

**RADFORD CITY SCHOOLS
TEACHER SALARIES**

YEARS EXPERIENCE	BACHELOR'S DEGREE	BACHELOR'S DEGREE	Health Insurance	FICA	VRS, RHCC	Total Compensation Package
	Salary	Salary			& LIFE INSURANCE	
	2009-10	2010-11				
0	34,500	34,500	5,640	2,639.25	2,028.60	44,807.85
1	34,500	34,500	5,640	2,639.25	2,028.60	44,807.85
2	35,018	34,500	5,640	2,639.25	2,028.60	44,807.85
3	35,543	35,018	5,640	2,678.88	2,059.06	45,395.94
4	36,076	35,543	5,640	2,719.04	2,089.93	45,991.97
5	36,617	36,076	5,640	2,759.81	2,121.27	46,597.08
6	37,166	36,617	5,640	2,801.20	2,153.08	47,211.28
7	37,724	37,166	5,640	2,843.20	2,185.36	47,834.56
8	38,290	37,724	5,640	2,885.89	2,218.17	48,468.06
9	38,864	38,290	5,640	2,929.19	2,251.45	49,110.64
10	39,447	38,864	5,640	2,973.10	2,285.20	49,762.30
11	40,039	39,447	5,640	3,017.70	2,319.48	50,424.18
12	40,639	40,039	5,640	3,062.98	2,354.29	51,096.28
13	41,249	40,639	5,640	3,108.88	2,389.57	51,777.46
14	41,868	41,249	5,640	3,155.55	2,425.44	52,469.99
15	42,496	41,868	5,640	3,202.90	2,461.84	53,172.74
16	43,133	42,496	5,640	3,250.94	2,498.76	53,885.71
17	43,780	43,133	5,640	3,299.67	2,536.22	54,608.89
18	44,437	43,780	5,640	3,349.17	2,574.26	55,343.43
19	45,103	44,437	5,640	3,399.43	2,612.90	56,089.33
20	45,780	45,103	5,640	3,450.38	2,652.06	56,845.44
21	46,466	45,780	5,640	3,502.17	2,691.86	57,614.03
22	47,163	46,466	5,640	3,554.65	2,732.20	58,392.85
23	47,871	47,163	5,640	3,607.97	2,773.18	59,184.15
24	48,589	47,871	5,640	3,662.13	2,814.81	59,987.95
25	49,318	48,589	5,640	3,717.06	2,857.03	60,803.09
26	51,784	49,318	5,640	3,772.83	2,899.90	61,630.73
27	54,373	51,784	5,640	3,961.48	3,044.90	64,430.38
28	57,092	54,373	5,640	4,159.53	3,197.13	67,369.67
29	59,946	57,092	5,640	4,367.54	3,357.01	70,456.55
30	62,943	59,946	5,640	4,585.87	3,524.82	73,696.69
31 & up		62,943	5,640	4,815.14	3,701.05	77,099.19
Graduate Degree Increments:						
	2009-10	2010-11				
Master's Degree	2,341	2,341				
Master's Degree in Teaching Area	3,162	3,162				
Doctorate	2,341	2,341				

1. SALARIES FOR 2010-11 YEAR ONLY: The salaries shown for each level of experience are for the 2010-11 school year only and are not guaranteed for future years.
2. RETIREMENT: 5 percent of total salary.
3. HOSPITALIZATION INSURANCE: \$5,640 per year for single, \$5,940 per year for dual coverage, \$6,972 per year for family coverage or actual cost if less, per participating member.
4. TORT LIABILITY INSURANCE: \$1,000,000 per occurrence.
5. PERSONAL LEAVE: three days (with approval of principal). Unused personal leave may accumulate to a maximum of five days. Any unused days over 5 will convert to sick leave at the end of the school year.
6. SICK LEAVE: unlimited accumulation (one day per contract month).
7. UNUSED SICK LEAVE: \$20 per day for all unused sick leave accumulated in Radford City Schools that cannot be transferred upon termination of employment.
8. INCREMENTS (years of experience) FOR TEACHERS:
Teachers who do not teach for a full school session but who are contracted for a period exceeding 100 teaching days in any one school session shall receive credit for a full year's service on the salary schedule at the beginning of the next regular school session in which the teacher is employed. However, a beginning teacher must be contracted for a minimum of 160 teaching days to receive credit for the first year of teaching experience. Increments are modified for those who teach less than a full-day. Also, increments are allowed for teaching experience in public elementary and secondary schools only.
9. NATIONAL BOARD CERTIFICATION INCREMENT: \$1,155 per year to teachers who achieve National Board Certification.