

2026-27 Non-Teacher Salary Scales

FCPS 2026-27 Classified Hourly Pay Scales

Pay Scale	Minimum Hourly Rates	Maximum Hourly Rates
C15	\$36.35	\$59.85
C14	\$32.00	\$52.71
C13	\$29.35	\$48.31
C12	\$28.74	\$47.31
C11	\$27.71	\$45.63
C10	\$27.19	\$44.77
C9	\$25.84	\$42.56
C8	\$24.23	\$39.88
C7	\$22.59	\$37.18
C6	\$22.27	\$36.68
C5	\$21.69	\$35.78
C4	\$20.00	\$32.97
C3	\$19.50	\$32.11
C2	\$19.50	\$32.11
C1	\$17.56	\$28.89

Pay Scale	Included Position Titles by Job Classification	Daily Hours
C15	Computer Technician III	7.5
	Software Specialist	7.5
C14	Maintenance Specialist	8
	Software Support I	7.5
	System Support Specialist	7.5
C13	Language Interpreter	7
	Parent Liaison	7
C12	Master Mechanic	8
C11	Analyst: Data, HR, Finance, Safety	7.5
C10	Accompanist	7
	Administrative Support Specialist	7.5
	Executive Administrative Assistant	7.5
	Computer Technician II	7.5
	Facilities Specialist	7.5
	Media Technician	7.5
	School Nutrition Specialist	7.5
	Transportation Specialist	7.5
C9	Maintenance Technician III	8
	Mechanic I	8
	Service Writer	8
C8	Accounting Technician III	7.5
	Administrative Assistant III	7.5
C7	Computer Technician I	7.5
	Licensed Practical Nurse	7
	School Security Officer	8
C6	Bus Driver	4.5 or 7
	Bus Driver/Trainer	7.5
	Maintenance Technician II	8
	Parts Technician	8
	Plant Engineer	8
C5	Accounting Technician II	7.5
	Administrative Assistant II	7.5
	Head Custodian II (HS)	8
	School Nutrition Manager II (MS, HS)	8
C4	Car/Van Driver	4.5 or 7
	School Nutrition Manager I (ES)	8
	School Nutrition Trainee	8
	Head Custodian I (ES, MS, Spec Prog)	8
C3	Accounting Technician I	7 or 7.5
	Administrative Assistant I	7 or 7.5
	Courier	8
	Maintenance Technician I	8
C2	Bus Assistant	4.5 or 7
	Instructional Assistant	7
C1	Custodian	8
	School Nutrition Workers	7

Annual assignments range from 180 to 245 days depending on job classification.

FLSA: Nonexempt (eligible for overtime wages)

Calculation of annual salary - Hourly Rate x Hours per Day x Assignment Days

Instructional Assistants serving students in intensive support classrooms receive an additional \$1,000

