



Frederick County Public Schools

Salary Scales 2015–2016

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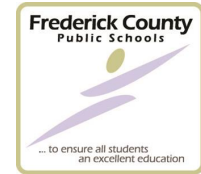


Frederick County Public Schools 2015-2016 Salary Scales

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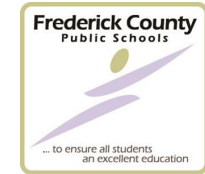
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Frederick County Public Schools Accompanist Salary Scale 2015–2016

Level	Years	
	Experience	Annual
1	0	\$ 23,609
2	1	\$ 24,263
3	2	\$ 24,935
4	3,4,5,6,7	\$ 25,626
5	8	\$ 26,337
6	9	\$ 27,068
7	10	\$ 27,818
8	11	\$ 28,589
9	12	\$ 29,381
10	13	\$ 30,195
11	14	\$ 31,031
12	15	\$ 31,891
13	16	\$ 32,774
14	17	\$ 33,682
15	18	\$ 34,615
16	19	\$ 35,574
17	20	\$ 36,559
18	21	\$ 37,572
19	22	\$ 38,613
20	23	\$ 39,683
21	24 & up	\$ 40,782

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



Frederick County Public Schools

Administrator and Supervisor Salary Scale 2015–2016

Level	Years Experience	Tier 1		Tier 2								Tier 3				
		Grade A	Grade B	Grade A	Grade B	Grade C	Grade D	Grade E	Grade F	Grade G	Grade H	Grade A	Grade B	Grade C	Grade D	Grade E
1	0	\$ 99,164	\$ 85,000	\$ 93,842	\$ 89,471	\$ 85,100	\$ 80,500	\$ 79,799	\$ 78,292	\$ 73,937	\$ 70,905	\$ 79,799	\$ 78,783	\$ 72,091	\$ 61,404	\$ 58,689
2	1	\$ 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
3	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
4	3,4,5,6,7	\$ 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
5	8	\$ 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
6	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
7	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
8	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
9	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
10	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
11	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
12	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
13	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
14	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
15	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
16	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
17	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
18	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
19	22 & up	\$ 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

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
 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, C Coordinator of Special Instructional Services
 Tier 3, C Coordinator of Counseling Services
 Tier 3, C Supervisor of Finance, IT, or Transportation
 Tier 3, C Coordinator of Inst. Services Eligibility
 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

This scale is based on 245 days, 7.5 hours per day.



Frederick County Public Schools

Administrative and Instructional Support Salary Scale 2015–2016

		Grade AA	Grade AC	Grade AD	Grade AE	Grade AI	Grade AN	Grade AS
Level	Years Experience							
1	0	\$ 16,409	\$ 18,050	\$ 22,856	\$ 19,765	\$ 25,027	\$ 28,456	\$ 32,456
2	1	\$ 16,918	\$ 18,610	\$ 23,565	\$ 20,378	\$ 25,803	\$ 29,338	\$ 33,462
3	2	\$ 17,442	\$ 19,187	\$ 24,296	\$ 21,010	\$ 26,603	\$ 30,247	\$ 34,499
4	3,4,5,6,7	\$ 17,983	\$ 19,782	\$ 25,049	\$ 21,661	\$ 27,428	\$ 31,185	\$ 35,568
5	8	\$ 18,540	\$ 20,395	\$ 25,826	\$ 22,332	\$ 28,278	\$ 32,152	\$ 36,671
6	9	\$ 19,115	\$ 21,027	\$ 26,627	\$ 23,024	\$ 29,155	\$ 33,149	\$ 37,808
7	10	\$ 19,708	\$ 21,679	\$ 27,452	\$ 23,738	\$ 30,059	\$ 34,177	\$ 38,980
8	11	\$ 20,319	\$ 22,351	\$ 28,303	\$ 24,474	\$ 30,991	\$ 35,236	\$ 40,188
9	12	\$ 20,949	\$ 23,044	\$ 29,180	\$ 25,233	\$ 31,952	\$ 36,328	\$ 41,434
10	13	\$ 21,598	\$ 23,758	\$ 30,085	\$ 26,015	\$ 32,943	\$ 37,454	\$ 42,718
11	14	\$ 22,268	\$ 24,494	\$ 31,018	\$ 26,821	\$ 33,964	\$ 38,615	\$ 44,042
12	15	\$ 22,958	\$ 25,253	\$ 31,980	\$ 27,652	\$ 35,017	\$ 39,812	\$ 45,407
13	16	\$ 23,670	\$ 26,036	\$ 32,971	\$ 28,509	\$ 36,103	\$ 41,046	\$ 46,815
14	17	\$ 24,404	\$ 26,843	\$ 33,993	\$ 29,393	\$ 37,222	\$ 42,318	\$ 48,266
15	18	\$ 25,161	\$ 27,675	\$ 35,047	\$ 30,304	\$ 38,376	\$ 43,630	\$ 49,762
16	19	\$ 25,941	\$ 28,533	\$ 36,133	\$ 31,243	\$ 39,566	\$ 44,983	\$ 51,305
17	20	\$ 26,745	\$ 29,418	\$ 37,253	\$ 32,212	\$ 40,793	\$ 46,377	\$ 52,895
18	21	\$ 27,574	\$ 30,330	\$ 38,408	\$ 33,211	\$ 42,058	\$ 47,815	\$ 54,535
19	22	\$ 28,429	\$ 31,270	\$ 39,599	\$ 34,241	\$ 43,362	\$ 49,297	\$ 56,226
20	23	\$ 29,310	\$ 32,239	\$ 40,827	\$ 35,302	\$ 44,706	\$ 50,825	\$ 57,969
21	24 & up	\$ 30,219	\$ 33,238	\$ 42,093	\$ 36,396	\$ 46,092	\$ 52,401	\$ 59,766

- 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, 245 days, 7.5 hour days
- Grade AE Secretary II & Account Clerk II, 220 days, 7 hour days
- Grade AI Secretary II & Account Clerk II, 245 days, 7.5 hour days
- Grade AN Secretary III, Account Clerk III, Admin. Support III or HR Assistant, 245 days, 7.5 hour days
- Grade AS Executive Secretary, 245 days, 7.5 hour days



