WASHINGTON COUNTY PUBLIC SCHOOLS

Revised FY 2026-2027 Salary Scales

Adopted

June 25, 2026

TEACHERS

Scale	STEP	FY2027 ANNUAL SALARY SCALE REVISED
TEACHERS - 200	0	52,448
	1	52,748
	2	53,047
	3	53,348
	4	53,548
	5	53,848
	6	54,394
	7	54,848
	8	55,198
	9	55,658
	10	56,013
	11	56,363
	12	56,828
	13	57,233
	14	57,753
	15	58,448
	16	59,143
	17	59,701
	18	60,601
	19	62,101
	20	63,801
	21	65,501
	22	67,201
	23	68,901
	24	70,651
	25	73,301
	26	76,047

AIDES

182 DAYS, 7.5 HOURS

SCALE	STEP/LEVEL	FY27 HOURLY RATE REVISED
INSTR AIDE	1	16.29
	2	16.68
	3	16.88
	4	17.08
	5	17.36
	6	17.63
	7	18.35
	8	19.05
	9	19.64
	10	20.29
	11	20.54
	12	20.85
	13	21.70
	14	22.93
	15	22.97
	16	23.03

ADMINISTRATORS

SCALE	STEP/LEVEL	FY2027 ANNUAL SALARY SCALE REVISED
AP - HS	1	84,151
	2	87,448
	3	89,764
	4	92,081
	5	94,397
	6	98,458
	7	100,774
	8	101,660
AP PRINCIPAL MS/CT/ELEM	1	81,686
	2	84,664
	3	86,982
	4	89,299
	5	91,616
	6	93,932
	7	96,249
	8	98,566
ASST SUPERINTENT	1	130,109
	2	131,267
	3	132,425
	4	133,584
	5	134,742
	6	135,900
	7	137,134
	8	138,292
COORDINATORS	1	81,254
	2	84,551
	3	86,867
	4	89,184
	5	91,500
	6	95,561
	7	97,877
	8	100,192

ADMINISTRATORS

SCALE	STEP/LEVEL	FY2027 ANNUAL SALARY SCALE REVISED
DIRECTORS	1	121,146
	2	125,670
	3	126,828
	4	127,986
	5	129,144
	6	130,303
	7	131,461
	8	132,654
OPER SUPERVISOR	1	92,677
	2	96,007
	3	98,325
	4	100,642
	5	102,959
	6	105,276
	7	107,592
	8	108,536
PRINCIPAL - ES	1	95,189
	2	97,753
	3	100,069
	4	102,386
	5	104,703
	6	107,019
	7	109,336
	8	111,500
PRINCIPAL - MS/CTE	1	96,466
	2	100,058
	3	102,376
	4	104,693
	5	107,010
	6	109,326
	7	111,643
	8	113,959

ADMINISTRATORS

SCALE	STEP/LEVEL	FY2027 ANNUAL SALARY SCALE REVISED
ACADEMIC SUPERVISOR & PRINCIPAL - HS	1	104,556
	2	108,361
	3	110,678
	4	112,995
	5	115,312
	6	117,629
	7	119,946
	8	122,192
DEAN OF STUDENTS	1	68,694
	2	71,195
	3	73,142
	4	75,089
	5	77,035
	6	78,981
	7	80,927
	8	82,873

CLERICAL

260 days 8 hours/day

SCALE	STEP/ LEVEL	FY27 HOURLY RATE REVISED
CLERICAL A	1	$ 17.89
	2	$ 18.40
	3	$ 18.64
	4	$ 18.87
	5	$ 19.11
	6	$ 19.43
	7	$ 19.77
	8	$ 20.50
	9	$ 20.86
	10	$ 21.59
	11	$ 21.96
	12	$ 22.70
	13	$ 23.04
	14	$ 23.79
	15	$ 24.16
	16	$ 24.80
	17	$ 26.09

CLERICAL B	1	$16.56
	2	$17.02
	3	$17.24
	4	$17.46
	5	$17.76
	6	$18.06
	7	$18.22
	8	$18.39
	9	*$18.53*
	10	$18.86
	11	$19.76
	12	$20.69
	13	$21.25
	14	$21.83
	15	$23.12
	16	$23.70
	17	$24.27

WASHINGTON COUNTY VA SCHOOLS
FY2027 SALARY SCALES

CUSTODIANS

260 days 8 hours/day

SCALE	STEP/ LEVEL	FY27 HOURLY RATE REVISED
CUSTODIAN AM	1	16.20
	2	16.48
	3	16.69
	4	16.89
	5	17.18
	6	17.45
	7	17.61
	8	17.69
	9	17.78
	10	17.96
	11	18.20
	12	18.52
	13	19.16
	14	19.65
	15	20.27
	16	21.62
	17	22.11
CUSTODIAN - HEA	1	17.32
	2	17.63
	3	17.85
	4	18.08
	5	18.37
	6	18.67
	7	19.11
	8	19.58
	9	20.02
	10	20.48
	11	21.38
	12	22.30
	13	23.19
	14	23.65
	15	24.55
	16	25.01
	17	25.50
CUSTODIAN PM	1	16.79
	2	17.08
	3	17.29
	4	17.50
	5	18.06
	6	18.31
	7	18.56
	8	18.80
	9	19.04
	10	19.27
	11	19.91
	12	20.71
	13	21.03
	14	21.58
	15	22.46
	16	23.53
	17	24.01

