

ARTICLE 20 SALARY SCALES					
10-MONTH TEACHERS (195 Days)					
Temporary Scale 2021-22 (Effective July 1, 2021)					
GRADE	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
STEP					
1	\$50,000	\$51,257	\$53,024	\$54,791	\$56,558
2	\$50,527	\$52,303	\$54,059	\$55,814	\$57,570
3	\$52,047	\$54,342	\$56,098	\$57,853	\$59,609
4	\$53,567	\$56,382	\$58,137	\$59,893	\$61,648
5	\$55,087	\$58,421	\$60,176	\$61,932	\$63,687
6	\$56,607	\$60,460	\$62,215	\$63,971	\$65,726
7	\$58,127	\$62,499	\$64,254	\$66,010	\$67,765
8	\$59,647	\$64,538	\$66,294	\$68,049	\$69,805
9	\$61,167	\$66,577	\$68,333	\$70,088	\$71,844
10	\$62,687	\$68,617	\$70,372	\$72,128	\$73,883
11	\$64,207	\$70,656	\$72,411	\$74,167	\$75,922
12	\$65,727	\$72,695	\$74,450	\$76,206	\$77,961
13		\$74,734	\$76,489	\$78,245	\$80,000
14		\$76,773	\$78,529	\$80,284	\$82,040
15		\$78,812	\$80,568	\$82,323	\$84,079
16		\$80,852	\$82,607	\$84,363	\$86,118
17		\$82,891	\$84,646	\$86,402	\$88,157
18		\$84,930	\$86,685	\$88,441	\$90,196
19		\$86,969	\$88,724	\$90,480	\$92,235
20		\$89,008	\$90,764	\$92,519	\$94,275
21		\$91,047	\$92,803	\$94,558	\$96,314
22		\$93,087	\$94,842	\$96,598	\$98,353
23		\$95,126	\$96,881	\$98,637	\$100,392
24		\$97,165	\$98,920	\$100,676	\$102,431
25		\$99,204	\$100,959	\$102,715	\$104,470
Temp 26		\$100,537	\$102,293	\$104,048	\$105,804

ARTICLE 20 SALARY SCALES					
11-MONTH TEACHERS (210 Days)					
Temporary Scale 2021-22 (Effective July 1, 2021)					
GRADE	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
STEP					
1	\$55,000	\$56,383	\$58,326	\$60,270	\$62,214
2	\$55,579	\$57,534	\$59,465	\$61,396	\$63,327
3	\$57,251	\$59,776	\$61,708	\$63,639	\$65,570
4	\$58,923	\$62,020	\$63,951	\$65,882	\$67,813
5	\$60,595	\$64,263	\$66,194	\$68,125	\$70,056
6	\$62,267	\$66,506	\$68,437	\$70,368	\$72,299
7	\$63,939	\$68,749	\$70,680	\$72,611	\$74,542
8	\$65,611	\$70,992	\$72,923	\$74,854	\$76,785
9	\$67,283	\$73,235	\$75,166	\$77,098	\$79,028
10	\$68,955	\$75,478	\$77,409	\$79,340	\$81,271
11	\$70,627	\$77,721	\$79,653	\$81,584	\$83,515
12	\$72,299	\$79,964	\$81,896	\$83,827	\$85,757
13	\$72,849	\$82,207	\$84,139	\$86,070	\$88,001
14		\$84,451	\$86,382	\$88,313	\$90,244
15		\$86,693	\$88,625	\$90,556	\$92,487
16		\$88,937	\$90,868	\$92,799	\$94,730
17		\$91,180	\$93,111	\$95,042	\$96,973
18		\$93,423	\$95,354	\$97,285	\$99,216
19		\$95,666	\$97,597	\$99,528	\$101,459
20		\$97,909	\$99,840	\$101,771	\$103,702
21		\$100,152	\$102,083	\$104,015	\$105,945
22		\$102,395	\$104,326	\$106,257	\$108,188
23		\$104,638	\$106,570	\$108,501	\$110,432
24		\$106,881	\$108,813	\$110,744	\$112,674
25		\$109,124	\$111,056	\$112,987	\$114,918
Temp 26		\$110,591	\$112,522	\$114,454	\$116,384

