

## SEIU Local 500

Effective July 1, 2016

Grade	1	2	3	4	5	6	7	8	9	10
1	\$11.55	\$11.93	\$12.43	\$12.94	\$13.41	\$13.93	\$14.51	\$14.90	\$15.15	\$15.51
2	\$11.93	\$12.43	\$12.94	\$13.41	\$13.93	\$14.51	\$15.14	\$15.51	\$15.83	\$16.10
3	\$12.43	\$12.94	\$13.41	\$13.93	\$14.51	\$15.14	\$15.80	\$16.07	\$16.41	\$16.75
4	\$12.94	\$13.41	\$13.93	\$14.51	\$15.14	\$15.80	\$16.41	\$16.73	\$17.08	\$17.39
5	\$13.41	\$13.93	\$14.51	\$15.14	\$15.80	\$16.41	\$17.11	\$17.40	\$17.79	\$18.15
6	\$13.93	\$14.51	\$15.14	\$15.80	\$16.41	\$17.11	\$17.79	\$18.18	\$18.53	\$18.91
7	\$14.51	\$15.14	\$15.80	\$16.41	\$17.11	\$17.79	\$18.60	\$18.91	\$19.32	\$19.68
8	\$15.14	\$15.80	\$16.41	\$17.11	\$17.79	\$18.60	\$19.32	\$19.68	\$20.08	\$20.48
9	\$15.80	\$16.41	\$17.11	\$17.79	\$18.60	\$19.32	\$20.14	\$20.53	\$20.96	\$21.37
10	\$16.41	\$17.11	\$17.79	\$18.60	\$19.32	\$20.14	\$21.07	\$21.54	\$21.97	\$22.39
11	\$17.11	\$17.79	\$18.60	\$19.32	\$20.14	\$21.07	\$22.10	\$22.59	\$23.02	\$23.47
12	\$17.79	\$18.60	\$19.32	\$20.14	\$21.07	\$22.10	\$23.32	\$23.78	\$24.23	\$24.68
13	\$18.60	\$19.32	\$20.14	\$21.07	\$22.10	\$23.32	\$24.41	\$24.86	\$25.32	\$25.86
14	\$19.32	\$20.14	\$21.07	\$22.10	\$23.32	\$24.41	\$25.61	\$26.12	\$26.63	\$27.15
15	\$20.14	\$21.07	\$22.10	\$23.32	\$24.41	\$25.61	\$26.89	\$27.47	\$28.04	\$28.60
16	\$21.07	\$22.10	\$23.32	\$24.41	\$25.61	\$26.89	\$28.23	\$28.80	\$29.34	\$29.92
17	\$22.10	\$23.32	\$24.41	\$25.61	\$26.89	\$28.23	\$29.64	\$30.26	\$30.88	\$31.45
18	\$23.32	\$24.41	\$25.61	\$26.89	\$28.23	\$29.64	\$31.08	\$31.67	\$32.34	\$33.00
19	\$24.41	\$25.61	\$26.89	\$28.23	\$29.64	\$31.08	\$32.64	\$33.27	\$33.97	\$34.63
20	\$25.61	\$26.89	\$28.23	\$29.64	\$31.08	\$32.64	\$34.26	\$35.00	\$35.66	\$36.38
21	\$26.89	\$28.23	\$29.64	\$31.08	\$32.64	\$34.26	\$35.92	\$36.64	\$37.40	\$38.14
22	\$28.23	\$29.64	\$31.08	\$32.64	\$34.26	\$35.92	\$37.57	\$38.33	\$39.12	\$39.90
23	\$29.64	\$31.08	\$32.64	\$34.26	\$35.92	\$37.57	\$39.34	\$40.15	\$40.97	\$41.77
24	\$31.08	\$32.64	\$34.26	\$35.92	\$37.57	\$39.34	\$41.21	\$42.03	\$42.84	\$43.76
25	\$32.64	\$34.26	\$35.92	\$37.57	\$39.34	\$41.21	\$43.12	\$44.01	\$44.85	\$45.77
26	\$34.26	\$35.92	\$37.57	\$39.34	\$41.21	\$43.12	\$45.15	\$46.04	\$46.97	\$47.88
27	\$35.92	\$37.57	\$39.34	\$41.21	\$43.12	\$45.15	\$47.23	\$48.25	\$49.19	\$50.14
28	\$37.57	\$39.34	\$41.21	\$43.12	\$45.15	\$47.23	\$49.46	\$50.42	\$51.44	\$52.48
29	\$39.34	\$41.21	\$43.12	\$45.15	\$47.23	\$49.46	\$51.84	\$52.89	\$53.92	\$54.99
30	\$41.21	\$43.12	\$45.15	\$47.23	\$49.46	\$51.84	\$54.31	\$55.40	\$56.53	\$57.70
31	\$43.12	\$45.15	\$47.23	\$49.46	\$51.84	\$54.31	\$56.89	\$58.02	\$59.19	\$60.37
32	\$45.15	\$47.23	\$49.46	\$51.84	\$54.31	\$56.89	\$59.58	\$60.78	\$61.99	\$63.24
33	\$47.23	\$49.46	\$51.84	\$54.31	\$56.89	\$59.58	\$62.43	\$63.68	\$64.95	\$66.25

