

**ARTICLE 20
SALARY SCALES
10-MONTH TEACHERS**

FISCAL YEAR 2018 (Effective July 1, 2017)

GRADE					
	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
STEP					
1	47,802	49,509	51,216	52,923	54,630
2	48,015	49,936	51,643	53,350	55,057
3	48,228	50,362	52,070	53,777	55,484
4	50,149	52,496	54,204	55,911	57,618
5	52,070	54,630	56,338	58,045	59,752
6	53,990	56,764	58,472	60,179	61,886
7	55,911	58,898	60,606	62,313	64,020
8	57,831	61,032	62,740	64,447	66,154
9	59,752	63,166	64,874	66,581	68,288
10	61,673	65,300	67,008	68,715	70,422
11	63,593	67,434	69,142	70,849	72,556
12	64,554	69,568	71,276	72,983	74,690
13		71,702	73,410	75,117	76,824
14		73,836	75,544	77,251	78,958
15		75,970	77,678	79,385	81,092
16		78,104	79,812	81,519	83,226
17		80,238	81,946	83,653	85,360
18		82,372	84,080	85,787	87,494
19		84,506	86,214	87,921	89,628
20		86,640	88,348	90,055	91,762
21		88,774	90,482	92,189	93,896
22		90,908	92,616	94,323	96,030
23		93,042	94,750	96,457	98,164
24		95,176	96,884	98,591	100,298
25		97,524	99,231	100,938	102,645

**ARTICLE 20
SALARY SCALES
11-MONTH TEACHERS**

FISCAL YEAR 2018 (Effective July 1, 2017)

GRADE					
	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
STEP					
1	52,582	54,460	56,338	58,216	60,093
2	52,817	54,929	56,807	58,685	60,563
3	53,051	55,399	57,277	59,154	61,032
4	55,164	57,746	59,624	61,502	63,380
5	57,277	60,093	61,971	63,849	65,727
6	59,389	62,441	64,319	66,197	68,075
7	61,502	64,788	66,666	68,544	70,422
8	63,615	67,136	69,014	70,891	72,769
9	65,727	69,483	71,361	73,239	75,117
10	67,840	71,830	73,708	75,586	77,464
11	69,953	74,178	76,056	77,934	79,812
12	71,009	76,525	78,403	80,281	82,159
13		78,873	80,751	82,628	84,506
14		81,220	83,098	84,976	86,854
15		83,567	85,445	87,323	89,201
16		85,915	87,793	89,671	91,549
17		88,262	90,140	92,018	93,896
18		90,610	92,488	94,365	96,243
19		92,957	94,835	96,713	98,591
20		95,304	97,182	99,060	100,938
21		97,652	99,530	101,408	103,286
22		99,999	101,877	103,755	105,633
23		102,347	104,225	106,102	107,980
24		104,694	106,572	108,450	110,328
25		107,276	109,154	111,032	112,910

NOTES: ARTICLE 20, SALARY SCHEDULES - TEACHERS

(1) Salary Grades

PD – Provisional Degree Certificate

A – Standard Professional Certificate (SPC)

B – Bachelor's plus APC or 30 credit hours applicable to APC

C – Master's Degree

D – Master's Degree plus 30 graduate credit hours

E – Earned Doctorate

- (2) Teachers who are currently on the provisional degree scale, Schedule A, Step 10, or above, shall continue to receive negotiated salary increases until they move to another scale or leave the school system.
- (3) Salary payments for ten (10)-month employees will be made on a biweekly basis over a ten- or twelve-month period at the option of the teacher. Such decision shall be made by the teacher by June 30th of the prior school year and shall remain in effect for the duration of the ten (10) or twelve (12)-month option period. Teachers not giving notice on the appropriate form will continue with their current pay option. A teacher who has not made an initial selection will be paid on a 12-month schedule when that becomes possible.
- (4) Instructional Team Leaders shall receive a supplement of \$2,500.
- (5) Teachers successfully completing the National Board of Professional Teaching Standards certification program (NBPTS) shall receive an annual supplement of \$2,000 each year their NBPTS certificate remains in good standing. The aforementioned supplement will be implemented at the beginning or the midpoint of the teacher's work year.
- (6) Speech and language pathologists who hold a Certificate of Clinical Competence from the American Speech and Hearing Association (ASHA) shall receive an annual supplement of \$3,000.
- (7) Supplements referred to in (4), (5), and (6) above shall be included in the teacher's annual salary for retirement and life insurance purposes.
- (8) For purposes of payroll calculation the professional salary schedule is based on an eight-hour workday.

