



Montgomery County Public Schools

Engage! Encourage! Empower!

Pay Plan and Pay Scales

2022 – 2023

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Board Policy

Book Section 5: Personnel Section

Article 7: Employee Pay and Fringe Benefits

Title Employee Compensation Number 5-7.1

Status: Active

Legal: Code of Virginia, 1950, as amended, §§ 22.1-70, 22.1-78, 22.1-296, 22.1-289.1, 22.1-302; Virginia Board of Education Regulations Governing the Employment of Professional Personnel, 8 VAC 20-440-10

Adopted April 1, 2004

The Montgomery County School Board shall annually establish and approve salaries for all school employees.

The School Board may authorize extra pay for the supervision of activities that require at least some special training or experience by one or more certificated employees and that are of such a nature that, although the school program includes these activities, they cannot feasibly be included in the regular school day. The School Board annually shall establish categories and shall determine compensation.

The School Board shall execute a separate contract in the form prescribed by the Virginia Board of Education with an employee who is receiving a monetary supplement for any athletic coaching assignment or extracurricular activity sponsorship assignment, as further discussed in Policy 5-4.2.

Adopted: April 2004

Additional Information

The pay scales may be increased up to \$0.11 to allow the monthly salary to be equally divisible by twelve. Employees above the maximum years of service indicated on their respective pay scale may be paid an amount other than the amount reflected for their pay grade.

MONTGOMERY COUNTY PUBLIC SCHOOLS

PAY PLAN

FISCAL YEAR 2023

Teacher – 10 Month Pay Scale

Years of creditable experience are based on completed, full-time, full year, contracted teaching experience at an accredited K-12 public school institution.

Years of Experience	T0 Bachelor's	T1 Bachelors's/20	T2 Master's	T3 Master's/20	T4 Doctorate
0	\$ 46,725.00	\$ 48,050.59	\$ 49,425.79	\$ 50,089.23	\$ 51,762.88
1	\$ 46,725.00	\$ 48,050.59	\$ 49,425.79	\$ 50,089.23	\$ 51,762.88
2	\$ 46,725.00	\$ 48,050.59	\$ 49,425.79	\$ 50,089.23	\$ 51,762.88
3	\$ 46,725.00	\$ 48,050.59	\$ 49,425.79	\$ 50,089.23	\$ 51,762.88
4	\$ 46,753.98	\$ 48,080.38	\$ 49,487.09	\$ 50,151.35	\$ 51,827.08
5	\$ 47,100.65	\$ 48,436.90	\$ 49,774.17	\$ 50,442.30	\$ 52,127.74
6	\$ 47,450.01	\$ 48,796.16	\$ 50,149.95	\$ 50,809.33	\$ 52,496.31
7	\$ 47,802.10	\$ 49,158.26	\$ 50,524.77	\$ 51,175.44	\$ 52,864.02
8	\$ 48,156.94	\$ 49,523.13	\$ 50,907.14	\$ 51,549.18	\$ 53,239.54
9	\$ 48,519.14	\$ 49,895.62	\$ 51,295.55	\$ 51,929.06	\$ 53,621.43
10	\$ 48,674.19	\$ 50,055.09	\$ 51,465.46	\$ 52,087.79	\$ 53,775.04
11	\$ 49,042.12	\$ 50,433.44	\$ 51,863.09	\$ 52,477.07	\$ 54,166.63
12	\$ 49,412.96	\$ 50,814.81	\$ 52,263.90	\$ 52,869.51	\$ 54,561.53
13	\$ 49,815.23	\$ 51,228.48	\$ 52,698.90	\$ 53,296.58	\$ 54,992.16
14	\$ 50,194.48	\$ 51,618.49	\$ 53,111.56	\$ 53,701.00	\$ 55,399.40
15	\$ 50,848.08	\$ 52,290.63	\$ 53,812.75	\$ 54,397.12	\$ 56,107.55
16	\$ 51,564.92	\$ 53,027.81	\$ 54,584.84	\$ 55,164.73	\$ 56,889.24
17	\$ 52,289.31	\$ 53,772.76	\$ 55,364.00	\$ 55,939.32	\$ 57,678.05
18	\$ 53,027.69	\$ 54,532.09	\$ 56,160.32	\$ 56,731.08	\$ 58,484.41
19	\$ 53,776.83	\$ 55,302.48	\$ 56,968.99	\$ 57,535.13	\$ 59,303.32
20	\$ 54,548.15	\$ 56,095.66	\$ 57,800.68	\$ 58,362.31	\$ 60,145.94
21	\$ 55,235.57	\$ 56,746.75	\$ 58,487.55	\$ 59,043.10	\$ 60,837.60
22	\$ 56,017.00	\$ 57,492.95	\$ 59,272.68	\$ 59,822.97	\$ 61,631.25
23	\$ 56,945.19	\$ 58,388.13	\$ 60,214.82	\$ 60,761.13	\$ 62,587.82
24	\$ 57,889.16	\$ 59,297.67	\$ 61,171.58	\$ 61,713.81	\$ 63,559.23
25	\$ 58,849.16	\$ 60,221.75	\$ 62,144.06	\$ 62,682.20	\$ 64,546.63
26	\$ 59,825.50	\$ 61,160.67	\$ 63,134.61	\$ 63,668.55	\$ 65,552.37
27	\$ 60,818.45	\$ 62,114.63	\$ 64,142.01	\$ 64,671.73	\$ 66,575.46
28	\$ 61,802.01	\$ 63,057.12	\$ 65,137.47	\$ 65,662.67	\$ 67,587.52
29	\$ 62,645.24	\$ 63,854.62	\$ 65,985.10	\$ 66,504.42	\$ 68,441.91
30	\$ 63,689.69	\$ 64,855.38	\$ 67,044.37	\$ 67,559.33	\$ 69,517.62
31	\$ 64,883.14	\$ 66,070.67	\$ 68,258.60	\$ 68,770.15	\$ 70,753.59
32	\$ 65,963.39	\$ 67,170.68	\$ 69,356.07	\$ 69,863.10	\$ 71,868.09
33	\$ 67,902.01	\$ 69,076.81	\$ 71,353.10	\$ 71,861.81	\$ 73,914.05

MONTGOMERY COUNTY PUBLIC SCHOOLS

PAY PLAN

FISCAL YEAR 2023

Teacher – 10½ Month Pay Scale

Years of creditable experience are based on completed, full-time, full year, contracted teaching experience at an accredited K-12 public school institution.

