



Professional Salary Schedules Maryland Public Schools 2017 - 2018



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**Professional Salary Schedules
Maryland Public Schools
2017!2018**

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Table 1
Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2017-2018

| 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 | \$186,100 | \$ - | \$131,852 | \$ - | \$ - |
| Anne Arundel | 259,996 | 163,406 | 179,145 | 179,713 | 165,573 |
| Baltimore City | 298,000 | 178,500 | 175,000 | 195,000 | 162,000 |
| Baltimore | 299,312 | - | 217,158 | 205,093 | 190,183 |
| Calvert | 180,000 | - | - | - | 154,784 |
| Caroline | 160,000 | - | - | - | 157,617 |
| Carroll | 212,460 | - | 154,636 | - | 162,364 |
| Cecil | 207,149 | - | 163,362 | 175,432 | 151,292 |
| Charles | 200,000 | 190,812 | - | - | 180,208 |
| Dorchester | 188,387 | - | - | - | - |
| Frederick | 223,916 | 168,218 | 173,490 | - | 173,490 |
| Garrett | 141,000 | - | - | - | 109,000 |
| Harford | 214,320 | 196,421 | - | - | 148,671 |
| Howard | 276,000 | - | 205,895 | 187,429 | 187,429 |
| Kent | 155,488 | - | 113,427 | - | - |
| Montgomery | 290,000 | 224,547 | 224,547 | 180,687 | - |
| Prince George's | 299,937 | 222,144 | 199,813 | 186,566 | 182,835 |
| Queen Anne's | 169,000 | 148,900 | 139,700 | - | - |
| St. Mary's | 209,500 | 161,645 | - | - | 166,291 |
| Somerset | 155,000 | 130,000 | 87,169 | - | - |
| Talbot | 183,456 | 133,250 | 135,950 | - | 108,432 |
| Washington | 247,500 | 130,406 | - | 146,773 | - |
| Wicomico | 180,250 | - | 127,644 | - | 124,644 |
| Worcester | 175,600 | - | 140,214 | - | 140,214 |

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

Table 1 (Continued)
Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2017-2018

| 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 | \$118,651 | \$120,635 | \$122,196 | \$125,109 | \$88,763 | \$90,747 | \$92,308 | \$95,221 | \$88,763 | \$90,747 | \$92,308 | \$95,221 |
| Anne Arundel | 163,918 | 163,918 | 163,918 | 163,918 | 118,764 | 118,764 | 118,764 | 119,764 | 118,764 | 118,764 | 118,764 | 119,764 |
| Baltimore City | 95,982 | 108,600 | 129,701 | 135,588 | 62,724 | 87,921 | 96,791 | 105,053 | 62,724 | 87,921 | 96,791 | 105,053 |
| Baltimore | 182,155 | 182,155 | 182,155 | 183,155 | 113,822 | 113,822 | 113,822 | 114,822 | 105,250 | 110,220 | 113,085 | 115,569 |
| Calvert | 152,573 | 152,573 | 152,573 | 157,573 | 106,182 | 111,353 | 111,353 | 121,486 | 106,182 | 111,353 | 111,353 | 121,486 |
| Caroline | 124,468 | 124,468 | 124,468 | 124,468 | 88,540 | 89,968 | 89,968 | 91,483 | 88,540 | 89,968 | 89,968 | 91,483 |
| Carroll | 154,636 | 154,636 | 154,636 | 154,636 | 122,517 | 122,517 | 122,517 | 122,517 | 122,517 | 122,517 | 122,517 | 122,517 |
| Cecil | 127,840 | 128,915 | 129,965 | 130,465 | 102,375 | 103,450 | 104,500 | 105,000 | 90,350 | 91,425 | 92,475 | 92,975 |
| 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 | 132,575 | 132,575 | 132,575 | 132,575 | 80,274 | 84,578 | 84,578 | 86,028 | 78,501 | 82,598 | 82,598 | 83,980 |
| Frederick | 166,453 | 166,453 | 166,453 | 169,453 | 130,661 | 130,661 | 130,661 | 132,661 | 130,661 | 130,661 | 130,661 | 132,661 |
| Garrett | 110,565 | 111,565 | 112,565 | 114,565 | 90,734 | 91,734 | 92,734 | 94,734 | 76,376 | 77,376 | 78,376 | 80,376 |
| Harford | 150,281 | 150,281 | 150,281 | 153,781 | 113,216 | 113,216 | 113,216 | 116,716 | 82,970 | 82,970 | 85,970 | 86,470 |
| Howard | 203,116 | 203,116 | 203,116 | 203,116 | 117,734 | 117,734 | 117,734 | 117,734 | 117,734 | 117,734 | 117,734 | 117,734 |
| Kent | 111,976 | 112,776 | 113,376 | 113,976 | 71,107 | 71,907 | 72,507 | 73,107 | 79,909 | 82,093 | 83,241 | 84,392 |
| Montgomery | 159,199 | 159,199 | 159,199 | 161,199 | 125,188 | 130,520 | 133,797 | 133,797 | 125,188 | 130,520 | 133,797 | 133,797 |
| Prince George's | 182,844 | 182,844 | 182,844 | 182,844 | 124,582 | 124,582 | 124,582 | 124,582 | 124,582 | 124,582 | 124,582 | 124,582 |
| Queen Anne's | 139,700 | 139,700 | 139,700 | 139,700 | 95,283 | 95,906 | 96,528 | 97,151 | 93,076 | 93,976 | 94,876 | 95,438 |
| St. Mary's | 146,705 | 147,905 | 148,705 | 149,505 | 96,484 | 104,357 | 108,531 | 111,531 | 88,443 | 95,660 | 99,487 | 102,487 |
| Somerset | 115,507 | 117,007 | 117,007 | 117,607 | 88,416 | 89,462 | 89,462 | 90,817 | 88,416 | 89,462 | 89,462 | 90,817 |
| 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 | 116,603 | 119,103 | 119,603 | 121,103 | 84,639 | 87,139 | 87,639 | 89,139 | 84,639 | 87,139 | 87,639 | 89,139 |
| Worcester | - | - | - | - | 108,958 | 112,706 | 112,706 | 116,457 | 82,734 | 85,522 | 85,522 | 88,313 |

