

Statistical Section

<u>Sources of Revenue - Fiscal 2003 through Fiscal 2016</u>	397
<u>Revenue from County Sources - Fiscal 1990 through Fiscal 2016</u>	398
<u>Unrestricted Fund - Fiscal 1990 through Fiscal 2016</u>	399
<u>HCPS Other Data - Fiscal 1998 through Fiscal 2015</u>	400
<u>HCPS School Allocation of Materials Fiscal 2015 and Fiscal 2016</u>	401
<u>Maryland Public Schools, Cost per Pupil - School Year 2012-2013</u>	402
<u>Maryland Public Schools, Cost per Pupil - School Year 2011-2012</u>	403
<u>Maryland Public Schools, Cost per Pupil - School Year 2010-2011</u>	404
<u>Maryland Public Schools, Cost per Pupil - School Year 2009-2010</u>	405
<u>Maryland Public Schools, Cost per Pupil - School Year 2008-2009</u>	406
<u>Revenue Sources for Maryland Public Schools - Fiscal Year 2014</u>	407
<u>Per Pupil Revenues for Maryland Public Schools - Fiscal 2014</u>	408
<u>School Enrollment - September 30, 2014</u>	409
<u>Insurance Summary</u>	410

Salary Schedules for Fiscal 2016

<u>Salary Schedule for Administrative and Supervisory Personnel</u>	411
<u>Salary Schedule for Administrative and Supervisory Personnel (10 month)</u>	412
<u>Salary Schedule for Executive Personnel</u>	413
<u>Salary Schedule for Twelve Month AFSCME Employees</u>	414
<u>Salary Schedule for Food Service Employees</u>	415
<u>Salary Schedule for School Bus Drivers and Attendants</u>	416
<u>Salary Schedule for Teachers (190 Days)</u>	417
<u>Salary Schedule for Teachers (210 Days)</u>	418
<u>Salary Schedule for Non-Certified Admin, Technical and Supervisory Prof</u>	419
<u>Salary Schedule for Food Service Managers</u>	420
<u>Salary Schedule for Clerical Personnel (10 month & 12 month)</u>	421
<u>Salary Schedule for Paraeducators</u>	422
<u>Salary Schedule for Registered Nurses and Team Nurses</u>	423
<u>Salary Schedule for Technicians</u>	424
<u>Salary Schedule for Interpreters, Transliterators, and Braille Technicians</u>	425
<u>Salary Schedule for Inclusion Helpers</u>	426
<u>Salary Schedule for Extra Duty Compensation</u>	427
<u>Salary Schedule for Compensation for Department Chairs</u>	428

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 2016	228,208,971	2.0%	194,335,044	0.2%	390,000	-10.0%	3,529,035	-37.6%	4,750,000	-14.2%	\$431,213,050
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%	\$429,213,784
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%	\$425,966,826
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%	\$429,811,597
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%	\$435,605,566
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%	\$416,290,452
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%	\$418,841,604
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%	\$415,169,293
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%	\$406,342,669
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%	\$374,968,109
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%	\$340,363,574
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%	\$296,782,657
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%	\$278,597,977
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%	\$260,676,777

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 2016	431,213,050	0.5%	31,966,861	1.8%	\$463,179,911	0.6%
Actual 2015	429,213,784	0.8%	31,402,459	5.6%	\$460,616,243	1.1%
Actual 2014	425,966,826	-0.9%	29,727,813	-3.0%	\$455,694,639	-1.0%
Actual 2013	429,811,597	-1.3%	30,645,648	6.5%	\$460,457,245	-0.8%
Actual 2012	435,605,566	4.6%	28,787,162	-30.8%	\$464,392,728	1.4%
Actual 2011	416,290,452	-0.6%	41,571,808	23.4%	\$457,862,260	1.2%
Actual 2010	418,841,604	0.9%	33,693,057	38.3%	\$452,534,661	3.0%
Actual 2009	415,169,293	2.2%	24,357,891	0.3%	\$439,527,184	2.1%
Actual 2008	406,342,669	8.4%	24,282,064	-4.5%	\$430,624,733	7.6%
Actual 2007	374,968,109	10.2%	25,418,136	8.0%	\$400,386,245	10.0%
Actual 2006	340,363,574	14.7%	23,534,721	8.9%	\$363,898,295	14.3%
Actual 2005	296,782,657	6.5%	21,605,636	-3.7%	\$318,388,293	5.8%
Actual 2004	278,597,977	6.9%	22,428,931	-17.0%	\$301,026,908	4.6%
Actual 2003	260,676,777	5.6%	27,021,789	14.9%	\$287,698,566	6.4%

**Harford County Public Schools
Unrestricted Funds**

**Revenue from County Sources
FY 1990 - FY 2016**

Fiscal Year	Actual Revenue	Increase From Previous Year	Percent Increase	Percent of Unrestricted Funds
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	\$223,667,302	\$2,366,573	1.1%	52.1%
2016 Budget	\$228,208,971	\$4,541,669	2.0%	52.9%

*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**

Total Revenue FY 1990 - FY 2016			
Fiscal Year	Actual Revenue	Increase From Previous Year	Percent Increase
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	\$429,213,784	\$3,246,958	0.8%
2016 Budget	\$431,213,050	\$1,999,266	0.5%

** 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 - 2015

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
2015	32,944	1,484,007	3,385,988

HARFORD COUNTY PUBLIC SCHOOLS

School Allocations

Per Pupil Supply Allocations	2014-2015			2015-2016		
	Elementary School	Middle School	High School	Elementary School	Middle School	High School
MID-LEVEL ADMINISTRATION (102)						
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
TEXTBOOKS & CLASSROOM SUPPLIES (104)						
Materials of Instruction - Regular Program	51.00	49.00	62.00	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	9.00	9.00	15.00	9.00	9.00	15.00
Paper, Toner and Ink	19.00	18.00	17.00	19.00	18.00	17.00
Textbooks	22.00	25.00	32.00	22.00	25.00	32.00
OTHER INSTRUCTIONAL COSTS (105)						
Copier Lease	17.00	11.00	10.00	17.00	11.00	10.00
Equipment - Instructional	6.00	7.00	8.00	6.00	7.00	8.00
HEALTH SERVICES (108)						
Health Supplies	2.00	2.00	2.00	2.00	2.00	2.00
Total Per Pupil Allocation	\$137.00	\$140.00	\$182.00	\$137.00	\$140.00	\$182.00

