

WELCOME

Federal Workers and Contractors



OUR STUDENTS, OUR STAFF, OUR SCHOOLS

OUR SCHOOLS

Largest school division in Virginia

199 Schools and Centers

26,029.3 Full-Time Employees
92.7% School-Based
7.3% Nonschool-Based

85.2% of the budget is spent on Instruction

187 Energy Star Sites

\$15.7 million in Energy Savings

38 new / 96 total Purple Star Schools

DEMOGRAPHICS



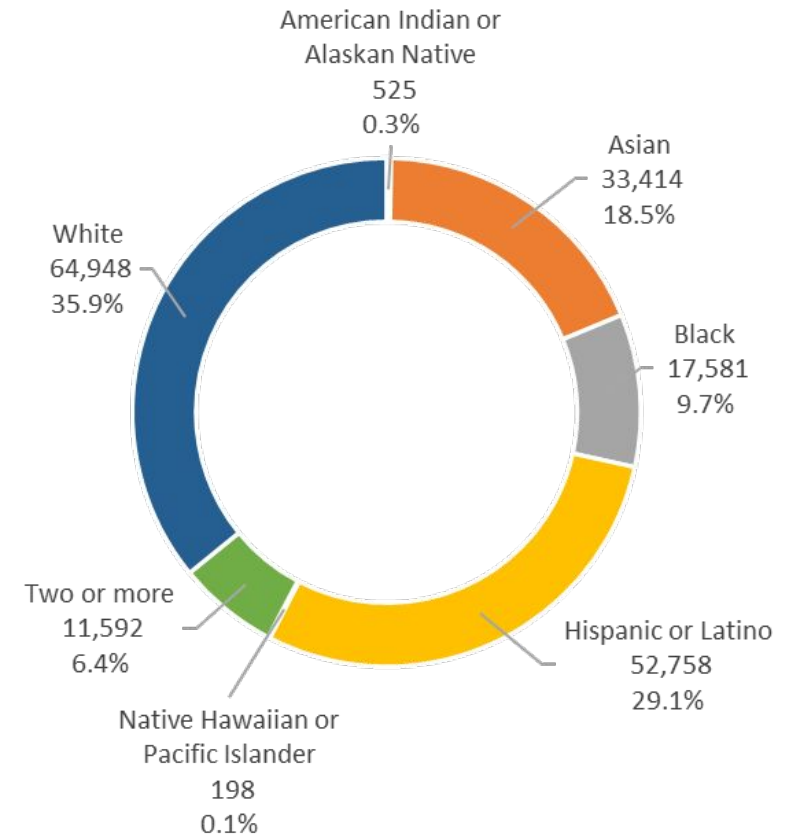
181,091
FY26 Projected Enrollment

67,004 Economically Disadvantaged

37,742 Multilingual Learners (ML)

31,183 Special Education

FCPS IS DIVERSE



Join Our World-Class Team!



Continue Your Public Service Journey at
FCPS

From Teaching to Operations, We Have a Place for You!



Fairfax County
PUBLIC SCHOOLS
ENGAGE • INSPIRE • THRIVE

Operational Job Opportunities

Unlock a fulfilling IT career at FCPS

Come work at one of the top school divisions in the country.

Experience an extensive range of tools and technologies, from cutting-edge cloud services and high-density wireless networks to high-performance cloud analytics and hands-on classroom technical support.

- Competitive Salary
- Excellent Health Benefits
- Unbeatable Pension Plan
- Professional Development

Apply Today!



CURRENT IT VACANCIES

Project Manager IT
Tech Support Specialist
Enterprise Tech Architect
Jr Tech Analyst (3)

Strategic Data Specialist
Asst Director, Tech Support
Software Engineer
Domain Architect

OTHER OPERATIONAL VACANCIES

Bus Drivers & Mgrs
Custodians
HVAC, Plumbers, Carpenters
Payroll & Benefits
Food Nutrition Services

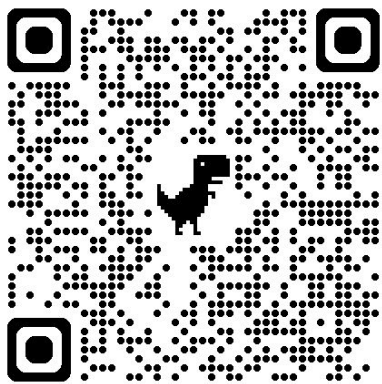
Senior Buyer
Communications Director
Family Liaison (hourly)
Sr Mgr Business Systems
School Board Staff Asst



Substitute Teaching



[Apply now!](#)



Make a “SUB”stantial difference in FCPS

We are always looking for kind and caring substitute teachers and substitute instructional assistants to ensure our students continue to thrive when teachers and instructional assistants need to be out of the classroom. FCPS substitutes provide consistency and continuity for our students and make a “SUB”stantial difference in our schools!

