

## SEIU Local 500

Effective July 1, 2010

Grade	1	2	3	4	5	6	7	8	9	10
1	\$11.05	\$11.41	\$11.89	\$12.37	\$12.83	\$13.32	\$13.88	\$14.25	\$14.49	\$14.84
2	\$11.41	\$11.89	\$12.37	\$12.83	\$13.32	\$13.88	\$14.48	\$14.84	\$15.14	\$15.40
3	\$11.89	\$12.37	\$12.83	\$13.32	\$13.88	\$14.48	\$15.11	\$15.37	\$15.70	\$16.01
4	\$12.37	\$12.83	\$13.32	\$13.88	\$14.48	\$15.11	\$15.70	\$16.00	\$16.33	\$16.63
5	\$12.83	\$13.32	\$13.88	\$14.48	\$15.11	\$15.70	\$16.36	\$16.64	\$17.01	\$17.36
6	\$13.32	\$13.88	\$14.48	\$15.11	\$15.70	\$16.36	\$17.01	\$17.39	\$17.72	\$18.08
7	\$13.88	\$14.48	\$15.11	\$15.70	\$16.36	\$17.01	\$17.79	\$18.08	\$18.48	\$18.83
8	\$14.48	\$15.11	\$15.70	\$16.36	\$17.01	\$17.79	\$18.48	\$18.83	\$19.20	\$19.59
9	\$15.11	\$15.70	\$16.36	\$17.01	\$17.79	\$18.48	\$19.26	\$19.64	\$20.04	\$20.44
10	\$15.70	\$16.36	\$17.01	\$17.79	\$18.48	\$19.26	\$20.15	\$20.60	\$21.01	\$21.41
11	\$16.36	\$17.01	\$17.79	\$18.48	\$19.26	\$20.15	\$21.13	\$21.61	\$22.01	\$22.45
12	\$17.01	\$17.79	\$18.48	\$19.26	\$20.15	\$21.13	\$22.30	\$22.74	\$23.17	\$23.61
13	\$17.79	\$18.48	\$19.26	\$20.15	\$21.13	\$22.30	\$23.35	\$23.77	\$24.22	\$24.73
14	\$18.48	\$19.26	\$20.15	\$21.13	\$22.30	\$23.35	\$24.50	\$24.98	\$25.47	\$25.96
15	\$19.26	\$20.15	\$21.13	\$22.30	\$23.35	\$24.50	\$25.71	\$26.27	\$26.81	\$27.35
16	\$20.15	\$21.13	\$22.30	\$23.35	\$24.50	\$25.71	\$27.00	\$27.54	\$28.06	\$28.61
17	\$21.13	\$22.30	\$23.35	\$24.50	\$25.71	\$27.00	\$28.35	\$28.94	\$29.53	\$30.08
18	\$22.30	\$23.35	\$24.50	\$25.71	\$27.00	\$28.35	\$29.72	\$30.29	\$30.93	\$31.56
19	\$23.35	\$24.50	\$25.71	\$27.00	\$28.35	\$29.72	\$31.22	\$31.82	\$32.48	\$33.12
20	\$24.50	\$25.71	\$27.00	\$28.35	\$29.72	\$31.22	\$32.76	\$33.47	\$34.11	\$34.79
21	\$25.71	\$27.00	\$28.35	\$29.72	\$31.22	\$32.76	\$34.35	\$35.04	\$35.77	\$36.47
22	\$27.00	\$28.35	\$29.72	\$31.22	\$32.76	\$34.35	\$35.93	\$36.66	\$37.41	\$38.15
23	\$28.35	\$29.72	\$31.22	\$32.76	\$34.35	\$35.93	\$37.62	\$38.39	\$39.18	\$39.95
24	\$29.72	\$31.22	\$32.76	\$34.35	\$35.93	\$37.62	\$39.41	\$40.19	\$40.97	\$41.85
25	\$31.22	\$32.76	\$34.35	\$35.93	\$37.62	\$39.41	\$41.23	\$42.08	\$42.90	\$43.77
26	\$32.76	\$34.35	\$35.93	\$37.62	\$39.41	\$41.23	\$43.18	\$44.03	\$44.91	\$45.79
27	\$34.35	\$35.93	\$37.62	\$39.41	\$41.23	\$43.18	\$45.17	\$46.14	\$47.04	\$47.95
28	\$35.93	\$37.62	\$39.41	\$41.23	\$43.18	\$45.17	\$47.30	\$48.22	\$49.19	\$50.19
29	\$37.62	\$39.41	\$41.23	\$43.18	\$45.17	\$47.30	\$49.58	\$50.58	\$51.57	\$52.59
30	\$39.41	\$41.23	\$43.18	\$45.17	\$47.30	\$49.58	\$51.94	\$52.98	\$54.06	\$55.18
31	\$41.23	\$43.18	\$45.17	\$47.30	\$49.58	\$51.94	\$54.41	\$55.49	\$56.60	\$57.73
32	\$43.18	\$45.17	\$47.30	\$49.58	\$51.94	\$54.41	\$56.98	\$58.13	\$59.29	\$60.47
33	\$45.17	\$47.30	\$49.58	\$51.94	\$54.41	\$56.98	\$59.70	\$60.90	\$62.12	\$63.35

