



BATH COUNTY BOARD OF EDUCATION	
2023-24	
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Bath County Board of Education Certified Salary Schedule

185 DAYS

EFFECTIVE 7/1/23

2% Increase

	1	2	3
0	\$45,332	\$41,215	\$36,962
1	\$45,617	\$41,364	\$37,127
2	\$45,739	\$41,502	\$37,249
3	\$46,013	\$41,639	\$37,372
4	\$49,730	\$45,332	\$41,215
5	\$49,867	\$45,617	\$41,364
6	\$50,006	\$45,739	\$41,502
7	\$50,130	\$46,013	\$41,639
8	\$50,276	\$46,173	\$41,762
9	\$50,415	\$46,300	\$41,910
10	\$55,224	\$50,972	\$46,708
11	\$55,349	\$51,095	\$46,856
12	\$55,485	\$51,232	\$46,979
13	\$55,632	\$51,368	\$47,116
14	\$55,757	\$51,516	\$47,265
15	\$57,412	\$53,000	\$48,217
16	\$57,538	\$53,160	\$48,342
17	\$57,676	\$53,285	\$48,504
18	\$57,809	\$53,421	\$48,628
19	\$57,959	\$53,684	\$48,766
20	\$58,354	\$54,116	\$49,187
21	\$58,506	\$54,241	\$49,336
22	\$58,641	\$54,388	\$49,597
23	\$58,777	\$54,525	\$49,730
24	\$58,900	\$54,649	\$49,867
25	\$59,036	\$54,797	\$50,006
26	\$59,577	\$55,338	\$50,105
27	\$60,118	\$55,878	\$50,205
28	\$60,118	\$55,878	\$50,205
29	\$60,118	\$55,878	\$50,205
30	\$60,118	\$55,878	\$50,205
31	\$60,118	\$55,878	\$50,205
32	\$60,118	\$55,878	\$50,205
33	\$60,118	\$55,878	\$50,205
34	\$60,118	\$55,878	\$50,205
35	\$60,118	\$55,878	\$50,205
36	\$60,118	\$55,878	\$50,205
37	\$60,118	\$55,878	\$50,205
38	\$60,118	\$55,878	\$50,205
39	\$60,118	\$55,878	\$50,205
40	\$60,118	\$55,878	\$50,205
	RANK IV	\$ 32,372	
	RANK V	\$ 29,698	

Bath County Board of Education					
Certified Substitute Salary Schedule					
Daily Rate					
2023-24					
	RANK I	RANK II	RANK III	RANK IV	RANK V
All Years	\$ 125.00	\$ 120.00	\$ 115.00	\$ 110.00	\$ 105.00
Retired	\$ 150.00				
Long-term Substitute (LTS)					
All years	\$ 175.00				
Retired	DWT				
*All rates amended 09/26/22; effective on 10/01/22					

Bath County Board of Education	
Classified Personnel Salary Schedule (hire date prior to 7/1/04)	
2023-24	
Instructional Assistants	
School Receptionist	
Fifth Year	\$ 16.00

BATH COUNTY BOARD OF EDUCATION
For Employees Hired After 06/30/04
2023-24

Classified Hourly Salary Scale

Classified Overhaul Rates

Finance		Finance Assistant I	Finance Assistant II/Special Ed. Secretary	School Bookkeeper, OES & CES	School Bookkeeper, BCHS & BCMS	Food Service Finance Assistant
	Days	240	240	230	230	240
	Hours	8	8	8	8	8
	Grade	163B	163A	1630		7660
	0	\$ 13.45	\$ 18.90	\$ 11.00	\$ 13.00	\$ 15.25
1.007	1	\$ 13.54	\$ 19.03	\$ 11.08	\$ 13.09	\$ 15.36
1.007	2	\$ 13.64	\$ 19.17	\$ 11.15	\$ 13.18	\$ 15.46
1.007	3	\$ 13.73	\$ 19.30	\$ 11.23	\$ 13.27	\$ 15.57
1.007	4	\$ 13.83	\$ 19.43	\$ 11.31	\$ 13.37	\$ 15.68
1.012	5	\$ 14.00	\$ 19.67	\$ 11.45	\$ 13.53	\$ 15.87
1.007	6	\$ 14.09	\$ 19.81	\$ 11.53	\$ 13.62	\$ 15.98
1.007	7	\$ 14.19	\$ 19.94	\$ 11.61	\$ 13.72	\$ 16.09
1.007	8	\$ 14.29	\$ 20.08	\$ 11.69	\$ 13.81	\$ 16.21
1.007	9	\$ 14.39	\$ 20.22	\$ 11.77	\$ 13.91	\$ 16.32
1.022	10	\$ 14.71	\$ 20.67	\$ 12.03	\$ 14.22	\$ 16.68
1.007	11	\$ 14.81	\$ 20.81	\$ 12.11	\$ 14.32	\$ 16.79
1.007	12	\$ 14.92	\$ 20.96	\$ 12.20	\$ 14.42	\$ 16.91
1.007	13	\$ 15.02	\$ 21.11	\$ 12.28	\$ 14.52	\$ 17.03
1.008	14	\$ 15.14	\$ 21.28	\$ 12.38	\$ 14.63	\$ 17.17
1.027	15	\$ 15.55	\$ 21.85	\$ 12.72	\$ 15.03	\$ 17.63
1.008	16	\$ 15.67	\$ 22.02	\$ 12.82	\$ 15.15	\$ 17.77
1.008	17	\$ 15.80	\$ 22.20	\$ 12.92	\$ 15.27	\$ 17.91
1.008	18	\$ 15.93	\$ 22.38	\$ 13.02	\$ 15.39	\$ 18.06
1.008	19	\$ 16.05	\$ 22.56	\$ 13.13	\$ 15.52	\$ 18.20
1.037	20	\$ 16.65	\$ 23.39	\$ 13.61	\$ 16.09	\$ 18.87
1.008	21	\$ 16.78	\$ 23.58	\$ 13.72	\$ 16.22	\$ 19.03
1.008	22	\$ 16.91	\$ 23.77	\$ 13.83	\$ 16.35	\$ 19.18
1.008	23	\$ 17.05	\$ 23.96	\$ 13.94	\$ 16.48	\$ 19.33
1.008	24	\$ 17.19	\$ 24.15	\$ 14.06	\$ 16.61	\$ 19.49
1.048	25	\$ 18.01	\$ 25.31	\$ 14.73	\$ 17.41	\$ 20.42
1.030	26	\$ 18.55	\$ 26.07	\$ 15.17	\$ 17.93	\$ 21.03
1.030	27	\$ 19.11	\$ 26.85	\$ 15.63	\$ 18.47	\$ 21.66

