

JANUARY 1, 2022 10 Month Teacher Pay Scale

| LANE 010 BA/BS | | LANE 020 MA or 30 HRS | | LANE 030 45 HRS | | LANE 040 60 HRS | | LANE 050 75 HRS | | LANE 060 90 HRS | | STEP | |
|-------------------|---------|--------------------------|---------|---|------|---|--------|---|------|---|------|-----------|------|
| | | Min. 21 Grad Credits | | Min. 21 Grad Credits AND 3 Yrs Tch Exp | | Min. 30 Grad Credits AND Yrs Tch Exp | | Min. 36 Grad Credits AND 3 Yrs Tch Exp | | Min. 36 Grad Credits AND 3 Yrs Tch Exp | | | |
| STEP | Year | Year | Year | Year | Year | Year | Year | Year | Year | Year | Year | STEP | |
| A1 | | | | | | | | | | | | A1 | |
| B2 | | | | | | | | | | | | B2 | |
| C3 | | | | | | | | | | | | C3 | |
| D4 | 1,2,3,4 | \$ 49,314 | 1,2,3,4 | \$ 50,836 | 4 | \$ 53,034 | 4 | \$ 55,521 | 4 | \$ 57,652 | 4 | \$ 59,784 | D4 |
| E5 | 5 | \$ 50,750 | 5 | \$ 52,273 | 5 | \$ 54,404 | 5 | \$ 56,891 | 5 | \$ 59,022 | 5 | \$ 61,154 | E5 |
| F6 | 6 | \$ 52,222 | 6 | \$ 53,744 | 6 | \$ 55,876 | 6 | \$ 58,363 | 6 | \$ 60,494 | 6 | \$ 62,626 | F6 |
| G7 | 7 | \$ 53,897 | 7 | \$ 55,419 | 7 | \$ 57,551 | 7 | \$ 60,037 | 7 | \$ 62,169 | 7 | \$ 64,300 | G7 |
| H8 | 8 | \$ 55,571 | 8 | \$ 57,449 | 8 | \$ 59,581 | 8 | \$ 62,067 | 8 | \$ 64,199 | 8 | \$ 66,330 | H8 |
| I9 | 9 | \$ 57,246 | 9 | \$ 59,479 | 9 | \$ 61,611 | 9 | \$ 64,097 | 9 | \$ 66,229 | 9 | \$ 68,360 | I9 |
| J10 | 10 | \$ 58,921 | 10 | \$ 61,509 | 10 | \$ 63,641 | 10 | \$ 66,127 | 10 | \$ 68,259 | 10 | \$ 70,390 | J10 |
| K11 | 11 | \$ 58,921 | 11 | \$ 63,945 | 11 | \$ 66,077 | 11 | \$ 68,563 | 11 | \$ 70,695 | 11 | \$ 72,826 | K11 |
| L12 | 12 | \$ 58,921 | 12 | \$ 66,381 | 12 | \$ 68,513 | 12 | \$ 70,999 | 12 | \$ 73,131 | 12 | \$ 75,262 | L12 |
| M13 | 13 | \$ 58,921 | 13 | \$ 68,817 | 13 | \$ 70,949 | 13 | \$ 73,435 | 13 | \$ 75,567 | 13 | \$ 77,698 | M13 |
