

Statistical Section

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HARFORD COUNTY PUBLIC SCHOOLS											
Sources of Revenues - Unrestricted Fund											
Fiscal Year	County		State		Federal		Other		Fund Balance		TOTAL
	Funding Level	% Change from Prior Year	Funding Level	% Change from Prior Year	Funding Level	% Change from Prior Year	Funding Level	% Change from Prior Year	Funding Level	% Change from Prior Year	
Budget 2018	238,715,645	2.2%	198,271,601	1.0%	420,000	7.2%	3,128,762	-40.7%	5,466,052	-1.0%	\$446,002,060
Actual 2017	233,534,504	2.3%	196,211,473	1.1%	391,653	-7.5%	5,273,223	2.5%	5,523,746	16.3%	\$440,934,599
Actual 2016	228,208,971	2.0%	193,999,044	0.0%	423,240	-2.4%	5,146,148	-9.0%	4,750,000	-14.2%	\$432,527,403
Actual 2015	223,667,302	1.1%	193,925,226	0.3%	433,573	29.1%	5,653,808	13.6%	5,533,875	-9.3%	\$429,213,784
Actual 2014	221,300,729	0.7%	193,254,185	-1.9%	335,713	-25.2%	4,976,199	5.2%	6,100,000	-21.8%	\$425,966,826
Actual 2013	219,821,368	0.9%	197,012,274	-2.5%	448,890	-66.6%	4,729,065	-20.4%	7,800,000	-8.8%	\$429,811,597
Actual 2012	217,782,344	3.2%	201,985,029	4.5%	1,345,207	93.4%	5,939,543	2.2%	8,553,443	57.4%	\$435,605,566
Actual 2011	211,067,388	0.3%	193,284,422	-2.6%	695,554	11.2%	5,810,374	25.3%	5,432,714	17.1%	\$416,290,452
Actual 2010	210,414,800	1.7%	198,524,594	-2.4%	625,283	124.4%	4,638,940	35.7%	4,637,987	304.2%	\$418,841,604
Actual 2009	206,978,734	3.7%	203,344,836	1.4%	278,693	-18.0%	3,419,630	-14.0%	1,147,400	-40.0%	\$415,169,293
Actual 2008	199,614,800	5.4%	200,499,048	11.6%	339,805	-23.3%	3,975,477	14.3%	1,913,539	-3.4%	\$406,342,669
Actual 2007	189,414,800	8.0%	179,652,220	12.4%	442,908	7.8%	3,476,763	31.1%	1,981,418	-6.6%	\$374,968,109
Actual 2006	175,414,800	13.9%	159,765,218	14.3%	410,759	10.7%	2,651,855	12.5%	2,120,942	752.8%	\$340,363,574
Actual 2005	154,047,408	4.0%	139,758,698	9.5%	371,033	-4.0%	2,356,821	3.6%	248,697	65.8%	\$296,782,657
Actual 2004	148,150,510	1.4%	127,636,770	14.8%	386,344	-8.2%	2,274,353	13.7%	150,000	-85.3%	\$278,597,977

HARFORD COUNTY PUBLIC SCHOOLS						
Sources of Revenues - Current Expense Fund						
Fiscal Year	Unrestricted Fund	% Change from Prior Year	Restricted Fund	% Change from Prior Year	Current Expense Fund	% Change from Prior Year
Budget 2018	446,002,060	1.1%	29,972,386	-1.4%	\$475,974,446	1.0%
Actual 2017	440,934,599	1.9%	30,383,603	2.9%	\$471,318,202	2.0%
Actual 2016	432,527,403	0.8%	29,539,443	-5.9%	\$462,066,846	0.3%
Actual 2015	429,213,784	0.8%	31,402,459	5.6%	\$460,616,243	1.1%
Actual 2014	425,966,826	-0.9%	29,727,813	-3.0%	\$455,694,639	-1.0%
Actual 2013	429,811,597	-1.3%	30,645,648	6.5%	\$460,457,245	-0.8%
Actual 2012	435,605,566	4.6%	28,787,162	-30.8%	\$464,392,728	1.4%
Actual 2011	416,290,452	-0.6%	41,571,808	23.4%	\$457,862,260	1.2%
Actual 2010	418,841,604	0.9%	33,693,057	38.3%	\$452,534,661	3.0%
Actual 2009	415,169,293	2.2%	24,357,891	0.3%	\$439,527,184	2.1%
Actual 2008	406,342,669	8.4%	24,282,064	-4.5%	\$430,624,733	7.6%
Actual 2007	374,968,109	10.2%	25,418,136	8.0%	\$400,386,245	10.0%
Actual 2006	340,363,574	14.7%	23,534,721	8.9%	\$363,898,295	14.3%
Actual 2005	296,782,657	6.5%	21,605,636	-3.7%	\$318,388,293	5.8%
Actual 2004	278,597,977	6.9%	22,428,931	-17.0%	\$301,026,908	4.6%

**Harford County Public Schools
Unrestricted Funds**

Total Revenue FY 1990 - FY 2018			
Fiscal Year	Actual Revenue	Increase From Previous Year	Percent Increase
1990	\$115,198,991	\$11,506,251	11.1%
1991	\$127,800,275	\$12,601,284	10.9%
1992	\$135,767,972	\$7,967,697	6.2%
1993	\$144,931,999	\$9,164,027	6.7%
1994	\$164,809,661	\$19,877,662	13.7%
1995	\$174,899,967	\$10,090,306	6.1%
1996	\$186,188,198	\$11,288,231	6.5%
1997	\$193,873,784	\$7,685,586	4.1%
1998	\$204,226,344	\$10,352,560	5.3%
1999	\$212,024,253	\$7,797,909	3.8%
2000	\$217,972,451	\$5,948,198	2.8%
2001	\$232,932,307	\$14,959,856	6.9%
2002	\$246,748,880	\$13,816,573	5.9%
2003	\$260,676,777	\$13,927,897	5.6%
2004**	\$278,597,977	\$17,921,200	6.9%
2005***	\$296,782,657	\$18,184,680	6.5%
2006	\$340,363,574	\$43,580,917	14.7%
2007	\$374,968,109	\$34,604,535	10.2%
2008	\$406,342,669	\$31,374,560	8.4%
2009	\$415,169,293	\$8,826,624	2.2%
2010	\$418,841,604	\$3,672,311	0.9%
2011****	\$416,290,452	(\$2,551,152)	-0.6%
2012*****	\$435,605,566	\$19,315,114	4.6%
2013	\$429,811,597	(\$5,793,969)	-1.3%
2014	\$425,966,826	(\$3,844,771)	-0.9%
2015	\$429,213,784	\$3,246,958	0.8%
2016	\$432,527,403	\$1,999,266	0.8%
2017	\$440,934,599	\$8,407,196	1.9%
2018 Budget	\$446,002,060	\$5,067,461	1.1%

** Includes \$6,184,770 of Restricted Funds transferred to Unrestricted.

***Includes \$850,293 of Restricted Funds transferred to Unrestricted.

****Operating Budget was reduced by \$6,144,622 transfer of Job Education Program Funds to Restricted.

*****Operating Budget included one time funding of \$8.1 million (\$3.8M OPEB, \$.8M Prem. Holiday & \$3.5M Bonus).

**Harford County Public Schools
Unrestricted Funds
Revenue from County Sources
FY 1990 - FY 2018**

Fiscal Year	Actual Revenue	Increase From Previous Year	Percent Increase	Percent of Unrestricted Funds
1990	\$61,348,278	\$7,366,806	13.6%	53.3%
1991	\$69,880,537	\$8,532,259	13.9%	54.7%
1992	\$72,175,693	\$2,295,156	3.3%	53.2%
1993	\$73,810,786	\$1,635,093	2.3%	50.9%
1994*	\$87,245,000	\$13,434,214	15.6%	52.9%
1995	\$94,093,475	\$6,848,475	7.8%	53.8%
1996	\$101,053,594	\$6,960,119	7.4%	54.3%
1997	\$105,066,873	\$4,013,279	4.0%	54.2%
1998	\$109,843,680	\$4,776,807	4.5%	53.8%
1999	\$113,800,459	\$3,956,779	3.6%	53.7%
2000	\$119,220,464	\$5,420,005	4.8%	54.7%
2001	\$128,102,196	\$8,881,732	7.4%	55.0%
2002	\$138,335,279	\$10,233,083	8.0%	56.1%
2003	\$146,051,098	\$7,715,819	5.6%	56.3%
2004	\$148,150,510	\$2,099,412	1.4%	53.2%
2005	\$154,047,408	\$5,896,898	4.0%	51.9%
2006	\$175,414,800	\$21,367,392	13.9%	51.5%
2007	\$189,414,800	\$14,000,000	8.0%	50.5%
2008	\$199,614,800	\$10,200,000	5.4%	49.1%
2009**	\$206,978,734	\$7,363,934	3.7%	49.9%
2010**	\$210,414,800	\$3,436,066	1.7%	50.2%
2011**	\$211,067,388	\$652,588	0.3%	50.7%
2012***	\$217,782,344	\$6,714,956	3.2%	50.0%
2013	\$219,821,368	\$2,039,024	0.9%	51.1%
2014	\$221,300,729	\$1,479,361	0.7%	52.0%
2015	\$223,667,302	\$2,366,573	1.1%	52.1%
2016	\$228,208,971	\$4,541,669	2.0%	52.8%
2017	\$233,534,504	\$5,325,533	2.3%	53.2%
2018 Budget	\$238,715,645	\$5,181,141	2.2%	52.3%

*Includes \$4,354,186 Social Security Appropriation

**In fiscal years 2009, 2010 and 2011 HCPS returned budgeted revenue of \$3,936,066, \$500,000 and \$2,994,401, respectively, to Harford County Government as requested by the County Executive.

***FY 12 includes one time bonus revenue from Harford County Government of \$3,476,660

**Harford County Public Schools
Other Data
Fiscal Years 1998 - 2017**

Fiscal Year	Transportation	Food Services		
	School Bus Riders	Breakfasts Served	Lunches Served	Dinners Served
1998	32,188	459,650	2,472,767	N/A
1999	33,504	427,627	2,501,839	N/A
2000	33,140	397,346	2,385,171	N/A
2001	32,952	444,326	2,485,410	N/A
2002	33,850	501,288	2,626,581	N/A
2003	33,720	516,174	2,683,060	N/A
2004	34,140	632,276	2,947,239	N/A
2005	35,119	707,951	3,378,561	N/A
2006	35,891	791,792	3,527,756	N/A
2007	34,226	847,799	3,651,405	N/A
2008	33,797	865,842	3,554,739	N/A
2009	33,802	907,347	3,533,566	N/A
2010	34,236	959,941	3,585,643	N/A
2011	33,992	1,064,019	3,667,255	N/A
2012	33,873	1,237,425	3,622,066	N/A
2013	33,716	1,303,755	3,504,850	N/A
2014	32,760	1,346,713	3,381,641	N/A
2015	32,944	1,484,007	3,385,988	N/A
2016	32,535	1,517,703	3,296,515	63,645
2017	32,421	1,488,592	3,301,925	86,661

HARFORD COUNTY PUBLIC SCHOOLS

School Allocations

Per Pupil Supply Allocations	
MID-LEVEL ADMINISTRATION (102)	
Commencement	
Office Supplies	
Printing	
Postage	
TEXTBOOKS & CLASSROOM SUPPLIES (104)	
Materials of Instruction - Regular Program	
Materials of Instruction - Gifted Program	
Student Activities	
Library/Media	
Paper, Toner and Ink	
Textbooks	
OTHER INSTRUCTIONAL COSTS (105)	
Copier Lease	
Equipment - Instructional	
HEALTH SERVICES (108)	
Health Supplies	
Total Per Pupil Allocation	

