

**ARTICLE 17
SALARY SCALES**

**SECRETARIES AND ASSISTANTS
FISCAL YEAR 2012 (Effective July 1, 2011)**

GRADE												
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII
STEP												
1	12.96	13.19	13.68	14.27	14.88	15.49	15.90	16.08	16.37	17.14	17.95	18.81
2	13.09	13.33	13.84	14.42	15.03	15.65	16.07	16.27	16.52	17.34	18.17	19.03
3	13.36	13.61	14.15	14.72	15.35	16.00	16.42	16.65	16.90	17.74	18.60	19.48
4	13.64	13.89	14.46	15.02	15.69	16.35	16.78	17.04	17.34	18.17	19.04	19.94
5	14.04	14.33	14.91	15.49	16.18	16.86	17.33	17.61	17.96	18.82	19.72	20.66
6	14.62	14.92	15.53	16.15	16.87	17.60	18.09	18.42	18.82	19.71	20.65	21.64
7	15.23	15.55	16.19	16.85	17.61	18.37	18.91	19.28	19.71	20.65	21.64	22.68
8	15.86	16.22	16.89	17.60	18.38	19.18	19.77	20.17	20.65	21.64	22.68	23.77
9	16.52	16.92	17.63	18.37	19.19	20.04	20.66	21.10	21.64	22.68	23.77	24.92
10	17.23	17.66	18.41	19.18	20.05	20.94	21.61	22.09	22.68	23.77	24.92	26.12
11	17.97	18.42	19.22	20.04	20.95	21.87	22.60	23.12	23.77	24.92	26.12	27.37
12	18.53	19.02	19.85	20.70	21.64	22.60	23.36	23.93	24.62	25.80	27.05	28.35
13	18.93	19.46	20.30	21.15	22.12	23.11	23.89	24.50	25.22	26.42	27.71	29.05
14	19.37	19.93	20.79	21.66	22.66	23.67	24.47	25.12	25.86	27.11	28.41	29.78
15	19.83	20.39	21.28	22.18	23.22	24.23	25.07	25.74	26.51	27.79	29.13	30.50
16	20.13	20.70	21.60	22.53	23.59	24.60	25.46	26.15	26.95	28.24	29.61	31.01
17	20.29	20.88	21.79	22.73	23.79	24.81	25.68	26.39	27.19	28.50	29.87	31.31
18	20.53	21.13	22.03	22.98	24.04	25.08	25.94	26.66	27.47	28.79	30.16	31.61
Over 18	21.02	21.62	22.52	23.47	24.53	25.57	26.43	27.15	27.96	29.28	30.65	32.10

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 five (5).

ARTICLE 17

SALARY SCALES

SECRETARIES AND ASSISTANTS FISCAL YEAR 2012 (Effective Close of Business June 30, 2012)

GRADE												
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII
STEP												
1	12.96	13.19	13.68	14.27	14.88	15.49	15.90	16.08	16.37	17.14	17.95	18.81
2	13.21	13.47	13.99	14.56	15.17	15.81	16.23	16.45	16.66	17.53	18.38	19.25
3	13.50	13.74	14.30	14.87	15.52	16.19	16.60	16.85	17.14	17.95	18.81	19.70
4	13.77	14.03	14.62	15.17	15.85	16.50	16.96	17.23	17.54	18.39	19.27	20.18
5	14.31	14.62	15.20	15.81	16.50	17.21	17.70	17.99	18.38	19.25	20.17	21.13
6	14.92	15.22	15.85	16.49	17.23	17.98	18.48	18.84	19.25	20.17	21.13	22.15
7	15.53	15.87	16.53	17.21	17.99	18.76	19.33	19.72	20.17	21.13	22.15	23.20
8	16.18	16.56	17.25	17.98	18.77	19.60	20.20	20.61	21.13	22.15	23.20	24.33
9	16.86	17.28	18.01	18.76	19.61	20.48	21.12	21.58	22.15	23.20	24.33	25.51
10	17.59	18.03	18.80	19.60	20.49	21.39	22.09	22.59	23.20	24.33	25.51	26.72
11	18.34	18.81	19.63	20.48	21.40	22.35	23.10	23.65	24.33	25.51	26.72	28.01
12	18.72	19.23	20.06	20.91	21.87	22.85	23.62	24.20	24.90	26.09	27.38	28.68
13	19.13	19.68	20.53	21.39	22.37	23.37	24.15	24.80	25.53	26.75	28.03	29.42
14	19.61	20.17	21.05	21.93	22.95	23.97	24.79	25.44	26.19	27.47	28.79	30.13
15	20.05	20.61	21.50	22.43	23.48	24.49	25.34	26.03	26.83	28.11	29.47	30.86
16	20.20	20.79	21.70	22.63	23.69	24.70	25.58	26.27	27.07	28.36	29.74	31.16
17	20.37	20.97	21.87	22.82	23.88	24.92	25.78	26.50	27.31	28.63	30.00	31.45
18	20.68	21.28	22.18	23.13	24.19	25.23	26.09	26.81	27.62	28.94	30.31	31.76
Over 18	21.02	21.62	22.52	23.47	24.53	25.57	26.43	27.15	27.96	29.28	30.65	32.10