FCPS 2026-27 Hourly Pay Scales

Pay Step	Years of Experience	C1	C2 & C3	C4	C5	C6	C7	C8	C9	C10	C11	C12	C13	C14	C15
1	0	\$17.56	\$19.50	\$20.00	\$21.69	\$22.27	\$22.59	\$24.23	\$25.84	\$27.19	\$27.71	\$28.74	\$29.35	\$32.00	\$36.35
1	1	\$17.56	\$19.50	\$20.00	\$21.69	\$22.27	\$22.59	\$24.23	\$25.84	\$27.19	\$27.71	\$28.74	\$29.35	\$32.00	\$36.35
2	2	\$17.93	\$19.91	\$20.42	\$22.15	\$22.74	\$23.06	\$24.74	\$26.38	\$27.76	\$28.29	\$29.34	\$29.97	\$32.67	\$37.11
3	3	\$18.31	\$20.33	\$20.85	\$22.62	\$23.22	\$23.54	\$25.26	\$26.93	\$28.34	\$28.88	\$29.96	\$30.60	\$33.36	\$37.89
3	4	\$18.31	\$20.33	\$20.85	\$22.62	\$23.22	\$23.54	\$25.26	\$26.93	\$28.34	\$28.88	\$29.96	\$30.60	\$33.36	\$37.89
4	5	\$18.69	\$20.76	\$21.29	\$23.10	\$23.71	\$24.03	\$25.79	\$27.50	\$28.94	\$29.49	\$30.59	\$31.24	\$34.06	\$38.69
5	6	\$19.08	\$21.20	\$21.74	\$23.59	\$24.21	\$24.53	\$26.33	\$28.08	\$29.55	\$30.11	\$31.23	\$31.90	\$34.78	\$39.50
5	7	\$19.08	\$21.20	\$21.74	\$23.59	\$24.21	\$24.53	\$26.33	\$28.08	\$29.55	\$30.11	\$31.23	\$31.90	\$34.78	\$39.50
6	8	\$19.48	\$21.65	\$22.20	\$24.09	\$24.72	\$25.05	\$26.88	\$28.67	\$30.17	\$30.74	\$31.89	\$32.57	\$35.51	\$40.33
7	9	\$19.89	\$22.10	\$22.67	\$24.60	\$25.24	\$25.58	\$27.44	\$29.27	\$30.80	\$31.39	\$32.56	\$33.25	\$36.26	\$41.18
8	10	\$20.31	\$22.56	\$23.15	\$25.12	\$25.77	\$26.12	\$28.02	\$29.88	\$31.45	\$32.05	\$33.24	\$33.95	\$37.02	\$42.04
8	11	\$20.31	\$22.56	\$23.15	\$25.12	\$25.77	\$26.12	\$28.02	\$29.88	\$31.45	\$32.05	\$33.24	\$33.95	\$37.02	\$42.04
9	12	\$20.74	\$23.03	\$23.64	\$25.65	\$26.31	\$26.67	\$28.61	\$30.51	\$32.11	\$32.72	\$33.94	\$34.66	\$37.80	\$42.92
10	13	\$21.18	\$23.51	\$24.14	\$26.19	\$26.86	\$27.23	\$29.21	\$31.15	\$32.78	\$33.41	\$34.65	\$35.39	\$38.59	\$43.82
11	14	\$21.62	\$24.00	\$24.65	\$26.74	\$27.42	\$27.80	\$29.82	\$31.80	\$33.47	\$34.11	\$35.38	\$36.13	\$39.40	\$44.74
11	15	\$21.62	\$24.00	\$24.65	\$26.74	\$27.42	\$27.80	\$29.82	\$31.80	\$33.47	\$34.11	\$35.38	\$36.13	\$39.40	\$44.74
