

**Fredericksburg City Public Schools
Final School Board Adopted
2019 – 2020 Operating Budget**

Administration

260 Days

Position	Salary Range	
Deputy Supt	\$115,310	\$175,755
Chief Administrator	\$112,565	\$171,571
Director	\$90,000	\$167,386
HS Princ	\$104,590	\$159,415
HS Asst Princ	\$95,082	\$144,923
MS Princ	\$99,609	\$151,824
MS Asst Princ	\$90,553	\$138,021
ES Princ	\$90,348	\$144,594
ES Asst Princ	\$82,135	\$131,450
Supervisor	\$68,000	\$126,000

**Fredericksburg City Public Schools
Final School Board Adopted
2019 – 2020 Operating Budget**

Admin Assistant to the Superintendent S635 S350

260 Days

Steps	Salary
0	\$40,779
1	\$42,818
2	\$43,675
3	\$44,548
4	\$45,217
5	\$45,899
6	\$46,542
7	\$47,193
8	\$47,875
9	\$48,524
10	\$49,203
11	\$49,892
12	\$50,591
13	\$51,299
14	\$51,988
15	\$52,766
16	\$53,484
17	\$54,233
18	\$54,992
19	\$55,762
20	\$56,542
21	\$57,334
22	\$58,137
23	\$58,951
24	\$59,776
25	\$60,613
26	\$61,461
27	\$62,322
28	\$63,194
29	\$64,079
30	\$65,490

**Fredericksburg City Public Schools
Final School Board Adopted
2019 – 2020 Operating Budget**

Bus Drivers S625 S250

180 Days

Steps	Salary
0	\$10,976
1	\$11,525
2	\$11,755
3	\$11,991
4	\$12,170
5	\$12,354
6	\$12,527
7	\$12,703
8	\$12,886
9	\$13,061
10	\$13,244
11	\$13,429
12	\$13,617
13	\$13,808
14	\$13,993
15	\$14,202
16	\$14,396
17	\$14,597
18	\$14,802
19	\$15,009
20	\$15,219
21	\$15,432
22	\$15,648
23	\$15,867
24	\$16,089
25	\$16,314
26	\$16,543
27	\$16,774
28	\$17,009
29	\$17,247
30	\$17,627

**Fredericksburg City Public Schools
Final School Board Adopted
2019 – 2020 Operating Budget**

Clerical Assistant S635 S351

182 Days

Steps	Salary
0	\$20,606
1	\$21,637
2	\$22,069
3	\$22,511
4	\$22,848
5	\$23,193
6	\$23,518
7	\$23,847
8	\$24,192
9	\$24,520
10	\$24,863
11	\$25,211
12	\$25,564
13	\$25,922
14	\$26,270
15	\$26,663
16	\$27,026
17	\$27,404
18	\$27,788
19	\$28,177
20	\$28,572
21	\$28,972
22	\$29,377
23	\$29,788
24	\$30,205
25	\$30,628
26	\$31,057
27	\$31,492
28	\$31,933
29	\$32,380
30	\$33,093

**Fredericksburg City Public Schools
Final School Board Adopted
2019 – 2020 Operating Budget**

Custodian S640 S400

260 Days

Steps	Salary
0	\$24,759
1	\$25,997
2	\$26,517
3	\$27,047
4	\$27,453
5	\$27,867
6	\$28,257
7	\$28,653
8	\$29,067
9	\$29,461
10	\$29,873
11	\$30,292
12	\$30,716
13	\$31,146
14	\$31,564
15	\$32,036
16	\$32,472
17	\$32,927
18	\$33,388
19	\$33,855
20	\$34,329
21	\$34,810
22	\$35,297
23	\$35,791
24	\$36,292
25	\$36,801
26	\$37,316
27	\$37,838
28	\$38,368
29	\$38,905
30	\$39,762

