

## ARTICLE 17 SALARIES

Secretaries and Assistants												
<b>TEMPORARY SCALE 21-22 (effective July 1, 2021)</b>												
GRADE	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII
STEP												
1	\$15.19	\$15.56	\$15.92	\$16.28	\$16.65	\$17.02	\$17.45	\$17.64	\$17.96	\$18.80	\$19.69	\$20.64
2	\$15.47	\$15.86	\$16.25	\$16.62	\$17.03	\$17.42	\$17.89	\$18.09	\$18.43	\$19.31	\$20.21	\$21.17
3	\$15.97	\$16.36	\$16.79	\$17.21	\$17.65	\$18.10	\$18.59	\$18.84	\$19.20	\$20.15	\$21.05	\$22.05
4	\$16.46	\$16.87	\$17.33	\$17.79	\$18.27	\$18.77	\$19.30	\$19.59	\$19.96	\$20.99	\$21.90	\$22.93
5	\$16.94	\$17.37	\$17.87	\$18.37	\$18.90	\$19.45	\$20.00	\$20.33	\$20.73	\$21.84	\$22.74	\$23.81
6	\$17.43	\$17.88	\$18.42	\$18.95	\$19.53	\$20.12	\$20.71	\$21.08	\$21.50	\$22.67	\$23.59	\$24.69
7	\$17.91	\$18.39	\$18.96	\$19.53	\$20.16	\$20.80	\$21.41	\$21.82	\$22.26	\$23.51	\$24.43	\$25.57
8	\$18.40	\$18.89	\$19.49	\$20.11	\$20.78	\$21.47	\$22.12	\$22.57	\$23.03	\$24.35	\$25.28	\$26.45
9	\$18.90	\$19.39	\$20.03	\$20.70	\$21.40	\$22.14	\$22.82	\$23.31	\$23.80	\$25.20	\$26.12	\$27.32
10	\$19.38	\$19.90	\$20.58	\$21.28	\$22.03	\$22.82	\$23.53	\$24.06	\$24.57	\$26.03	\$26.97	\$28.21
11	\$19.87	\$20.41	\$21.12	\$21.86	\$22.66	\$23.49	\$24.23	\$24.81	\$25.34	\$26.87	\$27.81	\$29.09
12	\$20.35	\$20.92	\$21.66	\$22.44	\$23.29	\$24.20	\$24.97	\$25.58	\$26.10	\$27.74	\$28.68	\$29.97
13	\$20.84	\$21.42	\$22.20	\$23.05	\$23.91	\$24.92	\$25.70	\$26.35	\$26.87	\$28.57	\$29.56	\$30.85
14	\$21.33	\$21.92	\$22.75	\$23.67	\$24.53	\$25.62	\$26.44	\$27.12	\$27.64	\$29.41	\$30.43	\$31.73
15	\$21.82	\$22.43	\$23.29	\$24.28	\$25.16	\$26.33	\$27.14	\$27.87	\$28.40	\$30.25	\$31.28	\$32.61
16	\$22.31	\$22.94	\$23.83	\$24.86	\$25.79	\$26.98	\$27.85	\$28.61	\$29.17	\$31.09	\$32.12	\$33.48
17	\$22.79	\$23.45	\$24.37	\$25.44	\$26.42	\$27.66	\$28.55	\$29.35	\$29.93	\$31.92	\$32.97	\$34.36
18	\$23.28	\$23.95	\$24.91	\$26.02	\$27.04	\$28.33	\$29.26	\$30.09	\$30.70	\$32.76	\$33.81	\$35.24
19	\$23.77	\$24.45	\$25.45	\$26.60	\$27.66	\$29.01	\$29.96	\$30.84	\$31.47	\$33.59	\$34.66	\$36.12
Temp 20*	\$24.25	\$24.96	\$25.99	\$27.19	\$28.29	\$29.68	\$30.67	\$31.58	\$32.23	\$34.43	\$35.50	\$37.01
Temp 21+*	\$24.42	\$25.13	\$26.17	\$27.27	\$28.50	\$29.78	\$30.80	\$31.75	\$32.48	\$34.70	\$35.75	\$37.30

\*As of July 1, 2022 these steps will combined into one titled “Over 19”.

Please Note: Employees on Temp 21+ will receive a one-time payment of \$950.00.

