



BOARD OF VISITORS

THE VIRGINIA SCHOOL FOR THE DEAF AND THE BLIND
P.O. BOX 2069
STAUNTON, VA 24402-2069

Senator Emmett W. Hanger, Jr.
Board Chairman

Board of Visitors
March 31, 2011
Minutes

Senator Hanger called the meeting to order.

Members present: Senator Hanger, Diane Sandidge, John Pleasants, Virgil Cook, Rachel Bavister, Alice Frick, and Donna Gateley. A quorum was not present at roll call, but with the understanding that board member Jane McNeil was running late it was agreed to continue with the meeting. Jane McNeil did arrive thereby creating a quorum.

Members absent: Delegate Bell (represented by Savanna Rutherford), Delegate Landes (represented by Judy Wyatt), Senate East seat is vacant.

Minutes from the January 5, 2011 meeting were approved as written.

Senator Hanger opened the meeting with a brief update from the current legislative session. The Governor announced amendments to legislation on March 30, 2011. One item of interest is the 4 million requested for the restoration of Main Hall was not approved. The VSDB Board is still short one Senate seat, the Rules committee will be meeting next Tuesday and Senator Hanger will bring this to their attention once again.

Senator Hanger opened the floor to any issues that might need to be brought forward. Alice Frick mentioned the article in yesterday's paper was written by a VSDB student on a work study assignment with the News Leader. Donna Gateley mentioned that she saw several VSDB students working at the Hampton Inn where she stayed and applauded the school for their work study program and the good PR it provides for the school. Nancy Armstrong responded that the VSDB currently has 27 students placed through the work study program including one visually impaired student who has just been hired by Kjellstrom & Lee to work on the new dorm for blind students. The student is color blind so a special tool was provided to allow him to work with electrical wires. John Pleasants asked about the Historical Society meeting held on the campus Sunday March 27. It was well attended and the new historical video created by Faithlyn Robinson was available for purchase. Rachel Bavister reported that Staunton Public Library has received funding again to hire pages, positions which would be ideal for Work-Study students. On April 20 the Joint Library Boards of Staunton, Augusta County, and Waynesboro will be meeting in the student center with a tour of the library.

Department of the Blind and Vision Impaired (DBVI), transition services – Susan Payne and Glen Slonneger:

DBVI is one of two agencies in Virginia that provide transitions services. These services are mandated by law and start when a child with vision impairments turns 14. The department has 18 total counselors, ten of which are transition services councilors and three of the ten are for students only. DBVI provides basic VR services including vocation guidance, Braille text books, and training. Services are provided in the client's local area. Students are referred either through internal case managers or outside agencies. Once a student is found eligible, a plan is developed with vocational goals. DBVI helps the student explore different employment opportunities. A transition plan is in place before the student completes secondary school. DBVI is currently working on an inter agency agreement with VSDB to provide these transition services in tandem.

Rachel Bavister asked to clarify who at VSDB would be the initial contact for a student. Ms. Payne responded that students only receive services in their local area. Dr. Armstrong also responded that Pattye Leslie along with the IEP team would help put the student and their family in touch with DBVI.

Mr. Slonneger mentioned that before the consolidation of the two schools DBVI had office space on the VSDB campus. They hope to move back onto campus once the construction is complete.

Department of Rehabilitation Services (DRS), transition services – Greg Dodge:

DRS provides a wide range of services including transition services to VSDB students starting at age 14. They create a bridge from an educational environment to the real world environment. They work with the VSDB staff through the IEP process and locally in the student's home area. Attached is a flier from DRS with service information.

Rachel Bavister asked what VSDB can do to help the students prepare for the future. Mr. Dodge responded that one of the most important things the students at VSDB need to have is good reading and writing skills, skills in the English language. He acknowledged that VSDB currently has programs in place to teach these skills and that they should be continued with priority.

Susan Payne with DBVI inserted that another thing that can be done for the students is to hold them accountable. Let them do for themselves [what they can do] want they can do for themselves.

Alice Frick asked if the students still go to Woodrow Wilson Rehabilitation Center (WWRC) for training. Mr. Dodge responded that yes some students do go to WWRC for training along with attending Valley Vocational Technical Center (VVTC). Dr. Armstrong added that VSDB has an agreement with DRS and that students meet with DRS councilors before leaving school. Teachers work with DRS to make sure IEPs are written correctly.

Senator Hanger thanked Susan Payne and Glen Slonneger with DBVI and Greg Dodge with DRS for presenting information to the board. He also wanted to acknowledge the newest member of the Board of Visitors, Rachel Bavister. Ms. Bavister was appointed after the last board meeting, but has been attending as a "civilian" from the start.

VITA Discussion:

Nancy Armstrong opened the discussion reporting that VSDB continues to have problems with VITA services and yet the cost continues to increase. She has spoken with Sam Nixon who has agreed to visit the campus to hear first hand about the problems and issues faced at VSDB, though a date has not been set. Dr. Armstrong informed Mr. Nixon to come and pick up the computers in June after school lets out and then VSDB will rebuild the IT network on their own. Doug Wright provided two documents, one showing the escalating cost of VITA services and one showing the initial startup cost for a new system. (Attachment 2) Mr. Wright reports that not only is the current VITA equipment inferior to Dell, all reported problems must go through Richmond. Even with the high cost associated with VITA, the specialized equipment needed to provide services to blind/visually impaired and some deaf/hard of hearing students were deemed "out of scope" by VITA and therefore not covered under the cost of VITA.

Rachel Bavister asked who picks up the cost of the specialized equipment needed to meet the needs of the students. Mr. Wright responded that all specialized equipment for these students are now bought and maintained by VSDB out of pocket. VITA draws very convenient lines for themselves defining what is "in scope" and what is "out of scope". Currently, with budget cuts and the rising cost of VITA services, VSDB does not have the funds to maintain current Brailleing equipment used for the blind students. Rachel Bavister asked, since we keep hearing that VITA does not meet the needs of the students, that specialized item are "out of scope", shouldn't this be an ADA (Americans with Disabilities Act) issue? Karen Stinson responded that ADA has been mentioned in the past and that the continuing problems with VITA are really impacting our student's abilities to access information. VSDB needs to be in control of our own equipment. VSDB must use Grants to pay for technology not provided by VITA.

Jane McNeil asked if other public schools were under VITA. Dr. Armstrong and Senator Hanger responded that no other schools in the state, either public K – 12 or state colleges/universities are under VITA.

Doug Wright also informed the board that VSDB has worked very closely with the current local management of VITA in an attempt to bridge ongoing problems that have been present since going under the VITA regime. All arrangements that have been made are verbal only and if management were to change the little headway made by these arrangements are liable to fall apart.

