

Statistical Section

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Statistical Section

Enrollment at September 30, 2017

Enrollment by School Level	
Elementary	17,585
Middle	8,663
High	11,410
John Archer	122
Total	37,780

Enrollment by School	
Middle School	Enrollment
Aberdeen	1,126
Bel Air	1,366
Edgewood	1,089
Fallston	932
Havre de Grace	557
Magnolia	731
North Harford	910
Patterson Mill	713
Southampton	1,228
Alternative Education	11
Total Middle	8,663

Enrollment by School	
High School	Enrollment
Aberdeen	1,468
Bel Air	1,555
C. Milton Wright	1,460
Edgewood	1,403
Fallston	1,022
Harford Technical	1,010
Havre de Grace	630
Joppatowne	723
North Harford	1,241
Patterson Mill	840
Alternative Education	58
Total High	11,410

Enrollment by School	
Elementary School	Enrollment
Abingdon	826
Bakerfield	410
Bel Air	487
Church Creek	793
Churchville	383
Darlington	103
Deerfield	791
Dublin	236
Edgewood	394
Emmorton	607
Forest Hill	512
Forest Lakes	445
Fountain Green	500
George D. Lisby	417
Hall's Crossroads	504
Havre de Grace	490
Hickory	696
Homestead	974
Jarrettsville	410
Joppatowne	562
Magnolia	535
Meadowvale	515
Norrisville	225
North Bend	375
North Harford	368
Prospect Mill	566
Red Pump	714
Ring Factory	532
Riverside	472
Roye-Williams	498
Wm. Paca	839
Wm. S. James	407
Youth's Benefit	999
Total Elementary	17,585

School Allocations

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

2017-2018		
Elementary School	Middle School	High School
n/a	n/a	10.00
3.00	3.00	5.00
1.00	2.00	4.00
2.00	3.00	4.00
TEXTBOOKS & CLASSROOM SUPPLIES (104)		
51.00	49.00	62.00
5.00	6.00	7.00
n/a	5.00	6.00
9.00	9.00	15.00
19.00	18.00	17.00
13.00	15.00	21.00
OTHER INSTRUCTIONAL COSTS (105)		
17.00	11.00	10.00
15.00	17.00	19.00
HEALTH SERVICES (108)		
2.00	2.00	2.00
\$137.00	\$140.00	\$182.00

2018-2019		
Elementary School	Middle School	High School
n/a	n/a	10.00
3.00	3.00	5.00
1.00	2.00	4.00
2.00	3.00	4.00
TEXTBOOKS & CLASSROOM SUPPLIES (104)		
51.00	49.00	62.00
5.00	6.00	7.00
n/a	5.00	6.00
9.00	9.00	15.00
19.00	18.00	17.00
13.00	15.00	21.00
OTHER INSTRUCTIONAL COSTS (105)		
17.00	11.00	10.00
15.00	17.00	19.00
HEALTH SERVICES (108)		
2.00	2.00	2.00
\$137.00	\$140.00	\$182.00

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

2017-2018		
Elementary School	Middle School	High School
478.00	478.00	478.00
\$478.00	\$478.00	\$478.00

2018-2019		
Elementary School	Middle School	High School
478.00	478.00	478.00
\$478.00	\$478.00	\$478.00

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

2017-2018		
Elementary School	Middle School	High School
<i>School Need and Staffing Level</i>		
n/a	n/a	<i>Prior Yrs Gate Receipts</i>
0.102	0.097	0.097

2018-2019		
Elementary School	Middle School	High School
<i>School Need and Staffing Level</i>		
n/a	n/a	<i>Prior Yrs Gate Receipts</i>
0.102	0.097	0.097

Notes:

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

Revenue

HARFORD COUNTY PUBLIC SCHOOLS Sources of Revenues - Unrestricted Fund											
Fiscal Year	County		State		Federal		Other		Fund Balance		TOTAL
	Funding Level	% Change from Prior Year	Funding Level	% Change from Prior Year	Funding Level	% Change from Prior Year	Funding Level	% Change from Prior Year	Funding Level	% Change from Prior Year	
Budget 2019	245,815,645	3.0%	201,190,128	1.3%	420,000	2.7%	3,338,960	-34.7%	10,902,716	99.5%	\$461,667,449
Actual 2018	238,715,645	2.2%	198,526,233	1.2%	408,977	4.4%	5,114,027	-3.0%	5,466,052	-1.0%	\$448,230,933
Actual 2017	233,534,504	2.3%	196,211,473	1.1%	391,653	-7.5%	5,273,223	2.5%	5,523,746	16.3%	\$440,934,599
Actual 2016	228,208,971	2.0%	193,999,044	0.0%	423,240	-2.4%	5,146,148	-9.0%	4,750,000	-14.2%	\$432,527,403
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