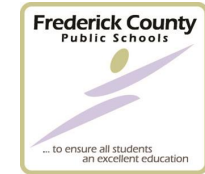
Frederick County Public Schools

Bus Driver Salary Scale 2015–2016

Level	Years Experience	Grade BA			Grade BD			Grade BT
		Hourly	Daily	Annual	Hourly	Daily	Annual	Annual
1	0	\$ 11.72	\$ 52.73	\$ 9,492	\$ 13.50	\$ 60.75	\$ 10,935	\$ 27,254
2	1	\$ 12.07	\$ 54.32	\$ 9,777	\$ 13.91	\$ 62.59	\$ 11,267	\$ 28,067
3	2	\$ 12.43	\$ 55.93	\$ 10,068	\$ 14.33	\$ 64.48	\$ 11,607	\$ 28,910
4	3,4,5,6,7	\$ 12.80	\$ 57.60	\$ 10,368	\$ 14.76	\$ 66.42	\$ 11,956	\$ 29,772
5	8	\$ 13.18	\$ 59.31	\$ 10,676	\$ 15.20	\$ 68.40	\$ 12,312	\$ 30,674
6	9	\$ 13.58	\$ 61.11	\$ 11,000	\$ 15.66	\$ 70.47	\$ 12,685	\$ 31,595
7	10	\$ 13.99	\$ 62.96	\$ 11,332	\$ 16.13	\$ 72.58	\$ 13,065	\$ 32,536
8	11	\$ 14.41	\$ 64.84	\$ 11,672	\$ 16.61	\$ 74.74	\$ 13,454	\$ 33,516
9	12	\$ 14.84	\$ 66.78	\$ 12,020	\$ 17.11	\$ 76.99	\$ 13,859	\$ 34,516
10	13	\$ 15.29	\$ 68.81	\$ 12,385	\$ 17.62	\$ 79.29	\$ 14,272	\$ 35,554
11	14	\$ 15.75	\$ 70.88	\$ 12,758	\$ 18.15	\$ 81.68	\$ 14,702	\$ 36,613
12	15	\$ 16.22	\$ 72.99	\$ 13,138	\$ 18.69	\$ 84.11	\$ 15,139	\$ 37,710
13	16	\$ 16.71	\$ 75.19	\$ 13,535	\$ 19.25	\$ 86.63	\$ 15,593	\$ 38,847
14	17	\$ 17.21	\$ 77.44	\$ 13,940	\$ 19.83	\$ 89.23	\$ 16,062	\$ 40,004
15	18	\$ 17.73	\$ 79.78	\$ 14,361	\$ 20.42	\$ 91.89	\$ 16,540	\$ 41,199
16	19	\$ 18.26	\$ 82.17	\$ 14,791	\$ 21.03	\$ 94.63	\$ 17,034	\$ 42,434
17	20	\$ 18.81	\$ 84.64	\$ 15,236	\$ 21.66	\$ 97.47	\$ 17,545	\$ 43,708
18	21	\$ 19.37	\$ 87.17	\$ 15,690	\$ 22.31	\$ 100.39	\$ 18,071	n/a
19	22	\$ 19.95	\$ 89.78	\$ 16,160	\$ 22.98	\$ 103.41	\$ 18,614	n/a
20	23	\$ 20.55	\$ 92.48	\$ 16,646	\$ 23.67	\$ 106.52	\$ 19,173	n/a
21	24	\$ 21.17	\$ 95.27	\$ 17,148	\$ 24.38	\$ 109.71	\$ 19,748	n/a
22	25	\$ 21.81	\$ 98.14	\$ 17,666	\$ 25.11	\$ 112.99	\$ 20,339	n/a
23	26 & up	\$ 22.46	\$ 101.07	\$ 18,193	\$ 25.86	\$ 116.37	\$ 20,947	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, 245 days, 8 hour days

Certain bus aides holding specific licenses (CDL, LPN, etc.) may be paid from the BD-Bus Driver Grade.

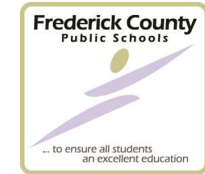


Frederick County Public Schools

School Nutrition Services Salary Scale 2015–2016

Level	Years Experience	Grade FA		Grade FD		Grade FE		Grade FG		Grade FH		Grade FM	
		Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
1	0	\$ 9.12	\$ 11,491	\$ 12.31	\$ 15,941	\$ 12.31	\$ 18,219	\$ 12.77	\$ 18,900	\$ 13.22	\$ 19,566	\$ 17.51	\$ 28,892
2	1	\$ 9.39	\$ 11,831	\$ 12.68	\$ 16,421	\$ 12.68	\$ 18,766	\$ 13.15	\$ 19,462	\$ 13.62	\$ 20,158	\$ 18.04	\$ 29,766
3	2	\$ 9.67	\$ 12,184	\$ 13.06	\$ 16,913	\$ 13.06	\$ 19,329	\$ 13.54	\$ 20,039	\$ 14.03	\$ 20,764	\$ 18.58	\$ 30,657
4	3,4,5,6,7	\$ 9.96	\$ 12,550	\$ 13.45	\$ 17,418	\$ 13.45	\$ 19,906	\$ 13.95	\$ 20,646	\$ 14.45	\$ 21,386	\$ 19.14	\$ 31,581
5	8	\$ 10.26	\$ 12,928	\$ 13.85	\$ 17,936	\$ 13.85	\$ 20,498	\$ 14.37	\$ 21,268	\$ 14.88	\$ 22,022	\$ 19.71	\$ 32,522
6	9	\$ 10.57	\$ 13,318	\$ 14.27	\$ 18,480	\$ 14.27	\$ 21,120	\$ 14.80	\$ 21,904	\$ 15.33	\$ 22,688	\$ 20.30	\$ 33,495
7	10	\$ 10.89	\$ 13,721	\$ 14.70	\$ 19,037	\$ 14.70	\$ 21,756	\$ 15.24	\$ 22,555	\$ 15.79	\$ 23,369	\$ 20.91	\$ 34,502
8	11	\$ 11.22	\$ 14,137	\$ 15.14	\$ 19,606	\$ 15.14	\$ 22,407	\$ 15.70	\$ 23,236	\$ 16.26	\$ 24,065	\$ 21.54	\$ 35,541
9	12	\$ 11.56	\$ 14,566	\$ 15.59	\$ 20,189	\$ 15.59	\$ 23,073	\$ 16.17	\$ 23,932	\$ 16.75	\$ 24,790	\$ 22.19	\$ 36,614
10	13	\$ 11.91	\$ 15,007	\$ 16.06	\$ 20,798	\$ 16.06	\$ 23,769	\$ 16.66	\$ 24,657	\$ 17.25	\$ 25,530	\$ 22.86	\$ 37,719
11	14	\$ 12.27	\$ 15,460	\$ 16.54	\$ 21,419	\$ 16.54	\$ 24,479	\$ 17.16	\$ 25,397	\$ 17.77	\$ 26,300	\$ 23.55	\$ 38,858
12	15	\$ 12.64	\$ 15,926	\$ 17.04	\$ 22,067	\$ 17.04	\$ 25,219	\$ 17.67	\$ 26,152	\$ 18.30	\$ 27,084	\$ 24.26	\$ 40,029
13	16	\$ 13.03	\$ 16,418	\$ 17.55	\$ 22,727	\$ 17.55	\$ 25,974	\$ 18.20	\$ 26,936	\$ 18.85	\$ 27,898	\$ 24.99	\$ 41,234
14	17	\$ 13.42	\$ 16,909	\$ 18.08	\$ 23,414	\$ 18.08	\$ 26,758	\$ 18.75	\$ 27,750	\$ 19.42	\$ 28,742	\$ 25.74	\$ 42,471
15	18	\$ 13.82	\$ 17,413	\$ 18.62	\$ 24,113	\$ 18.62	\$ 27,558	\$ 19.31	\$ 28,579	\$ 20.00	\$ 29,600	\$ 26.51	\$ 43,742
16	19	\$ 14.24	\$ 17,942	\$ 19.18	\$ 24,838	\$ 19.18	\$ 28,386	\$ 19.89	\$ 29,437	\$ 20.60	\$ 30,488	\$ 27.31	\$ 45,062
17	20	\$ 14.67	\$ 18,484	\$ 19.76	\$ 25,589	\$ 19.76	\$ 29,245	\$ 20.49	\$ 30,325	\$ 21.22	\$ 31,406	\$ 28.13	\$ 46,415
18	21	\$ 15.11	\$ 19,039	\$ 20.35	\$ 26,353	\$ 20.35	\$ 30,118	\$ 21.10	\$ 31,228	\$ 21.86	\$ 32,353	\$ 28.97	\$ 47,801
19	22	\$ 15.56	\$ 19,606	\$ 20.96	\$ 27,143	\$ 20.96	\$ 31,021	\$ 21.73	\$ 32,160	\$ 22.52	\$ 33,330	\$ 29.84	\$ 49,236
20	23	\$ 16.03	\$ 20,198	\$ 21.59	\$ 27,959	\$ 21.59	\$ 31,953	\$ 22.38	\$ 33,122	\$ 23.20	\$ 34,336	n/a	n/a
21	24 & up	\$ 16.51	\$ 20,803	\$ 22.24	\$ 28,801	\$ 22.24	\$ 32,915	\$ 23.05	\$ 34,114	\$ 23.90	\$ 35,372	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



