

**BALTIMORE COUNTY PUBLIC SCHOOLS**  
2021-2022 Negotiations  
**Teachers Association of Baltimore County (TABCO)**  
Summary of Tentative Agreements

---

**ARTICLE XVI - Professional Compensation and Educator Responsibility**

**Responsibility Factors**

16.3 Responsibility factors for all educators eligible for such compensation are listed below. The amounts below will be increased each year by the same percentage as the increase in the basic salary schedule.

**Supplemental Salary Schedule**

Department chairmen and team leaders with 15 or more employees assigned to a department or team, consulting teachers and the Peer Assistance and Review (PAR) panel educator co-chair **\$6,095**<sup>[5,801<sup>1</sup>/\$5,917<sup>2</sup>]</sup>

Psychologists, department chairmen and team leaders with 10 to 14 employees assigned to a department or team **\$5,227**<sup>[4,975<sup>1</sup>/\$5,075<sup>2</sup>]</sup>

Department chairmen and team leaders with 5 to 9 employees assigned to a department or team **\$4,358**<sup>[4,148<sup>1</sup>/\$4,231<sup>2</sup>]</sup>

Department chairmen and team leaders with 1 to 4 employees assigned to a department or team and a nurse with at least .4 FTE health assistant assigned to the school **\$3,486**<sup>[3,318<sup>1</sup>/\$3,384<sup>2</sup>]</sup>

<sup>[1</sup> Effective: July 1, 2021, through December 31, 2021]

<sup>[2</sup> Effective: January 1, 2022, through June 30, 2022]

**Twelve-Month Employment**

16.4 The differential for twelve-month employment shall be **NINETEEN PERCENT (19%)**.  
~~[seventeen (17) percent.]~~

**Workshops**

16.6 Educators participating in any workshop activities ~~[during the summer]~~, where curriculum is developed for countywide or school wide use and in cooperation with the appropriate Baltimore County Public Schools office, shall be compensated at the following rate: **22-23 SCHOOL YEAR \$357.75** ~~[21-22 school year \$315.76]~~ per day or **\$52.99** ~~[\$46.78]~~ per hour.

No other ~~[summer]~~ workshop activity shall be approved at another salary rate. This rate shall increase in subsequent years by the same ~~[average]~~ percentage increase applied to the basic salary

**BALTIMORE COUNTY PUBLIC SCHOOLS**  
2021-2022 Negotiations  
**Teachers Association of Baltimore County (TABCO)**  
Summary of Tentative Agreements

---

schedule.

16.6.1 Educators attending staff development activities [~~during the summer~~] in which they are updating their knowledge and skills and/or developing materials for personal use shall be compensated at the following rate:

**22-23** [~~21-22~~] school year **\$255.59** [~~\$225.59~~] per day or **\$37.86** [~~\$33.42~~] per hour for attendees  
**\$306.68** [~~\$270.68~~] per day or **\$45.43** [~~\$40.10~~] per hour for presenters

**Summer and Extended Year Learning Programs**

16.7 All educators of summer school shall be paid at the rate of **FOUR HUNDRED EIGHT DOLLARS AND EIGHTY-SIX CENTS (\$408.86)** [~~three hundred and forty dollars and sixty-four cents (\$360.86)~~] for a six and three-fourths (6 <sup>3</sup>/<sub>4</sub>) hours workday, **OR SIXTY DOLLARS AND FIFTY-SEVEN CENTS (\$60.57)** [~~fifty-two dollars and forty-one cents (\$53.46)~~] per hour during the **22-23** [~~21-22~~] school year. This amount shall increase in subsequent years by the same [~~average~~] percentage increase applied to the basic salary schedule. Educators of classes involving different amounts of duty time will be paid on a prorated basis.

**Evening, EXTENDED DAY LEARNING (ALL LEVELS) & Saturday High School**

16.9 Educators of evening, **EXTENDED DAY LEARNING (ALL LEVELS)** and Saturday high school shall be paid **FORTY-FIVE DOLLARS AND FORTY-THREE CENTS (\$45.43)** [~~thirty-nine dollars and thirty-one cents (\$39.31)~~] per hour. Educators/leaders of other programs where educators, apart from their regular contractual salaried employment, are involved in teaching/tutoring K-12 students on an hourly basis in academic areas related to the regular curriculum, shall be paid **THIRTY-SEVEN DOLLARS AND EIGHTY-SIX CENTS (\$37.86)** [~~thirty-two dollars and seventy-six cents (\$32.76)~~] per hour.

These amounts shall increase in subsequent years by the same [~~average~~] percentage increase applied to the basic salary schedule.

**Extra Compensation**

16.10 When the responsibilities related to non-classroom activities require the time of an educator on a regular basis, exceeding the duties outlined in Article X, 10.6 through 10.7.10 inclusive, such an educator shall be compensated by granting added salary allowances. Activities will be compensated as indicated in Appendix D.

16.10.1 The pay for compensable activities **SHALL INCREASE IN SUBSEQUENT YEARS** [~~will be increased each year~~] by the same **PERCENTAGE INCREASE APPLIED TO** [~~as the increase in~~] the basic [~~educators~~<sup>2</sup>] salary schedule.

**BALTIMORE COUNTY PUBLIC SCHOOLS**  
2021-2022 Negotiations  
**Teachers Association of Baltimore County (TABCO)**  
Summary of Tentative Agreements

---

**Appendix D - STUDENT ACTIVITIES**

Level I            **\$1,187** [~~\$1,108~~]

Level II           **\$2,369** [~~\$2,212~~]

Level III          **\$3,552** [~~\$3,316~~]

**ARTICLE XXII - Duration of the Agreement**

22.1 The provisions of this agreement shall be effective through June 30, **2024** [~~2023~~], except as indicated in the following. [~~Unless the parties mutually agree to the contrary during negotiations, negotiable items will be as follows:]~~