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 2019	461,667,449	3.0%	29,664,021	-0.6%	\$491,331,470	2.8%
Actual 2018	448,230,933	1.7%	29,850,985	-1.6%	\$478,081,918	1.4%
Actual 2017	440,934,599	1.9%	30,351,483	2.7%	\$471,286,082	2.0%
Actual 2016	432,527,403	0.8%	29,539,443	-5.9%	\$462,066,846	0.3%
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%

Harford County Public Schools Unrestricted Funds Total Revenue FY 1990 - FY 2019			
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 ¹	\$278,597,977	\$17,921,200	6.9%
2005 ²	\$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 ³	\$416,290,452	(\$2,551,152)	-0.6%
2012 ⁴	\$435,605,566	\$19,315,114	4.6%
2013	\$429,811,597	(\$5,793,969)	-1.3%
2014	\$425,966,826	(\$3,844,771)	-0.9%
2015	\$429,213,784	\$3,246,958	0.8%
2016	\$432,527,403	\$1,999,266	0.8%
2017	\$440,934,599	\$8,407,196	1.9%
2018	\$448,230,933	\$7,296,334	1.7%
2019 Budget	\$461,667,449	\$13,436,516	3.0%

1 Includes \$6,184,770 of Restricted Funds transferred to Unrestricted.

2 Includes \$850,293 of Restricted Funds transferred to Unrestricted.

3 Operating Budget was reduced by \$6,144,622 transfer of Job Education Program Funds to Restricted.

4 Operating Budget included one time funding of \$8.1 million (\$3.8M OPEB, \$.8M Prem. Holiday & \$3.5M Bonus).

Harford County Public Schools Unrestricted Funds Revenue from County Sources FY 1998 - FY 2019				
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 ¹	\$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 ²	\$206,978,734	\$7,363,934	3.7%	49.9%
2010 ²	\$210,414,800	\$3,436,066	1.7%	50.2%
2011 ²	\$211,067,388	\$652,588	0.3%	50.7%
2012 ³	\$217,782,344	\$6,714,956	3.2%	50.0%
2013	\$219,821,368	\$2,039,024	0.9%	51.1%
2014	\$221,300,729	\$1,479,361	0.7%	52.0%
2015	\$223,667,302	\$2,366,573	1.1%	52.1%
2016	\$228,208,971	\$4,541,669	2.0%	52.8%
2017	\$233,534,504	\$5,325,533	2.3%	53.0%
2018	\$238,715,645	\$5,181,141	2.2%	53.5%
2019 Budget	\$245,815,645	\$7,100,000	3.0%	53.2%

1 Includes \$4,354,186 Social Security Appropriation

2 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.

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

Other Data

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

Exhibit 7.2
Per Pupil Revenues for Public Schools in Fiscal 2018

County	Federal	State	Local	Misc.	Total	<u>Ranking by Total Per Pupil Funding</u>	
Allegany	\$994	\$10,787	\$3,714	\$51	\$15,546	1.	Worcester \$18,312
Anne Arundel	530	5,231	8,431	41	14,233	2.	Somerset 17,945
Baltimore City	1,374	12,104	3,645	88	17,211	3.	Baltimore City 17,211
Baltimore	713	6,801	7,208	77	14,798	4.	Kent 16,524
Calvert	483	6,171	7,808	32	14,493	5.	Montgomery 16,499
Caroline	1,014	10,812	2,596	99	14,521	6.	Prince George's 16,250
Carroll	481	6,099	7,492	179	14,251	7.	Howard 16,238
Cecil	605	8,170	5,525	31	14,331	8.	Dorchester 15,573
Charles	529	7,434	6,728	54	14,746	9.	Allegany 15,546
Dorchester	890	10,260	4,220	203	15,573	10.	Garrett 15,242
Frederick	456	6,703	6,384	148	13,690	11.	Baltimore 14,798
Garrett	824	6,920	7,483	15	15,242	12.	Charles 14,746
Harford	546	6,392	6,472	88	13,498	13.	Wicomico 14,543
Howard	366	5,447	10,321	104	16,238	14.	Caroline 14,521
Kent	885	6,318	9,236	86	16,524	15.	Calvert 14,493
Montgomery	476	5,360	10,599	64	16,499	16.	Cecil 14,331
Prince George's	708	9,626	5,812	103	16,250	17.	Carroll 14,251
Queen Anne's	639	5,404	7,364	184	13,590	18.	Anne Arundel 14,233
St. Mary's	1,139	6,915	5,957	45	14,055	19.	St. Mary's 14,055
Somerset	1,364	12,954	3,596	31	17,945	20.	Washington 13,930
Talbot	794	3,984	8,621	15	13,414	21.	Frederick 13,690
Washington	697	8,763	4,426	43	13,930	22.	Queen Anne's 13,590
Wicomico	881	10,591	2,925	147	14,543	23.	Harford 13,498
Worcester	826	4,195	13,256	36	18,312	24.	Talbot 13,414
Total	\$671	\$7,391	\$7,323	\$83	\$15,467		

