

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

**NBCT Level 4A\* Table A - Salary Schedule - 10 month**

\*Must be identified as a 'Lead Teacher' on Level 4A of the Teacher Career Ladder

**July 1, 2026 - June 30, 2027**

	<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	82,471	85,698	89,082	92,638	96,368	100,285
05	84,409	87,728	91,215	94,877	98,718	102,755
06	86,399	89,821	93,412	97,183	101,142	105,298
07	88,451	91,974	95,673	99,558	103,634	107,915
08	90,564	94,196	98,002	102,005	106,204	110,613
09	92,739	96,481	100,402	104,524	108,849	113,393
10	94,985	98,834	102,876	107,120	111,575	116,255
11	97,292	101,259	105,421	109,794	114,383	119,201
12	99,674	103,755	108,045	112,549	117,274	122,238
13	99,674	106,329	110,746	115,385	120,250	125,364
14	99,674	108,979	113,528	118,306	123,320	128,585
15	99,674	111,707	116,394	121,316	126,477	131,903
16	99,674	114,520	119,346	124,415	129,736	135,320
17	99,674	117,413	122,387	127,609	133,085	138,839
18	99,674	120,397	125,520	130,896	136,538	142,466
19	99,674	123,471	128,743	134,283	140,095	146,199
20	99,674	126,633	132,068	137,772	143,757	150,045
21	99,674	129,891	135,491	141,364	147,528	154,007

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

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

**NBCT Level 4A\* Table B - Salary Schedule - 11 month**

\*Must be identified as a 'Lead Teacher' on Level 4A of the Teacher Career Ladder

**July 1, 2026 - June 30, 2027**

	<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	88,918	92,466	96,190	100,099	104,205	108,514
05	91,046	94,699	98,535	102,563	106,790	111,232
06	93,238	97,002	100,951	105,099	109,454	114,028
07	95,496	99,371	103,440	107,712	112,197	116,909
08	97,819	101,812	106,005	110,404	115,023	119,875
09	100,213	104,328	108,644	113,177	117,935	122,931
10	102,684	106,919	111,361	116,032	120,934	126,079
11	105,226	109,583	114,166	118,975	124,020	129,320
12	107,841	112,332	117,050	122,003	127,203	132,660
13	107,841	115,164	120,021	125,124	130,477	136,101
14	107,841	118,077	123,079	128,336	133,851	139,641
15	107,841	121,079	126,233	131,648	137,329	143,296
16	107,841	124,169	129,480	135,059	140,907	147,053
17	107,841	127,354	132,826	138,568	144,594	150,922
18	107,841	130,634	136,273	142,189	148,390	154,912
19	107,841	134,015	139,818	145,914	152,304	159,018
20	107,841	137,494	143,474	149,750	156,333	163,249
21	107,841	141,078	147,238	153,703	160,482	167,607

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

**NBCT Level 4A\* Table C - Salary Schedule - 12 month**

\*Must be identified as a 'Lead Teacher' on Level 4A of the Teacher Career Ladder

**July 1, 2026 - June 30, 2027**

	<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	95,368	99,235	103,296	107,564	112,041	116,744
05	97,690	101,676	105,857	110,251	114,860	119,704
06	100,079	104,183	108,492	113,020	117,768	122,759
07	102,541	106,768	111,207	115,871	120,759	125,898
08	105,077	109,431	114,004	118,807	123,844	129,135
09	107,693	112,178	116,884	121,829	127,020	132,470
10	110,380	114,999	119,850	124,944	130,288	135,906
11	113,153	117,911	122,907	128,153	133,658	139,441
12	116,007	120,906	126,055	131,459	137,129	143,083
13	116,007	123,993	129,295	134,862	140,701	146,835
14	116,007	127,172	132,635	138,371	144,383	150,703
15	116,007	130,448	136,074	141,980	148,174	154,684
16	116,007	133,822	139,617	145,698	152,080	158,783
17	116,007	137,296	143,265	149,529	156,102	163,006
18	116,007	140,875	147,023	153,477	160,246	167,358
19	116,007	144,562	150,892	157,540	164,513	171,838
20	116,007	148,357	154,880	161,727	168,908	176,452
21	116,007	152,268	158,987	166,038	173,435	181,206

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