Bath County Board of Education
For Employees Hired After 06/30/04

2023-24

Classified Hourly Salary Scale

Classified Overhaul Rates

Food Services		Food Services Clerk I	Manager, Lunchroom	Cook/Baker	Seasonal Culinary Intern
	Days	182	182	182	
	Hours	7.5	7.5	7.5	
	Grade	224A	212D	241F	
	Sub	\$ 12.00	\$ 12.00	\$ 12.00	\$ 10.75
	0	\$ 12.45	\$ 13.80	\$ 12.00	
1.007	1	\$ 12.54	\$ 13.90	\$ 12.08	
1.007	2	\$ 12.62	\$ 13.99	\$ 12.17	
1.007	3	\$ 12.71	\$ 14.09	\$ 12.25	
1.007	4	\$ 12.80	\$ 14.19	\$ 12.34	
1.012	5	\$ 12.96	\$ 14.36	\$ 12.49	
1.007	6	\$ 13.05	\$ 14.46	\$ 12.58	
1.007	7	\$ 13.14	\$ 14.56	\$ 12.66	
1.007	8	\$ 13.23	\$ 14.66	\$ 12.75	
1.007	9	\$ 13.32	\$ 14.77	\$ 12.84	
1.022	10	\$ 13.62	\$ 15.09	\$ 13.12	
1.007	11	\$ 13.71	\$ 15.20	\$ 13.22	
1.007	12	\$ 13.81	\$ 15.30	\$ 13.31	
1.007	13	\$ 13.90	\$ 15.41	\$ 13.40	
1.008	14	\$ 14.01	\$ 15.53	\$ 13.51	
1.027	15	\$ 14.39	\$ 15.95	\$ 13.87	
1.008	16	\$ 14.51	\$ 16.08	\$ 13.98	
1.008	17	\$ 14.62	\$ 16.21	\$ 14.10	
1.008	18	\$ 14.74	\$ 16.34	\$ 14.21	
1.008	19	\$ 14.86	\$ 16.47	\$ 14.32	
1.037	20	\$ 15.41	\$ 17.08	\$ 14.85	
1.008	21	\$ 15.53	\$ 17.22	\$ 14.97	
1.008	22	\$ 15.66	\$ 17.35	\$ 15.09	
1.008	23	\$ 15.78	\$ 17.49	\$ 15.21	
1.008	24	\$ 15.91	\$ 17.63	\$ 15.33	
1.048	25	\$ 16.67	\$ 18.48	\$ 16.07	
1.030	26	\$ 17.17	\$ 19.03	\$ 16.55	
1.030	27	\$ 17.69	\$ 19.60	\$ 17.05	
*Retiree sub rate to be based on years experience					

Bath County Board of Education
For Employees Hired After 06/30/04

2023-24

Classified Hourly Salary Scale

Classified Overhaul Rates

Instructional		Inst. Assist.	Inst. Assist., Spec. Educ.	Interpreter I	Interpreter II	GSA
	Days	185	185			185
	Hours	6.5	6.5			7
	Grade	320F	318B			
	Sub	\$ 10.30	\$ 11.30			
	0	\$ 10.30	\$ 11.30	\$ 16.47	\$ 24.66	\$ 21.85
1.007	1	\$ 10.37	\$ 11.38	\$ 16.59	\$ 24.84	\$ 22.00
1.007	2	\$ 10.44	\$ 11.46	\$ 16.70	\$ 25.01	\$ 22.16
1.007	3	\$ 10.52	\$ 11.54	\$ 16.82	\$ 25.19	\$ 22.31
1.007	4	\$ 10.59	\$ 11.62	\$ 16.94	\$ 25.36	\$ 22.47
1.012	5	\$ 10.72	\$ 11.76	\$ 17.14	\$ 25.67	\$ 22.74
1.007	6	\$ 10.79	\$ 11.84	\$ 17.26	\$ 25.85	\$ 22.90
1.007	7	\$ 10.87	\$ 11.92	\$ 17.38	\$ 26.03	\$ 23.06
1.007	8	\$ 10.95	\$ 12.01	\$ 17.50	\$ 26.21	\$ 23.22
1.007	9	\$ 11.02	\$ 12.09	\$ 17.63	\$ 26.39	\$ 23.38
1.022	10	\$ 11.26	\$ 12.36	\$ 18.02	\$ 26.97	\$ 23.90
1.007	11	\$ 11.34	\$ 12.44	\$ 18.14	\$ 27.16	\$ 24.06
1.007	12	\$ 11.42	\$ 12.53	\$ 18.27	\$ 27.35	\$ 24.23
1.007	13	\$ 11.50	\$ 12.62	\$ 18.40	\$ 27.54	\$ 24.40
1.008	14	\$ 11.59	\$ 12.72	\$ 18.54	\$ 27.76	\$ 24.60
1.027	15	\$ 11.91	\$ 13.06	\$ 19.04	\$ 28.51	\$ 25.26
1.008	16	\$ 12.00	\$ 13.17	\$ 19.20	\$ 28.74	\$ 25.46
1.008	17	\$ 12.10	\$ 13.27	\$ 19.35	\$ 28.97	\$ 25.67
1.008	18	\$ 12.20	\$ 13.38	\$ 19.50	\$ 29.20	\$ 25.87
1.008	19	\$ 12.29	\$ 13.49	\$ 19.66	\$ 29.44	\$ 26.08
1.037	20	\$ 12.75	\$ 13.99	\$ 20.39	\$ 30.53	\$ 27.04
1.008	21	\$ 12.85	\$ 14.10	\$ 20.55	\$ 30.77	\$ 27.26
1.008	22	\$ 12.95	\$ 14.21	\$ 20.72	\$ 31.02	\$ 27.48
1.008	23	\$ 13.06	\$ 14.32	\$ 20.88	\$ 31.26	\$ 27.70
1.008	24	\$ 13.16	\$ 14.44	\$ 21.05	\$ 31.51	\$ 27.92
1.048	25	\$ 13.79	\$ 15.13	\$ 22.06	\$ 33.03	\$ 29.26
1.030	26	\$ 14.21	\$ 15.59	\$ 22.72	\$ 34.02	\$ 30.14
1.030	27	\$ 14.63	\$ 16.05	\$ 23.40	\$ 35.04	\$ 31.04
*Retiree sub rate to be based on years experience						