Hourly Rate	Annual Rate	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate
\$11.55	\$24,116	\$16.75	\$34,974	\$20.96	\$43,764	\$25.61	\$53,474	\$31.45	\$65,668
\$11.93	\$24,910	\$17.08	\$35,663	\$21.07	\$43,994	\$25.86	\$53,996	\$31.67	\$66,127
\$12.43	\$25,954	\$17.11	\$35,726	\$21.37	\$44,621	\$26.12	\$54,539	\$32.34	\$67,526
\$12.94	\$27,019	\$17.39	\$36,310	\$21.54	\$44,976	\$26.63	\$55,603	\$32.64	\$68,152
\$13.41	\$28,000	\$17.40	\$36,331	\$21.97	\$45,873	\$26.89	\$56,146	\$33.00	\$68,904
\$13.93	\$29,086	\$17.79	\$37,146	\$22.10	\$46,145	\$27.15	\$56,689	\$33.27	\$69,468
\$14.51	\$30,297	\$18.15	\$37,897	\$22.39	\$46,750	\$27.47	\$57,357	\$33.97	\$70,929
\$14.90	\$31,111	\$18.18	\$37,960	\$22.59	\$47,168	\$28.04	\$58,548	\$34.26	\$71,535
\$15.14	\$31,612	\$18.53	\$38,691	\$23.02	\$48,066	\$28.23	\$58,944	\$34.63	\$72,307
\$15.15	\$31,633	\$18.60	\$38,837	\$23.32	\$48,692	\$28.60	\$59,717	\$35.00	\$73,080
\$15.51	\$32,385	\$18.91	\$39,484	\$23.47	\$49,005	\$28.80	\$60,134	\$35.66	\$74,458
\$15.80	\$32,990	\$19.32	\$40,340	\$23.78	\$49,653	\$29.34	\$61,262	\$35.92	\$75,001
\$15.83	\$33,053	\$19.68	\$41,092	\$24.23	\$50,592	\$29.64	\$61,888	\$36.38	\$75,961
\$16.07	\$33,554	\$20.08	\$41,927	\$24.41	\$50,968	\$29.92	\$62,473	\$36.64	\$76,504
\$16.10	\$33,617	\$20.14	\$42,052	\$24.68	\$51,532	\$30.26	\$63,183	\$37.40	\$78,091
\$16.41	\$34,264	\$20.48	\$42,762	\$24.86	\$51,908	\$30.88	\$64,477	\$37.57	\$78,446
\$16.73	\$34,932	\$20.53	\$42,867	\$25.32	\$52,868	\$31.08	\$64,895	\$38.14	\$79,636

## MCAAP

Effective July 1, 2016

Hourly Rate	Annual Rate
\$38.33	\$80,033
\$39.12	\$81,683
\$39.34	\$82,142
\$39.90	\$83,311
\$40.15	\$83,833
\$40.97	\$85,545
\$41.21	\$86,046
\$41.77	\$87,216
\$42.03	\$87,759
\$42.84	\$89,450
\$43.12	\$90,035
\$43.76	\$91,371
\$44.01	\$91,893
\$44.85	\$93,647
\$45.15	\$94,273
\$45.77	\$95,568
\$46.04	\$96,132
\$46.97	\$98,073
\$47.23	\$98,616
\$47.88	\$99,973
\$48.25	\$100,746
\$49.19	\$102,709
\$49.46	\$103,272
\$50.14	\$104,692
\$50.42	\$105,277
\$51.44	\$107,407
\$51.84	\$108,242
\$52.48	\$109,578
\$52.89	\$110,434
\$53.92	\$112,585
\$54.31	\$113,399
\$54.99	\$114,819
\$55.40	\$115,675
\$56.53	\$118,035
\$56.89	\$118,786
\$57.70	\$120,478
\$58.02	\$121,146
\$59.19	\$123,589
\$59.58	\$124,403
\$60.37	\$126,053
\$60.78	\$126,909
\$61.99	\$129,435
\$62.43	\$130,354
\$63.24	\$132,045
\$63.68	\$132,964
\$64.95	\$135,616
\$66.25	\$138,330

Based on 2088 hours

## MCAAP

Effective July 1, 2016

STEP	N-11	M	N	O	P	Q
1	\$92,244	\$93,907	\$99,541	\$105,514	\$111,844	\$118,555
2	\$95,012	\$96,724	\$102,527	\$108,679	\$115,200	\$122,111
3	\$97,863	\$99,625	\$105,604	\$111,939	\$118,656	\$125,774
4	\$100,799	\$102,614	\$108,772	\$115,298	\$122,215	\$129,547
5	\$103,823	\$105,692	\$112,035	\$118,757	\$125,882	\$133,435
6	\$106,938	\$108,863	\$115,397	\$122,319	\$129,658	\$137,437
7	\$110,146	\$112,128	\$118,859	\$125,989	\$133,548	\$141,562
8	\$113,450	\$115,492	\$122,424	\$129,769	\$137,555	\$145,807
9	\$116,854	\$118,958	\$126,096	\$133,661	\$141,681	\$150,180
10	\$120,360	\$122,526	\$129,880	\$134,998	\$143,098	\$151,682