++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: 2017-2018

| 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 | \$100,052 | \$102,036 | \$103,597 | \$106,510 | \$88,763 | \$90,747 | \$92,308 | \$95,221 |
| Anne Arundel | - | - | - | - | 141,615 | 141,615 | 141,615 | 142,615 |
| Baltimore City | 64,864 | 90,061 | 98,932 | 107,193 | 87,673 | 101,895 | 118,180 | 130,282 |
| Baltimore | 127,860 | 127,860 | 127,860 | 128,860 | 135,513 | 135,513 | 135,513 | 136,513 |
| Calvert | 134,196 | 134,196 | 134,196 | 139,196 | 118,213 | 118,213 | 118,213 | 123,213 |
| Caroline | 118,787 | 118,787 | 118,787 | 118,787 | 98,052 | 98,052 | 98,052 | 98,052 |
| Carroll | 135,063 | 135,063 | 135,063 | 135,063 | 113,274 | 113,274 | 113,274 | 113,274 |
| Cecil | - | - | - | - | 114,978 | 116,053 | 117,103 | 117,603 |
| Charles | - | - | - | - | 110,092 | 111,092 | 111,092 | 113,592 |
| Dorchester | 103,578 | 103,578 | 103,578 | 105,178 | 93,918 | 93,918 | 93,918 | 95,518 |
| Frederick | 140,050 | 140,050 | 140,050 | 142,050 | 135,356 | 135,356 | 135,356 | 137,356 |
| Garrett | 105,803 | 106,803 | 107,803 | 109,803 | 90,734 | 91,734 | 92,734 | 94,734 |
| Harford | 123,714 | 123,714 | 123,714 | 127,214 | - | - | - | - |
| Howard | 145,223 | 145,223 | 145,223 | 148,223 | 149,317 | 149,317 | 149,317 | 152,317 |
| Kent | 107,294 | 108,094 | 108,694 | 109,294 | 99,579 | 100,379 | 100,979 | 101,579 |
| Montgomery | - | - | - | - | 137,179 | 137,179 | 137,179 | 139,179 |
| Prince George's | 134,918 | 134,918 | 134,918 | 134,918 | - | - | - | - |
| Queen Anne's | 125,697 | 125,697 | 125,697 | 127,842 | 110,398 | 110,398 | 110,398 | 112,308 |
| St. Mary's | 123,676 | 124,876 | 125,676 | 126,476 | 116,864 | 118,064 | 118,864 | 119,664 |
| Somerset | 107,628 | 109,128 | 109,128 | 109,728 | 95,919 | 97,419 | 97,419 | 98,019 |
| 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 | 107,346 | 109,846 | 110,346 | 111,846 | 97,756 | 100,256 | 100,756 | 102,256 |
| Worcester | 116,277 | 120,292 | 120,292 | 124,311 | 108,958 | 112,706 | 112,706 | 116,457 |

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

Table 1 (Continued)
Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2017-2018

