



Professional Salary Schedules Maryland Public Schools 2016 - 2017



Maryland State Department of Education
Division of Curriculum, Assessment, and Accountability
200 West Baltimore Street
Baltimore, MD 21201-2595
(410) 767-0078

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**Professional Salary Schedules
Maryland Public Schools
2016!2017**

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Table 1
Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2016-2017

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	\$182,000	\$ -	\$131,196	\$ -	\$ -
Anne Arundel	249,900	158,983	172,188	172,734	159,143
Baltimore City	298,000	178,500	178,000	195,000	150,083
Baltimore	287,800	-	208,806	197,205	177,668
Calvert	180,000	-	-	-	154,784
Caroline	154,500	-	-	-	153,773
Carroll	201,003	-	151,604	-	159,180
Cecil	202,097	-	159,378	171,153	147,602
Charles	200,000	185,434	-	-	175,129
Dorchester	142,780	-	-	-	132,904
Frederick	211,641	153,210	163,539	-	162,965
Garrett	125,000	-	-	-	-
Harford	212,342	194,595	-	-	147,222
Howard	284,192	232,526	218,882	185,650	-
Kent	152,440	-	-	-	-
Montgomery	275,000	220,344	220,344	176,918	-
Prince George's	293,480	201,655	192,054	168,726	175,591
Queen Anne's	168,033	152,298	132,599	-	140,000
St. Mary's	189,800	155,135	-	-	160,291
Somerset	155,000	130,000	83,243	-	-
Talbot	168,000	107,287	132,634	-	130,000
Washington	223,283	172,833	162,050	142,498	-
Wicomico	175,000	-	117,670	-	126,600
Worcester	174,225	-	128,482	-	139,639

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

Table 1 (Continued)
Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2016-2017

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	\$118,060	\$120,034	\$121,587	\$124,486	\$ 88,321	\$ 90,295	\$ 91,848	\$ 94,747	\$ 88,321	\$ 90,295	\$ 91,848	\$ 94,747
Anne Arundel	169,165	169,165	169,165	169,165	118,764	118,764	118,764	119,764	118,764	118,764	118,764	119,764
Baltimore City	160,532	160,532	160,532	160,532	111,410	111,410	111,410	111,410	111,410	111,410	111,410	111,410
Baltimore	178,583	178,583	178,583	179,583	111,590	111,590	111,590	112,590	103,186	108,059	110,868	113,303
Calvert	145,908	145,908	145,908	150,908	104,089	109,159	109,159	119,092	104,089	109,159	109,159	119,092
Caroline	123,236	123,236	123,236	123,236	87,662	89,078	89,078	90,578	87,662	89,078	89,078	90,578
Carroll	151,604	151,604	151,604	151,604	120,115	120,115	120,115	120,115	120,115	120,115	120,115	120,115
Cecil	126,090	127,165	128,215	128,715	101,001	102,076	103,126	103,626	91,963	94,113	96,213	97,213
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	78,501	82,598	82,598	83,980
Frederick	162,393	162,393	162,393	165,393	120,711	120,711	120,711	122,711	120,711	120,711	120,711	122,711
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	148,915	148,915	148,915	152,415	112,092	112,092	112,092	115,592	82,226	82,226	85,226	85,726
Howard	199,133	199,133	199,133	199,133	117,401	117,401	117,401	117,401	117,401	117,401	117,401	117,401
Kent	-	-	-	-	68,312	69,112	69,712	70,312	79,401	81,585	82,733	83,883
Montgomery	156,182	156,182	156,182	158,182	123,948	129,228	132,473	132,473	123,948	129,228	132,473	132,473
Prince George's	179,259	179,259	179,259	179,259	105,511	105,511	105,511	105,511	105,511	110,788	116,324	122,139
Queen Anne's	132,599	132,599	132,599	132,599	93,415	94,025	94,635	95,246	91,251	92,133	93,016	93,567
St. Mary's	144,905	146,505	147,305	148,105	96,484	104,357	108,531	111,531	88,443	95,660	99,487	102,487
Somerset	109,548	111,048	111,048	111,648	87,192	88,222	88,222	89,137	87,192	88,222	88,222	89,137
Talbot	-	-	-	-	83,050	84,040	85,690	88,000	83,050	84,040	85,690	88,000
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	115,170	117,670	118,170	119,670	83,617	86,117	86,617	88,117	83,617	86,117	86,617	88,117
Worcester	-	-	-	-	106,444	110,155	110,155	113,868	80,479	83,240	83,240	86,003

