



Professional Salary Schedules Maryland Public Schools 2019 - 2020



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**Professional Salary Schedules
Maryland Public Schools
2019!2020**

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Table 1
Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2019 - 2020
Actual or Highest (Two or More Incumbents) Salaries

Local School System	Superintendent*	Deputy Superintendent	Chief Financial Officer/Chief Academic Officer	Associate Superintendent	Assistant, Area Superintendent/ Area Executive Officer
Allegany	\$190,418	\$ -	\$135,169	\$ -	\$ -
Anne Arundel	279,868	185,361	200,758	204,103	185,547
Baltimore City	298,000	187,425	183,750	204,750	160,650
Baltimore	290,000	-	233,709	219,780	199,008
Calvert	205,000	-	-	-	169,147
Caroline	172,224	-	-	-	169,659
Carroll	219,937	-	145,045	-	168,911
Cecil	200,984	-	156,597	187,381	161,597
Charles	217,000	196,325	-	190,812	169,945
Dorchester	137,000	-	-	-	-
Frederick	246,467	183,392	192,325	-	-
Garrett	141,000	-	-	-	116,619
Harford	217,315	184,181	-	-	161,383
Howard	286,425	196,950	193,819	-	183,618
Kent	155,488	-	118,474	-	-
Montgomery	290,000	240,900	230,500	186,500	186,500
Prince George's	302,000	-	196,043	199,891	-
Queen Anne's	176,286	155,322	146,027	-	-
St. Mary's	225,000	165,919	-	-	161,085
Somerset	170,000	138,889	96,994	-	-
Talbot	189,000	141,020	143,878	-	-
Washington	247,500	139,073	-	157,349	-
Wicomico	194,013	-	129,603	-	131,103
Worcester	182,085	-	145,709	145,709	-

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

Table 1 (Continued)
Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2019 - 2020
Maximum Salaries

Local School System	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	\$121,638	\$123,672	\$125,272	\$128,259	\$90,998	\$93,032	\$94,632	\$97,619	\$90,998	\$93,032	\$94,632	\$97,619
Anne Arundel	183,280	183,280	183,280	183,280	123,797	123,797	123,797	124,797	123,797	123,797	123,797	124,797
Baltimore City	98,396	109,896	126,592	157,521	64,303	90,132	99,227	99,227	64,303	90,132	99,227	99,227
Baltimore	187,620	187,620	187,620	188,620	117,237	117,237	117,237	118,237	110,576	115,798	118,808	121,417
Calvert	156,410	156,410	156,410	161,410	120,636	126,513	126,513	138,025	120,636	126,513	126,513	138,025
Caroline	132,037	132,037	132,037	132,037	93,045	94,546	94,546	96,139	93,045	94,546	94,546	96,139
Carroll	163,250	163,250	163,250	163,250	129,342	129,342	129,342	129,342	129,342	129,342	129,342	129,342
Cecil	137,648	138,723	139,773	140,273	105,827	106,902	107,952	108,452	95,545	96,620	97,670	98,170
Charles	146,243	147,243	147,243	149,743	119,013	120,013	120,013	122,513	119,013	120,013	120,013	122,513
Dorchester	127,750	127,750	127,750	127,750	83,207	87,669	87,669	89,174	81,369	85,617	85,617	87,049
Frederick	185,339	185,339	185,339	189,339	132,882	132,882	132,882	134,882	132,882	132,882	132,882	134,882
Garrett	114,952	116,202	117,452	119,702	94,950	96,200	97,450	99,700	81,454	82,454	83,454	85,454
Harford	162,262	162,262	162,262	165,762	123,059	123,059	123,059	126,559	105,937	105,937	108,937	109,437
Howard	174,817	174,817	174,817	177,817	120,089	120,089	120,089	120,089	120,089	120,089	120,089	120,089
Kent	123,643	124,443	125,043	125,643	80,550	82,743	83,896	85,051	81,835	84,063	85,235	86,408
Montgomery	164,774	164,774	164,774	166,774	127,026	132,413	135,723	135,723	127,026	132,413	135,723	135,723
Prince George's	192,212	192,212	192,212	192,212	112,512	118,140	124,043	130,244	112,512	118,140	124,043	130,244
Queen Anne's	146,027	146,027	146,027	146,027	98,401	99,045	99,687	100,330	96,122	97,050	97,981	98,562
St. Mary's	148,122	149,322	150,122	150,922	100,013	108,044	112,302	115,302	100,013	108,044	112,302	115,302
Somerset	120,576	122,076	122,076	122,676	91,627	92,713	92,713	94,119	91,627	92,713	92,713	94,119
Talbot	-	-	-	-	94,080	95,269	97,080	99,600	78,400	79,400	80,900	83,000
Washington	142,655	142,655	142,655	145,508	112,767	112,767	112,767	115,022	112,767	112,767	112,767	115,022
Wicomico	120,746	123,246	123,746	125,246	94,720	97,220	97,720	99,220	94,720	97,220	97,720	99,220
Worcester	-	-	-	-	112,052	115,912	115,912	119,778	85,036	87,908	87,908	90,784