Hourly Rate	Annual Rate	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate
\$11.05 ...	\$23,072	\$16.00 ...	\$33,408	\$19.59 ...	\$40,904	\$23.61 ...	\$49,298	\$28.61 ...	\$59,737
\$11.41 ...	\$23,824	\$16.01 ...	\$33,429	\$19.64 ...	\$41,008	\$23.77 ...	\$49,632	\$28.94 ...	\$60,427
\$11.89 ...	\$24,826	\$16.33 ...	\$34,097	\$20.04 ...	\$41,844	\$24.22 ...	\$50,571	\$29.53 ...	\$61,659
\$12.37 ...	\$25,829	\$16.36 ...	\$34,160	\$20.15 ...	\$42,073	\$24.50 ...	\$51,156	\$29.72 ...	\$62,055
\$12.83 ...	\$26,789	\$16.63 ...	\$34,723	\$20.44 ...	\$42,679	\$24.73 ...	\$51,636	\$30.08 ...	\$62,807
\$13.32 ...	\$27,812	\$16.64 ...	\$34,744	\$20.60 ...	\$43,013	\$24.98 ...	\$52,158	\$30.29 ...	\$63,246
\$13.88 ...	\$28,981	\$17.01 ...	\$35,517	\$21.01 ...	\$43,869	\$25.47 ...	\$53,181	\$30.93 ...	\$64,582
\$14.25 ...	\$29,754	\$17.36 ...	\$36,248	\$21.13 ...	\$44,119	\$25.71 ...	\$53,682	\$31.22 ...	\$65,187
\$14.48 ...	\$30,234	\$17.39 ...	\$36,310	\$21.41 ...	\$44,704	\$25.96 ...	\$54,204	\$31.56 ...	\$65,897
\$14.49 ...	\$30,255	\$17.72 ...	\$36,999	\$21.61 ...	\$45,122	\$26.27 ...	\$54,852	\$31.82 ...	\$66,440
\$14.84 ...	\$30,986	\$17.79 ...	\$37,146	\$22.01 ...	\$45,957	\$26.81 ...	\$55,979	\$32.48 ...	\$67,818
\$15.11 ...	\$31,550	\$18.08 ...	\$37,751	\$22.30 ...	\$46,562	\$27.00 ...	\$56,376	\$32.76 ...	\$68,403
\$15.14 ...	\$31,612	\$18.48 ...	\$38,586	\$22.45 ...	\$46,876	\$27.35 ...	\$57,107	\$33.12 ...	\$69,155
\$15.37 ...	\$32,093	\$18.83 ...	\$39,317	\$22.74 ...	\$47,481	\$27.54 ...	\$57,504	\$33.47 ...	\$69,885
\$15.40 ...	\$32,155	\$19.20 ...	\$40,090	\$23.17 ...	\$48,379	\$28.06 ...	\$58,589	\$34.11 ...	\$71,222
\$15.70 ...	\$32,782	\$19.26 ...	\$40,215	\$23.35 ...	\$48,755	\$28.35 ...	\$59,195	\$34.35 ...	\$71,723

