

**FCPS 2023-24 ADMINISTRATION & PROFESSIONAL ANNUAL PAY  
SCALES**

Pay Scale	Minimum Annual Salary	Maximum Annual Salary	Contracted Days
A8	\$109,004	\$183,901	245
A7	\$103,153	\$174,030	245
A6	\$98,355	\$165,935	245
A5	\$93,546	\$157,823	245
A4	\$88,491	\$149,290	245
A3	\$86,064	\$145,196	245
A2	\$81,275	\$137,119	245
A1	\$77,940	\$131,491	245
SC3	\$86,603	\$146,110	245
SC2	\$79,248	\$133,701	245
SC1	\$64,520	\$108,852	245
P11	\$67,150	\$113,286	245
P10	\$60,029	\$105,987	220
P9	\$57,100	\$89,977	200
P8	\$59,550	\$105,141	245
P7	\$57,600	\$99,409	245
P6	\$57,300	\$96,669	245
P5	\$57,300	\$101,167	210
P4	\$49,700	\$85,778	245
P3	\$49,100	\$77,374	220
P2	\$39,297	\$70,981	192
P1	\$35,717	\$64,508	192

Pay Scale	Included Position Titles by Job Classification
A8	Executive Director
A7	High School Principal
A6	Director
A5	Middle School Principal
A4	Elementary School Principal Assistant Director
A3	High School Assistant Principal Coordinator of Student Activities
A2	Middle School Assistant Principal
A1	Elementary School Assistant Principal
SC3	Hearing Officer Instructional Supervisor and Coordinator Finance Supervisor Planning & Development Coordinator Safety Coordinator School Nutrition Supervisor
SC2	Construction Supervisor Data Management Coordinator Instructional Program Coordinator Juvenile Detention Center Supervisor School Health Services Supervisor Student Transition Coordinator Technology Supervisor Transportation Supervisor Work-based Learning Coordinator
SC1	Bright Futures Coordinator Facilities Coordinator Facilities Supervisor
P11	Network Engineer Technology Trainer
P10	Psychologist
P9	Occupational Therapist Physical Therapist Speech Language Pathologist
P8	Transportation Shop Foreman
P7	Media Production Specialist Software Support II
P6	Accountant
P5	Diagnostician
P4	Communication Specialist Clerk of the Works
P3	Athletic Trainer
P2	Registered Nurse (Degreed)
P1	Registered Nurse

*FLSA: Exempt (not eligible for overtime wages)*

**FCPS 2023-24 CLASSIFIED HOURLY PAY SCALES**

Pay Scale	Minimum Hourly Rates	Maximum Hourly Rates
C20	\$28.90	\$48.74
C19	\$25.35	\$43.75
C18	\$25.00	\$42.21
C17	\$24.65	\$40.64
C16	\$23.75	\$39.17
C15	\$23.75	\$40.07
C14	\$21.75	\$37.54
C13	\$20.90	\$36.06
C12	\$19.75	\$33.31
C11	\$19.25	\$32.46
C10	\$19.22	\$33.16
C9	\$18.65	\$32.19
C8	\$18.25	\$30.78
C7	\$17.65	\$29.79
C6	\$17.01	\$29.37
C5	\$16.82	\$29.02
C4	\$16.25	\$28.05
C3	\$16.00	\$27.60
C2	\$15.75	\$27.20
C1	\$15.25	\$25.72

Pay Scale	Included Position Titles by Job Classification	Daily Hours
C20	Maintenance Specialist	8
C19	Language Interpreter	7
	Parent Liaison	7
C18	Master Mechanic	8
C17	Finance Analyst	7.5
	Human Resource Analyst	7.5
C16	Admin. Support Specialist	7.5
	Facilities Specialist	7.5
	School Nutrition Specialist	7.5
	Transportation Specialist	7.5
C15	Accompanist	7
	Executive Admin. Assistant	7.5
	Computer Technician II	7.5
	Media & Technology Assistant	7.5
C14	Maintenance Technician III	8
	Mechanic I	8
	Service Writer	8
C13	Admin. Assistant III	7.5
	Account Clerk III	7.5
C12	Computer Technician I	7.5
C11	Licensed Practical Nurse	7
	Maintenance Technician II	8
	Parts Technician	8
C10	Bus Driver	4.5
	Bus Driver	7
	Bus Driver/Trainer	7.5
C9	Admin. Assistant II	7.5
	Account Clerk II	7.5
	Head Custodian (HS)	8
C8	School Nutrition Manager (HS)	8
C7	Car/Van Driver	4.5
	Car/Van Driver	7
	School Nutrition Manager (MS)	8
	School Nutrition Manager (ES)	8
	School Nutrition Trainee	8
C6	School Security Officer	8
	Head Custodian (MS)	8
C5	Head Custodian (ES)	8
	Admin. Assistant I	7.5
	Account Clerk I	7.5
	Courier	8
C4	Maintenance Technician I	8
C3	Admin. Assistant I (10 & 11 month)	7
	Bus Assistant	4.5
	Bus Assistant	7
C2	Head Custodian (DJH & NREP)	8
	Instructional Assistant	7
C1	Custodian	8
	School Nutrition Workers	7

Annual assignments range from 180 to 245 days depending on job classification.

