

BALTIMORE COUNTY PUBLIC SCHOOLS

DATE: June 12, 2012

TO: **BOARD OF EDUCATION**

FROM: Dr. Joe A. Hairston, Superintendent

SUBJECT: **CONSIDERATION OF THE NEWLY PROPOSED AFSCME AND ESPBC SALARY SCALES**

ORIGINATOR: Renee A. Foose, Deputy Superintendent

RESOURCE PERSON(S): Donald Peccia, Assistant Superintendent, Human Resources
George M. Duque, Manager, Staff Relations

RECOMMENDATION

That the Board of Education review and approve the newly proposed AFSCME and ESPBC salary scales to be effective July 1, 2012.

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Attachments:

AFSCME 2012-13
ESPBC Classified Clerical 2012-13
ESPBC Interpreters 2012-13
ESPBC Paraed 2012-13



BALTIMORE COUNTY PUBLIC SCHOOLS
Salary Scale for Employees Represented by AFSCME, 2012-2013
Effective July 1, 2012

STEP	GRADE										
	01	02	03	04	05	06	07	08	09	10	11
01	10.00	10.74	11.62	12.56	13.58	14.68	15.88	17.18	18.58	20.09	21.73
02	10.33	11.17	12.08	13.06	14.12	15.27	16.52	17.87	19.32	20.89	22.60
03	10.74	11.62	12.56	13.58	14.68	15.88	17.18	18.58	20.09	21.73	23.50
04	11.17	12.08	13.06	14.12	15.27	16.52	17.87	19.32	20.89	22.60	24.44
05	11.62	12.56	13.58	14.68	15.88	17.18	18.58	20.09	21.73	23.50	25.42
06	12.08	13.06	14.12	15.27	16.52	17.87	19.32	20.89	22.60	24.44	26.44
07	12.56	13.58	14.68	15.88	17.18	18.58	20.09	21.73	23.50	25.42	27.50
31	10.33	11.17	12.08	13.06	14.12	15.27	16.52	17.87	19.32	20.89	22.60
32	10.74	11.62	12.56	13.58	14.68	15.88	17.18	18.58	20.09	21.73	23.50
33	11.17	12.08	13.06	14.12	15.27	16.52	17.87	19.32	20.89	22.60	24.44
34	11.62	12.56	13.58	14.68	15.88	17.18	18.58	20.09	21.73	23.50	25.42
35	12.08	13.06	14.12	15.27	16.52	17.87	19.32	20.89	22.60	24.44	26.44
36	12.56	13.58	14.68	15.88	17.18	18.58	20.09	21.73	23.50	25.42	27.50
37	13.06	14.12	15.27	16.52	17.87	19.32	20.89	22.60	24.44	26.44	28.60
61	10.74	11.62	12.56	13.58	14.68	15.88	17.18	18.58	20.09	21.73	23.50
62	11.17	12.08	13.06	14.12	15.27	16.52	17.87	19.32	20.89	22.60	24.44
63	11.62	12.56	13.58	14.68	15.88	17.18	18.58	20.09	21.73	23.50	25.42
64	12.08	13.06	14.12	15.27	16.52	17.87	19.32	20.89	22.60	24.44	26.44
65	12.56	13.58	14.68	15.88	17.18	18.58	20.09	21.73	23.50	25.42	27.50
66	13.06	14.12	15.27	16.52	17.87	19.32	20.89	22.60	24.44	26.44	28.60
67	13.58	14.68	15.88	17.18	18.58	20.09	21.73	23.50	25.42	27.50	29.74
91	11.17	12.08	13.06	14.12	15.27	16.52	17.87	19.32	20.89	22.60	24.44
92	11.62	12.56	13.58	14.68	15.88	17.18	18.58	20.09	21.73	23.50	25.42
93	12.08	13.06	14.12	15.27	16.52	17.87	19.32	20.89	22.60	24.44	26.44
94	12.56	13.58	14.68	15.88	17.18	18.58	20.09	21.73	23.50	25.42	27.50
95	13.06	14.12	15.27	16.52	17.87	19.32	20.89	22.60	24.44	26.44	28.60
96	13.58	14.68	15.88	17.18	18.58	20.09	21.73	23.50	25.42	27.50	29.74
97	14.12	15.27	16.52	17.87	19.32	20.89	22.60	24.44	26.44	28.60	30.93

Longevity Step		
	Old	New
8 years =		0.91
10 years =	-0.91	1.23
12 years =	-1.23	1.56
14 years =	-1.56	1.89
16 years =	-1.89	2.21
18 years =	-2.21	2.54
20 years =	-2.54	2.87
22 years =	-2.87	3.19
24 years =	-3.19	3.52
26 years =	-3.52	3.85
28 years =	-3.85	4.17
30 years =	-4.17	4.50
32 years =	-4.50	4.82
34 years =	-4.82	5.15
36 years =	-5.15	5.48
38 years =	-5.48	5.80
40 years =	-5.80	6.13

