

FCPS 2023-24 TEACHER PAY SCALES

| Pay Step | Years of Experience | Bachelor's | Bachelor's + 15 Hours | Bachelor's + 30 Hours | Master's | Advanced Graduate Education Specialist | Doctoral |
|----------|---------------------|------------|-----------------------|-----------------------|----------|--|----------|
| 1 | 0 | \$50,000 | \$50,541 | \$51,081 | \$54,109 | \$55,233 | \$56,353 |
| 2 | 1 | \$51,450 | \$51,991 | \$52,531 | \$55,559 | \$56,683 | \$57,803 |
| 2 | 2 | \$51,450 | \$51,991 | \$52,531 | \$55,559 | \$56,683 | \$57,803 |
| 2 | 3 | \$51,450 | \$51,991 | \$52,531 | \$55,559 | \$56,683 | \$57,803 |
| 2 | 4 | \$51,450 | \$51,991 | \$52,531 | \$55,559 | \$56,683 | \$57,803 |
| 3 | 5 | \$52,900 | \$53,441 | \$53,981 | \$57,009 | \$58,133 | \$59,253 |
| 4 | 6 | \$54,350 | \$54,891 | \$55,431 | \$58,459 | \$59,583 | \$60,703 |
| 5 | 7 | \$55,800 | \$56,341 | \$56,881 | \$59,909 | \$61,033 | \$62,153 |
| 5 | 8 | \$55,800 | \$56,341 | \$56,881 | \$59,909 | \$61,033 | \$62,153 |
| 6 | 9 | \$57,250 | \$57,791 | \$58,331 | \$61,359 | \$62,483 | \$63,603 |
| 7 | 10 | \$58,700 | \$59,241 | \$59,781 | \$62,809 | \$63,933 | \$65,053 |
| 8 | 11 | \$60,150 | \$60,691 | \$61,231 | \$64,259 | \$65,383 | \$66,503 |
| 8 | 12 | \$60,150 | \$60,691 | \$61,231 | \$64,259 | \$65,383 | \$66,503 |
| 8 | 13 | \$60,150 | \$60,691 | \$61,231 | \$64,259 | \$65,383 | \$66,503 |
| 8 | 14 | \$60,150 | \$60,691 | \$61,231 | \$64,259 | \$65,383 | \$66,503 |
| 8 | 15 | \$60,150 | \$60,691 | \$61,231 | \$64,259 | \$65,383 | \$66,503 |
| 9 | 16 | \$61,600 | \$62,141 | \$62,681 | \$65,709 | \$66,833 | \$67,953 |
| 9 | 17 | \$61,600 | \$62,141 | \$62,681 | \$65,709 | \$66,833 | \$67,953 |
| 10 | 18 | \$63,050 | \$63,591 | \$64,131 | \$67,159 | \$68,283 | \$69,403 |
| 10 | 19 | \$63,050 | \$63,591 | \$64,131 | \$67,159 | \$68,283 | \$69,403 |
| 11 | 20 | \$64,500 | \$65,041 | \$65,581 | \$68,609 | \$69,733 | \$70,853 |
| 12 | 21 | \$65,950 | \$66,491 | \$67,031 | \$70,059 | \$71,183 | \$72,303 |
| 13 | 22 | \$67,400 | \$67,941 | \$68,481 | \$71,509 | \$72,633 | \$73,753 |
| 14 | 23 | \$68,850 | \$69,391 | \$69,931 | \$72,959 | \$74,083 | \$75,203 |
| 15 | 24 | \$70,300 | \$70,841 | \$71,381 | \$74,409 | \$75,533 | \$76,653 |
| 16 | 25 | \$71,750 | \$72,291 | \$72,831 | \$75,859 | \$76,983 | \$78,103 |
| 17 | 26 | \$73,200 | \$73,741 | \$74,281 | \$77,309 | \$78,433 | \$79,553 |
| 18 | 27 | \$74,650 | \$75,191 | \$75,731 | \$78,759 | \$79,883 | \$81,003 |
| 18 | 28 | \$74,650 | \$75,191 | \$75,731 | \$78,759 | \$79,883 | \$81,003 |
| 19 | 29 | \$76,100 | \$76,641 | \$77,181 | \$80,209 | \$81,333 | \$82,453 |
| 20 | 30 | \$77,550 | \$78,091 | \$78,631 | \$81,659 | \$82,783 | \$83,903 |
| 21 | 31 | \$79,000 | \$79,541 | \$80,081 | \$83,109 | \$84,233 | \$85,353 |
| 21 | 32 | \$79,000 | \$79,541 | \$80,081 | \$83,109 | \$84,233 | \$85,353 |
| 22 | 33 | \$80,450 | \$80,991 | \$81,531 | \$84,559 | \$85,683 | \$86,803 |
| 23 | 34 | \$81,900 | \$82,441 | \$82,981 | \$86,009 | \$87,133 | \$88,253 |
| 24 | 35 | \$83,350 | \$83,891 | \$84,431 | \$87,459 | \$88,583 | \$89,703 |
| 25 | 36 | \$84,800 | \$85,341 | \$85,881 | \$88,909 | \$90,033 | \$91,153 |
| 26 | 37 | \$86,250 | \$86,791 | \$87,331 | \$90,359 | \$91,483 | \$92,603 |
| 27 | 38+ | \$87,700 | \$88,241 | \$88,781 | \$91,809 | \$92,933 | \$94,053 |

FLSA Exempt (not eligible for overtime wages), Scale is based upon 200 days per year.

Years of experience are completed through June 30, 2023.

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

Scale includes behavior specialist, librarian, school counselor, social worker and student support specialist.

National Board Certification adds \$1,124 local supplement plus state supplement as determined by the VDOE.

Advanced Graduate Education Specialist includes Master's degree plus 30 hours.