

**MONTGOMERY COUNTY SCHOOLS  
Certified Salary Schedule**

**2014-2015  
Based on 187 Day Calendar**

| LEVEL | RANK I               |            | RANK II              |            | RANK III             |            |
|-------|----------------------|------------|----------------------|------------|----------------------|------------|
|       | Annual 187 Days Rate | Daily Rate | Annual 187 Days Rate | Daily Rate | Annual 187 Days Rate | Daily Rate |
| 0     | \$43,997             | \$235.28   | \$40,013             | \$213.97   | \$35,949             | \$192.24   |
| 1     | \$44,761             | \$239.37   | \$40,700             | \$217.64   | \$36,557             | \$195.49   |
| 2     | \$45,150             | \$241.44   | \$41,086             | \$219.71   | \$36,945             | \$197.56   |
| 3     | \$45,867             | \$245.28   | \$41,660             | \$222.78   | \$37,392             | \$199.96   |
| 4     | \$46,780             | \$250.16   | \$42,768             | \$228.70   | \$38,782             | \$207.39   |
| 5     | \$47,629             | \$254.70   | \$43,531             | \$232.78   | \$39,468             | \$211.06   |
| 6     | \$48,015             | \$256.76   | \$43,920             | \$234.86   | \$39,855             | \$213.13   |
| 7     | \$48,738             | \$260.63   | \$44,512             | \$238.03   | \$40,353             | \$215.79   |
| 8     | \$49,218             | \$263.20   | \$44,900             | \$240.11   | \$40,739             | \$217.86   |
| 9     | \$49,607             | \$265.28   | \$45,288             | \$242.18   | \$41,128             | \$219.94   |
| 10    | \$51,984             | \$277.99   | \$47,937             | \$256.35   | \$43,907             | \$234.80   |
| 11    | \$52,934             | \$283.07   | \$48,805             | \$260.99   | \$44,694             | \$239.01   |
| 12    | \$53,322             | \$285.14   | \$49,196             | \$263.08   | \$45,081             | \$241.07   |
| 13    | \$54,132             | \$289.48   | \$49,912             | \$266.91   | \$45,702             | \$244.39   |
| 14    | \$54,790             | \$293.00   | \$50,440             | \$269.73   | \$46,186             | \$246.99   |
| 15    | \$55,177             | \$295.06   | \$50,827             | \$271.80   | \$46,572             | \$249.05   |
| 16    | \$55,564             | \$297.13   | \$51,216             | \$273.88   | \$46,961             | \$251.13   |
| 17    | \$55,952             | \$299.21   | \$51,602             | \$275.94   | \$47,345             | \$253.18   |
| 18    | \$56,339             | \$301.28   | \$51,990             | \$278.02   | \$47,733             | \$255.26   |
| 19    | \$56,727             | \$303.35   | \$52,378             | \$280.10   | \$48,122             | \$257.34   |
| 20    | \$57,114             | \$305.42   | \$52,767             | \$282.18   | \$48,510             | \$259.41   |
| 21    | \$57,502             | \$307.50   | \$53,153             | \$284.24   | \$48,897             | \$261.48   |
| 22    | \$57,889             | \$309.57   | \$53,540             | \$286.31   | \$49,283             | \$263.55   |
| 23    | \$58,279             | \$311.65   | \$53,928             | \$288.39   | \$49,672             | \$265.63   |
| 24    | \$58,666             | \$313.72   | \$54,315             | \$290.45   | \$50,060             | \$267.70   |
| 25    | \$59,052             | \$315.78   | \$54,705             | \$292.54   | \$50,447             | \$269.77   |
| 26    | \$59,600             | \$318.72   | \$55,206             | \$295.22   | \$50,907             | \$272.23   |
| 27    | \$60,152             | \$321.67   | \$55,714             | \$297.93   | \$51,375             | \$274.73   |
| 28    | \$60,709             | \$324.65   | \$56,227             | \$300.68   | \$51,845             | \$277.25   |
| 29    | \$61,271             | \$327.65   | \$56,745             | \$303.45   | \$52,318             | \$279.78   |
| 30    | \$61,840             | \$330.69   | \$57,267             | \$306.24   | \$52,798             | \$282.34   |

**SPEECH/LANGUAGE PATHOLOGIST**  
Salary Range \$45,000 - \$65,000

**DOCTORATE**  
Stipend \$3,000

| RANK IV     |            |
|-------------|------------|
| Annual Rate | Daily Rate |
| \$35,348    | \$189.03   |

| RANK V      |            |
|-------------|------------|
| Annual Rate | Daily Rate |
| \$28,484    | \$152.32   |

