



Professional Salary Schedules Maryland Public Schools 2013 - 2014



Maryland State Department of Education
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**Professional Salary Schedules
Maryland Public Schools
201' -2014**

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Table 1

Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2013-2014

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	\$177,000	\$ -	\$129,250	\$ -	\$ -
Anne Arundel	215,306	171,099	165,502	158,628	152,019
Baltimore City	225,000	175,703	175,000	-	175,000
Baltimore	260,000	-	156,375	-	162,984
Calvert	169,000	-	136,000	-	152,500
Caroline	159,684	-	-	-	135,938
Carroll	185,000	-	111,135	-	137,305
Cecil	169,868	-	149,262	160,289	-
Charles	200,000	-	-	-	220,192
Dorchester	127,942	-	-	-	118,899
Frederick	198,177	170,270	152,497	-	-
Garrett	155,000	-	-	-	105,575
Harford	191,900	185,165	-	-	137,059
Howard	255,000	195,000	175,000	-	173,095
Kent	148,000	-	-	-	-
Montgomery	260,100	210,723	150,995	169,193	-
Prince George's	290,000	172,289	172,289	-	158,226
Queen Anne's	155,701	-	122,868	-	-
St. Mary's	216,986	154,845	-	-	145,957
Somerset	152,250	-	85,000	-	109,385
Talbot	152,125	-	122,561	-	124,845
Washington	205,266	149,555	146,873	128,777	-
Wicomico	172,821	-	-	-	122,760
Worcester	170,000	-	122,400	-	133,029

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

Table 1 (continued)

Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2013-2014

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	\$116,309	\$118,254	\$119,783	\$122,640	\$87,011	\$88,956	\$90,485	\$93,342	\$87,011	\$88,956	\$90,485	\$93,342
Anne Arundel	151,436	151,436	151,436	151,436	113,578	113,578	113,578	114,578	113,578	113,578	113,578	114,578
Baltimore City	137,899	137,899	137,899	137,899	89,662	89,662	89,662	89,662	93,362	93,362	93,362	93,362
Baltimore	131,410	131,410	131,410	131,410	104,126	104,126	104,126	105,126	100,634	105,187	107,806	110,081
Calvert	142,329	142,329	142,329	144,108	101,027	105,949	109,543	120,716	101,027	105,949	109,543	115,589
Caroline	-	-	-	-	82,612	83,948	83,948	85,225	82,612	83,948	83,948	85,225
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	117,835	119,560	120,510	120,960	95,835	96,693	97,565	98,065	85,867	85,867	86,917	87,415
Charles	129,170	129,170	129,170	131,670	104,859	104,859	104,859	107,359	104,859	104,859	104,859	107,359
Dorchester	-	-	-	-	79,489	83,750	83,750	85,186	77,733	81,790	81,790	83,158
Frederick	157,280	157,280	157,280	159,280	116,884	116,884	116,884	118,884	116,884	116,884	116,884	118,884
Garrett	104,543	105,543	106,543	108,543	85,469	86,469	87,469	89,469	75,620	76,620	77,620	79,620
Harford	145,567	145,567	145,567	145,567	109,341	109,341	109,341	109,341	80,405	80,405	80,405	80,905
Howard	178,679	178,679	178,679	178,679	109,382	109,382	109,382	109,382	109,382	109,382	109,382	109,382
Kent	-	-	-	-	78,302	79,102	79,702	80,302	66,310	67,110	67,710	68,310
Montgomery	149,495	149,495	149,495	150,495	116,213	121,162	124,205	124,205	116,213	121,162	124,205	124,205
Prince George's	154,710	154,710	154,710	154,710	96,597	104,121	109,010	110,102	96,597	104,121	109,010	110,102
Queen Anne's	122,868	122,868	122,868	122,868	92,480	93,084	93,689	94,293	90,338	91,213	92,086	92,632
St. Mary's	144,905	146,405	146,905	147,905	99,692	101,192	101,692	102,692	91,683	93,183	93,683	94,683
Somerset	106,325	107,425	107,425	108,025	87,548	88,648	88,648	89,248	72,884	73,793	73,793	74,601
Talbot	-	-	-	-	82,300	83,100	84,600	87,100	74,200	75,200	76,600	78,600
Washington	119,774	119,774	119,774	121,774	102,536	102,536	102,536	104,036	98,636	98,636	98,636	100,136
Wicomico	111,600	114,100	114,600	116,100	81,064	83,564	84,064	85,564	81,064	83,564	84,064	85,564
Worcester	-	-	-	-	100,523	104,053	104,053	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: 2013-2014