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 five (5).

ARTICLE 17 SALARY SCALES

INTERPRETERS
FISCAL YEAR 2012 (Effective July 1, 2011)

GRADE				
	A	B	C	D
STEP				
1	19.71	26.16	28.96	30.10
2	20.00	26.55	29.39	30.53
3	20.59	27.34	30.27	31.41
4	21.20	28.16	31.18	32.32
5	21.71	28.99	32.11	33.25
6	21.91	29.85	33.07	34.21
7	21.91	30.74	34.05	35.20
8	21.91	31.63	35.06	36.21
9	21.91	32.58	36.11	37.26
10	21.91	33.56	37.19	38.33
11	21.91	34.55	38.30	39.44
12	21.91	35.58	39.43	40.58
13	21.91	36.55	40.60	41.75
14	21.91	37.46	41.82	42.96
15	21.91	38.38	43.07	44.22
16	21.91	39.05	43.90	45.05
17	22.25	39.59	44.44	45.59

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; or NIC Level 1 Certified and Level 2 Advanced Certification
- D: NAD Level 5 Master Certification; RID Certificate of Interpreting and Certificate of Transliteration; NIC Level 3 Master Certification

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**

**INTERPRETERS
FISCAL YEAR 2012 (Effective Close of Business June 30, 2012)**

GRADE				
	A	B	C	D
STEP				
1	19.71	26.16	28.96	30.10
2	20.29	26.94	29.82	30.96
3	20.89	27.74	30.72	31.86
4	21.51	28.57	31.63	32.78
5	21.91	29.40	32.58	33.72
6	21.91	30.29	33.56	34.70
7	21.91	31.18	34.54	35.69
8	21.91	32.08	35.58	36.73
9	21.91	33.07	36.64	37.78
10	21.91	34.04	37.74	38.88
11	21.91	35.06	38.85	40.00
12	21.91	36.09	40.01	41.15
13	21.91	37.00	41.19	42.34
14	21.91	37.91	42.44	43.58
15	21.91	38.85	43.70	44.85
16	21.91	39.25	44.10	45.25
17	22.25	39.59	44.44	45.59

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; or NIC Level 1 Certified and Level 2 Advanced Certification
- D: NAD Level 5 Master Certification; RID Certificate of Interpreting and Certificate of Transliteration; NIC Level 3 Master Certification

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 2012 (Effective July 1, 2011)

	School Based, Float Pool Hourly Rate	Cluster Nurse Hourly Rate
	A	B
STEP		
1	28.91	30.35
2	29.09	30.53
3	29.70	31.17
4	30.59	32.10
5	31.51	33.06
6	32.44	34.04
7	33.40	35.05
8	34.41	36.11
9	35.42	37.18
10	36.46	38.27
11	37.56	39.41
12	38.67	40.58
13	39.80	41.78
14	40.99	43.02
15	42.22	44.30
16	43.47	45.63
17	44.76	46.99
18	45.59	47.85
19	45.76	48.02
20	45.76	48.02
21	46.10	48.36

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.

**ARTICLE 17
SALARY SCALES**

**NURSES
FISCAL YEAR 2012 (Effective Close of Business June 30, 2012)**

	School Based, Float Pool Hourly Rate	Cluster Nurse Hourly Rate
	A	B
STEP		
1	28.91	30.35
2	29.26	30.71
3	30.14	31.62
4	31.04	32.57
5	31.97	33.55
6	32.90	34.53
7	33.90	35.57
8	34.91	36.65
9	35.92	37.71
10	37.00	38.83
11	38.11	39.99
12	39.22	41.17
13	40.38	42.38
14	41.59	43.65
15	42.84	44.95
16	44.10	46.30
17	45.41	47.67
18	45.76	48.02
19	45.76	48.02
20	45.76	48.02
21	46.10	48.36

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.

