



# Professional Salary Schedules Maryland Public Schools 2015 - 2016



Maryland State Department of Education  
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**Professional Salary Schedules  
Maryland Public Schools  
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**Table 1**  
**Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2015-2016**

Local Education Agency	Actual or Highest (Two or More Incumbents)				
	Superintendent*	Deputy Superintendent	Chief Financial Officer/Chief Academic Officer	Associate Superintendent	Assistant, Area Superintendent/ Area Executive Officer
Allegany	\$180,316	\$ -	\$130,542	\$ -	\$ -
Anne Arundel	245,000	174,521	168,812	169,347	155,059
Baltimore City	290,000	178,500	178,500	-	195,000
Baltimore	275,000	-	200,775	-	177,963
Calvert	180,000	-	-	-	152,497
Caroline	150,000	-	-	-	149,294
Carroll	189,625	-	148,631	-	156,061
Cecil	198,134	-	156,253	167,797	144,708
Charles	200,000	-	-	-	220,192
Dorchester	142,280	-	-	-	132,288
Frederick	200,356	145,045	154,823	-	154,279
Garrett	159,630	-	-	-	110,045
Harford	210,388	190,293	-	-	141,615
Howard	267,904	204,868	183,856	-	175,010
Kent	152,440	-	-	-	-
Montgomery	240,000	213,884	213,884	171,731	-
Prince George's	290,000	201,655	192,054	175,591	-
Queen Anne's	166,369	-	131,286	-	140,000
St. Mary's	188,200	136,671	149,157	-	155,135
Somerset	155,000	-	82,419	-	121,200
Talbot	160,000	131,718	129,399	-	127,254
Washington	217,041	158,648	152,748	138,097	-
Wicomico	177,004	-	116,580	-	125,426
Worcester	172,500	-	127,210	-	138,256

\*Salaries are determined through negotiations with the local boards of education.

**Table 1 (Continued)**  
**Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2015-2016**

Local Education Agency	Maximum											
	Director++				Pupil Personnel Worker*				School Psychologist*			
	Master's	Master's +30	Master's +60^	Doctorate	Master's	Master's +30	Master's +60^	Doctorate	Master's	Master's +30	Master's +60^	Doctorate
Allegany	\$117,472	\$119,436	\$120,981	\$123,866	\$ 87,881	\$ 89,845	\$ 91,390	\$ 94,275	\$ 87,881	\$ 89,845	\$ 91,390	\$ 94,275
Anne Arundel	165,848	165,848	165,848	165,848	116,435	116,435	116,435	117,435	116,435	116,435	116,435	117,435
Baltimore City	160,532	160,532	160,532	160,532	111,410	111,410	111,410	111,410	114,297	114,297	114,297	114,297
Baltimore	138,049	138,049	138,049	139,049	109,402	109,402	109,402	110,402	101,163	105,940	108,694	111,081
Calvert	143,752	143,752	143,752	145,549	102,038	107,008	107,008	116,746	102,038	107,008	107,008	116,746
Caroline	119,647	119,647	119,647	119,647	85,109	86,484	86,484	87,761	85,109	86,484	86,484	87,761
Carroll	148,631	148,631	148,631	148,631	120,115	120,115	120,115	120,115	120,115	120,115	120,115	120,115
Cecil	121,364	122,339	123,289	123,739	98,819	99,794	100,744	101,194	86,713	87,790	88,840	89,338
Charles	130,733	131,733	131,733	134,233	105,936	106,936	106,936	109,436	105,936	106,936	106,936	109,436
Dorchester	-	-	-	-	80,274	84,578	84,578	86,028	78,500	82,598	82,598	83,980
Frederick	159,115	159,115	159,115	162,115	118,275	118,275	118,275	120,275	118,275	118,275	118,275	120,275
Garrett	107,519	108,519	109,519	111,519	87,869	88,869	89,869	91,869	76,376	77,376	78,376	80,376
Harford	147,563	147,563	147,563	151,063	110,982	110,982	110,982	114,482	81,491	81,491	81,491	84,991
Howard	187,720	187,720	187,720	187,720	114,162	114,162	114,162	114,162	114,162	114,162	114,162	114,162
Kent	-	-	-	-	68,996	69,796	70,396	70,996	68,996	69,796	70,396	70,996
Montgomery	151,735	151,735	151,735	153,735	120,315	125,439	128,590	128,590	120,315	125,439	128,590	128,590
Prince George's	179,259	179,259	179,259	179,259	105,511	110,788	116,935	122,139	105,511	110,788	116,324	122,139
Queen Anne's	131,286	131,286	131,286	131,286	92,490	93,093	93,697	94,303	90,348	91,221	92,095	92,641
St. Mary's	144,905	146,505	147,305	148,105	99,692	101,192	101,692	102,692	91,683	93,183	93,683	94,683
Somerset	108,463	109,963	109,963	110,563	81,784	82,804	82,804	83,710	81,784	82,804	82,804	83,710
Talbot	-	-	-	-	82,300	83,100	84,600	87,100	82,300	83,100	84,600	87,100
Washington	119,774	119,774	119,774	122,170	102,536	102,536	102,536	104,587	98,636	98,636	98,636	100,609
Wicomico	114,080	116,580	117,080	118,580	82,834	85,334	85,834	87,334	82,834	85,334	85,834	87,334
Worcester	-	-	-	-	105,440	109,113	109,113	112,790	79,732	82,465	82,465	85,201

