



Professional Salary Schedules Maryland Public Schools 2009 - 2010



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**Professional Salary Schedules
Maryland Public Schools
2009-2010**

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Table 1

Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2009-2010

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	\$165,000	\$ -	\$ -	\$ -	\$123,583
Anne Arundel	238,703	162,441	157,127	-	148,652
Baltimore City	250,000	-	175,703	-	145,600
Baltimore	291,585	187,595	142,494	164,200	147,570
Calvert	169,000	151,000	134,133	-	147,500
Caroline	142,100	-	121,800	-	126,875
Carroll	180,000	-	128,836	-	143,515
Cecil	168,498	-	142,421	152,943	131,898
Charles	249,000	198,678	-	-	194,074
Dorchester	133,750	-	-	-	112,200
Frederick	241,810	-	148,402	153,332	-
Garrett	157,538	-	109,395	-	105,470
Harford	200,000	170,676	-	-	135,543
Howard	265,000	207,425	175,678	-	-
Kent	142,000	-	-	-	113,468
Montgomery	232,238	202,540	178,686	162,623	162,623
Prince George's	250,000	189,870	172,289	172,289	154,710
Queen Anne's	150,800	-	119,000	-	124,800
St. Mary's	213,779	-	143,793	-	-
Somerset	132,000	-	-	-	107,252
Talbot	174,059	-	111,682	-	134,741
Washington	182,905	132,386	130,823	-	121,739
Wicomico	165,000	-	109,490	-	116,000
Worcester	164,300	-	107,106	-	130,560

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

Table 1 (continued)

Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2009-2010

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	\$115,157	\$117,083	\$118,597	\$121,425	\$86,149	\$88,075	\$89,589	\$92,417	\$86,149	\$88,075	\$89,589	\$92,417
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	79,276	79,276	82,678
Baltimore	123,830	123,830	123,830	124,830	98,120	98,120	98,120	99,120	89,626	94,737	96,440	98,638
Calvert	140,219	140,219	140,219	141,972	90,008	94,436	94,436	102,937	90,008	94,436	94,436	102,937
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	114,713	115,688	116,638	117,088	93,492	94,467	95,417	95,867	93,492	94,467	95,417	95,867
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	142,223	116,884	116,884	116,884	118,884	116,884	116,884	116,884	118,884
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	145,543	145,543	145,543	145,543	107,919	107,919	107,919	107,919	74,065	79,688	79,688	80,188
Howard	169,400	169,400	169,400	169,400	106,259	106,259	106,259	106,259	106,259	106,259	106,259	106,259
Kent	103,438	104,238	104,838	105,438	78,302	79,102	79,702	80,302	66,310	67,110	67,710	68,310
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	154,710	154,710	154,710	154,710	99,450	104,121	109,010	110,102	99,450	104,121	109,010	110,102
Queen Anne's	119,900	119,900	119,900	119,900	88,347	88,883	89,419	89,955	88,267	89,124	89,980	90,516
St. Mary's	127,758	129,258	129,758	130,758	95,066	96,566	97,066	98,066	95,066	96,566	97,066	98,066
Somerset	104,272	105,172	105,702	106,872	-	-	-	-	72,162	73,062	73,062	73,862
Talbot	-	-	-	-	86,760	87,600	89,160	91,800	86,760	87,600	89,160	91,800
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

++The SEED School follows the Baltimore City Public Schools terms of compensation for teachers and professional personnel.

*Contract may be less than 12 months

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

Table 1 (continued)

Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2009-2010

Local Education Agency	Maximum							
	Instructional Supervisor				Instructional Coordinator			
	Master's	Master's +30	Master's +60*	Doctorate	Master's	Master's +30	Master's +60*	Doctorate
Allegany	\$97,106	\$99,032	\$100,546	\$103,374	\$86,149	\$88,075	\$89,589	\$92,417
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	111,229	116,832	116,832	116,832	117,832
Calvert	123,330	123,330	123,330	124,872	108,639	108,639	108,639	109,997
Caroline	114,186	114,186	114,186	114,186	94,253	94,253	94,253	94,253
Carroll	129,185	129,185	129,185	129,185	108,344	108,344	108,344	108,344
Cecil	-	-	-	-	105,064	106,039	106,989	107,439
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	127,896	127,896	127,896	127,896	144,270	144,270	144,270	144,270
Kent	99,113	99,913	100,513	101,113	85,254	86,054	86,654	87,254
Montgomery	-	-	-	-	127,209	127,209	127,209	128,209
Prince George's	119,548	119,548	119,548	119,548	99,450	104,121	109,010	110,102
Queen Anne's	107,567	107,567	107,567	109,612	-	-	-	-
St. Mary's	100,853	102,353	102,853	103,853	95,066	96,566	97,066	98,066
Somerset	96,794	96,794	96,794	99,394	85,681	86,581	86,581	110,375
Talbot	89,362	90,228	91,835	94,554	97,210	97,210	97,210	98,710
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: 2009-2010

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	\$109,472	\$111,398	\$112,912	\$115,740	\$91,451	\$93,377	\$94,891	\$97,719
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	132,250	110,229	110,229	110,229	111,229
Calvert	140,219	140,219	140,219	141,972	117,458	117,458	117,458	118,926
Caroline	119,647	119,647	119,647	119,647	101,498	101,498	101,498	101,498
Carroll	134,352	134,352	134,352	134,352	121,873	121,873	121,873	121,873
Cecil	114,713	115,688	116,638	117,088	99,277	100,252	101,202	101,652
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	129,420	129,420	129,420	129,420	110,857	110,857	110,857	110,857
Howard	139,650	139,650	139,650	139,650	131,354	131,354	131,354	131,354
Kent	103,438	104,238	104,838	105,438	90,182	90,982	91,582	92,182
Montgomery	146,623	146,623	146,623	147,623	129,709	129,709	129,709	130,709
Prince George's	136,431	136,431	136,431	136,431	116,004	116,004	116,004	116,004
Queen Anne's	118,994	118,994	118,994	121,126	100,125	100,125	100,125	101,625
St. Mary's	124,037	125,537	126,037	127,037	100,853	102,353	102,853	103,853
Somerset	101,131	102,031	102,031	103,731	85,681	86,581	86,581	110,375
Talbot	128,378	128,378	128,378	129,878	96,303	97,236	98,968	101,898
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

++The SEED School follows the Baltimore City Public Schools terms of compensation for teachers and professional personnel.

*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: 2009-2010

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	\$41,511	\$58,100	\$67,016	\$69,089	\$69,089	\$71,016	\$72,529	\$75,357
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	42,132	71,103	72,878	72,878	73,628	74,603	75,553	76,003
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	45,061	61,196	61,196	89,312	89,312	90,965	90,965	92,619
Kent	41,448	49,449	73,386	73,386	74,368	76,414	77,490	78,567
Montgomery	46,410	62,201	62,201	96,966	96,966	101,095	103,634	103,634
Prince George's	44,799	59,909	61,909	82,873	84,873	86,767	90,843	91,752
Queen Anne's	43,860	44,982	80,017	81,732	81,732	82,268	82,804	83,340
St. Mary's	44,018	62,062	76,011	76,011	77,567	81,073	85,008	90,520
Somerset	41,300	48,935	70,504	72,162	72,162	73,062	73,062	73,862
Talbot	42,800	67,400	67,400	72,300	72,300	73,000	74,300	76,500
Washington	43,662	56,630	74,086	74,086	74,086	75,796	76,166	76,409
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 \$1,000 for teachers who earn certification from the National Board for Professional Teaching Standards (NBPTS) in Garrett and Worcester counties; \$2,000 in Allegany, Anne Arundel, Baltimore, Caroline, Cecil, Dorchester, Frederick, Harford, Howard, Kent, Montgomery, Queen Anne's, Somerset, Talbot, Washington, and Wicomico 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: 2009-2010

