



Professional Salary Schedules Maryland Public Schools 2006 - 2007



Maryland State Department of Education
Division of Accountability and Assessment
200 West Baltimore Street
Baltimore, MD 21201-2595
(410) 767-0033

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**Professional Salary Schedules
Maryland Public Schools
2006-2007**

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Table 1

Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2006-2007

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	\$133,575	\$ -	\$86,939	\$ -	\$ -
Anne Arundel	225,000	129,267	111,964	-	133,807
Baltimore City	202,000	-	163,232	-	132,350
Baltimore	262,500	168,428	126,927	-	133,804
Calvert	152,000	-	131,000	-	137,500
Caroline	125,000	-	108,000	-	113,000
Carroll	165,000	-	-	-	139,504
Cecil	156,979	-	116,663	135,277	116,663
Charles	249,000	176,000	-	-	162,000
Dorchester	120,000	-	-	-	99,750
Frederick	177,120	141,780	130,245	137,573	-
Garrett	123,635	-	97,360	-	104,651
Harford	173,007	131,959	-	-	128,414
Howard	220,442	184,625	159,000	157,723	-
Kent	117,500	-	-	-	105,546
Montgomery	236,843	179,766	127,000	146,354	-
Prince George's	260,000	175,511	159,261	159,261	159,261
Queen Anne's	134,500	-	101,800	121,600	-
St. Mary's	154,425	-	123,335	-	119,742
Somerset #	115,000	-	-	-	90,541
Talbot	137,000	-	98,895	-	119,314
Washington	158,000	123,484	113,050	-	113,100
Wicomico	125,655	-	102,420	-	106,475
Worcester	132,459	-	-	-	117,855

* 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: 2006-2007

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	\$100,007	\$101,680	\$102,995	\$105,450	\$74,814	\$76,487	\$77,802	\$80,257	\$74,814	\$76,487	\$77,802	\$80,257
Anne Arundel	111,964	111,964	111,964	111,964	98,557	98,557	98,557	99,557	98,557	98,557	98,557	99,557
Baltimore City	105,132	111,271	111,271	111,271	87,035	87,035	87,035	87,035	68,639	79,290	79,290	76,049
Baltimore	114,444	114,444	114,444	114,444	90,683	90,683	90,683	90,683	86,180	91,094	92,732	94,845
Calvert	130,895	130,895	130,895	131,895	98,416	103,256	106,762	112,552	90,214	94,652	97,865	103,172
Caroline	-	-	-	-	73,765	74,957	74,957	76,149	73,765	74,957	74,957	76,149
Carroll	132,862	132,862	132,862	132,862	92,420	95,031	96,439	97,847	92,420	95,031	96,439	97,847
Cecil	104,358	106,058	107,008	107,458	85,044	86,744	87,694	88,144	85,044	86,744	87,694	88,144
Charles	115,627	116,627	116,627	119,127	85,198	86,198	86,198	88,698	85,198	86,198	86,198	88,698
Dorchester	-	-	-	-	72,530	76,469	76,469	77,797	65,590	69,152	69,152	70,353
Frederick	122,190	122,190	122,190	125,190	106,913	106,913	106,913	108,913	106,913	106,913	106,913	108,913
Garrett	93,118	94,118	95,118	97,118	72,943	73,943	74,943	76,943	66,678	67,678	68,678	70,678
Harford	124,892	124,892	124,892	124,892	100,170	100,170	100,170	100,170	68,524	73,845	73,845	74,345
Howard	153,290	153,290	153,290	153,290	95,237	95,237	95,237	95,237	95,237	95,237	95,237	95,237
Kent	96,082	96,882	97,482	98,082	72,734	73,534	74,134	74,734	83,768	84,568	85,168	85,768
Montgomery	127,000	127,000	127,000	127,000	102,510	106,880	109,565	109,565	102,510	106,880	109,565	109,565
Prince George's #	143,010	143,010	143,010	143,010	87,188	91,145	95,289	96,124	87,188	91,145	95,289	96,124
Queen Anne's	101,800	101,800	101,800	101,800	79,953	81,468	82,811	83,784	78,689	79,604	80,520	80,978
St. Mary's^	119,454	120,954	121,454	122,454	89,709	91,206	91,706	92,706	89,709	91,206	91,706	92,706
Somerset	92,395	93,295	93,295	94,095	-	-	-	-	70,290	71,280	71,280	72,160
Talbot	-	-	-	-	75,390	76,050	77,480	79,680	81,880	82,600	84,160	86,560
Washington	108,713	108,713	108,713	108,713	92,931	92,931	92,931	92,931	89,355	89,355	89,355	89,355
Wicomico	94,290	96,790	97,290	97,790	70,690	73,190	73,690	74,190	70,690	73,190	73,690	74,190
Worcester	-	-	-	-	90,667	93,852	93,852	97,040	68,382	70,752	70,752	73,124

