



Roanoke County Public Schools Employee Advisory Committee

February 10, 2026

Roanoke County Public Schools Budget Overview



Agenda



Budget Process



Revenues



Balancing Revenues and Expenditures



Salary Scales



Budget Process



Planning

Establish goals and estimate the resources needed to achieve them

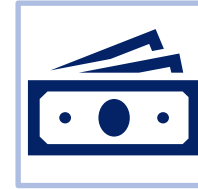
Set calendar
Forecast revenues
Identify priorities
Budget meetings
Public hearing
Communications



Adoption

Legislative approval establishes legal spending authority

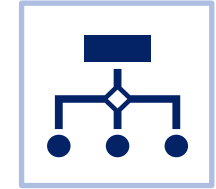
School Board
Board of Supervisors



Execution

Funds are obligated and spent under internal controls

Load budget
Operations
Monthly reporting



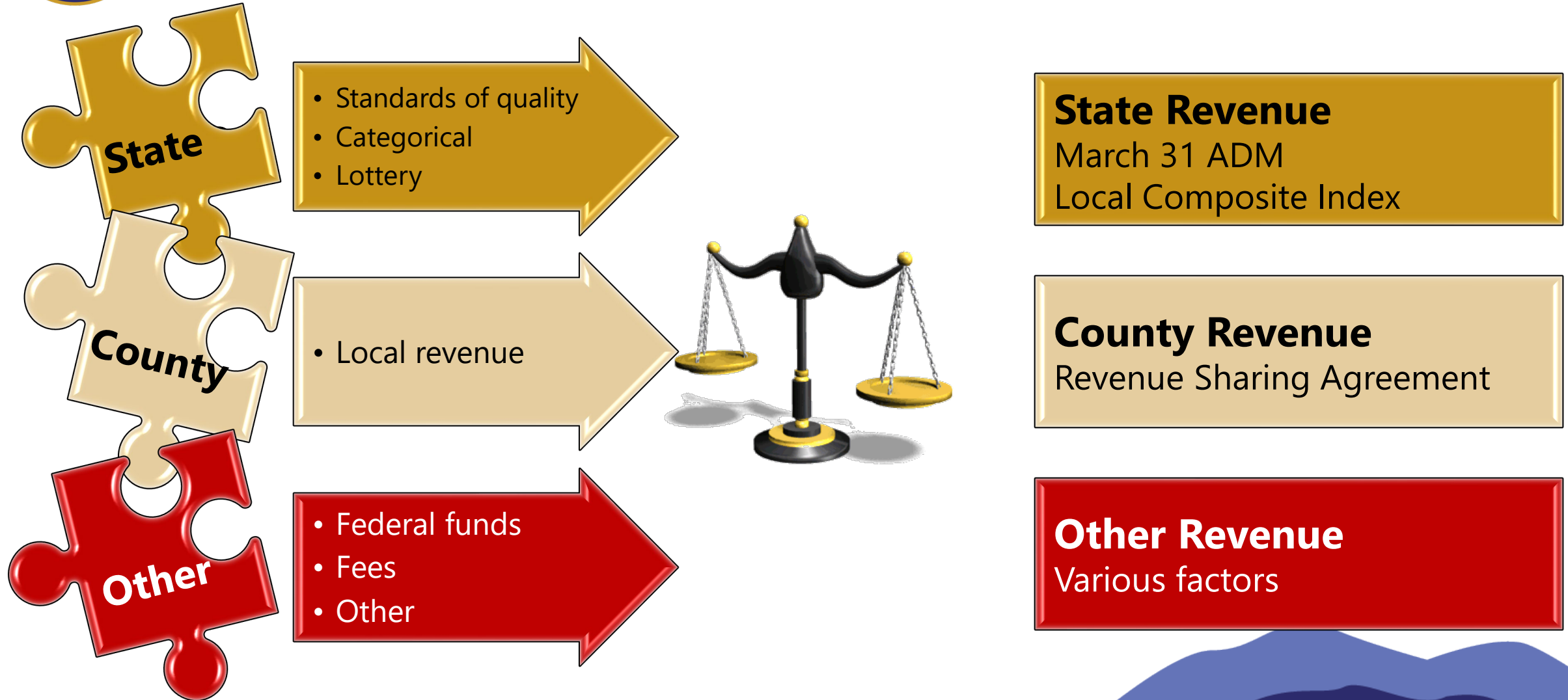
