

FY 2009 SALARY SCHEDULES

SEIU Local 500

Effective July 1, 2008

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

Hourly Rate	Annual Rate	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate
\$11.05 ...	\$23,072	\$16.00 ...	\$33,408	\$19.59 ...	\$40,904	\$23.61 ...	\$49,298	\$28.94 ...	\$60,427
\$11.41 ...	\$23,824	\$16.01 ...	\$33,429	\$19.64 ...	\$41,008	\$23.77 ...	\$49,632	\$29.53 ...	\$61,659
\$11.89 ...	\$24,826	\$16.33 ...	\$34,097	\$20.04 ...	\$41,844	\$24.22 ...	\$50,571	\$29.72 ...	\$62,055
\$12.37 ...	\$25,829	\$16.36 ...	\$34,160	\$20.15 ...	\$42,073	\$24.50 ...	\$51,156	\$30.08 ...	\$62,807
\$12.83 ...	\$26,789	\$16.63 ...	\$34,723	\$20.44 ...	\$42,679	\$24.73 ...	\$51,636	\$30.29 ...	\$63,246
\$13.32 ...	\$27,812	\$16.64 ...	\$34,744	\$20.60 ...	\$43,013	\$24.98 ...	\$52,158	\$30.93 ...	\$64,582
\$13.88 ...	\$28,981	\$17.01 ...	\$35,517	\$21.01 ...	\$43,869	\$25.47 ...	\$53,181	\$31.22 ...	\$65,187
\$14.25 ...	\$29,754	\$17.36 ...	\$36,248	\$21.13 ...	\$44,119	\$25.71 ...	\$53,682	\$31.56 ...	\$65,897
\$14.48 ...	\$30,234	\$17.39 ...	\$36,310	\$21.41 ...	\$44,704	\$25.96 ...	\$54,204	\$31.82 ...	\$66,440
\$14.49 ...	\$30,255	\$17.72 ...	\$36,999	\$21.61 ...	\$45,122	\$26.27 ...	\$54,852	\$32.48 ...	\$67,818
\$14.84 ...	\$30,986	\$17.79 ...	\$37,146	\$22.01 ...	\$45,957	\$26.81 ...	\$55,979	\$32.76 ...	\$68,403
\$15.11 ...	\$31,550	\$18.08 ...	\$37,751	\$22.30 ...	\$46,562	\$27.00 ...	\$56,376	\$33.12 ...	\$69,155
\$15.14 ...	\$31,612	\$18.48 ...	\$38,586	\$22.45 ...	\$46,876	\$27.35 ...	\$57,107	\$33.47 ...	\$69,885
\$15.37 ...	\$32,093	\$18.83 ...	\$39,317	\$22.74 ...	\$47,481	\$27.54 ...	\$57,504	\$34.11 ...	\$71,222
\$15.40 ...	\$32,155	\$19.20 ...	\$40,090	\$23.17 ...	\$48,379	\$28.06 ...	\$58,589	\$34.35 ...	\$71,723
\$15.70 ...	\$32,782	\$19.26 ...	\$40,215	\$23.35 ...	\$48,755	\$28.35 ...	\$59,195	\$34.79 ...	\$72,642

Hourly Rate	Annual Rate
\$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
\$45.17 ...	\$94,315
\$44.91 ...	\$93,772
\$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
\$50.58 ...	\$105,611
\$51.57 ...	\$107,678
\$51.94 ...	\$108,451
\$52.59 ...	\$109,808
\$52.98 ...	\$110,622
\$54.06 ...	\$112,877
\$54.41 ...	\$113,608
\$55.18 ...	\$115,216
\$55.49 ...	\$115,863
\$56.60 ...	\$118,181
\$56.98 ...	\$118,974
\$58.13 ...	\$121,375
\$59.29 ...	\$123,798
\$59.70 ...	\$124,654
\$60.47 ...	\$126,261
\$60.90 ...	\$127,159
\$62.12 ...	\$129,707
\$63.35 ...	\$132,275

Based on 2088 hours

MCAASP

Effective July 1, 2008

STEP	N-11	M	N	O	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	\$120,385	\$127,608
6	\$102,269	\$104,110	\$110,358	\$116,979	\$123,997	\$131,436
7	\$105,337	\$107,233	\$113,669	\$120,488	\$127,717	\$135,379
8	\$108,497	\$110,450	\$117,079	\$124,103	\$131,549	\$139,440
9	\$111,752	\$113,764	\$120,591	\$127,826	\$135,495	\$143,623
10	\$115,104	\$117,177	\$124,209	\$129,104		

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: www.montgomeryschoolsmd.org/departments/ersc/Salary_Schedules_FY09.shtm.