NOTES: ARTICLE 20, SALARY SCHEDULES - TEACHERS

(1) Salary Grades

- A – Conditional Certificate and Standard Professional Certificate (SPC)
- B – Bachelor's plus APC or 30 credit hours applicable to APC
- C – Master's Degree
- D – Master's Degree plus 30 graduate credit hours
- E – Earned Doctorate

- (2) Teachers who are currently on the provisional degree scale, Schedule A, Step 10, or above, shall continue to receive negotiated salary increases until they move to another scale or leave the school system.
- (3) Salary payments for ten (10)-month employees will be made on a biweekly basis over a ten- or twelve-month period at the option of the teacher. Such decision shall be made by the teacher by June 30th of the prior school year and shall remain in effect for the duration of the ten (10) or twelve (12)-month option period. Teachers not giving notice on the appropriate form will continue with their current pay option. A teacher who has not made an initial selection will be paid on a 12-month schedule. when that becomes possible.
- (4) Instructional Team Leaders shall receive a supplement of \$2,500.
- (5) Teachers successfully completing the National Board of Professional Teaching Standards certification program (NBPTS) shall receive an annual supplement of \$2,000 each year their NBPTS certificate remains in good standing. The aforementioned supplement will be implemented at the beginning or the midpoint of the teacher's work year.
- (6) Speech and language pathologists who hold a Certificate of Clinical Competence from the American Speech and Hearing Association (ASHA) and Occupational Therapists who hold a National Board for Certification in Occupational Therapy (NBCOT) shall receive an annual supplement of \$3,000.
- (7) Supplements referred to in (4), (5), and (6) above shall be included in the teacher's annual salary for retirement and life insurance purposes.
- (8) For purposes of payroll calculation the professional salary schedule is based on an eight-hour workday.
- (9) Personnel employed for work, which is an extension of normal teaching duties, beyond the normal school year, shall be compensated on a prorated sum based on the salary normally received if such work and rate of compensation are not provided in this agreement.

(10) Summer School:

HCPSS personnel employed for summer school shall be paid an hourly rate, which is based on their current salary (Example: 10 month salary is \$58,000; hourly rate would be $\$58,000/1365 \text{ hours} = \42.49 hourly rate).

Teachers working in summer programs that run 20 or more calendar days will accrue one (1) day of sick leave.

HCPSS employees working in “COVID Recovery” summer programs will receive a \$1,000 incentive payment after completion of the programs. This incentive will expire at the conclusion of recovery programs associated with the COVID-19 pandemic.

OTHER CERTIFICATED STAFF			
TEMPORARY SCALES 2021-22 (Effective July 1, 2021)			
	Psychologist PPW 10 Months	Psychologist PPW 11 Months	Coordinator Staff Dvlp. Facilitator 12 Months
Step	Grade I	Grade II	Grade III
1	\$72,870	\$80,157	\$86,056
2	\$74,683	\$82,149	\$88,237
3	\$78,116	\$85,922	\$92,349
4	\$81,548	\$89,696	\$96,463
5	\$84,981	\$93,469	\$100,577
6	\$88,414	\$97,242	\$104,690
7	\$91,847	\$101,015	\$108,802
8	\$95,281	\$104,788	\$112,917
9	\$98,714	\$108,561	\$117,030
10	\$102,147	\$112,334	\$121,142
11	\$105,580	\$116,106	\$125,256
12	\$109,516	\$120,433	\$129,973
Temp 13	\$110,660	\$121,690	\$131,344

Note: The 10-month salary scale for school psychologists and pupil personnel workers can only be used for employees hired on or after July 1, 2010.