

Tentative Agreement

Between

THE BOARD OF EDUCATION OF HARFORD COUNTY

And

**THE HARFORD COUNTY
EDUCATION ASSOCIATION**

February 3, 2022

This tentative agreement is entered into between the Board of Education of Harford County ("the Board") and the Harford County Education Association ("the Association" or "HCEA"), for the purpose of codifying the final terms of a Negotiation Agreement successfully negotiated between the Board and HCEA for the period of July 1, 2022, through June 30, 2023.

1. The Board and the Association agree to amend Article 15.1 as follows:

Each eligible unit member shall receive a step increment and a seven percent (7%) COLA for the 2022-2023 school year.

The Board of Education will increase the additional salary paid to unit members who have achieved National Board Certification (NBC) from \$2,000 to \$10,000 for each year the unit member's certification remains in good standing.

Unit members holding National Board Certification will receive \$7,000 in additional salary for each school year they are assigned to a low performing school as defined under the Blueprint for Maryland's Future criteria.

Harford County Public Schools
Salary Schedule for Certificated Teachers
Proposed July 1, 2022 + 7.0% COLA

FY22 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	Master's Degree Plus 60 Hours with Professional Certificate	Doctorate	Provisional Certificate
A	\$54,195	\$55,780	\$57,418	\$59,099	\$62,309	\$62,844	\$54,195
B	\$55,780	\$57,418	\$59,099	\$60,833	\$64,043	\$64,578	\$55,780
C	\$57,418	\$59,101	\$60,833	\$62,941	\$66,151	\$66,686	\$57,418
D	\$59,099	\$60,833	\$62,620	\$65,892	\$69,102	\$69,637	\$59,099
E	\$60,779	\$62,566	\$64,404	\$68,296	\$71,506	\$72,041	
F	\$62,566	\$64,404	\$66,302	\$70,762	\$73,972	\$74,507	
G	\$64,404	\$66,302	\$68,252	\$73,221	\$76,431	\$76,966	
H	\$66,337	\$68,252	\$70,264	\$75,686	\$78,896	\$79,431	
I	\$68,326	\$70,264	\$72,332	\$78,152	\$81,362	\$81,897	
J	\$70,376	\$72,332	\$74,468	\$80,613	\$83,823	\$84,358	
K		\$74,468	\$76,661	\$83,077	\$86,287	\$86,822	
L		\$76,661	\$78,925	\$85,536	\$88,746	\$89,281	
M		\$78,924	\$81,255	\$88,065	\$91,275	\$91,810	
N		\$81,291	\$83,693	\$90,707	\$93,917	\$94,452	
O		\$82,361	\$84,763	\$91,777	\$94,987	\$95,522	
P		\$83,431	\$85,833	\$92,847	\$96,057	\$96,592	
Q		\$84,501	\$86,903	\$93,917	\$97,127	\$97,662	
R		\$85,571	\$87,973	\$94,987	\$98,197	\$98,732	
S		\$86,641	\$89,043	\$96,057	\$99,267	\$99,802	
T		\$87,711	\$90,113	\$97,127	\$100,337	\$100,872	
U		\$88,781	\$91,183	\$98,197	\$101,407	\$101,942	
V		\$89,851	\$92,253	\$99,267	\$102,477	\$103,012	
W		\$90,921	\$93,323	\$100,337	\$103,547	\$104,082	
X		\$91,991	\$94,393	\$101,407	\$104,617	\$105,152	

Harford County Public Schools
Salary Schedule for Certificated Teachers
(Eleven Month - 210 days)
Proposed July 1, 2022 + 7.0% COLA

FY22 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	Master's Degree Plus 60 Hours with Professional Certificate	Doctorate	Provisional Certificate
A	\$59,900	\$61,652	\$63,462	\$65,320	\$68,530	\$69,065	\$59,900
B	\$61,652	\$63,462	\$65,320	\$67,236	\$70,446	\$70,981	\$61,652
C	\$63,462	\$65,323	\$67,236	\$69,567	\$72,777	\$73,312	\$63,462
D	\$65,320	\$67,236	\$69,211	\$72,828	\$76,038	\$76,573	\$65,320
E	\$67,176	\$69,152	\$71,184	\$75,485	\$78,695	\$79,230	
F	\$69,152	\$71,184	\$73,281	\$78,210	\$81,420	\$81,955	
G	\$71,184	\$73,281	\$75,436	\$80,928	\$84,138	\$84,673	
H	\$73,319	\$75,436	\$77,660	\$83,653	\$86,863	\$87,398	
I	\$75,519	\$77,660	\$79,946	\$86,378	\$89,588	\$90,123	
J	\$77,784	\$79,946	\$82,306	\$89,098	\$92,308	\$92,843	
K		\$82,306	\$84,730	\$91,822	\$95,032	\$95,567	
L		\$84,730	\$87,232	\$94,540	\$97,750	\$98,285	
M		\$87,231	\$89,807	\$97,335	\$100,545	\$101,080	
N		\$89,848	\$92,501	\$100,255	\$103,465	\$104,000	
O		\$90,918	\$93,571	\$101,325	\$104,535	\$105,070	
P		\$91,988	\$94,641	\$102,395	\$105,605	\$106,140	
Q		\$93,058	\$95,711	\$103,465	\$106,675	\$107,210	
R		\$94,128	\$96,781	\$104,535	\$107,745	\$108,280	
S		\$95,198	\$97,851	\$105,605	\$108,815	\$109,350	
T		\$96,268	\$98,921	\$106,675	\$109,885	\$110,420	
U		\$97,338	\$99,991	\$107,745	\$110,955	\$111,490	
V		\$98,408	\$101,061	\$108,815	\$112,025	\$112,560	
W		\$99,478	\$102,131	\$109,885	\$113,095	\$113,630	
X		\$100,548	\$103,201	\$110,955	\$114,165	\$114,700	

