



# Frederick County Public Schools

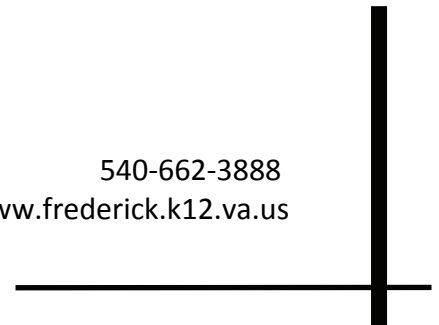
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# Salary Scales 2016-2017

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*Approved by the School Board April 21, 2016*



# Frederick County Public Schools 2016-2017 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 2016–2017**

Level	Years	
	Experience	Annual
1	0,1	\$ 24,081
2	2	\$ 24,748
3	3	\$ 25,434
4	4,5,6,7,8	\$ 26,139
5	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 2016–2017

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	0,1	\$ 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					
2	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	4,5,6,7,8	\$ 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					
5	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 & up	\$ 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					
Tier 1, A		Executive Director				Tier 2, A				High School Principal				Tier 3, A				Coordinator of Planning & Development			
Tier 1, B		Coordinator of Policy & Communications				Tier 2, B				Director				Tier 3, A				Supervisor of Elementary Instructional Services			
						Tier 2, C				Middle School & DJ Howard Principals				Tier 3, A				Supervisor of Secondary Content Instructional Services			
						Tier 2, D				Elementary School Principal & NREP Program Administrator				Tier 3, A				Supervisor of Reading Intervention & Prof. Learning			
						Tier 2, E				Assistant Director				Tier 3, A				Supervisor of CTE, Gifted, & Library Education			
						Tier 2, F				High School Assistant Principal & Coordinator of Student Activities				Tier 3, A				Supervisor of School Nutrition Services			
						Tier 2, G				Middle School & DJ Howard Assistant Principals and Dean				Tier 3, B				Coordinator of Assessment or Reporting			
						Tier 2, H				Elementary School Assist. Principal & NREP Assist. Program Admin.				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			
														Tier 3, E				Supervisor of Safety Compliance			

Administrator scale is based on 12 months.

# Frederick County Public Schools

## Administrative and Instructional Support Salary Scale 2016–2017

		Grade AA	Grade AC	Grade AD	Grade AE	Grade AI	Grade AN	Grade AS
Level	Years Experience							
1	0,1	\$ 16,737	\$ 18,411	\$ 23,313	\$ 20,160	\$ 25,528	\$ 29,025	\$ 33,104
2	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	4,5,6,7,8	\$ 18,343	\$ 20,177	\$ 25,549	\$ 22,093	\$ 27,976	\$ 31,809	\$ 36,279
5	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 & up	\$ 30,822	\$ 33,904	\$ 42,931	\$ 37,124	\$ 47,008	\$ 53,450	\$ 60,963

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

## Bus Driver Salary Scale 2016–2017

Level	Years Experience	Grade BA			Grade BD			Grade BT
		Hourly	Daily	Annual	Hourly	Daily	Annual	Annual
1	0,1	\$ 11.95	\$ 53.79	\$ 9,681	\$ 13.77	\$ 61.97	\$ 11,154	\$ 27,799
2	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	4,5,6,7,8	\$ 13.06	\$ 58.77	\$ 10,579	\$ 15.05	\$ 67.73	\$ 12,191	\$ 30,377
5	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	n/a
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 & up	\$ 22.91	\$ 103.10	\$ 18,557	\$ 26.39	\$ 118.76	\$ 21,376	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 2016–2017**

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	0,1	\$ 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	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	4,5,6,7,8	\$ 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	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	n/a	n/a
21	25 & up	\$ 16.83	\$ 21,209	\$ 22.68	\$ 29,371	\$ 22.68	\$ 33,566	\$ 23.55	\$ 34,854	\$ 24.36	\$ 36,053	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 2016–2017**

