



**Montgomery County  
Public Schools**

*Engage! Encourage! Empower!*

**Pay Plan and Pay Scales**

**Effective 07.01.2024**

**2024 - 2025**



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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 2025

Teacher – 10 Month Pay Scales

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	\$ 50,072.26	\$ 51,492.82	\$ 52,966.53	\$ 53,677.50	\$ 55,471.04
1	\$ 51,293.54	\$ 52,748.74	\$ 54,258.40	\$ 54,986.71	\$ 56,823.99
2	\$ 52,544.60	\$ 54,035.29	\$ 55,581.77	\$ 56,327.85	\$ 58,209.95
3	\$ 52,544.60	\$ 54,035.29	\$ 55,581.77	\$ 56,327.85	\$ 58,209.95
4	\$ 52,544.60	\$ 54,035.29	\$ 55,581.77	\$ 56,327.85	\$ 58,209.95
5	\$ 52,544.60	\$ 54,035.29	\$ 55,581.77	\$ 56,327.85	\$ 58,209.95
6	\$ 52,577.19	\$ 54,068.79	\$ 55,650.70	\$ 56,397.70	\$ 58,282.14
7	\$ 52,967.03	\$ 54,469.71	\$ 55,973.54	\$ 56,724.89	\$ 58,620.25
8	\$ 53,359.91	\$ 54,873.72	\$ 56,396.13	\$ 57,137.63	\$ 59,034.73
9	\$ 53,755.85	\$ 55,280.92	\$ 56,817.63	\$ 57,549.34	\$ 59,448.24
10	\$ 54,154.88	\$ 55,691.24	\$ 57,247.62	\$ 57,969.63	\$ 59,870.52
11	\$ 54,562.19	\$ 56,110.12	\$ 57,684.41	\$ 58,396.83	\$ 60,299.98
12	\$ 54,736.56	\$ 56,289.45	\$ 57,875.48	\$ 58,575.33	\$ 60,472.72
13	\$ 55,150.31	\$ 56,714.93	\$ 58,322.64	\$ 59,013.09	\$ 60,913.09
14	\$ 55,567.34	\$ 57,143.80	\$ 58,773.37	\$ 59,454.40	\$ 61,357.17
15	\$ 56,019.72	\$ 57,608.99	\$ 59,262.55	\$ 59,934.67	\$ 61,841.44
16	\$ 56,446.21	\$ 58,047.58	\$ 59,726.61	\$ 60,389.46	\$ 62,299.39
17	\$ 57,181.20	\$ 58,803.43	\$ 60,515.13	\$ 61,172.28	\$ 63,095.74
18	\$ 57,987.33	\$ 59,632.43	\$ 61,383.38	\$ 62,035.50	\$ 63,974.80
19	\$ 58,801.94	\$ 60,470.15	\$ 62,259.59	\$ 62,906.56	\$ 64,861.86
20	\$ 59,632.29	\$ 61,324.06	\$ 63,155.09	\$ 63,796.94	\$ 65,768.65
21	\$ 60,474.74	\$ 62,190.41	\$ 64,064.48	\$ 64,701.13	\$ 66,689.55
22	\$ 61,342.12	\$ 63,082.38	\$ 64,999.76	\$ 65,631.33	\$ 67,637.12
23	\$ 62,115.15	\$ 63,814.55	\$ 65,772.18	\$ 66,396.91	\$ 68,414.92
24	\$ 62,993.91	\$ 64,653.70	\$ 66,655.09	\$ 67,273.92	\$ 69,307.42
25	\$ 64,037.71	\$ 65,660.37	\$ 67,714.58	\$ 68,328.93	\$ 70,383.14
26	\$ 65,099.25	\$ 66,683.19	\$ 68,790.50	\$ 69,400.27	\$ 71,475.53
27	\$ 66,178.82	\$ 67,722.37	\$ 69,884.10	\$ 70,489.26	\$ 72,585.91
28	\$ 67,276.77	\$ 68,778.23	\$ 70,998.03	\$ 71,598.46	\$ 73,716.92
29	\$ 68,393.38	\$ 69,851.01	\$ 72,130.90	\$ 72,726.59	\$ 74,867.43
30	\$ 69,499.45	\$ 70,910.88	\$ 73,250.35	\$ 73,840.96	\$ 76,005.55
31	\$ 70,447.70	\$ 71,807.71	\$ 74,203.54	\$ 74,787.54	\$ 76,966.35
32	\$ 71,622.24	\$ 72,933.12	\$ 75,394.75	\$ 75,973.85	\$ 78,176.04
33	\$ 72,964.34	\$ 74,299.77	\$ 76,760.21	\$ 77,335.47	\$ 79,565.95
34	\$ 74,179.13	\$ 75,536.79	\$ 77,994.37	\$ 78,564.55	\$ 80,819.26
35	\$ 76,359.20	\$ 77,680.33	\$ 80,240.12	\$ 80,812.20	\$ 83,120.04

