

# FY 2019 Salary Schedules

## Effective July 1, 2018

### BENEFITS

#### INSURANCE

- medical
- dental
- vision
- prescription drug
- life

#### RETIREMENT

- defined benefit plans
- 403(b) and 457(b) defined contribution plans

#### LEAVE

- annual (12-mo. employees only)
- academic
- personal
- professional
- sick

#### FLEXIBLE SPENDING

- medical and dependent care accounts

### FOR FURTHER INFORMATION

Employee and Retiree Service Center • ERSC@mcpsmd.org • 301-517-8100 • [www.montgomeryschoolsmd.org/departments/ersc](http://www.montgomeryschoolsmd.org/departments/ersc)

### SALARY SCHEDULE

#### Teachers/Other MCEA Positions Effective July 1, 2018 (<sup>1</sup>Max. Entrance Step)

	10-Month BA	10-Month MA/MEQ	10-Month MA/MEQ+30	10-Month MA/MEQ+60	
STEP	A	B	C	D	12-Month
1	\$49,013	\$53,997	\$55,583	\$57,020	*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	\$49,770	\$54,903	\$57,241	\$58,679	
3	\$51,262	\$57,017	\$59,445	\$60,938	
4	\$52,801	\$59,211	\$61,733	\$63,284	
5	\$54,383	\$61,492	\$64,110	\$65,721	
6	\$56,479	\$63,858	\$66,578	\$68,251	
7	<b>\$58,653<sup>1</sup></b>	\$66,318	\$69,143	\$70,880	
8	\$60,910	<b>\$68,871<sup>1</sup></b>	<b>\$71,805<sup>1</sup></b>	\$73,608	
9	\$63,255	\$71,523	\$74,568	<b>\$76,442<sup>1</sup></b>	
10	\$65,691	\$74,276	\$77,439	\$79,384	
11		\$77,136	\$80,420	\$82,441	
12		\$80,106	\$83,516	\$85,615	
13		\$83,191	\$86,732	\$88,911	
14		\$86,392	\$90,071	\$92,333	
15		\$88,983	\$92,773	\$95,104	
16		\$91,654	\$95,557	\$97,957	
17		\$94,403	\$98,423	\$100,895	
18		\$97,235	\$101,376	\$103,924	
19-24		\$100,154	\$104,418	\$107,041	
25		\$102,407	\$106,768	\$109,449	

**Substitute Teacher Rates: Certificated:** Short-Term \$19.48/hr.; Long-Term \$27.75/hr. **Non-Certificated:** Short-Term \$18.41/hr.; Long-Term \$26.28/hr.  
For additional information regarding MCEA supplements, please refer to the Employee and Retiree Service Center (ERSC) website at [www.montgomeryschoolsmd.org/departments/ersc/](http://www.montgomeryschoolsmd.org/departments/ersc/).

## SALARY SCHEDULE

### MCAAP Effective July 1, 2018

Salary Steps	N-11*	M	N	O	P	Q
1	\$95,029	\$96,743	\$102,547	\$108,700	\$115,221	\$122,136
2	\$97,881	\$99,645	\$105,623	\$111,961	\$118,679	\$125,799
3	\$100,819	\$102,633	\$108,793	\$115,319	\$122,240	\$129,573
4	\$103,843	\$105,713	\$112,057	\$118,780	\$125,906	\$133,459
5	\$106,958	\$108,884	\$115,418	\$122,344	\$129,684	\$137,464
6	\$110,167	\$112,151	\$118,882	\$126,013	\$133,574	\$141,587
7	\$113,472	\$115,514	\$122,449	\$129,794	\$137,581	\$145,838
8	\$116,877	\$118,980	\$126,121	\$133,688	\$141,710	\$150,210
9	\$120,383	\$122,551	\$129,904	\$137,698	\$145,960	\$154,716
10	\$123,995	\$126,226	\$133,803	\$139,075	\$147,420	\$156,263

\*The salary of employees assigned to 11-month positions. All other salaries are for 12-month positions.