| 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 | \$112,794 | \$114,778 | \$116,339 | \$119,252 | \$94,226 | \$96,210 | \$97,771 | \$100,684 |
| Anne Arundel | 152,919 | 152,919 | 152,919 | 153,919 | 133,706 | 133,706 | 133,706 | 134,706 |
| Baltimore City | 106,660 | 124,968 | 144,255 | 169,766 | 86,479 | 91,855 | 103,927 | 119,936 |
| Baltimore | 171,041 | 171,041 | 171,041 | 172,042 | 143,626 | 143,626 | 143,626 | 144,626 |
| Calvert | 152,573 | 152,573 | 152,573 | 157,573 | 127,807 | 127,807 | 127,807 | 132,807 |
| Caroline | 124,468 | 124,468 | 124,468 | 124,468 | 105,588 | 105,588 | 105,588 | 105,588 |
| Carroll | 140,466 | 140,466 | 140,466 | 140,466 | 127,418 | 127,418 | 127,418 | 127,418 |
| Cecil | 127,840 | 128,915 | 129,965 | 130,465 | 110,775 | 111,805 | 112,900 | 113,400 |
| Charles | 137,713 | 138,713 | 138,713 | 141,213 | 106,282 | 107,282 | 107,282 | 109,782 |
| Dorchester | 114,251 | 114,251 | 114,251 | 115,851 | 91,944 | 91,944 | 91,944 | 93,544 |
| Frederick | 158,828 | 158,828 | 158,828 | 160,828 | 140,050 | 140,050 | 140,050 | 142,050 |
| Garrett | 110,565 | 111,565 | 112,565 | 114,565 | 90,734 | 91,734 | 92,734 | 94,734 |
| Harford | 135,185 | 135,185 | 135,185 | 138,685 | 116,612 | 116,612 | 116,612 | 120,112 |
| Howard | 161,267 | 161,267 | 161,267 | 164,267 | 149,317 | 149,317 | 149,317 | 152,317 |
| Kent | 111,976 | 112,776 | 113,376 | 113,976 | 99,579 | 100,379 | 100,979 | 101,579 |
| Montgomery | 159,199 | 159,199 | 159,199 | 161,199 | 139,679 | 139,679 | 139,679 | 141,679 |
| Prince George's | 156,413 | 156,413 | 156,413 | 156,413 | 130,988 | 130,988 | 130,988 | 130,988 |
| Queen Anne's | 138,123 | 138,123 | 138,123 | 140,358 | 114,982 | 114,982 | 114,982 | 116,892 |
| St. Mary's | 146,705 | 147,905 | 148,705 | 149,505 | 123,676 | 124,876 | 125,676 | 126,476 |
| Somerset | 110,089 | 111,589 | 111,589 | 112,189 | 98,658 | 100,158 | 100,158 | 100,758 |
| 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 | 113,265 | 115,765 | 116,265 | 117,765 | 99,756 | 102,256 | 102,756 | 104,256 |
| Worcester | 124,510 | 128,826 | 128,826 | 133,147 | 108,958 | 112,706 | 112,706 | 116,457 |

++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: 2017-2018

| 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 | \$43,197 | \$60,461 | \$69,739 | \$71,897 | \$71,897 | \$73,902 | \$75,477 | \$78,419 | \$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 | 51,378 | 54,507 | 60,503 | 71,065 | 85,700 | 94,570 | 102,832 | 2,000 |
| Baltimore | 46,974 | 53,593 | 89,957 | 89,957 | 89,957 | 94,205 | 96,654 | 98,777 | 2,000 |
| Calvert | 45,496 | 65,979 | 96,069 | 96,069 | 96,069 | 100,748 | 100,748 | 109,916 | 2,500 |
| Caroline | 42,547 | 72,880 | 77,383 | 80,107 | 80,107 | 81,400 | 81,400 | 82,915 | 2,000 |
| Carroll | 44,889 | 68,422 | 83,927 | 83,927 | 83,927 | 87,061 | 88,709 | 88,709 | 1,500 |
| Cecil | 45,886 | 79,213 | 81,188 | 81,188 | 82,013 | 83,088 | 84,138 | 84,638 | 2,000 |
| Charles | 45,253 | 55,916 | 83,706 | 85,474 | 85,474 | 86,474 | 86,474 | 88,974 | 2,500 |
| Dorchester | 42,370 | 48,112 | 72,498 | 74,122 | 74,122 | 78,091 | 78,091 | 79,429 | 2,000 |
| Frederick | 43,513 | 58,910 | 89,842 | 89,842 | 89,842 | 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 | 43,056 | 64,176 | 75,076 | 77,090 | 77,090 | 82,970 | 85,970 | 86,470 | 2,000 |
| Howard | 47,802 | 64,554 | 97,524 | 99,231 | 99,231 | 100,938 | 100,938 | 102,645 | 2,000 |
| Kent | 43,126 | 51,451 | 77,622 | 77,622 | 78,654 | 80,804 | 81,934 | 83,066 | 2,000 |
| Montgomery | 49,013 | 68,346 | 68,346 | 106,543 | 106,543 | 111,081 | 113,870 | 113,870 | 2,000 |
| Prince George's | 47,781 | 64,214 | 64,214 | 89,685 | 89,685 | 94,169 | 98,875 | 103,819 | 3,000 |
| Queen Anne's | 45,953 | 47,121 | 84,405 | 86,208 | 86,208 | 86,771 | 87,334 | 87,897 | 2,000 |
| St. Mary's | 46,500 | 74,337 | 77,311 | 77,311 | 80,403 | 86,964 | 90,443 | 93,443 | 3,000 |
| Somerset | 44,300 | 56,276 | 78,691 | 80,433 | 80,433 | 81,379 | 81,379 | 82,605 | 2,000 |
| Talbot | 44,800 | 53,700 | 70,900 | 75,500 | 75,500 | 76,400 | 77,900 | 80,000 | 2,000 |
| Washington | 45,834 | 62,460 | 79,481 | 79,481 | 79,481 | 80,014 | 82,641 | 83,052 | 2,000 |
| Wicomico | 44,202 | 69,452 | 75,289 | 76,598 | 76,598 | 78,854 | 78,854 | 80,695 | 2,000 |
| Worcester | 44,257 | 50,979 | 79,945 | 82,734 | 82,734 | 85,522 | 85,522 | 88,313 | 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: 2017-2018

