

## SEIU Local 500

Effective July 1, 2013

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	\$59,738
\$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, 2013

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	\$120,386	\$127,609
6	\$102,269	\$104,110	\$110,358	\$116,979	\$123,997	\$131,436
7	\$105,337	\$107,233	\$113,669	\$120,489	\$127,718	\$135,381
8	\$108,497	\$110,450	\$117,079	\$124,103	\$131,549	\$139,441
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, 2013

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	\$76,854	\$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	\$94,361
7	\$76,985	\$81,604	\$86,500	\$91,691	\$97,192
8	\$79,295	\$84,052	\$89,095	\$94,442	\$100,108
9	\$81,674	\$86,574	\$91,768	\$97,275	\$103,111
10	\$84,124	\$89,171	\$94,521	\$100,193	\$106,204
11	\$86,648	\$91,846	\$97,356	\$103,199	\$109,390
12	\$89,247	\$94,601	\$100,277	\$106,295	\$112,672

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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 Interpreting Services in the Deaf and Hard of Hearing Program at 301-517-5539.

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# FY 2014 SALARY SCHEDULES

## 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](http://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  
 League Coordinator (3D09) ..... \$500  
 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

**EXTRACURRICULAR ACTIVITIES** (Effective July 1, 2013)

**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.**

Mathletes (3L03).....\$1,638	Basketball, JV (B) (3A16) .....\$3,304
Mock Trial Program (3L13).....\$1,260	Basketball, Varsity (B) (3A07)..... \$4,522
Newspaper Advisor (3J03) .....\$3,150	Basketball, JV (G) (3B12) .....\$3,304
Senior Class Advisor (3N06).....\$3,500	Basketball, Varsity (G) (3B02)..... \$4,522
Junior Class Advisor (3N05) .....\$2,450	Basketball Scorer/Timer (B) (3A24)..... \$588
SGA (3F04).....\$3,780	Basketball Scorer/Timer (G) (3B24)..... \$588
Stage Director (3R12).....\$4,662	Bocce (Co-ed) (Corollary) (3B11)..... \$1,610
Yearbook Advisor (3J04).....\$3,150	Cheerleaders Plan I Fall (must be 2 sponsors) (3E30)..... \$2,149
Assistant Athletic Director (3D02).....\$4,410	Cheerleaders Plan II Fall, Varsity (3E40) .....\$2,324
Assistant Game Manager (3D15).....\$2,268	Cheerleaders Plan II Fall, JV (3E41) .....\$1,827
Baseball, JV (3A11).....\$2,758	Cheerleaders Plan II Winter, Varsity (3E44) .....\$1,841
Baseball, Varsity (3A02).....\$4,172	Corollary Sports Facilitator (3F14).....\$2,310

**TEACHER/OTHER MCEA POSITIONS**

Effective July 1, 2013 (\*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: 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 at <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)..... \$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  
 Pole Vault (County) (3D07).....\$2,380  
 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  
 Team Handball (Co-ed) (Corollary) (3B15).....\$1,610  
 Tennis (B) (3A21).....\$3,038  
 Tennis (G) (3B04) .....\$3,108  
 Ticket Manager, Countywide Athletic Events (3D05)...\$2,800  
 Ticket Manager, General Athletic Events (3D16) .....\$2,296  
 Ticket Manager, Basketball (3D01) .....\$1,092  
 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

# Agreement

This agreement is entered into by and between Montgomery County Board of Education and the Montgomery County Education Association (MCEA). Pursuant to the agreement between MCEA, and the Board of Education of Montgomery County for the school years 2013-2014 Article 31 section B the parties negotiated concerning certain economic provisions for fiscal year 2014 and have agreed that the school years 2013-2014 agreement be amended as follows effective July 1, 2013:

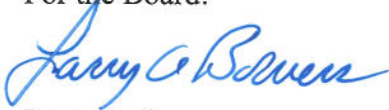
1. The salary schedules in effect for FY 2013 shall remain in effect for FY 2014.
2. Step and Longevity Increases. The granting of step and longevity increases for FY 2014 will be as follows:
  - a. Anniversary date provisions in article 19. A. 3 will continue in effect.
  - b. All employees hired prior to February 1, 2013, who are not at the top step of their range, will move one step from their current step on the schedule effective February 8, 2014.
  - c. All employees who reach a longevity level (step 25) for the first time in FY 2014 shall receive the increase effective February 8, 2014.
3. Salary Adjustment — Unit members hired before February 1, 2013, who are not receiving a step increase or longevity increase in FY 2014 shall have their base pay increased by two percent (2%), effective February 8, 2014.
4. The parties agree to undertake negotiations on all economic provisions for FY 15—17, including the implementation of normal step increases for FY 15 immediately upon final approval of this agreement.

All other terms and conditions of the current collective bargaining agreement shall remain in full force and effect through June 30, 2014, subject to negotiation for FY 15 and beyond.

The above represents the full and complete agreement between the bargaining teams over changes to the current collective bargaining agreement.


AGREED TO this 21 day of March, 2013:

For the Board:



Larry A. Bowers  
Chief Operating Officer

For the Union:



Thomas Israel  
Executive Director

IN WITNESS WHEREOF, the parties have hereunto set their hand and seals this 21 day of March, 2013.

MONTGOMERY COUNTY  
BOARD OF EDUCATION



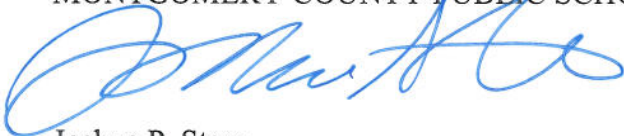
Christopher Barclay  
President

MONTGOMERY COUNTY  
EDUCATION ASSOCIATION



Douglas Prouty  
President

MONTGOMERY COUNTY PUBLIC SCHOOLS



Joshua P. Starr  
Superintendent of Schools