



Professional Salary Schedules Maryland Public Schools 2014 - 2015



Maryland State Department of Education
Division of Curriculum, Assessment, and Accountability
200 West Baltimore Street
Baltimore, MD 21201-2595
(410) 767-4221

MSDE-DCAA 04110(R)250 10/14

MARYLAND STATE BOARD OF EDUCATION

Charlene M. Dukes
President

Mary Kay Finan
Vice President

James H. DeGraffenreidt, Jr.
Linda Eberhart
S. James Gates, Jr.
Larry Giammo
Luisa Montero-Diaz
Sayed M. Naved
Madhu Sidhu
Guffrie M. Smith, Jr.
Donna Hill Staton
Steven R. Priester (*Student Member*)

Lillian M. Lowery
Secretary-Treasurer of the Board
State Superintendent of Schools

Jack Smith
Deputy State Superintendent
Teaching and Learning

Henry R. Johnson
Assistant State Superintendent
Division of Curriculum, Assessment, and Accountability

Martin O'Malley
Governor

The Maryland State Department of Education does not discriminate on the basis of age, ancestry, color, creed, gender identity and expression, genetic information, marital status, disability, national origin, race, religion, sex, or sexual orientation in matters affecting employment or in providing access to programs. For inquiries related to department policy, please contact the Equity Assurance and Compliance Branch, Maryland State Department of Education, 200 West Baltimore Street, Baltimore Maryland 21201, Phone (410) 767-0433, TTY/TDD (410) 333-6442.

**Professional Salary Schedules
Maryland Public Schools
2014-2015**

Table of Contents

Table	Page
1 Salaries for Twelve-Month Professional Positions	1
2 Minimum and Maximum Salaries for Maryland Public School Teachers	5
3 Salary Schedules for Maryland Public School Teachers with a Bachelor’s Degree and Standard Professional Certificate.....	6
4 Salary Schedules for Maryland Public School Teachers with a Master’s Degree	8
5 Basis of Salaries for Twelve-Month Principals	12
6 Basis of Salaries for Twelve-Month Vice/Assistant Principals	13
7 Basis of Salaries for Supervisors	14

Table 1
Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2014-2015

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	\$178,650	\$ -	\$129,250	\$ -	\$ -
Anne Arundel	245,000	181,229	181,229	181,229	169,605
Baltimore City	290,000	178,500	178,500	152,337	195,000
Baltimore	260,000	-	187,648	-	165,386
Calvert	180,000	-	-	-	152,500
Caroline	144,946	-	-	-	130,000
Carroll	185,000	-	145,006	-	152,255
Cecil	183,457	-	152,665	163,944	141,385
Charles	200,000	-	-	-	220,192
Dorchester	137,786	-	-	-	129,600
Frederick	200,356	145,045	154,279	-	-
Garrett	155,000	-	-	-	108,887
Harford	205,000	185,165	-	-	137,059
Howard	265,277	202,859	182,053	-	180,071
Kent	148,000	-	-	-	-
Montgomery	264,002	213,884	153,954	171,731	-
Prince George's	290,000	193,589	169,008	-	175,591
Queen Anne's	162,708	-	128,397	-	138,397
St. Mary's	216,986	164,275	-	-	154,845
Somerset	155,000	-	88,587	-	120,000
Talbot	160,000	126,718	124,399	-	121,254
Washington	217,041	155,537	152,748	134,048	-
Wicomico	175,251	-	115,710	-	124,490
Worcester	172,000	-	125,950	-	136,887

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

Table 1 (Continued)
Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2014-2015

