

FY 2015 SALARY SCHEDULES

Effective July 1, 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

SEIU Local 500

Effective July 1, 2014

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, 2014

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	\$136,850	\$145,059

MCBOA

Effective July 1, 2014

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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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 July 1, 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	\$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 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