Step	Allegany	Anne Arundel	Baltimore City	Baltimore	Calvert	Caroline*	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
1	\$41,511	\$ -	-	\$42,000	\$44,600	\$41,310	\$40,400	\$42,132	\$43,724	\$40,640	\$40,706	\$42,043
2	42,599	-	-	42,328	47,869	41,820	40,400	42,820	43,724	40,843	40,706	42,657
3	43,715	43,452	-	43,068	48,455	42,126	41,038	43,507	45,253	41,098	42,558	43,269
4	44,860	45,194	44,820	43,822	49,518	42,534	41,767	44,923	46,840	41,446	44,410	43,882
5	46,037	47,007	46,230	44,589	52,265	42,787	42,679	46,338	46,840	42,027	46,263	44,495
6	47,242	48,895	47,513	45,258	54,351	43,371	43,409	47,754	48,476	42,657	48,114	45,106
7	48,480	50,858	48,513	45,937	56,576	44,550	44,868	49,169	48,476	43,297	48,114	45,719
8	49,749	52,900	49,017	46,626	58,729	45,518	46,692	50,685	50,172	43,946	48,114	46,332
9	51,053	55,025	49,746	47,325	60,823	46,902	48,516	52,202	51,930	44,606	48,114	46,945
10	52,390	57,236		48,036	64,021	48,344	50,340	53,718	53,745	45,274	49,966	47,558
11	53,764	59,535				49,789	52,164	55,235			51,819	
12	55,172					51,274	53,987	56,903			53,670	
13	56,617					52,766	55,811	58,571			55,523	
14	58,100					55,483	57,635	60,416			57,374	
15						59,254	59,058	62,261				
16								64,106				
17								66,103				
18												
19								67,603				
20						61,202						
21												
22												
23												
24								70,103				
25						63,113						
26												
27												
28												
29								71,103				
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: 2009-2010

Step	Harford	Howard	Kent	Mont-gomery	Prince George's	Queen Anne's	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$41,171	\$45,061	\$41,448	\$46,410	\$44,799	\$43,860	\$44,018	\$41,300	\$42,800	\$43,662	\$42,140	\$42,222
2	42,405	45,061	41,448	47,125	44,799	44,141	44,276	41,300	42,800	45,372	42,250	43,168
3	43,677	45,061	41,448	48,538	46,119	44,421	44,759	41,677	44,100	46,469	42,340	44,037
4	44,987	46,309	41,824	49,995	47,477	44,702	45,249	42,291	46,900	47,894	42,930	44,493
5	46,336	48,170	43,002	51,494	48,879	44,982	46,247	43,280	47,600	49,319	43,680	45,384
6	47,728	50,031	44,308	53,478	50,320	44,982	48,141	44,776	48,500	50,730	44,570	46,516
7	49,159	51,892	44,990	55,537	51,805	44,982	50,031	45,708	49,500	52,155	45,560	47,564
8	50,633	53,752	46,537	57,674	53,335	44,982	51,915	46,619	50,600	53,566	46,690	48,759
9	52,153	55,613	47,283	59,895	54,907	44,982	53,714	47,557	51,200		47,940	49,486
10	53,717	57,474	49,449	62,201	56,526	44,982	55,820	48,935	52,400		49,320	50,725
11		59,335			58,193				53,900		50,700	
12		61,196			59,909				55,000		52,030	
13									57,000		53,850	
14									58,400		56,510	
15									59,500		58,140	
16									60,900			
17									61,900			
18							57,496		62,100			
19									62,500		60,320	
20	55,717						58,647		62,800			
21									63,400			
22									63,600			
23									64,300		63,080	
24							59,823		64,600			
25	57,717								65,400	56,630		
26									67,400			
27							60,845					
28											65,640	
29												
30	59,717						62,062					
35	61,717											