Evaluation

Results are audited, analyzed, and used to improve the next cycle

Annual audit
ACFR
Year-end carryover

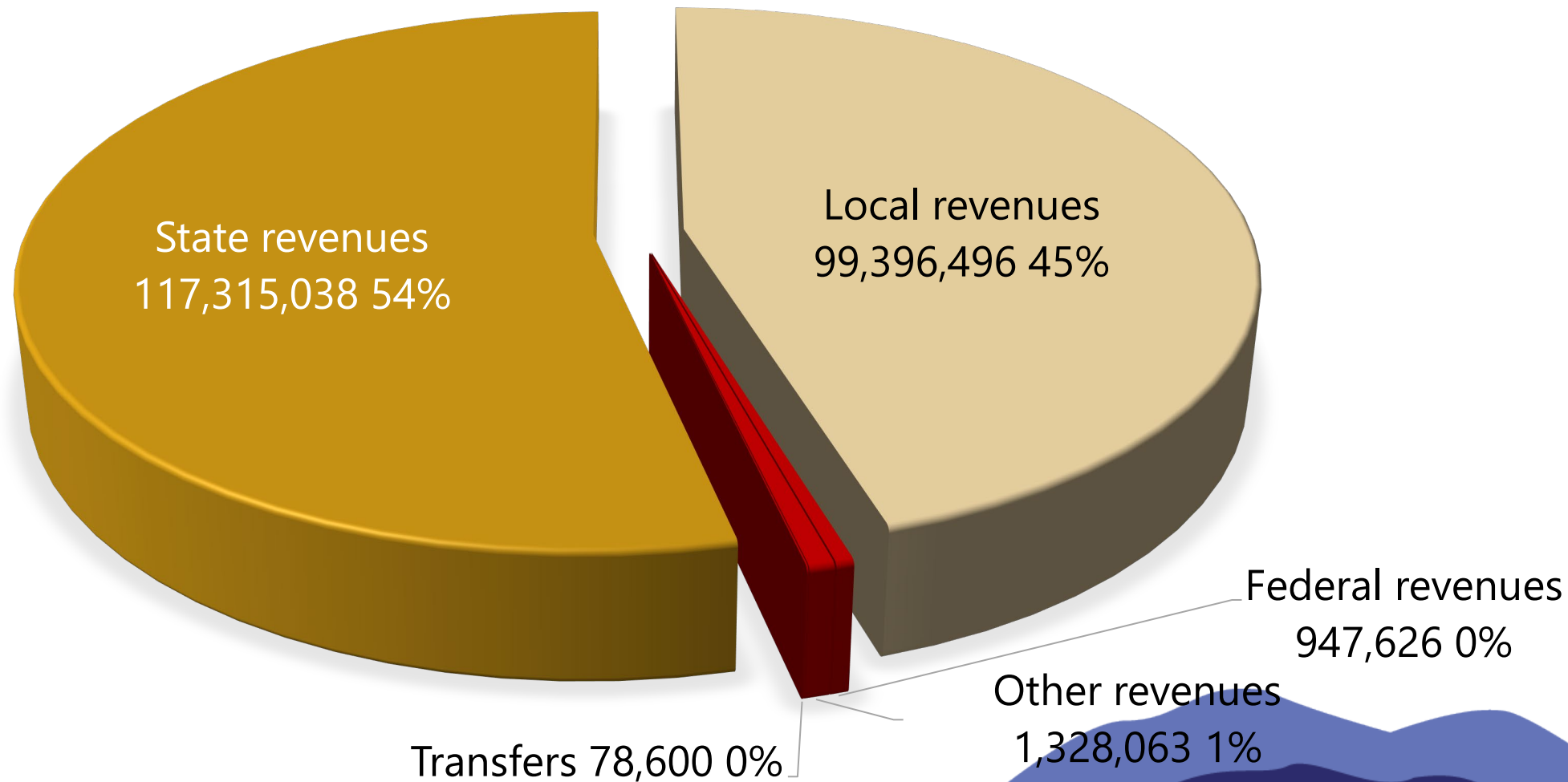


Revenues



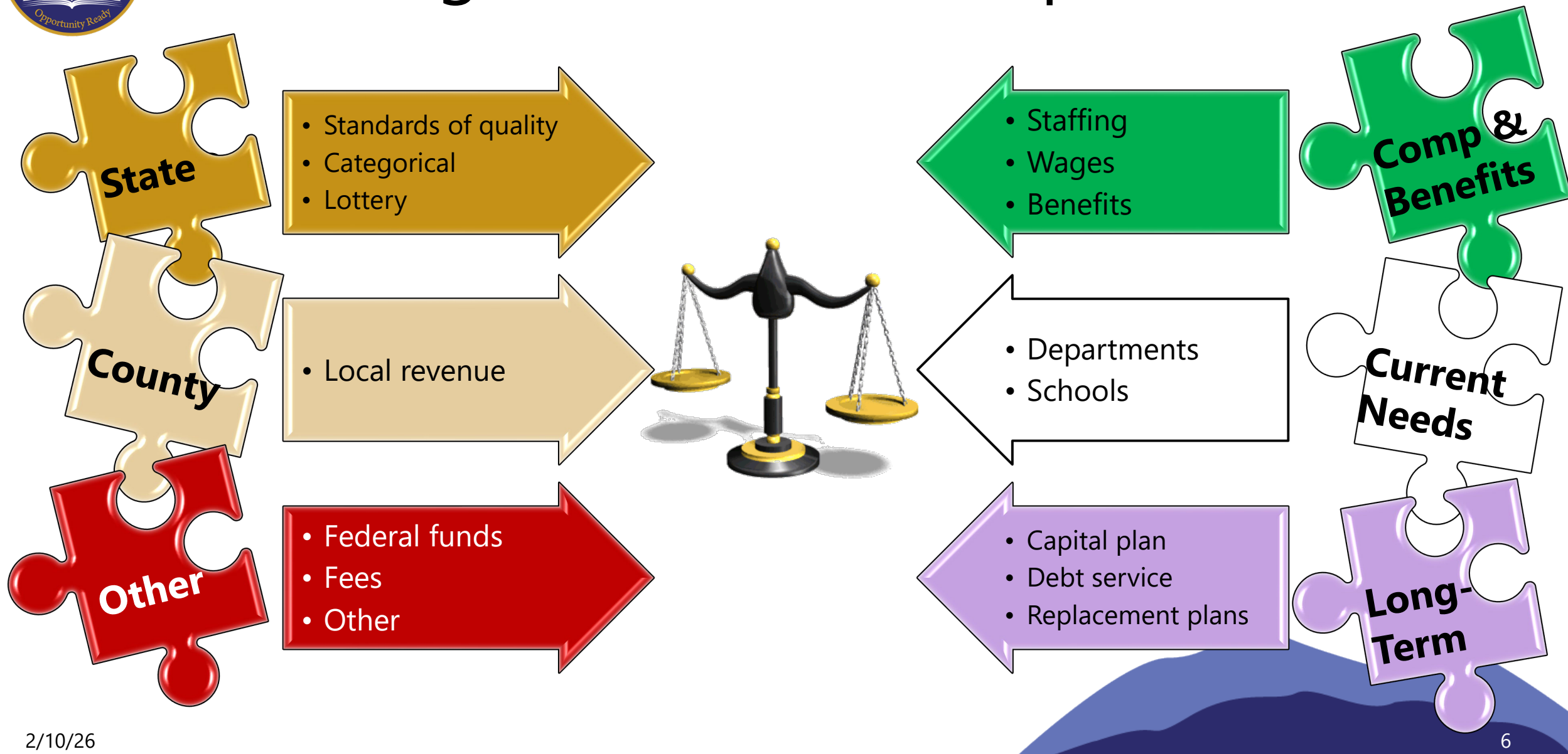


2026 General Fund Revenues



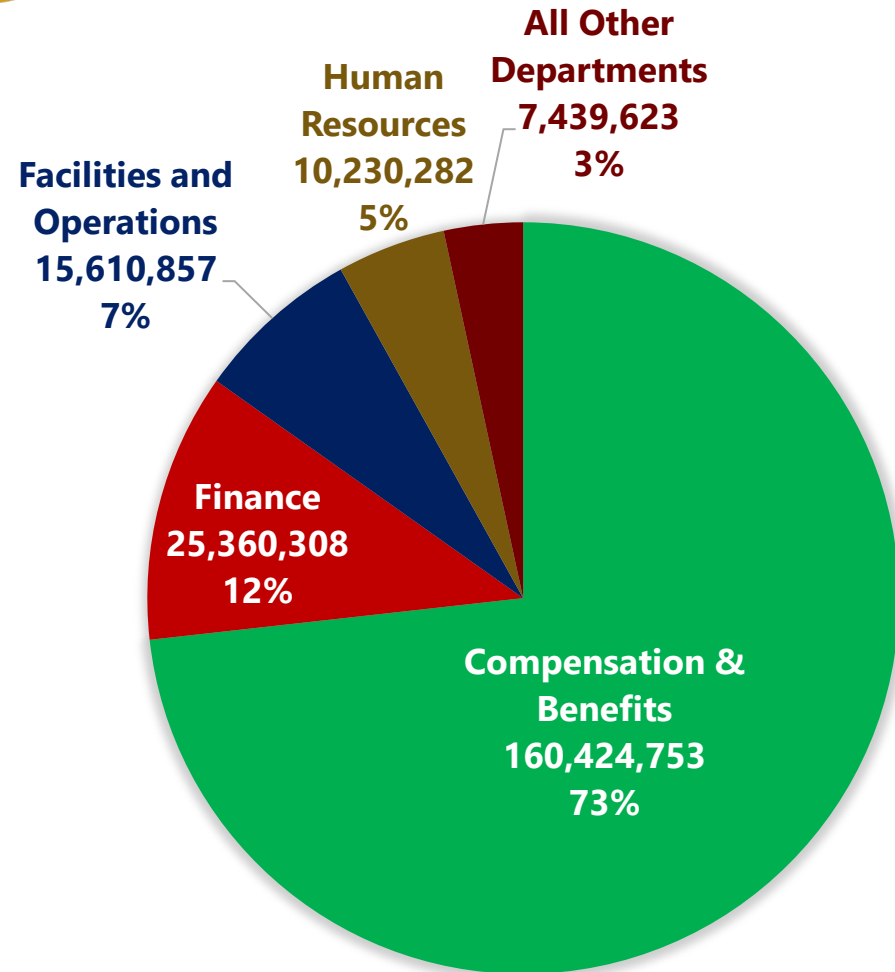
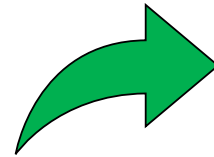


Balancing Revenues and Expenditures





2026 General Fund Expenditures



Wages
114,412,386

VRS
18,959,354

Health
17,368,850

Taxes
8,744,976

Dental
611,479

Other
327,708



Let's Review Pay Scales

Roanoke County Public Schools Teacher, Librarian, School Counselor Annual Salary - 200 Day Contract 7.33 Hours Per Day					
Year	BACHELOR (T1)	BA+12 T2 (T1 + \$600)	BA+24 T3 (T1 + \$1,200)	MASTER T4 (T1 + \$2,400)	DOCTOR T5 (T1 + \$4,000)
