

FY 2024 Salary Schedules

Effective July 1, 2023

BENEFITS

INSURANCE

- medical
- dental
- vision
- prescription drug
- life

RETIREMENT

- defined benefit plans
- 403(b) and 457(b) defined contribution plans

LEAVE

- annual (12-mo. employees only)
- academic
- personal
- professional
- sick

FLEXIBLE SPENDING

- medical and dependent care accounts

FOR FURTHER INFORMATION

Employee and Retiree Service Center • ERSC@mcpsmd.org • 301-517-8100 • www.montgomeryschoolsmd.org/departments/ersc

SALARY SCHEDULE

MCEA: Teacher/Other Professional 10-Month Positions Effective July 1, 2023

STEP	BA	MA/MEQ	MA/MEQ+30	MA/MEQ+60
	A	B	C	D
1	\$59,640	\$65,026	\$66,740	\$68,292
2	\$60,457	\$66,005	\$68,531	\$70,085
3	\$62,070	\$68,289	\$70,913	\$72,526
4	\$63,733	\$70,660	\$73,385	\$75,061
5	\$65,444	\$73,126	\$75,954	\$77,696
6	\$67,173	\$75,147	\$78,087	\$79,895
7	\$69,523	\$77,805	\$80,858	\$82,736
8	\$71,961	\$80,565	\$83,735	\$85,684
9	\$74,496	\$83,431	\$86,721	\$88,746
10	\$77,128	\$86,405	\$89,823	\$91,926
11		\$89,496	\$93,044	\$95,229
12		\$92,706	\$96,391	\$98,659
13		\$96,039	\$99,867	\$102,222
14		\$99,500	\$103,475	\$105,919
15		\$102,299	\$106,395	\$108,914
16		\$105,186	\$109,404	\$111,998
17		\$108,156	\$112,501	\$115,173
18		\$111,216	\$115,692	\$118,446
19-24		\$114,372	\$118,979	\$121,814
25		\$116,807	\$121,520	\$124,416

Substitute Teacher Rates Effective July 1, 2023 Hourly Rate

SUBS	Noncertificated (Step 1)	Certificated (Step 2)	Non-Certificated with BA (Step 3)
Short-Term	\$19.70	\$22.21	\$20.88
Long-Term	\$28.12	\$31.63	\$29.81
Long-Term >45 days in single assignment	\$30.93	\$34.79	\$32.79

SALARY SCHEDULE

MCEA: Teacher/Other Professional 12-Month Positions Effective July 1, 2023

	BA	MA/MEQ	MA/MEQ+30	MA/MEQ+60	
STEP	A	B	C	D	
1	\$70,077	\$76,405	\$78,420	\$80,244	The salary of employees assigned to 12-month positions are 117.5% of the salary of the step/grade (B/D) for which the employee would qualify if employed in a 10-month position.
2	\$71,039	\$77,557	\$80,524	\$82,351	
3	\$72,934	\$80,241	\$83,322	\$85,219	
4	\$74,888	\$83,027	\$86,229	\$88,198	
5	\$76,895	\$85,924	\$89,246	\$91,292	
6	\$78,928	\$88,298	\$91,753	\$93,878	
7	\$81,691	\$91,422	\$95,008	\$97,216	
8	\$84,554	\$94,665	\$98,390	\$100,680	
9	\$87,534	\$98,031	\$101,899	\$104,278	
10	\$90,626	\$101,529	\$105,544	\$108,014	
11		\$105,159	\$109,329	\$111,895	
12		\$108,929	\$113,260	\$115,926	
13		\$112,849	\$117,343	\$120,111	
14		\$116,912	\$121,585	\$124,455	
15		\$120,203	\$125,016	\$127,975	
16		\$123,594	\$128,550	\$131,598	
17		\$127,084	\$132,189	\$135,329	
18		\$130,682	\$135,940	\$139,174	
19-24		\$134,389	\$139,801	\$143,132	
25		\$137,247	\$142,787	\$146,190	

*The salary of employees assigned to 12-month positions will be 117.5 percent of the salary of the step/grade (B/D) for which the employee would qualify if employed in a 10-month position.