FOOD SVC

184 Days, 6 Hours/Day

SCALE	STEP/ LEVEL	FY27 HOURLY RATE REVISED
FS FT	1	17.49
	2	17.79
	3	18.20
	4	18.39
	5	18.67
	6	18.94
	7	19.33
	8	19.80
	9	20.28
	10	20.63
	11	21.28
	12	22.60

187 Days, 8 Hours/Day

FS NUTR SPEC	1	18.49
	2	19.28
	3	20.10
	4	21.01
	5	21.92
	6	22.83
	7	23.74
	8	24.65
	9	25.56
	10	26.47
	11	27.37
	12	28.29

)ay (Less than 30 Hrs/W

FS PART-TIME	1	17.49
	2	17.79
	3	18.20
	4	18.39
	5	18.67
	6	18.94
	7	19.33
	8	19.80
	9	20.28
	10	20.89
	11	21.28
	12	22.60

IN SCHOOL SUSPENSION
182 DAYS, 7/5 HRS/DAY

SCALE	STEP/LEVEL	FY27 HOURLY RATE REVISED
INSCHOOL SUSPENSION	1	$17.03
	2	$17.22
	3	$17.66
	4	$17.89
	5	$18.45
	6	$19.08
	7	$19.66
	8	$19.97
	9	$20.51
	10	$21.72
	11	$22.92
	12	$24.17

MAINTENANCE/MECHANICS

260 days 8 hours/day

SCALE	STEP/LEVEL	FY27 HOURLY RATE REVISED
MAINT/MECHANIC	1	19.40
	2	19.92
	3	20.75
	4	21.01
	5	21.65
	6	22.01
	7	22.30
	8	22.59
	9	22.87
	10	23.16
	11	23.73
	12	24.40
	13	25.17
	14	25.55
	15	26.33
	16	26.63
	17	28.17
MAINTENANCE SPECIALIST	1	22.06
	2	22.68
	3	23.63
	4	23.92
	5	24.23
	6	24.65
	7	25.07
	8	25.36
	9	25.64
	10	25.93
	11	26.21
	12	26.78
	13	27.59
	14	28.57
	15	29.70

OPERATIONAL SPECIALIST

260 days 8 hours/day

SCALE	STEP/ LEVEL	FY2027 ANNUAL SALARY SCALE REVISED
OPER SPECIALIST	1	74,245
	2	76,305
	3	78,365
	4	80,424
	5	82,484

NURSES

187 DAYS, 7.5 HOURS/DAY

SCALE	STEP/LEVEL	FY27 HOURLY RATE REVISED
NURSES LPN	1	20.04
	2	20.52
	3	21.05
	4	21.58
	5	22.11
	6	22.64
	7	23.16
	8	23.69
	9	24.22
	10	24.75
	11	25.28
	12	25.81
	13	26.34
	14	26.87
	15	27.39
	16	27.92

NURSES RN	1	23.84
	2	24.44
	3	24.74
	4	25.05
	5	25.36
	6	26.22
	7	26.79
	8	27.35
	9	27.92
	10	28.48
	11	29.06
	12	30.19
	13	31.32
	14	32.46
	15	33.03
	16	33.61
	17	34.74

TECHNICAL SPECIALIST

260 days 8 hours/day

SCALE	STEP/ LEVEL	FY27 HOURLY RATE REVISED
TECHNICAL SPECIALIST	1	23.64
	2	24.40
	3	24.97
	4	25.29
	5	26.09
	6	26.53
	7	26.84
	8	27.16
	9	27.79
	10	28.08
	11	28.84
	12	29.72
	13	30.95
	14	31.56
	15	32.19
	16	33.40

TRANSPORTATION

4 HOURS/DAY

184 DAYS

SCALE	STEP/ LEVEL	FY27 DAILY RATE REVISED
BUS DRIVERS 4 HRS	1	92.95
	2	95.99
	3	98.15
	4	100.71
	5	102.50
	6	104.68
	7	105.38
	8	106.61
	9	109.02
	10	112.31
	11	115.60
	12	117.91
	13	120.44
	14	123.01
	15	124.71
	16	126.38
	17	133.23

5 HOURS/DAY

184 DAYS

DESCRIPTION	STEP/ LEVEL	FY27 DAILY RATE
BUS DRIVERS 5 HRS	1	116.19
	2	119.99
	3	122.69
	4	125.89
	5	128.13
	6	130.85
	7	131.73
	8	133.27
	9	136.28
	10	140.39
	11	144.50
	12	147.39
	13	150.55
	14	153.77
	15	155.89
	16	157.98
	17	166.53

