

**ARTICLE 17  
SALARY SCALES  
SECRETARIES AND ASSISTANTS**

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

GRADE												
STEP	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII
1	13.41	13.65	14.15	14.76	15.39	16.02	16.44	16.62	16.92	17.72	18.55	19.44
2	13.54	13.79	14.31	14.91	15.54	16.18	16.61	16.81	17.07	17.92	18.77	19.66
3	13.82	14.07	14.63	15.22	15.87	16.54	16.97	17.21	17.47	18.33	19.21	20.12
4	14.11	14.36	14.96	15.53	16.22	16.90	17.35	17.61	17.92	18.78	19.67	20.60
5	14.52	14.82	15.42	16.02	16.72	17.42	17.91	18.20	18.56	19.45	20.37	21.34
6	15.12	15.43	16.05	16.70	17.43	18.18	18.69	19.03	19.44	20.36	21.33	22.35
7	15.74	16.07	16.74	17.42	18.20	18.98	19.53	19.92	20.36	21.33	22.35	23.42
8	16.39	16.76	17.46	18.18	18.99	19.82	20.42	20.83	21.33	22.35	23.42	24.54
9	17.08	17.49	18.22	18.98	19.83	20.70	21.34	21.79	22.35	23.42	24.54	25.73
10	17.80	18.25	19.02	19.82	20.71	21.62	22.31	22.81	23.42	24.54	25.73	26.96
11	18.57	19.03	19.85	20.70	21.64	22.59	23.33	23.88	24.54	25.73	26.96	28.25
12	19.15	19.65	20.50	21.38	22.35	23.34	24.12	24.70	25.42	26.64	27.92	29.26
13	19.55	20.10	20.97	21.85	22.85	23.87	24.66	25.30	26.03	27.27	28.60	29.98
14	20.01	20.58	21.48	22.37	23.40	24.44	25.27	25.94	26.70	27.99	29.32	30.73
15	20.49	21.06	21.98	22.91	23.97	25.02	25.88	26.57	27.37	28.69	30.07	31.47
16	20.79	21.38	22.31	23.27	24.35	25.39	26.29	27.00	27.82	29.14	30.55	32.00
17	20.96	21.57	22.50	23.47	24.56	25.62	26.51	27.24	28.07	29.41	30.83	32.31
18	21.20	21.82	22.75	23.73	24.82	25.89	26.77	27.52	28.35	29.71	31.12	32.61
19	21.54	22.16	23.08	24.06	25.15	26.22	27.11	27.85	28.69	30.05	31.46	32.95
20	21.93	22.55	23.49	24.48	25.58	26.66	27.56	28.30	29.15	30.52	31.95	33.45
21	22.31	22.95	23.90	24.91	26.03	27.13	28.05	28.81	29.67	31.07	32.52	34.06
Over 21	22.48	23.12	24.08	25.10	26.23	27.34	28.27	29.04	29.90	31.32	32.78	34.33

**ARTICLE 17  
SALARY SCALES  
SECRETARIES AND ASSISTANTS**

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

GRADE												
STEP	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII
1	13.41	13.65	14.15	14.76	15.39	16.02	16.44	16.62	16.92	17.72	18.55	19.44
2	13.67	13.94	14.47	15.06	15.69	16.35	16.78	17.01	17.22	18.12	18.99	19.89
3	13.97	14.21	14.79	15.38	16.05	16.74	17.16	17.42	17.72	18.55	19.44	20.35
4	14.24	14.51	15.12	15.69	16.39	17.06	17.53	17.81	18.13	19.00	19.91	20.85
5	14.80	15.12	15.72	16.35	17.06	17.79	18.29	18.59	18.99	19.89	20.84	21.83
6	15.43	15.74	16.39	17.05	17.81	18.58	19.10	19.47	19.89	20.84	21.83	22.88
7	16.06	16.41	17.09	17.79	18.59	19.38	19.97	20.37	20.84	21.83	22.88	23.96
8	16.73	17.12	17.83	18.58	19.39	20.25	20.87	21.29	21.83	22.88	23.96	25.12
9	17.43	17.86	18.61	19.38	20.26	21.16	21.82	22.29	22.88	23.96	25.12	26.34
10	18.18	18.63	19.43	20.25	21.17	22.09	22.81	23.33	23.96	25.12	26.34	27.58
11	18.95	19.44	20.28	21.16	22.10	23.08	23.85	24.42	25.12	26.34	27.58	28.91
12	19.34	19.87	20.72	21.60	22.59	23.60	24.39	24.99	25.71	26.93	28.26	29.60
13	19.77	20.33	21.21	22.09	23.10	24.13	24.94	25.61	26.36	27.61	28.93	30.36
14	20.26	20.84	21.74	22.65	23.70	24.75	25.60	26.27	27.04	28.36	29.72	31.10
15	20.71	21.29	22.21	23.16	24.25	25.29	26.16	26.87	27.70	29.02	30.42	31.85
16	20.87	21.48	22.41	23.37	24.46	25.50	26.41	27.12	27.94	29.27	30.69	32.16
17	21.04	21.66	22.59	23.57	24.66	25.73	26.62	27.36	28.19	29.55	30.96	32.46
18	21.36	21.98	22.91	23.89	24.98	26.05	26.93	27.68	28.51	29.87	31.28	32.77
19	21.71	22.33	23.26	24.24	25.33	26.40	27.28	28.03	28.86	30.22	31.63	33.12
20	22.15	22.77	23.72	24.72	25.83	26.92	27.83	28.58	29.44	30.83	32.26	33.78
Over 20	22.48	23.12	24.08	25.10	26.23	27.34	28.27	29.04	29.90	31.32	32.78	34.33

