

**Carroll County Public Schools
Plant Operations Salary Scale
FY 2026**

SHIFT GRADE	CAT I			CAT II				CAT III				CAT IV			
	1	2	3	1	1	2	3	1	1	2	3	1	1	2	3
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
STEP 1	\$ 38,135	\$ 39,923	\$ 40,817	\$ 43,126	\$ 44,144	\$ 45,165	\$ 46,181	\$ 49,775	\$ 50,964	\$ 52,148	\$ 53,335	\$ 58,081	\$ 59,474	\$ 60,869	\$ 62,043
STEP 2	\$ 39,188	\$ 40,976	\$ 41,871	\$ 44,179	\$ 45,198	\$ 46,219	\$ 47,234	\$ 50,829	\$ 52,017	\$ 53,201	\$ 54,388	\$ 59,135	\$ 60,529	\$ 61,922	\$ 63,097
STEP 3	\$ 40,241	\$ 42,031	\$ 42,924	\$ 45,234	\$ 46,252	\$ 47,272	\$ 48,287	\$ 51,883	\$ 53,072	\$ 54,254	\$ 55,442	\$ 60,188	\$ 61,582	\$ 62,975	\$ 64,151
STEP 4	\$ 41,296	\$ 43,084	\$ 43,978	\$ 46,287	\$ 47,305	\$ 48,325	\$ 49,341	\$ 52,937	\$ 54,125	\$ 55,308	\$ 56,495	\$ 61,240	\$ 62,636	\$ 64,030	\$ 65,205
STEP 5	\$ 42,348	\$ 44,138	\$ 45,031	\$ 47,340	\$ 48,359	\$ 49,379	\$ 50,395	\$ 53,990	\$ 55,179	\$ 56,362	\$ 57,549	\$ 62,295	\$ 63,689	\$ 65,083	\$ 66,258
STEP 6	\$ 43,402	\$ 45,190	\$ 46,085	\$ 48,394	\$ 49,412	\$ 50,433	\$ 51,449	\$ 55,043	\$ 56,232	\$ 57,415	\$ 58,603	\$ 63,348	\$ 64,741	\$ 66,137	\$ 67,310
STEP 7	\$ 44,455	\$ 46,243	\$ 47,139	\$ 49,447	\$ 50,467	\$ 51,486	\$ 52,502	\$ 56,097	\$ 57,285	\$ 58,469	\$ 59,656	\$ 64,402	\$ 65,796	\$ 67,190	\$ 68,364
STEP 8	\$ 45,508	\$ 47,298	\$ 48,193	\$ 50,502	\$ 51,519	\$ 52,539	\$ 53,555	\$ 57,151	\$ 58,340	\$ 59,522	\$ 60,710	\$ 65,455	\$ 66,849	\$ 68,242	\$ 69,418
STEP 9	\$ 46,563	\$ 48,351	\$ 49,246	\$ 51,555	\$ 52,572	\$ 53,593	\$ 54,609	\$ 58,205	\$ 59,392	\$ 60,576	\$ 61,763	\$ 66,508	\$ 67,903	\$ 69,297	\$ 70,472
STEP 10	\$ 47,616	\$ 49,405	\$ 50,299	\$ 52,609	\$ 53,626	\$ 54,647	\$ 55,662	\$ 59,258	\$ 60,446	\$ 61,630	\$ 62,816	\$ 67,563	\$ 68,956	\$ 70,350	\$ 71,525
STEP 11	\$ 48,670	\$ 50,458	\$ 51,353	\$ 53,662	\$ 54,679	\$ 55,701	\$ 56,716	\$ 60,311	\$ 61,499	\$ 62,684	\$ 63,870	\$ 68,616	\$ 70,009	\$ 71,404	\$ 72,579
STEP 12	\$ 49,723	\$ 51,511	\$ 52,406	\$ 54,714	\$ 55,734	\$ 56,754	\$ 57,769	\$ 61,365	\$ 62,553	\$ 63,737	\$ 64,923	\$ 69,670	\$ 71,064	\$ 72,457	\$ 73,632
STEP 13	\$ 50,777	\$ 52,566	\$ 53,460	\$ 55,769	\$ 56,787	\$ 57,807	\$ 58,822	\$ 62,418	\$ 63,607	\$ 64,790	\$ 65,977	\$ 70,723	\$ 72,117	\$ 73,510	\$ 74,686
STEP 14	\$ 51,831	\$ 53,619	\$ 54,513	\$ 56,822	\$ 57,840	\$ 58,861	\$ 59,876	\$ 63,472	\$ 64,660	\$ 65,844	\$ 67,030	\$ 71,776	\$ 73,171	\$ 74,565	\$ 75,740
STEP 15	\$ 52,884	\$ 54,673	\$ 55,566	\$ 57,876	\$ 58,894	\$ 59,915	\$ 60,930	\$ 64,525	\$ 65,714	\$ 66,897	\$ 68,084	\$ 72,831	\$ 74,224	\$ 75,618	\$ 76,793