

## Article 17: Salaries

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## Secretaries and Assistants

Fiscal Year 2025 (Effective July 1, 2024)

Step	Grade											
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII
1	\$17.88	\$18.10	\$18.31	\$18.54	\$18.75	\$19.40	\$19.62	\$19.84	\$20.48	\$21.14	\$22.00	\$23.09
2	\$18.43	\$18.66	\$18.93	\$19.19	\$19.46	\$20.16	\$20.43	\$20.66	\$21.35	\$22.09	\$22.97	\$24.08
3	\$18.99	\$19.24	\$19.54	\$19.85	\$20.16	\$20.92	\$21.22	\$21.50	\$22.22	\$23.05	\$23.91	\$25.06
4	\$19.53	\$19.81	\$20.16	\$20.49	\$20.88	\$21.68	\$22.01	\$22.36	\$23.09	\$23.99	\$24.88	\$26.05
5	\$20.07	\$20.38	\$20.77	\$21.16	\$21.57	\$22.43	\$22.81	\$23.19	\$23.95	\$24.94	\$25.83	\$27.06
6	\$20.63	\$20.95	\$21.37	\$21.82	\$22.27	\$23.19	\$23.61	\$24.04	\$24.82	\$25.87	\$26.78	\$28.04
7	\$21.18	\$21.52	\$21.99	\$22.46	\$22.99	\$23.97	\$24.40	\$24.88	\$25.67	\$26.83	\$27.74	\$29.04
8	\$21.73	\$22.09	\$22.60	\$23.12	\$23.69	\$24.72	\$25.18	\$25.72	\$26.54	\$27.77	\$28.70	\$30.03
9	\$22.28	\$22.66	\$23.22	\$23.78	\$24.40	\$25.48	\$25.99	\$26.56	\$27.40	\$28.72	\$29.66	\$31.02
10	\$22.83	\$23.23	\$23.82	\$24.44	\$25.10	\$26.24	\$26.79	\$27.40	\$28.28	\$29.66	\$30.60	\$32.01
11	\$23.37	\$23.81	\$24.43	\$25.09	\$25.82	\$26.99	\$27.59	\$28.24	\$29.13	\$30.62	\$31.57	\$33.02
12	\$23.95	\$24.39	\$25.05	\$25.75	\$26.52	\$27.77	\$28.38	\$29.09	\$30.00	\$31.56	\$32.53	\$34.00
13	\$24.49	\$24.95	\$25.66	\$26.40	\$27.23	\$28.54	\$29.18	\$29.93	\$30.87	\$32.51	\$33.48	\$34.99
14	\$25.04	\$25.52	\$26.27	\$27.07	\$27.94	\$29.29	\$29.97	\$30.76	\$31.74	\$33.45	\$34.44	\$35.98
15	\$25.59	\$26.08	\$26.88	\$27.72	\$28.65	\$30.05	\$30.76	\$31.62	\$32.59	\$34.40	\$35.40	\$36.97
16	\$26.15	\$26.67	\$27.50	\$28.37	\$29.34	\$30.82	\$31.56	\$32.45	\$33.47	\$35.36	\$36.36	\$37.97
17	\$26.69	\$27.24	\$28.11	\$29.03	\$30.04	\$31.57	\$32.36	\$33.29	\$34.33	\$36.30	\$37.31	\$38.97
18	\$27.23	\$27.81	\$28.72	\$29.68	\$30.76	\$32.33	\$33.16	\$34.13	\$35.19	\$37.25	\$38.27	\$39.95
19	\$27.79	\$28.37	\$29.32	\$30.35	\$31.46	\$33.10	\$33.95	\$34.98	\$36.06	\$38.19	\$39.22	\$40.95
Over 19	\$28.34	\$28.95	\$29.94	\$31.00	\$32.17	\$33.85	\$34.74	\$35.82	\$36.92	\$39.14	\$40.18	\$41.94

## Notes: Secretaries and Assistants, Clerks- Hourly

### Top Step Increase

As part of negotiations for Fiscal Year 25 employees who are at the top of the scale as of June 30, 2024, will receive a \$250 one-time bonus on or before November 15, 2024.

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.

### Health Assistants: Telemedicine

Health assistants who work with telemedicine at school-based wellness centers shall receive an additional \$1.00 per hour.

### Paraeducators Assigned to Title I Schools

Paraeducators assigned to Title I 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.