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

Other Methods	2014-2015			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: 2012 - 2013
(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	\$ 12,684.87		\$369.95		\$864.86		\$ 4,775.80		\$237.52		\$ 239.87		\$ 1,455.96		\$90.51		\$ 75.03		\$ 672.61		\$828.86		\$ 271.34		\$ 2,802.56	
Allegany	12,816.12	8	221.02	21	821.37	14	5,044.14	5	332.51	2	203.61	5	1,599.76	4	84.46	11	93.40	17	718.85	13	949.65	6	184.99	20	2,562.45	10
Anne Arundel	11,859.95	15	357.97	7	774.59	19	4,597.44	13	410.75	1	204.61	4	1,222.38	11	81.45	12	0.00	22	634.25	16	787.54	15	181.06	21	2,607.92	9
Baltimore City	13,823.94	3	807.97	3	1,042.23	5	4,397.23	2	270.02	7	834.83	1	1,970.32	1	190.61	2	0.00	22	536.89	20	824.75	12	176.37	22	2,772.72	7
Baltimore	12,178.97	11	404.63	5	830.12	12	4,384.88	22	255.72	8	132.80	13	1,398.84	9	90.17	10	138.36	5	511.72	22	834.66	10	312.94	6	2,884.14	4
Calvert	12,089.67	12	306.44	13	719.15	21	4,989.89	6	143.71	24	90.90	16	1,444.99	7	80.70	13	87.77	19	860.30	8	926.87	7	200.67	17	2,236.27	21
Caroline	10,982.75	23	321.21	10	788.76	18	4,535.27	17	166.62	23	149.07	9	1,000.29	22	115.08	6	112.93	10	705.64	15	690.22	24	140.86	24	2,256.80	20
Carroll	11,914.39	13	182.66	24	870.61	11	4,583.01	14	315.68	4	67.25	21	1,204.39	14	49.93	21	124.32	7	764.03	11	955.75	4	252.77	10	2,543.98	11
Cecil	11,435.30	20	275.08	15	885.06	10	4,460.60	20	238.15	10	140.27	11	1,429.37	8	65.05	16	99.65	15	620.53	17	735.03	22	277.25	8	2,209.26	22
Charles	11,902.25	14	327.84	8	811.76	16	4,786.21	10	207.36	15	83.66	18	1,152.39	16	135.00	5	106.51	14	963.66	4	950.38	5	238.94	11	2,136.56	23
Dorchester	12,326.36	10	308.15	12	1,073.82	1	4,790.95	9	283.26	6	293.22	3	1,204.56	13	100.61	8	119.26	8	754.48	12	801.70	13	231.02	13	2,365.33	19
Frederick	11,455.84	19	228.02	20	730.06	20	4,682.50	12	174.49	19	45.65	24	1,087.75	20	63.53	18	143.14	4	444.57	24	832.42	11	266.32	9	2,757.39	8
Garrett	13,281.12	6	373.63	6	638.37	23	5,213.92	4	234.02	12	87.03	17	1,078.19	21	173.08	3	151.94	3	1,128.08	1	1,082.26	2	196.88	19	2,903.70	3
Harford	11,718.81	17	292.90	14	679.40	22	4,462.32	19	207.80	14	82.10	19	1,148.30	17	43.45	24	87.64	20	835.12	9	749.62	20	332.97	4	2,797.17	5
Howard	13,621.90	4	215.85	22	1,047.30	3	5,814.33	2	236.07	11	59.49	23	1,740.91	2	55.38	20	118.00	9	708.07	14	727.04	23	389.57	2	2,509.89	13
Kent	13,338.66	5	528.21	2	1,043.25	4	4,959.97	8	183.81	18	170.13	7	1,379.22	10	109.72	7	161.10	1	1,005.53	3	990.85	3	280.45	7	2,526.43	12
Montgomery	13,864.92	2	255.71	16	921.59	7	5,625.41	3	173.44	20	76.37	20	1,635.80	3	71.71	15	0.13	21	592.59	18	786.55	16	221.65	14	3,503.98	1
Prince George's	12,911.23	7	457.56	4	827.26	13	4,213.43	24	184.65	16	508.18	2	1,537.91	6	90.50	9	109.65	13	904.26	6	905.56	8	381.81	3	2,789.46	6
Queen Anne's	10,792.12	24	239.84	18	638.00	24	4,468.68	18	184.45	17	101.72	15	1,089.88	19	61.19	19	88.24	18	829.15	10	772.70	18	197.66	18	2,120.61	24
St. Mary's	11,501.44	18	208.62	23	907.47	8	4,320.82	23	251.44	9	126.93	14	1,113.36	18	77.60	14	111.18	11	886.05	7	797.20	14	212.38	16	2,488.37	15
Somerset	12,758.59	9	458.32	3	1,012.03	6	4,987.10	7	171.95	21	66.11	22	1,171.12	15	243.71	1	110.64	12	1,006.07	2	736.21	21	323.81	5	2,471.51	17
Talbot	11,087.15	22	243.35	17	892.43	9	4,580.31	15	171.91	22	151.13	8	975.48	23	45.60	23	0.00	22	525.81	21	773.66	17	236.75	12	2,490.73	14
Washington	11,391.17	21	321.23	9	790.62	17	4,540.32	16	304.36	5	140.81	10	972.65	24	64.35	17	159.26	2	455.76	23	835.99	9	432.46	1	2,373.36	18
Wicomico	11,774.45	16	316.61	11	816.30	15	4,777.39	11	229.37	13	139.11	12	1,211.39	12	147.75	4	97.59	16	571.97	19	785.93	19	216.63	15	2,484.41	16
Worcester	15,123.82	1	231.37	19	1,056.69	2	6,401.74	1	329.51	3	189.20	6	1,574.84	5	48.11	22	135.12	6	946.39	5	1,135.57	1	154.94	23	2,920.35	2