# MONTGOMERY COUNTY SCHOOLS

## Hourly Classified Salary Schedule

**2014-2015**  
YEARS OF EXPERIENCE

| JOB TITLE   | DAYS PER  | HRS PER   | YEARS OF EXPERIENCE |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|---|-----------|-----------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|   | YEAR      | DAY       | 0                   | 1     | 2     | 3     | 4     | 5     | 6     | 7     | 8     | 9     | 10    | 11    | 12    | 13    | 14    | 15    | 16    | 17    | 18    | 19    | 20    | 21    | 22    | 23    | 24    | 25    | 26    | 27    | 28    | 29    | 30    |
| Custodian   | 258       | 8         | 9.13                | 9.30  | 9.45  | 9.63  | 9.77  | 9.97  | 10.11 | 10.26 | 10.47 | 10.61 | 10.80 | 10.93 | 11.10 | 11.29 | 11.44 | 11.59 | 11.77 | 11.93 | 12.11 | 12.29 | 12.42 | 12.59 | 12.75 | 12.93 | 13.10 | 13.24 | 13.45 | 13.59 | 13.77 | 13.95 | 14.09 |
| Head Custodian  | 258       | 8         | 9.92                | 10.09 | 10.24 | 10.42 | 10.56 | 10.76 | 10.90 | 11.05 | 11.26 | 11.40 | 11.59 | 11.72 | 11.89 | 12.08 | 12.23 | 12.37 | 12.55 | 12.72 | 12.90 | 13.08 | 13.21 | 13.38 | 13.54 | 13.72 | 13.89 | 14.03 | 14.24 | 14.38 | 14.56 | 14.74 | 14.88 |
| Maintenance Worker / Building & Grounds Tech/ Computer Tech                           | 258       | 8         | 11.38               | 11.49 | 11.61 | 11.72 | 11.84 | 11.96 | 12.08 | 12.20 | 12.32 | 12.45 | 12.57 | 12.70 | 12.82 | 12.95 | 13.08 | 13.21 | 13.35 | 13.48 | 13.62 | 13.75 | 13.89 | 14.03 | 14.17 | 14.31 | 14.45 | 14.60 | 14.74 | 14.89 | 15.04 | 15.19 | 15.34 |
| Maintenance Supervisor  | 258       | 8         | 12.90               | 13.01 | 13.12 | 13.24 | 13.35 | 13.47 | 13.59 | 13.72 | 13.84 | 13.96 | 14.09 | 14.21 | 14.34 | 14.46 | 14.59 | 14.73 | 14.86 | 15.01 | 15.16 | 15.31 | 15.46 | 15.61 | 15.77 | 15.93 | 22.00 | 22.22 | 22.44 | 22.67 | 22.89 | 23.12 | 23.35 |
| Maintenance/ HVAC Technician  | 258       | 8         | 12.38               | 12.49 | 12.61 | 12.72 | 12.84 | 12.96 | 13.08 | 13.20 | 13.32 | 13.45 | 13.57 | 13.70 | 13.82 | 13.95 | 14.08 | 14.21 | 14.35 | 14.48 | 14.62 | 14.75 | 14.89 | 15.03 | 15.17 | 15.31 | 15.45 | 15.60 | 15.74 | 15.89 | 16.04 | 16.19 | 16.34 |
| General Fam Worker  | Part Time | Part Time | 10.16               | 10.26 | 10.35 | 10.47 | 10.56 | 10.67 | 10.78 | 10.89 | 10.99 | 11.12 | 11.24 | 11.34 | 11.46 | 11.56 | 11.69 | 11.79 | 11.91 | 12.01 | 12.14 | 12.28 | 12.39 | 12.52 | 12.65 | 12.77 | 12.90 | 13.04 | 13.15 | 13.27 | 13.40 | 13.52 | 13.66 |
| Bus Driver, Assistant Mechanic  | 181/258   | 7/8       | 12.20               | 12.38 | 12.55 | 12.73 | 12.87 | 13.06 | 13.20 | 13.37 | 13.56 | 13.69 | 13.88 | 14.04 | 14.21 | 14.37 | 14.53 | 14.71 | 14.86 | 14.94 | 15.00 | 15.12 | 15.19 | 15.30 | 15.36 | 15.44 | 15.53 | 15.70 | 15.85 | 16.02 | 16.17 | 16.34 | 16.50 |
| Driver Trainer  | 257       | 8         | 13.22               | 13.35 | 13.49 | 13.62 | 13.76 | 13.89 | 14.03 | 14.17 | 17.52 | 17.70 | 17.88 | 18.06 | 18.19 | 18.38 | 18.53 | 18.73 | 18.89 | 19.05 | 19.20 | 19.36 | 19.56 | 19.70 | 19.87 | 20.04 | 20.20 | 20.37 | 20.54 | 20.70 | 20.86 | 21.03 | 21.24 |
