

**ARTICLE 20: SALARY SCALES  
THE HOWARD COUNTY PUBLIC SCHOOL SYSTEM**

**10-MONTH TEACHERS  
FISCAL YEAR 2012 (Effective July 1, 2011)**

<b>GRADE</b>						
	PD (Provisional)	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
<b>STEP</b>						
1	34,267	45,810	47,331	48,986	50,639	52,294
2	34,346	45,873	47,462	49,117	50,770	52,425
3	34,583	46,060	47,855	49,509	51,163	52,816
4	34,819	46,247	48,247	49,901	51,555	53,208
5	35,663	47,240	49,411	51,065	52,719	54,372
6	37,234	49,101	51,479	53,132	54,786	56,440
7	38,868	50,962	53,546	55,200	56,854	58,508
8	40,522	52,822	55,613	57,267	58,921	60,575
9	42,175	54,683	57,680	59,335	60,988	62,642
10	43,829	56,544	59,748	61,402	63,056	64,710
11	45,483	58,405	61,815	63,469	65,123	66,778
12	46,309	60,266	63,883	65,536	67,190	68,845
13		61,446	65,950	67,604	69,258	70,912
14		61,696	68,017	69,672	71,325	72,979
15			70,912	72,566	74,220	75,874
16			73,022	74,677	76,330	77,985
17			73,272	74,927	76,580	78,235
18			75,090	76,745	78,397	80,052
19			77,157	78,812	80,464	82,119
20			77,407	79,062	80,714	82,369
21			79,225	80,879	82,532	84,187
22			81,292	82,946	84,599	86,254
23			81,542	83,196	84,849	86,504
24			81,542	83,196	84,849	86,504
25			83,360	85,014	86,667	88,321
26			85,427	87,081	88,735	90,388
27			85,677	87,331	88,985	90,638
28			85,677	87,331	88,985	90,638
29			85,677	87,331	88,985	90,638
30			85,677	87,331	88,985	90,638
31			86,667	88,322	89,975	91,629
32			87,907	89,562	91,215	92,869
Over 32			88,157	89,812	91,465	93,119

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

STEP	GRADE					
	PD (Provisional)	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
1	34,267	45,810	47,331	48,986	50,639	52,294
2	34,425	45,935	47,593	49,248	50,901	52,555
3	34,740	46,185	48,116	49,770	51,424	53,077
4	34,898	46,309	48,377	50,031	51,685	53,338
5	36,427	48,170	50,445	52,098	53,752	55,406
6	38,040	50,031	52,512	54,166	55,820	57,474
7	39,695	51,892	54,579	56,233	57,887	59,541
8	41,348	53,752	56,646	58,300	59,954	61,609
9	43,001	55,613	58,714	60,369	62,021	63,675
10	44,656	57,474	60,782	62,435	64,090	65,744
11	46,309	59,335	62,848	64,503	66,156	67,811
12		61,196	64,917	66,569	68,224	69,878
13		61,696	66,983	68,638	70,291	71,945
14		61,696	69,051	70,705	72,359	74,013
15			72,772	74,427	76,080	77,735
16			73,272	74,927	76,580	78,235
17			73,272	74,927	76,580	78,235
18			76,907	78,562	80,214	81,869
19			77,407	79,062	80,714	82,369
20			77,407	79,062	80,714	82,369
21			81,042	82,696	84,349	86,004
22			81,542	83,196	84,849	86,504
23			81,542	83,196	84,849	86,504
24			81,542	83,196	84,849	86,504
25			85,177	86,831	88,485	90,138
26			85,677	87,331	88,985	90,638
27			85,677	87,331	88,985	90,638
28			85,677	87,331	88,985	90,638
29			85,677	87,331	88,985	90,638
30			85,677	87,331	88,985	90,638
31			87,657	89,312	90,965	92,619
Over 31			88,157	89,812	91,465	93,119

