
Notes: Article 20, Salary Schedules - Teachers

A. Salary Grades

- A – Conditional Certificate and 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

B. Teachers who are currently on the provisional degree scale, Schedule A, Step 10-12, or above, shall continue to receive negotiated salary increases until they move to another scale or leave the school system.

C. Industry & Trades Teachers

Industry & Trades teachers with an APC shall be eligible for grade advancements beyond Grade B as follows:

- APC plus 15 credits from an MSDE pre-approved program of study equal Grade C, the Master’s Degree grade
- APC plus 45 credits from an MSDE pre-approved program of study equal Grade D, the Master’s Degree plus 30 grade

D. ~~C.~~ 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 30th 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. A teacher who has not made an initial selection will be paid on a 12-month schedule. when that becomes possible.

E. ~~D.~~ Instructional Team Leaders shall receive a supplement of ~~\$2,500~~ \$3,000. Every year, starting in FY25, the supplement will increase by the same COLA applied to the 10-month teacher salary scale.

F. ~~E.~~ Teachers successfully completing the National Board of Professional Teaching Standards certification program (NBPTS), also known as National Board Certified Teachers (NBCTs), who are not primarily responsible and accountable for teaching students in the classroom, shall receive an annual supplement of \$2,000 each year their NBPTS certificate remains in good standing.

In accordance with the Blueprint law, teachers successfully completing the National Board of Professional Teaching Standards certification program (NBPTS), also known as National Board-Certified Teachers (NBCTs), who are primarily responsible and accountable for teaching students in the classroom, shall receive an annual supplement of \$10,000 each year their NBPTS certificate remains in good standing. Additionally, NBCTs who teach at schools that are low performing, as defined by the Blueprint law, shall receive an additional annual supplement of \$7,000. The NBCT will continue to receive this supplement even if the school ceases to be low-performing while the

teacher is at the school. This determination will be made on or before July 1 for the following school year.

The aforementioned supplement will be ~~dispersed throughout the~~ **dispersed throughout the** implemented at the beginning or the midpoint of the teacher's work year. ~~If the teacher achieves NBCT during their work year, the supplement will be implemented and prorated for the remainder of the year. If the teacher loses their NBCT during their work year, the supplement will be discontinued for the remainder of the year.~~ **If the teacher achieves NBCT during their work year, the supplement will be implemented and prorated for the remainder of the year. If the teacher loses their NBCT during their work year, the supplement will be discontinued for the remainder of the year.** If the Blueprint law changes the parties shall revise the supplement to align with any changes.

- G. **School counselors who opt to complete the National School Counselors Certification (NSCC) program instead of the NBPTS/NBCT program shall receive an annual supplement of \$2,000.**
- H. ~~F.~~ **Audiologists and** Speech and language pathologists who hold a Certificate of Clinical Competence from the American Speech and Hearing Association (ASHA), **Physical Therapists who pass the National Physical Therapy Exam (NPTE), BCBA's who are certified through the Behavior Analyst Certification Board (BACB) and Occupational Therapists who hold a National Board for Certification in Occupational Therapy (NBCOT) shall receive an annual supplement of \$3,000.**
- I. ~~G.~~ Supplements referred to in - (E), ~~and~~ (F), **(G), and (H)** above shall be included in the teacher's annual salary for retirement and life insurance purposes and will be awarded proportionally if said supplement is earned during the course of a school year.
- J. ~~H.~~ For purposes of payroll calculation, the professional salary schedule is based on a ~~seven~~**eight**-hour workday.
- K. ~~I.~~ Personnel employed for work, which is an extension of normal teaching duties, beyond the normal school year, shall be compensated on a prorated sum based on the salary normally received if such work and rate of compensation are not provided in this agreement.
- L. ~~J.~~ Summer School:

HCPSS personnel employed for summer school shall be paid an hourly rate, which is based on their current salary **excluding any stipends or supplements** (Example: 10-month salary is \$58,000; hourly rate would be \$58,000/1365 hours = \$42.49 hourly rate).

Teachers working in summer programs that run 20 or more calendar days will accrue one (1) day of sick leave.

HCPSS employees working in "COVID Recovery" summer programs will receive a \$1,000 incentive payment after completion of the programs. This incentive will expire at the conclusion of recovery programs associated with the COVID-19 pandemic.

M. Programs Outside the Duty Day:

HCPSS personnel employed in after-school extension programs, curriculum writing, or leading workshops shall be paid a rate of \$45 per hour. HCPSS personnel who attend workshops will be paid a rate of \$30 per hour. Every year, starting in FY25, the rate will increase by the same COLA applied to the 10-month teacher salary scale.

