



Frederick County Public Schools

Salary Scales 2017-2018

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Frederick County Public Schools 2017-2018 Salary Scales

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Frederick County Public Schools does not discriminate on the basis of race, color, national origin, religion, sex, age, political affiliation, disability, or veteran status in the education program and activities, or employment and provides equal access to the Boy Scouts and other designated youth groups.

Frederick County Public Schools
Accompanist Salary Scale 2017–2018

| Level | Years | |
|-------|------------|-----------|
| | Experience | Annual |
| 1 | 0 | \$ 24,081 |
| 2 | 1,2 | \$ 24,748 |
| 3 | 3 | \$ 25,434 |
| 4 | 4 | \$ 26,139 |
| 5 | 5,6,7,8,9 | \$ 26,863 |
| 6 | 10 | \$ 27,607 |
| 7 | 11 | \$ 28,372 |
| 8 | 12 | \$ 29,158 |
| 9 | 13 | \$ 29,966 |
| 10 | 14 | \$ 30,796 |
| 11 | 15 | \$ 31,649 |
| 12 | 16 | \$ 32,526 |
| 13 | 17 | \$ 33,427 |
| 14 | 18 | \$ 34,353 |
| 15 | 19 | \$ 35,305 |
| 16 | 20 | \$ 36,283 |
| 17 | 21 | \$ 37,288 |
| 18 | 22 | \$ 38,321 |
| 19 | 23 | \$ 39,382 |
| 20 | 24 | \$ 40,473 |
| 21 | 25 & up | \$ 41,594 |

This scale is based on 180 days, 7 hour days.

Frederick County Public Schools

Administrator and Supervisor Salary Scale 2017–2018

| Level | Years Experience | Tier 1 | | Tier 2 | | | | | | | | Tier 3 | | | | |
|-------|------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| | | Grade A Annual | Grade B Annual | Grade A Annual | Grade B Annual | Grade C Annual | Grade D Annual | Grade E Annual | Grade F Annual | Grade G Annual | Grade H Annual | Grade A Annual | Grade B Annual | Grade C Annual | Grade D Annual | Grade E Annual |
| 1 | 0 | \$ 101,147 | \$ 86,700 | \$ 95,719 | \$ 91,260 | \$ 86,802 | \$ 82,110 | \$ 81,395 | \$ 79,858 | \$ 75,416 | \$ 72,323 | \$ 81,395 | \$ 80,359 | \$ 73,533 | \$ 62,632 | \$ 59,863 |
| 2 | 1,2 | \$ 103,170 | \$ 88,434 | \$ 97,633 | \$ 93,085 | \$ 88,538 | \$ 83,752 | \$ 83,023 | \$ 81,455 | \$ 76,924 | \$ 73,769 | \$ 83,023 | \$ 81,966 | \$ 75,004 | \$ 63,885 | \$ 61,060 |
| 3 | 3 | \$ 105,233 | \$ 90,203 | \$ 99,586 | \$ 94,947 | \$ 90,309 | \$ 85,427 | \$ 84,683 | \$ 83,084 | \$ 78,462 | \$ 75,244 | \$ 84,683 | \$ 83,605 | \$ 76,504 | \$ 65,163 | \$ 62,281 |
| 4 | 4 | \$ 107,338 | \$ 92,007 | \$ 101,578 | \$ 96,846 | \$ 92,115 | \$ 87,136 | \$ 86,377 | \$ 84,746 | \$ 80,031 | \$ 76,749 | \$ 86,377 | \$ 85,277 | \$ 78,034 | \$ 66,466 | \$ 63,527 |
| 5 | 5,6,7,8,9 | \$ 109,485 | \$ 93,847 | \$ 103,610 | \$ 98,783 | \$ 93,957 | \$ 88,879 | \$ 88,105 | \$ 86,441 | \$ 81,632 | \$ 78,284 | \$ 88,105 | \$ 86,983 | \$ 79,595 | \$ 67,795 | \$ 64,798 |
| 6 | 10 | \$ 111,675 | \$ 95,724 | \$ 105,682 | \$ 100,759 | \$ 95,836 | \$ 90,657 | \$ 89,867 | \$ 88,170 | \$ 83,265 | \$ 79,850 | \$ 89,867 | \$ 88,723 | \$ 81,187 | \$ 69,151 | \$ 66,094 |
| 7 | 11 | \$ 113,909 | \$ 97,638 | \$ 107,796 | \$ 102,774 | \$ 97,753 | \$ 92,470 | \$ 91,664 | \$ 89,933 | \$ 84,930 | \$ 81,447 | \$ 91,664 | \$ 90,497 | \$ 82,811 | \$ 70,534 | \$ 67,416 |
| 8 | 12 | \$ 116,187 | \$ 99,591 | \$ 109,952 | \$ 104,829 | \$ 99,708 | \$ 94,319 | \$ 93,497 | \$ 91,732 | \$ 86,629 | \$ 83,076 | \$ 93,497 | \$ 92,307 | \$ 84,467 | \$ 71,945 | \$ 68,764 |
| 9 | 13 | \$ 118,511 | \$ 101,583 | \$ 112,151 | \$ 106,926 | \$ 101,702 | \$ 96,205 | \$ 95,367 | \$ 93,567 | \$ 88,362 | \$ 84,738 | \$ 95,367 | \$ 94,153 | \$ 86,156 | \$ 73,384 | \$ 70,139 |
| 10 | 14 | \$ 120,881 | \$ 103,615 | \$ 114,394 | \$ 109,065 | \$ 103,736 | \$ 98,129 | \$ 97,274 | \$ 95,438 | \$ 90,129 | \$ 86,433 | \$ 97,274 | \$ 96,036 | \$ 87,879 | \$ 74,852 | \$ 71,542 |
| 11 | 15 | \$ 123,299 | \$ 105,687 | \$ 116,682 | \$ 111,246 | \$ 105,811 | \$ 100,092 | \$ 99,219 | \$ 97,347 | \$ 91,932 | \$ 88,162 | \$ 99,219 | \$ 97,957 | \$ 89,637 | \$ 76,349 | \$ 72,973 |
| 12 | 16 | \$ 125,765 | \$ 107,801 | \$ 119,016 | \$ 113,471 | \$ 107,927 | \$ 102,094 | \$ 101,203 | \$ 99,294 | \$ 93,771 | \$ 89,925 | \$ 101,203 | \$ 99,916 | \$ 91,430 | \$ 77,876 | \$ 74,432 |
| 13 | 17 | \$ 128,280 | \$ 109,957 | \$ 121,396 | \$ 115,740 | \$ 110,086 | \$ 104,136 | \$ 103,227 | \$ 101,280 | \$ 95,646 | \$ 91,724 | \$ 103,227 | \$ 101,914 | \$ 93,259 | \$ 79,434 | \$ 75,921 |
| 14 | 18 | \$ 130,846 | \$ 112,156 | \$ 123,824 | \$ 118,055 | \$ 112,288 | \$ 106,219 | \$ 105,292 | \$ 103,306 | \$ 97,559 | \$ 93,558 | \$ 105,292 | \$ 103,952 | \$ 95,124 | \$ 81,023 | \$ 77,439 |
| 15 | 19 | \$ 133,463 | \$ 114,399 | \$ 126,300 | \$ 120,416 | \$ 114,534 | \$ 108,343 | \$ 107,398 | \$ 105,372 | \$ 99,510 | \$ 95,429 | \$ 107,398 | \$ 106,031 | \$ 97,026 | \$ 82,643 | \$ 78,988 |
| 16 | 20 | \$ 136,132 | \$ 116,687 | \$ 128,826 | \$ 122,824 | \$ 116,825 | \$ 110,510 | \$ 109,546 | \$ 107,479 | \$ 101,500 | \$ 97,338 | \$ 109,546 | \$ 108,152 | \$ 98,967 | \$ 84,296 | \$ 80,568 |
| 17 | 21 | \$ 138,855 | \$ 119,021 | \$ 131,403 | \$ 125,280 | \$ 119,162 | \$ 112,720 | \$ 111,737 | \$ 109,629 | \$ 103,530 | \$ 99,285 | \$ 111,737 | \$ 110,315 | \$ 100,946 | \$ 85,982 | \$ 82,179 |
| 18 | 22 | \$ 141,632 | \$ 121,401 | \$ 134,031 | \$ 127,786 | \$ 121,545 | \$ 114,974 | \$ 113,972 | \$ 111,822 | \$ 105,601 | \$ 101,271 | \$ 113,972 | \$ 112,521 | \$ 102,965 | \$ 87,702 | \$ 83,823 |
| 19 | 23 | \$ 144,465 | \$ 123,829 | \$ 136,712 | \$ 130,342 | \$ 123,976 | \$ 117,273 | \$ 116,251 | \$ 114,058 | \$ 107,713 | \$ 103,296 | \$ 116,251 | \$ 114,771 | \$ 105,024 | \$ 89,456 | \$ 85,499 |
| 20 | 24 & up | \$ 147,354 | \$ 126,306 | \$ 139,446 | \$ 132,949 | \$ 126,456 | \$ 119,618 | \$ 118,576 | \$ 116,339 | \$ 109,867 | \$ 105,362 | \$ 118,576 | \$ 117,066 | \$ 107,124 | \$ 91,245 | \$ 87,209 |

Tier 1, A Executive Director
 Tier 1, B Coordinator of Policy & Communications

Tier 2, A High School Principal
 Tier 2, B Director
 Tier 2, C Middle School & DJ Howard Principals
 Tier 2, D Elementary School Principal & NREP Program Administrator
 Tier 2, E Assistant Director
 Tier 2, F High School Assistant Principal & Coordinator of Student Activities
 Tier 2, G Middle School & DJ Howard Assistant Principals and Dean
 Tier 2, H Elementary School Assist. Principal & NREP Assist. Program Admin.

Tier 3, A Coordinator of Planning & Development
 Tier 3, A Supervisor of Elementary Instructional Services
 Tier 3, A Supervisor of Secondary Content Instructional Services
 Tier 3, A Supervisor of Reading Intervention & Prof. Learning
 Tier 3, A Supervisor of CTE, Gifted, & Library Education
 Tier 3, A Supervisor of School Nutrition Services
 Tier 3, B Coordinator of Assessment or Reporting
 Tier 3, B Coordinator of Special Instructional Services
 Tier 3, B Supervisor of Human Resources
 Tier 3, B Coordinator of Inst. Services Eligibility
 Tier 3, C Coordinator of Counseling Services
 Tier 3, C Supervisor of Finance, IT, & Transportation
 Tier 3, C Supervisor of Reg. Juvenile Detention Center
 Tier 3, D Coordinator of Child Health Services
 Tier 3, E Supervisor of Maintenance
 Tier 3, E Coordinator of Custodial or Contracted Services
 Tier 3, E Coordinator of Recruiting & Driver Training
 Tier 3, E Supervisor of Safety Compliance

Administrator scale is based on 12 months.

