

PRINCE GEORGE'S COUNTY EDUCATORS' ASSOCIATION (PGCEA)

NBCT Level 4A High Priority Schools* Table A - Salary Schedule - 10 month

*Must be identified as a 'Lead Teacher' on Level 4A of the Teacher Career Ladder; PGCPs High Priority schools are those that meet the 'Low Performing School' designation as set forth by MSDE

July 1, 2026 - June 30, 2027

	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	91,471	94,698	98,082	101,638	105,368	109,285
05	93,409	96,728	100,215	103,877	107,718	111,755
06	95,399	98,821	102,412	106,183	110,142	114,298
07	97,451	100,974	104,673	108,558	112,634	116,915
08	99,564	103,196	107,002	111,005	115,204	119,613
09	101,739	105,481	109,402	113,524	117,849	122,393
10	103,985	107,834	111,876	116,120	120,575	125,255
11	106,292	110,259	114,421	118,794	123,383	128,201
12	108,674	112,755	117,045	121,549	126,274	131,238
13	108,674	115,329	119,746	124,385	129,250	134,364
14	108,674	117,979	122,528	127,306	132,320	137,585
15	108,674	120,707	125,394	130,316	135,477	140,903
16	108,674	123,520	128,346	133,415	138,736	144,320
17	108,674	126,413	131,387	136,609	142,085	147,839
18	108,674	129,397	134,520	139,896	145,538	151,466
19	108,674	132,471	137,743	143,283	149,095	155,199
20	108,674	135,633	141,068	146,772	152,757	159,045
21	108,674	138,891	144,491	150,364	156,528	163,007

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

PRINCE GEORGE'S COUNTY EDUCATORS' ASSOCIATION (PGCEA)

NBCT Level 4A High Priority Schools* Table B - Salary Schedule - 11 month

*Must be identified as a 'Lead Teacher' on Level 4A of the Teacher Career Ladder; PGCPs High Priority schools are those that meet the 'Low Performing School' designation as set forth by MSDE

July 1, 2026 - June 30, 2027

	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	97,918	101,466	105,190	109,099	113,205	117,514
05	100,046	103,699	107,535	111,563	115,790	120,232
06	102,238	106,002	109,951	114,099	118,454	123,028
07	104,496	108,371	112,440	116,712	121,197	125,909
08	106,819	110,812	115,005	119,404	124,023	128,875
09	109,213	113,328	117,644	122,177	126,935	131,931
10	111,684	115,919	120,361	125,032	129,934	135,079
11	114,226	118,583	123,166	127,975	133,020	138,320
12	116,841	121,332	126,050	131,003	136,203	141,660
13	116,841	124,164	129,021	134,124	139,477	145,101
14	116,841	127,077	132,079	137,336	142,851	148,641
15	116,841	130,079	135,233	140,648	146,329	152,296
16	116,841	133,169	138,480	144,059	149,907	156,053
17	116,841	136,354	141,826	147,568	153,594	159,922
18	116,841	139,634	145,273	151,189	157,390	163,912
19	116,841	143,015	148,818	154,914	161,304	168,018
20	116,841	146,494	152,474	158,750	165,333	172,249
21	116,841	150,078	156,238	162,703	169,482	176,607

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PRINCE GEORGE'S COUNTY EDUCATORS' ASSOCIATION (PGCEA)

NBCT Level 4A High Priority Schools* Table C - Salary Schedule - 12 month

*Must be identified as a 'Lead Teacher' on Level 4A of the Teacher Career Ladder; PGCPS High Priority schools are those that meet the 'Low Performing School' designation as set forth by MSDE

July 1, 2026 - June 30, 2027

	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	104,368	108,235	112,296	116,564	121,041	125,744
05	106,690	110,676	114,857	119,251	123,860	128,704
06	109,079	113,183	117,492	122,020	126,768	131,759
07	111,541	115,768	120,207	124,871	129,759	134,898
08	114,077	118,431	123,004	127,807	132,844	138,135
09	116,693	121,178	125,884	130,829	136,020	141,470
10	119,380	123,999	128,850	133,944	139,288	144,906
11	122,153	126,911	131,907	137,153	142,658	148,441
12	125,007	129,906	135,055	140,459	146,129	152,083
13	125,007	132,993	138,295	143,862	149,701	155,835
14	125,007	136,172	141,635	147,371	153,383	159,703
15	125,007	139,448	145,074	150,980	157,174	163,684
16	125,007	142,822	148,617	154,698	161,080	167,783
17	125,007	146,296	152,265	158,529	165,102	172,006
18	125,007	149,875	156,023	162,477	169,246	176,358
19	125,007	153,562	159,892	166,540	173,513	180,838
20	125,007	157,357	163,880	170,727	177,908	185,452
21	125,007	161,268	167,987	175,038	182,435	190,206

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