

APPENDIX B-2

(Audio Visual / Grounds / Maintenance / Warehouse Salary Scale)

FISCAL YEAR 2023										
(EFFECTIVE July 1, 2022)										
GRADE	I	III	IV	V	VI	VII	VIII	IX	X	XI
Step										
1	15.88	17.34	18.13	19.00	19.83	20.71	21.68	22.64	23.62	24.72
2	16.52	18.03	18.85	19.77	20.62	21.53	22.55	23.55	24.57	25.72
3	17.08	18.78	19.58	20.51	21.45	22.41	23.44	24.49	25.57	26.74
4	17.48	19.21	20.08	21.04	21.98	22.95	23.99	25.10	26.22	27.40
5	17.72	19.51	20.36	21.28	22.21	23.21	24.26	25.37	26.47	27.71
6	17.95	19.76	20.58	21.53	22.49	23.45	24.49	25.61	26.73	27.92
7	18.17	19.96	20.85	21.81	22.76	23.76	24.88	26.00	27.17	28.41
8	18.61	20.46	21.40	22.31	23.32	24.38	25.51	26.64	27.80	29.08
9	19.05	20.94	21.85	22.83	23.89	24.95	26.12	27.23	28.50	29.80
10	20.00	21.92	22.92	23.94	25.02	26.14	27.36	28.53	29.83	31.16
11	20.96	23.05	24.15	25.15	26.32	27.50	28.74	30.04	31.42	32.82
12	22.02	24.21	25.26	26.42	27.64	28.81	30.12	31.53	32.94	34.44
13	22.88	25.12	26.29	27.47	28.72	30.02	31.41	32.79	34.28	35.75
14	23.58	25.92	27.11	28.35	29.60	30.95	32.33	33.76	35.35	36.96
15	24.50	26.96	28.17	29.44	30.80	32.14	33.60	35.09	36.67	38.34
16	25.11	27.65	28.85	30.18	31.54	32.95	34.45	35.99	37.58	39.32
17	25.40	27.96	29.20	30.51	31.91	33.33	34.74	36.38	38.12	39.67
18	26.27	28.80	30.12	31.48	32.92	34.36	35.92	37.53	39.22	40.98
19	26.51	29.08	30.42	31.78	33.22	34.72	36.23	37.89	39.61	41.37
20	26.75	29.38	30.68	32.06	33.56	35.04	36.61	38.26	39.98	41.76
21	27.03	29.67	30.96	32.33	33.83	35.32	36.89	38.54	40.27	42.05
22	27.34	29.95	31.26	32.64	34.13	35.62	37.17	38.83	40.55	42.34
23	27.88	30.55	31.88	33.28	34.81	36.34	37.93	39.61	41.37	43.19
Over 23	28.48	31.16	32.51	33.93	35.48	36.99	38.62	40.31	42.10	43.94

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.

APPENDIX B-3
(Custodial Salary Scale)

FISCAL YEAR 2023						
(EFFECTIVE July 1, 2022)						
GRADE	II	III	IV	V	VI	VII
Step						
1	15.61	16.14	16.70	17.30	17.94	18.58
2	16.23	16.79	17.37	17.99	18.66	19.32
3	16.43	17.01	17.60	18.27	19.35	20.08
4	16.63	17.20	17.82	18.66	19.60	20.58
5	16.83	17.39	18.05	18.92	19.86	20.83
6	17.04	17.60	18.28	19.11	20.08	21.04
7	17.23	17.79	18.46	19.42	20.37	21.40
8	17.43	18.03	18.93	19.86	20.85	21.87
9	17.64	18.46	19.42	20.37	21.40	22.46
10	18.44	19.39	20.34	21.39	22.41	23.55
11	19.39	20.34	21.39	22.41	23.55	24.69
12	20.34	21.39	22.41	23.55	24.69	25.92
13	21.11	22.19	23.23	24.47	25.69	26.94
14	21.79	22.83	23.97	25.15	26.43	27.76
15	22.60	23.75	24.96	26.22	27.52	28.88
16	23.20	24.36	25.59	26.86	28.21	29.60
17	23.50	24.65	25.85	27.18	28.53	29.94
18	24.35	25.52	26.75	28.12	29.47	30.96
19	24.56	25.75	27.03	28.36	29.77	31.28
20	24.81	26.01	27.26	28.64	30.06	31.56
21	25.08	26.28	27.56	28.92	30.35	31.83
22	25.37	26.57	27.84	29.23	30.63	32.13
23	25.88	27.12	28.39	29.80	31.25	32.77
Over 23	26.45	27.68	29.00	30.41	31.86	33.41

Leadman Responsibility: Personnel designated as leadman 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%

Day Building Supervisor III: Personnel designated as Day Building Supervisor III will have a 10% index applied to their salary.

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.