Bath County Board of Education
For Employees Hired After 06/30/04
2023-24

Classified Hourly Salary Scale

Classified Overhaul Rates

Health Services		Nurse	Nursing Clerk
	Days	190	190
	Hours	7.5	7.5
	Grade	7263	8884
	Sub	\$ 21.80	\$ 10.30
	0	\$ 21.80	\$ 10.30
1.007	1	\$ 21.95	\$ 10.37
1.007	2	\$ 22.11	\$ 10.44
1.007	3	\$ 22.26	\$ 10.52
1.007	4	\$ 22.42	\$ 10.59
1.012	5	\$ 22.69	\$ 10.72
1.007	6	\$ 22.84	\$ 10.79
1.007	7	\$ 23.00	\$ 10.87
1.007	8	\$ 23.17	\$ 10.95
1.007	9	\$ 23.33	\$ 11.02
1.022	10	\$ 23.84	\$ 11.26
1.007	11	\$ 24.01	\$ 11.34
1.007	12	\$ 24.18	\$ 11.42
1.007	13	\$ 24.35	\$ 11.50
1.008	14	\$ 24.54	\$ 11.59
1.027	15	\$ 25.20	\$ 11.91
1.008	16	\$ 25.40	\$ 12.00
1.008	17	\$ 25.61	\$ 12.10
1.008	18	\$ 25.81	\$ 12.20
1.008	19	\$ 26.02	\$ 12.29
1.037	20	\$ 26.98	\$ 12.75
1.008	21	\$ 27.20	\$ 12.85
1.008	22	\$ 27.41	\$ 12.95
1.008	23	\$ 27.63	\$ 13.06
1.008	24	\$ 27.86	\$ 13.16
1.048	25	\$ 29.19	\$ 13.79
1.030	26	\$ 30.07	\$ 14.21
1.030	27	\$ 30.97	\$ 14.63
*Retiree sub rate to be based on years experience			

Bath County Board of Education
For Employees Hired After 06/30/04
2023-24
Classified Hourly Salary Scale
Classified Overhaul Rates

