

Garrett County Board of Education
Support Salary Scales - Unit 3
Fiscal Year 2025

Step	Nurse*	Sec III	Sec IV	Sec V	Sec VI	Maintenance	Custodial III	Media Asst**	Inst Asst**	Nursing Asst	Caf Asst***	Media Technician
1	50,601	41,623	39,825	38,960	33,090	47,269	41,601	30,779	28,701	28,701	28,555	52,209
2	51,673	42,443	40,602	39,714	33,733	48,225	42,418	31,372	29,243	29,243	29,097	53,287
3	52,426	43,019	41,147	40,245	34,185	48,896	42,992	31,789	29,625	29,625	29,479	54,047
4	53,689	43,649	41,734	40,816	34,657	49,638	43,616	32,219	30,014	30,014	29,868	55,252
5	54,991	44,289	42,331	41,397	35,139	50,395	44,251	32,663	30,412	30,412	30,266	56,454
6	56,333	44,936	42,944	41,987	35,639	51,165	44,895	33,114	30,814	30,814	30,669	57,656
7	57,716	45,601	43,570	42,589	36,139	51,956	45,569	33,572	31,231	31,231	31,085	58,861
8	59,649	46,272	44,209	43,209	36,650	52,753	46,233	34,041	31,648	31,648	31,503	60,066
9	60,605	46,965	44,854	43,836	37,177	53,571	46,925	34,522	32,083	32,083	31,937	61,273
10	62,109	47,669	45,516	44,481	37,714	54,405	47,625	35,003	32,519	32,519	32,373	62,474
11	63,667	48,387	46,190	45,135	38,256	55,258	48,339	35,500	32,966	32,966	32,820	63,676
12	65,273	49,605	47,363	46,286	39,298	56,613	49,552	36,493	33,909	33,909	33,763	65,371
13	66,918											
14	68,619											
15	70,368											
16	72,173											
17	74,030											
18-21	76,427											
22-26	78,394											
27+	80,423											
Duty Year	189	12 months	12 months	12 months	197 days	12 months	12 months	187 days	187 days	187 days	182 days	12 months
Duty Day	8 hours	8 hours	8 hours	8 hours	7.6 hours	8 hours	8 hours	7.6 hours	7.6 hours	7.6 hours	8 hours	8 hours

Additions to Base:

Longevity

10 years - \$1,000
15 years - \$1,500
20 years - \$2,000
25 years - \$2,500

Educational Credits:

15 hours college credit - \$200
30 hours college credit - \$400
60 hours college credit - \$600
90 hours college credit - \$800
Bachelor's degree - \$1,000
Master's degree - \$2,000

* Nurses are not eligible for longevity and they must have 10 years & 15 years service to GCPS to be eligible for Step 20 & 25 respectively

** Assistants who have passed the paraprofessional assessment receive \$600 and are not eligible for 15, 30, or 60 hours college credit amount

*** Cafeteria staff scale based on 40 hour work week, but may be prorated depending upon duty day

Garrett County Board of Education
Head Custodian & Cafeteria Manager Salary Scales
Fiscal Year 2025

	Head	Head	Head	Head	Head	Cafeteria	Cafeteria	Cafeteria		Cafeteria
Step	Custodian I	Custodian II	Custodian III	Custodian IV	Custodian V	Manager I	Manager II	Manager III	Step	Manager IV
1	51,932	50,018	49,299	48,580	46,960	37,773	36,845	35,902	1	30,687
2	53,026	51,065	50,329	49,593	47,931	38,564	37,614	36,647	2	31,305
3	54,135	52,192	51,445	50,699	48,675	39,220	38,262	37,298	3	31,740
4	55,246	53,294	52,555	51,815	49,414	39,882	38,923	37,966	4	32,152
5	56,358	54,399	53,662	52,925	50,155	40,545	39,582	38,624	5	32,570
6-10	57,961	56,006	55,263	54,521	51,379	41,689	40,730	39,777	6	32,998
11-15	58,957	56,886	56,136	55,388	52,249	42,585	41,625	40,667	7	33,437
16-20	59,965	57,752	57,007	56,263	53,118	43,487	42,512	41,554	8	33,883
21-25	62,356	60,142	59,396	58,649	55,518	45,464	44,505	43,348	9	34,341
26+	64,351	62,133	61,392	60,648	57,511	47,062	46,101	45,140	10	34,802
									11	35,275
									12+	36,263
Duty Year	12 month	12 month	12 month	12 month	12 month	186 days	186 days	186 days		186 days
Duty Day	8 hours	8 hours	8 hours	8 hours	8 hours	8 hours	8 hours	8 hours		8 hours

Additions to Base:

15 Hours College Credit - \$200
30 Hours College Credit - \$400
60 Hours College Credit - \$600
90 Hours College Credit - \$800
Bachelor's Degree - \$1,000

