



**Montgomery County
Public Schools**

**SALARY SCALE A
2012-2013 ADMINISTRATIVE ASSISTANTS' SALARY SCALE**

	10 MONTH			11 MONTH			12 MONTH		
Step	Level I	Level II	Level III	Level I	Level II	Level III	Level I	Level II	Level III
1	19,762	20,390	25,423	21,736	22,429	27,967	23,715	24,476	30,514
2	20,207	20,849	25,995	22,225	22,934	28,596	24,249	25,027	31,201
3	20,662	21,318	26,580	22,725	23,450	29,240	24,795	25,590	31,903
4	21,127	21,797	27,178	23,236	23,977	29,898	25,353	26,166	32,621
5	21,603	22,288	27,789	23,759	24,517	30,570	25,923	26,754	33,355
6	22,088	22,790	28,414	24,294	25,069	31,258	26,506	27,356	34,106
7	22,585	23,303	29,053	24,840	25,633	31,961	27,103	27,971	34,873
8	23,093	23,827	29,707	25,399	26,209	32,680	27,713	28,601	35,658
9	23,612	24,364	30,376	25,971	26,799	33,415	28,336	29,244	36,459
10	24,144	24,912	31,059	26,555	27,402	34,167	28,974	29,902	37,280
11	24,687	25,472	31,758	27,153	28,018	34,936	29,626	30,575	38,118
12	25,243	26,045	32,472	27,764	28,648	35,723	30,292	31,263	38,976
13	25,812	26,631	33,202	28,388	29,293	36,527	30,973	31,967	39,853
14	26,392	27,230	33,949	29,027	29,952	37,349	31,670	32,686	40,750
15	26,986	27,843	34,713	29,680	30,626	38,189	32,383	33,422	41,667
16	27,593	28,469	35,494	30,348	31,316	39,048	33,111	34,173	42,604
17	28,755	29,110	36,293	31,625	32,021	39,927	34,506	35,646	44,292
18+	29,965	29,764	37,110	32,956	32,741	40,825	36,203	37,368	46,263

Key to Salary Levels

- I Administrative Assistants - all schools, central administrative office, support/service department

- II Head Clerks - middle & high schools
Payroll/Benefits Clerks
Administrative Assistant - Assistant Superintendent

- III Clerk of the Board/Public Information Officer
Office Manager/Deputy Clerk of the Board

Supplements

Driver Training & Bus Driving after hours on regular basis (Transportation AA)	\$215.00 per month
24 hours primary pager substitute (Transportation AA)	\$ 15.00 per day

The salary schedule may be increased up to \$.11 to allow the monthly salary to be equally divisible by twelve.



Montgomery County
Public Schools

SALARY SCALE B

2012 - 2013 ADMINISTRATIVE ASSISTANTS' SALARY SCALE

	10 MONTH			11 MONTH			12 MONTH		
Step	Level I	Level II	Level III	Level I	Level II	Level III	Level I	Level II	Level III
1	19,567	20,188	25,171	21,521	22,207	27,690	23,480	24,234	30,212
2	20,007	20,642	25,738	22,005	22,707	28,313	24,009	24,779	30,892
3	20,458	21,107	26,317	22,500	23,218	28,951	24,549	25,337	31,587
4	20,918	21,582	26,908	23,006	23,740	29,602	25,102	25,907	32,298
5	21,389	22,067	27,513	23,524	24,274	30,268	25,666	26,489	33,025
6	21,870	22,564	28,133	24,053	24,821	30,948	26,244	27,085	33,768
7	22,361	23,072	28,766	24,595	25,379	31,644	26,835	27,694	34,528
8	22,864	23,592	29,413	25,148	25,950	32,356	27,439	28,317	35,305
9	23,378	24,123	30,075	25,714	26,534	33,085	28,056	28,955	36,098
10	23,905	24,665	30,751	26,292	27,131	33,829	28,687	29,606	36,910
11	24,443	25,220	31,443	26,884	27,741	34,590	29,332	30,273	37,741
12	24,993	25,787	32,150	27,489	28,365	35,369	29,992	30,953	38,590
13	25,556	26,367	32,873	28,107	29,003	36,165	30,667	31,650	39,459
14	26,131	26,960	33,613	28,740	29,656	36,979	31,356	32,362	40,346
15	26,719	27,567	34,369	29,386	30,323	37,811	32,062	33,091	41,254
16	27,319	28,187	35,143	30,048	31,006	38,662	32,784	33,835	42,183
17	28,470	28,821	35,934	31,312	31,704	39,531	34,164	35,293	43,853
18+	29,669	29,470	36,743	32,630	32,417	40,421	35,845	36,998	45,805

Key to Salary Levels

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Administrative Assistant - Assistant Superintendent

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Office Manager/Deputy Clerk of the Board

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Montgomery County
Public Schools
SALARY SCALE A

