

ARTICLE 20 SALARY SCALES					
10-MONTH TEACHERS					
2019-2020 (Effective July 1, 2019)					
GRADE	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
STEP					
1	\$48,519	\$50,252	\$51,984	\$53,717	\$55,449
2	\$50,019	\$52,227	\$53,959	\$55,692	\$57,424
3	\$51,519	\$54,202	\$55,934	\$57,667	\$59,399
4	\$53,019	\$56,177	\$57,909	\$59,642	\$61,374
5	\$54,519	\$58,152	\$59,884	\$61,617	\$63,349
6	\$56,019	\$60,127	\$61,859	\$63,592	\$65,324
7	\$57,519	\$62,102	\$63,834	\$65,567	\$67,299
8	\$59,019	\$64,077	\$65,809	\$67,542	\$69,274
9	\$60,519	\$66,052	\$67,784	\$69,517	\$71,249
10	\$62,019	\$68,027	\$69,759	\$71,492	\$73,224
11	\$63,519	\$70,002	\$71,734	\$73,467	\$75,199
12	\$65,019	\$71,977	\$73,709	\$75,442	\$77,174
13		\$73,952	\$75,684	\$77,417	\$79,149
14		\$75,927	\$77,659	\$79,392	\$81,124
15		\$77,902	\$79,634	\$81,367	\$83,099
16		\$79,877	\$81,609	\$83,342	\$85,074
17		\$81,852	\$83,584	\$85,317	\$87,049
18		\$83,827	\$85,559	\$87,292	\$89,024
19		\$85,802	\$87,534	\$89,267	\$90,999
20		\$87,777	\$89,509	\$91,242	\$92,974
21		\$89,752	\$91,484	\$93,217	\$94,949
22		\$91,727	\$93,459	\$95,192	\$96,924
23		\$93,702	\$95,434	\$97,167	\$98,899
24		\$95,677	\$97,409	\$99,142	\$100,874
25		\$99,677	\$101,409	\$103,142	\$104,874

ARTICLE 20 SALARY SCALES					
10-MONTH TEACHERS					
2020-2021 (Effective July 1, 2020)					
GRADE	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
STEP					
1	\$50,000	\$51,257	\$53,024	\$54,791	\$56,558
2	\$51,530	\$53,328	\$55,095	\$56,862	\$58,629
3	\$53,060	\$55,400	\$57,167	\$58,934	\$60,701
4	\$54,590	\$57,471	\$59,238	\$61,005	\$62,772
5	\$56,120	\$59,542	\$61,309	\$63,076	\$64,843
6	\$57,650	\$61,613	\$63,380	\$65,147	\$66,914
7	\$59,180	\$63,685	\$65,452	\$67,219	\$68,986
8	\$60,710	\$65,756	\$67,523	\$69,290	\$71,057
9	\$62,240	\$67,827	\$69,594	\$71,361	\$73,128
10	\$63,770	\$69,898	\$71,665	\$73,432	\$75,199
11	\$65,300	\$71,970	\$73,737	\$75,504	\$77,271
12	\$66,830	\$74,041	\$75,808	\$77,575	\$79,342
13		\$76,112	\$77,879	\$79,646	\$81,413
14		\$78,183	\$79,950	\$81,717	\$83,484
15		\$80,255	\$82,022	\$83,789	\$85,556
16		\$82,326	\$84,093	\$85,860	\$87,627
17		\$84,397	\$86,164	\$87,931	\$89,698
18		\$86,468	\$88,235	\$90,002	\$91,769
19		\$88,540	\$90,307	\$92,074	\$93,841
20		\$90,611	\$92,378	\$94,145	\$95,912
21		\$92,682	\$94,449	\$96,216	\$97,983
22		\$94,753	\$96,520	\$98,287	\$100,054
23		\$96,825	\$98,592	\$100,359	\$102,126
24		\$98,896	\$100,663	\$102,430	\$104,197
25		\$100,967	\$102,734	\$104,501	\$106,268

ARTICLE 20 SALARY SCALES					
11-MONTH TEACHERS					
2019-2020 (Effective July 1, 2019)					
	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
STEP					
1	\$53,371	\$55,277	\$57,183	\$59,089	\$60,994
2	\$55,021	\$57,449	\$59,356	\$61,262	\$63,167
3	\$56,671	\$59,622	\$61,528	\$63,434	\$65,339
4	\$58,321	\$61,794	\$63,701	\$65,607	\$67,512
5	\$59,971	\$63,967	\$65,873	\$67,779	\$69,684
6	\$61,621	\$66,139	\$68,046	\$69,952	\$71,857
7	\$63,271	\$68,312	\$70,218	\$72,124	\$74,029
8	\$64,921	\$70,484	\$72,391	\$74,297	\$76,202
9	\$66,571	\$72,657	\$74,563	\$76,469	\$78,374
10	\$68,221	\$74,829	\$76,736	\$78,642	\$80,547
11	\$69,871	\$77,002	\$78,908	\$80,814	\$82,719
12	\$71,521	\$79,174	\$81,081	\$82,987	\$84,892
13		\$81,347	\$83,253	\$85,159	\$87,064
14		\$83,519	\$85,426	\$87,332	\$89,237
15		\$85,692	\$87,598	\$89,504	\$91,409
16		\$87,864	\$89,771	\$91,677	\$93,582
17		\$90,037	\$91,943	\$93,849	\$95,754
18		\$92,209	\$94,116	\$96,022	\$97,927
19		\$94,382	\$96,288	\$98,194	\$100,099
20		\$96,554	\$98,461	\$100,367	\$102,272
21		\$98,727	\$100,633	\$102,539	\$104,444
22		\$100,899	\$102,806	\$104,712	\$106,617
23		\$103,072	\$104,978	\$106,884	\$108,789
24		\$105,244	\$107,151	\$109,057	\$110,962
25		\$109,644	\$111,551	\$113,457	\$115,362