| Step | Allegany | Anne Arundel | Baltimore City* | Baltimore | Calvert | Caroline^ | Carroll | Cecil | Charles | Dorchester | Frederick | Garrett |
|------|----------|--------------|-----------------|-----------|----------|-----------|----------|----------|----------|------------|-----------|----------|
| 1 | \$43,197 | \$45,891 | \$48,430 | \$46,974 | \$45,496 | \$42,547 | \$44,889 | \$45,886 | \$45,253 | \$42,370 | \$43,513 | \$42,463 |
| 2 | 44,330 | 48,186 | 49,882 | 47,340 | 47,522 | 42,959 | 45,913 | 46,358 | 45,932 | 42,370 | 43,675 | 43,084 |
| 3 | 45,491 | 50,113 | 51,378 | 48,051 | 49,635 | 43,215 | 46,936 | 47,102 | 46,840 | 42,824 | 44,723 | 43,702 |
| 4 | 46,683 | 52,117 | 52,920 | 48,893 | 51,844 | 43,805 | 47,960 | 48,336 | 48,476 | 44,537 | 45,287 | 44,321 |
| 5 | 47,907 | 54,202 | 54,507 | 49,747 | 54,022 | 44,996 | 49,495 | 49,858 | 50,172 | 44,982 | 47,025 | 44,940 |
| 6 | 49,161 | 55,286 | 54,507 | 50,494 | 56,291 | 45,973 | 51,030 | 51,383 | 51,930 | 45,432 | 48,782 | 45,557 |
| 7 | 50,451 | 56,392 | | 51,252 | 58,655 | 47,371 | 52,565 | 52,904 | 55,916 | 45,886 | 49,292 | 46,176 |
| 8 | 51,769 | 57,520 | | 52,021 | 61,001 | 48,827 | 54,101 | 54,537 | | 46,345 | 49,763 | 46,795 |
| 9 | 53,128 | 58,670 | | 52,801 | 63,441 | 50,287 | 55,636 | 56,168 | | 46,809 | 51,509 | 47,414 |
| 10 | 54,518 | 59,843 | | 53,593 | 65,979 | 51,787 | 57,171 | 57,799 | | 47,112 | 53,363 | 48,741 |
| 11 | 55,948 | 61,040 | | | | 53,294 | 58,706 | 59,432 | | 47,112 | 54,708 | |
| 12 | 57,414 | 62,261 | | | | 56,038 | 60,241 | 61,225 | | 47,112 | 56,111 | |
| 13 | 58,918 | 64,128 | | | | 59,494 | 61,777 | 64,428 | | 47,112 | 57,517 | |
| 14 | 60,461 | | | | | 62,949 | 63,312 | 66,457 | | 47,112 | 58,050 | |
| 15 | | | | | | 66,405 | 64,847 | 68,487 | | 47,112 | 58,050 | |
| 16 | | | | | | 66,405 | 66,382 | 70,517 | | 47,112 | 58,050 | |
| 17 | | | | | | 66,405 | 66,382 | 72,713 | | 47,112 | 58,050 | |
| 18 | | | | | | 66,405 | 66,382 | 74,713 | | 47,112 | 58,050 | |
| 19 | | | | | | 66,405 | 66,382 | 74,713 | | 47,112 | 58,910 | |
| 20 | | | | | | 68,589 | 66,382 | 74,713 | | 47,112 | | |
| 21 | | | | | | 68,589 | | 74,713 | | 47,112 | | |
| 22 | | | | | | 68,589 | | 74,713 | | 47,112 | | |
| 23 | | | | | | 68,589 | | 74,713 | | 47,112 | | |
| 24 | | | | | | 68,589 | | 77,713 | | 47,112 | | |
| 25 | | | | | | 70,731 | | 77,713 | | 47,112 | | |
| 26 | | | | | | 70,731 | | 77,713 | | 47,112 | | |
| 27 | | | | | | 70,731 | | 77,713 | | 47,112 | | |
| 28 | | | | | | 70,731 | | 77,713 | | 48,112 | | |
| 29 | | | | | | 70,731 | | 79,213 | | | | |
| 30 | | | | | | 72,880 | | | | | | |

