



Professional Salary Schedules Maryland Public Schools 2005-2006



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**Professional Salary Schedules
Maryland Public Schools
2005-2006**

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Table 1

Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2005-2006

Local Unit	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	\$126,479	\$ -	\$ -	\$ -	\$105,766
Anne Arundel	211,087	-	111,964	-	133,807
Baltimore City	200,736	-	150,960	-	115,005
Baltimore	239,200	157,329	118,513	-	125,000
Calvert	143,100	138,762	-	-	132,154
Caroline	115,000	-	-	-	106,877
Carroll	140,000	-	115,672	-	118,580
Cecil	148,303	-	110,215	127,801	110,215
Charles	245,000	-	-	167,500	154,200
Dorchester	106,080	-	92,000	-	95,000
Frederick	164,000	131,500	120,597	127,605	-
Garrett	115,000	-	90,567	-	97,350
Harford	157,504	-	-	-	120,378
Howard	208,950	-	163,700	142,832	-
Kent	109,809	-	-	-	101,931
Montgomery	236,843	171,409	127,000	139,282	-
Prince George's	260,000	167,156	151,678	151,678	151,678
Queen Anne's	127,800	-	96,700	115,500	-
St. Mary's	145,000	130,919	118,032	-	-
Somerset #	108,150	-	-	-	93,010
Talbot	127,400	-	93,828	-	113,201
Washington	146,837	116,494	103,716	-	106,229
Wicomico	122,822	-	98,010	-	101,317
Worcester	124,961	-	-	-	112,446

*Salaries are determined through negotiations with the local boards of education. These salaries have been reviewed and signed off by the LEA.

Superintendent's salary has not been finalized by the Somerset County Board of Education.

Table 1 (continued)

Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2005-2006

Local Unit	Maximum											
	Director				Pupil Personnel Worker*				School Psychologist*			
	Master's	Master's +30	Master's +60	Doc-torate	Master's	Master's +30	Master's +60	Doc-torate	Master's	Master's +30	Master's +60	Doc-torate
Allegany	\$94,293	\$95,886	\$97,139	\$99,477	\$70,300	\$71,893	\$73,146	\$75,484	\$70,300	\$71,893	\$73,146	\$75,484
Anne Arundel	111,964	111,964	111,964	111,964	92,978	92,978	92,978	92,978	92,978	92,978	92,978	92,978
Baltimore City	102,589	102,589	102,589	102,589	80,292	80,292	80,292	80,292	64,911	68,759	68,759	71,710
Baltimore	111,111	111,111	111,111	111,111	88,042	88,042	88,042	88,042	82,829	87,632	89,120	90,361
Calvert	125,861	125,861	125,861	126,861	86,996	91,275	91,275	99,492	86,996	91,275	91,275	99,492
Caroline	95,627	96,377	96,377	97,877	70,165	71,313	71,313	72,459	63,452	64,489	64,489	65,635
Carroll	110,245	112,856	114,264	115,672	89,573	92,184	93,592	95,000	89,573	92,184	93,592	95,000
Cecil	100,489	101,439	102,389	102,839	82,094	83,044	83,994	84,444	82,094	83,044	83,994	84,444
Charles	110,121	110,621	110,621	113,121	81,142	81,642	81,642	84,142	81,142	81,642	81,642	84,142
Dorchester	92,000	92,000	92,000	92,000	63,057	66,482	66,482	67,636	63,057	66,482	66,482	67,636
Frederick	113,139	113,139	113,139	116,139	102,309	102,309	102,309	104,309	102,309	102,309	102,309	104,309
Garrett	85,145	85,896	86,646	87,396	65,486	66,236	66,986	67,736	62,254	63,004	63,754	64,504
Harford	117,090	117,090	117,090	117,090	94,011	94,011	94,011	94,011	64,368	69,335	69,335	69,835
Howard	148,110	148,110	148,110	148,110	92,016	92,016	92,016	92,016	92,016	92,016	92,016	92,016
Kent	92,387	93,187	93,787	94,387	69,937	70,737	71,337	71,937	80,546	81,346	81,946	82,546
Montgomery	127,000	127,000	127,000	127,000	99,527	103,768	106,372	106,372	99,527	103,768	106,372	106,372
Prince George's #	136,200	136,200	136,200	136,200	82,965	86,736	90,680	91,561	82,965	86,736	91,561	91,561
Queen Anne's	96,700	96,700	96,700	96,700	76,415	77,175	77,935	78,315	76,212	77,098	77,985	78,429
St. Mary's^	114,455	115,955	116,455	116,955	67,678	70,737	74,171	76,671	67,678	70,737	74,171	76,671
Somerset	87,995	88,795	88,795	89,695	-	-	-	-	58,871	59,671	59,671	60,571
Talbot	-	-	-	-	68,640	69,300	70,620	72,820	74,880	75,600	77,040	79,440
Washington	96,672	96,672	96,672	98,172	82,638	82,638	82,638	84,138	79,458	79,458	79,458	80,958
Wicomico	-	-	-	-	67,330	69,830	70,330	70,830	67,330	69,830	70,330	70,830
Worcester	-	-	-	-	83,529	86,453	86,453	89,380	62,273	67,530	67,530	69,788