Hourly Rate	Annual Rate
\$34.79 ...	\$72,642
\$35.04 ...	\$73,164
\$35.77 ...	\$74,688
\$35.93 ...	\$75,022
\$36.47 ...	\$76,149
\$36.66 ...	\$76,546
\$37.41 ...	\$78,112
\$37.62 ...	\$78,551
\$38.15 ...	\$79,657
\$38.39 ...	\$80,158
\$39.18 ...	\$81,808
\$39.41 ...	\$82,288
\$39.95 ...	\$83,416
\$40.19 ...	\$83,917
\$40.97 ...	\$85,545
\$41.23 ...	\$86,088
\$41.85 ...	\$87,383
\$42.08 ...	\$87,863
\$42.90 ...	\$89,575
\$43.18 ...	\$90,160
\$43.77 ...	\$91,392
\$44.03 ...	\$91,935
\$44.91 ...	\$93,772
\$45.17 ...	\$94,315
\$45.79 ...	\$95,610
\$46.14 ...	\$96,340
\$47.04 ...	\$98,220
\$47.30 ...	\$98,762
\$47.95 ...	\$100,120
\$48.22 ...	\$100,683
\$49.19 ...	\$102,709
\$49.58 ...	\$103,523
\$50.19 ...	\$104,797
\$50.58 ...	\$105,611
\$51.57 ...	\$107,678
\$51.94 ...	\$108,451
\$52.59 ...	\$109,808
\$52.98 ...	\$110,622
\$54.06 ...	\$112,877
\$54.41 ...	\$113,608
\$55.18 ...	\$115,216
\$55.49 ...	\$115,863
\$56.60 ...	\$118,181
\$56.98 ...	\$118,974
\$58.13 ...	\$121,375
\$59.29 ...	\$123,798
\$59.70 ...	\$124,654
\$60.47 ...	\$126,261
\$60.90 ...	\$127,159
\$62.12 ...	\$129,707
\$63.35 ...	\$132,275

Based on 2088 hours

## MCAAP

Effective July 1, 2010

STEP	N-11	M	N	O	P	Q
1	\$88,217	\$89,807	\$95,195	\$100,907	\$106,961	\$113,379
2	\$90,864	\$92,501	\$98,051	\$103,934	\$110,170	\$116,780
3	\$93,590	\$95,276	\$100,993	\$107,052	\$113,475	\$120,283
4	\$96,398	\$98,134	\$104,023	\$110,264	\$116,879	\$123,891
5	\$99,290	\$101,078	\$107,144	\$113,572	\$120,385	\$127,608
6	\$102,269	\$104,110	\$110,358	\$116,979	\$123,997	\$131,436
7	\$105,337	\$107,233	\$113,669	\$120,488	\$127,717	\$135,379
8	\$108,497	\$110,450	\$117,079	\$124,103	\$131,549	\$139,440
9	\$111,752	\$113,764	\$120,591	\$127,826	\$135,495	\$143,623
10	\$115,104	\$117,177	\$124,209	\$129,104		

## MCBOA

Effective July 1, 2010

STEP	G	H	I	J	K
1	\$64,474	\$68,342	\$72,442	\$76,789	\$81,396
2	\$66,408	\$70,392	\$74,615	\$79,093	\$83,838
3	\$68,400	\$72,504	\$76,853	\$81,466	\$86,353
4	\$70,452	\$74,679	\$79,159	\$83,910	\$88,944
5	\$72,566	\$76,919	\$81,534	\$86,427	\$91,612
6	\$74,743	\$79,227	\$83,980	\$89,020	\$94,360
7	\$76,985	\$81,604	\$86,499	\$91,691	\$97,191
8	\$79,295	\$84,052	\$89,094	\$94,442	\$100,107
9	\$81,674	\$86,574	\$91,767	\$97,275	\$103,110
10	\$84,124	\$89,171	\$94,520	\$100,193	\$106,203
11	\$86,648	\$91,846	\$97,356	\$103,199	\$109,389
12	\$89,247	\$94,601	\$100,277	\$106,295	\$112,670

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# FY 2011 SALARY SCHEDULES

## BENEFITS

- **INSURANCE**  
medical, dental, vision, prescription drug, and life
- **RETIREMENT BENEFITS**  
defined benefit plans, 403(b) and 457(b) defined contribution plans. 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, and sick
- **FLEXIBLE SPENDING**  
medical and dependent care accounts  
minimum contribution \$100.00  
first \$100 of medical spending matched by MCPS

For further information, write to  
Employee and Retiree Service Center  
Montgomery County Public Schools  
7361 Calhoun Place, Suite 190  
Rockville, Maryland 20855  
301-517-8100

