

**The Howard County Board of Education
and
Howard County Education Association
Educational Support Professionals (ESP)**

Fiscal Year 2026 Salary Scales

Effective Date: July 1, 2025

Secretaries and Assistants
Fiscal Year 2026 (Effective July 1, 2025)

Step	Grade											
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII
1	\$18.37	\$18.60	\$18.81	\$19.05	\$19.27	\$19.93	\$20.16	\$20.39	\$21.04	\$21.72	\$22.61	\$23.72
2	\$18.94	\$19.17	\$19.45	\$19.72	\$20.00	\$20.71	\$20.99	\$21.23	\$21.94	\$22.70	\$23.60	\$24.74
3	\$19.51	\$19.77	\$20.08	\$20.40	\$20.71	\$21.50	\$21.80	\$22.09	\$22.83	\$23.68	\$24.57	\$25.75
4	\$20.07	\$20.35	\$20.71	\$21.05	\$21.45	\$22.28	\$22.62	\$22.97	\$23.72	\$24.65	\$25.56	\$26.77
5	\$20.62	\$20.94	\$21.34	\$21.74	\$22.16	\$23.05	\$23.44	\$23.83	\$24.61	\$25.63	\$26.54	\$27.80
6	\$21.20	\$21.53	\$21.96	\$22.42	\$22.88	\$23.83	\$24.26	\$24.70	\$25.50	\$26.58	\$27.52	\$28.81
7	\$21.76	\$22.11	\$22.59	\$23.08	\$23.62	\$24.63	\$25.07	\$25.56	\$26.38	\$27.57	\$28.50	\$29.84
8	\$22.33	\$22.70	\$23.22	\$23.76	\$24.34	\$25.40	\$25.87	\$26.43	\$27.27	\$28.53	\$29.49	\$30.86
9	\$22.89	\$23.28	\$23.86	\$24.43	\$25.07	\$26.18	\$26.70	\$27.29	\$28.15	\$29.51	\$30.48	\$31.87
10	\$23.46	\$23.87	\$24.48	\$25.11	\$25.79	\$26.96	\$27.53	\$28.15	\$29.06	\$30.48	\$31.44	\$32.89
11	\$24.01	\$24.46	\$25.10	\$25.78	\$26.53	\$27.73	\$28.35	\$29.02	\$29.93	\$31.46	\$32.44	\$33.93
12	\$24.61	\$25.06	\$25.74	\$26.46	\$27.25	\$28.53	\$29.16	\$29.89	\$30.83	\$32.43	\$33.42	\$34.94
13	\$25.16	\$25.64	\$26.37	\$27.13	\$27.98	\$29.32	\$29.98	\$30.75	\$31.72	\$33.40	\$34.40	\$35.95
14	\$25.73	\$26.22	\$26.99	\$27.81	\$28.71	\$30.10	\$30.79	\$31.61	\$32.61	\$34.37	\$35.39	\$36.97
15	\$26.29	\$26.80	\$27.62	\$28.48	\$29.44	\$30.88	\$31.61	\$32.49	\$33.49	\$35.35	\$36.37	\$37.99
16	\$26.87	\$27.40	\$28.26	\$29.15	\$30.15	\$31.67	\$32.43	\$33.34	\$34.39	\$36.33	\$37.36	\$39.01
17	\$27.42	\$27.99	\$28.88	\$29.83	\$30.87	\$32.44	\$33.25	\$34.21	\$35.27	\$37.30	\$38.34	\$40.04
18	\$27.98	\$28.57	\$29.51	\$30.50	\$31.61	\$33.22	\$34.07	\$35.07	\$36.16	\$38.27	\$39.32	\$41.05
19	\$28.55	\$29.15	\$30.13	\$31.18	\$32.33	\$34.01	\$34.88	\$35.94	\$37.05	\$39.24	\$40.30	\$42.08
Over 19	\$29.12	\$29.75	\$30.76	\$31.85	\$33.05	\$34.78	\$35.70	\$36.81	\$37.94	\$40.22	\$41.28	\$43.09

