

**RADFORD CITY SCHOOLS
TEACHER SALARIES**

YEARS EXPERIENCE	BACHELOR'S DEGREE	Health Insurance	FICA	VRS, RHCC & LIFE INSURANCE	Total Compensation Package	
	Salary					
	2011-12					
0	34,500	6,072	2,639.25	2,028.60	45,239.85	<p>1. SALARIES FOR 2011-12 YEAR ONLY: The salaries shown for each level of experience are for the 2011-12 school year only and are not guaranteed for future years.</p> <p>2. RETIREMENT: 5 percent of total salary.</p> <p>3. HOSPITALIZATION INSURANCE: \$6,072 per year for single, \$ 6,408 per year for dual coverage, \$7,524 per year for family coverage or actual cost if less, per participating member.</p> <p>4. TORT LIABILITY INSURANCE: \$1,000,000 per occurrence.</p> <p>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.</p> <p>6. SICK LEAVE: unlimited accumulation (one day per contract month).</p> <p>7. UNUSED SICK LEAVE: \$20 per day for all unused sick leave accumulated in Radford City Schools, not to exceed \$6,000, that cannot be transferred upon termination of employment.</p> <p>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.</p> <p>9. NATIONAL BOARD CERTIFICATION INCREMENT: \$1,167 per year to teachers who achieve National Board Certification.</p>
1	34,845	6,072	2,665.64	2,048.89	45,631.53	
2	34,945	6,072	2,673.29	2,054.77	45,745.06	
3	35,045	6,072	2,680.94	2,060.65	45,858.59	
4	35,368	6,072	2,705.65	2,079.64	46,225.29	
5	35,898	6,072	2,746.20	2,110.80	46,827.00	
6	36,437	6,072	2,787.43	2,142.50	47,438.93	
7	36,983	6,072	2,829.20	2,174.60	48,058.80	
8	37,538	6,072	2,871.66	2,207.23	48,688.89	
9	38,101	6,072	2,914.73	2,240.34	49,328.07	
10	38,673	6,072	2,958.48	2,273.97	49,977.46	
11	39,253	6,072	3,002.85	2,308.08	50,635.93	
12	39,841	6,072	3,047.84	2,342.65	51,303.49	
13	40,439	6,072	3,093.58	2,377.81	51,982.40	
14	41,045	6,072	3,139.94	2,413.45	52,670.39	
15	41,661	6,072	3,187.07	2,449.67	53,369.73	
16	42,287	6,072	3,234.96	2,486.48	54,080.43	
17	42,921	6,072	3,283.46	2,523.75	54,800.21	
18	43,564	6,072	3,332.65	2,561.56	55,530.21	
19	44,218	6,072	3,382.68	2,600.02	56,272.70	
20	44,881	6,072	3,433.40	2,639.00	57,025.40	
21	45,554	6,072	3,484.88	2,678.58	57,789.46	
22	46,238	6,072	3,537.21	2,718.79	58,566.00	
23	46,931	6,072	3,590.22	2,759.54	59,352.76	
24	47,635	6,072	3,644.08	2,800.94	60,152.02	
25	48,350	6,072	3,698.78	2,842.98	60,963.76	
26	49,075	6,072	3,754.24	2,885.61	61,786.85	
27	49,811	6,072	3,810.54	2,928.89	62,622.43	
28	52,302	6,072	4,001.10	3,075.36	65,450.46	
29	54,917	6,072	4,201.15	3,229.12	68,419.27	
30	57,663	6,072	4,411.22	3,390.58	71,536.80	
31	60,545	6,072	4,631.69	3,560.05	74,808.74	
32 & up	63,572	6,073	4,863.26	3,738.03	78,246.29	

Graduate Degree Increments:	
	2011-12
Master's Degree	2,364
Master's Degree in Teaching Area	3,194
Doctorate	2,364