



Professional Salary Schedules Maryland Public Schools 2018 - 2019



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**Professional Salary Schedules
Maryland Public Schools
2018!2019**

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	9
5 Basis of Salaries for Twelve-Month Principals	13
6 Basis of Salaries for Twelve-Month Assistant Principals	14
7 Basis of Salaries for Supervisors	15

Table 1
Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2018-2019

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	\$186,100	\$ -	\$133,171	\$ -	\$ -
Anne Arundel	269,000	168,714	182,728	185,773	168,884
Baltimore City	298,000	187,425	183,750	204,750	160,650
Baltimore	273,000	-	222,501	210,195	195,232
Calvert	205,000	-	-	-	165,830
Caroline	165,600	-	-	-	163,134
Carroll	212,500	-	132,095	-	165,611
Cecil	194,000	-	168,426	180,870	155,982
Charles	200,000	193,875	-	-	185,434
Dorchester	188,387	-	-	-	-
Frederick	235,201	175,842	181,354	-	-
Garrett	141,000	-	-	-	109,000
Harford	207,500	203,851	-	-	154,577
Howard	285,000	195,000	191,900	-	181,800
Kent	155,488	-	111,629	-	-
Montgomery	290,000	228,500	228,500	184,500	-
Prince George's	230,782	-	186,492	190,297	-
Queen Anne's	169,000	148,900	140,000	-	-
St. Mary's	210,300	166,291	-	-	166,291
Somerset	170,000	136,500	92,413	-	-
Talbot	189,000	136,581	139,349	-	111,142
Washington	247,500	135,023	-	152,765	-
Wicomico	185,658	-	129,650	-	127,150
Worcester	178,617	-	142,903	-	142,903

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

Table 1 (Continued)
Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2018-2019

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	\$119,839	\$121,843	\$123,419	\$126,362	\$89,652	\$91,656	\$93,232	\$96,175	\$89,652	\$91,656	\$93,232	\$96,175
Anne Arundel	167,196	167,196	167,196	167,196	118,764	118,764	118,764	119,764	118,764	118,764	118,764	119,764
Baltimore City	96,942	108,272	124,721	157,521	63,352	88,800	97,760	97,760	63,352	88,800	97,760	97,760
Baltimore	182,155	182,155	182,155	183,155	113,822	113,822	113,822	114,822	105,250	110,220	113,085	115,569
Calvert	154,861	154,861	154,861	159,861	107,243	112,467	112,467	122,701	112,467	112,467	112,467	122,701
Caroline	126,957	126,957	126,957	126,957	89,424	90,869	90,869	92,399	89,424	90,869	90,869	92,399
Carroll	157,729	157,729	157,729	157,729	124,968	124,968	124,968	124,968	124,968	124,968	124,968	124,968
Cecil	130,209	131,284	132,334	132,834	104,234	105,309	106,359	106,859	91,957	93,032	94,082	94,582
Charles	134,328	135,328	135,328	137,828	108,849	109,849	109,849	112,349	108,849	109,849	109,849	112,349
Dorchester	125,000	125,000	125,000	125,000	80,274	84,578	84,578	86,028	78,501	82,598	82,598	83,980
Frederick	168,117	168,117	168,117	171,117	130,661	130,661	130,661	132,661	130,661	130,661	130,661	132,661
Garrett	113,702	114,702	115,702	117,702	93,700	94,700	95,700	97,700	79,140	80,140	81,140	83,140
Harford	155,848	155,848	155,848	159,348	117,789	117,789	117,789	121,289	85,999	85,999	88,999	89,499
Howard	174,817	174,817	174,817	174,817	117,734	117,734	117,734	117,734	117,734	117,734	117,734	117,734
Kent	116,500	117,300	117,900	118,500	79,441	81,612	82,753	83,897	81,441	83,612	84,753	85,897
Montgomery	162,263	162,263	162,263	164,263	125,188	130,520	133,797	133,797	125,188	130,520	133,797	133,797
Prince George's	186,501	186,501	186,501	186,501	107,621	113,004	118,650	124,582	107,621	113,004	118,650	124,582
Queen Anne's	140,000	140,000	140,000	140,000	96,236	96,865	97,493	98,122	94,007	94,915	95,825	96,393
St. Mary's	146,705	147,905	148,705	149,505	96,484	104,357	108,531	111,531	88,443	95,660	99,487	102,487
Somerset	116,616	118,116	118,116	118,716	89,297	90,354	90,354	91,723	89,297	90,354	90,354	91,723
Talbot	-	-	-	-	84,810	85,800	87,450	89,760	84,810	85,800	87,450	89,760
Washington	138,503	138,503	138,503	141,273	109,483	109,483	109,483	111,673	109,483	109,483	109,483	111,673
Wicomico	118,467	120,967	121,467	122,967	86,147	88,647	89,147	90,647	86,147	88,647	89,147	90,647
Worcester	-	-	-	-	109,983	113,767	113,767	117,556	83,496	86,312	86,312	89,131

