

Harford County Public Schools
Salary Schedule for Ten Month AFSCME Employees
FY26 - Effective July 1, 2025

STEP GRADE	
1	\$40,119
2	\$41,323
3	\$42,563
4	\$43,840
5	\$45,155
6	\$46,511
7	\$47,905
8	\$49,343
9	\$50,822
10	\$52,346
11	\$53,133
12	\$53,929
13	\$54,739
14	\$55,560
15	\$56,393

Original

**Harford County Public Schools
Salary Schedule for Ten Month
School Safety Liaisons
FY26 - Effective July 1, 2025**

STEP GRADE	
1	\$40,119
2	\$41,323
3	\$42,563
4	\$43,840
5	\$45,155
6	\$46,511
7	\$47,905
8	\$49,343
9	\$50,822
10	\$52,346
11	\$53,133
12	\$53,929
13	\$54,739
14	\$55,560
15	\$56,393

Original

Harford County Public Schools
Salary Schedule for Twelve Month AFSCME Employees
(Second Shift)
FY26 - Effective July 1, 2025

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	\$34,089	\$36,447	\$38,797	\$41,151	\$43,974	\$46,806	\$49,614	\$52,441	\$55,733	\$59,031	\$62,321	\$65,617
2	\$35,087	\$37,514	\$39,936	\$42,362	\$45,269	\$48,185	\$51,077	\$53,989	\$57,379	\$60,778	\$64,166	\$67,561
3	\$36,114	\$38,614	\$41,110	\$43,608	\$46,602	\$49,607	\$52,584	\$55,584	\$59,077	\$62,574	\$66,065	\$69,563
4	\$37,173	\$39,749	\$42,318	\$44,890	\$47,975	\$51,069	\$54,138	\$57,226	\$60,823	\$64,427	\$68,022	\$71,625
5	\$38,264	\$40,917	\$43,562	\$46,212	\$49,389	\$52,576	\$55,736	\$58,918	\$62,623	\$66,336	\$70,038	\$73,748
6	\$39,387	\$42,119	\$44,844	\$47,574	\$50,846	\$54,129	\$57,383	\$60,661	\$64,477	\$68,300	\$72,115	\$75,935
7	\$40,542	\$43,357	\$46,165	\$48,976	\$52,346	\$55,728	\$59,081	\$62,456	\$66,387	\$70,325	\$74,253	\$78,188
8	\$41,735	\$44,633	\$47,524	\$50,420	\$53,892	\$57,374	\$60,827	\$64,304	\$68,353	\$72,410	\$76,455	\$80,509
9	\$42,961	\$45,948	\$48,925	\$51,909	\$55,484	\$59,072	\$62,628	\$66,208	\$70,380	\$74,557	\$78,724	\$82,900
10	\$44,226	\$47,301	\$50,369	\$53,441	\$57,124	\$60,818	\$64,481	\$68,171	\$72,465	\$76,768	\$81,059	\$85,362
11	\$44,876	\$47,997	\$51,111	\$54,230	\$57,968	\$61,718	\$65,436	\$69,180	\$73,539	\$77,908	\$82,264	\$86,629
12	\$45,537	\$48,705	\$51,865	\$55,030	\$58,825	\$62,631	\$66,405	\$70,205	\$74,630	\$79,064	\$83,484	\$87,917
13	\$46,207	\$49,423	\$52,631	\$55,844	\$59,695	\$63,558	\$67,388	\$71,245	\$75,737	\$80,236	\$84,725	\$89,222
14	\$46,887	\$50,152	\$53,408	\$56,669	\$60,579	\$64,498	\$68,387	\$72,303	\$76,860	\$81,429	\$85,984	\$90,548
15	\$47,579	\$50,892	\$54,196	\$57,507	\$61,473	\$65,454	\$69,400	\$73,374	\$78,000	\$82,637	\$87,261	\$91,895

Original

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
FY26 - Effective July 1, 2025

