



# Professional Salary Schedules Maryland Public Schools 2008 - 2009

*(Revised 12/08)*



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MSDE-DAA 04110(R)250 10/08

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**Professional Salary Schedules  
Maryland Public Schools  
2008-2009**

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Table 1

Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2008-2009

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	\$152,529	\$ -	\$ -	\$ -	\$135,187
Anne Arundel	231,750	154,706	149,215	-	148,652
Baltimore City	240,000	-	175,703	-	145,600
Baltimore	286,598	183,936	182,936	160,000	144,696
Calvert	169,000	151,000	127,669	-	147,500
Caroline	140,000	-	120,000	-	125,000
Carroll	180,000	-	128,836	-	143,515
Cecil	165,000	-	139,464	149,768	129,160
Charles	249,000	198,678	-	-	182,874
Dorchester	128,750	-	-	-	112,200
Frederick	201,811	-	148,402	156,333	-
Garrett	138,906	-	109,395	-	105,470
Harford	212,540	170,676	-	-	135,543
Howard	265,000	207,425	175,678	-	-
Kent	125,000	-	-	-	112,907
Montgomery	243,799	202,540	182,260	162,623	162,623
Prince George's	-	187,990	170,583	-	170,583
Queen Anne's	145,000	-	115,800	-	120,000
St. Mary's	166,705	-	143,650	-	-
Somerset	125,000	-	97,791	-	100,537
Talbot	165,770	-	108,873	-	131,152
Washington	174,195	132,386	130,823	-	121,739
Wicomico	165,000	-	109,490	-	115,110
Worcester	164,300	-	107,106	-	130,560

\*Salaries are determined through negotiations with the local boards of education. Superintendent position in Prince George's County is vacant.

Table 1 (continued)

Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2008-2009

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	\$112,898	\$114,786	\$116,271	\$119,043	\$84,458	\$86,346	\$87,831	\$90,603	\$84,458	\$86,346	\$87,831	\$90,603
Anne Arundel	154,367	154,367	154,367	154,367	109,694	109,694	109,694	110,694	109,694	109,694	109,694	110,694
Baltimore City	123,674	123,674	123,674	123,674	-	-	-	-	74,838	79,275	79,275	82,677
Baltimore	123,830	123,830	123,830	123,830	98,120	98,120	98,120	98,120	89,626	94,737	96,440	98,638
Calvert	139,521	139,521	139,521	141,265	98,516	103,363	103,363	112,668	98,516	103,363	103,363	112,668
Caroline	-	-	-	-	79,004	80,279	80,279	81,556	79,004	80,279	80,279	81,556
Carroll	145,006	145,006	145,006	145,006	117,185	117,185	117,185	117,185	117,185	117,185	117,185	117,185
Cecil	113,553	114,528	115,478	115,928	92,563	93,538	94,488	94,938	92,563	93,538	94,488	94,938
Charles	125,657	126,657	126,657	129,157	92,589	93,589	93,589	96,089	92,589	93,589	93,589	96,089
Dorchester	-	-	-	-	76,942	81,119	81,119	82,527	69,579	73,356	73,356	74,630
Frederick	139,223	139,223	139,223	141,223	116,884	116,884	116,884	116,884	116,884	116,884	116,884	116,884
Garrett	103,843	104,843	105,843	107,843	84,769	85,769	86,769	88,769	74,920	75,920	76,920	78,920
Harford	143,043	143,043	143,043	143,043	107,567	107,567	107,567	107,567	74,065	79,688	79,688	80,188
Howard	167,390	167,390	167,390	167,390	104,999	104,999	104,999	104,999	104,999	104,999	104,999	104,999
Kent	102,923	103,723	104,323	104,923	77,912	78,712	79,312	79,912	65,980	66,780	67,380	67,980
Montgomery	146,623	146,623	146,623	147,623	113,935	118,787	121,770	121,770	113,935	118,787	121,770	121,770
Prince George's	153,178	153,178	153,178	153,178	98,465	103,090	107,931	109,012	98,465	103,090	107,931	109,012
Queen Anne's	115,800	115,800	115,800	115,800	87,007	87,533	88,059	88,584	86,536	87,376	88,216	88,741
St. Mary's	125,499	126,999	127,499	128,499	90,664	92,164	92,664	93,664	93,385	94,885	95,385	96,385
Somerset @	104,272	104,272	104,272	104,272	73,862	73,862	73,862	73,862	73,862	73,862	73,862	73,862
Talbot	-	-	-	-	83,520	84,360	85,920	88,560	83,520	84,360	85,920	88,560
Washington	115,323	115,323	115,323	116,823	98,573	98,573	98,573	100,073	94,790	94,790	94,790	96,290
Wicomico	107,990	110,490	110,990	111,490	85,310	87,810	88,310	88,810	80,490	82,990	83,490	83,990
Worcester	-	-	-	-	100,523	104,052	104,052	107,586	75,818	78,444	78,444	81,073