FCPS Offers Substitutes the Following Benefits

- Opportunities to make a difference in the lives of our students.
- Flexible work schedules and locations that are tailored to substitute needs.
- Paid professional development.
- Professional relationships with FCPS staff.
- Pathways that can lead to a full-time career in FCPS.
- Assistance with teacher licensure.
- Health/Dental benefits for substitutes who work an average of 30 hours a week under the Affordable Care Act

Traditional Pathway to Teaching Licensure



Traditional College/University Program*

Complete an accredited educator preparation program through a college or university. Ensure that coursework, including content area courses and teaching courses, are finished. Intern for one semester and apply for a Virginia Teaching License.

\$15,000
AVERAGE COST

12-18 Months
AVERAGE COMPLETION TIME

PROFESSIONAL TEACHING LICENSE

Alternative Pathways to Teaching Licensure



LEARN MORE



iTeach Alternative Route to Licensure

Complete a virtual, self-paced program with one-on-one access to instructional coaches. Once complete, take and pass content exams and apply for a provisional Virginia teaching license to begin teaching.

\$3,050

AVERAGE COST

8-12 Weeks

AVERAGE COMPLETION TIME

Career Switcher Program

This program requires three years of professional experience, in addition to a bachelor's degree. Complete six college-level courses through an approved program (either virtual or in-person).

\$10,000

AVERAGE COST

6-12 Months

AVERAGE COMPLETION TIME



LEARN MORE

Teaching License Endorsements

Requirements *differ* based on your chosen area of endorsement

Elementary	Special Education	Secondary	Career & Technical Ed.
<ul style="list-style-type: none">• Bachelor's• Praxis (4 subject areas)	<ul style="list-style-type: none">• Bachelor's• Intro to Special Education course	<ul style="list-style-type: none">• Bachelor's• Praxis in subject area	<ul style="list-style-type: none">• 2 years of field work

School Vacancy List:



SCAN ME

Site Specific and Leadership Opportunities

DEPARTMENTS AND OFFICES

 <p>Academic Office</p>	<p>Assessment and Reporting, Instructional Services, and the Department of Special Services</p>
<p>Communications, Community Relations, Family and School Partnerships, Ombuds, and Student Registration</p>	<p>Experience & Engagement</p> 
 <p>Facilities Services and Capital Programs</p>	<p>Capital Improvements & Planning, and Facilities Management</p>

DEPARTMENTS AND OFFICES

<p>Benefits Services, Budget Services, Comptroller, Payroll Management, and Procurement Services</p>	<p>Financial Office</p> 
 <p>Human Resources</p>	<p>Employee Relations, Employee Services and Operations, Labor Relations, and Talent Acquisition & Management</p>
<p>Technology Leadership, Products, & Services, and Division-wide Information Resources</p>	<p>Information Technology</p> 

DEPARTMENTS AND OFFICES

 <p>Operating Office</p>	<p>Administrative Services, Food and Nutrition Services, Transportation, and Warehouse Operations</p>
<p>Provides overall guidance, direction, and support to safety, health, and security programs</p>	<p>Safety and Security</p> 
 <p>Division Counsel</p>	<p>Provides legal advice and legal defense. Responds to FOIA & FERPA requests</p>
<p>Reviews audit plans and completed audit reports. Investigates reports of fraud, waste, and abuse.</p>	<p>Auditor General</p> 

Navigating FCPS Careers Website



Apply



Start Your Career or Discover Your Next Job With Us!

