

Professional Salary Schedules Maryland Public Schools 2023-2024

Maryland State Department of Education
Division of Assessment, Accountability, and Performance Reporting
200 West Baltimore Street
Baltimore, MD 21201
(410) 767-0073 (Office)
(410) 767-2017 (Fax)
marylandpublicschools.org

October 2023



MARYLAND STATE DEPARTMENT OF EDUCATION

Carey M. Wright, Ed.D.

Interim State Superintendent of Schools

Chandra Haislet

Assistant State Superintendent

Division of Assessment, Accountability, and Performance Reporting

Wes Moore

Governor

MARYLAND STATE BOARD OF EDUCATION

Clarence C. Crawford

President, Maryland State Board of Education

Joshua L. Michael, Ph.D. (Vice President)

Shawn D. Bartley, Esq.

Chuen-Chin Bianca Chang

Susan J. Getty, Ed.D.

Dr. Monica Goldson

Nick Greer

Dr. Irma E. Johnson

Dr. Joan Mele-McCarthy, D.A.

Rachel L. McCusker

Samir Paul, Esq.

Brigadier General (BG) Warner I. Sumpter (Ret.)

Holly C. Wilcox, Ph.D.

Abisola Ayoola (Student Member)

Table of Contents

Introduction.....	4
Table 1 - Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2023-2024	5
Table 2 - Minimum and Maximum Salaries for Maryland Public School Teachers: 2023-2024.....	13
Table 3 - Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate: 2023-2024	15
Table 4 - Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2023-2024	19
Table 5 - Basis of Salaries for Twelve-Month Principals in Maryland Public Schools: 2023-2024.....	23
Table 6 - Basis of Salaries for Twelve-Month Assistant Principals in Maryland Public Schools: 2023-2024	25
Table 7 - Basis of Salaries for Supervisors in Maryland Public Schools: 2023-2024	27

Introduction

Authorized under §2-205 of the Education Article of the Annotated Code of Maryland, the Maryland State Department of Education collects, from the local education agencies, minimum, maximum, and actual salaries and salary schedules for selected professional staff at the central office and the school level. Actual or highest (two or more incumbents) salaries are reported for superintendents, deputy superintendents, chief financial officers/chief academic officers, associate superintendents, and assistant, area superintendents/area executive officers. Minimum and maximum salaries are reported for directors, instructional coordinators, instructional supervisors, principals, assistant principals, pupil personnel workers, school psychologists, and teachers. Salary schedules for bachelor's and master's degrees are reported for teachers.

**Table 1 - Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2023-2024
Actual or Highest (Two or More Incumbents) Salaries**

Local Education Agency	Superintendent*	Deputy Superintendent	Chief Financial Officer/Chief Academic Officer	Associate Superintendent	Assistant, Area Superintendent/ Area Executive Officer
Allegany	\$229,985	\$ -	\$155,217	\$ -	\$ -
Anne Arundel	329,766	245,000	218,703	260,991	237,264
Baltimore City	349,989	223,620	219,234	244,415	188,020
Baltimore	316,982	-	255,360	-	217,431
Calvert	215,000	-	175,848	-	175,848
Caroline	187,250	-	152,735	-	152,202
Carroll	251,450	-	193,250	-	219,500
Cecil	252,308	-	187,381	209,500	187,381
Charles	220,000	-	194,706	-	182,431
Dorchester	202,289	140,119	135,292	-	-
Frederick	280,900	238,365	257,576	194,310	-
Garrett	156,000	-	121,536	-	-
Harford	270,336	231,381	193,895	-	196,804
Howard	292,197	214,209	210,804	-	199,709
Kent	172,173	-	107,767	-	136,515
Montgomery	342,400	272,864	242,060	219,192	-
Prince George's	345,000	-	218,360	235,491	-
Queen Anne's	216,300	-	145,000	-	168,000
St. Mary's	285,000	196,232	174,350	-	184,968
SEED School	218,545	-	157,662	-	-
Somerset	185,000	155,725	123,637	-	-

Local Education Agency	Superintendent*	Deputy Superintendent	Chief Financial Officer/Chief Academic Officer	Associate Superintendent	Assistant, Area Superintendent/ Area Executive Officer
Talbot	203,520	166,911	142,040	-	-
Washington	250,000	-	-	192,175	-
Wicomico	211,150	-	153,430	-	153,130
Worcester	231,105	-	165,192	-	166,792

