

**M E M O R A N D U M**

May 1, 2023

**TO:** Education and Culture Committee

**FROM:** Essie McGuire, Senior Legislative Analyst

**SUBJECT:** **Worksession – Montgomery County Public Schools FY24 Operating Budget and Special Appropriation to the FY23 Operating Budget, Montgomery County Public Schools, Education Support Professionals Bonus and Report, \$4,973,500, Source of Funds: Maryland State Department of Education**

**PURPOSE:** To complete Committee review of MCPS FY24 Operating Budget request and review FY23 Special Appropriation; votes expected

**Expected Attendees:**

- Karla Silvestre, President, Montgomery County Board of Education
- Dr. Monifa B. McKnight, Superintendent of Schools, MCPS
- Dr. Patrick Murphy, Deputy Superintendent, MCPS
- Brian Hull, Chief Operating Officer, MCPS
- Damon Monteleone, Associate Superintendent of Well-Being, Learning, and Achievement
- Diana Wyles, Acting Associate Superintendent of Special Education
- Rob Reilly, Associate Superintendent, Office of Finance, MCPS
- Thomas Klausning, Executive Director of Finance, MCPS
- Ivón Alfonso-Windsor, Supervisor of the Budget Unit, MCPS
- Rich Harris, Fiscal and Policy Analyst, Office of Management and Budget

**OVERVIEW OF FY24 OPERATING BUDGET REVIEW STRUCTURE**

Today the Education and Culture Committee will hold its third worksession to review the Board of Education’s Requested FY24 Operating Budget for Montgomery County Public Schools (MCPS). Committee Chair Jawando has outlined the approach that the Committee will take to reviewing the budget request over the course of three scheduled Committee worksessions focusing on MCPS.

Throughout the budget review, the Chair intends to focus the discussion through the following lens:

- What are the mechanisms by which we will measure success?

- *Current state:* Where are we?
- *Evaluation:* What is working and not working?
- *Next steps:* Where do we go from here?

At its first MCPS Operating Budget review worksession on April 19, the Committee received a fiscal overview of the budget request; reviewed revenues and expenditures, including Federal relief funding; discussed positions and vacancies; and reviewed the Technology Modernization Capital Improvements Project, including technology initiatives and supports for staff and students.

At its second worksession on April 27, the Committee focused on budgeted supports for math and literacy instruction; Evidence of Learning (EOL) and other performance data; and related FY24 requested accelerators.

**Today’s worksession will review the following:**

- I. Updates**, including Anti-Racist Audit, Special Education Compensatory Education, and Restorative Justice, requested FY24 accelerators, and follow-up information on ESSER allocations;
- II. Positions and Staffing**, including new positions requested in FY24, mental health support positions, budget staffing guidelines, and follow-up information on vacancies and long-term substitutes;
- III. Salary Schedule Analysis**, including information about salaries, turnover, and retirements, and the FY23 Supplemental for the Educational Support Professionals Bonus Grant; and
- IV. Funding Summary**, including adjustments in Federal Aid, funding history, and options for funding recommendations.

**I. UPDATES**

**A. Anti-racist audit**

MCPS provided the following information in response to Council staff’s request for an update on the specific budget elements associated with conducting the audit and implementation of recommendations, as well as next steps:

*“The FY 2021 budget allocated \$485,000 to commission the Antiracist System Audit. Since the initial budget allocation, the work associated with unpacking and implementing the recommendations have occurred with no additional funding to the Equity Unit. The work of being an antiracist district requires the entire system to put forth their full commitment of time and resources. You will see that the FY 2024 Operating Budget encompasses a variety of implementation strategies to move this work forward. The allocations are dispersed throughout the different offices to reflect that this is the work of the entire district.*

*During FY 2023, ESSER funds have been used to support the professional learning needs to support the initial training needed to move this work forward. For example, a District-Wide Implementation Team that includes staff from across the district and all three professional associations has been training all year to develop the necessary skills to support action at the school and district level.*

*Additionally, all Central Office and School-based leaders are currently in a series of professional learning activities to ensure all leaders have the skills and common structures for antiracist leadership.*

*ESSER III funds will be used to move the action forward. The Antiracist System Audit was organized into six domains. An organizing committee called charters have been assigned for each of the domains. Through a series of professional development and community input, each charter is currently developing an action plan that will include a budget. The ESSR III funds will be used for the charter budgets in FY 2024. All the action plans and budgets will be included in a comprehensive action plan that will be presented to the Board of Education and community on May 11, 2023. Utilizing ESSER funds is not just fiscally responsible, but it allows us to document and evaluate the evidence of effectiveness to support any potential accelerators for the FY 2025 budget.”*

The ESSER funding allocation charts do not specify items as associated with the Anti-Racist Audit; however **MCPS reports that \$4.2 million of professional development in ESSER funding is identified to support the Anti-Racist Audit implementation.** Council staff notes that both ESSER II and ESSER III include significant funding for professional development, as outlined below.

<b>Professional Development</b>	<b>Budget</b>	<b>Actual Expenditures and Encumbrances</b>	<b>Funds Available</b>
ESSER II	\$13.5 M	\$10.8 M	\$2.7 M
ESSER III	\$23.8 M	\$4.2 M	\$19.6 M
<b>Total</b>	<b>\$37.3 M</b>	<b>\$15.0 M</b>	<b>\$22.3 M</b>

**B. Restorative Justice Staffing**

MCPS provided the following information regarding current year budget elements supporting Restorative Justice (both centrally and in schools), and in comparison with the prior year. MCPS states that no additional elements are requested for FY24.

<b>Restorative Justice Staffing FY23</b>	9 Instructional Specialists (Increase from 3 in prior year)	\$1,132,261
<b>RJ and Mindfulness Stipends for local school coaches</b>		\$1,192,500
<b><i>Breakdown of coach stipends:</i></b>		
Elementary School Restorative Justice Coaches	136 Stipends at \$3,000 (New in 2022-23)	
Secondary Schools Restorative Justice Coaches	66 Stipends at \$6,000 each (Year 2 Professional Learning Community)	
75 Mindfulness Coaches	\$1,500 stipend	

The ESSER III information provided indicates that the funding for the Restorative Justice Specialist positions is included in the funding total for mental health and counseling.

**C. Special Education Compensatory Education**

The Committee requested additional information on the progress that has been made on delivering outstanding special education services to families. MCPS provided the information below:

*“The Office of Special Education has two staff members whose work is primarily focused on the provision of compensatory services related to the COVID-19 pandemic closures. This department manages and assigns special education teachers who are employed as tutors to provide the services and related services providers. There were approximately 6,400 students determined eligible for compensatory services as a result of the COVID-19 closures, and over half have completed services. We continue to work with families to schedule compensatory services on an ongoing basis and offer services at students’ local schools during the week as well as at regional sites throughout the county during the week and on weekends.”*

	<b>FY 2023 Actuals + Projected</b>	<b>FY 2024 Projected</b>
<b>Local</b>	<b>\$1,151,783</b>	<b>\$100,000</b>
<b>ESSER II</b>	<b>\$3,413,372</b>	
<b>ESSER III</b>	<b>\$2,270,033</b>	<b>\$5,246,220</b>
<b>TOTAL</b>	<b>\$6,835,188</b>	<b>\$5,346,220</b>

**D. ESSER Allocations**

The Committee requested additional description of the allocation categories in the ESSER funding charts. MCPS provided updated charts attached on circles 1-2; these charts reflect funding as of March 31, 2023 and additional descriptive information. The updated amount of total unexpended and unencumbered funds available is \$140.1 million.

**E. Accelerators**

Council staff’s compilation of requested FY24 accelerators into grouped tables is attached on circles 3-5 for the Committee’s reference if there are remaining questions on any of the items not yet discussed.

**II. POSITIONS AND STAFFING**

**A. Positions**

The Board’s budget adds a total of 539.46 FTE. Table 5 of the Board’s budget (circle 50) classifies all the positions in the school system each budget year. The table below provides additional detail on the positions being added; the categories align to those in Table 5 of the budget.

## FY24 Additional Positions

POSITIONS	Description
<b>Administrative</b>	1.0 director II position; 4.0 director I positions; 16.0 coordinator positions; 1.0 team leader position funded through realignments and accelerators
<b>Other Professional</b>	1.0 pupil personnel worker position due to enrollment growth; 2.0 evaluation specialists to support program evaluation; 21.4 instructional specialist positions to support the ELD program, math and literacy, strategic initiatives; 2.0 tech implementation specialists to support the technology needs
<b>Principal/Assistant Principal</b>	4.0 assistant principal positions and 0.5 principal position (0.5 principal was budgeted in FY23 for the new schools/half year) resulting from enrollment growth and new schools
<b>Teacher</b>	78.5 general ed teacher positions; 85.6 special ed teacher positions; 3.6 Early Childhood and Title I teacher positions; 5.0 consulting teacher and counselor positions; 16 community school specialist positions; 64 ELD teacher positions; and 25 athletic trainer positions. These positions are a result of enrollment growth across all areas, expansion of community schools, and support needed for athletic programs
<b>Special Education Specialist</b>	15.825 Speech pathologist positions; 1.4 physical therapist positions, and 2.125 Occupational therapist positions resulting from enrollment growth
<b>Media Specialist</b>	1.5 media specialist positions due to enrollment growth
<b>Counselor</b>	2.9 counselor positions due to enrollment growth
<b>Instructional Support</b>	0.5 lunch hour aides; 1.0 dual enrollment assistant; 21.1125 general education paraeducator positions; 92.2715 special ed paraeducator positions; 1.75 English Comp Assistant; 3.625 head start paraeducator to support enrollment and program growth
<b>IT Systems Specialist</b>	6.0 IT systems specialists to support the tech support and repair of all the additional equipment systemwide
<b>Security</b>	14.1250 security assistants and team leaders as a result of enrollment growth/accelerators
<b>Food Services</b>	1.0 operations assistant, 1.0 buyer's assistant, 2.625 cafeteria workers; 0.75 cafeteria manager; and 1.0 IT systems technician to support enrollment growth and program needs through the Enterprise Funds
<b>Building Services</b>	20.0 building service managers and workers; 6.0 preventive maintenance workers; 1.0 maintenance and operations trainer; resulting from growth, new space and training needs for equipment maintenance and repair
<b>Facilities Management/Maintenance</b>	10.0 plumbers and mechanical and electrical technicians
<b>Supply/Property Management</b>	1.0 contract administrator
<b>Transportation</b>	1.0 transportation staff assistant; 1.0 transportation dispatcher; 2.0 bus route supervisor; 1.0 transportation cluster manager; 1.0 automotive technician; transportation safety trainer. These positions are a result of growth and an accelerator request for the West Farm Depot split.
<b>Other Support Personnel</b>	3.0 background screening specialist, 1.0 professional growth consultant, 2.0 staffing specialist; 1.0 data support specialist, 1.0 communication support specialist, 8.5 wellness trainers. These positions are proposed to be funded through realignments and accelerators.

## **B. Mental Health Supports**

MCPS provided the tables attached on circles 6-7 to outline in more detail the full complement of positions throughout the budget that support mental health and wellness for students. These tables were initially provided for the March 2, 2023, joint E&C and HHS Committee meeting on mental health supports for youth. The tables are included here for reference and additional detail on these Table 5 position categories if Committee members have outstanding questions on these positions in the MCPS base budget.

## **C. Staffing Guidelines**

As part of its final budget action in June, the Board of Education approves staffing guidelines for general and special education. These guidelines are initially included as part of the Superintendent's budget submission document; Council staff's understanding is that the Board's request would not change the staffing guidelines documents. The general education guidelines are attached at circles 8-14; the special education staffing plan has more elements and can be accessed at the following link:

<https://www2.montgomeryschoolsmd.org/siteassets/district/departments/budget/fy2024-recommended/appendix-d.pdf>

These guidelines form the basis of the budgeted amounts and FTE in each category listed on the staffing guidelines. There are other formula based positions not included on this chart, such as bus operators and building service workers as examples; however most school based positions that are budgeted based on formula guidelines are reflected in the chart attached on circles 8-14.

Council staff notes the following regarding the staffing guidelines:

- These are important foundational guidelines for the macro budget as a whole; district level policy changes such as an increase or decrease in class size guidelines would be reflected here and have a subsequent impact on the budget level for the impacted FTE.
- These guidelines do not reflect the reality in each and every classroom. For example, the guidelines call for 24 students in non-class size reduction Kindergarten classrooms. If a school has 26 kindergarten students, they are not likely to receive an allocation of a second Kindergarten teacher.
- School staffing allocations do continue to fluctuate as the school year begins and actual enrollment is experienced and realized. Some positions are budgeted to be held in reserve to be able to address adjustments that may be needed at the beginning of the year.
- Schools work with the central office to manage additional allocation adjustments.

## **D. Vacancies and Long-Term Substitutes**

The Committee requested additional clarification and detail regarding vacancy information. MCPS provided the following updates:

*“Advertised vacancy data comparisons between FY 2023 and FY 2024 below are reflective of increased enrollment, which results in additional allocated staffing. Long-term substitute data reflects those covered by a substitute for vacant positions and for positions*

where an employee is on leave. The overall vacancy data may include long term substitute positions that are included in FY 2024 staffing allocations.”

**Teacher Vacancies as of April 21, 2023**

<b>4/21/2023</b>	<b>Full Time</b>	<b>Part Time</b>	<b>Total Number Vacancies</b>
Elementary	177	91	268
Middle	116	33	149
High	84	23	107
Special	16	7	23
Virtual Academy	3		3
Offices	32	4	36
All	428	158	586

**Teacher Vacancies as of April 19, 2022**

<b>4/19/2022</b>	<b>Full Time</b>	<b>Part Time</b>	<b>Total Number Vacancies</b>
Elementary	105	111	216
Middle	93	25	118
High	83	34	117
Special	15	8	23
Virtual Academy			0
Offices	13	4	17
All	309	182	491

MCPS also provided additional follow up information regarding Long-Term Substitutes. The first table below reflects all long-term substitute assignments with a start date in the current school year, whether complete or ongoing. The second table below shows the breakdown of long-term substitute placements that are still active as of the report date.

### Count of Long Term Substitutes for 2022-23

Report Date: 04-20-2023

Job Code	Job Code Description	Total
1996	Long Term Substitute (Vacancy)	260
1998	Long Term Substitute	672
<b>Grand Total</b>		<b>932</b>

### Count of Long Term Substitutes for 2022-23 (Currently in position)

Report Date: 04-20-2023

Job Code	Job Code Description	Total
1996	Long Term Substitute (Vacancy)	171
1998	Long Term Substitute	254
<b>Grand Total</b>		<b>425</b>

## III. SALARY SCHEDULE ANALYSIS

### A. Blueprint requirements

The Blueprint legislation includes two requirements for teacher salaries:

1. Teachers must receive a total 10% salary increase over the 2019 levels by 6/30/24. MCPS Blueprint documentation reports that through FY23 teachers will have received a 7.8% increase to the salary scale (not including step increases); therefore a 2.2% increase is needed to meet this requirement.
2. The minimum starting teacher salary must be \$60,000 by July 1, 2026. In FY23, the minimum teacher salary in MCPS is \$54,038; therefore the minimum salary level must increase by \$5,962 over the next three years to meet this requirement.<sup>1</sup>

### B. Staff Statistical Profile

Each year MCPS prepares a Staff Statistical Profile (SSP) that compiles extensive demographic and salary information about employees grouped by bargaining unit. In this section Council staff

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<sup>1</sup> As this staff report went to print, on Monday, May 1, MCPS announced a tentative agreement with the Montgomery County Education Association (MCEA) bargaining unit for teachers; the press release (attached on circle 51) references that the agreement will increase the minimum teacher salary to \$59,640 as of July 1, 2023.



highlights aspects of this information related to discussions raised by Councilmembers, advocates, and community members. Excerpts of the Staff Statistical Profile are attached at circles 22-31.<sup>2</sup>

**Residency**

MCPS employees’ residency in Montgomery County has remained fairly stable in recent years:

<b>Montgomery County Residence Profile</b>										
<b>Fiscal Year</b>	<b>MCAAP</b>		<b>MCBOA</b>		<b>SEIU</b>		<b>MCEA</b>		<b>Grand Total</b>	
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>FY2023</b>	473	58.6%	68	70.1%	8,111	81.6%	8,967	63.8%	17,619	70.7%
<b>FY2022</b>	459	58.6%	67	68.4%	7,792	80.9%	8,967	63.6%	17,285	70.2%
<b>FY2021</b>	456	60.4%	63	63.6%	7,883	81.0%	8,944	63.9%	17,346	70.5%
<b>FY2020</b>	451	60.5%	64	64.0%	7,686	81.2%	8,829	64.4%	17,030	70.9%

MCPS employees also reside in neighboring counties, including Frederick (10.2%); Prince Georges (5.5%); and Howard (4.7%) counties. A total of 1.9% of MCPS employees reside in the District of Columbia.

**Turnover**

Turnover rates are increasing, rising from 6.7% of employees in FY18 to 9.3% in FY22 (circle 23). Of these, the table on circle 23 shows that retirements are staying fairly constant in this time while other terminations have increased.

Looking ahead, MCPS provided the following table of retirement eligibility in the next four years:

**Count of Employees Eligible to Retire between FY2023 and FY2026**

Report Date: 04-20-2023

<b>Union Code</b>	<b>Fiscal Year</b>				<b>Grand Total</b>
	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>	
MCAAP	67	25	26	29	147
MCEA	879	269	234	287	1,669
<b>Grand Total</b>	<b>946</b>	<b>294</b>	<b>260</b>	<b>316</b>	<b>1,816</b>

<sup>2</sup> The SSP includes information on other staffing categories including Other Professionals and the business administrators bargaining unit. Council staff focused this analysis on teachers, administrators/principals, and support services; however the full information of the Staff Statistical Profile can be accessed at <https://montgomerycountymd.gov/COUNCIL/Resources/Files/REPORTS/2023/MCPS-2023.pdf>

### **C. Salary Comparisons**

The Maryland State Department of Education (MSDE) issued a comparison of salaries for various positions in school districts across Maryland, in a report titled “Professional Salary Schedules Maryland Public Schools 2022-2023”. This report is attached at circles 32-48. Council staff analyzed several comparisons within this document, as outlined in the sections below. Council staff notes that this document does not include the MCPS salary increases implemented in the current school year; other counties’ increases may or may not be included as well. This comparison also does not reflect benefits. Nonetheless it is a useful compendium of the relative salary schedules in each jurisdiction.

#### ***Salary Schedule Comparison: Teachers***

The MCPS salary schedule for teachers combines years of experience and education level, as a result new teacher hires may not start at the minimum of the salary scale. The MSDE salary schedule comparison primarily looks at the teacher salary comparisons among teachers with a Bachelor’s degree and teachers with a Master’s degree. Council staff summarized the comparisons for both degree schedules for counties with salaries higher than MCPS in the tables below.

#### **Bachelors Degree Minimum Salary Comparison**

These salaries are relative from the attached MSDE document and not reflective of current actuals. All counties not listed have minimum salaries below MCPS.

Jurisdiction	Bachelors Degree Step 1 Minimum
Washington County	\$56,987
Howard County	\$56,228
Charles County	\$54,508
Harford County	\$54,228
Prince Georges County	\$52,961
Baltimore County	\$52,927
Baltimore City	\$52,712
Allegany County	\$52,674
Montgomery County	\$52,286

- The MCPS minimum step 1 level for a new teacher with a Bachelors degree is approximately the same (within \$675) as four other counties; and lower than 4 other counties in the state.
- Council staff notes that these comparisons highlight the fact that Montgomery County will need to increase its Bachelors level salaries per the Blueprint requirement.

#### **Masters Degree Salary Schedule Comparison**

The table below shows the salary schedule progression among the jurisdictions that have higher salaries on the Masters level salary scale than MCPS. The table shows the relative position (not current actuals) at each step; the highest salary in each step is bolded; and counties are not included

if their scale is always lower than MCPS. Maximum salaries are shown for all in the table; Masters level scales include one for Masters alone, as well as scales for Masters with over 30 or over 60 additional post graduate credit hours.

