

## Statistical Section

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## Statistical Section

### 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
<b>Total</b>	<b>37,826</b>

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
<b>Total Middle</b>	<b>8,780</b>

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
<b>Total High</b>	<b>11,305</b>

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
<b>Total Elementary</b>	<b>17,620</b>

### School Allocations

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

<b>2018-2019</b>		
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
<b>\$137.00</b>	<b>\$140.00</b>	<b>\$182.00</b>

<b>2019-2020</b>		
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
<b>\$137.00</b>	<b>\$140.00</b>	<b>\$182.00</b>

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

<b>2018-2019</b>		
Elementary School	Middle School	High School
478.00	478.00	478.00
<b>\$478.00</b>	<b>\$478.00</b>	<b>\$478.00</b>

<b>2019-2020</b>		
Elementary School	Middle School	High School
478.00	478.00	478.00
<b>\$478.00</b>	<b>\$478.00</b>	<b>\$478.00</b>

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

<b>2018-2019</b>		
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

<b>2019-2020</b>		
Elementary School	Middle School	High School
<i>School Need and Staffing Level</i>		
n/a	n/a	<i>Prior Yrs Gate Receipts</i>
0.102	0.097	0.097

Notes:

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

## 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	260,815,645	6.1%	201,842,809	0.3%	420,000	0.0%	4,599,960	37.8%	5,000,000	-54.1%	<b>\$472,678,414</b>
Budget 2019	245,815,645	3.0%	201,190,128	1.3%	420,000	2.7%	3,338,960	-34.7%	10,902,716	99.5%	<b>\$461,667,449</b>
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%	<b>\$448,230,933</b>
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%	<b>\$440,934,599</b>
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%	<b>\$432,527,403</b>
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%	<b>\$429,213,784</b>
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%	<b>\$425,966,826</b>
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%	<b>\$429,811,597</b>
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%	<b>\$435,605,566</b>
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%	<b>\$416,290,452</b>
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%	<b>\$418,841,604</b>
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%	<b>\$415,169,293</b>

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	472,678,414	2.4%	29,599,970	-0.2%	<b>\$502,278,384</b>	<b>2.2%</b>
Budget 2019	461,667,449	3.0%	29,664,021	-0.6%	<b>\$491,331,470</b>	<b>2.8%</b>
Actual 2018	448,230,933	1.7%	29,850,985	-1.6%	<b>\$478,081,918</b>	<b>1.4%</b>
Actual 2017	440,934,599	1.9%	30,351,483	2.7%	<b>\$471,286,082</b>	<b>2.0%</b>
Actual 2016	432,527,403	0.8%	29,539,443	-5.9%	<b>\$462,066,846</b>	<b>0.3%</b>
Actual 2015	429,213,784	0.8%	31,402,459	5.6%	<b>\$460,616,243</b>	<b>1.1%</b>
Actual 2014	425,966,826	-0.9%	29,727,813	-3.0%	<b>\$455,694,639</b>	<b>-1.0%</b>
Actual 2013	429,811,597	-1.3%	30,645,648	6.5%	<b>\$460,457,245</b>	<b>-0.8%</b>
Actual 2012	435,605,566	4.6%	28,787,162	-30.8%	<b>\$464,392,728</b>	<b>1.4%</b>
Actual 2011	416,290,452	-0.6%	41,571,808	23.4%	<b>\$457,862,260</b>	<b>1.2%</b>
Actual 2010	418,841,604	0.9%	33,693,057	38.3%	<b>\$452,534,661</b>	<b>3.0%</b>
Actual 2009	415,169,293	2.2%	24,357,891	0.3%	<b>\$439,527,184</b>	<b>2.1%</b>

<b>Harford County Public Schools</b>			
<b>Unrestricted Funds</b>			
<b>Total Revenue</b>			
<b>FY 2000 - FY 2020</b>			
<b>Fiscal Year</b>	<b>Actual Revenue</b>	<b>Increase From Previous Year</b>	<b>Percent Increase</b>
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 <sup>1</sup>	\$278,597,977	\$17,921,200	6.9%
2005 <sup>2</sup>	\$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 <sup>3</sup>	\$416,290,452	(\$2,551,152)	-0.6%
2012 <sup>4</sup>	\$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 Budget	\$461,667,449	\$13,436,516	3.0%
2020 Budget	\$472,678,414	\$11,010,965	2.4%

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).

<b>Harford County Public Schools            Unrestricted Funds            Revenue from County Sources            FY 2000 - FY 2020</b>				
<b>Fiscal Year</b>	<b>Actual Revenue</b>	<b>Increase From Previous Year</b>	<b>Percent Increase</b>	<b>Percent of Unrestricted Funds</b>
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 <sup>2</sup>	\$206,978,734	\$7,363,934	3.7%	49.9%
2010 <sup>2</sup>	\$210,414,800	\$3,436,066	1.7%	50.2%
2011 <sup>2</sup>	\$211,067,388	\$652,588	0.3%	50.7%
2012 <sup>3</sup>	\$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 Budget	\$245,815,645	\$7,100,000	3.0%	53.2%
2020 Budget	\$260,815,645	\$15,000,000	6.1%	55.8%

<sup>2</sup> 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.

