



SEIU Local 500

Effective November 29, 2014

Grade	1	2	3	4	5	6	7	8	9	10
1	\$11.22	\$11.58	\$12.07	\$12.56	\$13.02	\$13.52	\$14.09	\$14.46	\$14.71	\$15.06
2	\$11.58	\$12.07	\$12.56	\$13.02	\$13.52	\$14.09	\$14.70	\$15.06	\$15.37	\$15.63
3	\$12.07	\$12.56	\$13.02	\$13.52	\$14.09	\$14.70	\$15.34	\$15.60	\$15.94	\$16.25
4	\$12.56	\$13.02	\$13.52	\$14.09	\$14.70	\$15.34	\$15.94	\$16.24	\$16.57	\$16.88
5	\$13.02	\$13.52	\$14.09	\$14.70	\$15.34	\$15.94	\$16.61	\$16.89	\$17.27	\$17.62
6	\$13.52	\$14.09	\$14.70	\$15.34	\$15.94	\$16.61	\$17.27	\$17.65	\$17.99	\$18.35
7	\$14.09	\$14.70	\$15.34	\$15.94	\$16.61	\$17.27	\$18.06	\$18.35	\$18.76	\$19.11
8	\$14.70	\$15.34	\$15.94	\$16.61	\$17.27	\$18.06	\$18.76	\$19.11	\$19.49	\$19.88
9	\$15.34	\$15.94	\$16.61	\$17.27	\$18.06	\$18.76	\$19.55	\$19.93	\$20.34	\$20.75
10	\$15.94	\$16.61	\$17.27	\$18.06	\$18.76	\$19.55	\$20.45	\$20.91	\$21.33	\$21.73
11	\$16.61	\$17.27	\$18.06	\$18.76	\$19.55	\$20.45	\$21.45	\$21.93	\$22.34	\$22.79
12	\$17.27	\$18.06	\$18.76	\$19.55	\$20.45	\$21.45	\$22.63	\$23.08	\$23.52	\$23.96
13	\$18.06	\$18.76	\$19.55	\$20.45	\$21.45	\$22.63	\$23.70	\$24.13	\$24.58	\$25.10
14	\$18.76	\$19.55	\$20.45	\$21.45	\$22.63	\$23.70	\$24.87	\$25.35	\$25.85	\$26.35
15	\$19.55	\$20.45	\$21.45	\$22.63	\$23.70	\$24.87	\$26.10	\$26.66	\$27.21	\$27.76
16	\$20.45	\$21.45	\$22.63	\$23.70	\$24.87	\$26.10	\$27.41	\$27.95	\$28.48	\$29.04
17	\$21.45	\$22.63	\$23.70	\$24.87	\$26.10	\$27.41	\$28.78	\$29.37	\$29.97	\$30.53
18	\$22.63	\$23.70	\$24.87	\$26.10	\$27.41	\$28.78	\$30.17	\$30.74	\$31.39	\$32.03
19	\$23.70	\$24.87	\$26.10	\$27.41	\$28.78	\$30.17	\$31.69	\$32.30	\$32.97	\$33.62
20	\$24.87	\$26.10	\$27.41	\$28.78	\$30.17	\$31.69	\$33.25	\$33.97	\$34.62	\$35.31
21	\$26.10	\$27.41	\$28.78	\$30.17	\$31.69	\$33.25	\$34.87	\$35.57	\$36.31	\$37.02
22	\$27.41	\$28.78	\$30.17	\$31.69	\$33.25	\$34.87	\$36.47	\$37.21	\$37.97	\$38.72
23	\$28.78	\$30.17	\$31.69	\$33.25	\$34.87	\$36.47	\$38.18	\$38.97	\$39.77	\$40.55
24	\$30.17	\$31.69	\$33.25	\$34.87	\$36.47	\$38.18	\$40.00	\$40.79	\$41.58	\$42.48
25	\$31.69	\$33.25	\$34.87	\$36.47	\$38.18	\$40.00	\$41.85	\$42.71	\$43.54	\$44.43
26	\$33.25	\$34.87	\$36.47	\$38.18	\$40.00	\$41.85	\$43.83	\$44.69	\$45.58	\$46.48
27	\$34.87	\$36.47	\$38.18	\$40.00	\$41.85	\$43.83	\$45.85	\$46.83	\$47.75	\$48.67
28	\$36.47	\$38.18	\$40.00	\$41.85	\$43.83	\$45.85	\$48.01	\$48.94	\$49.93	\$50.94
29	\$38.18	\$40.00	\$41.85	\$43.83	\$45.85	\$48.01	\$50.32	\$51.34	\$52.34	\$53.38
30	\$40.00	\$41.85	\$43.83	\$45.85	\$48.01	\$50.32	\$52.72	\$53.77	\$54.87	\$56.01
31	\$41.85	\$43.83	\$45.85	\$48.01	\$50.32	\$52.72	\$55.23	\$56.32	\$57.45	\$58.60
32	\$43.83	\$45.85	\$48.01	\$50.32	\$52.72	\$55.23	\$57.83	\$59.00	\$60.18	\$61.38
33	\$45.85	\$48.01	\$50.32	\$52.72	\$55.23	\$57.83	\$60.60	\$61.81	\$63.05	\$64.30