Exhibit 7.3
Federal Funding for Public Schools in Fiscal 2018

County	2017 Total Enrollment	Total Federal Aid	Per Pupil	Ranking by Per Pupil Aid	
Allegany	8,191.0	\$8,143,674	\$994	1.	Baltimore City \$1,374
Anne Arundel	80,492.0	42,667,300	530	2.	Somerset 1,364
Baltimore City	76,382.0	104,944,116	1,374	3.	St. Mary's 1,139
Baltimore	109,613.5	78,148,044	713	4.	Caroline 1,014
Calvert	15,455.0	7,458,783	483	5.	Allegany 994
Caroline	5,472.0	5,546,620	1,014	6.	Dorchester 890
Carroll	24,942.0	12,001,258	481	7.	Kent 885
Cecil	14,784.0	8,938,077	605	8.	Wicomico 881
Charles	26,085.0	13,805,040	529	9.	Worcester 826
Dorchester	4,531.0	4,030,559	890	10.	Garrett 824
Frederick	40,857.0	18,624,254	456	11.	Talbot 794
Garrett	3,650.0	3,007,073	824	12.	Baltimore 713
Harford	36,885.0	20,136,739	546	13.	Prince George's 708
Howard	55,507.0	20,314,215	366	14.	Washington 697
Kent	1,866.0	1,651,821	885	15.	Queen Anne's 639
Montgomery	157,131.0	74,779,459	476	16.	Cecil 605
Prince George's	127,172.0	90,026,500	708	17.	Harford 546
Queen Anne's	7,536.0	4,813,740	639	18.	Anne Arundel 530
St. Mary's	17,155.0	19,541,352	1,139	19.	Charles 529
Somerset	2,709.0	3,695,973	1,364	20.	Calvert 483
Talbot	4,408.0	3,501,503	794	21.	Carroll 481
Washington	21,926.0	15,291,534	697	22.	Montgomery 476
Wicomico	14,908.0	13,132,953	881	23.	Frederick 456
Worcester	6,327.0	5,223,475	826	24.	Howard 366
Total	863,984.5	\$579,424,062	\$671		

Exhibit 7.4
State Funding for Public Schools in Fiscal 2018

County	2017 Total Enrollment	Total State Aid	Per Pupil	Ranking by Per Pupil Aid		
Allegany	8,191.0	\$88,354,804	\$10,787	1.	Somerset	\$12,954
Anne Arundel	80,492.0	421,018,148	5,231	2.	Baltimore City	12,104
Baltimore City	76,382.0	924,537,941	12,104	3.	Caroline	10,812
Baltimore	109,613.5	745,431,602	6,801	4.	Allegany	10,787
Calvert	15,455.0	95,372,118	6,171	5.	Wicomico	10,591
Caroline	5,472.0	59,164,544	10,812	6.	Dorchester	10,260
Carroll	24,942.0	152,117,435	6,099	7.	Prince George's	9,626
Cecil	14,784.0	120,783,561	8,170	8.	Washington	8,763
Charles	26,085.0	193,918,818	7,434	9.	Cecil	8,170
Dorchester	4,531.0	46,486,499	10,260	10.	Charles	7,434
Frederick	40,857.0	273,853,222	6,703	11.	Garrett	6,920
Garrett	3,650.0	25,259,531	6,920	12.	St. Mary's	6,915
Harford	36,885.0	235,780,518	6,392	13.	Baltimore	6,801
Howard	55,507.0	302,364,359	5,447	14.	Frederick	6,703
Kent	1,866.0	11,788,947	6,318	15.	Harford	6,392
Montgomery	157,131.0	842,156,872	5,360	16.	Kent	6,318
Prince George's	127,172.0	1,224,169,679	9,626	17.	Calvert	6,171
Queen Anne's	7,536.0	40,721,851	5,404	18.	Carroll	6,099
St. Mary's	17,155.0	118,621,353	6,915	19.	Howard	5,447
Somerset	2,709.0	35,092,477	12,954	20.	Queen Anne's	5,404
Talbot	4,408.0	17,559,734	3,984	21.	Montgomery	5,360
Washington	21,926.0	192,130,602	8,763	22.	Anne Arundel	5,231
Wicomico	14,908.0	157,886,655	10,591	23.	Worcester	4,195
Worcester	6,327.0	26,541,698	4,195	24.	Talbot	3,984
Unallocated		34,211,144	40			
Total	863,984.5	\$6,385,324,112	\$7,391			

