

HCEA Certificated Tentative Agreement for Membership Vote

April 2025

Changes to the current contract are in red. Sections or clauses with no changes are not listed below.

ARTICLE 20: SALARIES

3 -year agreement:

- FY 26 (next year): A Step raise for all eligible employees, and a 2.5% COLA applied to the 10-month Teacher scale, 11-month Teacher scale, and Other Certificated Staff salary scales. A Step raise for all eligible employees, and a 3.5% COLA applied to the 10-month Special Education Teachers scale. A Step raise for all eligible employees, and a 4.5% COLA applied to the creation of a new RSP salary scale (10 month and 11month SLPs, OTs, PTs, and audiologists).
- FY 27: A Step raise for all eligible employees, and a 2% COLA applied to all the certificated salary scales.
- FY 28: A Step raise for all eligible employees, and a 3% COLA applied to all the certificated salary scales.

The parties agree that the full contract will be closed through the end of FY28, with the following exception: The parties agree to reopen the topics of level 4 teachers and Peer Assisted Review for FY 27 negotiations, to comply with the Blueprint legislation.

During FY 2026, HCPSS will collect all necessary information to estimate the cost of various proposals that would create a Masters +60 category on the Teacher salary scales. At minimum, HCPSS will cost out the following two proposals: 1) Placement of teachers with a Masters +60 on Lane E of the FY 2027 contract. 2) Placement of teachers with a Masters +60 on a new lane that would fall in between Lanes D and E, with each cell being an increase from Lane D that is exactly half the increase from D to E for each step. These costings will be completed by February 15, 2026, for the Board's consideration for the FY 2027 budget and/or for subsequent budgets, should both parties mutually agree to a contractual change stemming from one of the costed proposals. If the parties do not agree to any such contractual change, HCPSS will engage in this same process in FY 2027 for the FY 2028 budget. Classification of individuals remains the purview of the superintendent, and nothing in this provision shall be interpreted to infringe upon this right.

Notes: Article 20, Salary Schedules - Teachers

A. Salary Grades

B – Bachelor's plus APC, **APL**, or 30 credit hours applicable to APC **or to APL**

New letter item under Notes:

Teachers who successfully complete a NBPTS/NBCT maintenance of certification after July 1st, 2025 for the first time and are primarily responsible and accountable for teaching students in the classroom, shall receive an salary increase of \$4,000 while their NBPTS certificate remains in good standing. Teachers who successfully complete a second NBPTS/NBCT maintenance of certification after July 1st, 2025 for the first time and are primarily responsible and accountable for teaching students in the classroom, shall receive an salary increase of \$3,000 while their NBPTS certificate remains in good standing. Teachers who successfully complete a third NBPTS/NBCT maintenance of certification after July 1st, 2025 for the first time and are primarily responsible and accountable for teaching students in the classroom, shall receive an salary increase of \$2,000 while their NBPTS certificate remains in good standing.

- I. School Counselors who opt to complete the National Board Certified Counselor (NBCC) program instead of the NBPTS/NBCT program shall receive an annual **supplement salary enhancement** of \$2000. Psychologists who are credentialed as an NCSP (Nationally Certified School Psychologist) shall receive

an annual supplement salary enhancement of \$750. Starting July 1, 2027 this annual NCSP supplement will increase to \$2000.

M. 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 \text{ hours} = \42.49 hourly rate).

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

All teachers, working within positions that are still within the HCEA certificated bargaining unit, but are outside of the job they perform during the work year, will be paid at the grade of the position they are working within. They will be placed on the step they currently hold within the grade of the summer school position.

All non-certificated staff (ESP), working in a summer position in the certificated unit, will receive the hourly rate of a teacher on Step 4, Lane A of the certificated salary scale. For example, a paraeducator (current grade 6) on step 15 working as a teacher, will receive compensation, per hour, based on placement on the teacher's scale, lane A, step 4.

All certificated staff working in summer school as an ESP will receive the hourly rate of the ESP position in which they are employed, but at the last step of the grade they are performing the work within. For example: A teacher on Lane C step 15, working as a paraeducator will receive compensation, per hour, based on placement on grade 6 step 19+.

New Letter under notes:

Longevity

Starting July 1, 2026, teachers with 25 or more years of regular service in the Howard County Public School System will receive an additional \$1000 annually.

Teachers hired before April 1 of a fiscal year will be granted a full year toward longevity.

New Letter Under Notes:

Mentorship

Effective July 1, 2025, HCPSS will implement a pilot program for teacher mentors. This program will allocate a minimum of \$80,000 annually for payment of mentors. A teacher who is assigned by the Board to serve as a mentor for a new teacher shall receive an annual stipend of at least \$500 for each teacher mentored. Acceptance of a mentorship assignment, and each additional mentee, shall be voluntary. Teachers who accept a mentorship assignment shall undergo any training HCPSS deems appropriate and shall submit an annual log. Mentor responsibilities will be explained in writing before the assignment begins including the scope, reporting responsibilities, training opportunities and expectations for support. HCPSS reserves the right to identify who will receive a mentor, who is eligible to be assigned as a mentor, and to cap the number of mentees any one teacher can mentor as part of the pilot.

New Letter Under Notes:

Speech and Language Pathologists (SLPs) may request to be paid up to 20 hours per month at their per diem rate when additional programmatic support is needed. The respective building administrator or supervisor will inform the SLP, in writing, how many hours will be authorized, within three (3) duty days of the request.

Interscholastic Athletics Coaches'/Advisors' Stipends [Note ALL stipend amounts under this contract section will be increasing by the amount of the COLA each year of the new contract, under language already in the current contract that provides for that.]

New stipends for the following positions:

- Sophomore Class Advisor (1) – \$1834
- Freshman Class Advisor (1) - \$1834
- National Social Studies Honor Society – Rho Kappa (1) - \$2180
- Youth Climate Advisor (1) - \$2180