## Longevity

Longevity payments for regular service in the school system are as follows: \$.80 per hour for employees who have completed 20 or more years of regular service; \$.56 per hour for employees who have completed 15-19 years of regular service; \$.25 for employees who have completed 13-14 years of regular service. Employees hired prior to April 1 of a fiscal year will be granted a full year toward longevity. Longevity payments are not cumulative from year to year.

## National Association of Office Education Professionals Certification (NAOEP)

Eligible unit members who successfully complete NAOEP certification shall be paid a one-time stipend of \$500.00. The number of eligible employees to receive the stipend in any given year shall be limited to five (5).

## Health Assistants: Coverage of Emergency Healthcare Issues during Lunch

- A HCPSS Cluster Nurse will provide emergency health care coverage for 50% of the health assistants' scheduled lunch periods during each two-week period.
- On those days that the cluster nurse is not available to provide coverage for such emergencies, the health assistant will remain in the building during their scheduled lunch period.
- If a medical emergency arises during the health assistant's scheduled lunch period on such a day, the health assistant will respond to the situation and provide health care. Once the situation is addressed, the health assistant's lunch period will be extended by the period of interrupted time, to be taken during non-emergency time.
- Emergency health care situation/student symptoms that would result in the interruption of the health assistant's 30 minute duty-free lunch period include but are not limited to:
  - Anaphylactic reaction
  - Bleeding
  - Burns
  - Cardiac/heart distress; chest pain
  - Dental trauma
  - Drug/alcohol overdose/abuse
  - Exposure incidents-exchange of body fluids during fights, bites, etc.
  - Eye injury
  - Injury involving large bones (e.g. leg or arm)
  - Severe head, neck or back trauma; paralysis
  - Medication/treatment administration – emergency (Epi-Pen, Diastat, Glucagon, Nebulizer)
  - Pain – Severe abdominal pain for pregnant students
  - Poisoning
  - Psychiatric emergency
  - Respiratory distress
  - Seizure
  - Sexual assault/rape
  - Shock
  - Unconsciousness/unresponsiveness
- Health assistants will receive an additional 30 cents on their hourly rate as compensation to remain in the building during their duty-free lunch period.

**ARTICLE 17  
SALARY SCALES  
INTERPRETERS**

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

GRADE				
	A	B	C	D
STEP				
1	20.36	27.01	29.89	31.06
2	20.66	27.41	30.33	31.51
3	21.27	28.22	31.24	32.41
4	21.90	29.06	32.17	33.35
5	22.42	29.92	33.13	34.31
6	22.63	30.80	34.12	35.30
7	22.63	31.72	35.13	36.31
8	22.63	32.64	36.17	37.36
9	22.63	33.61	37.26	38.43
10	22.63	34.62	38.37	39.54
11	22.63	35.65	39.51	40.69
12	22.63	36.70	40.67	41.85
13	22.63	37.70	41.88	43.06
14	22.63	38.64	43.13	44.31
15	22.63	39.59	44.42	45.60
16	22.63	40.28	45.28	46.46
17	22.80	40.66	45.66	46.84
18	23.21	41.25	46.29	47.49
19	23.62	42.00	47.14	48.36
Over 19	23.80	42.34	47.53	48.75