Exhibit 7.5
Local Funding for Public Schools in Fiscal 2018

County	2017 Total Enrollment	Local Appropriation	Per Pupil	<u>Ranking by Per Pupil Funding</u>	
Allegany	8,191.0	\$30,424,308	\$3,714	1.	Worcester \$13,256
Anne Arundel	80,492.0	678,639,500	8,431	2.	Montgomery 10,599
Baltimore City	76,382.0	278,412,181	3,645	3.	Howard 10,321
Baltimore	109,613.5	790,069,124	7,208	4.	Kent 9,236
Calvert	15,455.0	120,670,112	7,808	5.	Talbot 8,621
Caroline	5,472.0	14,207,361	2,596	6.	Anne Arundel 8,431
Carroll	24,942.0	186,864,400	7,492	7.	Calvert 7,808
Cecil	14,784.0	81,688,528	5,525	8.	Carroll 7,492
Charles	26,085.0	175,509,060	6,728	9.	Garrett 7,483
Dorchester	4,531.0	19,120,529	4,220	10.	Queen Anne's 7,364
Frederick	40,857.0	260,826,623	6,384	11.	Baltimore 7,208
Garrett	3,650.0	27,314,472	7,483	12.	Charles 6,728
Harford	36,885.0	238,715,645	6,472	13.	Harford 6,472
Howard	55,507.0	572,871,655	10,321	14.	Frederick 6,384
Kent	1,866.0	17,233,593	9,236	15.	St. Mary's 5,957
Montgomery	157,131.0	1,665,466,863	10,599	16.	Prince George's 5,812
Prince George's	127,172.0	739,181,200	5,812	17.	Cecil 5,525
Queen Anne's	7,536.0	55,495,261	7,364	18.	Washington 4,426
St. Mary's	17,155.0	102,189,940	5,957	19.	Dorchester 4,220
Somerset	2,709.0	9,741,620	3,596	20.	Allegany 3,714
Talbot	4,408.0	38,002,162	8,621	21.	Baltimore City 3,645
Washington	21,926.0	97,053,410	4,426	22.	Somerset 3,596
Wicomico	14,908.0	43,605,002	2,925	23.	Wicomico 2,925
Worcester	6,327.0	83,870,125	13,256	24.	Caroline 2,596
Total	863,984.5	\$6,327,172,674	\$7,323		

