

**ARTICLE 17
SALARY SCALES
SECRETARIES AND ASSISTANTS**

FISCAL YEAR 2016 (Effective July 1, 2015)

GRADE												
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII
STEP												
1	13.41	13.65	14.15	14.76	15.39	16.02	16.44	16.62	16.92	17.72	18.55	19.44
2	13.67	13.94	14.47	15.06	15.69	16.35	16.78	17.01	17.22	18.12	18.99	19.89
3	13.97	14.21	14.79	15.38	16.05	16.74	17.16	17.42	17.72	18.55	19.44	20.35
4	14.24	14.51	15.12	15.69	16.39	17.06	17.53	17.81	18.13	19.00	19.91	20.85
5	14.80	15.12	15.72	16.35	17.06	17.79	18.29	18.59	18.99	19.89	20.84	21.83
6	15.43	15.74	16.39	17.05	17.81	18.58	19.10	19.47	19.89	20.84	21.83	22.88
7	16.06	16.41	17.09	17.79	18.59	19.38	19.97	20.37	20.84	21.83	22.88	23.96
8	16.73	17.12	17.83	18.58	19.39	20.25	20.87	21.29	21.83	22.88	23.96	25.12
9	17.43	17.86	18.61	19.38	20.26	21.16	21.82	22.29	22.88	23.96	25.12	26.34
10	18.18	18.63	19.43	20.25	21.17	22.09	22.81	23.33	23.96	25.12	26.34	27.58
11	18.95	19.44	20.28	21.16	22.10	23.08	23.85	24.42	25.12	26.34	27.58	28.91
12	19.34	19.87	20.72	21.60	22.59	23.60	24.39	24.99	25.71	26.93	28.26	29.60
13	19.77	20.33	21.21	22.09	23.10	24.13	24.94	25.61	26.36	27.61	28.93	30.36
14	20.26	20.84	21.74	22.65	23.70	24.75	25.60	26.27	27.04	28.36	29.72	31.10
15	20.71	21.29	22.21	23.16	24.25	25.29	26.16	26.87	27.70	29.02	30.42	31.85
16	20.87	21.48	22.41	23.37	24.46	25.50	26.41	27.12	27.94	29.27	30.69	32.16
17	21.04	21.66	22.59	23.57	24.66	25.73	26.62	27.36	28.19	29.55	30.96	32.46
18	21.36	21.98	22.91	23.89	24.98	26.05	26.93	27.68	28.51	29.87	31.28	32.77
19	21.71	22.33	23.26	24.24	25.33	26.40	27.28	28.03	28.86	30.22	31.63	33.12
20	22.15	22.77	23.72	24.72	25.83	26.92	27.83	28.58	29.44	30.83	32.26	33.78
Over 20	22.48	23.12	24.08	25.10	26.23	27.34	28.27	29.04	29.90	31.32	32.78	34.33

**ARTICLE 17
SALARY SCALES
SECRETARIES AND ASSISTANTS**

FISCAL YEAR 2016 (Effective December 24, 2015)