11	16	\$21.62	\$24.00	\$24.65	\$26.74	\$27.42	\$27.80	\$29.82	\$31.80	\$33.47	\$34.11	\$35.38	\$36.13	\$39.40	\$44.74
11	17	\$21.62	\$24.00	\$24.65	\$26.74	\$27.42	\$27.80	\$29.82	\$31.80	\$33.47	\$34.11	\$35.38	\$36.13	\$39.40	\$44.74
12	18	\$22.07	\$24.50	\$25.17	\$27.30	\$28.00	\$28.38	\$30.45	\$32.47	\$34.17	\$34.83	\$36.12	\$36.89	\$40.23	\$45.68
13	19	\$22.53	\$25.01	\$25.70	\$27.87	\$28.59	\$28.98	\$31.09	\$33.15	\$34.89	\$35.56	\$36.88	\$37.66	\$41.07	\$46.64
14	20	\$23.00	\$25.54	\$26.24	\$28.46	\$29.19	\$29.59	\$31.74	\$33.85	\$35.62	\$36.31	\$37.65	\$38.45	\$41.93	\$47.62
15	21	\$23.48	\$26.08	\$26.79	\$29.06	\$29.80	\$30.21	\$32.41	\$34.56	\$36.37	\$37.07	\$38.44	\$39.26	\$42.81	\$48.62
16	22	\$23.97	\$26.63	\$27.35	\$29.67	\$30.43	\$30.84	\$33.09	\$35.29	\$37.13	\$37.85	\$39.25	\$40.08	\$43.71	\$49.64
17	23	\$24.47	\$27.19	\$27.92	\$30.29	\$31.07	\$31.49	\$33.78	\$36.03	\$37.91	\$38.64	\$40.07	\$40.92	\$44.63	\$50.68
18	24	\$24.98	\$27.76	\$28.51	\$30.93	\$31.72	\$32.15	\$34.49	\$36.79	\$38.71	\$39.45	\$40.91	\$41.78	\$45.57	\$51.74
19	25	\$25.50	\$28.34	\$29.11	\$31.58	\$32.39	\$32.83	\$35.21	\$37.56	\$39.52	\$40.28	\$41.77	\$42.66	\$46.53	\$52.83
20	26	\$26.04	\$28.94	\$29.72	\$32.24	\$33.07	\$33.52	\$35.95	\$38.35	\$40.35	\$41.13	\$42.65	\$43.56	\$47.51	\$53.94
21	27	\$26.59	\$29.55	\$30.34	\$32.92	\$33.76	\$34.22	\$36.70	\$39.16	\$41.20	\$41.99	\$43.55	\$44.47	\$48.51	\$55.07
22	28	\$27.15	\$30.17	\$30.98	\$33.61	\$34.47	\$34.94	\$37.47	\$39.98	\$42.07	\$42.87	\$44.46	\$45.40	\$49.53	\$56.23
23	29	\$27.72	\$30.80	\$31.63	\$34.32	\$35.19	\$35.67	\$38.26	\$40.82	\$42.95	\$43.77	\$45.39	\$46.35	\$50.57	\$57.41
24	30	\$28.30	\$31.45	\$32.29	\$35.04	\$35.93	\$36.42	\$39.06	\$41.68	\$43.85	\$44.69	\$46.34	\$47.32	\$51.63	\$58.62
25	31+	\$28.89	\$32.11	\$32.97	\$35.78	\$36.68	\$37.18	\$39.88	\$42.56	\$44.77	\$45.63	\$47.31	\$48.31	\$52.71	\$59.85