## SALARY SCHEDULE

### MCBOA Effective July 1, 2018

Salary Steps	G	H	I	J	K
1	\$69,454	\$73,621	\$78,036	\$82,720	\$87,682
2	\$71,537	\$75,829	\$80,377	\$85,202	\$90,313
3	\$73,683	\$78,103	\$82,790	\$87,758	\$93,022
4	\$75,893	\$80,446	\$85,273	\$90,390	\$95,814
5	\$78,171	\$82,859	\$87,831	\$93,103	\$98,687
6	\$80,516	\$85,345	\$90,465	\$95,895	\$101,649
7	\$82,931	\$87,907	\$93,180	\$98,773	\$104,698
8	\$85,419	\$90,543	\$95,976	\$101,737	\$107,840
9	\$87,982	\$93,260	\$98,855	\$104,788	\$111,075
10	\$90,622	\$96,057	\$101,822	\$107,931	\$114,407
11	\$93,340	\$98,939	\$104,875	\$111,169	\$117,839
12	\$96,139	\$101,906	\$108,022	\$114,503	\$121,373

**SALARY SCHEDULE**

**SEIU Local 500** Effective July 1, 2018

Grade Step	1	2	3	4	5	6	7	8	9	10-12	13-16	17
6	\$15.00	\$15.40	\$15.80	\$16.20	\$16.57	\$17.28	\$17.97	\$18.36	\$18.72	\$19.10	\$19.47	\$19.86
7	\$15.40	\$15.80	\$16.20	\$16.57	\$17.28	\$17.97	\$18.79	\$19.10	\$19.51	\$19.88	\$20.29	\$20.68
8	\$15.80	\$16.20	\$16.57	\$17.28	\$17.97	\$18.79	\$19.51	\$19.88	\$20.28	\$20.68	\$21.11	\$21.52
9	\$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

Hourly Rate	Annual Rate	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate
\$15.00	\$31,200	\$21.11	\$43,909	\$24.65	\$51,272	\$28.89	\$60,091	\$33.99	\$70,699	\$39.73	\$82,638	\$46.23	\$96,158
\$15.40	\$32,032	\$21.17	\$44,034	\$24.66	\$51,293	\$29.09	\$60,507	\$34.31	\$71,365	\$40.07	\$83,346	\$46.50	\$96,720
\$15.80	\$32,864	\$21.28	\$44,262	\$24.93	\$51,854	\$29.47	\$61,298	\$34.60	\$71,968	\$40.30	\$83,824	\$47.16	\$98,093
\$16.20	\$33,696	\$21.52	\$44,762	\$25.11	\$52,229	\$29.63	\$61,630	\$34.67	\$72,114	\$40.55	\$84,344	\$47.44	\$98,675
\$16.57	\$34,466	\$21.58	\$44,886	\$25.43	\$52,894	\$29.94	\$62,275	\$34.98	\$72,758	\$41.09	\$85,467	\$47.70	\$99,216
\$17.28	\$35,942	\$21.76	\$45,261	\$25.57	\$53,186	\$30.06	\$62,525	\$35.35	\$73,528	\$41.38	\$86,070	\$48.09	\$100,027
\$17.97	\$37,378	\$22.02	\$45,802	\$25.87	\$53,810	\$30.22	\$62,858	\$35.68	\$74,214	\$41.62	\$86,570	\$48.36	\$100,589
\$18.36	\$38,189	\$22.19	\$46,155	\$25.94	\$53,955	\$30.56	\$63,565	\$36.02	\$74,922	\$41.93	\$87,214	\$48.73	\$101,358
\$18.72	\$38,938	\$22.32	\$46,426	\$26.12	\$54,330	\$30.82	\$64,106	\$36.28	\$75,462	\$42.19	\$87,755	\$49.33	\$102,606
\$18.79	\$39,083	\$22.46	\$46,717	\$26.38	\$54,870	\$31.19	\$64,875	\$36.40	\$75,712	\$42.45	\$88,296	\$49.68	\$103,334
\$19.10	\$39,728	\$22.61	\$47,029	\$26.63	\$55,390	\$31.39	\$65,291	\$36.74	\$76,419	\$43.04	\$89,523	\$49.95	\$103,896
\$19.47	\$40,498	\$22.82	\$47,466	\$26.90	\$55,952	\$31.43	\$65,374	\$37.01	\$76,981	\$43.27	\$90,002	\$50.31	\$104,645
\$19.51	\$40,581	\$23.07	\$47,986	\$27.16	\$56,493	\$31.76	\$66,061	\$37.48	\$77,958	\$43.55	\$90,584	\$50.64	\$105,331
\$19.86	\$41,309	\$23.25	\$48,360	\$27.17	\$56,514	\$31.99	\$66,539	\$37.77	\$78,562	\$43.89	\$91,291	\$50.92	\$105,914
\$19.88	\$41,350	\$23.52	\$48,922	\$27.42	\$57,034	\$32.40	\$67,392	\$37.95	\$78,936	\$44.20	\$91,936	\$51.65	\$107,432
\$20.28	\$42,182	\$23.55	\$48,984	\$27.74	\$57,699	\$32.66	\$67,933	\$38.22	\$79,498	\$44.45	\$92,456	\$51.95	\$108,056
\$20.29	\$42,203	\$23.70	\$49,296	\$27.97	\$58,178	\$32.97	\$68,578	\$38.52	\$80,122	\$45.09	\$93,787	\$52.36	\$108,909
\$20.34	\$42,307	\$24.02	\$49,962	\$28.32	\$58,906	\$33.05	\$68,744	\$38.71	\$80,517	\$45.30	\$94,224	\$52.69	\$109,595
\$20.68	\$43,014	\$24.18	\$50,294	\$28.51	\$59,301	\$33.33	\$69,326	\$39.30	\$81,744	\$45.60	\$94,848	\$53.00	\$110,240
\$20.74	\$43,139	\$24.47	\$50,898	\$28.53	\$59,342	\$33.60	\$69,888	\$39.51	\$82,181	\$45.98	\$95,638	\$53.42	\$111,114