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	154,463	154,463	154,463	154,463	116,435	116,435	116,435	117,435	116,435	116,435	116,435	117,435
Baltimore City	134,273	134,273	134,273	134,273	101,814	101,814	101,814	101,814	104,013	104,013	104,013	104,013
Baltimore	131,410	131,410	131,410	132,410	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	101,028	105,948	105,948	115,590	101,028	105,948	105,948	115,590
Caroline	119,647	119,647	119,647	119,647	83,851	85,205	85,205	86,482	83,851	85,205	85,205	86,482
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	119,161	120,886	121,836	122,286	96,905	98,630	99,580	100,030	84,877	86,784	87,834	88,332
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	159,115	159,115	159,115	161,115	118,275	118,275	118,275	120,275	118,275	118,275	118,275	120,275
Garrett	105,528	106,528	107,528	109,528	86,264	87,264	88,264	90,264	76,376	77,376	78,376	80,376
Harford	145,567	145,567	145,567	149,067	109,341	109,341	109,341	112,841	80,405	80,405	80,405	83,905
Howard	185,879	185,879	185,879	185,879	114,162	114,162	114,162	114,162	114,162	114,162	114,162	114,162
Kent	-	-	-	-	66,310	67,110	67,710	68,310	66,310	67,110	67,110	68,310
Montgomery	151,735	151,735	151,735	153,735	120,949	125,439	128,589	128,589	120,949	125,439	128,589	128,589
Prince George's	179,259	179,259	179,259	179,259	104,466	109,961	115,172	120,950	104,466	109,961	115,172	120,950
Queen Anne's	128,397	128,397	128,397	128,397	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	107,389	108,789	108,789	109,389	80,974	81,984	81,984	82,881	80,974	81,984	81,984	82,881
Talbot	-	-	-	-	82,300	83,100	84,600	87,100	82,300	83,100	84,600	87,100
Washington	119,774	119,774	119,774	121,274	102,536	102,536	102,536	104,036	98,636	98,636	98,636	100,136
Wicomico	113,210	115,710	116,210	117,710	82,212	84,712	85,212	86,712	82,212	84,712	85,212	86,712
Worcester	-	-	-	-	104,445	108,082	108,082	111,723	78,992	81,698	81,698	84,407

++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: 2014-2015

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	106,462	106,462	106,462	106,462	129,020	129,020	129,020	129,020
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	-	-	-	-	109,041	110,766	111,716	112,166
Charles	-	-	-	-	-	-	-	-
Dorchester	101,067	101,067	101,067	102,667	91,597	91,597	91,597	93,197
Frederick	127,730	127,730	127,730	129,730	118,275	118,275	118,275	120,275
Garrett	100,996	101,996	102,996	104,996	86,264	87,264	88,264	90,264
Harford	121,311	121,311	121,311	124,811	-	-	-	-
Howard	-	-	-	-	137,168	137,168	137,168	140,168
Kent	100,104	100,904	101,504	102,104	86,107	86,907	87,507	88,107
Montgomery	-	-	-	-	130,572	130,572	130,572	132,572
Prince George's	128,420	128,420	128,420	128,420	121,047	121,047	121,047	121,047
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	99,760	101,160	101,160	101,760	88,424	89,824	89,824	90,424
Talbot	-	-	-	-	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	104,307	106,807	107,307	108,807	94,931	97,431	97,931	99,431
Worcester	111,548	115,445	115,445	119,346	104,445	108,082	108,082	111,723

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

Table 1 (Continued)
Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2014-2015

Local Education Agency	Maximum							
	Principal++				Assistant 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	170,858	170,858	170,858	170,858	121,549	121,549	121,549	121,549
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	119,161	120,886	121,836	122,286	102,972	104,697	105,647	106,097
Charles	136,013	136,013	136,013	138,513	105,198	105,198	105,198	107,698
Dorchester	109,823	109,823	109,823	111,423	88,691	88,691	88,691	90,291
Frederick	137,940	137,940	137,940	139,940	127,730	127,730	127,730	129,730
Garrett	105,528	106,528	107,528	109,528	86,264	87,264	88,264	90,264
Harford	123,069	123,069	123,069	126,569	112,622	112,622	112,622	116,122
Howard	149,392	149,392	149,392	152,392	140,764	140,764	140,764	143,764
Kent	103,438	104,238	104,838	105,438	91,084	91,884	92,484	93,084
Montgomery	151,735	151,735	151,735	153,735	133,072	133,072	133,072	135,072
Prince George's	148,160	148,160	148,160	148,160	124,680	124,680	124,680	124,680
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	104,144	105,544	105,544	106,144	88,424	89,824	89,824	90,424
Talbot	130,170	130,170	130,170	131,670	98,834	100,166	102,031	104,695
Washington	134,325	134,325	135,176	136,026	112,876	112,876	113,609	114,342
Wicomico	110,030	112,530	113,030	114,530	96,931	99,431	99,931	101,431
Worcester	119,540	123,729	123,729	127,922	104,445	108,082	108,082	111,723