Hourly Rate	Annual Rate
\$35.31.....	\$73,727
\$35.57.....	\$74,270
\$36.31.....	\$75,815
\$36.47.....	\$76,149
\$37.02.....	\$77,298
\$37.21.....	\$77,694
\$37.97.....	\$79,281
\$38.18.....	\$79,720
\$38.72.....	\$80,847
\$38.97.....	\$81,369
\$39.77.....	\$83,040
\$40.00.....	\$83,520
\$40.55.....	\$84,668
\$40.79.....	\$85,170
\$41.58.....	\$86,819
\$41.85.....	\$87,383
\$42.48.....	\$88,698
\$42.71.....	\$89,178
\$43.54.....	\$90,912
\$43.83.....	\$91,517
\$44.43.....	\$92,770
\$44.69.....	\$93,313
\$45.58.....	\$95,171
\$45.85.....	\$95,735
\$46.48.....	\$97,050
\$46.83.....	\$97,781
\$47.75.....	\$99,702
\$48.01.....	\$100,245
\$48.67.....	\$101,623
\$48.94.....	\$102,187
\$49.93.....	\$104,254
\$50.32.....	\$105,068
\$50.94.....	\$106,363
\$51.34.....	\$107,198
\$52.34.....	\$109,286
\$52.72.....	\$110,079
\$53.38.....	\$111,457
\$53.77.....	\$112,272
\$54.87.....	\$114,569
\$56.01.....	\$116,949
\$56.32.....	\$117,596
\$57.45.....	\$119,956
\$57.83.....	\$120,749
\$58.60.....	\$122,357
\$59.00.....	\$123,192
\$60.18.....	\$125,656
\$60.60.....	\$126,533
\$61.38.....	\$128,161
\$63.05.....	\$131,648
\$64.30.....	\$134,258

Hourly Rate	Annual Rate	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate
\$11.22.....	\$23,427	\$16.24.....	\$33,909	\$19.88.....	\$41,509	\$23.96.....	\$50,028	\$29.04.....	\$60,636
\$11.58.....	\$24,179	\$16.25.....	\$33,930	\$19.93.....	\$41,614	\$24.13.....	\$50,383	\$29.37.....	\$61,325
\$12.07.....	\$25,202	\$16.57.....	\$34,598	\$20.34.....	\$42,470	\$24.58.....	\$51,323	\$29.97.....	\$62,577
\$12.56.....	\$26,225	\$16.61.....	\$34,682	\$20.45.....	\$42,700	\$24.87.....	\$51,929	\$30.17.....	\$62,995
\$13.02.....	\$27,186	\$16.88.....	\$35,245	\$20.75.....	\$43,326	\$25.10.....	\$52,409	\$30.53.....	\$63,747
\$13.52.....	\$28,230	\$16.89.....	\$35,266	\$20.91.....	\$43,660	\$25.35.....	\$52,931	\$30.74.....	\$64,185
\$14.09.....	\$29,420	\$17.27.....	\$36,060	\$21.33.....	\$44,537	\$25.85.....	\$53,975	\$31.39.....	\$65,542
\$14.46.....	\$30,192	\$17.62.....	\$36,791	\$21.45.....	\$44,788	\$26.10.....	\$54,497	\$31.69.....	\$66,169
\$14.70.....	\$30,694	\$17.65.....	\$36,853	\$21.73.....	\$45,372	\$26.35.....	\$55,019	\$32.03.....	\$66,879
\$14.71.....	\$30,714	\$17.99.....	\$37,563	\$21.93.....	\$45,790	\$26.66.....	\$55,666	\$32.30.....	\$67,442
\$15.06.....	\$31,445	\$18.06.....	\$37,709	\$22.34.....	\$46,646	\$27.21.....	\$56,814	\$32.97.....	\$68,841
\$15.34.....	\$32,030	\$18.35.....	\$38,315	\$22.63.....	\$47,251	\$27.41.....	\$57,232	\$33.25.....	\$69,426
\$15.37.....	\$32,093	\$18.76.....	\$39,171	\$22.79.....	\$47,586	\$27.76.....	\$57,963	\$33.62.....	\$70,199
\$15.60.....	\$32,573	\$19.11.....	\$39,902	\$23.08.....	\$48,191	\$27.95.....	\$58,360	\$33.97.....	\$70,929
\$15.63.....	\$32,635	\$19.49.....	\$40,695	\$23.52.....	\$49,110	\$28.48.....	\$59,466	\$34.62.....	\$72,287
\$15.94.....	\$33,283	\$19.55.....	\$40,820	\$23.70.....	\$49,486	\$28.78.....	\$60,093	\$34.87.....	\$72,809

Based on 2088 hours

MCAAP

Effective November 29, 2014

STEP	N-11	M	N	O	P	Q
1	\$89,540	\$91,154	\$96,623	\$102,421	\$108,565	\$115,080
2	\$92,227	\$93,889	\$99,522	\$105,493	\$111,823	\$118,532
3	\$94,994	\$96,705	\$102,508	\$108,658	\$115,177	\$122,087
4	\$97,844	\$99,606	\$105,583	\$111,918	\$118,632	\$125,749
5	\$100,780	\$102,594	\$108,751	\$115,276	\$122,192	\$129,523
6	\$103,803	\$105,672	\$112,013	\$118,734	\$125,857	\$133,408
7	\$106,917	\$108,841	\$115,374	\$122,296	\$129,634	\$137,412
8	\$110,125	\$112,107	\$118,835	\$125,965	\$133,522	\$141,533
9	\$113,428	\$115,470	\$122,400	\$129,743	\$137,527	\$145,777
10	\$116,831	\$118,935	\$126,072	\$131,041	\$138,903	\$147,235