*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: 2011 - 2012
(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	\$ 12,409.98		\$ 354.42		\$ 877.79		\$ 4,753.74		\$ 223.57		\$ 209.33		\$ 1,445.45		\$ 89.35		\$ 71.79		\$ 653.67		\$ 827.81		\$ 255.91		\$ 2,647.15	
Allegany	12,331.13	8	216.36	21	832.16	14	4,740.30	10	241.60	7	167.78	7	1,634.51	3	84.25	11	77.76	18	712.73	13	950.46	5	194.64	18	2,478.59	9
Anne Arundel	11,630.27	14	348.56	6	774.73	18	4,621.54	14	361.42	2	192.32	5	1,267.16	11	81.01	12	0.00	23	637.84	16	802.54	13	178.03	22	2,365.13	12
Baltimore City	14,045.50	2	732.92	2	1,159.66	1	4,531.04	15	238.79	8	763.52	1	2,005.65	1	187.32	2	1.15	21	536.55	20	821.34	11	189.09	21	2,878.47	2
Baltimore	11,861.16	11	392.92	4	837.41	12	4,378.00	19	237.01	9	96.51	14	1,401.84	8	90.33	9	140.42	2	500.10	22	808.88	12	268.26	7	2,709.47	6
Calvert	12,010.17	10	289.99	13	719.40	21	5,092.33	6	153.13	22	59.39	22	1,428.69	7	75.68	13	84.31	16	822.31	9	1,007.78	2	192.04	20	2,085.11	21
Caroline	11,063.40	20	291.11	12	771.38	19	4,835.31	8	125.04	24	179.75	6	940.50	24	121.35	5	100.69	13	691.15	15	695.10	23	151.89	24	2,160.12	20
Carroll	11,496.75	16	178.74	24	829.68	15	4,503.86	17	319.43	4	68.20	20	1,109.69	17	47.30	22	119.89	5	789.45	11	905.63	7	249.56	9	2,375.34	11
Cecil	10,878.11	22	262.19	15	859.62	9	4,316.55	20	180.71	16	120.95	11	1,382.67	10	64.49	18	101.19	12	598.28	17	687.21	24	239.64	10	2,064.62	23
Charles	11,566.22	15	319.11	8	824.12	16	4,746.01	9	182.30	15	91.37	16	1,130.85	15	121.21	6	102.16	11	934.21	5	871.88	8	228.44	12	2,014.57	24
Dorchester	11,832.90	12	296.40	10	1,047.62	3	4,699.95	12	248.49	6	285.77	3	1,125.09	16	98.21	8	108.68	10	734.56	12	773.72	16	227.72	13	2,186.68	19
Frederick	11,360.53	17	212.47	22	738.42	20	4,717.10	11	211.11	13	44.72	24	1,081.25	19	65.78	17	137.13	3	435.16	24	846.41	9	261.08	8	2,609.91	7
Garrett	13,113.31	5	390.83	5	636.62	23	5,488.92	4	153.53	21	91.57	15	986.05	22	172.76	3	142.42	1	1,078.31	2	979.20	4	226.83	14	2,766.28	4
Harford	11,687.18	13	302.00	9	678.33	22	4,495.02	18	230.30	10	89.34	17	1,133.22	14	42.91	24	87.56	15	824.46	8	761.92	18	332.04	3	2,710.09	5
Howard	13,430.50	4	205.26	23	1,086.05	2	5,675.40	2	282.94	5	57.57	23	1,686.50	2	53.51	20	115.66	7	695.89	14	761.52	19	457.48	2	2,352.74	13
Kent	13,037.12	7	543.12	7	1,029.51	4	5,068.72	7	201.84	14	120.35	12	1,394.09	9	108.46	7	1.63	20	1,083.31	1	986.18	3	297.62	5	2,202.30	18
Montgomery	13,524.86	3	251.58	16	919.66	7	5,548.51	3	176.41	17	85.88	18	1,613.61	5	73.27	14	0.12	22	591.30	18	796.50	14	216.03	15	3,251.99	1
Prince George's	12,292.43	9	447.10	3	832.50	13	4,173.11	24	138.76	23	389.99	2	1,509.62	6	88.84	10	117.04	6	800.11	10	919.93	6	275.80	6	2,599.64	8
Queen Anne's	10,395.48	24	228.82	19	626.27	24	4,248.22	22	169.14	19	81.47	19	1,058.24	20	61.31	19	81.79	17	830.57	7	725.61	21	206.86	17	2,077.17	22
St. Mary's	10,971.32	21	233.10	18	854.03	10	4,231.44	23	173.26	18	60.69	21	1,107.68	18	68.16	16	109.88	9	875.72	6	764.56	17	211.44	16	2,281.36	16
Somerset	13,070.47	6	320.72	7	969.26	6	5,346.85	5	222.24	11	124.10	10	1,215.80	12	188.79	1	112.72	8	1,005.63	3	781.60	15	329.91	4	2,452.83	10
Talbot	10,458.42	23	237.61	17	869.60	8	4,314.34	21	160.78	20	106.09	13	971.80	23	45.07	23	0.00	23	505.11	21	753.98	20	231.56	11	2,262.49	17
Washington	11,353.51	18	286.91	14	841.39	11	4,528.48	16	337.88	3	130.53	8	987.57	21	72.17	15	34.75	19	456.53	23	841.52	10	537.98	1	2,297.81	15
Wicomico	11,316.63	19	294.15	11	780.33	17	4,672.38	13	212.11	12	126.39	9	1,186.05	13	144.76	4	95.97	14	575.34	19	698.72	22	192.43	19	2,337.03	14
Worcester	15,123.71	1	227.40	20	1,025.19	5	6,373.78	1	438.80	1	234.59	4	1,619.24	4	47.38	21	130.02	4	936.22	4	1,085.05	1	152.40	23	2,853.64	3

*Half-time prekindergarten pupils are expressed in full-time equivalents in arriving at per pupil costs

