



Montgomery County  
Public Schools

*Engage! Encourage! Empower!*

**Pay Plan and Pay Scales**

**2019 – 2020**

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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 2020

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.

Grade/Step	T0 Bachelor's	T1 Bachelors's/20	T2 Master's	T3 Master's/20	T4 Doctorate
0	\$ 42,000.00	\$ 43,191.54	\$ 44,427.68	\$ 45,024.03	\$ 46,528.43
1	\$ 42,000.00	\$ 43,191.54	\$ 44,427.68	\$ 45,024.03	\$ 46,528.43
2	\$ 42,000.00	\$ 43,191.54	\$ 44,427.68	\$ 45,024.03	\$ 46,528.43
3	\$ 42,327.60	\$ 43,528.43	\$ 44,730.19	\$ 45,330.61	\$ 46,845.25
4	\$ 42,657.76	\$ 43,867.97	\$ 45,079.10	\$ 45,684.20	\$ 47,210.66
5	\$ 42,990.49	\$ 44,210.12	\$ 45,436.68	\$ 46,034.08	\$ 47,562.52
6	\$ 43,325.81	\$ 44,554.98	\$ 45,793.52	\$ 46,383.26	\$ 47,913.73
7	\$ 43,663.75	\$ 44,902.48	\$ 46,157.35	\$ 46,739.49	\$ 48,272.13
8	\$ 44,008.70	\$ 45,257.23	\$ 46,527.01	\$ 47,101.63	\$ 48,636.68
9	\$ 44,356.37	\$ 45,614.77	\$ 46,900.02	\$ 47,467.16	\$ 49,004.72
10	\$ 44,706.78	\$ 45,975.11	\$ 47,278.38	\$ 47,838.08	\$ 49,378.29
11	\$ 45,059.96	\$ 46,338.32	\$ 47,659.74	\$ 48,212.01	\$ 49,754.98
12	\$ 45,418.08	\$ 46,706.58	\$ 48,047.21	\$ 48,592.13	\$ 50,138.05
13	\$ 46,079.27	\$ 47,386.53	\$ 48,757.19	\$ 49,298.30	\$ 50,857.45
14	\$ 46,751.74	\$ 48,078.08	\$ 49,477.58	\$ 50,014.87	\$ 51,587.50
15	\$ 47,434.45	\$ 48,780.16	\$ 50,212.47	\$ 50,745.91	\$ 52,332.28
16	\$ 48,124.34	\$ 49,489.63	\$ 50,954.13	\$ 51,483.62	\$ 53,083.86
17	\$ 48,827.56	\$ 50,212.80	\$ 51,712.07	\$ 52,237.62	\$ 53,852.08
18	\$ 49,541.03	\$ 50,946.51	\$ 52,481.75	\$ 53,003.30	\$ 54,632.22
19	\$ 50,275.62	\$ 51,701.92	\$ 53,273.40	\$ 53,791.03	\$ 55,434.96
20	\$ 51,130.30	\$ 52,529.16	\$ 54,140.59	\$ 54,654.84	\$ 56,315.98
21	\$ 51,999.52	\$ 53,369.62	\$ 55,021.71	\$ 55,532.53	\$ 57,211.13
22	\$ 52,883.51	\$ 54,223.54	\$ 55,919.94	\$ 56,427.27	\$ 58,123.68
23	\$ 53,782.53	\$ 55,091.12	\$ 56,832.10	\$ 57,335.87	\$ 59,050.37
24	\$ 54,696.82	\$ 55,972.57	\$ 57,759.24	\$ 58,259.40	\$ 59,992.28
25	\$ 55,626.67	\$ 56,868.13	\$ 58,703.53	\$ 59,199.99	\$ 60,951.60
26	\$ 56,572.33	\$ 57,778.02	\$ 59,663.85	\$ 60,156.59	\$ 61,927.24
27	\$ 57,534.06	\$ 58,702.49	\$ 60,639.18	\$ 61,128.11	\$ 62,918.10
28	\$ 58,512.13	\$ 59,641.72	\$ 61,631.63	\$ 62,116.70	\$ 63,926.36
29	\$ 59,506.85	\$ 60,595.98	\$ 62,641.21	\$ 63,122.35	\$ 64,952.03
30	\$ 60,518.47	\$ 61,626.12	\$ 63,666.86	\$ 64,144.00	\$ 65,994.01
31	\$ 61,547.28	\$ 62,673.75	\$ 64,712.83	\$ 65,185.91	\$ 67,056.66
32	\$ 62,593.58	\$ 63,676.54	\$ 65,774.87	\$ 66,243.81	\$ 68,135.61

