

FY 2023 Salary Schedules

Effective July 1, 2022

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, 2022

STEP	BA	MA/MEQ	MA/MEQ+30	MA/MEQ+60
	A	B	C	D
1	\$52,286	\$57,498	\$59,156	\$60,658
2	\$53,077	\$58,445	\$60,889	\$62,393
3	\$54,638	\$60,655	\$63,194	\$64,755
4	\$56,247	\$62,949	\$65,586	\$67,208
5	\$57,902	\$65,335	\$68,072	\$69,757
6	\$59,575	\$67,291	\$70,135	\$71,885
7	\$61,849	\$69,863	\$72,817	\$74,634
8	\$64,208	\$72,533	\$75,600	\$77,486
9	\$66,661	\$75,306	\$78,490	\$80,449
10	\$69,208	\$78,184	\$81,491	\$83,526
11		\$81,175	\$84,608	\$86,722
12		\$84,281	\$87,846	\$90,041
13		\$87,506	\$91,209	\$93,488
14		\$90,854	\$94,701	\$97,065
15		\$93,563	\$97,526	\$99,963
16		\$96,356	\$100,437	\$102,947
17		\$99,230	\$103,434	\$106,019
18		\$102,191	\$106,522	\$109,186
19-24		\$105,244	\$109,702	\$112,445
25		\$107,600	\$112,161	\$114,963

Substitute Teacher Rates through July 1, 2022:

Certificated: Short-term \$20.27/hr.; Long-term \$28.87/hr.; Long-term >45 days in single assignment \$31.76/hr.

Non-certificated: Short-term \$19.06/hr.; Long-term \$27.21/hr.; Long-term >45 days in single assignment \$29.93/hr.

For additional information regarding MCEA supplements, please refer to the Employee and Retiree Service Center (ERSC) website at www.montgomeryschoolsmd.org/departments/ersc/.

SALARY SCHEDULE

MCEA: Teacher/Other Professional 12-Month Positions Effective July 1, 2022

	BA	MA/MEQ	MA/MEQ+30	MA/MEQ+60	
STEP	A	B	C	D	
1	\$61,436	\$67,559	\$69,508	\$71,273	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	\$62,367	\$68,673	\$71,544	\$73,312	
3	\$64,200	\$71,270	\$74,252	\$76,087	
4	\$66,091	\$73,966	\$77,064	\$78,970	
5	\$68,033	\$76,769	\$79,984	\$81,963	
6	\$70,000	\$79,066	\$82,409	\$84,465	
7	\$72,673	\$82,089	\$85,559	\$87,695	
8	\$75,444	\$85,227	\$88,831	\$91,047	
9	\$78,327	\$88,484	\$92,226	\$94,528	
10	\$81,319	\$91,868	\$95,753	\$98,143	
11		\$95,381	\$99,416	\$101,898	
12		\$99,029	\$103,219	\$105,799	
13		\$102,821	\$107,170	\$109,848	
14		\$106,753	\$111,274	\$114,051	
15		\$109,937	\$114,594	\$117,457	
16		\$113,218	\$118,014	\$120,963	
17		\$116,595	\$121,535	\$124,573	
18		\$120,076	\$125,164	\$128,293	
19-24		\$123,663	\$128,900	\$132,123	
25		\$126,429	\$131,789	\$135,082	

SALARY SCHEDULE

MCAAP Effective July 1, 2022

Salary Steps	N-11*	M	N	O	P	Q
1	\$100,277	\$102,140	\$108,209	\$114,644	\$121,462	\$128,693
2	\$103,259	\$105,175	\$111,427	\$118,055	\$125,078	\$132,523
3	\$106,331	\$108,299	\$114,742	\$121,565	\$128,801	\$136,470
4	\$109,494	\$111,520	\$118,155	\$125,184	\$132,635	\$140,534
5	\$112,750	\$114,836	\$121,668	\$128,910	\$136,587	\$144,722
6	\$116,107	\$118,253	\$125,291	\$132,747	\$140,654	\$149,032
7	\$119,563	\$121,769	\$129,020	\$136,701	\$144,844	\$153,477
8	\$123,122	\$125,393	\$132,860	\$140,772	\$149,161	\$158,049
9	\$126,788	\$129,128	\$136,816	\$144,965	\$153,605	\$162,760
10	\$130,566	\$132,970	\$140,893	\$146,406	\$155,132	\$164,378