### Longevity

Longevity payments for regular service in the school system are as follows: \$1.00 per hour for employees who have completed 20 or more years of regular service;

\$.56 per hour for employees who have completed 15-19 years of regular service;

\$.25 for employees who have completed 13-14 years of regular service. Employees hired prior to April 1 of a fiscal year will be granted a full year toward longevity.

Longevity payments are not cumulative from year to year.

National Association of Office Education Professionals Certification (NAOEP) Eligible unit members who successfully complete NAOEP certification shall be paid a one-time stipend of \$500.00. The number of eligible employees to receive the stipend in any given year shall be limited to ten (10).

### Health Assistants: Coverage of Emergency Healthcare Issues during Lunch

- A HCPSS Cluster Nurse will provide emergency health care coverage for 50% of the health assistants' scheduled lunch periods during each two-week period.
- On those days that the cluster nurse is not available to provide coverage for such emergencies, the health assistant will remain in the building during their scheduled lunch period.
- If a medical emergency arises during the health assistant's scheduled lunch period on such a day, the health assistant will respond to the situation and provide health care. Once the situation is addressed, the health assistant's lunch period will be extended by the period of interrupted time, to be taken during non-emergency time.
- Emergency health care situation/student symptoms that would result in the interruption of the health assistant's 30 minute duty-free lunch period include but are not limited to:
  - Anaphylactic reaction
  - Bleeding
  - Burns
  - Cardiac/heart distress; chest pain
  - Dental trauma
  - Drug/alcohol overdose/abuse
  - Exposure incidents-exchange of body fluids during fights, bites, etc.
  - Eye injury
  - Injury involving large bones (e.g. leg or arm)
  - Severe head, neck or back trauma; paralysis
  - Medication/treatment administration – emergency (Epi-Pen, Diastat, Glucagon, Nebulizer)
  - Pain – Severe abdominal pain for pregnant students
  - Poisoning
  - Psychiatric emergency
  - Respiratory distress
  - Seizure
  - Sexual assault/rape
  - Shock
  - Unconsciousness/unresponsiveness
- Health assistants will receive an additional 30 cents on their hourly rate as compensation to remain in the building during their duty-free lunch period.

#### Paraeducators Assigned to Title 1 Schools

Paraeducators assigned to Title 1 schools will receive \$0.25 more per hour if they have attained Para Pro certification, an Associate's Degree in a related area of education, or 48 credit hours in a related area of education.

#### Summer School:

HCPSS personnel employed for summer school shall be paid an hourly rate, which is based on their current salary.

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

HCPSS employees working in "COVID Recovery" summer programs will receive a \$1,000 incentive payment after completion of the programs. This incentive will expire at the conclusion of recovery programs associated with the COVID-19 pandemic.

Interpreters				
<b>TEMPORARY SCALE 2021-22</b> <b>(Effective July 1, 2021)</b>				
GRADE	A	B	C	D
STEP				
1	\$22.05	\$29.24	\$32.36	\$33.62
2	\$22.08	\$29.77	\$32.98	\$34.22
3	\$22.32	\$30.80	\$34.17	\$35.43
4	\$22.56	\$31.84	\$35.36	\$36.62
5	\$22.81	\$32.88	\$36.55	\$37.81
6	\$23.05	\$33.92	\$37.75	\$39.02
7	\$23.28	\$34.95	\$38.94	\$40.21
8	\$23.53	\$36.00	\$40.13	\$41.41
9	\$23.77	\$37.03	\$41.33	\$42.61
10	\$24.01	\$38.07	\$42.52	\$43.81
11	\$24.25	\$39.11	\$43.72	\$45.00
12	\$24.50	\$40.15	\$44.92	\$46.21
13	\$24.74	\$41.18	\$46.11	\$47.40
14	\$24.98	\$42.23	\$47.30	\$48.60
15	\$25.23	\$43.26	\$48.50	\$49.80
16	\$25.47	\$44.30	\$49.69	\$51.00
17	\$25.71	\$45.34	\$50.88	\$52.19
Temp 18	\$25.79	\$45.67	\$51.26	\$52.57

Please Note: Employees on Temp 18 will receive a one-time payment of \$950.00.

