



Professional Salary Schedules Maryland Public Schools 2002-2003

**Maryland State Department of Education
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**Professional Salary Schedules
Maryland Public Schools
2002-2003**

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Table 1

Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2002-2003

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	\$114,530	\$ -	\$ -	\$ -	\$95,869
Anne Arundel	197,000	-	-	124,877	113,105
Baltimore City	192,000	145,230	-	136,000	110,000
Baltimore	185,400	128,750	129,500	-	107,090
Calvert	135,000	121,000	-	-	113,000
Caroline	90,900	-	-	-	-
Carroll	120,000	-	-	-	99,438
Cecil	125,000	-	-	105,000	99,500
Charles	195,000	-	-	146,000	146,000
Dorchester	104,000	-	-	-	96,969
Frederick	125,759	-	-	109,742	89,300
Garrett	96,500	-	-	-	83,310
Harford	125,000	-	-	-	104,241
Howard	190,800	154,500	141,620	-	118,450
Kent	100,500	-	-	-	97,066
Montgomery	264,890	152,063	-	127,597	137,897
Prince George's	211,680	162,000	-	140,140	140,140
Queen Anne's	112,600	-	-	97,400	-
St. Mary's	130,000	118,665	-	-	112,180
Somerset	95,000	-	-	-	77,376
Talbot	107,871	-	-	-	99,210
Washington	120,000	100,660	93,928	-	91,363
Wicomico	115,000	-	-	-	91,977
Worcester	107,324	-	-	-	102,223

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

Table 1 (continued)

Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2002-2003

Local Education Agency	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	\$71,934	\$73,378	\$74,514	\$76,633	N/A	N/A	N/A	N/A
Anne Arundel	N/A	N/A	N/A	N/A	93,389	93,389	93,389	93,389
Baltimore City	90,648	90,648	90,648	90,648	85,873	85,873	85,873	85,873
Baltimore	75,774	75,774	75,774	76,774	79,216	79,216	79,216	80,216
Calvert	95,500	95,500	95,500	95,500	84,123	84,123	84,123	84,123
Caroline	73,862	74,612	74,612	76,112	61,176	61,926	61,926	63,426
Carroll	82,555	85,015	86,342	87,669	77,521	79,981	81,308	82,635
Cecil	81,711	82,611	83,511	83,911	81,711	82,611	83,511	83,911
Charles	N/A	N/A	N/A	N/A	84,872	85,372	85,372	87,872
Dorchester	81,334	81,334	81,334	81,334	73,384	73,384	73,384	73,384
Frederick	87,494	87,494	87,494	89,494	79,994	79,994	79,994	81,994
Garrett	74,898	75,648	76,398	77,148	59,107	59,857	60,607	61,357
Harford	91,137	91,137	91,137	91,137	N/A	N/A	N/A	N/A
Howard	93,324	93,324	93,324	93,324	103,330	103,330	103,330	103,330
Kent	84,244	85,044	85,644	86,244	72,464	73,264	73,864	74,464
Montgomery	N/A	N/A	N/A	N/A	103,622	103,622	103,622	103,622
Prince George's	92,528	92,528	92,528	92,528	105,610	105,610	105,610	105,610
Queen Anne's	78,000	78,000	78,000	79,000	N/A	N/A	N/A	N/A
St. Mary's	80,124	81,624	82,124	82,624	71,546	73,046	73,546	74,406
Somerset	71,599	72,559	72,559	73,639	69,252	70,212	70,212	71,292
Talbot	N/A	N/A	N/A	N/A	81,187	81,187	81,187	82,687
Washington	83,759	83,759	83,759	83,759	80,595	80,595	80,595	80,595
Wicomico	73,340	75,840	76,340	76,840	68,690	71,190	71,690	72,190
Worcester	84,038	86,979	86,979	89,925	78,676	81,420	81,420	84,170

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

Table 1 (continued)

Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2002-2003

Local Education Agency	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	\$81,206	\$82,650	\$83,786	\$85,905	\$63,568	\$65,012	\$66,148	\$68,267
Anne Arundel	101,087	101,087	101,087	101,087	88,003	88,003	88,003	88,003
Baltimore City	112,790	114,135	114,135	115,180	79,453	79,453	79,453	79,453
Baltimore	94,573	94,573	94,573	95,573	75,014	75,014	75,014	76,014
Calvert	108,577	108,577	108,577	108,577	90,953	90,953	90,953	90,953
Caroline	77,322	78,072	78,072	79,572	65,788	66,539	66,539	68,038
Carroll	95,964	98,424	99,751	101,078	77,521	79,981	81,308	82,635
Cecil	89,157	90,057	90,957	91,357	77,245	78,145	79,045	79,445
Charles	106,090	106,590	106,590	109,090	80,275	80,775	80,775	83,275
Dorchester	83,169	83,169	83,169	83,169	79,500	79,500	79,500	79,500
Frederick	94,994	94,994	94,994	96,994	87,494	87,494	87,494	89,494
Garrett	76,755	77,505	78,255	79,005	59,107	59,857	60,607	61,357
Harford	90,994	90,994	90,994	90,994	83,831	83,831	83,831	83,831
Howard	102,217	102,217	102,217	102,217	93,324	93,324	93,324	93,324
Kent	87,920	88,720	89,320	89,920	76,652	77,452	78,052	78,652
Montgomery	117,114	117,114	117,114	117,114	98,185	98,185	98,185	98,185
Prince George's	105,610	105,610	105,610	105,610	89,832	89,832	89,832	89,832
Queen Anne's	85,000	85,000	85,000	86,000	73,000	73,000	73,000	74,000
St. Mary's	100,645	102,145	102,645	103,145	82,431	83,931	84,431	84,931
Somerset	71,928	72,888	72,888	73,968	62,007	62,867	62,867	63,835
Talbot	83,543	83,543	83,543	85,043	65,027	65,604	66,875	68,954
Washington	90,470	90,470	90,470	90,470	80,595	80,595	80,595	80,595
Wicomico	78,460	80,960	81,460	81,960	68,690	71,190	71,690	72,190
Worcester	90,071	93,232	93,232	96,399	78,676	81,420	81,420	84,170

† Vice principals are 11-month positions in Allegany, Garrett, and Talbot and 10.5 months in Somerset

Master's + 45 in St. Mary's

Table 2

Minimum and Maximum Salaries for Maryland Public School Teachers: 2002-2003

Local Education Agency	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	\$28,624	\$48,578	\$49,982	\$49,982	\$49,982	\$51,426	\$52,562	\$54,681
Anne Arundel	33,347	46,402	62,759	62,759	64,014	66,600	69,291	70,676
Baltimore City	34,973	42,301	61,869	61,869	61,869	65,641	65,641	68,534
Baltimore	32,550	41,370	61,920	61,920	66,056	66,056	67,209	68,133
Calvert	35,500	50,942	70,764	70,764	70,764	74,270	76,808	81,001
Caroline	31,887	53,334	55,986	57,555	57,555	58,496	58,496	59,535
Carroll	33,100	47,093	61,318	61,318	61,318	63,645	64,879	64,879
Cecil	33,088	55,904	57,504	57,504	58,204	59,014	60,004	60,404
Charles	33,743	43,522	62,701	64,027	64,027	64,527	64,527	67,027
Dorchester	31,724	36,273	54,025	55,249	55,249	58,250	58,250	59,261
Frederick	32,017	46,417	60,240	60,240	60,240	60,240	63,181	65,181
Garrett	28,854	35,997	49,364	50,364	50,364	51,114	51,864	52,614
Harford	32,961	49,005	57,350	58,892	58,892	63,392	63,392	63,892
Howard	33,160	47,069	69,057	70,360	70,360	71,663	71,663	72,966
Kent	33,356	41,630	60,042	60,042	60,869	62,590	63,496	64,402
Montgomery	36,841	49,375	76,971	76,971	76,971	80,250	82,263	82,263
Prince George's	35,393	64,383	64,383	67,409	67,409	70,575	73,890	74,630
Queen Anne's	33,750	36,720	62,000	62,900	62,900	63,600	64,300	64,650
St. Mary's	34,580	48,756	66,963	66,963	66,963	69,990	73,388	75,888
Somerset	30,282	38,000	52,732	54,148	54,148	54,948	54,948	55,848
Talbot	34,300	37,400	56,400	60,300	60,300	60,800	61,900	63,700
Washington	32,365	49,310	56,902	56,902	56,902	58,309	58,678	58,923
Wicomico	32,010	49,850	54,870	56,590	56,590	58,230	58,230	59,520
Worcester	32,130	43,053	57,417	59,460	59,460	61,502	61,502	63,548