ARTICLE 17

SALARY SCALES

CENTRAL OFFICE TECHNICAL, 10 MONTH FISCAL YEAR 2012 (Effective July 1, 2011)

GRADE								
	20	21	22	23	24	25	26	27
STEP								
1	29,019	33,171	35,891	38,325	51,210	57,939	67,960	74,116
2	29,735	33,887	36,607	39,041	51,926	58,654	68,676	74,832
3	31,167	35,318	38,039	40,472	53,357	60,086	70,108	76,263
4	32,598	36,750	39,470	41,904	54,789	61,517	71,539	77,695
5	34,030	38,181	40,902	43,336	56,220	62,949	72,971	79,127
6	35,461	39,614	42,333	44,767	57,652	64,381	74,402	80,559
7	36,893	41,045	43,765	46,199	59,084	65,812	75,834	81,990
8	38,325	42,477	45,197	47,630	60,515	67,244	77,266	83,422
9	39,756	43,908	46,628	49,062	61,947	68,676	78,697	84,853
10	41,188	45,340	48,060	50,494	63,378	70,108	80,129	86,285
11	42,620	46,771	49,492	51,926	64,810	71,539	81,561	87,717
12	44,052	48,203	50,923	53,357	66,242	72,971	82,992	89,148
13	45,483	49,635	52,355	54,789	67,674	74,402	84,424	90,580
14	46,915	51,066	53,787	56,220	69,105	75,834	85,856	92,011
15	48,346	52,498	55,218	57,652	70,537	77,266	87,287	93,443
16	49,778	53,929	56,650	59,084	71,969	78,697	88,719	94,875
17	51,210	55,362	58,081	60,515	73,400	80,129	90,150	96,307
18	52,641	56,793	59,513	61,947	74,832	81,561	91,582	97,738
19	54,073	58,225	60,945	63,378	76,263	82,992	93,014	99,170
20	55,504	59,656	62,376	64,810	77,695	84,424	94,445	100,602
21	56,936	61,088	63,808	66,242	79,127	85,856	95,877	102,033
22	58,368	62,520	65,240	67,674	80,559	87,287	97,309	103,465
23	59,800	63,951	66,672	69,105	81,990	88,719	98,741	104,896
24	61,231	65,383	68,103	70,537	83,422	90,150	100,172	106,328
25	62,663	66,814	69,535	71,969	84,853	91,582	101,604	107,760
26	63,628	67,780	70,500	72,935	85,820	92,548	102,570	108,726
27	64,330	68,482	71,202	73,637	86,522	93,250	103,272	109,428

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, 10 MONTH FISCAL YEAR 2012 (Effective Close of Business June 30, 2012)

GRADE								
	20	21	22	23	24	25	26	27
STEP								
1	29,019	33,171	35,891	38,325	51,210	57,939	67,960	74,116
2	30,451	34,602	37,323	39,756	52,641	59,370	69,391	75,548
3	31,882	36,034	38,754	41,188	54,073	60,802	70,824	76,979
4	33,314	37,465	40,186	42,619	55,504	62,233	72,255	78,411
5	34,745	38,897	41,617	44,052	56,937	63,665	73,687	79,843
6	36,178	40,330	43,049	45,483	58,368	65,096	75,118	81,274
7	37,609	41,761	44,480	46,915	59,800	66,528	76,550	82,706
8	39,041	43,193	45,913	48,346	61,231	67,960	77,981	84,137
9	40,472	44,624	47,344	49,778	62,663	69,391	79,413	85,570
10	41,904	46,056	48,776	51,210	64,094	70,824	80,845	87,001
11	43,336	47,487	50,208	52,641	65,526	72,255	82,276	88,433
12	44,767	48,919	51,639	54,073	66,958	73,687	83,709	89,864
13	46,199	50,350	53,071	55,504	68,389	75,118	85,140	91,296
14	47,630	51,782	54,502	56,937	69,821	76,550	86,572	92,727
15	49,062	53,213	55,934	58,368	71,252	77,981	88,003	94,159
16	50,494	54,646	57,365	59,800	72,685	79,413	89,435	95,591
17	51,926	56,078	58,798	61,231	74,116	80,845	90,866	97,022
18	53,357	57,509	60,229	62,663	75,548	82,276	92,298	98,454
19	54,789	58,941	61,661	64,094	76,979	83,709	93,729	99,886
20	56,220	60,372	63,092	65,526	78,411	85,140	95,161	101,318
21	57,652	61,804	64,524	66,958	79,843	86,572	96,593	102,749
22	59,084	63,235	65,956	68,389	81,274	88,003	98,025	104,181
23	60,515	64,667	67,387	69,821	82,706	89,435	99,457	105,612
24	61,947	66,098	68,819	71,252	84,137	90,866	100,888	107,044
25	63,378	67,530	70,250	72,685	85,570	92,298	102,320	108,476
26	63,878	68,030	70,750	73,185	86,070	92,798	102,820	108,976
27	64,330	68,482	71,202	73,637	86,522	93,250	103,272	109,428

