

Carroll County Public Schools
Operations Salary Schedule
Appendix A

2011 - 2012 OPERATIONS SALARY SCALE

SHIFT GRADE	CAT I			CAT II						CAT III						CAT IV								
	1	2	3	1	1	2	3	4	5	6	7	1	1	2	3	1	1	2	3	1	1	2	3	
	1	2	3	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
STEP 1	\$ 25,119	\$ 26,374	\$ 27,003	\$ 28,623	\$ 29,339	\$ 30,055	\$ 30,770	\$ 31,486	\$ 32,202	\$ 32,918	\$ 33,634	\$ 34,350	\$ 35,066	\$ 35,782	\$ 36,498	\$ 37,214	\$ 37,930	\$ 38,646	\$ 39,362	\$ 40,078	\$ 40,794	\$ 41,510	\$ 42,226	\$ 42,942
1.5	\$ 25,119	\$ 26,374	\$ 27,003	\$ 28,623	\$ 29,339	\$ 30,055	\$ 30,770	\$ 31,486	\$ 32,202	\$ 32,918	\$ 33,634	\$ 34,350	\$ 35,066	\$ 35,782	\$ 36,498	\$ 37,214	\$ 37,930	\$ 38,646	\$ 39,362	\$ 40,078	\$ 40,794	\$ 41,510	\$ 42,226	\$ 42,942
STEP 2	\$ 25,119	\$ 26,374	\$ 27,003	\$ 28,623	\$ 29,339	\$ 30,055	\$ 30,770	\$ 31,486	\$ 32,202	\$ 32,918	\$ 33,634	\$ 34,350	\$ 35,066	\$ 35,782	\$ 36,498	\$ 37,214	\$ 37,930	\$ 38,646	\$ 39,362	\$ 40,078	\$ 40,794	\$ 41,510	\$ 42,226	\$ 42,942
2.5	\$ 25,655	\$ 26,938	\$ 27,579	\$ 29,158	\$ 29,887	\$ 30,616	\$ 31,345	\$ 32,074	\$ 32,803	\$ 33,532	\$ 34,261	\$ 34,990	\$ 35,719	\$ 36,448	\$ 37,177	\$ 37,906	\$ 38,635	\$ 39,364	\$ 40,093	\$ 40,822	\$ 41,551	\$ 42,280	\$ 43,009	\$ 43,738
STEP 3	\$ 26,191	\$ 27,502	\$ 28,155	\$ 29,692	\$ 30,435	\$ 31,177	\$ 31,920	\$ 32,663	\$ 33,406	\$ 34,149	\$ 34,892	\$ 35,635	\$ 36,378	\$ 37,121	\$ 37,864	\$ 38,607	\$ 39,350	\$ 40,093	\$ 40,836	\$ 41,579	\$ 42,322	\$ 43,065	\$ 43,808	\$ 44,551
3.5	\$ 26,727	\$ 28,065	\$ 28,732	\$ 30,230	\$ 30,985	\$ 31,741	\$ 32,497	\$ 33,252	\$ 34,007	\$ 34,762	\$ 35,517	\$ 36,272	\$ 37,027	\$ 37,782	\$ 38,537	\$ 39,292	\$ 40,047	\$ 40,802	\$ 41,557	\$ 42,312	\$ 43,067	\$ 43,822	\$ 44,577	\$ 45,332
STEP 4	\$ 27,264	\$ 28,627	\$ 29,309	\$ 30,767	\$ 31,535	\$ 32,304	\$ 33,073	\$ 33,842	\$ 34,611	\$ 35,380	\$ 36,149	\$ 36,918	\$ 37,687	\$ 38,456	\$ 39,225	\$ 39,994	\$ 40,763	\$ 41,532	\$ 42,301	\$ 43,070	\$ 43,839	\$ 44,608	\$ 45,377	\$ 46,146
4.5	\$ 27,799	\$ 29,189	\$ 29,884	\$ 31,302	\$ 32,084	\$ 32,866	\$ 33,649	\$ 34,431	\$ 35,213	\$ 36,000	\$ 36,787	\$ 37,574	\$ 38,361	\$ 39,148	\$ 39,935	\$ 40,722	\$ 41,509	\$ 42,296	\$ 43,083	\$ 43,870	\$ 44,657	\$ 45,444	\$ 46,231	\$ 47,018