2012 - 2013 ADMINISTRATORS' SALARY SCALE - 11 MONTH

Step	Level I	Level II	Level III	Level IV	Level V	Level VI	Level VII
0	50,978	52,017	58,258	59,302	60,340	63,461	67,621
1	51,820	52,876	59,219	60,280	61,335	64,508	68,737
2	52,675	53,748	60,197	61,275	62,347	65,572	69,871
3	53,543	54,635	61,190	62,286	63,376	66,654	71,024
4	54,427	55,536	62,199	63,313	64,421	67,754	72,196
5	55,325	56,452	63,226	64,358	65,484	68,872	73,387
6	56,237	57,384	64,270	65,420	66,565	70,008	74,598
7	57,165	58,331	65,330	66,499	67,663	71,163	75,828
8	58,108	59,293	66,408	67,596	68,780	72,338	77,080
9	59,067	60,271	67,504	68,711	69,915	73,531	78,351
10	60,041	61,265	68,618	69,845	71,069	74,744	79,645
11	61,032	62,276	69,750	70,997	72,241	75,977	80,958
12	62,039	63,304	70,901	72,169	73,434	77,231	82,295
13	63,063	64,348	72,071	73,359	74,645	78,506	83,652
14	64,103	65,410	73,261	74,569	75,877	79,801	85,033
15	65,161	66,489	74,470	75,799	77,129	81,117	86,435
16	66,236	67,586	75,698	77,051	78,402	82,455	87,861
17	67,329	68,701	76,948	78,322	79,695	83,816	89,311
18	68,440	69,835	78,218	79,615	81,010	85,199	90,784
19	69,570	70,987	79,508	80,928	82,346	86,604	92,282
20	70,718	72,158	80,820	82,264	83,705	88,033	93,805
20+	70,718	72,158	80,820	82,264	83,705	88,033	93,805

STEP 20+ SAME AS STEP 20 AND LISTED TO REFLECT INCREASE FOR OVER 20.

Add \$1,500 to the above for doctorate

Key to Salary Levels

I	Administrative Supervisors, Grant Writers, Assessment Coordinator, Coordinator of Response to Intervention, Coordinator of Positive Behavior Support, Assistant to Director of Facilities & Planning, Program Manager
II	Elementary Assistant Principals
III	Middle School Assistant Principals, Instructional Supervisors, Supervisor School Nutrition, Payroll Supervisor, Personnel Supervisor
IV	High School Assistant Principals & Supervisor of Transportation
V	Elementary Principals
VI	Middle School Principals, Controller
VII	High School Principals

220 workdays will be scheduled between August 1st and June 30th

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Montgomery County
Public Schools

SALARY SCALE B
2012 - 2013 ADMINISTRATORS' SALARY SCALE - 11 MONTH

Step	Level I	Level II	Level III	Level IV	Level V	Level VI	Level VII
0	50,474	51,502	57,681	58,714	59,742	62,833	66,952
1	51,307	52,352	58,633	59,683	60,728	63,870	68,056
2	52,153	53,216	59,601	60,668	61,730	64,923	69,179
3	53,013	54,094	60,584	61,669	62,748	65,994	70,321
4	53,888	54,986	61,584	62,686	63,783	67,083	71,481
5	54,777	55,893	62,600	63,720	64,836	68,190	72,660
6	55,681	56,816	63,633	64,772	65,905	69,315	73,859
7	56,599	57,753	64,683	65,841	66,993	70,459	75,078
8	57,533	58,706	65,751	66,927	68,099	71,622	76,316
9	58,482	59,675	66,836	68,031	69,223	72,803	77,576
10	59,447	60,659	67,939	69,153	70,365	74,004	78,856
11	60,427	61,660	69,060	70,294	71,526	75,225	80,157
12	61,424	62,677	70,199	71,454	72,707	76,466	81,480
13	62,438	63,711	71,358	72,633	73,906	77,728	82,824
14	63,469	64,762	72,535	73,831	75,126	79,011	84,191
15	64,516	65,830	73,732	75,049	76,365	80,314	85,579
16	65,580	66,916	74,949	76,288	77,625	81,639	86,991
17	66,663	68,021	76,186	77,547	78,906	82,986	88,426
18	67,763	69,143	77,443	78,826	80,208	84,355	89,885
19	68,881	70,284	78,721	80,127	81,531	85,747	91,369
20	70,018	71,444	80,020	81,449	82,876	87,162	92,876
20+	70,018	71,444	80,020	81,449	82,876	87,162	92,876

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Key to Salary Levels

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Montgomery County
Public Schools