MCBOA

Effective November 29, 2014

STEP	G	H	I	J	K
1	\$65,441	\$69,367	\$73,529	\$77,941	\$82,617
2	\$67,404	\$71,448	\$75,734	\$80,279	\$85,096
3	\$69,426	\$73,592	\$78,007	\$82,688	\$87,648
4	\$71,509	\$75,799	\$80,346	\$85,169	\$90,278
5	\$73,654	\$78,073	\$82,757	\$87,723	\$92,986
6	\$75,864	\$80,415	\$85,240	\$90,355	\$95,776
7	\$78,140	\$82,828	\$87,798	\$93,066	\$98,650
8	\$80,484	\$85,313	\$90,431	\$95,859	\$101,610
9	\$82,899	\$87,873	\$93,145	\$98,734	\$104,658
10	\$85,386	\$90,509	\$95,939	\$101,696	\$107,797
11	\$87,948	\$93,224	\$98,816	\$104,747	\$111,031
12	\$90,586	\$96,020	\$101,781	\$107,889	\$114,362

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 Individuals who request (need) sign language interpretation or cued speech transliteration in communicating with Montgomery County Public Schools (MCPS) may contact the Office of Interpreting Services in the Deaf and Hard of Hearing Program at 301-517-5539 or 301-637-2958VP, or send an e-mail message to interpreting_services@mcpsmd.org.
 MCPS prohibits illegal discrimination on the basis of race, color, gender, religion, ancestry, national origin, marital status, socioeconomic status, age, disability, physical characteristics, or sexual orientation. Inquiries or complaints regarding discrimination or Title IX issues such as gender equity and sexual harassment should be directed to the Office of the Chief Academic Officer at 301-279-3126, via the Maryland Relay at 1-800-735-2258, or addressed to that office at 850 Hungerford Drive, Room 129, Rockville, MD 20850.



FY 2015 SALARY SCHEDULES

Effective November 29, 2014

BENEFITS

- INSURANCE**
- medical
 - dental
 - vision
 - prescription drug
 - life
- RETIREMENT**
- defined benefit plans
 - 403(b) and 457(b) defined contribution plans
MCPS is the only school system in the state of Maryland to offer a supplement to the defined benefit plan.

- LEAVE**
- annual (12-mo. employees only)
 - academic
 - personal
 - professional
 - sick

- FLEXIBLE SPENDING**
- medical and dependent care accounts
MCPS matches the first \$100 of medical spending.

For further information, e-mail or call the
 Employee and Retiree Service Center
 ERSC@mcpsmd.org
 301-517-8100

Or visit our website at
www.montgomeryschoolsmd.org/departments/ersc
 An equal employment opportunity employer

ELEMENTARY SCHOOL

Choral Director (3R05).....\$1,044
 Enrichment Activities (3L14, 3L16)\$363
 Outdoor Environ. Ed. Org. (ES w/Gr. 6) (3L20)..... \$290
 Safety Patrol (3M01).....\$2,770

MIDDLE SCHOOL

Choral Director (3R05).....\$1,450
 Drama (One Production) (3P02)\$1,929
 Drama (Two Productions) (3P02)\$3,857
 Instrumental Music Director (3R25).....\$1,233
 Jazz Ensemble Director (3R26).....\$1,015
 Math Olympiad Coach (3L15).....\$1,378
 Newspaper Advisor (3J03)\$1,450
 Outdoor Environ. Ed. Org. (Gr. 6-8) (3L20) \$580
 SGA (3F04).....\$3,045
 Stage Director (3R18).....\$725
 Student Serv. Lrng. Coord., Sm. (3S01) \$1,000
 Student Serv. Lrng. Coord., Med. (3S02).....\$1,200
 Student Serv. Lrng. Coord., Lg. (3S03)\$1,500
 Athletic Coordinator (3C36).....\$2,625
 Basketball, Boys (3B11).....\$1,189
 Basketball, Girls (3B08)\$1,189
 Basketball Scorer (3A48)\$232
 Basketball Timer (3A28)\$232
 Cross Country (Co-ed) (3C24).....\$921
 Intramural Coordinator (3C22)\$870
 Intramural Director (3C14, 3C17, 3C18, 3C19, 3C31)..... \$899
 League Coordinator (3D09)\$522
 Soccer, Boys (3B23).....\$1,175
 Soccer, Girls (3B25).....\$1,175
 Softball, Boys (3B28)\$1,117
 Softball, Girls (3B07)\$1,117

HIGH SCHOOL

Band/Competitive Marching (3R50)\$2,393
 Band/Instru. Music Director (3R53)\$2,465
 Band/Marching Pep Band (3R52).....\$1,595
 Band/Marching—Preseason (3R51)\$928
 Band/Pep Band Director (3R54)\$870
 Choral Director (3R05).....\$4,350
 Debate (3L01)\$3,263
 Drama (3P02).....\$4,887
 Flag/Majorette/Rifle/Team Sponsor (3E12).. \$1,233 or \$2,175
 Forensics (3L02)\$3,263
 It’s Academic (3L52)\$1,450
 Junior Class Advisor (3N05) \$2,538

EXTRACURRICULAR ACTIVITIES (Effective July 1, 2014)

Classification I (\$14.50 per hour)—Activities not included in other classifications. Time devoted to activity must not exceed 100 hours.
Classification II—Outdoor Education program. \$100 per overnight stay at Outdoor Education facility.

