

## SUPPORTING SERVICES POSITIONS

Effective July 1, 2007



Montgomery County Public Schools  
Rockville, Maryland

GRADE	STEPS										HOURLY RATE	ANNUAL RATE
	1	2	3	4	5	6	7	8	9	10		
4	\$11.78	\$12.22	\$12.69	\$13.22	\$13.79	\$14.39	\$14.95	\$15.24	\$15.55	\$15.84	\$41.69	\$87,049
5	\$12.22	\$12.69	\$13.22	\$13.79	\$14.39	\$14.95	\$15.58	\$15.85	\$16.20	\$16.53	\$41.93	\$87,550
6	\$12.69	\$13.22	\$13.79	\$14.39	\$14.95	\$15.58	\$16.20	\$16.56	\$16.88	\$17.22	\$42.77	\$89,304
7	\$13.22	\$13.79	\$14.39	\$14.95	\$15.58	\$16.20	\$16.94	\$17.22	\$17.60	\$17.93	\$43.02	\$89,826
8	\$13.79	\$14.39	\$14.95	\$15.58	\$16.20	\$16.94	\$17.60	\$17.93	\$18.29	\$18.66	\$43.61	\$91,058
9	\$14.39	\$14.95	\$15.58	\$16.20	\$16.94	\$17.60	\$18.34	\$18.70	\$19.09	\$19.47	\$43.94	\$91,747
10	\$14.95	\$15.58	\$16.20	\$16.94	\$17.60	\$18.34	\$19.19	\$19.62	\$20.01	\$20.39	\$44.80	\$93,542
11	\$15.58	\$16.20	\$16.94	\$17.60	\$18.34	\$19.19	\$20.12	\$20.58	\$20.96	\$21.38	\$45.05	\$94,064
12	\$16.20	\$16.94	\$17.60	\$18.34	\$19.19	\$20.12	\$21.24	\$21.66	\$22.07	\$22.49	\$45.67	\$95,359
13	\$16.94	\$17.60	\$18.34	\$19.19	\$20.12	\$21.24	\$22.24	\$22.64	\$23.07	\$23.55	\$45.92	\$95,881
14	\$17.60	\$18.34	\$19.19	\$20.12	\$21.24	\$22.24	\$23.33	\$23.79	\$24.26	\$24.72	\$46.85	\$97,823
15	\$18.34	\$19.19	\$20.12	\$21.24	\$22.24	\$23.33	\$24.49	\$25.02	\$25.53	\$26.05	\$47.22	\$98,595
16	\$19.19	\$20.12	\$21.24	\$22.24	\$23.33	\$24.49	\$25.71	\$26.23	\$26.72	\$27.25	\$47.80	\$99,806
17	\$20.12	\$21.24	\$22.24	\$23.33	\$24.49	\$25.71	\$27.00	\$27.56	\$28.12	\$28.65	\$48.17	\$100,579
18	\$21.24	\$22.24	\$23.33	\$24.49	\$25.71	\$27.00	\$28.30	\$28.85	\$29.46	\$30.06	\$49.11	\$102,542
19	\$22.24	\$23.33	\$24.49	\$25.71	\$27.00	\$28.30	\$29.73	\$30.30	\$30.93	\$31.54	\$49.47	\$103,293
20	\$23.33	\$24.49	\$25.71	\$27.00	\$28.30	\$29.73	\$31.20	\$31.88	\$32.49	\$33.13	\$50.09	\$104,588
21	\$24.49	\$25.71	\$27.00	\$28.30	\$29.73	\$31.20	\$32.71	\$33.37	\$34.07	\$34.73	\$50.46	\$105,360
22	\$25.71	\$27.00	\$28.30	\$29.73	\$31.20	\$32.71	\$34.22	\$34.91	\$35.63	\$36.33	\$51.49	\$107,511
23	\$27.00	\$28.30	\$29.73	\$31.20	\$32.71	\$34.22	\$35.83	\$36.56	\$37.31	\$38.05	\$51.82	\$108,200
24	\$28.30	\$29.73	\$31.20	\$32.71	\$34.22	\$35.83	\$37.53	\$38.28	\$39.02	\$39.86	\$52.55	\$109,724
25	\$29.73	\$31.20	\$32.71	\$34.22	\$35.83	\$37.53	\$39.27	\$40.08	\$40.86	\$41.69	\$52.85	\$110,351
26	\$31.20	\$32.71	\$34.22	\$35.83	\$37.53	\$39.27	\$41.12	\$41.93	\$42.77	\$43.61	\$53.90	\$112,543
27	\$32.71	\$34.22	\$35.83	\$37.53	\$39.27	\$41.12	\$43.02	\$43.94	\$44.80	\$45.67	\$54.27	\$113,316
28	\$34.22	\$35.83	\$37.53	\$39.27	\$41.12	\$43.02	\$45.05	\$45.92	\$46.85	\$47.80	\$54.98	\$114,798
29	\$35.83	\$37.53	\$39.27	\$41.12	\$43.02	\$45.05	\$47.22	\$48.17	\$49.11	\$50.09	\$55.36	\$115,592
30	\$37.53	\$39.27	\$41.12	\$43.02	\$45.05	\$47.22	\$49.47	\$50.46	\$51.49	\$52.55	\$56.47	\$117,909
31	\$39.27	\$41.12	\$43.02	\$45.05	\$47.22	\$49.47	\$51.82	\$52.85	\$53.90	\$54.98	\$56.86	\$118,724
32	\$41.12	\$43.02	\$45.05	\$47.22	\$49.47	\$51.82	\$54.27	\$55.36	\$56.47	\$57.59	\$57.59	\$120,248
33	\$43.02	\$45.05	\$47.22	\$49.47	\$51.82	\$54.27	\$56.86	\$58.00	\$59.16	\$60.33	\$59.16	\$123,526
											\$60.33	\$125,969

