

**Harford County Public Schools  
Bus Drivers  
FY25 - Effective July 1, 2024 - 1.5% COLA**

STEP	5 Hours	6 Hours	7 Hours	8 Hours	True Hourly Rate
1	\$19,683	\$23,620	\$27,557	\$31,493	<b>\$21.63</b>
2	\$20,275	\$24,330	\$28,385	\$32,440	<b>\$22.28</b>
3	\$20,885	\$25,061	\$29,238	\$33,415	<b>\$22.95</b>
4	\$21,512	\$25,815	\$30,117	\$34,420	<b>\$23.64</b>
5	\$22,149	\$26,579	\$31,009	\$35,439	<b>\$24.34</b>
6	\$22,823	\$27,387	\$31,952	\$36,516	<b>\$25.08</b>
7	\$23,514	\$28,217	\$32,920	\$37,623	<b>\$25.84</b>
8	\$24,215	\$29,058	\$33,901	\$38,744	<b>\$26.61</b>
9	\$24,934	\$29,921	\$34,908	\$39,894	<b>\$27.40</b>
10	\$25,680	\$30,816	\$35,952	\$41,088	<b>\$28.22</b>
11	\$25,808	\$30,969	\$36,131	\$41,292	<b>\$28.36</b>
12	\$25,944	\$31,133	\$36,322	\$41,511	<b>\$28.51</b>
13	\$26,072	\$31,286	\$36,500	\$41,714	<b>\$28.65</b>
14	\$26,199	\$31,439	\$36,678	\$41,918	<b>\$28.79</b>
15	\$26,335	\$31,602	\$36,870	\$42,137	<b>\$28.94</b>
16	\$26,463	\$31,755	\$37,048	\$42,340	<b>\$29.08</b>
17	\$26,599	\$31,919	\$37,239	\$42,559	<b>\$29.23</b>
18	\$26,736	\$32,083	\$37,430	\$42,777	<b>\$29.38</b>
19	\$26,863	\$32,236	\$37,608	\$42,981	<b>\$29.52</b>
20	\$27,000	\$32,400	\$37,800	\$43,200	<b>\$29.67</b>
21	\$27,136	\$32,563	\$37,991	\$43,418	<b>\$29.82</b>
22	\$27,273	\$32,727	\$38,182	\$43,636	<b>\$29.97</b>
23	\$27,409	\$32,891	\$38,373	\$43,855	<b>\$30.12</b>
24	\$27,546	\$33,055	\$38,564	\$44,073	<b>\$30.27</b>
25	\$27,673	\$33,208	\$38,742	\$44,277	<b>\$30.41</b>
26	\$27,819	\$33,382	\$38,946	\$44,510	<b>\$30.57</b>
27	\$27,964	\$33,557	\$39,150	\$44,743	<b>\$30.73</b>
28	\$28,101	\$33,721	\$39,341	\$44,961	<b>\$30.88</b>
29	\$28,237	\$33,885	\$39,532	\$45,180	<b>\$31.03</b>
30	\$28,383	\$34,059	\$39,736	\$45,413	<b>\$31.19</b>

