

## Statistical Section

Sources of Revenue - Fiscal 2003 through Fiscal 2015	409
Revenue from County Sources - Fiscal 1990 through Fiscal 2015	410
Unrestricted Fund - Fiscal 1990 through Fiscal 2015	411
HCPS Other Data - Fiscal 1998 through Fiscal 2013	412
HCPS School Allocation of Materials Fiscal 2014 and Fiscal 2015	413
Maryland Public Schools, Cost per Pupil - School Year 2010-2011	414
Maryland Public Schools, Cost per Pupil - School Year 2009-2010	415
Maryland Public Schools, Cost per Pupil - School Year 2008-2009	416
Maryland Public Schools, Cost per Pupil - School Year 2007-2008	417
Maryland Public Schools, Cost per Pupil - School Year 2006-2007	418
Revenue Sources for Maryland Public Schools - Fiscal Year 2014	419
Per Pupil Revenues for Maryland Public Schools - Fiscal 2014	420
School Enrollment - September 30, 2013	421
Insurance Summary	422

### Salary Schedules for Fiscal 2015

Salary Schedule for Administrative and Supervisory Personnel	423
Salary Schedule for Administrative and Supervisory Personnel (10 month)	424
Salary Schedule for Twelve Month AFSCME Employees	425
Salary Schedule for Food Service Employees	426
Salary Schedule for School Bus Drivers and Attendants	427
Salary Schedule for Teachers (190 Days)	428
Salary Schedule for Teachers (210 Days)	429
Salary Schedule for Non-Certified Admin, Technical and Supervisory Prof	430
Salary Schedule for Non-Certified Behavioral Specialists	431
Salary Schedule for Food Service Managers	432
Salary Schedule for Clerical Personnel (10 month & 12 month)	433
Salary Schedule for Paraeducators	434
Salary Schedule for Registered Nurses and Team Nurses	435
Salary Schedule for Technicians	436
Salary Schedule for Interpreters, Transliterators, and Braille Technicians	437
Salary Schedule for Inclusion Helpers	438
Salary Schedule for Extra Duty Compensation	439
Salary Schedule for Compensation for Department Chairs	440



<b>HARFORD COUNTY PUBLIC SCHOOLS</b>											
<b>Sources of Revenues - Unrestricted Fund</b>											
<b>Fiscal Year</b>	<b>County</b>		<b>State</b>		<b>Federal</b>		<b>Other</b>		<b>Fund Balance</b>		<b>TOTAL</b>
	<b>Funding Level</b>	<b>% Change from Prior Year</b>	<b>Funding Level</b>	<b>% Change from Prior Year</b>	<b>Funding Level</b>	<b>% Change from Prior Year</b>	<b>Funding Level</b>	<b>% Change from Prior Year</b>	<b>Funding Level</b>	<b>% Change from Prior Year</b>	
Budget 2015	223,667,302	1.1%	194,044,183	0.4%	390,000	16.2%	3,335,928	-33.0%	5,533,875	-9.3%	<b>\$426,971,288</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>
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%	<b>\$406,342,669</b>
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%	<b>\$374,968,109</b>
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%	<b>\$340,363,574</b>
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%	<b>\$296,782,657</b>
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%	<b>\$278,597,977</b>
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%	<b>\$260,676,777</b>

<b>HARFORD COUNTY PUBLIC SCHOOLS</b>						
<b>Sources of Revenues - Current Expense Fund</b>						
<b>Fiscal Year</b>	<b>Unrestricted Fund</b>	<b>% Change from Prior Year</b>	<b>Restricted Fund</b>	<b>% Change from Prior Year</b>	<b>Current Expense Fund</b>	<b>% Change from Prior Year</b>
Budget 2015	426,971,288	0.2%	29,411,452	-1.1%	<b>\$456,382,740</b>	<b>0.2%</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>
Actual 2008	406,342,669	8.4%	24,282,064	-4.5%	<b>\$430,624,733</b>	<b>7.6%</b>
Actual 2007	374,968,109	10.2%	25,418,136	8.0%	<b>\$400,386,245</b>	<b>10.0%</b>
Actual 2006	340,363,574	14.7%	23,534,721	8.9%	<b>\$363,898,295</b>	<b>14.3%</b>
Actual 2005	296,782,657	6.5%	21,605,636	-3.7%	<b>\$318,388,293</b>	<b>5.8%</b>
Actual 2004	278,597,977	6.9%	22,428,931	-17.0%	<b>\$301,026,908</b>	<b>4.6%</b>
Actual 2003	260,676,777	5.6%	27,021,789	14.9%	<b>\$287,698,566</b>	<b>6.4%</b>

