

FCPS 2026-27 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	\$22.28	\$100.22	\$18,039	\$155.89	\$28,060	\$40,921
1	1	\$22.28	\$100.22	\$18,039	\$155.89	\$28,060	\$40,921
2	2	\$22.75	\$102.33	\$18,419	\$159.18	\$28,652	\$41,785
3	3	\$23.23	\$104.49	\$18,808	\$162.54	\$29,257	\$42,667
3	4	\$23.23	\$104.49	\$18,808	\$162.54	\$29,257	\$42,667
4	5	\$23.72	\$106.70	\$19,205	\$165.97	\$29,875	\$43,567
5	6	\$24.22	\$108.95	\$19,610	\$169.47	\$30,505	\$44,486
5	7	\$24.22	\$108.95	\$19,610	\$169.47	\$30,505	\$44,486
6	8	\$24.73	\$111.24	\$20,023	\$173.04	\$31,147	\$45,423
7	9	\$25.25	\$113.58	\$20,444	\$176.68	\$31,802	\$46,379
8	10	\$25.78	\$115.97	\$20,874	\$180.39	\$32,470	\$47,352
8	11	\$25.78	\$115.97	\$20,874	\$180.39	\$32,470	\$47,352
9	12	\$26.32	\$118.40	\$21,311	\$184.17	\$33,151	\$48,345
10	13	\$26.87	\$120.87	\$21,757	\$188.02	\$33,844	\$49,355
11	14	\$27.43	\$123.39	\$22,210	\$191.94	\$34,549	\$50,384
11	15	\$27.43	\$123.39	\$22,210	\$191.94	\$34,549	\$50,384
11	16	\$27.43	\$123.39	\$22,210	\$191.94	\$34,549	\$50,384
11	17	\$27.43	\$123.39	\$22,210	\$191.94	\$34,549	\$50,384
12	18	\$28.01	\$126.00	\$22,680	\$196.00	\$35,280	\$51,450
13	19	\$28.60	\$128.66	\$23,158	\$200.13	\$36,023	\$52,534
14	20	\$29.20	\$131.36	\$23,644	\$204.33	\$36,779	\$53,637
15	21	\$29.81	\$134.10	\$24,138	\$208.60	\$37,548	\$54,758
16	22	\$30.44	\$136.94	\$24,648	\$213.01	\$38,342	\$55,915
17	23	\$31.08	\$139.82	\$25,167	\$217.49	\$39,148	\$57,091
18	24	\$31.73	\$142.74	\$25,693	\$222.04	\$39,967	\$58,286
19	25	\$32.40	\$145.76	\$26,236	\$226.73	\$40,811	\$59,517
20	26	\$33.08	\$148.82	\$26,787	\$231.49	\$41,668	\$60,766
21	27	\$33.77	\$151.92	\$27,346	\$236.32	\$42,538	\$62,034
22	28	\$34.48	\$155.12	\$27,921	\$241.29	\$43,432	\$63,339
23	29	\$35.20	\$158.36	\$28,504	\$246.33	\$44,339	\$64,662
24	30	\$35.94	\$161.69	\$29,103	\$251.51	\$45,272	\$66,021
25	31+	\$36.69	\$165.06	\$29,711	\$256.76	\$46,217	\$67,400

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.

FY27 Supplemental Bus Driver Scale

<u>Position</u>	<u>Amount</u>
Bus Driver Perfect Attendance Bonus	\$130.00 Monthly rate for perfect attendance
Driver Trainee	\$15.00 per hour
Shop Trips, Inservice, Meetings	\$21.28 per hour
Court Appearance & Miscellaneous	\$25.68 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*