++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

Table 1 (Continued)
Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2016-2017

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	\$ 99,554	\$101,528	\$103,081	\$105,980	\$ 88,321	\$ 90,295	\$ 91,848	\$ 94,747
Anne Arundel	-	-	-	-	140,255	140,255	140,255	141,255
Baltimore City	152,103	152,103	152,103	152,103	153,634	153,634	153,634	153,634
Baltimore	125,353	125,353	125,353	126,353	132,856	132,856	132,856	133,856
Calvert	128,334	128,334	128,334	133,334	113,049	113,049	113,049	118,049
Caroline	117,611	117,611	117,611	117,611	97,081	97,081	97,081	97,081
Carroll	132,415	132,415	132,415	132,415	111,053	111,053	111,053	111,053
Cecil	-	-	-	-	113,418	114,493	115,543	116,043
Charles	-	-	-	-	110,092	110,092	110,092	110,092
Dorchester	102,568	102,568	102,568	104,168	93,003	93,003	93,003	94,603
Frederick	130,361	130,361	130,361	132,361	120,711	120,711	120,711	122,711
Garrett	102,896	103,896	104,896	106,896	87,869	88,869	89,869	91,869
Harford	122,486	122,486	122,486	125,986	-	-	-	-
Howard	-	-	-	-	146,389	146,389	146,389	146,389
Kent	103,127	103,927	104,527	105,127	88,707	89,507	90,107	90,707
Montgomery	-	-	-	-	134,380	134,380	134,380	136,380
Prince George's	132,273	132,273	132,273	132,273	-	-	-	-
Queen Anne's	122,267	122,267	122,267	124,367	107,397	107,397	107,397	109,268
St. Mary's	121,876	123,476	124,276	125,076	115,064	116,664	117,464	118,264
Somerset	106,356	107,856	107,856	108,456	94,791	96,291	96,291	96,891
Talbot	94,718	95,846	97,725	100,363	90,600	91,680	93,480	96,000
Washington	110,824	110,824	110,824	113,041	106,612	106,612	106,612	108,744
Wicomico	106,066	108,566	109,066	110,566	96,506	99,006	99,506	101,006
Worcester	113,690	117,666	117,666	121,644	106,444	110,155	110,155	113,868

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

Table 1 (Continued)
Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2016-2017