SALARY SCALE A

2012 - 2013 ADMINISTRATORS' SALARY SCALE - 12 MONTH

Step	Level I	Level II	Level III	Level IV	Level V	Level VI	Level VII	Level VIII	Level IX
0	55,613	56,746	63,554	64,693	65,825	69,230	73,769	79,441	85,120
1	56,531	57,683	64,603	65,760	66,911	70,373	74,986	80,752	86,525
2	57,463	58,634	65,669	66,845	68,015	71,533	76,223	82,084	87,953
3	58,411	59,601	66,752	67,948	69,137	72,714	77,481	83,439	89,405
4	59,375	60,585	67,854	69,069	70,278	73,913	78,759	84,816	90,880
5	60,354	61,584	68,974	70,208	71,437	75,133	80,058	86,216	92,379
6	61,350	62,600	70,112	71,367	72,616	76,373	81,379	87,639	93,903
7	62,362	63,634	71,269	72,544	73,814	77,633	82,722	89,085	95,453
8	63,391	64,684	72,445	73,741	75,032	78,914	84,087	90,555	97,028
9	64,437	65,751	73,641	74,958	76,271	80,216	85,474	92,050	98,628
10	65,500	66,835	74,856	76,194	77,530	81,539	86,885	93,569	100,255
11	66,580	67,938	76,091	77,451	78,809	82,884	88,318	95,112	101,910
12	67,679	69,059	77,347	78,729	80,109	84,252	89,776	96,681	103,591
13	68,796	70,198	78,623	80,028	81,431	85,642	91,257	98,276	105,301
14	69,931	71,356	79,921	81,348	82,775	87,055	92,763	99,898	107,038
15	71,085	72,533	81,240	82,690	84,141	88,492	94,293	101,547	108,804
16	72,258	73,730	82,580	84,055	85,529	89,951	95,849	103,223	110,599
17	73,450	74,947	83,943	85,443	86,940	91,436	97,430	104,926	112,424
18	74,662	76,183	85,328	86,852	88,374	92,944	99,037	106,658	114,279
19	75,894	77,440	86,736	88,286	89,832	94,478	100,672	108,417	116,164
20	77,147	78,718	88,167	89,742	91,314	96,036	102,332	110,207	118,081
20+	77,147	78,718	88,167	89,742	91,314	96,036	102,332	110,207	118,081

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Key to Salary Levels

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Assistant to Director of Facilities & Planning

- II Elementary Assistant Principals

- III Middle School Assistant Principals, Instructional Supervisors, Supervisor School Nutrition,
Supervisor Payroll, and Supervisor Personnel

- IV High School Assistant Principals & Supervisor of Transportation

- V Elementary Principals

- VI Middle School Principals, Controller

- VII High School Principals

- VIII Directors

- IX Assistant Superintendent

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Montgomery County
Public Schools

SALARY SCALE B
2012 - 2013 ADMINISTRATORS' SALARY SCALE - 12 MONTH

Step	Level I	Level II	Level III	Level IV	Level V	Level VI	Level VII	Level VIII	Level IX
0	55,062	56,184	62,925	64,052	65,173	68,545	73,038	78,655	84,277
1	55,971	57,111	63,963	65,109	66,249	69,676	74,243	79,953	85,668
2	56,894	58,054	65,019	66,183	67,342	70,825	75,468	81,272	87,082
3	57,833	59,011	66,091	67,275	68,453	71,994	76,714	82,613	88,519
4	58,787	59,985	67,182	68,385	69,582	73,182	77,979	83,976	89,980
5	59,757	60,975	68,291	69,513	70,730	74,390	79,266	85,362	91,465
6	60,742	61,981	69,418	70,661	71,897	75,617	80,574	86,771	92,974
7	61,744	63,004	70,564	71,826	73,084	76,864	81,903	88,203	94,508
8	62,763	64,043	71,728	73,011	74,290	78,133	83,254	89,659	96,067
9	63,799	65,100	72,912	74,216	75,516	79,421	84,628	91,138	97,652
10	64,851	66,173	74,115	75,440	76,762	80,731	86,025	92,642	99,263
11	65,921	67,265	75,338	76,684	78,029	82,064	87,444	94,170	100,901
12	67,008	68,375	76,581	77,950	79,316	83,418	88,887	95,724	102,566
13	68,114	69,503	77,845	79,236	80,625	84,795	90,354	97,303	104,258
14	69,239	70,650	79,129	80,542	81,955	86,193	91,844	98,909	105,978
15	70,381	71,815	80,435	81,872	83,308	87,615	93,359	100,541	107,727
16	71,542	73,000	81,763	83,223	84,682	89,061	94,900	102,201	109,504
17	72,723	74,205	83,112	84,597	86,080	90,530	96,465	103,888	111,311
18	73,923	75,429	84,483	85,992	87,499	92,024	98,057	105,602	113,147
19	75,143	76,673	85,877	87,411	88,943	93,542	99,675	107,344	115,014
20	76,383	77,939	87,294	88,854	90,410	95,085	101,319	109,115	116,912
20+	76,383	77,939	87,294	88,854	90,410	95,085	101,319	109,115	116,912

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VIII	Directors
IX	Assistant Superintendent

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Montgomery County
Public Schools

SALARY SCALE A
2012-2013 AIDES' SALARY SCALE

SCHOOL-SITE AIDES	
Step	Hourly Rate
1	9.85
2	10.10
3	10.40
4	10.71
5	11.01
6	11.31
7	11.62
8	11.92
9	12.22
10	12.52
11	12.83
12	13.13
13	13.43
14+	13.74

EMPLOYMENT HOURS & DAYS

Employee Group	Hours Per Day	Days Per SY
Library Aides	6.00	181
Special Education Aides	6.50	181
Guidance Aides	7.00	181
In-School Supervision Aides	7.50	181
Lunch Aides	*	180

*Hours per day determined by each school's principal

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Montgomery County
Public Schools

SALARY SCALE B
2012 - 2013 AIDES' SALARY SCALE

SCHOOL-SITE AIDES	
Step	Hourly Rate
1	9.85
2	10.10
3	10.40
4	10.71
5	11.01
6	11.31
7	11.62
8	11.92
9	12.22
10	12.52
11	12.83
12	13.13
13	13.43
14+	13.74