**Harford County Public Schools  
Unrestricted Funds**

**Revenue from County Sources  
FY 1990 - FY 2015**

<b>Fiscal Year</b>	<b>Actual Revenue</b>	<b>Increase From Previous Year</b>	<b>Percent Increase</b>	<b>Percent of Unrestricted Funds</b>
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	\$221,300,729	\$1,479,361	0.7%	52.0%
2015 Budget	\$223,667,302	\$2,366,573	1.1%	52.3%

\*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**

<b>Total Revenue FY 1990 - FY 2015</b>			
<b>Fiscal Year</b>	<b>Actual Revenue</b>	<b>Increase From Previous Year</b>	<b>Percent Increase</b>
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	\$425,966,826	(\$3,844,771)	-0.9%
2015 Budget	\$426,971,288	\$1,004,462	0.2%

\*\* 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 - 2014**

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
2014	32,091	1,346,713	3,381,641

# HARFORD COUNTY PUBLIC SCHOOLS

## School Allocations

Per Pupil Supply Allocations	2013-2014			2014-2015		
	Elementary School	Middle School	High School	Elementary School	Middle School	High School
<b>MID-LEVEL ADMINISTRATION (102)</b>						
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
<b>TEXTBOOKS &amp; CLASSROOM SUPPLIES (104)</b>						
Materials of Instruction - Regular Program	43.00	41.00	54.00	51.00	49.00	62.00
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	9.00	9.00	15.00
Paper, Toner and Ink	16.00	15.00	14.00	19.00	18.00	17.00
Textbooks	36.00	39.00	46.00	22.00	25.00	32.00
<b>OTHER INSTRUCTIONAL COSTS (105)</b>						
Copier Lease	17.00	11.00	10.00	17.00	11.00	10.00
Equipment - Instructional	4.00	5.00	6.00	6.00	7.00	8.00
<b>HEALTH SERVICES (108)</b>						
Health Supplies	2.00	2.00	2.00	2.00	2.00	2.00
<b>Total Per Pupil Allocation</b>	<b>\$137.00</b>	<b>\$140.00</b>	<b>\$182.00</b>	<b>\$137.00</b>	<b>\$140.00</b>	<b>\$182.00</b>

Allocations - Per Teacher Basis	2013-2014			2014-2015		
	Elementary School	Middle School	High School	Elementary School	Middle School	High School
<b>SPECIAL EDUCATION (106)</b>						
Special Ed - Materials of Instruction	478.00	478.00	478.00	478.00	478.00	478.00
<b>Total Per Teacher Allocation</b>	<b>\$478.00</b>	<b>\$478.00</b>	<b>\$478.00</b>	<b>\$478.00</b>	<b>\$478.00</b>	<b>\$478.00</b>

