

Frederick County Public Schools Proposed Salary Scales										
School Year 2022-23										
BU: Administrators										
Exempt										
Pay Level	Years of Experience	A1	A2	A3	A4	A5	A6	A7	A8	A9
1	0	\$75,935	\$79,185	\$83,850	\$86,000	\$86,215	\$91,140	\$95,825	\$100,500	\$106,200
2	1	\$77,682	\$81,006	\$85,779	\$87,978	\$88,198	\$93,236	\$98,029	\$102,812	\$108,643
2	2	\$77,682	\$81,006	\$85,779	\$87,978	\$88,198	\$93,236	\$98,029	\$102,812	\$108,643
2	3	\$77,682	\$81,006	\$85,779	\$87,978	\$88,198	\$93,236	\$98,029	\$102,812	\$108,643
3	4	\$79,469	\$82,869	\$87,752	\$90,001	\$90,227	\$95,380	\$100,284	\$105,177	\$111,142
4	5	\$81,297	\$84,775	\$89,770	\$92,071	\$92,302	\$97,574	\$102,591	\$107,596	\$113,698
5	6	\$83,167	\$86,725	\$91,835	\$94,189	\$94,425	\$99,818	\$104,951	\$110,071	\$116,313
5	7	\$83,167	\$86,725	\$91,835	\$94,189	\$94,425	\$99,818	\$104,951	\$110,071	\$116,313
6	8	\$85,080	\$88,720	\$93,947	\$96,355	\$96,597	\$102,114	\$107,365	\$112,603	\$118,988
7	9	\$87,037	\$90,761	\$96,108	\$98,571	\$98,819	\$104,463	\$109,834	\$115,193	\$121,725
8	10	\$89,039	\$92,849	\$98,318	\$100,838	\$101,092	\$106,866	\$112,360	\$117,842	\$124,525
8	11	\$89,039	\$92,849	\$98,318	\$100,838	\$101,092	\$106,866	\$112,360	\$117,842	\$124,525
8	12	\$89,039	\$92,849	\$98,318	\$100,838	\$101,092	\$106,866	\$112,360	\$117,842	\$124,525
8	13	\$89,039	\$92,849	\$98,318	\$100,838	\$101,092	\$106,866	\$112,360	\$117,842	\$124,525
8	14	\$89,039	\$92,849	\$98,318	\$100,838	\$101,092	\$106,866	\$112,360	\$117,842	\$124,525
9	15	\$91,087	\$94,985	\$100,579	\$103,157	\$103,417	\$109,324	\$114,944	\$120,552	\$127,389
10	16	\$93,182	\$97,170	\$102,892	\$105,530	\$105,796	\$111,838	\$117,588	\$123,325	\$130,319
11	17	\$95,325	\$99,405	\$105,259	\$107,957	\$108,229	\$114,410	\$120,293	\$126,161	\$133,316
12	18	\$97,517	\$101,691	\$107,680	\$110,440	\$110,718	\$117,041	\$123,060	\$129,063	\$136,382
13	19	\$99,760	\$104,030	\$110,157	\$112,980	\$113,265	\$119,733	\$125,890	\$132,031	\$139,519
14	20	\$102,054	\$106,423	\$112,691	\$115,579	\$115,870	\$122,487	\$128,785	\$135,068	\$142,728
15	21	\$104,401	\$108,871	\$115,283	\$118,237	\$118,535	\$125,304	\$131,747	\$138,175	\$146,011
16	22	\$106,802	\$111,375	\$117,935	\$120,956	\$121,261	\$128,186	\$134,777	\$141,353	\$149,369
17	23	\$109,258	\$113,937	\$120,648	\$123,738	\$124,050	\$131,134	\$137,877	\$144,604	\$152,804
18	24	\$111,771	\$116,558	\$123,423	\$126,584	\$126,903	\$134,150	\$141,048	\$147,930	\$156,318
19	25	\$114,342	\$119,239	\$126,262	\$129,495	\$129,822	\$137,235	\$144,292	\$151,332	\$159,913
20	26	\$116,972	\$121,981	\$129,166	\$132,473	\$132,808	\$140,391	\$147,611	\$154,813	\$163,591
21	27	\$119,662	\$124,787	\$132,137	\$135,520	\$135,863	\$143,620	\$151,006	\$158,374	\$167,354
22	28	\$122,414	\$127,657	\$135,176	\$138,637	\$138,988	\$146,923	\$154,479	\$162,017	\$171,203
23	29	\$125,230	\$130,593	\$138,285	\$141,826	\$142,185	\$150,302	\$158,032	\$165,743	\$175,141
		ES Assist. Principal	MS Assist. Principal	HS Assist. Principal	Assistant Directors	ES Principals	MS Principals	Directors	HS Principals	Exec. Directors
Jobs by Pay Grade:										
245 day contracts, 7.5 hours per day										