2016-2017		
Elementary School	Middle School	High School
n/a	n/a	10.00
3.00	3.00	5.00
1.00	2.00	4.00
2.00	3.00	4.00
51.00	49.00	62.00
5.00	6.00	7.00
n/a	5.00	6.00
9.00	9.00	15.00
19.00	18.00	17.00
13.00	15.00	21.00
17.00	11.00	10.00
15.00	17.00	19.00
2.00	2.00	2.00
\$137.00	\$140.00	\$182.00

2017-2018		
Elementary School	Middle School	High School
n/a	n/a	10.00
3.00	3.00	5.00
1.00	2.00	4.00
2.00	3.00	4.00
51.00	49.00	62.00
5.00	6.00	7.00
n/a	5.00	6.00
9.00	9.00	15.00
19.00	18.00	17.00
13.00	15.00	21.00
17.00	11.00	10.00
15.00	17.00	19.00
2.00	2.00	2.00
\$137.00	\$140.00	\$182.00

Allocations - Per Teacher Basis	
SPECIAL EDUCATION (106)	
Special Ed - Materials of Instruction	
Total Per Teacher Allocation	

2016-2017		
Elementary School	Middle School	High School
478.00	478.00	478.00
\$478.00	\$478.00	\$478.00

2017-2018		
Elementary School	Middle School	High School
478.00	478.00	478.00
\$478.00	\$478.00	\$478.00

Other Methods	
SCHOOL IMPROVEMENT/STAFF DEVELOPMENT	
School Improvement/Staff Development	
Interscholastic Athletic Supplies	
Custodial Supplies (Square Footage)	

2016-2017		
Elementary School	Middle School	High School
<i>School Need and Staffing Level</i>		
n/a	n/a	<i>Prior Yrs Gate Receipts</i>
0.102	0.097	0.097

2017-2018		
Elementary School	Middle School	High School
<i>School Need and Staffing Level</i>		
n/a	n/a	<i>Prior Yrs Gate Receipts</i>
0.102	0.097	0.097

Notes:

1. Initial school allocations, July 1, are based on the prior years enrollment. Adjustments are made in November to reflect current year enrollment numbers, Sept. 30.
2. Additional funds are allocated to the per pupil allocation for small schools, new schools and specials needs.

Exhibit 7.2

Per Pupil Revenues for Public Schools in Fiscal 2017

County	Federal	State	Local	Misc.	Total	Ranking by Total Per Pupil Funding
Allegany	\$1,053	\$10,617	\$3,674	\$71	\$15,415	1. Worcester
Anne Arundel	502	5,277	8,128	40	13,947	2. Baltimore City
Baltimore City	1,369	12,091	3,400	83	16,942	3. Somerset
Baltimore	714	6,668	6,989	91	14,462	4. Montgomery
Calvert	524	6,278	7,375	22	14,199	5. Howard
Caroline	905	10,467	2,595	86	14,054	6. Kent
Carroll	464	6,261	7,313	96	14,134	7. Prince George's
Cecil	600	8,014	5,382	31	14,027	8. Allegany
Charles	624	7,440	6,684	56	14,804	9. Garrett
Dorchester	883	9,763	4,149	233	15,028	10. Dorchester
Frederick	482	6,651	6,159	117	13,409	11. Charles
Garrett	866	6,965	7,538	16	15,386	12. Baltimore
Harford	594	6,415	6,382	98	13,489	13. Calvert
Howard	372	5,499	10,338	104	16,313	14. Wicomico
Kent	873	6,150	9,040	86	16,149	15. Carroll
Montgomery	484	5,334	10,457	68	16,344	16. Caroline
Prince George's	771	9,622	5,578	107	16,078	17. Cecil
Queen Anne's	718	5,438	7,233	147	13,535	18. Anne Arundel
St. Mary's	1,087	6,664	5,995	43	13,789	19. St. Mary's
Somerset	1,374	11,683	3,516	30	16,603	20. Queen Anne's
Talbot	845	4,091	8,522	15	13,474	21. Washington
Washington	667	8,487	4,331	36	13,521	22. Harford
Wicomico	903	10,306	2,816	134	14,159	23. Talbot
Worcester	856	4,218	12,861	36	17,971	24. Frederick
Total	\$688	\$7,372	\$7,128	\$81	\$15,268	

Source: Local School Budgets, Department of Legislative Services

**Exhibit 7.5
Local Funding for Public Schools in Fiscal 2017**

County	2016 Total Enrollment	Local Appropriation	Per Pupil	Ranking by Per Pupil Funding
Allegany	8,212	\$30,169,985	\$3,674	1. Worcester
Anne Arundel	79,141	643,224,500	8,128	2. Montgomery
Baltimore City	78,071	265,412,181	3,400	3. Howard
Baltimore	108,399	757,551,887	6,989	4. Kent
Calvert	15,552	114,693,838	7,375	5. Talbot
Caroline	5,388	13,983,229	2,595	6. Anne Arundel
Carroll	24,866	181,852,000	7,313	7. Garrett
Cecil	14,977	80,610,438	5,382	8. Calvert
Charles	25,523	170,604,500	6,684	9. Carroll
Dorchester	4,565	18,938,559	4,149	10. Queen Anne's
Frederick	40,113	247,066,477	6,159	11. Baltimore
Garrett	3,638	27,424,903	7,538	12. Charles
Harford	36,593	233,534,504	6,382	13. Harford
Howard	54,384	562,244,625	10,338	14. Frederick
Kent	1,893	17,112,378	9,040	15. St. Mary's
Montgomery	154,696	1,617,631,597	10,457	16. Prince George's
Prince George's	125,188	698,329,100	5,578	17. Cecil
Queen Anne's	7,492	54,187,293	7,233	18. Washington
St. Mary's	17,130	102,690,393	5,995	19. Dorchester
Somerset	2,774	9,754,044	3,516	20. Allegany
Talbot	4,322	36,830,230	8,522	21. Somerset
Washington	21,901	94,844,030	4,331	22. Baltimore City
Wicomico	14,890	41,933,313	2,816	23. Wicomico
Worcester	6,313	81,193,802	12,861	24. Caroline
Total	856,021	\$6,101,817,806	\$7,128	

Source: Maryland State Department of Education; Local School Budgets; Department of Legislative Services

**Exhibit 7.4
State Funding for Public Schools in Fiscal 2017**

County	2016 Total Enrollment	Total State Aid	Per Pupil	Ranking by Per Pupil Aid
Allegany	8,212	\$87,186,218	\$10,617	1. Baltimore City
Anne Arundel	79,141	417,662,740	5,277	2. Somerset
Baltimore City	78,071	943,957,162	12,091	3. Allegany
Baltimore	108,399	722,812,541	6,668	4. Caroline
Calvert	15,552	97,631,166	6,278	5. Wicomico
Caroline	5,388	56,397,233	10,467	6. Dorchester
Carroll	24,866	155,696,934	6,261	7. Prince George's
Cecil	14,977	120,025,820	8,014	8. Washington
Charles	25,523	189,886,219	7,440	9. Cecil
Dorchester	4,565	44,568,497	9,763	10. Charles
Frederick	40,113	266,785,407	6,651	11. Garrett
Garrett	3,638	25,336,997	6,965	12. Baltimore
Harford	36,593	234,734,538	6,415	13. St. Mary's
Howard	54,384	299,033,825	5,499	14. Frederick
Kent	1,893	11,642,045	6,150	15. Harford
Montgomery	154,696	825,183,563	5,334	16. Calvert
Prince George's	125,188	1,204,497,141	9,622	17. Carroll
Queen Anne's	7,492	40,737,752	5,438	18. Kent
St. Mary's	17,130	114,160,037	6,664	19. Howard
Somerset	2,774	32,408,829	11,683	20. Queen Anne's
Talbot	4,322	17,682,790	4,091	21. Montgomery
Washington	21,901	185,873,899	8,487	22. Anne Arundel
Wicomico	14,890	153,456,371	10,306	23. Worcester
Worcester	6,313	26,625,827	4,218	24. Talbot
Unallocated		36,223,159	42	
Total	856,021	\$6,310,206,710	\$7,372	

Source: Local School Budgets, Department of Legislative Services

Harford County Public Schools

Enrollment at September 30, 2016

Enrollment by School Level	
Elementary	17,484
Middle	8,492
High	11,324
John Archer	126
Total	37,426

Enrollment by School	
Middle School	
	Enrollment
Aberdeen	1,128
Bel Air	1,324
Edgewood	1,075
Fallston	874
Havre de Grace	524
Magnolia	740
North Harford	951
Patterson Mill	690
Southampton	1,186
Total Middle	8,492
High School	
	Enrollment
Aberdeen	1,487
Bel Air	1,564
C. Milton Wright	1,469
Edgewood	1,338
Fallston	1,045
Harford Technical	997
Havre de Grace	607
Joppatowne	694
North Harford	1,231
Patterson Mill	839
Alternative Education	53
Total High	11,324

Enrollment by School	
Elementary School	
	Enrollment
Abingdon	830
Bakerfield	427
Bel Air	466
Church Creek	794
Churchville	367
Darlington	115
Deerfield	798
Dublin	262
Edgewood	398
Emmorton	560
Forest Hill	469
Forest Lakes	463
Fountain Green	494
George D. Lisby	459
Hall's Crossroads	515
Havre de Grace	457
Hickory	687
Homestead	955
Jarrettsville	420
Joppatowne	566
Magnolia	538
Meadowvale	520
Norrisville	198
North Bend	309
North Harford	411
Prospect Mill	586
Red Pump	681
Ring Factory	512
Riverside	446
Roye-Williams	535
Wm. Paca	846
Wm. S. James	413
Youth's Benefit	987
Total Elementary	17,484

Harford County Public Schools Insurance Summary FY2018

Type of Coverage	Name of Company	Policy Number	Policy Period	Limits
Workers Compensation	MABE Group Self-Insurance Fund	N/A	7/1/17-6/30/18	Statutory up to \$500,000
Excess Workers Compensation	Safety National	SP 4055303	7/1/17-6/30/18	Statutory excess of \$500,000
Comprehensive General Liability	MABE Group Insurance Pool	N/A	7/1/17-6/30/18	\$400,000 per occurrence \$1 million per occurrence should sovereign immunity be abrogated
Personal Injury Liability	MABE Group Insurance Pool	N/A	7/1/17-6/30/18	\$400,000 per occurrence \$1 million per occurrence should sovereign immunity be abrogated
Automobile Liability	MABE Group Insurance Pool	N/A	7/1/17-6/30/18	\$400,000 per occurrence \$1 million per occurrence should sovereign immunity be abrogated
Personal Injury Protection	MABE Group Insurance Pool	N/A	7/1/17-6/30/18	\$2,500 per covered person for any one accident
Automobile Physical Damage	MABE Group Insurance Pool	N/A	7/1/17-6/30/18	Actual cash value
Garage Keepers Liability	MABE Group Insurance Pool	N/A	7/1/17-6/30/18	\$400,000 per loss
Criminal Proceeding and Intentional Conduct Defense Reimbursement	MABE Group Insurance Pool	N/A	7/1/17-6/30/18	\$50,000 per covered person \$100,000 annual aggregate
Property and Boiler and Machinery	MABE Group Insurance Pool	N/A	7/1/17-6/30/18	\$500,000 per occurrence
Excess Property	APIP	017471590/04	7/1/17-6/30/18	\$1 billion per occurrence excess of \$500,000
Excess Boiler and Machinery	Federal Insurance Company	76431229	7/1/17-6/30/18	\$100 million per occurrence excess of \$100,000
Crime	MABE Group Insurance Pool Travelers Casualty and Surety Axis Insurance Company	N/A 105957875 MNN781566/01/2017	7/1/17-6/30/18 7/1/17-6/30/18 7/1/17-6/30/18	\$25,000 per loss \$2,500,000 per loss, excess of \$25,000 \$2,500,000 excess of Travelers
School Board Legal Liability	MABE Group Insurance Pool	N/A	7/1/17-6/30/18	\$250,000 per occurrence
School Board Legal Liability Reinsurance	United Educators Insurance	RPS20170430701	7/1/17-6/30/18	\$5,000,000 per occurrence excess of \$250,000
Catastrophic Student Accident	AIG	SRG 91151308	8/01/17-8/01/18	\$6,000,000 Medical Expen \$1,000,000 Catastrophic Cash