FCPS 2026-27 Administrator, Supervisor, Coordinator and Professional Annual Pay Scales

Pay Scale	Minimum Annual Salary	Maximum Annual Salary	Days Scale is Based On	Included Position Titles by Job Classification
A8	\$119,190	\$196,273	245	Executive Director
A7a	\$112,797	\$185,742	245	Senior Director
A7	\$111,505	\$183,617	245	High School Principal
A6	\$106,889	\$176,015	245	Director
A5	\$101,410	\$166,996	245	Middle School Principal, Program Director
A4	\$96,039	\$158,151	245	Elementary School Principal, Assistant Director
SC4	\$93,858	\$154,558	245	Supervisors: Instructional, Finance, and Human Resources
SC3	\$93,539	\$154,033	245	Coordinators: Instructional, Planning
A3	\$93,245	\$153,546	245	High School Asst Principal, Student Activities Coordinator
A2	\$88,089	\$145,059	245	MS Asst Principal, Asst Program Director, Dean Special Programs
SC2	\$86,531	\$142,493	245	Supervisor/Coordinator - <i>See Below</i> **
A1	\$84,490	\$139,130	245	Elementary School Asst Principal
P10	\$74,500	\$125,255	245	Network Engineer, Software Engineer
SC1	\$71,009	\$116,932	245	Bright Futures Coord, Facilities Coord/Spvsr, Veh Maint Spvsr
P9	\$67,876	\$116,518	220	Psychologist
P8	\$65,355	\$109,880	245	Media Production Specialist, Software Support II
P7	\$63,566	\$109,117	210	Diagnostician
P6	\$63,558	\$106,860	245	Accountant, Shop Foreman
P5	\$62,299	\$104,743	200	Occupational/Physical Therapist, Speech Language Pathologist
P4	\$55,129	\$92,686	245	Communication Specialist, Clerk of the Works
P3	\$54,462	\$86,033	220	Athletic Trainer
P2	\$44,736	\$78,408	192	Registered Nurse (Degreed)
P1	\$39,620	\$69,439	192	Registered Nurse

** SC2 Coordinator Positions: Data Management, Student Transition, Work-based Learning

** SC2 Supervisor Positions: Juvenile Detention Center, School Health Services, Technology, Transportation

FLSA: Exempt (not eligible for overtime wages)