**ARTICLE 17  
SALARY SCALES  
INTERPRETERS**

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

GRADE				
	A	B	C	D
STEP				
1	20.36	27.01	29.89	31.06
2	20.96	27.81	30.78	31.95
3	21.58	28.63	31.70	32.88
4	22.22	29.49	32.64	33.83
5	22.63	30.34	33.62	34.79
6	22.63	31.26	34.63	35.80
7	22.63	32.18	35.64	36.82
8	22.63	33.10	36.71	37.89
9	22.63	34.12	37.80	38.98
10	22.63	35.12	38.93	40.11
11	22.63	36.17	40.08	41.26
12	22.63	37.23	41.27	42.45
13	22.63	38.17	42.49	43.67
14	22.63	39.11	43.78	44.95
15	22.63	40.08	45.07	46.26
16	22.63	40.49	45.48	46.67
17	22.98	40.84	45.84	47.02
18	23.44	41.65	46.75	47.96
19	23.80	42.34	47.53	48.75

## Salary Grades

- A: Currently holds no certification but is working toward certification, or is a graduate of an interpreter training program, or holds a Bachelor's Degree in a related field.
- B: NAD Level 3 Generalist Certification; or passed either RID written exam or NIC Knowledge Written Test
- C: NAD Level 4 Advanced Certification; RID Certificate of Interpreting; RID Certificate of Transliteration; NIC Level 1 Certified and Level 2 Advanced Certification, NIC Certification (certified after 7/1/12), or Ed: K-12 Certification (EIPA 4.0).
- D: NAD Level 5 Master Certification; NIC Level 3 Master Certification; Any two certifications from Grade C.

## Notes

1. Employees who fail to complete education requirements remain at the same salary grade.
2. The interpreter designated as Program Head shall receive an additional \$1.00 per hour.
3. Freelance work by interpreters will be reimbursed at the rate of \$30.00 per hour for non-certificated Interpreters, \$35.00 per hour for certificated interpreters who meet the requirements of salary grade "C," and \$40 per hour for certificated interpreters who meet the requirements of salary grade "D."
4. Longevity payments for regular service in the school system are as follows: \$.80 per hour for employees who have completed 20 or more years of regular service; \$.56 per hour for employees who have completed 15-19 years of regular service; \$.25 for employees who have completed 13-14 years of regular service. 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.

**ARTICLE 17  
SALARY SCALES  
NURSES**

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

	School Based, Float Pool Hourly Rate	Cluster Nurse Hourly Rate
	A	B
STEP		
1	29.84	31.32
2	30.02	31.51
3	30.65	32.16
4	31.57	33.12
5	32.51	34.11
6	33.47	35.12
7	34.46	36.16
8	35.50	37.26
9	36.54	38.36
10	37.62	39.48
11	38.74	40.65
12	39.89	41.86
13	41.06	43.09
14	42.28	44.37
15	43.54	45.69
16	44.84	47.06
17	46.16	48.46
18	47.01	49.34
19	47.19	49.52
20	47.19	49.52
21	47.37	49.70
22	48.02	50.37
23	48.90	51.30
Over 23	49.30	51.72

**ARTICLE 17  
SALARY SCALES  
NURSES**

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

	School Based, Float Pool Hourly Rate	Cluster Nurse Hourly Rate
	A	B
STEP		
1	29.84	31.32
2	30.20	31.69
3	31.11	32.63
4	32.03	33.61
5	32.99	34.62
6	33.95	35.63
7	34.98	36.70
8	36.02	37.81
9	37.06	38.90
10	38.17	40.06
11	39.32	41.25
12	40.46	42.47
13	41.65	43.71
14	42.90	45.02
15	44.19	46.36
16	45.48	47.75
17	46.83	49.16
18	47.19	49.52
19	47.19	49.52
20	47.19	49.52
21	47.54	49.87
22	48.49	50.87
23	49.30	51.72

Notes

1. Longevity payments for regular service in the school system are as follows: \$.80 per hour for employees who have completed 20 or more years of regular service; \$.56 per hour for employees who have completed 15-19 years of regular service; \$.25 for employees who have completed 13-14 years of regular service. 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 shall receive an additional \$1.55 per hour.