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	\$98,077	\$100,022	\$101,551	\$104,408	\$87,011	\$88,956	\$90,485	\$93,342
Anne Arundel	-	-	-	-	138,523	138,523	138,523	139,523
Baltimore City	-	-	-	-	117,263	117,263	117,263	117,263
Baltimore	116,976	116,976	116,976	117,976	123,983	123,983	123,983	124,983
Calvert	125,185	125,185	125,185	126,750	110,275	110,275	110,275	111,653
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	-	-	-	-	107,735	107,784	108,734	109,184
Charles	-	-	-	-	92,878	92,878	92,878	95,378
Dorchester	101,067	101,067	101,067	102,667	91,597	91,597	91,597	93,197
Frederick	126,236	126,236	126,236	128,236	116,884	116,884	116,884	118,884
Garrett	100,055	101,055	102,055	104,055	85,469	86,469	87,469	89,469
Harford	121,311	121,311	121,311	121,311	-	-	-	-
Howard	-	-	-	-	152,404	152,404	152,404	152,404
Kent	99,113	99,913	100,513	101,113	85,254	86,054	86,654	87,254
Montgomery	-	-	-	-	129,693	129,693	129,693	130,693
Prince George's	119,485	119,485	119,485	119,485	112,621	112,621	112,621	112,621
Queen Anne's	113,568	113,568	113,568	115,648	-	-	-	-
St. Mary's	121,876	123,376	123,876	124,876	115,064	116,564	117,064	118,064
Somerset	98,772	99,872	99,872	100,472	87,548	88,648	88,648	89,248
Talbot	112,643	112,643	112,643	114,143	108,262	108,262	108,262	109,762
Washington	110,824	110,824	110,824	112,324	106,612	106,612	106,612	108,112
Wicomico	102,869	105,369	105,869	107,369	93,595	96,095	96,595	98,095
Worcester	107,418	111,199	111,199	114,985	100,523	104,053	104,053	107,586

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

Table 1 (continued)

Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2013-2014

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	\$110,567	\$112,512	\$114,041	\$116,898	\$92,366	\$94,311	\$95,840	\$98,697
Anne Arundel	149,580	149,580	149,580	150,580	130,787	130,787	130,787	131,787
Baltimore City	136,732	136,732	136,732	136,732	119,221	119,221	119,221	119,221
Baltimore	156,499	156,499	156,499	157,499	131,410	131,410	131,410	132,410
Calvert	142,329	142,329	142,329	144,108	119,226	119,226	119,226	120,716
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	117,835	119,560	120,510	120,960	101,838	102,588	104,503	104,962
Charles	136,013	136,013	136,013	138,513	105,198	105,198	105,198	107,698
Dorchester	109,323	109,323	109,323	110,923	88,191	88,191	88,191	89,791
Frederick	136,335	136,335	136,335	138,335	126,236	126,236	126,236	128,236
Garrett	104,543	105,543	106,543	108,543	85,469	86,469	87,469	89,469
Harford	123,069	123,069	123,069	123,069	112,622	112,622	112,622	112,622
Howard	143,646	143,646	143,646	146,646	135,350	135,350	135,350	138,350
Kent	103,438	104,238	104,838	105,438	90,182	90,982	91,582	92,182
Montgomery	149,495	149,495	149,495	150,495	132,193	132,193	132,193	133,193
Prince George's	136,431	136,431	136,431	136,431	116,004	116,004	116,004	116,004
Queen Anne's	125,282	125,282	125,282	127,449	107,075	107,075	107,075	108,927
St. Mary's	144,905	146,405	146,905	147,905	121,876	123,376	123,876	124,876
Somerset	103,132	104,232	104,232	104,832	87,548	88,648	88,648	89,248
Talbot	130,170	130,170	130,170	131,670	98,834	100,166	102,031	104,695
Washington	132,995	132,995	133,838	134,681	111,758	111,758	112,484	113,210
Wicomico	108,500	111,000	111,500	113,000	95,595	98,095	98,595	100,095
Worcester	115,174	119,239	119,239	123,309	100,523	104,053	104,053	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: 2013-2014