Nate McLamb informed the board that before VITA, VSDB had one IT position. As part of the original agreement that position was dissolved because VITA was to be providing all services. With so many items being deemed "out of scope" after the agreement, VSDB has had to create a new IT position and buy new equipment to replace the equipment taken over by VITA but not returned when deemed out of scope. Mr. Wright reports that items in scope and out of scope are at the whim of VITA and tend to favor VITA and create additional financial hardship on the school. One example is that school software has been deemed out of scope, so VSDB must purchase school software out of pocket.

Alice Frick asked if we invited Sam Nixon to a board meeting to hear all the issues it might make a difference. Senator Hanger responded that VITA just hired someone to cover this area and that they should be contacting VSDB to set up a meeting. Also, Sam Nixon does not have authority to make decisions. Nancy Armstrong stressed that VSDB has been trying to communicate and work with VITA. VITA is aware of the issues and VSDB is still not making progress to resolve these issues.

John Pleasants MOVED that "As an educational institution, the Board finds that our relationship with VITA is compromising our mission to serve students with hearing and visual impairments, and the Board therefore, requests that our relationship with VITA be severed to the maximum extent possible." The motion was SECONDED by Alice Frick. The motion carried unanimously by voice vote.

Payroll Bureau Discussion:

Dr. Armstrong reports that VSDB continues to have problems with the service provided by the Payroll Services Bureau. The cost of payroll services had doubled due to the fact that VSDB is charged \$30,000.00 per year by Richmond and we still have the need to maintain a local payroll technician position. Dr. Armstrong has sent an email to the Payroll Services Bureau requesting to no longer participate in their program. Virgil Cook MOVED to support Dr. Armstrong and request removal from the Payroll Services Bureau program. The motion was SECONDED by Alice Frick. The motion carried unanimously by voice vote.

Budget – Review of Annual Plan – Janice Rankin, Director of Operations

Janice Rankin is out on medical leave. Lisa Byrd, accountant, presented the budget information.

At the end of February, we were 4% over budget. We have been 4% over budget for the past several months. We are monitoring expenses very carefully. The report covers from July 1, 2010 through February 28, 2011. VSDB will be audited by the Auditor of Public Accounts. The audit will begin in March. We hope that the audit will be completed by the end of May. One area that will be considered in the audit is the progress of the separation of the two schools, Hampton from Staunton. Rachel Bavister asked how much money has been budgeted for the Parent-Infant Program. Ms. Byrd indicated that no money had been allocated for the program. Senator Hanger pointed out that we made the request for the program, but because of budget constraints, we did not ask for more funding at this time. We will certainly be asking for more as the economy improves.

The Annual Plan: Dr. Armstrong reported that we are partially funded by a grant from the Department of Education. The grant is called a “Part B set aside.” It runs from July 1, 2011 through June 30, 2012. The amount is \$543,140. It covers salaries for some staff, bus assistance, curriculum coaches, a recreational-therapy director etc. One of the big items is tuition for Valley Vocational Technical Center. Residents of the Valley do not have to pay, but students who reside outside of the Valley must pay. Dr. Armstrong asked for approval of the plan. Donna Gateley moved that we approve the plan. John Pleasants seconded the motion. The motion passed unanimously by voice vote.

Construction Report- Chinh VU, Department of General Services

The construction update was presented by Nancy Armstrong, Superintendent.

The settlement problem with the academic building has been corrected. The southeast corner of the building was raised and reinforced last week. The dormitory for deaf students is under roof. The dormitory for deaf boys will not be completed by the end of school because of some air-quality issues. Construction of the academic building is behind because of the settling problem. The next phase is the Peery-Swanson-Watts work. The cost of this phase is \$16 million.

School Reports:

Residential Report – Mary Murray, Director of Student Life

Ms. Murray presented information on the sports the students are involved in. We just completed the undefeated Goalball season with a tournament in New York. The boys team finished 3rd and the girls team finished 4th. The school offers Soccer and volleyball in the fall, basketball in the winter and goalball and track in the spring.

Personnel – Nathan McLamb, Human Resource Director

Mr. McLamb reports the Security Chief position has been filled by Charlie Coker a retired Chief of Police from Waynesboro. Mr. Coker will start on May 1. Information was presented on teachers salaries. There are funds available for K-12; VSDB will request an additional \$70,000.00 to update teacher’s salaries from the Department of Planning and Budgeting. Attached are the teacher salary scales for 2010-2011 and 2011-2012. John Pleasants asked why VSDB does not receive money from the lottery.

Foundation Update- Nancy Armstrong, Superintendent

The Foundation is still waiting on the IRS to issue a tax number. All Foundation activity is on hold until the number has been issued.

Departmental Reports-

Update on Applications – Rebecca Plesko-DuBois, Clinical Director:

Ms. Plesko-DuBois provided a summary of her report.

VSDB has seen an increase in student applications as compared to the past two years. There have been a total of 32 application decisions this year. That compares to totals of 26 for the 2009-2010 academic year and 24 for the 2008-2009 academic year. In addition to the 32 application decisions completed this year, there are 7 additional applications in process or scheduled this spring. There are also now 4 families in the parent infant program (in addition to acceptances to the school).

Of the student applications, 9 have been for the Blind Department. Eight students were accepted and 1 elementary school student was not accepted. The students who were accepted included 2 elementary school students, 1 middle school student, and 5 high school students. There have been 23 applications to the Deaf Department. Nineteen students were accepted and 4 students were not accepted. Two students who were accepted did not enroll. One of those students remained in public school and the other plans to enroll in the fall. The students who were accepted included 3 preschool students, 3 elementary school students, 2 middle school students, and 9 high school students. There was notable growth in preschool and high school students.

There are 7 additional applications in process or scheduled this spring. One application is for the Blind Department high school program. The six applications for the Deaf Department include 1 preschool student, 4 elementary school students, and 1 middle school student. Our Admissions coordinator has been quite busy with tours for families and school personnel this spring. In particular, there have been many tours of the Blind Department.

Scheduling options from block to seven periods - Jack Johnson, Principal

Mr. Johnson demonstrated the new PurpleVideo Phone system that is being installed throughout the deaf department. Purple Communications is providing the hardware free of charge. They are just starting the testing phase of the new video phones. There were a couple issues with VITA and using the video phone system, but Doug Wright was able to work it out. Due to the learning needs of the students it has been decided to return to year - long classes by offering a seven period school day.

Tanya Faidley reports that two teams, the Southern Association of Colleges and Schools (SACS) and the Conference of Educational Administrators of Schools and Programs for the Deaf (CEASD) will be arriving on campus Tuesday evening March 5, 2011 to perform evaluations of our programs. They will be on campus through Friday, March 8.

Expansion of outreach program – Sarah Shreckhise, Speech/Language Pathologist

Ms. Shreckhise was to give an update on re-establishing the Parent-Infant Program, but is not available; Dr. Armstrong reported that VSDB is continuing to build Parent-Infant services as part of the school's outreach programs. Ms. Shreckhise will be moving to Richmond over the summer but will continue to provide Parent-Infant outreach services for VSDB. By moving to Richmond, Ms. Shreckhise will be able to provide services over a broader area.