1	\$47,938	\$48,538	\$49,138	\$50,338	\$51,938
2	\$48,705	\$49,305	\$49,905	\$51,105	\$52,705
3	\$49,485	\$50,085	\$50,685	\$51,885	\$53,485
4	\$50,276	\$50,876	\$51,476	\$52,676	\$54,276
5	\$51,081	\$51,681	\$52,281	\$53,481	\$55,081
6	\$51,898	\$52,498	\$53,098	\$54,298	\$55,898
7	\$52,715	\$53,315	\$53,915	\$55,115	\$56,715
8	\$53,532	\$54,132	\$54,732	\$55,932	\$57,532
9	\$54,349	\$54,949	\$55,549	\$56,749	\$58,349
10	\$55,166	\$55,766	\$56,366	\$57,566	\$59,166
11	\$55,983	\$56,583	\$57,183	\$58,383	\$59,983
12	\$56,799	\$57,399	\$57,999	\$59,199	\$60,799
13	\$57,616	\$58,216	\$58,816	\$60,016	\$61,616
14	\$58,433	\$59,033	\$59,633	\$60,833	\$62,433
15	\$59,249	\$59,849	\$60,449	\$61,649	\$63,249
16	\$60,066	\$60,666	\$61,266	\$62,466	\$64,066
17	\$60,883	\$61,483	\$62,083	\$63,283	\$64,883
18	\$61,699	\$62,299	\$62,899	\$64,099	\$65,699
19	\$62,516	\$63,116	\$63,716	\$64,916	\$66,516
20	\$63,333	\$63,933	\$64,533	\$65,733	\$67,333
21	\$64,149	\$64,749	\$65,349	\$66,549	\$68,149
22	\$64,966	\$65,566	\$66,166	\$67,366	\$68,966
23	\$65,783	\$66,383	\$66,983	\$68,183	\$69,783
24	\$66,599	\$67,199	\$67,799	\$68,999	\$70,599
25	\$67,416	\$68,016	\$68,616	\$69,816	\$71,416
26	\$71,290	\$71,890	\$72,490	\$73,690	\$75,290
27	\$72,430	\$73,030	\$73,630	\$74,830	\$76,430
28	\$73,589	\$74,189	\$74,789	\$75,989	\$77,589
29	\$74,767	\$75,367	\$75,967	\$77,167	\$78,767
30	\$75,963	\$76,563	\$77,163	\$78,363	\$79,963
31	\$77,178	\$77,778	\$78,378	\$79,578	\$81,178

