

Warren County Public Schools

FY2024 Final Budget

§ 22.1-92. Estimate of moneys needed for public schools; notice of costs to be distributed

It shall be the duty of each division superintendent to prepare, with the approval of the school board, and submit to the governing body or bodies appropriating funds for the school division, by the date specified in § 15.2-2503, the estimate of the amount of money deemed to be needed during the next fiscal year for the support of the public schools of the school division. The estimate shall set up the amount of money deemed to be needed for each major classification prescribed by the Board of Education and such other headings or items as may be necessary.



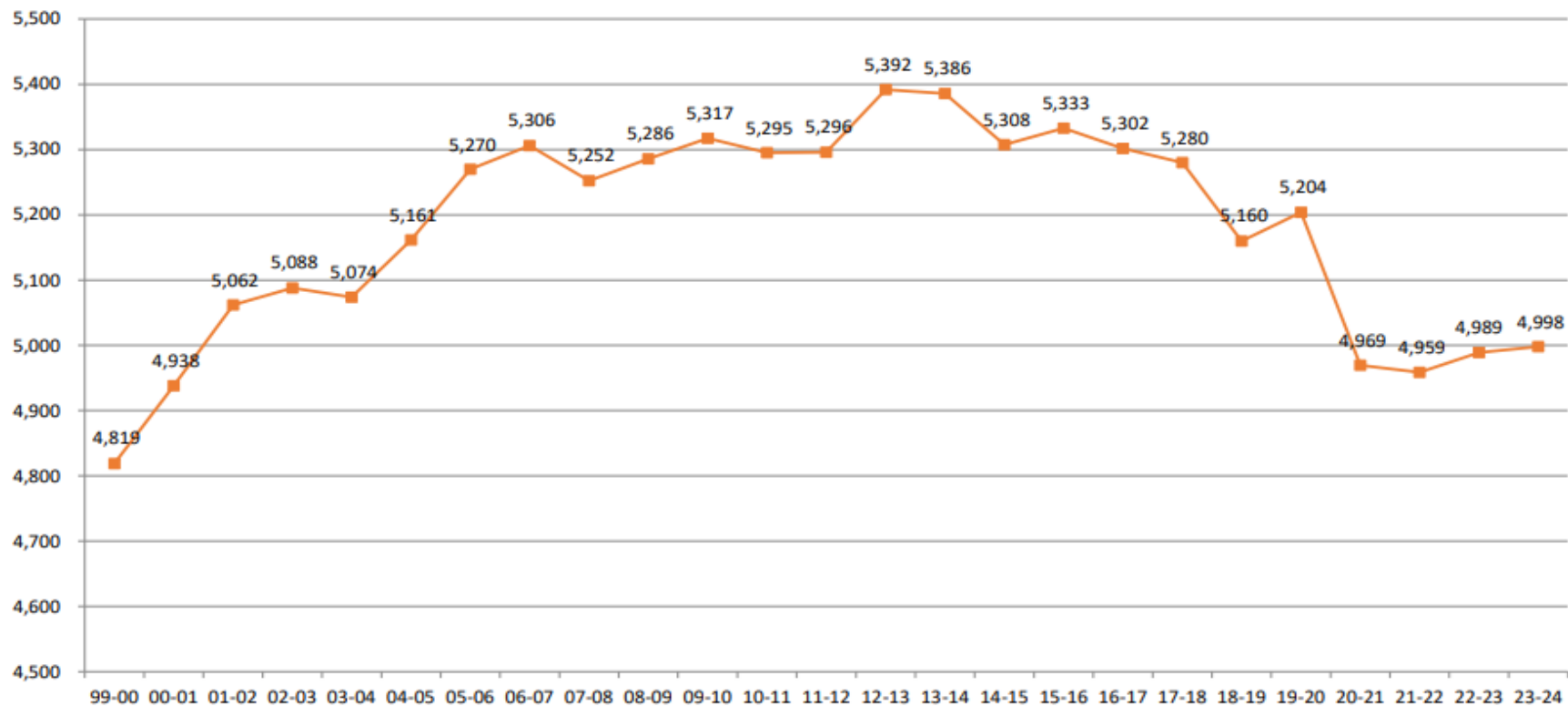
Budget Process

- November
 - Meet with cost centers
 - Modified zero-base budget for FY24
 - Zero-base non-labor budgets
- December
 - Review and Categorize Priorities
 - Review Governor's Proposed Budget
- January - February
 - Review Senate and House Appropriation Bills
 - Prepare proposed budget
- March - April
 - Present the proposed budget
 - Make any adjustments
- May/June
 - Finalize FY24 Budget



FY23 Grade Breakdown as a percentage of the Budget

<u>Position</u>	<u>FTE</u>	<u>Total Wages and Benefits</u>	<u>Percentage of Total Budget</u>
Teacher	467	\$36,013,172	49.66%
Instructional Assistant	140	\$4,942,992	6.82%
Administrative Assistant	20	\$1,327,014	1.83%
Head Secretary	12	\$714,569	0.99%
Secretary	8	\$376,849	0.52%
Automotive Specialist	4	\$323,953	0.45%
Maintenance Journeyman	8	\$601,319	0.83%
Maintenance	5	\$308,071	0.42%
Bus Driver	45	\$1,036,797	1.43%
Administrator Level I (All A.P.'s 12 Month)	9	\$1,023,051	1.41%
Administrator Level III	14	\$1,980,908	2.73%
Therapist	4	\$408,258	0.56%
Administrator Level V	10	\$1,582,043	2.18%
Administrator Level VI (Ass't Sup't)	2	\$333,519	0.46%
Speech Therapists	6	\$549,506	0.76%
Nurse - RN: Bachelors	9	\$609,559	0.84%
Level I Specialist	7	\$572,994	0.79%
Systems Technician	3	\$333,874	0.46%
Social Workers/Educational Diagnosticians	2	\$226,237	0.31%
Maintenance/Transportation Supervisor	2	\$213,106	0.29%
Psychologist	3	\$341,415	0.47%
Ungraded Position(s) Superintendent and School Board	1	\$289,751	0.40%
Over-time/Part-time/Subs/Supplements		\$1,308,710	1.80%
To be Distributed Over Multiple Positions		\$6,118,518	8.44%
Non-labor		\$10,988,225	15.15%
TOTALS:	781	\$72,524,408	100.00%