Employees Menu >	
Benefits, Payroll, Salary	▼
Careers	▲
Current Job Openings	▲
Teaching Opportunities	▼
Operational Staff Opportunities	▼
Administrative Opportunities	▼
Summer Employment Opportunities	▼
Other Career Opportunities	
Retirement / Tax Deferred Accounts	
Why Work at FCPS?	▼

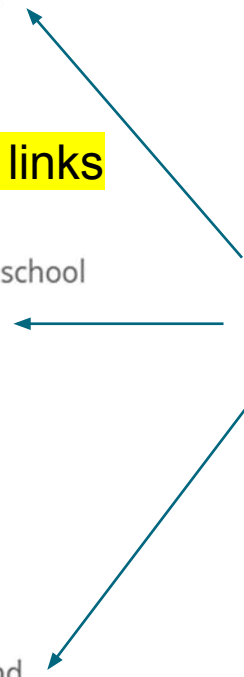
- Are you interested in an instructional position such as a teacher, school counselor, librarian, instructional assistant, substitute teacher, substitute teaching assistant, public health attendant (PHA), or public health training assistant (PHTA)?
 - View our [school-specific vacancy list](#).
 - View our [instructional job opportunities](#).
- Are you interested in an administrative position such as principal, assistant principal, school psychologist, school social worker, or other school-based and central administrative positions?
 - View our [administrative opportunities](#).
- Are you interested in becoming a principal?
 - Learn about our [principal selection process](#).
- Are you interested in an operational position such as facilities management, safety and security, human resources, transportation, trades jobs, financial services, or information technology?
 - View our [operational staff opportunities](#).

Inside the classroom links

Sample positions

Instructional Leadership links

Outside the classroom links



Apply



Instructional Job Opportunities

Teacher, School Counselor, Librarian, Public Health Attendant, Public Health Training Assistant, and Instructional Assistant opportunities are listed here. Substitute teacher and Substitute Instructional Assistant opportunities are also available.

Teacher Trainee applicants should search for the content areas of interest and submit applications to all interested positions.

Having Trouble?

Having trouble logging in? Contact our Client Services Office at [StaffConnect](#). If you need help with the instructional application process click [here](#) for more information. If your question is not answered there you may contact our Client Services Office at [StaffConnect](#).

FCPS values diversity and is an Equal-Opportunity Employer (EOE)

Title IX contact information: Title IX Coordinator, FCPS Phone: 571-423-3153

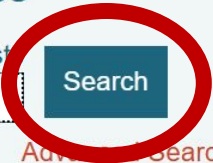
8115 Gatehouse Road, Falls Church, VA 22042

Pro-Tip:
To see all instructional opportunities, leave the search engine *blank* – Just click the search button!

Search instructional opportunities


Search job opportunities that match your interests

title, job category, requisition id



Choose your sign in option

 Sign in with LinkedIn

 Sign in with Facebook

 Sign in with Twitter



Apply

[⊕ Back](#)



[Save this search](#)

Search job opportunities that match your interests

title, job category, requisition id

Search

[Advanced Search](#)

Narrow selections

Job Type ▾

School Year

2024-2025 (145)

2025-2026 (148)

Instructional Level

Elementary (70)

Secondary (198)



293 results

Refine 293 results

Sort by: **Date** ▾

Pro-Tip:
Sort by alphabetical order here. ↓

21118BR
Public Health Training Assistant (PHTA)
2024-2025
Provides assistance to special education teachers; performs tasks related to the physical and instructional needs of... [Show more](#)

21119BR
Public Health Attendant (PHA)
2024-2025
Assists special education teachers with the daily care of students with disabilities and designated special education ... [Show more](#)

23493BR
Technology & Engineering Education Teacher, MS
2025-2026
Provides and is accountable for the planning, assessment, instruction, communication, human relations, safety, and... [Show more](#)



Apply



Share

23503BR

Grade 6 Teacher, MS

2025-2026

Previous Job

23440BR

Grades 1-3 Teacher, ES

2025-2026

Description

Provides and is accountable for the planning, assessment, instruction, communication, human relations, safety, and management of a classroom or assigned instructional setting. Supports FCPS mission to "inspire, enable, and empower students to meet high academic standards, lead ethical lives, and demonstrate responsible citizenship."

Qualifications

All applicants must meet the certification requirements of the commonwealth of Virginia. Detailed information is available from the Virginia Department of Education online at: https://careers.fcps.edu/vdoe_licensure.htm

Salary

Starting at \$58,251

Contract Length

195-Day Contract

Instructional Level

Elementary

Job Type

Teacher

23442BR

Grades 4-6 Teacher, ES

2025-2026

Next Job

Pro-Tip: When you find the desired position, apply.



