

Statistical Section

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Harford County Public Schools

Enrollment at September 30, 2018

Enrollment by School Level	
Elementary	17,620
Middle	8,780
High	11,305
John Archer	121
Total	37,826

Enrollment by School	
Middle School	Enrollment
Aberdeen	1,144
Bel Air	1,373
Edgewood	1,118
Fallston	950
Havre de Grace	569
Magnolia	765
North Harford	895
Patterson Mill	738
Southampton	1,219
Alternative Education	9
Total Middle	8,780

Enrollment by School	
High School	Enrollment
Aberdeen	1,458
Bel Air	1,544
C. Milton Wright	1,421
Edgewood	1,387
Fallston	985
Harford Technical	1,009
Havre de Grace	640
Joppatowne	763
North Harford	1,212
Patterson Mill	826
Alternative Education	60
Total High	11,305

Enrollment by School	
Elementary School	Enrollment
Abingdon	775
Bakerfield	427
Bel Air	507
Church Creek	738
Churchville	393
Darlington	106
Deerfield	765
Dublin	238
Edgewood	381
Emmorton	610
Forest Hill	508
Forest Lakes	427
Fountain Green	498
George D. Lisby	406
Hall's Crossroads	502
Havre de Grace	512
Hickory	663
Homestead	1003
Jarrettsville	442
Joppatowne	594
Magnolia	568
Meadowvale	520
Norrisville	212
North Bend	380
North Harford	344
Prospect Mill	565
Red Pump	753
Ring Factory	517
Riverside	483
Roye-Williams	521
Wm. Paca	803
Wm. S. James	442
Youth's Benefit	1017
Total Elementary	17,620

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

2018-2019		
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

2019-2020		
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

2018-2019		
Elementary School	Middle School	High School
478.00	478.00	478.00
\$478.00	\$478.00	\$478.00

2019-2020		
Elementary School	Middle School	High School
478.00	478.00	478.00
\$478.00	\$478.00	\$478.00

Other Methods
School Improvement/Staff Development
Interscholastic Athletic Supplies
Custodial Supplies (Square Footage)

2018-2019		
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

2019-2020		
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. Additional funds are allocated to the per pupil allocation for small schools, new schools and specials needs.

Revenue

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 2020	256,465,645	4.3%	211,723,056	5.1%	420,000	-28.8%	4,599,960	-11.8%	5,000,000	-65.9%	\$478,208,661
Actual 2019	245,815,645	3.0%	201,407,089	1.5%	589,519	44.1%	5,212,899	1.9%	14,680,933	168.6%	\$467,706,085
Actual 2018	238,715,645	2.2%	198,526,233	1.2%	408,977	4.4%	5,114,027	-3.0%	5,466,052	-1.0%	\$448,230,933
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

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 2020	478,208,661	2.2%	33,953,364	7.2%	\$512,162,025	2.6%
Actual 2019	467,706,085	4.3%	31,667,123	6.1%	\$499,373,208	4.5%
Actual 2018	448,230,933	1.7%	29,850,985	-1.6%	\$478,081,918	1.4%
Actual 2017	440,934,599	1.9%	30,351,483	2.7%	\$471,286,082	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%

Harford County Public Schools			
Unrestricted Funds			
Total Revenue			
FY 2000 - FY 2020			
Fiscal Year	Actual Revenue	Increase From Previous Year	Percent Increase
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 ¹	\$278,597,977	\$17,921,200	6.9%
2005 ²	\$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 ³	\$416,290,452	(\$2,551,152)	-0.6%
2012 ⁴	\$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	\$448,230,933	\$7,296,334	1.7%
2019	\$467,706,085	\$19,475,152	4.3%
2020 Budget	\$478,208,661	\$10,502,576	2.2%

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

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

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

4 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 2000 - FY 2020				
Fiscal Year	Actual Revenue	Increase From Previous Year	Percent Increase	Percent of Unrestricted Funds
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 ²	\$206,978,734	\$7,363,934	3.7%	49.9%
2010 ²	\$210,414,800	\$3,436,066	1.7%	50.2%
2011 ²	\$211,067,388	\$652,588	0.3%	50.7%
2012 ³	\$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%	53.0%
2018	\$238,715,645	\$5,181,141	2.2%	53.5%
2019	\$245,815,645	\$7,100,000	3.0%	53.2%
2020 Budget	\$256,465,645	\$10,650,000	4.3%	54.8%

² 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.

³ FY12 includes one time bonus revenue from Harford County Government of \$3,476,660

Other Data

Harford County Public Schools				
Other Data				
Fiscal Years 1999 - 2019				
Fiscal Year	Transportation	Food Services		
	School Bus Riders	Breakfasts Served	Lunches Served	Dinners Served
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
2018	32,558	1,431,954	3,238,451	110,591
2019	32,544	1,405,746	3,244,101	120,579

Exhibit 7.2
Per Pupil Revenues for Public Schools in Fiscal 2019

County	Federal	State	Local	Misc.	Total	Ranking by Total Per Pupil Funding	
Allegany	\$1,165	\$11,165	\$3,770	\$49	\$16,148	1.	Worcester \$18,472
Anne Arundel	520	5,290	8,482	49	14,341	2.	Somerset 18,353
Baltimore City	1,482	12,223	3,703	85	17,493	3.	Baltimore City 17,493
Baltimore	780	6,951	7,426	73	15,231	4.	Kent 17,239
Calvert	602	6,129	8,153	28	14,912	5.	Montgomery 16,859
Caroline	1,005	11,118	2,617	112	14,852	6.	Prince George's 16,664
Carroll	444	6,118	7,749	208	14,519	7.	Howard 16,630
Cecil	666	8,223	5,616	32	14,537	8.	Allegany 16,148
Charles	504	7,776	6,921	54	15,255	9.	Dorchester 15,835
Dorchester	1,048	10,417	4,232	138	15,835	10.	Charles 15,255
Frederick	525	6,744	6,571	130	13,970	11.	Baltimore 15,231
Garrett	844	6,825	7,496	15	15,180	12.	Garrett 15,180
Harford	551	6,465	6,666	94	13,776	13.	Calvert 14,912
Howard	393	5,524	10,603	110	16,630	14.	Wicomico 14,882
Kent	1,032	6,524	9,572	111	17,239	15.	Caroline 14,852
Montgomery	481	5,507	10,807	64	16,859	16.	Cecil 14,537
Prince George's	784	9,792	5,982	106	16,664	17.	Carroll 14,519
Queen Anne's	647	5,559	7,584	181	13,970	18.	St. Mary's 14,390
St. Mary's	1,188	7,046	6,092	64	14,390	19.	Anne Arundel 14,341
Somerset	1,795	12,822	3,618	118	18,353	20.	Washington 14,289
Talbot	775	4,010	9,251	29	14,066	21.	Talbot 14,066
Washington	759	8,970	4,518	43	14,289	22.	Queen Anne's 13,970
Wicomico	1,035	10,713	2,963	170	14,882	23.	Frederick 13,970
Worcester	739	4,122	13,528	84	18,472	24.	Harford 13,776
Total	\$713	\$7,543	\$7,507	\$85	\$15,848		