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	0,1	\$ 10.85	\$ 16,058	\$ 10.85	\$ 19,096	\$ 11.52	\$ 22,579	\$ 12.67	\$ 24,833	\$ 13.13	\$ 25,735	\$ 14.40	\$ 28,224	\$ 13.57	\$ 21,712
2	2	\$ 11.18	\$ 16,546	\$ 11.18	\$ 19,677	\$ 11.87	\$ 23,265	\$ 13.05	\$ 25,578	\$ 13.52	\$ 26,499	\$ 14.83	\$ 29,067	\$ 13.98	\$ 22,368
3	3	\$ 11.52	\$ 17,050	\$ 11.52	\$ 20,275	\$ 12.23	\$ 23,971	\$ 13.44	\$ 26,342	\$ 13.93	\$ 27,303	\$ 15.27	\$ 29,929	\$ 14.40	\$ 23,040
4	4,5,6,7,8	\$ 11.87	\$ 17,568	\$ 11.87	\$ 20,891	\$ 12.60	\$ 24,696	\$ 13.84	\$ 27,126	\$ 14.35	\$ 28,126	\$ 15.73	\$ 30,831	\$ 14.83	\$ 23,728
5	9	\$ 12.23	\$ 18,100	\$ 12.23	\$ 21,525	\$ 12.98	\$ 25,441	\$ 14.26	\$ 27,950	\$ 14.78	\$ 28,969	\$ 16.20	\$ 31,752	\$ 15.27	\$ 24,432
6	10	\$ 12.60	\$ 18,648	\$ 12.60	\$ 22,176	\$ 13.37	\$ 26,205	\$ 14.69	\$ 28,792	\$ 15.22	\$ 29,831	\$ 16.69	\$ 32,712	\$ 15.73	\$ 25,168
7	11	\$ 12.98	\$ 19,210	\$ 12.98	\$ 22,845	\$ 13.77	\$ 26,989	\$ 15.13	\$ 29,655	\$ 15.68	\$ 30,733	\$ 17.19	\$ 33,692	\$ 16.20	\$ 25,920
8	12	\$ 13.37	\$ 19,788	\$ 13.37	\$ 23,531	\$ 14.18	\$ 27,793	\$ 15.58	\$ 30,537	\$ 16.15	\$ 31,654	\$ 17.71	\$ 34,712	\$ 16.69	\$ 26,704
9	13	\$ 13.77	\$ 20,380	\$ 13.77	\$ 24,235	\$ 14.61	\$ 28,636	\$ 16.05	\$ 31,458	\$ 16.63	\$ 32,595	\$ 18.24	\$ 35,750	\$ 17.19	\$ 27,504
10	14	\$ 14.18	\$ 20,986	\$ 14.18	\$ 24,957	\$ 15.05	\$ 29,498	\$ 16.53	\$ 32,399	\$ 17.13	\$ 33,575	\$ 18.79	\$ 36,828	\$ 17.71	\$ 28,336
11	15	\$ 14.61	\$ 21,623	\$ 14.61	\$ 25,714	\$ 15.50	\$ 30,380	\$ 17.03	\$ 33,379	\$ 17.64	\$ 34,574	\$ 19.35	\$ 37,926	\$ 18.24	\$ 29,184
12	16	\$ 15.05	\$ 22,274	\$ 15.05	\$ 26,488	\$ 15.97	\$ 31,301	\$ 17.54	\$ 34,378	\$ 18.17	\$ 35,613	\$ 19.93	\$ 39,063	\$ 18.79	\$ 30,064
13	17	\$ 15.50	\$ 22,940	\$ 15.50	\$ 27,280	\$ 16.45	\$ 32,242	\$ 18.07	\$ 35,417	\$ 18.72	\$ 36,691	\$ 20.53	\$ 40,239	\$ 19.35	\$ 30,960
14	18	\$ 15.97	\$ 23,636	\$ 15.97	\$ 28,107	\$ 16.94	\$ 33,202	\$ 18.61	\$ 36,476	\$ 19.28	\$ 37,789	\$ 21.15	\$ 41,454	\$ 19.93	\$ 31,888
15	19	\$ 16.45	\$ 24,346	\$ 16.45	\$ 28,952	\$ 17.45	\$ 34,202	\$ 19.17	\$ 37,573	\$ 19.86	\$ 38,926	\$ 21.78	\$ 42,689	\$ 20.53	\$ 32,848
16	20	\$ 16.94	\$ 25,071	\$ 16.94	\$ 29,814	\$ 17.97	\$ 35,221	\$ 19.75	\$ 38,710	\$ 20.46	\$ 40,102	\$ 22.43	\$ 43,963	\$ 21.15	\$ 33,840
17	21	\$ 17.45	\$ 25,826	\$ 17.45	\$ 30,712	\$ 18.51	\$ 36,280	\$ 20.34	\$ 39,866	\$ 21.07	\$ 41,297	\$ 23.10	\$ 45,276	\$ 21.78	\$ 34,848
18	22	\$ 17.97	\$ 26,596	\$ 17.97	\$ 31,627	\$ 19.07	\$ 37,377	\$ 20.95	\$ 41,062	\$ 21.70	\$ 42,532	\$ 23.79	\$ 46,628	\$ 22.43	\$ 35,888
19	23	\$ 18.51	\$ 27,395	\$ 18.51	\$ 32,578	\$ 19.64	\$ 38,494	\$ 21.58	\$ 42,297	\$ 22.35	\$ 43,806	\$ 24.50	\$ 48,020	\$ 23.10	\$ 36,960
20	24	\$ 19.07	\$ 28,224	\$ 19.07	\$ 33,563	\$ 20.23	\$ 39,651	\$ 22.23	\$ 43,571	\$ 23.02	\$ 45,119	\$ 25.24	\$ 49,470	\$ 23.79	\$ 38,064
21	25 & up	\$ 19.64	\$ 29,067	\$ 19.64	\$ 34,566	\$ 20.84	\$ 40,846	\$ 22.90	\$ 44,884	\$ 23.71	\$ 46,472	\$ 26.00	\$ 50,960	\$ 24.50	\$ 39,200