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

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

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

Table 2
Minimum and Maximum Salaries for Maryland Public School Teachers: 2014-2015

Local Education Agency	Minimum-Bachelor's Degree Step 1**	Maximum							National Board of Professional Teaching Standards (NBPTS) Certification Stipend+
		Bachelor's With Standard Professional Certification (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	\$2,000
Anne Arundel	44,991	62,871	85,411	85,411	87,105	90,603	94,240	96,114	2,000
Baltimore City*	47,950	101,814	101,814	101,814	101,814	101,814	101,814	101,814	3,000
Baltimore	43,000	49,058	82,344	82,344	82,344	86,236	88,474	90,419	2,000
Calvert	45,046	65,326	91,406	91,406	91,406	95,858	95,858	104,581	2,500
Caroline	41,310	69,021	73,286	75,866	75,866	77,091	77,091	78,368	2,000
Carroll	40,400	59,058	76,896	76,896	76,896	79,814	81,355	81,355	2,000
Cecil	44,186	75,019	76,794	76,794	77,544	78,519	79,469	79,919	1,000
Charles	43,724	54,820	81,252	82,969	82,969	83,969	83,969	86,469	2,500
Dorchester	41,500	46,645	70,402	71,978	71,978	75,831	75,831	77,130	2,000
Frederick	41,259	58,110	89,042	89,042	89,042	96,157	96,157	98,157	2,000
Garrett	42,463	48,741	66,579	68,579	68,579	69,579	70,579	72,579	1,000
Harford	41,583	62,254	72,781	74,726	74,726	80,405	80,405	83,905	2,000
Howard	47,351	93,427	93,427	95,126	95,126	96,825	96,825	98,523	2,000
Kent	42,862	49,943	74,120	74,120	75,112	77,178	78,265	79,353	2,000
Montgomery	46,410	65,685	65,685	102,396	102,396	106,757	109,498	109,498	2,000
Prince George's	46,380	62,332	82,907	87,055	87,055	91,409	95,976	100,775	1,000
Queen Anne's	44,602	46,192	81,931	83,681	83,681	84,228	84,774	85,321	2,000
St. Mary's	44,678	62,993	77,151	77,151	78,731	82,289	86,283	88,783	3,000
Somerset	42,131	49,919	71,922	73,613	73,613	74,531	74,531	75,348	2,000
Talbot	44,300	69,800	70,200	74,800	74,800	75,600	76,900	79,200	2,000
Washington	43,662	58,569	76,466	76,466	76,466	78,219	78,589	78,831	2,000
Wicomico	42,987	67,459	73,151	74,396	74,396	76,589	76,589	78,293	2,000
Worcester	42,433	50,979	76,285	78,992	78,992	81,698	81,698	84,407	2,000

*Baltimore City does not have separate scales based on degree attained. Employee of any degree level can be placed anywhere on the scale based on years of experience.