Source: Local School Budgets; Department of Legislative Services

Exhibit 7.3
Federal Funding for Public Schools in Fiscal 2019

County	2018 Total Enrollment	Total Federal Aid	Per Pupil	Ranking by Per Pupil Aid	
Allegany	8,070.0	\$9,399,609	\$1,165	1.	Somerset \$1,795
Anne Arundel	81,010.0	42,092,500	520	2.	Baltimore City 1,482
Baltimore City	75,180.0	111,442,725	1,482	3.	St. Mary's 1,188
Baltimore	110,012.0	85,792,076	780	4.	Allegany 1,165
Calvert	15,499.0	9,331,399	602	5.	Dorchester 1,048
Caroline	5,517.0	5,546,620	1,005	6.	Wicomico 1,035
Carroll	24,827.0	11,022,448	444	7.	Kent 1,032
Cecil	14,684.0	9,779,901	666	8.	Caroline 1,005
Charles	26,319.0	13,264,064	504	9.	Garrett 844
Dorchester	4,549.0	4,767,784	1,048	10.	Prince George's 784
Frederick	41,456.0	21,783,002	525	11.	Baltimore 780
Garrett	3,662.0	3,092,296	844	12.	Talbot 775
Harford	36,878.0	20,318,719	551	13.	Washington 759
Howard	56,594.0	22,263,898	393	14.	Worcester 739
Kent	1,800.0	1,857,815	1,032	15.	Cecil 666
Montgomery	158,107.0	76,114,327	481	16.	Queen Anne's 647
Prince George's	127,646.0	100,107,600	784	17.	Calvert 602
Queen Anne's	7,501.0	4,855,788	647	18.	Harford 551
St. Mary's	17,044.0	20,249,741	1,188	19.	Frederick 525
Somerset	2,731.0	4,903,150	1,795	20.	Anne Arundel 520
Talbot	4,396.0	3,408,539	775	21.	Charles 504
Washington	21,810.0	16,544,938	759	22.	Montgomery 481
Wicomico	14,903.0	15,431,028	1,035	23.	Carroll 444
Worcester	6,408.0	4,734,798	739	24.	Howard 393
Total	866,603.0	\$618,104,765	\$713		

Source: Local School Budgets; Department of Legislative Services

Exhibit 7.4
State Funding for Public Schools in Fiscal 2019

County	2018 Total Enrollment	Total State Aid	Per Pupil	Ranking by Per Pupil Aid	
Allegany	8,070.0	\$90,097,888	\$11,165	1.	Somerset \$12,822
Anne Arundel	81,010.0	428,561,737	5,290	2.	Baltimore City 12,223
Baltimore City	75,180.0	918,890,326	12,223	3.	Allegany 11,165
Baltimore	110,012.0	764,734,053	6,951	4.	Caroline 11,118
Calvert	15,499.0	94,995,346	6,129	5.	Wicomico 10,713
Caroline	5,517.0	61,339,216	11,118	6.	Dorchester 10,417
Carroll	24,827.0	151,886,794	6,118	7.	Prince George's 9,792
Cecil	14,684.0	120,748,827	8,223	8.	Washington 8,970
Charles	26,319.0	204,655,125	7,776	9.	Cecil 8,223
Dorchester	4,549.0	47,389,201	10,417	10.	Charles 7,776
Frederick	41,456.0	279,567,209	6,744	11.	St. Mary's 7,046
Garrett	3,662.0	24,992,150	6,825	12.	Baltimore 6,951
Harford	36,878.0	238,407,249	6,465	13.	Garrett 6,825
Howard	56,594.0	312,610,848	5,524	14.	Frederick 6,744
Kent	1,800.0	11,743,619	6,524	15.	Kent 6,524
Montgomery	158,107.0	870,731,932	5,507	16.	Harford 6,465
Prince George's	127,646.0	1,249,947,756	9,792	17.	Calvert 6,129
Queen Anne's	7,501.0	41,695,059	5,559	18.	Carroll 6,118
St. Mary's	17,044.0	120,089,839	7,046	19.	Queen Anne's 5,559
Somerset	2,731.0	35,015,677	12,822	20.	Howard 5,524
Talbot	4,396.0	17,628,776	4,010	21.	Montgomery 5,507
Washington	21,810.0	195,627,087	8,970	22.	Anne Arundel 5,290
Wicomico	14,903.0	159,656,750	10,713	23.	Worcester 4,122
Worcester	6,408.0	26,411,998	4,122	24.	Talbot 4,010
Unallocated		69,090,693	80		
Total	866,603.0	\$6,536,515,155	\$7,543		

Source: Local School Budgets; Department of Legislative Services

Exhibit 7.5
Local Funding for Public Schools in Fiscal 2019

County	2018 Total Enrollment	Local Appropriation	Per Pupil	Ranking by Per Pupil Funding		
Allegany	8,070.0	\$30,424,308	\$3,770	1.	Worcester	\$13,528
Anne Arundel	81,010.0	687,140,500	8,482	2.	Montgomery	10,807
Baltimore City	75,180.0	278,412,181	3,703	3.	Howard	10,603
Baltimore	110,012.0	816,970,718	7,426	4.	Kent	9,572
Calvert	15,499.0	126,367,666	8,153	5.	Talbot	9,251
Caroline	5,517.0	14,436,087	2,617	6.	Anne Arundel	8,482
Carroll	24,827.0	192,391,000	7,749	7.	Calvert	8,153
Cecil	14,684.0	82,463,528	5,616	8.	Carroll	7,749
Charles	26,319.0	182,148,600	6,921	9.	Queen Anne's	7,584
Dorchester	4,549.0	19,252,162	4,232	10.	Garrett	7,496
Frederick	41,456.0	272,386,838	6,571	11.	Baltimore	7,426
Garrett	3,662.0	27,449,975	7,496	12.	Charles	6,921
Harford	36,878.0	245,815,645	6,666	13.	Harford	6,666
Howard	56,594.0	600,053,881	10,603	14.	Frederick	6,571
Kent	1,800.0	17,228,878	9,572	15.	St. Mary's	6,092
Montgomery	158,107.0	1,708,627,645	10,807	16.	Prince George's	5,982
Prince George's	127,646.0	763,562,900	5,982	17.	Cecil	5,616
Queen Anne's	7,501.0	56,884,381	7,584	18.	Washington	4,518
St. Mary's	17,044.0	103,825,525	6,092	19.	Dorchester	4,232
Somerset	2,731.0	9,881,620	3,618	20.	Allegany	3,770
Talbot	4,396.0	40,668,750	9,251	21.	Baltimore City	3,703
Washington	21,810.0	98,530,760	4,518	22.	Somerset	3,618
Wicomico	14,903.0	44,164,012	2,963	23.	Wicomico	2,963
Worcester	6,408.0	86,685,293	13,528	24.	Caroline	2,617
Total	866,603.0	\$6,505,772,853	\$7,507			