**Harford County Public Schools  
Bus Drivers  
FY25 - Effective January 19, 2025 - 1.0% COLA (1/31/2025 Payroll)**

STEP	5 Hours	6 Hours	7 Hours	8 Hours	True Hourly Rate
1	\$19,884	\$23,860	\$27,837	\$31,814	<b>\$21.85</b>
2	\$20,484	\$24,581	\$28,678	\$32,775	<b>\$22.51</b>
3	\$21,094	\$25,313	\$29,531	\$33,750	<b>\$23.18</b>
4	\$21,731	\$26,077	\$30,423	\$34,769	<b>\$23.88</b>
5	\$22,377	\$26,852	\$31,328	\$35,803	<b>\$24.59</b>
6	\$23,059	\$27,671	\$32,283	\$36,895	<b>\$25.34</b>
7	\$23,751	\$28,501	\$33,251	\$38,002	<b>\$26.10</b>
8	\$24,461	\$29,353	\$34,245	\$39,137	<b>\$26.88</b>
9	\$25,189	\$30,227	\$35,264	\$40,302	<b>\$27.68</b>
10	\$25,944	\$31,133	\$36,322	\$41,511	<b>\$28.51</b>
11	\$26,072	\$31,286	\$36,500	\$41,714	<b>\$28.65</b>
12	\$26,208	\$31,450	\$36,691	\$41,933	<b>\$28.80</b>
13	\$26,335	\$31,602	\$36,870	\$42,137	<b>\$28.94</b>
14	\$26,463	\$31,755	\$37,048	\$42,340	<b>\$29.08</b>
15	\$26,599	\$31,919	\$37,239	\$42,559	<b>\$29.23</b>
16	\$26,736	\$32,083	\$37,430	\$42,777	<b>\$29.38</b>
17	\$26,872	\$32,247	\$37,621	\$42,996	<b>\$29.53</b>
18	\$27,009	\$32,411	\$37,812	\$43,214	<b>\$29.68</b>
19	\$27,136	\$32,563	\$37,991	\$43,418	<b>\$29.82</b>
20	\$27,273	\$32,727	\$38,182	\$43,636	<b>\$29.97</b>
21	\$27,409	\$32,891	\$38,373	\$43,855	<b>\$30.12</b>
22	\$27,546	\$33,055	\$38,564	\$44,073	<b>\$30.27</b>
23	\$27,691	\$33,230	\$38,768	\$44,306	<b>\$30.43</b>
24	\$27,828	\$33,393	\$38,959	\$44,524	<b>\$30.58</b>
25	\$27,955	\$33,546	\$39,137	\$44,728	<b>\$30.72</b>
26	\$28,101	\$33,721	\$39,341	\$44,961	<b>\$30.88</b>
27	\$28,246	\$33,896	\$39,545	\$45,194	<b>\$31.04</b>
28	\$28,383	\$34,059	\$39,736	\$45,413	<b>\$31.19</b>
29	\$28,529	\$34,234	\$39,940	\$45,646	<b>\$31.35</b>
30	\$28,674	\$34,409	\$40,144	\$45,879	<b>\$31.51</b>

**Harford County Public Schools  
Attendants  
FY25 - Effective July 1, 2024 - 1.5% COLA**

STEP	5 Hours	6 Hours	7 Hours	8 Hours	True Hourly Rate
1	\$14,642	\$17,570	\$20,499	\$23,427	<b>\$16.09</b>
2	\$15,088	\$18,105	\$21,123	\$24,140	<b>\$16.58</b>
3	\$15,543	\$18,651	\$21,760	\$24,868	<b>\$17.08</b>
4	\$15,998	\$19,197	\$22,397	\$25,596	<b>\$17.58</b>
5	\$16,480	\$19,776	\$23,072	\$26,368	<b>\$18.11</b>
6	\$16,981	\$20,377	\$23,773	\$27,169	<b>\$18.66</b>
7	\$17,490	\$20,988	\$24,486	\$27,984	<b>\$19.22</b>
8	\$18,018	\$21,622	\$25,225	\$28,829	<b>\$19.80</b>
9	\$18,555	\$22,266	\$25,977	\$29,688	<b>\$20.39</b>
10	\$19,110	\$22,932	\$26,754	\$30,576	<b>\$21.00</b>
11	\$19,247	\$23,096	\$26,945	\$30,794	<b>\$21.15</b>
12	\$19,374	\$23,249	\$27,123	\$30,998	<b>\$21.29</b>
13	\$19,510	\$23,412	\$27,315	\$31,217	<b>\$21.44</b>
14	\$19,647	\$23,576	\$27,506	\$31,435	<b>\$21.59</b>
15	\$19,793	\$23,751	\$27,710	\$31,668	<b>\$21.75</b>
16	\$19,929	\$23,915	\$27,901	\$31,886	<b>\$21.90</b>
17	\$20,066	\$24,079	\$28,092	\$32,105	<b>\$22.05</b>
18	\$20,202	\$24,242	\$28,283	\$32,323	<b>\$22.20</b>
19	\$20,348	\$24,417	\$28,487	\$32,556	<b>\$22.36</b>
20	\$20,493	\$24,592	\$28,690	\$32,789	<b>\$22.52</b>
21	\$20,621	\$24,745	\$28,869	\$32,993	<b>\$22.66</b>
22	\$20,757	\$24,909	\$29,060	\$33,211	<b>\$22.81</b>
23	\$20,885	\$25,061	\$29,238	\$33,415	<b>\$22.95</b>
24	\$21,030	\$25,236	\$29,442	\$33,648	<b>\$23.11</b>
25	\$21,167	\$25,400	\$29,633	\$33,867	<b>\$23.26</b>
26	\$21,303	\$25,564	\$29,824	\$34,085	<b>\$23.41</b>
27	\$21,440	\$25,728	\$30,015	\$34,303	<b>\$23.56</b>
28	\$21,585	\$25,902	\$30,219	\$34,536	<b>\$23.72</b>
29	\$21,722	\$26,066	\$30,410	\$34,755	<b>\$23.87</b>
30	\$21,858	\$26,230	\$30,601	\$34,973	<b>\$24.02</b>