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 2016–2017**

Years		Grade TA		Grade PR		Grade SS		Grade NS		Grade PG	
Level	Experience	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
1	0,1	\$ 13.06	\$ 24,002	\$ 18.66	\$ 34,289	\$ 22.49	\$ 41,318	\$ 26.22	\$ 48,176	\$ 30.14	\$ 55,377
2	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	4,5,6,7,8	\$ 14.23	\$ 26,151	\$ 20.33	\$ 37,359	\$ 24.50	\$ 45,018	\$ 28.57	\$ 52,490	\$ 32.84	\$ 60,336
5	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 & up	\$ 21.85	\$ 40,152	\$ 31.22	\$ 57,362	\$ 37.62	\$ 69,123	\$ 43.86	\$ 80,594	\$ 50.42	\$ 92,641

- 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 2016–2017**

Level	Years		Hourly	Annual
	Experience			
1	0,1		\$ 12.07	\$ 15,293
2	2		\$ 12.42	\$ 15,733
3	3		\$ 12.78	\$ 16,186
4	4,5,6,7,8		\$ 13.14	\$ 16,652
5	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 & up		\$ 20.70	\$ 26,228

Scale is based on 181 days, 7 hour days.

## Frederick County Public Schools

### Interpreter Salary Scale 2016–2017

		Grade INTER	
Level	Years	Hourly	Annual
	Experience		
1	0,1	\$ 19.39	\$ 24,568
2	2	\$ 19.92	\$ 25,244
3	3	\$ 20.47	\$ 25,938
4	4,5,6,7,8	\$ 21.03	\$ 26,651
5	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 & up	\$ 34.28	\$ 43,430

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 2016–2017**

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	0,1	\$ 13.14	\$ 25,753	\$ 14.85	\$ 29,101	\$ 16.78	\$ 32,884	\$ 23.49	\$ 46,037	\$ 25.13	\$ 49,260
2	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	4,5,6,7,8	\$ 14.36	\$ 28,142	\$ 16.22	\$ 31,799	\$ 18.33	\$ 35,934	\$ 25.67	\$ 50,306	\$ 27.46	\$ 53,828
5	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 & up	n/a	n/a	n/a	n/a	\$ 30.30	\$ 59,395	\$ 42.42	\$ 83,148	\$ 45.39	\$ 88,969