WASHINGTON COUNTY SCHOOLS

2027 Academic Supplements

Master's Degree	$2,400
Educational Specialist	$3,400
School Psychologist	$10,000
Speech	$6,000
Doctorate	$4,400

Special Education Leader Middle/Elementary

Elementary School	$1,071
Middle School	$1,071
High School	$1,071

Extracurricular Supplements

504 Plan Coordinator - Secondary	$1,800
504 Plan Coordinator - Middle	$1,300
504 Plan Coordinator - Elementary	$1,100
Band - Secondary	10% *
Band Assistant	4%
Musical Performance - Secondary	4%
Band - Middle	7% *
Bully Safe and Drug Free	$263
Child Study Coordinator - Secondary	$1,100
Child Study Coordinator - Middle	$1,300
Child Study Coordinator - Elementary	$1,800
Choral Music - Secondary/Middle	5% *
Department Head - Secondary (and $75/person)	$420 +
House Leader - Middle	$1,071
Gifted Coordinator (School)	$1,281
Literary OG Certification	$2,000
SCA Sponsor	$500
STEM & Robotics Coach	$500
Technology Coordinator	$1,281
Yearbook Sponsor - Secondary	$1,076
Yearbook Sponsor - Middle	$683
Yearbook Sponsor - Elementary	$509
Website Coordinator	$600

Administrators Supplements

Doctorate	$2,331
Educational Specialist	$1,166
Principal - Largest High School	$3,000
Principal - Largest Middle School	$2,000
Principal - Largest Elementary School	$1,500

Technology Supplements (Degrees must be work related)

Associate's Degree	$1,260
Bachelor's Degree	$2,310
After 18 & 23 Years (Applies to employees hired before 7/1/2016)	$1,181

Clerical Supplements

Certificate	$520
Associate's Degree	$1,050
CPS	$1,024
After 18 & 23 Years (Applies to employees hired before 7/1/2016)	$1,181
Bachelor's Degree	$2,100
Specialized Svc.(AP, PR, Transportation, Federal, Board Clerk, Admin. For Assist.	$3,722

Maintenance Supplements (Degrees must be work related)

Two-Year Degree	$1,260
Four-Year Degree	$2,310
Journeyman level	$1,911
After 18 & 23 Years (Applies to employees hired before 7/1/2016)	$1,181

Custodian Supplements (Degrees must be work related)

Two-Year Degree	$1,050
Four-Year Degree	$2,100
After 18 & 23 Years (Applies to employees hired before 7/1/2016)	$1,181

Nurses Supplements

Bachelor's Degree	$2,310
National Certified School Nurse	$1,050
After 18 & 23 Years (Applies to employees hired before 7/1/2016)	$1,181

Instructional Assistant Supplements

Associate's Degree	$1,050
Bachelor's Degree	$2,100
Advanced Degree	$2,400
After 18 & 23 Years (Applies to employees hired before 7/1/2016)	$1,181

Transportation Supplement

After 18 & 23 Years (Applies to employees hired before 7/1/2016)	$1,181

School Nutrition Assistant Supplements

Certified in ASFSA	$336
After 18 & 23 Years (Applies to employees hired before 7/1/2016)	$1,181

School Nutrition Specialists Supplements

After 18 & 23 Years (Applies to employees hired before 7/1/2016)	$1,181
Below 399 Students	$1,465
400 - 599 Students	$2,195
Over 600 Students	$2,924

WASHINGTON COUNTY SCHOOLS

2027 Coaching Supplements

% of Compensation*

Fall	
Head Football	11%
Asst. Football	7%
Head Volleyball	8%
Asst. Volleyball	5%
Head Cross Country	8%
Asst. Cross Country	5%
Head Golf	7%
Asst. Golf	5%
Head Cheer	7%
Asst. Cheer	5%

Winter	
Head Boys' Basketball	9%
Asst. Boys' Basketball	6%
Head Girls Basketball	9%
Asst. Girls Basketball	6%
Head Wrestling	8%
Asst Wrestling	5%
Head Indoor Track	7%
Asst Indoor Track	4%
Head Swim	8%
Asst. Swim	5%
Cheer Coach - Head	7%
Cheer Coach - Assistant	5%

Spring	
Head Baseball	8%
Asst. Baseball	5%
Head Softball	8%
Asst. Softball	5%
Head Soccer	8%
Asst. Soccer	5%
Head Outdoor Track	8%
Asst. Outdoor Track	5%
Head Tennis	7%

Region Playoffs	0.5%
State Playoffs	0.5%

Scholastic

Head Scholastic Coach	4%
Asst. Scholastic Coach	3%
Theatre Coach	4%
Debate Coach	3%
Forensics Coach	4%
Athletic Director	13%

Middle School

Coaching Positions	4%

Middle School Supplements include: Athletic Director; Wrestling; Baseball; Softball; Track; Cheer (Fall and Winter); Volleyball; Girls Basketball; and Boys Basketball.

For WCS Non-Contracted Employees - % is based on new teacher pay
Percentage of compensation is calculated from a 200-day contract