	GRADE											
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII
STEP												
1	13.41	13.65	14.15	14.76	15.39	16.02	16.44	16.62	16.92	17.72	18.55	19.44
2	13.67	13.94	14.47	15.06	15.69	16.35	16.78	17.01	17.22	18.12	18.99	19.89
3	13.97	14.21	14.79	15.38	16.05	16.74	17.16	17.42	17.72	18.55	19.44	20.35
4	14.24	14.51	15.12	15.69	16.39	17.06	17.53	17.81	18.13	19.00	19.91	20.85
5	14.80	15.12	15.72	16.35	17.06	17.79	18.29	18.59	18.99	19.89	20.84	21.83
6	15.43	15.74	16.39	17.05	17.81	18.58	19.10	19.47	19.89	20.84	21.83	22.88
7	16.06	16.41	17.09	17.79	18.59	19.38	19.97	20.37	20.84	21.83	22.88	23.96
8	16.73	17.12	17.83	18.58	19.39	20.25	20.87	21.29	21.83	22.88	23.96	25.12
9	17.43	17.86	18.61	19.38	20.26	21.16	21.82	22.29	22.88	23.96	25.12	26.34
10	18.18	18.63	19.43	20.25	21.17	22.09	22.81	23.33	23.96	25.12	26.34	27.58
11	18.95	19.44	20.28	21.16	22.10	23.08	23.85	24.42	25.12	26.34	27.58	28.91
12	19.34	19.87	20.72	21.60	22.59	23.60	24.39	24.99	25.71	26.93	28.26	29.60
13	19.77	20.33	21.21	22.09	23.10	24.13	24.94	25.61	26.36	27.61	28.93	30.36
14	20.26	20.84	21.74	22.65	23.70	24.75	25.60	26.27	27.04	28.36	29.72	31.10
15	20.71	21.29	22.21	23.16	24.25	25.29	26.16	26.87	27.70	29.02	30.42	31.85
16	20.87	21.48	22.41	23.37	24.46	25.50	26.41	27.12	27.94	29.27	30.69	32.16
17	21.04	21.66	22.59	23.57	24.66	25.73	26.62	27.36	28.19	29.55	30.96	32.46
18	21.36	21.98	22.91	23.89	24.98	26.05	26.93	27.68	28.51	29.87	31.28	32.77
19	21.71	22.33	23.26	24.24	25.33	26.40	27.28	28.03	28.86	30.22	31.63	33.12
20	22.15	22.77	23.72	24.72	25.83	26.92	27.83	28.58	29.44	30.83	32.26	33.78
Over 20	22.70	23.35	24.32	25.35	26.49	27.61	28.55	29.33	30.20	31.63	33.11	34.67

Longevity

Longevity payments for regular service in the school system are as follows: \$.80 per hour for employees who have completed 20 or more years of regular service; \$.56 per hour for employees who have completed 15-19 years of regular service; \$.25 for employees who have completed 13-14 years of regular service. Employees hired prior to April 1 of a fiscal year will be granted a full year toward longevity.

Longevity payments are not cumulative from year to year.

National Association of Office Education Professionals Certification (NAOEP)

Eligible unit members who successfully complete NAOEP certification shall be paid a one-time stipend of \$500.00. The number of eligible employees to receive the stipend in any given year shall be limited to ten (10).

Health Assistants: Coverage of Emergency Healthcare Issues during Lunch

- A HCPSS Cluster Nurse will provide emergency health care coverage for 50% of the health assistants' scheduled lunch periods during each two-week period.
- On those days that the cluster nurse is not available to provide coverage for such emergencies, the health assistant will remain in the building during their scheduled lunch period.
- If a medical emergency arises during the health assistant's scheduled lunch period on such a day, the health assistant will respond to the situation and provide health care. Once the situation is addressed, the health assistant's lunch period will be extended by the period of interrupted time, to be taken during non-emergency time.
- Emergency health care situation/student symptoms that would result in the interruption of the health assistant's 30 minute duty-free lunch period include but are not limited to:
 - Anaphylactic reaction
 - Bleeding
 - Burns
 - Cardiac/heart distress; chest pain
 - Dental trauma
 - Drug/alcohol overdose/abuse
 - Exposure incidents-exchange of body fluids during fights, bites, etc.
 - Eye injury
 - Injury involving large bones (e.g. leg or arm)
 - Severe head, neck or back trauma; paralysis
 - Medication/treatment administration – emergency (Epi-Pen, Diastat, Glucagon, Nebulizer)
 - Pain – Severe abdominal pain for pregnant students
 - Poisoning
 - Psychiatric emergency
 - Respiratory distress
 - Seizure
 - Sexual assault/rape
 - Shock
 - Unconsciousness/unresponsiveness
- Health assistants will receive an additional 30 cents on their hourly rate as compensation to remain in the building during their duty-free lunch period.

