

## Article 20: Salaries

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The parties agree in subsequent years that the intent is not to further compress the beginning of the scale, but instead to reach compliance with the Blueprint legislation via increasing the COLA.

### 10-Month Teachers (195 Days)

Fiscal Year 2025 (Effective July 1, 2024)

Step	Grade				
	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
4	\$60,000	\$62,948	\$64,884	\$66,818	\$68,754
5	\$61,469	\$65,216	\$67,152	\$69,087	\$71,023
6	\$63,144	\$67,485	\$69,421	\$71,356	\$73,292
7	\$64,819	\$69,754	\$71,690	\$73,624	\$75,560
8	\$66,495	\$72,022	\$73,957	\$75,893	\$77,829
9	\$68,171	\$74,291	\$76,226	\$78,162	\$80,098
10	\$69,847	\$76,560	\$78,495	\$80,430	\$82,365
11	\$71,523	\$78,829	\$80,764	\$82,700	\$84,635
12	\$73,199	\$81,097	\$83,032	\$84,968	\$86,903
13	\$73,199	\$83,365	\$85,301	\$87,236	\$89,171
14	\$73,199	\$85,634	\$87,570	\$89,506	\$91,441
15	\$73,199	\$87,902	\$89,838	\$91,773	\$93,709
16	\$73,199	\$90,172	\$92,108	\$94,042	\$95,978
17	\$73,199	\$92,440	\$94,376	\$96,311	\$98,247
18	\$73,199	\$94,708	\$96,644	\$98,579	\$100,515
19	\$73,199	\$96,978	\$98,914	\$100,848	\$102,784
20	\$73,199	\$99,246	\$101,181	\$103,117	\$105,053
21	\$73,199	\$101,514	\$103,449	\$105,385	\$107,321
22	\$73,199	\$103,784	\$105,719	\$107,654	\$109,590
23	\$73,199	\$106,052	\$107,987	\$109,923	\$111,858
24	\$73,199	\$108,322	\$110,256	\$112,192	\$114,127
25	\$73,199	\$110,590	\$112,525	\$114,460	\$116,395

## 10-Month Special Education Teachers and Related Service Providers (197 Days)

Fiscal Year 2025 (Effective July 1, 2024)

Step	Grade				
	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
4	\$60,615	\$63,594	\$65,549	\$67,503	\$69,459
5	\$62,099	\$65,885	\$67,841	\$69,796	\$71,751
6	\$63,792	\$68,177	\$70,133	\$72,088	\$74,044
7	\$65,484	\$70,469	\$72,425	\$74,379	\$76,335
8	\$67,177	\$72,761	\$74,716	\$76,671	\$78,627
9	\$68,870	\$75,053	\$77,008	\$78,964	\$80,920
10	\$70,563	\$77,345	\$79,300	\$81,255	\$83,210
11	\$72,257	\$79,638	\$81,592	\$83,548	\$85,503
12	\$73,950	\$81,929	\$83,884	\$85,839	\$87,794
13	\$73,950	\$84,220	\$86,176	\$88,131	\$90,086
14	\$73,950	\$86,512	\$88,468	\$90,424	\$92,379
15	\$73,950	\$88,804	\$90,759	\$92,714	\$94,670
16	\$73,950	\$91,097	\$93,053	\$95,007	\$96,962
17	\$73,950	\$93,388	\$95,344	\$97,299	\$99,255
18	\$73,950	\$95,679	\$97,635	\$99,590	\$101,546
19	\$73,950	\$97,973	\$99,929	\$101,882	\$103,838
20	\$73,950	\$100,264	\$102,219	\$104,175	\$106,130
21	\$73,950	\$102,555	\$104,510	\$106,466	\$108,422
22	\$73,950	\$104,848	\$106,803	\$108,758	\$110,714
23	\$73,950	\$107,140	\$109,095	\$111,050	\$113,005
24	\$73,950	\$109,433	\$111,387	\$113,343	\$115,298
25	\$73,950	\$111,724	\$113,679	\$115,634	\$117,589

## 11-Month Teachers (215 Days)

Fiscal Year 2025 (Effective July 1, 2024)