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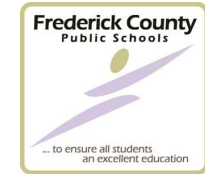
Custodian Salary Scale 2015–2016

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	\$ 10.64	\$ 15,746	\$ 10.64	\$ 18,725	\$ 11.29	\$ 22,130	\$ 12.42	\$ 24,343	\$ 12.87	\$ 25,228	\$ 14.11	\$ 27,663	\$ 13.30	\$ 21,279
2	1	\$ 10.96	\$ 16,218	\$ 10.96	\$ 19,287	\$ 11.63	\$ 22,794	\$ 12.79	\$ 25,073	\$ 13.26	\$ 25,985	\$ 14.54	\$ 28,493	\$ 13.70	\$ 21,917
3	2	\$ 11.29	\$ 16,705	\$ 11.29	\$ 19,866	\$ 11.98	\$ 23,478	\$ 13.18	\$ 25,825	\$ 13.66	\$ 26,765	\$ 14.97	\$ 29,348	\$ 14.11	\$ 22,575
4	3,4,5,6,7	\$ 11.63	\$ 17,206	\$ 11.63	\$ 20,462	\$ 12.34	\$ 24,182	\$ 13.57	\$ 26,600	\$ 14.07	\$ 27,568	\$ 15.42	\$ 30,228	\$ 14.53	\$ 23,252
5	8	\$ 11.97	\$ 17,722	\$ 11.98	\$ 21,076	\$ 12.71	\$ 24,907	\$ 13.98	\$ 27,398	\$ 14.49	\$ 28,395	\$ 15.89	\$ 31,135	\$ 14.97	\$ 23,950
6	9	\$ 12.33	\$ 18,254	\$ 12.32	\$ 21,708	\$ 13.09	\$ 25,654	\$ 14.40	\$ 28,220	\$ 14.92	\$ 29,247	\$ 16.36	\$ 32,069	\$ 15.42	\$ 24,669
7	10	\$ 12.70	\$ 18,802	\$ 12.70	\$ 22,359	\$ 13.48	\$ 26,424	\$ 14.83	\$ 29,067	\$ 15.37	\$ 30,124	\$ 16.85	\$ 33,031	\$ 15.88	\$ 25,409
8	11	\$ 13.09	\$ 19,366	\$ 13.09	\$ 23,030	\$ 13.89	\$ 27,217	\$ 15.28	\$ 29,939	\$ 15.83	\$ 31,028	\$ 17.36	\$ 34,022	\$ 16.36	\$ 26,171
9	12	\$ 13.48	\$ 19,947	\$ 13.48	\$ 23,721	\$ 14.30	\$ 28,034	\$ 15.73	\$ 30,837	\$ 16.31	\$ 31,959	\$ 17.88	\$ 35,043	\$ 16.85	\$ 26,956
10	13	\$ 13.88	\$ 20,545	\$ 13.88	\$ 24,433	\$ 14.73	\$ 28,875	\$ 16.21	\$ 31,762	\$ 16.79	\$ 32,918	\$ 18.42	\$ 36,094	\$ 17.35	\$ 27,765
11	14	\$ 14.30	\$ 21,161	\$ 14.30	\$ 25,166	\$ 15.17	\$ 29,741	\$ 16.69	\$ 32,715	\$ 17.30	\$ 33,906	\$ 18.97	\$ 37,177	\$ 17.87	\$ 28,598
12	15	\$ 14.73	\$ 21,796	\$ 14.73	\$ 25,921	\$ 15.63	\$ 30,633	\$ 17.19	\$ 33,696	\$ 17.82	\$ 34,923	\$ 19.54	\$ 38,292	\$ 18.41	\$ 29,456
13	16	\$ 15.17	\$ 22,450	\$ 15.17	\$ 26,699	\$ 16.10	\$ 31,552	\$ 17.71	\$ 34,707	\$ 18.35	\$ 35,971	\$ 20.12	\$ 39,441	\$ 18.96	\$ 30,340
14	17	\$ 15.62	\$ 23,124	\$ 15.63	\$ 27,500	\$ 16.58	\$ 32,499	\$ 18.24	\$ 35,748	\$ 18.90	\$ 37,050	\$ 20.73	\$ 40,624	\$ 19.53	\$ 31,250
15	18	\$ 16.09	\$ 23,818	\$ 16.08	\$ 28,325	\$ 17.08	\$ 33,474	\$ 18.79	\$ 36,820	\$ 19.47	\$ 38,162	\$ 21.35	\$ 41,843	\$ 20.12	\$ 32,188
16	19	\$ 16.58	\$ 24,533	\$ 16.58	\$ 29,175	\$ 17.59	\$ 34,478	\$ 19.35	\$ 37,925	\$ 20.05	\$ 39,307	\$ 21.99	\$ 43,098	\$ 20.72	\$ 33,154
17	20	\$ 17.07	\$ 25,269	\$ 17.07	\$ 30,050	\$ 18.12	\$ 35,512	\$ 19.93	\$ 39,063	\$ 20.66	\$ 40,486	\$ 22.65	\$ 44,391	\$ 21.34	\$ 34,149
18	21	\$ 17.59	\$ 26,027	\$ 17.59	\$ 30,952	\$ 18.66	\$ 36,577	\$ 20.53	\$ 40,235	\$ 21.28	\$ 41,701	\$ 23.33	\$ 45,723	\$ 21.98	\$ 35,173
19	22	\$ 18.11	\$ 26,808	\$ 18.11	\$ 31,881	\$ 19.22	\$ 37,674	\$ 21.14	\$ 41,442	\$ 21.91	\$ 42,952	\$ 24.03	\$ 47,095	\$ 22.64	\$ 36,228
20	23	\$ 18.66	\$ 27,612	\$ 18.66	\$ 32,837	\$ 19.80	\$ 38,804	\$ 21.78	\$ 42,685	\$ 22.57	\$ 44,241	\$ 24.75	\$ 48,508	\$ 23.32	\$ 37,315
21	24 & up	\$ 19.22	\$ 28,440	\$ 19.22	\$ 33,822	\$ 20.39	\$ 39,968	\$ 22.43	\$ 43,966	\$ 23.25	\$ 45,568	\$ 25.49	\$ 49,963	\$ 24.02	\$ 38,434

Grade JA 185 days Custodian
 Grade JC 220 days Custodian
 Grade JB 245 days Custodian
 Grade JD 245 days Head Custodian </= 400 Students

Grade JF 245 days, Head Custodian 401 - 1,000 Students & SBO
 Grade JG 245 days, Head Custodian >= 1,001 Students
 Grade JH 200 days Security Guard

All grades are based on 8 hour days.