SY99-00 through SY20-21: Actual March 31 ADM
SY21-22 Projected March 31 ADM


			REQUIRED		PERCENT
FISCAL		LOCAL	LOCAL		ABOVE
YEAR		CONTRIBUTION	SHARE		RLE
2022		\$26,987,827	\$18,433,710		46.4%
2021		\$23,994,192	\$16,885,076		42.1%
2020		\$26,300,296	\$15,558,196		69.0%
2019		\$25,832,745	\$15,469,958		67.0%
2018		\$24,457,854	\$14,155,807		72.8%
2017		\$22,626,863	\$13,995,812		61.7%
2016		\$20,981,655	\$12,771,985		64.3%
2015		\$22,534,548	\$12,822,503		75.7%
2014		\$22,638,137	\$12,245,915		84.9%
2013		\$19,485,680	\$12,224,608		59.4%

By the Numbers

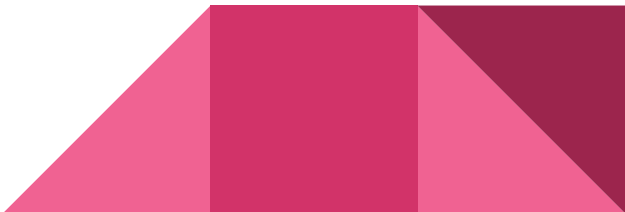
- Based on a student enrollment of 4,998
 - Current: Full-time students 5,206, Part-time students 18, total current students 5,224
- State Revenue of \$38,093,115
 - Increase of \$1,211,344 (reduction of \$668,498 due to state calculation error)
- Federal Revenue \$4,980,387
- Transfer from Health Care Fund \$300,000
- Miscellaneous Revenue of \$500,906
- Local Revenue - \$28,650,000
 - Increase of \$930,000 (above the FY22 and FY23 funded amount of \$27,720,000)



What is Driving this Budget?

- **Instruction**
 - Substitutes
 - Monthly Attendance Incentive
 - High School Math Teachers
 - Dean of Students
 - Mentor Teacher Stipend
 - Grow Your Own Program
 - Special Education Deputy Director
 - Reclassified Special Education Supervisor to PreK Services Coord.
 - Tier III Coordinator reclassify as Assistive Technology/Medicaid Coord.
 - Stipend for Lead Nurse
 - Reclassify Vacant Position to Dyslexia/English Curriculum Coordinator
 - Non-traditional Principal reclassified as Director of Pupil Services/Principal
 - Reclassify vacant teaching position as Dean of Students at Non-Traditional
 - **Administration, Attendance, Health**
 - Deputy Finance Director
 - Policy Services
 - **Pupil Transportation**
 - Fuel
 - **Operations and Maintenance**
 - Utilities
 - Grounds Maintenance (ES/MS Schools)
 - Playground Mulch
 - Janitorial Service Contract Increase
 - Carpet Replacement HJB
 - High School Drapes Flame Retardant
 - 5% + Step for all Teachers and Instructional Assistants
 - 5% Inclusive for all other employees except grades 12, 13, and 18.
 - Step raise for grades 12, 13, and 18.
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Process for the Development of the FY24 Budget

- Budget salaries for current positions plus any percentage increase
 - Zero-base Budgets by Cost Centers
 - Cost Centers reviewed their existing budgets and made recommendations to what would be needed for the FY24 school year
 - Started with projected salaries and budget requests
 - Using the General Assembly adopted budget, projected local revenue, projected Federal Revenue, and Misc. Revenue for FY24
 - Combine the labor and non-labor budgets and compare expenditures to the projected revenue
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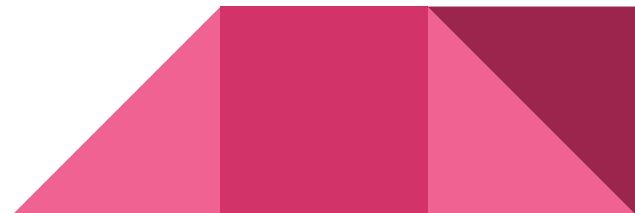
Warren County Public Schools
FY2024 Proposed Operating Fund Budget

	STATE BUDGET
I. FY2024 PROJECTED REVENUE:	\$72,524,408
II. FY2024 SALARIES AND BENEFITS: (5% + Step Grades 1 - 6, Balance 5% Inclusive of Step Except Grades 11, 12, 13, 18, and 40 Step Only Plus Monthly Attendance Bonuses)	\$61,536,183
III. FY2024 NON-LABOR:	\$10,988,225
IV. <DEFICIT>/ EXCESS:	\$0