++The SEED School follows the Baltimore City Public Schools terms of compensation for teachers and professional personnel.

\*Contract may be less than 12 months.

^Master's + 45 in St. Mary's County

NOTE: Baltimore City does not have separate scales based on degree attained. Employee of any degree level can be placed anywhere on the scale based on years of experience and/or degree level.

**Table 1 (Continued)**  
**Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2015-2016**

Local Education Agency	Maximum							
	Instructional Supervisor				Instructional Coordinator			
	Master's	Master's +30	Master's +60*	Doctorate	Master's	Master's +30	Master's +60*	Doctorate
Allegany	\$ 99,058	\$101,022	\$102,567	\$105,452	\$ 87,881	\$ 89,845	\$ 91,390	\$ 94,275
Anne Arundel	-	-	-	-	138,523	138,523	138,523	139,523
Baltimore City	117,512	117,512	117,512	117,512	153,634	153,634	153,634	153,634
Baltimore	122,895	122,895	122,895	123,895	130,251	130,251	130,251	131,251
Calvert	126,437	126,437	126,437	128,017	111,378	111,378	111,378	112,770
Caroline	114,186	114,186	114,186	114,186	94,253	94,253	94,253	94,253
Carroll	132,415	132,415	132,415	132,415	111,053	111,053	111,053	111,053
Cecil	-	-	-	-	111,113	112,088	113,038	113,488
Charles	-	-	-	-	-	-	-	-
Dorchester	102,568	102,568	102,568	104,168	93,003	93,003	93,003	94,603
Frederick	127,730	127,730	127,730	129,730	118,275	118,275	118,275	120,275
Garrett	102,896	103,896	104,896	106,896	87,869	88,869	89,869	91,869
Harford	125,631	125,631	125,631	128,131	-	-	-	-
Howard	-	-	-	-	138,168	138,168	138,168	141,168
Kent	103,127	103,927	104,527	105,127	88,707	89,507	90,107	90,707
Montgomery	-	-	-	-	130,572	130,572	130,572	132,572
Prince George's	132,273	132,273	132,273	132,273	-	-	-	-
Queen Anne's	115,232	115,232	115,232	117,312	-	-	-	-
St. Mary's	121,876	123,476	124,276	125,076	115,064	116,664	117,464	118,264
Somerset	100,758	102,258	102,258	102,858	89,308	90,808	90,808	91,408
Talbot	91,711	92,947	94,678	97,150	89,040	90,240	91,920	94,320
Washington	110,824	110,824	110,824	113,041	106,612	106,612	106,612	108,744
Wicomico	105,085	107,585	108,985	109,585	95,654	98,154	98,654	100,154
Worcester	112,614	116,550	116,550	120,489	105,440	109,113	109,113	112,790

\*Master's + 45 in St. Mary's County

\*NOTE: Baltimore City does not have separate scales based on degree attained. Employee of any degree level can be placed anywhere on the scale based on years of experience and/or degree level.