Step	Grade				
	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
4	\$66,154	\$69,404	\$71,539	\$73,671	\$75,806
5	\$67,774	\$71,905	\$74,039	\$76,173	\$78,307
6	\$69,620	\$74,407	\$76,541	\$78,675	\$80,809
7	\$71,467	\$76,908	\$79,043	\$81,175	\$83,310
8	\$73,315	\$79,409	\$81,542	\$83,677	\$85,811
9	\$75,163	\$81,911	\$84,044	\$86,179	\$88,313
10	\$77,011	\$84,412	\$86,546	\$88,679	\$90,813
11	\$78,859	\$86,914	\$89,047	\$91,182	\$93,316
12	\$80,707	\$89,415	\$91,548	\$93,683	\$95,816
13	\$80,707	\$91,915	\$94,050	\$96,183	\$98,317
14	\$80,707	\$94,417	\$96,552	\$98,686	\$100,820
15	\$80,707	\$96,918	\$99,052	\$101,186	\$103,320
16	\$80,707	\$99,420	\$101,555	\$103,687	\$105,822
17	\$80,707	\$101,921	\$104,056	\$106,189	\$108,324
18	\$80,707	\$104,422	\$106,556	\$108,690	\$110,824
19	\$80,707	\$106,924	\$109,059	\$111,191	\$113,326
20	\$80,707	\$109,425	\$111,559	\$113,693	\$115,828
21	\$80,707	\$111,926	\$114,059	\$116,194	\$118,328
22	\$80,707	\$114,429	\$116,562	\$118,695	\$120,830
23	\$80,707	\$116,929	\$119,063	\$121,197	\$123,331
24	\$80,707	\$119,432	\$121,564	\$123,699	\$125,832
25	\$80,707	\$121,933	\$124,066	\$126,199	\$128,333

## Notes: Article 20, Salary Schedules - Teachers

### A. Salary Grades

- A – Conditional Certificate and 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

B. Teachers who are currently on the provisional degree scale, Schedule A, Step 12, or above, shall continue to receive negotiated salary increases until they move to another scale or leave the school system. Schedule A does not extend beyond Step 12, but the HCPSS will continue to record non-monetary yearly step awards in the event the teacher moves to another salary scale.

### C. Industry & Trades Teachers

Industry & Trades teachers with an Advanced Professional Certificate (APC) shall be eligible for grade advancements beyond Grade B as follows:

- APC plus 15 credits from an MSDE pre-approved program of study equal Grade C, the Master's Degree grade
- APC plus 45 credits from an MSDE pre-approved program of study equal Grade D, the Master's Degree plus 30 grade

D. Salary payments for ten (10)-month employees will be made on a biweekly basis over a ten- or twelve (12) month period at the option of the teacher. Such decision shall be made by the teacher by July 1<sup>st</sup> of each 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. A teacher who has not made an initial selection will be paid on a twelve (12)-month schedule. Negotiated salaries for the school year will be effective July 1. However, note that if a teacher opted to be paid over a twelve (12)-month period, the salary distributed in that way over the summer will be at the previous year's rate, as it is part of the previous year's salary.

E. Instructional Team Leaders shall receive a supplement of \$3,000. Every year, starting in FY25, the supplement will increase by the same COLA applied to the 10-month teacher salary scale.

F. Teachers successfully completing the National Board of Professional Teaching Standards certification program (NBPTS), also known as National Board Certified Teachers (NBCTs), who are not primarily responsible and accountable for teaching students in the classroom, shall receive an annual supplement of \$2,000 each year their NBPTS certificate remains in good standing.

In accordance with the Blueprint law, teachers successfully completing the National Board of Professional Teaching Standards certification program (NBPTS), also known as National Board-Certified Teachers (NBCTs), who are primarily responsible and accountable for teaching students in the classroom, shall receive an annual supplement of \$10,000 each year their NBPTS certificate remains in good standing. Additionally, NBCTs who teach at schools that are low performing, as defined by the Blueprint law, shall receive an additional annual supplement of \$7,000. The NBCT

will continue to receive this supplement even if the school ceases to be low-performing while the teacher is at the school. This determination will be made on or before July 1 for the following school year.

The aforementioned supplement will be dispersed throughout the teacher's work year. If the teacher achieves NBCT during their work year, the supplement will be implemented and prorated for the remainder of the year. If the teacher loses their NBCT during their work year, the supplement will be discontinued for the remainder of the year. If the Blueprint law changes the parties shall revise the supplement to align with any changes.

- G. School Counselors who opt to complete the National Board Certified Counselor (NBCC) program instead of the NBPTS/NBCT program shall receive an annual supplement of \$2000.
- H. Audiologists and Speech and language pathologists who hold a Certificate of Clinical Competence from the American Speech and Hearing Association (ASHA), Physical Therapists who pass the National Physical Therapy Exam (NPTE), and Occupational Therapists who hold a National Board for Certification in Occupational Therapy (NBCOT) shall receive an annual supplement of \$3,000.
- I. For purposes of payroll calculation, the professional salary schedule is based on a seven-hour workday.
- J. Personnel employed for work, which is an extension of normal teaching duties, beyond the normal school year, shall be compensated on a prorated sum based on the salary normally received if such work and rate of compensation are not provided in this agreement.
- K. Summer School:

HCPSS personnel employed for summer school shall be paid an hourly rate, which is based on their current salary excluding any stipends or supplements (Example: 10-month salary is \$58,000; hourly rate would be  $\$58,000/1365$  hours = \$42.49 hourly rate).