Notes: Article 20, Salary Schedules

- A. Entry level placement on Grade II or Grade III 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.
1. Upon payment of tuition, a non-resident student whose parent is a school-based HCPSS .5 or greater full-time equivalent employee may be admitted to the HCPSS and enrolled in the school to which the parent is assigned or into a school within a prescribed feeder pattern cluster. If the employee leaves a .5 or greater full-time equivalent employment, the non-resident student may complete the current school year.
 2. Upon payment of tuition, a non-resident student whose parent is a non-school-based .5 or greater full-time equivalent represented by the Howard County Education Association, may be admitted to the HCPSS and enrolled into a school within the prescribed feeder pattern cluster as determined by HCPSS. If the employee leaves .5 or greater full-time equivalent employment, the non-resident student may complete the current school year only.
- A resident student whose parent is a .5 or greater full-time equivalent, school-based HCPSS employee may be enrolled in the school to which the parent is assigned or into a school within a prescribed feeder pattern cluster.
- A resident or non-resident student who is the child of a HCPSS employee requesting reassignment must maintain enrollment in the school where assigned during a given school year. The student can attend the reassigned school and the associated feeder cluster schools through the student's entire education as long as the parent remains an employee at the work location where the reassignment was granted.
- D. Teachers hired on or after April 1 shall not be eligible for any increment negotiated for the subsequent fiscal year.
- E. Paraeducators who are or were employed as paraeducators with the Howard County Public School System will be granted service credit not to exceed ten (10) years for the purpose of placement on the Teachers Salary Scale, if and when they become Howard County teachers. This provision only applies to paraeducators hired beginning in FY08.

Notes: Article 20, Other Certificated Staff

Entry level placement on Grade II or Grade III 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.

Interscholastic Athletics Coaches’/Advisors’ Stipends,

The assignment of coaches/advisors will follow the procedures outlined in the HCPSS policy on the Selection of Coaches and Advisors of High School Extracurricular Activities, unless stated otherwise in this agreement. Acceptance of such assignment shall be voluntary and for a single season for coaches or a single school year for advisors. A coach/advisor will be notified by the Superintendent/ designee no later than 60 days after the completion of the activity if they will be the coach/ advisor the following year.

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.

Every year, starting in FY25, the stipends will increase by the same COLA applied to the 10-month teacher salary scale.

() - Number of positions per high school

High School

SPORT	STIPEND
Allied Sports	
Bowling (1)	\$2,520
Soccer (1)	\$2,520
Softball (1)	\$2,520
Baseball	
Varsity, (1)	\$4,710
Junior Varsity (1)	\$3,115
Basketball – Boys	
Varsity (1)	\$4,710

Junior Varsity (1)	\$3,115
Basketball – Girls	
Varsity (1)	\$4,710
Junior Varsity (1)	\$3,115
Cheerleading	
Fall Varsity (1)	\$4,710
Fall Junior Varsity (1)	\$3,115
Winter Varsity (1)	\$4,710
Winter Junior Varsity (1)	\$3,115
Cross Country	
Varsity (2)	\$4,710
Field Hockey	
Varsity (1)	\$4,710
Junior Varsity (1)	\$3,115
Football	
Varsity, head coach (1)	\$5,925
Varsity, assistant (2)	\$4,390
Junior Varsity (2)	\$4,390
Golf	
Varsity (1)	\$4,710
Indoor Track – Boys	
Varsity (1)	\$4,710
Indoor Track – Girls	
Varsity (1)	\$4,710
Lacrosse – Boys	
Varsity (1)	\$4,710
Assistant (1)	\$3,115
Junior Varsity (1)	\$3,115
Lacrosse – Girls	
Varsity (1)	\$4,710
Assistant (1)	\$3,115
Junior Varsity (1)	\$3,115
Outdoor Track – Boys	
Varsity (1)	\$4,710
Assistant (1)	\$3,115
Outdoor Track – Girls	
Varsity (1)	\$4,710
Assistant (1)	\$3,115
Soccer-Boys	

Varsity (1)	\$4,710
Junior Varsity (1)	\$3,115
Soccer-Girls	
Varsity (1)	\$4,710
Junior Varsity (1)	\$3,115
Softball	
Varsity (1)	\$4,710
Junior Varsity (1)	\$3,115
Tennis	
Varsity (1)	\$4,710
Volleyball	
Varsity (1)	\$4,710
Junior Varsity (1)	\$3,115
Freshman (1)	\$3,115
Wrestling	
Varsity (1)	\$4,710
Junior Varsity (1)	\$3,115