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	\$42,345	\$59,268	\$68,363	\$70,478	\$70,478	\$72,443	\$73,987	\$76,872
Anne Arundel	44,991	61,643	83,261	83,261	84,920	88,337	91,893	93,725
Baltimore City	47,475	47,475	97,768	97,768	97,768	97,768	97,768	97,768
Baltimore	43,000	49,058	82,344	82,344	82,344	86,236	88,474	90,419
Calvert	45,046	65,326	91,406	91,406	91,406	95,858	99,110	104,581
Caroline	41,310	68,001	72,203	74,745	74,745	75,952	75,952	77,229
Carroll	40,400	59,058	76,896	76,896	76,896	79,814	81,355	81,355
Cecil	43,662	74,189	75,964	75,964	76,714	77,689	78,639	79,089
Charles	43,724	54,820	81,252	82,969	82,969	83,969	83,969	86,469
Dorchester	41,500	47,645	70,402	71,978	71,978	75,831	75,831	77,130
Frederick	40,706	57,374	87,969	87,969	87,969	95,007	95,007	97,007
Garrett	42,043	48,258	65,920	67,920	67,920	68,920	69,920	71,920
Harford	41,583	62,254	72,781	74,726	74,726	80,405	80,405	80,905
Howard	45,971	89,881	89,881	91,531	91,531	93,180	93,180	94,829
Kent	41,862	49,943	74,120	74,120	75,112	77,178	78,265	79,353
Montgomery	46,410	63,445	63,445	98,905	98,905	103,117	105,707	105,707
Prince George's	44,799	59,909	61,909	82,873	84,873	86,767	90,843	91,752
Queen Anne's	44,602	46,192	81,931	47,285	83,681	84,228	84,774	85,321
St. Mary's	44,678	62,993	77,151	77,151	78,731	82,289	86,283	88,783
Somerset	41,713	49,424	71,209	72,884	72,884	73,793	73,793	74,601
Talbot	44,300	69,800	70,200	74,800	74,800	75,600	76,900	79,200
Washington	43,662	57,989	75,709	75,709	75,709	77,444	77,815	78,057
Wicomico	42,987	67,459	73,151	74,396	74,396	76,589	76,589	78,293
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, Prince George's, & Worcester counties; \$2,000 in Allegany, Anne Arundel, Baltimore City, Baltimore County, 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; \$5,000 in Carroll County.

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 who earn NBPTS certification and who teach in a school identified by the State Board of Education as having comprehensive needs. A stipend up to \$1,000 is available for teachers who earn NBPTS certification and who teach in a school other than a comprehensive needs school. A \$1,500 stipend is available for classroom teachers who hold an Advanced Professional Certificate (APC) and work in schools identified by the State Board of Education as having comprehensive needs. Teachers must also have a satisfactory performance rating.

Table 3

Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate: 2013-2014

Step	Allegany	Anne Arundel	Baltimore City	Baltimore	Calvert	Caroline*	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
1	\$42,345	\$ -	\$47,475	\$43,000	\$45,046	\$41,310	\$40,400	\$43,662	\$43,724	\$41,500	\$40,706	\$42,043
2	43,455	-	48,899	43,335	47,051	41,820	41,038	44,112	43,724	41,950	42,558	42,657
3	44,594	44,991	50,365	43,985	49,144	42,126	41,767	44,819	45,253	42,400	44,410	43,269
4	45,762	46,794	51,877	44,755	51,331	42,534	42,679	45,993	46,840	43,084	44,410	43,882
5	46,962	48,672	53,433	45,538	53,487	42,787	43,409	47,442	48,476	43,730	44,410	44,495
6	48,191	50,626		46,221	55,734	43,371	44,868	48,893	50,172	44,385	44,410	45,106
7	49,455	52,659		46,915	58,074	44,550	46,692	50,340	51,930	45,052	46,263	45,719
8	50,748	54,773		47,619	60,397	45,518	48,516	51,893	51,930	45,727	48,114	46,332
9	52,080	56,973		48,333	62,813	46,902	50,340	53,446	51,930	46,184	49,966	46,945
10	53,443	59,262		49,058	65,326	48,344	52,164	54,997	54,820	46,645	51,819	48,258
11	54,845	61,643				49,789	53,987	56,551			51,819	
12	56,281					51,274	55,811	58,258			51,819	
13	57,755					52,766	57,635	61,305			51,819	
14	59,268					55,483	59,058	63,236			53,670	
15						61,961		65,168			55,523	
16								67,099			57,374	
17								69,189				
18												
19								70,689				
20						63,998						
21												
22												
23												
24								73,189				
25						65,996						
26												
27												
28												
29								74,189				
30						68,001						
35												