Frederick County Public Schools

Administrative and Instructional Support Salary Scale 2017–2018

| Level | Years Experience | Grade AA | | Grade AC | | Grade AD | | Grade AE | | Grade AI | | Grade AN | | Grade AS | |
|-------|------------------|----------|--------|----------|--------|----------|--------|----------|--------|----------|--------|----------|--------|----------|--------|
| | | \$ | | \$ | | \$ | | \$ | | \$ | | \$ | | \$ | |
| 1 | 0 | \$ | 16,737 | \$ | 18,411 | \$ | 23,313 | \$ | 20,160 | \$ | 25,528 | \$ | 29,025 | \$ | 33,104 |
| 2 | 1,2 | \$ | 17,256 | \$ | 18,982 | \$ | 24,036 | \$ | 20,785 | \$ | 26,319 | \$ | 29,925 | \$ | 34,130 |
| 3 | 3 | \$ | 17,791 | \$ | 19,570 | \$ | 24,781 | \$ | 21,429 | \$ | 27,135 | \$ | 30,853 | \$ | 35,188 |
| 4 | 4 | \$ | 18,343 | \$ | 20,177 | \$ | 25,549 | \$ | 22,093 | \$ | 27,976 | \$ | 31,809 | \$ | 36,279 |
| 5 | 5,6,7,8,9 | \$ | 18,912 | \$ | 20,802 | \$ | 26,341 | \$ | 22,778 | \$ | 28,843 | \$ | 32,795 | \$ | 37,404 |
| 6 | 10 | \$ | 19,498 | \$ | 21,447 | \$ | 27,158 | \$ | 23,484 | \$ | 29,737 | \$ | 33,812 | \$ | 38,564 |
| 7 | 11 | \$ | 20,102 | \$ | 22,112 | \$ | 28,000 | \$ | 24,212 | \$ | 30,659 | \$ | 34,860 | \$ | 39,759 |
| 8 | 12 | \$ | 20,725 | \$ | 22,797 | \$ | 28,868 | \$ | 24,963 | \$ | 31,609 | \$ | 35,941 | \$ | 40,992 |
| 9 | 13 | \$ | 21,367 | \$ | 23,504 | \$ | 29,763 | \$ | 25,737 | \$ | 32,589 | \$ | 37,055 | \$ | 42,263 |
| 10 | 14 | \$ | 22,029 | \$ | 24,233 | \$ | 30,686 | \$ | 26,535 | \$ | 33,599 | \$ | 38,204 | \$ | 43,573 |
| 11 | 15 | \$ | 22,712 | \$ | 24,984 | \$ | 31,637 | \$ | 27,358 | \$ | 34,641 | \$ | 39,388 | \$ | 44,924 |
| 12 | 16 | \$ | 23,416 | \$ | 25,759 | \$ | 32,618 | \$ | 28,206 | \$ | 35,715 | \$ | 40,609 | \$ | 46,317 |
| 13 | 17 | \$ | 24,142 | \$ | 26,558 | \$ | 33,629 | \$ | 29,080 | \$ | 36,822 | \$ | 41,868 | \$ | 47,753 |
| 14 | 18 | \$ | 24,890 | \$ | 27,381 | \$ | 34,671 | \$ | 29,981 | \$ | 37,963 | \$ | 43,166 | \$ | 49,233 |
| 15 | 19 | \$ | 25,662 | \$ | 28,230 | \$ | 35,746 | \$ | 30,910 | \$ | 39,140 | \$ | 44,504 | \$ | 50,759 |
| 16 | 20 | \$ | 26,458 | \$ | 29,105 | \$ | 36,854 | \$ | 31,868 | \$ | 40,353 | \$ | 45,884 | \$ | 52,333 |
| 17 | 21 | \$ | 27,278 | \$ | 30,007 | \$ | 37,996 | \$ | 32,856 | \$ | 41,604 | \$ | 47,306 | \$ | 53,955 |
| 18 | 22 | \$ | 28,124 | \$ | 30,937 | \$ | 39,174 | \$ | 33,875 | \$ | 42,894 | \$ | 48,772 | \$ | 55,628 |
| 19 | 23 | \$ | 28,996 | \$ | 31,896 | \$ | 40,388 | \$ | 34,925 | \$ | 44,224 | \$ | 50,284 | \$ | 57,352 |
| 20 | 24 | \$ | 29,895 | \$ | 32,885 | \$ | 41,640 | \$ | 36,008 | \$ | 45,595 | \$ | 51,843 | \$ | 59,130 |
| 21 | 25 | \$ | 30,822 | \$ | 33,904 | \$ | 42,931 | \$ | 37,124 | \$ | 47,008 | \$ | 53,450 | \$ | 60,963 |
| 22 | 26 & up | \$ | 31,777 | \$ | 34,955 | \$ | 44,262 | \$ | 38,275 | \$ | 48,465 | \$ | 55,107 | \$ | 62,853 |

Grade AA Secretary I & Account Clerk I, 200 days, 7 hour days

Grade AC Secretary I & Account Clerk I, 220 days, 7 hour days

Grade AD Secretary I & Account Clerk I, 12 months

Grade AE Secretary II & Account Clerk II, 220 days, 7 hour days

Grade AI Secretary II & Account Clerk II, 12 months

Grade AN Secretary III, Account Clerk III, Admin. Support III or HR Assistant, 12 months

Grade AS Executive Secretary, 12 months

Frederick County Public Schools

Athletic Trainer Salary Scale 2017-2018

8 Hour, 220 Day Scale

| Level | Years | |
|-------|------------|-----------|
| | Experience | Annual |
| 1 | 0 | \$ 41,806 |
| 2 | 1,2 | \$ 42,684 |
| 3 | 3 | \$ 43,580 |
| 4 | 4 | \$ 44,495 |
| 5 | 5 | \$ 45,429 |
| 6 | 6 | \$ 46,383 |
| 7 | 7 | \$ 47,357 |
| 8 | 8 | \$ 48,351 |
| 9 | 9 | \$ 49,366 |
| 10 | 10 | \$ 50,403 |
| 11 | 11 | \$ 51,461 |
| 12 | 12 | \$ 52,542 |
| 13 | 13 | \$ 53,645 |
| 14 | 14 | \$ 54,772 |
| 15 | 15 | \$ 55,922 |
| 16 | 16 | \$ 57,096 |
| 17 | 17 & up | \$ 58,295 |

Frederick County Public Schools

Bus Driver Salary Scale 2017–2018

| Level | Years Experience | Grade BA | | | Grade BD | | | Grade BT |
|-------|------------------|----------|-----------|-----------|----------|-----------|-----------|-----------|
| | | Hourly | Daily | Annual | Hourly | Daily | Annual | Annual |
| 1 | 0 | \$ 11.95 | \$ 53.79 | \$ 9,681 | \$ 13.77 | \$ 61.97 | \$ 11,154 | \$ 27,799 |
| 2 | 1,2 | \$ 12.31 | \$ 55.40 | \$ 9,971 | \$ 14.18 | \$ 63.81 | \$ 11,486 | \$ 28,633 |
| 3 | 3 | \$ 12.68 | \$ 57.06 | \$ 10,271 | \$ 14.61 | \$ 65.75 | \$ 11,834 | \$ 29,492 |
| 4 | 4 | \$ 13.06 | \$ 58.77 | \$ 10,579 | \$ 15.05 | \$ 67.73 | \$ 12,191 | \$ 30,377 |
| 5 | 5,6,7,8,9 | \$ 13.45 | \$ 60.53 | \$ 10,895 | \$ 15.50 | \$ 69.75 | \$ 12,555 | \$ 31,288 |
| 6 | 10 | \$ 13.85 | \$ 62.33 | \$ 11,219 | \$ 15.97 | \$ 71.87 | \$ 12,936 | \$ 32,227 |
| 7 | 11 | \$ 14.27 | \$ 64.22 | \$ 11,559 | \$ 16.45 | \$ 74.03 | \$ 13,325 | \$ 33,194 |
| 8 | 12 | \$ 14.70 | \$ 66.15 | \$ 11,907 | \$ 16.94 | \$ 76.23 | \$ 13,721 | \$ 34,190 |
| 9 | 13 | \$ 15.14 | \$ 68.13 | \$ 12,263 | \$ 17.45 | \$ 78.53 | \$ 14,135 | \$ 35,216 |
| 10 | 14 | \$ 15.59 | \$ 70.16 | \$ 12,628 | \$ 17.97 | \$ 80.87 | \$ 14,556 | \$ 36,272 |
| 11 | 15 | \$ 16.06 | \$ 72.27 | \$ 13,009 | \$ 18.51 | \$ 83.30 | \$ 14,993 | \$ 37,360 |
| 12 | 16 | \$ 16.54 | \$ 74.43 | \$ 13,397 | \$ 19.07 | \$ 85.82 | \$ 15,447 | \$ 38,481 |
| 13 | 17 | \$ 17.04 | \$ 76.68 | \$ 13,802 | \$ 19.64 | \$ 88.38 | \$ 15,908 | \$ 39,635 |
| 14 | 18 | \$ 17.55 | \$ 78.98 | \$ 14,216 | \$ 20.23 | \$ 91.04 | \$ 16,386 | \$ 40,824 |
| 15 | 19 | \$ 18.08 | \$ 81.36 | \$ 14,645 | \$ 20.84 | \$ 93.78 | \$ 16,880 | \$ 42,049 |
| 16 | 20 | \$ 18.62 | \$ 83.79 | \$ 15,082 | \$ 21.47 | \$ 96.62 | \$ 17,391 | \$ 43,310 |
| 17 | 21 | \$ 19.18 | \$ 86.31 | \$ 15,536 | \$ 22.11 | \$ 99.50 | \$ 17,909 | \$ 44,609 |
| 18 | 22 | \$ 19.76 | \$ 88.92 | \$ 16,006 | \$ 22.77 | \$ 102.47 | \$ 18,444 | \$ 45,947 |
| 19 | 23 | \$ 20.35 | \$ 91.58 | \$ 16,484 | \$ 23.45 | \$ 105.53 | \$ 18,995 | n/a |
| 20 | 24 | \$ 20.96 | \$ 94.32 | \$ 16,978 | \$ 24.15 | \$ 108.68 | \$ 19,562 | n/a |
| 21 | 25 | \$ 21.59 | \$ 97.16 | \$ 17,488 | \$ 24.87 | \$ 111.92 | \$ 20,145 | n/a |
| 22 | 26 | \$ 22.24 | \$ 100.08 | \$ 18,014 | \$ 25.62 | \$ 115.29 | \$ 20,752 | n/a |
| 23 | 27 | \$ 22.91 | \$ 103.10 | \$ 18,557 | \$ 26.39 | \$ 118.76 | \$ 21,376 | n/a |
| 24 | 28 & up | \$ 23.60 | \$ 106.20 | \$ 19,116 | \$ 27.18 | \$ 122.31 | \$ 22,016 | n/a |

Grade BA - Bus Aides, 180 days, 4.5 hour days

Grade BD - Bus Drivers, 180 days, 4.5 hour days

Grade BT - Driver Trainer, 12 months

CDL supplement may apply to BA grade.

