



Montgomery County  
Public Schools

**2015-2016 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,<br>Assistant to the Director of Facilities & Planning, Technology Resource Coordinators                               |
| II   | Elementary Assistant Principals  |
| III  | Middle School Assistant Principals, Instructional Supervisors, Supervisor School Nutrition,<br>Supervisor of Student Services, Supervisor of Payroll/Benefits, & Supervisor of 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 Superintendents  |

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



Montgomery County  
Public Schools

**2015-2016 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, Coordinators, Program Manager, and Assistant to the Director of Facilities & Planning  |
| II  | Elementary Assistant Principals   |
| III | Middle School Assistant Principals, Instructional Supervisors, Supervisor School Nutrition, Supervisor of Student Services, Supervisor of Payroll/Benefits, & 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

**2015-2016 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<br>\$1,050 | Master's<br>\$2,100 | Master's/20<br>\$2,625 | Doctorate<br>\$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

**2015 - 2016 OTHER PAY RATES**

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

**2015-2016 SALARY SCALE FOR:  
OCCUPATIONAL/PHYSICAL THERAPIST ASSISTANTS,  
SPEECH LANGUAGE PATHOLOGY ASSISTANTS,  
INTERPRETERS - LEVELS I and II;  
OCCUPATIONAL THERAPISTS, PHYSICAL 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  
Physical Therapists

**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

**2015-2016 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

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**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

**2015 - 2016 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 month salary to be equally divisible by twelve.



Montgomery County  
Public Schools

**2015-2016 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

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

**2015- 2016 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.  
(example - field trip wait time, driver training, defensive driving, first aid, CPR)

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

**2015-2016 NUTRITION SERVICES SALARY SCALE**

**MANAGER**

| Step | 2015-16<br>Hourly Rate | Daily Rate<br>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**

| 2015-16<br>Hourly Rate | Daily Rate<br>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 | 2015-16<br>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**

| 2015-16<br>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 | 2015-16<br>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

**2014 - 2015 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 Program</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<br>Hourly Rate | Staff<br>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.