Interpreters
Fiscal Year 2026-(Effective July 1, 2025)
Grade

Step	A	B	C	D
1	\$24.81	\$32.90	\$36.41	\$37.83
2	\$25.09	\$34.10	\$37.79	\$39.21
3	\$25.36	\$35.30	\$39.18	\$40.60
4	\$25.65	\$36.50	\$40.56	\$41.98
5	\$25.93	\$37.71	\$41.93	\$43.36
6	\$26.21	\$38.89	\$43.32	\$44.75
7	\$26.50	\$40.10	\$44.70	\$46.13
8	\$26.76	\$41.30	\$46.07	\$47.52
9	\$27.04	\$42.50	\$47.45	\$48.90
10	\$27.33	\$43.70	\$48.84	\$50.29
11	\$27.61	\$44.89	\$50.21	\$51.67
12	\$27.89	\$46.10	\$51.58	\$53.06
13	\$28.16	\$47.29	\$52.97	\$54.44
14	\$28.45	\$48.50	\$54.34	\$55.82
15	\$28.73	\$49.69	\$55.73	\$57.21
16	\$29.00	\$50.89	\$57.10	\$58.59
17	\$29.28	\$52.10	\$58.49	\$59.96

Nurses

Fiscal Year 2026 (Effective July 1, 2025)

School-Based, Float Pool

Step	Hourly Rate
	A
1	\$36.35
2	\$37.57
3	\$38.78
4	\$40.00
5	\$41.21
6	\$42.43
7	\$43.64
8	\$44.86
9	\$46.07
10	\$47.29
11	\$48.51
12	\$49.72
13	\$50.93
14	\$52.16
15	\$53.37
16	\$54.58
17	\$55.79
18	\$57.02
19	\$58.23
20	\$59.44
21	\$60.94

10 Month Technical Central Office and School-Based

Fiscal Year 2026 (Effective July 1, 2025)

Step	Grade							
	20	21	22	23	24	25	26	27
1	\$36,154	\$41,313	\$44,691	\$47,716	\$63,727	\$72,086	\$84,536	\$92,183
2	\$37,885	\$43,056	\$46,442	\$49,473	\$65,514	\$73,893	\$86,371	\$94,034
3	\$39,616	\$44,798	\$48,192	\$51,228	\$67,305	\$75,700	\$88,204	\$95,883
4	\$41,350	\$46,543	\$49,942	\$52,985	\$69,097	\$77,507	\$90,038	\$97,734
5	\$43,081	\$48,284	\$51,691	\$54,741	\$70,886	\$79,317	\$91,872	\$99,585
6	\$44,814	\$50,027	\$53,440	\$56,497	\$72,676	\$81,123	\$93,706	\$101,434
7	\$46,545	\$51,770	\$55,190	\$58,255	\$74,466	\$82,932	\$95,540	\$103,284
8	\$48,276	\$53,512	\$56,941	\$60,010	\$76,257	\$84,739	\$97,374	\$105,136
9	\$50,008	\$55,255	\$58,692	\$61,766	\$78,046	\$86,545	\$99,208	\$106,985
10	\$51,740	\$56,999	\$60,441	\$63,522	\$79,837	\$88,355	\$101,041	\$108,835
11	\$53,472	\$58,740	\$62,191	\$65,279	\$81,627	\$90,162	\$102,875	\$110,685
12	\$55,204	\$60,483	\$63,940	\$67,036	\$83,417	\$91,970	\$104,708	\$112,536
13	\$56,936	\$62,227	\$65,691	\$68,792	\$85,206	\$93,777	\$106,544	\$114,385
14	\$58,668	\$63,969	\$67,440	\$70,549	\$86,996	\$95,584	\$108,378	\$116,235
15	\$60,401	\$65,713	\$69,190	\$72,304	\$88,786	\$97,393	\$110,212	\$118,086
16	\$62,133	\$67,454	\$70,940	\$74,061	\$90,577	\$99,200	\$112,046	\$119,937
17	\$63,864	\$69,198	\$72,690	\$75,818	\$92,366	\$101,008	\$113,880	\$121,785
18	\$65,597	\$70,940	\$74,439	\$77,574	\$94,157	\$102,816	\$115,713	\$123,637
19	\$67,329	\$72,683	\$76,190	\$79,331	\$95,947	\$104,623	\$117,546	\$125,485
20	\$69,060	\$74,426	\$77,940	\$81,087	\$97,737	\$106,431	\$119,381	\$127,336
21	\$70,793	\$76,168	\$79,690	\$82,843	\$99,528	\$108,238	\$121,214	\$129,187
22	\$72,524	\$77,911	\$81,439	\$84,600	\$101,318	\$110,046	\$123,049	\$131,036
23	\$74,255	\$79,654	\$83,189	\$86,355	\$103,109	\$111,854	\$124,882	\$132,887
24	\$75,989	\$81,396	\$84,938	\$88,113	\$104,896	\$113,662	\$126,717	\$134,738
25	\$77,720	\$83,140	\$86,690	\$89,870	\$106,688	\$115,469	\$128,551	\$136,587
26	\$79,453	\$84,883	\$88,439	\$91,624	\$108,477	\$117,277	\$130,385	\$138,437
27	\$81,185	\$86,624	\$90,189	\$93,382	\$110,267	\$119,083	\$132,218	\$140,288
28	\$82,916	\$88,368	\$91,940	\$95,138	\$112,058	\$120,893	\$134,052	\$142,137

