

ARTICLE 16

Salary Scales

A. For FY26, effective July 1, 2025, Central Office, Non-Certificated Supervisors will receive a 2.5% Cost of Living Adjustment, and supervisors will receive a step.

1. Supervisors holding an earned doctorate degree shall receive an additional salary of \$4,000
2. Supervisors with 10 (ten) years of bargaining experience (Central Office HCASA-NCA) are eligible for an annual longevity bonus of \$1,000. If an administrator leaves the unit and returns, the supplement will be restored should they have sufficient years of service in unit.

	Central Office Non-Certificated Supervisors FY 26				
	Effective July 1, 2025				
	Grade I	Grade II	Grade III	Grade IV	Grade V
Step					
1	\$98,378	\$104,646	\$110,642	\$116,637	\$122,632
2	\$100,837	\$107,262	\$113,408	\$119,553	\$125,698
3	\$103,359	\$109,944	\$116,243	\$122,542	\$128,840
4	\$105,942	\$112,693	\$119,149	\$125,605	\$132,062
5	\$108,591	\$115,510	\$122,129	\$128,745	\$135,364
6	\$111,305	\$118,398	\$125,181	\$131,964	\$138,748
7	\$114,088	\$121,358	\$128,312	\$135,263	\$142,217
8	\$116,941	\$124,391	\$131,519	\$138,645	\$145,772
9	\$119,865	\$127,501	\$134,807	\$142,111	\$149,417
10	\$122,861	\$130,689	\$138,177	\$145,664	\$153,152
11	\$125,933	\$133,955	\$141,631	\$149,306	\$156,981
12	\$129,080	\$137,304	\$145,172	\$153,039	\$160,906
13	\$132,307	\$140,737	\$148,801	\$156,864	\$164,928
14	\$135,615	\$144,255	\$152,521	\$160,787	\$169,051
15	\$139,004	\$147,861	\$156,334	\$164,807	\$173,277
16	\$142,480	\$151,558	\$160,242	\$168,927	\$177,609
17	\$146,042	\$155,347	\$164,248	\$173,150	\$182,049

****Employees whose salaries exceed the salary listed in the appropriate column will be redlined at their current salary until the salary scale encompasses their salary.**

As of the effective date of this contract, the following positions can be found in the following grades:

- Grade I – Area Field Representatives
- Grade II – Supervisors, Assistant Managers, and FNS Assistant Supervisors
- Grade III – Managers, FNS Supervisors and Officers
- Grade IV – Coordinators and Assistant Directors
- Grade V – Directors and Controllers

- B. For FY26, effective July 1, 2025, nurses will receive a 2.5% Cost of Living Adjustment and a step.

Nurses FY 26	
Effective July 1, 2025	
Cluster Nurse Hourly Rate	
STEP	
1	\$38.36
2	\$39.63
3	\$40.91
4	\$42.19
5	\$43.46
6	\$44.75
7	\$46.02
8	\$47.30
9	\$48.59
10	\$49.86
11	\$51.16
12	\$52.43
13	\$53.70
14	\$54.99
15	\$56.26
16	\$57.55
17	\$58.82
18	\$60.11
19	\$61.39
20	\$62.66
21	\$63.96

Nurses:

1. Longevity payments for regular service in the Howard County Public School System are as follows:
 - a. \$1.00 per hour for employees who have completed 20 or more years of regular service.
 - b. \$.56 per hour for employees who have completed 15-19 years of regular service.
 - c. \$.25 for employees who have completed 13-14 years of regular service.
 - d. 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. Cluster 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.
4. Cluster Nurses will receive an additional .30 cents on their hourly rate as compensation to remain in the building during their duty-free lunch period.
5. Supervisors holding an earned doctorate degree shall receive an additional salary of \$4,000.

- C. For FY26, effective July 1, 2025, Food Service Managers will receive a 2.75% Cost of Living Adjustment and a step.

FOOD SERVICE MANAGERS FY26		
Effective July 1, 2025		
GRADE	VI	VII
STEP		
3	\$20.12	\$21.01
4	\$20.83	\$21.74
5	\$21.55	\$22.49
6	\$22.30	\$23.28
7	\$23.09	\$24.11
8	\$23.89	\$24.95
9	\$24.72	\$25.82
10	\$25.60	\$26.73
11	\$26.49	\$27.66
12	\$27.42	\$28.62
13	\$28.38	\$29.62
14	\$29.37	\$30.67
15	\$30.39	\$31.74
16	\$31.45	\$32.85
17	\$32.56	\$34.00
18	\$33.71	\$35.19
19	\$34.88	\$36.41

FNS Managers:

***Food Service Incentive Workgroup: The Board and Association agree to develop a workgroup to review past incentives practices and explore options to reinstitute an incentive system that promotes excellence in food services for recommendations to the Chief Operating Officer for consideration in FY27.*

1. Longevity
 - a. Food and Nutrition Service Managers with 15-19 years in the Howard County Public School System will receive an additional 46¢ per hour.
 - b. Food and Nutrition Service Managers with 20 or more years in the Howard County Public School System will receive an additional \$1.00 per hour.
 - c. 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.