

FCPS 2023-24 BUS DRIVER PAY SCALES

| Pay Step | Years of Experience | Hourly Rate | Daily Rate | Annual Salary |
|----------|---------------------|-------------|------------|---------------|
| 1 | 0 | \$19.22 | \$86.49 | \$15,568 |
| 1 | 1 | \$19.22 | \$86.49 | \$15,568 |
| 2 | 2 | \$19.66 | \$88.47 | \$15,925 |
| 3 | 3 | \$20.11 | \$90.50 | \$16,289 |
| 3 | 4 | \$20.11 | \$90.50 | \$16,289 |
| 4 | 5 | \$20.57 | \$92.57 | \$16,662 |
| 5 | 6 | \$21.04 | \$94.68 | \$17,042 |
| 6 | 7 | \$21.52 | \$96.84 | \$17,431 |
| 6 | 8 | \$21.52 | \$96.84 | \$17,431 |
| 7 | 9 | \$22.01 | \$99.05 | \$17,828 |
| 8 | 10 | \$22.52 | \$101.34 | \$18,241 |
| 9 | 11 | \$23.04 | \$103.68 | \$18,662 |
| 9 | 12 | \$23.04 | \$103.68 | \$18,662 |
| 9 | 13 | \$23.04 | \$103.68 | \$18,662 |
| 9 | 14 | \$23.04 | \$103.68 | \$18,662 |
| 9 | 15 | \$23.04 | \$103.68 | \$18,662 |
| 10 | 16 | \$23.57 | \$106.07 | \$19,092 |
| 11 | 17 | \$24.11 | \$108.50 | \$19,529 |
| 12 | 18 | \$24.66 | \$110.97 | \$19,975 |
| 13 | 19 | \$25.23 | \$113.54 | \$20,436 |
| 14 | 20 | \$25.81 | \$116.15 | \$20,906 |
| 15 | 21 | \$26.40 | \$118.80 | \$21,384 |
| 16 | 22 | \$27.01 | \$121.55 | \$21,878 |
| 17 | 23 | \$27.63 | \$124.34 | \$22,380 |
| 18 | 24 | \$28.27 | \$127.22 | \$22,899 |
| 19 | 25 | \$28.92 | \$130.14 | \$23,425 |
| 20 | 26 | \$29.59 | \$133.16 | \$23,968 |
| 21 | 27 | \$30.27 | \$136.22 | \$24,519 |
| 22 | 28 | \$30.97 | \$139.37 | \$25,086 |
| 23 | 29 | \$31.68 | \$142.56 | \$25,661 |
| 24 | 30 | \$32.41 | \$145.85 | \$26,252 |
| 25 | 31+ | \$33.16 | \$149.22 | \$26,860 |

Scale is based upon 4.5 hours daily and 180 days per year.

Drivers are paid additional wages for hours worked over 22.5 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 |