
	Volleyball, JV	1	5	\$2,963	\$14,815
	Cross Country	2	5	\$2,963	\$29,630
	Track, Indoor	1	5	\$1,661	\$8,305
	Track, Head	2	5	\$4,732	\$47,320
	Track, JV	2	5	\$1,661	\$16,610
	Softball, Head	1	5	\$4,732	\$23,660
	Softball, JV & Asst.	2	5	\$2,963	\$29,630
	Baseball, Head	1	5	\$4,732	\$23,660
	Baseball, JV & Asst.	2	5	\$2,963	\$29,630
	Tennis	2	5	\$2,963	\$29,630
	Golf	1	5	\$2,963	\$14,815
	Wrestling, Head	1	5	\$4,732	\$23,660
	Wrestling, Asst.	1	5	\$2,963	\$14,815
	Soccer, Head - Male	1	5	\$4,732	\$23,660
	Soccer, Head - Female	1	5	\$4,732	\$23,660
	Soccer, JV - Male	1	5	\$2,963	\$14,815
	Soccer, JV - Female	1	5	\$2,963	\$14,815
	Swim, Head	1	1	\$2,963	\$2,963
	Swim, Assistant	1	1	\$1,661	\$1,661
	Saturday School		3	\$1,500	\$4,500
	Athletic Director Supplement	1	2	\$9,356	\$18,712

¹ National Board Certification supplement is contingent upon funding from the State of Virginia

² Alternative Education - Special Education supplement schedule / allocation to be determined by the Director of Pupil Services

³ Instructional Supervisor will outline expectations and approve stipends

⁴ Forensics - Stipend amounts will be paid in May upon verification of participation

Athletic supplements are based upon step 6 of the Coaching Supplement Schedule - see schedule for steps 1 - 5

COACHING SALARY SUPPLEMENT SCHEDULE 2019-2020

Step	Classification			
	I	II	III	IV
1	\$4,573	\$4,063	\$2,544	\$1,427
2	\$4,779	\$4,246	\$2,659	\$1,491
3	\$4,970	\$4,416	\$2,765	\$1,550
4	\$5,069	\$4,504	\$2,820	\$1,581
5	\$5,221	\$4,639	\$2,905	\$1,628
6	\$5,325	\$4,732	\$2,963	\$1,661
Sport	Football, Head	Basketball, Head	Football, Asst.	Track, JV
		Volleyball, Head	Basketball, Asst.	Track, Indoor
		Wrestling, Head	Basketball, JV	Cheerleader
		Softball, Head	Basketball, Middle	Swim, Asst.
		Baseball, Head	Volleyball, Asst.	
		Soccer, Head	Volleyball, JV	
		Track, Head	Cross Country	
			Softball, JV & Asst.	
			Baseball, JV & Asst.	
			Tennis	
			Wrestling, Asst.	
			Golf	
			Competition Cheer	
			Soccer, JV	
		Swim, Head		

SUPPORT STAFF PAY SCALES

2019-2020

(260 Day / 8 Hr per Day)

Step	Level - N1 Salary	Level - N2 Salary	Level - N3 Salary
A	\$17,461	\$20,431	\$23,253
B	\$17,985	\$21,043	\$23,950
C	\$18,524	\$21,674	\$24,669
D	\$19,080	\$22,324	\$25,409
E	\$19,652	\$22,994	\$26,172
F	\$20,242	\$23,683	\$26,957
G	\$20,849	\$24,394	\$27,766
H	\$21,266	\$24,881	\$28,320
I	\$21,336	\$24,963	\$28,384
J	\$21,400	\$25,038	\$28,433
K	\$21,550	\$25,214	\$28,632
L	\$21,981	\$25,718	\$29,291
M	\$22,508	\$26,335	\$30,022
N	\$23,296	\$27,256	\$31,043
O	\$23,878	\$27,938	\$31,819
P	\$24,476	\$28,636	\$32,647
Q	\$25,209	\$29,496	\$33,626
R	\$25,966	\$30,381	\$34,635
S	\$26,745	\$31,292	\$35,671
T	\$27,547	\$32,230	\$36,741
U	\$28,374	\$33,197	\$37,843
V	\$29,225	\$34,193	\$38,975
W	\$30,102	\$35,219	\$40,143
X	\$31,005	\$36,276	\$41,348
Y	\$31,935	\$37,364	\$42,588

Step	Level - N4 Salary	Level - N6 Salary	Level - N9 Salary
A	\$26,159	\$32,021	\$40,725
B	\$26,944	\$32,981	\$41,947
C	\$27,752	\$33,971	\$43,205
D	\$28,585	\$34,990	\$44,501
E	\$29,443	\$36,039	\$45,836
F	\$30,326	\$37,121	\$47,211
G	\$31,236	\$38,234	\$48,627
H	\$31,861	\$38,998	\$49,600
I	\$31,925	\$39,062	\$49,664
J	\$32,018	\$39,141	\$49,758
K	\$32,225	\$39,414	\$50,106
L	\$32,966	\$40,281	\$51,258
M	\$33,757	\$41,288	\$52,539
N	\$34,923	\$42,692	\$54,326
O	\$35,795	\$43,760	\$55,684
P	\$36,708	\$44,897	\$57,132
Q	\$37,810	\$46,244	\$58,846
R	\$38,943	\$47,627	\$60,611
S	\$40,112	\$49,055	\$62,430
T	\$41,315	\$50,527	\$64,303
U	\$42,554	\$52,043	\$66,232
V	\$43,831	\$53,604	\$68,218
W	\$45,190	\$55,213	\$70,265
X	\$46,546	\$56,869	\$72,373
Y	\$48,035	\$58,575	\$74,544

CLASSIFICATION		
Level - N1 Custodian Instructional Aide Secretary I	Level - N4 Account Clerk / Bookkeeper LPN Facilitator Secretary III	Level - N9 Accountant II Bldg/Grounds Mgr - VCTC Bus Route Coordinator Computer Technician Finance Mgr - VCTC Garage Coordinator Maintenance Foreman Nurse Coordinator
Level - N2 Head Custodian	Level - N6 Accountant I Adult Basic Educ. Instructor Family Services Assist. Maintenance Worker Mechanic Secretary to Supt. Student Data Base Technician Coordinator - Infant & Toddler Registered Nurse	
Level - N3 Clinic Aide Computer Aide Secretary II		

Scales represent a 260-day, 8-hour contract
Employees with different contract terms should reference the hourly amount to determine contract amount

**AUGUSTA COUNTY SCHOOL BOARD
SUPPORTING SCHEDULES FOR SUPPORT STAFF PAY SCALES
2019-2020**

N1: 8 Hrs.									
STEP	HOURLY	180 DAYS	183 DAYS	185 DAYS	200 DAYS	205 DAYS	210 DAYS	220 DAYS	260 DAYS
A	\$ 8.39	\$ 12,088	\$ 12,290	\$ 12,424	\$ 13,432	\$ 13,767	\$ 14,103	\$ 14,775	\$ 17,461
B	\$ 8.65	\$ 12,451	\$ 12,659	\$ 12,797	\$ 13,835	\$ 14,180	\$ 14,526	\$ 15,218	\$ 17,985
C	\$ 8.91	\$ 12,824	\$ 13,038	\$ 13,181	\$ 14,249	\$ 14,605	\$ 14,962	\$ 15,674	\$ 18,524
D	\$ 9.17	\$ 13,209	\$ 13,429	\$ 13,576	\$ 14,677	\$ 15,044	\$ 15,411	\$ 16,145	\$ 19,080
E	\$ 9.45	\$ 13,605	\$ 13,832	\$ 13,983	\$ 15,117	\$ 15,495	\$ 15,873	\$ 16,629	\$ 19,652
F	\$ 9.73	\$ 14,014	\$ 14,247	\$ 14,403	\$ 15,571	\$ 15,960	\$ 16,349	\$ 17,128	\$ 20,242
G	\$ 10.02	\$ 14,434	\$ 14,674	\$ 14,835	\$ 16,038	\$ 16,439	\$ 16,840	\$ 17,641	\$ 20,849
H	\$ 10.22	\$ 14,723	\$ 14,968	\$ 15,132	\$ 16,358	\$ 16,767	\$ 17,176	\$ 17,994	\$ 21,266
I	\$ 10.26	\$ 14,771	\$ 15,017	\$ 15,181	\$ 16,412	\$ 16,823	\$ 17,233	\$ 18,054	\$ 21,336
J	\$ 10.29	\$ 14,815	\$ 15,062	\$ 15,227	\$ 16,462	\$ 16,873	\$ 17,285	\$ 18,108	\$ 21,400
K	\$ 10.36	\$ 14,919	\$ 15,168	\$ 15,334	\$ 16,577	\$ 16,991	\$ 17,406	\$ 18,235	\$ 21,550
L	\$ 10.57	\$ 15,218	\$ 15,471	\$ 15,640	\$ 16,908	\$ 17,331	\$ 17,754	\$ 18,599	\$ 21,981
M	\$ 10.82	\$ 15,582	\$ 15,842	\$ 16,015	\$ 17,314	\$ 17,747	\$ 18,180	\$ 19,045	\$ 22,508
N	\$ 11.20	\$ 16,128	\$ 16,397	\$ 16,576	\$ 17,920	\$ 18,368	\$ 18,816	\$ 19,712	\$ 23,296
O	\$ 11.48	\$ 16,531	\$ 16,806	\$ 16,990	\$ 18,368	\$ 18,827	\$ 19,286	\$ 20,204	\$ 23,878
P	\$ 11.77	\$ 16,945	\$ 17,227	\$ 17,416	\$ 18,828	\$ 19,298	\$ 19,769	\$ 20,710	\$ 24,476
Q	\$ 12.12	\$ 17,452	\$ 17,743	\$ 17,937	\$ 19,392	\$ 19,876	\$ 20,361	\$ 21,331	\$ 25,209
R	\$ 12.48	\$ 17,976	\$ 18,276	\$ 18,476	\$ 19,974	\$ 20,473	\$ 20,973	\$ 21,971	\$ 25,966
S	\$ 12.86	\$ 18,516	\$ 18,824	\$ 19,030	\$ 20,573	\$ 21,087	\$ 21,602	\$ 22,630	\$ 26,745
T	\$ 13.24	\$ 19,071	\$ 19,389	\$ 19,601	\$ 21,190	\$ 21,720	\$ 22,250	\$ 23,309	\$ 27,547

