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The parties agree in subsequent years that the intent is not to further compress the beginning of the scale, but instead to reach compliance with the Blueprint legislation via increasing the COLA.

10-Month Teachers (195 Days)

Fiscal Year 2023 (Effective July 1, 2022)

Step	Grade				
	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
4	\$56,228	\$59,195	\$61,015	\$62,835	\$64,655
5	\$57,804	\$61,328	\$63,148	\$64,968	\$66,788
6	\$59,380	\$63,462	\$65,282	\$67,102	\$68,922
7	\$60,955	\$65,595	\$67,415	\$69,235	\$71,055
8	\$62,531	\$67,728	\$69,548	\$71,368	\$73,188
9	\$64,107	\$69,862	\$71,682	\$73,502	\$75,322
10	\$65,683	\$71,995	\$73,815	\$75,635	\$77,455
11	\$67,259	\$74,129	\$75,949	\$77,769	\$79,589
12	\$68,835	\$76,262	\$78,082	\$79,902	\$81,722
13		\$78,395	\$80,215	\$82,035	\$83,855
14		\$80,529	\$82,349	\$84,169	\$85,989
15		\$82,662	\$84,482	\$86,302	\$88,122
16		\$84,796	\$86,616	\$88,436	\$90,256
17		\$86,929	\$88,749	\$90,569	\$92,389
18		\$89,062	\$90,882	\$92,702	\$94,522
19		\$91,196	\$93,016	\$94,836	\$96,656
20		\$93,329	\$95,149	\$96,969	\$98,789
21		\$95,462	\$97,282	\$99,102	\$100,922
22		\$97,596	\$99,416	\$101,236	\$103,056
23		\$99,729	\$101,549	\$103,369	\$105,189
24		\$101,863	\$103,683	\$105,503	\$107,323
25		\$103,996	\$105,816	\$107,636	\$109,456

10-Month Special Education Teachers and Related Service Providers (197 Days)

Fiscal Year 2023 (Effective July 1, 2022)

Step	Grade				
	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
4	\$56,804	\$59,802	\$61,641	\$63,479	\$65,318
5	\$58,396	\$61,957	\$63,796	\$65,635	\$67,473
6	\$59,989	\$64,113	\$65,951	\$67,790	\$69,629
7	\$61,581	\$66,268	\$68,106	\$69,945	\$71,784
8	\$63,173	\$68,423	\$70,262	\$72,100	\$73,939
9	\$64,765	\$70,578	\$72,417	\$74,256	\$76,094
10	\$66,357	\$72,734	\$74,572	\$76,411	\$78,250
11	\$67,949	\$74,889	\$76,728	\$78,566	\$80,405
12	\$69,541	\$77,044	\$78,883	\$80,722	\$82,560
13		\$79,199	\$81,038	\$82,877	\$84,715
14		\$81,355	\$83,193	\$85,032	\$86,871
15		\$83,510	\$85,349	\$87,187	\$89,026
16		\$85,665	\$87,504	\$89,343	\$91,181
17		\$87,820	\$89,659	\$91,498	\$93,337
18		\$89,976	\$91,814	\$93,653	\$95,492
19		\$92,131	\$93,970	\$95,808	\$97,647
20		\$94,286	\$96,125	\$97,964	\$99,802
21		\$96,442	\$98,280	\$100,119	\$101,958
22		\$98,597	\$100,436	\$102,274	\$104,113
23		\$100,752	\$102,591	\$104,429	\$106,268
24		\$102,907	\$104,746	\$106,585	\$108,423
25		\$105,063	\$106,901	\$108,740	\$110,579

11-Month Teachers (215 Days)

Fiscal Year 2023 (Effective July 1, 2022)