22.2 **EFFECTIVE JULY 1, 2022, FISCAL YEAR (FY) 23, ALL TEN AND TWELVE-MONTH TABCO REPRESENTED EMPLOYEES SHALL ADVANCE A STEP ON THEIR RESPECTIVE FY22, JANUARY 1, 2022, SALARY SCALES FOR EXEMPT 10- AND 12-MONTH EMPLOYEES REPRESENTED BY TABCO AS CONTAINED IN APPENDIX A-1.** [~~Effective July 1, 2021, fiscal year (FY) 22, all salary schedule steps contained in Appendix A will be funded. In addition, there shall be no furloughs or layoffs of bargaining unit employees during FY 22.~~]

22.3 **EFFECTIVE JULY 1, 2022, RESPONSIBILITY FACTORS LISTED IN ARTICLE 16.3, RATES STIPULATED IN ARTICLE 16.6 – WORKSHOPS, RATES STIPULATED IN ARTICLE 16.7 – SUMMER AND EXTENDED YEAR LEARNING PROGRAMS, RATES STIPULATED IN ARTICLE 16.9 – EVENING & SATURDAY HIGH SCHOOL AND ALL FALL INTERSCHOLASTIC SPORT EDA RATES IN ARTICLE 16.10 – EXTRA COMPENSATION AND APPENDIX D SHALL BE INCREASED BY A THREE PERCENT (3%) COST OF LIVING ADJUSTMENT (COLA).** [~~Effective January 1, 2022, all salary schedule steps contained in Appendix A will be increased by a two percent (2%) COLA. Except for Fall Interscholastic Sport Extra Duty Assignments (EDA), related provisions as stipulated throughout the agreement will also be increased effective January 1, 2022, by the same percentage as the COLA. Fall Interscholastic Sport EDAs will be increased by a two percent (2%) COLA effective July 1, 2021.~~]

[~~22.4— Effective July 1, 2021, all salary schedule steps contained in Appendix A shall be adjusted by 3.846 % to appropriately reflect the fifteen (15) minute increase in the teacher duty day.~~]

22.4 **NO LATER THAN JANUARY 1, 2023, NEW FY23 TEN AND TWELVE-MONTH TABCO SALARY SCALES CONTAINED IN APPENDIX A-2 SHALL BE ACTIVATED. THE NEW TEN AND TWELVE-MONTH SCALES SHALL REFLECT A THREE PER**

**BALTIMORE COUNTY PUBLIC SCHOOLS**  
2021-2022 Negotiations  
**Teachers Association of Baltimore County (TABCO)**  
Summary of Tentative Agreements

---

**CENT (3%) COST OF LIVING ADJUSTMENT (COLA). THE NEW FY23 SCALE SHALL BE THE FIRST OF FIVE NEW SALARY SCALES TO BE IMPLEMENTED EACH FISCAL YEAR STARTING IN FY23 THROUGH TO FY27. THE NEW SCALES FOR FY24 THROUGH TO FY27 CONTAINED IN APPENDIX A-3 REPRESENT THE PLANNED COMPRESSION OF THE CURRENT THIRTY (30) STEP TABCO SCALES TO THE FINAL FY27 SCALES COMPRISED OF TWENTY-FIVE (25) STEPS.**

**22.5 THE SALARY SCALE COMPRESSION WILL BEGIN IN FY23 AND WILL BE ACCOMPLISHED BY STANDARDIZING THE STEP INTERVAL AT TWO PERCENT (2%) AND MAKING THE FY22 SALARY SCALES' STEP 2 VALUE THE NEW SCALES' STEP 1 VALUE. EACH FISCAL YEAR, THE STEP 2 VALUE WILL BECOME THE SUBSEQUENT YEARS NEW STEP 1 VALUE WITH STEP 3 BECOMING THE NEW STEP 2, STEP 4 BECOMING THE NEW STEP 3 AND SO ON. IN DOING SO, STEP 30 WILL BE CONTRACTED ONE STEP EACH YEAR UNTIL BECOMING STEP 25 IN FY27. THROUGHOUT THE COMPRESSION PROCESS, STEP INTERVALS WILL BE MAINTAINED AT TWO PERCENT (2%) EXCEPT FOR THE SCALES' LAST STEP BEING FOUR PERCENT (4%) GREATER THAN THE SCALES' PENULTIMATE STEP VALUE. STEP VALUES FOR FY24 THROUGH FY27 AS CONTAINED IN THE SCALES IN APPENDIX A-3 SHALL REMAIN CONSTANT THROUGHOUT THE PROCESS UNLESS A COLA IS FUNDED IN A PARTICULAR FISCAL YEAR AND IS APPLIED TO THE RESPECTIVE SCALE.**

**22.6 NO LATER THAN JANUARY 1, 2023, ALL TEN AND TWELVE-MONTH TABCO REPRESENTED EMPLOYEES SHALL BE MOVED ONTO THEIR RESPECTIVE NEW FY23 SCALE IN THEIR APPROPRIATE GRADE AND STEP.**

**22.7 NO LATER THAN JANUARY 1, 2023, STEP 29 ON THE FY23 SALARY SCALES FOR EXEMPT 10- AND 12-MONTH EMPLOYEES REPRESENTED BY TABCO SHALL BE INCREASED BY AN ADDITIONAL TWO PERCENT (2%). ALL TABCO REPRESENTED EMPLOYEES WHO ADVANCED TO STEP 30 AS OF JULY 1, 2022, AS WELL AS THOSE EMPLOYEES WHO AS OF JUNE 30, 2022, WERE ON OR PREVIOUSLY EXCEEDED STEP 30 SHALL BE PAID AT THE FY23 SALARY SCALES' NEW STEP 29'S INCREASED VALUE.**

**22.8 NO LATER THAN THE FIRST PAY AFTER JANUARY 1, 2023, ALL TEN- AND TWELVE-MONTH TABCO REPRESENTED EMPLOYEES SHALL RECEIVE PAY ADJUSTMENTS IN ACCORDANCE WITH THE NEW SCALES RETROACTIVE TO JULY 1, 2022.**

**22.9 NO LATER THAN THE FIRST PAY AFTER JANUARY 1, 2023, ALL TEN-MONTH TABCO REPRESENTED EMPLOYEES WHO PARTICIPATED IN SCHOOL YEAR 2021-2022 EXTENDED YEAR EMPLOYMENT AFTER JULY 1, 2022, SHALL**