Hourly Shift Differentials	
2nd Shift	= 0.66
3rd Shift	= 0.92
1st Shift NCW	= 0.66
2nd Shift NCW	= 0.92
3rd Shift NCW	= 1.17
NCW = Non-consecutive Work Week	



BALTIMORE COUNTY PUBLIC SCHOOLS
Salary Scale for Employees Represented by ESPBC, 2012-2013
Office Professionals, Clerical, and Classified Employees
Effective July 1, 2012

STEP		GRADE												
OLD	NEW	01	02	03	04	05	06	07	08	09	10	11	12	13
01		13.22	13.87	14.54	15.19	15.85	16.53	17.22	17.94	18.65	19.38	20.11	20.92	21.76
02		13.75	14.42	15.12	15.80	16.48	17.19	17.91	18.66	19.39	20.16	20.92	21.76	22.63
03	01	14.30	15.00	15.73	16.43	17.14	17.88	18.63	19.40	20.17	20.96	21.76	22.63	23.54
04	02	15.01	15.75	16.51	17.25	18.00	18.78	19.56	20.37	21.18	22.01	22.85	23.76	24.72
05	03	15.76	16.54	17.34	18.12	18.90	19.72	20.53	21.39	22.24	23.11	23.99	24.95	25.96
06	04	16.55	17.37	18.21	19.03	19.85	20.71	21.56	22.46	23.35	24.27	25.19	26.20	27.26
07	05	17.38	18.24	19.12	19.98	20.84	21.75	22.64	23.58	24.51	25.48	26.46	27.51	28.62
08	06	18.25	19.15	20.07	20.98	21.88	22.84	23.78	24.77	25.73	26.75	27.78	28.89	30.05
09	07	19.05	19.99	20.95	21.90	22.84	23.84	24.83	25.86	26.86	27.93	29.00	30.16	31.37
10	08	19.89	20.87	21.87	22.86	23.84	24.89	25.92	27.00	28.04	29.16	30.28	31.49	32.75
	09	20.77	21.79	22.83	23.87	24.89	25.99	27.06	28.19	29.27	30.44	31.61	32.88	34.19
	10	21.68	22.75	23.83	24.92	25.99	27.13	28.25	29.43	30.56	31.78	33.00	34.33	35.69
31		13.75	14.42	15.12	15.80	16.48	17.19	17.91	18.66	19.39	20.16	20.92	21.76	22.63
32		14.30	15.00	15.73	16.43	17.14	17.88	18.63	19.40	20.17	20.96	21.76	22.63	23.54
33	31	15.01	15.75	16.51	17.25	18.00	18.78	19.56	20.37	21.18	22.01	22.85	23.76	24.72
34	32	15.76	16.54	17.34	18.12	18.90	19.72	20.53	21.39	22.24	23.11	23.99	24.95	25.96
35	33	16.55	17.37	18.21	19.03	19.85	20.71	21.56	22.46	23.35	24.27	25.19	26.20	27.26
36	34	17.38	18.24	19.12	19.98	20.84	21.75	22.64	23.58	24.51	25.48	26.46	27.51	28.62
37	35	18.25	19.15	20.07	20.98	21.88	22.84	23.78	24.77	25.73	26.75	27.78	28.89	30.05
38	36	19.05	19.99	20.95	21.90	22.84	23.84	24.83	25.86	26.86	27.93	29.00	30.16	31.37
39	37	19.89	20.87	21.87	22.86	23.84	24.89	25.92	27.00	28.04	29.16	30.28	31.49	32.75
40	38	20.77	21.79	22.83	23.87	24.89	25.99	27.06	28.19	29.27	30.44	31.61	32.88	34.19
	39	21.68	22.75	23.83	24.92	25.99	27.13	28.25	29.43	30.56	31.78	33.00	34.33	35.69
	40	22.63	23.75	24.88	26.02	27.13	28.32	29.49	30.72	31.90	33.18	34.45	35.84	37.26
61		14.30	15.00	15.73	16.43	17.14	17.88	18.63	19.40	20.17	20.96	21.76	22.63	23.54
62		15.01	15.75	16.51	17.25	18.00	18.78	19.56	20.37	21.18	22.01	22.85	23.76	24.72
63	61	15.76	16.54	17.34	18.12	18.90	19.72	20.53	21.39	22.24	23.11	23.99	24.95	25.96
64	62	16.55	17.37	18.21	19.03	19.85	20.71	21.56	22.46	23.35	24.27	25.19	26.20	27.26
65	63	17.38	18.24	19.12	19.98	20.84	21.75	22.64	23.58	24.51	25.48	26.46	27.51	28.62
66	64	18.25	19.15	20.07	20.98	21.88	22.84	23.78	24.77	25.73	26.75	27.78	28.89	30.05
67	65	19.05	19.99	20.95	21.90	22.84	23.84	24.83	25.86	26.86	27.93	29.00	30.16	31.37
68	66	19.89	20.87	21.87	22.86	23.84	24.89	25.92	27.00	28.04	29.16	30.28	31.49	32.75
69	67	20.77	21.79	22.83	23.87	24.89	25.99	27.06	28.19	29.27	30.44	31.61	32.88	34.19
70	68	21.68	22.75	23.83	24.92	25.99	27.13	28.25	29.43	30.56	31.78	33.00	34.33	35.69
	69	22.63	23.75	24.88	26.02	27.13	28.32	29.49	30.72	31.90	33.18	34.45	35.84	37.26
	70	23.63	24.80	25.97	27.16	28.32	29.57	30.79	32.07	33.30	34.64	35.97	37.42	38.90

