

FCPS 2023-24 BUS DRIVER PAY SCALES

Pay Step	Years of Experience	Daily Rate		Annual Salary		Annual Salary Driver/Trainer 12 Month	
		Hourly Rate	4.5 Hour Contract	4.5 Hour Contract	7.0 Hour Contract		
1	0	\$19.22	\$86.49	\$15,568	\$134.54	\$24,217	\$35,317
1	1	\$19.22	\$86.49	\$15,568	\$134.54	\$24,217	\$35,317
2	2	\$19.66	\$88.47	\$15,925	\$137.62	\$24,772	\$36,125
3	3	\$20.11	\$90.50	\$16,289	\$140.77	\$25,339	\$36,952
3	4	\$20.11	\$90.50	\$16,289	\$140.77	\$25,339	\$36,952
4	5	\$20.57	\$92.57	\$16,662	\$143.99	\$25,918	\$37,797
5	6	\$21.04	\$94.68	\$17,042	\$147.28	\$26,510	\$38,661
6	7	\$21.52	\$96.84	\$17,431	\$150.64	\$27,115	\$39,543
6	8	\$21.52	\$96.84	\$17,431	\$150.64	\$27,115	\$39,543
7	9	\$22.01	\$99.05	\$17,828	\$154.07	\$27,733	\$40,443
8	10	\$22.52	\$101.34	\$18,241	\$157.64	\$28,375	\$41,381
9	11	\$23.04	\$103.68	\$18,662	\$161.28	\$29,030	\$42,336
9	12	\$23.04	\$103.68	\$18,662	\$161.28	\$29,030	\$42,336
9	13	\$23.04	\$103.68	\$18,662	\$161.28	\$29,030	\$42,336
9	14	\$23.04	\$103.68	\$18,662	\$161.28	\$29,030	\$42,336
9	15	\$23.04	\$103.68	\$18,662	\$161.28	\$29,030	\$42,336
10	16	\$23.57	\$106.07	\$19,092	\$164.99	\$29,698	\$43,310
11	17	\$24.11	\$108.50	\$19,529	\$168.77	\$30,379	\$44,302
12	18	\$24.66	\$110.97	\$19,975	\$172.62	\$31,072	\$45,313
13	19	\$25.23	\$113.54	\$20,436	\$176.61	\$31,790	\$46,360
14	20	\$25.81	\$116.15	\$20,906	\$180.67	\$32,521	\$47,426
15	21	\$26.40	\$118.80	\$21,384	\$184.80	\$33,264	\$48,510
16	22	\$27.01	\$121.55	\$21,878	\$189.07	\$34,033	\$49,631
17	23	\$27.63	\$124.34	\$22,380	\$193.41	\$34,814	\$50,770
18	24	\$28.27	\$127.22	\$22,899	\$197.89	\$35,620	\$51,946
19	25	\$28.92	\$130.14	\$23,425	\$202.44	\$36,439	\$53,141
20	26	\$29.59	\$133.16	\$23,968	\$207.13	\$37,283	\$54,372
21	27	\$30.27	\$136.22	\$24,519	\$211.89	\$38,140	\$55,621
22	28	\$30.97	\$139.37	\$25,086	\$216.79	\$39,022	\$56,907
23	29	\$31.68	\$142.56	\$25,661	\$221.76	\$39,917	\$58,212
24	30	\$32.41	\$145.85	\$26,252	\$226.87	\$40,837	\$59,553
25	31+	\$33.16	\$149.22	\$26,860	\$232.12	\$41,782	\$60,932

Driver scales are based upon 4.5 or 7.0 hours daily and 180 days per year.

Driver/Trainer scale is based upon 7.5 hours daily and 245 days per year.

Drivers on a 4.5 hour contract are paid additional wages for hours worked over 22.5 hours weekly.

Drivers on a 7.0 hour contract are paid additional wages for hours worked over 35.0 hours weekly.

Drivers are eligible for overtime pay for hours worked over 40 within a week.

Advancement to the next pay level on the scale each year is dependent upon available funding and is not guaranteed.

FY24 SUPPLEMENTAL BUS DRIVER SCALE

Position	Amount
Field Trip Driver	\$23.57 per hour
Driver Trainee	Follows Virginia minimum wage
Driver Inservice, Meetings	\$16.58 per hour
Mid-day Routes	Hourly rate commensurate with experience
Summer Academy	Hourly rate commensurate with experience