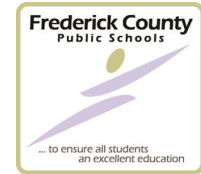


Frederick County Public Schools
Information Technology Salary Scale 2015–2016

		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	\$ 12.81	\$ 23,532	\$ 18.29	\$ 33,617	\$ 22.05	\$ 40,508	\$ 25.70	\$ 47,232	\$ 29.55	\$ 54,291
2	1	\$ 13.18	\$ 24,214	\$ 18.83	\$ 34,592	\$ 22.68	\$ 41,683	\$ 26.45	\$ 48,602	\$ 30.40	\$ 55,865
3	2	\$ 13.56	\$ 24,916	\$ 19.37	\$ 35,595	\$ 23.34	\$ 42,892	\$ 27.22	\$ 50,011	\$ 31.28	\$ 57,485
4	3,4,5,6,7	\$ 13.95	\$ 25,639	\$ 19.93	\$ 36,627	\$ 24.02	\$ 44,136	\$ 28.01	\$ 51,461	\$ 32.19	\$ 59,152
5	8	\$ 14.36	\$ 26,383	\$ 20.51	\$ 37,689	\$ 24.72	\$ 45,416	\$ 28.82	\$ 52,953	\$ 33.12	\$ 60,867
6	9	\$ 14.77	\$ 27,148	\$ 21.11	\$ 38,782	\$ 25.43	\$ 46,733	\$ 29.65	\$ 54,489	\$ 34.09	\$ 62,632
7	10	\$ 15.20	\$ 27,935	\$ 21.72	\$ 39,907	\$ 26.17	\$ 48,088	\$ 30.51	\$ 56,069	\$ 35.07	\$ 64,448
8	11	\$ 15.64	\$ 28,745	\$ 22.35	\$ 41,064	\$ 26.93	\$ 49,483	\$ 31.40	\$ 57,695	\$ 36.09	\$ 66,317
9	12	\$ 16.10	\$ 29,579	\$ 23.00	\$ 42,255	\$ 27.71	\$ 50,918	\$ 32.31	\$ 59,368	\$ 37.14	\$ 68,240
10	13	\$ 16.56	\$ 30,437	\$ 23.66	\$ 43,480	\$ 28.51	\$ 52,395	\$ 33.25	\$ 61,090	\$ 38.21	\$ 70,219
11	14	\$ 17.04	\$ 31,320	\$ 24.35	\$ 44,741	\$ 29.34	\$ 53,914	\$ 34.21	\$ 62,862	\$ 39.32	\$ 72,255
12	15	\$ 17.54	\$ 32,228	\$ 25.05	\$ 46,038	\$ 30.19	\$ 55,478	\$ 35.20	\$ 64,685	\$ 40.46	\$ 74,350
13	16	\$ 18.05	\$ 33,163	\$ 25.78	\$ 47,373	\$ 31.07	\$ 57,087	\$ 36.22	\$ 66,561	\$ 41.64	\$ 76,506
14	17	\$ 18.57	\$ 34,125	\$ 26.53	\$ 48,747	\$ 31.97	\$ 58,743	\$ 37.27	\$ 68,491	\$ 42.84	\$ 78,725
15	18	\$ 19.11	\$ 35,115	\$ 27.30	\$ 50,161	\$ 32.90	\$ 60,447	\$ 38.35	\$ 70,477	\$ 44.09	\$ 81,008
16	19	\$ 19.66	\$ 36,133	\$ 28.09	\$ 51,616	\$ 33.85	\$ 62,200	\$ 39.47	\$ 72,521	\$ 45.36	\$ 83,357
17	20	\$ 20.23	\$ 37,181	\$ 28.91	\$ 53,113	\$ 34.83	\$ 64,004	\$ 40.61	\$ 74,624	\$ 46.68	\$ 85,774
18	21	\$ 20.82	\$ 38,259	\$ 29.74	\$ 54,653	\$ 35.84	\$ 65,860	\$ 41.79	\$ 76,788	\$ 48.03	\$ 88,261
19	22 & up	\$ 21.43	\$ 39,369	\$ 30.61	\$ 56,238	\$ 36.88	\$ 67,770	\$ 43.00	\$ 79,015	\$ 49.43	\$ 90,821

- Grade TA Technology Assistant
- Grade PR Computer and Media Technicians
- Grade SS System Support Specialist
- Grade NS Network and Audio Visual Specialists
- Grade PG Network Engineer and Programmer, Technology Training

All grades based on 245 days, 7.5 hour days.



Frederick County Public Schools

Instructional Aide Salary Scale 2015–2016

Level	Years		Hourly	Annual
	Experience			
1	0		\$ 11.83	\$ 14,989
2	1		\$ 12.17	\$ 15,419
3	2		\$ 12.52	\$ 15,863
4	3,4,5,6,7		\$ 12.88	\$ 16,319
5	8		\$ 13.25	\$ 16,788
6	9		\$ 13.63	\$ 17,269
7	10		\$ 14.02	\$ 17,763
8	11		\$ 14.43	\$ 18,283
9	12		\$ 14.85	\$ 18,815
10	13		\$ 15.28	\$ 19,360
11	14		\$ 15.72	\$ 19,917
12	15		\$ 16.17	\$ 20,487
13	16		\$ 16.64	\$ 21,083
14	17		\$ 17.12	\$ 21,691
15	18		\$ 17.61	\$ 22,312
16	19		\$ 18.12	\$ 22,958
17	20		\$ 18.64	\$ 23,617
18	21		\$ 19.18	\$ 24,301
19	22		\$ 19.73	\$ 24,998
20	23 & up		\$ 20.30	\$ 25,720

Scale is based on 181 days, 7 hour days.



Frederick County Public Schools

Interpreter Salary Scale 2015–2016

Level	Years Experience	Grade INTER		Grade NONINT	
		Hourly	Annual	Hourly	Annual
1	0	\$ 19.01	\$ 24,086	\$ 18.17	\$ 23,026
2	1	\$ 19.53	\$ 24,748	\$ 18.70	\$ 23,688
3	2	\$ 20.07	\$ 25,429	\$ 19.23	\$ 24,369
4	3,4,5,6,7	\$ 20.62	\$ 26,128	\$ 19.79	\$ 25,068
5	8	\$ 21.19	\$ 26,847	\$ 20.35	\$ 25,787
6	9	\$ 21.77	\$ 27,585	\$ 20.94	\$ 26,525
7	10	\$ 22.37	\$ 28,344	\$ 21.53	\$ 27,284
8	11	\$ 22.99	\$ 29,123	\$ 22.15	\$ 28,063
9	12	\$ 23.62	\$ 29,924	\$ 22.78	\$ 28,864
10	13	\$ 24.27	\$ 30,747	\$ 23.43	\$ 29,687
11	14	\$ 24.94	\$ 31,592	\$ 24.10	\$ 30,532
12	15	\$ 25.62	\$ 32,461	\$ 24.78	\$ 31,401
13	16	\$ 26.33	\$ 33,354	\$ 25.49	\$ 32,294
14	17	\$ 27.05	\$ 34,271	\$ 26.21	\$ 33,211
15	18	\$ 27.79	\$ 35,214	\$ 26.96	\$ 34,154
16	19	\$ 28.56	\$ 36,182	\$ 27.72	\$ 35,122
17	20	\$ 29.34	\$ 37,177	\$ 28.51	\$ 36,117
18	21	\$ 30.15	\$ 38,199	\$ 29.31	\$ 37,139
19	22	\$ 30.98	\$ 39,250	\$ 30.14	\$ 38,190
20	23	\$ 31.83	\$ 40,329	\$ 30.99	\$ 39,269
21	24	\$ 32.71	\$ 41,438	\$ 31.87	\$ 40,378
22	25 & up	\$ 33.61	\$ 42,578	\$ 32.77	\$ 41,518

Grade INTER, certified

Grade NONINT, non-certified

All grades based on 181 days, 7 hour days.

Scale includes sign language and English language interpreting services.