Longevity Steps

11 years =	0.65	27 years =	3.23
13 years =	0.97	29 years =	3.56
15 years =	1.29	31 years =	3.88
17 years =	1.62	33 years =	4.53
19 years =	1.94	35 years =	5.18
21 years =	2.27	37 years =	5.83
23 years =	2.59	40 years =	6.48
25 years =	2.91		



BALTIMORE COUNTY PUBLIC SCHOOLS
Salary Scale for Employees Represented by ESPBC, 2012-2013
Ten-Month Interpreters
Effective July 1, 2012

STEP		GRADE		
OLD	NEW	10	11	12
01		19.38	20.11	20.92
02		20.16	20.92	21.76
03	01	20.96	21.76	22.63
04	02	22.01	22.85	23.76
05	03	23.11	23.99	24.95
06	04	24.27	25.19	26.20
07	05	25.48	26.46	27.51
08	06	26.75	27.78	28.89
09	07	27.93	29.00	30.16
10	08	29.16	30.28	31.49
	09	30.44	31.61	32.88
	10	31.78	33.00	34.33
31		20.16	20.92	21.76
32		20.96	21.76	22.63
33	31	22.01	22.85	23.76
34	32	23.11	23.99	24.95
35	33	24.27	25.19	26.20
36	34	25.48	26.46	27.51
37	35	26.75	27.78	28.89
38	36	27.93	29.00	30.16
39	37	29.16	30.28	31.49
40	38	30.44	31.61	32.88
	39	31.78	33.00	34.33
	40	33.18	34.45	35.84
61		20.96	21.76	22.63
62		22.01	22.85	23.76
63	61	23.11	23.99	24.95
64	62	24.27	25.19	26.20
65	63	25.48	26.46	27.51
66	64	26.75	27.78	28.89
67	65	27.93	29.00	30.16
68	66	29.16	30.28	31.49
69	67	30.44	31.61	32.88
70	68	31.78	33.00	34.33
	69	33.18	34.45	35.84
	70	34.64	35.97	37.42

Longevity Steps:

11 years =	0.75
13 years =	1.12
15 years =	1.50
17 years =	1.87
19 years =	2.24
21 years =	2.61
23 years =	2.98
25 years =	3.36
27 years =	3.73
29 years =	4.11
31 years =	4.48
33 years =	5.22
35 years =	5.96
37 years =	6.70
40 years =	7.44

Grade 10 = Not certified

Grade 11 = Possession of NAD-RID National Level II Interpreter Certification; or

- NIC Generalist Certification; or
- RID Certificate of Interpreting; or
- RID Certificate of Transliteration

Grade 12 = Possession of RID Certificate of Interpreting and Certificate of Transliteration; or

- NAD-RID National Level IV or V Interpreter Certification; or
- NIC Certified Master or Advanced Level Certification



BALTIMORE COUNTY PUBLIC SCHOOLS
Salary Scale for 10-Month Employees Represented by ESPBC, 2012-2013
Paraeducators
Effective July 1, 2012

STEP		Grade 31	Grade 32	Grade 33	Grade 34	Grade 35
		High School < 30 Hours	High School Plus 30 Hours	High School Plus 60 Hours	High School Plus 90 Hours	Bachelor's Degree
OLD	NEW					
01		14.17	14.60	15.03	15.46	15.89
02		14.83	15.25	15.69	16.11	16.54
03	01	15.47	15.91	16.33	16.76	17.19
04	02	16.09	16.54	16.98	17.44	17.88
05	03	16.74	17.20	17.67	18.12	18.59
06	04	17.41	17.89	18.37	18.85	19.34
07	05	18.11	18.61	19.10	19.60	20.11
08	06	18.83	19.35	19.86	20.38	20.91
09	07	19.58	20.12	20.65	21.20	21.75
10	08	20.36	20.92	21.48	22.05	22.62
	09	21.17	21.76	22.34	22.93	23.52
	10	22.02	22.63	23.23	23.85	24.46

Longevity Steps

11 years = 0.75

13 years = 1.12

15 years = 1.50

17 years = 1.87

19 years = 2.24

21 years = 2.61

23 years = 2.98

25 years = 3.36

27 years = 3.73

29 years = 4.11

31 years = 4.48

33 years = 5.22

35 years = 5.96

37 years = 6.70

40 years = 7.44