**Masters Degree Salary Scale Comparison**

Step	Montgomery County	Baltimore City	Charles County	Howard County	Prince Georges Cty	Washington County
1	\$57,498	\$55,922	\$58,935	<b>\$61,015</b>	\$58,388	\$58,837
2	\$58,445	\$57,600	\$58,935	<b>\$61,015</b>	\$58,388	\$60,308
3	\$60,655	\$59,326	\$58,935	\$61,015	\$60,140	<b>\$61,816</b>
4	\$62,949	<b>\$65,854</b>	\$60,555	\$61,015	\$61,945	\$63,361
5	\$65,335	<b>\$68,727</b>	\$62,221	\$63,148	\$63,804	\$64,945
6	\$67,291	<b>\$71,602</b>	\$63,932	\$65,282	\$65,719	\$66,569
****	*****	*****	*****	*****	*****	*****
13	\$87,506	<b>\$87,615</b>	\$77,301	\$80,215	\$80,825	\$79,129
14	<b>\$90,854</b>	\$88,747	\$79,427	\$82,349	\$83,250	\$81,107
****	*****	*****	*****	*****	*****	*****
Max	<b>\$107,600</b>	\$92,145	\$93,467	\$105,816	\$102,388	\$91,765
Max +30	<b>\$112,161</b>	\$93,279	\$94,467	\$107,636	\$107,507	\$94,685
Max +60	<b>\$114,963</b>	\$102,934	\$94,467	\$107,636	\$112,879	\$95,411

- Montgomery County has the highest maximum salaries of any other Maryland jurisdiction for teachers with a Masters Degree.
- For teachers with a Masters Degree, Montgomery County’s salary schedule is the highest in the State past Step 4 (of 25), with the sole exception of Baltimore City, which is higher through Step 13 (of 25).
- One benefit of the structure of the MCPS teacher salary schedule is that it incentivizes both additional educational attainment for teachers and retention in the system.

***MCPS Salary Schedule Placement: Teachers***

The Staff Statistical Profile breaks out information on new teachers, defined as teachers new to MCPS, hired by MCPS as of 10/1 in the current school year.

**For new teachers:**

- 30% are at the Step 1 Bachelors level minimum;
- 40.3% are in the Bachelors level salary scale;
- 38.5% are in the Masters level salary scale.

**For all teachers:**

- 11.7% are in the Bachelors level salary scale;
- 50% have a salary higher than \$85,000; and
- 40.2% have a salary higher than \$95,000.

### *Average MCPS Teacher Salaries*

<b>Fiscal Year</b>	<b>Average Salaries: New Teachers</b>	<b>Average Salaries: All Teachers</b>
<b>FY23</b>	\$60,940	\$87,604
<b>FY22</b>	\$58,228	\$85,569
<b>FY21</b>	\$56,143	\$83,655
<b>FY20</b>	\$56,374	\$85,391

*Average salary calculation: Salaries/filled FTE. Salaries presented reflect actual salaries not adjusted for full time equivalency (FTE). Data reflects the number of permanent employees by head count.*

### ***MCPS Salary Schedule Placement: Administrators and Principals***

- 51.8% of Administrators and Principals are on the Grade N scale, which ranges from \$111,834 to \$145,613.

The MSDE salary comparison document includes breakouts of several administrative categories.

- Baltimore County has the highest principal salaries, and is an outlier in the amount listed at \$199,481.
- MCPS principal salaries are also below Prince Georges (\$184,869) and Frederick (\$181,367) counties, and essentially the same level as Howard and St. Mary’s counties.
- MCPS assistant principal salaries are fourth highest in the State; again Baltimore County is the high outlier.
- MCPS administrative salaries are least competitive at the central service Director level (8<sup>th</sup> in the State) and most competitive for school psychologists (3<sup>rd</sup> in the State)<sup>3</sup>.

### ***MCPS Salary Schedule Placement: Supporting Services Employees***

Supporting Services salary schedule reflects an hourly rate. Some employees may have multiple positions within the system that can have different rates depending on the position.

The Staff Statistical Profile shows the following:

- 52.9% of supporting services employees are on the Grades 12 and 13 salary scale, which ranges from a minimum of \$19.61 per hour on Grade 12 to a maximum of \$29.54 per hour on Grade 13;
- 12 month support staff have an average salary of \$62,607;
- 10 month support staff have an average salary of \$39,393.

### **D. FY23 Special Appropriation**

On April 20, 2023, the Board of Education approved a request for FY23 State funding for the Educational Support Professional (ESP) Bonus and Report grant. The Council introduced this

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<sup>3</sup> School psychologists are shown on the administrative charts in the MSDE document in part because they are 12 month positions.

appropriation resolution on May 2 (resolution attached on circles 16-17) as a special appropriation due to the time urgency around implementing this grant funding.

The funding from the Maryland State Department of Education (MSDE) implements action by the General Assembly to provide bonuses to noncertificated public school employees. In MCPS, eligible employees are members of SEIU Local 500 and include paraeducators, media assistants, bus operators, and other education support professionals.

MCPS has worked with MSDE to identify eligible individuals; MSDE has certified that a total of 9,947 SEIU members in MCPS are eligible and employees will receive a bonus of \$464 in their final paycheck of the fiscal year. The bonus is fully funded by the State grant funds.

**Council staff recommends approval of the FY23 special appropriation of State grant funds in the amount of \$4,973,500.** This item is scheduled for Council public hearing and action on May 16, 2023.

#### **IV. FUNDING SUMMARY**

##### **A. Federal Funding Adjustments**

Federal allocation timelines are not aligned with State and County processes, and often change up to (and sometimes after) the time of Council’s final budget action.

##### **Title I**

Title I is Federal funding for schools to provide supports to schools and students who live in low-income households. MCPS recently received notice of a significant increase in the Title I allocation above budgeted assumptions:

FY24 Title I budget assumption	\$33,035,796
April 2023 Federal Title I allocation	\$51,560,271
Additional Federal Title I funding	\$18,524,475

The increase appears due to both increased funding designated at the Federal level and increased enrollment of students in MCPS who live in low-income households. The Council’s final appropriation will be increased by \$18.5 million to reflect these additional funds. This increase is in the grant fund, and does not impact the tax supported appropriation. However additional Title I funding provides critically important supports to schools with lower socio-economic demographics.

##### **Individuals with Disabilities Education Act (IDEA)**

Federal funding also supports services to students with disabilities. MCPS recently received notice of an increase in IDEA funding allocation for FY24 above budget assumptions:

FY24 IDEA budget assumption	\$34,698,768
April 2023 Federal IDEA allocation	\$39,591,726
Additional Federal IDEA funding	\$4,892,958

The increase appears due to increased enrollment of special education students in MCPS. The Council’s final appropriation will be increased by \$4.9 million to reflect these additional funds. This increase is in the grant fund, and does not impact the tax supported appropriation.

**B. Instructional Television Fund**

The County Executive recommends \$1,681,286 for the Instructional Television Fund, a reduction of \$88,489 from the FY23 funding level and a reduction of \$141,489 from the increased level requested by the Board of Education. This fund is not tax-supported and is allocated from revenues from the Cable Fund. The Committee may want to hear more information from Executive staff on the cause of this decrease.

**C. Funding history: County support for MCPS**

Council staff (including Logan Anbinder, Post-Graduate Fellow) compiled a chart (attached on circle 49) that shows various components of funding for the MCPS Operating Budgets from FY13-23; some of these funding components are not reflected in typical per pupil spending calculations. Council staff notes the following:

- Since FY13, the amount of additional County support funds, which includes debt service, school health nurses, and technology modernization, has increased fairly steadily, with some decrease during FY21 and FY22. The FY23 approved level is a 25% increase over the FY13 level for this funding.
- In FY13-16 the County did not exceed MOE; however the County was funding the required shift of pension costs from the State in those years in addition to the MOE appropriation.
- There is not a straightforward correlation between the amount over MOE and the amount of compensation increases funded. In FY19 MCPS reported an average increase (step plus GWA) of 7.0% with a County contribution of \$18 million over MOE; and in FY23 MCPS reported an average increase of 6.85% with a County contribution of \$86 million over MOE.

**D. Fund balance**

The Committee discussed the MCPS fund balance in the first worksession on April 19; MCPS provided the chart on circle 21 that shows fund balances in other jurisdictions in the State. Council staff notes that there are many unknown variables regarding other jurisdictions’ budget structures and fiscal policies that could impact these fund balances.

The table below shows the amounts of MCPS fund balance reappropriated in the last several fiscal years. Council staff notes that the ending fund balance in each year is larger than the amount re-appropriated, as fiscal conditions continue to change in ending the fiscal year and as the system is required by law to end the year with a positive balance.

Fiscal Year	Fund Balance Re-Appropriated	Fiscal Year	Fund Balance Re-Appropriated
FY13	\$17,000,000	FY19	\$25,000,000
FY14	\$26,972,451	FY20	\$25,000,000
FY15	\$38,172,451	FY21	\$25,000,000
FY16	\$33,162,633	FY22	\$25,000,000
FY17	\$33,162,633	FY23	\$35,000,000
FY18	\$22,783,303	FY24 (rec)	\$25,000,000

The Council’s Reserve and Select Fiscal Policies resolution states that “The Council should not budget any reserve for the MCPS Current Fund.” Given the revenue pressures in the FY24 budget, it may be important to revisit the practice of intentionally carrying over a significant target amount of funds from year to year in the MCPS budget.

Council staff notes that this discussion of the carryover fund balance has been raised for many years with previous Boards, Superintendents, and Committees. In the discussion of the year-end transfers for the FY17 Operating Budget, the Council staff report notes that the Board and Superintendent at that time intended to work toward a year end target of 0.5% of expenditures. For FY24, that would equal approximately \$15 million of the Board’s tax supported request.

**E. Options for Funding Level Consideration**

As noted in the first Committee worksession, the Council President’s guidance for the FY24 Operating Budget is that all increased funding over the FY23 funding amount must be placed on the reconciliation list as high priority or priority. For MCPS, that amount is \$223 million under the County Executive’s recommended funding level supported by the 10% tax increase, and \$230 million under the Board of Education’s requested level of County contribution.

Council staff suggests that it may be helpful to think about the increase in 1% increments, as each 1-cent of the proposed tax increase is equivalent to \$22.3 million in revenue. That would result in 10 increments of \$22.3 million each to consider for the reconciliation list; an additional \$7.5 million would be needed to meet the Board’s full request. Council staff notes that this \$7.5 million is not included in the proposed revenue; as a result, for the purposes of this discussion, Council staff will use the Executive’s recommended funding level as a base for the County contribution.

**If there is a need to reduce the level of the County contribution due to affordability considerations, Council staff offers the following options for consideration:**

*Council staff recommendation:*

**Reduce the County contribution by a total of \$79,525,204 from the Executive’s recommended funding level. This amount represents two elements:**

**Fund balance assumption: \$25,000,000**

- This recommendation removes the assumption of this amount in future savings, essentially reducing the appropriation by the amount that MCPS would be assuming to carry over unspent into the next fiscal year. Council staff emphasizes that MCPS will still need to budget to achieve a positive fund balance; and that the FY25 budget will not necessarily have as large an amount to use as a resource.

**State Aid above December assumption: \$54,525,204**

- This amount represents the amount of State Aid above the Superintendent’s December assumption that was added to the overall total in the Board of Education’s budget. Council staff notes that it has been a frequent practice for the Board’s budget to use additional State Aid to offset all or part of the requested County contribution.

**In Council staff’s view, this recommendation takes the overall MCPS FY24 budget to approximately the tax supported level put forward by the Superintendent in December.**

Council staff notes the following:

- **This would result in a County contribution level of \$1,982,863,831;**
- **This is an increase of \$143,792,371 over the FY23 County contribution;**
- **The total tax supported increase (which includes State Aid) would be \$203,057,575 over FY23 tax supported funding.**

Council staff acknowledges that this level of funding would require the system and the Board to make changes within the proposed budget; however, in Council staff’s view, this amount of total resources would be sufficient to support the Board’s key priorities, including compensation.

***Other Options: Partial State Aid Offset***

Other funding levels could recognize part but not all of the additional State Aid above December assumptions.

For example, a reduction of \$25 million related to the fund balance and \$27.3 million representing half of the additional State Aid assumption would result in a \$52.3 million reduction to the County contribution. This example would do the following:

- Reduce the Executive’s recommended County contribution by \$52,262,602;
- Increase County contribution by \$171,054,973 over FY23;
- This would result in an increase of \$230.3 million in total tax supported funds over FY23 levels.

**Reconciliation List**

The Committee’s recommended funding level will need to be reflected in increments on the reconciliation list. Council staff suggests that the MCPS recommended funding level be identified as high priority. The reconciliation list actions that would be needed for each option presented above are as follows:



**Option 1: Fund the County contribution at the County Executive’s recommended level**

- Place \$223,317,575 million on the reconciliation list
- This amount is equivalent to 10 increments of \$22.3 million each on the reconciliation list

**Option 2: Council staff recommended option**

- Place \$143,792,371 on the reconciliation list
- This amount is equivalent to 6.5 increments of \$22.3 million each on the reconciliation list

**Option 3: Partial State Aid offset**

- Place \$171,054,973 on the reconciliation list
- This amount is equivalent to 7.7 increments of \$22.3 million each on the reconciliation list

Council staff notes that either Option 2 or Option 3 would lower the impact on future Maintenance of Effort funding requirements.

This packet contains the following:

ESSER III Budget by Program tables	© 1-2
MCPS Accelerator tables	© 3-5
MCPS Mental Health Support Positions tables	© 6-7
FY24 Staffing and Budget Guidelines	© 8-14
FY24 Special Education Staffing Plan (link)	© 15
FY23 Special Appropriation Resolution	© 16-17
FY23 Special Appropriation Transmittal Memoranda	© 18-20
MCPS responses to Council questions on fund balance & ilDEA	© 21
MCPS Staff Statistical Profile	© 22-31
MSDE Salary Schedule Comparisons	© 32-48
MCPS Funding History Chart	© 49
Allocation of Staffing table	© 50
MCPS and MCEA Press Release on Wage Increase	© 51

**ESSER III Budget by Program**

End Date 9/30/2024

Updated as of 3/31/2023

<b>Program</b>	<b>FTE</b>	<b>Budget (in Millions)</b>	<b>Actual Expenditures &amp; Encumbrance (in Millions)</b>	<b>Funds Available (in Millions)</b>	<b>Description</b>
Athletics		\$ 0.6	\$ 0.3	\$ 0.3	Funds for athletic trainers to support increased cost in FY23 as a result of labor shortage.
Food Services		6.0	-	6.0	Funds for reimbursement of student meals to support the Enterprise Fund during the pandemic. In addition, the funding supports Montgomery Virtual Academy student meals that are not reimbursed through the Federal program.
Mental Health/Counseling*	43.0	25.4	8.3	17.1	Funds for social workers, Restorative Justice coaches, instructional specialists, mindfulness room stipends, and telehealth services.
Operations/Facilities		22.4	15.6	6.8	Funds for HVAC infrastructure.
Professional Development		23.8	4.2	19.6	Funds for antiracist, equity, and social-emotional learning professional development.
Retention and Recruiting		28.3	28.3	-	Funds were spent in Dec. 2021 , for one-time retention and recruitment bonus of \$1,100 to all employees.
School Innovation		1.0	0.1	0.9	Funds for school-based innovative programs for underserved student groups.
Special Education		17.8	0.4	17.4	Funds for special education compensatory services during the school year and summer months.
Strategic Partnerships		10.5	0.3	10.2	Funds for out-of-school time and community partnerships.
Substitute Pilot Program		0.8	0.8	-	FY22 funding to establish a permanent substitute pilot program.
Summer School		28.6	15.2	13.4	Funds for FY 24 and 25 summer school programs.
Support for Newcomers		0.2	-	0.2	Currently supported through the operating budget. Funds will be realigned to support the summer school programs.
Support to most poverty impacted schools		17.6	13.1	4.5	Funds for assistant school administrators and fully-released teachers for single administrator schools, and enrichment activities such as stipends and transportation.
Technology		20.0	9.8	10.2	Funds for digital learning hardware and software licensing.
Tutoring		13.0	-	13.0	Funds for tutoring services. Currently spending ESSER II and ARP Tutoring grant, which end before ESSER III. Will transition to ESSER III once all other funds are spent, which is expected to take place in the Fall of FY24.
Virtual Academy		15.9	14.7	1.2	Montgomery Virtual Academy is currently funded through the operating budget, but there is a small reserve to support additional staffing needs, as a result of the fluctuating enrollment in Montgomery Virtual Academy until a base line trend is established.
Wellness Programs - contract tracing		0.3	0.3	-	Spent in FY22 to support contact tracing activities.
Benefits		20.0	11.4	8.6	Benefits for position and non-positions items described above.
<b>Grand Total</b>	<b>43</b>	<b>\$ 252.2</b>	<b>\$ 122.8</b>	<b>\$ 129.4</b>	

\* Includes social workers and restorative justice specialists

**ESSER II Budget by Program**

End Date 9/30/2023

Updated as of 3/31/2023

<b>Program</b>	<b>FTE</b>	<b>Budget (in Millions)</b>	<b>Actual Expenditures &amp; Encumbrance (in Millions)</b>	<b>Funds Available (in Millions)</b>	<b>Description</b>
Classroom Monitors		\$ 5.0	\$ 5.0	\$ -	
Curriculum		2.1	1.9	0.20	
Operations - HVAC		5.0	4.7	0.30	Funds for HVAC infrastructure.
Professional Development		13.5	10.8	2.70	Funds for antiracist and equity professional development
Special Education		11.9	11.9	-	
Strategic Partnerships		3.7	3.2	0.50	Funds for out-of-school time.
Summer School		21.4	20.8	0.60	Funds for FY 24 summer school programs.
Targeted Support and Improvement Schools		0.1	0.1	-	
Technology		19.2	17.3	1.90	Funds for digital learning hardware and software licensing.
Tutoring		25.0	20.9	4.10	Funds for high dosage tutoring.
Benefits		5.3	4.9	0.4	
<b>Grand Total</b>	<b>0</b>	<b>\$ 112.2</b>	<b>\$ 101.5</b>	<b>\$ 10.7</b>	

MCPS Accelerator Tables

**Math & Literacy Instructional Accelerators**

<b>Accelerator</b>	<b>FTE Workyears</b>	<b>Amount</b>
Elementary and Middle School Math Support (2 math supervisors, 2 ES and 1 MS IS, 12 math instructional coaches)	17.0	\$1,792,553
English language development (2 coaches and 40 teachers)	42.0	\$3,375,486
8 Academic Opportunity Specialists	8.0	\$1,174,424
Literacy and Math Summer Institute		\$1,555,160
Stipends for Multi-Classroom Leadership Program		\$107,650
Teacher stipends to build post-CCR support pathway courses, RFP to purchase high quality, effective secondary interventions		\$2,026,913
<b>TOTAL</b>	<b>67.0</b>	<b>\$10,032,186</b>

**Blueprint**

<b>Accelerator</b>	<b>FTE Workyears</b>	<b>Amount</b>
Dual Enrollment Fees for Blueprint for Maryland’s Future		\$2,730,959
AP and IB exams funding for increased student participation		\$3,397,401
Additional Preschool Education Program (PEP) inclusive classrooms	33.7	\$2,138,756
College Tracks expanded to five additional schools		\$1,800,000
Coordinator position to support Blueprint financial reporting and financial systems	1.0	\$148,739
Blueprint coordination positions	4.0	\$543,036
<b>TOTAL</b>	<b>38.7</b>	<b>\$10,758,891</b>

## Human Resources

<b>Accelerator</b>	<b>FTE Workyears</b>	<b>Amount</b>
One Professional Development Day for SEIU employees		\$1,329,414
One coordinator position for district operations professional learning	1.0	\$148,739
3 Consulting counselors, 2 consulting teachers, 1 IS for Skillful Teacher, 1 professional growth consultant, 1 staffing coordinator and 1 staffing specialist, 1 coordinator for EOC/ADA/grievances	10.0	\$1,408,728
Referral bonus for MCPS employees		\$269,125
Coordinator for job classification services	1.0	\$130,774
Two background screening specialist positions	2.0	\$140,708
Coordinator for the recruitment, hiring, and retention of diverse and qualified administrators	1.0	\$148,739
Consulting Services for Professional Growth System		\$300,000
Professional part-time services		\$86,120
Two coordinator positions for Appeals and Labor Relations	2.0	\$297,478
Professional part-time support for school transformation		\$53,825
<b>TOTAL</b>	<b>17.0</b>	<b>\$4,313,650</b>