*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: 2006-2007

Local Education Agency	Maximum							
	Supervisor				Instructional Coordinator			
	Master's	Master's +30	Master's +60*	Doctorate	Master's	Master's +30	Master's +60*	Doctorate
Allegany	\$84,330	\$86,003	\$87,318	\$89,773	\$74,814	\$76,487	\$77,802	\$80,257
Anne Arundel	-	-	-	-	109,967	109,967	109,967	109,967
Baltimore City	-	-	-	-	105,132	105,132	105,132	105,132
Baltimore	101,874	101,874	101,874	101,874	107,976	107,976	107,976	107,976
Calvert	115,130	115,130	115,130	116,130	101,415	101,415	101,415	102,415
Caroline	105,543	105,543	105,543	105,543	87,118	87,118	87,118	87,118
Carroll	102,036	104,647	106,055	107,463	86,664	89,275	90,683	92,091
Cecil	-	-	-	-	95,576	97,276	98,226	98,676
Charles	-	-	-	-	97,370	98,370	98,370	100,870
Dorchester	91,508	91,508	91,508	91,508	82,755	82,755	82,755	82,755
Frederick	115,467	115,467	115,467	117,457	106,913	106,913	106,913	108,913
Garrett	88,870	89,870	90,870	92,870	72,943	73,943	74,943	76,943
Harford	112,430	112,430	112,430	112,430	-	-	-	-
Howard	145,810	145,810	145,810	145,810	130,550	130,550	130,550	130,550
Kent	92,065	92,865	93,465	94,065	79,191	79,991	80,591	81,191
Montgomery	-	-	-	-	112,670	112,670	112,670	112,670
Prince George's	106,206	106,206	106,206	107,731	126,758	126,758	126,758	126,758
Queen Anne's	95,960	95,960	95,960	97,442	79,904	79,904	79,904	81,222
St. Mary's	94,973	96,473	96,973	97,973	-	-	-	-
Somerset	85,769	86,669	86,669	87,469	-	-	-	-
Talbot	92,330	92,330	92,330	93,830	88,449	88,449	88,449	89,949
Washington	100,514	100,514	100,514	100,514	96,648	96,648	96,648	96,648
Wicomico	86,390	88,890	89,390	89,890	80,430	82,930	83,430	83,930
Worcester	96,886	100,299	100,299	103,714	90,667	93,852	93,852	97,040

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

Table 1 (continued)

Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2006-2007

Local Education Agency	Maximum							
	Principal				Assistant/Vice Principal*			
	Master's	Master's +30	Master's +60@	Doctorate	Master's	Master's +30	Master's +60@	Doctorate
Allegany	\$95,069	\$96,742	\$98,057	\$100,512	\$79,419	\$81,092	\$82,407	\$84,862
Anne Arundel	119,032	119,032	119,032	119,032	103,623	103,623	103,623	103,623
Baltimore City	130,692	132,492	132,492	134,293	99,337	99,337	99,337	99,337
Baltimore	121,301	121,301	121,301	121,301	101,874	101,874	101,874	101,874
Calvert	130,895	130,895	130,895	131,895	109,648	109,648	109,648	110,648
Caroline	110,591	110,591	110,591	110,591	93,815	93,815	93,815	93,815
Carroll	110,805	113,416	114,824	116,232	95,324	97,935	99,343	100,751
Cecil	104,358	106,058	107,008	107,458	90,309	92,009	92,959	93,409
Charles	121,800	122,880	122,880	125,300	94,000	95,000	95,000	97,500
Dorchester	98,992	98,992	98,992	98,992	79,573	79,573	79,573	79,573
Frederick	124,705	124,705	124,705	126,705	115,467	115,467	115,467	117,457
Garrett	93,118	94,118	95,118	97,118	72,943	73,943	74,943	76,943
Harford	114,930	114,930	114,930	114,930	105,450	105,450	105,450	105,450
Howard	124,980	124,980	124,980	126,980	114,108	114,108	114,108	116,108
Kent	96,082	96,882	97,482	98,082	83,768	84,568	85,168	85,768
Montgomery	127,000	127,000	127,000	127,000	111,771	111,771	111,771	111,771
Prince George's	121,269	121,269	121,269	122,794	103,111	103,111	103,111	104,636
Queen Anne's	106,150	106,150	106,150	107,694	93,363	93,363	93,363	94,721
St. Mary's	116,069	117,569	118,069	119,069	94,973	96,473	96,973	97,973
Somerset	89,840	90,740	90,740	91,540	75,922	76,822	76,822	77,622
Talbot	105,525	105,525	105,525	107,025	81,880	82,600	84,160	86,560
Washington	111,924	111,924	111,924	111,924	95,073	95,073	95,073	95,073
Wicomico	93,800	96,300	96,800	97,300	81,930	84,430	84,930	85,430
Worcester	103,882	107,551	107,551	111,223	90,667	93,852	93,852	97,040

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

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

Table 2

Minimum and Maximum Salaries for Maryland Public School Teachers: 2006-2007

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	\$36,050	\$50,457	\$58,200	\$60,000	\$60,000	\$61,673	\$62,988	\$65,443
Anne Arundel	39,041	53,491	72,250	72,250	73,689	76,654	79,740	81,330
Baltimore City	37,831	62,010	62,010	66,924	66,924	71,005	71,005	74,134
Baltimore	40,000	46,188	70,250	70,250	70,250	74,450	75,850	77,656
Calvert	40,000	58,626	82,013	82,013	82,013	86,047	88,968	93,793
Caroline	38,000	60,720	64,471	66,740	66,740	67,819	67,819	69,011
Carroll	37,133	54,648	54,648	71,153	71,153	73,854	75,280	75,280
Cecil	38,336	65,136	66,886	66,886	67,636	68,586	69,536	69,986
Charles	40,619	49,931	72,894	74,416	74,416	75,416	75,416	77,916
Dorchester	38,000	42,847	64,136	65,590	65,590	69,152	69,152	70,353
Frederick	37,987	53,543	76,494	76,494	76,494	82,614	82,614	84,614
Garrett	37,418	42,326	58,045	60,045	60,045	61,045	62,045	64,045
Harford	38,964	56,838	66,702	68,524	68,524	73,845	73,845	74,345
Howard	40,080	55,317	55,317	82,689	82,689	84,220	84,220	85,752
Kent	38,134	45,495	67,518	67,518	68,422	70,304	71,293	72,285
Montgomery	41,758	55,965	55,965	87,243	87,243	90,962	93,247	93,247
Prince George's	41,410	55,379	55,379	76,606	76,606	80,205	83,972	84,813
Queen Anne's	38,000	39,996	71,438	73,338	73,338	74,853	76,196	77,169
St. Mary's	40,055	56,474	69,167	69,167	70,582	73,773	77,354	79,854
Somerset	38,000	43,865	62,400	63,900	63,900	64,800	64,800	65,600
Talbot	39,600	64,400	64,400	68,900	68,900	69,500	70,800	72,800
Washington	39,217	50,880	66,551	66,551	66,551	68,088	68,457	68,702
Wicomico	38,100	59,990	66,030	68,090	68,090	70,090	70,090	71,640
Worcester	38,086	45,756	66,012	68,382	68,382	70,752	70,752	73,124