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

Harford County Public Schools Insurance Summary FY2020

Type of Coverage	Name of Company	Policy Number	Policy Period	Limits
Workers Compensation	MABE Group Self-Insurance Fund	N/A	7/1/19-6/30/20	Statutory up to \$500,000
Excess Workers Compensation	Safety National	SP 4055303	7/1/19-6/30/20	Statutory excess of \$500,000
Comprehensive General Liability	MABE Group Insurance Pool	N/A	7/1/19-6/30/20	\$400,000 per occurrence \$1 million per occurrence should sovereign immunity be abrogated
Personal Injury Liability	MABE Group Insurance Pool	N/A	7/1/19-6/30/20	\$400,000 per occurrence \$1 million per occurrence should sovereign immunity be abrogated
Automobile Liability	MABE Group Insurance Pool	N/A	7/1/19-6/30/20	\$400,000 per occurrence \$1 million per occurrence should sovereign immunity be abrogated
Personal Injury Protection	MABE Group Insurance Pool	N/A	7/1/19-6/30/20	\$2,500 per covered person for any one accident
Automobile Physical Damage	MABE Group Insurance Pool	N/A	7/1/19-6/30/20	Actual cash value
Garage Keepers Liability	MABE Group Insurance Pool	N/A	7/1/19-6/30/20	\$400,000 per loss
Criminal Proceeding and Intentional Conduct Defense Reimbursement	MABE Group Insurance Pool	N/A	7/1/19-6/30/20	\$50,000 per covered person \$100,000 annual aggregate
Property and Boiler and Machinery	MABE Group Insurance Pool	N/A	7/1/19-6/30/20	\$500,000 per occurrence
Excess Property	APIP	017471590/06	7/1/19-6/30/20	\$1 billion per occurrence excess of \$500,000
Excess Boiler and Machinery	Federal Insurance Company	76431229	7/1/19-6/30/20	\$100 million per occurrence excess of \$100,000
Crime	MABE Group Insurance Pool Travelers Casualty and Surety Axis Insurance Company	N/A 105957875 MBN781566/01/2019	7/1/19-6/30/20 7/1/19-6/30/20 7/1/19-6/30/20	\$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 United Educators Insurance	N/A RPS20190430701	7/1/19-6/30/20 7/1/19-6/30/20	\$250,000 per occurrence \$5,000,000 per occurrence excess of \$250,000
Law Enforcement Liability	MABE Group Insurance Pool United Educators Insurance	N/A RPS20190430701	7/1/19-6/30/20 7/1/19-6/30/20	\$250,000 per occurrence \$5,000,000 per occurrence excess of \$250,000
Catastrophic Student Accident	AIG	SRG 9151308	8/01/19-8/01/20	\$6,000,000 Medical Expen: \$1,000,000 Catastrophic Cash

Harford County Public Schools
Salary Schedule for Certificated Teachers
(Ten Month - 190 days)
Effective July 1, 2019

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	N/A		N/A	N/A	N/A
3	\$48,722		\$51,615	\$53,130	\$48,722
4	\$50,148	\$51,615	\$53,130	\$54,686	
5	\$51,615	\$53,130	\$54,686	\$56,290	
6	\$53,130	\$54,688	\$56,290	\$58,241	
7	\$54,686	\$56,290	\$57,944	\$60,972	
8	\$56,240	\$57,894	\$59,595	\$63,196	
9	\$57,894	\$59,595	\$61,351	\$65,478	
10	\$59,595	\$61,351	\$63,155	\$67,753	
11		\$63,155	\$65,017	\$70,034	
12		\$65,017	\$66,931	\$72,316	
13		\$66,931	\$68,907	\$74,593	
14		\$68,907	\$70,936	\$76,873	
15		\$70,936	\$73,031	\$79,149	
16		\$73,030	\$75,187	\$81,489	

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
(Eleven Month - 210 days)
Effective July 1, 2019

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	N/A		N/A	N/A	N/A
3	\$53,851		\$57,048	\$58,723	\$53,851
4	\$55,427	\$57,048	\$58,723	\$60,442	
5	\$57,048	\$58,723	\$60,442	\$62,215	
6	\$58,723	\$60,445	\$62,215	\$64,372	
7	\$60,442	\$62,215	\$64,043	\$67,390	
8	\$62,160	\$63,988	\$65,868	\$69,848	
9	\$63,988	\$65,868	\$67,809	\$72,370	
10	\$65,868	\$67,809	\$69,803	\$74,885	
11		\$69,803	\$71,861	\$77,406	
12		\$71,861	\$73,976	\$79,928	
13		\$73,976	\$76,160	\$82,445	
14		\$76,160	\$78,403	\$84,965	
15		\$78,403	\$80,718	\$87,480	
16		\$80,717	\$83,101	\$90,067	

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 School Psychologists
and Physical Therapists (PT)
(Eleven Month - 210 days)
Effective July 1, 2019**

STEP	
1	\$61,937
2	\$63,762
3	\$65,637
4	\$67,569
5	\$69,919
6	\$73,160
7	\$75,899
8	\$78,648
9	\$81,389
10	\$84,137
11	\$86,886
12	\$89,629
13	\$92,376
14	\$95,118
15	\$97,937

Teachers having earned a Masters Degree +60 Hours shall receive a salary differential of \$3000.

Teachers having earned a Doctorate Degree shall receive a salary differential of \$500.

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
Speech Language Pathologists (SLP) / Therapists, Occupational Therapists (OT)
and Audiologists
(Eleven Month - 210 days)
Effective July 1, 2019**

STEP	
1	\$59,835
2	\$61,593
3	\$63,398
4	\$65,260
5	\$67,524
6	\$70,638
7	\$73,277
8	\$75,925
9	\$78,565
10	\$81,213
11	\$83,861
12	\$86,503
13	\$89,149
14	\$91,791
15	\$94,507

Teachers having earned a Masters Degree +60 Hours shall receive a salary differential of \$3000.

Teachers having earned a Doctorate Degree shall receive a salary differential of \$500.

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
Speech Language Pathologists (SLP) / Therapists, Occupational Therapists (OT)
and Audiologists
(Ten Month - 190 days)
Effective July 1, 2019**

STEP	
1	\$54,136
2	\$55,727
3	\$57,360
4	\$59,045
5	\$61,093
6	\$63,911
7	\$66,298
8	\$68,694
9	\$71,083
10	\$73,478
11	\$75,874
12	\$78,265
13	\$80,659
14	\$83,049
15	\$85,506

Teachers having earned a Masters Degree +60 Hours shall receive a salary differential of \$3000.

Teachers having earned a Doctorate Degree shall receive a salary differential of \$500.

