

FY 2021 Salary Schedules

Effective May 3, 2021

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 May 3, 2021

	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	\$51,513	\$56,648	\$58,282	\$59,762	*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	\$52,293	\$57,581	\$59,989	\$61,471	
3	\$53,831	\$59,759	\$62,260	\$63,798	
4	\$55,416	\$62,019	\$64,617	\$66,215	
5	\$57,046	\$64,369	\$67,066	\$68,726	
6	\$58,695	\$66,297	\$69,099	\$70,823	
7	\$60,935	\$68,831	\$71,741	\$73,531	
8	\$63,259	\$71,461	\$74,483	\$76,341	
9	\$65,676	\$74,193	\$77,330	\$79,260	
10	\$68,185	\$77,029	\$80,287	\$82,292	
11		\$79,975	\$83,358	\$85,440	
12		\$83,035	\$86,548	\$88,710	
13		\$86,213	\$89,861	\$92,106	
14		\$89,511	\$93,301	\$95,631	
15		\$92,180	\$96,085	\$98,486	
16		\$94,932	\$98,953	\$101,426	
17		\$97,764	\$101,905	\$104,452	
18		\$100,681	\$104,948	\$107,572	
19-24		\$103,689	\$108,081	\$110,783	
25		\$106,010	\$110,503	\$113,264	

Substitute Teacher Rates: Certificated: Short-Term \$19.97/hr.; Long-Term \$28.45/hr. **Non-Certificated:** Short-Term \$18.79/hr.; Long-Term \$26.81/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 May 3, 2021

Salary Steps	N-11*	M	N	O	P	Q
1	\$98,795	\$100,631	\$106,610	\$112,950	\$119,667	\$126,791
2	\$101,733	\$103,621	\$109,780	\$116,310	\$123,230	\$130,565
3	\$104,760	\$106,699	\$113,046	\$119,768	\$126,898	\$134,453
4	\$107,876	\$109,872	\$116,409	\$123,334	\$130,675	\$138,457
5	\$111,084	\$113,139	\$119,870	\$127,005	\$134,568	\$142,583
6	\$114,391	\$116,505	\$123,439	\$130,785	\$138,575	\$146,830
7	\$117,796	\$119,969	\$127,113	\$134,681	\$142,703	\$151,209
8	\$121,302	\$123,540	\$130,897	\$138,692	\$146,957	\$155,713
9	\$124,914	\$127,220	\$134,794	\$142,823	\$151,335	\$160,355
10	\$128,636	\$131,005	\$138,811	\$144,242	\$152,839	\$161,949

*The salary of employees assigned to 11-month positions. All other salaries are for 12-month positions.

SALARY SCHEDULE

MCBOA Effective May 3, 2021

Salary Steps	G	H	I	J	K
1	\$72,519	\$76,811	\$81,359	\$86,185	\$91,297
2	\$74,664	\$79,086	\$83,772	\$88,742	\$94,007
3	\$76,875	\$81,429	\$86,257	\$91,376	\$96,798
4	\$79,152	\$83,842	\$88,815	\$94,087	\$99,674
5	\$81,499	\$86,329	\$91,450	\$96,882	\$102,634
6	\$83,914	\$88,889	\$94,164	\$99,758	\$105,685
7	\$86,402	\$91,529	\$96,961	\$102,723	\$108,827
8	\$88,965	\$94,244	\$99,842	\$105,776	\$112,063
9	\$91,606	\$97,044	\$102,808	\$108,920	\$115,397
10	\$94,326	\$99,925	\$105,864	\$112,157	\$118,829
11	\$97,125	\$102,894	\$109,009	\$115,494	\$122,364
12	\$100,009	\$105,950	\$112,251	\$118,928	\$126,006