A = Administrator SC = Supervisor/Coordinator P = Professional

FCPS 2026-27 Administrator, Supervisor and Coordinator Pay Scales

Pay Step	Years of Experience	SC1 Annual	A1 Annual	SC2 Annual	A2 Annual	A3 Annual	SC3 Annual	SC4 Annual	A4 Annual	A5 Annual	A6 Annual	A7 Annual	A7a Annual	A8 Annual
1	0	\$71,009	\$84,490	\$86,531	\$88,089	\$93,245	\$93,539	\$93,858	\$96,039	\$101,410	\$106,889	\$111,505	\$112,797	\$119,190
1	1	\$71,009	\$84,490	\$86,531	\$88,089	\$93,245	\$93,539	\$93,858	\$96,039	\$101,410	\$106,889	\$111,505	\$112,797	\$119,190
2	2	\$72,500	\$86,264	\$88,348	\$89,939	\$95,203	\$95,503	\$95,829	\$98,056	\$103,540	\$109,134	\$113,847	\$115,166	\$121,693
3	3	\$74,023	\$88,076	\$90,203	\$91,828	\$97,202	\$97,509	\$97,841	\$100,115	\$105,714	\$111,426	\$116,238	\$117,584	\$124,249
4	4	\$75,577	\$89,926	\$92,097	\$93,756	\$99,243	\$99,557	\$99,896	\$102,217	\$107,934	\$113,766	\$118,679	\$120,053	\$126,858
5	5	\$77,164	\$91,814	\$94,031	\$95,725	\$101,327	\$101,648	\$101,994	\$104,364	\$110,201	\$116,155	\$121,171	\$122,574	\$129,522
5	6	\$77,164	\$91,814	\$94,031	\$95,725	\$101,327	\$101,648	\$101,994	\$104,364	\$110,201	\$116,155	\$121,171	\$122,574	\$129,522
5	7	\$77,164	\$91,814	\$94,031	\$95,725	\$101,327	\$101,648	\$101,994	\$104,364	\$110,201	\$116,155	\$121,171	\$122,574	\$129,522
6	8	\$78,784	\$93,742	\$96,006	\$97,735	\$103,455	\$103,783	\$104,136	\$106,556	\$112,515	\$118,594	\$123,716	\$125,148	\$132,242
7	9	\$80,438	\$95,711	\$98,022	\$99,787	\$105,628	\$105,962	\$106,323	\$108,794	\$114,878	\$121,084	\$126,314	\$127,776	\$135,019
8	10	\$82,127	\$97,721	\$100,080	\$101,883	\$107,846	\$108,187	\$108,556	\$111,079	\$117,290	\$123,627	\$128,967	\$130,459	\$137,854
8	11	\$82,127	\$97,721	\$100,080	\$101,883	\$107,846	\$108,187	\$108,556	\$111,079	\$117,290	\$123,627	\$128,967	\$130,459	\$137,854
9	12	\$83,852	\$99,773	\$102,182	\$104,023	\$110,111	\$110,459	\$110,836	\$113,412	\$119,753	\$126,223	\$131,675	\$133,199	\$140,749
10	13	\$85,613	\$101,868	\$104,328	\$106,207	\$112,423	\$112,779	\$113,164	\$115,794	\$122,268	\$128,874	\$134,440	\$135,996	\$143,705
11	14	\$87,411	\$104,007	\$106,519	\$108,437	\$114,784	\$115,147	\$115,540	\$118,226	\$124,836	\$131,580	\$137,263	\$138,852	\$146,723
11	15	\$87,411	\$104,007	\$106,519	\$108,437	\$114,784	\$115,147	\$115,540	\$118,226	\$124,836	\$131,580	\$137,263	\$138,852	\$146,723
11	16	\$87,411	\$104,007	\$106,519	\$108,437	\$114,784	\$115,147	\$115,540	\$118,226	\$124,836	\$131,580	\$137,263	\$138,852	\$146,723
11	17	\$87,411	\$104,007	\$106,519	\$108,437	\$114,784	\$115,147	\$115,540	\$118,226	\$124,836	\$131,580	\$137,263	\$138,852	\$146,723
12	18	\$89,247	\$106,191	\$108,756	\$110,714	\$117,194	\$117,565	\$117,966	\$120,709	\$127,458	\$134,343	\$140,146	\$141,768	\$149,804
13	19	\$91,121	\$108,421	\$111,040	\$113,039	\$119,655	\$120,034	\$120,443	\$123,244	\$130,135	\$137,164	\$143,089	\$144,745	\$152,950
14	20	\$93,035	\$110,698	\$113,372	\$115,413	\$122,168	\$122,555	\$122,972	\$125,832	\$132,868	\$140,044	\$146,094	\$147,785	\$156,162
15	21	\$94,989	\$113,023	\$115,753	\$117,837	\$124,734	\$125,129	\$125,554	\$128,474	\$135,658	\$142,985	\$149,162	\$150,888	\$159,441
16	22	\$96,984	\$115,396	\$118,184	\$120,312	\$127,353	\$127,757	\$128,191	\$131,172	\$138,507	\$145,988	\$152,294	\$154,057	\$162,789
17	23	\$99,021	\$117,819	\$120,666	\$122,839	\$130,027	\$130,440	\$130,883	\$133,927	\$141,416	\$149,054	\$155,492	\$157,292	\$166,208
18	24	\$101,100	\$120,293	\$123,200	\$125,419	\$132,758	\$133,179	\$133,632	\$136,739	\$144,386	\$152,184	\$158,757	\$160,595	\$169,698
19	25	\$103,223	\$122,819	\$125,787	\$128,053	\$135,546	\$135,976	\$136,438	\$139,611	\$147,418	\$155,380	\$162,091	\$163,967	\$173,262
20	26	\$105,391	\$125,398	\$128,429	\$130,742	\$138,392	\$138,831	\$139,303	\$142,543	\$150,514	\$158,643	\$165,495	\$167,410	\$176,901
21	27	\$107,604	\$128,031	\$131,126	\$133,488	\$141,298	\$141,746	\$142,228	\$145,536	\$153,675	\$161,975	\$168,970	\$170,926	\$180,616
22	28	\$109,864	\$130,720	\$133,880	\$136,291	\$144,265	\$144,723	\$145,215	\$148,592	\$156,902	\$165,376	\$172,518	\$174,515	\$184,409
23	29	\$112,171	\$133,465	\$136,691	\$139,153	\$147,295	\$147,762	\$148,265	\$151,712	\$160,197	\$168,849	\$176,141	\$178,180	\$188,282
24	30	\$114,527	\$136,268	\$139,562	\$142,075	\$150,388	\$150,865	\$151,379	\$154,898	\$163,561	\$172,395	\$179,840	\$181,922	\$192,236
25	31+	\$116,932	\$139,130	\$142,493	\$145,059	\$153,546	\$154,033	\$154,558	\$158,151	\$166,996	\$176,015	\$183,617	\$185,742	\$196,273