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
FISCAL YEAR 2012 (Effective July 1, 2011)**

GRADE								
	20	21	22	23	24	25	26	27
STEP								
1	34,747	39,729	42,993	45,914	61,376	69,451	81,477	88,864
2	35,468	40,450	43,715	46,635	62,098	70,173	82,199	89,585
3	36,911	41,893	45,158	48,078	63,541	71,616	83,642	91,029
4	38,354	43,337	46,601	49,522	64,984	73,059	85,085	92,472
5	39,798	44,780	48,044	50,965	66,427	74,502	86,528	93,915
6	41,241	46,223	49,487	52,408	67,871	75,945	87,971	95,358
7	42,684	47,666	50,931	53,851	69,313	77,388	89,415	96,801
8	44,127	49,109	52,374	55,294	70,756	78,831	90,858	98,244
9	45,570	50,553	53,817	56,738	72,199	80,274	92,301	99,688
10	47,013	51,996	55,260	58,181	73,642	81,717	93,744	101,131
11	48,457	53,439	56,703	59,624	75,085	83,160	95,187	102,574
12	49,900	54,882	58,147	61,067	76,529	84,603	96,629	104,017
13	51,343	56,325	59,590	62,510	77,972	86,046	98,072	105,460
14	52,786	57,768	61,032	63,953	79,415	87,490	99,516	106,903
15	54,229	59,212	62,475	65,397	80,858	88,933	100,959	108,347
16	55,673	60,655	63,918	66,840	82,301	90,376	102,402	109,790
17	57,116	62,098	65,361	68,283	83,744	91,819	103,845	111,233
18	58,559	63,541	66,804	69,726	85,188	93,262	105,288	112,676
19	60,001	64,984	68,248	71,168	86,631	94,705	106,731	114,119
20	61,444	66,427	69,691	72,611	88,074	96,149	108,175	115,563
21	62,887	67,871	71,134	74,054	89,517	97,592	109,618	117,006
22	64,330	69,313	72,577	75,498	90,960	99,035	111,061	118,449
23	65,774	70,756	74,020	76,941	92,403	100,478	112,504	119,892
24	67,217	72,199	75,463	78,384	93,847	101,921	113,947	121,335
25	68,660	73,642	76,907	79,827	95,290	103,364	115,391	122,778
26	69,632	74,614	77,878	80,799	96,261	104,336	116,362	123,750
27	70,503	75,485	78,749	81,670	97,132	105,207	117,233	124,621

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
FISCAL YEAR 2012 (Effective Close of Business June 30, 2012)**