ACTIVITY* Orchestra directors only assigned .5 to one school will receive half the stipend amount.	STIPEND
Graduation Coordinator (1)	\$1,750
ATHS (1) (National Technical Honor Society)	\$2,080
Band Front (1)	\$2,080
CTSO (1) (Career & Technology Student Org.)	\$2,080
FIRST Robotics (1)	\$2,080
Future Educators Rising of America (1)	\$2,080
It's Academic (1)	\$2,080
Junior Class Advisor (1)	\$2,080
Math Team (1)	\$2,080
Mock Trial (1)	\$2,080
National Honor Society (1)	\$2,080
National Art Honor Society (1)	\$2,080
National Math Honor Society (1)	\$2,080
National Science Honor Society (1)	\$2,080
National Spanish Honor Society (1)	\$2,080
Newspaper (1)	\$2,080
Pom Poms (1)	\$2,080
Speech/NFL (National Forensic League) (1)	\$2,080

Student Council (1)	\$2,080
Senior Class Advisor (1)	\$2,630
Yearbook (1)	\$2,630
Dance (1)	\$3,150
Music; Orchestra (1)*	\$3,150*
Vocal Music (1)	\$3,150
Dramatics (1)	\$3,900
Music; Instrumental (1)	\$3,900
Stage Production (1; 2 productions)	\$3,900

*Orchestra directors only assigned .5 to one school will receive half the stipend amount.

Middle School/Elementary Schools

A. Intramural and Co-curricular Activities

Middle school intramural and co-curricular sponsors will be compensated ~~\$375~~ \$450 per activity as approved by the Superintendent/designee.

B. Elementary/Middle School Advisors Stipends

ACTIVITY	STIPEND
Band Director	\$480
Chorus Director	\$480
Orchestra Director	\$480

Notes: Article 20, Salaries

~~Acceptance of such assignment shall be voluntary and for a single season. A coach/advisor will be notified by the Superintendent/ designee no later than 60 days after the completion of the activity if they will be the coach/ advisor the following year.~~

~~A. Intramural and Co-curricular Activities Middle school intramural and co-curricular sponsors will be compensated \$375 per activity as approved by the Superintendent/designee.~~

A. B. Part-Time Teachers

- a. A part-time teacher is a teacher assigned to one of the part-time teacher salary categories noted below:

Part-time Teacher Salary Category	Number of Instructional Minutes in Teacher Work Day	Number of Planning Minutes in Teacher Work Day	Number of Duty Free Lunch Minutes in Teacher Work Day	Number of TOTAL Minutes in Teacher Work Day
0.50	173	40	30	243
0.55	194	40	30	264
0.60	215	40	30	285
0.65	236	40	30	306
0.70	253	45	30	328
0.75	269	50	30	349
0.80	290	50	30	370
0.85	311	50	30	391
0.90	333	50	30	413

- b. ~~2.~~ A 30-minute lunch period and planning time, as referenced in the chart above, will be provided for teachers assigned to a .5 and higher position.
- c. ~~3.~~ A part-time teacher’s salary will be computed based on the percentage of instructional time and any other assigned responsibilities scheduled during the regular school day.
- d. ~~4.~~ The percentage of any sick and personal leave will be consistent with the percentage of the assignment.
- e. ~~5.~~ Reimbursement for health benefits for a part-time teacher, .5 and above is outlined in Article 22, Insurance Protection.
- f. ~~6.~~ Salary category .90 shall not be used to develop a teaching schedule in any four-period day high school unless the tenured teacher voluntarily selects the .90 category designation.

- B.** 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.

- i. Upon payment of tuition, a non-resident student whose parent is a school-based HCPSS
 - ii. .5 or greater full-time equivalent employee may be admitted to the HCPSS and enrolled in the school to which the parent is assigned or into a school within a prescribed feeder pattern cluster. If the employee leaves a .5 or greater full-time equivalent employment, the non-resident student may complete the current school year.
 - iii. Upon payment of tuition, a non-resident student whose parent is a non-school-based .5 or greater full-time equivalent represented by the Howard County Education Association, may be admitted to the HCPSS and enrolled into a school within the prescribed feeder pattern cluster as determined by HCPSS. If the employee leaves .5 or greater full-time equivalent employment, the non-resident student may complete the current school year only.
 - iv. A resident student whose parent is a .5 or greater full-time equivalent, school-based HCPSS employee may be enrolled in the school to which the parent is assigned or into a school within a prescribed feeder pattern cluster.
 - v. A resident or non-resident student who is the child of a HCPSS employee requesting reassignment must maintain enrollment in the school where assigned during a given school year. The student can attend the reassigned school and the associated feeder cluster schools through the student's entire education as long as the parent remains an employee at the work location where the reassignment was granted.
- C.** Teachers hired on or after April 1 shall not be eligible for any increment negotiated for the subsequent fiscal year.
- D.** Paraeducators who are or were employed as paraeducators with the Howard County Public School System will be granted service credit not to exceed ten (10) years for the purpose of placement on the Teachers Salary Scale, if and when they become Howard County teachers. This provision only applies to paraeducators hired beginning in FY08.