Or visit our website at  
[www.montgomeryschoolsmd.org/departments/ersc](http://www.montgomeryschoolsmd.org/departments/ersc)  
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**ELEMENTARY SCHOOL**

Choral Director (3R05).....	\$1,008
Enrichment Activities (3L14, 3L16) .....	\$350
Safety Patrol (3M01).....	\$2,674

**MIDDLE SCHOOL**

Instrumental Music Director (3R25).....	\$1,190
Jazz Ensemble Director (3R26).....	\$980
Choral Director (3R05).....	\$1,400
Drama (One Production) (3P02) .....	\$1,862
Drama (Two Productions) (3P02).....	\$3,724
Stage Director (3R18).....	\$700
Math Olympiad Coach (3L15).....	\$1,330
Newspaper Advisor (3J03) .....	\$1,400
SGA (3F04).....	\$2,940
Athletic Coordinator (3C36).....	\$2,590
Basketball, Boys (3B11).....	\$1,274
Basketball, Girls (3B08) .....	\$1,274
Basketball Timer (3A28) .....	\$224
Basketball Scorer (3A48) .....	\$224
Cross Country (Co-ed) (3C24) .....	\$889
Soccer, Boys (3B23).....	\$1,260
Soccer, Girls (3B25).....	\$1,260
Softball, Boys (3B28).....	\$1,204
Softball, Girls (3B07).....	\$1,204
Intramural Coordinator (3C22).....	\$840
Intramural Director (3C14, 3C17, 3C18, 3C19, 3C31).....	\$868

**HIGH SCHOOL**

Band/Competitive Marching (3R50) .....	\$2,310
Band/Marching Pep Band (3R52).....	\$1,540
Band/Marching—Preseason (3R51) .....	\$896
Band/Pep Band Director (3R54).....	\$840
Band/Instru. Music Director (3R53) .....	\$2,380
Music Theater Director (3R55).....	\$910
Choral Director (3R05).....	\$4,200
CPR/AED Trainer (3C48).....	\$595
Debate (3L01) .....	\$3,150
Drama (3P02).....	\$4,718
Flag/Majorette/Rifle/Team Sponsor (3E12)..	\$1,190 or \$2,100
Forensics (3L02).....	\$3,150
It's Academic (3L52) .....	\$1,400
Mathletes (3L03).....	\$1,638
Mock Trial Program (3L13).....	\$1,260
Newspaper Advisor (3J03) .....	\$3,150
Senior Class Advisor (3N06).....	\$3,500
Junior Class Advisor (3N05) .....	\$2,450

**EXTRACURRICULAR ACTIVITIES** (Effective July 1, 2010)

**Classification I (\$14 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.**

SGA (3F04).....	\$3,780	Basketball Scorer/Timer (B) (3A24).....	\$588
Stage Director (3R12).....	\$4,662	Basketball Scorer/Timer (G) (3B24) .....	\$588
Yearbook Advisor (3J04).....	\$3,150	Bocce (Co-ed) (Corollary) (3B11).....	\$1,610
Assistant Athletic Director (3D02).....	\$4,410	Cheerleaders Plan I Fall (must be 2 sponsors) (3E30).....	\$2,212
Assistant Game Manager (3D15).....	\$2,268	Cheerleaders Plan I Winter (must be 2 sponsors) (3E31).....	\$1,579
Baseball, JV (3A11).....	\$3,150	Cheerleaders Plan I Spring (1 sponsor only) (3E32).....	\$1,288
Baseball, Varsity (3A02).....	\$4,298	Cheerleaders Plan II Fall, Varsity (3E40) .....	\$2,450
Basketball JV (B) (3A16) .....	\$3,934	Cheerleaders Plan II Fall, JV (3E41).....	\$1,827
Basketball Varsity (B) (3A07).....	\$4,648	Cheerleaders Plan II Winter, Varsity (3E44) .....	\$1,967
Basketball JV (G) (3B12).....	\$3,934	Cheerleaders Plan II Winter, JV (3E46) .....	\$1,344
Basketball Varsity (G) (3B02) .....	\$4,648	Cheerleaders Plan II Spring, Varsity Only (3E42).....	\$1,288