| Mechanic  | 258       | 8         | 13.22               | 13.97 | 14.73 | 15.48 | 16.20 | 16.94 | 17.21 | 17.44 | 17.69 | 17.94 | 18.16 | 18.35 | 18.51 | 18.70 | 18.85 | 19.00 | 19.18 | 19.33 | 19.52 | 19.66 | 19.84 | 20.01 | 20.18 | 20.33 | 20.49 | 20.68 | 20.83 | 21.04 | 21.22 | 21.41 | 21.62 |
| Mechanic w/ASE Certification  | 258       | 8         | 15.24               | 15.99 | 16.75 | 17.50 | 18.22 | 18.96 | 19.23 | 19.46 | 19.71 | 19.96 | 20.18 | 20.37 | 20.53 | 20.72 | 20.87 | 21.02 | 21.20 | 21.35 | 21.54 | 21.68 | 21.86 | 22.03 | 22.20 | 22.35 | 22.51 | 22.70 | 22.85 | 23.06 | 23.24 | 23.43 | 23.64 |
| Head Mechanic   | 258       | 8         | 14.73               | 15.49 | 16.25 | 16.99 | 17.71 | 18.46 | 18.73 | 18.96 | 19.20 | 19.46 | 19.68 | 19.87 | 20.02 | 20.22 | 20.37 | 20.51 | 20.69 | 20.85 | 21.04 | 21.18 | 21.36 | 21.53 | 21.69 | 21.85 | 22.00 | 22.19 | 22.35 | 22.55 | 22.73 | 22.93 | 23.14 |
| Food Service / Food Service Monitor   | 181       | Vary      | 8.96                | 9.04  | 9.23  | 9.40  | 9.59  | 9.77  | 9.98  | 10.15 | 10.30 | 10.58 | 10.74 | 10.90 | 11.07 | 11.25 | 11.38 | 11.55 | 11.73 | 11.89 | 12.02 | 12.19 | 12.37 | 12.54 | 12.70 | 12.84 | 13.04 | 13.18 | 13.32 | 13.51 | 13.68 | 13.78 | 13.92 |
| Assistant Food Service Manager  | 181       | Vary      | 9.38                | 9.55  | 9.74  | 9.91  | 10.10 | 10.28 | 10.48 | 10.65 | 10.81 | 11.09 | 11.24 | 11.41 | 11.58 | 11.76 | 11.88 | 12.05 | 12.23 | 12.40 | 12.53 | 12.69 | 12.87 | 13.04 | 13.21 | 13.35 | 13.54 | 13.68 | 13.82 | 14.02 | 14.18 | 14.29 | 14.42 |
| Food Service Manager  | 182       | Vary      | 9.89                | 10.05 | 10.24 | 10.41 | 10.60 | 10.78 | 10.99 | 11.16 | 11.31 | 11.59 | 11.75 | 11.91 | 12.08 | 12.26 | 12.39 | 12.56 | 12.74 | 12.90 | 13.03 | 13.20 | 13.38 | 13.55 | 13.71 | 13.85 | 14.05 | 14.19 | 14.33 | 14.52 | 14.69 | 14.79 | 14.93 |
| General Aide  | Vary      | Vary      | 8.71                | 8.90  | 9.02  | 9.21  | 9.83  | 10.08 | 10.19 | 10.42 | 10.53 | 10.66 | 11.33 | 11.59 | 11.73 | 11.94 | 12.12 | 12.24 | 12.37 | 12.47 | 12.57 | 12.70 | 12.79 | 12.91 | 13.04 | 13.15 | 13.24 | 13.34 | 13.49 | 13.59 | 13.70 | 13.85 | 13.98 |
| Specialized Aide, Library Assistant, Migrant Assistant, Bus Monitor, Childcare Worker | Vary      | Vary      | 9.58                | 9.77  | 9.90  | 10.11 | 10.71 | 10.96 | 11.08 | 11.30 | 11.43 | 11.53 | 12.20 | 12.50 | 12.60 | 12.82 | 13.05 | 13.14 | 13.24 | 13.29 | 13.49 | 13.59 | 13.68 | 13.81 | 13.91 | 14.04 | 14.14 | 14.26 | 14.36 | 14.46 | 14.57 | 14.69 | 14.84 |
| Secretary/Job Trainer   | Vary      | Vary      | 11.26               | 11.46 | 11.56 | 11.78 | 12.39 | 12.65 | 12.75 | 12.97 | 13.10 | 13.64 | 13.90 | 14.15 | 14.28 | 14.50 | 14.69 | 14.80 | 14.92 | 15.05 | 15.13 | 15.27 | 15.36 | 15.48 | 15.57 | 15.71 | 15.80 | 15.93 | 16.17 | 16.45 | 16.71 | 16.85 | 17.02 |