HOURLY RATE	ANNUAL RATE	HOURLY RATE	ANNUAL RATE	HOURLY RATE	ANNUAL RATE	HOURLY RATE	ANNUAL RATE	HOURLY RATE	ANNUAL RATE	HOURLY RATE	ANNUAL RATE
\$11.78	\$24,597	\$16.88	\$35,245	\$20.39	\$42,574	\$24.49	\$51,135	\$29.46	\$61,512	\$34.91	\$72,892
\$12.22	\$25,515	\$16.94	\$35,371	\$20.58	\$42,971	\$24.72	\$51,615	\$29.73	\$62,076	\$35.63	\$74,395
\$12.69	\$26,497	\$17.22	\$35,955	\$20.96	\$43,764	\$25.02	\$52,242	\$30.06	\$62,765	\$35.93	\$75,022
\$13.22	\$27,603	\$17.60	\$36,749	\$21.24	\$44,349	\$25.53	\$53,307	\$30.30	\$63,266	\$36.33	\$75,857
\$13.79	\$28,794	\$17.93	\$37,438	\$21.38	\$44,641	\$25.71	\$53,682	\$30.93	\$64,582	\$36.56	\$76,337
\$14.39	\$30,046	\$18.29	\$38,190	\$21.66	\$45,226	\$26.05	\$54,392	\$31.20	\$65,146	\$37.31	\$77,903
\$14.95	\$31,216	\$18.34	\$38,294	\$22.07	\$46,082	\$26.23	\$54,768	\$31.54	\$65,856	\$37.53	\$78,363
\$15.24	\$31,821	\$18.66	\$38,962	\$22.24	\$46,437	\$26.72	\$55,791	\$31.88	\$66,565	\$38.05	\$79,448
\$15.55	\$32,468	\$18.70	\$39,046	\$22.49	\$46,959	\$27.00	\$56,376	\$32.49	\$67,839	\$38.28	\$79,929
\$15.58	\$32,531	\$19.09	\$39,860	\$22.64	\$47,272	\$27.25	\$56,898	\$32.71	\$68,298	\$39.02	\$81,474
\$15.84	\$33,074	\$19.19	\$40,069	\$23.07	\$48,170	\$27.56	\$57,545	\$33.13	\$69,175	\$39.27	\$81,996
\$15.85	\$33,095	\$19.47	\$40,653	\$23.33	\$48,713	\$28.12	\$58,715	\$33.37	\$69,677	\$39.86	\$83,228
\$16.20	\$33,826	\$19.62	\$40,967	\$23.55	\$49,172	\$28.30	\$59,090	\$34.07	\$71,138	\$40.08	\$83,687
\$16.53	\$34,515	\$20.01	\$41,781	\$23.79	\$49,674	\$28.65	\$59,821	\$34.22	\$71,451	\$40.86	\$85,316
\$16.56	\$34,577	\$20.12	\$42,011	\$24.26	\$50,655	\$28.85	\$60,239	\$34.73	\$72,516	\$41.12	\$85,859