*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: 2017-2018

| Step | Harford | Howard | Kent | Montgomery | Prince George's | Queen Anne's | St. Mary's | Somerset | Talbot | Washington | Wicomico | Worcester |
|------|----------|----------|----------|------------|-----------------|--------------|------------|----------|----------|------------|----------|-----------|
| 1 | \$43,056 | \$47,802 | \$43,126 | \$49,013 | \$47,781 | \$45,953 | \$46,500 | \$44,300 | \$44,800 | \$45,834 | \$44,202 | \$44,257 |
| 2 | 44,346 | 48,015 | 43,518 | 49,770 | 47,781 | 46,245 | 47,663 | 44,600 | 44,800 | 46,980 | 44,417 | 44,257 |
| 3 | 45,677 | 48,228 | 44,744 | 51,262 | 49,215 | 46,537 | 48,854 | 44,900 | 44,800 | 48,155 | 44,602 | 44,257 |
| 4 | 47,047 | 50,149 | 46,102 | 52,801 | 50,691 | 48,362 | 50,075 | 45,000 | 47,100 | 49,359 | 45,030 | 44,715 |
| 5 | 48,457 | 52,070 | 46,812 | 54,383 | 52,212 | 49,467 | 51,327 | 45,489 | 49,100 | 50,593 | 45,817 | 45,611 |
| 6 | 49,913 | 53,990 | 48,421 | 56,479 | 53,777 | 51,652 | 52,610 | 47,061 | 50,700 | 51,857 | 46,751 | 46,749 |
| 7 | 51,409 | 55,911 | 49,198 | 58,653 | 55,392 | 52,784 | 53,926 | 48,040 | 51,700 | 53,154 | 47,789 | 47,802 |
| 8 | 52,951 | 57,831 | 51,451 | 60,910 | 57,053 | 53,938 | 55,274 | 48,997 | 52,900 | 54,483 | 48,975 | 49,003 |
| 9 | 54,541 | 59,752 | 51,451 | 63,255 | 58,764 | 57,659 | 56,656 | 49,984 | 53,700 | 54,483 | 50,285 | 49,733 |
| 10 | 56,176 | 61,673 | 51,451 | 65,691 | 60,528 | 59,460 | 58,072 | 51,686 | 53,700 | 54,483 | 51,732 | 50,979 |
| 11 | 56,176 | 63,593 | | | 62,343 | 60,937 | 59,524 | | | 54,483 | 53,180 | |
| 12 | 56,176 | 64,554 | | | 64,214 | 64,007 | 61,012 | | | 54,483 | 54,576 | |
| 13 | 56,176 | | | | | 65,600 | 62,537 | | | 54,483 | 56,484 | |
| 14 | 56,176 | | | | | 67,233 | 64,101 | | | 54,483 | 59,275 | |
| 15 | 56,176 | | | | | 68,904 | 65,703 | | | 54,483 | 60,984 | |
| 16 | 56,176 | | | | | 72,380 | 67,346 | | | 54,483 | 61,084 | |
| 17 | 56,176 | | | | | 74,035 | 69,030 | | | 54,483 | 61,184 | |
| 18 | 56,176 | | | | | 75,731 | 70,755 | | | 54,483 | 61,284 | |
| 19 | 56,176 | | | | | 77,465 | 72,524 | | | 54,483 | 63,270 | |
| 20 | 58,176 | | | | | 84,405 | 74,337 | | | 59,451 | 63,370 | |
| 21 | 58,176 | | | | | | | | | 60,937 | 63,470 | |
| 22 | 58,176 | | | | | | | | | 62,460 | 63,570 | |
| 23 | 58,176 | | | | | | | | | | 66,167 | |
| 24 | 58,176 | | | | | | | | | | 66,267 | |
| 25 | 60,176 | | | | | | | | | | 66,367 | |
| 26 | 60,176 | | | | | | | | | | 66,467 | |
| 27 | 60,176 | | | | | | | | | | 66,567 | |
| 28 | 60,176 | | | | | | | | | | 68,852 | |
| 29 | 60,176 | | | | | | | | | | 68,952 | |
| 30 | 62,176 | | | | | | | | | | | |
| 31 | 62,176 | | | | | | | | | | | |
| 32 | 62,176 | | | | | | | | | | | |

Table 3 (Continued)
Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate: 2017-2018

| Step | Harford | Howard | Kent | Montgomery | Prince George's | Queen Anne's | St. Mary's | Somerset | Talbot | Washington | Wicomico | Worcester |
|------|---------|--------|------|------------|-----------------|--------------|------------|----------|--------|------------|----------|-----------|
| 33 | 62,176 | | | | | | | | | | | |
| 34 | 62,176 | | | | | | | | | | | |
| 35 | 64,176 | | | | | | | | | | | |