**TEACHER/OTHER MCEA POSITIONS**

Effective July 1, 2010  
 (\*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	\$46,410	\$51,128	\$52,630	\$53,990	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	\$47,125	\$51,986	\$54,200	\$55,562	
3	\$48,538	\$53,987	\$56,286	\$57,701	
4	\$49,995	\$56,066	\$58,454	\$59,922	
5	\$51,494	\$58,225	\$60,704	\$62,229	
6	\$53,478	\$60,466	\$63,041	\$64,625	
7	\$55,537 <sup>1</sup>	\$62,794	\$65,469	\$67,114	
8	\$57,674	\$65,212	\$67,990	\$69,697	
9	\$59,895	\$67,723 <sup>1</sup>	\$70,607	\$72,381	
10	\$62,201	\$70,330	\$73,325	\$75,167	
11		\$73,038	\$76,148 <sup>1</sup>	\$78,061 <sup>1</sup>	
12		\$75,850	\$79,079	\$81,066	
13		\$78,770	\$82,124	\$84,187	
14		\$81,802	\$85,285	\$87,428	
15		\$84,256	\$87,844	\$90,051	
16		\$86,785	\$90,480	\$92,753	
17		\$89,388	\$93,194	\$95,535	
18		\$92,069	\$95,990	\$98,402	
19-24		\$94,832	\$98,870	\$101,354	
25		\$96,966	\$101,095	\$103,634	

**Substitute Teacher Rates: Certified:** Short-Term \$17.91/hr.; Long-Term \$25.51/hr. **Non-Certified:** Short-Term: \$17.12/hr.; Long-Term \$24.15/hr.  
 For additional information regarding MCEA supplements, please refer to the Employee and Retiree Service Center (ERSC) website: <http://www.montgomeryschoolsmd.org/departments/ersc/>.

Cross Country (Co-ed) (3C24) .....	\$3,500
Cross Country Assistant Team over 40 (Co-ed) (3C45).....	\$3,290
Developmental Golf (G) (3C50) .....	\$700
Diving Coach (County) (3D06-0).....	\$2,884
Field Hockey Var (G) (3B16).....	\$3,528
Field Hockey JV (G) (3B21) .....	\$2,828
First Aid Assistant Fall (3D11) .....	\$1,792
First Aid Assistant Winter (3D12).....	\$1,400
First Aid Assistant Spring (3D13) .....	\$1,400
Football Assistant Coach (3A14).....	\$4,942
Football Head Coach (3A05).....	\$5,712
Football Ticket Manager (3D03) .....	\$938
Golf (Co-ed) (3C01) .....	\$1,960
Gymnastics (G) (3B14).....	\$1,834
Indoor Track (Co-ed) (3C12).....	\$3,388
Indoor Track Assistant (Co-ed) Team over 40 (3C46) ..	\$3,150
Intramural Dir (Co-ed) (3C23) .....	\$1,050
Lacrosse JV (B) (3C33) .....	\$2,772
Lacrosse Varsity (B) (3C34).....	\$3,178
Lacrosse JV (G) (3C37).....	\$2,772
Lacrosse Varsity (G) (3C35) .....	\$3,178
Night Game Manager (3D04).....	\$1,526
Pompons (3E10).....	\$3,430
Soccer JV (B) (3A10).....	\$3,080
Soccer Varsity (B) (3A01) .....	\$3,626
Soccer JV (G) (3B22).....	\$3,080
Soccer Varsity (G) (3B19).....	\$3,626
Softball (Co-ed) (Corollary) (3B09) .....	\$1,610
Softball JV (G) (3B18).....	\$3,150
Softball Varsity (G) (3B05).....	\$4,298
Swimming and Diving (3C09).....	\$3,010
Tennis (B) (3A21) .....	\$3,164
Tennis (G) (3B04).....	\$3,234
Ticket Manager, General Athletic Events (3D16) .....	\$2,296
Ticket Manager, Basketball (3D01) .....	\$1,092
Track and Field (Co-ed) (Corollary) (3B10) .....	\$1,610
Track Assistant (Co-ed) (3C47) .....	\$3,570
Track Head Coach (Co-ed) (3C21).....	\$3,864
Volleyball Varsity (B) (3A26) .....	\$3,430
Volleyball V (Co-ed) (3C20).....	\$3,430
Volleyball JV (G) (3B13).....	\$2,786
Volleyball Varsity (G) (3B03) .....	\$3,416
Weight Trainer Director (Co-ed) (3C06) .....	\$1,260
Wrestling, JV (3A15).....	\$4,116
Wrestling, Varsity (3A06) .....	\$4,956
Pole Vault (County) (3D07-0).....	\$2,380