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

**Table 1 (Continued) - Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2023-2024
Maximum Salaries**

Local Education Agency	Director Master s	Director Master s +30	Director Master s +60^	Director Doctorate	Pupil Personnel Worker Master s*	Pupil Personnel Worker Master s +30*	Pupil Personnel Worker Master s +60*^	Pupil Personnel Worker Doctorate*	School Psychologist Master s*	School Psychologist Master s +30*	School Psychologist Master s +60*^	School Psychologist Doctorate*
Allegany	\$132,936	\$135,160	\$136,909	\$140,172	\$99,451	\$101,675	\$103,424	\$106,687	\$99,451	\$101,675	\$103,424	\$106,687
Anne Arundel	224,595	224,595	224,595	224,595	137,838	137,838	137,838	137,838	137,838	137,838	137,838	137,838
Baltimore City	106,821	116,680	134,407	171,894	69,808	97,848	107,721	107,721	69,808	97,848	107,721	107,721
Baltimore	205,076	205,076	205,076	206,076	132,017	132,017	132,017	133,017	133,262	139,303	142,785	145,807
Calvert	162,667	162,667	162,667	167,667	114,952	120,552	120,552	131,523	118,401	124,169	124,169	135,468
Caroline	152,735	152,735	152,735	154,476	104,145	105,826	105,826	107,567	104,145	105,826	105,826	107,567
Carroll	193,250	193,250	193,250	193,250	148,757	148,757	148,757	148,757	148,757	148,757	148,757	148,757
Cecil	154,883	155,958	157,008	157,508	119,109	120,184	121,234	121,734	105,427	106,502	107,552	108,052
Charles	164,112	165,112	165,112	167,612	133,555	134,555	134,555	137,055	133,555	134,555	134,555	137,055
Dorchester	155,979	157,779	159,229	160,979	109,519	111,319	112,769	118,552	105,857	110,685	110,685	113,685
Frederick	222,930	222,930	222,930	226,930	153,380	153,380	153,380	157,380	153,380	153,380	153,380	157,380
Garrett	128,982	130,232	131,482	133,732	105,227	106,477	107,727	109,977	87,659	88,659	89,659	91,659
Harford	208,880	208,880	208,880	212,380	142,755	142,755	145,755	146,255	120,037	120,037	123,037	123,537
Howard	211,849	211,849	211,849	211,849	131,212	131,212	131,212	131,212	131,212	131,212	131,212	131,212
Kent	136,515	136,515	136,515	138,515	89,272	91,694	92,966	94,240	89,272	91,694	92,966	94,240
Montgomery	188,777	188,777	188,777	190,777	137,247	142,787	146,190	146,190	137,247	142,787	146,190	146,190
Prince George's	222,743	222,743	222,743	222,743	127,780	134,170	140,874	147,917	127,780	134,170	140,874	147,917
Queen Anne's	168,000	168,000	168,000	168,000	106,492	107,188	107,884	108,578	104,026	105,030	106,039	106,666
St. Mary's	174,272	175,472	176,272	177,072	111,234	120,114	124,823	127,823	102,164	110,305	114,621	117,621
SEED School	130,000	130,000	130,000	130,000	78,545	78,545	78,545	78,545	90,508	90,508	90,508	90,508
Somerset	137,678	139,178	139,178	143,178	93,623	94,724	94,724	96,152	95,623	96,724	96,724	98,152
Talbot	137,865	137,865	137,865	139,365	105,340	106,679	108,689	111,502	96,603	97,719	99,617	102,297

Local Education Agency	Director Master s	Director Master s +30	Director Master s +60^	Director Doctorate	Pupil Personnel Worker Master s*	Pupil Personnel Worker Master s +30*	Pupil Personnel Worker Master s +60*^	Pupil Personnel Worker Doctorate*	School Psychologist Master s*	School Psychologist Master s +30*	School Psychologist Master s +60*^	School Psychologist Doctorate*
Washington	164,223	164,223	164,223	169,150	129,819	129,819	129,819	133,714	129,819	129,819	129,819	133,714
Wicomico	150,730	154,030	154,630	156,430	108,897	112,197	112,797	114,597	108,897	112,197	112,797	114,597
Worcester	-	-	-	-	122,382	126,565	126,565	130,754	97,634	100,911	100,911	104,194

*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: 2023-2024
Maximum Salaries**