Frederick County Public Schools Proposed Salary Scales				
School Year 2022-23				
BU: Supervisors and Coordinators				
Exempt				
Pay Level	Years of Experience	SC1	SC2	SC3
1	0	\$62,860	\$77,210	\$84,375
2	1	\$64,306	\$78,986	\$86,316
2	2	\$64,306	\$78,986	\$86,316
2	3	\$64,306	\$78,986	\$86,316
3	4	\$65,785	\$80,803	\$88,301
4	5	\$67,298	\$82,661	\$90,332
5	6	\$68,846	\$84,562	\$92,410
5	7	\$68,846	\$84,562	\$92,410
6	8	\$70,429	\$86,507	\$94,535
7	9	\$72,049	\$88,497	\$96,709
8	10	\$73,706	\$90,532	\$98,933
8	11	\$73,706	\$90,532	\$98,933
8	12	\$73,706	\$90,532	\$98,933
8	13	\$73,706	\$90,532	\$98,933
8	14	\$73,706	\$90,532	\$98,933
9	15	\$75,401	\$92,614	\$101,208
10	16	\$77,135	\$94,744	\$103,536
11	17	\$78,909	\$96,923	\$105,917
12	18	\$80,724	\$99,152	\$108,353
13	19	\$82,581	\$101,432	\$110,845
14	20	\$84,480	\$103,765	\$113,394
15	21	\$86,423	\$106,152	\$116,002
16	22	\$88,411	\$108,593	\$118,670
17	23	\$90,444	\$111,091	\$121,399
18	24	\$92,524	\$113,646	\$124,191
19	25	\$94,652	\$116,260	\$127,047
20	26	\$96,829	\$118,934	\$129,969
21	27	\$99,056	\$121,669	\$132,958
22	28	\$101,334	\$124,467	\$136,016
23	29	\$103,665	\$127,330	\$139,144
Jobs by Pay Grade:		Facilities	Construction	Instructional
		Records Mgmt.	Data Management	Payroll
			Finance	Planning
			Juvenile Detention	Reporting
			Technology	School Nutrition
			Student Health	
			Student Transition	
			Transportation	
			Work-based Lrning	
245 day contracts, 7.5 hours per day				