Harford County Public Schools
Salary Schedule for Certificated Teachers - Effective July 1, 2017

STEP	Bachelor's Degree with Standard Professional Certificate	Bachelor's Degree with Advanced Professional Certificate	Master's Degree with Professional Certificate	Master's Degree Plus 30 Hours with Professional Certificate	Provisional Certificate
1	N/A		N/A	N/A	N/A
2	\$44,346		\$47,047	\$48,457	\$44,346
3	\$45,677		\$48,457	\$49,913	\$45,677
4	\$47,047	\$48,457	\$49,913	\$51,409	
5	\$48,457	\$49,913	\$51,409	\$52,951	
6	\$49,913	\$51,411	\$52,951	\$54,826	
7	\$51,409	\$52,951	\$54,541	\$57,451	
8	\$52,951	\$54,541	\$56,176	\$59,637	
9	\$54,541	\$56,176	\$57,863	\$61,830	
10	\$56,176	\$57,863	\$59,597	\$64,016	
11		\$59,597	\$61,386	\$66,209	
12		\$61,386	\$63,227	\$68,402	
13		\$63,227	\$65,126	\$70,591	
14		\$65,126	\$67,076	\$72,782	
15		\$67,076	\$69,090	\$74,970	

Revision 1

Professional employees having earned a Masters Degree +60 Hours shall receive a salary differential of \$3000 to be added to the appropriate step of the Master's +30 salary schedule
Professional employees having earned a Doctorate Degree shall receive a salary differential of \$500 to be added to the appropriate step of the Master's +60 salary schedule

Teachers who have completed 19, 24, 29 and 34 years of teaching experience shall receive \$2,000 longevity increments at each level

Teachers with Provisional Certificates and Master's Degrees are paid on the Provisional salary schedule plus \$200

Teachers who have achieved National Board Certification shall receive \$2,000 additional salary annually

Newly appointed teachers shall receive salary credit up to two (2) years of active service in the Armed Services

Harford County Public Schools
Salary Schedule for Certificated Teachers
Effective Mid-Year
(12th pay scheduled for February 9, 2018)

STEP	Bachelor's Degree with Standard Professional Certificate	Bachelor's Degree with Advanced Professional Certificate	Master's Degree with Professional Certificate	Master's Degree Plus 30 Hours with Professional Certificate	Provisional Certificate
1	N/A		N/A	N/A	N/A
2	\$45,233		\$47,988	\$49,427	\$45,233
3	\$46,590		\$49,427	\$50,911	\$46,590
4	\$47,988	\$49,427	\$50,911	\$52,437	
5	\$49,427	\$50,911	\$52,437	\$54,010	
6	\$50,911	\$52,439	\$54,010	\$55,923	
7	\$52,437	\$54,010	\$55,631	\$58,600	
8	\$54,010	\$55,631	\$57,300	\$60,829	
9	\$55,631	\$57,300	\$59,021	\$63,066	
10	\$57,300	\$59,021	\$60,789	\$65,297	
11		\$60,789	\$62,614	\$67,534	
12		\$62,614	\$64,491	\$69,770	
13		\$64,491	\$66,429	\$72,003	
14		\$66,429	\$68,418	\$74,238	
15		\$68,418	\$70,472	\$76,469	

Revision 2 dated 7/26/2017

Professional employees having earned a Masters Degree +60 Hours shall receive a salary differential of \$3000 to be added to the appropriate step of the Master's +30 salary schedule

Professional employees having earned a Doctorate Degree shall receive a salary differential of \$500 to be added to the appropriate step of the Master's +60 salary schedule

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Teachers with Provisional Certificates and Master's Degrees are paid on the Provisional salary schedule plus \$200

Teachers who have achieved National Board Certification shall receive \$2,000 additional salary annually

Newly appointed teachers shall receive salary credit up to two (2) years of active service in the Armed Services

**Harford County Public Schools (Eleven Month - 210 days)
Salary Schedule for Certificated Teachers - Effective July 1, 2017**

STEP	Bachelor's Degree with Standard Professional Certificate	Bachelor's Degree with Advanced Professional Certificate	Master's Degree with Professional Certificate	Master's Degree Plus 30 Hours with Professional Certificate	Provisional Certificate
1	N/A		N/A	N/A	N/A
2	\$49,014		\$51,999	\$53,558	\$49,014
3	\$50,485		\$53,558	\$55,167	\$50,485
4	\$51,999	\$53,558	\$55,167	\$56,820	
5	\$53,558	\$55,167	\$56,820	\$58,525	
6	\$55,167	\$56,823	\$58,525	\$60,597	
7	\$56,820	\$58,525	\$60,282	\$63,498	
8	\$58,525	\$60,282	\$62,089	\$65,915	
9	\$60,282	\$62,089	\$63,954	\$68,338	
10	\$62,089	\$63,954	\$65,870	\$70,755	
11		\$65,870	\$67,848	\$73,178	
12		\$67,848	\$69,882	\$75,602	
13		\$69,882	\$71,981	\$78,022	
14		\$71,981	\$74,137	\$80,443	
15		\$74,137	\$76,363	\$82,862	

Revision 1

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Harford County Public Schools (Eleven Month - 210 days)
Salary Schedule for Certificated Teachers
Effective Mid-Year
(14th pay scheduled for January 12, 2018)

STEP	Bachelor's Degree with Standard Professional Certificate	Bachelor's Degree with Advanced Professional Certificate	Master's Degree with Professional Certificate	Master's Degree Plus 30 Hours with Professional Certificate	Provisional Certificate
1	N/A		N/A	N/A	N/A
2	\$49,994		\$53,039	\$54,630	\$49,994
3	\$51,494		\$54,630	\$56,270	\$51,494
4	\$53,039	\$54,630	\$56,270	\$57,957	
5	\$54,630	\$56,270	\$57,957	\$59,695	
6	\$56,270	\$57,959	\$59,695	\$61,810	
7	\$57,957	\$59,695	\$61,487	\$64,768	
8	\$59,695	\$61,487	\$63,332	\$67,232	
9	\$61,487	\$63,332	\$65,234	\$69,705	
10	\$63,332	\$65,234	\$67,188	\$72,170	
11		\$67,188	\$69,205	\$74,643	
12		\$69,205	\$71,280	\$77,114	
13		\$71,280	\$73,422	\$79,582	
14		\$73,422	\$75,620	\$82,053	
15		\$75,620	\$77,890	\$84,518	

Revision 2 dated 7/26/2017

Professional employees having earned a Masters Degree +60 Hours shall receive a salary differential of \$3000 to be added to the appropriate step of the Master's +30 salary schedule
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**HARFORD COUNTY PUBLIC SCHOOLS
COMPENSATION FOR EXTRA DUTY
Fiscal Year 2017-2018**

Specific Activities	Head	Jr. Varsity Head	Varsity Assistant	General Activities	Compensation - High School	Compensation - Middle School	Compensation - Elementary
Athletic Director	\$6,089	\$0	\$0	Secondary Intramural Director	\$2,164	\$1,841	\$0
Football	\$3,770	\$2,827	\$2,528	Secondary Intramural Director/Asst	\$1,306	\$1,161	\$0
Basketball (Boys)	\$3,409	\$2,559	\$2,282	High School Band	\$2,266	\$0	\$0
Basketball (Girls)	\$3,409	\$2,559	\$2,282	High School Vocal/Orchestra	\$1,751	\$0	\$0
Wrestling	\$3,409	\$2,559	\$2,282	Yearbook/Forensics/H.S. Newspaper	\$1,356	\$908	\$0
Track/Field (Boys)	\$2,683	\$2,013	\$1,797	Dramatics**	\$2,324	\$1,557	\$767
Track/Field (Girls)	\$2,683	\$2,013	\$1,797	School Literary Publication	\$1,259	\$844	\$415
Soccer (Boys)	\$2,683	\$2,013	\$1,797	Majorette - Advisor/Coach	\$1,085	\$0	\$0
Soccer (Girls)	\$2,683	\$2,013	\$1,797	Prom	\$1,359	\$0	\$0
Baseball	\$2,683	\$2,013	\$1,797	Student Council Advisor	\$1,420	\$1,216	\$470
Field Hockey	\$2,683	\$2,013	\$1,797	FBLA	\$1,316	\$0	\$0
Lacrosse (Boys)	\$2,683	\$2,013	\$1,797	It's Academic	\$1,316	\$0	\$0
Lacrosse (Girls)	\$2,683	\$2,013	\$1,797	Senior Class Sponsor	\$1,415	\$0	\$0
Softball	\$2,683	\$2,013	\$1,797	Destination Imagination	\$1,316	\$1,316	\$1,316
Swimming (Boys)	\$2,683	\$0	\$1,797	Maryland Engineering Challenge	\$1,316	\$1,316	\$1,316
Swimming (Girls)	\$2,683	\$0	\$1,797	Math Counts	\$947	\$0	\$0
Tennis	\$2,313	\$1,736	\$1,550	National Honor Society	\$1,316	\$1,196	\$0
Cross Country (Boys)	\$2,313	\$0	\$0	Foreign Language Nat'l Honor Soc *	\$1,316	\$0	\$0
Cross Country (Girls)	\$2,313	\$0	\$0	SADD, FFA, YVCA, DECA, and HOSA	\$1,316	\$880	\$0
Volleyball (Boys)	\$2,683	\$2,013	\$0	Envirothon	\$1,420	\$0	\$0
Volleyball (Girls)	\$2,683	\$2,013	\$0	Future Teachers Club	\$1,316	\$880	\$0
Golf	\$1,455	\$0	\$0	College Readiness Coordinator	\$1,301	\$0	\$0
Cheerleader - Advisor/Coach Fall	\$2,583	\$0	\$0	Mock Trial Sponsor	\$1,301	\$0	\$0
Cheerleader - Advisor/Coach Winter	\$2,583	\$0	\$0	Technology Liaisons***	\$1,142	\$0	\$0
Cheerleader - JV Asst /Coach - Fall	\$0	\$1,939	\$0				\$1,142
Cheerleader - JV Asst /Coach - Winter	\$0	\$1,939	\$0	Super Users			

\$20/hr. not subject to 16.12 of this agreement

Two Varsity Assistant positions are allocated to each high school for football, boys lacrosse, and girls lacrosse. One Junior Varsity Assistant position is allocated to each high school for football at \$1887
 One Junior Varsity Assistant position is allocated to each high school for boy's lacrosse and \$1343
 One Junior Varsity Assistant position is allocated to each high school girl's lacrosse at \$1343
 Longevity increments of \$100 shall be provided after five (5) years, \$200 after ten (10) years, and \$300 after fifteen (15) years of service in the same activity

* For qualified Honor Society
 ** Each of two plays at \$1162. The principal may adjust the rate to provide for several small or a more extensive production
 *** Technology Liaisons - check with (OTIS)

Stipends for Department Chairpersons
High School and Middle School
Effective July 1, 2017

	3 to 5 F T E Teachers	5 to 8 F T E Teachers	8 or More F T E Teachers
Year 1	\$1,174	\$1,622	\$1,979
Year 2	\$1,342	\$1,798	\$2,162
Years 3 & Beyond	\$1,672	\$2,162	\$2,519

Stipends for Teachers-in-Charge, Teacher Specialists,
Mentors, Helping Teachers
Effective July 1, 2017

	Schools with up to 18 Teachers	Schools with over to 18 Teachers
Year 1	\$1,622	\$1,979
Year 2	\$1,798	\$2,162
Years 3 & Beyond	\$2,162	\$2,519

Stipends for Department Chairpersons
High School and Middle School
Effective February 9, 2018

	3 to 5 F T E Teachers	5 to 8 F T E Teachers	8 or More F T E Teachers
Year 1	\$1,197	\$1,654	\$2,019
Year 2	\$1,369	\$1,834	\$2,205
Years 3 & Beyond	\$1,705	\$2,205	\$2,569

Stipends for Teachers-in-Charge, Teacher Specialists,
Mentors, Helping Teachers
Effective February 9, 2018

	Schools with up to 18 Teachers	Schools with over to 18 Teachers
Year 1	\$1,654	\$2,019
Year 2	\$1,834	\$2,205
Years 3 & Beyond	\$2,205	\$2,569

HARFORD COUNTY PUBLIC SCHOOLS

SPECIAL PAY DATA

EFFECTIVE July 1, 2017 – December 31, 2017

Verification of fingerprints, I-9 form, online application, and education/experience required prior to the start date.