Mathletes (3L03).....\$1,697	Basketball, JV (B) (3A16)\$3,422
Mock Trial Program (3L13).....\$1,305	Basketball, JV (G) (3B12)\$3,422
Music Theater Director (3R55).....\$943	Basketball Scorer/Timer (B) (3A24)..... \$609
Newspaper Advisor (3J03)\$3,263	Basketball Scorer/Timer (G) (3B24)..... \$609
Senior Class Advisor (3N06).....\$3,625	Basketball, Varsity (B) (3A07)..... \$4,684
SGA (3F04).....\$3,915	Basketball, Varsity (G) (3B02)..... \$4,684
Stage Director (3R12).....\$4,829	Bocce (Co-ed) (Corollary) (3B11).....\$1,668
Yearbook Advisor (3J04).....\$3,263	Cheerleaders Plan I Fall (must be 2 sponsors) (3E30)..... \$2,226
Assistant Athletic Director (3D02)..... \$4,568	Cheerleaders Plan II Fall, JV (3E41)\$1,892
Assistant Game Manager (3D15).....\$2,349	Cheerleaders Plan II Fall, Varsity (3E40)\$2,407
Baseball, JV (3A11).....\$2,857	Cheerleaders Plan II Winter, Varsity (3E44) \$1,907
Baseball, Varsity (3A02).....\$4,321	Corollary Sports Facilitator (3F14).....\$2,001

TEACHER/OTHER MCEA POSITIONS

Effective November 29, 2014 (*Max. Entrance Step)

STEP	10-Month BA	10-Month MA/MEQ	10-Month MA/MEQ+30	10-Month MA/MEQ+60	12-Month
	A	B	C	D	
1	\$47,106	\$51,895	\$53,419	\$54,800	The salary for 12-month employees will be equal to 117.5% of the salary for which employees would qualify if employed in 10-month positions.
2	\$47,832	\$52,766	\$55,013	\$56,395	
3	\$49,266	\$54,797	\$57,130	\$58,567	
4	\$50,745	\$56,907	\$59,331	\$60,821	
5	\$52,266	\$59,098	\$61,615	\$63,162	
6	\$54,280	\$61,373	\$63,987	\$65,594	
7	\$56,370¹	\$63,736	\$66,451	\$68,121	
8	\$58,539	\$66,190	\$69,010	\$70,742	
9	\$60,793	\$68,739¹	\$71,666	\$73,467	
10	\$63,134	\$71,385	\$74,425	\$76,295	
11		\$74,134	\$77,290¹	\$79,232¹	
12		\$76,988	\$80,265	\$82,282	
13		\$79,952	\$83,356	\$85,450	
14		\$83,029	\$86,564	\$88,739	
15		\$85,520	\$89,162	\$91,402	
16		\$88,087	\$91,837	\$94,144	
17		\$90,729	\$94,592	\$96,968	
18		\$93,450	\$97,430	\$99,878	
19-24		\$96,254	\$100,353	\$102,874	
25		\$98,420	\$102,611	\$105,189	

Substitute Teacher Rates: Certificated: Short-Term \$18.54/hr.; Long-Term \$26.44/hr. **Non-Certificated:** Short-Term \$17.52/hr.; Long-Term \$25.00/hr.
 For additional information regarding MCEA supplements, please refer to the Employee and Retiree Service Center (ERSC) website at <http://www.montgomeryschoolsmd.org/departments/ersc/>.

Cross Country Assistant Team over 40 (Co-ed) (3C45)..\$3,277
 Cross Country (Co-ed) (3C24).....\$3,495
 Diving Coach (County) (3D06).....\$2,987
 Field Hockey, JV (G) (3B21)\$2,494
 Field Hockey, Varsity (G) (3B16).....\$3,524
 Football Assistant Coach (3A14).....\$4,988
 Football Head Coach (3A05).....\$5,759
 Football Ticket Manager (3D03)\$972
 Golf (Co-ed) (3C01).....\$1,900
 Gymnastics (G) (3B14)\$1,900
 Indoor Track (Co-ed) (3C12)\$3,379
 Indoor Track Assistant (Co-ed) Team over 40 (3C46)...\$3,132
 Intramural Director (Co-ed) (3C23).....\$551
 Lacrosse, JV (B) (3C33)\$2,465
 Lacrosse, JV (G) (3C37)\$2,465
 Lacrosse, Varsity (B) (3C34)\$3,161
 Lacrosse, Varsity (G) (3C35)\$3,161
 Night Game Manager (3D04).....\$1,581
 Pole Vault (County) (3D07).....\$2,465
 Pompons (3E10).....\$3,553
 Soccer, JV (B) (3A10)\$2,755
 Soccer, JV (G) (3B22)\$2,755
 Soccer, Varsity (B) (3A01).....\$3,625
 Soccer, Varsity (G) (3B19)\$3,625
 Softball (Co-ed) (Corollary) (3B09).....\$1,668
 Softball, JV (G) (3B18)\$2,857
 Softball, Varsity (G) (3B05)\$4,321
 Swimming and Diving (3C09).....\$3,118
 Team Handball (Co-ed) (Corollary) (3B15).....\$1,668
 Tennis (B) (3A21).....\$3,147
 Tennis (G) (3B04)\$3,219
 Ticket Manager, Basketball (3D01)\$1,131
 Ticket Manager, Countywide Athletic Events (3D05)...\$2,900
 Ticket Manager, General Athletic Events (3D16)\$2,378
 Track Assistant (Co-ed) (3C47).....\$3,567
 Track Head Coach (Co-ed) (3C21)\$3,872
 Volleyball, JV (G) (3B13)\$2,480
 Volleyball, Varsity (B) (3A26).....\$3,350
 Volleyball, Varsity (Co-ed) (3C20).....\$3,350
 Volleyball, Varsity (G) (3B03).....\$3,408
 Weight Trainer Director (Co-ed) (3C06)\$1,305
 Wrestling, JV (3A15)\$3,828
 Wrestling, Varsity (3A06)\$5,003