**Fredericksburg City Public Schools
Final School Board Adopted
2019 – 2020 Operating Budget**

Data Analyst S645 S452

260 Days

Steps	Salary
0	\$43,692
1	\$45,877
2	\$46,794
3	\$47,730
4	\$48,446
5	\$49,178
6	\$49,866
7	\$50,564
8	\$51,295
9	\$51,990
10	\$52,718
11	\$53,456
12	\$54,204
13	\$54,963
14	\$55,702
15	\$56,535
16	\$57,304
17	\$58,106
18	\$58,920
19	\$59,745
20	\$60,581
21	\$61,429
22	\$62,289
23	\$63,161
24	\$64,046
25	\$64,942
26	\$65,851
27	\$66,773
28	\$67,708
29	\$68,656
30	\$70,168

**Fredericksburg City Public Schools
Final School Board Adopted
2019 – 2020 Operating Budget**

Data Technician S645 S451

260 Days

Steps	Salary
0	\$32,915
1	\$34,561
2	\$35,252
3	\$35,957
4	\$36,496
5	\$37,047
6	\$37,566
7	\$38,092
8	\$38,642
9	\$39,166
10	\$39,714
11	\$40,270
12	\$40,834
13	\$41,406
14	\$41,962
15	\$42,589
16	\$43,169
17	\$43,773
18	\$44,386
19	\$45,008
20	\$45,638
21	\$46,277
22	\$46,925
23	\$47,582
24	\$48,248
25	\$48,923
26	\$49,608
27	\$50,303
28	\$51,007
29	\$51,721
30	\$52,860

**Fredericksburg City Public Schools
Final School Board Adopted
2019 – 2020 Operating Budget**

Family Services Coordinator S615 S151

200 Days

Steps	Salary
0	\$29,766
1	\$31,254
2	\$31,879
3	\$32,250
4	\$32,621
5	\$33,015
6	\$33,409
7	\$33,803
8	\$34,197
9	\$34,591
10	\$34,985
11	\$35,379
12	\$36,088
13	\$36,797
14	\$37,506
15	\$38,452
16	\$39,398
17	\$40,343
18	\$41,367
19	\$42,392
20	\$43,416
21	\$44,519
22	\$45,622
23	\$46,725
24	\$47,907
25	\$49,089
26	\$50,271
27	\$51,532
28	\$52,793
29	\$54,053
30	\$55,472

**Fredericksburg City Public Schools
Final School Board Adopted
2019 – 2020 Operating Budget**

GED Facilitator

260 Days

Steps	Salary
0	\$40,779
1	\$42,818
2	\$43,675
3	\$44,548
4	\$45,217
5	\$45,899
6	\$46,542
7	\$47,193
8	\$47,875
9	\$48,524
10	\$49,203
11	\$49,892
12	\$50,591
13	\$51,299
14	\$51,988
15	\$52,766
16	\$53,484
17	\$54,233
18	\$54,992
19	\$55,762
20	\$56,542
21	\$57,334
22	\$58,137
23	\$58,951
24	\$59,776
25	\$60,613
26	\$61,461
27	\$62,322
28	\$63,194
29	\$64,079
30	\$65,490

**Fredericksburg City Public Schools
Final School Board Adopted
2019 – 2020 Operating Budget**

Guidance Secretary S635 S354

202 Days

Steps	Salary
0	\$23,988
1	\$25,188
2	\$25,691
3	\$26,205
4	\$26,598
5	\$27,000
6	\$27,378
7	\$27,761
8	\$28,162
9	\$28,544
10	\$28,943
11	\$29,349
12	\$29,760
13	\$30,176
14	\$30,582
15	\$31,039
16	\$31,461
17	\$31,902
18	\$32,348
19	\$32,801
20	\$33,261
21	\$33,726
22	\$34,198
23	\$34,677
24	\$35,163
25	\$35,655
26	\$36,154
27	\$36,660
28	\$37,174
29	\$37,694
30	\$38,524

**Fredericksburg City Public Schools
Final School Board Adopted
2019 – 2020 Operating Budget**

Head Custodian S640 S401

260 Days

Steps	Salary
0	\$31,167
1	\$32,726
2	\$33,380
3	\$34,048
4	\$34,558
5	\$35,080
6	\$35,571
7	\$36,069
8	\$36,590
9	\$37,086
10	\$37,605
11	\$38,132
12	\$38,666
13	\$39,207
14	\$39,734
15	\$40,328
16	\$40,877
17	\$41,449
18	\$42,029
19	\$42,618
20	\$43,215
21	\$43,820
22	\$44,433
23	\$45,055
24	\$45,686
25	\$46,325
26	\$46,974
27	\$47,632
28	\$48,298
29	\$48,975
30	\$50,053