**Harford County Public Schools  
Attendants  
FY25 - Effective January 19, 2025 - 1.0% COLA (1/31/2025 Payroll)**

STEP	5 Hours	6 Hours	7 Hours	8 Hours	True Hourly Rate
1	\$14,797	\$17,756	\$20,715	\$23,675	<b>\$16.26</b>
2	\$15,243	\$18,291	\$21,340	\$24,388	<b>\$16.75</b>
3	\$15,707	\$18,848	\$21,989	\$25,131	<b>\$17.26</b>
4	\$16,162	\$19,394	\$22,626	\$25,859	<b>\$17.76</b>
5	\$16,653	\$19,984	\$23,314	\$26,645	<b>\$18.30</b>
6	\$17,154	\$20,584	\$24,015	\$27,446	<b>\$18.85</b>
7	\$17,672	\$21,207	\$24,741	\$28,276	<b>\$19.42</b>
8	\$18,200	\$21,840	\$25,480	\$29,120	<b>\$20.00</b>
9	\$18,746	\$22,495	\$26,244	\$29,994	<b>\$20.60</b>
10	\$19,301	\$23,161	\$27,022	\$30,882	<b>\$21.21</b>
11	\$19,447	\$23,336	\$27,225	\$31,115	<b>\$21.37</b>
12	\$19,574	\$23,489	\$27,404	\$31,319	<b>\$21.51</b>
13	\$19,711	\$23,653	\$27,595	\$31,537	<b>\$21.66</b>
14	\$19,847	\$23,817	\$27,786	\$31,755	<b>\$21.81</b>
15	\$19,993	\$23,991	\$27,990	\$31,988	<b>\$21.97</b>
16	\$20,129	\$24,155	\$28,181	\$32,207	<b>\$22.12</b>
17	\$20,275	\$24,330	\$28,385	\$32,440	<b>\$22.28</b>
18	\$20,411	\$24,494	\$28,576	\$32,658	<b>\$22.43</b>
19	\$20,557	\$24,668	\$28,780	\$32,891	<b>\$22.59</b>
20	\$20,703	\$24,843	\$28,984	\$33,124	<b>\$22.75</b>
21	\$20,830	\$24,996	\$29,162	\$33,328	<b>\$22.89</b>
22	\$20,966	\$25,160	\$29,353	\$33,546	<b>\$23.04</b>
23	\$21,094	\$25,313	\$29,531	\$33,750	<b>\$23.18</b>
24	\$21,249	\$25,498	\$29,748	\$33,998	<b>\$23.35</b>
25	\$21,385	\$25,662	\$29,939	\$34,216	<b>\$23.50</b>
26	\$21,522	\$25,826	\$30,130	\$34,434	<b>\$23.65</b>
27	\$21,658	\$25,990	\$30,321	\$34,653	<b>\$23.80</b>
28	\$21,804	\$26,164	\$30,525	\$34,886	<b>\$23.96</b>
29	\$21,940	\$26,328	\$30,716	\$35,104	<b>\$24.11</b>
30	\$22,086	\$26,503	\$30,920	\$35,337	<b>\$24.27</b>

**Harford County Public Schools  
Salary Schedule for Food Service Employees  
FY25 - Effective July 1, 2024 - 1.5% COLA**