SEIU Local 500

Effective October 17, 2015

Grade	1	2	3	4	5	6	7	8	9	10
1	\$11.44	\$11.81	\$12.31	\$12.81	\$13.28	\$13.79	\$14.37	\$14.75	\$15.00	\$15.36
2	\$11.81	\$12.31	\$12.81	\$13.28	\$13.79	\$14.37	\$14.99	\$15.36	\$15.67	\$15.94
3	\$12.31	\$12.81	\$13.28	\$13.79	\$14.37	\$14.99	\$15.64	\$15.91	\$16.25	\$16.58
4	\$12.81	\$13.28	\$13.79	\$14.37	\$14.99	\$15.64	\$16.25	\$16.56	\$16.91	\$17.22
5	\$13.28	\$13.79	\$14.37	\$14.99	\$15.64	\$16.25	\$16.94	\$17.23	\$17.61	\$17.97
6	\$13.79	\$14.37	\$14.99	\$15.64	\$16.25	\$16.94	\$17.61	\$18.00	\$18.35	\$18.72
7	\$14.37	\$14.99	\$15.64	\$16.25	\$16.94	\$17.61	\$18.42	\$18.72	\$19.13	\$19.49
8	\$14.99	\$15.64	\$16.25	\$16.94	\$17.61	\$18.42	\$19.13	\$19.49	\$19.88	\$20.28
9	\$15.64	\$16.25	\$16.94	\$17.61	\$18.42	\$19.13	\$19.94	\$20.33	\$20.75	\$21.16
10	\$16.25	\$16.94	\$17.61	\$18.42	\$19.13	\$19.94	\$20.86	\$21.33	\$21.75	\$22.17
11	\$16.94	\$17.61	\$18.42	\$19.13	\$19.94	\$20.86	\$21.88	\$22.37	\$22.79	\$23.24
12	\$17.61	\$18.42	\$19.13	\$19.94	\$20.86	\$21.88	\$23.09	\$23.54	\$23.99	\$24.44
13	\$18.42	\$19.13	\$19.94	\$20.86	\$21.88	\$23.09	\$24.17	\$24.61	\$25.07	\$25.60
14	\$19.13	\$19.94	\$20.86	\$21.88	\$23.09	\$24.17	\$25.36	\$25.86	\$26.37	\$26.88
15	\$19.94	\$20.86	\$21.88	\$23.09	\$24.17	\$25.36	\$26.62	\$27.20	\$27.76	\$28.32
16	\$20.86	\$21.88	\$23.09	\$24.17	\$25.36	\$26.62	\$27.95	\$28.51	\$29.05	\$29.62
17	\$21.88	\$23.09	\$24.17	\$25.36	\$26.62	\$27.95	\$29.35	\$29.96	\$30.57	\$31.14
18	\$23.09	\$24.17	\$25.36	\$26.62	\$27.95	\$29.35	\$30.77	\$31.36	\$32.02	\$32.67
19	\$24.17	\$25.36	\$26.62	\$27.95	\$29.35	\$30.77	\$32.32	\$32.94	\$33.63	\$34.29
20	\$25.36	\$26.62	\$27.95	\$29.35	\$30.77	\$32.32	\$33.92	\$34.65	\$35.31	\$36.02
21	\$26.62	\$27.95	\$29.35	\$30.77	\$32.32	\$33.92	\$35.56	\$36.28	\$37.03	\$37.76
22	\$27.95	\$29.35	\$30.77	\$32.32	\$33.92	\$35.56	\$37.20	\$37.95	\$38.73	\$39.50
23	\$29.35	\$30.77	\$32.32	\$33.92	\$35.56	\$37.20	\$38.95	\$39.75	\$40.56	\$41.36
24	\$30.77	\$32.32	\$33.92	\$35.56	\$37.20	\$38.95	\$40.80	\$41.61	\$42.42	\$43.33
25	\$32.32	\$33.92	\$35.56	\$37.20	\$38.95	\$40.80	\$42.69	\$43.57	\$44.41	\$45.32
26	\$33.92	\$35.56	\$37.20	\$38.95	\$40.80	\$42.69	\$44.70	\$45.58	\$46.50	\$47.41
27	\$35.56	\$37.20	\$38.95	\$40.80	\$42.69	\$44.70	\$46.76	\$47.77	\$48.70	\$49.64
28	\$37.20	\$38.95	\$40.80	\$42.69	\$44.70	\$46.76	\$48.97	\$49.92	\$50.93	\$51.96
29	\$38.95	\$40.80	\$42.69	\$44.70	\$46.76	\$48.97	\$51.33	\$52.37	\$53.39	\$54.45
30	\$40.80	\$42.69	\$44.70	\$46.76	\$48.97	\$51.33	\$53.77	\$54.85	\$55.97	\$57.13
31	\$42.69	\$44.70	\$46.76	\$48.97	\$51.33	\$53.77	\$56.33	\$57.45	\$58.60	\$59.77
32	\$44.70	\$46.76	\$48.97	\$51.33	\$53.77	\$56.33	\$58.99	\$60.18	\$61.38	\$62.61
33	\$46.76	\$48.97	\$51.33	\$53.77	\$56.33	\$58.99	\$61.81	\$63.05	\$64.31	\$65.59