SALARY SCHEDULE

MCAAP Effective July 1, 2023

Salary Steps	N-11*	M	N	O	P	Q
1	\$110,891	\$112,951	\$119,662	\$126,779	\$134,318	\$142,314
2	\$114,189	\$116,307	\$123,221	\$130,551	\$138,317	\$146,550
3	\$117,586	\$119,762	\$126,887	\$134,432	\$142,434	\$150,915
4	\$121,084	\$123,324	\$130,661	\$138,434	\$146,673	\$155,409
5	\$124,684	\$126,991	\$134,546	\$142,554	\$151,044	\$160,040
6	\$128,396	\$130,769	\$138,552	\$146,798	\$155,542	\$164,807
7	\$132,218	\$134,657	\$142,676	\$151,170	\$160,175	\$169,721
8	\$136,154	\$138,666	\$146,923	\$155,672	\$164,949	\$174,778
9	\$140,207	\$142,796	\$151,297	\$160,308	\$169,864	\$179,987
10	\$144,385	\$147,044	\$155,806	\$161,903	\$171,552	\$181,777

*The salary of employees assigned to 11-month positions. All other salaries are for 12-month positions.

SALARY SCHEDULE

MCBOA Effective July 1, 2023

Salary Steps	G	H	I	J	K
1	\$81,398	\$86,215	\$91,319	\$96,738	\$102,474
2	\$83,806	\$88,768	\$94,028	\$99,606	\$105,516
3	\$86,287	\$91,398	\$96,818	\$102,564	\$108,649
4	\$88,842	\$94,108	\$99,689	\$105,606	\$111,877
5	\$91,476	\$96,898	\$102,647	\$108,743	\$115,200
6	\$94,188	\$99,771	\$105,692	\$111,971	\$118,624
7	\$96,981	\$102,735	\$108,832	\$115,300	\$122,150
8	\$99,857	\$105,783	\$112,066	\$118,727	\$125,783
9	\$102,822	\$108,926	\$115,395	\$122,256	\$129,526
10	\$105,874	\$112,160	\$118,826	\$125,889	\$133,377
11	\$109,016	\$115,492	\$122,356	\$129,634	\$137,345
12	\$112,254	\$118,922	\$125,995	\$133,489	\$141,434

