AUGUSTA COUNTY PUBLIC SCHOOLS

SALARY SCALES

for Contracted Employees

2026-2027

Teacher Pay Scales | Bachelor's Level Professional

Advanced Degree & Certification Supplements

Instructional & Athletic Supplements

Support Staff Pay Scales

Student Services

Professional Services Scales

Administrative Pay Determination

P.O. BOX 960 VERONA, VA 24482

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Augusta County Public Schools Salary Scales for 2026-2027

The Augusta County School Board approved the fiscal year 2026-2027 (FY27) budget on March 19, 2026. The budget includes an average increase of 3.0% on salaries, advanced degree supplements, certifications, and instructional and athletic supplements.

AUGUSTA COUNTY SCHOOL BOARD
TEACHER PAY SCALE
2026-2027

Yrs/ Step	Salary 200-Day Contract	Salary 210-Day Contract	Salary 220-Day Contract	Salary 240-Day Contract	Health Insur.	FICA *(200-Day Contract)*	VRS [Retirement] *(200-Day Contract)*	Group Life Insur. *(200-Day Contract)*	Total Compensation Package *(200-day contract)*
0	$51,277	$53,841	$56,405	$61,533	$10,588	$3,923	$6,256	$544	$72,587
1	$51,791	$54,380	$56,969	$62,149	$10,588	$3,962	$6,319	$549	$73,208
2	$52,309	$54,924	$57,538	$62,771	$10,588	$4,002	$6,382	$554	$73,835
3	$52,831	$55,472	$58,113	$63,397	$10,588	$4,042	$6,445	$560	$74,466
4	$53,359	$56,028	$58,695	$64,032	$10,588	$4,082	$6,510	$566	$75,104
5	$53,893	$56,588	$59,282	$64,671	$10,588	$4,123	$6,575	$571	$75,750
6	$54,431	$57,153	$59,875	$65,318	$10,588	$4,164	$6,641	$577	$76,401
7	$54,976	$57,725	$60,474	$65,972	$10,588	$4,206	$6,707	$583	$77,059
8	$55,526	$58,302	$61,079	$66,632	$10,588	$4,248	$6,774	$589	$77,724
9	$56,081	$58,886	$61,689	$67,297	$10,588	$4,290	$6,842	$594	$78,396
10	$56,642	$59,474	$62,307	$67,970	$10,588	$4,333	$6,910	$600	$79,074
11	$57,209	$60,069	$62,930	$68,650	$10,588	$4,376	$6,979	$606	$79,759
12	$57,781	$60,670	$63,558	$69,337	$10,588	$4,420	$7,049	$612	$80,451
13	$58,358	$61,277	$64,194	$70,029	$10,588	$4,464	$7,120	$619	$81,149
14	$58,942	$61,890	$64,835	$70,731	$10,588	$4,509	$7,191	$625	$81,855
15	$59,531	$62,508	$65,484	$71,438	$10,588	$4,554	$7,263	$631	$82,567
16	$60,127	$63,133	$66,139	$72,152	$10,588	$4,600	$7,335	$637	$83,288
17	$60,728	$63,764	$66,801	$72,874	$10,588	$4,646	$7,409	$644	$84,014
18	$61,335	$64,402	$67,469	$73,602	$10,588	$4,692	$7,483	$650	$84,748
19	$61,949	$65,046	$68,143	$74,338	$10,588	$4,739	$7,558	$657	$85,491
20	$62,568	$65,696	$68,825	$75,081	$10,588	$4,786	$7,633	$663	$86,239
21	$63,194	$66,354	$69,513	$75,833	$10,588	$4,834	$7,710	$670	$86,996
22	$63,825	$67,016	$70,209	$76,591	$10,588	$4,883	$7,787	$677	$87,759
23	$64,464	$67,687	$70,910	$77,357	$10,588	$4,931	$7,865	$683	$88,531
24	$65,109	$68,363	$71,619	$78,130	$10,588	$4,981	$7,943	$690	$89,311
25	$65,759	$69,047	$72,336	$78,911	$10,588	$5,031	$8,023	$697	$90,097
26	$66,417	$69,738	$73,059	$79,701	$10,588	$5,081	$8,103	$704	$90,893
27	$67,081	$70,435	$73,789	$80,497	$10,588	$5,132	$8,184	$711	$91,696
28	$67,751	$71,140	$74,527	$81,302	$10,588	$5,183	$8,266	$718	$92,506
29	$68,429	$71,851	$75,273	$82,116	$10,588	$5,235	$8,348	$725	$93,326
30	$69,114	$72,570	$76,025	$82,936	$10,588	$5,287	$8,432	$733	$94,154
31	$69,805	$73,295	$76,786	$83,765	$10,588	$5,340	$8,516	$740	$94,989
32	$70,502	$74,029	$77,554	$84,603	$10,588	$5,393	$8,601	$747	$95,832
33	$71,208	$74,768	$78,329	$85,449	$10,588	$5,447	$8,687	$755	$96,686
34	$71,920	$75,517	$79,112	$86,304	$10,588	$5,502	$8,774	$762	$97,546
35	$72,639	$76,272	$79,904	$87,167	$10,588	$5,557	$8,862	$770	$98,416
36	$73,366	$77,034	$80,702	$88,037	$10,588	$5,612	$8,951	$778	$99,295
37	$74,100	$77,804	$81,509	$88,917	$10,588	$5,669	$9,040	$785	$100,182
38	$75,285	$79,050	$82,813	$90,341	$10,588	$5,759	$9,185	$798	$101,615
>38	$76,489	$80,314	$84,137	$91,787	$10,588	$5,851	$9,332	$811	$103,071

**Contracted amount based on a 7.5 hour day*

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

$2,265	*National Board Certification / Certificate Clinical Competence*
$4,115	*Masters Supplement*
$6,170	*Education Specialist Supplement*
$4,115	*Doctorate Supplement (addition to Masters 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 2026-2027

Degree	Contract Length (days)	Supplement Amount
Masters	200	$4,115
Masters	205	$4,220
Masters	210	$4,320
Masters	220	$4,525
Masters	230	$4,730
Masters	240	$4,940
Education Specialist	200	$6,170
Education Specialist (Master Required Position)	200	$2,055
Education Specialist	205	$6,325
Education Specialist	210	$6,480
Education Specialist	220	$6,790
Education Specialist	240	$7,405
Education Specialist (Master Required Position)	260	$2,675
Doctorate	200	$8,230
Doctorate	205	$8,440
Doctorate	210	$8,640
Doctorate	220	$9,050
Doctorate	230	$9,460
Doctorate	240	$9,880
Doctorate	Admin - 200	$4,115
Doctorate	Admin - 220	$4,525
Doctorate	Admin - 260	$5,350
National Board Certification (NBC)	200	$2,265
Certficiate of Clinical Competence (CCC)	200	$2,265
Certified Speech Language Patholgoist Assistant	200	$1,810
Journeyman (Trades)	260	$1,645
Master (Trades)	260	$3,290

SUPPLEMENT BUDGET SCHEDULE
2026-2027

Supplement		Positions Per School	Schools	2026-2027 Rate	2026-2027 Total
	National Board Certification from VA [1]			$2,500	
ELEMENTARY	Elementary Administrative Designee	1	2	$1,125	$2,250
	Pre-K PLC Leader (5+ teachers)		4	$995	$3,980
	Grade Level Leader (1 to 2 teachers/grade level)	6	1	$840	$5,040
	Grade Level Leader (3 to 4 teachers/grade level)	6	7	$915	$38,430
	Grade Level Leader (5+ teachers/grade level)	6	4	$995	$23,880
	Gifted/Talented Sponsor	1	9	$1,970	$17,730
	S C A, Small School	1	4	$610	$2,440
	S C A, Large School	1	5	$915	$4,575
MIDDLE	Department Chair - SMS	6	1	$995	$5,970
	Department Chair - SDMS	6	1	$995	$5,970
	Department Chair - WMS	6	1	$995	$5,970
	Department Chair - BGMS	6	1	$985	$5,910
	Department Chair - RMS	6	1	$985	$5,910
	Alternative Education - Teachers				$12,530
	Gifted/Talented Sponsor	1	5	$1,970	$9,850
	S C A Sponsor	1	5	$2,005	$10,025
	Future Business Leaders of America [3]	1	5	$995	$4,975
	Security	5	5	$550	$13,750
MIDDLE ATHLETICS [5]	Volleyball (fall)	1	5	$3,895	$19,475
	Cross Country Boys / Girls (fall)	1	5	$3,895	$19,475
	Coordinator (fall)	2	5	$3,895	$38,950
	Boys / Girls Basketball (winter)	2	5	$3,895	$38,950
	Coordinator (winter)	2	5	$3,895	$38,950
HIGH	Department Chair - BGHS	9	1	$995	$8,955
	Department Chair - FDHS	9	1	$995	$8,955
	Department Chair - RHS	9	1	$995	$8,955
	Department Chair - SDHS	9	1	$995	$8,955
	Department Chair - WMHS	9	1	$995	$8,955
	Choral	1	5	$5,060	$25,300
	Alternative Education - Teachers				$100,010
	Alternative Education - Special Education [2]				$3,900
	Student Strategies Team	1	5	$2,215	$11,075
	Section 504 Coordinator - BGHS / RHS	1	2	$1,970	$3,940
	Section 504 Coordinator - FDHS / SDHS / WMHS	2	3	$1,970	$11,820
	Vocational: Young Farmers [3]	2	5	$2,715	$27,150
	Envirothon				$2,560
	Future Business Leaders of America [3]	1	5	$1,970	$9,850
	Gifted/Talented Sponsor	1	5	$1,970	$9,850
	S C A Sponsor	1	5	$2,005	$10,025
	Forensics, Head [3, 4]	1	5	$410	$2,050
	Forensics, Events [4]	11	5	$215	$11,825
	Academic Team	1	5	$1,970	$9,850
	Dramatic Play	1	5	$2,405	$12,025
	One Act Play [3]	1	5	$1,050	$5,250
	Musical: Director	1	5	$3,290	$16,450
	Musical: Vocal Director	1	5	$1,840	$9,200
	Musical: Orchestra Director	1	5	$925	$4,625
	Debate	1	5	$1,200	$6,000
	Yearbook	1	5	$1,250	$6,250
	Security	5	5	$550	$13,750
	Saturday School		3	$1,590	$4,770

