

Supplement to the Agreement Between
Montgomery County Association of Administrators and Principals 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 14, SALARIES & COMPENSATION

Section A, Step Increases, Subsection 3:

3. ~~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.~~ All eligible employees will receive scheduled step increases effective July 1, 2018, and effective July 1, 2019.

Section B, Salary Schedules and Pay Adjustments, Subsection 2:

2. Effective July 1, 2018, the salary schedules shall be adjusted to include a 2.0 percent general wage adjustment. The salary schedules are indicated below:

MCAAP-AAP Salary Schedule Effective 7/1/2018

Step	N-11	M	N	O	P	Q
1	\$95,029	\$96,743	\$102,547	\$108,700	\$115,221	\$122,136
2	\$97,881	\$99,645	\$105,623	\$111,961	\$118,679	\$125,799
3	\$100,819	\$102,633	\$108,793	\$115,319	\$122,240	\$129,573
4	\$103,843	\$105,713	\$112,057	\$118,780	\$125,906	\$133,459
5	\$106,958	\$108,884	\$115,418	\$122,344	\$129,684	\$137,464
6	\$110,167	\$112,151	\$118,882	\$126,013	\$133,574	\$141,587
7	\$113,472	\$115,514	\$122,449	\$129,794	\$137,581	\$145,838
8	\$116,877	\$118,980	\$126,121	\$133,688	\$141,710	\$150,210
9	\$120,383	\$122,551	\$129,904	\$137,698	\$145,960	\$154,716
10	\$123,995	\$126,226	\$133,803	\$139,075	\$147,420	\$156,263

MCAAP-BOA Salary Schedule Effective 7/1/2018

Step	G	H	I	J	K
1	\$69,454	\$73,621	\$78,036	\$82,720	\$87,682
2	\$71,537	\$75,829	\$80,377	\$85,202	\$90,313
3	\$73,683	\$78,103	\$82,790	\$87,758	\$93,022
4	\$75,893	\$80,446	\$85,273	\$90,390	\$95,814
5	\$78,171	\$82,859	\$87,831	\$93,103	\$98,687
6	\$80,516	\$85,345	\$90,465	\$95,895	\$101,649
7	\$82,931	\$87,907	\$93,180	\$98,773	\$104,698
8	\$85,419	\$90,543	\$95,976	\$101,737	\$107,840
9	\$87,982	\$93,260	\$98,855	\$104,788	\$111,075
10	\$90,622	\$96,057	\$101,822	\$107,931	\$114,407
11	\$93,340	\$98,939	\$104,875	\$111,169	\$117,839
12	\$96,139	\$101,906	\$108,022	\$114,503	\$121,373

3. Effective July 1, 2019, the salary schedules shall be adjusted to include a 1.0 percent general wage adjustment. The salary schedules are indicated below:

MCAAP-AAP Salary Schedule Effective 7/1/2019

Step	N-11	M	N	O	P	Q
1	\$95,979	\$97,710	\$103,572	\$109,787	\$116,373	\$123,357
2	\$98,860	\$100,641	\$106,679	\$113,081	\$119,866	\$127,057
3	\$101,827	\$103,659	\$109,881	\$116,472	\$123,462	\$130,869
4	\$104,881	\$106,770	\$113,178	\$119,968	\$127,165	\$134,794
5	\$108,028	\$109,973	\$116,572	\$123,567	\$130,981	\$138,839
6	\$111,269	\$113,273	\$120,071	\$127,273	\$134,910	\$143,003
7	\$114,607	\$116,669	\$123,673	\$131,092	\$138,957	\$147,296
8	\$118,046	\$120,170	\$127,382	\$135,025	\$143,127	\$151,712
9	\$121,587	\$123,777	\$131,203	\$139,075	\$147,420	\$156,263
10	\$125,235	\$127,488	\$135,141	\$140,466	\$148,894	\$157,826

MCAAP-BOA Salary Schedule Effective 7/1/2019

Step	G	H	I	J	K
1	\$70,149	\$74,357	\$78,816	\$83,547	\$88,559
2	\$72,252	\$76,587	\$81,181	\$86,054	\$91,216
3	\$74,420	\$78,884	\$83,618	\$88,636	\$93,952
4	\$76,652	\$81,250	\$86,126	\$91,294	\$96,772
5	\$78,953	\$83,688	\$88,709	\$94,034	\$99,674
6	\$81,321	\$86,198	\$91,370	\$96,854	\$102,665
7	\$83,760	\$88,786	\$94,112	\$99,761	\$105,745
8	\$86,273	\$91,448	\$96,936	\$102,754	\$108,918
9	\$88,862	\$94,193	\$99,844	\$105,836	\$112,186
10	\$91,528	\$97,018	\$102,840	\$109,010	\$115,551
11	\$94,273	\$99,928	\$105,924	\$112,281	\$119,017
12	\$97,100	\$102,925	\$109,102	\$115,648	\$122,587

3.4. Off-Scale Salary Adjustments

Bargaining unit employees who ~~received 2 percent salary increases during FY 2013 and FY 2014 and are accordingly~~ are compensated at pay rates that are not shown on the appropriate salary schedule above (steps 50 and 60) will each receive a general wage adjustment on July 1, ~~2017~~2018, equal to a 2 percent general wage adjustment and on July 1, 2019, equal to a 1 percent general wage adjustment.

4.5. 11-Month Salary – Unit members employed on an 11-month basis as assistant school administrators are paid on salary lane N-11, which is 92.67 percent of the salary on Grade N of the salary schedule.

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

For the Association:
/s/
Jean Rosen
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 Association
of Administrators and Principals
/s/
James P. Koutsos
President

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