**BALTIMORE COUNTY PUBLIC SCHOOLS**  
2021-2022 Negotiations  
**Teachers Association of Baltimore County (TABCO)**  
Summary of Tentative Agreements

---

**RECEIVE PAY ADJUSTMENTS IN ACCORDANCE WITH THE NEW FY23 SALARY SCALE RETROACTIVE TO JULY 1, 2022.**

**22.10 IN ADDITION, THERE SHALL BE NO FURLOUGHS OR LAYOFFS OF BARGAINING UNIT EMPLOYEES DURING FY23.**

**22.11 [5] UNLESS THE PARTIES MUTUALLY AGREE TO THE CONTRARY DURING NEGOTIATIONS, NEGOTIABLE ITEMS WILL BE AS FOLLOWS. FOR THE FY24 AGREEMENT, NEGOTIATIONS SHALL BE LIMITED TO THREE REOPENERS, I.E., WAGES AND OTHER RATES OF PAY INCLUDED IN THE AGREEMENT AND TWO (2) OTHER ARTICLES SELECTED BY EACH RESPECTIVE PARTY. FOR THE FY25 AGREEMENT, ALL EXISTING ARTICLES SHALL BE OPEN FOR NEGOTIATIONS.**  
[For the FY 23 successor agreement, Article ~~XVI~~ Professional Compensation, and the provisions of Article XVII ~~Insurances~~ shall be open for negotiations.]

**22.12 [6]** Implementation of negotiated fiscal provisions each year of this agreement is dependent upon appropriation of the necessary funds by the County Council of Baltimore County. If the County Council of Baltimore County does not approve enough funds to implement the negotiated agreement, the Board shall renegotiate with the Association in accordance with COMAR § 6-408-1.

**BALTIMORE COUNTY PUBLIC SCHOOLS**  
**2021-2022 Negotiations**  
**Teachers Association of Baltimore County (TABCO)**  
**Summary of Tentative Agreements**

<b>Salary Scale for 10-Month Exempt Employees Represented by TABCO, 2022-2023</b>										
<b>Effective July 1, 2022</b>										
<i>Divide the annual salary by</i>		<i>21.8</i>		<i>to obtain the biweekly salary</i>						
<b>STEP</b>	<b>BA Annual</b>	<b>BA Biweekly</b>	<b>MA Annual</b>	<b>MA Biweekly</b>	<b>MA30 Annual</b>	<b>MA30 Biweekly</b>	<b>MA60 Annual</b>	<b>MA60 Biweekly</b>	<b>DOC Annual</b>	<b>DOC Biweekly</b>
01	52,927	2,427.84	54,173	2,485.00	56,734	2,602.48	58,206	2,670.00	59,487	2,728.76
02	53,339	2,446.74	54,987	2,522.34	57,585	2,641.51	59,078	2,710.00	60,379	2,769.68
03	54,141	2,483.53	55,951	2,566.56	58,595	2,687.84	60,114	2,757.52	61,436	2,818.17
04	55,088	2,526.97	56,928	2,611.38	59,619	2,734.82	61,166	2,805.78	62,512	2,867.52
05	56,050	2,571.10	57,924	2,657.06	60,663	2,782.71	62,237	2,854.91	63,605	2,917.66
06	56,753	2,603.35	59,229	2,716.93	62,028	2,845.32	63,637	2,919.13	65,036	2,983.30
07	57,606	2,642.48	61,004	2,798.35	63,890	2,930.73	65,546	3,006.70	66,987	3,072.80
08	58,470	2,682.11	63,079	2,893.53	66,060	3,030.28	67,775	3,108.94	69,265	3,177.29
09	59,347	2,722.34	65,288	2,994.86	68,373	3,136.38	70,148	3,217.80	71,689	3,288.49
10	60,236	2,763.12	67,573	3,099.68	70,765	3,246.10	72,605	3,330.50	74,197	3,403.53
11	60,236	2,763.12	69,936	3,208.07	73,242	3,359.72	75,143	3,446.93	76,795	3,522.71
12	60,236	2,763.12	72,209	3,312.34	75,621	3,468.85	77,587	3,559.04	79,290	3,637.16
13	60,236	2,763.12	74,558	3,420.09	78,079	3,581.61	80,109	3,674.72	81,867	3,755.37
14	60,236	2,763.12	76,981	3,531.24	80,618	3,698.07	82,712	3,794.13	84,528	3,877.43
15	60,236	2,763.12	78,328	3,593.03	82,026	3,762.66	84,158	3,860.46	86,007	3,945.28
16	60,236	2,763.12	79,699	3,655.92	83,462	3,828.53	85,633	3,928.12	87,513	4,014.36
17	60,236	2,763.12	81,093	3,719.86	84,922	3,895.50	87,130	3,996.79	89,043	4,084.54
18	60,236	2,763.12	82,511	3,784.91	86,407	3,963.62	88,655	4,066.74	90,603	4,156.10
19	60,236	2,763.12	83,957	3,851.24	87,921	4,033.07	90,207	4,137.94	92,188	4,228.81
20	60,236	2,763.12	85,427	3,918.67	89,460	4,103.67	91,785	4,210.32	93,800	4,302.75
21	60,236	2,763.12	86,706	3,977.34	90,802	4,165.23	93,161	4,273.44	95,207	4,367.29
22	60,236	2,763.12	88,009	4,037.11	92,162	4,227.61	94,559	4,337.57	96,635	4,432.80
23	60,236	2,763.12	89,328	4,097.61	93,546	4,291.10	95,978	4,402.66	98,085	4,499.31
24	60,236	2,763.12	90,670	4,159.17	94,949	4,355.46	97,416	4,468.62	99,557	4,566.83
25	60,236	2,763.12	92,027	4,221.42	96,372	4,420.73	98,878	4,535.69	101,049	4,635.28
26	60,236	2,763.12	93,410	4,284.86	97,818	4,487.06	100,362	4,603.76	102,566	4,704.86
27	60,236	2,763.12	95,276	4,370.46	99,775	4,576.83	102,369	4,695.83	104,616	4,798.90
28	60,236	2,763.12	97,182	4,457.89	101,768	4,668.26	104,416	4,789.72	106,709	4,894.91
29	60,236	2,763.12	99,126	4,547.06	103,805	4,761.70	106,505	4,885.55	108,843	4,992.80
30	60,236	2,763.12	101,108	4,637.98	105,883	4,857.02	108,634	4,983.21	111,021	5,092.71