*Based on Standard Professional Certificate

@Scales may apply to Master's equivalent

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

NOTE: Additional \$1,000 for teachers who earn certification from the National Board for Professional Teaching Standards (NBPTS) in Frederick County; \$1,500 in Howard County; \$1,844 in Allegany County; \$2,000 in Baltimore, Calvert, Caroline, Cecil, Dorchester, Garrett, Harford, Kent, Montgomery, Queen Anne's, Somerset, Talbot, Washington, Wicomico, and Worcester counties; \$2,500 in Charles County; \$4,000 in Anne Arundel County and Baltimore City; and \$5,000 in Carroll, Prince George's, and St. Mary's counties.

The Maryland State Department of Education also contributes a stipend of up to \$2,000 a year as a dollar-for-dollar match to local school systems for teachers with NBPTS certification.

Table 3

Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate: 2006-2007

Step	Allegany	Anne Arundel	Baltimore City	Baltimore	Calvert	Caroline*	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
1	\$36,050	\$ -	\$37,831	\$40,000	\$40,000	\$38,000	\$37,133	\$38,336	\$40,619	\$38,000	\$37,987	\$37,418
2	36,995	-	38,669	40,700	43,835	38,500	37,973	38,975	42,041	38,449	39,716	37,964
3	37,964	39,041	39,942	41,412	44,372	39,000	38,648	39,614	42,041	38,845	41,444	38,509
4	38,959	40,605	41,226	42,137	45,345	39,357	39,492	40,954	42,041	39,185	41,444	39,055
5	39,980	42,235	42,523	42,874	47,861	39,950	40,167	42,247	42,041	39,774	41,444	39,600
6	41,027	43,931	43,703	43,517	49,771	40,496	41,517	43,540	43,515	40,370	41,444	40,144
7	42,102	45,694	44,624	44,170	51,808	41,595	43,205	44,835	45,036	40,976	43,173	40,690
8	43,205	47,529	45,087	44,833	53,780	42,500	44,893	46,259	46,611	41,590	44,901	41,235
9	44,337	49,438	45,757	45,505	55,698	43,793	46,581	47,682	48,244	42,215	46,629	41,781
10	45,499	51,425	57,421	46,188	58,626	45,140	48,268	49,105	49,931	42,847	48,358	42,326
11	46,691	53,491	57,772			46,489	49,956	50,028			50,086	
12	47,914		58,121			47,875	51,644	51,562			51,815	
13	49,169		58,474			49,269	53,331	53,095			53,543	
14	50,457		58,821			51,805	54,648	54,819				
15			59,175			55,327		56,546				
16			59,499					58,270				
17			59,823					60,136				
18			60,146									
19			60,470					61,636				
20			60,794			57,144						
21			62,010									
22												
23												
24								64,136				
25						58,929						
26												
27												
28												
29								65,136				
30						60,720						