### Paraeducators Assigned to Specialized Programs

Paraeducators assigned to the following specialized programs or schools will receive \$1.50 more per hour:

- RECC Level: all MINC and PALS programs
- Elementary School Level: all regional UL & PL, regional ALS and regional ED programs
- Middle School Level: all regional ALS, regional ED, and local ALS programs
- High School Level: all regional ALS, regional ED and local ALS programs
- Cedar Lane
- The Bridges Program
- Any other programs/schools identified by the Superintendent's designee

### Paraeducators Not Assigned to Specialized Programs

All paraeducators assigned as special education paraeducators who are not assigned to specialized programs will receive \$0.60 more per hour.

### Summer School

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

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

### Programs Outside the Duty Day

HCPSS personnel employed in after-school extension programs shall be paid a rate of \$25.56 per hour when working as a paraeducator, or \$40.90 per hour when working as a teacher. HCPSS personnel shall be paid a rate of \$25.56 per hour for attending workshops, or \$40.90 per hour when leading workshops. Every year starting in FY25, the rates will increase by the same COLA applied to the Secretaries, Assistants, Clerks salary scale.

## Interpreters

Fiscal Year 2025-(Effective July 1, 2024)

Step	Grade			
	A	B	C	D
1	\$24.15	\$32.02	\$35.44	\$36.82
2	\$24.42	\$33.19	\$36.78	\$38.16
3	\$24.68	\$34.36	\$38.13	\$39.51
4	\$24.96	\$35.52	\$39.47	\$40.86
5	\$25.24	\$36.70	\$40.81	\$42.20
6	\$25.51	\$37.85	\$42.16	\$43.55
7	\$25.79	\$39.03	\$43.50	\$44.90
8	\$26.04	\$40.19	\$44.84	\$46.25
9	\$26.32	\$41.36	\$46.18	\$47.59
10	\$26.60	\$42.53	\$47.53	\$48.94
11	\$26.87	\$43.69	\$48.87	\$50.29
12	\$27.14	\$44.87	\$50.20	\$51.64
13	\$27.41	\$46.02	\$51.55	\$52.98
14	\$27.69	\$47.20	\$52.89	\$54.33
15	\$27.96	\$48.36	\$54.24	\$55.68
16	\$28.22	\$49.53	\$55.57	\$57.02
17	\$28.50	\$50.71	\$56.92	\$58.36

### Interpreters-Hourly

#### Salary Grades

**Grade A:** Graduate of an Interpreter Training Program (ITP) or holds a Bachelor’s Degree in a related field.

**Grade B:** Has passed a national interpreter written knowledge exam (NIC Knowledge Exam, CASLI Generalist Knowledge Exam); or passed the EIPA written exam or NAD exam.

**Grade C:** NIC Certification (all levels except NIC level 3 Master Certification); EIPA written and performance exam score of at least 3.7 or if MD legislature changes; or RID Certification (all levels except NAD Level 5 Master Certification)

**Grade D:** Any two national certifications/qualifications from level C or a master’s level certification (NIC Level 3 Master Certification; NAD level 5 Master Certification)

#### Notes: Interpreters-Hourly

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. Work performed outside the duty day will be reimbursed at the rate of \$35.79 per hour for non-certificated Interpreters, \$40.90 per hour for certificated interpreters who meet the requirements of salary grade “C,” and \$46.01 per hour for certificated interpreters who meet the requirements of salary grade “D.” Every year, starting in FY25, the rates will increase by the same COLA applied to the Interpreters salary scale.

## Nurses

Fiscal Year 2025 (Effective July 1, 2024)

School Based, Float Pool	
<i>Hourly Rate</i>	
Step	A
1	\$35.38
2	\$36.56
3	\$37.74
4	\$38.93
5	\$40.11
6	\$41.29
7	\$42.47
8	\$43.66
9	\$44.84
10	\$46.02
11	\$47.21
12	\$48.39
13	\$49.57
14	\$50.76
15	\$51.94
16	\$53.12
17	\$54.30
18	\$55.49
19	\$56.67
20	\$57.85
21	\$59.31

### Notes: Nurses-Hourly

1. Telemedicine nurses shall receive an additional \$1.55 per hour.
2. 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.

