

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

FISCAL YEAR 2016 (Effective July 1, 2015) ¹

GRADE						
	PD (Provisional)	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
STEP						
1	35,460	47,351	49,049	50,748	52,447	54,145
2	35,672	47,563	49,262	50,960	52,659	54,358
3	36,097	47,775	49,686	51,385	53,084	54,782
4	36,522	47,988	50,111	51,810	53,508	55,207
5	37,370	49,899	52,234	53,933	55,632	57,330
6	39,070	51,810	54,358	56,056	57,755	59,454
7	40,768	53,721	56,481	58,180	59,878	61,577
8	42,467	55,632	58,604	60,303	62,002	63,701
9	44,165	57,543	60,728	62,426	64,125	65,824
10	45,864	59,454	62,851	64,550	66,249	67,947
11	47,563	61,365	64,975	66,673	68,372	70,071
12		63,276	67,098	68,797	70,495	72,194
13		64,231	69,221	70,920	72,619	74,317
14			71,345	73,043	74,742	76,441
15			75,591	77,290	78,989	80,687
16			75,591	77,290	78,989	80,687
17			75,591	77,290	78,989	80,687
18			79,838	81,537	83,235	84,934
19			79,838	81,537	83,235	84,934
20			79,838	81,537	83,235	84,934
21			84,085	85,783	87,482	89,181
22			84,085	85,783	87,482	89,181
23			84,085	85,783	87,482	89,181
24			84,085	85,783	87,482	89,181
25			88,331	90,030	91,729	93,427
26			88,331	90,030	91,729	93,427
27			88,331	90,030	91,729	93,427
28			90,030	91,729	93,427	95,126
29			93,427	95,126	96,825	98,523

¹ See Article 26 for FY16 Step placement information.

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

FISCAL YEAR 2016 (Effective July 1, 2015)²

GRADE						
	PD (Provisional)	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
STEP						
1	39,006	52,086	53,954	55,823	57,691	59,560
2	39,239	52,319	54,188	56,056	57,925	59,794
3	39,707	52,553	54,655	56,524	58,392	60,261
4	40,174	52,786	55,122	56,991	58,859	60,728
5	41,108	54,889	57,458	59,326	61,195	63,063
6	42,977	56,991	59,794	61,662	63,531	65,399
7	44,845	59,093	62,129	63,998	65,866	67,735
8	46,714	61,195	64,465	66,333	68,202	70,071
9	48,582	63,297	66,801	68,669	70,538	72,406
10	50,450	65,399	69,136	71,005	72,873	74,742
11	52,320	67,501	71,472	73,341	75,209	77,078
12		69,603	73,808	75,676	77,545	79,413
13		70,654	76,143	78,012	79,880	81,749
14			78,479	80,348	82,216	84,085
15			83,150	85,019	86,887	88,756
16			83,150	85,019	86,887	88,756
17			83,150	85,019	86,887	88,756
18			87,822	89,690	91,559	93,427
19			87,822	89,690	91,559	93,427
20			87,822	89,690	91,559	93,427
21			92,493	94,362	96,230	98,099
22			92,493	94,362	96,230	98,099
23			92,493	94,362	96,230	98,099
24			92,493	94,362	96,230	98,099
25			97,164	99,033	100,902	102,770
26			97,164	99,033	100,902	102,770
27			97,164	99,033	100,902	102,770
28			99,033	100,902	102,770	104,639
29			102,770	104,639	106,507	108,376

² See Article 26 for FY16 Step placement information.

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) Employees did not receive an increment for the 2009-2010 school year. If a double increment is negotiated for a given fiscal year, the first increment will be implemented by eliminating the 1st step on the current scale and renumbering all other steps; (i.e. Step 2 becomes the new Step 1, Step 3 becomes the new Step 2, etc.)
- (8) Supplements referred to in (4), (5), and (6) above shall be included in the teacher's annual salary for retirement and life insurance purposes.

**ARTICLE 20
SALARY SCALES
OTHER CERTIFICATED STAFF**

FISCAL YEAR 2016 (Effective July 1, 2015)³

	PSYCHOLOGIST PUPIL PERSONNEL WORKER (10 MONTHS)	PSYCHOLOGIST PUPIL PERSONNEL WORKER (11 MONTHS)	COORDINATOR STAFF DEVELOPMENT FACILITATOR (12 MONTHS)
	GRADE		
	I	II	III
STEP			
1	66,373	73,011	78,320
2	69,692	76,661	82,303
3	73,011	80,312	86,285
4	76,329	83,962	90,268
5	79,648	87,613	94,250
6	82,967	91,263	98,232
7	86,285	94,914	102,215
8	89,604	98,564	106,197
9	92,922	102,215	110,180
10	96,241	105,865	114,162
11	96,241	105,865	114,162
12	98,896	108,852	117,481
13	98,896	108,852	117,481
14	98,896	108,852	117,481
15	103,542	114,162	123,122

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.

³ See Article 26 for FY16 Step placement information.

- 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.