MONTGOMERY COUNTY PUBLIC SCHOOLS

PAY PLAN

FISCAL YEAR 2020

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.

Grade/Step	T5 Bachelor's	T6 Bachelor's/20	T7 Master's	T8 Master's/20	T9 Doctorate
0	\$ 44,100.00	\$ 45,291.54	\$ 46,527.68	\$ 47,124.03	\$ 48,628.43
1	\$ 44,100.00	\$ 45,291.54	\$ 46,527.68	\$ 47,124.03	\$ 48,628.43
2	\$ 44,100.00	\$ 45,291.54	\$ 46,527.68	\$ 47,124.03	\$ 48,628.43
3	\$ 44,443.98	\$ 45,644.81	\$ 46,846.57	\$ 47,446.99	\$ 48,961.63
4	\$ 44,790.64	\$ 46,000.85	\$ 47,211.99	\$ 47,817.08	\$ 49,343.55
5	\$ 45,140.01	\$ 46,359.65	\$ 47,586.21	\$ 48,183.60	\$ 49,712.05
6	\$ 45,492.10	\$ 46,721.27	\$ 47,959.81	\$ 48,549.55	\$ 50,080.02
7	\$ 45,846.94	\$ 47,085.67	\$ 48,340.54	\$ 48,922.68	\$ 50,455.32
8	\$ 46,209.13	\$ 47,457.66	\$ 48,727.45	\$ 49,302.07	\$ 50,837.12
9	\$ 46,574.18	\$ 47,832.59	\$ 49,117.84	\$ 49,684.98	\$ 51,222.54
10	\$ 46,942.12	\$ 48,210.45	\$ 49,513.72	\$ 50,073.41	\$ 51,613.63
11	\$ 47,312.96	\$ 48,591.32	\$ 49,912.73	\$ 50,465.01	\$ 52,007.98
12	\$ 47,688.98	\$ 48,977.49	\$ 50,318.11	\$ 50,863.04	\$ 52,408.96
13	\$ 48,383.23	\$ 49,690.49	\$ 51,061.15	\$ 51,602.26	\$ 53,161.42
14	\$ 49,089.32	\$ 50,415.67	\$ 51,815.16	\$ 52,352.46	\$ 53,925.09
15	\$ 49,806.17	\$ 51,151.89	\$ 52,584.19	\$ 53,117.63	\$ 54,704.00
16	\$ 50,530.56	\$ 51,895.85	\$ 53,360.34	\$ 53,889.83	\$ 55,490.08
17	\$ 51,268.94	\$ 52,654.17	\$ 54,153.45	\$ 54,679.00	\$ 56,293.46
18	\$ 52,018.08	\$ 53,423.56	\$ 54,958.80	\$ 55,480.35	\$ 57,109.28
19	\$ 52,789.40	\$ 54,215.70	\$ 55,787.19	\$ 56,304.81	\$ 57,948.75
20	\$ 53,686.82	\$ 55,085.68	\$ 56,697.11	\$ 57,211.36	\$ 58,872.49
21	\$ 54,599.49	\$ 55,969.60	\$ 57,621.68	\$ 58,132.50	\$ 59,811.11
22	\$ 55,527.69	\$ 56,867.72	\$ 58,564.12	\$ 59,071.45	\$ 60,767.85
23	\$ 56,471.66	\$ 57,780.24	\$ 59,521.23	\$ 60,025.00	\$ 61,739.49
24	\$ 57,431.66	\$ 58,707.41	\$ 60,494.08	\$ 60,994.24	\$ 62,727.12
25	\$ 58,408.01	\$ 59,649.47	\$ 61,484.86	\$ 61,981.33	\$ 63,732.93
26	\$ 59,400.94	\$ 60,606.64	\$ 62,492.47	\$ 62,985.21	\$ 64,755.86
27	\$ 60,410.76	\$ 61,579.19	\$ 63,515.88	\$ 64,004.81	\$ 65,794.80
28	\$ 61,437.74	\$ 62,567.33	\$ 64,557.24	\$ 65,042.31	\$ 66,851.96
29	\$ 62,482.19	\$ 63,571.33	\$ 65,616.55	\$ 66,097.69	\$ 67,927.37
30	\$ 63,544.39	\$ 64,652.04	\$ 66,692.78	\$ 67,169.92	\$ 69,019.94
31	\$ 64,624.64	\$ 65,751.12	\$ 67,790.20	\$ 68,263.27	\$ 70,134.02
32	\$ 65,723.26	\$ 66,806.22	\$ 68,904.55	\$ 69,373.48	\$ 71,265.29