Years of Experience	T5 Bachelor's	T6 Bachelor's/20	T7 Master's	T8 Master's/20	T9 Doctorate
0	\$ 49,061.25	\$ 50,386.84	\$ 51,762.04	\$ 52,425.48	\$ 54,099.13
1	\$ 49,061.25	\$ 50,386.84	\$ 51,762.04	\$ 52,425.48	\$ 54,099.13
2	\$ 49,061.25	\$ 50,386.84	\$ 51,762.04	\$ 52,425.48	\$ 54,099.13
3	\$ 49,061.25	\$ 50,386.84	\$ 51,762.04	\$ 52,425.48	\$ 54,099.13
4	\$ 49,091.68	\$ 50,418.08	\$ 51,824.79	\$ 52,489.05	\$ 54,164.78
5	\$ 49,455.68	\$ 50,791.93	\$ 52,129.20	\$ 52,797.33	\$ 54,482.78
6	\$ 49,822.51	\$ 51,168.66	\$ 52,522.46	\$ 53,181.83	\$ 54,868.81
7	\$ 50,192.21	\$ 51,548.36	\$ 52,914.88	\$ 53,565.54	\$ 55,254.13
8	\$ 50,564.79	\$ 51,930.98	\$ 53,314.99	\$ 53,957.03	\$ 55,647.39
9	\$ 50,945.10	\$ 52,321.58	\$ 53,721.51	\$ 54,355.01	\$ 56,047.39
10	\$ 51,107.90	\$ 52,488.80	\$ 53,899.16	\$ 54,521.50	\$ 56,208.74
11	\$ 51,494.23	\$ 52,885.55	\$ 54,315.20	\$ 54,929.18	\$ 56,618.74
12	\$ 51,883.61	\$ 53,285.46	\$ 54,734.54	\$ 55,340.16	\$ 57,032.18
13	\$ 52,305.99	\$ 53,719.24	\$ 55,189.66	\$ 55,787.34	\$ 57,482.93
14	\$ 52,704.20	\$ 54,128.21	\$ 55,621.29	\$ 56,210.72	\$ 57,909.12
15	\$ 53,390.48	\$ 54,833.03	\$ 56,355.16	\$ 56,939.52	\$ 58,649.94
16	\$ 54,143.17	\$ 55,606.06	\$ 57,163.08	\$ 57,742.98	\$ 59,467.50
17	\$ 54,903.78	\$ 56,387.22	\$ 57,978.47	\$ 58,553.79	\$ 60,292.51
18	\$ 55,679.07	\$ 57,183.46	\$ 58,811.71	\$ 59,382.47	\$ 61,135.80
19	\$ 56,465.67	\$ 57,991.32	\$ 59,657.83	\$ 60,223.97	\$ 61,992.17
20	\$ 57,275.56	\$ 58,823.07	\$ 60,528.09	\$ 61,089.71	\$ 62,873.35
21	\$ 57,997.35	\$ 59,508.52	\$ 61,249.34	\$ 61,804.87	\$ 63,599.38
22	\$ 58,817.85	\$ 60,293.79	\$ 62,073.53	\$ 62,623.82	\$ 64,432.11
23	\$ 59,792.45	\$ 61,235.39	\$ 63,062.09	\$ 63,608.38	\$ 65,435.09
24	\$ 60,783.62	\$ 62,192.13	\$ 64,066.04	\$ 64,608.27	\$ 66,453.68
25	\$ 61,791.62	\$ 63,164.22	\$ 65,086.52	\$ 65,624.65	\$ 67,489.09
26	\$ 62,816.78	\$ 64,151.94	\$ 66,125.88	\$ 66,659.83	\$ 68,543.64
27	\$ 63,859.37	\$ 65,155.55	\$ 67,182.93	\$ 67,712.65	\$ 69,616.20
28	\$ 64,892.11	\$ 66,147.23	\$ 68,227.57	\$ 68,752.77	\$ 70,675.55
29	\$ 65,777.50	\$ 66,986.88	\$ 69,117.35	\$ 69,636.68	\$ 71,574.17
30	\$ 66,874.17	\$ 68,039.86	\$ 70,228.85	\$ 70,743.82	\$ 72,702.11
31	\$ 68,127.30	\$ 69,314.83	\$ 71,502.75	\$ 72,014.88	\$ 73,997.74
32	\$ 69,261.56	\$ 70,468.86	\$ 72,654.25	\$ 73,161.27	\$ 75,166.26
33	\$ 71,297.11	\$ 72,471.91	\$ 74,748.20	\$ 75,256.91	\$ 77,309.15

MONTGOMERY COUNTY PUBLIC SCHOOLS

PAY PLAN

FISCAL YEAR 2023

Teacher – 11 Month Pay Scale

Years of creditable experience are based on completed, full-time, full year, contracted teaching experience at an accredited K-12 public school institution.

