

**ARTICLE 20  
SALARY SCALES  
10-MONTH TEACHERS**

**FISCAL YEAR 2015 (Effective July 1, 2014)**

GRADE						
	PD (Provisional)	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
STEP						
1	35,460	47,351	49,049	50,748	52,447	54,145
2	35,566	47,457	49,156	50,854	52,553	54,252
3	35,885	47,669	49,474	51,173	52,871	54,570
4	36,310	47,882	49,899	51,597	53,296	54,995
5	36,946	48,943	51,173	52,871	54,570	56,269
6	38,220	50,854	53,296	54,995	56,693	58,392
7	39,919	52,765	55,419	57,118	58,817	60,515
8	41,618	54,676	57,543	59,241	60,940	62,639
9	43,316	56,587	59,666	61,365	63,063	64,762
10	45,015	58,498	61,789	63,488	65,187	66,886
11	46,714	60,409	63,913	65,612	67,310	69,009
12	47,563	62,320	66,036	67,735	69,434	71,132
13		63,754	68,160	69,858	71,557	73,256
14		64,231	70,283	71,982	73,680	75,379
15			73,468	75,167	76,865	78,564
16			75,591	77,290	78,989	80,687
17			75,591	77,290	78,989	80,687
18			77,715	79,413	81,112	82,811
19			79,838	81,537	83,235	84,934
20			79,838	81,537	83,235	84,934
21			81,961	83,660	85,359	87,057
22			84,085	85,783	87,482	89,181
23			84,085	85,783	87,482	89,181
24			84,085	85,783	87,482	89,181
25			86,208	87,907	89,605	91,304
26			88,331	90,030	91,729	93,427
27			88,331	90,030	91,729	93,427
28			89,181	90,879	92,578	94,277
29			91,729	93,427	95,126	96,825
Over 29			93,427	95,126	96,825	98,523

**ARTICLE 20  
SALARY SCALES  
10-MONTH TEACHERS**

**FISCAL YEAR 2015 (Effective June 30, 2015)**

<b>GRADE</b>						
	<b>PD</b> (Provisional)	<b>A</b> (SPC)	<b>B</b> (BA/BS +30)	<b>C</b> (Masters)	<b>D</b> (MA/MS +30)	<b>E</b> (Doctorate)
<b>STEP</b>						
1	35,460	47,351	49,049	50,748	52,447	54,145
2	35,672	47,563	49,262	50,960	52,659	54,358
3	36,097	47,775	49,686	51,385	53,084	54,782
4	36,522	47,988	50,111	51,810	53,508	55,207
5	37,370	49,899	52,234	53,933	55,632	57,330
6	39,070	51,810	54,358	56,056	57,755	59,454
7	40,768	53,721	56,481	58,180	59,878	61,577
8	42,467	55,632	58,604	60,303	62,002	63,701
9	44,165	57,543	60,728	62,426	64,125	65,824
10	45,864	59,454	62,851	64,550	66,249	67,947
11	47,563	61,365	64,975	66,673	68,372	70,071
12		63,276	67,098	68,797	70,495	72,194
13		64,231	69,221	70,920	72,619	74,317
14			71,345	73,043	74,742	76,441
15			75,591	77,290	78,989	80,687
16			75,591	77,290	78,989	80,687
17			75,591	77,290	78,989	80,687
18			79,838	81,537	83,235	84,934
19			79,838	81,537	83,235	84,934
20			79,838	81,537	83,235	84,934
21			84,085	85,783	87,482	89,181
22			84,085	85,783	87,482	89,181
23			84,085	85,783	87,482	89,181
24			84,085	85,783	87,482	89,181
25			88,331	90,030	91,729	93,427
26			88,331	90,030	91,729	93,427
27			88,331	90,030	91,729	93,427
28			90,030	91,729	93,427	95,126
29			93,427	95,126	96,825	98,523

**ARTICLE 20  
SALARY SCALES  
11-MONTH TEACHERS**

**FISCAL YEAR 2015 (Effective July 1, 2014)**

GRADE						
	PD (Provisional)	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
STEP						
1	39,006	52,086	53,954	55,823	57,691	59,560
2	39,122	52,203	54,071	55,940	57,808	59,677
3	39,473	52,436	54,421	56,290	58,159	60,027
4	39,941	52,670	54,889	56,757	58,626	60,494
5	40,641	53,838	56,290	58,159	60,027	61,896
6	42,042	55,940	58,626	60,494	62,363	64,231
7	43,911	58,042	60,961	62,830	64,698	66,567
8	45,779	60,144	63,297	65,166	67,034	68,903
9	47,648	62,246	65,633	67,501	69,370	71,238
10	49,516	64,348	67,968	69,837	71,706	73,574
11	51,385	66,450	70,304	72,173	74,041	75,910
12	52,320	68,552	72,640	74,508	76,377	78,245
13		70,129	74,975	76,844	78,713	80,581
14		70,654	77,311	79,180	81,048	82,917
15			80,815	82,683	84,552	86,420
16			83,150	85,019	86,887	88,756
17			83,150	85,019	86,887	88,756
18			85,486	87,355	89,223	91,092
19			87,822	89,690	91,559	93,427
20			87,822	89,690	91,559	93,427
21			90,157	92,026	93,895	95,763
22			92,493	94,362	96,230	98,099
23			92,493	94,362	96,230	98,099
24			92,493	94,362	96,230	98,099
25			94,829	96,697	98,566	100,434
26			97,164	99,033	100,902	102,770
27			97,164	99,033	100,902	102,770
28			98,099	99,967	101,836	103,704
29			100,902	102,770	104,639	106,507
Over 29			102,770	104,639	106,507	108,376

