

SEIU Local 500

Effective July 1, 2011

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, 2011

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, 2011

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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The Montgomery County Public Schools prohibits illegal discrimination on the basis of race, color, national origin, religion, gender, age, marital status, socioeconomic status, sexual orientation, physical characteristics, or disability. Inquiries or complaints regarding discrimination or Title IX issues such as gender equity and sexual harassment should be directed to the MCPS Compliance Officer, Office of the Deputy Superintendent, 850 Hungerford Drive, Room 129, Rockville, MD 20850, at 301-279-3474.



FY 2012 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
first \$100 of medical spending matched by MCPS

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).....	\$1,008
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
Student Serv. Lrng. Coord., Sm. (3S01)	\$1,000
Student Serv. Lrng. Coord., Med. (3S02).....	\$1,200
Student Serv. Lrng. Coord., Lg. (3S03)	\$1,500
Math Olympiad Coach (3L15).....	\$1,330
Newspaper Advisor (3J03)	\$1,400
SGA (3F04).....	\$2,940
Athletic Coordinator (3C36).....	\$2,534
Basketball, Boys (3B11).....	\$1,152
Basketball, Girls (3B08)	\$1,152
Basketball Timer (3A28)	\$224
Basketball Scorer (3A48)	\$224
Cross Country (Co-ed) (3C24).....	\$889
Soccer, Boys (3B23).....	\$1,138
Soccer, Girls (3B25).....	\$1,138
Softball, Boys (3B28).....	\$1,082
Softball, Girls (3B07)	\$1,082
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

EXTRACURRICULAR ACTIVITIES (Effective July 1, 2011)

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.

Newspaper Advisor (3J03)	\$3,150	Basketball Varsity (B) (3A07).....	\$4,522
Senior Class Advisor (3N06).....	\$3,500	Basketball JV (G) (3B12)	\$3,304
Junior Class Advisor (3N05)	\$2,450	Basketball Varsity (G) (3B02).....	\$4,522
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).....	\$2,149
Assistant Game Manager (3D15).....	\$2,268	Cheerleaders Plan II Fall, Varsity (3E40)	\$2,324
Baseball, JV (3A11).....	\$2,758	Cheerleaders Plan II Fall, JV (3E41)	\$1,827
Baseball, Varsity (3A02).....	\$4,172	Cheerleaders Plan II Winter, Varsity (3E44)	\$1,841
Basketball JV (B) (3A16)	\$3,304	Cross Country (Co-ed) (3C24).....	\$3,374

TEACHER/OTHER MCEA POSITIONS

Effective July 1, 2011
 (*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 ¹	\$62,794	\$65,469	\$67,114	
8	\$57,674	\$65,212	\$67,990	\$69,697	
9	\$59,895	\$67,723 ¹	\$70,607	\$72,381	
10	\$62,201	\$70,330	\$73,325	\$75,167	
11		\$73,038	\$76,148 ¹	\$78,061 ¹	
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 Assistant Team over 40 (Co-ed) (3C45) ..	\$3,164
Diving Coach (County) (3D06-0).....	\$2,884
Field Hockey Var (G) (3B16).....	\$3,402
Field Hockey JV (G) (3B21).....	\$2,408
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).....	\$4,816
Football Head Coach (3A05).....	\$5,586
Football Ticket Manager (3D03)	\$938
Golf (Co-ed) (3C01).....	\$1,834
Gymnastics (G) (3B14)	\$1,834
Indoor Track (Co-ed) (3C12)	\$3,262
Indoor Track Assistant (Co-ed) Team over 40 (3C46)...	\$3,024
Intramural Dir (Co-ed) (3C23).....	\$532
Lacrosse JV (B) (3C33)	\$2,380
Lacrosse Varsity (B) (3C34)	\$3,052
Lacrosse JV (G) (3C37)	\$2,380
Lacrosse Varsity (G) (3C35)	\$3,052
Night Game Manager (3D04).....	\$1,526
Pompons (3E10).....	\$3,430
Soccer JV (B) (3A10).....	\$2,660
Soccer Varsity (B) (3A01).....	\$3,500
Soccer JV (G) (3B22)	\$2,660
Soccer Varsity (G) (3B19)	\$3,500
Softball (Co-ed) (Corollary) (3B09).....	\$1,610
Softball JV (G) (3B18).....	\$2,758
Softball Varsity (G) (3B05)	\$4,172
Swimming and Diving (3C09).....	\$3,010
Tennis (B) (3A21).....	\$3,038
Tennis (G) (3B04)	\$3,108
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).....	\$3,444
Track Head Coach (Co-ed) (3C21)	\$3,738
Volleyball Varsity (B) (3A26).....	\$3,234
Volleyball V (Co-ed) (3C20)	\$3,234
Volleyball JV (G) (3B13)	\$2,394
Volleyball Varsity (G) (3B03).....	\$3,290
Weight Trainer Director (Co-ed) (3C06)	\$1,260
Wrestling, JV (3A15)	\$3,696
Wrestling, Varsity (3A06)	\$4,830
Pole Vault (County) (3D07-0).....	\$2,380