MONTGOMERY COUNTY PUBLIC SCHOOLS

PAY PLAN

FISCAL YEAR 2025

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	\$ 52,575.88	\$ 53,996.43	\$ 55,470.14	\$ 56,181.11	\$ 57,974.66
1	\$ 53,858.21	\$ 55,313.42	\$ 56,823.07	\$ 57,551.38	\$ 59,388.67
2	\$ 55,171.83	\$ 56,662.52	\$ 58,209.00	\$ 58,955.08	\$ 60,837.18
3	\$ 55,171.83	\$ 56,662.52	\$ 58,209.00	\$ 58,955.08	\$ 60,837.18
4	\$ 55,171.83	\$ 56,662.52	\$ 58,209.00	\$ 58,955.08	\$ 60,837.18
5	\$ 55,171.83	\$ 56,662.52	\$ 58,209.00	\$ 58,955.08	\$ 60,837.18
6	\$ 55,206.05	\$ 56,697.65	\$ 58,279.56	\$ 59,026.56	\$ 60,911.00
7	\$ 55,615.39	\$ 57,118.07	\$ 58,621.90	\$ 59,373.24	\$ 61,268.61
8	\$ 56,027.90	\$ 57,541.72	\$ 59,064.13	\$ 59,805.62	\$ 61,702.72
9	\$ 56,443.64	\$ 57,968.71	\$ 59,505.42	\$ 60,237.13	\$ 62,136.03
10	\$ 56,862.63	\$ 58,398.99	\$ 59,955.37	\$ 60,677.38	\$ 62,578.27
11	\$ 57,290.31	\$ 58,838.24	\$ 60,412.52	\$ 61,124.93	\$ 63,028.10
12	\$ 57,473.39	\$ 59,026.28	\$ 60,612.30	\$ 61,312.16	\$ 63,209.53
13	\$ 57,907.83	\$ 59,472.44	\$ 61,080.16	\$ 61,770.60	\$ 63,670.60
14	\$ 58,345.71	\$ 59,922.17	\$ 61,551.72	\$ 62,232.77	\$ 64,135.54
15	\$ 58,820.70	\$ 60,409.97	\$ 62,063.53	\$ 62,735.65	\$ 64,642.43
16	\$ 59,268.51	\$ 60,869.88	\$ 62,548.93	\$ 63,211.77	\$ 65,121.70
17	\$ 60,040.27	\$ 61,662.48	\$ 63,374.19	\$ 64,031.33	\$ 65,954.80
18	\$ 60,886.70	\$ 62,531.79	\$ 64,282.74	\$ 64,934.86	\$ 66,874.17
19	\$ 61,742.04	\$ 63,410.24	\$ 65,199.69	\$ 65,846.66	\$ 67,801.94
20	\$ 62,613.90	\$ 64,305.66	\$ 66,136.71	\$ 66,778.55	\$ 68,750.26
21	\$ 63,498.47	\$ 65,214.14	\$ 67,088.21	\$ 67,724.86	\$ 69,713.29
22	\$ 64,409.23	\$ 66,149.48	\$ 68,066.86	\$ 68,698.44	\$ 70,704.22
23	\$ 65,220.92	\$ 66,920.31	\$ 68,877.94	\$ 69,502.67	\$ 71,520.69
24	\$ 66,143.61	\$ 67,803.38	\$ 69,804.79	\$ 70,423.61	\$ 72,457.12
25	\$ 67,239.60	\$ 68,862.26	\$ 70,916.47	\$ 71,530.80	\$ 73,585.03
26	\$ 68,354.22	\$ 69,938.16	\$ 72,045.47	\$ 72,655.24	\$ 74,730.49
27	\$ 69,487.76	\$ 71,031.32	\$ 73,193.04	\$ 73,798.20	\$ 75,894.85
28	\$ 70,640.60	\$ 72,142.07	\$ 74,361.86	\$ 74,962.31	\$ 77,080.75
29	\$ 71,813.06	\$ 73,270.67	\$ 75,550.56	\$ 76,146.26	\$ 78,286.89
30	\$ 72,974.42	\$ 74,385.87	\$ 76,725.32	\$ 77,315.93	\$ 79,478.19
31	\$ 73,970.09	\$ 75,330.10	\$ 77,725.92	\$ 78,309.93	\$ 80,488.74
32	\$ 75,203.35	\$ 76,514.23	\$ 78,975.85	\$ 79,554.97	\$ 81,757.15
33	\$ 76,612.55	\$ 77,947.99	\$ 80,408.42	\$ 80,984.33	\$ 83,214.16
34	\$ 77,888.09	\$ 79,245.76	\$ 81,703.33	\$ 82,273.51	\$ 84,528.21
35	\$ 80,177.17	\$ 81,498.29	\$ 84,058.09	\$ 84,630.16	\$ 86,938.00

