

BALTIMORE COUNTY PUBLIC SCHOOLS

Salary Scale for 10-Month Teachers

Effective July 1, 2006

Divide the Annual Salary by 21.7 to Obtain the Biweekly Salary

Step	BACHELOR'S DEGREE		MASTER'S/ APC		MASTER'S + 30/ APC + 30		MASTER'S + 60 APC + 60		DOCTOR'S DEGREE		Step
	Annual	Biweekly	Annual	Biweekly	Annual	Biweekly	Annual	Biweekly	Annual	Biweekly	
01	40,000	1,843.32	41,600	1,917.05	43,600	2,009.22	44,750	2,062.21	45,750	2,108.29	01
02	40,700	1,875.58	42,224	1,945.81	44,254	2,039.35	45,421	2,093.15	46,436	2,139.92	02
03	41,412	1,908.40	42,857	1,974.99	44,918	2,069.95	46,103	2,124.54	47,133	2,172.02	03
04	42,137	1,941.80	43,607	2,009.56	45,704	2,106.17	46,909	2,161.72	47,958	2,210.03	04
05	42,874	1,975.78	44,370	2,044.72	46,504	2,143.03	47,730	2,199.55	48,797	2,248.70	05
06	43,517	2,005.41	45,480	2,095.84	47,666	2,196.60	48,924	2,254.54	50,017	2,304.92	06
07	44,170	2,035.49	46,420	2,139.17	49,096	2,262.50	50,391	2,322.18	51,517	2,374.07	07
08	44,833	2,066.03	47,980	2,211.06	50,750	2,338.71	52,100	2,400.92	53,063	2,445.29	08
09	45,505	2,097.02	49,700	2,290.32	52,675	2,427.42	54,025	2,489.63	54,787	2,524.76	09
10	46,188	2,128.47	51,450	2,370.97	54,600	2,516.13	55,925	2,577.19	56,705	2,613.13	10
11			53,400	2,460.83	56,525	2,604.84	57,900	2,668.20	58,690	2,704.59	11
12			55,000	2,534.56	58,425	2,692.40	59,800	2,755.76	60,744	2,799.25	12
13			56,800	2,617.51	60,325	2,779.95	61,700	2,843.32	62,870	2,897.22	13
14			58,600	2,700.46	62,300	2,870.97	63,648	2,933.09	65,070	2,998.62	14
15											15
16			60,700	2,797.24	64,525	2,973.50	65,876	3,035.74	67,348	3,103.58	16
17											17
18											18
19			63,000	2,903.23	66,875	3,081.80	68,181	3,141.99	69,705	3,212.20	19
20											20
21											21
22			65,400	3,013.82	69,250	3,191.24	70,600	3,253.46	72,144	3,324.63	22
23											23
24			67,700	3,119.82	71,800	3,308.76	73,125	3,369.82	74,670	3,440.99	24
25											25
26			70,250	3,237.33	74,450	3,430.88	75,850	3,495.39	77,656	3,578.63	26
27											27
28											28
29											29
30											30

Summary of Changes to Salary Scales for 2006-07 (FY07)

Changes to salary scales occur as a result of negotiations between the Board and its bargaining units. Below is a brief summary of the changes made to the salary scales for 2006-07 (FY07).

Salary Scales for Teachers (TABCO)

The teachers' salary scale was restructured:

- the equivalent of 5% of 'new money' was applied to the scale. However, each step on the scale was NOT increased by 5%.
- the starting teachers' salary (BA/step01) was set at \$40,000;
- meaningful and consistent increments were established from step to step on the BA and Doctor salary lanes;
- the scale was "compacted;" that is, teachers will reach their highest salary at step 26 rather than at step 28.

The other rates paid to teachers (e.g., Responsibility Factors) were increased by 5%. The rates of pay for substitute teachers were increased by 5%.

Salary Scale for Exempt Administrative, Executive, and Professional Staff (CASE)

A 3% cost of living adjustment (COLA) was applied to salary scale for exempt administrative, executive, and professional staff. The annual salaries were increased by 3%.

Salary Scale for Classified Employees (BACE)

Steps 09, 39, and 69, which were partially funded in 2005-06, were fully funded in 2006-07. Consistent and meaningful step increments were incorporated into the salary scale for classified employees. A 4% increment was created between steps 1 and 2, 2 and 3, 3 and 4, 4 and 5, and 5 and 6. There is a 5% increment between steps 6 and 7, 7 and 8, and 8 and 9. A 2% cost of living adjustment was applied to the restructured scale and a 1.2% cost of living adjustment was applied to the longevity steps. Additionally, grades 4 and 5 were removed from the 2005-06 scale and the entire scale was renumbered, beginning with grade 01. Finally, hourly rates of pay will appear on the scale.

Salary Scale for Paraeducators (BACE)

The salary scale was restructured by shifting the salaries down 2 steps and creating new salaries in steps 09 and 10. A 1.2% COLA was applied to the scale and to the longevity steps. Hourly rates of pay appear on the scale.

Salary Scale for Facilities and Transportation Employees (AFSCME)

All employees represented by AFSCME were placed on a single pay scale and a single series of longevity steps was established. In addition, a 1.3% COLA was applied to the scale and to the longevity steps. Shift differentials were increased significantly.

Salary Scales for Food and Nutrition Services Employees

The hourly Food and Nutrition Salary Scales were increased by a 3% COLA.

Miscellaneous Rates

Other rates were increased by a 3% COLA.