Frederick County Public Schools Maintenance Salary Scale 2015–2016

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	\$ 12.88	\$ 25,248	\$ 14.56	\$ 28,530	\$ 16.45	\$ 32,239	\$ 23.03	\$ 45,134	\$ 24.64	\$ 48,293
2	1	\$ 13.27	\$ 26,005	\$ 14.99	\$ 29,386	\$ 16.94	\$ 33,206	\$ 23.72	\$ 46,488	\$ 25.38	\$ 49,742
3	2	\$ 13.67	\$ 26,785	\$ 15.44	\$ 30,268	\$ 17.45	\$ 34,202	\$ 24.43	\$ 47,883	\$ 26.14	\$ 51,234
4	3,4,5,6,7	\$ 14.08	\$ 27,589	\$ 15.91	\$ 31,176	\$ 17.97	\$ 35,228	\$ 25.16	\$ 49,319	\$ 26.92	\$ 52,771
5	8	\$ 14.50	\$ 28,417	\$ 16.38	\$ 32,111	\$ 18.51	\$ 36,285	\$ 25.92	\$ 50,799	\$ 27.73	\$ 54,354
6	9	\$ 14.93	\$ 29,270	\$ 16.87	\$ 33,074	\$ 19.07	\$ 37,374	\$ 26.70	\$ 52,323	\$ 28.56	\$ 55,985
7	10	\$ 15.38	\$ 30,148	\$ 17.38	\$ 34,066	\$ 19.64	\$ 38,495	\$ 27.50	\$ 53,893	\$ 29.42	\$ 57,665
8	11	\$ 15.84	\$ 31,052	\$ 17.90	\$ 35,088	\$ 20.23	\$ 39,650	\$ 28.32	\$ 55,510	\$ 30.30	\$ 59,395
9	12	\$ 16.32	\$ 31,984	\$ 18.44	\$ 36,141	\$ 20.84	\$ 40,840	\$ 29.17	\$ 57,175	\$ 31.21	\$ 61,177
10	13	\$ 16.81	\$ 32,944	\$ 18.99	\$ 37,225	\$ 21.46	\$ 42,065	\$ 30.05	\$ 58,890	\$ 32.15	\$ 63,012
11	14	\$ 17.31	\$ 33,932	\$ 19.56	\$ 38,342	\$ 22.11	\$ 43,327	\$ 30.95	\$ 60,657	\$ 33.11	\$ 64,902
12	15	\$ 17.83	\$ 34,950	\$ 20.15	\$ 39,492	\$ 22.77	\$ 44,627	\$ 31.88	\$ 62,477	\$ 34.11	\$ 66,849
13	16	\$ 18.37	\$ 35,999	\$ 20.75	\$ 40,677	\$ 23.45	\$ 45,966	\$ 32.83	\$ 64,351	\$ 35.13	\$ 68,854
14	17	\$ 18.92	\$ 37,079	\$ 21.38	\$ 41,897	\$ 24.16	\$ 47,345	\$ 33.82	\$ 66,282	\$ 36.18	\$ 70,920
15	18	\$ 19.49	\$ 38,191	\$ 22.02	\$ 43,154	\$ 24.88	\$ 48,765	\$ 34.83	\$ 68,270	\$ 37.27	\$ 73,048
16	19	\$ 20.07	\$ 39,337	\$ 22.68	\$ 44,449	\$ 25.63	\$ 50,228	\$ 35.88	\$ 70,318	\$ 38.39	\$ 75,239
17	20	\$ 20.67	\$ 40,517	\$ 23.36	\$ 45,782	\$ 26.40	\$ 51,735	\$ 36.95	\$ 72,428	\$ 39.54	\$ 77,496
18	21	\$ 21.29	\$ 41,733	\$ 24.06	\$ 47,155	\$ 27.19	\$ 53,287	\$ 38.06	\$ 74,601	\$ 40.73	\$ 79,821
19	22	\$ 21.93	\$ 42,985	\$ 24.78	\$ 48,570	\$ 28.00	\$ 54,886	\$ 39.20	\$ 76,839	\$ 41.95	\$ 82,216
20	23	\$ 22.59	\$ 44,275	\$ 25.52	\$ 50,027	\$ 28.84	\$ 56,533	\$ 40.38	\$ 79,144	\$ 43.21	\$ 84,682
21	24 & up	n/a	n/a	n/a	n/a	\$ 29.71	\$ 58,229	\$ 41.59	\$ 81,518	\$ 44.50	\$ 87,222

Grade MA-1 – General Maintenance Level 1, 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 based on 245 days, 8 hour days.

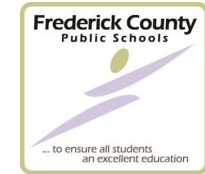


Frederick County Public Schools
Mechanic Salary Scale 2015–2016

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	\$ 14.61	\$ 28,634	\$ 16.50	\$ 32,345	\$ 18.48	\$ 36,213	\$ 20.32	\$ 39,823
2	1	\$ 15.05	\$ 29,493	\$ 17.00	\$ 33,315	\$ 19.03	\$ 37,299	\$ 20.93	\$ 41,018
3	2	\$ 15.50	\$ 30,378	\$ 17.51	\$ 34,314	\$ 19.60	\$ 38,418	\$ 21.56	\$ 42,249
4	3,4,5,6,7	\$ 15.96	\$ 31,289	\$ 18.03	\$ 35,343	\$ 20.19	\$ 39,571	\$ 22.20	\$ 43,516
5	8	\$ 16.44	\$ 32,228	\$ 18.57	\$ 36,403	\$ 20.79	\$ 40,758	\$ 22.87	\$ 44,821
6	9	\$ 16.94	\$ 33,195	\$ 19.13	\$ 37,495	\$ 21.42	\$ 41,981	\$ 23.55	\$ 46,166
7	10	\$ 17.44	\$ 34,191	\$ 19.70	\$ 38,620	\$ 22.06	\$ 43,240	\$ 24.26	\$ 47,551
8	11	\$ 17.97	\$ 35,217	\$ 20.30	\$ 39,779	\$ 22.72	\$ 44,537	\$ 24.99	\$ 48,978
9	12	\$ 18.51	\$ 36,274	\$ 20.90	\$ 40,972	\$ 23.40	\$ 45,873	\$ 25.74	\$ 50,447
10	13	\$ 19.06	\$ 37,362	\$ 21.53	\$ 42,201	\$ 24.11	\$ 47,249	\$ 26.51	\$ 51,960
11	14	\$ 19.63	\$ 38,483	\$ 22.18	\$ 43,467	\$ 24.83	\$ 48,666	\$ 27.31	\$ 53,519
12	15	\$ 20.22	\$ 39,637	\$ 22.84	\$ 44,771	\$ 25.57	\$ 50,126	\$ 28.13	\$ 55,125
13	16	\$ 20.83	\$ 40,826	\$ 23.53	\$ 46,114	\$ 26.34	\$ 51,630	\$ 28.97	\$ 56,779
14	17	\$ 21.45	\$ 42,051	\$ 24.23	\$ 47,497	\$ 27.13	\$ 53,179	\$ 29.84	\$ 58,482
15	18	\$ 22.10	\$ 43,313	\$ 24.96	\$ 48,922	\$ 27.95	\$ 54,774	\$ 30.73	\$ 60,236
16	19	\$ 22.76	\$ 44,612	\$ 25.71	\$ 50,390	\$ 28.78	\$ 56,417	\$ 31.65	\$ 62,043
17	20	\$ 23.44	\$ 45,950	\$ 26.48	\$ 51,902	\$ 29.65	\$ 58,110	\$ 32.60	\$ 63,904
18	21	\$ 24.15	\$ 47,329	\$ 27.28	\$ 53,459	\$ 30.54	\$ 59,853	\$ 33.58	\$ 65,821
19	22	\$ 24.87	\$ 48,749	\$ 28.09	\$ 55,063	\$ 31.45	\$ 61,649	\$ 34.59	\$ 67,796
20	23	\$ 25.62	\$ 50,211	\$ 28.94	\$ 56,715	\$ 32.40	\$ 63,498	\$ 35.63	\$ 69,830
21	24 & up	n/a	n/a	\$ 29.80	\$ 58,416	\$ 33.37	\$ 65,403	\$ 36.70	\$ 71,925

Grade ME-PT – Parts Technician
 Grade ME-1 – Mechanic
 Grade ME-2 – Master Mechanic
 Grade ME-3 – Lead Mechanic

All grades are based on 245 days, 8 hour days.