**ARTICLE 17
SALARY SCALES
INTERPRETERS**

FISCAL YEAR 2016 (Effective July 1, 2015)

GRADE				
	A	B	C	D
STEP				
1	20.36	27.01	29.89	31.06
2	20.96	27.81	30.78	31.95
3	21.58	28.63	31.70	32.88
4	22.22	29.49	32.64	33.83
5	22.63	30.34	33.62	34.79
6	22.63	31.26	34.63	35.80
7	22.63	32.18	35.64	36.82
8	22.63	33.10	36.71	37.89
9	22.63	34.12	37.80	38.98
10	22.63	35.12	38.93	40.11
11	22.63	36.17	40.08	41.26
12	22.63	37.23	41.27	42.45
13	22.63	38.17	42.49	43.67
14	22.63	39.11	43.78	44.95
15	22.63	40.08	45.07	46.26
16	22.63	40.49	45.48	46.67
17	22.98	40.84	45.84	47.02
18	23.44	41.65	46.75	47.96
19	23.80	42.34	47.53	48.75

**ARTICLE 17
SALARY SCALES
INTERPRETERS**

FISCAL YEAR 2016 (Effective December 24, 2015)

STEP	GRADE			
	A	B	C	D
1	20.36	27.01	29.89	31.06
2	20.96	27.81	30.78	31.95
3	21.58	28.63	31.70	32.88
4	22.22	29.49	32.64	33.83
5	22.63	30.34	33.62	34.79
6	22.63	31.26	34.63	35.80
7	22.63	32.18	35.64	36.82
8	22.63	33.10	36.71	37.89
9	22.63	34.12	37.80	38.98
10	22.63	35.12	38.93	40.11
11	22.63	36.17	40.08	41.26
12	22.63	37.23	41.27	42.45
13	22.63	38.17	42.49	43.67
14	22.63	39.11	43.78	44.95
15	22.63	40.08	45.07	46.26
16	22.63	40.49	45.48	46.67
17	22.98	40.84	45.84	47.02
18	23.44	41.65	46.75	47.96
19	24.04	42.76	48.01	49.24

Salary Grades

- A: Currently holds no certification but is working toward certification, or is a graduate of an interpreter training program, or holds a Bachelor's Degree in a related field.
- B: NAD Level 3 Generalist Certification; or passed either RID written exam or NIC Knowledge Written Test
- C: NAD Level 4 Advanced Certification; RID Certificate of Interpreting; RID Certificate of Transliteration; NIC Level 1 Certified and Level 2 Advanced Certification, NIC Certification (certified after 7/1/12), or Ed: K-12 Certification

(EIPA 4.0).

D: NAD Level 5 Master Certification; NIC Level 3 Master Certification; Any two certifications from Grade C.

Notes

1. Employees who fail to complete education requirements remain at the same salary grade.
2. The interpreter designated as Program Head shall receive an additional \$1.00 per hour.
3. Freelance work by interpreters will be reimbursed at the rate of \$30.00 per hour for non-certificated Interpreters, \$35.00 per hour for certificated interpreters who meet the requirements of salary grade "C," and \$40 per hour for certificated interpreters who meet the requirements of salary grade "D."
4. Longevity payments for regular service in the school system are as follows: \$.80 per hour for employees who have completed 20 or more years of regular service; \$.56 per hour for employees who have completed 15-19 years of regular service; \$.25 for employees who have completed 13-14 years of regular service. Employees hired before April 1 of a fiscal year will be granted a full year toward longevity. Longevity payments are not cumulative from year to year.