ARTICLE 20 SALARY SCALES					
11-MONTH TEACHERS					
2020-2021 (Effective July 1, 2020)					
	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
STEP					
1	\$53,639	\$55,555	\$57,470	\$59,386	\$61,301
2	\$55,663	\$57,992	\$59,909	\$61,827	\$63,743
3	\$57,687	\$60,429	\$62,348	\$64,268	\$66,185
4	\$59,711	\$62,866	\$64,787	\$66,709	\$68,627
5	\$61,734	\$65,303	\$67,226	\$69,150	\$71,069
6	\$63,758	\$67,740	\$69,665	\$71,591	\$73,511
7	\$65,782	\$70,177	\$72,104	\$74,032	\$75,953
8	\$67,806	\$72,614	\$74,543	\$76,473	\$78,395
9	\$69,830	\$75,051	\$76,982	\$78,914	\$80,837
10	\$71,854	\$77,488	\$79,421	\$81,355	\$83,279
11	\$73,878	\$79,925	\$81,860	\$83,796	\$85,721
12		\$82,362	\$84,299	\$86,237	\$88,163
13		\$84,799	\$86,738	\$88,678	\$90,605
14		\$87,236	\$89,177	\$91,119	\$93,047
15		\$89,673	\$91,616	\$93,560	\$95,489
16		\$92,110	\$94,055	\$96,001	\$97,931
17		\$94,547	\$96,494	\$98,442	\$100,373
18		\$96,984	\$98,933	\$100,883	\$102,815
19		\$99,421	\$101,372	\$103,324	\$105,257
20		\$101,858	\$103,811	\$105,765	\$107,699
21		\$104,295	\$106,250	\$108,206	\$110,141
22		\$106,732	\$108,689	\$110,647	\$112,583
23		\$109,169	\$111,128	\$113,088	\$115,025
24		\$111,606	\$113,567	\$115,529	\$117,467

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.

OTHER CERTIFICATED STAFF			
2019-2020 (Effective July 1, 2019)			
	Psychologist PPW 10 Months	Psychologist PPW 11 Months	Coordinator Staff Dvlp. Facilitator 12 Months
Step	Grade I	Grade II	Grade III
1	\$71,441	\$78,585	\$84,368
2	\$74,874	\$82,358	\$88,482
3	\$78,307	\$86,131	\$92,595
4	\$81,740	\$89,904	\$96,708
5	\$85,173	\$93,677	\$100,821
6	\$88,606	\$97,450	\$104,935
7	\$92,038	\$101,223	\$109,048
8	\$95,471	\$104,996	\$113,161
9	\$98,904	\$108,769	\$117,275
10	\$102,337	\$112,543	\$121,388
11	\$105,770	\$116,316	\$125,501
12	\$109,203	\$120,089	\$129,614

OTHER CERTIFICATED STAFF			
2020-2021 (Effective July 1, 2020)			
	Psychologist PPW 10 Months	Psychologist PPW 11 Months	Coordinator Staff Dvlp. Facilitator 12 Months
Step	Grade I	Grade II	Grade III
1	\$72,870	\$80,157	\$86,056
2	\$76,303	\$83,930	\$90,169
3	\$79,736	\$87,703	\$94,282
4	\$83,168	\$91,476	\$98,396
5	\$86,601	\$95,249	\$102,509
6	\$90,034	\$99,022	\$106,622
7	\$93,467	\$102,795	\$110,735
8	\$96,900	\$106,568	\$114,849
9	\$100,333	\$110,341	\$118,962
10	\$103,766	\$114,114	\$123,075
11	\$107,199	\$117,887	\$127,189
12	\$111,387	\$122,490	\$132,207

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.
 - 1. Upon payment of tuition, a non-resident student whose parent is a school-based HCPSS .5 or greater full-time equivalent employee may be admitted to the HCPSS and enrolled in the school to which the parent is assigned or into a school within a prescribed feeder pattern cluster. If the employee leaves a .5 or greater full-time equivalent employment, the non-resident student may complete the current school year.
 - 2. Upon payment of tuition, a non-resident student whose parent is a non-school-based .5 or greater full-time equivalent represented by the Howard County Education Association, may be admitted to the HCPSS and enrolled into a school within the prescribed feeder pattern cluster as determined by HCPSS. If the employee leaves .5 or greater full-time equivalent employment, the non-resident student may complete the current school year only.

A resident student whose parent is a .5 or greater full-time equivalent, school-based HCPSS employee may be enrolled in the school to which the parent is assigned or into a school within a prescribed feeder pattern cluster.

A resident or non-resident student who is the child of a HCPSS employee requesting reassignment must maintain enrollment in the school where assigned during a given school year. The student can attend the reassigned school and the associated feeder cluster schools through the student's entire education as long as the parent remains an employee at the work location where the reassignment was granted.

- 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,
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

<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

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.