EMPLOYMENT HOURS & DAYS

Employee Group	Hours Per Day	Days Per SY
Library Aides	6.00	181
Special Education Aides	6.50	181
Guidance Aides	7.00	181
In-School Supervision Aides	7.50	181
Lunch Aides	*	180

*Hours per day determined by each school's principal

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Montgomery County
Public Schools

SALARY SCALE A
2012-2013 BUS DRIVERS' AND BUS AIDES' SALARY SCALE

Step	DRIVERS		AIDES	
	Hourly Rate	Daily Rate	Hourly Rate	Daily Rate
1	13.99	59.45	11.56	49.15
2	14.24	60.52	11.72	49.79
3	14.49	61.60	11.87	50.44
4	14.75	62.67	12.02	51.08
5	15.00	63.74	12.17	51.72
6	15.25	64.82	12.32	52.37
7	15.50	65.89	12.47	53.01
8	15.76	66.96	12.63	53.66
9	16.01	68.04	12.78	54.30
10	16.26	69.11	12.93	54.94
11	16.51	70.18	13.08	55.59
12	16.77	71.26	13.23	56.23
13	17.02	72.33	13.38	56.88
14	17.27	73.40	13.53	57.52
15	17.52	74.47	13.69	58.16
16	17.78	75.55	13.84	58.81
17	18.03	76.62	13.99	59.45
18	18.28	77.69	14.14	60.10
19	18.53	78.77	14.29	60.74
20	18.79	79.84	14.44	61.38
21+	19.04	80.91	14.59	62.03

The daily rate is based on 4.25 hours per day. Any additional time shall be paid the hourly rate in 15 minute increments.

All non-driving activities shall be paid at a rate of \$9.50 per hour (example - field trip wait time, driver training, defensive driving, first aid, CPR)

NOTE: On field trips, drivers will be paid their normal hourly rate while driving or \$9.50 per hour during non-driving time.

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Montgomery County
Public Schools

SALARY SCALE B

2012 - 2013 BUS DRIVERS' and BUS AIDES' SALARY SCALE

Step	DRIVERS		AIDES	
	Hourly Rate	Daily Rate	Hourly Rate	Daily Rate
1	13.99	59.45	11.56	49.15
2	14.24	60.52	11.72	49.79
3	14.49	61.60	11.87	50.44
4	14.75	62.67	12.02	51.08
5	15.00	63.74	12.17	51.72
6	15.25	64.82	12.32	52.37
7	15.50	65.89	12.47	53.01
8	15.76	66.96	12.63	53.66
9	16.01	68.04	12.78	54.30
10	16.26	69.11	12.93	54.94
11	16.51	70.18	13.08	55.59
12	16.77	71.26	13.23	56.23
13	17.02	72.33	13.38	56.88
14	17.27	73.40	13.53	57.52
15	17.52	74.47	13.69	58.16
16	17.78	75.55	13.84	58.81
17	18.03	76.62	13.99	59.45
18	18.28	77.69	14.14	60.10
19	18.53	78.77	14.29	60.74
20	18.79	79.84	14.44	61.38
21+	19.04	80.91	14.59	62.03

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**Montgomery County
Public Schools**

**SALARY SCALE A
2012 - 2013 OTHER PAY RATES**

Hourly Rate	Daily Rate	Other Rates
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TEACHER RECOGNITION AWARDS

District Teacher of the Year		\$100 one-time payment
Regional Teacher of the Year		\$250 one-time payment
State Teacher of the Year		\$500 one-time payment

SUPPORT STAFF RECOGNITION AWARD

Support Staff Employee of the Year		\$100 one-time payment
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ADULT BASIC EDUCATION:

Teacher	\$25.25	
Aide	\$13.74	
GED Alternate Examiner		\$343.40

Homebound Instruction Teacher (includes travel)
and Program Coordinator - Before & After School Program

\$23.23

Nurse (part-time)

\$22.73

Parent Coordinator

\$19.44

SOL Remediation - Certified Teacher

\$24.85

SOL Remediation Tutors
(paid from Support Staff Instructional Aide Scale)

Language Translator/Aide

\$15.15

Staff Development/In-Service (prior approval required)

\$80.80

SUBSTITUTES:

Administrative Assistant	\$11.31	
Administrator		\$176.75
Aide	\$9.85	
Nurses	\$21.01	
Teacher		\$78.78
Teacher (long-term)		\$111.10

(per School Board approval on 5/17/2005, the long term sub teacher rate begins on the 16th consecutive day in the same assignment)



**Montgomery County
 Public Schools
 SALARY SCALE B
 2012 - 2013 OTHER PAY RATES**

	Hourly Rate	Daily Rate	Other Rates
TEACHER RECOGNITION AWARDS			
District Teacher of the Year			\$100 one-time payment
Regional Teacher of the Year			\$250 one-time payment
State Teacher of the Year			\$500 one-time payment
SUPPORT STAFF RECOGNITION AWARD			
Support Staff Employee of the Year			\$100 one-time payment
ADULT BASIC EDUCATION:			
Teacher	\$25.25		
Aide	\$13.74		
GED Alternate Examiner		\$343.40	
Homebound Instruction Teacher (includes travel) and Program Coordinator - Before & After School Program	\$23.23		
Nurse (part-time)	\$22.73		
Parent Coordinator	\$19.44		
SOL Remediation - Certified Teacher	\$24.85		
SOL Remediation Tutors (paid from Support Staff Instructional Aide Scale)			
Language Translator/Aide	\$15.15		
Staff Development/In-Service (prior approval required)		\$80.80	
SUBSTITUTES:			
Administrative Assistant	\$11.31		
Administrator		\$176.75	
Aide	\$9.85		
Nurses	\$21.01		
Teacher		\$78.78	
Teacher (long-term)		\$111.10	
(per School Board approval on 5/17/2005, the long term sub teacher rate begins on the 16th consecutive day in the same assignment)			