Table 4

Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2009-2010

Step	Allegany	Anne Arundel	Baltimore City	Baltimore	Calvert	Caroline*	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
1	\$42,696	\$ -	\$43,696	\$43,264	\$47,600	\$43,350	\$40,855	\$43,907	\$47,396	\$43,509	\$43,963	\$ -
2	44,476	-	44,808	43,913	48,919	43,860	40,855	44,595	47,396	44,175	43,963	-
3	46,255	46,093	46,491	44,571	52,265	44,217	41,585	45,282	49,055	44,842	45,964	-
4	47,441	47,942	48,184	45,351	54,351	44,575	43,409	46,698	50,772	45,529	47,964	47,317
5	48,864	49,867	50,132	46,145	56,576	45,489	45,233	48,113	50,772	45,687	49,965	48,498
6	50,330	51,869	51,618	47,299	58,729	46,902	47,057	49,529	50,772	46,904	51,964	49,678
7	51,839	53,951	53,361	48,277	60,823	48,344	48,881	50,944	52,549	48,118	51,964	50,859
8	53,395	56,120	55,114	49,899	63,049	49,789	50,704	52,460	52,549	49,762	51,964	52,037
9	54,997	58,373	57,369	51,688	65,346	51,274	52,528	53,977	54,388	50,983	51,964	53,217
10	56,648	60,719	58,518	53,508	68,406	52,766	54,352	55,493	56,292	52,203	53,964	54,466
11	58,347	63,161	59,687	55,536	70,633	54,211	56,176	57,010	58,262	53,876	55,965	55,515
12	60,096	65,700	60,880	57,200	72,864	55,708	58,000	58,678	60,301	55,102	57,964	56,564
13	61,900	65,700	62,098	59,072	74,949	57,200	59,824	60,346	62,412	56,328	59,965	57,612
14	63,757	68,969	63,340	60,944	77,105	60,112	61,646	62,191	64,595	59,004	61,964	58,658
15			64,607		79,066	65,564	63,472	64,036	66,856	60,412	63,966	59,731
16			65,898	63,128			65,223	65,881	69,531	61,155	65,966	61,974
17	65,231	72,239	67,216					67,878		61,897		
18			68,738							63,048	67,965	
19			69,955	65,520			68,104	69,378	72,312	63,899	69,966	
20		75,509	71,331		83,113	67,534			75,205	64,750	71,967	64,596
21	66,417		72,758						75,205	65,794	73,967	
22		78,777		68,016			71,059			66,839	75,967	
23							72,500		78,213	67,368		
24				70,408			73,941	71,878		67,898		
25	67,604	80,414			85,389	69,508	76,896		81,342	68,253	77,968	67,220
26				73,060						68,607		
27										68,961	79,967	
28	68,789									69,579		
29								72,878			81,968	
30					89,560	71,480						
31	69,089										83,968	
32											85,968	
33												

*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: 2009-2010

Step	Harford	Howard	Kent	Montgomery	Prince George's	Queen Anne's*	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$43,677	\$47,964	\$41,712	\$51,128	\$ -	\$ -	\$46,452	\$43,881	\$45,200	\$45,130	\$44,290	\$46,279
2	44,987	47,964	41,712	51,986	49,107	-	46,700	43,881	45,200	47,510	44,300	47,269
3	46,336	47,964	42,186	53,987	50,556	-	47,197	44,535	46,900	48,935	44,310	48,173
4	47,728	50,031	43,955	56,066	52,047	47,476	48,141	45,417	48,000	50,360	45,280	48,726
5	49,159	52,098	45,536	58,225	53,581	48,568	50,031	47,009	49,100	51,785	46,250	49,529
6	50,633	54,166	46,213	60,466	55,160	49,636	50,662	47,947	50,700	53,210	47,250	50,477
7	52,153	56,233	47,767	62,794	56,790	50,729	52,554	48,896	51,700	54,635	48,220	51,553
8	53,717	58,300	49,370	65,212	58,463	51,845	54,436	49,871	53,000	56,045	49,430	52,776
9	55,330	60,369	50,811	67,723	60,188	52,985	56,332	50,847	54,200	57,470	50,880	53,692
10	56,988	62,435	52,655	70,330	61,965	54,427	58,339	53,437	55,100	58,881	53,100	55,259
11	58,699	64,503	54,261	73,038	63,793	56,550	60,866	55,277	57,000	60,306	54,700	57,022
12	60,459	66,569	55,917	75,850	65,674	58,270	62,627	56,783	58,400	61,589	56,560	58,963
13	62,275	68,638	57,676	78,770	67,612	59,668	64,147	59,126	59,800	62,999	58,530	61,690
14	64,140	70,705	59,102	81,802	69,608	61,100	66,162	61,246	62,000	64,424	62,830	64,431
15	66,065	74,427	62,965	84,256	71,663	62,597	68,178		63,900	65,849	64,640	67,779
16			64,844	86,785	73,774	64,099			66,100	67,260		71,818
17				89,388	75,952	65,683			66,500	68,343		
18		78,562		92,069	78,193	67,259	70,222		66,900	69,455		
19				94,832	80,498	68,873		66,688	67,100	70,538	67,030	
20	68,065				82,873	70,526	71,625	68,892	67,600	74,086		72,818
21		82,696	67,099			72,149			68,000			
22						73,807			68,200			
23						75,506			68,500		70,220	
24						81,732	73,060		68,800			
25	70,065	86,831	69,252	96,966				72,162	70,300			73,818
26									72,300			
27							74,522					
28			71,319								72,930	
29			73,386									
30	72,065						76,011					74,818
31		89,312										
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: 2009-2010