**Table 1 (Continued)**  
**Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2015-2016**

Local Education Agency	Maximum							
	Principal++				Assistant Principal*			
	Master's	Master's +30	Master's +60^	Doctorate	Master's	Master's +30	Master's +60^	Doctorate
Allegany	\$111,673	\$113,637	\$115,182	\$118,067	\$ 93,290	\$ 95,254	\$ 96,799	\$ 99,684
Anne Arundel	149,580	149,580	149,580	150,580	130,787	130,787	130,787	131,787
Baltimore City	182,957	182,957	182,957	182,957	155,917	155,917	155,917	155,917
Baltimore	164,399	164,399	164,399	165,399	138,049	138,049	138,049	139,049
Calvert	143,752	143,752	143,752	145,549	120,418	120,418	120,418	121,923
Caroline	119,647	119,647	119,647	119,647	101,498	101,498	101,498	101,498
Carroll	137,711	137,711	137,711	137,711	124,920	124,920	124,920	124,920
Cecil	121,364	122,339	123,289	123,739	104,965	105,940	106,890	107,340
Charles	137,713	138,713	138,713	141,213	106,282	107,282	107,282	109,782
Dorchester	110,559	110,559	110,559	112,159	89,563	89,563	89,563	91,163
Frederick	137,940	137,940	137,940	139,940	127,730	127,730	127,730	129,730
Garrett	107,519	108,519	109,519	111,519	87,869	88,869	89,869	91,869
Harford	126,123	126,123	126,123	129,623	114,311	114,311	114,311	117,811
Howard	151,292	151,292	151,292	154,292	142,664	142,664	142,664	145,664
Kent	107,627	108,427	109,027	109,627	93,835	94,635	95,235	95,835
Montgomery	151,735	151,735	151,735	153,735	133,072	133,072	133,072	135,072
Prince George's	153,346	153,346	153,346	153,346	128,420	128,420	128,420	128,420
Queen Anne's	127,016	127,016	127,016	129,183	105,593	105,593	105,593	107,445
St. Mary's	144,905	146,505	147,305	148,105	121,876	123,476	124,276	125,076
Somerset	105,165	106,665	106,665	107,265	89,308	90,808	90,808	91,408
Talbot	130,170	130,170	130,170	131,670	98,834	100,166	102,031	104,695
Washington	131,678	131,678	131,678	134,312	110,651	110,651	110,651	112,864
Wicomico	110,858	113,358	113,858	115,358	97,654	100,154	100,654	102,154
Worcester	120,685	124,916	124,916	129,151	105,440	109,113	109,113	112,790

++The SEED School follows the Baltimore City Public Schools terms of compensation for teachers and professional personnel.

\*Assistant principals are 11-month positions in Dorchester and Garrett counties.

^Master's + 45 in St. Mary's County

NOTE: Baltimore City does not have separate scales based on degree attained. Employee of any degree level can be placed anywhere on the scale based on years of experience and/or degree level.

**Table 2**  
**Minimum and Maximum Salaries for Maryland Public School Teachers: 2015-2016**

Local Education Agency	Minimum-Bachelor's Degree Step 1**	Maximum							National Board of Professional Teaching Standards (NBPTS) Certification Stipend+
		Bachelor's With Standard Professional Certification (SPC)	Advanced Professional Certificate (APC)^	Master's	Master's +APC^	Master's +30	Master's +60@	Doctorate	
Allegany	\$42,768	\$ 59,861	\$ 69,047	\$ 71,183	\$ 71,183	\$ 73,168	\$ 74,727	\$ 77,641	\$2,000
Anne Arundel	44,991	62,871	85,411	85,411	87,105	90,603	94,240	96,114	2,000
Baltimore City	48,430	111,410	111,410	111,410	111,410	111,410	111,410	111,410	2,000
Baltimore	45,150	51,512	86,464	86,464	86,464	90,547	92,901	94,941	2,000
Calvert	45,496	65,979	92,320	92,320	92,320	96,817	96,817	105,627	2,500
Caroline	41,310	70,056	74,385	77,004	77,004	78,247	78,247	79,524	2,000
Carroll	43,000	60,534	78,818	78,818	78,818	81,809	83,389	83,389	2,000
Cecil	44,760	75,929	77,704	77,704	78,454	79,429	80,379	80,829	2,000
Charles	45,253	55,916	82,877	84,628	84,628	85,628	85,628	88,128	2,500
Dorchester	42,370	47,111	71,096	72,688	72,688	76,579	76,579	77,891	2,000
Frederick	41,259	58,110	89,042	89,042	89,042	96,157	96,157	98,157	2,000
Garrett	42,463	48,741	66,579	68,579	68,579	69,579	70,579	72,579	1,000
Harford	42,206	63,068	73,753	75,727	75,727	81,491	81,491	84,991	2,000
Howard	47,351	64,231	93,427	95,126	95,126	96,825	96,825	98,523	2,000
Kent	42,699	50,942	76,358	76,358	77,380	79,509	80,628	81,749	2,000
Montgomery	47,160	65,685	65,685	102,396	102,396	106,757	109,438	109,438	2,000
Prince George's	46,844	62,955	64,455	87,926	88,555	92,323	96,936	101,783	5,000
Queen Anne's	44,602	46,192	81,931	83,681	83,681	84,228	84,774	85,321	2,000
St. Mary's	44,678	62,993	77,151	77,151	78,731	82,289	86,283	88,783	3,000
Somerset	42,552	50,418	72,641	74,349	74,349	75,276	75,276	76,101	2,000
Talbot	44,300	69,800	70,200	74,800	74,800	75,600	76,900	79,200	2,000
Washington	43,662	59,243	77,345	77,345	77,345	79,118	79,488	79,731	2,000
Wicomico	43,331	67,995	73,728	74,991	74,991	77,202	77,202	78,919	2,000
Worcester	42,433	50,979	76,998	79,732	79,732	82,465	82,465	85,201	1,000