MCBOA

Effective July 1, 2008

STEP	G	H	I	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	\$76,853	\$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	\$94,360
7	\$76,985	\$81,604	\$86,499	\$91,691	\$97,191
8	\$79,295	\$84,052	\$89,094	\$94,442	\$100,107
9	\$81,674	\$86,574	\$91,767	\$97,275	\$103,110
10	\$84,124	\$89,171	\$94,520	\$100,193	\$106,203
11	\$86,648	\$91,846	\$97,356	\$103,199	\$109,389
12	\$89,247	\$94,601	\$100,277	\$106,295	\$112,670

Any MCBOA employee completing 5 years of service as a MCBOA supervisor will receive a longevity supplement of \$1,500; after completing 10 years will receive \$3,000, and after 15 years will receive \$4,500.

This document is available in 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).

Individuals who need sign language interpretation or cued speech transliteration in communicating with the Montgomery County Public Schools (MCPS) may contact Interpreting Services in Programs for Deaf and Hard of Hearing at 301-517-5539 or 5582 (Voice/TTY).

The Montgomery County Public Schools prohibits illegal discrimination on the basis of race, color, national origin, religion, gender, age, marital status, socioeconomic status, sexual orientation, physical characteristics, or disability. Inquiries or complaints regarding discrimination or Title IX issues such as gender equity and sexual harassment should be directed to the MCPS Compliance Officer, Office of the Deputy Superintendent, 850 Hungerford Drive, Room 129, Rockville, MD 20850, at 301-279-3474.



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 the state of Maryland to offer a supplement to the 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
An equal employment opportunity employer

ELEMENTARY SCHOOL

Choral Director (3R05).....	\$1,008
Enrichment Activities (3L14, 3L16).....	\$350
Safety Patrol (3M01).....	\$2,674

MIDDLE SCHOOL

Instrumental Music Director (3R25).....	\$1,190
Jazz Ensemble Director (3R26).....	\$980
Choral Director (3R05).....	\$1,400
Drama (One Production) (3P02).....	\$1,862
Drama (Two Productions) (3P02).....	\$3,724
Stage Director (3R18).....	\$700
Math Olympiad Coach (3L15).....	\$1,330
Newspaper Advisor (3J03).....	\$1,400
SGA (3F04).....	\$2,940
Athletic Coordinator (3C36).....	\$2,590
Basketball, Boys (3B11).....	\$1,274
Basketball, Girls (3B08).....	\$1,274
Basketball Timer (3A28).....	\$224
Basketball Scorer (3A48).....	\$224
Cross Country (Co-ed) (3C24).....	\$889
Soccer, Boys (3B23).....	\$1,260
Soccer, Girls (3B25).....	\$1,260
Softball, Boys (3B28).....	\$1,204
Softball, Girls (3B07).....	\$1,204
Intramural Coordinator (3C22).....	\$840
Intramural Director (3C14, 3C17, 3C18, 3C19, 3C31).....	\$868

HIGH SCHOOL

Band/Competitive Marching (3R50).....	\$2,310
Band/Marching Pep Band (3R52).....	\$1,540
Band/Marching—Preseason (3R51).....	\$896
Band/Pep Band Director (3R54).....	\$840
Band/Instru. Music Director (3R53).....	\$2,380
Music Theater Director (3R55).....	\$910
Choral Director (3R05).....	\$4,200
Debate (3L01).....	\$3,150
Drama (3P02).....	\$4,718
Flag/Majorette/Rifle/Team Sponsor (3E12)..	\$1,190 or \$2,100
Forensics (3L02).....	\$3,150
It's Academic (3L52).....	\$1,400
Mathletes (3L03).....	\$1,638
Mock Trial Program (3L13).....	\$1,260
Newspaper Advisor (3J03).....	\$3,150
Senior Class Advisor (3N06).....	\$3,500
Junior Class Advisor (3N05).....	\$2,450

EXTRACURRICULAR ACTIVITIES (Effective July 1, 2008)

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. \$100 per overnight stay at Outdoor Education facility.

