

Harford County Public Schools
Salary Schedule for Bus Drivers (182 Days)
FY27 - Effective July 1, 2026

STEP	5 Hours	6 Hours	7 Hours	8 Hours	True Hourly Rate
1	\$20,997	\$25,196	\$29,395	\$33,594	\$23.07
2	\$21,631	\$25,957	\$30,283	\$34,609	\$23.77
3	\$22,274	\$26,729	\$31,184	\$35,639	\$24.48
4	\$22,947	\$27,536	\$32,125	\$36,715	\$25.22
5	\$23,629	\$28,355	\$33,081	\$37,806	\$25.97
6	\$24,350	\$29,220	\$34,090	\$38,960	\$26.76
7	\$25,080	\$30,096	\$35,112	\$40,128	\$27.56
8	\$25,829	\$30,995	\$36,161	\$41,327	\$28.38
9	\$26,598	\$31,918	\$37,237	\$42,557	\$29.23
10	\$27,396	\$32,875	\$38,354	\$43,834	\$30.11
11	\$27,530	\$33,036	\$38,542	\$44,048	\$30.25
12	\$27,674	\$33,209	\$38,744	\$44,279	\$30.41
13	\$27,809	\$33,371	\$38,933	\$44,494	\$30.56
14	\$27,943	\$33,532	\$39,120	\$44,709	\$30.71
15	\$28,088	\$33,706	\$39,323	\$44,941	\$30.87
16	\$28,232	\$33,878	\$39,524	\$45,171	\$31.02
17	\$28,376	\$34,051	\$39,727	\$45,402	\$31.18
18	\$28,520	\$34,224	\$39,928	\$45,632	\$31.34
19	\$28,654	\$34,385	\$40,116	\$45,847	\$31.49
20	\$28,798	\$34,558	\$40,318	\$46,077	\$31.65
21	\$28,943	\$34,732	\$40,521	\$46,309	\$31.81
22	\$29,088	\$34,905	\$40,722	\$46,539	\$31.96
23	\$29,241	\$35,089	\$40,937	\$46,785	\$32.13
24	\$29,384	\$35,261	\$41,138	\$47,015	\$32.29
25	\$29,519	\$35,423	\$41,327	\$47,230	\$32.44
26	\$29,673	\$35,608	\$41,543	\$47,477	\$32.61
27	\$29,827	\$35,792	\$41,758	\$47,723	\$32.78
28	\$29,971	\$35,965	\$41,960	\$47,954	\$32.94
29	\$30,125	\$36,150	\$42,175	\$48,200	\$33.10
30	\$30,279	\$36,335	\$42,391	\$48,446	\$33.27

Original

Harford County Public Schools
Salary Schedule for Bus Attendants (182 Days)
FY27 - Effective July 1, 2026

STEP	5 Hours	6 Hours	7 Hours	8 Hours	True Hourly Rate
1	\$15,625	\$18,750	\$21,875	\$25,000	\$17.17
2	\$16,096	\$19,315	\$22,534	\$25,753	\$17.69
3	\$16,586	\$19,903	\$23,220	\$26,537	\$18.23
4	\$17,067	\$20,480	\$23,893	\$27,306	\$18.75
5	\$17,585	\$21,102	\$24,619	\$28,135	\$19.32
6	\$18,113	\$21,736	\$25,359	\$28,981	\$19.90
7	\$18,662	\$22,394	\$26,126	\$29,858	\$20.51
8	\$19,218	\$23,062	\$26,906	\$30,749	\$21.12
9	\$19,795	\$23,754	\$27,713	\$31,672	\$21.75
10	\$20,382	\$24,458	\$28,534	\$32,610	\$22.40
11	\$20,535	\$24,642	\$28,749	\$32,856	\$22.57
12	\$20,669	\$24,803	\$28,937	\$33,071	\$22.71
13	\$20,813	\$24,976	\$29,139	\$33,301	\$22.87
14	\$20,958	\$25,149	\$29,341	\$33,532	\$23.03
15	\$21,112	\$25,334	\$29,556	\$33,778	\$23.20
16	\$21,256	\$25,507	\$29,758	\$34,009	\$23.36
17	\$21,409	\$25,691	\$29,973	\$34,255	\$23.53
18	\$21,553	\$25,864	\$30,175	\$34,486	\$23.69
19	\$21,708	\$26,049	\$30,390	\$34,732	\$23.85
20	\$21,861	\$26,233	\$30,605	\$34,977	\$24.02
21	\$21,995	\$26,394	\$30,794	\$35,193	\$24.17
22	\$22,139	\$26,567	\$30,995	\$35,423	\$24.33
23	\$22,274	\$26,729	\$31,184	\$35,639	\$24.48
24	\$22,438	\$26,925	\$31,413	\$35,900	\$24.66
25	\$22,582	\$27,098	\$31,614	\$36,130	\$24.81
26	\$22,725	\$27,270	\$31,815	\$36,360	\$24.97
27	\$22,870	\$27,444	\$32,018	\$36,593	\$25.13
28	\$23,024	\$27,629	\$32,233	\$36,838	\$25.30
29	\$23,168	\$27,801	\$32,435	\$37,068	\$25.46
30	\$23,321	\$27,985	\$32,650	\$37,314	\$25.63