JOB CLASSIFICATION	2017-18 BASE RATES	HOURS PER DAY	2017-18 HOURLY RATES
HOME TEACHERS			
▪ 1 - 4 years' experience	\$ 20.47/hour		\$ 20.47
▪ 5 - 9 years' experience	\$ 21.24/hour		\$ 21.24
▪ 10 - 14 years' experience	\$ 21.92/hour		\$ 21.92
▪ Teen Diversion	\$ 28.40/hour		\$ 28.40
SUBSTITUTE TEACHERS			
▪ Non-degree	\$ 83.25/day \$ 41.62/half-day	7.50 hours 3.75 hours	
▪ Degree	\$ 94.69/day \$ 47.35/half-day	7.50 hours 3.75 hours	
▪ Long-Term Substitute > A Long-Term Substitute is defined as a substitute assignment lasting more than 15 consecutive days for one teacher . The Long-Term Sub rate only applies to substitutes holding a minimum of a bachelor's degree.	\$ 130.08/day	7.50 hours	
SUMMER SUBSTITUTE TEACHERS			
▪ Non-degree	\$ 66.57/day	6.00 hours	\$ 11.10
▪ Degree	\$ 75.92/day	6.00 hours	\$ 12.65
SUBSTITUTE SUPPORT/NON-INSTRUCTIONAL			
▪ Bus Attendants	\$ 10.78/hour		\$ 10.78
▪ Bus Drivers	\$ 14.50/hour		\$ 14.50
▪ Clericals	\$ 14.12/hour		\$ 14.12
▪ Custodians	\$ 10.81/hour		\$ 10.81
▪ Food & Nutrition Per Diem and Catering	\$ 11.15/hour		\$ 11.15
▪ Food & Nutrition Substitutes	\$ 9.25/hour		\$ 9.25
▪ Inclusion Helpers	\$ 10.78/hour		\$ 10.78
▪ Interpreters	\$ 165.52/day	7.50 hours	\$ 22.07
▪ Library Technicians	\$ 69.38/day	7.50 hours	\$ 9.25
▪ Library Technicians Long-Term Substitutes	\$ 74.92/day	7.50 hours	\$ 9.99
▪ Nurses	\$ 192.53/day	7.50 hours	\$ 25.67
▪ Paraeducators	\$ 69.38/day	7.50 hours	\$ 9.25
▪ Paraeducators Long-Term Substitutes	\$ 74.92/day	7.50 hours	\$ 9.99
▪ Paraeducators Summer Substitute	\$ 55.50/day	6.00 hours	\$ 9.25
▪ Proctors	\$ 20.00/hour		\$ 20.00
▪ Summer/Winter Maintenance	\$ 9.25/hour	8.00 hours	
▪ John Archer "Lunch Assistant"	\$ 9.25/hour		\$ 9.25
▪ Work Experience Program	\$ 9.25/hour		\$ 9.25

** Substitutes are paid for actual hours worked on predefined early dismissal days as outlined on the HCPS calendar.

Effective 8/14/2017

Revision 6 dated 8/14/2017

HARFORD COUNTY PUBLIC SCHOOLS SPECIAL PAY DATA

EFFECTIVE January 1, 2018 – June 30, 2018

Verification of fingerprints, I-9 form, online application, and education/experience required prior to the start date.

JOB CLASSIFICATION	2017-18 BASE RATES	HOURS PER DAY	2017-18 HOURLY RATES
HOME TEACHERS			
▪ 1 - 4 years' experience	\$ 20.88/hour		\$ 20.88
▪ 5 - 9 years' experience	\$ 21.66/hour		\$ 21.66
▪ 10 - 14 years' experience	\$ 22.36/hour		\$ 22.36
▪ Teen Diversion	\$ 28.97/hour		\$ 28.97
SUBSTITUTE TEACHERS			
▪ Non-degree	\$ 84.92/day \$ 42.45/half-day	7.50 hours 3.75 hours	
▪ Degree	\$ 96.58/day \$ 48.30/half-day	7.50 hours 3.75 hours	
▪ Long-Term Substitute > A Long-Term Substitute is defined as a substitute assignment lasting more than 15 consecutive days for one teacher . The Long-Term Sub rate only applies to substitutes holding a minimum of a bachelor's degree.	\$ 132.68/day	7.50 hours	
SUMMER SUBSTITUTE TEACHERS			
▪ Non-degree	\$ 67.92/day	6.00 hours	\$ 11.32
▪ Degree	\$ 77.40/day	6.00 hours	\$ 12.90
SUBSTITUTE SUPPORT/NON-INSTRUCTIONAL			
▪ Bus Attendants	\$ 11.00/hour		\$ 11.00
▪ Bus Drivers	\$ 14.79/hour		\$ 14.79
▪ Clericals	\$ 14.40/hour		\$ 14.40
▪ Custodians	\$ 11.03/hour		\$ 11.03
▪ Food & Nutrition Per Diem and Catering	\$ 11.07/hour		\$ 11.07
▪ Food & Nutrition Substitutes	\$ 9.25/hour		\$ 9.25
▪ Inclusion Helpers	\$ 11.00/hour		\$ 11.00
▪ Interpreters	\$ 168.83/day	7.50 hours	\$ 22.51
▪ Library Technicians	\$ 69.38/day	7.50 hours	\$ 9.25
▪ Library Technicians Long-Term Substitutes	\$ 76.43/day	7.50 hours	\$ 10.19
▪ Nurses	\$ 192.53/day	7.50 hours	\$ 25.67
▪ Paraeducators	\$ 69.38/day	7.50 hours	\$ 9.25
▪ Paraeducators Long-Term Substitutes	\$ 76.43/day	7.50 hours	\$ 10.19
▪ Paraeducators Summer Substitute	\$ 55.50/day	6.00 hours	\$ 9.25
▪ Proctors	\$ 20.00/hour		\$ 20.00
▪ Summer/Winter Maintenance	\$ 9.25/hour	8.00 hours	
▪ John Archer "Lunch Assistant"	\$ 9.25/hour		\$ 9.25
▪ Work Experience Program	\$ 9.25/hour		\$ 9.25

** Substitutes will be paid for actual hours worked on predefined early dismissal days as outlined on the HCPS calendar

Harford County Public Schools
Salary Schedule for Twelve Month AFSCME Employees
Fiscal Year 2017-2018 (July)
First Shift

GRADE	STEP											
	1	2	3	4	5	6	7	8	9	10		
1	\$25,128	\$25,882	\$26,659	\$27,459	\$28,283	\$29,131	\$30,005	\$30,905	\$31,832	\$32,788		
2	\$26,909	\$27,716	\$28,549	\$29,405	\$30,286	\$31,196	\$32,132	\$33,095	\$34,088	\$35,111		
3	\$28,687	\$29,547	\$30,433	\$31,346	\$32,287	\$33,255	\$34,253	\$35,281	\$36,339	\$37,429		
4	\$30,465	\$31,379	\$32,320	\$33,290	\$34,288	\$35,317	\$36,377	\$37,468	\$38,592	\$39,751		
5	\$32,597	\$33,576	\$34,583	\$35,619	\$36,689	\$37,789	\$38,922	\$40,092	\$41,294	\$42,533		
6	\$34,738	\$35,780	\$36,853	\$37,959	\$39,098	\$40,271	\$41,479	\$42,722	\$44,005	\$45,325		
7	\$36,858	\$37,965	\$39,103	\$40,278	\$41,485	\$42,731	\$44,012	\$45,332	\$46,691	\$48,093		
8	\$38,996	\$40,166	\$41,370	\$42,613	\$43,890	\$45,207	\$46,563	\$47,960	\$49,399	\$50,880		
9	\$41,482	\$42,725	\$44,009	\$45,328	\$46,688	\$48,088	\$49,531	\$51,017	\$52,547	\$54,124		
10	\$43,974	\$45,293	\$46,653	\$48,052	\$49,493	\$50,979	\$52,507	\$54,083	\$55,705	\$57,377		
11	\$46,461	\$47,854	\$49,289	\$50,768	\$52,292	\$53,860	\$55,477	\$57,141	\$58,854	\$60,620		
12	\$48,951	\$50,420	\$51,932	\$53,491	\$55,095	\$56,748	\$58,451	\$60,204	\$62,011	\$63,871		

Employees on this salary schedule receive a \$750 longevity increment after 14, 19, and 24 years of continuous service with the Harford County Public Schools. **Effective July 1, 2007, all Harford County Public Schools experience will count towards longevity increments.**

Shift Differential Employees who work second shift will receive a forty-cents per hour differential.

Harford County Public Schools
Salary Schedule for Twelve Month AFSCME Employees
Fiscal Year 2017-2018
Effective Mid-Year
(14th pay scheduled January 12, 2018)

First Shift

GRADE	STEP									
	1	2	3	4	5	6	7	8	9	10
1	\$25,631	\$26,400	\$27,192	\$28,008	\$28,849	\$29,714	\$30,606	\$31,523	\$32,469	\$33,443
2	\$27,447	\$28,271	\$29,120	\$29,993	\$30,892	\$31,820	\$32,775	\$33,757	\$34,770	\$35,813
3	\$29,261	\$30,138	\$31,042	\$31,973	\$32,933	\$33,920	\$34,938	\$35,986	\$37,066	\$38,178
4	\$31,075	\$32,007	\$32,967	\$33,955	\$34,974	\$36,023	\$37,105	\$38,218	\$39,364	\$40,546
5	\$33,249	\$34,248	\$35,275	\$36,332	\$37,423	\$38,545	\$39,701	\$40,893	\$42,120	\$43,384
6	\$35,433	\$36,496	\$37,590	\$38,719	\$39,880	\$41,077	\$42,308	\$43,577	\$44,885	\$46,232
7	\$37,596	\$38,724	\$39,885	\$41,083	\$42,315	\$43,585	\$44,892	\$46,239	\$47,625	\$49,054
8	\$39,776	\$40,969	\$42,198	\$43,465	\$44,768	\$46,111	\$47,494	\$48,919	\$50,387	\$51,898
9	\$42,312	\$43,580	\$44,889	\$46,234	\$47,622	\$49,050	\$50,522	\$52,037	\$53,598	\$55,206
10	\$44,853	\$46,199	\$47,586	\$49,013	\$50,483	\$51,998	\$53,558	\$55,165	\$56,819	\$58,524
11	\$47,390	\$48,811	\$50,275	\$51,784	\$53,338	\$54,937	\$56,586	\$58,283	\$60,031	\$61,833
12	\$49,930	\$51,429	\$52,971	\$54,561	\$56,197	\$57,883	\$59,620	\$61,408	\$63,251	\$65,149

Revision 1 dated 7/26/2017

Employees on this salary schedule receive a \$750 longevity increment after 14, 19, and 24 years of continuous service with the Harford County Public Schools **Effective July 1, 2007, all Harford County Public Schools experience will count towards longevity increments.**

Shift Differential Employees who work second shift will receive a forty-cents per hour differential

Harford County Public Schools
Salary Schedule for Twelve Month AFSCME Employees
Fiscal Year 2017-2018 (July)
Second Shift