12 Month Technical Central Office and School-Based

Fiscal Year 2026 (Effective July 1, 2025)

Step	Grade							
	20	21	22	23	24	25	26	27
1	\$43,736	\$49,987	\$54,082	\$57,748	\$77,149	\$87,280	\$102,370	\$111,639
2	\$45,552	\$51,814	\$55,918	\$59,588	\$79,025	\$89,176	\$104,292	\$113,577
3	\$47,367	\$53,642	\$57,752	\$61,430	\$80,902	\$91,069	\$106,214	\$115,516
4	\$49,183	\$55,469	\$59,586	\$63,271	\$82,778	\$92,964	\$108,135	\$117,454
5	\$50,999	\$57,295	\$61,421	\$65,112	\$84,654	\$94,858	\$110,057	\$119,392
6	\$52,816	\$59,123	\$63,256	\$66,954	\$86,530	\$96,754	\$111,979	\$121,330
7	\$54,631	\$60,950	\$65,090	\$68,795	\$88,406	\$98,648	\$113,900	\$123,269
8	\$56,448	\$62,777	\$66,925	\$70,637	\$90,282	\$100,542	\$115,822	\$125,208
9	\$58,264	\$64,606	\$68,760	\$72,478	\$92,160	\$102,437	\$117,744	\$127,147
10	\$60,080	\$66,433	\$70,594	\$74,319	\$94,036	\$104,331	\$119,667	\$129,085
11	\$61,897	\$68,260	\$72,430	\$76,160	\$95,912	\$106,226	\$121,588	\$131,024
12	\$63,711	\$70,088	\$74,264	\$78,002	\$97,788	\$108,120	\$123,510	\$132,963
13	\$65,528	\$71,915	\$76,099	\$79,843	\$99,664	\$110,014	\$125,431	\$134,900
14	\$67,344	\$73,742	\$77,933	\$81,684	\$101,542	\$111,910	\$127,353	\$136,839
15	\$69,160	\$75,570	\$79,768	\$83,527	\$103,418	\$113,804	\$129,276	\$138,777
16	\$70,977	\$77,397	\$81,603	\$85,367	\$105,294	\$115,699	\$131,197	\$140,717
17	\$72,792	\$79,224	\$83,437	\$87,209	\$107,170	\$117,593	\$133,119	\$142,655
18	\$74,609	\$81,052	\$85,272	\$89,049	\$109,047	\$119,488	\$135,040	\$144,594
19	\$76,425	\$82,879	\$87,106	\$90,892	\$110,923	\$121,383	\$136,963	\$146,532
20	\$78,241	\$84,706	\$88,941	\$92,733	\$112,799	\$123,276	\$138,884	\$148,471
21	\$80,058	\$86,534	\$90,777	\$94,573	\$114,675	\$125,172	\$140,806	\$150,409
22	\$81,872	\$88,361	\$92,611	\$96,415	\$116,551	\$127,066	\$142,728	\$152,347
23	\$83,689	\$90,188	\$94,446	\$98,256	\$118,428	\$128,960	\$144,650	\$154,285
24	\$85,505	\$92,017	\$96,281	\$100,098	\$120,304	\$130,854	\$146,572	\$156,224
25	\$87,321	\$93,844	\$98,115	\$101,939	\$122,181	\$132,750	\$148,493	\$158,163
26	\$89,138	\$95,671	\$99,950	\$103,781	\$124,057	\$134,645	\$150,415	\$160,102
27	\$90,953	\$97,498	\$101,784	\$105,622	\$125,933	\$136,538	\$152,336	\$162,040
28	\$92,770	\$99,325	\$103,619	\$107,463	\$127,810	\$138,433	\$154,260	\$163,979

Food and Nutrition Services Assistants
Fiscal Year 2026 (Effective July 1, 2025)

Step	GRADE	
	II	III
3	\$17.54	\$18.30
4	\$18.24	\$19.07
5	\$18.96	\$19.85
6	\$19.66	\$20.60
7	\$20.35	\$21.38
8	\$21.06	\$22.14
9	\$21.77	\$22.91
10	\$22.48	\$23.68
11	\$23.19	\$24.45
12	\$23.89	\$25.21
13	\$24.60	\$25.99
14	\$25.31	\$26.74
15	\$26.02	\$27.52
16	\$26.70	\$28.29