## 10 Month Technical Central Office and School Based

Fiscal Year 2025 (Effective July 1, 2024)

Step	Grade							
	20	21	22	23	24	25	26	27
1	\$35,186	\$40,207	\$43,495	\$46,439	\$62,021	\$70,157	\$82,273	\$89,716
2	\$36,871	\$41,904	\$45,199	\$48,149	\$63,761	\$71,915	\$84,059	\$91,517
3	\$38,556	\$43,599	\$46,902	\$49,857	\$65,504	\$73,674	\$85,843	\$93,317
4	\$40,243	\$45,297	\$48,605	\$51,567	\$67,248	\$75,433	\$87,628	\$95,118
5	\$41,928	\$46,992	\$50,308	\$53,276	\$68,989	\$77,194	\$89,413	\$96,920
6	\$43,615	\$48,688	\$52,010	\$54,985	\$70,731	\$78,952	\$91,198	\$98,719
7	\$45,299	\$50,384	\$53,713	\$56,696	\$72,473	\$80,712	\$92,983	\$100,520
8	\$46,984	\$52,080	\$55,417	\$58,404	\$74,216	\$82,471	\$94,768	\$102,322
9	\$48,670	\$53,776	\$57,121	\$60,113	\$75,957	\$84,229	\$96,553	\$104,122
10	\$50,355	\$55,473	\$58,823	\$61,822	\$77,700	\$85,990	\$98,337	\$105,922
11	\$52,041	\$57,168	\$60,527	\$63,532	\$79,442	\$87,749	\$100,122	\$107,723
12	\$53,727	\$58,864	\$62,229	\$65,242	\$81,184	\$89,509	\$101,906	\$109,524
13	\$55,412	\$60,562	\$63,933	\$66,951	\$82,926	\$91,267	\$103,692	\$111,324
14	\$57,098	\$62,257	\$65,635	\$68,661	\$84,668	\$93,026	\$105,477	\$113,124
15	\$58,784	\$63,954	\$67,338	\$70,369	\$86,410	\$94,786	\$107,262	\$114,926
16	\$60,470	\$65,649	\$69,041	\$72,079	\$88,153	\$96,545	\$109,047	\$116,727
17	\$62,155	\$67,346	\$70,745	\$73,789	\$89,894	\$98,305	\$110,832	\$118,526
18	\$63,841	\$69,041	\$72,447	\$75,498	\$91,637	\$100,064	\$112,616	\$120,328
19	\$65,527	\$70,738	\$74,151	\$77,208	\$93,379	\$101,823	\$114,400	\$122,127
20	\$67,212	\$72,434	\$75,854	\$78,917	\$95,121	\$103,582	\$116,186	\$123,928
21	\$68,898	\$74,129	\$77,557	\$80,626	\$96,864	\$105,341	\$117,970	\$125,729
22	\$70,583	\$75,826	\$79,259	\$82,336	\$98,606	\$107,101	\$119,756	\$127,529
23	\$72,268	\$77,522	\$80,963	\$84,044	\$100,349	\$108,860	\$121,540	\$129,330
24	\$73,955	\$79,218	\$82,665	\$85,755	\$102,089	\$110,620	\$123,326	\$131,132
25	\$75,640	\$80,915	\$84,370	\$87,465	\$103,833	\$112,379	\$125,110	\$132,931
26	\$77,327	\$82,611	\$86,072	\$89,172	\$105,574	\$114,138	\$126,895	\$134,732
27	\$79,012	\$84,306	\$87,775	\$90,883	\$107,316	\$115,896	\$128,679	\$136,533
28	\$80,697	\$86,004	\$89,479	\$92,592	\$109,059	\$117,657	\$130,464	\$138,333

Note

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 Fiscal Year 2025 (Effective July 1, 2024)

