



FY 2026 Salary Schedules

Effective July 1, 2025

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, 2025

	BA	MA/MEQ	MA/MEQ+30	MA/MEQ+60
STEP	A	B	C	D
1	\$64,591	\$70,152	\$71,922	\$73,524
2	\$65,435	\$71,163	\$73,771	\$75,376
3	\$67,100	\$73,521	\$76,231	\$77,896
4	\$68,817	\$75,969	\$78,783	\$80,513
5	\$70,584	\$78,515	\$81,435	\$83,234
6	\$72,369	\$80,602	\$83,638	\$85,504
7	\$74,795	\$83,346	\$86,499	\$88,438
8	\$77,313	\$86,196	\$89,469	\$91,482
9	\$79,930	\$89,155	\$92,552	\$94,643
10	\$82,647	\$92,226	\$95,755	\$97,926
11		\$95,417	\$99,081	\$101,337
12		\$98,732	\$102,537	\$104,878
13		\$102,173	\$106,126	\$108,557
14		\$105,747	\$109,851	\$112,374
15		\$108,637	\$112,866	\$115,467
16		\$111,617	\$115,972	\$118,651
17		\$114,684	\$119,170	\$121,929
18		\$117,843	\$122,465	\$125,308
19-24		\$121,102	\$125,859	\$128,786
25		\$123,616	\$128,482	\$131,472

Substitute Teacher Rates Effective July 1, 2025 Hourly Rate

SUBS	Noncertificated (Step 1)	Certificated (Step 2)	Non-Certificated with BA (Step 3)
Short-Term	\$20.95	\$23.62	\$22.21
Long-Term	\$29.91	\$33.64	\$31.70
Long-Term >45 days in single assignment	\$32.90	\$37.00	\$34.87

SALARY SCHEDULE

MCEA: Teacher/Other Professional 12-Month Positions Effective July 1, 2025

	BA	MA/MEQ	MA/MEQ+30	MA/MEQ+60	
STEP	A	B	C	D	
1	\$75,894	\$82,429	\$84,508	\$86,391	
2	\$76,886	\$83,617	\$86,681	\$88,567	
3	\$78,843	\$86,387	\$89,571	\$91,528	
4	\$80,860	\$89,264	\$92,570	\$94,603	
5	\$82,936	\$92,255	\$95,686	\$97,800	
6	\$85,034	\$94,707	\$98,275	\$100,467	
7	\$87,884	\$97,932	\$101,636	\$103,915	
8	\$90,843	\$101,280	\$105,126	\$107,491	
9	\$93,918	\$104,757	\$108,749	\$111,206	
10	\$97,110	\$108,366	\$112,512	\$115,063	
11		\$112,115	\$116,420	\$119,071	
12		\$116,010	\$120,481	\$123,232	
13		\$120,053	\$124,698	\$127,554	
14		\$124,253	\$129,075	\$132,039	
15		\$127,648	\$132,618	\$135,674	
16		\$131,150	\$136,267	\$139,415	
17		\$134,754	\$140,025	\$143,267	
18		\$138,466	\$143,896	\$147,237	
19-24		\$142,295	\$147,884	\$151,324	
25		\$145,249	\$150,966	\$154,480	

*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, 2025

Salary Steps	N-11*	M	N	O	P	Q
1	\$114,495	\$116,622	\$123,551	\$130,899	\$138,683	\$146,939
2	\$117,900	\$120,087	\$127,226	\$134,794	\$142,812	\$151,313
3	\$121,408	\$123,654	\$131,011	\$138,801	\$147,063	\$155,820
4	\$125,018	\$127,332	\$134,907	\$142,933	\$151,440	\$160,460
5	\$128,736	\$131,118	\$138,919	\$147,187	\$155,953	\$165,241
6	\$132,569	\$135,019	\$143,055	\$151,569	\$160,597	\$170,163
7	\$136,515	\$139,033	\$147,313	\$156,083	\$165,381	\$175,237
8	\$140,578	\$143,173	\$151,698	\$160,731	\$170,310	\$180,458
9	\$144,764	\$147,437	\$156,214	\$165,518	\$175,385	\$185,837
10	\$149,078	\$151,823	\$160,870	\$170,451	\$180,611	\$191,374
11	\$152,432	\$155,238	\$164,490	\$174,286	\$184,674	\$195,680
12	\$155,862	\$158,731	\$168,190	\$178,207	\$188,830	\$200,083
13	\$159,369	\$162,303	\$171,974	\$182,217	\$193,078	\$204,585