SUPPLEMENT BUDGET SCHEDULE
2026-2027

Supplement		Positions Per School	Schools	2026-2027 Rate	2026-2027 Total
HIGH ATHLETICS [5]	Cheerleader, Football	1	5	$2,185	$10,925
	Cheerleader, Girls Bsktbl	1	5	$2,185	$10,925
	Cheerleader, Boys Bsktbl	1	5	$2,185	$10,925
	Cheerleader, Competition	1	5	$3,895	$19,475
	Football, Head	1	5	$6,995	$34,975
	Football, Asst.	5	5	$3,895	$97,375
	Basketball, Head	2	5	$6,220	$62,200
	Basketball, Asst.	2	5	$3,895	$38,950
	Basketball, JV	2	5	$3,895	$38,950
	Volleyball, Head	1	5	$6,220	$31,100
	Volleyball, Assistant	1	5	$3,895	$19,475
	Volleyball, JV	1	5	$3,895	$19,475
	Cross Country	2	5	$3,895	$38,950
	Track, Indoor	2	5	$3,895	$38,950
	Track, Head	2	5	$6,220	$62,200
	Track, JV	2	5	$2,185	$21,850
	Softball, Head	1	5	$6,220	$31,100
	Softball, JV & Asst.	2	5	$3,895	$38,950
	Baseball, Head	1	5	$6,220	$31,100
	Baseball, JV & Asst.	2	5	$3,895	$38,950
	Tennis	2	5	$3,895	$38,950
	Golf	1	5	$3,895	$19,475
	Wrestling, Head	1	5	$6,220	$31,100
	Wrestling, Asst.	1	5	$3,895	$19,475
	Soccer, Head - Male	1	5	$6,220	$31,100
	Soccer, Head - Female	1	5	$6,220	$31,100
	Soccer, JV - Male	1	5	$3,895	$19,475
	Soccer, JV - Female	1	5	$3,895	$19,475
	Swim, Head	1	1	$3,895	$3,895
	Swim, Assistant	1	1	$2,185	$2,185
	Assistant Athletic Director (per Superintendent approval)		5		

[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 Student Services*

[3] *Instructional Supervisor will outline expectations and approve stipends*

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

[5] *Athletic supplements are based upon the highest step of the Coaching Supplement Schedule - see Coaching Supplement Schedule for steps*

COACHING SALARY SUPPLEMENT SCHEDULE 2026-2027

Step	Classification			
	I	II	III	IV
0	$4,517	$4,013	$2,513	$1,409
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
7	$5,590	$4,970	$3,110	$1,745
8	$6,035	$5,370	$3,360	$1,885
9	$6,335	$5,640	$3,530	$1,980
10	$6,590	$5,865	$3,670	$2,060
11	$6,790	$6,040	$3,780	$2,120
12	$6,995	$6,220	$3,895	$2,185
Sport	Football, Head	Basketball, Head	Football, Asst.	Track, JV
		Volleyball, Head	Basketball, Asst.	Cheerleader
		Wrestling, Head	Basketball, JV	Swim, Asst.
		Softball, Head	Middle School Sports	
		Baseball, Head	Volleyball, Asst.	
		Soccer, Head	Volleyball, JV	
		Track, Head	Cross Country	
			Track, Indoor	
			Softball, JV & Asst.	
			Baseball, JV & Asst.	
			Tennis	
			Wrestling, Asst.	
			Golf	
			Competition Cheer	
			Soccer, JV	
			Swim, Head	

AUGUSTA COUNTY SCHOOL BOARD
BACHELOR'S LEVEL PROFESSIONAL
2026-2027
(200-day contract, 7.5 hrs/day)

Non-Teaching Positions	
[80% of Teacher Scale]	
Step	**Salary**
0	$41,022
1	$41,433
2	$41,847
3	$42,265
4	$42,687
5	$43,114
6	$43,545
7	$43,981
8	$44,421
9	$44,865
10	$45,314
11	$45,767
12	$46,225
13	$46,686
14	$47,154
15	$47,625
16	$48,102
17	$48,582
18	$49,068
19	$49,559
20	$50,054
21	$50,555
22	$51,060
23	$51,571
24	$52,087
25	$52,607
26	$53,134
27	$53,665
28	$54,201
29	$54,743
30	$55,291

Teaching Positions	
[90% of Teacher Scale]	
Step	**Salary**
0	$46,149
1	$46,612
2	$47,078
3	$47,548
4	$48,023
5	$48,504
6	$48,988
7	$49,478
8	$49,973
9	$50,473
10	$50,978
11	$51,488
12	$52,003
13	$52,522
14	$53,048
15	$53,578
16	$54,114
17	$54,655
18	$55,202
19	$55,754
20	$56,311
21	$56,875
22	$57,443
23	$58,018
24	$58,598
25	$59,183
26	$59,775
27	$60,373
28	$60,976
29	$61,586
30	$62,203

SUPPORT STAFF PAY SCALES
2026-2027
(260 Day / 8 Hr per Day)

Step	Level - N1	Level - N2	Level - N3
	Salary	Salary	Salary
0	$33,400	$38,995	$44,454
1	$33,467	$39,073	$44,543
2	$33,534	$39,151	$44,632
3	$33,601	$39,229	$44,721
4	$33,668	$39,308	$44,811
5	$33,736	$39,386	$44,900
6	$33,803	$39,465	$44,990
7	$33,871	$39,544	$45,080
8	$33,938	$39,623	$45,170
9	$34,006	$39,702	$45,261
10	$34,074	$39,782	$45,351
11	$34,142	$39,861	$45,442
12	$34,211	$39,941	$45,533
13	$34,279	$40,021	$45,624
14	$34,348	$40,101	$45,715
15	$34,416	$40,181	$45,807
16	$34,485	$40,262	$45,898
17	$34,554	$40,342	$45,990
18	$34,623	$40,423	$46,082
19	$34,693	$40,504	$46,174
20	$34,762	$40,585	$46,266
21	$34,831	$40,666	$46,359
22	$34,901	$40,747	$46,452
23	$34,971	$40,829	$46,545
24	$35,041	$40,910	$46,638
25	$35,150	$41,119	$46,876
26	$36,204	$42,352	$48,282
27	$37,290	$43,623	$49,730
28	$38,409	$44,932	$51,222
29	$39,561	$46,280	$52,759
30	$40,748	$47,668	$54,342

CLASSIFICATIONS		
Level - N1	**Level - N2**	**Level - N3**
Custodian	Head Custodian	Clinic Aide
Instructional Aide	Transportation Support Specialist	Computer Aide
Secretary I		Secretary II / Registrar
		Job Coach
		Behavior Technician

SUPPORT STAFF PAY SCALES
2026-2027
(260 Day / 8 Hr per Day)

Step	Level - N4 Salary	Level - N6 Salary	Level - N9 Salary
0	$50,011	$61,138	$77,646
1	$50,111	$61,261	$77,801
2	$50,211	$61,383	$77,956
3	$50,312	$61,506	$78,112
4	$50,412	$61,629	$78,269
5	$50,513	$61,752	$78,425
6	$50,614	$61,876	$78,582
7	$50,715	$61,999	$78,739
8	$50,817	$62,123	$78,897
9	$50,918	$62,248	$79,054
10	$51,020	$62,372	$79,213
11	$51,122	$62,497	$79,371
12	$51,224	$62,622	$79,530
13	$51,327	$62,747	$79,689
14	$51,429	$62,873	$79,848
15	$51,532	$62,998	$80,008
16	$51,635	$63,124	$80,168
17	$51,739	$63,251	$80,328
18	$51,842	$63,377	$80,489
19	$51,946	$63,504	$80,650
20	$52,050	$63,631	$80,811
21	$52,154	$63,758	$81,054
22	$52,258	$63,886	$81,216
23	$52,363	$64,013	$81,378
24	$52,467	$64,141	$81,541
25	$52,787	$64,533	$82,038
26	$54,371	$66,469	$84,499
27	$56,002	$68,463	$87,034
28	$57,682	$70,517	$89,645
29	$59,413	$72,632	$92,335
30	$61,314	$74,811	$95,105

CLASSIFICATIONS		
Level - N4	**Level - N6**	**Level - N9**
Account Clerk / Bookkeeper	Accountant I	Accountant II
Licensed Practial Nurse	Adult Basic Educ. Instructor	Bldg/Grounds Mgr - VCTC
Secretary III	Maintenance Worker	Bus Route Coordinator
Finance Technician	Mechanic	Computer Technician
	Parts Manager	Finance Mgr - VCTC
	Coordinator - Infant & Toddler	Garage Coordinator
	Administrative Assistant / Clerk of the Board	HVAC & Automated Systems Administrator
	Registered Nurse	Maintenance Foreman
	SNP Field Manager	Medicaid Coordinator
		Regional Nurse Coordinator

AUGUSTA COUNTY SCHOOL BOARD
SUPPORTING SCHEDULES FOR SUPPORT STAFF PAY SCALES
2026-2027

N1: 8 Hrs. STEP	HOURLY	180 DAYS	183 DAYS	185 DAYS	200 DAYS	205 DAYS	210 DAYS	220 DAYS	260 DAYS
0	$ 16.06	$ 23,123	$ 23,509	$ 23,766	$ 25,693	$ 26,335	$ 26,977	$ 28,262	$ 33,400
1	$ 16.09	$ 23,170	$ 23,556	$ 23,813	$ 25,744	$ 26,387	$ 27,031	$ 28,318	$ 33,467
2	$ 16.12	$ 23,216	$ 23,603	$ 23,861	$ 25,795	$ 26,440	$ 27,085	$ 28,375	$ 33,534
3	$ 16.15	$ 23,262	$ 23,650	$ 23,908	$ 25,847	$ 26,493	$ 27,139	$ 28,432	$ 33,601
4	$ 16.19	$ 23,309	$ 23,697	$ 23,956	$ 25,899	$ 26,546	$ 27,194	$ 28,489	$ 33,668
5	$ 16.22	$ 23,355	$ 23,745	$ 24,004	$ 25,950	$ 26,599	$ 27,248	$ 28,546	$ 33,736
6	$ 16.25	$ 23,402	$ 23,792	$ 24,052	$ 26,002	$ 26,652	$ 27,302	$ 28,603	$ 33,803
7	$ 16.28	$ 23,449	$ 23,840	$ 24,100	$ 26,054	$ 26,706	$ 27,357	$ 28,660	$ 33,871
8	$ 16.32	$ 23,496	$ 23,887	$ 24,148	$ 26,106	$ 26,759	$ 27,412	$ 28,717	$ 33,938
9	$ 16.35	$ 23,543	$ 23,935	$ 24,197	$ 26,159	$ 26,813	$ 27,467	$ 28,775	$ 34,006
10	$ 16.38	$ 23,590	$ 23,983	$ 24,245	$ 26,211	$ 26,866	$ 27,522	$ 28,832	$ 34,074
11	$ 16.41	$ 23,637	$ 24,031	$ 24,294	$ 26,263	$ 26,920	$ 27,577	$ 28,890	$ 34,142
12	$ 16.45	$ 23,684	$ 24,079	$ 24,342	$ 26,316	$ 26,974	$ 27,632	$ 28,948	$ 34,211
13	$ 16.48	$ 23,732	$ 24,127	$ 24,391	$ 26,369	$ 27,028	$ 27,687	$ 29,005	$ 34,279
14	$ 16.51	$ 23,779	$ 24,176	$ 24,440	$ 26,421	$ 27,082	$ 27,742	$ 29,063	$ 34,348
15	$ 16.55	$ 23,827	$ 24,224	$ 24,489	$ 26,474	$ 27,136	$ 27,798	$ 29,122	$ 34,416
16	$ 16.58	$ 23,874	$ 24,272	$ 24,538	$ 26,527	$ 27,190	$ 27,853	$ 29,180	$ 34,485
17	$ 16.61	$ 23,922	$ 24,321	$ 24,587	$ 26,580	$ 27,245	$ 27,909	$ 29,238	$ 34,554
18	$ 16.65	$ 23,970	$ 24,369	$ 24,636	$ 26,633	$ 27,299	$ 27,965	$ 29,297	$ 34,623
19	$ 16.68	$ 24,018	$ 24,418	$ 24,685	$ 26,687	$ 27,354	$ 28,021	$ 29,355	$ 34,693
20	$ 16.71	$ 24,066	$ 24,467	$ 24,734	$ 26,740	$ 27,408	$ 28,077	$ 29,414	$ 34,762
21	$ 16.75	$ 24,114	$ 24,516	$ 24,784	$ 26,793	$ 27,463	$ 28,133	$ 29,473	$ 34,831
22	$ 16.78	$ 24,162	$ 24,565	$ 24,834	$ 26,847	$ 27,518	$ 28,189	$ 29,532	$ 34,901
23	$ 16.81	$ 24,211	$ 24,614	$ 24,883	$ 26,901	$ 27,573	$ 28,246	$ 29,591	$ 34,971
24	$ 16.85	$ 24,259	$ 24,663	$ 24,933	$ 26,955	$ 27,628	$ 28,302	$ 29,650	$ 35,041
25	$ 16.90	$ 24,334	$ 24,740	$ 25,010	$ 27,038	$ 27,714	$ 28,390	$ 29,742	$ 35,150