++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: 2018-2019

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	\$101,054	\$103,058	\$104,634	\$107,577	\$89,652	\$91,656	\$93,232	\$96,175
Anne Arundel	-	-	-	-	143,031	143,031	143,031	144,031
Baltimore City	64,920	90,368	99,328	99,328	88,550	102,914	119,362	128,757
Baltimore	127,860	127,860	127,860	128,860	135,513	135,513	135,513	136,513
Calvert	136,209	136,209	136,209	141,209	119,986	119,986	119,986	124,986
Caroline	121,163	121,163	121,163	121,163	100,013	100,013	100,013	100,013
Carroll	137,765	137,765	137,765	137,765	115,540	115,540	115,540	115,540
Cecil	-	-	-	-	117,090	118,165	119,215	119,715
Charles	-	-	-	-	113,120	135,328	135,328	137,828
Dorchester	103,578	103,578	103,578	105,178	93,918	93,918	93,918	95,518
Frederick	140,050	140,050	140,050	142,050	135,365	135,365	135,365	137,365
Garrett	108,797	109,797	110,797	112,797	93,700	94,700	95,700	97,700
Harford	128,712	128,712	128,712	132,212	-	-	-	-
Howard	143,858	143,858	143,858	146,858	147,953	147,953	147,953	150,953
Kent	111,629	112,429	113,029	113,629	103,602	104,402	105,002	105,602
Montgomery	-	-	-	-	139,803	139,803	139,803	141,803
Prince George's	137,616	137,616	137,616	137,616	-	-	-	-
Queen Anne's	125,697	125,697	125,697	127,842	116,869	116,869	116,869	118,837
St. Mary's	123,676	124,876	125,676	126,476	116,864	118,064	118,864	119,664
Somerset	108,658	110,158	110,158	110,758	96,832	98,332	98,332	98,932
Talbot	96,724	97,854	99,736	102,370	-	-	-	-
Washington	128,066	128,066	128,066	130,627	118,398	118,398	118,398	120,766
Wicomico	109,656	112,156	112,656	114,156	99,395	101,895	102,395	103,895
Worcester	117,374	121,429	121,429	125,489	109,983	113,767	113,767	117,556

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

Table 1 (Continued)
Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2018-2019

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	\$113,923	\$115,927	\$117,503	\$120,446	\$95,169	\$97,173	\$98,749	\$101,692
Anne Arundel	154,448	154,448	154,448	155,448	135,043	135,043	135,043	136,053
Baltimore City	107,727	126,218	145,698	171,464	87,344	92,774	104,966	121,135
Baltimore	171,041	171,041	171,041	172,041	143,626	143,626	143,626	144,626
Calvert	154,861	154,861	154,861	159,861	129,724	129,724	129,724	134,724
Caroline	126,957	126,957	126,957	126,957	107,700	107,700	107,700	107,700
Carroll	143,276	143,276	143,276	143,276	129,967	129,967	129,967	129,967
Cecil	130,209	131,284	132,334	132,834	114,944	116,019	117,069	117,569
Charles	141,500	142,500	142,500	145,000	109,205	110,205	110,205	112,705
Dorchester	114,251	114,251	114,251	115,851	91,944	91,944	91,944	93,544
Frederick	158,828	158,828	158,828	160,828	140,050	140,050	140,050	142,050
Garrett	113,702	114,702	115,702	117,702	93,700	94,700	95,700	97,700
Harford	140,647	140,647	140,647	144,147	121,323	121,323	121,323	124,823
Howard	159,903	159,903	159,903	164,267	147,953	147,953	147,953	150,953
Kent	116,500	117,300	117,900	118,500	103,602	104,402	105,002	105,502
Montgomery	162,263	162,263	162,263	164,263	142,303	142,303	142,303	144,303
Prince George's	159,541	159,541	159,541	159,541	129,717	129,717	129,717	129,717
Queen Anne's	138,123	138,123	138,123	140,358	114,982	114,982	114,982	116,892
St. Mary's	146,705	147,905	148,705	149,505	123,676	124,876	125,676	126,476
Somerset	111,144	112,644	112,644	113,244	99,599	101,099	101,099	101,699
Talbot	133,569	133,569	133,569	135,069	102,697	103,896	105,894	108,691
Washington	144,042	144,042	144,042	146,923	113,844	113,844	113,844	116,121
Wicomico	115,640	118,140	118,640	120,140	101,645	104,145	104,645	106,145
Worcester	125,690	130,049	130,049	134,413	109,983	113,767	113,767	117,556

