

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 2014	221,300,729	0.7%	194,167,270	-1.4%	390,000	-13.1%	3,279,272	-30.7%	5,600,000	-28.2%	\$424,737,271
Actual 2013	219,821,368	0.9%	197,012,274	-2.5%	448,890	-6.6%	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
Actual 2003	146,051,098	5.6%	111,182,293	7.2%	420,663	4.8%	2,000,582	-6.0%	1,022,141	-52.0%	\$260,676,777

HARFORD COUNTY PUBLIC SCHOOLS						
Sources of Revenues - Unrestricted Fund						
Fiscal Year	Unrestricted Fund	% Change from Prior Year	Restricted Fund	% Change from Prior Year	Current Expense Fund	% Change from Prior Year
Budget 2014	424,737,271	-1.2%	27,697,222	-9.6%	\$452,434,493	-1.7%
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%
Actual 2003	260,676,777	5.6%	27,021,789	14.9%	\$287,698,566	6.4%

**Harford County Public Schools
Unrestricted Funds**

**Revenue from County Sources
FY 1990 - FY 2014**

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 Budget	\$221,300,729	\$1,479,361	0.7%	51.5%

*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.

**Harford County Public Schools
Unrestricted Funds**

Total Revenue FY 1990 - FY 2014			
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 Budget	\$424,737,271	(\$5,074,326)	-1.2%

** 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
Other Data
Fiscal Years 1998 - 2013**

Fiscal Year	Transportation	Food Services	
	School Bus Riders	Breakfasts Served	Lunches Served
1998	32,188	459,650	2,472,767
1999	33,504	427,627	2,501,839
2000	33,140	397,346	2,385,171
2001	32,952	444,326	2,485,410
2002	33,850	501,288	2,626,581
2003	33,720	516,174	2,683,060
2004	34,140	632,276	2,947,239
2005	35,119	707,951	3,378,561
2006	35,891	791,792	3,527,756
2007	34,226	847,799	3,651,405
2008	33,797	865,842	3,554,739
2009	33,386	907,347	3,533,566
2010	33,696	959,941	3,585,643
2011	33,466	1,064,019	3,667,255
2012	33,873	1,237,425	3,622,066
2013	33,716	1,303,755	3,504,850

HARFORD COUNTY PUBLIC SCHOOLS

School Allocations

PER PUPIL ALLOCATIONS	2012-2013			2013-2014		
	Elementary School	Middle School	High School	Elementary School	Middle School	High School
MID-LEVEL ADMINISTRATION (102)						
Commencement	n/a	n/a	10.00	n/a	n/a	10.00
Office Supplies	3.00	3.00	5.00	3.00	3.00	5.00
Printing	1.00	2.00	4.00	1.00	2.00	4.00
Postage	2.00	3.00	4.00	2.00	3.00	4.00
TEXTBOOKS & CLASSROOM SUPPLIES (104)						
Materials of Instruction - Regular Program	43.00	41.00	54.00	43.00	41.00	54.00
Materials of Instruction - Gifted Program	5.00	6.00	7.00	5.00	6.00	7.00
Student Activities	n/a	5.00	6.00	n/a	5.00	6.00
Library/Media	8.00	8.00	14.00	8.00	8.00	14.00
Paper, Toner and Ink	16.00	15.00	14.00	16.00	15.00	14.00
Textbooks	36.00	39.00	46.00	36.00	39.00	46.00
OTHER INSTRUCTIONAL COSTS (105)						
Copier Lease	17.00	11.00	10.00	17.00	11.00	10.00
Equipment - Instructional	4.00	5.00	6.00	4.00	5.00	6.00
HEALTH SERVICES (108)						
Health Supplies	2.00	2.00	2.00	2.00	2.00	2.00
Total Per Pupil Allocation	\$137.00	\$140.00	\$182.00	\$137.00	\$140.00	\$182.00

Allocations - Per Teacher Basis	2012-2013			2013-2014		
	Elementary School	Middle School	High School	Elementary School	Middle School	High School
SPECIAL EDUCATION (106)						
Special Ed - Library	67.00	67.00	67.00	n/a	n/a	n/a
Special Ed - Materials of Instruction (2013 - 2014 = MOI, Library, Paper and Textbooks)	312.00	312.00	312.00	478.00	478.00	478.00
Special Ed - Paper	12.00	12.00	12.00	n/a	n/a	n/a
Special Ed - Textbooks	87.00	87.00	87.00	n/a	n/a	n/a
Total Per Teacher Allocation	\$478.00	\$478.00	\$478.00	\$478.00	\$478.00	\$478.00

Other Methods	2012-2013			2013-2014		
	Elementary School	Middle School	High School	Elementary School	Middle School	High School
SCHOOL IMPROVEMENT/STAFF DEVELOPMENT						
Interscholastic Athletic Supplies	n/a	n/a	<i>Prior Yrs Gate Receipts</i>	n/a	n/a	<i>Prior Yrs Gate Receipts</i>
Custodial Supplies (Square Footage)	0.102	0.097	0.097	0.102	0.097	0.097

Notes:

1. Initial school allocations, July 1, are based on the prior years enrollment. Adjustments are made in October 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.

Table 3

Cost per Pupil Belonging* by Category, Maryland Public Schools: 2009-2010
(Excludes State Share of Teachers' Retirement)

Local Education Agency	Total Cost per Pupil		Adminis-tration		Mid-level Adminis-tration		Instructional Salaries and Wages		Textbooks and Instructional Supplies		Other Instructional Costs		Special Education		Student Personnel Services		Health Services		Student Transportation		Operation of Plant		Maintenance of Plant		Fixed Charges	
	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank
Total State	\$ 12,437.49		\$347.11		\$882.75		\$ 4,948.41		\$257.86		\$ 197.18		\$ 1,459.40		\$95.53		\$ 72.72		\$ 607.62		\$862.28		\$ 258.69		\$ 2,447.94	
Allegany	12,529.98	8	256.59	17	835.63	13	5,037.31	7	412.12	4	148.68	11	1,545.51	5	69.91	14	69.66	18	645.36	15	925.00	6	208.22	16	2,375.99	5
Anne Arundel	11,521.76	13	338.16	5	808.62	17	4,737.71	12	196.02	19	171.82	6	1,294.88	11	74.56	13	0.00	23	535.21	19	860.75	11	168.55	22	2,335.47	7
Baltimore City	13,355.57	5	669.00	1	1,098.85	2	4,562.86	19	285.59	11	738.59	1	1,948.74	3	172.20	3	17.91	20	438.13	23	861.23	10	242.53	10	2,319.93	8
Baltimore	12,161.27	9	386.25	4	813.55	16	4,480.05	21	453.94	1	132.99	12	1,409.12	8	86.45	10	136.18	1	469.71	20	862.20	9	272.75	7	2,648.06	2
Calvert	11,359.27	15	275.34	15	675.18	21	4,908.09	9	153.64	24	51.95	23	1,387.31	10	69.88	15	75.49	17	751.75	9	925.12	5	188.48	-20	1,897.04	23
Caroline	10,582.99	24	306.01	8	771.62	20	4,603.61	17	158.14	23	181.13	5	1,028.72	22	110.93	7	107.02	10	645.63	14	661.29	24	132.71	24	1,876.18	24
Carroll	11,319.85	17	206.14	23	864.09	11	4,563.23	18	330.57	6	78.50	18	1,116.51	19	48.21	21	115.64	7	703.91	11	916.58	7	250.72	9	2,125.55	14
Cecil	10,955.59	20	283.05	12	870.91	10	4,363.29	24	176.27	20	127.95	13	1,391.12	9	67.59	17	96.90	13	567.96	17	719.13	23	234.92	13	2,056.51	20
Charles	11,440.89	14	319.28	6	790.91	18	4,773.02	10	231.41	15	88.54	17	1,177.46	16	114.66	6	99.69	12	810.12	6	935.08	4	198.60	17	1,901.91	22
Dorchester	11,526.41	12	295.34	9	1,025.17	4	4,741.54	11	238.85	14	161.11	8	1,128.30	18	87.45	9	93.82	14	658.21	12	830.00	15	182.94	21	2,083.70	18
Frederick	10,954.34	22	225.98	22	790.06	19	4,708.31	14	250.79	13	40.07	24	1,097.75	20	69.65	16	129.00	3	409.84	24	859.65	14	275.10	6	2,098.15	16
Garrett	12,019.62	10	263.29	16	623.15	24	5,216.42	6	168.53	21	116.86	15	937.07	24	179.38	2	111.36	9	972.36	2	959.12	3	192.11	18	2,279.96	10
Harford	11,088.40	18	285.83	11	666.51	22	4,417.74	22	212.44	16	75.55	19	1,184.26	15	41.72	24	83.40	16	724.80	10	747.50	21	286.72	5	2,361.96	6
Howard	13,180.58	6	191.62	24	980.07	5	5,669.22	3	262.41	12	56.99	22	1,745.91	2	48.95	20	115.89	6	651.17	13	860.26	12	431.55	2	2,166.55	12
Kent	13,724.13	3	656.10	2	1,165.89	1	5,309.24	5	311.69	8	121.08	14	1,457.57	7	99.43	8	1.63	21	1,007.48	1	1,104.66	1	301.34	4	2,188.01	11
Montgomery	14,159.04	2	275.35	14	954.47	6	6,042.32	2	197.44	18	73.63	20	1,679.39	3	80.31	11	0.28	22	601.31	16	859.72	13	240.50	11	3,154.32	1
Prince George's	12,640.62	7	410.19	3	904.04	9	4,714.37	13	163.01	22	314.67	2	1,476.70	6	140.48	5	120.71	4	764.98	7	907.15	8	271.49	8	2,452.84	4
Queen Anne's	10,954.87	21	238.86	19	660.99	23	4,647.47	15	207.02	17	98.20	16	1,132.53	17	62.14	18	83.40	15	762.83	8	764.46	20	209.38	15	2,087.59	17
St. Mary's	11,335.38	16	237.82	20	823.73	14	4,378.83	23	427.02	2	63.61	21	1,211.23	14	60.36	19	111.45	8	821.22	5	823.33	16	216.80	14	2,159.98	13
Somerset	13,457.00	4	281.36	13	920.27	7	5,501.46	4	419.50	3	235.03	3	1,286.56	12	252.96	1	116.90	5	964.18	3	808.88	18	363.48	3	2,306.42	9
Talbot	10,812.51	23	254.50	18	911.44	8	4,506.70	20	306.22	10	162.13	7	1,058.72	21	46.03	23	0.00	23	454.51	21	798.84	19	237.27	12	2,076.14	19
Washington	10,992.11	19	286.62	10	837.33	12	4,606.22	16	314.49	7	155.33	9	1,012.06	23	80.19	12	19.26	19	448.03	22	819.27	17	477.45	1	1,935.86	21
Wicomico	11,651.74	11	310.63	7	821.87	15	4,944.61	8	310.62	9	150.23	10	1,245.23	13	154.61	4	100.81	11	563.06	18	743.03	22	188.84	19	2,118.21	15
Worcester	14,683.35	1	234.48	21	1,033.95	3	6,384.40	1	390.70	5	194.78	4	1,584.37	4	47.41	22	131.41	2	850.48	4	1,096.11	2	141.13	23	2,594.14	3

