SEIU LOCAL 500

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

Based on 2088 hours

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
Hou Rat				nual l ate	Hourly A Rate	nnual Rate	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate

3Z	J43.10	⊅43.1 /	⊅47.3 €	J 47	00 \$31.94	\$34.41	\$30.90	\$30.13	\$ 37.47	\$00.47	
33	\$45.17	\$47.30	\$49.58	\$51.9	94 \$54.41	\$56.98	\$59.70	\$60.90	\$62.12	\$63.35	\$50.58 \$105,611
	4 10111									7	\$51.57 \$107,678
Ηοι				nnual	,	Annual	Hourly	Annual	Hourly	Annual	\$51.94 \$108,451
Ra	te Rat	te	Rate	Rate	Rate	Rate	Rate	Rate	Rate	Rate	\$52.59\$109,808
\$11.0)5\$23,0	072 \$1	6.00\$	33,408	\$19.59 \$	40,904	\$23.61	\$49,298	\$28.61	\$59,738	\$52.98\$110,622
\$11.4	41\$23,8	824 \$1	6.01\$	33,429	\$19.64\$	41,008	\$23.77	\$49,632	\$28.94	\$60,427	\$54.06 \$112,877
\$11.8	39\$24,8	326 \$1	6.33\$	34,097	\$20.04\$	41,844	\$24.22	\$50,571	\$29.53	\$61,659	\$54.41 \$113,608
\$12.	37 \$25,8	329 \$1	6.36\$	34,160	\$20.15\$	42,073	\$24.50	\$51,156	\$29.72	\$62,055	\$55.18 \$115,216
\$12.8	83\$26,7	789 \$1	6.63\$	34,723	\$20.44\$	42,679	\$24.73	\$51,636	\$30.08	\$62,807	\$55.49 \$115,863
\$13.3	32 \$27,8	812 \$1	6.64\$	34,744	\$20.60	43,013	\$24.98	\$52,158	\$30.29	\$63,246	\$56.60\$118,181
\$13.8	88 \$28,9	981 \$1	7.01\$	35,517	\$21.01 \$	43,869	\$25.47	\$53,181	\$30.93	\$64,582	\$56.98 \$118,974
\$14.2	25\$29,7	754 \$1	7.36 \$3	36,248	\$21.13	\$44,119	\$25.71	\$53,682	\$31.22	\$65,187	\$58.13 \$121,375
\$14.4	48 \$30,2	234 \$1	7.39\$	36,310	\$21.41 \$	44,704	\$25.96	\$54,204	\$31.56	\$65,897	\$59.29\$123,798
\$14.4	49\$30,2	255 \$1	7.72 \$3	36,999	\$21.61 \$	45,122	\$26.27	\$54,852	\$31.82	\$66,440	\$59.70 \$124,654
\$14.8	84\$30,9	986 \$1	7.79 \$	37,146	\$22.01 9	345,957	\$26.81	\$55,979	\$32.48	\$67,818	\$60.47\$126,261
\$15.1	11\$31,5	550 \$1	8.08\$	37,751	\$22.30\$	46,562	\$27.00	\$56,376	\$32.76	\$68,403	\$60.90\$127,159
\$15.1	14 \$31,0	612 \$1	8.48 \$3	38,586	\$22.45\$	46,876	\$27.35	.\$57,107	\$33.12	\$69,155	\$62.12 \$129,707
\$15.3	37\$32,0	093 \$1	8.83 \$	39,317	\$22.74	\$47,481	\$27.54	\$57,504	\$33.47	\$69,885	\$63.35\$132,275
\$15.4	40 \$32,	155 \$1	9.20 \$4	10,090	\$23.17\$	48,379	\$28.06	\$58,589	\$34.11	\$71,222	Based on
\$15.7	70\$32,7	782 \$1	9.26\$-	40.215	\$23.35\$	48.755	\$28.35	\$59,195	\$34.35	.\$71.723	2088 hours

MCAAP

Effective July 1, 2014

STEP	N-11	M	N	0	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	н	1	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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FY 2015 SALARY **S**CHEDULES

Effective July 1, 2014

BENEFITS

INSURANCE

- medical
- dental
- vision
- prescription drug
- life

RFTIRFMFNT

- 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

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)	
Band/Instru. Music Director (3R53)	
Band/Marching Pep Band (3R52)	\$1,595
Band/Marching—Preseason (3R51)	
Band/Pep Band Director (3R54)	
Choral Director (3R05)	
Debate (3L01)	
Drama (3P02)	
Flag/Majorette/Rifle/Team Sponsor (3E12) \$1,233	
Forensics (3L02)	
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

10-Month

Effective July 1, 2014 ('Max. Entrance Step)