New Business:

John Pleasants reports that the Blind Alumni request that Virgil Cook be reappointed to his position on the Board of Visitors.

Next meeting was tentatively scheduled for June 23, 2011. Board members will check their schedules and confirm. Jane McNeil asked if it would be possible to look into meeting in Richmond. All agreed it would be possible and it will be discussed during the planning of future meetings.

Attachments follow

Virginia Department of Rehabilitative Services

In partnership with people with disabilities and their families, the Virginia Department of Rehabilitative Services collaborates with the public and private sectors to provide and advocate for the highest quality services that empower individuals with disabilities to maximize their employment, independence and full inclusion into society.

**8004 Franklin Farms Dr.
Richmond, VA 23229**

**1-800-552-5019 (Voice)
1-800-464-9950 (TTY)**

www.vadrs.org



What is Vocational Rehabilitation? Vocational Rehabilitation, a program within DRS, is the State-Federal service delivery system that assists people with disabilities so that they may prepare for, enter, or retain gainful employment.

Who is Vocational Rehabilitation for? You are eligible for Vocational Rehabilitation services if you:

- Have a physical or mental disability that causes a substantial barrier to getting or keeping a job
- Can reasonably expect to reach an employment outcome with the provision of VR services

What can DRS do? Depending on your needs, interests, and capabilities, DRS can provide you with a number of services. You and your VR counselor can choose the ones that may be needed to help you reach your employment goal. These services may include, but are not limited to:

- Vocational Counseling
- Vocational Evaluation/Career Exploration
- Situational Assessment/Job Development/Job Coaching
- Training
- Job Placement Assistance

Specialized Programs and Services — DRS recognizes that individuals come to the agency with varying needs. In addition to the previously mentioned vocational rehabilitation services, DRS also offers expertise in the following areas:

- Deaf and Hard of Hearing Services
- Brain Injury Services
- Substance Abuse Services
- School-to-Work Transition Services
- Serious Mental Illness (SMI) Services
- Temporary Assistance to Needy Families (TANF) Program

Community Based Programs and Services — In addition to services for people with disabilities who have a goal of employment, DRS also provides services through the following special programs, for which individuals who do not have an immediate goal of employment may be eligible:

- Community Rehabilitation Case Management Program
- Cognitive Rehabilitation Program
- Personal Assistance Services Program

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Virginia Department of Rehabilitative Services

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Business Services — For employers, DRS offers valuable services at no cost to help meet business needs. As every company knows today, Virginia's workforce is becoming increasingly diverse. Employers must look for every opportunity to improve their workforce. People with disabilities represent the largest single block of untapped labor market resources. DRS provides employers with the following services:

- Staffing Services
- Financial Incentives
- Accessibility Analysis and Solutions
- Disability Education Programs for Businesses

Woodrow Wilson Rehabilitation Center — The Center provides integrated medical and vocational rehabilitation services addressing the comprehensive needs of clients to improve independence and employability. The campus houses a vocational school and medical rehabilitation units. Both offer state-of-the-art equipment and facilities, a professional, committed staff, and highly effective programs including:

- Counseling
- Vocational and Pre-Vocational Evaluation and Training
- Medical Rehabilitation Services
- Driver Education; Student Internships
- Post-Secondary Education/Rehabilitation Training Program
- Independent Living Skills Training
- Student Residency

Assistive Technology — DRS is committed to assisting persons with disabilities reach their full potential with the use of adaptive equipment, accommodations, and other assistive technology resources. The agency offers the following technology services and programs for consumers, as well as business, to support workplace accessibility. DRS can also provide assistance in identifying financial resources for purchasing assistive equipment.

- Virginia Assistive Technology System
- Rehabilitation Engineering
- Computer Accommodations

Partnerships in the Community — The Vocational Rehabilitation program, and other programs within DRS, work in partnership with many other businesses and organizations in an effort to assist individuals with disabilities to achieve employment and/or independence. Some of DRS' partners in the community include:

- Employment Services Organizations
- Centers for Independent Living
- Disability Services Boards
- NewWell Fund (formerly ATFLA)
- Workforce Centers
- High Schools and Institutions of Higher Education



FY11 VITA MOU COSTS

	EMAIL	HELP DESK	SERVER	LAN/PRINTER	PCs	STORAGE
July 2010	4,700.80	2,643.74	8,252.16	4,858.46	14,067.86	4,351.00
August	4,921.15	2,549.80	7,564.48	4,858.46	13,571.35	4,103.68
September	4,965.22	2,590.06	6,189.12	4,639.92	13,784.14	3,123.56
October	1,336.79	2,710.84	4,813.76	4,639.92	14,441.44	1,960.24
November	1,336.79	2,710.84	4,813.76	4,639.92	14,441.44	1,960.24
December	1,322.10	2,697.42	3,438.40	4,639.92	14,370.51	2,134.28
January 2011	1,307.41	2,616.90	3,438.40	4,639.92	13,926.00	2,134.28
February	1,307.41	2,616.90	3,438.40	4,639.92	13,926.00	2,135.28
March	1,307.41	2,616.90	3,438.40	4,639.92	13,926.00	2,136.28
April	1,307.41	2,616.90	3,438.40	4,639.92	13,926.00	2,137.28
May	1,307.41	2,616.90	3,438.40	4,639.92	13,926.00	2,138.28
June	1,307.41	2,616.90	3,438.40	4,639.92	13,926.00	2,139.28

	FY11	FY12	FY13	FY14	Total
TOTAL					
July 2010	38,874.02				
August	37,568.92				
September	35,292.02				
October	29,902.99				
November	29,902.99				
December	28,602.63				
January 2011	28,062.91				
February	28,063.91				
March	28,064.91				
April	28,065.91				
May	28,066.91				
June	28,067.91				
	368,536.03	368,536.03	368,536.03	368,536.03	1,105,608.09

VSDB Total IT Rebuild Summary

Type	Quantity	Unit Price	Client Price
<u>Servers</u>			
PowerEdge R415	3	\$5,341.00	\$16,023.00
PowerVault DL 2200	1	\$19,463.98	\$19,463.98
NX3100 Dual Quad Core	1	\$11,337.00	\$11,337.00
			\$46,823.98
<u>Networking</u>			
PowerConnect 2808	10	\$1,058.00	\$10,580.00
PowerConnect 3524	5	\$1,333.00	\$6,665.00
PowerConnect 6224F	2	\$3,747.00	\$7,494.00
PowerConnect 3548	14	\$1,633.00	\$22,862.00
PowerConnect J-SX240B	1	\$5,371.00	\$5,371.00
SFP Optical Transceiver, 100BASE-LX	30	\$251.99	\$7,559.70
SFP Optical Transceiver, 100BASE-SX	30	\$85.99	\$2,579.70
			\$63,111.40
<u>PCs</u>			
Optiplex 380 SFF	190	\$941.17	\$178,822.30
Latitude E5510*	10	\$699.99	\$6,999.90
			\$185,822.20
<u>Printers</u>			
HP Laserjet 5200TN Printer *	17	\$2,265.94	\$38,520.98
		Grand Total	\$334,278.56

*not currently in the Dell quote

PROPOSED USE OF PART B, SECTION 611, FLOW-THROUGH FUNDS

GRANT PERIOD: JULY 1, 2011 – SEPTEMBER 30, 2012

(Add additional sheets as necessary.)