| Account Clerk   | 257       | 8         | 12.26               | 12.43 | 12.61 | 12.78 | 12.96 | 13.14 | 13.33 | 13.51 | 13.70 | 13.89 | 14.09 | 14.29 | 14.49 | 14.69 | 14.89 | 15.10 | 15.31 | 15.53 | 15.75 | 15.97 | 16.19 | 16.42 | 16.65 | 16.88 | 17.12 | 17.36 | 17.60 | 17.84 | 18.09 | 18.35 | 18.60 |
| Program Assistant   | Vary      | Vary      | 13.22               | 13.35 | 13.49 | 13.62 | 13.76 | 13.89 | 14.03 | 14.17 | 17.52 | 17.70 | 17.88 | 18.06 | 18.19 | 18.38 | 18.53 | 18.73 | 18.89 | 19.05 | 19.20 | 19.36 | 19.56 | 19.70 | 19.87 | 20.04 | 20.20 | 20.37 | 20.54 | 20.70 | 20.86 | 21.03 | 21.24 |
| Finance Assistant   | 257       | 8         | 14.23               | 14.91 | 15.55 | 16.20 | 16.87 | 17.55 | 18.18 | 18.35 | 18.53 | 18.71 | 18.91 | 19.07 | 19.20 | 19.39 | 19.54 | 19.74 | 19.90 | 20.06 | 20.21 | 20.37 | 20.57 | 20.71 | 20.88 | 21.05 | 21.21 | 21.38 | 21.55 | 21.71 | 21.87 | 22.04 | 22.25 |
| Migrant Recruiter   | Vary      | 7         | 12.24               | 12.68 | 13.10 | 13.54 | 13.95 | 14.39 | 14.81 | 15.27 | 15.67 | 16.09 | 16.54 | 16.68 | 16.86 | 17.04 | 17.21 | 17.35 | 17.52 | 17.70 | 17.87 | 18.03 | 18.16 | 18.37 | 18.52 | 18.70 | 18.85 | 19.00 | 19.18 | 19.33 | 19.48 | 19.64 | 19.83 |
| Childcare Supervisor  | Vary      | Vary      | 10.59               | 10.78 | 10.91 | 11.12 | 11.72 | 11.97 | 12.09 | 12.31 | 12.44 | 12.54 | 13.21 | 13.51 | 13.61 | 13.83 | 14.06 | 14.15 | 14.25 | 14.30 | 14.50 | 14.60 | 14.69 | 14.82 | 14.92 | 15.05 | 15.15 | 15.27 | 15.37 | 15.47 | 15.58 | 15.70 | 15.85 |
| Educational Interpreter I   | 180       | 7         | 15.98               | 16.15 | 16.31 | 16.48 | 16.64 | 16.81 | 16.99 | 17.15 | 17.33 | 17.51 | 17.70 | 17.88 | 18.06 | 18.25 | 18.45 | 18.64 | 18.84 | 18.88 | 19.09 | 19.29 | 19.50 | 19.70 | 19.91 | 20.13 | 20.35 | 20.56 | 20.78 | 21.00 | 21.23 | 21.46 | 21.64 |
| Educational Interpreter II  | 180       | 7         | 23.94               | 24.17 | 24.40 | 24.64 | 24.87 | 25.11 | 25.35 | 25.60 | 25.84 | 26.09 | 26.34 | 26.59 | 26.85 | 27.11 | 27.37 | 27.63 | 27.90 | 28.17 | 28.44 | 28.71 | 28.99 | 29.27 | 29.55 | 29.84 | 30.13 | 30.42 | 30.71 | 31.01 | 31.31 | 31.61 | 31.91 |
| Health Services Assistant   | 180       | 8         | 15.00               | 15.15 | 15.30 | 15.45 | 15.61 | 15.77 | 15.92 | 16.08 | 16.24 | 16.41 | 16.57 | 16.74 | 16.90 | 17.07 | 17.24 | 17.41 | 17.59 | 17.76 | 17.94 | 18.12 | 18.30 | 18.49 | 18.67 | 18.86 | 19.05 | 19.24 | 19.43 | 19.62 | 19.82 | 20.02 | 20.22 |
| School Law Enforcement Officer  | 185       | 8         | 12.12               | 12.24 | 12.36 | 12.49 | 12.61 | 12.74 | 12.87 | 12.99 | 13.12 | 13.26 | 13.39 | 13.52 | 13.66 | 13.79 | 13.93 | 14.07 | 14.21 | 14.35 | 14.50 | 14.64 | 14.79 | 14.94 | 15.09 | 15.24 | 15.39 | 15.54 | 15.70 | 15.86 | 16.01 | 16.17 | 16.34 |
| Computer Maintenance Tech (257, 7) Maintenance Technician (Licensed-258, 8)           | Vary      | Vary      | 15.76               | 15.92 | 16.08 | 16.24 | 16.40 | 16.57 | 16.73 | 16.90 | 17.07 | 17.24 | 17.41 | 17.59 | 17.76 | 17.94 | 18.12 | 18.30 | 18.48 | 18.67 | 18.86 | 19.04 | 19.23 | 19.43 | 19.62 | 19.82 | 20.02 | 20.22 | 20.42 | 20.62 | 20.83 | 21.04 | 21.25 |

