

Scale 2 Non-Instructional Assistants (12 Months)			
SY 22-23	<b>PSRP.818</b>		
Step	Annual Rate	Hourly Rate	
1	30225	15.858	
2	30969	16.248	
3	31750	16.658	
4	32551	17.078	
5	33370	17.508	
6	34209	17.948	
7	35067	18.398	
8	35962	18.868	
9	36896	19.358	
10	37849	19.858	
11	38835	20.375	
12	39864	20.915	
13	40935	21.477	
14	42067	22.071	
15	43245	22.689	
16	44488	23.341	
Longevity Stipends:			
15 yrs	952	0.499	
20 yrs	1901	0.997	
25 yrs	2850	1.495	
30 yrs	3799	1.993	
35 yrs	4747	2.490	

Scale 7 Non-Instructional Assistants (5 Hours)		
SY 22-23	<b>PSRP.822</b>	
Step	Annual Rate	Hourly Rate
1	19355	17.921
2	19786	18.320
3	20231	18.732
4	20690	19.157
5	21162	19.594
6	21649	20.045
7	22151	20.510
8	22668	20.989
9	23197	21.479
10	23746	21.987
11	24308	22.507
12	24891	23.047
13	25490	23.602
14	26106	24.172
15	26742	24.761
16	27395	25.366
Longevity Stipends:		
15 yrs	571	0.529
20 yrs	1145	1.060
25 yrs	1717	1.590
30 yrs	2289	2.119
35 yrs	2860	2.648

Scale 6 Non-Instructional Assistants (4 Hours)		
SY 22-23	<b>PSRP.823</b>	
Step	Annual Rate	Hourly Rate
1	16398	18.979
2	16746	19.382
3	17103	19.795
4	17471	20.221
5	17851	20.661
6	18242	21.113
7	18644	21.579
8	19059	22.059
9	19485	22.552
10	19926	23.062
11	20377	23.584
12	20844	24.125
13	21324	24.680
14	21819	25.254
15	22330	25.845
16	22855	26.452
Longevity Stipends:		
15 yrs	459	0.531
20 yrs	917	1.061
25 yrs	1376	1.592
30 yrs	1834	2.122
35 yrs	2291	2.652

Scale 1 Non-Instructional Assistants (10 Months)		
SY 22-23	<b>PSRP.824</b>	
Step	Annual Rate	Hourly Rate
1	25702	16.810
2	26317	17.212
3	26953	17.628
4	27605	18.054
5	28277	18.494
6	28970	18.947
7	29684	19.414
8	30419	19.895
9	31178	20.391
10	31956	20.900
11	32760	21.426
12	33589	21.968
13	34441	22.525
14	35320	23.100
15	36224	23.691
16	37156	24.301
Longevity Stipends:		
15 yrs	813	0.532
20 yrs	1628	1.065
25 yrs	2442	1.597
30 yrs	3255	2.129
35 yrs	4067	2.660
Aid - School Bus		
Assistant - ESOL		
Assistant - Non-Instructional/10mth		
Team Support Paraprofessional		
Team Support Paraprofessional - Early Learning Programs		

Scale 3 Non-Instructional Assistants (10 Months)			
SY 22-23	<b>PSRP.826</b>		
Step	Annual Rate	Hourly Rate	
1	26303	17.203	
2	26913	17.602	
3	27540	18.012	
4	28187	18.435	
5	28851	18.869	
6	29537	19.318	
7	30242	19.779	
8	30970	20.255	
9	31718	20.744	
10	32487	21.247	
11	33282	21.767	
12	34101	22.303	
13	34942	22.853	
14	35809	23.420	
15	36704	24.005	
16	37624	24.607	
Longevity Stipends:			
15 yrs	827	0.541	
20 yrs	1654	1.082	
25 yrs	2483	1.624	
30 yrs	3310	2.165	
35 yrs	4136	2.705	

Scale 4 Special Education Assistants (10 Months)			
SY 22-23	<b>PSRP.827</b>		
Step	Annual Rate	Hourly Rate	
1	26634	17.419	
2	27242	17.817	
3	27869	18.227	
4	28513	18.648	
5	29178	19.083	
6	29863	19.531	
7	30569	19.993	
8	31296	20.468	
9	32043	20.957	
10	32815	21.462	
11	33607	21.980	
12	34427	22.516	
13	35269	23.067	
14	36138	23.635	
15	37031	24.219	
16	37950	24.820	
Longevity Stipends:			
15 yrs	836	0.547	
20 yrs	1670	1.093	
25 yrs	2506	1.639	
30 yrs	3341	2.185	
35 yrs	4175	2.730	

