



Committed to Operational Excellence

Pay in Arrears

What is Paying in Arrears?

FCPS is moving to a pay schedule called “pay in arrears.” Employees will continue to be paid twice a month. The difference will be that the paycheck will reflect the prior pay period. The table below shows the arrears pay period and time worked schedule.

Time Worked	Pay Date
1 st - 15 th of Month	Last Day of the Month
16 th - End of Month	15 th of the Following Month

Why is FCPS making this change?

Operational excellence is both a Board of Education and Superintendent priority. The system is moving toward a number of key initiatives that will make our employee experience better, faster, and more accurate—one of which is moving from paying current to paying in arrears.

Who does this apply to?

Paying in the arrears will apply to all benefitted employees: ten (10), eleven (11), and twelve (12)-month employees (excluding non-benefitted employees, bus drivers and bus assistants who are already on a pay in arrears schedule).



Click below to see your adjusted pay schedule and to learn more about what options are available to you to help offset this change.

10 Month Employees

11 Month Employees

12 Month Employees

Click [here](#) for the delayed pay schedule FAQ



Still have questions? Email us at **FCPSPayShift@fcps.org**