Table 4
Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2017-2018

| Step | Allegany | Anne Arundel | Baltimore City* | Baltimore | Calvert | Caroline^ | Carroll | Cecil | Charles | Dorchester | Frederick | Garrett |
|------|----------|--------------|-----------------|-----------|----------|-----------|----------|----------|----------|------------|-----------|----------|
| 1 | \$44,431 | \$48,680 | \$60,503 | \$48,082 | \$48,557 | \$44,659 | \$46,449 | \$47,861 | \$49,055 | \$45,859 | \$45,531 | \$42,463 |
| 2 | 46,283 | 51,113 | 63,143 | 48,803 | 50,620 | 45,021 | 47,652 | 48,333 | 49,791 | 45,859 | 46,195 | 43,084 |
| 3 | 48,134 | 53,158 | 65,783 | 49,658 | 52,771 | 45,944 | 48,854 | 49,077 | 50,772 | 46,444 | 47,756 | 43,702 |
| 4 | 49,368 | 55,284 | 68,423 | 50,526 | 55,015 | 47,371 | 50,057 | 50,311 | 52,549 | 48,302 | 48,269 | 45,770 |
| 5 | 50,850 | 57,495 | 71,065 | 51,411 | 57,353 | 48,827 | 52,001 | 51,833 | 54,388 | 49,268 | 50,142 | 46,963 |
| 6 | 52,374 | 58,646 | 73,912 | 52,696 | 59,360 | 50,287 | 53,946 | 53,358 | 56,292 | 50,253 | 51,953 | 48,155 |
| 7 | 53,945 | 59,818 | 76,862 | 54,277 | 61,437 | 51,787 | 55,891 | 54,879 | 58,262 | 50,756 | 52,425 | 49,348 |
| 8 | 55,564 | 61,014 | 78,415 | 56,122 | 63,588 | 53,294 | 57,835 | 56,512 | 60,301 | 51,263 | 53,012 | 50,537 |
| 9 | 57,231 | 62,235 | 79,456 | 58,087 | 65,814 | 54,753 | 59,780 | 58,143 | 62,412 | 51,776 | 55,025 | 51,729 |
| 10 | 58,949 | 63,480 | 80,496 | 60,120 | 68,117 | 56,265 | 61,724 | 59,774 | 64,595 | 53,252 | 57,038 | 52,991 |
| 11 | 60,717 | 64,750 | 81,536 | 62,223 | 70,161 | 57,772 | 63,669 | 61,407 | 66,856 | 54,317 | 59,212 | 54,050 |
| 12 | 62,538 | 66,044 | 82,578 | 64,246 | 72,266 | 60,713 | 65,614 | 63,200 | 69,531 | 55,403 | 61,384 | 55,110 |
| 13 | 64,414 | 67,365 | 83,618 | 66,335 | 74,433 | 64,967 | 67,558 | 66,403 | 70,748 | 56,511 | 62,045 | 56,168 |
| 14 | 66,347 | 68,712 | 84,658 | 68,491 | 76,666 | 69,222 | 69,503 | 68,432 | 72,312 | 57,642 | 62,795 | 57,225 |
| 15 | 66,347 | 70,087 | | 69,689 | 78,966 | 73,476 | 71,447 | 70,462 | 73,577 | 58,795 | 64,575 | 58,308 |
| 16 | 66,347 | 72,189 | | 70,909 | 80,545 | 73,476 | 73,392 | 72,492 | 75,205 | 59,970 | 64,575 | 61,281 |
| 17 | 67,881 | 73,633 | | 72,150 | 82,156 | 73,476 | 75,336 | 74,688 | 76,521 | 61,170 | 66,300 | 61,281 |
| 18 | 67,881 | 75,106 | | 73,412 | 83,800 | 73,476 | 77,281 | 76,688 | 78,213 | 62,393 | 68,100 | 61,281 |
| 19 | 67,881 | 76,608 | | 74,698 | 85,475 | 73,476 | 79,226 | 76,688 | 79,582 | 63,641 | 69,945 | 61,281 |
| 20 | 67,881 | 78,140 | | 76,005 | 87,185 | 75,685 | 81,887 | 76,688 | 85,474 | 64,914 | 71,714 | 63,929 |
| 21 | 69,116 | 80,484 | | 77,145 | 88,057 | 75,685 | | 76,688 | | 66,212 | 73,531 | 63,929 |
| 22 | 69,116 | 82,094 | | 78,302 | 88,938 | 75,685 | | 76,688 | | 67,536 | 75,048 | 63,929 |
| 23 | 69,116 | 83,736 | | 79,477 | 89,827 | 75,685 | | 76,688 | | 68,887 | 76,565 | 63,929 |
| 24 | 69,116 | 85,411 | | 80,670 | 90,725 | 75,685 | | 79,688 | | 70,265 | 78,081 | 63,929 |
| 25 | 70,351 | 87,119 | | 81,879 | 91,632 | 77,897 | | 79,688 | | 73,122 | 78,081 | 66,579 |
| 26 | 70,351 | | | 83,108 | 92,320 | 77,897 | | 79,688 | | | 78,600 | |
| 27 | 70,351 | | | 84,769 | 93,243 | 77,897 | | 79,688 | | | 79,108 | |
| 28 | 71,584 | | | 86,464 | 94,176 | 77,897 | | 79,688 | | | 81,231 | |
| 29 | 71,584 | | | 88,193 | 95,117 | 77,897 | | 81,188 | | | 83,252 | |

*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: 2017-2018

| Step | Allegany | Anne Arundel | Baltimore City* | Baltimore | Calvert | Caroline^ | Carroll | Cecil | Charles | Dorchester | Frederick | Garrett |
|------|----------|--------------|-----------------|-----------|---------|-----------|---------|-------|---------|------------|-----------|---------|
| 30 | 71,584 | | | 89,957 | 96,069 | 80,107 | | | | | 85,275 | |
| 31 | 71,897 | | | | | | | | | | 85,275 | |
| 32 | | | | | | | | | | | 85,275 | |
| 33 | | | | | | | | | | | 87,297 | |
| 34 | | | | | | | | | | | 87,297 | |
| 35 | | | | | | | | | | | 89,319 | |
| 36 | | | | | | | | | | | 89,319 | |
| 37 | | | | | | | | | | | 89,842 | |

