FCPS 2025-26 BUS DRIVER PAY SCALES

Pay Step	Years of Experience	Hourly Rate	Daily Rate 4.5 Hour Contract	Annual Salary 4.5 Hour Contract	Daily Rate 7.0 Hour Contract	Annual Salary 7.0 Hour Contract	Annual Salary Driver/Trainer 12 Month, 7.5 Hour Contract
1	0	$21.28	$95.76	$17,237	$148.96	$26,813	$39,102
2	1	$21.73	$97.79	$17,601	$152.11	$27,380	$39,929
3	2	$22.19	$99.86	$17,974	$155.33	$27,959	$40,774
3	3	$22.19	$99.86	$17,974	$155.33	$27,959	$40,774
4	4	$22.66	$101.97	$18,355	$158.62	$28,552	$41,638
5	5	$23.14	$104.13	$18,743	$161.98	$29,156	$42,520
5	6	$23.14	$104.13	$18,743	$161.98	$29,156	$42,520
6	7	$23.63	$106.34	$19,140	$165.41	$29,774	$43,420
7	8	$24.13	$108.59	$19,545	$168.91	$30,404	$44,339
8	9	$24.64	$110.88	$19,958	$172.48	$31,046	$45,276
8	10	$24.64	$110.88	$19,958	$172.48	$31,046	$45,276
9	11	$25.16	$113.22	$20,380	$176.12	$31,702	$46,232
10	12	$25.69	$115.61	$20,809	$179.83	$32,369	$47,205
11	13	$26.23	$118.04	$21,246	$183.61	$33,050	$48,198
11	14	$26.23	$118.04	$21,246	$183.61	$33,050	$48,198
11	15	$26.23	$118.04	$21,246	$183.61	$33,050	$48,198
11	16	$26.23	$118.04	$21,246	$183.61	$33,050	$48,198
12	17	$26.78	$120.51	$21,692	$187.46	$33,743	$49,208
13	18	$27.34	$123.03	$22,145	$191.38	$34,448	$50,237
14	19	$27.91	$125.60	$22,607	$195.37	$35,167	$51,285
15	20	$28.50	$128.25	$23,085	$199.50	$35,910	$52,369
16	21	$29.10	$130.95	$23,571	$203.70	$36,666	$53,471
17	22	$29.71	$133.70	$24,065	$207.97	$37,435	$54,592
18	23	$30.33	$136.49	$24,567	$212.31	$38,216	$55,731
19	24	$30.97	$139.37	$25,086	$216.79	$39,022	$56,907
20	25	$31.62	$142.29	$25,612	$221.34	$39,841	$58,102
21	26	$32.28	$145.26	$26,147	$225.96	$40,673	$59,315
22	27	$32.96	$148.32	$26,698	$230.72	$41,530	$60,564
23	28	$33.65	$151.43	$27,257	$235.55	$42,399	$61,832
24	29	$34.36	$154.62	$27,832	$240.52	$43,294	$63,137
25	30+	$35.08	$157.86	$28,415	$245.56	$44,201	$64,460

Driver scales are based upon 4.5 or 7.0 hours daily and 180 days per year.
Driver/Trainer scale is based upon 7.5 hours daily and 245 days per year.
Drivers on a 4.5 hour contract are paid additional wages for hours worked over 22.5 hours weekly.
Drivers on a 7.0 hour contract are paid additional wages for hours worked over 35.0 hours weekly.
Drivers are eligible for overtime pay for hours worked over 40 within a week.
Advancement to the next pay level on the scale each year is dependent upon available funding and is not guaranteed.

FY26 SUPPLEMENTAL BUS DRIVER SCALE

Position	Amount
Bus Driver Perfect Attendance Bonus	$130.00 Monthly rate for perfect attendance
Driver Trainee	Follows Virginia minimum wage, $15.00 per hour
Shop Trips, Inservice, Meetings	$17.54 per hour
Court Appearance & Miscellaneous	$24.56 per hour
Afer School Activities	Hourly rate commensurate with experience
Fieldtrip Driver *	Hourly rate commensurate with experience
Mid-day Routes (Driver and Aides)	Hourly rate commensurate with experience
Part-time Trainer	Hourly rate commensurate with experience
Remedial Summer School Driver	Hourly rate commensurate with experience

** Fieldtrip and All In Virginia tutor runs: hourly rate commensurate with experience and includes one-hour minimum*