Scale 9 Para Educator (10 Months)		
SY 22-23	<b>PSRP.829</b>	
Step	Annual Rate	Hourly Rate
1	32877	21.502
2	33667	22.019
3	34484	22.553
4	35321	23.101
5	36185	23.666
6	37077	24.249
7	37994	24.849
8	38953	25.476
9	39945	26.125
10	40968	26.794
11	42060	27.508
12	43216	28.264
13	44408	29.044
14	45651	29.857
15	46931	30.694
16	48251	31.557
Longevity Stipends:		
15 yrs	827	0.541
20 yrs	1654	1.082
25 yrs	2483	1.624
30 yrs	3310	2.165
35 yrs	4136	2.705
Para Educator		
Para Educator - ESOL		
Para Educator - ESOL (Humanities)		
Para Educator - Pre K		
Paraeducator - Deaf or Hard of Hearing		
Paraeducator - Early Literacy Tutor		
Special Education Para Educator		

Pay Scale for A13 Job Classification						
SY 22-23						
(Annual Rates Based on 1906 Hours)						
	Standard		Professional		Distinguished	
	830		831		832	
Interval	Annual	Hourly	Annual	Hourly	Annual	Hourly
1	31983	16.78	35471	18.61	42447	22.27
2	32554	17.08	36100	18.94	43266	22.70
3	33088	17.36	36729	19.27	44124	23.15
4	33679	17.67	37377	19.61	44963	23.59
5	34270	17.98	38044	19.96	45839	24.05
6	34861	18.29	38730	20.32	46735	24.52
7			39435	20.69		
8			40121	21.05		
9			40865	21.44		
10			41627	21.84		
Assistant I - Accounting						



Pay Scale for B21 Job Classification						
SY 22-23						
(Annual Rates Based on 1906 Hours)						
	Standard		Professional		Distinguished	
	833		834		835	
Interval	Annual	Hourly	Annual	Hourly	Annual	Hourly
1	36424	19.11	40541	21.27	49175	25.80
2	37072	19.45	41303	21.67	50128	26.30
3	37720	19.79	42065	22.07	51100	26.81
4	38406	20.15	42904	22.51	52129	27.35
5	39111	20.52	43705	22.93	53101	27.86
6	39797	20.88	44543	23.37	54207	28.44
7			45439	23.84		
8			46354	24.32		
9			47269	24.80		
10			48184	25.28		
Assistant - Program Compliance						
Assistant - Senior Special Education Office Support						
Assistant - Special Education Compliance						
Assistant - Third Party Billing						
Assistant - Transportation Customer Care						
Assistant - Transportation Customer Care (Bilingual)						
Assistant II - Accounting						
Customer Service Liaison						
Customer Support Specialist I - Call Center						
Department Assistant - Early Learning						
Department Assistant - Engineering						
Food Service Accountability Assistant I						
Food Service Accountability Assistant II						
Transportation Assistant - Athletics						



Pay Scale for B23 Job Classification						
SY 22-23						
(Annual Rates Based on 1906 Hours)						
	Standard		Professional		Distinguished	
	839		840		841	
Interval	Annual	Hourly	Annual	Hourly	Annual	Hourly
1	45725	23.99	51386	26.96	62517	32.80
2	46602	24.45	52377	27.48	63737	33.44
3	47517	24.93	53444	28.04	65014	34.11
4	48470	25.43	54493	28.59	66291	34.78
5	49423	25.93	55579	29.16	67587	35.46
6	50357	26.42	56665	29.73	68978	36.19
7			57790	30.32		
8			58934	30.92		
9			60077	31.52		
10			61297	32.16		
Associate Engagement Assistant						
Customer Support Specialist III						
Operational Support Specialist II						
Operational Support Specialist II - 21st Century Buildings						
Records Technician						
Registrar						
Student Wholeness Specialist						
Student Wholeness Specialist - Special Education						
Technician - Third Party Billing						