**Fredericksburg City Public Schools
Final School Board Adopted
2019 – 2020 Operating Budget**

Instructional Paraprofessional S615 S150

182 Days

Steps	Salary
0	\$22,671
1	\$23,805
2	\$24,281
3	\$24,766
4	\$25,138
5	\$25,517
6	\$25,874
7	\$26,237
8	\$26,615
9	\$26,976
10	\$27,354
11	\$27,737
12	\$28,125
13	\$28,519
14	\$28,902
15	\$29,334
16	\$29,734
17	\$30,150
18	\$30,572
19	\$31,000
20	\$31,434
21	\$31,874
22	\$32,320
23	\$32,773
24	\$33,232
25	\$33,697
26	\$34,169
27	\$34,647
28	\$35,132
29	\$35,624
30	\$36,408

**Fredericksburg City Public Schools
Final School Board Adopted
2019 – 2020 Operating Budget**

Instructional Paraprofessional S615 S150

06/03/2019

**Fredericksburg City Public Schools
Final School Board Adopted
2019 – 2020 Operating Budget
Instructional Technologist S645 S450**

260 Days

Steps	Salary
0	\$61,169
1	\$64,228
2	\$65,512
3	\$66,822
4	\$67,825
5	\$68,849
6	\$69,813
7	\$70,790
8	\$71,812
9	\$72,786
10	\$73,805
11	\$74,838
12	\$75,886
13	\$76,948
14	\$77,982
15	\$79,149
16	\$80,226
17	\$81,349
18	\$82,488
19	\$83,643
20	\$84,814
21	\$86,001
22	\$87,205
23	\$88,426
24	\$89,664
25	\$90,919
26	\$92,192
27	\$93,483
28	\$94,791
29	\$96,118
30	\$98,235

Post-Graduate Educational Stipends

Bachelor's Degree Plus 15 Credit Hours	\$1,375
Master's Degree	\$2,750
Master's Degree Plus 15 Credit Hours	\$3,650
Doctorate Degree	\$4,550
National Board Certification	\$2,000
(Stacks onto Educational Level Obtained)	

**Fredericksburg City Public Schools
Final School Board Adopted
2019 – 2020 Operating Budget**

Nurse – LPN S650 S501

190 Days

Steps	Salary
0	\$22,741
1	\$23,878
2	\$24,355
3	\$24,843
4	\$25,215
5	\$25,596
6	\$25,954
7	\$26,318
8	\$26,698
9	\$27,060
10	\$27,438
11	\$27,823
12	\$28,212
13	\$28,607
14	\$28,991
15	\$29,425
16	\$29,825
17	\$30,243
18	\$30,666
19	\$31,096
20	\$31,531
21	\$31,973
22	\$32,420
23	\$32,874
24	\$33,334
25	\$33,801
26	\$34,274
27	\$34,754
28	\$35,241
29	\$35,734
30	\$36,521

**Fredericksburg City Public Schools
Final School Board Adopted
2019 – 2020 Operating Budget**

Maintenance S620 S200

260 Days

Steps	Salary
0	\$32,041
1	\$33,643
2	\$34,316
3	\$35,002
4	\$35,527
5	\$36,064
6	\$36,569
7	\$37,080
8	\$37,616
9	\$38,126
10	\$38,660
11	\$39,201
12	\$39,750
13	\$40,306
14	\$40,848
15	\$41,459
16	\$42,023
17	\$42,611
18	\$43,208
19	\$43,813
20	\$44,426
21	\$45,048
22	\$45,679
23	\$46,318
24	\$46,967
25	\$47,624
26	\$48,291
27	\$48,967
28	\$49,653
29	\$50,348
30	\$51,457