Years of Experience	T11 Bachelor's	T12 Bachelor's/20	T13 Master's	T14 Master's/20	T15 Doctorate
0	\$ 51,397.50	\$ 52,723.09	\$ 54,098.29	\$ 54,761.73	\$ 56,435.38
1	\$ 51,397.50	\$ 52,723.09	\$ 54,098.29	\$ 54,761.73	\$ 56,435.38
2	\$ 51,397.50	\$ 52,723.09	\$ 54,098.29	\$ 54,761.73	\$ 56,435.38
3	\$ 51,397.50	\$ 52,723.09	\$ 54,098.29	\$ 54,761.73	\$ 56,435.38
4	\$ 51,429.38	\$ 52,755.78	\$ 54,162.49	\$ 54,826.75	\$ 56,502.47
5	\$ 51,810.72	\$ 53,146.97	\$ 54,484.24	\$ 55,152.36	\$ 56,837.80
6	\$ 52,195.02	\$ 53,541.16	\$ 54,894.96	\$ 55,554.33	\$ 57,241.32
7	\$ 52,582.31	\$ 53,938.48	\$ 55,304.98	\$ 55,955.64	\$ 57,644.23
8	\$ 52,972.64	\$ 54,338.83	\$ 55,722.84	\$ 56,364.87	\$ 58,055.24
9	\$ 53,371.05	\$ 54,747.54	\$ 56,147.46	\$ 56,780.98	\$ 58,473.35
10	\$ 53,541.61	\$ 54,922.51	\$ 56,332.87	\$ 56,955.21	\$ 58,642.45
11	\$ 53,946.33	\$ 55,337.66	\$ 56,767.31	\$ 57,381.28	\$ 59,070.85
12	\$ 54,354.26	\$ 55,756.11	\$ 57,205.19	\$ 57,810.81	\$ 59,502.83
13	\$ 54,796.76	\$ 56,210.01	\$ 57,680.43	\$ 58,278.10	\$ 59,973.69
14	\$ 55,213.94	\$ 56,637.93	\$ 58,131.01	\$ 58,720.44	\$ 60,418.84
15	\$ 55,932.88	\$ 57,375.43	\$ 58,897.57	\$ 59,481.92	\$ 61,192.35
16	\$ 56,721.42	\$ 58,184.30	\$ 59,741.34	\$ 60,321.22	\$ 62,045.74
17	\$ 57,518.23	\$ 59,001.68	\$ 60,592.94	\$ 61,168.22	\$ 62,906.98
18	\$ 58,330.46	\$ 59,834.85	\$ 61,463.09	\$ 62,033.85	\$ 63,787.19
19	\$ 59,154.51	\$ 60,680.16	\$ 62,346.67	\$ 62,912.81	\$ 64,681.01
20	\$ 60,002.96	\$ 61,550.48	\$ 63,255.50	\$ 63,817.12	\$ 65,600.76
21	\$ 60,759.12	\$ 62,270.30	\$ 64,011.11	\$ 64,566.65	\$ 66,361.16
22	\$ 61,618.69	\$ 63,094.65	\$ 64,874.38	\$ 65,424.67	\$ 67,232.96
23	\$ 62,639.70	\$ 64,082.64	\$ 65,909.34	\$ 66,455.64	\$ 68,282.34
24	\$ 63,678.07	\$ 65,086.58	\$ 66,960.50	\$ 67,502.73	\$ 69,348.14
25	\$ 64,734.08	\$ 66,106.68	\$ 68,028.99	\$ 68,567.11	\$ 70,431.54
26	\$ 65,808.06	\$ 67,143.23	\$ 69,117.15	\$ 69,651.10	\$ 71,534.91
27	\$ 66,900.29	\$ 68,196.47	\$ 70,223.85	\$ 70,753.58	\$ 72,657.12
28	\$ 67,982.22	\$ 69,237.33	\$ 71,317.67	\$ 71,842.87	\$ 73,765.65
29	\$ 68,909.76	\$ 70,119.15	\$ 72,249.62	\$ 72,768.94	\$ 74,706.44
30	\$ 70,058.67	\$ 71,224.36	\$ 73,413.33	\$ 73,928.31	\$ 75,886.60
31	\$ 71,371.46	\$ 72,558.99	\$ 74,746.92	\$ 75,258.47	\$ 77,241.91
32	\$ 72,559.74	\$ 73,767.03	\$ 75,952.41	\$ 76,459.45	\$ 78,464.42
33	\$ 74,692.21	\$ 75,867.02	\$ 78,143.30	\$ 78,652.01	\$ 80,704.25

MONTGOMERY COUNTY PUBLIC SCHOOLS

PAY PLAN

FISCAL YEAR 2023

Teacher – 12 Month Pay Scale

Years of creditable experience are based on completed, full-time, full year, contracted teaching experience at an accredited K-12 public school institution.

Years of Experience	T16 Bachelor's	T17 Bachelor's/20	T18 Master's	T19 Master's/20	T20 Doctorate
0	\$ 56,070.00	\$ 57,395.59	\$ 58,770.79	\$ 59,434.23	\$ 61,107.88
1	\$ 56,070.00	\$ 57,395.59	\$ 58,770.79	\$ 59,434.23	\$ 61,107.88
2	\$ 56,070.00	\$ 57,395.59	\$ 58,770.79	\$ 59,434.23	\$ 61,107.88
3	\$ 56,070.00	\$ 57,395.59	\$ 58,770.79	\$ 59,434.23	\$ 61,107.88
4	\$ 56,104.78	\$ 57,431.18	\$ 58,837.88	\$ 59,502.15	\$ 61,177.87
5	\$ 56,520.78	\$ 57,857.04	\$ 59,194.31	\$ 59,862.43	\$ 61,547.87
6	\$ 56,940.02	\$ 58,286.16	\$ 59,639.96	\$ 60,299.33	\$ 61,986.32
7	\$ 57,362.52	\$ 58,718.69	\$ 60,085.19	\$ 60,735.85	\$ 62,424.44
8	\$ 57,788.33	\$ 59,154.52	\$ 60,538.53	\$ 61,180.57	\$ 62,870.92
9	\$ 58,222.96	\$ 59,599.45	\$ 60,999.37	\$ 61,632.89	\$ 63,325.26
10	\$ 58,409.02	\$ 59,789.92	\$ 61,200.29	\$ 61,822.64	\$ 63,509.87
11	\$ 58,850.55	\$ 60,241.87	\$ 61,671.52	\$ 62,285.50	\$ 63,975.06
12	\$ 59,295.55	\$ 60,697.40	\$ 62,146.49	\$ 62,752.10	\$ 64,444.14
13	\$ 59,778.29	\$ 61,191.53	\$ 62,661.94	\$ 63,259.62	\$ 64,955.22
14	\$ 60,233.38	\$ 61,657.39	\$ 63,150.47	\$ 63,739.89	\$ 65,438.29
15	\$ 61,017.69	\$ 62,460.24	\$ 63,982.37	\$ 64,566.74	\$ 66,277.17
16	\$ 61,877.91	\$ 63,340.80	\$ 64,897.82	\$ 65,477.72	\$ 67,202.23
17	\$ 62,747.17	\$ 64,230.61	\$ 65,821.86	\$ 66,397.18	\$ 68,135.91
18	\$ 63,633.22	\$ 65,137.62	\$ 66,765.86	\$ 67,336.62	\$ 69,089.95
19	\$ 64,532.20	\$ 66,057.84	\$ 67,724.35	\$ 68,290.50	\$ 70,058.69
20	\$ 65,457.78	\$ 67,005.29	\$ 68,710.32	\$ 69,271.93	\$ 71,055.57
21	\$ 66,282.68	\$ 67,793.86	\$ 69,534.66	\$ 70,090.21	\$ 71,884.71
22	\$ 67,220.39	\$ 68,696.34	\$ 70,476.08	\$ 71,026.37	\$ 72,834.66
23	\$ 68,334.22	\$ 69,777.17	\$ 71,603.86	\$ 72,150.16	\$ 73,976.87
24	\$ 69,466.99	\$ 70,875.49	\$ 72,749.42	\$ 73,291.65	\$ 75,137.06
25	\$ 70,618.99	\$ 71,991.58	\$ 73,913.90	\$ 74,452.02	\$ 76,316.46
26	\$ 71,790.60	\$ 73,125.77	\$ 75,099.71	\$ 75,633.65	\$ 77,517.47
27	\$ 72,982.14	\$ 74,278.31	\$ 76,305.69	\$ 76,835.42	\$ 78,738.96
28	\$ 74,162.41	\$ 75,417.53	\$ 77,497.88	\$ 78,023.07	\$ 79,945.85
29	\$ 75,174.29	\$ 76,383.67	\$ 78,514.14	\$ 79,033.47	\$ 80,970.96
30	\$ 76,427.63	\$ 77,593.32	\$ 79,782.31	\$ 80,297.27	\$ 82,255.56
31	\$ 77,859.77	\$ 79,047.31	\$ 81,235.22	\$ 81,746.78	\$ 83,730.21
32	\$ 79,156.08	\$ 80,363.37	\$ 82,548.75	\$ 83,055.78	\$ 85,060.76
33	\$ 81,482.42	\$ 82,657.22	\$ 84,933.50	\$ 85,442.22	\$ 87,494.44