*Contract may be less than 12 months

Pupil Personnel Worker and School Psychologist salaries include a differential.

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

Table 1 (continued)

Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2005-2006

Local Unit	Maximum							
	Supervisor				Instructional Coordinator			
	Master's	Master's +30	Master's +60*	Doc-torate	Master's	Master's +30	Master's +60*	Doc-torate
Allegany	\$79,362	\$80,955	\$82,208	\$84,546	\$70,300	\$71,893	\$73,146	\$75,484
Anne Arundel	-	-	-	-	103,742	103,742	103,742	103,742
Baltimore City	-	-	-	-	96,941	96,941	96,941	96,941
Baltimore	98,907	98,907	98,907	98,907	104,831	104,831	104,831	104,831
Calvert	110,702	110,702	110,702	111,702	97,514	97,514	97,514	98,514
Caroline	83,673	84,423	84,423	85,923	69,066	69,816	69,816	71,316
Carroll	98,892	101,503	102,911	104,319	83,996	86,607	88,015	89,423
Cecil	92,125	93,075	94,025	94,475	92,125	93,075	94,025	94,475
Charles	-	-	-	-	92,733	93,233	93,233	95,733
Dorchester	87,550	87,550	87,550	87,550	77,250	77,250	77,250	77,250
Frederick	110,494	110,494	110,494	112,494	102,309	102,309	102,309	104,309
Garrett	83,077	83,827	84,577	85,327	65,486	66,236	66,986	67,736
Harford	105,290	105,290	105,290	105,290	-	-	-	-
Howard	140,880	140,880	140,880	140,880	126,140	126,140	126,140	126,140
Kent	88,524	89,324	89,924	90,524	76,145	76,945	77,545	78,145
Montgomery	-	-	-	-	112,670	112,670	112,670	112,670
Prince George's	100,147	100,147	100,147	100,147	120,722	120,722	120,722	120,722
Queen Anne's	88,200	88,200	88,200	89,640	74,560	74,560	74,560	75,840
St. Mary's	91,027	92,527	93,027	93,527	78,961	80,461	80,961	81,461
Somerset	81,684	82,484	82,484	83,384	72,307	73,107	73,107	74,007
Talbot	89,313	89,313	89,313	90,813	85,572	85,572	85,572	87,072
Washington	89,381	89,381	89,381	90,881	85,943	85,943	85,943	87,443
Wicomico	83,130	85,630	86,130	86,630	76,520	79,020	79,520	80,020
Worcester	92,410	95,659	95,659	98,911	86,489	89,522	89,522	92,557

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

Table 1 (continued)

Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2005-2006

Local Unit	Maximum							
	Principal				Assistant/Vice Principal*			
	Master's	Master's +30	Master's +60@	Doc-torate	Master's	Master's +30	Master's +60@	Doc-torate
Allegany	\$89,590	\$91,183	\$92,436	\$94,774	\$74,685	\$76,278	\$77,531	\$79,869
Anne Arundel	112,294	112,294	112,294	112,294	97,758	97,758	97,758	97,758
Baltimore City	120,455	122,110	122,110	123,767	84,945	84,945	84,945	84,945
Baltimore	117,768	117,768	117,768	117,768	98,907	98,907	98,907	98,907
Calvert	125,861	125,861	125,861	126,861	105,431	105,431	105,431	106,431
Caroline	87,657	88,407	88,407	89,907	74,375	75,125	75,125	76,625
Carroll	107,388	109,999	111,407	112,815	92,388	94,999	96,407	97,815
Cecil	100,489	101,439	102,389	102,839	87,109	88,059	89,009	89,459
Charles	115,916	116,416	116,416	118,916	87,710	88,210	88,210	90,710
Dorchester #	87,550	87,550	87,550	87,550	72,100	72,100	72,100	72,100
Frederick	119,320	119,320	119,320	121,320	110,494	110,494	110,494	112,494
Garrett	85,145	85,896	86,646	87,396	65,486	66,236	66,986	67,736
Harford	107,790	107,790	107,790	107,790	99,107	99,107	99,107	99,107
Howard	120,754	120,754	120,754	122,754	110,249	110,249	110,249	110,249
Kent	92,387	93,187	93,787	94,387	80,546	81,346	81,946	82,546
Montgomery	127,000	127,000	127,000	127,000	111,771	111,771	111,771	111,771
Prince George's	114,304	114,304	114,304	115,304	97,229	97,229	97,229	98,229
Queen Anne's	97,688	97,688	97,688	99,375	80,960	80,960	80,960	81,607
St. Mary's	111,217	112,717	113,217	113,717	91,027	92,527	93,027	93,527
Somerset	85,657	86,457	86,457	87,357	72,307	73,107	73,107	74,007
Talbot	91,932	91,932	91,932	93,432	78,624	79,380	80,892	83,412
Washington	104,345	105,082	105,082	105,819	91,123	91,758	91,758	92,393
Wicomico	89,240	91,740	92,240	92,740	78,020	80,520	81,020	81,520
Worcester	90,070	102,564	102,564	106,059	86,489	89,522	89,522	92,557

* Vice principals are 11-month positions in Allegany, Garrett, and Talbot.

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

Plus \$50 per certificated staff member

Table 2

Minimum and Maximum Salaries for Maryland Public School Teachers: 2005-2006

Local Unit	Minimum-Bachelor's Degree Step 1*	Maximum						
		Bachelor's With Standard Professional Certificate (SPC)	Advanced Professional Certificate (APC)@	Master's@	Master's +APC@	Master's +30	Master's +60^	Doctorate
Allegany	\$31,579	\$51,103	\$55,142	\$55,142	\$55,142	\$56,735	\$57,988	\$60,326
Anne Arundel #	36,339	50,463	68,160	68,160	69,518	72,315	75,226	76,726
Baltimore City	35,672	58,473	63,106	63,106	63,106	66,954	66,954	69,905
Baltimore	37,206	44,000	67,549	67,549	67,549	71,654	72,926	73,986
Calvert	38,500	56,534	79,087	79,087	79,087	82,977	82,977	90,447
Caroline #	35,183	58,794	61,720	63,452	63,452	64,489	64,489	65,635
Carroll	36,051	53,056	53,056	69,081	69,081	71,703	73,087	73,087
Cecil #	36,862	62,823	64,573	64,573	65,323	66,273	67,223	67,673
Charles #	38,685	47,553	69,423	70,872	70,872	71,372	71,372	73,872
Dorchester #	36,207	41,398	61,659	63,057	63,057	66,482	66,482	67,636
Frederick #	36,351	51,237	71,406	71,406	71,406	77,121	77,121	79,121
Garrett #	32,144	40,102	54,995	55,995	55,995	56,745	57,495	58,245
Harford #	36,374	53,458	62,667	64,368	64,368	69,335	69,335	69,835
Howard	37,653	53,446	78,412	79,892	79,892	81,371	81,371	82,851
Kent	35,050	43,745	63,092	63,092	63,961	65,770	66,722	67,674
Montgomery #	40,542	54,336	54,336	84,704	84,704	88,313	90,529	90,529
Prince George's	38,307	52,742	52,742	72,958	72,958	76,386	79,973	80,774
Queen Anne's #	37,000	39,400	67,470	69,800	69,800	70,560	71,320	71,700
St. Mary's #	38,406	54,150	66,320	66,320	67,678	70,737	74,171	76,671
Somerset #	32,608	40,919	57,330	58,871	58,871	59,671	59,671	60,571
Talbot #	38,100	62,100	62,100	66,400	66,400	67,000	68,200	70,200
Washington	37,708	48,923	63,991	63,991	63,991	65,469	65,838	66,083
Wicomico #	35,320	56,070	61,710	63,640	63,640	65,500	65,500	66,950
Worcester	35,903	43,560	63,018	65,273	65,273	67,530	67,530	69,788