N1: 7.5 Hrs. STEP	HOURLY	180 DAYS	183 DAYS	185 DAYS	200 DAYS	205 DAYS	210 DAYS	220 DAYS	260 DAYS
0	$ 16.06	$ 21,678	$ 22,039	$ 22,280	$ 24,087	$ 24,689	$ 25,291	$ 26,495	$ 31,313
1	$ 16.09	$ 21,721	$ 22,083	$ 22,325	$ 24,135	$ 24,738	$ 25,342	$ 26,548	$ 31,375
2	$ 16.12	$ 21,765	$ 22,128	$ 22,369	$ 24,183	$ 24,788	$ 25,392	$ 26,601	$ 31,438
3	$ 16.15	$ 21,808	$ 22,172	$ 22,414	$ 24,232	$ 24,837	$ 25,443	$ 26,655	$ 31,501
4	$ 16.19	$ 21,852	$ 22,216	$ 22,459	$ 24,280	$ 24,887	$ 25,494	$ 26,708	$ 31,564
5	$ 16.22	$ 21,896	$ 22,261	$ 22,504	$ 24,329	$ 24,937	$ 25,545	$ 26,761	$ 31,627
6	$ 16.25	$ 21,939	$ 22,305	$ 22,549	$ 24,377	$ 24,987	$ 25,596	$ 26,815	$ 31,690
7	$ 16.28	$ 21,983	$ 22,350	$ 22,594	$ 24,426	$ 25,037	$ 25,647	$ 26,869	$ 31,754
8	$ 16.32	$ 22,027	$ 22,394	$ 22,639	$ 24,475	$ 25,087	$ 25,699	$ 26,922	$ 31,817
9	$ 16.35	$ 22,071	$ 22,439	$ 22,684	$ 24,524	$ 25,137	$ 25,750	$ 26,976	$ 31,881
10	$ 16.38	$ 22,116	$ 22,484	$ 22,730	$ 24,573	$ 25,187	$ 25,801	$ 27,030	$ 31,945
11	$ 16.41	$ 22,160	$ 22,529	$ 22,775	$ 24,622	$ 25,238	$ 25,853	$ 27,084	$ 32,009
12	$ 16.45	$ 22,204	$ 22,574	$ 22,821	$ 24,671	$ 25,288	$ 25,905	$ 27,138	$ 32,073
13	$ 16.48	$ 22,248	$ 22,619	$ 22,867	$ 24,721	$ 25,339	$ 25,957	$ 27,193	$ 32,137
14	$ 16.51	$ 22,293	$ 22,665	$ 22,912	$ 24,770	$ 25,389	$ 26,008	$ 27,247	$ 32,201
15	$ 16.55	$ 22,338	$ 22,710	$ 22,958	$ 24,820	$ 25,440	$ 26,061	$ 27,301	$ 32,265
16	$ 16.58	$ 22,382	$ 22,755	$ 23,004	$ 24,869	$ 25,491	$ 26,113	$ 27,356	$ 32,330
17	$ 16.61	$ 22,427	$ 22,801	$ 23,050	$ 24,919	$ 25,542	$ 26,165	$ 27,411	$ 32,395
18	$ 16.65	$ 22,472	$ 22,846	$ 23,096	$ 24,969	$ 25,593	$ 26,217	$ 27,466	$ 32,459
19	$ 16.68	$ 22,517	$ 22,892	$ 23,142	$ 25,019	$ 25,644	$ 26,270	$ 27,521	$ 32,524
20	$ 16.71	$ 22,562	$ 22,938	$ 23,189	$ 25,069	$ 25,695	$ 26,322	$ 27,576	$ 32,589
21	$ 16.75	$ 22,607	$ 22,984	$ 23,235	$ 25,119	$ 25,747	$ 26,375	$ 27,631	$ 32,655
22	$ 16.78	$ 22,652	$ 23,030	$ 23,281	$ 25,169	$ 25,798	$ 26,428	$ 27,686	$ 32,720
23	$ 16.81	$ 22,697	$ 23,076	$ 23,328	$ 25,219	$ 25,850	$ 26,480	$ 27,741	$ 32,785
24	$ 16.85	$ 22,743	$ 23,122	$ 23,375	$ 25,270	$ 25,902	$ 26,533	$ 27,797	$ 32,851
25	$ 16.90	$ 22,813	$ 23,194	$ 23,447	$ 25,348	$ 25,982	$ 26,616	$ 27,883	$ 32,953

AUGUSTA COUNTY SCHOOL BOARD
SUPPORTING SCHEDULES FOR SUPPORT STAFF PAY SCALES
2026-2027

N1: 7 Hrs. STEP	HOURLY	180 DAYS	183 DAYS	185 DAYS	200 DAYS	205 DAYS	210 DAYS	220 DAYS	260 DAYS
0	$ 16.06	$ 20,233	$ 20,570	$ 20,795	$ 22,481	$ 23,043	$ 23,605	$ 24,729	$ 29,225
1	$ 16.09	$ 20,273	$ 20,611	$ 20,836	$ 22,526	$ 23,089	$ 23,652	$ 24,778	$ 29,284
2	$ 16.12	$ 20,314	$ 20,652	$ 20,878	$ 22,571	$ 23,135	$ 23,700	$ 24,828	$ 29,342
3	$ 16.15	$ 20,354	$ 20,694	$ 20,920	$ 22,616	$ 23,182	$ 23,747	$ 24,878	$ 29,401
4	$ 16.19	$ 20,395	$ 20,735	$ 20,962	$ 22,661	$ 23,228	$ 23,794	$ 24,927	$ 29,460
5	$ 16.22	$ 20,436	$ 20,777	$ 21,004	$ 22,707	$ 23,274	$ 23,842	$ 24,977	$ 29,519
6	$ 16.25	$ 20,477	$ 20,818	$ 21,046	$ 22,752	$ 23,321	$ 23,890	$ 25,027	$ 29,578
7	$ 16.28	$ 20,518	$ 20,860	$ 21,088	$ 22,798	$ 23,368	$ 23,937	$ 25,077	$ 29,637
8	$ 16.32	$ 20,559	$ 20,901	$ 21,130	$ 22,843	$ 23,414	$ 23,985	$ 25,127	$ 29,696
9	$ 16.35	$ 20,600	$ 20,943	$ 21,172	$ 22,889	$ 23,461	$ 24,033	$ 25,178	$ 29,756
10	$ 16.38	$ 20,641	$ 20,985	$ 21,215	$ 22,935	$ 23,508	$ 24,081	$ 25,228	$ 29,815
11	$ 16.41	$ 20,682	$ 21,027	$ 21,257	$ 22,981	$ 23,555	$ 24,130	$ 25,279	$ 29,875
12	$ 16.45	$ 20,724	$ 21,069	$ 21,299	$ 23,026	$ 23,602	$ 24,178	$ 25,329	$ 29,934
13	$ 16.48	$ 20,765	$ 21,111	$ 21,342	$ 23,073	$ 23,649	$ 24,226	$ 25,380	$ 29,994
14	$ 16.51	$ 20,807	$ 21,154	$ 21,385	$ 23,119	$ 23,697	$ 24,275	$ 25,431	$ 30,054
15	$ 16.55	$ 20,848	$ 21,196	$ 21,428	$ 23,165	$ 23,744	$ 24,323	$ 25,481	$ 30,114
16	$ 16.58	$ 20,890	$ 21,238	$ 21,470	$ 23,211	$ 23,792	$ 24,372	$ 25,532	$ 30,175
17	$ 16.61	$ 20,932	$ 21,281	$ 21,513	$ 23,258	$ 23,839	$ 24,421	$ 25,583	$ 30,235
18	$ 16.65	$ 20,974	$ 21,323	$ 21,556	$ 23,304	$ 23,887	$ 24,469	$ 25,635	$ 30,295
19	$ 16.68	$ 21,016	$ 21,366	$ 21,599	$ 23,351	$ 23,935	$ 24,518	$ 25,686	$ 30,356
20	$ 16.71	$ 21,058	$ 21,409	$ 21,643	$ 23,397	$ 23,982	$ 24,567	$ 25,737	$ 30,417
21	$ 16.75	$ 21,100	$ 21,452	$ 21,686	$ 23,444	$ 24,030	$ 24,616	$ 25,789	$ 30,478
22	$ 16.78	$ 21,142	$ 21,494	$ 21,729	$ 23,491	$ 24,078	$ 24,666	$ 25,840	$ 30,539
23	$ 16.81	$ 21,184	$ 21,537	$ 21,773	$ 23,538	$ 24,127	$ 24,715	$ 25,892	$ 30,600
24	$ 16.85	$ 21,227	$ 21,580	$ 21,816	$ 23,585	$ 24,175	$ 24,764	$ 25,944	$ 30,661
25	$ 16.90	$ 21,292	$ 21,647	$ 21,884	$ 23,658	$ 24,250	$ 24,841	$ 26,024	$ 30,756