List and briefly describe all personnel (i.e. teachers, instructional assistants, administrators, clerical, support personnel, and other) to be supported in whole or in part with grant funds (with proposed budget amounts and FTEs).

Funding for teacher in Blind Department		38,717.00
	FICA & Benefits	13,014.00
Wage teaching assistant/job coach positions for educational programs (5@18,000)		90,000.00
	FICA	6,885.00
Funding for salary, wage and FICA costs for Interpreters		62,946.00
	FICA & Benefits	14,309.00
Funding for Recreation Therapist and Social Worker		97,600.00
	FICA & Benefits	38,500.00
Funding for Bus Assistants (6@14,350)		86,100.00
	FICA	6,326.00
Funding for Math & Language Arts curriculum coaches (2 @ 3,000)		6,000.00
	FICA	459.00

Briefly describe all additional activities, goods and services (with proposed budget amounts) to be supported with grant funds.

Hourly pay for student workers as per educational plan		7,000.00
Consultants' fees and training materials to provide training in required areas of staff development such as technology skills, CPR, behavior and First Aid		2,000.00
After-school clubs (computer, drama, etc.)		2,000.00
Provide educational/technology materials and equipment for use in dorms for homework		3,000.00
Purchase materials/equip for Orientation & Mobility training for student		1000.00
Tuition fees for students attend Valley Vocational Technical Center		30,000.00
Program development classes for professional growth for employees		3,000.00
Purchase Testing and Assessment materials		3,000.00
Repair Braille machines		2,000.00
Purchase assistive technology and educational equipment/supplies		12,784.00
Purchase library books and materials		1,500.00
Purchase annual licensing for software		15,000.00
Funding for wage teaching assistants (2 @ \$13,950)		27,900.00
	FICA	2,100.00

Budget Fiscal Year 2011 for VSDB

First number is budgeted amount for fiscal year 2011, second number is actual expenses as of February 28, 2011.

11-00 series - Personal Services

1111 Employer Retirement: \$669247.00, \$260330.42
1112 Fed SS for salaried: \$451596.00, \$314098.06
1113 Fed SS for wage: \$19552.00, \$25751.97
1114 group insurance: \$57707.00, \$37980.57
1115 Medical insurance: \$1414754.00, \$854855.00
1116 Retiree medical: \$57531.00, \$38798.64
1117 Long term disability insurance: \$38356.00, \$26680.31
1119 Employer retirement contributions defined: \$4539.00, \$106619.07
1123 Salaries, classified: \$5817627.00, \$3919908.34
1124 Salaries, other: \$2500.00, \$0.00
1125 Salaries, overtime: \$5000.00, \$12470.46
1128 Salaries, information technology employees: \$0.00, \$0.00
1131 Bonuses and incentives: \$0.00, \$160417.00
1132 Salaries, armed forces difference: \$0.00, \$0.00
1138 Deferred compensation match payments: \$17048.00, \$16482.50
1141 Wages: \$333560.00, \$332504.00
1143 Wages overtime: \$500.00, \$4112.30
1149 Wages, information technology employees: \$0.00, \$0.00
1151 Workers' compensation awards: \$0.00, \$3217.99
1153 Short term disability benefits: \$0.00, \$20619.32
1154 Supplemental disability benefits: \$0.00, \$1166.00
1158 Recoveries for workers' compensation: \$0.00, \$0.00
1162 Salaries, annual leave balance: \$22960.00, \$31498.48
1163 Salaries, sick leave balance: \$17747.00, \$17735.19
1164 Salaries, compensatory leave balance: \$0.00, \$1113.14
1165 Employee retire contributions: \$0.00, \$258993.82
1171 Severance: \$0.00, \$14287.64
1172 Workforce transition act (WTA), federal SS: \$0.00, \$2430.21
1173 WTA, medical: \$0.00, \$14606.00
1174 WTA, group life insurance: \$0.00, \$409.24
1176 WTA, salaries, annual leave balances: \$0.00, \$1679.94
1199 Intra-agency recoveries: \$0.00, -\$61585.57
Total 11-00 series: \$8930224.00, \$6417180.10; 72%

12-00 series – Contractual Services

1209 Charge card purchases of contractual services: \$1000.00, \$0.00
1211 Freight: \$50.00, \$0.00
1212 outbound freight: \$0.00, \$61.14
1214 Postal services: \$4500.00, \$1412.00
1215 Printing services: \$300.00, \$0.00
1216 Telecommunications services (DIT) provided by VITA: \$70000.00, \$89420.36
1217 Telecommunication services, non state: \$26000.00, \$14474.27
1219 Inbound freight: \$950.00, \$1443.28
1221 Organization membership: \$2590.00, \$2227.00
1222 Publication subscriptions: \$0.00, \$0.00
1224 Employee training workshops: \$24050.00, \$5076.00
1225 Employee tuition reimbursement: \$15250.00, \$8289.80
1226 Employee training consulting services: \$0.00, \$74.30
1227 Employee training, transportation, lodging, meals and incidentals: 20350.00, \$6795.45
1228 Employee information technology training: \$0.00, \$0.00
1231 Clinic services: \$200.00, \$36.06
1232 Dental services: \$1100.00, \$0.00