**BALTIMORE COUNTY PUBLIC SCHOOLS**  
**2021-2022 Negotiations**  
**Teachers Association of Baltimore County (TABCO)**  
**Summary of Tentative Agreements**

<b>Salary Scale for 10-Month Exempt Employees Represented by TABCO, 2022-2023</b>											
<b>Effective January 1, 2023 retroactive to July 1, 2022</b>											
	<i>Divide the annual salary by</i>	<i>21.8</i>	<i>to obtain the biweekly salary</i>								
<b>STEP</b>	<b>BA Annual</b>	<b>BA Biweekly</b>	<b>MA Annual</b>	<b>MA Biweekly</b>	<b>MA30 Annual</b>	<b>MA30 Biweekly</b>	<b>MA60 Annual</b>	<b>MA60 Biweekly</b>	<b>DOC Annual</b>	<b>DOC Biweekly</b>	
<b>A</b>	57,085	2,618.58	59,816	2,743.85	62,641	2,873.44	64,269	2,948.12	65,681	3,012.89	
<b>B</b>	58,226	2,670.92	61,012	2,798.72	63,894	2,930.92	65,554	3,007.06	66,994	3,073.12	
<b>C</b>	59,391	2,724.36	62,233	2,854.72	65,172	2,989.54	66,865	3,067.20	68,334	3,134.59	
<b>D</b>	60,579	2,778.85	63,477	2,911.79	66,475	3,049.31	68,202	3,128.53	69,701	3,197.29	
<b>E</b>	61,790	2,834.40	64,747	2,970.05	67,805	3,110.32	69,566	3,191.10	71,095	3,261.24	
<b>F</b>	63,026	2,891.10	66,042	3,029.45	69,161	3,172.52	70,958	3,254.95	72,517	3,326.47	
<b>G</b>	64,286	2,948.90	67,363	3,090.05	70,544	3,235.96	72,377	3,320.05	73,967	3,392.98	
<b>H</b>	65,572	3,007.89	68,710	3,151.83	71,955	3,300.69	73,824	3,386.42	75,446	3,460.83	
<b>I</b>	66,884	3,068.07	70,084	3,214.86	73,394	3,366.70	75,301	3,454.17	76,955	3,530.05	
<b>J</b>	68,221	3,129.40	71,486	3,279.17	74,862	3,434.04	76,807	3,523.26	78,494	3,600.64	
<b>K</b>	68,221	3,129.40	72,915	3,344.72	76,359	3,502.71	78,343	3,593.72	80,064	3,672.66	
<b>L</b>	68,221	3,129.40	74,374	3,411.65	77,886	3,572.75	79,910	3,665.60	81,666	3,746.15	
<b>M</b>	68,221	3,129.40	75,861	3,479.86	79,444	3,644.22	81,508	3,738.90	83,299	3,821.06	
<b>N</b>	68,221	3,129.40	77,378	3,549.45	81,033	3,717.11	83,138	3,813.67	84,965	3,897.48	
<b>O</b>	68,221	3,129.40	78,926	3,620.46	82,653	3,791.42	84,801	3,889.95	86,664	3,975.41	
<b>P</b>	68,221	3,129.40	80,505	3,692.89	84,307	3,867.29	86,497	3,967.75	88,398	4,054.95	
<b>Q</b>	68,221	3,129.40	82,115	3,766.74	85,993	3,944.63	88,227	4,047.11	90,165	4,136.01	
<b>R</b>	68,221	3,129.40	83,757	3,842.06	87,713	4,023.53	89,991	4,128.03	91,969	4,218.76	
<b>S</b>	68,221	3,129.40	85,432	3,918.90	89,467	4,103.99	91,791	4,210.60	93,808	4,303.12	
<b>T</b>	68,221	3,129.40	87,141	3,997.29	91,256	4,186.06	93,627	4,294.82	95,684	4,389.17	
<b>U</b>	68,221	3,129.40	88,884	4,077.25	93,081	4,269.77	95,500	4,380.73	97,598	4,476.97	
<b>V</b>	68,221	3,129.40	90,661	4,158.76	94,943	4,355.18	97,410	4,468.35	99,550	4,566.51	
<b>W</b>	68,221	3,129.40	92,474	4,241.93	96,842	4,442.29	99,358	4,557.71	101,541	4,657.84	
<b>X</b>	68,221	3,129.40	94,324	4,326.79	98,779	4,531.15	101,345	4,648.85	103,572	4,751.01	
<b>Y</b>	68,221	3,129.40	96,210	4,413.30	100,754	4,621.74	103,372	4,741.83	105,643	4,846.01	
<b>Z</b>	68,221	3,129.40	98,135	4,501.61	102,769	4,714.17	105,439	4,836.65	107,756	4,942.94	
<b>AA</b>	68,221	3,129.40	100,097	4,591.61	104,825	4,808.49	107,548	4,933.39	109,911	5,041.79	
<b>BB</b>	68,221	3,129.40	102,099	4,683.44	106,921	4,904.63	109,699	5,032.06	112,109	5,142.61	
<b>CC</b>	68,221	3,129.40	106,183	4,870.78	111,198	5,100.83	114,087	5,233.35	116,593	5,348.30	

**BALTIMORE COUNTY PUBLIC SCHOOLS**  
**2021-2022 Negotiations**  
**Teachers Association of Baltimore County (TABCO)**  
**Summary of Tentative Agreements**