\*\*Based on Standard Professional Certificate (SPC)

^Scales may apply to Master's equivalent

@Master's + 45 in St. Mary's County

+The Maryland State Department of Education also contributes a stipend of up to \$2,000 a year as a dollar-for-dollar match to local school systems for teachers who earn NBPTS certification and who teach in a school identified by the State Board of Education as having comprehensive needs. A stipend up to \$1,000 is available for teachers who earn NBPTS certification and who teach in a school other than a comprehensive needs school.

NOTE: A \$1,500 stipend is available for classroom teachers who hold an Advanced Professional Certificate (APC) and work in schools identified by the State Board of Education as having comprehensive needs. Teachers must also have a satisfactory performance rating.

Baltimore City does not have separate scales based on degree attained. Employee of any degree level can be placed anywhere on the scale based on years of experience and/or degree level.

**Table 3**  
**Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate: 2015-2016**

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore	Calvert	Caroline^	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
1	\$42,768	\$44,991	\$48,430	\$45,150	\$45,496	\$41,310	\$43,000	\$44,760	\$45,253	\$42,370	\$41,259	\$42,463
2	43,890	47,241	49,882	45,502	47,522	41,820	43,746	45,221	45,253	42,824	41,259	43,084
3	45,040	49,130	51,378	46,185	49,635	42,126	44,494	45,947	46,840	43,515	41,259	43,702
4	46,220	51,095	52,920	46,994	51,844	42,534	45,990	47,150	48,476	44,167	43,131	44,321
5	47,432	53,139	54,507	47,816	54,022	42,787	47,859	48,635	50,172	44,829	45,004	44,940
6	48,673	54,202		48,533	56,291	43,371	49,729	50,123	51,930	45,503	45,004	45,557
7	49,950	55,286		49,262	58,655	44,550	51,599	51,606	55,916	46,184	45,004	46,176
8	51,255	56,392		50,001	61,001	45,518	53,468	53,199		46,646	45,004	46,795
9	52,601	57,520		50,751	63,441	46,902	55,337	54,790		47,111	46,877	47,414
10	53,977	58,670		51,512	65,979	48,344	57,206	56,381			48,748	48,741
11	55,393	59,843				49,789	59,076	57,974			50,621	
12	56,844	61,040				51,274	60,534	59,723			52,494	
13	58,333	62,871				52,766		62,848			52,494	
14	59,861					55,483		64,827			52,494	
15						63,833		66,807			52,494	
16						63,833		68,787			54,365	
17						63,833		70,929			56,239	
18						63,833		70,929			58,110	
19						63,833		72,429				
20						65,932		72,429				
21						65,932		72,429				
22						65,932		72,429				
23						65,932		72,429				
24						65,932		74,929				
25						67,991		74,929				
26						67,991		74,929				
27						67,991		74,929				
28						67,991		74,929				
29						67,991		75,929				
30						70,056						

\*Baltimore City does not have separate scales based on degree attained. Employee of any degree level can be placed anywhere on the scale based on years of experience and/or degree level.