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

## Other Data

Harford County Public Schools Other Data Fiscal Years 1998 - 2018				
Fiscal Year	Transportation	Food Services		
	School Bus Riders	Breakfasts Served	Lunches Served	Dinners Served
1998	32,188	459,650	2,472,767	N/A
1999	33,504	427,627	2,501,839	N/A
2000	33,140	397,346	2,385,171	N/A
2001	32,952	444,326	2,485,410	N/A
2002	33,850	501,288	2,626,581	N/A
2003	33,720	516,174	2,683,060	N/A
2004	34,140	632,276	2,947,239	N/A
2005	35,119	707,951	3,378,561	N/A
2006	35,891	791,792	3,527,756	N/A
2007	34,226	847,799	3,651,405	N/A
2008	33,797	865,842	3,554,739	N/A
2009	33,802	907,347	3,533,566	N/A
2010	34,236	959,941	3,585,643	N/A
2011	33,992	1,064,019	3,667,255	N/A
2012	33,873	1,237,425	3,622,066	N/A
2013	33,716	1,303,755	3,504,850	N/A
2014	32,760	1,346,713	3,381,641	N/A
2015	32,944	1,484,007	3,385,988	N/A
2016	32,535	1,517,703	3,296,515	63,645
2017	32,421	1,488,592	3,301,925	86,661
2018	32,558	1,431,954	3,238,451	110,591

**Exhibit 7.2**  
**Per Pupil Revenues for Public Schools in Fiscal 2019**

<b>County</b>	<b>Federal</b>	<b>State</b>	<b>Local</b>	<b>Misc.</b>	<b>Total</b>	<b>Ranking by Total Per Pupil Funding</b>	
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
<b>Total</b>	<b>\$713</b>	<b>\$7,543</b>	<b>\$7,507</b>	<b>\$85</b>	<b>\$15,848</b>		

Source: Local School Budgets; Department of Legislative Services

**Exhibit 7.3**  
**Federal Funding for Public Schools in Fiscal 2019**

<b>County</b>	<b>2018 Total Enrollment</b>	<b>Total Federal Aid</b>	<b>Per Pupil</b>	<b>Ranking by Per Pupil Aid</b>	
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
<b>Total</b>	<b>866,603.0</b>	<b>\$618,104,765</b>	<b>\$713</b>		

Source: Local School Budgets; Department of Legislative Services

**Exhibit 7.4**  
**State Funding for Public Schools in Fiscal 2019**

<b>County</b>	<b>2018 Total Enrollment</b>	<b>Total State Aid</b>	<b>Per Pupil</b>	<b>Ranking by Per Pupil Aid</b>	
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		
<b>Total</b>	<b>866,603.0</b>	<b>\$6,536,515,155</b>	<b>\$7,543</b>		

Source: Local School Budgets; Department of Legislative Services

**Exhibit 7.5**  
**Local Funding for Public Schools in Fiscal 2019**

<b>County</b>	<b>2018 Total Enrollment</b>	<b>Local Appropriation</b>	<b>Per Pupil</b>	<b><u>Ranking by Per Pupil Funding</u></b>		
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
<b>Total</b>	<b>866,603.0</b>	<b>\$6,505,772,853</b>	<b>\$7,507</b>			

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

## Harford County Public Schools Insurance Summary FY2019

Type of Coverage	Name of Company	Policy Number	Policy Period	Limits
Workers Compensation	MABE Group Self-Insurance Fund	N/A	7/1/18-6/30/19	Statutory up to \$500,000
Excess Workers Compensation	Safety National	SP 4055303	7/1/18-6/30/19	Statutory excess of \$500,000
Comprehensive General Liability	MABE Group Insurance Pool	N/A	7/1/18-6/30/19	\$400,000 per occurrence \$1 million per occurrence should sovereign immunity be abrogated
Personal Injury Liability	MABE Group Insurance Pool	N/A	7/1/18-6/30/19	\$400,000 per occurrence \$1 million per occurrence should sovereign immunity be abrogated
Automobile Liability	MABE Group Insurance Pool	N/A	7/1/18-6/30/19	\$400,000 per occurrence \$1 million per occurrence should sovereign immunity be abrogated
Personal Injury Protection	MABE Group Insurance Pool	N/A	7/1/18-6/30/19	\$2,500 per covered person for any one accident
Automobile Physical Damage	MABE Group Insurance Pool	N/A	7/1/18-6/30/19	Actual cash value
Garage Keepers Liability	MABE Group Insurance Pool	N/A	7/1/18-6/30/19	\$400,000 per loss
Criminal Proceeding and Intentional Conduct Defense Reimbursement	MABE Group Insurance Pool	N/A	7/1/18-6/30/19	\$50,000 per covered person \$100,000 annual aggregate
Property and Boiler and Machinery	MABE Group Insurance Pool	N/A	7/1/18-6/30/19	\$500,000 per occurrence
Excess Property	APIP	017471590/04	7/1/18-6/30/19	\$1 billion per occurrence excess of \$500,000
Excess Boiler and Machinery	Federal Insurance Company	76431229	7/1/18-6/30/19	\$100 million per occurrence excess of \$100,000
Crime	MABE Group Insurance Pool Travelers Casualty and Surety Axis Insurance Company	N/A 105957875 MBN781566/01/2018	7/1/18-6/30/19 7/1/18-6/30/19 7/1/18-6/30/19	\$25,000 per loss \$2,500,000 per loss, excess of \$25,000 \$2,500,000 excess of Travelers
School Board Legal Liability	MABE Group Insurance Pool	N/A	7/1/18-6/30/19	\$250,000 per occurrence
School Board Legal Liability Reinsurance	United Educators Insurance	RPS20170430701	7/1/18-6/30/19	\$5,000,000 per occurrence excess of \$250,000
Catastrophic Student Accident	AIG	SRG 91151308	8/01/18-8/01/19	\$6,000,000 Medical Expen: \$1,000,000 Catastrophic Cash