Capital Improvements

- LFK Renovations

- On site construction began December 26, 2022
- Total Completion date August 2024
- Funding for Project - \$15,316,390
 - \$3,085,533 ESSER II Funds
 - \$4,000,000 ESSR III Funds
 - \$2,098,949 School Construction Grant Program Entitlement
 - \$1,014,491 American Rescue Plan
 - \$2,271,617 County Appropriations
 - \$1,000,000 WCPS Carry Over from SY 2021
 - \$1,300,000 WCPS Carry Over from SY 2022
 - \$ 300,000 CIP Fund with County
 - \$ 245,800 Cafeteria Funds



Capital Improvements

- A&E for EWM
 - Conversion of auditorium into a multipurpose room
 - Estimated cost of A&E is \$ 28,000
 - Estimated cost for construction is \$500,000
 - School Capital Improvement Funds(County)
- Cooling Tower HJB and Building Management System Update - \$125,000
 - School Capital Improvement Funds(County)



FY 2024 Major Classifications

WARREN COUNTY PUBLIC SCHOOLS FY2023 Approved vs. FY2024 Proposed Expenditure Category Comparison

BY CATEGORY

BUDGET CATEGORY	DESCRIPTION	APPROVED 2022-2023 BUDGET	PROPOSED 2023-2024 BUDGET	INCREASE/ <DECREASE>	PERCENT OF TOTAL BUDGET
61000	Instruction	\$ 54,718,958	\$ 55,643,093	\$ 924,135	62.11%
62000	Administration, Attendance, and Health	\$ 2,891,704	\$ 3,377,366	\$ 485,662	3.77%
63000	Pupil Transportation	\$ 3,100,727	\$ 3,183,179	\$ 82,452	3.55%
64000	Operation and Maintenance	\$ 6,377,211	\$ 7,327,964	\$ 950,753	8.18%
65000	School Food Services	\$ 3,392,190	\$ 3,919,125	\$ 526,935	4.37%
66000	Facilities	\$ 12,371,642	\$ 13,140,007	\$ 768,365	14.67%
67000	Debt Services and Fund Transfers	\$ 658,247	\$ 665,515	\$ 7,268	0.74%
68000	Technology	\$ 2,146,096	\$ 2,327,291	\$ 181,195	2.60%
69000	Contingency Reserve	\$ -	\$ -	\$0	0.00%
TOTAL		\$ 85,656,775	\$ 89,583,540	\$ 3,926,765	100.00%

WARREN COUNTY PUBLIC SCHOOLS

2023-24 SALARY SCALES

<u>Position (Numerically Sorted)</u>	<u>Grade</u>	<u>Position (Alphabetically Sorted)</u>	<u>Grade</u>
Teacher	1~ 5	Administrative Assistant	7
Instructional Assistant	6	Administrator Level I	25
Administrative Assistant	7	Administrator Level III	27
Head Secretary	8	Administrator Level V	31
Secretary	9	Automotive Specialist	11
Automotive Specialist	11	Bus Driver	18
Maintenance Journeyman	12	Head Secretary	8
Maintenance	13	Instructional Assistant	6
Transportation Mechanic	14	Level I Specialist	36
Bus Driver	18	Maintenance	13
Administrator Level I	25	Maintenance Journeyman	12
Administrator Level III	27	Maintenance/Transportation Foreman	40
Therapist	30	Miscellaneous	n/a
Administrator Level V	31	Nurse - RN	35
Speech	34	Secretary	9
Nurse - RN	35	Social Worker	39
Level I Specialist	36	Speech	34
Systems Technician	37	Supplemental	n/a
Social Worker	39	Systems Technician	37
Maintenance/Transportation Foreman	40	Teacher	1~ 5
Psychologist	41	Therapist	30
Miscellaneous	n/a	Transportation Mechanic	14
Supplemental	n/a	Psychologist	41

Warren County Public Schools
Teacher Salary Scale
2023-24

Teacher Grades 1 - 5		
Step	Years Experience	2023-2024
	2023-24	Salary
0	0	\$49,948
1	1	\$50,605
2	2	\$51,263
3	3	\$51,931
4	4	\$52,605
5	5	\$53,290
6	6	\$53,983
7	7	\$54,684
8	8	\$55,395
9	9	\$56,115
10	10	\$56,844
11	11	\$57,584
12	12	\$58,332
13	13	\$59,090
14	14	\$59,859
15	15	\$60,636
16	16	\$61,434
17	17	\$62,223
18	18	\$63,032
19	19	\$63,852
20	20	\$64,682
21	21	\$65,523
22	22	\$66,374
23	23	\$67,237
24	24	\$68,111
25	25	\$68,997
26	26	\$69,894
27	27	\$70,802
28	28	\$71,723
29	29	\$72,654
30+	30+	\$73,599
Bachelors + 15 (Grade 2)	\$1,000.00	
Masters & NBC (Grade 3)	\$2,500.00	
Masters + 30 (Grade 4)	\$3,300.00	
Doctorate (Grade 5)	\$4,500.00	
Dean of Students	\$7,500.00	
Dual Enrollment (1 class)	\$750.00	
Dual Enrollment (2+ classes)	\$1,500.00	
SB Deputy Clerk	\$5,000.00	
Instructional Coordinator	\$7,500.00	
Step 31+ equals \$70,094 +5% from 2022-23 base salary or their base salary +5% whichever is greater		
Includes: Guidance, Librarians, Instructional Coordinator, Dean of Students,		
Truancy, Security, Athletic Trainer, Transition Coordinator, Teacher Induction Coordinator		