Frederick County Public Schools Proposed Salary Scales								
School Year 2022-23								
BU: Other Professional								
Exempt								
		P1	P2	P4	P6	P7	P8	P11
	Contract Days	192	192	245	245	245	245	245
	Daily Hours	7.5	7.5	7.5	7.5	7.5	8	7.5
Pay Level	Years of Experience	Annual	Annual	Annual	Annual	Annual	Annual	Annual
1	0	\$32,919	\$37,319	\$46,190	\$53,420	\$53,650	\$53,985	\$61,055
2	1	\$32,919	\$37,319	\$47,345	\$54,756	\$54,991	\$55,335	\$62,581
3	2	\$33,852	\$38,252	\$48,529	\$56,125	\$56,366	\$56,718	\$64,146
3	3	\$33,852	\$38,252	\$48,529	\$56,125	\$56,366	\$56,718	\$64,146
4	4	\$34,808	\$39,208	\$49,742	\$57,528	\$57,775	\$58,136	\$65,750
5	5	\$35,788	\$40,188	\$50,986	\$58,966	\$59,219	\$59,589	\$67,394
6	6	\$36,793	\$41,193	\$52,261	\$60,440	\$60,699	\$61,079	\$69,079
6	7	\$36,793	\$41,193	\$52,261	\$60,440	\$60,699	\$61,079	\$69,079
7	8	\$37,823	\$42,223	\$53,568	\$61,951	\$62,216	\$62,606	\$70,806
8	9	\$38,879	\$43,279	\$54,907	\$63,500	\$63,771	\$64,171	\$72,576
9	10	\$39,961	\$44,361	\$56,280	\$65,088	\$65,365	\$65,775	\$74,390
9	11	\$39,961	\$44,361	\$56,280	\$65,088	\$65,365	\$65,775	\$74,390
9	12	\$39,961	\$44,361	\$56,280	\$65,088	\$65,365	\$65,775	\$74,390
9	13	\$39,961	\$44,361	\$56,280	\$65,088	\$65,365	\$65,775	\$74,390
9	14	\$39,961	\$44,361	\$56,280	\$65,088	\$65,365	\$65,775	\$74,390
10	15	\$41,070	\$45,470	\$57,687	\$66,715	\$66,999	\$67,419	\$76,250
11	16	\$42,207	\$46,607	\$59,129	\$68,383	\$68,674	\$69,104	\$78,156
12	17	\$43,372	\$47,772	\$60,607	\$70,093	\$70,391	\$70,832	\$80,110
13	18	\$44,566	\$48,966	\$62,122	\$71,845	\$72,151	\$72,603	\$82,113
14	19	\$45,790	\$50,190	\$63,675	\$73,641	\$73,955	\$74,418	\$84,166
15	20	\$47,045	\$51,445	\$65,267	\$75,482	\$75,804	\$76,278	\$86,270
16	21	\$48,331	\$52,731	\$66,899	\$77,369	\$77,699	\$78,185	\$88,427
17	22	\$49,649	\$54,049	\$68,571	\$79,303	\$79,641	\$80,140	\$90,638
18	23	\$51,000	\$55,400	\$70,285	\$81,286	\$81,632	\$82,144	\$92,904
19	24	\$52,385	\$56,785	\$72,042	\$83,318	\$83,673	\$84,198	\$95,227
20	25	\$53,805	\$58,205	\$73,843	\$85,401	\$85,765	\$86,303	\$97,608
21	26	\$55,260	\$59,660	\$75,689	\$87,536	\$87,909	\$88,461	\$100,048
22	27	\$56,752	\$61,152	\$77,581	\$89,724	\$90,107	\$90,673	\$102,549
23	28	\$58,281	\$62,681	\$79,521	\$91,967	\$92,360	\$92,940	\$105,113
24	29	\$59,848	\$64,248	\$81,509		\$94,669	\$95,264	\$107,741
25	30	\$61,454	\$65,854				\$97,646	
26	31	\$63,100	\$67,500				\$100,087	
Jobs by Pay Grade:		Registered Nurse	Degreed Registered Nurse	Tech Specialists I: Systems Communication	Accountant	Tech Specialists II: Software Network Audio Visual Media	Transportation Shop Foreman	Technology: Analyst Engineer Trainer
					Clerk of the Works			

See next page for pay grades P3, P5, P9 & P10.

