



**BALTIMORE COUNTY PUBLIC SCHOOLS**  
**Supplemental Salary Schedule for Department Chairpersons,**  
**Team Leaders, and Psychologists, 2011-2012**  
**Effective July 1, 2011**

Department chairpersons, team leaders, and psychologists are compensated for their additional responsibilities. This additional compensation is based upon the size of the teacher's department or team and is referred to as a responsibility factor (RF). The RF is added to the teacher's 10- or 12-month base salary and paid as part of the biweekly salary. RFs are included in salary calculations for retirement purposes. Below are the RFs for 2011–2012.

RF Code	Department/Team Size	Annual Amount	Biweekly Amount	
			10-month	12-month
K	15 or more employees assigned to the department or team	\$5,005	\$230.65	\$191.76
L	10 – 14 employees assigned to the department or team; psychologists	\$4,291	\$197.74	\$164.41
M	5 – 9 employees assigned to the department or team	\$3,578	\$164.88	\$137.09
N	1 – 4 employees assigned to the department or team	\$2,863	\$131.94	\$109.69

*Divide annual amount by 21.7 for 10-month and 26.1 for 12-month employees*