Other Methods	2013-2014			2014-2015		
	Elementary School	Middle School	High School	Elementary School	Middle School	High School
School Improvement/Staff Development	<i>School Need and Staffing Level</i>			<i>School Need and Staffing Level</i>		
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: 2010 - 2011  
(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	\$ 12,917.06		\$ 365.20		\$ 877.79		\$ 4,883.47		\$ 238.29		\$ 223.90		\$ 1,467.72		\$ 85.65		\$ 70.06		\$ 630.52		\$ 845.40		\$ 251.37		\$ 2,551.69	
Allegany	12,802.97	7	234.84	19	856.34	11	5,131.66	7	289.57	7	146.39	8	1,632.60	4	90.87	8	75.47	18	688.53	14	978.96	4	204.47	18	2,473.26	8
Anne Arundel	11,709.52	12	360.10	6	794.80	17	4,734.93	11	329.14	3	192.33	6	1,330.77	11	75.01	12	0.00	23	588.63	18	831.27	13	161.85	22	2,310.68	12
Baltimore City	14,249.73	2	751.52	2	1,106.51	2	4,646.87	15	268.79	10	893.61	1	2,060.69	1	175.47	2	0.44	21	478.58	21	899.24	7	252.35	9	2,715.66	2
Baltimore	12,083.58	10	402.52	4	834.35	13	4,531.63	21	287.18	8	116.34	14	1,450.66	6	89.12	9	138.12	1	493.31	20	848.04	11	289.22	7	2,621.09	4
Calvert	11,710.84	11	291.94	11	698.99	11	5,063.81	8	139.12	24	61.38	21	1,409.82	8	67.27	15	76.47	17	756.25	10	987.99	3	188.47	20	1,969.34	23
Caroline	10,958.42	22	288.07	13	773.85	20	4,730.98	12	157.31	20	194.11	5	1,003.86	22	111.96	6	105.66	11	692.71	13	670.98	24	137.64	24	2,091.30	20
Carroll	11,294.53	16	187.67	24	854.09	12	4,532.01	20	283.38	9	66.41	20	1,117.20	17	47.87	21	113.05	8	745.50	11	916.06	6	211.74	17	2,219.55	14
Cecil	11,033.54	19	269.67	14	896.16	10	4,456.35	22	145.90	23	117.21	13	1,403.08	10	61.31	17	99.57	12	589.46	17	740.53	23	229.65	12	2,024.66	22
Charles	11,194.35	17	311.00	7	787.02	18	4,655.22	14	154.40	21	77.44	19	1,131.12	16	117.10	5	98.90	13	879.81	5	896.04	8	228.33	13	1,857.98	24
Dorchester	11,610.49	15	297.53	9	1,027.39	3	4,740.84	10	239.14	12	204.81	3	1,089.76	19	84.89	10	98.02	14	719.23	12	814.53	16	218.99	15	2,065.35	21
Fredrick	10,991.87	21	223.55	21	780.44	19	4,676.74	13	296.17	5	43.77	24	1,109.49	18	57.92	19	122.00	3	425.91	24	886.73	9	271.90	6	2,097.25	19
Garrett	12,211.70	9	376.98	5	626.98	24	5,132.51	6	150.74	22	107.02	15	989.95	24	161.82	3	113.82	6	959.85	3	969.64	5	236.01	11	2,406.37	10
Harford	11,631.37	14	289.73	12	683.69	22	4,561.91	17	227.37	14	87.52	17	1,188.81	14	43.09	24	85.14	15	793.25	8	765.85	18	313.62	4	2,591.38	5
Howard	13,530.15	5	201.76	23	1,009.16	5	5,683.77	3	355.92	2	60.39	22	1,744.36	2	54.39	20	116.73	4	673.20	15	750.68	22	390.45	2	2,489.36	6
Kent	13,558.55	4	601.52	2	1,150.97	1	5,375.78	4	224.12	15	139.95	11	1,405.54	9	99.41	7	1.25	20	1,068.35	1	1,052.84	2	307.38	5	2,131.46	18
Montgomery	13,873.62	3	260.57	15	947.39	6	5,781.62	2	165.32	18	79.46	18	1,663.63	3	74.87	13	0.11	22	602.13	16	825.02	14	223.77	14	3,249.73	1
Prince George's	12,314.01	8	478.84	3	834.16	14	4,455.60	23	159.89	19	390.34	2	1,429.27	7	79.28	11	115.56	5	764.50	9	856.80	10	263.98	8	2,485.79	7
Queen Anne's	11,022.32	20	242.80	18	655.69	23	4,577.46	16	173.65	17	95.49	16	1,153.93	15	63.36	16	83.60	16	828.75	7	753.90	21	201.84	19	2,191.85	15
St. Mary's	10,952.69	23	209.45	22	899.57	9	4,291.49	24	195.13	16	56.33	23	1,091.99	20	60.51	18	107.58	9	844.22	6	818.44	15	213.33	16	2,164.66	16
Somerset	12,917.73	6	244.09	17	930.87	7	5,315.71	5	228.03	13	145.10	10	1,194.11	13	205.70	1	113.73	7	975.66	2	773.18	17	340.11	3	2,451.44	9
Talbot	10,904.97	24	256.29	16	912.03	8	4,534.62	19	295.95	6	152.16	7	993.34	23	45.94	23	0.00	23	440.42	22	761.38	19	240.20	10	2,272.63	13
Washington	11,106.58	18	298.72	8	828.94	15	4,559.18	18	309.54	4	145.40	9	1,015.83	21	74.15	14	21.32	19	438.69	23	847.08	12	415.38	1	2,152.33	17
Wicomico	11,648.79	13	295.22	10	821.68	16	4,809.15	9	266.02	11	123.91	12	1,226.74	12	150.20	4	105.71	10	574.53	19	755.80	20	184.43	21	2,335.39	11
Worcester	14,866.42	1	231.19	20	1,019.63	4	6,343.37	1	485.46	1	197.27	4	1,595.33	5	47.01	22	131.40	2	886.21	4	1,116.20	1	142.71	23	2,670.64	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: 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	396.25	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	1,997.04	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	11,319.65	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	11,440.69	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
Hanford	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	2,561.96	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	680.99	23	4,647.47	15	207.02	17	98.20	16	1,132.53	17	62.14	18	83.40	15	782.83	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, state share of teachers' retirement, 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		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	\$ 12,267.51		\$ 358.38		\$ 890.23		\$ 4,947.49		\$ 232.67		\$ 205.11		\$ 1,382.94		\$ 103.03		\$ 70.12		\$ 598.65		\$ 870.58		\$ 256.97		\$ 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	1	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	850.60	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	1,699.35	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
Harford	10,886.13	18	291.33	13	668.20	22	4,492.70	19	228.98	17	74.08	19	1,038.39	17	41.76	24	87.07	15	709.35	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	117.87	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	10,736.38	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	843.60	24	60.49	20	0.00	23	517.21	20	832.68	16	244.50	10	2,037.80	16
Washington	10,652.58	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 Transpor- tation		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	5	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	288.76	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	976.88	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, state share of teachers' retirement, 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		Administration		Mid-level Administration		Instructional Salaries and Wages		Textbooks and Instructional Supplies		Other Instructional Costs		Special Education		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	10,690.12	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	2,444.78	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	890.16	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	698.76	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.