1233 Hospital services: \$0.00, \$0.00
1234 Medical services: \$95200.00, \$69492.44
1236 X-ray and laboratory services: \$0.00, \$195.00
1241 Auditing services: \$0.00, \$0.00
1242 Fiscal services: \$0.00, \$0.00
1244 Management services: \$43000.00, \$43573.07
1245 Personnel development: \$2500.00, \$2226.00
1246 Public information services: \$0.00, \$20.00
1247 Legal services: \$5000.00, \$1450.00
1248 Media services: \$0.00, \$564.20
1249 Employment advertising: \$3000.00, \$2420.00
1251 Custodial Services: \$1000.00, \$2093.00
1252 Electrical repair and maintenance services: \$2000.00, \$0.00
1253 Equipment repair and maintenance services: \$19619.00, \$10746.87
1254 Extermination/Vector control services: \$3800.00, \$4874.33
1255 Highway repair and maintenance services: \$0.00, \$0.00
1256 Mechanical repair and maintenance services: \$55000.00, \$54179.73
1257 Plant repair and maintenance services: \$15000.00, \$6576.00
1259 Vehicle repair and maintenance services: \$30000.00, \$8549.40
1261 Architectural and engineering services: \$0.00, \$0.00
1262 Aviation services: \$0.00, \$0.00
1263 Clerical services: \$0.00, \$0.00
1264 Food and dietary services; \$0.00, \$0.00
1265 Laundry and linen services: \$4500.00, \$2496.02
1266 Manual labor services: \$5000.00, \$0.00
1267 Production services: \$0.00, \$0.00
1268 Skilled services: \$4000.00, \$7723.25
1271 Information management design and development services: \$0.00, \$0.00
1272 ADP design: \$0.00, \$0.00
1274 Computer hardware maintenance services: \$0.00, \$0.00
1275 Computer software maintenance services: \$0.00, \$517.35
1276 Computer operating services, provided by VITA: \$500.00, \$281.11
1277 Computer operating services, non-state: \$2000.00, \$296.00
1278 VITA information technology infrastructure services: \$310154.00, \$0.00
1279 Computer software costs: \$0.00, \$0.00
1281 Moving and relocation services: \$0.00, \$0.00
1282 Travel, personal vehicles: \$0.00, \$1724.70
1283 Travel, public carriers: \$285000.00, \$135875.15
1284 Travel, state vehicle: \$15000.00, \$7681.22
1285 Subsistence and lodging: \$300.00, \$0.00
1286 Travel, supplements and aid: \$0.00, \$0.00
1287 Meal reimbursements – day trips: \$0.00, \$0.00
1288 Meal reimbursements – overnight trips: \$2500.00, \$2242.68
1295 Undistributed Contractual Services: \$0.00, \$0.00
1297 Late payment penalties for contractual services: \$0.00, \$0.00
1299 Intra agency recoveries: -\$10000.00, -\$65043.71
Total 12-00 series: \$1060413.00, \$430063.47; 41%

13-00 Series – Supplies and Materials

1309 charge card purchase of supplies: \$900.00, \$0.00
1311 Apparel supplies: \$1700.00, \$363.70
1312 Office supplies: \$5300.00, \$5806.23
1313 Stationery and forms: \$1050.00, \$1516.10
1322 Gas: \$150000.00, \$35002.13
1323 Gasoline: \$15000.00, \$5566.55
1324 Oil: \$0.00, \$0.00

1325 Steam: \$0.00, \$0.00
1332 License tags: \$0.00, \$40.00
1333 Manufacturing supplies: \$0.00, \$0.00
1335 Packing and shipping supplies: \$0.00, \$0.00
1342 Medical and dental supplies: \$6000.00, \$3928.72
1344 Pharmaceutical drugs: \$10000.00, \$5818.75
1351 Building repair and maintenance materials: \$7000.00, \$1910.41
1352 Custodial repair and maintenance materials: \$10200.00, \$15164.47
1353 Electrical repairs and maintenance materials: \$3500.00, \$1811.02
1354 Mechanical repair and maintenance material: \$10000.00, \$4363.52
1355 Vehicle repairs and maintenance materials: \$3000.00, \$1972.82
1356 Highway repairs and maintenance materials: \$0.00, \$0.00
1361 Clothing supplies: \$0.00, \$0.00
1362 Food and dietary supplies: \$149300.00, \$101271.61
1363 Food services supplies: \$15100.00, \$12884.54
1364 Laundry and linen supplies: \$2900.00, \$0.00
1365 Personal care supplies: \$4000.00, \$3138.02
1371 Agricultural supplies: \$0.00, \$358.00
1372 Architectural and engineering supplies: \$0.00, \$0.00
1373 Computer operating supplies: \$500.00, \$0.00
1374 Educational Supplies: \$44600.00, \$30896.51
1376 Law enforcement supplies: \$1000.00, \$0.00
1377 Photographic supplies: \$100.00, \$0.00
1378 Recreational supplies: \$16000.00, \$4701.63
1379 Highway emergency supplies: \$1000.00, \$3482.48
1399 Intra agency recoveries: -\$93200.00, -\$24437.80
Total 13-00 series: \$364950.00, \$215559.41; 59%

14-00 series – Transfer Payments

1413 Premium: \$600.00, \$0.00
1415 Unemployment compensation reimbursement: \$0.00, \$12254.58
1418 Incentives: \$5750.00, \$1613.00
1421 Graduate scholarships: \$0.00, \$12000.00
1423 Tuition and training aids: \$0.00, \$1956.59
1424 Tuition waiver: \$0.00, \$0.00
1425 Undergraduate scholarships: \$0.00, \$0.00
1441 Payments to substate entities: \$0.00, \$1600.00
1451 Grants to intergovernmental organizations: \$0.00, \$0.00
1499 Intra agency recoveries: \$0.00, \$0.00
Total 14-00 series: \$6350.00, \$29424.17; 463%

15-00 series – Continuous Charges

1509 Charge card continuous purchases: \$0.00, \$0.00
1512 Automobile insurance: \$3462.00, \$0.00
1516 Property insurance: \$77119.00, \$58268.00
1525 Building capital leases: \$0.00, \$0.00
1534 Equipment rental: \$1000.00, \$0.00
1541 Agency service charge: \$41240.00, \$34743.55
1542 Electrical service charges: \$175000.00, \$90271.45
1543 Refuse service charges: \$8285.00, \$7193.34
1544 Water and sewer service charges: \$25000.00, \$15015.00
1546 Small purchase charge card (SPCC) check fees: \$0.00, \$5.00
1551 General liability insurance: \$0.00, \$0.00
1554 Surety bonds: \$317.00, \$0.00
1555 Workers' compensation: \$43691.00, \$0.00
1599 Intra agency recoveries: \$0.00, -\$233.57

