

FY 2020 Salary Schedules

Effective July 1, 2019

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

SALARY SCHEDULE

Teachers/Other MCEA Positions Effective July 1, 2019 (¹Max. 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	\$50,503	\$55,537	\$57,139	\$58,590	*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	\$51,268	\$56,452	\$58,813	\$60,266	
3	\$52,775	\$58,587	\$61,039	\$62,547	
4	\$54,329	\$60,803	\$63,350	\$64,917	
5	\$55,927	\$63,107	\$65,751	\$67,378	
6	\$57,544	\$64,997	\$67,744	\$69,434	
7	\$59,740¹	\$67,481	\$70,334	\$72,089	
8	\$62,019	\$70,060¹	\$73,023¹	\$74,844	
9	\$64,388	\$72,738	\$75,814	\$77,706¹	
10	\$66,848	\$75,519	\$78,713	\$80,678	
11		\$78,407	\$81,724	\$83,765	
12		\$81,407	\$84,851	\$86,971	
13		\$84,523	\$88,099	\$90,300	
14		\$87,756	\$91,472	\$93,756	
15		\$90,373	\$94,201	\$96,555	
16		\$93,071	\$97,013	\$99,437	
17		\$95,847	\$99,907	\$102,404	
18		\$98,707	\$102,890	\$105,463	
19-24		\$101,656	\$105,962	\$108,611	
25		\$103,931	\$108,336	\$111,043	

Substitute Teacher Rates: Certificated: Short-Term \$19.58/hr.; Long-Term \$27.89/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/.

SALARY SCHEDULE

MCAAP Effective July 1, 2019

Salary Steps	N-11*	M	N	O	P	Q
1	\$96,859	\$98,658	\$104,520	\$110,735	\$117,321	\$124,305
2	\$99,738	\$101,589	\$107,627	\$114,029	\$120,814	\$128,005
3	\$102,705	\$104,607	\$110,829	\$117,420	\$124,410	\$131,817
4	\$105,761	\$107,718	\$114,126	\$120,916	\$128,113	\$135,742
5	\$108,906	\$110,921	\$117,520	\$124,515	\$131,929	\$139,787
6	\$112,148	\$114,221	\$121,019	\$128,221	\$135,858	\$143,951
7	\$115,486	\$117,617	\$124,621	\$132,040	\$139,905	\$148,244
8	\$118,923	\$121,118	\$128,330	\$135,973	\$144,075	\$152,660
9	\$122,464	\$124,725	\$132,151	\$140,023	\$148,368	\$157,211
10	\$126,114	\$128,436	\$136,089	\$141,414	\$149,842	\$158,774

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

SALARY SCHEDULE

MCBOA Effective July 1, 2019

Salary Steps	G	H	I	J	K
1	\$71,097	\$75,305	\$79,764	\$84,495	\$89,507
2	\$73,200	\$77,535	\$82,129	\$87,002	\$92,164
3	\$75,368	\$79,832	\$84,566	\$89,584	\$94,900
4	\$77,600	\$82,198	\$87,074	\$92,242	\$97,720
5	\$79,901	\$84,636	\$89,657	\$94,982	\$100,622
6	\$82,269	\$87,146	\$92,318	\$97,802	\$103,613
7	\$84,708	\$89,734	\$95,060	\$100,709	\$106,693
8	\$87,221	\$92,396	\$97,884	\$103,702	\$109,866
9	\$89,810	\$95,141	\$100,792	\$106,784	\$113,134
10	\$92,476	\$97,966	\$103,788	\$109,958	\$116,499
11	\$95,221	\$100,876	\$106,872	\$113,229	\$119,965
12	\$98,048	\$103,873	\$110,050	\$116,596	\$123,535