Montgomery County
Public Schools

SALARY SCALE A
2012-2013 NUTRITION SERVICES SALARY SCALE

Step	MANAGER		ASSISTANT MANAGER		FIELD MANAGER - 12 month
	Hourly Rate	Daily Rate 7 hrs/day	Hourly Rate	Daily Rate 6.5 hrs/day	Annual Rate
1	10.81	75.69	9.79	63.65	26,966
2	10.92	76.41	10.00	64.98	27,641
3	11.02	77.12	10.20	66.31	28,331
4	11.63	81.40	10.51	68.30	29,039
5	12.24	85.69	11.02	71.61	29,765
6	13.06	91.40	11.68	75.92	30,509
7	13.57	94.97	12.04	78.24	31,272
8	13.92	97.47	12.24	79.57	32,054
9	14.28	99.97	12.39	80.56	32,855
10	14.64	102.47	12.55	81.56	33,677
11	15.00	104.97	12.75	82.88	34,518
12	15.35	107.47	12.96	84.21	35,381
13	15.71	109.97	13.16	85.54	36,266
14	16.07	112.47	13.36	86.86	37,172
15+	16.42	114.97	13.57	88.19	38,102

Additional \$.10 per hour for School Nutrition Association Certification

The salary schedule may be increased up to \$.11 to allow the monthly salary to be equally divisible by twelve.



Montgomery County
Public Schools

SALARY SCALE B

2012 - 2013 NUTRITION SERVICES SALARY SCALE

MANAGER

Step	Hourly Rate	Daily Rate 7 hrs/day
1	10.71	74.94
2	10.81	75.65
3	10.91	76.36
4	11.51	80.60
5	12.12	84.84
6	12.93	90.50
7	13.43	94.03
8	13.79	96.51
9	14.14	98.98
10	14.49	101.45
11	14.85	103.93
12	15.20	106.40
13	15.55	108.88
14	15.91	111.35
15+	16.26	113.83

ASSISTANT MANAGER

Hourly Rate	Daily Rate 6.5 hrs/day
9.70	63.02
9.90	64.34
10.10	65.65
10.40	67.62
10.91	70.90
11.56	75.17
11.92	77.47
12.12	78.78
12.27	79.76
12.42	80.75
12.63	82.06
12.83	83.38
13.03	84.69
13.23	86.00
13.43	87.31

HOURLY & SALARIED EMPLOYEES

Step	Hourly Rate
1	8.59
2	8.79
3	8.99
4	9.39
5	9.95
6	10.40
7	10.96
8	11.31
9	11.56
10	11.82
11	11.92
12	12.02
13	12.12
14	12.22
15+	12.32

FIELD MANAGER - 12 month

Annual Rate
26,699
27,367
28,051
28,752
29,471
30,207
30,963
31,736
32,530
33,343
34,176
35,031
35,907
36,804
37,725

SUBSTITUTE EMPLOYEES - as needed

Years of Service	Hourly Rate
1	7.63
2	7.83
3	8.08
4	8.28
5	8.48
6	8.64
7	8.84
8	9.49
9	10.25
10 +	10.91

Additional \$.10 per hour for School Nutrition Association Certification

The salary schedule may be increased up to \$.11 to allow the monthly salary to be equally divisible by twelve.



Montgomery County
Public Schools

SALARY SCALE A
2011-2012 SUMMER ACADEMY SALARY SCALE

Administrators

Certified Principals will receive a daily rate equal to principal substitute rate.

Rate

\$176.75/day

Certified Teachers and

Program Coordinator Before and After School

\$20.20/hr.

Support Staff

Administrative Assistants

\$10.63/hr. or current hourly rate of pay

Aides

\$9.85 - \$13.74/hr.

Hourly rate based on current salary placement if in a similar position

Support Services New Hires

\$9.09/hr

Support Services Returning

\$9.44/hr.

School Nurses

\$21.01/hr.

School Nutrition

Step	Manager Hourly Rate	Staff Hourly Rate
1	\$9.70	\$8.08
2	\$10.05	\$8.28
3	\$10.61	\$8.69
4	\$11.31	\$9.19
5	\$11.87	\$9.60
6	\$12.42	\$10.10
7	\$12.73	\$10.40
8	\$13.03	\$10.66
9	\$13.23	\$10.96
10	\$13.74	\$11.06
11	\$14.09	\$11.16
12	\$14.29	\$11.21
13	\$14.65	\$11.31
14	\$14.90	\$11.36
15	\$15.35	\$11.46

The salary schedule may be increased up to \$.11 to allow the monthly salary to be equally divisible by twelve.