N2: 8 Hrs. STEP	HOURLY	200 DAYS	205 DAYS	210 DAYS	220 DAYS	260 DAYS
0	$ 18.75	$ 29,996	$ 30,746	$ 31,496	$ 32,996	$ 38,995
1	$ 18.78	$ 30,056	$ 30,807	$ 31,559	$ 33,062	$ 39,073
2	$ 18.82	$ 30,116	$ 30,869	$ 31,622	$ 33,128	$ 39,151
3	$ 18.86	$ 30,176	$ 30,931	$ 31,685	$ 33,194	$ 39,229
4	$ 18.90	$ 30,237	$ 30,993	$ 31,749	$ 33,260	$ 39,308
5	$ 18.94	$ 30,297	$ 31,055	$ 31,812	$ 33,327	$ 39,386
6	$ 18.97	$ 30,358	$ 31,117	$ 31,876	$ 33,394	$ 39,465
7	$ 19.01	$ 30,418	$ 31,179	$ 31,939	$ 33,460	$ 39,544
8	$ 19.05	$ 30,479	$ 31,241	$ 32,003	$ 33,527	$ 39,623
9	$ 19.09	$ 30,540	$ 31,304	$ 32,067	$ 33,594	$ 39,702
10	$ 19.13	$ 30,601	$ 31,366	$ 32,131	$ 33,661	$ 39,782
11	$ 19.16	$ 30,663	$ 31,429	$ 32,196	$ 33,729	$ 39,861
12	$ 19.20	$ 30,724	$ 31,492	$ 32,260	$ 33,796	$ 39,941
13	$ 19.24	$ 30,785	$ 31,555	$ 32,325	$ 33,864	$ 40,021
14	$ 19.28	$ 30,847	$ 31,618	$ 32,389	$ 33,932	$ 40,101
15	$ 19.32	$ 30,909	$ 31,681	$ 32,454	$ 33,999	$ 40,181
16	$ 19.36	$ 30,970	$ 31,745	$ 32,519	$ 34,067	$ 40,262
17	$ 19.40	$ 31,032	$ 31,808	$ 32,584	$ 34,136	$ 40,342
18	$ 19.43	$ 31,094	$ 31,872	$ 32,649	$ 34,204	$ 40,423
19	$ 19.47	$ 31,157	$ 31,936	$ 32,714	$ 34,272	$ 40,504
20	$ 19.51	$ 31,219	$ 31,999	$ 32,780	$ 34,341	$ 40,585
21	$ 19.55	$ 31,281	$ 32,063	$ 32,845	$ 34,409	$ 40,666
22	$ 19.59	$ 31,344	$ 32,128	$ 32,911	$ 34,478	$ 40,747
23	$ 19.63	$ 31,407	$ 32,192	$ 32,977	$ 34,547	$ 40,829
24	$ 19.67	$ 31,469	$ 32,256	$ 33,043	$ 34,616	$ 40,910
25	$ 19.77	$ 31,630	$ 32,421	$ 33,211	$ 34,793	$ 41,119

AUGUSTA COUNTY SCHOOL BOARD
SUPPORTING SCHEDULES FOR SUPPORT STAFF PAY SCALES
2026-2027

N3: 8 Hrs. STEP	HOURLY	180 DAYS	183 DAYS	185 DAYS	200 DAYS	205 DAYS	210 DAYS	220 DAYS	260 DAYS
0	$ 21.37	$ 30,776	$ 31,289	$ 31,631	$ 34,195	$ 35,050	$ 35,905	$ 37,615	$ 44,454
1	$ 21.41	$ 30,837	$ 31,351	$ 31,694	$ 34,264	$ 35,120	$ 35,977	$ 37,690	$ 44,543
2	$ 21.46	$ 30,899	$ 31,414	$ 31,757	$ 34,332	$ 35,191	$ 36,049	$ 37,766	$ 44,632
3	$ 21.50	$ 30,961	$ 31,477	$ 31,821	$ 34,401	$ 35,261	$ 36,121	$ 37,841	$ 44,721
4	$ 21.54	$ 31,023	$ 31,540	$ 31,885	$ 34,470	$ 35,332	$ 36,193	$ 37,917	$ 44,811
5	$ 21.59	$ 31,085	$ 31,603	$ 31,948	$ 34,539	$ 35,402	$ 36,266	$ 37,993	$ 44,900
6	$ 21.63	$ 31,147	$ 31,666	$ 32,012	$ 34,608	$ 35,473	$ 36,338	$ 38,069	$ 44,990
7	$ 21.67	$ 31,209	$ 31,730	$ 32,076	$ 34,677	$ 35,544	$ 36,411	$ 38,145	$ 45,080
8	$ 21.72	$ 31,272	$ 31,793	$ 32,140	$ 34,746	$ 35,615	$ 36,484	$ 38,221	$ 45,170
9	$ 21.76	$ 31,334	$ 31,857	$ 32,205	$ 34,816	$ 35,686	$ 36,557	$ 38,297	$ 45,261
10	$ 21.80	$ 31,397	$ 31,920	$ 32,269	$ 34,886	$ 35,758	$ 36,630	$ 38,374	$ 45,351
11	$ 21.85	$ 31,460	$ 31,984	$ 32,334	$ 34,955	$ 35,829	$ 36,703	$ 38,451	$ 45,442
12	$ 21.89	$ 31,523	$ 32,048	$ 32,398	$ 35,025	$ 35,901	$ 36,776	$ 38,528	$ 45,533
13	$ 21.93	$ 31,586	$ 32,112	$ 32,463	$ 35,095	$ 35,973	$ 36,850	$ 38,605	$ 45,624
14	$ 21.98	$ 31,649	$ 32,176	$ 32,528	$ 35,165	$ 36,045	$ 36,924	$ 38,682	$ 45,715
15	$ 22.02	$ 31,712	$ 32,241	$ 32,593	$ 35,236	$ 36,117	$ 36,998	$ 38,759	$ 45,807
16	$ 22.07	$ 31,776	$ 32,305	$ 32,658	$ 35,306	$ 36,189	$ 37,072	$ 38,837	$ 45,898
17	$ 22.11	$ 31,839	$ 32,370	$ 32,724	$ 35,377	$ 36,261	$ 37,146	$ 38,915	$ 45,990
18	$ 22.15	$ 31,903	$ 32,435	$ 32,789	$ 35,448	$ 36,334	$ 37,220	$ 38,992	$ 46,082
19	$ 22.20	$ 31,967	$ 32,499	$ 32,855	$ 35,519	$ 36,406	$ 37,294	$ 39,070	$ 46,174
20	$ 22.24	$ 32,031	$ 32,564	$ 32,920	$ 35,590	$ 36,479	$ 37,369	$ 39,149	$ 46,266
21	$ 22.29	$ 32,095	$ 32,630	$ 32,986	$ 35,661	$ 36,552	$ 37,444	$ 39,227	$ 46,359
22	$ 22.33	$ 32,159	$ 32,695	$ 33,052	$ 35,732	$ 36,625	$ 37,519	$ 39,305	$ 46,452
23	$ 22.38	$ 32,223	$ 32,760	$ 33,118	$ 35,804	$ 36,699	$ 37,594	$ 39,384	$ 46,545
24	$ 22.42	$ 32,288	$ 32,826	$ 33,185	$ 35,875	$ 36,772	$ 37,669	$ 39,463	$ 46,638
25	$ 22.54	$ 32,452	$ 32,993	$ 33,354	$ 36,058	$ 36,960	$ 37,861	$ 39,664	$ 46,876

N3: 7.5 Hrs. STEP	HOURLY	180 DAYS	183 DAYS	185 DAYS	200 DAYS	205 DAYS	210 DAYS	220 DAYS	260 DAYS
0	$ 21.37	$ 28,852	$ 29,333	$ 29,654	$ 32,058	$ 32,860	$ 33,661	$ 35,264	$ 41,676
1	$ 21.41	$ 28,910	$ 29,392	$ 29,713	$ 32,122	$ 32,925	$ 33,728	$ 35,335	$ 41,759
2	$ 21.46	$ 28,968	$ 29,451	$ 29,773	$ 32,187	$ 32,991	$ 33,796	$ 35,405	$ 41,843
3	$ 21.50	$ 29,026	$ 29,510	$ 29,832	$ 32,251	$ 33,057	$ 33,864	$ 35,476	$ 41,926
4	$ 21.54	$ 29,084	$ 29,569	$ 29,892	$ 32,315	$ 33,123	$ 33,931	$ 35,547	$ 42,010
5	$ 21.59	$ 29,142	$ 29,628	$ 29,952	$ 32,380	$ 33,190	$ 33,999	$ 35,618	$ 42,094
6	$ 21.63	$ 29,200	$ 29,687	$ 30,011	$ 32,445	$ 33,256	$ 34,067	$ 35,689	$ 42,178
7	$ 21.67	$ 29,259	$ 29,746	$ 30,072	$ 32,510	$ 33,322	$ 34,135	$ 35,761	$ 42,263
8	$ 21.72	$ 29,317	$ 29,806	$ 30,132	$ 32,575	$ 33,389	$ 34,204	$ 35,832	$ 42,347
9	$ 21.76	$ 29,376	$ 29,866	$ 30,192	$ 32,640	$ 33,456	$ 34,272	$ 35,904	$ 42,432
10	$ 21.80	$ 29,435	$ 29,925	$ 30,252	$ 32,705	$ 33,523	$ 34,340	$ 35,976	$ 42,517
11	$ 21.85	$ 29,494	$ 29,985	$ 30,313	$ 32,771	$ 33,590	$ 34,409	$ 36,048	$ 42,602
12	$ 21.89	$ 29,553	$ 30,045	$ 30,373	$ 32,836	$ 33,657	$ 34,478	$ 36,120	$ 42,687
13	$ 21.93	$ 29,612	$ 30,105	$ 30,434	$ 32,902	$ 33,724	$ 34,547	$ 36,192	$ 42,772
14	$ 21.98	$ 29,671	$ 30,165	$ 30,495	$ 32,968	$ 33,792	$ 34,616	$ 36,264	$ 42,858
15	$ 22.02	$ 29,730	$ 30,226	$ 30,556	$ 33,034	$ 33,859	$ 34,685	$ 36,337	$ 42,944
16	$ 22.07	$ 29,790	$ 30,286	$ 30,617	$ 33,100	$ 33,927	$ 34,755	$ 36,410	$ 43,030
17	$ 22.11	$ 29,849	$ 30,347	$ 30,678	$ 33,166	$ 33,995	$ 34,824	$ 36,482	$ 43,116
18	$ 22.15	$ 29,909	$ 30,407	$ 30,740	$ 33,232	$ 34,063	$ 34,894	$ 36,555	$ 43,202
19	$ 22.20	$ 29,969	$ 30,468	$ 30,801	$ 33,299	$ 34,131	$ 34,964	$ 36,628	$ 43,288
20	$ 22.24	$ 30,029	$ 30,529	$ 30,863	$ 33,365	$ 34,199	$ 35,033	$ 36,702	$ 43,375
21	$ 22.29	$ 30,089	$ 30,590	$ 30,925	$ 33,432	$ 34,268	$ 35,104	$ 36,775	$ 43,462
22	$ 22.33	$ 30,149	$ 30,651	$ 30,986	$ 33,499	$ 34,336	$ 35,174	$ 36,849	$ 43,548
23	$ 22.38	$ 30,209	$ 30,713	$ 31,048	$ 33,566	$ 34,405	$ 35,244	$ 36,922	$ 43,636
24	$ 22.42	$ 30,270	$ 30,774	$ 31,110	$ 33,633	$ 34,474	$ 35,315	$ 36,996	$ 43,723
25	$ 22.54	$ 30,424	$ 30,931	$ 31,269	$ 33,804	$ 34,650	$ 35,495	$ 37,185	$ 43,946