MONTGOMERY COUNTY PUBLIC SCHOOLS

PAY PLAN

FISCAL YEAR 2020

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.

Grade/Step	T11 Bachelor's	T12 Bachelor's/20	T13 Master's	T14 Master's/20	T15 Doctorate
0	\$ 46,200.00	\$ 47,391.54	\$ 48,627.68	\$ 49,224.03	\$ 50,728.43
1	\$ 46,200.00	\$ 47,391.54	\$ 48,627.68	\$ 49,224.03	\$ 50,728.43
2	\$ 46,200.00	\$ 47,391.54	\$ 48,627.68	\$ 49,224.03	\$ 50,728.43
3	\$ 46,560.36	\$ 47,761.19	\$ 48,962.95	\$ 49,563.37	\$ 51,078.01
4	\$ 46,923.53	\$ 48,133.74	\$ 49,344.88	\$ 49,949.97	\$ 51,476.44
5	\$ 47,289.53	\$ 48,509.17	\$ 49,735.73	\$ 50,333.13	\$ 51,861.57
6	\$ 47,658.39	\$ 48,887.56	\$ 50,126.10	\$ 50,715.84	\$ 52,246.31
7	\$ 48,030.13	\$ 49,268.86	\$ 50,523.72	\$ 51,105.86	\$ 52,638.50
8	\$ 48,409.57	\$ 49,658.10	\$ 50,927.88	\$ 51,502.50	\$ 53,037.55
9	\$ 48,792.00	\$ 50,050.40	\$ 51,335.66	\$ 51,902.79	\$ 53,440.36
10	\$ 49,177.46	\$ 50,445.79	\$ 51,749.06	\$ 52,308.75	\$ 53,848.96
11	\$ 49,565.96	\$ 50,844.32	\$ 52,165.73	\$ 52,718.00	\$ 54,260.98
12	\$ 49,959.89	\$ 51,248.39	\$ 52,589.02	\$ 53,133.94	\$ 54,679.86
13	\$ 50,687.20	\$ 51,994.46	\$ 53,365.11	\$ 53,906.22	\$ 55,465.38
14	\$ 51,426.91	\$ 52,753.26	\$ 54,152.75	\$ 54,690.05	\$ 56,262.68
15	\$ 52,177.90	\$ 53,523.61	\$ 54,955.91	\$ 55,489.35	\$ 57,075.72
16	\$ 52,936.78	\$ 54,302.07	\$ 55,766.56	\$ 56,296.05	\$ 57,896.30
17	\$ 53,710.32	\$ 55,095.55	\$ 56,594.82	\$ 57,120.38	\$ 58,734.84
18	\$ 54,495.14	\$ 55,900.62	\$ 57,435.85	\$ 57,957.41	\$ 59,586.33
19	\$ 55,303.18	\$ 56,729.49	\$ 58,300.97	\$ 58,818.59	\$ 60,462.53
20	\$ 56,243.33	\$ 57,642.19	\$ 59,253.62	\$ 59,767.87	\$ 61,429.01
21	\$ 57,199.47	\$ 58,569.57	\$ 60,221.66	\$ 60,732.48	\$ 62,411.08
22	\$ 58,171.86	\$ 59,511.89	\$ 61,208.29	\$ 61,715.62	\$ 63,412.03
23	\$ 59,160.78	\$ 60,469.37	\$ 62,210.35	\$ 62,714.12	\$ 64,428.62
24	\$ 60,166.51	\$ 61,442.25	\$ 63,228.92	\$ 63,729.08	\$ 65,461.96
25	\$ 61,189.34	\$ 62,430.80	\$ 64,266.19	\$ 64,762.66	\$ 66,514.26
26	\$ 62,229.56	\$ 63,435.26	\$ 65,321.09	\$ 65,813.82	\$ 67,584.47
27	\$ 63,287.47	\$ 64,455.89	\$ 66,392.59	\$ 66,881.51	\$ 68,671.50
28	\$ 64,363.34	\$ 65,492.93	\$ 67,482.85	\$ 67,967.92	\$ 69,777.57
29	\$ 65,457.54	\$ 66,546.67	\$ 68,591.89	\$ 69,073.03	\$ 70,902.71
30	\$ 66,570.31	\$ 67,677.96	\$ 69,718.70	\$ 70,195.84	\$ 72,045.86
31	\$ 67,702.00	\$ 68,828.48	\$ 70,867.56	\$ 71,340.63	\$ 73,211.39
32	\$ 68,852.94	\$ 69,935.90	\$ 72,034.23	\$ 72,503.16	\$ 74,394.97