Local Education Agency	Instructional Supervisor Master's	Instructional Supervisor Master s +30	Instructional Supervisor Master s +60*	Instructional Supervisor Doctorate	Instructional Coordinator Master's	Instructional Coordinator Master s +30	Instructional Coordinator Master s +60*	Instructional Coordinator Doctorate
Allegany	\$112,098	\$114,322	\$116,071	\$119,334	\$ -	\$ -	\$ -	\$ -
Anne Arundel	-	-	-	-	171,187	171,187	171,187	171,187
Baltimore City	71,473	99,577	109,448	109,448	97,574	113,401	128,632	144,679
Baltimore	148,297	148,297	148,297	149,297	157,173	157,173	157,173	158,153
Calvert	143,734	143,734	143,734	148,734	127,267	127,267	127,267	132,267
Caroline	145,991	145,991	145,991	147,732	120,601	120,601	120,601	122,342
Carroll	163,994	163,994	163,994	163,994	137,534	137,534	137,534	137,534
Cecil	-	-	-	-	138,623	139,698	140,748	141,248
Charles	117,983	118,983	118,983	121,483	130,815	131,815	131,815	134,315
Dorchester	124,921	126,721	128,171	129,921	113,594	115,394	116,844	118,594
Frederick	164,402	164,402	164,402	168,402	158,891	158,891	158,891	162,891
Garrett	121,750	123,000	124,250	126,500	119,225	120,475	121,725	123,975
Harford	155,992	155,992	158,992	159,492	-	-	-	-
Howard	160,116	160,116	160,116	163,116	165,349	165,349	165,349	168,349
Kent	130,824	130,824	130,824	132,824	122,772	122,772	122,772	124,772
Montgomery	168,903	168,903	168,903	170,903	162,806	162,806	162,806	164,806
Prince George's	169,171	169,171	169,171	169,171	198,993	198,993	198,993	198,993
Queen Anne's	131,599	131,599	131,599	133,924	116,093	116,093	116,093	118,173
St. Mary's	138,625	139,825	140,625	141,425	130,954	132,154	132,954	133,754
SEED School	-	-	-	-	93,290	93,290	93,290	93,290
Somerset	133,164	134,664	134,664	138,664	113,554	115,054	115,054	119,054
Talbot	125,964	125,964	125,964	127,464	-	-	-	-

Local Education Agency	Instructional Supervisor Master's	Instructional Supervisor Master s +30	Instructional Supervisor Master s +60*	Instructional Supervisor Doctorate	Instructional Coordinator Master's	Instructional Coordinator Master s +30	Instructional Coordinator Master s +60*	Instructional Coordinator Doctorate
Washington	151,848	151,848	151,848	156,403	140,388	140,388	140,388	144,600
Wicomico	127,725	131,025	131,625	133,425	116,394	119,694	120,294	122,094
Worcester	130,553	135,034	135,034	139,522	122,382	126,565	126,565	130,754

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

**Table 1 (Continued)- Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2023-2024
Maximum Salaries**

Local Education Agency	Principal Master's	Principal Master's +30	Principal Master's +60^	Principal Doctorate*	Assistant Principal Master's*	Assistant Principal Master's +30*	Assistant Principal Master's +60*^	Assistant Principal Doctorate*
Allegany	\$126,374	\$128,598	\$130,347	\$133,610	\$105,570	\$107,794	\$109,543	\$112,806
Anne Arundel	181,279	181,279	181,279	181,279	158,628	158,628	158,628	158,628
Baltimore City	124,774	144,395	160,545	188,937	96,245	102,229	115,662	133,480
Baltimore	203,471	203,471	203,471	204,471	170,858	170,858	170,858	171,858
Calvert	162,667	162,667	162,667	167,667	137,151	137,151	137,151	142,151
Caroline	152,735	152,735	152,735	154,476	129,725	129,725	129,725	131,466
Carroll	170,552	170,552	170,552	170,552	154,709	154,709	154,709	154,709
Cecil	154,883	155,958	157,008	157,508	135,370	136,445	137,495	137,995
Charles	173,624	174,624	174,624	177,124	141,913	142,913	142,913	145,413
Dorchester	130,079	131,879	133,329	135,079	117,693	119,493	120,943	122,693
Frederick	186,445	186,445	186,445	190,445	164,402	164,402	164,402	168,402
Garrett	127,803	129,053	130,303	132,553	120,225	121,475	122,725	124,975
Harford	165,492	165,492	168,492	168,992	147,037	147,037	150,037	150,537
Howard	178,061	178,061	178,061	181,061	165,349	165,349	165,349	168,349
Kent	136,515	136,515	136,515	138,515	122,772	122,772	122,772	124,772
Montgomery	188,777	188,777	188,777	190,777	165,806	165,806	165,806	167,806
Prince George's	198,993	198,993	198,993	198,993	150,730	150,730	150,730	150,730
Queen Anne's	144,639	144,639	144,639	147,058	121,086	121,086	121,086	123,167
St. Mary's	174,272	175,472	176,272	177,072	138,625	139,825	140,625	141,425
SEED School	125,005	125,005	125,005	125,005	117,005	117,005	117,005	117,005
Somerset	136,047	137,547	137,547	141,547	118,021	119,521	119,521	123,521