**Based on Standard Professional Certificate (SPC)

^Scales may apply to Master's equivalent

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

NOTE: 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: 2014-2015

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore	Calvert	Caroline^	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
1	\$42,345	\$44,991	\$47,950	\$43,000	\$45,046	\$41,310	\$40,400	\$44,186	\$43,724	\$41,500	\$41,259	\$42,463
2	43,455	47,241	49,388	43,335	47,051	41,820	41,038	44,641	45,253	41,950	41,259	43,084
3	44,594	49,130	50,869	43,985	49,144	42,126	41,767	45,357	46,840	42,400	43,131	43,702
4	45,762	51,095	52,396	44,755	51,331	42,534	42,679	46,545	48,476	43,084	45,004	44,321
5	46,962	53,139	53,967	45,538	53,487	42,787	43,409	48,011	50,172	43,730	45,004	44,940
6	48,191	54,202		46,221	55,734	43,371	44,868	49,480	51,930	44,385	45,004	45,557
7	49,455	55,286		46,915	58,074	44,550	46,692	50,944	54,820	45,052	45,004	46,176
8	50,748	56,392		47,619	60,397	45,518	48,516	52,516		45,727	46,877	46,795
9	52,080	57,520		48,333	62,813	46,902	50,340	54,087		46,184	48,748	47,414
10	53,443	58,670		49,058	65,326	48,344	52,164	55,657		46,645	50,621	48,741
11	54,845	59,843				49,789	53,987	57,230		46,645	52,494	
12	56,281	61,040				51,274	55,811	58,957		46,645	52,494	
13	57,755	62,871				52,766	57,635	62,041		46,645	52,494	
14	59,268					55,483	59,058	63,995		46,645	52,494	
15						62,890		65,950		46,645	54,365	
16						62,890		67,904		46,645	56,239	
17						62,890		70,017		46,645	58,110	
18						62,890				46,645		
19						62,890				46,645		
20						64,958				46,645		
21						64,958				46,645		
22						64,958				46,645		
23						64,958				46,645		
24						64,958				46,645		
25						66,986				46,645		
26						66,986				46,645		
27						66,986				46,645		
28						66,986						
29						66,986						
30						69,021						

*Baltimore City does not have separate scales based on degree attained. Employee of any degree level can be placed anywhere on the scale based on years of experience.

^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: 2014-2015

Step	Harford	Howard	Kent	Montgomery	Prince George's	Queen Anne's	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$41,583	\$47,351	\$41,862	\$47,106	\$46,380	\$44,602	\$44,678	\$42,131	\$44,300	\$43,662	\$42,987	\$42,433
2	42,829	47,457	41,862	47,832	46,380	44,885	44,940	42,131	44,300	45,372	43,099	43,384
3	44,114	47,669	41,862	49,266	47,772	45,168	45,430	42,515	45,600	46,469	43,191	44,257
4	45,437	47,882	42,242	50,745	49,205	45,452	45,928	43,142	48,500	47,894	43,793	44,715
5	46,799	48,943	43,432	52,266	50,681	45,735	46,941	44,151	49,300	49,319	44,558	45,611
6	48,205	50,854	44,751	54,280	52,201	45,735	48,863	45,677	50,200	50,730	45,466	46,749
7	49,651	52,765	45,440	56,370	53,768	45,735	50,781	46,627	51,200	52,155	46,476	47,802
8	51,139	54,676	47,002	58,539	55,380	45,735	52,694	47,556	52,400	53,566	47,629	49,003
9	52,675	56,587	47,756	60,793	57,042	45,735	54,520	48,514	53,000	53,566	48,903	49,733
10	54,254	58,498	49,943	63,134	58,753	45,735	56,657	49,919	54,200	53,566	50,311	50,979
11	54,254	60,409	49,943		60,516		56,657	49,919	55,800	53,566	51,719	
12	54,254	62,320	49,943		62,332		56,657	49,919	56,900	53,566	53,076	
13	54,254	63,754	49,943		62,332		56,657	49,919	59,000	53,566	54,932	
14	54,254	64,231	49,943		62,332		56,657	49,919	60,400	53,566	57,646	
15	54,254	64,231	49,943		62,332		56,657	49,919	61,600	53,566	59,308	
16	54,254	64,231			62,332		56,657	49,919	63,000	53,566	59,308	
17	54,254	64,231			62,332		56,657	49,919	64,100	53,566	59,308	
18	54,254	64,231			62,332		58,358	49,919	64,300	53,566	59,308	
19	54,254	64,231			62,332		58,358	49,919	64,700	53,834	61,532	
20	56,254	64,231			62,332		59,527	49,919	65,000	58,569	61,532	
21	56,254	64,231					59,527	49,919	65,600		61,532	
22	56,254	64,231					59,527	49,919	65,800		61,532	
23	56,254	64,231					59,527	49,919	66,600		64,348	
24	56,254	64,231					60,720	49,919	66,900		64,348	
25	58,254	64,231					60,720	49,919	67,700		64,348	
26	58,254	64,231					60,720		69,800		64,348	
27	58,254	64,231					61,758		69,800		64,348	
28	58,254	64,231					61,758		69,800		66,959	
29	58,254	64,231					61,758		69,800		66,959	
30	60,254	64,231					62,993		69,800		66,959	
31	60,254										66,959	
32	60,254										66,959	

