

<u>BALTIMORE COUNTY</u>											Accumulated Change
TABCO	2008-09	2009-10	2010-211	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	AVERAGE	
STEP INCREASE	YES	YES	YES	YES	YES	YES	YES	YES	YES		
COLA	-	2.10	-	-	-	-	-	5.00	2.00	1.01	
OTHER CHANGES							3% Bonus				

<u>CARROLL</u>											Accumulated Change
CCEA	2008-09	2009-10	2010-211	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	AVERAGE	
STEP INCREASE	NO	NO	NO	NO	YES	NO	NO	NO	YES		
COLA	1.05	-	-	-	-	-	-	2.50	2.00	0.62	
OTHER CHANGES						2.5% Bonus, Salary scale shortned	3% Bonus	1% bonus	A re-structured salary scale with increased rates and step enhancements – members will get 2 steps (eliminated 1/2 steps, maintained 20 steps, normalized increments between each step, added longevity step.		

<u>FREDERICK</u>											Accumulated Change
FCTA	2008-09	2009-10	2010-211	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	AVERAGE	
STEP INCREASE	YES	NO	NO	NO	YES	YES	NO	YES	NO		
COLA	2.00	-	-	-	-	-	1.10	1.10	2.00	0.69	
OTHER CHANGES				1.5% supplement rec'd in FY12 to offset 2% pension increase.				Plus \$107 on each step	Formed new salary scale, placement for teachers will average about a 2% increase		

<u>HOWARD</u>											Accumulated Change
HCEA	2008-09	2009-10	2010-211	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	AVERAGE	
STEP INCREASE	YES	NO	YES	YES (Mid-)	YES	YES	YES	YES (Dec)	YES		
COLA	5.00	1.20	-	-	-	-	3.00	-	2.00	1.24	
OTHER CHANGES			\$500 or equivalent for those not eligible for increment.	1/2 increment in FY 2012; 2nd half delayed till FY 2013.	Compression of scale to step 30 & adjustment of seed money to	1% at top of scale			Salary restructuring, eliminated "frozen steps". Compress steps 26 to 29 . Significant lifetime earning improvement		

<u>WASHINGTON</u>											Accumulated Change
WCTA	2008-09	2009-10	2010-211	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	AVERAGE	
STEP INCREASE	YES	YES	NO	YES	YES (Mid-)	YES	YES	YES			
COLA	2.00	2.00	-	-	-	-	-	-	-	0.50	
OTHER CHANGES			\$500 stipend	\$500 at top of the scale.	1% at top of scale; 2nd step increase if in at least 4th yr teaching.	.5% for steps 19 & 20; \$375 bonus to those on top of scale.	1% at the top	New step #21, which is 1.15% greater than step 20.	in negotiations		

<u>HARFORD</u>											Accumulated Change
HCEA	2008-09	2009-10	2010-211	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	AVERAGE	
STEP INCREASE	YES	NO	NO	NO	YES	NO	NO	YES	YES		
COLA	1.60	-	-	-	1.00	-	-	1.50	1.50	0.62	
OTHER CHANGES									2, steps, 1 step and 1 percent in July, 1 step and 1/2 percent in January		