FLSA: Nonexempt (eligible for overtime wages)

Calculation of annual salary - Hourly Rate x Hours per Day x Assignment Days

### FY24 ADOPTED SUBSTITUTE RATES

<b>Position</b>	<b>Amount</b>
Teacher - Degreed	\$110.00 per day
Teacher - Non-degreed	\$95.00 per day
Nurse	\$110.00 per day
Instructional Assistant	\$90.00 per day
Bus Driver	\$86.49 per day
Car/Van Driver	\$79.43 per day
Bus Assistant	\$72.00 per day
School Nutrition Worker	\$15.25 per hour
Custodian	\$15.25 per hour
Administrative Assistant	\$16.82 per hour
Account Clerk/Bookkeeper	\$16.82 per hour
Security Officer	\$17.65 per hour
Executive Administrative Assistant	\$23.75 per hour
Administrative Specialist	\$23.75 per hour
Language Interpreter	\$25.35 per hour
Athletic Trainer	\$27.90 per hour

Substitute principals and assistant principals are paid step 1 of the respective pay scales.

Long term assignments are substitute assignments that are 20 or more consecutive days in a teaching position. Long term substitutes are hired to fill in for teachers who are out on extended leave. Long term substitutes are paid a higher rate of pay for communicating with parents, preparing lesson plans and grading.

Substitutes employed on a long-term basis are paid on the position's respective pay scale commensurate with experience.

### FY24 SUMMER ACADEMY RATES

<b>Position</b>	<b>Amount</b>
Teacher (only teaching)	\$2,200 per session
Teacher (planning and teaching)	\$3,300 per session
Lead Coordinator	\$4,500 per session
Bus Driver	Hourly rate commensurate with experience

### FY24 TEMPORARY PART-TIME RATES

<b>Position</b>	<b>Amount</b>
Homebound Teacher	\$35.71 per hour
SOL Remediation Teacher	\$35.71 per hour
SOL Remediation Instructional Assistant	\$15.75 per hour
Virtual Virginia Teacher	\$35.71 per hour
Lead Food Service Enterprise Activities	\$22.43 per hour
Food Service Assistant Enterprise Activities	\$20.03 per hour
Records Center Administrative Assistant	\$16.82 per hour
Grounds/General Maintenance	\$15.25 per hour
Computer Technician	\$23.75 per hour
Safety Audit Lead	\$35.11 per hour
Safety Audit Assistant	\$28.09 per hour
Student Worker	\$12.00 to \$12.50 per hour

**FY24 CO-CURRICULAR SUPPLEMENTS**

**Academic and Club**

**Elementary Schools**

<b>Position</b>	<b>Amount</b>
Computer Site Coordinator	\$1,525
Destination Imagination Sponsor	\$550
Just Say No Club Sponsor	\$550
Lead Teacher, Special Education	\$2,150
SCA Sponsor	\$550

**Middle Schools**

<b>Position</b>	<b>Amount</b>
Art Club Sponsor	\$550
Band Director	\$2,150
Builders Club Sponsor	\$550
Choral Director	\$1,525
Coding Club Sponsor	\$550
Creative Writing Club Sponsor	\$550
Drama Sponsor	\$1,075
FBLA Sponsor	\$875
FCCLA Sponsor	\$875
FFA Sponsor	\$875
Forensics Sponsor	\$550
Guidance Department Lead	\$1,525
House Lead	\$550
Lead Teacher, CTE	\$1,075
Lead Teacher, English	\$1,525
Lead Teacher, Math	\$1,525
Lead Teacher, Physical Education	\$1,075
Lead Teacher, Science	\$1,525
Lead Teacher, Social Studies	\$1,525
Lead Teacher, Special Education	\$2,150
Lead Teacher, World Language	\$1,075
Math Counts Club Sponsor	\$550
SCA Sponsor	\$875
Senior Teacher	\$1,525
SOL Testing Coordinator	\$2,150
Spelling Club Sponsor	\$550
TSA Sponsor	\$875
World Language Club Sponsor	\$550
Yearbook Sponsor	\$1,075

**Division**

<b>Position</b>	<b>Amount</b>
DJH & NREP Computer Site Coordinator	\$875
Youth in Action Coordinator	\$1,075
Lead Mentor Teacher	\$1,075
Dyslexia Advisor	\$1,525
Lead Teacher, Behavior	\$2,150
Destination Imagination Representative	\$3,025