**Harford County Public Schools**  
**Salary Schedule for Certificated Teachers - Effective July 2019**

<b>STEP</b>	<b>Bachelor's Degree with Standard Professional Certificate</b>	<b>Bachelor's Degree with Advanced Professional Certificate</b>	<b>Master's Degree with Professional Certificate</b>	<b>Master's Degree Plus 30 Hours with Professional Certificate</b>	<b>Provisional Certificate</b>
1	N/A		N/A	N/A	N/A
2	\$46,138		\$48,948	\$50,415	\$46,138
3	\$47,522		\$50,415	\$51,930	\$47,522
4	\$48,948	\$50,415	\$51,930	\$53,486	
5	\$50,415	\$51,930	\$53,486	\$55,090	
6	\$51,930	\$53,488	\$55,090	\$57,041	
7	\$53,486	\$55,090	\$56,744	\$59,772	
8	\$55,090	\$56,744	\$58,445	\$62,046	
9	\$56,744	\$58,445	\$60,201	\$64,328	
10	\$58,445	\$60,201	\$62,005	\$66,603	
11		\$62,005	\$63,867	\$68,884	
12		\$63,867	\$65,781	\$71,166	
13		\$65,781	\$67,757	\$73,443	
14		\$67,757	\$69,786	\$75,723	
15		\$69,786	\$71,881	\$77,999	

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 (Eleven Month - 210 days)  
Salary Schedule for Certificated Teachers - Effective July 2019**

<b>STEP</b>	<b>Bachelor's Degree with Standard Professional Certificate</b>	<b>Bachelor's Degree with Advanced Professional Certificate</b>	<b>Master's Degree with Professional Certificate</b>	<b>Master's Degree Plus 30 Hours with Professional Certificate</b>	<b>Provisional Certificate</b>
1	N/A		N/A	N/A	N/A
2	\$50,995		\$54,100	\$55,722	\$50,994
3	\$52,524		\$55,722	\$57,396	\$52,524
4	\$54,100	\$55,722	\$57,396	\$59,116	
5	\$55,722	\$57,396	\$59,116	\$60,889	
6	\$57,396	\$59,118	\$60,889	\$63,045	
7	\$59,116	\$60,889	\$62,717	\$66,064	
8	\$60,889	\$62,717	\$64,597	\$68,577	
9	\$62,717	\$64,597	\$66,538	\$71,099	
10	\$64,597	\$66,538	\$68,532	\$73,614	
11		\$68,532	\$70,590	\$76,135	
12		\$70,590	\$72,705	\$78,657	
13		\$72,705	\$74,889	\$81,174	
14		\$74,889	\$77,132	\$83,694	
15		\$77,132	\$79,447	\$86,209	

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 (Twelve Month - 230 days)  
Salary Schedule for Certificated Teachers - Effective July 2019**

<b>STEP</b>	<b>Bachelor's Degree with Standard Professional Certificate</b>	<b>Bachelor's Degree with Advanced Professional Certificate</b>	<b>Master's Degree with Professional Certificate</b>	<b>Master's Degree Plus 30 Hours with Professional Certificate</b>	<b>Provisional Certificate</b>
1	N/A		N/A	N/A	N/A
2	\$55,851		\$59,253	\$61,029	\$55,851
3	\$57,526		\$61,029	\$62,862	\$57,526
4	\$59,253	\$61,029	\$62,862	\$64,746	
5	\$61,029	\$62,862	\$64,746	\$66,688	
6	\$62,862	\$64,748	\$66,688	\$69,050	
7	\$64,746	\$66,688	\$68,690	\$72,356	
8	\$66,688	\$68,690	\$70,750	\$75,108	
9	\$68,690	\$70,750	\$72,875	\$77,870	
10	\$70,750	\$72,875	\$75,058	\$80,625	
11		\$75,058	\$77,312	\$83,387	
12		\$77,312	\$79,629	\$86,148	
13		\$79,629	\$82,022	\$88,905	
14		\$82,022	\$84,478	\$91,664	
15		\$84,478	\$87,014	\$94,419	

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 Twelve Month AFSCME Employees**  
**Fiscal Year 2018-2019 July**  
**First Shift**

		STEP									
		1	2	3	4	5	6	7	8	9	10
GRADE	1	\$26,144	\$26,928	\$27,736	\$28,568	\$29,426	\$30,308	\$31,218	\$32,153	\$33,118	\$34,112
	2	\$27,996	\$28,836	\$29,702	\$30,593	\$31,510	\$32,456	\$33,431	\$34,432	\$35,465	\$36,529
	3	\$29,846	\$30,741	\$31,663	\$32,612	\$33,592	\$34,598	\$35,637	\$36,706	\$37,807	\$38,942
	4	\$31,697	\$32,647	\$33,626	\$34,634	\$35,673	\$36,743	\$37,847	\$38,982	\$40,151	\$41,357
	5	\$33,914	\$34,933	\$35,981	\$37,059	\$38,171	\$39,316	\$40,495	\$41,711	\$42,962	\$44,252
	6	\$36,142	\$37,226	\$38,342	\$39,493	\$40,678	\$41,899	\$43,154	\$44,449	\$45,783	\$47,157
	7	\$38,348	\$39,498	\$40,683	\$41,905	\$43,161	\$44,457	\$45,790	\$47,164	\$48,578	\$50,035
	8	\$40,572	\$41,788	\$43,042	\$44,334	\$45,663	\$47,033	\$48,444	\$49,897	\$51,395	\$52,936
	9	\$43,158	\$44,452	\$45,787	\$47,159	\$48,574	\$50,031	\$51,532	\$53,078	\$54,670	\$56,310
	10	\$45,750	\$47,123	\$48,538	\$49,993	\$51,493	\$53,038	\$54,629	\$56,268	\$57,955	\$59,694
	11	\$48,338	\$49,787	\$51,281	\$52,820	\$54,405	\$56,036	\$57,718	\$59,449	\$61,232	\$63,070
	12	\$50,929	\$52,458	\$54,030	\$55,652	\$57,321	\$59,041	\$60,812	\$62,636	\$64,516	\$66,452