Apply to job

Save



Instructional Job Fairs



February 22, 2025 – Virtual - [Register Here](#)

Registration will be available for future fairs the Monday following the previous fair:

March 8, 2025 – Lake Braddock Secondary School

March 22, 2025 - Virtual

April 5, 2025 - Oakton High School

April 26, 2025 – Location TBD

May 17, 2025 – Location TBD

June 7, 2025 – Location TBD

June 25, 2025 – Location TBD

Employment Opportunity Resources

<p style="text-align: center;">Apply</p> <ul style="list-style-type: none">• <u>Current Job Openings</u>	<p style="text-align: center;">Licensure</p> <ul style="list-style-type: none">• <u>Teacher Licensure - VDOE</u>• <u>Endorsement Areas</u>• <u>Admin Sup Requirements</u>
<p style="text-align: center;">Pathways</p> <ul style="list-style-type: none">▪ <u>Career Switcher</u>▪ <u>iteach</u>▪ <u>Substitute Teacher</u>▪ <u>Troops to Teacher</u>	<p style="text-align: center;">Info Sessions</p> <p><u>Special Education Info Session</u> – Learn details on how to become a special education teacher and chat one-to-one with a specialist</p> <p><u>Licensure Info Session</u> – Chat one-to-one with licensure expert</p>

Salary Scales

FCPS has several salary scales broken down by position and contract length.

Teacher (multiple contract lengths)

Teacher Trainee

Classroom Instructional Support (instructional assistants, public health training assistants, and public health attendants)

School-Based Administrator (principal, assistant principal, director of student activities, etc.)

Unified Scale - Schedule A, B, C, and LT (operational positions such as administrative assistant, specialist, manager, etc.)

Unified Scale - Schedule H (food service, transportation, and family liaison)

Substitute and Homebound (hourly substitute teacher along with other substitute and hourly positions)

Salary Scales FY25



FCPS Compensation Compared to GS Scale

FCPS salary ranges are generally broader than the GS scale, offering greater flexibility for candidates when considering career opportunities.

Grade	GS Scale Min	GS Scale Max	GS Grade-Starting Salary vs. FCPS Grade	Examples of Positions On Starting Salary	GS Max Salary within FCPS Range
1	\$ 29,949	\$ 37,463	A-001	Custodian	A-001+
2	\$ 33,675	\$ 42,376	A-001	Custodian	A-001+
3	\$ 36,745	\$ 47,763	A-001	Custodian	A-001+
4	\$ 41,247	\$ 53,627	A-005	Program Assistants	A-001+
5	\$ 46,148	\$ 59,986	A-008	Administrative Assistants, Trade Positions	A-001+
6	\$ 51,442	\$ 66,872	A-010	Program Technicians, Higher level Administrative Asistants	A-004+
7	\$ 57,164	\$ 74,318	A-013	Trade Supervisors, Operational Engineers	A-007+
8	\$ 63,307	\$ 82,305	A-015/016	Senior Trade Supervisors, Translators, Interpreters	A-009+
9	\$ 69,923	\$ 90,898	B-001	Entry level Analysts and Specialist	A-012+
10	\$ 77,001	\$ 100,097	B-004	Technology Support Specialist, Senior Buyers	A-014+
11	\$ 84,601	\$ 109,975	B-006	Mid level Analysts and Specialists	B-001+
12	\$ 101,401	\$ 131,826	B-008/C-003	Senior Managers	B-004+
13	\$ 120,579	\$ 156,755	C-003/4	Senior Managers, Assistant Directors	C-003+
14	\$ 142,488	\$ 185,234	C-007/8	Directors	C-005+
15	\$ 167,603	195200 *	LT-1	Leadership Team	C-006+

Link to: [FCPS Operational Salary Scale](#)