★ Adjustment back to 1% step to advance a step each year.

**MONTGOMERY COUNTY SCHOOLS  
Annual Classified Salary Schedule  
2014-2015**

| JOB TITLE                            | DAYS PER YEAR | HRS PER DAY | YEARS OF EXPERIENCE |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |         |         |         |        |
|--------------------------------------|---------------|-------------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|--------|
|                                      |               |             | 0                   | 1      | 2      | 3      | 4      | 5      | 6      | 7      | 8      | 9      | 10     | 11     | 12     | 13     | 14     | 15     | 16     | 17     | 18     | 19     | 20     | 21     | 22     | 23     | 24     | 25     | 26     | 27     | 28     | 29      | 30      |         |        |
|                                      |               |             | Program Director I  | 257    | Vary   | 38,824 | 39,214 | 39,613 | 40,013 | 40,416 | 40,822 | 41,237 | 41,654 | 42,073 | 42,499 | 42,927 | 43,360 | 43,800 | 44,241 | 44,691 | 45,143 | 45,598 | 46,059 | 46,524 | 46,996 | 47,471 | 47,951 | 48,434 | 48,923 | 49,417 | 49,915 | 50,418  | 50,924  | 51,431  | 51,938 |
| Program Director II                  | 257           | Vary        | 48,887              | 49,376 | 49,869 | 50,371 | 50,871 | 51,380 | 51,894 | 52,413 | 52,937 | 53,467 | 54,001 | 54,541 | 55,086 | 55,637 | 56,194 | 56,756 | 57,323 | 57,896 | 58,475 | 59,060 | 59,651 | 60,247 | 60,850 | 61,458 | 62,073 | 62,693 | 63,320 | 63,954 | 64,593 | 65,239  | 65,891  | 66,550  |        |
| Program Director III                 | 257           | Vary        | 54,261              | 54,817 | 55,380 | 55,948 | 56,520 | 57,100 | 57,684 | 58,273 | 58,867 | 59,467 | 60,073 | 60,684 | 61,300 | 61,921 | 62,547 | 63,178 | 63,814 | 64,455 | 65,101 | 65,752 | 66,408 | 67,069 | 67,735 | 68,406 | 69,082 | 69,763 | 70,449 | 71,140 | 71,836 | 72,537  | 73,243  | 73,954  | 74,670 |
| Information Specialist (4 yr Degree) | 257           | Vary        | 42,776              | 43,204 | 43,636 | 44,072 | 44,512 | 44,958 | 45,408 | 45,862 | 46,320 | 46,783 | 47,251 | 47,724 | 48,201 | 48,682 | 49,170 | 49,662 | 50,158 | 50,659 | 51,166 | 51,677 | 52,194 | 52,717 | 53,243 | 53,776 | 54,314 | 54,856 | 55,399 | 55,922 | 56,455 | 56,993  | 57,537  |         |        |
| School Administrative Manager        | 205           | Vary        | 35,485              | 35,840 | 36,198 | 36,560 | 36,926 | 37,295 | 37,668 | 38,045 | 38,425 | 38,809 | 39,198 | 39,589 | 39,985 | 40,385 | 40,789 | 41,197 | 41,609 | 42,025 | 42,445 | 42,870 | 43,298 | 43,731 | 44,169 | 44,610 | 45,057 | 45,507 | 45,962 | 46,422 | 46,886 | 47,355  | 47,828  |         |        |
| District Health Nurse                | 187           | Vary        | 33,331              | 33,664 | 34,000 | 34,340 | 34,684 | 35,031 | 35,381 | 35,735 | 36,092 | 36,453 | 36,817 | 37,185 | 37,557 | 37,934 | 38,313 | 38,695 | 39,082 | 39,473 | 39,868 | 40,267 | 40,669 | 41,076 | 41,487 | 41,902 | 42,321 | 42,744 | 43,171 | 43,603 | 44,039 | 44,480  | 44,924  |         |        |