*Based on Standard Professional Certificate

@Scales may apply to Master's equivalent

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

NOTE: Additional \$2,500 for National Board Certification in Charles County; \$2,000 in Anne Arundel, Baltimore, Calvert, Cecil, Dorchester, Montgomery, Prince George's, St. Mary's, Washington, Worcester counties and Baltimore City; \$1,500 in Queen Anne's and Wicomico counties; \$1,591 in Allegany County; \$1,000 in Caroline, Carroll, Frederick, Howard, Kent and Somerset counties; and \$500 in Garrett County. In addition to the stipends above, the State matches up to \$2,000 for National Board Certification.

Table 3

Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate: 2002-2003

Step	Allegany	Anne Arundel	Baltimore City	Baltimore	Calvert	Caroline	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
1	\$ 28,624	\$ 33,347	\$ 34,973	\$ 32,550	\$ 35,500	\$ 31,887	\$ 32,000	\$ 33,088	\$ 33,743	\$ 31,724	\$ 32,017	\$ 28,854
2	29,477	33,499	35,748	32,570	38,090	31,887	32,724	33,639	34,067	32,200	32,138	29,648
3	30,638	33,801	36,925	33,599	38,557	32,178	33,306	34,191	34,392	32,682	32,340	30,441
4	31,837	35,167	38,112	34,720	39,402	33,029	34,033	35,348	35,406	33,173	33,810	31,234
5	33,077	36,588	39,311	35,501	41,588	34,159	34,615	36,463	36,645	33,670	35,280	32,028
6	34,321	38,066	40,402	36,677	43,248	35,292	35,778	37,580	37,929	34,175	36,750	32,821
7	35,540	39,604	41,253	37,858	45,018	36,424	37,233	38,697	39,255	34,688	38,220	33,616
8	36,722	41,204	41,681	39,045	46,732	37,556	38,687	39,926	40,628	35,208	39,690	34,409
9	37,919	42,868	42,301	40,231	48,398	38,724	40,141	41,155	42,052	35,736	41,160	35,201
10	39,201	44,600		41,370	50,942	39,915	41,596	42,383	43,522	36,273	42,630	35,997
11	40,299	46,402				41,107	43,050	43,180			44,100	
12	41,623					42,292	44,505	44,504			45,570	
13	42,842					43,482	45,959	45,827			46,417	
14	44,062					46,032	47,093	47,315				
15						48,043		48,805				
16								50,293				
17								51,904				
18												
19								53,404				
20						49,656						
21	45,191											
22												
23												
24								55,904				
25						51,243						
26	46,320											
27												
28												
29												
30						52,834						
35												

Table 3 (Continued)

Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate: 2002-2003

Step	Harford	Howard	Kent	Mont-gomery	Prince George's	Queen Anne's	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$ 32,961	\$ 33,160	\$ 33,356	\$ 36,841	\$ 35,393	\$ 33,750	\$ 34,580	\$ 30,282	\$ -	\$ 32,365	\$ 32,010	\$ 32,130
2	33,949	33,160	33,356	37,408	36,438	34,080	34,783	32,432	34,300	32,964	32,310	32,850
3	34,968	34,333	33,356	38,530	37,512	34,410	35,164	33,080	34,300	33,565	32,710	33,512
4	36,016	35,538	34,210	39,686	38,618	34,740	35,547	33,742	34,400	34,163	33,210	34,266
5	37,095	36,809	35,493	40,877	39,758	35,070	36,331	34,417	34,500	34,763	33,810	34,954
6	38,210	38,274	36,571	42,451	40,930	35,400	37,820	35,105	35,000	35,362	34,510	35,825
7	39,357	39,740	37,876	44,085	42,138	35,730	39,304	35,808	35,700	35,961	35,310	36,634
8	40,537	41,206	39,178	45,782	43,381	36,060	40,785	36,523	36,300	36,820	36,210	37,552
9	41,754	42,672	39,808	47,545	44,660	36,390	42,198	37,254	36,800	37,946	37,210	38,490
10	43,005	44,138	41,630	49,375	45,977	36,720	43,853	38,000	37,400	39,071	38,310	39,453
11		45,604			47,333					40,200	39,410	
12		47,069			48,730					41,326	40,470	
13										42,450	41,910	
14											44,020	
15												
16												
17												
18							45,169					
19										43,577	45,720	
20							46,074			44,702		40,353
21										45,830		
22										46,699		
23										47,570	47,860	
24							46,996			48,441		
25										49,310		41,253
26												
27							47,799					
28											49,850	
29												
30							48,756					42,153
35												43,053

Table 4

Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2002-2003

Step	Allegany*	Anne Arundel	Baltimore City	Baltimore	Calvert	Caroline	Carroll	Cecil	Charles	Dorchester*	Frederick	Garrett
1	\$ -	\$ 34,014	\$ 37,157	\$ 34,122	\$ 36,500	\$ 34,159	\$ 32,579	\$ 34,688	\$ 36,001	\$ 31,724	\$ 34,433	\$ -
2	-	34,852	38,102	34,359	38,926	34,159	33,160	35,239	36,001	32,200	35,042	-
3	-	35,870	39,533	35,515	41,588	35,292	34,615	35,791	37,173	32,682	35,279	-
4	34,583	37,319	40,973	37,020	43,248	36,424	36,069	36,948	38,380	35,470	36,750	34,759
5	35,885	38,827	42,629	38,273	45,018	37,556	37,524	38,063	39,627	36,604	38,220	35,553
6	37,207	40,396	43,893	39,797	46,732	38,724	38,978	39,180	40,916	37,577	39,690	36,346
7	38,548	42,028	45,375	41,321	48,398	39,915	40,432	40,297	42,245	38,550	41,160	37,141
8	39,870	43,726	46,866	42,844	50,169	41,107	41,887	41,526	43,619	39,867	42,630	37,933
9	41,192	45,492	48,783	44,368	51,997	42,292	43,341	42,755	45,036	40,846	44,100	38,726
10	42,537	47,330	49,760	45,891	54,432	43,482	44,796	43,983	46,499	41,824	45,570	40,712
11	43,777	49,242	50,754	47,425	56,204	44,670	46,250	44,780	48,010	43,164	47,040	41,506
12	45,098	51,232	51,769	48,963	57,979	45,859	47,704	46,104	49,571	44,146	48,510	42,300
13	46,443		52,805	50,501	59,638	47,043	49,159	47,427	51,183	45,128	49,981	43,093
14	47,724		53,861	52,040	61,354	50,020	50,613	48,915	52,845	47,273	51,450	43,885
15		53,793	54,938		62,914	52,244	52,009	50,405	54,562	48,401	52,920	44,679
16			56,036	53,973				51,893		48,996	53,652	46,395
17			57,157					53,504		49,590	54,384	
18			58,451				54,307		56,340	50,512	55,117	
19			59,486	55,959				55,004			55,848	
20		56,355	60,656		65,635	53,848				51,876	56,581	48,380
21	48,853		61,869				56,663		58,169		57,313	
22				57,946						53,550	58,045	
23											58,777	
24							58,961	57,504	60,059	54,399	59,508	
25		58,916		59,933	67,445	55,451					60,240	50,364
26	49,982											
27							61,318		62,012	55,249		
28		61,478		61,920								
29												
30					69,080	57,055			64,027			
31												
34		62,759										
35					70,764							

