

FY 2025 Salary Schedules

Effective July 1, 2024

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 • 240-740-8100 • www.montgomeryschoolsmd.org/departments/ersc

SALARY SCHEDULE

MCEA: Teacher/Other Professional 10-Month Positions Effective July 1, 2024

STEP	BA	MA/MEQ	MA/MEQ+30	MA/MEQ+60
	A	B	C	D
1	\$62,558	\$67,944	\$69,658	\$71,210
2	\$63,375	\$68,923	\$71,449	\$73,003
3	\$64,988	\$71,207	\$73,831	\$75,444
4	\$66,651	\$73,578	\$76,303	\$77,979
5	\$68,362	\$76,044	\$78,872	\$80,614
6	\$70,091	\$78,065	\$81,005	\$82,813
7	\$72,441	\$80,723	\$83,776	\$85,654
8	\$74,879	\$83,483	\$86,653	\$88,602
9	\$77,414	\$86,349	\$89,639	\$91,664
10	\$80,046	\$89,323	\$92,741	\$94,844
11		\$92,414	\$95,962	\$98,147
12		\$95,624	\$99,309	\$101,577
13		\$98,957	\$102,785	\$105,140
14		\$102,418	\$106,393	\$108,837
15		\$105,217	\$109,313	\$111,832
16		\$108,104	\$112,322	\$114,916
17		\$111,074	\$115,419	\$118,091
18		\$114,134	\$118,610	\$121,364
19-24		\$117,290	\$121,897	\$124,732
25		\$119,725	\$124,438	\$127,334

Substitute Teacher Rates Effective July 1, 2024 Hourly Rate

SUBS	Noncertificated (Step 1)	Certificated (Step 2)	Non-Certificated with BA (Step 3)
Short-Term	\$20.29	\$22.87	\$21.51
Long-Term	\$28.96	\$32.58	\$30.70
Long-Term >45 days in single assignment	\$31.86	\$35.84	\$33.77

SALARY SCHEDULE

MCEA: Teacher/Other Professional 12-Month Positions Effective July 1, 2024

	BA	MA/MEQ	MA/MEQ+30	MA/MEQ+60	
STEP	A	B	C	D	
1	\$73,505	\$79,833	\$81,848	\$83,672	*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	\$74,467	\$80,985	\$83,952	\$85,779	
3	\$76,362	\$83,669	\$86,750	\$88,647	
4	\$78,316	\$86,455	\$89,657	\$91,626	
5	\$80,323	\$89,352	\$92,674	\$94,720	
6	\$82,356	\$91,726	\$95,181	\$97,306	
7	\$85,119	\$94,850	\$98,436	\$100,644	
8	\$87,982	\$98,093	\$101,818	\$104,108	
9	\$90,962	\$101,459	\$105,327	\$107,706	
10	\$94,054	\$104,957	\$108,972	\$111,442	
11		\$108,587	\$112,757	\$115,323	
12		\$112,357	\$116,688	\$119,354	
13		\$116,277	\$120,771	\$123,539	
14		\$120,340	\$125,013	\$127,883	
15		\$123,631	\$128,444	\$131,403	
16		\$127,022	\$131,978	\$135,026	
17		\$130,512	\$135,617	\$138,757	
18		\$134,110	\$139,368	\$142,602	
19-24		\$137,817	\$143,229	\$146,560	
25		\$140,675	\$146,215	\$149,618	

SALARY SCHEDULE

MCAAP Effective July 1, 2024

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	\$165,086	\$174,926	\$185,350
11	\$147,634	\$150,352	\$159,312	\$168,800	\$178,861	\$189,521
12	\$150,956	\$153,735	\$162,896	\$172,598	\$182,886	\$193,785

SALARY SCHEDULE

MCBOA Effective July 1, 2024

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
13	\$114,779	\$121,598	\$128,830	\$136,492	\$144,616
14	\$117,362	\$124,334	\$131,728	\$139,564	\$147,870

