

**Teacher & Other Professional Salary Schedule\***  
**Effective July 1, 2018**

SALARY STEPS*	BACHELOR'S DEGREE	MASTER'S DEGREE OR EQUIVALENT	MASTER'S EQUIVALENT +30 CREDIT HOURS	MASTER'S EQUIVALENT +60 CREDIT HOURS
	A	B	C	D
1	\$49,013	\$53,997	\$55,583	\$57,020
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</b>	\$66,318	\$69,143	\$70,880
8	\$60,910	<b>\$68,871</b>	<b>\$71,805</b>	\$73,608
9	\$63,255	\$71,523	\$74,568	<b>\$76,442</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		\$100,154	\$104,418	\$107,041
20		\$100,154	\$104,418	\$107,041
21		\$100,154	\$104,418	\$107,041
22		\$100,154	\$104,418	\$107,041
23		\$100,154	\$104,418	\$107,041
24		\$100,154	\$104,418	\$107,041
25		\$102,407	\$106,768	\$109,449

\*The salary of employees assigned to 12-month positions will be 117.5 percent of the salary of the step/grade (B/D) for which the employee would qualify if employed in a 10-month position.

## SEIU Local 500

Effective July 1, 2017

Grade	1	2	3	4	5	6	7	8	9	10
1	\$11.67	\$12.05	\$12.55	\$13.07	\$13.54	\$14.07	\$14.66	\$15.05	\$15.30	\$15.67
2	\$12.05	\$12.55	\$13.07	\$13.54	\$14.07	\$14.66	\$15.29	\$15.67	\$15.99	\$16.26
3	\$12.55	\$13.07	\$13.54	\$14.07	\$14.66	\$15.29	\$15.96	\$16.23	\$16.57	\$16.92
4	\$13.07	\$13.54	\$14.07	\$14.66	\$15.29	\$15.96	\$16.57	\$16.90	\$17.25	\$17.56
5	\$13.54	\$14.07	\$14.66	\$15.29	\$15.96	\$16.57	\$17.28	\$17.57	\$17.97	\$18.33
6	\$15.00	\$15.40	\$15.80	\$16.20	\$16.57	\$17.28	\$17.97	\$18.36	\$18.72	\$19.10
7	\$15.40	\$15.80	\$16.20	\$16.57	\$17.28	\$17.97	\$18.79	\$19.10	\$19.51	\$19.88
8	\$15.80	\$16.20	\$16.57	\$17.28	\$17.97	\$18.79	\$19.51	\$19.88	\$20.28	\$20.68
9	\$16.20	\$16.57	\$17.28	\$17.97	\$18.79	\$19.51	\$20.34	\$20.74	\$21.17	\$21.58
10	\$16.57	\$17.28	\$17.97	\$18.79	\$19.51	\$20.34	\$21.28	\$21.76	\$22.19	\$22.61
11	\$17.28	\$17.97	\$18.79	\$19.51	\$20.34	\$21.28	\$22.32	\$22.82	\$23.25	\$23.70
12	\$17.97	\$18.79	\$19.51	\$20.34	\$21.28	\$22.32	\$23.55	\$24.02	\$24.47	\$24.93
13	\$18.79	\$19.51	\$20.34	\$21.28	\$22.32	\$23.55	\$24.65	\$25.11	\$25.57	\$26.12
14	\$19.51	\$20.34	\$21.28	\$22.32	\$23.55	\$24.65	\$25.87	\$26.38	\$26.90	\$27.42
15	\$20.34	\$21.28	\$22.32	\$23.55	\$24.65	\$25.87	\$27.16	\$27.74	\$28.32	\$28.89
16	\$21.28	\$22.32	\$23.55	\$24.65	\$25.87	\$27.16	\$28.51	\$29.09	\$29.63	\$30.22
17	\$22.32	\$23.55	\$24.65	\$25.87	\$27.16	\$28.51	\$29.94	\$30.56	\$31.19	\$31.76
18	\$23.55	\$24.65	\$25.87	\$27.16	\$28.51	\$29.94	\$31.39	\$31.99	\$32.66	\$33.33
19	\$24.65	\$25.87	\$27.16	\$28.51	\$29.94	\$31.39	\$32.97	\$33.60	\$34.31	\$34.98
20	\$25.87	\$27.16	\$28.51	\$29.94	\$31.39	\$32.97	\$34.60	\$35.35	\$36.02	\$36.74
21	\$27.16	\$28.51	\$29.94	\$31.39	\$32.97	\$34.60	\$36.28	\$37.01	\$37.77	\$38.52
22	\$28.51	\$29.94	\$31.39	\$32.97	\$34.60	\$36.28	\$37.95	\$38.71	\$39.51	\$40.30
23	\$29.94	\$31.39	\$32.97	\$34.60	\$36.28	\$37.95	\$39.73	\$40.55	\$41.38	\$42.19
24	\$31.39	\$32.97	\$34.60	\$36.28	\$37.95	\$39.73	\$41.62	\$42.45	\$43.27	\$44.20
25	\$32.97	\$34.60	\$36.28	\$37.95	\$39.73	\$41.62	\$43.55	\$44.45	\$45.30	\$46.23
26	\$34.60	\$36.28	\$37.95	\$39.73	\$41.62	\$43.55	\$45.60	\$46.50	\$47.44	\$48.36
27	\$36.28	\$37.95	\$39.73	\$41.62	\$43.55	\$45.60	\$47.70	\$48.73	\$49.68	\$50.64
28	\$37.95	\$39.73	\$41.62	\$43.55	\$45.60	\$47.70	\$49.95	\$50.92	\$51.95	\$53.00
29	\$39.73	\$41.62	\$43.55	\$45.60	\$47.70	\$49.95	\$52.36	\$53.42	\$54.46	\$55.54
30	\$41.62	\$43.55	\$45.60	\$47.70	\$49.95	\$52.36	\$54.85	\$55.95	\$57.10	\$58.28
31	\$43.55	\$45.60	\$47.70	\$49.95	\$52.36	\$54.85	\$57.46	\$58.60	\$59.78	\$60.97
32	\$45.60	\$47.70	\$49.95	\$52.36	\$54.85	\$57.46	\$60.18	\$61.39	\$62.61	\$63.87
33	\$47.70	\$49.95	\$52.36	\$54.85	\$57.46	\$60.18	\$63.05	\$64.32	\$65.60	\$66.91