## Operations

<b>Accelerator</b>	<b>FTE Workyears</b>	<b>Amount</b>
Six ITSS's for increased IT demand	6.0	\$538,474
Human Capital Management (HCM) Project ( <i>Continuation of Enterprise Resource Planning {ERP} System</i> )		\$2,557,198
Technology support for hotspots, Amazon Web Services, Zoom		\$3,696,690
Chromebooks		\$4,820,687
Upgrade software for application for tracking buses by MCPS and families		\$1,500,000
Additional Transportation Department positions ( <i>including depot, operations managers, dispatch, bus route supervisor</i> )	5.0	\$506,996
Additional Facilities Management Department positions ( <i>including HVAC, building services, other maintenance</i> )	21.0	\$1,894,341

Secretarial Support for Department of Safety and Security	1.0	\$61,586
10 security assistants for schools	10.0	\$515,550
Non-salary positions for summer months to support school/office moves and supply orders		\$312,078
Fiscal specialist for focus on elementary schools	1.0	\$122,820
Director I position in Communications	1.0	\$166,978
Fiscal assistant and contract administrator	2.0	\$172,997
<b>TOTAL</b>	<b>47.0</b>	<b>\$16,866,395</b>

**Programmatic**

<b>Accelerator</b>	<b>FTE Workyears</b>	<b>Amount</b>
Planning for expansion of Innovative Calendar Elementary Schools		\$263,388
Support for current Two Way Immersion (TWI) schools	2.9	\$209,897
Academic Support and Innovative Calendar School (ICS) Coordinator for TWI and ICS	1.0	\$158,333
Expand IB Diploma Program to additional elementary, middle, and high schools and 1 Accelerated and Enriched Instructional Specialist	5.0	\$463,757
Support for Administration of 504 plans	3.0	\$931,169
Add 25 Athletic trainers and 1 coordinator for district-wide athletics program	26.0	\$2,113,464
OCIP support for Dual Enrollment, Early and Middle College Programs and Tutoring	1.0	\$141,467
Coordinator for multiple tutoring programs	1.0	\$148,739
Resources to establish a Parent Resource Room for Students with Disabilities	2.0	\$236,938
Implementation of literacy at birth/literacy for young mothers' program		\$100,000
<b>TOTAL</b>	<b>41.9</b>	<b>\$4,767,152</b>

**Mental Health Supports  
FY 2020 - FY 2024**

**Well-being, Learning, and Achievement**

		FY 2020		FY 2021		FY 2022*		FY 2023*		FY 2024*	
Positions/Services	Funding Source	FTEs	Amount (Including Benefits)	FTEs	Amount (Including Benefits)	FTEs	Amount (Including Benefits)	FTEs	Amount (Including Benefits)	FTEs	Amount (Including Benefits)
Psychologists	Local/County	98.500	13,277,065	105.500	13,697,425	116.500	13,937,865	115.500	14,926,457	114.500	15,430,204
Resource Psychologist	Local/County		-		-	1.000	114,963	2.000	234,340	2.000	291,676
Social Workers	Local/County		-	1.000	100,714	2.000	201,619	7.000	873,535	5.000	572,913
Social Workers	State: Blueprint/Concentration of Poverty		-	2.000	445,977	1.000	182,381	-	-	1.000	195,785
Social Workers	Federal/ESSER III		-		-	50.000	10,282,628	32.000	566,251	32.000	2,227,636
Social Worker Supervisor	Federal/ESSER III		-		-		-	-	-	1.000	147,243
Pupil Personnel Workers	Local/County	34.400	8,564,507	54.400	8,411,644	54.400	8,749,559	54.400	8,832,141	54.400	9,565,775
Parent Community Coord	Local/County	33.000	387,017	34.000	3,808,045	49.000	4,766,562	49.000	4,837,968	50.000	5,839,612
Parent Community Coord	Federal/Title III Grant	4.000	389,675	4.000	420,559	4.000	423,611	4.000	429,957	3.000	329,475
Parent Community Coord	State: Blueprint/Concentration of Poverty		-	1.375	124,518	1.625	127,930	19.000	1,518,212	5.000	491,113
Wellness Trainers	State: Blueprint/Concentration of Poverty									8.500	660,076
Coordinator	Local/County	1.000	168,393	1.000	164,254	1.000	166,976	1.000	167,878	2.000	325,868
Instructional Specialist	Local/County	1.000	132,175	1.000	158,164	1.000	165,079	1.000	157,028	1.000	172,633
Instructional Specialist	Federal/Title III Grant	1.000	139,346	1.000	111,493	1.000	111,598	1.000	192,510	-	-
Stipends for Be-Well 365 and promotion of Mental Health	Local/County		108,344		145,328		344,480		344,911		210,787
Psychologist part-time/Psych Interns	Local/County		118,038		128,803		125,574		128,085		122,166
Mindfulness Activities	Local/County		-		-		264,991		471,442		471,442
Mindfulness Activities	Federal/ESSER III		-		-		-		-		1,192,500
Contractual Nursing for Community Schools	State: Blueprint/Concentration of Poverty		1,190,728		2,381,456		1,000,000		1,330,000		2,094,673
Contractual services for Mental Health and Wellness	Local/County		71,000		52,539		655,000		52,539		52,539
Instructional Materials and Program Supplies	Local/County		156,000		155,955		1,379,901		102,042		87,042
Mental Health Coordinator	State: Blueprint/Mental Health Coordinator		89,708		89,708		89,708		89,708		-
Mental Health Coordinator	Local/County									1.000	105,632
Supplies and Materials	Federal/ESSER III						3,840,920		5,579,540		5,579,540
Training Stipends	Federal/ESSER III						3,439,702		2,481,480		2,481,481
	<b>Total</b>	<b>172.900</b>	<b>24,791,996</b>	<b>205.275</b>	<b>30,396,582</b>	<b>282.525</b>	<b>50,371,047</b>	<b>285.900</b>	<b>43,316,024</b>	<b>280.400</b>	<b>48,647,811</b>

Note: FY23 Budget has been revised based on the final adopted budget.

\*Includes ESSER funding, which might cross a three year period (FY22, FY23, and FY24). Some funding was redistributed between fiscal years based on activities that took place or are scheduled to take place.

**Mental Health Supports  
FY 2020 - FY 2024**

**Early Childhood and Title I Schools**

Positions/Services	Funding Source	FY 2020		FY 2021		FY 2022		FY 2023		FY 2024	
		FTEs	Amount (Including Benefits)	FTEs	Amount (Including Benefits)	FTEs	Amount (Including Benefits)	FTEs	Amount (Including Benefits)	FTEs	Amount (Including Benefits)
Psychologists	Local/County	2.884	361,495	2.884	354,928	2.884	355,263	3.884	426,773	3.884	454,574
Psychologists	Federal/Head Start Grant	1.150	188,276	1.150	191,532	1.150	156,382	1.150	157,858	1.150	149,912
Social Workers and Social Services Assist	Local/County	20.590	1,628,586	21.590	1,640,881	21.300	1,597,630	29.300	2,240,343	29.300	2,354,346
Social Workers and Social Services Assist	Federal/Head Start Grant	7.750	594,406	7.750	594,959	8.750	643,664	8.750	649,739	8.750	663,989
Parent Community Coord	Federal/Title I Grant	9.250	594,352	9.250	575,897	9.250	580,076	23.125	1,997,384	13.125	755,557
<b>Total</b>		<b>41.624</b>	<b>3,367,115</b>	<b>42.624</b>	<b>3,358,197</b>	<b>43.334</b>	<b>3,333,015</b>	<b>66.209</b>	<b>5,472,097</b>	<b>56.209</b>	<b>4,378,378</b>

**Special Education Services**

Positions/Services	Funding Source	FY 2020		FY 2021		FY 2022		FY 2023		FY 2024	
		FTEs	Amount (Including Benefits)	FTEs	Amount (Including Benefits)	FTEs	Amount (Including Benefits)	FTEs	Amount (Including Benefits)	FTEs	Amount (Including Benefits)
Social Workers	Local/County	10.400	1,150,954	12.400	1,341,385	13.400	1,444,972	12.000	1,535,459	10.000	1,175,734
Social Workers	Federal/IDEA	13.600	1,548,805	13.600	1,499,877	13.600	1,476,305	18.000	1,883,348	18.000	2,003,863
Psychologists	Local/County	14.000	1,871,794	14.500	1,920,109	16.500	2,097,767	15.000	1,802,001	15.500	1,839,381
Psychologists	Federal/IDEA	1.000	93,638		-	1.000	101,210		-	1.500	162,031
Psychologists	Federal/Medical Assistant Program	0.500	51,863	0.500	51,783	0.500	50,969	0.500	48,484	1.000	105,631
Psychologists	Federal/IDEA	6.500	717,936	6.500	716,826	5.500	604,350	8.000	870,822	6.500	764,515
Crisis Prevention Training Materials	Federal/IDEA		22,350		22,350		3,825		3,825		3,825
Crisis Prevention Training Certification	Federal/IDEA		38,704		38,704		90,378		61,650		90,378
Crisis Prevention Training Temporary Part-time	Federal/IDEA		67,316		67,316		118,222		118,222		975,639
Supervisor -Student Engagement, Behavioral Health and Academics	Federal/IDEA					1.000	152,774	1.000	153,600	1.000	155,269
Instructional Specialist	Federal/IDEA									1.000	155,411
Teacher, Special Education -Behavior Support	Federal/IDEA									8.000	960,474
Contractual Services-The Foundation Schools	Local/County		255,000		255,000		255,000		255,000		255,000
<b>Total</b>		<b>46.000</b>	<b>5,818,360</b>	<b>47.500</b>	<b>5,913,350</b>	<b>51.500</b>	<b>6,395,772</b>	<b>54.500</b>	<b>6,732,411</b>	<b>62.500</b>	<b>8,647,151</b>



**APPENDIX C**

**Pre-K–12 Budget Staffing Guidelines for Professional Staff—FY 2024**

<b>Position</b>	<b>Elementary School Guidelines</b>	<b>Middle School Guidelines</b>	<b>High School Guidelines</b>
Principal	1.0 FTE per school	1.0 FTE per school	1.0 FTE per school
Assistant Principal	1.0 FTE per focus and Title I schools or 1.0 FTE per school with sustained enrollment > 350 and future growth or 1.0 FTE for a school with enrollment > 330 and significant program impact. Every effort is made not to remove an assistant principal one year and have to restore it the next year and maintain administrative stability.	1.0 FTE per school. Schools projected to have 650 or more students receive a second assistant principal. Every effort is made not to remove the second assistant principal one year and have to restore it the next year and maintain administrative stability.  If school has a coordinator, subtract 1.0 FTE from this allocation.	2.0 FTE per school ≥ 3000 receive an additional 4.0 FTE 2550–2999 receive an additional 3.0 FTE 2130–2549 receive an additional 2.0 FTE 1600–2129 receive an additional 1.0 FTE  If school has a coordinator, subtract 1.0 FTE from this allocation. If a school has more than 5 assistant principal positions (including coordinators), convert one of the assistant principal positions to an assistant school administrator.
Assistant School Administrator	1.0 FTE is allocated to the largest and most impacted elementary schools.	1.0 FTE per school, if (a) school has projected enrollment greater than 600 without a second assistant principal or coordinator, and (b) school maintains enrollment greater than 950 students for more than one year. Schools with FARMS > 30% will have this position converted to an assistant principal.	1.0 FTE per school. Schools with FARMS > 20% will have this position converted to an assistant principal.
Coordinator (Magnet/Special Program)		1.0 FTE for each for cluster magnet and middle school consortium school.	1.0 FTE each for countywide magnet programs at Montgomery Blair and Poolesville high schools and the International Baccalaureate (IB) Programme at Richard Montgomery High School.
School Business Administrator			1.0 FTE per school
Athletics Specialist			1.0 FTE per school (fully released)
Classroom Teacher	Classroom teacher positions for Grades K–5 are allocated based on enrollment projections to Kindergarten using a class size guideline of 24, to Grades 1–2 using a class size guideline of 25, to Grade 3 using a class size guideline of 26, and to Grades 4-5 using a class size guideline of 28. Additional classroom teacher positions are provided to focus and Title I schools to Grades K–2 using a class size guideline of 18, to Grade 3 using a class size guideline of 24, and to Grades 4-5 using a class size guideline of 26.	Classroom teacher positions are provided by formula $[\text{Enrollment} \times 7 / (\text{class size} \times 5)]$ . For schools with higher FARMS rates, 0.8 FTE is subtracted from the class size divisor. For each resource teacher (RT), content specialist, and team leader position, 0.8 FTE of this calculation is removed. In addition, 0.8 FTE is added for reading and a 1.0 FTE is added for mathematics support.	Classroom teacher positions are provided by formula $[\text{Enrollment} \times 7 / (\text{class size} \times 5)]$ . For schools with higher FARMS rates, a 1.0 FTE is subtracted from the class size divisor. An additional 0.4 FTE is allocated to each school for release time for RTs. A 0.8 FTE of this calculation is removed for each RT allocation.
Academic Intervention Teacher	Academic intervention teacher positions are allocated based on percent of FARMS.	Academic intervention teacher positions are allocated based on percent of FARMS.	Academic intervention teacher positions are allocated based on percent of FARMS.

APPENDIX C - 1

**APPENDIX C (continued)**

**Pre-K–12 Budget Staffing Guidelines for Professional Staff—FY 2024**

Position	Elementary School Guidelines	Middle School Guidelines	High School Guidelines
Special Program Teacher	Special program teacher positions are allocated to support special programs in schools including dual language, immersion, magnet, Primary Years Programme (PYP), and world languages programs.	Special program teacher positions are allocated to support home school and special program classes at schools with magnet programs and the Middle Years Programmes.	Special program teacher positions are allocated to support home school and special program classes at schools with regional programs, magnet programs, Middle Years Programmes, and International Baccalaureate Diploma Programmes.
Staff Development Teacher	1.0 FTE per school	1.0 FTE per school	1.0 FTE per school
English Language Development (ELD) Teacher	<p>ELD teacher positions are allocated to schools based on non-METS enrollment as follows:</p> <p>ELP 1: FTE = Students/8*0.2 (non-focus); Students/7*0.2 (focus, Title I)</p> <p>ELP 2: FTE = Students/8*0.2 (non-focus); Students/7*0.18 (focus, Title I)</p> <p>ELP 3: FTE = Students/10*0.16 (non-focus); Students/7*0.16 (focus, Title I)</p> <p>ELP 4: FTE = Students/12*0.2 (non-focus); Students/9*0.14 (focus); Students/8*0.14 (Title I)</p> <p>Minimally Compliant (≤ 20 students overall) = 0.4 FTE</p>	<p>ELD teacher positions are allocated to schools based on non-METS enrollment as follows:</p> <p>ELP 1: FTE = Students/17*0.7</p> <p>ELP 2: FTE = Students/17*0.5</p> <p>ELP 3: FTE = Students/22*0.3</p> <p>ELP 4: FTE = Students/22*0.3</p> <p>Minimally Compliant (≤ 35 students overall) = 0.4 FTE</p> <p>ELD teacher positions are allocated to schools based on METS enrollment as follows:</p> <p>&gt; 24 = 1.2 FTE</p> <p>5–24 = 1.0 FTE</p> <p>&lt; 5 = 0.4 FTE</p>	<p>ELD teacher positions are allocated to schools based on non-METS enrollment as follows:</p> <p>ELP 1: FTE = Students/17*0.7</p> <p>ELP 2: FTE = Students/17*0.5</p> <p>ELP 3: FTE = Students/22*0.3</p> <p>ELP 4: FTE = Students/22*0.3</p> <p>Minimally Compliant (≤ 40 students overall) = 0.8 FTE</p> <p>ELD teacher positions are allocated to schools based on METS enrollment as follows:</p> <p>≥ 52 = 2.4 FTE</p> <p>45–51 = 2.0 FTE</p> <p>38–44 = 1.6 FTE</p> <p>32–37 = 1.2 FTE</p> <p>25–31 = 1.0 FTE</p> <p>18–24 = 0.8 FTE</p> <p>11–17 = 0.6 FTE</p> <p>4–10 = 0.4 FTE</p>
Media Specialist	Media specialist positions are allocated to schools based on enrollment and percent of FARMS. Position is staffed at a 0.5 FTE or a 1.0 FTE.	1.0 FTE per school	1.0 FTE per school
Counselor	1.0 FTE per school. An additional 0.5 FTE counselor is allocated to non-focus schools with projected Grades K-5 enrollment > 700, to focus schools with projected Grades K-5 enrollment > 600, and to Title I schools with projected Grades K-5 enrollment > 510 and ≤ 650. An additional 1.0 FTE counselor is allocated to Title I schools with projected Grade K-5 enrollment > 650.	Counselor positions are allocated to schools based on projected enrollment and student to staff ratios using guideline of 250:1 ratio.	Counselor positions are allocated to schools based on projected enrollment and student to staff ratios using guideline of 250:1 ratio.

APPENDIX C - 2

**APPENDIX C (continued)**

**Pre-K–12 Budget Staffing Guidelines for Professional Staff—FY 2024**

<b>Position</b>	<b>Elementary School Guidelines</b>	<b>Middle School Guidelines</b>	<b>High School Guidelines</b>
Focus Teacher	Focus teachers are locally funded and Title I federally funded. Locally funded focus teacher positions are allocated to schools based on enrollment and percent FARMS. Title I schools use supplemental school-based allocations to fund additional focus teachers.	Focus teacher positions are allocated to schools based on enrollment and percent FARMS to lower class size in English and mathematics.	Focus teacher positions are allocated to schools based on enrollment and percent FARMS to lower class size in English and mathematics.
Reading Initiative Teacher	Reading initiative teacher positions are allocated at a 21:1 ratio. For schools receiving additional staffing for class-size reduction in Grades 1 and 2, no additional allocations are authorized for the program.		
Prekindergarten Teacher	Prekindergarten teacher positions are allocated with a 0.5 FTE teacher per 2.5 hour class and a 1.0 FTE teacher per 6 hour class.		
Head Start Teacher	Head Start teacher positions are allocated with a 0.6 FTE teacher per 3.15 hour class and a 1.0 FTE teacher per 6 hour class.		
Instrumental Music Teacher	Instrumental music teacher positions are allocated to schools based on the projected enrollment in instrumental music programs in Grades 4-5.		
Reading Support Teachers	Reading support teacher positions provide support to identified Title I schools to implement reading intervention programs.		
Reading Specialist	1.0 FTE per school.		
Content Specialist		6.0 FTE per school; all content specialists must teach 4 classes in a 7 period schedule. Position must be assigned as a 1.0 FTE for each employee (no partial FTE assignments).	
Team Leader		3.0, 4.0, or 6.0 FTE per school depending on school size and impact; all team leaders must teach 4 classes in a 7 period schedule. Position must be assigned as a 1.0 FTE for each employee (no partial FTE assignments).	
Resource Teacher			Resource teacher positions are allocated based on enrollment and individual school needs; must teach 4 classes in a 7 period schedule. Position must be assigned as a 1.0 FTE for each employee (no partial FTE assignments).

**APPENDIX C (continued)**

**Pre-K–12 Budget Staffing Guidelines for Professional Staff—FY 2024**

<b>Position</b>	<b>Elementary School Guidelines</b>	<b>Middle School Guidelines</b>	<b>High School Guidelines</b>
Resource Counselor		Schools with four or more counselors are provided a resource counselor to coordinate programs.	Schools with four or more counselors are provided a resource counselor to coordinate programs.
Alternative Programs Teacher		Alternative programs teacher positions are allocated based on projected enrollment in the school, academic ineligibility, suspension rate, and poverty.	Alternative programs teacher positions are allocated based on projected enrollment in the school, Grade 9 retention rate, academic ineligibility, suspension rate, and poverty.
Career Support Teacher			Career support teacher positions are allocated based on size of school programs.
Career Preparation Teacher			Career preparation teacher positions are allocated based on size of the internship program.

