

APPENDIX B-2

(Audio Visual / Grounds / Maintenance / Warehouse Salary Scale)

FISCAL YEAR 2024										
(EFFECTIVE July 1, 2023)										
GRADE	I	III	IV	V	VI	VII	VIII	IX	X	XI
Step										
1	16.67	18.21	19.04	19.95	20.82	21.75	22.76	23.77	24.80	25.96
2	17.35	18.93	19.79	20.76	21.65	22.61	23.68	24.73	25.80	27.01
3	17.93	19.72	20.56	21.54	22.52	23.53	24.61	25.71	26.85	28.08
4	18.35	20.17	21.08	22.09	23.08	24.10	25.19	26.36	27.53	28.77
5	18.61	20.49	21.38	22.34	23.32	24.37	25.47	26.64	27.79	29.10
6	18.85	20.75	21.61	22.61	23.61	24.62	25.71	26.89	28.07	29.32
7	19.08	20.96	21.89	22.90	23.90	24.95	26.12	27.30	28.53	29.83
8	19.54	21.48	22.47	23.43	24.49	25.60	26.79	27.97	29.19	30.53
9	20.00	21.99	22.94	23.97	25.08	26.20	27.43	28.59	29.93	31.29
10	21.00	23.02	24.07	25.14	26.27	27.45	28.73	29.96	31.32	32.72
11	22.01	24.20	25.36	26.41	27.64	28.88	30.18	31.54	32.99	34.46
12	23.12	25.42	26.52	27.74	29.02	30.25	31.63	33.11	34.59	36.16
13	24.02	26.38	27.60	28.84	30.16	31.52	32.98	34.43	35.99	37.54
14	24.76	27.22	28.47	29.77	31.08	32.50	33.95	35.45	37.12	38.81
15	25.73	28.31	29.58	30.91	32.34	33.75	35.28	36.84	38.50	40.26
16	26.37	29.03	30.29	31.69	33.12	34.60	36.17	37.79	39.46	41.29
17	26.67	29.36	30.66	32.04	33.51	35.00	36.48	38.20	40.03	41.65
18	27.58	30.24	31.63	33.05	34.57	36.08	37.72	39.41	41.18	43.03
19	27.84	30.53	31.94	33.37	34.88	36.46	38.04	39.78	41.59	43.44
20	28.09	30.85	32.21	33.66	35.24	36.79	38.44	40.17	41.98	43.85
21	28.38	31.15	32.51	33.95	35.52	37.09	38.73	40.47	42.28	44.15
22	28.71	31.45	32.82	34.27	35.84	37.40	39.03	40.77	42.58	44.46
23	29.27	32.08	33.47	34.94	36.55	38.16	39.83	41.59	43.44	45.35
Over 23	29.90	32.72	34.14	35.63	37.25	38.84	40.55	42.33	44.21	46.14

Leadman Responsibility: Personnel designated as leadmen will have the index outlined below applied to their salary.

- Less than 5 employees - 12%
- 5 to 10 employees - 14%
- More than 10 employees - 16%

Longevity Pay

- \$.50 per hour - 15 to 19 years of service with the Howard County Public School System
- \$.90 per hour - 20 to 24 years of service with the Howard County Public School System
- \$ 1.25 per hour - 25 to 29 years of service with the Howard County Public School System
- \$ 1.50 per hour - 30 to 34 years of service with the Howard County Public School System
- \$ 1.75 per hour - 35 or more years of service with the Howard County Public School System

•Longevity payments are not cumulative from year-to-year. •Employees hired before April 1 of a fiscal year will be granted a full year toward longevity.

Licensure: Employees who hold a CDL Class A or CDL Class B license and required to operate vehicles that require this license as part of their position will receive a payment of \$.50 per hour.

APPENDIX B-3
(Custodial Salary Scale)

FISCAL YEAR 2024						
(EFFECTIVE July 1, 2023)						
GRADE	II	III	IV	V	VI	VII
Step						
1	16.39	16.95	17.54	18.17	18.84	19.51
2	17.04	17.63	18.24	18.89	19.59	20.29
3	17.25	17.86	18.48	19.18	20.32	21.08
4	17.46	18.06	18.71	19.59	20.58	21.61
5	17.67	18.26	18.95	19.87	20.85	21.87
6	17.89	18.48	19.19	20.07	21.08	22.09
7	18.09	18.68	19.38	20.39	21.39	22.47
8	18.30	18.93	19.88	20.85	21.89	22.96
9	18.52	19.38	20.39	21.39	22.47	23.58
10	19.36	20.36	21.36	22.46	23.53	24.73
11	20.36	21.36	22.46	23.53	24.73	25.92
12	21.36	22.46	23.53	24.73	25.92	27.22
13	22.17	23.30	24.39	25.69	26.97	28.29
14	22.88	23.97	25.17	26.41	27.75	29.15
15	23.73	24.94	26.21	27.53	28.90	30.32
16	24.36	25.58	26.87	28.20	29.62	31.08
17	24.68	25.88	27.14	28.54	29.96	31.44
18	25.57	26.80	28.09	29.53	30.94	32.51
19	25.79	27.04	28.38	29.78	31.26	32.84
20	26.05	27.31	28.62	30.07	31.56	33.14
21	26.33	27.59	28.94	30.37	31.87	33.42
22	26.64	27.90	29.23	30.69	32.16	33.74
23	27.17	28.48	29.81	31.29	32.81	34.41
Over 23	27.77	29.06	30.45	31.93	33.45	35.08

Leadman Responsibility: Personnel designated as leadman will have the index outlined below applied to their salary.

- Less than 5 employees - 12%
- 5 to 10 employees - 14%
- More than 10 employees - 16%

Day Building Supervisor III: Personnel designated as Day Building Supervisor III will have a 10% index applied to their salary.

Longevity Pay

- \$.50 per hour - 15 to 19 years of service with the Howard County Public School System
- \$.90 per hour - 20 to 24 years of service with the Howard County Public School System
- \$ 1.25 per hour - 25 to 29 years of service with the Howard County Public School System
- \$ 1.50 per hour - 30 to 34 years of service with the Howard County Public School System
- \$ 1.75 per hour - 35 or more years of service with the Howard County Public School System

•Longevity payments are not cumulative from year-to-year.

•Employees hired before April 1 of a fiscal year will be granted a full year toward longevity.

Licensure: Employees who hold a CDL Class A or CDL Class B license and required to operate vehicles that require this license as part of their position will receive a payment of \$.50 per hour.