**Fredericksburg City Public Schools
Final School Board Adopted
2019 – 2020 Operating Budget**

Maintenance S620 S200

06/03/2019

**Fredericksburg City Public Schools
Final School Board Adopted
2019 – 2020 Operating Budget**

Non-Instructional Coordinator S635 S532

260 Days

Steps	Salary
0	\$39,614
1	\$41,595
2	\$42,427
3	\$43,276
4	\$43,925
5	\$44,588
6	\$45,212
7	\$45,845
8	\$46,507
9	\$47,138
10	\$47,798
11	\$48,467
12	\$49,145
13	\$49,833
14	\$50,503
15	\$51,258
16	\$51,956
17	\$52,683
18	\$53,421
19	\$54,169
20	\$54,927
21	\$55,696
22	\$56,476
23	\$57,266
24	\$58,068
25	\$58,881
26	\$59,705
27	\$60,541
28	\$61,389
29	\$62,248
30	\$63,619

**Fredericksburg City Public Schools
Final School Board Adopted
2019 – 2020 Operating Budget**

Non-Instructional Supervisor

260 Days

Steps	Salary
0	\$45,090
1	\$47,345
2	\$48,292
3	\$49,258
4	\$49,997
5	\$50,751
6	\$51,462
7	\$52,182
8	\$52,936
9	\$53,654
10	\$54,405
11	\$55,166
12	\$55,939
13	\$56,722
14	\$57,484
15	\$58,344
16	\$59,138
17	\$59,966
18	\$60,805
19	\$61,657
20	\$62,520
21	\$63,395
22	\$64,283
23	\$65,182
24	\$66,095
25	\$67,020
26	\$67,959
27	\$68,910
28	\$69,875
29	\$70,853
30	\$72,414

**Fredericksburg City Public Schools
Final School Board Adopted
2019 – 2020 Operating Budget**

Occupational/Physical Therapist S600 S007

200 Days

Steps	Salary
0	\$43,566
1	\$45,744
2	\$46,659
3	\$47,592
4	\$48,307
5	\$48,890
6	\$49,474
7	\$50,057
8	\$50,640
9	\$51,224
10	\$51,807
11	\$52,390
12	\$53,441
13	\$54,491
14	\$55,541
15	\$56,941
16	\$58,342
17	\$59,741
18	\$61,259
19	\$62,776
20	\$64,292
21	\$65,926
22	\$67,559
23	\$69,193
24	\$70,944
25	\$72,693
26	\$74,444
27	\$76,311
28	\$78,177
29	\$80,044
30	\$82,145

Post-Graduate Educational Stipends

Bachelor's Degree Plus 15 Credit Hours	\$1,375
Master's Degree	\$2,750
Master's Degree Plus 15 Credit Hours	\$3,650
Doctorate Degree	\$4,550
National Board Certification	\$2,000

**Fredericksburg City Public Schools
Final School Board Adopted
2019 – 2020 Operating Budget**

Occupational/Physical Therapist S600 S007

200 Days

(Stacks onto Educational Level Obtained)

06/03/2019

**Fredericksburg City Public Schools
Final School Board Adopted
2019 – 2020 Operating Budget**

Psychologist S600 S005

260 Days

Steps	Salary
0	\$61,768
1	\$64,856
2	\$66,154
3	\$67,477
4	\$68,576
5	\$69,550
6	\$70,524
7	\$71,512
8	\$72,513
9	\$73,528
10	\$74,557
11	\$75,602
12	\$76,659
13	\$77,733
14	\$78,821
15	\$79,924
16	\$81,043
17	\$82,177
18	\$83,329
19	\$84,495
20	\$85,677
21	\$86,877
22	\$88,094
23	\$89,327
24	\$90,577
25	\$91,846
26	\$93,132
27	\$94,435
28	\$95,757
29	\$97,099
30	\$99,237

Post-Graduate Educational Stipends

Master's Built Into Scale	
Master's Degree Plus 15 Credit Hours	\$ 900
Doctorate Degree	\$4,550
National Board Certification	\$2,000
(Stacks onto Educational Level Obtained)	

**Fredericksburg City Public Schools
Final School Board Adopted
2019 – 2020 Operating Budget**

Nurse – RN S650 S500

190 Days

Steps	Salary
0	\$28,670
1	\$30,103
2	\$30,705
3	\$31,320
4	\$31,789
5	\$32,269
6	\$32,721
7	\$33,179
8	\$33,658
9	\$34,115
10	\$34,592
11	\$35,076
12	\$35,568
13	\$36,065
14	\$36,550
15	\$37,097
16	\$37,602
17	\$38,128
18	\$38,662
19	\$39,203
20	\$39,752
21	\$40,308
22	\$40,873
23	\$41,445
24	\$42,025
25	\$42,614
26	\$43,210
27	\$43,815
28	\$44,428
29	\$45,050
30	\$46,043