SALARY SCHEDULE

MCBOA Effective July 1, 2025

Salary Steps	G	H	I	J	K
1	\$84,043	\$89,017	\$94,287	\$99,882	\$105,804
2	\$86,530	\$91,653	\$97,084	\$102,843	\$108,945
3	\$89,091	\$94,368	\$99,965	\$105,897	\$112,180
4	\$91,729	\$97,167	\$102,929	\$109,038	\$115,513
5	\$94,449	\$100,047	\$105,983	\$112,277	\$118,944
6	\$97,249	\$103,014	\$109,127	\$115,610	\$122,479
7	\$100,133	\$106,074	\$112,369	\$119,047	\$126,120
8	\$103,102	\$109,221	\$115,708	\$122,586	\$129,871
9	\$106,164	\$112,466	\$119,145	\$126,229	\$133,736
10	\$109,315	\$115,805	\$122,688	\$129,980	\$137,712
11	\$112,559	\$119,245	\$126,333	\$133,847	\$141,809
12	\$115,902	\$122,787	\$130,090	\$137,827	\$146,031
13	\$118,509	\$125,550	\$133,017	\$140,928	\$149,316
14	\$121,176	\$128,375	\$136,009	\$144,100	\$152,676
15	\$123,903	\$131,263	\$139,069	\$147,342	\$156,111