AUGUSTA COUNTY SCHOOL BOARD
SUPPORTING SCHEDULES FOR SUPPORT STAFF PAY SCALES
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N3: 7 Hrs. STEP	HOURLY	180 DAYS	183 DAYS	185 DAYS	200 DAYS	205 DAYS	210 DAYS	220 DAYS	260 DAYS
0	$ 21.37	$ 26,929	$ 27,378	$ 27,677	$ 29,921	$ 30,669	$ 31,417	$ 32,913	$ 38,897
1	$ 21.41	$ 26,983	$ 27,432	$ 27,732	$ 29,981	$ 30,730	$ 31,480	$ 32,979	$ 38,975
2	$ 21.46	$ 27,037	$ 27,487	$ 27,788	$ 30,041	$ 30,792	$ 31,543	$ 33,045	$ 39,053
3	$ 21.50	$ 27,091	$ 27,542	$ 27,843	$ 30,101	$ 30,853	$ 31,606	$ 33,111	$ 39,131
4	$ 21.54	$ 27,145	$ 27,597	$ 27,899	$ 30,161	$ 30,915	$ 31,669	$ 33,177	$ 39,209
5	$ 21.59	$ 27,199	$ 27,653	$ 27,955	$ 30,221	$ 30,977	$ 31,732	$ 33,244	$ 39,288
6	$ 21.63	$ 27,254	$ 27,708	$ 28,011	$ 30,282	$ 31,039	$ 31,796	$ 33,310	$ 39,366
7	$ 21.67	$ 27,308	$ 27,763	$ 28,067	$ 30,342	$ 31,101	$ 31,860	$ 33,377	$ 39,445
8	$ 21.72	$ 27,363	$ 27,819	$ 28,123	$ 30,403	$ 31,163	$ 31,923	$ 33,443	$ 39,524
9	$ 21.76	$ 27,418	$ 27,874	$ 28,179	$ 30,464	$ 31,226	$ 31,987	$ 33,510	$ 39,603
10	$ 21.80	$ 27,472	$ 27,930	$ 28,235	$ 30,525	$ 31,288	$ 32,051	$ 33,577	$ 39,682
11	$ 21.85	$ 27,527	$ 27,986	$ 28,292	$ 30,586	$ 31,351	$ 32,115	$ 33,644	$ 39,762
12	$ 21.89	$ 27,582	$ 28,042	$ 28,349	$ 30,647	$ 31,413	$ 32,179	$ 33,712	$ 39,841
13	$ 21.93	$ 27,638	$ 28,098	$ 28,405	$ 30,708	$ 31,476	$ 32,244	$ 33,779	$ 39,921
14	$ 21.98	$ 27,693	$ 28,154	$ 28,462	$ 30,770	$ 31,539	$ 32,308	$ 33,847	$ 40,001
15	$ 22.02	$ 27,748	$ 28,211	$ 28,519	$ 30,831	$ 31,602	$ 32,373	$ 33,914	$ 40,081
16	$ 22.07	$ 27,804	$ 28,267	$ 28,576	$ 30,893	$ 31,665	$ 32,438	$ 33,982	$ 40,161
17	$ 22.11	$ 27,859	$ 28,324	$ 28,633	$ 30,955	$ 31,729	$ 32,503	$ 34,050	$ 40,241
18	$ 22.15	$ 27,915	$ 28,380	$ 28,690	$ 31,017	$ 31,792	$ 32,568	$ 34,118	$ 40,322
19	$ 22.20	$ 27,971	$ 28,437	$ 28,748	$ 31,079	$ 31,856	$ 32,633	$ 34,187	$ 40,402
20	$ 22.24	$ 28,027	$ 28,494	$ 28,805	$ 31,141	$ 31,919	$ 32,698	$ 34,255	$ 40,483
21	$ 22.29	$ 28,083	$ 28,551	$ 28,863	$ 31,203	$ 31,983	$ 32,763	$ 34,323	$ 40,564
22	$ 22.33	$ 28,139	$ 28,608	$ 28,921	$ 31,266	$ 32,047	$ 32,829	$ 34,392	$ 40,645
23	$ 22.38	$ 28,195	$ 28,665	$ 28,978	$ 31,328	$ 32,111	$ 32,894	$ 34,461	$ 40,727
24	$ 22.42	$ 28,252	$ 28,723	$ 29,036	$ 31,391	$ 32,176	$ 32,960	$ 34,530	$ 40,808
25	$ 22.54	$ 28,396	$ 28,869	$ 29,185	$ 31,551	$ 32,340	$ 33,128	$ 34,706	$ 41,016

N4: 8 Hrs. STEP	HOURLY	200 DAYS	205 DAYS	210 DAYS	220 DAYS	260 DAYS
0	$ 24.04	$ 38,470	$ 39,432	$ 40,393	$ 42,317	$ 50,011
1	$ 24.09	$ 38,547	$ 39,510	$ 40,474	$ 42,401	$ 50,111
2	$ 24.14	$ 38,624	$ 39,590	$ 40,555	$ 42,486	$ 50,211
3	$ 24.19	$ 38,701	$ 39,669	$ 40,636	$ 42,571	$ 50,312
4	$ 24.24	$ 38,779	$ 39,748	$ 40,717	$ 42,656	$ 50,412
5	$ 24.29	$ 38,856	$ 39,828	$ 40,799	$ 42,742	$ 50,513
6	$ 24.33	$ 38,934	$ 39,907	$ 40,881	$ 42,827	$ 50,614
7	$ 24.38	$ 39,012	$ 39,987	$ 40,962	$ 42,913	$ 50,715
8	$ 24.43	$ 39,090	$ 40,067	$ 41,044	$ 42,999	$ 50,817
9	$ 24.48	$ 39,168	$ 40,147	$ 41,126	$ 43,085	$ 50,918
10	$ 24.53	$ 39,246	$ 40,227	$ 41,209	$ 43,171	$ 51,020
11	$ 24.58	$ 39,325	$ 40,308	$ 41,291	$ 43,257	$ 51,122
12	$ 24.63	$ 39,403	$ 40,388	$ 41,374	$ 43,344	$ 51,224
13	$ 24.68	$ 39,482	$ 40,469	$ 41,456	$ 43,430	$ 51,327
14	$ 24.73	$ 39,561	$ 40,550	$ 41,539	$ 43,517	$ 51,429
15	$ 24.78	$ 39,640	$ 40,631	$ 41,622	$ 43,604	$ 51,532
16	$ 24.82	$ 39,720	$ 40,713	$ 41,706	$ 43,692	$ 51,635
17	$ 24.87	$ 39,799	$ 40,794	$ 41,789	$ 43,779	$ 51,739
18	$ 24.92	$ 39,879	$ 40,876	$ 41,873	$ 43,866	$ 51,842
19	$ 24.97	$ 39,958	$ 40,957	$ 41,956	$ 43,954	$ 51,946
20	$ 25.02	$ 40,038	$ 41,039	$ 42,040	$ 44,042	$ 52,050
21	$ 25.07	$ 40,118	$ 41,121	$ 42,124	$ 44,130	$ 52,154
22	$ 25.12	$ 40,199	$ 41,204	$ 42,209	$ 44,218	$ 52,258
23	$ 25.17	$ 40,279	$ 41,286	$ 42,293	$ 44,307	$ 52,363
24	$ 25.22	$ 40,360	$ 41,369	$ 42,378	$ 44,395	$ 52,467
25	$ 25.38	$ 40,606	$ 41,621	$ 42,636	$ 44,666	$ 52,787

AUGUSTA COUNTY SCHOOL BOARD
SUPPORTING SCHEDULES FOR SUPPORT STAFF PAY SCALES
2026-2027

N4: 7.5 Hrs. STEP	HOURLY	185 DAYS	200 DAYS	205 DAYS	210 DAYS	220 DAYS	260 DAYS
0	$ 24.04	$ 33,361	$ 36,066	$ 36,967	$ 37,869	$ 39,672	$ 46,885
1	$ 24.09	$ 33,427	$ 36,138	$ 37,041	$ 37,945	$ 39,751	$ 46,979
2	$ 24.14	$ 33,494	$ 36,210	$ 37,115	$ 38,020	$ 39,831	$ 47,073
3	$ 24.19	$ 33,561	$ 36,282	$ 37,189	$ 38,096	$ 39,911	$ 47,167
4	$ 24.24	$ 33,628	$ 36,355	$ 37,264	$ 38,173	$ 39,990	$ 47,261
5	$ 24.29	$ 33,696	$ 36,428	$ 37,338	$ 38,249	$ 40,070	$ 47,356
6	$ 24.33	$ 33,763	$ 36,500	$ 37,413	$ 38,325	$ 40,151	$ 47,451
7	$ 24.38	$ 33,830	$ 36,573	$ 37,488	$ 38,402	$ 40,231	$ 47,546
8	$ 24.43	$ 33,898	$ 36,647	$ 37,563	$ 38,479	$ 40,311	$ 47,641
9	$ 24.48	$ 33,966	$ 36,720	$ 37,638	$ 38,556	$ 40,392	$ 47,736
10	$ 24.53	$ 34,034	$ 36,793	$ 37,713	$ 38,633	$ 40,473	$ 47,831
11	$ 24.58	$ 34,102	$ 36,867	$ 37,789	$ 38,710	$ 40,554	$ 47,927
12	$ 24.63	$ 34,170	$ 36,941	$ 37,864	$ 38,788	$ 40,635	$ 48,023
13	$ 24.68	$ 34,238	$ 37,015	$ 37,940	$ 38,865	$ 40,716	$ 48,119
14	$ 24.73	$ 34,307	$ 37,089	$ 38,016	$ 38,943	$ 40,797	$ 48,215
15	$ 24.78	$ 34,376	$ 37,163	$ 38,092	$ 39,021	$ 40,879	$ 48,312
16	$ 24.82	$ 34,444	$ 37,237	$ 38,168	$ 39,099	$ 40,961	$ 48,408
17	$ 24.87	$ 34,513	$ 37,312	$ 38,244	$ 39,177	$ 41,043	$ 48,505
18	$ 24.92	$ 34,582	$ 37,386	$ 38,321	$ 39,255	$ 41,125	$ 48,602
19	$ 24.97	$ 34,651	$ 37,461	$ 38,397	$ 39,334	$ 41,207	$ 48,699
20	$ 25.02	$ 34,721	$ 37,536	$ 38,474	$ 39,413	$ 41,289	$ 48,797
21	$ 25.07	$ 34,790	$ 37,611	$ 38,551	$ 39,491	$ 41,372	$ 48,894
22	$ 25.12	$ 34,860	$ 37,686	$ 38,628	$ 39,570	$ 41,455	$ 48,992
23	$ 25.17	$ 34,929	$ 37,762	$ 38,706	$ 39,650	$ 41,538	$ 49,090
24	$ 25.22	$ 34,999	$ 37,837	$ 38,783	$ 39,729	$ 41,621	$ 49,188
25	$ 25.38	$ 35,213	$ 38,068	$ 39,020	$ 39,971	$ 41,875	$ 49,488