^In Caroline County, an additional \$500 will be added to longevity steps 20, 25, 30 for teachers who meet the new State reading certification requirements.

**Table 3 (Continued)**  
**Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate: 2015-2016**

Step	Harford	Howard	Kent	Montgomery	Prince George's	Queen Anne's	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$42,206	\$47,351	\$42,699	\$47,106	\$46,844	\$44,602	\$44,678	\$42,552	\$44,300	\$43,662	\$43,331	\$42,433
2	43,471	47,563	42,699	47,832	46,844	44,885	44,940	42,552	44,300	45,372	43,444	43,384
3	44,775	47,775	42,699	49,266	48,250	45,168	45,430	42,940	45,600	46,469	43,537	44,257
4	46,118	47,988	43,087	50,745	49,697	45,452	45,928	43,573	48,500	47,894	44,143	44,715
5	47,501	49,899	44,301	52,266	51,188	45,735	46,941	44,593	49,300	49,319	44,914	45,611
6	48,928	51,810	45,646	54,280	52,723	45,735	48,863	46,134	50,200	50,730	45,830	46,749
7	50,395	53,721	46,349	56,370	54,306	45,735	50,781	47,093	51,200	52,155	46,848	47,802
8	51,906	55,632	47,942	58,539	55,934	45,735	52,694	48,032	52,400	53,566	48,010	49,003
9	53,465	57,543	48,711	60,793	57,612	45,735	54,520	48,999	53,000	53,566	49,294	49,733
10	55,068	59,454	50,942	63,134	59,341	45,735	56,657	50,418	54,200	53,566	50,713	50,979
11	55,068	61,365			61,121		56,657		55,800	53,566	52,133	
12	55,068	63,276			62,955		56,657		56,900	53,566	53,501	
13	55,068	64,231					56,657		59,000	53,566	55,371	
14	55,068						56,657		60,400	53,566	58,107	
15	55,068						56,657		61,600	53,566	59,782	
16	55,068						56,657		63,000	53,566	59,782	
17	55,068						56,657		64,100	53,566	59,782	
18	55,068						58,358		64,300	53,566	59,782	
19	55,068						58,358		64,700	53,834	62,024	
20	57,068						59,527		65,000	58,569	62,024	
21	57,068						59,527		65,600	59,243	62,024	
22	57,068						59,527		65,800		62,024	
23	57,068						59,527		66,600		64,863	
24	57,068						60,720		66,900		64,863	
25	59,068						60,720		67,700		64,863	
26	59,068						60,720		69,800		64,863	
27	59,068						61,758				64,863	
28	59,068						61,758				67,495	
29	59,068						61,758					
30	61,068						62,993					
31	61,068											
32	61,068											

**Table 3 (Continued)**  
**Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate: 2015-2016**

Step	Harford	Howard	Kent	Montgomery	Prince George's	Queen Anne's	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
33	61,068											
34	61,068											
35	63,068											