MONTGOMERY COUNTY PUBLIC SCHOOLS

PAY PLAN

FISCAL YEAR 2025

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	\$ 55,079.49	\$ 56,500.04	\$ 57,973.76	\$ 58,684.73	\$ 60,478.27
1	\$ 56,422.89	\$ 57,878.09	\$ 59,387.75	\$ 60,116.06	\$ 61,953.35
2	\$ 57,799.06	\$ 59,289.75	\$ 60,836.23	\$ 61,582.31	\$ 63,464.41
3	\$ 57,799.06	\$ 59,289.75	\$ 60,836.23	\$ 61,582.31	\$ 63,464.41
4	\$ 57,799.06	\$ 59,289.75	\$ 60,836.23	\$ 61,582.31	\$ 63,464.41
5	\$ 57,799.06	\$ 59,289.75	\$ 60,836.23	\$ 61,582.31	\$ 63,464.41
6	\$ 57,834.91	\$ 59,326.51	\$ 60,908.42	\$ 61,655.42	\$ 63,539.86
7	\$ 58,263.74	\$ 59,766.42	\$ 61,270.25	\$ 62,021.59	\$ 63,916.95
8	\$ 58,695.91	\$ 60,209.71	\$ 61,732.12	\$ 62,473.63	\$ 64,370.72
9	\$ 59,131.44	\$ 60,656.52	\$ 62,193.22	\$ 62,924.92	\$ 64,823.82
10	\$ 59,570.38	\$ 61,106.74	\$ 62,663.12	\$ 63,385.12	\$ 65,286.01
11	\$ 60,018.41	\$ 61,566.34	\$ 63,140.62	\$ 63,853.05	\$ 65,756.20
12	\$ 60,210.22	\$ 61,763.11	\$ 63,349.13	\$ 64,048.98	\$ 65,946.36
13	\$ 60,665.35	\$ 62,229.96	\$ 63,837.67	\$ 64,528.12	\$ 66,428.12
14	\$ 61,124.08	\$ 62,700.54	\$ 64,330.09	\$ 65,011.14	\$ 66,913.91
15	\$ 61,621.70	\$ 63,210.96	\$ 64,864.52	\$ 65,536.63	\$ 67,443.41
16	\$ 62,090.83	\$ 63,692.19	\$ 65,371.23	\$ 66,034.07	\$ 67,944.00
17	\$ 62,899.32	\$ 64,521.54	\$ 66,233.26	\$ 66,890.40	\$ 68,813.86
18	\$ 63,786.07	\$ 65,431.16	\$ 67,182.12	\$ 67,834.23	\$ 69,773.54
19	\$ 64,682.13	\$ 66,350.34	\$ 68,139.79	\$ 68,786.72	\$ 70,742.04
20	\$ 65,595.52	\$ 67,287.28	\$ 69,118.32	\$ 69,760.17	\$ 71,731.88
21	\$ 66,522.21	\$ 68,237.88	\$ 70,111.95	\$ 70,748.60	\$ 72,737.03
22	\$ 67,476.33	\$ 69,216.59	\$ 71,133.97	\$ 71,765.54	\$ 73,771.33
23	\$ 68,326.67	\$ 70,026.07	\$ 71,983.69	\$ 72,608.43	\$ 74,626.44
24	\$ 69,293.30	\$ 70,953.09	\$ 72,954.48	\$ 73,573.31	\$ 75,606.82
25	\$ 70,441.48	\$ 72,064.14	\$ 74,118.35	\$ 74,732.70	\$ 76,786.91
26	\$ 71,609.17	\$ 73,193.11	\$ 75,300.42	\$ 75,910.19	\$ 77,985.45
27	\$ 72,796.70	\$ 74,340.26	\$ 76,502.00	\$ 77,107.14	\$ 79,203.79
28	\$ 74,004.45	\$ 75,505.92	\$ 77,725.69	\$ 78,326.14	\$ 80,444.59
29	\$ 75,232.72	\$ 76,690.34	\$ 78,970.23	\$ 79,565.94	\$ 81,706.57
30	\$ 76,449.40	\$ 77,860.83	\$ 80,200.29	\$ 80,790.90	\$ 82,953.16
31	\$ 77,492.47	\$ 78,852.49	\$ 81,248.31	\$ 81,832.31	\$ 84,011.13
32	\$ 78,784.47	\$ 80,095.35	\$ 82,556.96	\$ 83,136.08	\$ 85,338.27
33	\$ 80,260.78	\$ 81,596.21	\$ 84,056.65	\$ 84,631.91	\$ 86,862.39
34	\$ 81,597.05	\$ 82,954.71	\$ 85,412.28	\$ 85,982.47	\$ 88,237.16
35	\$ 83,995.13	\$ 85,316.25	\$ 87,876.05	\$ 88,448.12	\$ 90,755.96