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 Twelve Month AFSCME Employees
Effective July 1, 2019

Grade Step	1	2	3	4	5	6	7	8	9	10
1	\$26,797	\$27,601	\$28,430	\$29,283	\$30,162	\$31,066	\$31,998	\$32,957	\$33,946	\$34,965
2	\$28,696	\$29,557	\$30,445	\$31,358	\$32,298	\$33,268	\$34,266	\$35,293	\$36,352	\$37,443
3	\$30,592	\$31,510	\$32,454	\$33,427	\$34,431	\$35,464	\$36,528	\$37,624	\$38,752	\$39,915
4	\$32,489	\$33,463	\$34,467	\$35,500	\$36,565	\$37,662	\$38,793	\$39,956	\$41,155	\$42,391
5	\$34,762	\$35,806	\$36,880	\$37,985	\$39,126	\$40,299	\$41,507	\$42,754	\$44,036	\$45,358
6	\$37,045	\$38,156	\$39,301	\$40,480	\$41,694	\$42,946	\$44,233	\$45,559	\$46,928	\$48,335
7	\$39,306	\$40,486	\$41,700	\$42,952	\$44,241	\$45,568	\$46,935	\$48,343	\$49,792	\$51,286
8	\$41,586	\$42,833	\$44,117	\$45,442	\$46,805	\$48,209	\$49,655	\$51,145	\$52,679	\$54,259
9	\$44,237	\$45,563	\$46,931	\$48,338	\$49,789	\$51,282	\$52,821	\$54,405	\$56,037	\$57,718
10	\$46,894	\$48,301	\$49,751	\$51,243	\$52,780	\$54,364	\$55,994	\$57,674	\$59,404	\$61,187
11	\$49,546	\$51,032	\$52,562	\$54,140	\$55,765	\$57,437	\$59,161	\$60,935	\$62,763	\$64,646
12	\$52,202	\$53,769	\$55,381	\$57,044	\$58,754	\$60,517	\$62,332	\$64,203	\$66,129	\$68,113

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
(Second Shift)
Effective July 1, 2019

Grade Step	1	2	3	4	5	6	7	8	9	10
1	\$27,629	\$28,433	\$29,262	\$30,115	\$30,994	\$31,898	\$32,830	\$33,789	\$34,778	\$35,797
2	\$29,528	\$30,389	\$31,277	\$32,190	\$33,130	\$34,100	\$35,098	\$36,125	\$37,184	\$38,275
3	\$31,424	\$32,342	\$33,286	\$34,259	\$35,263	\$36,296	\$37,360	\$38,456	\$39,584	\$40,747
4	\$33,321	\$34,295	\$35,299	\$36,332	\$37,397	\$38,494	\$39,625	\$40,788	\$41,987	\$43,223
5	\$35,594	\$36,638	\$37,712	\$38,817	\$39,958	\$41,131	\$42,339	\$43,586	\$44,868	\$46,190
6	\$37,877	\$38,988	\$40,133	\$41,312	\$42,526	\$43,778	\$45,065	\$46,391	\$47,760	\$49,167
7	\$40,138	\$41,318	\$42,532	\$43,784	\$45,073	\$46,400	\$47,767	\$49,175	\$50,624	\$52,118
8	\$42,418	\$43,665	\$44,949	\$46,274	\$47,637	\$49,041	\$50,487	\$51,977	\$53,511	\$55,091
9	\$45,069	\$46,395	\$47,763	\$49,170	\$50,621	\$52,114	\$53,653	\$55,237	\$56,869	\$58,550
10	\$47,726	\$49,133	\$50,583	\$52,075	\$53,612	\$55,196	\$56,826	\$58,506	\$60,236	\$62,019
11	\$50,378	\$51,864	\$53,394	\$54,972	\$56,597	\$58,269	\$59,993	\$61,767	\$63,595	\$65,478
12	\$53,034	\$54,601	\$56,213	\$57,876	\$59,586	\$61,349	\$63,164	\$65,035	\$66,961	\$68,945

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
True Hourly Rate and Annual Salary Schedule for Bus Drivers and Attendants
Effective July 1, 2019

Grade	1	2	3	4	5	6	7	8	9	10
Drivers	\$15.55	\$16.02	\$16.49	\$16.98	\$17.50	\$18.02	\$18.57	\$19.13	\$19.70	\$20.29
5 Hours (.625)	\$13,991	\$14,414	\$14,845	\$15,286	\$15,748	\$16,220	\$16,712	\$17,214	\$17,726	\$18,257
6 Hours (.75)	\$16,790	\$17,297	\$17,814	\$18,344	\$18,898	\$19,464	\$20,054	\$20,657	\$21,271	\$21,908
7 Hours (.875)	\$19,588	\$20,179	\$20,783	\$21,401	\$22,047	\$22,708	\$23,397	\$24,099	\$24,816	\$25,560
8 Hours (1.0)	\$22,386	\$23,062	\$23,752	\$24,458	\$25,197	\$25,952	\$26,739	\$27,542	\$28,361	\$29,211
Grade	1	2	3	4	5	6	7	8	9	10
Attendants	\$11.56	\$11.91	\$12.27	\$12.64	\$13.01	\$13.40	\$13.81	\$14.23	\$14.65	\$15.09
5 Hours (.625)	\$10,408	\$10,720	\$11,041	\$11,372	\$11,713	\$12,064	\$12,426	\$12,807	\$13,189	\$13,580
6 Hours (.75)	\$12,490	\$12,864	\$13,249	\$13,646	\$14,056	\$14,477	\$14,912	\$15,368	\$15,827	\$16,296
7 Hours (.875)	\$14,571	\$15,008	\$15,457	\$15,921	\$16,398	\$16,890	\$17,397	\$17,930	\$18,465	\$19,012
8 Hours (1.0)	\$16,653	\$17,152	\$17,665	\$18,195	\$18,741	\$19,303	\$19,882	\$20,491	\$21,103	\$21,728

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
Effective July 1, 2019

Step										
	1	2	3	4	5	6	7	8	9	10
General Worker										
3 Hours	\$7,221	\$7,438	\$7,660	\$7,890	\$8,127	\$8,371	\$8,622	\$8,881	\$9,147	\$9,422
3.5 Hours	\$8,423	\$8,677	\$8,936	\$9,204	\$9,481	\$9,766	\$10,058	\$10,361	\$10,671	\$10,991
6 Hours	\$14,441	\$14,875	\$15,320	\$15,780	\$16,254	\$16,742	\$17,244	\$17,762	\$18,294	\$18,843
Satellite Kitchen Asst.										
6 Hours	\$17,793	\$18,327	\$18,877	\$19,414	\$19,996	\$20,596	\$21,213	\$21,850	\$22,505	\$23,180
7 Hours	\$20,757	\$21,380	\$22,022	\$22,648	\$23,327	\$24,027	\$24,747	\$25,490	\$26,254	\$27,042
Production Center Asst.										
6 Hours	\$18,100	\$18,643	\$19,202	\$19,777	\$20,400	\$20,982	\$21,612	\$22,260	\$22,928	\$23,616

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
Effective July 1, 2019

STEP	MG1
1	\$34,645
2	\$34,992
3	\$35,342
4	\$35,695
5	\$36,052
6	\$36,412
7	\$36,776
8	\$37,144
9	\$37,516
10	\$37,890
11	\$38,269
12	\$38,652
13	\$39,039
14	\$39,429
15	\$39,823
16	\$40,221
17	\$40,624
18	\$41,030
19	\$41,440
20	\$41,854

Harford County Public Schools

Salary Schedule for Non-Certified Administrative, Technical and Supervisory Professionals