*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: 2013-2014

Step	Harford	Howard	Kent	Mont-gomery	Prince George's	Queen Anne's	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$41,583	\$45,971	\$41,862	\$46,410	\$44,799	\$44,602	\$44,678	\$41,713	\$44,300	\$43,662	\$42,987	\$42,222
2	42,829	46,178	41,862	47,125	44,799	44,885	44,940	41,713	44,300	45,372	43,099	43,168
3	44,114	46,384	41,862	48,538	46,119	45,168	45,430	42,094	45,600	46,469	43,191	44,037
4	45,437	46,590	42,242	49,995	47,477	45,452	45,928	42,714	48,500	47,894	43,793	44,493
5	46,799	48,445	43,432	51,494	48,879	45,735	46,941	43,713	49,300	49,319	44,558	45,384
6	48,205	50,301	44,751	53,478	50,320	45,735	48,863	45,224	50,200	50,730	45,466	46,516
7	49,651	52,156	45,440	55,537	51,805	45,735	50,781	46,165	51,200	52,155	46,476	47,564
8	51,139	54,011	47,002	57,674	53,335	45,735	52,694	47,085	52,400	53,566	47,629	48,759
9	52,675	55,867	47,756	59,895	54,907	45,735	54,520	48,033	53,000	53,566	48,903	49,486
10	54,254	57,722	49,943	62,201	56,526	45,735	56,657	49,424	54,200	53,566	50,311	50,725
11		59,577			58,193				55,800	53,566	51,719	
12		61,433			59,909				56,900	53,566	53,076	
13		62,360							59,000	53,566	54,932	
14									60,400	53,566	57,646	
15									61,600	53,566	59,308	
16									63,000	53,566		
17									64,100	53,566		
18							58,358		64,300	53,566		
19									64,700	53,566	61,532	
20	56,254						59,527		65,000	53,566		
21									65,600	53,566		
22									65,800	53,566		
23									66,600	53,566	64,348	
24							60,720		66,900	53,566		
25	58,254								67,700	53,566		
26									69,800	57,701		
27							61,758					
28											66,959	
29												
30	60,254						62,993					
35	62,254											