	Years of Experience	P1 Annual	P2 Annual	P4 Annual	P6 Annual	P8 Annual	P10 Annual		Pay Step	Years of Experience	P3 Annual		Pay Step	Years of Experience	P5 Annual		Pay Step	Years of Experience	P7 Annual	P9 Annual
1	0	\$39,620	\$44,736	\$55,129	\$63,558	\$65,355	\$74,500		1	0	\$54,462		1	0	\$62,299		1	0	\$63,566	\$67,876
1	1	\$39,620	\$44,736	\$55,129	\$63,558	\$65,355	\$74,500		1	1	\$54,462		1	1	\$62,299		1	1	\$63,566	\$67,876
2	2	\$40,452	\$45,675	\$56,287	\$64,893	\$66,727	\$76,065		2	2	\$55,606		2	2	\$63,607		2	2	\$64,901	\$69,301
3	3	\$41,301	\$46,634	\$57,469	\$66,256	\$68,128	\$77,662		3	3	\$56,774		3	3	\$64,943		3	3	\$66,264	\$70,756
4	4	\$42,168	\$47,613	\$58,676	\$67,647	\$69,559	\$79,293		4	4	\$57,966		4	4	\$66,307		4	4	\$67,656	\$72,242
5	5	\$43,054	\$48,613	\$59,908	\$69,068	\$71,020	\$80,958		5	5	\$59,183		4	5	\$66,307		5	5	\$69,077	\$73,759
6	6	\$43,958	\$49,634	\$61,166	\$70,518	\$72,511	\$82,658		6	6	\$60,426		4	6	\$66,307		6	6	\$70,528	\$75,308
6	7	\$43,958	\$49,634	\$61,166	\$70,518	\$72,511	\$82,658		6	7	\$60,426		5	7	\$67,699		6	7	\$70,528	\$75,308
7	8	\$44,881	\$50,676	\$62,450	\$71,999	\$74,034	\$84,394		7	8	\$61,695		6	8	\$69,121		7	8	\$72,009	\$76,889
8	9	\$45,824	\$51,740	\$63,761	\$73,511	\$75,589	\$86,166		8	9	\$62,991		7	9	\$70,573		8	9	\$73,521	\$78,504
9	10	\$46,786	\$52,827	\$65,100	\$75,055	\$77,176	\$87,975		9	10	\$64,314		8	10	\$72,055		9	10	\$75,065	\$80,153
9	11	\$46,786	\$52,827	\$65,100	\$75,055	\$77,176	\$87,975		9	11	\$64,314		8	11	\$72,055		9	11	\$75,065	\$80,153
10	12	\$47,769	\$53,936	\$66,467	\$76,631	\$78,797	\$89,822		10	12	\$65,665		9	12	\$73,568		10	12	\$76,641	\$81,836
11	13	\$48,772	\$55,069	\$67,863	\$78,240	\$80,452	\$91,708		11	13	\$67,044		10	13	\$75,113		11	13	\$78,250	\$83,555
12	14	\$49,796	\$56,225	\$69,288	\$79,883	\$82,141	\$93,634		12	14	\$68,452		11	14	\$76,690		12	14	\$79,893	\$85,310
12	15	\$49,796	\$56,225	\$69,288	\$79,883	\$82,141	\$93,634		13	15	\$69,889		11	15	\$76,690		12	15	\$79,893	\$85,310
12	16	\$49,796	\$56,225	\$69,288	\$79,883	\$82,141	\$93,634		14	16	\$71,357		11	16	\$76,690		12	16	\$79,893	\$85,310
12	17	\$49,796	\$56,225	\$69,288	\$79,883	\$82,141	\$93,634		15	17	\$72,855		12	17	\$78,300		13	17	\$81,571	\$87,102
13	18	\$50,842	\$57,406	\$70,743	\$81,561	\$83,866	\$95,600		16	18	\$74,385		13	18	\$79,944		14	18	\$83,284	\$88,931
14	19	\$51,910	\$58,612	\$72,229	\$83,274	\$85,627	\$97,608		17	19	\$75,947		14	19	\$81,623		15	19	\$85,033	\$90,799
15	20	\$53,000	\$59,843	\$73,746	\$85,023	\$87,425	\$99,658		18	20	\$77,542		15	20	\$83,337		16	20	\$86,819	\$92,706
16	21	\$54,113	\$61,100	\$75,295	\$86,808	\$89,261	\$101,751		19	21	\$79,170		16	21	\$85,087					

