



CREATIVE. INNOVATIVE. MEANINGFUL.

School. Family. Community.



Frederick County is located in the Shenandoah Valley, a quick drive to the beach, the mountains or the big city. Just 65 miles west of Washington, D.C., we're one of the fastest growing counties in Virginia.



**Frederick County
Public Schools**

Salary Information

Competitive Salaries (2020-21):

First year teacher's salary	\$42,500
Bachelor's Degree + 15 graduate hours	\$43,041
Bachelor's Degree + 30 graduate hours	\$43,581
Master's Degree	\$46,609
Advanced Graduate Certification or Education Specialist	\$47,733
Doctorate	\$48,853
National Board Certification	+\$1,124

Salaries are based on zero years of teaching experience.



Apply: www.teachforfrederickva.com

Frederick County Public Schools shall not discriminate on the basis of race, color, national origin, religion, sex, sexual orientation, gender, gender identity, age, political affiliation, disability, veteran status, marital status, pregnancy, childbirth or related medical conditions, or any other characteristic protected by law in the education program and activities, or employment and provides equal access to the Boy Scouts and other designated youth groups.

Connect with Us
www.frederick.k12.va.us

Be a Student's Champion—Teach with FCPS!

A Vibrant Area

Frederick County is the northernmost point in Virginia. The County sits at the mouth of the Shenandoah Valley which stretches 200 miles between two mountain ranges—the Blue Ridge Mountains to the east and the Allegheny Mountains to the west. The Shenandoah River runs through the valley and offers beautiful scenery as well as opportunities for water excursions such as canoeing, kayaking, tubing and rafting.

Frederick County surrounds the city of Winchester and together they offer the chance to explore historical sites, museums, vineyards, farmers' markets and tree-lined streets once wandered by the likes of George Washington. Frederick County and Winchester host one of the largest community events in the country, the Shenandoah Apple Blossom Festival, which has been celebrated annually for almost a century. The historic downtown area offers access to restaurants, specialty stores, pubs, coffee shops and entertainment. With the nation's capital a short drive away, residents can take advantage of all that Washington, D.C., has to offer, including professional sporting events.

Benefits

FCPS offers a comprehensive benefits program that helps employees stay healthy, maintain a positive work/life balance and save for retirement. FCPS offers concierge medical services via the CareTeam Corporate Health Clinic—exclusively serving FCPS employees and dependants who participate in our health plans.

Available to full-time employees:

- Medical and Prescription Benefits
- CareTeam Corporate Health Clinic
- Dental and Vision Benefits
- Health Savings Account
- Flexible Spending Accounts
- Virginia Retirement System
- Life Insurance
- Leave and Disability Programs
- Employee Assistance Program
- Employee Discounts at Area Businesses
- LiveHealth Online
- 24/7 Nurseline
- Future Moms
- ConditionCare



FCPS at a Glance

- FCPS serves nearly 14,000 students in 12 elementary, 4 middle, 3 high schools and 2 instructional centers
- All K–12 students are assigned an individual Chromebook for their use
- FCPS is the 20th largest school division in Virginia
- For the fourth consecutive year, FCPS ranks in the top-third of the Best School Districts in Virginia.
- Career and Technical Education Program recognized as one of the top programs in Virginia based on the number of industry credentials earned by students
- Community partnerships to support student learning include Bright Futures-Frederick/Winchester, Frederick County Educational Foundation, work-based learning, Gifted Independent Study Program
- FCPS On-time Graduation Rate for the Class of 2020 was 93 percent
- 2020 FCPS graduates earned nearly \$5 million in scholarships



Mentor Program

- A Full Mentor for the first year of teaching for teachers with no prior experience
- A Buddy Mentor for new FCPS teachers with prior years of teaching experience
- Professional Development specifically designed for new teachers with zero, one or two years of experience

Tuition Reimbursement

FCPS offers two competitive tuition reimbursement programs for licensed employees—a Single College Credit Class Tuition Reimbursement Program and an Advanced Degree/Certification/Endorsement Tuition Reimbursement Program. For additional details regarding tuition reimbursement, please call 540-662-3888, x88162.

Teacher Loan Forgiveness Program

FCPS will help qualifying employees navigate the teacher loan forgiveness program.



Together, We Make the Difference.