N1: 7.5 Hrs.									
STEP	HOURLY	180 DAYS	183 DAYS	185 DAYS	200 DAYS	205 DAYS	210 DAYS	220 DAYS	260 DAYS
A	\$ 8.39	\$ 11,333	\$ 11,522	\$ 11,648	\$ 12,592	\$ 12,907	\$ 13,222	\$ 13,851	\$ 16,370
B	\$ 8.65	\$ 11,673	\$ 11,868	\$ 11,997	\$ 12,970	\$ 13,294	\$ 13,618	\$ 14,267	\$ 16,861
C	\$ 8.91	\$ 12,023	\$ 12,223	\$ 12,357	\$ 13,359	\$ 13,693	\$ 14,027	\$ 14,695	\$ 17,366
D	\$ 9.17	\$ 12,384	\$ 12,590	\$ 12,728	\$ 13,760	\$ 14,104	\$ 14,448	\$ 15,136	\$ 17,888
E	\$ 9.45	\$ 12,755	\$ 12,967	\$ 13,109	\$ 14,172	\$ 14,526	\$ 14,881	\$ 15,589	\$ 18,424
F	\$ 9.73	\$ 13,138	\$ 13,357	\$ 13,503	\$ 14,598	\$ 14,963	\$ 15,327	\$ 16,057	\$ 18,977
G	\$ 10.02	\$ 13,532	\$ 13,757	\$ 13,908	\$ 15,035	\$ 15,411	\$ 15,787	\$ 16,539	\$ 19,546
H	\$ 10.22	\$ 13,802	\$ 14,032	\$ 14,186	\$ 15,336	\$ 15,719	\$ 16,103	\$ 16,870	\$ 19,937
I	\$ 10.26	\$ 13,848	\$ 14,079	\$ 14,233	\$ 15,387	\$ 15,771	\$ 16,156	\$ 16,925	\$ 20,003
J	\$ 10.29	\$ 13,889	\$ 14,121	\$ 14,275	\$ 15,433	\$ 15,819	\$ 16,204	\$ 16,976	\$ 20,063
K	\$ 10.36	\$ 13,987	\$ 14,220	\$ 14,375	\$ 15,541	\$ 15,929	\$ 16,318	\$ 17,095	\$ 20,203
L	\$ 10.57	\$ 14,267	\$ 14,504	\$ 14,663	\$ 15,852	\$ 16,248	\$ 16,644	\$ 17,437	\$ 20,607
M	\$ 10.82	\$ 14,609	\$ 14,852	\$ 15,014	\$ 16,232	\$ 16,638	\$ 17,043	\$ 17,855	\$ 21,101
N	\$ 11.20	\$ 15,120	\$ 15,372	\$ 15,540	\$ 16,800	\$ 17,220	\$ 17,640	\$ 18,480	\$ 21,840
O	\$ 11.48	\$ 15,498	\$ 15,756	\$ 15,928	\$ 17,220	\$ 17,650	\$ 18,081	\$ 18,942	\$ 22,386
P	\$ 11.77	\$ 15,886	\$ 16,151	\$ 16,327	\$ 17,651	\$ 18,092	\$ 18,534	\$ 19,416	\$ 22,946
Q	\$ 12.12	\$ 16,362	\$ 16,634	\$ 16,816	\$ 18,180	\$ 18,634	\$ 19,089	\$ 19,998	\$ 23,633
R	\$ 12.48	\$ 16,853	\$ 17,134	\$ 17,321	\$ 18,725	\$ 19,194	\$ 19,662	\$ 20,598	\$ 24,343
S	\$ 12.86	\$ 17,359	\$ 17,648	\$ 17,841	\$ 19,287	\$ 19,769	\$ 20,252	\$ 21,216	\$ 25,073
T	\$ 13.24	\$ 17,879	\$ 18,177	\$ 18,376	\$ 19,866	\$ 20,362	\$ 20,859	\$ 21,852	\$ 25,825

**AUGUSTA COUNTY SCHOOL BOARD
SUPPORTING SCHEDULES FOR SUPPORT STAFF PAY SCALES
2019-2020**

N1: 7 Hrs.									
STEP	HOURLY	180 DAYS	183 DAYS	185 DAYS	200 DAYS	205 DAYS	210 DAYS	220 DAYS	260 DAYS
A	\$ 8.39	\$ 10,577	\$ 10,754	\$ 10,871	\$ 11,753	\$ 12,046	\$ 12,340	\$ 12,928	\$ 15,278
B	\$ 8.65	\$ 10,895	\$ 11,076	\$ 11,197	\$ 12,105	\$ 12,408	\$ 12,711	\$ 13,316	\$ 15,737
C	\$ 8.91	\$ 11,221	\$ 11,408	\$ 11,533	\$ 12,468	\$ 12,780	\$ 13,091	\$ 13,715	\$ 16,209
D	\$ 9.17	\$ 11,558	\$ 11,751	\$ 11,879	\$ 12,842	\$ 13,163	\$ 13,484	\$ 14,127	\$ 16,695
E	\$ 9.45	\$ 11,905	\$ 12,103	\$ 12,235	\$ 13,227	\$ 13,558	\$ 13,889	\$ 14,550	\$ 17,196
F	\$ 9.73	\$ 12,262	\$ 12,466	\$ 12,603	\$ 13,624	\$ 13,965	\$ 14,306	\$ 14,987	\$ 17,712
G	\$ 10.02	\$ 12,630	\$ 12,840	\$ 12,981	\$ 14,033	\$ 14,384	\$ 14,735	\$ 15,436	\$ 18,243
H	\$ 10.22	\$ 12,882	\$ 13,097	\$ 13,240	\$ 14,314	\$ 14,671	\$ 15,029	\$ 15,745	\$ 18,608
I	\$ 10.26	\$ 12,925	\$ 13,140	\$ 13,284	\$ 14,361	\$ 14,720	\$ 15,079	\$ 15,797	\$ 18,669
J	\$ 10.29	\$ 12,963	\$ 13,180	\$ 13,324	\$ 14,404	\$ 14,764	\$ 15,124	\$ 15,844	\$ 18,725
K	\$ 10.36	\$ 13,054	\$ 13,272	\$ 13,417	\$ 14,505	\$ 14,867	\$ 15,230	\$ 15,955	\$ 18,856
L	\$ 10.57	\$ 13,315	\$ 13,537	\$ 13,685	\$ 14,795	\$ 15,165	\$ 15,535	\$ 16,274	\$ 19,233
M	\$ 10.82	\$ 13,635	\$ 13,862	\$ 14,013	\$ 15,150	\$ 15,528	\$ 15,907	\$ 16,665	\$ 19,695
N	\$ 11.20	\$ 14,112	\$ 14,347	\$ 14,504	\$ 15,680	\$ 16,072	\$ 16,464	\$ 17,248	\$ 20,384
O	\$ 11.48	\$ 14,465	\$ 14,706	\$ 14,866	\$ 16,072	\$ 16,474	\$ 16,875	\$ 17,679	\$ 20,893
P	\$ 11.77	\$ 14,827	\$ 15,074	\$ 15,239	\$ 16,474	\$ 16,886	\$ 17,298	\$ 18,122	\$ 21,417
Q	\$ 12.12	\$ 15,271	\$ 15,525	\$ 15,695	\$ 16,968	\$ 17,392	\$ 17,816	\$ 18,664	\$ 22,058
R	\$ 12.48	\$ 15,729	\$ 15,992	\$ 16,166	\$ 17,477	\$ 17,914	\$ 18,351	\$ 19,225	\$ 22,720
S	\$ 12.86	\$ 16,201	\$ 16,471	\$ 16,651	\$ 18,001	\$ 18,451	\$ 18,902	\$ 19,802	\$ 23,402
T	\$ 13.24	\$ 16,687	\$ 16,965	\$ 17,151	\$ 18,541	\$ 19,005	\$ 19,468	\$ 20,395	\$ 24,104

N2: 8 Hrs.						
STEP	HOURLY	200 DAYS	205 DAYS	210 DAYS	220 DAYS	260 DAYS
A	\$ 9.82	\$ 15,716	\$ 16,109	\$ 16,502	\$ 17,288	\$ 20,431
B	\$ 10.12	\$ 16,187	\$ 16,592	\$ 16,996	\$ 17,806	\$ 21,043
C	\$ 10.42	\$ 16,672	\$ 17,089	\$ 17,506	\$ 18,340	\$ 21,674
D	\$ 10.73	\$ 17,172	\$ 17,602	\$ 18,031	\$ 18,890	\$ 22,324
E	\$ 11.05	\$ 17,688	\$ 18,130	\$ 18,572	\$ 19,456	\$ 22,994
F	\$ 11.39	\$ 18,218	\$ 18,673	\$ 19,129	\$ 20,039	\$ 23,683
G	\$ 11.73	\$ 18,765	\$ 19,234	\$ 19,703	\$ 20,641	\$ 24,394
H	\$ 11.96	\$ 19,139	\$ 19,618	\$ 20,096	\$ 21,053	\$ 24,881
I	\$ 12.00	\$ 19,202	\$ 19,682	\$ 20,162	\$ 21,123	\$ 24,963
J	\$ 12.04	\$ 19,260	\$ 19,742	\$ 20,223	\$ 21,186	\$ 25,038
K	\$ 12.12	\$ 19,395	\$ 19,880	\$ 20,365	\$ 21,335	\$ 25,214
L	\$ 12.36	\$ 19,783	\$ 20,278	\$ 20,772	\$ 21,761	\$ 25,718
M	\$ 12.66	\$ 20,258	\$ 20,764	\$ 21,271	\$ 22,283	\$ 26,335
N	\$ 13.10	\$ 20,966	\$ 21,490	\$ 22,014	\$ 23,063	\$ 27,256
O	\$ 13.43	\$ 21,491	\$ 22,028	\$ 22,565	\$ 23,640	\$ 27,938
P	\$ 13.77	\$ 22,028	\$ 22,578	\$ 23,129	\$ 24,230	\$ 28,636
Q	\$ 14.18	\$ 22,689	\$ 23,256	\$ 23,824	\$ 24,958	\$ 29,496
R	\$ 14.61	\$ 23,370	\$ 23,954	\$ 24,539	\$ 25,707	\$ 30,381
S	\$ 15.04	\$ 24,071	\$ 24,673	\$ 25,274	\$ 26,478	\$ 31,292
T	\$ 15.50	\$ 24,792	\$ 25,412	\$ 26,032	\$ 27,272	\$ 32,230

**AUGUSTA COUNTY SCHOOL BOARD
SUPPORTING SCHEDULES FOR SUPPORT STAFF PAY SCALES
2019-2020**

N3: 8 Hrs.									
STEP	HOURLY	180 DAYS	183 DAYS	185 DAYS	200 DAYS	205 DAYS	210 DAYS	220 DAYS	260 DAYS
A	\$ 11.18	\$ 16,098	\$ 16,367	\$ 16,545	\$ 17,887	\$ 18,334	\$ 18,781	\$ 19,676	\$ 23,253
B	\$ 11.51	\$ 16,581	\$ 16,857	\$ 17,041	\$ 18,423	\$ 18,884	\$ 19,344	\$ 20,265	\$ 23,950
C	\$ 11.86	\$ 17,079	\$ 17,363	\$ 17,553	\$ 18,976	\$ 19,451	\$ 19,925	\$ 20,874	\$ 24,669
D	\$ 12.22	\$ 17,591	\$ 17,884	\$ 18,079	\$ 19,545	\$ 20,034	\$ 20,523	\$ 21,500	\$ 25,409
E	\$ 12.58	\$ 18,119	\$ 18,421	\$ 18,622	\$ 20,132	\$ 20,636	\$ 21,139	\$ 22,146	\$ 26,172
F	\$ 12.96	\$ 18,663	\$ 18,974	\$ 19,181	\$ 20,736	\$ 21,255	\$ 21,773	\$ 22,810	\$ 26,957
G	\$ 13.35	\$ 19,223	\$ 19,543	\$ 19,757	\$ 21,358	\$ 21,892	\$ 22,426	\$ 23,494	\$ 27,766
H	\$ 13.62	\$ 19,606	\$ 19,933	\$ 20,151	\$ 21,785	\$ 22,329	\$ 22,874	\$ 23,963	\$ 28,320
I	\$ 13.65	\$ 19,650	\$ 19,978	\$ 20,196	\$ 21,834	\$ 22,380	\$ 22,926	\$ 24,017	\$ 28,384
J	\$ 13.67	\$ 19,684	\$ 20,012	\$ 20,231	\$ 21,872	\$ 22,418	\$ 22,965	\$ 24,059	\$ 28,433
K	\$ 13.77	\$ 19,822	\$ 20,153	\$ 20,373	\$ 22,025	\$ 22,575	\$ 23,126	\$ 24,227	\$ 28,632
L	\$ 14.08	\$ 20,278	\$ 20,616	\$ 20,842	\$ 22,532	\$ 23,095	\$ 23,658	\$ 24,785	\$ 29,291
M	\$ 14.43	\$ 20,784	\$ 21,131	\$ 21,362	\$ 23,094	\$ 23,671	\$ 24,249	\$ 25,403	\$ 30,022
N	\$ 14.92	\$ 21,491	\$ 21,849	\$ 22,088	\$ 23,879	\$ 24,476	\$ 25,073	\$ 26,267	\$ 31,043
O	\$ 15.30	\$ 22,029	\$ 22,396	\$ 22,640	\$ 24,476	\$ 25,088	\$ 25,700	\$ 26,924	\$ 31,819
P	\$ 15.70	\$ 22,602	\$ 22,978	\$ 23,230	\$ 25,113	\$ 25,741	\$ 26,369	\$ 27,624	\$ 32,647
Q	\$ 16.17	\$ 23,280	\$ 23,668	\$ 23,926	\$ 25,866	\$ 26,513	\$ 27,159	\$ 28,453	\$ 33,626
R	\$ 16.65	\$ 23,978	\$ 24,378	\$ 24,644	\$ 26,642	\$ 27,308	\$ 27,974	\$ 29,307	\$ 34,635
S	\$ 17.15	\$ 24,695	\$ 25,107	\$ 25,381	\$ 27,439	\$ 28,125	\$ 28,811	\$ 30,183	\$ 35,671
T	\$ 17.66	\$ 25,436	\$ 25,860	\$ 26,143	\$ 28,262	\$ 28,969	\$ 29,675	\$ 31,089	\$ 36,741