<b>Salary Scale for 10-Month Exempt Employees Represented by TABCO, 2024-2025</b>					
<b>Effective July 1, 2024</b>					
<b>STEP</b>	<b>BA Annual</b>	<b>MA Annual</b>	<b>MA30 Annual</b>	<b>MA60 Annual</b>	<b>DOC Annual</b>
A	59,391	62,233	65,172	66,865	68,334
B	60,579	63,477	66,475	68,202	69,701
C	61,790	64,747	67,805	69,566	71,095
D	63,026	66,042	69,161	70,958	72,517
E	64,286	67,363	70,544	72,377	73,967
F	65,572	68,710	71,955	73,824	75,446
G	66,884	70,084	73,394	75,301	76,955
H	68,221	71,486	74,862	76,807	78,494
I	69,586	72,915	76,359	78,343	80,064
J	70,977	74,374	77,886	79,910	81,666
K	70,977	75,861	79,444	81,508	83,299
L	70,977	77,378	81,033	83,138	84,965
M	70,977	78,926	82,653	84,801	86,664
N	70,977	80,505	84,307	86,497	88,398
O	70,977	82,115	85,993	88,227	90,165
P	70,977	83,757	87,713	89,991	91,969
Q	70,977	85,432	89,467	91,791	93,808
R	70,977	87,141	91,256	93,627	95,684
S	70,977	88,884	93,081	95,500	97,598
T	70,977	90,661	94,943	97,410	99,550
U	70,977	92,474	96,842	99,358	101,541
V	70,977	94,324	98,779	101,345	103,572
W	70,977	96,210	100,754	103,372	105,643
X	70,977	98,135	102,769	105,439	107,756
Y	70,977	100,097	104,825	107,548	109,911
Z	70,977	102,099	106,921	109,699	112,109
AA	70,977	106,183	111,198	114,087	116,593



**BALTIMORE COUNTY PUBLIC SCHOOLS**  
**2021-2022 Negotiations**  
**Teachers Association of Baltimore County (TABCO)**  
**Summary of Tentative Agreements**

<b>Salary Scale for 10-Month Exempt Employees Represented by TABCO, 2025-2026</b>					
<b>Effective July 1, 2025</b>					
<b>STEP</b>	<b>BA Annual</b>	<b>MA Annual</b>	<b>MA30 Annual</b>	<b>MA60 Annual</b>	<b>DOC Annual</b>
A	60,579	63,477	66,475	68,202	69,701
B	61,790	64,747	67,805	69,566	71,095
C	63,026	66,042	69,161	70,958	72,517
D	64,286	67,363	70,544	72,377	73,967
E	65,572	68,710	71,955	73,824	75,446
F	66,884	70,084	73,394	75,301	76,955
G	68,221	71,486	74,862	76,807	78,494
H	69,586	72,915	76,359	78,343	80,064
I	70,977	74,374	77,886	79,910	81,666
J	72,397	75,861	79,444	81,508	83,299
K	72,397	77,378	81,033	83,138	84,965
L	72,397	78,926	82,653	84,801	86,664
M	72,397	80,505	84,307	86,497	88,398
N	72,397	82,115	85,993	88,227	90,165
O	72,397	83,757	87,713	89,991	91,969
P	72,397	85,432	89,467	91,791	93,808
Q	72,397	87,141	91,256	93,627	95,684
R	72,397	88,884	93,081	95,500	97,598
S	72,397	90,661	94,943	97,410	99,550
T	72,397	92,474	96,842	99,358	101,541
U	72,397	94,324	98,779	101,345	103,572
V	72,397	96,210	100,754	103,372	105,643
W	72,397	98,135	102,769	105,439	107,756
X	72,397	100,097	104,825	107,548	109,911
Y	72,397	102,099	106,921	109,699	112,109
Z	72,397	106,183	111,198	114,087	116,593

**BALTIMORE COUNTY PUBLIC SCHOOLS**  
**2021-2022 Negotiations**  
**Teachers Association of Baltimore County (TABCO)**  
**Summary of Tentative Agreements**

<b>Salary Scale for 10-Month Exempt Employees Represented by TABCO, 2026-2027</b>					
<b>Effective July 1, 2026</b>					
<b>STEP</b>	<b>BA Annual</b>	<b>MA Annual</b>	<b>MA30 Annual</b>	<b>MA60 Annual</b>	<b>DOC Annual</b>
A	61,790	64,747	67,805	69,566	71,095
B	63,026	66,042	69,161	70,958	72,517
C	64,286	67,363	70,544	72,377	73,967
D	65,572	68,710	71,955	73,824	75,446
E	66,884	70,084	73,394	75,301	76,955
F	68,221	71,486	74,862	76,807	78,494
G	69,586	72,915	76,359	78,343	80,064
H	70,977	74,374	77,886	79,910	81,666
I	72,397	75,861	79,444	81,508	83,299
J	73,845	77,378	81,033	83,138	84,965
K	73,845	78,926	82,653	84,801	86,664
L	73,845	80,505	84,307	86,497	88,398
M	73,845	82,115	85,993	88,227	90,165
N	73,845	83,757	87,713	89,991	91,969
O	73,845	85,432	89,467	91,791	93,808
P	73,845	87,141	91,256	93,627	95,684
Q	73,845	88,884	93,081	95,500	97,598
R	73,845	90,661	94,943	97,410	99,550
S	73,845	92,474	96,842	99,358	101,541
T	73,845	94,324	98,779	101,345	103,572
U	73,845	96,210	100,754	103,372	105,643
V	73,845	98,135	102,769	105,439	107,756
W	73,845	100,097	104,825	107,548	109,911
X	73,845	102,099	106,921	109,699	112,109
Y	73,845	106,183	111,198	114,087	116,593

**BALTIMORE COUNTY PUBLIC SCHOOLS**  
**2021-2022 Negotiations**  
**Teachers Association of Baltimore County (TABCO)**  
**Summary of Tentative Agreements**