Table 4

Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2013-2014

Step	Allegany	Anne Arundel	Baltimore City	Baltimore	Calvert	Caroline*	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
1	\$43,554	\$ -	\$59,311	\$44,014	\$48,076	\$43,350	\$40,855	\$45,437	\$47,396	\$44,861	\$43,963	\$ -
2	45,370	-	61,899	44,674	50,119	43,860	41,585	45,887	47,396	45,405	45,964	-
3	47,185	47,725	64,487	45,456	52,249	44,217	43,409	46,594	49,055	45,984	47,964	-
4	48,394	49,639	67,075	46,251	54,470	44,575	45,233	47,768	50,772	47,373	47,964	45,317
5	49,847	51,633	69,664	47,061	56,785	45,489	47,057	49,217	52,549	48,599	47,964	46,498
6	51,341	53,706	72,455	48,237	58,772	46,902	48,881	50,668	54,388	50,260	47,964	47,678
7	52,881	55,862	75,348	49,685	60,829	48,344	50,704	52,115	56,292	51,493	49,965	48,859
8	54,468	58,107	76,870	51,374	62,958	49,789	52,528	53,668	56,292	52,725	51,964	50,037
9	56,102	60,440	77,890	53,172	65,162	51,274	54,352	55,221	56,292	54,415	53,964	51,217
10	57,786	62,868	78,910	55,033	67,443	52,766	56,176	56,772	58,262	55,653	55,965	52,466
11	59,519	65,397	79,930	56,959	69,466	54,211	58,000	58,326	58,262	56,891	55,965	53,515
12	61,304	68,028	80,950	58,810	71,550	55,708	59,824	60,033	60,301	59,594	55,965	54,564
13	63,144		81,970	60,722	73,696	57,200	61,648	63,080	62,412	61,016	55,965	55,612
14	65,039	71,411	82,990	62,695	75,907	60,112	63,472	65,011	64,595	61,767	57,964	56,658
15			84,011	63,792	78,184	66,558	65,223	66,943	66,856	62,516	59,965	57,731
16				64,909	79,748		66,572	68,874	69,531	63,678	61,964	60,674
17	66,542	74,797		66,044	81,343		68,104	70,964	70,748	64,538	63,966	
18				67,200	82,970		69,472		72,312	65,398	65,966	
19				68,376	84,629		71,059	72,464	73,577	66,452	67,965	
20		78,183		69,573	86,322	70,619	72,500		75,205	67,507	69,966	63,296
21	67,752			70,616	87,185		74,123		76,521	68,042	69,966	
22		81,567		71,676	88,057		76,896		78,213	68,577	71,967	
23				72,751	88,938				79,582	68,936	73,967	
24				73,842	89,827			74,964	82,969	69,293	75,967	
25	68,963	83,261		74,950	90,725	72,683				69,651	77,968	65,920
26				76,074	91,406					70,275	79,968	
27				77,595						70,978	79,968	
28	70,172			79,147							81,968	
29				80,730				75,964			81,968	
30				82,344		74,745					83,968	
31	70,478										83,968	
32											85,968	
33											85,968	
35											87,969	

*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: 2013-2014

Step	Harford	Howard	Kent	Montgomery	Prince George's	Queen Anne's*	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$44,114	\$49,270	\$42,129	\$51,128	\$49,107	\$ -	\$47,149	\$44,320	\$46,800	\$45,130	\$45,180	\$46,279
2	45,437	49,476	42,129	51,986	49,107	-	47,401	44,320	46,800	47,510	45,190	47,269
3	46,799	49,888	42,608	53,987	50,556	-	47,905	44,980	48,500	48,935	45,201	48,173
4	48,205	50,301	44,395	56,066	52,047	48,254	48,863	45,871	49,700	50,360	46,190	48,726
5	49,651	52,362	45,991	58,225	53,581	49,357	50,781	47,479	50,800	51,785	47,179	49,529
6	51,139	54,424	46,675	60,466	55,160	51,539	51,422	48,426	52,500	53,210	48,199	50,477
7	52,675	56,485	48,245	62,794	56,790	52,666	53,342	49,385	53,500	54,635	49,189	51,553
8	54,254	58,547	49,864	65,212	58,463	53,818	55,253	50,370	54,900	56,045	50,423	52,776
9	55,883	60,608	51,319	67,723	60,188	57,419	57,177	51,355	56,100	57,470	51,903	53,692
10	57,558	62,670	53,182	70,330	61,965	59,156	59,214	53,971	57,000	58,881	54,167	55,259
11	59,286	64,731	54,804	73,038	63,793	60,568	61,779	55,830	59,000	60,306	55,799	57,022
12	61,064	66,793	56,475	75,850	65,674	63,526	63,566	57,351	60,400	61,589	57,697	58,963
13	62,898	68,854	58,253	78,770	67,612	65,043	65,109	59,717	61,900	62,999	59,706	61,690
14	64,781	70,916	59,692	81,802	69,608	66,643	67,154	61,858	64,200	64,424	64,093	64,431
15	66,726	75,039	63,595	84,256	71,663	68,235	69,201		66,100	65,849	65,939	67,779
16		75,039	65,492	86,785	73,774	71,534			68,400	67,260		71,818
17		75,039		89,388	75,952	73,173			68,800	68,343		
18		79,162		92,069	78,193	74,848	71,275		69,200	69,455		
19		79,162		94,832	80,498	76,564		67,355	69,400	70,538	68,377	
20	68,726	79,162			82,873	82,852	72,699	69,581	70,000	75,332		
21		83,285	67,770					71,139	70,400			
22		83,285							70,600			
23		83,285							70,900		71,631	
24		83,285					74,156		71,200			
25	70,726	87,408	69,945	96,966				72,884	72,800			
26		87,408							74,800			
27		87,408					75,640					
28		89,057	72,032								74,396	
29		91,531	74,120									
30	72,726						77,151					
31												
32												
33												
35	74,726											