- A: Currently holds no certification but is working toward certification, or is a graduate of an interpreter training program, or holds a Bachelor's Degree in a related field.
- B: NAD Level 3 Generalist Certification; or passed either RID written exam or NIC Knowledge Written Test
- C: NAD Level 4 Advanced Certification; RID Certificate of Interpreting; RID Certificate of Transliteration; NIC Level 1 Certified and Level 2 Advanced Certification, NIC Certification (certified after 7/1/12), or Ed: K-12 Certification (EIPA 4.0).
- D: NAD Level 5 Master Certification; NIC Level 3 Master Certification; Any two certifications from Grade C.

Notes

1. Employees who fail to complete education requirements remain at the same salary grade.
2. The interpreter designated as Program Head shall receive an additional \$1.50 per hour.
3. Freelance work by interpreters will be reimbursed at the rate of \$35 per hour for non-certificated Interpreters, \$40 per hour for certificated interpreters who meet the requirements of salary grade "C," and \$45 per hour for certificated interpreters who meet the requirements of salary grade "D."
4. Longevity payments for regular service in the school system are as follows: \$1.00 per hour for employees who have completed 20 or more years of regular service;  
\$.56 per hour for employees who have completed 15-19 years of regular service;  
\$.25 for employees who have completed 13-14 years of regular service. Employees hired before April 1 of a fiscal year will be granted a full year toward longevity. Longevity payments are not cumulative from year to year.

Nurses		
<b>TEMPORARY SCALES 2021-22 (Effective July 1, 2021)</b>		
	School Based, Float Pool	Cluster Nurse
	Hourly Rate	Hourly Rate
	A	B
STEP		
1	\$32.30	\$33.91
2	\$32.82	\$34.45
3	\$33.88	\$35.56
4	\$34.94	\$36.67
5	\$35.99	\$37.77
6	\$37.05	\$38.89
7	\$38.11	\$39.99
8	\$39.16	\$41.10
9	\$40.22	\$42.21
10	\$41.28	\$43.31
11	\$42.33	\$44.43
12	\$43.39	\$45.53
13	\$44.45	\$46.64
14	\$45.50	\$47.75
15	\$46.56	\$48.85
16	\$47.62	\$50.01
17	\$48.67	\$51.24
18	\$50.02	\$52.35
19	\$51.08	\$53.46
20	\$52.14	\$54.56
21	\$53.19	\$55.68
Temp 22	\$53.56	\$56.19

Please Note: Employees on Temp 22 will receive a one-time payment of \$950.00.

Notes

1. Longevity payments for regular service in the school system are as follows: \$1.00 per hour for employees who have completed 20 or more years of regular service; \$.56 per hour for employees who have completed 15-19 years of regular service; \$.25 for employees who have completed 13-14 years of regular service. Employees hired before April 1 of a fiscal year will be granted a full year toward longevity. Longevity payments are not cumulative from year to year.
2. Lead cluster nurses and Telemedicine nurses shall receive an additional \$1.55 per hour.
3. Nurses who qualify for and receive National School Nurse Certification will receive an additional \$1.00 per hour as long as the certification is maintained. (This provision will be effective July 1, 2016.)