**ARTICLE 20  
SALARY SCALES  
11-MONTH TEACHERS**

**FISCAL YEAR 2015 (Effective June 30, 2015)**

STEP	GRADE					
	PD (Provisional)	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
1	39,006	52,086	53,954	55,823	57,691	59,560
2	39,239	52,319	54,188	56,056	57,925	59,794
3	39,707	52,553	54,655	56,524	58,392	60,261
4	40,174	52,786	55,122	56,991	58,859	60,728
5	41,108	54,889	57,458	59,326	61,195	63,063
6	42,977	56,991	59,794	61,662	63,531	65,399
7	44,845	59,093	62,129	63,998	65,866	67,735
8	46,714	61,195	64,465	66,333	68,202	70,071
9	48,582	63,297	66,801	68,669	70,538	72,406
10	50,450	65,399	69,136	71,005	72,873	74,742
11	52,320	67,501	71,472	73,341	75,209	77,078
12		69,603	73,808	75,676	77,545	79,413
13		70,654	76,143	78,012	79,880	81,749
14			78,479	80,348	82,216	84,085
15			83,150	85,019	86,887	88,756
16			83,150	85,019	86,887	88,756
17			83,150	85,019	86,887	88,756
18			87,822	89,690	91,559	93,427
19			87,822	89,690	91,559	93,427
20			87,822	89,690	91,559	93,427
21			92,493	94,362	96,230	98,099
22			92,493	94,362	96,230	98,099
23			92,493	94,362	96,230	98,099
24			92,493	94,362	96,230	98,099
25			97,164	99,033	100,902	102,770
26			97,164	99,033	100,902	102,770
27			97,164	99,033	100,902	102,770
28			99,033	100,902	102,770	104,639
29			102,770	104,639	106,507	108,376

## **NOTES: ARTICLE 20, SALARY SCHEDULES - TEACHERS**

### (1) Salary Grades

PD – Provisional Degree Certificate

A – 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

- (2) 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.
- (3) 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 30<sup>th</sup> 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.
- (4) Instructional Team Leaders shall receive a supplement of \$2,500.
- (5) Teachers successfully completing the National Board of Professional Teaching Standards certification program (NBPTS) shall receive an annual supplement of \$2,000 each year their NBPTS certificate remains in good standing. The aforementioned supplement will be implemented at the beginning or the midpoint of the teacher's work year.
- (6) Speech and language pathologists who hold a Certificate of Clinical Competence from the American Speech and Hearing Association (ASHA) shall receive an annual supplement of \$3,000.
- (7) Employees did not receive an increment for the 2009-2010 school year. If a double increment is negotiated for a given fiscal year, the first increment will be implemented by eliminating the 1<sup>st</sup> step on the current scale and renumbering all other steps; (i.e. Step 2 becomes the new Step 1, Step 3 becomes the new Step 2, etc.)
- (8) Teachers must select a payment option (10 or 12 months) by June 30<sup>th</sup> of each year. Teachers who do not select an option by this date will be paid on a 12-month schedule.
- (9) Supplements referred to in (4), (5), and (6) above shall be included in the teacher's annual salary for retirement and life insurance purposes.

**ARTICLE 20  
SALARY SCALES  
OTHER CERTIFICATED STAFF**

**FISCAL YEAR 2015 (Effective July 1, 2014)**

PSYCHOLOGIST  
PUPIL PERSONNEL  
WORKER  
(10 MONTHS)

PSYCHOLOGIST  
PUPIL PERSONNEL  
WORKER  
(11 MONTHS)

COORDINATOR  
STAFF DEVELOPMENT FACILITATOR  
(12 MONTHS)

STEP	GRADE		
	I	II	III
1	66,373	73,011	78,320
2	68,033	74,836	80,312
3	71,351	78,486	84,294
4	74,670	82,137	88,276
5	77,989	85,787	92,259
6	81,307	89,438	96,241
7	84,626	93,088	100,224
8	87,944	96,739	104,206
9	91,263	100,389	108,188
10	94,582	104,040	112,171
11	96,241	105,865	114,162
12	97,569	107,359	115,821
13	98,896	108,852	117,481
14	98,896	108,852	117,481
15	101,219	111,507	120,301
Over 15	103,542	114,162	123,122

**ARTICLE 20  
SALARY SCALES  
OTHER CERTIFICATED STAFF**

**FISCAL YEAR 2015 (Effective June 30, 2015)**

PSYCHOLOGIST PUPIL PERSONNEL WORKER (10 MONTHS)	PSYCHOLOGIST PUPIL PERSONNEL WORKER (11 MONTHS)	COORDINATOR STAFF DEVELOPMENT FACILITATOR (12 MONTHS)
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STEP	GRADE		
	I	II	III
1	66,373	73,011	78,320
2	69,692	76,661	82,303
3	73,011	80,312	86,285
4	76,329	83,962	90,268
5	79,648	87,613	94,250
6	82,967	91,263	98,232
7	86,285	94,914	102,215
8	89,604	98,564	106,197
9	92,922	102,215	110,180
10	96,241	105,865	114,162
11	96,241	105,865	114,162
12	98,896	108,852	117,481
13	98,896	108,852	117,481
14	98,896	108,852	117,481
15	103,542	114,162	123,122

Note: The 10-month salary scale for school psychologists and pupil personnel workers can only be used for employees hired on or after July 1, 2010.

**NOTES: ARTICLE 20, SALARY SCHEDULES**

- A. Entry level placement on Schedule B 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.
  
- D. Teachers hired on or after April 1 shall not be eligible for any increment negotiated for the subsequent fiscal year.