Teachers working in summer programs that run 20 or more calendar days will accrue a maximum of one (1) day of sick leave.

- L. Programs Outside the Duty Day:

HCPSS personnel employed in after-school extension programs, curriculum writing, or leading workshops shall be paid a rate of \$46.01 per hour. HCPSS personnel who attend workshops will be paid a rate of \$30.68 per hour. Every year, starting in FY25, the rate will increase by the same COLA applied to the 10-month teacher salary scale.

## Other Certificated Staff

Fiscal Year 2025 (Effective July 1, 2024)

Step	Grade		
	Psychologist PPW 10 Months Grade I	Psychologist PPW 11 Months Grade II	Coordinator Staff Dvlp. Facilitator 12 Months Grade III
1	\$79,814	\$87,796	\$94,258
2	\$83,575	\$91,929	\$98,762
3	\$87,335	\$96,061	\$103,266
4	\$91,095	\$100,194	\$107,774
5	\$94,854	\$104,326	\$112,278
6	\$98,614	\$108,460	\$116,784
7	\$102,375	\$112,592	\$121,288
8	\$106,134	\$116,725	\$125,794
9	\$109,895	\$120,856	\$130,299
10	\$113,655	\$124,988	\$134,804
11	\$117,416	\$129,122	\$139,311
12	\$122,003	\$134,164	\$144,806

### Notes: Article 20, Other Certificated Staff

Entry level placement on Grade II or Grade III 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.

## Interscholastic Athletics Coaches’/Advisors’ Stipends

The assignment of coaches/advisors will follow the procedures outlined in the HCPSS policy on the Selection of Coaches and Advisors of High School Extracurricular Activities, unless stated otherwise in this agreement. Acceptance of such assignment shall be voluntary and for a single season for coaches or a single school year of advisors. A coach/advisor will be notified by the Superintendent/ designee no later than 60 days after the completion of the activity if they will be the coach/ advisor the following year.

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.

Every year, starting in FY25, the stipends will increase by the same COLA applied to the 10-month teacher salary scale.

() – Number of positions per high school

### High School

SPORT	STIPEND
<b>Allied Sports</b>	
Bowling (1)	\$2,577
Soccer (1)	\$2,577
Softball (1)	\$2,577
<b>Baseball</b>	
Varsity, (1)	\$4,816
Junior Varsity (1)	\$3,185
<b>Basketball – Boys</b>	
Varsity (1)	\$4,816
Junior Varsity (1)	\$3,185
<b>Basketball – Girls</b>	
Varsity (1)	\$4,816
Junior Varsity (1)	\$3,185
<b>Cheerleading</b>	
Fall Varsity (1)	\$4,816
Fall Junior Varsity (1)	\$3,185
Winter Varsity (1)	\$4,816
Winter Junior Varsity (1)	\$3,185
<b>Cross Country</b>	
Varsity (2)	\$4,816
<b>Field Hockey</b>	
Varsity (1)	\$4,816
Junior Varsity (1)	\$3,185
<b>Football</b>	
Varsity, head coach (1)	\$6,058
Varsity, assistant (2)	\$4,489



Junior Varsity (2)	\$4,489
<b>Golf</b>	
Varsity (1)	\$4,816
<b>Indoor Track – Boys</b>	
Varsity (1)	\$4,816
<b>Indoor Track – Girls</b>	
Varsity (1)	\$4,816
<b>Lacrosse – Boys</b>	
Varsity (1)	\$4,816
Assistant (1)	\$3,185
Junior Varsity (1)	\$3,185
<b>Lacrosse – Girls</b>	
Varsity (1)	\$4,816
Assistant (1)	\$3,185
Junior Varsity (1)	\$3,185
<b>Outdoor Track – Boys</b>	
Varsity (1)	\$4,816
Assistant (1)	\$3,185
<b>Outdoor Track – Girls</b>	
Varsity (1)	\$4,816
Assistant (1)	\$3,185
<b>Soccer-Boys</b>	
Varsity (1)	\$4,816
Junior Varsity (1)	\$3,185
<b>Soccer-Girls</b>	
Varsity (1)	\$4,816
Junior Varsity (1)	\$3,185
<b>Softball</b>	
Varsity (1)	\$4,816
Junior Varsity (1)	\$3,185
<b>Tennis</b>	
Varsity (1)	\$4,816
<b>Volleyball</b>	
Varsity (1)	\$4,816
Junior Varsity (1)	\$3,185
Freshman (1)	\$3,185
<b>Wrestling</b>	
Varsity (1)	\$4,816
Junior Varsity (1)	\$3,185