*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: 2006-2007

Step	Harford	Howard	Kent	Mont-gomery	Prince George's	Queen Anne's	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$38,964	\$40,080	\$38,134	\$41,758	\$ -	\$38,000	\$40,055	\$38,000	\$39,600	\$39,217	\$38,100	\$38,086
2	40,131	40,387	38,134	42,401	41,410	38,000	40,289	38,475	39,600	40,766	38,200	38,940
3	41,336	41,153	38,134	43,673	42,630	38,754	40,729	39,000	40,700	41,738	38,300	39,724
4	42,576	42,875	38,480	44,983	43,887	39,370	41,174	39,575	43,200	43,015	38,840	40,134
5	43,852	44,024	39,564	46,332	45,183	39,996	42,083	40,500	43,900	44,290	39,540	40,939
6	45,169	44,981	40,766	48,116	46,515	39,996	43,806	41,300	44,800	45,571	40,350	41,959
7	46,524	46,704	41,392	49,968	47,887	39,996	45,526	42,160	45,700	46,848	41,300	42,905
8	47,920	48,427	42,815	51,892	49,301	39,996	47,241	43,000	46,700	48,122	42,360	43,983
9	49,358	50,149	43,503	53,890	50,754	39,996	48,878	43,865	47,300		43,510	44,640
10	50,838	51,872	45,495	55,965	52,250	39,996	50,794		48,400		44,810	45,756
11		53,595			53,792				49,800		46,090	
12		55,317			55,379				50,900		47,330	
13									52,600		49,010	
14									53,900		51,480	
15									54,900		52,980	
16									56,300			
17									57,100			
18							52,319		57,300			
19									57,700		55,020	
20	52,838						53,366		58,000	50,880		
21									58,600			
22									58,800			
23									59,400		57,600	
24							54,436		59,700			
25	54,838								60,400			
26												
27							55,366					
28									64,400		59,990	
29												
30	56,838						56,474					

Table 4

Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2006-2007

Step	Allegany*	Anne Arundel	Baltimore City	Baltimore	Calvert	Caroline#	Carroll	Cecil	Charles	Dorchester*	Frederick	Garrett
1	\$37,080	\$ -	\$40,193	\$41,600	\$41,000	\$40,000	\$37,804	\$40,086	\$44,032	\$38,000	\$41,026	\$ -
2	38,625	-	41,215	42,224	44,797	40,500	38,480	40,725	45,463	38,449	42,894	-
3	40,170	41,413	42,763	42,857	47,861	41,000	40,167	41,364	45,463	38,845	44,760	-
4	41,200	43,074	44,321	43,607	49,771	41,500	41,855	42,704	45,463	41,899	44,760	42,332
5	42,436	44,804	46,112	44,370	51,808	42,473	43,543	43,997	45,463	43,238	44,760	43,383
6	43,709	46,603	47,479	45,480	53,780	43,793	45,230	45,290	46,940	44,389	44,760	44,433
7	45,020	48,474	49,083	46,420	55,698	45,140	46,918	46,585	48,466	45,538	46,627	45,484
8	46,371	50,422	50,695	47,980	57,736	46,489	48,606	48,009	50,042	47,094	48,494	46,533
9	47,762	52,447	52,769	49,700	59,840	47,875	50,293	49,432	51,668	48,250	50,360	47,583
10	49,195	54,554	53,826	51,450	62,641	49,269	51,981	50,855	53,346	49,405	52,227	48,694
11	50,671	56,748	54,901	53,400	64,681	50,617	53,669	51,778	55,080	50,988	54,093	49,628
12	52,191	59,029	55,999	55,000	66,723	52,015	55,357	53,312	56,870	52,148	55,961	50,561
13	53,757		57,120	56,800	68,633	53,409	57,044	54,845	58,720	53,309	57,827	51,494
14	55,370	61,967	58,262		70,608	56,127	58,732	56,569	60,627	55,841	57,827	52,425
15			59,427		72,403	61,218	60,352	58,296	62,597	57,174	59,694	53,380
16			60,615	60,700				60,020		57,877	61,560	55,376
17	56,650		61,827					61,886		58,579	63,427	
18		64,905	63,227				63,019		64,637	59,668	65,294	
19			64,347	63,000				63,386			67,160	
20			65,612		76,109	63,058				61,279		57,710
21	57,680		66,924				65,753		66,734			
22		67,843		65,400						63,256	69,028	
23							67,086					
24		70,779		67,700			68,419	65,886	69,128	64,259	70,894	
25	58,710				78,193	64,899	71,153					60,045
26				70,250							72,761	
27									74,416	65,264		
28	59,740	72,250								65,590	74,627	
29								66,886				
30					82,013	66,740						
31	60,000											
34												
35												

* Advanced Professional Certificate is required for placement on this scale

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 APC.