Step	Grade							
	20	21	22	23	24	25	26	27
1	\$42,565	\$48,649	\$52,635	\$56,202	\$75,084	\$84,944	\$99,630	\$108,651
2	\$44,333	\$50,427	\$54,421	\$57,993	\$76,910	\$86,789	\$101,501	\$110,537
3	\$46,099	\$52,206	\$56,206	\$59,786	\$78,737	\$88,632	\$103,371	\$112,424
4	\$47,867	\$53,984	\$57,991	\$61,578	\$80,563	\$90,476	\$105,241	\$114,310
5	\$49,634	\$55,762	\$59,777	\$63,369	\$82,388	\$92,319	\$107,111	\$116,197
6	\$51,402	\$57,541	\$61,563	\$65,162	\$84,214	\$94,164	\$108,982	\$118,083
7	\$53,169	\$59,319	\$63,348	\$66,954	\$86,040	\$96,008	\$110,852	\$119,970
8	\$54,937	\$61,097	\$65,134	\$68,746	\$87,866	\$97,851	\$112,722	\$121,857
9	\$56,705	\$62,877	\$66,920	\$70,538	\$89,693	\$99,695	\$114,593	\$123,744
10	\$58,472	\$64,655	\$68,705	\$72,330	\$91,519	\$101,539	\$116,464	\$125,630
11	\$60,240	\$66,433	\$70,491	\$74,122	\$93,345	\$103,383	\$118,334	\$127,517
12	\$62,006	\$68,212	\$72,276	\$75,914	\$95,171	\$105,227	\$120,204	\$129,404
13	\$63,774	\$69,990	\$74,062	\$77,706	\$96,997	\$107,070	\$122,074	\$131,290
14	\$65,542	\$71,768	\$75,847	\$79,498	\$98,824	\$108,915	\$123,945	\$133,177
15	\$67,309	\$73,547	\$77,633	\$81,291	\$100,650	\$110,758	\$125,816	\$135,063
16	\$69,077	\$75,326	\$79,419	\$83,082	\$102,476	\$112,602	\$127,686	\$136,951
17	\$70,844	\$77,104	\$81,204	\$84,875	\$104,302	\$114,446	\$129,556	\$138,837
18	\$72,612	\$78,883	\$82,990	\$86,666	\$106,128	\$116,290	\$131,426	\$140,724
19	\$74,380	\$80,661	\$84,775	\$88,459	\$107,954	\$118,134	\$133,297	\$142,610
20	\$76,147	\$82,439	\$86,561	\$90,251	\$109,780	\$119,977	\$135,167	\$144,497
21	\$77,915	\$84,218	\$88,347	\$92,042	\$111,606	\$121,822	\$137,038	\$146,383
22	\$79,681	\$85,996	\$90,132	\$93,835	\$113,432	\$123,665	\$138,908	\$148,270
23	\$81,449	\$87,774	\$91,918	\$95,626	\$115,258	\$125,509	\$140,779	\$150,156
24	\$83,217	\$89,554	\$93,704	\$97,419	\$117,084	\$127,352	\$142,649	\$152,043
25	\$84,984	\$91,332	\$95,489	\$99,211	\$118,911	\$129,197	\$144,519	\$153,930
26	\$86,752	\$93,110	\$97,275	\$101,003	\$120,737	\$131,041	\$146,389	\$155,817
27	\$88,519	\$94,889	\$99,060	\$102,795	\$122,563	\$132,884	\$148,259	\$157,703
28	\$90,287	\$96,667	\$100,846	\$104,587	\$124,389	\$134,728	\$150,131	\$159,590

Note

1. Salaried personnel shall not be entitled to additional holiday pay other than as compensated in annual salary.



## Food and Nutrition Services Assistants

Fiscal Year 2025 (Effective July 1, 2024)

Step	GRADE	
	II	III
3	\$17.07	\$17.81
4	\$17.75	\$18.56
5	\$18.45	\$19.32
6	\$19.13	\$20.05
7	\$19.81	\$20.81
8	\$20.50	\$21.55
9	\$21.19	\$22.30
10	\$21.88	\$23.05
11	\$22.57	\$23.80
12	\$23.25	\$24.54
13	\$23.94	\$25.29
14	\$24.63	\$26.02
15	\$25.32	\$26.78
16	\$25.99	\$27.53

### Notes: Food and Nutrition Services Assistants

1. As part of FY25 negotiations Food and Nutrition Service Assistants who are at the top of the scale as of June 30, 2024, will receive a \$250 one-time bonus by November 15, 2024.

### Notes: All Hourly Support Personnel

Longevity

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

Field Trips

All hourly employees that go on extended-day field trips will receive their hourly rate of pay, which includes any earned longevity, and applicable overtime.

## Interscholastic Athletics Coaches’/Advisors’ Stipends

The assignment of coaches/advisors will follow the procedures outlined in the HCPSS policy on the Selection of Coaches and Advisors of High School Extracurricular Activities, unless stated otherwise in this agreement. Acceptance of such assignment shall be voluntary and for a single season for coaches or a single school year of advisors. A coach/advisor will be notified by the Superintendent/ designee no later than 60 days after the completion of the activity if they will be the coach/ advisor the following year.

Compensation for coaches and advisors in schools where a program is funded by the Board: Adjustments within classifications at individual schools may be made by the principal based on student participation and staffing needs, subject to the approval of the Superintendent/designee.