MONTGOMERY COUNTY PUBLIC SCHOOLS

PAY PLAN

FISCAL YEAR 2025

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	\$ 60,086.71	\$ 61,507.27	\$ 62,980.98	\$ 63,691.95	\$ 65,485.49
1	\$ 61,552.24	\$ 63,007.45	\$ 64,517.10	\$ 65,245.41	\$ 67,082.70
2	\$ 63,053.52	\$ 64,544.21	\$ 66,090.69	\$ 66,836.77	\$ 68,718.87
3	\$ 63,053.52	\$ 64,544.21	\$ 66,090.69	\$ 66,836.77	\$ 68,718.87
4	\$ 63,053.52	\$ 64,544.21	\$ 66,090.69	\$ 66,836.77	\$ 68,718.87
5	\$ 63,053.52	\$ 64,544.21	\$ 66,090.69	\$ 66,836.77	\$ 68,718.87
6	\$ 63,092.63	\$ 64,584.23	\$ 66,166.14	\$ 66,913.14	\$ 68,797.58
7	\$ 63,560.44	\$ 65,063.13	\$ 66,566.96	\$ 67,318.30	\$ 69,213.66
8	\$ 64,031.90	\$ 65,545.70	\$ 67,068.11	\$ 67,809.61	\$ 69,706.72
9	\$ 64,507.02	\$ 66,032.10	\$ 67,568.80	\$ 68,300.50	\$ 70,199.41
10	\$ 64,985.86	\$ 66,522.22	\$ 68,078.60	\$ 68,800.61	\$ 70,701.50
11	\$ 65,474.63	\$ 67,022.56	\$ 68,596.84	\$ 69,309.27	\$ 71,212.42
12	\$ 65,963.87	\$ 67,523.75	\$ 69,117.99	\$ 69,822.64	\$ 71,725.02
13	\$ 66,463.88	\$ 68,032.10	\$ 69,642.71	\$ 70,348.15	\$ 72,248.16
14	\$ 66,974.81	\$ 68,548.26	\$ 70,180.83	\$ 70,876.87	\$ 72,782.66
15	\$ 67,496.67	\$ 69,072.94	\$ 70,722.49	\$ 71,418.61	\$ 73,332.39
16	\$ 68,029.44	\$ 69,614.81	\$ 71,277.86	\$ 71,975.70	\$ 73,895.63
17	\$ 68,573.21	\$ 70,173.66	\$ 71,847.37	\$ 72,548.52	\$ 74,474.99
18	\$ 69,128.08	\$ 70,749.89	\$ 72,432.85	\$ 73,137.97	\$ 75,070.26
19	\$ 69,694.03	\$ 71,343.53	\$ 73,034.98	\$ 73,743.95	\$ 75,683.23
20	\$ 70,271.04	\$ 71,954.51	\$ 73,653.54	\$ 74,367.39	\$ 76,316.10
21	\$ 70,859.11	\$ 72,582.35	\$ 74,288.42	\$ 74,997.08	\$ 76,969.50
22	\$ 71,458.24	\$ 73,227.80	\$ 74,939.19	\$ 75,633.75	\$ 77,642.54
23	\$ 72,068.43	\$ 73,890.58	\$ 75,596.21	\$ 76,276.94	\$ 78,336.95
24	\$ 72,689.69	\$ 74,561.47	\$ 76,269.88	\$ 76,927.70	\$ 79,052.21
25	\$ 73,321.92	\$ 75,240.92	\$ 76,959.12	\$ 77,585.46	\$ 79,788.69
26	\$ 73,965.11	\$ 75,928.04	\$ 77,664.36	\$ 78,250.12	\$ 80,545.38
27	\$ 74,619.26	\$ 76,632.13	\$ 78,385.88	\$ 78,922.02	\$ 81,323.67
28	\$ 75,284.37	\$ 77,353.58	\$ 79,124.37	\$ 79,601.82	\$ 82,114.27
29	\$ 75,960.44	\$ 78,092.68	\$ 79,880.57	\$ 80,298.27	\$ 82,917.90
30	\$ 76,647.47	\$ 78,849.78	\$ 80,653.24	\$ 81,011.85	\$ 83,734.10
31	\$ 77,345.46	\$ 79,624.25	\$ 81,442.07	\$ 81,741.09	\$ 84,563.89
32	\$ 78,054.41	\$ 80,416.57	\$ 82,246.19	\$ 82,486.29	\$ 85,406.49
33	\$ 78,774.32	\$ 81,227.25	\$ 83,066.07	\$ 83,247.35	\$ 86,262.81
34	\$ 79,505.19	\$ 82,055.92	\$ 83,901.20	\$ 84,024.37	\$ 87,133.08
35	\$ 80,247.02	\$ 82,902.17	\$ 84,751.97	\$ 84,817.05	\$ 88,017.87