Frederick County Public Schools

School Nutrition Services Salary Scale 2017–2018

| | | Grade FA | | Grade FD | | Grade FE | | Grade FG | | Grade FH | | Grade FM | |
|-------|------------------|----------|-----------|----------|-----------|----------|-----------|----------|-----------|----------|-----------|----------|-----------|
| Level | Years Experience | Hourly | Annual | Hourly | Annual | Hourly | Annual | Hourly | Annual | Hourly | Annual | Hourly | Annual |
| 1 | 0 | \$ 9.31 | \$ 11,724 | \$ 12.56 | \$ 16,265 | \$ 12.56 | \$ 18,589 | \$ 13.03 | \$ 19,284 | \$ 13.49 | \$ 19,965 | \$ 17.88 | \$ 29,502 |
| 2 | 1,2 | \$ 9.58 | \$ 12,076 | \$ 12.94 | \$ 16,757 | \$ 12.94 | \$ 19,151 | \$ 13.42 | \$ 19,862 | \$ 13.89 | \$ 20,557 | \$ 18.42 | \$ 30,393 |
| 3 | 3 | \$ 9.87 | \$ 12,438 | \$ 13.33 | \$ 17,262 | \$ 13.33 | \$ 19,728 | \$ 13.82 | \$ 20,454 | \$ 14.31 | \$ 21,179 | \$ 18.97 | \$ 31,301 |
| 4 | 4 | \$ 10.17 | \$ 12,812 | \$ 13.73 | \$ 17,780 | \$ 13.73 | \$ 20,320 | \$ 14.23 | \$ 21,060 | \$ 14.74 | \$ 21,815 | \$ 19.54 | \$ 32,241 |
| 5 | 5,6,7,8,9 | \$ 10.47 | \$ 13,196 | \$ 14.14 | \$ 18,311 | \$ 14.14 | \$ 20,927 | \$ 14.66 | \$ 21,697 | \$ 15.18 | \$ 22,466 | \$ 20.13 | \$ 33,215 |
| 6 | 10 | \$ 10.79 | \$ 13,592 | \$ 14.56 | \$ 18,855 | \$ 14.56 | \$ 21,549 | \$ 15.10 | \$ 22,348 | \$ 15.64 | \$ 23,147 | \$ 20.73 | \$ 34,205 |
| 7 | 11 | \$ 11.11 | \$ 14,000 | \$ 15.00 | \$ 19,425 | \$ 15.00 | \$ 22,200 | \$ 15.55 | \$ 23,014 | \$ 16.11 | \$ 23,843 | \$ 21.35 | \$ 35,228 |
| 8 | 12 | \$ 11.44 | \$ 14,420 | \$ 15.45 | \$ 20,008 | \$ 15.45 | \$ 22,866 | \$ 16.02 | \$ 23,710 | \$ 16.59 | \$ 24,553 | \$ 21.99 | \$ 36,284 |
| 9 | 13 | \$ 11.79 | \$ 14,852 | \$ 15.91 | \$ 20,603 | \$ 15.91 | \$ 23,547 | \$ 16.50 | \$ 24,420 | \$ 17.09 | \$ 25,293 | \$ 22.65 | \$ 37,373 |
| 10 | 14 | \$ 12.15 | \$ 15,310 | \$ 16.39 | \$ 21,225 | \$ 16.39 | \$ 24,257 | \$ 17.00 | \$ 25,160 | \$ 17.60 | \$ 26,048 | \$ 23.33 | \$ 38,495 |
| 11 | 15 | \$ 12.52 | \$ 15,770 | \$ 16.88 | \$ 21,860 | \$ 16.88 | \$ 24,982 | \$ 17.51 | \$ 25,915 | \$ 18.13 | \$ 26,832 | \$ 24.03 | \$ 39,650 |
| 12 | 16 | \$ 12.89 | \$ 16,243 | \$ 17.39 | \$ 22,520 | \$ 17.39 | \$ 25,737 | \$ 18.04 | \$ 26,699 | \$ 18.67 | \$ 27,632 | \$ 24.75 | \$ 40,838 |
| 13 | 17 | \$ 13.29 | \$ 16,743 | \$ 17.91 | \$ 23,193 | \$ 17.91 | \$ 26,507 | \$ 18.58 | \$ 27,498 | \$ 19.23 | \$ 28,460 | \$ 25.49 | \$ 42,059 |
| 14 | 18 | \$ 13.69 | \$ 17,245 | \$ 18.45 | \$ 23,893 | \$ 18.45 | \$ 27,306 | \$ 19.14 | \$ 28,327 | \$ 19.81 | \$ 29,319 | \$ 26.25 | \$ 43,313 |
| 15 | 19 | \$ 14.10 | \$ 17,762 | \$ 19.00 | \$ 24,605 | \$ 19.00 | \$ 28,120 | \$ 19.71 | \$ 29,171 | \$ 20.40 | \$ 30,192 | \$ 27.04 | \$ 44,616 |
| 16 | 20 | \$ 14.52 | \$ 18,295 | \$ 19.57 | \$ 25,343 | \$ 19.57 | \$ 28,964 | \$ 20.30 | \$ 30,044 | \$ 21.01 | \$ 31,095 | \$ 27.85 | \$ 45,953 |
| 17 | 21 | \$ 14.96 | \$ 18,844 | \$ 20.16 | \$ 26,107 | \$ 20.16 | \$ 29,837 | \$ 20.91 | \$ 30,947 | \$ 21.64 | \$ 32,027 | \$ 28.69 | \$ 47,339 |
| 18 | 22 | \$ 15.40 | \$ 19,409 | \$ 20.76 | \$ 26,884 | \$ 20.76 | \$ 30,725 | \$ 21.54 | \$ 31,879 | \$ 22.29 | \$ 32,989 | \$ 29.55 | \$ 48,758 |
| 19 | 23 | \$ 15.87 | \$ 19,992 | \$ 21.38 | \$ 27,687 | \$ 21.38 | \$ 31,642 | \$ 22.19 | \$ 32,841 | \$ 22.96 | \$ 33,981 | \$ 30.44 | \$ 50,226 |
| 20 | 24 | \$ 16.34 | \$ 20,591 | \$ 22.02 | \$ 28,516 | \$ 22.02 | \$ 32,590 | \$ 22.86 | \$ 33,833 | \$ 23.65 | \$ 35,002 | \$ 31.35 | \$ 51,728 |
| 21 | 25 | \$ 16.83 | \$ 21,209 | \$ 22.68 | \$ 29,371 | \$ 22.68 | \$ 33,566 | \$ 23.55 | \$ 34,854 | \$ 24.36 | \$ 36,053 | n/a | n/a |
| 22 | 26 & up | \$ 17.34 | \$ 21,845 | \$ 23.36 | \$ 30,251 | \$ 23.36 | \$ 34,573 | \$ 24.26 | \$ 35,905 | \$ 25.09 | \$ 37,133 | n/a | n/a |

- Grade FA SNS Employee, 180 days, 7 hour days
- Grade FD SNS Manager Trainee, 185 days, 7 hour days
- Grade FE SNS Manager <= 400 students, 185 days, 8 hour days
- Grade FG SNS Manager 401 - 1,000 students, 185 days, 8 hour days
- Grade FH SNS Manager >= 1,001 students, 185 days, 8 hour
- Grade FM SNS Specialist, 220 days, 7.5 hour days

Frederick County Public Schools
Custodian Salary Scale 2017–2018

| Level | Years Experience | Grade JA | | Grade JC | | Grade JB | | Grade JD | | Grade JF | | Grade JG | | Grade JH | |
|-------|------------------|----------|-----------|----------|-----------|----------|-----------|----------|-----------|----------|-----------|----------|-----------|----------|-----------|
| | | Hourly | Annual | Hourly | Annual | Hourly | Annual | Hourly | Annual | Hourly | Annual | Hourly | Annual | Hourly | Annual |
| 1 | 0 | \$ 11.52 | \$ 17,050 | \$ 11.52 | \$ 20,275 | \$ 11.52 | \$ 22,579 | \$ 12.67 | \$ 24,833 | \$ 13.13 | \$ 25,735 | \$ 14.40 | \$ 28,224 | \$ 13.57 | \$ 21,712 |
| 2 | 1,2 | \$ 11.87 | \$ 17,568 | \$ 11.87 | \$ 20,891 | \$ 11.87 | \$ 23,265 | \$ 13.05 | \$ 25,578 | \$ 13.52 | \$ 26,499 | \$ 14.83 | \$ 29,067 | \$ 13.98 | \$ 22,368 |
| 3 | 3 | \$ 12.23 | \$ 18,100 | \$ 12.23 | \$ 21,525 | \$ 12.23 | \$ 23,971 | \$ 13.44 | \$ 26,342 | \$ 13.93 | \$ 27,303 | \$ 15.27 | \$ 29,929 | \$ 14.40 | \$ 23,040 |
| 4 | 4 | \$ 12.60 | \$ 18,648 | \$ 12.60 | \$ 22,176 | \$ 12.60 | \$ 24,696 | \$ 13.84 | \$ 27,126 | \$ 14.35 | \$ 28,126 | \$ 15.73 | \$ 30,831 | \$ 14.83 | \$ 23,728 |
| 5 | 5,6,7,8,9 | \$ 12.98 | \$ 19,210 | \$ 12.98 | \$ 22,845 | \$ 12.98 | \$ 25,441 | \$ 14.26 | \$ 27,950 | \$ 14.78 | \$ 28,969 | \$ 16.20 | \$ 31,752 | \$ 15.27 | \$ 24,432 |
| 6 | 10 | \$ 13.37 | \$ 19,788 | \$ 13.37 | \$ 23,531 | \$ 13.37 | \$ 26,205 | \$ 14.69 | \$ 28,792 | \$ 15.22 | \$ 29,831 | \$ 16.69 | \$ 32,712 | \$ 15.73 | \$ 25,168 |
| 7 | 11 | \$ 13.77 | \$ 20,380 | \$ 13.77 | \$ 24,235 | \$ 13.77 | \$ 26,989 | \$ 15.13 | \$ 29,655 | \$ 15.68 | \$ 30,733 | \$ 17.19 | \$ 33,692 | \$ 16.20 | \$ 25,920 |
| 8 | 12 | \$ 14.18 | \$ 20,986 | \$ 14.18 | \$ 24,957 | \$ 14.18 | \$ 27,793 | \$ 15.58 | \$ 30,537 | \$ 16.15 | \$ 31,654 | \$ 17.71 | \$ 34,712 | \$ 16.69 | \$ 26,704 |
| 9 | 13 | \$ 14.61 | \$ 21,623 | \$ 14.61 | \$ 25,714 | \$ 14.61 | \$ 28,636 | \$ 16.05 | \$ 31,458 | \$ 16.63 | \$ 32,595 | \$ 18.24 | \$ 35,750 | \$ 17.19 | \$ 27,504 |
| 10 | 14 | \$ 15.05 | \$ 22,274 | \$ 15.05 | \$ 26,488 | \$ 15.05 | \$ 29,498 | \$ 16.53 | \$ 32,399 | \$ 17.13 | \$ 33,575 | \$ 18.79 | \$ 36,828 | \$ 17.71 | \$ 28,336 |
| 11 | 15 | \$ 15.50 | \$ 22,940 | \$ 15.50 | \$ 27,280 | \$ 15.50 | \$ 30,380 | \$ 17.03 | \$ 33,379 | \$ 17.64 | \$ 34,574 | \$ 19.35 | \$ 37,926 | \$ 18.24 | \$ 29,184 |
| 12 | 16 | \$ 15.97 | \$ 23,636 | \$ 15.97 | \$ 28,107 | \$ 15.97 | \$ 31,301 | \$ 17.54 | \$ 34,378 | \$ 18.17 | \$ 35,613 | \$ 19.93 | \$ 39,063 | \$ 18.79 | \$ 30,064 |
| 13 | 17 | \$ 16.45 | \$ 24,346 | \$ 16.45 | \$ 28,952 | \$ 16.45 | \$ 32,242 | \$ 18.07 | \$ 35,417 | \$ 18.72 | \$ 36,691 | \$ 20.53 | \$ 40,239 | \$ 19.35 | \$ 30,960 |
| 14 | 18 | \$ 16.94 | \$ 25,071 | \$ 16.94 | \$ 29,814 | \$ 16.94 | \$ 33,202 | \$ 18.61 | \$ 36,476 | \$ 19.28 | \$ 37,789 | \$ 21.15 | \$ 41,454 | \$ 19.93 | \$ 31,888 |
| 15 | 19 | \$ 17.45 | \$ 25,826 | \$ 17.45 | \$ 30,712 | \$ 17.45 | \$ 34,202 | \$ 19.17 | \$ 37,573 | \$ 19.86 | \$ 38,926 | \$ 21.78 | \$ 42,689 | \$ 20.53 | \$ 32,848 |
| 16 | 20 | \$ 17.97 | \$ 26,596 | \$ 17.97 | \$ 31,627 | \$ 17.97 | \$ 35,221 | \$ 19.75 | \$ 38,710 | \$ 20.46 | \$ 40,102 | \$ 22.43 | \$ 43,963 | \$ 21.15 | \$ 33,840 |
| 17 | 21 | \$ 18.51 | \$ 27,395 | \$ 18.51 | \$ 32,578 | \$ 18.51 | \$ 36,280 | \$ 20.34 | \$ 39,866 | \$ 21.07 | \$ 41,297 | \$ 23.10 | \$ 45,276 | \$ 21.78 | \$ 34,848 |
| 18 | 22 | \$ 19.07 | \$ 28,224 | \$ 19.07 | \$ 33,563 | \$ 19.07 | \$ 37,377 | \$ 20.95 | \$ 41,062 | \$ 21.70 | \$ 42,532 | \$ 23.79 | \$ 46,628 | \$ 22.43 | \$ 35,888 |
| 19 | 23 | \$ 19.64 | \$ 29,067 | \$ 19.64 | \$ 34,566 | \$ 19.64 | \$ 38,494 | \$ 21.58 | \$ 42,297 | \$ 22.35 | \$ 43,806 | \$ 24.50 | \$ 48,020 | \$ 23.10 | \$ 36,960 |
| 20 | 24 | \$ 20.23 | \$ 29,940 | \$ 20.23 | \$ 35,605 | \$ 20.23 | \$ 39,651 | \$ 22.23 | \$ 43,571 | \$ 23.02 | \$ 45,119 | \$ 25.24 | \$ 49,470 | \$ 23.79 | \$ 38,064 |
| 21 | 25 | \$ 20.84 | \$ 30,843 | \$ 20.84 | \$ 36,678 | \$ 20.84 | \$ 40,846 | \$ 22.90 | \$ 44,884 | \$ 23.71 | \$ 46,472 | \$ 26.00 | \$ 50,960 | \$ 24.50 | \$ 39,200 |
| 22 | 26 & up | \$ 21.47 | \$ 31,776 | \$ 21.47 | \$ 37,787 | \$ 21.47 | \$ 42,081 | \$ 23.59 | \$ 46,236 | \$ 24.42 | \$ 47,863 | \$ 26.78 | \$ 52,489 | \$ 25.24 | \$ 40,384 |