Local Education Agency	Principal Master's	Principal Master s +30	Principal Master s +60^	Principal Doctorate*	Assistant Principal Master s*	Assistant Principal Master s +30*	Assistant Principal Master s +60*^	Assistant Principal Doctorate*
Talbot	156,247	156,247	156,247	157,747	127,859	127,859	127,859	129,359
Washington	170,793	170,793	170,793	175,917	140,388	140,388	140,388	144,600
Wicomico	137,267	140,567	141,167	142,967	120,394	123,964	124,294	126,094
Worcester	139,744	144,561	144,561	149,387	122,382	126,565	126,565	130,754

*Assistant principals are 11-month positions in Dorchester, Garrett, and Prince George's counties. Elementary and middle school assistant principals are 11-month positions in Washington County. Some LEAs have both 11-month and 12-month assistant principal positions.

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

Table 2 - Minimum and Maximum Salaries for Maryland Public School Teachers: 2023-2024

Local Education Agency	Bachelor's Degree Step 1** (Minimum)	Bachelor's With Standard Professional Certification (SPC) (Maximum)	Advanced Professional Certificate (APC)^ (Maximum)	Master s (Maximum)	Master s +APC^ (Maximum)	Master s +30 (Maximum)	Master s +60@ (Maximum)	Doctorate (Maximum)
Allegany	\$55,099	\$69,164	\$80,105	\$82,522	\$82,522	\$84,769	\$86,535	\$89,829
Anne Arundel	58,161	74,428	101,111	101,111	103,117	107,258	111,564	113,783
Baltimore City*	53,898	57,180	60,661	67,336	79,090	95,378	105,250	114,444
Baltimore	58,500	68,258	107,504	107,504	107,504	112,581	115,507	118,046
Calvert	52,918	70,723	104,005	104,005	104,005	109,071	109,071	118,997
Caroline	53,167	85,726	91,021	94,226	94,226	95,747	95,747	97,488
Carroll	52,063	82,607	82,607	94,908	94,908	98,443	100,304	100,304
Cecil	53,803	92,853	94,828	94,828	95,653	96,728	97,778	98,278
Charles	57,237	69,204	96,217	98,141	98,141	99,141	99,141	101,641
Dorchester	53,008	55,008	83,135	85,299	85,299	89,626	89,626	92,626
Frederick	53,851	65,295	101,242	101,242	101,242	101,693	107,624	111,571
Garrett	51,839	55,779	76,782	76,782	76,782	77,782	78,782	80,782
Harford	55,821	72,487	94,751	97,224	97,224	104,450	107,450	107,950
Howard	58,477	71,588	108,156	110,049	110,049	111,941	111,941	113,834
Kent	51,881	60,402	88,113	88,113	89,275	91,694	92,966	94,240
Montgomery	59,640	77,128	116,807	116,807	116,807	121,520	124,416	124,416
Prince George's	55,079	74,022	74,022	106,484	106,484	111,807	117,394	123,266
Queen Anne's	51,359	52,665	94,335	94,335	96,349	96,978	97,608	98,238
St. Mary's	52,452	86,252	89,606	89,606	93,095	100,495	104,419	107,419
SEED School	53,898	53,898	94,218	114,444	114,444	114,444	114,444	114,444
Somerset	53,444	65,965	91,594	93,623	93,623	94,724	94,724	96,152
Talbot	52,920	63,532	83,866	89,319	89,319	90,455	92,159	94,545

Local Education Agency	Bachelor's Degree Step 1** (Minimum)	Bachelor's With Standard Professional Certification (SPC) (Maximum)	Advanced Professional Certificate (APC)^ (Maximum)	Master s (Maximum)	Master s +APC^ (Maximum)	Master s +30 (Maximum)	Master s +60@ (Maximum)	Doctorate (Maximum)
Washington	57,557	92,014	95,001	95,001	95,001	98,025	98,773	99,265
Wicomico	54,094	89,978	96,797	98,531	98,531	101,201	101,201	103,275
Worcester	50,275	57,616	89,993	93,106	93,106	96,218	96,218	99,335

*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

NOTE: Eligible teachers will receive increases to their base salary based on National Board Certification status as defined in the Blueprint for Maryland's Future.