++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: 2018-2019

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	\$43,629	\$61,066	\$70,436	\$72,616	\$72,616	\$74,641	\$76,232	\$79,203	\$2,000
Anne Arundel	45,891	64,128	87,119	87,119	88,847	92,415	96,125	98,036	2,000
Baltimore City	48,914	51,892	55,052	61,109	71,776	86,557	95,517	103,861	2,000
Baltimore	46,974	53,593	89,957	89,957	89,957	94,205	96,654	98,777	4,000
Calvert	45,496	65,979	97,029	97,029	97,029	101,756	101,756	111,015	2,500
Caroline	42,972	73,609	78,157	80,908	80,908	82,214	82,214	83,744	2,000
Carroll	45,787	71,356	85,606	85,606	85,606	88,802	90,483	90,483	1,500
Cecil	46,804	80,667	82,642	82,642	83,467	84,542	85,592	86,092	2,000
Charles	48,000	56,485	85,193	86,896	86,896	87,896	87,896	90,396	2,500
Dorchester	42,370	48,112	72,498	74,122	74,122	78,091	78,091	79,429	2,000
Frederick	44,506	58,910	89,842	89,842	89,842	96,157	96,157	96,157	2,000
Garrett	42,888	49,228	67,245	69,245	69,245	70,245	71,245	73,245	1,000
Harford	44,795	66,445	77,786	79,881	79,881	85,999	88,999	89,499	2,000
Howard	47,802	64,074	96,350	98,058	98,058	99,765	99,765	101,472	2,000
Kent	45,191	54,065	78,398	78,398	79,441	81,612	82,753	83,897	2,000
Montgomery	49,013	68,346	68,346	106,543	106,543	111,081	113,870	113,870	2,000
Prince George's	47,781	64,214	64,214	89,685	89,685	94,169	98,875	103,819	3,000
Queen Anne's	45,953	47,592	85,249	87,070	87,070	87,639	88,207	88,776	2,000
St. Mary's	46,500	74,337	77,311	77,311	80,403	86,964	90,443	93,443	3,000
Somerset	44,743	56,793	79,432	81,191	81,191	82,147	82,147	83,385	2,000
Talbot	45,700	54,700	72,300	77,100	77,100	78,000	79,500	81,600	2,000
Washington	45,834	63,241	80,475	80,475	80,475	83,039	83,674	84,090	2,000
Wicomico	44,644	70,142	76,032	77,364	77,364	79,643	79,643	81,411	2,000
Worcester	44,700	51,489	80,679	83,496	83,496	86,312	86,312	89,131	1,000

*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 up to \$4,000 a year as a dollar-for-dollar match to local school systems for teachers who earn certification from the NBPTS 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 noncomprehensive school.