SALARY SCHEDULE

SEIU Local 500 Effective July 1, 2025

Grade Step	1	2	3	4	5	6	7	8	9	10-12	13-16	17
6	\$20.00	\$20.37	\$20.74	\$21.11	\$21.48	\$21.88	\$22.68	\$23.12	\$23.53	\$23.98	\$24.40	\$24.84
7	\$20.37	\$20.74	\$21.11	\$21.48	\$21.88	\$22.68	\$23.61	\$23.98	\$24.45	\$24.87	\$25.34	\$25.79
8	\$20.74	\$21.11	\$21.48	\$21.88	\$22.68	\$23.61	\$24.45	\$24.87	\$25.33	\$25.79	\$26.29	\$26.77
9	\$21.11	\$21.48	\$21.88	\$22.68	\$23.61	\$24.45	\$25.40	\$25.85	\$26.35	\$26.83	\$27.33	\$27.84
10	\$21.48	\$21.88	\$22.68	\$23.61	\$24.45	\$25.40	\$26.47	\$27.03	\$27.53	\$28.01	\$28.53	\$29.06
11	\$21.88	\$22.68	\$23.61	\$24.45	\$25.40	\$26.47	\$27.67	\$28.26	\$28.73	\$29.27	\$29.81	\$30.37
12	\$22.68	\$23.61	\$24.45	\$25.40	\$26.47	\$27.67	\$29.10	\$29.63	\$30.14	\$30.69	\$31.25	\$31.83
13	\$23.61	\$24.45	\$25.40	\$26.47	\$27.67	\$29.10	\$30.36	\$30.88	\$31.42	\$32.04	\$32.63	\$33.25
14	\$24.45	\$25.40	\$26.47	\$27.67	\$29.10	\$30.36	\$31.76	\$32.34	\$32.95	\$33.55	\$34.17	\$34.82
15	\$25.40	\$26.47	\$27.67	\$29.10	\$30.36	\$31.76	\$33.24	\$33.91	\$34.58	\$35.23	\$35.89	\$36.57
16	\$26.47	\$27.67	\$29.10	\$30.36	\$31.76	\$33.24	\$34.78	\$35.45	\$36.08	\$36.75	\$37.46	\$38.15
17	\$27.67	\$29.10	\$30.36	\$31.76	\$33.24	\$34.78	\$36.44	\$37.15	\$37.86	\$38.53	\$39.26	\$40.00
18	\$29.10	\$30.36	\$31.76	\$33.24	\$34.78	\$36.44	\$38.10	\$38.79	\$39.57	\$40.33	\$41.09	\$41.87
19	\$30.36	\$31.76	\$33.24	\$34.78	\$36.44	\$38.10	\$39.92	\$40.64	\$41.45	\$42.22	\$43.02	\$43.86
20	\$31.76	\$33.24	\$34.78	\$36.44	\$38.10	\$39.92	\$41.80	\$42.64	\$43.42	\$44.25	\$45.09	\$45.95
21	\$33.24	\$34.78	\$36.44	\$38.10	\$39.92	\$41.80	\$43.72	\$44.55	\$45.44	\$46.31	\$47.19	\$48.07
22	\$34.78	\$36.44	\$38.10	\$39.92	\$41.80	\$43.72	\$45.65	\$46.51	\$47.43	\$48.34	\$49.25	\$50.21
23	\$36.44	\$38.10	\$39.92	\$41.80	\$43.72	\$45.65	\$47.70	\$48.63	\$49.58	\$50.50	\$51.48	\$52.46
24	\$38.10	\$39.92	\$41.80	\$43.72	\$45.65	\$47.70	\$49.86	\$50.80	\$51.75	\$52.82	\$53.84	\$54.87
25	\$39.92	\$41.80	\$43.72	\$45.65	\$47.70	\$49.86	\$52.08	\$53.10	\$54.08	\$55.17	\$56.23	\$57.29
26	\$41.80	\$43.72	\$45.65	\$47.70	\$49.86	\$52.08	\$54.43	\$55.46	\$56.55	\$57.59	\$58.71	\$59.84
27	\$43.72	\$45.65	\$47.70	\$49.86	\$52.08	\$54.43	\$56.85	\$58.04	\$59.13	\$60.24	\$61.39	\$62.59
28	\$45.65	\$47.70	\$49.86	\$52.08	\$54.43	\$56.85	\$59.43	\$60.55	\$61.73	\$62.93	\$64.17	\$65.39
29	\$47.70	\$49.86	\$52.08	\$54.43	\$56.85	\$59.43	\$62.19	\$63.42	\$64.59	\$65.86	\$67.13	\$68.43
30	\$49.86	\$52.08	\$54.43	\$56.85	\$59.43	\$62.19	\$65.07	\$66.33	\$67.66	\$69.00	\$70.31	\$71.71