10-Month 10-Month 10-Month
MA/MEQ MA/MEQ+30 MA/MEQ+60

	BA	MA/MEQ	MA/MEQ+30	MA/MEQ+60	
STEP	A	В	c	D	12-Month
1	\$46,410	\$51,128	\$52,630	\$53,990	
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	The salary for
9	\$59,895	\$67,723 ¹	\$70,607	\$72,381	12-month employees will be equal to
10	\$62,201	\$70,330	\$73,325	\$75,167	117.5% of the salary
11		\$73,038	\$76,148 ¹	\$78,061 ¹	for which employees
12		\$75,850	\$79,079	\$81,066	would qualify if employed in 10-month
13		\$78,770	\$82,124	\$84,187	positions.
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	5)\$3,2//
Cross Country (Co-ed) (3C24)	\$3,495
Diving Coach (County) (3D06)	
Field Hockey, JV (G) (3B21)	
Field Hockey, Varsity (G) (3B16)	
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)	
Indoor Track (Co-ed) (3C12)	
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)	
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)	
Weight Trainer Director (Co-ed) (3C06)	\$1,305
Wrestling, JV (3A15)	\$3,828
Wrestling, Varsity (3A06)	\$5,003

SEIU LOCAL 500

Hourly Annual

2088 hours

					Effect	tive Nover	nber 29.	2014			Rate	Rate
Grade	1	2	3	4	5	6	7	8	9	10	\$35.31	\$73,727
1	\$11.22	\$11.58						\$14.46	\$14.71	\$15.06	\$35.57	\$74,270
2	\$11.58	\$12.07						\$15.06	\$15.37	\$15.63	\$36.31	\$75,815
3	\$12.07	\$12.56							\$15.94	\$16.25	\$36.47	\$76,149
4	\$12.56	\$13.02						\$16.24	\$16.57	\$16.88	\$37.02	\$77,298
5	\$13.02	\$13.52						\$16.89	\$17.27	\$17.62	\$37.21	\$77,694
6	\$13.52	\$14.09						\$17.65	\$17.99	\$18.35	\$37.97	\$79,281
7	\$14.09	\$14.70							\$18.76	\$19.11	\$38.18	\$79,720
8	\$14.70	\$15.34							\$19.49	\$19.88	\$38.72	\$80,847
9	\$15.34	\$15.94	\$16.6	1 \$17.2	27 \$18.0	6 \$18.76	\$19.55	\$19.93	\$20.34	\$20.75	\$38.97	\$81,369
10	\$15.94	\$16.61	\$17.2	7 \$18.0	06 \$18.7	6 \$19.55	\$20.45	\$20.91	\$21.33	\$21.73	\$39.77	\$83,040
11	\$16.61	\$17.27	\$18.0	6 \$18.7	76 \$19.5	5 \$20.45	\$21.45	\$21.93	\$22.34	\$22.79	\$40.00	\$83,520
12	\$17.27	\$18.06	\$18.7	6 \$19.5	55 \$20.4	5 \$21.45	\$22.63	\$23.08	\$23.52	\$23.96	\$40.55	. \$84,668
13	\$18.06	\$18.76	\$19.5	5 \$20.4	45 \$21.4	5 \$22.63	\$23.70	\$24.13	\$24.58	\$25.10	\$40.79	\$85,170
14	\$18.76	\$19.55	\$20.4	5 \$21.4	\$22.6	3 \$23.70	\$24.87	\$25.35	\$25.85	\$26.35	\$41.58	\$86,819
15	\$19.55	\$20.45	\$21.4	5 \$22.6	53 \$23.7	0 \$24.87	\$26.10	\$26.66	\$27.21	\$27.76	\$41.85	\$87,383
16	\$20.45	\$21.45	\$22.6	3 \$23.7	70 \$24.8	37 \$26.10	\$27.41	\$27.95	\$28.48	\$29.04	\$42.48	\$88,698
17	\$21.45	\$22.63	\$23.7	0 \$24.8	37 \$26.1	0 \$27.41	\$28.78	\$29.37	\$29.97	\$30.53	\$42.71	\$89,178
18	\$22.63	\$23.70	\$24.8	7 \$26.1	10 \$27.4	1 \$28.78	\$30.17	\$30.74	\$31.39	\$32.03	\$43.54	\$90,912
19	\$23.70	\$24.87	\$26.1	0 \$27.4	\$1 \$28.7	'8 \$30.17	\$31.69	\$32.30	\$32.97	\$33.62	\$43.83	\$91,517
