

**WCBOE-WCTA Negotiations for FY25**

**FY25 Teacher Salary Scale/Career Ladder**

The following salary will be effective July 1, 2024:

- Apply a one percent (1%) increase to the salary scale within the Career Ladder, excluding the NBCT Salary Enhancements.

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Mary Heeringa  
Chief Negotiator, WCTA  
UniServ Director, MSEA

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Date

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Terri Baker  
Chief Negotiator, WCBOE  
Executive Director of Human Resources

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Date

DRAFT

Washington County (Maryland) Public Schools  
 WCBOE Proposed FY2025 (Eff 07/01/24) - Teacher Salary Scale

1.00% - Increase to the scale.  
 - Without a step increase.

Starting Year of Experience	Step	Scale 02 Salary	Scale 03 Salary	Scale 05 Salary	Scale 07 Salary	Scale 09 Salary	Scale 11 Salary
1 to 2	1	\$47,678	\$59,295	\$61,220	\$63,168	\$63,652	\$63,969
3	2	\$48,870	\$60,777	\$62,751	\$64,747	\$65,243	\$65,568
4 to 8	3	\$50,092	\$62,296	\$64,320	\$66,366	\$66,874	\$67,207
9 to 13	4	\$51,344	\$63,853	\$65,928	\$68,025	\$68,546	\$68,887
14	5	\$52,628	\$65,449	\$67,576	\$69,726	\$70,260	\$70,609
15	6	\$53,944	\$67,085	\$69,265	\$71,469	\$72,017	\$72,374
16	7	\$55,293	\$68,762	\$70,997	\$73,256	\$73,817	\$74,183
17	8	\$56,675	\$70,481	\$72,772	\$75,087	\$75,662	\$76,038
18	9	\$58,092	\$72,243	\$74,591	\$76,964	\$77,554	\$77,939
19	10	\$59,544	\$74,049	\$76,456	\$78,888	\$79,493	\$79,887
20	11	\$61,033	\$75,900	\$78,367	\$80,860	\$81,480	\$81,884
21 to 26	12	\$62,559	\$77,798	\$80,326	\$82,882	\$83,517	\$83,931
27	13	\$64,123	\$79,743	\$82,334	\$84,954	\$85,605	\$86,029
28	14	\$65,726	\$81,737	\$84,392	\$87,078	\$87,745	\$88,180
29	15	\$67,369	\$83,780	\$86,502	\$89,255	\$89,939	\$90,385
30	16	\$69,053	\$85,875	\$88,665	\$91,486	\$92,187	\$92,645
31	17	\$70,779	\$88,022	\$90,882	\$93,773	\$94,492	\$94,961
32	18	\$72,548	\$90,223	\$93,154	\$96,117	\$96,854	\$97,335
33	19	\$74,362	\$92,479	\$95,483	\$98,520	\$99,275	\$99,768
34+	20	\$76,221	\$94,791	\$97,870	\$100,983	\$101,757	\$102,262

Notes: 1. Salary columns are rounded to the nearest dollar.