*Based on Standard Professional Certificate

@Scales may apply to Master's equivalent

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

#Additional \$2,500 for National Board Certification in Charles County; \$2,000 in Anne Arundel, Caroline, Cecil, Dorchester, Harford, Montgomery, Queen Anne's, St. Mary's, Somerset, Talbot and Wicomico counties; and \$1,000 in Frederick and Garrett counties.

Table 3

Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate: 2005-2006

Step	Allegany	Anne Arundel	Baltimore City	Baltimore	Calvert	Caroline	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
1	\$31,579	\$36,339	\$35,672	\$37,206	\$38,500	\$35,183	\$36,051	\$36,862	\$ -	\$36,207	\$36,351	\$32,144
2	32,521	36,503	36,463	37,857	42,271	35,343	36,867	37,476	-	36,749	38,005	33,029
3	33,801	36,831	37,664	38,520	42,789	35,503	37,523	38,090	-	37,301	38,005	33,913
4	35,124	38,307	38,874	39,194	43,727	36,442	38,342	39,379	38,685	37,860	38,005	34,795
5	36,493	39,844	40,097	39,880	46,153	37,689	38,997	40,622	40,039	38,429	38,005	35,680
6	37,863	41,444	41,210	40,577	47,995	38,939	40,308	41,865	41,443	39,005	39,659	36,564
7	39,209	43,108	42,078	41,287	49,960	40,189	41,947	43,111	42,891	39,590	41,313	37,450
8	40,512	44,839	42,515	42,025	51,861	41,437	43,585	44,480	44,391	40,184	42,967	38,332
9	41,833	46,640	43,147	42,800	53,710	42,725	45,224	45,848	45,947	40,787	44,621	39,215
10	43,247	48,514	54,146	44,000	56,534	44,039	46,863	47,216	47,553	41,398	46,275	40,102
11	44,459	50,463	54,478			45,355	48,501	48,104			47,929	
12	45,919		54,806			46,662	50,140	49,579			49,583	
13	47,265		55,138			47,974	51,778	51,053			51,237	
14	48,611		55,466			50,789	53,056	52,711				
15			55,799			53,507		54,371				
16			56,105					56,029				
17			56,410					57,823				
18			56,715									
19			57,020					59,323				
20			57,326			55,288						
21	49,857		58,473									
22												
23												
24								61,823				
25						57,038						
26	51,103											
27												
28												
29								62,823				
30						58,794						

Table 3 (Continued)

Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate: 2005-2006

Step	Harford	Howard	Kent	Mont-gomery	Prince George's	Queen Anne's	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$36,374	\$ -	\$35,050	\$40,542	\$38,307	\$37,000	\$38,406	\$32,608	\$38,100	\$37,708	\$35,320	\$35,903
2	37,464	37,653	35,050	41,166	39,438	37,000	38,631	34,924	38,100	39,198	35,650	36,708
3	38,589	38,984	35,050	42,401	40,600	37,800	39,053	35,621	39,100	40,133	36,090	37,447
4	39,746	40,353	35,948	43,673	41,797	38,600	39,480	36,334	41,500	41,361	36,640	37,833
5	40,938	41,795	37,296	44,983	43,031	39,400	40,351	37,060	42,200	42,586	37,300	38,592
6	42,167	43,460	38,429	46,715	44,300		42,004	37,801	43,100	43,818	38,070	39,554
7	43,432	45,124	39,800	48,514	45,607		43,653	38,558	43,900	45,046	38,960	40,446
8	44,734	46,789	41,168	50,382	46,953		45,297	39,329	44,900	46,271	39,960	42,462
9	46,077	48,453	41,830	52,322	48,337		46,866	40,116	45,500		41,050	42,498
10	47,458	50,117	43,745	54,336	49,762		48,705	40,919	46,500		42,270	43,560
11		51,782			51,230				47,900		43,480	
12		53,446			52,742				48,900		44,650	
13									50,600		46,240	
14									51,800		48,570	
15									52,800		49,510	
16									54,100			
17									54,900			
18							50,166		55,100			
19									55,500		51,420	
20	49,458						51,171		55,800	48,923		
21									56,300			
22									56,500			
23									57,100		53,830	
24							52,195		57,400			
25	51,458								58,100			
26												
27							53,087					
28									62,100		56,070	
29												
30	53,458						54,150					

Table 4

Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2005-2006

Step	Allegany*	Anne Arundel	Baltimore City	Baltimore	Calvert	Caroline	Carroll	Cecil	Charles	Dorchester*	Frederick	Garrett
1	\$ -	\$37,060	\$37,900	\$38,584	\$39,500	\$37,689	\$36,704	\$38,612	\$ -	\$36,207	\$39,258	\$ -
2	-	37,967	38,864	39,163	43,199	38,314	37,359	39,226	-	36,749	41,044	-
3	-	39,069	40,324	39,784	46,153	38,939	38,997	39,840	-	37,301	41,044	-
4	38,153	40,636	41,792	40,584	47,995	40,189	40,636	41,129	41,935	40,482	41,044	38,608
5	39,590	42,268	43,482	41,684	49,960	41,437	42,275	42,372	43,298	41,776	41,044	39,493
6	41,048	43,965	44,771	42,984	51,861	42,725	43,913	43,615	44,705	42,888	42,830	40,377
7	42,528	45,730	46,283	44,309	53,710	44,039	45,552	44,861	46,158	43,998	44,616	41,263
	43,986	47,568	47,803	45,979	55,676	45,355	47,190	46,230	47,659	45,501	46,402	42,144
9	45,445	49,478	49,759	47,649	57,704	46,662	48,829	47,598	49,208	46,618	48,188	43,028
10	46,929	51,466	50,755	49,349	60,406	47,974	50,467	48,966	50,806	47,734	49,974	45,241
11	48,297	53,536	51,769	51,049	62,373	49,286	52,106	49,854	52,457	49,264	51,760	46,125
12	49,754	55,688	52,804	52,749	64,343	50,598	53,744	51,329	54,162	50,385	53,546	47,010
13	51,238		53,861	54,449	66,185	51,904	55,383	52,803	55,924	51,506	53,546	47,894
14	52,650		54,938	56,149	68,088	55,189	57,022	54,461	57,740	53,953	55,332	48,776
15		58,459	56,037		69,820	58,142	58,595	56,121	59,616	55,241	57,118	49,660
16			57,157	58,149				57,779		55,920	58,904	51,572
17			58,300					59,573		56,598	60,690	
18			59,620				61,183		61,559	57,650	62,476	
19			60,676	60,349				61,073				
20		61,231	61,869		73,394	59,912				59,207		53,783
21	53,896		63,106				63,838		63,556		64,262	
22				62,649						61,117		
23											66,048	
24							66,427	63,573	65,622	62,086		
25		64,003		65,049	75,403	61,682			65,836		67,834	55,995
26	55,142						69,081					
27									70,872	63,057	69,620	
28		66,773		67,549							71,406	
29								64,573				
30					79,087	63,452						
31												
34		68,160										
35												

* Advanced Professional Certificate 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 APC.