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

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

**Harford County Public Schools**  
**Salary Schedule for Twelve Month AFSCME Employees**  
**Fiscal Year 2018-2019 July**  
**Second Shift**

		STEP									
		1	2	3	4	5	6	7	8	9	10
GRADE	1	\$26,976	\$27,760	\$28,568	\$29,400	\$30,258	\$31,140	\$32,050	\$32,985	\$33,950	\$34,944
	2	\$28,828	\$29,668	\$30,534	\$31,425	\$32,342	\$33,288	\$34,263	\$35,264	\$36,297	\$37,361
	3	\$30,678	\$31,573	\$32,495	\$33,444	\$34,424	\$35,430	\$36,469	\$37,538	\$38,639	\$39,774
	4	\$32,529	\$33,479	\$34,458	\$35,466	\$36,505	\$37,575	\$38,679	\$39,814	\$40,983	\$42,189
	5	\$34,746	\$35,765	\$36,813	\$37,891	\$39,003	\$40,148	\$41,327	\$42,543	\$43,794	\$45,084
	6	\$36,974	\$38,058	\$39,174	\$40,325	\$41,510	\$42,731	\$43,986	\$45,281	\$46,615	\$47,989
	7	\$39,180	\$40,330	\$41,515	\$42,737	\$43,993	\$45,289	\$46,622	\$47,996	\$49,410	\$50,867
	8	\$41,404	\$42,620	\$43,874	\$45,166	\$46,495	\$47,865	\$49,276	\$50,729	\$52,227	\$53,768
	9	\$43,990	\$45,284	\$46,619	\$47,991	\$49,406	\$50,863	\$52,364	\$53,910	\$55,502	\$57,142
	10	\$46,582	\$47,955	\$49,370	\$50,825	\$52,325	\$53,870	\$55,461	\$57,100	\$58,787	\$60,526
	11	\$49,170	\$50,619	\$52,113	\$53,652	\$55,237	\$56,868	\$58,550	\$60,281	\$62,064	\$63,902
	12	\$51,761	\$53,290	\$54,862	\$56,484	\$58,153	\$59,873	\$61,644	\$63,468	\$65,348	\$67,284

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

**Harford County Public Schools**  
**Hourly Wage Schedule for Drivers and Attendants**  
**Fiscal Year 2018-2019 July**

Grade	1	2	3	4	5	6	7	8	9	10
<b>Drivers</b>	\$15.17	\$15.62	\$16.09	\$16.57	\$17.07	\$17.58	\$18.12	\$18.66	\$19.21	\$19.79
<b>5 Hours (.625)</b>	\$13,650	\$14,062	\$14,483	\$14,914	\$15,364	\$15,825	\$16,304	\$16,794	\$17,293	\$17,812
<b>6 Hours (.75)</b>	\$16,380	\$16,874	\$17,379	\$17,896	\$18,437	\$18,990	\$19,565	\$20,152	\$20,752	\$21,374
<b>7 Hours (.875)</b>	\$19,110	\$19,687	\$20,276	\$20,879	\$21,510	\$22,155	\$22,826	\$23,511	\$24,211	\$24,936
<b>8 Hours (1.0)</b>	\$21,840	\$22,499	\$23,172	\$23,862	\$24,583	\$25,319	\$26,087	\$26,870	\$27,670	\$28,499
Grade	1	2	3	4	5	6	7	8	9	10
<b>Attendants</b>	\$11.28	\$11.62	\$11.97	\$12.33	\$12.70	\$13.08	\$13.47	\$13.88	\$14.30	\$14.72
<b>5 Hours (.625)</b>	\$10,154	\$10,458	\$10,771	\$11,094	\$11,427	\$11,770	\$12,123	\$12,494	\$12,867	\$13,249
<b>6 Hours (.75)</b>	\$12,185	\$12,550	\$12,925	\$13,313	\$13,713	\$14,124	\$14,548	\$14,993	\$15,441	\$15,898
<b>7 Hours (.875)</b>	\$14,216	\$14,641	\$15,080	\$15,532	\$15,998	\$16,478	\$16,973	\$17,492	\$18,014	\$18,548
<b>8 Hours (1.0)</b>	\$16,247	\$16,733	\$17,234	\$17,751	\$18,284	\$18,832	\$19,397	\$19,991	\$20,588	\$21,198