* 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: 2002-2003

Step	Harford	Howard	Kent	Mont-gomery	Prince George's	Queen Anne's*	St. Mary's	Somerset*	Talbot	Washington	Wicomico*	Worcester
1	\$ 34,968	\$ 34,724	\$ 34,142	\$ 40,588	\$ 38,798	\$ -	\$ 36,494	\$ 32,402	\$ 36,300	\$ 33,565	\$ 34,790	\$ 35,219
2	36,016	34,724	34,142	41,267	39,942	-	36,687	34,702	37,400	34,163	35,020	35,971
3	37,095	36,418	35,514	42,856	41,121	-	37,077	35,396	38,500	34,763	35,340	36,659
4	38,210	38,209	36,279	44,506	42,334	-	37,820	36,104	39,400	35,362	36,150	37,527
5	39,357	40,066	37,584	46,219	43,582	37,900	39,304	36,827	40,600	35,961	36,920	38,146
6	40,537	41,695	38,911	47,998	44,868	39,400	39,800	37,563	41,500	36,561	37,720	38,877
7	41,754	43,323	40,215	49,846	46,192	40,900	41,486	38,314	42,400	37,657	38,500	39,706
8	43,005	44,952	41,564	51,765	47,554	42,400	42,765	39,081	43,400	38,783	39,450	40,647
9	44,297	46,581	42,777	53,758	48,957	43,900	44,255	39,862	44,200	39,908	40,610	41,761
10	45,625	48,210	44,330	55,828	50,402	45,400	45,832	40,659	45,600	41,034	42,380	42,981
11	46,994	49,838	45,681	57,977	51,888	46,650	47,816	41,995	46,700	42,160	43,670	44,352
12	48,403	51,467	47,075	60,209	53,419	47,900	49,200	42,926	47,900	43,287	45,140	45,862
13	49,857	53,096	48,557	62,527	54,995	49,150	50,394	44,869	49,600	44,413	46,720	47,984
14	51,350	54,724	49,757	64,934	56,619	50,400	51,976	45,953	51,200	45,537	50,150	50,116
15	52,892	58,633	53,009	66,882	58,289	51,700	53,561	47,138	52,900	46,664		52,719
16			54,590	68,888	60,008	53,550			53,200	47,790		55,860
17				70,955	61,778	54,175			53,600	48,918		
18		61,891		73,084	63,601	54,825	55,167		53,800	50,043		
19				75,277	65,476	55,500			54,200	51,168	52,000	
20	54,892				67,409	56,150	56,270	51,415	54,400	52,296		56,760
21		65,148	56,489			56,825		52,659	54,600	53,421		
22						57,500		54,148	54,800	54,290		
23						58,175			55,100	55,162	54,470	
24						58,850	57,397		56,300	56,031		
25	56,892	68,405	58,301	76,971		59,525				56,902		57,660
26						60,200						
27						60,875	58,544					
28			60,042			61,550					56,590	
29						62,225						
30	58,892					62,900	59,715					58,560
31		70,360										
34												
35												59,460

*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 School Systems: 2002-2003

Local Education Agency	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$48,013	85,905	School size, level of preparation, and years of experience
Anne Arundel	62,796	101,087	School size and years of experience
Baltimore City	70,335	115,180	Salary schedule based on responsibility
Baltimore	83,729	95,573	School size, years of experience, and possession of Doctorate
Calvert	77,385	108,577	Years of experience
Caroline	69,203	79,572	School type, school size, and level of preparation
Carroll	57,025	101,078	School size, level of preparation, and years of experience
Cecil	64,633	91,357	School size, level of preparation, and years of experience
Charles	76,385	109,090	School type, level of preparation, and years of experience
Dorchester	63,855	83,169	School type and years of experience
Frederick	57,496	96,994	Years of experience and possession of Doctorate
Garrett	58,713	79,005	School size, level of preparation, and years of experience
Harford	78,806	90,994	School type, level of preparation, and years of experience
Howard	66,611	102,217	School type, level of preparation, and years of experience
Kent	66,522	89,920	School size, level of preparation, and years of experience
Montgomery	81,800	117,114	School type and years of experience
Prince George's	73,041	105,610	School type, years of experience, and possession of Doctorate
Queen Anne's	72,000	86,000	School size, level of preparation, and years of experience
St. Mary's	60,726	103,145	School size, level of preparation, and years of experience
Somerset	47,216	73,968	School size, level of preparation, and years of experience
Talbot	69,995	85,043	Staff size, years of experience, and possession of Doctorate
Washington	60,621	90,470	School size/level and years of experience
Wicomico	61,860	81,960	School size, level of preparation, and years of experience
Worcester	54,039	96,399	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 Systems: 2002-2003