Grade JA 185 days Custodian
 Grade JC 220 days Custodian
 Grade JB 12 months Custodian
 Grade JD 12 months Head Custodian <= 400 Students

Grade JF 12 months Head Custodian 401 - 1,000 Students & SBO
 Grade JG 12 months Head Custodian >= 1,001 Students
 Grade JH 200 days Security Guard

All grades are based on 8 hour days.

Frederick County Public Schools
Information Technology Salary Scale 2017–2018

| | | Grade TA | | Grade PR | | Grade SS | | Grade NS | | Grade PG | |
|-------|------------------|----------|-----------|----------|-----------|----------|-----------|----------|-----------|----------|-----------|
| Level | Years Experience | Hourly | Annual | Hourly | Annual | Hourly | Annual | Hourly | Annual | Hourly | Annual |
| 1 | 0 | \$ 13.06 | \$ 24,002 | \$ 18.66 | \$ 34,289 | \$ 22.49 | \$ 41,318 | \$ 26.22 | \$ 48,176 | \$ 30.14 | \$ 55,377 |
| 2 | 1,2 | \$ 13.44 | \$ 24,698 | \$ 19.20 | \$ 35,283 | \$ 23.14 | \$ 42,516 | \$ 26.98 | \$ 49,573 | \$ 31.01 | \$ 56,983 |
| 3 | 3 | \$ 13.83 | \$ 25,414 | \$ 19.76 | \$ 36,306 | \$ 23.81 | \$ 43,749 | \$ 27.76 | \$ 51,011 | \$ 31.91 | \$ 58,636 |
| 4 | 4 | \$ 14.23 | \$ 26,151 | \$ 20.33 | \$ 37,359 | \$ 24.50 | \$ 45,018 | \$ 28.57 | \$ 52,490 | \$ 32.84 | \$ 60,336 |
| 5 | 5,6,7,8,9 | \$ 14.64 | \$ 26,909 | \$ 20.92 | \$ 38,442 | \$ 25.21 | \$ 46,324 | \$ 29.39 | \$ 54,012 | \$ 33.79 | \$ 62,086 |
| 6 | 10 | \$ 15.07 | \$ 27,689 | \$ 21.53 | \$ 39,557 | \$ 25.94 | \$ 47,667 | \$ 30.25 | \$ 55,578 | \$ 34.77 | \$ 63,886 |
| 7 | 11 | \$ 15.51 | \$ 28,492 | \$ 22.15 | \$ 40,704 | \$ 26.69 | \$ 49,049 | \$ 31.12 | \$ 57,190 | \$ 35.78 | \$ 65,739 |
| 8 | 12 | \$ 15.96 | \$ 29,318 | \$ 22.79 | \$ 41,884 | \$ 27.47 | \$ 50,471 | \$ 32.03 | \$ 58,849 | \$ 36.81 | \$ 67,645 |
| 9 | 13 | \$ 16.42 | \$ 30,168 | \$ 23.46 | \$ 43,099 | \$ 28.26 | \$ 51,935 | \$ 32.96 | \$ 60,556 | \$ 37.88 | \$ 69,607 |
| 10 | 14 | \$ 16.89 | \$ 31,043 | \$ 24.14 | \$ 44,349 | \$ 29.08 | \$ 53,441 | \$ 33.91 | \$ 62,312 | \$ 38.98 | \$ 71,626 |
| 11 | 15 | \$ 17.38 | \$ 31,943 | \$ 24.84 | \$ 45,635 | \$ 29.93 | \$ 54,991 | \$ 34.89 | \$ 64,119 | \$ 40.11 | \$ 73,703 |
| 12 | 16 | \$ 17.89 | \$ 32,869 | \$ 25.56 | \$ 46,958 | \$ 30.80 | \$ 56,586 | \$ 35.91 | \$ 65,978 | \$ 41.27 | \$ 75,840 |
| 13 | 17 | \$ 18.41 | \$ 33,822 | \$ 26.30 | \$ 48,320 | \$ 31.69 | \$ 58,227 | \$ 36.95 | \$ 67,891 | \$ 42.47 | \$ 78,039 |
| 14 | 18 | \$ 18.94 | \$ 34,803 | \$ 27.06 | \$ 49,721 | \$ 32.61 | \$ 59,916 | \$ 38.02 | \$ 69,860 | \$ 43.70 | \$ 80,302 |
| 15 | 19 | \$ 19.49 | \$ 35,812 | \$ 27.84 | \$ 51,163 | \$ 33.55 | \$ 61,654 | \$ 39.12 | \$ 71,886 | \$ 44.97 | \$ 82,631 |
| 16 | 20 | \$ 20.05 | \$ 36,851 | \$ 28.65 | \$ 52,647 | \$ 34.53 | \$ 63,442 | \$ 40.26 | \$ 73,971 | \$ 46.27 | \$ 85,027 |
| 17 | 21 | \$ 20.64 | \$ 37,920 | \$ 29.48 | \$ 54,174 | \$ 35.53 | \$ 65,282 | \$ 41.42 | \$ 76,116 | \$ 47.62 | \$ 87,493 |
| 18 | 22 | \$ 21.24 | \$ 39,020 | \$ 30.34 | \$ 55,745 | \$ 36.56 | \$ 67,175 | \$ 42.62 | \$ 78,323 | \$ 49.00 | \$ 90,030 |
| 19 | 23 | \$ 21.85 | \$ 40,152 | \$ 31.22 | \$ 57,362 | \$ 37.62 | \$ 69,123 | \$ 43.86 | \$ 80,594 | \$ 50.42 | \$ 92,641 |
| 20 | 24 & up | \$ 22.48 | \$ 41,316 | \$ 32.12 | \$ 59,025 | \$ 38.71 | \$ 71,128 | \$ 45.13 | \$ 82,931 | \$ 51.88 | \$ 95,328 |

- Grade TA Technology Assistant
- Grade PR Computer and Media Technicians and Assistant
- Grade SS System Support Specialist
- Grade NS Software, Network, Audio Visual, and Media Production Specialists
- Grade PG Information Systems Analyst, Network Systems Engineer, and Technology Training Specialist

All grades are 12 months and hourly rates are based on 245 days, 7.5 hour days.

Frederick County Public Schools
Instructional Aide Salary Scale 2017–2018

| Level | Years | | Hourly | Annual |
|-------|------------|--|----------|-----------|
| | Experience | | | |
| 1 | 0 | | \$ 12.07 | \$ 15,293 |
| 2 | 1,2 | | \$ 12.42 | \$ 15,733 |
| 3 | 3 | | \$ 12.78 | \$ 16,186 |
| 4 | 4 | | \$ 13.14 | \$ 16,652 |
| 5 | 5,6,7,8,9 | | \$ 13.52 | \$ 17,132 |
| 6 | 10 | | \$ 13.91 | \$ 17,625 |
| 7 | 11 | | \$ 14.31 | \$ 18,133 |
| 8 | 12 | | \$ 14.72 | \$ 18,655 |
| 9 | 13 | | \$ 15.15 | \$ 19,192 |
| 10 | 14 | | \$ 15.58 | \$ 19,745 |
| 11 | 15 | | \$ 16.03 | \$ 20,314 |
| 12 | 16 | | \$ 16.49 | \$ 20,899 |
| 13 | 17 | | \$ 16.97 | \$ 21,501 |
| 14 | 18 | | \$ 17.46 | \$ 22,120 |
| 15 | 19 | | \$ 17.96 | \$ 22,757 |
| 16 | 20 | | \$ 18.48 | \$ 23,413 |
| 17 | 21 | | \$ 19.01 | \$ 24,087 |
| 18 | 22 | | \$ 19.56 | \$ 24,781 |
| 19 | 23 | | \$ 20.12 | \$ 25,494 |
| 20 | 24 | | \$ 20.70 | \$ 26,228 |
| 21 | 25 & up | | \$ 21.30 | \$ 26,984 |

Scale is based on 181 days, 7 hour days.