**ARTICLE 17
SALARY SCALES
NURSES**

FISCAL YEAR 2016 (Effective July 1, 2015)

	School Based, Float Pool Hourly Rate	Cluster Nurse Hourly Rate
	A	B
STEP		
1	29.84	31.32
2	30.20	31.69
3	31.11	32.63
4	32.03	33.61
5	32.99	34.62
6	33.95	35.63
7	34.98	36.70
8	36.02	37.81
9	37.06	38.90
10	38.17	40.06
11	39.32	41.25
12	40.46	42.47
13	41.65	43.71
14	42.90	45.02
15	44.19	46.36
16	45.48	47.75
17	46.83	49.16
18	47.19	49.52
19	47.19	49.52
20	47.19	49.52
21	47.54	49.87
22	48.49	50.87
23	49.30	51.72

**ARTICLE 17
SALARY SCALES
NURSES**

FISCAL YEAR 2016 (Effective December 24, 2015)

	School Based, Float Pool Hourly Rate	Cluster Nurse Hourly Rate
	A	B
STEP		
1	29.84	31.32
2	30.20	31.69
3	31.11	32.63
4	32.03	33.61
5	32.99	34.62
6	33.95	35.63
7	34.98	36.70
8	36.02	37.81
9	37.06	38.90
10	38.17	40.06
11	39.32	41.25
12	40.46	42.47
13	41.65	43.71
14	42.90	45.02
15	44.19	46.36
16	45.48	47.75
17	46.83	49.16
18	47.19	49.52
19	47.19	49.52
20	47.19	49.52
21	47.54	49.87
22	48.49	50.87
23	49.79	52.24

Notes

1. Longevity payments for regular service in the school system are as follows: \$.80 per hour for employees who have completed 20 or more years of regular service; \$.56 per hour for employees who have completed 15-19 years of regular service; \$.25 for employees who have completed 13-14 years of regular service. Employees hired before April 1 of a fiscal year will be granted a full year toward longevity. Longevity payments are not cumulative from year to year.
2. Lead cluster nurses shall receive an additional \$1.55 per hour.
3. Nurses who qualify for and receive National School Nurse Certification will receive an additional \$1.00 per hour as long as the certification is maintained. (This provision will be effective July 1, 2016.)

**ARTICLE 17
SALARY SCALES
CENTRAL OFFICE TECHNICAL 10 MONTH
SCHOOL-BASED EMPLOYEES, 10 MONTH
FISCAL YEAR 2016 (Effective July 1, 2015)**

	GRADE							
STEP	20	21	22	23	24	25	26	27
1	29,972	34,249	37,050	39,557	52,829	59,760	70,081	76,422
2	31,447	35,722	38,525	41,031	54,303	61,234	71,555	77,897
3	32,921	37,197	39,999	42,506	55,778	62,708	73,031	79,371
4	34,396	38,671	41,474	43,980	57,252	64,182	74,505	80,846
5	35,870	40,146	42,948	45,456	58,728	65,657	75,980	82,321
6	37,346	41,622	44,423	46,930	60,201	67,131	77,454	83,795
7	38,820	43,096	45,897	48,405	61,676	68,606	78,929	85,270
8	40,295	44,571	47,373	49,879	63,150	70,081	80,403	86,744
9	41,769	46,045	48,847	51,354	64,625	71,555	81,878	88,220
10	43,244	47,520	50,322	52,829	66,099	73,031	83,353	89,693
11	44,718	48,994	51,797	54,303	67,574	74,505	84,827	91,168
12	46,192	50,469	53,271	55,778	69,049	75,980	86,303	92,642
13	47,667	51,943	54,746	57,252	70,523	77,454	87,777	94,117
14	49,141	53,418	56,219	58,728	71,998	78,929	89,252	95,591
15	50,616	54,892	57,694	60,201	73,472	80,403	90,725	97,066
16	52,091	56,368	59,168	61,676	74,948	81,878	92,200	98,541
17	53,566	57,843	60,644	63,150	76,422	83,353	93,674	100,015
18	55,040	59,317	62,118	64,625	77,897	84,827	95,149	101,490
19	56,515	60,792	63,593	66,099	79,371	86,303	96,623	102,965
20	57,989	62,266	65,067	67,574	80,846	87,777	98,098	104,440
21	59,464	63,741	66,542	69,049	82,321	89,252	99,573	105,914
22	60,939	65,214	68,017	70,523	83,795	90,725	101,048	107,389
23	62,413	66,689	69,491	71,998	85,270	92,200	102,523	108,863
24	63,888	68,163	70,966	73,472	86,744	93,674	103,997	110,338
25	65,362	69,638	72,440	74,948	88,220	95,149	105,472	111,813
26	65,877	70,153	72,955	75,463	88,735	95,664	105,987	112,328
27	66,342	70,619	73,420	75,929	89,200	96,130	106,453	112,793
28	67,668	72,030	74,887	77,446	90,982	98,051	108,580	115,048
29	68,798	73,239	76,147	78,751	92,531	99,726	110,443	117,028