Effective July 1, 2019

STEP	GRADE A	GRADE B	GRADE C	GRADE D	GRADE E	GRADE F	GRADE G	GRADE H	GRADE I	GRADE J
1	\$67,358	\$71,400	\$75,685	\$80,226	\$85,040	\$90,143	\$95,552	\$101,287	\$107,364	\$113,807
2	\$68,032	\$72,115	\$76,443	\$81,030	\$85,893	\$91,047	\$96,511	\$102,301	\$108,440	\$114,947
3	\$68,713	\$72,836	\$77,207	\$81,841	\$86,751	\$91,957	\$97,475	\$103,324	\$109,524	\$116,095
4	\$69,401	\$73,565	\$77,980	\$82,659	\$87,618	\$92,876	\$98,449	\$104,357	\$110,618	\$117,255
5	\$70,095	\$74,301	\$78,759	\$83,484	\$88,494	\$93,804	\$99,433	\$105,400	\$111,724	\$118,428
6	\$70,797	\$75,045	\$79,548	\$84,321	\$89,381	\$94,744	\$100,429	\$106,456	\$112,844	\$119,615
7	\$71,505	\$75,795	\$80,344	\$85,165	\$90,276	\$95,694	\$101,435	\$107,522	\$113,974	\$120,814
8	\$72,221	\$76,555	\$81,149	\$86,018	\$91,180	\$96,651	\$102,450	\$108,598	\$115,114	\$122,021
9	\$72,943	\$77,321	\$81,960	\$86,879	\$92,092	\$97,618	\$103,476	\$109,685	\$116,267	\$123,243
10	\$73,673	\$78,094	\$82,780	\$87,748	\$93,013	\$98,594	\$104,510	\$110,781	\$117,428	\$124,474
11	\$74,410	\$78,875	\$83,609	\$88,626	\$93,944	\$99,581	\$105,558	\$111,891	\$118,605	\$125,722
12	\$75,155	\$79,665	\$84,445	\$89,512	\$94,883	\$100,577	\$106,612	\$113,011	\$119,791	\$126,979
13	\$75,906	\$80,461	\$85,289	\$90,407	\$95,832	\$101,582	\$107,678	\$114,138	\$120,988	\$128,247
14	\$76,666	\$81,266	\$86,143	\$91,313	\$96,792	\$102,601	\$108,757	\$115,283	\$122,201	\$129,533
15	\$77,432	\$82,079	\$87,004	\$92,224	\$97,758	\$103,624	\$109,843	\$116,434	\$123,420	\$130,827
16	\$78,208	\$82,900	\$87,874	\$93,147	\$98,737	\$104,661	\$110,941	\$117,598	\$124,655	\$132,135
17	\$78,989	\$83,730	\$88,753	\$94,078	\$99,725	\$105,708	\$112,051	\$118,774	\$125,901	\$133,457
18	\$79,779	\$84,566	\$89,641	\$95,019	\$100,722	\$106,764	\$113,171	\$119,962	\$127,161	\$134,792
19	\$80,577	\$85,412	\$90,537	\$95,968	\$101,729	\$107,832	\$114,303	\$121,162	\$128,432	\$136,139
20	\$81,383	\$86,266	\$91,443	\$96,928	\$102,746	\$108,910	\$115,446	\$122,374	\$129,716	\$137,500

**Harford County Public Schools
Salary Schedule for School Nurses
Effective July 1, 2019**

STEP	
1	\$47,754
2	\$48,470
3	\$49,198
4	\$49,935
5	\$50,685
6	\$51,445
7	\$52,216
8	\$53,000
9	\$53,795
10	\$54,601
11	\$55,421
12	\$56,252
13	\$57,096
14	\$57,952
15	\$58,822
16	\$59,704
17	\$60,599
18	\$61,509
19	\$62,431
20	\$63,368

Harford County Public Schools
Salary Schedule for Administrative and Supervisory Personnel - 12 Month Employees
Effective July 1, 2019

STEP	GRADE 1	GRADE 2	GRADE 3	GRADE 4	GRADE 5	GRADE 6	GRADE 7	GRADE 8
1	\$101,861	\$104,917	\$108,064	\$111,306	\$114,645	\$118,085	\$121,627	\$125,276
2	\$102,880	\$105,966	\$109,145	\$112,419	\$115,792	\$119,266	\$122,844	\$126,529
3	\$103,908	\$107,026	\$110,236	\$113,544	\$116,950	\$120,458	\$124,072	\$127,794
4	\$104,947	\$108,096	\$111,339	\$114,679	\$118,119	\$121,663	\$125,313	\$129,072
5	\$105,997	\$109,177	\$112,452	\$115,826	\$119,301	\$122,880	\$126,566	\$130,363
6	\$107,057	\$110,269	\$113,577	\$116,984	\$120,494	\$124,108	\$127,832	\$131,667
7	\$108,128	\$111,371	\$114,712	\$118,154	\$121,698	\$125,349	\$129,110	\$132,983
8	\$109,209	\$112,485	\$115,860	\$119,335	\$122,915	\$126,603	\$130,401	\$134,313
9	\$110,301	\$113,610	\$117,018	\$120,529	\$124,145	\$127,869	\$131,705	\$135,656
10	\$111,404	\$114,746	\$118,188	\$121,734	\$125,386	\$129,148	\$133,022	\$137,013
11	\$112,518	\$115,893	\$119,370	\$122,951	\$126,640	\$130,439	\$134,352	\$138,383
12	\$113,643	\$117,052	\$120,564	\$124,181	\$127,906	\$131,743	\$135,696	\$139,767
13	\$114,780	\$118,223	\$121,770	\$125,423	\$129,185	\$133,061	\$137,053	\$141,164
14	\$115,927	\$119,405	\$122,987	\$126,677	\$130,477	\$134,392	\$138,423	\$142,576
15	\$117,087	\$120,599	\$124,217	\$127,944	\$131,782	\$135,735	\$139,808	\$144,002
16	\$118,257	\$121,805	\$125,459	\$129,223	\$133,100	\$137,093	\$141,206	\$145,442
17	\$119,440	\$123,023	\$126,714	\$130,515	\$134,431	\$138,464	\$142,618	\$146,896
18	\$120,634	\$124,253	\$127,981	\$131,821	\$135,775	\$139,848	\$144,044	\$148,365
19	\$121,841	\$125,496	\$129,261	\$133,139	\$137,133	\$141,247	\$145,484	\$149,849
20	\$123,059	\$126,751	\$130,553	\$134,470	\$138,504	\$142,659	\$146,939	\$151,347

**Salary Schedule for
12 Month Executives
EXEC (Annuals)
Effective July 1, 2019**

	PA1	PA2	PA3
M	\$149,762	\$154,255	\$158,883
L	\$145,400	\$149,762	\$154,255
K	\$141,165	\$145,400	\$149,762

Executives who have completed 19, 24, 29, 34, 39, 44 and 49 years of experience shall receive \$2,500 longevity increments at each level.