Frederick County Public Schools

Interpreter Salary Scale 2017–2018

| | | Grade INTER | |
|-------|------------|-------------|-----------|
| | Years | | |
| Level | Experience | Hourly | Annual |
| 1 | 0 | \$ 19.39 | \$ 24,568 |
| 2 | 1,2 | \$ 19.92 | \$ 25,244 |
| 3 | 3 | \$ 20.47 | \$ 25,938 |
| 4 | 4 | \$ 21.03 | \$ 26,651 |
| 5 | 5,6,7,8,9 | \$ 21.61 | \$ 27,384 |
| 6 | 10 | \$ 22.21 | \$ 28,137 |
| 7 | 11 | \$ 22.82 | \$ 28,911 |
| 8 | 12 | \$ 23.45 | \$ 29,706 |
| 9 | 13 | \$ 24.09 | \$ 30,523 |
| 10 | 14 | \$ 24.75 | \$ 31,362 |
| 11 | 15 | \$ 25.43 | \$ 32,224 |
| 12 | 16 | \$ 26.13 | \$ 33,110 |
| 13 | 17 | \$ 26.85 | \$ 34,021 |
| 14 | 18 | \$ 27.59 | \$ 34,957 |
| 15 | 19 | \$ 28.35 | \$ 35,918 |
| 16 | 20 | \$ 29.13 | \$ 36,906 |
| 17 | 21 | \$ 29.93 | \$ 37,921 |
| 18 | 22 | \$ 30.75 | \$ 38,964 |
| 19 | 23 | \$ 31.60 | \$ 40,036 |
| 20 | 24 | \$ 32.47 | \$ 41,137 |
| 21 | 25 | \$ 33.36 | \$ 42,268 |
| 22 | 26 | \$ 34.28 | \$ 43,430 |
| 23 | 27 & up | \$ 35.22 | \$ 44,624 |

Scale is based on 181 days, 7 hour days.

Scale includes sign language and English language interpreting services.

Frederick County Public Schools

Maintenance Salary Scale 2017–2018

| Level | Years Experience | Grade MA-1 | | Grade MA-2 | | Grade MA-3 | | Grade MAS | | Grade MCW | |
|-------|---------------------|------------|-----------|------------|-----------|------------|-----------|-----------|-----------|-----------|-----------|
| | | Hourly | Annual | Hourly | Annual | Hourly | Annual | Hourly | Annual | Hourly | Annual |
| 1 | 0 | \$ 13.14 | \$ 25,753 | \$ 14.85 | \$ 29,101 | \$ 16.78 | \$ 32,884 | \$ 23.49 | \$ 46,037 | \$ 25.13 | \$ 49,260 |
| 2 | 1,2 | \$ 13.53 | \$ 26,526 | \$ 15.29 | \$ 29,974 | \$ 17.28 | \$ 33,871 | \$ 24.19 | \$ 47,418 | \$ 25.89 | \$ 50,738 |
| 3 | 3 | \$ 13.94 | \$ 27,322 | \$ 15.75 | \$ 30,873 | \$ 17.80 | \$ 34,887 | \$ 24.92 | \$ 48,841 | \$ 26.66 | \$ 52,260 |
| 4 | 4 | \$ 14.36 | \$ 28,142 | \$ 16.22 | \$ 31,799 | \$ 18.33 | \$ 35,934 | \$ 25.67 | \$ 50,306 | \$ 27.46 | \$ 53,828 |
| 5 | 5,6,7,8,9 | \$ 14.79 | \$ 28,986 | \$ 16.71 | \$ 32,753 | \$ 18.88 | \$ 37,012 | \$ 26.44 | \$ 51,815 | \$ 28.29 | \$ 55,443 |
| 6 | 10 | \$ 15.23 | \$ 29,856 | \$ 17.21 | \$ 33,736 | \$ 19.45 | \$ 38,122 | \$ 27.23 | \$ 53,369 | \$ 29.14 | \$ 57,106 |
| 7 | 11 | \$ 15.69 | \$ 30,752 | \$ 17.73 | \$ 34,748 | \$ 20.03 | \$ 39,266 | \$ 28.05 | \$ 54,970 | \$ 30.01 | \$ 58,819 |
| 8 | 12 | \$ 16.16 | \$ 31,675 | \$ 18.26 | \$ 35,790 | \$ 20.63 | \$ 40,444 | \$ 28.89 | \$ 56,619 | \$ 30.91 | \$ 60,584 |
| 9 | 13 | \$ 16.65 | \$ 32,625 | \$ 18.81 | \$ 36,864 | \$ 21.25 | \$ 41,657 | \$ 29.75 | \$ 58,318 | \$ 31.84 | \$ 62,402 |
| 10 | 14 | \$ 17.14 | \$ 33,604 | \$ 19.37 | \$ 37,970 | \$ 21.89 | \$ 42,907 | \$ 30.65 | \$ 60,068 | \$ 32.79 | \$ 64,274 |
| 11 | 15 | \$ 17.66 | \$ 34,612 | \$ 19.95 | \$ 39,109 | \$ 22.55 | \$ 44,194 | \$ 31.57 | \$ 61,870 | \$ 33.78 | \$ 66,202 |
| 12 | 16 | \$ 18.19 | \$ 35,650 | \$ 20.55 | \$ 40,282 | \$ 23.22 | \$ 45,520 | \$ 32.51 | \$ 63,726 | \$ 34.79 | \$ 68,188 |
| 13 | 17 | \$ 18.73 | \$ 36,720 | \$ 21.17 | \$ 41,490 | \$ 23.92 | \$ 46,886 | \$ 33.49 | \$ 65,638 | \$ 35.83 | \$ 70,234 |
| 14 | 18 | \$ 19.30 | \$ 37,822 | \$ 21.80 | \$ 42,735 | \$ 24.64 | \$ 48,293 | \$ 34.49 | \$ 67,607 | \$ 36.91 | \$ 72,341 |
| 15 | 19 | \$ 19.88 | \$ 38,957 | \$ 22.46 | \$ 44,017 | \$ 25.38 | \$ 49,742 | \$ 35.53 | \$ 69,635 | \$ 38.02 | \$ 74,511 |
| 16 | 20 | \$ 20.47 | \$ 40,126 | \$ 23.13 | \$ 45,338 | \$ 26.14 | \$ 51,234 | \$ 36.59 | \$ 71,724 | \$ 39.16 | \$ 76,746 |
| 17 | 21 | \$ 21.09 | \$ 41,330 | \$ 23.83 | \$ 46,698 | \$ 26.92 | \$ 52,771 | \$ 37.69 | \$ 73,876 | \$ 40.33 | \$ 79,048 |
| 18 | 22 | \$ 21.72 | \$ 42,570 | \$ 24.54 | \$ 48,099 | \$ 27.73 | \$ 54,354 | \$ 38.82 | \$ 76,092 | \$ 41.54 | \$ 81,419 |
| 19 | 23 | \$ 22.37 | \$ 43,847 | \$ 25.28 | \$ 49,542 | \$ 28.56 | \$ 55,985 | \$ 39.99 | \$ 78,375 | \$ 42.79 | \$ 83,862 |
| 20 | 24 | \$ 23.04 | \$ 45,162 | \$ 26.03 | \$ 51,028 | \$ 29.42 | \$ 57,665 | \$ 41.19 | \$ 80,726 | \$ 44.07 | \$ 86,378 |
| 21 | 25 | \$ 23.73 | \$ 46,517 | \$ 26.82 | \$ 52,559 | \$ 30.30 | \$ 59,395 | \$ 42.42 | \$ 83,148 | \$ 45.39 | \$ 88,969 |
| 22 | 26 & up | n/a | n/a | n/a | n/a | \$ 31.21 | \$ 61,177 | \$ 43.69 | \$ 85,642 | \$ 46.75 | \$ 91,638 |

Grade MA-1 – General Maintenance Level I, Courier

Grade MA-2 – General Maintenance Level 2 Apprentice

Grade MA-3 – General Maintenance Level 3 Journeyman

Grade MAS – Maintenance and Grounds Specialist

Grade MCW – Clerk of the Works

All grades are 12 months and hourly amounts are based on 245 days, 8 hour days.

