

APPENDIX B-2

**THE HOWARD COUNTY PUBLIC SCHOOL SYSTEM
MAINTENANCE / WAREHOUSE SALARY SCALE
FISCAL YEAR 2022 (Effective July 1, 2021)**

GRADE	STEP																							
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	Over 23
I	15.34	15.96	16.50	16.89	17.12	17.34	17.55	17.98	18.40	19.32	20.25	21.27	22.11	22.79	23.67	24.26	24.54	25.38	25.61	25.85	26.12	26.41	26.94	27.51
III	16.76	17.42	18.15	18.56	18.85	19.09	19.28	19.77	20.23	21.18	22.27	23.39	24.27	25.05	26.05	26.71	27.02	27.83	28.10	28.39	28.66	28.94	29.51	30.11
IV	17.51	18.21	18.92	19.40	19.67	19.89	20.15	20.67	21.11	22.15	23.33	24.40	25.40	26.19	27.22	27.88	28.21	29.10	29.39	29.64	29.92	30.20	30.81	31.41
V	18.36	19.10	19.82	20.33	20.56	20.81	21.07	21.55	22.06	23.13	24.30	25.52	26.54	27.39	28.44	29.16	29.48	30.41	30.70	30.98	31.24	31.53	32.16	32.78
VI	19.16	19.93	20.73	21.24	21.46	21.73	21.99	22.53	23.08	24.17	25.43	26.70	27.74	28.60	29.75	30.47	30.84	31.80	32.10	32.42	32.68	32.98	33.63	34.28
VII	20.01	20.81	21.65	22.17	22.42	22.65	22.96	23.55	24.11	25.26	26.57	27.84	29.01	29.91	31.06	31.84	32.20	33.20	33.54	33.86	34.13	34.41	35.11	35.74
VIII	20.95	21.79	22.64	23.18	23.44	23.66	24.04	24.64	25.24	26.43	27.76	29.10	30.35	31.24	32.46	33.29	33.56	34.70	35.01	35.37	35.64	35.92	36.64	37.31
IX	21.88	22.76	23.66	24.25	24.51	24.75	25.12	25.73	26.31	27.56	29.03	30.46	31.68	32.62	33.91	34.77	35.15	36.26	36.61	36.97	37.24	37.52	38.27	38.95
X	22.83	23.74	24.70	25.33	25.57	25.83	26.25	26.86	27.53	28.83	30.36	31.83	33.12	34.16	35.43	36.31	36.83	37.90	38.27	38.63	38.91	39.18	39.98	40.67
XI	23.89	24.85	25.84	26.47	26.78	26.98	27.45	28.10	28.80	30.11	31.71	33.28	34.54	35.71	37.05	37.99	38.33	39.59	39.98	40.35	40.63	40.91	41.73	42.45

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

THE HOWARD COUNTY PUBLIC SCHOOL SYSTEM

CUSTODIAL SALARY SCALE

FISCAL YEAR 2022 (Effective July 1, 2021)

GRADE	Step																							
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	Over 23
II	15.08	15.69	15.88	16.07	16.26	16.46	16.64	16.84	17.04	17.82	18.74	19.65	20.39	21.05	21.84	22.41	22.70	23.52	23.72	23.97	24.23	24.51	25.01	25.55
III	15.59	16.22	16.43	16.61	16.81	17.01	17.19	17.42	17.84	18.74	19.65	20.66	21.44	22.06	22.95	23.53	23.82	24.65	24.88	25.13	25.39	25.67	26.20	26.74
IV	16.14	16.79	17.01	17.22	17.44	17.66	17.84	18.29	18.77	19.65	20.66	21.65	22.44	23.16	24.12	24.72	24.98	25.85	26.12	26.34	26.62	26.90	27.43	28.02
V	16.72	17.38	17.65	18.03	18.28	18.46	18.77	19.19	19.68	20.66	21.65	22.76	23.64	24.30	25.33	25.95	26.26	27.17	27.40	27.67	27.95	28.24	28.80	29.38
VI	17.33	18.03	18.70	18.94	19.19	19.40	19.68	20.15	20.67	21.65	22.76	23.86	24.83	25.53	26.59	27.26	27.56	28.47	28.76	29.05	29.32	29.59	30.19	30.78
VII	17.95	18.66	19.40	19.89	20.13	20.33	20.67	21.13	21.70	22.76	23.86	25.05	26.03	26.83	27.91	28.60	28.93	29.92	30.22	30.49	30.75	31.05	31.66	32.28

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.

APPENDIX B-4

Payroll deductions will be available at the request of the individual employee for:

- AFSCME Dues
- AFSCME Member Supplemental Insurance (SF&C)
- AFSCME P.E.O.P.L.E.
- Credit Union
- Educators' Financial Group
- Hospitalization, Health, Major Medical
- MD State Retirement and Pension System
- Tax sheltered annuities as established by the Board of Education based on criteria developed by the Board of Education. It is understood the companies agree to cooperate with the Board in the collection procedures.
- United Teacher Association Insurance
- United Way (including Bright Minds Foundation)
- Voluntary Benefits