NOTE: Excludes expenditures for adult education, equipment, state share of teachers' retirement, interfund transfers, and outgoing transfers

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	\$ 12,491.06		\$ 365.20		\$ 877.79		\$ 4,883.47		\$ 238.29		\$ 223.90		\$ 1,467.72		\$ 85.65		\$ 70.06		\$ 630.52		\$ 845.40		\$ 213.37		\$ 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	1	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	495.31	20	848.04	11	269.22	7	2,621.09	4
Calvert	11,710.84	11	291.94	11	698.99	21	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	228.65	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	1,099.76	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	969.95	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	4,581.91	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	13,568.55	4	601.52	4	1,150.97	1	5,375.78	4	224.12	15	139.95	11	1,405.54	9	99.41	7	1.25	20	1,066.35	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	498.69	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, state share of teachers' retirement, 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		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	\$ 12,437.49		\$ 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	10,529.98	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	11,524.76	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	11	1,948.74	1	172.20	3	17.91	20	438.13	23	861.23	10	242.53	10	2,319.93	8
Baltimore	12,161.27	9	386.25	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	1,897.04	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
Fredrick	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
Harford	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	2,361.96	6
Howard	13,180.58	6	191.62	24	980.07	5	5,669.22	3	282.41	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	762.83	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	984.18	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	14,683.95	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, 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		\$ 258.97		\$ 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	76.48	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	4	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	1,989.71	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	580.98	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
Gannett	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	10,856.13	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	763.10	7	834.76	15	199.49	17	1,989.34	19
St. Mary's	10,738.38	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	789.90	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	912.05	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, interfund transfers, and outgoing transfers

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

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

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
Total	\$679	\$7,169	\$6,693	\$83	\$14,624	

Source: Local School Budgets, Department of Legislative Services

Harford County Public Schools
Unadjusted Enrollment at September 30, 2014

Enrollment by School Level	
Elementary	17,513
Middle	8,414
High	11,491
John Archer	119
Total	37,537

Enrollment by School	
Elementary School	
	Enrollment
Abingdon	845
Bakerfield	429
Bel Air	496
Church Creek	786
Churchville	382
Darlington	133
Deerfield	786
Dublin	288
Edgewood	447
Emmorton	547
Forest Hill	470
Forest Lakes	462
Fountain Green	477
George D. Lisby	408
Hall's Crossroads	497
Havre de Grace	431
Hickory	706
Homestead	938
Jarrettsville	452
Joppatowne	573
Magnolia	476
Meadowvale	522
Norrisville	185
North Bend	338
North Harford	407
Prospect Mill	580
Red Pump	676
Ring Factory	546
Riverside	477
Roye-Williams	533
Wm. Paca	827
Wm. S. James	403
Youth's Benefit	990
Total Elementary	17,513
Middle School	
	Enrollment
Aberdeen	1,108
Bel Air	1,251
Edgewood	1,064
Fallston	856
Havre de Grace	544
Magnolia	756
North Harford	958
Patterson Mill	665
Southampton	1,212
Total Middle	8,414
High School	
	Enrollment
Aberdeen	1,444
Bel Air	1,668
C. Milton Wright	1,425
Edgewood	1,318
Fallston	1,076
Harford Technical	1,022
Havre de Grace	581
Joppatowne	696
North Harford	1,297
Patterson Mill	871
Alternative Education	93
Total High	11,491

Insurance Summary FY 2016

Type of Coverage	Name of Company	Policy Number	Policy Period	Limits
Workers Compensation	MABE Group Self-Insurance Fund	N/A	7/1/15-6/30/16	Statutory up to \$500,000
Excess Workers Compensation	Safety National	SP 4051376	7/1/15-6/30/16	Statutory excess of \$500,000
Comprehensive General Liability	MABE Group Insurance Pool	N/A	7/1/15-6/30/16	\$100,000 per occurrence \$1 million per occurrence should sovereign immunity be abrogated
Personal Injury Liability	MABE Group Insurance Pool	N/A	7/1/15-6/30/16	\$100,000 per occurrence \$1 million per occurrence should sovereign immunity be abrogated
Automobile Liability	MABE Group Insurance Pool	N/A	7/1/15-6/30/16	\$100,000 combined single limit \$1 million combined single limit for Bus Contractors
Personal Injury Protection	MABE Group Insurance Pool	N/A	7/1/15-6/30/16	\$2,500 per covered person for any one accident
Automobile Physical Damage	MABE Group Insurance Pool	N/A	7/1/15-6/30/16	Actual cash value
Garage Keepers Liability	MABE Group Insurance Pool	N/A	7/1/15-6/30/16	\$100,000 per loss
Criminal Proceeding and Intentional Conduct Defense Reimbursement	MABE Group Insurance Pool	N/A	7/1/15-6/30/16	\$50,000 per covered person \$100,000 annual aggregate
Property and Boiler and Machinery	MABE Group Insurance Pool	N/A	7/1/15-6/30/16	\$500,000 per occurrence
Excess Property	Alliant Property Insurance Program (APIP)	017471589/02	7/1/15-7/01/16	\$1 billion per occurrence excess of \$500,000
Excess Boiler and Machinery	Federal Insurance Company	76431229	7/1/15-6/30/16	\$100 million per occurrence excess of \$100,000
Crime	MABE Group Insurance Pool Travelers Casualty and Surety Axis Insurance Company	N/A 105957875 MNN781566/01/2015	7/1/15-6/30/16 7/1/15-7/01/16 7/1/15-7/01/16	\$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	7/1/15-6/30/16	\$250,000 per occurrence \$5 million per occurrence should sovereign immunity be abrogated
School Board Legal Liability Reinsurance	United Educators Insurance	RCN20150430701	7/1/15-7/01/16	\$4,750,000 per occurrence excess of \$250,000
Catastrophic Student Accident	AIG	SRG 0009100979	8/01/15-8/01/16	\$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 2015-2016