**APPENDIX C (continued)**

**Pre-K–12 Budget Staffing Guidelines for Supporting Services Staff—FY 2024**

<b>Position</b>	<b>Elementary School Guidelines</b>	<b>Middle School Guidelines</b>	<b>High School Guidelines</b>
Administrative Secretary	1.0 FTE per school	1.0 FTE per school	1.0 FTE per school
Secretary I (10-month)	1.0 FTE per school for schools with enrollment > 250 students 0.5 FTE per school for schools with enrollment ≤ 250 students A school with a principal, an assistant principal, and an assistant school administrator receives an additional 1.0 FTE for a maximum of 2.0 FTE	1.0 FTE per school ≥ 1,300 receive an additional 0.5 FTE 700–1,299 receive an additional 0.25 FTE	Secretary positions (I and II 10-month) are allocated to schools based on projected student enrollment as follows: ≥ 3,000 = 8.0 FTE 2,700–2,999 = 7.0 FTE 2,400–2,699 = 6.0 FTE 2,050–2,399 = 5.0 FTE 1,650–2,049 = 4.0 FTE 1,450–1,649 = 3.0 FTE < 1,450 = 2.0 FTE
Secretary II (10-month)		Secretary II (10-month) positions are allocated to schools based on projected enrollment as follows: ≥ 1,000 = 1.0 FTE 725–999 = 0.5 FTE 600–724 = 0.25 FTE  If a 12-month Secretary II position is allocated, subtract 0.5 FTE from the 10-month Secretary II allocation.	These guidelines provide the total number of positions to be divided between Secretary I and Secretary II 10-month positions.
Secretary II (12-month)		1.0 FTE each for programs at Roberto W. Clemente, Eastern, Dr. Martin Luther King, Jr, and Takoma Park middle schools	1.0 FTE for programs at Montgomery Blair, Poolesville, and Richard Montgomery high schools
Counseling Secretary (Secretary II 12-month)		1.0 FTE per school	1.0 FTE per school
Registrar			1.0 FTE per school
College and Career Information Coordinator			1.0 FTE per school
Financial Specialist		1.0 FTE per school	1.0 FTE per school
Media Assistant	Media assistant positions are allocated to schools based on projected grades K–5 enrollment as follows: ≥ 670 = 0.75 FTE < 670 = 0.5 FTE	Media assistant positions are allocated to schools based on projected enrollment as follows: ≥ 1,200 = 0.875 FTE 650–1,199 = 0.625 FTE 300–649 = 0.5 FTE	Media assistant positions are allocated to schools based on projected student enrollment as follows: ≥ 2,000 = 1.5 FTE 1,750–1,999 = 1.0 FTE 1,350–1,749 = 0.75 FTE 1,200–1,349 = 0.625 FTE < 1,200 = 0.5 FTE

APPENDIX C - 5

**APPENDIX C (continued)**

**Pre-K–12 Budget Staffing Guidelines for Supporting Services Staff—FY 2024**

Position	Elementary School Guidelines	Middle School Guidelines	High School Guidelines
Paraeducator	Paraeducator positions are allocated to schools based on projected grades K–5 enrollment as follows: ≥ 850 = 2.0 FTE 800–849 = 1.875 FTE 750–799 = 1.75 FTE 700–749 = 1.625 FTE 650–699 = 1.5 FTE 600–649 = 1.375 FTE 550–599 = 1.25 FTE 500–549 = 1.125 FTE 450–499 = 1.0 FTE 400–449 = 0.875 FTE 350–399 = 0.75 FTE < 350 = 0.625 FTE	Paraeducator positions are allocated to schools based on projected enrollment as follows: ≥ 1,600 = 1.0 FTE 1,350-1,599 = 0.875 FTE 1,100-1,349 = 0.75 FTE 850-1,099 = 0.625 FTE 600-849 = 0.5 FTE < 600 = 0.375 FTE	Paraeducator positions are allocated to schools based on projected enrollment as follows: ≥ 3,400 = 4.0 FTE 3,300-3,399 = 3.875 FTE 3,200-3,299 = 3.75 FTE 3,100-3,199 = 3.625 FTE 3,000-3,099 = 3.5 FTE 2,900-2,999 = 3.375 FTE 2,800-2,899 = 3.25 FTE 2,700-2,799 = 3.125 FTE 2,600-2,699 = 3.0 FTE 2,500-2,599 = 2.875 FTE 2,400-2,499 = 2.75 FTE 2,300-2,399 = 2.625 FTE 2,200-2,299 = 2.5 FTE 2,100-2,199 = 2.375 FTE 2,000-2,099 = 2.25 FTE 1,900-1,999 = 2.125 FTE 1,800-1,899 = 2.0 FTE 1,700-1,799 = 1.875 FTE 1,600-1,699 = 1.75 FTE 1,500-1,599 = 1.625 FTE 1,400-1,499 = 1.5 FTE 1,300-1,399 = 1.375 FTE 1,200-1,299 = 1.25 FTE 1,100-1,199 = 1.125 FTE <1,100 = 1.0 FTE
English Language Development (ELD) Paraeducator		ELD paraeducator positions are allocated to schools based on METS enrollment as follows: > 24 = 1.0 FTE 15–24 = 0.75 FTE	ELD paraeducator positions are allocated to schools based on METS enrollment as follows: ≥ 52 = 1.5 FTE 32–51 = 1.0 FTE 0–31 = 0.5 FTE
Prekindergarten, Paraeducator	Prekindergarten paraeducator positions are allocated with a 0.375 FTE per 2.5 hour class and a 1.125 FTE per 6 hour class.		
Head Start, Paraeducator	Head Start paraeducator positions are allocated with a 0.6 FTE per 3.25 hour class and a 1.125 FTE per 6 hour class.		

**APPENDIX C (continued)**

**Pre-K–12 Budget Staffing Guidelines for Supporting Services Staff—FY 2024**

<b>Position</b>	<b>Elementary School Guidelines</b>	<b>Middle School Guidelines</b>	<b>High School Guidelines</b>
Focus Paraeducator	Title I schools are provided resources for paraeducator allocations. Locally funded focus paraeducators are allocated to schools with high educational loads.		
Lunch Hour Aide (LHA)	LHA positions are allocated to schools based on the following calculation: FTE = 1 hour and 10 minutes (.146) per 50 projected students	LHA positions are allocated to schools based on projected enrollment as follows: ≥ 400 = 0.375 FTE < 400 = 0.25 FTE  Schools with extraordinary needs are allocated an additional 0.125 FTE.	
Security Team Leader			1.0 FTE per school
Security Assistant		2.0 FTE per school, unless school factors warrant a lower or higher allocation. Additionally, each school is supported by a cluster security coordinator.  School type, student enrollment, and square footage are the primary quantifiable factors in determining the allocation. In addition, serious incident data and special programs will be considered when allocating outside of the standard.	4.0 FTE per school, unless school factors warrant a lower or higher allocation. Additionally, each school is supported by a cluster security coordinator.  School type, student enrollment, and square footage are the primary quantifiable factors in determining the allocation. In addition, serious incident data and special programs will be considered when allocating outside of the standard.
IT System Specialist			1.0 FTE per school
English Composition Assistant			English composition assistant positions are allocated to schools based on the following formula: [(Projected Enrollment ÷ 60) x .375] x 0.125 = Total FTE

Fiscal Year 2024 Special Education Staffing Plan

The full plan is available at this link:

[appendix-d.pdf \(montgomeryschoolsmd.org\)](https://montgomeryschoolsmd.org/appendix-d.pdf)



Resolution No.: \_\_\_\_\_  
 Introduced: \_\_\_\_\_  
 Adopted: \_\_\_\_\_

**COUNTY COUNCIL  
 FOR MONTGOMERY COUNTY, MARYLAND**

By: County Council

**SUBJECT:** Special Appropriation to the FY23 Operating Budget  
Montgomery County Public Schools  
Education Support Professionals Bonus and Report, \$4,973,500  
Source of Funds: Maryland State Department of Education

**Background**

1. Section 308 of the County Charter provides that a special appropriation is an appropriation which states that it is necessary to meet an unforeseen disaster or other emergency, or to act without delay in the public interest. Each special appropriation shall be approved by not less than seven Councilmembers. The Council may approve a special appropriation at any time after public notice by news release. Each special appropriation shall specify the source of funds to finance it.
2. The Board of Education has requested a special appropriation of \$4,973,500 for the Montgomery County Public Schools' (MCPS) FY23 Operating Budget for an Education Support Professionals Bonus and Report Grant from the Maryland State Department of Education:

<u>Personnel</u> <u>Services</u>	<u>Operating</u> <u>Expenses</u>	<u>Capital</u> <u>Outlay</u>	<u>Total</u>	<u>Source</u> <u>of Funds</u>
\$4,973,500			\$4,973,500	State Funds

3. This appropriation is needed to provide spending authority for the use of grant funds received from the Maryland State Department of Education. As a grant award, there is no effect on the County's current or future maintenance of effort requirements.
4. The State grant award supports bonus payments in local school systems in Maryland for noncertificated public school employees. For MCPS, eligible employees are members of the SEIU Local 500 bargaining unit and include paraeducators, media assistants, school bus operators, food services workers, and other noncertificated school personnel.
5. Notice of public hearing was given and the public hearing was held.

6. The County Council declares this request is in the public interest to be acted upon without delay as provided for under special appropriation requirements described in Article 3, Section 308 of the Montgomery County Charter.

**Action**

The County Council for Montgomery County, Maryland approves the following resolution:

A special appropriation to the FY23 Operating Budget of the Montgomery County Public Schools is approved as follows:

<u>Personnel Services</u>	<u>Operating Expenses</u>	<u>Capital Outlay</u>	<u>Total</u>	<u>Source of Funds</u>
\$4,973,500			\$4,973,500	State Funds

This is a correct copy of Council action.

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Judy Rupp  
Clerk of the Council

Office of the Superintendent of Schools  
MONTGOMERY COUNTY PUBLIC SCHOOLS  
Rockville, Maryland

April 26, 2023

MEMORANDUM

To: The Honorable Marc Elrich, County Executive  
The Honorable Evan Glass, President,  
Montgomery County Council

From: Monifa B. McKnight, Superintendent of Schools 

Subject: Transmittal of Board of Education Agenda Item # 11.10

Recommended Fiscal Year 2023 Supplemental Appropriation for Education Support  
Professionals—Bonus and Report.

BOE Meeting Date: April 20, 2023

Amount: \$4,973,500

Type of Action: Approval

MBM:MBH:RR

Attachment

Copy to:

Mr. Hull

Mr. Reilly


Montgomery County Office of Management and Budget

Office of the Superintendent of Schools  
MONTGOMERY COUNTY PUBLIC SCHOOLS  
Rockville, Maryland

April 20, 2023

MEMORANDUM

To: Members of the Board of Education

From: Monifa B. McKnight, Superintendent of Schools 

Subject: Recommended Fiscal Year 2023 Supplemental Appropriation for Education Support Professionals—Bonus and Report

**Recommendation in Brief**

Authorization is requested to receive and expend, subject to County Council approval, a Fiscal Year (FY) 2023 supplemental appropriation of \$4,973,500 for the Education Support Professionals (ESP) – Bonus and Report from the Maryland State Department of Education.

**Background**

The Maryland Department of Education (MSDE) is implementing the ESP bonus program as adopted in Senate Bill 831 of 2022. The bill established bonus payments to local education agencies ESPs effective FY 2023. An ESP is defined as a noncertificated public school employee designated as part of a bargaining unit under state law. For Montgomery County Public Schools, this bill applies to permanent Service Employees International Union Local 500 unit members to include paraeducators, media assistants, and other noncertificated school personnel that do not have an educational function, such as school bus operators and food services workers.

In order to implement the ESP bonus program as adopted in Senate Bill 831 of 2022, each local education agency was required to provide MSDE with the current number of noncertificated ESPs, including for each eligible employee, the employee's first name, last name, job title, job classification, email address and bargaining unit by November 4, 2022. MSDE reviewed the information and identified a total of 9,947 employees that will qualify for the bonus. This supplemental appropriation will provide a bonus payment of \$464 to all identified employees, and it is subject to taxation. This bonus will be reflected in the employee's paycheck of June 16, 2023.

**Support of Board of Education Mission**

The ESP—Bonus and Report is supported by the Strategic Plan priorities of Professional and Operational Excellence by providing funds to continue to recruit and maintain a highly qualified and diverse workforce to support all students.

**Use of Funds**

Funds will be used to provide for:

- Supporting services salaries

**Recommended Resolution**

WHEREAS, Montgomery County Public Schools is requesting a supplemental appropriation approval from the county council; now therefore be it

Resolved, That the superintendent of schools be authorized to receive and expend, subject to County Council approval, a Fiscal Year 2023 supplemental appropriation for the Education Support Professionals—Bonus and Report grant in the following category:

<u>Category</u>	<u>Amount</u>
03 Instructional Salaries	\$ 4,973,500
<u>Total</u>	\$ 4,973,500

Resolved, That a copy of this resolution be forwarded to the county executive and County Council; and be it further

Resolved, That the county executive be requested to recommend approval of this resolution to the County Council.

MBM:MBH:RR:iaw

**Montgomery County Council Education and Culture Committee**  
**Montgomery County Public Schools Follow Ups from April 19, 2023 Worksession**

1. A comparison of unassigned fund balances at comparable state LEAs

GAAP General Fund Expenditures & Fund Balance Components (from FY22 ACFRs)						
School District	# of schools	"Assigned" FB (for Subsequent Yrs Budget)	"Unassigned" Fund Balance	Total General Fund Balance	% Unassigned FB to Total Expenditures	% Assigned FB (for Subsequent Yrs Budget)
Montgomery County	209	35,000,000	4,818,241	86,906,090	0.16%	1.13%
Fairfax County (Va)	199	43,749,542	4,635,741	318,098,345	0.12%	1.12%
Prince George	208	117,028,351	39,029,239	312,035,611	1.61%	4.83%
Baltimore County	175	31,325,000	118,166,000	210,126,000	6.94%	1.84%
Anne Arundel	129	15,000,000	2,724,050	89,521,803	0.19%	1.06%
Baltimore City	164	21,174,000	55,051,000	268,081,000	4.69%	1.80%
Howard	77	28,899,608	6,352,728	45,990,536	0.62%	2.80%
Frederick	69	14,544,792	3,336,973	35,246,698	0.46%	2.01%
Harford	54	9,791,581	36,755,258	92,115,640	5.78%	1.54%
Charles	43	3,344,435	26,819,136	60,446,232	6.10%	0.76%
Carroll	42	5,289,020	12,751,042	26,361,775	3.11%	1.29%
Washington	46	0	10,554,546	34,656,925	2.93%	0.00%
St. Mary's	29	2,000,000	1,813,765	14,144,395	0.63%	0.70%
Calvert	24	0	7,299,220	24,054,213	2.73%	0.00%
Wicomico	25	8,878,759	9,968,170	33,294,002	4.55%	4.05%

2. Please provide a list of iIDEA Schools.

MCPS had 17 schools apply to participate in the Innovative Institutional Design for Equitable Access (iIDEA) project for FY 2024. Of those, the following schools were accepted. These schools are discussing this project with their teachers, will attend a second information session on May 3, 2023, and will then be able to accept or decline the invitation. If schools on this list decline the invitation, we will review the applications again to extend additional invitations.

Invited iIDEA Schools include:

- Brookhaven Elementary School
- Burning Tree Elementary School
- Georgian Forest Elementary School
- Goshen Elementary School
- Oak View Elementary School
- South Lake Elementary School
- Washington Grove Elementary School
- Waters Landing Elementary School

# MCPS Workforce: Residence Profile<sup>1</sup>

FY 2023										
County	MCAAP		MCBOA		SEIU		MCEA		Grand Total	
	#	%	#	%	#	%	#	%	#	%
<b>Montgomery</b>	<b>473</b>	<b>58.6%</b>	<b>68</b>	<b>70.1%</b>	<b>8111</b>	<b>81.6%</b>	<b>8967</b>	<b>63.8%</b>	<b>17,619</b>	<b>70.7%</b>
Frederick	86	10.7%	10	10.3%	628	6.3%	1,823	13.0%	2,547	10.2%
Prince George's	87	10.8%	5	5.2%	566	5.7%	705	5.0%	1,363	5.5%
Howard	56	6.9%	4	4.1%	141	1.4%	958	6.8%	1,159	4.7%
Allegany	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Anne Arundel	22	2.7%	0	0.0%	83	0.8%	283	2.0%	388	1.6%
Baltimore	9	1.1%	2	2.1%	37	0.4%	155	1.1%	203	0.8%
Baltimore City	1	0.1%	1	1.0%	15	0.2%	83	0.6%	100	0.4%
Calvert	0	0.0%	1	1.0%	3	0.03%	11	0.1%	15	0.1%
Carroll	15	1.9%	0	0.0%	69	0.7%	282	2.0%	366	1.5%
Cecil	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Charles	3	0.4%	0	0.0%	8	0.1%	13	0.1%	24	0.10%
Dorchester	0	0.0%	0	0.0%	2	0.02%	0	0.00%	2	0.01%
Garrett	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Harford	0	0.0%	0	0.0%	2	0.02%	5	0.04%	7	0.03%
Kent	0	0.0%	0	0.0%	0	0.0%	1	0.01%	1	0.004%
Queen Anne's	0	0.0%	0	0.0%	4	0.04%	5	0.04%	9	0.036%
St. Mary's	0	0.0%	0	0.0%	0	0.0%	3	0.02%	3	0.012%
Talbot	1	0.1%	0	0.0%	3	0.03%	2	0.01%	6	0.024%
Washington	5	0.6%	3	3.1%	104	1.0%	60	0.43%	172	0.7%
Wicomico	0	0.0%	0	0.0%	0	0.0%	4	0.03%	4	0.016%
Worcester	0	0.0%	0	0.0%	4	0.04%	2	0.01%	6	0.024%
<b>Subtotal Maryland</b>	<b>758</b>	<b>93.9%</b>	<b>94</b>	<b>96.9%</b>	<b>9,780</b>	<b>98.4%</b>	<b>13,362</b>	<b>95.0%</b>	<b>23,994</b>	<b>96.3%</b>
District of Columbia	23	2.9%	2	2.1%	62	0.6%	388	2.8%	475	1.9%
Pennsylvania	0	0.0%	0	0.0%	17	0.2%	27	0.2%	44	0.18%
Virginia	23	2.9%	1	1.0%	37	0.4%	219	1.6%	280	1.1%
West Virginia	1	0.1%	0	0.0%	42	0.4%	47	0.3%	90	0.4%
Other States <sup>2</sup>	2	0.2%	0	0.0%	4	0.0%	18	0.1%	24	0.1%
<b>TOTAL</b>	<b>807</b>	<b>100.0%</b>	<b>97</b>	<b>100.0%</b>	<b>9,942</b>	<b>100.0%</b>	<b>14,061</b>	<b>100.0%</b>	<b>24,907</b>	<b>100.0%</b>

<sup>1</sup> Data reflects the number of permanent employees by head count (Position 1). Temporary and substitute employees are not included.