**ARTICLE 17  
SALARY SCALES  
CENTRAL OFFICE TECHNICAL 10 MONTH**

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

		GRADE						
	20	21	22	23	24	25	26	27
STEP								
1	29,972	34,249	37,050	39,557	52,829	59,760	70,081	76,422
2	30,709	34,985	37,788	40,294	53,566	60,497	70,818	77,159
3	32,184	36,460	39,262	41,769	55,040	61,971	72,293	78,634
4	33,658	37,934	40,737	43,243	56,515	63,445	73,768	80,108
5	35,133	39,409	42,211	44,718	57,990	64,920	75,243	81,583
6	36,608	40,884	43,685	46,193	59,464	66,394	76,717	83,058
7	38,083	42,359	45,160	47,667	60,939	67,869	78,191	84,532
8	39,557	43,834	46,635	49,142	62,413	69,344	79,666	86,007
9	41,032	45,308	48,110	50,616	63,888	70,818	81,140	87,482
10	42,506	46,783	49,584	52,091	65,362	72,293	82,615	88,956
11	43,981	48,257	51,059	53,566	66,837	73,768	84,090	90,431
12	45,455	49,731	52,534	55,040	68,312	75,243	85,565	91,905
13	46,930	51,206	54,008	56,515	69,786	76,717	87,040	93,380
14	48,404	52,680	55,482	57,990	71,261	78,191	88,514	94,854
15	49,879	54,155	56,957	59,464	72,735	79,666	89,989	96,329
16	51,354	55,630	58,431	60,939	74,210	81,140	91,463	97,804
17	52,829	57,105	59,906	62,413	75,685	82,615	92,937	99,278
18	54,303	58,580	61,381	63,888	77,159	84,090	94,412	100,753
19	55,778	60,054	62,856	65,362	78,634	85,565	95,886	102,228
20	57,252	61,529	64,330	66,837	80,108	87,040	97,361	103,702
21	58,726	63,003	65,805	68,312	81,583	88,514	98,836	105,177
22	60,201	64,477	67,280	69,786	83,058	89,989	100,311	106,651
23	61,676	65,952	68,754	71,261	84,532	91,463	101,786	108,126
24	63,150	67,426	70,228	72,735	86,007	92,937	103,260	109,600
25	64,625	68,901	71,703	74,210	87,482	94,412	104,735	111,075
26	65,619	69,896	72,697	75,205	88,477	95,407	105,730	112,070
27	66,110	70,386	73,188	75,696	88,967	95,897	106,220	112,560
28	67,005	71,324	74,154	76,687	90,091	97,090	107,516	113,921
29	68,233	72,634	75,517	78,099	91,757	98,888	109,511	116,038
Over 29	68,798	73,239	76,147	78,751	92,531	99,726	110,443	117,028

**ARTICLE 17  
SALARY SCALES  
CENTRAL OFFICE TECHNICAL 10 MONTH**

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

		GRADE						
STEP	20	21	22	23	24	25	26	27
1	29,972	34,249	37,050	39,557	52,829	59,760	70,081	76,422
2	31,447	35,722	38,525	41,031	54,303	61,234	71,555	77,897
3	32,921	37,197	39,999	42,506	55,778	62,708	73,031	79,371
4	34,396	38,671	41,474	43,980	57,252	64,182	74,505	80,846
5	35,870	40,146	42,948	45,456	58,728	65,657	75,980	82,321
6	37,346	41,622	44,423	46,930	60,201	67,131	77,454	83,795
7	38,820	43,096	45,897	48,405	61,676	68,606	78,929	85,270
8	40,295	44,571	47,373	49,879	63,150	70,081	80,403	86,744
9	41,769	46,045	48,847	51,354	64,625	71,555	81,878	88,220
10	43,244	47,520	50,322	52,829	66,099	73,031	83,353	89,693
11	44,718	48,994	51,797	54,303	67,574	74,505	84,827	91,168
12	46,192	50,469	53,271	55,778	69,049	75,980	86,303	92,642
13	47,667	51,943	54,746	57,252	70,523	77,454	87,777	94,117
14	49,141	53,418	56,219	58,728	71,998	78,929	89,252	95,591
15	50,616	54,892	57,694	60,201	73,472	80,403	90,725	97,066
16	52,091	56,368	59,168	61,676	74,948	81,878	92,200	98,541
17	53,566	57,843	60,644	63,150	76,422	83,353	93,674	100,015
18	55,040	59,317	62,118	64,625	77,897	84,827	95,149	101,490
19	56,515	60,792	63,593	66,099	79,371	86,303	96,623	102,965
20	57,989	62,266	65,067	67,574	80,846	87,777	98,098	104,440
21	59,464	63,741	66,542	69,049	82,321	89,252	99,573	105,914
22	60,939	65,214	68,017	70,523	83,795	90,725	101,048	107,389
23	62,413	66,689	69,491	71,998	85,270	92,200	102,523	108,863
24	63,888	68,163	70,966	73,472	86,744	93,674	103,997	110,338
25	65,362	69,638	72,440	74,948	88,220	95,149	105,472	111,813
26	65,877	70,153	72,955	75,463	88,735	95,664	105,987	112,328
27	66,342	70,619	73,420	75,929	89,200	96,130	106,453	112,793
28	67,668	72,030	74,887	77,446	90,982	98,051	108,580	115,048
29	68,798	73,239	76,147	78,751	92,531	99,726	110,443	117,028

Notes

1. Network specialists will be provided a \$200.00 per year stipend for responding to after-hours calls.
2. Salaried personnel shall not be entitled to additional holiday pay other than as compensated in annual salary.