MONTGOMERY COUNTY PUBLIC SCHOOLS

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.

Grade/Step	T16 Bachelor's	T17 Bachelor's/20	T18 Master's	T19 Master's/20	T20 Doctorate
0	\$ 50,400.00	\$ 51,591.54	\$ 52,827.68	\$ 53,424.03	\$ 54,928.43
1	\$ 50,400.00	\$ 51,591.54	\$ 52,827.68	\$ 53,424.03	\$ 54,928.43
2	\$ 50,400.00	\$ 51,591.54	\$ 52,827.68	\$ 53,424.03	\$ 54,928.43
3	\$ 50,793.12	\$ 51,993.95	\$ 53,195.71	\$ 53,796.13	\$ 55,310.77
4	\$ 51,189.31	\$ 52,399.52	\$ 53,610.65	\$ 54,215.75	\$ 55,742.21
5	\$ 51,588.58	\$ 52,808.22	\$ 54,034.78	\$ 54,632.17	\$ 56,160.62
6	\$ 51,990.97	\$ 53,220.14	\$ 54,458.68	\$ 55,048.43	\$ 56,578.89
7	\$ 52,396.50	\$ 53,635.23	\$ 54,890.10	\$ 55,472.24	\$ 57,004.88
8	\$ 52,810.44	\$ 54,058.97	\$ 55,328.75	\$ 55,903.37	\$ 57,438.42
9	\$ 53,227.64	\$ 54,486.04	\$ 55,771.30	\$ 56,338.43	\$ 57,876.00
10	\$ 53,648.14	\$ 54,916.46	\$ 56,219.74	\$ 56,779.43	\$ 58,319.64
11	\$ 54,071.96	\$ 55,350.31	\$ 56,671.73	\$ 57,224.00	\$ 58,766.97
12	\$ 54,501.70	\$ 55,790.20	\$ 57,130.83	\$ 57,675.75	\$ 59,221.67
13	\$ 55,295.12	\$ 56,602.38	\$ 57,973.04	\$ 58,514.15	\$ 60,073.31
14	\$ 56,102.08	\$ 57,428.43	\$ 58,827.92	\$ 59,365.22	\$ 60,937.85
15	\$ 56,921.34	\$ 58,267.05	\$ 59,699.36	\$ 60,232.80	\$ 61,819.17
16	\$ 57,749.21	\$ 59,114.50	\$ 60,578.99	\$ 61,108.49	\$ 62,708.73
17	\$ 58,593.08	\$ 59,978.31	\$ 61,477.58	\$ 62,003.14	\$ 63,617.60
18	\$ 59,449.24	\$ 60,854.72	\$ 62,389.95	\$ 62,911.51	\$ 64,540.43
19	\$ 60,330.74	\$ 61,757.05	\$ 63,328.53	\$ 63,846.15	\$ 65,490.09
20	\$ 61,356.36	\$ 62,755.22	\$ 64,366.65	\$ 64,880.91	\$ 66,542.04
21	\$ 62,399.42	\$ 63,769.53	\$ 65,421.61	\$ 65,932.43	\$ 67,611.03
22	\$ 63,460.22	\$ 64,800.24	\$ 66,496.64	\$ 67,003.97	\$ 68,700.38
23	\$ 64,539.04	\$ 65,847.62	\$ 67,588.61	\$ 68,092.37	\$ 69,806.87
24	\$ 65,636.19	\$ 66,911.94	\$ 68,698.61	\$ 69,198.76	\$ 70,931.64
25	\$ 66,752.01	\$ 67,993.47	\$ 69,828.86	\$ 70,325.33	\$ 72,076.93
26	\$ 67,886.79	\$ 69,092.49	\$ 70,978.32	\$ 71,471.06	\$ 73,241.71
27	\$ 69,040.87	\$ 70,209.30	\$ 72,145.99	\$ 72,634.92	\$ 74,424.91
28	\$ 70,214.56	\$ 71,344.14	\$ 73,334.06	\$ 73,819.13	\$ 75,628.78
29	\$ 71,408.22	\$ 72,497.35	\$ 74,542.58	\$ 75,023.72	\$ 76,853.40
30	\$ 72,622.16	\$ 73,729.81	\$ 75,770.55	\$ 76,247.69	\$ 78,097.71
31	\$ 73,856.73	\$ 74,983.21	\$ 77,022.29	\$ 77,495.36	\$ 79,366.12
32	\$ 75,112.29	\$ 76,195.26	\$ 78,293.59	\$ 78,762.52	\$ 80,654.33