| Custodial Supervisor                 | 258           | Vary        | 25,232              | 25,484 | 25,740 | 25,997 | 26,257 | 26,520 | 26,784 | 27,052 | 27,324 | 27,597 | 27,872 | 28,152 | 28,432 | 28,717 | 29,004 | 29,294 | 29,587 | 29,883 | 30,182 | 30,484 | 30,788 | 31,096 | 31,407 | 31,722 | 32,039 | 32,358 | 32,682 | 33,009 | 33,339 | 33,673  | 34,009  |         |        |
| FRC/YSOC Coordinator                 | 240           | Vary        | 38,684              | 39,040 | 39,396 | 39,759 | 40,123 | 40,492 | 40,863 | 41,240 | 41,620 | 42,003 | 42,388 | 42,780 | 43,175 | 43,575 | 43,977 | 44,384 | 44,795 | 45,210 | 45,628 | 46,053 | 46,478 | 46,911 | 47,349 | 47,788 | 48,232 | 48,681 | 49,137 | 49,594 | 50,053 | 50,511  | 51,016  |         |        |
| FRC/YSOC Social Worker               | 220           | Vary        | 27,258              | 27,533 | 27,808 | 28,087 | 28,366 | 28,650 | 28,938 | 29,227 | 29,519 | 29,813 | 30,113 | 30,413 | 30,719 | 31,024 | 31,333 | 31,649 | 31,963 | 32,284 | 32,608 | 32,934 | 33,263 | 33,596 | 33,930 | 34,271 | 34,615 | 34,960 | 35,311 | 35,663 | 36,013 | 36,367  | 36,731  |         |        |
| Migrant Social Worker                | 240           | Vary        | 29,736              | 30,036 | 30,335 | 30,640 | 30,946 | 31,256 | 31,568 | 31,883 | 32,202 | 32,523 | 32,850 | 33,178 | 33,512 | 33,844 | 34,182 | 34,526 | 34,869 | 35,219 | 35,572 | 35,928 | 36,287 | 36,651 | 37,015 | 37,387 | 37,762 | 38,138 | 38,521 | 38,905 | 39,287 | 39,673  | 40,069  |         |        |
| Technology Specialist                | 257           | Vary        | 39,168              | 39,560 | 39,957 | 40,358 | 40,759 | 41,167 | 41,578 | 41,995 | 42,414 | 42,839 | 43,268 | 43,698 | 44,136 | 44,578 | 45,024 | 45,475 | 45,928 | 46,386 | 46,853 | 47,320 | 47,794 | 48,270 | 48,754 | 49,240 | 49,733 | 50,232 | 50,731 | 51,239 | 51,747 | 52,255  | 52,778  |         |        |
| CDA Preschool Teacher                | 187           | Vary        | 18,276              | 18,459 | 18,644 | 18,829 | 19,018 | 19,207 | 19,400 | 19,594 | 19,791 | 19,987 | 20,189 | 20,390 | 20,595 | 20,799 | 21,008 | 21,218 | 21,430 | 21,643 | 21,861 | 22,080 | 22,299 | 22,523 | 22,748 | 22,976 | 23,206 | 23,437 | 23,673 | 23,909 | 24,148 | 24,389  | 24,633  |         |        |
| Preschool Teacher (4 yr degree)      | 168           | Vary        | 23,230              | 23,462 | 23,697 | 23,934 | 24,173 | 24,415 | 24,659 | 24,906 | 25,155 | 25,406 | 25,660 | 25,917 | 26,176 | 26,438 | 26,702 | 26,969 | 27,239 | 27,511 | 27,787 | 28,064 | 28,345 | 28,628 | 28,915 | 29,204 | 29,496 | 29,791 | 30,089 | 30,390 | 30,694 | 31,001  | 31,311  |         |        |
| Preschool Social Worker              | 200           | Vary        | 24,780              | 25,031 | 25,280 | 25,533 | 25,788 | 26,046 | 26,307 | 26,569 | 26,836 | 27,103 | 27,375 | 27,648 | 27,927 | 28,203 | 28,485 | 28,772 | 29,058 | 29,349 | 29,643 | 29,940 | 30,240 | 30,543 | 30,846 | 31,155 | 31,468 | 31,782 | 32,101 | 32,420 | 32,740 | 33,060  | 33,392  |         |        |
| Asst. Transportation Director        | 258           | Vary        | 42,936              | 43,365 | 43,799 | 44,237 | 44,679 | 45,126 | 45,577 | 46,033 | 46,494 | 46,958 | 47,428 | 47,902 | 48,381 | 48,865 | 49,354 | 49,847 | 50,346 | 50,849 | 51,358 | 51,871 | 52,390 | 52,914 | 53,443 | 53,978 | 54,517 | 55,062 | 55,613 | 56,169 | 56,731 | 57,298  | 57,871  |         |        |