**ARTICLE 17  
SALARY SCALES  
CENTRAL OFFICE TECHNICAL, 12 MONTH**

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

GRADE								
	20	21	22	23	24	25	26	27
STEP								
1	35,902	41,033	44,395	47,404	63,330	71,647	84,034	91,642
2	36,645	41,776	45,138	48,147	64,073	72,390	84,777	92,385
3	38,131	43,263	46,625	49,633	65,560	73,876	86,263	93,872
4	39,617	44,749	48,112	51,119	67,046	75,363	87,750	95,358
5	41,104	46,235	49,598	52,606	68,533	76,850	89,237	96,845
6	42,590	47,722	51,084	54,093	70,019	78,336	90,723	98,332
7	44,077	49,209	52,571	55,579	71,505	79,822	92,209	99,818
8	45,564	50,695	54,057	57,066	72,990	81,308	93,695	101,304
9	47,050	52,181	55,544	58,552	74,477	82,794	95,182	102,790
10	48,536	53,668	57,031	60,038	75,964	84,280	96,669	104,277
11	50,022	55,154	58,517	61,524	77,450	85,767	98,155	105,763
12	51,509	56,641	60,003	63,011	78,937	87,254	99,641	107,250
13	52,996	58,128	61,489	64,498	80,423	88,740	101,127	108,737
14	54,482	59,614	62,975	65,984	81,909	90,226	102,613	110,223
15	55,969	61,100	64,462	67,471	83,396	91,713	104,100	111,709
16	57,455	62,586	65,948	68,957	84,883	93,199	105,586	113,195
17	58,941	64,073	67,435	70,443	86,369	94,686	107,073	114,682
18	60,428	65,560	68,921	71,930	87,855	96,173	108,559	116,169
19	61,914	67,046	70,407	73,416	89,342	97,659	110,046	117,655
20	63,400	68,533	71,893	74,902	90,828	99,145	111,532	119,142
21	64,886	70,019	73,380	76,388	92,315	100,632	113,018	120,628
22	66,373	71,505	74,867	77,875	93,802	102,118	114,505	122,114
23	67,859	72,990	76,353	79,361	95,288	103,605	115,992	123,601
24	69,345	74,477	77,840	80,848	96,774	105,091	117,478	125,088
25	70,832	75,964	79,326	82,335	98,260	106,578	118,964	126,574
26	71,833	76,965	80,327	83,335	99,261	107,578	119,965	127,575
27	72,411	77,542	80,904	83,913	99,838	108,156	120,542	128,152
28	73,457	78,639	82,035	85,073	101,159	109,559	122,070	129,755
29	74,791	80,072	83,532	86,628	103,019	111,578	124,327	132,157
Over 29	75,399	80,728	84,218	87,342	103,879	112,513	125,375	133,275

**ARTICLE 17  
SALARY SCALES  
CENTRAL OFFICE TECHNICAL, 12 MONTH**

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

GRADE								
	20	21	22	23	24	25	26	27
STEP								
1	35,902	41,033	44,395	47,404	63,330	71,647	84,034	91,642
2	37,388	42,519	45,881	48,890	64,816	73,133	85,520	93,128
3	38,874	44,006	47,369	50,376	66,303	74,619	87,006	94,615
4	40,361	45,492	48,855	51,863	67,789	76,107	88,493	96,101
5	41,847	46,978	50,341	53,349	69,276	77,593	89,980	97,588
6	43,333	48,466	51,828	54,836	70,762	79,079	91,466	99,075
7	44,820	49,952	53,314	56,322	72,247	80,565	92,952	100,561
8	46,307	51,438	54,800	57,809	73,734	82,051	94,439	102,047
9	47,793	52,924	56,287	59,295	75,221	83,537	95,925	103,534
10	49,279	54,411	57,774	60,781	76,707	85,023	97,412	105,020
11	50,766	55,897	59,260	62,268	78,193	86,511	98,898	106,507
12	52,252	57,384	60,746	63,755	79,680	87,997	100,384	107,993
13	53,739	58,871	62,233	65,241	81,166	89,483	101,870	109,480
14	55,226	60,357	63,718	66,728	82,652	90,970	103,356	110,966
15	56,712	61,843	65,205	68,214	84,140	92,456	104,843	112,452
16	58,198	63,330	66,691	69,700	85,626	93,942	106,330	113,939
17	59,684	64,816	68,178	71,186	87,112	95,430	107,816	115,426
18	61,171	66,303	69,664	72,673	88,599	96,916	109,303	116,912
19	62,657	67,789	71,150	74,159	90,085	98,402	110,789	118,399
20	64,143	69,276	72,637	75,645	91,571	99,888	112,275	119,885
21	65,630	70,762	74,124	77,132	93,058	101,375	113,761	121,371
22	67,116	72,247	75,610	78,618	94,545	102,862	115,249	122,857
23	68,602	73,734	77,097	80,104	96,031	104,348	116,735	124,345
24	70,088	75,221	78,583	81,591	97,517	105,835	118,221	125,831
25	71,576	76,707	80,069	83,078	99,004	107,321	119,708	127,317
26	72,091	77,222	80,584	83,593	99,519	107,836	120,223	127,832
27	72,730	77,862	81,224	84,232	100,158	108,475	120,862	128,472
28	74,183	79,417	82,846	85,914	102,160	110,643	123,278	131,039
29	75,399	80,728	84,218	87,342	103,879	112,513	125,375	133,275