Total 15-00 series: \$375114.00, \$205262.77; 55%

21-00 series – Property and Improvements

2123 Plants: \$0.00, \$0.00

2131 Site improvements: \$2000.00, \$0.00

2132 Site preparation: \$0.00, \$0.00

2199 Intra agency recoveries: \$0.00, \$0.00

Total 21-00 series: \$2000.00, \$0.00; 0%

22-00 series – Equipment

2209 Charge card purchase of equipment: \$0.00, \$0.00

2211 Computer peripheral equipment: \$0.00, \$0.00

2212 Mobile client computer: \$0.00, \$3838.00

2213 Personal computer systems and components: \$0.00, \$0.00

2214 Mainframe computers and components: \$0.00, \$0.00

2215 Network servers: \$0.00, \$96.00

2216 Network components: \$250.00, \$0.00

2217 Other computer equipment: \$1350.00, \$847.84

2218 Computer software purchases: \$3000.00, \$9087.15

2221 College library books: \$0.00, \$0.00

2222 Educational equipment: \$59800.00, \$432.98

2224 Reference equipment: \$550.00, \$0.00

2228 Educational and cultural equipment improvements: \$0.00, \$0.00

2231 Electronic equipment: \$2500.00, \$18772.42

2232 Photographic equipment: \$0.00, \$7998.95

2233 Voice and data transmission equipment: \$0.00, \$0.00

2238 Electronic and photographic equipment: \$0.00, \$0.00

2241 Laboratory equipment: \$0.00, \$0.00

2242 Medical and dental equipment: \$1000.00, \$0.00

2248 Medical and laboratory equipment improvements: \$0.00, \$0.00

2251 Agricultural vehicular equipment: \$0.00, \$0.00

2253 Construction equipment: \$9100.00, \$9008.00

2254 Motor vehicle equipment: \$0.00, \$0.00

2255 Power repair and maintenance equipment: \$8000.00, \$1218.06

2258 Motorized equipment improvements: \$0.00, \$442.00

2261 Office appurtenances: \$100.00, \$1241.94

2262 Office furniture: \$2000.00, \$621.00

2263 Office incidentals: \$0.00, \$0.00

2264 Office machines: \$300.00, \$605.37

2271 Household equipment: \$18750.00, \$3227.58

2272 Law enforcement equipment: \$2500.00, \$0.00

2274 Non-power repair and maintenance equipment: \$0.00, \$1395.01

2275 Recreation equipment: \$0.00, \$241.30

2281 Built in equipment: \$0.00, \$0.00

2282 Fixtures: \$8000.00, \$46.19

2283 Mechanical equipment: \$0.00, \$4948.00

2299 Intra agency recoveries: \$0.00, -\$2242.81

Total 22-00 series: \$117200.00, \$61824.98; 53%

23-00 series – Plant and Improvements

2328 Construction, buildings improvements: \$0.00, \$0.00

Appropriation for bonuses: \$146109.00, \$0.00

Tuition reimbursement rec in May 11: -\$600000.00, \$0.00

Total: -\$453891.00, \$0.00

Grand total: \$10,402,360.00, \$7,359,314.90; 71%

Virginia School for the Deaf and the Blind
2010-2011 Teacher Salary Scale

Bachelor's Degree			
Yrs	VSDB 10 Month	VSDB 10.5 Month	VSDB 11 Month
0	\$ 36,031	\$ 37,833	\$ 39,634
1	\$ 36,310	\$ 38,125	\$ 39,940
2	\$ 36,520	\$ 38,346	\$ 40,172
3	\$ 36,725	\$ 38,561	\$ 40,397
4	\$ 37,018	\$ 38,868	\$ 40,719
5	\$ 37,316	\$ 39,181	\$ 41,047
6	\$ 37,672	\$ 39,556	\$ 41,439
7	\$ 38,022	\$ 39,923	\$ 41,824
8	\$ 38,347	\$ 40,264	\$ 42,181
9	\$ 38,702	\$ 40,637	\$ 42,572
10	\$ 39,224	\$ 41,185	\$ 43,146
11	\$ 39,742	\$ 41,729	\$ 43,716
12	\$ 40,282	\$ 42,296	\$ 44,310
13	\$ 40,638	\$ 42,670	\$ 44,702
14	\$ 41,239	\$ 43,301	\$ 45,363
15	\$ 41,810	\$ 43,901	\$ 45,991
16	\$ 42,519	\$ 44,644	\$ 46,770
17	\$ 43,279	\$ 45,443	\$ 47,607
18	\$ 43,930	\$ 46,126	\$ 48,323
19	\$ 44,648	\$ 46,880	\$ 49,113
20	\$ 45,263	\$ 47,526	\$ 49,790
21	\$ 45,979	\$ 48,278	\$ 50,577
22	\$ 46,808	\$ 49,148	\$ 51,488
23	\$ 47,649	\$ 50,031	\$ 52,414
24	\$ 48,404	\$ 50,824	\$ 53,244
25	\$ 49,299	\$ 51,763	\$ 54,228
26	\$ 50,175	\$ 52,683	\$ 55,192
27	\$ 50,969	\$ 53,518	\$ 56,066
28	\$ 51,905	\$ 54,500	\$ 57,095
29	\$ 52,527	\$ 55,153	\$ 57,779
30	\$ 53,153	\$ 55,811	\$ 58,469
31	\$ 53,615	\$ 56,295	\$ 58,976
32	\$ 54,080	\$ 56,784	\$ 59,488
33	\$ 54,324	\$ 57,040	\$ 59,756
34	\$ 54,569	\$ 57,298	\$ 60,026
35	\$ 54,694	\$ 57,429	\$ 60,164
36	\$ 54,694	\$ 57,429	\$ 60,164
36+	\$ 54,694	\$ 57,429	\$ 60,164

Masters Degree			
Yrs	VSDB 10 Month	VSDB 10.5 Month	VSDB 11 Month
0	\$ 38,031	\$ 39,833	\$ 41,634
1	\$ 38,310	\$ 40,125	\$ 41,940
2	\$ 38,520	\$ 40,346	\$ 42,172
3	\$ 38,725	\$ 40,561	\$ 42,397
4	\$ 39,018	\$ 40,868	\$ 42,719
5	\$ 39,316	\$ 41,181	\$ 43,047
6	\$ 39,672	\$ 41,556	\$ 43,439
7	\$ 40,022	\$ 41,923	\$ 43,824
8	\$ 40,347	\$ 42,264	\$ 44,181
9	\$ 40,702	\$ 42,637	\$ 44,572
10	\$ 41,224	\$ 43,185	\$ 45,146
11	\$ 41,742	\$ 43,729	\$ 45,716
12	\$ 42,282	\$ 44,296	\$ 46,310
13	\$ 42,638	\$ 44,670	\$ 46,702
14	\$ 43,239	\$ 45,301	\$ 47,363
15	\$ 43,810	\$ 45,901	\$ 47,991
16	\$ 44,519	\$ 46,644	\$ 48,770
17	\$ 45,279	\$ 47,443	\$ 49,607
18	\$ 45,930	\$ 48,126	\$ 50,323
19	\$ 46,648	\$ 48,880	\$ 51,113
20	\$ 47,263	\$ 49,526	\$ 51,790
21	\$ 47,979	\$ 50,278	\$ 52,577
22	\$ 48,808	\$ 51,148	\$ 53,488
23	\$ 49,649	\$ 52,031	\$ 54,414
24	\$ 50,404	\$ 52,824	\$ 55,244
25	\$ 51,299	\$ 53,763	\$ 56,228
26	\$ 52,175	\$ 54,683	\$ 57,192
27	\$ 52,969	\$ 55,518	\$ 58,066
28	\$ 53,905	\$ 56,500	\$ 59,095
29	\$ 54,527	\$ 57,153	\$ 59,779
30	\$ 55,153	\$ 57,811	\$ 60,469
31	\$ 55,615	\$ 58,295	\$ 60,976
32	\$ 56,080	\$ 58,784	\$ 61,488
33	\$ 56,324	\$ 59,040	\$ 61,756
34	\$ 56,569	\$ 59,298	\$ 62,026
35	\$ 56,694	\$ 59,429	\$ 62,164
36	\$ 56,694	\$ 59,429	\$ 62,164
36+	\$ 56,694	\$ 59,429	\$ 62,164