GRADE	STEP									
	1	2	3	4	5	6	7	8	9	10
1	\$25,960	\$26,714	\$27,491	\$28,291	\$29,115	\$29,963	\$30,837	\$31,737	\$32,664	\$33,620
2	\$27,741	\$28,548	\$29,381	\$30,237	\$31,118	\$32,028	\$32,964	\$33,927	\$34,920	\$35,943
3	\$29,519	\$30,379	\$31,265	\$32,178	\$33,119	\$34,087	\$35,085	\$36,113	\$37,171	\$38,261
4	\$31,297	\$32,211	\$33,152	\$34,122	\$35,120	\$36,149	\$37,209	\$38,300	\$39,424	\$40,583
5	\$33,429	\$34,408	\$35,415	\$36,451	\$37,521	\$38,621	\$39,754	\$40,924	\$42,126	\$43,365
6	\$35,570	\$36,612	\$37,685	\$38,791	\$39,930	\$41,103	\$42,311	\$43,554	\$44,837	\$46,157
7	\$37,690	\$38,797	\$39,935	\$41,110	\$42,317	\$43,563	\$44,844	\$46,164	\$47,523	\$48,925
8	\$39,828	\$40,998	\$42,202	\$43,445	\$44,722	\$46,039	\$47,395	\$48,792	\$50,231	\$51,712
9	\$42,314	\$43,557	\$44,841	\$46,160	\$47,520	\$48,920	\$50,363	\$51,849	\$53,379	\$54,956
10	\$44,806	\$46,125	\$47,485	\$48,884	\$50,325	\$51,811	\$53,339	\$54,915	\$56,537	\$58,209
11	\$47,293	\$48,686	\$50,121	\$51,600	\$53,124	\$54,692	\$56,309	\$57,973	\$59,686	\$61,452
12	\$49,783	\$51,252	\$52,764	\$54,323	\$55,927	\$57,580	\$59,283	\$61,036	\$62,843	\$64,703

Employees on this salary schedule receive a \$750 longevity increment after 14, 19, and 24 years of continuous service with the Harford County Public Schools **Effective July 1, 2007, all Harford County Public Schools experience will count towards longevity increments.**

Harford County Public Schools
Salary Schedule for Twelve Month AFSCME Employees
 Fiscal Year 2017-2018
 Effective Mid-Year
 (14th pay scheduled January 12, 2018)
Second Shift

GRADE	STEP									
	1	2	3	4	5	6	7	8	9	10
1	\$26,463	\$27,232	\$28,024	\$28,840	\$29,681	\$30,546	\$31,438	\$32,355	\$33,301	\$34,275
2	\$28,279	\$29,103	\$29,952	\$30,825	\$31,724	\$32,652	\$33,607	\$34,589	\$35,602	\$36,645
3	\$30,093	\$30,970	\$31,874	\$32,805	\$33,765	\$34,752	\$35,770	\$36,818	\$37,898	\$39,010
4	\$31,907	\$32,839	\$33,799	\$34,787	\$35,806	\$36,855	\$37,937	\$39,050	\$40,196	\$41,378
5	\$34,081	\$35,080	\$36,107	\$37,164	\$38,255	\$39,377	\$40,533	\$41,725	\$42,952	\$44,216
6	\$36,265	\$37,328	\$38,422	\$39,551	\$40,712	\$41,909	\$43,140	\$44,409	\$45,717	\$47,064
7	\$38,428	\$39,556	\$40,717	\$41,915	\$43,147	\$44,417	\$45,724	\$47,071	\$48,457	\$49,886
8	\$40,608	\$41,801	\$43,030	\$44,297	\$45,600	\$46,943	\$48,326	\$49,751	\$51,219	\$52,730
9	\$43,144	\$44,412	\$45,721	\$47,066	\$48,454	\$49,882	\$51,354	\$52,869	\$54,430	\$56,038
10	\$45,685	\$47,031	\$48,418	\$49,845	\$51,315	\$52,830	\$54,390	\$55,997	\$57,651	\$59,356
11	\$48,222	\$49,643	\$51,107	\$52,616	\$54,170	\$55,769	\$57,418	\$59,115	\$60,863	\$62,665
12	\$50,762	\$52,261	\$53,803	\$55,393	\$57,029	\$58,715	\$60,452	\$62,240	\$64,083	\$65,981

Revision 1 dated 7/26/2017

Employees on this salary schedule receive a \$750 longevity increment after 14, 19, and 24 years of continuous service with the Harford County Public Schools **Effective July 1, 2007, all Harford County Public Schools experience will count towards longevity increments.**

Harford County Public Schools
Hourly Wage Schedule for Drivers and Attendants
Fiscal Year 2017-2018 (July)

Grade	1	2	3	4	5	6	7	8	9	10
Drivers	\$14.58	\$15.02	\$15.47	\$15.93	\$16.41	\$16.90	\$17.41	\$17.93	\$18.47	\$19.02
5 Hours (.625)	\$13,120	\$13,516	\$13,920	\$14,334	\$14,768	\$15,210	\$15,671	\$16,141	\$16,622	\$17,120
6 Hours (.75)	\$15,744	\$16,219	\$16,704	\$17,201	\$17,721	\$18,252	\$18,806	\$19,370	\$19,946	\$20,544
7 Hours (.875)	\$18,368	\$18,922	\$19,488	\$20,068	\$20,675	\$21,294	\$21,940	\$22,598	\$23,271	\$23,968
8 Hours (1.0)	\$20,992	\$21,625	\$22,272	\$22,935	\$23,628	\$24,336	\$25,074	\$25,826	\$26,595	\$27,392
Grade	1	2	3	4	5	6	7	8	9	10
Attendants	\$10.84	\$11.17	\$11.50	\$11.85	\$12.20	\$12.57	\$12.95	\$13.34	\$13.74	\$14.15
5 Hours (.625)	\$9,760	\$10,052	\$10,353	\$10,663	\$10,984	\$11,313	\$11,653	\$12,009	\$12,368	\$12,734
6 Hours (.75)	\$11,712	\$12,062	\$12,424	\$12,796	\$13,181	\$13,576	\$13,983	\$14,411	\$14,841	\$15,281
7 Hours (.875)	\$13,664	\$14,073	\$14,494	\$14,928	\$15,377	\$15,838	\$16,314	\$16,813	\$17,315	\$17,828
8 Hours (1.0)	\$15,616	\$16,083	\$16,565	\$17,061	\$17,574	\$18,101	\$18,644	\$19,215	\$19,788	\$20,375

Employees on this salary schedule receive a \$750 longevity increment after 14, 19, and 24 years of continuous service with the Harford County Public Schools
Effective July 1, 2007, all Harford County Public Schools experience will count towards longevity increments.

Harford County Public Schools
Hourly Wage Schedule for Drivers and Attendants
Fiscal Year 2017-2018
Effective Mid-Year
(12th pay scheduled for February 9, 2018)

Grade	1	2	3	4	5	6	7	8	9	10
Drivers	\$14,87	\$15,32	\$15,78	\$16,25	\$16,74	\$17,24	\$17,76	\$18,29	\$18,84	\$19,40
5 Hours (.625)	\$13,383	\$13,786	\$14,199	\$14,621	\$15,063	\$15,514	\$15,984	\$16,464	\$16,954	\$17,463
6 Hours (.75)	\$16,059	\$16,544	\$17,039	\$17,546	\$18,076	\$18,617	\$19,181	\$19,757	\$20,345	\$20,955
7 Hours (.875)	\$18,736	\$19,301	\$19,878	\$20,470	\$21,088	\$21,720	\$22,378	\$23,050	\$23,736	\$24,448
8 Hours (1.0)	\$21,412	\$22,058	\$22,718	\$23,394	\$24,101	\$24,823	\$25,575	\$26,343	\$27,127	\$27,940
Grade	1	2	3	4	5	6	7	8	9	10
Attendants	\$11,06	\$11,39	\$11,73	\$12,09	\$12,45	\$12,82	\$13,21	\$13,61	\$14,02	\$14,43
5 Hours (.625)	\$9,955	\$10,253	\$10,560	\$10,877	\$11,203	\$11,539	\$11,886	\$12,249	\$12,615	\$12,989
6 Hours (.75)	\$11,946	\$12,304	\$12,672	\$13,052	\$13,444	\$13,847	\$14,263	\$14,699	\$15,138	\$15,587
7 Hours (.875)	\$13,937	\$14,354	\$14,784	\$15,228	\$15,684	\$16,155	\$16,640	\$17,149	\$17,661	\$18,184
8 Hours (1.0)	\$15,928	\$16,405	\$16,896	\$17,403	\$17,925	\$18,463	\$19,017	\$19,599	\$20,184	\$20,782

Revision 1 dated 7/26/2017

Employees on this salary schedule receive a \$750 longevity increment after 14, 19, and 24 years of continuous service with the Harford County Public Schools. Effective July 1, 2007, all Harford County Public Schools experience will count towards longevity increments.

Harford County Public Schools
Salary Schedule for Food Service Employees
Fiscal Year 2017-2018 (July)

	1	2	3	4	5	6	7	8	9	10
General Worker 3 Hours	\$6,771	\$6,975	\$7,183	\$7,399	\$7,621	\$7,850	\$8,086	\$8,328	\$8,578	\$8,835
3.5 Hours	\$7,899	\$8,136	\$8,380	\$8,632	\$8,891	\$9,157	\$9,433	\$9,715	\$10,007	\$10,306
General Worker 6 Hours	\$13,542	\$13,949	\$14,366	\$14,798	\$15,242	\$15,699	\$16,171	\$16,656	\$17,155	\$17,669
Satellite Kitchen Asst. 6 Hours	\$16,685	\$17,186	\$17,701	\$18,205	\$18,751	\$19,313	\$19,892	\$20,489	\$21,103	\$21,737
7 Hours	\$19,465	\$20,049	\$20,650	\$21,238	\$21,875	\$22,531	\$23,206	\$23,902	\$24,619	\$25,358
Production Center Asst. 6 Hours	\$16,973	\$17,482	\$18,006	\$18,546	\$19,129	\$19,675	\$20,266	\$20,874	\$21,500	\$22,145

NOTE Salaries for personnel who work less than the listed number of hours are prorated accordingly

Employees on this salary schedule receive a \$750 longevity increment after 14, 19, and 24 years of continuous service with the Harford County Public Schools **Effective July 1, 2007, all Harford County Public Schools experience will count towards longevity increments.**

Harford County Public Schools
Salary Schedule for Food Service Employees
Fiscal Year 2017-2018
Effective Mid-Year
(12th pay scheduled for February 9, 2018)

	1	2	3	4	5	6	7	8	9	10
General Worker										
3 Hours	\$6,907	\$7,114	\$7,327	\$7,547	\$7,774	\$8,007	\$8,247	\$8,495	\$8,749	\$9,011
3.5 Hours	\$8,057	\$8,299	\$8,547	\$8,804	\$9,069	\$9,340	\$9,621	\$9,910	\$10,207	\$10,512
General Worker										
6 Hours	\$13,813	\$14,228	\$14,653	\$15,094	\$15,547	\$16,013	\$16,494	\$16,989	\$17,498	\$18,022
Satellite Kitchen Asst.										
6 Hours	\$17,019	\$17,530	\$18,055	\$18,569	\$19,126	\$19,699	\$20,290	\$20,899	\$21,525	\$22,171
7 Hours	\$19,854	\$20,450	\$21,063	\$21,663	\$22,312	\$22,981	\$23,670	\$24,381	\$25,111	\$25,865
Production Center Asst.										
6 Hours	\$17,312	\$17,832	\$18,366	\$18,917	\$19,512	\$20,069	\$20,671	\$21,291	\$21,930	\$22,588

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NOTE Salaries for personnel who work less than the listed number of hours are prorated accordingly

Employees on this salary schedule receive a \$750 longevity increment after 14, 19, and 24 years of continuous service with the Harford County Public Schools **Effective July 1, 2007, all Harford County Public Schools experience will count towards longevity increments.**