*Half-time prekindergarten pupils are expressed in full-time equivalents in arriving at per pupil costs

NOTE: Excludes expenditures for adult education, equipment, interfund transfers, and outgoing transfers

Table 3

Cost per Pupil Belonging* by Category: Maryland Public Schools: 2008 - 2009
(Excludes State Share of Teachers' Retirement)

Local Education Agency	Total Cost per Pupil		Administration		Mid-Level Administration		Instructional Salaries and Wages		Textbooks and Instructional Supplies		Other Instructional Costs		Special Education		Student Personnel Services		Health Services		Student Transportation		Operation of Plant		Maintenance of Plant		Fixed Charges	
	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank
Total State	\$ 12,267.51		\$ 358.38		\$ 890.23		\$ 4,947.49		\$ 232.67		\$ 205.11		\$ 1,382.94		\$ 103.03		\$ 70.12		\$ 598.65		\$ 870.58		\$ 258.97		\$ 2,349.33	
Allegany	12,497.27	7	278.05	15	804.00	17	4,979.58	7	435.82	1	136.04	9	1,399.84	6	69.79	16	64.68	18	640.98	14	903.27	5	187.02	18	2,598.19	2
Anne Arundel	11,483.96	11	343.12	5	838.48	12	4,874.34	9	178.52	21	160.95	8	1,245.58	11	76.46	12	0.00	23	526.86	19	859.82	10	167.08	22	2,212.73	6
Baltimore City	13,568.61	4	733.82	4	1,028.27	5	4,718.56	13	257.98	13	798.13	1	1,906.93	1	175.01	3	0.00	22	434.44	22	905.94	4	244.20	11	2,365.32	5
Baltimore	11,515.29	10	390.66	4	788.88	4	4,346.95	21	255.24	14	107.71	15	1,293.97	10	82.51	11	131.39	2	468.61	21	850.80	12	265.46	8	2,533.32	3
Calvert	11,061.78	16	284.27	14	675.04	21	4,832.24	11	151.65	24	47.88	23	1,308.96	9	68.59	17	70.84	17	722.66	9	903.10	6	181.84	19	1,814.72	22
Caroline	10,463.63	24	275.07	16	787.36	19	4,568.21	17	186.84	20	165.43	7	975.21	21	111.85	7	101.52	10	670.91	12	675.46	24	121.85	24	1,823.91	21
Carroll	10,993.07	17	200.71	24	882.26	10	4,580.97	16	305.07	7	71.25	21	1,024.72	20	46.21	23	111.48	7	685.07	11	870.02	9	225.61	14	1,988.71	18
Cecil	10,732.79	20	300.62	8	846.24	11	4,251.47	23	210.49	18	102.10	16	1,361.23	8	74.25	13	97.51	11	560.98	17	720.38	23	224.64	15	1,982.86	20
Charles	11,138.61	14	298.54	9	830.76	13	4,707.76	15	289.03	8	73.40	20	1,098.02	15	113.43	6	94.92	14	806.39	5	817.90	17	309.11	4	1,698.35	24
Dorchester	11,853.40	9	293.17	12	1,032.59	3	4,953.25	8	267.68	12	169.97	6	1,142.15	14	91.96	9	95.41	13	658.90	13	800.63	19	172.82	21	2,174.87	10
Frederick	11,062.06	15	218.49	23	807.37	16	4,789.67	12	250.43	15	34.46	24	1,030.43	18	74.24	14	135.37	1	415.73	24	853.16	11	273.13	6	2,179.56	9
Garrett	11,352.80	12	248.44	18	621.39	24	5,026.86	6	167.91	22	117.22	14	907.05	23	153.80	4	105.14	9	919.68	3	875.28	7	174.98	20	2,035.04	17
Hanford	10,856.13	18	291.33	13	668.20	22	4,482.70	19	228.98	17	74.08	19	1,038.39	17	41.76	24	87.07	15	708.35	10	743.29	21	272.02	7	2,208.97	7
Howard	13,328.68	6	229.26	21	1,094.63	2	5,669.77	3	269.08	11	62.54	22	1,751.52	2	63.17	18	117.97	5	631.92	15	871.22	8	418.49	2	2,149.10	14
Kent	13,652.04	3	633.47	2	1,194.55	1	5,383.14	5	309.29	6	194.43	5	1,379.02	7	96.11	8	1.42	20	944.06	2	1,073.64	1	280.46	5	2,162.45	12
Montgomery	14,066.70	2	295.57	11	964.86	6	6,038.42	2	206.70	19	90.50	17	1,601.10	3	83.39	10	0.23	21	597.27	16	844.13	14	235.80	12	3,108.73	1
Prince George's	12,476.43	8	413.69	3	951.14	7	4,716.05	14	159.05	23	353.36	2	1,415.10	5	179.85	2	117.63	6	741.85	8	1,003.76	3	260.81	9	2,164.17	11
Queen Anne's	10,654.37	21	227.86	22	643.04	23	4,467.30	20	249.39	16	124.62	13	1,026.02	19	60.60	19	78.85	16	753.10	7	834.76	15	199.49	17	1,989.34	19
St. Mary's	10,738.38	19	246.65	19	752.31	20	4,176.18	24	279.68	10	78.06	18	1,048.19	16	74.16	15	106.26	8	799.90	6	792.86	20	233.18	13	2,150.95	13
Somerset	13,455.39	5	300.93	7	915.23	8	5,512.36	4	380.57	4	238.05	4	1,168.98	12	459.66	1	119.49	4	962.83	1	845.45	13	343.66	3	2,208.18	8
Talbot	10,492.78	23	256.15	17	912.06	9	4,336.20	22	321.45	5	130.66	11	843.80	24	60.49	20	0.00	23	517.21	20	832.68	16	244.50	10	2,037.80	16
Washington	10,652.98	22	296.09	10	807.57	15	4,497.56	18	389.60	2	131.76	10	922.40	22	54.83	21	11.21	19	416.82	23	805.21	18	587.54	1	1,732.00	23
Wicomico	11,331.20	13	303.93	6	819.18	14	4,851.97	10	288.22	9	129.40	12	1,160.52	13	139.85	5	95.45	12	553.30	18	737.21	22	199.76	16	2,052.39	15
Worcester	14,605.76	1	239.80	20	1,031.99	4	6,437.63	1	385.11	3	248.71	3	1,504.18	4	47.13	22	129.32	3	847.02	4	1,057.97	2	143.90	23	2,532.99	4

*Half-time prekindergarten pupils are expressed in full-time equivalents in arriving at per pupil costs

NOTE: Excludes expenditures for adult education, equipment, state share of teachers' retirement, interfund transfers, and outgoing transfers