Based on 2088 hrs.

# FY 2008 SALARY SCHEDULES

## BENEFITS

- **INSURANCE**  
medical, dental, vision, prescription drug, and life
- **RETIREMENT BENEFITS**  
defined benefit plans, 403(b) and 457(b) defined contribution plans. Only school system in MD to offer supplement to the state-defined benefit plan.
- **LEAVE**  
annual (12 mo. employees only), academic, personal, professional, and sick
- **FLEXIBLE SPENDING**  
medical and dependent care accounts  
first \$100 of medical spending matched by MCPS

**For further information, write**

Employee and Retiree Service Center  
Montgomery County Public Schools  
7361 Calhoun Place, Suite 190  
Rockville, Maryland 20855  
301-517-8100

**Or visit our Web site at**

[www.montgomeryschoolsmd.org/departments/ersc](http://www.montgomeryschoolsmd.org/departments/ersc)

An equal employment opportunity employer

## TEACHER/OTHER MCEA POSITIONS

Effective July 1, 2007  
(\*Max. Entrance Step)

STEP	10-Month BA	10-Month MA/MEQ	10-Month MA/MEQ+30	10-Month MA/MEQ+60 or Doctorate
	A	B	C	D
1	\$44,200	\$48,693	\$50,124	\$51,419
2	\$44,881	\$49,510	\$51,619	\$52,916
3	\$46,227	\$51,416	\$53,606	\$54,953
4	\$47,614	\$53,396	\$55,670	\$57,069
5	\$49,042	\$55,452	\$57,813	\$59,266
6	\$50,931	\$57,587	\$60,039	\$61,548
7	\$52,892 <sup>1</sup>	\$59,804	\$62,351	\$63,918
8	\$54,928	\$62,107	\$64,752	\$66,378
9	\$57,043	\$64,498 <sup>1</sup>	\$67,245	\$68,934
10	\$59,239	\$66,981	\$69,833	\$71,588
11		\$69,560	\$72,522 <sup>1</sup>	\$74,344 <sup>1</sup>
12		\$72,238	\$75,313	\$77,206
13		\$75,019	\$78,213	\$80,178
14		\$77,907	\$81,224	\$83,265
15		\$80,244	\$83,661	\$85,763
16		\$82,652	\$86,171	\$88,336
17		\$85,131	\$88,756	\$90,986
18		\$87,685	\$91,419	\$93,716
19-24		\$90,316	\$94,162	\$96,528
25		\$92,348	\$96,281	\$98,700

Under Article 19.A.3 of the Agreement, the salary for 12-month employees will be equal to 117.5% of the salary for which employees would qualify if employed in 10-month positions.