Note: *Grade K, PA1 is based on the APSASHC Schedule, Grade 7, Step 13*

Harford County Public Schools
Salary Schedule for Twelve Month Clerical,
School Bus Driver Instructors, and Transportation Specialists
Effective July 1, 2019

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	\$25,839	\$27,671	\$29,497	\$31,325	\$33,518	\$35,719	\$37,901	\$40,100	\$42,654	\$45,216	\$47,772	\$50,335
2	\$26,615	\$28,501	\$30,382	\$32,265	\$34,523	\$36,791	\$39,039	\$41,302	\$43,934	\$46,573	\$49,204	\$51,845
3	\$27,414	\$29,356	\$31,295	\$33,235	\$35,558	\$37,895	\$40,210	\$42,541	\$45,253	\$47,970	\$50,681	\$53,401
4	\$28,235	\$30,236	\$32,234	\$34,231	\$36,625	\$39,032	\$41,414	\$43,817	\$46,612	\$49,409	\$52,202	\$55,002
5	\$29,083	\$31,144	\$33,201	\$35,256	\$37,724	\$40,203	\$42,658	\$45,132	\$48,008	\$50,891	\$53,768	\$56,653
6	\$30,537	\$32,702	\$34,860	\$37,020	\$39,610	\$42,214	\$44,791	\$47,389	\$50,410	\$53,435	\$56,456	\$59,485
7	\$32,064	\$34,336	\$36,603	\$38,872	\$41,590	\$44,323	\$47,031	\$49,759	\$52,931	\$56,106	\$59,280	\$62,459
8	\$33,668	\$36,053	\$38,433	\$40,816	\$43,670	\$46,539	\$49,382	\$52,245	\$55,576	\$58,912	\$62,243	\$65,583
9	\$35,350	\$37,818	\$40,354	\$42,856	\$45,853	\$48,867	\$51,852	\$54,858	\$58,355	\$61,859	\$65,355	\$68,861
10	\$37,118	\$39,748	\$42,374	\$44,999	\$48,147	\$51,310	\$54,443	\$57,602	\$61,272	\$64,950	\$68,623	\$72,304
11	\$37,268	\$39,898	\$42,524	\$45,149	\$48,297	\$51,460	\$54,593	\$57,752	\$61,422	\$65,100	\$68,773	\$72,454
12	\$37,418	\$40,048	\$42,674	\$45,299	\$48,447	\$51,610	\$54,743	\$57,902	\$61,572	\$65,250	\$68,923	\$72,604
13	\$37,568	\$40,198	\$42,824	\$45,449	\$48,597	\$51,760	\$54,893	\$58,052	\$61,722	\$65,400	\$69,073	\$72,754
14	\$37,718	\$40,348	\$42,974	\$45,599	\$48,747	\$51,910	\$55,043	\$58,202	\$61,872	\$65,550	\$69,223	\$72,904
15	\$37,868	\$40,498	\$43,124	\$45,749	\$48,897	\$52,060	\$55,193	\$58,352	\$62,022	\$65,700	\$69,373	\$73,054
16	\$38,018	\$40,648	\$43,274	\$45,899	\$49,047	\$52,210	\$55,343	\$58,502	\$62,172	\$65,850	\$69,523	\$73,204
17	\$38,168	\$40,798	\$43,424	\$46,049	\$49,197	\$52,360	\$55,493	\$58,652	\$62,322	\$66,000	\$69,673	\$73,354
18	\$38,318	\$40,948	\$43,574	\$46,199	\$49,347	\$52,510	\$55,643	\$58,802	\$62,472	\$66,150	\$69,823	\$73,504
19	\$38,468	\$41,098	\$43,724	\$46,349	\$49,497	\$52,660	\$55,793	\$58,952	\$62,622	\$66,300	\$69,973	\$73,654
20	\$38,618	\$41,248	\$43,874	\$46,499	\$49,647	\$52,810	\$55,943	\$59,102	\$62,772	\$66,450	\$70,123	\$73,804
21	\$38,768	\$41,398	\$44,024	\$46,649	\$49,797	\$52,960	\$56,093	\$59,252	\$62,922	\$66,600	\$70,273	\$73,954
22	\$38,918	\$41,548	\$44,174	\$46,799	\$49,947	\$53,110	\$56,243	\$59,402	\$63,072	\$66,750	\$70,423	\$74,104
23	\$39,068	\$41,698	\$44,324	\$46,949	\$50,097	\$53,260	\$56,393	\$59,552	\$63,222	\$66,900	\$70,573	\$74,254
24	\$39,218	\$41,848	\$44,474	\$47,099	\$50,247	\$53,410	\$56,543	\$59,702	\$63,372	\$67,050	\$70,723	\$74,404
25	\$39,368	\$41,998	\$44,624	\$47,249	\$50,397	\$53,560	\$56,693	\$59,852	\$63,522	\$67,200	\$70,873	\$74,554
26	\$39,518	\$42,148	\$44,774	\$47,399	\$50,547	\$53,710	\$56,843	\$60,002	\$63,672	\$67,350	\$71,023	\$74,704
27	\$39,668	\$42,298	\$44,924	\$47,549	\$50,697	\$53,860	\$56,993	\$60,152	\$63,822	\$67,500	\$71,173	\$74,854
28	\$39,818	\$42,448	\$45,074	\$47,699	\$50,847	\$54,010	\$57,143	\$60,302	\$63,972	\$67,650	\$71,323	\$75,004
29	\$39,968	\$42,598	\$45,224	\$47,849	\$50,997	\$54,160	\$57,293	\$60,452	\$64,122	\$67,800	\$71,473	\$75,154
30	\$40,118	\$42,748	\$45,374	\$47,999	\$51,147	\$54,310	\$57,443	\$60,602	\$64,272	\$67,950	\$71,623	\$75,304

Harford County Public Schools
Salary Schedule for Ten Month Clerical Employees
Effective July 1, 2019

STEP	GRADE 1	GRADE 2	GRADE 3	GRADE 4	GRADE 5	GRADE 6
1	\$21,530	\$23,056	\$24,578	\$26,101	\$27,927	\$29,762
2	\$22,176	\$23,747	\$25,315	\$26,884	\$28,764	\$30,655
3	\$22,841	\$24,461	\$26,075	\$27,690	\$29,628	\$31,574
4	\$23,527	\$25,195	\$26,858	\$28,522	\$30,516	\$32,522
5	\$24,233	\$25,950	\$27,663	\$29,377	\$31,432	\$33,498
6	\$25,444	\$27,247	\$29,045	\$30,846	\$33,003	\$35,173
7	\$26,716	\$28,609	\$30,498	\$32,389	\$34,654	\$36,931
8	\$28,052	\$30,041	\$32,023	\$34,007	\$36,386	\$38,778
9	\$29,454	\$31,541	\$33,623	\$35,708	\$38,206	\$40,717
10	\$30,927	\$33,119	\$35,305	\$37,492	\$40,115	\$42,752
11	\$31,077	\$33,269	\$35,455	\$37,642	\$40,265	\$42,902
12	\$31,227	\$33,419	\$35,605	\$37,792	\$40,415	\$43,052
13	\$31,377	\$33,569	\$35,755	\$37,942	\$40,565	\$43,202
14	\$31,527	\$33,719	\$35,905	\$38,092	\$40,715	\$43,352
15	\$31,677	\$33,869	\$36,055	\$38,242	\$40,865	\$43,502
16	\$31,827	\$34,019	\$36,205	\$38,392	\$41,015	\$43,652
17	\$31,977	\$34,169	\$36,355	\$38,542	\$41,165	\$43,802
18	\$32,127	\$34,319	\$36,505	\$38,692	\$41,315	\$43,952
19	\$32,277	\$34,469	\$36,655	\$38,842	\$41,465	\$44,102
20	\$32,427	\$34,619	\$36,805	\$38,992	\$41,615	\$44,252
21	\$32,577	\$34,769	\$36,955	\$39,142	\$41,765	\$44,402
22	\$32,727	\$34,919	\$37,105	\$39,292	\$41,915	\$44,552
23	\$32,877	\$35,069	\$37,255	\$39,442	\$42,065	\$44,702
24	\$33,027	\$35,219	\$37,405	\$39,592	\$42,215	\$44,852
25	\$33,177	\$35,369	\$37,555	\$39,742	\$42,365	\$45,002
26	\$33,327	\$35,519	\$37,705	\$39,892	\$42,515	\$45,152
27	\$33,477	\$35,669	\$37,855	\$40,042	\$42,665	\$45,302
28	\$33,627	\$35,819	\$38,005	\$40,192	\$42,815	\$45,452
29	\$33,777	\$35,969	\$38,155	\$40,342	\$42,965	\$45,602
30	\$33,927	\$36,119	\$38,305	\$40,492	\$43,115	\$45,752