Harford County Public Schools	
Salary Schedule for Food Service Managers	
FY 2017-2018 (July)	
STEP	MG1
1	\$32,487
2	\$32,813
3	\$33,141
4	\$33,472
5	\$33,807
6	\$34,144
7	\$34,486
8	\$34,831
9	\$35,180
10	\$35,530
11	\$35,886
12	\$36,245
13	\$36,607
14	\$36,973
15	\$37,343
16	\$37,717
17	\$38,094
18	\$38,475
19	\$38,859
20	\$39,248

Harford County Public Schools
Salary Schedule for Food Service Managers
Fiscal Year 2017-2018
Effective Mid-Year
(12th pay scheduled for February 9, 2018)

STEP	MG1
1	\$33,137
2	\$33,469
3	\$33,804
4	\$34,142
5	\$34,483
6	\$34,827
7	\$35,176
8	\$35,527
9	\$35,883
10	\$36,241
11	\$36,604
12	\$36,970
13	\$37,340
14	\$37,713
15	\$38,090
16	\$38,471
17	\$38,856
18	\$39,244
19	\$39,637
20	\$40,033

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Harford County Public Schools
Salary Schedule for Non-Certified Administrative, Technical and Supervisory Professionals
Fiscal Year 2017-2018 (July)

STEP	GRADE A	GRADE B	GRADE C	GRADE D	GRADE E	GRADE F	GRADE G	GRADE H	GRADE I	GRADE J
1	\$63,163	\$66,954	\$70,971	\$75,230	\$79,744	\$84,530	\$89,602	\$94,979	\$100,678	\$106,719
2	\$63,796	\$67,624	\$71,682	\$75,984	\$80,544	\$85,378	\$90,500	\$95,931	\$101,687	\$107,789
3	\$64,434	\$68,301	\$72,399	\$76,744	\$81,349	\$86,230	\$91,405	\$96,890	\$102,703	\$108,866
4	\$65,079	\$68,984	\$73,124	\$77,511	\$82,162	\$87,092	\$92,319	\$97,858	\$103,730	\$109,953
5	\$65,730	\$69,674	\$73,854	\$78,286	\$82,983	\$87,962	\$93,240	\$98,836	\$104,767	\$111,053
6	\$66,388	\$70,371	\$74,594	\$79,070	\$83,815	\$88,844	\$94,175	\$99,827	\$105,817	\$112,166
7	\$67,052	\$71,075	\$75,341	\$79,862	\$84,654	\$89,734	\$95,119	\$100,826	\$106,876	\$113,290
8	\$67,723	\$71,787	\$76,095	\$80,662	\$85,502	\$90,632	\$96,070	\$101,835	\$107,946	\$114,422
9	\$68,401	\$72,506	\$76,856	\$81,468	\$86,357	\$91,539	\$97,032	\$102,854	\$109,026	\$115,568
10	\$69,085	\$73,231	\$77,625	\$82,284	\$87,221	\$92,454	\$98,001	\$103,882	\$110,116	\$116,723
11	\$69,777	\$73,963	\$78,402	\$83,107	\$88,094	\$93,380	\$98,984	\$104,923	\$111,219	\$117,893
12	\$70,474	\$74,704	\$79,186	\$83,938	\$88,974	\$94,314	\$99,973	\$105,973	\$112,331	\$119,071
13	\$71,179	\$75,451	\$79,978	\$84,777	\$89,864	\$95,256	\$100,972	\$107,031	\$113,453	\$120,261
14	\$71,891	\$76,206	\$80,779	\$85,626	\$90,765	\$96,211	\$101,984	\$108,104	\$114,591	\$121,466
15	\$72,610	\$76,967	\$81,586	\$86,481	\$91,671	\$97,171	\$103,002	\$109,183	\$115,734	\$122,679
16	\$73,337	\$77,738	\$82,402	\$87,346	\$92,588	\$98,143	\$104,032	\$110,275	\$116,892	\$123,907
17	\$74,070	\$78,515	\$83,226	\$88,220	\$93,514	\$99,125	\$105,073	\$111,378	\$118,061	\$125,146
18	\$74,811	\$79,300	\$84,058	\$89,101	\$94,449	\$100,116	\$106,123	\$112,492	\$119,242	\$126,398
19	\$75,559	\$80,093	\$84,899	\$89,992	\$95,394	\$101,116	\$107,185	\$113,617	\$120,434	\$127,661
20	\$76,315	\$80,894	\$85,748	\$90,892	\$96,347	\$102,128	\$108,257	\$114,753	\$121,638	\$128,938

Harford County Public Schools
Salary Schedule for Non-Certified Administrative, Technical and Supervisory Professionals
Fiscal Year 2017-2018
Effective Mid-Year
(14th pay scheduled for January 12, 2018)

STEP	GRADE A	GRADE B	GRADE C	GRADE D	GRADE E	GRADE F	GRADE G	GRADE H	GRADE I	GRADE J
1	\$64,427	\$68,293	\$72,391	\$76,735	\$81,339	\$86,220	\$91,394	\$96,879	\$102,692	\$108,854
2	\$65,072	\$68,977	\$73,116	\$77,504	\$82,155	\$87,085	\$92,310	\$97,849	\$103,721	\$109,944
3	\$65,723	\$69,666	\$73,847	\$78,279	\$82,976	\$87,955	\$93,233	\$98,827	\$104,757	\$111,043
4	\$66,381	\$70,364	\$74,586	\$79,061	\$83,805	\$88,834	\$94,165	\$99,815	\$105,804	\$112,152
5	\$67,044	\$71,067	\$75,331	\$79,851	\$84,643	\$89,722	\$95,105	\$100,813	\$106,862	\$113,274
6	\$67,715	\$71,779	\$76,086	\$80,652	\$85,491	\$90,621	\$96,058	\$101,823	\$107,933	\$114,409
7	\$68,393	\$72,497	\$76,847	\$81,459	\$86,347	\$91,529	\$97,021	\$102,843	\$109,014	\$115,556
8	\$69,078	\$73,223	\$77,617	\$82,275	\$87,212	\$92,445	\$97,992	\$103,872	\$110,104	\$116,711
9	\$69,769	\$73,956	\$78,393	\$83,098	\$88,084	\$93,370	\$98,972	\$104,911	\$111,207	\$117,879
10	\$70,467	\$74,695	\$79,178	\$83,929	\$88,965	\$94,303	\$99,961	\$105,960	\$112,318	\$119,057
11	\$71,172	\$75,442	\$79,970	\$84,769	\$89,856	\$95,248	\$100,964	\$107,022	\$113,444	\$120,251
12	\$71,884	\$76,198	\$80,770	\$85,617	\$90,754	\$96,200	\$101,973	\$108,092	\$114,578	\$121,453
13	\$72,603	\$76,960	\$81,577	\$86,472	\$91,661	\$97,161	\$102,992	\$109,171	\$115,722	\$122,666
14	\$73,329	\$77,730	\$82,394	\$87,339	\$92,580	\$98,135	\$104,024	\$110,266	\$116,883	\$123,896
15	\$74,063	\$78,507	\$83,217	\$88,211	\$93,504	\$99,114	\$105,062	\$111,367	\$118,049	\$125,133
16	\$74,804	\$79,293	\$84,050	\$89,093	\$94,440	\$100,106	\$106,113	\$112,480	\$119,230	\$126,385
17	\$75,552	\$80,086	\$84,890	\$89,984	\$95,384	\$101,107	\$107,174	\$113,605	\$120,422	\$127,649
18	\$76,307	\$80,886	\$85,739	\$90,883	\$96,339	\$102,118	\$108,246	\$114,742	\$121,627	\$128,926
19	\$77,070	\$81,695	\$86,597	\$91,792	\$97,302	\$103,139	\$109,329	\$115,889	\$122,843	\$130,214
20	\$77,841	\$82,512	\$87,463	\$92,710	\$98,274	\$104,170	\$110,422	\$117,048	\$124,071	\$131,517

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Harford County Public Schools
Salary Schedule for Registered Nurses
Fiscal Year 2017-2018 (July)

STEP	Registered Nurses
1	\$45,676
2	\$46,361
3	\$47,057
4	\$47,762
5	\$48,479
6	\$49,206
7	\$49,944
8	\$50,693
9	\$51,454
10	\$52,225
11	\$53,009
12	\$53,804
13	\$54,611
14	\$55,430
15	\$56,262
16	\$57,106
17	\$57,962
18	\$58,832
19	\$59,714
20	\$60,610

Harford County Public Schools
Salary Schedule for Registered Nurses
Fiscal Year 2017-2018
Mid-Year

STEP	Registered Nurses
1	\$45,676
2	\$46,361
3	\$47,057
4	\$47,762
5	\$48,479
6	\$49,206
7	\$49,944
8	\$50,693
9	\$51,454
10	\$52,225
11	\$53,009
12	\$53,804
13	\$54,611
14	\$55,430
15	\$56,262
16	\$57,106
17	\$57,962
18	\$58,832
19	\$59,714
20	\$60,610

Revision 1 dated 7/26/2017

Harford County Public Schools									
Salary Schedule for Administrative and Supervisory Personnel - 12 Month Employees									
Fiscal Year 2017-2018 (July)									
STEP	GRADE 1	GRADE 2	GRADE 3	GRADE 4	GRADE 5	GRADE 6	GRADE 7	GRADE 8	
1	\$93,713	\$96,524	\$99,420	\$102,403	\$105,475	\$108,639	\$111,898	\$115,255	
2	\$94,650	\$97,490	\$100,414	\$103,427	\$106,530	\$109,725	\$113,017	\$116,408	
3	\$95,597	\$98,465	\$101,418	\$104,461	\$107,595	\$110,823	\$114,147	\$117,572	
4	\$96,553	\$99,449	\$102,433	\$105,506	\$108,671	\$111,931	\$115,289	\$118,748	
5	\$97,518	\$100,444	\$103,457	\$106,561	\$109,758	\$113,050	\$116,442	\$119,935	
6	\$98,493	\$101,448	\$104,492	\$107,626	\$110,855	\$114,181	\$117,606	\$121,134	
7	\$99,478	\$102,463	\$105,536	\$108,703	\$111,964	\$115,323	\$118,782	\$122,346	
8	\$100,473	\$103,487	\$106,592	\$109,790	\$113,083	\$116,476	\$119,970	\$123,569	
9	\$101,478	\$104,522	\$107,658	\$110,887	\$114,214	\$117,641	\$121,170	\$124,805	
10	\$102,493	\$105,567	\$108,734	\$111,996	\$115,356	\$118,817	\$122,381	\$126,053	
11	\$103,517	\$106,623	\$109,822	\$113,116	\$116,510	\$120,005	\$123,605	\$127,313	
12	\$104,553	\$107,689	\$110,920	\$114,247	\$117,675	\$121,205	\$124,841	\$128,587	
13	\$105,598	\$108,766	\$112,029	\$115,390	\$118,852	\$122,417	\$126,090	\$129,872	
14	\$106,654	\$109,854	\$113,149	\$116,544	\$120,040	\$123,641	\$127,351	\$131,171	
15	\$107,721	\$110,952	\$114,281	\$117,709	\$121,241	\$124,878	\$128,624	\$132,483	
16	\$108,798	\$112,062	\$115,424	\$118,886	\$122,453	\$126,127	\$129,910	\$133,808	
17	\$109,886	\$113,182	\$116,578	\$120,075	\$123,678	\$127,388	\$131,209	\$135,146	
18	\$110,985	\$114,314	\$117,744	\$121,276	\$124,914	\$128,662	\$132,522	\$136,497	
19	\$112,095	\$115,457	\$118,921	\$122,489	\$126,163	\$129,948	\$133,847	\$137,862	
20	\$113,216	\$116,612	\$120,110	\$123,714	\$127,425	\$131,248	\$135,185	\$139,241	