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

SALARY SCHEDULE

MCBOA Effective July 1, 2022

Salary Steps	G	H	I	J	K
1	\$73,607	\$77,963	\$82,579	\$87,478	\$92,666
2	\$75,784	\$80,272	\$85,029	\$90,073	\$95,417
3	\$78,028	\$82,650	\$87,551	\$92,747	\$98,250
4	\$80,339	\$85,100	\$90,147	\$95,498	\$101,169
5	\$82,721	\$87,624	\$92,822	\$98,335	\$104,174
6	\$85,173	\$90,222	\$95,576	\$101,254	\$107,270
7	\$87,698	\$92,902	\$98,415	\$104,264	\$110,459
8	\$90,299	\$95,658	\$101,340	\$107,363	\$113,744
9	\$92,980	\$98,500	\$104,350	\$110,554	\$117,128
10	\$95,741	\$101,424	\$107,452	\$113,839	\$120,611
11	\$98,582	\$104,437	\$110,644	\$117,226	\$124,199
12	\$101,509	\$107,539	\$113,935	\$120,712	\$127,896

SALARY SCHEDULE

SEIU Local 500 Effective July 1, 2022

Grade Step	1	2	3	4	5	6	7	8	9	10-12	13-16	17
6	\$15.86	\$16.27	\$16.70	\$17.11	\$17.51	\$18.24	\$18.97	\$19.37	\$19.75	\$20.15	\$20.53	\$20.94
7	\$16.27	\$16.70	\$17.11	\$17.51	\$18.24	\$18.97	\$19.82	\$20.15	\$20.58	\$20.97	\$21.39	\$21.80
8	\$16.70	\$17.11	\$17.51	\$18.24	\$18.97	\$19.82	\$20.58	\$20.97	\$21.38	\$21.80	\$22.25	\$22.69
9	\$17.11	\$17.51	\$18.24	\$18.97	\$19.82	\$20.58	\$21.44	\$21.86	\$22.31	\$22.75	\$23.20	\$23.66
10	\$17.51	\$18.24	\$18.97	\$19.82	\$20.58	\$21.44	\$22.42	\$22.93	\$23.38	\$23.82	\$24.30	\$24.78
11	\$18.24	\$18.97	\$19.82	\$20.58	\$21.44	\$22.42	\$23.51	\$24.04	\$24.48	\$24.96	\$25.46	\$25.96
12	\$18.97	\$19.82	\$20.58	\$21.44	\$22.42	\$23.51	\$24.81	\$25.29	\$25.76	\$26.25	\$26.77	\$27.30
13	\$19.82	\$20.58	\$21.44	\$22.42	\$23.51	\$24.81	\$25.95	\$26.43	\$26.92	\$27.49	\$28.02	\$28.58
14	\$20.58	\$21.44	\$22.42	\$23.51	\$24.81	\$25.95	\$27.23	\$27.76	\$28.31	\$28.85	\$29.42	\$30.01
15	\$21.44	\$22.42	\$23.51	\$24.81	\$25.95	\$27.23	\$28.57	\$29.18	\$29.79	\$30.39	\$30.99	\$31.61
16	\$22.42	\$23.51	\$24.81	\$25.95	\$27.23	\$28.57	\$29.99	\$30.59	\$31.16	\$31.77	\$32.41	\$33.04
17	\$23.51	\$24.81	\$25.95	\$27.23	\$28.57	\$29.99	\$31.49	\$32.13	\$32.78	\$33.39	\$34.05	\$34.73
18	\$24.81	\$25.95	\$27.23	\$28.57	\$29.99	\$31.49	\$33.00	\$33.63	\$34.33	\$35.03	\$35.72	\$36.43
19	\$25.95	\$27.23	\$28.57	\$29.99	\$31.49	\$33.00	\$34.65	\$35.31	\$36.05	\$36.75	\$37.48	\$38.24
20	\$27.23	\$28.57	\$29.99	\$31.49	\$33.00	\$34.65	\$36.36	\$37.14	\$37.84	\$38.60	\$39.36	\$40.14
21	\$28.57	\$29.99	\$31.49	\$33.00	\$34.65	\$36.36	\$38.11	\$38.87	\$39.68	\$40.46	\$41.27	\$42.07
22	\$29.99	\$31.49	\$33.00	\$34.65	\$36.36	\$38.11	\$39.86	\$40.66	\$41.49	\$42.32	\$43.14	\$44.02
23	\$31.49	\$33.00	\$34.65	\$36.36	\$38.11	\$39.86	\$41.73	\$42.58	\$43.44	\$44.29	\$45.18	\$46.07
24	\$33.00	\$34.65	\$36.36	\$38.11	\$39.86	\$41.73	\$43.70	\$44.56	\$45.42	\$46.40	\$47.32	\$48.25
25	\$34.65	\$36.36	\$38.11	\$39.86	\$41.73	\$43.70	\$45.72	\$46.65	\$47.54	\$48.52	\$49.49	\$50.46
26	\$36.36	\$38.11	\$39.86	\$41.73	\$43.70	\$45.72	\$47.86	\$48.80	\$49.78	\$50.74	\$51.75	\$52.78
27	\$38.11	\$39.86	\$41.73	\$43.70	\$45.72	\$47.86	\$50.06	\$51.14	\$52.13	\$53.14	\$54.19	\$55.28
28	\$39.86	\$41.73	\$43.70	\$45.72	\$47.86	\$50.06	\$52.40	\$53.42	\$54.50	\$55.59	\$56.72	\$57.83
29	\$41.73	\$43.70	\$45.72	\$47.86	\$50.06	\$52.40	\$54.92	\$56.03	\$57.11	\$58.26	\$59.42	\$60.60
30	\$43.70	\$45.72	\$47.86	\$50.06	\$52.40	\$54.92	\$57.53	\$58.68	\$59.89	\$61.11	\$62.31	\$63.58