SALARY SCHEDULE

SEIU Local 500 Effective May 3, 2021

Grade Step	1	2	3	4	5	6	7	8	9	10-12	13-16	17
6	\$15.63	\$16.03	\$16.45	\$16.86	\$17.25	\$17.97	\$18.69	\$19.08	\$19.46	\$19.85	\$20.23	\$20.63
7	\$16.03	\$16.45	\$16.86	\$17.25	\$17.97	\$18.69	\$19.53	\$19.85	\$20.28	\$20.66	\$21.07	\$21.48
8	\$16.45	\$16.86	\$17.25	\$17.97	\$18.69	\$19.53	\$20.28	\$20.66	\$21.06	\$21.48	\$21.92	\$22.35
9	\$16.86	\$17.25	\$17.97	\$18.69	\$19.53	\$20.28	\$21.12	\$21.54	\$21.98	\$22.41	\$22.86	\$23.31
10	\$17.25	\$17.97	\$18.69	\$19.53	\$20.28	\$21.12	\$22.09	\$22.59	\$23.03	\$23.47	\$23.94	\$24.41
11	\$17.97	\$18.69	\$19.53	\$20.28	\$21.12	\$22.09	\$23.16	\$23.68	\$24.12	\$24.59	\$25.08	\$25.58
12	\$18.69	\$19.53	\$20.28	\$21.12	\$22.09	\$23.16	\$24.44	\$24.92	\$25.38	\$25.86	\$26.37	\$26.90
13	\$19.53	\$20.28	\$21.12	\$22.09	\$23.16	\$24.44	\$25.57	\$26.04	\$26.52	\$27.08	\$27.61	\$28.16
14	\$20.28	\$21.12	\$22.09	\$23.16	\$24.44	\$25.57	\$26.83	\$27.35	\$27.89	\$28.42	\$28.99	\$29.57
15	\$21.12	\$22.09	\$23.16	\$24.44	\$25.57	\$26.83	\$28.15	\$28.75	\$29.35	\$29.94	\$30.53	\$31.14
16	\$22.09	\$23.16	\$24.44	\$25.57	\$26.83	\$28.15	\$29.55	\$30.14	\$30.70	\$31.30	\$31.93	\$32.55
17	\$23.16	\$24.44	\$25.57	\$26.83	\$28.15	\$29.55	\$31.02	\$31.66	\$32.30	\$32.90	\$33.55	\$34.22
18	\$24.44	\$25.57	\$26.83	\$28.15	\$29.55	\$31.02	\$32.51	\$33.13	\$33.82	\$34.51	\$35.19	\$35.89
19	\$25.57	\$26.83	\$28.15	\$29.55	\$31.02	\$32.51	\$34.14	\$34.79	\$35.52	\$36.21	\$36.93	\$37.67
20	\$26.83	\$28.15	\$29.55	\$31.02	\$32.51	\$34.14	\$35.82	\$36.59	\$37.28	\$38.03	\$38.78	\$39.55
21	\$28.15	\$29.55	\$31.02	\$32.51	\$34.14	\$35.82	\$37.55	\$38.30	\$39.09	\$39.86	\$40.66	\$41.45
22	\$29.55	\$31.02	\$32.51	\$34.14	\$35.82	\$37.55	\$39.27	\$40.06	\$40.88	\$41.69	\$42.50	\$43.37
23	\$31.02	\$32.51	\$34.14	\$35.82	\$37.55	\$39.27	\$41.11	\$41.95	\$42.80	\$43.64	\$44.51	\$45.39
24	\$32.51	\$34.14	\$35.82	\$37.55	\$39.27	\$41.11	\$43.05	\$43.90	\$44.75	\$45.71	\$46.62	\$47.54
25	\$34.14	\$35.82	\$37.55	\$39.27	\$41.11	\$43.05	\$45.04	\$45.96	\$46.84	\$47.80	\$48.76	\$49.71
26	\$35.82	\$37.55	\$39.27	\$41.11	\$43.05	\$45.04	\$47.15	\$48.08	\$49.04	\$49.99	\$50.99	\$52.00
27	\$37.55	\$39.27	\$41.11	\$43.05	\$45.04	\$47.15	\$49.32	\$50.38	\$51.36	\$52.35	\$53.39	\$54.46
28	\$39.27	\$41.11	\$43.05	\$45.04	\$47.15	\$49.32	\$51.63	\$52.63	\$53.69	\$54.77	\$55.88	\$56.98
29	\$41.11	\$43.05	\$45.04	\$47.15	\$49.32	\$51.63	\$54.11	\$55.20	\$56.27	\$57.40	\$58.54	\$59.70
30	\$43.05	\$45.04	\$47.15	\$49.32	\$51.63	\$54.11	\$56.68	\$57.81	\$59.00	\$60.21	\$61.39	\$62.64