Step	Grade				
	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
4	\$61,850	\$65,114	\$67,116	\$69,118	\$71,120
5	\$63,584	\$67,461	\$69,463	\$71,465	\$73,467
6	\$65,317	\$69,808	\$71,810	\$73,812	\$75,814
7	\$67,051	\$72,155	\$74,157	\$76,159	\$78,161
8	\$68,784	\$74,501	\$76,503	\$78,505	\$80,507
9	\$70,518	\$76,848	\$78,850	\$80,852	\$82,854
10	\$72,251	\$79,195	\$81,197	\$83,199	\$85,201
11	\$73,985	\$81,541	\$83,543	\$85,545	\$87,547
12	\$75,718	\$83,888	\$85,890	\$87,892	\$89,894
13		\$86,235	\$88,237	\$90,239	\$92,241
14		\$88,582	\$90,584	\$92,586	\$94,588
15		\$90,928	\$92,930	\$94,932	\$96,934
16		\$93,275	\$95,277	\$97,279	\$99,281
17		\$95,622	\$97,624	\$99,626	\$101,628
18		\$97,969	\$99,971	\$101,973	\$103,975
19		\$100,315	\$102,317	\$104,319	\$106,321
20		\$102,662	\$104,664	\$106,666	\$108,668
21		\$105,009	\$107,011	\$109,013	\$111,015
22		\$107,355	\$109,357	\$111,359	\$113,361
23		\$109,702	\$111,704	\$113,706	\$115,708
24		\$112,049	\$114,051	\$116,053	\$118,055
25		\$114,396	\$116,398	\$118,400	\$120,402

Notes: Article 20, Salary Schedules - Teachers

A. Salary Grades

A – Conditional Certificate and Standard Professional Certificate (SPC)

B – Bachelor's plus APC or 30 credit hours applicable to APC

C – Master's Degree

D – Master's Degree plus 30 graduate credit hours

E – Earned Doctorate

B. Teachers who are currently on the provisional degree scale, Schedule A, Step 10, or above, shall continue to receive negotiated salary increases until they move to another scale or leave the school system.

C. Salary payments for ten (10)-month employees will be made on a biweekly basis over a ten- or twelve-month period at the option of the teacher. Such decision shall be made by the teacher by June 30th of the prior school year and shall remain in effect for the duration of the ten (10) or twelve (12)-month option period. Teachers not giving notice on the appropriate form will continue with their current pay option. A teacher who has not made an initial selection will be paid on a 12-month schedule. when that becomes possible.

D. Instructional Team Leaders shall receive a supplement of \$2,500.

E. Teachers successfully completing the National Board of Professional Teaching Standards certification program (NBPTS), also known as National Board Certified Teachers (NBCTs), who are not primarily responsible and accountable for teaching students in the classroom, shall receive an annual supplement of \$2,000 each year their NBPTS certificate remains in good standing.

In accordance with the Blueprint law, teachers successfully completing the National Board of Professional Teaching Standards certification program (NBPTS), also known as National Board-Certified Teachers (NBCTs), who are primarily responsible and accountable for teaching students in the classroom, shall receive an annual supplement of \$10,000 each year their NBPTS certificate remains in good standing. Additionally, NBCTs who teach at schools that are low performing, as defined by the Blueprint law, shall receive an additional annual supplement of \$7,000. The NBCT will continue to receive this supplement even if the school ceases to be low-performing while the teacher is at the school. This determination will be made on or before July 1 for the following school year.

The aforementioned supplement will be implemented at the beginning or the midpoint of the teacher's work year. If the Blueprint law changes the parties shall revise the supplement to align with any changes.

F. Speech and language pathologists who hold a Certificate of Clinical Competence from the American Speech and Hearing Association (ASHA) and Occupational Therapists who hold a National Board for Certification in Occupational Therapy (NBCOT) shall receive an annual supplement of \$3,000.

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- G. Supplements referred to in (D), (E), and (F) above shall be included in the teacher's annual salary for retirement and life insurance purposes and will be awarded proportionally if said supplement is earned during the course of a school year.
 - H. For purposes of payroll calculation, the professional salary schedule is based on an eight- hour workday.
 - I. Personnel employed for work, which is an extension of normal teaching duties, beyond the normal school year, shall be compensated on a prorated sum based on the salary normally received if such work and rate of compensation are not provided in this agreement.

J. Summer School:

HCPSS personnel employed for summer school shall be paid an hourly rate, which is based on their current salary (Example: 10-month salary is \$58,000; hourly rate would be $\$58,000/1365$ hours = \$42.49 hourly rate).

Teachers 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.