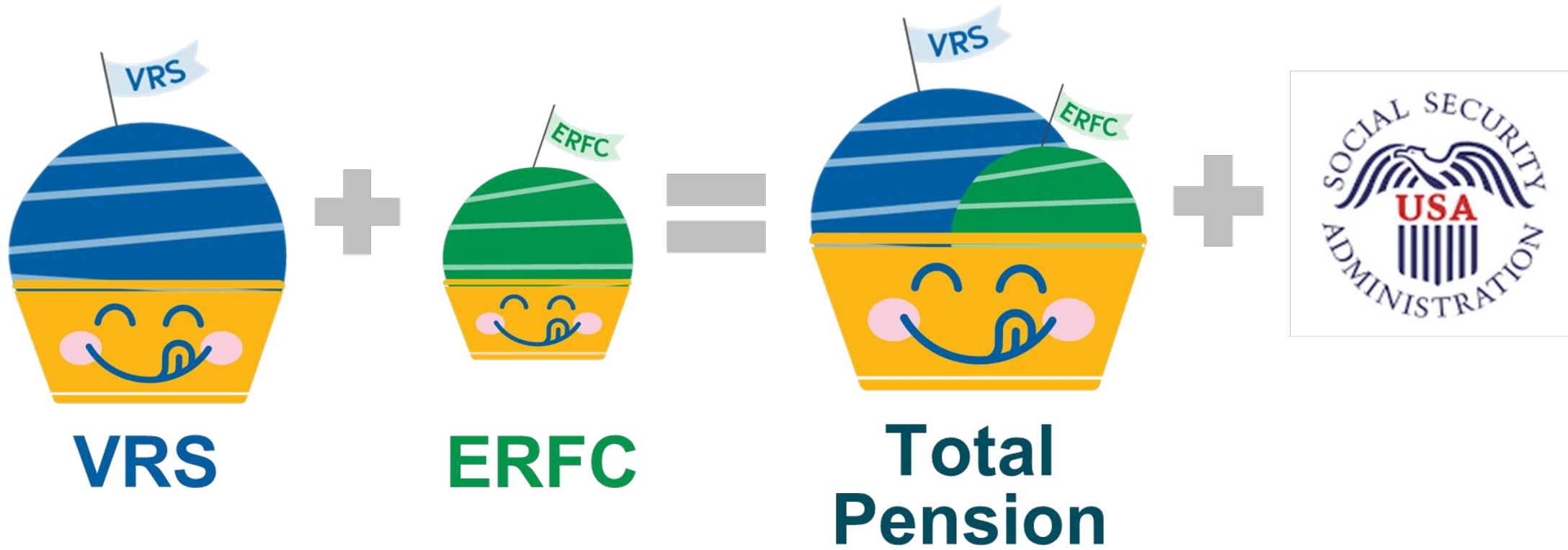
Benefits

FCPS offers a comprehensive benefits program for eligible employees that includes:

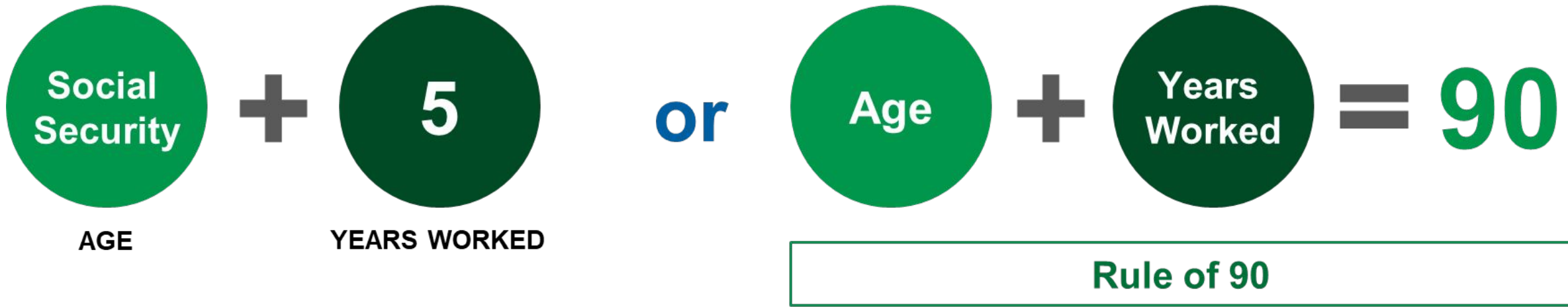
- Medical (includes vision and RX coverage)
- Dental
- Basic and Optional Life Insurance
- Short Term Disability
- Long Term Disability
- Paid Parental Leave
- Employee Assistance Program (EAP) and Wellness Programs
- Retirement Savings Plans
- Flexible Spending Accounts

Retirement Plans

ERFC is your secondary pension



2001 Tier 2 retirement eligibility



Contact Us!

Visit the [Transition to FCPS](#) webpage for more information.

If you have further questions after reviewing the webpage, go to [FCPS StaffConnect](#) and select 'Federal Worker Transition to FCPS' in the drop down menu to submit your question.