

FY 2022 Salary Schedules

Effective January 29, 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

Teachers/Other MCEA Positions Effective January 29, 2022

	10-Month BA	10-Month MA/MEQ	10-Month MA/MEQ+30	10-Month MA/MEQ+60	
STEP	A	B	C	D	12-Month
1	\$52,286	\$57,498	\$59,156	\$60,658	The salary of employees assigned to 12-month positions will be 117.50% of the salary of the step/grade (B/D) for which the employee would qualify if employed in a 10-month position.
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 June 30, 2022:

Certificated: Short-term \$21.43/hr.; Long-term \$30.71/hr.; Long-term >45 days in single assignment \$33.79/hr.

Non-certificated: Short-term \$19.71/hr.; Long-term \$28.43/hr.; Long-term >45 days in single assignment \$31.27/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

MCAAP Effective January 29, 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 January 29, 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 January 29, 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 January 29, 2022

Classification I (\$15.00 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)	\$4,500	Cross Country (Co-ed) Head Coach (3C24)	\$3,615
Band/Competitive Marching (3R50) . . .	\$2,475	Cross Country/Track & Field Meet Fcltr (County) (3F16)	\$2,070
Band/Instru. Music Director (3R53) . .	\$2,550	Diving Coach (County) (3D06)	\$3,090
Band/Marching Pep Band (3R52)	\$1,650	Field Hockey, JV (G) (3B21)	\$2,580
Band/Marching—Preseason (3R51) . . .	\$960	Field Hockey, Varsity (G) (3B16)	\$3,645
Band/Pep Band Director (3R54)	\$900	Football Assistant Coach (3A14, 3A17, 3A18, 3A19)	\$5,160
Choral Director (3R05)	\$4,500	Football Head Coach (3A05)	\$5,985
Debate (3L01)	\$3,375	Football Ticket Manager (3D03)	\$1,005
Drama (3P02)	\$5,055	Golf (Co-ed) (3C01)	\$1,965
Extracurricular Activities Director (3D17)	\$4,725	Gymnastics (G) (3B14)	\$1,965
Flag/Majorette/Rifle/ Team Sponsor (3E12)	\$2,250	Indoor Track (Co-ed) (3C12)	\$3,495
Flag/Majorette/Rifle/ Team Sponsor = 85 hrs (3E13)	\$1,275	Indoor Track Assistant (Co-ed) Team over 40 (3C46)	\$3,240
Forensics (3L02)	\$3,375	Intramural Director (Co-ed) (3C23) . . .	\$570
It's Academic (3L52)	\$1,500	Lacrosse, JV (B) (3C33)	\$2,550
Junior Class Advisor (3N05)	\$2,625	Lacrosse, JV (G) (3C37)	\$2,550
Mathletes (3L03)	\$1,755	Lacrosse, Varsity (B) (3C34)	\$3,270
Mock Trial Program (3L13)	\$1,350	Lacrosse, Varsity (G) (3C35)	\$3,270
Music Theater Director (3R55)	\$975	Night Game Manager (3D04)	\$1,635
Newspaper Advisor (3J03)	\$3,375	Pole Vault (County) (3D07)	\$2,530
Senior Class Advisor (3N06)	\$3,750	Pompons (3E10)	\$3,675
SGA (3F04)	\$4,050	Soccer, JV (B) (3A10)	\$2,850
Stage Director (3R12)	\$4,995	Soccer, JV (G) (3B22)	\$2,850
STEM Club (3L18)	\$1,500	Soccer, Varsity (B) (3A01)	\$3,750
Student Service Learning HS (3S04) . .	\$3,000	Soccer, Varsity (G) (3B19)	\$3,750
Yearbook Advisor (3J04)	\$3,375	Softball (Co-ed) (Corollary) (3B09) . .	\$1,725
Assistant Athletic Specialist (3D02) . .	\$4,725	Softball, JV (G) (3B18)	\$2,955
Assistant Game Manager (3D15)	\$2,430	Softball, Varsity (G) (3B05)	\$4,470
Baseball, JV (3A11)	\$2,955	Swimming and Diving (3C09)	\$3,225
Baseball, Varsity (3A02)	\$4,470	Team Handball (Co-ed) (Corollary) (3B15)	\$1,725
Basketball, JV (B) (3A16)	\$3,540	Tennis (B) (3A21)	\$3,255
Basketball, JV (G) (3B12)	\$3,540	Tennis (G) (3B04)	\$3,255
Basketball Scorer/Timer (B) (3A24) . . .	\$630	Ticket Manager, Basketball (3D01) . . .	\$1,170
Basketball Scorer/Timer (G) (3B24) . . .	\$630	Ticket Manager, Countywide Athletic Events (3D05)	\$3,000
Basketball, Varsity (B) (3A07)	\$4,845	Ticket Manager, General Athletic Events (3D16)	\$2,460
Basketball, Varsity (G) (3B02)	\$4,845	Track Assistant (Co-ed) (3C47, 3C49, 3C51)	\$3,690
Bocce (Co-ed) (Corollary) (3B11)	\$1,725	Track Head Coach (Co-ed) (3C21) . . .	\$4,005
Cheerleaders Plan I Sponsor 1 Fall, Varsity (3E29)	\$2,303	Volleyball, JV (G) (3B13)	\$2,565
Cheerleaders Plan I Sponsor 2 Fall, Varsity (3E30)	\$2,303	Volleyball, Varsity (B) (3A26)	\$3,465
Cheerleaders Plan II Fall, JV (3E41) . . .	\$1,958	Volleyball, Varsity (Co-ed) (3C20) . . .	\$3,465
Cheerleaders Plan II Fall, Varsity (3E40)	\$2,490	Volleyball, Varsity (G) (3B03)	\$3,525
Cheerleaders Winter, Varsity (3E44) . .	\$1,973	Weight Trainer Director (Co-ed) (3C06)	\$1,350
Corollary Sports Facilitator (County) (3F14)	\$2,070	Wrestling, JV (3A15)	\$3,960
Cross Country Assistant Team over 40 (Co-ed) (3C45)	\$3,390	Wrestling, Varsity (3A06)	\$5,175