Hourly Rate	Annual Rate	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate
\$11.44	\$23,978	\$16.56	\$34,710	\$20.28	\$42,507	\$24.44	\$51,226	\$29.62	\$62,084
\$11.81	\$24,754	\$16.58	\$34,752	\$20.33	\$42,612	\$24.61	\$51,583	\$29.96	\$62,796
\$12.31	\$25,802	\$16.91	\$35,443	\$20.75	\$43,492	\$25.07	\$52,547	\$30.57	\$64,075
\$12.81	\$26,850	\$16.94	\$35,506	\$20.86	\$43,723	\$25.36	\$53,155	\$30.77	\$64,494
\$13.28	\$27,835	\$17.22	\$36,093	\$21.16	\$44,351	\$25.60	\$53,658	\$31.14	\$65,269
\$13.79	\$28,904	\$17.23	\$36,114	\$21.33	\$44,708	\$25.86	\$54,203	\$31.36	\$65,731
\$14.37	\$30,120	\$17.61	\$36,911	\$21.75	\$45,588	\$26.37	\$55,272	\$32.02	\$67,114
\$14.75	\$30,916	\$17.97	\$37,665	\$21.88	\$45,860	\$26.62	\$55,796	\$32.32	\$67,743
\$14.99	\$31,419	\$18.00	\$37,728	\$22.17	\$46,468	\$26.88	\$56,340	\$32.67	\$68,476
\$15.00	\$31,440	\$18.35	\$38,462	\$22.37	\$46,888	\$27.20	\$57,011	\$32.94	\$69,042
\$15.36	\$32,195	\$18.42	\$38,608	\$22.79	\$47,768	\$27.76	\$58,185	\$33.63	\$70,488
\$15.64	\$32,781	\$18.72	\$39,237	\$23.09	\$48,397	\$27.95	\$58,583	\$33.92	\$71,096
\$15.67	\$32,844	\$19.13	\$40,096	\$23.24	\$48,711	\$28.32	\$59,359	\$34.29	\$71,872
\$15.91	\$33,347	\$19.49	\$40,851	\$23.54	\$49,340	\$28.51	\$59,757	\$34.65	\$72,626
\$15.94	\$33,410	\$19.88	\$41,668	\$23.99	\$50,283	\$29.05	\$60,889	\$35.31	\$74,010
\$16.25	\$34,060	\$19.94	\$41,794	\$24.17	\$50,660	\$29.35	\$61,518	\$35.56	\$74,534

Hourly Rate	Annual Rate
\$36.02	\$75,498
\$36.28	\$76,043
\$37.03	\$77,615
\$37.20	\$77,971
\$37.76	\$79,145
\$37.95	\$79,543
\$38.73	\$81,178
\$38.95	\$81,639
\$39.50	\$82,792
\$39.75	\$83,316
\$40.56	\$85,014
\$40.80	\$85,517
\$41.36	\$86,691
\$41.61	\$87,215
\$42.42	\$88,912
\$42.69	\$89,478
\$43.33	\$90,820
\$43.57	\$91,323
\$44.41	\$93,083
\$44.70	\$93,691
\$45.32	\$94,991
\$45.58	\$95,536
\$46.50	\$97,464
\$46.76	\$98,009
\$47.41	\$99,371
\$47.77	\$100,126
\$48.70	\$102,075
\$48.97	\$102,641
\$49.64	\$104,045
\$49.92	\$104,632
\$50.93	\$106,749
\$51.33	\$107,588
\$51.96	\$108,908
\$52.37	\$109,768
\$53.39	\$111,905
\$53.77	\$112,702
\$54.45	\$114,127
\$54.85	\$114,966
\$55.97	\$117,313
\$57.13	\$119,744
\$57.45	\$120,415
\$58.60	\$122,826
\$58.99	\$123,643
\$59.77	\$125,278
\$60.18	\$126,137
\$61.38	\$128,652
\$61.81	\$129,554
\$62.61	\$131,231
\$63.05	\$132,153
\$64.31	\$134,794
\$65.59	\$137,477

Based on 2096 hours

MCAAP

Effective October 17, 2015

STEP	N-11	M	N	O	P	Q
1	\$91,331	\$92,977	\$98,555	\$104,469	\$110,737	\$117,381
2	\$94,071	\$95,766	\$101,512	\$107,603	\$114,059	\$120,902
3	\$96,894	\$98,639	\$104,558	\$110,831	\$117,481	\$124,529
4	\$99,801	\$101,598	\$107,695	\$114,156	\$121,005	\$128,264
5	\$102,795	\$104,646	\$110,926	\$117,581	\$124,636	\$132,114
6	\$105,879	\$107,785	\$114,254	\$121,108	\$128,374	\$136,076
7	\$109,055	\$111,018	\$117,682	\$124,742	\$132,226	\$140,160
8	\$112,327	\$114,349	\$121,212	\$128,484	\$136,193	\$144,363
9	\$115,697	\$117,780	\$124,848	\$132,338	\$140,278	\$148,693
10	\$119,168	\$121,313	\$128,594	\$133,661	\$141,681	\$150,180