MONTGOMERY COUNTY PUBLIC SCHOOLS

Classified Staff

Official Title	Pay Grade
Accounts Payable Specialist	C-J
Administrative Assistant	C-H
Administrative Assistant to Assistant Superintendent	C-K
Administrative Assistant to Deputy Superintendent	C-L
Administrative Assistant to Director	C-J
Administrative Assistant to the Superintendent's Suite/ Deputy Clerk of the Board	C-N
Aide	C-H
Aide - Before/After School	C-D
Aide - OCTP	C-D
Bookkeeper I - <1000 students	C-I
Bookkeeper II - >1000 students	C-J
Builder/Carpenter	C-I
Buildings and Grounds	C-G
Buildings and Grounds Shop Leader	C-N
Bus Aide	C-H
Bus Driver	C-M
Car/Van Driver Transportation	C-I
Custodial Manager	C-R
Custodian Head Strand	C-L
Custodian Senior/Day	C-H
Custodian Senior/Night	C-I
Custodian-Day	C-D
Custodian-Night	C-E
Electrician	C-L
Equipment Services Shop Leader	C-N
Human Resources Specialist	C-J
HVAC, Controls, and Parts Inventory Manager	C-R
HVAC Technician	C-L
HVAC Technician/Building Systems Operator	C-L
Maintenance Shop Foreman	C-R
Painter	C-I
Parent Resource Coordinator	C-M
Payroll and Benefits Specialist	C-J
Plumber	C-L
Preventative Maintenance Shop Leader	C-N
Program Manager - Construction	C-T
Program Manager - Environmental & Maintenance	C-U
Purchasing Specialist	C-J
SNP Cafeteria Assistant Manager	C-F
SNP Cafeteria Manager	C-J
SNP Cafeteria Worker	C-E
Technology - Senior Specialist	C-T
Technology - Systems Analyst	C-R
Technology - Systems Integrator	C-R
Technology - Technician	C-L
Vehicle Fleet Shop Foreman	C-O
Vehicle Fleet Technician	C-L
Warehouse Staff	C-G
Warehouse Supervisor	C-R



Classified Pay Bands

The Annual Rates below are reflective of a full time, 12 month, 260 day, 8 hour/day (or 2,080 hour) position. If an employee’s contract is for less than 260 days and 8 hours per day, their salary will be calculated using the hourly rates provided below, see example underneath rates.