Frederick County Public Schools

Mechanic Salary Scale 2017–2018

| Level | Years Experience | Grade ME-PT | | Grade ME-1 | | Grade ME-2 | | Grade ME-3 | |
|-------|------------------|-------------|-----------|------------|-----------|------------|-----------|------------|-----------|
| | | Hourly | Annual | Hourly | Annual | Hourly | Annual | Hourly | Annual |
| 1 | 0 | \$ 14.90 | \$ 29,207 | \$ 16.83 | \$ 32,992 | \$ 18.85 | \$ 36,938 | \$ 20.72 | \$ 40,620 |
| 2 | 1,2 | \$ 15.35 | \$ 30,083 | \$ 17.34 | \$ 33,982 | \$ 19.41 | \$ 38,046 | \$ 21.35 | \$ 41,839 |
| 3 | 3 | \$ 15.81 | \$ 30,985 | \$ 17.86 | \$ 35,001 | \$ 19.99 | \$ 39,187 | \$ 21.99 | \$ 43,094 |
| 4 | 4 | \$ 16.28 | \$ 31,915 | \$ 18.39 | \$ 36,051 | \$ 20.59 | \$ 40,363 | \$ 22.65 | \$ 44,387 |
| 5 | 5,6,7,8,9 | \$ 16.77 | \$ 32,872 | \$ 18.95 | \$ 37,133 | \$ 21.21 | \$ 41,574 | \$ 23.33 | \$ 45,719 |
| 6 | 10 | \$ 17.27 | \$ 33,858 | \$ 19.51 | \$ 38,247 | \$ 21.85 | \$ 42,821 | \$ 24.03 | \$ 47,091 |
| 7 | 11 | \$ 17.79 | \$ 34,874 | \$ 20.10 | \$ 39,394 | \$ 22.50 | \$ 44,106 | \$ 24.75 | \$ 48,504 |
| 8 | 12 | \$ 18.33 | \$ 35,920 | \$ 20.70 | \$ 40,576 | \$ 23.18 | \$ 45,429 | \$ 25.49 | \$ 49,959 |
| 9 | 13 | \$ 18.88 | \$ 36,998 | \$ 21.32 | \$ 41,793 | \$ 23.87 | \$ 46,792 | \$ 26.25 | \$ 51,458 |
| 10 | 14 | \$ 19.44 | \$ 38,108 | \$ 21.96 | \$ 43,047 | \$ 24.59 | \$ 48,196 | \$ 27.04 | \$ 53,002 |
| 11 | 15 | \$ 20.03 | \$ 39,251 | \$ 22.62 | \$ 44,338 | \$ 25.33 | \$ 49,642 | \$ 27.85 | \$ 54,592 |
| 12 | 16 | \$ 20.63 | \$ 40,429 | \$ 23.30 | \$ 45,668 | \$ 26.09 | \$ 51,131 | \$ 28.69 | \$ 56,230 |
| 13 | 17 | \$ 21.25 | \$ 41,642 | \$ 24.00 | \$ 47,038 | \$ 26.87 | \$ 52,665 | \$ 29.55 | \$ 57,917 |
| 14 | 18 | \$ 21.88 | \$ 42,891 | \$ 24.72 | \$ 48,449 | \$ 27.68 | \$ 54,245 | \$ 30.44 | \$ 59,655 |
| 15 | 19 | \$ 22.54 | \$ 44,178 | \$ 25.46 | \$ 49,902 | \$ 28.51 | \$ 55,872 | \$ 31.35 | \$ 61,445 |
| 16 | 20 | \$ 23.22 | \$ 45,503 | \$ 26.22 | \$ 51,399 | \$ 29.36 | \$ 57,548 | \$ 32.29 | \$ 63,288 |
| 17 | 21 | \$ 23.91 | \$ 46,868 | \$ 27.01 | \$ 52,941 | \$ 30.24 | \$ 59,274 | \$ 33.26 | \$ 65,187 |
| 18 | 22 | \$ 24.63 | \$ 48,274 | \$ 27.82 | \$ 54,529 | \$ 31.15 | \$ 61,052 | \$ 34.26 | \$ 67,143 |
| 19 | 23 | \$ 25.37 | \$ 49,722 | \$ 28.66 | \$ 56,165 | \$ 32.08 | \$ 62,884 | \$ 35.28 | \$ 69,157 |
| 20 | 24 | \$ 26.13 | \$ 51,214 | \$ 29.52 | \$ 57,850 | \$ 33.05 | \$ 64,771 | \$ 36.34 | \$ 71,232 |
| 21 | 25 | \$ 26.91 | \$ 52,750 | \$ 30.40 | \$ 59,586 | \$ 34.04 | \$ 66,714 | \$ 37.43 | \$ 73,369 |
| 22 | 26 & up | n/a | n/a | \$ 31.31 | \$ 61,374 | \$ 35.06 | \$ 68,715 | \$ 38.56 | \$ 75,570 |

Grade ME-PT – Parts Technician

Grade ME-1 – Mechanic

Grade ME-2 – Master Mechanic

Grade ME-3 – Lead Mechanic

All grades are 12 months and hourly rates are based on 245 days, 8 hour days.

Frederick County Public Schools

Nurse Salary Scale 2017–2018

| Level | Years Experience | Grade LPN | | | Grade NR | | | Grade ND | | |
|-------|------------------|-----------|-----------|-----------|----------|-----------|-----------|----------|-----------|-----------|
| | | Hourly | Daily | Annual | Hourly | Daily | Annual | Hourly | Daily | Annual |
| 1 | 0 | \$ 15.50 | \$ 108.50 | \$ 19,639 | \$ 19.38 | \$ 145.38 | \$ 27,912 | \$ 20.13 | \$ 150.95 | \$ 28,982 |
| 2 | 1,2 | \$ 15.98 | \$ 111.86 | \$ 20,247 | \$ 19.97 | \$ 149.75 | \$ 28,752 | \$ 20.71 | \$ 155.32 | \$ 29,822 |
| 3 | 3 | \$ 16.46 | \$ 115.22 | \$ 20,855 | \$ 20.57 | \$ 154.26 | \$ 29,617 | \$ 21.31 | \$ 159.83 | \$ 30,687 |
| 4 | 4 | \$ 16.95 | \$ 118.65 | \$ 21,476 | \$ 21.19 | \$ 158.89 | \$ 30,507 | \$ 21.93 | \$ 164.46 | \$ 31,577 |
| 5 | 5,6,7,8,9 | \$ 17.46 | \$ 122.22 | \$ 22,122 | \$ 21.82 | \$ 163.66 | \$ 31,423 | \$ 22.56 | \$ 169.23 | \$ 32,493 |
| 6 | 10 | \$ 17.98 | \$ 125.86 | \$ 22,781 | \$ 22.48 | \$ 168.57 | \$ 32,365 | \$ 23.22 | \$ 174.14 | \$ 33,435 |
| 7 | 11 | \$ 18.52 | \$ 129.64 | \$ 23,465 | \$ 23.15 | \$ 173.62 | \$ 33,335 | \$ 23.89 | \$ 179.19 | \$ 34,405 |
| 8 | 12 | \$ 19.07 | \$ 133.49 | \$ 24,162 | \$ 23.84 | \$ 178.82 | \$ 34,333 | \$ 24.59 | \$ 184.39 | \$ 35,403 |
| 9 | 13 | \$ 19.65 | \$ 137.55 | \$ 24,897 | \$ 24.56 | \$ 184.17 | \$ 35,360 | \$ 25.30 | \$ 189.74 | \$ 36,430 |
| 10 | 14 | \$ 20.23 | \$ 141.61 | \$ 25,631 | \$ 25.29 | \$ 189.67 | \$ 36,416 | \$ 26.03 | \$ 195.24 | \$ 37,486 |
| 11 | 15 | \$ 20.83 | \$ 145.81 | \$ 26,392 | \$ 26.04 | \$ 195.33 | \$ 37,503 | \$ 26.79 | \$ 200.90 | \$ 38,573 |
| 12 | 16 | \$ 21.46 | \$ 150.22 | \$ 27,190 | \$ 26.82 | \$ 201.16 | \$ 38,622 | \$ 27.56 | \$ 206.73 | \$ 39,692 |
| 13 | 17 | \$ 22.10 | \$ 154.70 | \$ 28,001 | \$ 27.62 | \$ 207.15 | \$ 39,773 | \$ 28.36 | \$ 212.72 | \$ 40,843 |
| 14 | 18 | \$ 22.75 | \$ 159.25 | \$ 28,824 | \$ 28.44 | \$ 213.32 | \$ 40,957 | \$ 29.19 | \$ 218.89 | \$ 42,027 |
| 15 | 19 | \$ 23.43 | \$ 164.01 | \$ 29,686 | \$ 29.29 | \$ 219.67 | \$ 42,176 | \$ 30.03 | \$ 225.24 | \$ 43,246 |
| 16 | 20 | \$ 24.13 | \$ 168.91 | \$ 30,573 | \$ 30.16 | \$ 226.20 | \$ 43,430 | \$ 30.90 | \$ 231.77 | \$ 44,500 |
| 17 | 21 | \$ 24.85 | \$ 173.95 | \$ 31,485 | \$ 31.06 | \$ 232.92 | \$ 44,721 | \$ 31.80 | \$ 238.49 | \$ 45,791 |
| 18 | 22 | \$ 25.58 | \$ 179.06 | \$ 32,410 | \$ 31.98 | \$ 239.84 | \$ 46,049 | \$ 32.72 | \$ 245.41 | \$ 47,119 |
| 19 | 23 | \$ 26.34 | \$ 184.38 | \$ 33,373 | \$ 32.93 | \$ 246.95 | \$ 47,415 | \$ 33.67 | \$ 252.53 | \$ 48,485 |
| 20 | 24 | \$ 27.12 | \$ 189.84 | \$ 34,361 | \$ 33.90 | \$ 254.28 | \$ 48,821 | \$ 34.65 | \$ 259.85 | \$ 49,891 |
| 21 | 25 | \$ 27.93 | \$ 195.51 | \$ 35,387 | \$ 34.91 | \$ 261.81 | \$ 50,268 | \$ 35.65 | \$ 267.39 | \$ 51,338 |
| 22 | 26 | \$ 28.75 | \$ 201.25 | \$ 36,426 | \$ 35.94 | \$ 269.57 | \$ 51,757 | \$ 36.69 | \$ 275.14 | \$ 52,827 |
| 23 | 27 | \$ 29.61 | \$ 207.27 | \$ 37,516 | \$ 37.01 | \$ 277.55 | \$ 53,289 | \$ 37.75 | \$ 283.12 | \$ 54,359 |
| 24 | 28 | \$ 30.48 | \$ 213.36 | \$ 38,618 | \$ 38.10 | \$ 285.76 | \$ 54,865 | \$ 38.84 | \$ 291.33 | \$ 55,935 |
| 25 | 29 & up | \$ 31.38 | \$ 219.66 | \$ 39,758 | \$ 39.23 | \$ 294.20 | \$ 56,487 | \$ 39.97 | \$ 299.78 | \$ 57,557 |

Grade LPN – Licensed Practical Nurse, 181 days, 7 hour days

Grade NR – Registered Nurse, 192 days, 7.5 hour days

Grade ND – Registered Nurse with a Bachelors or Masters degree, 192 days, 7.5 hour days

Frederick County Public Schools

Psychologist and Educational Diagnostician Salary Scale 2017–2018

| Level | Years Experience | Grade PYD | | Grade PY | |
|-------|---------------------|-----------|-----------|----------|--|
| | | | | | |
| 1 | 0 | \$ 49,093 | \$ 51,428 | | |
| 2 | 1,2 | \$ 50,274 | \$ 52,662 | | |
| 3 | 3 | \$ 51,471 | \$ 53,926 | | |
| 4 | 4 | \$ 52,715 | \$ 55,220 | | |
| 5 | 5,6,7,8,9 | \$ 53,975 | \$ 56,545 | | |
| 6 | 10 | \$ 55,267 | \$ 57,902 | | |
| 7 | 11 | \$ 56,590 | \$ 59,292 | | |
| 8 | 12 | \$ 57,960 | \$ 60,715 | | |
| 9 | 13 | \$ 59,346 | \$ 62,172 | | |
| 10 | 14 | \$ 60,764 | \$ 63,664 | | |
| 11 | 15 | \$ 62,228 | \$ 65,192 | | |
| 12 | 16,17 | \$ 63,725 | \$ 66,757 | | |
| 13 | 18,19 | \$ 65,252 | \$ 68,359 | | |
| 14 | 20 | \$ 66,812 | \$ 70,000 | | |
| 15 | 21 | \$ 68,418 | \$ 71,680 | | |
| 16 | 22 | \$ 70,056 | \$ 73,400 | | |
| 17 | 23 | \$ 71,741 | \$ 75,162 | | |
| 18 | 24,25 | \$ 73,474 | \$ 76,966 | | |
| 19 | 26,27 | \$ 75,238 | \$ 78,813 | | |
| 20 | 28,29 | \$ 77,033 | \$ 80,705 | | |
| 21 | 30,31 | \$ 78,892 | \$ 82,642 | | |
| 22 | 32 | \$ 80,782 | \$ 84,625 | | |
| 23 | 33 | \$ 82,719 | \$ 86,656 | | |
| 24 | 34 | \$ 84,704 | \$ 88,736 | | |
| 25 | 35 & up | \$ 86,735 | \$ 90,866 | | |