**Exhibit 7.1  
Revenue Sources for Public Schools in Fiscal 2014**

County	Federal			State			Local			Ranking by Percent State				Ranking by Percent Local														
	Federal	State	Local	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.	15.	16.	17.	18.	19.	20.	21.	22.	23.	24.	
Allegany	6.9%	68.6%	24.5%	Caroline	74.5%	Worcester	70.8%																					
Anne Arundel	3.7%	38.0%	58.3%	Baltimore City	72.6%	Talbot	65.1%																					
Baltimore City	8.2%	72.6%	19.2%	Wicomico	70.5%	Montgomery	63.4%																					
Baltimore	4.5%	46.0%	49.4%	Somerset	68.6%	Howard	62.7%																					
Calvert	3.5%	44.5%	52.0%	Allegany	63.0%	Anne Arundel	58.3%																					
Caroline	5.1%	74.5%	20.5%	Dorchester	62.0%	Kent	56.2%																					
Carroll	3.3%	46.6%	50.2%	Washington	58.5%	Queen Anne's	52.6%																					
Cecil	4.2%	57.6%	38.2%	Prince George's	57.6%	Calvert	52.0%																					
Charles	4.1%	51.0%	44.8%	Cecil	51.8%	Carroll	50.2%																					
Dorchester	6.1%	63.0%	30.9%	St. Mary's	51.0%	Baltimore	49.4%																					
Frederick	3.6%	50.7%	45.7%	Charles	50.7%	Garrett	48.2%																					
Garrett	6.1%	45.7%	48.2%	Frederick	48.8%	Harford	46.9%																					
Harford	4.3%	48.8%	46.9%	Harford	46.6%	Frederick	45.7%																					
Howard	2.5%	34.9%	62.7%	Carroll	46.0%	Charles	44.8%																					
Kent	5.6%	38.2%	56.2%	Baltimore	45.7%	St. Mary's	43.2%																					
Montgomery	3.2%	33.5%	63.4%	Garrett	44.5%	Cecil	38.2%																					
Prince George's	5.9%	58.5%	35.6%	Calvert	41.9%	Prince George's	35.6%																					
Queen Anne's	5.5%	41.9%	52.6%	Queen Anne's	38.2%	Washington	33.1%																					
St. Mary's	5.0%	51.8%	43.2%	Kent	38.0%	Dorchester	30.9%																					
Somerset	7.5%	70.5%	22.0%	Anne Arundel	34.9%	Allegany	24.5%																					
Talbot	4.9%	30.0%	65.1%	Howard	33.5%	Somerset	22.0%																					
Washington	5.0%	62.0%	33.1%	Montgomery	30.0%	Wicomico	22.0%																					
Wicomico	6.0%	72.0%	22.0%	Talbot	25.1%	Caroline	20.5%																					
Worcester	4.1%	25.1%	70.8%	Worcester	49.0%	Baltimore City	19.2%																					
<b>Total</b>	<b>4.6%</b>	<b>49.0%</b>	<b>46.3%</b>																									