<b>Salary Scale for 12-Month Exempt Employees Represented by TABCO, 2022-2023</b>										
<b>Effective July 1, 2022</b>										
<i>Divide the annual salary by 26.1 to obtain the biweekly salary</i>										
<b>STEP</b>	<b>BA Annual</b>	<b>BA Biweekly</b>	<b>MA Annual</b>	<b>MA Biweekly</b>	<b>MA30 Annual</b>	<b>MA30 Biweekly</b>	<b>MA60 Annual</b>	<b>MA60 Biweekly</b>	<b>DOC Annual</b>	<b>DOC Biweekly</b>
01	61,925	2,372.61	63,384	2,428.51	66,379	2,543.26	68,102	2,609.27	69,600	2,666.67
02	62,407	2,391.07	64,334	2,464.90	67,376	2,581.46	69,122	2,648.35	70,642	2,706.59
03	63,343	2,426.93	65,461	2,508.08	68,554	2,626.59	70,333	2,694.75	71,879	2,753.98
04	64,453	2,469.46	66,605	2,551.92	69,755	2,672.61	71,562	2,741.84	73,139	2,802.26
05	65,580	2,512.64	67,774	2,596.70	70,976	2,719.39	72,818	2,789.96	74,418	2,851.26
06	66,401	2,544.10	69,298	2,655.10	72,571	2,780.50	74,454	2,852.64	76,092	2,915.40
07	67,399	2,582.34	71,377	2,734.75	74,750	2,863.98	76,691	2,938.35	78,374	3,002.84
08	68,408	2,621.00	73,803	2,827.70	77,291	2,961.34	79,296	3,038.16	81,041	3,105.02
09	69,435	2,660.34	76,386	2,926.67	79,997	3,065.02	82,073	3,144.56	83,876	3,213.64
10	70,476	2,700.23	79,058	3,029.04	82,794	3,172.18	84,946	3,254.64	86,810	3,326.05
11	70,476	2,700.23	81,824	3,135.02	85,693	3,283.26	87,919	3,368.54	89,849	3,442.49
12	70,476	2,700.23	84,486	3,237.01	88,479	3,390.00	90,779	3,478.12	92,769	3,554.37
13	70,476	2,700.23	87,231	3,342.18	91,352	3,500.08	93,727	3,591.07	95,786	3,669.96
14	70,476	2,700.23	90,066	3,450.80	94,322	3,613.87	96,773	3,707.78	98,899	3,789.23
15	70,476	2,700.23	91,644	3,511.26	95,972	3,677.09	98,466	3,772.64	100,630	3,855.56
16	70,476	2,700.23	93,249	3,572.76	97,652	3,741.46	100,191	3,838.74	102,389	3,922.95
17	70,476	2,700.23	94,878	3,635.17	99,359	3,806.86	101,942	3,905.82	104,181	3,991.61
18	70,476	2,700.23	96,539	3,698.81	101,097	3,873.45	103,728	3,974.25	106,002	4,061.38
19	70,476	2,700.23	98,229	3,763.56	102,868	3,941.30	105,541	4,043.72	107,859	4,132.53
20	70,476	2,700.23	99,949	3,829.46	104,667	4,010.23	107,387	4,114.44	109,747	4,204.87
21	70,476	2,700.23	101,446	3,886.82	106,238	4,070.42	108,999	4,176.21	111,392	4,267.89
22	70,476	2,700.23	102,969	3,945.17	107,830	4,131.42	110,634	4,238.85	113,063	4,331.92
23	70,476	2,700.23	104,515	4,004.41	109,447	4,193.37	112,294	4,302.45	114,759	4,396.90
24	70,476	2,700.23	106,082	4,064.44	111,089	4,256.28	113,976	4,366.90	116,480	4,462.84
25	70,476	2,700.23	107,673	4,125.40	112,758	4,320.23	115,688	4,432.49	118,228	4,529.81
26	70,476	2,700.23	109,289	4,187.32	114,449	4,385.02	117,422	4,498.93	120,001	4,597.74
27	70,476	2,700.23	111,474	4,271.03	116,738	4,472.72	119,772	4,588.97	122,400	4,689.66
28	70,476	2,700.23	113,705	4,356.51	119,070	4,562.07	122,166	4,680.69	124,848	4,783.45
29	70,476	2,700.23	115,978	4,443.60	121,452	4,653.33	124,610	4,774.33	127,346	4,879.16
30	71,886	2,754.25	120,663	4,623.10	126,361	4,841.42	129,645	4,967.24	132,492	5,076.32

**BALTIMORE COUNTY PUBLIC SCHOOLS**  
**2021-2022 Negotiations**  
**Teachers Association of Baltimore County (TABCO)**  
**Summary of Tentative Agreements**