Student Services		Attendance Clerk	Director, SAAC	Inst. Asst., SACC	Employment Specialist	Administrative Assistant to the Superintendent/S ecretary	FRC Directors	Secretary, FRYSC	Secretary, Guidance	School Receptionist	Student Service Liaison* Before July 1, 2023	Federal Program Assistant* After July 1, 2023	Vocational Secretary, BCHS* Before July 1, 2023	Vocational Secretary, BCHS* After July 1, 2023	Night Class/School to Work Community Connect***
	Days	Vary	248	Vary	200	240	240	180	186	190	185	185	220	220	190
	Hours	7	7.5	7.5	7	8	7.5	6	7	7	7	7	7	7	6.5
	Grade	862A	3240	320G	776A	761A	492B	776H	7760	776G	7342	7342	776B		7314
	Sub	\$ 10.30		\$ 10.20	\$ 10.30					\$ 10.30	\$ 15.30	\$ 10.30			
	0	\$ 10.30	\$ 19.45	\$ 10.20	\$ 10.30	\$ 18.62	\$ 21.80	\$ 10.55	\$ 10.30	\$ 10.30	\$ 15.30	\$ 10.30	\$ 11.72	\$ 10.30	\$ 18.73
1.007	1	\$ 10.37	\$ 19.59	\$ 10.27	\$ 10.37	\$ 18.80	\$ 21.95	\$ 10.62	\$ 10.37	\$ 10.37	\$ 15.30	\$ 10.37	\$ 11.80	\$ 10.37	\$ 18.73
1.007	2	\$ 10.44	\$ 19.72	\$ 10.34	\$ 10.44	\$ 18.99	\$ 22.11	\$ 10.70	\$ 10.44	\$ 10.44	\$ 15.30	\$ 10.44	\$ 11.88	\$ 10.44	\$ 18.73
1.007	3	\$ 10.52	\$ 19.86	\$ 10.42	\$ 10.52	\$ 19.18	\$ 22.26	\$ 10.77	\$ 10.52	\$ 10.52	\$ 15.30	\$ 10.52	\$ 11.97	\$ 10.52	\$ 18.73
1.007	4	\$ 10.59	\$ 20.00	\$ 10.49	\$ 10.59	\$ 19.37	\$ 22.42	\$ 10.85	\$ 10.59	\$ 10.59	\$ 15.30	\$ 10.59	\$ 12.05	\$ 10.59	\$ 18.73
1.012	5	\$ 10.72	\$ 20.24	\$ 10.61	\$ 10.72	\$ 19.66	\$ 22.69	\$ 10.98	\$ 10.72	\$ 10.72	\$ 15.30	\$ 10.72	\$ 12.20	\$ 10.72	\$ 18.73
1.007	6	\$ 10.79	\$ 20.38	\$ 10.69	\$ 10.79	\$ 19.85	\$ 22.84	\$ 11.06	\$ 10.79	\$ 10.79	\$ 15.30	\$ 10.79	\$ 12.28	\$ 10.79	\$ 18.73
1.007	7	\$ 10.87	\$ 20.52	\$ 10.76	\$ 10.87	\$ 20.06	\$ 23.00	\$ 11.13	\$ 10.87	\$ 10.87	\$ 15.30	\$ 10.87	\$ 12.37	\$ 10.87	\$ 18.73
1.007	8	\$ 10.95	\$ 20.67	\$ 10.84	\$ 10.95	\$ 20.26	\$ 23.17	\$ 11.21	\$ 10.95	\$ 10.95	\$ 15.30	\$ 10.95	\$ 12.45	\$ 10.95	\$ 18.73
1.007	9	\$ 11.02	\$ 20.81	\$ 10.91	\$ 11.02	\$ 20.46	\$ 23.33	\$ 11.29	\$ 11.02	\$ 11.02	\$ 15.30	\$ 11.02	\$ 12.54	\$ 11.02	\$ 18.73
1.022	10	\$ 11.26	\$ 21.27	\$ 11.15	\$ 11.26	\$ 20.97	\$ 23.84	\$ 11.54	\$ 11.26	\$ 11.26	\$ 15.30	\$ 11.26	\$ 12.82	\$ 11.26	\$ 18.73
1.007	11	\$ 11.34	\$ 21.42	\$ 11.23	\$ 11.34	\$ 21.18	\$ 24.01	\$ 11.62	\$ 11.34	\$ 11.34	\$ 15.30	\$ 11.34	\$ 12.91	\$ 11.34	\$ 18.73
1.007	12	\$ 11.42	\$ 21.57	\$ 11.31	\$ 11.42	\$ 21.39	\$ 24.18	\$ 11.70	\$ 11.42	\$ 11.42	\$ 15.30	\$ 11.42	\$ 13.00	\$ 11.42	\$ 18.73
1.007	13	\$ 11.50	\$ 21.72	\$ 11.39	\$ 11.50	\$ 21.61	\$ 24.35	\$ 11.78	\$ 11.50	\$ 11.50	\$ 15.30	\$ 11.50	\$ 13.09	\$ 11.50	\$ 18.73
1.008	14	\$ 11.59	\$ 21.89	\$ 11.48	\$ 11.59	\$ 21.82	\$ 24.54	\$ 11.88	\$ 11.59	\$ 11.59	\$ 15.30	\$ 11.59	\$ 13.19	\$ 11.59	\$ 18.73
1.027	15	\$ 11.91	\$ 22.49	\$ 11.79	\$ 11.91	\$ 22.48	\$ 25.20	\$ 12.20	\$ 11.91	\$ 11.91	\$ 15.30	\$ 11.91	\$ 13.55	\$ 11.91	\$ 18.73
1.008	16	\$ 12.00	\$ 22.67	\$ 11.89	\$ 12.00	\$ 22.70	\$ 25.40	\$ 12.29	\$ 12.00	\$ 12.00	\$ 15.30	\$ 12.00	\$ 13.66	\$ 12.00	\$ 18.73
1.008	17	\$ 12.10	\$ 22.85	\$ 11.98	\$ 12.10	\$ 22.93	\$ 25.61	\$ 12.39	\$ 12.10	\$ 12.10	\$ 15.30	\$ 12.10	\$ 13.77	\$ 12.10	\$ 18.73
1.008	18	\$ 12.20	\$ 23.03	\$ 12.08	\$ 12.20	\$ 23.16	\$ 25.81	\$ 12.49	\$ 12.20	\$ 12.20	\$ 15.30	\$ 12.20	\$ 13.88	\$ 12.20	\$ 18.73
1.008	19	\$ 12.29	\$ 23.21	\$ 12.17	\$ 12.29	\$ 23.39	\$ 26.02	\$ 12.59	\$ 12.29	\$ 12.29	\$ 15.30	\$ 12.29	\$ 13.99	\$ 12.29	\$ 18.73
1.037	20	\$ 12.75	\$ 24.07	\$ 12.62	\$ 12.75	\$ 24.33	\$ 26.98	\$ 13.06	\$ 12.75	\$ 12.75	\$ 15.30	\$ 12.75	\$ 14.51	\$ 12.75	\$ 18.73
1.008	21	\$ 12.85	\$ 24.27	\$ 12.73	\$ 12.85	\$ 24.57	\$ 27.20	\$ 13.16	\$ 12.85	\$ 12.85	\$ 15.30	\$ 12.85	\$ 14.62	\$ 12.85	\$ 18.73
1.008	22	\$ 12.95	\$ 24.46	\$ 12.83	\$ 12.95	\$ 24.81	\$ 27.41	\$ 13.27	\$ 12.95	\$ 12.95	\$ 15.30	\$ 12.95	\$ 14.74	\$ 12.95	\$ 18.73
1.008	23	\$ 13.06	\$ 24.66	\$ 12.93	\$ 13.06	\$ 25.06	\$ 27.63	\$ 13.37	\$ 13.06	\$ 13.06	\$ 15.30	\$ 13.06	\$ 14.86	\$ 13.06	\$ 18.73
1.008	24	\$ 13.16	\$ 24.85	\$ 13.03	\$ 13.16	\$ 25.31	\$ 27.86	\$ 13.48	\$ 13.16	\$ 13.16	\$ 15.30	\$ 13.16	\$ 14.98	\$ 13.16	\$ 18.73
1.048	25	\$ 13.79	\$ 26.05	\$ 13.66	\$ 13.79	\$ 26.58	\$ 29.19	\$ 14.13	\$ 13.79	\$ 13.79	\$ 15.30	\$ 13.79	\$ 15.69	\$ 13.79	\$ 18.73
1.030	26	\$ 14.21	\$ 26.83	\$ 14.07	\$ 14.21	\$ 26.84	\$ 30.07	\$ 14.55	\$ 14.21	\$ 14.21	\$ 15.30	\$ 14.21	\$ 16.16	\$ 14.21	\$ 18.73
1.030	27	\$ 14.63	\$ 27.63	\$ 14.49	\$ 14.63	\$ 27.11	\$ 30.97	\$ 14.99	\$ 14.63	\$ 14.63	\$ 15.30	\$ 14.63	\$ 16.65	\$ 14.63	\$ 18.73