Frederick County Public Schools

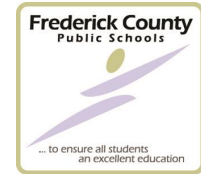
Nurse Salary Scale 2015–2016

Level	Years Experience	Grade LPN			Grade NR			Grade ND		
		Hourly	Daily	Annual	Hourly	Daily	Annual	Hourly	Daily	Annual
1	0	\$ 15.20	\$ 106.40	\$ 19,258	\$ 19.00	\$ 142.47	\$ 27,354	\$ 19.73	\$ 147.99	\$ 28,414
2	1	\$ 15.66	\$ 109.62	\$ 19,841	\$ 19.57	\$ 146.76	\$ 28,178	\$ 20.30	\$ 152.28	\$ 29,238
3	2	\$ 16.13	\$ 112.91	\$ 20,437	\$ 20.16	\$ 151.18	\$ 29,026	\$ 20.89	\$ 156.70	\$ 30,086
4	3,4,5,6,7	\$ 16.62	\$ 116.34	\$ 21,058	\$ 20.76	\$ 155.72	\$ 29,898	\$ 21.50	\$ 161.24	\$ 30,958
5	8	\$ 17.11	\$ 119.77	\$ 21,678	\$ 21.39	\$ 160.40	\$ 30,796	\$ 22.12	\$ 165.92	\$ 31,856
6	9	\$ 17.62	\$ 123.34	\$ 22,325	\$ 22.03	\$ 165.21	\$ 31,720	\$ 22.76	\$ 170.73	\$ 32,780
7	10	\$ 18.16	\$ 127.12	\$ 23,009	\$ 22.69	\$ 170.16	\$ 32,671	\$ 23.42	\$ 175.68	\$ 33,731
8	11	\$ 18.70	\$ 130.90	\$ 23,693	\$ 23.37	\$ 175.26	\$ 33,649	\$ 24.10	\$ 180.78	\$ 34,709
9	12	\$ 19.26	\$ 134.82	\$ 24,402	\$ 24.07	\$ 180.50	\$ 34,656	\$ 24.80	\$ 186.02	\$ 35,716
10	13	\$ 19.83	\$ 138.81	\$ 25,125	\$ 24.79	\$ 185.90	\$ 35,692	\$ 25.52	\$ 191.42	\$ 36,752
11	14	\$ 20.42	\$ 142.94	\$ 25,872	\$ 25.53	\$ 191.45	\$ 36,758	\$ 26.26	\$ 196.97	\$ 37,818
12	15	\$ 21.04	\$ 147.28	\$ 26,658	\$ 26.29	\$ 197.16	\$ 37,855	\$ 27.02	\$ 202.68	\$ 38,915
13	16	\$ 21.66	\$ 151.62	\$ 27,443	\$ 27.07	\$ 203.04	\$ 38,984	\$ 27.81	\$ 208.56	\$ 40,044
14	17	\$ 22.31	\$ 156.17	\$ 28,267	\$ 27.88	\$ 209.09	\$ 40,145	\$ 28.61	\$ 214.61	\$ 41,205
15	18	\$ 22.98	\$ 160.86	\$ 29,116	\$ 28.71	\$ 215.31	\$ 41,340	\$ 29.44	\$ 220.83	\$ 42,400
16	19	\$ 23.66	\$ 165.62	\$ 29,977	\$ 29.56	\$ 221.72	\$ 42,570	\$ 30.30	\$ 227.24	\$ 43,630
17	20	\$ 24.36	\$ 170.52	\$ 30,864	\$ 30.44	\$ 228.31	\$ 43,835	\$ 31.18	\$ 233.83	\$ 44,895
18	21	\$ 25.08	\$ 175.56	\$ 31,776	\$ 31.35	\$ 235.09	\$ 45,137	\$ 32.08	\$ 240.61	\$ 46,197
19	22	\$ 25.82	\$ 180.74	\$ 32,714	\$ 32.28	\$ 242.07	\$ 46,477	\$ 33.01	\$ 247.59	\$ 47,537
20	23	\$ 26.59	\$ 186.13	\$ 33,690	\$ 33.23	\$ 249.25	\$ 47,856	\$ 33.97	\$ 254.77	\$ 48,916
21	24	\$ 27.38	\$ 191.66	\$ 34,690	\$ 34.22	\$ 256.64	\$ 49,275	\$ 34.95	\$ 262.16	\$ 50,335
22	25	\$ 28.18	\$ 197.26	\$ 35,704	\$ 35.23	\$ 264.24	\$ 50,735	\$ 35.97	\$ 269.77	\$ 51,795
23	26	\$ 29.02	\$ 203.14	\$ 36,768	\$ 36.28	\$ 272.07	\$ 52,237	\$ 37.01	\$ 277.59	\$ 53,297
24	27 & up	\$ 29.88	\$ 209.16	\$ 37,858	\$ 37.35	\$ 280.12	\$ 53,783	\$ 38.09	\$ 285.64	\$ 54,843

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 2015–2016

Level	Years Experience	Grade PYD		Grade PY	
1	0	\$ 48,128	\$ 50,420		
2	1	\$ 49,283	\$ 51,630		
3	2	\$ 50,466	\$ 52,869		
4	3,4,5,6,7	\$ 51,677	\$ 54,138		
5	8	\$ 52,917	\$ 55,437		
6	9	\$ 54,187	\$ 56,767		
7	10	\$ 55,487	\$ 58,129		
8	11	\$ 56,819	\$ 59,524		
9	12	\$ 58,183	\$ 60,953		
10	13	\$ 59,579	\$ 62,416		
11	14,15	\$ 61,009	\$ 63,914		
12	16,17	\$ 62,473	\$ 65,448		
13	18	\$ 63,972	\$ 67,019		
14	19	\$ 65,507	\$ 68,627		
15	20	\$ 67,079	\$ 70,274		
16	21	\$ 68,689	\$ 71,961		
17	22,23	\$ 70,338	\$ 73,688		
18	24,25	\$ 72,026	\$ 75,457		
19	26,27	\$ 73,755	\$ 77,268		
20	28,29	\$ 75,525	\$ 79,122		
21	30	\$ 77,338	\$ 81,021		
22	31	\$ 79,194	\$ 82,966		
23	32	\$ 81,095	\$ 84,957		
24	33 & up	\$ 83,041	\$ 86,996		

Grade PYD – 210 days, 7.5 hour days

Grade PY – 220 days, 7.5 hour days



Frederick County Public Schools

Finance, Human Resources, and Transportation Specialist Salary Scale 2015–2016

Level	Years		Hourly	Annual
	Experience			
1	0		\$ 18.05	\$ 33,161
2	1		\$ 18.61	\$ 34,189
3	2		\$ 19.18	\$ 35,249
4	3,4,5,6,7		\$ 19.78	\$ 36,342
5	8		\$ 20.39	\$ 37,469
6	9		\$ 21.02	\$ 38,631
7	10		\$ 21.68	\$ 39,829
8	11		\$ 22.35	\$ 41,064
9	12		\$ 23.04	\$ 42,337
10	13		\$ 23.75	\$ 43,649
11	14		\$ 24.49	\$ 45,002
12	15		\$ 25.25	\$ 46,397
13	16		\$ 26.03	\$ 47,835
14	17		\$ 26.84	\$ 49,318
15	18		\$ 27.67	\$ 50,847
16	19		\$ 28.53	\$ 52,423
17	20		\$ 29.41	\$ 54,048
18	21 & up		\$ 30.33	\$ 55,723

This scale is based on 245 days, 7.5 hour days.