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	\$112,232	\$114,206	\$115,759	\$118,658	\$ 93,757	\$ 95,731	\$ 97,284	\$100,183
Anne Arundel	151,450	151,450	151,450	152,450	132,422	132,422	132,422	133,422
Baltimore City	182,957	182,957	182,957	182,957	155,917	155,917	155,917	155,917
Baltimore	167,687	167,687	167,687	168,687	140,810	140,810	140,810	141,810
Calvert	145,908	145,908	145,908	150,908	122,224	122,224	122,224	127,224
Caroline	123,236	123,236	123,236	123,236	104,543	104,543	104,543	104,543
Carroll	137,711	137,711	137,711	137,711	124,920	124,920	124,920	124,920
Cecil	126,090	127,165	128,215	128,715	113,418	114,493	115,543	116,043
Charles	137,713	138,713	138,713	141,213	106,282	107,282	107,282	109,782
Dorchester	110,834	110,834	112,334	113,934	89,563	89,563	89,563	91,163
Frederick	140,782	140,782	140,782	142,782	130,361	130,361	130,361	132,361
Garrett	107,519	108,519	109,519	111,519	87,869	88,869	89,869	91,869
Harford	133,844	133,844	133,844	137,344	115,455	115,455	115,455	118,955
Howard	158,105	158,105	158,105	161,105	146,389	146,389	146,389	149,389
Kent	107,627	108,427	109,027	109,627	93,835	94,635	95,235	95,835
Montgomery	156,182	156,182	156,182	158,182	136,880	136,880	136,880	138,880
Prince George's	153,346	153,346	153,346	153,346	128,420	128,420	128,420	128,420
Queen Anne's	134,415	134,415	134,415	136,605	111,887	111,887	111,887	113,758
St. Mary's	144,905	146,505	147,305	148,105	121,876	123,476	124,276	125,076
Somerset	108,787	110,287	110,287	110,887	94,791	96,291	96,291	96,891
Talbot	131,292	131,292	131,292	132,792	100,566	101,765	103,763	106,560
Washington	131,678	131,678	131,678	134,312	110,651	110,651	110,651	112,864
Wicomico	111,902	114,402	114,902	116,402	98,506	101,006	101,506	103,006
Worcester	121,841	126,116	126,116	130,393	106,444	110,155	110,155	113,868

++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

Table 2
Minimum and Maximum Salaries for Maryland Public School Teachers: 2016-2017

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	\$42,982	\$ 60,160	\$ 69,392	\$ 71,539	\$ 71,539	\$ 73,534	\$ 75,101	\$ 78,029	\$2,000
Anne Arundel	45,891	64,128	87,119	87,119	88,847	92,415	96,125	98,036	2,000
Baltimore City	48,430	111,410	111,410	111,410	111,410	111,410	111,410	111,410	2,000
Baltimore	46,053	52,542	88,193	88,193	88,193	92,358	94,759	96,840	2,000
Calvert	45,496	65,979	94,176	94,176	94,176	98,763	98,763	107,750	2,500
Caroline	42,126	72,158	76,617	79,314	79,314	80,594	80,594	82,094	2,000
Carroll	44,009	63,575	80,281	80,281	80,281	83,353	84,970	84,970	5,000
Cecil	45,208	78,128	80,113	80,938	80,938	82,013	83,063	83,563	2,000
Charles	45,253	55,916	83,706	85,474	85,474	86,474	86,474	88,974	2,500
Dorchester	42,370	47,112	72,498	74,122	74,122	78,091	78,091	79,429	2,000
Frederick	42,850	58,910	89,842	89,842	89,842	95,072	95,072	97,072	2,000
Garrett	42,463	48,741	66,579	68,579	68,579	69,579	70,579	72,579	1,000
Harford	42,629	63,619	74,411	76,404	76,404	82,226	85,226	85,726	2,000
Howard	47,588	64,554	97,310	99,018	99,018	100,725	100,725	102,432	2,000
Kent	43,126	51,451	77,122	77,122	78,154	80,304	81,434	82,566	2,000
Montgomery	48,528	67,669	67,669	105,488	105,488	109,981	112,743	112,743	2,000
Prince George's	46,844	62,955	62,955	87,926	87,926	92,323	96,936	101,783	5,000
Queen Anne's	45,048	46,654	82,750	84,518	84,518	85,070	85,591	86,174	2,000
St. Mary's	46,500	74,337	77,311	77,311	80,403	86,964	90,443	93,443	3,000
Somerset	42,978	55,512	77,957	79,682	79,682	80,619	80,619	81,452	2,000
Talbot	44,800	53,700	70,900	75,500	75,500	76,400	77,900	80,000	2,000
Washington	43,880	59,539	77,732	77,732	77,732	79,514	79,884	80,126	2,000
Wicomico	43,764	68,679	74,455	75,741	75,741	77,974	77,974	79,708	2,000
Worcester	43,384	50,979	77,718	80,479	80,479	83,240	83,240	86,003	1,000

*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.

**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 up to \$2,000 a year as a dollar-for-dollar match to local school systems for teachers who earn certification from the NBPTS 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 noncomprehensive school.