Local Education Agency	Salary		Salary Determinants
	Minimum	Maximum	
Allegany*	\$42,253	\$68,267	School size, level of preparation, and years of experience
Anne Arundel	55,761	88,003	School size and years of experience
Baltimore City	57,325	79,453	Salary schedule based on negotiated agreement
Baltimore	69,837	76,014	School size, years of experience, and possession of Doctorate
Calvert	67,360	90,953	Years of experience
Caroline	57,669	68,038	School type, school size, and level of preparation
Carroll	51,993	82,635	School type, level of preparation, and years of experience
Cecil	57,079	79,445	School size, level of preparation, and years of experience
Charles	68,807	83,275	School type, level of preparation, and years of experience
Dorchester	63,855	79,500	School type and years of experience
Frederick	49,997	89,494	Years of experience and possession of Doctorate
Garrett*	44,780	61,357	Level of preparation and years of experience
Harford	†66,426	83,831	School type, level of preparation, and years of experience
Howard	64,029	93,324	School type, level of preparation, and years of experience
Kent	59,260	78,652	Level of preparation, years of experience, and contract-months
Montgomery	72,391	98,185	School type and years of experience
Prince George's	*59,488	89,832	School type, years of experience, contract months, and possession of Doctorate
Queen Anne's	60,000	74,000	School type, level of preparation, and years of experience
St. Mary's	*52,383	84,931	School type, level of preparation, years of experience, and contract-months
Somerset^	40,946	63,835	School size, level of preparation, and years of experience
Talbot	*49,400	68,954	Years of experience
Washington	*53,431	80,595	School type, years of experience, and contract months
Wicomico	54,420	72,190	School size, level of preparation, and years of experience
Worcester	46,279	84,170	School type, school size, level of preparation, and years of experience

*Eleven-month

†Ten-month

^Ten and a half months

Table 7

Basis of Salaries for Supervisors* in Maryland Public School Systems: 2002-2003

Local Education Agency	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$51,123	\$76,633	Level of preparation and years of experience
Anne Arundel*	62,796	93,389	Years of experience
Baltimore City	65,700	90,648	Salary schedule based on negotiated agreement
Baltimore	73,502	76,774	Years of experience and possession of Doctorate
Calvert	76,470	95,500	Years of experience
Caroline	64,588	76,112	Level of preparation and years of experience
Carroll	59,540	87,669	Level of preparation and years of experience
Cecil	66,011	83,911	Level of preparation and years of experience
Charles*	63,654	87,872	Level of preparation and years of experience
Dorchester	65,328	81,334	Level of preparation and years of experience
Frederick	57,496	89,494	Years of experience and possession of Doctorate
Garrett	60,571	77,148	Level of preparation and years of experience
Harford	70,018	91,137	Level of preparation and years of experience
Howard	63,337	93,324	Level of preparation and years of experience
Kent	66,522	86,244	Level of preparation and years of experience
Montgomery*	75,250	103,622	Area of responsibility and years of experience
Prince George's	70,914	92,528	Years of experience and possession of Doctorate
Queen Anne's	70,000	79,000	Level of preparation and years of experience
St. Mary's	58,954	82,624	Level of preparation and years of experience
Somerset	50,813	73,639	Level of preparation and years of experience
Talbot*	69,322	82,687	Years of experience and possession of Doctorate
Washington	63,045	83,759	Years of experience
Wicomico	64,180	76,840	Level of preparation and years of experience
Worcester	54,039	89,925	Level of preparation and years of experience

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