

Employee Benefits

Health insurance provided through Anthem:	County pays:
Subscriber Only	90%
Subscriber + 1 minor	68%
Subscriber + Spouse	65%
Subscriber + Family	65%

Dental insurance provided through Delta Dental:	County pays:
Subscriber Only	75%
Subscriber + 1 other	58%
Subscriber + Family	49%

Flexible Benefits Plan

A three-part program that allows an employee to pay for group health and/or dental insurance premiums, and other out of pocket medical and dependent care expenses with pre-tax dollars.

The Virginia Retirement System (VRS)

RCPS employees are covered by VRS for retirement and group life insurance.

Note: New employees are required to pay 5% of their retirement costs.

Additional Benefits

- Semi-monthly payroll and direct deposit
- Supplemental pay for additional athletic and extracurricular services
- Tuition Assistance Program
- Extended Employee Work Plan
- Employee Assistance Program
- Personal Leave (for teachers)
- Sick Leave (and sick leave bank)
- Holidays (8 paid days annually)
- In-service programs
- Payroll Deduction option for donations
- Nationwide Deferred Compensation Match
- Federal Credit Union

Staff Awards & Recognitions

- Virginia Superintendent of the Year and finalist for National Superintendent of the Year
- Governor's Award for Educational Excellence
- Virginia Department of Education VIP and Competence to Excellence Awards
- SACS CASI District Accreditation
- National Board Certified teachers
- State, District and regional athletic championships
- Digital School Board Survey Award (top 10)
- Golden Apple Awards for Teaching Excellence
- Distinguished Title One Schools
- Nationally accredited preschool programs
- Named one of the nation's top 100 communities for music instruction by the NAMM Foundation
- Association of School Business Officials International Meritorious Budget Award
- Certificates of Achievement and Excellence in Financial Reporting
- State marketing award, President's Award and the Louise Sublette Award from the School Nutrition Association of Virginia
- National PRSA Bronze Anvil Award of Commendation
- Multiple PRSA-Blue Ridge Gold Summit Awards
- Richmond PRSA Awards of Excellence and Merit
- Gold Hermes Awards, and Gold Marcom Award for Production Excellence
- Communitas Award for Excellence in Community Service

General Information

Administrative Leadership

Dr. Lorraine Lange	Superintendent
Allen Journell	Deputy Superintendent
Dr. Carol Whitaker	Assistant Supt. for Personnel
Penny Hodge	Assistant Supt. for Finance

School Board Members

Drew Barrineau	Windsor Hills District
Jerry Canada	Hollins District
Fuzzy Minnix	Cave Spring District
Michael Stovall	Vinton District
David Wymer	Catawba District

Office of Community Relations

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Office of Community Relations
Roanoke County Public Schools
5937 Cove Road, Roanoke, VA 24019

FAST FACTS 2012



2011-2012 Student Enrollment*

School	Students
Cave Spring High School	848
Glenvar High School.....	591
Hidden Valley High School	1065
Northside High School	1004
William Byrd High School.....	1115
Cave Spring Middle School	668
Glenvar Middle School.....	410
Hidden Valley Middle School.....	773
Northside Middle School	620
William Byrd Middle School.....	928
Back Creek Elementary.....	300
Bonsack Elementary.....	411
Burlington Elementary.....	425
Cave Spring Elementary	460
Clearbrook Elementary.....	267
Fort Lewis Elementary	220
Glen Cove Elementary	420
Glenvar Elementary.....	369
Green Valley Elementary.....	375
Herman L. Horn Elementary.....	400
Mason's Cove Elementary.....	190
Mount Pleasant Elementary.....	329
Mountain View Elementary.....	449
Oak Grove Elementary.....	499
Penn Forest Elementary.....	466
W.E. Cundiff Elementary	461
TOTAL ENROLLMENT	14,163

* As of December 31, 2011. Does not include preschool students (349 students). Students attending specialty schools are included in their home school's enrollment count.