Table 3
Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate: 2018-2019

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore	Calvert	Caroline^	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
1	\$43,629	\$45,891	\$48,914	\$46,974	\$45,496	\$42,972	\$45,787	\$46,804	\$48,000	\$42,370	\$44,506	\$42,888
2	44,773	48,186	50,381	47,340	47,522	43,389	46,831	47,285	49,320	42,370	44,838	43,515
3	45,946	50,113	51,892	48,051	49,635	43,647	47,875	48,044	50,676	42,824	45,612	44,139
4	47,150	52,117	53,450	48,893	51,844	44,243	48,919	49,303	52,070	44,537	46,719	44,764
5	48,386	54,202	55,052	49,747	54,022	45,446	50,485	50,855	53,502	44,982	48,413	45,389
6	49,653	55,286		50,494	56,291	46,433	52,051	52,411	54,973	45,432	50,116	46,013
7	50,956	56,392		51,252	58,655	47,845	53,616	53,962	56,485	45,886	51,196	46,638
8	52,287	57,520		52,021	61,001	49,315	55,183	55,628		46,345	52,256	47,263
9	53,659	58,670		52,801	63,441	50,790	56,749	57,291		46,809	53,954	47,888
10	55,063	59,843		53,593	65,979	52,305	58,314	58,955		47,112	55,706	49,228
11	56,507	61,040				53,827	59,880	60,621		47,112	56,379	
12	57,988	62,261				56,598	61,446	62,450		47,112	57,081	
13	59,507	64,128				60,089	63,013	65,717		47,112	57,783	
14	61,066					63,578	64,578	67,786		47,112	58,050	
15						67,069	66,144	69,857		47,112	58,050	
16						67,069	67,710	71,927		47,112	58,050	
17						67,069	69,275	74,167		47,112	58,050	
18						67,069	69,275	76,167		47,112	58,050	
19						67,069	69,275	76,167		47,112	58,050	
20						69,275	69,275	76,167		47,112	58,910	
21						69,275		76,167		47,112		
22						69,275		76,167		47,112		
23						69,275		76,167		47,112		
24						69,275		79,167		47,112		
25						71,438		79,167		47,112		
26						71,438		79,167		47,112		
27						71,438		79,167		47,112		
28						71,438		79,167		48,112		
29						71,438		80,667				
30						73,609						

*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: 2018-2019

Step	Harford	Howard	Kent	Montgomery	Prince George's	Queen Anne's	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$44,795	\$47,802	\$44,744	\$49,013	\$47,781	\$45,953	\$46,500	\$44,743	\$45,700	\$45,834	\$44,644	\$44,700
2	46,138	47,908	46,102	49,770	47,781	46,245	47,663	45,046	45,700	46,980	44,861	44,700
3	47,522	48,122	46,812	51,262	49,215	46,537	48,854	45,349	45,700	48,155	45,048	44,700
4	48,948	49,188	48,421	52,801	50,691	48,362	50,075	45,450	48,100	49,359	45,480	45,162
5	50,415	51,110	49,198	54,383	52,212	49,467	51,327	45,944	50,100	50,593	46,275	46,067
6	51,930	53,030	51,451	56,479	53,777	51,652	52,610	47,532	51,700	51,857	47,219	47,216
7	53,486	54,950	52,480	58,653	55,392	52,784	53,926	48,520	52,700	53,154	48,267	48,280
8	55,090	56,871	53,530	60,910	57,053	53,938	55,274	49,487	53,900	54,483	49,465	49,493
9	56,744	58,792		63,255	58,764	57,659	56,656	50,484	54,700	54,483	50,788	50,230
10	58,445	60,712		65,691	60,528	59,460	58,072	52,203	54,700	54,483	52,249	51,489
11	58,445	62,633			62,343	60,937	59,524			54,483	53,712	
12	58,445	64,074			64,214	64,007	61,012			54,483	55,122	
13	58,445					65,600	62,537			54,483	57,049	
14	58,445					67,233	64,101			54,483	59,868	
15	58,445					68,904	65,703			54,483	61,594	
16	58,445					72,380	67,346			54,483	61,695	
17	58,445					74,035	69,030			54,483	61,796	
18	58,445					75,731	70,755			54,483	61,897	
19	58,445					77,465	72,524			54,483	63,903	
20	60,445					85,249	74,337			59,451	64,004	
21	60,445									60,937	64,105	
22	60,445									62,460	64,206	
23	60,445									63,241	66,829	
24	60,445										66,930	
25	62,445										67,031	
26	62,445										67,132	
27	62,445										67,233	
28	62,445										69,541	
29	62,445										69,642	
30	64,445											
31	64,445											
32	64,445											