N4: 7 Hrs. STEP	HOURLY	185 DAYS	200 DAYS	205 DAYS	210 DAYS	220 DAYS	260 DAYS
0	$ 24.04	$ 31,137	$ 33,661	$ 34,503	$ 35,344	$ 37,027	$ 43,759
1	$ 24.09	$ 31,199	$ 33,728	$ 34,572	$ 35,415	$ 37,101	$ 43,847
2	$ 24.14	$ 31,261	$ 33,796	$ 34,641	$ 35,486	$ 37,176	$ 43,935
3	$ 24.19	$ 31,324	$ 33,864	$ 34,710	$ 35,557	$ 37,250	$ 44,023
4	$ 24.24	$ 31,386	$ 33,931	$ 34,780	$ 35,628	$ 37,324	$ 44,111
5	$ 24.29	$ 31,449	$ 33,999	$ 34,849	$ 35,699	$ 37,399	$ 44,199
6	$ 24.33	$ 31,512	$ 34,067	$ 34,919	$ 35,770	$ 37,474	$ 44,287
7	$ 24.38	$ 31,575	$ 34,135	$ 34,989	$ 35,842	$ 37,549	$ 44,376
8	$ 24.43	$ 31,638	$ 34,204	$ 35,059	$ 35,914	$ 37,624	$ 44,465
9	$ 24.48	$ 31,702	$ 34,272	$ 35,129	$ 35,986	$ 37,699	$ 44,553
10	$ 24.53	$ 31,765	$ 34,340	$ 35,199	$ 36,057	$ 37,774	$ 44,643
11	$ 24.58	$ 31,828	$ 34,409	$ 35,269	$ 36,130	$ 37,850	$ 44,732
12	$ 24.63	$ 31,892	$ 34,478	$ 35,340	$ 36,202	$ 37,926	$ 44,821
13	$ 24.68	$ 31,956	$ 34,547	$ 35,411	$ 36,274	$ 38,002	$ 44,911
14	$ 24.73	$ 32,020	$ 34,616	$ 35,481	$ 36,347	$ 38,078	$ 45,001
15	$ 24.78	$ 32,084	$ 34,685	$ 35,552	$ 36,419	$ 38,154	$ 45,091
16	$ 24.82	$ 32,148	$ 34,755	$ 35,623	$ 36,492	$ 38,230	$ 45,181
17	$ 24.87	$ 32,212	$ 34,824	$ 35,695	$ 36,565	$ 38,307	$ 45,271
18	$ 24.92	$ 32,277	$ 34,894	$ 35,766	$ 36,638	$ 38,383	$ 45,362
19	$ 24.97	$ 32,341	$ 34,964	$ 35,838	$ 36,712	$ 38,460	$ 45,453
20	$ 25.02	$ 32,406	$ 35,033	$ 35,909	$ 36,785	$ 38,537	$ 45,544
21	$ 25.07	$ 32,471	$ 35,104	$ 35,981	$ 36,859	$ 38,614	$ 45,635
22	$ 25.12	$ 32,536	$ 35,174	$ 36,053	$ 36,932	$ 38,691	$ 45,726
23	$ 25.17	$ 32,601	$ 35,244	$ 36,125	$ 37,006	$ 38,769	$ 45,817
24	$ 25.22	$ 32,666	$ 35,315	$ 36,197	$ 37,080	$ 38,846	$ 45,909
25	$ 25.38	$ 32,865	$ 35,530	$ 36,418	$ 37,307	$ 39,083	$ 46,189

AUGUSTA COUNTY SCHOOL BOARD
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2026-2027

N6: 8 Hrs. STEP	HOURLY	200 DAYS	205 DAYS	210 DAYS	220 DAYS	260 DAYS
0	$ 29.39	$ 47,029	$ 48,205	$ 49,381	$ 51,732	$ 61,138
1	$ 29.45	$ 47,123	$ 48,302	$ 49,480	$ 51,836	$ 61,261
2	$ 29.51	$ 47,218	$ 48,398	$ 49,579	$ 51,939	$ 61,383
3	$ 29.57	$ 47,312	$ 48,495	$ 49,678	$ 52,043	$ 61,506
4	$ 29.63	$ 47,407	$ 48,592	$ 49,777	$ 52,147	$ 61,629
5	$ 29.69	$ 47,502	$ 48,689	$ 49,877	$ 52,252	$ 61,752
6	$ 29.75	$ 47,597	$ 48,787	$ 49,976	$ 52,356	$ 61,876
7	$ 29.81	$ 47,692	$ 48,884	$ 50,076	$ 52,461	$ 61,999
8	$ 29.87	$ 47,787	$ 48,982	$ 50,177	$ 52,566	$ 62,123
9	$ 29.93	$ 47,883	$ 49,080	$ 50,277	$ 52,671	$ 62,248
10	$ 29.99	$ 47,979	$ 49,178	$ 50,377	$ 52,776	$ 62,372
11	$ 30.05	$ 48,074	$ 49,276	$ 50,478	$ 52,882	$ 62,497
12	$ 30.11	$ 48,171	$ 49,375	$ 50,579	$ 52,988	$ 62,622
13	$ 30.17	$ 48,267	$ 49,474	$ 50,680	$ 53,094	$ 62,747
14	$ 30.23	$ 48,364	$ 49,573	$ 50,782	$ 53,200	$ 62,873
15	$ 30.29	$ 48,460	$ 49,672	$ 50,883	$ 53,306	$ 62,998
16	$ 30.35	$ 48,557	$ 49,771	$ 50,985	$ 53,413	$ 63,124
17	$ 30.41	$ 48,654	$ 49,871	$ 51,087	$ 53,520	$ 63,251
18	$ 30.47	$ 48,752	$ 49,970	$ 51,189	$ 53,627	$ 63,377
19	$ 30.53	$ 48,849	$ 50,070	$ 51,292	$ 53,734	$ 63,504
20	$ 30.59	$ 48,947	$ 50,170	$ 51,394	$ 53,841	$ 63,631
21	$ 30.65	$ 49,045	$ 50,271	$ 51,497	$ 53,949	$ 63,758
22	$ 30.71	$ 49,143	$ 50,371	$ 51,600	$ 54,057	$ 63,886
23	$ 30.78	$ 49,241	$ 50,472	$ 51,703	$ 54,165	$ 64,013
24	$ 30.84	$ 49,340	$ 50,573	$ 51,806	$ 54,273	$ 64,141
25	$ 31.03	$ 49,640	$ 50,882	$ 52,123	$ 54,605	$ 64,533

N9: 8 Hrs. STEP	HOURLY	200 DAYS	205 DAYS	210 DAYS	220 DAYS	260 DAYS
0	$ 37.33	$ 59,727	$ 61,221	$ 62,714	$ 65,700	$ 77,646
1	$ 37.40	$ 59,847	$ 61,343	$ 62,839	$ 65,832	$ 77,801
2	$ 37.48	$ 59,967	$ 61,466	$ 62,965	$ 65,963	$ 77,956
3	$ 37.55	$ 60,086	$ 61,589	$ 63,091	$ 66,095	$ 78,112
4	$ 37.63	$ 60,207	$ 61,712	$ 63,217	$ 66,227	$ 78,269
5	$ 37.70	$ 60,327	$ 61,835	$ 63,343	$ 66,360	$ 78,425
6	$ 37.78	$ 60,448	$ 61,959	$ 63,470	$ 66,492	$ 78,582
7	$ 37.86	$ 60,569	$ 62,083	$ 63,597	$ 66,625	$ 78,739
8	$ 37.93	$ 60,690	$ 62,207	$ 63,724	$ 66,759	$ 78,897
9	$ 38.01	$ 60,811	$ 62,331	$ 63,852	$ 66,892	$ 79,054
10	$ 38.08	$ 60,933	$ 62,456	$ 63,979	$ 67,026	$ 79,213
11	$ 38.16	$ 61,055	$ 62,581	$ 64,107	$ 67,160	$ 79,371
12	$ 38.24	$ 61,177	$ 62,706	$ 64,236	$ 67,294	$ 79,530
13	$ 38.31	$ 61,299	$ 62,832	$ 64,364	$ 67,429	$ 79,689
14	$ 38.39	$ 61,422	$ 62,957	$ 64,493	$ 67,564	$ 79,848
15	$ 38.47	$ 61,544	$ 63,083	$ 64,622	$ 67,699	$ 80,008
16	$ 38.54	$ 61,668	$ 63,209	$ 64,751	$ 67,834	$ 80,168
17	$ 38.62	$ 61,791	$ 63,336	$ 64,880	$ 67,970	$ 80,328
18	$ 38.70	$ 61,914	$ 63,462	$ 65,010	$ 68,106	$ 80,489
19	$ 38.77	$ 62,038	$ 63,589	$ 65,140	$ 68,242	$ 80,650
20	$ 38.85	$ 62,162	$ 63,716	$ 65,271	$ 68,379	$ 80,811
21	$ 38.97	$ 62,349	$ 63,908	$ 65,466	$ 68,584	$ 81,054
22	$ 39.05	$ 62,474	$ 64,035	$ 65,597	$ 68,721	$ 81,216
23	$ 39.12	$ 62,599	$ 64,163	$ 65,728	$ 68,858	$ 81,378
24	$ 39.20	$ 62,724	$ 64,292	$ 65,860	$ 68,996	$ 81,541
25	$ 39.44	$ 63,106	$ 64,684	$ 66,262	$ 69,417	$ 82,038

AUGUSTA COUNTY SCHOOL BOARD
SUPPORTING SCHEDULES FOR SUPPORT STAFF PAY SCALES
2026-2027

CLINIC AIDE Non LPN or Non RN Credentials			
N3 STEP	HOURLY	185 DAYS 7 HOURS	185 DAYS 7.5 HOURS
0	$ 21.37	$ 27,677	$ 29,654
1	$ 21.41	$ 27,732	$ 29,713
2	$ 21.46	$ 27,788	$ 29,773
3	$ 21.50	$ 27,843	$ 29,832
4	$ 21.54	$ 27,899	$ 29,892
5	$ 21.59	$ 27,955	$ 29,952
6	$ 21.63	$ 28,011	$ 30,011
7	$ 21.67	$ 28,067	$ 30,072
8	$ 21.72	$ 28,123	$ 30,132
9	$ 21.76	$ 28,179	$ 30,192
10	$ 21.80	$ 28,235	$ 30,252
11	$ 21.85	$ 28,292	$ 30,313
12	$ 21.89	$ 28,349	$ 30,373
13	$ 21.93	$ 28,405	$ 30,434
14	$ 21.98	$ 28,462	$ 30,495
15	$ 22.02	$ 28,519	$ 30,556
16	$ 22.07	$ 28,576	$ 30,617
17	$ 22.11	$ 28,633	$ 30,678
18	$ 22.15	$ 28,690	$ 30,740
19	$ 22.20	$ 28,748	$ 30,801
20	$ 22.24	$ 28,805	$ 30,863
21	$ 22.29	$ 28,863	$ 30,925
22	$ 22.33	$ 28,921	$ 30,986
23	$ 22.38	$ 28,978	$ 31,048
24	$ 22.42	$ 29,036	$ 31,110
25	$ 22.54	$ 29,185	$ 31,269

CLINIC AIDE LPN			
N4 STEP	HOURLY	185 DAYS 7 HOURS	185 DAYS 7.5 HOURS
0	$ 24.04	$ 31,137	$ 33,361
1	$ 24.09	$ 31,199	$ 33,427
2	$ 24.14	$ 31,261	$ 33,494
3	$ 24.19	$ 31,324	$ 33,561
4	$ 24.24	$ 31,386	$ 33,628
5	$ 24.29	$ 31,449	$ 33,696
6	$ 24.33	$ 31,512	$ 33,763
7	$ 24.38	$ 31,575	$ 33,830
8	$ 24.43	$ 31,638	$ 33,898
9	$ 24.48	$ 31,702	$ 33,966
10	$ 24.53	$ 31,765	$ 34,034
11	$ 24.58	$ 31,828	$ 34,102
12	$ 24.63	$ 31,892	$ 34,170
13	$ 24.68	$ 31,956	$ 34,238
14	$ 24.73	$ 32,020	$ 34,307
15	$ 24.78	$ 32,084	$ 34,376
16	$ 24.82	$ 32,148	$ 34,444
17	$ 24.87	$ 32,212	$ 34,513
18	$ 24.92	$ 32,277	$ 34,582
19	$ 24.97	$ 32,341	$ 34,651
20	$ 25.02	$ 32,406	$ 34,721
21	$ 25.07	$ 32,471	$ 34,790
22	$ 25.12	$ 32,536	$ 34,860
23	$ 25.17	$ 32,601	$ 34,929
24	$ 25.22	$ 32,666	$ 34,999
25	$ 25.38	$ 32,865	$ 35,213