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
\$20.00	\$41,760.00	\$26.35	\$55,018.80	\$30.37	\$63,412.56	\$35.45	\$74,019.60	\$41.45	\$86,547.60	\$48.07	\$100,370.16	\$55.46	\$115,800.48	\$64.59	\$134,863.92
\$20.19	\$42,156.72	\$26.47	\$55,269.36	\$30.69	\$64,080.72	\$35.89	\$74,938.32	\$41.80	\$87,278.40	\$48.34	\$100,933.92	\$56.23	\$117,408.24	\$65.07	\$135,866.16
\$20.63	\$43,075.44	\$26.77	\$55,895.76	\$30.88	\$64,477.44	\$36.08	\$75,335.04	\$41.87	\$87,424.56	\$48.63	\$101,539.44	\$56.55	\$118,076.40	\$65.39	\$136,534.32
\$21.07	\$43,994.16	\$26.83	\$56,021.04	\$31.25	\$65,250.00	\$36.44	\$76,086.72	\$42.22	\$88,155.36	\$49.25	\$102,834.00	\$56.85	\$118,702.80	\$65.86	\$137,515.68
\$21.88	\$45,685.44	\$27.03	\$56,438.64	\$31.42	\$65,604.96	\$36.57	\$76,358.16	\$42.64	\$89,032.32	\$49.58	\$103,523.04	\$57.29	\$119,621.52	\$66.33	\$138,497.04
\$22.68	\$47,355.84	\$27.33	\$57,065.04	\$31.76	\$66,314.88	\$36.75	\$76,734.00	\$43.02	\$89,825.76	\$49.86	\$104,107.68	\$57.59	\$120,247.92	\$67.13	\$140,167.44
\$23.12	\$48,274.56	\$27.53	\$57,482.64	\$31.83	\$66,461.04	\$37.15	\$77,569.20	\$43.42	\$90,660.96	\$50.21	\$104,838.48	\$58.04	\$121,187.52	\$67.66	\$141,274.08
\$23.53	\$49,130.64	\$27.67	\$57,774.96	\$32.04	\$66,899.52	\$37.46	\$78,216.48	\$43.72	\$91,287.36	\$50.50	\$105,444.00	\$58.71	\$122,586.48	\$68.43	\$142,881.84
\$23.61	\$49,297.68	\$27.84	\$58,129.92	\$32.34	\$67,525.92	\$37.86	\$79,051.68	\$43.86	\$91,579.68	\$50.80	\$106,070.40	\$59.13	\$123,463.44	\$69.00	\$144,072.00
\$23.98	\$50,070.24	\$28.01	\$58,484.88	\$32.63	\$68,131.44	\$38.10	\$79,552.80	\$44.25	\$92,394.00	\$51.48	\$107,490.24	\$59.43	\$124,089.84	\$70.31	\$146,807.28
\$24.40	\$50,947.20	\$28.26	\$59,006.88	\$32.95	\$68,799.60	\$38.15	\$79,657.20	\$44.55	\$93,020.40	\$51.75	\$108,054.00	\$59.84	\$124,945.92	\$71.71	\$149,730.48
\$24.45	\$51,051.60	\$28.53	\$59,570.64	\$33.24	\$69,405.12	\$38.53	\$80,450.64	\$45.09	\$94,147.92	\$52.08	\$108,743.04	\$60.24	\$125,781.12	Based on 2088 hours	
\$24.84	\$51,865.92	\$28.73	\$59,988.24	\$33.25	\$69,426.00	\$38.79	\$80,993.52	\$45.44	\$94,878.72	\$52.46	\$109,536.48	\$60.55	\$126,428.40		
\$24.87	\$51,928.56	\$29.06	\$60,677.28	\$33.55	\$70,052.40	\$39.26	\$81,974.88	\$45.65	\$95,317.20	\$52.82	\$110,288.16	\$61.39	\$128,182.32		
\$25.33	\$52,889.04	\$29.10	\$60,760.80	\$33.91	\$70,804.08	\$39.57	\$82,622.16	\$45.95	\$95,943.60	\$53.10	\$110,872.80	\$61.73	\$128,892.24		
\$25.34	\$52,909.92	\$29.27	\$61,115.76	\$34.17	\$71,346.96	\$39.92	\$83,352.96	\$46.31	\$96,695.28	\$53.84	\$112,417.92	\$62.19	\$129,852.72		
\$25.40	\$53,035.20	\$29.63	\$61,867.44	\$34.58	\$72,203.04	\$40.00	\$83,520.00	\$46.51	\$97,112.88	\$54.08	\$112,919.04	\$62.59	\$130,687.92		
\$25.79	\$53,849.52	\$29.81	\$62,243.28	\$34.78	\$72,620.64	\$40.33	\$84,209.04	\$47.19	\$98,532.72	\$54.43	\$113,649.84	\$62.93	\$131,397.84		
\$25.85	\$53,974.80	\$30.14	\$62,932.32	\$34.82	\$72,704.16	\$40.64	\$84,856.32	\$47.43	\$99,033.84	\$54.87	\$114,568.56	\$63.42	\$132,420.96		
\$26.29	\$54,893.52	\$30.36	\$63,391.68	\$35.23	\$73,560.24	\$41.09	\$85,795.92	\$47.70	\$99,597.60	\$55.17	\$115,194.96	\$64.17	\$133,986.96		

