



Montgomery County  
Public Schools

**2014-2015 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	58,950	60,151	67,367	68,575	69,775	73,384	78,195	84,207	90,227
1	59,923	61,144	68,479	69,706	70,926	74,595	79,485	85,597	91,717
2	60,911	62,152	69,609	70,856	72,096	75,825	80,796	87,009	93,230
3	61,916	63,177	70,757	72,025	73,285	77,077	82,130	88,445	94,769
4	62,938	64,220	71,925	73,213	74,495	78,348	83,485	89,905	96,333
5	63,975	65,279	73,112	74,420	75,723	79,641	84,861	91,389	97,922
6	65,031	66,356	74,319	75,649	76,973	80,955	86,262	92,897	99,537
7	66,104	67,452	75,545	76,897	78,243	82,291	87,685	94,430	101,180
8	67,194	68,565	76,792	78,165	79,534	83,649	89,132	95,988	102,850
9	68,303	69,696	78,059	79,455	80,847	85,029	90,602	97,573	104,546
10	69,430	70,845	79,347	80,766	82,182	86,431	92,098	99,183	106,270
11	70,575	72,014	80,656	82,098	83,538	87,857	93,617	100,819	108,025
12	71,740	73,203	81,988	83,453	84,916	89,307	95,163	102,482	109,806
13	72,924	74,410	83,340	84,830	86,317	90,781	96,732	104,173	111,619
14	74,127	75,637	84,716	86,229	87,742	92,278	98,329	105,892	113,460
15	75,350	76,885	86,114	87,651	89,189	93,802	99,951	107,640	115,332
16	76,593	78,154	87,535	89,098	90,661	95,348	101,600	109,416	117,235
17	77,857	79,444	88,980	90,570	92,156	96,922	103,276	111,222	119,169
18	79,142	80,754	90,448	92,063	93,676	98,521	104,979	113,057	121,136
19	80,448	82,086	91,940	93,583	95,222	100,147	106,712	114,922	123,134
20	81,776	83,441	93,457	95,127	96,793	101,798	108,472	116,819	125,166

Employees with more than 20 years of service may be contracted for an amount other than the amount reflected for 20 years of service.

Add \$1,575 to the above for doctorate.

**Key to Salary Levels**

I	Administrative Supervisors, Grant Writers, Assessment Coordinator, Assistant to Director of Facilities & Planning Technology Resource Coordinators
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

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



Montgomery County  
Public Schools

**2014-2015 ADMINISTRATORS' SALARY SCALE - 11 MONTH**

Step	Level I	Level II	Level III	Level IV	Level V	Level VI	Level VII
0	54,037	55,138	61,753	62,860	63,960	67,269	71,678
1	54,929	56,049	62,772	63,897	65,015	68,378	72,861
2	55,836	56,973	63,809	64,952	66,088	69,506	74,063
3	56,756	57,913	64,861	66,023	67,179	70,653	75,285
4	57,693	58,868	65,931	67,112	68,286	71,819	76,528
5	58,645	59,839	67,020	68,219	69,413	73,004	77,790
6	59,611	60,827	68,126	69,345	70,559	74,208	79,074
7	60,595	61,831	69,250	70,489	71,723	75,433	80,378
8	61,594	62,851	70,392	71,652	72,907	76,678	81,705
9	62,611	63,887	71,554	72,834	74,110	77,943	83,052
10	63,643	64,941	72,735	74,036	75,333	79,229	84,424
11	64,694	66,013	73,935	75,257	76,575	80,536	85,815
12	65,761	67,102	75,155	76,499	77,840	81,865	87,233
13	66,847	68,209	76,395	77,761	79,124	83,216	88,671
14	67,949	69,335	77,657	79,043	80,430	84,589	90,135
15	69,071	70,478	78,938	80,347	81,757	85,984	91,621
16	70,210	71,641	80,240	81,674	83,106	87,402	93,133
17	71,369	72,823	81,565	83,021	84,477	88,845	94,670
18	72,546	74,025	82,911	84,392	85,871	90,311	96,231
19	73,744	75,246	84,278	85,784	87,287	91,800	97,819
20	74,961	76,487	85,669	87,200	88,727	93,315	99,433

Employees with more than 20 years of service may be contracted for an amount other than the amount reflected for 20 years of service.

Add \$1,575 to the above for doctorate.