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	\$91,864	\$94,620	\$97,458	\$100,382	\$103,393	\$106,495	\$109,690	\$112,981
2	\$92,782	\$95,566	\$98,433	\$101,386	\$104,427	\$107,560	\$110,787	\$114,111
3	\$93,710	\$96,521	\$99,417	\$102,400	\$105,472	\$108,636	\$111,895	\$115,252
4	\$94,647	\$97,487	\$100,411	\$103,424	\$106,526	\$109,722	\$113,014	\$116,404
5	\$95,594	\$98,462	\$101,415	\$104,458	\$107,592	\$110,819	\$114,144	\$117,568
6	\$96,550	\$99,446	\$102,430	\$105,502	\$108,667	\$111,928	\$115,285	\$118,744
7	\$97,515	\$100,441	\$103,454	\$106,557	\$109,754	\$113,047	\$116,438	\$119,931
8	\$98,490	\$101,445	\$104,488	\$107,623	\$110,852	\$114,177	\$117,603	\$121,131
9	\$99,475	\$102,459	\$105,533	\$108,699	\$111,960	\$115,319	\$118,779	\$122,342
10	\$100,470	\$103,484	\$106,589	\$109,786	\$113,080	\$116,472	\$119,966	\$123,565
11	\$101,475	\$104,519	\$107,654	\$110,884	\$114,211	\$117,637	\$121,166	\$124,801
12	\$102,489	\$105,564	\$108,731	\$111,993	\$115,353	\$118,813	\$122,378	\$126,049
13	\$103,514	\$106,620	\$109,818	\$113,113	\$116,506	\$120,001	\$123,601	\$127,310
14	\$104,549	\$107,686	\$110,917	\$114,244	\$117,671	\$121,201	\$124,838	\$128,583
15	\$105,595	\$108,763	\$112,026	\$115,386	\$118,848	\$122,413	\$126,086	\$129,868
16	\$106,651	\$109,850	\$113,146	\$116,540	\$120,037	\$123,638	\$127,347	\$131,167
17	\$107,717	\$110,949	\$114,277	\$117,706	\$121,237	\$124,874	\$128,620	\$132,479
18	\$108,795	\$112,058	\$115,420	\$118,883	\$122,449	\$126,123	\$129,906	\$133,804
19	\$109,883	\$113,179	\$116,574	\$120,072	\$123,674	\$127,384	\$131,205	\$135,142
20	\$110,981	\$114,311	\$117,740	\$121,272	\$124,910	\$128,658	\$132,518	\$136,493

Harford County Public Schools
Salary Schedule for Administrative and Supervisory Personnel - 10 mo. employees
Fiscal Year 2015-2016

	Assistant Principal Secondary (10 month)	Assistant Principal Elementary (10 month)
STEP 1	\$83,361	\$87,149
STEP 2	\$84,195	\$88,020
STEP 3	\$85,037	\$88,901
STEP 4	\$85,887	\$89,790
STEP 5	\$86,746	\$90,688
STEP 6	\$87,613	\$91,594
STEP 7	\$88,489	\$92,510
STEP 8	\$89,374	\$93,436
STEP 9	\$90,268	\$94,370
STEP 10	\$91,171	\$95,314
STEP 11	\$92,082	\$96,267
STEP 12	\$93,003	\$97,229
STEP 13	\$93,933	\$98,202
STEP 14	\$94,873	\$99,184
STEP 15	\$95,821	\$100,176
STEP 16	\$96,780	\$101,177
STEP 17	\$97,747	\$102,189
STEP 18	\$98,725	\$103,211
STEP 19	\$99,712	\$104,243
STEP 20	\$100,709	\$105,285

Harford County Public Schools

Salary Schedule for Executive Personnel (Annual) - 12 month employees
Fiscal Year 2015-2016

	GRADE K	GRADE L	GRADE M
PA1	\$127,310	\$131,129	\$135,063
PA2	\$131,129	\$135,063	\$139,115
PA3	\$135,063	\$139,115	\$143,288

Harford County Public Schools
Salary Schedule for Twelve Month AFSCME Employees
Fiscal Year 2015-2016

GRADE	STEP									
	1	2	3	4	5	6	7	8	9	10
1	\$24,633	\$25,372	\$26,133	\$26,918	\$27,725	\$28,557	\$29,413	\$30,295	\$31,204	\$32,141
2	\$26,378	\$27,170	\$27,986	\$28,825	\$29,689	\$30,581	\$31,498	\$32,442	\$33,416	\$34,418
3	\$28,121	\$28,964	\$29,833	\$30,727	\$31,650	\$32,599	\$33,577	\$34,585	\$35,622	\$36,691
4	\$29,864	\$30,760	\$31,683	\$32,633	\$33,612	\$34,620	\$35,660	\$36,729	\$37,831	\$38,966
5	\$31,954	\$32,914	\$33,901	\$34,917	\$35,965	\$37,044	\$38,155	\$39,301	\$40,479	\$41,694
6	\$34,053	\$35,074	\$36,126	\$37,211	\$38,327	\$39,477	\$40,661	\$41,879	\$43,137	\$44,431
7	\$36,131	\$37,216	\$38,332	\$39,483	\$40,667	\$41,888	\$43,143	\$44,438	\$45,770	\$47,144
8	\$38,226	\$39,373	\$40,554	\$41,772	\$43,024	\$44,315	\$45,644	\$47,014	\$48,424	\$49,877
9	\$40,664	\$41,883	\$43,140	\$44,434	\$45,767	\$47,140	\$48,554	\$50,011	\$51,510	\$53,056
10	\$43,106	\$44,400	\$45,732	\$47,104	\$48,516	\$49,973	\$51,471	\$53,016	\$54,606	\$56,245
11	\$45,544	\$46,910	\$48,316	\$49,767	\$51,260	\$52,798	\$54,382	\$56,013	\$57,693	\$59,424
12	\$47,985	\$49,426	\$50,908	\$52,436	\$54,008	\$55,629	\$57,298	\$59,016	\$60,788	\$62,611

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 Food Service Employees
Fiscal Year 2015-2016