**High Schools**

<b>Position</b>	<b>Amount</b>
Academic Team Sponsor	\$2,150
Band Assistant	\$1,525
Band Director	\$4,325
Business/Marketing Department Lead	\$1,525
Choral Director	\$3,025
Class Sponsors	\$1,075
CTE Department Lead	\$1,525
Debate Sponsor	\$2,150
DECA Sponsor	\$1,075
Drama Assistant Sponsor	\$550
Drama Lead Sponsor	\$2,150
Dual Enrollment	\$550
English Department Lead	\$1,525
English Learners Department Lead	\$1,525
FACS Department Lead	\$1,525
FBLA Sponsor	\$1,075
FCCLA Sponsor	\$1,075
FEA Sponsor	\$1,075
FFA Sponsor	\$1,075
Fine Arts Department Lead	\$1,525
Foreign Language Department Lead	\$1,525
Forensics Sponsor	\$2,150
Guidance Department Lead	\$1,525
HOSA Sponsor	\$1,075
Interact Club Sponsor	\$1,525
Key Club Sponsor	\$1,525
Leo Club Sponsor	\$1,525
Library Department Lead	\$875
Lighting and Sound Technician	\$1,075
Math Department Lead	\$1,525
National Honor Society Sponsor	\$1,525
Newspaper Sponsor	\$1,525
Physical Education Department Lead	\$1,525
SCA Sponsor	\$2,150
School Literacy Magazine Sponsor	\$1,075
Science Department Lead	\$1,525
Social Studies Department Lead	\$1,525
Special Education Department Lead	\$2,150
Teacher of Record	\$550
Technical Education Department Lead	\$1,525
Ticket Managers (all activities)	\$875
TSA Sponsor	\$1,075
Yearbook Sponsor	\$1,525

**Dowell J. Howard**

<b>Position</b>	<b>Amount</b>
Lead Teacher, Alternative Ed.	\$1,075
Lead Teacher, MAP	\$1,075
Skills USA	\$1,075

Employees returning to the same supplemental assignment from the prior school year will be grandfathered at their prior year supplemental pay if that amount is greater than the amount above.  
 Supplements are not VRS eligible.

## FY24 CO-CURRICULAR SUPPLEMENTS

### Athletics

#### Middle Schools

<b>Position</b>	<b>Amount</b>
Basketball Coach	\$1,400
Cheerleading Head Coach	\$1,400
Coordinator of Athletics	\$3,025
Cross Country Assistant Coach	\$865
Cross Country Head Coach	\$1,081
Football Assistant Coach	\$1,700
Football Head Coach	\$2,125
Track Assistant Coach	\$1,120
Track Head Coach	\$1,400
Volleyball Coach	\$1,081
Wrestling Assistant Coach	\$1,120
Wrestling Head Coach	\$1,400

#### High Schools

<b>Position</b>	<b>Amount</b>
Assistant Coordinator of Student Activities	\$5,600
Baseball Junior Varsity Head Coach	\$2,509
Baseball Varsity Assistant Coach	\$2,811
Baseball Varsity Head Coach	\$4,325
Basketball Junior Varsity Head Coach	\$3,248
Basketball Varsity Assistant Coach	\$3,640
Basketball Varsity Head Coach	\$5,600
Cheerleading Junior Varsity Head Coach	\$3,248
Cheerleading Varsity Head Coach	\$5,600
Cross Country Assistant Coach	\$2,811
Cross Country Head Coach	\$4,325
Esports	\$3,025
Football Junior Varsity Assistant Coach	\$4,675
Football Junior Varsity Head Coach	\$4,930
Football Varsity Assistant Coach	\$5,525
Football Varsity Head Coach	\$8,500
Golf Head Coach	\$3,025
Indoor Track Head Coach	\$3,025
Soccer Junior Varsity Head Coach	\$2,509
Soccer Varsity Assistant Coach	\$2,811
Soccer Varsity Head Coach	\$4,325
Softball Junior Varsity Head Coach	\$2,509
Softball Varsity Assistant Coach	\$2,811
Softball Varsity Head Coach	\$4,325
Strength Training	\$3,025
Swimming Assistant Coach	\$1,966
Swimming Head Coach	\$3,025
Tennis Head Coach	\$3,025
Ticket Manager (all activities)	\$875
Track Assistant Coach	\$3,640
Track Head Coach	\$5,600
Volleyball Junior Varsity Head Coach	\$2,509
Volleyball Varsity Head Coach	\$4,325
Wrestling Assistant Coach	\$3,640
Wrestling Head Coach	\$5,600

Employees returning to the same supplemental assignment from the prior school year will be grandfathered at their prior year supplemental pay if that amount is greater than the amount above.  
Supplements are not VRS eligible.