

APPENDIX B-2

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

*For reference purposes only, management will notate which positions fall within each salary grade.

FISCAL YEAR 2025										
(EFFECTIVE July 1, 2024)										
GRADE	I	III	IV	V	VI	VII	VIII	IX	X	XI
Step										
1	17.01	18.57	19.42	20.35	21.24	22.18	23.22	24.25	25.30	26.48
2	17.69	19.31	20.19	21.17	22.08	23.06	24.15	25.22	26.31	27.55
3	18.29	20.11	20.97	21.97	22.97	24.00	25.10	26.23	27.39	28.64
4	18.72	20.57	21.51	22.53	23.54	24.58	25.69	26.88	28.08	29.35
5	18.98	20.90	21.81	22.79	23.79	24.86	25.98	27.17	28.35	29.68
6	19.22	21.16	22.04	23.06	24.09	25.11	26.23	27.43	28.63	29.90
7	19.46	21.38	22.33	23.36	24.38	25.45	26.65	27.85	29.10	30.43
8	19.93	21.91	22.92	23.89	24.98	26.11	27.32	28.53	29.77	31.14
9	20.40	22.43	23.40	24.45	25.59	26.72	27.97	29.16	30.52	31.92
10	21.42	23.48	24.55	25.64	26.80	28.00	29.30	30.56	31.95	33.37
11	22.45	24.69	25.86	26.94	28.19	29.45	30.78	32.17	33.65	35.15
12	23.58	25.93	27.05	28.30	29.60	30.86	32.26	33.77	35.28	36.89
13	24.50	26.90	28.16	29.42	30.76	32.15	33.64	35.12	36.71	38.29
14	25.25	27.76	29.03	30.36	31.70	33.15	34.63	36.16	37.86	39.58
15	26.24	28.87	30.17	31.53	32.99	34.42	35.99	37.58	39.27	41.06
16	26.89	29.61	30.90	32.32	33.78	35.29	36.90	38.55	40.25	42.11
17	27.20	29.95	31.27	32.68	34.18	35.70	37.21	38.96	40.83	42.49
18	28.14	30.84	32.26	33.72	35.26	36.80	38.47	40.19	42.00	43.89
19	28.39	31.14	32.58	34.04	35.58	37.19	38.80	40.58	42.42	44.31
20	28.65	31.47	32.86	34.34	35.94	37.53	39.21	40.98	42.82	44.72
21	28.95	31.78	33.16	34.63	36.23	37.83	39.51	41.28	43.13	45.04
22	29.28	32.08	33.48	34.96	36.55	38.15	39.81	41.59	43.43	45.35
23	29.86	32.72	34.14	35.64	37.28	38.92	40.62	42.42	44.31	46.26
Over 23	30.50	33.37	34.82	36.34	38.00	39.62	41.36	43.17	45.09	47.06

AFSCME unit members will receive a 2% Cost of Living Adjustment (COLA) and no step on July 1, 2024, and a 1.5% COLA and mid-year step on the start of the first pay period in January 2025.

Senior Lead-Differential: Personnel designated as a senior lead 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 or CDL Class B license and required to operate vehicles that require this license as part of their position will receive a payment of \$.50 per hour.

APPENDIX B-2

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

*For reference purposes only, management will notate which positions fall within each salary grade.

FISCAL YEAR 2025										
EFFECTIVE January 9, 2025 (first full pay period 2025)										
GRADE	I	III	IV	V	VI	VII	VIII	IX	X	XI
Step										
1	17.26	18.85	19.71	20.65	21.56	22.51	23.57	24.61	25.68	26.87
2	17.96	19.60	20.49	21.49	22.42	23.40	24.51	25.60	26.71	27.96
3	18.57	20.42	21.28	22.30	23.32	24.36	25.48	26.62	27.80	29.07
4	19.00	20.88	21.83	22.87	23.89	24.95	26.08	27.29	28.50	29.79
5	19.26	21.21	22.13	23.13	24.14	25.23	26.37	27.58	28.77	30.12
6	19.51	21.48	22.37	23.40	24.45	25.49	26.62	27.84	29.06	30.35
7	19.75	21.70	22.67	23.71	24.74	25.83	27.05	28.26	29.54	30.88
8	20.23	22.24	23.26	24.25	25.35	26.50	27.73	28.96	30.22	31.61
9	20.71	22.76	23.75	24.82	25.97	27.12	28.39	29.60	30.98	32.39
10	21.74	23.83	24.92	26.02	27.20	28.42	29.74	31.01	32.43	33.87
11	22.78	25.06	26.25	27.34	28.61	29.89	31.24	32.66	34.16	35.68
12	23.94	26.32	27.46	28.72	30.05	31.32	32.74	34.28	35.81	37.44
13	24.87	27.31	28.58	29.86	31.22	32.63	34.14	35.64	37.26	38.86
14	25.63	28.18	29.47	30.82	32.18	33.64	35.14	36.70	38.43	40.18
15	26.63	29.31	30.62	32.00	33.48	34.94	36.53	38.15	39.86	41.68
16	27.30	30.06	31.36	32.81	34.29	35.82	37.45	39.12	40.85	42.74
17	27.61	30.39	31.74	33.17	34.69	36.23	37.76	39.55	41.44	43.12
18	28.56	31.31	32.74	34.22	35.79	37.35	39.05	40.80	42.63	44.55
19	28.82	31.61	33.07	34.55	36.11	37.74	39.38	41.19	43.06	44.97
20	29.08	31.94	33.35	34.85	36.48	38.09	39.80	41.59	43.46	45.40
21	29.38	32.25	33.66	35.14	36.78	38.40	40.10	41.90	43.78	45.71
22	29.72	32.56	33.98	35.48	37.10	38.72	40.41	42.21	44.08	46.03
23	30.31	33.21	34.66	36.18	37.84	39.50	41.23	43.06	44.97	46.95
Over 23	30.96	33.87	35.34	36.88	38.57	40.21	41.98	43.82	45.77	47.77

AFSCME unit members will receive a 2% Cost of Living Adjustment (COLA) and no step on July 1, 2024, and a 1.5% COLA and mid-year step on the start of the first pay period in January 2025.