Table 3 (Continued)
Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate: 2018-2019

Step	Harford	Howard	Kent	Montgomery	Prince George's	Queen Anne's	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
33	64,445											
34	64,445											
35	66,445											

Table 4
Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2018-2019

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore	Calvert	Caroline^	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
1	\$44,875	\$48,680	\$61,109	\$48,082	\$48,557	\$45,106	\$47,378	\$48,779	\$51,898	\$45,859	\$46,266	\$44,888
2	46,746	51,113	63,775	48,803	50,620	45,471	48,605	49,260	53,325	45,859	46,848	45,515
3	48,615	53,158	66,442	49,658	52,771	46,403	49,831	50,019	54,791	46,444	47,878	46,139
4	49,862	55,284	69,108	50,526	55,015	47,845	51,058	51,278	56,298	48,302	48,959	46,228
5	51,359	57,495	71,776	51,411	57,353	49,315	53,041	52,830	57,846	49,268	50,721	47,433
6	52,898	58,646	74,651	52,696	59,360	50,790	55,025	54,386	59,437	50,253	52,451	48,637
7	54,484	59,818	77,631	54,277	61,437	52,305	57,009	55,937	61,071	50,756	53,513	49,841
8	56,120	61,014	79,200	56,122	63,588	53,827	58,992	57,603	62,751	51,263	54,806	51,042
9	57,803	62,235	80,251	58,087	65,814	55,301	60,976	59,266	64,477	51,776	56,812	52,246
10	59,538	63,480	81,301	60,120	68,117	56,828	62,958	60,930	66,250	53,252	58,819	53,521
11	61,324	64,750	82,352	62,223	70,161	58,350	64,942	62,596	68,072	54,317	61,106	54,591
12	63,163	66,044	83,404	64,246	72,266	61,320	66,926	64,425	69,944	55,403	63,392	55,661
13	65,058	67,365	84,455	66,335	74,433	65,617	68,909	67,692	71,867	56,511	64,922	56,730
14	67,010	68,712	85,505	68,491	76,666	69,914	70,893	69,761	73,843	57,642	66,497	57,797
15	67,010	70,087	86,557	69,689	78,966	74,211	72,876	71,832	75,874	58,795	68,588	58,891
16	67,010	72,189	89,242	70,909	80,545	74,211	74,860	73,902	77,961	59,970	70,050	61,894
17	68,560	73,633	90,811	72,150	82,156	74,211	76,843	76,142	80,104	61,170	71,550	61,894
18	68,560	75,106	92,380	73,412	83,800	74,211	78,827	78,142	82,307	62,393	73,073	61,894
19	68,560	76,608	93,949	74,698	85,475	74,211	80,811	78,142	84,571	63,641	74,557	61,894
20	68,560	78,140	95,517	76,005	87,185	76,442	83,525	78,142	86,896	64,914	76,065	64,568
21	69,807	80,484	97,168	77,145	88,057	76,442		78,142		66,212	76,824	64,568
22	69,807	82,094	98,841	78,302	88,938	76,442		78,142		67,536	77,582	64,568
23	69,807	83,736	100,515	79,477	89,827	76,442		78,142		68,887	78,341	64,568
24	69,807	85,411	102,188	80,670	90,725	76,442		81,142		70,265	78,600	64,568
25	71,055	87,119	103,861	81,879	91,632	78,676		81,142		73,122	78,600	67,245
26	71,055			83,108	92,320	78,676		81,142		73,122	78,600	
27	71,055			84,769	93,243	78,676		81,142		73,122	78,600	
28	72,300			86,464	94,176	78,676		81,142		74,122	80,308	
29	72,300			88,193	95,117	78,676		82,642			82,431	

*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: 2018-2019

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore	Calvert	Caroline^	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
30	72,300			89,957	96,069	80,908					84,452	
31	72,616				97,029						86,475	
32											86,475	
33											86,475	
34											88,497	
35											88,497	
36											89,842	