**Key to Salary Levels**

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

August 1 through June 30 = 220 work days

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



Montgomery County  
Public Schools

**2014-2015 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 \$1,050	Master's \$2,100	Master's/20 \$2,625	Doctorate \$3,150
0	37,011	38,061	39,111	39,636	40,161
1	37,011	38,061	39,111	39,636	40,161
2	37,011	38,061	39,111	39,636	40,161
3	37,642	38,692	39,742	40,267	40,792
4	38,280	39,330	40,380	40,905	41,430
5	38,932	39,982	41,032	41,557	42,082
6	39,593	40,643	41,693	42,218	42,743
7	40,265	41,315	42,365	42,890	43,415
8	40,950	42,000	43,050	43,575	44,100
9	41,646	42,696	43,746	44,271	44,796
10	42,354	43,404	44,454	44,979	45,504
11	43,075	44,125	45,175	45,700	46,225
12	43,806	44,856	45,906	46,431	46,956
13	44,552	45,602	46,652	47,177	47,702
14	45,309	46,359	47,409	47,934	48,459
15	46,080	47,130	48,180	48,705	49,230
16	46,864	47,914	48,964	49,489	50,014
17	47,660	48,710	49,760	50,285	50,810
18	48,470	49,520	50,570	51,095	51,620
19	49,293	50,343	51,393	51,918	52,443
20	50,132	51,182	52,232	52,757	53,282
21	50,984	52,034	53,084	53,609	54,134
22	51,850	52,900	53,950	54,475	55,000
23	52,732	53,782	54,832	55,357	55,882
24	53,629	54,679	55,729	56,254	56,779
25	54,540	55,590	56,640	57,165	57,690
26	55,467	56,517	57,567	58,092	58,617
27	56,410	57,460	58,510	59,035	59,560
28	57,368	58,418	59,468	59,993	60,518
29	58,345	59,395	60,445	60,970	61,495
30	59,337	60,387	61,437	61,962	62,487

Employees with more than 30 yrs. of service may be contracted for an amount other than the amount reflected for 30 yrs. of service.

**Explanation for the above scale:**

A. Columns 3 and 5: \$1,050 is added to the bachelor's scale and \$525 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: \$2,100 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: \$3,150 is added to the bachelor's scale for teachers holding a PhD or EdD from an accredited college or university and is recognized by the 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

**2014 - 2015 OTHER PAY RATES**

	Hourly Rate	Daily Rate	Other Rates
<b>TEACHER RECOGNITION AWARD</b>			
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
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<b>SUPPORT STAFF RECOGNITION AWARD</b>			
Support Staff Employee of the Year			\$100 one-time payment
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<b>ISAEP:</b>			
Teacher/School Counselor	\$25.25		
Aide	\$13.74		
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Homebound Instruction Teacher (includes travel) and Program Coordinator - Before & After School Program	\$23.23		
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Nurse (part-time)	\$23.59		
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Parent Coordinator	\$20.18		
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SOL Remediation - Certified Teacher	\$24.85		
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SOL Remediation Tutors (paid from Support Staff Instructional Aide Scale)			
<hr/>			
Language Translator/Aide	\$15.72		
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Staff Development/In-Service (prior approval required)		\$80.80	
<hr/>			
Dietician	\$18.58		
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<b>SUBSTITUTES:</b>			
Administrative Assistant	\$12.09		
Administrator		\$176.75	
Aide	\$10.04		
Nurses	\$21.01		
Teacher		\$78.78	
Teacher (long-term)		\$111.10	
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(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

**2014-2015 SALARY SCALE FOR:  
OCCUPATIONAL/PHYSICAL THERAPIST ASSISTANTS,  
SPEECH LANGUAGE PATHOLOGY ASSISTANTS,  
INTERPRETERS - LEVELS I and II;  
OCCUPATIONAL THERAPISTS,  
PSYCHOLOGISTS**

Step	Level I
1	36,644
2	37,269
3	37,900
4	38,546
5	39,201
6	39,867
7	40,545
8	41,234
9	41,935

Step	Level II
0	38,121
1	39,054
2	40,012
3	40,991
4	41,996
5	43,025
6	44,079
7	45,159
8	46,265
9	47,399
10	48,560
11	49,750
12	50,969
13	52,217
14	53,497
15	54,807
16	56,150
17	57,525
18	58,935
19	60,379
20	61,858

**Level I** - Employees with more than 9 years of service may be contracted for an amount other than the amount reflected for 9 years of service.

**Level II** - Employees with more than 20 years of service may be contracted for an amount other than the amount reflected for 20 years of service.