| N14 | 14 | \$ 58,921 | 14 | \$ 71,253 | 14 | \$ 73,385 | 14 | \$ 75,871 | 14 | \$ 78,003 | 14 | \$ 80,134 | N14 |
| O15 | 15 | \$ 58,921 | 15 | \$ 73,689 | 15 | \$ 75,821 | 15 | \$ 78,307 | 15 | \$ 80,439 | 15 | \$ 82,570 | O15 |
| P16 | 16 | \$ 58,921 | 16 | \$ 74,907 | 16 | \$ 77,039 | 16 | \$ 79,525 | 16 | \$ 81,657 | 16 | \$ 83,788 | P16 |
| Q17 | 17 | \$ 58,921 | 17 | \$ 76,125 | 17 | \$ 78,257 | 17 | \$ 80,743 | 17 | \$ 82,875 | 17 | \$ 85,006 | Q17 |
| R18 | 18+ | \$ 59,794 | 18 | \$ 77,343 | 18 | \$ 79,475 | 18 | \$ 81,961 | 18 | \$ 84,093 | 18 | \$ 86,224 | R18 |
| S19 | | | 19 | \$ 78,561 | 19 | \$ 80,693 | 19 | \$ 83,179 | 19 | \$ 85,311 | 19 | \$ 87,442 | S19 |
| T20 | | | 20+ | \$ 79,779 | 20 | \$ 81,911 | 20 | \$ 84,397 | 20 | \$ 86,529 | 20 | \$ 88,660 | T20 |
| U21 | | | | | 21 | \$ 83,129 | 21 | \$ 85,615 | 21 | \$ 87,747 | 21 | \$ 89,878 | U21 |
| V22 | | | | | 22 | \$ 84,347 | 22 | \$ 86,833 | 22 | \$ 88,965 | 22 | \$ 91,096 | V22 |
| W23 | | | | | 23+ | \$ 85,565 | 23 | \$ 88,051 | 23 | \$ 90,183 | 23 | \$ 92,314 | W23 |
| X24 | | | | | | | 24 | \$ 89,269 | 24 | \$ 91,401 | 24 | \$ 93,532 | X24 |
| Y25 | | | | | | | 25 | \$ 90,487 | 25 | \$ 92,619 | 25 | \$ 94,750 | Y25 |
| Z26 | | | | | | | 26 | \$ 90,487 | 26 | \$ 92,619 | 26 | \$ 94,750 | Z26 |
| AA27 | | | | | | | 27 | \$ 90,487 | 27 | \$ 92,619 | 27 | \$ 94,750 | AA27 |
| BB28 | | | | | | | 28+ | \$ 93,126 | 28+ | \$ 95,918 | 28 | \$ 98,049 | BB28 |
| CC29 | | | | | | | | | | | 29+ | \$ 98,557 | CC29 |
| DD30 | | | | | | | | | | | | | DD30 |
| EE31 | | | *31 | \$ 86,937 | | | *31-32 | \$ 93,502 | | | | | EE31 |
| FF32 | | | *32 | \$ 88,990 | | | *33 | \$ 95,720 | | | | | FF32 |
| GG33 | | | *33+ | \$ 92,712 | | | *34+ | \$ 100,340 | | | | | GG33 |