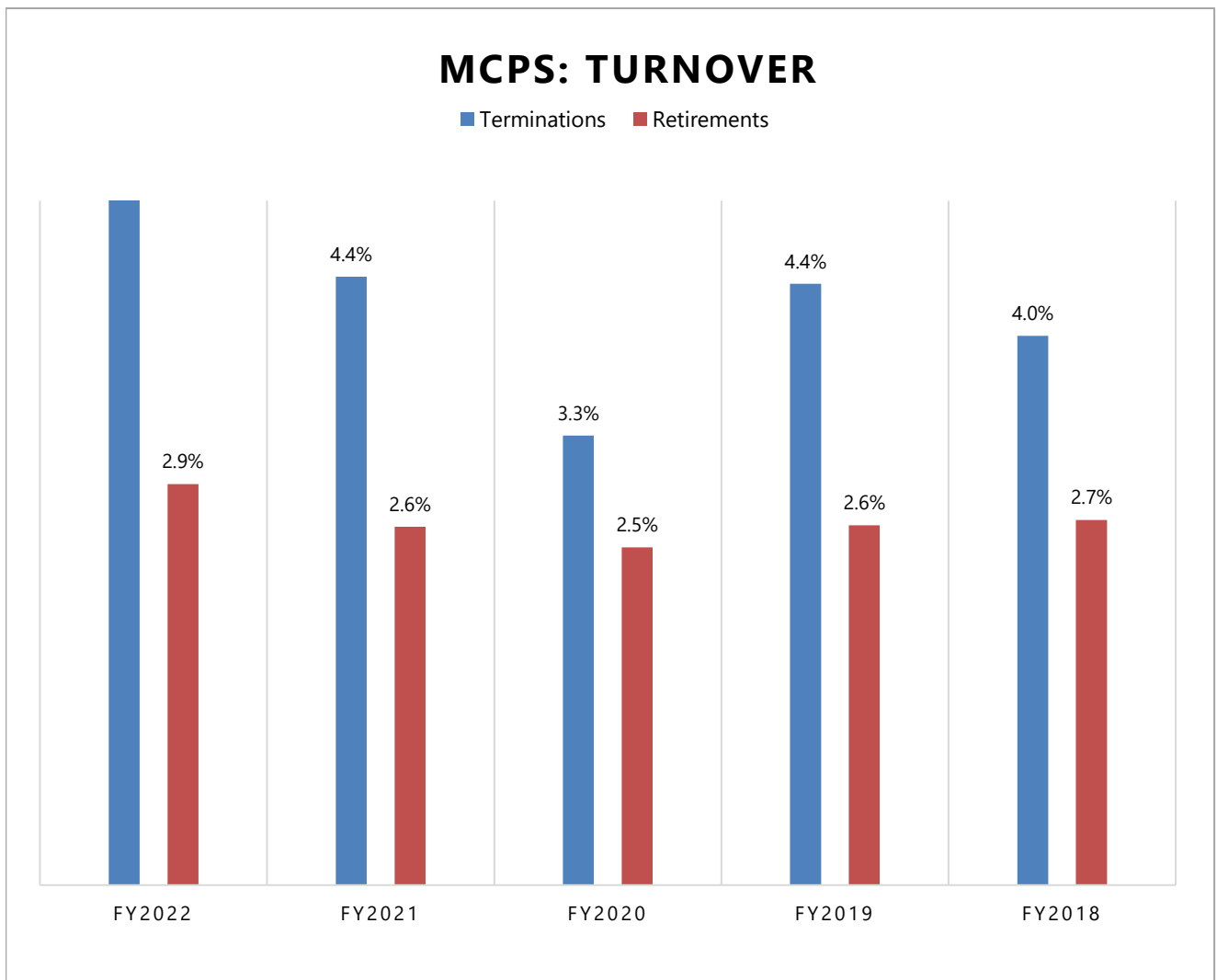
<sup>2</sup> Employees living in 'Other States' include new employees who have not completed a change of address.

Montgomery County Residence Profile										
Fiscal Year	MCAAP		MCBOA		SEIU		MCEA		Grand Total	
	#	%	#	%	#	%	#	%	#	%
<b>FY2023</b>	473	58.6%	68	70.1%	8,111	81.6%	8,967	63.8%	17,619	70.7%
<b>FY2022</b>	459	58.6%	67	68.4%	7,792	80.9%	8,967	63.6%	17,285	70.2%
<b>FY2021</b>	456	60.4%	63	63.6%	7,883	81.0%	8,944	63.9%	17,346	70.5%
<b>FY2020</b>	451	60.5%	64	64.0%	7,686	81.2%	8,829	64.4%	17,030	70.9%

# MCPS: Turnover

Fiscal Year	Number of Employees <sup>1</sup>	Terminations		Retirements		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent
<b>FY2022</b>	24,605	1563	6.4%	721	2.9%	2,284	9.3%
<b>FY2021</b>	24,589	1093	4.4%	644	2.6%	1,737	7.1%
<b>FY2020</b>	24,029	789	3.3%	593	2.5%	1,382	5.8%
<b>FY2019</b>	23,857	1048	4.4%	627	2.6%	1,675	7.0%
<b>FY2018</b>	23,502	943	4.0%	627	2.7%	1,570	6.7%

<sup>1</sup> Total number of employees is based upon a snapshot taken in the fall of each fiscal year.





# FY 2023 MCPS Fact Sheet

(Data as of 10/15/2022)

Employee Type	No. of Employees (Head Count)	No. of Filled Positions (FTE) <sup>1</sup>	Average Annual Salary (salaries/head count)	Average FTE (salaries/filled FTE) <sup>2</sup>
Executive Staff (MCAAP EXC)	20	20.0	\$219,779	<b>\$219,779</b>
Administrators (MCAAP)	787	787.0	\$142,665	<b>\$142,665</b>
<b>TOTAL MCAAP</b>	<b>807</b>	<b>807.0</b>		
Supervisors (MCBOA)	97	96.8	\$107,638	<b>\$107,916</b>
<b>TOTAL MCBOA</b>	<b>97</b>	<b>96.8</b>		
Other Professionals (12-Mo. MCEA)	418	411.6	\$115,261	<b>\$117,054</b>
Teachers (10-Mo. MCEA)	13,648	13,336.6	\$85,605	<b>\$87,604</b>
<b>TOTAL MCEA</b>	<b>14,066</b>	<b>13,748.2</b>		
Support Staff (12-Mo. SEIU)	3,458	3,322.3	\$60,150	<b>\$62,607</b>
Support Staff (10-Mo. SEIU)	6,489	5,241.6	\$37,821	<b>\$39,393</b>
<b>TOTAL SEIU</b>	<b>9,947</b>	<b>8,563.9</b>		
<b>GRAND TOTAL</b>	<b>24,917</b>	<b>23,215.9</b>		

<sup>1</sup> No. of Filled Positions (FTE) includes employees in non-budgeted grants.

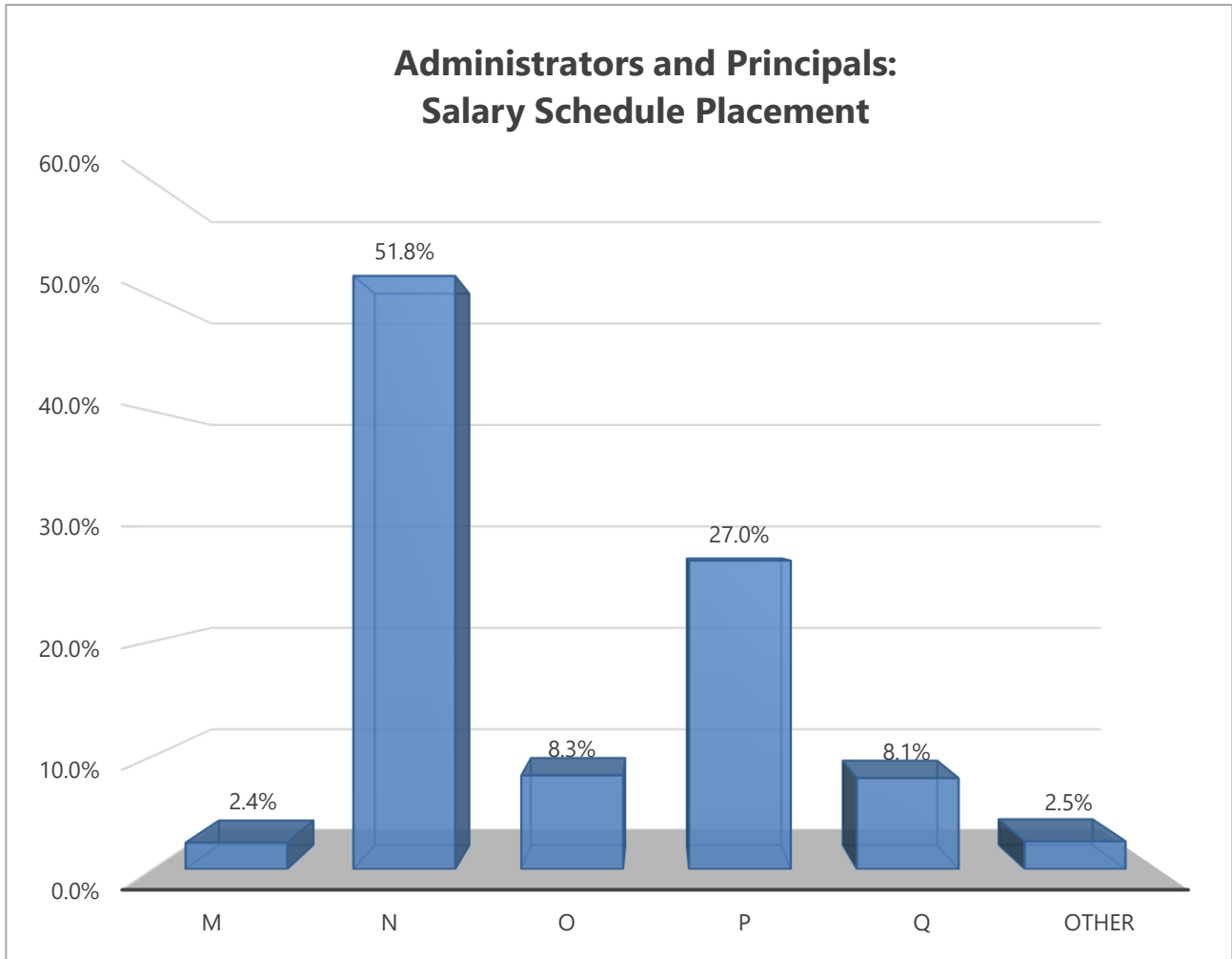
<sup>2</sup> Use this column to respond to average salary inquiries/surveys.

# Administrators and Principals: Salary Schedule Placement

FY2023								
Step <sup>1</sup>	M	N	O	P	Q	Other	Total	%
1	1	28	1	2	0		32	4.0%
2	0	30	1	5	0		36	4.5%
3	2	27	3	2	1		35	4.3%
4	1	26	1	4	1		33	4.1%
5	1	12	0	6	1		20	2.5%
6	1	23	3	4	1		32	4.0%
7	0	23	5	12	4		44	5.5%
8	2	18	1	84	9		114	14.1%
9	3	23	4	37	9		76	9.4%
10	7	180	36	51	34		308	38.2%
50	0	12	5	8	1		26	3.2%
60	1	16	7	3	4		31	3.8%
<b>Executive</b>						20	20	2.5%
<b>Total</b>	<b>19</b>	<b>418</b>	<b>67</b>	<b>218</b>	<b>65</b>	<b>20</b>	<b>807</b>	<b>100.0%</b>
<b>% of Schedule</b>	<b>2.4%</b>	<b>51.8%</b>	<b>8.3%</b>	<b>27.0%</b>	<b>8.1%</b>	<b>2.5%</b>	<b>100.0%</b>	

Note: Data as of October 15, 2022

<sup>1</sup> Steps 50 and 60 indicates employees that received a 2% increase on 7/1/2012 and/or 2/8/2014



# New Teachers: Salary Schedule Placement

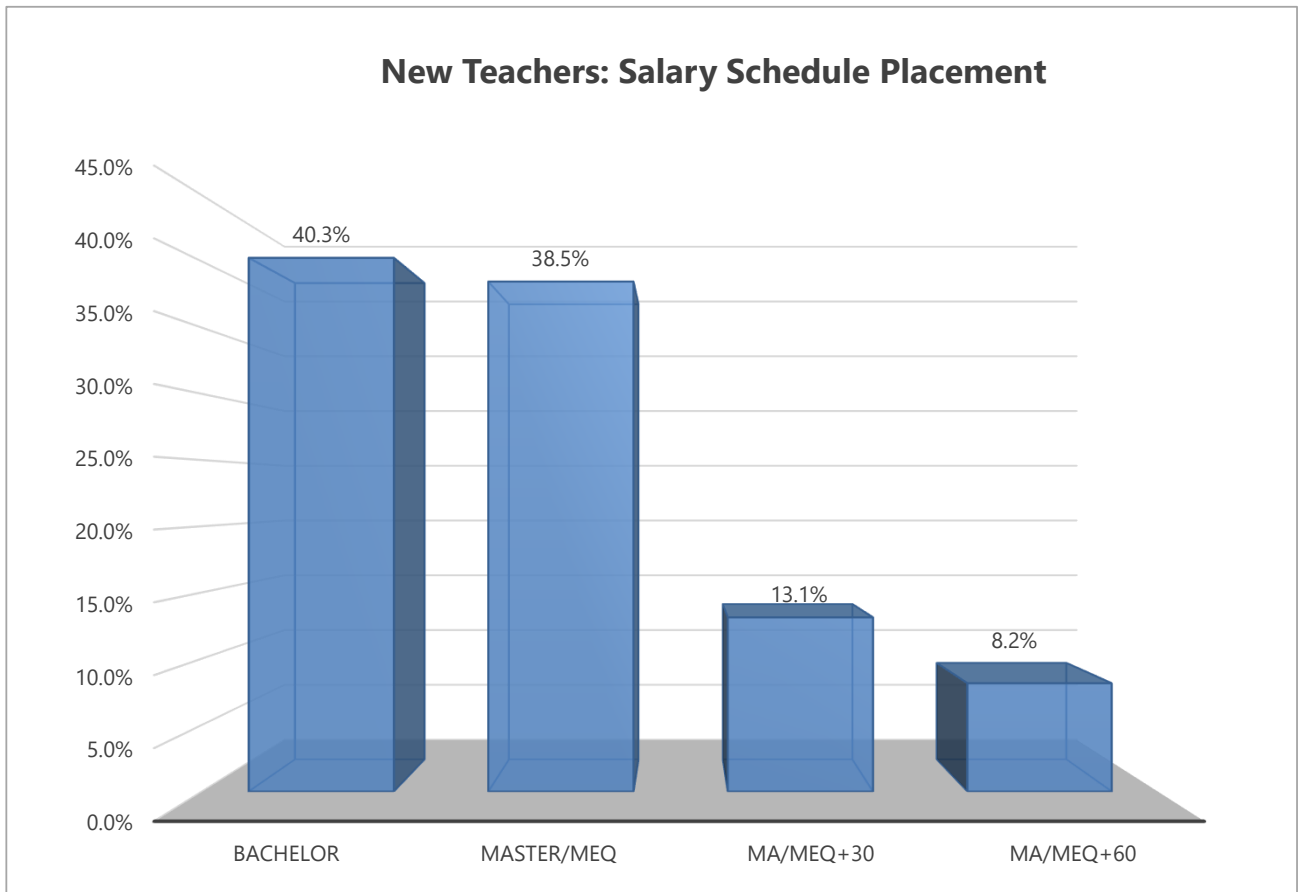
FY2023										
Step	Bachelor		Master/MEQ <sup>1</sup>		MA/MEQ+30 <sup>2</sup>		MA/MEQ+60 <sup>3</sup>		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	304	30.2%	132	13.1%	32	3.2%	17	1.7%	485	48.2%
2	22	2.2%	11	1.1%	9	0.9%	3	0.3%	45	4.5%
3	14	1.4%	24	2.4%	4	0.4%	4	0.4%	46	4.6%
4	7	0.7%	28	2.8%	9	0.9%	1	0.1%	45	4.5%
5	9	0.9%	22	2.2%	10	1.0%	2	0.2%	43	4.3%
6	7	0.7%	25	2.5%	6	0.6%	5	0.5%	43	4.3%
7	32	3.2%	23	2.3%	5	0.5%	3	0.3%	63	6.3%
8	2	0.2%	87	8.6%	32	3.2%	5	0.5%	126	12.5%
9	6	0.6%	7	0.7%	4	0.4%	22	2.2%	39	3.9%
10	2	0.2%	7	0.7%	3	0.3%	1	0.1%	13	1.3%
11	0	0.0%	5	0.5%	4	0.4%	2	0.2%	11	1.1%
12	0	0.0%	3	0.3%	2	0.2%	3	0.3%	8	0.8%
13	0	0.0%	5	0.5%	6	0.6%	4	0.4%	15	1.5%
14	0	0.0%	2	0.2%	2	0.2%	3	0.3%	7	0.7%
15	0	0.0%	2	0.2%	1	0.1%	2	0.2%	5	0.5%
16	0	0.0%	1	0.1%	0	0.0%	1	0.1%	2	0.2%
17	0	0.0%	2	0.2%	0	0.0%	0	0.0%	2	0.2%
18	0	0.0%	0	0.0%	1	0.1%	2	0.2%	3	0.3%
19-24	0	0.0%	1	0.1%	1	0.1%	1	0.1%	3	0.3%
25	0	0.0%	0	0.0%	1	0.1%	1	0.1%	2	0.2%
<b>TOTAL</b>	<b>405</b>	<b>40.3%</b>	<b>387</b>	<b>38.5%</b>	<b>132</b>	<b>13.1%</b>	<b>82</b>	<b>8.2%</b>	<b>1,006</b>	<b>100.0%</b>

Data reflects the number of permanent employees by head count as of October 15.

<sup>1</sup> Master's/MEQ: Master's degree or Master's Equivalent.

<sup>2</sup> MA/MEQ+30: Master's degree or Master's Equivalent plus 30 additional credit hours.

<sup>3</sup> MA/MEQ+60: Master's degree or Master's Equivalent plus 60 additional credit hours.



## New Teachers: Annual Salary FY2023

Annual Salary	Number	Percent
Less than \$29,999	15	1.5%
\$30,000 - \$34,999	16	1.6%
\$35,000 - \$39,999	7	0.7%
\$40,000 - \$44,999	12	1.2%
\$45,000 - \$49,999	8	0.8%
\$50,000 - \$54,999	324	32.2%
\$55,000 - \$59,999	188	18.7%
\$60,000 - \$64,999	116	11.5%
\$65,000 - \$69,999	92	9.1%
\$70,000 - \$74,999	91	9.0%
\$75,000 - \$79,999	56	5.6%
\$80,000 +	81	8.1%
<b>TOTAL</b>	<b>1,006</b>	<b>100.0%</b>

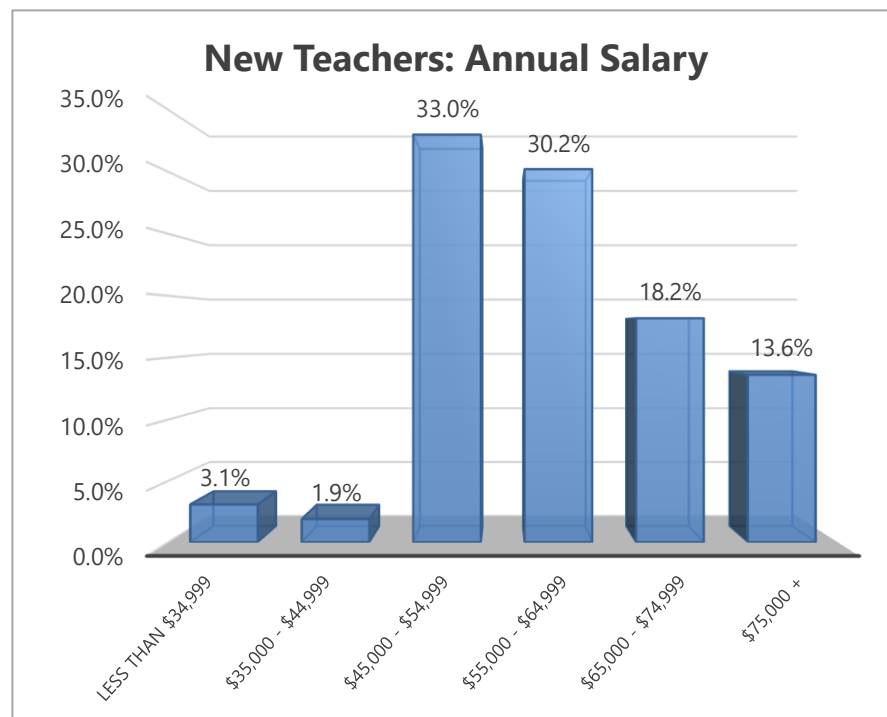
Data as of October 15.

New Teachers: Average Salaries <sup>1</sup>	
FY2023	\$60,940
FY2022	\$58,228
FY2021	\$56,143
FY2020	\$56,374

<sup>1</sup> Average salary calculation: Salaries/filled FTE.

Salaries presented reflect actual salaries not adjusted for full time equivalency (FTE).

Data reflects the number of permanent employees by head count.