Senior Lead-Differential: Personnel designated as a senior lead 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 or CDL Class B license and required to operate vehicles that require this license as part of their position will receive a payment of \$.50 per hour.

APPENDIX B-3

(Custodial Salary Scale)

*For reference purposes only, management will notate which positions fall within each salary grade.

FISCAL YEAR 2025						
(EFFECTIVE July 1, 2024)						
GRADE	II	III	IV	V	VI	VII
Step						
1	16.72	17.29	17.89	18.53	19.21	19.90
2	17.38	17.98	18.60	19.27	19.98	20.69
3	17.60	18.22	18.85	19.57	20.72	21.51
4	17.81	18.42	19.09	19.98	20.99	22.04
5	18.02	18.62	19.33	20.26	21.27	22.31
6	18.25	18.85	19.58	20.47	21.51	22.53
7	18.45	19.05	19.77	20.80	21.82	22.92
8	18.67	19.31	20.27	21.27	22.33	23.42
9	18.89	19.77	20.80	21.82	22.92	24.05
10	19.75	20.77	21.78	22.91	24.00	25.22
11	20.77	21.78	22.91	24.00	25.22	26.44
12	21.78	22.91	24.00	25.22	26.44	27.76
13	22.61	23.77	24.88	26.21	27.51	28.85
14	23.34	24.45	25.67	26.94	28.31	29.73
15	24.20	25.44	26.73	28.08	29.47	30.93
16	24.85	26.09	27.41	28.77	30.21	31.70
17	25.17	26.40	27.69	29.11	30.56	32.07
18	26.08	27.33	28.65	30.12	31.56	33.16
19	26.30	27.58	28.95	30.37	31.88	33.50
20	26.57	27.86	29.20	30.67	32.19	33.80
21	26.86	28.15	29.52	30.97	32.50	34.09
22	27.17	28.46	29.82	31.31	32.80	34.41
23	27.72	29.05	30.41	31.92	33.47	35.10
Over 23	28.33	29.65	31.06	32.57	34.12	35.78

AFSCME unit members will receive a 2% Cost of Living Adjustment (COLA) and no step on July 1, 2024, and a 1.5% COLA and mid-year step on the start of the first pay period in January 2025.

Senior Lead Responsibility Differential: Personnel designated as Senior Lead 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 or CDL Class B license and required to operate vehicles that require this license as part of their position will receive a payment of \$.50 per hour.

*For reference purposes only, management will notate which positions fall within each salary grade.

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(Custodial Salary Scale)

*For reference purposes only, management will notate which positions fall within each salary grade.

FISCAL YEAR 2025						
EFFECTIVE January 9, 2025 (first full pay period 2025)						
GRADE	II	III	IV	V	VI	VII
Step						
1	16.97	17.55	18.15	18.81	19.50	20.20
2	17.64	18.25	18.88	19.56	20.28	21.00
3	17.86	18.49	19.13	19.86	21.03	21.83
4	18.08	18.70	19.37	20.28	21.31	22.37
5	18.30	18.90	19.62	20.57	21.59	22.64
6	18.52	19.13	19.87	20.77	21.83	22.87
7	18.73	19.34	20.07	21.11	22.14	23.26
8	18.95	19.60	20.58	21.59	22.67	23.77
9	19.18	20.07	21.11	22.14	23.26	24.42
10	20.05	21.08	22.11	23.25	24.36	25.60
11	21.08	22.11	23.25	24.36	25.60	26.84
12	22.11	23.25	24.36	25.60	26.84	28.18
13	22.95	24.12	25.25	26.60	27.93	29.29
14	23.69	24.82	26.06	27.34	28.73	30.18
15	24.57	25.82	27.13	28.50	29.92	31.39
16	25.22	26.48	27.82	29.20	30.67	32.18
17	25.55	26.80	28.10	29.55	31.01	32.55
18	26.47	27.74	29.08	30.57	32.04	33.66
19	26.70	27.99	29.38	30.83	32.36	34.00
20	26.97	28.27	29.63	31.13	32.68	34.31
21	27.26	28.57	29.96	31.44	32.99	34.60
22	27.58	28.88	30.26	31.77	33.30	34.93
23	28.13	29.48	30.86	32.39	33.97	35.62
Over 23	28.75	30.09	31.52	33.06	34.63	36.32

AFSCME unit members will receive a 2% Cost of Living Adjustment (COLA) and no step on July 1, 2024, and a 1.5% COLA and mid-year step on the start of the first pay period in January 2025.

Senior Lead Responsibility Differential: Personnel designated as Senior Lead 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 or CDL Class B license and required to operate vehicles that require this license as part of their position will receive a payment of \$.50 per hour.

*For reference purposes only, management will notate which positions fall within each salary grade.