***If Certified, will be \$25.50/hr

*Retiree sub rate to be based on years experience

Bath County Board of Education
For Employees Hired After 06/30/04

2023-24

Classified Hourly Salary Scale

Classified Overhaul Rates

Transportation		Bus Driver	Head Mechanic	Vehicle Mechanic II	Transportation Clerk	Bus Monitor - Adult	Bus Monitor - Student	TRIP PAY
	Days	181	240	240	200	180		
	Hours	4	8	8	8	4		
	Grade	941B	9915	7915	8785	942C	942D	8940
	Sub	Based on # years experience				\$ 10.30	\$ 9.00	\$ 16.00
	0	\$ 17.50	\$ 19.25	\$ 18.95	\$ 11.60	\$ 10.30	\$ 9.00	
1.007	1	\$ 17.62	\$ 19.38	\$ 19.08	\$ 11.68	\$ 10.37	\$ 9.06	
1.007	2	\$ 17.75	\$ 19.52	\$ 19.22	\$ 11.76	\$ 10.44	\$ 9.13	
1.007	3	\$ 17.87	\$ 19.66	\$ 19.35	\$ 11.85	\$ 10.52	\$ 9.19	
1.007	4	\$ 18.00	\$ 19.79	\$ 19.49	\$ 11.93	\$ 10.59	\$ 9.25	
1.012	5	\$ 18.21	\$ 20.03	\$ 19.72	\$ 12.07	\$ 10.72	\$ 9.37	
1.007	6	\$ 18.34	\$ 20.17	\$ 19.86	\$ 12.16	\$ 10.79	\$ 9.43	
1.007	7	\$ 18.47	\$ 20.31	\$ 20.00	\$ 12.24	\$ 10.87	\$ 9.50	
1.007	8	\$ 18.60	\$ 20.46	\$ 20.14	\$ 12.33	\$ 10.95	\$ 9.56	
1.007	9	\$ 18.73	\$ 20.60	\$ 20.28	\$ 12.41	\$ 11.02	\$ 9.63	
1.022	10	\$ 19.14	\$ 21.05	\$ 20.72	\$ 12.69	\$ 11.26	\$ 9.84	
1.007	11	\$ 19.27	\$ 21.20	\$ 20.87	\$ 12.77	\$ 11.34	\$ 9.91	
1.007	12	\$ 19.41	\$ 21.35	\$ 21.02	\$ 12.86	\$ 11.42	\$ 9.98	
1.007	13	\$ 19.54	\$ 21.50	\$ 21.16	\$ 12.95	\$ 11.50	\$ 10.05	
1.008	14	\$ 19.70	\$ 21.67	\$ 21.33	\$ 13.06	\$ 11.59	\$ 10.13	
1.027	15	\$ 20.23	\$ 22.25	\$ 21.91	\$ 13.41	\$ 11.91	\$ 10.40	
1.008	16	\$ 20.39	\$ 22.43	\$ 22.08	\$ 13.52	\$ 12.00	\$ 10.49	
1.008	17	\$ 20.56	\$ 22.61	\$ 22.26	\$ 13.63	\$ 12.10	\$ 10.57	
1.008	18	\$ 20.72	\$ 22.79	\$ 22.44	\$ 13.73	\$ 12.20	\$ 10.66	
1.008	19	\$ 20.89	\$ 22.98	\$ 22.62	\$ 13.84	\$ 12.29	\$ 10.74	
1.037	20	\$ 21.66	\$ 23.83	\$ 23.45	\$ 14.36	\$ 12.75	\$ 11.14	
1.008	21	\$ 21.83	\$ 24.02	\$ 23.64	\$ 14.47	\$ 12.85	\$ 11.23	
1.008	22	\$ 22.01	\$ 24.21	\$ 23.83	\$ 14.59	\$ 12.95	\$ 11.32	
1.008	23	\$ 22.18	\$ 24.40	\$ 24.02	\$ 14.70	\$ 13.06	\$ 11.41	
1.008	24	\$ 22.36	\$ 24.60	\$ 24.21	\$ 14.82	\$ 13.16	\$ 11.50	
1.048	25	\$ 23.43	\$ 25.78	\$ 25.38	\$ 15.53	\$ 13.79	\$ 12.05	
1.030	26	\$ 24.14	\$ 26.55	\$ 26.14	\$ 16.00	\$ 14.21	\$ 12.41	
1.030	27	\$ 24.86	\$ 27.35	\$ 26.92	\$ 16.48	\$ 14.63	\$ 12.79	
*Mechanic Sub Rate to be based on step 0 driver pay								