Table 3

Cost per Pupil Belonging* by Category: Maryland Public Schools: 2007 - 2008
(Excludes State Share of Teachers' Retirement)

Local Education Agency	Total Cost per Pupil		Adminis-tration		Mid-level Adminis-tration		Instructional Salaries and Wages		Textbooks and Instructional Supplies		Other Instructional Costs		Special Education		Student Personnel Services		Health Services		Student Transportation		Operation of Plant		Maintenance of Plant		Fixed Charges	
	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank
Total State	\$ 11,854.20		\$ 354.44		\$ 857.92		\$ 4,789.58		\$ 270.45		\$ 181.05		\$ 1,314.22		\$ 97.44		\$ 66.46		\$ 598.27		\$ 841.19		\$ 259.43		\$ 2,223.75	
Allegany	11,456.44	9	227.99	20	739.51	19	4,501.73	15	318.96	7	147.49	9	1,366.30	5	60.26	16	59.98	18	622.14	15	828.18	11	174.54	20	2,409.35	2
Anne Arundel	10,928.09	13	334.85	5	789.07	14	4,653.58	9	197.99	23	144.18	10	1,151.09	11	60.67	15	0.00	22	516.54	19	824.92	12	169.42	22	2,085.77	9
Baltimore City	13,312.83	3	704.97	1	1,009.15	2	4,683.91	8	351.92	8	616.54	1	1,878.40	1	178.07	2	0.00	22	428.87	24	945.43	4	295.93	5	2,219.63	4
Baltimore	10,958.47	12	347.38	4	735.97	20	4,243.16	20	241.67	18	104.28	13	1,223.51	8	74.63	12	127.37	1	444.39	22	798.49	16	252.02	11	2,365.60	3
Calvert	10,517.60	17	283.08	13	615.02	22	4,583.29	13	184.84	24	47.06	23	1,216.92	9	69.26	13	62.96	17	667.42	12	863.68	5	187.07	18	1,737.01	21
Caroline	10,131.04	22	291.30	9	769.10	16	4,321.83	19	289.43	11	171.65	7	925.18	21	140.05	5	106.64	6	665.09	13	634.36	24	123.64	24	1,692.77	22
Carroll	10,415.46	18	191.71	24	845.95	10	4,450.75	16	239.74	19	63.19	21	1,001.89	16	44.48	22	100.76	9	681.54	10	818.85	13	220.08	14	1,756.51	20
Cecil	10,273.83	20	273.64	16	818.68	11	4,089.47	23	200.24	22	106.01	12	1,252.52	7	54.83	18	93.48	10	570.90	17	762.72	20	253.22	10	1,798.12	18
Charles	10,780.63	14	301.02	8	805.23	12	4,514.27	14	357.92	4	72.67	20	1,008.07	15	110.21	8	86.85	13	794.90	5	835.03	9	271.98	7	1,622.47	24
Dorchester	11,693.70	8	324.06	6	903.58	7	4,791.92	5	329.44	6	176.17	6	1,146.95	12	111.96	7	89.66	12	679.65	11	809.90	14	182.75	19	2,147.66	6
Frederick	10,767.99	15	204.26	23	791.41	13	4,623.38	11	279.75	13	57.21	22	970.97	19	68.04	14	121.12	2	450.70	21	804.50	15	265.26	9	2,131.38	7
Garrett	11,026.60	11	234.34	17	601.39	24	4,774.02	6	309.36	8	94.79	15	864.00	23	154.07	4	92.09	11	925.88	1	837.03	7	187.27	17	1,952.37	14
Harford	10,527.85	16	274.19	15	657.31	21	4,427.24	17	263.10	15	44.09	24	977.70	18	40.76	23	82.38	15	690.54	9	716.21	23	268.76	8	2,085.55	10
Howard	12,409.99	5	207.88	22	953.41	5	5,242.10	4	262.29	16	79.19	18	1,609.39	2	53.91	19	102.96	7	625.27	14	778.25	19	375.38	3	2,119.95	8
Kent	11,919.92	7	458.31	3	1,018.12	1	4,591.35	12	238.16	20	257.07	4	1,168.67	10	101.86	9	1.02	20	847.79	3	1,018.33	2	272.02	6	1,947.21	16
Montgomery	13,697.88	1	287.35	10	936.65	6	5,871.01	2	220.54	21	100.98	14	1,520.40	3	80.89	10	0.24	21	608.58	16	835.34	8	221.96	13	3,013.94	1
Prince George's	12,404.14	6	481.10	2	976.68	3	4,644.12	10	303.32	10	306.55	2	1,361.06	6	169.37	3	114.38	4	768.11	7	950.50	3	310.79	4	2,018.14	13
Queen Anne's	10,042.73	24	229.94	19	610.63	23	4,239.34	21	255.67	17	91.98	16	966.46	20	56.65	17	76.15	16	757.80	8	779.77	18	202.27	15	1,776.07	19
St. Mary's	10,215.36	21	234.33	18	752.14	18	4,019.70	24	283.93	12	78.12	19	982.08	17	76.68	11	100.85	8	789.12	6	749.63	21	201.45	16	1,947.33	15
Somerset	13,235.24	4	286.24	12	854.41	9	5,518.88	3	437.68	1	244.56	5	1,121.74	14	465.52	1	113.12	5	922.27	2	858.05	6	391.94	2	2,020.83	12
Talbot	10,058.55	23	278.48	14	860.19	8	4,225.15	22	264.37	14	86.82	17	830.49	24	37.97	24	0.00	22	475.21	20	829.08	10	243.86	12	1,926.93	17
Washington	10,306.77	19	317.13	7	764.82	17	4,399.27	18	420.66	2	118.13	11	902.51	22	51.85	20	12.16	19	429.31	23	782.40	17	442.92	1	1,665.61	23
Wicomico	11,083.19	10	287.07	11	781.70	15	4,684.36	7	308.89	9	162.36	8	1,126.58	13	130.97	6	86.59	14	553.80	18	717.13	22	172.86	21	2,070.88	11
Worcester	13,656.09	2	227.64	21	966.87	4	6,087.47	1	365.44	3	274.94	3	1,424.61	4	45.00	21	118.71	3	806.77	4	1,020.64	1	139.53	23	2,178.48	5

*Half-time prekindergarten pupils are expressed in full-time equivalents in arriving at per pupil costs

NOTE: Excludes expenditures for adult education, equipment, interfund transfers, and outgoing transfers

Table 3

Cost per Pupil Belonging* by Category: Maryland Public Schools: 2006 - 2007
(Excludes State Share of Teachers' Retirement and Social Security)