*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: 2018-2019

Step	Harford	Howard	Kent	Montgomery	Prince George's	Queen Anne's*	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$47,522	\$51,216	\$45,000	\$53,997	\$52,679	\$46,285	\$48,360	\$46,965	\$48,300	\$47,324	\$46,921	\$48,898
2	48,948	51,430	46,736	54,903	52,679	46,778	49,569	47,435	48,300	48,506	47,034	48,898
3	50,415	51,856	47,380	57,017	54,259	47,272	50,808	47,908	48,300	49,719	47,136	48,898
4	51,930	53,137	48,985	59,211	55,887	49,716	52,078	48,387	51,200	50,963	47,971	49,460
5	53,486	55,271	49,702	61,492	57,564	50,854	53,380	49,901	52,300	52,236	48,997	50,275
6	55,090	57,405	51,370	63,858	59,292	53,101	54,715	50,897	54,000	53,542	50,058	51,236
7	56,744	59,539	53,868	66,318	61,069	54,262	56,083	51,905	55,000	54,880	51,086	52,329
8	58,445	61,673	54,788	68,871	62,901	55,449	57,485	52,940	56,600	56,252	52,365	53,570
9	60,201	63,807	56,459	71,523	64,788	59,159	58,922	53,975	57,900	57,658	53,903	54,500
10	62,005	65,941	58,182	74,276	66,732	60,948	60,395	56,725	58,900	59,099	56,254	56,090
11	63,867	68,075	60,012	77,136	68,735	62,404	61,905	58,679	60,800	60,577	57,949	57,880
12	65,781	70,209	61,496	80,106	70,797	65,451	63,453	60,277	62,200	62,091	59,921	59,851
13	67,757	72,343	65,516	83,191	72,921	67,014	65,039	62,763	63,700	63,643	62,008	62,618
14	69,786	74,477	67,470	86,392	75,108	68,662	66,665	65,014	66,100	65,234	66,563	65,401
15	71,881	76,611	67,970	88,983	77,362	70,302	68,331	66,029	68,200	66,865	68,481	68,799
16	71,881	78,745	69,816	91,654	79,682	73,701	70,040	67,045	70,600	68,537	68,582	76,996
17	71,881	80,879	70,316	94,403	82,073	75,390	71,791	68,060	70,900	70,250	68,683	
18	71,881	83,013	72,057	97,235	84,537	77,116	73,585	69,075	71,300	72,006	68,784	
19	71,881	85,147	72,557	100,154	87,071	78,884	75,425	70,090	73,400	73,806	71,012	
20	73,881	87,281	74,208	100,154	89,685	87,070	77,311	74,029	77,100	75,651	71,113	
21	73,881	89,415	78,398	100,154				76,601		77,543	71,214	
22	73,881	91,549		100,154						79,481	71,315	
23	73,881	93,683		100,154						80,475	74,392	
24	73,881	95,817		100,154							74,493	
25	75,881	98,058		102,407							74,594	
26	75,881										74,695	
27	75,881										74,796	
28	75,881										77,263	
29	75,881										77,364	

*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: 2018-2019

Step	Harford	Howard	Kent	Montgomery	Prince George's	Queen Anne's*	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
30	77,881											
31	77,881											
32	77,881											
33	77,881											
34	77,881											
35	79,881											

*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: 2018-2019

Local Education Agency	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$66,645	\$120,446	School size, level of preparation, and years of experience
Anne Arundel	92,484	155,448	School size and years of experience
Baltimore City	91,751	171,464	Years of experience, education level, and needs of the Board
Baltimore	104,493	172,041	School level and years of experience
Calvert	102,453	159,861	School type, years of experience, and possession of Doctorate
Caroline	95,088	126,957	School type, school size, and level of preparation
Carroll	96,791	143,276	Level of preparation and years of experience
Cecil	95,023	132,834	School size, level of preparation, and years of experience
Charles	97,929	145,000	School type, level of preparation, and years of experience
Dorchester	81,617	115,851	School type, years of experience, number of certified staff, and possession of Doctorate
Frederick	87,160	160,828	School type, years of experience, and possession of Doctorate
Garrett	73,056	117,702	School size, level of preparation, and years of experience
Harford	109,736	144,147	School type, level of preparation, years of experience, and possession of Doctorate
Howard	105,490	164,267	School type, level of preparation, and years of experience
Kent	83,819	118,500	School size, level of preparation, and years of experience
Montgomery	108,700	164,263	School type and years of experience
Prince George's	102,479	159,541	School type, years of experience, and possession of Doctorate
Queen Anne's	106,833	140,358	School size, years of experience, number of certified staff, and possession of Doctorate
St. Mary's	96,495	149,505	School size, level of preparation, and years of experience
Somerset	81,885	113,244	School size, years of experience, and possession of Doctorate
Talbot	93,900	135,069	Staff size, years of experience, and possession of Doctorate
Washington	74,061	146,923	School size/level, years of experience, mobility, FARM, school responsibility factors, and education
Wicomico	83,418	120,140	School size, level of preparation, and years of experience
Worcester	71,222	134,413	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: 2018-2019