Bath County Board of Education
For Employees Hired After 06/30/04
2023-24
Classified Hourly Salary Scale
Classified Overhaul Rates

Maintenance		Head Maintenance	HVAC	Maintenance Technician I	Maintenance Technician II	Custodian	Seasonal Maintenance I	Student Worker
	Days	240	240	240	240	240		
	Hours	8	8	8	8	8		
	Grade	914B	424A	4450	4440	609A	7788	
	Sub					\$ 11.55	\$ 10.00	\$ 9.00
	0	\$ 20.50	\$ 19.25	\$ 12.80	\$ 11.30	\$ 11.55		
1.007	1	\$ 20.64	\$ 19.38	\$ 12.89	\$ 11.38	\$ 11.63		
1.007	2	\$ 20.79	\$ 19.52	\$ 12.98	\$ 11.46	\$ 11.71		
1.007	3	\$ 20.93	\$ 19.66	\$ 13.07	\$ 11.54	\$ 11.79		
1.007	4	\$ 21.08	\$ 19.79	\$ 13.16	\$ 11.62	\$ 11.88		
1.012	5	\$ 21.33	\$ 20.03	\$ 13.32	\$ 11.76	\$ 12.02		
1.007	6	\$ 21.48	\$ 20.17	\$ 13.41	\$ 11.84	\$ 12.10		
1.007	7	\$ 21.63	\$ 20.31	\$ 13.51	\$ 11.92	\$ 12.19		
1.007	8	\$ 21.78	\$ 20.46	\$ 13.60	\$ 12.01	\$ 12.27		
1.007	9	\$ 21.94	\$ 20.60	\$ 13.70	\$ 12.09	\$ 12.36		
1.022	10	\$ 22.42	\$ 21.05	\$ 14.00	\$ 12.36	\$ 12.63		
1.007	11	\$ 22.58	\$ 21.20	\$ 14.10	\$ 12.44	\$ 12.72		
1.007	12	\$ 22.73	\$ 21.35	\$ 14.20	\$ 12.53	\$ 12.81		
1.007	13	\$ 22.89	\$ 21.50	\$ 14.29	\$ 12.62	\$ 12.90		
1.008	14	\$ 23.08	\$ 21.67	\$ 14.41	\$ 12.72	\$ 13.00		
1.027	15	\$ 23.70	\$ 22.25	\$ 14.80	\$ 13.06	\$ 13.35		
1.008	16	\$ 23.89	\$ 22.43	\$ 14.92	\$ 13.17	\$ 13.46		
1.008	17	\$ 24.08	\$ 22.61	\$ 15.04	\$ 13.27	\$ 13.57		
1.008	18	\$ 24.27	\$ 22.79	\$ 15.16	\$ 13.38	\$ 13.68		
1.008	19	\$ 24.47	\$ 22.98	\$ 15.28	\$ 13.49	\$ 13.79		
1.037	20	\$ 25.37	\$ 23.83	\$ 15.84	\$ 13.99	\$ 14.30		
1.008	21	\$ 25.58	\$ 24.02	\$ 15.97	\$ 14.10	\$ 14.41		
1.008	22	\$ 25.78	\$ 24.21	\$ 16.10	\$ 14.21	\$ 14.52		
1.008	23	\$ 25.99	\$ 24.40	\$ 16.23	\$ 14.32	\$ 14.64		
1.008	24	\$ 26.19	\$ 24.60	\$ 16.36	\$ 14.44	\$ 14.76		
1.048	25	\$ 27.45	\$ 25.78	\$ 17.14	\$ 15.13	\$ 15.47		
1.030	26	\$ 28.27	\$ 26.55	\$ 17.65	\$ 15.59	\$ 15.93		
1.030	27	\$ 29.12	\$ 27.35	\$ 18.18	\$ 16.05	\$ 16.41		
*Retiree sub rate to be based on years experience								

Bath County Board of Education
For Employees Hired After 06/30/04
2023-24

Classified Hourly Salary Scale
Classified Overhaul Rates

Technology		Network Administrator	Computer Technician
	Days	240	240
	Hours	8	8
	Grade	5250	5251
	Sub		
	0	\$ 24.80	\$ 13.00
1.007	1	\$ 24.97	\$ 13.09
1.007	2	\$ 25.15	\$ 13.18
1.007	3	\$ 25.32	\$ 13.27
1.007	4	\$ 25.50	\$ 13.37
1.012	5	\$ 25.81	\$ 13.53
1.007	6	\$ 25.99	\$ 13.62
1.007	7	\$ 26.17	\$ 13.72
1.007	8	\$ 26.35	\$ 13.81
1.007	9	\$ 26.54	\$ 13.91
1.022	10	\$ 27.12	\$ 14.22
1.007	11	\$ 27.31	\$ 14.32
1.007	12	\$ 27.50	\$ 14.42
1.007	13	\$ 27.70	\$ 14.52
1.008	14	\$ 27.92	\$ 14.63
1.027	15	\$ 28.67	\$ 15.03
1.008	16	\$ 28.90	\$ 15.15
1.008	17	\$ 29.13	\$ 15.27
1.008	18	\$ 29.36	\$ 15.39
1.008	19	\$ 29.60	\$ 15.52
1.037	20	\$ 30.69	\$ 16.09
1.008	21	\$ 30.94	\$ 16.22
1.008	22	\$ 31.19	\$ 16.35
1.008	23	\$ 31.44	\$ 16.48
1.008	24	\$ 31.69	\$ 16.61
1.048	25	\$ 33.21	\$ 17.41
1.030	26	\$ 34.21	\$ 17.93
1.030	27	\$ 35.23	\$ 18.47