GRADE								
	20	21	22	23	24	25	26	27
STEP								
1	34,747	39,729	42,993	45,914	61,376	69,451	81,477	88,864
2	36,190	41,172	44,436	47,357	62,819	70,894	82,920	90,307
3	37,633	42,615	45,880	48,800	64,263	72,337	84,363	91,750
4	39,076	44,058	47,323	50,243	65,706	73,781	85,807	93,193
5	40,519	45,501	48,766	51,686	67,149	75,224	87,250	94,637
6	41,962	46,945	50,209	53,130	68,592	76,667	88,693	96,080
7	43,406	48,388	51,652	54,573	70,034	78,109	90,136	97,523
8	44,849	49,831	53,095	56,016	71,477	79,552	91,579	98,966
9	46,292	51,274	54,539	57,459	72,921	80,995	93,022	100,409
10	47,735	52,717	55,982	58,902	74,364	82,438	94,466	101,852
11	49,178	54,160	57,425	60,345	75,807	83,882	95,908	103,296
12	50,621	55,604	58,868	61,789	77,250	85,325	97,351	104,739
13	52,065	57,047	60,311	63,232	78,693	86,768	98,794	106,182
14	53,508	58,490	61,753	64,675	80,136	88,211	100,237	107,625
15	54,951	59,933	63,197	66,118	81,580	89,654	101,680	109,068
16	56,394	61,376	64,640	67,561	83,023	91,097	103,124	110,511
17	57,837	62,819	66,083	69,004	84,466	92,541	104,567	111,955
18	59,280	64,263	67,526	70,447	85,909	93,984	106,010	113,398
19	60,723	65,706	68,969	71,890	87,352	95,427	107,453	114,841
20	62,166	67,149	70,412	73,333	88,795	96,870	108,896	116,284
21	63,609	68,592	71,856	74,776	90,239	98,313	110,339	117,727
22	65,052	70,034	73,299	76,219	91,682	99,757	111,783	119,170
23	66,495	71,477	74,742	77,662	93,125	101,200	113,226	120,614
24	67,938	72,921	76,185	79,106	94,568	102,643	114,669	122,057
25	69,382	74,364	77,628	80,549	96,011	104,086	116,112	123,500
26	69,882	74,864	78,128	81,049	96,511	104,586	116,612	124,000
27	70,503	75,485	78,749	81,670	97,132	105,207	117,233	124,621

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**

**SCHOOL-BASED EMPLOYEES, 10 MONTH
FISCAL YEAR 2012 (Effective July 1, 2011)**

GRADE								
	20	21	22	23	24	25	26	27
STEP								
1	29,019	33,171	35,891	38,325	51,210	57,939	67,960	74,116
2	29,735	33,887	36,607	39,041	51,926	58,654	68,676	74,832
3	31,167	35,318	38,039	40,472	53,357	60,086	70,108	76,263
4	32,598	36,750	39,470	41,904	54,789	61,517	71,539	77,695
5	34,030	38,181	40,902	43,336	56,220	62,949	72,971	79,127
6	35,461	39,614	42,333	44,767	57,652	64,381	74,402	80,559
7	36,893	41,045	43,765	46,199	59,084	65,812	75,834	81,990
8	38,325	42,477	45,197	47,630	60,515	67,244	77,266	83,422
9	39,756	43,908	46,628	49,062	61,947	68,676	78,697	84,853
10	41,188	45,340	48,060	50,494	63,378	70,108	80,129	86,285
11	42,620	46,771	49,492	51,926	64,810	71,539	81,561	87,717
12	44,052	48,203	50,923	53,357	66,242	72,971	82,992	89,148
13	45,483	49,635	52,355	54,789	67,674	74,402	84,424	90,580
14	46,915	51,066	53,787	56,220	69,105	75,834	85,856	92,011
15	48,346	52,498	55,218	57,652	70,537	77,266	87,287	93,443
16	49,778	53,929	56,650	59,084	71,969	78,697	88,719	94,875
17	51,210	55,362	58,081	60,515	73,400	80,129	90,150	96,307
18	52,641	56,793	59,513	61,947	74,832	81,561	91,582	97,738
19	54,073	58,225	60,945	63,378	76,263	82,992	93,014	99,170
20	55,504	59,656	62,376	64,810	77,695	84,424	94,445	100,602
21	56,936	61,088	63,808	66,242	79,127	85,856	95,877	102,033
22	58,368	62,520	65,240	67,674	80,559	87,287	97,309	103,465
23	59,800	63,951	66,672	69,105	81,990	88,719	98,741	104,896
24	61,231	65,383	68,103	70,537	83,422	90,150	100,172	106,328
25	62,663	66,814	69,535	71,969	84,853	91,582	101,604	107,760
26	63,628	67,780	70,500	72,935	85,820	92,548	102,570	108,726
27	64,330	68,482	71,202	73,637	86,522	93,250	103,272	109,428