N3: 7.5 Hrs.									
STEP	HOURLY	180 DAYS	183 DAYS	185 DAYS	200 DAYS	205 DAYS	210 DAYS	220 DAYS	260 DAYS
A	\$ 11.18	\$ 15,092	\$ 15,344	\$ 15,511	\$ 16,769	\$ 17,188	\$ 17,607	\$ 18,446	\$ 21,800
B	\$ 11.51	\$ 15,544	\$ 15,804	\$ 15,976	\$ 17,272	\$ 17,703	\$ 18,135	\$ 18,999	\$ 22,453
C	\$ 11.86	\$ 16,011	\$ 16,278	\$ 16,456	\$ 17,790	\$ 18,235	\$ 18,680	\$ 19,569	\$ 23,127
D	\$ 12.22	\$ 16,491	\$ 16,766	\$ 16,950	\$ 18,324	\$ 18,782	\$ 19,240	\$ 20,156	\$ 23,821
E	\$ 12.58	\$ 16,987	\$ 17,270	\$ 17,458	\$ 18,874	\$ 19,346	\$ 19,818	\$ 20,761	\$ 24,536
F	\$ 12.96	\$ 17,496	\$ 17,788	\$ 17,982	\$ 19,440	\$ 19,926	\$ 20,412	\$ 21,384	\$ 25,272
G	\$ 13.35	\$ 18,021	\$ 18,322	\$ 18,522	\$ 20,024	\$ 20,524	\$ 21,025	\$ 22,026	\$ 26,031
H	\$ 13.62	\$ 18,381	\$ 18,687	\$ 18,891	\$ 20,423	\$ 20,934	\$ 21,444	\$ 22,465	\$ 26,550
I	\$ 13.65	\$ 18,422	\$ 18,729	\$ 18,934	\$ 20,469	\$ 20,981	\$ 21,493	\$ 22,516	\$ 26,610
J	\$ 13.67	\$ 18,454	\$ 18,762	\$ 18,967	\$ 20,505	\$ 21,017	\$ 21,530	\$ 22,555	\$ 26,656
K	\$ 13.77	\$ 18,583	\$ 18,893	\$ 19,099	\$ 20,648	\$ 21,164	\$ 21,680	\$ 22,713	\$ 26,843
L	\$ 14.08	\$ 19,011	\$ 19,328	\$ 19,539	\$ 21,123	\$ 21,651	\$ 22,179	\$ 23,236	\$ 27,460
M	\$ 14.43	\$ 19,485	\$ 19,810	\$ 20,027	\$ 21,650	\$ 22,192	\$ 22,733	\$ 23,816	\$ 28,146
N	\$ 14.92	\$ 20,148	\$ 20,484	\$ 20,708	\$ 22,387	\$ 22,946	\$ 23,506	\$ 24,625	\$ 29,103
O	\$ 15.30	\$ 20,652	\$ 20,996	\$ 21,225	\$ 22,946	\$ 23,520	\$ 24,094	\$ 25,241	\$ 29,830
P	\$ 15.70	\$ 21,189	\$ 21,542	\$ 21,778	\$ 23,544	\$ 24,132	\$ 24,721	\$ 25,898	\$ 30,607
Q	\$ 16.17	\$ 21,825	\$ 22,188	\$ 22,431	\$ 24,250	\$ 24,856	\$ 25,462	\$ 26,674	\$ 31,524
R	\$ 16.65	\$ 22,479	\$ 22,854	\$ 23,104	\$ 24,977	\$ 25,602	\$ 26,226	\$ 27,475	\$ 32,470
S	\$ 17.15	\$ 23,152	\$ 23,538	\$ 23,795	\$ 25,724	\$ 26,367	\$ 27,010	\$ 28,297	\$ 33,442
T	\$ 17.66	\$ 23,846	\$ 24,244	\$ 24,509	\$ 26,496	\$ 27,158	\$ 27,821	\$ 29,146	\$ 34,445

**AUGUSTA COUNTY SCHOOL BOARD
SUPPORTING SCHEDULES FOR SUPPORT STAFF PAY SCALES
2019-2020**

N3: 7 Hrs.									
STEP	HOURLY	180 DAYS	183 DAYS	185 DAYS	200 DAYS	205 DAYS	210 DAYS	220 DAYS	260 DAYS
A	\$ 11.18	\$ 14,086	\$ 14,321	\$ 14,477	\$ 15,651	\$ 16,042	\$ 16,434	\$ 17,216	\$ 20,346
B	\$ 11.51	\$ 14,508	\$ 14,750	\$ 14,911	\$ 16,120	\$ 16,523	\$ 16,926	\$ 17,732	\$ 20,956
C	\$ 11.86	\$ 14,944	\$ 15,193	\$ 15,359	\$ 16,604	\$ 17,019	\$ 17,434	\$ 18,265	\$ 21,585
D	\$ 12.22	\$ 15,392	\$ 15,649	\$ 15,820	\$ 17,102	\$ 17,530	\$ 17,957	\$ 18,812	\$ 22,233
E	\$ 12.58	\$ 15,854	\$ 16,118	\$ 16,295	\$ 17,616	\$ 18,056	\$ 18,497	\$ 19,377	\$ 22,901
F	\$ 12.96	\$ 16,330	\$ 16,602	\$ 16,783	\$ 18,144	\$ 18,598	\$ 19,051	\$ 19,959	\$ 23,587
G	\$ 13.35	\$ 16,820	\$ 17,100	\$ 17,287	\$ 18,689	\$ 19,156	\$ 19,623	\$ 20,558	\$ 24,295
H	\$ 13.62	\$ 17,155	\$ 17,441	\$ 17,632	\$ 19,062	\$ 19,538	\$ 20,015	\$ 20,968	\$ 24,780
I	\$ 13.65	\$ 17,194	\$ 17,481	\$ 17,672	\$ 19,105	\$ 19,582	\$ 20,060	\$ 21,015	\$ 24,836
J	\$ 13.67	\$ 17,224	\$ 17,511	\$ 17,702	\$ 19,138	\$ 19,616	\$ 20,094	\$ 21,051	\$ 24,879
K	\$ 13.77	\$ 17,344	\$ 17,633	\$ 17,826	\$ 19,272	\$ 19,753	\$ 20,235	\$ 21,199	\$ 25,053
L	\$ 14.08	\$ 17,744	\$ 18,039	\$ 18,236	\$ 19,715	\$ 20,208	\$ 20,701	\$ 21,687	\$ 25,630
M	\$ 14.43	\$ 18,186	\$ 18,490	\$ 18,692	\$ 20,207	\$ 20,712	\$ 21,217	\$ 22,228	\$ 26,269
N	\$ 14.92	\$ 18,805	\$ 19,118	\$ 19,327	\$ 20,894	\$ 21,417	\$ 21,939	\$ 22,984	\$ 27,163
O	\$ 15.30	\$ 19,275	\$ 19,596	\$ 19,810	\$ 21,417	\$ 21,952	\$ 22,487	\$ 23,558	\$ 27,842
P	\$ 15.70	\$ 19,777	\$ 20,106	\$ 20,326	\$ 21,974	\$ 22,523	\$ 23,073	\$ 24,171	\$ 28,566
Q	\$ 16.17	\$ 20,370	\$ 20,709	\$ 20,935	\$ 22,633	\$ 23,199	\$ 23,765	\$ 24,896	\$ 29,423
R	\$ 16.65	\$ 20,981	\$ 21,330	\$ 21,564	\$ 23,312	\$ 23,895	\$ 24,478	\$ 25,643	\$ 30,306
S	\$ 17.15	\$ 21,608	\$ 21,969	\$ 22,209	\$ 24,009	\$ 24,610	\$ 25,210	\$ 26,410	\$ 31,212
T	\$ 17.66	\$ 22,257	\$ 22,628	\$ 22,875	\$ 24,730	\$ 25,348	\$ 25,966	\$ 27,202	\$ 32,148

N4: 8 Hrs.						
STEP	HOURLY	200 DAYS	205 DAYS	210 DAYS	220 DAYS	260 DAYS
A	\$ 12.58	\$ 20,122	\$ 20,625	\$ 21,128	\$ 22,135	\$ 26,159
B	\$ 12.95	\$ 20,726	\$ 21,244	\$ 21,762	\$ 22,799	\$ 26,944
C	\$ 13.34	\$ 21,348	\$ 21,881	\$ 22,415	\$ 23,482	\$ 27,752
D	\$ 13.74	\$ 21,988	\$ 22,538	\$ 23,088	\$ 24,187	\$ 28,585
E	\$ 14.16	\$ 22,648	\$ 23,215	\$ 23,781	\$ 24,913	\$ 29,443
F	\$ 14.58	\$ 23,328	\$ 23,911	\$ 24,494	\$ 25,660	\$ 30,326
G	\$ 15.02	\$ 24,028	\$ 24,628	\$ 25,229	\$ 26,430	\$ 31,236
H	\$ 15.32	\$ 24,508	\$ 25,121	\$ 25,734	\$ 26,959	\$ 31,861
I	\$ 15.35	\$ 24,558	\$ 25,172	\$ 25,786	\$ 27,013	\$ 31,925
J	\$ 15.39	\$ 24,629	\$ 25,245	\$ 25,861	\$ 27,092	\$ 32,018
K	\$ 15.49	\$ 24,788	\$ 25,408	\$ 26,028	\$ 27,267	\$ 32,225
L	\$ 15.85	\$ 25,358	\$ 25,992	\$ 26,626	\$ 27,894	\$ 32,966
M	\$ 16.23	\$ 25,967	\$ 26,616	\$ 27,265	\$ 28,564	\$ 33,757
N	\$ 16.79	\$ 26,864	\$ 27,535	\$ 28,207	\$ 29,550	\$ 34,923
O	\$ 17.21	\$ 27,535	\$ 28,223	\$ 28,911	\$ 30,288	\$ 35,795
P	\$ 17.65	\$ 28,237	\$ 28,943	\$ 29,649	\$ 31,061	\$ 36,708
Q	\$ 18.18	\$ 29,085	\$ 29,812	\$ 30,539	\$ 31,993	\$ 37,810
R	\$ 18.72	\$ 29,956	\$ 30,705	\$ 31,454	\$ 32,952	\$ 38,943
S	\$ 19.28	\$ 30,855	\$ 31,627	\$ 32,398	\$ 33,941	\$ 40,112
T	\$ 19.86	\$ 31,781	\$ 32,575	\$ 33,370	\$ 34,959	\$ 41,315