MONTGOMERY COUNTY PUBLIC SCHOOLS

PAY PLAN

FISCAL YEAR 2023

Classified 12 month Pay Bands

Official Title	Annual Rates		Hourly Rates	
	MIN	MAX	MIN	MAX
Accounts Payable Specialist	\$ 30,468.01	\$ 56,639.42	\$ 14.65	\$ 27.23
Administrative Assistant Central Office	\$ 28,879.64	\$ 53,686.67	\$ 13.88	\$ 25.81
Administrative Assistant School or Department	\$ 27,374.06	\$ 50,887.84	\$ 13.16	\$ 24.47
Administrative Assistant SNP	\$ 30,468.01	\$ 56,639.42	\$ 14.65	\$ 27.23
Administrative Assistant to Director	\$ 30,468.01	\$ 56,639.42	\$ 14.65	\$ 27.23
Bookkeeper I - <1000 students	\$ 28,879.64	\$ 53,686.67	\$ 13.88	\$ 25.81
Bookkeeper II - >1000 students	\$ 30,468.01	\$ 56,639.42	\$ 14.65	\$ 27.23
Builder/Carpenter	\$ 28,879.64	\$ 53,686.67	\$ 13.88	\$ 25.81
Buildings and Grounds	\$ 27,374.06	\$ 50,887.84	\$ 13.16	\$ 24.47
Buildings and Grounds Shop Leader	\$ 37,744.51	\$ 70,166.30	\$ 18.15	\$ 33.73
Custodial Manager	\$ 46,758.84	\$ 86,923.77	\$ 22.48	\$ 41.79
Custodian - Day	\$ 28,131.74	\$ 41,077.51	\$ 13.52	\$ 19.75
Custodian - Head Strand	\$ 33,951.55	\$ 63,045.72	\$ 16.32	\$ 30.31
Custodian - Night	\$ 29,213.73	\$ 43,336.76	\$ 14.05	\$ 20.83
Custodian - Night 4 hr	\$ 14,606.87	\$ 21,668.38	\$ 14.05	\$ 20.83
Custodian - Night 6 hr	\$ 21,910.30	\$ 32,502.58	\$ 14.05	\$ 20.83
Custodian - Senior Day	\$ 28,672.74	\$ 50,881.44	\$ 13.78	\$ 24.46
Custodian - Senior Night	\$ 29,754.73	\$ 53,685.02	\$ 14.31	\$ 25.81
Electrician	\$ 33,911.66	\$ 63,041.10	\$ 16.30	\$ 30.31
Electrician - Lead	\$ 44,321.18	\$ 82,392.18	\$ 21.31	\$ 39.61
Executive Administrative Assistant	\$ 44,321.18	\$ 82,392.19	\$ 21.31	\$ 39.61
Human Resources Specialist	\$ 30,468.01	\$ 56,639.42	\$ 14.65	\$ 27.23
HVAC - Controls and Parts Inventory Manager	\$ 46,758.84	\$ 86,923.77	\$ 22.48	\$ 41.79
HVAC - Lead	\$ 44,321.18	\$ 82,392.18	\$ 21.31	\$ 39.61
HVAC - Technician	\$ 33,911.66	\$ 63,041.10	\$ 16.30	\$ 30.31
HVAC - Technician, Building Systems Operator	\$ 33,911.66	\$ 63,041.10	\$ 16.30	\$ 30.31
Painter	\$ 25,946.96	\$ 48,234.90	\$ 12.47	\$ 23.19
Payroll and Benefits Specialist	\$ 30,468.01	\$ 56,639.42	\$ 14.65	\$ 27.23
Plumber	\$ 33,911.66	\$ 63,041.10	\$ 16.30	\$ 30.31
Program Manager - Construction	\$ 52,043.77	\$ 96,748.33	\$ 25.02	\$ 46.51
Program Manager - Environmental & Maintenance	\$ 54,906.18	\$ 102,069.47	\$ 26.40	\$ 49.07
Project Manager	\$ 41,389.76	\$ 78,096.86	\$ 19.90	\$ 37.55
Purchasing Specialist	\$ 30,468.01	\$ 56,639.42	\$ 14.65	\$ 27.23
Supervisor of Facilities	\$ 52,043.77	\$ 96,748.33	\$ 25.02	\$ 46.51
Technology - Senior Specialist	\$ 52,043.77	\$ 96,748.33	\$ 25.02	\$ 46.51
Technology - Systems Analyst	\$ 46,758.84	\$ 86,923.77	\$ 22.48	\$ 41.79
Technology - Systems Integrator	\$ 46,758.84	\$ 86,923.77	\$ 22.48	\$ 41.79
Technology - Technician	\$ 33,911.66	\$ 63,041.10	\$ 16.30	\$ 30.31
Vehicle Fleet Shop Foreman	\$ 39,820.48	\$ 74,025.46	\$ 19.14	\$ 35.59
Vehicle Fleet Technician	\$ 33,911.66	\$ 63,041.10	\$ 16.30	\$ 30.31
Warehouse Staff	\$ 25,946.96	\$ 48,234.90	\$ 12.47	\$ 23.19
Warehouse Supervisor	\$ 46,758.84	\$ 86,923.77	\$ 22.48	\$ 41.79