**ARTICLE 20: SALARY SCALES  
THE HOWARD COUNTY PUBLIC SCHOOL SYSTEM**

**11-MONTH TEACHERS  
FISCAL YEAR 2012 (Effective July 1, 2011)**

<b>GRADE</b>						
	<b>PD</b> (Provisional)	<b>A</b> (SPC)	<b>B</b> (BA/BS +30)	<b>C</b> (Masters)	<b>D</b> (MA/MS +30)	<b>E</b> (Doctorate)
<b>STEP</b>						
1	37,694	50,391	52,064	53,885	55,703	57,523
2	37,781	50,460	52,208	54,029	55,847	57,668
3	38,041	50,666	52,641	54,460	56,279	58,098
4	38,301	50,872	53,072	54,891	56,711	58,529
5	39,229	51,964	54,352	56,172	57,991	59,809
6	40,957	54,011	56,627	58,445	60,265	62,084
7	42,755	56,058	58,901	60,720	62,539	64,359
8	44,574	58,104	61,174	62,994	64,813	66,633
9	46,393	60,151	63,448	65,269	67,087	68,906
10	48,212	62,198	65,723	67,542	69,362	71,181
11	50,031	64,246	67,997	69,816	71,635	73,456
12	50,940	66,293	70,271	72,090	73,909	75,730
13		67,591	72,545	74,364	76,184	78,003
14		67,866	74,819	76,639	78,458	80,277
15			78,003	79,823	81,642	83,461
16			80,324	82,145	83,963	85,784
17			80,599	82,420	84,238	86,059
18			82,599	84,420	86,237	88,057
19			84,873	86,693	88,510	90,331
20			85,148	86,968	88,785	90,606
21			87,148	88,967	90,785	92,606
22			89,421	91,241	93,059	94,879
23			89,696	91,516	93,334	95,154
24			89,696	91,516	93,334	95,154
25			91,696	93,515	95,334	97,153
26			93,970	95,789	97,609	99,427
27			94,245	96,064	97,884	99,702
28			94,245	96,064	97,884	99,702
29			94,245	96,064	97,884	99,702
30			94,245	96,064	97,884	99,702
31			95,334	97,154	98,973	100,792
32			96,698	98,518	100,337	102,156
Over 32			96,973	98,793	100,612	102,431

**ARTICLE 20: SALARY SCALES  
THE HOWARD COUNTY PUBLIC SCHOOL SYSTEM**

**11-MONTH TEACHERS  
FISCAL YEAR 2012 (Effective Close of Business June 30, 2012)**

STEP	GRADE					
	PD (Provisional)	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
1	37,694	50,391	52,064	53,885	55,703	57,523
2	37,868	50,529	52,352	54,173	55,991	57,811
3	38,214	50,804	52,928	54,747	56,566	58,385
4	38,388	50,940	53,215	55,034	56,854	58,672
5	40,070	52,987	55,490	57,308	59,127	60,947
6	41,844	55,034	57,763	59,583	61,402	63,221
7	43,665	57,081	60,037	61,856	63,676	65,495
8	45,483	59,127	62,311	64,130	65,949	67,770
9	47,301	61,174	64,585	66,406	68,223	70,043
10	49,122	63,221	66,860	68,679	70,499	72,318
11	50,940	65,269	69,133	70,953	72,772	74,592
12		67,316	71,409	73,226	75,046	76,866
13		67,866	73,681	75,502	77,320	79,140
14		67,866	75,956	77,776	79,595	81,414
15			80,049	81,870	83,688	85,509
16			80,599	82,420	84,238	86,059
17			80,599	82,420	84,238	86,059
18			84,598	86,418	88,235	90,056
19			85,148	86,968	88,785	90,606
20			85,148	86,968	88,785	90,606
21			89,146	90,966	92,784	94,604
22			89,696	91,516	93,334	95,154
23			89,696	91,516	93,334	95,154
24			89,696	91,516	93,334	95,154
25			93,695	95,514	97,334	99,152
26			94,245	96,064	97,884	99,702
27			94,245	96,064	97,884	99,702
28			94,245	96,064	97,884	99,702
29			94,245	96,064	97,884	99,702
30			94,245	96,064	97,884	99,702
31			96,423	98,243	100,062	101,881
Over 31			96,973	98,793	100,612	102,431

## **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 30<sup>th</sup> 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.
- (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 1<sup>st</sup> 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) Teachers must select a payment option (10 or 12 months) by June 30<sup>th</sup> of each year. Teachers who do not select an option by this date will be paid on a 12-month schedule.
- (9) 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  
THE HOWARD COUNTY PUBLIC SCHOOL SYSTEM**

**OTHER CERTIFICATED STAFF  
FISCAL YEAR 2012 (Effective July 1, 2011)**

	<b>PSYCHOLOGIST PUPIL PERSONNEL WORKER (10 MONTHS)</b>	<b>PSYCHOLOGIST PUPIL PERSONNEL WORKER (11 MONTHS)</b>	<b>COORDINATOR STAFF DEVELOPMENT FACILITATOR (12 MONTHS)</b>
	<b>GRADE</b>		
	I	II	III
<b>STEP</b>			
1	64,399	70,839	75,763
2	66,009	72,610	77,675
3	69,229	76,152	81,499
4	72,448	79,693	85,321
5	75,668	83,235	89,144
6	78,888	86,777	92,967
7	82,108	90,319	96,789
8	85,329	93,862	100,613
9	88,549	97,404	104,436
10	91,286	100,414	107,737
11	92,896	102,185	109,648
12	93,606	102,966	110,419
13	94,572	104,029	111,636
14	95,538	105,091	112,852
15	96,182	105,800	113,548
16	96,827	106,509	114,243
17	97,054	106,759	114,493

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.