Grade PYD – 210 days, 7.5 hour days

Grade PY – 220 days, 7.5 hour days

Frederick County Public Schools
Specialist and Accountant Salary Scale 2017–2018

| Level | Years Experience | Grade FH - Specialist | | Grade ACC - Accountant | |
|-------|------------------|-----------------------|-----------|------------------------|-----------|
| | | Hourly | Annual | Hourly | Annual |
| 1 | 0 | \$ 18.41 | \$ 33,824 | \$ 26.22 | \$ 48,176 |
| 2 | 1,2 | \$ 18.98 | \$ 34,873 | \$ 26.98 | \$ 49,573 |
| 3 | 3 | \$ 19.57 | \$ 35,954 | \$ 27.76 | \$ 51,011 |
| 4 | 4 | \$ 20.17 | \$ 37,069 | \$ 28.57 | \$ 52,490 |
| 5 | 5,6,7,8,9 | \$ 20.80 | \$ 38,218 | \$ 29.39 | \$ 54,012 |
| 6 | 10 | \$ 21.44 | \$ 39,403 | \$ 30.25 | \$ 55,578 |
| 7 | 11 | \$ 22.11 | \$ 40,624 | \$ 31.12 | \$ 57,190 |
| 8 | 12 | \$ 22.79 | \$ 41,883 | \$ 32.03 | \$ 58,849 |
| 9 | 13 | \$ 23.50 | \$ 43,181 | \$ 32.96 | \$ 60,556 |
| 10 | 14 | \$ 24.23 | \$ 44,520 | \$ 33.91 | \$ 62,312 |
| 11 | 15 | \$ 24.98 | \$ 45,900 | \$ 34.89 | \$ 64,119 |
| 12 | 16 | \$ 25.75 | \$ 47,323 | \$ 35.91 | \$ 65,978 |
| 13 | 17 | \$ 26.55 | \$ 48,790 | \$ 36.95 | \$ 67,891 |
| 14 | 18 | \$ 27.38 | \$ 50,302 | \$ 38.02 | \$ 69,860 |
| 15 | 19 | \$ 28.22 | \$ 51,861 | \$ 39.12 | \$ 71,886 |
| 16 | 20 | \$ 29.10 | \$ 53,469 | \$ 40.26 | \$ 73,971 |
| 17 | 21 | \$ 30.00 | \$ 55,127 | \$ 41.42 | \$ 76,116 |
| 18 | 22 | \$ 30.93 | \$ 56,836 | \$ 42.62 | \$ 78,323 |
| 19 | 23 & up | \$ 31.89 | \$ 58,598 | \$ 43.86 | \$ 80,594 |

This scale is 12 months and hourly rates are based on 245 days, 7.5 hour days.
 FH Grade Specialists include Finance, Human Resource, and Transportation
 ACC Grade Finance Accountant

Frederick County Public Schools

Substitute and Temporary Employees and Supplemental Bus Scales 2017–2018

Substitutes:*

| | | |
|------------------------------------|-----------|----------|
| High School Principal or higher | \$ 390.69 | Per Day |
| Middle School Principal | \$ 354.29 | Per Day |
| Elementary Principal | \$ 335.14 | Per Day |
| High School Assistant Principal | \$ 332.09 | Per Day |
| Middle School Assistant Principal | \$ 301.15 | Per Day |
| Elementary Assistant Principal | \$ 284.87 | Per Day |
| Teacher -Degreed | \$ 100.00 | Per Day |
| Teacher - Non-degreed | \$ 80.00 | Per Day |
| Nurse | \$ 100.00 | Per Day |
| Instructional Aide | \$ 76.00 | Per Day |
| Bus Driver | \$ 61.97 | Per Day |
| Bus Aide | \$ 53.79 | Per Day |
| Secretary/Account Clerk | \$ 11.96 | Per Hour |
| Executive Clerical Sub | \$ 18.02 | Per Hour |
| School Nutrition Services Employee | \$ 9.31 | Per Hour |
| Custodian | \$ 11.52 | Per Hour |
| Specialist | \$ 18.02 | Per Hour |
| Interpreter | \$ 19.92 | Per Hour |
| Athletic Trainer | \$ 23.75 | 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

| | |
|---|-------------------|
| 603-Mid-day Drivers** | hourly rate |
| 604-Mid-day Driver Aides** | hourly rate |
| 605-After School Activities** | hourly rate |
| 613-Part-time Trainers | hourly rate |
| 614-Fieldtrip Driver | \$ 15.00 Per Hour |
| 607-Trainee (follows federal minimum wage standard) | \$ 7.25 Per Hour |
| 620-Other-Shop Trips, Inservice, & Meetings | \$ 13.20 Per Hour |
| 620-Miscellaneous-Court Appearances & Misc. | \$ 18.47 Per Hour |
| 621-Remedial Summer School Driver | \$ 75.00 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.

**Mid-day and after school activity bus trips are paid based on a 1 hour minimum.

Temporary / Part-time Employees:

| | | |
|---|----------|--------------------|
| School Nutrition Services, enterprise activities: | | |
| Lead, Food Service | \$ 15.40 | Per Hour |
| Helper, Food Service | \$ 13.29 | Per Hour |
| Secretary, Records Center | \$ 11.96 | Per Hour |
| Student Worker (1st Year) | \$ 7.65 | Per Hour |
| Student Worker (2nd Year) | \$ 7.90 | Per Hour |
| Student Worker (3rd Year) | \$ 8.15 | Per Hour |
| Summer Grounds/General Maintenance | \$ 13.14 | Per Hour |
| Summer Network Specialists | \$ 18.66 | Per Hour |
| Temporary PC Technician | \$ 13.06 | Per Hour |
| Part-time teachers : | | |
| Homebound | \$ 29.51 | Per Hour |
| SOL Remediation - teacher | \$ 29.51 | Per Hour |
| SOL Remediation - aide | \$ 12.07 | Per Hour |
| Drivers Education | \$ 29.51 | Per Hour |
| Virtual Virginia | \$ 29.51 | Per Hour |
| Safety Audit Lead | \$ 32.58 | Per Hour |
| Safety Audit Assistant | \$ 26.06 | Per Hour |
| Summer Academy Teacher | \$ 2,500 | Per Summer Session |
| Summer Academy Lead Coordinator | \$ 3,000 | Per Summer Session |

Frederick County Public Schools
Teacher Salary Scale 2017-2018, Annual Amount
7 Hour, 200 Day Scale

| Level | Years | | Grade TR | Grade TS | Grade TT | Grade TM | Grade TC | Grade TD |
|-------|------------|--|-----------|-----------|-----------|-----------|-----------|-----------|
| | Experience | | | | | | | |
| 1 | 0 | | \$ 41,310 | \$ 41,851 | \$ 42,391 | \$ 45,419 | \$ 46,543 | \$ 47,663 |
| 2 | 1,2 | | \$ 42,693 | \$ 43,234 | \$ 43,774 | \$ 46,802 | \$ 47,926 | \$ 49,046 |
| 3 | 3 | | \$ 44,076 | \$ 44,617 | \$ 45,157 | \$ 48,185 | \$ 49,309 | \$ 50,429 |
| 4 | 4 | | \$ 45,459 | \$ 46,000 | \$ 46,540 | \$ 49,568 | \$ 50,692 | \$ 51,812 |
| 5 | 5,6,7,8,9 | | \$ 46,842 | \$ 47,383 | \$ 47,923 | \$ 50,951 | \$ 52,075 | \$ 53,195 |
| 6 | 10,11 | | \$ 48,225 | \$ 48,766 | \$ 49,306 | \$ 52,334 | \$ 53,458 | \$ 54,578 |
| 7 | 12,13 | | \$ 49,608 | \$ 50,149 | \$ 50,689 | \$ 53,717 | \$ 54,841 | \$ 55,961 |
| 8 | 14,15 | | \$ 50,991 | \$ 51,532 | \$ 52,072 | \$ 55,100 | \$ 56,224 | \$ 57,344 |
| 9 | 16 | | \$ 52,374 | \$ 52,915 | \$ 53,455 | \$ 56,483 | \$ 57,607 | \$ 58,727 |
| 10 | 17,18 | | \$ 53,757 | \$ 54,298 | \$ 54,838 | \$ 57,866 | \$ 58,990 | \$ 60,110 |
| 11 | 19,20 | | \$ 55,140 | \$ 55,681 | \$ 56,221 | \$ 59,249 | \$ 60,373 | \$ 61,493 |
| 12 | 21,22 | | \$ 56,523 | \$ 57,064 | \$ 57,604 | \$ 60,632 | \$ 61,756 | \$ 62,876 |
| 13 | 23 | | \$ 57,906 | \$ 58,447 | \$ 58,987 | \$ 62,015 | \$ 63,139 | \$ 64,259 |
| 14 | 24,25,26 | | \$ 59,289 | \$ 59,830 | \$ 60,370 | \$ 63,398 | \$ 64,522 | \$ 65,642 |
| 15 | 27 | | \$ 60,672 | \$ 61,213 | \$ 61,753 | \$ 64,781 | \$ 65,905 | \$ 67,025 |
| 16 | 28 | | \$ 62,055 | \$ 62,596 | \$ 63,136 | \$ 66,164 | \$ 67,288 | \$ 68,408 |
| 17 | 29,30 | | \$ 63,438 | \$ 63,979 | \$ 64,519 | \$ 67,547 | \$ 68,671 | \$ 69,791 |
| 18 | 31 | | \$ 64,821 | \$ 65,362 | \$ 65,902 | \$ 68,930 | \$ 70,054 | \$ 71,174 |
| 19 | 32 | | \$ 66,204 | \$ 66,745 | \$ 67,285 | \$ 70,313 | \$ 71,437 | \$ 72,557 |
| 20 | 33 | | \$ 67,587 | \$ 68,128 | \$ 68,668 | \$ 71,696 | \$ 72,820 | \$ 73,940 |
| 21 | 34 | | \$ 68,970 | \$ 69,511 | \$ 70,051 | \$ 73,079 | \$ 74,203 | \$ 75,323 |
| 22 | 35 | | \$ 70,353 | \$ 70,894 | \$ 71,434 | \$ 74,462 | \$ 75,586 | \$ 76,706 |
| 23 | 36 | | \$ 71,736 | \$ 72,277 | \$ 72,817 | \$ 75,845 | \$ 76,969 | \$ 78,089 |
| 24 | 37 | | \$ 73,119 | \$ 73,660 | \$ 74,200 | \$ 77,228 | \$ 78,352 | \$ 79,472 |
| 25 | 38 & up | | \$ 74,502 | \$ 75,043 | \$ 75,583 | \$ 78,611 | \$ 79,735 | \$ 80,855 |

Grade TR - Collegiate Salary Base

Grade TS - Collegiate with 15 Hours \$541 Supplement

Grade TT - Collegiate with 30 Hours \$1,081 Supplement

Grade TM - Masters Degree \$4,109 Supplement

Grade TC - Certificate of Advanced Graduate Studies (CAGS) or Education Specialist (Ed.S) \$5,233 Supplement

Grade TD - Doctorate \$6,353 Supplement

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

Speech Therapists with appropriate certification are placed on the Grade TD scale.

Years experience are completed years through June 30, 2017.

