

STAFF SALARY AND SALARY SCHEDULES

- A. The Albemarle County School Board (“Board”) ~~shall approve~~approves the ~~individual~~ salaries of all licensed personnel through the appointment process.
- B. The ~~School~~ Board ~~shall, on an annual basis,~~ approves ~~through the budget process~~ salary schedules for employees through the annual budget process.
- C. A teacher or administrator who renders service for one (1) semester or one-half of the school year may not be given credit for a full year’s service. However, half-partial years ~~—~~ may be combined to create whole years for purposes of setting salary years.
- D. The ~~Albemarle County School~~ Board ~~will approve all categories of~~approves funding for athletic coaching and other extracurricular activity sponsorships for which a stipend~~supplemental pay will be~~ is provided. ~~The Board will also establish~~establishes the amount of compensation stipends for employees volunteers who coach or employees who supervise/perform such activities.

A separate contract in a form permitted by the Virginia State Board of Education is executed by the Board with an individual who receives a stipend for any athletic coaching assignment or extracurricular activity sponsorship assignment. When feasible, all such contracts require a party intending to terminate the contract to give reasonable notice to the other party before termination thereof becomes effective.~~Contracts shall be executed for supplemental pay in accordance with Policy GCB, Licensed Staff Contracts.~~

For purposes of this policy, “extracurricular activity sponsorship” means an assignment requiring responsibility for any student organizations, clubs, or groups, ., such as service clubs, academic clubs and teams, cheerleading squads, student publication and literary groups, and visual and performing arts organizations except those activities that are conducted in conjunction with regular classroom, curriculum, or instructional programs.

Adopted: July 1, 1993
 Amended: December 8, 1997; August 24, 2006; September 27, 2012; August 22, 2013; January 22, 2015; April 27, 2017

Legal Ref.: Code of Virginia, 1950, as amended, §§22.1-78, 22.1-289.1, 22.1-302, and 22.1-313

8 VAC 20-440-110
 8 VAC 20-440-120

Cross Ref: GCB, Licensed Staff Contracts

~~ATHLETIC COACHING ES SUPPLEMENTS FORMULA~~

~~Athletic coaches are strictly volunteers, not salaried employees, who may receive a monetary stipend. Any money paid to coaches is for expenses, reasonable benefits, nominal fees or stipend, or any combination thereof for their civic and humanitarian service. Such stipends payments are not compensation and are not tied to the amount of time a coach spends on the activity or a team's performance.- Coaching positions are temporary and at will. There is no guarantee of additional seasons or sports. Coaches who are regular employees of the Albemarle County School Board must receive permission from current supervisors prior to assuming coaching duties. Any time off from regular work responsibilities due to coaching activities must be requested and approved in advance.~~

~~Salary Basis~~

~~As a basis for determining Nominal coaching fees or stipends pay, the positions will be arranged into similar groups and the annual stipend are determined using comparable market data gathered by the Department of Human Resources, consistent with the School Board adopted compensation strategy.~~

~~— Additionally, to compensate for coaching longevity, the rate shall be computed as a percentage of the applicable coaching group stipend.~~

~~Payment~~

~~— The Athletic Activities Director is responsible to for determininge the applicable stipend amount — and any applicable longevity bonus prior to submitting each coach stipends for payment.~~

Adopted: December 8, 1997

Amended: August 24, 2006; September 27, 2012

Reviewed: January 22, 2015; April 27, 2017

ACADEMIC LEADERSHIP COMPENSATION PROGRAM ~~FORMULA~~

Background

The Academic Leadership Compensation Program provides a structure to support instructional leadership needs and professional growth across the Albemarle County School Division (“Division”). ~~This program directly supports the School Improvement Process.~~ Incorporated within the design are a ~~division~~Division-wide ~~instructional~~ component and a ~~school-level~~site-based instruction component, each of which are differentiated based on the size and educational level of the school. Only teachers are eligible to participate in this program and they must sign contracts which include the role descriptions and stipend amounts.

~~This program includes an accountability component to ensure consistent implementation and fiscal responsibility across the division.~~

Evaluative Criteria

The Academic Leadership Program includes stipends for both ~~division~~Division-level and site-based instructional responsibilities based upon funding approved by the Albemarle County School Board annually. Criteria ~~have been~~are defined and are utilized in determining ~~the stipend amounts~~ for these responsibilities. A ~~position~~ rating scale is used to apply each of the criteria to the ~~job role~~ descriptions. The Superintendent/designee must approve new or revised roles based on established criteria. ~~This rating scale consists of six categories, with range of point values assigned on the basis of level and extent of professional responsibilities. The point values from these six factors are summed to determine the stipend. The specific factors are described below:~~

~~*Instructional Connection*—This factor considers the coordination and organization of instruction activities, the impact of the role on student learning, and the leadership required at the school and the division levels. The scale for this factor ranges from 0–6 points.~~

~~*Financial Responsibility*—This factor considers the degree of financial responsibility required by the teacher in executing his duties. The size of the budget, fundraising requirements, and allocation responsibilities are components considered in applying this criterion. The scale for this factor ranges from 0–4 points.~~

~~*Direct Involvement with Students*—This factor considers the number of students with whom the teacher has direct involvement in carrying out his/her responsibilities for this assignment. The scale for this factor ranges from 0–4 points.~~

~~*Direct Involvement with Staff/Parents*—This factor considers the number of staff and parents with whom the teacher has direct involvement in carrying out his/her responsibilities for this assignment. The scale for this factor ranges from 0–4 points.~~

~~*Time Requirements*—Factors considered in rating this criterion include the amount of time the teacher is expected to use, including school planning time, afterschool and weekend time commitment, as well as overnight supervision requirements. The scale for this factor ranges~~

| ~~from 0 to 6 points.~~

~~Level of Responsibility~~ Factors considered here include the degree to which the teacher works independently, represents the school to the public, and impacts the broader school community. The scale for this factor ranges from 0 to 7 points.

Payment

~~Annually, the principals work with Superintendent/designee to rate school level responsibilities in order to insure consistent application of these criteria. Teachers who participate in this program sign a contract which delineates the job description, stipend amount, and the evaluative criteria.~~ The Superintendent/designee, in conjunction with the Department of Human Resources, will oversee ~~the performance and fiscal accountability of~~ this program.

Adopted: December 8, 1997
Amended: September 27, 2012
Reviewed: January 22, 2015