**Warren County Public Schools
Instructional Assistant Salary Scale
2023-24**

Instructional Assistant Grade 6		
Step	Years Experience	2023-24
	2023-24	Salary
0	0	\$16,932
1	1	\$17,365
2	2	\$17,800
3	3	\$18,244
4	4	\$18,701
5	5	\$19,168
6	6	\$19,647
7	7	\$20,138
8	8	\$20,642
9	9	\$21,158
10	10	\$21,687
11	11	\$22,229
12	12	\$22,784
13	13	\$23,355
14	14	\$23,938
15	15	\$24,536
16	16	\$24,150
17	17	\$25,779
18	18	\$26,423
19	19	\$27,084
20	20	\$27,560
21	21	\$28,454
22	22	\$29,165
23	23	\$29,895
24	24	\$30,643
25	25	\$31,408
26	26	\$32,194
27	27	\$32,999
28	28	\$33,823
29	29	\$34,669
30+	30+	\$35,536
Assoc. Degree/H. Qualified	\$1,000	Grade 6
Bachelor's Degree	\$1,900	VRS: Professional
		WCPS: Support
		FLSA: Non-Exempt
		184 Day Contract
Step 31+ equals \$33,843 + 5% from 2022-23 base salary or their base salary +5% whichever is greater		

**Warren County Public Schools
Administrative Assistant Salary Scale
2023-24**

Clerical Administrative Assistant Grade 7		
Step	Years Experience	2023-24
	2023-24	Salary
0	0	\$33,315
1	1	\$33,848
2	2	\$34,398
3	3	\$34,949
4	4	\$35,508
5	5	\$36,077
6	6	\$36,654
7	7	\$37,240
8	8	\$37,836
9	9	\$38,442
10	10	\$39,057
11	11	\$39,681
12	12	\$40,316
13	13	\$40,961
14	14	\$41,617
15	15	\$42,283
16	16	\$42,959
17	17	\$43,647
18	18	\$44,345
19	19	\$45,055
20	20	\$45,774
21	21	\$46,508
22	22	\$47,252
23	23	\$48,008
24	24	\$48,775
25	25	\$49,556
26	26	\$50,349
27	27	\$51,154
28	28	\$51,972
29	29	\$52,804
30+	30+	\$53,650
Associate's Degree	\$1,000	Grade 7
Bachelor's Degree	\$1,900	VRS: Professional
		WCPS: Support
		FLSA: Non-Exempt
Step 31+ equals \$51,911 +5% from 2022-23 base salary or their base salary +5% whichever is greater		
<u>Contract Adjustment</u>		250 days
Supt's Secretary	\$5,250	

**Warren County Public Schools
Head Secretary Salary Scale
2023-24**

Clerical Head School Grade 8		
Step	Years Experience	2023-2024
	2023-24	Salary
0	0	\$30,433
1	1	\$30,920
2	2	\$31,422
3	3	\$31,925
4	4	\$32,435
5	5	\$32,955
6	6	\$33,482
7	7	\$34,017
8	8	\$34,562
9	9	\$35,115
10	10	\$35,676
11	11	\$36,248
12	12	\$36,828
13	13	\$37,416
14	14	\$38,015
15	15	\$38,624
16	16	\$39,241
17	17	\$39,870
18	18	\$40,506
19	19	\$41,155
20	20	\$41,815
21	21	\$42,482
22	22	\$43,163
23	23	\$43,853
24	24	\$44,555
25	25	\$45,267
26	26	\$45,992
27	27	\$46,729
28	28	\$47,476
29	29	\$48,235
30+	30+	\$49,007
Associate's Degree		Grade 8
Bachelor's Degree		VRS: Professional
		WCPS: Support
		FLSA: Non-Exempt
		250 Day Contract
Step 31+ equals \$47,420+5% from 2022-23 base salary or their base salary +5% whichever is greater		

**Warren County Public Schools
Secretary Salary Scale
2023-24**

Clerical Regular School Grade 9		
Step	Years Experience	2023-24
	2023-24	Salary
0	0	\$27,763
1	1	\$28,208
2	2	\$28,665
3	3	\$29,124
4	4	\$29,591
5	5	\$30,064
6	6	\$30,545
7	7	\$31,034
8	8	\$31,530
9	9	\$32,035
10	10	\$32,546
11	11	\$33,068
12	12	\$33,597
13	13	\$34,134
14	14	\$34,681
15	15	\$35,235
16	16	\$35,799
17	17	\$36,372
18	18	\$36,954
19	19	\$37,545
20	20	\$38,146
21	21	\$38,756
22	22	\$39,377
23	23	\$40,007
24	24	\$40,647
25	25	\$41,297
26	26	\$41,957
27	27	\$42,629
28	28	\$43,311
29	29	\$44,004
30+	30+	\$44,708
Associate's Degree		\$1,000 Grade 9
Bachelor's Degree		\$1,900 VRS: Professional
Translator		\$10,000 WCPS: Support
		FLSA: Non-Exempt
		250 Day Contract
Step 31+ equals \$43,259+5% from 2022-23 base salary or their base salary +5% whichever is greater		

**Warren County Public Schools
Automotive Specialist Salary Scale
2023-24**

Automotive Specialist Grade 11		
Step	Years Experience	2023-24
	2023-24	Salary
0	0	\$41,644
1	1	\$42,310
2	2	\$42,998
3	3	\$43,687
4	4	\$44,385
5	5	\$45,096
6	6	\$45,817
7	7	\$46,550
8	8	\$47,295
9	9	\$48,052
10	10	\$48,821
11	11	\$49,601
12	12	\$50,395
13	13	\$51,201
14	14	\$52,021
15	15	\$52,852
16	16	\$53,699
17	17	\$54,558
18	18	\$55,430
19	19	\$56,318
20	20	\$57,218
21	21	\$58,134
22	22	\$59,064
23	23	\$60,009
24	24	\$60,969
25	25	\$61,945
26	26	\$62,936
27	27	\$63,942
28	28	\$64,966
29	29	\$66,006
30+	30+	\$67,062
Associate's Degree	\$1,000	Grade 11
Bachelor's Degree	\$1,900	VRS: Support
		WCPS: Support
		FLSA: Non-Exempt
		250 Day Contract
Step 31+ equals \$64,889+ 5% from 2022-23 base salary or their base salary + 5% whichever is greater		