Frederick County Public Schools
Teacher Salary Scale 2017-2018, Daily Amount
7 Hour, 200 Day Scale

| Level | Years | | | | | | |
|-------|------------|-----------|-----------|-----------|-----------|-----------|-----------|
| | Experience | Grade TR | Grade TS | Grade TT | Grade TM | Grade TC | Grade TD |
| 1 | 0 | \$ 206.55 | \$ 209.25 | \$ 211.96 | \$ 227.09 | \$ 232.71 | \$ 238.31 |
| 2 | 1,2 | \$ 213.47 | \$ 216.17 | \$ 218.87 | \$ 234.01 | \$ 239.63 | \$ 245.23 |
| 3 | 3 | \$ 220.38 | \$ 223.08 | \$ 225.79 | \$ 240.92 | \$ 246.54 | \$ 252.14 |
| 4 | 4 | \$ 227.30 | \$ 230.00 | \$ 232.70 | \$ 247.84 | \$ 253.46 | \$ 259.06 |
| 5 | 5,6,7,8,9 | \$ 234.21 | \$ 236.91 | \$ 239.62 | \$ 254.75 | \$ 260.37 | \$ 265.97 |
| 6 | 10,11 | \$ 241.13 | \$ 243.83 | \$ 246.53 | \$ 261.67 | \$ 267.29 | \$ 272.89 |
| 7 | 12,13 | \$ 248.04 | \$ 250.74 | \$ 253.45 | \$ 268.58 | \$ 274.20 | \$ 279.80 |
| 8 | 14,15 | \$ 254.96 | \$ 257.66 | \$ 260.36 | \$ 275.50 | \$ 281.12 | \$ 286.72 |
| 9 | 16 | \$ 261.87 | \$ 264.57 | \$ 267.28 | \$ 282.41 | \$ 288.03 | \$ 293.63 |
| 10 | 17,18 | \$ 268.79 | \$ 271.49 | \$ 274.19 | \$ 289.33 | \$ 294.95 | \$ 300.55 |
| 11 | 19,20 | \$ 275.70 | \$ 278.40 | \$ 281.11 | \$ 296.24 | \$ 301.86 | \$ 307.46 |
| 12 | 21,22 | \$ 282.62 | \$ 285.32 | \$ 288.02 | \$ 303.16 | \$ 308.78 | \$ 314.38 |
| 13 | 23 | \$ 289.53 | \$ 292.23 | \$ 294.94 | \$ 310.07 | \$ 315.69 | \$ 321.29 |
| 14 | 24,25,26 | \$ 296.45 | \$ 299.15 | \$ 301.85 | \$ 316.99 | \$ 322.61 | \$ 328.21 |
| 15 | 27 | \$ 303.36 | \$ 306.06 | \$ 308.77 | \$ 323.90 | \$ 329.52 | \$ 335.12 |
| 16 | 28 | \$ 310.28 | \$ 312.98 | \$ 315.68 | \$ 330.82 | \$ 336.44 | \$ 342.04 |
| 17 | 29,30 | \$ 317.19 | \$ 319.89 | \$ 322.60 | \$ 337.73 | \$ 343.35 | \$ 348.95 |
| 18 | 31 | \$ 324.11 | \$ 326.81 | \$ 329.51 | \$ 344.65 | \$ 350.27 | \$ 355.87 |
| 19 | 32 | \$ 331.02 | \$ 333.72 | \$ 336.43 | \$ 351.56 | \$ 357.18 | \$ 362.78 |
| 20 | 33 | \$ 337.94 | \$ 340.64 | \$ 343.34 | \$ 358.48 | \$ 364.10 | \$ 369.70 |
| 21 | 34 | \$ 344.85 | \$ 347.55 | \$ 350.26 | \$ 365.39 | \$ 371.01 | \$ 376.61 |
| 22 | 35 | \$ 351.77 | \$ 354.47 | \$ 357.17 | \$ 372.31 | \$ 377.93 | \$ 383.53 |
| 23 | 36 | \$ 358.68 | \$ 361.38 | \$ 364.09 | \$ 379.22 | \$ 384.84 | \$ 390.44 |
| 24 | 37 | \$ 365.60 | \$ 368.30 | \$ 371.00 | \$ 386.14 | \$ 391.76 | \$ 397.36 |
| 25 | 38 & up | \$ 372.51 | \$ 375.21 | \$ 377.92 | \$ 393.05 | \$ 398.67 | \$ 404.27 |

Grade TR - Collegiate Salary Base

Grade TS - Collegiate with 15 Hours \$541 Supplement

Grade TT - Collegiate with 30 Hours \$1,081 Supplement

Grade TM - Masters Degree \$4,109 Supplement

Grade TC - Certificate of Advanced Graduate Studies (CAGS) or Education Specialist (Ed.S) \$5,233 Supplement

Grade TD - Doctorate \$6,353 Supplement

Years experience are completed years through June 30, 2017.

Frederick County Public Schools
Teacher Salary Scale 2017-2018, Hourly Amount
7 Hour, 200 Day Scale

| Level | Years | | | | | | | | |
|-------|------------|----------|----------|----------|----------|----------|----------|--|--|
| | Experience | Grade TR | Grade TS | Grade TT | Grade TM | Grade TC | Grade TD | | |
| 1 | 0 | \$ 29.51 | \$ 29.89 | \$ 30.28 | \$ 32.44 | \$ 33.24 | \$ 34.04 | | |
| 2 | 1,2 | \$ 30.50 | \$ 30.88 | \$ 31.27 | \$ 33.43 | \$ 34.23 | \$ 35.03 | | |
| 3 | 3 | \$ 31.48 | \$ 31.87 | \$ 32.26 | \$ 34.42 | \$ 35.22 | \$ 36.02 | | |
| 4 | 4 | \$ 32.47 | \$ 32.86 | \$ 33.24 | \$ 35.41 | \$ 36.21 | \$ 37.01 | | |
| 5 | 5,6,7,8,9 | \$ 33.46 | \$ 33.84 | \$ 34.23 | \$ 36.39 | \$ 37.20 | \$ 38.00 | | |
| 6 | 10,11 | \$ 34.45 | \$ 34.83 | \$ 35.22 | \$ 37.38 | \$ 38.18 | \$ 38.98 | | |
| 7 | 12,13 | \$ 35.43 | \$ 35.82 | \$ 36.21 | \$ 38.37 | \$ 39.17 | \$ 39.97 | | |
| 8 | 14,15 | \$ 36.42 | \$ 36.81 | \$ 37.19 | \$ 39.36 | \$ 40.16 | \$ 40.96 | | |
| 9 | 16 | \$ 37.41 | \$ 37.80 | \$ 38.18 | \$ 40.34 | \$ 41.15 | \$ 41.95 | | |
| 10 | 17,18 | \$ 38.40 | \$ 38.78 | \$ 39.17 | \$ 41.33 | \$ 42.14 | \$ 42.94 | | |
| 11 | 19,20 | \$ 39.39 | \$ 39.77 | \$ 40.16 | \$ 42.32 | \$ 43.12 | \$ 43.92 | | |
| 12 | 21,22 | \$ 40.37 | \$ 40.76 | \$ 41.15 | \$ 43.31 | \$ 44.11 | \$ 44.91 | | |
| 13 | 23 | \$ 41.36 | \$ 41.75 | \$ 42.13 | \$ 44.30 | \$ 45.10 | \$ 45.90 | | |
| 14 | 24,25,26 | \$ 42.35 | \$ 42.74 | \$ 43.12 | \$ 45.28 | \$ 46.09 | \$ 46.89 | | |
| 15 | 27 | \$ 43.34 | \$ 43.72 | \$ 44.11 | \$ 46.27 | \$ 47.07 | \$ 47.87 | | |
| 16 | 28 | \$ 44.33 | \$ 44.71 | \$ 45.10 | \$ 47.26 | \$ 48.06 | \$ 48.86 | | |
| 17 | 29,30 | \$ 45.31 | \$ 45.70 | \$ 46.09 | \$ 48.25 | \$ 49.05 | \$ 49.85 | | |
| 18 | 31 | \$ 46.30 | \$ 46.69 | \$ 47.07 | \$ 49.24 | \$ 50.04 | \$ 50.84 | | |
| 19 | 32 | \$ 47.29 | \$ 47.67 | \$ 48.06 | \$ 50.22 | \$ 51.03 | \$ 51.83 | | |
| 20 | 33 | \$ 48.28 | \$ 48.66 | \$ 49.05 | \$ 51.21 | \$ 52.01 | \$ 52.81 | | |
| 21 | 34 | \$ 49.26 | \$ 49.65 | \$ 50.04 | \$ 52.20 | \$ 53.00 | \$ 53.80 | | |
| 22 | 35 | \$ 50.25 | \$ 50.64 | \$ 51.02 | \$ 53.19 | \$ 53.99 | \$ 54.79 | | |
| 23 | 36 | \$ 51.24 | \$ 51.63 | \$ 52.01 | \$ 54.17 | \$ 54.98 | \$ 55.78 | | |
| 24 | 37 | \$ 52.23 | \$ 52.61 | \$ 53.00 | \$ 55.16 | \$ 55.97 | \$ 56.77 | | |
| 25 | 38 & up | \$ 53.22 | \$ 53.60 | \$ 53.99 | \$ 56.15 | \$ 56.95 | \$ 57.75 | | |

Grade TR - Collegiate Salary Base
Grade TS - Collegiate with 15 Hours \$541 Supplement
Grade TT - Collegiate with 30 Hours \$1,081 Supplement
Grade TM - Masters Degree \$4,109 Supplement
Grade TC - Certificate of Advanced Graduate Studies (CAGS) or Education Specialist (Ed.S) \$5,233 Supplement
Grade TD - Doctorate \$6,353 Supplement

Years experience are completed years through June 30, 2017.

Frederick County Public Schools
Academic and Club Supplements 2017-2018

| | |
|--|--|
| Tier 1 – \$515 | Tier 4 – \$1,435 |
| <ul style="list-style-type: none"> • High Schools (Drama, Dual Enrollment, Teacher of Record) • Middle Schools (Builders Club, Creative Writing Club, Forensics, Math Club, Spelling 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, Special Education, Technical Education) • Middle Schools (Choral Director and the following Lead Teachers: English, Guidance, Math, Science, Social Studies, Special Education) • Elementary Schools (Computer Site Coordinator and the following Lead Teachers: English, Math, Science, Social Studies, Special Education) • Division (Adult Detention Center Special Ed Coordinator, Juvenile Detention Center Lead, NREP Lead Teacher, Speech Lead Unit) |
| Tier 2 – \$820 | |
| <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 (School of One Coordinator, DJHC and NREP Computer Site Coordinator) | |
| Tier 3 – \$1,025 | Tier 5 – \$2,050 |
| <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 Art, CTE, Music, Physical Education, and World Language Lead Teachers) • Division (Youth in Action, Lead Mentor Teacher) | <ul style="list-style-type: none"> • High Schools (Academic Team, Debate, Drama, Forensics, SCA) • Middle Schools (Band Director) |
| | Tier 6 – \$2,870 |
| | <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 2017-2018**

| | |
|--|--|
| 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 | <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 - 60% 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

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.