STEP 5	\$ 28,334	\$ 29,751	\$ 30,460	\$ 31,837	\$ 32,633	\$ 33,428	\$ 34,224	\$ 35,019	\$ 35,815	\$ 36,611	\$ 37,407	\$ 38,203	\$ 39,000	\$ 39,796	\$ 40,592	\$ 41,388	\$ 42,184	\$ 42,980	\$ 43,776	\$ 44,572	\$ 45,368	\$ 46,164	\$ 46,960	\$ 47,756
5.5	\$ 28,872	\$ 30,314	\$ 31,037	\$ 32,373	\$ 33,182	\$ 33,991	\$ 34,800	\$ 35,609	\$ 36,418	\$ 37,227	\$ 38,036	\$ 38,845	\$ 39,654	\$ 40,463	\$ 41,272	\$ 42,081	\$ 42,890	\$ 43,699	\$ 44,508	\$ 45,317	\$ 46,126	\$ 46,935	\$ 47,744	\$ 48,553
STEP 6	\$ 29,409	\$ 30,878	\$ 31,615	\$ 32,909	\$ 33,732	\$ 34,554	\$ 35,376	\$ 36,198	\$ 37,021	\$ 37,843	\$ 38,665	\$ 39,487	\$ 40,309	\$ 41,131	\$ 41,953	\$ 42,775	\$ 43,597	\$ 44,419	\$ 45,241	\$ 46,063	\$ 46,885	\$ 47,707	\$ 48,529	\$ 49,351
6.5	\$ 29,946	\$ 31,442	\$ 32,192	\$ 33,444	\$ 34,280	\$ 35,116	\$ 35,951	\$ 36,787	\$ 37,623	\$ 38,459	\$ 39,295	\$ 40,131	\$ 40,967	\$ 41,803	\$ 42,639	\$ 43,475	\$ 44,311	\$ 45,147	\$ 45,983	\$ 46,819	\$ 47,655	\$ 48,491	\$ 49,327	\$ 50,163
STEP 7	\$ 30,483	\$ 32,006	\$ 32,770	\$ 33,979	\$ 34,828	\$ 35,677	\$ 36,525	\$ 37,373	\$ 38,221	\$ 39,069	\$ 39,917	\$ 40,765	\$ 41,613	\$ 42,461	\$ 43,309	\$ 44,157	\$ 45,005	\$ 45,853	\$ 46,701	\$ 47,549	\$ 48,397	\$ 49,245	\$ 50,093	\$ 50,941
7.5	\$ 30,668	\$ 32,202	\$ 32,968	\$ 34,169	\$ 35,020	\$ 35,872	\$ 36,723	\$ 37,574	\$ 38,425	\$ 39,276	\$ 40,127	\$ 40,978	\$ 41,829	\$ 42,680	\$ 43,531	\$ 44,382	\$ 45,233	\$ 46,084	\$ 46,935	\$ 47,786	\$ 48,637	\$ 49,488	\$ 50,339	\$ 51,190
STEP 8	\$ 30,852	\$ 32,398	\$ 33,165	\$ 34,368	\$ 35,213	\$ 36,067	\$ 36,921	\$ 37,775	\$ 38,629	\$ 39,483	\$ 40,337	\$ 41,191	\$ 42,045	\$ 42,899	\$ 43,753	\$ 44,607	\$ 45,461	\$ 46,315	\$ 47,169	\$ 48,023	\$ 48,877	\$ 49,731	\$ 50,585	\$ 51,439
8.5	\$ 31,036	\$ 32,594	\$ 33,363	\$ 34,547	\$ 35,405	\$ 36,262	\$ 37,119	\$ 37,976	\$ 38,833	\$ 39,690	\$ 40,547	\$ 41,404	\$ 42,261	\$ 43,118	\$ 43,975	\$ 44,832	\$ 45,689	\$ 46,546	\$ 47,403	\$ 48,260	\$ 49,117	\$ 49,974	\$ 50,831	\$ 51,688