Average Class Sizes

Preschool	16:1
Kindergarten - 2nd Grade	16:1
3rd Grade - 5th Grade	21:1
Middle School	25:1
High School	25:1
Overall Average Pupil-Teacher Ratio	22:1

Student Demographics

Minority Students (total)	14.6%
African American	8.5%
Asian	5.1%
All Other Minorities	1.0%
Special Education	15.2%

Personnel

Full-time Staff	2,175
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2011 Academic Results

	SAT Verbal	SAT Math	SAT Writing	ACT	AP (mean)
Roanoke County	518	523	515	23.4	3.20
Virginia	512	512	497	22.3	2.59
United States	501	516	492	21.1	2.67

2010-2011 SOL Results

	3rd	4th	5th	6th	7th	8th
Reading	94	93	94	94	94	94
Writing	--	--	90	--	--	90
Math	96	93	95	85	89	89
Science	96	--	93	--	--	85
Social Studies	91	95	--	--	--	--

U.S. History to 1865	91	Algebra I (middle school)	100
U.S. History from 1865	89	Geometry (middle school)	100
Civics	91	* - includes middle school scores for the same class.	

High School Credit-Bearing Courses

Reading	96	Biology	93
Writing	97	Chemistry	97
Algebra I*	97	World History I	94
Geometry*	92	World History II	85
Algebra II	97	Va./U.S. History	92
Earth Science	94	World Geography	89

Revenues and Expenditures

2010-2011 Income	Amount	% of Total Operating Fund	Cost per Pupil
Local Appropriations (County)	\$63,543,357	49.3	\$4,475
State Funds	\$48,648,483	37.8	\$3,426
State Sales Tax	\$13,800,000	10.7	\$972
Federal Funds	\$1,906,901	1.5	\$134
Other Funds	\$923,009	0.7	\$65
TOTAL INCOME	\$128,821,750	100	\$9,072

2010-2011 Expenditures	Amount	% of Total Operating Fund
Classroom Instruction	\$93,810,634	72.8%
Administration	\$3,400,290	2.6%
Attendance and Health	\$2,573,484	2.0%
Pupil Transportation	\$4,760,979	3.7%
Operation and Maintenance	\$13,632,730	10.6%
Technology	\$2,945,571	2.3%
Facilities	\$196,721	0.2%
Other uses of funds	\$7,501,341	5.8%
TOTAL EXPENDITURES	\$128,821,750	100.0%

Academics

- **91.8%** of our students graduated from high school on-time* in 2011.
- More than **90%** of graduates pursue some form of post-secondary education.

* according to the Virginia Department of Education On-Time Graduation Rate

Comprehensive Plan

Instruction

- Prepare all students, consistent with their ability and potential, to be productive citizens in a democratic and diverse society.
- Implement instructional practices and programs that enable students to meet established standards of achievement and foster life-long learning.
- Develop an instructional climate centered on dignity and respect.
- Meet or exceed state and federal guidelines for student achievement.

Human Resources

- Implement practices to support and assist teachers and support staff in the instruction of positive learning for all students.

Health and Safety

- Seek to maintain a safe, disciplined and healthy environment that nurtures physical, mental and emotional well-being, and the development of social and character competencies.

Community Relations

- Establish positive and effective communication initiatives to build an awareness of the Roanoke County Public School system.

Technology

- Improve administration and management of student learning environments and facilitate effective communication.

Facilities and Operations

- Supervise the construction of new facilities, update existing facilities, and oversee system upgrades to promote the educational process throughout the Roanoke County Public Schools.
- Provide support services to the Roanoke County School system in such a manner as to meet the needs of the school community in a safe and efficient way.

Budget and Finance

- Provide accurate and professional financial information for the use of board members, staff, and the community to make pro-active budgetary decisions, plan for future school division needs, assess past financial performance, and optimize the sharing of information.