*These figures are for teachers who entered their 26th Year+ of teaching in 2016/17 and who choose to remain on the MA/36 or 60 HR Scale.

All newly hired 10 and 11 month teachers will be assigned additional days prior to the first duty day to the extent required by FCPS and contingent on funding.

Newly hired teachers are compensated at their per diem rate for pre-service training days.

For National Board Certification & Doctoral Degree, add \$2000 to appropriate scale, grade, and step.

JANUARY 1, 2022 : 11 Month Teacher Pay Scales

| LANE 010 BA/BS | | LANE 020 MA or 30 HRS | | LANE 030 45 HRS | | LANE 040 60 HRS | | LANE 050 75 HRS | | LANE 060 90 HRS | | STEP | |
|-------------------|---------|--------------------------|---------|---|------|---|--------|---|------|---|------|------------|------|
| | | (Min. 21 Grad Credits) | | Min. 21 Grad Credits AND 3 Yrs Tch Exp | | Min. 30 Grad Credits AND 3 Yrs Tch Exp | | Min. 36 Grad Credits AND 3 Yrs Tch Exp | | Min. 36 Grad Credits AND 3 Yrs Tch Exp | | | |
| STEP | Year | Year | Year | Year | Year | Year | Year | Year | Year | Year | Year | STEP | |
| A1 | | | | | | | | | | | | A1 | |
| B2 | | | | | | | | | | | | B2 | |
| C3 | | | | | | | | | | | | C3 | |
| D4 | 1,2,3,4 | \$ 53,986 | 1,2,3,4 | \$ 55,652 | 4 | \$ 58,058 | 4 | \$ 60,781 | 4 | \$ 63,114 | 4 | \$ 65,448 | D4 |
| E5 | 5 | \$ 55,558 | 5 | \$ 57,225 | 5 | \$ 59,558 | 5 | \$ 62,281 | 5 | \$ 64,614 | 5 | \$ 66,948 | E5 |
| F6 | 6 | \$ 57,169 | 6 | \$ 58,836 | 6 | \$ 61,170 | 6 | \$ 63,892 | 6 | \$ 66,225 | 6 | \$ 68,559 | F6 |
| G7 | 7 | \$ 59,003 | 7 | \$ 60,669 | 7 | \$ 63,003 | 7 | \$ 65,725 | 7 | \$ 68,059 | 7 | \$ 70,392 | G7 |
| H8 | 8 | \$ 60,836 | 8 | \$ 62,892 | 8 | \$ 65,226 | 8 | \$ 67,947 | 8 | \$ 70,281 | 8 | \$ 72,614 | H8 |
| I9 | 9 | \$ 62,669 | 9 | \$ 65,114 | 9 | \$ 67,448 | 9 | \$ 70,169 | 9 | \$ 72,503 | 9 | \$ 74,836 | I9 |
| J10 | 10 | \$ 64,503 | 10 | \$ 67,336 | 10 | \$ 69,670 | 10 | \$ 72,392 | 10 | \$ 74,726 | 10 | \$ 77,059 | J10 |
| K11 | 11 | \$ 64,503 | 11 | \$ 70,003 | 11 | \$ 72,337 | 11 | \$ 75,058 | 11 | \$ 77,392 | 11 | \$ 79,725 | K11 |