Hourly Rate	Annual Rate								
\$11.67	\$24,274	\$16.26	\$33,821	\$20.68	\$43,014	\$25.57	\$53,186	\$31.76	\$66,061
\$12.05	\$25,064	\$16.57	\$34,466	\$20.74	\$43,139	\$25.87	\$53,810	\$31.99	\$66,539
\$12.55	\$26,104	\$16.90	\$35,152	\$21.17	\$44,034	\$26.12	\$54,330	\$32.66	\$67,933
\$13.07	\$27,186	\$16.92	\$35,194	\$21.28	\$44,262	\$26.38	\$54,870	\$32.97	\$68,578
\$13.54	\$28,163	\$17.25	\$35,880	\$21.58	\$44,886	\$26.90	\$55,952	\$33.33	\$69,326
\$14.07	\$29,266	\$17.28	\$35,942	\$21.76	\$45,261	\$27.16	\$56,493	\$33.60	\$69,888
\$14.66	\$30,493	\$17.56	\$36,525	\$22.19	\$46,155	\$27.42	\$57,034	\$34.31	\$71,365
\$15.00	\$31,200	\$17.57	\$36,546	\$22.32	\$46,426	\$27.74	\$57,699	\$34.60	\$71,968
\$15.05	\$31,304	\$17.97	\$37,378	\$22.61	\$47,029	\$28.32	\$58,906	\$34.98	\$72,758
\$15.29	\$31,803	\$18.33	\$38,126	\$22.82	\$47,466	\$28.51	\$59,301	\$35.35	\$73,528
\$15.30	\$31,824	\$18.36	\$38,189	\$23.25	\$48,360	\$28.89	\$60,091	\$36.02	\$74,922
\$15.40	\$32,032	\$18.72	\$38,938	\$23.55	\$48,984	\$29.09	\$60,507	\$36.28	\$75,462
\$15.67	\$32,594	\$18.79	\$39,083	\$23.70	\$49,296	\$29.63	\$61,630	\$36.74	\$76,419
\$15.80	\$32,864	\$19.10	\$39,728	\$24.02	\$49,962	\$29.94	\$62,275	\$37.01	\$76,981
\$15.96	\$33,197	\$19.51	\$40,581	\$24.47	\$50,898	\$30.22	\$62,858	\$37.77	\$78,562
\$15.99	\$33,259	\$19.88	\$41,350	\$24.65	\$51,272	\$30.56	\$63,565	\$37.95	\$78,936
\$16.20	\$33,696	\$20.28	\$42,182	\$24.93	\$51,854	\$31.19	\$64,875	\$38.52	\$80,122
\$16.23	\$33,758	\$20.34	\$42,307	\$25.11	\$52,229	\$31.39	\$65,291	\$38.71	\$80,517