Local Education Agency	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$64,044	\$115,740	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	132,250	School size/level, and years of experience
Calvert	97,498	141,972	School type and years of experience
Caroline	89,613	119,647	School type, school size, and level of preparation
Carroll	88,984	134,352	Level of preparation and years of experience
Cecil	83,609	117,088	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	129,420	School type, level of preparation, and years of experience
Howard	90,565	139,650	School type, level of preparation, and years of experience
Kent	78,263	105,438	School size, level of preparation, and years of experience
Montgomery	100,907	147,623	School type and years of experience
Prince George's	100,955	136,431	School type, years of experience, and possession of Doctorate
Queen Anne's	101,934	121,126	School size, level of preparation, and years of experience
St. Mary's	79,615	127,037	School size, level of preparation, and years of experience
Somerset	76,948	103,731	School size, years of experience, and possession of a Doctorate
Talbot	88,057	129,878	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

*The SEED School follows the Baltimore City Public Schools terms of compensation for teachers and professional personnel.

Table 6

Basis of Salaries for Twelve-Month Vice/Assistant Principals in Maryland Public School: 2009-2010

Local Education Agency	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$60,153	\$97,719	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	111,229	School size/level and years of experience
Calvert	84,868	118,926	School type and years of experience
Caroline	74,677	101,498	School type/size and level of preparation
Carroll	80,718	121,873	Level of preparation and years of experience
Cecil	73,962	101,652	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	72,590	131,354	School type, level of preparation, and years of experience
Kent	69,720	92,182	Level of preparation, years of experience, and contract-months
Montgomery	95,195	130,709	School type and years of experience
Prince George's	84,051	116,004	School type, years of experience, contract months, and possession of Doctorate
Queen Anne's	86,996	101,625	School type, level of preparation, and years of experience
St. Mary's	77,299	103,853	School type, level of preparation, years of experience, and contract months
Somerset	68,028	110,375	Years of experience, possession of a Doctorate
Talbot	72,468	101,898	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: 2009-2010

Local Education Agency	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$68,193	\$103,374	Level of preparation and years of experience
Anne Arundel*	85,102	132,475	Years of experience
Baltimore City	-	-	
Baltimore	75,712	111,229	Years of experience
Calvert	96,344	124,872	Years of experience
Caroline	83,637	114,186	Level of preparation and years of experience
Carroll	88,984	129,185	Level of preparation and years of experience
Cecil*	85,537	107,439	Level of preparation and years of experience
Charles*	79,363	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	82,960	127,896	Level of preparation and years of experience
Kent	78,263	101,113	Level of preparation and years of experience
Montgomery*	95,195	128,209	Area of responsibility and years of experience
Prince George's	91,846	119,548	Years of experience and possession of Doctorate
Queen Anne's	97,751	109,612	Level of preparation and years of experience
St. Mary's	77,299	103,853	Level of preparation and years of experience
Somerset	78,626	99,394	Years of experience and possession of a Doctorate
Talbot	72,468	94,554	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