Local Education Agency	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$62,597	\$101,692	School size, level of preparation, and years of experience
Anne Arundel	81,086	136,053	School size and years of experience
Baltimore City	80,692	121,135	Years of experience, education level, and needs of the Board
Baltimore	87,767	144,626	School level and years of experience
Calvert	89,183	134,724	School type, years of experience, and possession of Doctorate
Caroline	79,240	107,700	School type/size and level of preparation
Carroll	87,800	129,967	Level of preparation and years of experience
Cecil	86,449	117,569	School size, level of preparation, and years of experience
Charles	74,759	112,705	School type, level of preparation, and years of experience
Dorchester	70,971	93,544	School type, years of experience, and possession of Doctorate
Frederick	78,946	137,363	School type, years of experience, and possession of Doctorate
Garrett	60,342	97,700	Level of preparation and years of experience
Harford	100,424	124,823	School type, level of preparation, years of experience, and possession of Doctorate
Howard	93,540	150,953	School type, level of preparation, and years of experience
Kent	75,010	105,502	Level of preparation, years of experience, and contract months
Montgomery	102,547	144,303	School type and years of experience
Prince George's	90,980	129,717	School type, years of experience, contract months, and possession of Doctorate
Queen Anne's	91,298	116,892	School size, years of experience, and possession of Doctorate
St. Mary's	85,734	126,476	School type, level of preparation, years of experience, and contract months
Somerset	72,393	101,699	Years of experience and possession of Doctorate
Talbot	77,276	108,691	Years of experience and level of preparation
Washington	71,214	116,121	School type, years of experience, contract months, mobility, FARM, school responsibility factors, and education
Wicomico	73,688	106,145	School size, level of preparation, and years of experience
Worcester	64,100	117,556	School size/level, level of preparation, and years of experience

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

Table 7
Basis of Salaries for Supervisors* in Maryland Public Schools: 2018-2019

Local Education Agency	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$70,964	\$107,577	Level of preparation and years of experience
Anne Arundel	90,758	144,031	Years of experience
Baltimore City	52,725	99,328	Years of experience, education level, and needs of the Board
Baltimore	87,767	128,860	Years of experience
Calvert	101,241	141,209	Years of experience and possession of Doctorate
Caroline	88,747	121,163	Level of preparation and years of experience
Carroll	96,791	137,765	Level of preparation and years of experience
Cecil	95,023	119,715	Level of preparation and years of experience
Charles	81,545	137,828	Level of preparation and years of experience
Dorchester	81,617	105,178	Level of preparation, years of experience, and possession of Doctorate
Frederick	81,684	142,050	Years of experience and possession of Doctorate
Garrett	75,369	112,797	Level of preparation and years of experience
Harford	103,437	132,212	Level of preparation, years of experience, and possession of Doctorate
Howard	85,120	146,858	Level of preparation and years of experience
Kent	83,819	113,629	Level of preparation and years of experience
Montgomery	102,547	141,803	Area of responsibility and years of experience
Prince George's	99,417	137,616	Years of experience and possession of Doctorate
Queen Anne's	102,531	127,842	Years of experience and possession of Doctorate
St. Mary's	90,955	126,476	Level of preparation and years of experience
Somerset	83,670	110,758	Years of experience and possession of Doctorate
Talbot	77,276	102,370	Years of experience and possession of Doctorate
Washington	74,061	130,627	Years of experience, level of preparation, possession of Doctorate, and area of responsibility
Wicomico	87,259	114,156	Level of preparation and years of experience
Worcester	71,222	125,489	Level of preparation and years of experience

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