Table 4
Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2014-2015

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore	Calvert	Caroline^	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
1	\$43,554	\$47,725	\$59,904	\$44,014	\$48,076	\$43,350	\$40,855	\$45,961	\$47,396	\$44,861	\$44,552	\$42,463
2	45,370	50,111	62,518	44,674	50,119	43,860	41,585	46,416	49,055	45,405	44,552	43,084
3	47,185	52,116	65,132	45,456	52,249	44,217	43,409	47,132	50,772	45,984	46,575	43,702
4	48,394	54,200	67,746	46,251	54,470	44,575	45,233	48,320	52,549	47,373	48,597	45,770
5	49,847	56,368	70,361	47,061	56,785	45,489	47,057	49,786	54,388	48,599	48,597	46,963
6	51,341	57,496	73,180	48,237	58,772	46,902	48,881	51,255	56,292	50,260	48,597	48,155
7	52,881	58,645	76,101	49,685	60,829	48,344	50,704	52,719	58,262	51,493	48,597	49,348
8	54,468	59,818	77,639	51,374	62,958	49,789	52,528	54,291	60,301	52,725	50,620	50,537
9	56,102	61,015	78,669	53,172	65,162	51,274	54,352	55,862	62,412	54,415	52,641	51,729
10	57,786	62,235	79,699	55,033	67,443	52,766	56,176	57,432	64,595	55,653	54,663	52,991
11	59,519	63,480	80,729	56,959	69,466	54,211	58,000	59,005	66,856	56,891	56,686	54,050
12	61,304	64,749	81,760	58,810	71,550	55,708	59,824	60,732	69,531	59,594	56,686	55,110
13	63,144	66,044	82,790	60,722	73,696	57,200	61,648	63,816	70,748	61,016	56,686	56,168
14	65,039	67,365	83,820	62,695	75,907	60,112	63,472	65,770	72,312	61,767	56,686	57,225
15	65,039	68,713	84,851	63,792	78,184	69,586	65,223	67,725	73,577	62,516	58,707	58,308
16	65,039	70,774		64,909	79,748	69,586	66,572	69,679	75,205	63,678	60,730	61,281
17	66,542	72,189		66,044	81,343	69,586	68,104	71,794	76,521	64,538	62,751	61,281
18	66,542	73,633		67,200	82,970	69,586	69,472		78,213	65,398	64,775	61,281
19	66,542	75,106		68,376	84,629	69,586	71,059		79,582	66,452	66,797	61,281
20	66,542	76,608		69,573	86,322	71,678	72,500		82,969	67,507	68,818	63,929
21	67,752	78,906		70,616	87,185	71,678	74,123			68,042	70,841	63,929
22	67,752	80,484		71,676	88,057	71,678	76,896			68,577	70,841	63,929
23	67,752	82,094		72,751	88,938	71,678				68,936	72,864	63,929
24	67,752	83,736		73,842	89,827	71,678				69,293	74,886	63,929
25	68,963	85,411		74,950	90,725	73,773				69,651	76,908	66,579
26	68,963			76,074	91,406	73,773				70,275	78,931	66,579
27	68,963			77,595		73,773				70,978	80,952	66,579
28	70,172			79,147		73,773					80,952	66,579
29	70,172			80,730		73,773					80,952	66,579

*Baltimore City does not have separate scales based on degree attained. Employee of any degree level can be placed anywhere on the scale based on years of experience.

