

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

**10-MONTH TEACHERS
FISCAL YEAR 2010**

GRADE						
	PD (Provisional)	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
STEP						
1	33,451	45,061	46,309	47,964	49,617	51,272
2	33,451	45,061	46,309	47,964	49,617	51,272
3	33,451	45,061	46,309	47,964	49,617	51,272
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			66,983	68,638	70,291	71,945
14			69,051	70,705	72,359	74,013
15			72,772	74,427	76,080	77,735
16			72,772	74,427	76,080	77,735
17			72,772	74,427	76,080	77,735
18			76,907	78,562	80,214	81,869
19			76,907	78,562	80,214	81,869
20			76,907	78,562	80,214	81,869
21			81,042	82,696	84,349	86,004
22			81,042	82,696	84,349	86,004
23			81,042	82,696	84,349	86,004
24			81,042	82,696	84,349	86,004
25			85,177	86,831	88,485	90,138
26			85,177	86,831	88,485	90,138
27			85,177	86,831	88,485	90,138
28			85,177	86,831	88,485	90,138
29			85,177	86,831	88,485	90,138
30			85,177	86,831	88,485	90,138
Over 30			87,657	89,312	90,965	92,619

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

**11-MONTH TEACHERS
FISCAL YEAR 2010**

GRADE						
	PD (Provisional)	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
STEP						
1	36,795	49,568	50,940	52,761	54,579	56,399
2	36,795	49,568	50,940	52,761	54,579	56,399
3	36,795	49,568	50,940	52,761	54,579	56,399
4	38,387	50,940	53,214	55,035	56,853	58,673
5	40,070	52,987	55,490	57,308	59,128	60,947
6	41,844	55,035	57,763	59,583	61,402	63,221
7	43,664	57,082	60,037	61,856	63,676	65,496
8	45,483	59,128	62,310	64,130	65,949	67,770
9	47,301	61,174	64,586	66,405	68,224	70,043
10	49,121	63,221	66,860	68,679	70,499	72,318
11	50,940	65,268	69,133	70,953	72,772	74,592
12		67,315	71,409	73,226	75,047	76,865
13		67,315	73,682	75,501	77,321	79,139
14			75,956	77,776	79,595	81,414
15			80,049	81,869	83,688	85,508
16			80,049	81,869	83,688	85,508
17			80,049	81,869	83,688	85,508
18			84,598	86,418	88,235	90,056
19			84,598	86,418	88,235	90,056
20			84,598	86,418	88,235	90,056
21			89,146	90,966	92,784	94,604
22			89,146	90,966	92,784	94,604
23			89,146	90,966	92,784	94,604
24			89,146	90,966	92,784	94,604
25			93,695	95,514	97,334	99,152
26			93,695	95,514	97,334	99,152
27			93,695	95,514	97,334	99,152
28			93,695	95,514	97,334	99,152
29			93,695	95,514	97,334	99,152
30			93,695	95,514	97,334	99,152
OVER 30			96,423	98,243	100,062	101,881

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 within the first five (5) working days of the new school year and shall remain in effect for the duration of the ten (10) or twelve (12)-month period. Teachers not giving notice on the appropriate form will be paid on a twelve (12)-month basis.
- (4) Instructional Team Leaders shall receive a supplement of \$2,500.
- (5) Teachers successfully completing the National Board of Professional Teacher Certification program shall be paid \$4,000 annually; in addition to his/her annual salary. The Board of Education's financial obligations for this stipend shall be reduced or eliminated pursuant to any related fiscal action by the State of Maryland or any other fiscal authority.
- (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 1st 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.)

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

**OTHER CERTIFICATED STAFF
FISCAL YEAR 2010**

PSYCHOLOGIST PUPIL PERSONNEL WORKER (11 MONTHS)	COORDINATOR STAFF DEVELOPMENT FACILITATOR (12 MONTHS)
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	GRADE	
	II	III
STEP		
1	70,839	75,763
2	74,381	79,587
3	77,922	83,410
4	81,464	87,232
5	85,005	91,056
6	88,548	94,878
7	92,090	98,700
8	95,633	102,525
9	99,174	106,347
10	101,654	109,127
11	102,716	110,169
12	102,716	110,169
13	104,841	112,602
14	104,841	112,602
15	106,259	113,993