**Substitute Teacher Rates:** Regular, \$16.36/hr.; Long-Term, \$22.00/hr.

For additional information regarding MCEA supplements, please refer to the Employee and Retiree Service Center (ERSC) Web site: [http://www.montgomeryschoolsmd.org/departments/ersc/Salary\\_Schedules\\_FY08.shtm](http://www.montgomeryschoolsmd.org/departments/ersc/Salary_Schedules_FY08.shtm).

## ADMINISTRATIVE AND SUPERVISORY POSITIONS

Effective July 1, 2007

STEP	N-11	M	N	O	P	Q
1	\$84,016	\$85,530	\$90,662	\$96,102	\$101,868	\$107,980
2	\$86,537	\$88,096	\$93,382	\$98,985	\$104,924	\$111,219
3	\$89,133	\$90,739	\$96,183	\$101,955	\$108,072	\$114,556
4	\$91,806	\$93,461	\$99,068	\$105,014	\$111,314	\$117,993
5	\$94,560	\$96,265	\$102,040	\$108,164	\$114,853	\$121,533
6	\$97,397	\$99,153	\$105,101	\$111,409	\$118,093	\$125,179
7	\$100,319	\$102,128	\$108,254	\$114,751	\$121,636	\$128,934
8	\$103,329	\$105,192	\$111,502	\$118,194	\$125,285	\$132,802
9	\$106,429	\$108,248	\$114,847	\$121,740	\$129,044	\$136,786
10	\$109,621	\$111,598	\$118,292	\$122,957		

Any A&S employee completing 10 years of service as an administrator and/or supervisor in MCPS will receive a supplement of \$3,000; completing 5 years will receive \$1,500. For additional information regarding A&S supplements, please refer to the Employee and Retiree Service Center (ERSC) Web site: [http://www.montgomeryschoolsmd.org/departments/ersc/Salary\\_Schedules\\_FY08.shtm](http://www.montgomeryschoolsmd.org/departments/ersc/Salary_Schedules_FY08.shtm).

## EXTRACURRICULAR ACTIVITIES

Effective July 1, 2007

**Classification I** (\$14 per hour)—Activities not included in other classifications. Time devoted to activity must not exceed 100 hours.

**Classification II**—Outdoor Education program. \$73 per overnight stay at Outdoor Education facility.

### ELEMENTARY SCHOOL

Choral Director.....\$1,008  
Enrichment Activities .....\$350  
Safety Patrol .....\$2,674

### MIDDLE SCHOOL

Instrumental Music Dir. ....\$1,190  
Jazz Ensemble Director .....\$980  
Choral Director.....\$1,400  
Drama (One Production)\$.1,862  
Drama (Two Productions)\$3,724  
Stage Director .....\$700  
Math Olympiad Coach....\$1,330  
Newspaper .....\$1,400  
SGA .....\$2,940  
Athletic Coordinator .....\$2,590  
Basketball, Boys .....\$1,274  
Basketball, Girls .....\$1,274  
Basketball Timer .....\$224  
Basketball Scorer.....\$224  
Cross Country (Co-ed).....\$889  
Soccer, Boys .....\$1,260  
Soccer, Girls.....\$1,260  
Softball, Boys.....\$1,204  
Softball, Girls .....\$1,204  
Intramural Coordinator.....\$840  
Intramural Director.....\$868

### HIGH SCHOOL

Band/Competitive  
Marching.....\$2,310  
Band/Marching Pep Band\$1,540  
Band/Marching—Preseason\$896  
Band/Pep Band Director .....\$840  
Band/Instru. Music Dir. ....\$2,380  
Music Theater Director .....\$910  
Choral Director.....\$4,200  
Debate .....\$3,150  
Drama .....\$4,718  
Flag/Majorette/Rifle/Team  
Sponsor ..... \$1,190 or \$2,100