**AUGUSTA COUNTY SCHOOL BOARD
SUPPORTING SCHEDULES FOR SUPPORT STAFF PAY SCALES
2019-2020**

N4: 7.5 Hrs.							
STEP	HOURLY	185 DAYS	200 DAYS	205 DAYS	210 DAYS	220 DAYS	260 DAYS
A	\$ 12.58	\$ 17,450	\$ 18,865	\$ 19,336	\$ 19,808	\$ 20,751	\$ 24,524
B	\$ 12.95	\$ 17,973	\$ 19,431	\$ 19,917	\$ 20,402	\$ 21,374	\$ 25,260
C	\$ 13.34	\$ 18,512	\$ 20,013	\$ 20,514	\$ 21,014	\$ 22,015	\$ 26,018
D	\$ 13.74	\$ 19,068	\$ 20,614	\$ 21,130	\$ 21,645	\$ 22,676	\$ 26,798
E	\$ 14.16	\$ 19,640	\$ 21,233	\$ 21,764	\$ 22,295	\$ 23,356	\$ 27,603
F	\$ 14.58	\$ 20,229	\$ 21,870	\$ 22,416	\$ 22,963	\$ 24,057	\$ 28,431
G	\$ 15.02	\$ 20,837	\$ 22,526	\$ 23,089	\$ 23,652	\$ 24,779	\$ 29,284
H	\$ 15.32	\$ 21,253	\$ 22,977	\$ 23,551	\$ 24,126	\$ 25,274	\$ 29,870
I	\$ 15.35	\$ 21,296	\$ 23,023	\$ 23,598	\$ 24,174	\$ 25,325	\$ 29,930
J	\$ 15.39	\$ 21,358	\$ 23,090	\$ 23,667	\$ 24,244	\$ 25,399	\$ 30,017
K	\$ 15.49	\$ 21,496	\$ 23,239	\$ 23,820	\$ 24,401	\$ 25,563	\$ 30,211
L	\$ 15.85	\$ 21,991	\$ 23,774	\$ 24,368	\$ 24,962	\$ 26,151	\$ 30,906
M	\$ 16.23	\$ 22,518	\$ 24,344	\$ 24,953	\$ 25,561	\$ 26,778	\$ 31,647
N	\$ 16.79	\$ 23,296	\$ 25,185	\$ 25,814	\$ 26,444	\$ 27,703	\$ 32,740
O	\$ 17.21	\$ 23,878	\$ 25,814	\$ 26,459	\$ 27,104	\$ 28,395	\$ 33,558
P	\$ 17.65	\$ 24,487	\$ 26,472	\$ 27,134	\$ 27,796	\$ 29,119	\$ 34,414
Q	\$ 18.18	\$ 25,222	\$ 27,267	\$ 27,948	\$ 28,630	\$ 29,994	\$ 35,447
R	\$ 18.72	\$ 25,978	\$ 28,084	\$ 28,786	\$ 29,488	\$ 30,892	\$ 36,509
S	\$ 19.28	\$ 26,757	\$ 28,927	\$ 29,650	\$ 30,373	\$ 31,820	\$ 37,605
T	\$ 19.86	\$ 27,560	\$ 29,794	\$ 30,539	\$ 31,284	\$ 32,774	\$ 38,733

N4: 7 Hrs.							
STEP	HOURLY	185 DAYS	200 DAYS	205 DAYS	210 DAYS	220 DAYS	260 DAYS
A	\$ 12.58	\$ 16,286	\$ 17,607	\$ 18,047	\$ 18,487	\$ 19,368	\$ 22,889
B	\$ 12.95	\$ 16,775	\$ 18,135	\$ 18,589	\$ 19,042	\$ 19,949	\$ 23,576
C	\$ 13.34	\$ 17,278	\$ 18,679	\$ 19,146	\$ 19,613	\$ 20,547	\$ 24,283
D	\$ 13.74	\$ 17,797	\$ 19,240	\$ 19,721	\$ 20,202	\$ 21,164	\$ 25,012
E	\$ 14.16	\$ 18,331	\$ 19,817	\$ 20,313	\$ 20,808	\$ 21,799	\$ 25,763
F	\$ 14.58	\$ 18,881	\$ 20,412	\$ 20,922	\$ 21,432	\$ 22,453	\$ 26,535
G	\$ 15.02	\$ 19,447	\$ 21,024	\$ 21,550	\$ 22,075	\$ 23,127	\$ 27,332
H	\$ 15.32	\$ 19,837	\$ 21,445	\$ 21,981	\$ 22,517	\$ 23,589	\$ 27,878
I	\$ 15.35	\$ 19,876	\$ 21,488	\$ 22,025	\$ 22,562	\$ 23,637	\$ 27,934
J	\$ 15.39	\$ 19,934	\$ 21,551	\$ 22,089	\$ 22,628	\$ 23,706	\$ 28,016
K	\$ 15.49	\$ 20,063	\$ 21,690	\$ 22,232	\$ 22,774	\$ 23,859	\$ 28,197
L	\$ 15.85	\$ 20,525	\$ 22,189	\$ 22,743	\$ 23,298	\$ 24,408	\$ 28,845
M	\$ 16.23	\$ 21,017	\$ 22,721	\$ 23,289	\$ 23,857	\$ 24,993	\$ 29,537
N	\$ 16.79	\$ 21,743	\$ 23,506	\$ 24,094	\$ 24,681	\$ 25,856	\$ 30,558
O	\$ 17.21	\$ 22,286	\$ 24,093	\$ 24,695	\$ 25,297	\$ 26,502	\$ 31,321
P	\$ 17.65	\$ 22,854	\$ 24,707	\$ 25,325	\$ 25,943	\$ 27,178	\$ 32,120
Q	\$ 18.18	\$ 23,540	\$ 25,449	\$ 26,085	\$ 26,721	\$ 27,994	\$ 33,084
R	\$ 18.72	\$ 24,246	\$ 26,212	\$ 26,867	\$ 27,522	\$ 28,833	\$ 34,075
S	\$ 19.28	\$ 24,974	\$ 26,998	\$ 27,673	\$ 28,348	\$ 29,698	\$ 35,098
T	\$ 19.86	\$ 25,723	\$ 27,808	\$ 28,503	\$ 29,199	\$ 30,589	\$ 36,151

**AUGUSTA COUNTY SCHOOL BOARD
SUPPORTING SCHEDULES FOR SUPPORT STAFF PAY SCALES
2019-2020**

N6: 8 Hrs.						
STEP	HOURLY	200 DAYS	205 DAYS	210 DAYS	220 DAYS	260 DAYS
A	\$ 15.39	\$ 24,632	\$ 25,247	\$ 25,863	\$ 27,095	\$ 32,021
B	\$ 15.86	\$ 25,370	\$ 26,004	\$ 26,639	\$ 27,907	\$ 32,981
C	\$ 16.33	\$ 26,132	\$ 26,785	\$ 27,438	\$ 28,745	\$ 33,971
D	\$ 16.82	\$ 26,915	\$ 27,588	\$ 28,261	\$ 29,607	\$ 34,990
E	\$ 17.33	\$ 27,722	\$ 28,415	\$ 29,108	\$ 30,495	\$ 36,039
F	\$ 17.85	\$ 28,555	\$ 29,268	\$ 29,982	\$ 31,410	\$ 37,121
G	\$ 18.38	\$ 29,411	\$ 30,146	\$ 30,881	\$ 32,352	\$ 38,234
H	\$ 18.75	\$ 29,998	\$ 30,748	\$ 31,498	\$ 32,998	\$ 38,998
I	\$ 18.78	\$ 30,048	\$ 30,799	\$ 31,550	\$ 33,052	\$ 39,062
J	\$ 18.82	\$ 30,108	\$ 30,861	\$ 31,614	\$ 33,119	\$ 39,141
K	\$ 18.95	\$ 30,318	\$ 31,076	\$ 31,834	\$ 33,350	\$ 39,414
L	\$ 19.37	\$ 30,985	\$ 31,760	\$ 32,535	\$ 34,084	\$ 40,281
M	\$ 19.85	\$ 31,760	\$ 32,554	\$ 33,348	\$ 34,936	\$ 41,288
N	\$ 20.53	\$ 32,840	\$ 33,661	\$ 34,482	\$ 36,124	\$ 42,692
O	\$ 21.04	\$ 33,662	\$ 34,503	\$ 35,345	\$ 37,028	\$ 43,760
P	\$ 21.59	\$ 34,536	\$ 35,400	\$ 36,263	\$ 37,990	\$ 44,897
Q	\$ 22.23	\$ 35,572	\$ 36,462	\$ 37,351	\$ 39,130	\$ 46,244
R	\$ 22.90	\$ 36,636	\$ 37,552	\$ 38,468	\$ 40,300	\$ 47,627
S	\$ 23.58	\$ 37,735	\$ 38,678	\$ 39,621	\$ 41,508	\$ 49,055
T	\$ 24.29	\$ 38,867	\$ 39,839	\$ 40,810	\$ 42,754	\$ 50,527

N9: 8 Hrs.						
STEP	HOURLY	200 DAYS	205 DAYS	210 DAYS	220 DAYS	260 DAYS
A	\$ 19.58	\$ 31,327	\$ 32,110	\$ 32,893	\$ 34,460	\$ 40,725
B	\$ 20.17	\$ 32,267	\$ 33,074	\$ 33,880	\$ 35,494	\$ 41,947
C	\$ 20.77	\$ 33,235	\$ 34,065	\$ 34,896	\$ 36,558	\$ 43,205
D	\$ 21.39	\$ 34,232	\$ 35,087	\$ 35,943	\$ 37,655	\$ 44,501
E	\$ 22.04	\$ 35,258	\$ 36,140	\$ 37,021	\$ 38,784	\$ 45,836
F	\$ 22.70	\$ 36,316	\$ 37,224	\$ 38,132	\$ 39,948	\$ 47,211
G	\$ 23.38	\$ 37,405	\$ 38,341	\$ 39,276	\$ 41,146	\$ 48,627
H	\$ 23.85	\$ 38,154	\$ 39,108	\$ 40,062	\$ 41,969	\$ 49,600
I	\$ 23.88	\$ 38,203	\$ 39,158	\$ 40,113	\$ 42,023	\$ 49,664
J	\$ 23.92	\$ 38,275	\$ 39,232	\$ 40,189	\$ 42,103	\$ 49,758
K	\$ 24.09	\$ 38,543	\$ 39,507	\$ 40,470	\$ 42,397	\$ 50,106
L	\$ 24.64	\$ 39,429	\$ 40,415	\$ 41,401	\$ 43,372	\$ 51,258
M	\$ 25.26	\$ 40,415	\$ 41,425	\$ 42,435	\$ 44,456	\$ 52,539
N	\$ 26.12	\$ 41,789	\$ 42,834	\$ 43,879	\$ 45,968	\$ 54,326
O	\$ 26.77	\$ 42,834	\$ 43,905	\$ 44,976	\$ 47,117	\$ 55,684
P	\$ 27.47	\$ 43,948	\$ 45,046	\$ 46,145	\$ 48,342	\$ 57,132
Q	\$ 28.29	\$ 45,266	\$ 46,398	\$ 47,529	\$ 49,793	\$ 58,846
R	\$ 29.14	\$ 46,624	\$ 47,789	\$ 48,955	\$ 51,286	\$ 60,611
S	\$ 30.01	\$ 48,023	\$ 49,224	\$ 50,424	\$ 52,825	\$ 62,430
T	\$ 30.91	\$ 49,464	\$ 50,700	\$ 51,937	\$ 54,410	\$ 64,303