MONTGOMERY COUNTY PUBLIC SCHOOLS

PAY PLAN

FISCAL YEAR 2023

Classified Non 12 month Pay Bands

Official Title	Contracted Days	Hours per Day	Annual Rates		Hourly Rates	
			MIN	MAX	MIN	MAX
Administrative Aide	181	5.90	\$ 14,054.22	\$ 26,126.50	\$ 13.16	\$ 24.47
Administrative Aide	181	5.75	\$ 13,696.90	\$ 25,462.26	\$ 13.16	\$ 24.47
Administrative Assistant	220	8.00	\$ 23,162.66	\$ 43,058.94	\$ 13.16	\$ 24.47
Administrative Assistant	210	6.00	\$ 16,582.33	\$ 30,826.34	\$ 13.16	\$ 24.47
Administrative Assistant	200	8.00	\$ 21,056.96	\$ 39,144.48	\$ 13.16	\$ 24.47
Bus Aide	180	6.00	\$ 14,995.20	\$ 27,875.76	\$ 13.88	\$ 25.81
Bus Aide	180	4.25	\$ 10,067.85	\$ 18,715.96	\$ 13.16	\$ 24.47
Bus Driver	215	6.25	\$ 27,546.88	\$ 43,825.91	\$ 20.50	\$ 32.61
Bus Driver	180	6.00	\$ 22,140.00	\$ 35,223.79	\$ 20.50	\$ 32.61
Bus Driver	180	5.50	\$ 20,295.00	\$ 32,288.48	\$ 20.50	\$ 32.61
Bus Driver	180	4.25	\$ 15,682.50	\$ 24,950.19	\$ 20.50	\$ 32.61
Car/Van Driver Transportation	180	4.25	\$ 10,621.60	\$ 19,745.35	\$ 13.88	\$ 25.81
Instructional Aides						
Early Literacy	181	6.50	\$ 18,088.69	\$ 29,071.28	\$ 15.38	\$ 24.71
Instructional	181	6.50	\$ 18,088.69	\$ 29,071.28	\$ 15.38	\$ 24.71
ISS	180	7.50	\$ 20,756.25	\$ 33,358.46	\$ 15.38	\$ 24.71
Preschool Initiative	181	7.00	\$ 19,480.13	\$ 31,307.52	\$ 15.38	\$ 24.71
School Site	181	6.50	\$ 18,088.69	\$ 29,071.28	\$ 15.38	\$ 24.71
Special Education	181	7.00	\$ 19,480.13	\$ 31,307.52	\$ 15.38	\$ 24.71
Special Education	181	6.50	\$ 18,088.69	\$ 29,071.28	\$ 15.38	\$ 24.71
Special Education Preschool	181	7.00	\$ 19,480.13	\$ 31,307.52	\$ 15.38	\$ 24.71
Special Education Preschool	181	6.50	\$ 18,088.69	\$ 29,071.28	\$ 15.38	\$ 24.71
Virtual Lab	181	7.00	\$ 19,480.13	\$ 31,307.52	\$ 15.38	\$ 24.71
Virtual Lab	181	6.50	\$ 18,088.69	\$ 29,071.28	\$ 15.38	\$ 24.71
Lunch/Recess Aides	181	5.50	\$ 13,101.36	\$ 24,355.25	\$ 13.16	\$ 24.47
Registrar Aide	200	6.50	\$ 17,108.76	\$ 31,804.96	\$ 13.16	\$ 24.47
Registrar Aide	181	7.00	\$ 16,674.50	\$ 30,997.53	\$ 13.16	\$ 24.47
SNP Cafeteria Assistant Manager	183	5.50	\$ 11,901.03	\$ 22,123.78	\$ 11.82	\$ 21.98
SNP Cafeteria Manager	187	8.00	\$ 21,913.53	\$ 40,736.83	\$ 14.65	\$ 27.23
SNP Cafeteria Worker	183	6.00	\$ 12,306.11	\$ 22,876.81	\$ 11.21	\$ 20.83
SNP Cafeteria Worker	183	5.50	\$ 11,280.60	\$ 20,970.41	\$ 11.21	\$ 20.83
SNP Cafeteria Worker	183	5.00	\$ 10,255.09	\$ 19,064.01	\$ 11.21	\$ 20.83
SNP Cafeteria Worker	183	4.00	\$ 8,204.09	\$ 15,251.22	\$ 11.21	\$ 20.83
Testing Coordinator Assistant	220	8.00	\$ 23,162.66	\$ 43,058.94	\$ 13.16	\$ 24.47
Testing Coordinator Assistant	200	6.50	\$ 17,108.76	\$ 31,804.96	\$ 13.16	\$ 24.47
Testing Coordinator Assistant	200	4.00	\$ 10,528.46	\$ 19,572.28	\$ 13.16	\$ 24.47

