

Garrett County Board of Education
Support Salary Scales - Unit 3
Fiscal Year 2026

Step	Nurse*	Sec III	Sec IV	Sec V	Sec VI	Maintenance	Custodial III	Media Asst**	Inst Asst**	Nursing Asst	Caf Asst***	Media Technician
1	53,131	43,704	41,816	40,908	34,745	49,632	43,681	32,318	30,136	30,136	29,983	54,819
2	54,257	44,565	42,632	41,700	35,420	50,636	44,539	32,941	30,705	30,705	30,552	55,951
3	55,047	45,170	43,204	42,257	35,894	51,341	45,142	33,378	31,106	31,106	30,953	56,749
4	56,373	45,831	43,821	42,857	36,390	52,120	45,797	33,830	31,515	31,515	31,361	58,015
5	57,741	46,503	44,448	43,467	36,896	52,915	46,464	34,296	31,933	31,933	31,779	59,277
6	59,150	47,183	45,091	44,086	37,421	53,723	47,140	34,770	32,355	32,355	32,202	60,539
7	60,602	47,881	45,749	44,718	37,946	54,554	47,847	35,251	32,793	32,793	32,639	61,804
8	62,631	48,586	46,419	45,369	38,483	55,391	48,545	35,743	33,230	33,230	33,078	63,069
9	63,635	49,313	47,097	46,028	39,036	56,250	49,271	36,248	33,687	33,687	33,534	64,337
10	65,214	50,052	47,792	46,705	39,600	57,125	50,006	36,753	34,145	34,145	33,992	65,598
11	66,850	50,806	48,500	47,392	40,169	58,021	50,756	37,275	34,614	34,614	34,461	66,860
12	68,537	52,085	49,731	48,600	41,263	59,444	52,030	38,318	35,604	35,604	35,451	68,640
13	70,264											
14	72,050											
15	73,886											
16	75,782											
17	77,732											
18-21	80,248											
22-26	82,314											
27+	84,444											
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 2026

Step	Head Custodian I	Head Custodian II	Head Custodian III	Head Custodian IV	Head Custodian V	Cafeteria Manager I	Cafeteria Manager II	Cafeteria Manager III	Step	Cafeteria Manager IV
1	54,529	52,519	51,764	51,009	49,308	39,662	38,687	37,697	1	32,222
2	55,677	53,618	52,845	52,073	50,328	40,492	39,495	38,479	2	32,871
3	56,842	54,802	54,017	53,234	51,109	41,181	40,175	39,163	3	33,327
4	58,008	55,959	55,183	54,406	51,885	41,876	40,869	39,864	4	33,759
5	59,176	57,119	56,345	55,571	52,663	42,572	41,561	40,555	5	34,199
6-10	60,859	58,806	58,026	57,247	53,948	43,773	42,767	41,766	6	34,648
11-15	61,905	59,730	58,943	58,157	54,861	44,714	43,706	42,700	7	35,109
16-20	62,963	60,640	59,857	59,076	55,774	45,661	44,638	43,632	8	35,577
21-25	65,474	63,149	62,366	61,581	58,294	47,737	46,730	45,515	9	36,058
26+	67,569	65,240	64,462	63,680	60,387	49,415	48,406	47,397	10	36,542
									11	37,039
									12+	38,076
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 2026	NBC	Low Performing School	1st MOC
1	57,098	10,000	7,000	3,000
2	57,098	10,000	7,000	3,000
3	57,098	10,000	7,000	3,000
4	58,659	10,000	7,000	3,000
5	59,459	10,000	7,000	3,000
6	60,240	10,000	7,000	3,000
7	61,635	10,000	7,000	3,000
8	63,028	10,000	7,000	3,000
9	64,422	10,000	7,000	3,000
10	65,813	10,000	7,000	3,000
11	67,206	10,000	7,000	3,000
12	68,683	10,000	7,000	3,000
13	69,923	10,000	7,000	3,000
14	71,161	10,000	7,000	3,000
15	72,399	10,000	7,000	3,000
16	78,377	10,000	7,000	3,000
17	78,377	10,000	7,000	3,000
18	78,377	10,000	7,000	3,000
19	78,377	10,000	7,000	3,000
20	81,472	10,000	7,000	3,000
21	81,472	10,000	7,000	3,000
22	81,472	10,000	7,000	3,000
23	81,472	10,000	7,000	3,000
24	81,472	10,000	7,000	3,000
25	84,571	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 i 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
Level 3	Doctorate degree - \$2,000 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 2026