Original

Harford County Public Schools
Salary Schedule for Food Service Employees
FY27 - Effective July 1, 2026

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	\$10,110	\$11,795	\$20,220	\$24,913	\$29,065	\$25,342
2	\$10,413	\$12,149	\$20,826	\$25,662	\$29,939	\$26,104
3	\$10,725	\$12,512	\$21,449	\$26,430	\$30,835	\$26,886
4	\$11,047	\$12,888	\$22,094	\$27,182	\$31,712	\$27,691
5	\$11,379	\$13,275	\$22,757	\$27,997	\$32,664	\$28,564
6	\$11,721	\$13,674	\$23,441	\$28,836	\$33,642	\$29,378
7	\$12,073	\$14,085	\$24,145	\$29,703	\$34,653	\$30,260
8	\$12,435	\$14,507	\$24,869	\$30,593	\$35,692	\$31,167
9	\$12,807	\$14,942	\$25,614	\$31,509	\$36,761	\$32,103
10	\$13,191	\$15,390	\$26,382	\$32,455	\$37,865	\$33,065
11	\$13,294	\$15,510	\$26,588	\$32,662	\$38,106	\$33,272
12	\$13,398	\$15,630	\$26,795	\$32,868	\$38,347	\$33,479
13	\$13,501	\$15,751	\$27,002	\$33,075	\$38,588	\$33,686
14	\$13,605	\$15,873	\$27,210	\$33,282	\$38,830	\$33,894
15	\$13,709	\$15,993	\$27,417	\$33,489	\$39,071	\$34,101
16	\$13,812	\$16,114	\$27,624	\$33,698	\$39,314	\$34,307
17	\$13,916	\$16,235	\$27,831	\$33,905	\$39,555	\$34,514
18	\$14,019	\$16,356	\$28,038	\$34,112	\$39,797	\$34,721
19	\$14,122	\$16,475	\$28,243	\$34,319	\$40,038	\$34,927
20	\$14,225	\$16,596	\$28,450	\$34,525	\$40,279	\$35,134
21	\$14,329	\$16,717	\$28,658	\$34,732	\$40,520	\$35,342
22	\$14,433	\$16,838	\$28,865	\$34,939	\$40,762	\$35,549
23	\$14,536	\$16,959	\$29,072	\$35,147	\$41,004	\$35,755
24	\$14,640	\$17,079	\$29,279	\$35,353	\$41,245	\$35,962
25	\$14,743	\$17,200	\$29,485	\$35,560	\$41,486	\$36,169
26	\$14,846	\$17,320	\$29,691	\$35,767	\$41,728	\$36,375
27	\$14,949	\$17,441	\$29,898	\$35,973	\$41,968	\$36,582
28	\$15,053	\$17,562	\$30,106	\$36,180	\$42,209	\$36,790
29	\$15,157	\$17,683	\$30,313	\$36,388	\$42,452	\$36,997
30	\$15,260	\$17,803	\$30,520	\$36,595	\$42,694	\$37,204

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 FY27 - Effective July 1, 2026												
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	\$34,770	\$37,235	\$39,692	\$42,154	\$45,105	\$48,066	\$51,002	\$53,957	\$57,399	\$60,847	\$64,287	\$67,733
2	\$35,814	\$38,351	\$40,883	\$43,420	\$46,459	\$49,508	\$52,531	\$55,576	\$59,120	\$62,674	\$66,216	\$69,765
3	\$36,887	\$39,501	\$42,111	\$44,722	\$47,853	\$50,994	\$54,107	\$57,243	\$60,895	\$64,551	\$68,201	\$71,858
4	\$37,995	\$40,688	\$43,374	\$46,063	\$49,288	\$52,523	\$55,731	\$58,960	\$62,721	\$66,489	\$70,247	\$74,014
5	\$39,135	\$41,909	\$44,674	\$47,445	\$50,766	\$54,098	\$57,402	\$60,729	\$64,602	\$68,484	\$72,355	\$76,234
6	\$40,309	\$43,166	\$46,015	\$48,869	\$52,290	\$55,722	\$59,124	\$62,551	\$66,541	\$70,538	\$74,526	\$78,520
7	\$41,517	\$44,460	\$47,396	\$50,335	\$53,858	\$57,394	\$60,899	\$64,428	\$68,538	\$72,655	\$76,762	\$80,876
8	\$42,764	\$45,794	\$48,816	\$51,844	\$55,474	\$59,115	\$62,725	\$66,360	\$70,593	\$74,835	\$79,064	\$83,302
9	\$44,046	\$47,169	\$50,281	\$53,401	\$57,139	\$60,890	\$64,608	\$68,351	\$72,712	\$77,079	\$81,436	\$85,802
10	\$45,368	\$48,583	\$51,791	\$55,003	\$58,853	\$62,715	\$66,545	\$70,403	\$74,892	\$79,391	\$83,877	\$88,376
11	\$46,048	\$49,311	\$52,567	\$55,828	\$59,736	\$63,656	\$67,543	\$71,458	\$76,015	\$80,583	\$85,137	\$89,701
12	\$46,739	\$50,051	\$53,355	\$56,664	\$60,632	\$64,611	\$68,557	\$72,529	\$77,156	\$81,792	\$86,413	\$91,047
13	\$47,440	\$50,802	\$54,156	\$57,515	\$61,541	\$65,580	\$69,584	\$73,617	\$78,313	\$83,017	\$87,710	\$92,412
14	\$48,151	\$51,564	\$54,968	\$58,378	\$62,465	\$66,563	\$70,629	\$74,723	\$79,487	\$84,264	\$89,026	\$93,798
15	\$48,874	\$52,338	\$55,792	\$59,254	\$63,400	\$67,562	\$71,688	\$75,843	\$80,679	\$85,527	\$90,362	\$95,206