Harford County Public Schools Insurance Summary FY2019

Type of Coverage	Name of Company	Policy Number	Policy Period	Limits
Workers Compensation	MABE Group Self-Insurance Fund	N/A	7/1/18-6/30/19	Statutory up to \$500,000
Excess Workers Compensation	Safety National	SP 4055303	7/1/18-6/30/19	Statutory excess of \$500,000
Comprehensive General Liability	MABE Group Insurance Pool	N/A	7/1/18-6/30/19	\$400,000 per occurrence \$1 million per occurrence should sovereign immunity be abrogated
Personal Injury Liability	MABE Group Insurance Pool	N/A	7/1/18-6/30/19	\$400,000 per occurrence \$1 million per occurrence should sovereign immunity be abrogated
Automobile Liability	MABE Group Insurance Pool	N/A	7/1/18-6/30/19	\$400,000 per occurrence \$1 million per occurrence should sovereign immunity be abrogated
Personal Injury Protection	MABE Group Insurance Pool	N/A	7/1/18-6/30/19	\$2,500 per covered person for any one accident
Automobile Physical Damage	MABE Group Insurance Pool	N/A	7/1/18-6/30/19	Actual cash value
Garage Keepers Liability	MABE Group Insurance Pool	N/A	7/1/18-6/30/19	\$400,000 per loss
Criminal Proceeding and Intentional Conduct Defense Reimbursement	MABE Group Insurance Pool	N/A	7/1/18-6/30/19	\$50,000 per covered person \$100,000 annual aggregate
Property and Boiler and Machinery	MABE Group Insurance Pool	N/A	7/1/18-6/30/19	\$500,000 per occurrence
Excess Property	APIP	017471590/04	7/1/18-6/30/19	\$1 billion per occurrence excess of \$500,000
Excess Boiler and Machinery	Federal Insurance Company	76431229	7/1/18-6/30/19	\$100 million per occurrence excess of \$100,000
Crime	MABE Group Insurance Pool Travelers Casualty and Surety Axis Insurance Company	N/A 105957875 MBN781566/01/2018	7/1/18-6/30/19 7/1/18-6/30/19 7/1/18-6/30/19	\$25,000 per loss \$2,500,000 per loss, excess of \$25,000 \$2,500,000 excess of Travelers
School Board Legal Liability	MABE Group Insurance Pool	N/A	7/1/18-6/30/19	\$250,000 per occurrence
School Board Legal Liability Reinsurance	United Educators Insurance	RPS20170430701	7/1/18-6/30/19	\$5,000,000 per occurrence excess of \$250,000
Catastrophic Student Accident	AIG	SRG 91151308	8/01/18-8/01/19	\$6,000,000 Medical Expen: \$1,000,000 Catastrophic Cash
Cyber	AIG	01-580-92-14	7/1/18-6/30/19	\$2,000,000 per occurrence

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

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

Professional employees having earned a Masters Degree +60 Hours shall receive a salary differential of \$3000 to be added to the appropriate step of the Master's +30 salary schedule.

Professional employees having earned a Doctorate Degree shall receive a salary differential of \$500 to be added to the appropriate step of the Master's +60 salary schedule.

Teachers who have completed 19, 24, 29 and 34 years of teaching experience shall receive \$2,000 longevity increments at each level.

Teachers with Provisional Certificates and Master's Degrees are paid on the Provisional salary schedule plus \$200.

Teachers who have achieved National Board Certification shall receive \$2,000 additional salary annually.

Newly appointed teachers shall receive salary credit up to two (2) years of active service in the Armed Services.

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

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

Professional employees having earned a Masters Degree +60 Hours shall receive a salary differential of \$3000 to be added to the appropriate step of the Master's +30 salary schedule.

Professional employees having earned a Doctorate Degree shall receive a salary differential of \$500 to be added to the appropriate step of the Master's +60 salary schedule.

Teachers who have completed 19, 24, 29 and 34 years of teaching experience shall receive \$2,000 longevity increments at each level.

Teachers with Provisional Certificates and Master's Degrees are paid on the Provisional salary schedule plus \$200.

Teachers who have achieved National Board Certification shall receive \$2,000 additional salary annually.

Newly appointed teachers shall receive salary credit up to two (2) years of active service in the Armed Services.

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

STEP	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	N/A		N/A	N/A	N/A
2	\$55,851		\$59,253	\$61,029	\$55,851
3	\$57,526		\$61,029	\$62,862	\$57,526
4	\$59,253	\$61,029	\$62,862	\$64,746	
5	\$61,029	\$62,862	\$64,746	\$66,688	
6	\$62,862	\$64,748	\$66,688	\$69,050	
7	\$64,746	\$66,688	\$68,690	\$72,356	
8	\$66,688	\$68,690	\$70,750	\$75,108	
9	\$68,690	\$70,750	\$72,875	\$77,870	
10	\$70,750	\$72,875	\$75,058	\$80,625	
11		\$75,058	\$77,312	\$83,387	
12		\$77,312	\$79,629	\$86,148	
13		\$79,629	\$82,022	\$88,905	
14		\$82,022	\$84,478	\$91,664	
15		\$84,478	\$87,014	\$94,419	

Professional employees having earned a Masters Degree +60 Hours shall receive a salary differential of \$3000 to be added to the appropriate step of the Master's +30 salary schedule.