Pay Scale for B24 Job Classification						
SY 22-23						
(Annual Rates Based on 1529 Hours)						
	Standard		Professional		Distinguished	
	842		843		844	
Interval	Annual	Hourly	Annual	Hourly	Annual	Hourly
1	40824	26.70	45794	29.95	55671	36.41
2	41589	27.20	46696	30.54	56772	37.13
3	42384	27.72	47628	31.15	57873	37.85
4	43194	28.25	48530	31.74	59019	38.60
5	44020	28.79	49494	32.37	60212	39.38
6	44907	29.37	50503	33.03	61374	40.14
7			51481	33.67		
8			52506	34.34		
9			53530	35.01		
10			54601	35.71		
Assistant - Licensed Therapy						

Pay Scale for B25 Job Classification						
SY 22-23						
(Annual Rates Based on 1906 Hours)						
Standard		Professional		Distinguished		
845		846		847		
Interval	Annual	Hourly	Annual	Hourly	Annual	Hourly
1	55497	29.12	62386	32.73	76003	39.88
2	56569	29.68	63625	33.38	77529	40.68
3	57704	30.27	64884	34.04	79079	41.49
4	58837	30.87	66167	34.72	80650	42.31
5	59993	31.48	67476	35.40	82260	43.16
6	61189	32.10	68834	36.11	83915	44.03
7			70213	36.84		
8			71612	37.57		
9			73056	38.33		
10			74519	39.10		
Analyst I - External Research						
Associate - Equity & Continuous Improvement						
Associate - Recruitment & Hiring/Operations						
Associate - Student Wholeness						
Associate - System Learning & Development						
Community School Site Specialist						
Operational Support Specialist III						

Pay Scale for C41 Job Classification						
SY 22-23						
(Annual Rates Based on 1906 Hours)						
	Standard		Professional		Distinguished	
	848		849		850	
Interval	Annual	Hourly	Annual	Hourly	Annual	Hourly
1	59949	31.45	67837	35.59	83407	43.76
2	61210	32.11	69257	36.34	85146	44.67
3	62450	32.76	70721	37.10	86970	45.63
4	63751	33.45	72206	37.88	88795	46.59
5	65095	34.15	73713	38.67	90640	47.56
6	66440	34.86	75262	39.49	92612	48.59
7			76852	40.32		
8			78465	41.17		
9			80099	42.02		
10			81772	42.90		
Functional Analyst I						
Functional Analyst I - Customer Service Care						
IT Business						
Procurement						
Procurement Specialist - 21st Century Buildings						
Specialist - Sustainability						
Specialist - Teaching & Learning						
Systems Analyst II - Learning Management Support						

Pay Scale for C42 Job Classification						
SY 22-23						
(Annual Rates Based on 1906 Hours)						
	Standard		Professional		Distinguished	
	851		852		853	
Interval	Annual	Hourly	Annual	Hourly	Annual	Hourly
1	65223	34.22	73374	38.50	89283	46.84
2	66502	34.89	74815	39.25	91065	47.78
3	67837	35.59	76300	40.03	92869	48.72
4	69153	36.28	77805	40.82	94691	49.68
5	70531	37.00	79334	41.62	96558	50.66
6	71929	37.74	80926	42.46	98480	51.67
7			82559	43.32		
8			84169	44.16		
9			85846	45.04		
10			87543	45.93		
Accountant - Payroll						
Business Manager - Schools						
Family & Community Engagement Specialist						

Pay Scale for C43 Job Classification						
SY 22-23						
(Annual Rates Based on 1529 Hours)						
Positions included: Staff Associate/10 Month						
Standard		Professional		Distinguished		
854		855		856		
Interval	Annual	Hourly	Annual	Hourly	Annual	Hourly
1	56377	36.87	63251	41.37	76745	50.19
2	57473	37.59	64483	42.17	78224	51.16
3	58585	38.32	65712	42.98	79723	52.14
4	59713	39.05	66977	43.80	81288	53.16
5	60858	39.80	68289	44.66	82852	54.19
6	62038	40.57	69633	45.54	84451	55.23
7			70993	46.43		
8			72369	47.33		
9			73783	48.26		
10			75214	49.19		
Applications Developer I						
Staff Associate/10mth						