Local Education Agency	Total Cost per Pupil		Adminis- tration		Mid-level Adminis- tration		Instructional Salaries and Wages		Textbooks and Instructional Supplies		Other Instructional Costs		Special Education		Student Personnel Services		Health Services		Student Transportation		Operation of Plant		Maintenance of Plant		Fixed Charges	
	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank
Total State	\$ 10,864.30		\$ 319.08		\$ 779.74		\$ 4,420.10		\$ 262.02		\$ 174.48		\$ 1,198.49		\$ 72.74		\$ 59.18		\$ 541.75		\$ 783.58		\$ 233.48		\$ 2,019.66	
Allegany	10,890.12	8	211.27	19	675.28	19	4,288.72	9	263.42	13	110.19	12	1,254.09	5	64.95	13	56.48	17	560.74	15	819.06	6	141.15	22	2,244.78	3
Anne Arundel	10,355.52	11	349.95	4	745.06	14	4,291.33	8	212.58	21	167.72	7	1,033.71	11	48.22	18	0.00	22	491.26	18	783.14	8	175.24	17	2,057.31	4
Baltimore City	12,018.45	3	603.88	1	843.39	6	4,127.28	15	338.92	5	636.82	1	1,736.25	1	154.02	2	0.00	22	420.86	21	928.89	2	238.51	10	1,989.64	5
Baltimore	10,507.61	9	327.57	5	675.07	20	4,125.48	16	255.49	15	109.99	13	1,149.86	8	71.87	10	121.60	1	414.83	23	759.69	14	249.34	6	2,246.83	2
Calvert	9,494.58	19	234.10	16	611.21	22	4,188.69	11	188.18	23	44.90	24	1,015.58	12	64.28	14	56.42	18	579.92	14	781.41	10	168.77	19	1,561.12	21
Caroline	9,373.45	20	247.99	14	749.69	13	3,942.00	21	230.82	18	182.91	5	865.31	19	150.91	3	101.89	5	612.59	10	566.72	24	108.37	24	1,614.23	17
Carroll	9,626.44	17	178.15	24	772.87	10	4,068.19	19	274.35	10	60.86	21	922.02	16	44.13	21	91.53	9	622.54	9	776.09	12	221.32	13	1,594.39	19
Cecil	9,372.59	21	241.18	15	762.10	12	3,865.97	23	192.66	22	105.35	16	1,122.63	9	47.13	19	92.17	8	519.79	17	669.36	21	246.87	8	1,507.39	22
Charles	9,786.62	16	276.19	8	728.16	16	4,106.62	17	406.94	3	73.32	19	897.40	18	95.80	7	81.08	13	712.42	4	758.81	15	224.72	11	1,425.15	24
Dorchester	10,497.86	10	284.53	7	869.90	5	4,276.80	10	328.76	6	180.11	6	1,046.79	10	98.01	6	84.07	11	611.51	11	776.53	11	170.66	18	1,770.19	13
Frederick	9,567.40	18	183.18	23	764.42	11	4,172.64	13	260.58	14	46.70	23	858.21	21	65.73	12	109.26	2	418.75	22	725.28	18	243.88	9	1,718.77	15
Garret	10,146.69	12	224.28	17	584.27	23	4,424.82	6	244.37	17	105.42	15	800.44	22	139.71	4	82.05	12	838.08	1	792.73	7	166.12	20	1,764.41	14
Harford	9,791.14	15	250.05	12	615.79	21	4,178.55	12	276.33	9	49.01	22	912.28	17	38.54	24	74.22	15	581.66	13	649.21	23	249.15	7	1,916.37	7
Howard	11,330.89	6	187.58	22	912.17	1	4,800.20	4	184.19	24	69.12	20	1,520.26	2	49.20	17	92.90	7	594.69	12	737.55	17	312.89	2	1,870.12	8
Kent	11,672.46	4	575.77	2	860.16	2	4,703.29	5	306.72	7	132.82	8	1,157.97	7	83.84	8	19.76	19	750.47	3	955.53	1	258.02	5	1,848.13	10
Montgomery	12,863.33	1	270.63	10	874.49	3	5,575.87	1	270.70	11	115.98	10	1,413.31	3	75.35	9	0.33	21	525.07	16	782.86	9	217.78	14	2,740.96	1
Prince George's	10,695.25	7	395.08	3	833.48	7	4,076.99	18	219.59	19	226.71	3	1,172.02	6	52.47	16	91.02	10	686.76	5	835.40	5	264.74	4	1,828.99	11
Queen Anne's	9,191.42	23	216.31	18	542.59	24	3,915.06	22	248.71	16	111.43	11	859.55	20	57.57	15	65.76	16	685.18	8	695.20	20	184.95	16	1,609.11	18
St. Mary's	9,293.20	22	201.13	21	703.66	17	3,793.67	24	213.89	20	85.70	18	963.29	14	68.72	11	93.31	6	698.06	6	708.03	19	192.46	15	1,571.28	20
Somerset	11,576.90	5	255.34	11	775.91	9	4,899.86	3	456.06	1	219.12	4	956.42	15	356.59	1	107.89	3	769.82	2	741.11	16	357.50	1	1,681.28	16
Talbot	9,841.74	14	309.97	6	791.86	8	4,140.94	14	264.94	12	130.24	9	786.60	23	40.14	23	0.00	22	442.34	20	848.35	4	221.72	12	1,864.63	9
Washington	9,178.11	24	248.07	13	686.53	18	4,054.88	20	383.65	4	99.83	17	781.57	24	44.67	20	8.38	20	343.27	24	766.58	13	300.31	3	1,460.37	23
Wicomico	10,084.19	13	274.18	9	739.70	15	4,410.26	7	290.78	8	107.39	14	1,003.72	13	109.53	5	80.58	14	475.41	19	658.74	22	154.63	21	1,779.26	12
Worcester	12,347.16	2	204.70	20	870.28	4	5,528.75	2	409.38	2	244.22	2	1,264.30	4	41.11	22	105.87	4	688.19	7	922.47	3	132.47	23	1,935.40	6

*Half-time kindergarten and prekindergarten pupils are expressed in full-time equivalents in arriving at per pupil costs.
NOTE: Excludes expenditures for adult education, equipment, state share of teachers' retirement, interfund transfers, and outgoing transfers.

Table 3

Cost per Pupil Belonging* by Category: Maryland Public Schools: 2005 - 2006
(Excludes State Share of Teachers' Retirement and Social Security)

Local Education Agency	Total Cost per Pupil		Adminis- tration		Mid-Level Adminis- tration		Instructional Salaries and Wages		Textbooks and Instructional Supplies		Other Instructional Costs		Special Education		Student Personnel Services		Health Services		Student Transportation		Operation of Plant		Maintenance of Plant		Fixed Charges	
	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank	Cost	Rank
Total State	\$ 9,887.27		\$ 308.99		\$ 713.00		\$ 4,064.06		\$ 249.90		\$ 133.15		\$ 1,070.47		\$ 62.79		\$ 52.35		\$ 492.86		\$ 695.25		\$ 203.69		\$ 1,840.75	
Allegany	9,606.75	8	218.61	16	561.17	21	3,898.26	11	250.06	10	97.97	15	1,113.47	5	58.85	13	58.39	17	518.10	15	732.70	5	145.18	21	1,953.98	3
Anne Arundel	9,370.28	10	282.78	6	691.19	14	3,858.21	15	189.27	22	154.44	6	936.19	11	37.56	21	0.00	23	478.71	18	660.96	16	152.87	19	1,928.10	4
Baltimore City	10,471.75	7	714.58	1	729.05	9	3,557.96	24	293.17	5	467.70	1	1,511.05	1	111.22	4	0.00	22	352.97	23	813.98	3	181.15	16	1,738.92	9
Baltimore	9,606.60	9	314.75	3	636.37	3	3,862.36	14	227.42	17	85.34	17	1,062.94	6	62.84	12	114.88	1	366.14	22	686.50	13	202.54	13	1,984.52	2
Calvert	9,254.26	13	242.17	11	575.05	20	4,152.14	7	169.36	24	54.76	21	982.11	9	65.21	11	55.41	18	572.77	11	759.13	4	163.76	18	1,462.39	20
Caroline	8,587.92	24	222.47	15	663.30	16	3,657.11	20	193.63	21	178.35	5	775.56	22	136.42	2	78.40	10	570.75	12	508.35	24	92.24	24	1,511.35	17
Carroll	8,846.78	17	166.73	23	717.90	11	3,753.62	18	293.15	6	64.91	19	824.75	17	40.73	19	84.58	7	576.12	10	718.83	6	212.19	10	1,393.26	23
Cecil	8,953.80	16	227.07	14	727.86	10	3,645.66	21	180.42	23	119.16	10	1,060.19	7	46.45	16	85.03	6	505.68	16	618.37	21	237.31	6	1,500.59	19
Charles	8,844.34	19	243.90	10	676.21	15	3,755.69	17	338.54	4	51.40	23	820.46	18	101.30	6	71.70	13	648.94	6	677.27	14	235.91	7	1,223.00	24
Dorchester	10,497.54	6	264.47	7	878.63	1	4,346.71	5	292.92	7	190.29	4	972.34	10	107.84	5	79.80	9	659.85	4	697.06	12	278.75	3	1,728.89	10
Frederick	8,845.98	18	177.74	22	732.21	8	3,896.76	12	247.82	12	52.05	22	777.76	21	55.88	14	105.13	2	385.81	20	648.62	19	222.14	9	1,544.05	16
Garrett	9,327.40	11	208.81	18	521.88	24	4,039.28	8	217.29	18	81.36	18	742.47	23	113.44	3	72.03	12	807.65	1	715.18	9	147.75	20	1,660.26	13
Harford	8,689.44	23	207.47	19	552.41	22	3,719.40	19	233.19	16	48.20	24	803.88	19	34.37	22	64.74	16	521.91	14	574.75	23	224.53	8	1,704.59	12
Howard	10,680.19	4	164.55	24	839.58	2	4,570.99	3	243.13	15	59.08	20	1,433.96	2	46.27	17	85.21	5	566.10	13	634.55	20	288.25	2	1,748.51	7
Kent	10,565.08	5	439.01	2	786.66	5	4,317.42	6	248.12	11	124.54	8	1,037.68	8	71.18	9	17.44	19	718.86	3	845.04	1	239.26	5	1,719.87	11
Montgomery	12,025.61	1	301.69	5	805.91	4	5,305.10	1	245.97	13	111.39	11	1,296.05	3	73.16	8	0.27	21	503.71	17	708.04	11	205.43	12	2,468.89	1
Prince George's	9,273.55	12	310.65	4	732.40	7	3,586.45	22	262.85	8	94.89	16	921.24	12	44.66	18	67.94	14	581.85	9	717.86	8	208.53	11	1,744.24	8
Queen Anne's	8,780.65	21	196.24	20	528.35	23	3,807.85	16	215.79	19	124.24	9	868.46	16	55.36	15	67.02	15	644.03	8	656.08	17	175.89	17	1,439.34	21
St. Mary's	8,830.13	20	208.89	17	658.97	17	3,580.92	23	215.43	20	102.21	14	914.71	13	67.40	10	82.37	8	651.54	5	654.94	18	185.94	15	1,506.83	18
Somerset	10,807.36	3	250.39	8	694.56	13	4,480.06	4	376.26	1	290.06	2	890.53	15	283.62	1	103.65	3	746.75	2	709.92	10	404.44	1	1,597.11	15
Talbot	9,202.40	15	233.80	13	742.62	6	3,972.37	10	244.44	14	153.19	7	736.63	24	32.81	23	0.00	23	370.03	21	718.05	7	189.83	14	1,808.64	6
Washington	8,708.76	22	240.25	12	650.58	18	3,868.60	13	342.33	2	102.95	13	782.83	20	38.55	20	6.80	20	327.65	24	677.00	15	246.16	4	1,425.06	22
Wicomico	9,215.40	14	247.68	9	716.40	12	4,027.26	9	260.43	9	105.68	12	900.88	14	76.94	7	73.23	11	448.64	19	600.51	22	132.51	22	1,625.23	14
Worcester	11,350.00	2	191.20	21	812.62	3	5,158.83	2	341.74	3	193.28	3	1,114.89	4	32.24	24	99.98	4	646.72	7	826.63	2	114.49	23	1,817.40	5

*Half-time kindergarten and prekindergarten pupils are expressed in full-time equivalents in arriving at per pupil costs.