STEP	General Worker			Satellite Kitchen Assistant		Production Center Assistant
	3.0 Hours	3.5 Hours	6.0 Hours	6.0 Hours	7.0 Hours	6.0 Hours
1	\$9,480	\$11,059	\$18,959	\$23,359	\$27,252	\$23,761
2	\$9,764	\$11,391	\$19,528	\$24,061	\$28,071	\$24,476
3	\$10,056	\$11,732	\$20,112	\$24,782	\$28,912	\$25,209
4	\$10,358	\$12,084	\$20,716	\$25,487	\$29,735	\$25,964
5	\$10,669	\$12,447	\$21,338	\$26,251	\$30,626	\$26,782
6	\$10,990	\$12,821	\$21,979	\$27,038	\$31,544	\$27,546
7	\$11,320	\$13,206	\$22,639	\$27,850	\$32,492	\$28,372
8	\$11,659	\$13,602	\$23,318	\$28,685	\$33,466	\$29,224
9	\$12,008	\$14,009	\$24,016	\$29,545	\$34,469	\$30,101
10	\$12,369	\$14,430	\$24,737	\$30,432	\$35,504	\$31,003
11	\$12,465	\$14,543	\$24,930	\$30,626	\$35,730	\$31,197
12	\$12,562	\$14,656	\$25,124	\$30,819	\$35,956	\$31,391
13	\$12,659	\$14,769	\$25,318	\$31,013	\$36,182	\$31,585
14	\$12,757	\$14,883	\$25,513	\$31,207	\$36,408	\$31,780
15	\$12,854	\$14,996	\$25,707	\$31,401	\$36,635	\$31,974
16	\$12,951	\$15,109	\$25,901	\$31,596	\$36,862	\$32,167
17	\$13,048	\$15,222	\$26,095	\$31,790	\$37,088	\$32,361
18	\$13,145	\$15,335	\$26,289	\$31,984	\$37,315	\$32,555
19	\$13,241	\$15,448	\$26,482	\$32,178	\$37,541	\$32,749
20	\$13,338	\$15,561	\$26,676	\$32,371	\$37,766	\$32,943
21	\$13,436	\$15,675	\$26,871	\$32,565	\$37,993	\$33,138
22	\$13,533	\$15,788	\$27,065	\$32,759	\$38,219	\$33,332
23	\$13,630	\$15,901	\$27,259	\$32,954	\$38,446	\$33,525
24	\$13,727	\$16,014	\$27,453	\$33,148	\$38,673	\$33,719
25	\$13,824	\$16,127	\$27,647	\$33,342	\$38,899	\$33,913
26	\$13,920	\$16,240	\$27,840	\$33,536	\$39,125	\$34,107
27	\$14,017	\$16,353	\$28,034	\$33,729	\$39,351	\$34,301
28	\$14,115	\$16,467	\$28,229	\$33,923	\$39,577	\$34,496
29	\$14,212	\$16,580	\$28,423	\$34,118	\$39,804	\$34,690
30	\$14,309	\$16,693	\$28,617	\$34,312	\$40,031	\$34,884

*Original*

**Harford County Public Schools  
Salary Schedule for Food Service Employees  
FY25 - Effective January 19, 2025 - 1.0% COLA (1/31/2025 Payroll)**

STEP	General Worker			Satellite Kitchen Assistant		Production Center Assistant
	3.0 Hours	3.5 Hours	6.0 Hours	6.0 Hours	7.0 Hours	6.0 Hours
1	\$9,575	\$11,170	\$19,149	\$23,593	\$27,525	\$23,999
2	\$9,862	\$11,505	\$19,723	\$24,302	\$28,352	\$24,721
3	\$10,157	\$11,849	\$20,313	\$25,030	\$29,202	\$25,461
4	\$10,462	\$12,205	\$20,923	\$25,742	\$30,032	\$26,224
5	\$10,776	\$12,571	\$21,551	\$26,514	\$30,933	\$27,050
6	\$11,100	\$12,949	\$22,199	\$27,308	\$31,859	\$27,821
7	\$11,433	\$13,338	\$22,865	\$28,129	\$32,817	\$28,656
8	\$11,776	\$13,738	\$23,551	\$28,972	\$33,801	\$29,516
9	\$12,128	\$14,149	\$24,256	\$29,840	\$34,813	\$30,402
10	\$12,492	\$14,574	\$24,984	\$30,736	\$35,859	\$31,313
11	\$12,590	\$14,688	\$25,179	\$30,932	\$36,087	\$31,509
12	\$12,688	\$14,802	\$25,375	\$31,127	\$36,315	\$31,705
13	\$12,786	\$14,916	\$25,571	\$31,323	\$36,544	\$31,901
14	\$12,884	\$15,031	\$25,768	\$31,519	\$36,772	\$32,098
15	\$12,982	\$15,146	\$25,964	\$31,715	\$37,001	\$32,294
16	\$13,080	\$15,260	\$26,160	\$31,912	\$37,231	\$32,489
17	\$13,178	\$15,374	\$26,356	\$32,108	\$37,459	\$32,685
18	\$13,276	\$15,489	\$26,552	\$32,304	\$37,688	\$32,881
19	\$13,374	\$15,602	\$26,747	\$32,500	\$37,917	\$33,076
20	\$13,472	\$15,717	\$26,943	\$32,695	\$38,144	\$33,272
21	\$13,570	\$15,832	\$27,140	\$32,891	\$38,373	\$33,469
22	\$13,668	\$15,946	\$27,336	\$33,087	\$38,602	\$33,665
23	\$13,766	\$16,060	\$27,532	\$33,284	\$38,831	\$33,860
24	\$13,864	\$16,175	\$27,728	\$33,479	\$39,059	\$34,056
25	\$13,962	\$16,288	\$27,923	\$33,675	\$39,288	\$34,252
26	\$14,059	\$16,402	\$28,118	\$33,871	\$39,516	\$34,448
27	\$14,157	\$16,517	\$28,314	\$34,066	\$39,744	\$34,644
28	\$14,256	\$16,631	\$28,511	\$34,262	\$39,972	\$34,841
29	\$14,354	\$16,746	\$28,707	\$34,459	\$40,202	\$35,037
30	\$14,452	\$16,860	\$28,903	\$34,655	\$40,431	\$35,233