Extracurricular Activities Effective July 1, 2025

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 (3D18)	\$5,400.00
Assistant Athletic Director (3D02) . . .	\$6,156.00
Band/Competitive Marching (3R50)	\$2,970.00
Band/Instru. Music Director (3R53)	\$3,060.00
Band/Marching Pep Band (3R52) . . .	\$1,980.00
Band/Marching-Preseason (3R51) . . .	\$1,152.00
Band/Pep Band Director (3R54) . . .	\$1,080.00
Baseball, J.V. (3A11)	\$3,726.00
Baseball, Varsity (3A02)	\$5,927.00
Basketball Scorer/Timer (B) (3A24) . .	\$756.00
Basketball Scorer/Timer (G) (3B24) . .	\$756.00
Basketball Varsity (B) (3A07)	\$6,008.00
Basketball Varsity (G) (3B02)	\$6,008.00
Basketball, J.V. (B) (3A16)	\$4,829.00
Basketball, J.V. (G) (3B12)	\$4,829.00
Bocce (Co-Ed) (Corollary) (3B11) . .	\$2,214.00
Cheerleading-Fall-Junior Varsity (3E50)	\$4,342.00
Cheerleading-Fall-Varsity (3E51) . . .	\$5,454.00
Cheerleading-Winter- Varsity (3E52)	\$4,549.00
Choral Director (3R05)	\$5,400.00
Cntywde XCntry/ TrkFld Facldr (3F16)	\$2,484.00
Corollary Sports Fcltr- County (3F14)	\$2,484.00
Cross Country Assistant teams over 40 (Co-ed) (3C45)	\$5,454.00
Cross Country Head Coach (Co-Ed)(3C24)	\$5,634.00
Debate (3L01)	\$4,050.00
Divisional Diving Coach (3D06) . . .	\$3,708.00
Drama (3P02)	\$6,066.00
Extracurricular Activities Director (3D17)	\$5,670.00
Field Hockey, J.V. (G) (3B21)	\$3,744.00
Field Hockey, Varsity (G)(3B16) . . .	\$4,923.00
Flag Football, Varsity (G) (3-A08) . .	\$3,816.00
Flag/Majorette/Rifle/ Team Sponsor (3E12)	\$2,700.00
Flag/Majorette/Rifle/ Team Sponsor = 85 hrs (3E13) . . .	\$1,530.00
Football Assistant Coach (3A14, 3A17, 3A18, 3A19)	\$7,146.00
Football Ticket Manager (3D03) . . .	\$1,206.00
Football, Head Coach (3A05)	\$8,262.00
Forensics (3L02)	\$4,050.00
Game Manager (3G01, 3G02)	\$2,439.00
Golf (Co-Ed)(3C01)	\$3,636.00
Gymnastics (G) (3B14)	\$2,624.00
High School Minority Scholars Program Sponsor (3K01)	\$4,860.00
Indoor Track (Co-Ed) (3C12)	\$5,976.00
Indoor Track (Co-Ed) Asst. teams over 40 (3C46)	\$5,886.00