CLINIC AIDE RN			
N6 STEP	HOURLY	185 DAYS 7 HOURS	185 DAYS 7.5 HOURS
0	$ 29.39	$ 38,064	$ 40,783
1	$ 29.45	$ 38,141	$ 40,865
2	$ 29.51	$ 38,217	$ 40,947
3	$ 29.57	$ 38,293	$ 41,029
4	$ 29.63	$ 38,370	$ 41,111
5	$ 29.69	$ 38,447	$ 41,193
6	$ 29.75	$ 38,524	$ 41,275
7	$ 29.81	$ 38,601	$ 41,358
8	$ 29.87	$ 38,678	$ 41,440
9	$ 29.93	$ 38,755	$ 41,523
10	$ 29.99	$ 38,833	$ 41,606
11	$ 30.05	$ 38,910	$ 41,690
12	$ 30.11	$ 38,988	$ 41,773
13	$ 30.17	$ 39,066	$ 41,857
14	$ 30.23	$ 39,144	$ 41,940
15	$ 30.29	$ 39,222	$ 42,024
16	$ 30.35	$ 39,301	$ 42,108
17	$ 30.41	$ 39,380	$ 42,192
18	$ 30.47	$ 39,458	$ 42,277
19	$ 30.53	$ 39,537	$ 42,361
20	$ 30.59	$ 39,616	$ 42,446
21	$ 30.65	$ 39,696	$ 42,531
22	$ 30.71	$ 39,775	$ 42,616
23	$ 30.78	$ 39,854	$ 42,701
24	$ 30.84	$ 39,934	$ 42,787
25	$ 31.03	$ 40,178	$ 43,048

REGIONAL NURSE COORDINATOR		
N9 STEP	HOURLY	200 DAYS 7.5 HOURS
0	$ 37.33	$ 55,994
1	$ 37.40	$ 56,106
2	$ 37.48	$ 56,219
3	$ 37.55	$ 56,331
4	$ 37.63	$ 56,444
5	$ 37.70	$ 56,557
6	$ 37.78	$ 56,670
7	$ 37.86	$ 56,783
8	$ 37.93	$ 56,897
9	$ 38.01	$ 57,010
10	$ 38.08	$ 57,124
11	$ 38.16	$ 57,239
12	$ 38.24	$ 57,353
13	$ 38.31	$ 57,468
14	$ 38.39	$ 57,583
15	$ 38.47	$ 57,698
16	$ 38.54	$ 57,813
17	$ 38.62	$ 57,929
18	$ 38.70	$ 58,045
19	$ 38.77	$ 58,161
20	$ 38.85	$ 58,277
21	$ 38.97	$ 58,452
22	$ 39.05	$ 58,569
23	$ 39.12	$ 58,686
24	$ 39.20	$ 58,803
25	$ 39.44	$ 59,162

SCHOOL NUTRITION PROGRAM (SNP)
WORKERS
SALARY SCALES 2025-2026

2026-2027

With Benefits (F1)

SNP Workers		
Step	**Per Hour**	**Salary [1]**
0	$ 15.8196	**$ 15,835**
1	$ 15.8987	**$ 15,915**
2	$ 15.9782	**$ 15,994**
3	$ 16.0581	**$ 16,074**
4	$ 16.1383	**$ 16,154**
5	$ 16.2190	**$ 16,235**
6	$ 16.3001	**$ 16,316**
7	$ 16.3816	**$ 16,398**
8	$ 16.4635	**$ 16,480**
9	$ 16.5459	**$ 16,562**
10	$ 16.6286	**$ 16,645**
11	$ 16.7117	**$ 16,728**
12	$ 16.7953	**$ 16,812**
13	$ 16.8793	**$ 16,896**
14	$ 16.9637	**$ 16,981**
15	$ 17.0485	**$ 17,066**
16	$ 17.1337	**$ 17,151**
17	$ 17.2194	**$ 17,237**
18	$ 17.3055	**$ 17,323**
19	$ 17.3920	**$ 17,409**
20	$ 17.4790	**$ 17,496**
21	$ 17.5664	**$ 17,584**
22	$ 17.6542	**$ 17,672**
23	$ 17.7425	**$ 17,760**
24	$ 17.8312	**$ 17,849**
25	$ 17.9203	**$ 17,938**
26	$ 18.0099	**$ 18,028**
27	$ 18.1000	**$ 18,118**
28	$ 18.1905	**$ 18,209**
29	$ 18.2814	**$ 18,300**
30	$ 18.3729	**$ 18,391**

[1] Based on 182 days @ 5.5 hrs/day

2026-2027

Alternate Scale - Without Benefits (F1N)

SNP Workers		
Step	**Per Hour**	**Salary [1]**
0	$ 18.9835	**$ 19,002**
1	$ 19.0784	**$ 19,097**
2	$ 19.1738	**$ 19,193**
3	$ 19.2697	**$ 19,289**
4	$ 19.3660	**$ 19,385**
5	$ 19.4628	**$ 19,482**
6	$ 19.5602	**$ 19,580**
7	$ 19.6580	**$ 19,678**
8	$ 19.7563	**$ 19,776**
9	$ 19.8550	**$ 19,875**
10	$ 19.9543	**$ 19,974**
11	$ 20.0541	**$ 20,074**
12	$ 20.1544	**$ 20,175**
13	$ 20.2551	**$ 20,275**
14	$ 20.3564	**$ 20,377**
15	$ 20.4582	**$ 20,479**
16	$ 20.5605	**$ 20,581**
17	$ 20.6633	**$ 20,684**
18	$ 20.7666	**$ 20,787**
19	$ 20.8704	**$ 20,891**
20	$ 20.9748	**$ 20,996**
21	$ 21.0796	**$ 21,101**
22	$ 21.1850	**$ 21,206**
23	$ 21.2910	**$ 21,312**
24	$ 21.3974	**$ 21,419**
25	$ 21.5044	**$ 21,526**
26	$ 21.6119	**$ 21,634**
27	$ 21.7200	**$ 21,742**
28	$ 21.8286	**$ 21,850**
29	$ 21.9377	**$ 21,960**
30	$ 22.0474	**$ 22,069**

[1] Based on 182 days @ 5.5 hrs/day

Salary scales do not include any apprenticeship supplements.
Employees will advance one step as they move from the 2025-2026 scale to the 2026-2027 scale.

SCHOOL NUTRITION PROGRAM (SNP)

ASSISTANT MANAGERS

SALARY SCALES

2026-2027

SNP Assistant Managers		
Step	**Per Hour**	**Salary [1]**
0	$ 19.5485	**$ 21,347**
1	$ 19.6462	**$ 21,454**
2	$ 19.7444	**$ 21,561**
3	$ 19.8432	**$ 21,669**
4	$ 19.9424	**$ 21,777**
5	$ 20.0421	**$ 21,886**
6	$ 20.1423	**$ 21,995**
7	$ 20.2430	**$ 22,105**
8	$ 20.3442	**$ 22,216**
9	$ 20.4460	**$ 22,327**
10	$ 20.5482	**$ 22,439**
11	$ 20.6509	**$ 22,551**
12	$ 20.7542	**$ 22,664**
13	$ 20.8580	**$ 22,777**
14	$ 20.9622	**$ 22,891**
15	$ 21.0671	**$ 23,005**
16	$ 21.1724	**$ 23,120**
17	$ 21.2783	**$ 23,236**
18	$ 21.3846	**$ 23,352**
19	$ 21.4916	**$ 23,469**
20	$ 21.5990	**$ 23,586**
21	$ 21.7070	**$ 23,704**
22	$ 21.8156	**$ 23,823**
23	$ 21.9246	**$ 23,942**
24	$ 22.0343	**$ 24,061**
25	$ 22.1444	**$ 24,182**
26	$ 22.2551	**$ 24,303**
27	$ 22.3664	**$ 24,424**
28	$ 22.4783	**$ 24,546**
29	$ 22.6356	**$ 24,718**
30	$ 23.0883	**$ 25,212**

[1] Based on 182 days @ 6 hrs/day

Salary scales do not include any apprenticeship supplements.

Employees will advance one step as they move from the 2025-2026 scale to the 2026-2027 scale.

SCHOOL NUTRITION PROGRAM
(SNP)
MANAGERS
SALARY SCALES
2026-2027

SNP Managers		
Step	**Per Hour**	**Salary [1]**
0	$ 21.1869	**$ 25,477**
1	$ 21.2929	**$ 25,605**
2	$ 21.3993	**$ 25,733**
3	$ 21.5063	**$ 25,861**
4	$ 21.6139	**$ 25,991**
5	$ 21.7219	**$ 26,121**
6	$ 21.8305	**$ 26,251**
7	$ 22.2671	**$ 26,776**
8	$ 22.7125	**$ 27,312**
9	$ 23.1667	**$ 27,858**
10	$ 23.6301	**$ 28,415**
11	$ 24.1027	**$ 28,983**
12	$ 24.5847	**$ 29,563**
13	$ 25.0764	**$ 30,154**
14	$ 25.5780	**$ 30,757**
15	$ 26.0895	**$ 31,373**
16	$ 26.6113	**$ 32,000**
17	$ 27.1435	**$ 32,640**
18	$ 27.6864	**$ 33,293**
19	$ 28.2401	**$ 33,959**
20	$ 28.8049	**$ 34,638**
21	$ 29.3810	**$ 35,331**
22	$ 29.9686	**$ 36,037**
23	$ 30.5680	**$ 36,758**
24	$ 31.1794	**$ 37,493**
25	$ 31.8030	**$ 38,243**
26	$ 32.4390	**$ 39,008**
27	$ 33.0878	**$ 39,788**
28	$ 33.7496	**$ 40,584**
29	$ 34.4246	**$ 41,396**
30	$ 35.1130	**$ 42,223**

[1] Based on 185 days @ 6.5 hrs/day

Salary scales do not include any apprenticeship supplements.

Employees will advance one step as they move from the 2025-2026 scale to the 2026-2027 scale.

BUS DRIVER
SALARY SCALES

2026-2027

With Benefits

Bus Drivers: 182 Days	
Step	**Salary**
0	$ 14,650
1	$ 14,943
2	$ 15,211
3	$ 15,465
4	$ 15,724
5	$ 15,938
6	$ 16,156
7	$ 16,379
8	$ 16,605
9	$ 16,838
10	$ 17,073
11	$ 17,315
12	$ 17,498
13	$ 17,873
14	$ 18,119
15	$ 18,193
16	$ 18,296
17	$ 18,389
18	$ 18,830
19	$ 19,175
20	$ 19,669
21	$ 20,034
22	$ 20,410
23	$ 20,871
24	$ 21,347
25	$ 21,853
26	$ 22,357
27	$ 22,860
28	$ 23,217
29	$ 23,580
30	$ 23,951

2026-2027

Alternate Scale
Without Benefits

Bus Drivers: 182 Days	
Step	**Salary**
0	$ 16,991
1	$ 17,330
2	$ 17,647
3	$ 17,950
4	$ 18,258
5	$ 18,523
6	$ 18,793
7	$ 19,068
8	$ 19,349
9	$ 19,636
10	$ 19,928
11	$ 20,226
12	$ 20,455
13	$ 20,762
14	$ 21,077
15	$ 21,398
16	$ 21,726
17	$ 22,060
18	$ 22,400
19	$ 22,747
20	$ 23,102
21	$ 23,463
22	$ 23,832
23	$ 24,208
24	$ 24,592
25	$ 24,984
26	$ 25,383
27	$ 25,790
28	$ 26,205
29	$ 26,628
30	$ 27,060

Employees will advance a step on the scale for 2026-2027.