Add \$1,575 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 a 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

**2014-2015 ADMINISTRATIVE ASSISTANTS' SALARY SCALE**

Step	10 MONTH			11 MONTH			12 MONTH		
	Level I	Level II	Level III	Level I	Level II	Level III	Level I	Level II	Level III
1	20,948	21,613	26,948	23,040	23,775	29,645	25,138	25,945	32,345
2	21,419	22,100	27,555	23,559	24,310	30,312	25,704	26,529	33,073
3	21,902	22,597	28,175	24,089	24,857	30,994	26,283	27,125	33,817
4	22,395	23,105	28,809	24,630	25,416	31,692	26,874	27,736	34,578
5	22,899	23,625	29,456	25,185	25,988	32,404	27,478	28,359	35,356
6	23,413	24,157	30,119	25,752	26,573	33,133	28,096	28,997	36,152
7	23,940	24,701	30,796	26,330	27,171	33,879	28,729	29,649	36,965
8	24,479	25,257	31,489	26,923	27,782	34,641	29,376	30,317	37,797
9	25,029	25,826	32,199	27,529	28,407	35,420	30,036	30,999	38,647
10	25,593	26,407	32,923	28,148	29,046	36,217	30,712	31,696	39,517
11	26,168	27,000	33,663	28,782	29,699	37,032	31,404	32,410	40,405
12	26,758	27,608	34,420	29,430	30,367	37,866	32,110	33,139	41,315
13	27,361	28,229	35,194	30,091	31,051	38,719	32,831	33,885	42,244
14	27,976	28,864	35,986	30,769	31,749	39,590	33,570	34,647	43,195
15	28,605	29,514	36,796	31,461	32,464	40,480	34,326	35,427	44,167
16	29,249	30,177	37,624	32,169	33,195	41,391	35,098	36,223	45,160
17	30,480	30,857	38,471	33,523	33,942	42,323	36,576	37,785	46,950
18	31,763	31,550	39,337	34,933	34,705	43,275	38,375	39,610	49,039

Employees with more than 18 years of service may be contracted for an amount other than the amount reflected for 18 years of service.

**Key to Salary Levels**

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

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

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- III 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

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



Montgomery County  
Public Schools

**2014 - 2015 AIDES' SALARY SCALE**

<b>SCHOOL-SITE AIDES</b>	
<b>Step</b>	<b>Hourly Rate</b>
1	\$10.04
2	\$10.30
3	\$10.61
4	\$10.92
5	\$11.23
6	\$11.54
7	\$11.85
8	\$12.16
9	\$12.47
10	\$12.77
11	\$13.08
12	\$13.39
13	\$13.70
14	\$14.01

Employees with more than 14 years of service may be contracted for an amount other than the amount reflected for 14 years of service.

**EMPLOYMENT HOURS & DAYS**

<b>Employee Group</b>	<b>Hours Per Day</b>	<b>Days Per SY</b>
Instructional Aides	6.50	181
Special Education Aides	6.50	181
Guidance Aides	7.00	181
In-School Supervision Aides	7.50	181
Lunch Aides	*	180

A. \*Hours per day determined by each school's principal.

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

**2014-2015 SUPPORT SERVICES STAFF SALARY SCALE**

Step	Level I	Level II	Level III	Level IV	Level V	Level VI	HOURLY <sup>1</sup>
1	20,223	29,025	36,410	43,974	52,003	58,949	\$9.72
2	21,023	29,597	37,098	44,606	52,633	59,580	\$10.11
3	21,823	30,171	37,785	45,238	53,265	60,211	\$10.49
4	22,624	30,743	38,473	45,869	53,897	60,843	\$10.88
5	23,423	31,317	39,161	46,500	54,529	61,475	\$11.26
6	24,223	31,890	39,849	47,132	55,159	62,105	\$11.65
7	25,023	32,463	40,537	47,764	55,791	62,737	\$12.03
8	25,824	33,036	41,223	48,395	56,423	63,369	\$12.42
9	26,624	33,609	41,911	49,026	57,055	64,001	\$12.80
10	27,424	34,182	42,599	49,658	57,685	64,631	\$13.18
11	28,225	34,755	43,287	50,290	58,317	65,263	\$13.57
12	29,025	35,329	43,974	50,921	58,949	65,895	\$13.95

Employees with more than 12 years of service may be contracted for an amount other than the amount reflected for 12 years of service.

<sup>1</sup>Hourly 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 Public Information Officer/Clerk of the Board

**Supplements**

Trade Shop Leader (included with Contract Salary for VRS & GLI)	\$3,780.00 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

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





Montgomery County  
Public Schools

**2014- 2015 BUS DRIVERS' and BUS AIDES' SALARY SCALE**

**DRIVERS**

**AIDES**

Step	Hourly Rate	Daily Rate
1	\$14.26	\$60.64
2	\$14.52	\$61.73
3	\$14.78	\$62.83
4	\$15.04	\$63.92
5	\$15.29	\$65.02
6	\$15.55	\$66.11
7	\$15.81	\$67.21
8	\$16.07	\$68.30
9	\$16.32	\$69.40
10	\$16.58	\$70.49
11	\$16.84	\$71.59
12	\$17.10	\$72.68
13	\$17.36	\$73.78
14	\$17.61	\$74.87
15	\$17.87	\$75.96
16	\$18.13	\$77.06
17	\$18.38	\$78.15
18	\$18.64	\$79.25
19	\$18.90	\$80.34
20	\$19.16	\$81.44
21	\$19.41	\$82.53