MIDDLE SCHOOL

Choral Director (3R05)	\$1,500
Drama (1st Production) (3P02)	\$1,995
Drama (2nd Production) (3P22)	\$1,995
Instrumental Music Director (3R25) . . .	\$1,275
Jazz Ensemble Director (3R26)	\$1,050
Math Olympiad Coach (3L15)	\$1,425
Newspaper Advisor (3J03)	\$1,500
Outdoor Environ. Ed. Org. (Gr. 6-8) (3L20)	\$600
SGA (3F04)	\$3,150
Stage Director (3R18)	\$750
Student Serv. Lrng. Coord., Sm. (3S01)	\$1,000
Student Serv. Lrng. Coord., Med. (3S02)	\$1,200
Student Serv. Lrng. Coord., Lg. (3S03)	\$1,500
Athletic Coordinator (3C36)	\$2,715
Basketball, Boys (3B11)	\$1,230
Basketball, Girls (3B08)	\$1,230
Basketball Scorer (3A48)	\$240
Basketball Timer (3A28)	\$240
Cross Country (Co-ed) (3C24)	\$1,035
Intramural Coordinator (3C22)	\$900
Intramural Director (3C14, 3C17, 3C18, 3C19, 3C31)	\$930
League Coordinator (3D09)	\$540
Soccer, Boys (3B23)	\$1,215
Soccer, Girls (3B25)	\$1,215
Softball, Boys (3B28)	\$1,155
Softball, Girls (3B07)	\$1,155

ELEMENTARY SCHOOL

Choral Director (3R05)	\$1,080
Enrichment Activities (3L14)	\$375
Enrichment Activities (3L16)	\$375
Safety Patrol (3M01)	\$2,865