*Original*

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

**Harford County Public Schools**  
**Salary Schedule for Twelve Month AFSCME Employees**  
**FY25 - Effective July 1, 2024 – 1.5% COLA**

<b>STEP</b>	<b>GRADE</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
1		\$32,602	\$34,913	\$37,217	\$39,525	\$42,292	\$45,068	\$47,821	\$50,592	\$53,819	\$57,052	\$60,277	\$63,509
2		\$33,580	\$35,959	\$38,334	\$40,712	\$43,561	\$46,420	\$49,255	\$52,110	\$55,433	\$58,764	\$62,086	\$65,414
3		\$34,587	\$37,038	\$39,484	\$41,933	\$44,868	\$47,814	\$50,733	\$53,673	\$57,097	\$60,526	\$63,948	\$67,376
4		\$35,625	\$38,150	\$40,668	\$43,190	\$46,214	\$49,248	\$52,255	\$55,283	\$58,809	\$62,342	\$65,866	\$69,398
5		\$36,694	\$39,295	\$41,888	\$44,486	\$47,600	\$50,725	\$53,822	\$56,942	\$60,573	\$64,213	\$67,843	\$71,479
6		\$37,795	\$40,473	\$43,145	\$45,821	\$49,029	\$52,247	\$55,437	\$58,650	\$62,391	\$66,139	\$69,878	\$73,623
7		\$38,928	\$41,687	\$44,440	\$47,195	\$50,499	\$53,814	\$57,101	\$60,410	\$64,263	\$68,124	\$71,974	\$75,832
8		\$40,097	\$42,938	\$45,772	\$48,611	\$52,015	\$55,428	\$58,813	\$62,222	\$66,190	\$70,167	\$74,133	\$78,107
9		\$41,299	\$44,227	\$47,146	\$50,070	\$53,575	\$57,092	\$60,578	\$64,088	\$68,177	\$72,272	\$76,357	\$80,450
10		\$42,539	\$45,553	\$48,561	\$51,572	\$55,183	\$58,804	\$62,395	\$66,012	\$70,222	\$74,440	\$78,647	\$82,864
11		\$43,176	\$46,236	\$49,288	\$52,346	\$56,010	\$59,686	\$63,331	\$67,001	\$71,274	\$75,557	\$79,828	\$84,107
12		\$43,824	\$46,930	\$50,028	\$53,130	\$56,850	\$60,581	\$64,281	\$68,006	\$72,344	\$76,690	\$81,024	\$85,369
13		\$44,481	\$47,634	\$50,778	\$53,928	\$57,703	\$61,490	\$65,245	\$69,026	\$73,429	\$77,840	\$82,240	\$86,649
14		\$45,148	\$48,349	\$51,540	\$54,737	\$58,569	\$62,412	\$66,224	\$70,062	\$74,530	\$79,009	\$83,474	\$87,949
15		\$45,826	\$49,073	\$52,313	\$55,558	\$59,447	\$63,349	\$67,217	\$71,113	\$75,648	\$80,193	\$84,726	\$89,268

