

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 7 hours daily and 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.