**Based on 2080 hours**

# Extracurricular Activities Effective July 1, 2018

Classification I (\$15.00 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.

## HIGH SCHOOL

Band/Competitive Marching (3R50) . . . \$2,475	Cross Country/Track & Field Meet Fctr (County) (3F16) . . . . . \$2,070
Band/Instru. Music Director (3R53) . . . \$2,550	Diving Coach (County) (3D06) . . . . . \$3,090
Band/Marching Pep Band (3R52) . . . . . \$1,650	Field Hockey, JV (G) (3B21) . . . . . \$2,580
Band/Marching—Preseason (3R51) . . . . \$960	Field Hockey, Varsity (G) (3B16) . . . . . \$3,645
Band/Pep Band Director (3R54) . . . . . \$900	Football Assistant Coach (3A14, 3A17, 3A18, 3A19) . . . . . \$5,160
Choral Director (3R05) . . . . . \$4,500	Football Head Coach (3A05) . . . . . \$5,985
Debate (3L01) . . . . . \$3,375	Football Ticket Manager (3D03) . . . . . \$1,005
Drama (3P02) . . . . . \$5,055	Golf (Co-ed) (3C01) . . . . . \$1,965
Flag/Majorette/Rifle/ Team Sponsor (3E12) . . . . . \$2,250	Gymnastics (G) (3B14) . . . . . \$1,965
Flag/Majorette/Rifle/ Team Sponsor = 85 hrs (3E13) . . . . . \$1,275	Indoor Track (Co-ed) (3C12) . . . . . \$3,495
Forensics (3L02) . . . . . \$3,375	Indoor Track Assistant (Co-ed) Team over 40 (3C46) . . . . . \$3,240
It's Academic (3L52) . . . . . \$1,500	Intramural Director (Co-ed) (3C23) . . . . \$570
Junior Class Advisor (3N05) . . . . . \$2,625	Lacrosse, JV (B) (3C33) . . . . . \$2,550
Mathletes (3L03) . . . . . \$1,755	Lacrosse, JV (G) (3C37) . . . . . \$2,550
Mock Trial Program (3L13) . . . . . \$1,350	Lacrosse, Varsity (B) (3C34) . . . . . \$3,270
Music Theater Director (3R55) . . . . . \$975	Lacrosse, Varsity (G) (3C35) . . . . . \$3,270
Newspaper Advisor (3J03) . . . . . \$3,375	Night Game Manager (3D04) . . . . . \$1,635
Senior Class Advisor (3N06) . . . . . \$3,750	Pole Vault (County) (3D07) . . . . . \$2,530
SGA (3F04) . . . . . \$4,050	Pompons (3E10) . . . . . \$3,675
Stage Director (3R12) . . . . . \$4,995	Soccer, JV (B) (3A10) . . . . . \$2,850
STEM Club (3L18) . . . . . \$1,500	Soccer, JV (G) (3B22) . . . . . \$2,850
Student Service Learning HS (3S04) . . . \$3,000	Soccer, Varsity (B) (3A01) . . . . . \$3,750
Yearbook Advisor (3J04) . . . . . \$3,375	Soccer, Varsity (G) (3B19) . . . . . \$3,750
Assistant Athletic Director (3D02) . . . . \$4,725	Softball (Co-ed) (Corollary) (3B09) . . . \$1,725
Assistant Game Manager (3D15) . . . . . \$2,430	Softball, JV (G) (3B18) . . . . . \$2,955
Baseball, JV (3A11) . . . . . \$2,955	Softball, Varsity (G) (3B05) . . . . . \$4,470
Baseball, Varsity (3A02) . . . . . \$4,470	Swimming and Diving (3C09) . . . . . \$3,225
Basketball, JV (B) (3A16) . . . . . \$3,540	Team Handball (Co-ed) (Corollary) (3B15) . . . . . \$1,725
Basketball, JV (G) (3B12) . . . . . \$3,540	Tennis (B) (3A21) . . . . . \$3,255
Basketball Scorer/Timer (B) (3A24) . . . . \$630	Tennis (G) (3B04) . . . . . \$3,255
Basketball Scorer/Timer (G) (3B24) . . . . \$630	Ticket Manager, Basketball (3D01) . . . \$1,170
Basketball, Varsity (B) (3A07) . . . . . \$4,845	Ticket Manager, Countywide Athletic Events (3D05) . . . . . \$3,000
Basketball, Varsity (G) (3B02) . . . . . \$4,845	Ticket Manager, General Athletic Events (3D16) . . . . . \$2,460
Bocce (Co-ed) (Corollary) (3B11) . . . . \$1,725	Track Assistant (Co-ed) (3C47, 3C49, 3C51) . . . . . \$3,690
Cheerleaders Plan I Sponsor 1 Fall, Varsity (3E29) . . . . . \$2,303	Track Head Coach (Co-ed) (3C21) . . . \$4,005
Cheerleaders Plan I Sponsor 2 Fall, Varsity (3E30) . . . . . \$2,303	Volleyball, JV (G) (3B13) . . . . . \$2,565
Cheerleaders Plan II Fall, JV (3E41) . . . \$1,958	Volleyball, Varsity (B) (3A26) . . . . . \$3,465
Cheerleaders Plan II Fall, Varsity (3E40) . . . . . \$2,490	Volleyball, Varsity (Co-ed) (3C20) . . . \$3,465
Cheerleaders Winter, Varsity (3E44) . . . \$1,973	Volleyball, Varsity (G) (3B03) . . . . . \$3,525
Corollary Sports Facilitator (County) (3F14) . . . . . \$2,070	Weight Trainer Director (Co-ed) (3C06) . . . . . \$1,350
Cross Country Assistant Team over 40 (Co-ed) (3C45) . . . . . \$3,390	Wrestling, JV (3A15) . . . . . \$3,960
Cross Country (Co-ed) Head Coach (3C24) . . . . . \$3,615	Wrestling, Varsity (3A06) . . . . . \$5,175