*Original*

**Harford County Public Schools**  
**Salary Schedule for Twelve Month AFSCME Employees**  
**FY25 - Effective December 22, 2024 - 1.0% COLA (1/3/2025 Payroll)**

<b>STEP   GRADE</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
<b>1</b>	\$32,928	\$35,262	\$37,589	\$39,920	\$42,715	\$45,519	\$48,299	\$51,098	\$54,357	\$57,623	\$60,880	\$64,144
<b>2</b>	\$33,916	\$36,319	\$38,717	\$41,119	\$43,997	\$46,884	\$49,748	\$52,631	\$55,987	\$59,352	\$62,707	\$66,068
<b>3</b>	\$34,933	\$37,408	\$39,879	\$42,352	\$45,317	\$48,292	\$51,240	\$54,210	\$57,668	\$61,131	\$64,587	\$68,050
<b>4</b>	\$35,981	\$38,532	\$41,075	\$43,622	\$46,676	\$49,740	\$52,778	\$55,836	\$59,397	\$62,965	\$66,525	\$70,092
<b>5</b>	\$37,061	\$39,688	\$42,307	\$44,931	\$48,076	\$51,232	\$54,360	\$57,511	\$61,179	\$64,855	\$68,521	\$72,194
<b>6</b>	\$38,173	\$40,878	\$43,576	\$46,279	\$49,519	\$52,769	\$55,991	\$59,237	\$63,015	\$66,800	\$70,577	\$74,359
<b>7</b>	\$39,317	\$42,104	\$44,884	\$47,667	\$51,004	\$54,352	\$57,672	\$61,014	\$64,906	\$68,805	\$72,694	\$76,590
<b>8</b>	\$40,498	\$43,367	\$46,230	\$49,097	\$52,535	\$55,982	\$59,401	\$62,844	\$66,852	\$70,869	\$74,874	\$78,888
<b>9</b>	\$41,712	\$44,669	\$47,617	\$50,571	\$54,111	\$57,663	\$61,184	\$64,729	\$68,859	\$72,995	\$77,121	\$81,255
<b>10</b>	\$42,964	\$46,009	\$49,047	\$52,088	\$55,735	\$59,392	\$63,019	\$66,672	\$70,924	\$75,184	\$79,433	\$83,693
<b>11</b>	\$43,608	\$46,698	\$49,781	\$52,869	\$56,570	\$60,283	\$63,964	\$67,671	\$71,987	\$76,313	\$80,626	\$84,948
<b>12</b>	\$44,262	\$47,399	\$50,528	\$53,661	\$57,419	\$61,187	\$64,924	\$68,686	\$73,067	\$77,457	\$81,834	\$86,223
<b>13</b>	\$44,926	\$48,110	\$51,286	\$54,467	\$58,280	\$62,105	\$65,897	\$69,716	\$74,163	\$78,618	\$83,062	\$87,515
<b>14</b>	\$45,599	\$48,832	\$52,055	\$55,284	\$59,155	\$63,036	\$66,886	\$70,763	\$75,275	\$79,799	\$84,309	\$88,828
<b>15</b>	\$46,284	\$49,564	\$52,836	\$56,114	\$60,041	\$63,982	\$67,889	\$71,824	\$76,404	\$80,995	\$85,573	\$90,161

*Original*

**Harford County Public Schools**  
**Salary Schedule for Twelve Month AFSCME Employees**  
**(Second Shift)**  
**FY25 - Effective July 1, 2024 – 1.5% COLA**