SALARY SCHEDULE

SEIU Local 500 Effective July 1, 2024

Grade Step	1	2	3	4	5	6	7	8	9	10-12	13-16	17
6	\$18.65	\$19.10	\$19.55	\$19.98	\$20.41	\$21.19	\$21.97	\$22.39	\$22.79	\$23.23	\$23.63	\$24.06
7	\$19.10	\$19.55	\$19.98	\$20.41	\$21.19	\$21.97	\$22.87	\$23.23	\$23.68	\$24.09	\$24.54	\$24.98
8	\$19.55	\$19.98	\$20.41	\$21.19	\$21.97	\$22.87	\$23.68	\$24.09	\$24.53	\$24.98	\$25.46	\$25.93
9	\$19.98	\$20.41	\$21.19	\$21.97	\$22.87	\$23.68	\$24.60	\$25.04	\$25.52	\$25.99	\$26.47	\$26.96
10	\$20.41	\$21.19	\$21.97	\$22.87	\$23.68	\$24.60	\$25.64	\$26.18	\$26.66	\$27.13	\$27.63	\$28.15
11	\$21.19	\$21.97	\$22.87	\$23.68	\$24.60	\$25.64	\$26.80	\$27.37	\$27.83	\$28.35	\$28.87	\$29.41
12	\$21.97	\$22.87	\$23.68	\$24.60	\$25.64	\$26.80	\$28.18	\$28.70	\$29.19	\$29.72	\$30.27	\$30.83
13	\$22.87	\$23.68	\$24.60	\$25.64	\$26.80	\$28.18	\$29.40	\$29.91	\$30.43	\$31.03	\$31.60	\$32.20
14	\$23.68	\$24.60	\$25.64	\$26.80	\$28.18	\$29.40	\$30.76	\$31.32	\$31.91	\$32.49	\$33.09	\$33.72
15	\$24.60	\$25.64	\$26.80	\$28.18	\$29.40	\$30.76	\$32.19	\$32.84	\$33.49	\$34.12	\$34.76	\$35.42
16	\$25.64	\$26.80	\$28.18	\$29.40	\$30.76	\$32.19	\$33.69	\$34.33	\$34.94	\$35.59	\$36.28	\$36.95
17	\$26.80	\$28.18	\$29.40	\$30.76	\$32.19	\$33.69	\$35.29	\$35.98	\$36.67	\$37.32	\$38.02	\$38.74
18	\$28.18	\$29.40	\$30.76	\$32.19	\$33.69	\$35.29	\$36.90	\$37.57	\$38.32	\$39.06	\$39.80	\$40.55
19	\$29.40	\$30.76	\$32.19	\$33.69	\$35.29	\$36.90	\$38.66	\$39.36	\$40.15	\$40.89	\$41.67	\$42.48
20	\$30.76	\$32.19	\$33.69	\$35.29	\$36.90	\$38.66	\$40.48	\$41.30	\$42.05	\$42.86	\$43.67	\$44.50
21	\$32.19	\$33.69	\$35.29	\$36.90	\$38.66	\$40.48	\$42.34	\$43.15	\$44.01	\$44.85	\$45.70	\$46.56
22	\$33.69	\$35.29	\$36.90	\$38.66	\$40.48	\$42.34	\$44.21	\$45.05	\$45.94	\$46.82	\$47.70	\$48.63
23	\$35.29	\$36.90	\$38.66	\$40.48	\$42.34	\$44.21	\$46.20	\$47.10	\$48.02	\$48.91	\$49.86	\$50.81
24	\$36.90	\$38.66	\$40.48	\$42.34	\$44.21	\$46.20	\$48.29	\$49.20	\$50.12	\$51.16	\$52.15	\$53.14
25	\$38.66	\$40.48	\$42.34	\$44.21	\$46.20	\$48.29	\$50.44	\$51.43	\$52.38	\$53.43	\$54.46	\$55.49
26	\$40.48	\$42.34	\$44.21	\$46.20	\$48.29	\$50.44	\$52.72	\$53.71	\$54.77	\$55.78	\$56.86	\$57.96
27	\$42.34	\$44.21	\$46.20	\$48.29	\$50.44	\$52.72	\$55.06	\$56.21	\$57.27	\$58.34	\$59.46	\$60.62
28	\$44.21	\$46.20	\$48.29	\$50.44	\$52.72	\$55.06	\$57.56	\$58.64	\$59.79	\$60.95	\$62.15	\$63.33
29	\$46.20	\$48.29	\$50.44	\$52.72	\$55.06	\$57.56	\$60.23	\$61.42	\$62.56	\$63.79	\$65.02	\$66.28
30	\$48.29	\$50.44	\$52.72	\$55.06	\$57.56	\$60.23	\$63.02	\$64.24	\$65.53	\$66.83	\$68.10	\$69.45