**Montgomery County
Public Schools**

**SALARY SCALE B
2011 - 2012 SUMMER ACADEMY SALARY SCALE**

<u>Administrators</u>	<u>Rate</u>
Certified Principals will receive a daily rate equal to principal substitute rate.	\$176.75/day
Certified Teachers and Program Coordinator Before and After School	\$20.20/hr.
<hr/>	
<u>Support Staff</u>	
Administrative Assistants	\$10.63/hr. or current hourly rate of pay
Aides	\$9.85 - \$13.74/hr.
<hr/>	
Hourly rate based on current salary placement if in a similar position	
Support Services New Hires	\$9.09/hr
Support Services Returning	\$9.44/hr.
<hr/>	
School Nurses	\$21.01/hr.
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School Nutrition

Step	Manager Hourly Rate	Staff Hourly Rate
1	\$9.70	\$8.08
2	\$10.05	\$8.28
3	\$10.61	\$8.69
4	\$11.31	\$9.19
5	\$11.87	\$9.60
6	\$12.42	\$10.10
7	\$12.73	\$10.40
8	\$13.03	\$10.66
9	\$13.23	\$10.96
10	\$13.74	\$11.06
11	\$14.09	\$11.16
12	\$14.29	\$11.21
13	\$14.65	\$11.31
14	\$14.90	\$11.36
15	\$15.35	\$11.46

The salary schedule may be increased up to \$.11 to allow the monthly salary to be equally divisible by twelve.



**Montgomery County
Public Schools**

SALARY SCALE A

2012-2013 SUPPORT SERVICES STAFF SALARY SCALE

Step	Level I	Level II	Level III	Level IV	Level V	Level VI
1	19,078	27,382	34,349	41,485	49,059	55,612
2	19,833	27,922	34,998	42,081	49,654	56,208
3	20,588	28,463	35,646	42,677	50,250	56,803
4	21,343	29,003	36,295	43,273	50,846	57,399
5	22,097	29,544	36,944	43,868	51,442	57,995
6	22,852	30,085	37,593	44,464	52,037	58,590
7	23,607	30,625	38,242	45,060	52,633	59,186
8	24,362	31,166	38,890	45,656	53,229	59,782
9	25,117	31,707	39,539	46,251	53,825	60,378
10	25,872	32,247	40,188	46,847	54,420	60,973
11	26,627	32,788	40,837	47,443	55,016	61,569
12	27,382	33,329	41,485	48,039	55,612	62,165

Key to Salary Levels

I	Custodians General Maintenance Apprentices Grounds/General Maintenance Staff Warehouse Staff
II	BMS & CMS Head Custodians Senior Custodians Skilled Trades (Journeyman)
III	Building System Operators Certified Mechanics High School Head Custodians Master Skilled Trades Technology Technicians
IV	Technology Specialists w/certification and/or degree MIS Specialists Skilled Trades Foremen Warehouse Supervisor
V	Custodial Manager Coordinator of Transportation Energy Educator/Manager Technology Specialists w/Supervisory Responsibility
VI	Construction Program Manager Environmental & Maintenance Program Manager Technology Specialists w/Administrative Responsibility Program Managers w/Supervisory & Administration Responsibility

Supplements

Trade Shop Leader (included with contract salary for VRS & GLI)	\$3,600.00 per year
24 hours primary pager/emergency response - trades shops	\$300.00 per month
24 hours primary pager trainee	\$150.00 per month
Head Strand Custodian pager	\$150.00 per month
ASE Certification - \$216 per certification, not to exceed	\$1,728.00 per year
Certification Forklift Operator	\$150.00 per month

The salary schedule may be increased up to \$.11 to allow the monthly salary to be equally divisible by twelve.



Montgomery County
Public Schools

SALARY SCALE B
2012 - 2013 SUPPORT SERVICES STAFF SALARY SCALE

Step	Level I	Level II	Level III	Level IV	Level V	Level VI	HOURLY ¹
1	18,889	27,110	34,009	41,075	48,573	55,061	\$9.08
2	19,636	27,646	34,651	41,665	49,163	55,651	\$9.44
3	20,384	28,181	35,293	42,254	49,753	56,241	\$9.80
4	21,131	28,716	35,936	42,844	50,342	56,831	\$10.16
5	21,879	29,252	36,578	43,434	50,932	57,421	\$10.52
6	22,626	29,787	37,221	44,024	51,522	58,010	\$10.88
7	23,373	30,322	37,863	44,614	52,112	58,600	\$11.24
8	24,121	30,858	38,505	45,204	52,702	59,190	\$11.60
9	24,868	31,393	39,148	45,793	53,292	59,780	\$11.96
10	25,616	31,928	39,790	46,383	53,881	60,370	\$12.32
11	26,363	32,463	40,432	46,973	54,471	60,960	\$12.67
12	27,110	32,999	41,075	47,563	55,061	61,549	\$13.03