<b>STEP   GRADE</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
<b>1</b>	\$33,434	\$35,745	\$38,049	\$40,357	\$43,124	\$45,900	\$48,653	\$51,424	\$54,651	\$57,884	\$61,109	\$64,341
<b>2</b>	\$34,412	\$36,791	\$39,166	\$41,544	\$44,393	\$47,252	\$50,087	\$52,942	\$56,265	\$59,596	\$62,918	\$66,246
<b>3</b>	\$35,419	\$37,870	\$40,316	\$42,765	\$45,700	\$48,646	\$51,565	\$54,505	\$57,929	\$61,358	\$64,780	\$68,208
<b>4</b>	\$36,457	\$38,982	\$41,500	\$44,022	\$47,046	\$50,080	\$53,087	\$56,115	\$59,641	\$63,174	\$66,698	\$70,230
<b>5</b>	\$37,526	\$40,127	\$42,720	\$45,318	\$48,432	\$51,557	\$54,654	\$57,774	\$61,405	\$65,045	\$68,675	\$72,311
<b>6</b>	\$38,627	\$41,305	\$43,977	\$46,653	\$49,861	\$53,079	\$56,269	\$59,482	\$63,223	\$66,971	\$70,710	\$74,455
<b>7</b>	\$39,760	\$42,519	\$45,272	\$48,027	\$51,331	\$54,646	\$57,933	\$61,242	\$65,095	\$68,956	\$72,806	\$76,664
<b>8</b>	\$40,929	\$43,770	\$46,604	\$49,443	\$52,847	\$56,260	\$59,645	\$63,054	\$67,022	\$70,999	\$74,965	\$78,939
<b>9</b>	\$42,131	\$45,059	\$47,978	\$50,902	\$54,407	\$57,924	\$61,410	\$64,920	\$69,009	\$73,104	\$77,189	\$81,282
<b>10</b>	\$43,371	\$46,385	\$49,393	\$52,404	\$56,015	\$59,636	\$63,227	\$66,844	\$71,054	\$75,272	\$79,479	\$83,696
<b>11</b>	\$44,008	\$47,068	\$50,120	\$53,178	\$56,842	\$60,518	\$64,163	\$67,833	\$72,106	\$76,389	\$80,660	\$84,939
<b>12</b>	\$44,656	\$47,762	\$50,860	\$53,962	\$57,682	\$61,413	\$65,113	\$68,838	\$73,176	\$77,522	\$81,856	\$86,201
<b>13</b>	\$45,313	\$48,466	\$51,610	\$54,760	\$58,535	\$62,322	\$66,077	\$69,858	\$74,261	\$78,672	\$83,072	\$87,481
<b>14</b>	\$45,980	\$49,181	\$52,372	\$55,569	\$59,401	\$63,244	\$67,056	\$70,894	\$75,362	\$79,841	\$84,306	\$88,781
<b>15</b>	\$46,658	\$49,905	\$53,145	\$56,390	\$60,279	\$64,181	\$68,049	\$71,945	\$76,480	\$81,025	\$85,558	\$90,100

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

*Original*

**Harford County Public Schools**  
**Salary Schedule for Twelve Month AFSCME Employees (Second Shift)**  
**FY25 - Effective December 22, 2024 - 1.0% COLA (1/3/2025 Payroll)**

STEP   GRADE	1	2	3	4	5	6	7	8	9	10	11	12
1	\$33,760	\$36,094	\$38,421	\$40,752	\$43,547	\$46,351	\$49,131	\$51,930	\$55,189	\$58,455	\$61,712	\$64,976
2	\$34,748	\$37,151	\$39,549	\$41,951	\$44,829	\$47,716	\$50,580	\$53,463	\$56,819	\$60,184	\$63,539	\$66,900
3	\$35,765	\$38,240	\$40,711	\$43,184	\$46,149	\$49,124	\$52,072	\$55,042	\$58,500	\$61,963	\$65,419	\$68,882
4	\$36,813	\$39,364	\$41,907	\$44,454	\$47,508	\$50,572	\$53,610	\$56,668	\$60,229	\$63,797	\$67,357	\$70,924
5	\$37,893	\$40,520	\$43,139	\$45,763	\$48,908	\$52,064	\$55,192	\$58,343	\$62,011	\$65,687	\$69,353	\$73,026
6	\$39,005	\$41,710	\$44,408	\$47,111	\$50,351	\$53,601	\$56,823	\$60,069	\$63,847	\$67,632	\$71,409	\$75,191
7	\$40,149	\$42,936	\$45,716	\$48,499	\$51,836	\$55,184	\$58,504	\$61,846	\$65,738	\$69,637	\$73,526	\$77,422
8	\$41,330	\$44,199	\$47,062	\$49,929	\$53,367	\$56,814	\$60,233	\$63,676	\$67,684	\$71,701	\$75,706	\$79,720
9	\$42,544	\$45,501	\$48,449	\$51,403	\$54,943	\$58,495	\$62,016	\$65,561	\$69,691	\$73,827	\$77,953	\$82,087
10	\$43,796	\$46,841	\$49,879	\$52,920	\$56,567	\$60,224	\$63,851	\$67,504	\$71,756	\$76,016	\$80,265	\$84,525
11	\$44,440	\$47,530	\$50,613	\$53,701	\$57,402	\$61,115	\$64,796	\$68,503	\$72,819	\$77,145	\$81,458	\$85,780
12	\$45,094	\$48,231	\$51,360	\$54,493	\$58,251	\$62,019	\$65,756	\$69,518	\$73,899	\$78,289	\$82,666	\$87,055
13	\$45,758	\$48,942	\$52,118	\$55,299	\$59,112	\$62,937	\$66,729	\$70,548	\$74,995	\$79,450	\$83,894	\$88,347
14	\$46,431	\$49,664	\$52,887	\$56,116	\$59,987	\$63,868	\$67,718	\$71,595	\$76,107	\$80,631	\$85,141	\$89,660
15	\$47,116	\$50,396	\$53,668	\$56,946	\$60,873	\$64,814	\$68,721	\$72,656	\$77,236	\$81,827	\$86,405	\$90,993