**Harford County Public Schools
Salary Schedule for Paraeducators
Effective July 1, 2019**

STEP GRADE	IA	I30	I60	I90	IAB
1	\$19,201	\$19,451	\$19,701	\$19,951	\$20,201
2	\$19,777	\$20,027	\$20,277	\$20,527	\$20,777
3	\$20,371	\$20,621	\$20,871	\$21,121	\$21,371
4	\$20,982	\$21,232	\$21,482	\$21,732	\$21,982
5	\$21,611	\$21,861	\$22,111	\$22,361	\$22,611
6	\$22,259	\$22,509	\$22,759	\$23,009	\$23,259
7	\$22,927	\$23,177	\$23,427	\$23,677	\$23,927
8	\$23,615	\$23,865	\$24,115	\$24,365	\$24,615
9	\$24,323	\$24,573	\$24,823	\$25,073	\$25,323
10	\$25,053	\$25,303	\$25,553	\$25,803	\$26,053
11	\$25,804	\$26,054	\$26,304	\$26,554	\$26,804
12	\$26,579	\$26,829	\$27,079	\$27,329	\$27,579
13	\$27,377	\$27,627	\$27,877	\$28,127	\$28,377
14	\$28,198	\$28,448	\$28,698	\$28,948	\$29,198
15	\$29,042	\$29,292	\$29,542	\$29,792	\$30,042
16	\$29,192	\$29,442	\$29,692	\$29,942	\$30,192
17	\$29,342	\$29,592	\$29,842	\$30,092	\$30,342
18	\$29,492	\$29,742	\$29,992	\$30,242	\$30,492
19	\$29,642	\$29,892	\$30,142	\$30,392	\$30,642
20	\$29,792	\$30,042	\$30,292	\$30,542	\$30,792
21	\$29,942	\$30,192	\$30,442	\$30,692	\$30,942
22	\$30,092	\$30,342	\$30,592	\$30,842	\$31,092
23	\$30,242	\$30,492	\$30,742	\$30,992	\$31,242
24	\$30,392	\$30,642	\$30,892	\$31,142	\$31,392
25	\$30,542	\$30,792	\$31,042	\$31,292	\$31,542
26	\$30,692	\$30,942	\$31,192	\$31,442	\$31,692
27	\$30,842	\$31,092	\$31,342	\$31,592	\$31,842
28	\$30,992	\$31,242	\$31,492	\$31,742	\$31,992
29	\$31,142	\$31,392	\$31,642	\$31,892	\$32,142
30	\$31,292	\$31,542	\$31,792	\$32,042	\$32,292

**Harford County Public Schools
Salary Schedule for Team Nurses
Effective July 1, 2019**

STEP	
1	\$29,265
2	\$30,111
3	\$30,983
4	\$31,882
5	\$32,806
6	\$33,759
7	\$34,741
8	\$35,751
9	\$36,792
10	\$37,865
11	\$38,015
12	\$38,165
13	\$38,315
14	\$38,465
15	\$38,615
16	\$38,765
17	\$38,915
18	\$39,065
19	\$39,215
20	\$39,365
21	\$39,515
22	\$39,665
23	\$39,815
24	\$39,965
25	\$40,115
26	\$40,265
27	\$40,415
28	\$40,565
29	\$40,715
30	\$40,865

**Harford County Public Schools
Salary Schedule for Technicians
Effective July 1, 2019**

STEP	
1	\$23,031
2	\$23,723
3	\$24,433
4	\$25,166
5	\$25,921
6	\$26,699
7	\$27,500
8	\$28,325
9	\$29,175
10	\$30,050
11	\$30,951
12	\$31,880
13	\$32,836
14	\$33,822
15	\$34,835
16	\$34,985
17	\$35,135
18	\$35,285
19	\$35,435
20	\$35,585
21	\$35,735
22	\$35,885
23	\$36,035
24	\$36,185
25	\$36,335
26	\$36,485
27	\$36,635
28	\$36,785
29	\$36,935
30	\$37,085

**Harford County Public Schools
Salary Schedule for Interpreters, Transliterators,
and Braille Technicians
Effective July 1, 2019**

STEP	
1	\$33,554
2	\$34,561
3	\$35,597
4	\$36,665
5	\$37,765
6	\$38,898
7	\$40,064
8	\$41,267
9	\$42,505
10	\$43,781
11	\$45,094
12	\$46,447
13	\$47,840
14	\$49,276
15	\$50,753
16	\$50,903
17	\$51,053
18	\$51,203
19	\$51,353
20	\$51,503
21	\$51,653
22	\$51,803
23	\$51,953
24	\$52,103
25	\$52,253
26	\$52,403
27	\$52,553
28	\$52,703
29	\$52,853
30	\$53,003

Harford County Public Schools
Salary Schedule for Inclusion Helpers
Effective July 1, 2019

STEP	
1	\$15,957
2	\$16,434
3	\$16,927
4	\$17,435
5	\$17,958
6	\$18,496
7	\$19,050
8	\$19,635
9	\$20,220
10	\$20,820
11	\$20,970
12	\$21,120
13	\$21,270
14	\$21,420
15	\$21,570
16	\$21,720
17	\$21,870
18	\$22,020
19	\$22,170
20	\$22,320
21	\$22,470
22	\$22,620
23	\$22,770
24	\$22,920
25	\$23,070
26	\$23,220
27	\$23,370
28	\$23,520
29	\$23,670
30	\$23,820

HARFORD COUNTY PUBLIC SCHOOLS
COMPENSATION FOR EXTRA DUTY PAY Fiscal Year 2019-2020
Effective: July 1, 2019