	1	2	3	4	5	6	7	8	9	10
General Worker										
3 Hours	6,637	6,837	7,041	7,253	7,471	7,695	7,926	8,164	8,408	8,660
3.5 Hours	7,744	7,976	8,215	8,462	8,716	8,977	9,247	9,524	9,809	10,104
General Worker										
6 Hours	13,275	13,674	14,082	14,506	14,941	15,389	15,852	16,327	16,816	17,320
Satellite Kitchen Asst.										
6 Hours	16,356	16,847	17,352	17,846	18,381	18,932	19,500	20,085	20,687	21,308
7 Hours	19,082	19,654	20,244	20,851	21,477	22,121	22,785	23,469	24,173	24,898
Production Center Asst.										
6 Hours	16,638	17,137	17,651	18,180	18,752	19,287	19,866	20,462	21,076	21,708

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
Hourly Wage Schedule for Drivers and Attendants
Fiscal Year 2015-2016

Grade	1	2	3	4	5	6	7	8	9	10
Bus Drivers	\$14.29	\$14.72	\$15.16	\$15.61	\$16.08	\$16.56	\$17.07	\$17.58	\$18.10	\$18.64
Bus Attendants	10.63	10.95	11.28	11.61	11.96	12.32	12.69	13.08	13.47	13.87

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 Certificated Teachers - Effective July 1, 2015

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	\$42,206	N/A	\$44,775	\$46,118	\$42,206
2	\$43,471	N/A	\$46,118	\$47,501	\$43,471
3	\$44,775	N/A	\$47,501	\$48,928	\$44,775
4	\$46,118	\$47,501	\$48,928	\$50,395	\$35,532
5	\$47,501	\$48,928	\$50,395	\$51,906	\$35,753
6	\$48,928	\$50,396	\$51,906	\$53,745	\$35,977
7	\$50,395	\$51,906	\$53,465	\$56,318	\$36,197
8	\$51,906	\$53,465	\$55,068	\$58,460	\$36,421
9	\$53,465	\$55,068	\$56,722	\$60,610	\$36,641
10	\$55,068	\$56,722	\$58,421	\$62,754	\$36,934
11	N/A	\$58,421	\$60,175	\$64,903	\$37,315
12	N/A	\$60,175	\$61,980	\$67,053	\$37,682
13	N/A	\$61,980	\$63,841	\$69,199	\$38,072
14	N/A	\$63,841	\$65,753	\$71,346	\$38,445
15	N/A	\$65,753	\$67,727	\$73,491	\$38,815

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, 2015**

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	\$46,649		\$49,489	\$50,973	\$46,649
2	\$48,047		\$50,973	\$52,501	\$48,047
3	\$49,489		\$52,501	\$54,079	\$49,489
4	\$50,973	\$52,501	\$54,079	\$55,700	\$39,272
5	\$52,501	\$54,079	\$55,700	\$57,370	\$39,517
6	\$54,079	\$55,701	\$57,370	\$59,402	\$39,764
7	\$55,700	\$57,370	\$59,093	\$62,246	\$40,007
8	\$57,370	\$59,093	\$60,865	\$64,614	\$40,254
9	\$59,093	\$60,865	\$62,692	\$66,990	\$40,498
10	\$60,865	\$62,692	\$64,571	\$69,359	\$40,822
11		\$64,571	\$66,510	\$71,735	\$41,243
12		\$66,510	\$68,504	\$74,111	\$41,649
13		\$68,504	\$70,561	\$76,483	\$42,080
14		\$70,561	\$72,675	\$78,856	\$42,492
15		\$72,675	\$74,856	\$81,227	\$42,901

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 2015-2016

STEP	GRADE A	GRADE B	GRADE C	GRADE D	GRADE E	GRADE F	GRADE G	GRADE H	GRADE I	GRADE J
1	\$61,917	\$65,633	\$69,571	\$73,746	\$78,171	\$82,862	\$87,834	\$93,105	\$98,692	\$104,614
2	\$62,537	\$66,290	\$70,268	\$74,485	\$78,955	\$83,693	\$88,715	\$94,038	\$99,681	\$105,662
3	\$63,163	\$66,953	\$70,971	\$75,230	\$79,744	\$84,529	\$89,601	\$94,978	\$100,677	\$106,718
4	\$63,795	\$67,623	\$71,681	\$75,982	\$80,541	\$85,374	\$90,497	\$95,927	\$101,683	\$107,784
5	\$64,433	\$68,299	\$72,397	\$76,741	\$81,346	\$86,227	\$91,401	\$96,886	\$102,700	\$108,862
6	\$65,078	\$68,983	\$73,122	\$77,510	\$82,161	\$87,091	\$92,317	\$97,857	\$103,729	\$109,953
7	\$65,729	\$69,673	\$73,854	\$78,286	\$82,984	\$87,964	\$93,242	\$98,837	\$104,768	\$111,055
8	\$66,387	\$70,371	\$74,594	\$79,070	\$83,815	\$88,844	\$94,175	\$99,826	\$105,816	\$112,165
9	\$67,051	\$71,075	\$75,340	\$79,861	\$84,653	\$89,733	\$95,117	\$100,825	\$106,875	\$113,288
10	\$67,722	\$71,786	\$76,094	\$80,660	\$85,500	\$90,630	\$96,068	\$101,833	\$107,943	\$114,420
11	\$68,400	\$72,504	\$76,855	\$81,467	\$86,356	\$91,538	\$97,031	\$102,853	\$109,025	\$115,567
12	\$69,084	\$73,230	\$77,624	\$82,282	\$87,219	\$92,453	\$98,001	\$103,882	\$110,115	\$116,722
13	\$69,775	\$73,962	\$78,400	\$83,104	\$88,091	\$93,377	\$98,980	\$104,919	\$111,215	\$117,888
14	\$70,473	\$74,702	\$79,185	\$83,937	\$88,974	\$94,313	\$99,972	\$105,971	\$112,330	\$119,070
15	\$71,178	\$75,449	\$79,976	\$84,775	\$89,862	\$95,254	\$100,970	\$107,029	\$113,451	\$120,259
16	\$73,428	\$77,699	\$82,226	\$87,025	\$92,112	\$97,504	\$103,220	\$109,279	\$115,701	\$122,509
17	\$75,678	\$79,949	\$84,476	\$89,275	\$94,362	\$99,754	\$105,470	\$111,529	\$117,951	\$124,759
18	\$77,928	\$82,199	\$86,726	\$91,525	\$96,612	\$102,004	\$107,720	\$113,779	\$120,201	\$127,009
19	\$80,178	\$84,449	\$88,976	\$93,775	\$98,862	\$104,254	\$109,970	\$116,029	\$122,451	\$129,259
20	\$82,428	\$86,699	\$91,226	\$96,025	\$101,112	\$106,504	\$112,220	\$118,279	\$124,701	\$131,509

To be eligible for Steps 16-20, employees must have completed 5 years of satisfactory performance beyond the previous step.

