

The parties agree in subsequent years that the intent is not to further compress the beginning of the scale, but instead to reach compliance with the Blueprint legislation via increasing the COLA.

### 10-Month Teachers (195 Days)

Fiscal Year 2024 (Effective July 1, 2023)

Step	Grade				
	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
4	\$58,477	\$61,563	\$63,456	\$65,348	\$67,241
5	\$60,116	\$63,781	\$65,674	\$67,567	\$69,460
6	\$61,755	\$66,000	\$67,893	\$69,786	\$71,679
7	\$63,393	\$68,219	\$70,112	\$72,004	\$73,897
8	\$65,032	\$70,437	\$72,330	\$74,223	\$76,116
9	\$66,671	\$72,656	\$74,549	\$76,442	\$78,335
10	\$68,310	\$74,875	\$76,768	\$78,660	\$80,553
11	\$69,949	\$77,094	\$78,987	\$80,880	\$82,773
12	\$71,588	\$79,312	\$81,205	\$83,098	\$84,991
13		\$81,531	\$83,424	\$85,316	\$87,209
14		\$83,750	\$85,643	\$87,536	\$89,429
15		\$85,968	\$87,861	\$89,754	\$91,647
16		\$88,188	\$90,081	\$91,973	\$93,866
17		\$90,406	\$92,299	\$94,192	\$96,085
18		\$92,624	\$94,517	\$96,410	\$98,303
19		\$94,844	\$96,737	\$98,629	\$100,522
20		\$97,062	\$98,955	\$100,848	\$102,741
21		\$99,280	\$101,173	\$103,066	\$104,959
22		\$101,500	\$103,393	\$105,285	\$107,178
23		\$103,718	\$105,611	\$107,504	\$109,397
24		\$105,938	\$107,830	\$109,723	\$111,616
25		\$108,156	\$110,049	\$111,941	\$113,834

## 10-Month Special Education Teachers and Related Service Providers (197 Days)

Fiscal Year 2024 (Effective July 1, 2023)

Step	Grade				
	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
4	\$59,076	\$62,194	\$64,107	\$66,018	\$67,931
5	\$60,732	\$64,435	\$66,348	\$68,260	\$70,172
6	\$62,389	\$66,678	\$68,589	\$70,502	\$72,414
7	\$64,044	\$68,919	\$70,830	\$72,743	\$74,655
8	\$65,700	\$71,160	\$73,072	\$74,984	\$76,897
9	\$67,356	\$73,401	\$75,314	\$77,226	\$79,138
10	\$69,011	\$75,643	\$77,555	\$79,467	\$81,380
11	\$70,667	\$77,885	\$79,797	\$81,709	\$83,621
12	\$72,323	\$80,126	\$82,038	\$83,951	\$85,862
13		\$82,367	\$84,280	\$86,192	\$88,104
14		\$84,609	\$86,521	\$88,433	\$90,346
15		\$86,850	\$88,763	\$90,674	\$92,587
16		\$89,092	\$91,004	\$92,917	\$94,828
17		\$91,333	\$93,245	\$95,158	\$97,070
18		\$93,575	\$95,487	\$97,399	\$99,312
19		\$95,816	\$97,729	\$99,640	\$101,553
20		\$98,057	\$99,970	\$101,883	\$103,794
21		\$100,300	\$102,211	\$104,124	\$106,036
22		\$102,541	\$104,453	\$106,365	\$108,278
23		\$104,782	\$106,695	\$108,606	\$110,519
24		\$107,023	\$108,936	\$110,848	\$112,760
25		\$109,266	\$111,177	\$113,090	\$115,002

## 11-Month Teachers (215 Days)

Fiscal Year 2024 (Effective July 1, 2023)

Step	Grade				
	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
4	\$64,475	\$67,877	\$69,964	\$72,051	\$74,138
5	\$66,282	\$70,323	\$72,410	\$74,497	\$76,584
6	\$68,089	\$72,770	\$74,857	\$76,944	\$79,031
7	\$69,895	\$75,216	\$77,303	\$79,389	\$81,476
8	\$71,702	\$77,661	\$79,748	\$81,835	\$83,922
9	\$73,509	\$80,108	\$82,195	\$84,282	\$86,369
10	\$75,317	\$82,554	\$84,641	\$86,728	\$88,815
11	\$77,124	\$85,001	\$87,088	\$89,175	\$91,262
12	\$78,931	\$87,447	\$89,534	\$91,621	\$93,708
13		\$89,893	\$91,980	\$94,067	\$96,154
14		\$92,340	\$94,427	\$96,514	\$98,601
15		\$94,786	\$96,873	\$98,960	\$101,047
16		\$97,233	\$99,320	\$101,407	\$103,494
17		\$99,679	\$101,766	\$103,852	\$105,939
18		\$102,124	\$104,211	\$106,298	\$108,385
19		\$104,571	\$106,658	\$108,745	\$110,832
20		\$107,017	\$109,104	\$111,191	\$113,278
21		\$109,463	\$111,550	\$113,637	\$115,724
22		\$111,910	\$113,997	\$116,084	\$118,171
23		\$114,356	\$116,443	\$118,530	\$120,617
24		\$116,803	\$118,890	\$120,977	\$123,064
25		\$119,249	\$121,336	\$123,423	\$125,510

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

F. 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 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 Blueprint law changes the parties shall revise the supplement to align with any changes.

- G. School Counselors who opt to complete the National Board Certified Counselor (NBCC) program instead of the NBPTS/NBCT program shall receive an annual supplement of \$2000.
- H. 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. Supplements referred to in (E), (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. For purposes of payroll calculation, the professional salary schedule is based on a seven-hour workday.
- K. 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. 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.

## Other Certificated Staff

Fiscal Year 2024 (Effective July 1, 2023)

Step	Grade		
	Psychologist PPW 10 Months	Psychologist PPW 11 Months	Coordinator Staff Dvlp. Facilitator 12 Months
	Grade I	Grade II	Grade III
1	\$78,058	\$85,864	\$92,184
2	\$81,736	\$89,906	\$96,589
3	\$85,413	\$93,947	\$100,994
4	\$89,090	\$97,989	\$105,402
5	\$92,767	\$102,030	\$109,807
6	\$96,444	\$106,073	\$114,214
7	\$100,122	\$110,114	\$118,619
8	\$103,799	\$114,156	\$123,026
9	\$107,477	\$118,197	\$127,432
10	\$111,154	\$122,238	\$131,838
11	\$114,832	\$126,281	\$136,245
12	\$119,318	\$131,212	\$141,620

### 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.