

**ARTICLE 17  
SALARY SCALES**

**INTERPRETERS  
FISCAL YEAR 2011**

<b>GRADE</b>				
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
<b>STEP</b>				
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

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 2011**

	School Based, Float Pool Hourly Rate	Cluster Nurse Hourly Rate
	<b>A</b>	<b>B</b>
<b>STEP</b>		
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

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 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

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 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	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

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 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

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 2011**

<b>GRADE</b>								
	20	21	22	23	24	25	26	27
<b>STEP</b>								
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

- 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 2011**

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

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**

**SECRETARIES AND ASSISTANTS  
FISCAL YEAR 2011**

<b>GRADE</b>												
<b>STEP</b>	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII
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
OVER 17	20.68	21.28	22.18	23.13	24.19	25.23	26.09	26.81	27.62	28.94	30.31	31.76

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).