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**

**SCHOOL-BASED EMPLOYEES, 10 MONTH
FISCAL YEAR 2012 (Effective Close of Business June 30, 2011)**

GRADE								
	20	21	22	23	24	25	26	27
STEP								
1	29,019	33,171	35,891	38,325	51,210	57,939	67,960	74,116
2	30,451	34,602	37,323	39,756	52,641	59,370	69,391	75,548
3	31,882	36,034	38,754	41,188	54,073	60,802	70,824	76,979
4	33,314	37,465	40,186	42,619	55,504	62,233	72,255	78,411
5	34,745	38,897	41,617	44,052	56,937	63,665	73,687	79,843
6	36,178	40,330	43,049	45,483	58,368	65,096	75,118	81,274
7	37,609	41,761	44,480	46,915	59,800	66,528	76,550	82,706
8	39,041	43,193	45,913	48,346	61,231	67,960	77,981	84,137
9	40,472	44,624	47,344	49,778	62,663	69,391	79,413	85,570
10	41,904	46,056	48,776	51,210	64,094	70,824	80,845	87,001
11	43,336	47,487	50,208	52,641	65,526	72,255	82,276	88,433
12	44,767	48,919	51,639	54,073	66,958	73,687	83,709	89,864
13	46,199	50,350	53,071	55,504	68,389	75,118	85,140	91,296
14	47,630	51,782	54,502	56,937	69,821	76,550	86,572	92,727
15	49,062	53,213	55,934	58,368	71,252	77,981	88,003	94,159
16	50,494	54,646	57,365	59,800	72,685	79,413	89,435	95,591
17	51,926	56,078	58,798	61,231	74,116	80,845	90,866	97,022
18	53,357	57,509	60,229	62,663	75,548	82,276	92,298	98,454
19	54,789	58,941	61,661	64,094	76,979	83,709	93,729	99,886
20	56,220	60,372	63,092	65,526	78,411	85,140	95,161	101,318
21	57,652	61,804	64,524	66,958	79,843	86,572	96,593	102,749
22	59,084	63,235	65,956	68,389	81,274	88,003	98,025	104,181
23	60,515	64,667	67,387	69,821	82,706	89,435	99,457	105,612
24	61,947	66,098	68,819	71,252	84,137	90,866	100,888	107,044
25	63,378	67,530	70,250	72,685	85,570	92,298	102,320	108,476
26	63,878	68,030	70,750	73,185	86,070	92,798	102,820	108,976
27	64,330	68,482	71,202	73,637	86,522	93,250	103,272	109,428

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**

**SCHOOL-BASED EMPLOYEES, 12 MONTH
FISCAL YEAR 2012 (Effective July 1, 2011)**

GRADE								
	20	21	22	23	24	25	26	27
STEP								
1	34,747	39,729	42,993	45,914	61,376	69,451	81,477	88,864
2	35,468	40,450	43,715	46,635	62,098	70,173	82,199	89,585
3	36,911	41,893	45,158	48,078	63,541	71,616	83,642	91,029
4	38,354	43,337	46,601	49,522	64,984	73,059	85,085	92,472
5	39,798	44,780	48,044	50,965	66,427	74,502	86,528	93,915
6	41,241	46,223	49,487	52,408	67,871	75,945	87,971	95,358
7	42,684	47,666	50,931	53,851	69,313	77,388	89,415	96,801
8	44,127	49,109	52,374	55,294	70,756	78,831	90,858	98,244
9	45,570	50,553	53,817	56,738	72,199	80,274	92,301	99,688
10	47,013	51,996	55,260	58,181	73,642	81,717	93,744	101,131
11	48,457	53,439	56,703	59,624	75,085	83,160	95,187	102,574
12	49,900	54,882	58,147	61,067	76,529	84,603	96,629	104,017
13	51,343	56,325	59,590	62,510	77,972	86,046	98,072	105,460
14	52,786	57,768	61,032	63,953	79,415	87,490	99,516	106,903
15	54,229	59,212	62,475	65,397	80,858	88,933	100,959	108,347
16	55,673	60,655	63,918	66,840	82,301	90,376	102,402	109,790
17	57,116	62,098	65,361	68,283	83,744	91,819	103,845	111,233
18	58,559	63,541	66,804	69,726	85,188	93,262	105,288	112,676
19	60,001	64,984	68,248	71,168	86,631	94,705	106,731	114,119
20	61,444	66,427	69,691	72,611	88,074	96,149	108,175	115,563
21	62,887	67,871	71,134	74,054	89,517	97,592	109,618	117,006
22	64,330	69,313	72,577	75,498	90,960	99,035	111,061	118,449
23	65,774	70,756	74,020	76,941	92,403	100,478	112,504	119,892
24	67,217	72,199	75,463	78,384	93,847	101,921	113,947	121,335
25	68,660	73,642	76,907	79,827	95,290	103,364	115,391	122,778
26	69,632	74,614	77,878	80,799	96,261	104,336	116,362	123,750
27	70,503	75,485	78,749	81,670	97,132	105,207	117,233	124,621