Harford County Public Schools									
Salary Schedule for Administrative and Supervisory Personnel - 12 Month Employees									
Fiscal Year 2017-2018									
Effective Mid-Year									
(14th pay scheduled for January 12, 2018)									
STEP	GRADE 1	GRADE 2	GRADE 3	GRADE 4	GRADE 5	GRADE 6	GRADE 7	GRADE 8	GRADE 8
1	\$95,586	\$98,454	\$101,407	\$104,449	\$107,583	\$110,810	\$114,135	\$117,559	\$117,559
2	\$96,542	\$99,438	\$102,421	\$105,494	\$108,659	\$111,918	\$115,276	\$118,734	\$118,734
3	\$97,507	\$100,432	\$103,445	\$106,549	\$109,745	\$113,038	\$116,429	\$119,922	\$119,922
4	\$98,482	\$101,437	\$104,480	\$107,614	\$110,843	\$114,168	\$117,593	\$121,121	\$121,121
5	\$99,467	\$102,451	\$105,525	\$108,690	\$111,951	\$115,310	\$118,769	\$122,332	\$122,332
6	\$100,462	\$103,476	\$106,580	\$109,777	\$113,071	\$116,463	\$119,957	\$123,555	\$123,555
7	\$101,466	\$104,510	\$107,646	\$110,875	\$114,201	\$117,627	\$121,156	\$124,791	\$124,791
8	\$102,481	\$105,556	\$108,722	\$111,984	\$115,343	\$118,804	\$122,368	\$126,039	\$126,039
9	\$103,506	\$106,611	\$109,809	\$113,104	\$116,497	\$119,992	\$123,592	\$127,299	\$127,299
10	\$104,541	\$107,677	\$110,908	\$114,235	\$117,662	\$121,192	\$124,827	\$128,572	\$128,572
11	\$105,586	\$108,754	\$112,017	\$115,377	\$118,838	\$122,404	\$126,076	\$129,858	\$129,858
12	\$106,642	\$109,842	\$113,137	\$116,531	\$120,027	\$123,628	\$127,336	\$131,157	\$131,157
13	\$107,709	\$110,940	\$114,268	\$117,696	\$121,227	\$124,864	\$128,610	\$132,468	\$132,468
14	\$108,786	\$112,049	\$115,411	\$118,873	\$122,439	\$126,113	\$129,896	\$133,793	\$133,793
15	\$109,874	\$113,170	\$116,565	\$120,062	\$123,664	\$127,374	\$131,195	\$135,131	\$135,131
16	\$110,972	\$114,302	\$117,731	\$121,263	\$124,900	\$128,647	\$132,507	\$136,482	\$136,482
17	\$112,082	\$115,445	\$118,908	\$122,475	\$126,149	\$129,934	\$133,832	\$137,847	\$137,847
18	\$113,203	\$116,599	\$120,097	\$123,700	\$127,411	\$131,233	\$135,170	\$139,225	\$139,225
19	\$114,335	\$117,765	\$121,298	\$124,937	\$128,685	\$132,546	\$136,522	\$140,618	\$140,618
20	\$115,478	\$118,943	\$122,511	\$126,186	\$129,972	\$133,871	\$137,887	\$142,024	\$142,024

Revision 1 dated 7/26/2017

Harford County Public Schools
Salary Schedule for
Administrative and Supervisory Personnel
10 Mth Employees
Fiscal Year 2017-2018 (July)

STEP	Assistant Principal Secondary (APS) (10 month)	Assistant Principal Elementary (APE) and Instructional Facilitators (IF) (10 month)
1	\$85,039	\$88,904
2	\$85,889	\$89,793
3	\$86,748	\$90,691
4	\$87,616	\$91,598
5	\$88,492	\$92,514
6	\$89,377	\$93,439
7	\$90,271	\$94,373
8	\$91,173	\$95,317
9	\$92,085	\$96,270
10	\$93,006	\$97,233
11	\$93,936	\$98,205
12	\$94,875	\$99,187
13	\$95,824	\$100,179
14	\$96,782	\$101,181
15	\$97,750	\$102,193
16	\$98,728	\$103,215
17	\$99,715	\$104,247
18	\$100,712	\$105,289
19	\$101,719	\$106,342
20	\$102,736	\$107,406

Revision 1 dated 7/19/2017

Harford County Public Schools
Salary Schedule for
Administrative and Supervisory Personnel
10 Mth Employees
Fiscal Year 2017-2018
Effective Mid-Year
(14th pay scheduled for January 12, 2018)

STEP	Assistant Principal Secondary (APS) (10 month)	Assistant Principal Elementary (APE) and Instructional Facilitators (IF) (10 month)
1	\$86,740	\$90,681
2	\$87,607	\$91,588
3	\$88,483	\$92,504
4	\$89,368	\$93,429
5	\$90,262	\$94,363
6	\$91,164	\$95,307
7	\$92,076	\$96,260
8	\$92,997	\$97,222
9	\$93,927	\$98,195
10	\$94,866	\$99,176
11	\$95,815	\$100,168
12	\$96,773	\$101,170
13	\$97,741	\$102,182
14	\$98,718	\$103,203
15	\$99,705	\$104,235
16	\$100,702	\$105,278
17	\$101,709	\$106,331
18	\$102,726	\$107,394
19	\$103,754	\$108,468
20	\$104,791	\$109,553

**Harford County Public Schools
12 Month Executive Personnel (Annual)
Salary Schedule FY 2017-2018 (July)**

	PA1	PA2	PA3
M	\$137,781	\$141,914	\$146,171
L	\$133,768	\$137,781	\$141,914
K	\$129,872	\$133,768	\$137,781

**Harford County Public Schools
12 Month Executive Personnel (Annual)
Salary Schedule FY 2017-2018 (January)**

	PA1	PA2	PA3
M	\$140,537	\$144,752	\$149,094
L	\$136,443	\$140,537	\$144,752
K	\$132,469	\$136,443	\$140,537

Harford County Public Schools
Salary Schedule for Twelve Month Clerical,
School Bus Driver Instructors, and Transportation Specialists
Fiscal Year 2017-2018 (July)

STEP	GRADE 1	GRADE 2	GRADE 3	GRADE 4	GRADE 5	GRADE 6	GRADE 7	GRADE 8	GRADE 9	GRADE 10	GRADE 11	GRADE 12
1	\$24,231	\$25,948	\$27,661	\$29,375	\$31,430	\$33,495	\$35,541	\$37,602	\$39,999	\$42,400	\$44,797	\$47,200
2	\$24,958	\$26,726	\$28,490	\$30,256	\$32,374	\$34,500	\$36,607	\$38,730	\$41,198	\$43,672	\$46,141	\$48,616
3	\$25,706	\$27,528	\$29,346	\$31,164	\$33,344	\$35,536	\$37,706	\$39,892	\$42,435	\$44,982	\$47,525	\$50,075
4	\$26,477	\$28,354	\$30,226	\$32,099	\$34,344	\$36,601	\$38,836	\$41,089	\$43,708	\$46,332	\$48,951	\$51,577
5	\$27,272	\$29,204	\$31,133	\$33,061	\$35,374	\$37,699	\$40,002	\$42,322	\$45,018	\$47,722	\$50,419	\$53,125
6	\$28,636	\$30,664	\$32,689	\$34,715	\$37,143	\$39,584	\$42,002	\$44,437	\$47,271	\$50,107	\$52,940	\$55,781
7	\$30,068	\$32,199	\$34,323	\$36,451	\$39,000	\$41,563	\$44,102	\$46,660	\$49,634	\$52,613	\$55,588	\$58,570
8	\$31,571	\$33,808	\$36,040	\$38,273	\$40,951	\$43,641	\$46,307	\$48,992	\$52,115	\$55,243	\$58,367	\$61,498
9	\$33,149	\$35,463	\$37,842	\$40,187	\$42,998	\$45,824	\$48,623	\$51,442	\$54,721	\$58,007	\$61,285	\$64,572
10	\$34,807	\$37,273	\$39,734	\$42,196	\$45,149	\$48,115	\$51,053	\$54,015	\$57,457	\$60,906	\$64,349	\$67,801

Harford County Public Schools
Salary Schedule for Ten Month Clerical Employees
(Derived from 12 Month Schedule)
Fiscal Year 2017-2018 (July)

STEP	GRADE 1	GRADE 2	GRADE 3	GRADE 4	GRADE 5	GRADE 6
1	\$20,189	\$21,620	\$23,048	\$24,476	\$26,188	\$27,909
2	\$20,795	\$22,269	\$23,739	\$25,210	\$26,973	\$28,746
3	\$21,419	\$22,937	\$24,451	\$25,966	\$27,783	\$29,608
4	\$22,062	\$23,625	\$25,185	\$26,745	\$28,616	\$30,497
5	\$22,724	\$24,334	\$25,940	\$27,547	\$29,474	\$31,412
6	\$23,859	\$25,550	\$27,236	\$28,925	\$30,949	\$32,982
7	\$25,052	\$26,828	\$28,599	\$30,371	\$32,496	\$34,631
8	\$26,305	\$28,169	\$30,028	\$31,890	\$34,121	\$36,363
9	\$27,620	\$29,578	\$31,530	\$33,484	\$35,826	\$38,181
10	\$29,001	\$31,056	\$33,107	\$35,158	\$37,618	\$40,090

Employees on these salary schedules shall receive a \$750 longevity increment after 14, 19, 24, and 29 years of continuous service with Harford County Public Schools. Effective July 1, 2007, all Harford County Public Schools experience will count towards longevity increments

Years of service may not equate to step placement

Harford County Public Schools
Salary Schedule for Twelve Month Clerical,
School Bus Driver Instructors, and Transportation Specialists
Fiscal Year 2017-2018
Effective Mid-Year
(14th pay scheduled for January 12, 2018)

STEP	GRADE 1	GRADE 2	GRADE 3	GRADE 4	GRADE 5	GRADE 6	GRADE 7	GRADE 8	GRADE 9	GRADE 10	GRADE 11	GRADE 12
1	\$24,715	\$26,467	\$28,214	\$29,962	\$32,059	\$34,165	\$36,252	\$38,355	\$40,798	\$43,248	\$45,693	\$48,144
2	\$25,457	\$27,261	\$29,060	\$30,861	\$33,021	\$35,190	\$37,340	\$39,505	\$42,022	\$44,546	\$47,063	\$49,588
3	\$26,221	\$28,078	\$29,933	\$31,788	\$34,011	\$36,246	\$38,460	\$40,689	\$43,283	\$45,882	\$48,475	\$51,077
4	\$27,006	\$28,921	\$30,831	\$32,741	\$35,031	\$37,333	\$39,612	\$41,910	\$44,583	\$47,259	\$49,930	\$52,608
5	\$27,818	\$29,788	\$31,756	\$33,722	\$36,082	\$38,453	\$40,802	\$43,168	\$45,919	\$48,676	\$51,428	\$54,187
6	\$29,208	\$31,278	\$33,343	\$35,409	\$37,886	\$40,376	\$42,842	\$45,326	\$48,216	\$51,110	\$53,999	\$56,896
7	\$30,669	\$32,842	\$35,010	\$37,180	\$39,780	\$42,394	\$44,984	\$47,593	\$50,627	\$53,665	\$56,700	\$59,741
8	\$32,203	\$34,484	\$36,761	\$39,039	\$41,770	\$44,514	\$47,233	\$49,972	\$53,157	\$56,348	\$59,534	\$62,728
9	\$33,812	\$36,173	\$38,598	\$40,991	\$43,888	\$46,740	\$49,595	\$52,471	\$55,816	\$59,167	\$62,511	\$65,864
10	\$35,503	\$38,019	\$40,529	\$43,040	\$46,052	\$49,077	\$52,074	\$55,095	\$58,606	\$62,124	\$65,636	\$69,157

Revision 1 dated 7/26/2017

Harford County Public Schools
Salary Schedule for Ten Month Clerical Employees
(Derived from 12 Month Schedule)
Fiscal Year 2017-2018
Effective Mid-Year
(12th pay scheduled for February 9, 2018)

STEP	GRADE 1	GRADE 2	GRADE 3	GRADE 4	GRADE 5	GRADE 6
1	\$20,593	\$22,053	\$23,509	\$24,965	\$26,712	\$28,467
2	\$21,211	\$22,714	\$24,214	\$25,714	\$27,512	\$29,321
3	\$21,847	\$23,396	\$24,940	\$26,485	\$28,338	\$30,200
4	\$22,503	\$24,098	\$25,689	\$27,280	\$29,188	\$31,107
5	\$23,178	\$24,821	\$26,459	\$28,098	\$30,064	\$32,040
6	\$24,336	\$26,061	\$27,781	\$29,504	\$31,567	\$33,642
7	\$25,553	\$27,364	\$29,171	\$30,979	\$33,146	\$35,324
8	\$26,831	\$28,733	\$30,629	\$32,527	\$34,803	\$37,090
9	\$28,173	\$30,169	\$32,160	\$34,154	\$36,543	\$38,945
10	\$29,581	\$31,677	\$33,769	\$35,861	\$38,370	\$40,891

Revision 1 dated 7/26/2017

Employees on these salary schedules shall receive a \$750 longevity increment after 14, 19, 24, and 29 years of continuous service with Harford County Public Schools Effective July 1, 2007, all Harford County Public Schools experience will count towards longevity increments.