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	\$33,257	\$35,615	\$37,965	\$40,319	\$43,142	\$45,974	\$48,782	\$51,609	\$54,901	\$58,199	\$61,489	\$64,785
2	\$34,255	\$36,682	\$39,104	\$41,530	\$44,437	\$47,353	\$50,245	\$53,157	\$56,547	\$59,946	\$63,334	\$66,729
3	\$35,282	\$37,782	\$40,278	\$42,776	\$45,770	\$48,775	\$51,752	\$54,752	\$58,245	\$61,742	\$65,233	\$68,731
4	\$36,341	\$38,917	\$41,486	\$44,058	\$47,143	\$50,237	\$53,306	\$56,394	\$59,991	\$63,595	\$67,190	\$70,793
5	\$37,432	\$40,085	\$42,730	\$45,380	\$48,557	\$51,744	\$54,904	\$58,086	\$61,791	\$65,504	\$69,206	\$72,916
6	\$38,555	\$41,287	\$44,012	\$46,742	\$50,014	\$53,297	\$56,551	\$59,829	\$63,645	\$67,468	\$71,283	\$75,103
7	\$39,710	\$42,525	\$45,333	\$48,144	\$51,514	\$54,896	\$58,249	\$61,624	\$65,555	\$69,493	\$73,421	\$77,356
8	\$40,903	\$43,801	\$46,692	\$49,588	\$53,060	\$56,542	\$59,995	\$63,472	\$67,521	\$71,578	\$75,623	\$79,677
9	\$42,129	\$45,116	\$48,093	\$51,077	\$54,652	\$58,240	\$61,796	\$65,376	\$69,548	\$73,725	\$77,892	\$82,068
10	\$43,394	\$46,469	\$49,537	\$52,609	\$56,292	\$59,986	\$63,649	\$67,339	\$71,633	\$75,936	\$80,227	\$84,530
11	\$44,044	\$47,165	\$50,279	\$53,398	\$57,136	\$60,886	\$64,604	\$68,348	\$72,707	\$77,076	\$81,432	\$85,797
12	\$44,705	\$47,873	\$51,033	\$54,198	\$57,993	\$61,799	\$65,573	\$69,373	\$73,798	\$78,232	\$82,652	\$87,085
13	\$45,375	\$48,591	\$51,799	\$55,012	\$58,863	\$62,726	\$66,556	\$70,413	\$74,905	\$79,404	\$83,893	\$88,390
14	\$46,055	\$49,320	\$52,576	\$55,837	\$59,747	\$63,666	\$67,555	\$71,471	\$76,028	\$80,597	\$85,152	\$89,716
15	\$46,747	\$50,060	\$53,364	\$56,675	\$60,641	\$64,622	\$68,568	\$72,542	\$77,168	\$81,805	\$86,429	\$91,063

Original

Harford County Public Schools
Salary Schedule for Bus Drivers (182 Days)
FY26 - Effective July 1, 2025

STEP	5 Hours	6 Hours	7 Hours	8 Hours	True Hourly Rate
1	\$20,084	\$24,100	\$28,117	\$32,132	\$22.07
2	\$20,693	\$24,832	\$28,971	\$33,103	\$22.74
3	\$21,303	\$25,564	\$29,824	\$34,088	\$23.41
4	\$21,949	\$26,339	\$30,729	\$35,117	\$24.12
5	\$22,604	\$27,125	\$31,646	\$36,161	\$24.84
6	\$23,287	\$27,944	\$32,602	\$37,264	\$25.59
7	\$23,988	\$28,785	\$33,583	\$38,382	\$26.36
8	\$24,707	\$29,648	\$34,589	\$39,528	\$27.15
9	\$25,444	\$30,532	\$35,621	\$40,705	\$27.96
10	\$26,208	\$31,450	\$36,691	\$41,926	\$28.80
11	\$26,335	\$31,602	\$36,870	\$42,131	\$28.94
12	\$26,472	\$31,766	\$37,061	\$42,352	\$29.09
13	\$26,599	\$31,919	\$37,239	\$42,558	\$29.23
14	\$26,727	\$32,072	\$37,417	\$42,763	\$29.37
15	\$26,863	\$32,236	\$37,608	\$42,985	\$29.52
16	\$27,000	\$32,400	\$37,800	\$43,205	\$29.67
17	\$27,145	\$32,574	\$38,003	\$43,426	\$29.83
18	\$27,282	\$32,738	\$38,195	\$43,646	\$29.98
19	\$27,409	\$32,891	\$38,373	\$43,852	\$30.12
20	\$27,546	\$33,055	\$38,564	\$44,072	\$30.27
21	\$27,682	\$33,219	\$38,755	\$44,294	\$30.42
22	\$27,819	\$33,382	\$38,946	\$44,514	\$30.57
23	\$27,964	\$33,557	\$39,150	\$44,749	\$30.73
24	\$28,110	\$33,732	\$39,354	\$44,969	\$30.89
25	\$28,237	\$33,885	\$39,532	\$45,175	\$31.03
26	\$28,383	\$34,059	\$39,736	\$45,411	\$31.19
27	\$28,529	\$34,234	\$39,940	\$45,646	\$31.35
28	\$28,665	\$34,398	\$40,131	\$45,867	\$31.50
29	\$28,811	\$34,573	\$40,335	\$46,102	\$31.66
30	\$28,965	\$34,758	\$40,551	\$46,338	\$31.83

Original

Harford County Public Schools
Salary Schedule for Bus Attendants (182 Days)
FY26 - Effective July 1, 2025