Each year is
~ 1.6%
increase

Education level
increases pay



Understanding Teacher Pay Scales

How Pay Scales Work

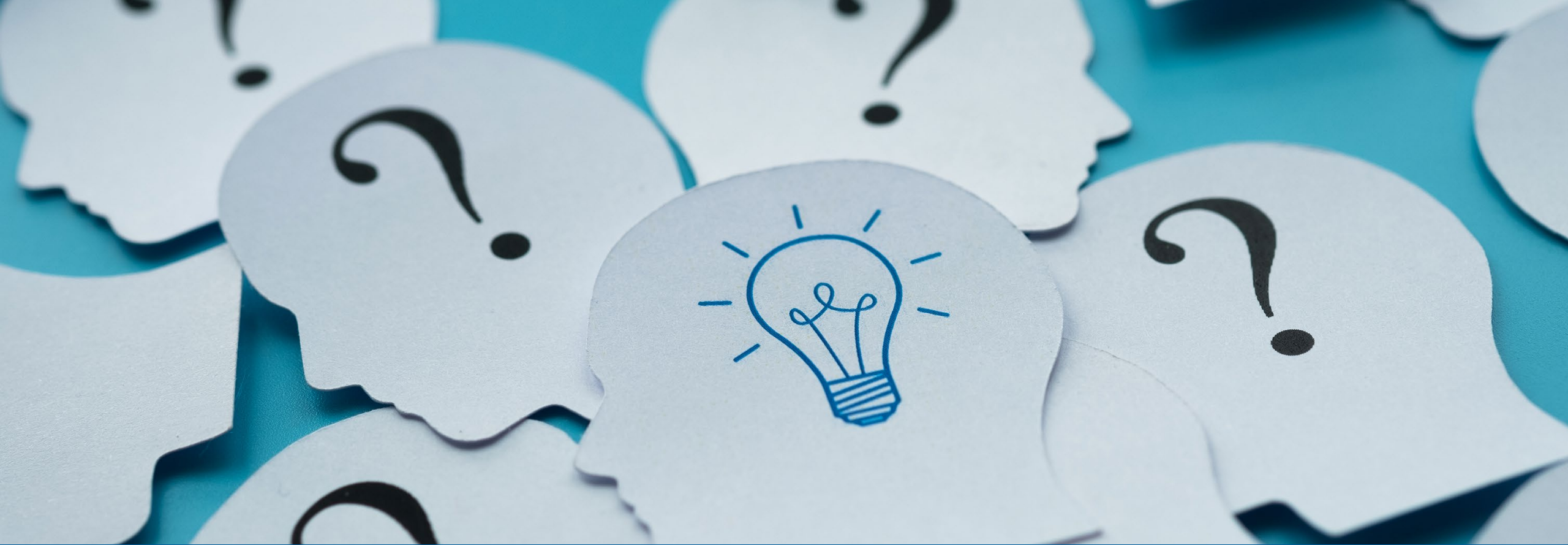
- Provides transparency and consistency in compensation
- Supports equitable pay for similar work and experience
- Adopted annually through the budget process
- Supports long term financial sustainability

Why Scales Have a Maximum

- Steps recognize progression through career path
- Additional steps create permanent ongoing salary obligations
- Public budgets must remain sustainable over time

What Happens at the Maximum

- Compensation may increase through salary scale adjustments
- Increases depend on funding approved each year
- Stipend payments (not retirement creditable compensation)



Questions or Comments?