Based on average salary scale of 4 local school districts

Yrs	Augusta Co	Staunton City	Harrisonburg City	Rockingham Co		VSDB 10 Month	VSDB 10.5 Mo	VSDB 11 Month
0	\$35,000	\$34,942	\$36,259	\$37,923		\$36,031	\$37,833	\$39,634
1	\$35,224	\$35,464	\$37,325	\$37,225		\$36,310	\$38,125	\$39,940
2	\$35,322	\$35,648	\$37,710	\$37,400		\$36,520	\$38,346	\$40,172
3	\$35,393	\$35,837	\$38,095	\$37,573		\$36,725	\$38,561	\$40,397
4	\$35,817	\$36,029	\$38,480	\$37,744		\$37,018	\$38,868	\$40,719
5	\$36,247	\$36,234	\$38,865	\$37,916		\$37,316	\$39,181	\$41,047
6	\$36,682	\$36,669	\$39,250	\$38,088		\$37,672	\$39,556	\$41,439
7	\$37,124	\$37,057	\$39,635	\$38,270		\$38,022	\$39,923	\$41,824
8	\$37,570	\$37,364	\$40,020	\$38,432		\$38,347	\$40,264	\$42,181
9	\$38,019	\$37,778	\$40,405	\$38,604		\$38,702	\$40,637	\$42,572
10	\$38,475	\$38,205	\$40,790	\$39,426		\$39,224	\$41,185	\$43,146
11	\$38,937	\$38,657	\$41,175	\$40,198		\$39,742	\$41,729	\$43,716
12	\$39,404	\$39,240	\$42,100	\$40,382		\$40,282	\$42,296	\$44,310
13	\$39,877	\$39,705	\$42,255	\$40,714		\$40,638	\$42,670	\$44,702
14	\$40,355	\$40,406	\$42,965	\$41,230		\$41,239	\$43,301	\$45,363
15	\$40,840	\$41,152	\$43,675	\$41,574		\$41,810	\$43,901	\$45,991
16	\$41,330	\$41,869	\$44,385	\$42,490		\$42,519	\$44,644	\$46,770
17	\$41,941	\$42,735	\$45,095	\$43,345		\$43,279	\$45,443	\$47,607
18	\$42,434	\$43,542	\$45,805	\$43,938		\$43,930	\$46,126	\$48,323
19	\$42,960	\$44,319	\$46,515	\$44,798		\$44,648	\$46,880	\$49,113
20	\$43,479	\$45,035	\$47,225	\$45,314		\$45,263	\$47,526	\$49,790
21	\$44,197	\$45,781	\$47,935	\$46,002		\$45,979	\$48,278	\$50,577
22	\$44,948	\$46,525	\$48,910	\$46,847		\$46,808	\$49,148	\$51,488
23	\$45,712	\$47,105	\$49,885	\$47,894		\$47,649	\$50,031	\$52,414
24	\$46,489	\$47,685	\$50,860	\$48,582		\$48,404	\$50,824	\$53,244
25	\$47,280	\$48,359	\$51,835	\$49,720		\$49,299	\$51,763	\$54,228
26	\$48,083	\$49,032	\$52,810	\$50,774		\$50,175	\$52,683	\$55,192
27	\$48,924	\$49,706	\$53,785	\$51,462		\$50,969	\$53,518	\$56,066
28	\$49,512	\$50,380	\$54,760	\$52,966		\$51,905	\$54,500	\$57,095
29	\$50,353	\$51,053	\$55,735	\$52,966		\$52,527	\$55,153	\$57,779
30	\$51,209	\$51,728	\$56,710	\$52,966		\$53,153	\$55,811	\$58,469
31	\$52,080	\$51,728	\$57,685	\$52,966		\$53,615	\$56,295	\$58,976
32	\$52,965	\$51,728	\$58,660	\$52,966		\$54,080	\$56,784	\$59,488
33	\$53,442	\$51,728	\$59,160	\$52,966		\$54,324	\$57,040	\$59,756
34	\$53,923	\$51,728	\$59,660	\$52,966		\$54,569	\$57,298	\$60,026
35	\$53,923	\$51,728	\$60,160	\$52,966		\$54,694	\$57,429	\$60,164
36	\$53,923	\$51,728	\$60,160	\$52,966		\$54,694	\$57,429	\$60,164
36+	\$53,923	\$51,728	\$60,160	\$52,966		\$54,694	\$57,429	\$60,164

VSDB PROPOSED 2011-2012 Teacher Salary Scale and Calculations

Bachelor's Degree			
Yrs	VSDB 10 Month	VSDB 10.5 Month	VSDB 11 Month
0	\$ 37,250	\$ 39,112	\$ 40,974
1	\$ 37,275	\$ 39,138	\$ 41,002
2	\$ 37,275	\$ 39,138	\$ 41,002
3	\$ 37,362	\$ 39,230	\$ 41,098
4	\$ 37,620	\$ 39,501	\$ 41,382
5	\$ 37,837	\$ 39,729	\$ 41,621
6	\$ 38,049	\$ 39,951	\$ 41,853
7	\$ 37,670	\$ 39,554	\$ 41,437
8	\$ 38,662	\$ 40,595	\$ 42,528
9	\$ 39,032	\$ 40,984	\$ 42,935
10	\$ 39,395	\$ 41,364	\$ 43,334
11	\$ 39,732	\$ 41,719	\$ 43,705
12	\$ 40,101	\$ 42,106	\$ 44,111
13	\$ 40,642	\$ 42,674	\$ 44,706
14	\$ 41,178	\$ 43,237	\$ 45,296
15	\$ 41,737	\$ 43,824	\$ 45,911
16	\$ 42,107	\$ 44,212	\$ 46,317
17	\$ 42,730	\$ 44,866	\$ 47,003
18	\$ 43,322	\$ 45,488	\$ 47,654
19	\$ 44,055	\$ 46,258	\$ 48,461
20	\$ 44,842	\$ 47,084	\$ 49,326
21	\$ 45,515	\$ 47,791	\$ 50,067
22	\$ 46,259	\$ 48,572	\$ 50,885
23	\$ 46,897	\$ 49,241	\$ 51,586
24	\$ 47,638	\$ 50,020	\$ 52,402
25	\$ 48,496	\$ 50,921	\$ 53,346
26	\$ 49,368	\$ 51,836	\$ 54,304
27	\$ 50,149	\$ 52,657	\$ 55,164
28	\$ 51,075	\$ 53,629	\$ 56,183
29	\$ 51,983	\$ 54,582	\$ 57,181
30	\$ 52,806	\$ 55,446	\$ 58,087
31	\$ 53,598	\$ 56,278	\$ 58,958
32	\$ 54,069	\$ 56,772	\$ 59,475
33	\$ 54,543	\$ 57,270	\$ 59,998
34	\$ 55,022	\$ 57,773	\$ 60,524
35	\$ 55,504	\$ 58,279	\$ 61,055
36	\$ 55,763	\$ 58,551	\$ 61,339
36+	\$ 56,018	\$ 58,818	\$ 61,619