**AUGUSTA COUNTY SCHOOL BOARD
SUPPORTING SCHEDULES FOR SUPPORT STAFF PAY SCALES
2019-2020**

N9: 7.5 Hrs.						
STEP	HOURLY	200 DAYS	205 DAYS	210 DAYS	220 DAYS	260 DAYS
A	\$ 19.58	\$ 29,369	\$ 30,103	\$ 30,837	\$ 32,306	\$ 38,180
B	\$ 20.17	\$ 30,250	\$ 31,006	\$ 31,763	\$ 33,275	\$ 39,325
C	\$ 20.77	\$ 31,157	\$ 31,936	\$ 32,715	\$ 34,273	\$ 40,505
D	\$ 21.39	\$ 32,092	\$ 32,894	\$ 33,697	\$ 35,301	\$ 41,720
E	\$ 22.04	\$ 33,055	\$ 33,881	\$ 34,708	\$ 36,360	\$ 42,971
F	\$ 22.70	\$ 34,046	\$ 34,898	\$ 35,749	\$ 37,451	\$ 44,260
G	\$ 23.38	\$ 35,068	\$ 35,944	\$ 36,821	\$ 38,574	\$ 45,588
H	\$ 23.85	\$ 35,769	\$ 36,663	\$ 37,558	\$ 39,346	\$ 46,500
I	\$ 23.88	\$ 35,815	\$ 36,711	\$ 37,606	\$ 39,397	\$ 46,560
J	\$ 23.92	\$ 35,883	\$ 36,780	\$ 37,677	\$ 39,471	\$ 46,648
K	\$ 24.09	\$ 36,134	\$ 37,037	\$ 37,941	\$ 39,748	\$ 46,974
L	\$ 24.64	\$ 36,965	\$ 37,889	\$ 38,813	\$ 40,661	\$ 48,054
M	\$ 25.26	\$ 37,889	\$ 38,836	\$ 39,783	\$ 41,678	\$ 49,255
N	\$ 26.12	\$ 39,177	\$ 40,157	\$ 41,136	\$ 43,095	\$ 50,931
O	\$ 26.77	\$ 40,157	\$ 41,161	\$ 42,165	\$ 44,172	\$ 52,204
P	\$ 27.47	\$ 41,201	\$ 42,231	\$ 43,261	\$ 45,321	\$ 53,561
Q	\$ 28.29	\$ 42,437	\$ 43,498	\$ 44,559	\$ 46,681	\$ 55,168
R	\$ 29.14	\$ 43,710	\$ 44,803	\$ 45,895	\$ 48,081	\$ 56,823
S	\$ 30.01	\$ 45,022	\$ 46,147	\$ 47,273	\$ 49,524	\$ 58,528
T	\$ 30.91	\$ 46,372	\$ 47,532	\$ 48,691	\$ 51,010	\$ 60,284

N9: 7 Hrs.						
STEP	HOURLY	200 DAYS	205 DAYS	210 DAYS	220 DAYS	260 DAYS
A	\$ 19.58	\$ 27,411	\$ 28,096	\$ 28,782	\$ 30,152	\$ 35,634
B	\$ 20.17	\$ 28,234	\$ 28,939	\$ 29,645	\$ 31,057	\$ 36,704
C	\$ 20.77	\$ 29,080	\$ 29,807	\$ 30,534	\$ 31,988	\$ 37,804
D	\$ 21.39	\$ 29,953	\$ 30,701	\$ 31,450	\$ 32,948	\$ 38,938
E	\$ 22.04	\$ 30,851	\$ 31,622	\$ 32,394	\$ 33,936	\$ 40,107
F	\$ 22.70	\$ 31,777	\$ 32,571	\$ 33,365	\$ 34,954	\$ 41,310
G	\$ 23.38	\$ 32,730	\$ 33,548	\$ 34,366	\$ 36,003	\$ 42,549
H	\$ 23.85	\$ 33,385	\$ 34,219	\$ 35,054	\$ 36,723	\$ 43,400
I	\$ 23.88	\$ 33,428	\$ 34,263	\$ 35,099	\$ 36,770	\$ 43,456
J	\$ 23.92	\$ 33,491	\$ 34,328	\$ 35,166	\$ 36,840	\$ 43,538
K	\$ 24.09	\$ 33,725	\$ 34,568	\$ 35,411	\$ 37,098	\$ 43,843
L	\$ 24.64	\$ 34,501	\$ 35,363	\$ 36,226	\$ 37,951	\$ 44,851
M	\$ 25.26	\$ 35,363	\$ 36,247	\$ 37,131	\$ 38,899	\$ 45,972
N	\$ 26.12	\$ 36,566	\$ 37,480	\$ 38,394	\$ 40,222	\$ 47,535
O	\$ 26.77	\$ 37,480	\$ 38,417	\$ 39,354	\$ 41,228	\$ 48,724
P	\$ 27.47	\$ 38,454	\$ 39,416	\$ 40,377	\$ 42,300	\$ 49,991
Q	\$ 28.29	\$ 39,608	\$ 40,598	\$ 41,588	\$ 43,569	\$ 51,490
R	\$ 29.14	\$ 40,796	\$ 41,816	\$ 42,836	\$ 44,875	\$ 53,035
S	\$ 30.01	\$ 42,020	\$ 43,071	\$ 44,121	\$ 46,222	\$ 54,626
T	\$ 30.91	\$ 43,281	\$ 44,363	\$ 45,445	\$ 47,609	\$ 56,265

**AUGUSTA COUNTY SCHOOL BOARD
SUPPORTING SCHEDULES FOR SUPPORT STAFF PAY SCALES
2019-2020**

INSTRUCTIONAL / SPECIAL ED. AIDES			
N1 STEP	HOURLY	183 DAYS 7 HOURS	183 DAYS 7.5 HOURS
A	\$ 8.39	\$ 10,754	\$ 11,522
B	\$ 8.65	\$ 11,076	\$ 11,868
C	\$ 8.91	\$ 11,408	\$ 12,223
D	\$ 9.17	\$ 11,751	\$ 12,590
E	\$ 9.45	\$ 12,103	\$ 12,967
F	\$ 9.73	\$ 12,466	\$ 13,357
G	\$ 10.02	\$ 12,840	\$ 13,757
H	\$ 10.22	\$ 13,097	\$ 14,032
I	\$ 10.26	\$ 13,140	\$ 14,079
J	\$ 10.29	\$ 13,180	\$ 14,121
K	\$ 10.36	\$ 13,272	\$ 14,220
L	\$ 10.57	\$ 13,537	\$ 14,504
M	\$ 10.82	\$ 13,862	\$ 14,852
N	\$ 11.20	\$ 14,347	\$ 15,372
O	\$ 11.48	\$ 14,706	\$ 15,756
P	\$ 11.77	\$ 15,074	\$ 16,151
Q	\$ 12.12	\$ 15,525	\$ 16,634
R	\$ 12.48	\$ 15,992	\$ 17,134
S	\$ 12.86	\$ 16,471	\$ 17,648
T	\$ 13.24	\$ 16,965	\$ 18,177

**AUGUSTA COUNTY SCHOOL BOARD
SUPPORTING SCHEDULES FOR SUPPORT STAFF PAY SCALES
2019-2020**

**CLINIC AIDE
Non LPN or Non RN Credentials**

N3 STEP	HOURLY	185 DAYS	
		7 HOURS	7.5 HOURS
A	\$ 11.18	\$ 14,477	\$ 15,511
B	\$ 11.51	\$ 14,911	\$ 15,976
C	\$ 11.86	\$ 15,359	\$ 16,456
D	\$ 12.22	\$ 15,820	\$ 16,950
E	\$ 12.58	\$ 16,295	\$ 17,458
F	\$ 12.96	\$ 16,783	\$ 17,982
G	\$ 13.35	\$ 17,287	\$ 18,522
H	\$ 13.62	\$ 17,632	\$ 18,891
I	\$ 13.65	\$ 17,672	\$ 18,934
J	\$ 13.67	\$ 17,702	\$ 18,967
K	\$ 13.77	\$ 17,826	\$ 19,099
L	\$ 14.08	\$ 18,236	\$ 19,539
M	\$ 14.43	\$ 18,692	\$ 20,027
N	\$ 14.92	\$ 19,327	\$ 20,708
O	\$ 15.30	\$ 19,810	\$ 21,225
P	\$ 15.70	\$ 20,326	\$ 21,778
Q	\$ 16.17	\$ 20,935	\$ 22,431
R	\$ 16.65	\$ 21,564	\$ 23,104
S	\$ 17.15	\$ 22,209	\$ 23,795
T	\$ 17.66	\$ 22,875	\$ 24,509

**CLINIC AIDE
LPN**

N4 STEP	HOURLY	185 DAYS	
		7 HOURS	7.5 HOURS
A	\$ 12.58	\$ 16,286	\$ 17,450
B	\$ 12.95	\$ 16,775	\$ 17,973
C	\$ 13.34	\$ 17,278	\$ 18,512
D	\$ 13.74	\$ 17,797	\$ 19,068
E	\$ 14.16	\$ 18,331	\$ 19,640
F	\$ 14.58	\$ 18,881	\$ 20,229
G	\$ 15.02	\$ 19,447	\$ 20,837
H	\$ 15.32	\$ 19,837	\$ 21,253
I	\$ 15.35	\$ 19,876	\$ 21,296
J	\$ 15.39	\$ 19,934	\$ 21,358
K	\$ 15.49	\$ 20,063	\$ 21,496
L	\$ 15.85	\$ 20,525	\$ 21,991
M	\$ 16.23	\$ 21,017	\$ 22,518
N	\$ 16.79	\$ 21,743	\$ 23,296
O	\$ 17.21	\$ 22,286	\$ 23,878
P	\$ 17.65	\$ 22,854	\$ 24,487
Q	\$ 18.18	\$ 23,540	\$ 25,222
R	\$ 18.72	\$ 24,246	\$ 25,978
S	\$ 19.28	\$ 24,974	\$ 26,757
T	\$ 19.86	\$ 25,723	\$ 27,560