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

**Harford County Public Schools**  
**Salary Schedule for Food Service Employees**  
**Fiscal Year 2018-2019 (July)**

	1	2	3	4	5	6	7	8	9	10
<b>General Worker</b>										
<b>3 Hours</b>	\$7,045	\$7,256	\$7,473	\$7,698	\$7,929	\$8,167	\$8,412	\$8,664	\$8,924	\$9,191
<b>3.5 Hours</b>	\$8,218	\$8,465	\$8,718	\$8,980	\$9,250	\$9,527	\$9,813	\$10,108	\$10,411	\$10,722
<b>General Worker</b>										
<b>6 Hours</b>	\$14,089	\$14,512	\$14,946	\$15,396	\$15,858	\$16,333	\$16,824	\$17,329	\$17,848	\$18,383
<b>Satellite Kitchen Asst.</b>										
<b>6 Hours</b>	\$17,359	\$17,880	\$18,417	\$18,941	\$19,509	\$20,093	\$20,696	\$21,317	\$21,956	\$22,615
<b>7 Hours</b>	\$20,251	\$20,859	\$21,485	\$22,097	\$22,759	\$23,440	\$24,144	\$24,868	\$25,614	\$26,383
<b>Production Center Asst.</b>										
<b>6 Hours</b>	\$17,659	\$18,188	\$18,734	\$19,295	\$19,902	\$20,470	\$21,085	\$21,717	\$22,369	\$23,040

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

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

**Harford County Public Schools  
Salary Schedule for Food Service Managers  
FY 2018-2019 (July)**

<b>STEP</b>	<b>MG1</b>
1	\$33,800
2	\$34,138
3	\$34,480
4	\$34,824
5	\$35,173
6	\$35,523
7	\$35,879
8	\$36,238
9	\$36,601
10	\$36,966
11	\$37,336
12	\$37,709
13	\$38,086
14	\$38,467
15	\$38,852
16	\$39,240
17	\$39,633
18	\$40,029
19	\$40,429
20	\$40,834

**Harford County Public Schools**  
**Salary Schedule for Non-Certified Administrative, Technical and Supervisory Professionals**  
**Fiscal Year 2018-2019 (July)**

<b>STEP</b>	<b>GRADE A</b>	<b>GRADE B</b>	<b>GRADE C</b>	<b>GRADE D</b>	<b>GRADE E</b>	<b>GRADE F</b>	<b>GRADE G</b>	<b>GRADE H</b>	<b>GRADE I</b>	<b>GRADE J</b>
1	\$65,715	\$69,659	\$73,839	\$78,270	\$82,966	\$87,945	\$93,222	\$98,816	\$104,746	\$111,031
2	\$66,373	\$70,356	\$74,578	\$79,054	\$83,798	\$88,827	\$94,157	\$99,806	\$105,795	\$112,143
3	\$67,038	\$71,060	\$75,324	\$79,845	\$84,635	\$89,714	\$95,097	\$100,804	\$106,853	\$113,264
4	\$67,708	\$71,771	\$76,078	\$80,643	\$85,481	\$90,611	\$96,048	\$101,811	\$107,920	\$114,395
5	\$68,385	\$72,488	\$76,838	\$81,448	\$86,336	\$91,516	\$97,007	\$102,829	\$108,999	\$115,539
6	\$69,070	\$73,214	\$77,608	\$82,265	\$87,201	\$92,433	\$97,979	\$103,860	\$110,092	\$116,698
7	\$69,761	\$73,947	\$78,384	\$83,088	\$88,074	\$93,360	\$98,961	\$104,900	\$111,194	\$117,867
8	\$70,459	\$74,688	\$79,169	\$83,920	\$88,956	\$94,294	\$99,952	\$105,949	\$112,306	\$119,045
9	\$71,164	\$75,435	\$79,961	\$84,760	\$89,846	\$95,237	\$100,952	\$107,010	\$113,431	\$120,237
10	\$71,876	\$76,189	\$80,761	\$85,608	\$90,745	\$96,189	\$101,961	\$108,079	\$114,564	\$121,438
11	\$72,596	\$76,951	\$81,569	\$86,464	\$91,653	\$97,153	\$102,983	\$109,162	\$115,712	\$122,656
12	\$73,321	\$77,722	\$82,385	\$87,329	\$92,569	\$98,124	\$104,012	\$110,254	\$116,869	\$123,882
13	\$74,055	\$78,499	\$83,209	\$88,202	\$93,495	\$99,105	\$105,051	\$111,354	\$118,037	\$125,119
14	\$74,796	\$79,284	\$84,042	\$89,086	\$94,431	\$100,098	\$106,104	\$112,471	\$119,220	\$126,374
15	\$75,544	\$80,077	\$84,882	\$89,975	\$95,374	\$101,096	\$107,163	\$113,594	\$120,410	\$127,636
16	\$76,300	\$80,878	\$85,731	\$90,875	\$96,329	\$102,108	\$108,235	\$114,729	\$121,615	\$128,913
17	\$77,063	\$81,687	\$86,588	\$91,784	\$97,292	\$103,130	\$109,318	\$115,877	\$122,831	\$130,202
18	\$77,833	\$82,504	\$87,454	\$92,701	\$98,265	\$104,160	\$110,411	\$117,036	\$124,059	\$131,504
19	\$78,612	\$83,329	\$88,329	\$93,628	\$99,248	\$105,202	\$111,515	\$118,207	\$125,300	\$132,819
20	\$79,398	\$84,162	\$89,212	\$94,564	\$100,240	\$106,253	\$112,630	\$119,389	\$126,553	\$134,147