SALARY SCHEDULE

SEIU Local 500 Effective July 1, 2023

Grade Step	1	2	3	4	5	6	7	8	9	10-12	13-16	17
6	\$18.11	\$18.54	\$18.98	\$19.40	\$19.82	\$20.57	\$21.33	\$21.74	\$22.13	\$22.55	\$22.94	\$23.36
7	\$18.54	\$18.98	\$19.40	\$19.82	\$20.57	\$21.33	\$22.20	\$22.55	\$22.99	\$23.39	\$23.83	\$24.25
8	\$18.98	\$19.40	\$19.82	\$20.57	\$21.33	\$22.20	\$22.99	\$23.39	\$23.82	\$24.25	\$24.72	\$25.17
9	\$19.40	\$19.82	\$20.57	\$21.33	\$22.20	\$22.99	\$23.88	\$24.31	\$24.78	\$25.23	\$25.70	\$26.17
10	\$19.82	\$20.57	\$21.33	\$22.20	\$22.99	\$23.88	\$24.89	\$25.42	\$25.88	\$26.34	\$26.83	\$27.33
11	\$20.57	\$21.33	\$22.20	\$22.99	\$23.88	\$24.89	\$26.02	\$26.57	\$27.02	\$27.52	\$28.03	\$28.55
12	\$21.33	\$22.20	\$22.99	\$23.88	\$24.89	\$26.02	\$27.36	\$27.86	\$28.34	\$28.85	\$29.39	\$29.93
13	\$22.20	\$22.99	\$23.88	\$24.89	\$26.02	\$27.36	\$28.54	\$29.04	\$29.54	\$30.13	\$30.68	\$31.26
14	\$22.99	\$23.88	\$24.89	\$26.02	\$27.36	\$28.54	\$29.86	\$30.41	\$30.98	\$31.54	\$32.13	\$32.74
15	\$23.88	\$24.89	\$26.02	\$27.36	\$28.54	\$29.86	\$31.25	\$31.88	\$32.51	\$33.13	\$33.75	\$34.39
16	\$24.89	\$26.02	\$27.36	\$28.54	\$29.86	\$31.25	\$32.71	\$33.33	\$33.92	\$34.55	\$35.22	\$35.87
17	\$26.02	\$27.36	\$28.54	\$29.86	\$31.25	\$32.71	\$34.26	\$34.93	\$35.60	\$36.23	\$36.91	\$37.61
18	\$27.36	\$28.54	\$29.86	\$31.25	\$32.71	\$34.26	\$35.83	\$36.48	\$37.20	\$37.92	\$38.64	\$39.37
19	\$28.54	\$29.86	\$31.25	\$32.71	\$34.26	\$35.83	\$37.53	\$38.21	\$38.98	\$39.70	\$40.46	\$41.24
20	\$29.86	\$31.25	\$32.71	\$34.26	\$35.83	\$37.53	\$39.30	\$40.10	\$40.83	\$41.61	\$42.40	\$43.20
21	\$31.25	\$32.71	\$34.26	\$35.83	\$37.53	\$39.30	\$41.11	\$41.89	\$42.73	\$43.54	\$44.37	\$45.20
22	\$32.71	\$34.26	\$35.83	\$37.53	\$39.30	\$41.11	\$42.92	\$43.74	\$44.60	\$45.46	\$46.31	\$47.21
23	\$34.26	\$35.83	\$37.53	\$39.30	\$41.11	\$42.92	\$44.85	\$45.73	\$46.62	\$47.49	\$48.41	\$49.33
24	\$35.83	\$37.53	\$39.30	\$41.11	\$42.92	\$44.85	\$46.88	\$47.77	\$48.66	\$49.67	\$50.63	\$51.59
25	\$37.53	\$39.30	\$41.11	\$42.92	\$44.85	\$46.88	\$48.97	\$49.93	\$50.85	\$51.87	\$52.87	\$53.87
26	\$39.30	\$41.11	\$42.92	\$44.85	\$46.88	\$48.97	\$51.18	\$52.15	\$53.17	\$54.16	\$55.20	\$56.27
27	\$41.11	\$42.92	\$44.85	\$46.88	\$48.97	\$51.18	\$53.46	\$54.57	\$55.60	\$56.64	\$57.73	\$58.85
28	\$42.92	\$44.85	\$46.88	\$48.97	\$51.18	\$53.46	\$55.88	\$56.93	\$58.05	\$59.17	\$60.34	\$61.49
29	\$44.85	\$46.88	\$48.97	\$51.18	\$53.46	\$55.88	\$58.48	\$59.63	\$60.74	\$61.93	\$63.13	\$64.35
30	\$46.88	\$48.97	\$51.18	\$53.46	\$55.88	\$58.48	\$61.18	\$62.37	\$63.62	\$64.88	\$66.12	\$67.43