Table 4 (Continued)

Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2006-2007

Step	Harford	Howard	Kent	Montgomery	Prince George's	Queen Anne's*	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$41,336	\$41,919	\$38,376	\$46,003	\$ -	\$ -	\$42,270	\$40,000	\$41,800	\$40,546	\$41,350	\$41,746
2	42,576	42,225	38,376	46,774	45,393	-	42,495	40,850	41,800	42,687	41,360	42,640
3	43,852	43,602	38,812	48,575	46,731	-	42,947	41,675	43,200	43,964	41,370	43,454
4	45,169	46,014	40,440	50,445	48,111	41,705	43,806	42,500	44,300	45,239	42,270	43,952
5	46,524	47,852	41,894	52,387	49,529	42,719	45,526	43,360	45,400	46,517	43,170	44,677
6	47,920	49,001	42,518	54,404	50,989	43,757	46,100	44,225	46,800	47,793	44,110	45,533
7	49,358	50,915	43,948	56,499	52,495	44,821	47,822	45,100	47,800	49,071	45,020	46,504
8	50,838	52,829	45,422	58,674	54,042	45,912	49,534	46,000	48,900	50,346	46,140	47,606
9	52,364	54,743	46,748	60,933	55,636	47,029	51,260	46,900	50,100	51,621	47,500	48,432
10	53,934	56,657	48,445	63,279	57,279	48,843	53,086	47,900	51,000	52,898	49,570	49,846
11	55,553	58,571	49,922	65,715	58,969	50,779	55,385	49,550	52,600	54,175	51,070	51,437
12	57,218	60,486	51,446	68,245	60,708	51,964	56,988	50,900	53,900	55,319	52,800	53,187
13	58,937	62,400	53,064	70,872	62,499	53,230	58,371	53,000	55,200	56,593	54,640	55,648
14	60,702	64,314	54,376	73,601	64,344	54,528	60,204	54,900	57,200	57,864	58,650	58,120
15	62,524	68,908	57,930	75,809	66,242	55,857	62,039		59,100	59,140	60,350	61,140
16			59,659	78,083	68,195	57,218			61,000	60,411		64,782
17				80,425	70,208	58,523			61,400	61,395		
18		72,736		82,838	72,279	59,858	63,899		61,800	62,380		
19				85,323	74,410	61,223		60,500	62,000	63,364	62,580	
20	64,524				76,606	62,619	65,176		62,400	66,551		65,682
21		76,564	61,733			64,048		62,500	62,700			
22						65,510		63,900	62,900			
23						67,005			63,200		65,550	
24						68,535	66,482		63,500			
25	66,524	80,392	63,714	87,243		70,099			64,900			66,582
26						71,700						
27						73,338	67,811					
28			65,616						68,900		68,090	
29			67,518									
30	68,524						69,167					67,482
31		82,689										
34												
35												68,382

*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: 2006-2007

Local Education Agency	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$55,619	\$100,512	School size, level of preparation, and years of experience
Anne Arundel	72,045	119,032	School size and years of experience
Baltimore City	76,082	134,293	Salary schedule based on responsibility
Baltimore	92,077	121,301	School size and years of experience
Calvert	91,015	131,895	School type and years of experience
Caroline	84,073	110,591	School type, school size, and level of preparation
Carroll	75,315	116,232	School size, level of preparation, and years of experience
Cecil	76,094	107,458	School size, level of preparation, and years of experience
Charles	87,700	125,300	School type, level of preparation, and years of experience
Dorchester	75,975	98,992	School type, years of experience, plus number of certified staff
Frederick	65,103	126,705	Years of experience and possession of Doctorate
Garrett	67,110	97,118	School size, level of preparation, and years of experience
Harford	95,450	114,930	School type, level of preparation, and years of experience
Howard	78,282	126,980	School type, level of preparation, and years of experience
Kent	72,698	98,082	School size, level of preparation, and years of experience
Montgomery	87,758	127,000	School type and years of experience
Prince George's	84,158	122,794	School type, years of experience, and possession of Doctorate
Queen Anne's	87,390	107,694	School size, level of preparation, and years of experience
St. Mary's	70,339	119,069	School size, level of preparation, and years of experience
Somerset	71,486	91,540	School size, years of experience, possession of Doctorate
Talbot	80,725	107,025	Staff size, years of experience, and possession of Doctorate
Washington	75,881	111,924	School size/level, years of experience, mobility, farms & school responsibility factors
Wicomico	71,980	97,300	School size, level of preparation, and years of experience
Worcester	63,290	111,223	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: 2006-2007