¹Hourly Scale for Custodians and Support Staff

Key to Salary Levels

I	Custodians General Maintenance Apprentices Grounds/General Maintenance Staff Warehouse Staff
II	BMS & CMS Head Custodians Senior Custodians Skilled Trades (Journeyman)
III	Building System Operators Certified Mechanics High School Head Custodians Master Skilled Trades Technology Technicians
IV	Technology Specialists w/certification and/or degree MIS Specialists Skilled Trades Foremen Warehouse Supervisor
V	Custodial Manager Coordinator of Transportation Energy Educator/Manager Technology Specialists w/Supervisory Responsibility
VI	Construction Program Manager Environmental & Maintenance Program Manager Technology Specialists w/Administrative Responsibility Program Managers w/Supervisory & Administration Responsibility

Supplements

Trade Shop Leader (included with contract salary for VRS & GLI)	\$3,600.00 per year
24 hours primary pager/emergency response - trades shops	\$300.00 per month
24 hours primary pager trainee	\$150.00 per month
Head Strand Custodian pager	\$150.00 per month
ASE Certification - \$216 per certification, not to exceed	\$1,728.00 per year
Certification Forklift Operator	\$150.00 per month

The salary schedule may be increased up to \$.11 to allow the monthly salary to be equally divisible by twelve.



Montgomery County
Public Schools

REVISED SALARY SCALE A - June 19, 2012
2012 - 2013 TEACHERS' SALARY SCALE - 10 MONTH

A teacher's step placement is for salary purposes and may or may not be reflective of an employee's complete work history.

Step	Bachelor's	Bachelor's/20 \$1,000 + 1% VRS	Master's \$2,000 + 1% VRS	Master's/20 \$2,500 + 1% VRS	Doctorate \$3,000 + 1% VRS
0	34,916	35,926	36,936	37,441	37,946
1	34,916	35,926	36,936	37,441	37,946
2	34,916	35,926	36,936	37,441	37,946
3	35,511	36,521	37,531	38,036	38,541
4	36,113	37,123	38,133	38,638	39,143
5	36,728	37,738	38,748	39,253	39,758
6	37,352	38,362	39,372	39,877	40,382
7	37,986	38,996	40,006	40,511	41,016
8	38,632	39,642	40,652	41,157	41,662
9	39,289	40,299	41,309	41,814	42,319
10	39,957	40,967	41,977	42,482	42,987
11	40,637	41,647	42,657	43,162	43,667
12	41,326	42,336	43,346	43,851	44,356
13	42,030	43,040	44,050	44,555	45,060
14	42,744	43,754	44,764	45,269	45,774
15	43,472	44,482	45,492	45,997	46,502
16	44,211	45,221	46,231	46,736	47,241
17	44,962	45,972	46,982	47,487	47,992
18	45,726	46,736	47,746	48,251	48,756
19	46,503	47,513	48,523	49,028	49,533
20	47,294	48,304	49,314	49,819	50,324
21	48,098	49,108	50,118	50,623	51,128
22	48,915	49,925	50,935	51,440	51,945
23	49,747	50,757	51,767	52,272	52,777
24	50,593	51,603	52,613	53,118	53,623
25	51,453	52,463	53,473	53,978	54,483
26	52,327	53,337	54,347	54,852	55,357
27	53,217	54,227	55,237	55,742	56,247
28	54,121	55,131	56,141	56,646	57,151
29	55,042	56,052	57,062	57,567	58,072
30+	55,978	56,988	57,998	58,503	59,008

Explanation for the above scale:

A. Columns 3 and 5: \$1,000 is added to the bachelor's scale and \$500 is added to the master's scale for the completion of 20 hours of credit leading to an advanced degree approved by an accredited college or university. Initial verification shall include a transcript and a letter from the university certifying that the teacher is enrolled in a GRADUATE PROGRAM LEADING TO AN ADVANCED DEGREE.

B. Column 4: \$2,000 is added to the bachelor's scale for the completion of a master's degree. Initial verification shall include a transcript indicating conferral of the degree.

C. Column 6: \$3,000 is added to the bachelor's scale for teachers holding a PhD or EdD from an accredited college or university and recognized by VDOE. Initial verification shall include a transcript indicating conferral of the degree.

D. All educational attainment documents shall be verified and submitted to the Personnel Office by the close of business on October 1st for teachers to be eligible for salary placement adjustment for the current year.

E. National Board Certification recipients are granted a one-time step advancement in the following contract year.

F. Total salary for 11 and 12 month employment shall be calculated by multiplying the appropriate salary from Column 2 by 1.1 and 1.2 respectively, plus the appropriate supplement for educational qualifications.

G. The salary schedule may be increased up to \$.11 to allow the monthly salary to be equally divisible by twelve.



**Montgomery County
 Public Schools
 SALARY SCALE B**

2012 - 2013 TEACHERS' SALARY SCALE - 10 MONTH

A teacher's step placement is for salary purposes and may or may not be reflective of an employee's complete work history.