Notes

1. Network specialists will be provided a \$200.00 per year stipend for responding to after-hours calls.
2. Salaried personnel shall not be entitled to additional holiday pay other than as compensated in annual salary.

**ARTICLE 17  
SALARY SCALES  
SCHOOL-BASED EMPLOYEES, 10 MONTH**

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

GRADE								
	20	21	22	23	24	25	26	27
STEP								
1	29,972	34,249	37,050	39,557	52,829	59,760	70,081	76,422
2	30,709	34,985	37,788	40,294	53,566	60,497	70,818	77,159
3	32,184	36,460	39,262	41,769	55,040	61,971	72,293	78,634
4	33,658	37,934	40,737	43,243	56,515	63,445	73,768	80,108
5	35,133	39,409	42,211	44,718	57,990	64,920	75,243	81,583
6	36,608	40,884	43,685	46,193	59,464	66,394	76,717	83,058
7	38,083	42,359	45,160	47,667	60,939	67,869	78,191	84,532
8	39,557	43,834	46,635	49,142	62,413	69,344	79,666	86,007
9	41,032	45,308	48,110	50,616	63,888	70,818	81,140	87,482
10	42,506	46,783	49,584	52,091	65,362	72,293	82,615	88,956
11	43,981	48,257	51,059	53,566	66,837	73,768	84,090	90,431
12	45,455	49,731	52,534	55,040	68,312	75,243	85,565	91,905
13	46,930	51,206	54,008	56,515	69,786	76,717	87,040	93,380
14	48,404	52,680	55,482	57,990	71,261	78,191	88,514	94,854
15	49,879	54,155	56,957	59,464	72,735	79,666	89,989	96,329
16	51,354	55,630	58,431	60,939	74,210	81,140	91,463	97,804
17	52,829	57,105	59,906	62,413	75,685	82,615	92,937	99,278
18	54,303	58,580	61,381	63,888	77,159	84,090	94,412	100,753
19	55,778	60,054	62,856	65,362	78,634	85,565	95,886	102,228
20	57,252	61,529	64,330	66,837	80,108	87,040	97,361	103,702
21	58,726	63,003	65,805	68,312	81,583	88,514	98,836	105,177
22	60,201	64,477	67,280	69,786	83,058	89,989	100,311	106,651
23	61,676	65,952	68,754	71,261	84,532	91,463	101,786	108,126
24	63,150	67,426	70,228	72,735	86,007	92,937	103,260	109,600
25	64,625	68,901	71,703	74,210	87,482	94,412	104,735	111,075
26	65,619	69,896	72,697	75,205	88,477	95,407	105,730	112,070
27	66,110	70,386	73,188	75,696	88,967	95,897	106,220	112,560
28	67,005	71,324	74,154	76,687	90,091	97,090	107,516	113,921
29	68,233	72,634	75,517	78,099	91,757	98,888	109,511	116,038
Over 29	68,798	73,239	76,147	78,751	92,531	99,726	110,443	117,028

