

Frederick County Public Schools

Administrator and Supervisor Salary Scale 2019–2020

Level	T1A	T1B	T2A	T2B	T2C	T2D	T2E	T2F	T2G	T2H	T3A	T3B	T3C	T3D	T3E
1	\$ 101,147	\$ 86,802	\$ 95,719	\$ 91,260	\$ 86,802	\$ 82,110	\$ 81,900	\$ 79,858	\$ 75,416	\$ 72,323	\$ 81,395	\$ 80,359	\$ 73,533	\$ 62,632	\$ 59,863
2	\$ 103,221	\$ 88,581	\$ 97,681	\$ 93,131	\$ 88,581	\$ 83,793	\$ 83,579	\$ 81,495	\$ 76,962	\$ 73,806	\$ 83,064	\$ 82,006	\$ 75,040	\$ 63,916	\$ 61,090
3	\$ 105,337	\$ 90,397	\$ 99,683	\$ 95,040	\$ 90,397	\$ 85,511	\$ 85,292	\$ 83,166	\$ 78,540	\$ 75,319	\$ 84,767	\$ 83,687	\$ 76,578	\$ 65,226	\$ 62,342
4	\$ 107,496	\$ 92,250	\$ 101,727	\$ 96,988	\$ 92,250	\$ 87,264	\$ 87,040	\$ 84,871	\$ 80,150	\$ 76,863	\$ 86,505	\$ 85,403	\$ 78,148	\$ 66,563	\$ 63,620
5	\$ 109,700	\$ 94,141	\$ 103,812	\$ 98,976	\$ 94,141	\$ 89,053	\$ 88,824	\$ 86,611	\$ 81,793	\$ 78,439	\$ 88,278	\$ 87,154	\$ 79,750	\$ 67,928	\$ 64,924
6	\$ 111,949	\$ 96,071	\$ 105,940	\$ 101,005	\$ 96,071	\$ 90,879	\$ 90,645	\$ 88,387	\$ 83,470	\$ 80,047	\$ 90,088	\$ 88,941	\$ 81,385	\$ 69,321	\$ 66,255
7	\$ 114,244	\$ 98,040	\$ 108,112	\$ 103,076	\$ 98,040	\$ 92,742	\$ 92,503	\$ 90,199	\$ 85,181	\$ 81,688	\$ 91,935	\$ 90,764	\$ 83,053	\$ 70,742	\$ 67,613
8	\$ 116,586	\$ 100,050	\$ 110,328	\$ 105,189	\$ 100,050	\$ 94,643	\$ 94,399	\$ 92,048	\$ 86,927	\$ 83,363	\$ 93,820	\$ 92,625	\$ 84,756	\$ 72,192	\$ 68,999
9	\$ 118,976	\$ 102,101	\$ 112,590	\$ 107,345	\$ 102,101	\$ 96,583	\$ 96,334	\$ 93,935	\$ 88,709	\$ 85,072	\$ 95,743	\$ 94,524	\$ 86,493	\$ 73,672	\$ 70,413
10	\$ 121,415	\$ 104,194	\$ 114,898	\$ 109,546	\$ 104,194	\$ 98,563	\$ 98,309	\$ 95,861	\$ 90,528	\$ 86,816	\$ 97,706	\$ 96,462	\$ 88,266	\$ 75,182	\$ 71,856
11	\$ 123,904	\$ 106,330	\$ 117,253	\$ 111,792	\$ 106,330	\$ 100,584	\$ 100,324	\$ 97,826	\$ 92,384	\$ 88,596	\$ 99,709	\$ 98,439	\$ 90,075	\$ 76,723	\$ 73,329