| L12 | 12 | \$ 64,503 | 12 | \$ 72,670 | 12 | \$ 75,004 | 12 | \$ 77,725 | 12 | \$ 80,059 | 12 | \$ 82,392 | L12 |
| M13 | 13 | \$ 64,503 | 13 | \$ 75,337 | 13 | \$ 77,670 | 13 | \$ 80,392 | 13 | \$ 82,726 | 13 | \$ 85,059 | M13 |
| N14 | 14 | \$ 64,503 | 14 | \$ 78,003 | 14 | \$ 80,337 | 14 | \$ 83,059 | 14 | \$ 85,393 | 14 | \$ 87,726 | N14 |
| O15 | 15 | \$ 64,503 | 15 | \$ 80,670 | 15 | \$ 83,004 | 15 | \$ 85,726 | 15 | \$ 88,060 | 15 | \$ 90,392 | O15 |
| P16 | 16 | \$ 64,503 | 16 | \$ 82,003 | 16 | \$ 84,337 | 16 | \$ 87,059 | 16 | \$ 89,393 | 16 | \$ 91,726 | P16 |
| Q17 | 17 | \$ 64,503 | 17 | \$ 83,337 | 17 | \$ 85,671 | 17 | \$ 88,392 | 17 | \$ 90,726 | 17 | \$ 93,059 | Q17 |
| R18 | 18+ | \$ 65,459 | 18 | \$ 84,670 | 18 | \$ 87,004 | 18 | \$ 89,726 | 18 | \$ 92,060 | 18 | \$ 94,393 | R18 |
| S19 | | | 19 | \$ 86,004 | 19 | \$ 88,338 | 19 | \$ 91,059 | 19 | \$ 93,393 | 19 | \$ 95,726 | S19 |
| T20 | | | 20+ | \$ 87,337 | 20 | \$ 89,671 | 20 | \$ 92,393 | 20 | \$ 94,726 | 20 | \$ 97,059 | T20 |
| U21 | | | | | 21 | \$ 91,004 | 21 | \$ 93,726 | 21 | \$ 96,060 | 21 | \$ 98,393 | U21 |
| V22 | | | | | 22 | \$ 92,338 | 22 | \$ 95,059 | 22 | \$ 97,393 | 22 | \$ 99,726 | V22 |
| W23 | | | | | 23+ | \$ 93,671 | 23 | \$ 96,393 | 23 | \$ 98,727 | 23 | \$ 101,060 | W23 |
| X24 | | | | | | | 24 | \$ 97,726 | 24 | \$ 100,060 | 24 | \$ 102,393 | X24 |
| Y25 | | | | | | | 25 | \$ 99,059 | 25 | \$ 101,393 | 25 | \$ 103,726 | Y25 |
| Z26 | | | | | | | 26 | \$ 99,059 | 26 | \$ 101,393 | 26 | \$ 103,726 | Z26 |
| AA27 | | | | | | | 27 | \$ 99,059 | 27 | \$ 101,393 | 27 | \$ 103,726 | AA27 |
| BB28 | | | | | | | 28+ | \$ 101,948 | 28+ | \$ 105,005 | 28 | \$ 107,338 | BB28 |
| CC29 | | | | | | | | | | | 29+ | \$ 107,894 | CC29 |
| DD30 | | | | | | | | | | | | | DD30 |
| EE31 | | | *31 | \$ 95,173 | | | *31-32 | \$ 102,360 | | | | | EE31 |
| FF32 | | | *32 | \$ 97,421 | | | * 33 | \$ 104,788 | | | | | FF32 |
| GG33 | | | *33+ | \$ 101,495 | | | *34+ | \$ 109,846 | | | | | GG33 |
| HH34 | | | | | | | | | | | | | HH34 |

*These figures are for teachers who entered their 26th Year+ of teaching in 2016/17 and chose to remain on the MA/36 or 60 HR Scale.