**Table 4**  
**Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2015-2016**

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore	Calvert	Caroline^	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
1	\$43,990	\$47,725	\$60,503	\$46,215	\$48,557	\$43,350	\$44,494	\$46,535	\$49,055	\$45,859	\$44,552	\$42,463
2	45,824	50,111	63,143	46,908	50,620	43,860	46,364	46,996	49,055	46,444	44,552	43,084
3	47,657	52,116	65,783	47,729	52,771	44,217	48,233	47,722	50,772	47,847	44,552	43,702
4	48,878	54,200	68,423	48,564	55,015	44,575	50,103	48,925	52,549	49,085	46,575	45,770
5	50,345	56,368	71,065	49,415	57,353	45,489	51,972	50,410	54,388	50,763	48,597	46,963
6	51,854	57,496	73,912	50,650	59,360	46,902	53,841	51,898	56,292	52,008	48,597	48,155
7	53,410	58,645	76,862	52,170	61,437	48,344	55,711	53,381	58,262	53,252	48,597	49,348
8	55,013	59,818	78,415	53,943	63,588	49,789	57,580	54,974	60,301	54,959	48,597	50,537
9	56,663	61,015	79,456	55,831	65,814	51,274	59,450	56,565	62,412	56,210	50,620	51,729
10	58,364	62,235	80,496	57,785	68,117	52,766	61,320	58,156	64,595	57,460	52,641	52,991
11	60,114	63,480	81,536	59,807	70,161	54,211	63,189	59,749	66,856	60,190	54,663	54,050
12	61,917	64,749	82,578	61,751	72,266	55,708	65,059	61,498	69,531	61,626	56,686	55,110
13	63,775	66,044	83,618	63,759	74,433	57,200	66,854	64,623	70,748	62,385	56,686	56,168
14	65,689	67,365	84,658	65,831	76,666	60,112	68,236	66,602	72,312	63,141	56,686	57,225
15	65,689	68,713	85,700	66,983	78,966	70,630	69,807	68,582	73,577	64,315	56,686	58,308
16	65,689	70,774		68,156	80,545	70,630	71,209	70,562	75,205	65,183	58,707	61,281
17	67,207	72,189		69,348	82,156	70,630	72,835	72,704	76,521	66,052	60,730	61,281
18	67,207	73,633		70,562	83,800	70,630	74,313	72,704	78,213	67,117	62,751	61,281
19	67,207	75,106		71,797	85,475	70,630	75,976	74,204	79,582	68,182	64,775	61,281
20	67,207	76,608		73,054	87,185	72,753	78,818	74,204	84,628	68,722	66,797	63,929
21	68,430	78,906		74,149	88,057	72,753		74,204		69,263	68,818	63,929
22	68,430	80,484		75,262	88,938	72,753		74,204		69,625	70,841	63,929
23	68,430	82,094		76,391	89,827	72,753		74,204		69,986	70,841	63,929
24	68,430	83,736		77,537	90,725	72,753		76,704		70,348	72,864	63,929
25	69,653	85,411		78,700	91,632	74,880		76,704		71,688	74,886	66,579
26	69,653			79,880	92,320	74,880		76,704		71,688	76,908	
27	69,653			81,477		74,880		76,704		71,688	78,931	
28	70,874			83,107		74,880		76,704		72,688	80,952	
29	70,874			84,769		74,880		77,704			80,952	

\*Baltimore City does not have separate scales based on degree attained. Employee of any degree level can be placed anywhere on the scale based on years of experience and/or degree level.

^In Caroline County, an additional \$500 will be added to longevity steps 20, 25, 30 for teachers who meet the new State reading certification requirements.

NOTE: LEAs vary in rewarding advanced certification and/or preparation; interim schedules may exist for combinations of Master's or Master's Equivalent with or without Advanced Professional Certificate (APC).

**Table 4**  
**Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2015-2016**

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore	Calvert	Caroline^	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
30	70,874			86,464		77,004					80,952	
31	71,183										82,975	
32											82,975	
33											84,997	
34											84,997	
35											87,019	

\*Baltimore City does not have separate scales based on degree attained. Employee of any degree level can be placed anywhere on the scale based on years of experience and/or degree level.

^In Caroline County, an additional \$500 will be added to longevity steps 20, 25, 30 for teachers who meet the new State reading certification requirements.

NOTE: LEAs vary in rewarding advanced certification and/or preparation; interim schedules may exist for combinations of Master's or Master's Equivalent with or without Advanced Professional Certificate (APC).