Source: Local School Budgets, Department of Legislative Services

Exhibit 7.2

Per Pupil Revenues for Public Schools in Fiscal 2014

County	Federal	State	Local	Misc.	Total	Ranking by Total Per Pupil Funding
Allegany	\$1,023	\$10,104	\$3,566	\$43	\$14,736	1. Worcester
Anne Arundel	502	5,111	7,812	39	13,464	2. Baltimore City
Baltimore City	1,389	12,274	3,212	29	16,904	3. Somerset
Baltimore	634	6,423	6,808	96	13,960	4. Montgomery
Calvert	483	6,149	7,147	25	13,804	5. Howard
Caroline	666	9,805	2,563	130	13,165	6. Kent
Carroll	431	6,135	6,494	114	13,175	7. Prince George's
Cecil	539	7,348	4,823	50	12,760	8. Allegany
Charles	581	7,165	6,227	71	14,045	9. Garrett
Dorchester	836	8,642	4,068	173	13,718	10. Charles
Frederick	470	6,680	5,902	119	13,171	11. Baltimore
Garrett	883	6,568	6,921	13	14,385	12. Calvert
Harford	557	6,306	5,969	91	12,923	13. Dorchester
Howard	381	5,413	9,618	120	15,533	14. Anne Arundel
Kent	866	5,910	8,620	75	15,471	15. Wicomico
Montgomery	493	5,227	9,817	83	15,619	16. Carroll
Prince George's	887	8,763	5,215	126	14,991	17. Frederick
Queen Anne's	688	5,285	6,441	190	12,604	18. Caroline
St. Mary's	623	6,426	5,318	40	12,407	19. Washington
Somerset	1,195	11,294	3,475	52	16,016	20. Harford
Talbot	618	3,782	8,178	15	12,594	21. Cecil
Washington	650	8,126	4,296	37	13,109	22. Queen Anne's
Wicomico	793	9,495	2,813	92	13,193	23. Talbot
Worcester	709	4,286	12,048	44	17,086	24. St. Mary's
<b>Total</b>	<b>\$679</b>	<b>\$7,169</b>	<b>\$6,693</b>	<b>\$83</b>	<b>\$14,624</b>	

Source: Local School Budgets, Department of Legislative Services

**Harford County Public Schools**  
**Unadjusted Enrollment at September 30, 2013**

<b>Enrollment by School Level</b>	
Elementary	17,638
Middle	8,552
High	11,540
John Archer	112
<b>Total</b>	<b>37,842</b>

<b>Enrollment by School</b>	
<b>Elementary School</b>	<b>Enrollment</b>
Abingdon	832
Bakerfield	392
Bel Air	516
Church Creek	787
Churchville	378
Darlington	131
Deerfield	803
Dublin	301
Edgewood	421
Emmorton	551
Forest Hill	492
Forest Lakes	482
Fountain Green	521
George D. Lisby	425
Hall's Crossroads	507
Havre de Grace	402
Hickory	687
Homestead	900
Jarrettsville	460
Joppatowne	596
Magnolia	490
Meadowvale	551
Norrisville	182
North Bend	360
North Harford	421
Prospect Mill	558
Red Pump	688
Ring Factory	557
Riverside	520
Roye-Williams	540
Wm. Paca	805
Wm. S. James	421
Youth's Benefit	961
<b>Total Elementary</b>	<b>17,638</b>
<b>Middle School</b>	<b>Enrollment</b>
Aberdeen	1,115
Bel Air	1,285
Edgewood	1,103
Fallston	874
Havre de Grace	541
Magnolia	715
North Harford	974
Patterson Mill	684
Southampton	1,261
<b>Total Middle</b>	<b>8,552</b>
<b>High School</b>	<b>Enrollment</b>
Aberdeen	1,418
Bel Air	1,655
C. Milton Wright	1,401
Edgewood	1,280
Fallston	1,072
Harford Technical	1,012
Havre de Grace	583
Joppatowne	761
North Harford	1,358
Patterson Mill	919
Alternative Education	81
<b>Total High</b>	<b>11,540</b>