**ARTICLE 20: SALARY SCALES  
THE HOWARD COUNTY PUBLIC SCHOOL SYSTEM**

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

	<b>PSYCHOLOGIST PUPIL PERSONNEL WORKER (10 MONTHS)</b>	<b>PSYCHOLOGIST PUPIL PERSONNEL WORKER (11 MONTHS)</b>	<b>COORDINATOR STAFF DEVELOPMENT FACILITATOR (12 MONTHS)</b>
	<b>GRADE</b>		
	I	II	III
<b>STEP</b>			
1	64,399	70,839	75,763
2	67,619	74,381	79,587
3	70,838	77,922	83,410
4	74,058	81,464	87,232
5	77,277	85,005	91,056
6	80,498	88,548	94,878
7	83,718	92,090	98,700
8	86,939	95,633	102,525
9	90,158	99,174	106,347
10	92,413	101,654	109,127
11	93,378	102,716	110,169
12	93,833	103,216	110,669
13	95,310	104,841	112,602
14	95,765	105,341	113,102
15	96,599	106,259	113,993
16	97,054	106,759	114,493

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 Schedule B 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 25% 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.

**INTERSCHOLASTIC ATHLETICS COACHES'/ADVISORS' STIPENDS, FY2012**

<b>SPORT</b>	<b>REIMBURSEMENT</b>
<b><u>Allied Sports</u></b>	
Bowling (1)	\$2,000
Soccer (1)	\$2,000
Softball (1)	\$2,000
<b><u>Baseball</u></b>	
Varsity, (1)	\$3,738
Junior Varsity (1)	\$2,470
<b><u>Basketball - Boys</u></b>	
Varsity (1)	\$3,738
Junior Varsity (1)	\$2,470
<b><u>Basketball - Girls</u></b>	
Varsity (1)	\$3,738
Junior Varsity (1)	\$2,470
<b><u>Cheerleading</u></b>	
Fall Varsity (1)	\$3,738
Fall Junior Varsity (1)	\$2,470
Winter Varsity (1)	\$3,738
Winter Junior Varsity (1)	\$2,470
<b><u>Cross Country</u></b>	
Varsity (2)	\$3,738
<b><u>Field Hockey</u></b>	
Varsity (1)	\$3,738
Junior Varsity (1)	\$2,470
<b><u>Football</u></b>	
Varsity, head coach (1)	\$4,704
Varsity, assistant (2)	\$3,485
Junior Varsity (2)	\$3,485
<b><u>Golf</u></b>	
Varsity (1)	\$3,738
<b><u>Indoor Track - Boys</u></b>	
Varsity (1)	\$3,738
<b><u>Indoor Track - Girls</u></b>	
Varsity (1)	\$3,738
<b><u>Lacrosse - Boys</u></b>	
Varsity (1)	\$3,738
Assistant (1)	\$2,470
Junior Varsity (1)	\$2,470
<b><u>Lacrosse - Girls</u></b>	
Varsity (1)	\$3,738
Assistant (1)	\$2,470
Junior Varsity (1)	\$2,470
<b><u>Outdoor Track - Boys</u></b>	
Varsity (1)	\$3,738
Assistant (1)	\$2,470

<b>SPORT</b>	<b>REIMBURSEMENT</b>
<b><u>Outdoor Track - Girls</u></b>	
Varsity (1)	\$3,738
Assistant (1)	\$2,470
<b><u>Soccer - Boys</u></b>	
Varsity (1)	\$3,738
Junior Varsity (1)	\$2,470
<b><u>Soccer - Girls</u></b>	
Varsity (1)	\$3,738
Junior Varsity (1)	\$2,470
<b><u>Softball</u></b>	
Varsity (1)	\$3,738
Junior Varsity (1)	\$2,470
<b><u>Tennis</u></b>	
Varsity (1)	\$3,738
<b><u>Volleyball</u></b>	
Varsity (1)	\$3,738
Junior Varsity (1)	\$2,470
Freshmen (1)	\$2,470
<b><u>Wrestling</u></b>	
Varsity (1)	\$3,738
Junior Varsity (1)	\$2,470

<b>ACTIVITY</b>	<b>REIMBURSEMENT</b>
ATHS (1) (American Technical Honor Society)	\$1,650
Band Front (1)	\$1,650
CTSO (Career & Technology Student Org.)	\$1,650
FIRST Robotics (1)	\$1,650
Future Educators of America (1)	\$1,650
It's Academic (1)	\$1,650
Junior Class Advisor (1)	\$1,650
Math Team (1)	\$1,650
National Honor Society (1)	\$1,650
Newspaper (1)	\$1,650
Pom Poms (1)	\$1,650
Speech (1)	\$1,650
Student Council (1)	\$1,650
Senior Class Advisor (1)	\$2,087
Yearbook (1)	\$2,087
Dance (1)	\$2,501
Music; Orchestra (1)*	\$2,501*
Vocal Music (1)	\$2,501
Dramatics (1)	\$3,094
Music; Instrumental (1)	\$3,094
Stage Production (1; 2 productions)	\$3,094

() - Denotes number per high school

\*Orchestra directors only assigned .5 to one school will receive half the stipend amount.