Masters Degree			
Yrs	VSDB 10 Month	VSDB 10.5 Month	VSDB 11 Month
0	\$ 39,250	\$ 41,112	\$ 42,974
1	\$ 39,275	\$ 41,138	\$ 43,002
2	\$ 39,275	\$ 41,138	\$ 43,002
3	\$ 39,362	\$ 41,230	\$ 43,098
4	\$ 39,620	\$ 41,501	\$ 43,382
5	\$ 39,837	\$ 41,729	\$ 43,621
6	\$ 40,049	\$ 41,951	\$ 43,853
7	\$ 39,670	\$ 41,554	\$ 43,437
8	\$ 40,662	\$ 42,595	\$ 44,528
9	\$ 41,032	\$ 42,984	\$ 44,935
10	\$ 41,395	\$ 43,364	\$ 45,334
11	\$ 41,732	\$ 43,719	\$ 45,705
12	\$ 42,101	\$ 44,106	\$ 46,111
13	\$ 42,642	\$ 44,674	\$ 46,706
14	\$ 43,178	\$ 45,237	\$ 47,296
15	\$ 43,737	\$ 45,824	\$ 47,911
16	\$ 44,107	\$ 46,212	\$ 48,317
17	\$ 44,730	\$ 46,866	\$ 49,003
18	\$ 45,322	\$ 47,488	\$ 49,654
19	\$ 46,055	\$ 48,258	\$ 50,461
20	\$ 46,842	\$ 49,084	\$ 51,326
21	\$ 47,515	\$ 49,791	\$ 52,067
22	\$ 48,259	\$ 50,572	\$ 52,885
23	\$ 48,897	\$ 51,241	\$ 53,586
24	\$ 49,638	\$ 52,020	\$ 54,402
25	\$ 50,496	\$ 52,921	\$ 55,346
26	\$ 51,368	\$ 53,836	\$ 56,304
27	\$ 52,149	\$ 54,657	\$ 57,164
28	\$ 53,075	\$ 55,629	\$ 58,183
29	\$ 53,983	\$ 56,582	\$ 59,181
30	\$ 54,806	\$ 57,446	\$ 60,087
31	\$ 55,598	\$ 58,278	\$ 60,958
32	\$ 56,069	\$ 58,772	\$ 61,475
33	\$ 56,543	\$ 59,270	\$ 61,998
34	\$ 57,022	\$ 59,773	\$ 62,524
35	\$ 57,504	\$ 60,279	\$ 63,055
36	\$ 57,763	\$ 60,551	\$ 63,339
36+	\$ 58,018	\$ 60,818	\$ 63,619

Yrs	Augusta Co	Staunton City	Harrisonburg City	Rockingham Co		VSDB 10 Month	VSDB 10.5 Mo	VSDB 11 Month
0	\$36,400	\$36,550	\$38,048	\$38,000		\$37,250	\$39,112	\$40,974
1	\$36,500	\$36,550	\$38,048	\$38,000		\$37,275	\$39,138	\$41,002
2	\$36,500	\$36,550	\$38,048	\$38,000		\$37,275	\$39,138	\$41,002
3	\$36,577	\$36,712	\$38,048	\$38,110		\$37,362	\$39,230	\$41,098
4	\$36,811	\$36,883	\$38,445	\$38,342		\$37,620	\$39,501	\$41,382
5	\$36,912	\$37,074	\$38,841	\$38,522		\$37,837	\$39,729	\$41,621
6	\$36,986	\$37,270	\$39,238	\$38,700		\$38,049	\$39,951	\$41,853
7	\$37,430	\$34,740	\$39,634	\$38,876		\$37,670	\$39,554	\$41,437
8	\$37,879	\$37,683	\$40,031	\$39,053		\$38,662	\$40,595	\$42,528
9	\$38,334	\$38,136	\$40,428	\$39,231		\$39,032	\$40,984	\$42,935
10	\$38,798	\$38,539	\$40,824	\$39,418		\$39,395	\$41,364	\$43,334
11	\$39,263	\$38,859	\$41,221	\$39,585		\$39,732	\$41,719	\$43,705
12	\$39,734	\$39,289	\$41,617	\$39,762		\$40,101	\$42,106	\$44,111
13	\$40,211	\$39,733	\$42,014	\$40,609		\$40,642	\$42,674	\$44,706
14	\$40,694	\$40,203	\$42,410	\$41,404		\$41,178	\$43,237	\$45,296
15	\$41,182	\$40,810	\$43,363	\$41,593		\$41,737	\$43,824	\$45,911
16	\$41,676	\$41,293	\$43,523	\$41,935		\$42,107	\$44,212	\$46,317
17	\$42,176	\$42,022	\$44,254	\$42,467		\$42,730	\$44,866	\$47,003
18	\$42,682	\$42,798	\$44,985	\$42,821		\$43,322	\$45,488	\$47,654
19	\$43,195	\$43,544	\$45,717	\$43,765		\$44,055	\$46,258	\$48,461
20	\$43,829	\$44,444	\$46,448	\$44,645		\$44,842	\$47,084	\$49,326
21	\$44,342	\$45,284	\$47,179	\$45,256		\$45,515	\$47,791	\$50,067
22	\$44,892	\$46,092	\$47,910	\$46,142		\$46,259	\$48,572	\$50,885
23	\$45,435	\$46,836	\$48,642	\$46,673		\$46,897	\$49,241	\$51,586
24	\$46,185	\$47,612	\$49,373	\$47,382		\$47,638	\$50,020	\$52,402
25	\$46,970	\$48,386	\$50,377	\$48,252		\$48,496	\$50,921	\$53,346
26	\$47,768	\$48,989	\$51,382	\$49,331		\$49,368	\$51,836	\$54,304
27	\$48,580	\$49,592	\$52,386	\$50,039		\$50,149	\$52,657	\$55,164
28	\$49,406	\$50,293	\$53,390	\$51,212		\$51,075	\$53,629	\$56,183
29	\$50,246	\$50,993	\$54,394	\$52,297		\$51,983	\$54,582	\$57,181
30	\$51,125	\$51,694	\$55,399	\$53,006		\$52,806	\$55,446	\$58,087
31	\$51,739	\$51,694	\$56,403	\$54,555		\$53,598	\$56,278	\$58,958
32	\$52,618	\$51,694	\$57,407	\$54,555		\$54,069	\$56,772	\$59,475
33	\$53,513	\$51,694	\$58,411	\$54,555		\$54,543	\$57,270	\$59,998
34	\$54,423	\$51,694	\$59,416	\$54,555		\$55,022	\$57,773	\$60,524
35	\$55,348	\$51,694	\$60,420	\$54,555		\$55,504	\$58,279	\$61,055
36	\$55,868	\$51,694	\$60,935	\$54,555		\$55,763	\$58,551	\$61,339
36+	\$56,371	\$51,694	\$61,450	\$54,555		\$56,018	\$58,818	\$61,619