MONTGOMERY COUNTY PUBLIC SCHOOLS

PAY PLAN

FISCAL YEAR 2025

Classified 12 month Pay Scales

Official Title	Munis Scale	Annual Rates		Hourly Rates	
		MIN	MAX	MIN	MAX
Accounts Payable Specialist	C-J	\$ 32,650.66	\$ 63,693.86	\$ 15.70	\$ 30.62
Administrative Assistant Central Office	C-I	\$ 31,200.00	\$ 60,373.34	\$ 15.00	\$ 29.03
Administrative Assistant School or Department	C-H	\$ 31,200.00	\$ 57,225.92	\$ 15.00	\$ 27.51
Administrative Assistant SNP	C-J	\$ 32,650.66	\$ 63,693.86	\$ 15.70	\$ 30.62
Administrative Assistant to Director	C-J	\$ 32,650.66	\$ 63,693.86	\$ 15.70	\$ 30.62
Bookkeeper I - <1000 students	C-I	\$ 31,200.00	\$ 60,373.34	\$ 15.00	\$ 29.03
Bookkeeper II - >1000 students	C-J	\$ 32,650.66	\$ 63,693.86	\$ 15.70	\$ 30.62
Builder/Carpenter	C-I	\$ 31,200.00	\$ 60,373.34	\$ 15.00	\$ 29.03
Buildings and Grounds	C-H	\$ 31,200.00	\$ 57,225.92	\$ 15.00	\$ 27.51
Buildings and Grounds Shop Leader	C-N	\$ 40,448.52	\$ 78,905.34	\$ 19.45	\$ 37.94
Custodial Manager	C-R	\$ 50,108.49	\$ 97,750.15	\$ 24.09	\$ 47.00
Custodian - Day	C-D	\$ 31,200.00	\$ 46,193.89	\$ 15.00	\$ 22.21
Custodian - Head Strand	CLCU	\$ 36,383.68	\$ 70,898.14	\$ 17.49	\$ 34.09
Custodian - Night	C-E	\$ 31,306.53	\$ 48,734.36	\$ 15.05	\$ 23.43
Custodian - Night 4 hr	C-E 01	\$ 15,653.26	\$ 24,367.18	\$ 15.05	\$ 23.43
Custodian - Night 6 hr	C-E 02	\$ 23,479.90	\$ 36,550.78	\$ 15.05	\$ 23.43
Custodian - Senior Day	CHCU	\$ 31,200.00	\$ 57,218.72	\$ 15.00	\$ 27.51
Custodian - Senior Night	CICU	\$ 31,886.28	\$ 60,371.49	\$ 15.33	\$ 29.02
Electrician	C-L	\$ 36,341.00	\$ 70,892.87	\$ 17.47	\$ 34.08
Electrician - Lead	C-Q	\$ 47,496.24	\$ 92,654.13	\$ 22.83	\$ 44.55
Executive Administrative Assistant	C-Q	\$ 47,496.24	\$ 92,654.13	\$ 22.83	\$ 44.55
Executive Administrative Assistant/Clerk of the Board	C-Q	\$ 47,496.24	\$ 92,654.13	\$ 22.83	\$ 44.55
Human Resources Specialist	C-J	\$ 32,650.66	\$ 63,693.86	\$ 15.70	\$ 30.62
HVAC - Controls and Parts Inventory Manager	C-R	\$ 50,108.49	\$ 97,750.15	\$ 24.09	\$ 47.00
HVAC - Lead	C-Q	\$ 47,496.24	\$ 92,654.13	\$ 22.83	\$ 44.55
HVAC - Technician	C-L	\$ 36,341.00	\$ 70,892.87	\$ 17.47	\$ 34.08
HVAC - Technician, Building Systems Operator	C-L	\$ 36,341.00	\$ 70,892.87	\$ 17.47	\$ 34.08
Painter	C-G	\$ 31,200.00	\$ 54,242.56	\$ 15.00	\$ 26.08
Payroll and Benefits Specialist	C-J	\$ 32,650.66	\$ 63,693.86	\$ 15.70	\$ 30.62
Plumber	C-L	\$ 36,341.00	\$ 70,892.87	\$ 17.47	\$ 34.08
Program Manager - Construction	C-T	\$ 55,772.12	\$ 108,798.33	\$ 26.81	\$ 52.31
Program Manager - Environmental & Maintenance	C-U	\$ 58,839.45	\$ 114,782.33	\$ 28.29	\$ 55.18
Project Manager	C-P	\$ 44,354.81	\$ 87,823.82	\$ 21.32	\$ 42.22
Purchasing Specialist	C-J	\$ 32,650.66	\$ 63,693.86	\$ 15.70	\$ 30.62
Supervisor of Facilities	C-T	\$ 55,772.12	\$ 108,798.33	\$ 26.81	\$ 52.31
Technology - Senior Specialist	C-T	\$ 55,772.12	\$ 108,798.33	\$ 26.81	\$ 52.31
Technology - Systems Analyst	C-R	\$ 50,108.49	\$ 97,750.15	\$ 24.09	\$ 47.00
Technology - Systems Integrator	C-R	\$ 50,108.49	\$ 97,750.15	\$ 24.09	\$ 47.00
Technology - Technician	C-L	\$ 36,341.00	\$ 70,892.87	\$ 17.47	\$ 34.08
Vehicle Fleet Shop Foreman	C-Q	\$ 47,496.24	\$ 92,654.13	\$ 22.83	\$ 44.55
Vehicle Fleet Technician	C-L	\$ 36,341.00	\$ 70,892.87	\$ 17.47	\$ 34.08
Warehouse Staff	C-G	\$ 31,200.00	\$ 54,242.56	\$ 15.00	\$ 26.08
Warehouse Supervisor	C-R	\$ 50,108.49	\$ 97,750.15	\$ 24.09	\$ 47.00

