

**PRINCE GEORGE'S COUNTY EDUCATORS' ASSOCIATION (PGCEA)**

**NBCT\* Table A - Salary Schedule - 10 month**

\*Must meet the eligibility criteria for "teacher" as set forth by MSDE

**July 1, 2025 - June 30, 2026**

|             | <b>Grade 2</b>           | <b>Grade 3</b>                        | <b>Grade 4</b>                                               | <b>Grade 5</b>                                  | <b>Grade 6</b>                                  | <b>Grade 7</b>   |
|-------------|--------------------------|---------------------------------------|--------------------------------------------------------------|-------------------------------------------------|-------------------------------------------------|------------------|
| <b>Step</b> | <b>Bachelor's Degree</b> | <b>Bachelor's + 30 Semester Hours</b> | <b>Bachelor's + 45 Semester Hours or Master's/Equivalent</b> | <b>Master's/ Equivalent + 30 Semester Hours</b> | <b>Master's/ Equivalent + 60 Semester Hours</b> | <b>Doctorate</b> |
| 04          | 75,291                   | 78,409                                | 81,678                                                       | 85,114                                          | 88,718                                          | 92,502           |
| 05          | 77,163                   | 80,370                                | 83,739                                                       | 87,277                                          | 90,988                                          | 94,889           |
| 06          | 79,086                   | 82,392                                | 85,862                                                       | 89,505                                          | 93,330                                          | 97,346           |
| 07          | 81,069                   | 84,472                                | 88,046                                                       | 91,800                                          | 95,738                                          | 99,874           |
| 08          | 83,110                   | 86,619                                | 90,297                                                       | 94,164                                          | 98,221                                          | 102,481          |
| 09          | 85,212                   | 88,827                                | 92,615                                                       | 96,598                                          | 100,777                                         | 105,167          |
| 10          | 87,382                   | 91,100                                | 95,006                                                       | 99,106                                          | 103,411                                         | 107,932          |
| 11          | 89,611                   | 93,443                                | 97,465                                                       | 101,690                                         | 106,124                                         | 110,779          |
| 12          | 91,912                   | 95,855                                | 100,000                                                      | 104,352                                         | 108,917                                         | 113,713          |
| 13          | 91,912                   | 98,342                                | 102,610                                                      | 107,092                                         | 111,792                                         | 116,733          |
| 14          | 91,912                   | 100,902                               | 105,298                                                      | 109,914                                         | 114,758                                         | 119,845          |
| 15          | 91,912                   | 103,538                               | 108,067                                                      | 112,822                                         | 117,809                                         | 123,051          |
| 16          | 91,912                   | 106,256                               | 110,919                                                      | 115,816                                         | 120,957                                         | 126,353          |
| 17          | 91,912                   | 109,051                               | 113,857                                                      | 118,902                                         | 124,193                                         | 129,753          |
| 18          | 91,912                   | 111,934                               | 116,884                                                      | 122,078                                         | 127,529                                         | 133,257          |
| 19          | 91,912                   | 114,904                               | 119,998                                                      | 125,351                                         | 130,966                                         | 136,864          |
| 20          | 91,912                   | 117,959                               | 123,211                                                      | 128,722                                         | 134,504                                         | 140,580          |
| 21          | 91,912                   | 121,107                               | 126,518                                                      | 132,192                                         | 138,148                                         | 144,408          |

*Please reference Article 22 of the PGCEA Negotiated Agreement for additional salary schedule information.*