Original

Harford County Public Schools
Salary Schedule for Twelve Month AFSCME Employees
(Second Shift)
FY27 - Effective July 1, 2026

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	\$35,602	\$38,067	\$40,524	\$42,986	\$45,937	\$48,898	\$51,834	\$54,789	\$58,231	\$61,679	\$65,119	\$68,565
2	\$36,646	\$39,183	\$41,715	\$44,252	\$47,291	\$50,340	\$53,363	\$56,408	\$59,952	\$63,506	\$67,048	\$70,597
3	\$37,719	\$40,333	\$42,943	\$45,554	\$48,685	\$51,826	\$54,939	\$58,075	\$61,727	\$65,383	\$69,033	\$72,690
4	\$38,827	\$41,520	\$44,206	\$46,895	\$50,120	\$53,355	\$56,563	\$59,792	\$63,553	\$67,321	\$71,079	\$74,846
5	\$39,967	\$42,741	\$45,506	\$48,277	\$51,598	\$54,930	\$58,234	\$61,561	\$65,434	\$69,316	\$73,187	\$77,066
6	\$41,141	\$43,998	\$46,847	\$49,701	\$53,122	\$56,554	\$59,966	\$63,383	\$67,373	\$71,370	\$75,358	\$79,352
7	\$42,349	\$45,292	\$48,228	\$51,167	\$54,690	\$58,226	\$61,731	\$65,260	\$69,370	\$73,487	\$77,594	\$81,708
8	\$43,596	\$46,626	\$49,648	\$52,676	\$56,306	\$59,947	\$63,557	\$67,192	\$71,425	\$75,667	\$79,896	\$84,134
9	\$44,878	\$48,001	\$51,113	\$54,233	\$57,971	\$61,722	\$65,440	\$69,183	\$73,544	\$77,911	\$82,268	\$86,634
10	\$46,200	\$49,415	\$52,623	\$55,835	\$59,685	\$63,547	\$67,377	\$71,235	\$75,724	\$80,223	\$84,709	\$89,208
11	\$46,880	\$50,143	\$53,399	\$56,660	\$60,568	\$64,488	\$68,375	\$72,290	\$76,847	\$81,415	\$85,969	\$90,533
12	\$47,571	\$50,883	\$54,187	\$57,496	\$61,464	\$65,443	\$69,389	\$73,361	\$77,988	\$82,624	\$87,245	\$91,879
13	\$48,272	\$51,634	\$54,988	\$58,347	\$62,373	\$66,412	\$70,416	\$74,449	\$79,145	\$83,849	\$88,542	\$93,244
14	\$48,983	\$52,396	\$55,800	\$59,210	\$63,297	\$67,395	\$71,461	\$75,555	\$80,319	\$85,096	\$89,858	\$94,630
15	\$49,706	\$53,170	\$56,624	\$60,086	\$64,232	\$68,394	\$72,520	\$76,675	\$81,511	\$86,359	\$91,194	\$96,038

Original

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

Harford County Public Schools
Salary Schedule for Ten Month AFSCME Employees
FY27 - Effective July 1, 2026

STEP GRADE	
1	\$41,944
2	\$43,203
3	\$44,500
4	\$45,835
5	\$47,210
6	\$48,627
7	\$50,085
8	\$51,588
9	\$53,134
10	\$54,728
11	\$55,551
12	\$56,383
13	\$57,230
14	\$58,088
15	\$58,959

Original

**Harford County Public Schools
Salary Schedule for Ten Month
School Safety Liaisons
FY27 - Effective July 1, 2026**

STEP GRADE	
1	\$41,944
2	\$43,203
3	\$44,500
4	\$45,835
5	\$47,210
6	\$48,627
7	\$50,085
8	\$51,588
9	\$53,134
10	\$54,728
11	\$55,551
12	\$56,383
13	\$57,230
14	\$58,088
15	\$58,959

Original

Harford County Public Schools
Salary Schedule for Ten Month Transportation Dispatcher (182 Days)
FY27- Effective July 1, 2026

STEP GRADE	
1	\$35,702
2	\$36,237
3	\$36,781
4	\$37,332
5	\$37,892
6	\$38,461
7	\$39,038
8	\$39,623
9	\$40,217
10	\$40,822
11	\$41,432
12	\$42,054
13	\$42,684
14	\$43,324
15	\$43,974

Original