**CLINIC AIDE
RN**

N6 STEP	HOURLY	185 DAYS	
		7 HOURS	7.5 HOURS
A	\$ 15.39	\$ 19,936	\$ 21,360
B	\$ 15.86	\$ 20,534	\$ 22,001
C	\$ 16.33	\$ 21,150	\$ 22,661
D	\$ 16.82	\$ 21,785	\$ 23,341
E	\$ 17.33	\$ 22,438	\$ 24,040
F	\$ 17.85	\$ 23,111	\$ 24,762
G	\$ 18.38	\$ 23,804	\$ 25,505
H	\$ 18.75	\$ 24,280	\$ 26,014
I	\$ 18.78	\$ 24,320	\$ 26,057
J	\$ 18.82	\$ 24,369	\$ 26,110
K	\$ 18.95	\$ 24,539	\$ 26,292
L	\$ 19.37	\$ 25,079	\$ 26,870
M	\$ 19.85	\$ 25,706	\$ 27,542
N	\$ 20.53	\$ 26,580	\$ 28,478
O	\$ 21.04	\$ 27,245	\$ 29,191
P	\$ 21.59	\$ 27,953	\$ 29,949
Q	\$ 22.23	\$ 28,791	\$ 30,848
R	\$ 22.90	\$ 29,652	\$ 31,770
S	\$ 23.58	\$ 30,541	\$ 32,723
T	\$ 24.29	\$ 31,458	\$ 33,705

**AUGUSTA COUNTY SCHOOL BOARD
SUPPORTING SCHEDULES FOR SUPPORT STAFF PAY SCALES
2019-2020**

COMPUTER AIDE			
N3 STEP	HOURLY	183 DAYS 7 HOURS	183 DAYS 7.5 HOURS
A	\$ 11.18	\$ 14,321	\$ 15,344
B	\$ 11.51	\$ 14,750	\$ 15,804
C	\$ 11.86	\$ 15,193	\$ 16,278
D	\$ 12.22	\$ 15,649	\$ 16,766
E	\$ 12.58	\$ 16,118	\$ 17,270
F	\$ 12.96	\$ 16,602	\$ 17,788
G	\$ 13.35	\$ 17,100	\$ 18,322
H	\$ 13.62	\$ 17,441	\$ 18,687
I	\$ 13.65	\$ 17,481	\$ 18,729
J	\$ 13.67	\$ 17,511	\$ 18,762
K	\$ 13.77	\$ 17,633	\$ 18,893
L	\$ 14.08	\$ 18,039	\$ 19,328
M	\$ 14.43	\$ 18,490	\$ 19,810
N	\$ 14.92	\$ 19,118	\$ 20,484
O	\$ 15.30	\$ 19,596	\$ 20,996
P	\$ 15.70	\$ 20,106	\$ 21,542
Q	\$ 16.17	\$ 20,709	\$ 22,188
R	\$ 16.65	\$ 21,330	\$ 22,854
S	\$ 17.15	\$ 21,969	\$ 23,538
T	\$ 17.66	\$ 22,628	\$ 24,244

**INTERPRETER PAY SCALES
2019-2020**

INTERPRETER I

N4 STEP	HOURLY	180 DAYS 7 HOURS	180 DAYS 7.5 HOURS
A	\$ 12.58	\$ 15,846	\$ 16,978
B	\$ 12.95	\$ 16,322	\$ 17,488
C	\$ 13.34	\$ 16,811	\$ 18,012
D	\$ 13.74	\$ 17,316	\$ 18,553
E	\$ 14.16	\$ 17,836	\$ 19,110
F	\$ 14.58	\$ 18,371	\$ 19,683
G	\$ 15.02	\$ 18,922	\$ 20,273
H	\$ 15.32	\$ 19,300	\$ 20,679
I	\$ 15.35	\$ 19,339	\$ 20,721
J	\$ 15.39	\$ 19,396	\$ 20,781
K	\$ 15.49	\$ 19,521	\$ 20,915
L	\$ 15.85	\$ 19,970	\$ 21,396
M	\$ 16.23	\$ 20,449	\$ 21,910
N	\$ 16.79	\$ 21,155	\$ 22,666
O	\$ 17.21	\$ 21,684	\$ 23,232
P	\$ 17.65	\$ 22,237	\$ 23,825
Q	\$ 18.18	\$ 22,904	\$ 24,540
R	\$ 18.72	\$ 23,590	\$ 25,276
S	\$ 19.28	\$ 24,299	\$ 26,034
T	\$ 19.86	\$ 25,027	\$ 26,815

INTERPRETER II

N6 STEP	HOURLY	180 DAYS 7 HOURS	180 DAYS 7.5 HOURS
A	\$ 15.39	\$ 19,397	\$ 20,783
B	\$ 15.86	\$ 19,979	\$ 21,406
C	\$ 16.33	\$ 20,579	\$ 22,048
D	\$ 16.82	\$ 21,196	\$ 22,710
E	\$ 17.33	\$ 21,831	\$ 23,391
F	\$ 17.85	\$ 22,487	\$ 24,093
G	\$ 18.38	\$ 23,161	\$ 24,815
H	\$ 18.75	\$ 23,624	\$ 25,311
I	\$ 18.78	\$ 23,663	\$ 25,353
J	\$ 18.82	\$ 23,710	\$ 25,404
K	\$ 18.95	\$ 23,876	\$ 25,581
L	\$ 19.37	\$ 24,401	\$ 26,144
M	\$ 19.85	\$ 25,011	\$ 26,798
N	\$ 20.53	\$ 25,862	\$ 27,709
O	\$ 21.04	\$ 26,508	\$ 28,402
P	\$ 21.59	\$ 27,197	\$ 29,140
Q	\$ 22.23	\$ 28,013	\$ 30,014
R	\$ 22.90	\$ 28,851	\$ 30,912
S	\$ 23.58	\$ 29,716	\$ 31,839
T	\$ 24.29	\$ 30,608	\$ 32,794

INTERPRETER III

N9 STEP	HOURLY	180 DAYS 7 HOURS	180 DAYS 7.5 HOURS
A	\$ 19.58	\$ 24,670	\$ 26,432
B	\$ 20.17	\$ 25,410	\$ 27,225
C	\$ 20.77	\$ 26,172	\$ 28,042
D	\$ 21.39	\$ 26,957	\$ 28,883
E	\$ 22.04	\$ 27,766	\$ 29,749
F	\$ 22.70	\$ 28,599	\$ 30,642
G	\$ 23.38	\$ 29,457	\$ 31,561
H	\$ 23.85	\$ 30,046	\$ 32,192
I	\$ 23.88	\$ 30,085	\$ 32,234
J	\$ 23.92	\$ 30,142	\$ 32,295
K	\$ 24.09	\$ 30,353	\$ 32,521
L	\$ 24.64	\$ 31,051	\$ 33,268
M	\$ 25.26	\$ 31,827	\$ 34,100
N	\$ 26.12	\$ 32,909	\$ 35,260
O	\$ 26.77	\$ 33,732	\$ 36,141
P	\$ 27.47	\$ 34,609	\$ 37,081
Q	\$ 28.29	\$ 35,647	\$ 38,193
R	\$ 29.14	\$ 36,716	\$ 39,339
S	\$ 30.01	\$ 37,818	\$ 40,519
T	\$ 30.91	\$ 38,953	\$ 41,735

SCHOOL NUTRITION PROGRAM (SNP)
WORKERS
SALARY SCALES 2019-2020

2019-2020

With Benefits (F1)

SNP Workers		
Step	Per Hour	Salary ¹
A	\$ 7.7500	\$ 7,758
B	\$ 7.9050	\$ 7,913
C	\$ 8.0631	\$ 8,071
D	\$ 8.2244	\$ 8,233
E	\$ 8.3888	\$ 8,397
F	\$ 8.5566	\$ 8,565
G	\$ 8.7278	\$ 8,736
H	\$ 8.9023	\$ 8,911
I	\$ 9.0804	\$ 9,089
J	\$ 9.2620	\$ 9,271
K	\$ 9.4472	\$ 9,457
L	\$ 9.6362	\$ 9,646
M	\$ 9.8289	\$ 9,839
N	\$ 10.0255	\$ 10,035
O	\$ 10.2260	\$ 10,236
P	\$ 10.4305	\$ 10,441
Q	\$ 10.6391	\$ 10,650
R	\$ 10.8519	\$ 10,863
S	\$ 11.0689	\$ 11,080
T	\$ 11.2903	\$ 11,302
U	\$ 11.6854	\$ 11,697
V	\$ 12.0944	\$ 12,107
W	\$ 12.3363	\$ 12,349
X	\$ 12.7681	\$ 12,781
Y	\$ 13.2150	\$ 13,228

2019-2020

Alternate Scale - Without Benefits (F1N)

SNP Workers		
Step	Per Hour	Salary ¹
A	\$ 9.4500	\$ 9,459
B	\$ 9.6390	\$ 9,649
C	\$ 9.8318	\$ 9,842
D	\$ 10.0284	\$ 10,038
E	\$ 10.2290	\$ 10,239
F	\$ 10.4336	\$ 10,444
G	\$ 10.6422	\$ 10,653
H	\$ 10.8551	\$ 10,866
I	\$ 11.0722	\$ 11,083
J	\$ 11.2936	\$ 11,305
K	\$ 11.5195	\$ 11,531
L	\$ 11.7499	\$ 11,762
M	\$ 11.9849	\$ 11,997
N	\$ 12.2246	\$ 12,237
O	\$ 12.4691	\$ 12,482
P	\$ 12.7185	\$ 12,731
Q	\$ 12.9728	\$ 12,986
R	\$ 13.2323	\$ 13,246
S	\$ 13.4969	\$ 13,510
T	\$ 13.7669	\$ 13,781
U	\$ 14.0422	\$ 14,056
V	\$ 14.3230	\$ 14,337
W	\$ 14.6095	\$ 14,624
X	\$ 14.9017	\$ 14,917
Y	\$ 15.1997	\$ 15,215

¹ Based on 182 days @ 5.5 hrs/day

¹ Based on 182 days @ 5.5 hrs/day

Salary scales do not include any apprenticeship supplements.

As employees move from the 2018-2019 scale to the 2019-2020 scale they will advance one step.

Example: an employee on Step E in 2018-2019 will be placed on Step F in 2019-2020.

**SCHOOL NUTRITION PROGRAM
(SNP)
ASSISTANT MANAGERS
SALARY SCALES
2019-2020**

SNP Assistant Managers		
Step	Per Hour	Salary ¹
A	\$ 9.70	\$ 10,592
B	\$ 9.89	\$ 10,804
C	\$ 10.09	\$ 11,020
D	\$ 10.29	\$ 11,241
E	\$ 10.50	\$ 11,466
F	\$ 10.71	\$ 11,695
G	\$ 10.92	\$ 11,929
H	\$ 11.14	\$ 12,167
I	\$ 11.37	\$ 12,411
J	\$ 11.59	\$ 12,659
K	\$ 11.82	\$ 12,912
L	\$ 12.06	\$ 13,170
M	\$ 12.30	\$ 13,434
N	\$ 12.55	\$ 13,702
O	\$ 12.80	\$ 13,976
P	\$ 13.05	\$ 14,256
Q	\$ 13.32	\$ 14,541
R	\$ 13.58	\$ 14,832
S	\$ 13.85	\$ 15,129
T	\$ 14.13	\$ 15,431
U	\$ 14.41	\$ 15,740
V	\$ 14.70	\$ 16,055
W	\$ 15.00	\$ 16,376
X	\$ 15.30	\$ 16,703
Y	\$ 15.60	\$ 17,037

¹ Based on 182 days @ 6 hrs/day

Salary scales do not include any apprenticeship supplements.

As employees move from the 2018-2019 scale to the 2019-2020 scale they will advance one step.

Example: an employee on Step E in 2018-2019 will be placed on Step F in 2019-2020.

