

BALTIMORE COUNTY PUBLIC SCHOOLS

Annual Salary Scale for Exempt 12-Month Employees Represented by BCPSOPE 2025-2026
Effective September 20, 2025

Divide the annual salary by 26.1 to obtain the biweekly salary

Step	Grade 01 Annual	Grade 02 Annual	Grade 03 Annual	Grade 04 Annual	Grade 05 Annual	Grade 06 Annual	Grade 07 Annual	Grade 08 Annual	Grade 09 Annual	Grade 10 Annual	Grade 11 Annual	Grade 12 Annual	Grade 13 Annual	Grade 14 Annual	Grade 15 Annual	Grade 16 Annual
01	60,372	63,980	67,805	71,856	76,157	80,714	85,543	90,664	96,089	101,845	107,939	114,400	121,252	128,528	136,239	144,414
02	61,581	65,260	69,161	73,297	77,683	82,328	87,253	92,475	98,010	103,882	110,097	116,687	123,678	131,097	138,961	147,301
03	62,812	66,565	70,545	74,761	79,239	83,975	88,998	94,326	99,972	105,957	112,301	119,022	126,150	133,719	141,742	150,246
04	64,069	67,896	71,955	76,256	80,821	85,654	90,779	96,214	101,972	108,077	114,545	121,402	128,673	136,393	144,575	153,252
05	65,349	69,253	73,396	77,782	82,438	87,366	92,593	98,139	104,010	110,238	116,837	123,831	131,250	139,122	147,468	156,316
06	66,656	70,637	74,864	79,338	84,088	89,114	94,446	100,101	106,091	112,442	119,172	126,309	133,872	141,904	150,416	159,445
07	67,989	72,052	76,361	80,923	85,769	90,896	96,336	102,101	108,212	114,692	121,558	128,834	136,550	144,743	153,424	162,632
08	69,351	73,493	77,887	82,541	87,485	92,715	98,263	104,143	110,377	116,985	123,986	131,412	139,281	147,637	156,493	165,885
09	70,737	74,963	79,447	84,193	89,234	94,569	100,226	106,226	112,586	119,324	126,466	134,038	142,068	150,588	159,622	169,203
10	72,153	76,462	81,034	85,878	91,018	96,462	102,232	108,351	114,837	121,712	128,995	136,721	144,909	153,601	162,814	172,588
11	73,595	77,991	82,655	87,592	92,839	98,389	104,276	110,519	117,135	124,145	131,577	139,458	147,806	156,671	166,070	176,040
12	75,068	79,552	84,308	89,347	94,697	100,359	106,362	112,728	119,477	126,629	134,209	142,243	150,762	159,806	169,393	179,560
13	76,568	81,142	85,994	91,132	96,590	102,367	108,489	114,982	121,866	129,160	136,893	145,092	153,778	163,003	172,783	183,152
14	78,100	82,765	87,715	92,957	98,522	104,413	110,658	117,282	124,304	131,743	139,630	147,990	156,852	166,264	176,237	186,815
15	79,661	84,421	89,468	94,816	100,493	106,501	112,872	119,628	126,790	134,378	142,421	150,951	159,991	169,587	179,761	190,552
16	81,256	86,110	91,257	96,713	102,503	108,634	115,129	122,022	129,327	137,065	145,270	153,968	163,190	172,978	183,355	194,362
17	82,880	87,831	93,083	98,647	104,554	110,804	117,431	124,460	131,913	139,808	148,175	157,050	166,452	176,440	187,023	198,251
18	84,537	89,588	94,944	100,620	106,643	113,020	119,781	126,953	134,550	142,603	151,140	160,191	169,782	179,968	190,763	202,214
19	86,229	91,378	96,842	102,631	108,777	115,281	122,176	129,489	137,243	145,457	154,163	163,393	173,179	183,568	194,579	206,260
20	87,953	93,207	98,779	104,683	110,953	117,587	124,620	132,079	139,985	148,365	157,245	166,661	176,642	187,241	198,470	210,385
21	89,710	95,072	100,757	106,777	113,171	119,940	127,113	134,721	142,787	151,330	160,389	169,994	180,175	190,985	202,440	214,592
22	91,508	96,972	102,772	108,913	115,435	122,338	129,655	137,415	145,643	154,357	163,599	173,395	183,779	194,804	206,490	218,884
23	93,335	98,912	104,828	111,091	117,742	124,784	132,248	140,164	148,554	157,446	166,869	176,863	187,453	198,700	210,620	223,261
24	95,201	100,891	106,924	113,313	120,097	127,279	134,894	142,968	151,525	160,595	170,206	180,400	191,202	202,675	214,832	227,726

Biweekly Salary Scale for Exempt 12-Month Employees Represented by BCPSOPE 2025-2026
Effective September 20, 2025