Table 3 - Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate: 2023-2024

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore	Calvert	Caroline**	Carroll	Cecil	Charles	Dorchester^	Frederick	Garrett
1	\$55,099	\$58,161	\$53,898	\$58,500	\$52,918	\$53,167	\$52,063	\$53,803	\$57,234	\$53,008	\$53,851	\$51,839
2	55,099	58,161	55,516	58,500	54,008	53,167	53,168	54,340	57,234	53,008	55,420	51,839
3	55,099	58,161	57,180	58,500	55,623	53,167	54,272	55,953	57,234	53,008	57,026	51,839
4	55,099	60,487	58,896	59,085	57,238	53,726	55,376	57,569	58,808	53,008	57,026	51,839
5	55,099	62,908	60,661	59,676	58,853	54,398	56,480	59,183	60,427	53,008	57,026	52,495
6	56,505	64,165	67,336	60,273	60,339	55,182	57,587	60,798	62,087	53,008	57,026	53,152
7	57,949	65,450	70,273	61,536	62,871	55,965	59,317	62,411	63,795	53,008	58,856	53,809
8	59,425	66,759	73,213	62,825	65,386	57,432	61,052	64,294	65,549	53,008	60,684	54,465
9	60,948	68,093	76,151	64,141	68,002	59,151	62,784	66,447	67,352	53,008	62,512	55,122
10	62,506	69,454	79,090	65,485	70,723	60,915	64,515	68,598	69,204	53,008	64,342	55,779
11	64,107	70,844	82,258	66,857		62,688	66,249	70,750		53,008	64,342	
12	65,749	72,261		68,258		65,915	67,981	72,902		53,008	64,342	
13	67,435	74,428				69,979	69,714	75,593		53,008	64,342	
14	69,164					74,045	71,447	78,284		53,008	64,342	
15						78,110	73,179	80,973		53,008	64,342	
16						78,110	74,911	83,664		53,008	64,342	
17						78,110	76,643	86,353		53,008	64,342	
18						78,110	78,375	88,353		53,008	65,295	
19						78,110	80,107	88,353		53,008	65,295	
20						80,679	80,107	88,353		53,008	65,295	
21						80,679		88,353		53,008	65,295	
22						80,679		88,353		53,008	65,295	
23						80,679		88,353		53,008	65,295	

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore	Calvert	Caroline**	Carroll	Cecil	Charles	Dorchester^	Frederick	Garrett
24						80,679		91,353		53,008	65,295	
25						83,198		91,353		53,008	65,295	
26						83,198		91,353			65,295	
27						83,198		91,353			65,295	
28						83,198		92,853			65,295	
29						83,198		92,853			65,295	
30						85,726		92,853			65,295	

*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 State reading certification requirements.

^Dorchester County salaries are the same for all steps due to a mutual agreement between the Dorchester County Board of Education and the Teachers Association.

Table 3 (Continued) - Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate: 2023-2024

Step	Harford	Howard	Kent	Montgomery	Prince George's	Queen Anne's	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$55,820	\$58,477	\$51,881	\$59,640	\$55,079	\$51,359	\$52,451	\$53,444	\$52,919	\$57,557	\$54,094	\$50,275
2	55,820	58,477	52,427	60,457	55,079	51,685	53,763	53,793	53,142	58,996	54,603	50,275
3	55,820	58,477	52,501	62,070	56,732	52,012	55,107	54,143	53,366	60,471	55,540	50,275
4	55,820	58,477	54,294	63,733	58,432	54,050	56,485	54,260	54,847	61,983	56,651	50,785
5	57,453	60,116	55,160	65,444	60,187	55,287	57,897	54,829	57,192	63,533	57,885	51,785
6	59,140	61,755	57,671	67,173	61,991	57,728	59,344	55,841	58,978	65,121	59,297	52,893
7	60,872	63,393	58,817	69,523	63,851	58,993	60,828	56,437	60,095	66,749	60,855	54,070
8	62,601	65,032	60,401	71,961	65,766	60,284	62,348	57,553	61,434	68,418	62,578	55,411
9	64,442	66,671	60,401	74,496	67,738	64,441	63,907	58,703	62,439	70,128	64,300	56,225
10	66,336	68,310	60,401	77,128	69,774	66,456	65,505	60,685	62,439	71,881	65,961	57,616
11	68,326	69,949	60,401		71,864	68,105	67,142		62,439	73,678	68,231	
12	70,376	71,588	60,401		74,022	71,537	68,821		62,439	75,520	70,527	
13	72,487	71,588	60,401		74,022	73,316	70,542		62,439	77,408	72,204	
14		71,588	60,401		74,022	75,142	72,305		62,439	79,343	72,435	
15		71,588	60,401		74,022	77,011	74,113		62,439	81,327	72,667	
16		71,588	60,401		74,022	80,895	75,966		62,439	83,360	72,898	
17		71,588	60,401		74,022	82,745	77,865		62,439	85,444	74,909	
18		71,588	60,401		74,022	84,639	79,811		62,439	87,580	75,141	
19		71,588	60,401		74,022	86,578	81,807		62,439	89,770	75,372	
20		71,588			74,022	94,335	83,852		62,439	92,014	75,606	
21		71,588			74,022						78,341	
22		71,588									78,572	

