

**CAMPBELL COUNTY SCHOOLS**  
 Rustburg, Virginia 24588  
**Pupil Personnel Scale**  
 2024 - 2025

Job Code 8000 - Grades A & B AND C1-4 - 0 to 35 Steps

Percent Increase History						
3% 07-08	0% 10-11	3% 13-14	0% 16-17	5% 19-20	5% 22-23	<b>3% 24-25</b>
3% 08-09	0% 11-12	1.5% 14-15	3% 17-18	0% 20-21	5% 23-24	
0% 09-10	5.75% 12-13	2% 15-16	2% 18-19	5% 21-22	2% Pay Increase Eff. 1-2024 Per State Budget	

LEVEL											
GRADE	0-15	16-21	22-27	28	29	30	31	32	33	34	35
<b>A</b>	71,621	73,498	75,429	77,410	79,441	81,527	83,667	85,863	88,117	90,431	92,802
<b>B</b>	81,141	82,518	83,922	85,351	86,802	88,277	89,776	91,300	92,853	94,433	96,040
<b>C1</b>	90,779	91,575	92,309	93,077	93,855	94,634	95,415	96,200	96,980	97,754	98,533
<b>C2</b>	92,636	93,380	94,129	94,889	95,669	96,469	97,231	98,014	98,791	99,571	100,353
<b>C3</b>	98,261	99,056	99,848	100,610	101,390	102,197	102,955	103,733	104,516	105,296	106,076
<b>C4</b>	101,995	102,772	103,490	104,254	105,035	105,812	106,595	107,375	108,156	108,935	109,717

GRADE A	GRADE B	GRADE C1	GRADE C2	GRADE C3	GRADE C4
SOCIAL WORKER/ PHYSICAL THERAPISTS/ Autism Specialist 10 mth(ST / PT)	EARLY CHILDHOOD EDUCATION COORD  12 months	OCCUPATIONAL THERAPIST  11 months	VACANT FOR FUTURE USE	PSYCHOLOGIST  12 months	VACANT FOR FUTURE USE

**\*NOTE: # associated with employee represents placement (level) on payscale**

Years of experience with Campbell County Schools has no direct correlation to level placement on the Pupil Personnel Scale  
 Pupil Personnel Scale is used as a guide for hiring; once placed on the scale the employee will only receive annually the board approved pay adjustment

The number of payscale grades/groups/level may vary from year to year. While salary increase goals have been met, individual level placements may advance, regress, or be frozen, and/or be determined based on a salary increase objective, and in individual cases may vary from the guidelines cited below.

**Experience Computed As Follows For Placement Into A New Position:**

- a) Principals' and central office directors' experience will count at a ratio of one year experience to one level.  
 All other Administrative/Supervisory experience will count at a ratio of two years experience to one level
- b) Placement on this payscale presupposes the degree level endorsement(s) needed for the position, and no additional pay supplements are paid

**Career Step:**

- 1) Employees with at least twenty-five years experience with or recognized by Campbell County School Division and at least ten years of consecutive work experience with Campbell County Schools immediately preceding eligibility, are eligible for the career step at a 3% increase in their base salary for a maximum of 5 years consecutive or nonconsecutive.
- 2) Eligible persons may apply for this benefit by writing to the Personnel Office by May 31st.
- 3) Please note that pay will decrease 3% if the option is deferred or after receiving the benefit for 5 years.