# Teachers: Salary Schedule Placement

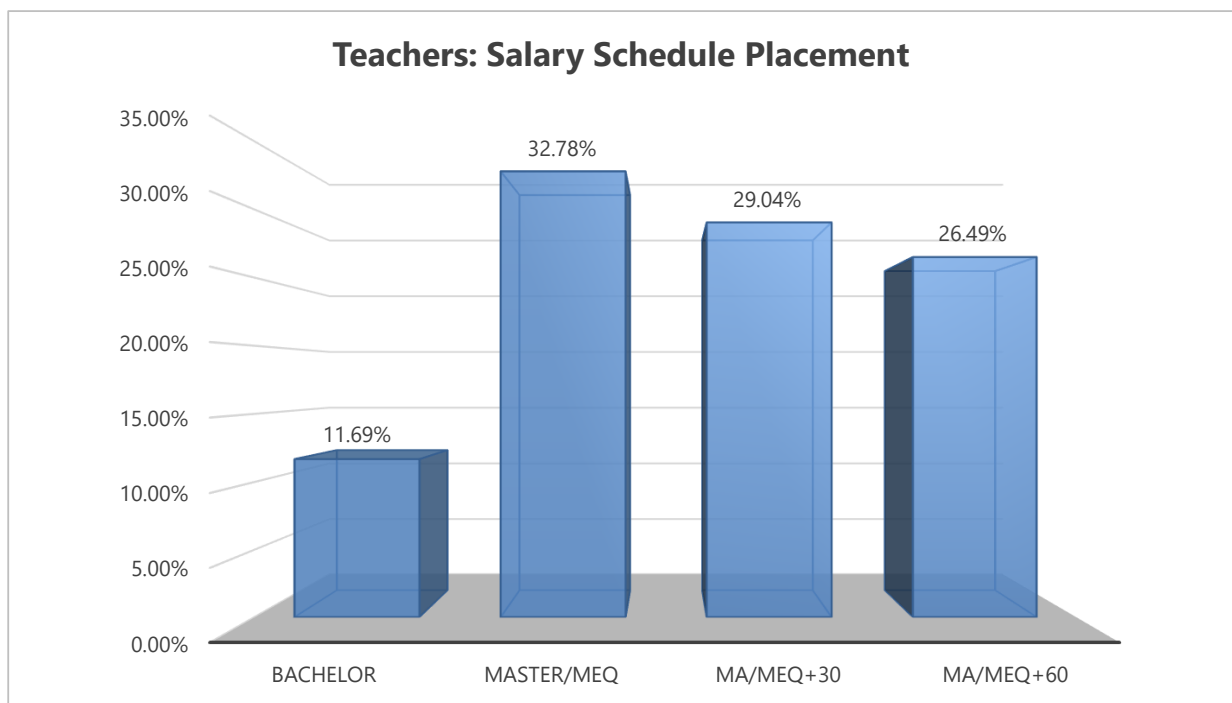
FY2023										
Step	Bachelor		Master/MEQ <sup>1</sup>		MA/MEQ+30 <sup>2</sup>		MA/MEQ+60 <sup>3</sup>		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	598	4.38%	334	2.45%	73	0.53%	37	0.27%	1,042	7.63%
2	221	1.62%	210	1.54%	61	0.45%	31	0.23%	523	3.83%
3	208	1.52%	221	1.62%	81	0.59%	30	0.22%	540	3.96%
4	122	0.89%	216	1.58%	81	0.59%	39	0.29%	458	3.36%
5	112	0.82%	245	1.80%	121	0.89%	45	0.33%	523	3.83%
6	90	0.66%	323	2.37%	128	0.94%	68	0.50%	609	4.46%
7	93	0.68%	233	1.71%	120	0.88%	54	0.40%	500	3.66%
8	49	0.36%	371	2.72%	220	1.61%	89	0.65%	729	5.34%
9	45	0.33%	267	1.96%	193	1.41%	161	1.18%	666	4.88%
10	55	0.40%	234	1.71%	204	1.49%	133	0.97%	626	4.59%
11	0	0.00%	200	1.47%	192	1.41%	151	1.11%	543	3.98%
12	0	0.00%	127	0.93%	130	0.95%	102	0.75%	359	2.63%
13	0	0.00%	151	1.11%	176	1.29%	95	0.70%	422	3.09%
14	0	0.00%	143	1.05%	156	1.14%	124	0.91%	423	3.10%
15	0	0.00%	112	0.82%	144	1.06%	154	1.13%	410	3.00%
16	0	0.00%	125	0.92%	167	1.22%	154	1.13%	446	3.27%
17	0	0.00%	111	0.81%	156	1.14%	184	1.35%	451	3.30%
18	0	0.00%	106	0.78%	185	1.36%	152	1.11%	443	3.25%
19-24	0	0.00%	438	3.21%	783	5.74%	937	6.87%	2,158	15.81%
25	0	0.00%	210	1.54%	439	3.22%	674	4.94%	1,323	9.69%
50-52	1	0.01%	0	0.00%	0	0.00%	0	0.00%	1	0.01%
55	0	0.00%	68	0.50%	125	0.92%	161	1.18%	354	2.59%
60-65	1	0.01%	29	0.21%	28	0.21%	41	0.30%	99	0.73%
<b>TOTAL</b>	<b>1,595</b>	<b>11.69%</b>	<b>4,474</b>	<b>32.78%</b>	<b>3,963</b>	<b>29.04%</b>	<b>3,616</b>	<b>26.49%</b>	<b>13,648</b>	<b>100.0%</b>

Data reflects the number of permanent employees by head count (Position 1). Temporary and substitute employees are not included. Step 50 and above indicate that employees received a 2% increase on 7/1/2012 and/or 2/8/2014.

<sup>1</sup> Master's/MEQ: Master's degree or Master's Equivalent.

<sup>2</sup> MA/MEQ+30: Master's degree or Master's Equivalent plus 30 additional credit hours.

<sup>3</sup> MA/MEQ+60: Master's degree or Master's Equivalent plus 60 additional credit hours.



# Teachers: Annual Salary FY2023

Annual Salary	Number	Percent
Less than \$29,999	42	0.3%
\$30,000 - \$34,999	57	0.4%
\$35,000 - \$39,999	54	0.4%
\$40,000 - \$44,999	94	0.7%
\$45,000 - \$49,999	85	0.6%
\$50,000 - \$54,999	1,036	7.6%
\$55,000 - \$59,999	991	7.3%
\$60,000 - \$64,999	855	6.3%
\$65,000 - \$69,999	1,118	8.2%
\$70,000 - \$74,999	760	5.6%
\$75,000 - \$79,999	973	7.1%
\$80,000 - \$84,999	889	6.5%
\$85,000 - \$89,999	524	3.8%
\$90,000 - \$94,999	680	5.0%
\$95,000 +	5,490	40.2%
<b>TOTAL</b>	<b>13,648</b>	<b>100.0%</b>

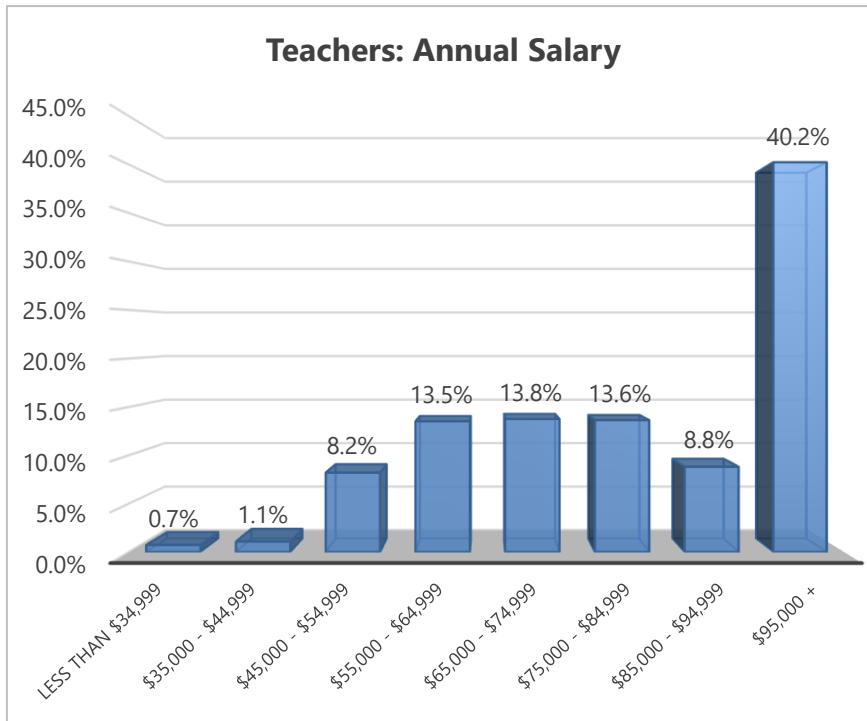
Data as of October 15.

Teachers: Average Salaries <sup>1</sup>	
FY 2023	\$87,604
FY 2022	\$85,569
FY 2021	\$83,655
FY 2020	\$85,391
FY 2019	\$83,215

<sup>1</sup> Average salary calculation: Salaries/filled FTE

Salaries presented reflect actual salaries not adjusted for full time equivalency (FTE)

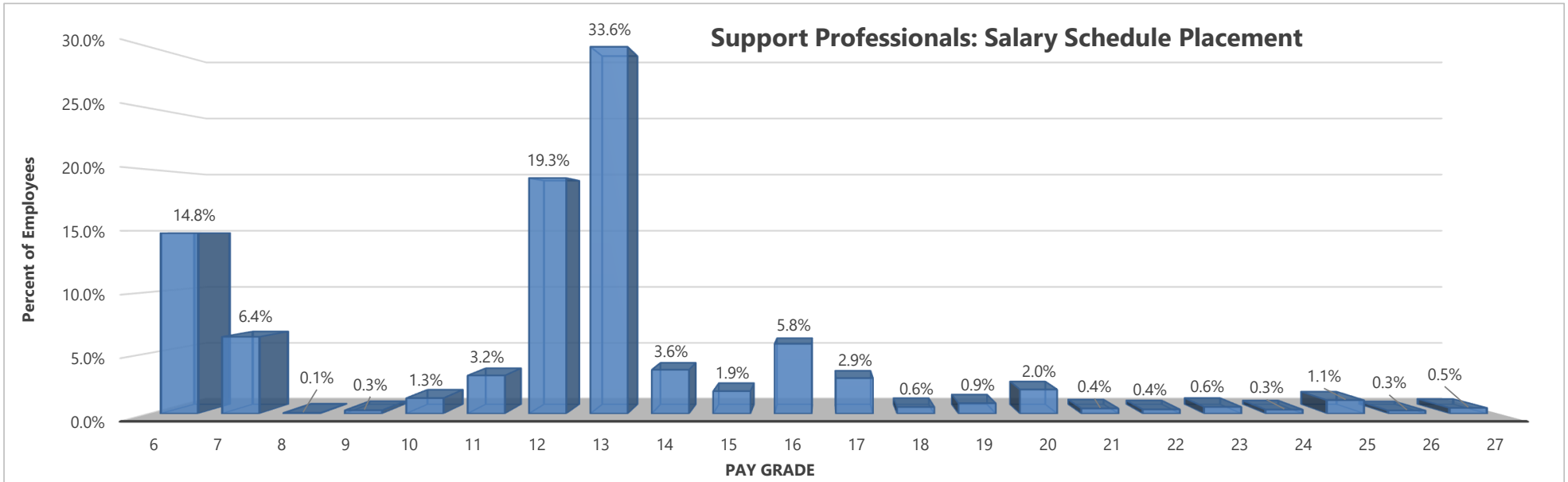
Data reflects the number of permanent employees by head count.



# Support Professionals: Salary Schedule Placement

Pay Grade → Pay Step ↓	FY2023																					Total Number of Employees		
	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	Count	%
	<b>1</b>	327	175	0	5	4	9	908	35	69	10	51	24	0	2	25	3	2	1	3	17	7	1	1,678
<b>2</b>	73	34	0	6	6	12	141	105	16	5	16	16	1	1	14	1	1	1	4	2	5	0	460	4.6%
<b>3</b>	99	12	0	1	14	25	128	95	23	9	15	19	4		9	3	2	1	2	4	0	1	466	4.7%
<b>4</b>	91	52	2	1	11	17	91	371	25	6	25	18	0	5	16	6	0	2	2	2	3	0	746	7.5%
<b>5</b>	89	55	0	0	9	18	84	325	22	6	19	28	3	2	10	4	3	1	4	8	4	1	695	7.0%
<b>6</b>	71	37	0	2	6	17	107	151	17	3	31	20	2	5	18	1	2	7	0	14	0	2	513	5.2%
<b>7</b>	32	11	0	1	6	25	40	171	14	17	22	15	10	5	19	5	4	8	3	3	2	5	418	4.2%
<b>8</b>	51	42	0	0	12	10	51	142	17	15	33	17	4	6	10	1	3	5	2	5	0	3	429	4.3%
<b>9</b>	45	6	0	2	4	10	47	150	17	15	33	19	1	4	7	1	1	3	2	4	0	6	377	3.8%
<b>10</b>	35	17	2	0	3	19	30	189	20	17	37	14	4	5	9	4	1	3	0	2	0	2	413	4.2%
<b>11</b>	26	16	0	0	4	15	25	225	16	12	21	20	4	8	5	1	3	1	1	2	0	2	407	4.1%
<b>12</b>	19	9	0	2	4	18	23	386	13	6	24	10	5	6	8	1	1	1	0	7	2	3	548	5.5%
<b>13</b>	17	19	0	0	3	7	27	80	10	7	17	8	2	3	1	1	1	3	1	4	0	0	211	2.1%
<b>14</b>	80	25	1	0	11	18	41	121	11	8	44	20	2	7	8	0	0	1	3	4	0	6	411	4.1%
<b>15</b>	64	22	1	1	5	12	28	110	11	5	27	4	2	5	8	3	1	1	1	2	0	3	316	3.2%
<b>16</b>	70	13	0	2	5	12	22	109	8	5	28	7	1	4	4	0	0	3	0	4	0	1	298	3.0%
<b>17</b>	284	87	1	5	21	70	127	575	52	39	131	33	10	18	28	8	10	14	6	27	3	12	1,561	15.7%
<b>TOTAL</b>	<b>1,473</b>	<b>632</b>	<b>7</b>	<b>28</b>	<b>128</b>	<b>314</b>	<b>1,920</b>	<b>3,340</b>	<b>361</b>	<b>185</b>	<b>574</b>	<b>292</b>	<b>55</b>	<b>86</b>	<b>199</b>	<b>43</b>	<b>35</b>	<b>56</b>	<b>34</b>	<b>111</b>	<b>26</b>	<b>48</b>	<b>9,947</b>	<b>100.0%</b>
<b>% on Grade</b>	<b>14.8%</b>	<b>6.4%</b>	<b>0.1%</b>	<b>0.3%</b>	<b>1.3%</b>	<b>3.2%</b>	<b>19.3%</b>	<b>33.6%</b>	<b>3.6%</b>	<b>1.9%</b>	<b>5.8%</b>	<b>2.9%</b>	<b>0.6%</b>	<b>0.9%</b>	<b>2.0%</b>	<b>0.4%</b>	<b>0.4%</b>	<b>0.6%</b>	<b>0.3%</b>	<b>1.1%</b>	<b>0.3%</b>	<b>0.5%</b>	<b>100.0%</b>	

1. Currently there are no MCPS positions in grades 1-5
2. The figures above reflect number of assignments. An employee in multiple positions could be in multiple pay grades.
3. The figures above reflect filled positions as of October 15, 2022.

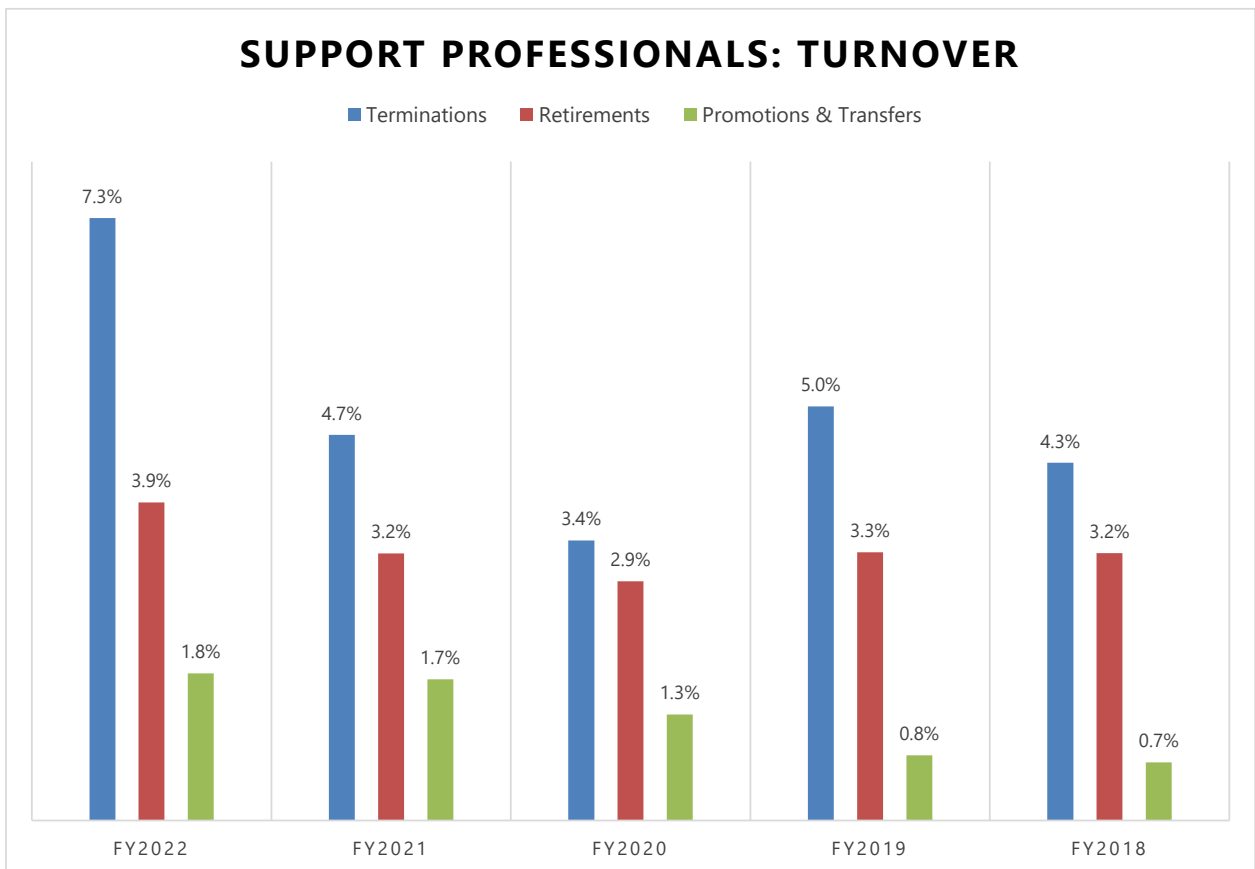


## Support Professionals: Turnover

Fiscal Year	Number of Support Professionals <sup>1</sup>	Terminations		Retirements		Promotions & Transfers <sup>2</sup>		Total Turnover	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>FY2022</b>	9,636	705	7.3%	372	3.9%	172	1.8%	1,249	13.0%
<b>FY2021</b>	9,741	456	4.7%	316	3.2%	167	1.7%	939	9.6%
<b>FY2020</b>	9,466	322	3.4%	275	2.9%	122	1.3%	719	7.6%
<b>FY2019</b>	9,585	482	5.0%	312	3.3%	76	0.8%	870	9.1%
<b>FY2018</b>	9,367	407	4.3%	304	3.2%	66	0.7%	777	8.3%

<sup>1</sup> Total number of support services employees is based upon a snapshot taken in the fall of each fiscal year.

<sup>2</sup> Promotions & Transfers are defined to be a support services employee no longer in a support services position.







