

**THE HOWARD COUNTY PUBLIC SCHOOL SYSTEM
MAINTENANCE / WAREHOUSE SALARY SCALE
July 1, 2007- June 30, 2008**

GRADE																			
STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	Over 18
I	13.26	13.80	14.11	14.31	14.50	14.68	15.03	15.39	16.15	16.94	17.78	18.49	19.05	19.80	20.29	20.53	21.22	21.41	21.62
III	14.57	15.17	15.52	15.75	15.95	16.13	16.53	16.92	17.70	18.62	19.55	20.30	20.95	21.78	22.33	22.60	23.27	23.50	23.73
IV	15.23	15.82	16.23	16.44	16.63	16.84	17.27	17.66	18.52	19.50	20.39	21.24	21.88	22.75	23.31	23.58	24.33	24.57	24.79
V	15.96	16.57	17.01	17.20	17.39	17.62	18.02	18.45	19.34	20.32	21.34	22.19	22.90	23.78	24.38	24.64	25.42	25.67	25.89
VI	16.65	17.33	17.77	17.94	18.15	18.39	18.84	19.30	20.21	21.26	22.32	23.19	23.92	24.87	25.47	25.78	26.59	26.84	27.10
VII	17.39	18.11	18.54	18.74	18.94	19.20	19.69	20.16	21.12	22.22	23.28	24.26	25.00	25.97	26.62	26.91	27.76	28.04	28.31
VIII	18.21	18.93	19.39	19.60	19.79	20.10	20.60	21.11	22.09	23.21	24.33	25.37	26.12	27.13	27.83	28.06	29.01	29.27	29.57
IX	19.03	19.79	20.28	20.50	20.70	21.00	21.51	22.00	23.05	24.27	25.46	26.49	27.28	28.35	29.07	29.38	30.31	30.61	30.90
X	19.85	20.65	21.18	21.38	21.60	21.95	22.46	23.02	24.10	25.38	26.61	27.69	28.55	29.63	30.37	30.79	31.69	32.00	32.30
XI	20.77	21.61	22.13	22.39	22.56	22.95	23.50	24.08	25.17	26.51	27.81	28.89	29.85	30.98	31.75	32.05	33.10	33.42	33.74

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 license and are required to operate vehicles that require this license will receive a payment of \$.50 per hour.

**THE HOWARD COUNTY PUBLIC SCHOOL SYSTEM
CUSTODIAL SALARY SCALE
July 1, 2007 – June 30, 2008**

GRADE																			
STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	Over 18
II	12.23	12.71	13.04	13.22	13.40	13.57	13.89	14.24	14.90	15.67	16.43	17.05	17.60	18.26	18.73	18.99	19.66	19.83	20.03
III	12.83	13.37	13.67	13.88	14.05	14.24	14.57	14.91	15.67	16.43	17.26	17.92	18.45	19.19	19.67	19.92	20.61	20.80	21.01
IV	13.48	14.02	14.37	14.57	14.77	14.91	15.30	15.70	16.43	17.26	18.11	18.76	19.37	20.17	20.67	20.88	21.62	21.84	22.03
V	14.13	14.71	15.07	15.29	15.45	15.70	16.04	16.45	17.26	18.11	19.03	19.77	20.32	21.18	21.69	21.96	22.71	22.91	23.14
VI	14.87	15.45	15.83	16.04	16.23	16.45	16.84	17.27	18.11	19.03	19.94	20.75	21.35	22.23	22.79	23.05	23.81	24.05	24.28
VII	15.60	16.23	16.63	16.83	17.01	17.27	17.67	18.13	19.03	19.94	20.95	21.77	22.43	23.34	23.92	24.19	25.01	25.26	25.49

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- \$ 1.75 per hour - 35 or more years of service with the Howard County Public School System

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- 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 license and are required to operate vehicles that require this license will receive a payment of \$.50 per hour.

**THE HOWARD COUNTY PUBLIC SCHOOL SYSTEM
MAINTENANCE / WAREHOUSE SALARY SCALE
July 1, 2008 – June 30, 2009**

GRADE																			
STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	Over 18
I	13.92	14.49	14.82	15.03	15.23	15.41	15.78	16.16	16.96	17.78	18.67	19.42	20.00	20.79	21.30	21.55	22.28	22.48	22.70
III	15.30	15.93	16.29	16.54	16.75	16.93	17.35	17.76	18.59	19.55	20.53	21.31	21.99	22.87	23.45	23.73	24.43	24.67	24.92
IV	15.99	16.61	17.04	17.27	17.46	17.68	18.14	18.54	19.45	20.47	21.41	22.30	22.98	23.89	24.48	24.76	25.54	25.80	26.03
V	16.76	17.40	17.86	18.06	18.26	18.50	18.92	19.37	20.31	21.33	22.40	23.30	24.05	24.97	25.60	25.88	26.69	26.96	27.19
VI	17.49	18.19	18.65	18.84	19.06	19.30	19.78	20.26	21.22	22.33	23.44	24.35	25.11	26.12	26.75	27.07	27.92	28.18	28.46
VII	18.26	19.02	19.47	19.68	19.89	20.16	20.67	21.17	22.17	23.33	24.44	25.47	26.25	27.26	27.95	28.26	29.15	29.44	29.72
VIII	19.12	19.88	20.36	20.58	20.78	21.10	21.63	22.16	23.20	24.37	25.54	26.64	27.43	28.49	29.22	29.46	30.46	30.74	31.05
IX	19.98	20.78	21.29	21.52	21.73	22.05	22.59	23.10	24.20	25.48	26.74	27.82	28.64	29.77	30.53	30.85	31.83	32.14	32.45
X	20.84	21.69	22.24	22.45	22.68	23.04	23.58	24.17	25.30	26.65	27.94	29.07	29.98	31.11	31.88	32.33	33.27	33.60	33.91
XI	21.81	22.69	23.24	23.51	23.69	24.10	24.67	25.28	26.43	27.84	29.21	30.33	31.34	32.52	33.34	33.65	34.75	35.09	35.42

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

APPENDIX C-2

**THE HOWARD COUNTY PUBLIC SCHOOL SYSTEM
CUSTODIAL SALARY SCALE
July 1, 2008 – June 30, 2009**

GRADE																			
STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	Over 18
II	12.84	13.34	13.69	13.88	14.07	14.24	14.59	14.95	15.64	16.45	17.25	17.90	18.48	19.17	19.67	19.94	20.64	20.83	21.04
III	13.47	14.03	14.35	14.58	14.75	14.95	15.30	15.66	16.45	17.25	18.13	18.82	19.37	20.15	20.65	20.91	21.64	21.84	22.06
IV	14.16	14.72	15.09	15.30	15.51	15.66	16.06	16.48	17.25	18.13	19.02	19.70	20.34	21.18	21.71	21.93	22.70	22.93	23.13
V	14.84	15.45	15.82	16.05	16.22	16.48	16.85	17.28	18.13	19.02	19.98	20.76	21.33	22.24	22.78	23.05	23.85	24.06	24.30
VI	15.61	16.22	16.63	16.85	17.04	17.28	17.68	18.14	19.02	19.98	20.94	21.79	22.41	23.34	23.92	24.20	25.00	25.25	25.49
VII	16.38	17.04	17.46	17.67	17.86	18.14	18.56	19.04	19.98	20.94	21.99	22.85	23.55	24.51	25.11	25.40	26.26	26.53	26.77

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- More than 10 employees – 16%

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- \$.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 license and are required to operate vehicles that require this license will receive a payment of \$.50 per hour.