12	\$ 126,444	\$ 108,510	\$ 119,657	\$ 114,084	\$ 108,510	\$ 102,646	\$ 102,381	\$ 99,831	\$ 94,278	\$ 90,412	\$ 101,753	\$ 100,457	\$ 91,922	\$ 78,296	\$ 74,832
13	\$ 129,036	\$ 110,734	\$ 122,110	\$ 116,423	\$ 110,734	\$ 104,750	\$ 104,480	\$ 101,878	\$ 96,211	\$ 92,265	\$ 103,839	\$ 102,516	\$ 93,806	\$ 79,901	\$ 76,366
14	\$ 131,681	\$ 113,004	\$ 124,613	\$ 118,810	\$ 113,004	\$ 106,897	\$ 106,622	\$ 103,966	\$ 98,183	\$ 94,156	\$ 105,968	\$ 104,618	\$ 95,729	\$ 81,539	\$ 77,932
15	\$ 134,380	\$ 115,321	\$ 127,168	\$ 121,246	\$ 115,321	\$ 109,088	\$ 108,808	\$ 106,097	\$ 100,196	\$ 96,086	\$ 108,140	\$ 106,763	\$ 97,691	\$ 83,211	\$ 79,530
16	\$ 137,135	\$ 117,685	\$ 129,775	\$ 123,732	\$ 117,685	\$ 111,324	\$ 111,039	\$ 108,272	\$ 102,250	\$ 98,056	\$ 110,357	\$ 108,952	\$ 99,694	\$ 84,917	\$ 81,160
17	\$ 139,946	\$ 120,098	\$ 132,435	\$ 126,269	\$ 120,098	\$ 113,606	\$ 113,315	\$ 110,492	\$ 104,346	\$ 100,066	\$ 112,619	\$ 111,186	\$ 101,738	\$ 86,658	\$ 82,824
18	\$ 142,815	\$ 122,560	\$ 135,150	\$ 128,858	\$ 122,560	\$ 115,935	\$ 115,638	\$ 112,757	\$ 106,485	\$ 102,117	\$ 114,928	\$ 113,465	\$ 103,824	\$ 88,434	\$ 84,522
19	\$ 145,743	\$ 125,072	\$ 137,921	\$ 131,500	\$ 125,072	\$ 118,312	\$ 118,009	\$ 115,069	\$ 108,668	\$ 104,210	\$ 117,284	\$ 115,791	\$ 105,952	\$ 90,247	\$ 86,255
20	\$ 148,731	\$ 127,636	\$ 140,748	\$ 134,196	\$ 127,636	\$ 120,737	\$ 120,428	\$ 117,428	\$ 110,896	\$ 106,346	\$ 119,688	\$ 118,165	\$ 108,124	\$ 92,097	\$ 88,023
21	\$ 151,780	\$ 130,253	\$ 143,633	\$ 136,947	\$ 130,253	\$ 123,212	\$ 122,897	\$ 119,835	\$ 113,169	\$ 108,526	\$ 122,142	\$ 120,587	\$ 110,341	\$ 93,985	\$ 89,827
22	\$ 154,891	\$ 132,923	\$ 146,577	\$ 139,754	\$ 132,923	\$ 125,738	\$ 125,416	\$ 122,292	\$ 115,489	\$ 110,751	\$ 124,646	\$ 123,059	\$ 112,603	\$ 95,912	\$ 91,668