Other Certificated Staff

Fiscal Year 2023 (Effective July 1, 2022)

Step	Grade		
	Psychologist PPW 10 Months	Psychologist PPW 11 Months	Coordinator Staff Dvlp. Facilitator 12 Months
	Grade I	Grade II	Grade III
1	\$75,056	\$82,562	\$88,638
2	\$78,592	\$86,448	\$92,874
3	\$82,128	\$90,334	\$97,110
4	\$85,663	\$94,220	\$101,348
5	\$89,199	\$98,106	\$105,584
6	\$92,735	\$101,993	\$109,821
7	\$96,271	\$105,879	\$114,057
8	\$99,807	\$109,765	\$118,294
9	\$103,343	\$113,651	\$122,531
10	\$106,879	\$117,537	\$126,767
11	\$110,415	\$121,424	\$131,005
12	\$114,729	\$126,165	\$136,173

Notes: Article 20, Salary Schedules

- A. Entry level placement on Grade II or Grade III due to promotion is determined by the individual's current salary multiplied by a factor of eleven tenths (11/10ths) or twelve- tenths (12/10ths), depending on promotion to an eleven (11)- or twelve (12)-month position. If a step on the appropriate salary scale matches an individual's newly computed salary, the individual is placed on that step. If an individual's computed salary is between steps, the placement is on the step above the individual's computed step.
- B. 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.
- C. Any teacher residing out of county who is a parent or legal guardian of a child enrolled in a Howard County public school shall receive a 50% discount on HCPSS tuition while the teacher is employed with HCPSS. This benefit shall cease at the time of the employee's severance with the school system.
1. Upon payment of tuition, a non-resident student whose parent is a school-based HCPSS .5 or greater full-time equivalent employee may be admitted to the HCPSS and enrolled in the school to which the parent is assigned or into a school within a prescribed feeder pattern cluster. If the employee leaves a .5 or greater full-time equivalent employment, the non-resident student may complete the current school year.
 2. Upon payment of tuition, a non-resident student whose parent is a non-school-based .5 or greater full-time equivalent represented by the Howard County Education Association, may be admitted to the HCPSS and enrolled into a school within the prescribed feeder pattern cluster as determined by HCPSS. If the employee leaves .5 or greater full-time equivalent employment, the non-resident student may complete the current school year only.
- A resident student whose parent is a .5 or greater full-time equivalent, school-based HCPSS employee may be enrolled in the school to which the parent is assigned or into a school within a prescribed feeder pattern cluster.
- A resident or non-resident student who is the child of a HCPSS employee requesting reassignment must maintain enrollment in the school where assigned during a given school year. The student can attend the reassigned school and the associated feeder cluster schools through the student's entire education as long as the parent remains an employee at the work location where the reassignment was granted.
- D. Teachers hired on or after April 1 shall not be eligible for any increment negotiated for the subsequent fiscal year.
- E. Paraeducators who are or were employed as paraeducators with the Howard County Public School System will be granted service credit not to exceed ten (10) years for the purpose of placement on the Teachers Salary Scale, if and when they become Howard County teachers. This provision only applies to paraeducators hired beginning in FY08.

Interscholastic Athletics Coaches'/Advisors' Stipends, High School

SPORT	STIPEND
Allied Sports	
Bowling (1)	\$2,100
Soccer (1)	\$2,100
Softball (1)	\$2,100
Baseball	
Varsity, (1)	\$3,925
Junior Varsity (1)	\$2,594
Basketball – Boys	
Varsity (1)	\$3,925
Junior Varsity (1)	\$2,594
Basketball – Girls	
Varsity (1)	\$3,925
Junior Varsity (1)	\$2,594
Cheerleading	
Fall Varsity (1)	\$3,925
Fall Junior Varsity (1)	\$2,594
Winter Varsity (1)	\$3,925
Winter Junior Varsity (1)	\$2,594
Cross Country	
Varsity (2)	\$3,925
Field Hockey	
Varsity (1)	\$3,925
Junior Varsity (1)	\$2,594
Football	
Varsity, head coach (1)	\$4,939
Varsity, assistant (2)	\$3,659
Junior Varsity (2)	\$3,659
Golf	
Varsity (1)	\$3,925
Indoor Track – Boys	
Varsity (1)	\$3,925
Indoor Track – Girls	
Varsity (1)	\$3,925
Lacrosse – Boys	
Varsity (1)	\$3,925
Assistant (1)	\$2,594
Junior Varsity (1)	\$2,594
Lacrosse – Girls	