## Harford County Public Schools Insurance Summary FY2014

Type of Coverage	Name of Company	Policy Number	Policy Period	Limits
Workers Compensation	MABE Group Self-Insurance Fund	N/A	7/1/13-6/30/14	Statutory up to \$400,000
Excess Workers Compensation	Safety National	SP 4049064	7/1/13-6/30/14	Statutory excess of \$400,000
Comprehensive General Liability	MABE Group Insurance Pool	N/A	7/1/13-6/30/14	\$100,000 per occurrence \$1 million per occurrence should sovereign immunity be abrogated
Personal Injury Liability	MABE Group Insurance Pool	N/A	7/1/13-6/30/14	\$100,000 per occurrence \$1 million per occurrence should sovereign immunity be abrogated
Automobile Liability	MABE Group Insurance Pool	N/A	7/1/13-6/30/14	\$100,000 combined single limit \$1 million combined single limit for Bus Contractors
Personal Injury Protection	MABE Group Insurance Pool	N/A	7/1/13-6/30/14	\$2,500 per covered person for any one accident
Automobile Physical Damage	MABE Group Insurance Pool	N/A	7/1/13-6/30/14	Actual cash value
Garage Keepers Liability	MABE Group Insurance Pool	N/A	7/1/13-6/30/14	\$100,000 per loss
Criminal Proceeding and Intentional Conduct Defense Reimbursement	MABE Group Insurance Pool	N/A	7/1/13-6/30/14	\$50,000 per covered person \$100,000 annual aggregate
Property and Boiler and Machinery	MABE Group Insurance Pool	N/A	7/1/13-6/30/14	\$500,000 per occurrence
Excess Property	APIP	APIP101654-020	7/1/13-6/30/14	\$1 billion per occurrence excess of \$500,000
Excess Boiler and Machinery	Federal Insurance Company	764312269	7/1/13-6/30/14	\$100 million per occurrence excess of \$100,000
Crime	Travelers Casualty and Surety Axis Insurance Company	105957875 MON719382012013	7/1/13-6/30/14 7/1/13-6/30/14	\$2,500,000 per loss \$2,500,000 excess of \$Travelers
School Board Legal Liability	MABE Group Insurance Pool	N/A	7/1/13-6/30/14	\$250,000 per occurrence \$5 million per occurrence should sovereign immunity be abrogated
School Board Legal Liability Reinsurance	United Educators Insurance	RCN2013043071	7/1/13-6/30/14	\$5,000,000 per occurrence excess of \$250,000
Catastrophic Student Accident	AIG	SRG 0009100979	8/01/13-8/01/14	\$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 2014-2015**

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 2014-2015**

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

**Harford County Public Schools**  
**Salary Schedule for Twelve Month AFSCME Employees**  
**Fiscal Year 2014-2015**

GRADE	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

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 2014-2015**

	1	2	3	4	5	6	7	8	9	10
<b>General Worker</b>										
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
<b>General Worker</b>										
6 Hours	13,081	13,473	13,876	14,294	14,723	15,164	15,620	16,088	16,570	17,067
<b>General/Lead Worker</b>										
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
<b>Cook</b>										
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 2014-2015										
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 or 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, 2014**

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, 2014**

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	\$58,524	\$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 2014-2015**

STEP	GRADE A <small>(former Grade A &amp; B)</small>	GRADE B <small>(former Grade C &amp; D)</small>	GRADE C <small>(former Grade E &amp; F)</small>	GRADE D <small>(former Grade G &amp; H)</small>	GRADE E <small>(former Grade I &amp; J)</small>	GRADE F <small>(former Grade K &amp; L)</small>	GRADE G <small>(former Grade M &amp; N)</small>	GRADE H <small>(former Grade O &amp; P)</small>	GRADE I <small>(former Grade Q &amp; R)</small>	GRADE J <small>(former Grade S &amp; T)</small>
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.



<b>Harford County Public Schools</b> <b>Salary Schedule for Non-Certificated Behavior Specialists</b> <b>Fiscal Year 2014-2015</b>	
<b>STEP</b>	<b>Technicians</b>
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

<b>Harford County Public Schools</b>	
<b>Salary Schedule for Food Service Managers</b>	
<b>2014-2015</b>	
	<b>2012-2013</b>
<b>Manager I</b>	<b>\$30,626</b>
<b>Manager II</b>	<b>\$32,650</b>

In addition to the salary schedule above, non-certificated Administrative, Technical, and Supervisory 10-month employees shall receive longevity increments as follows:

<b>After (#) Years of Service</b>	<b>Longevity Increment</b>
19	\$1,500
24	\$1,875
29	\$2,000
34	\$2,250
39	\$2,500
44	\$2,500
49	\$2,500

**Harford County Public Schools**  
**Salary Schedule for Twelve Month Clerical,**  
**School Bus Driver Instructors, and Transportation Specialists**  
**Fiscal Year 2014-2015**

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 2014-2015**

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 of 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.