Every year, starting in FY25, the stipends will increase by the same COLA applied to the 10-month teacher salary scale.

(-)- Number of positions per high school.

### High School

SPORT	STIPEND
<b>Allied Sports</b>	
Bowling (1)	\$2,577
Soccer (1)	\$2,577
Softball (1)	\$2,577
<b>Baseball</b>	
Varsity, (1)	\$4,816
Junior Varsity (1)	\$3,185
<b>Basketball – Boys</b>	
Varsity (1)	\$4,816
Junior Varsity (1)	\$3,185
<b>Basketball – Girls</b>	
Varsity (1)	\$4,816
Junior Varsity (1)	\$3,185
<b>Cheerleading</b>	
Fall Varsity (1)	\$4,816
Fall Junior Varsity (1)	\$3,185
Winter Varsity (1)	\$4,816
Winter Junior Varsity (1)	\$3,185
<b>Cross Country</b>	
Varsity (2)	\$4,816
<b>Field Hockey</b>	

Varsity (1)	\$4,816
Junior Varsity (1)	\$3,185
<b>Football</b>	
Varsity, head coach (1)	\$6,058
Varsity, assistant (2)	\$4,489
Junior Varsity (2)	\$4,489
<b>Golf</b>	
Varsity (1)	\$4,816
<b>Indoor Track – Boys</b>	
Varsity (1)	\$4,816
<b>Indoor Track – Girls</b>	
Varsity (1)	\$4,816
<b>Lacrosse – Boys</b>	
Varsity (1)	\$4,816
Assistant (1)	\$3,185
Junior Varsity (1)	\$3,185
<b>Lacrosse – Girls</b>	
Varsity (1)	\$4,816
Assistant (1)	\$3,185
Junior Varsity (1)	\$3,185
<b>Outdoor Track – Boys</b>	
Varsity (1)	\$4,816
Assistant (1)	\$3,185
<b>Outdoor Track – Girls</b>	
Varsity (1)	\$4,816
Assistant (1)	\$3,185
<b>Soccer-Boys</b>	
Varsity (1)	\$4,816
Junior Varsity (1)	\$3,185
<b>Soccer-Girls</b>	
Varsity (1)	\$4,816
Junior Varsity (1)	\$3,185
<b>Softball</b>	
Varsity (1)	\$4,816
Junior Varsity (1)	\$3,185
<b>Tennis</b>	
Varsity (1)	\$4,816
<b>Volleyball</b>	
Varsity (1)	\$4,816
Junior Varsity (1)	\$3,185
Freshman (1)	\$3,185
<b>Wrestling</b>	
Varsity (1)	\$4,816
Junior Varsity (1)	\$3,185

ACTIVITY	STIPEND
Graduation Coordinator (1)	\$1,789
ATHS (1) (National Technical Honor Society)	\$2,127
Band Front (1)	\$2,127
CTSO (1) (Career & Technology Student Org.)	\$2,127
Educators Rising (1)	\$2,127
FIRST Robotics (1)	\$2,127
It's Academic (1)	\$2,127
Junior Class Advisor (1)	\$2,127
Math Team (1)	\$2,127
Mock Trial (1)	\$2,127
National Honor Society (1)	\$2,127
National Art Honor Society (1)	\$2,127
National Math Honor Society (1)	\$2,127
National Science Honor Society (1)	\$2,127
National Spanish Honor Society (1)	\$2,127
Newspaper (1)	\$2,127
Pom Poms (1)	\$2,127
Speech/NFL (National Forensic League) (1)	\$2,127
Student Council (1)	\$2,127
Senior Class Advisor (1)	\$2,689
Yearbook (1)	\$2,689
Dance (1)	\$3,221
Music; Orchestra (1)*	\$3,221
Vocal Music (1)	\$3,221
Dramatics (1)	\$3,988
Music; Instrumental (1)	\$3,988
Stage Production (1; 2 productions)	\$3,988

\*Orchestra directors only assigned .5 to one school will receive half the stipend amount

### Middle School/Elementary Schools

A. Intramural and Co-curricular Activities

Middle School intramural and co-curricular sponsors will be compensated \$460 per activity as approved by the Superintendent/designee.

B. Elementary/Middle School Advisors Stipends

ACTIVITY	STIPEND
Band Director	\$491
Chorus Director	\$491
Orchestra Director	\$491
Theatre Director	\$491