**Table 4 (Continued)**  
**Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2015-2016**

Step	Harford	Howard	Kent	Montgomery	Prince George's	Queen Anne's*	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$44,775	\$50,748	\$42,972	\$ 51,895	\$51,646	\$48,254	\$47,149	\$45,212	\$46,800	\$45,130	\$45,541	\$46,510
2	46,118	50,960	42,972	52,766	51,646	48,254	47,401	45,212	46,800	47,510	45,552	47,505
3	47,501	51,385	43,460	54,797	53,195	48,254	47,905	45,884	48,500	48,935	45,563	48,414
4	48,928	51,810	45,283	56,907	54,791	48,254	48,863	46,793	49,700	50,360	46,560	48,970
5	50,395	53,933	46,911	59,098	56,435	49,357	50,781	48,434	50,800	51,785	47,556	49,777
6	51,906	56,056	47,609	61,373	58,129	51,539	51,422	49,400	52,500	53,210	48,585	50,729
7	53,465	58,180	49,210	63,736	59,872	52,666	53,342	50,378	53,500	54,635	49,583	51,811
8	55,068	60,303	50,861	66,190	61,668	53,818	55,253	51,383	54,900	56,045	50,826	53,040
9	56,722	62,426	52,345	68,739	63,518	57,419	57,177	52,388	56,100	57,470	52,318	53,960
10	58,421	64,550	54,246	71,385	65,424	59,156	59,214	55,056	57,000	58,881	54,600	55,535
11	60,175	66,673	55,900	74,134	67,387	60,568	61,779	56,953	59,000	60,306	56,245	57,307
12	61,980	68,797	57,606	76,988	69,409	63,526	63,566	58,504	60,400	61,588	58,159	59,258
13	63,841	70,920	59,418	79,952	71,491	65,043	65,109	60,918	61,900	62,999	60,184	61,998
14	65,753	73,043	60,887	83,029	73,635	66,643	67,154	63,102	64,200	64,424	64,606	64,753
15	67,727	77,290	64,867	85,520	75,845	68,235	69,201	63,102	66,100	65,849	66,467	68,118
16	67,727	77,290	66,802	88,087	78,120	71,534	69,201	63,102	68,400	67,260	66,467	74,732
17	67,727	77,290	66,802	90,729	80,464	73,173	69,201	63,102	68,800	68,343	66,467	
18	67,727	81,537	66,802	93,450	82,879	74,848	71,275	63,102	69,200	69,454	66,467	
19	67,727	81,537	66,802	96,254	85,364	76,564	71,275	68,709	69,400	70,891	68,924	
20	69,727	81,537	66,802	96,254	87,926	82,852	72,699	70,980	70,000	76,466	68,924	
21	69,727	85,783	69,125	96,254			72,699	72,570	70,400	77,345	68,924	
22	69,727	85,783	69,125	96,254			72,699	72,570	70,600		68,924	
23	69,727	85,783	69,125	96,254			72,699	72,570	70,900		72,204	
24	69,727	85,783	69,125	96,254			74,156	72,570	71,200		72,204	
25	71,727	90,030	71,344	102,396			74,156	74,349	72,800		72,204	
26	71,727	90,030	71,344				74,156		74,800		72,204	
27	71,727	90,030	71,344				75,640				72,204	
28	71,727	91,729	73,473				75,640				74,991	
29	71,727	95,126	76,358				75,640					

\*Advanced Professional Certificate (APC) is required for placement on this scale.

NOTE: LEAs vary in rewarding advanced certification and/or preparation; interim schedules may exist for combinations of Master's or Master's Equivalent with or without Advanced Professional Certificate (APC).

**Table 4 (Continued)**  
**Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2015-2016**

Step	Harford	Howard	Kent	Montgomery	Prince George's	Queen Anne's*	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
30	73,727						77,151					
31	73,727											
32	73,727											
33	73,727											
34	73,727											
35	75,727											

\*Advanced Professional Certificate (APC) is required for placement on this scale.

NOTE: LEAs vary in rewarding advanced certification and/or preparation; interim schedules may exist for combinations of Master's or Master's Equivalent with or without Advanced Professional Certificate (APC).

**Table 5**  
**Basis of Salaries for Twelve-Month Principals\* in Maryland Public Schools: 2015-2016**

Local Education Agency	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$ 65,330	\$118,067	School size, level of preparation, and years of experience
Anne Arundel	87,897	150,580	School size and years of experience
Baltimore City	90,843	182,957	Years of experience, education level, and needs of the Board
Baltimore	100,435	165,399	School size/level and years of experience
Calvert	102,453	145,549	School type, years of experience, and possession of Doctorate
Caroline	89,913	119,647	School type, school size, and level of preparation
Carroll	91,209	137,711	Level of preparation and years of experience
Cecil	90,601	123,739	School size, level of preparation, and years of experience
Charles	95,308	141,213	School type, level of preparation, and years of experience
Dorchester	80,809	112,159	School type, years of experience, number of certified staff, and possession of Doctorate
Frederick	70,262	139,940	Years of experience and possession of Doctorate
Garrett	75,369	111,519	School size, level of preparation, and years of experience
Harford	103,393	129,623	School type, level of preparation, and years of experience
Howard	93,532	154,292	School type, level of preparation, and years of experience
Kent	80,627	109,627	School size, level of preparation, and years of experience
Montgomery	102,421	153,735	School type and years of experience
Prince George's	98,500	153,346	School type, years of experience, and possession of Doctorate
Queen Anne's	103,607	129,183	School size, level of preparation, and years of experience
St. Mary's	93,684	148,105	School size, level of preparation, and years of experience
Somerset	79,280	107,265	School size, years of experience, and possession of Doctorate
Talbot	91,138	131,670	Staff size, years of experience, and possession of Doctorate
Washington	86,840	134,312	School size/level, years of experience, mobility, FARM, school responsibility factors, and education
Wicomico	80,979	115,358	School size, level of preparation, and years of experience
Worcester	70,517	129,151	School size/level, level of preparation, and years of experience

\*The SEED School follows the Baltimore City Public Schools terms of compensation for teachers and professional personnel.