<b>Harford County Public Schools Salary Schedule for Paraeducators Fiscal Year 2014-2015</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>	
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 2014-2015**

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 2014-2015**

<b>STEP</b>	<b>Technicians</b>
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,  
Translitterators, and Braille Technicians  
Fiscal Year 2014-2015**

<b>STEP</b>	<b>Interpreters, Translitterators, and Braille Technicians</b>
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, Translitterators, 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 2014-2015**

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

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  
**Extra Duty Compensation - FY 2014-15**

High School Sports - 103-XXX-001-281-51170						
SPORT	Varsity	Jr. Varsity	Varsity	JV	ASST.	TOTAL
	Head	Head	Asst.	Asst.		
Athletic Director		5910				5910
Baseball	2605	1953	1744	0	0	6302
Basketball (B/G)	3309	2483	2216	0	0	8008
Basketball/SFL	600	0	400	0	0	1000
Bocce Ball/SFL	600	0	400	0	0	1000
Bowling/SFL	600	0	400	0	0	1000
Cheerleading-Fall	2507	1881	0	0	0	4388
Cheerleading-Winter	2507	1881	0	0	0	4388
Cross Country (B/G)	2245	0	0	0	0	2245
Field Hockey	2605	1953	1744	0	0	6302
Football	3659	2744	2 @ 2452	1832	0	13139
Golf	1413	0	0	0	0	1413
Lacrosse (B/G)	2605	1953	2 @ 1744	1303	0	9349
Soccer (B/G)	2605	1953	1744	0	0	6302
Softball	2605	1953	1744	0	0	6302
Swimming (B/G)	2605	0	1744	0	0	4349
Tennis	2245	1684	1504	0	0	5433
Track/Field (B/G)	2605	1953	1744	0	0	6302
Volleyball (B/G)	2605	1953	0	0	0	4558
Wrestling	3309	2483	2216	0	0	8008

Secondary Extracurricular Activities 103-XXX-001-280-51170					
	High/Middle/Elementary				
	HS	MS	ES	MS	ES
Destination ImagiNation***	1276	1276	1276	1276	1276
Dramatics**	**2254	1511	744		
FFA, VICA, DECA, HOSA, SADD, STARS	1276	854	0		
Forensics	1316	881	0		
Future Teachers Club	1276	854	0		
Intramural Director	2100	1787	0		
Intramural Assistant	1267	1127	0		
Maryland Engineering Challenge	1276	1276	1276		
Math Counts	919	919	0		
National Honor Society	1276	1160	0		
Newspaper	1316	881	0		
School Literary Publication	1223	820	403		
Student Council Advisor	1378	1180	456		
Yearbook	1316	881	0		

High School		
Band	2200	0
Envirothon	1378	0
FBLA	1276	0
Foreign Language NHS*	*1276	0
It's Academic	1276	0
Majorette Advisor/Coach	1053	0
Prom	1319	0
Senior Class Sponsor	1373	0
Vocal/Orchestra	1699	0
Mock Trial Sponsor	1263	0
College Readiness Coordinator ****	1263	0

\* 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.

\*\*\* One allotted stipend per school if more than one team the stipend must be split e.g., DI and Odyssey of the Mind.

\*\*\*\*One allotted stipend (paid in the spring) per school if more than one person the stipend must be split and a Shared Responsibility - Activity Form must be completed.

Longevity increments of \$100 shall be provided after the fifth (5th) year, \$200 after the tenth (10th) year, and \$300 after the fifteenth (15th) year of service in the same activity.

Stipends for Department Chairpersons				
High School and Middle School				
Effective July 1, 2014				
	3 to 5 F.T.E.	5 to 8 F.T.E.	8 or More F.T.E.	
	Teachers	Teachers	Teachers	Teachers
Year 1	\$1,139	\$1,574		\$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, 2014				
	Schools with up to 18 Teachers	Schools with 18 Teachers or More		
Year 1	\$1,574		\$1,921	
Year 2	\$1,745		\$2,098	
Years 3 & Beyond	\$2,098		\$2,445	