

Cap on Years of Experience for Licensed Employees

Arlington	16 years
Fairfax	15 years
Loudoun	15 years (exceptions made for shortage areas on case by case basis)
Prince William	15+ years is at Step 13 on PWC scale
Caroline	15 years
Clarke	15 years (exceptions made for shortage areas on case by case basis)
Culpeper	No
Fauquier	No
Frederick	No
Fredericksburg	10 years (exceptions for math, science and sped)
Gloucester	30 (scale has 30 steps)
King George	Currently 10 years. Effective FY 2020, 20 years.
King William	No
Madison	No
Manassas City	15 years (exceptions made for shortage areas on case by case basis)
Manassas Park	Variable (no steps or lanes used)
Middlesex	No
Orange	No
Page	No
Rappahannock	No
Richmond County	30 (scale has 30 steps)
Shenandoah	No
Spotsylvania	20 years effective FY 2019. Previously, it was 15 years.
Stafford	20 years
Warren	No
West Point	30 (scale has 31 steps)
Westmoreland	30 (scale has 30 steps)