**Warren County Public Schools
Maintenance Journeyman Salary Scale
2023-24**

Maintenance Journeyman Grade 12		
Step	Years Experience	2023-224
	2023-24	Salary
0	0	\$33,866
1	1	\$34,319
2	2	\$35,199
3	3	\$36,399
4	4	\$37,648
5	5	\$38,988
6	6	\$40,484
7	7	\$42,357
8	8	\$44,226
9	9	\$46,099
10	10	\$47,889
11	11	\$50,075
12	12	\$51,628
13	13	\$53,494
14	14	\$55,368
15	15	\$57,237
16	16	\$58,382
17	17	\$59,546
18	18	\$60,739
19	19	\$61,954
20	20	\$63,194
Associate's Degree	\$1,000	Grade 12
Bachelor's Degree	\$1,900	VRS: Support
		WCPS: Support
		FLSA: Non-Exempt
		250 Day Contract
Step 21+ equals \$63,194+ 4.6% from 2022-23 base salary or their base salary +4.6% whichever is greater		

**Warren County Public Schools
Maintenance Salary Scale
2023-24**

Maintenance	Grade 13	
Step	Years Experience	2023-24
	2023-24	Salary
0	0	\$30,864
1	1	\$31,728
2	2	\$32,836
3	3	\$34,007
4	4	\$35,229
5	5	\$36,522
6	6	\$37,934
7	7	\$39,426
8	8	\$40,826
9	9	\$42,293
10	10	\$43,997
11	11	\$45,629
12	12	\$47,332
13	13	\$49,293
14	14	\$50,279
15	15	\$51,285
16	16	\$52,311
17	17	\$53,358
18	18	\$54,426
19	19	\$55,515
20	20	\$56,626
Associate's Degree	\$1,000	Grade 13
Bachelor's Degree	\$1,900	VRS: Support
		WCPS: Support
		FLSA: Non-Exempt
		250 Day Contract
Step 21+ equals \$56,626+ 4% from 2022-23 base salary or their base salary + 4% whichever is greater		

**Warren County Public Schools
Bus Driver Salary Scale
2023-24**

Bus Drivers Grade 18			
Step	Years Experience	2023-24	2023-24
	2023-24	Salary 4.5 hrs/day*	Salary 8 hrs/day*
0	0	\$15,905	\$28,275
1	1	\$16,194	\$28,789
2	2	\$16,483	\$29,303
3	3	\$16,772	\$29,817
4	4	\$17,062	\$30,331
5	5	\$17,351	\$30,845
6	6	\$17,639	\$31,381
7	7	\$17,929	\$31,873
8	8	\$18,216	\$32,388
9	9	\$18,508	\$32,912
10	10	\$18,797	\$33,416
11	11	\$19,085	\$33,930
12	12	\$19,375	\$34,444
13	13	\$19,664	\$34,958
14	14	\$19,954	\$35,472
15	15	\$20,242	\$35,986
16	16	\$20,531	\$36,501
17	17	\$20,821	\$37,014
18	18	\$21,111	\$37,529
19	19	\$21,399	\$38,042
20	20	\$21,688	\$38,556
21	21	\$21,977	\$39,071
22	22	\$22,267	\$39,584
Associate's Degree	\$1,000	Grade 18	
Bachelor's Degree	\$1,900	VRS: Support	
		WCPS: Support	
		FLSA: Non-Exempt	
		180 Day Contract	
Step 23+ equals \$22,267+1.8% or \$39,584+1.8% from 2022-23 base salary or their base salary +1.8% whichever is greater			

**Warren County Public Schools
Administrator Level I Salary Scale
2023-24**

Administrator I Grade 25		
Step	Years Experience	2023-24
	2023-24	Salary
1	1	\$76,676
2	2	\$77,903
3	3	\$79,494
4	4	\$81,051
5	5	\$82,640
6	6	\$84,291
7	7	\$85,944
8	8	\$87,598
9	9	\$89,250
10	10	\$90,904
11	11	\$92,557
12	12	\$94,210
13	13	\$95,862
14	14	\$97,516
15	15	\$99,168
16	16	\$100,820
17	17	\$102,473
18	18	\$104,126
19	19	\$105,779
20+	20+	\$107,432
Masters + 30	\$3,300	Grade 25
Doctorate	\$4,500	VRS: Professional
Middle School Assistant Principal	\$5,000	WCPS: Professional
Administrator Level I includes:		FLSA: Exempt
Elem & MS Asst Prin		250 Day Contract
Assistive Tech/Medicad Coord.		
Preschool Serv. Coord.		
Step 20+ equals \$103,889+5% from 2022-23 base salary or their base salary +5% whichever is greater		