20	\$24.87	\$26.10	\$27.4	1 \$28.7	78 \$30.1	7 \$31.69	\$33.25	\$33.97	\$34.62	\$35.31	\$44.43	\$92,770
21	\$26.10	\$27.41	\$28.7	8 \$30.	17 \$31.6	9 \$33.25	\$34.87	\$35.57	\$36.31	\$37.02	\$44.69	\$93,313
22	\$27.41	\$28.78	3 \$30.1	7 \$31. <i>6</i>	59 \$33.2	\$34.87	\$36.47	\$37.21	\$37.97	\$38.72	\$45.58	\$95,171
23	\$28.78	\$30.17	31.6	9 \$33.2	25 \$34.8	37 \$36.47	\$38.18	\$38.97	\$39.77	\$40.55	\$45.85	\$95,735
24	\$30.17	\$31.69		5 \$34.8	87 \$36.4	38.18	\$40.00		\$41.58	\$42.48		\$97,050
25	\$31.69	\$33.25							\$43.54	\$44.43	\$46.83	\$97,781
26	\$33.25	\$34.87						\$44.69	\$45.58	\$46.48		\$99,702
27	\$34.87	\$36.47							\$47.75	\$48.67	\$48.01	\$100,245
28	\$36.47	\$38.18						\$48.94	\$49.93	\$50.94		\$101,623
29	\$38.18	\$40.00							\$52.34	\$53.38	\$48.94	.\$102,187
30	\$40.00	\$41.85							\$54.87	\$56.01	\$49.93	\$104,254
31	\$41.85	\$43.83							\$57.45	\$58.60	\$50.32	\$105,068
32	\$43.83	\$45.85						\$59.00	\$60.18	\$61.38	\$50.94	\$106,363
33	\$45.85	\$48.01	1 \$50.3	2 \$52.7	72 \$55.2	23 \$57.83	\$60.60	\$61.81	\$63.05	\$64.30	\$51.34	.\$107,198
Hou			Hourly ,	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	\$52.34	\$109,286
Rat	te Ra	te	Rate	Rate	Rate	Rate	Rate	Rate	Rate	Rate	\$52.72	\$110,079
\$11.2	2\$23,4	127 \$1	16.24\$	33,909	\$19.88	.\$41,509	\$23.96	\$50,028	\$29.04	.\$60,636	\$53.38	.\$111,457
\$11.5	8 \$24,1	179 \$1	16.25\$	33,930	\$19.93	. \$41,614	\$24.13	\$50,383	\$29.37	. \$61,325	\$53.77	\$112,272
\$12.0	7\$25,2	202 \$1	16.57\$	34,598	\$20.34	.\$42,470	\$24.58	\$51,323	\$29.97	.\$62,577	\$54.87	\$114,569
\$12.5	6\$26,2	225 \$1	16.61\$	34,682	\$20.45	.\$42,700	\$24.87	\$51,929	\$30.17	.\$62,995	\$56.01	\$116,949
\$13.0	2 \$27,1	186 \$1	16.88\$	35,245	\$20.75	.\$43,326	\$25.10	\$52,409	\$30.53	. \$63,747	\$56.32	. \$117,596
\$13.5	2\$28,2		16.89\$		\$20.91	.\$43,660	\$25.35	\$52,931	\$30.74	. \$64,185	\$57.45	. \$119,956
\$14.0	9\$29,4	120 \$1	17.27\$	36,060	\$21.33	.\$44,537	\$25.85	\$53,975	\$31.39	.\$65,542	\$57.83	. \$120,749
\$14.4	6 \$30,1	192 \$1	17.62 \$	36,791	\$21.45	\$44,788	\$26.10	\$54,497	\$31.69	. \$66,169	\$58.60	.\$122,357
\$14.7	'0\$30, <i>6</i>	594 \$1	7.65\$	36,853	\$21.73	.\$45,372	\$26.35	\$55,019	\$32.03	.\$66,879		. \$123,192
\$14.7	'1\$30,7	714 \$1	17.99 \$	37,563	\$21.93	.\$45,790	\$26.66	\$55,666	\$32.30	. \$67,442		.\$125,656
\$15.0	6 \$31,4	145 \$1	18.06\$	37,709	\$22.34	\$46,646	\$27.21	\$56,814	\$32.97	.\$68,841		.\$126,533
\$15.3	4\$32,0	30 \$1	18.35\$	38,315	\$22.63	. \$47,251	\$27.41	\$57,232	\$33.25	. \$69,426		. \$128,161
\$15.3	7\$32,0	93 \$1	18.76\$	39,171	\$22.79	. \$47,586	\$27.76	\$57,963	\$33.62	. \$70,199		.\$131,648
\$15.6	50\$32,5	573 \$1	19.11 \$	39,902	\$23.08	. \$48,191	\$27.95	\$58,360	\$33.97	.\$70,929		.\$134,258
\$15.6	3\$32,6	535 \$1	19.49\$	40,695	\$23.52	. \$49,110	\$28.48	\$59,466	\$34.62	.\$72,287		ed on