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
\$15.63	\$32,635	\$21.12	\$44,099	\$25.38	\$52,993	\$30.53	\$63,747	\$34.14	\$71,284	\$40.88	\$85,357	\$48.76	\$101,811
\$16.03	\$33,471	\$21.54	\$44,976	\$25.86	\$53,996	\$31.14	\$65,020	\$34.79	\$72,642	\$41.69	\$87,049	\$49.71	\$103,794
\$16.45	\$34,348	\$21.98	\$45,894	\$26.37	\$55,061	\$29.55	\$61,700	\$35.52	\$74,166	\$42.50	\$88,740	\$47.15	\$98,449
\$16.86	\$35,204	\$22.41	\$46,792	\$26.90	\$56,167	\$30.14	\$62,932	\$36.21	\$75,606	\$43.37	\$90,557	\$48.08	\$100,391
\$17.25	\$36,018	\$22.86	\$47,732	\$25.57	\$53,390	\$30.70	\$64,102	\$36.93	\$77,110	\$41.11	\$85,838	\$49.04	\$102,396
\$17.97	\$37,521	\$23.31	\$48,671	\$26.04	\$54,372	\$31.30	\$65,354	\$37.67	\$78,655	\$41.95	\$87,592	\$49.99	\$104,379
\$18.69	\$39,025	\$22.09	\$46,124	\$26.52	\$55,374	\$31.93	\$66,670	\$35.82	\$74,792	\$42.80	\$89,366	\$50.99	\$106,467
\$19.08	\$39,839	\$22.59	\$47,168	\$27.08	\$56,543	\$32.55	\$67,964	\$36.59	\$76,400	\$43.64	\$91,120	\$52.00	\$108,576
\$19.46	\$40,632	\$23.03	\$48,087	\$27.61	\$57,650	\$31.02	\$64,770	\$37.28	\$77,841	\$44.51	\$92,937	\$49.32	\$102,980
\$19.85	\$41,447	\$23.47	\$49,005	\$28.16	\$58,798	\$31.66	\$66,106	\$38.03	\$79,407	\$45.39	\$94,774	\$50.38	\$105,193
\$20.23	\$42,240	\$23.94	\$49,987	\$26.83	\$56,021	\$32.30	\$67,442	\$38.78	\$80,973	\$43.05	\$89,888	\$51.36	\$107,240
\$20.63	\$43,075	\$24.41	\$50,968	\$27.35	\$57,107	\$32.90	\$68,695	\$39.55	\$82,580	\$43.90	\$91,663	\$52.35	\$109,307
\$19.53	\$40,779	\$23.16	\$48,358	\$27.89	\$58,234	\$33.55	\$70,052	\$37.55	\$78,404	\$44.75	\$93,438	\$53.39	\$111,478
\$20.28	\$42,345	\$23.68	\$49,444	\$28.42	\$59,341	\$34.22	\$71,451	\$38.30	\$79,970	\$45.71	\$95,442	\$54.46	\$113,712
\$20.66	\$43,138	\$24.12	\$50,363	\$28.99	\$60,531	\$32.51	\$67,881	\$39.09	\$81,620	\$46.62	\$97,343	\$51.63	\$107,803
\$21.07	\$43,994	\$24.59	\$51,344	\$29.57	\$61,742	\$33.13	\$69,175	\$39.86	\$83,228	\$47.54	\$99,264	\$52.63	\$109,891
\$21.48	\$44,850	\$25.08	\$52,367	\$28.15	\$58,777	\$33.82	\$70,616	\$40.66	\$84,898	\$45.04	\$94,044	\$53.69	\$112,105
\$21.06	\$43,973	\$25.58	\$53,411	\$28.75	\$60,030	\$34.51	\$72,057	\$41.45	\$86,548	\$45.96	\$95,964	\$54.77	\$114,360
\$21.92	\$45,769	\$24.44	\$51,031	\$29.35	\$61,283	\$35.19	\$73,477	\$39.27	\$81,996	\$46.84	\$97,802	\$55.88	\$116,677
\$22.35	\$46,667	\$24.92	\$52,033	\$29.94	\$62,515	\$35.89	\$74,938	\$40.06	\$83,645	\$47.80	\$99,806	\$56.98	\$118,974

Based on 2088 hours

Extracurricular Activities Effective May 3, 2021

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