Professional employees having earned a Doctorate Degree shall receive a salary differential of \$500 to be added to the appropriate step of the Master's +60 salary schedule.

Teachers who have completed 19, 24, 29 and 34 years of teaching experience shall receive \$2,000 longevity increments at each level.

Teachers with Provisional Certificates and Master's Degrees are paid on the Provisional salary schedule plus \$200.

Teachers who have achieved National Board Certification shall receive \$2,000 additional salary annually.

Newly appointed teachers shall receive salary credit up to two (2) years of active service in the Armed Services.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Years of service may not equate to step placement.

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

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

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

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

STEP	Team Nurses
1	\$28,531
2	\$29,357
3	\$30,207
4	\$31,084
5	\$31,986
6	\$32,916
7	\$33,873
8	\$34,859
9	\$35,875
10	\$36,921

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

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

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

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

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

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

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

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

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

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

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

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

Specific Activities	Head	Jr. Varsity Head	Varsity Assistant	General Activities	Compensation-High School	Compensation-Middle School	Compensation-Elementary
Athletic Director	6,335	0	0	Secondary Intramural Director	2,251	1,916	0
Football	3,922	2,942	2,631	Secondary Intramural Director/Asst.	1,359	1,208	0
Basketball (Boys)	3,547	2,662	2,375	High School Band	2,357	0	0
Basketball (Girls)	3,547	2,662	2,375	High School Vocal/Orchestra	1,822	0	0
Wrestling	3,547	2,662	2,375	Yearbook/Forensics/H.S. Newspaper	1,411	945	0
Track/Field (Boys)	2,792	2,094	1,870	Dramatics**	2,417	1,620	798
Track/Field (Girls)	2,792	2,094	1,870	School Literary Publication	1,310	878	431
Soccer (Boys)	2,792	2,094	1,870	Majorette - Advisor/Coach	1,129	0	0
Soccer (Girls)	2,792	2,094	1,870	Prom	1,414	0	0
Baseball	2,792	2,094	1,870	Student Council Advisor	1,477	1,265	489
Field Hockey	2,792	2,094	1,870	FBLA	1,369	0	0
Lacrosse (Boys)	2,792	2,094	1,870	It's Academic	1,369	0	0
Lacrosse (Girls)	2,792	2,094	1,870	Senior Class Sponsor	1,472	0	0
Softball	2,792	2,094	1,870	Destination Imagination	1,369	1,369	1,369
Swimming (Boys)	2,792	0	1,870	Maryland Engineering Challenge	1,369	1,369	1,369
Swimming (Girls)	2,792	0	1,870	Math Counts	985	985	0
Tennis	2,406	1,806	1,613	National Honor Society	1,369	1,244	0
Cross Country (Boys)	2,406	0	0	Foreign Language Nat'l Honor Soc.*	1,369	0	0
Cross Country (Girls)	2,406	0	0	SADD, FFA, VICA, DECA, STARS and HOSA	1,369	916	0
Volleyball (Boys)	2,792	2,094	0	Envirothon	1,477	0	0
Volleyball (Girls)	2,792	2,094	0	Future Teachers Club	1,369	916	0
Golf	1,514	0	0	College Readiness Coordinator	1,354	0	0
Cheerleader - Advisor/Coach Fall	2,688	0	0	Mock Trial Sponsor	1,354	0	0
Cheerleader - Advisor/Coach Winter	2,688	0	0	Technology Liaisons***	1,188	1,188	1,188
Cheerleader - JV Asst./Coach - Fall	0	2,018	0				
Cheerleader - JV Asst./Coach - Winter	0	2,018	0	Super Users	\$20/hr. not subject to 16.12 of this agreement		

Original

Two Varsity Assistant positions are allocated to each high school for football, boys lacrosse, and girls lacrosse.

One Junior Varsity Assistant position is allocated to each high school for football at \$1964.

One Junior Varsity Assistant position is allocated to each high school for boy's lacrosse and \$1397.

One Junior Varsity Assistant position is allocated to each high school girl's lacrosse at \$1397.

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

* For qualified Honor Society

** Each of two plays at \$1209. The principal may adjust the rate to provide for several small or a more extensive production.

*** Technology Liaisons - check with (OTIS)

HARFORD COUNTY PUBLIC SCHOOLS

SPECIAL PAY DATA

EFFECTIVE July 1, 2018 – June 30, 2019

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

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

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