FCPS 2026-27 Substitutes and Part-time

FY27 Adopted Substitute Rates

<u>Position</u>	<u>Daily Amount</u>	<u>Position</u>	<u>Hourly Amount</u>
High School Principal or higher	\$455.12	Admin. Assistant/Accounting Tech. I	\$19.50
Middle School Principal	\$413.92	Executive Administrative Assistant	\$27.19
Elementary Principal	\$392.00	School Nutrition Services Employee	\$17.56
High School Assistant Principal	\$380.59	Custodian	\$17.56
Middle School Assistant Principal	\$359.55	Specialist	\$27.19
Elementary Assistant Principal	\$344.86	Interpreter	\$29.35
Teacher - Degreed	\$130.00	Athletic Trainer	\$30.94
Teacher - Non-degreed	\$115.00	Security Officer	\$20.00
Nurse	\$130.00		
Instructional Aide	\$110.00		
Bus Driver	\$100.22		
Car/Van Driver	\$90.00		
Bus Aide	\$87.75		

Substitutes employed on a long-term basis are paid on the position's respective pay scale commensurate with experience. Other substitute rates will apply as needed.

FY27 Temporary/Part-time Rates

<u>Teaching Positions:</u>	<u>Hourly Amount</u>	<u>School Nutrition Enterprise Activities:</u>	<u>Hourly Amount</u>
Drivers Education	\$40.31	Lead, Food Service	\$24.98
Homebound Teacher	\$40.31	Food Service Assistant	\$22.53
Planning Stipend for Teaching During Contract Hours	\$62.12		
SOL Remediation Teacher	\$40.31	<u>Classified:</u>	<u>Hourly Amount</u>
SOL Remediation Instructional Assistant	\$19.50	Crossing Guard - hourly rate commensurate with experience	varies
Staff Development Instructors	\$95.37	Records Center Administrative Assistant	\$19.50
Virtual Virginia Teacher	\$40.31	Summer Grounds/General Maintenance	\$17.56
Instructional Coordination	\$47.09	Summer Network Specialist	\$30.00
		Temporary PC Technician	\$27.19
	<u>Per 6.5 Hour Day</u>	Student Worker, 1st Year	\$15.00
Non-teaching Assignment Stipend for Licensed Staff	\$181.64	Student Worker, 2nd Year	\$15.25
Division Initiative Training for Licensed Staff	\$87.75	Student Worker, 3rd Year	\$15.50
	<u>As Indicated</u>		
Ignites New Teacher Week (Teachers Daily Rate)	\$100.00		
Ignites New Classified Staff Day	hourly rate		

FY27 Summer Experience Rates

<u>Position</u>	<u>Amount</u>
Bus Driver	Hourly rate commensurate with experience
Summer Program Administrator	\$4,800 per session
<u>Teachers:</u>	<u>Pay Per Session</u>
Summer Pathways for Progress, 4 week program	\$3,525
Charting Pathways Summer Academy, 2 week program	\$2,361
Smart Start for ES or MS	\$3,525
Online Credit Recovery (APEX)	\$1,574
Project Graduation, one week	\$787
Project Graduation, two weeks	\$1,574
<u>Extended School Year (ESY):</u>	<u>Per Hour</u>
Coordinator, Teacher, Nurse, Related Svc.	Hourly rate commensurate with experience
Instructional Assistant, Behavior Assistant	Hourly rate commensurate with experience, minimum hourly rate of \$28.07
Long-term teacher substitute	\$40.31

FCPS 2026-27 Co-Curricular Supplements

Academic and Club

Elementary Schools

Position	Amount
Computer Site Coordinator	\$1,595
Destination Imagination Sponsor	\$575
Just Say No Club Sponsor	\$575
SCA Sponsor	\$575

Middle Schools

Position	Amount
Art Club Sponsor	\$575
Band Director	\$2,250
Builders Club Sponsor	\$575
Choral Director	\$1,595
Coding Club Sponsor	\$575
Creative Writing Club Sponsor	\$575
Drama Sponsor	\$1,125
FBLA Sponsor	\$915
FCCLA Sponsor	\$915
FFA Sponsor	\$915
Forensics Sponsor	\$575
Guidance Department Lead	\$1,595
House Lead	\$575
Lead Teacher, CTE	\$1,125
Lead Teacher, English	\$1,595
Lead Teacher, Math	\$1,595
Lead Teacher, Physical Education	\$1,125
Lead Teacher, Science	\$1,595
Lead Teacher, Social Studies	\$1,595
Lead Teacher, World Language	\$1,125
Math Counts Club Sponsor	\$575
SCA Sponsor	\$915
SOL Testing Coordinator	\$2,250
Spelling Club Sponsor	\$575
TSA Sponsor	\$915
World Language Club Sponsor	\$575
Yearbook Sponsor	\$1,125

Division

Position	Amount
Computer Site Coord, DJHC & NREP	\$915
Destination Imagination Representative	\$3,165
Lead Teacher, JDC & NREP	\$2,250
Lead Teacher, Mentor	\$1,125
Lead Teacher, Speech Unit	\$2,250
Special Ed Coord, Adult Detention Ctr	\$2,250
Youth in Action Coordinator	\$1,125