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Step	Grade 01 Biweekly	Grade 02 Biweekly	Grade 03 Biweekly	Grade 04 Biweekly	Grade 05 Biweekly	Grade 06 Biweekly	Grade 07 Biweekly	Grade 08 Biweekly	Grade 09 Biweekly	Grade 10 Biweekly	Grade 11 Biweekly	Grade 12 Biweekly	Grade 13 Biweekly	Grade 14 Biweekly	Grade 15 Biweekly	Grade 16 Biweekly
01	2,313.10	2,451.34	2,597.89	2,753.10	2,917.89	3,092.49	3,277.51	3,473.72	3,681.57	3,902.11	4,135.59	4,383.14	4,645.67	4,924.44	5,219.89	5,533.10
02	2,359.43	2,500.38	2,649.85	2,808.31	2,976.36	3,154.33	3,343.03	3,543.10	3,755.17	3,980.15	4,218.28	4,470.77	4,738.62	5,022.87	5,324.18	5,643.72
03	2,406.59	2,550.38	2,702.87	2,864.41	3,035.98	3,217.43	3,409.89	3,614.02	3,830.34	4,059.66	4,302.72	4,560.23	4,833.33	5,123.33	5,430.73	5,756.55
04	2,454.75	2,601.38	2,756.90	2,921.69	3,096.59	3,281.76	3,478.12	3,686.36	3,906.97	4,140.88	4,388.70	4,651.42	4,930.00	5,225.79	5,539.27	5,871.72
05	2,503.79	2,653.37	2,812.11	2,980.15	3,158.54	3,347.36	3,547.62	3,760.11	3,985.06	4,223.68	4,476.51	4,744.48	5,028.74	5,330.34	5,650.11	5,989.12
06	2,553.87	2,706.40	2,868.35	3,039.77	3,221.76	3,414.33	3,618.62	3,835.29	4,064.79	4,308.12	4,565.98	4,839.43	5,129.20	5,436.93	5,763.07	6,109.00
07	2,604.94	2,760.61	2,925.71	3,100.50	3,286.17	3,482.61	3,691.03	3,911.92	4,146.05	4,394.33	4,657.39	4,936.17	5,231.80	5,545.71	5,878.31	6,231.11
08	2,657.13	2,815.82	2,984.18	3,162.49	3,351.92	3,552.30	3,764.87	3,990.15	4,229.00	4,482.18	4,750.42	5,034.94	5,336.44	5,656.59	5,995.90	6,355.75
09	2,710.23	2,872.15	3,043.95	3,225.79	3,418.93	3,623.33	3,840.08	4,069.96	4,313.64	4,571.80	4,845.44	5,135.56	5,443.22	5,769.66	6,115.79	6,482.87
10	2,764.48	2,929.58	3,104.75	3,290.34	3,487.28	3,695.86	3,916.93	4,151.38	4,399.89	4,663.30	4,942.34	5,238.35	5,552.07	5,885.10	6,238.08	6,612.57
11	2,819.73	2,988.16	3,166.86	3,356.02	3,557.05	3,769.69	3,995.25	4,234.44	4,487.93	4,756.51	5,041.26	5,343.22	5,663.07	6,002.72	6,362.84	6,744.83
12	2,876.17	3,047.97	3,230.19	3,423.26	3,628.24	3,845.17	4,075.17	4,319.08	4,577.66	4,851.69	5,142.11	5,449.92	5,776.32	6,122.84	6,490.15	6,879.69
13	2,933.64	3,108.89	3,294.79	3,491.65	3,700.77	3,922.11	4,156.67	4,405.44	4,669.20	4,948.66	5,244.94	5,559.08	5,891.88	6,245.33	6,620.04	7,017.32
14	2,992.34	3,171.07	3,360.73	3,561.57	3,774.79	4,000.50	4,239.77	4,493.56	4,762.61	5,047.62	5,349.81	5,670.11	6,009.66	6,370.27	6,752.38	7,157.66
15	3,052.15	3,234.52	3,427.89	3,632.80	3,850.31	4,080.50	4,324.60	4,583.45	4,857.85	5,148.58	5,456.74	5,783.56	6,129.92	6,497.59	6,887.39	7,300.84
16	3,113.26	3,299.23	3,496.44	3,705.48	3,927.32	4,162.22	4,411.07	4,675.17	4,955.06	5,251.53	5,565.90	5,899.16	6,252.49	6,627.51	7,025.10	7,446.82
17	3,175.48	3,365.17	3,566.40	3,779.58	4,005.90	4,245.36	4,499.27	4,768.58	5,054.14	5,356.63	5,677.20	6,017.24	6,377.47	6,760.15	7,165.63	7,595.82
18	3,238.97	3,432.49	3,637.70	3,855.17	4,085.94	4,330.27	4,589.31	4,864.10	5,155.17	5,463.72	5,790.80	6,137.59	6,505.06	6,895.33	7,308.93	7,747.66
19	3,303.79	3,501.07	3,710.42	3,932.22	4,167.70	4,416.90	4,681.07	4,961.26	5,258.35	5,573.07	5,906.63	6,260.27	6,635.21	7,033.26	7,455.13	7,902.68
20	3,369.85	3,571.15	3,784.64	4,010.84	4,251.07	4,505.25	4,774.71	5,060.50	5,363.41	5,684.48	6,024.71	6,385.48	6,767.89	7,173.98	7,604.21	8,060.73
21	3,437.16	3,642.61	3,860.42	4,091.07	4,336.05	4,595.40	4,870.23	5,161.72	5,470.77	5,798.08	6,145.17	6,513.18	6,903.26	7,317.43	7,756.32	8,221.92
22	3,506.05	3,715.40	3,937.62	4,172.91	4,422.80	4,687.28	4,967.62	5,264.94	5,580.19	5,914.06	6,268.16	6,643.49	7,041.34	7,463.75	7,911.49	8,386.36
23	3,576.05	3,789.73	4,016.40	4,256.36	4,511.19	4,781.00	5,066.97	5,370.27	5,691.72	6,032.41	6,393.45	6,776.36	7,182.11	7,613.03	8,069.73	8,554.06
24	3,647.55	3,865.56	4,096.70	4,341.49	4,601.42	4,876.59	5,168.35	5,477.70	5,805.56	6,153.07	6,521.30	6,911.88	7,325.75	7,765.33	8,231.11	8,725.13