

# Join the RCPS Community

**Roanoke County Public Schools offers many great benefits to our employees!**

Roanoke County Public Schools offers the following benefits to all full-time contracted employees: (RCPS pays a portion of the premiums for employee benefits)

**Medical:** Anthem KeyCare 1000 PPO

**Vision:** Blue View Vision

**Prescription Drug:** WellDyneRx

**HRA:** Flex Benefits Administrators (full-time contracted employees only)

**Dental:** Delta Dental PPO Plus Premiere

**Life Insurance:** RCPS pays 100% of the premium for two times your annual salary coverage (full-time contracted employees only)

**Voluntary Vision:** UniCare/ UniView Vision

**Virginia Retirement System (VRS):**

All full-time contracted RCPS employees are automatically enrolled. Employees contribute 5% of their annual salary. The RCPS school board contributes a separate contribution in accordance with Virginia General Assembly regulations.

**Competitive Compensation**  
See [www.rcps.us/payplan](http://www.rcps.us/payplan) for details.

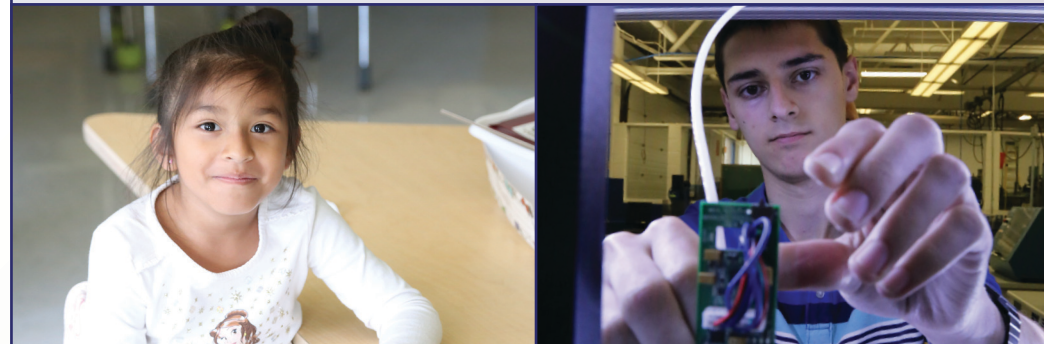


## Additional Benefits:

- Flexible Benefits Plan (an account that allows an employee to pay for out-of-pocket medical and dependent care expenses with pre-tax dollars)
- Wellness Program in partnership with Marathon Health for employees with RCPS health insurance
- On site health clinic through Marathon Health (for employees with RCPS health insurance)
- Optional Group Life Insurance
- Employee Assistance Program through Carilion
- Paid Personal Leave
- Paid Sick Leave (and sick leave bank / short-term disability)
- Paid Holidays
- In-services/Professional Development opportunities
- Tuition Assistance Program
- Federal Credit Union
- Voluntary Retirement Options - Empower
- Employee Extended Work Plan option after retirement



Preparing every student,  
in every school, and in  
every classroom to be



**OPPORTUNITY READY**



[www.rcps.us](http://www.rcps.us)

5937 Cove Road  
Roanoke, VA 24019  
(540) 562-3700

© 2022 Roanoke County Public Schools  
Produced by the Office of Community Relations



**ROANOKE  
COUNTY**  
Public Schools

**Deeper Learning**



**APPLY TODAY**  
[www.rcps.us/jobs](http://www.rcps.us/jobs)



## Opportunity Ready

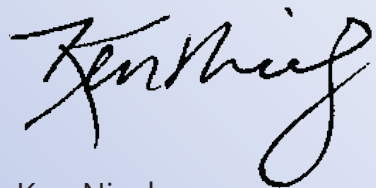
At Roanoke County Public Schools, these two words succinctly describe our entire purpose. We are here to prepare our students to be ready to take full advantage of whatever opportunities may come their way during their public school education and after graduation.

Every employee of Roanoke County Public Schools plays a critical role in fulfilling this mission. Teachers provide knowledge and experiences that are engaging and purposeful for our students. Administrators work to promote a positive and safe learning environment. Nutrition associates provide students with proper nourishment to maintain their energy. Transportation staff ensure each day our students arrive and depart school safely, and support staff provide resources such as technology, facilities, funding and more, to make learning possible.

By shifting the learning focus toward a balance between content knowledge and the equally important process of developing Opportunity Ready skills listed in our Profile of a Graduate, we affirm our mission to ensure students are equipped with collaborative problem-solving skills and are able to think creatively and communicate effectively about their learning.

Roanoke County Public Schools is a community of learners and doers, and we're looking for great people to join this community. We're looking for people with a passion for helping others succeed. We're looking for people who are dedicated to providing a safe, nurturing, and engaging environment in which students are empowered by knowledge, skills and experiences, to thrive as tomorrow's leaders, workforce, and citizens.

We hope you will consider joining our community! If you have any questions or would like more information about Roanoke County Public Schools, please be sure to contact us.



Dr. Ken Nicely  
Superintendent



Roanoke County Public Schools is a great place to work and the Roanoke Valley is a great place to live!

## The C-Change Framework

The comprehensive RCPS vision, values, and beliefs that serve as the foundation of what we aspire to do and the manner in which we do it are articulated in the C-Change Framework.

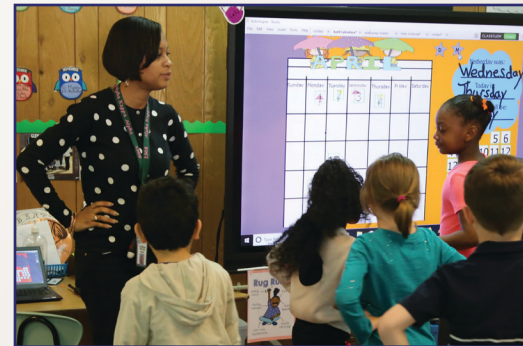
Everything we do centers around the C-Change Framework and every employee plays an important role in helping our students become Opportunity Ready.



Learn more about the  
C-Change Framework at  
[www.rcps.us/c-change](http://www.rcps.us/c-change)

## Focusing on Relationships

Roanoke County Public Schools strives to create an environment that supports all of our students and staff by fostering positive relationships and creating a sense of belonging.



PBIS (Positive Behavioral Interventions and Supports) is the prevention based framework we use to support the academic, social/emotional, and behavioral competence of our students. In doing this, we are creating the kinds of schools where all students can be successful.

## Award Winning Schools and Staff

Each year, our schools and our staff are recognized with many awards and recognitions and the school board often recognizes the accomplishments of our schools and staff.



## All the benefits of the big city without the traffic...

Located along Interstate 81 in Virginia, Roanoke is the largest city in the western portion of the state. Roanoke County is the independent municipality surrounding the cities of Roanoke and Salem.



Living in the Roanoke Valley, you're within a day's drive to many major metropolitan areas and destinations including New York City, Philadelphia, Baltimore, Washington D.C., Myrtle Beach, Orlando, Atlanta, Charlotte and more!

Home to a thriving community with award-winning cultural centers, attractions, restaurants and more, the Roanoke Valley is a premier destination for outdoor recreation and is America's East Coast Mountain Biking Capital, offering over 1,000 miles of trails for adventure.



Compete in the nation's toughest road race, the Blue Ridge Marathon, the 70.3 mile Ironman, and many other races including the Backpack Run and the Drumstick Dash.

Enjoy a drive on the world-famous Blue Ridge Parkway that runs right through the Roanoke Valley, or take a hike along the Appalachian Trail and stop by McAfee Knob, the most photographed location on the Appalachian Trail.