Table 3
Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate: 2016-2017

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore	Calvert	Caroline^	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
1	\$42,982	\$45,891	\$48,430	\$46,053	\$45,496	\$42,126	\$44,009	\$45,208	\$45,253	\$42,370	\$42,850	\$42,463
2	44,109	48,186	49,882	46,412	47,522	42,534	45,013	45,673	45,932	42,370	42,900	43,084
3	45,265	50,113	51,378	47,109	49,635	42,787	46,016	46,406	46,840	42,824	44,131	43,702
4	46,451	52,117	52,920	47,934	51,844	43,371	47,019	47,622	48,476	44,537	44,333	44,321
5	47,669	54,202	54,507	48,772	54,022	44,550	48,524	49,121	50,172	44,982	46,100	44,940
6	48,916	55,286		49,504	56,291	45,518	50,030	50,624	51,930	45,432	47,892	45,557
7	50,200	56,392		50,247	58,655	46,902	51,535	52,122	55,916	45,886	47,892	46,176
8	51,511	57,520		51,001	61,001	48,344	53,040	53,731		46,345	48,022	46,795
9	52,864	58,670		51,766	63,441	49,789	54,545	55,338		46,809	48,100	47,414
10	54,247	59,843		52,542	65,979	51,274	56,050	56,945		47,112	49,878	48,741
11	55,670	61,040				52,766	57,555	58,554			51,800	
12	57,128	62,261				55,483	59,060	60,320			53,594	
13	58,625	64,128				58,905		63,476			55,465	
14	60,160					62,326		65,475			55,465	
15						65,748		67,475			55,465	
16						65,748		69,475			55,465	
17						65,748		71,638			57,339	
18						65,748		73,638			58,910	
19						65,748		73,638				
20						67,910		73,638				
21						67,910		73,638				
22						67,910		73,638				
23						67,910		73,638				
24						67,910		76,638				
25						70,031		76,638				
26						70,031		76,638				
27						70,031		76,638				
28						70,031		76,638				
29						70,031		78,138				
30						72,158						

*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.

^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: 2016-2017

Step	Harford	Howard	Kent	Montgomery	Prince George's	Queen Anne's	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$42,629	\$47,588	\$43,126	\$48,528	\$46,844	\$45,048	\$46,500	\$42,978	\$44,800	\$43,880	\$43,764	\$43,384
2	43,906	47,802	43,518	49,277	46,844	45,334	47,663	42,978	44,800	45,599	43,878	43,384
3	45,223	48,015	44,744	50,754	48,250	45,620	48,854	43,369	44,800	46,702	43,972	44,257
4	46,580	48,228	46,102	52,278	49,697	47,409	50,075	44,009	47,100	48,134	44,584	44,715
5	47,976	50,149	46,812	53,845	51,188	48,492	51,327	45,039	49,100	49,566	45,363	45,611
6	49,418	52,070	48,421	55,920	52,723	50,635	52,610	46,595	50,700	50,984	46,288	46,749
7	50,899	53,990	49,198	58,072	54,306	51,744	53,926	47,564	51,700	52,416	47,316	47,802
8	52,425	55,911	51,451	60,307	55,934	52,875	55,274	48,512	52,900	53,834	48,490	49,003
9	53,999	57,831	51,451	62,629	57,612	56,523	56,656	49,489	53,700	53,834	49,787	49,733
10	55,619	59,752	51,451	65,041	59,341	58,288	58,072	50,922	53,700	53,834	51,220	50,979
11	55,619	61,673			61,121	59,737	59,524			53,834	52,654	
12	55,619	63,593			62,955	62,746	61,012			53,834	54,036	
13	55,619	64,554				64,307	62,537			53,834	55,925	
14	55,619					65,908	64,101			53,834	58,688	
15	55,619					67,547	65,703			53,834	60,380	
16	55,619					70,953	67,346			53,834	60,380	
17	55,619					72,576	69,030			53,834	60,380	
18	55,619					74,239	70,755			53,834	60,380	
19	55,619					75,939	72,524			54,103	62,644	
20	57,619					81,931	74,337			58,862	62,644	
21	57,619									59,539	62,644	
22	57,619										62,644	
23	57,619										65,512	
24	57,619										65,512	
25	59,619										65,512	
26	59,619										65,512	
27	59,619										65,512	
28	59,619										68,170	
29	59,619											
30	61,619											
31	61,619											
32	61,619											