**ARTICLE 17  
SALARY SCALES  
SCHOOL-BASED EMPLOYEES, 10 MONTH**

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

	GRADE							
	20	21	22	23	24	25	26	27
STEP								
1	29,972	34,249	37,050	39,557	52,829	59,760	70,081	76,422
2	31,447	35,722	38,525	41,031	54,303	61,234	71,555	77,897
3	32,921	37,197	39,999	42,506	55,778	62,708	73,031	79,371
4	34,396	38,671	41,474	43,980	57,252	64,182	74,505	80,846
5	35,870	40,146	42,948	45,456	58,728	65,657	75,980	82,321
6	37,346	41,622	44,423	46,930	60,201	67,131	77,454	83,795
7	38,820	43,096	45,897	48,405	61,676	68,606	78,929	85,270
8	40,295	44,571	47,373	49,879	63,150	70,081	80,403	86,744
9	41,769	46,045	48,847	51,354	64,625	71,555	81,878	88,220
10	43,244	47,520	50,322	52,829	66,099	73,031	83,353	89,693
11	44,718	48,994	51,797	54,303	67,574	74,505	84,827	91,168
12	46,192	50,469	53,271	55,778	69,049	75,980	86,303	92,642
13	47,667	51,943	54,746	57,252	70,523	77,454	87,777	94,117
14	49,141	53,418	56,219	58,728	71,998	78,929	89,252	95,591
15	50,616	54,892	57,694	60,201	73,472	80,403	90,725	97,066
16	52,091	56,368	59,168	61,676	74,948	81,878	92,200	98,541
17	53,566	57,843	60,644	63,150	76,422	83,353	93,674	100,015
18	55,040	59,317	62,118	64,625	77,897	84,827	95,149	101,490
19	56,515	60,792	63,593	66,099	79,371	86,303	96,623	102,965
20	57,989	62,266	65,067	67,574	80,846	87,777	98,098	104,440
21	59,464	63,741	66,542	69,049	82,321	89,252	99,573	105,914
22	60,939	65,214	68,017	70,523	83,795	90,725	101,048	107,389
23	62,413	66,689	69,491	71,998	85,270	92,200	102,523	108,863
24	63,888	68,163	70,966	73,472	86,744	93,674	103,997	110,338
25	65,362	69,638	72,440	74,948	88,220	95,149	105,472	111,813
26	65,877	70,153	72,955	75,463	88,735	95,664	105,987	112,328
27	66,342	70,619	73,420	75,929	89,200	96,130	106,453	112,793
28	67,668	72,030	74,887	77,446	90,982	98,051	108,580	115,048
29	68,798	73,239	76,147	78,751	92,531	99,726	110,443	117,028

Notes

1. Network specialists will be provided a \$200.00 per year stipend for responding to after-hours calls.
2. Salaried personnel shall not be entitled to additional holiday pay other than as compensated in annual salary.

**ARTICLE 17  
SALARY SCALES  
SCHOOL-BASED EMPLOYEES, 12 MONTH**

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

	GRADE							
	20	21	22	23	24	25	26	27
STEP								
1	35,902	41,033	44,395	47,404	63,330	71,647	84,034	91,642
2	36,645	41,776	45,138	48,147	64,073	72,390	84,777	92,385
3	38,131	43,263	46,625	49,633	65,560	73,876	86,263	93,872
4	39,617	44,749	48,112	51,119	67,046	75,363	87,750	95,358
5	41,104	46,235	49,598	52,606	68,533	76,850	89,237	96,845
6	42,590	47,722	51,084	54,093	70,019	78,336	90,723	98,332
7	44,077	49,209	52,571	55,579	71,505	79,822	92,209	99,818
8	45,564	50,695	54,057	57,066	72,990	81,308	93,695	101,304
9	47,050	52,181	55,544	58,552	74,477	82,794	95,182	102,790
10	48,536	53,668	57,031	60,038	75,964	84,280	96,669	104,277
11	50,022	55,154	58,517	61,524	77,450	85,767	98,155	105,763
12	51,509	56,641	60,003	63,011	78,937	87,254	99,641	107,250
13	52,996	58,128	61,489	64,498	80,423	88,740	101,127	108,737
14	54,482	59,614	62,975	65,984	81,909	90,226	102,613	110,223
15	55,969	61,100	64,462	67,471	83,396	91,713	104,100	111,709
16	57,455	62,586	65,948	68,957	84,883	93,199	105,586	113,195
17	58,941	64,073	67,435	70,443	86,369	94,686	107,073	114,682
18	60,428	65,560	68,921	71,930	87,855	96,173	108,559	116,169
19	61,914	67,046	70,407	73,416	89,342	97,659	110,046	117,655
20	63,400	68,533	71,893	74,902	90,828	99,145	111,532	119,142
21	64,886	70,019	73,380	76,388	92,315	100,632	113,018	120,628
22	66,373	71,505	74,867	77,875	93,802	102,118	114,505	122,114
23	67,859	72,990	76,353	79,361	95,288	103,605	115,992	123,601
24	69,345	74,477	77,840	80,848	96,774	105,091	117,478	125,088
25	70,832	75,964	79,326	82,335	98,260	106,578	118,964	126,574
26	71,833	76,965	80,327	83,335	99,261	107,578	119,965	127,575
27	72,411	77,542	80,904	83,913	99,838	108,156	120,542	128,152
28	73,457	78,639	82,035	85,073	101,159	109,559	122,070	129,755
29	74,791	80,072	83,532	86,628	103,019	111,578	124,327	132,157
Over 29	75,399	80,728	84,218	87,342	103,879	112,513	125,375	133,275