**SCHOOL NUTRITION PROGRAM (SNP)
MANAGERS
SALARY SCALES**

2019-2020

SNP Managers		
Step	Per Hour	Salary ¹
A	\$ 14.35	\$ 17,256
B	\$ 14.64	\$ 17,601
C	\$ 14.93	\$ 17,953
D	\$ 15.23	\$ 18,312
E	\$ 15.53	\$ 18,678
F	\$ 15.84	\$ 19,052
G	\$ 16.16	\$ 19,433
H	\$ 16.48	\$ 19,822
I	\$ 16.81	\$ 20,218
J	\$ 17.15	\$ 20,622
K	\$ 17.49	\$ 21,035
L	\$ 17.84	\$ 21,456
M	\$ 18.20	\$ 21,885
N	\$ 18.56	\$ 22,322
O	\$ 18.93	\$ 22,769
P	\$ 19.31	\$ 23,224
Q	\$ 19.70	\$ 23,689
R	\$ 20.09	\$ 24,162
S	\$ 20.50	\$ 24,646
T	\$ 20.91	\$ 25,139
U	\$ 21.32	\$ 25,641
V	\$ 21.75	\$ 26,154
W	\$ 22.18	\$ 26,677
X	\$ 22.63	\$ 27,211
Y	\$ 23.08	\$ 27,755

¹ Based on 185 days @ 6.5 hrs/day

Salary scales do not include any apprenticeship supplements.

As employees move from the 2018-2019 scale to the 2019-2020 scale they will advance one step.

Example: an employee on Step E in 2018-2019 will be placed on Step F in 2019-2020.

BUS DRIVER SALARY SCALES

2019-2020

With Benefits

Bus Drivers: 181 Days	
Step	Salary
A	\$ 9,481
B	\$ 9,670
C	\$ 9,864
D	\$ 10,061
E	\$ 10,263
F	\$ 10,416
G	\$ 10,729
H	\$ 10,934
I	\$ 10,996
J	\$ 11,082
K	\$ 11,160
L	\$ 11,528
M	\$ 11,816
N	\$ 12,229
O	\$ 12,534
P	\$ 12,848
Q	\$ 13,233
R	\$ 13,630
S	\$ 14,053
T	\$ 14,474
U	\$ 14,894

2019-2020

*Alternate Scale
Without Benefits*

Bus Drivers: 181 Days	
Step	Salary
A	\$ 11,727
B	\$ 11,962
C	\$ 12,201
D	\$ 12,445
E	\$ 12,694
F	\$ 12,885
G	\$ 13,142
H	\$ 13,405
I	\$ 13,673
J	\$ 13,947
K	\$ 14,226
L	\$ 14,510
M	\$ 14,800
N	\$ 15,096
O	\$ 15,398
P	\$ 15,706
Q	\$ 16,020
R	\$ 16,341
S	\$ 16,668
T	\$ 17,001
U	\$ 17,341
V	\$ 17,688

As employees move from the 2018-2019 scale to the 2019-2020 scale they will advance one step.

Example: an employee on Step E in 2018-2019 will be placed on Step F in 2019-2020.

Salary scales do not include any apprenticeship supplements.

**AUGUSTA COUNTY SCHOOL BOARD
P.S. 1 PAY SCALES
(SOCIAL WORKERS / FACILITATORS)
2019-2020**

STEP	HOURLY		200 DAYS	220 DAYS
A	\$ 28.24		\$ 45,176	\$ 49,694
B	\$ 28.80		\$ 46,080	\$ 50,688
C	\$ 29.38		\$ 47,001	\$ 51,701
D	\$ 29.96		\$ 47,941	\$ 52,735
E	\$ 30.86		\$ 49,379	\$ 54,317
F	\$ 31.79		\$ 50,861	\$ 55,947
G	\$ 32.74		\$ 52,387	\$ 57,625
H	\$ 33.40		\$ 53,434	\$ 58,778
I	\$ 33.51		\$ 53,611	\$ 58,972
J	\$ 33.57		\$ 53,713	\$ 59,084
K	\$ 33.81		\$ 54,094	\$ 59,503
L	\$ 34.86		\$ 55,771	\$ 61,348
M	\$ 35.73		\$ 57,165	\$ 62,882
N	\$ 37.12		\$ 59,395	\$ 65,334
O	\$ 38.23		\$ 61,170	\$ 67,288
P	\$ 39.23		\$ 62,761	\$ 69,037
Q	\$ 40.21		\$ 64,330	\$ 70,763
R	\$ 41.19		\$ 65,906	\$ 72,497
S	\$ 42.18		\$ 67,488	\$ 74,237
T	\$ 43.15		\$ 69,040	\$ 75,944
U	\$ 44.14		\$ 70,628	\$ 77,691
V	\$ 45.11		\$ 72,182	\$ 79,400
W	\$ 46.09		\$ 73,748	\$ 81,123
X	\$ 47.06		\$ 75,297	\$ 82,826

**AUGUSTA COUNTY SCHOOL BOARD
P.S. 2 PAY SCALES
(PSYCHOLOGISTS)
2019-2020**

STEP	HOURLY		200 DAYS	220 DAYS
A	\$ 31.99		\$ 51,176	\$ 56,294
B	\$ 32.62		\$ 52,200	\$ 57,420
C	\$ 33.20		\$ 53,121	\$ 58,433
D	\$ 33.79		\$ 54,061	\$ 59,467
E	\$ 34.69		\$ 55,499	\$ 61,049
F	\$ 35.61		\$ 56,981	\$ 62,679
G	\$ 36.57		\$ 58,507	\$ 64,357
H	\$ 37.22		\$ 59,554	\$ 65,510
I	\$ 37.33		\$ 59,731	\$ 65,704
J	\$ 37.40		\$ 59,833	\$ 65,816
K	\$ 37.63		\$ 60,214	\$ 66,235
L	\$ 38.68		\$ 61,891	\$ 68,080
M	\$ 39.55		\$ 63,285	\$ 69,614
N	\$ 40.95		\$ 65,515	\$ 72,066
O	\$ 42.06		\$ 67,290	\$ 74,020
P	\$ 43.05		\$ 68,881	\$ 75,769
Q	\$ 44.03		\$ 70,450	\$ 77,495
R	\$ 45.02		\$ 72,026	\$ 79,229
S	\$ 46.00		\$ 73,608	\$ 80,969
T	\$ 46.97		\$ 75,160	\$ 82,676
U	\$ 47.97		\$ 76,748	\$ 84,423
V	\$ 48.94		\$ 78,302	\$ 86,132
W	\$ 49.92		\$ 79,868	\$ 87,855
X	\$ 50.89		\$ 81,417	\$ 89,558

**AUGUSTA COUNTY SCHOOL BOARD
 FAMILY SERVICE COORDINATOR
 (INFANT & TODDLER CONNECTION OF
 AUGUSTA/HIGHLAND)
 2019-2020**

STEP	HOURLY		200 DAYS
A	\$ 22.25		\$ 33,369
B	\$ 22.83		\$ 34,250
C	\$ 23.44		\$ 35,157
D	\$ 24.06		\$ 36,092
E	\$ 24.70		\$ 37,055
F	\$ 25.36		\$ 38,047
G	\$ 26.05		\$ 39,068
H	\$ 26.51		\$ 39,769
I	\$ 26.54		\$ 39,815
J	\$ 26.59		\$ 39,883
K	\$ 26.76		\$ 40,134
L	\$ 27.31		\$ 40,965
M	\$ 27.93		\$ 41,889
N	\$ 28.79		\$ 43,178
O	\$ 29.44		\$ 44,157
P	\$ 30.13		\$ 45,201
Q	\$ 30.96		\$ 46,437
R	\$ 31.81		\$ 47,710
S	\$ 32.68		\$ 49,021
T	\$ 33.58		\$ 50,372
U	\$ 34.51		\$ 51,763
V	\$ 35.46		\$ 53,196
W	\$ 36.45		\$ 54,672
X	\$ 37.46		\$ 56,192

**SHENANDOAH VALLEY REGIONAL PROGRAM
BEHAVIOR ANALYST SCALE
220-DAY CONTRACT
2018-2019**

STEP	SALARY
0	\$ 55,000
1	\$ 56,100
2	\$ 57,222
3	\$ 58,366
4	\$ 59,534
5	\$ 60,724
6	\$ 61,939
7	\$ 63,178
8	\$ 64,441
9	\$ 65,730
10	\$ 67,045
11	\$ 68,386
12	\$ 69,753
13	\$ 71,148
14	\$ 72,571
15	\$ 74,023
16	\$ 75,503
17	\$ 77,013
18	\$ 78,554
19	\$ 80,125
20	\$ 81,727
21	\$ 83,362
22	\$ 85,029
23	\$ 86,729
24	\$ 88,464
25	\$ 90,233

**SHENANDOAH VALLEY REGIONAL PROGRAM
BEHAVIOR SPECIALIST SCALE
220-DAY CONTRACT
2019-2020**

STEP	SALARY
0	\$ 49,995
1	\$ 50,745
2	\$ 51,506
3	\$ 52,279
4	\$ 53,063
5	\$ 53,859
6	\$ 54,667
7	\$ 55,487
8	\$ 56,319
9	\$ 57,164
10	\$ 58,021
11	\$ 58,892
12	\$ 59,775
13	\$ 60,672
14	\$ 61,582
15	\$ 62,505
16	\$ 63,443
17	\$ 64,395
18	\$ 65,361
19	\$ 66,341
20	\$ 67,336
21	\$ 68,346
22	\$ 69,371
23	\$ 70,412
24	\$ 71,468
25	\$ 72,540

Behavior Specialist must hold a masters/graduate degree and coursewook in ABA and/or FBA.

**SHENANDOAH VALLEY REGIONAL PROGRAM
OCCUPATIONAL & PHYSICAL THERAPISTS
2019-2020**

STEP	SALARY
1	\$ 50,777
2	\$ 51,794
3	\$ 52,830
4	\$ 53,886
5	\$ 54,964
6	\$ 56,064
7	\$ 57,186
8	\$ 58,330
9	\$ 59,496
10	\$ 60,686
11	\$ 61,900
12	\$ 63,138
13	\$ 64,400
14	\$ 65,688
15	\$ 67,002
16	\$ 68,342
17	\$ 69,708
18	\$ 71,102
19	\$ 72,524
20	\$ 73,974
21	\$ 75,454
22	\$ 76,964
23	\$ 78,504
24	\$ 80,074
25	\$ 81,676
26	\$ 83,310
27	\$ 84,976
28	\$ 86,676
29	\$ 88,410
30	\$ 90,178
31	\$ 91,982
32	\$ 93,822
33	\$ 95,698
34	\$ 97,612
35	\$ 99,564
36	\$ 101,556
37	\$ 103,588
38	\$ 105,660
39	\$ 107,774
40	\$ 109,930

Salary amounts based upon full-time status

**SHENANDOAH VALLEY REGIONAL PROGRAM
PART-TIME OCCUPATIONAL & PHYSICAL THERAPISTS
2019-2020**

STEP	Per Hour
1	\$ 37.74
2	\$ 38.49
3	\$ 39.26
4	\$ 40.05
5	\$ 40.85
6	\$ 41.66
7	\$ 42.50
8	\$ 43.35
9	\$ 44.21
10	\$ 45.10
11	\$ 46.00
12	\$ 46.92
13	\$ 47.86
14	\$ 48.82
15	\$ 49.79
16	\$ 50.79
17	\$ 51.80
18	\$ 52.84
19	\$ 53.90
20	\$ 54.97
21	\$ 56.07
22	\$ 57.20
23	\$ 58.34
24	\$ 59.51
25	\$ 60.70
26	\$ 61.91
27	\$ 63.15
28	\$ 64.41