\*Contract may be less than 12 months

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

@School Psychologist's salaries include a differential.

Table 1 (continued)

Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2008-2009

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	\$95,201	\$97,089	\$98,574	\$101,346	\$84,458	\$86,346	\$87,831	\$90,603
Anne Arundel	-	-	-	-	131,475	131,475	131,475	132,475
Baltimore City	-	-	-	-	110,375	110,375	110,375	110,375
Baltimore	110,229	110,229	110,229	110,229	116,832	116,832	116,832	116,832
Calvert	122,716	122,716	122,716	124,250	108,099	108,099	108,099	109,450
Caroline	112,498	112,498	112,498	112,498	92,860	92,860	92,860	92,860
Carroll	129,185	129,185	129,185	129,185	108,344	108,344	108,344	108,344
Cecil	-	-	-	-	104,009	104,984	105,934	106,384
Charles	-	-	-	-	105,817	106,817	106,817	109,317
Dorchester	96,976	96,976	96,976	96,976	87,700	87,700	87,700	87,700
Frederick	126,236	126,236	126,236	128,236	116,884	116,884	116,884	118,884
Garrett	99,355	100,355	101,355	103,355	84,769	85,769	86,769	88,769
Harford	117,709	117,709	117,709	117,709	-	-	-	-
Howard	159,220	159,220	159,220	159,220	142,560	142,560	142,560	142,560
Kent	98,620	99,420	100,020	100,620	84,830	85,630	86,230	86,830
Montgomery	-	-	-	-	127,209	127,209	127,209	128,209
Prince George's	118,302	118,302	118,302	118,302	98,465	103,090	107,931	107,931
Queen Anne's	104,531	104,531	104,531	106,133	93,047	93,047	93,047	94,473
St. Mary's	99,070	100,570	101,070	102,070	90,664	92,164	92,664	93,664
Somerset	96,794	96,794	96,794	96,794	85,681	85,681	85,681	85,681
Talbot	85,160	89,857	91,340	93,936	95,847	95,847	95,847	97,347
Washington	106,626	106,626	106,626	108,126	102,531	102,531	102,531	104,031
Wicomico	98,980	101,480	101,980	102,480	91,340	93,840	94,340	94,840
Worcester	107,418	111,199	111,199	114,985	100,523	104,052	104,052	107,586

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

Table 1 (continued)

Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2008-2009

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	\$107,324	\$109,212	\$110,697	\$113,469	\$89,657	\$91,545	\$93,030	\$95,802
Anne Arundel	141,969	141,969	141,969	142,969	124,132	124,132	124,132	125,132
Baltimore City	149,328	149,328	149,328	149,328	110,375	110,375	110,375	110,375
Baltimore	131,250	131,250	131,250	131,250	110,229	110,229	110,229	110,229
Calvert	139,521	139,521	139,521	141,265	116,874	116,874	116,874	118,335
Caroline	117,879	117,879	117,879	117,879	99,998	99,998	99,998	99,998
Carroll	134,352	134,352	134,352	134,352	121,873	121,873	121,873	121,873
Cecil	113,553	114,528	115,478	115,928	98,285	99,260	100,210	100,660
Charles	132,366	133,366	133,366	135,866	102,155	103,155	103,155	105,655
Dorchester	105,451	105,451	105,451	105,451	84,328	84,328	84,328	84,328
Frederick	136,335	136,335	136,335	138,335	126,236	126,236	126,236	128,236
Garrett	103,843	104,843	105,843	107,843	84,769	85,769	86,769	88,769
Harford	126,920	126,920	126,920	126,920	110,857	110,857	110,857	110,857
Howard	137,994	137,994	137,994	137,994	129,796	129,796	129,796	129,796
Kent	102,923	103,723	104,323	104,923	89,733	90,533	91,133	91,733
Montgomery	146,623	146,623	146,623	147,623	129,709	129,709	129,709	130,709
Prince George's	135,080	135,080	135,080	135,080	114,855	114,855	114,855	114,855
Queen Anne's	117,458	117,458	117,458	119,130	98,858	98,858	98,858	100,328
St. Mary's	121,844	123,344	123,844	124,844	99,070	100,570	101,070	102,070
Somerset	99,131	99,131	99,131	99,131	85,681	85,681	85,681	85,681
Talbot	116,305	116,305	116,305	117,805	86,814	91,602	93,114	95,760
Washington	126,460	126,460	126,460	128,487	107,854	107,854	107,854	109,250
Wicomico	105,990	108,490	108,990	109,490	93,340	95,840	96,340	96,840
Worcester	115,174	119,239	119,239	123,309	100,523	104,052	104,052	107,586

\*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: 2008-2009

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	\$40,697	\$56,961	\$65,702	\$67,734	\$67,734	\$69,623	\$71,107	\$73,879
Anne Arundel	43,452	59,535	80,414	82,016	82,016	85,316	88,750	90,520
Baltimore City	44,820	49,746	72,758	72,758	72,758	77,194	77,194	80,596
Baltimore	42,000	48,036	73,060	73,060	73,060	77,428	78,884	80,762
Calvert	44,600	64,021	89,560	89,560	89,560	93,966	97,155	102,425
Caroline	41,310	65,031	69,049	71,480	71,480	72,634	72,634	73,911
Carroll	40,400	59,058	76,896	76,896	76,896	79,814	81,355	81,355
Cecil	41,674	70,384	72,159	72,159	72,909	73,884	74,834	75,284
Charles	43,724	53,745	79,659	81,342	81,342	82,342	82,342	84,842
Dorchester	40,640	45,274	68,035	69,579	69,579	73,356	73,356	74,630
Frederick	40,706	57,374	85,968	85,968	92,846	92,846	92,846	94,846
Garrett	42,043	47,558	65,220	67,220	67,220	68,220	69,220	71,220
Harford	41,171	61,717	72,140	74,065	74,065	79,688	79,688	80,188
Howard	44,527	60,470	60,470	88,253	88,253	89,886	89,886	91,521
Kent	41,242	49,203	73,021	73,021	73,998	76,034	77,103	78,176
Montgomery	46,410	62,201	62,201	96,966	96,966	101,095	103,634	103,634
Prince George's	44,355	59,316	82,052	82,052	82,052	85,908	89,944	90,844
Queen Anne's	43,000	44,100	78,448	44,716	80,392	80,918	81,444	81,969
St. Mary's	43,240	60,965	74,667	74,667	76,195	79,639	83,505	86,005
Somerset	41,300	48,935	70,504	72,162	72,162	73,062	73,062	73,862
Talbot	42,400	64,800	65,100	69,600	69,600	70,300	71,600	73,800
Washington	42,807	55,518	72,632	72,632	72,632	74,314	74,684	74,927
Wicomico	42,140	65,640	70,730	72,930	72,930	75,080	75,080	76,750
Worcester	42,222	50,725	73,190	75,818	75,818	78,444	78,444	81,073