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

**Frederick County Public Schools**  
**Mechanic Salary Scale 2016–2017**

Level	Years Experience	Grade ME-PT		Grade ME-1		Grade ME-2		Grade ME-3	
		Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
1	0,1	\$ 14.90	\$ 29,207	\$ 16.83	\$ 32,992	\$ 18.85	\$ 36,938	\$ 20.72	\$ 40,620
2	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	4,5,6,7,8	\$ 16.28	\$ 31,915	\$ 18.39	\$ 36,051	\$ 20.59	\$ 40,363	\$ 22.65	\$ 44,387
5	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 & up	n/a	n/a	\$ 30.40	\$ 59,586	\$ 34.04	\$ 66,714	\$ 37.43	\$ 73,369

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 2016–2017

Level	Years Experience	Grade LPN			Grade NR			Grade ND		
		Hourly	Daily	Annual	Hourly	Daily	Annual	Hourly	Daily	Annual
1	0,1	\$ 15.50	\$ 108.50	\$ 19,639	\$ 19.38	\$ 145.38	\$ 27,912	\$ 20.13	\$ 150.95	\$ 28,982
2	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	4,5,6,7,8	\$ 16.95	\$ 118.65	\$ 21,476	\$ 21.19	\$ 158.89	\$ 30,507	\$ 21.93	\$ 164.46	\$ 31,577
5	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 & up	\$ 30.48	\$ 213.36	\$ 38,618	\$ 38.10	\$ 285.76	\$ 54,865	\$ 38.84	\$ 291.33	\$ 55,935

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 2016–2017

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

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 2016–2017

Level	Years		Hourly	Annual
	Experience			
1	0,1	\$	18.41	\$ 33,824
2	2	\$	18.98	\$ 34,873
3	3	\$	19.57	\$ 35,954
4	4,5,6,7,8	\$	20.17	\$ 37,069
5	9	\$	20.80	\$ 38,218
6	10	\$	21.44	\$ 39,403
7	11	\$	22.11	\$ 40,624
8	12	\$	22.79	\$ 41,883
9	13	\$	23.50	\$ 43,181
10	14	\$	24.23	\$ 44,520
11	15	\$	24.98	\$ 45,900
12	16	\$	25.75	\$ 47,323
13	17	\$	26.55	\$ 48,790
14	18	\$	27.38	\$ 50,302
15	19	\$	28.22	\$ 51,861
16	20	\$	29.10	\$ 53,469
17	21	\$	30.00	\$ 55,127
18	22 & up	\$	30.93	\$ 56,836

This scale is 12 months and hourly rates are based on 245 days, 7.5 hour days.



## Frederick County Public Schools

### Substitute and Temporary Employees and Supplemental Bus Scales 2016–2017

#### 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
Teacher's 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	\$ 10.85	Per Hour
Specialist	\$ 18.02	Per Hour
Interpreter	\$ 19.39	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	\$ 21.11 Per Hour
614-Fieldtrip Driver - Waiting Time	\$ 10.56 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	\$ 60.00 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
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 2016-2017, Annual Amount**

**7 Hour, 200 Day Scale**

Level	Years Experience	Grade						
		TR	TS	TT	TM	TC	TD	
1	0,1	\$ 41,310	\$ 41,851	\$ 42,391	\$ 45,419	\$ 46,543	\$ 47,663	
2	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	4,5,6,7,8	\$ 45,459	\$ 46,000	\$ 46,540	\$ 49,568	\$ 50,692	\$ 51,812	
5	9,10	\$ 46,842	\$ 47,383	\$ 47,923	\$ 50,951	\$ 52,075	\$ 53,195	
6	11,12	\$ 48,225	\$ 48,766	\$ 49,306	\$ 52,334	\$ 53,458	\$ 54,578	
7	13,14	\$ 49,608	\$ 50,149	\$ 50,689	\$ 53,717	\$ 54,841	\$ 55,961	
8	15	\$ 50,991	\$ 51,532	\$ 52,072	\$ 55,100	\$ 56,224	\$ 57,344	
9	16,17	\$ 52,374	\$ 52,915	\$ 53,455	\$ 56,483	\$ 57,607	\$ 58,727	
10	18,19	\$ 53,757	\$ 54,298	\$ 54,838	\$ 57,866	\$ 58,990	\$ 60,110	
11	20,21	\$ 55,140	\$ 55,681	\$ 56,221	\$ 59,249	\$ 60,373	\$ 61,493	
12	22	\$ 56,523	\$ 57,064	\$ 57,604	\$ 60,632	\$ 61,756	\$ 62,876	
13	23,24,25	\$ 57,906	\$ 58,447	\$ 58,987	\$ 62,015	\$ 63,139	\$ 64,259	
14	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	28,29	\$ 62,055	\$ 62,596	\$ 63,136	\$ 66,164	\$ 67,288	\$ 68,408	
17	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 & up	\$ 73,119	\$ 73,660	\$ 74,200	\$ 77,228	\$ 78,352	\$ 79,472	