Executive Director - T1A

Coordinator of Policy & Communications - T1B

Principal - T2A, T2C, T2D

Director - T2B

Assistant Director - T2E

Assistant Principal - T2F, T2G, T2H

Coordinator of Student Activities - T2F

Supervisors and Coordinators - T3A - T3E

Administrator scale is based on 12 months.

Pay scale is FLSA exempt.

Years experience may be different than level.

Frederick County Public Schools
Other Professional Salary Scale 2019–2020

Days Hours	Registered Nurse	Degreed Registered Nurse	System Support & Communication s Specialists	Athletic Trainers	Accountant	Software, Network, & Media Specialists	Psychologist I	Clerk of the Works	Psychologist II	IS Analyst, Network Engineer, and Technology Training Specialist
	192	192	245	220	245	245	210	245	220	245
	7.5	7.5	7.5	8.0	7.5	7.5	7.5	8.0	7.5	7.5
Level	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual
1	\$ 28,725	\$ 29,825	\$ 42,000	\$ 45,000	\$ 48,550	\$ 49,000	\$ 50,715	\$ 51,137	\$ 53,130	\$ 56,175
2	\$ 29,551	\$ 30,651	\$ 43,176	\$ 46,035	\$ 49,909	\$ 50,372	\$ 51,983	\$ 52,569	\$ 54,458	\$ 57,748
3	\$ 30,400	\$ 31,500	\$ 44,385	\$ 47,094	\$ 51,306	\$ 51,782	\$ 53,282	\$ 54,041	\$ 55,819	\$ 59,365
4	\$ 31,273	\$ 32,373	\$ 45,628	\$ 48,177	\$ 52,743	\$ 53,232	\$ 54,613	\$ 55,554	\$ 57,214	\$ 61,027
5	\$ 32,170	\$ 33,270	\$ 46,906	\$ 49,285	\$ 54,220	\$ 54,722	\$ 55,978	\$ 57,110	\$ 58,644	\$ 62,736
6	\$ 33,092	\$ 34,192	\$ 48,219	\$ 50,419	\$ 55,738	\$ 56,254	\$ 57,378	\$ 58,709	\$ 60,110	\$ 64,493
7	\$ 34,039	\$ 35,139	\$ 49,569	\$ 51,579	\$ 57,299	\$ 57,829	\$ 58,812	\$ 60,353	\$ 61,613	\$ 66,299
8	\$ 35,012	\$ 36,112	\$ 50,957	\$ 52,765	\$ 58,903	\$ 59,448	\$ 60,282	\$ 62,043	\$ 63,153	\$ 68,155
9	\$ 36,012	\$ 37,112	\$ 52,384	\$ 53,979	\$ 60,552	\$ 61,113	\$ 61,790	\$ 63,780	\$ 64,732	\$ 70,063
10	\$ 37,040	\$ 38,140	\$ 53,851	\$ 55,221	\$ 62,247	\$ 62,824	\$ 63,334	\$ 65,566	\$ 66,350	\$ 72,025
11	\$ 38,096	\$ 39,196	\$ 55,359	\$ 56,491	\$ 63,990	\$ 64,583	\$ 64,918	\$ 67,402	\$ 68,009	\$ 74,042
12	\$ 39,182	\$ 40,282	\$ 56,909	\$ 57,790	\$ 65,782	\$ 66,391	\$ 66,540	\$ 69,289	\$ 69,709	\$ 76,115
13	\$ 40,298	\$ 41,398	\$ 58,502	\$ 59,119	\$ 67,624	\$ 68,250	\$ 68,204	\$ 71,229	\$ 71,452	\$ 78,246
14	\$ 41,445	\$ 42,545	\$ 60,140	\$ 60,479	\$ 69,517	\$ 70,161	\$ 69,909	\$ 73,223	\$ 73,238	\$ 80,437
15	\$ 42,623	\$ 43,723	\$ 61,824	\$ 61,870	\$ 71,463	\$ 72,126	\$ 71,657	\$ 75,273	\$ 75,069	\$ 82,689
16	\$ 43,834	\$ 44,934	\$ 63,555	\$ 63,293	\$ 73,464	\$ 74,146	\$ 73,448	\$ 77,381	\$ 76,946	\$ 85,004
17	\$ 45,079	\$ 46,179	\$ 65,335	\$ 64,749	\$ 75,521	\$ 76,222	\$ 75,285	\$ 79,548	\$ 78,870	\$ 87,384
18	\$ 46,358	\$ 47,458	\$ 67,164	\$ 66,238	\$ 77,636	\$ 78,356	\$ 77,167	\$ 81,775	\$ 80,842	\$ 89,831
19	\$ 47,673	\$ 48,773	\$ 69,045	n/a	\$ 79,810	\$ 80,550	\$ 79,097	\$ 84,065	\$ 82,863	\$ 92,346
20	\$ 49,024	\$ 50,124	\$ 70,978	n/a	\$ 82,045	\$ 82,805	\$ 81,074	\$ 86,419	\$ 84,935	\$ 94,932
21	\$ 50,412	\$ 51,512	\$ 72,965	n/a	\$ 84,342	\$ 85,124	\$ 83,101	\$ 88,839	\$ 87,058	\$ 97,590
22	\$ 51,839	\$ 52,939	75,008	n/a	n/a	87,507	\$ 85,178	\$ 91,326	\$ 89,234	\$ 100,323
23	\$ 53,305	\$ 54,405	n/a	n/a	n/a	n/a	\$ 87,308	\$ 93,883	\$ 91,465	n/a
24	\$ 54,812	\$ 55,912	n/a	n/a	n/a	n/a	\$ 89,491	\$ 96,512	\$ 93,752	n/a
25	\$ 56,361	\$ 57,461	n/a	n/a	n/a	n/a	\$ 91,728	n/a	\$ 96,096	n/a
26	\$ 57,953	\$ 59,053	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
27	\$ 59,589	\$ 60,689	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

