

Supplement to the Agreement Between
Montgomery County Education Association and
Board of Education of Montgomery County, Rockville, Maryland
for July 1, 2018, through June 30, 2020

The following amendments to the 2018-2020 negotiated Agreement are recommended. Deletions are indicated by ~~strike-out~~ and additions are indicated by underlining.

Article 19, SALARIES & SUPPLEMENTS

Section A, Salaries, Subsection 1:

b. Effective July 1, 2018:

i. Teachers paid on off-scale salary step 50 will be moved to step 25 on the salary schedule and teachers paid on off-scale step 60 will move to off-scale step 55.

ii. Members of the bargaining unit who were members of the bargaining unit during FY 2011 and missed a scheduled step increase during FY 2012 and who continue to serve in a position comparable to the position held in FY 2012 will receive salary scale credit for the missed step effective January 5, 2019.

iii. A unit member whose annual salary rate does not increase over that unit member's FY 2018 annual salary rate as a result of subsection 3 below or paragraph ii above will receive a one-time bonus payment of \$900, pro-rated by total FTE, in the October 26, 2018, paycheck.

c. The salary schedule effective July 1, 2019, is a 1% increase and is as follows:

Step	BA	MA/MEQ	MA/MEQ+30	MA/MEQ+60
1	\$49,503	\$54,537	\$56,139	\$57,590
2	\$50,268	\$55,452	\$57,813	\$59,266
3	\$51,775	\$57,587	\$60,039	\$61,547
4	\$53,329	\$59,803	\$62,350	\$63,917
5	\$54,927	\$62,107	\$64,751	\$66,378
6	\$57,044	\$64,497	\$67,244	\$68,934
7	\$59,240	\$66,981	\$69,834	\$71,589
8	\$61,519	\$69,560	\$72,523	\$74,344
9	\$63,888	\$72,238	\$75,314	\$77,206
10	\$66,348	\$75,019	\$78,213	\$80,178
11		\$77,907	\$81,224	\$83,265
12		\$80,907	\$84,351	\$86,471
13		\$84,023	\$87,599	\$89,800
14		\$87,256	\$90,972	\$93,256
15		\$89,873	\$93,701	\$96,055
16		\$92,571	\$96,513	\$98,937
17		\$95,347	\$99,407	\$101,904
18		\$98,207	\$102,390	\$104,963
19		\$101,156	\$105,462	\$108,111
20		\$101,156	\$105,462	\$108,111
21		\$101,156	\$105,462	\$108,111
22		\$101,156	\$105,462	\$108,111
23		\$101,156	\$105,462	\$108,111
24		\$101,156	\$105,462	\$108,111
25		\$103,431	\$107,836	\$110,543

Section A, Salaries, Subsection 3:

3. Payment of Salary Step Increments - All employees who are eligible for a step increase and have an additional step available on the applicable schedule above, will move up one step from their current step on the appropriate anniversary date during FY 2018, FY 2019, and FY 2020.

~~It is acknowledged that some employees missed a step increase in FY 2012, due to the negotiated deferral of step increases, or had their hire in rate adjusted back one step in FY 2012. The Board and the Union have an ongoing commitment to negotiate with regard to this issue.~~

Section A, Salaries, Subsection 5:

5. Unit members who qualify for a salary lane change will receive ~~a one-time lump sum payment of \$1,200, and there will be no retroactive~~ payment on the higher lane. ~~Salary lane changes will occur~~ no later than the second pay period after the complete documentation of eligibility is submitted to the Office of Human Resources and Development.

Substitute Teachers' Contract, Article 7, SALARIES

Section A, The daily rates of pay for substitute teachers are:

	<u>Effective July 1, 2018</u>	
	<u>Certificated</u>	<u>Non-certificated</u>
<u>Short-term</u>	<u>\$136.39</u>	<u>\$128.89</u>
<u>Long-term</u>	<u>\$194.25</u>	<u>\$183.93</u>
<u>Long-term >45 days in single assignment</u>	<u>\$213.68</u>	<u>\$202.32</u>

For the Board:
/s/
Andrew M. Zuckerman
Chief Operating Officer

For the Association:
/s/
Heather Carroll-Fisher
Executive Director

IN WITNESS WHEREOF, the parties hereunto set their hands and seals this 24th day of April, 2018.

Montgomery County
Board of Education
/s/
Michael A. Durso
President

Montgomery County Education Association
/s/
Christopher Lloyd
President

Montgomery County Public Schools
/s/
Jack R. Smith
Superintendent of Schools