\*Based on Standard Professional Certificate (SPC)

^Scales may apply to Master's equivalent

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

NOTE: Additional \$2,000 for teachers who earn certification from the National Board for Professional Teaching Standards (NBPTS) in Anne Arundel County, Baltimore, Caroline, Cecil, Dorchester, Frederick, Garrett, Harford, Howard, Kent, Montgomery, Queen Anne's, Somerset, Talbot, Washington, Wicomico, and Worcester counties; \$2,500 in Calvert and Charles counties; \$3,000 in St. Mary's County; \$4,000 in Baltimore City; and \$5,000 in Carroll and Prince George'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: 2008-2009

Step	Allegany	Anne Arundel	Baltimore City	Baltimore	Calvert	Caroline*	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
1	\$40,697	\$ -	\$41,128	\$42,000	\$44,600	\$41,310	\$40,400	\$41,674	\$43,724	\$40,640	\$40,706	\$42,043
2	41,764	-	42,040	42,328	47,869	41,820	41,038	42,354	45,253	40,843	42,558	42,657
3	42,858	43,452	43,424	43,068	48,455	42,126	41,767	43,034	46,840	41,098	44,410	43,269
4	43,980	45,194	44,820	43,822	49,518	42,534	42,679	44,434	48,476	41,446	46,263	43,882
5	45,134	47,007	46,230	44,589	52,265	42,787	43,409	45,834	50,172	42,027	48,114	44,495
6	46,316	48,895	47,513	45,258	54,351	43,371	44,868	47,234	51,930	42,657	48,114	45,106
7	47,529	50,858	48,513	45,937	56,576	44,550	46,692	48,634	53,745	43,297	48,114	45,719
8	48,774	52,900	49,017	46,626	58,729	45,518	48,516	50,134		43,946	48,114	46,332
9	50,052	55,025	49,746	47,325	60,823	46,902	50,340	51,634		44,606	49,966	46,945
10	51,363	57,236		48,036	64,021	48,344	52,164	53,134		45,274	51,819	47,558
11	52,710	59,535				49,789	53,987	54,634			53,670	
12	54,090					51,274	55,811	56,284			55,523	
13	55,507					52,766	57,635	57,934			57,374	
14	55,961					55,483	59,058	59,759				
15						59,254		61,584				
16								63,409				
17								65,384				
18												
19								66,884				
20						61,202						
21												
22												
23												
24								69,384				
25						63,113						
26												
27												
28												
29								70,384				
30						65,031						

\*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: 2008-2009

Step	Harford	Howard	Kent	Mont-gomery	Prince George's	Queen Anne's	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$41,171	\$44,527	\$41,242	\$46,410	\$44,355	\$43,000	\$43,240	\$41,300	\$42,400	\$42,807	\$42,140	\$42,222
2	42,405	44,527	41,242	47,125	44,355	43,275	43,493	41,300	42,400	44,489	42,250	43,168
3	43,677	45,760	41,242	48,538	45,662	43,550	43,968	41,677	43,700	45,557	42,340	44,037
4	44,987	47,599	41,616	49,995	47,007	43,825	44,449	42,291	46,400	46,954	42,930	44,493
5	46,336	49,438	42,788	51,494	48,395	44,100	45,429	43,280	47,100	48,350	43,680	45,384
6	47,728	51,277	44,088	53,478	49,822	44,100	47,290	44,776	48,000	49,733	44,570	46,516
7	49,159	53,115	44,765	55,537	51,292	44,100	49,146	45,708	49,000	51,129	45,560	47,564
8	50,633	54,954	46,304	57,674	52,807	44,100	50,997	46,619	50,100	52,511	46,690	48,759
9	52,153	56,762	47,048	59,895	54,363	44,100	52,764	47,557	50,700		47,940	49,486
10	53,717	58,631	49,203	62,201	55,966	44,100	54,833	48,935	51,900		49,320	50,725
11		60,470			57,617				53,400		50,700	
12					59,316				54,500		52,030	
13									56,400		53,850	
14									57,800		56,510	
15									58,900		58,140	
16									60,300			
17									61,300			
18							56,479		61,500			
19									61,900		60,320	
20	55,717						57,610		62,200			
21									62,800			
22									63,000			
23									63,700		63,080	
24							58,765		64,000			
25	57,717								64,800	55,518		
26												
27							59,769					
28											65,640	
29												
30	59,717						60,965					
35	61,717											