**ARTICLE 17
SALARY SCALES
CENTRAL OFFICE TECHNICAL 10 MONTH
SCHOOL-BASED EMPLOYEES, 10 MONTH**

FISCAL YEAR 2016 (Effective December 24, 2015)

	GRADE							
STEP	20	21	22	23	24	25	26	27
1	29,972	34,249	37,050	39,557	52,829	59,760	70,081	76,422
2	31,447	35,722	38,525	41,031	54,303	61,234	71,555	77,897
3	32,921	37,197	39,999	42,506	55,778	62,708	73,031	79,371
4	34,396	38,671	41,474	43,980	57,252	64,182	74,505	80,846
5	35,870	40,146	42,948	45,456	58,728	65,657	75,980	82,321
6	37,346	41,622	44,423	46,930	60,201	67,131	77,454	83,795
7	38,820	43,096	45,897	48,405	61,676	68,606	78,929	85,270
8	40,295	44,571	47,373	49,879	63,150	70,081	80,403	86,744
9	41,769	46,045	48,847	51,354	64,625	71,555	81,878	88,220
10	43,244	47,520	50,322	52,829	66,099	73,031	83,353	89,693
11	44,718	48,994	51,797	54,303	67,574	74,505	84,827	91,168
12	46,192	50,469	53,271	55,778	69,049	75,980	86,303	92,642
13	47,667	51,943	54,746	57,252	70,523	77,454	87,777	94,117
14	49,141	53,418	56,219	58,728	71,998	78,929	89,252	95,591
15	50,616	54,892	57,694	60,201	73,472	80,403	90,725	97,066
16	52,091	56,368	59,168	61,676	74,948	81,878	92,200	98,541
17	53,566	57,843	60,644	63,150	76,422	83,353	93,674	100,015
18	55,040	59,317	62,118	64,625	77,897	84,827	95,149	101,490
19	56,515	60,792	63,593	66,099	79,371	86,303	96,623	102,965
20	57,989	62,266	65,067	67,574	80,846	87,777	98,098	104,440
21	59,464	63,741	66,542	69,049	82,321	89,252	99,573	105,914
22	60,939	65,214	68,017	70,523	83,795	90,725	101,048	107,389
23	62,413	66,689	69,491	71,998	85,270	92,200	102,523	108,863
24	63,888	68,163	70,966	73,472	86,744	93,674	103,997	110,338
25	65,362	69,638	72,440	74,948	88,220	95,149	105,472	111,813
26	65,877	70,153	72,955	75,463	88,735	95,664	105,987	112,328
27	66,342	70,619	73,420	75,929	89,200	96,130	106,453	112,793
28	67,668	72,030	74,887	77,446	90,982	98,051	108,580	115,048
29	69,486	73,971	76,908	79,539	93,456	100,723	111,547	118,198

Notes

1. Network specialists will be provided a \$200.00 per year stipend for responding to after-hours calls.
2. Salaried personnel shall not be entitled to additional holiday pay other than as compensated in annual salary.