**Harford County Public Schools  
Salary Schedule for Registered Nurses  
Fiscal Year 2018-2019 (July)**

<b>STEP</b>	<b>Registered Nurses</b>
1	\$46,589
2	\$47,288
3	\$47,998
4	\$48,717
5	\$49,449
6	\$50,190
7	\$50,943
8	\$51,707
9	\$52,483
10	\$53,270
11	\$54,069
12	\$54,880
13	\$55,703
14	\$56,539
15	\$57,387
16	\$58,248
17	\$59,121
18	\$60,009
19	\$60,908
20	\$61,822

**Harford County Public Schools**  
**Salary Schedule for Administrative and Supervisory Personnel - 12 Month Employees**  
**Fiscal Year 2018-2019 (July)**

<b>STEP</b>	<b>GRADE 1</b>	<b>GRADE 2</b>	<b>GRADE 3</b>	<b>GRADE 4</b>	<b>GRADE 5</b>	<b>GRADE 6</b>	<b>GRADE 7</b>	<b>GRADE 8</b>
1	\$97,499	\$100,424	\$103,437	\$106,540	\$109,736	\$113,028	\$116,419	\$119,911
2	\$98,474	\$101,428	\$104,471	\$107,605	\$110,833	\$114,158	\$117,583	\$121,111
3	\$99,459	\$102,442	\$105,516	\$108,681	\$111,942	\$115,300	\$118,759	\$122,322
4	\$100,453	\$103,467	\$106,571	\$109,768	\$113,061	\$116,453	\$119,947	\$123,545
5	\$101,458	\$104,502	\$107,637	\$110,866	\$114,192	\$117,617	\$121,146	\$124,780
6	\$102,472	\$105,547	\$108,713	\$111,974	\$115,334	\$118,794	\$122,357	\$126,028
7	\$103,497	\$106,602	\$109,800	\$113,094	\$116,487	\$119,982	\$123,581	\$127,288
8	\$104,532	\$107,668	\$110,898	\$114,225	\$117,652	\$121,181	\$124,817	\$128,561
9	\$105,577	\$108,745	\$112,007	\$115,367	\$118,828	\$122,393	\$126,065	\$129,847
10	\$106,633	\$109,832	\$113,127	\$116,521	\$120,017	\$123,617	\$127,326	\$131,145
11	\$107,700	\$110,931	\$114,258	\$117,686	\$121,217	\$124,853	\$128,599	\$132,457
12	\$108,777	\$112,040	\$115,401	\$118,863	\$122,429	\$126,102	\$129,885	\$133,781
13	\$109,864	\$113,160	\$116,555	\$120,052	\$123,653	\$127,363	\$131,184	\$135,119
14	\$110,963	\$114,292	\$117,721	\$121,252	\$124,890	\$128,636	\$132,496	\$136,470
15	\$112,073	\$115,435	\$118,898	\$122,465	\$126,139	\$129,922	\$133,821	\$137,835
16	\$113,193	\$116,589	\$120,087	\$123,689	\$127,400	\$131,221	\$135,159	\$139,213
17	\$114,325	\$117,755	\$121,288	\$124,926	\$128,674	\$132,534	\$136,510	\$140,606
18	\$115,468	\$118,933	\$122,501	\$126,176	\$129,961	\$133,860	\$137,875	\$142,012
19	\$116,623	\$120,122	\$123,726	\$127,437	\$131,260	\$135,198	\$139,254	\$143,432
20	\$117,789	\$121,323	\$124,963	\$128,712	\$132,573	\$136,550	\$140,647	\$144,866

**Harford County Public Schools  
Salary Schedule for  
Administrative and Supervisory Personnel  
10 Month Employees  
Fiscal Year 2018-2019 (July)**

<b>STEP</b>	<b>Assistant Principal Secondary (APS) (10 month)</b>	<b>Assistant Principal Elementary (APE) (10 month)</b>
1	\$88,475	\$92,496
2	\$89,360	\$93,421
3	\$90,253	\$94,355
4	\$91,156	\$95,299
5	\$92,067	\$96,252
6	\$92,988	\$97,214
7	\$93,918	\$98,186
8	\$94,857	\$99,168
9	\$95,806	\$100,160
10	\$96,764	\$101,162
11	\$97,731	\$102,173
12	\$98,709	\$103,195
13	\$99,696	\$104,227
14	\$100,693	\$105,269
15	\$101,700	\$106,322
16	\$102,717	\$107,385
17	\$103,744	\$108,459
18	\$104,781	\$109,543
19	\$105,829	\$110,639
20	\$106,887	\$111,745

<b>Harford County Public Schools 12 Month APSASHC Executive EXEC (Rates) Salary Schedule FY 2018-2019 July</b>			
	<b>PA1</b>	<b>PA2</b>	<b>PA3</b>
<b>M</b>	\$68.9172	\$70.9846	\$73.1144
<b>L</b>	\$66.9100	\$68.9172	\$70.9846
<b>K</b>	\$64.9613	\$66.9100	\$68.9172

<b>Harford County Public Schools 12 Month APSASHC Executive EXEC (Annuals) Salary Schedule FY 2018-2019 July</b>			
	<b>PA1</b>	<b>PA2</b>	<b>PA3</b>
<b>M</b>	\$143,348	\$147,648	\$152,078
<b>L</b>	\$139,173	\$143,348	\$147,648
<b>K</b>	\$135,119	\$139,173	\$143,348

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

**Harford County Public Schools**  
**Salary Schedule for Twelve Month Clerical,**  
**School Bus Driver Instructors, and Transportation Specialists**  
**Fiscal Year 2018-2019 (July)**