Table 4

Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2008-2009

Step	Allegany	Anne Arundel	Baltimore City	Baltimore	Calvert	Caroline*	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
1	\$41,859	\$ -	\$43,696	\$43,264	\$47,600	\$43,350	\$40,855	\$43,449	\$47,396	\$43,509	\$43,963	\$ -
2	43,604	-	44,808	43,913	48,919	43,860	41,585	44,129	49,055	44,175	45,964	-
3	45,348	46,093	46,491	44,571	52,265	44,217	43,409	44,809	50,772	44,842	47,964	-
4	46,511	47,942	48,184	45,351	54,351	44,575	45,233	46,209	52,549	45,529	49,965	47,317
5	47,906	49,867	50,132	46,145	56,576	45,489	47,057	47,609	52,549	45,687	51,964	48,498
6	49,343	51,869	51,618	47,299	58,729	46,902	48,881	49,009	52,549	46,904	51,964	49,678
7	50,823	53,951	53,361	48,277	60,823	48,344	50,704	50,409	54,388	48,118	51,964	50,859
8	52,348	56,120	55,114	49,899	63,049	49,789	52,528	51,909	54,388	49,762	51,964	52,037
9	53,919	58,373	57,369	51,688	65,346	51,274	54,352	53,409	56,292	50,983	53,964	53,217
10	55,537	60,719	58,518	53,508	68,406	52,766	56,176	54,909	58,262	52,203	55,965	54,466
11	57,203	63,161	59,687	55,536	70,633	54,211	58,000	56,409	60,301	53,876	57,964	55,515
12	58,918	65,700	60,880	57,200	72,864	55,708	59,824	58,059	62,412	55,102	59,965	56,564
13	60,686	65,700	62,098	59,072	74,949	57,200	61,648	59,709	64,595	56,328	61,964	57,612
14	62,507	68,969	63,340	60,944	77,105	60,112	63,472	61,534	66,856	59,004	63,966	58,658
15			64,607		79,066	65,564	65,223	63,359	69,531	60,412	65,966	59,731
16			65,898	63,128				65,184		61,155	65,966	61,974
17	63,952	72,239	67,216					67,159		61,897	67,965	
18			68,738				68,104		72,312	63,048	69,966	
19			69,955	65,520				68,659		63,899	71,967	
20		75,509	71,331		83,113	67,534			75,205	64,750	73,967	64,596
21	65,115		72,758							65,794	75,967	
22		78,777		68,016				71,059		66,839	75,967	
23								72,500		67,368	75,967	
24				70,408				73,941		67,898	77,968	
25	66,278	80,414			85,389	69,508		76,896	71,159	81,342	67,898	
26				73,060							68,253	67,220
27											68,607	
28	67,440										68,961	
29											69,579	
30									72,159		81,968	
31	67,734				89,560	71,480					81,968	
34											83,968	
35											85,968	