# Professional Salary Schedules Maryland Public Schools 2022 - 2023

Maryland State Department of Education  
Division of Assessment, Accountability and Performance Reporting  
200 West Baltimore Street  
Baltimore, MD 21201  
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410-767-2017 (Fax)  
[msde.maryland.gov](http://msde.maryland.gov)

10/2022

**MARYLAND STATE DEPARTMENT OF EDUCATION**

**Mohammed Choudhury**  
*State Superintendent of Schools*

**Clarence C. Crawford**  
*President, Maryland State Board of Education*

**Larry Hogan**  
*Governor*

**Chandra Haislet**  
*Assistant State Superintendent*  
*Division of Assessment, Accountability and Performance Reporting*

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**Professional Salary Schedules  
Maryland Public Schools  
2022-2023**

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**Table 1**  
**Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2022-2023**  
**Actual or Highest (Two or More Incumbents) Salaries**

Local Education Agency	Superintendent*	Deputy Superintendent	Chief Financial Officer/Chief Academic Officer	Associate Superintendent	Assistant, Area Superintendent/ Area Executive Officer
Allegany	\$225,792	\$ -	\$152,274	\$ -	\$ -
Anne Arundel	305,000	219,225	237,435	241,390	219,445
Baltimore City	341,453	211,962	207,805	231,673	178,218
Baltimore	301,716	243,110	243,110	-	207,007
Calvert	215,000	-	-	-	172,400
Caroline	175,000	-	-	-	141,907
Carroll	235,000	-	200,000	-	210,000
Cecil	238,589	-	178,884	207,426	178,884
Charles	220,000	-	204,048	-	173,743
Dorchester	192,400	141,800	120,700	-	141,800
Frederick	265,000	225,000	222,058	-	219,336
Garrett	143,500	-	113,212	-	-
Harford	256,000	219,296	185,465	-	188,245
Howard	290,743	210,009	206,671	-	195,793
Kent	168,798	138,339	101,757	-	-
Montgomery	320,000	251,244	222,900	201,825	-
Prince George's	357,556	-	205,845	226,434	-
Queen Anne's	190,000	-	150,854	-	165,000
St. Mary's	266,275	186,781	-	-	176,059
Somerset	185,000	151,003	117,149	-	-
Talbot	192,000	157,464	133,993	-	-
Washington	250,000	-	-	181,104	-
Wicomico	205,000	-	145,237	-	144,937
Worcester	226,584	-	161,580	-	164,580

\*Salaries are determined through negotiations with the local boards of education.

**Table 1 (Continued)**  
**Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2022-2023**  
**Maximum Salaries**

Local Education Agency	Director Master s++	Director Master s +30++	Director Master s +60++^	Director Doctorate++	Pupil Personnel Worker Master s*	Pupil Personnel Worker Master s +30*	Pupil Personnel Worker Master s +60*^	Pupil Personnel Worker Doctorate*	School Psychologist Master s*	School Psychologist Master s +30*	School Psychologist Master s +60*^	School Psychologist Doctorate*
Allegany	\$128,620	\$128,620	\$134,223	\$137,422	\$97,499	\$99,679	\$101,394	\$104,593	\$97,499	\$99,679	\$101,394	\$104,593
Anne Arundel	207,959	207,959	207,959	207,959	125,035	125,035	125,035	126,035	125,035	125,035	125,035	126,035
Baltimore City	104,470	116,680	134,407	147,436	68,272	95,695	105,351	105,351	68,272	95,695	105,351	105,351
Baltimore	195,199	195,199	195,199	196,199	129,428	129,428	129,428	130,428	123,272	128,858	132,078	134,869
Calvert	158,410	158,410	158,410	163,410	110,798	116,206	116,206	126,769	114,122	119,681	119,681	130,573
Caroline	142,046	142,046	142,046	143,671	94,914	96,447	96,447	98,072	94,914	96,447	96,447	98,072
Carroll	200,000	200,000	200,000	200,000	141,674	141,674	141,674	141,674	141,674	141,674	141,674	141,674
Cecil	149,672	150,747	151,797	152,297	115,191	116,266	117,316	117,816	101,977	103,052	104,102	104,602
Charles	156,297	157,297	157,297	159,797	127,195	128,195	128,195	130,695	127,195	128,195	128,195	130,695
Dorchester	-	-	-	-	97,017	97,017	97,017	100,017	99,924	104,475	104,475	107,475
Frederick	216,647	216,647	216,647	220,647	149,202	149,202	149,202	153,202	149,202	149,202	149,202	153,202
Garrett	125,421	126,671	127,921	130,171	102,181	103,431	104,681	106,931	85,445	86,445	87,445	89,445
Harford	202,795	202,795	202,795	206,295	138,596	138,596	141,596	142,096	116,541	116,541	119,541	120,041
Howard	207,695	207,695	207,695	207,695	126,165	126,165	126,165	126,165	126,165	126,165	126,165	126,165
Kent	132,539	132,539	132,539	134,539	85,635	87,956	89,176	90,398	85,635	87,956	89,176	90,398
Montgomery	171,378	171,378	171,378	173,378	126,429	131,789	135,082	135,082	126,429	131,789	135,082	135,082
Prince George's	209,976	209,976	209,976	209,976	122,865	129,010	135,456	142,228	122,865	129,010	135,456	142,228
Queen Anne's	150,000	150,000	150,000	150,000	100,379	101,035	101,691	102,346	98,054	99,001	99,951	100,543
St. Mary's	170,953	172,153	172,953	173,753	105,560	113,978	118,441	121,441	96,963	104,679	108,771	111,771
Somerset	129,221	130,721	132,221	133,721	89,925	90,984	90,984	92,357	89,925	90,984	90,984	92,357
Talbot	126,013	126,013	126,013	127,513	99,377	100,641	102,537	105,191	91,135	92,188	93,979	96,506
Washington	150,345	150,345	150,345	167,478	128,532	128,532	128,532	132,388	128,532	128,532	128,532	132,388
Wicomico	131,371	134,671	135,271	137,071	102,966	106,266	106,866	108,666	102,966	106,266	106,866	108,666
Worcester	-	-	-	-	120,590	124,725	124,725	128,867	91,644	94,721	94,721	97,803

++The SEED School follows the Baltimore City Public Schools terms of compensation for teachers and professional personnel.

\*Contract may be less than 12 months.

^Master's + 45 in St. Mary's County

**Table 1 (Continued)**  
**Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2022-2023**  
**Maximum Salaries**

Local Education Agency	Instructional Supervisor Master s	Instructional Supervisor Master s +30	Instructional Supervisor Master s +60*	Instructional Supervisor Doctorate	Instructional Coordinator Master s	Instructional Coordinator Master s +30	Instructional Coordinator Master s +60*	Instructional Coordinator Doctorate
Allegany	\$109,900	\$112,080	\$113,795	\$116,994	\$ -	\$ -	\$ -	\$ -
Anne Arundel	-	-	-	-	154,413	154,413	154,413	155,413
Baltimore City	69,961	97,386	107,040	107,040	95,427	110,906	128,632	141,544
Baltimore	145,389	145,389	145,389	146,389	154,091	154,091	154,091	155,091
Calvert	139,571	139,571	139,571	144,571	123,186	123,186	123,186	128,186
Caroline	135,774	135,774	135,774	137,399	112,161	112,161	112,161	113,786
Carroll	156,184	156,184	156,184	156,184	130,985	130,985	130,985	130,985
Cecil	-	-	-	-	133,999	135,074	136,124	136,624
Charles	112,364	113,364	113,364	115,864	124,585	125,585	125,585	128,085
Dorchester	115,838	120,322	120,972	122,472	104,358	105,958	106,558	108,058
Frederick	159,924	159,924	159,924	163,924	154,563	154,563	154,563	158,563
Garrett	118,189	119,439	120,689	122,939	115,664	116,914	118,164	120,414
Harford	151,447	151,447	154,447	154,947	-	-	-	-
Howard	155,123	155,123	155,123	158,123	160,092	160,092	160,092	163,092
Kent	127,013	127,013	127,013	129,013	119,196	119,196	119,936	121,196
Montgomery	-	-	-	-	147,893	147,893	147,893	149,893
Prince George's	157,926	157,926	157,926	157,926	184,869	184,869	184,869	184,869
Queen Anne's	128,981	128,981	128,981	131,260	120,201	120,201	120,201	122,295
St. Mary's	136,005	137,205	138,005	138,805	128,484	129,684	130,484	131,284
Somerset	124,881	126,381	127,881	129,381	106,025	107,525	109,025	110,525
Talbot	116,352	116,352	116,352	117,852	-	-	-	-
Washington	138,988	138,988	138,988	154,855	128,532	128,532	128,532	143,168
Wicomico	121,112	124,412	125,012	126,812	105,808	109,108	109,708	111,508
Worcester	128,667	133,098	133,098	137,536	120,590	124,725	124,725	128,867

\*Master's + 45 in St. Mary's County

**Table 1 (Continued)**  
**Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2022-2023**  
**Maximum Salaries**

Local Education Agency	Principal Master s++	Principal Master s +30++	Principal Master s +60++^	Principal Doctorate*	Assistant Principal Master s*	Assistant Principal Master s +30*	Assistant Principal Master s +60*^	Assistant Principal Doctorate*
Allegany	\$123,895	\$126,075	\$127,790	\$130,989	\$103,498	\$105,678	\$107,393	\$110,592
Anne Arundel	166,740	166,740	166,740	167,740	145,790	145,790	145,790	146,790
Baltimore City	122,028	141,218	157,012	184,779	94,127	99,979	113,117	130,543
Baltimore	199,481	199,481	199,481	200,481	167,509	167,509	167,509	168,509
Calvert	158,410	158,410	158,410	163,400	133,021	133,021	133,021	138,021
Caroline	142,046	142,046	142,046	143,671	120,647	120,647	120,647	122,272
Carroll	162,431	162,431	162,431	162,431	147,342	147,342	147,342	147,342
Cecil	149,672	150,747	151,797	152,297	130,864	131,939	132,989	133,489
Charles	165,356	166,356	166,356	168,856	135,155	136,155	136,155	138,655
Dorchester	123,383	124,982	125,633	127,133	105,107	108,207	108,857	109,357
Frederick	181,367	181,367	181,367	185,367	159,924	159,924	159,924	163,924
Garrett	124,242	125,492	126,742	128,992	116,664	117,914	119,169	121,414
Harford	160,670	160,670	163,670	164,170	142,754	142,754	145,754	146,254
Howard	172,503	172,503	172,503	175,503	160,192	160,192	160,192	163,192
Kent	127,013	127,013	127,013	129,013	119,196	119,196	119,196	121,196
Montgomery	171,378	171,378	171,378	173,378	150,393	150,393	150,393	152,393
Prince George's	184,869	184,869	184,869	184,869	140,711	140,711	140,711	140,711
Queen Anne's	141,874	141,874	141,874	144,246	118,394	118,394	118,394	120,429
St. Mary's	170,953	172,153	172,953	173,753	136,005	137,205	138,005	138,805
Somerset	125,797	127,297	127,297	130,297	110,635	112,135	113,635	115,135
Talbot	143,688	143,688	143,688	145,188	109,174	109,174	109,174	110,674
Washington	138,988	138,988	138,988	174,176	128,532	128,532	128,532	143,168
Wicomico	128,450	131,750	132,350	134,150	112,840	116,140	116,740	118,540
Worcester	137,755	142,518	142,518	147,289	120,590	124,725	124,725	128,867

++The SEED School follows the Baltimore City Public Schools terms of compensation for teachers and professional personnel.

\*Assistant principals are 11-month positions in Dorchester and Garrett counties. Elementary and middle school assistant principals are 11-month positions in Washington County. Some elementary school assistant principals are 11-month positions in Cecil County.

^Master's + 45 in St. Mary's County

**Table 2**  
**Minimum and Maximum Salaries for Maryland Public School Teachers: 2022-2023**

Local Education Agency	Bachelor s Degree Step 1** (Minimum)	Bachelor's With Standard Professional Certification (SPC) (Maximum)	Advanced Professional Certificate (APC)^ (Maximum)	Master s (Maximum)	Master s +APC^ (Maximum)	Master s +30 (Maximum)	Master s +60@ (Maximum)	Doctorate (Maximum)
Allegany	\$52,674	\$67,808	\$78,534	\$80,904	\$80,904	\$83,107	\$84,838	\$88,068
Anne Arundel	50,247	70,215	95,388	95,388	97,280	101,187	105,249	107,342
Baltimore City	52,712	55,922	59,326	65,854	77,350	93,279	102,934	111,926
Baltimore	52,927	60,236	101,108	101,108	101,108	105,883	108,634	111,021
Calvert	51,005	68,167	100,246	100,246	100,246	105,129	105,129	114,696
Caroline	48,455	78,128	82,954	85,875	85,875	87,261	87,261	88,886
Carroll	50,061	79,526	79,526	91,354	91,354	94,753	96,542	96,542
Cecil	51,858	89,732	91,707	91,707	92,532	93,607	94,657	95,157
Charles	54,508	65,908	91,635	93,467	93,467	94,467	94,467	96,967
Dorchester	49,980	51,980	78,500	80,500	80,500	84,620	84,620	87,620
Frederick	51,780	62,784	97,348	97,348	97,348	97,782	103,485	105,485
Garrett	47,849	53,779	74,782	76,782	76,782	77,782	78,782	78,782
Harford	54,195	70,376	91,991	94,393	94,393	101,408	104,408	104,908
Howard	56,228	68,835	103,996	105,816	105,816	107,636	107,636	109,456
Kent	49,766	57,940	84,521	84,521	85,635	87,956	89,176	90,398
Montgomery	52,286	69,208	107,600	107,600	107,600	112,161	114,963	114,963
Prince George's	52,961	71,175	71,175	102,388	102,388	107,507	112,879	118,525
Queen Anne's	48,411	49,642	88,919	90,818	90,818	91,411	92,005	92,599
St. Mary's	49,717	81,881	85,060	85,060	88,366	95,381	99,201	102,201
Somerset	51,388	58,351	87,974	89,925	89,925	90,984	90,984	92,357
Talbot	49,924	58,905	77,759	82,814	82,814	83,867	85,447	87,659
Washington	56,987	88,881	91,765	91,765	91,765	94,685	95,411	95,887
Wicomico	51,518	78,574	90,092	91,696	91,696	94,239	94,239	96,214
Worcester	49,707	56,965	88,566	91,644	91,644	94,721	94,721	97,803

\*Baltimore City does not have separate scales based on degree attained. Employee of any degree level can be placed anywhere on the scale based on years of experience.

\*\*Based on Standard Professional Certificate (SPC)

^Scales may apply to Master's equivalent

@Master's + 45 in St. Mary's County

NOTE: Eligible teachers will receive increases to their base salary based on National Board Certification status as defined in the Blueprint for Maryland's Future.



**Table 3**  
**Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate: 2022-2023**

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore	Calvert	Caroline**	Carroll	Cecil	Charles	Dorchester^	Frederick	Garrett
1	\$52,674	\$50,247	\$52,712	\$52,927	\$51,005	\$48,455	\$50,061	\$51,858	\$54,508	\$49,980	\$51,780	\$47,849
2	52,674	52,759	54,294	53,339	52,056	48,455	51,123	52,376	54,508	49,980	53,288	48,523
3	52,674	54,869	55,922	54,141	53,613	48,455	52,185	53,931	54,508	49,980	53,288	49,180
4	52,674	57,063	57,600	55,088	55,169	48,965	53,246	55,488	56,007	49,980	53,288	49,839
5	54,019	59,347	59,326	56,050	56,726	49,577	54,308	57,044	57,549	49,980	53,288	50,495
6	55,397	60,533	65,854	56,753	58,158	50,291	55,372	58,600	59,130	49,980	54,833	51,152
7	56,813	61,745	68,727	57,606	60,599	51,005	57,036	60,155	60,757	49,980	56,592	51,809
8	58,260	62,980	71,602	58,470	63,023	52,342	58,704	61,970	62,427	49,980	58,350	52,465
9	59,753	64,239	74,475	59,347	65,544	53,908	60,369	64,045	64,144	49,980	60,108	53,122
10	61,280	65,523	77,350	60,236	68,167	55,516	62,034	66,119	65,908		61,867	53,779
11	62,850	66,834	80,448			57,132	63,701	68,193			61,867	
12	64,460	68,171				60,073	65,366	70,267			61,867	
13	66,113	70,215				63,777	67,033	72,861			61,867	
14	67,808					67,482	68,699	75,454			61,867	
15						71,187	70,364	78,046			61,867	
16						71,187	72,030	80,640			61,867	
17						71,187	73,695	83,232			61,867	
18						71,187	75,361	85,232			62,784	
19						71,187	77,026	85,232				
20						73,528	77,026	85,232				
21						73,528		85,232				
22						73,528		85,232				
23						73,528		85,232				
24						73,528		88,232				
25						75,824		88,232				
26						75,824		88,232				
27						75,824		88,232				
28						75,824		89,732				
29						75,824		89,732				
30						78,128		89,732				

\*Baltimore City does not have separate scales based on degree attained. Employee of any degree level can be placed anywhere on the scale based on years of experience.

\*\*In Caroline County, an additional \$500 will be added to longevity steps 20, 25, 30 for teachers who meet the new State reading certification requirements.

^Dorchester County salaries are the same for all steps due to a mutual agreement between the Dorchester County Board of Education and the Teachers Association.

**Table 3 (Continued)**  
**Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate: 2022-2023**

Step	Harford	Howard	Kent	Montgomery	Prince George s	Queen Anne s	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$54,195	\$56,228	\$49,766	\$52,286	\$52,961	\$48,411	\$49,718	\$51,388	\$49,924	\$56,987	\$51,518	\$49,707
2	54,195	56,228	50,290	53,077	52,961	48,718	50,960	51,724	50,134	58,412	52,003	49,707
3	54,195	56,228	50,361	54,638	54,550	49,026	52,234	52,061	50,346	59,872	52,895	49,707
4	54,195	56,228	52,081	56,247	56,185	50,948	53,540	52,173	51,743	61,369	53,953	50,211
5	55,780	57,804	52,912	57,902	57,872	52,114	54,879	52,720	53,955	62,903	55,129	51,200
6	57,418	59,380	55,320	59,575	59,607	54,415	56,251	53,693	55,640	64,476	56,473	52,295
7	59,099	60,955	56,419	61,849	61,395	55,607	57,658	54,266	56,693	66,088	57,957	53,459
8	60,779	62,531	57,940	64,208	63,237	56,823	59,099	55,339	57,957	67,740	59,598	54,785
9	62,566	64,107		66,661	65,133	60,742	60,576	56,445	58,905	69,434	61,238	55,590
10	64,404	65,683		69,208	67,090	62,641	62,090	58,351	58,905	71,170	62,820	56,965
11	66,337	67,259			69,100	64,195	63,643	58,351	58,905	72,949	64,982	
12	68,326	68,835			71,175	67,430	65,234	58,351	58,905	74,773	67,169	
13	70,376				71,175	69,108	66,864	58,351	58,905	76,642	68,766	
14					71,175	70,828	68,536	58,351	58,905	78,558	68,986	
15					71,175	72,590	70,249	58,351	58,905	80,522	69,207	
16					71,175	76,251	72,006	58,351	58,905	82,535	69,427	
17					71,175	77,995	73,806	58,351	58,905	84,598	71,342	
18					71,175	79,781	75,651	58,351	58,905	86,713	71,563	
19					71,175	81,608	77,542	58,351	58,905	88,881	71,783	
20					71,175	88,919	79,480		58,905		72,006	
21					71,175						74,610	
22											74,830	
23											75,052	
24											77,637	
25											78,074	
26											78,074	
27											78,074	
28											78,074	
29											78,074	
30											78,074	
31											78,074	
32											78,074	

**Table 4**  
**Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2022-2023**

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore	Calvert	Caroline^	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
1	\$55,624	\$53,300	\$55,922	\$54,173	\$54,540	\$51,005	\$51,611	\$53,833	\$58,935	\$54,570	\$53,378	\$49,849
2	55,624	55,964	57,600	54,987	55,924	51,005	52,996	54,351	58,935	54,570	54,887	50,523
3	55,624	58,203	59,326	55,951	57,307	51,005	54,380	55,906	58,935	54,570	54,887	51,180
4	55,624	60,531	65,854	56,928	58,691	52,331	55,766	57,463	60,555	56,100	54,887	53,256
5	57,252	62,951	68,727	57,924	60,075	53,657	57,151	59,019	62,221	56,610	54,887	53,983
6	58,926	64,213	71,602	59,229	61,328	54,983	58,536	60,575	63,932	57,120	56,431	54,691
7	60,650	65,496	74,475	61,004	63,473	56,106	60,646	62,130	65,690	58,140	58,190	55,958
8	62,429	66,805	77,350	63,079	65,696	57,132	62,756	63,945	67,496	58,650	60,321	57,223
9	64,259	68,142	80,448	65,288	67,996	58,695	64,866	66,020	69,353	59,160	62,453	58,488
10	66,146	69,505	83,660	67,573	70,375	60,316	66,975	68,094	71,261	60,180	64,584	59,751
11	68,089	70,896	85,350	69,936	72,487	61,932	69,085	70,168	73,219	62,220	67,142	61,016
12	70,088	72,312	86,483	72,209	74,661	65,084	71,197	72,242	75,234	63,240	69,700	62,357
13	72,150	73,759	87,615	74,558	76,900	69,646	73,305	74,836	77,301	63,750	72,258	63,482
14	74,272	75,234	88,747	76,981	79,208	74,206	75,415	77,429	79,427	65,280	74,816	64,606
15	74,807	76,741	89,881	78,328	81,584	78,767	77,526	80,021	81,612	67,320	77,373	65,730
16	74,807	79,040	91,013	79,699	83,215	78,767	79,635	82,615	83,857	67,830	78,652	71,158
17	75,958	80,623	92,145	81,093	84,879	78,767	81,746	85,207	86,162	68,340	79,931	71,158
18	76,493	82,235		82,511	86,578	78,767	83,856	87,207	88,531	69,870	81,210	71,158
19	76,493	83,880		83,957	88,308	78,767	85,966	87,207	90,966	70,380	82,489	71,158
20	76,493	85,557		85,427	90,076	81,134	88,854	87,207	93,467	72,930	83,768	73,968
21	77,314	88,123		86,706	90,976	81,134		87,207		73,593	83,768	73,968
22	77,849	89,886		88,009	91,886	81,134		87,207		74,460	83,768	73,968
23	77,849	91,683		89,328	92,805	81,134		87,207		75,480	83,768	73,968
24	77,849	93,518		90,670	93,733	81,134		90,207		76,500	83,768	73,968
25	78,671	95,388		92,027	94,669	83,506		90,207		78,540	83,768	76,782
26	79,207			93,410	95,380	83,506		90,207			83,768	76,782
27	79,207			95,276	96,335	83,506		90,207			83,768	76,782
28	80,026			97,182	97,298	83,506		91,707			83,768	76,782
29	80,026			99,126	98,270	83,506		91,707			83,768	76,782

\*Baltimore City does not have separate scales based on degree attained. Employee of any degree level can be placed anywhere on the scale based on years of experience.