Hourly Rate	Annual Rate	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate
\$18.11	\$37,669	\$24.72	\$51,418	\$28.54	\$59,363	\$33.13	\$68,910	\$38.64	\$80,371	\$44.85	\$93,288	\$51.87	\$107,890	\$60.34	\$125,507
\$18.54	\$38,563	\$24.78	\$51,542	\$28.55	\$59,384	\$33.33	\$69,326	\$38.98	\$81,078	\$45.20	\$94,016	\$52.15	\$108,472	\$60.74	\$126,339
\$18.98	\$39,478	\$24.89	\$51,771	\$28.85	\$60,008	\$33.75	\$70,200	\$39.30	\$81,744	\$45.46	\$94,557	\$52.87	\$109,970	\$61.18	\$127,254
\$19.40	\$40,352	\$25.17	\$52,354	\$29.04	\$60,403	\$33.92	\$70,554	\$39.37	\$81,890	\$45.73	\$95,118	\$53.17	\$110,594	\$61.49	\$127,899
\$19.82	\$41,226	\$25.23	\$52,478	\$29.39	\$61,131	\$34.26	\$71,261	\$39.70	\$82,576	\$46.31	\$96,325	\$53.46	\$111,197	\$61.93	\$128,814
\$20.57	\$42,786	\$25.42	\$52,874	\$29.54	\$61,443	\$34.39	\$71,531	\$40.10	\$83,408	\$46.62	\$96,970	\$53.87	\$112,050	\$62.37	\$129,730
\$21.33	\$44,366	\$25.70	\$53,456	\$29.86	\$62,109	\$34.55	\$71,864	\$40.46	\$84,157	\$46.88	\$97,510	\$54.16	\$112,653	\$63.13	\$131,310
\$21.74	\$45,219	\$25.88	\$53,830	\$29.93	\$62,254	\$34.93	\$72,654	\$40.83	\$84,926	\$47.21	\$98,197	\$54.57	\$113,506	\$63.62	\$132,330
\$22.13	\$46,030	\$26.02	\$54,122	\$30.13	\$62,670	\$35.22	\$73,258	\$41.11	\$85,509	\$47.49	\$98,779	\$55.20	\$114,816	\$64.35	\$133,848
\$22.20	\$46,176	\$26.17	\$54,434	\$30.41	\$63,253	\$35.60	\$74,048	\$41.24	\$85,779	\$47.77	\$99,362	\$55.60	\$115,648	\$64.88	\$134,950
\$22.55	\$46,904	\$26.34	\$54,787	\$30.68	\$63,814	\$35.83	\$74,526	\$41.61	\$86,549	\$48.41	\$100,693	\$55.88	\$116,230	\$66.12	\$137,530
\$22.94	\$47,715	\$26.57	\$55,266	\$30.98	\$64,438	\$35.87	\$74,610	\$41.89	\$87,131	\$48.66	\$101,213	\$56.27	\$117,042	\$67.43	\$140,254
\$22.99	\$47,819	\$26.83	\$55,806	\$31.25	\$65,000	\$36.23	\$75,358	\$42.40	\$88,192	\$48.97	\$101,858	\$56.64	\$117,811	Based on 2080 hours	
\$23.36	\$48,589	\$27.02	\$56,202	\$31.26	\$65,021	\$36.48	\$75,878	\$42.73	\$88,878	\$49.33	\$102,606	\$56.93	\$118,414		
\$23.39	\$48,651	\$27.33	\$56,846	\$31.54	\$65,603	\$36.91	\$76,773	\$42.92	\$89,274	\$49.67	\$103,314	\$57.73	\$120,078		
\$23.82	\$49,546	\$27.36	\$56,909	\$31.88	\$66,310	\$37.20	\$77,376	\$43.20	\$89,856	\$49.93	\$103,854	\$58.05	\$120,744		
\$23.83	\$49,566	\$27.52	\$57,242	\$32.13	\$66,830	\$37.53	\$78,062	\$43.54	\$90,563	\$50.63	\$105,310	\$58.48	\$121,638		
\$23.88	\$49,670	\$27.86	\$57,949	\$32.51	\$67,621	\$37.61	\$78,229	\$43.74	\$90,979	\$50.85	\$105,768	\$58.85	\$122,408		
\$24.25	\$50,440	\$28.03	\$58,302	\$32.71	\$68,037	\$37.92	\$78,874	\$44.37	\$92,290	\$51.18	\$106,454	\$59.17	\$123,074		
\$24.31	\$50,565	\$28.34	\$58,947	\$32.74	\$68,099	\$38.21	\$79,477	\$44.60	\$92,768	\$51.59	\$107,307	\$59.63	\$124,030		