NOTE: Excludes expenditures for adult education, equipment, state share of teachers' retirement, interfund transfers, and outgoing transfers.

Exhibit 7.2
Per Pupil Revenues for Public Schools in Fiscal 2013

County	Federal	State	Local	Misc.	Total	Ranking by Total Per Pupil Funding
Allegany	\$1,062	\$10,011	\$3,495	\$50	\$14,618	1. Baltimore City
Anne Arundel	511	4,999	7,732	43	13,285	2. Worcester
Baltimore City	1,673	12,017	3,159	29	16,879	3. Kent
Baltimore	639	6,248	6,675	115	13,677	4. Montgomery
Calvert	404	6,158	6,924	21	13,507	5. Howard
Caroline	664	9,444	2,530	88	12,726	6. Prince George's
Carroll	431	6,200	6,491	119	13,241	7. Allegany
Cecil	545	7,456	4,639	26	12,666	8. Somerset
Charles	504	6,951	5,982	71	13,508	9. Garrett
Dorchester	887	8,352	4,039	175	13,452	10. Baltimore
Frederick	449	6,538	6,037	105	13,130	11. Charles
Garrett	855	6,644	6,642	13	14,154	12. Calvert
Harford	569	6,363	5,924	68	12,924	13. Dorchester
Howard	334	5,400	9,456	107	15,298	14. Anne Arundel
Kent	986	5,958	8,625	74	15,643	15. Carroll
Montgomery	445	5,143	9,789	91	15,467	16. Frederick
Prince George's	897	8,638	5,353	167	15,056	17. Wicomico
Queen Anne's	638	5,187	5,977	194	11,996	18. Washington
St. Mary's	630	6,526	5,127	40	12,324	19. Harford
Somerset	1,246	9,762	3,336	52	14,397	20. Caroline
Talbot	662	3,653	8,174	13	12,502	21. Cecil
Washington	716	7,994	4,241	37	12,989	22. Talbot
Wicomico	1,037	9,221	2,726	92	13,077	23. St. Mary's
Worcester	841	4,162	11,558	44	16,605	24. Queen Anne's
Total	\$702	\$7,033	\$6,631	\$90	\$14,457	Statewide

Source: Local School Budgets, Department of Legislative Services

Harford County Public Schools

Unadjusted Enrollment at September 30, 2012

Enrollment by School Level	
Elementary	17,561
Middle	8,359
High	11,823
John Archer	125
Total	37,868

Enrollment by School	
Elementary School	
	Enrollment
Abingdon	882
Bakerfield	409
Bel Air	484
Church Creek	745
Churchville	395
Darlington	115
Deerfield	793
Dublin	299
Edgewood	426
Emmorton	505
Forest Hill	507
Forest Lakes	483
Fountain Green	513
George D. Lisby	434
Hall's Crossroads	463
Havre de Grace	421
Hickory	681
Homestead	897
Jarrettsville	480
Joppatowne	629
Magnolia	470
Meadowvale	535
Norrisville	186
North Bend	378
North Harford	432
Prospect Mill	612
Red Pump	669
Ring Factory	549
Riverside	505
Roye-Williams	474
Wm. Paca	766
Wm. S. James	451
Youth's Benefit	973
Total Elementary	17,561
Middle School	
	Enrollment
Aberdeen	1,034
Bel Air	1,271
Edgewood	1,046
Fallston	879
Havre de Grace	532
Magnolia	688
North Harford	974
Patterson Mill	700
Southampton	1,235
Total Middle	8,359
High School	
	Enrollment
Aberdeen	1,411
Bel Air	1,647
C. Milton Wright	1,494
Edgewood	1,236
Fallston	1,064
Harford Technical	1,010
Havre de Grace	674
Joppatowne	840
North Harford	1,420
Patterson Mill	941
Alternative Education	86
Total High	11,823

Harford County Public Schools Insurance Summary FY2013

Type of Coverage	Name of Company	Policy Number	Policy Period	Limits
Workers Compensation	MABE Group Self-Insurance Fund	N/A	7/1/12-6/30/13	Statutory up to \$400,000
Excess Workers Compensation	Safety National	SP 4042244	7/1/12-6/30/13	Statutory excess of \$400,000
Comprehensive General Liability	MABE Group Insurance Pool	N/A	7/1/12-6/30/13	\$100,000 per occurrence \$1 million per occurrence should sovereign immunity be abrogated
Personal Injury Liability	MABE Group Insurance Pool	N/A	7/1/12-6/30/13	\$100,000 per occurrence \$1 million per occurrence should sovereign immunity be abrogated
Automobile Liability	MABE Group Insurance Pool	N/A	7/1/12-6/30/13	\$100,000 combined single limit \$1 million combined single limit for Bus Contractors
Personal Injury Protection	MABE Group Insurance Pool	N/A	7/1/12-6/30/13	\$2,500 per covered person for any one accident
Automobile Physical Damage	MABE Group Insurance Pool	N/A	7/1/12-6/30/13	Actual cash value
Garage Keepers Liability	MABE Group Insurance Pool	N/A	7/1/12-6/30/13	\$100,000 per loss
Criminal Proceeding and Intentional Conduct Defense Reimbursement	MABE Group Insurance Pool	N/A	7/1/12-6/30/13	\$50,000 per covered person \$100,000 annual aggregate
Property and Boiler and Machinery	MABE Group Insurance Pool	N/A	7/1/12-6/30/13	\$500,000 per occurrence
Excess Property	PEPIP	PEPIP101654-020	7/1/12-6/30/13	\$1 billion per occurrence excess of \$500,000
Excess Boiler and Machinery	Federal Insurance Company	7643-12-29-LIO	7/1/12-6/30/13	\$100 million per occurrence excess of \$100,000
Crime	Travelers Casualty and Surety Axis Insurance Company	103910757 MON719382012012	7/1/12-6/30/13 7/1/12-6/30/13	\$2,500,000 per loss \$2,500,000 excess of \$Travelers
School Board Legal Liability	MABE Group Insurance Pool	N/A	7/1/12-6/30/13	\$250,000 per occurrence \$5 million per occurrence should sovereign immunity be abrogated
School Board Legal Liability Reinsurance	United Educators Insurance	RCN2009043071	7/1/12-6/30/13	\$5,000,000 per occurrence excess of \$250,000
Catastrophic Student Accident	AIG	SRG 0009100979	8/01/12-8/01/13	\$5,000,000 Medical Expense \$1,000,000 Catastrophic Cash

Harford County Public Schools
Salary Schedule for Administrative and Supervisory Personnel - 12 month employees
Fiscal Year 2013-2014