*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: 2013-2014

Local Education Agency	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$64,684	\$116,898	School size, level of preparation, and years of experience
Anne Arundel	87,897	150,580	School size and years of experience
Baltimore City*	88,180	136,732	School type, level of preparation, and years of experience
Baltimore	95,652	157,499	School size/level and years of experience
Calvert	101,439	144,108	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	86,646	120,960	School size, level of preparation, and years of experience
Charles	95,308	138,513	School type, level of preparation, and years of experience
Dorchester	81,401	110,923	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	108,543	School size, level of preparation, and years of experience
Harford	101,866	123,069	School type, level of preparation, and years of experience
Howard	90,565	146,646	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	150,495	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	103,607	127,449	School size, level of preparation, and years of experience
St. Mary's	85,734	147,905	School size, level of preparation, and years of experience
Somerset	77,717	104,832	School size, years of experience, and possession of Doctorate
Talbot	91,138	131,670	Staff size, years of experience, and possession of Doctorate
Washington	88,510	134,681	School size/level, years of experience, mobility, FARM, school responsibility factors, and education
Wicomico	79,160	113,000	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: 2013-2014

Local Education Agency	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$60,755	\$98,697	School size, level of preparation, and years of experience
Anne Arundel	78,530	131,787	School size and years of experience
Baltimore City	77,551	119,221	Salary schedule based on negotiated agreement
Baltimore	80,342	132,410	School size/level and years of experience
Calvert	88,300	120,716	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	76,648	104,962	School size, level of preparation, and years of experience
Charles	85,799	107,698	School type, level of preparation, and years of experience
Dorchester *	58,763	89,791	School type, years of experience, and possession of Doctorate
Frederick	64,253	128,236	Years of experience and possession of Doctorate
Garrett	58,573	89,469	Level of preparation and years of experience
Harford	93,221	112,622	School type, level of preparation, and years of experience
Howard	79,189	138,350	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	133,193	School type and years of experience
Prince George's	89,171	116,004	School type, years of experience, contract months, and possession of Doctorate
Queen Anne's	88,550	108,927	School type, level of preparation, and years of experience
St. Mary's	78,459	124,876	School type, level of preparation, years of experience, and contract months
Somerset	68,708	89,248	Years of experience and possession of Doctorate
Talbot	75,004	104,695	Years of experience and level of preparation
Washington ^	81,968	113,210	School type, years of experience, contract months, mobility, FARM, school responsibility factors, and education
Wicomico	69,693	100,095	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: 2013-2014

Local Education Agency	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$68,875	\$104,408	Level of preparation and years of experience
Anne Arundel*	87,897	139,523	Years of experience
Baltimore City	-	-	
Baltimore	80,342	117,976	Years of experience
Calvert	100,239	126,750	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*	88,644	109,184	Level of preparation and years of experience
Charles*	71,490	95,378	Level of preparation and years of experience
Dorchester	80,009	102,667	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	104,055	Level of preparation and years of experience
Harford	96,018	121,311	Level of preparation and years of experience
Howard	-	-	
Kent	78,263	101,113	Level of preparation and years of experience
Montgomery*	95,195	130,693	Area of responsibility and years of experience
Prince George's	91,846	119,485	Years of experience and possession of Doctorate
Queen Anne's	99,424	115,648	Level of preparation and years of experience
St. Mary's	80,813	124,876	Level of preparation and years of experience
Somerset	79,412	100,472	Years of experience and possession of Doctorate
Talbot	94,643	114,143	Years of experience and possession of Doctorate
Washington	77,025	112,324	Years of experience, level of preparation, possession of Doctorate, and area of responsibility
Wicomico	82,210	107,369	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