*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: 2017-2018

| Step | Harford | Howard | Kent | Montgomery | Prince George's | Queen Anne's* | St. Mary's | Somerset | Talbot | Washington | Wicomico | Worcester |
|------|----------|----------|----------|------------|-----------------|---------------|------------|----------|----------|------------|----------|-----------|
| 1 | \$45,677 | \$51,216 | \$43,892 | \$53,997 | \$52,679 | \$46,285 | \$48,360 | \$46,500 | \$47,300 | \$47,324 | \$46,456 | \$48,414 |
| 2 | 47,047 | 51,643 | 45,736 | 54,903 | 52,679 | 46,778 | 49,569 | 46,965 | 47,300 | 48,506 | 46,568 | 48,414 |
| 3 | 48,457 | 52,070 | 47,380 | 57,017 | 54,259 | 47,272 | 50,808 | 47,434 | 47,300 | 49,719 | 46,669 | 48,414 |
| 4 | 49,913 | 54,204 | 48,085 | 59,211 | 55,887 | 49,716 | 52,078 | 47,908 | 50,200 | 50,963 | 47,496 | 48,970 |
| 5 | 51,409 | 56,338 | 49,702 | 61,492 | 57,564 | 50,854 | 53,380 | 49,407 | 51,300 | 52,236 | 48,512 | 49,777 |
| 6 | 52,951 | 58,472 | 51,370 | 63,858 | 59,292 | 53,101 | 54,715 | 50,393 | 53,000 | 53,542 | 49,562 | 50,729 |
| 7 | 54,541 | 60,606 | 52,868 | 66,318 | 61,069 | 54,262 | 56,083 | 51,391 | 54,000 | 54,880 | 50,580 | 51,811 |
| 8 | 56,176 | 62,740 | 54,788 | 68,871 | 62,901 | 55,449 | 57,485 | 52,416 | 55,400 | 56,252 | 51,847 | 53,040 |
| 9 | 57,863 | 64,874 | 56,459 | 71,523 | 64,788 | 59,159 | 58,922 | 53,441 | 56,700 | 57,658 | 53,369 | 53,960 |
| 10 | 59,597 | 67,008 | 58,182 | 74,276 | 66,732 | 60,948 | 60,395 | 56,163 | 57,700 | 59,099 | 55,697 | 55,535 |
| 11 | 61,386 | 69,142 | 60,012 | 77,136 | 68,735 | 62,404 | 61,905 | 58,098 | 59,600 | 60,577 | 57,375 | 57,307 |
| 12 | 63,227 | 71,276 | 61,496 | 80,106 | 70,797 | 65,451 | 63,453 | 59,680 | 61,000 | 62,091 | 59,328 | 59,258 |
| 13 | 65,126 | 73,410 | 65,516 | 83,191 | 72,921 | 67,014 | 65,039 | 62,142 | 62,500 | 63,643 | 61,394 | 61,998 |
| 14 | 67,076 | 75,544 | 67,470 | 86,392 | 75,108 | 68,662 | 66,665 | 64,370 | 64,800 | 65,234 | 65,904 | 64,753 |
| 15 | 69,090 | 77,678 | 67,970 | 88,983 | 77,362 | 70,302 | 68,331 | 65,375 | 66,800 | 66,865 | 67,803 | 68,118 |
| 16 | 69,090 | 79,812 | 67,970 | 91,654 | 79,682 | 73,701 | 70,040 | 66,381 | 69,200 | 68,537 | 67,903 | 76,234 |
| 17 | 69,090 | 81,946 | 67,970 | 94,403 | 82,073 | 75,390 | 71,791 | 67,386 | 69,500 | 70,250 | 68,003 | |
| 18 | 69,090 | 84,080 | 69,816 | 97,235 | 84,537 | 77,116 | 73,585 | 68,391 | 69,900 | 72,006 | 68,103 | |
| 19 | 69,090 | 86,214 | 70,316 | 100,154 | 87,071 | 78,884 | 75,425 | 69,396 | 72,000 | 73,806 | 70,309 | |
| 20 | 71,090 | 88,348 | 72,057 | 100,154 | 89,685 | 86,208 | 77,311 | 73,296 | 75,500 | 75,651 | 70,409 | |
| 21 | 71,090 | 90,482 | 72,557 | 100,154 | | | | 75,843 | | 77,543 | 70,509 | |
| 22 | 71,090 | 92,616 | 74,208 | 100,154 | | | | | | 79,481 | 70,609 | |
| 23 | 71,090 | 94,750 | 77,622 | 100,154 | | | | | | | 73,655 | |
| 24 | 71,090 | 96,884 | | 100,154 | | | | | | | 73,755 | |
| 25 | 73,090 | 99,231 | | 102,407 | | | | | | | 73,855 | |
| 26 | 73,090 | | | | | | | | | | 73,955 | |
| 27 | 73,090 | | | | | | | | | | 74,055 | |
| 28 | 73,090 | | | | | | | | | | 76,498 | |
| 29 | 73,090 | | | | | | | | | | 76,598 | |

*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: 2017-2018

| Step | Harford | Howard | Kent | Montgomery | Prince George's | Queen Anne's* | St. Mary's | Somerset | Talbot | Washington | Wicomico | Worcester |
|------|---------|--------|------|------------|-----------------|---------------|------------|----------|--------|------------|----------|-----------|
| 30 | 75,090 | | | | | | | | | | | |
| 31 | 75,090 | | | | | | | | | | | |
| 32 | 75,090 | | | | | | | | | | | |
| 33 | 75,090 | | | | | | | | | | | |
| 34 | 75,090 | | | | | | | | | | | |
| 35 | 77,090 | | | | | | | | | | | |