## MCBOA

Effective July 1, 2016

STEP	G	H	I	J	K
1	\$67,418	\$71,462	\$75,749	\$80,295	\$85,112
2	\$69,440	\$73,606	\$78,021	\$82,704	\$87,665
3	\$71,523	\$75,814	\$80,363	\$85,185	\$90,295
4	\$73,668	\$78,088	\$82,773	\$87,741	\$93,005
5	\$75,879	\$80,430	\$85,256	\$90,373	\$95,794
6	\$78,155	\$82,844	\$87,813	\$93,084	\$98,669
7	\$80,500	\$85,330	\$90,449	\$95,877	\$101,629
8	\$82,915	\$87,889	\$93,162	\$98,754	\$104,678
9	\$85,403	\$90,526	\$95,957	\$101,716	\$107,819
10	\$87,965	\$93,242	\$98,837	\$104,767	\$111,053
11	\$90,604	\$96,039	\$101,801	\$107,910	\$114,384
12	\$93,321	\$98,919	\$104,855	\$111,147	\$117,815

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MCPS prohibits discrimination based on race, color, national origin, religion, ancestry, gender, age, marital status, socioeconomic status, sexual orientation, gender identity, physical characteristics, or disability. Students pursuing a complaint of discrimination may contact Ms. Lori-Christina Webb, Executive Director to the Chief Academic Officer, Carver Educational Services Center, 850 Hungerford Drive, Room 129, Rockville, Maryland 20850, 301-279-3128, or the Student Leadership Office, 301-444-8620, for advice and assistance.



# FY 2017 SALARY SCHEDULES

Effective July 1, 2016

## 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 (1st Production) (3P02) .....\$1,929  
 Drama (2nd Production) (3P22) .....\$1,928  
 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, 2016

**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	Baseball, JV (3A11) .....\$2,857
Mock Trial Program (3L13).....\$1,305	Baseball, Varsity (3A02).....\$4,321
Music Theater Director (3R55).....\$943	Basketball, JV (B) (3A16).....\$3,422
Newspaper Advisor (3J03) .....\$3,263	Basketball, JV (G) (3B12) .....\$3,422
Senior Class Advisor (3N06) .....\$3,625	Basketball Scorer/Timer (B) (3A24) ..... \$609
SGA (3F04) .....\$3,915	Basketball Scorer/Timer (G) (3B24)..... \$609
Stage Director (3R12).....\$4,829	Basketball, Varsity (B) (3A07) ..... \$4,684
STEM Club (3L18) .....\$1,450	Basketball, Varsity (G) (3B02).....\$4,684
Student Service Learning HS (3S04) .....\$3,000	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

**TEACHER/OTHER MCEA POSITIONS**

Effective July 1, 2016 (**1**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	\$48,528	\$53,462	\$55,033	\$56,455	*The salary of employees assigned to 12-month positions will be 117.50% of the salary of the step/grade (B/D) for which the employee would qualify if employed in a 10-month position.
2	\$49,277	\$54,359	\$56,674	\$58,098	
3	\$50,754	\$56,452	\$58,856	\$60,335	
4	\$52,278	\$58,625	\$61,122	\$62,657	
5	\$53,845	\$60,883	\$63,475	\$65,070	
6	\$55,920	\$63,226	\$65,919	\$67,575	
7	<b>\$58,072<sup>1</sup></b>	\$65,661	\$68,458	\$70,178	
8	\$60,307	\$68,189	\$71,094	\$72,879	
9	\$62,629	<b>\$70,815<sup>1</sup></b>	\$73,830	\$75,685	
10	\$65,041	\$73,541	\$76,672	\$78,598	
11		\$76,372	<b>\$79,624<sup>1</sup></b>	<b>\$81,625<sup>1</sup></b>	
12		\$79,313	\$82,689	\$84,767	
13		\$82,367	\$85,873	\$88,031	
14		\$85,537	\$89,179	\$91,419	
15		\$88,102	\$91,854	\$94,162	
16		\$90,747	\$94,611	\$96,987	
17		\$93,468	\$97,449	\$99,896	
18		\$96,272	\$100,372	\$102,895	
19-24		\$99,162	\$103,384	\$105,981	
25		\$101,393	\$105,711	\$108,365	

**Substitute Teacher Rates: Certificated: Short-Term \$19.10/hr.; Long-Term \$27.20/hr. Non-Certificated: Short-Term \$18.05/hr.; Long-Term \$25.76/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/>.

Cheerleaders Plan II Winter, Varsity (3E44).....\$1,907  
 Corollary Sports Facilitator (County) (3F14).....\$2,001  
 Cross Country Assistant Team over 40 (Co-ed) (3C45)....\$3,277  
 Cross Country (Co-ed) Head Coach (3C24).....\$3,495  
 Cross Country/Track & Field Meet Fcltr (County) (3F16)...\$2,001  
 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