MONTGOMERY COUNTY PUBLIC SCHOOLS

PAY PLAN

FISCAL YEAR 2025

Classified Non 12 month Pay Scales

Official Title	Munis Scale	Contracted Days	Hours per Day	Annual Rates		Hourly Rates	
				MIN	MAX	MIN	MAX
Administrative Aide	CH59	181	5.90	\$ 16,018.50	\$ 29,380.55	\$ 15.00	\$ 27.51
Administrative Aide	CH57	181	5.75	\$ 15,611.25	\$ 28,633.59	\$ 15.00	\$ 27.51
Administrative Assistant	CH33	220	8.00	\$ 26,400.00	\$ 48,421.93	\$ 15.00	\$ 27.51
Administrative Assistant	CH60	210	6.00	\$ 18,900.00	\$ 34,665.76	\$ 15.00	\$ 27.51
Administrative Assistant	CH32	200	8.00	\$ 24,000.00	\$ 44,019.93	\$ 15.00	\$ 27.51
Bus Aide	CI03	180	6.00	\$ 16,200.00	\$ 31,347.68	\$ 15.00	\$ 29.03
Bus Aide	CH42	180	4.25	\$ 11,475.00	\$ 21,047.04	\$ 15.00	\$ 27.51
Bus Driver	CM6	215	6.25	\$ 29,520.26	\$ 49,284.48	\$ 21.97	\$ 36.68
Bus Driver	CM6H	180	6.00	\$ 23,726.05	\$ 39,610.92	\$ 21.97	\$ 36.68
Bus Driver	CM55	180	5.50	\$ 21,748.88	\$ 36,309.95	\$ 21.97	\$ 36.68
Bus Driver	CM42	180	4.25	\$ 16,805.96	\$ 28,057.77	\$ 21.97	\$ 36.68
Bus Driver	CM65	180	6.50	\$ 25,703.23	\$ 42,911.76	\$ 21.97	\$ 36.68
Car/Van Driver Transportation	CI02	180	4.25	\$ 11,475.00	\$ 22,204.63	\$ 15.00	\$ 29.03
Paraprofessional							
Early Literacy	CH28	181	7.50	\$ 22,366.80	\$ 37,721.69	\$ 16.48	\$ 27.79
Instructional	CH28	181	7.50	\$ 22,366.80	\$ 37,721.69	\$ 16.48	\$ 27.79
ISS	CH17	180	7.50	\$ 22,243.18	\$ 37,513.25	\$ 16.48	\$ 27.79
Preschool Initiative	CH29	181	7.00	\$ 20,875.73	\$ 35,206.88	\$ 16.48	\$ 27.79
School Site	CH28	181	7.50	\$ 22,366.80	\$ 37,721.69	\$ 16.48	\$ 27.79
Special Education	CH29	181	7.00	\$ 20,875.63	\$ 35,206.88	\$ 16.48	\$ 27.79
Special Education	CH28	181	7.50	\$ 22,366.80	\$ 37,721.69	\$ 16.48	\$ 27.79
Special Education with RBT	CH31	181	7.50	\$ 29,154.30	\$ 44,509.19	\$ 21.48	\$ 32.79
Special Education Preschool	CH29	181	7.00	\$ 20,875.63	\$ 35,206.88	\$ 16.48	\$ 27.79
Special Education Preschool	CH28	181	7.50	\$ 22,366.80	\$ 37,721.69	\$ 16.48	\$ 27.79
Virtual Lab	CH29	181	7.00	\$ 20,875.63	\$ 35,206.88	\$ 16.48	\$ 27.79
Virtual Lab	CH28	181	7.50	\$ 22,366.80	\$ 37,721.69	\$ 16.48	\$ 27.79
Lunch/Recess Aides	CH55	181	5.50	\$ 14,932.50	\$ 27,388.70	\$ 15.00	\$ 27.51
Registrar Aide	CH30	181	7.00	\$ 19,005.00	\$ 34,858.34	\$ 15.00	\$ 27.51
SNP Cafeteria Assistant Manager	CF02	183	5.50	\$ 15,852.38	\$ 24,879.30	\$ 15.75	\$ 24.72
SNP Cafeteria Manager	CJ01	187	8.00	\$ 23,936.00	\$ 44,784.16	\$ 16.00	\$ 29.94
SNP Cafeteria Worker	CE60	183	6.00	\$ 17,293.50	\$ 25,726.11	\$ 15.75	\$ 23.43
SNP Cafeteria Worker	CE55	183	5.50	\$ 15,852.38	\$ 23,582.00	\$ 15.75	\$ 23.43
SNP Cafeteria Worker	CE50	183	5.00	\$ 14,411.25	\$ 21,438.43	\$ 15.75	\$ 23.43
Testing Coordinator Assistant	CH33	220	8.00	\$ 26,400.00	\$ 48,421.93	\$ 15.00	\$ 27.51
Testing Coordinator Assistant	CH45	200	6.50	\$ 19,500.00	\$ 35,766.26	\$ 15.00	\$ 27.51

Other Classified Hourly Positions

Official Title	Munis Scale	Hourly Rates	
		MIN	MAX
OCTP Special Education Paraprofessional	COCT	\$ 16.48	\$ 27.78
Aide - Before/After School	CD01	\$ 15.00	\$ 22.21
Parent Resource Coordinator	CM	\$ 18.43	\$ 35.95
Special Education Paraprofessional	CH20	\$ 15.00	\$ 27.51
Lunch Aide	CH20	\$ 15.00	\$ 27.51
Recess Aide	CH20	\$ 15.00	\$ 27.51
Lunch/Recess Aide	CH20	\$ 15.00	\$ 27.51
Copy Aide	CH20	\$ 15.00	\$ 27.51
Reception Assistant	CD01	\$ 15.00	\$ 22.21
Support Staff Technology Department	CE-H	\$ 15.00	\$ 35.85
Support Staff Facilities Department	CE-H	\$ 15.00	\$ 35.85
Support Staff Summer Help	CE-H	\$ 15.00	\$ 35.85
Support Staff Aide	CH20	\$ 15.00	\$ 27.51