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
\$18.65	\$38,941	\$25.46	\$53,160	\$29.40	\$61,387	\$34.12	\$71,243	\$39.80	\$83,102	\$46.20	\$96,466	\$53.43	\$111,562	\$62.15	\$129,769
\$19.10	\$39,881	\$25.52	\$53,286	\$29.41	\$61,408	\$34.33	\$71,681	\$40.15	\$83,833	\$46.56	\$97,217	\$53.71	\$112,146	\$62.56	\$130,625
\$19.55	\$40,820	\$25.64	\$53,536	\$29.72	\$62,055	\$34.76	\$72,579	\$40.48	\$84,522	\$46.82	\$97,760	\$54.46	\$113,712	\$63.02	\$131,586
\$19.98	\$41,718	\$25.93	\$54,142	\$29.91	\$62,452	\$34.94	\$72,955	\$40.55	\$84,668	\$47.10	\$98,345	\$54.77	\$114,360	\$63.33	\$132,233
\$20.41	\$42,616	\$25.99	\$54,267	\$30.27	\$63,204	\$35.29	\$73,686	\$40.89	\$85,378	\$47.70	\$99,598	\$55.06	\$114,965	\$63.79	\$133,194
\$21.19	\$44,245	\$26.18	\$54,664	\$30.43	\$63,538	\$35.42	\$73,957	\$41.30	\$86,234	\$48.02	\$100,266	\$55.49	\$115,863	\$64.24	\$134,133
\$21.97	\$45,873	\$26.47	\$55,269	\$30.76	\$64,227	\$35.59	\$74,312	\$41.67	\$87,007	\$48.29	\$100,830	\$55.78	\$116,469	\$65.02	\$135,762
\$22.39	\$46,750	\$26.66	\$55,666	\$30.83	\$64,373	\$35.98	\$75,126	\$42.05	\$87,800	\$48.63	\$101,539	\$56.21	\$117,366	\$65.53	\$136,827
\$22.79	\$47,586	\$26.80	\$55,958	\$31.03	\$64,791	\$36.28	\$75,753	\$42.34	\$88,406	\$48.91	\$102,124	\$56.86	\$118,724	\$66.28	\$138,393
\$22.87	\$47,753	\$26.96	\$56,292	\$31.32	\$65,396	\$36.67	\$76,567	\$42.48	\$88,698	\$49.20	\$102,730	\$57.27	\$119,580	\$66.83	\$139,541
\$23.23	\$48,504	\$27.13	\$56,647	\$31.60	\$65,981	\$36.90	\$77,047	\$42.86	\$89,492	\$49.86	\$104,108	\$57.56	\$120,185	\$68.10	\$142,193
\$23.63	\$49,339	\$27.37	\$57,149	\$31.91	\$66,628	\$36.95	\$77,152	\$43.15	\$90,097	\$50.12	\$104,651	\$57.96	\$121,020	\$69.45	\$145,012
\$23.68	\$49,444	\$27.63	\$57,691	\$32.19	\$67,213	\$37.32	\$77,924	\$43.67	\$91,183	\$50.44	\$105,319	\$58.34	\$121,814	Based on 2088 hours	
\$24.06	\$50,237	\$27.83	\$58,109	\$32.20	\$67,234	\$37.57	\$78,446	\$44.01	\$91,893	\$50.81	\$106,091	\$58.64	\$122,440		
\$24.09	\$50,300	\$28.15	\$58,777	\$32.49	\$67,839	\$38.02	\$79,386	\$44.21	\$92,310	\$51.16	\$106,822	\$59.46	\$124,152		
\$24.53	\$51,219	\$28.18	\$58,840	\$32.84	\$68,570	\$38.32	\$80,012	\$44.50	\$92,916	\$51.43	\$107,386	\$59.79	\$124,842		
\$24.54	\$51,240	\$28.35	\$59,195	\$33.09	\$69,092	\$38.66	\$80,722	\$44.85	\$93,647	\$52.15	\$108,889	\$60.23	\$125,760		
\$24.60	\$51,365	\$28.70	\$59,926	\$33.49	\$69,927	\$38.74	\$80,889	\$45.05	\$94,064	\$52.38	\$109,369	\$60.62	\$126,575		
\$24.98	\$52,158	\$28.87	\$60,281	\$33.69	\$70,345	\$39.06	\$81,557	\$45.70	\$95,422	\$52.72	\$110,079	\$60.95	\$127,264		
\$25.04	\$52,284	\$29.19	\$60,949	\$33.72	\$70,407	\$39.36	\$82,184	\$45.94	\$95,923	\$53.14	\$110,956	\$61.42	\$128,245		