**ARTICLE 17
SALARY SCALES
CENTRAL OFFICE TECHNICAL, 12 MONTH
SCHOOL-BASED EMPLOYEES, 12 MONTH**

FISCAL YEAR 2016 (Effective July 1, 2015)

GRADE								
	20	21	22	23	24	25	26	27
STEP								
1	35,902	41,033	44,395	47,404	63,330	71,647	84,034	91,642
2	37,388	42,519	45,881	48,890	64,816	73,133	85,520	93,128
3	38,874	44,006	47,369	50,376	66,303	74,619	87,006	94,615
4	40,361	45,492	48,855	51,863	67,789	76,107	88,493	96,101
5	41,847	46,978	50,341	53,349	69,276	77,593	89,980	97,588
6	43,333	48,466	51,828	54,836	70,762	79,079	91,466	99,075
7	44,820	49,952	53,314	56,322	72,247	80,565	92,952	100,561
8	46,307	51,438	54,800	57,809	73,734	82,051	94,439	102,047
9	47,793	52,924	56,287	59,295	75,221	83,537	95,925	103,534
10	49,279	54,411	57,774	60,781	76,707	85,023	97,412	105,020
11	50,766	55,897	59,260	62,268	78,193	86,511	98,898	106,507
12	52,252	57,384	60,746	63,755	79,680	87,997	100,384	107,993
13	53,739	58,871	62,233	65,241	81,166	89,483	101,870	109,480
14	55,226	60,357	63,718	66,728	82,652	90,970	103,356	110,966
15	56,712	61,843	65,205	68,214	84,140	92,456	104,843	112,452
16	58,198	63,330	66,691	69,700	85,626	93,942	106,330	113,939
17	59,684	64,816	68,178	71,186	87,112	95,430	107,816	115,426
18	61,171	66,303	69,664	72,673	88,599	96,916	109,303	116,912
19	62,657	67,789	71,150	74,159	90,085	98,402	110,789	118,399
20	64,143	69,276	72,637	75,645	91,571	99,888	112,275	119,885
21	65,630	70,762	74,124	77,132	93,058	101,375	113,761	121,371
22	67,116	72,247	75,610	78,618	94,545	102,862	115,249	122,857
23	68,602	73,734	77,097	80,104	96,031	104,348	116,735	124,345
24	70,088	75,221	78,583	81,591	97,517	105,835	118,221	125,831
25	71,576	76,707	80,069	83,078	99,004	107,321	119,708	127,317
26	72,091	77,222	80,584	83,593	99,519	107,836	120,223	127,832
27	72,730	77,862	81,224	84,232	100,158	108,475	120,862	128,472
28	74,183	79,417	82,846	85,914	102,160	110,643	123,278	131,039
29	75,399	80,728	84,218	87,342	103,879	112,513	125,375	133,275

**ARTICLE 17
SALARY SCALES
CENTRAL OFFICE TECHNICAL, 12 MONTH
SCHOOL-BASED EMPLOYEES, 12 MONTH
FISCAL YEAR 2016 (Effective December 24, 2015)**

