

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

STEP	BA	MA/MEQ	MA/MEQ+30	MA/MEQ+60	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.
	A	B	C	D	
1	\$70,077	\$76,405	\$78,420	\$80,244	
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
\$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
\$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
\$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
\$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
\$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
\$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
\$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
\$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
\$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
\$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
\$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
\$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
\$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
\$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

Based on 2080 hours

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

Maryland's Largest School District
 Published by the Department of Materials Management
 for the Employee and Retiree Service Center

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