All newly hired 10 and 11 month teachers will be assigned additional days prior to the first duty day to the extent required by FCPS and contingent on funding.

Newly hired teachers are compensated at their per diem rate for pre-service training days.

For National Board Certification & Doctoral Degree, add \$2000 to appropriate scale, grade, and step.

JANUARY 1, 2022 12 Month Teacher Pay Scales

| LANE 020 MA or 30HRS | | LANE 030 45 HRS | | LANE 040 60 HRS | | LANE 050 75 HRS | | LANE 060 90 HRS | | STEP | |
|-------------------------|---------|---|------|---|--------|---|------|---|------|------------|------|
| Min. 21 Grad Credits | | Min. 21 Grad Credits AND 3 Yrs Tch Exp | | Min. 30 Grad Credits AND 3 Yrs Tch Exp | | Min. 36 Grad Credits AND 3 Yrs Tch Exp | | Min. 36 Grad Credits AND 3 Yrs Tch Exp | | | |
| STEP | Year | | Year | | Year | | Year | | Year | | STEP |
| A1 | | | | | | | | | | | A1 |
| B2 | | | | | | | | | | | B2 |
| C3 | | | | | | | | | | | C3 |
| D4 | 1,2,3,4 | \$ 65,017 | 4 | \$ 67,828 | 4 | \$ 71,008 | 4 | \$ 73,734 | 4 | \$ 76,461 | D4 |
| E5 | 5 | \$ 66,854 | 5 | \$ 69,580 | 5 | \$ 72,761 | 5 | \$ 75,486 | 5 | \$ 78,213 | E5 |
| F6 | 6 | \$ 68,736 | 6 | \$ 71,462 | 6 | \$ 74,643 | 6 | \$ 77,369 | 6 | \$ 80,095 | F6 |
| G7 | 7 | \$ 70,878 | 7 | \$ 73,605 | 7 | \$ 76,784 | 7 | \$ 79,511 | 7 | \$ 82,236 | G7 |
| H8 | 8 | \$ 73,474 | 8 | \$ 76,201 | 8 | \$ 79,380 | 8 | \$ 82,107 | 8 | \$ 84,833 | H8 |
| I9 | 9 | \$ 76,071 | 9 | \$ 78,797 | 9 | \$ 81,977 | 9 | \$ 84,703 | 9 | \$ 87,429 | I9 |
| J10 | 10 | \$ 78,667 | 10 | \$ 81,393 | 10 | \$ 84,573 | 10 | \$ 87,300 | 10 | \$ 90,025 | J10 |
| K11 | 11 | \$ 81,782 | 11 | \$ 84,509 | 11 | \$ 87,688 | 11 | \$ 90,415 | 11 | \$ 93,141 | K11 |
| L12 | 12 | \$ 84,898 | 12 | \$ 87,625 | 12 | \$ 90,804 | 12 | \$ 93,531 | 12 | \$ 96,256 | L12 |
| M13 | 13 | \$ 88,013 | 13 | \$ 90,740 | 13 | \$ 93,920 | 13 | \$ 96,646 | 13 | \$ 99,372 | M13 |
| N14 | 14 | \$ 91,129 | 14 | \$ 93,856 | 14 | \$ 97,035 | 14 | \$ 99,762 | 14 | \$ 102,487 | N14 |
| O15 | 15 | \$ 94,244 | 15 | \$ 96,971 | 15 | \$ 100,151 | 15 | \$ 102,877 | 15 | \$ 105,603 | O15 |
| P16 | 16 | \$ 95,802 | 16 | \$ 98,529 | 16 | \$ 101,708 | 16 | \$ 104,435 | 16 | \$ 107,160 | P16 |
| Q17 | 17 | \$ 97,360 | 17 | \$ 100,087 | 17 | \$ 103,266 | 17 | \$ 105,993 | 17 | \$ 108,718 | Q17 |
| R18 | 18 | \$ 98,918 | 18 | \$ 101,644 | 18 | \$ 104,824 | 18 | \$ 107,551 | 18 | \$ 110,276 | R18 |
| S19 | 19 | \$ 100,475 | 19 | \$ 103,202 | 19 | \$ 106,382 | 19 | \$ 109,108 | 19 | \$ 111,834 | S19 |
| T20 | 20+ | \$ 102,033 | 20 | \$ 104,760 | 20 | \$ 107,939 | 20 | \$ 110,666 | 20 | \$ 113,391 | T20 |
| U21 | | | 21 | \$ 106,318 | 21 | \$ 109,497 | 21 | \$ 112,224 | 21 | \$ 114,949 | U21 |
| V22 | | | 22 | \$ 107,875 | 22 | \$ 111,055 | 22 | \$ 113,782 | 22 | \$ 116,507 | V22 |
| W23 | | | 23+ | \$ 109,433 | 23 | \$ 112,613 | 23 | \$ 115,339 | 23 | \$ 118,065 | W23 |
| X24 | | | | | 24 | \$ 114,170 | 24 | \$ 116,897 | 24 | \$ 119,623 | X24 |
| Y25 | | | | | 25 | \$ 115,728 | 25 | \$ 118,455 | 25 | \$ 121,180 | Y25 |
| Z26 | | | | | 26 | \$ 115,728 | 26 | \$ 118,455 | 26 | \$ 121,180 | Z26 |
| AA27 | | | | | 27 | \$ 115,728 | 27 | \$ 118,455 | 27 | \$ 121,180 | AA27 |
| BB28 | | | | | 28+ | \$ 119,103 | 28+ | \$ 122,674 | 28 | \$ 125,400 | BB28 |
| CC29 | | | | | | | | | 29+ | \$ 126,049 | CC29 |
| DD30 | | | | | | | | | | | DD30 |
| EE31 | *31 | \$ 111,188 | | | *31-32 | \$ 119,584 | | | | | EE31 |
| FF32 | *32 | \$ 113,814 | | | *33 | \$ 122,421 | | | | | FF32 |
| GG33 | *33+ | \$ 118,574 | | | *34+ | \$ 128,330 | | | | | GG33 |