<b>Salary Scale for 12-Month Exempt Employees Represented by TABCO, 2022-2023</b>										
<b>Effective January 1, 2023 retroactive to July 1, 2022</b>										
<i>Divide the annual salary by</i>		<i>26.1</i>		<i>to obtain the biweekly salary</i>						
<b>STEP</b>	<b>BA Annual</b>	<b>BA Biweekly</b>	<b>MA Annual</b>	<b>MA Biweekly</b>	<b>MA30 Annual</b>	<b>MA30 Biweekly</b>	<b>MA60 Annual</b>	<b>MA60 Biweekly</b>	<b>DOC Annual</b>	<b>DOC Biweekly</b>
<b>A</b>	67,931	2,602.72	71,181	2,727.24	74,543	2,856.05	76,480	2,930.27	78,160	2,994.64
<b>B</b>	69,289	2,654.75	72,604	2,781.76	76,034	2,913.18	78,009	2,988.85	79,723	3,054.52
<b>C</b>	70,675	2,707.85	74,057	2,837.43	77,555	2,971.46	79,569	3,048.62	81,317	3,115.59
<b>D</b>	72,089	2,762.03	75,538	2,894.18	79,105	3,030.84	81,160	3,109.58	82,944	3,177.93
<b>E</b>	73,530	2,817.24	77,049	2,952.07	80,688	3,091.49	82,784	3,171.80	84,603	3,241.49
<b>F</b>	75,001	2,873.60	78,590	3,011.11	82,302	3,153.33	84,440	3,235.25	86,295	3,306.32
<b>G</b>	76,500	2,931.03	80,162	3,071.34	83,947	3,216.36	86,129	3,299.96	88,021	3,372.45
<b>H</b>	78,031	2,989.69	81,765	3,132.76	85,626	3,280.69	87,851	3,365.94	89,781	3,439.89
<b>I</b>	79,592	3,049.50	83,400	3,195.40	87,339	3,346.32	89,608	3,433.26	91,576	3,508.66
<b>J</b>	81,183	3,110.46	85,068	3,259.31	89,086	3,413.26	91,400	3,501.92	93,408	3,578.85
<b>K</b>	81,183	3,110.46	86,769	3,324.48	90,867	3,481.49	93,228	3,571.95	95,276	3,650.42
<b>L</b>	81,183	3,110.46	88,505	3,391.00	92,684	3,551.11	95,093	3,643.41	97,183	3,723.49
<b>M</b>	81,183	3,110.46	90,275	3,458.81	94,538	3,622.15	96,995	3,716.28	99,126	3,797.93
<b>N</b>	81,183	3,110.46	92,080	3,527.97	96,429	3,694.60	98,934	3,790.57	101,108	3,873.87
<b>O</b>	81,183	3,110.46	93,922	3,598.54	98,357	3,768.47	100,913	3,866.40	103,130	3,951.34
<b>P</b>	81,183	3,110.46	95,801	3,670.54	100,325	3,843.87	102,931	3,943.72	105,194	4,030.42
<b>Q</b>	81,183	3,110.46	97,717	3,743.95	102,332	3,920.77	104,990	4,022.61	107,296	4,110.96
<b>R</b>	81,183	3,110.46	99,671	3,818.81	104,378	3,999.16	107,089	4,103.03	109,443	4,193.22
<b>S</b>	81,183	3,110.46	101,664	3,895.17	106,466	4,079.16	109,231	4,185.10	111,632	4,277.09
<b>T</b>	81,183	3,110.46	103,698	3,973.10	108,595	4,160.73	111,416	4,268.81	113,864	4,362.61
<b>U</b>	81,183	3,110.46	105,772	4,052.57	110,766	4,243.91	113,645	4,354.21	116,142	4,449.89
<b>V</b>	81,183	3,110.46	107,887	4,133.60	112,982	4,328.81	115,918	4,441.30	118,465	4,538.89
<b>W</b>	81,183	3,110.46	110,044	4,216.25	115,242	4,415.40	118,236	4,530.11	120,834	4,629.66
<b>X</b>	81,183	3,110.46	112,246	4,300.61	117,547	4,503.72	120,601	4,620.73	123,251	4,722.26
<b>Y</b>	81,183	3,110.46	114,490	4,386.59	119,897	4,593.75	123,013	4,713.14	125,715	4,816.67
<b>Z</b>	81,183	3,110.46	116,781	4,474.37	122,295	4,685.63	125,472	4,807.36	128,230	4,913.03
<b>AA</b>	81,183	3,110.46	119,115	4,563.79	124,742	4,779.39	127,982	4,903.52	130,794	5,011.26
<b>BB</b>	81,183	3,110.46	121,498	4,655.10	127,236	4,874.94	130,542	5,001.61	133,410	5,111.49
<b>CC</b>	81,183	3,110.46	126,358	4,841.30	132,326	5,069.96	135,764	5,201.69	138,746	5,315.94

**BALTIMORE COUNTY PUBLIC SCHOOLS**  
**2021-2022 Negotiations**  
**Teachers Association of Baltimore County (TABCO)**  
**Summary of Tentative Agreements**

<b>Salary Scale for 12-Month Exempt Employees Represented by TABCO, 2023-2024</b>					
<b>Effective July 1, 2023</b>					
<b>STEP</b>	<b>BA Annual</b>	<b>MA Annual</b>	<b>MA30 Annual</b>	<b>MA60 Annual</b>	<b>DOC Annual</b>
<b>A</b>	69,289	72,604	76,034	78,009	79,723
<b>B</b>	70,675	74,057	77,555	79,569	81,317
<b>C</b>	72,089	75,538	79,105	81,160	82,944
<b>D</b>	73,530	77,049	80,688	82,784	84,603
<b>E</b>	75,001	78,590	82,302	84,440	86,295
<b>F</b>	76,500	80,162	83,947	86,129	88,021
<b>G</b>	78,031	81,765	85,626	87,851	89,781
<b>H</b>	79,592	83,400	87,339	89,608	91,576
<b>I</b>	81,183	85,068	89,086	91,400	93,408
<b>J</b>	82,807	86,769	90,867	93,228	95,276
<b>K</b>	82,807	88,505	92,684	95,093	97,183
<b>L</b>	82,807	90,275	94,538	96,995	99,126
<b>M</b>	82,807	92,080	96,429	98,934	101,108
<b>N</b>	82,807	93,922	98,357	100,913	103,130
<b>O</b>	82,807	95,801	100,325	102,931	105,194
<b>P</b>	82,807	97,717	102,332	104,990	107,296
<b>Q</b>	82,807	99,671	104,378	107,089	109,443
<b>R</b>	82,807	101,664	106,466	109,231	111,632
<b>S</b>	82,807	103,698	108,595	111,416	113,864
<b>T</b>	82,807	105,772	110,766	113,645	116,142
<b>U</b>	82,807	107,887	112,982	115,918	118,465
<b>V</b>	82,807	110,044	115,242	118,236	120,834
<b>W</b>	82,807	112,246	117,547	120,601	123,251
<b>X</b>	82,807	114,490	119,897	123,013	125,715
<b>Y</b>	82,807	116,781	122,295	125,472	128,230
<b>Z</b>	82,807	119,115	124,742	127,982	130,794
<b>AA</b>	82,807	121,498	127,236	130,542	133,410
<b>BB</b>	82,807	126,358	132,326	135,764	138,746

**BALTIMORE COUNTY PUBLIC SCHOOLS**  
**2021-2022 Negotiations**  
**Teachers Association of Baltimore County (TABCO)**  
**Summary of Tentative Agreements**