**Fredericksburg City Public Schools
Final School Board Adopted
2019 – 2020 Operating Budget**

School Board Office Secretary S635 S355

260 Days

Steps	Salary
0	\$33,789
1	\$35,478
2	\$36,188
3	\$36,911
4	\$37,465
5	\$38,031
6	\$38,563
7	\$39,103
8	\$39,668
9	\$40,206
10	\$40,768
11	\$41,339
12	\$41,918
13	\$42,505
14	\$43,076
15	\$43,720
16	\$44,315
17	\$44,936
18	\$45,565
19	\$46,203
20	\$46,849
21	\$47,505
22	\$48,170
23	\$48,845
24	\$49,529
25	\$50,222
26	\$50,925
27	\$51,638
28	\$52,361
29	\$53,094
30	\$54,263

**Fredericksburg City Public Schools
Final School Board Adopted
2019 – 2020 Operating Budget**

School Bookkeeper S635 S353

260 Days

Steps	Salary
0	\$34,371
1	\$36,090
2	\$36,812
3	\$37,548
4	\$38,111
5	\$38,686
6	\$39,228
7	\$39,777
8	\$40,352
9	\$40,899
10	\$41,471
11	\$42,052
12	\$42,641
13	\$43,238
14	\$43,819
15	\$44,474
16	\$45,079
17	\$45,710
18	\$46,350
19	\$46,999
20	\$47,657
21	\$48,324
22	\$49,001
23	\$49,687
24	\$50,383
25	\$51,088
26	\$51,803
27	\$52,528
28	\$53,264
29	\$54,009
30	\$55,199

**Fredericksburg City Public Schools
School Board Approved
2019 – 2020 Operating Budget**

School Nutrition Manager S630 S300

182 Days

Steps	Salary
0	\$28,812
1	\$29,247
2	\$29,657
3	\$30,072
4	\$30,582
5	\$30,920
6	\$31,352
7	\$31,791
8	\$32,236
9	\$32,687
10	\$33,127
11	\$33,623
12	\$34,080
13	\$34,557
14	\$35,041
15	\$35,531
16	\$36,028
17	\$36,533
18	\$37,044
19	\$37,563
20	\$38,089
21	\$38,622
22	\$39,163
23	\$39,711
24	\$40,267
25	\$40,831
26	\$41,730
27	\$43,335
28	\$45,119
29	\$46,367
30	\$47,080

**Fredericksburg City Public Schools
Final School Board Adopted
2019 – 2020 Operating Budget**

School Nutrition Worker S630 S301

182 Days

Steps	Salary
0	\$12,425
1	\$13,046
2	\$13,307
3	\$13,573
4	\$13,777
5	\$13,985
6	\$14,181
7	\$14,379
8	\$14,587
9	\$14,785
10	\$14,992
11	\$15,202
12	\$15,414
13	\$15,630
14	\$15,840
15	\$16,077
16	\$16,296
17	\$16,524
18	\$16,755
19	\$16,990
20	\$17,228
21	\$17,469
22	\$17,714
23	\$17,961
24	\$18,213
25	\$18,468
26	\$18,726
27	\$18,989
28	\$19,255
29	\$19,524
30	\$19,954

**Fredericksburg City Public Schools
Final School Board Adopted
2019 – 2020 Operating Budget**

School Secretary S635 S354

260 Days

Steps	Salary
0	\$31,983
1	\$33,582
2	\$34,254
3	\$34,939
4	\$35,463
5	\$35,998
6	\$36,502
7	\$37,013
8	\$37,548
9	\$38,057
10	\$38,589
11	\$39,130
12	\$39,678
13	\$40,233
14	\$40,774
15	\$41,383
16	\$41,947
17	\$42,534
18	\$43,129
19	\$43,733
20	\$44,345
21	\$44,966
22	\$45,596
23	\$46,234
24	\$46,881
25	\$47,538
26	\$48,203
27	\$48,878
28	\$49,562
29	\$50,256
30	\$51,363

