

Supplement to the Agreement Between
Service Employees International Union Local 500, CTW, 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 7, WAGES

Section A, Schedules, Subsection 1:

b. Effective July 1, 2018:

i. 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 whose primary position continues to be at the same grade as, or lower than, the position held in FY 2012 will receive salary scale credit for the missed year if the missed step impacted the current rate of pay.

ii. The salary scale will be revised to include steps 11-17 such that off-scale steps 50 and 60 will be added to the salary scales as regular steps 13 and 17. Unit members on steps 10, 50, and 60 on June 30, 2018, will be placed on steps 10 through 17 of the new scale based on total time at step 10.

iii. A unit member whose hourly pay rate does not increase over that unit member's FY 2018 hourly pay rate as a result of subsection 4 below or paragraph i above will receive a one-time bonus payment of \$900, pro-rated by total FTE, in the October 26, 2018, paycheck.

iv. The salary schedule effective July 1, 2018, is as follows:

Supporting Services Hourly Rate Schedule – Effective 7/1/2018

Grade	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step
	1	2	3	4	5	6	7	8	9	10	13*	17**
06	\$15.00	\$15.40	\$15.80	\$16.20	\$16.57	\$17.28	\$17.97	\$18.36	\$18.72	\$19.10	\$19.47	\$19.86
07	\$15.40	\$15.80	\$16.20	\$16.57	\$17.28	\$17.97	\$18.79	\$19.10	\$19.51	\$19.88	\$20.29	\$20.68
08	\$15.80	\$16.20	\$16.57	\$17.28	\$17.97	\$18.79	\$19.51	\$19.88	\$20.28	\$20.68	\$21.11	\$21.52
09	\$16.20	\$16.57	\$17.28	\$17.97	\$18.79	\$19.51	\$20.34	\$20.74	\$21.17	\$21.58	\$22.02	\$22.46
10	\$16.57	\$17.28	\$17.97	\$18.79	\$19.51	\$20.34	\$21.28	\$21.76	\$22.19	\$22.61	\$23.07	\$23.52
11	\$17.28	\$17.97	\$18.79	\$19.51	\$20.34	\$21.28	\$22.32	\$22.82	\$23.25	\$23.70	\$24.18	\$24.66
12	\$17.97	\$18.79	\$19.51	\$20.34	\$21.28	\$22.32	\$23.55	\$24.02	\$24.47	\$24.93	\$25.43	\$25.94
13	\$18.79	\$19.51	\$20.34	\$21.28	\$22.32	\$23.55	\$24.65	\$25.11	\$25.57	\$26.12	\$26.63	\$27.17
14	\$19.51	\$20.34	\$21.28	\$22.32	\$23.55	\$24.65	\$25.87	\$26.38	\$26.90	\$27.42	\$27.97	\$28.53
15	\$20.34	\$21.28	\$22.32	\$23.55	\$24.65	\$25.87	\$27.16	\$27.74	\$28.32	\$28.89	\$29.47	\$30.06
16	\$21.28	\$22.32	\$23.55	\$24.65	\$25.87	\$27.16	\$28.51	\$29.09	\$29.63	\$30.22	\$30.82	\$31.43
17	\$22.32	\$23.55	\$24.65	\$25.87	\$27.16	\$28.51	\$29.94	\$30.56	\$31.19	\$31.76	\$32.40	\$33.05
18	\$23.55	\$24.65	\$25.87	\$27.16	\$28.51	\$29.94	\$31.39	\$31.99	\$32.66	\$33.33	\$33.99	\$34.67
19	\$24.65	\$25.87	\$27.16	\$28.51	\$29.94	\$31.39	\$32.97	\$33.60	\$34.31	\$34.98	\$35.68	\$36.40
20	\$25.87	\$27.16	\$28.51	\$29.94	\$31.39	\$32.97	\$34.60	\$35.35	\$36.02	\$36.74	\$37.48	\$38.22

21	\$27.16	\$28.51	\$29.94	\$31.39	\$32.97	\$34.60	\$36.28	\$37.01	\$37.77	\$38.52	\$39.30	\$40.07
22	\$28.51	\$29.94	\$31.39	\$32.97	\$34.60	\$36.28	\$37.95	\$38.71	\$39.51	\$40.30	\$41.09	\$41.93
23	\$29.94	\$31.39	\$32.97	\$34.60	\$36.28	\$37.95	\$39.73	\$40.55	\$41.38	\$42.19	\$43.04	\$43.89
24	\$31.39	\$32.97	\$34.60	\$36.28	\$37.95	\$39.73	\$41.62	\$42.45	\$43.27	\$44.20	\$45.09	\$45.98
25	\$32.97	\$34.60	\$36.28	\$37.95	\$39.73	\$41.62	\$43.55	\$44.45	\$45.30	\$46.23	\$47.16	\$48.09
26	\$34.60	\$36.28	\$37.95	\$39.73	\$41.62	\$43.55	\$45.60	\$46.50	\$47.44	\$48.36	\$49.33	\$50.31
27	\$36.28	\$37.95	\$39.73	\$41.62	\$43.55	\$45.60	\$47.70	\$48.73	\$49.68	\$50.64	\$51.65	\$52.69
28	\$37.95	\$39.73	\$41.62	\$43.55	\$45.60	\$47.70	\$49.95	\$50.92	\$51.95	\$53.00	\$54.07	\$55.14
29	\$39.73	\$41.62	\$43.55	\$45.60	\$47.70	\$49.95	\$52.36	\$53.42	\$54.46	\$55.54	\$56.65	\$57.78
30	\$41.62	\$43.55	\$45.60	\$47.70	\$49.95	\$52.36	\$54.85	\$55.95	\$57.10	\$58.28	\$59.43	\$60.63

* After 3 full years on step 10 and employees previously on off-scale step 50.