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
\$15.86	\$33,116	\$22.25	\$46,458	\$25.95	\$54,184	\$30.39	\$63,454	\$35.72	\$74,583	\$41.73	\$87,132	\$48.52	\$101,310	\$56.72	\$118,431
\$16.27	\$33,972	\$22.31	\$46,583	\$25.96	\$54,204	\$30.59	\$63,872	\$36.05	\$75,272	\$42.07	\$87,842	\$48.80	\$101,894	\$57.11	\$119,246
\$16.70	\$34,870	\$22.42	\$46,813	\$26.25	\$54,810	\$30.99	\$64,707	\$36.36	\$75,920	\$42.32	\$88,364	\$49.49	\$103,335	\$57.53	\$120,123
\$17.11	\$35,726	\$22.69	\$47,377	\$26.43	\$55,186	\$31.16	\$65,062	\$36.43	\$76,066	\$42.58	\$88,907	\$49.78	\$103,941	\$57.83	\$120,749
\$17.51	\$36,561	\$22.75	\$47,502	\$26.77	\$55,896	\$31.49	\$65,751	\$36.75	\$76,734	\$43.14	\$90,076	\$50.06	\$104,525	\$58.26	\$121,647
\$18.24	\$38,085	\$22.93	\$47,878	\$26.92	\$56,209	\$31.61	\$66,002	\$37.14	\$77,548	\$43.44	\$90,703	\$50.46	\$105,360	\$58.68	\$122,524
\$18.97	\$39,609	\$23.20	\$48,442	\$27.23	\$56,856	\$31.77	\$66,336	\$37.48	\$78,258	\$43.70	\$91,246	\$50.74	\$105,945	\$59.42	\$124,069
\$19.37	\$40,445	\$23.38	\$48,817	\$27.30	\$57,002	\$32.13	\$67,087	\$37.84	\$79,010	\$44.02	\$91,914	\$51.14	\$106,780	\$59.89	\$125,050
\$19.75	\$41,238	\$23.51	\$49,089	\$27.49	\$57,399	\$32.41	\$67,672	\$38.11	\$79,574	\$44.29	\$92,478	\$51.75	\$108,054	\$60.60	\$126,533
\$19.82	\$41,384	\$23.66	\$49,402	\$27.76	\$57,963	\$32.78	\$68,445	\$38.24	\$79,845	\$44.56	\$93,041	\$52.13	\$108,847	\$61.11	\$127,598
\$20.15	\$42,073	\$23.82	\$49,736	\$28.02	\$58,506	\$33.00	\$68,904	\$38.60	\$80,597	\$45.18	\$94,336	\$52.40	\$109,411	\$62.31	\$130,103
\$20.53	\$42,867	\$24.04	\$50,196	\$28.31	\$59,111	\$33.04	\$68,988	\$38.87	\$81,161	\$45.42	\$94,837	\$52.78	\$110,205	\$63.58	\$132,755
\$20.58	\$42,971	\$24.30	\$50,738	\$28.57	\$59,654	\$33.39	\$69,718	\$39.36	\$82,184	\$45.72	\$95,463	\$53.14	\$110,956	Based on 2088 hours	
\$20.94	\$43,723	\$24.48	\$51,114	\$28.58	\$59,675	\$33.63	\$70,219	\$39.68	\$82,852	\$46.07	\$96,194	\$53.42	\$111,541		
\$20.97	\$43,785	\$24.78	\$51,741	\$28.85	\$60,239	\$34.05	\$71,096	\$39.86	\$83,228	\$46.40	\$96,883	\$54.19	\$113,149		
\$21.38	\$44,641	\$24.81	\$51,803	\$29.18	\$60,928	\$34.33	\$71,681	\$40.14	\$83,812	\$46.65	\$97,405	\$54.50	\$113,796		
\$21.39	\$44,662	\$24.96	\$52,116	\$29.42	\$61,429	\$34.65	\$72,349	\$40.46	\$84,480	\$47.32	\$98,804	\$54.92	\$114,673		
\$21.44	\$44,767	\$25.29	\$52,806	\$29.79	\$62,202	\$34.73	\$72,516	\$40.66	\$84,898	\$47.54	\$99,264	\$55.28	\$115,425		
\$21.80	\$45,518	\$25.46	\$53,160	\$29.99	\$62,619	\$35.03	\$73,143	\$41.27	\$86,172	\$47.86	\$99,932	\$55.59	\$116,072		
\$21.86	\$45,644	\$25.76	\$53,787	\$30.01	\$62,661	\$35.31	\$73,727	\$41.49	\$86,631	\$48.25	\$100,746	\$56.03	\$116,991		