Bath County Board of Education					
2023-24					
Classified Salaried Salary Schedule					
Classified Overhaul Rates					
		Cafeteria Operations Director Revised by Board 04/26/21	Finance Officer Revised by Board 6/29/18	School Psychologist, 2.5 days/wk	Community Svs/Personnel/Info Off.
	0	\$ 46,080	\$ 65,856	\$ 26,000	\$ 38,112
1.007	1	\$ 46,403	\$ 66,317	\$ 26,000	\$ 38,379
1.007	2	\$ 46,727	\$ 66,781	\$ 26,000	\$ 38,647
1.007	3	\$ 47,054	\$ 67,249	\$ 26,000	\$ 38,918
1.007	4	\$ 47,384	\$ 67,719	\$ 26,000	\$ 39,190
1.012	5	\$ 47,952	\$ 68,532	\$ 26,000	\$ 39,661
1.007	6	\$ 48,288	\$ 69,012	\$ 26,000	\$ 39,938
1.007	7	\$ 48,626	\$ 69,495	\$ 26,000	\$ 40,218
1.007	8	\$ 48,967	\$ 69,981	\$ 26,000	\$ 40,499
1.007	9	\$ 49,309	\$ 70,471	\$ 26,000	\$ 40,783
1.022	10	\$ 50,394	\$ 72,022	\$ 26,000	\$ 41,680
1.007	11	\$ 50,747	\$ 72,526	\$ 26,000	\$ 41,972
1.007	12	\$ 51,102	\$ 73,033	\$ 26,000	\$ 42,266
1.007	13	\$ 51,460	\$ 73,545	\$ 26,000	\$ 42,562
1.008	14	\$ 51,871	\$ 74,133	\$ 26,000	\$ 42,902
1.027	15	\$ 53,272	\$ 76,135	\$ 26,000	\$ 44,060
1.008	16	\$ 53,698	\$ 76,744	\$ 26,000	\$ 44,413
1.008	17	\$ 54,128	\$ 77,358	\$ 26,000	\$ 44,768
1.008	18	\$ 54,561	\$ 77,976	\$ 26,000	\$ 45,126
1.008	19	\$ 54,997	\$ 78,600	\$ 26,000	\$ 45,487
1.037	20	\$ 57,032	\$ 81,508	\$ 26,000	\$ 47,170
1.008	21	\$ 57,488	\$ 82,161	\$ 26,000	\$ 47,548
1.008	22	\$ 57,948	\$ 82,818	\$ 26,000	\$ 47,928
1.008	23	\$ 58,412	\$ 83,480	\$ 26,000	\$ 48,312
1.008	24	\$ 58,879	\$ 84,148	\$ 26,000	\$ 48,698
1.048	25	\$ 61,705	\$ 88,187	\$ 26,000	\$ 51,036
1.030	26	\$ 63,557	\$ 90,833	\$ 26,000	\$ 52,567
1.030	27	\$ 65,463	\$ 93,558	\$ 26,000	\$ 54,144

Bath County Board of Education
Extra Service Salary Schedule 2023-24
Personnel - Administrative - Instructional
7/1/2023

Job Title	Ext. Days	STIPEND AMOUNT
Academic, BCHS		\$ 7,000.00
Academic, BCMS		\$ 4,000.00
Academic, BCHS Assistant		\$ 3,500.00
Academic, BCMS Assistant		\$ 2,000.00
Academic, CES		\$ 2,000.00
Academic, OES		\$ 2,000.00
Agriculture (1)	55	
Agriculture (1)	55	
Auditorium Coordinator		\$ 3,000.00
Band, BCHS	5	\$ 4,200.00
Band, BCMS		\$ 2,000.00
Beta Club, BCHS		\$ 500.00
Beta Club, BCMS		\$ 500.00
Certified Instruction per hour/maximum 6/H/D	Instructional	\$ 30.00
Certified Instruction per hour/maximum 6/H/D	Pro Dvlp	\$ 30.00
Childcare Worker **** Federal Funding for FY23 and FY24		\$ 5,000.00
Chorus, BCHS		\$ 2,100.00
Chorus, BCMS		\$ 2,100.00
Classified Instuction per hour/maximum 6/H/D	Pro Dvlp	\$ 18.00
Classified Instuction per hour/maximum 6/H/D	Instructional	\$ 20.00
Classified Gateworker per game		\$ 30.00
Classified Scorekeeper per game		\$ 35.00
Classified PA Announcer per game		\$ 30.00
Content Coaches BCHS (4)		\$ 400.00
Content Coaches BCMS (4)		\$ 400.00
Counselor Alternative Program	5	\$ 1,400.00
Counselor Guidance, BCHS (2)	25	\$ 4,000.00
Counselor Guidance, BCMS	25	\$ 3,000.00
Counselor Guidance, CES	15	\$ 2,000.00
Counselor Guidance, OES	15	\$ 2,000.00
Deputy Superintendent	55	\$ 20,000.00
Digital Learning Coach (up to 8)		\$ 1,000.00
Director Federal/Tech. Prog.*	55	\$7,000.00 + Experience Factor
Director Instructional Supervisor*	55	\$7,000.00 + Experience Factor
Director Pupil Personnel*	55	\$7,000.00 + Experience Factor
Director Special Ed/Pre-School/SACC/Adult Ed*	55	\$7,000.00 + Experience Factor
Director Transportation/Facilities*	55	\$7,000.00 + Experience Factor
District Construction Manager***		\$ 5,000.00
District Health Coordinator		\$ 2,500.00
Drama, BCHS		\$ 2,100.00
Drama, BCMS		\$ 2,100.00
Finance Director		\$ 5,000.00
Food Service Director		\$ 5,000.00
Girls Who Code		\$ 500.00
Homeless Liaison		Days/Rate Based on Grant Funding
Human Resources Director		\$ 5,000.00
Librarian, BCHS	5	
Librarian, BCMS	5	
Librarian, CES	5	