Frederick County Public Schools Proposed Salary Scales							
School Year 2022-23							
BU: Teacher							
Teacher, Librarians, School Counselors, and Student Support Specialists							
Exempt							
Pay Level	Years of Experience	TGB Bachelor	TGB15 Bachelor + 15 Hours	TGB30 Bachelor + 30 Hours	TGM Master's	TGA Advanced Graduate Education Specialist	TGD Doctoral
1	0	\$241.50	\$244.21	\$246.91	\$262.05	\$267.67	\$273.27
1	1	\$241.50	\$244.21	\$246.91	\$262.05	\$267.67	\$273.27
1	2	\$241.50	\$244.21	\$246.91	\$262.05	\$267.67	\$273.27
1	3	\$241.50	\$244.21	\$246.91	\$262.05	\$267.67	\$273.27
2	4	\$248.75	\$251.46	\$254.16	\$269.30	\$274.92	\$280.52
3	5	\$256.00	\$258.71	\$261.41	\$276.55	\$282.17	\$287.77
4	6	\$263.25	\$265.96	\$268.66	\$283.80	\$289.42	\$295.02
4	7	\$263.25	\$265.96	\$268.66	\$283.80	\$289.42	\$295.02
5	8	\$270.50	\$273.21	\$275.91	\$291.05	\$296.67	\$302.27
6	9	\$277.75	\$280.46	\$283.16	\$298.30	\$303.92	\$309.52
7	10	\$285.00	\$287.71	\$290.41	\$305.55	\$311.17	\$316.77
7	11	\$285.00	\$287.71	\$290.41	\$305.55	\$311.17	\$316.77
7	12	\$285.00	\$287.71	\$290.41	\$305.55	\$311.17	\$316.77
7	13	\$285.00	\$287.71	\$290.41	\$305.55	\$311.17	\$316.77
7	14	\$285.00	\$287.71	\$290.41	\$305.55	\$311.17	\$316.77
8	15	\$292.25	\$294.96	\$297.66	\$312.80	\$318.42	\$324.02
8	16	\$292.25	\$294.96	\$297.66	\$312.80	\$318.42	\$324.02
9	17	\$299.50	\$302.21	\$304.91	\$320.05	\$325.67	\$331.27
9	18	\$299.50	\$302.21	\$304.91	\$320.05	\$325.67	\$331.27
10	19	\$306.75	\$309.46	\$312.16	\$327.30	\$332.92	\$338.52
10	20	\$306.75	\$309.46	\$312.16	\$327.30	\$332.92	\$338.52
11	21	\$314.00	\$316.71	\$319.41	\$334.55	\$340.17	\$345.77
12	22	\$321.25	\$323.96	\$326.66	\$341.80	\$347.42	\$353.02
12	23	\$321.25	\$323.96	\$326.66	\$341.80	\$347.42	\$353.02
13	24	\$328.50	\$331.21	\$333.91	\$349.05	\$354.67	\$360.27
13	25	\$328.50	\$331.21	\$333.91	\$349.05	\$354.67	\$360.27
14	26	\$335.75	\$338.46	\$341.16	\$356.30	\$361.92	\$367.52
14	27	\$335.75	\$338.46	\$341.16	\$356.30	\$361.92	\$367.52
15	28	\$343.00	\$345.71	\$348.41	\$363.55	\$369.17	\$374.77
16	29	\$350.25	\$352.96	\$355.66	\$370.80	\$376.42	\$382.02
16	30	\$350.25	\$352.96	\$355.66	\$370.80	\$376.42	\$382.02
16	31	\$350.25	\$352.96	\$355.66	\$370.80	\$376.42	\$382.02
17	32	\$357.50	\$360.21	\$362.91	\$378.05	\$383.67	\$389.27
18	33	\$364.75	\$367.46	\$370.16	\$385.30	\$390.92	\$396.52
19	34	\$372.00	\$374.71	\$377.41	\$392.55	\$398.17	\$403.77
19	35	\$372.00	\$374.71	\$377.41	\$392.55	\$398.17	\$403.77
20	36	\$379.25	\$381.96	\$384.66	\$399.80	\$405.42	\$411.02
21	37	\$386.50	\$389.21	\$391.91	\$407.05	\$412.67	\$418.27
22	38	\$393.75	\$396.46	\$399.16	\$414.30	\$419.92	\$425.52
23	39	\$401.00	\$403.71	\$406.41	\$421.55	\$427.17	\$432.77
24	40	\$408.25	\$410.96	\$413.66	\$428.80	\$434.42	\$440.02
25	41	\$415.50	\$418.21	\$420.91	\$436.05	\$441.67	\$447.27
26	42	\$422.75	\$425.46	\$428.16	\$443.30	\$448.92	\$454.52
27	43	\$430.00	\$432.71	\$435.41	\$450.55	\$456.17	\$461.77
200 day contracts, 7 hours per day							

