

Notes: Secretaries, Assistants, Clerks – Hourly

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 ten (10).

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.

Health Assistants: Telemedicine

Health assistants who work with telemedicine at school-based wellness centers shall receive an additional \$1.00 per hour.

Paraeducators Assigned to Title I 4 Schools

Paraeducators assigned to Title I 4 schools will receive \$0.25 more per hour if they have attained Para Pro certification, an Associate's Degree in a related area of education, or 48 credit hours in a related area of education.

Paraeducators Assigned to Specialized Programs:

Paraeducators assigned to the following specialized programs or schools will receive \$1.50 more per hour:

- RECC Level: all MINC and PALS programs
- Elementary School Level: all regional UL & PL, regional ALS, and regional ED programs
- Middle School Level: all regional ALS, regional ED, and local ALS programs
- High School Level: all regional ALS, regional ED, and local ALS programs
- Cedar Lane
- The Bridges Program
- Any other programs/schools identified by the Superintendent's designee

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**.

Employees 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.

Programs Outside the Duty Day (HCEA and HCPSS agree to this language, but we need attorneys from both sides to discuss the legality of this language under the Fair Labor Standards Act)

HCPSS personnel employed in after-school extension programs shall be paid a rate of **\$25** per hour when working as a paraeducator, or \$40 per hour when working as a teacher. HCPSS personnel shall be paid a rate of \$25 per hour for attending workshops, or \$40 per hour when leading workshops. Every year, starting in FY25, the rates will increase by the same COLA applied to the Secretaries, Assistants, Clerks salary scale.

Interpreters - Hourly

Salary Grades

Grade A: Graduate of an Interpreter Training Program (ITP) or holds a Bachelor's Degree in a related field

Grade B: Has passed a national interpreter written knowledge exam (NIC Knowledge Exam, CASLI Generalist Knowledge Exam); or passed the EIPA written exam or NAD exam

Grade C: NIC Certification (all levels except NIC Level 3 Master Certification); EIPA written and performance exam score of at least 3.7 or if MD legislature changes; or RID Certification (all levels except NAD Level 5 Master Certification)

Grade D: Any two national certifications/qualifications from level C or a Master's level certification (NIC Level 3 Master Certification; NAD Level 5 Master Certification)

Notes: Interpreters - Hourly

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 \$1.50 per hour.

~~Freelance work by interpreters~~ Work performed outside the duty day will be reimbursed at the rate of \$35 per hour for non-certificated Interpreters, \$40 per hour for certificated interpreters who meet the requirements of salary grade "C," and \$45 per hour for certificated interpreters who meet the requirements of salary grade "D." Every year, starting in FY25, the rates will increase by the same COLA applied to the Interpreters salary scale.

- ~~1. Longevity payments for regular service in the Howard County Public School System are as follows:
 \$1.00 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.
 (moved to another section)~~

Notes: Nurses – Hourly

- ~~1. Longevity payments for regular service in the Howard County Public School System are as follows: \$1.00 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.~~
1. Lead cluster nurses and Telemedicine nurses shall receive an additional \$1.55 per hour.
2. 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. ~~(This provision will be effective July 1, 2016.)~~

Notes: All Hourly Support Personnel

Longevity

1. Hourly Support Personnel with 13-14 years of regular service in the Howard County Public School System will receive an additional \$.25 per hour.
2. Hourly Support Personnel with 15-19 years of regular service in the Howard County Public School System will receive an additional \$.56 per hour.
3. Hourly Support Personnel with 20 or more years of regular service in the Howard County Public School System will receive an additional \$1.00 per hour.
4. Hourly Support Personnel 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

Field Trips

All hourly employees that go on extended-day field trips will receive their hourly rate of pay, which includes any earned longevity, and any applicable overtime.

10 Month Technical Central Office and School Based - Salary

Notes

- ~~1. Network specialists will be provided a \$200.00 per year stipend for responding to after-hours calls. (no longer applicable)~~
2. Salaried personnel shall not be entitled to additional holiday pay other than as compensated in annual salary.

12 Month Technical Central Office and School Based

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.

Food and Nutrition Services Assistants

~~Longevity~~ (moved to another section)

- ~~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 \$1.00 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~~

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)	\$1750
ATHS (1) (National Technical Honor Society)	\$2080
Band Front (1)	\$2080
CTSO (1) (Career & Technology Student Org.)	\$2080
FIRST Robotics (1)	\$2080
Educators Rising (1)	\$2080
It's Academic (1)	\$2080
Junior Class Advisor (1)	\$2080
Math Team (1)	\$2080
Mock Trial (1)	\$2080
National Honor Society (1)	\$2080
National Art Honor Society (1)	\$2080
National Math Honor Society (1)	\$2080
National Science Honor Society (1)	\$2080
National Spanish Honor Society (1)	\$2080
Newspaper (1)	\$2080
Pom Poms (1)	\$2080

Speech/NFL (National Forensic League) (1)	\$2080
Student Council (1)	\$2080
Senior Class Advisor (1)	\$2630
Yearbook (1)	\$2630
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 \$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