^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
Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2014-2015

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore	Calvert	Caroline^	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
30	70,172			82,344		75,866					82,975	66,579
31	70,478										82,975	66,579
32											84,997	66,579
33											84,997	66,579
34											87,019	66,579
35											87,019	66,579

*Baltimore City does not have separate scales based on degree attained. Employee of any degree level can be placed anywhere on the scale based on years of experience.

^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: 2014-2015

Step	Harford	Howard	Kent	Montgomery	Prince George's	Queen Anne's*	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$44,114	\$50,748	\$42,129	\$ 51,895	\$51,135	\$48,254	\$47,149	\$44,764	\$46,800	\$45,130	\$45,180	\$46,510
2	45,437	50,854	42,129	52,766	51,135	48,254	47,401	44,764	46,800	47,510	45,190	47,505
3	46,799	51,173	42,608	54,767	52,668	48,254	47,905	45,430	48,500	48,935	45,201	48,414
4	48,205	51,597	44,395	56,907	54,249	48,254	48,863	46,330	49,700	50,360	46,190	48,970
5	49,651	52,871	45,991	59,098	55,876	49,357	50,781	47,954	50,800	51,785	47,179	49,777
6	51,139	54,995	46,675	61,373	57,553	51,539	51,422	48,911	52,500	53,210	48,199	50,729
7	52,675	57,118	48,245	63,736	59,279	52,666	53,342	49,879	53,500	54,635	49,189	51,811
8	54,254	59,241	49,864	66,190	61,057	53,818	55,253	50,874	54,900	56,045	50,423	53,040
9	55,883	61,365	51,319	68,739	62,889	57,419	57,177	51,869	56,100	57,470	51,903	53,960
10	57,558	63,488	53,182	71,385	64,776	59,156	59,214	54,511	57,000	58,881	54,167	55,535
11	59,286	65,612	54,804	74,134	66,720	60,568	61,779	56,389	59,000	60,306	55,799	57,307
12	61,064	67,735	56,476	76,988	68,722	63,526	63,566	57,925	60,400	61,588	57,697	59,258
13	62,898	69,858	58,253	79,952	70,783	65,043	65,109	60,315	61,900	62,999	59,706	61,998
14	64,781	71,982	59,693	83,029	72,906	66,643	67,154	62,477	64,200	64,424	64,093	64,753
15	66,726	75,167	63,595	85,520	75,094	68,235	69,201	62,477	66,100	65,849	65,939	68,118
16	66,726	77,290	65,492	88,087	77,347	71,534	69,201	62,477	68,400	67,260	65,939	73,992
17	66,726	77,290	65,492	90,729	79,667	73,173	69,201	62,477	68,800	68,343	65,939	
18	66,726	79,413	65,492	93,450	82,058	74,848	71,275	62,477	69,200	69,454	65,939	
19	66,726	81,537	65,492	96,254	84,519	76,564	71,275	68,029	69,400	70,891	68,377	
20	68,726	81,537	65,492	96,254	87,055	82,852	72,699	70,277	70,000	76,466	68,377	
21	68,726	83,660	67,770	96,254			72,699	71,851	70,400		68,377	
22	68,726	85,783	67,770	96,254			72,699	71,851	70,600		68,377	
23	68,726	85,783	67,770	96,254			72,699	71,851	70,900		71,631	
24	68,726	85,783	67,770	96,254			74,156	71,851	71,200		71,631	
25	70,726	87,907	69,945	102,396			74,156	73,613	72,800		71,631	
26	70,726	90,030	69,945				74,156		74,800		71,631	
27	70,726	90,030	69,945				75,640		74,800		71,631	
28	70,726	90,879	72,032				75,640		74,800		74,396	
29	70,726	93,427	74,120				75,640		74,800		74,396	

*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 Advanced Professional Certificate (APC).

Table 4 (Continued)
Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2014-2015

Step	Harford	Howard	Kent	Montgomery	Prince George's	Queen Anne's*	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
30	72,726	95,126					77,151		74,800		74,396	
31	72,726										74,396	
32	72,726										74,396	
33	72,726										74,396	
34	72,726										74,396	
35	74,726										74,396	

*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 Advanced Professional Certificate (APC).