STEP 9	\$ 31,220	\$ 32,790	\$ 33,561	\$ 34,737	\$ 35,597	\$ 36,457	\$ 37,317	\$ 38,176	\$ 39,035	\$ 39,894	\$ 40,753	\$ 41,612	\$ 42,471	\$ 43,330	\$ 44,189	\$ 45,048	\$ 45,907	\$ 46,766	\$ 47,625	\$ 48,484	\$ 49,343	\$ 50,202	\$ 51,061	\$ 51,920
9.5	\$ 31,404	\$ 32,986	\$ 33,759	\$ 34,926	\$ 35,789	\$ 36,652	\$ 37,515	\$ 38,378	\$ 39,241	\$ 40,104	\$ 40,967	\$ 41,830	\$ 42,693	\$ 43,556	\$ 44,419	\$ 45,282	\$ 46,145	\$ 47,008	\$ 47,871	\$ 48,734	\$ 49,597	\$ 50,460	\$ 51,323	\$ 52,186
STEP 10	\$ 31,588	\$ 33,182	\$ 33,957	\$ 35,115	\$ 35,981	\$ 36,847	\$ 37,713	\$ 38,579	\$ 39,445	\$ 40,311	\$ 41,177	\$ 42,043	\$ 42,909	\$ 43,775	\$ 44,641	\$ 45,507	\$ 46,373	\$ 47,239	\$ 48,105	\$ 48,971	\$ 49,837	\$ 50,703	\$ 51,569	\$ 52,435
10.5	\$ 31,772	\$ 33,378	\$ 34,155	\$ 35,305	\$ 36,174	\$ 37,042	\$ 37,911	\$ 38,780	\$ 39,649	\$ 40,518	\$ 41,387	\$ 42,256	\$ 43,125	\$ 43,994	\$ 44,863	\$ 45,732	\$ 46,601	\$ 47,470	\$ 48,339	\$ 49,208	\$ 50,077	\$ 50,946	\$ 51,815	\$ 52,684
STEP 11	\$ 31,956	\$ 33,574	\$ 34,353	\$ 35,494	\$ 36,366	\$ 37,237	\$ 38,109	\$ 38,981	\$ 39,853	\$ 40,725	\$ 41,597	\$ 42,469	\$ 43,341	\$ 44,213	\$ 45,085	\$ 45,957	\$ 46,829	\$ 47,701	\$ 48,573	\$ 49,445	\$ 50,317	\$ 51,189	\$ 52,061	\$ 52,933
11.5	\$ 32,140	\$ 33,770	\$ 34,550	\$ 35,684	\$ 36,558	\$ 37,433	\$ 38,307	\$ 39,181	\$ 40,055	\$ 40,929	\$ 41,803	\$ 42,677	\$ 43,551	\$ 44,425	\$ 45,299	\$ 46,173	\$ 47,047	\$ 47,921	\$ 48,795	\$ 49,669	\$ 50,543	\$ 51,417	\$ 52,291	\$ 53,165
STEP 12	\$ 32,324	\$ 33,966	\$ 34,748	\$ 35,873	\$ 36,750	\$ 37,628	\$ 38,505	\$ 39,382	\$ 40,259	\$ 41,136	\$ 42,013	\$ 42,890	\$ 43,767	\$ 44,644	\$ 45,521	\$ 46,398	\$ 47,275	\$ 48,152	\$ 49,029	\$ 49,906	\$ 50,783	\$ 51,660	\$ 52,537	\$ 53,414
12.5	\$ 32,508	\$ 34,162	\$ 34,946	\$ 36,062	\$ 36,942	\$ 37,823	\$ 38,703	\$ 39,583	\$ 40,463	\$ 41,343	\$ 42,223	\$ 43,103	\$ 43,983	\$ 44,863	\$ 45,743	\$ 46,623	\$ 47,503	\$ 48,383	\$ 49,263	\$ 50,143	\$ 51,023	\$ 51,903	\$ 52,783	\$ 53,663
STEP 13	\$ 32,692	\$ 34,358	\$ 35,144	\$ 36,262	\$ 37,135	\$ 38,018	\$ 38,900	\$ 39,782	\$ 40,664	\$ 41,546	\$ 42,428	\$ 43,310	\$ 44,192	\$ 45,074	\$ 45,956	\$ 46,838	\$ 47,720	\$ 48,602	\$ 49,484	\$ 50,366	\$ 51,248	\$ 52,130	\$ 53,012	\$ 53,894