Specific Activities	Head	Jr. Varsity Head	Varsity Assistant	General Activities	Compensation-High School	Compensation-Middle School	Compensation-Elementary
Athletic Director	9,335	0	0	Secondary Intramural Director	2,251	1,916	0
Football	3,922	2,942	2,631	Secondary Intramural Director/Asst.	1,359	1,208	0
Basketball (Boys)	3,547	2,662	2,375	High School Band	2,357	0	0
Basketball (Girls)	3,547	2,662	2,375	High School Vocal/Orchestra	1,822	0	0
Wrestling	3,547	2,662	2,375	Yearbook/Forensics/H.S. Newspaper	1,411	945	0
Track/Field (Boys)	2,792	2,094	1,870	Dramatics**	2,417	1,620	798
Track/Field (Girls)	2,792	2,094	1,870	School Literary Publication	1,310	878	431
Soccer (Boys)	2,792	2,094	1,870	Majorette - Advisor/Coach	1,129	0	0
Soccer (Girls)	2,792	2,094	1,870	Prom	1,414	0	0
Baseball	2,792	2,094	1,870	Student Council Advisor	1,477	1,265	489
Field Hockey	2,792	2,094	1,870	FBLA	1,369	0	0
Lacrosse (Boys)	2,792	2,094	1,870	It's Academic	1,369	0	0
Lacrosse (Girls)	2,792	2,094	1,870	Senior Class Sponsor	1,472	0	0
Softball	2,792	2,094	1,870	Destination Imagination	1,369	1,369	1,369
Swimming (Boys)	2,792	0	1,870	Maryland Engineering Challenge	1,369	1,369	1,369
Swimming (Girls)	2,792	0	1,870	Math Counts	985	985	0
Tennis	2,406	1,806	1,613	National Honor Society	1,369	1,244	0
Cross Country (Boys)	2,406	0	0	Foreign Language Nat'l Honor Soc.*	1,369	0	0
Cross Country (Girls)	2,406	0	0	SADD, FFA, VICA, DECA, STARS and HOSA	1,369	916	0
Volleyball (Boys)	2,792	2,094	0	Envirothon	1,477	0	0
Volleyball (Girls)	2,792	2,094	0	Future Teachers Club	1,369	916	0
Golf	1,514	0	0	College Readiness Coordinator	1,354	0	0
Cheerleader - Advisor/Coach Fall	2,688	0	0	Mock Trial Sponsor	1,354	0	0
Cheerleader - Advisor/Coach Winter	2,688	0	0	Technology Liaisons***	1,188	1,188	1,188
Cheerleader - JV Asst./Coach - Fall	0	2,018	0				
Cheerleader - JV Asst./Coach - Winter	0	2,018	0	<i>Super Users</i>			<i>\$20/hr. not subject to 16.12 of this agreement</i>

Head Coaches who also serve as a Jr. Varsity Head Coach shall receive their full stipend plus fifty percent (50%) of the Jr. Varsity Head Coach Stipend.

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 \$1964.

One Junior Varsity Assistant position is allocated to each high school for boy's lacrosse at \$1397.

One Junior Varsity Assistant position is allocated to each high school girl's lacrosse at \$1397.

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 \$1209. The principal may adjust the rate to provide for several small or a more extensive production.

*** Technology Liaisons - check with (OTIS)

Schedule of Stipends						
Effective July 1, 2019						
Teacher Stipends - Department Chairs						
Year 1	TSDCY1<5	\$1,222	TSDCY1<8	\$1,690	TSDCY1>8	\$2,060
Year 2	TSDCY2<5	\$1,397	TSDCY2<8	\$1,871	TSDCY2>8	\$2,251
Year 3 & Beyond	TSDCY3<5	\$1,742	TSDCY3<8	\$2,251	TSDCY3>8	\$2,622
Teacher Stipends Teacher-In-Charge / Teacher Specialist						
Year 1	TSTIC1<18	\$1,690	TSTIC1>18	\$2,060		
Year 2	TSTIC2<18	\$1,871	TSTIC2>18	\$2,251		
Year 3	TSTIC3<18	\$2,251	TSTIC3>18	\$2,622		
Teacher Stipends - Helping Teachers						
Year 1	TSHTTSP1	\$2,060	TS12HTTSP1	\$2,060		
Year 2	TSHTTSP2	\$2,251	TS12HTTSP2	\$2,251		
Year 3	TSHTTSP3	\$2,622	TS12HTTSP3	\$2,622		
Interpreters, Transliterators and Braille Technicians						
INQ		\$500			<i>InterpretersWithCertification</i>	
INB		\$1,000			<i>InterpretersWithBachelors</i>	
2nd Shift Twelve Month AFSCME Employee						
S12-2 Schedule		\$0.40			<i>AFSCMEShiftDifferential</i>	
Paraeducators						
Credits		30+		60+		90+
ParaAdjustments		\$250		\$500		\$750
ParaWithBachelors		\$1,000				
Team Nurses						
LPN		\$1,000			<i>HealthTechWithLPN</i>	
RN		\$1,500			<i>HealthTechWithRN</i>	
RNB		\$1,000			<i>HealthTechRNWithBachelors</i>	

HARFORD COUNTY PUBLIC SCHOOLS SPECIAL PAY DATA

EFFECTIVE July 1, 2019 – June 30, 2020

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

JOB CLASSIFICATION	2019-20 BASE RATES	HOURS PER DAY	2019-20 HOURLY RATES
HOME TEACHERS			
▪ 1 - 4 years' experience	\$ 21.83/hour		\$ 21.83
▪ 5 - 9 years' experience	\$ 22.64/hour		\$ 22.64
▪ 10 - 14 years' experience	\$ 23.38/hour		\$ 23.38
▪ Teen Diversion	\$ 30.29/hour		\$ 30.29
SUBSTITUTE TEACHERS			
▪ Non-degree	\$ 88.79/day \$ 44.39/half-day	7.50 hours 3.75 hours	
▪ Degree	\$ 100.97/day \$ 50.49/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.	\$ 138.71/day	7.50 hours	
SUMMER SUBSTITUTE TEACHERS			
▪ Non-degree	\$ 71.03/day	6.00 hours	\$ 11.84
▪ Degree	\$ 80.93/day	6.00 hours	\$ 13.49
SUBSTITUTE SUPPORT/NON-INSTRUCTIONAL			
▪ Bus Attendants	\$ 11.50/hour		\$ 11.50
▪ Bus Drivers	\$ 15.47/hour		\$ 15.47
▪ Clericals	\$ 15.06/hour		\$ 15.06
▪ Custodians	\$ 11.53/hour		\$ 11.53
▪ Food & Nutrition Per Diem and Catering	\$ 11.65/hour		\$ 11.65
▪ Food & Nutrition Substitutes	\$ 10.35/hour		\$ 10.35
▪ Inclusion Helpers	\$ 11.50/hour		\$ 11.50
▪ Interpreters	\$ 176.51/day	7.50 hours	\$ 23.53
▪ Library Technicians	\$ 77.64/day	7.50 hours	\$ 10.35
▪ Library Technicians Long-Term Substitutes	\$ 79.88/day	7.50 hours	\$ 10.65
▪ Nurses	\$ 201.26/day	7.50 hours	\$ 26.83
▪ Paraeducators	\$ 77.64/day	7.50 hours	\$ 10.35
▪ Paraeducators Long-Term Substitutes	\$ 79.88/day	7.50 hours	\$ 10.65
▪ Paraeducators Summer Substitute	\$ 62.12/day	6.00 hours	\$ 10.35
▪ Proctors	\$ 20.50/hour		\$ 20.50
▪ Summer/Winter Maintenance	\$ 10.35/hour		\$ 10.35
▪ John Archer "Lunch Assistant"	\$ 10.35/hour		\$ 10.35
▪ Work Experience Program	\$ 10.35/hour		\$ 10.35

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

Authorization Signature: _____ Date: _____

Effective 7/1/2019

Original dated 7/1/2019