Frederick County Public Schools

Substitute and Temporary Employees and Supplemental Bus Scales 2015–2016

Substitutes:*

High School Principal or higher	\$ 383.03	Per Day
Middle School Principal	\$ 347.35	Per Day
Elementary Principal	\$ 328.57	Per Day
High School Assistant Principal	\$ 325.57	Per Day
Middle School Assistant Principal	\$ 295.24	Per Day
Elementary Assistant Principal	\$ 279.29	Per Day
Teacher -Degreed	\$ 100.00	Per Day
Teacher - Non-degreed	\$ 80.00	Per Day
Nurse	\$ 100.00	Per Day
Teacher's Aide	\$ 76.00	Per Day
Bus Driver	\$ 60.75	Per Day
Bus Aide	\$ 52.73	Per Day
Secretary/Account Clerk	\$ 11.72	Per Hour
Executive Clerical Sub	\$ 17.66	Per Hour
School Nutrition Services Employee	\$ 9.12	Per Hour
Custodian	\$ 10.64	Per Hour
Specialist	\$ 17.66	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 - Driving Time	\$ 20.69
614-Fieldtrip Driver - Waiting Time	\$ 10.34
607-Trainee (follows federal minimum wage standard)	\$ 7.25
620-Other-Shop Trips, Inservice, & Meetings	\$ 12.93
620-Miscellaneous-Court Appearances & Misc.	\$ 18.10

*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	\$ 15.11	Per Hour
Helper, Food Service	\$ 13.03	Per Hour
Student Worker (1st Year)	\$ 7.50	Per Hour
Student Worker (2nd Year)	\$ 7.75	Per Hour
Student Worker (3rd Year)	\$ 8.00	Per Hour
Summer Grounds/General Maintenance	\$ 12.88	Per Hour
Summer Network Specialists	\$ 18.29	Per Hour
Temporary PC Technician	\$ 12.81	Per Hour
Part-time teachers :		
Homebound	\$ 28.93	Per Hour
SOL Remediation - teacher	\$ 28.93	Per Hour
SOL Remediation - aide	\$ 11.83	Per Hour
Drivers Education	\$ 28.93	Per Hour
Virtual Virginia	\$ 28.93	Per Hour
Safety Audit Lead	\$ 31.94	Per Hour
Safety Audit Assistant	\$ 25.55	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 2015-2016, Annual Amount
7 Hour, 200 Day Scale

Level	Years Experience	Grade					
		TR	TS	TT	TM	TC	TD
1	0	\$ 40,500	\$ 41,030	\$ 41,560	\$ 44,528	\$ 45,630	\$ 46,728
2	1	\$ 41,855	\$ 42,385	\$ 42,915	\$ 45,883	\$ 46,985	\$ 48,083
3	2	\$ 43,210	\$ 43,740	\$ 44,270	\$ 47,238	\$ 48,340	\$ 49,438
4	3,4,5,6,7	\$ 44,565	\$ 45,095	\$ 45,625	\$ 48,593	\$ 49,695	\$ 50,793
5	8,9	\$ 45,920	\$ 46,450	\$ 46,980	\$ 49,948	\$ 51,050	\$ 52,148
6	10,11	\$ 47,275	\$ 47,805	\$ 48,335	\$ 51,303	\$ 52,405	\$ 53,503
7	12,13	\$ 48,630	\$ 49,160	\$ 49,690	\$ 52,658	\$ 53,760	\$ 54,858
8	14	\$ 49,985	\$ 50,515	\$ 51,045	\$ 54,013	\$ 55,115	\$ 56,213
9	15,16	\$ 51,340	\$ 51,870	\$ 52,400	\$ 55,368	\$ 56,470	\$ 57,568
10	17,18	\$ 52,695	\$ 53,225	\$ 53,755	\$ 56,723	\$ 57,825	\$ 58,923
11	19,20	\$ 54,050	\$ 54,580	\$ 55,110	\$ 58,078	\$ 59,180	\$ 60,278
12	21	\$ 55,405	\$ 55,935	\$ 56,465	\$ 59,433	\$ 60,535	\$ 61,633
13	22,23,24	\$ 56,760	\$ 57,290	\$ 57,820	\$ 60,788	\$ 61,890	\$ 62,988
14	25	\$ 58,115	\$ 58,645	\$ 59,175	\$ 62,143	\$ 63,245	\$ 64,343
15	26	\$ 59,470	\$ 60,000	\$ 60,530	\$ 63,498	\$ 64,600	\$ 65,698
16	27,28	\$ 60,825	\$ 61,355	\$ 61,885	\$ 64,853	\$ 65,955	\$ 67,053
17	29	\$ 62,180	\$ 62,710	\$ 63,240	\$ 66,208	\$ 67,310	\$ 68,408
18	30	\$ 63,535	\$ 64,065	\$ 64,595	\$ 67,563	\$ 68,665	\$ 69,763
19	31	\$ 64,890	\$ 65,420	\$ 65,950	\$ 68,918	\$ 70,020	\$ 71,118
20	32	\$ 66,245	\$ 66,775	\$ 67,305	\$ 70,273	\$ 71,375	\$ 72,473
21	33	\$ 67,600	\$ 68,130	\$ 68,660	\$ 71,628	\$ 72,730	\$ 73,828
22	34	\$ 68,955	\$ 69,485	\$ 70,015	\$ 72,983	\$ 74,085	\$ 75,183
23	35	\$ 70,310	\$ 70,840	\$ 71,370	\$ 74,338	\$ 75,440	\$ 76,538
24	36 & up	\$ 71,665	\$ 72,195	\$ 72,725	\$ 75,693	\$ 76,795	\$ 77,893

- Grade TR - Collegiate Salary Base
- Grade TS - Collegiate with 15 Hours \$530 Supplement
- Grade TT - Collegiate with 30 Hours \$1,060 Supplement
- Grade TM - Masters Degree \$4,028 Supplement
- Grade TC - Certificate of Advanced Graduate Study \$5,130 Supplement
- Grade TD - Doctorate \$6,228 Supplement

National Board Certification \$1,102 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, 2015.



