

**APPENDIX A  
BOARD OF EDUCATION OF WORCESTER COUNTY**

**TEACHERS' SALARY SCALE**

FY 18

STEP	PROVISIONAL NON-DEGREE	BACHELOR'S DEGREE STANDARD PROFESSIONAL CERTIFICATE	MASTER'S EQUIVALENT ADVANCED PROFESSIONAL CERTIFICATE	SPC or APC WITH EARNED MASTER'S DEGREE	MASTER'S DEGREE PLUS 30 GRADUATE HOURS	DOCTORATE DEGREE
1	43,430	44,257	45,843	48,414	50,992	53,565
2	43,430	44,257	45,843	48,414	50,992	53,565
3	43,430	44,257	45,843	48,414	50,992	53,565
4	44,123	44,715	46,597	48,970	51,339	53,715
5	45,068	45,611	47,402	49,777	52,150	54,522
6	46,249	46,749	48,359	50,729	53,104	55,478
7	47,351	47,802	49,436	51,811	54,181	56,551
8	48,532	49,003	50,666	53,040	55,417	57,786
9	49,261	49,733	51,609	53,960	56,309	58,657
10	50,485	50,979	53,190	55,535	57,888	60,236
11			54,956	57,307	59,659	62,007
12			56,905	59,258	61,604	63,957
13			59,650	61,998	64,345	66,694
14			62,347	64,753	67,162	69,568
15			65,629	68,118	70,602	73,098
16			73,445	76,234	79,022	81,813

**Master's Equivalent is thirty-six (36) hours beyond the Bachelor's Degree and must meet Maryland State Department of Education Standards.**

**\$1,300 will be added to the appropriate scale at twenty (20), twenty-five (25), thirty (30), thirty-five (35), and forty (40) years of service; ten (10) of which must be completed in the Worcester County Public School System.**

**Due to the previous economic conditions, experience increments were not granted for FY 10, FY 11 and FY 12.**

**To address this, the Board granted a mid-year FY 10 step in FY 16 and a mid-year FY 11 step in FY 17.**

**For FY 18, the Board agreed to grant a mid-year FY 12 step.**

**New employee placement on the salary scale in FY 18 will be adjusted accordingly.**

## APPENDIX B

### THE BOARD OF EDUCATION OF WORCESTER COUNTY ADMINISTRATORS' AND SUPERVISORS' SALARY SCALE 2017-2018

#### Supervising Principals:

Based on the appropriate teachers' salary schedule exclusive of the Longevity Factors weighted to number of months worked, multiplied by a responsibility index.

<u>School Size</u>	<u>Responsibility Index</u>
49 or less teachers	1.20
50 - 69 teachers	1.22
70 or more teachers	1.24

.05 will be added to the Responsibility Index for high school principals

#### Supervisor:

Appropriate teacher's salary schedule, exclusive of longevity factor, weighted to number of months worked, multiplied by 1.20.

#### Coordinator:

Appropriate teacher's salary schedule, exclusive of longevity factor, weighted to number of months worked, multiplied by 1.12.

#### Elementary and Middle School Assistant Principal:

Appropriate teacher's salary schedule, exclusive of longevity factors, weighted to number of months worked, multiplied by 1.08.

#### High School Assistant Principal:

Appropriate teacher's salary schedule, exclusive of longevity factors, weighted to number of months worked, multiplied by 1.12.

#### Longevity Factors:

Steps 20, 25, 30, 35, and 40 are considered longevity for salary calculations. Ten (10) years of such service must be completed in the Worcester County Public School System. The increase between Step 16 and higher steps will not be included in the calculation of the base pay. For any teacher whose salary is increased by weighting for more than ten (10) months service or responsibility factor, longevity will be added after weighting. (See salary calculation example below.)

#### Salary Calculation Example:

Appropriate step of proper scale (no higher than step 16) multiplied by 1.2 for twelve months or 1.1 for eleven months, multiplied by the appropriate Responsibility Index plus Longevity Factors for those eligible.

**APPENDIX C**

**2017-2018 Extra-Duty Pay**

Extra-duty activities are approved for high school only, unless specifically identified for middle school (MS) or elementary school (ES). Athletic Directors shall be compensated for their duties at a rate in correspondence with the MPSSAA system of classification.

1A School \$3,955                      2A School \$4,900                      3A School \$5,830                      4A School \$6,793

Compensation shall be paid to employees for extracurricular duties according to the following schedule:

Tier One: \$4,158                      Tier Two: \$3,124                      Tier Three: \$1,481                      Tier Four: \$1,114

**Tier One**

- Band, Senior High
- Basketball, Varsity Head Coach, Boys and Girls
- Football, Head Coach
- Wrestling, Head Coach

**Tier Two**

- Band Auxiliary
- Baseball, Head Coach
- Drama
- Hockey, Head Coach
- Lacrosse, Head Coach, boys and girls
- Soccer, Head Coach
- Softball, Head Coach
- Swimming, Head Coach
- Tennis, Head Coach, boys and girls
- Track, Head Coach, boys and girls
- Volleyball, Head Coach
- Skills USA

**Tier Three**

- Channel 19 Coordinator
- Cheerleaders (1 sport)
- Cross Country, Head Coach, boys and girls
- Food Service Coordinator
- Golf, Head Coach
- Gymnastics, Head Coach
- Jazz Band
- Journalism
- Legal Intern Sponsor
- Show Choir
- Student Government Advisor, MS/HS
- Yearbook, MS/HS

**Tier Four**

- AFS Advisor
- Builders' Club Advisor, MS

**Tier Four (continued)**

- DECA Advisor
- FBLA Advisor
- Countywide Film Festival Coord., ES/MS/HS (2 per year)
- Foreign Language Club
- Future Farmers of America Advisor
- Future Leaders of America Advisor
- Future Educators of America Advisor
- Junior Class Advisor
- Key Club Advisor
- Math Club, MS/HS
- MESA, ES/MS/HS
- National Honor Society Advisor, MS/HS
- Destination ImagiNation Coach, MS/HS
- SADD Club Advisor
- Senior Class Advisor
- Special Olympics Coordinator
- Students Against Destructive Decisions, MS/HS
- Ford/AAA

**Assistant Coaches Schedule**

Assistant coaches, as approved by the Superintendent, will be paid at a rate which is 70% of the regular coaches pay listed above.

**Experience Factor**

A coach or sponsor who has completed 5, 11, or 20 consecutive years of Worcester County public school service in the same sport or extra-duty assignment shall receive an increase in extra-duty pay of 5% beginning the 6<sup>th</sup>, 12<sup>th</sup>, or 21<sup>st</sup> year of that duty. Experience credit cannot be transferred from one activity to another or one position to another. The Superintendent may grant exceptions for lapses in consecutive years of service and that decision will be final and not subject to the grievance procedure.

**Summer Sports Activities: \$1,048**

- Football                      Soccer
- Hockey                      Volleyball

**Other Summer Activities: \$524**

- Band
- Band Auxiliary
- Cheerleaders

Band directors and band auxiliary unit sponsors will be given extra compensation for one week in the summer in an amount equal to one-half of that given to coaches for summer work. In return, the band would be expected to be in uniform and give a performance before each home game, during half-time, and, when appropriate, during the game. Athletic Directors will be paid two times the rate for summer sports activities.