Years of service may not equate to step placement

**Harford County Public Schools
Salary Schedule for Paraeducators
Fiscal Year 2017-2018 (July)**

STEP	Paraeducators	Paraeducators with 30 college credits	Paraeducators with 60 college credits	Paraeducators with 90 college credits	Paraeducators with Bachelor's Degree
1	\$18,005	\$18,255	\$18,505	\$18,755	\$19,005
2	\$18,546	\$18,796	\$19,046	\$19,296	\$19,546
3	\$19,102	\$19,352	\$19,602	\$19,852	\$20,102
4	\$19,675	\$19,925	\$20,175	\$20,425	\$20,675
5	\$20,265	\$20,515	\$20,765	\$21,015	\$21,265
6	\$20,873	\$21,123	\$21,373	\$21,623	\$21,873
7	\$21,499	\$21,749	\$21,999	\$22,249	\$22,499
8	\$22,144	\$22,394	\$22,644	\$22,894	\$23,144
9	\$22,808	\$23,058	\$23,308	\$23,558	\$23,808
10	\$23,493	\$23,743	\$23,993	\$24,243	\$24,493
11	\$24,197	\$24,447	\$24,697	\$24,947	\$25,197
12	\$24,924	\$25,174	\$25,424	\$25,674	\$25,924
13	\$25,672	\$25,922	\$26,172	\$26,422	\$26,672
14	\$26,441	\$26,691	\$26,941	\$27,191	\$27,441
15	\$27,234	\$27,484	\$27,734	\$27,984	\$28,234

Paraeducators shall receive a \$750 longevity increment after 19, 24, and 29 years of continuous service with Harford County Public Schools Effective July 1, 2007, all years of service with Harford County Public Schools will count towards longevity increments

Years of service/experience may not equate to step placement

Harford County Public Schools
Salary Schedule for Paraeducators
Fiscal Year 2017-2018
Effective Mid-Year
(12th pay scheduled for February 9, 2018)

STEP	Paraeducators	Paraeducators with 30 college credits	Paraeducators with 60 college credits	Paraeducators with 90 college credits	Paraeducators with Bachelor's Degree
1	\$18,365	\$18,615	\$18,865	\$19,115	\$19,365
2	\$18,917	\$19,167	\$19,417	\$19,667	\$19,917
3	\$19,484	\$19,734	\$19,984	\$20,234	\$20,484
4	\$20,069	\$20,319	\$20,569	\$20,819	\$21,069
5	\$20,670	\$20,920	\$21,170	\$21,420	\$21,670
6	\$21,290	\$21,540	\$21,790	\$22,040	\$22,290
7	\$21,929	\$22,179	\$22,429	\$22,679	\$22,929
8	\$22,587	\$22,837	\$23,087	\$23,337	\$23,587
9	\$23,265	\$23,515	\$23,765	\$24,015	\$24,265
10	\$23,962	\$24,212	\$24,462	\$24,712	\$24,962
11	\$24,681	\$24,931	\$25,181	\$25,431	\$25,681
12	\$25,423	\$25,673	\$25,923	\$26,173	\$26,423
13	\$26,185	\$26,435	\$26,685	\$26,935	\$27,185
14	\$26,970	\$27,220	\$27,470	\$27,720	\$27,970
15	\$27,779	\$28,029	\$28,279	\$28,529	\$28,779

Revision 1 dated 7/26/2017

Paraeducators shall receive a \$750 longevity increment after 19, 24, and 29 years of continuous service with Harford County Public Schools Effective July 1, 2007, all years of service with Harford County Public Schools will count towards longevity increments

Years of service/experience may not equate to step placement

**Harford County Public Schools
Salary Schedule for Team Nurses
Fiscal Year 2017-2018 (July)**

STEP	Team Nurses
1	\$27,462
2	\$28,255
3	\$29,073
4	\$29,916
5	\$30,783
6	\$31,677
7	\$32,597
8	\$33,544
9	\$34,521
10	\$35,527

Revision 1 - 7/10/2017

Nurses and Team Nurses shall receive a \$750 longevity increment after 14, 19, 24, and 29 years of continuous service with Harford County Public Schools Effective July 1, 2007, all years of service with Harford County Public Schools will count toward longevity increments

Nurses who have earned a bachelor's degree in nursing or a related field as determined by the Assistant Superintendent for Human Resources will receive a \$1,000 differential Team Nurses who have earned a bachelor's degree in a related field will receive a \$1,000 differential Team Nurses with RN certification will receive a salary increase of \$500

Years of service/experience may not equate to step placement

Harford County Public Schools
Salary Schedule for Team Nurses
Fiscal Year 2017-2018
Effective Mid-Year
(12th pay scheduled for February 9, 2018)

STEP	Team Nurses
1	\$27,991
2	\$28,801
3	\$29,634
4	\$30,494
5	\$31,378
6	\$32,290
7	\$33,229
8	\$34,195
9	\$35,191
10	\$36,217

Revision 1 dated 7/26/2017

Nurses and Team Nurses shall receive a \$750 longevity increment after 14, 19, 24, and 29 years of continuous service with Harford County Public Schools Effective July 1, 2007, all years of service with Harford County Public Schools will count toward longevity increments

Nurses who have earned a bachelor's degree in nursing or a related field as determined by the Assistant Superintendent for Human Resources will receive a \$1,000 differential Team Nurses who have earned a bachelor's degree in a related field will receive a \$1,000 differential Team Nurses with RN certification will receive a salary increase of \$500

Years of service/experience may not equate to step placement

**Harford County Public Schools
Salary Schedule for Technicians
Fiscal Year 2017-2018 (July)**

STEP	Technicians
1	\$21,596
2	\$22,245
3	\$22,912
4	\$23,599
5	\$24,307
6	\$25,036
7	\$25,787
8	\$26,561
9	\$27,357
10	\$28,179
11	\$29,024
12	\$29,895
13	\$30,791
14	\$31,715
15	\$32,666

Technicians shall receive a \$750 longevity increment after 19, 24, and 29 years of continuous service with Harford County Public Schools Effective July 1, 2007, all Harford County Public Schools experience will count towards longevity increments

Technicians who have earned a bachelor's degree in a related area as determined by the Assistant Superintendent for Human Resources will receive a \$1,000 differential

Years of service/experience may not equate to step placement

Harford County Public Schools
Salary Schedule for Technicians
Fiscal Year 2017-2018
Effective Mid-Year
(12th pay scheduled for February 9, 2018)

STEP	Technicians
1	\$22,028
2	\$22,690
3	\$23,370
4	\$24,071
5	\$24,793
6	\$25,537
7	\$26,303
8	\$27,092
9	\$27,905
10	\$28,742
11	\$29,604
12	\$30,492
13	\$31,407
14	\$32,350
15	\$33,319

Revision 1 dated 7/26/2017

Technicians shall receive a \$750 longevity increment after 19, 24, and 29 years of continuous service with Harford County Public Schools. Effective July 1, 2007, all Harford County Public Schools experience will count towards longevity increments.

Technicians who have earned a bachelor's degree in a related area as determined by the Assistant Superintendent for Human Resources will receive a \$1,000 differential.

Years of service/experience may not equate to step placement.

Harford County Public Schools Salary Schedule for Interpreters, Translitterators, and Braille Technicians Fiscal Year 2017-2018 (July)	
STEP	
1	\$31,464
2	\$32,409
3	\$33,380
4	\$34,382
5	\$35,413
6	\$36,476
7	\$37,570
8	\$38,697
9	\$39,858
10	\$41,054
11	\$42,285
12	\$43,554
13	\$44,861
14	\$46,207
15	\$47,592

Interpreters shall receive a \$750 longevity increment after 19, 24, and 29 years of continuous service with Harford County Public Schools Effective July 1, 2007, all Harford County Public Schools experience will count towards longevity increments

Interpreters, Translitterators, and Braille Technicians will receive a \$1,000 stipend if they possess a bachelor's degree in a related field as determined by the Assistant Superintendent for Human Resources and/or a \$500 stipend, if they possess a current, valid appropriate certificate, both as determined by the Assistant Superintendent for Human Resources

Years of service/experience may not equate to step placement

Harford County Public Schools
Salary Schedule for Interpreters,
Transliterators, and Braille Technicians
Fiscal Year 2017-2018
Effective Mid-Year
(12th pay scheduled for February 9, 2018)

STEP	Interpreters, Transliterators, and Braille Technicians
1	\$32,094
2	\$33,057
3	\$34,048
4	\$35,070
5	\$36,122
6	\$37,205
7	\$38,321
8	\$39,471
9	\$40,655
10	\$41,875
11	\$43,131
12	\$44,425
13	\$45,758
14	\$47,131
15	\$48,544

Revision 1 dated 7/26/2017

Interpreters shall receive a \$750 longevity increment after 19, 24, and 29 years of continuous service with Harford County Public Schools Effective July 1, 2007, all Harford County Public Schools experience will count towards longevity increments

Interpreters, Transliterators, and Braille Technicians will receive a \$1,000 stipend if they possess a bachelor's degree in a related field as determined by the Assistant Superintendent for Human Resources and/or a \$500 stipend, if they possess a current, valid appropriate certificate, both as determined by the Assistant Superintendent for Human Resources

Years of service/experience may not equate to step placement

Harford County Public Schools
Annual Wage Schedule for Inclusion Helpers
Fiscal Year 2017-2018 (July)

STEP	Inclusion Helpers
1	\$14,964
2	\$15,411
3	\$15,873
4	\$16,349
5	\$16,839
6	\$17,344
7	\$17,864
8	\$18,412
9	\$18,961
10	\$19,523

Employees on this salary schedule receive a \$750 longevity increment after 14, 19, 24 and 29 years of continuous service with the Harford County Public Schools Effective July 1, 2007, all Harford County Public Schools experience will count towards longevity increments

Harford County Public Schools Annual Wage Schedule for Inclusion Helpers Fiscal Year 2017-2018 Effective Mid-Year (12th pay scheduled for February 9, 2018)	
STEP	Inclusion Helpers
1	\$15,263
2	\$15,719
3	\$16,190
4	\$16,676
5	\$17,176
6	\$17,691
7	\$18,221
8	\$18,780
9	\$19,340
10	\$19,914

Revision 1 dated 7/26/2017

Employees on this salary schedule receive a \$750 longevity increment after 14, 19, 24 and 29 years of continuous service with the Harford County Public Schools Effective July 1, 2007, all Harford County Public Schools experience will count towards longevity increments