Table 5
Basis of Salaries for Twelve-Month Principals* in Maryland Public Schools: 2014-2015

Local Education Agency	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$ 64,683	\$116,898	School size, level of preparation, and years of experience
Anne Arundel	89,568	150,580	School size and years of experience
Baltimore City	89,944	170,858	Years of experience, level of preparation, and needs of the Board.
Baltimore	95,652	157,499	School size/level and years of experience
Calvert	101,439	144,108	School type, years of experience, and possession of Doctorate
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	87,686	122,286	School size, level of preparation, and years of experience
Charles	95,308	138,513	School type, level of preparation, and years of experience
Dorchester	80,009	111,423	School type, years of experience, number of certified staff, and possession of Doctorate
Frederick	70,262	139,940	Years of experience and possession of Doctorate
Garrett	73,891	109,528	School size, level of preparation, and years of experience
Harford	101,866	126,569	School type, level of preparation, and years of experience
Howard	93,282	152,392	School type, level of preparation, and years of experience
Kent	79,046	105,438	School size, level of preparation, and years of experience
Montgomery	100,907	153,735	School type and years of experience
Prince George's	98,500	148,160	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	78,495	106,144	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	136,026	School size/level, years of experience, mobility, FARM, school responsibility factors, and education
Wicomico	80,340	114,530	School size, level of preparation, and years of experience
Worcester	70,517	127,922	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 Assistant Principals* in Maryland Public Schools: 2014-2015

Local Education Agency	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$60,753	\$ 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	79,102	121,549	Years of experience, level of preparation, and needs of the Board
Baltimore	80,342	132,410	School size/level and years of experience
Calvert	88,300	120,716	School type, years of experience, and possession of Doctorate
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	77,568	106,097	School size, level of preparation, and years of experience
Charles	72,758	107,698	School type, level of preparation, and years of experience
Dorchester	58,763	90,291	School type, years of experience, and possession of Doctorate
Frederick	65,065	129,730	Years of experience and possession of Doctorate
Garrett	59,159	90,264	Level of preparation and years of experience
Harford	93,221	116,122	School type, level of preparation, and years of experience
Howard	81,565	143,764	School type, level of preparation, and years of experience
Kent	70,417	93,084	Level of preparation, years of experience, and contract months
Montgomery	95,195	135,072	School type and years of experience
Prince George's	87,447	124,680	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	69,396	90,424	Years of experience and possession of Doctorate
Talbot	75,004	104,695	Years of experience and level of preparation
Washington	84,844	114,342	School type, years of experience, contract months, mobility, FARM, school responsibility factors, and education
Wicomico	70,731	101,431	School size, level of preparation, and years of experience
Worcester	63,465	111,723	School size/level, level of preparation, and years of experience

*Assistant principals are 11-month positions in Dorchester County. Elementary and middle school assistant principals are 11-month positions in Washington County.

Table 7
Basis of Salaries for Supervisors* in Maryland Public Schools: 2014-2015

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	52,598	106,462	Years of experience, level of preparation, and needs of the Board
Baltimore	80,342	117,976	Years of experience
Calvert	100,239	126,750	Years of experience and possession of Doctorate
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	89,708	112,166	Level of preparation and years of experience
Charles	-	-	
Dorchester	80,009	102,667	Level of preparation, years of experience, and possession of Doctorate
Frederick	70,262	129,730	Years of experience and possession of Doctorate
Garrett	73,891	104,996	Level of preparation and years of experience
Harford	96,018	124,811	Level of preparation and years of experience
Howard	-	-	
Kent	79,046	102,104	Level of preparation and years of experience
Montgomery	95,195	132,572	Area of responsibility and years of experience
Prince George's	95,557	128,420	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	80,207	101,760	Years of experience and possession of Doctorate
Talbot	75,004	109,762	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	83,443	108,807	Level of preparation and years of experience
Worcester	70,517	119,346	Level of preparation and years of experience

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