

FOOD SERVICE MANAGERS		
2021-22 SALARY SCALE (Effective July 1, 2021)		
GRADE	VI	VII
STEP		
1	\$15.36	\$16.13
2	\$15.98	\$16.78
3	\$16.54	\$17.34
4	\$17.14	\$17.98
5	\$17.78	\$18.66
6	\$18.43	\$19.36
7	\$19.12	\$20.04
8	\$19.75	\$20.79
9	\$20.55	\$21.56
10	\$21.32	\$22.38
11	\$22.11	\$23.21
12	\$22.93	\$24.06
13	\$23.76	\$24.94
14	\$24.65	\$25.88
15	\$25.57	\$26.84
16	\$26.25	\$27.54
17	\$26.46	\$27.75
18	\$26.99	\$28.30
19	\$27.34	\$28.65
Over 19	\$27.60	\$28.94

* Employees "Over 19" will received a one-time payment of \$950.

INCENTIVE RATES						
PREP SCHOOLS			SATELLITE SCHOOLS			
n/a	540,000	1.25		n/a	90,000	0.30
540,000	690,000	1.50		90,000	120,000	0.45
690,000	840,000	1.75		120,000	150,000	0.60
840,000	990,000	2.00		150,000	180,000	0.75
990,000	1,140,000	2.25		180,000	210,000	0.90
1,140,000	3,600,000	2.50		210,000	600,000	1.05

Salary Notes

1. Income-based amounts may be affected by increases or decreases in either federal or state reimbursement rates or internal price changes and will be adjusted up or down accordingly in August and February of each year.
2. Manager placement on the incentive scale will be reviewed in November, February, and June of each year. If a change is indicated, it will be effective by the first pay period in December, March, or September as indicated by the review of gross sales.
3. Gross sales for cafeteria managers will be the total of all income of the preparing school plus its satellites.
4. Gross sales for satellite managers will be the total of all income of the satellite Food and Nutrition Service operation.
5. Cafeteria managers will receive a stipend totaling five percent of their net gain for the year at the end of the school year. Net gain will be the total year-to-date gain in income over expenditures for the preparing school and its satellites. Equipment costs of \$1,000 or more will not be used in computing net gain.
6. Satellite managers will receive a stipend totaling two percent of the net gain for the year at the end of the school year. Net gain will be the total year-to-date gain in income over expenditures for the preparing school and its satellites. Equipment costs of \$1,000 or more will not be used in computing net gain.
7. Longevity
 - Food and Nutrition Service Workers with 15-19 years in the Howard County Public School System will receive an additional 46¢ per hour.
 - Food and Nutrition Service Workers with 20 or more years in the Howard County Public School System will receive an additional \$1.00 per hour.

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.