MONTGOMERY COUNTY PUBLIC SCHOOLS

PAY PLAN

FISCAL YEAR 2025

Professional 12 Month Pay Scales

Official Title	Scale	Annual Rates	
		MIN	MAX
Administrator of Curriculum Programs	P-P	\$ 77,241.99	\$ 139,145.59
Assessment Coordinator	P-M	\$ 66,724.54	\$ 120,199.19
Assistant Director	P-T	\$ 93,888.12	\$ 169,132.33
Assistant Principal - Elementary	P-N	\$ 70,060.77	\$ 126,209.14
Assistant Principal - High	P-P	\$ 77,241.99	\$ 139,145.59
Assistant Principal - Middle	P-O	\$ 73,563.80	\$ 132,519.61
Assistant Superintendent	P-V	\$ 103,511.66	\$ 186,468.39
Budget Analyst/Finance Manager	P-Q	\$ 81,104.09	\$ 146,102.87
Coordinator	P-M	\$ 66,724.54	\$ 120,199.19
Director	P-U	\$ 98,582.54	\$ 177,588.94
Lead Nurse	P-M	\$ 66,724.54	\$ 120,199.19
Principal - Alternative Program	P-Q	\$ 81,104.09	\$ 146,102.87
Principal - Elementary - Enrollment <500 (Inc. Pre-K)	P-P	\$ 77,241.99	\$ 139,145.59
Principal - Elementary - Enrollment >500 (Inc. Pre-K)	P-Q	\$ 81,104.09	\$ 146,102.87
Principal - High - Enrollment <1000	P-S	\$ 89,417.26	\$ 161,078.42
Principal - High - Enrollment >1000	P-T	\$ 93,888.12	\$ 169,132.33
Principal - Middle School - Enrollment <500	P-Q	\$ 81,104.09	\$ 146,102.87
Principal - Middle School - Enrollment >500	P-R	\$ 85,159.29	\$ 153,408.00
Supervisor	P-P	\$ 77,241.99	\$ 139,145.59
VPI/Preschool Program Specialist	P-E	\$ 45,161.79	\$ 81,355.56

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

MONTGOMERY COUNTY PUBLIC SCHOOLS

Professional 10 Month (200 Days) Pay Scales

Official Title	Munis Scale	Hours per Day	Annual Rates	
			MIN	MAX
Board Certified Behavior Analyst	P075	7.50	\$ 53,050.82	\$ 95,567.02
Coordinator of Special Education	PM8	8.00	\$ 51,326.57	\$ 92,460.91
Dean of Students	PN20	8.00	\$ 53,892.90	\$ 97,083.95
Interpreter I	PC75	7.50	\$ 29,540.69	\$ 53,215.29
Interpreter II	PD75	7.50	\$ 31,017.72	\$ 55,876.06
Interpreter III	PE75	7.50	\$ 32,568.60	\$ 58,669.87
Interpreter IV	PF75	7.50	\$ 34,197.03	\$ 61,603.36
Occupational Therapist	PM75	7.50	\$ 51,475.80	\$ 86,682.10
Occupational Therapist Assistant	PH75	7.50	\$ 37,702.22	\$ 67,917.70
Physical Therapist	PP01	7.50	\$ 55,703.37	\$ 100,345.36
Physical Therapist Assistant	PG75	7.50	\$ 35,906.88	\$ 64,683.52
Psychologist	PM75	7.50	\$ 51,475.80	\$ 86,682.10
School Nurse LPN	PI	7.50	\$ 39,587.40	\$ 71,313.60
School Nurse RN	PJ65	7.50	\$ 41,566.65	\$ 74,880.30
Speech Language Pathologist	PM75	7.50	\$ 51,475.80	\$ 86,682.10
Speech Language Pathologist Assistant	PD75	7.50	\$ 31,017.72	\$ 55,876.06