Years of experience may be different than level.

Frederick County Public Schools
Teacher Salary Scale 2019-2020, Annual Amount
7 Hour, 200 Day Scale

Level	Years Experience	Collegiate	Collegiate + 15 Hours	Collegiate + 30 Hours	Masters Degree	Advanced Graduate Certification or Education Specialist	Doctoral Degree
1	0	\$ 42,500	\$ 43,041	\$ 43,581	\$ 46,609	\$ 47,733	\$ 48,853
2	1	\$ 43,865	\$ 44,406	\$ 44,946	\$ 47,974	\$ 49,098	\$ 50,218
3	2	\$ 45,230	\$ 45,771	\$ 46,311	\$ 49,339	\$ 50,463	\$ 51,583
4	3,4	\$ 46,595	\$ 47,136	\$ 47,676	\$ 50,704	\$ 51,828	\$ 52,948
5	5	\$ 47,960	\$ 48,501	\$ 49,041	\$ 52,069	\$ 53,193	\$ 54,313
6	6	\$ 49,325	\$ 49,866	\$ 50,406	\$ 53,434	\$ 54,558	\$ 55,678
7	7,8,9,10,11	\$ 50,690	\$ 51,231	\$ 51,771	\$ 54,799	\$ 55,923	\$ 57,043
8	12,13	\$ 52,055	\$ 52,596	\$ 53,136	\$ 56,164	\$ 57,288	\$ 58,408
9	14,15	\$ 53,420	\$ 53,961	\$ 54,501	\$ 57,529	\$ 58,653	\$ 59,773
10	16,17	\$ 54,785	\$ 55,326	\$ 55,866	\$ 58,894	\$ 60,018	\$ 61,138
11	18	\$ 56,150	\$ 56,691	\$ 57,231	\$ 60,259	\$ 61,383	\$ 62,503
12	19,20	\$ 57,515	\$ 58,056	\$ 58,596	\$ 61,624	\$ 62,748	\$ 63,868
13	21,22	\$ 58,880	\$ 59,421	\$ 59,961	\$ 62,989	\$ 64,113	\$ 65,233
14	23,24	\$ 60,245	\$ 60,786	\$ 61,326	\$ 64,354	\$ 65,478	\$ 66,598
15	25	\$ 61,610	\$ 62,151	\$ 62,691	\$ 65,719	\$ 66,843	\$ 67,963
16	26,27,28	\$ 62,975	\$ 63,516	\$ 64,056	\$ 67,084	\$ 68,208	\$ 69,328
17	29	\$ 64,340	\$ 64,881	\$ 65,421	\$ 68,449	\$ 69,573	\$ 70,693
18	30	\$ 65,705	\$ 66,246	\$ 66,786	\$ 69,814	\$ 70,938	\$ 72,058
19	31,32	\$ 67,070	\$ 67,611	\$ 68,151	\$ 71,179	\$ 72,303	\$ 73,423
20	33	\$ 68,435	\$ 68,976	\$ 69,516	\$ 72,544	\$ 73,668	\$ 74,788
21	34	\$ 69,800	\$ 70,341	\$ 70,881	\$ 73,909	\$ 75,033	\$ 76,153
22	35	\$ 71,165	\$ 71,706	\$ 72,246	\$ 75,274	\$ 76,398	\$ 77,518
23	36	\$ 72,530	\$ 73,071	\$ 73,611	\$ 76,639	\$ 77,763	\$ 78,883
24	37	\$ 73,895	\$ 74,436	\$ 74,976	\$ 78,004	\$ 79,128	\$ 80,248
25	38	\$ 75,260	\$ 75,801	\$ 76,341	\$ 79,369	\$ 80,493	\$ 81,613
26	39	\$ 76,625	\$ 77,166	\$ 77,706	\$ 80,734	\$ 81,858	\$ 82,978
27	40 & up	\$ 77,990	\$ 78,531	\$ 79,071	\$ 82,099	\$ 83,223	\$ 84,343