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, 2009-2010

SPORT	REIMBURSEMENT
<u>Football</u>	
Varsity, head coach (1)	\$4,704
Varsity, assistant (2)	\$3,485
Jr. Varsity (2)	\$3,485
<u>Soccer - Boys</u>	
Varsity (1)	\$3,738
Jr. Varsity (1)	\$2,470
<u>Soccer – Girls</u>	
Varsity (1)	\$3,738
Jr. Varsity (1)	\$2,470
<u>Wrestling</u>	
Varsity (1)	\$3,738
Jr. Varsity (1)	\$2,470
<u>Basketball – Boys</u>	
Varsity (1)	\$3,738
Jr. Varsity (1)	\$2,470
<u>Basketball – Girls</u>	
Varsity (1)	\$3,738
Jr. Varsity (1)	\$2,470
<u>Lacrosse – Boys</u>	
Varsity (1)	\$3,738
Assistant (1)	\$2,470
Jr. Varsity (1)	\$2,470
<u>Lacrosse – Girls</u>	
Varsity (1)	\$3,738
Assistant (1)	\$2,470
Jr. Varsity (1)	\$2,470
<u>Field Hockey</u>	
Varsity (1)	\$3,738
Jr. Varsity (1)	\$2,470
<u>Softball</u>	
Varsity (1)	\$3,738
Jr. Varsity (1)	\$2,470
<u>Baseball</u>	
Varsity (1)	\$3,738
Jr. Varsity (1)	\$2,470
<u>Cross Country</u>	
Varsity (2)	\$3,738
<u>Volleyball</u>	
Varsity (1)	\$3,738
Jr. Varsity (1)	\$2,470
Freshmen (1)	\$2,470

SPORT	REIMBURSEMENT
<u>Outdoor Track - Boys</u>	
Varsity (1)	\$3,738
Assistant (1)	\$2,470
<u>Outdoor Track - Girls</u>	
Varsity (1)	\$3,738
Assistant (1)	\$2,470
<u>Indoor Track - Boys</u>	
Varsity (1)	\$3,738
<u>Indoor Track - Girls</u>	
Varsity (1)	\$3,738
<u>Tennis</u>	
Varsity (1)	\$3,738
<u>Cheerleading</u>	
Fall Varsity (1)	\$3,738
Fall Jr. Varsity (1)	\$2,470
Winter Varsity (1)	\$3,738
Winter Jr. Varsity (1)	\$2,470
<u>Golf</u>	\$3,738
Varsity (1)	

ADVISORS

ACTIVITY	REIMBURSEMENT
National Honor Society Advisor (1)	\$1,650
Student Council Advisor (1)	\$1,650
ATHS Advisor - (1) (American Technical Honor Society)	\$1,650
Junior Class Advisor (1)	\$1,650
Newspaper (1)	\$1,650
Future Educators of America (1)	\$1,650
Speech Sponsor (1)	\$1,650
Math Team Sponsor (1)	\$1,650
Band Front (1)	\$1,650
Pom Poms (1)	\$1,650
It's Academic (1)	\$1,650
Senior Class Advisor (1)	\$2,087
Yearbook Sponsor (1)	\$2,087
Vocal Music (1)	\$2,501
Music; Orchestra (1)*	\$2,501*
Dramatics (1)	\$3,094
Music; Instrumental (1)	\$3,094
Stage Production (1) (2 major productions)	\$3,094

() - Denotes number per high school

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

NOTES: COACHES’/ADVISORS’ STIPENDS

1. Acceptance of such assignment shall be voluntary and for a single season. A coach/advisor will be notified by the Superintendent/ designee no later than 60 days after the completion of the activity if he/she will be the coach/ advisor the following year.

A. Intramural Activities

Middle school intramural sponsors will be compensated \$350 per activity as approved by the Superintendent/designee.

B. Part-Time Teachers

1. A part-time teacher is a teacher assigned to one of the part-time teacher salary categories noted below:

Part-Time Teacher/ Salary Category	Number of Minutes in Teacher Work Day
.50	228
.55	250
.60	273
.65	296
.70	319
.75	341
.80	364
.85	387
.90	410

2. A part-time teacher’s salary will be computed based on the percentage of instructional time and any other assigned responsibilities scheduled during the regular school day.
3. A 30-minute lunch period and 40 minutes of planning time will be provided for teachers assigned to a .5 and higher position.
4. The percentage of any sick and personal leave will be consistent with the percentage of the assignment.
5. Reimbursement for health benefits for a part-time teacher, .5 and above, will be the same as for a full-time teacher.
6. Salary category .90 shall not be used to develop a teaching schedule in any four-period day high school unless the tenured teacher voluntarily selects the .90 category designation.