SGA (3F04).....	\$3,780	Basketball JV (G) (3B12).....	\$3,934
Stage Director (3R12).....	\$4,662	Basketball Varsity (G) (3B02).....	\$4,648
Yearbook Advisor (3J04).....	\$3,150	Basketball Scorer/Timer (B) (3A24).....	\$588
Assistant Athletic Director (3D02).....	\$4,242	Basketball Scorer/Timer (G) (3B24).....	\$588
Assistant Game Manager (3D15).....	\$2,100	Cheerleaders Plan I Fall (must be 2 sponsors) (3E30).....	\$2,212
Baseball, JV (3A11).....	\$3,150	Cheerleaders Plan I Winter (must be 2 sponsors) (3E31).....	\$1,579
Baseball, Varsity (3A02).....	\$4,298	Cheerleaders Plan I Spring (1 sponsor only) (3E32).....	\$1,288
Basketball JV (B) (3A16).....	\$3,934	Cheerleaders Plan II Fall, Varsity (3E40).....	\$2,450
Basketball Varsity (B) (3A07).....	\$4,648	Cheerleaders Plan II Fall, JV (3E41).....	\$1,827

TEACHER/OTHER MCEA POSITIONS

Effective July 1, 2008
 (*Max. Entrance Step)

STEP	10-Month BA	10-Month MA/MEQ	10-Month MA/MEQ+30	10-Month MA/MEQ+60 or Doctorate	12-Month
	A	B	C	D	
1	\$46,410	\$51,128	\$52,630	\$53,990	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.
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	
9	\$59,895	\$67,723 ¹	\$70,607	\$72,381	
10	\$62,201	\$70,330	\$73,325	\$75,167	
11		\$73,038	\$76,148 ¹	\$78,061 ¹	
12		\$75,850	\$79,079	\$81,066	
13		\$78,770	\$82,124	\$84,187	
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 \$17.91/hr.; Long-Term \$24.08/hr.*
Non-Certificated: Short-Term: \$17.12/hr.; Long-Term \$23.01/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_FY09.shtm.

Cheerleaders Plan II Winter, Varsity (3E44).....	\$1,967
Cheerleaders Plan II Winter, JV (3E46).....	\$1,344
Cheerleaders Plan II Spring, Varsity Only (3E42).....	\$1,288
Cross Country (Co-ed) (3C24).....	\$3,500
Cross Country Assistant Team over 40 (Co-ed) (3C45).....	\$3,290
Developmental Golf (G) (3C50).....	\$700
Field Hockey Var (G) (3B16).....	\$3,528
Field Hockey JV (G) (3B21).....	\$2,828
First Aid Assistant Fall (3D11).....	\$1,792
First Aid Assistant Winter (3D12).....	\$1,400
First Aid Assistant Spring (3D13).....	\$1,400
Football Assistant Coach (3A14).....	\$4,942
Football Head Coach (3A05).....	\$5,712
Football Ticket Manager (3D03).....	\$938
Golf (Co-ed) (3C01).....	\$1,960
Gymnastics (G) (3B14).....	\$1,834
Indoor Track (Co-ed) (3C12).....	\$3,388
Indoor Track Assistant (Co-ed) Team over 40 (3C46).....	\$3,150
Intramural Dir (Co-ed) (3C23).....	\$1,050
Lacrosse JV (B) (3C33).....	\$2,772
Lacrosse Varsity (B) (3C34).....	\$3,178
Lacrosse JV (G) (3C37).....	\$2,772
Lacrosse Varsity (G) (3C35).....	\$3,178
Night Game Manager (3D04).....	\$1,358
Pompons (3E10).....	\$3,430
Soccer JV (B) (3A10).....	\$3,080
Soccer Varsity (B) (3A01).....	\$3,626
Soccer JV (G) (3B22).....	\$3,080
Soccer Varsity (G) (3B19).....	\$3,626
Softball JV (G) (3B18).....	\$3,150
Softball Varsity (G) (3B05).....	\$4,298
Swimming and Diving (3C09).....	\$3,010
Tennis (B) (3A21).....	\$3,164
Tennis (G) (3B04).....	\$3,234
Ticket Manager, General Athletic Events (3D16).....	\$1,400
Ticket Manager, Basketball (3D01).....	\$1,092
Track Assistant (Co-ed) (3C47).....	\$3,570
Track Head Coach (Co-ed) (3C21).....	\$3,864
Volleyball Varsity (B) (3A26).....	\$3,430
Volleyball V (Co-ed) (3C20).....	\$3,430
Volleyball JV (G) (3B13).....	\$2,786
Volleyball Varsity (G) (3B03).....	\$3,416
Weight Trainer Director (Co-ed) (3C06).....	\$1,260
Wrestling, JV (3A15).....	\$4,116
Wrestling, Varsity (3A06).....	\$4,956
Diving Coach (County) (3D06-0).....	\$2,884
Pole Vault (County) (3D07-0).....	\$2,380