Frederick County Public Schools Proposed Salary Scales

School Year 2022-23

Substitute and Temporary Employees and Supplemental Bus Scales

Substitutes:*

High School Principal or higher	\$410.20	Per Day
Middle School Principal	\$372.00	Per Day
Elementary Principal	\$351.90	Per Day
High School Assistant Principal	\$342.24	Per Day
Middle School Assistant Principal	\$323.20	Per Day
Elementary Assistant Principal	\$309.94	Per Day
Teacher -Degreed	\$110.00	Per Day
Teacher - Non-degreed	\$95.00	Per Day
Nurse	\$110.00	Per Day
Instructional Aide	\$90.00	Per Day
Bus Driver	\$74.70	Per Day
Bus Aide	\$63.45	Per Day
Secretary/Account Clerk	\$14.05	Per Hour
Executive Clerical Sub	\$21.10	Per Hour
School Nutrition Services Employee	\$12.00	Per Hour
Custodian	\$13.22	Per Hour
Specialist	\$21.38	Per Hour
Interpreter	\$21.90	Per Hour
Athletic Trainer	\$26.19	Per Hour
Security Officer	\$15.57	Per Hour

* Substitutes employed on a long-term basis are placed on the respective scale commensurate with experience. Other substitute rates will apply as needed.

Supplemental Bus Scale

250-Mid-day Drivers	hourly rate	
251-Mid-day Driver Aides	hourly rate	
252-After School Activities	hourly rate	
253-Part-time Trainers	hourly rate	
259-Fieldtrip Driver**	\$ 20.75	Per Hour
255-Trainee (follows Virginia minimum wage standard)	\$ 11.00	Per Hour, Adjust to \$12.00 per hour January 1, 2023
256-Other-Shop Trips, Inservice, & Meetings	\$ 15.79	Per Hour
257-Miscellaneous-Court Appearances & Misc.	\$ 22.11	Per Hour
262-Remedial Summer School Driver	\$ 85.00	Per Day

*Substitutes employed on a long-term basis are placed on the respective scale commensurate with experience. Other substitute rates will apply as needed.

**Field trip drivers are paid based on a 1 hour minimum.

Temporary / Part-time Employees:

School Nutrition Services, enterprise activities:		
Lead, Food Service	\$18.26	Per Hour
Helper, Food Service	\$16.15	Per Hour
Secretary, Records Center	\$14.05	Per Hour
Student Worker (1st Year)	\$12.00	Per Hour
Student Worker (2nd Year)	\$12.25	Per Hour
Student Worker (3rd Year)	\$12.50	Per Hour
Summer Grounds/General Maintenance	\$15.07	Per Hour
Summer Network Specialists	\$16.62	Per Hour
Temporary PC Technician	\$16.22	Per Hour
Part-time teachers :		
Homebound	\$34.50	Per Hour
SOL Remediation - teacher	\$34.50	Per Hour
SOL Remediation - instructional assistant	\$13.71	Per Hour
Drivers Education	\$34.50	Per Hour
Virtual Virginia	\$34.50	Per Hour
Safety Audit Lead	\$34.21	Per Hour
Safety Audit Assistant	\$27.37	Per Hour
Summer Academy Teacher (teach only)	\$2,100	Per Summer Session
Summer Academy Teacher (plan and teach)	\$3,100	Per Summer Session
Summer Academy Lead Coordinator	\$4,200	Per Summer Session
Non-teaching Assignment Stipend for Licensed Staff	\$156.98	Per 6.5 Hour Day
Division Initiative Training for Licensed Staff	\$79.00	Per 6.5 Hour Day
Staff Development Instructors	\$85.00	Per Hour
Planning Stipend for Teaching During Contract Hours	\$51.07	Per Hour