Annual Rates		
Band	MIN	MAX
C-A	\$ 17,820.34	\$ 31,403.85
C-B	\$ 18,800.47	\$ 33,131.07
C-C	\$ 19,834.49	\$ 34,953.28
C-D	\$ 20,925.38	\$ 36,875.71
C-E	\$ 22,076.28	\$ 38,903.87
C-F	\$ 23,290.47	\$ 41,043.58
C-G	\$ 24,571.45	\$ 43,300.98
C-H	\$ 25,922.88	\$ 45,682.54
C-I	\$ 27,348.64	\$ 48,195.07
C-J	\$ 28,852.81	\$ 50,845.81
C-K	\$ 30,439.72	\$ 53,642.32
C-L	\$ 32,113.91	\$ 56,592.65
C-M	\$ 33,880.17	\$ 59,705.24
C-N	\$ 35,743.57	\$ 62,989.03
C-O	\$ 37,709.48	\$ 66,453.43
C-P	\$ 39,783.50	\$ 70,108.36
C-Q	\$ 41,971.59	\$ 73,964.32
C-R	\$ 44,280.02	\$ 78,032.37
C-S	\$ 46,715.43	\$ 82,324.14
C-T	\$ 49,284.77	\$ 86,851.98
C-U	\$ 51,995.44	\$ 91,628.83
C-V	\$ 54,855.18	\$ 96,668.42
C-W	\$ 57,872.22	\$101,985.18
C-X	\$ 61,055.19	\$107,594.37

Hourly Rates		
BAND	MIN	MAX
C-A	\$ 8.57	\$ 15.10
C-B	\$ 9.04	\$ 15.93
C-C	\$ 9.54	\$ 16.80
C-D	\$ 10.06	\$ 17.73
C-E	\$ 10.61	\$ 18.70
C-F	\$ 11.20	\$ 19.73
C-G	\$ 11.81	\$ 20.82
C-H	\$ 12.46	\$ 21.96
C-I	\$ 13.15	\$ 23.17
C-J	\$ 13.87	\$ 24.45
C-K	\$ 14.63	\$ 25.79
C-L	\$ 15.44	\$ 27.21
C-M	\$ 16.29	\$ 28.70
C-N	\$ 17.18	\$ 30.28
C-O	\$ 18.13	\$ 31.95
C-P	\$ 19.13	\$ 33.71
C-Q	\$ 20.18	\$ 35.56
C-R	\$ 21.29	\$ 37.52
C-S	\$ 22.46	\$ 39.58
C-T	\$ 23.69	\$ 41.76
C-U	\$ 25.00	\$ 44.05
C-V	\$ 26.37	\$ 46.48
C-W	\$ 27.82	\$ 49.03
C-X	\$ 29.35	\$ 51.73

To determine your annual salary based on the above Hourly Rates you must first calculate your daily rate. To calculate your daily rate, multiple your hourly rate by the number of hours per day that you are contracted to work. Your annual salary is then calculated by multiplying your daily rate by the number of days that you are contracted to work.