Step	Bachelor's	Bachelor's/20 \$1,000	Master's \$2,000	Master's/20 \$2,500	Doctorate \$3,000
0	34,570	35,570	36,570	37,070	37,570
1	34,570	35,570	36,570	37,070	37,570
2	34,570	35,570	36,570	37,070	37,570
3	35,159	36,159	37,159	37,659	38,159
4	35,755	36,755	37,755	38,255	38,755
5	36,364	37,364	38,364	38,864	39,364
6	36,982	37,982	38,982	39,482	39,982
7	37,610	38,610	39,610	40,110	40,610
8	38,250	39,250	40,250	40,750	41,250
9	38,900	39,900	40,900	41,400	41,900
10	39,562	40,562	41,562	42,062	42,562
11	40,234	41,234	42,234	42,734	43,234
12	40,917	41,917	42,917	43,417	43,917
13	41,614	42,614	43,614	44,114	44,614
14	42,321	43,321	44,321	44,821	45,321
15	43,041	44,041	45,041	45,541	46,041
16	43,773	44,773	45,773	46,273	46,773
17	44,517	45,517	46,517	47,017	47,517
18	45,273	46,273	47,273	47,773	48,273
19	46,043	47,043	48,043	48,543	49,043
20	46,826	47,826	48,826	49,326	49,826
21	47,622	48,622	49,622	50,122	50,622
22	48,431	49,431	50,431	50,931	51,431
23	49,255	50,255	51,255	51,755	52,255
24	50,092	51,092	52,092	52,592	53,092
25	50,943	51,943	52,943	53,443	53,943
26	51,809	52,809	53,809	54,309	54,809
27	52,690	53,690	54,690	55,190	55,690
28	53,586	54,586	55,586	56,086	56,586
29	54,497	55,497	56,497	56,997	57,497
30+	55,424	56,424	57,424	57,924	58,424

Explanation for the above scale:

A. Columns 3 and 5: \$1,000 is added to the bachelor's scale and \$500 is added to the master's scale for the completion of 20 hours of credit leading to an advanced degree approved by an accredited college or university. Initial verification shall include a transcript and a letter from the university certifying that the teacher is enrolled in a GRADUATE PROGRAM LEADING TO AN ADVANCED DEGREE.

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D. All educational attainment documents shall be verified and submitted to the Personnel Office by the close of business on October 1st for teachers to be eligible for salary placement adjustment for the current year.

E. National Board Certification recipients are granted a one-time step advancement in the following contract year.

F. Total salary for 11 and 12 month employment shall be calculated by multiplying the appropriate salary from Column 2 by 1.1 and 1.2 respectively, plus the appropriate supplement for educational qualifications.

G. The salary schedule may be increased up to \$.11 to allow the monthly salary to be equally divisible by twelve.



Montgomery County
Public Schools

SALARY SCALE A
2012 - 2013 SALARY SCALE FOR:
OCCUPATIONAL/PHYSICAL THERAPIST ASSISTANTS,
SPEECH LANGUAGE PATHOLOGY ASSISTANTS,
INTERPRETERS - LEVELS I and II;
OCCUPATIONAL THERAPISTS,
PSYCHOLOGISTS

Step	Level I
1	34,916
2	35,511
3	36,113
4	36,728
5	37,352
6	37,986
7	38,632
8	39,289
9+	39,957

Step	Level II
0	36,323
1	37,212
2	38,124
3	39,058
4	40,015
5	40,996
6	42,000
7	43,029
8	44,083
9	45,163
10	46,270
11	47,403
12	48,565
13	49,754
14	50,973
15	52,222
16	53,501
17	54,812
18	56,155
19	57,531
20+	58,940

Add \$1,500 to the above for doctorate

Key to Salary Levels

- I Occupational Therapist Assistants
 Physical Therapist Assistants
 Speech Language Pathology Assistants
 Interpreters - Levels I and II

(NOTE: Interpreters - Levels III, IV and National Registry are paid on Teachers' Salary Scale.)

- II Occupational Therapists
 Psychologists

Supplements

Lead School Psychologist \$1,000 per year

A. Total salary for 11 and 12 month employment shall be calculated by multiplying the appropriate salary above by 1.1 and 1.2 respectively.

B. The salary schedule may be increased up to \$.11 to allow the monthly salary to be equally divisible by twelve.



Montgomery County
Public Schools

SALARY SCALE B

**2012 - 2013 SALARY SCALE FOR:
OCCUPATIONAL/PHYSICAL THERAPIST ASSISTANTS,
SPEECH LANGUAGE PATHOLOGY ASSISTANTS,
INTERPRETERS - LEVELS I and II;
OCCUPATIONAL THERAPISTS, PSYCHOLOGISTS**

Step	Level I
1	34,570
2	35,159
3	35,755
4	36,364
5	36,982
6	37,610
7	38,250
8	38,900
9+	39,562

Step	Level II
0	35,963
1	36,844
2	37,747
3	38,671
4	39,619
5	40,590
6	41,584
7	42,603
8	43,646
9	44,716
10	45,812
11	46,934
12	48,084
13	49,262
14	50,469
15	51,705
16	52,971
17	54,269
18	55,599
19	56,961
20+	58,357

Add \$1,500 to the above for doctorate

Key to Salary Levels

- I Occupational Therapist Assistants
Physical Therapist Assistants
Speech Language Pathology Assistants
Interpreters - Levels I and II
(NOTE: Interpreters - Levels III, IV and National Registry are paid on the Teachers' Salary Scale.)
- II Occupational Therapists
Psychologists

Supplements

Lead School Psychologist \$1,000 per year

A. Total salary for 11 and 12 month employment shall be calculated by multiplying the appropriate salary above by 1.1 and 1.2 respectively.

B. The salary schedule may be increased up to \$.11 to allow the monthly salary to be equally divisible by twelve.