Frederick County Public Schools
Academic and Club Supplements 2022-2023

Tier 1 – \$515	Tier 4 – \$1,435
<ul style="list-style-type: none"> • High Schools (Drama Assistant, Dual Enrollment, Teacher of Record) • Middle Schools (House Lead, Art Club, Builders Club, Creative Writing Club, Coding Club, Forensics, Math Club, Spelling Club, World Language Club) • Elementary Schools (Destination Imagination, Just Say No Club, SCA) 	<ul style="list-style-type: none"> • High Schools (Interact Club Sponsor, Key Club, Leo Club, National Honor Society, Newspaper, Yearbook, and the following Department Heads: Guidance, Business/Marketing, CTE, English, FACS, Fine Arts, Foreign Language, Math, Physical Education, Science, Social Studies, Technical Education, English Language Learners) • Middle Schools (Choral Director, Senior Teacher and the following Lead Teachers: English, Guidance, Math, Science, Social Studies; SOL Testing Coordinator) • Elementary Schools (Computer Site Coordinator)
Tier 2 – \$820	Tier 5 – \$2,050
<ul style="list-style-type: none"> • High Schools (Library Department Head, Ticket Managers—all activities) • Middle Schools (FBLA Sponsor, FCCLA Sponsor, FFA Sponsor, TSA Sponsor, SCA Sponsor) • Division (DJHC and NREP Computer Site Coordinator) 	<ul style="list-style-type: none"> • High Schools (Academic Team, Debate, Drama Lead, Forensics, SCA, Special Education Dept. Head) • Middle Schools (Band Director, Special Education Lead Teacher) • Elementary Schools (Special Education Lead Teacher) • Division (Adult Detention Center Special Ed Coordinator, Juvenile Detention Center Lead, NREP Lead Teacher, Speech Lead Unit) • Lead Behavioral Support Teacher, Division
Tier 3 – \$1,025	Tier 6 – \$2,870
<ul style="list-style-type: none"> • High Schools (Freshman, Sophomore, Junior, and Senior Class Sponsors; FBLA Sponsor; DECA Sponsor; FEA Sponsor; FCCLA Sponsor; FFA Sponsor; TSA Sponsor; Lighting and Sound Technician; School Literary Magazine; HOSA) • Middle Schools (Drama; Yearbook; and CTE, Physical Education, and World Language Lead Teachers) • Division (Youth in Action, Lead Mentor Teacher) 	<ul style="list-style-type: none"> • High Schools (Choral Director) • Division (Destination Imagination Representative)
	Tier 7 – \$4,100
	<ul style="list-style-type: none"> • High Schools (Band Director)

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 tier amount reflected above.

Frederick County Public Schools

Athletic Supplements 2022-2023

Tier 6 – \$2,870	Tier 8 – \$5,330
<ul style="list-style-type: none"> • Varsity Head Coach: <ul style="list-style-type: none"> – Golf – Swimming – Tennis – Indoor Track • Strength Training 	<ul style="list-style-type: none"> • Varsity Head Coach: <ul style="list-style-type: none"> – Basketball – Cheerleading – Track – Wrestling • Assistant Coordinator of Student Activities
Tier 7 – \$4,100	Tier 9 – \$8,100
<ul style="list-style-type: none"> • Varsity Head Coach: <ul style="list-style-type: none"> – Baseball – Cross Country – Soccer – Softball – Volleyball 	<ul style="list-style-type: none"> • Varsity Head Coach: <ul style="list-style-type: none"> – Football Head Coach

Assistant Varsity Coach - 65% of Head Varsity Coach of respective Tier

Junior Varsity Head Coach - 58% of Head Varsity Coach of respective Tier

Assistant Junior Varsity Coach - 55% of Head Varsity Coach of respective Tier

Middle School Coordinator of Athletics - 70% of Tier 7

Middle School Head Coach - 25% of Head Varsity Coach of respective Tier

Middle School Assistant Coach - 20% of Head Varsity Coach of respective Tier