

**2011-2012 PAYROLL / HR CLERICAL  
12 MONTH SALARY SCALE**

Step 1	\$	25,656
Step 2	\$	25,656
Step 3	\$	26,170
Step 4	\$	27,369
Step 5	\$	28,635
Step 6	\$	29,960
Step 7	\$	31,358
Step 8	\$	32,824
Step 9	\$	34,431
Step 10	\$	34,431
Step 11	\$	34,431
Step 12	\$	34,431
<b>Longevity</b>		
after 11 years	\$	1,370
after 16 years	\$	1,370
after 21 years	\$	2,740
after 24 years	\$	2,740
after 26 years	\$	2,740

It is agreed that the term "years of service" shall mean years of service with the Board of Education of Carroll County or years of service with other educational institutions recognized as coming under the jurisdiction of the Maryland State Department of Education.

Method for calculation experience for initial placement on the salary scale shall be:

July 1 -November 15th = 1 year credit  
 November 16 - February 28/29 = .5 year credit  
 March 1 - June 30 = no credit