Extracurricular Activities Effective July 1, 2024

Classification I (\$18.00 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)	\$5,400	Cross Country Head Coach (Co-Ed)(3C24)	\$4,338
Band/Competitive Marching (3R50)	\$2,970	Cntywde XCntry/TrkFld Factr (3F16)	\$2,484
Band/Instru. Music Director (3R53)	\$3,060	Divisional Diving Coach (3D06)	\$3,708
Band/Marching Pep Band (3R52)	\$1,980	Field Hockey, J.V. (G) (3B21)	\$3,096
Band/Marching -Preseason (3R51)	\$1,152	Field Hockey, Varsity (G)(3B16)	\$4,374
Band/Pep Band Director (3R54)	\$1,080	Football Assistant Coach (3A14, 3A17, 3A18, 3A19)	\$6,192
Choral Director (3R05)	\$5,400	Football, Head Coach (3A05)	\$7,182
Debate (3L01)	\$4,050	Football Ticket Manager (3D03)	\$1,206
Drama (3P02)	\$6,066	Girl's Flag Football (Varsity) (3-A08)	\$3,240
Extracurricular Activities Director (3D17)	\$5,670	Golf (Co-Ed)(3C01)	\$2,358
Flag/Majorette/Rifle/ Team Sponsor (3E12)	\$2,700	Gymnastics Club (G) (3B14)	\$2,358
Flag/Majorette/Rifle/ Team Sponsor = 85 hrs (3E13)	\$1,530	Indoor Track (Co-Ed) (3C12)	\$4,194
Forensics (3L02)	\$4,050	Indoor Track (Co-Ed) Asst. teams over 40 (3C46)	\$3,888
It's Academic (3L52)	\$1,800	Intramural Director (Co-Ed) (3C23)	\$684
Junior Class Advisor (3N05)	\$3,150	Lacrosse, J.V. (B) (3C33)	\$3,060
Mathletes (3L03)	\$2,106	Lacrosse, J.V. (G) (3C37)	\$3,060
Minority Scholars Program (3K01)	\$4,860	Lacrosse, Varsity (B) (3C34)	\$3,924
Mock Trial Program (3L13)	\$1,620	Lacrosse, Varsity (G) (3C35)	\$3,924
Music Theater Director (3R55)	\$1,170	Night Game Manager (3D04)	\$1,962
Newspaper Advisor (3J03)	\$4,050	Pickleball (Co-ED) (Corollary) (3-B17)	\$2,070
Senior Class Advisor (3N06)	\$4,500	Pole Vault County (3D07)	\$3,060
SGA Sponsor (3F04)	\$4,860	Pompons (3E10)	\$4,410
Stage Director (3R12)	\$5,994	Soccer, J.V. (B) (3A10)	\$3,420
STEM Club (3L18)	\$1,800	Soccer, J.V. (G)(3B22)	\$3,420
Student Service Learning HS (3S04)	\$3,600	Soccer, Varsity (B)(3A01)	\$4,500
Yearbook Advisor (3J04)	\$4,050	Soccer, Varsity (G) (3B19)	\$4,500
Assistant Athletics Specialist (3D02)	\$5,670	Softball (Co-Ed) (Corollary) (3B09)	\$2,070
Assistant Game Manager (3D15)	\$2,916	Softball, J.V. (G)(3B18)	\$3,546
Baseball, J.V. (3A11)	\$3,546	Softball, Varsity (G)(3B05)	\$5,364
Baseball, Varsity (3A02)	\$5,364	Swimming and Diving (3C09)	\$3,870
Basketball, J.V. (B) (3A16)	\$4,248	Tennis (B) (3A21)	\$3,906
Basketball, J.V. (G) (3B12)	\$4,248	Tennis (G)(3B04)	\$3,906
Basketball Scorer/Timer (B) (3A24)	\$756	Ticket Manager, Basketball (3D01)	\$1,404
Basketball Scorer/Timer (G) (3B24)	\$756	Tkt Mgr: County-Wide Ath Evt (3D05)	\$3,600
Basketball Varsity (B) (3A07)	\$5,814	Ticket Manager, General Athletic Events (3D16)	\$2,952
Basketball Varsity (G) (3B02)	\$5,814	Track Assistant (Co-Ed) (3C47,3C49,3C51)	\$4,428
Bocce (Co-Ed) (Corollary) (3B11)	\$2,070	Track Head Coach (Co-Ed) (3C21)	\$4,806
Cheerleader Plan I Sponsor 1-Fall, Varsity (3E29)	\$2,763	Volleyball, J.V. (G)(3B13)	\$3,078
Cheerleader Plan I Sponsor 2-Fall, Varsity (3E30)	\$2,763	Volleyball, Varsity (B) (3A26)	\$4,158
Cheerleaders Plan II Fall varsity (3E40)	\$2,988	Volleyball, Varsity (Co-Ed)(3C20)	\$4,158
Cheerleaders Plan II Fall, JV (3E41)	\$2,349	Volleyball, Varsity (G)(3B03)	\$4,230
Cheerleaders Winter, varsity (3E44)	\$2,367	Weight Training Director (Co-Ed) (3C06)	\$1,620
Corollary Sports Fcltr-County (3F14)	\$2,484	Wrestling, J.V.(3A15)	\$4,752
Cross Country Assistant teams over 40 (Co-ed) (3C45)	\$4,068	Wrestling, Varsity (3A06)	\$6,210