<b>Salary Scale for 12-Month Exempt Employees Represented by TABCO, 2024-2025</b>					
<b>Effective July 1, 2024</b>					
<b>STEP</b>	<b>BA Annual</b>	<b>MA Annual</b>	<b>MA30 Annual</b>	<b>MA60 Annual</b>	<b>DOC Annual</b>
A	70,675	74,057	77,555	79,569	81,317
B	72,089	75,538	79,105	81,160	82,944
C	73,530	77,049	80,688	82,784	84,603
D	75,001	78,590	82,302	84,440	86,295
E	76,500	80,162	83,947	86,129	88,021
F	78,031	81,765	85,626	87,851	89,781
G	79,592	83,400	87,339	89,608	91,576
H	81,183	85,068	89,086	91,400	93,408
I	82,807	86,769	90,867	93,228	95,276
J	84,463	88,505	92,684	95,093	97,183
K	84,463	90,275	94,538	96,995	99,126
L	84,463	92,080	96,429	98,934	101,108
M	84,463	93,922	98,357	100,913	103,130
N	84,463	95,801	100,325	102,931	105,194
O	84,463	97,717	102,332	104,990	107,296
P	84,463	99,671	104,378	107,089	109,443
Q	84,463	101,664	106,466	109,231	111,632
R	84,463	103,698	108,595	111,416	113,864
S	84,463	105,772	110,766	113,645	116,142
T	84,463	107,887	112,982	115,918	118,465
U	84,463	110,044	115,242	118,236	120,834
V	84,463	112,246	117,547	120,601	123,251
W	84,463	114,490	119,897	123,013	125,715
X	84,463	116,781	122,295	125,472	128,230
Y	84,463	119,115	124,742	127,982	130,794
Z	84,463	121,498	127,236	130,542	133,410
AA	84,463	126,358	132,326	135,764	138,746

**BALTIMORE COUNTY PUBLIC SCHOOLS**  
**2021-2022 Negotiations**  
**Teachers Association of Baltimore County (TABCO)**  
**Summary of Tentative Agreements**

<b>Salary Scale for 12-Month Exempt Employees Represented by TABCO, 2025-2026</b>					
<b>Effective July 1, 2025</b>					
<b>STEP</b>	<b>BA Annual</b>	<b>MA Annual</b>	<b>MA30 Annual</b>	<b>MA60 Annual</b>	<b>DOC Annual</b>
<b>A</b>	72,089	75,538	79,105	81,160	82,944
<b>B</b>	73,530	77,049	80,688	82,784	84,603
<b>C</b>	75,001	78,590	82,302	84,440	86,295
<b>D</b>	76,500	80,162	83,947	86,129	88,021
<b>E</b>	78,031	81,765	85,626	87,851	89,781
<b>F</b>	79,592	83,400	87,339	89,608	91,576
<b>G</b>	81,183	85,068	89,086	91,400	93,408
<b>H</b>	82,807	86,769	90,867	93,228	95,276
<b>I</b>	84,463	88,505	92,684	95,093	97,183
<b>J</b>	86,152	90,275	94,538	96,995	99,126
<b>K</b>	86,152	92,080	96,429	98,934	101,108
<b>L</b>	86,152	93,922	98,357	100,913	103,130
<b>M</b>	86,152	95,801	100,325	102,931	105,194
<b>N</b>	86,152	97,717	102,332	104,990	107,296
<b>O</b>	86,152	99,671	104,378	107,089	109,443
<b>P</b>	86,152	101,664	106,466	109,231	111,632
<b>Q</b>	86,152	103,698	108,595	111,416	113,864
<b>R</b>	86,152	105,772	110,766	113,645	116,142
<b>S</b>	86,152	107,887	112,982	115,918	118,465
<b>T</b>	86,152	110,044	115,242	118,236	120,834
<b>U</b>	86,152	112,246	117,547	120,601	123,251
<b>V</b>	86,152	114,490	119,897	123,013	125,715
<b>W</b>	86,152	116,781	122,295	125,472	128,230
<b>X</b>	86,152	119,115	124,742	127,982	130,794
<b>Y</b>	86,152	121,498	127,236	130,542	133,410
<b>Z</b>	86,152	126,358	132,326	135,764	138,746

**BALTIMORE COUNTY PUBLIC SCHOOLS**  
**2021-2022 Negotiations**  
**Teachers Association of Baltimore County (TABCO)**  
**Summary of Tentative Agreements**

<b>Salary Scale for 12-Month Exempt Employees Represented by TABCO, 2026-2027</b>					
<b>Effective July 1, 2026</b>					
<b>STEP</b>	<b>BA Annual</b>	<b>MA Annual</b>	<b>MA30 Annual</b>	<b>MA60 Annual</b>	<b>DOC Annual</b>
<b>A</b>	73,530	77,049	80,688	82,784	84,603
<b>B</b>	75,001	78,590	82,302	84,440	86,295
<b>C</b>	76,500	80,162	83,947	86,129	88,021
<b>D</b>	78,031	81,765	85,626	87,851	89,781
<b>E</b>	79,592	83,400	87,339	89,608	91,576
<b>F</b>	81,183	85,068	89,086	91,400	93,408
<b>G</b>	82,807	86,769	90,867	93,228	95,276
<b>H</b>	84,463	88,505	92,684	95,093	97,183
<b>I</b>	86,152	90,275	94,538	96,995	99,126
<b>J</b>	87,876	92,080	96,429	98,934	101,108
<b>K</b>	87,876	93,922	98,357	100,913	103,130
<b>L</b>	87,876	95,801	100,325	102,931	105,194
<b>M</b>	87,876	97,717	102,332	104,990	107,296
<b>N</b>	87,876	99,671	104,378	107,089	109,443
<b>O</b>	87,876	101,664	106,466	109,231	111,632
<b>P</b>	87,876	103,698	108,595	111,416	113,864
<b>Q</b>	87,876	105,772	110,766	113,645	116,142
<b>R</b>	87,876	107,887	112,982	115,918	118,465
<b>S</b>	87,876	110,044	115,242	118,236	120,834
<b>T</b>	87,876	112,246	117,547	120,601	123,251
<b>U</b>	87,876	114,490	119,897	123,013	125,715
<b>V</b>	87,876	116,781	122,295	125,472	128,230
<b>W</b>	87,876	119,115	124,742	127,982	130,794
<b>X</b>	87,876	121,498	127,236	130,542	133,410
<b>Y</b>	87,876	126,358	132,326	135,764	138,746



**BALTIMORE COUNTY PUBLIC SCHOOLS**  
2021-2022 Negotiations  
**Teachers Association of Baltimore County (TABCO)**  
Summary of Tentative Agreements

---

TABCO: **Cindy Sexton**  
Printed Name

Signature \_\_\_\_\_ Date \_\_\_\_\_

BOARD: **George M. Duque**  
Printed Name

Signature \_\_\_\_\_ Date \_\_\_\_\_

CONFIDENTIAL