Other Classified Hourly Positions

Official Title	Hourly Rates	
	MIN	MAX
Aide - OCTP	\$ 15.38	\$ 24.71
Aide - Before/After School	\$ 11.28	\$ 19.75
Parent Resource Coordinator	\$ 17.20	\$ 31.97
Special Education Aide	\$ 13.16	\$ 24.46
Lunch Aide	\$ 13.16	\$ 24.46
Recess Aide	\$ 13.16	\$ 24.46
Lunch/Recess Aide	\$ 13.16	\$ 24.46
Copy Aide	\$ 13.16	\$ 24.46
Reception Assistant	\$ 11.28	\$ 19.75
Support Staff Technology Department	\$ 11.28	\$ 20.83
Support Staff Facilities Department	\$ 11.28	\$ 20.83
Support Staff Summer Help	\$ 11.28	\$ 20.83
Support Staff Aide	\$ 13.16	\$ 24.46

MONTGOMERY COUNTY PUBLIC SCHOOLS

PAY PLAN

FISCAL YEAR 2023

Professional 12 Month Pay Bands

Official Title	Annual Rates	
	MIN	MAX
Administrator of Curriculum Programs	\$72,078.47	\$123,734.46
Assessment Coordinator	\$62,264.09	\$106,886.48
Assistant Director	\$87,611.83	\$150,400.01
Assistant Principal - Elementary	\$65,377.30	\$112,230.79
Assistant Principal - High	\$72,078.47	\$123,734.46
Assistant Principal - Middle	\$68,646.16	\$117,842.35
Assistant Superintendent for Operations	\$96,592.05	\$165,816.00
Budget Analyst/Finance Manager	\$75,682.40	\$129,921.19
Coordinator	\$62,264.09	\$106,886.48
Communications Specialist and Deputy Clerk	\$51,224.83	\$87,935.78
Deputy Superintendent	\$96,592.05	\$165,816.00
Director	\$91,992.43	\$157,920.01
Division Dean of Students	\$91,992.43	\$157,920.01
Lead Instructional Technology Resource Teacher	\$62,264.09	\$106,886.48
Lead Nurse	\$62,264.09	\$106,886.48
Principal - Alternative Program	\$75,682.40	\$129,921.19
Principal - Elementary - Enrollment <500 (Inc. Pre-K)	\$72,078.47	\$123,734.46
Principal - Elementary - Enrollment >500 (Inc. Pre-K)	\$75,682.40	\$129,921.19
Principal - High - Enrollment <1000	\$83,439.84	\$143,238.11
Principal - High - Enrollment >1000	\$87,611.83	\$150,400.01
Principal - Middle School - Enrollment <500	\$75,682.40	\$129,921.19
Principal - Middle School - Enrollment >500	\$79,466.51	\$136,417.24
Supervisor	\$72,078.47	\$123,734.46
VPI/Preschool Program	\$42,142.79	\$72,344.99

For doctorate degree add an additional 4.5% of the individuals' base salary

Professional 10 Month (200 Days) Pay Bands

Official Title	Hours per Day	Annual Rates	
		MIN	MAX
Board Certified Behavior Analyst	7.50	\$ 49,504.44	\$ 84,982.45
Coordinator of Special Education	8.00	\$ 47,895.46	\$ 82,220.37
Interpreter I	7.50	\$ 27,565.93	\$ 47,321.41
Interpreter II	7.50	\$ 28,944.23	\$ 49,687.48
Interpreter III	7.50	\$ 30,391.43	\$ 52,171.86
Interpreter IV	7.50	\$ 31,911.01	\$ 54,780.45
Occupational Therapist	7.50	\$ 44,901.99	\$ 77,081.59
Occupational Therapist Assistant	7.50	\$ 35,181.88	\$ 60,395.45
Physical Therapist	7.50	\$ 51,979.67	\$ 89,231.57
Physical Therapist Assistant	7.50	\$ 33,506.56	\$ 57,519.47
Psychologist	7.50	\$ 44,901.99	\$ 77,081.59
School Nurse LPN	6.50	\$ 32,015.52	\$ 54,959.86
School Nurse RN	6.50	\$ 33,616.28	\$ 57,708.68
Speech Language Pathologist	7.50	\$ 44,901.99	\$ 77,081.59
Speech Language Pathologist Assistant	7.50	\$ 28,944.23	\$ 49,687.48

For doctorate degree add an additional 4.5% of the individuals' base salary

MONTGOMERY COUNTY PUBLIC SCHOOLS

PAY PLAN

FISCAL YEAR 2023

High School Athletic and Competitive Team Supplements

Sport or Competitive Team	Percentage of 10-Month (T0) Teacher Scale		Sport or Competitive Team	Percentage of 10-Month (T0) Teacher Scale
Baseball - Head Varsity	8.0%		Track Outdoor - Head Girls	6.0%
Baseball - Asst Varsity	5.0%		Track Outdoor - Asst Girls ***	4.0%
Baseball - Head JV	5.0%		Soccer - Head Varsity Boys	6.0%
Baseball - Asst JV	4.0%		Soccer - Asst Varsity Boys	4.0%
Basketball - Head Varsity Boys	8.0%		Soccer - Head JV Boys	4.0%
Basketball - Asst Varsity Boys	5.0%		Soccer - Head Varsity Girls	6.0%
Basketball - Head JV Boys	5.0%		Soccer - Asst Varsity Girls	4.0%
Basketball - Head Varsity Girls	8.0%		Soccer - Head JV Girls	4.0%
Basketball - Asst Varsity Girls	5.0%		Softball - Head Varsity	8.0%
Basketball - Head JV Girls	5.0%		Softball - Asst Varsity	5.0%
Cheerleading - Head Varsity (Fall)	6.0%		Softball - Head JV	5.0%
Cheerleading - Head JV (Fall)	4.0%		Softball - Asst JV	4.0%
Cheerleading - Head Competition HS	6.0%		Strength / Weightroom (4 Seasons)	4.0%
Cheerleading - Head Varsity (Winter)	6.0%		Swimming - Head Swim ***	6.0%
Cheerleading - Head JV (Winter)	4.0%		Swimming - Head Dive ***	6.0%
Corps of Cadets, Drill Team	8.0%		Tennis - Head Varsity Boys	5.0%
Corps of Cadets, Raider Team	6.0%		Tennis - Head Varsity Girls	5.0%
Corps of Cadets, Rifle Marksmanship	6.0%		Volleyball - Head Varsity	6.0%
Cross-Country - Head Boys ***	6.0%		Volleyball - Asst Varsity	4.0%
Cross-Country - Head Girls ***	6.0%		Volleyball - Head JV	4.0%
Football, Head Varsity	12.0%		Wrestling - Head Varsity ***	6.0%
Football, Asst Varsity	8.0%		Wrestling - Head JV ***	4.0%
Football, Head JV	8.0%		MACC Coach, Head	5.0%
Football, Asst JV	5.0%		MACC Coach, English	5.0%
Golf *	6.0%		MACC Coach, Math	5.0%
Track Indoor - Head Boys ***	6.0%		MACC Coach, Science	5.0%
Track Indoor - Head Girls ***	6.0%		MACC Coach, Social Studies	5.0%
Lacrosse - Head Varsity Boys	6.0%		MACC Coach, All-Around	5.0%
Lacrosse - Asst Varsity Boys	4.0%		Scholastic Bowl / ACE Competition Coach	5.0%
Lacrosse - Head JV Boys	4.0%		Debate Director, HS	5.0%
Lacrosse - Head Varsity Girls	6.0%		Drama Director, HS	5.0%
Lacrosse - Asst Varsity Girls	4.0%		Forensics Director, HS	5.0%
Lacrosse - Head JV Girls	4.0%		Band Director, HS	8.0%
Track Outdoor - Head Boys	6.0%		Choral Director, HS	6.0%
Track Outdoor - Asst Boys ***	4.0%		Marching Band Assistants, HS ***	4.0%