ACTIVITY	STIPEND
Graduation Coordinator (1)	\$1,789
ATHS (1) (National Technical Honor Society)	\$2,127
Band Front (1)	\$2,127
CTSO (1) (Career & Technology Student Org.)	\$2,127
Educators Rising (1)	\$2,127
FIRST Robotics (1)	\$2,127
It's Academic (1)	\$2,127
Junior Class Advisor (1)	\$2,127
Math Team (1)	\$2,127
Mock Trial (1)	\$2,127
National Honor Society (1)	\$2,127
National Art Honor Society (1)	\$2,127
National Math Honor Society (1)	\$2,127
National Science Honor Society (1)	\$2,127
National Spanish Honor Society (1)	\$2,127
Newspaper (1)	\$2,127
Pom Poms (1)	\$2,127
Speech/NFL (National Forensic League) (1)	\$2,127
Student Council (1)	\$2,127
Senior Class Advisor (1)	\$2,689
Yearbook (1)	\$2,689
Dance (1)	\$3,221
Music; Orchestra (1)*	\$3,221
Vocal Music (1)	\$3,221
Dramatics (1)	\$3,988
Music; Instrumental (1)	\$3,988
Stage Production (1; 2 productions)	\$3,988

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

### Middle School/Elementary Schools

A. Intramural and Co-curricular Activities

Middle School intramural and co-curricular sponsors will be compensated \$ 460 per activity as approved by the Superintendent/designee.

B. Elementary/Middle School Advisors Stipends

ACTIVITY	STIPEND
Band Director	\$491
Chorus Director	\$491
Orchestra Director	\$491
Theatre Director	\$491

## Notes: Article 20, Salary Schedules

### A. Part-Time Teachers

- a. A part-time teacher is a teacher assigned to one of the part-time teacher salary categories noted below. The following chart applies to teachers who work partial duty days five (5) days a week:

Part-time Teacher Salary Category	Number of Instructional Minutes and PIP in Teacher Duty Day	Number of Planning Minutes in Teacher Duty Day	Number of Duty Free Lunch Minutes in Teacher Duty Day	Number of TOTAL Minutes in Teacher Duty Day (includes duty free lunch)
0.50	173	40	30	243
0.60	215	40	30	285
0.70	253	45	30	328
0.80	290	50	30	370
0.90	333	50	30	413

The following chart applies to teachers who work full duty days less than five (5) days a week:

Maximum Instructional Minutes in Teacher Duty Day	Minimum Planning Minutes in Teacher Duty Day	Number of Duty Free Lunch Minutes in Teacher Duty Day	Number of TOTAL Minutes in Teacher Duty Day (includes duty free lunch)
305	50	30	455

- b. A 30-minute lunch period and planning time, as referenced in the chart above, will be provided for teachers assigned to a .5 and higher position.
- c. 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.
- d. The percentage of any sick and personal leave will be consistent with the percentage of the assignment.
- e. Reimbursement for health benefits for a part-time teacher, .5 and above is outlined in Article 22, Insurance Protection.
- f. 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.
- B. 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 50% 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.
- I. Upon payment of tuition, a non-resident student whose parent is a school-based HCPSS .5 or greater full-time equivalent employee may be admitted to the HCPSS and enrolled in the

school to which the parent is assigned or into a school within a prescribed feeder pattern cluster. If the employee leaves a .5 or greater full-time equivalent employment, the non-resident student may complete the current school year.

- II. Upon payment of tuition, a non-resident student whose parent is a non-school-based .5 or greater full-time equivalent represented by the Howard County Education Association, may be admitted to the HCPSS and enrolled into a school within the prescribed feeder pattern cluster as determined by HCPSS. If the employee leaves .5 or greater full-time equivalent employment, the non-resident student may complete the current school year only.
  - III. A resident student whose parent is a .5 or greater full-time equivalent, school-based HCPSS employee may be enrolled in the school to which the parent is assigned or into a school within a prescribed feeder pattern cluster.
  - IV. A resident or non-resident student who is the child of a HCPSS employee requesting reassignment must maintain enrollment in the school where assigned during a given school year. The student can attend the reassigned school and the associated feeder cluster schools through the student's entire education as long as the parent remains an employee at the work location where the reassignment was granted. The only exception to this is if the HCPSS employee is reassigned to another work location due to an administrative transfer or involuntary transfer, the student can attend the reassigned school and the associated feeder cluster schools throughout the student's entire education as long as the parent remains an employee.
- C. Teachers hired on or after April 1 shall not be eligible for any increment negotiated for the subsequent fiscal year.
- D. Paraeducators who are or were employed as paraeducators with the Howard County Public School System will be granted service credit not to exceed ten (10) years for the purpose of placement on the Teachers Salary Scale, if and when they become Howard County teachers. This provision only applies to paraeducators hired beginning in FY08.