**Table 6**  
**Basis of Salaries for Twelve-Month Assistant Principals\* in Maryland Public Schools: 2015-2016**

Local Education Agency	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$61,361	\$ 99,684	School size, level of preparation, and years of experience
Anne Arundel	78,530	131,787	School size and years of experience
Baltimore City	79,893	155,917	Years of experience, education level, and needs of the Board
Baltimore	84,359	139,049	School size/level and years of experience
Calvert	89,183	121,923	School type, years of experience, and possession of Doctorate
Caroline	74,677	101,498	School type/size and level of preparation
Carroll	82,736	124,920	Level of preparation and years of experience
Cecil	78,576	107,340	School size, level of preparation, and years of experience
Charles	85,799	109,782	School type, level of preparation, and years of experience
Dorchester	70,269	91,163	School type, years of experience, and possession of Doctorate
Frederick	65,065	129,730	Years of experience and possession of Doctorate
Garrett	60,342	91,869	Level of preparation and years of experience
Harford	94,620	117,811	School type, level of preparation, and years of experience
Howard	81,815	145,664	School type, level of preparation, and years of experience
Kent	71,825	95,835	Level of preparation, years of experience, and contract months
Montgomery	96,623	135,072	School type and years of experience
Prince George's	87,447	128,420	School type, years of experience, contract months, and possession of Doctorate
Queen Anne's	88,550	107,445	School type, level of preparation, and years of experience
St. Mary's	85,734	125,076	School type, level of preparation, years of experience, and contract months
Somerset	70,090	91,408	Years of experience and possession of Doctorate
Talbot	75,004	104,695	Years of experience and level of preparation
Washington	79,092	112,864	School type, years of experience, contract months, mobility, FARM, school responsibility factors, and education
Wicomico	71,293	102,154	School size, level of preparation, and years of experience
Worcester	63,465	112,790	School size/level, level of preparation, and years of experience

\*Assistant principals are 11-month positions in Dorchester County. Elementary and middle school assistant principals are 11-month positions in Washington County.

**Table 7**  
**Basis of Salaries for Supervisors\* in Maryland Public Schools: 2015-2016**

Local Education Agency	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$ 69,564	\$105,452	Level of preparation and years of experience
Anne Arundel	87,897	139,523	Years of experience
Baltimore City	52,203	117,512	Years of experience, education level, and needs of the Board
Baltimore	84,359	123,895	Years of experience
Calvert	101,241	128,017	Years of experience and possession of Doctorate
Caroline	83,637	114,186	Level of preparation and years of experience
Carroll	91,209	132,415	Level of preparation and years of experience
Cecil	92,649	113,488	Level of preparation and years of experience
Charles	-	-	
Dorchester	80,809	104,168	Level of preparation, years of experience, and possession of Doctorate
Frederick	70,262	129,730	Years of experience and possession of Doctorate
Garrett	75,369	106,896	Level of preparation and years of experience
Harford	95,566	128,131	Level of preparation and years of experience
Howard	-	-	
Kent	80,627	105,127	Level of preparation and years of experience
Montgomery	96,623	132,572	Area of responsibility and years of experience
Prince George's	95,557	132,273	Years of experience and possession of Doctorate
Queen Anne's	99,424	117,312	Level of preparation and years of experience
St. Mary's	88,306	125,076	Level of preparation and years of experience
Somerset	81,009	102,858	Years of experience and possession of Doctorate
Talbot	75,004	97,150	Years of experience and possession of Doctorate
Washington	77,025	113,041	Years of experience, level of preparation, possession of Doctorate, and area of responsibility
Wicomico	84,111	109,585	Level of preparation and years of experience
Worcester	70,517	120,489	Level of preparation and years of experience

\*Equivalent position in Anne Arundel, Cecil, and Montgomery counties is Coordinator.