\*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: 2008-2009

Step	Harford	Howard	Kent	Montgomery	Prince George's	Queen Anne's*	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$43,677	\$47,395	\$41,504	\$51,128	\$48,621	\$ -	\$45,631	\$43,881	\$44,800	\$44,246	\$44,290	\$46,279
2	44,987	47,395	41,504	51,986	48,621	-	45,874	43,881	44,800	46,583	44,300	47,269
3	46,336	49,438	41,975	53,987	50,055	-	46,362	44,535	46,400	47,980	44,310	48,173
4	47,728	51,480	43,736	56,066	51,532	46,545	47,290	45,417	47,500	49,376	45,280	48,726
5	49,159	53,524	45,308	58,225	53,050	47,616	49,146	47,009	48,600	50,773	46,250	49,529
6	50,633	55,566	45,983	60,466	54,614	48,663	49,766	47,947	50,200	52,169	47,250	50,477
7	52,153	57,609	47,530	62,794	56,228	49,734	51,625	48,896	51,200	53,566	48,220	51,553
8	53,717	59,653	49,124	65,212	57,884	50,828	53,473	49,871	52,500	54,948	49,430	52,776
9	55,330	61,695	50,558	67,723	59,592	51,946	55,336	50,847	53,700	56,345	50,880	53,692
10	56,988	63,738	52,393	70,330	61,351	53,360	57,307	53,437	54,600	57,727	53,100	55,259
11	58,699	65,780	53,991	73,038	63,161	55,441	59,790	55,277	56,400	59,123	54,700	57,022
12	60,459	67,824	55,639	75,850	65,024	57,127	61,520	56,783	57,800	60,377	56,560	58,963
13	62,275	69,867	57,389	78,770	66,943	58,498	63,013	59,126	59,200	61,760	58,530	61,690
14	64,140	73,544	58,808	81,802	68,919	59,902	64,992	61,246	61,400	63,156	62,830	64,431
15	66,065		62,651	84,256	70,953	61,370	66,972		63,300	64,553	64,640	67,779
16			64,521	86,785	73,044	62,842			65,400	65,935		71,818
17		77,630		89,388	75,200	64,395			65,800	67,004		
18				92,069	77,419	65,940	68,980		66,200	68,087		
19				94,832	79,701	67,523		66,688	66,400	69,155	67,030	
20	68,065	81,715			82,052	69,143	70,359	68,892	66,900	72,632		72,818
21			66,764			70,734		70,435	67,300			
22						72,360			67,500			
23						74,025			67,800		70,220	
24		85,801				80,129	71,768		68,100			
25	70,065		68,907	96,966				72,162	69,600			73,818
26												
27							73,204					
28			70,964								72,930	
29			73,021									
30	72,065	88,253					74,667					74,818
31												
34												
35	74,065											75,818

\*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 APC.

Table 5

Basis of Salaries for Twelve-Month Principals in Maryland Public Schools: 2008-2009

Local Education Agency	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$62,788	\$113,469	School size, level of preparation, and years of experience
Anne Arundel	85,102	142,969	School size and years of experience
Baltimore City	77,263	149,328	Salary schedule based on responsibility
Baltimore	95,760	131,250	School size/level, and years of experience
Calvert	97,013	141,265	School type and years of experience
Caroline	89,613	117,879	School type, school size, and level of preparation
Carroll	88,984	134,352	Level of preparation and years of experience
Cecil	82,699	115,928	School size, level of preparation, and years of experience
Charles	95,308	135,866	School type, level of preparation, and years of experience
Dorchester	79,217	105,451	School type, years of experience, number of certified staff, and possession of Doctorate
Frederick	69,394	138,335	Years of experience and possession of Doctorate
Garrett	70,915	107,843	School size, level of preparation, and years of experience
Harford	100,857	126,920	School type, level of preparation, and years of experience
Howard	89,491	137,994	School type, level of preparation, and years of experience
Kent	77,874	104,923	School size, level of preparation, and years of experience
Montgomery	100,907	147,623	School type and years of experience
Prince George's	93,738	135,080	School type, years of experience, and possession of Doctorate
Queen Anne's	94,886	119,130	School size, level of preparation, and years of experience
St. Mary's	78,207	124,844	School size, level of preparation, and years of experience
Somerset	76,948	99,131	School size, years of experience, and possession of Doctorate
Talbot	87,185	117,805	Staff size, years of experience, and possession of Doctorate
Washington	85,527	128,487	School size/level, years of experience, mobility, FARM, school responsibility factors, and education
Wicomico	77,110	109,490	School size, level of preparation, and years of experience
Worcester	70,165	123,309	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: 2008-2009

