

FY 2013 SALARY SCHEDULES

SEIU Local 500

Effective July 1, 2012

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	\$22,984	\$16.00	\$33,280	\$19.59	\$40,747	\$23.61	\$49,109	\$28.61	\$59,509
\$11.41	\$23,733	\$16.00	\$33,301	\$19.64	\$40,851	\$23.77	\$49,442	\$28.94	\$60,195
\$11.89	\$24,731	\$16.33	\$33,966	\$20.04	\$41,683	\$24.22	\$50,378	\$29.53	\$61,422
\$12.37	\$25,730	\$16.36	\$34,029	\$20.15	\$41,912	\$24.50	\$50,960	\$29.72	\$61,818
\$12.83	\$26,686	\$16.63	\$34,590	\$20.44	\$42,515	\$24.73	\$51,438	\$30.08	\$62,566
\$13.32	\$27,706	\$16.64	\$34,611	\$20.60	\$42,848	\$24.98	\$51,958	\$30.29	\$63,003
\$13.88	\$28,870	\$17.01	\$35,381	\$21.01	\$43,701	\$25.47	\$52,978	\$30.93	\$64,334
\$14.25	\$29,640	\$17.36	\$36,109	\$21.13	\$43,950	\$25.71	\$53,477	\$31.22	\$64,938
\$14.48	\$30,118	\$17.39	\$36,171	\$21.41	\$44,533	\$25.96	\$53,997	\$31.56	\$65,645
\$14.49	\$30,139	\$17.72	\$36,858	\$21.61	\$44,949	\$26.27	\$54,642	\$31.82	\$66,186
\$14.84	\$30,867	\$17.79	\$37,003	\$22.01	\$45,781	\$26.81	\$55,765	\$32.48	\$67,558
\$15.11	\$31,429	\$18.08	\$37,606	\$22.30	\$46,384	\$27.00	\$56,160	\$32.76	\$68,141
\$15.14	\$31,491	\$18.48	\$38,438	\$22.45	\$46,696	\$27.35	\$56,888	\$33.12	\$68,890
\$15.37	\$31,970	\$18.83	\$39,166	\$22.74	\$47,299	\$27.54	\$57,283	\$33.47	\$69,618
\$15.40	\$32,032	\$19.20	\$39,936	\$23.17	\$48,194	\$28.06	\$58,365	\$34.11	\$70,949
\$15.70	\$32,656	\$19.26	\$40,061	\$23.35	\$48,568	\$28.35	\$58,968	\$34.35	\$71,448

Hourly Rate Annual Rate

\$34.79	\$72,363
\$35.04	\$72,883
\$35.77	\$74,402
\$35.93	\$74,734
\$36.47	\$75,858
\$36.66	\$76,253
\$37.41	\$77,813
\$37.62	\$78,250
\$38.15	\$79,352
\$38.39	\$79,851
\$39.18	\$81,494
\$39.41	\$81,973
\$39.95	\$83,096
\$40.19	\$83,595
\$40.97	\$85,218
\$41.23	\$85,758
\$41.85	\$87,048
\$42.08	\$87,526
\$42.90	\$89,232
\$43.18	\$89,814
\$43.77	\$91,042
\$44.03	\$91,582
\$44.91	\$93,413
\$45.17	\$93,954
\$45.79	\$95,243
\$46.14	\$95,971
\$47.04	\$97,843
\$47.30	\$98,384
\$47.95	\$99,736
\$48.22	\$100,298
\$49.19	\$102,315
\$49.58	\$103,126
\$50.19	\$104,395
\$50.58	\$105,206
\$51.57	\$107,266
\$51.94	\$108,035
\$52.59	\$109,387
\$52.98	\$110,198
\$54.06	\$112,445
\$54.41	\$113,173
\$55.18	\$114,774
\$55.49	\$115,419
\$56.60	\$117,728
\$56.98	\$118,518
\$58.13	\$120,910
\$59.29	\$123,323
\$59.70	\$124,176
\$60.47	\$125,778
\$60.90	\$126,672
\$62.12	\$129,210
\$63.35	\$131,768

Hourly Rate	Annual Rate
\$51.94	\$108,035
\$52.59	\$109,387
\$52.98	\$110,198
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\$60.47	\$125,778
\$60.90	\$126,672
\$62.12	\$129,210
\$63.35	\$131,768

Based on 2080 hours

MCAAP

Effective July 1, 2012

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, 2012

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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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
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
 Outdoor Environ. Ed. Org. (ES w/Gr. 6) (3L20)..... \$280

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
 Outdoor Environ. Ed. Org. (Gr. 6-8) (3L20) \$560
 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

EXTRACURRICULAR ACTIVITIES (Effective July 1, 2012)

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.

Mock Trial Program (3L13).....\$1,260	Basketball, JV (B) (3A16)\$3,304
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

TEACHER/OTHER MCEA POSITIONS

Effective July 1, 2012
 (*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: Certificated: Short-Term \$18.27/hr.; Long-Term \$26.02/hr. **Non-Certificated:** Short-Term: \$17.26/hr.; Long-Term \$24.63/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)..... \$3,374
 Cross Country Assistant Team over 40 (Co-ed) (3C45).. \$3,164
 Diving Coach (County) (3D06-0)..... \$2,884
 Field Hockey, Varsity (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, Varsity (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