STEP	GRADE 1 <i>(Former Group D)</i>	GRADE 2 <i>(Former Group E)</i>	GRADE 3 <i>(Former Group F)</i>	GRADE 4 <i>(Former Group G)</i>	GRADE 5 <i>(Former Group H)</i>	GRADE 6 <i>(Former Group I)</i>	GRADE 7 <i>(Former Group J)</i>	GRADE 8
1	\$90,506	\$93,221	\$96,018	\$98,898	\$101,865	\$104,921	\$108,069	\$111,311
2	\$91,411	\$94,153	\$96,978	\$99,887	\$102,884	\$105,971	\$109,150	\$112,424
3	\$92,325	\$95,095	\$97,948	\$100,886	\$103,913	\$107,030	\$110,241	\$113,548
4	\$93,249	\$96,046	\$98,927	\$101,895	\$104,952	\$108,101	\$111,344	\$114,684
5	\$94,181	\$97,006	\$99,917	\$102,914	\$106,002	\$109,182	\$112,457	\$115,831
6	\$95,123	\$97,977	\$100,916	\$103,943	\$107,062	\$110,273	\$113,582	\$116,989
7	\$96,074	\$98,956	\$101,925	\$104,983	\$108,132	\$111,376	\$114,717	\$118,159
8	\$97,035	\$99,946	\$102,944	\$106,033	\$109,214	\$112,490	\$115,865	\$119,341
9	\$98,005	\$100,945	\$103,974	\$107,093	\$110,306	\$113,615	\$117,023	\$120,534
10	\$98,985	\$101,955	\$105,013	\$108,164	\$111,409	\$114,751	\$118,193	\$121,739
11	\$99,975	\$102,974	\$106,064	\$109,245	\$112,523	\$115,898	\$119,375	\$122,957
12	\$100,975	\$104,004	\$107,124	\$110,338	\$113,648	\$117,057	\$120,569	\$124,186
13	\$101,985	\$105,044	\$108,195	\$111,441	\$114,784	\$118,228	\$121,775	\$125,428
14	\$103,004	\$106,095	\$109,277	\$112,556	\$115,932	\$119,410	\$122,993	\$126,682
15	\$104,034	\$107,155	\$110,370	\$113,681	\$117,092	\$120,604	\$124,223	\$127,949
16	\$105,075	\$108,227	\$111,474	\$114,818	\$118,263	\$121,810	\$125,465	\$129,229
17	\$106,126	\$109,309	\$112,589	\$115,966	\$119,445	\$123,029	\$126,719	\$130,521
18	\$107,187	\$110,402	\$113,714	\$117,126	\$120,640	\$124,259	\$127,987	\$131,826
19	\$108,259	\$111,506	\$114,852	\$118,297	\$121,846	\$125,501	\$129,266	\$133,144
20	\$109,341	\$112,621	\$116,000	\$119,480	\$123,065	\$126,756	\$130,559	\$134,476

Harford County Public Schools
Salary Schedule for Administrative and Supervisory Personnel - 10 mo. employees
Fiscal Year 2013-2014

	Assistant Principal Secondary (10 month)	Assistant Principal Elementary (10 month)
STEP 1	\$82,129	\$85,861
STEP 2	\$82,950	\$86,720
STEP 3	\$83,780	\$87,587
STEP 4	\$84,618	\$88,463
STEP 5	\$85,464	\$89,347
STEP 6	\$86,318	\$90,241
STEP 7	\$87,182	\$91,143
STEP 8	\$88,053	\$92,055
STEP 9	\$88,934	\$92,975
STEP 10	\$89,823	\$93,905
STEP 11	\$90,722	\$94,844
STEP 12	\$91,629	\$95,792
STEP 13	\$92,545	\$96,750
STEP 14	\$93,470	\$97,718
STEP 15	\$94,405	\$98,695
STEP 16	\$95,349	\$99,682
STEP 17	\$96,303	\$100,679
STEP 18	\$97,266	\$101,686
STEP 19	\$98,238	\$102,702
STEP 20	\$99,221	\$103,729

Harford County Public Schools
Salary Schedule for Twelve Month AFSCME Employees
Fiscal Year 2013-2014

	STEP									
	1	2	3	4	5	6	7	8	9	10
1	\$24,272	\$25,001	\$25,751	\$26,524	\$27,319	\$28,139	\$28,983	\$29,852	\$30,747	\$31,671
2	\$25,992	\$26,772	\$27,576	\$28,403	\$29,255	\$30,133	\$31,037	\$31,968	\$32,927	\$33,915
3	\$27,709	\$28,541	\$29,396	\$30,278	\$31,187	\$32,122	\$33,086	\$34,078	\$35,101	\$36,154
4	\$29,427	\$30,310	\$31,219	\$32,155	\$33,120	\$34,114	\$35,138	\$36,191	\$37,277	\$38,396
5	\$31,487	\$32,432	\$33,405	\$34,406	\$35,439	\$36,501	\$37,596	\$38,725	\$39,887	\$41,084
6	\$33,554	\$34,561	\$35,597	\$36,666	\$37,766	\$38,899	\$40,066	\$41,267	\$42,506	\$43,780
7	\$35,603	\$36,671	\$37,771	\$38,905	\$40,072	\$41,275	\$42,512	\$43,788	\$45,101	\$46,454
8	\$37,667	\$38,797	\$39,961	\$41,161	\$42,395	\$43,666	\$44,976	\$46,326	\$47,715	\$49,147
9	\$40,069	\$41,270	\$42,509	\$43,784	\$45,098	\$46,450	\$47,844	\$49,279	\$50,757	\$52,280
10	\$42,476	\$43,750	\$45,063	\$46,415	\$47,806	\$49,242	\$50,718	\$52,240	\$53,807	\$55,422
11	\$44,877	\$46,224	\$47,609	\$49,039	\$50,510	\$52,025	\$53,587	\$55,193	\$56,849	\$58,555
12	\$47,283	\$48,702	\$50,163	\$51,669	\$53,218	\$54,815	\$56,459	\$58,153	\$59,898	\$61,695

GRADE

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. The longevity increment becomes effective July 1st or February 1st after the employee completes 14, 19, and 24 years of continuous service with HCPS. **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 Food Service Employees
Fiscal Year 2013-2014

	1	2	3	4	5	6	7	8	9	10
General Worker										
3 Hours	6,540	6,737	6,938	7,147	7,361	7,582	7,810	8,044	8,285	8,533
3.5 Hours	7,630	7,859	8,095	8,338	8,588	8,846	9,111	9,385	9,666	9,956
General Worker										
6 Hours	13,081	13,473	13,876	14,294	14,723	15,164	15,620	16,088	16,570	17,067
General/Lead Worker										
6 Hours	13,386	13,777	14,181	14,599	15,027	15,468	15,923	16,392	16,874	17,372
7 Hours	15,546	16,004	16,474	16,961	17,462	17,977	18,508	19,055	19,617	20,196
Cook										
6 Hours	14,058	14,521	14,915	15,362	15,824	16,297	16,787	17,290	17,809	18,344

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. The longevity increment becomes effective July 1st or February 1st after the employee completes 14, 19, and 24 years of continuous service with HCPS. **Effective July 1, 2007, all Harford County Public Schools experience will count towards longevity increments.**

The Lead General Worker in a satellite school will receive a twenty-five cents per hour differential.

Harford County Public Schools
 Hourly Wage Schedule for Drivers and Attendants
 Fiscal Year 2013-2014

Grade	1	2	3	4	5	6	7	8	9	10
Bus Drivers	\$14.08	\$14.50	\$14.94	\$15.38	\$15.85	\$16.32	\$16.82	\$17.32	\$17.84	\$18.37
Bus Attendants	10.47	10.79	11.11	11.44	11.79	12.14	12.50	12.89	13.27	13.67

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. The longevity increment becomes effective July 1st of February 1st after the employee completes 14, 19, or 24 years of continuous service with HCPS. **Effective July 1, 2007, all Harford County Public Schools experience will count towards longevity increments.**

Harford County Public Schools Salary Schedule for Certificated Teachers - Effective July 1, 2013

Years of Experience	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	\$41,583	N/A	\$44,114	\$45,437	\$41,583
2	\$42,829	N/A	\$45,437	\$46,799	\$42,829
3	\$44,114	N/A	\$46,799	\$48,205	\$44,114
4	\$45,437	\$46,799	\$48,205	\$49,651	\$35,007
5	\$46,799	\$48,205	\$49,651	\$51,139	\$35,225
6	\$48,205	\$49,652	\$51,139	\$52,950	\$35,445
7	\$49,651	\$51,139	\$52,675	\$55,485	\$35,662
8	\$51,139	\$52,675	\$54,254	\$57,596	\$35,882
9	\$52,675	\$54,254	\$55,883	\$59,714	\$36,099
10	\$54,254	\$55,883	\$57,558	\$61,826	\$36,388
11		\$57,558	\$59,286	\$63,944	\$36,764
12		\$59,286	\$61,064	\$66,062	\$37,126
13		\$61,064	\$62,898	\$68,176	\$37,509
14		\$62,898	\$64,781	\$70,292	\$37,877
15		\$64,781	\$66,726	\$72,405	\$38,242

Professional employees having earned a doctorate shall receive a salary differential of \$500 to be added to the appropriate step of the Master's Plus 30 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 (Eleven Month - 210 days)
Salary Schedule for Certificated Teachers - Effective July 1, 2013**

Years of Experience	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	\$45,960	N/A	\$48,757	\$50,220	\$45,960
2	\$47,337	N/A	\$50,220	\$51,726	\$47,337
3	\$48,757	N/A	\$51,726	\$53,280	\$48,757
4	\$50,220	\$51,726	\$53,280	\$54,877	\$38,692
5	\$51,726	\$53,280	\$54,877	\$56,522	\$38,933
6	\$53,280	\$54,878	\$56,522	\$58,219	\$39,176
7	\$54,877	\$56,522	\$58,219	\$61,326	\$39,416
8	\$56,522	\$58,219	\$59,965	\$63,659	\$39,659
9	\$58,219	\$59,965	\$61,766	\$66,000	\$39,899
10	\$59,965	\$61,766	\$63,617	\$68,334	\$40,219
11		\$63,617	\$65,527	\$70,675	\$40,634
12		\$65,527	\$67,491	\$73,016	\$41,034
13		\$67,491	\$69,519	\$75,352	\$41,458
14		\$69,519	\$71,600	\$77,691	\$41,864
15		\$71,600	\$73,749	\$80,026	\$42,267