**ARTICLE 17  
SALARY SCALES  
SCHOOL-BASED EMPLOYEES, 12 MONTH**

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

	GRADE							
	20	21	22	23	24	25	26	27
STEP								
1	35,902	41,033	44,395	47,404	63,330	71,647	84,034	91,642
2	37,388	42,519	45,881	48,890	64,816	73,133	85,520	93,128
3	38,874	44,006	47,369	50,376	66,303	74,619	87,006	94,615
4	40,361	45,492	48,855	51,863	67,789	76,107	88,493	96,101
5	41,847	46,978	50,341	53,349	69,276	77,593	89,980	97,588
6	43,333	48,466	51,828	54,836	70,762	79,079	91,466	99,075
7	44,820	49,952	53,314	56,322	72,247	80,565	92,952	100,561
8	46,307	51,438	54,800	57,809	73,734	82,051	94,439	102,047
9	47,793	52,924	56,287	59,295	75,221	83,537	95,925	103,534
10	49,279	54,411	57,774	60,781	76,707	85,023	97,412	105,020
11	50,766	55,897	59,260	62,268	78,193	86,511	98,898	106,507
12	52,252	57,384	60,746	63,755	79,680	87,997	100,384	107,993
13	53,739	58,871	62,233	65,241	81,166	89,483	101,870	109,480
14	55,226	60,357	63,718	66,728	82,652	90,970	103,356	110,966
15	56,712	61,843	65,205	68,214	84,140	92,456	104,843	112,452
16	58,198	63,330	66,691	69,700	85,626	93,942	106,330	113,939
17	59,684	64,816	68,178	71,186	87,112	95,430	107,816	115,426
18	61,171	66,303	69,664	72,673	88,599	96,916	109,303	116,912
19	62,657	67,789	71,150	74,159	90,085	98,402	110,789	118,399
20	64,143	69,276	72,637	75,645	91,571	99,888	112,275	119,885
21	65,630	70,762	74,124	77,132	93,058	101,375	113,761	121,371
22	67,116	72,247	75,610	78,618	94,545	102,862	115,249	122,857
23	68,602	73,734	77,097	80,104	96,031	104,348	116,735	124,345
24	70,088	75,221	78,583	81,591	97,517	105,835	118,221	125,831
25	71,576	76,707	80,069	83,078	99,004	107,321	119,708	127,317
26	72,091	77,222	80,584	83,593	99,519	107,836	120,223	127,832
27	72,730	77,862	81,224	84,232	100,158	108,475	120,862	128,472
28	74,183	79,417	82,846	85,914	102,160	110,643	123,278	131,039
29	75,399	80,728	84,218	87,342	103,879	112,513	125,375	133,275

Notes

1. Network specialists will be provided a \$200.00 per year stipend for responding to after-hours calls.
2. Salaried personnel shall not be entitled to additional holiday pay other than as compensated in annual salary.



**ARTICLE 17  
SALARY SCALES  
FOOD AND NUTRITION SERVICE ASSISTANTS**

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

STEP	GRADE	
	II	III
1	11.96	12.63
2	12.17	12.88
3	12.61	13.35
4	13.06	13.83
5	13.53	14.34
6	14.03	14.86
7	14.54	15.40
8	15.06	15.95
9	15.60	16.54
10	16.19	17.14
11	16.78	17.78
12	17.40	18.43
13	18.03	19.10
14	18.69	19.81
15	19.26	20.40
16	19.66	20.81
17	20.03	21.19
18	20.38	21.57
Over 18	20.53	21.73

**SALARY SCALES  
FOOD AND NUTRITION SERVICE ASSISTANTS**

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

STEP	GRADE	
	II	III
1	11.96	12.63
2	12.39	13.12
3	12.83	13.58
4	13.29	14.08
5	13.78	14.60
6	14.28	15.13
7	14.80	15.67
8	15.32	16.24
9	15.89	16.83
10	16.48	17.45
11	17.09	18.11
12	17.71	18.75
13	18.35	19.46
14	19.02	20.17
15	19.49	20.63
16	19.84	20.98
17	20.23	21.40
18	20.53	21.73

Longevity

1. Food and Nutrition service workers with 13-14 years of regular service in the Howard County Public School System will receive an additional \$.25 per hour.
2. Food and Nutrition service workers with 15-19 years of regular service in the Howard County Public School System will receive an additional \$.56 per hour.
3. Food and Nutrition service workers with 20 or more years of regular service in the Howard County Public School System will receive an additional \$.80 per hour.
4. Employees hired before April 1 of a fiscal year will be granted a full year toward longevity.
5. Longevity payments are not cumulative from year to year.