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 Study \$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, 2016.

**Frederick County Public Schools**  
**Teacher Salary Scale 2016-2017, Daily Amount**  
**7 Hour, 200 Day Scale**

Level	Years						
	Experience	Grade TR	Grade TS	Grade TT	Grade TM	Grade TC	Grade TD
1	0,1	\$ 206.55	\$ 209.25	\$ 211.96	\$ 227.09	\$ 232.71	\$ 238.31
2	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	4,5,6,7,8	\$ 227.30	\$ 230.00	\$ 232.70	\$ 247.84	\$ 253.46	\$ 259.06
5	9,10	\$ 234.21	\$ 236.91	\$ 239.62	\$ 254.75	\$ 260.37	\$ 265.97
6	11,12	\$ 241.13	\$ 243.83	\$ 246.53	\$ 261.67	\$ 267.29	\$ 272.89
7	13,14	\$ 248.04	\$ 250.74	\$ 253.45	\$ 268.58	\$ 274.20	\$ 279.80
8	15	\$ 254.96	\$ 257.66	\$ 260.36	\$ 275.50	\$ 281.12	\$ 286.72
9	16,17	\$ 261.87	\$ 264.57	\$ 267.28	\$ 282.41	\$ 288.03	\$ 293.63
10	18,19	\$ 268.79	\$ 271.49	\$ 274.19	\$ 289.33	\$ 294.95	\$ 300.55
11	20,21	\$ 275.70	\$ 278.40	\$ 281.11	\$ 296.24	\$ 301.86	\$ 307.46
12	22	\$ 282.62	\$ 285.32	\$ 288.02	\$ 303.16	\$ 308.78	\$ 314.38
13	23,24,25	\$ 289.53	\$ 292.23	\$ 294.94	\$ 310.07	\$ 315.69	\$ 321.29
14	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	28,29	\$ 310.28	\$ 312.98	\$ 315.68	\$ 330.82	\$ 336.44	\$ 342.04
17	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 & up	\$ 365.60	\$ 368.30	\$ 371.00	\$ 386.14	\$ 391.76	\$ 397.36

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 Study \$5,233 Supplement  
Grade TD - Doctorate \$6,353 Supplement

Years experience are completed years through June 30, 2016.

**Frederick County Public Schools**  
**Teacher Salary Scale 2016-2017, Hourly Amount**  
**7 Hour, 200 Day Scale**

Level	Years Experience						
		Grade TR	Grade TS	Grade TT	Grade TM	Grade TC	Grade TD
1	0,1	\$ 29.51	\$ 29.89	\$ 30.28	\$ 32.44	\$ 33.24	\$ 34.04
2	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	4,5,6,7,8	\$ 32.47	\$ 32.86	\$ 33.24	\$ 35.41	\$ 36.21	\$ 37.01
5	9,10	\$ 33.46	\$ 33.84	\$ 34.23	\$ 36.39	\$ 37.20	\$ 38.00
6	11,12	\$ 34.45	\$ 34.83	\$ 35.22	\$ 37.38	\$ 38.18	\$ 38.98
7	13,14	\$ 35.43	\$ 35.82	\$ 36.21	\$ 38.37	\$ 39.17	\$ 39.97
8	15	\$ 36.42	\$ 36.81	\$ 37.19	\$ 39.36	\$ 40.16	\$ 40.96
9	16,17	\$ 37.41	\$ 37.80	\$ 38.18	\$ 40.34	\$ 41.15	\$ 41.95
10	18,19	\$ 38.40	\$ 38.78	\$ 39.17	\$ 41.33	\$ 42.14	\$ 42.94
11	20,21	\$ 39.39	\$ 39.77	\$ 40.16	\$ 42.32	\$ 43.12	\$ 43.92
12	22	\$ 40.37	\$ 40.76	\$ 41.15	\$ 43.31	\$ 44.11	\$ 44.91
13	23,24,25	\$ 41.36	\$ 41.75	\$ 42.13	\$ 44.30	\$ 45.10	\$ 45.90
14	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	28,29	\$ 44.33	\$ 44.71	\$ 45.10	\$ 47.26	\$ 48.06	\$ 48.86
17	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 & up	\$ 52.23	\$ 52.61	\$ 53.00	\$ 55.16	\$ 55.97	\$ 56.77