Professional employees having earned a doctorate shall receive a salary differential of \$500 to be added to the appropriate step of the Master's Plus 30 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 Non-Certified Administrative, Technical and Supervisory Professionals
Fiscal Year 2013-2014**

STEP	GRADE A <i>(former Grade A & B)</i>	GRADE B <i>(former Grade C & D)</i>	GRADE C <i>(former Grade E & F)</i>	GRADE D <i>(former Grade G & H)</i>	GRADE E <i>(former Grade I & J)</i>	GRADE F <i>(former Grade K & L)</i>	GRADE G <i>(former Grade M & N)</i>	GRADE H <i>(former Grade O & P)</i>	GRADE I <i>(former Grade Q & R)</i>	GRADE J <i>(former Grade S & T)</i>
1	\$61,002	\$64,663	\$68,543	\$72,656	\$77,016	\$81,637	\$86,536	\$91,729	\$97,233	\$103,067
2	\$61,613	\$65,310	\$69,229	\$73,383	\$77,786	\$82,454	\$87,402	\$92,647	\$98,206	\$104,099
3	\$62,230	\$65,964	\$69,922	\$74,118	\$78,566	\$83,280	\$88,277	\$93,574	\$99,189	\$105,141
4	\$62,853	\$66,625	\$70,623	\$74,861	\$79,353	\$84,115	\$89,162	\$94,512	\$100,183	\$106,194
5	\$63,482	\$67,291	\$71,329	\$75,609	\$80,146	\$84,955	\$90,053	\$95,457	\$101,185	\$107,257
6	\$64,117	\$67,965	\$72,043	\$76,366	\$80,948	\$85,805	\$90,954	\$96,412	\$102,197	\$108,329
7	\$64,759	\$68,645	\$72,764	\$77,130	\$81,758	\$86,664	\$91,864	\$97,376	\$103,219	\$109,413
8	\$65,407	\$69,332	\$73,492	\$77,902	\$82,577	\$87,532	\$92,784	\$98,352	\$104,254	\$110,510
9	\$66,062	\$70,026	\$74,228	\$78,682	\$83,403	\$88,408	\$93,713	\$99,336	\$105,297	\$111,615
10	\$66,723	\$70,727	\$74,971	\$79,470	\$84,239	\$89,294	\$94,652	\$100,332	\$106,352	\$112,734
11	\$67,391	\$71,435	\$75,722	\$80,266	\$85,082	\$90,187	\$95,599	\$101,335	\$107,416	\$113,861
12	\$68,065	\$72,149	\$76,478	\$81,067	\$85,932	\$91,088	\$96,554	\$102,348	\$108,489	\$114,999
13	\$68,746	\$72,871	\$77,244	\$81,879	\$86,792	\$92,000	\$97,520	\$103,372	\$109,575	\$116,150
14	\$69,434	\$73,601	\$78,018	\$82,700	\$87,662	\$92,922	\$98,498	\$104,408	\$110,673	\$117,314
15	\$70,129	\$74,337	\$78,798	\$83,526	\$88,538	\$93,851	\$99,483	\$105,452	\$111,780	\$118,487
16	\$72,379	\$76,587	\$81,048	\$85,776	\$90,788	\$96,101	\$101,733	\$107,702	\$114,030	\$120,737
17	\$74,629	\$78,837	\$83,298	\$88,026	\$93,038	\$98,351	\$103,983	\$109,952	\$116,280	\$122,987
18	\$76,879	\$81,087	\$85,548	\$90,276	\$95,288	\$100,601	\$106,233	\$112,202	\$118,530	\$125,237
19	\$79,129	\$83,337	\$87,798	\$92,526	\$97,538	\$102,851	\$108,483	\$114,452	\$120,780	\$127,487
20	\$81,379	\$85,587	\$90,048	\$94,776	\$99,788	\$105,101	\$110,733	\$116,702	\$123,030	\$129,737

To be eligible for Steps 16-20, employees must have completed 5 years of satisfactory performance beyond the previous step.

Harford County Public Schools Salary Schedule for Non-Certificated Behavior Specialists Fiscal Year 2013-2014	
STEP	Technicians
1	\$44,114
2	\$45,437
3	\$46,799
4	\$48,205
5	\$49,651
6	\$51,139
7	\$52,675
8	\$54,254
9	\$55,883
10	\$57,558
11	\$59,286
12	\$61,064
13	\$62,898
14	\$64,781
15	\$66,726

Behavior Specialists – Master's Degree shall receive a \$750 longevity increment after 19, 24, and 29 years of continuous service with Harford County Public Schools. The longevity increment becomes effective on July 1st or February 1st after the employee completes 19, 24, and 29 years of continuous service with HCPS, based on a 10 month duty year. Effective July 1, 2007, all years of service with Harford County Public Schools

Harford County Public Schools
Salary Schedule for Food Service Manager
Fiscal Year 2013-2014

STEP	
1	\$31,376
2	\$31,690
3	\$32,007
4	\$32,327
5	\$32,650
6	\$32,976
7	\$33,306
8	\$33,639
9	\$33,976
10	\$34,315
11	\$36,315
12	\$38,315
13	\$40,315
14	\$42,315
15	\$44,315

To be eligible for Steps 11-15, employees must have completed 5 years of satisfactory performance beyond the previous step.

Harford County Public Schools
Salary Schedule for Twelve Month Clerical,
School Bus Driver Instructors, and Transportation Specialists
Fiscal Year 2013-2014

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	\$23,402	\$25,060	\$26,715	\$28,370	\$30,355	\$32,349	\$34,325	\$36,316	\$38,630	\$40,949	\$43,264	\$45,585
2	\$24,104	\$25,812	\$27,516	\$29,221	\$31,266	\$33,320	\$35,355	\$37,405	\$39,789	\$42,178	\$44,562	\$46,953
3	\$24,827	\$26,586	\$28,342	\$30,098	\$32,203	\$34,320	\$36,416	\$38,527	\$40,983	\$43,443	\$45,899	\$48,362
4	\$25,571	\$27,384	\$29,192	\$31,001	\$33,169	\$35,349	\$37,507	\$39,683	\$42,213	\$44,747	\$47,276	\$49,812
5	\$26,339	\$28,205	\$30,068	\$31,930	\$34,164	\$36,409	\$38,633	\$40,874	\$43,478	\$46,089	\$48,694	\$51,307
6	\$27,656	\$29,615	\$31,571	\$33,527	\$35,872	\$38,230	\$40,565	\$42,917	\$45,653	\$48,393	\$51,129	\$53,872
7	\$29,039	\$31,097	\$33,149	\$35,204	\$37,666	\$40,141	\$42,593	\$45,063	\$47,936	\$50,813	\$53,686	\$56,566
8	\$30,491	\$32,651	\$34,807	\$36,964	\$39,550	\$42,148	\$44,723	\$47,316	\$50,332	\$53,353	\$56,370	\$59,394
9	\$32,015	\$34,250	\$36,547	\$38,812	\$41,527	\$44,256	\$46,959	\$49,682	\$52,849	\$56,022	\$59,188	\$62,363
10	\$33,616	\$35,998	\$38,375	\$40,752	\$43,604	\$46,469	\$49,306	\$52,167	\$55,491	\$58,822	\$62,147	\$65,481

Harford County Public Schools
Salary Schedule for Ten Month Clerical Employees
(Derived from 12 Month Schedule)
Fiscal Year 2013-2014

STEP	GRADE 1	GRADE 2	GRADE 3	GRADE 4	GRADE 5	GRADE 6
1	\$19,501	\$20,884	\$22,262	\$23,642	\$25,295	\$26,958
2	\$20,087	\$21,510	\$22,930	\$24,351	\$26,054	\$27,767
3	\$20,689	\$22,155	\$23,618	\$25,081	\$26,836	\$28,599
4	\$21,310	\$22,820	\$24,327	\$25,834	\$27,641	\$29,458
5	\$21,949	\$23,505	\$25,056	\$26,608	\$28,470	\$30,341
6	\$23,046	\$24,679	\$26,308	\$27,940	\$29,894	\$31,858
7	\$24,199	\$25,914	\$27,625	\$29,336	\$31,389	\$33,451
8	\$25,409	\$27,209	\$29,005	\$30,803	\$32,958	\$35,124
9	\$26,679	\$28,570	\$30,456	\$32,343	\$34,606	\$36,880
10	\$28,013	\$29,998	\$31,979	\$33,960	\$36,336	\$38,723

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. The longevity increment becomes effective on July 1st or February 1st after the employee completes 14, 19, 24, and 29 years of continuous service with HCPS based on duty year.