Forensics.....\$3,150  
It's Academic .....\$1,400  
Mathletes .....\$1,638  
Mock Trial Program .....\$1,260  
Newspaper .....\$3,150  
Senior Class Advisor.....\$3,500  
Junior Class Advisor .....\$2,450  
SGA .....\$3,780  
Stage.....\$4,662  
Yearbook .....\$3,150  
Assistant Athletic Director\$4,242  
Assistant Game Manager \$2,100  
Baseball, JV .....\$3,150  
Baseball, Varsity .....\$4,298  
Basketball (B) JV.....\$3,934  
Basketball (B) Varsity.....\$4,648  
Basketball (G) JV .....\$3,934  
Basketball (G) Varsity .....\$4,648  
Basketball (G) JV .....\$3,934  
Basketball (G) Varsity .....\$4,648  
Basketball Scorer/Timer (B) \$588  
Basketball Scorer/Timer (G) \$588  
Cheerleaders Plan I (must  
be 2 sponsors) Fall .....\$2,212  
Cheerleaders Plan I (must  
be 2 sponsors) Winter \$1,579  
Cheerleaders Plan I (1  
sponsor only) Spring.....\$1,288  
Cheerleaders Plan II—  
Fall, Varsity.....\$2,450  
Cheerleaders Plan II—  
Fall, JV.....\$1,827  
Cheerleaders Plan II—  
Winter, Varsity.....\$1,967  
Cheerleaders Plan II—  
Winter, JV.....\$1,344  
Cheerleaders Plan II—  
Spring, Varsity Only .....\$1,288  
Cross Country (Co-ed).....\$3,500  
Cross Country Assistant  
(Co-ed) Team over 40...\$3,290  
Developmental Golf (girls)..\$700  
Field Hockey (G) Var .....\$3,528  
Field Hockey (G) JV.....\$2,828

First Aid Assistant Fall .....\$1,792  
First Aid Assistant Winter \$1,400  
First Aid Assistant Spring..\$1,400  
Football Assistant Coach..\$4,942  
Football Head Coach .....\$5,712  
Football Ticket Mgr .....\$938  
Golf (Co-ed) .....\$1,960  
Gymnastics (G).....\$1,834  
Indoor Track (Co-ed) .....\$3,388  
Indoor Track Assistant (Co-ed)  
Team over 40.....\$3,150  
Intramural Dir (Co-ed).....\$1,050  
Lacrosse (B) JV .....\$2,972  
Lacrosse (B) Varsity .....\$3,178  
Lacrosse (G) JV.....\$2,772  
Lacrosse (G) Varsity.....\$3,178  
Night Game Manager .....\$1,358  
Pompons .....\$3,430  
Soccer (B) JV .....\$3,080  
Soccer (B) Varsity .....\$3,626  
Soccer (G) JV .....\$3,080  
Soccer (G) Varsity .....\$3,626  
Softball (G) JV.....\$3,150  
Softball (G) Varsity.....\$4,298  
Swimming & Diving.....\$3,010  
Tennis (B) .....\$3,164  
Tennis (G).....\$3,234  
Ticket Manager, General  
Athletic Events .....\$1,400  
Ticket Mgr, Basketball.. \$1,092  
Track Assistant (Co-ed) ....\$3,570  
Track Head Coach (Co-ed) \$3,864  
Volleyball (B) Varsity .....\$3,430  
Volleyball (Co-ed) V .....\$3,430  
Volleyball (G) JV.....\$2,786  
Volleyball (G) Varsity.....\$3,416  
Weight Trainer Director  
(Co-ed) .....\$1,260  
Wrestling, JV .....\$4,116  
Wrestling, Varsity .....\$4,956  
Diving Coach (County)....\$2,884  
Pole Vault (County) .....\$2,380

This document is available in an alternate format, upon request, under the Americans with Disabilities Act, by contacting the Public Information Office, 850 Hungerford Drive, Room 112, Rockville, MD 20850, 301-279-3391 or 1-800-735-2258 (Maryland Relay).

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