For example:

Position	HOURLY RATE	CONTRACTED HOURS	CONTRACTED DAYS
Custodian –Day	Hourly Rate \$10.06	Works 4 hours a day	177 days each school year

Daily Rate = \$10.06 X 4 hours = \$40.24 per day

Annual Salary = \$40.24 X 177 = \$7,122.48

## Professional Staff

Official Title	Pay Grade
Administrator of Curriculum Programs	P-P
Assessment Coordinator	P-M
Assistant Director	P-T
Assistant Principal - Elementary	P-N
Assistant Principal - High	P-P
Assistant Principal - Middle	P-O
Assistant Superintendent for Operations	P-V
Board Certified Behavior Analyst	P-O
Budget Analyst/Finance Manager	P-Q
Coordinator	P-M
Deputy Superintendent	P-V
Dietitian	P-F
Director	P-U
Interpreter I	P-C
Interpreter II	P-D
Interpreter III	P-E
Interpreter IV	P-F
Lead Instructional Technology Resource Teacher	P-M
Lead Nurse	P-M
Occupational Therapist	P-M
Occupational Therapist Assistant	P-H
Physical Therapist	P-P
Physical Therapist Assistant	P-G
Principal - Alternative Program	P-Q
Principal - Elementary - Enrollment <500 (Inc. Pre-K)	P-P
Principal - Elementary - Enrollment >500 (Inc. Pre-K)	P-Q
Principal - High - Enrollment <1000	P-S
Principal - High - Enrollment >1000	P-T
Principal - Middle School - Enrollment <500	P-Q
Principal - Middle School - Enrollment >500	P-R
Psychologist	P-M
Public Information Officer/Clerk of the Board	P-P
School Nurse LPN	P-I
School Nurse RN	P-J
SNP Field Manager	P-E
Speech Language Pathologist	P-M
Speech Language Pathology Assistant	P-D
Supervisor	P-P

Professional Pay Bands

**The Annual Rates below are reflective of a full time, 12 month, 260 days 8 hour/day (or 2,080 hour) position.** If an employee’s contract is for less than 260 days and 8 hours per day, their salary will be calculated using the hourly rates provided below, see example underneath rates.

Annual Rates		
Band	MIN	MAX
P-A	\$ 32,832.97	\$ 53,430.27
P-B	\$ 34,474.62	\$ 56,101.79
P-C	\$ 36,198.35	\$ 58,906.88
P-D	\$ 38,008.27	\$ 61,852.23
P-E	\$ 39,908.68	\$ 64,944.84
P-F	\$ 41,904.11	\$ 68,192.08
P-G	\$ 43,999.32	\$ 71,601.69
P-H	\$ 46,199.29	\$ 75,181.76
P-I	\$ 48,509.25	\$ 78,940.86
P-J	\$ 50,934.71	\$ 82,887.90
P-K	\$ 53,481.44	\$ 87,032.29
P-L	\$ 56,155.52	\$ 91,383.90
P-M	\$ 58,963.29	\$ 95,953.10
P-N	\$ 61,911.46	\$ 100,750.75
P-O	\$ 65,007.03	\$ 105,788.30
P-P	\$ 68,257.38	\$ 111,077.71
P-Q	\$ 71,670.25	\$ 116,631.60
P-R	\$ 75,253.76	\$ 122,463.17
P-S	\$ 79,016.45	\$ 128,586.34
P-T	\$ 82,967.27	\$ 135,015.65
P-U	\$ 87,115.64	\$ 141,766.43
P-V	\$ 91,471.42	\$ 148,854.75