Table 3 (Continued)
Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate: 2016-2017

Step	Harford	Howard	Kent	Montgomery	Prince George's	Queen Anne's	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
33	61,619											
34	61,619											
35	63,619											

Table 4
Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2016-2017

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore	Calvert	Caroline^	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
1	\$44,210	\$48,680	\$60,503	\$47,139	\$48,557	\$44,217	\$45,538	\$48,008	\$49,055	\$45,859	\$45,042	\$42,463
2	46,053	51,113	63,143	47,846	50,620	44,575	46,717	48,473	49,791	45,859	45,760	43,084
3	47,895	53,158	65,783	48,684	52,771	45,489	47,896	49,206	50,772	46,444	47,675	43,702
4	49,122	55,284	68,423	49,535	55,015	46,902	49,075	50,422	52,549	48,302	47,808	45,770
5	50,597	57,495	71,065	50,403	57,353	48,344	50,982	51,921	54,388	49,268	49,756	46,963
6	52,113	58,646	73,912	51,663	59,360	49,789	52,888	53,424	56,292	50,253	51,620	48,155
7	53,677	59,818	76,862	53,213	61,437	51,274	54,795	54,922	58,262	50,756	51,620	49,348
8	55,288	61,014	78,415	55,022	63,588	52,766	56,701	56,531	60,301	51,263	51,700	50,537
9	56,946	62,235	79,456	56,948	65,814	54,211	58,608	58,138	62,412	51,776	51,816	51,729
10	58,656	63,480	80,496	58,941	68,117	55,708	60,514	59,745	64,595	53,252	53,833	52,991
11	60,415	64,750	81,536	61,003	70,161	57,200	62,421	61,354	66,856	54,317	55,850	54,050
12	62,227	66,044	82,578	62,986	72,266	60,112	64,327	63,120	69,531	55,403	57,949	55,110
13	64,094	67,365	83,618	65,034	74,433	64,324	66,233	66,276	70,748	56,511	60,046	56,168
14	66,017	68,712	84,658	67,148	76,666	68,537	68,140	68,275	72,312	57,642	60,126	57,225
15	66,017	70,087	85,700	68,323	78,966	72,749	70,046	70,275	73,577	58,795	60,126	58,308
16	66,017	72,189		69,519	80,545	72,749	71,953	72,275	75,205	59,970	60,326	61,281
17	67,543	73,633		70,735	82,156	72,749	73,859	74,438	76,521	61,170	61,900	61,281
18	67,543	75,106		71,973	83,800	72,749	75,766	76,438	78,213	62,393	63,800	61,281
19	67,543	76,608		73,233	85,475	72,749	77,672	76,438	79,582	63,641	65,800	61,281
20	67,543	78,140		74,515	87,185	74,936	80,281	76,438	85,474	64,914	67,860	63,929
21	68,772	80,484		75,632	88,057	74,936		76,438		66,212	69,818	63,929
22	68,772	82,094		76,767	88,938	74,936		76,438		67,536	71,841	63,929
23	68,772	83,736		77,919	89,827	74,936		76,438		68,887	73,864	63,929
24	68,772	85,411		79,088	90,725	74,936		79,438		70,265	73,864	63,929
25	70,001	87,119		80,274	91,632	77,126		79,438		73,122	75,886	66,579
26	70,001			81,478	92,320	77,126		79,438			77,908	
27	70,001			83,107	93,243	77,126		79,438			80,031	
28	71,228			84,769	94,176	77,126		79,438			82,052	
29	71,228			86,464		77,126		80,938			84,075	

*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.