Step	Harford	Howard	Kent	Montgomery	Prince Georges	Queen Anne's	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
23		71,588									78,805	
24		71,588									81,519	
25		71,588									81,978	
26		71,588									81,978	
27		71,588									81,978	
28		71,588									81,978	
29											81,978	
30											81,978	

Table 4 - Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2023-2024

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore	Calvert	Caroline^	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
1	\$58,397	\$61,695	\$57,180	\$61,419	\$56,585	\$55,965	\$53,675	\$55,778	\$61,882	\$57,877	\$55,513	\$53,839
2	58,397	61,695	58,896	61,419	58,021	55,965	55,116	56,315	61,882	57,877	57,082	53,839
3	58,397	61,695	60,661	61,419	59,456	55,965	56,555	57,928	61,882	57,877	58,688	53,839
4	58,397	64,163	67,336	62,706	60,892	57,420	57,997	59,544	63,583	59,499	58,688	55,256
5	58,397	66,728	70,273	64,020	62,328	58,876	59,437	61,158	65,333	60,040	58,688	55,983
6	60,105	68,066	73,213	65,361	63,628	60,330	60,877	62,773	67,129	60,581	58,688	56,691
7	61,863	69,426	76,151	66,730	65,853	61,563	63,072	64,386	68,975	61,663	60,518	57,958
8	63,678	70,813	79,090	68,128	68,160	62,688	65,266	66,269	70,871	62,204	62,734	59,223
9	65,544	72,231	82,258	69,556	70,546	64,403	67,461	68,422	72,821	62,745	64,951	60,488
10	67,469	73,675	85,542	71,013	73,014	66,182	69,654	70,573	74,825	63,827	67,167	61,751
11	69,451	75,150	87,270	72,500	75,205	67,955	71,848	72,725	76,880	65,990	69,828	63,016
12	71,490	76,651	88,429	74,019	77,461	71,414	74,045	74,877	78,996	67,072	72,488	64,357
13	73,593	78,185	89,586	75,570	79,784	76,419	76,237	77,568	81,167	67,613	75,148	65,482
14	75,757	79,748	90,744	77,153	82,178	81,422	78,432	80,259	83,399	69,236	77,809	66,606
15	76,303	81,345	91,903	78,770	84,643	86,428	80,627	82,948	85,693	71,399	80,468	67,730
16	76,303	83,782	93,061	80,420	86,336	86,428	82,820	85,639	88,050	71,940	81,798	73,158
17	77,477	85,460	94,218	82,105	88,062	86,428	85,016	88,328	90,471	72,481	83,128	73,158
18	78,023	87,169		83,825	89,825	86,428	87,210	90,328	92,958	74,104	84,458	73,158
19	78,023	88,913		85,580	91,620	86,428	89,405	90,328	95,515	74,645	85,789	73,158
20	78,023	90,690		87,373	93,454	89,024	92,408	90,328	98,141	77,349	87,119	75,968
21	78,860	93,410		89,204	94,388	89,024		90,328		78,052	87,119	75,968
22	79,406	95,279		91,073	95,332	89,024		90,328		78,972	87,119	75,968
23	79,406	97,184		92,981	96,285	89,024		90,328		80,054	87,119	75,968
24	79,406	99,129		94,929	97,248	89,024		93,328		81,135	87,119	75,968

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore	Calvert	Caroline^	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
25	80,244	101,111		96,918	98,219	91,627		93,328		83,299	87,119	78,782
26	80,791			98,948	98,957	91,627		93,328			87,119	78,782
27	80,791			101,021	99,948	91,627		93,328			87,119	78,782
28	81,627			103,138	100,947	91,627		94,828			87,119	78,782
29	82,173			105,298	101,955	91,627		94,828			87,119	78,782
30	82,173			107,504	102,976	94,226		94,828			87,119	78,782
31	82,522				104,005			94,828			87,119	78,782
32	82,522							94,828			87,119	78,782
33								94,828			101,242	78,782
34								94,828			101,242	78,782
35								94,828			101,242	78,782
36								94,828			101,242	78,782
37								94,828				78,782
38								94,828				78,782
40								94,828				78,782

*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 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: 2023-2024