Local Education Agency	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$58,974	\$95,802	School size, level of preparation, and years of experience
Anne Arundel	76,032	125,132	School size and years of experience
Baltimore City	72,891	110,375	Salary schedule based on negotiated agreement
Baltimore	80,426	110,229	School size/level and years of experience
Calvert	84,446	118,335	School type and years of experience
Caroline	74,677	99,998	School type/size and level of preparation
Carroll	80,718	121,873	Level of preparation and years of experience
Cecil	73,157	100,660	School size, level of preparation, and years of experience
Charles	85,799	105,655	School type, level of preparation, and years of experience
Dorchester *	58,181	84,328	School type, years of experience, and possession of Doctorate
Frederick	64,253	128,236	Years of experience and possession of Doctorate
Garrett	58,573	88,769	Level of preparation and years of experience
Harford	92,298	110,857	School type, level of preparation, and years of experience
Howard	85,391	129,796	School type, level of preparation, and years of experience
Kent	69,373	91,733	Level of preparation, years of experience, and contract-months
Montgomery	98,195	130,709	School type and years of experience
Prince George's	83,219	114,855	School type, years of experience, contract months, and possession of Doctorate
Queen Anne's	79,500	100,328	School type, level of preparation, and years of experience
St. Mary's	75,932	102,070	School type, level of preparation, years of experience, and contract months
Somerset	68,028	85,681	Years of experience, possession of Doctorate
Talbot	68,166	95,760	Years of experience and level of preparation
Washington ^	83,421	109,250	School type, years of experience, contract months, mobility, FARM, school responsibility factors, and education
Wicomico	67,830	96,840	School size, level of preparation, and years of experience
Worcester	63,149	107,586	School size/level, level of preparation, and years of experience

\*Vice principals are 11-month position in Dorchester County.

^12-month high school vice principals. Elementary and middle school vice principals are 11-month.

Table 7

Basis of Salaries for Supervisors in Maryland Public Schools: 2008-2009

Local Education Agency	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$66,856	\$101,346	Level of preparation and years of experience
Anne Arundel*	85,102	132,475	Years of experience
Baltimore City	-	-	
Baltimore	85,244	110,229	Years of experience
Calvert	95,865	124,250	Years of experience
Caroline	83,637	112,498	Level of preparation and years of experience
Carroll	88,984	129,185	Level of preparation and years of experience
Cecil*	84,606	106,384	Level of preparation and years of experience
Charles*	79,589	109,317	Level of preparation and years of experience
Dorchester	79,217	96,976	Level of preparation, years of experience, and possession of Doctorate
Frederick	69,394	128,236	Years of experience and possession of Doctorate
Garrett	73,159	103,355	Level of preparation and years of experience
Harford	95,067	117,709	Level of preparation and years of experience
Howard	84,420	159,220	Level of preparation and years of experience
Kent	77,874	100,620	Level of preparation and years of experience
Montgomery*	95,195	128,209	Area of responsibility and years of experience
Prince George's	90,937	118,302	Years of experience and possession of Doctorate
Queen Anne's	90,914	106,133	Level of preparation and years of experience
St. Mary's	75,932	102,070	Level of preparation and years of experience
Somerset	78,626	96,794	Years of experience and possession of Doctorate
Talbot	66,868	93,936	Years of experience and possession of Doctorate
Washington	74,783	108,126	Years of experience, level of preparation, possession of Doctorate, and area of responsibility
Wicomico	80,590	102,480	Level of preparation and years of experience
Worcester	70,165	114,985	Level of preparation and years of experience

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