\$15.94.....\$33,283 | \$19.55....\$40,820 | \$23.70....\$49,486 | \$28.78....\$60,093 | \$34.87....\$72,809

MCAAP

Effective November 29, 2014

STEP	N-11	M	N	0	P	Q
1	\$89,540	\$91,154	\$96,623	\$102,421	\$108,565	\$115,080
2	\$92,227	\$93,889	\$99,522	\$105,493	\$111,823	\$118,532
3	\$94,994	\$96,705	\$102,508	\$108,658	\$115,177	\$122,087
4	\$97,844	\$99,606	\$105,583	\$111,918	\$118,632	\$125,749
5	\$100,780	\$102,594	\$108,751	\$115,276	\$122,192	\$129,523
6	\$103,803	\$105,672	\$112,013	\$118,734	\$125,857	\$133,408
7	\$106,917	\$108,841	\$115,374	\$122,296	\$129,634	\$137,412
8	\$110,125	\$112,107	\$118,835	\$125,965	\$133,522	\$141,533
9	\$113,428	\$115,470	\$122,400	\$129,743	\$137,527	\$145,777
10	\$116,831	\$118,935	\$126,072	\$131,041	\$138,903	\$147,235

MCBOA

Effective November 29, 2014

STEP	G	Н	1	J	K
1	\$65,441	\$69,367	\$73,529	\$77,941	\$82,617
2	\$67,404	\$71,448	\$75,734	\$80,279	\$85,096
3	\$69,426	\$73,592	\$78,007	\$82,688	\$87,648
4	\$71,509	\$75,799	\$80,346	\$85,169	\$90,278
5	\$73,654	\$78,073	\$82,757	\$87,723	\$92,986
6	\$75,864	\$80,415	\$85,240	\$90,355	\$95,776
7	\$78,140	\$82,828	\$87,798	\$93,066	\$98,650
8	\$80,484	\$85,313	\$90,431	\$95,859	\$101,610
9	\$82,899	\$87,873	\$93,145	\$98,734	\$104,658
10	\$85,386	\$90,509	\$95,939	\$101,696	\$107,797
11	\$87,948	\$93,224	\$98,816	\$104,747	\$111,031
12	\$90,586	\$96,020	\$101,781	\$107,889	\$114,362

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FY 2015 SALARY **S**CHEDULES

Effective November 29, 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

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, 3C3	1) \$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)	
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) \$1,2	
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)	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 November 29, 2014 (1Max. Entrance Step) 10-Month 10-Month 10-Month 10-Month MA/MEQ MA/MEQ+30 BA MA/MEQ+60 В Α C D **STEP** 12-Month \$51,895 \$54,800 \$47,106 \$53,419 2 \$47,832 \$52,766 \$55,013 \$56,395 3 \$49,266 \$54,797 \$57,130 \$58,567 4 \$50,745 \$56,907 \$59,331 \$60,821 5 \$52,266 \$59,098 \$61,615 \$63,162 \$54,280 \$63,987 \$65,594 6 \$61,373 7 \$66,451 \$68,121 \$56,370¹ \$63,736 The salary for 8 \$58,539 \$66,190 \$69,010 \$70,742 12-month employees 9 \$73,467 \$60,793 \$68,739¹ \$71,666 will be equal to 10 \$63,134 \$71,385 \$74,425 \$76,295 117.5% of the salary for which employees 11 \$74,134 \$77,290¹ \$79,2321 would qualify if 12 \$76,988 \$80,265 \$82,282 employed in 10-month 13 \$79,952 \$83,356 \$85,450 positions. \$88,739 14 \$83,029 \$86,564 15 \$85,520 \$89,162 \$91,402 \$94,144 16 \$88,087 \$91,837 17 \$90,729 \$94,592 \$96,968 18 \$99,878 \$93,450 \$97,430 19-24 \$96,254 \$100,353 \$102,874 25 \$98,420 \$102,611 \$105,189

Substitute Teacher Rates: *Certificated: Short-Term \$18.54/hr.; Long-Term \$26.44/hr. Non-Certificated: Short-Term \$17.52/hr.; Long-Term \$25.00/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).	.\$3,2//
Cross Country (Co-ed) (3C24)	
Diving Coach (County) (3D06)	.\$2,987
Field Hockey, JV (G) (3B21)	
Field Hockey, Varsity (G) (3B16)	
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)	
Volleyball, Varsity (G) (3B03)	
Weight Trainer Director (Co-ed) (3C06)	
Wrestling, JV (3A15)	
Wrestling, Varsity (3A06)	
•	