**SHENANDOAH VALLEY REGIONAL PROGRAM
 CERTIFIED OCCUPATIONAL THERAPY ASSISTANT (COTA) AND
 LICENSED PHYSICAL THERAPY ASSISTANT (LTPA)
 2019-2020**

STEP	SALARY
1	\$ 38,084
2	\$ 38,846
3	\$ 39,622
4	\$ 40,414
5	\$ 41,224
6	\$ 42,048
7	\$ 42,890
8	\$ 43,748
9	\$ 44,622
10	\$ 45,514
11	\$ 46,426
12	\$ 47,354
13	\$ 48,300
14	\$ 49,266
15	\$ 50,252
16	\$ 51,256
17	\$ 52,282
18	\$ 53,326
19	\$ 54,394
20	\$ 55,480
21	\$ 56,590
22	\$ 57,724
23	\$ 58,878
24	\$ 60,056
25	\$ 61,258
26	\$ 62,482
27	\$ 63,732
28	\$ 65,008
29	\$ 66,308
30	\$ 67,634

Salary amounts based upon full-time status

Shenandoah Valley Regional Program

Competent Learner Model (CLM) Regional Coordinator Salary Scale 2019-2020

Step / Level	Salary
0	66,607
1	67,939
2	69,298
3	70,684
4	72,098
5	73,540
6	75,010
7	76,511
8	78,041
9	79,602
10	81,194
11	82,817
12	84,474
13	86,163
14	87,887
15	89,644
16	91,437
17	93,266
18	95,131
19	97,034
20+	98,974

PhD/EdD Supplement Provided Above the Scale will follow
Augusta County Public Schools

**Shenandoah Valley Regional Program
Sign Language Interpreter Floater - Serving the Region
Salary Scale
2019-2020**

Level II		
Step	Hourly	Salary
1	\$ 20.41	\$ 27,139
2	\$ 20.81	\$ 27,682
3	\$ 21.23	\$ 28,235
4	\$ 21.65	\$ 28,800
5	\$ 22.09	\$ 29,376
6	\$ 22.53	\$ 29,964
7	\$ 22.98	\$ 30,563
8	\$ 23.44	\$ 31,174
9	\$ 23.91	\$ 31,798
10	\$ 24.39	\$ 32,434
11	\$ 24.87	\$ 33,082
12	\$ 25.37	\$ 33,744
13	\$ 25.88	\$ 34,419
14	\$ 26.40	\$ 35,107
15	\$ 26.92	\$ 35,809
16	\$ 27.46	\$ 36,526
17	\$ 28.01	\$ 37,256
18	\$ 28.57	\$ 38,001
19	\$ 29.14	\$ 38,761
20	\$ 29.73	\$ 39,536
21	\$ 30.32	\$ 40,327
22	\$ 30.93	\$ 41,134
23	\$ 31.55	\$ 41,956
24	\$ 32.18	\$ 42,795
25	\$ 32.82	\$ 43,651

Level III		
Step	Hourly	Salary
1	\$ 23.18	\$ 30,823
2	\$ 23.64	\$ 31,439
3	\$ 24.11	\$ 32,068
4	\$ 24.59	\$ 32,710
5	\$ 25.09	\$ 33,364
6	\$ 25.59	\$ 34,031
7	\$ 26.10	\$ 34,712
8	\$ 26.62	\$ 35,406
9	\$ 27.15	\$ 36,114
10	\$ 27.70	\$ 36,836
11	\$ 28.25	\$ 37,573
12	\$ 28.82	\$ 38,325
13	\$ 29.39	\$ 39,091
14	\$ 29.98	\$ 39,873
15	\$ 30.58	\$ 40,670
16	\$ 31.19	\$ 41,484
17	\$ 31.81	\$ 42,313
18	\$ 32.45	\$ 43,160
19	\$ 33.10	\$ 44,023
20	\$ 33.76	\$ 44,903
21	\$ 34.44	\$ 45,801
22	\$ 35.13	\$ 46,717
23	\$ 35.83	\$ 47,652
24	\$ 36.54	\$ 48,605
25	\$ 37.28	\$ 49,577

7.0 hour days / 190 days

Supplement - \$2,350 for Coverage Facilitator

Level II

- VQAS Level II or EIPA Level 3.0 - 3.4
(two years from date of hire interpreter must meet required qualification for Level III)

Level III

- Valid VQAS Level III; or
- passing score on EIPA Written Test and a min of level 3.5 on EIPA Performance Test; or
- any other state qualification or national certification (RID) such as NIC, CI, CT, OTC or NAD

Augusta County Public Schools

2019-2020

SALARY SCALE FOR PRINCIPALS AND ASSISTANT PRINCIPALS

I.	Total Experience - Steps	0	1	2	3	4	5	6	7	8	9	10	...	20
	Percentage of Credit:	0%	1%	2%	3%	4%	5%	6%	7%	8%	9%	10%	...	20%
	(Maximum of 20%)													

II. Administrative Experience Credit: 1.75% for each year of administrative experience
(Maximum 21%)

III. School Level Credit:

Elementary	7%
Middle	14%
Secondary	26%
Regional Administrators	20%
Governor’s School Administrator	13%

For New Administrators in the 2019-2020 School Year:

Formula: Salary = \$60,000 (base) + the percentage of \$60,000 for credit corresponding to years of total experience + credit for administrative or supervisory experience + credit for position held + doctorate’s supplement if applicable.

For Administrators Placed Prior 2019-2020:

Administrators who have been placed on the administrative scale prior to the 2019-2020 school year have received annual salary increases since being placed on the scale. This includes a 2% increase for the 2019-2020 school year.

Notes:

1. All salaries assume the Master’s Degree.
2. Assistant high, middle and elementary school principals shall receive 81.5 percent of the salary the individual would receive as principal of that particular school.
3. The Superintendent is authorized to grant or withhold percent credit for experience to reward for quasi-administrative experience or to achieve greater equity between salaries for a given year.

Augusta County Public Schools

2019-2020

SALARY SCALE FOR ADMINISTRATIVE AND SUPERVISORY PERSONNEL

I.	Total Experience - Steps	0	1	2	3	4	5	6	7	8	9	10	...	20
	Percentage of Credit:	0%	1%	2%	3%	4%	5%	6%	7%	8%	9%	10%	...	20%
	(Maximum of 20%)													

II. Administrative or Supervisory Experience Credit 1.75% for each year of administrative experience (Maximum 21%)

III.	Position:	Deputy Superintendent	36%
		Assistant Superintendent	30%
		Director	26%
		Assistant Director	20%
		Supervisor	7%
		Administrative Assistant	8%
		Coordinator/Manager/Activities Director	1%

For New Administrators in the 2019-2020 School Year:

Formula: Salary = \$60,000 (base) + the percentage of \$60,000 for credit corresponding to years of total experience + credit for administrative or supervisory experience + credit for position held + doctorate's supplement if applicable.

For Administrators Placed Prior 2019-2020:

Administrators who have been placed on the administrative scale prior to the 2019-2020 school year have received annual salary increases since being placed on the scale. This includes a 2% increase for the 2019-2020 school year.

Notes:

1. All salaries assume the Master's Degree.
2. The Superintendent is authorized to grant or withhold percent credit for experience to reward for quasi-administrative experience or to achieve greater equity between salaries for given year.

APPRENTICESHIP INDEXES - Maintenance Workers	
Salary Multiplier	Description
1.00	No participation in apprenticeship program
1.05	One half completion of Virginia Department of Labor apprenticeship program coursework and on the job training; two years direct work experience; and recommendation of Supervisor and/or Coordinator of Buildings and Grounds Coordinator.
1.10	Issuance of Virginia Department of Labor "Journeyman's" card or certification from VDOL based on participation in apprenticeship program, four years direct work experience, and recommendation of Supervisor and/or Building and Grounds Coordinator.
1.15	Issuance of Virginia Department of Labor "Master" certification in trade as determined by VDOL standards and testing, five years direct experience and recommendation of Supervisor and/or Coordinator of Buildings and Grounds.

APPRENTICESHIP INDEXES - Secretaries	
Salary Multiplier	Description
1.00	No participation in apprenticeship program
1.05	Issuance of Virginia Department of Labor "Office Technician" certification from VDOL established criteria. Recommendation of Immediate Supervisor required.
1.10	Issuance of Virginia Department of Labor "Office Specialist" certification from VDOL established criteria. Recommendation of Immediate Supervisor required.
1.15	Issuance of Virginia Department of Labor "Master Office Specialist" certification from VDOL established criteria. Recommendation of Immediate Supervisor required.

APPRENTICESHIP INDEXES - School Nutrition Program Employees	
Salary Multiplier	Description
1.00	No participation in apprenticeship program
1.05	Issuance of Virginia Department of Labor "SNP Technician" certification from VDOL established criteria. Recommendation of Immediate Supervisor required.
1.10	Issuance of Virginia Department of Labor "SNP Specialist" certification from VDOL established criteria. Recommendation of Immediate Supervisor required.
1.15	Issuance of Virginia Department of Labor "SNP Master Specialist" certification from VDOL established criteria. Recommendation of Immediate Supervisor required.

APPRENTICESHIP INDEXES - Custodians	
Salary Multiplier	Description
1.00	No participation in apprenticeship program
1.05	Issuance of Virginia Department of Labor "Technician" certification from VDOL established criteria. Recommendation of Immediate Supervisor required.
1.10	Issuance of Virginia Department of Labor "Specialist" certification from VDOL established criteria. Recommendation of Immediate Supervisor required.
1.15	Issuance of Virginia Department of Labor "Master" certification from VDOL established criteria. Recommendation of Immediate Supervisor required.

APPRENTICESHIP INDEXES - Mechanics	
Salary Multiplier	Description
1.00	No participation in apprenticeship program
1.05	Issuance of Virginia Department of Labor certification from VDOL established criteria. Recommendation of Immediate Supervisor required.
1.10	Issuance of Virginia Department of Labor "Journeyman" certification from VDOL established criteria. Recommendation of Immediate Supervisor required.
1.15	Issuance of Virginia Department of Labor "Master" certification from VDOL established criteria. Recommendation of Immediate Supervisor required.

APPRENTICESHIP INDEXES - Computer Technicians	
Salary Multiplier	Description
1.00	No participation in apprenticeship program
1.05	Issuance of Virginia Department of Labor "Information Technology Technician I" certification from VDOL established criteria. Recommendation of Immediate Supervisor required.
1.10	Issuance of Virginia Department of Labor "Information Technology Technician II" certification from VDOL established criteria. Recommendation of Immediate Supervisor required.
1.15	Issuance of Virginia Department of Labor "Information Technology Technician III" certification from VDOL established criteria. Recommendation of Immediate Supervisor required.

APPRENTICESHIP INDEXES - Instructional & Clinic Aides

Salary Multiplier	Description
1.00	No participation in career enhancement program
1.05	Issuance of Virginia Department of Labor "Instructional Aide Technician" certification from VDOL established criteria. Recommendation of Immediate Supervisor required.
1.10	Issuance of Virginia Department of Labor "Instructional Aide Specialist" certification from VDOL established criteria. Recommendation of Immediate Supervisor required.
1.15	Issuance of Virginia Department of Labor "Instructional Aide Master" certification from VDOL established criteria. Recommendation of Immediate Supervisor required.