Step	Harford	Howard	Kent	Montgomery	Prince Georges	Queen Anne's*	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$59,140	\$63,456	\$53,868	\$65,026	\$60,724	\$51,730	\$54,550	\$56,006	\$55,096	\$59,425	\$56,552	\$54,915
2	59,140	63,456	55,875	66,005	60,724	52,281	55,913	56,548	55,158	60,911	57,537	54,915
3	59,140	63,456	57,671	68,289	62,546	52,833	57,311	57,094	55,264	62,434	58,745	54,915
4	59,140	63,456	59,533	70,660	64,423	55,564	58,744	57,646	58,420	63,995	59,996	55,537
5	60,872	65,674	61,353	73,126	66,356	56,836	60,213	59,392	59,648	65,595	61,208	56,438
6	62,657	67,893	63,341	75,147	68,348	59,347	61,718	59,722	61,546	67,235	62,713	57,337
7	64,498	70,112	65,509	77,805	70,396	60,645	63,261	60,340	62,774	68,916	64,525	58,546
8	66,336	72,330	67,429	80,565	72,508	61,971	64,842	61,535	64,560	70,639	67,296	59,916
9	68,290	74,549	69,469	83,431	74,683	66,120	66,463	62,728	66,012	72,405	69,292	60,946
10	70,299	76,768	71,452	86,405	76,925	68,117	68,125	65,901	67,128	74,215	71,616	62,702
11	72,371	78,987	75,722	89,496	79,232	69,744	69,828	68,154	69,361	76,070	74,073	63,977
12	74,502	81,205	77,973	92,706	81,610	73,152	71,574	69,996	70,924	77,972	78,415	66,459
13	76,701	83,424	78,530	96,039	84,058	74,897	73,363	72,863	72,599	79,921	80,278	69,212
14	78,960	85,643	80,432	99,500	86,580	76,739	75,197	75,458	75,390	81,919	80,509	72,289
15	81,292	87,861	80,989	102,299	89,177	78,573	77,077	76,630	77,734	83,967	80,741	76,046
16	83,692	90,081	82,927	105,186	91,852	82,370	79,004	77,801	80,414	86,066	80,972	85,106
17	86,203	92,299	83,484	108,156	94,608	84,259	80,979	78,972	80,749	88,218	83,245	
18	87,305	94,517	84,162	111,216	97,448	86,187	83,004	81,506	81,195	90,423	83,476	
19	88,407	96,737	89,274	114,372	100,369	88,165	85,079	88,343	83,652	92,684	83,708	
20	89,509	98,955		114,372	103,383	96,349	87,206		87,782	95,001	83,939	
21	90,611	101,173		114,372	106,484						87,206	
22	91,713	103,393		114,372							87,438	
23	92,816	105,611		114,372							87,669	

Step	Harford	Howard	Kent	Montgomery	Prince Georges	Queen Anne's*	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
24	93,918	107,830		114,372							90,572	
25	95,020	110,049		116,807							91,031	
26	96,122	110,049									91,031	
27	97,224	110,049									91,031	
28		110,049									91,031	
29											91,031	
30											91,031	
31											91,031	
32											91,031	
33											91,031	
34											91,031	
35											91,031	
36											91,031	
37											91,031	
38											91,031	
40											91,031	

*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: 2023-2024

Local Education Agency	Minimum Salary	Maximum Salary	Salary Determinants
Allegany	\$73,926	\$133,610	School size, level of preparation, and years of experience
Anne Arundel	114,243	181,279	School size and years of experience
Baltimore City	115,230	188,937	Years of experience, education level, and needs of the Board
Baltimore	121,870	204,471	School level and years of experience
Calvert	112,181	167,667	School type, years of experience, and possession of Doctorate
Caroline	98,811	154,476	School type, school size, and level of preparation
Carroll	105,261	170,552	Level of preparation and years of experience
Cecil	116,292	157,508	School size, level of preparation, and years of experience
Charles	112,786	177,124	School type, level of preparation, and years of experience
Dorchester	95,699	135,079	School type, years of experience, number of certified staff, and possession of Doctorate
Frederick	102,161	190,445	School type, years of experience, and possession of Doctorate
Garrett	84,003	132,553	School size, level of preparation, and years of experience
Harford	132,994	168,992	School type, level of preparation, years of experience, and possession of Doctorate
Howard	103,508	181,061	School type/level, level of preparation, years of experience, and possession of Doctorate
Kent	95,515	138,515	School size, level of preparation, and years of experience
Montgomery	134,318	190,777	School type and years of experience
Prince George's	115,287	198,993	School type, years of experience, and possession of Doctorate
Queen Anne's	115,615	147,058	School size, years of experience, number of certified staff, and possession of Doctorate
St. Mary's	115,265	177,072	School size, level of preparation, and years of experience
SEED School	125,000	125,005	Years of experience and education level
Somerset	94,266	141,547	School type/size, years of experience, and possession of Doctorate
Talbot	106,207	157,747	Staff size, years of experience, and possession of Doctorate
Washington	87,816	175,917	School size/level, years of experience, mobility, FARM, school responsibility factors, and education