** After 4 full years on step 13 or a combined total of 7 years on steps 10 and 13, and employees previously on off-scale step 60.

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

Supporting Services Hourly Rate Schedule – Effective 7/1/2019

Grade	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step
	1	2	3	4	5	6	7	8	9	10	13*	17**
06	\$15.15	\$15.55	\$15.96	\$16.36	\$16.74	\$17.45	\$18.15	\$18.54	\$18.91	\$19.29	\$19.66	\$20.06
07	\$15.55	\$15.96	\$16.36	\$16.74	\$17.45	\$18.15	\$18.98	\$19.29	\$19.71	\$20.08	\$20.49	\$20.89
08	\$15.96	\$16.36	\$16.74	\$17.45	\$18.15	\$18.98	\$19.71	\$20.08	\$20.48	\$20.89	\$21.32	\$21.74
09	\$16.36	\$16.74	\$17.45	\$18.15	\$18.98	\$19.71	\$20.54	\$20.95	\$21.38	\$21.80	\$22.24	\$22.68
10	\$16.74	\$17.45	\$18.15	\$18.98	\$19.71	\$20.54	\$21.49	\$21.98	\$22.41	\$22.84	\$23.30	\$23.76
11	\$17.45	\$18.15	\$18.98	\$19.71	\$20.54	\$21.49	\$22.54	\$23.05	\$23.48	\$23.94	\$24.42	\$24.91
12	\$18.15	\$18.98	\$19.71	\$20.54	\$21.49	\$22.54	\$23.79	\$24.26	\$24.71	\$25.18	\$25.68	\$26.20
13	\$18.98	\$19.71	\$20.54	\$21.49	\$22.54	\$23.79	\$24.90	\$25.36	\$25.83	\$26.38	\$26.90	\$27.44
14	\$19.71	\$20.54	\$21.49	\$22.54	\$23.79	\$24.90	\$26.13	\$26.64	\$27.17	\$27.69	\$28.25	\$28.82
15	\$20.54	\$21.49	\$22.54	\$23.79	\$24.90	\$26.13	\$27.43	\$28.02	\$28.60	\$29.18	\$29.76	\$30.36
16	\$21.49	\$22.54	\$23.79	\$24.90	\$26.13	\$27.43	\$28.80	\$29.38	\$29.93	\$30.52	\$31.13	\$31.74
17	\$22.54	\$23.79	\$24.90	\$26.13	\$27.43	\$28.80	\$30.24	\$30.87	\$31.50	\$32.08	\$32.72	\$33.38
18	\$23.79	\$24.90	\$26.13	\$27.43	\$28.80	\$30.24	\$31.70	\$32.31	\$32.99	\$33.66	\$34.33	\$35.02
19	\$24.90	\$26.13	\$27.43	\$28.80	\$30.24	\$31.70	\$33.30	\$33.94	\$34.65	\$35.33	\$36.04	\$36.76
20	\$26.13	\$27.43	\$28.80	\$30.24	\$31.70	\$33.30	\$34.95	\$35.70	\$36.38	\$37.11	\$37.85	\$38.60
21	\$27.43	\$28.80	\$30.24	\$31.70	\$33.30	\$34.95	\$36.64	\$37.38	\$38.15	\$38.91	\$39.69	\$40.47
22	\$28.80	\$30.24	\$31.70	\$33.30	\$34.95	\$36.64	\$38.33	\$39.10	\$39.91	\$40.70	\$41.50	\$42.35
23	\$30.24	\$31.70	\$33.30	\$34.95	\$36.64	\$38.33	\$40.13	\$40.96	\$41.79	\$42.61	\$43.47	\$44.33
24	\$31.70	\$33.30	\$34.95	\$36.64	\$38.33	\$40.13	\$42.04	\$42.87	\$43.70	\$44.64	\$45.54	\$46.44
25	\$33.30	\$34.95	\$36.64	\$38.33	\$40.13	\$42.04	\$43.99	\$44.89	\$45.75	\$46.69	\$47.63	\$48.57
26	\$34.95	\$36.64	\$38.33	\$40.13	\$42.04	\$43.99	\$46.06	\$46.97	\$47.91	\$48.84	\$49.82	\$50.81
27	\$36.64	\$38.33	\$40.13	\$42.04	\$43.99	\$46.06	\$48.18	\$49.22	\$50.18	\$51.15	\$52.17	\$53.22
28	\$38.33	\$40.13	\$42.04	\$43.99	\$46.06	\$48.18	\$50.45	\$51.43	\$52.47	\$53.53	\$54.61	\$55.69
29	\$40.13	\$42.04	\$43.99	\$46.06	\$48.18	\$50.45	\$52.88	\$53.95	\$55.00	\$56.10	\$57.22	\$58.36
30	\$42.04	\$43.99	\$46.06	\$48.18	\$50.45	\$52.88	\$55.40	\$56.51	\$57.67	\$58.86	\$60.02	\$61.24

* After 3 full years on step 10

** After 4 full years on step 13 or a combined total of 7 years on steps 10 and 13.

Section A, Schedules, Subsection 3:

4. Payment of Salary Step Increments – All employees hired on or before January 31 of the prior fiscal year 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 each fiscal year of this agreement. ~~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.~~ Wage increments are effective on July 1, 2018 and July 1, 2019.

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

For the Association:
/s/
David N. Rodich
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/
Merle A. Cuttitta
President

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