**ARTICLE 20
SALARY SCALES
OTHER CERTIFICATED STAFF
FISCAL YEAR 2017 (Effective July 1, 2016)**

	PSYCHOLOGIST PUPIL PERSONNEL WORKER (10 MONTHS)	PSYCHOLOGIST PUPIL PERSONNEL WORKER (11 MONTHS)	COORDINATOR STAFF DEVELOPMENT FACILITATOR (12 MONTHS)
	GRADE		
	I	II	III
STEP			
1	66,705	73,376	78,712
2	70,040	77,044	82,714
3	73,376	80,713	86,717
4	76,711	84,382	90,719
5	80,046	88,051	94,721
6	83,381	91,719	98,723
7	86,717	95,388	102,726
8	90,052	99,057	106,728
9	93,387	102,726	110,730
10	96,722	106,394	114,733
11	100,058	110,063	118,735
12	103,393	113,732	122,737
13	106,728	117,401	126,740

**SALARY SCALES
OTHER CERTIFICATED STAFF
FISCAL YEAR 2018 (Effective July 1, 2017)**

	PSYCHOLOGIST PUPIL PERSONNEL WORKER (10 MONTHS)	PSYCHOLOGIST PUPIL PERSONNEL WORKER (11 MONTHS)	COORDINATOR STAFF DEVELOPMENT FACILITATOR (12 MONTHS)
	GRADE		
	I	II	III
STEP			
1	70,040	77,044	82,714
2	73,376	80,713	86,717
3	76,711	84,382	90,719
4	80,046	88,051	94,721
5	83,381	91,719	98,723
6	86,717	95,388	102,726
7	90,052	99,057	106,728
8	93,387	102,726	110,730
9	96,722	106,394	114,733
10	100,058	110,063	118,735
11	103,393	113,732	122,737
12	107,062	117,734	127,073

Note: The 10-month salary scale for school psychologists and pupil personnel workers can only be used for employees hired on or after July 1, 2010.

NOTES: ARTICLE 20, SALARY SCHEDULES

- A. Entry level placement on Grade II or Grade III due to promotion is determined by the individual’s current salary multiplied by a factor of eleven tenths (11/10ths) or twelve-tenths (12/10ths), depending on promotion to an eleven (11)- or twelve (12)-month position. If a step on the appropriate salary scale matches an individual’s newly computed salary, the individual is placed on that step. If an individual’s computed salary is between steps, the placement is on the step above the individual’s computed step.
- B. Compensation for coaches and advisors in schools where a program is funded by the board: Adjustments within classifications at individual schools may be made by the principal based on student participation and staffing needs, subject to the approval of the Superintendent/ designee.
- C. Any teacher residing out of county who is a parent or legal guardian of a child enrolled in a Howard County public school shall receive a 50% discount on HCPSS tuition while the teacher is employed with HCPSS. This benefit shall cease at the time of the employee’s severance with the school system.
- D. Teachers hired on or after April 1 shall not be eligible for any increment negotiated for the subsequent fiscal year.

**INTERSCHOLASTIC ATHLETICS COACHES’/ADVISORS’ STIPENDS, FY2016
HIGH SCHOOL**

SPORT	STIPEND
<u>Allied Sports</u>	
Bowling (1)	\$2,100
Soccer (1)	\$2,100
Softball (1)	\$2,100
<u>Baseball</u>	
Varsity, (1)	\$3,925
Junior Varsity (1)	\$2,594
<u>Basketball - Boys</u>	
Varsity (1)	\$3,925
Junior Varsity (1)	\$2,594
<u>Basketball - Girls</u>	
Varsity (1)	\$3,925
Junior Varsity (1)	\$2,594
<u>Cheerleading</u>	
Fall Varsity (1)	\$3,925
Fall Junior Varsity (1)	\$2,594
Winter Varsity (1)	\$3,925
Winter Junior Varsity (1)	\$2,594
<u>Cross Country</u>	
Varsity (2)	\$3,925
<u>Field Hockey</u>	
Varsity (1)	\$3,925