## MIDDLE SCHOOL

Choral Director (3R05) . . . . . \$1,500
Drama (1st Production) (3P02) . . . . . \$1,995
Drama (2nd Production) (3P22) . . . . . \$1,995
Instrumental Music Director (3R25) . . . \$1,275
Jazz Ensemble Director (3R26) . . . . . \$1,050
Math Olympiad Coach (3L15) . . . . . \$1,425
Newspaper Advisor (3J03) . . . . . \$1,500
Outdoor Environ. Ed. Org. (Gr. 6-8) (3L20) . . . . . \$600
SGA (3F04) . . . . . \$3,150
Stage Director (3R18) . . . . . \$750
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) . . . . . \$2,715
Basketball, Boys (3B11) . . . . . \$1,230
Basketball, Girls (3B08) . . . . . \$1,230
Basketball Scorer (3A48) . . . . . \$240
Basketball Timer (3A28) . . . . . \$240
Cross Country (Co-ed) (3C24) . . . . . \$953
Intramural Coordinator (3C22) . . . . . \$900
Intramural Director (3C14, 3C17, 3C18, 3C19, 3C31) . . . . \$930
League Coordinator (3D09) . . . . . \$540
Soccer, Boys (3B23) . . . . . \$1,215
Soccer, Girls (3B25) . . . . . \$1,215
Softball, Boys (3B28) . . . . . \$1,155
Softball, Girls (3B07) . . . . . \$1,155


## ELEMENTARY SCHOOL

Choral Director (3R05) . . . . . \$1,080
Enrichment Activities (3L14, 3L16) . . . . \$375
Safety Patrol (3M01) . . . . . \$2,865



ROCKVILLE, MARYLAND

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