10 Month Technical Central Office and School Based								
<b>TEMPORARY SCALE 2021-22 (Effective July 1, 2021)</b>								
GRADE	20	21	22	23	24	25	26	27
STEP								
1	\$32,124	\$36,709	\$39,711	\$42,398	\$56,624	\$64,052	\$75,115	\$81,910
2	\$33,045	\$37,621	\$40,617	\$43,300	\$57,499	\$64,912	\$75,955	\$82,737
3	\$34,570	\$39,156	\$42,158	\$44,845	\$59,073	\$66,500	\$77,564	\$84,361
4	\$36,095	\$40,690	\$43,698	\$46,390	\$60,645	\$68,089	\$79,175	\$85,984
5	\$37,620	\$42,224	\$45,238	\$47,936	\$62,219	\$69,677	\$80,785	\$87,608
6	\$39,146	\$43,758	\$46,778	\$49,482	\$63,793	\$71,265	\$82,395	\$89,232
7	\$40,670	\$45,292	\$48,319	\$51,027	\$65,367	\$72,854	\$84,006	\$90,855
8	\$42,196	\$46,827	\$49,858	\$52,573	\$66,940	\$74,442	\$85,616	\$92,480
9	\$43,721	\$48,360	\$51,399	\$54,118	\$68,514	\$76,031	\$87,226	\$94,103
10	\$45,246	\$49,895	\$52,938	\$55,663	\$70,088	\$77,618	\$88,836	\$95,726
11	\$46,771	\$51,429	\$54,479	\$57,210	\$71,662	\$79,207	\$90,447	\$97,351
12	\$48,297	\$52,963	\$56,019	\$58,755	\$73,234	\$80,795	\$92,056	\$98,974
13	\$49,821	\$54,497	\$57,559	\$60,301	\$74,808	\$82,384	\$93,667	\$100,598
14	\$51,347	\$56,032	\$59,099	\$61,846	\$76,382	\$83,972	\$95,278	\$102,222
15	\$52,873	\$57,566	\$60,639	\$63,391	\$77,956	\$85,560	\$96,887	\$103,846
16	\$54,397	\$59,099	\$62,179	\$64,938	\$79,529	\$87,148	\$98,498	\$105,469
17	\$55,923	\$60,634	\$63,720	\$66,483	\$81,103	\$88,737	\$100,108	\$107,093
18	\$57,448	\$62,168	\$65,259	\$68,028	\$82,677	\$90,325	\$101,718	\$108,717
19	\$58,973	\$63,703	\$66,800	\$69,574	\$84,251	\$91,914	\$103,328	\$110,340
20	\$60,498	\$65,236	\$68,340	\$71,119	\$85,824	\$93,501	\$104,939	\$111,965
21	\$62,024	\$66,771	\$69,880	\$72,665	\$87,397	\$95,090	\$106,548	\$113,588
22	\$63,548	\$68,305	\$71,420	\$74,211	\$88,971	\$96,678	\$108,159	\$115,212
23	\$65,074	\$69,839	\$72,960	\$75,756	\$90,545	\$98,267	\$109,770	\$116,836
24	\$66,598	\$71,373	\$74,500	\$77,301	\$92,119	\$99,855	\$111,379	\$118,459
25	\$68,124	\$72,907	\$76,041	\$78,847	\$93,692	\$101,443	\$112,990	\$120,083
26	\$69,650	\$74,442	\$77,580	\$80,393	\$95,266	\$103,031	\$114,600	\$121,707
27	\$71,174	\$75,975	\$79,121	\$81,938	\$96,840	\$104,620	\$116,210	\$123,331
28	\$72,700	\$77,510	\$80,661	\$83,484	\$98,413	\$106,208	\$117,820	\$124,954
29	\$74,225	\$79,044	\$82,201	\$85,029	\$99,986	\$107,797	\$119,431	\$126,578
Temp 30	\$74,724	\$79,546	\$82,705	\$85,535	\$100,500	\$108,314	\$119,955	\$127,106

Please Note: Employees on Temp 30 will receive a one-time payment of \$950.00.

Notes

1. Network specialists will be provided a \$200.00 per year stipend for responding to after-hours calls.
2. Salaried personnel shall not be entitled to additional holiday pay other than as compensated in annual salary.