*** Division will pay for an assistant for programs with 50 – 100 students; a second assistant will be provided for over 100 students

Schools may choose to add other assistant coaches and other positions at their own expense (Must pay according to the division pay scale)

Supplements may NOT be reassigned to pay for other coaching positions

Supplements may NOT be split

Middle School Athletic and Competitive Team Supplements

Sport or Competitive Team	Percentage of 10-Month (T0) Teacher Scale
Activities Director	12.0%
Baseball, MS Head	4.0%
Basketball, MS Head Boys	4.0%
Basketball, MS Head Girls	4.0%
Cheerleading, MS Head (Fall)	4.0%
Cheerleading, MS Head (Winter)	4.0%
Cross Country, MS Head	4.0%
Cross Country, MS Asst ***	3.0%
Football, MS Head	5.0%
Football, MS Asst	3.0%
Golf, MS Head	4.0%
Outdoor Track, MS Head Boys	4.0%
Outdoor Track, MS Head Girls	4.0%
Outdoor Track, MS Asst ***	3.0%
Soccer, MS Head Boys	4.0%
Soccer, MS Head Girls	4.0%
Softball, MS Head	4.0%
Swimming, MS Head Boys & Girls	4.0%
Volleyball, MS Head	4.0%
Wrestling, MS Head	4.0%

*** Division will pay for an assistant for programs with 50 – 100 students; a second assistant will be provided for over 100 students

Schools may choose to add other assistant coaches and other positions at their own expense (Must pay according to the division pay scale)

Supplements may NOT be reassigned to pay for other coaching positions

Supplements may NOT be split

High School Activity Sponsor Supplements

Activity	Percentage of 10-Month (T0) Teacher Scale
Student Govt Sponsor, HS	4.0%
Yearbook Sponsor, HS	6.0%
Magazine Sponsor, HS	3.0%
Junior Class Sponsor, HS	4.0%
Senior Class Sponsor, HS	4.0%

Middle School Activity Sponsor Supplements

Activity	Percentage of 10-Month (T0) Teacher Scale
Intramural Sponsor, MS	2.0%
Band Director, MS	4.0%
Choral Director, MS	4.0%
Drama Director, MS	4.0%
Yearbook Sponsor, MS	4.0%