**Warren County Public Schools
Administrator Level III Salary Scale
2023-24**

Administrator III Grade 27		
Step	Years Experience	2023-24
	2023-24	Salary
1	1	\$83,201
2	2	\$84,532
3	3	\$86,257
4	4	\$87,948
5	5	\$89,673
6	6	\$92,363
7	7	\$95,054
8	8	\$97,743
9	9	\$100,433
10	10	\$103,123
11	11	\$105,814
12	12	\$108,503
13	13	\$111,192
14	14	\$113,882
15	15	\$116,573
16	16	\$119,264
17	17	\$121,953
18	18	\$124,644
19	19	\$127,333
20+	20+	\$130,023
Masters + 30		Grade 27
Doctorate		VRS: Professional
		WCPS: Professional
Administrator Level III includes:		FLSA: Exempt
Special Services Supv		250 Day Contract
HS Asst Prin		
Elem Prin		
Dir Maintenance		
Dir Transportation		
Athletic Director		
Dept. Div. of Special Serv.		
Step 20+ equals \$126,394+5% from 2022-23 base salary or their base salary +5% whichever is greater		

**Warren County Public Schools
Therapist Salary Scale
2023-24**

Therapist Grade 30		
Step	Years Experience	2023-24
	2023-24	Salary
0	0	\$58,811
1	1	\$59,752
2	2	\$60,909
3	3	\$62,067
4	4	\$63,284
5	5	\$64,525
6	6	\$65,790
7	7	\$67,083
8	8	\$68,395
9	9	\$69,738
10	10	\$71,105
11	11	\$72,499
12	12	\$77,116
13	13	\$81,753
14	14	\$85,861
15	15	\$89,970
16+	16+	\$94,084
Includes:		Grade 30
Occupational Therapist		VRS: Professional
Physical Therapist		WCPS: Professional
		FLSA: Exempt
		200 Day Contract
Step 16+ equals \$93,512+5% from 2022-23 base salary or their base salary +5% whichever is greater		

**Warren County Public Schools
Administrator Level V Salary Scale
2023-24**

Administrator V Grade 31		
Step	Years Experience	2023-24
	2023-24	Salary
1	1	\$89,998
2	2	\$91,438
3	3	\$93,303
4	4	\$95,134
5	5	\$96,998
6	6	\$99,908
7	7	\$102,820
8	8	\$105,728
9	9	\$108,639
10	10	\$111,547
11	11	\$114,458
12	12	\$117,367
13	13	\$120,277
14	14	\$123,188
15	15	\$126,098
16	16	\$129,008
17	17	\$131,918
18	18	\$134,828
19	19	\$137,737
20+	20+	\$140,647
Masters + 30	\$3,300	
Doctorate	\$4,500	
<u>Contract Adjustment</u>		
SB Clerk	\$10,000	
Assistant Superintendent	\$10,000	
Administrator Level V includes:		Grade 31
Asst Supt		VRS: Professional
CO Director		WCPS: Professional
Sec Principals (MS, HS)		FLSA: Exempt
Director of Pupil/NT Principal		
Director of CTE/BRTC Principal		250 Day Contract
Step 20+ equals \$136,720+5% from 2022 -23 base salary or their base salary +5% whichever is greater		

**Warren County Public Schools
Speech Salary Scale
2023-24**

Speech Therapist Grade 34		
Step	Years Experience	2023-24
	2023-24	Salary
0	0	\$58,130
1	1	\$59,060
2	2	\$59,535
3	3	\$59,983
4	4	\$60,432
5	5	\$60,886
6	6	\$61,341
7	7	\$61,802
8	8	\$62,265
9	9	\$62,733
10	10	\$63,203
11	11	\$63,677
12	12	\$64,154
13	13	\$64,636
14	14	\$65,121
15	15	\$65,610
16	16	\$66,101
17	17	\$66,598
18	18	\$67,097
19	19	\$67,599
20	20	\$68,107
21	21	\$68,617
22	22	\$69,132
23	23	\$69,650
24	24	\$70,173
25	25	\$70,699
26	26	\$71,229
27	27	\$71,764
28	28	\$72,301
29	29	\$72,844
30+	30+	\$73,390
Stipend - Cs	\$1,300	Grade 34
Bachelor's + 15	\$1,000	VRS: Professional
Master's Degree	\$2,500	WCPS: Professional
Master's + 30	\$3,300	FLSA: Exempt
Doctorate	\$4,500	200 Day Contract
Step 30+ equals \$70,420+5% from 2022-23 base salary or their base salary +5% whichever is greater		

Warren County Public Schools
Nurse - RN Salary Scale
2023-24

Nurse - RN Grade 35		
Step	Years Experience	2023-24
	2023-24	Salary
0	0	\$33,266
1	1	\$33,798
2	2	\$34,487
3	3	\$35,178
4	4	\$35,881
5	5	\$36,598
6	6	\$37,329
7	7	\$38,077
8	8	\$38,838
9	9	\$39,615
10	10	\$40,408
11	11	\$41,215
12	12	\$42,039
13	13	\$42,880
14	14	\$43,738
15	15	\$44,613
16	16	\$45,504
17	17	\$46,415
18	18	\$47,344
19	19	\$48,290
20	20	\$49,256
21	21	\$50,241
22	22	\$51,245
23	23	\$52,271
24	24	\$53,315
25	25	\$54,382
26	26	\$55,470
27	27	\$56,579
28	28	\$57,712
29	29	\$58,865
30+	30+	\$60,042
		Grade 35
Associate's Degree	\$1,000	VRS: Professional
Bachelor's Degree	\$1,900	WCPS: Professional
		FLSA: Exempt
		184 Day Contract
Step 30+ equals \$58,326 from 2022-23 base salary or their base salary +5% whichever is greater		