*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: 2017-2018

| Local Education Agency | Salary | | Salary Determinants |
|------------------------|----------|-----------|--|
| | Minimum | Maximum | |
| Allegany | \$65,985 | \$119,252 | School size, level of preparation, and years of experience |
| Anne Arundel | 89,859 | 153,919 | School size and years of experience |
| Baltimore City | 90,843 | 169,766 | Years of experience, education level, and needs of the Board |
| Baltimore | 104,493 | 172,042 | School level and years of experience |
| Calvert | 102,453 | 157,573 | School type, years of experience, and possession of Doctorate |
| Caroline | 93,224 | 124,468 | School type, school size, and level of preparation |
| Carroll | 94,893 | 140,466 | Level of preparation and years of experience |
| Cecil | 93,160 | 130,465 | School size, level of preparation, and years of experience |
| Charles | 95,308 | 141,213 | School type, level of preparation, and years of experience |
| Dorchester | 81,617 | 115,851 | School type, years of experience, number of certified staff, and possession of Doctorate |
| Frederick | 84,545 | 160,828 | School type, years of experience, and possession of Doctorate |
| Garrett | 73,056 | 114,565 | School size, level of preparation, and years of experience |
| Harford | 105,475 | 138,685 | School type, level of preparation, years of experience, and possession of Doctorate |
| Howard | 105,490 | 164,267 | School type, level of preparation, and years of experience |
| Kent | 83,819 | 113,976 | School size, level of preparation, and years of experience |
| Montgomery | 106,569 | 161,199 | School type and years of experience |
| Prince George's | 100,470 | 156,413 | School type, years of experience, and possession of Doctorate |
| Queen Anne's | 106,833 | 140,358 | School size, years of experience, number of certified staff, and possession of Doctorate |
| St. Mary's | 96,495 | 149,505 | School size, level of preparation, and years of experience |
| Somerset | 81,074 | 112,189 | 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 | 82,597 | 117,765 | School size, level of preparation, and years of experience |
| Worcester | 70,517 | 133,147 | 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: 2017-2018

| Local Education Agency | Salary | | Salary Determinants |
|------------------------|----------|-----------|---|
| | Minimum | Maximum | |
| Allegany | \$61,977 | \$100,684 | School size, level of preparation, and years of experience |
| Anne Arundel | 80,283 | 134,706 | School size and years of experience |
| Baltimore City | 79,893 | 119,936 | Years of experience, education level, and needs of the Board |
| Baltimore | 87,767 | 144,626 | School level and years of experience |
| Calvert | 89,183 | 132,807 | School type, years of experience, and possession of Doctorate |
| Caroline | 77,686 | 105,588 | School type/size and level of preparation |
| Carroll | 86,079 | 127,418 | Level of preparation and years of experience |
| Cecil | 84,754 | 113,400 | School size, level of preparation, and years of experience |
| Charles | 85,799 | 109,782 | School type, level of preparation, and years of experience |
| Dorchester | 70,971 | 93,544 | School type, years of experience, and possession of Doctorate |
| Frederick | 76,578 | 142,050 | School type, years of experience, and possession of Doctorate |
| Garrett | 60,342 | 94,734 | Level of preparation and years of experience |
| Harford | 96,524 | 120,112 | School type, level of preparation, years of experience, and possession of Doctorate |
| Howard | 93,540 | 152,317 | School type, level of preparation, and years of experience |
| Kent | 75,010 | 101,579 | Level of preparation, years of experience, and contract months |
| Montgomery | 100,536 | 141,679 | School type and years of experience |
| Prince George's | 81,857 | 130,988 | School type, years of experience, contract months, and possession of Doctorate |
| Queen Anne's | 91,298 | 116,892 | School size, years of experience, and possession of Doctorate |
| St. Mary's | 85,734 | 126,476 | School type, level of preparation, years of experience, and contract months |
| Somerset | 71,676 | 100,758 | 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 | 72,716 | 104,256 | School size, level of preparation, and years of experience |
| Worcester | 63,465 | 116,457 | 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: 2017-2018**

| Local Education Agency | Salary | | Salary Determinants |
|------------------------|----------|-----------|--|
| | Minimum | Maximum | |
| Allegany | \$70,261 | \$106,510 | Level of preparation and years of experience |
| Anne Arundel | 89,859 | 142,615 | Years of experience |
| Baltimore City | 52,791 | 107,193 | Years of experience, education level, and needs of the Board |
| Baltimore | 87,767 | 128,860 | Years of experience |
| Calvert | 101,241 | 139,196 | Years of experience and possession of Doctorate |
| Caroline | 87,007 | 118,787 | Level of preparation and years of experience |
| Carroll | 94,893 | 135,063 | Level of preparation and years of experience |
| Cecil | 93,160 | 117,603 | Level of preparation and years of experience |
| Charles | 79,363 | 113,592 | Level of preparation and years of experience |
| Dorchester | 81,617 | 105,178 | Level of preparation, years of experience, and possession of Doctorate |
| Frederick | 79,234 | 142,050 | Years of experience and possession of Doctorate |
| Garrett | 75,369 | 109,803 | Level of preparation and years of experience |
| Harford | 99,420 | 127,214 | Level of preparation, years of experience, and possession of Doctorate |
| Howard | 85,120 | 148,223 | Level of preparation and years of experience |
| Kent | 83,819 | 109,294 | Level of preparation and years of experience |
| Montgomery | 100,536 | 139,179 | Area of responsibility and years of experience |
| Prince George's | 97,468 | 134,918 | Years of experience and possession of Doctorate |
| Queen Anne's | 102,531 | 127,842 | Years of experience and possession of Doctorate |
| St. Mary's | 90,955 | 126,476 | Level of preparation and years of experience |
| Somerset | 82,842 | 109,728 | 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 | 85,801 | 111,846 | Level of preparation and years of experience |
| Worcester | 70,517 | 124,311 | Level of preparation and years of experience |

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