Salary Scale and Supplements

Teachers, librarians, counselors and visiting teachers					
Step	Years Exp.	Hourly Rate	Daily Rate	Annual Salary	
				(200 Days)	(240 Days)
0	0	23.8000	178.5000	\$35,700	\$42,840
1	1	23.8000	178.5000	\$35,700	\$42,840
2	2	23.8000	178.5000	\$35,700	\$42,840
3	3	23.8000	178.5000	\$35,700	\$42,840
4	4	24.6330	184.7475	\$36,950	\$44,339
5	5	25.1260	188.4450	\$37,689	\$45,227
6	6	25.4844	191.1327	\$38,227	\$45,872
7	7	25.6564	192.4230	\$38,485	\$46,182
8	8	25.8563	193.9224	\$38,784	\$46,541
9	9	26.2160	196.6203	\$39,324	\$47,189
10	10	26.5758	199.3182	\$39,864	\$47,836
11	11	26.9355	202.0161	\$40,403	\$48,484
12	12	27.3353	205.0149	\$41,003	\$49,204
13	13	27.6950	207.7128	\$41,543	\$49,851
14	14	28.0548	210.4107	\$42,082	\$50,499
15	15	28.4145	213.1086	\$42,622	\$51,146
16	16	28.7735	215.8014	\$43,160	\$51,792
17	17	29.1734	218.8002	\$43,760	\$52,512
18	18	29.5331	221.4981	\$44,300	\$53,160
19	19	29.8928	224.1960	\$44,839	\$53,807
20	20	30.2525	226.8939	\$45,379	\$54,455
21	21	30.6122	229.5918	\$45,918	\$55,102
22	22	31.0121	232.5906	\$46,518	\$55,822
23	23	31.3718	235.2885	\$47,058	\$56,469
24	24	32.1300	240.9750	\$48,195	\$57,834
25	25	33.2547	249.4104	\$49,882	\$59,858
26	26	34.7507	260.6304	\$52,732	\$62,551
27	27	36.3671	272.7531	\$54,551	\$65,461
28	28	37.0063	277.5471	\$55,509	\$66,611
29-33	29-33	37.4061	280.5459	\$56,109	\$67,331
34-38	34-38	38.0453	285.3399	\$57,068	\$68,482
39+	39+	38.8450	291.3375	\$58,268	\$69,921

Annual Degree Supplements*

Years Exp.	BA + 12	BA + 24	MA	MA + 12	MA + 24	Doctor
0	\$321	\$482	\$1,605	\$1,766	\$1,926	\$3,210
1	\$321	\$482	\$1,605	\$1,766	\$1,926	\$3,210
2	\$321	\$482	\$1,605	\$1,766	\$1,926	\$3,210
3	\$321	\$482	\$1,605	\$1,766	\$1,926	\$3,210
4	\$324	\$485	\$1,618	\$1,779	\$1,941	\$3,235
5	\$328	\$492	\$1,640	\$1,804	\$1,968	\$3,280
6	\$333	\$499	\$1,663	\$1,829	\$1,995	\$3,325
7	\$337	\$506	\$1,685	\$1,854	\$2,022	\$3,370
8	\$342	\$513	\$1,710	\$1,881	\$2,052	\$3,420
9	\$347	\$520	\$1,733	\$1,906	\$2,079	\$3,465
10	\$351	\$527	\$1,755	\$1,931	\$2,106	\$3,510
11	\$356	\$533	\$1,778	\$1,955	\$2,133	\$3,555
12	\$360	\$540	\$1,800	\$1,980	\$2,160	\$3,600
13	\$365	\$548	\$1,825	\$2,008	\$2,190	\$3,650
14	\$370	\$554	\$1,848	\$2,032	\$2,217	\$3,695
15	\$374	\$561	\$1,870	\$2,057	\$2,244	\$3,740
16	\$379	\$568	\$1,893	\$2,082	\$2,271	\$3,785
17	\$383	\$575	\$1,915	\$2,107	\$2,298	\$3,830
18	\$388	\$582	\$1,940	\$2,134	\$2,328	\$3,880
19	\$393	\$589	\$1,963	\$2,159	\$2,355	\$3,925
20	\$397	\$596	\$1,985	\$2,184	\$2,382	\$3,970
21	\$402	\$602	\$2,008	\$2,208	\$2,409	\$4,015
22	\$406	\$609	\$2,030	\$2,233	\$2,436	\$4,060
23	\$455	\$683	\$2,275	\$2,503	\$2,730	\$4,550

*Degree supplements are capped at 23 steps.

- Additional amount for substitute teachers: \$80 per day
- Additional amount for homebound instructors: \$15.00 per hour
- Additional amount for National Board Certification: \$2,500 per year