Pay Scale for C43 Job Classification						
SY 22-23						
(Annual Rates Based on 1906 Hours)						
Interval	Standard		Professional		Distinguished	
	857		858		859	
	Annual	Hourly	Annual	Hourly	Annual	Hourly
1	70148	36.80	78804	41.35	95667	50.19
2	71527	37.53	80351	42.16	97513	51.16
3	72927	38.26	81901	42.97	99380	52.14
4	74348	39.01	83491	43.80	101332	53.16
5	75791	39.76	85125	44.66	103283	54.19
6	77276	40.54	86801	45.54	105276	55.23
7			88497	46.43		
8			90216	47.33		
9			91974	48.25		
10			93758	49.19		
Accountant - Grants			Staff Associate - Discipline			Staff Specialist - Credit Recovery
Administrator - Grants Acquisition			Staff Associate - Enrollment and Attendance			Staff Specialist - District Publications Communications
Analyst - Data Systems			Staff Associate - Enrollment, Choice & Transfers			Staff Specialist - Early Learning Administrative Services
Analyst - Data TPB			Staff Associate - Equity & Continuous Improvement			Staff Specialist - Enrichment
Analyst - Grants Acquisition			Staff Associate - Farm (Cafeteria Initiative Coordinator)			Staff Specialist - Enrollment and Attendance
Analyst - Grants Management			Staff Associate - Federal Grants			Staff Specialist - Enrollment, Choice & Transfers
Analyst - Learning Management			Staff Associate - Federal Programs			Staff Specialist - Family & Community Engagement
Analyst - Teacher Professional Growth			Staff Associate - Food & Nutrition			Staff Specialist - Federal Grants
Certified Athletic Trainer			Staff Associate - Instructional Technology			Staff Specialist - Federal Programs
Coach - Student Wholeness & School Climate			Staff Associate - Interscholastic Athletics			Staff Specialist - Foster Care Services
Data Analyst			Staff Associate - Inventory			Staff Specialist - GEAR UP
Data Analyst - College & Career Readiness			Staff Associate - IT Learning Management Support System			Staff Specialist - Grads2Careers
Data Analyst - Continuous Improvement			Staff Associate - Job Developer			Staff Specialist - Grants
Data Analyst - Engagement			Staff Associate - Kirwan			Staff Specialist - Grants, Procurement & Inventory
Data Analyst - Enrollment, Choice & Transfer			Staff Associate - Middle School Athletics			Staff Specialist - Healing - Centered Violence Prevention & Response
Data Analyst - Research Services			Staff Associate - New Initiatives			Staff Specialist - Homeless Education Liaison
Data Analyst - School Support			Staff Associate - Non Public Placement			Staff Specialist - Integrated Technology
Data Analyst - Special Education			Staff Associate - OSEMC			Staff Specialist - Mental Health Coordination
Data Analyst - Strategy and Compliance			Staff Associate - Parent Response and Due Process			Staff Specialist - Mentoring
Data Analyst - Title I			Staff Associate - Related Services			Staff Specialist - Mentoring & Adult Relationships
Data Analyst - Whole Child			Staff Associate - Special Education Support			Staff Specialist - Operations (Policy)
Data Specialist - NIJ Grant			Staff Associate - Special Education Supports			Staff Specialist - Partners for Success
Data Specialist - Planning			Staff Associate - Special Projects			Staff Specialist - PBIS
Data Specialist - Secondary			Staff Associate - Specialized Services			Staff Specialist - Post Secondary Advising
Data Specialist (K-8)			Staff Associate - Title I Non Public			Staff Specialist - Related Services
Instructor - Air Force Aerospace Science JROTC			Staff Associate - Transportation			Staff Specialist - Robotics
Instructor - Army JROTC			Staff Associate (12mth) - Teaching & Learning			Staff Specialist - Science Enrichment
Instructor - Naval Science JROTC			Staff Associate/12mth Generic			Staff Specialist - Special Education Administration
Jr. Educational Facility Planner			Staff Specialist			Staff Specialist - Special Education Support
Knowledge Management Analyst			Staff Specialist - Special Education & Student Support			Staff Specialist - SST
Specialist - Assessment (K-8)			Staff Specialist - Administrative Services			Staff Specialist - SST/504
Specialist - Assessment (Secondary)			Staff Specialist - Alternatives to Suspension			Staff Specialist - Strategic Communications
Specialist - Common Core/PARCC			Staff Specialist - AOP Supports			Staff Specialist - Strategy and Compliance
Specialist - District Assessments			Staff Specialist - Assessment			Staff Specialist - Student Support Teams (SST)
Specialist - External Research			Staff Specialist - Athletics			Staff Specialist - Suspension Services
Specialist - Food & Nutrition			Staff Specialist - Attendance			Staff Specialist - Title I
Specialist - PARCC			Staff Specialist - Autism Waiver			Staff Specialist - Title I - Secondary
Specialist - Residency and Assignment			Staff Specialist - Career and College Readiness (CCR)			Staff Specialist - Title I (K-8)
Staff Associate - Administrative Services			Staff Specialist - CCEIS			Staff Specialist - Title III K-12
Staff Associate - Athletics			Staff Specialist - CCR Strategy & Compliance			Staff Specialist - Transition
Staff Associate - Attendance			Staff Specialist - CCR Strategy & Operations			Staff Specialist - Transition Program & Squeegee Initiative
Staff Associate - BERC			Staff Specialist - Centralized PreK Enrollment			Staff Specialist - Trauma
Staff Associate - Career Readiness			Staff Specialist - Child Find			Staff Specialist - Work-Based Learning
Staff Associate - College Readiness			Staff Specialist - City Schools Persists			Staff Specialist (FCE) Policy
Staff Associate - CTE Certification						Staff Specialist -Liaison to Baltimore City Health Department