Extracurricular Activities Effective July 1, 2023

Classification I (\$17.50 per hour)—Activities not included in other classifications. Time devoted to activity must not exceed 100 hours.
 Classification II—Outdoor Education program. \$100 per overnight stay at Outdoor Education facility.

HIGH SCHOOL

After School Supervisor/ Monitor Assistant (3E18)	\$5,250	Cross Country Head Coach (Co-Ed) (3C24)	\$4,218
Band/Competitive Marching (3R50)	\$2,888	Cntywde XCntry/TrkFld Facltr (3F16)	\$2,415
Band/Instru. Music Director (3R53)	\$2,976	Divisional Diving Coach (3D06)	\$3,605
Band/Marching Pep Band (3R52)	\$1,926	Field Hockey, J.V. (G) (3B21)	\$3,010
Band/Marching -Preseason (3R51)	\$1,120	Field Hockey, Varsity (G)(3B16)	\$4,253
Band/Pep Band Director (3R54)	\$1,050	Football Assistant Coach (3A14, 3A17, 3A18, 3A19)	\$6,020
Choral Director (3R05)	\$5,250	Football, Head Coach (3A05)	\$6,983
Debate (3L01)	\$3,938	Football Ticket Manager (3D03)	\$1,173
Drama (3P02)	\$5,899	Golf (Co-Ed)(3C01)	\$2,293
Extracurricular Activities Director (3D17)	\$5,513	Gymnastics Club (G) (3B14)	\$2,293
Flag/Majorette/Rifle/ Team Sponsor (3E12)	\$2,626	Indoor Track (Co-Ed) (3C12)	\$4,078
Flag/Majorette/Rifle/ Team Sponsor = 85 hrs (3E13)	\$1,488	Indoor Track (Co-Ed) Asst. teams over 40 (3C46)	\$3,781
Forensics (3L02)	\$3,938	Intramural Director (Co-Ed) (3C23)	\$665
It's Academic (3L52)	\$1,750	Lacrosse, J.V. (B) (3C33)	\$2,976
Junior Class Advisor (3N05)	\$3,063	Lacrosse, J.V. (G) (3B37)	\$2,976
Mathletes (3L03)	\$2,049	Lacrosse, Varsity (B) (3C34)	\$3,815
Mock Trial Program (3L13)	\$1,576	Lacrosse, Varsity (G) (3C35)	\$3,815
Music Theater Director (3R55)	\$1,138	Night Game Manager (3D04)	\$1,908
Newspaper Advisor (3J03)	\$3,938	Pole Vault County (3D07)	\$2,952
Senior Class Advisor (3N06)	\$4,376	Pompons (3E10)	\$4,288
SGA (3F04)	\$4,726	Soccer, J.V. (B) (3A10)	\$3,326
Stage Director (3R12)	\$5,828	Soccer, J.V. (G)(3B22)	\$3,326
STEM Club (3L18)	\$1,750	Soccer, Varsity (B)(3A01)	\$4,376
Student Service Learning HS (3S04)	\$3,500	Soccer, Varsity (G) (3B19)	\$4,376
Yearbook Advisor (3J04)	\$3,938	Softball (Co-Ed) (Corollary)(3B09)	\$2,013
Assistant Athletics Specialist (3D02)	\$5,513	Softball, J.V. (G)(3B18)	\$3,449
Assistant Game Manager (3D15)	\$2,836	Softball, Varsity (G)(3B05)	\$5,215
Baseball, J.V. (3A11)	\$3,449	Swimming and Diving (3C09)	\$3,763
Baseball, Varsity (3A02)	\$5,215	Team Handball (Co-Ed) (Corollary)(3B15)	\$2,013
Basketball, J.V. (B) (3A16)	\$4,131	Tennis (B) (3A21)	\$3,799
Basketball, J.V. (G) (3B12)	\$4,131	Tennis (G)(3B04)	\$3,799
Basketball Scorer/Timer (B) (3A24)	\$736	Ticket Manager, Basketball (3D01)	\$1,365
Basketball Scorer/Timer (G) (3B24)	\$736	Tkt Mgr: County-Wide Ath Evts (3D05)	\$3,500
Basketball Varsity (B) (3A07)	\$5,653	Ticket Manager, General Athletic Events (3D16)	\$2,870
Basketball Varsity (G) (3B02)	\$5,653	Track Assistant (Co-Ed) (3C47,3C49,3C51)	\$4,305
Bocce (Co-Ed) (Corollary) (3B11)	\$2,013	Track Head Coach (Co-Ed) (3C21)	\$4,673
Cheerleader Plan I Sponsor 1-Fall, Varsity (3E29)	\$2,687	Volleyball, J.V. (G)(3B13)	\$2,993
Cheerleader Plan I Sponsor 2-Fall, Varsity (3E30)	\$2,687	Volleyball, Varsity (B) (3A26)	\$4,043
Cheerleaders Plan II Fall Varsity (3E40)	\$2,905	Volleyball, Varsity (Co-Ed)(3C20)	\$4,043
Cheerleaders Plan II Fall, JV (3E41)	\$2,285	Volleyball, Varsity (G)(3B03)	\$4,113
Cheerleaders Winter, Varsity (3E44)	\$2,302	Weight Training Director (Co-Ed) (3C06)	\$1,576
Corollary Sports Fcltr-County (3EF14)	\$2,415	Wrestling, J.V.(3A15)	\$4,620
Cross Country Assistant teams over 40 (Co-ed) (3C45)	\$3,955	Wrestling, Varsity (3A06)	\$6,038