High Schools

Position	Amount
Academic Team Sponsor	\$2,250
Band Assistant	\$1,595
Band Director	\$4,520
Business/Marketing Department Lead	\$1,595
Choral Director	\$3,165
Class Sponsors	\$1,125
CTE Department Lead	\$1,595
Debate Sponsor	\$2,250
DECA Sponsor	\$1,125
Drama Assistant Sponsor	\$575
Drama Lead Sponsor	\$2,250
Dual Enrollment	\$575
English Department Lead	\$1,595
English Learners Department Lead	\$1,595
FACS Department Lead	\$1,595
FBLA Sponsor	\$1,125
FCCLA Sponsor	\$1,125
FEA Sponsor	\$1,125
FFA Sponsor	\$1,125
Fine Arts Department Lead	\$1,595
Flag Football Club	\$1,595
Foreign Language Department Lead	\$1,595
Forensics Sponsor	\$2,250
Guidance Department Lead	\$1,595
HOSA Sponsor	\$1,125
Interact Club Sponsor	\$1,595
Key Club Sponsor	\$1,595
Leo Club Sponsor	\$1,595
Library Department Lead	\$915
Lighting and Sound Technician	\$1,125
Math Department Lead	\$1,595
National Honor Society Sponsor	\$1,595
Newspaper Sponsor	\$1,595
Physical Education Department Lead	\$1,595
SCA Sponsor	\$2,250
School Literary Magazine Sponsor	\$1,125
Science Department Lead	\$1,595
Social Studies Department Lead	\$1,595
Teacher of Record	\$575
Technical Education Department Lead	\$1,595
Ticket Managers (all activities)	\$915
TSA Sponsor	\$1,125
Yearbook Sponsor	\$1,595

Dowell J. Howard

Position	Amount
Lead Teacher, Alternative Ed.	\$1,125
Lead Teacher, MAP	\$1,125
Skills USA	\$1,125

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 amount above.

Supplements are not VRS eligible.

FCPS 2026-27 Co-Curricular Supplements

Athletics

Middle Schools

Position	Amount
Basketball Head Coach	\$1,464
Cheerleading Head Coach	\$1,464
Coordinator of Athletics	\$3,028
Cross Country Assistant Coach	\$904
Cross Country Head Coach	\$1,130
Football Assistant Coach	\$1,777
Football Head Coach	\$2,221
Soccer Assistant Coach	\$904
Soccer Head Coach	\$1,130
Track Assistant Coach	\$1,171
Track Head Coach	\$1,464
Volleyball Head Coach	\$1,130
Wrestling Assistant Coach	\$1,171
Wrestling Head Coach	\$1,464

High Schools

Position	Amount
Assistant Coordinator of Student Activities	\$5,855
Athletic Trainer Lead	\$4,520
Baseball Junior Varsity Head Coach	\$2,622
Baseball Varsity Assistant Coach	\$2,938
Baseball Varsity Head Coach	\$4,520
Basketball Junior Varsity Head Coach	\$3,396
Basketball Varsity Assistant Coach	\$3,806
Basketball Varsity Head Coach	\$5,855
Cheerleading Junior Varsity Head Coach	\$3,396
Cheerleading Varsity Head Coach	\$5,855
Cross Country Varsity Assistant Coach	\$2,938
Cross Country Varsity Head Coach	\$4,520
Esports	\$3,165
Football Junior Varsity Assistant Coach	\$4,887
Football Junior Varsity Head Coach	\$5,153
Football Varsity Assistant Coach	\$5,775
Football Varsity Head Coach	\$8,885
Golf Varsity Head Coach	\$3,165
Indoor Track Varsity Head Coach	\$3,165
Soccer Junior Varsity Head Coach	\$2,622
Soccer Varsity Assistant Coach	\$2,938
Soccer Varsity Head Coach	\$4,520
Softball Junior Varsity Head Coach	\$2,622
Softball Varsity Assistant Coach	\$2,938
Softball Varsity Head Coach	\$4,520
Strength Training	\$3,165
Swimming Varsity Assistant Coach	\$2,057
Swimming Varsity Head Coach	\$3,165
Tennis Varsity Head Coach	\$4,520
Ticket Manager (all activities)	\$915
Track Varsity Assistant Coach	\$3,806
Track Varsity Head Coach	\$5,855
Volleyball Junior Varsity Head Coach	\$2,622
Volleyball Varsity Assistant Coach	\$2,938
Volleyball Varsity Head Coach	\$4,520
Wrestling Varsity Assistant Coach	\$3,806
Wrestling Varsity Head Coach	\$5,855

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 amount above.

Supplements are not VRS eligible.