^In Caroline County, an additional \$500 will be added to longevity steps 20, 25, 30 for teachers who meet the new State reading certification requirements.

NOTE: LEAs vary in rewarding advanced certification and/or preparation; interim schedules may exist for combinations of Master's or Master's Equivalent with or without Advanced Professional Certificate (APC).

**Table 4**  
**Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2022-2023**

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore	Calvert	Caroline^	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
30	80,562			101,108	99,254	85,875		91,707			83,768	76,782
31	80,562				100,246			91,707			83,768	76,782
32	80,904							91,707			93,440	76,782
33								91,707			97,348	76,782
34								91,707				76,782
35								91,707				76,782
36								91,707				76,782
37								91,707				76,782
38								91,707				76,782
40								91,707				76,782

\*Baltimore City does not have separate scales based on degree attained. Employee of any degree level can be placed anywhere on the scale based on years of experience.

^In Caroline County, an additional \$500 will be added to longevity steps 20, 25, 30 for teachers who meet the new State reading certification requirements.

NOTE: LEAs vary in rewarding advanced certification and/or preparation; interim schedules may exist for combinations of Master's or Master's Equivalent with or without Advanced Professional Certificate (APC).

**Table 4 (Continued)  
Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2022-2023**

Step	Harford	Howard	Kent	Montgomery	Prince George s	Queen Anne s*	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$57,418	\$61,015	\$50,969	\$57,498	\$58,388	\$48,760	\$51,706	\$53,852	\$51,978	\$58,837	\$53,859	\$54,295
2	57,418	61,015	52,684	58,445	58,388	49,280	52,999	54,373	52,036	60,308	54,797	54,295
3	57,418	61,015	53,450	60,655	60,140	49,800	54,324	54,898	52,136	61,816	55,948	54,295
4	57,418	61,015	56,291	62,949	61,945	52,375	55,682	55,429	55,114	63,361	57,139	54,909
5	59,099	63,148	57,903	65,335	63,804	53,574	57,074	57,108	56,272	64,945	58,293	55,800
6	60,833	65,282	58,886	67,291	65,719	55,940	58,501	57,425	58,063	66,569	59,727	56,689
7	62,620	67,415	60,672	69,863	67,688	57,164	59,964	58,019	59,221	68,233	61,452	57,884
8	64,404	69,548	62,514	72,533	69,719	58,414	61,462	59,168	60,906	69,939	64,091	59,239
9	66,302	71,682		75,306	71,811	62,324	62,999	60,315	62,276	71,687	65,992	60,257
10	68,252	73,815		78,184	73,966	64,207	64,574	63,366	63,329	73,479	68,206	61,993
11	70,264	75,949		81,175	76,185	65,741	66,188	65,533	65,435	75,316	70,546	63,254
12	72,332	78,082		84,281	78,471	68,952	67,843	67,304	66,910	77,199	74,681	65,408
13	74,468	80,215		87,506	80,825	70,598	69,540	70,061	68,490	79,129	76,455	68,430
14	76,660	82,349		90,854	83,250	72,334	71,278	72,556	71,123	81,107	76,675	71,472
15	78,925	84,482		93,563	85,747	74,062	73,060	73,683	73,335	83,135	76,896	75,187
16	81,255	86,616		96,356	88,319	77,642	74,886	74,809	75,863	85,213	77,116	84,144
17	83,693	88,749		99,230	90,969	79,422	76,758	75,935	76,179	87,343	79,281	
18	84,763	90,882		102,191	93,700	81,240	78,677	78,371	76,600	89,527	79,501	
19	85,833	93,016		105,244	96,509	83,104	80,644	84,945	78,917	91,765	79,722	
20	86,903	95,149		105,244	99,407	90,818	82,660		82,814		79,942	
21	87,973	97,282		105,244	102,388						83,053	
22	89,043	99,416		105,244							83,274	
23	90,113	101,549		105,244							83,494	
24	91,183	103,683		105,244							86,259	
25	92,253	105,816		107,600							86,696	
26	93,323										86,696	
27	94,393										86,696	
28											86,696	
29											86,696	

\*Advanced Professional Certificate (APC) is required for placement on this scale.

NOTE: LEAs vary in rewarding advanced certification and/or preparation; interim schedules may exist for combinations of Master's or Master's Equivalent with or without Advanced Professional Certificate (APC).

**Table 4 (Continued)  
Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2022-2023**

Step	Harford	Howard	Kent	Montgomery	Prince Georges	Queen Anne s*	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
30											86,696	
31											86,696	
32											86,696	
33											86,696	
34											86,696	
35											86,696	
36											86,696	
37											86,696	
38											86,696	
40											86,696	

\*Advanced Professional Certificate (APC) is required for placement on this scale.

NOTE: LEAs vary in rewarding advanced certification and/or preparation; interim schedules may exist for combinations of Master's or Master's Equivalent with or without Advanced Professional Certificate (APC).

**Table 5**  
**Basis of Salaries for Twelve-Month Principals\* in Maryland Public Schools: 2022-2023**

Local Education Agency	Minimum Salary	Maximum Salary	Salary Determinants
Allegany	\$72,476	\$130,989	School size, level of preparation, and years of experience
Anne Arundel	97,982	167,740	School size and years of experience
Baltimore City	112,694	184,779	Years of experience, education level, and needs of the Board
Baltimore	119,480	200,481	School level and years of experience
Calvert	108,716	163,400	School type, years of experience, and possession of Doctorate
Caroline	91,897	143,671	School type, school size, and level of preparation
Carroll	100,249	162,431	Level of preparation and years of experience
Cecil	112,089	152,297	School size, level of preparation, and years of experience
Charles	107,415	168,856	School type, level of preparation, and years of experience
Dorchester	88,540	127,133	School type, years of experience, number of certified staff, and possession of Doctorate
Frederick	99,378	185,367	School type, years of experience, and possession of Doctorate
Garrett	80,442	128,992	School size, level of preparation, and years of experience
Harford	129,120	164,170	School type, level of preparation, years of experience, and possession of Doctorate
Howard	100,250	175,503	School type/level, level of preparation, years of experience, and possession of Doctorate
Kent	92,733	129,013	School size, level of preparation, and years of experience
Montgomery	121,462	173,378	School type and years of experience
Prince George's	110,853	184,869	School type, years of experience, and possession of Doctorate
Queen Anne's	113,404	144,246	School size, years of experience, number of certified staff, and possession of Doctorate
St. Mary's	113,005	173,753	School size, level of preparation, and years of experience
Somerset	90,640	130,297	School type/size, years of experience, and possession of Doctorate
Talbot	102,122	145,188	Staff size, years of experience, and possession of Doctorate
Washington	86,947	174,176	School size/level, years of experience, mobility, FARM, school responsibility factors, and education
Wicomico	93,627	134,150	School size, level of preparation, and years of experience
Worcester	79,069	147,289	School size/level, level of preparation, and years of experience

\*The SEED School follows the Baltimore City Public Schools terms of compensation for teachers and professional personnel.

**Table 6**  
**Basis of Salaries for Twelve-Month Assistant Principals\* in Maryland Public Schools: 2022-2023**

Local Education Agency	Minimum Salary	Maximum Salary	Salary Determinants
Allegany	\$59,192	\$110,592	School size, level of preparation, and years of experience
Anne Arundel	87,539	146,790	School size and years of experience
Baltimore City	86,959	130,543	Years of experience, education level, and needs of the Board
Baltimore	100,354	168,509	School level and years of experience
Calvert	94,636	138,021	School type, years of experience, and possession of Doctorate
Caroline	75,916	122,272	School type/size and level of preparation
Carroll	90,935	147,342	Level of preparation and years of experience
Cecil	93,476	133,489	School size, level of preparation, and years of experience
Charles	83,424	138,655	School type, level of preparation, and years of experience
Dorchester	80,931	109,357	School type, years of experience, and possession of Doctorate
Frederick	90,013	163,924	School type, years of experience, and possession of Doctorate
Garrett	67,078	121,414	Level of preparation and years of experience
Harford	118,163	146,254	Level of preparation, years of experience, and possession of Doctorate
Howard	87,690	163,192	School type/level, level of preparation, years of experience, and possession of Doctorate
Kent	85,251	121,196	Level of preparation, years of experience, and contract months
Montgomery	108,209	152,393	School type and years of experience
Prince George's	90,317	140,711	School type, years of experience, contract months, and possession of Doctorate
Queen Anne's	97,238	120,429	School size, years of experience, and possession of Doctorate
St. Mary's	100,403	138,805	School type, level of preparation, years of experience, and contract months
Somerset	79,007	115,135	School type/size, years of experience, and possession of Doctorate
Talbot	91,067	110,674	Years of experience and level of preparation
Washington	80,401	143,168	School type, years of experience, contract months, mobility, FARM, school responsibility factors, and education
Wicomico	82,097	118,540	School size, level of preparation, and years of experience
Worcester	71,162	128,867	School size/level, level of preparation, and years of experience

\*Assistant principals are 11-month positions in Dorchester, Garrett, and Prince George's counties. Elementary and middle school assistant principals are 11-month positions in Washington County. Some elementary school assistant principals are 11-month positions in Cecil County.



**Table 7  
Basis of Salaries for Supervisors\* in Maryland Public Schools: 2022-2023**

Local Education Agency	Minimum Salary	Maximum Salary	Salary Determinants
Allegany	\$77,172	\$116,994	Level of preparation and years of experience
Anne Arundel	97,982	155,413	Years of experience
Baltimore City	56,819	107,040	Years of experience, education level, and needs of the Board
Baltimore	97,846	146,389	Years of experience
Calvert	107,431	144,571	Years of experience and possession of Doctorate
Caroline	81,659	137,399	Level of preparation and years of experience
Carroll	100,249	156,184	Level of preparation and years of experience
Cecil	112,089	136,624	Level of preparation and years of experience
Charles	89,967	128,085	Level of preparation and years of experience
Dorchester	88,540	122,472	Level of preparation, years of experience, and possession of Doctorate
Frederick	93,135	163,924	Years of experience and possession of Doctorate
Garrett	82,789	122,939	Level of preparation and years of experience
Harford	121,708	154,947	Level of preparation, years of experience, and possession of Doctorate
Howard	87,690	158,123	Level of preparation, years of experience, and possession of Doctorate
Kent	92,733	129,013	Level of preparation and years of experience
Montgomery	108,209	149,893	Area of responsibility and years of experience
Prince George's	107,540	157,926	Years of experience and possession of Doctorate
Queen Anne's	108,927	131,260	Years of experience and possession of Doctorate
St. Mary's	100,403	138,805	Level of preparation and years of experience
Somerset	93,327	129,381	Years of experience and possession of Doctorate
Talbot	91,067	117,852	Years of experience and possession of Doctorate
Washington	86,947	154,855	Years of experience, level of preparation, possession of Doctorate, and area of responsibility
Wicomico	97,191	126,812	Level of preparation and years of experience
Worcester	79,069	137,536	Level of preparation and years of experience

\*Equivalent position in Anne Arundel, Cecil, and Montgomery counties is Coordinator.

	FY13	FY14	FY15	FY16	FY17	FY18
<b>Total Increase (GWA + Increment)</b>	3.50%	3.50%	5.00%	5.50%	4.50%	4.50%
<b>MOE</b>	\$1,392,286,148	\$1,413,738,905	\$1,439,045,758	\$1,463,274,812	\$1,528,355,725	\$1,645,717,686
<b>Teacher Pension Shift</b>	\$27,227,553	\$34,511,689	\$37,809,551	\$44,356,785		
<b>Additional County Support</b>		\$283,100,000	\$300,700,000	\$283,800,000	\$308,500,000	\$317,500,000
<b>County Appropriation (excluding teacher pension shift)</b>	\$1,392,286,148	\$1,413,738,905	\$1,439,045,758	\$1,463,274,812	\$1,617,631,597	\$1,665,466,863
<b>County Appropriation plus Additional County Support (excluding teacher pension shift)</b>		\$1,696,838,905	\$1,739,745,758	\$1,747,074,812	\$1,926,131,597	\$1,982,966,863
<b>County Appropriation Above MOE (excluding teacher pension shift)</b>	\$0	\$0	\$0	\$0	\$89,275,872	\$19,749,177

	FY19	FY20	FY21	FY22	FY23
<b>Total Increase (GWA + Increment)</b>	7.00%	4.50%	5.50%	5.00%	6.85%
<b>MOE</b>	\$1,690,043,057	\$1,718,116,795	\$1,751,862,120	\$1,750,727,172	\$1,752,662,235
<b>Teacher Pension Shift</b>					
<b>Additional County Support</b>	\$327,500,000	\$316,600,000	\$313,500,000	\$323,300,000	\$354,100,000
<b>County Appropriation (excluding teacher pension shift)</b>	\$1,708,627,645	\$1,726,807,241	1,752,612,120	\$1,752,662,235	\$1,839,071,460
<b>County Appropriation plus Additional County Support (excluding teacher pension shift)</b>	\$2,036,127,645	\$2,043,407,241	\$2,066,112,120	\$2,075,962,235	\$2,193,171,460
<b>County Appropriation Above MOE (excluding teacher pension shift)</b>	\$18,584,588	\$8,690,446	\$750,000	\$1,935,063	\$86,409,225

**TABLE 5  
ALLOCATION OF STAFFING**

	<b>POSITIONS</b>	<b>FY 2022 BUDGET</b>	<b>FY 2023 BUDGET</b>	<b>FY 2023 CURRENT</b>	<b>FY 2024 REQUEST</b>	<b>FY 2024 CHANGE</b>
1	<b>Executive</b>	19.0000	21.0000	21.0000	21.0000	-
2	<b>Administrative</b> (directors, supervisors, program coordinators, executive assistants)	210.5500	230.7500	231.7500	253.7500	22.0000
3	<b>Business/Operations Administrator</b> (leadership positions supervised by directors and supervisors)	98.5000	99.2500	98.5000	98.5000	-
4	<b>Other Professional</b> (12-month instructional/evaluation specialists)	207.4000	215.6000	214.6000	240.5000	25.9000
5	<b>Principal/Assistant Principal</b>	549.5000	553.5000	553.5000	558.0000	4.5000
6	<b>Teacher</b>	12,212.2140	12,197.0140	12,197.0140	12,474.7140	277.7000
7	<b>Special Education Specialist</b> (speech pathologists, physical/occupational therapists)	547.9500	549.6000	549.6000	568.9517	19.3517
8	<b>Media Specialist</b>	198.2000	204.0000	204.0000	205.5000	1.5000
9	<b>Counselor</b>	582.0000	580.1000	580.1000	583.0000	2.9000
10	<b>Psychologist</b>	146.0340	147.0340	147.0340	147.0340	-
11	<b>Social Worker</b>	37.0000	46.5000	46.5000	45.0000	(1.5000)
12	<b>Pupil Personnel Worker</b>	55.9000	55.4000	55.4000	55.4000	-
13	<b>Instructional Support</b> (paraeducators, media assistants, lunch-hour aides)	3,075.4190	3,112.0815	3,112.0815	3,216.9405	104.8590
14	<b>Secretarial/Clerical/Data Support</b>	996.2000	1,017.6500	1,014.6500	1,011.6500	(3.0000)
15	<b>IT Systems Specialist</b>	125.0000	128.0000	128.0000	134.0000	6.0000
16	<b>Security</b> (includes all positions except those in lines 2, 3, and 14 above)	254.6000	263.6000	263.6000	278.7250	15.1250
17	<b>Food Services</b> (Includes all positions except those in lines 2, 3, 14, and 15 above)	579.0730	577.9480	577.9480	581.0730	3.1250
18	<b>Building Services</b> (includes all positions except those in lines 2, 3, and 14 above)	1,461.5000	1,493.0000	1,493.0000	1,520.0000	27.0000
19	<b>Facilities Management/Maintenance</b> (includes all positions except those in lines 2, 3, 14, and 15 above)	337.5000	331.5000	331.5000	341.5000	10.0000
20	<b>Supply/Property Management</b> (includes all positions except those in lines 2, 3, 14, and 15 above)	56.5000	56.5000	57.5000	58.5000	1.0000
21	<b>Transportation</b> (includes all positions except those in lines 2, 3, 14, and 15 above)	1,792.3410	1,807.3410	1,807.3410	1,814.3410	7.0000
22	<b>Other Support Personnel</b> (business/fiscal, technology, human resources, communications, printing, and other support staff)	303.3750	302.2500	305.2500	321.2500	16.0000
	<b>TOTAL</b>	<b>23,845.7560</b>	<b>23,989.6185</b>	<b>23,989.8685</b>	<b>24,529.3292</b>	<b>539.4607</b>

# MCPS and Montgomery County Education Association (MCEA) Reach Tentative Agreement on Two-Year Wage Increase

April 28, 2023

Montgomery County Public Schools (MCPS) and the Montgomery County Education Association (MCEA) have reached a tentative agreement on wage increases over a two-year period.

If the County Council fully funds the MCPS budget proposal, the following increases would take effect beginning July 1, 2023, for MCEA unit members:

- For the 2023-2024 school year, the salary for teachers would increase by \$5,602 for 10-month employees and \$6,583 for 12-month employees, with a step increase for those eligible employees. The new salaries would range from \$59,640 to \$124,416 for 10-month employees; and from \$70,078 to \$146,189 for 12-month positions depending on experience and years of service.
- For the 2024-2025 school year, salaries would increase by \$2,918 for 10-month employees and \$3,428 for 12-month employees with a step increase for those eligible employees. The new salaries would range from \$62,558 to \$127,334 for 10-month employees; and from \$73,506 for 12-month employees to \$149,617 for 12-month employees depending on experience and years of service.

These increases address the higher cost of living and recognize the value and expertise teachers bring to the livelihood of Montgomery County. Additionally the increases allow the county to remain competitive in the region, while fulfilling the state's mandate in the Blueprint for Maryland's Future to implement a starting salary of \$60,000 over the next two years.