STEP	GRADE 1	GRADE 2	GRADE 3	GRADE 4	GRADE 5	GRADE 6	GRADE 7	GRADE 8	GRADE 9	GRADE 10	GRADE 11	GRADE 12
1	\$25,210	\$26,996	\$28,779	\$30,562	\$32,700	\$34,848	\$36,977	\$39,122	\$41,614	\$44,113	\$46,607	\$49,107
2	\$25,966	\$27,806	\$29,642	\$31,478	\$33,681	\$35,894	\$38,086	\$40,295	\$42,863	\$45,437	\$48,005	\$50,580
3	\$26,745	\$28,640	\$30,532	\$32,423	\$34,691	\$36,971	\$39,229	\$41,503	\$44,149	\$46,799	\$49,445	\$52,098
4	\$27,546	\$29,499	\$31,447	\$33,396	\$35,732	\$38,080	\$40,405	\$42,749	\$45,474	\$48,204	\$50,929	\$53,660
5	\$28,374	\$30,384	\$32,391	\$34,397	\$36,804	\$39,222	\$41,618	\$44,032	\$46,837	\$49,650	\$52,456	\$55,271
6	\$29,792	\$31,903	\$34,010	\$36,117	\$38,643	\$41,184	\$43,699	\$46,233	\$49,180	\$52,132	\$55,079	\$58,034
7	\$31,283	\$33,499	\$35,710	\$37,924	\$40,576	\$43,242	\$45,884	\$48,545	\$51,640	\$54,739	\$57,834	\$60,936
8	\$32,847	\$35,174	\$37,496	\$39,820	\$42,605	\$45,404	\$48,178	\$50,971	\$54,221	\$57,475	\$60,725	\$63,982
9	\$34,488	\$36,896	\$39,371	\$41,810	\$44,735	\$47,675	\$50,587	\$53,520	\$56,932	\$60,350	\$63,761	\$67,181
10	\$36,213	\$38,779	\$41,340	\$43,900	\$46,973	\$50,059	\$53,115	\$56,197	\$59,778	\$63,366	\$66,948	\$70,540

**Harford County Public Schools**  
**Salary Schedule for Ten Month Clerical Employees**  
**(Derived from 12 Month Schedule)**  
**Fiscal Year 2018-2019 (July)**

STEP	GRADE 1	GRADE 2	GRADE 3	GRADE 4	GRADE 5	GRADE 6
1	\$21,005	\$22,494	\$23,979	\$25,464	\$27,246	\$29,036
2	\$21,636	\$23,168	\$24,698	\$26,229	\$28,063	\$29,908
3	\$22,284	\$23,864	\$25,439	\$27,015	\$28,905	\$30,804
4	\$22,953	\$24,580	\$26,202	\$27,826	\$29,772	\$31,729
5	\$23,642	\$25,317	\$26,988	\$28,660	\$30,665	\$32,681
6	\$24,823	\$26,582	\$28,337	\$30,094	\$32,199	\$34,315
7	\$26,064	\$27,912	\$29,754	\$31,598	\$33,809	\$36,030
8	\$27,367	\$29,307	\$31,242	\$33,178	\$35,500	\$37,832
9	\$28,736	\$30,773	\$32,804	\$34,837	\$37,274	\$39,724
10	\$30,173	\$32,311	\$34,444	\$36,579	\$39,137	\$41,709

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

Years of service may not equate to step placement.

<b>Harford County Public Schools Salary Schedule for Paraeducators Fiscal Year 2018-2019 (July)</b>					
<b>STEP</b>	<b>Paraeducators</b>	<b>Paraeducators with 30 college credits</b>	<b>Paraeducators with 60 college credits</b>	<b>Paraeducators with 90 college credits</b>	<b>Paraeducators with Bachelor's Degree</b>
<b>1</b>	\$18,733	\$18,987	\$19,242	\$19,497	\$19,752
<b>2</b>	\$19,295	\$19,550	\$19,805	\$20,060	\$20,315
<b>3</b>	\$19,874	\$20,129	\$20,384	\$20,639	\$20,894
<b>4</b>	\$20,470	\$20,725	\$20,980	\$21,235	\$21,490
<b>5</b>	\$21,084	\$21,338	\$21,593	\$21,848	\$22,103
<b>6</b>	\$21,716	\$21,971	\$22,226	\$22,481	\$22,736
<b>7</b>	\$22,368	\$22,623	\$22,878	\$23,133	\$23,388
<b>8</b>	\$23,039	\$23,294	\$23,549	\$23,804	\$24,059
<b>9</b>	\$23,730	\$23,985	\$24,240	\$24,495	\$24,750
<b>10</b>	\$24,442	\$24,696	\$24,951	\$25,206	\$25,461
<b>11</b>	\$25,175	\$25,430	\$25,685	\$25,940	\$26,195
<b>12</b>	\$25,931	\$26,186	\$26,441	\$26,696	\$26,951
<b>13</b>	\$26,709	\$26,964	\$27,219	\$27,474	\$27,729
<b>14</b>	\$27,510	\$27,764	\$28,019	\$28,274	\$28,529
<b>15</b>	\$28,334	\$28,590	\$28,845	\$29,100	\$29,355

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

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

**Harford County Public Schools  
Salary Schedule for Team Nurses  
Fiscal Year 2018-2019 (July)**

<b>STEP</b>	<b>Team Nurses</b>
<b>1</b>	\$28,551
<b>2</b>	\$29,377
<b>3</b>	\$30,227
<b>4</b>	\$31,104
<b>5</b>	\$32,006
<b>6</b>	\$33,956
<b>7</b>	\$33,894
<b>8</b>	\$34,879
<b>9</b>	\$32,835
<b>10</b>	\$36,941

