

## ARTICLE 16

### Salary Scales

	Non-Certificated Supervisors FY 25				
	Effective July 1, 2024				
	Grade I	Grade II	Grade III	Grade IV	Grade V
Step					
1	\$95,979	\$102,094	\$107,943	\$113,792	\$119,641
2	\$98,378	\$104,646	\$110,642	\$116,637	\$122,632
3	\$100,838	\$107,262	\$113,408	\$119,553	\$125,698
4	\$103,358	\$109,944	\$116,243	\$122,541	\$128,841
5	\$105,942	\$112,693	\$119,150	\$125,605	\$132,062
6	\$108,590	\$115,510	\$122,128	\$128,745	\$135,364
7	\$111,305	\$118,398	\$125,182	\$131,964	\$138,748
8	\$114,089	\$121,357	\$128,311	\$135,263	\$142,217
9	\$116,941	\$124,391	\$131,519	\$138,645	\$145,773
10	\$119,864	\$127,501	\$134,807	\$142,111	\$149,417
11	\$122,861	\$130,688	\$138,177	\$145,664	\$153,152
12	\$125,932	\$133,955	\$141,631	\$149,306	\$156,981
13	\$129,080	\$137,304	\$145,172	\$153,038	\$160,905
14	\$132,307	\$140,737	\$148,801	\$156,865	\$164,928
15	\$135,614	\$144,255	\$152,521	\$160,787	\$169,051
16	\$139,005	\$147,861	\$156,334	\$164,807	\$173,277
17	\$142,480	\$151,558	\$160,242	\$168,927	\$177,609

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

Notes:

- 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.
- For FY25, effective July 1, 2024, supervisors will receive a 3% Cost of Living Adjustment and no step, and on the first pay period in January 2025, supervisors will receive a step.

Nurses FY 25	
Effective July 1, 2024	
Cluster Nurse Hourly Rate	
STEP	
1	\$37.42
2	\$38.66
3	\$39.91
4	\$41.16
5	\$42.40
6	\$43.66
7	\$44.90
8	\$46.15
9	\$47.40
10	\$48.64
11	\$49.91
12	\$51.15
13	\$52.39
14	\$53.65
15	\$54.89
16	\$56.15
17	\$57.39
18	\$58.64
19	\$59.89
20	\$61.13
21	\$62.40

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. 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.

Notes:

- For FY25, effective July 1, 2024, nurses will receive a 3% Cost of Living Adjustment and no step, and on the first pay period in January 2025, nurses will receive a step.

FOOD SERVICE MANAGERS FY25		
Effective July 1, 2024		
GRADE	VI	VII
STEP		
3	\$19.58	\$20.45
4	\$20.27	\$21.16
5	\$20.97	\$21.89
6	\$21.70	\$22.66
7	\$22.47	\$23.46
8	\$23.25	\$24.27
9	\$24.06	\$25.13
10	\$24.91	\$26.01
11	\$25.79	\$26.92
12	\$26.69	\$27.85
13	\$27.62	\$28.83
14	\$28.58	\$29.85
15	\$29.58	\$30.89
16	\$30.61	\$31.97
17	\$31.69	\$33.09
18	\$32.80	\$34.25
19	\$33.95	\$35.44

FNS Managers:

1. Longevity
  - a. Food and Nutrition Service Workers with 15-19 years in the Howard County Public School System will receive an additional 46¢ per hour.
  - b. 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.
  - 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.

Notes:

- For FY25, effective July 1, 2024, supervisors will receive a 3% Cost of Living Adjustment and no step, and on the first pay period in January 2025, supervisors will receive a step.