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**

**SCHOOL-BASED EMPLOYEES, 12 MONTH
FISCAL YEAR 2012 (Effective Close of Business June 30, 2012)**

GRADE								
	20	21	22	23	24	25	26	27
STEP								
1	34,747	39,729	42,993	45,914	61,376	69,451	81,477	88,864
2	36,190	41,172	44,436	47,357	62,819	70,894	82,920	90,307
3	37,633	42,615	45,880	48,800	64,263	72,337	84,363	91,750
4	39,076	44,058	47,323	50,243	65,706	73,781	85,807	93,193
5	40,519	45,501	48,766	51,686	67,149	75,224	87,250	94,637
6	41,962	46,945	50,209	53,130	68,592	76,667	88,693	96,080
7	43,406	48,388	51,652	54,573	70,034	78,109	90,136	97,523
8	44,849	49,831	53,095	56,016	71,477	79,552	91,579	98,966
9	46,292	51,274	54,539	57,459	72,921	80,995	93,022	100,409
10	47,735	52,717	55,982	58,902	74,364	82,438	94,466	101,852
11	49,178	54,160	57,425	60,345	75,807	83,882	95,908	103,296
12	50,621	55,604	58,868	61,789	77,250	85,325	97,351	104,739
13	52,065	57,047	60,311	63,232	78,693	86,768	98,794	106,182
14	53,508	58,490	61,753	64,675	80,136	88,211	100,237	107,625
15	54,951	59,933	63,197	66,118	81,580	89,654	101,680	109,068
16	56,394	61,376	64,640	67,561	83,023	91,097	103,124	110,511
17	57,837	62,819	66,083	69,004	84,466	92,541	104,567	111,955
18	59,280	64,263	67,526	70,447	85,909	93,984	106,010	113,398
19	60,723	65,706	68,969	71,890	87,352	95,427	107,453	114,841
20	62,166	67,149	70,412	73,333	88,795	96,870	108,896	116,284
21	63,609	68,592	71,856	74,776	90,239	98,313	110,339	117,727
22	65,052	70,034	73,299	76,219	91,682	99,757	111,783	119,170
23	66,495	71,477	74,742	77,662	93,125	101,200	113,226	120,614
24	67,938	72,921	76,185	79,106	94,568	102,643	114,669	122,057
25	69,382	74,364	77,628	80,549	96,011	104,086	116,112	123,500
26	69,882	74,864	78,128	81,049	96,511	104,586	116,612	124,000
27	70,503	75,485	78,749	81,670	97,132	105,207	117,233	124,621

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 2012 (Effective July 1, 2011)**

STEP	GRADE	
	II	III
1	11.55	12.20
2	11.76	12.44
3	12.19	12.90
4	12.62	13.37
5	13.08	13.86
6	13.56	14.37
7	14.06	14.89
8	14.56	15.43
9	15.09	16.00
10	15.66	16.58
11	16.24	17.20
12	16.83	17.83
13	17.45	18.49
14	18.09	19.18
15	18.64	19.75
16	19.20	20.31

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.

**ARTICLE 17
SALARY SCALES**

**FOOD AND NUTRITION SERVICE ASSISTANTS
FISCAL YEAR 2012 (Effective Close of Business June 30, 2012)**

STEP	GRADE	
	II	III
1	11.55	12.20
2	11.97	12.68
3	12.40	13.12
4	12.84	13.61
5	13.32	14.11
6	13.80	14.63
7	14.31	15.15
8	14.81	15.71
9	15.37	16.28
10	15.94	16.88
11	16.53	17.52
12	17.13	18.14
13	17.76	18.83
14	18.41	19.52
15	18.86	19.97
16	19.20	20.31

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.