Table 4 (Continued)

Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2005-2006

Step	Harford	Howard	Kent	Mont-gomery	Prince George's	Queen Anne's*	St. Mary's	Somerset	Talbot	Washington	Wicomico*	Worcester
1	\$38,589	\$ -	\$35,876	\$44,663	\$41,992	\$ -	\$40,531	\$34,891	\$40,200	\$38,987	\$38,390	\$39,353
2	39,746	39,428	35,876	45,412	43,231	-	40,746	37,368	40,200	41,046	38,650	40,196
3	40,938	41,351	37,319	47,160	44,506	-	41,179	38,115	41,500	42,273	38,990	40,964
4	42,167	43,386	38,123	48,976	45,820	40,655	42,004	38,878	42,600	43,499	39,880	41,433
5	43,432	45,494	39,493	50,862	47,170	41,655	43,653	39,655	43,700	44,728	40,730	42,117
6	44,734	47,343	40,888	52,820	48,561	42,655	44,203	40,448	45,000	45,954	41,610	42,924
7	46,077	49,193	42,258	54,854	49,995	43,655	45,854	41,258	46,000	47,183	42,470	43,838
8	47,458	51,042	43,675	56,966	51,469	44,655	47,496	42,082	47,000	48,410	43,530	44,877
9	48,883	52,891	44,950	59,159	52,987	45,655	49,151	42,924	48,200	49,636	44,810	46,108
10	50,349	54,741	46,582	61,437	54,551	47,655	50,902	43,782	49,000	50,863	46,760	47,454
11	51,861	56,590	48,002	63,802	56,161	50,000	53,106	45,221	50,600	52,091	48,180	48,969
12	53,415	58,439	49,467	66,258	57,817	51,200	54,643	46,223	51,800	53,191	49,810	50,635
13	55,019	60,289	51,023	68,809	59,523	52,400	55,969	48,315	53,100	54,416	51,550	52,978
14	56,667	62,138	52,285	71,458	61,280	53,600	57,727	49,483	55,000	55,639	55,330	55,332
15	58,368	66,577	55,702	73,602	63,088	54,800	59,486	51,250	56,800	56,865	56,400	58,206
16			57,364	75,810	64,948	56,000			58,700	58,088		61,673
17				78,084	66,865	57,200			59,000	59,033		
18		70,275		80,427	68,837	58,400	61,270		59,400	59,981		
19				82,840	70,867	59,600			59,600	60,927	58,490	
20	60,368				72,958	60,800	62,495	55,900	60,000	63,991		62,573
21		73,974	59,359			62,000		57,252	60,300			
22						63,200		58,871	60,500			
23						64,400			60,800		61,260	
24						65,600	63,746		61,100			
25	62,368	77,673	61,263	84,704		66,800			62,400			63,473
26						68,000						
27						69,800	65,021					
28			63,092						66,400		63,640	
29												
30	64,368						66,320					64,373
31		79,892										
34												
35												65,273

*Advanced Professional Certificate 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 APC.

Table 5

Basis of Salaries for Twelve-Month Principals in Maryland Public Schools: 2005-2006

Local Unit	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$52,970	\$94,774	School size, level of preparation, and years of experience
Anne Arundel	67,967	112,294	School size and years of experience
Baltimore City	67,014	123,767	Salary schedule based on responsibility
Baltimore	89,395	117,768	School size and years of experience
Calvert	87,514	126,861	School type and years of experience
Caroline	79,690	89,907	School type, school size, and level of preparation
Carroll	72,979	112,815	School size, level of preparation, and years of experience
Cecil	70,797	102,839	School size, level of preparation, and years of experience
Charles	83,460	118,916	School type, level of preparation, and years of experience
Dorchester	72,100	87,550	School type, years of experience, plus number of certified staff
Frederick	62,299	121,320	Years of experience and possession of Doctorate
Garrett	65,409	87,396	School size, level of preparation, and years of experience
Harford	89,107	107,790	School type, level of preparation, and years of experience
Howard	75,635	122,754	School type, level of preparation, and years of experience
Kent	69,902	94,387	School size, level of preparation, and years of experience
Montgomery	87,758	127,000	School type and years of experience
Prince George's	79,055	115,304	School type, years of experience, and possession of Doctorate
Queen Anne's	82,688	99,375	School size, level of preparation, and years of experience
St. Mary's	67,314	113,717	School size, level of preparation, and years of experience
Somerset	68,802	87,357	School size, years of experience, possession of Doctorate
Talbot	77,820	93,432	Staff size, years of experience, and possession of Doctorate
Washington	73,742	105,819	School size/level, years of experience, mobility, free/reduced price meals & school responsibility factors
Wicomico	67,910	92,740	School size, level of preparation, and years of experience
Worcester	62,150	106,059	School size/level, level of preparation, and years of experience