Extracurricular Activities Effective July 1, 2022

Classification I (\$15.65 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	MIDDLE SCHOOL
After School Supervisor/ Monitor Assistant (3E18) \$4,695	Choral Director (3R05) \$1,565
Band/Competitive Marching (3R50) . . \$2,583	Drama (1st Production) (3P02) \$2,082
Band/Instru. Music Director (3R53) . . \$2,661	Drama (2nd Production) (3P22) \$2,082
Band/Marching Pep Band (3R52) . . . \$1,722	Instrumental Music Director (3R25) . . \$1,331
Band/Marching -Preseason (3R51) . . . \$1,002	Jazz Ensemble Director (3R26) \$1,096
Band/Pep Band Director (3R54) \$939	Math Olympiad Coach (3L15) \$1,487
Choral Director (3R05) \$4,695	Newspaper Advisor (3J03) \$1,565
Debate (3L01) \$3,522	Outdoor Environ Ed. Org (Gr. 6-8) (3L20) \$626
Drama (3P02) \$5,275	SGA (3F04) \$3,287
Extracurricular Activities Director (3D17) \$4,930	Stage Director (3R18) \$783
Flag/Majorette/Rifle/Team Sponsor (3E12) \$2,348	Student Serv. Lrng. Coord., Sm (3S01) \$1,0434
Flag/Majorette/Rifle/Team Sponsor = 85 hrs (3E13) \$1,331	Student Serv. Lrng. Coord., Med (3S02) \$1,252
Forensics (3L02) \$3,522	Student Serv. Lrng. Coord., Lg. (3S03) \$1,565
It's Academic (3L52) \$1,565	Athletic Coordinator (3C36) \$2,833
Junior Class Advisor (3N05) \$2,739	Basketball, Boys (3B11) \$1,284
Mathletes (3L03) \$1,832	Basketball Girls (3B08) \$1,284
Mock Trial Program (3L13) \$1,409	Basketball Scorer (3A48) \$251
Music Theater Director (3R55) \$1,018	Basketball Timer (3A28) \$251
Newspaper Advisor (3J03) \$3,522	Cross Country (Co-ed) (3C24) \$1,080
Senior Class Advisor (3N06) \$3,913	Intramural Coordinator (3C22) \$939
SGA (3F04) \$4,226	Intramural Director (3C14, EC17, 3C18, 3C19, 3C31) . . . \$971
Stage Director (3R12) \$5,212	League Coordinator (3D09) \$564
STEM Club (3L18) \$1,565	Soccer, Boys (3B23) \$1,268
Student Service Learning HS (3S04) . . \$3,130	Soccer, Girls (3B25) \$1,268
Yearbook Advisor (3J04) \$3,522	Softball, Boys (3B28) \$1,206
Assistant Athletics Specialist (3D02) . . \$4,930	Softball, Girls (3B07) \$1,206
Assistant Game Manager (3D15) \$2,536	
Baseball, J.V. (3A11) \$3,084	
Baseball, Varsity (3A02) \$4,664	
Basketball, J.V. (B) (3A16) \$3,694	
Basketball, J.V. (G) (3B12) \$3,694	
Basketball Scorer/Timer (B) (3A24) . . . \$658	
Basketball Scorer/Timer (G) (3B24) . . . \$658	
Basketball Varsity (B) (3A07) \$5,055	
Basketball Varsity (G) (3B02) \$5,055	
Bocce (Co-Ed) (Corollary) (3B11) . . . \$1,800	