Intramural Director (Co-Ed) (3C23) . .	\$684.00
It's Academic (3L52)	\$1,800.00
Junior Class Advisor (3N05)	\$3,150.00
Lacrosse, J.V. (B) (3C33)	\$3,452.00
Lacrosse, J.V. (G) (3C37)	\$3,452.00
Lacrosse, Varsity (B) (3C34)	\$4,613.00
Lacrosse, Varsity (G) (3C35)	\$4,613.00
Mathletes (3L03)	\$2,106.00
Mock Trial Program (3L13)	\$1,620.00
Music Theater Director (3R55) . . .	\$1,170.00
Newspaper Advisor (3J03)	\$4,050.00
Pickleball (Co-ED) (Corollary) (3B17)	\$2,214.00
Pole Vault County (3D07)	\$4,590.00
Pompons, Varsity-Fall (3E11)	\$3,636.00
Pompons, Varsity-Winter (3E09) . . .	\$4,761.00
Senior Class Advisor (3N06)	\$4,500.00
SGA Sponsor (3F04)	\$4,860.00
Soccer, J.V. (B) (3A10)	\$3,744.00
Soccer, J.V. (G)(3B22)	\$3,744.00
Soccer, Varsity (B)(3A01)	\$4,923.00
Soccer, Varsity (G) (3B19)	\$4,923.00
Softball (Co-Ed) (Corollary) (3B09)	\$2,214.00
Softball, J.V. (G)(3B18)	\$3,726.00
Softball, Varsity (G)(3B05)	\$5,927.00
Stage Director (3R12)	\$5,994.00
STEM Club (3L18)	\$1,800.00
Student Service Learning HS (3S04)	\$4,500.00
Swimming and Diving (3C09)	\$4,374.00
Tennis (B) (3A21)	\$4,091.00
Tennis (G)(3B04)	\$4,091.00
Ticket Manager, Basketball (3D01)	\$1,404.00
Ticket Manager, General Athletic Events (3D16) . .	\$2,952.00
Tkt Mgr: Countywide Ath Evt (3D05)	\$3,600.00
Track Assistant (Co-Ed) (3C47,3C49,3C51)	\$5,958.00
Track Head Coach (Co-Ed) (3C21)	\$6,138.00
Volleyball, J.V. (G)(3B13)	\$3,915.00
Volleyball, Varsity (B) (3A26)	\$4,595.00
Volleyball, Varsity (Co-Ed)(3C20) . .	\$4,595.00
Volleyball, Varsity (G)(3B03)	\$5,108.00
Weight Training Director (Co-Ed) (3C06)	\$1,620.00
Wrestling, J.V.(3A15)	\$5,333.00
Wrestling, Varsity (3A06)	\$7,448.00
Yearbook Advisor (3J04)	\$4,050.00

MIDDLE SCHOOL

Athletic Coordinator (3C36)	\$3,654.00
Basketball Girls (3B08)	\$1,656.00
Basketball Scorer (3A48)	\$288.00
Basketball Timer (3A28)	\$288.00
Basketball, Boys (3B11)	\$1,656.00
Choral Director (3R05)	\$1,800.00
Cross Country (Co-ed) (3C24) . . .	\$1,602.00
Drama (1st Production) (3P02) . . .	\$2,394.00
Drama (2nd Production) (3P22) . .	\$2,394.00
Instrumental Music Director (3R25)	\$1,530.00
Intramural Coordinator (3C22) . . .	\$1,080.00
Intramural Director (3C14, EC17, 3C18, 3C19, 3C31)	\$1,116.00
Jazz Ensemble Director (3R26) . . .	\$1,260.00
League Coordinator (3D09)	\$990.00
Math Team Coach (3L15)	\$1,710.00
Middle School Minority Scholars Program Sponsor (3K01)	\$3,780.00
Middle School Yearbook Advisor (3J02)	\$2,790.00
Newspaper Advisor (3J03)	\$1,800.00
Outdoor Environ Ed. Org (Gr. 6-8) (3L20)	\$720.00
SGA Sponsor (3F04)	\$3,780.00
Soccer, Boys (3B23)	\$1,638.00
Soccer, Girls (3B25)	\$1,638.00
Softball, Boys (3B28)	\$1,638.00
Softball, Girls (3B07)	\$1,638.00
Stage Director (3R18)	\$900.00
Student Serv. Lrng. Coord., Lg. (3S03)	\$1,800.00
Student Serv. Lrng. Coord., Med (3S02)	\$1,440.00
Student Serv. Lrng. Coord., Sm (3S01)	\$1,200.00

ELEMENTARY SCHOOL

Choral Director (3R05)	\$1,296.00
Elementary Yearbook Advisor (3J02)	\$1,800.00
Enrichment Activities (3L14)	\$450.00
Enrichment Activities (3L16)	\$450.00
Safety Patrol (3M01)	\$3,438.00



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