Blueprint Career Ladder Salary Scale
Professional Teacher **

Step	Base Salary - Level I	Blueprint Enhancements		
	FY 2025	NBC	Low Performing School	1st MOC
1	54,379	10,000	7,000	3,000
2	54,379	10,000	7,000	3,000
3	54,379	10,000	7,000	3,000
4	55,866	10,000	7,000	3,000
5	56,628	10,000	7,000	3,000
6	57,371	10,000	7,000	3,000
7	58,700	10,000	7,000	3,000
8	60,027	10,000	7,000	3,000
9	61,354	10,000	7,000	3,000
10	62,679	10,000	7,000	3,000
11	64,006	10,000	7,000	3,000
12	65,412	10,000	7,000	3,000
13	66,593	10,000	7,000	3,000
14	67,772	10,000	7,000	3,000
15	68,951	10,000	7,000	3,000
16	74,645	10,000	7,000	3,000
17	74,645	10,000	7,000	3,000
18	74,645	10,000	7,000	3,000
19	74,645	10,000	7,000	3,000
20	77,592	10,000	7,000	3,000
21	77,592	10,000	7,000	3,000
22	77,592	10,000	7,000	3,000
23	77,592	10,000	7,000	3,000
24	77,592	10,000	7,000	3,000
25	80,544	10,000	7,000	3,000

Duty Year 187 days
Duty Day 7.6 hours

	Additions to base:
Level 2A	Pursuing Master's degree, NB or 30 hours in non-NBC area - \$1,000
Level 2B	Master's degree - \$2,000
	+30 hours beyond Master's degree - \$1,000
	+60 hours beyond Master's degree - \$1,000
	Doctorate degree - \$2,000
Level 3	NBC

** Note: This scale reflects a combined (SPC & APC) salary structure.

Garrett County Board of Education
 Certificated Salary Scale - 7.6 Hour Schedule
 Fiscal Year 2025

Step	Standard Professional	Advanced Professional	Step	Psychologist	Physical Therapist
1	54,379		1	74,389	74,389
2	54,379		2	75,429	75,429
3	54,379		3	76,444	76,444
4	54,379	55,866	4	78,299	78,299
5	55,067	56,628	5	80,167	80,167
6	55,756	57,371	6	82,037	82,037
7	56,446	58,700	7	83,908	83,908
8	57,134	60,027	8	85,654	85,654
9	57,823	61,354	9-13	88,417	88,417
10	58,512	62,679	14-18	89,800	89,800
11		64,006	19+	91,954	91,954
12		65,412			
13		66,593			
14		67,772			
15		68,951			
16		74,645			
17-19		74,645			
20-24*		77,592			
25**		80,544			
Duty Year	187 days	187 days	Duty Year	207 days	207 days
Duty Day	7.6 hours	7.6 hours	Duty Day	7.6 hours	7.6 hours

Additions to Base:

Master's degree - \$2,000
 +30 hours beyond Master's degree - \$1,000***
 +60 hours beyond Master's degree - \$1,000***
 Doctorate degree - \$2,000

* Must have 10 years service in Garrett County

** Must have 15 years service in Garrett County

*** The graduate credit hours must be in education or a field of teaching the graduate credit hours must be verified by official transcript and the teacher must request of Human Resources for additional salary. If necessary, additional documentation may be requested. Undergraduate courses taken for the purpose of adding additional content certifications, after completing a Master's degree, may be counted in the 30 and 60 hours above the Master's degree for pay purposes with prior approval from the Director of Human Resources

Garrett County Board of Education
 Certificated Salary Scale - 8 Hour Schedule
 Fiscal Year 2025

Step	Standard Professional	Advanced Professional	Step	Psychologist	Physical Therapist
1	57,241		1	78,304	78,304
2	57,241		2	79,400	79,400
3	57,241		3	80,467	80,467
4	57,241	58,806	4	82,421	82,421
5	57,966	59,608	5	84,386	84,386
6	58,691	60,390	6	86,355	86,355
7	59,416	61,789	7	88,325	88,325
8	60,141	63,187	8	90,162	90,162
9	60,866	64,583	9-13	93,070	93,070
10	61,592	65,978	14-18	94,526	94,526
11		67,374	19+	96,794	96,794
12		68,855			
13		70,097			
14		71,338			
15		72,579			
16		78,573			
17-19		78,573			
20-24*		81,676			
25**		84,783			

Duty Year	187 days	187 days	Duty Year	207 days	207 days
Duty Day	8 hours	8 hours	Duty Day	8 hours	8 hours

Additions to Base:

- Master's degree - \$2,000
- +30 hours beyond Master's degree - \$1,000***
- +60 hours beyond Master's degree - \$1,000***
- Doctorate degree - \$2,000