| Director of Law Enforcement          | 220           | Vary        | 42,036              | 42,457 | 42,881 | 43,310 | 43,743 | 44,181 | 44,622 | 45,069 | 45,519 | 45,974 | 46,434 | 46,899 | 47,368 | 47,841 | 48,320 | 48,803 | 49,291 | 49,784 | 50,282 | 50,784 | 51,292 | 51,805 | 52,323 | 52,846 | 53,375 | 53,909 | 54,448 | 54,992 | 55,542 | 56,098  | 56,659  |         |        |
| Law Enforcement Officer              | 220           | Vary        | 34,337              | 34,680 | 35,027 | 35,377 | 35,731 | 36,088 | 36,449 | 36,813 | 37,182 | 37,553 | 37,929 | 38,308 | 38,691 | 39,078 | 39,469 | 39,864 | 40,262 | 40,665 | 41,072 | 41,482 | 41,897 | 42,316 | 42,739 | 43,167 | 43,598 | 44,034 | 44,475 | 44,919 | 45,369 | 45,822  | 46,281  |         |        |
| School Nutrition Supervisor          | 230           | Vary        | 35,165              | 35,517 | 35,872 | 36,230 | 36,593 | 36,959 | 37,328 | 37,702 | 38,079 | 38,459 | 38,844 | 39,232 | 39,625 | 40,021 | 40,421 | 40,825 | 41,234 | 41,646 | 42,062 | 42,483 | 42,908 | 43,337 | 43,770 | 44,208 | 44,650 | 45,097 | 45,548 | 46,003 | 46,463 | 46,928  | 47,397  |         |        |
| System Administrator                 | 257           | Vary        | 76,734              | 77,520 | 78,295 | 79,080 | 79,875 | 80,672 | 81,473 | 82,277 | 83,084 | 83,894 | 84,707 | 85,524 | 86,344 | 87,167 | 87,994 | 88,824 | 89,657 | 90,494 | 91,334 | 92,177 | 93,024 | 93,874 | 94,727 | 95,584 | 96,444 | 97,307 | 98,174 | 99,044 | 99,917 | 100,794 | 101,674 | 102,557 |        |
| Quality Control Manager              | 258           | Vary        | 53,238              | 53,783 | 54,321 | 54,863 | 55,409 | 55,959 | 56,513 | 57,071 | 57,632 | 58,196 | 58,764 | 59,336 | 59,911 | 60,489 | 61,071 | 61,656 | 62,244 | 62,835 | 63,429 | 64,026 | 64,626 | 65,229 | 65,834 | 66,442 | 67,053 | 67,667 | 68,284 | 68,904 | 69,527 | 70,153  | 70,782  | 71,414  |        |
| Director of Public Relations         | 257           | Vary        | 69,333              | 70,043 | 70,761 | 71,486 | 72,218 | 72,958 | 73,705 | 74,460 | 75,225 | 76,000 | 76,784 | 77,577 | 78,379 | 79,189 | 80,007 | 80,833 | 81,667 | 82,509 | 83,359 | 84,217 | 85,083 | 85,957 | 86,838 | 87,726 | 88,621 | 89,523 | 90,432 | 91,348 | 92,271 | 93,199  | 94,134  | 95,075  | 96,022 |
| Lead Maintenance Tech.               | 258           | Vary        | 37,290              | 37,672 | 38,049 | 38,430 | 38,815 | 39,204 | 39,597 | 39,994 | 40,395 | 40,799 | 41,207 | 41,619 | 42,034 | 42,452 | 42,873 | 43,297 | 43,724 | 44,154 | 44,587 | 45,023 | 45,462 | 45,904 | 46,349 | 46,797 | 47,248 | 47,702 | 48,159 | 48,619 | 49,082 | 49,548  | 50,017  | 50,489  | 50,964 |
| Occupational Therapist (Masters)     | 200           | Vary        | 52,233              | 52,520 | 52,810 | 53,103 | 53,400 | 53,700 | 54,003 | 54,309 | 54,618 | 54,930 | 55,245 | 55,563 | 55,884 | 56,208 | 56,535 | 56,865 | 57,198 | 57,534 | 57,873 | 58,215 | 58,560 | 58,908 | 59,259 | 59,613 | 59,970 | 60,330 | 60,693 | 61,059 | 61,428 | 61,799  | 62,173  | 62,550  | 62,930 |