SPORT	STIPEND
Varsity (1)	\$3,925
Assistant (1)	\$2,594
Junior Varsity (1)	\$2,594
Outdoor Track – Boys	
Varsity (1)	\$3,925
Assistant (1)	\$2,594
Outdoor Track – Girls	
Varsity (1)	\$3925
Assistant (1)	\$2594
Soccer-Boys	
Varsity (1)	\$3925
Junior Varsity (1)	\$2594
Soccer-Girls	
Varsity	\$3925
Junior Varsity	\$2954
Softball	
Varsity (1)	\$3925
Junior Varsity (1)	\$2954
Tennis	
Varsity (1)	\$3925
Volleyball	
Varsity (1)	\$3925
Junior Varsity (1)	\$2954
Freshman (1)	\$2954
Wrestling	
Varsity (1)	\$3925
Junior Varsity (1)	\$2954

ACTIVITY	STIPEND
ATHS (1) (National Technical Honor Society)	\$1,733
Band Front (1)	\$1,733
CTSO (Career & Technology Student Org.)	\$1,733
FIRST Robotics (1)	\$1,733
Future Educators of America (1)	\$1,733
It's Academic (1)	\$1,733
Junior Class Advisor (1)	\$1,733
Math Team (1)	\$1,733

National Honor Society (1)	\$1,733
Newspaper (1)	\$1,733
Pom Poms (1)	\$1,733
Speech/NFL (National Forensic League) (1)	\$1,733
Student Council (1)	\$1,733
Senior Class Advisor (1)	\$2,191
Yearbook (1)	\$2,191
Dance (1)	\$2,626
Music; Orchestra (1)*	\$2,626*
Vocal Music (1)	\$2,626
Dramatics (1)	\$3,249
Music; Instrumental (1)	\$3,249
Stage Production (1; 2 productions)	\$3,249
ATHS (1) (National Technical Honor Society)	\$1,733
Band Front (1)	\$1,733
CTSO (Career & Technology Student Org.)	\$1,733
FIRST Robotics (1)	\$1,733
Future Educators of America (1)	\$1,733
It's Academic (1)	\$1,733
Junior Class Advisor (1)	\$1,733
Math Team (1)	\$1,733
National Honor Society (1)	\$1,733
Newspaper (1)	\$1,733
Pom Poms (1)	\$1,733
Speech/NFL (National Forensic League) (1)	\$1,733
Student Council (1)	\$1,733
Senior Class Advisor (1)	\$2,191
Yearbook (1)	\$2,191
Dance (1)	\$2,626
Music; Orchestra (1)*	\$2,626*
Vocal Music (1)	\$2,626
Dramatics (1)	\$3,249
Music; Instrumental (1)	\$3,249
Stage Production (1; 2 productions)	\$3,249
ATHS (1) (National Technical Honor Society)	\$1,733
Band Front (1)	\$1,733

() - Number per high school *Orchestra directors only assigned .5 to one school will receive half the stipend amount. Elementary/Middle School Advisors Stipends

ACTIVITY	STIPEND
Band Director	\$400
Chorus Director	\$400
Orchestra Director	\$400

Notes: Coaches'/Advisors' Stipends

Acceptance of such assignment shall be voluntary and for a single season. 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.

A. Intramural and Co-curricular Activities

Middle school intramural and co-curricular sponsors will be compensated \$375 per activity as approved by the Superintendent/designee.

B. Part-Time Teachers

1. A part-time teacher is a teacher assigned to one of the part-time teacher salary categories noted below:

Part-time Teacher Salary Category	Number of Instructional Minutes in Teacher Work Day	Number of Planning Minutes in Teacher Work Day	Number of Duty Free Lunch Minutes in Teacher Work Day	Number of TOTAL Minutes in Teacher Work Day
0.50	173	40	30	243
0.55	194	40	30	264
0.60	215	40	30	285
0.65	236	40	30	306
0.70	253	45	30	328
0.75	269	50	30	349
0.80	290	50	30	370
0.85	311	50	30	391
0.90	333	50	30	413

2. A 30-minute lunch period and planning time, as referenced in the chart above, will be provided for teachers assigned to a .5 and higher position.
3. A part-time teacher's salary will be computed based on the percentage of instructional time and any other assigned responsibilities scheduled during the regular school day.
4. The percentage of any sick and personal leave will be consistent with the percentage of the assignment.
5. Reimbursement for health benefits for a part-time teacher, .5 and above is outlined in Article 22, Insurance Protection.
6. Salary category .90 shall not be used to develop a teaching schedule in any four-period day high school unless the tenured teacher voluntarily selects the .90 category designation.