*These figures are for teachers who entered their 26th Year+ of teaching in 2016/17 and who choose to remain on the MA/36 or 60 HR Scale.

All newly hired 10 and 11 month teachers will be assigned additional days prior to the first duty day to the extent required by FCPS and contingent on funding.

Newly hired teachers are compensated at their per diem rate for pre-service training days.

For National Board Certification & Doctoral Degree, add \$2000 to appropriate scale, grade, and step.

January 1, 2022 Athletic Director Teacher Pay Scale

| STEP | LANE 020 MA or 30 HRS | | LANE 030 45 HRS | | LANE 040 60 HRS | | LANE 050 75 HRS | | LANE 060 90 HRS | | STEP |
|------|--------------------------|------------|---|------------|---|------------|---|------------|---|------------|------|
| | Min. 21 Grad Credits | | Min. 21 Grad Credits AND 3 Yrs Tch Exp | | Min. 30 Grad Credits AND 3 Yrs Tch Exp | | Min. 36 Grad Credits AND 3 Yrs Tch Exp | | Min. 36 Grad Credits AND 3 Yrs Tch Exp | | |
| | Year | | Year | | Year | | Year | | Year | | |
| A1 | | | | | | | | | | | A1 |
| B2 | | | | | | | | | | | B2 |
| C3 | | | | | | | | | | | C3 |
| D4 | 1,2,3,4 | \$ 63,011 | 4 | \$ 65,592 | 4 | \$ 69,128 | 4 | \$ 71,522 | 4 | \$ 73,653 | D4 |
| E5 | 5 | \$ 64,882 | 5 | \$ 67,448 | 5 | \$ 70,998 | 5 | \$ 73,393 | 5 | \$ 75,524 | E5 |
| F6 | 6 | \$ 66,752 | 6 | \$ 69,318 | 6 | \$ 72,869 | 6 | \$ 75,263 | 6 | \$ 77,395 | F6 |
| G7 | 7 | \$ 68,623 | 7 | \$ 71,189 | 7 | \$ 74,740 | 7 | \$ 77,134 | 7 | \$ 78,656 | G7 |
| H8 | 8 | \$ 70,891 | 8 | \$ 73,457 | 8 | \$ 76,610 | 8 | \$ 79,005 | 8 | \$ 80,527 | H8 |
| I9 | 9 | \$ 73,158 | 9 | \$ 75,724 | 9 | \$ 78,878 | 9 | \$ 81,272 | 9 | \$ 82,795 | I9 |
| J10 | 10 | \$ 75,426 | 10 | \$ 77,992 | 10 | \$ 81,145 | 10 | \$ 83,540 | 10 | \$ 85,062 | J10 |
| K11 | 11 | \$ 78,147 | 11 | \$ 80,713 | 11 | \$ 83,413 | 11 | \$ 85,807 | 11 | \$ 87,939 | K11 |
| L12 | 12 | \$ 80,868 | 12 | \$ 83,434 | 12 | \$ 86,134 | 12 | \$ 88,528 | 12 | \$ 90,051 | L12 |
| M13 | 13 | \$ 83,589 | 13 | \$ 86,155 | 13 | \$ 88,854 | 13 | \$ 91,249 | 13 | \$ 93,380 | M13 |
| N14 | 14 | \$ 86,310 | 14 | \$ 88,875 | 14 | \$ 91,575 | 14 | \$ 93,970 | 14 | \$ 96,101 | N14 |
| O15 | 15 | \$ 89,031 | 15 | \$ 91,597 | 15 | \$ 94,297 | 15 | \$ 96,691 | 15 | \$ 98,213 | O15 |
| P16 | 16 | \$ 90,392 | 16 | \$ 92,958 | 16 | \$ 97,018 | 16 | \$ 99,412 | 16 | \$ 101,544 | P16 |
| Q17 | 17-21 | \$ 91,752 | 17-21 | \$ 94,318 | 17-23 | \$ 98,378 | 17-23 | \$ 100,772 | 17-23 | \$ 102,904 | Q17 |
| R18 | 22 | \$ 93,112 | 22 | \$ 95,678 | 24 | \$ 99,739 | 24 | \$ 102,133 | 24 | \$ 104,265 | R18 |
| S19 | 23 | \$ 94,473 | 23 | \$ 97,039 | 25 | \$ 101,099 | 25 | \$ 103,493 | 25 | \$ 105,625 | S19 |
| T20 | 24+ | \$ 95,833 | 24 | \$ 98,399 | 26-27 | \$ 102,459 | 26-27 | \$ 104,854 | 26-27 | \$ 106,985 | T20 |
| U21 | | | 25-26 | \$ 99,760 | 28 | \$ 103,820 | 28 | \$ 106,215 | 28 | \$ 108,346 | U21 |
| V22 | | | 27 | \$ 101,120 | 29 | \$ 105,180 | 29 | \$ 107,575 | 29 | \$ 109,706 | V22 |
| W23 | | | 28+ | \$ 102,480 | 30 | \$ 106,542 | 30 | \$ 108,936 | 30 | \$ 111,067 | W23 |
| X24 | | | | | 31-32 | \$ 107,902 | 31-32 | \$ 110,296 | 31-32 | \$ 112,427 | X24 |
| Y25 | *30 | \$ 103,912 | | | 33+ | \$ 110,784 | 33+ | \$ 113,179 | 33+ | \$ 115,310 | Y25 |
| Z26 | *31 | \$ 106,494 | | | | | | | | | Z26 |
| AA27 | *32-33 | \$ 109,078 | | | *40-42 | \$ 117,374 | | | | | AA27 |
| BB28 | *34-36 | \$ 111,661 | | | *43 | \$ 120,163 | | | | | BB28 |
| CC29 | *37-38 | \$ 112,085 | | | *44 | \$ 120,967 | | | | | CC29 |
| DD30 | *39+ | \$ 113,608 | | | *45+ | \$ 122,489 | | | | | DD30 |

*These figures are for teachers who entered their 26th Year+ of teaching in 2016/17 and who choose to remain on the MA/36 or 60 HR Scale.

All newly hired 10 and 11 month teachers will be assigned additional days prior to the first duty day to the extent required by FCPS and contingent on funding.

Newly hired teachers are compensated at their per diem rate for pre-service training days.

For National Board Certification & Doctoral Degree, add \$2000 to appropriate scale, grade, and step.