**Fredericksburg City Public Schools
Final School Board Adopted
2019 – 2020 Operating Budget**

School Social Worker S600 S008

260 Days

Steps	Salary
0	\$54,482
1	\$57,206
2	\$58,350
3	\$59,517
4	\$60,618
5	\$61,534
6	\$62,396
7	\$63,269
8	\$64,182
9	\$65,053
10	\$65,964
11	\$66,887
12	\$67,823
13	\$68,773
14	\$69,696
15	\$70,739
16	\$71,702
17	\$72,705
18	\$73,724
19	\$74,755
20	\$75,802
21	\$76,863
22	\$77,940
23	\$79,030
24	\$80,138
25	\$81,260
26	\$82,397
27	\$83,550
28	\$84,720
29	\$85,906
30	\$87,798

Post-Graduate Educational Stipends

Master's Built Into Scale	
Master's Degree Plus 15 Credit Hours	\$ 900
Doctorate Degree	\$4,550
National Board Certification	\$2,000
(Stacks onto Educational Level Obtained)	

**Fredericksburg City Public Schools
Final School Board Adopted
2019 – 2020 Operating Budget**

Skilled Maintenance & Garage Mechanic S620 S201

260 Days

Steps	Salary
0	\$35,828
1	\$37,619
2	\$38,371
3	\$39,139
4	\$39,726
5	\$40,326
6	\$40,890
7	\$41,463
8	\$42,062
9	\$42,632
10	\$43,229
11	\$43,834
12	\$44,448
13	\$45,070
14	\$45,675
15	\$46,358
16	\$46,989
17	\$47,647
18	\$48,314
19	\$48,991
20	\$49,677
21	\$50,372
22	\$51,077
23	\$51,792
24	\$52,517
25	\$53,253
26	\$53,998
27	\$54,754
28	\$55,521
29	\$56,298
30	\$57,538

**Fredericksburg City Public Schools
Final School Board Adopted
2019 – 2020 Operating Budget**

Speech/Language Therapist S600 S006

200 Days

Steps	Salary
0	\$43,856
1	\$46,049
2	\$46,970
3	\$47,909
4	\$48,447
5	\$49,177
6	\$49,867
7	\$50,564
8	\$51,295
9	\$51,989
10	\$52,718
11	\$53,455
12	\$54,204
13	\$54,963
14	\$55,701
15	\$56,534
16	\$57,667
17	\$59,050
18	\$60,550
19	\$62,048
20	\$63,548
21	\$65,163
22	\$66,777
23	\$68,392
24	\$70,122
25	\$71,853
26	\$73,582
27	\$75,427
28	\$77,272
29	\$79,117
30	\$81,194

Post-Graduate Educational Stipends

Bachelor's Degree Plus 15 Credit Hours	\$1,375
Master's Degree	\$2,750
Master's Degree Plus 15 Credit Hours	\$3,650
Doctorate Degree	\$4,550

**Fredericksburg City Public Schools
Final School Board Adopted
2019 - 2020 Operating Budget**

Teacher S600 S000

200 Days

Steps	Salary
0	\$42,157
1	\$44,265
2	\$45,150
3	\$46,053
4	\$46,583
5	\$47,146
6	\$47,708
7	\$48,271
8	\$48,833
9	\$49,396
10	\$49,959
11	\$50,521
12	\$51,534
13	\$52,546
14	\$53,559
15	\$54,909
16	\$56,260
17	\$57,610
18	\$59,073
19	\$60,535
20	\$61,998
21	\$63,573
22	\$65,149
23	\$66,724
24	\$68,412
25	\$70,099
26	\$71,787
27	\$73,588
28	\$75,388
29	\$77,188
30	\$79,214

Post-Graduate Educational Stipends

Bachelor's Degree Plus 15 Credit Hours	\$1,375
Master's Degree	\$2,750
Master's Degree Plus 15 Credit Hours	\$3,650
Doctorate Degree	\$4,550
National Board Certification (Stacks onto Educational Level Obtained)	\$2,000