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.

Moving to the next level on the salary scale each year is not guaranteed; it is dependent on available funding.

Frederick County Public Schools
Academic and Club Supplements 2019-2020

Tier 1 – \$515	Tier 4 – \$1,435
<ul style="list-style-type: none"> • High Schools (Drama, Dual Enrollment, Teacher of Record) • Middle Schools (Art Club, Builders Club, Creative Writing Club, Coding Club, Forensics, Math Club, Spelling Club, World Language Club) • Elementary Schools (Destination Imagination, Just Say No Club, SCA) 	<ul style="list-style-type: none"> • 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, Technical Education, English Language Learners) • Middle Schools (Choral Director and the following Lead Teachers: English, Guidance, House/Grade, Math, Science, Social Studies, Special Education; SOL Testing Coordinator) • Elementary Schools (Computer Site Coordinator and the following Lead Teachers: English, Math, Science, Social Studies) • Division (Adult Detention Center Special Ed Coordinator, Juvenile Detention Center Lead, NREP Lead Teacher, Speech Lead Unit)
Tier 2 – \$820	
<ul style="list-style-type: none"> • High Schools (Library Department Head, Ticket Managers—all activities) • Middle Schools (FBLA Sponsor, FCCLA Sponsor, FFA Sponsor, TSA Sponsor, SCA Sponsor) • Division (School of One Coordinator, DJHC and NREP Computer Site Coordinator) 	Tier 5 – \$2,050
Tier 3 – \$1,025	<ul style="list-style-type: none"> • High Schools (Academic Team, Debate, Drama, Forensics, SCA, Special Education Dept. Head) • Middle Schools (Band Director, Special Education Lead Teacher) • Elementary Schools (Special Education Lead Teacher)
<ul style="list-style-type: none"> • 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; HOSA) • Middle Schools (Drama; Yearbook; and Art, CTE, Physical Education, and World Language Lead Teachers) • Division (Youth in Action, Lead Mentor Teacher) 	Tier 6 – \$2,870
	<ul style="list-style-type: none"> • High Schools (Choral Director) • Division (Destination Imagination Representative)
	Tier 7 – \$4,100
	<ul style="list-style-type: none"> • High Schools (Band Director)

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 2019-2020**

Tier 6 – \$2,870	Tier 8 – \$5,330
<ul style="list-style-type: none"> • Varsity Head Coach: <ul style="list-style-type: none"> – Golf – Swimming – Tennis – Indoor Track 	<ul style="list-style-type: none"> • Varsity Head Coach: <ul style="list-style-type: none"> – Basketball – Cheerleading – Track – Wrestling • Assistant Coordinator of Student Activities
Tier 7 – \$4,100	Tier 9 – \$8,100
<ul style="list-style-type: none"> • Varsity Head Coach: <ul style="list-style-type: none"> – Baseball – Cross Country – Soccer – Softball – Volleyball 	<ul style="list-style-type: none"> • Varsity Head Coach: <ul style="list-style-type: none"> – Football Head Coach

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 - 70% of Tier 7

Middle School Head Coach - 25% of Head Varsity Coach of respective Tier

Middle School Assistant Coach - 20% 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.