MCBOA

Effective October 17, 2015

STEP	G	H	I	J	K
1	\$66,750	\$70,754	\$74,999	\$79,500	\$84,269
2	\$68,752	\$72,877	\$77,249	\$81,885	\$86,797
3	\$70,815	\$75,063	\$79,567	\$84,342	\$89,401
4	\$72,939	\$77,315	\$81,953	\$86,872	\$92,084
5	\$75,128	\$79,634	\$84,412	\$89,478	\$94,846
6	\$77,381	\$82,024	\$86,944	\$92,162	\$97,692
7	\$79,703	\$84,485	\$89,553	\$94,928	\$100,623
8	\$82,094	\$87,019	\$92,240	\$97,776	\$103,642
9	\$84,557	\$89,630	\$95,007	\$100,709	\$106,751
10	\$87,094	\$92,319	\$97,858	\$103,730	\$109,953
11	\$89,707	\$95,088	\$100,793	\$106,842	\$113,251
12	\$92,397	\$97,940	\$103,817	\$110,047	\$116,649

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Individuals who request (need) sign language interpretation or cued speech transliteration in communicating with Montgomery County Public Schools (MCPS) may contact the Office of Interpreting Services in the Deaf and Hard of Hearing Program at 301-517-5539 or 301-637-2958VP, or send an e-mail message to interpreting_services@mcpsmd.org.

MCPS prohibits discrimination based on race, color, national origin, religion, ancestry, gender, age, marital status, socioeconomic status, sexual orientation, gender identity, physical characteristics, or disability. Students pursuing a complaint of discrimination may contact Ms. Lori-Christina Webb, Executive Director to the Chief Academic Officer, Carver Educational Services Center, 850 Hungerford Drive, Room 129, Rockville, Maryland 20850, 301-279-3128, or the Student Leadership Office, 301-444-8620, for advice and assistance.



FY 2016 SALARY SCHEDULES

Effective October 17, 2015

BENEFITS

INSURANCE

- medical
- dental
- vision
- prescription drug
- life

RETIREMENT

- defined benefit plans
- 403(b) and 457(b) defined contribution plans
MCPS is the only school system in the state of Maryland to offer a supplement to the defined benefit plan.

LEAVE

- annual (12-mo. employees only)
- academic
- personal
- professional
- sick

FLEXIBLE SPENDING

- medical and dependent care accounts
MCPS matches the first \$100 of medical spending.

For further information, e-mail or call the
Employee and Retiree Service Center
ERSC@mcpsmd.org
301-517-8100

Or visit our website at
www.montgomeryschoolsmd.org/departments/ersc
An equal employment opportunity employer

ELEMENTARY SCHOOL

Choral Director (3R05)\$1,044
 Enrichment Activities (3L14, 3L16).....\$363
 Outdoor Environ. Ed. Org. (ES w/Gr. 6) (3L20) \$290
 Safety Patrol (3M01)\$2,770

MIDDLE SCHOOL

Choral Director (3R05)\$1,450
 Drama (One Production) (3P02).....\$1,929
 Drama (Two Productions) (3P02)\$3,857
 Instrumental Music Director (3R25)\$1,233
 Jazz Ensemble Director (3R26).....\$1,015
 Math Olympiad Coach (3L15)\$1,378
 Newspaper Advisor (3J03)\$1,450
 Outdoor Environ. Ed. Org. (Gr. 6-8) (3L20)..... \$580
 SGA (3F04)\$3,045
 Stage Director (3R18).....\$725
 Student Serv. Lrng. Coord., Sm. (3S01) \$1,000
 Student Serv. Lrng. Coord., Med. (3S02).....\$1,200
 Student Serv. Lrng. Coord., Lg. (3S03)\$1,500
 Athletic Coordinator (3C36)\$2,625
 Basketball, Boys (3B11) \$1,189
 Basketball, Girls (3B08).....\$1,189
 Basketball Scorer (3A48)\$232
 Basketball Timer (3A28).....\$232
 Cross Country (Co-ed) (3C24).....\$921
 Intramural Coordinator (3C22).....\$870
 Intramural Director (3C14, 3C17, 3C18, 3C19, 3C31).. \$899
 League Coordinator (3D09).....\$522
 Soccer, Boys (3B23).....\$1,175
 Soccer, Girls (3B25).....\$1,175
 Softball, Boys (3B28).....\$1,117
 Softball, Girls (3B07).....\$1,117

HIGH SCHOOL

Band/Competitive Marching (3R50).....\$2,393
 Band/Instru. Music Director (3R53)\$2,465
 Band/Marching Pep Band (3R52)\$1,595
 Band/Marching—Preseason (3R51)\$928
 Band/Pep Band Director (3R54).....\$870
 Choral Director (3R05) \$4,350
 Debate (3L01)\$3,263
 Drama (3P02)\$4,887
 Flag/Majorette/Rifle/Team Sponsor (3E12) \$1,233 or \$2,175
 Forensics (3L02).....\$3,263
 It's Academic (3L52)\$1,450
 Junior Class Advisor (3N05) \$2,538

EXTRACURRICULAR ACTIVITIES (Effective July 1, 2015)

Classification I (\$14.50 per hour)—Activities not included in other classifications. Time devoted to activity must not exceed 100 hours.
Classification II—Outdoor Education program. \$100 per overnight stay at Outdoor Education facility.