Step	Standard Professional	Advanced Professional	Step	Psychologist	Physical Therapist
1	57,098		1	78,108	78,108
2	57,098		2	79,200	79,200
3	57,098		3	80,266	80,266
4	57,098	58,659	4	82,214	82,214
5	57,820	59,459	5	84,175	84,175
6	58,544	60,240	6	86,139	86,139
7	59,268	61,635	7	88,103	88,103
8	59,991	63,028	8	89,937	89,937
9	60,714	64,422	9-13	92,838	92,838
10	61,438	65,813	14-18	94,290	94,290
11		67,206	19+	96,552	96,552
12		68,683			
13		69,923			
14		71,161			
15		72,399			
16		78,377			
17-19		78,377			
20-24*		81,472			
25**		84,571			

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 2026

Step	Standard Professional	Advanced Professional	Step	Psychologist	Physical Therapist
1	60,103		1	82,219	82,219
2	60,103		2	83,370	83,370
3	60,103		3	84,490	84,490
4	60,103	61,746	4	86,542	86,542
5	60,864	62,588	5	88,605	88,605
6	61,626	63,410	6	90,673	90,673
7	62,387	64,878	7	92,741	92,741
8	63,148	66,346	8	94,670	94,670
9	63,909	67,812	9-13	97,724	97,724
10	64,672	69,277	14-18	99,252	99,252
11		70,743	19+	101,634	101,634
12		72,298			
13		73,602			
14		74,905			
15		76,208			
16		82,502			
17-19		82,502			
20-24*		85,760			
25**		89,022			
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 2026

Step	Category I (SEC2)	Category II (AFNS)	Category III (DATA) Formerly Level V	Category IV (AOPM) Formerly Level IV	Category V (SITS) Formerly Level VI	Step	Director	Chief Academic Officer
1	52,986	57,984	65,456	70,913	73,477	1	100,278	117,901
2	54,054	59,173	66,828	72,420	75,046	2	103,409	119,243
3	55,037	60,554	68,002	74,061	76,998	3	106,085	121,868
4	55,962	61,932	69,176	76,357	78,191	4	108,757	124,489
5	56,886	63,312	70,350	78,313	79,373	5	111,431	127,112
6	58,281	66,623	71,524	80,752	81,359	6	114,105	129,736
7	59,259	68,001	72,698	81,820	81,900	7	116,779	132,358
8	60,235	69,382	73,872	83,916	84,154	8	119,452	134,980
9	61,350	70,761	75,046	84,749	85,944	9	122,127	137,605
10	61,944	73,520	76,220	85,367	87,771	10	125,276	140,693
11			77,868	85,990	88,665	11	128,307	143,666
12			79,593	86,618	89,572	12	131,831	147,122
13			81,360	87,250	90,438	13	135,458	150,681
Duty Year	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	Duty Day	8 hours	8 hours

Additions to Base:

15 Hours College Credit - \$250
30 Hours College Credit - \$500
60 Hours College Credit - \$750
90 Hours College Credit - \$1,000
Bachelor's Degree - \$1,250
Master's Degree - \$2,000

Additions to Base:

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

Additions to Base:

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

Category I - Admin Assist to CAO, Finance Clerk II, ParaPro Bookkeeper, MA Billing/Family Support, Secretary 2
Category II - Assistant in Food & Nutrition Services, Senior Maintenance
Category III - Database Specialist, Administrative Assistant to Superintendent, HR Generalist
Category IV - Manager of Operations, Manager of Safety/Security, Manager of Public Relations
Category V - Senior IT Specialists, Finance Coordinator, Staff Accountant, HR Manager, Restricted Funds Manager

Additions to Base:

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

Garrett County Board of Education
A & S Salary Scales
Fiscal Year 2026

Step	Category I	Category II	Category III	Category IV	Category V
1	77,238	92,525	95,110	97,694	100,278
2	78,255	93,752	96,377	98,998	101,620
3	80,878	96,377	98,998	101,620	104,245
4	83,501	98,998	101,620	104,245	106,866
5	86,123	101,620	104,245	106,866	109,489
6	88,745	104,245	106,866	109,489	112,113
7	91,370	106,866	109,489	112,113	114,735
8	93,991	109,489	112,113	114,735	117,356
9	96,614	112,113	114,735	117,356	119,981
10	99,238	114,735	117,356	119,981	123,069
11	102,678	118,175	120,798	123,421	126,043
12	105,928	121,395	124,097	126,797	129,499
13	109,293	124,712	127,493	130,274	133,058

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