Hourly Rate	Annual Rate
\$39.51	\$82,181
\$39.73	\$82,638
\$40.30	\$83,824
\$40.55	\$84,344
\$41.38	\$86,070
\$41.62	\$86,570
\$42.19	\$87,755
\$42.45	\$88,296
\$43.27	\$90,002
\$43.55	\$90,584
\$44.20	\$91,936
\$44.45	\$92,456
\$45.30	\$94,224
\$45.60	\$94,848
\$45.61	\$94,869
\$46.23	\$96,158
\$46.50	\$96,720
\$47.44	\$98,675
\$47.70	\$99,216
\$47.71	\$99,237
\$48.36	\$100,589
\$48.73	\$101,358
\$49.68	\$103,334
\$49.95	\$103,896
\$50.64	\$105,331
\$50.92	\$105,914
\$51.95	\$108,056
\$52.36	\$108,909
\$53.00	\$110,240
\$53.42	\$111,114
\$54.46	\$113,277
\$54.85	\$114,088
\$55.54	\$115,523
\$55.95	\$116,376
\$57.10	\$118,768
\$57.46	\$119,517
\$58.28	\$121,222
\$58.60	\$121,888
\$59.78	\$124,342
\$60.18	\$125,174
\$60.97	\$126,818
\$61.39	\$127,691
\$62.61	\$130,229
\$63.05	\$131,144
\$63.87	\$132,850
\$64.32	\$133,786
\$65.60	\$136,448
\$66.91	\$139,173

Based on 2080 hours

## MCAAP

Effective July 1, 2017

STEP	N-11	M	N	O	P	Q
1	\$93,166	\$94,846	\$100,536	\$106,569	\$112,962	\$119,741
2	\$95,962	\$97,691	\$103,552	\$109,766	\$116,352	\$123,332
3	\$98,842	\$100,621	\$106,660	\$113,058	\$119,843	\$127,032
4	\$101,807	\$103,640	\$109,860	\$116,451	\$123,437	\$130,842
5	\$104,861	\$106,749	\$113,155	\$119,945	\$127,141	\$134,769
6	\$108,007	\$109,952	\$116,551	\$123,542	\$130,955	\$138,811
7	\$111,247	\$113,249	\$120,048	\$127,249	\$134,883	\$142,978
8	\$114,585	\$116,647	\$123,648	\$131,067	\$138,931	\$147,265
9	\$118,023	\$120,148	\$127,357	\$134,998	\$143,098	\$151,682
10	\$121,564	\$123,751	\$131,179	\$136,348	\$144,529	\$153,199

## MCBOA

Effective July 1, 2017

STEP	G	H	I	J	K
1	\$68,092	\$72,177	\$76,506	\$81,098	\$85,963
2	\$70,134	\$74,342	\$78,801	\$83,531	\$88,542
3	\$72,238	\$76,572	\$81,167	\$86,037	\$91,198
4	\$74,405	\$78,869	\$83,601	\$88,618	\$93,935
5	\$76,638	\$81,234	\$86,109	\$91,277	\$96,752
6	\$78,937	\$83,672	\$88,691	\$94,015	\$99,656
7	\$81,305	\$86,183	\$91,353	\$96,836	\$102,645
8	\$83,744	\$88,768	\$94,094	\$99,742	\$105,725
9	\$86,257	\$91,431	\$96,917	\$102,733	\$108,897
10	\$88,845	\$94,174	\$99,825	\$105,815	\$112,164
11	\$91,510	\$96,999	\$102,819	\$108,989	\$115,528
12	\$94,254	\$99,908	\$105,904	\$112,258	\$118,993

# FY 2018 SALARY SCHEDULES

Effective July 1, 2017\*

## 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

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

An equal employment opportunity employer

\*"Teacher/Other MCEA Positions" updated February 20, 2018



**ELEMENTARY SCHOOL**

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

**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

**HIGH SCHOOL**

Band/Competitive Marching (3R50)..... \$2,475  
 Band/Instru. Music Director (3R53) ..... \$2,550  
 Band/Marching Pep Band (3R52) .....\$1,650  
 Band/Marching—Preseason (3R51) ..... \$960  
 Band/Pep Band Director (3R54)..... \$900  
 Choral Director (3R05) ..... \$4,500  
 Debate (3L01).....\$3,375  
 Drama (3P02) .....\$5,055  
 Flag/Majorette/Rifle/Team Sponsor (3E12) ..... \$2,250  
 Flag/Majorette/Rifle/Team Sponsor = 85 hrs (3E13).....\$1,275  
 Forensics (3L02).....\$3,375  
 It's Academic (3L52) .....\$1,500  
 Junior Class Advisor (3N05) .....\$2,625  
 Mathletes (3L03).....\$1,755