Mathletes (3L03).....\$1,697	Baseball, JV (3A11)\$2,857
Mock Trial Program (3L13).....\$1,305	Baseball, Varsity (3A02).....\$4,321
Music Theater Director (3R55).....\$943	Basketball, JV (B) (3A16).....\$3,422
Newspaper Advisor (3J03)\$3,263	Basketball, JV (G) (3B12)\$3,422
Senior Class Advisor (3N06)\$3,625	Basketball Scorer/Timer (B) (3A24) \$609
SGA (3F04)\$3,915	Basketball Scorer/Timer (G) (3B24) \$609
Stage Director (3R12).....\$4,829	Basketball, Varsity (B) (3A07) \$4,684
STEM Club (3L18)\$1,450	Basketball, Varsity (G) (3B02).....\$4,684
Student Service Learning HS (3S04)\$3,000	Bocce (Co-ed) (Corollary) (3B11)\$1,668
Yearbook Advisor (3J04).....\$3,263	Cheerleaders Plan I Fall (must be 2 sponsors) (3E30) \$2,226
Assistant Athletic Director (3D02).....\$4,568	Cheerleaders Plan II Fall, JV (3E41).....\$1,892
Assistant Game Manager (3D15)\$2,349	Cheerleaders Plan II Fall, Varsity (3E40)\$2,407

TEACHER/OTHER MCEA POSITIONS

Effective October 17, 2015 (Max. Entrance Step)

STEP	10-Month BA	10-Month MA/MEQ	10-Month MA/MEQ+30	10-Month MA/MEQ+60	12-Month
	A	B	C	D	
1	\$48,048	\$52,933	\$54,488	\$55,896	The salary for 12-month employees will be equal to 117.5% of the salary for which employees would qualify if employed in 10-month positions.
2	\$48,789	\$53,821	\$56,113	\$57,523	
3	\$50,251	\$55,893	\$58,273	\$59,738	
4	\$51,760	\$58,045	\$60,517	\$62,037	
5	\$53,312	\$60,280	\$62,847	\$64,426	
6	\$55,366	\$62,600	\$65,266	\$66,906	
7	\$57,497¹	\$65,011	\$67,780	\$69,483	
8	\$59,710	\$67,514	\$70,390	\$72,157	
9	\$62,009	\$70,114¹	\$73,099	\$74,936	
10	\$64,397	\$72,813	\$75,913	\$77,820	
11		\$75,616	\$78,836¹	\$80,817¹	
12		\$78,528	\$81,870	\$83,928	
13		\$81,551	\$85,023	\$87,159	
14		\$84,690	\$88,296	\$90,514	
15		\$87,230	\$90,945	\$93,230	
16		\$89,849	\$93,674	\$96,027	
17		\$92,543	\$96,484	\$98,907	
18		\$95,319	\$99,378	\$101,876	
19-24		\$98,180	\$102,360	\$104,932	
25		\$100,389	\$104,664	\$107,292	

Substitute Teacher Rates: Certificated: Short-Term \$18.92/hr.; Long-Term \$26.94/hr. **Non-Certificated:** Short-Term \$17.88/hr.; Long-Term \$25.51/hr.
 For additional information regarding MCEA supplements, please refer to the Employee and Retiree Service Center (ERSC) website at <http://www.montgomeryschoolsmd.org/departments/ersc/>.

Cheerleaders Plan II Winter, Varsity (3E44).....\$1,907
 Corollary Sports Facilitator (County) (3F14).....\$2,001
 Cross Country Assistant Team over 40 (Co-ed) (3C45)....\$3,277
 Cross Country (Co-ed) Head Coach (3C24).....\$3,495
 Cross Country/Track & Field Meet Fcltr (County) (3F16)....\$2,001
 Diving Coach (County) (3D06).....\$2,987
 Field Hockey, JV (G) (3B21)\$2,494
 Field Hockey, Varsity (G) (3B16).....\$3,524
 Football Assistant Coach (3A14).....\$4,988
 Football Head Coach (3A05).....\$5,759
 Football Ticket Manager (3D03)\$972
 Golf (Co-ed) (3C01).....\$1,900
 Gymnastics (G) (3B14)\$1,900
 Indoor Track (Co-ed) (3C12).....\$3,379
 Indoor Track Assistant (Co-ed) Team over 40 (3C46) ... \$3,132
 Intramural Director (Co-ed) (3C23).....\$551
 Lacrosse, JV (B) (3C33).....\$2,465
 Lacrosse, JV (G) (3C37)\$2,465
 Lacrosse, Varsity (B) (3C34)\$3,161
 Lacrosse, Varsity (G) (3C35)\$3,161
 Night Game Manager (3D04)\$1,581
 Pole Vault (County) (3D07).....\$2,465
 Pompons (3E10).....\$3,553
 Soccer, JV (B) (3A10)\$2,755
 Soccer, JV (G) (3B22).....\$2,755
 Soccer, Varsity (B) (3A01).....\$3,625
 Soccer, Varsity (G) (3B19).....\$3,625
 Softball (Co-ed) (Corollary) (3B09)\$1,668
 Softball, JV (G) (3B18)\$2,857
 Softball, Varsity (G) (3B05)\$4,321
 Swimming and Diving (3C09)\$3,118
 Team Handball (Co-ed) (Corollary) (3B15).....\$1,668
 Tennis (B) (3A21).....\$3,147
 Tennis (G) (3B04)\$3,219
 Ticket Manager, Basketball (3D01).....\$1,131
 Ticket Manager, Countywide Athletic Events (3D05) . \$2,900
 Ticket Manager, General Athletic Events (3D16)\$2,378
 Track Assistant (Co-ed) (3C47).....\$3,567
 Track Head Coach (Co-ed) (3C21)\$3,872
 Volleyball, JV (G) (3B13)\$2,480
 Volleyball, Varsity (B) (3A26).....\$3,350
 Volleyball, Varsity (Co-ed) (3C20).....\$3,350
 Volleyball, Varsity (G) (3B03).....\$3,408
 Weight Trainer Director (Co-ed) (3C06)\$1,305
 Wrestling, JV (3A15).....\$3,828
 Wrestling, Varsity (3A06).....\$5,003