^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: 2016-2017

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore	Calvert	Caroline^	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
30	71,228			88,193		79,314					84,075	
31	71,539										84,075	
32											86,097	
33											86,097	
34											88,119	
35												

*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.

^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: 2016-2017

Step	Harford	Howard	Kent	Montgomery	Prince George's	Queen Anne's*	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$45,223	\$51,003	\$43,894	\$53,462	\$51,646	\$45,373	\$48,360	\$45,664	\$47,300	\$45,355	\$45,996	\$47,505
2	46,580	51,216	45,736	54,359	51,646	45,856	49,569	45,664	47,300	47,747	46,008	47,505
3	47,976	51,643	47,380	56,452	53,195	46,341	50,808	46,343	47,300	49,179	46,019	48,414
4	49,418	52,070	48,085	58,625	54,791	48,737	52,078	47,261	50,200	50,611	47,026	48,970
5	50,899	54,204	49,702	60,883	56,435	49,851	53,380	48,918	51,300	52,043	48,032	49,777
6	52,425	56,338	51,370	63,226	58,129	52,054	54,715	49,894	53,000	53,476	49,071	50,729
7	53,999	58,472	52,868	65,661	59,872	53,193	56,083	50,882	54,000	54,908	50,079	51,811
8	55,619	60,606	54,788	68,189	61,668	54,356	57,485	51,897	55,400	56,326	51,334	53,040
9	57,289	62,740	56,459	70,815	63,518	57,993	58,922	52,912	56,700	57,758	52,841	53,960
10	59,005	64,874	58,182	73,541	65,424	59,748	60,395	55,607	57,700	59,175	55,146	55,535
11	60,777	67,008	60,012	76,372	67,387	61,174	61,905	57,523	59,600	60,608	56,807	57,307
12	62,599	69,142	61,496	79,313	69,409	64,161	63,453	59,089	61,000	61,896	58,741	59,258
13	64,480	71,276	65,516	82,367	71,491	65,693	65,039	61,527	62,500	63,314	60,786	61,998
14	66,411	73,410	67,470	85,537	73,635	67,309	66,665	63,733	64,800	64,746	65,252	64,753
15	68,404	75,544	67,470	88,102	75,845	68,917	68,331	63,733	66,800	66,179	67,132	68,118
16	68,404	77,678	67,470	90,747	78,120	72,249	70,040	63,733	69,200	67,596	67,132	75,479
17	68,404	79,812	67,470	93,468	80,464	73,905	71,791	63,733	69,500	68,685	67,132	
18	68,404	81,946	67,470	96,272	82,879	75,596	73,585	63,733	69,900	69,802	67,132	
19	68,404	84,080	69,816	99,162	85,364	77,330	75,425	69,396	72,000	71,245	69,613	
20	70,404	86,214	69,816	99,162	87,926	83,681	77,311	71,690	75,500	76,848	69,613	
21	70,404	88,348	69,816	99,162				73,296		77,732	69,613	
22	70,404	90,482	72,057	99,162				73,296			69,613	
23	70,404	92,616	72,057	99,162				73,296			72,926	
24	70,404	94,750	72,057	99,162				73,296			72,926	
25	72,404	96,884	74,208	101,393				75,092			72,926	
26	72,404	99,018	77,122								72,926	
27	72,404										72,926	
28	72,404										75,741	
29	72,404											

*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: 2016-2017

Step	Harford	Howard	Kent	Montgomery	Prince George's	Queen Anne's*	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
30	74,404											
31	74,404											
32	74,404											
33	74,404											
34	74,404											
35	76,404											