Frederick County Public Schools
Teacher Salary Scale 2015-2016, Daily Amount
7 Hour, 200 Day Scale

Level	Years Experience	Grade					
		TR	TS	TT	TM	TC	TD
1	0	\$ 202.50	\$ 205.15	\$ 207.80	\$ 222.64	\$ 228.15	\$ 233.64
2	1	\$ 209.28	\$ 211.93	\$ 214.58	\$ 229.42	\$ 234.93	\$ 240.42
3	2	\$ 216.05	\$ 218.70	\$ 221.35	\$ 236.19	\$ 241.70	\$ 247.19
4	3,4,5,6,7	\$ 222.83	\$ 225.48	\$ 228.13	\$ 242.97	\$ 248.48	\$ 253.97
5	8,9	\$ 229.60	\$ 232.25	\$ 234.90	\$ 249.74	\$ 255.25	\$ 260.74
6	10,11	\$ 236.38	\$ 239.03	\$ 241.68	\$ 256.52	\$ 262.03	\$ 267.52
7	12,13	\$ 243.15	\$ 245.80	\$ 248.45	\$ 263.29	\$ 268.80	\$ 274.29
8	14	\$ 249.93	\$ 252.58	\$ 255.23	\$ 270.07	\$ 275.58	\$ 281.07
9	15,16	\$ 256.70	\$ 259.35	\$ 262.00	\$ 276.84	\$ 282.35	\$ 287.84
10	17,18	\$ 263.48	\$ 266.13	\$ 268.78	\$ 283.62	\$ 289.13	\$ 294.62
11	19,20	\$ 270.25	\$ 272.90	\$ 275.55	\$ 290.39	\$ 295.90	\$ 301.39
12	21	\$ 277.03	\$ 279.68	\$ 282.33	\$ 297.17	\$ 302.68	\$ 308.17
13	22,23,24	\$ 283.80	\$ 286.45	\$ 289.10	\$ 303.94	\$ 309.45	\$ 314.94
14	25	\$ 290.58	\$ 293.23	\$ 295.88	\$ 310.72	\$ 316.23	\$ 321.72
15	26	\$ 297.35	\$ 300.00	\$ 302.65	\$ 317.49	\$ 323.00	\$ 328.49
16	27,28	\$ 304.13	\$ 306.78	\$ 309.43	\$ 324.27	\$ 329.78	\$ 335.27
17	29	\$ 310.90	\$ 313.55	\$ 316.20	\$ 331.04	\$ 336.55	\$ 342.04
18	30	\$ 317.68	\$ 320.33	\$ 322.98	\$ 337.82	\$ 343.33	\$ 348.82
19	31	\$ 324.45	\$ 327.10	\$ 329.75	\$ 344.59	\$ 350.10	\$ 355.59
20	32	\$ 331.23	\$ 333.88	\$ 336.53	\$ 351.37	\$ 356.88	\$ 362.37
21	33	\$ 338.00	\$ 340.65	\$ 343.30	\$ 358.14	\$ 363.65	\$ 369.14
22	34	\$ 344.78	\$ 347.43	\$ 350.08	\$ 364.92	\$ 370.43	\$ 375.92
23	35	\$ 351.55	\$ 354.20	\$ 356.85	\$ 371.69	\$ 377.20	\$ 382.69
24	36 & up	\$ 358.33	\$ 360.98	\$ 363.63	\$ 378.47	\$ 383.98	\$ 389.47

Grade TR - Collegiate Salary Base
 Grade TS - Collegiate with 15 Hours \$530 Supplement
 Grade TT - Collegiate with 30 Hours \$1,060 Supplement
 Grade TM - Masters Degree \$4,028 Supplement
 Grade TC - Certificate of Advanced Graduate Study \$5,130 Supplement
 Grade TD - Doctorate \$6,228 Supplement

Years experience are completed years through June 30, 2015.

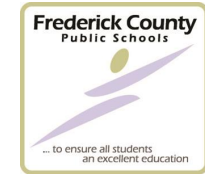


Frederick County Public Schools
Teacher Salary Scale 2015-2016, Hourly Amount
7 Hour, 200 Day Scale

Level	Years Experience						
		Grade TR	Grade TS	Grade TT	Grade TM	Grade TC	Grade TD
1	0	\$ 28.93	\$ 29.31	\$ 29.69	\$ 31.81	\$ 32.59	\$ 33.38
2	1	\$ 29.90	\$ 30.28	\$ 30.65	\$ 32.77	\$ 33.56	\$ 34.35
3	2	\$ 30.86	\$ 31.24	\$ 31.62	\$ 33.74	\$ 34.53	\$ 35.31
4	3,4,5,6,7	\$ 31.83	\$ 32.21	\$ 32.59	\$ 34.71	\$ 35.50	\$ 36.28
5	8,9	\$ 32.80	\$ 33.18	\$ 33.56	\$ 35.68	\$ 36.46	\$ 37.25
6	10,11	\$ 33.77	\$ 34.15	\$ 34.53	\$ 36.65	\$ 37.43	\$ 38.22
7	12,13	\$ 34.74	\$ 35.11	\$ 35.49	\$ 37.61	\$ 38.40	\$ 39.18
8	14	\$ 35.70	\$ 36.08	\$ 36.46	\$ 38.58	\$ 39.37	\$ 40.15
9	15,16	\$ 36.67	\$ 37.05	\$ 37.43	\$ 39.55	\$ 40.34	\$ 41.12
10	17,18	\$ 37.64	\$ 38.02	\$ 38.40	\$ 40.52	\$ 41.30	\$ 42.09
11	19,20	\$ 38.61	\$ 38.99	\$ 39.36	\$ 41.48	\$ 42.27	\$ 43.06
12	21	\$ 39.58	\$ 39.95	\$ 40.33	\$ 42.45	\$ 43.24	\$ 44.02
13	22,23,24	\$ 40.54	\$ 40.92	\$ 41.30	\$ 43.42	\$ 44.21	\$ 44.99
14	25	\$ 41.51	\$ 41.89	\$ 42.27	\$ 44.39	\$ 45.18	\$ 45.96
15	26	\$ 42.48	\$ 42.86	\$ 43.24	\$ 45.36	\$ 46.14	\$ 46.93
16	27,28	\$ 43.45	\$ 43.83	\$ 44.20	\$ 46.32	\$ 47.11	\$ 47.90
17	29	\$ 44.41	\$ 44.79	\$ 45.17	\$ 47.29	\$ 48.08	\$ 48.86
18	30	\$ 45.38	\$ 45.76	\$ 46.14	\$ 48.26	\$ 49.05	\$ 49.83
19	31	\$ 46.35	\$ 46.73	\$ 47.11	\$ 49.23	\$ 50.01	\$ 50.80
20	32	\$ 47.32	\$ 47.70	\$ 48.08	\$ 50.20	\$ 50.98	\$ 51.77
21	33	\$ 48.29	\$ 48.66	\$ 49.04	\$ 51.16	\$ 51.95	\$ 52.73
22	34	\$ 49.25	\$ 49.63	\$ 50.01	\$ 52.13	\$ 52.92	\$ 53.70
23	35	\$ 50.22	\$ 50.60	\$ 50.98	\$ 53.10	\$ 53.89	\$ 54.67
24	36 & up	\$ 51.19	\$ 51.57	\$ 51.95	\$ 54.07	\$ 54.85	\$ 55.64

- Grade TR - Collegiate Salary Base
- Grade TS - Collegiate with 15 Hours \$530 Supplement
- Grade TT - Collegiate with 30 Hours \$1,060 Supplement
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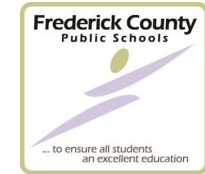
Years experience are completed years through June 30, 2015.



Frederick County Public Schools
Academic and Club Supplements 2015–2016

Tier 1 – \$500	Tier 4 – \$1,400
<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 – \$800	
<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 – \$1,000	Tier 5 – \$2,000
<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) • 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 – \$2,800
	<ul style="list-style-type: none"> • High Schools (Choral Director) • Division (Destination Imagination Representative)
	Tier 7 – \$4,000
	<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 2015–2016**

Tier 6 – \$2,800	Tier 8 – \$5,200
<ul style="list-style-type: none"> • Varsity Head Coach: <ul style="list-style-type: none"> – Golf – Swimming – Tennis 	<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 – \$4,000	Tier 9 – \$7,900
<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 - 50% of Tier 7
- Middle School Head Coach - 20% of Head Varsity Coach of respective Tier
- Middle School Assistant Coach - 15% 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.