Junior Varsity (1)	\$2,594
<u>Football</u>	
Varsity, head coach (1)	\$4,939
Varsity, assistant (2)	\$3,659
Junior Varsity (2)	\$3,659
<u>Golf</u>	
Varsity (1)	\$3,925
<u>Indoor Track - Boys</u>	
Varsity (1)	\$3,925
<u>Indoor Track - Girls</u>	
Varsity (1)	\$3,925
<u>Lacrosse - Boys</u>	
Varsity (1)	\$3,925
Assistant (1)	\$2,594
Junior Varsity (1)	\$2,594
<u>Lacrosse - Girls</u>	
Varsity (1)	\$3,925
Assistant (1)	\$2,594
Junior Varsity (1)	\$2,594
<u>Outdoor Track - Boys</u>	
Varsity (1)	\$3,925
Assistant (1)	\$2,594
SPORT	STIPEND
<u>Outdoor Track - Girls</u>	
Varsity (1)	\$3,925
Assistant (1)	\$2,594
<u>Soccer - Boys</u>	
Varsity (1)	\$3,925
Junior Varsity (1)	\$2,594
<u>Soccer - Girls</u>	
Varsity (1)	\$3,925
Junior Varsity (1)	\$2,594
<u>Softball</u>	
Varsity (1)	\$3,925
Junior Varsity (1)	\$2,594
<u>Tennis</u>	
Varsity (1)	\$3,925
<u>Volleyball</u>	
Varsity (1)	\$3,925
Junior Varsity (1)	\$2,594
Freshmen (1)	\$2,594
<u>Wrestling</u>	
Varsity (1)	\$3,925
Junior Varsity (1)	\$2,594

ACTIVITY	STIPEND
ATHS (1) (National Technical Honor Society)	\$1,733
Band Front (1)	\$1,733

CTSO (Career & Technology Student Org.)	\$1,733
FIRST Robotics (1)	\$1,733
Future Educators of America (1)	\$1,733
It's Academic (1)	\$1,733
Junior Class Advisor (1)	\$1,733
Math Team (1)	\$1,733
National Honor Society (1)	\$1,733
Newspaper (1)	\$1,733
Pom Poms (1)	\$1,733
Speech/NFL (National Forensic League) (1)	\$1,733
Student Council (1)	\$1,733
Senior Class Advisor (1)	\$2,191
Yearbook (1)	\$2,191
Dance (1)	\$2,626
Music; Orchestra (1)*	\$2,626*
Vocal Music (1)	\$2,626
Dramatics (1)	\$3,249
Music; Instrumental (1)	\$3,249
Stage Production (1; 2 productions)	\$3,249

() - Denotes number per high school

*Orchestra directors only assigned .5 to one school will receive half the stipend amount.

ELEMENTARY/MIDDLE SCHOOL ADVISORS STIPENDS FY2015

ACTIVITY	STIPEND
Band Director	\$400
Chorus Director	\$400
Orchestra Director	\$400

NOTES: COACHES'/ADVISORS' STIPENDS

1. Acceptance of such assignment shall be voluntary and for a single season. A coach/advisor will be notified by the Superintendent/ designee no later than 60 days after the completion of the activity if he/she will be the coach/ advisor the following year.

A. Intramural and Co-curricular Activities

Middle school intramural and co-curricular sponsors will be compensated \$375 per activity as approved by the Superintendent/designee.

B. Part-Time Teachers

1. A part-time teacher is a teacher assigned to one of the part-time teacher salary categories noted below:

Part-Time Teacher/ Salary Category	Number of Minutes in Teacher Work Day
.50	228
.55	250
.60	273
.65	296
.70	319
.75	341
.80	364
.85	387
.90	410

2. A part-time teacher's salary will be computed based on the percentage of instructional time and any other assigned responsibilities scheduled during the regular school day.
3. A 30-minute lunch period and 40 minutes of planning time will be provided for teachers assigned to a .5 and higher position.
4. The percentage of any sick and personal leave will be consistent with the percentage of the assignment.
5. Reimbursement for health benefits for a part-time teacher, .5 and above is outlined in Article 22, Insurance Protection.
6. Salary category .90 shall not be used to develop a teaching schedule in any four-period day high school unless the tenured teacher voluntarily selects the .90 category designation.

**ARTICLE 21
DEDUCTIONS FROM SALARY**

- A. The Board agrees to deduct from teachers' salaries membership dues and assessments for the Howard County Education Association, the Maryland State Teachers' Association, and the National Education Association as said teachers individually and voluntarily authorize to deduct through an appropriate written authorization form prepared by the Association. The Board agrees to transmit such monies promptly to the Association.
 1. Deductions shall be made in equal installments beginning with the last pay in September or the first pay in October, providing the list of names and dollar amounts of those Association members who authorize deductions is presented to the Payroll Department at least ten (10) calendar days prior to the first pay date in October.