Cheerleader Plan I Sponsor 1-Fall, Varsity (3E29) \$2,403	
Cheerleader Plan I Sponsor 2-Fall, varsity (3E30) \$2,403	
Cheerleaders Plan II Fall varsity (3E40) \$2,598	
Cheerleaders Plan II Fall, JV (3E41) . . \$2,043	
Cheerleaders Winter, varsity (3E44) . . \$2,059	
Corollary Sports Fcltr-County (3EF14) . \$2,160	
Cross Country Assistant teams over 40 (Co-ed) (3C45) \$3,537	
Cross Country Head Coach (Co-Ed)(3C24) \$3,772	
Cntywde XCntry/TrkFld Facltr (3F16) \$2,160	
Divisional Diving Coach (3D06) \$3,224	
Field Hockey, J.V. (G) (3B21) \$2,692	
Field Hockey, Varsity (G)(3B16) \$3,803	
Football Assistant Coach (3A14, 3A17, 3A18, 3A19) \$5,384	
Football, Head Coach (3A05) \$6,245	
Football Ticket Manager (3D03) \$1,049	
Golf (Co-Ed)(3C01) \$2,051	
Gymnastics Club (G) (3B14) \$2,051	
Indoor Track (Co-Ed) (3C12) \$3,647	
Indoor Track (Co-Ed) Asst. teams over 40 (3C46) \$3,381	
Intramural Director (Co-Ed) (3C23) . . \$595	
Lacrosse, J.V. (B) (3C33) \$2,661	
Lacrosse, J.V. (G) (3B37) \$2,661	
Lacrosse, Varsity (B) (3C34) \$3,412	
Lacrosse, Varsity (G) (3C35) \$3,412	
Night Game Manager (3D04) \$1,706	
Pole Vault County (3D07) \$2,640	
Pompons (3E10) \$3,835	
Soccer, J.V. (B) (3A10) \$2,974	
Soccer, J.V. (G)(3B22) \$2,974	
Soccer, Varsity (B)(3A01) \$3,913	
Soccer, Varsity (G) (3B19) \$3,913	
Softball (Co-Ed) (Corollary) (3B09) . . \$1,800	
Softball, J.V. (G)(3B18) \$3,084	
Softball, Varsity (G)(3B05) \$4,664	
Swimming and Diving (3C09) \$3,365	
Team Handball (Co-Ed) (Corollary) (3B15) \$1,800	
Tennis (B) (3A21) \$3,397	
Tennis (G)(3B04) \$3,397	
Ticket Manager, Basketball (3D01) . . . \$1,221	
Tkt Mgr: County-Wide Athletic Events (3D05) 3,130	
Ticket Manager, General Athletic Events (3D16) \$2,567	
Track Assistant (Co-Ed) (3C47,3C49,3C51) \$3,850	
Track Head Coach (Co-Ed) (3C21) . . . \$4,179	
Volleyball, J.V. (G)(3B13) \$2,677	
Volleyball, Varsity (B) (3A26) \$3,616	
Volleyball, Varsity (Co-Ed)(3C20) . . . \$3,616	
Volleyball, Varsity (G)(3B03) \$3,678	
Weight Training Director (Co-Ed) (3C06) \$1,409	
Wrestling, J.V.(3A15) \$4,132	
Wrestling, Varsity (3A06) \$5,400	

ELEMENTARY SCHOOL

Choral Director (3R05) \$1,127
Enrichment Activities (3L14) \$392
Enrichment Activities (3L16) \$392
Safety Patrol (3M01) \$2,990

Maryland's Largest School District
MONTGOMERY COUNTY PUBLIC SCHOOLS

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 for the Employee and Retiree Service Center

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