SALARY SCHEDULE

SEIU Local 500 Effective July 1, 2019

Grade Step	1	2	3	4	5	6	7	8	9	10-12	13-16	17
6	\$15.32	\$15.72	\$16.13	\$16.53	\$16.91	\$17.62	\$18.32	\$18.71	\$19.08	\$19.46	\$19.83	\$20.23
7	\$15.72	\$16.13	\$16.53	\$16.91	\$17.62	\$18.32	\$19.15	\$19.46	\$19.88	\$20.25	\$20.66	\$21.06
8	\$16.13	\$16.53	\$16.91	\$17.62	\$18.32	\$19.15	\$19.88	\$20.25	\$20.65	\$21.06	\$21.49	\$21.91
9	\$16.53	\$16.91	\$17.62	\$18.32	\$19.15	\$19.88	\$20.71	\$21.12	\$21.55	\$21.97	\$22.41	\$22.85
10	\$16.91	\$17.62	\$18.32	\$19.15	\$19.88	\$20.71	\$21.66	\$22.15	\$22.58	\$23.01	\$23.47	\$23.93
11	\$17.62	\$18.32	\$19.15	\$19.88	\$20.71	\$21.66	\$22.71	\$23.22	\$23.65	\$24.11	\$24.59	\$25.08
12	\$18.32	\$19.15	\$19.88	\$20.71	\$21.66	\$22.71	\$23.96	\$24.43	\$24.88	\$25.35	\$25.85	\$26.37
13	\$19.15	\$19.88	\$20.71	\$21.66	\$22.71	\$23.96	\$25.07	\$25.53	\$26.00	\$26.55	\$27.07	\$27.61
14	\$19.88	\$20.71	\$21.66	\$22.71	\$23.96	\$25.07	\$26.30	\$26.81	\$27.34	\$27.86	\$28.42	\$28.99
15	\$20.71	\$21.66	\$22.71	\$23.96	\$25.07	\$26.30	\$27.60	\$28.19	\$28.77	\$29.35	\$29.93	\$30.53
16	\$21.66	\$22.71	\$23.96	\$25.07	\$26.30	\$27.60	\$28.97	\$29.55	\$30.10	\$30.69	\$31.30	\$31.91
17	\$22.71	\$23.96	\$25.07	\$26.30	\$27.60	\$28.97	\$30.41	\$31.04	\$31.67	\$32.25	\$32.89	\$33.55
18	\$23.96	\$25.07	\$26.30	\$27.60	\$28.97	\$30.41	\$31.87	\$32.48	\$33.16	\$33.83	\$34.50	\$35.19
19	\$25.07	\$26.30	\$27.60	\$28.97	\$30.41	\$31.87	\$33.47	\$34.11	\$34.82	\$35.50	\$36.21	\$36.93
20	\$26.30	\$27.60	\$28.97	\$30.41	\$31.87	\$33.47	\$35.12	\$35.87	\$36.55	\$37.28	\$38.02	\$38.77
21	\$27.60	\$28.97	\$30.41	\$31.87	\$33.47	\$35.12	\$36.81	\$37.55	\$38.32	\$39.08	\$39.86	\$40.64
22	\$28.97	\$30.41	\$31.87	\$33.47	\$35.12	\$36.81	\$38.50	\$39.27	\$40.08	\$40.87	\$41.67	\$42.52
23	\$30.41	\$31.87	\$33.47	\$35.12	\$36.81	\$38.50	\$40.30	\$41.13	\$41.96	\$42.78	\$43.64	\$44.50
24	\$31.87	\$33.47	\$35.12	\$36.81	\$38.50	\$40.30	\$42.21	\$43.04	\$43.87	\$44.81	\$45.71	\$46.61
25	\$33.47	\$35.12	\$36.81	\$38.50	\$40.30	\$42.21	\$44.16	\$45.06	\$45.92	\$46.86	\$47.80	\$48.74
26	\$35.12	\$36.81	\$38.50	\$40.30	\$42.21	\$44.16	\$46.23	\$47.14	\$48.08	\$49.01	\$49.99	\$50.98
27	\$36.81	\$38.50	\$40.30	\$42.21	\$44.16	\$46.23	\$48.35	\$49.39	\$50.35	\$51.32	\$52.34	\$53.39
28	\$38.50	\$40.30	\$42.21	\$44.16	\$46.23	\$48.35	\$50.62	\$51.60	\$52.64	\$53.70	\$54.78	\$55.86
29	\$40.30	\$42.21	\$44.16	\$46.23	\$48.35	\$50.62	\$53.05	\$54.12	\$55.17	\$56.27	\$57.39	\$58.53
30	\$42.21	\$44.16	\$46.23	\$48.35	\$50.62	\$53.05	\$55.57	\$56.68	\$57.84	\$59.03	\$60.19	\$61.41