13.5	\$ 32,876	\$ 34,554	\$ 35,342	\$ 36,441	\$ 37,327	\$ 38,213	\$ 39,098	\$ 39,983	\$ 40,868	\$ 41,753	\$ 42,638	\$ 43,523	\$ 44,408	\$ 45,293	\$ 46,178	\$ 47,063	\$ 47,948	\$ 48,833	\$ 49,718	\$ 50,603	\$ 51,488	\$ 52,373	\$ 53,258	\$ 54,143
STEP 14	\$ 33,060	\$ 34,750	\$ 35,540	\$ 36,630	\$ 37,519	\$ 38,408	\$ 39,296	\$ 40,185	\$ 41,074	\$ 41,963	\$ 42,852	\$ 43,741	\$ 44,630	\$ 45,519	\$ 46,408	\$ 47,297	\$ 48,186	\$ 49,075	\$ 49,964	\$ 50,853	\$ 51,742	\$ 52,631	\$ 53,520	\$ 54,409
14.5	\$ 33,244	\$ 34,946	\$ 35,738	\$ 36,820	\$ 37,711	\$ 38,603	\$ 39,494	\$ 40,385	\$ 41,276	\$ 42,167	\$ 43,058	\$ 43,949	\$ 44,840	\$ 45,731	\$ 46,622	\$ 47,513	\$ 48,404	\$ 49,295	\$ 50,186	\$ 51,077	\$ 51,968	\$ 52,859	\$ 53,750	\$ 54,641
STEP 15	\$ 33,428	\$ 35,138	\$ 35,935	\$ 37,009	\$ 37,903	\$ 38,798	\$ 39,692	\$ 40,586	\$ 41,480	\$ 42,374	\$ 43,268	\$ 44,162	\$ 45,056	\$ 45,950	\$ 46,844	\$ 47,738	\$ 48,632	\$ 49,526	\$ 50,420	\$ 51,314	\$ 52,208	\$ 53,102	\$ 53,996	\$ 54,890
15.5	\$ 33,613	\$ 35,338	\$ 36,133	\$ 37,198	\$ 38,096	\$ 38,993	\$ 39,890	\$ 40,787	\$ 41,684	\$ 42,581	\$ 43,478	\$ 44,375	\$ 45,272	\$ 46,169	\$ 47,066	\$ 47,963	\$ 48,860	\$ 49,757	\$ 50,654	\$ 51,551	\$ 52,448	\$ 53,345	\$ 54,242	\$ 55,139
STEP 16	\$ 33,797	\$ 35,535	\$ 36,331	\$ 37,388	\$ 38,288	\$ 39,188	\$ 40,088	\$ 40,988	\$ 41,888	\$ 42,788	\$ 43,688	\$ 44,588	\$ 45,488	\$ 46,388	\$ 47,288	\$ 48,188	\$ 49,088	\$ 49,988	\$ 50,888	\$ 51,788	\$ 52,688	\$ 53,588	\$ 54,488	\$ 55,388
16.5	\$ 33,981	\$ 35,731	\$ 36,529	\$ 37,577	\$ 38,480	\$ 39,383	\$ 40,286	\$ 41,189	\$ 42,092	\$ 42,995	\$ 43,898	\$ 44,801	\$ 45,704	\$ 46,607	\$ 47,510	\$ 48,413	\$ 49,316	\$ 50,219	\$ 51,122	\$ 52,025	\$ 52,928	\$ 53,831	\$ 54,734	\$ 55,637
STEP 17	\$ 34,165	\$ 35,927	\$ 36,727	\$ 37,766	\$ 38,672	\$ 39,578	\$ 40,484	\$ 41,390	\$ 42,296	\$ 43,202	\$ 44,108	\$ 45,014	\$ 45,920	\$ 46,826	\$ 47,732	\$ 48,638	\$ 49,544	\$ 50,450	\$ 51,356	\$ 52,262	\$ 53,168	\$ 54,074	\$ 54,980	\$ 55,886

The method used for granting step assignments is as follows:

Fiscal Year Basis	Employment of
0-3 Months	No Step
4-8 Months	1/2 Step (.5)
9-12 Months	Full Step