WCPS Career Ladder Scales

		Definitions											NBCT Salary Enhancements	
Years of Experience	Tier	Bachelors	Pursuing Masters or NBC	Masters/ Masters Equivalency	Masters + 30	Masters + 60	Doctorate	Bachelors With NBCT	Masters/ Masters Equivalency With NBCT	Masters + 30 With NBCT	Masters + 60 With NBCT	Doctorate With NBCT	Low Performing School	1st Maintenance of NBCT Certification
		Level 1	Level 2A	Level 2B	Level 2C	Level 2D	Level 2E	Level 3A	Level 3B	Level 3C	Level 3D	Level 3E		
1 to 2	A	\$59,295	\$59,295	\$61,220	\$63,168	\$63,652	\$63,969	\$69,295	\$71,220	\$73,168	\$73,652	\$73,969	\$7,000	\$8,000
3	B	\$60,777	\$60,777	\$62,751	\$64,747	\$65,243	\$65,568	\$70,777	\$72,751	\$74,747	\$75,243	\$75,568	\$7,000	\$8,000
4 to 8	C	\$62,296	\$62,296	\$64,320	\$66,366	\$66,874	\$67,207	\$72,296	\$74,320	\$76,366	\$76,874	\$77,207	\$7,000	\$8,000
9 to 13	D	\$63,853	\$63,853	\$65,928	\$68,025	\$68,546	\$68,887	\$73,853	\$75,928	\$78,025	\$78,546	\$78,887	\$7,000	\$8,000
14	E	\$65,449	\$65,449	\$67,576	\$69,726	\$70,260	\$70,609	\$75,449	\$77,576	\$79,726	\$80,260	\$80,609	\$7,000	\$8,000
15	F	\$67,085	\$67,085	\$69,265	\$71,469	\$72,017	\$72,374	\$77,085	\$79,265	\$81,469	\$82,017	\$82,374	\$7,000	\$8,000
16	G	\$68,762	\$68,762	\$70,997	\$73,256	\$73,817	\$74,183	\$78,762	\$80,997	\$83,256	\$83,817	\$84,183	\$7,000	\$8,000
17	H	\$70,481	\$70,481	\$72,772	\$75,087	\$75,662	\$76,038	\$80,481	\$82,772	\$85,087	\$85,662	\$86,038	\$7,000	\$8,000
18	I	\$72,243	\$72,243	\$74,591	\$76,964	\$77,554	\$77,939	\$82,243	\$84,591	\$86,964	\$87,554	\$87,939	\$7,000	\$8,000
19	J	\$74,049	\$74,049	\$76,456	\$78,888	\$79,493	\$79,887	\$84,049	\$86,456	\$88,888	\$89,493	\$89,887	\$7,000	\$8,000
20	K	\$75,900	\$75,900	\$78,367	\$80,860	\$81,480	\$81,884	\$85,900	\$88,367	\$90,860	\$91,480	\$91,884	\$7,000	\$8,000
21 to 26	L	\$77,798	\$77,798	\$80,326	\$82,882	\$83,517	\$83,931	\$87,798	\$90,326	\$92,882	\$93,517	\$93,931	\$7,000	\$8,000
27	M	\$79,743	\$79,743	\$82,334	\$84,954	\$85,605	\$86,029	\$89,743	\$92,334	\$94,954	\$95,605	\$96,029	\$7,000	\$8,000
28	N	\$81,737	\$81,737	\$84,392	\$87,078	\$87,745	\$88,180	\$91,737	\$94,392	\$97,078	\$97,745	\$98,180	\$7,000	\$8,000
29	O	\$83,780	\$83,780	\$86,502	\$89,255	\$89,939	\$90,385	\$93,780	\$96,502	\$99,255	\$99,939	\$100,385	\$7,000	\$8,000
30	P	\$85,875	\$85,875	\$88,665	\$91,486	\$92,187	\$92,645	\$95,875	\$98,665	\$101,486	\$102,187	\$102,645	\$7,000	\$8,000
31	Q	\$88,022	\$88,022	\$90,882	\$93,773	\$94,492	\$94,961	\$98,022	\$100,882	\$103,773	\$104,492	\$104,961	\$7,000	\$8,000
32	R	\$90,223	\$90,223	\$93,154	\$96,117	\$96,854	\$97,335	\$100,223	\$103,154	\$106,117	\$106,854	\$107,335	\$7,000	\$8,000
33	S	\$92,479	\$92,479	\$95,483	\$98,520	\$99,275	\$99,768	\$102,479	\$105,483	\$108,520	\$109,275	\$109,768	\$7,000	\$8,000
34+	T	\$94,791	\$94,791	\$97,870	\$100,983	\$101,757	\$102,262	\$104,791	\$107,870	\$110,983	\$111,757	\$112,262	\$7,000	\$8,000

\*Starting With Level 3 NBCT Salary Enhancements Begin (\$10k already included in level 3 base numbers) - All Enhancements that are applicable on the right are added to the base salaries in Green

\*\*NBCT Salary Enhancements are only available to individuals who have obtained their NBC Certification; this does not include individuals with Masters equivalency and no NBC Certification available for their area of teaching

\*\*\*Use Calculator to Determine Salary of Individual