

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

	BA	MA/MEQ	MA/MEQ+30	MA/MEQ+60
STEP	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	
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	

*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.

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
Band/Competitive Marching (3R50)	\$2,970
Band/Instru. Music Director (3R53)	\$3,060
Band/Marching Pep Band (3R52)	\$1,980
Band/Marching -Preseason (3R51)	\$1,152
Band/Pep Band Director (3R54)	\$1,080
Choral Director (3R05)	\$5,400
Debate (3L01)	\$4,050
Drama (3P02)	\$6,066
Extracurricular Activities Director (3D17)	\$5,670
Flag/Majorette/Rifle/ Team Sponsor (3E12)	\$2,700
Flag/Majorette/Rifle/ Team Sponsor = 85 hrs (3E13)	\$1,530
Forensics (3L02)	\$4,050
It's Academic (3L52)	\$1,800
Junior Class Advisor (3N05)	\$3,150
Mathletes (3L03)	\$2,106
Minority Scholars Program (3K01)	\$4,860
Mock Trial Program (3L13)	\$1,620
Music Theater Director (3R55)	\$1,170
Newspaper Advisor (3J03)	\$4,050
Senior Class Advisor (3N06)	\$4,500
SGA Sponsor (3F04)	\$4,860
Stage Director (3R12)	\$5,994
STEM Club (3L18)	\$1,800
Student Service Learning HS (3S04)	\$3,600
Yearbook Advisor (3J04)	\$4,050
Assistant Athletics Specialist (3D02)	\$5,670
Assistant Game Manager (3D15)	\$2,916
Baseball, J.V. (3A11)	\$3,546
Baseball, Varsity (3A02)	\$5,364
Basketball, J.V. (B) (3A16)	\$4,248
Basketball, J.V. (G) (3B12)	\$4,248
Basketball Scorer/Timer (B) (3A24)	\$756
Basketball Scorer/Timer (G) (3B24)	\$756
Basketball Varsity (B) (3A07)	\$5,814
Basketball Varsity (G) (3B02)	\$5,814
Bocce (Co-Ed) (Corollary) (3B11)	\$2,070
Cheerleader Plan I Sponsor 1-Fall, Varsity (3E29)	\$2,763
Cheerleader Plan I Sponsor 2-Fall, Varsity (3E30)	\$2,763
Cheerleaders Plan II Fall varsity (3E40)	\$2,988
Cheerleaders Plan II Fall, JV (3E41)	\$2,349
Cheerleaders Winter, varsity (3E44)	\$2,367
Corollary Sports Fcltr-County (3F14)	\$2,484
Cross Country Assistant teams over 40 (Co-ed) (3C45)	\$4,068

Cross Country Head Coach (Co-Ed)(3C24)	\$4,338
Cntywde XCntry/TrkFld Facitr (3F16)	\$2,484
Divisional Diving Coach (3D06)	\$3,708
Field Hockey, J.V. (G) (3B21)	\$3,096
Field Hockey, Varsity (G)(3B16)	\$4,374
Football Assistant Coach (3A14, 3A17, 3A18, 3A19)	\$6,192
Football, Head Coach (3A05)	\$7,182
Football Ticket Manager (3D03)	\$1,206
Girl's Flag Football (Varsity) (3-A08)	\$3,240
Golf (Co-Ed)(3C01)	\$2,358
Gymnastics Club (G) (3B14)	\$2,358
Indoor Track (Co-Ed) (3C12)	\$4,194
Indoor Track (Co-Ed) Asst. teams over 40 (3C46)	\$3,888
Intramural Director (Co-Ed) (3C23)	\$684
Lacrosse, J.V. (B) (3C33)	\$3,060
Lacrosse, J.V. (G) (3C37)	\$3,060
Lacrosse, Varsity (B) (3C34)	\$3,924
Lacrosse, Varsity (G) (3C35)	\$3,924
Night Game Manager (3D04)	\$1,962
Pickleball (Co-ED) (Corollary) (3-B17)	\$2,070
Pole Vault County (3D07)	\$3,060
Pompons (3E10)	\$4,410
Soccer, J.V. (B) (3A10)	\$3,420
Soccer, J.V. (G)(3B22)	\$3,420
Soccer, Varsity (B)(3A01)	\$4,500
Soccer, Varsity (G) (3B19)	\$4,500
Softball (Co-Ed) (Corollary) (3B09)	\$2,070
Softball, J.V. (G)(3B18)	\$3,546
Softball, Varsity (G)(3B05)	\$5,364
Swimming and Diving (3C09)	\$3,870
Tennis (B) (3A21)	\$3,906
Tennis (G)(3B04)	\$3,906
Ticket Manager, Basketball (3D01)	\$1,404
Tkt Mgr: County-Wide Ath Evts (3D05)	\$3,600
Ticket Manager, General Athletic Events (3D16)	\$2,952
Track Assistant (Co-Ed) (3C47,3C49,3C51)	\$4,428
Track Head Coach (Co-Ed) (3C21)	\$4,806
Volleyball, J.V. (G)(3B13)	\$3,078
Volleyball, Varsity (B) (3A26)	\$4,158
Volleyball, Varsity (Co-Ed)(3C20)	\$4,158
Volleyball, Varsity (G)(3B03)	\$4,230
Weight Training Director (Co-Ed) (3C06)	\$1,620
Wrestling, J.V.(3A15)	\$4,752
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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