**Warren County Public Schools
Level I Specialist Salary Scale
2023-24**

Level I Specialist Grade 36		
Step	Years Experience	2023-24
	2023-24	Salary
0	0	\$42,518
1	1	\$43,199
2	2	\$44,034
3	3	\$44,871
4	4	\$45,752
5	5	\$46,650
6	6	\$47,564
7	7	\$48,498
8	8	\$49,449
9	9	\$51,425
10	10	\$53,482
11	11	\$55,622
12	12	\$57,848
13	13	\$60,160
14	14	\$62,566
15	15	\$65,068
16	16	\$67,670
17+	17+	\$70,378
Associate's Degree	\$1,000	Grade 36
Bachelor's Degree	\$1,900	VRS: Professional
Master's Degree	\$2,500	WCPS: Support
		250 Day Contract
Includes:	<u>FSLA</u>	
PC Tech	Non-exempt	
Adm Software Spec	Non-exempt	
Payroll Specialist	Non-exempt	
Route Coordinator	Exempt	
Benefits Specialist	Non-exempt	
Step 17+ equals \$69,707+5% from 2022-23 base salary or their base salary +5% whichever is greater		

**Warren County Public Schools
Systems Technician Salary Scale
2023-24**

Systems Technician Grade 37		
Step	Years Experience	2023-24
	2023-24	Salary
0	0	\$56,688
1	1	\$57,595
2	2	\$58,710
3	3	\$59,827
4	4	\$61,002
5	5	\$62,197
6	6	\$63,416
7	7	\$64,662
8	8	\$65,929
9	9	\$68,567
10	10	\$71,308
11	11	\$74,162
12	12	\$77,127
13	13	\$80,210
14	14	\$83,420
15	15	\$86,756
16	16	\$90,226
17+	17+	\$93,834
Associate's Degree		Grade 37
Bachelor's Degree		VRS: Professional
		WCPS: Support
Systems Technician		FLSA: Exempt
HVAC Building Automation System Technician		250 Day Contract
Step 17+ equals \$92,943+5% from 2022-23 base salary or their base salary +5% whichever is greater		

**Warren County Public Schools
Social Worker Salary Scale
2023-24**

Social Worker Grade 39		
Step	Years Experience	2023-24
	2023-24	Salary
0	0	\$69,371
1	1	\$70,481
2	2	\$71,185
3	3	\$71,898
4	4	\$72,616
5	5	\$73,342
6	6	\$74,076
7	7	\$74,817
8	8	\$75,566
9	9	\$76,320
10	10	\$77,084
11	11	\$77,854
12	12	\$78,634
13	13	\$79,419
14	14	\$80,214
15	15	\$81,016
16	16	\$81,826
17	17	\$82,645
18	18	\$83,471
19	19	\$84,306
20	20	\$85,149
21	21	\$86,001
22	22	\$86,861
23	23	\$87,729
24	24	\$88,606
25	25	\$89,492
26	26	\$90,387
27	27	\$91,290
28	28	\$92,204
29	29	\$93,126
30+	30+	\$94,057
Master's + 30		Grade 39
Doctorate		VRS: Professional
		WCPS: Professional
Includes:		FLSA: Exempt
Social Worker		250 Day Contract
Step 30+ equals \$90,474+5% from 2022-23 base salary or their base salary +5% whichever is greater		

Warren County Public Schools
Maintenance/Transportation Foreman Salary Scale
2023-24

Maintenance/Transportation Foreman Grade 40		
Step	Years Experience	2023-24
	2023-24	Salary
0	0	\$61,235
1	1	\$62,215
2	2	\$63,485
3	3	\$64,692
4	4	\$65,961
5	5	\$67,255
6	6	\$68,573
7	7	\$70,630
8	8	\$72,689
9	9	\$74,744
10	10	\$76,803
11	11	\$78,860
12	12	\$80,916
13	13	\$82,974
14	14	\$85,030
15	15	\$87,087
16	16	\$89,146
17+	17+	\$91,202
Associate's Degree	\$1,000	
Bachelor's Degree	\$1,900	
		Grade 40
Includes:		VRS: Professional
Supervisor of Maintenance		WCPS: Support
Transportation Foreman		FLSA: Exempt
		250 Day Contract
Step 17+ equals \$88,818+ 5% from 202-23 base salary or their base salary + 5% whichever is greater		

**Warren County Public Schools
Psychologist Salary Scale
2023-24**

Psychologist Grade 41		
Step	Years Experience 2023-24	2023-24 Salary
1	1	\$76,676
2	2	\$77,903
3	3	\$79,494
4	4	\$81,051
5	5	\$82,640
6	6	\$84,291
7	7	\$85,944
8	8	\$87,598
9	9	\$89,250
10	10	\$90,904
11	11	\$92,557
12	12	\$94,210
13	13	\$95,862
14	14	\$97,516
15	15	\$99,168
16	16	\$100,820
17	17	\$102,473
18	18	\$104,126
19	19	\$105,779
20+	20+	\$107,432
Associate's Degree	\$1,000	Grade 40
Bachelor's Degree	\$1,900	VRS: Professional
		WCPS: Support
Includes:		FLSA: Exempt
		250 Day Contract
Step 20+ equals \$103,889 5% from 2022-23 base salary or their base salary +5% whichever is greater		