**Harford County Public Schools
Salary Schedule for School Psychologists
and Physical Therapists (PT)
(Eleven Month - 210 days)
Proposed July 1, 2022 + 7.0% COLA**

STEP		Masters Plus 60	Doctorate
A	\$66,935	\$70,145	\$70,680
B	\$68,908	\$72,118	\$72,653
C	\$70,934	\$74,144	\$74,679
D	\$73,022	\$76,232	\$76,767
E	\$75,561	\$78,771	\$79,306
F	\$79,064	\$82,274	\$82,809
G	\$82,024	\$85,234	\$85,769
H	\$84,995	\$88,205	\$88,740
I	\$87,957	\$91,167	\$91,702
J	\$90,927	\$94,137	\$94,672
K	\$93,898	\$97,108	\$97,643
L	\$96,862	\$100,072	\$100,607
M	\$99,831	\$103,041	\$103,576
N	\$102,794	\$106,004	\$106,539
O	\$105,841	\$109,051	\$109,586
P	\$106,911	\$110,121	\$110,656
Q	\$107,981	\$111,191	\$111,726
R	\$109,051	\$112,261	\$112,796
S	\$110,121	\$113,331	\$113,866
T	\$111,191	\$114,401	\$114,936
U	\$112,261	\$115,471	\$116,006
V	\$113,331	\$116,541	\$117,076
W	\$114,401	\$117,611	\$118,146
X	\$115,471	\$118,681	\$119,216
Y	\$116,541	\$119,751	\$120,286

Harford County Public Schools
Salary Schedule for
Speech Language Pathologists (SLP) / Therapists, Occupational
Therapists (OT)
and Audiologists
(Eleven Month - 210 days)
Proposed July 1, 2022 + 7.0% COLA

STEP		Masters Plus 60	Doctorate
A	\$64,664	\$67,874	\$68,409
B	\$66,564	\$69,774	\$70,309
C	\$68,514	\$71,724	\$72,259
D	\$70,526	\$73,736	\$74,271
E	\$72,973	\$76,183	\$76,718
F	\$76,338	\$79,548	\$80,083
G	\$79,190	\$82,400	\$82,935
H	\$82,052	\$85,262	\$85,797
I	\$84,905	\$88,115	\$88,650
J	\$87,767	\$90,977	\$91,512
K	\$90,629	\$93,839	\$94,374
L	\$93,484	\$96,694	\$97,229
M	\$96,343	\$99,553	\$100,088
N	\$99,199	\$102,409	\$102,944
O	\$102,134	\$105,344	\$105,879
P	\$103,204	\$106,414	\$106,949
Q	\$104,274	\$107,484	\$108,019
R	\$105,344	\$108,554	\$109,089
S	\$106,414	\$109,624	\$110,159
T	\$107,484	\$110,694	\$111,229
U	\$108,554	\$111,764	\$112,299
V	\$109,624	\$112,834	\$113,369
W	\$110,694	\$113,904	\$114,439
X	\$111,764	\$114,974	\$115,509
Y	\$112,834	\$116,044	\$116,579

Harford County Public Schools
Salary Schedule for
Speech Language Pathologists (SLP) / Therapists, Occupational
Therapists (OT)
and Audiologists
(Ten Month - 190 days)
Proposed July 1, 2022 + 7.0% COLA

STEP		Masters Plus 60	Doctorate
A	\$58,505	\$61,715	\$62,250
B	\$60,224	\$63,434	\$63,969
C	\$61,989	\$65,199	\$65,734
D	\$63,810	\$67,020	\$67,555
E	\$66,023	\$69,233	\$69,768
F	\$69,069	\$72,279	\$72,814
G	\$71,648	\$74,858	\$75,393
H	\$74,238	\$77,448	\$77,983
I	\$76,819	\$80,029	\$80,564
J	\$79,408	\$82,618	\$83,153
K	\$81,997	\$85,207	\$85,742
L	\$84,581	\$87,791	\$88,326
M	\$87,168	\$90,378	\$90,913
N	\$89,751	\$92,961	\$93,496
O	\$92,406	\$95,616	\$96,151
P	\$93,476	\$96,686	\$97,221
Q	\$94,546	\$97,756	\$98,291
R	\$95,616	\$98,826	\$99,361
S	\$96,686	\$99,896	\$100,431
T	\$97,756	\$100,966	\$101,501
U	\$98,826	\$102,036	\$102,571
V	\$99,896	\$103,106	\$103,641
W	\$100,966	\$104,176	\$104,711
X	\$102,036	\$105,246	\$105,781
	\$103,106	\$106,316	\$106,851

For HCEA

For the Board of Education

Christie Padford Smith

C. Mae Algren

Ely M. Jones

Ben Richardson