**PRINCE GEORGE'S COUNTY EDUCATORS' ASSOCIATION (PGCEA)**

**NBCT\* Table B - Salary Schedule - 11 month**

*\*Must meet the eligibility criteria for "teacher" as set forth by MSDE*

**July 1, 2025 - June 30, 2026**

|             | <b>Grade 2</b>           | <b>Grade 3</b>                        | <b>Grade 4</b>                                               | <b>Grade 5</b>                                  | <b>Grade 6</b>                                  | <b>Grade 7</b>   |
|-------------|--------------------------|---------------------------------------|--------------------------------------------------------------|-------------------------------------------------|-------------------------------------------------|------------------|
| <b>Step</b> | <b>Bachelor's Degree</b> | <b>Bachelor's + 30 Semester Hours</b> | <b>Bachelor's + 45 Semester Hours or Master's/Equivalent</b> | <b>Master's/ Equivalent + 30 Semester Hours</b> | <b>Master's/ Equivalent + 60 Semester Hours</b> | <b>Doctorate</b> |
| 04          | 81,520                   | 84,948                                | 88,546                                                       | 92,323                                          | 96,290                                          | 100,453          |
| 05          | 83,576                   | 87,105                                | 90,812                                                       | 94,703                                          | 98,787                                          | 103,079          |
| 06          | 85,694                   | 89,330                                | 93,146                                                       | 97,154                                          | 101,361                                         | 105,781          |
| 07          | 87,875                   | 91,619                                | 95,551                                                       | 99,678                                          | 104,012                                         | 108,564          |
| 08          | 90,120                   | 93,978                                | 98,029                                                       | 102,279                                         | 106,742                                         | 111,430          |
| 09          | 92,433                   | 96,409                                | 100,579                                                      | 104,958                                         | 109,556                                         | 114,383          |
| 10          | 94,820                   | 98,912                                | 103,204                                                      | 107,717                                         | 112,453                                         | 117,424          |
| 11          | 97,276                   | 101,486                               | 105,914                                                      | 110,560                                         | 115,435                                         | 120,556          |
| 12          | 99,803                   | 104,142                               | 108,700                                                      | 113,486                                         | 118,510                                         | 123,783          |
| 13          | 99,803                   | 106,878                               | 111,571                                                      | 116,501                                         | 121,673                                         | 127,107          |
| 14          | 99,803                   | 109,693                               | 114,526                                                      | 119,605                                         | 124,933                                         | 130,528          |
| 15          | 99,803                   | 112,593                               | 117,573                                                      | 122,805                                         | 128,294                                         | 134,059          |
| 16          | 99,803                   | 115,579                               | 120,710                                                      | 126,100                                         | 131,751                                         | 137,689          |
| 17          | 99,803                   | 118,656                               | 123,943                                                      | 129,491                                         | 135,313                                         | 141,427          |
| 18          | 99,803                   | 121,825                               | 127,273                                                      | 132,989                                         | 138,981                                         | 145,282          |
| 19          | 99,803                   | 125,092                               | 130,699                                                      | 136,588                                         | 142,762                                         | 149,249          |
| 20          | 99,803                   | 128,453                               | 134,231                                                      | 140,295                                         | 146,655                                         | 153,337          |
| 21          | 99,803                   | 131,916                               | 137,868                                                      | 144,114                                         | 150,664                                         | 157,548          |

*Please reference Article 22 of the PGCEA Negotiated Agreement for additional salary schedule information.*

# PRINCE GEORGE'S COUNTY EDUCATORS' ASSOCIATION (PGCEA)

## NBCT\* Table C - Salary Schedule - 12 month

\*Must meet the eligibility criteria for "teacher" as set forth by MSDE

July 1, 2025 - June 30, 2026

|      | Grade 2           | Grade 3                        | Grade 4                                               | Grade 5                                  | Grade 6                                  | Grade 7   |
|------|-------------------|--------------------------------|-------------------------------------------------------|------------------------------------------|------------------------------------------|-----------|
| Step | Bachelor's Degree | Bachelor's + 30 Semester Hours | Bachelor's + 45 Semester Hours or Master's/Equivalent | Master's/ Equivalent + 30 Semester Hours | Master's/ Equivalent + 60 Semester Hours | Doctorate |
| 04   | 87,752            | 91,488                         | 95,412                                                | 99,535                                   | 103,861                                  | 108,405   |
| 05   | 89,995            | 93,846                         | 97,886                                                | 102,131                                  | 106,585                                  | 111,265   |
| 06   | 92,303            | 96,269                         | 100,432                                               | 104,807                                  | 109,394                                  | 114,216   |
| 07   | 94,682            | 98,766                         | 103,055                                               | 107,561                                  | 112,284                                  | 117,249   |
| 08   | 97,132            | 101,339                        | 105,757                                               | 110,398                                  | 115,265                                  | 120,377   |
| 09   | 99,660            | 103,993                        | 108,540                                               | 113,318                                  | 118,333                                  | 123,599   |
| 10   | 102,256           | 106,719                        | 111,406                                               | 116,328                                  | 121,491                                  | 126,919   |
| 11   | 104,935           | 109,532                        | 114,359                                               | 119,428                                  | 124,747                                  | 130,334   |
| 12   | 107,693           | 112,426                        | 117,401                                               | 122,622                                  | 128,100                                  | 133,853   |
| 13   | 107,693           | 115,409                        | 120,531                                               | 125,910                                  | 131,552                                  | 137,478   |
| 14   | 107,693           | 118,480                        | 123,758                                               | 129,300                                  | 135,109                                  | 141,215   |
| 15   | 107,693           | 121,645                        | 127,081                                               | 132,787                                  | 138,772                                  | 145,062   |
| 16   | 107,693           | 124,905                        | 130,504                                               | 136,380                                  | 142,546                                  | 149,022   |
| 17   | 107,693           | 128,262                        | 134,029                                               | 140,081                                  | 146,432                                  | 153,102   |
| 18   | 107,693           | 131,720                        | 137,660                                               | 143,896                                  | 150,436                                  | 157,307   |
| 19   | 107,693           | 135,282                        | 141,398                                               | 147,821                                  | 154,558                                  | 161,636   |
| 20   | 107,693           | 138,949                        | 145,251                                               | 151,867                                  | 158,805                                  | 166,094   |
| 21   | 107,693           | 142,728                        | 149,219                                               | 156,032                                  | 163,179                                  | 170,687   |

Please reference Article 22 of the PGCEA Negotiated Agreement for additional salary schedule information.