* Must have 10 years service in Garrett County

** Must have 15 years service in Garrett County

*** The graduate credit hours must be in education or a field of teaching the graduate credit hours must be verified by official transcript and the teacher must request of Human Resources for additional salary. If necessary, additional documentation may be requested. Undergraduate courses taken for the purpose of adding additional content certifications, after completing a Master's degree, may be counted in the 30 and 60 hours above the Master's degree for pay purposes with prior approval from the Director of Human Resources

Garrett County Board of Education
Confidential/Classified Salary Scales
Fiscal Year 2025

Step	Level I (SEC2)	Level II (AFNS)	Level III (SEC1)	Level IV (AOPM)	Level V	Level VI	Step	Director	Chief Academic Officer
1	50,463	55,223	56,023	67,536	62,339	69,978	1	95,503	112,287
2	51,480	56,355	57,176	68,971	63,646	71,472	2	98,485	113,565
3	52,416	57,670	58,203	70,534	64,764	72,590	3	101,033	116,065
4	53,297	58,983	59,257	72,721	65,882	73,708	4	103,578	118,561
5	54,177	60,297	60,311	74,584	67,000	74,826	5	106,125	121,059
6	55,506	63,450	61,362	76,907	68,118	75,944	6	108,671	123,558
7	56,437	64,763	62,906	77,924	69,236	77,063	7	111,218	126,055
8	57,367	66,078	63,988	79,920	70,354	78,180	8	113,764	128,552
9	58,429	67,391	65,210	80,713	71,472	79,298	9	116,311	131,052
10	58,994	70,019	65,778	81,302	72,590	80,416	10	119,310	133,993
					74,160	81,986	11	122,197	136,825
					75,803	83,816	12	125,553	140,116
					77,486	85,692	13	129,008	143,506
Duty Year	12 month	12 month	12 month	12 month	12 month	12 month	Duty Year	12 month	12 month
Duty Day	8 hours	8 hours	8 hours	8 hours	8 hours	8 hours	Duty Day	8 hours	8 hours
Additions to Base:				Additions to Base:		Additions to Base:			
15 Hours College Credit - \$250				Longevity		Longevity			
30 Hours College Credit - \$500				10 years - \$1,000		14 years - \$2,000			
60 Hours College Credit - \$750				15 years - \$1,500		19 years - \$2,000			
90 Hours College Credit - \$1,000				20 years - \$2,000		22 years - \$2,000			
Bachelor's Degree - \$1,250				25 years - \$2,500		24 years - \$2,000			
Master's Degree - \$2,000									
Level I - Administrative Assistant to Exec Director of CAO, Finance Clerk II							Additions to Base:		
Level II - Assistant in Food & Nutrition Services							+30 hours beyond Master's - \$1,250		
Level III - Finance Clerk I							+60 hours beyond Master's - \$1,250		
Level IV - Assistants in Operations, Manager of Safety/Security & Public Relations							Doctorate Degree - \$2,250		
Level V - Database Specialist, Administrative Assistant to Superintendent, HR Generalist									
Level VI - Senior IT Specialists, Finance Coordinator, Staff Accountant, HR Manager, Restricted Funds Manager									

Garrett County Board of Education
A & S Salary Scales
Fiscal Year 2025

Step	Category I	Category II	Category III	Category IV	Category V
1	73,560	88,119	90,581	93,042	95,503
2	74,529	89,288	91,788	94,284	96,781
3	77,027	91,788	94,284	96,781	99,281
4	79,525	94,284	96,781	99,281	101,777
5	82,022	96,781	99,281	101,777	104,275
6	84,519	99,281	101,777	104,275	106,774
7	87,019	101,777	104,275	106,774	109,271
8	89,515	104,275	106,774	109,271	111,768
9	92,013	106,774	109,271	111,768	114,268
10	94,512	109,271	111,768	114,268	117,209
11	97,789	112,548	115,046	117,544	120,041
12	100,884	115,614	118,188	120,759	123,332
13	104,089	118,773	121,422	124,070	126,722

Duty Year	207 days	12 Month	12 Month	12 month	12 month
Duty Day	8 hours	8 hours	8 hours	8 hours	8 hours

Additions to Base:

+30 hours beyond Master's Degree - \$1,250
+60 hours beyond Master's Degree - \$1,250
Doctorate Degree - \$2,250

Longevity Step at 14, 19, 22, and 24 years - \$2,000

High School Assistant Principals - \$2,000
High School Principals - \$2,000

Category I - Eleven Month Principals, Middle & Elementary Assistant Principals, Pupil Service Worker, & 11-month Coordinators
Category II - Principals Northern Middle, Yough Glades, Crellin & Grantsville, High Assistant Principals, and 12-month Coordinators
Category III - Supervisors & Principal Broad Ford
Category IV - Principal Northern High
Category V - Principal Southern High