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

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

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

<b>Harford County Public Schools Salary Schedule for Technicians Fiscal Year 2018-2019 (July)</b>	
<b>STEP</b>	<b>Technicians</b>
1	\$22,469
2	\$23,143
3	\$23,838
4	\$24,553
5	\$25,289
6	\$26,047
7	\$26,829
8	\$27,634
9	\$28,463
10	\$29,317
11	\$30,196
12	\$31,102
13	\$32,035
14	\$32,997
15	\$33,986

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

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

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

<b>Harford County Public Schools Salary Schedule for Interpreters, Transliterators, and Braille Technicians Fiscal Year 2018-2019 (July)</b>	
<b>STEP</b>	<b>Interpreters, Transliterators, and Braille Technicians</b>
1	\$32,736
2	\$33,718
3	\$34,729
4	\$35,772
5	\$36,844
6	\$37,949
7	\$39,088
8	\$40,260
9	\$41,468
10	\$42,713
11	\$43,993
12	\$45,313
13	\$46,673
14	\$48,074
15	\$49,515

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

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

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

**Harford County Public Schools  
Annual Wage Schedule for Inclusion Helpers  
Fiscal Year 2018-2019 (July)**

<b>STEP</b>	<b>Inclusion Helpers</b>
<b>1</b>	\$15,568
<b>2</b>	\$16,034
<b>3</b>	\$16,514
<b>4</b>	\$17,009
<b>5</b>	\$17,520
<b>6</b>	\$18,045
<b>7</b>	\$18,586
<b>8</b>	\$19,156
<b>9</b>	\$19,727
<b>10</b>	\$20,312

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

**HARFORD COUNTY PUBLIC SCHOOLS**  
**COMPENSATION FOR EXTRA DUTY PAY Fiscal Year 2018-2019**  
**Effective: July 1, 2018**

Specific Activities	Head	Jr. Varsity Head	Varsity Assistant	General Activities	Compensation-High School	Compensation-Middle School	Compensation-Elementary
Athletic Director	6,335	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	Super Users	\$20/hr. not subject to 16.12 of this agreement		

Original

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 and \$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 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)

# HARFORD COUNTY PUBLIC SCHOOLS

## SPECIAL PAY DATA

EFFECTIVE July 1, 2018 – June 30, 2019

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

JOB CLASSIFICATION	2018-19 BASE RATES	HOURS PER DAY	2018-19 HOURLY RATES
<b>HOME TEACHERS</b>			
▪ 1 - 4 years' experience	\$ 21.30/hour		\$ 21.30
▪ 5 - 9 years' experience	\$ 22.09/hour		\$ 22.09
▪ 10 - 14 years' experience	\$ 22.81/hour		\$ 22.81
▪ Teen Diversion	\$ 29.55/hour		\$ 29.55
<b>SUBSTITUTE TEACHERS</b>			
▪ Non-degree	\$ 86.62/day \$ 43.31/half-day	7.50 hours 3.75 hours	
▪ Degree	\$ 98.51/day \$ 49.26/half-day	7.50 hours 3.75 hours	
▪ Long-Term Substitute	\$ 135.33/day	7.50 hours	
<p>➤ <i>A Long-Term Substitute is defined as a substitute assignment lasting <b>more than 15 consecutive days for one teacher</b>. The Long-Term Sub rate only applies to substitutes holding a minimum of a bachelor's degree.</i></p>			
<b>SUMMER SUBSTITUTE TEACHERS</b>			
▪ Non-degree	\$ 69.30/day	6.00 hours	\$ 11.55
▪ Degree	\$ 78.96/day	6.00 hours	\$ 13.16
<b>SUBSTITUTE SUPPORT/NON-INSTRUCTIONAL</b>			
▪ Bus Attendants	\$ 11.22/hour		\$ 11.22
▪ Bus Drivers	\$ 15.09/hour		\$ 15.09
▪ Clericals	\$ 14.69/hour		\$ 14.69
▪ Custodians	\$ 11.25/hour		\$ 11.25
▪ Food & Nutrition Per Diem and Catering	\$ 11.37/hour		\$ 11.37
▪ Food & Nutrition Substitutes	\$ 10.10/hour		\$ 10.10
▪ Inclusion Helpers	\$ 11.22/hour		\$ 11.22
▪ Interpreters	\$ 172.20/day	7.50 hours	\$ 22.96
▪ Library Technicians	\$ 75.75/day	7.50 hours	\$ 10.10
▪ Library Technicians Long-Term Substitutes	\$ 77.93/day	7.50 hours	\$ 10.39
▪ Nurses	\$ 196.35/day	7.50 hours	\$ 26.18
▪ Paraeducators	\$ 75.75/day	7.50 hours	\$ 10.10
▪ Paraeducators Long-Term Substitutes	\$ 77.93/day	7.50 hours	\$ 10.39
▪ Paraeducators Summer Substitute	\$ 60.60/day	6.00 hours	\$ 10.10
▪ Proctors	\$ 20.00/hour		\$ 20.00
▪ Summer/Winter Maintenance	\$ 10.10/hour		\$ 10.10
▪ John Archer "Lunch Assistant"	\$ 10.10/hour		\$ 10.10
▪ Work Experience Program	\$ 10.10/hour		\$ 10.10

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