Local Education Agency	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$55,619	\$84,862	School size, level of preparation, and years of experience
Anne Arundel	63,973	103,623	School size and years of experience
Baltimore City	67,047	99,337	Salary schedule based on negotiated agreement
Baltimore	77,333	101,874	School size and years of experience
Calvert	79,225	110,648	School type and years of experience
Caroline	70,060	93,815	School type/size and level of preparation
Carroll	65,836	100,751	School type, level of preparation, and years of experience
Cecil	67,314	93,409	School size, level of preparation, and years of experience
Charles	66,950 *	97,500	School type, level of preparation, and years of experience
Dorchester	54,900 *	79,573 *	School type and years of experience
Frederick	60,280	117,457	Years of experience and possession of Doctorate
Garrett	53,306 *	76,943 *	Level of preparation and years of experience
Harford	87,350	105,450	School type, level of preparation, and years of experience
Howard	75,248	116,108	School type, level of preparation, and years of experience
Kent	64,762	85,768	Level of preparation, years of experience, and contract-months
Montgomery	82,596	111,771	School type and years of experience
Prince George's	74,713	104,636	School type, years of experience, contract months, and possession of Doctorate
Queen Anne's	77,268	94,721	School type, level of preparation, and years of experience
St. Mary's	64,367	97,973	School type, level of preparation, years of experience, and contract-months
Somerset	63,200	77,622	Years of experience, possession of Doctorate
Talbot	60,700	86,560	Years of experience and level of preparation
Washington	65,342	95,073	School type, years of experience, contract months, mobility, farms & school responsibility factors
Wicomico	63,320	85,430	School size, level of preparation, and years of experience
Worcester	56,961	97,040	School size/level, level of preparation, and years of experience

* Eleven-month

Table 7

Basis of Salaries for Supervisors in Maryland Public Schools: 2006-2007

Local Education Agency	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$59,222	\$89,773	Level of preparation and years of experience
Anne Arundel*	72,045	109,967	Years of experience
Baltimore City	-	-	
Baltimore	81,965	101,874	Years of experience and possession of Doctorate
Calvert	89,938	116,130	Years of experience
Caroline	78,466	105,543	Level of preparation and years of experience
Carroll	75,315	107,463	Level of preparation and years of experience
Cecil*	77,849	98,676	Level of preparation and years of experience
Charles*	73,028	100,870	Level of preparation and years of experience
Dorchester	74,750	91,508	Level of preparation and years of experience
Frederick	65,103	117,457	Years of experience and possession of Doctorate
Garrett	69,233	92,870	Level of preparation and years of experience
Harford	89,971	112,430	Level of preparation and years of experience
Howard	77,300	145,810	Level of preparation and years of experience
Kent	72,698	94,065	Level of preparation and years of experience
Montgomery*	82,596	112,670	Area of responsibility and years of experience
Prince George's	81,643	107,731	Years of experience and possession of Doctorate
Queen Anne's	83,918	97,442	Level of preparation and years of experience
St. Mary's	70,339	97,973	Level of preparation and years of experience
Somerset	73,045	87,469	Years of experience and possession of Doctorate
Talbot	83,830	93,830	Years of experience and possession of Doctorate
Washington	70,497	100,514	Years of experience and level of preparation
Wicomico	75,230	89,890	Level of preparation and years of experience
Worcester	63,290	103,714	Level of preparation and years of experience

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