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 2013-2014						
STEP	Paraeducators	Paraeducators with 30 college credits	Paraeducators with 60 college credits	Paraeducators with 90 college credits	Paraeducators with bachelor's degree	
1	\$17,389	\$17,639	\$17,889	\$18,139	\$18,389	
2	\$17,911	\$18,161	\$18,411	\$18,661	\$18,911	
3	\$18,449	\$18,699	\$18,949	\$19,199	\$19,449	
4	\$19,002	\$19,252	\$19,502	\$19,752	\$20,002	
5	\$19,572	\$19,822	\$20,072	\$20,322	\$20,572	
6	\$20,159	\$20,409	\$20,659	\$20,909	\$21,159	
7	\$20,764	\$21,014	\$21,264	\$21,514	\$21,764	
8	\$21,387	\$21,637	\$21,887	\$22,137	\$22,387	
9	\$22,028	\$22,278	\$22,528	\$22,778	\$23,028	
10	\$22,689	\$22,939	\$23,189	\$23,439	\$23,689	
11	\$23,369	\$23,619	\$23,869	\$24,119	\$24,369	
12	\$24,071	\$24,321	\$24,571	\$24,821	\$25,071	
13	\$24,793	\$25,043	\$25,293	\$25,543	\$25,793	
14	\$25,537	\$25,787	\$26,037	\$26,287	\$26,537	
15	\$26,302	\$26,552	\$26,802	\$27,052	\$27,302	

Paraeducators shall receive a \$750 longevity increment after 19, 24, and 29 years of continuous service with Harford County Public Schools. The longevity increment becomes effective on July 1st or February 1st after the employee completes 19, 24, and 29 years of continuous service with HCPS, based on a 10 month duty year. 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 Registered Nurses and Team Nurses
Fiscal Year 2013-2014**

STEP	Registered Nurses	Team Nurses
1	\$35,823	\$25,560
2	\$36,897	\$26,327
3	\$38,004	\$27,116
4	\$39,145	\$27,931
5	\$40,319	\$28,768
6	\$41,528	\$29,631
7	\$42,775	\$30,520
8	\$44,057	\$31,435
9	\$45,379	\$32,379
10	\$46,741	\$33,350

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. The longevity increment becomes effective on July 1st or February 1st after the employee completes 14, 19, 24, and 29 years of continuous service with HCPS, based on a 10 month duty year. 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 LPN certification will receive a salary increase of \$1,000. Team Nurses with RN certification will receive a salary increase of \$1,500.

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

**Harford County Public Schools
Salary Schedule for Technicians
Fiscal Year 2013-2014**

STEP	Technicians
1	\$20,858
2	\$21,484
3	\$22,128
4	\$22,792
5	\$23,475
6	\$24,179
7	\$24,905
8	\$25,652
9	\$26,422
10	\$27,214
11	\$28,031
12	\$28,872
13	\$29,737
14	\$30,630
15	\$31,548

Technicians shall receive a \$750 longevity increment after 19, 24, and 29 years of continuous service with Harford County Public Schools. The longevity increment becomes effective on the July 1st or February 1st after the employee completes 19, 24, and 29 years of continuous service with HCPS, based on a 10 month duty year. 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,
Transliterator, and Braille Technicians
Fiscal Year 2013-2014**

STEP	Interpreters, Transliterator, and Braille Technicians
1	\$30,388
2	\$31,300
3	\$32,238
4	\$33,206
5	\$34,202
6	\$35,228
7	\$36,284
8	\$37,373
9	\$38,494
10	\$39,650
11	\$40,838
12	\$42,063
13	\$43,326
14	\$44,626
15	\$45,964

Interpreters shall receive a \$750 longevity increment after 19, 24, and 29 years of continuous service with Harford County Public Schools. The longevity increment becomes effective on July 1st or February 1st after the employee completes 19, 24, and 29 years of continuous service with HCPS, based on a 10 month duty year. Effective July 1, 2007, all Harford County Public Schools experience will count towards longevity increments.

Interpreters, Transliterator, 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
Hourly Wage Schedule for Inclusion Helpers
Fiscal Year 2013-2014

STEP	Inclusion Helpers
1	\$14,454
2	\$14,886
3	\$15,332
4	\$15,792
5	\$16,266
6	\$16,753
7	\$17,255
8	\$17,785
9	\$18,315
10	\$18,858

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. The longevity increment becomes effective July 1st or February 1st after the employee completes 14, 19, 24, or 29 years of continuous service with HCPS. Effective July 1, 2007, all Harford County Public Schools experience will count towards longevity increments.

**Harford County Public Schools
Compensation for Extra Duty
Fiscal Year 2013-2014**

Specific Activities	Head	Jr. Varsity Head	Varsity Assistant	General Activities	Compensation - High School	Compensation- Middle School	Compensation- Elementary
Athletic Director	\$5,910	\$0	\$0	Secondary Intramural Director	\$2,100	\$1,787	\$0
Football	\$3,659	\$2,744	\$2,452	Secondary Intramural Director/Asst.	\$1,267	\$1,127	\$0
Basketball (Boys)	\$3,309	\$2,483	\$2,216	High School Band	\$2,200	\$0	\$0
Basketball (Girls)	\$3,309	\$2,483	\$2,216	High School Vocal/Orchestra	\$1,699	\$0	\$0
Wrestling	\$3,309	\$2,483	\$2,216	Yearbook/Forensics/H.S. Newspaper	\$1,316	\$881	\$0
Track/Field (Boys)	\$2,605	\$1,953	\$1,744	Dramatics**	\$2,254	\$1,511	\$744
Track/Field (Girls)	\$2,605	\$1,953	\$1,744	School Literary Publication	\$1,223	\$820	\$403
Soccer (Boys)	\$2,605	\$1,953	\$1,744	Majorette - Advisor/Coach	\$1,053	\$0	\$0
Soccer (Girls)	\$2,605	\$1,953	\$1,744	Prom	\$1,319	\$0	\$0
Baseball	\$2,605	\$1,953	\$1,744	Student Council Advisor	\$1,378	\$1,180	\$456
Field Hockey	\$2,605	\$1,953	\$1,744	FBLA	\$1,276	\$0	\$0
Lacrosse (Boys)	\$2,605	\$1,953	\$1,744	It's Academic	\$1,276	\$0	\$0
Lacrosse (Girls)	\$2,605	\$1,953	\$1,744	Senior Class Sponsor	\$1,373	\$0	\$0
Softball	\$2,605	\$1,953	\$1,744	Destination Imagination	\$1,276	\$1,276	\$1,276
Swimming (Boys)	\$2,605	\$0	\$1,744	Maryland Engineering Challenge	\$1,276	\$1,276	\$1,276
Swimming (Girls)	\$2,605	\$0	\$1,744	Math Counts	\$919	\$919	\$0
Tennis	\$2,245	\$1,684	\$1,504	National Honor Society	\$1,276	\$1,160	\$0
Cross Country (Boys)	\$2,245	\$0	\$0	Foreign Language Nat'l Honor Soc.*	\$1,276	\$0	\$0
Cross Country (Girls)	\$2,245	\$0	\$0	SADD, FFA, VICA, DECA, and HOSA	\$1,276	\$854	\$0
Volleyball (Boys)	\$2,605	\$1,953	\$0	Envirothon	\$1,378	\$0	\$0
Volleyball (Girls)	\$2,605	\$1,953	\$0	Future Teachers Club	\$1,276	\$854	\$0
Golf	\$1,413	\$0	\$0	Technology Liaisons	\$1,108	\$1,108	\$1,108
Cheerleader - Advisor/Coach Fall	\$2,507	\$0	\$0	College Readiness Coordinator	\$1,263	\$0	\$0
Cheerleader - Advisor/Coach Winter	\$2,507	\$0	\$0	Mock Trial Sponsor	\$1,263	\$0	\$0
Cheerleader - JV Asst./Coach - Fall	\$0	\$1,881	\$0	Super Users	\$20/hr – Not subject to 16.12 of this agreement		
Cheerleader - JV Asst./Coach - Winter	\$0	\$1,881	\$0				

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 \$1832. One Junior Varsity Assistant position is allocated to each high school for boys lacrosse at \$1303. One Junior Varsity Assistant position is allocated to each high school for girls lacrosse at \$1303.

*For qualified Honor Society

**Each of two plays at \$1127. The principal may adjust the rate to provide for several small or a more extensive production.

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.

Stipends for Department Chairpersons High School and Middle School Effective July 1, 2013			
	3 to 5 F.T.E.	5 to 8 F.T.E.	8 or More F.T.E.
Year 1	Teachers \$1,139	Teachers \$1,574	Teachers \$1,921
Year 2	\$1,302	\$1,745	\$2,098
Years 3 & Beyond	\$1,624	\$2,098	\$2,445
Stipends for Teachers-in-Charge, Teacher Specialists, Mentors and Helping Teachers Effective July 1, 2013			
Year 1	Schools with up to 18 Teachers \$1,574	Schools with 18 Teachers or More \$1,921	
Year 2	\$1,745	\$2,098	
Years 3 & Beyond	\$2,098	\$2,445	