



School Year 2022-23 Non-Teacher Pay Scales

Administrators

Pay Grade	Minimum	Mid-point	Maximum
A9	\$106,200	\$139,519	\$175,141
A8	\$100,500	\$132,031	\$165,743
A7	\$95,825	\$125,890	\$158,032
A6	\$91,140	\$119,733	\$150,302
A5	\$86,215	\$113,265	\$142,185
A4	\$86,000	\$112,980	\$141,826
A3	\$83,850	\$110,157	\$138,285
A2	\$79,185	\$104,030	\$130,593
A1	\$75,935	\$99,760	\$125,230

Supervisors & Coordinators

Pay Grade	Minimum	Mid-point	Maximum
SC3	\$84,375	\$110,845	\$139,144
SC2	\$77,210	\$101,432	\$127,330
SC1	\$62,860	\$82,581	\$103,665

Other Professional

Pay Grade	Minimum	Mid-point	Maximum
P11	\$61,055	\$84,166	\$107,741
P10	\$55,765	\$78,795	\$100,864
P9	\$54,971	\$68,012	\$81,053
P8	\$53,985	\$76,278	\$100,087
P7	\$53,650	\$73,955	\$94,669
P6	\$53,420	\$71,845	\$91,967
P5	\$53,230	\$75,212	\$96,276
P4	\$46,190	\$63,675	\$81,509
P3	\$46,100	\$59,012	\$73,698
P2	\$37,319	\$52,731	\$67,500
P1	\$32,919	\$48,331	\$63,100

FLSA: Exempt

Mid-point is the pay step closest to the average of the minimum and maximum amounts.
The number of pay steps vary by pay grade.

Pay rate is based on verified years of full-time related experience.



Frederick County Public Schools

School Year 2022-23 Non-Teacher Pay Scales

Classified Staff

Pay Grade	Minimum	Mid-point	Maximum
C26	\$26.80	\$37.88	\$48.50
C25	\$22.47	\$30.99	\$38.68
C24	\$21.90	\$31.73	\$41.63
C23	\$21.56	\$31.24	\$39.99
C22	\$21.38	\$29.47	\$36.80
C21	\$21.32	\$30.12	\$37.60
C20	\$21.10	\$30.57	\$39.11
C19	\$19.28	\$27.92	\$35.74
C18	\$18.53	\$26.82	\$34.34
C17	\$18.04	\$26.13	\$33.46
C16	\$17.05	\$24.10	\$30.85
C15	\$16.62	\$22.93	\$29.35
C14	\$16.60	\$24.07	\$31.58
C13	\$16.53	\$23.93	\$30.63
C12b&c	\$16.35	\$23.68	\$30.31
C12a	\$16.35	\$23.10	\$29.57
C11	\$15.67	\$22.13	\$28.33
C10	\$15.57	\$22.55	\$28.86
C9b	\$15.07	\$21.86	\$27.98
C9a	\$15.07	\$21.33	\$27.30
C8	\$14.91	\$21.58	\$27.63
C6	\$14.54	\$20.52	\$26.94
C5	\$14.10	\$20.42	\$26.79
C4	\$14.05	\$20.36	\$26.07
C3	\$13.71	\$19.38	\$24.81
C2	\$13.22	\$18.67	\$24.51
C1	\$12.00	\$16.96	\$21.71

FLSA: Non-exempt

Mid-point is the pay step closest to the average of the minimum and maximum amounts.
The number of pay steps vary by pay grade.

Pay rate is based on verified years of full-time related experience.



Frederick County Public Schools

School Year 2022-23 Non-Teacher Pay Scales

Pay Grade	Job Title
C20	Accompanist
P6	Accountant
C22	Admin. Support Specialists
C8	Admin. Support, Account Clerk I
C4	Admin. Support, Account Clerk I (200 - 220 days)
C12b&c	Admin. Support, Account Clerk II
C18	Admin. Support, Account Clerk III
A4	Assistant Directors
A1	Assistant Principals, Elementary
A3	Assistant Principals, High School
A2	Assistant Principals, Middle School
P3	Athletic Trainer (220 days)
C5	Bus Assistants
C14	Bus Drivers
P4	Clerk of the Works
P4	Communication & Technology Specialists I
A3	Coordinators of Student Activities
C9a	Courier
C2	Custodian (185 - 245 days)
A7	Directors
P5	Educational Diagnosticians (210 days)
C20	Executive Administration Assistant
A9	Executive Directors
C22	Facilities Admin. Specialists
C25	Finance Analysts
C13	Head Custodian (High School)
C9b	Head Custodian (Middle & Elementary School)
C6	Head Custodian (Regional School)
C25	Human Resource Analysts
C3	Instructional Assistants
C24	Language Interpreter (181 days)
C17	Licensed Practical Nurse
C26	Maintenance and Grounds Specialist
C9a	Maintenance Tech I
C16	Maintenance Tech II-Apprentice
C19	Maintenance Tech III-Journeyman
C23	Master Mechanic
C19	Mechanic



Frederick County Public Schools

School Year 2022-23 Non-Teacher Pay Scales

Pay Grade	Job Title
P8	Mechanic Shop Foreman
P11	Network Systems Analyst
P11	Network Systems Engineer
P9	Occupational Therapist (200 days)
C24	Parent Liaison (205 days)
C16	Parts Technician
P9	Physical Therapist (200 days)
A5	Principals, Elementary
A8	Principals, High School
A6	Principals, Middle School
P10	Psychologists (220 days)
P2	Registered Nurse, degreed (192 days)
P1	Registered Nurse (192 days)
C22	School Nutrition Admin. Specialist (220 days)
C1	School Nutrition Employee
C11	School Nutrition Manager (Elementary & Middle School)
C12a	School Nutrition Manager (High School)
C11	School Nutrition Manager Trainee
C10	School Security Officer
P9	Speech Language Pathologists (200 days)
SC1-SC3	Supervisors and Coordinators
P7	Technology Specialists II (Software, Network, AV & Media)
C15	Technology Technician I
C21	Technology Technician II
P11	Technology Training Specialist
C22	Transportation Admin. Specialists