MIDDLE SCHOOL

Choral Director (3R05)	\$1,750
Drama (1st Production) (3P02)	\$2,328
Drama (2nd Production) (3P22)	\$2,328
Instrumental Music Director (3R25)	\$1,488
Jazz Ensemble Director (3R26)	\$1,226
Math Olympiad Coach (3L15)	\$1,663
Newspaper Advisor (3J03)	\$1,750
Outdoor Environ Ed. Org (Gr. 6-8) (3L20)	\$700
SGA (3F04)	\$3,676
Stage Director (3R18)	\$876
Student Serv. Lrng. Coord., Sm (3S01)	\$1,167
Student Serv. Lrng. Coord., Med (3S02)	\$1,400
Student Serv. Lrng. Coord., Lg. (3S03)	\$1,750
Athletic Coordinator (3C36)	\$3,168
Basketball, Boys (3B11)	\$1,436
Basketball Girls (3B08)	\$1,436
Basketball Scorer (3A48)	\$281
Basketball Timer (3A28)	\$281
Cross Country (Co-ed) (3C24)	\$1,208
Intramural Coordinator (3C22)	\$1,050
Intramural Director (3C14, EC17, 3C18, 3C19, 3C31)	\$1,086
League Coordinator (3D09)	\$631
Soccer, Boys (3B23)	\$1,418
Soccer, Girls (3B25)	\$1,418
Softball, Boys (3B28)	\$1,349
Softball, Girls (3B07)	\$1,349

ELEMENTARY SCHOOL

Choral Director (3R05)	\$1,260
Enrichment Activities (3L14)	\$438
Enrichment Activities (3L16)	\$438
Safety Patrol (3M01)	\$3,343

MONTGOMERY COUNTY PUBLIC SCHOOLS

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for the Employee and Retiree Service Center

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