**Warren County Public Schools
Miscellaneous Scale
2023-24**

SUBSTITUTE	<u>DAILY</u>
Certified Substitute Assistant Principal	\$275.00
Certified Substitute Principal	\$325.00
Substitute Bus Driver	\$40.00
Substitute Nurse	\$100.00
Long Term Substitute Nurse	\$120.00
	<u>HOURLY</u>
Substitute Dining Room Aide	\$12.00
HOMEBOUND	<u>HOURLY</u>
Individual	\$40.00
Group	\$25.00
MISCELLANEOUS	<u>HOURLY</u>
Adult Basic & General Education	\$25.00
Curriculum Development	\$20.00
Intern	\$12.00
Part-time Car Driver	\$12.00
Part-time Bus Driver/Field Trip	\$20.00
Part-time Dining Room Aide	\$12.00
Part-time Nursing Instructor	\$28.00
Part-time Secretary	\$16.00
Pony Driver	\$12.00
SOL Remediation - Teacher	\$25.00
SOL Remediation - Tutor	\$12.00
Translator/Interpreter	\$25.00
Sign Language Interpreter	\$35.00
Videotape School Board Meetings	\$50.00/mtg
Workstudy Students	\$12.00
Use of Facilities AV Technician	\$70.00
Use of Facilities Event Manager	\$50.00
	<u>DAILY</u>
Bus Aide (Two Runs)	\$35.00
SUMMER SCHOOL	<u>HOURLY</u>
Secondary Teacher	\$35.00
Elementary Teacher	\$35.00
Secondary Instructional Assistant	\$15.00
Elementary Instructional Assistant	\$15.00
ESY Administrator/OT/PT/SLP	\$45.00
ESY Nurse	\$35.00

**Warren County Public Schools
Supplemental Salary Scale
2023-24**

SUPPLEMENTAL ASSIGNMENT	0-7 Yrs Exp	8-9 Yrs Exp	10-11 Yrs Exp	12-13 Yrs Exp	14+ Yrs Exp
POSITION	\$3,410	\$3,751	\$4,092	\$4,433	\$4,774
Head Football *					
Head Basketball					
Head Wrestling					
POSITION	\$3,065	\$3,321	\$3,577	\$3,832	\$4,087
High School Band Director **					
POSITION	\$2,728	\$30,699	\$3,410	\$3,751	\$4,092
Head Baseball					
Head Softball					
Head Volleyball **					
Head Track					
Head Indoor Track and Field					
Head Fall Cheer **					
Head Soccer					
POSITION	\$2,387	\$2,728	\$3,069	\$3,410	\$3,751
Asst Varsity Football **					
Asst Varsity Basketball					
POSITION	\$2,040	\$2,299	\$2,555	\$2,810	\$3,065
Middle School Band Director					
High School Choral Director					
High School Flag Corp Director **					
POSITION	\$2,046	\$2,387	\$2,728	\$3,069	\$3,410
Head Tennis					
Head Cross Country **					
Head Golf **					
POSITION	\$1,705	\$2,046	\$2,387	\$2,728	\$3,376
Asst Varsity Baseball					
Asst Varsity Softball					
Asst Varsity Wrestling					
Asst Varsity Track					
Asst Varsity Soccer					
Asst Varsity Volleyball **					
JV Baseball					
JV Basketball					
JV Softball					
JV Volleyball **					
JV Wrestling					
JV Soccer					
Freshman Basketball					
POSITION	\$1,533	\$1,788	\$2,040	\$2,299	\$2,555
Adult Education Coordinator					

**Warren County Public Schools
Supplemental Salary Scale
2023-24**

SUPPLEMENTAL ASSIGNMENT	0-7 Yrs Exp	8-9 Yrs Exp	10-11 Yrs Exp	12-13 Yrs Exp	14+ Yrs Exp
POSITION	\$1,364	\$1,705	\$2,046	\$2,387	\$2,728
JV Fall Cheer **					
Freshman Fall Cheer **					
Freshman Volleyball **					
Asst Varsity Cross Country **					
POSITION	\$1,023	\$1,364	\$1,705	\$2,046	\$2,387
Varsity Winter Cheer					
POSITION	\$682	\$1,023	\$1,364	\$1,705	\$2,046
JV Winter Cheer					
Freshman Winter Cheer					
Fall Middle School Cheer **					
MIDDLE SCHOOL ATHLETIC PAY SCALE					
POSITION	\$974	\$1,217	\$1,460	\$1,703	\$1,947
Head Football **					
Track					
Head Wrestling					
Head Winter Cheer					
Head Basketball (girls **)					
Head Cross Country **					
Head Volleyball					
MISCELLANEOUS PAY SCALE					
POSITION	\$487	\$731	\$974	\$1,217	\$1,460
High School Drama (Spring & Fall)					
Forensics/Debate Coach					
Academic Bowl					
Robotics Coach					
FIXED SUPPLEMENT PAY SCALE					
POSITION					
Lead Nurse	\$6,600				
Division-Level Related Services	\$3,300				
Fall Event Manager (2)	\$1,100				
FFA Advisor	\$1,500				
High School Asst Athletic Director	\$5,500				
Middle School Athletic Director	\$5,500				
Spring Event Manager (2)	\$1,100				
Summer Fine Arts Enrichment Program Director	\$1,430				
Winter Event Manager (2)	\$1,100				
Certified Nurse Assisant	\$5,000				
Junior Class Sponsor (2 per High School)	\$800				
Senior Class Sponsor (2 per High School)	\$1,000				
DEPT CHAIR/TEAM LEADER					
# of Professional Members					
3	\$385				
4	\$512				

**Warren County Public Schools
Supplemental Salary Scale
2023-24**

5	\$638				
6	\$765				
7	\$891				
8	\$1,018				
9	\$1,144				
10	\$1,271				
11	\$1,397				
12	\$1,524				
13	\$1,650				
14	\$1,777				
INDUCTION COACH					
# of New Teachers					
0	\$0				
1	\$550				
\$100 For Each Add'l New Teacher In Excess Of One					
** Add Pre-Labor Day Supplement of		\$386			
* 11 Month Contract Plus Supplement					