Hourly Rate	Daily Rate
\$11.79	\$50.13
\$11.95	\$50.79
\$12.10	\$51.45
\$12.25	\$52.10
\$12.41	\$52.76
\$12.56	\$53.42
\$12.72	\$54.07
\$12.87	\$54.73
\$13.03	\$55.39
\$13.18	\$56.04
\$13.34	\$56.70
\$13.49	\$57.36
\$13.64	\$58.01
\$13.80	\$58.67
\$13.96	\$59.33
\$14.11	\$59.98
\$14.26	\$60.64
\$14.42	\$61.30
\$14.57	\$61.95
\$14.73	\$62.61
\$14.88	\$63.27

Employees with more than 21 years of service may be contracted for an amount other than the amount reflected for 21 years of service.

- A. The daily rate is based on 4.25 hours per day. Any additional time shall be paid the hourly rate in 15 minute increments.
- B. All non-driving activities shall be paid at a rate of \$9.70/hour. (example - field trip wait time, driver training, defensive driving, first aid, CPR)
- C. On field trips, drivers will be paid their normal hourly rate while driving or \$9.70 per hour during non-driving time.
- D. The salary schedule may be increased up to \$.11 to allow the monthly salary to be equally divisible by twelve.



Montgomery County  
Public Schools

**2014-2015 NUTRITION SERVICES SALARY SCALE**

**MANAGER**

Step	2014-15 Hourly Rate	Daily Rate 7 hrs/day
1	\$11.46	\$80.23
2	\$11.57	\$80.99
3	\$11.67	\$81.75
4	\$12.32	\$86.28
5	\$12.97	\$90.83
6	\$13.84	\$96.88
7	\$14.38	\$100.67
8	\$14.76	\$103.32
9	\$15.13	\$105.97
10	\$15.51	\$108.62
11	\$15.89	\$111.27
12	\$16.27	\$113.92
13	\$16.65	\$116.57
14	\$17.03	\$119.22
15	\$17.41	\$121.87

**ASSISTANT MANAGER**

2014-15 Hourly Rate	Daily Rate 6.5 hrs/day
\$10.38	\$67.47
\$10.59	\$68.88
\$10.81	\$70.29
\$11.13	\$72.40
\$11.67	\$75.91
\$12.38	\$80.48
\$12.75	\$82.93
\$12.97	\$84.34
\$13.13	\$85.39
\$13.30	\$86.45
\$13.51	\$87.85
\$13.73	\$89.26
\$13.94	\$90.67
\$14.16	\$92.07
\$14.38	\$93.48

**HOURLY & SALARIED EMPLOYEES**

Step	2014-15 Hourly Rate
1	\$8.76
2	\$8.96
3	\$9.17
4	\$9.58
5	\$10.15
6	\$10.61
7	\$11.18
8	\$11.54
9	\$11.80
10	\$12.05
11	\$12.16
12	\$12.26
13	\$12.36
14	\$12.47
15	\$12.57

**FIELD MANAGER - 12 MONTH**

2014-15 Annual Rate
\$28,584
\$29,299
\$30,031
\$30,781
\$31,551
\$32,340
\$33,148
\$33,977
\$34,826
\$35,698
\$36,589
\$37,504
\$38,442
\$39,402
\$40,388

**SUBSTITUTE EMPLOYEES - as needed**

Step	2014-15 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

Employees with more than 15 years of service may be contracted for an amount other than the amount reflected for 15 years of service.

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



Montgomery County  
Public Schools

**2013 - 2014 SUMMER ACADEMY SALARY SCALE**

<b>Administrators</b>	<b>Rate</b>
Certified Principals will receive a daily rate equal to principal substitute rate.	\$180.29/day
<b>Certified Teachers</b>	\$20.60/hr.
<b>Program Coordinator Before and After School</b>	\$20.60/hr.
<b>Support Staff</b>	
Administrative Assistants	\$10.84/hr. or current hourly rate of pay
Aides	\$10.04 - \$14.01/hr.

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

<b>Support Services New Hires</b>	\$ 9.72/hr.
<b>Support Services Returning</b>	\$10.11/hr.
<b>School Nurses</b>	\$21.43/hr.

**School Nutrition**

Step	Manager Hourly Rate	Staff Hourly Rate
1	\$10.38	\$8.76
2	\$10.60	\$8.96
3	\$10.81	\$9.17
4	\$11.14	\$9.58
5	\$11.68	\$10.15
6	\$12.38	\$10.61
7	\$12.76	\$11.18
8	\$12.97	\$11.54
9	\$13.13	\$11.80
10	\$13.30	\$12.05
11	\$13.52	\$12.16
12	\$13.74	\$12.26
13	\$13.95	\$12.36
14	\$14.16	\$12.47
15	\$14.38	\$12.57

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