*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: 2016-2017

Local Education Agency	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$ 65,657	\$118,658	School size, level of preparation, and years of experience
Anne Arundel	88,996	152,450	School size and years of experience
Baltimore City	90,843	182,957	Years of experience, education level, and needs of the Board
Baltimore	102,444	168,687	School size/level and years of experience
Calvert	102,453	150,908	School type, years of experience, and possession of Doctorate
Caroline	92,301	123,236	School type, school size, and level of preparation
Carroll	93,034	137,711	Level of preparation and years of experience
Cecil	91,783	128,715	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	113,934	School type, years of experience, number of certified staff, and possession of Doctorate
Frederick	71,709	142,782	Years of experience and possession of Doctorate
Garrett	75,369	111,519	School size, level of preparation, and years of experience
Harford	104,428	137,344	School type, level of preparation, years of experience, and possession of Doctorate
Howard	103,422	161,105	School type, level of preparation, and years of experience
Kent	83,819	109,627	School size, level of preparation, and years of experience
Montgomery	105,514	158,182	School type and years of experience
Prince George's	80,252	153,346	School type, years of experience, and possession of Doctorate
Queen Anne's	104,643	136,605	School size, level of preparation, and years of experience
St. Mary's	96,495	148,105	School size, level of preparation, and years of experience
Somerset	80,073	110,887	School size, years of experience, and possession of Doctorate
Talbot	92,049	132,792	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	81,784	116,402	School size, level of preparation, and years of experience
Worcester	70,517	130,393	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: 2016-2017

Local Education Agency	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$61,669	\$100,183	School size, level of preparation, and years of experience
Anne Arundel	79,512	133,422	School size and years of experience
Baltimore City	79,893	155,917	Years of experience, education level, and needs of the Board
Baltimore	86,046	141,810	School size/level and years of experience
Calvert	89,183	127,224	School type, years of experience, and possession of Doctorate
Caroline	76,917	104,543	School type/size and level of preparation
Carroll	84,392	124,920	Level of preparation and years of experience
Cecil	83,501	116,043	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	66,405	132,361	Years of experience and possession of Doctorate
Garrett	60,342	91,869	Level of preparation and years of experience
Harford	95,566	118,955	School type, level of preparation, years of experience, and possession of Doctorate
Howard	91,706	149,389	School type, level of preparation, and years of experience
Kent	75,010	95,835	Level of preparation, years of experience, and contract months
Montgomery	99,541	138,880	School type and years of experience
Prince George's	80,252	128,420	School type, years of experience, contract months, and possession of Doctorate
Queen Anne's	89,435	113,758	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	70,791	96,891	Years of experience and possession of Doctorate
Talbot	75,754	106,560	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	72,001	103,006	School size, level of preparation, and years of experience
Worcester	63,465	113,868	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: 2016-2017

Local Education Agency	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$ 69,911	\$105,980	Level of preparation and years of experience
Anne Arundel	88,996	141,255	Years of experience
Baltimore City	73,695	152,103	Years of experience, education level, and needs of the Board
Baltimore	86,046	126,353	Years of experience
Calvert	101,241	133,334	Years of experience and possession of Doctorate
Caroline	86,146	117,611	Level of preparation and years of experience
Carroll	93,034	132,415	Level of preparation and years of experience
Cecil	91,783	116,043	Level of preparation and years of experience
Charles	79,363	110,092	Level of preparation and years of experience
Dorchester	80,809	104,168	Level of preparation, years of experience, and possession of Doctorate
Frederick	71,709	132,361	Years of experience and possession of Doctorate
Garrett	75,369	106,896	Level of preparation and years of experience
Harford	98,433	125,986	Level of preparation, years of experience, and possession of Doctorate
Howard	-	-	
Kent	83,819	105,127	Level of preparation and years of experience
Montgomery	99,541	136,380	Area of responsibility and years of experience
Prince George's	95,557	132,273	Years of experience and possession of Doctorate
Queen Anne's	100,418	124,367	Level of preparation and years of experience
St. Mary's	90,955	125,076	Level of preparation and years of experience
Somerset	81,819	108,456	Years of experience and possession of Doctorate
Talbot	75,754	100,363	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	84,952	110,566	Level of preparation and years of experience
Worcester	70,517	121,644	Level of preparation and years of experience

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