Example: An employee on Step 5 in 2025-2026 will be placed on Step 6 in 2026-2027.

Salary scales do not include any apprenticeship supplements.

FY2027 contract days increased from 181 to 182

AUGUSTA COUNTY SCHOOL BOARD
STUDENT SERVICES PAY SCALE #1
(SOCIAL WORKERS / FACILITATORS)
2026-2027

STEP	HOURLY	200 DAYS / 8.0 Hr	220 DAYS / 8.0 Hr
0	$ 31.6590	$ 50,654	$ 55,720
1	$ 32.2922	$ 51,668	$ 56,834
2	$ 32.9380	$ 52,701	$ 57,971
3	$ 33.5968	$ 53,755	$ 59,130
4	$ 34.2687	$ 54,830	$ 60,313
5	$ 34.9541	$ 55,927	$ 61,519
6	$ 35.6532	$ 57,045	$ 62,750
7	$ 36.3663	$ 58,186	$ 64,005
8	$ 37.0936	$ 59,350	$ 65,285
9	$ 37.8355	$ 60,537	$ 66,590
10	$ 38.5922	$ 61,747	$ 67,922
11	$ 39.3640	$ 62,982	$ 69,281
12	$ 40.5449	$ 64,872	$ 71,359
13	$ 41.7613	$ 66,818	$ 73,500
14	$ 43.0141	$ 68,823	$ 75,705
15	$ 43.8744	$ 70,199	$ 77,219
16	$ 44.0192	$ 70,431	$ 77,474
17	$ 44.1028	$ 70,565	$ 77,621
18	$ 44.4159	$ 71,066	$ 78,172
19	$ 45.7928	$ 73,269	$ 80,595
20	$ 46.9377	$ 75,100	$ 82,610
21	$ 48.7682	$ 78,029	$ 85,832
22	$ 50.2264	$ 80,362	$ 88,398
23	$ 51.5323	$ 82,452	$ 90,697
24	$ 52.8206	$ 84,513	$ 92,964
25	$ 54.1147	$ 86,584	$ 95,242
26	$ 55.4135	$ 88,662	$ 97,528
27	$ 56.6880	$ 90,701	$ 99,771
28	$ 57.9918	$ 92,787	$ 102,066
29	$ 59.2676	$ 94,828	$ 104,311
30	$ 60.5537	$ 96,886	$ 106,575

AUGUSTA COUNTY SCHOOL BOARD
STUDENT SERVICES PAY SCALE #2
(PSYCHOLOGISTS)
2026-2027

STEP	HOURLY		200 DAYS / 8.0 Hr	220 DAYS / 8.0 Hr
0	$ 35.8638		$ 57,382	$ 63,120
1	$ 36.5810		$ 58,530	$ 64,383
2	$ 37.3127		$ 59,700	$ 65,670
3	$ 38.0589		$ 60,894	$ 66,984
4	$ 38.8201		$ 62,112	$ 68,323
5	$ 39.5965		$ 63,354	$ 69,690
6	$ 40.3884		$ 64,621	$ 71,084
7	$ 41.1962		$ 65,914	$ 72,505
8	$ 42.0201		$ 67,232	$ 73,955
9	$ 42.8605		$ 68,577	$ 75,435
10	$ 43.6172		$ 69,788	$ 76,766
11	$ 44.3891		$ 71,023	$ 78,125
12	$ 45.5700		$ 72,912	$ 80,203
13	$ 46.7863		$ 74,858	$ 82,344
14	$ 48.0392		$ 76,863	$ 84,549
15	$ 48.8995		$ 78,239	$ 86,063
16	$ 49.0442		$ 78,471	$ 86,318
17	$ 49.1279		$ 78,605	$ 86,465
18	$ 49.4410		$ 79,106	$ 87,016
19	$ 50.8179		$ 81,309	$ 89,440
20	$ 51.9627		$ 83,140	$ 91,454
21	$ 53.7933		$ 86,069	$ 94,676
22	$ 55.2515		$ 88,402	$ 97,243
23	$ 56.5574		$ 90,492	$ 99,541
24	$ 57.8457		$ 92,553	$ 101,808
25	$ 59.1398		$ 94,624	$ 104,086
26	$ 60.4385		$ 96,702	$ 106,372
27	$ 61.7130		$ 98,741	$ 108,615
28	$ 63.0168		$ 100,827	$ 110,910
29	$ 64.2927		$ 102,868	$ 113,155
30	$ 65.5788		$ 104,926	$ 115,419

SPEECH LANGUAGE PATHOLOGIST
2026-2027
(200-day / 7.5-hr contract)

STEP	SALARY
0	$ 56,936
1	$ 58,075
2	$ 59,236
3	$ 60,421
4	$ 61,630
5	$ 62,862
6	$ 64,119
7	$ 65,402
8	$ 66,710
9	$ 68,044
10	$ 69,405
11	$ 70,793
12	$ 72,209
13	$ 73,653
14	$ 75,126
15	$ 76,631
16	$ 78,163
17	$ 79,727
18	$ 81,321
19	$ 82,948
20	$ 84,609
21	$ 86,301
22	$ 88,027
23	$ 89,787
24	$ 91,583
25	$ 93,415
26	$ 95,283
27	$ 97,191
28	$ 99,135
29	$ 101,117
30	$ 103,140

AUGUSTA COUNTY SCHOOL BOARD
FAMILY SERVICE COORDINATOR
(INFANT & TODDLER CONNECTION OF AUGUSTA/HIGHLAND)
2026-2027

STEP	HOURLY	200 DAYS / 7.5 HRs
0	$ 40.42	$ 60,630
1	$ 40.49	$ 60,742
2	$ 40.57	$ 60,855
3	$ 40.64	$ 60,967
4	$ 40.72	$ 61,080
5	$ 40.80	$ 61,193
6	$ 40.87	$ 61,306
7	$ 40.95	$ 61,419
8	$ 41.02	$ 61,533
9	$ 41.10	$ 61,646
10	$ 41.17	$ 61,760
11	$ 41.25	$ 61,875
12	$ 41.33	$ 61,989
13	$ 41.40	$ 62,104
14	$ 41.48	$ 62,219
15	$ 41.56	$ 62,334
16	$ 41.63	$ 62,449
17	$ 41.71	$ 62,565
18	$ 41.79	$ 62,681
19	$ 41.86	$ 62,797
20	$ 41.94	$ 62,913
21	$ 42.06	$ 63,088
22	$ 42.14	$ 63,205
23	$ 42.21	$ 63,322
24	$ 42.29	$ 63,439
25	$ 42.97	$ 64,450

PROFESSIONAL SERVICES PAY SCALES
2026-2027
(260 Day / 8 Hr per Day)

Step	Level - PF1 Salary	Level - PF2 Salary	Level - PF3 Salary
0	$69,992	$75,241	$80,884
1	$71,041	$76,369	$82,097
2	$72,107	$77,515	$83,329
3	$73,189	$78,678	$84,579
4	$74,286	$79,858	$85,847
5	$75,401	$81,056	$87,135
6	$76,532	$82,272	$88,442
7	$77,680	$83,506	$89,769
8	$78,845	$84,758	$91,115
9	$80,028	$86,030	$92,482
10	$81,228	$87,320	$93,869
11	$82,446	$88,630	$95,277
12	$83,683	$89,959	$96,706
13	$84,938	$91,309	$98,157
14	$86,212	$92,678	$99,629
15	$87,506	$94,069	$101,124
16	$88,818	$95,480	$102,641
17	$90,150	$96,912	$104,180
18	$91,503	$98,365	$105,743
19	$92,875	$99,841	$107,329
20	$94,268	$101,339	$108,939
21	$95,682	$102,859	$110,573
22	$97,118	$104,401	$112,232
23	$98,574	$105,968	$113,915
24	$100,053	$107,557	$115,624
25	$101,554	$109,170	$117,358
26	$103,077	$110,808	$119,119
27	$104,623	$112,470	$120,905
28	$106,193	$114,157	$122,719
29	$107,786	$115,869	$124,560
30	$109,402	$117,608	$126,428

Step	Level - PF4 Salary	Level - PF5 Salary	Level - PF6 Salary
0	$86,950	$93,471	$100,482
1	$88,254	$94,874	$101,989
2	$89,578	$96,297	$103,519
3	$90,922	$97,741	$105,072
4	$92,286	$99,207	$106,648
5	$93,670	$100,695	$108,247
6	$95,075	$102,206	$109,871
7	$96,501	$103,739	$111,519
8	$97,949	$105,295	$113,192
9	$99,418	$106,874	$114,890
10	$100,909	$108,477	$116,613
11	$102,423	$110,105	$118,362
12	$103,959	$111,756	$120,138
13	$105,519	$113,433	$121,940
14	$107,101	$115,134	$123,769
15	$108,708	$116,861	$125,626
16	$110,339	$118,614	$127,510
17	$111,994	$120,393	$129,423
18	$113,674	$122,199	$131,364
19	$115,379	$124,032	$133,334
20	$117,109	$125,893	$135,334
21	$118,866	$127,781	$137,365
22	$120,649	$129,698	$139,425
23	$122,459	$131,643	$141,516
24	$124,296	$133,618	$143,639
25	$126,160	$135,622	$145,794
26	$128,052	$137,656	$147,981
27	$129,973	$139,721	$150,200
28	$131,923	$141,817	$152,453
29	$133,902	$143,944	$154,740
30	$135,910	$146,103	$157,061

CLASSIFICATION

Level - PF1
Construction Manager
Communications Specialist
Security Administrator (Technology)
Inventory Specialist (Technology)
Local Area Network / Wide Area Network Specialist (Division Level)
ERP Specialist

Level - PF2
Network Administrator
School Health Services Coord.

Level - PF3
Unassigned

Level - PF4
Sr. Systems Administrator
Payroll/Benefits Manager
Accounting Manager

Level - PF5
Unassigned

Level - PF6
Unassigned

Augusta County Public Schools

2026-2027

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: (Maximum of 20%)	0%	1%	2%	3%	4%	5%	6%	7%	8%	9%	10%	…	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 Administrators Placed Beginning with 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 when given since being placed on the scale.

Notes:

1. All salaries assume the Master's Degree.

2. Assistant high, middle and elementary school principals shall receive 82.5 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 equity between salaries for a given year.

Augusta County Public Schools

2026-2027

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: (Maximum of 20%)	0%	1%	2%	3%	4%	5%	6%	7%	8%	9%	10%	…	20%

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

III. Position:

Deputy Superintendent	36%
Assistant Superintendent	33%
Executive Director	30%
Director	26%
Assistant Director	20%
Administrative Assistant	8%
Supervisor	7%
Coordinator/Manager/Activities Director	1%

For Administrators Placed Beginning with 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 when given since being placed on the scale.

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 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.