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

*Original*

**Harford County Public Schools**

**Salary Schedule for**

**Ten Month AFSCME Employees**

**FY25 - Effective July 1, 2024 – 1.5% COLA**

<b>STEP   GRADE</b>	
1	\$39,329
2	\$40,509
3	\$41,725
4	\$42,976
5	\$44,265
6	\$45,594
7	\$46,961
8	\$48,370
9	\$49,821
10	\$51,315
11	\$52,086
12	\$52,866
13	\$53,660
14	\$54,465
15	\$55,282

Original

**Harford County Public Schools**

**Salary Schedule for**

**Ten Month AFSCME Employees**

**FY25 - Effective January 19, 2025 - 1.0% COLA (1/31/2025 Payroll)**

<b>STEP   GRADE</b>	
1	\$39,722
2	\$40,914
3	\$42,142
4	\$43,406
5	\$44,708
6	\$46,050
7	\$47,431
8	\$48,854
9	\$50,319
10	\$51,828
11	\$52,607
12	\$53,395
13	\$54,197
14	\$55,010
15	\$55,835

Original



**Harford County Public Schools**  
**Salary Schedule for Ten Month**  
**School Safety Liaisons**  
**FY25 - Effective July 1, 2024 – 1.5% COLA**

STEP   GRADE	
1	\$39,329
2	\$40,509
3	\$41,725
4	\$42,976
5	\$44,265
6	\$45,594
7	\$46,961
8	\$48,370
9	\$49,821
10	\$51,315
11	\$52,086
12	\$52,866
13	\$53,660
14	\$54,465
15	\$55,282

Original

**Harford County Public Schools**  
**Salary Schedule for Ten Month**  
**School Safety Liaisons**  
**FY25 - Effective January 19, 2025 - 1.0% COLA (1/31/2025 Payroll)**

STEP   GRADE	
1	\$39,722
2	\$40,914
3	\$42,142
4	\$43,406
5	\$44,708
6	\$46,050
7	\$47,431
8	\$48,854
9	\$50,319
10	\$51,828
11	\$52,607
12	\$53,395
13	\$54,197
14	\$55,010
15	\$55,835

Original

**Harford County Public Schools**  
**Salary Schedule for 10 Month (182 Days)**  
**Transportation Dispatcher**  
**FY25 - Effective July 1, 2024 - 1.5% COLA**

STEP   GRADE	
1	\$33,475
2	\$33,977
3	\$34,487
4	\$35,003
5	\$35,529
6	\$36,062
7	\$36,603
8	\$37,152
9	\$37,709
10	\$38,275
11	\$38,849
12	\$39,432
13	\$40,022
14	\$40,623
15	\$41,232

Original

**Harford County Public Schools**  
**Salary Schedule for 10 Month (182 Days)**  
**Transportation Dispatcher**  
**FY25 - Effective January 19, 2025 - 1.0% COLA (1/31/25 Payroll)**

STEP   GRADE	
1	\$33,810
2	\$34,317
3	\$34,832
4	\$35,353
5	\$35,884
6	\$36,423
7	\$36,969
8	\$37,524
9	\$38,086
10	\$38,658
11	\$39,237
12	\$39,826
13	\$40,422
14	\$41,029
15	\$41,644

Original