Pay Scale for C44 Job Classification						
SY 22-23						
(Annual Rates Based on 1906 Hours)						
	Standard		Professional		Distinguished	
	860		861		862	
Interval	Annual	Hourly	Annual	Hourly	Annual	Hourly
1	75070	39.39	84340	44.25	102327	53.69
2	76533	40.15	85973	45.11	104343	54.74
3	78018	40.93	87649	45.99	106358	55.80
4	79545	41.73	89346	46.88	108416	56.88
5	81115	42.56	91107	47.80	110536	57.99
6	82684	43.38	92888	48.73	112657	59.11
7			94691	49.68		
8			96537	50.65		
9			98446	51.65		
10			100355	52.65		
Administrator - Grants Management						
Program Evaluator II - Assessment						
Program Evaluator II - Assessments						
Program Evaluator II - BERC						
Program Evaluator II - City Schools Professional Development						
Program Evaluator II - College & Career Readiness						
Program Evaluator II - Enrollment						
Program Evaluator II - Research Services						
Program Evaluator II - School Effectiveness						
Program Evaluator II - Strategy and Compliance						
Systems Administrator II - Customer Service Care						
Systems Administrator II - Security						
Systems Administrator II - Technical Support Services						

Pay Scale for Job Classification						
SY 22-23						
(Annual Rates Based on 2080 Hours)						
	Standard		Professional		Distinguished	
	863		864		865	
Interval	Annual	Hourly	Annual	Hourly	Annual	Hourly
1	34902	16.78	38709	18.61	46322	22.27
2	35526	17.08	39395	18.94	47216	22.70
3	36109	17.36	40082	19.27	48152	23.15
4	36754	17.67	40789	19.61	49067	23.59
5	37398	17.98	41517	19.96	50024	24.05
6	38043	18.29	42266	20.32	51002	24.52
7			43035	20.69		
8			43784	21.05		
9			44595	21.44		
10			45427	21.84		
Office Assistant						

Pay Scale for Job Classification						
SY 22-23						
(Annual Rates Based on 2080 Hours)						
	Standard		Professional		Distinguished	
	866		867		868	
Interval	Annual	Hourly	Annual	Hourly	Annual	Hourly
1	39749	19.11	44242	21.27	53664	25.80
2	40456	19.45	45074	21.67	54704	26.30
3	41163	19.79	45906	22.07	55765	26.81
4	41912	20.15	46821	22.51	56888	27.35
5	42682	20.52	47694	22.93	57949	27.86
6	43430	20.88	48610	23.37	59155	28.44
7			49587	23.84		
8			50586	24.32		
9			51584	24.80		
10			52582	25.28		
Secretary						
Assistant - Department						
Department Assistant - Career and College Readiness						
Department Assistant - Food and Nutrition						
Department Assistant - Human Capital						