MONTGOMERY COUNTY PUBLIC SCHOOLS

PAY PLAN

FISCAL YEAR 2023

Athletic, Competitive Team and Activity Sponsor Supplemental Pay Amounts

Experience	2.00%	2.50%	3.00%	3.50%	4.00%	5.00%	6.00%	8.00%	12.00%
0	\$934.50	\$1,168.13	\$1,401.75	\$1,635.38	\$1,869.00	\$2,336.25	\$2,803.50	\$3,738.00	\$5,607.00
1	\$934.50	\$1,168.13	\$1,401.75	\$1,635.38	\$1,869.00	\$2,336.25	\$2,803.50	\$3,738.00	\$5,607.00
2	\$934.50	\$1,168.13	\$1,401.75	\$1,635.38	\$1,869.00	\$2,336.25	\$2,803.50	\$3,738.00	\$5,607.00
3	\$934.50	\$1,168.13	\$1,401.75	\$1,635.38	\$1,869.00	\$2,336.25	\$2,803.50	\$3,738.00	\$5,607.00
4	\$935.08	\$1,168.85	\$1,402.62	\$1,636.39	\$1,870.16	\$2,337.70	\$2,805.24	\$3,740.32	\$5,610.48
5	\$942.01	\$1,177.52	\$1,413.02	\$1,648.52	\$1,884.03	\$2,355.03	\$2,826.04	\$3,768.05	\$5,652.08
6	\$949.00	\$1,186.25	\$1,423.50	\$1,660.75	\$1,898.00	\$2,372.50	\$2,847.00	\$3,796.00	\$5,694.00
7	\$956.04	\$1,195.05	\$1,434.06	\$1,673.07	\$1,912.08	\$2,390.11	\$2,868.13	\$3,824.17	\$5,736.25
8	\$963.14	\$1,203.92	\$1,444.71	\$1,685.49	\$1,926.28	\$2,407.85	\$2,889.42	\$3,852.56	\$5,778.83
9	\$970.38	\$1,212.98	\$1,455.57	\$1,698.17	\$1,940.77	\$2,425.96	\$2,911.15	\$3,881.53	\$5,822.30
10	\$973.48	\$1,216.85	\$1,460.23	\$1,703.60	\$1,946.97	\$2,433.71	\$2,920.45	\$3,893.94	\$5,840.90
11	\$980.84	\$1,226.05	\$1,471.26	\$1,716.47	\$1,961.68	\$2,452.11	\$2,942.53	\$3,923.37	\$5,885.05
12	\$988.26	\$1,235.32	\$1,482.39	\$1,729.45	\$1,976.52	\$2,470.65	\$2,964.78	\$3,953.04	\$5,929.55
13	\$996.30	\$1,245.38	\$1,494.46	\$1,743.53	\$1,992.61	\$2,490.76	\$2,988.91	\$3,985.22	\$5,977.83
14	\$1,003.89	\$1,254.86	\$1,505.83	\$1,756.81	\$2,007.78	\$2,509.72	\$3,011.67	\$4,015.56	\$6,023.34
15	\$1,016.96	\$1,271.20	\$1,525.44	\$1,779.68	\$2,033.92	\$2,542.40	\$3,050.88	\$4,067.85	\$6,101.77
16	\$1,031.30	\$1,289.12	\$1,546.95	\$1,804.77	\$2,062.60	\$2,578.25	\$3,093.90	\$4,125.19	\$6,187.79
17	\$1,045.79	\$1,307.23	\$1,568.68	\$1,830.13	\$2,091.57	\$2,614.47	\$3,137.36	\$4,183.14	\$6,274.72
18	\$1,060.55	\$1,325.69	\$1,590.83	\$1,855.97	\$2,121.11	\$2,651.38	\$3,181.66	\$4,242.22	\$6,363.32
19	\$1,075.54	\$1,344.42	\$1,613.30	\$1,882.19	\$2,151.07	\$2,688.84	\$3,226.61	\$4,302.15	\$6,453.22
20	\$1,090.96	\$1,363.70	\$1,636.44	\$1,909.19	\$2,181.93	\$2,727.41	\$3,272.89	\$4,363.85	\$6,545.78
21	\$1,104.71	\$1,380.89	\$1,657.07	\$1,933.24	\$2,209.42	\$2,761.78	\$3,314.13	\$4,418.85	\$6,628.27
22	\$1,120.34	\$1,400.42	\$1,680.51	\$1,960.59	\$2,240.68	\$2,800.85	\$3,361.02	\$4,481.36	\$6,722.04
23	\$1,138.90	\$1,423.63	\$1,708.36	\$1,993.08	\$2,277.81	\$2,847.26	\$3,416.71	\$4,555.61	\$6,833.42
24	\$1,157.78	\$1,447.23	\$1,736.67	\$2,026.12	\$2,315.57	\$2,894.46	\$3,473.35	\$4,631.13	\$6,946.70
25	\$1,176.98	\$1,471.23	\$1,765.47	\$2,059.72	\$2,353.97	\$2,942.46	\$3,530.95	\$4,707.93	\$7,061.90
26	\$1,196.51	\$1,495.64	\$1,794.77	\$2,093.89	\$2,393.02	\$2,991.28	\$3,589.53	\$4,786.04	\$7,179.06
27	\$1,216.37	\$1,520.46	\$1,824.55	\$2,128.65	\$2,432.74	\$3,040.92	\$3,649.11	\$4,865.48	\$7,298.21
28	\$1,236.04	\$1,545.05	\$1,854.06	\$2,163.07	\$2,472.08	\$3,090.10	\$3,708.12	\$4,944.16	\$7,416.24
29	\$1,252.90	\$1,566.13	\$1,879.36	\$2,192.58	\$2,505.81	\$3,132.26	\$3,758.71	\$5,011.62	\$7,517.43
30	\$1,273.79	\$1,592.24	\$1,910.69	\$2,229.14	\$2,547.59	\$3,184.48	\$3,821.38	\$5,095.18	\$7,642.76
31	\$1,297.66	\$1,622.08	\$1,946.49	\$2,270.91	\$2,595.33	\$3,244.16	\$3,892.99	\$5,190.65	\$7,785.98
32	\$1,319.27	\$1,649.08	\$1,978.90	\$2,308.72	\$2,638.54	\$3,298.17	\$3,957.80	\$5,277.07	\$7,915.61

MONTGOMERY COUNTY PUBLIC SCHOOLS

PAY PLAN

FISCAL YEAR 2023

Other Pay Rates

Recognition Awards:

Division Teacher of the Year	\$100 one-time payment
Regional Teacher of the Year	\$250 one-time payment
State Teacher of the Year	\$500 one-time payment
Support Staff Employee of the Year	\$100 one-time payment

	Hourly Rate	Daily Rate
ISAEP:		
Teacher/School Counselor	\$ 26.51	
Aide	\$ 14.43	
Program Coordinator- Before/After School	\$ 26.39	
Homebound Instruction Teacher (includes travel)	\$ 25.13	
SOL Remediation - Certified Teacher	\$ 26.88	
SOL Remediation Tutors - Non-Licensed	\$ 13.16 - \$24.47/hr.	
Staff Development/In-Service (prior approval required)		
Attendee		\$ 117.23
Presenter		\$ 234.47

	Hourly Rate	Daily Rate
Substitutes:		
Administrator		\$ 204.23
Instructional Aide	\$ 11.97	
Instructional Aide (6.5hrs/day)		\$ 77.81
Teacher w/o Degree (7.5hrs/day)		\$ 89.78
Teacher w/ Degree (7.5hrs/day)		\$ 118.99
Teacher (long-term) (7.5hrs/day)		\$ 148.21

All other substitutes will be paid at the minimum amount of the appropriate classified or professional pay band.

2023 Summer Academy Pay Rates

Position	Rate
Certified Principals	\$204.23/day
Certified Teachers	\$ 31.50/hr.
Program Coordinators - Before and After School Program	\$ 26.39/hr.
Administrative Assistants	\$ 13.16 - \$24.47 /hr.
Aides	\$ 15.38 - \$24.71 /hr.
School Nurse LPN	\$ 24.63 - \$42.27 /hr.
School Nurse RN	\$ 25.86 - \$44.39 /hr.
School Nutrition Managers	\$ 14.65 - \$27.23/hr.
School Nutrition Workers	\$ 11.21 - \$20.83/hr.
School Bus Driver	\$ 20.50 - \$32.61/hr.