Hourly Rates		
BAND	MIN	MAX
P-A	\$ 15.79	\$ 25.69
P-B	\$ 16.57	\$ 26.97
P-C	\$ 17.40	\$ 28.32
P-D	\$ 18.27	\$ 29.74
P-E	\$ 19.19	\$ 31.22
P-F	\$ 20.15	\$ 32.78
P-G	\$ 21.15	\$ 34.42
P-H	\$ 22.21	\$ 36.15
P-I	\$ 23.32	\$ 37.95
P-J	\$ 24.49	\$ 39.85
P-K	\$ 25.71	\$ 41.84
P-L	\$ 27.00	\$ 43.93
P-M	\$ 28.35	\$ 46.13
P-N	\$ 29.77	\$ 48.44
P-O	\$ 31.25	\$ 50.86
P-P	\$ 32.82	\$ 53.40
P-Q	\$ 34.46	\$ 56.07
P-R	\$ 36.18	\$ 58.88
P-S	\$ 37.99	\$ 61.82
P-T	\$ 39.89	\$ 64.91
P-U	\$ 41.88	\$ 68.16
P-V	\$ 43.98	\$ 71.56

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

To determine your annual salary you must first calculate your daily rate. To calculate your daily rate, multiply your hourly rate by the number of hours per day that you are contracted to work. Your annual salary is then calculated by multiplying your daily rate by the number of days you are contracted to work.

For example:

Position	HOURLY RATE	CONTRACTED HOURS	CONTRACTED DAYS
Interpreter I	Hourly Rate \$17.40	Works 7.5 hours a day	180 days each school year

Daily Rate = \$17.40 X 7.5 hours/day = \$130.50 per day

Annual Salary = \$130.50 X 180 = \$23,490.00

MONTGOMERY COUNTY PUBLIC SCHOOLS

PAY PLAN

FISCAL YEAR 2020

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	\$ 25.25	
Aide	\$ 13.74	
Program Coordinator- Before/After School	\$ 24.04	
Homebound Instruction Teacher (includes travel)	\$ 23.23	
SOL Remediation - Certified Teacher	\$ 24.85	
SOL Remediation Tutors - Non-Licensed	\$12.46 - \$21.96/hr.	
Staff Development/In-Service (prior approval required)		
Attendee		\$ 110.00
Presenter		\$ 220.00
Bus Driver Field Trips and Extra Runs		
Driving time	\$ 17.00	
	Hourly Rate	Daily Rate
Substitutes:		
Administrator		\$ 188.79
Instructional Aide	\$ 11.07	
Instructional Aide (6.5hrs/day)		\$ 71.96
Teacher w/o Degree (7.5hrs/day)		\$ 83.00
Teacher w/ Degree (7.5hrs/day)		\$ 110.00
Teacher (long-term) (7.5hrs/day)		\$ 137.00

All other substitutes will be paid at step 0 of the appropriate classified or professional pay grade.

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 2020 Summer Academy Pay Rates
 

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<b>Position</b>	<b>Rate</b>
Certified Principals	\$188.79/day
Certified Teachers	\$ 28.00/hr.
Program Coordinators - Before and After School Program	\$ 24.04/hr.
Administrative Assistants	\$ 12.46 - \$21.96 /hr.
Aides	\$ 12.46 - \$21.96/hr.
Support Services - New Hires	\$ 10.61/hr.
Support Services - Returning	\$ 10.77/hr.
School Nurse LPN	\$ 23.32 - \$37.95 /hr.
School Nurse RN	\$ 24.49 - \$39.85 /hr.
School Nutrition Managers	\$ 13.87 - \$24.45/hr.
School Nutrition Workers	\$ 10.61 - \$18.20/hr.