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 Study \$5,233 Supplement  
Grade TD - Doctorate \$6,353 Supplement

Years experience are completed years through June 30, 2016.

## Frederick County Public Schools

### Academic and Club Supplements 2016-2017

<b>Tier 1 – \$500</b>	<b>Tier 4 – \$1,400</b>
<ul style="list-style-type: none"> <li>• High Schools (Drama, Dual Enrollment, Teacher of Record)</li> <li>• Middle Schools (Builders Club, Creative Writing Club, Forensics, Math Club, Spelling Club)</li> <li>• Elementary Schools (Destination Imagination, Just Say No Club, SCA)</li> </ul>	<ul style="list-style-type: none"> <li>• 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)</li> <li>• Middle Schools (Choral Director and the following Lead Teachers: English, Guidance, Math, Science, Social Studies, Special Education)</li> <li>• Elementary Schools (Computer Site Coordinator and the following Lead Teachers: English, Math, Science, Social Studies, Special Education)</li> <li>• Division (Adult Detention Center Special Ed Coordinator, Juvenile Detention Center Lead, NREP Lead Teacher, Speech Lead Unit)</li> </ul>
<b>Tier 2 – \$800</b>	
<ul style="list-style-type: none"> <li>• High Schools (Library Department Head, Ticket Managers—all activities)</li> <li>• Middle Schools (FBLA Sponsor, FCCLA Sponsor, FFA Sponsor, TSA Sponsor, SCA Sponsor)</li> <li>• Division (School of One Coordinator, DJHC and NREP Computer Site Coordinator)</li> </ul>	
<b>Tier 3 – \$1,000</b>	<b>Tier 5 – \$2,000</b>
<ul style="list-style-type: none"> <li>• 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)</li> <li>• Middle Schools (Drama; Yearbook; and Art, CTE, Music, Physical Education, and World Language Lead Teachers)</li> <li>• Division (Youth in Action, Lead Mentor Teacher)</li> </ul>	<ul style="list-style-type: none"> <li>• High Schools (Academic Team, Debate, Drama, Forensics, SCA)</li> <li>• Middle Schools (Band Director)</li> </ul>
	<b>Tier 6 – \$2,800</b>
	<ul style="list-style-type: none"> <li>• High Schools (Choral Director)</li> <li>• Division (Destination Imagination Representative)</li> </ul>
	<b>Tier 7 – \$4,000</b>
	<ul style="list-style-type: none"> <li>• High Schools (Band Director)</li> </ul>

*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 2016-2017**

<b>Tier 6 – \$2,800</b>	<b>Tier 8 – \$5,200</b>
<ul style="list-style-type: none"> <li>• Varsity Head Coach: <ul style="list-style-type: none"> <li>– Golf</li> <li>– Swimming</li> <li>– Tennis</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Varsity Head Coach: <ul style="list-style-type: none"> <li>– Basketball</li> <li>– Cheerleading</li> <li>– Track</li> <li>– Wrestling</li> </ul> </li> <li>• Assistant Coordinator of Student Activities</li> </ul>
<b>Tier 7 – \$4,000</b>	<b>Tier 9 – \$7,900</b>
<ul style="list-style-type: none"> <li>• Varsity Head Coach: <ul style="list-style-type: none"> <li>– Baseball</li> <li>– Cross Country</li> <li>– Soccer</li> <li>– Softball</li> <li>– Volleyball</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Varsity Head Coach: <ul style="list-style-type: none"> <li>– Football Head Coach</li> </ul> </li> </ul>

- 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.*