**EXTRACURRICULAR ACTIVITIES** Effective July 1, 2017

**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.**

Mock Trial Program (3L13).....\$1,350	Baseball, Varsity (3A02).....\$4,470
Music Theater Director (3R55)..... \$975	Basketball, JV (B) (3A16)..... \$3,540
Newspaper Advisor (3J03) ..... \$3,375	Basketball, JV (G) (3B12) ..... \$3,540
Senior Class Advisor (3N06) .....\$3,750	Basketball Scorer/Timer (B) (3A24) ..... \$630
SGA (3F04) ..... \$4,050	Basketball Scorer/Timer (G) (3B24)..... \$630
Stage Director (3R12).....\$4,995	Basketball, Varsity (B) (3A07) ..... \$4,845
STEM Club (3L18) .....\$1,500	Basketball, Varsity (G) (3B02)..... \$4,845
Student Service Learning HS (3S04) ..... \$3,000	Bocce (Co-ed) (Corollary) (3B11) ..... \$1,725
Yearbook Advisor (3J04)..... \$3,375	Cheerleaders Plan I Sponsor 1 Fall (3E29).....\$2,303
Assistant Athletic Director (3D02).....\$4,725	Cheerleaders Plan I Sponsor 2 Fall (3E30).....\$2,303
Assistant Game Manager (3D15) .....\$2,430	Cheerleaders Plan II Fall, JV (3E41).....\$1,958
Baseball, JV (3A11) .....\$2,955	Cheerleaders Plan II Fall, Varsity (3E40) ..... \$2,490

**TEACHER/OTHER MCEA POSITIONS**

Effective February 20, 2018 (1<sup>st</sup> 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	\$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: Certified:** Short-Term \$19.29/hr.; Long-Term \$27.48/hr. **Non-Certified:** Short-Term \$18.23/hr.; Long-Term \$26.02/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)..... \$1,973  
 Corollary Sports Facilitator (County) (3F14).....\$2,070  
 Cross Country Assistant Team over 40 (Co-ed) (3C45).....\$3,390  
 Cross Country (Co-ed) Head Coach (3C24)..... \$3,615  
 Cross Country/Track & Field Meet Fcltr (County) (3F16).....\$2,070  
 Diving Coach (County) (3D06)..... \$3,090  
 Field Hockey, JV (G) (3B21) ..... \$2,580  
 Field Hockey, Varsity (G) (3B16).....\$3,645  
 Football Assistant Coach (3A14, 3A17, 3A18, 3A19) ...\$5,160  
 Football Head Coach (3A05).....\$5,985  
 Football Ticket Manager (3D03) .....\$1,005  
 Golf (Co-ed) (3C01).....\$1,965  
 Gymnastics (G) (3B14) .....\$1,965  
 Indoor Track (Co-ed) (3C12).....\$3,495  
 Indoor Track Assistant (Co-ed) Team over 40 (3C46) ...\$3,240  
 Intramural Director (Co-ed) (3C23).....\$570  
 Lacrosse, JV (B) (3C33)..... \$2,550  
 Lacrosse, JV (G) (3C37) ..... \$2,550  
 Lacrosse, Varsity (B) (3C34) .....\$3,270  
 Lacrosse, Varsity (G) (3C35) .....\$3,270  
 Night Game Manager (3D04) .....\$1,635  
 Pole Vault (County) (3D07)..... \$2,530  
 Pompons (3E10).....\$3,675  
 Soccer, JV (B) (3A10) ..... \$2,850  
 Soccer, JV (G) (3B22).....\$2,850  
 Soccer, Varsity (B) (3A01).....\$3,750  
 Soccer, Varsity (G) (3B19).....\$3,750  
 Softball (Co-ed) (Corollary) (3B09) .....\$1,725  
 Softball, JV (G) (3B18).....\$2,955  
 Softball, Varsity (G) (3B05) .....\$4,470  
 Swimming and Diving (3C09) .....\$3,225  
 Team Handball (Co-ed) (Corollary) (3B15).....\$1,725  
 Tennis (B) (3A21).....\$3,255  
 Tennis (G) (3B04) .....\$3,330  
 Ticket Manager, Basketball (3D01)..... \$1,170  
 Ticket Manager, Countywide Athletic Events (3D05).... \$3,000  
 Ticket Manager, General Athletic Events (3D16) ..... \$2,460  
 Track Assistant (Co-ed) (3C47, 3C49, 3C51).....\$3,690  
 Track Head Coach (Co-ed) (3C21) ..... \$4,005  
 Volleyball, JV (G) (3B13) .....\$2,565  
 Volleyball, Varsity (B) (3A26).....\$3,465  
 Volleyball, Varsity (Co-ed) (3C20).....\$3,465  
 Volleyball, Varsity (G) (3B03).....\$3,525  
 Weight Trainer Director (Co-ed) (3C06) .....\$1,350  
 Wrestling, JV (3A15).....\$3,960  
 Wrestling, Varsity (3A06) ..... \$5,175