Harford County Public Schools
Salary Schedule for Food Service Managers
2015-2016

STEP	
1	\$31,847
2	\$32,165
3	\$32,487
4	\$32,812
5	\$33,140
6	\$33,471
7	\$33,806
8	\$34,144
9	\$34,486
10	\$34,830
11	\$36,860
12	\$38,890
13	\$40,920
14	\$42,950
15	\$44,980

Harford County Public Schools
Salary Schedule for Twelve Month Clerical,
School Bus Driver Instructors, and Transportation Specialists
Fiscal Year 2015-2016

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	\$23,749	\$25,432	\$27,111	\$28,791	\$30,805	\$32,830	\$34,835	\$36,855	\$39,204	\$41,558	\$43,907	\$46,262
2	\$24,462	\$26,195	\$27,925	\$29,655	\$31,730	\$33,815	\$35,880	\$37,961	\$40,380	\$42,804	\$45,224	\$47,650
3	\$25,196	\$26,981	\$28,763	\$30,545	\$32,681	\$34,830	\$36,956	\$39,100	\$41,591	\$44,088	\$46,581	\$49,080
4	\$25,951	\$27,791	\$29,626	\$31,461	\$33,662	\$35,874	\$38,064	\$40,272	\$42,840	\$45,412	\$47,978	\$50,552
5	\$26,730	\$28,624	\$30,514	\$32,404	\$34,672	\$36,950	\$39,206	\$41,481	\$44,124	\$46,774	\$49,417	\$52,069
6	\$28,067	\$30,055	\$32,039	\$34,025	\$36,405	\$38,797	\$41,167	\$43,554	\$46,331	\$49,112	\$51,889	\$54,672
7	\$29,470	\$31,559	\$33,642	\$35,726	\$38,225	\$40,738	\$43,225	\$45,732	\$48,648	\$51,568	\$54,483	\$57,406
8	\$30,944	\$33,136	\$35,324	\$37,513	\$40,137	\$42,774	\$45,387	\$48,019	\$51,080	\$54,146	\$57,207	\$60,276
9	\$32,490	\$34,759	\$37,090	\$39,389	\$42,144	\$44,913	\$47,656	\$50,420	\$53,634	\$56,854	\$60,067	\$63,290
10	\$34,115	\$36,533	\$38,945	\$41,358	\$44,251	\$47,159	\$50,038	\$52,941	\$56,316	\$59,696	\$63,070	\$66,454

Harford County Public Schools
Salary Schedule for Ten Month Clerical Employees
(Derived from 12 Month Schedule)
Fiscal Year 2015-2016

STEP	GRADE 1	GRADE 2	GRADE 3	GRADE 4	GRADE 5	GRADE 6
1	\$19,791	\$21,194	\$22,593	\$23,993	\$25,671	\$27,358
2	\$20,385	\$21,829	\$23,271	\$24,713	\$26,441	\$28,179
3	\$20,996	\$22,484	\$23,969	\$25,454	\$27,234	\$29,024
4	\$21,626	\$23,159	\$24,688	\$26,217	\$28,051	\$29,895
5	\$22,275	\$23,854	\$25,428	\$27,004	\$28,893	\$30,792
6	\$23,388	\$25,046	\$26,699	\$28,355	\$30,338	\$32,332
7	\$24,558	\$26,298	\$28,035	\$29,772	\$31,855	\$33,948
8	\$25,786	\$27,614	\$29,436	\$31,260	\$33,448	\$35,645
9	\$27,075	\$28,994	\$30,908	\$32,824	\$35,120	\$37,428
10	\$28,429	\$30,444	\$32,454	\$34,465	\$36,875	\$39,299

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.

Harford County Public Schools Salary Schedule for Paraeducators Fiscal Year 2015-2016						
STEP	Paraeducators	Paraeducators with 30 college credits	Paraeducators with 60 college credits	Paraeducators with 90 college credits	Paraeducators with bachelor's degree	
1	\$17,650	\$17,900	\$18,150	\$18,400	\$18,650	
2	\$18,180	\$18,430	\$18,680	\$18,930	\$19,180	
3	\$18,725	\$18,975	\$19,225	\$19,475	\$19,725	
4	\$19,287	\$19,537	\$19,787	\$20,037	\$20,287	
5	\$19,865	\$20,115	\$20,365	\$20,615	\$20,865	
6	\$20,461	\$20,711	\$20,961	\$21,211	\$21,461	
7	\$21,075	\$21,325	\$21,575	\$21,825	\$22,075	
8	\$21,708	\$21,958	\$22,208	\$22,458	\$22,708	
9	\$22,359	\$22,609	\$22,859	\$23,109	\$23,359	
10	\$23,029	\$23,279	\$23,529	\$23,779	\$24,029	
11	\$23,720	\$23,970	\$24,220	\$24,470	\$24,720	
12	\$24,432	\$24,682	\$24,932	\$25,182	\$25,432	
13	\$25,165	\$25,415	\$25,665	\$25,915	\$26,165	
14	\$25,920	\$26,170	\$26,420	\$26,670	\$26,920	
15	\$26,697	\$26,947	\$27,197	\$27,447	\$27,697	

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 Registered Nurses and Team Nurses
Fiscal Year 2015-2016**

STEP	Registered Nurses	Team Nurses
1	\$36,360	\$26,940
2	\$37,451	\$27,718
3	\$38,574	\$28,519
4	\$39,732	\$29,345
5	\$40,924	\$30,195
6	\$42,151	\$31,071
7	\$43,416	\$31,973
8	\$44,718	\$32,902
9	\$46,060	\$33,859
10	\$47,442	\$34,846

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.