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
\$15.32	\$32,111	\$21.49	\$45,043	\$25.07	\$52,547	\$29.35	\$61,518	\$34.50	\$72,312	\$40.30	\$84,469	\$46.86	\$98,219
\$15.72	\$32,949	\$21.55	\$45,169	\$25.08	\$52,568	\$29.55	\$61,937	\$34.82	\$72,983	\$40.64	\$85,181	\$47.14	\$98,805
\$16.13	\$33,808	\$21.66	\$45,399	\$25.35	\$53,134	\$29.93	\$62,733	\$35.12	\$73,612	\$40.87	\$85,664	\$47.80	\$100,189
\$16.53	\$34,647	\$21.91	\$45,923	\$25.53	\$53,511	\$30.10	\$63,090	\$35.19	\$73,758	\$41.13	\$86,208	\$48.08	\$100,776
\$16.91	\$35,443	\$21.97	\$46,049	\$25.85	\$54,182	\$30.41	\$63,739	\$35.50	\$74,408	\$41.67	\$87,340	\$48.35	\$101,342
\$17.62	\$36,932	\$22.15	\$46,426	\$26.00	\$54,496	\$30.53	\$63,991	\$35.87	\$75,184	\$41.96	\$87,948	\$48.74	\$102,159
\$18.32	\$38,399	\$22.41	\$46,971	\$26.30	\$55,125	\$30.69	\$64,326	\$36.21	\$75,896	\$42.21	\$88,472	\$49.01	\$102,725
\$18.71	\$39,216	\$22.58	\$47,328	\$26.37	\$55,272	\$31.04	\$65,060	\$36.55	\$76,609	\$42.52	\$89,122	\$49.39	\$103,521
\$19.08	\$39,992	\$22.71	\$47,600	\$26.55	\$55,649	\$31.30	\$65,605	\$36.81	\$77,154	\$42.78	\$89,667	\$49.99	\$104,779
\$19.15	\$40,138	\$22.85	\$47,894	\$26.81	\$56,194	\$31.67	\$66,380	\$36.93	\$77,405	\$43.04	\$90,212	\$50.35	\$105,534
\$19.46	\$40,788	\$23.01	\$48,229	\$27.07	\$56,739	\$31.87	\$66,800	\$37.28	\$78,139	\$43.64	\$91,469	\$50.62	\$106,100
\$19.83	\$41,564	\$23.22	\$48,669	\$27.34	\$57,305	\$31.91	\$66,883	\$37.55	\$78,705	\$43.87	\$91,952	\$50.98	\$106,854
\$19.88	\$41,668	\$23.47	\$49,193	\$27.60	\$57,850	\$32.25	\$67,596	\$38.02	\$79,690	\$44.16	\$92,559	\$51.32	\$107,567
\$20.23	\$42,402	\$23.65	\$49,570	\$27.61	\$57,871	\$32.48	\$68,078	\$38.32	\$80,319	\$44.50	\$93,272	\$51.60	\$108,154
\$20.25	\$42,444	\$23.93	\$50,157	\$27.86	\$58,395	\$32.89	\$68,937	\$38.50	\$80,696	\$44.81	\$93,922	\$52.34	\$109,705
\$20.65	\$43,282	\$23.96	\$50,220	\$28.19	\$59,086	\$33.16	\$69,503	\$38.77	\$81,262	\$45.06	\$94,446	\$52.64	\$110,333
\$20.66	\$43,303	\$24.11	\$50,535	\$28.42	\$59,568	\$33.47	\$70,153	\$39.08	\$81,912	\$45.71	\$95,808	\$53.05	\$111,193
\$20.71	\$43,408	\$24.43	\$51,205	\$28.77	\$60,302	\$33.55	\$70,321	\$39.27	\$82,310	\$45.92	\$96,248	\$53.39	\$111,905
\$21.06	\$44,142	\$24.59	\$51,541	\$28.97	\$60,721	\$33.83	\$70,908	\$39.86	\$83,547	\$46.23	\$96,898	\$53.70	\$112,555
\$21.12	\$44,268	\$24.88	\$52,148	\$28.99	\$60,763	\$34.11	\$71,495	\$40.08	\$84,008	\$46.61	\$97,695	\$54.12	\$113,436

Based on 2096 hours

Extracurricular Activities Effective July 1, 2019

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



Published by the Department of Materials Management
 for the Employee and Retiree Service Center

1319.19ct • EGPS • 7/19 • 2,100

An equal employment opportunity employer