

ARTICLE 16
Salary Scales

Non-Certificated Supervisors FY 24					
Effective July 1, 2023					
	Area Field Representative	Supervisor,* Assistant Manager, FNS Assistant Supervisor	Manager, FNS Supervisor and Officer	Coordinator, Assistant Director	Director
Step					
1	\$93,183	\$99,120	\$104,799	\$110,478	\$116,156
2	\$95,512	\$101,598	\$107,419	\$113,239	\$119,061
3	\$97,901	\$104,138	\$110,105	\$116,071	\$122,037
4	\$100,348	\$106,742	\$112,857	\$118,972	\$125,088
5	\$102,857	\$109,411	\$115,679	\$121,947	\$128,216
6	\$105,428	\$112,146	\$118,571	\$124,995	\$131,422
7	\$108,064	\$114,949	\$121,536	\$128,121	\$134,707
8	\$110,766	\$117,823	\$124,574	\$131,324	\$138,075
9	\$113,535	\$120,768	\$127,688	\$134,607	\$141,527
10	\$116,373	\$123,787	\$130,881	\$137,972	\$145,065
11	\$119,283	\$126,882	\$134,153	\$141,422	\$148,691
12	\$122,265	\$130,054	\$137,506	\$144,957	\$152,408
13	\$125,321	\$133,305	\$140,943	\$148,581	\$156,218
14	\$128,453	\$136,638	\$144,467	\$152,296	\$160,124
15	\$131,664	\$140,053	\$148,079	\$156,104	\$164,127
16	\$134,956	\$143,555	\$151,781	\$160,007	\$168,230
17	\$138,330	\$147,144	\$155,575	\$164,006	\$172,436

*Formerly titled "Specialist"

Nurses FY 24	
	Effective July 1, 2023
	Cluster Nurse Hourly Rate
STEP	
1	\$36.33
2	\$37.53
3	\$38.75
4	\$39.96
5	\$41.16
6	\$42.39
7	\$43.60
8	\$44.80
9	\$46.02
10	\$47.23
11	\$48.45
12	\$49.66
13	\$50.87
14	\$52.08
15	\$53.29
16	\$54.52
17	\$55.72
18	\$56.93
19	\$58.15
20	\$59.35
21	\$60.58

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.

FOOD SERVICE MANAGERS FY24		
Effective July 1, 2023		
GRADE	VI	VII
STEP		
3	\$19.01	\$19.85
4	\$19.68	\$20.54
5	\$20.36	\$21.25
6	\$21.07	\$22.00
7	\$21.82	\$22.78
8	\$22.57	\$23.57
9	\$23.36	\$24.40
10	\$24.18	\$25.25
11	\$25.03	\$26.14
12	\$25.91	\$27.04
13	\$26.82	\$27.99
14	\$27.75	\$28.98
15	\$28.72	\$29.99
16	\$29.72	\$31.04
17	\$30.77	\$32.13
18	\$31.85	\$33.25
19	\$32.96	\$34.41

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.