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

MONTGOMERY COUNTY PUBLIC SCHOOLS

PAY PLAN

FISCAL YEAR 2025

High School Athletic and Competitive Team Supplements

Sport or Competitive Team	Percentage of Extra Curricular Scale	Sport or Competitive Team	Percentage of Extra Curricular Scale
Baseball - Head Varsity	8.0%	Track Outdoor - Asst Girls ***	4.0%
Baseball - Asst Varsity	5.0%	Soccer - Head Varsity Boys	6.0%
Baseball - Head JV	5.0%	Soccer - Asst Varsity Boys	4.0%
Baseball - Asst JV	4.0%	Soccer - Head JV Boys	4.0%
Basketball - Head Varsity Boys	8.0%	Soccer - Head Varsity Girls	6.0%
Basketball - Asst Varsity Boys	5.0%	Soccer - Asst Varsity Girls	4.0%
Basketball - Head JV Boys	5.0%	Soccer - Head JV Girls	4.0%
Basketball - Head Varsity Girls	8.0%	Softball - Head Varsity	8.0%
Basketball - Asst Varsity Girls	5.0%	Softball - Asst Varsity	5.0%
Basketball - Head JV Girls	5.0%	Softball - Head JV	5.0%
Cheerleading - Head Varsity (Fall)	6.0%	Softball - Asst JV	4.0%
Cheerleading - Head JV (Fall)	4.0%	Strength / Weightroom (4 Seasons)	4.0%
Cheerleading - Head Competition HS	6.0%	Swimming - Head Swim ***	6.0%
Cheerleading - Head Varsity (Winter)	6.0%	Swimming - Head Dive ***	6.0%
Cheerleading - Head JV (Winter)	4.0%	Tennis - Head Varsity Boys	5.0%
Corps of Cadets, Drill Team	8.0%	Tennis - Head Varsity Girls	5.0%
Corps of Cadets, Raider Team	6.0%	Volleyball - Head Varsity	6.0%
Corps of Cadets, Rifle Marksmanship	6.0%	Volleyball - Asst Varsity	4.0%
Cross-Country - Head Boys ***	6.0%	Volleyball - Head JV	4.0%
Cross-Country - Head Girls ***	6.0%	Wrestling - Head Varsity ***	6.0%
Football, Head Varsity	12.0%	Wrestling - Head JV ***	4.0%
Football, Asst Varsity	8.0%	MACC Coach, Head	5.0%
Football, Head JV	8.0%	MACC Coach, English	5.0%
Football, Asst JV	5.0%	MACC Coach, Math	5.0%
Golf *	6.0%	MACC Coach, Science	5.0%
Track Indoor - Head Boys ***	6.0%	MACC Coach, Social Studies	5.0%
Track Indoor - Head Girls ***	6.0%	MACC Coach, All-Around	5.0%
Lacrosse - Head Varsity Boys	6.0%	Scholastic Bowl / ACE Competition Coach	5.0%
Lacrosse - Asst Varsity Boys	4.0%	Debate Director, HS	5.0%
Lacrosse - Head JV Boys	4.0%	Drama Director, HS	5.0%
Lacrosse - Head Varsity Girls	6.0%	Forensics Director, HS	5.0%
Lacrosse - Asst Varsity Girls	4.0%	Band Director, HS	8.0%
Lacrosse - Head JV Girls	4.0%	Choral Director, HS	6.0%
Track Outdoor - Head Boys	6.0%	Marching Band Assistants, HS ***	4.0%
Track Outdoor - Asst Boys ***	4.0%	Marching Band Percussion, HS ***	4.0%
Track Outdoor - Head Girls	6.0%	Marching Band Color Guard, 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 Extra Curricular 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 Extra Curricular 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 Extra Curricular 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 2025

Athletic, Competitive Team and Activity Sponsor Supplemental Pay Amounts

Experience	Extra Curricular Scale	2.00%	2.50%	3.00%	3.50%	4.00%	5.00%	6.00%	8.00%	12.00%
0	\$46,725.00	\$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	\$46,725.00	\$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	\$46,725.00	\$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	\$46,725.00	\$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	\$46,753.98	\$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	\$47,100.65	\$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	\$47,450.01	\$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	\$47,802.10	\$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	\$48,156.94	\$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	\$48,519.14	\$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	\$48,674.19	\$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	\$49,042.12	\$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	\$49,412.96	\$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	\$49,815.23	\$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	\$50,194.48	\$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	\$50,848.08	\$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	\$51,564.92	\$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	\$52,289.31	\$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	\$53,027.69	\$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	\$53,776.83	\$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	\$54,548.15	\$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	\$55,235.57	\$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	\$56,017.00	\$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	\$56,945.19	\$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	\$57,889.16	\$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	\$58,849.16	\$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	\$59,825.50	\$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	\$60,818.45	\$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	\$61,802.01	\$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	\$62,645.24	\$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	\$63,689.69	\$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	\$64,883.14	\$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	\$65,963.39	\$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
33	\$67,902.01	\$1,358.04	\$1,697.55	\$2,037.06	\$2,376.57	\$2,716.08	\$3,395.10	\$4,074.12	\$5,432.16	\$8,148.24

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	\$ 27.83	
Paraprofessional	\$ 16.48	
Program Coordinator- Before/After School	\$ 29.67	
Homebound Instruction Teacher (includes travel)	\$ 40.00	
SOL Remediation - Certified Teacher	\$ 27.83	
SOL Remediation Tutors - Non-Licensed	\$ 15.00 - \$27.51/hr.	
Staff Development/In-Service (prior approval required)		
Attendee		\$ 117.23
Presenter		\$ 234.47
Teachers filling in during planning periods		
Recess Aide	\$ 13.00	
Paraprofessional	\$ 15.00	
Teacher	\$ 20.00	

	Hourly Rate	Daily Rate
Substitutes:		
Administrator		\$ 215.00
Paraprofessional	\$ 15.00	
Paraprofessional (7.5hrs/day)		\$ 112.50
Teacher w/o Degree (7.5hrs/day)		\$ 112.50
Teacher w/ Degree (7.5hrs/day)		\$ 125.00
Teacher (long-term) (7.5hrs/day)		\$ 155.00
Teacher (designated) (7.5hrs/day)		\$ 155.00

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

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 2025 Summer Academy Pay Rates
 

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<b>Position</b>	<b>Rate</b>
Certified Principals	\$204.23/day
Certified Teachers	\$ 31.50/hr.
Program Coordinators - Before and After School Program	\$ 26.39/hr.
Administrative Assistants	\$ 15.00 - \$27.51 /hr.
Paraprofessionals	\$ 16.48 - \$27.79 /hr.
School Nurse LPN	\$ 26.39 - \$47.54 /hr.
School Nurse RN	\$ 27.71 - \$49.92 /hr.
School Nutrition Managers	\$ 16.00 - \$29.94/hr.
School Nutrition Workers	\$ 15.75 - \$23.43/hr.
School Bus Driver	\$ 21.97 - \$36.68/hr.

\*\*Summer positions funded through ESSER are at the ESSER approved rates.