		GRADE							
		20	21	22	23	24	25	26	27
STEP									
1		35,902	41,033	44,395	47,404	63,330	71,647	84,034	91,642
2		37,388	42,519	45,881	48,890	64,816	73,133	85,520	93,128
3		38,874	44,006	47,369	50,376	66,303	74,619	87,006	94,615
4		40,361	45,492	48,855	51,863	67,789	76,107	88,493	96,101
5		41,847	46,978	50,341	53,349	69,276	77,593	89,980	97,588
6		43,333	48,466	51,828	54,836	70,762	79,079	91,466	99,075
7		44,820	49,952	53,314	56,322	72,247	80,565	92,952	100,561
8		46,307	51,438	54,800	57,809	73,734	82,051	94,439	102,047
9		47,793	52,924	56,287	59,295	75,221	83,537	95,925	103,534
10		49,279	54,411	57,774	60,781	76,707	85,023	97,412	105,020
11		50,766	55,897	59,260	62,268	78,193	86,511	98,898	106,507
12		52,252	57,384	60,746	63,755	79,680	87,997	100,384	107,993
13		53,739	58,871	62,233	65,241	81,166	89,483	101,870	109,480
14		55,226	60,357	63,718	66,728	82,652	90,970	103,356	110,966
15		56,712	61,843	65,205	68,214	84,140	92,456	104,843	112,452
16		58,198	63,330	66,691	69,700	85,626	93,942	106,330	113,939
17		59,684	64,816	68,178	71,186	87,112	95,430	107,816	115,426
18		61,171	66,303	69,664	72,673	88,599	96,916	109,303	116,912
19		62,657	67,789	71,150	74,159	90,085	98,402	110,789	118,399
20		64,143	69,276	72,637	75,645	91,571	99,888	112,275	119,885
21		65,630	70,762	74,124	77,132	93,058	101,375	113,761	121,371
22		67,116	72,247	75,610	78,618	94,545	102,862	115,249	122,857
23		68,602	73,734	77,097	80,104	96,031	104,348	116,735	124,345
24		70,088	75,221	78,583	81,591	97,517	105,835	118,221	125,831
25		71,576	76,707	80,069	83,078	99,004	107,321	119,708	127,317
26		72,091	77,222	80,584	83,593	99,519	107,836	120,223	127,832
27		72,730	77,862	81,224	84,232	100,158	108,475	120,862	128,472
28		74,183	79,417	82,846	85,914	102,160	110,643	123,278	131,039
29		76,153	81,535	85,060	88,215	104,918	113,638	126,629	134,608

Notes

1. Network specialists will be provided a \$200.00 per year stipend for responding to after-hours calls.
2. Salaried personnel shall not be entitled to additional holiday pay other than as compensated in annual salary.

**ARTICLE 17
SALARY SCALES
FOOD AND NUTRITION SERVICE ASSISTANTS**

FISCAL YEAR 2016 (Effective July 1, 2015)

STEP	GRADE	
	II	III
1	11.96	12.63
2	12.39	13.12
3	12.83	13.58
4	13.29	14.08
5	13.78	14.60
6	14.28	15.13
7	14.80	15.67
8	15.32	16.24
9	15.89	16.83
10	16.48	17.45
11	17.09	18.11
12	17.71	18.75
13	18.35	19.46
14	19.02	20.17
15	19.49	20.63
16	19.84	20.98
17	20.23	21.40
18	20.53	21.73

**ARTICLE 17
SALARY SCALES
FOOD AND NUTRITION SERVICE ASSISTANTS
FISCAL YEAR 2016 (Effective December 24, 2015)**

STEP	GRADE	
	II	III
1	11.96	12.63
2	12.39	13.12
3	12.83	13.58
4	13.29	14.08
5	13.78	14.60
6	14.28	15.13
7	14.80	15.67
8	15.32	16.24
9	15.89	16.83
10	16.48	17.45
11	17.09	18.11
12	17.71	18.75
13	18.35	19.46
14	19.02	20.17
15	19.49	20.63
16	19.84	20.98
17	20.23	21.40
18	20.74	21.95

Longevity

1. Food and Nutrition service workers with 13-14 years of regular service in the Howard County Public School System will receive an additional \$.25 per hour.
2. Food and Nutrition service workers with 15-19 years of regular service in the Howard County Public School System will receive an additional \$.56 per hour.
3. Food and Nutrition service workers with 20 or more years of regular service in the Howard County Public School System will receive an additional \$.80 per hour.
4. Employees hired before April 1 of a fiscal year will be granted a full year toward longevity.
5. Longevity payments are not cumulative from year to year.