**Harford County Public Schools
Salary Schedule for Technicians
Fiscal Year 2015-2016**

STEP	Technicians
1	\$21,170
2	\$21,806
3	\$22,460
4	\$23,134
5	\$23,828
6	\$24,542
7	\$25,278
8	\$26,037
9	\$26,818
10	\$27,623
11	\$28,451
12	\$29,305
13	\$30,183
14	\$31,090
15	\$32,022

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,
Transliterator, and Braille Technicians
Fiscal Year 2015-2016**

STEP	Interpreters, Transliterator, and Braille Technicians
1	\$30,844
2	\$31,769
3	\$32,722
4	\$33,704
5	\$34,715
6	\$35,756
7	\$36,829
8	\$37,934
9	\$39,072
10	\$40,244
11	\$41,451
12	\$42,694
13	\$43,976
14	\$45,295
15	\$46,654

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, Transliterator, 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 2015-2016

STEP	Inclusion Helpers
1	\$14,668
2	\$15,107
3	\$15,560
4	\$16,026
5	\$16,507
6	\$17,002
7	\$17,512
8	\$18,049
9	\$18,587
10	\$19,138

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
Fiscal Year 2015-2016**

Specific Activities	Head	Jr. Varsity Head	Varsity Assistant	General Activities	Compensation - High School	Compensation - Middle School	Compensation - Elementary
Athletic Director	\$5,969	\$0	\$0	General Activities	\$2,121	\$1,305	\$0
Football	\$3,696	\$2,772	\$2,477	Secondary Intramural Director	\$1,279	\$1,138	\$0
Basketball (Boys)	\$3,342	\$2,507	\$2,238	Secondary Intramural Director/Asst.	\$2,222	\$0	\$0
Basketball (Girls)	\$3,342	\$2,507	\$2,238	High School Band	\$1,716	\$0	\$0
Wrestling	\$3,342	\$2,507	\$2,238	High School Vocal/Orchestra	\$1,329	\$890	\$0
Track/Field (Boys)	\$2,631	\$1,973	\$1,762	Yearbook/Forensics/H.S. Newspaper	\$2,277	\$1,526	\$752
Track/Field (Girls)	\$2,631	\$1,973	\$1,762	Dramatics**	\$1,235	\$828	\$407
Soccer (Boys)	\$2,631	\$1,973	\$1,762	School Literary Publication	\$1,064	\$0	\$0
Soccer (Girls)	\$2,631	\$1,973	\$1,762	Majorette - Advisor/Coach	\$1,332	\$0	\$0
Baseball	\$2,631	\$1,973	\$1,762	Prom	\$1,391	\$1,191	\$460
Field Hockey	\$2,631	\$1,973	\$1,762	Student Council Advisor	\$1,288	\$0	\$0
Lacrosse (Boys)	\$2,631	\$1,973	\$1,762	FBLA	\$1,288	\$0	\$0
Lacrosse (Girls)	\$2,631	\$1,973	\$1,762	It's Academic	\$1,386	\$0	\$0
Softball	\$2,631	\$1,973	\$1,762	Senior Class Sponsor	\$1,288	\$1,288	\$1,288
Swimming (Boys)	\$2,631	\$0	\$1,761	Destination Imagination	\$1,288	\$1,288	\$1,288
Swimming (Girls)	\$2,631	\$0	\$1,761	Maryland Engineering Challenge	\$288	\$928	\$0
Tennis	\$2,268	\$1,701	\$1,519	Math Counts	\$1,288	\$1,172	\$0
Cross Country (Boys)	\$2,268	\$0	\$0	National Honor Society	\$1,288	\$0	\$0
Cross Country (Girls)	\$2,268	\$0	\$0	Foreign Language Nat'l Honor Soc.*	\$1,288	\$863	\$0
Volleyball (Boys)	\$2,631	\$1,973	\$0	SADD, FFA, VICA, DECA, and HOSA	\$1,391	\$0	\$0
Volleyball (Girls)	\$2,631	\$1,973	\$0	Envirothon	\$1,288	\$863	\$0
Golf	\$1,427	\$0	\$0	Future Teachers Club	\$1,119	\$1,119	\$1,119
Cheerleader - Advisor/Coach Fall	\$2,532	\$0	\$0	Technology Liaisons	\$1,276	\$0	\$0
Cheerleader - Advisor/Coach Winter	\$2,532	\$0	\$0	College Readiness Coordinator	\$1,276	\$0	\$0
Cheerleader - JV Asst./Coach - Fall	\$0	\$1,899	\$0	Mock Trial Sponsor	\$1,276	\$0	\$0
Cheerleader - JV Asst./Coach - Winter	\$0	\$1,899	\$0	Super Users	\$20/hr – Not subject to 16.12 of this agreement		

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 \$1832. One Junior Varsity Assistant position is allocated to each high school for boys lacrosse at \$1303. One Junior Varsity Assistant position is allocated to each high school for girls lacrosse at \$1303.

Longevity increments of \$100 shall be provided after five (5) years, \$200 after ten (10) years, and \$300 after fifteen (15) years of service in the same activity.

*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.

Stipends for Department Chairpersons High School and Middle School Effective July 1, 2015				
	3 to 5 F.T.E.	5 to 8 F.T.E.	8 or More F.T.E.	
	Teachers	Teachers	Teachers	
Year 1	\$1,150	\$1,590	\$1,940	
Year 2	\$1,315	\$1,762	\$2,119	
Years 3 & Beyond	\$1,640	\$2,119	\$2,469	
Stipends for Teachers-in-Charge, Teacher Specialists, Mentors and Helping Teachers Effective July 1, 2015				
	Schools with up to 18 Teachers	Schools with 18 Teachers or More		
Year 1	\$1,590	\$1,940		
Year 2	\$1,762	\$2,119		
Years 3 & Beyond	\$2,119	\$2,469		