Local Education Agency	Minimum Salary	Maximum Salary	Salary Determinants
Wicomico	98,461	142,967	School size, level of preparation, and years of experience
Worcester	79,973	149,387	School size/level, level of preparation, and years of experience

Table 6 - Basis of Salaries for Twelve-Month Assistant Principals in Maryland Public Schools: 2023-2024

Local Education Agency	Minimum Salary	Maximum Salary	Salary Determinants
Allegany	\$60,376	\$112,806	School size, level of preparation, and years of experience
Anne Arundel	102,021	158,628	School size and years of experience
Baltimore City	88,916	133,480	Years of experience, education level, and needs of the Board
Baltimore	102,361	171,858	School level and years of experience
Calvert	98,101	142,151	School type, years of experience, and possession of Doctorate
Caroline	81,628	131,466	School type/size and level of preparation
Carroll	95,482	154,709	Level of preparation and years of experience
Cecil	101,510	137,995	School size, level of preparation, and years of experience
Charles	87,596	145,413	School type, level of preparation, and years of experience
Dorchester	87,475	122,693	School type, years of experience, and possession of Doctorate
Frederick	92,533	168,402	School type, years of experience, and possession of Doctorate
Garrett	70,124	124,975	Level of preparation and years of experience
Harford	121,709	150,537	Level of preparation, years of experience, and possession of Doctorate
Howard	90,540	168,349	School type/level, level of preparation, years of experience, and possession of Doctorate
Kent	86,087	124,772	Level of preparation, years of experience, and contract months
Montgomery	119,662	167,806	School type and years of experience
Prince George's	93,930	150,730	School type, years of experience, contract months, and possession of Doctorate
Queen Anne's	99,449	123,167	School size, years of experience, and possession of Doctorate
St. Mary's	90,991	141,425	School type, level of preparation, years of experience, and contract months
SEED School	117,000	117,005	Years of experience and education level
Somerset	82,167	123,521	School type/size, years of experience, and possession of Doctorate
Talbot	95,657	129,359	Years of experience and level of preparation
Washington	81,205	144,600	School type, years of experience, contract months, mobility, FARM, school responsibility factors, and education

Local Education Agency	Minimum Salary	Maximum Salary	Salary Determinants
Wicomico	89,977	126,094	School size, level of preparation, and years of experience
Worcester	71,976	130,754	School size/level, level of preparation, and years of experience

NOTE: Assistant principals are 11-month positions in Dorchester, Garrett, and Prince George's counties. Elementary and middle school assistant principals are 11-month positions in Washington County. Some LEAs have both 11-month and 12-month assistant principal positions.

Table 7 - Basis of Salaries for Supervisors in Maryland Public Schools: 2023-2024

Local Education Agency	Minimum Salary	Maximum Salary	Salary Determinants
Allegany	\$78,715	\$119,334	Level of preparation and years of experience
Anne Arundel	114,243	171,187	Years of experience
Baltimore City	58,097	109,448	Years of experience, education level, and needs of the Board
Baltimore	99,800	149,297	Years of experience
Calvert	110,896	148,734	Years of experience and possession of Doctorate
Caroline	87,803	147,732	Level of preparation and years of experience
Carroll	105,261	163,994	Level of preparation and years of experience
Cecil	116,292	141,248	Level of preparation and years of experience
Charles	78,819	121,483	Level of preparation and years of experience
Dorchester	95,699	129,921	Level of preparation, years of experience, and possession of Doctorate
Frederick	95,743	168,402	Years of experience and possession of Doctorate
Garrett	86,350	126,500	Level of preparation and years of experience
Harford	125,360	159,492	Level of preparation, years of experience, and possession of Doctorate
Howard	90,540	163,116	Level of preparation, years of experience, and possession of Doctorate
Kent	95,515	132,824	Level of preparation and years of experience
Montgomery	126,779	170,903	Area of responsibility and years of experience
Prince George's	111,842	169,171	Years of experience and possession of Doctorate
Queen Anne's	111,138	133,924	Years of experience and possession of Doctorate
St. Mary's	102,411	141,425	Level of preparation and years of experience
SEED School	-	-	
Somerset	97,060	138,664	Years of experience and possession of Doctorate
Talbot	102,287	127,464	Years of experience and possession of Doctorate
Washington	87,816	156,403	Years of experience, level of preparation, possession of Doctorate, and area of responsibility

Local Education Agency	Minimum Salary	Maximum Salary	Salary Determinants
Wicomico	101,532	133,425	Level of preparation and years of experience
Worcester	79,973	139,522	Level of preparation and years of experience

NOTE: Equivalent position in Anne Arundel and Cecil counties is Coordinator.