Program Director I: Accounting Manager, Assistant Finance Manager  
 Program Director II: Community Education Coordinator  
 Program Director III: Finance Manager, Executive Administrative Assistant

**MONTGOMERY COUNTY SCHOOLS**  
**Leadership Responsibility Factor**  
**2014-2015**

| <b>Principals &amp; Assistant Principals</b> | <b>Contract Days</b> | <b>Leadership Responsibility Factor hired prior to August 1, 2014</b> | <b>Leadership Responsibility Factor hired after August 1, 2014</b> |
|--|----------------------|---|--|
| High Principal School                        | 240                  | \$ 25,882.00  | \$ 20,000.00   |
| High School Assistant Principal              | 230                  | \$ 8,217.00   | \$ 8,000.00  |
| Principal Middle School                      | 240                  | \$ 23,973.00  | \$ 17,000.00   |
| Assistant Middle School Principal            | 230                  | NA  | \$ 7,000.00  |
| Intermediate Principal                       | 240                  | NA  | \$ 13,000.00   |
| Assistant Intermediate Principal             | 220                  | \$ 6,665.00   | \$ 6,000.00  |
| Elementary Principal                         | 240                  | \$18,714 - 20,600   | \$ 15,000.00   |

| <b>Central Office/District</b>         | <b>Contract Days</b> | <b>Leadership Responsibility Factor hired prior to August 1, 2014</b> | <b>Leadership Responsibility Factor hired after August 1, 2014</b> |
|--|----------------------|---|--|
| Director of Alternative Services       | 240                  | NA  | \$ 10,000.00   |
| Director of Food Service               | 240                  | \$ 6,500.00   | \$ 6,500.00  |
| Director of Special Projects           | 240                  | \$ 20,943.00  | \$ 15,000.00   |
| Assistant Director of Special Projects | 220                  | NA  | \$ 4,000.00  |
| Director of School Improvement         | 240                  | NA  | \$ 18,000.00   |
| Chief Administrative Officer           | 240                  | \$ 21,051.00  | \$ 19,000.00   |
| District Assessment Coordinator        | 240                  | \$ 14,567.00  | \$ 12,000.00   |
| Lead Curriculum Specialist             | 217                  | \$ 13,930.00  | \$ 7,500.00  |
| Instructional Supervisor               | 240                  | NA  | \$ 12,000.00   |
| Director of Student Services           | 240                  | \$ 17,684.00  | \$ 18,000.00   |
| Chief Information Officer              | 240                  | NA  | \$ 12,000.00   |

**MONTGOMERY COUNTY SCHOOLS**  
**Leadership Stipends**

**2014-2015**

| <b>Leadership Stipend</b>                       | <b>Stipend Amount</b> |
|---|-----------------------|
| Assistant Superintendent                        | \$ 15,578.00          |
| Information Specialist                          | \$ 3,452.00           |
| District Student Information System Coordinator | \$ 3,452.00           |
| Technology Specialist Supervisor                | \$ 3,452.00           |
| Treasurer                                       | \$ 6,074.00           |
| District Health Coordinator                     | \$ 3,452.00           |
| District Safety Coordinator                     | \$ 2,493.00           |
| Custodial Supervisor                            | \$ 3,452.00           |
| District Curriculum Specialist                  | \$ 5,595.00           |
| School Curriculum Specialist                    | \$ 3,073.00           |

**MONTGOMERY COUNTY SCHOOLS  
Substitute Salary Schedule**

**2014-2015**

**CERTIFIED SUBSTITUTES**

| Rank                           | Years of Experience |       |       |
|--------------------------------|---------------------|-------|-------|
|                                | 0-3                 | 4-9   | 10+   |
| <b>I</b>                       | \$112               | \$113 | \$114 |
| <b>II</b>                      | \$107               | \$108 | \$111 |
| <b>III</b>                     | \$100               | \$102 | \$104 |
| <b>IV</b><br>(96 HRS. & UP)    | \$80                | \$80  | \$80  |
| <b>V</b><br>(64 HRS.- 96 HRS.) | \$79                | \$79  | \$79  |

Each substitute must hold regular certification or an emergency certification from the State Department of Education. A substitute teacher holding regular certification and a valid endorsement for the specialized subject taught at the secondary level or appropriate certification for the elementary level will receive the regular pay of a teacher for his/her rank and experience after the teacher has taught the same class for twenty continuous days. The change in salary is not retroactive and begins on day 21.

Years of experience on this scale means the number of years taught under regular certification as a full-time teacher. Teachers who once held regular certification in Rank I, II, III, and who become ineligible for regular certification may qualify for a five-year Certification for Substitute Teaching instead of the required annual renewal.

Substitute teachers are paid for the appropriate rank and teaching experience rendered under regular certification and are paid on this salary schedule as provided in paragraph two above.

**CLASSIFIED SUBSTITUTES**

| POSITION                               | HOURLY RATE |
|--|-------------|
| Custodian                              | \$8.85      |
| Bus Driver                             | \$11.85     |
| Food Service Personnel                 | \$8.62      |
| General Worker                         | \$9.11      |
| Maintenance                            | \$10.14     |
| Secretary                              | \$10.91     |
| Program Assistant/Assistant Treasurer  | \$13.09     |
| Teacher's Aide/After School Child Care | \$8.42      |
| Mechanic                               | \$10.14     |
| School Nurse                           | \$11.87     |
| Registered Nurse                       | \$14.12     |
| Educational Interpreter                | \$11.88     |
| Law Enforcement Officer                | \$12.49     |
| Community Education Director           | \$15.56     |

# MONTGOMERY COUNTY SCHOOLS

## Details of Jobs Salary Schedule

### General Assistant\*:

- KECSAC/Alternative Assistant
- Intervention Assistant
- Preschool Assistant
- Office Assistant
- Kindergarten Assistant
- Security Guard
- ESS Instructional Assistant

*\* If a general assistant has a 4 year degree, he/she will receive specialized pay.*

### Specialized Assistant:

- Migrant Assistant
- Before/After School Childcare Assistant
- Visually Impaired Assistant
- Special Education Assistant
- Preschool - CDA Assistant
- Bus Monitors
- Library Assistant
- Alternative School Assistant
- \*General Assistants with a 4 year degree

### Program Assistant:

- Curriculum
- DPP
- Personnel
- Special Ed
- Childcare
- Central Office
- Transportation
- Maintenance