Pay Scale for Job Classification						
SY 22-23						
(Annual Rates Based on 2080 Hours)						
836-838						
	Standard		Professional		Distinguished	
	869		870		871	
Interval	Annual	Hourly	Annual	Hourly	Annual	Hourly
1	44637	21.46	50086	24.08	60882	29.27
2	45469	21.86	51085	24.56	62130	29.87
3	46363	22.29	52125	25.06	63357	30.46
4	47278	22.73	53102	25.53	64605	31.06
5	48194	23.17	54163	26.04	65874	31.67
6	49150	23.63	55245	26.56	67142	32.28
7			56326	27.08		
8			57450	27.62		
9			58594	28.17		
10			59738	28.72		
Work Order Administrator						

Pay Scale for Job Classification						
SY 22-23						
(Annual Rates Based on 2080 Hours)						
839-841						
	Standard		Professional		Distinguished	
	872		873		874	
Interval	Annual	Hourly	Annual	Hourly	Annual	Hourly
1	49899	23.99	56077	26.96	68224	32.80
2	50856	24.45	57158	27.48	69555	33.44
3	51854	24.93	58323	28.04	70949	34.11
4	52894	25.43	59467	28.59	72342	34.78
5	53934	25.93	60653	29.16	73757	35.46
6	54954	26.42	61838	29.73	75275	36.19
7			63066	30.32		
8			64314	30.92		
9			65562	31.52		
10			66893	32.16		
Customer Support Specialist III - Judy Center						
Employee Engagement Assistant						









Pay Scale for Job Classification						
SY 22-23						
(Annual Rates Based on 2080 Hours)						
857-859						
	Standard		Professional		Distinguished	
	884		885		886	
Interval	Annual	Hourly	Annual	Hourly	Annual	Hourly
1	76552	36.80	85998	41.35	104401	50.19
2	78057	37.53	87686	42.16	106415	51.16
3	79585	38.26	89378	42.97	108452	52.14
4	81135	39.01	91113	43.80	110583	53.16
5	82710	39.76	92896	44.66	112712	54.19
6	84331	40.54	94725	45.54	114887	55.23
7			96576	46.43		
8			98452	47.33		
9			100370	48.25		
10			102317	49.19		
Accountant II					Specialist - ESOL Family Engagement	
Analyst - Building Automation Systems					Specialist - Farms to Schools Programming	
Analyst - Computerized Maintenance (CMMS)					Specialist - HC Systems	
Analyst - Scheduling & Grade Reporting					Specialist - Leadership Recruitment & Engagement	
Analyst - Sustainability					Specialist - New Initiatives	
Analyst - TPB Monitoring & School Support					Specialist - Planning	
Analyst II - Budget Title I PFE Fiscal Monitor					Specialist - Restorative Practices	
Analyst II - Data Quality					Specialist - Scheduling and Support to the CEO	
Analyst II - Family & Community Engagemer					Specialist - Test Integrity	
Analyst Knowledge Management					Specialist - Volunteer Engagement	
Analyst Senior - Grants					Specialist - Youth Engagement	
Applications Developer II					Specialist - Youth Engagement Student Government	
Architect/Engineer I - FPM					Staff Specialist - Board Communications	
Associate - Geographic Info System					Staff Specialist - Budget	
Community Schools Specialist (CSS)					Staff Specialist - Communications	
Data Specialist (School Achievement)					Staff Specialist - Graphic Designer	
Database Administrator II					Staff Specialist - People and Project Management	
Educational Facility Planner					Staff Specialist - Race Equity	
Facilities Planner					Staff Specialist - Re-Engagement Liaison	
Family Engagement Specialist - Bilingual					Staff Specialist - Social Media	
HC Specialist School Leader Recruitment & S					Staff Specialist - Spanish Communications	
Leadership Development Specialist					Staff Specialist - Student Conduct & Attendance Bilingual/ESOL	
Payroll Functional Systems Analyst					Staff Specialist - Student Resilience Grant	
Project Management/PMO Specialist					Staff Specialist - System Learning & Development	
School Support Specialist - New Initiatives					Staff Specialist Enrichment	
Specialist - Emergency Management						
Specialist - Community Engagement						
Specialist - Equity						