STEP	5 Hours	6 Hours	7 Hours	8 Hours	True Hourly Rate
1	\$14,942	\$17,931	\$20,919	\$23,912	\$16.42
2	\$15,397	\$18,477	\$21,556	\$24,632	\$16.92
3	\$15,861	\$19,034	\$22,206	\$25,382	\$17.43
4	\$16,325	\$19,590	\$22,856	\$26,118	\$17.94
5	\$16,817	\$20,180	\$23,544	\$26,911	\$18.48
6	\$17,326	\$20,792	\$24,257	\$27,720	\$19.04
7	\$17,845	\$21,414	\$24,983	\$28,559	\$19.61
8	\$18,382	\$22,058	\$25,735	\$29,411	\$20.20
9	\$18,937	\$22,725	\$26,512	\$30,294	\$20.81
10	\$19,492	\$23,391	\$27,289	\$31,191	\$21.42
11	\$19,638	\$23,565	\$27,493	\$31,426	\$21.58
12	\$19,774	\$23,729	\$27,684	\$31,632	\$21.73
13	\$19,911	\$23,893	\$27,875	\$31,852	\$21.88
14	\$20,047	\$24,057	\$28,066	\$32,073	\$22.03
15	\$20,193	\$24,231	\$28,270	\$32,308	\$22.19
16	\$20,329	\$24,395	\$28,461	\$32,529	\$22.34
17	\$20,475	\$24,570	\$28,665	\$32,764	\$22.50
18	\$20,612	\$24,734	\$28,856	\$32,985	\$22.65
19	\$20,766	\$24,919	\$29,073	\$33,220	\$22.82
20	\$20,912	\$25,094	\$29,277	\$33,455	\$22.98
21	\$21,039	\$25,247	\$29,455	\$33,661	\$23.12
22	\$21,176	\$25,411	\$29,646	\$33,881	\$23.27
23	\$21,303	\$25,564	\$29,824	\$34,088	\$23.41
24	\$21,458	\$25,749	\$30,041	\$34,338	\$23.58
25	\$21,594	\$25,913	\$30,232	\$34,558	\$23.73
26	\$21,740	\$26,088	\$30,436	\$34,778	\$23.89
27	\$21,876	\$26,252	\$30,627	\$35,000	\$24.04
28	\$22,022	\$26,426	\$30,831	\$35,235	\$24.20
29	\$22,159	\$26,590	\$31,022	\$35,455	\$24.35
30	\$22,304	\$26,765	\$31,226	\$35,690	\$24.51

Original

Harford County Public Schools
Salary Schedule for Food Service Employees
FY26 - Effective July 1, 2025

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	\$9,672	\$11,284	\$19,340	\$23,829	\$27,807	\$24,239
2	\$9,958	\$11,617	\$19,920	\$24,545	\$28,636	\$24,968
3	\$10,261	\$11,971	\$20,516	\$25,280	\$29,492	\$25,716
4	\$10,564	\$12,324	\$21,132	\$25,999	\$30,334	\$26,486
5	\$10,883	\$12,697	\$21,767	\$26,779	\$31,242	\$27,321
6	\$11,209	\$13,077	\$22,421	\$27,581	\$32,176	\$28,099
7	\$11,545	\$13,470	\$23,094	\$28,410	\$33,150	\$28,943
8	\$11,893	\$13,875	\$23,787	\$29,262	\$34,137	\$29,811
9	\$12,252	\$14,294	\$24,499	\$30,138	\$35,164	\$30,706
10	\$12,617	\$14,720	\$25,234	\$31,043	\$36,216	\$31,626
11	\$12,718	\$14,838	\$25,431	\$31,241	\$36,453	\$31,824
12	\$12,813	\$14,949	\$25,629	\$31,438	\$36,677	\$32,022
13	\$12,914	\$15,067	\$25,827	\$31,636	\$36,914	\$32,220
14	\$13,015	\$15,184	\$26,026	\$31,834	\$37,138	\$32,419
15	\$13,111	\$15,296	\$26,224	\$32,032	\$37,374	\$32,617
16	\$13,212	\$15,413	\$26,422	\$32,231	\$37,598	\$32,814
17	\$13,313	\$15,531	\$26,620	\$32,429	\$37,835	\$33,012
18	\$13,408	\$15,643	\$26,818	\$32,627	\$38,059	\$33,210
19	\$13,509	\$15,760	\$27,014	\$32,825	\$38,296	\$33,407
20	\$13,604	\$15,872	\$27,212	\$33,022	\$38,519	\$33,605
21	\$13,705	\$15,989	\$27,411	\$33,220	\$38,756	\$33,804
22	\$13,806	\$16,107	\$27,609	\$33,418	\$38,993	\$34,002
23	\$13,902	\$16,219	\$27,807	\$33,617	\$39,217	\$34,199
24	\$14,003	\$16,336	\$28,005	\$33,814	\$39,454	\$34,397
25	\$14,104	\$16,454	\$28,202	\$34,012	\$39,677	\$34,595
26	\$14,199	\$16,565	\$28,399	\$34,210	\$39,914	\$34,792
27	\$14,300	\$16,683	\$28,597	\$34,407	\$40,138	\$34,990
28	\$14,395	\$16,794	\$28,796	\$34,605	\$40,375	\$35,189
29	\$14,496	\$16,912	\$28,994	\$34,804	\$40,599	\$35,387
30	\$14,597	\$17,030	\$29,192	\$35,002	\$40,835	\$35,585

Original

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

Harford County Public Schools
Salary Schedule for Ten Month Transportation Dispatcher (182 Days)
FY26 - Effective July 1, 2025

STEP GRADE	
1	\$34,148
2	\$34,660
3	\$35,180
4	\$35,707
5	\$36,243
6	\$36,787
7	\$37,339
8	\$37,899
9	\$38,467
10	\$39,045
11	\$39,629
12	\$40,224
13	\$40,826
14	\$41,439
15	\$42,060

Original