Librarian, OES	5	
Migrant Recruiter	100-day	Rate based on grant
MTSS Lead	15	Rate based on certified salary scale
MTSS Secondary	100-day	Rate based on certified salary scale
National Board Certified Teacher*Prior to July 1, 2018		\$ 4,000.00
National Board Certified Teacher		\$ 2,000.00
Principal, Asst. BCHS	35	\$ 5,000.00
Principal, Asst. BCMS	35	\$ 5,000.00
Principal, Asst. CES	27	\$ 2,500.00
Principal, Asst. OES	27	\$ 2,500.00
Principal, BCHS	55	\$ 15,000.00
Principal, BCMS	55	\$ 13,500.00
Principal, CES	52	\$ 7,000.00
Principal, OES	52	\$ 7,000.00
Coordinator, GSA	5	\$ 3,000.00
Head Teacher, SCA	5	\$ 3,000.00
Speech Therapists**	10	\$ 2,000.00
Social Emotional Coach	25	Rate based on grant
Social Emotional Counselor	25	\$ 3,000.00
STLP Coordinator, BCHS		\$ 2,000.00
STLP Coordinator, BCMS		\$ 2,000.00
STLP Coordinator, CES		\$ 2,000.00
STLP Coordinator, OES		\$ 2,000.00
Photography, BCHS		\$ 1,000.00
Video Production		\$ 2,000.00
Yearbook, BCHS		\$ 2,000.00
Yearbook, BCMS		\$ 500.00
Yearbook, OES		\$ 500.00
Yearbook, CES		\$ 500.00
Experience Factor= \$500.00/year for Bath County District Level Administrative		
** Revised 04/26/21 Board Meeting		
***During fiscal years including active capital construction projects		

Bath County Board of Education		
Athletic Stipend Schedule		
2023-2024		
Program	Job Title	Stipend Amount
BCHS	Archery Head Coach	\$2,500
BCHS	Baseball Coach Assistant	\$2,000
BCHS	Baseball Head Coach	\$5,000
BCHS	Basketball Assistant Coach Boys I	\$3,500
BCHS	Basketball Assistant Coach Boys II	\$3,000
BCHS	Basketball Assistant Coach Girls I	\$3,500
BCHS	Basketball Assistant Coach Girls II	\$3,000
BCHS	Basketball Head Coach Boys	\$10,000
BCHS	Basketball Head Coach Girls	\$10,000
BCHS	Bass Fishing Asst. Coach	\$1,500
BCHS	Bass Fishing Head Coach	\$2,500
BCHS	Cheerleader Head Coach	\$5,000
BCHS	Cheerleader Coach Assistant	\$3,000
BCHS	Cross Country Head Coach	\$4,000
BCHS	E-Sports Head Coach	\$1,000
BCHS	Football Assistant Coach	\$3,500
BCHS	Football Assistant Coach	\$3,500
BCHS	Football Assistant Coach	\$3,500
BCHS	Football Assistant Coach	\$3,500
BCHS	Football Assistant Coach	\$3,500
BCHS	Football Head Coach	\$10,000
BCHS	Golf Head Coach Boys/Girls	\$2,000
BCHS	Soccer Assistant Coach Boys	\$2,000
BCHS	Soccer Assistant Coach Girls	\$2,000
BCHS	Soccer Head Coach Boys	\$5,000
BCHS	Soccer Head Coach Girls	\$5,000
BCHS	Softball Assistant Coach	\$2,000
BCHS	Softball Head Coach	\$5,000
BCHS	Track Girls	\$5,000
BCHS	Track Boys	\$5,000
BCHS	Track Assistant Coach Girls	\$2,000
BCHS	Track Assistant Coach Boys	\$2,000
BCHS	Volleyball Assistant Coach	\$2,000
BCHS	Volleyball Head Coach	\$4,000
BCHS	Weightlifting Head Coach	\$1,000
BCHS	Wrestling Assistant Coach	\$1,500
BCHS	Wrestling Head Coach	\$2,500
BCMS	Baseball Assistant	\$1,000
BCMS	Baseball Head Coach	\$2,500
BCMS	Basketball Head Coach Boys	\$3,000
BCMS	Basketball Head Coach Girls	\$3,000
BCMS	Basketball Assistant Coach Boys	\$1,500
BCMS	Basketball Assistant Coach Girls	\$1,500
BCMS	Cheerleader Head Coach	\$3,000
BCMS	Football Assistant Coach	\$1,500
BCMS	Football Head Coach	\$3,000
BCMS	Soccer Boys Assistant	\$1,000
BCMS	Soccer Girls Assistant	\$1,000
BCMS	Soccer Head Coach Boys	\$2,500
BCMS	Soccer Head Coach Girls	\$2,500
BCMS	Softball Assistant	\$1,000
BCMS	Softball Head Coach	\$2,500
BCMS	Volleyball Girls Assistant	\$1,000
BCMS	Volleyball Head Coach	\$2,500
District	Head Athletic Director	\$7,500
District	Asst. Athletic Director	\$5,000
District	Asst. Athletic Director	\$5,000