12 Month Technical Central Office and School Based								
<b>TEMPORARY 2021-22 SCALE (Effective July 1, 2021)</b>								
12 mo	20	21	22	23	24	25	26	27
STEP								
1	\$38,861	\$44,416	\$48,055	\$51,311	\$68,551	\$77,553	\$90,961	\$99,197
2	\$39,684	\$45,209	\$48,828	\$52,068	\$69,215	\$78,170	\$91,506	\$99,698
3	\$41,287	\$46,822	\$50,449	\$53,693	\$70,872	\$79,843	\$93,202	\$101,409
4	\$42,890	\$48,435	\$52,068	\$55,319	\$72,528	\$81,515	\$94,899	\$103,121
5	\$44,494	\$50,048	\$53,687	\$56,944	\$74,184	\$83,188	\$96,596	\$104,832
6	\$46,097	\$51,661	\$55,307	\$58,570	\$75,840	\$84,860	\$98,292	\$106,543
7	\$47,700	\$53,275	\$56,927	\$60,195	\$77,497	\$86,532	\$99,989	\$108,254
8	\$49,303	\$54,888	\$58,546	\$61,820	\$79,153	\$88,205	\$101,685	\$109,966
9	\$50,906	\$56,500	\$60,166	\$63,446	\$80,810	\$89,877	\$103,381	\$111,676
10	\$52,509	\$58,113	\$61,785	\$65,071	\$82,466	\$91,550	\$105,078	\$113,388
11	\$54,112	\$59,727	\$63,405	\$66,696	\$84,122	\$93,222	\$106,775	\$115,099
12	\$55,715	\$61,340	\$65,025	\$68,322	\$85,779	\$94,894	\$108,471	\$116,810
13	\$57,318	\$62,953	\$66,644	\$69,947	\$87,435	\$96,567	\$110,168	\$118,521
14	\$58,921	\$64,566	\$68,263	\$71,573	\$89,092	\$98,239	\$111,864	\$120,233
15	\$60,525	\$66,180	\$69,884	\$73,198	\$90,747	\$99,912	\$113,560	\$121,944
16	\$62,128	\$67,793	\$71,503	\$74,824	\$92,404	\$101,584	\$115,256	\$123,655
17	\$63,731	\$69,406	\$73,122	\$76,450	\$94,060	\$103,256	\$116,953	\$125,366
18	\$65,334	\$71,018	\$74,742	\$78,075	\$95,717	\$104,929	\$118,650	\$127,078
19	\$66,938	\$72,631	\$76,362	\$79,701	\$97,373	\$106,601	\$120,346	\$128,788
20	\$68,541	\$74,245	\$77,981	\$81,326	\$99,029	\$108,273	\$122,043	\$130,500
21	\$70,144	\$75,858	\$79,600	\$82,951	\$100,685	\$109,946	\$123,739	\$132,211
22	\$71,747	\$77,471	\$81,221	\$84,577	\$102,342	\$111,618	\$125,435	\$133,922
23	\$73,350	\$79,084	\$82,840	\$86,202	\$103,998	\$113,291	\$127,132	\$135,633
24	\$74,953	\$80,698	\$84,459	\$87,828	\$105,655	\$114,963	\$128,829	\$137,345
25	\$76,556	\$82,311	\$86,079	\$89,453	\$107,310	\$116,635	\$130,525	\$139,056
26	\$78,160	\$83,923	\$87,699	\$91,078	\$108,967	\$118,308	\$132,222	\$140,767
27	\$80,838	\$86,619	\$90,405	\$93,794	\$111,735	\$121,102	\$135,056	\$143,627
28	\$81,366	\$87,149	\$90,938	\$94,329	\$112,280	\$121,653	\$135,614	\$144,190
Temp 29	\$81,893	\$87,680	\$91,470	\$94,864	\$112,825	\$122,202	\$136,172	\$144,752

Please Note: Employees on Temp 29 will receive a one-time payment of \$950.00.

Notes

1. Network specialists will be provided a \$200.00 per year stipend for responding to after-hours calls.
2. Salaried personnel shall not be entitled to additional holiday pay other than as compensated in annual salary.

Food & Nutrition Services		
Assistants		
<b>TEMPORARY Scale 2021-22 (Effective July 1, 2021)</b>		
	GRADE	GRADE
STEP	II	III
1	\$13.55	\$14.09
2	\$13.86	\$14.44
3	\$14.44	\$15.06
4	\$15.02	\$15.69
5	\$15.59	\$16.31
6	\$16.18	\$16.95
7	\$16.75	\$17.57
8	\$17.33	\$18.20
9	\$17.90	\$18.83
10	\$18.48	\$19.46
11	\$19.06	\$20.08
12	\$19.64	\$20.71
13	\$20.21	\$21.34
14	\$20.79	\$21.97
15	\$21.36	\$22.59
16	\$21.95	\$23.23
Temp 17	\$22.31	\$23.62

Please Note: Employees on step 2-16 will receive a one-time payment of \$600.00. Employees on Temp 17 will receive a one-time payment of \$950.00.

#### Longevity

1. Food and Nutrition service workers with 13-14 years of regular service in the Howard County Public School System will receive an additional \$.25 per hour.
2. Food and Nutrition service workers with 15-19 years of regular service in the Howard County Public School System will receive an additional \$.56 per hour.
3. Food and Nutrition service workers with 20 or more years of regular service in the Howard County Public School System will receive an additional \$1.00 per hour.
4. Employees hired before April 1 of a fiscal year will be granted a full year toward longevity.
5. Longevity payments are not cumulative from year to year.