MIDDLE SCHOOL

Choral Director (3R05)	\$1,800
Drama (1st Production) (3P02)	\$2,394
Drama (2nd Production) (3P22)	\$2,394
Instrumental Music Director (3R25)	\$1,530
Jazz Ensemble Director (3R26)	\$1,260
Math Olympiad Coach (3L15)	\$1,710
Minority Scholars Sponsor (3K01)	\$3,780
Newspaper Advisor (3J03)	\$1,800
Outdoor Environ Ed. Org (Gr. 6-8) (3L20)	\$720
SGA Sponsor (3F04)	\$3,780
Stage Director (3R18)	\$900
Student Serv. Lrng. Coord.,Sm (3S01)	\$1,200
Student Serv. Lrng. Coord.,Med (3S02)	\$1,440
Student Serv. Lrng. Coord.,Lg. (3S03)	\$1,800
Athletic Coordinator (3C36)	\$3,258
Basketball, Boys (3B11)	\$1,476
Basketball Girls (3B08)	\$1,476
Basketball Scorer (3A48)	\$288
Basketball Timer (3A28)	\$288
Cross Country (Co-ed) (3C24)	\$1,242
Intramural Coordinator (3C22)	\$1,080
Intramural Director (3C14, EC17, 3C18, 3C19, 3C31)	\$1,116
League Coordinator (3D09)	\$648
Soccer, Boys (3B23)	\$1,458
Soccer, Girls (3B25)	\$1,458
Softball, Boys (3B28)	\$1,386
Softball, Girls (3B07)	\$1,386
Yearbook Advisor (3J02)	\$2,790

ELEMENTARY SCHOOL

Choral Director (3R05)	\$1,296
Enrichment Activities (3L14)	\$450
Enrichment Activities (3L16)	\$450
Safety Patrol (3M01)	\$3,438
Yearbook Advisor (3J02)	\$1,800

MONTGOMERY COUNTY PUBLIC SCHOOLS

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