Table 6

Basis of Salaries for Twelve-Month Vice/Assistant Principals in Maryland Public School: 2005-2006

Local Unit	Salary		Salary Determinants
	Minimum	Maximum	
Allegany*	\$46,616	\$79,869	School size, level of preparation, and years of experience
Anne Arundel	60,352	97,758	School size and years of experience
Baltimore City	58,472	84,945	Salary schedule based on negotiated agreement
Baltimore	75,081	98,907	School size and years of experience
Calvert	76,178	106,431	School type and years of experience
Caroline	66,408	76,625	School type/size and level of preparation
Carroll	63,795	97,815	School type, level of preparation, and years of experience
Cecil	64,109	89,459	School size, level of preparation, and years of experience
Charles	*63,754	90,710	School type, level of preparation, and years of experience
Dorchester	52,324	72,100	School type and years of experience
Frederick	57,684	112,494	Years of experience and possession of Doctorate
Garrett*	49,887	67,736	Level of preparation and years of experience
Harford	81,595	99,107	School type, level of preparation, and years of experience
Howard	72,703	110,249	School type, level of preparation, and years of experience
Kent	62,271	82,546	Level of preparation, years of experience, and contract-months
Montgomery	82,596	111,771	School type and years of experience
Prince George's	70,239	98,229	School type, years of experience, contract months, and possession of Doctorate
Queen Anne's	69,920	81,607	School type, level of preparation, and years of experience
St. Mary's*	58,067	93,527	School type, level of preparation, years of experience, and contract-months
Somerset	60,190	74,007	Years of experience, possession of Doctorate
Talbot	*58,350	83,412	Years of experience and level of preparation
Washington	63,500	92,393	School type, years of experience, contract months, mobility, free/reduced price meals & school responsibility factors
Wicomico	59,740	81,520	School size, level of preparation, and years of experience
Worcester	53,698	92,557	School size/level, level of preparation, and years of experience

*Eleven-month

Table 7

Basis of Salaries for Supervisors in Maryland Public Schools: 2005-2006

Local Unit	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$56,402	\$84,546	Level of preparation and years of experience
Anne Arundel*	67,967	103,742	Years of experience
Baltimore City	-	-	Salary schedule based on negotiated agreement
Baltimore	79,578	98,907	Years of experience
Calvert	86,479	111,702	Years of experience
Caroline	74,375	85,923	Level of preparation and years of experience
Carroll	72,979	104,319	Level of preparation and years of experience
Cecil	74,142	94,475	Level of preparation and years of experience
Charles*	69,550	95,733	Level of preparation and years of experience
Dorchester	72,100	87,550	Level of preparation and years of experience
Frederick	62,299	112,494	Years of experience and possession of Doctorate
Garrett	67,479	85,327	Level of preparation and years of experience
Harford	83,991	105,290	Level of preparation and years of experience
Howard	74,690	140,880	Level of preparation and years of experience
Kent	69,902	90,524	Level of preparation and years of experience
Montgomery*	82,596	112,670	Area of responsibility and years of experience
Prince George's	76,753	100,147	Years of experience and possession of Doctorate
Queen Anne's	79,380	89,640	Level of preparation and years of experience
St. Mary's	65,350	93,527	Level of preparation and years of experience
Somerset	69,567	83,384	Years of experience and possession of Doctorate
Talbot	80,813	90,813	Years of experience and possession of Doctorate
Washington	66,507	90,881	Years of experience and level of preparation
Wicomico	70,970	86,630	Level of preparation and years of experience
Worcester	59,664	98,911	Level of preparation and years of experience

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