++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: 2019 - 2020
Maximum Salaries

Local School System	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	\$102,571	\$104,605	\$106,205	\$109,192	\$90,998	\$93,032	\$94,632	\$97,619
Anne Arundel	-	-	-	-	147,004	147,004	147,004	148,004
Baltimore City	65,894	91,724	100,818	100,818	89,878	104,458	121,152	130,688
Baltimore	131,696	131,696	131,696	132,696	139,578	139,578	139,578	140,578
Calvert	137,571	137,571	137,571	143,571	121,186	121,186	121,186	126,186
Caroline	126,010	126,010	126,010	126,010	104,013	104,013	104,013	104,013
Carroll	142,587	142,587	142,587	142,587	119,584	119,584	119,584	119,584
Cecil	-	-	-	-	123,183	124,258	125,308	125,808
Charles	104,624	105,624	105,624	108,124	116,570	117,570	117,570	120,070
Dorchester	105,350	105,350	105,350	106,950	95,593	95,593	95,593	97,193
Frederick	142,431	142,431	142,431	146,431	137,657	137,657	137,657	139,657
Garrett	110,047	111,297	112,547	114,797	94,950	96,200	97,450	99,700
Harford	134,470	134,470	134,470	137,970	-	-	-	-
Howard	149,120	149,120	149,120	152,120	154,040	154,040	154,040	157,040
Kent	118,472	119,272	119,872	120,472	111,157	111,957	112,557	113,157
Montgomery	-	-	-	-	142,089	142,089	142,089	144,089
Prince George's	143,162	143,162	143,162	143,162	166,776	166,776	166,776	166,776
Queen Anne's	126,954	126,954	126,954	129,120	118,038	118,038	118,038	120,025
St. Mary's	124,862	126,062	126,862	127,662	117,982	119,182	119,982	120,782
Somerset	112,479	113,979	113,979	114,579	100,446	101,946	101,946	102,546
Talbot	101,016	101,016	101,016	101,016	-	-	-	-
Washington	131,907	131,907	131,907	134,539	121,952	121,952	121,952	124,391
Wicomico	111,097	113,597	114,097	115,597	101,293	103,793	104,293	105,793
Worcester	119,592	123,728	123,728	127,869	112,052	115,912	115,912	119,778

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

Table 1 (Continued)
Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2019 - 2020
Maximum Salaries

Local School System	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	\$115,633	\$117,667	\$119,267	\$122,254	\$96,597	\$98,631	\$100,231	\$103,218
Anne Arundel	158,740	158,740	158,740	159,740	138,795	138,795	138,795	139,795
Baltimore City	109,343	128,111	147,883	174,036	88,654	94,166	106,540	122,952
Baltimore	176,172	176,172	176,172	177,172	147,935	147,935	147,935	148,935
Calvert	156,410	156,410	156,410	161,410	131,021	131,021	131,021	136,021
Caroline	132,037	132,037	132,037	132,037	112,007	112,007	112,007	112,007
Carroll	148,291	148,291	148,291	148,291	134,516	134,516	134,516	134,516
Cecil	137,648	138,723	139,773	140,273	120,291	121,366	122,416	122,916
Charles	154,721	155,721	155,721	158,221	126,461	127,461	127,461	129,961
Dorchester	115,001	115,001	115,001	116,601	93,583	93,583	93,583	95,183
Frederick	161,528	161,528	161,528	163,528	142,431	142,431	142,431	144,431
Garrett	115,952	117,202	118,452	120,702	97,950	99,200	100,450	102,700
Harford	146,939	146,939	149,939	150,439	126,751	126,751	129,751	130,251
Howard	165,990	165,990	165,990	168,990	154,040	154,040	154,040	157,040
Kent	123,643	124,443	125,043	125,643	111,157	111,957	112,557	113,157
Montgomery	164,774	164,774	164,774	166,774	144,589	144,589	144,589	146,589
Prince George's	166,776	166,776	166,776	166,776	138,992	138,992	138,992	138,992
Queen Anne's	139,504	139,504	139,504	141,762	116,132	116,132	116,132	118,061
St. Mary's	148,122	149,322	150,122	150,922	124,412	126,062	126,862	127,662
Somerset	115,009	116,509	116,509	117,109	103,262	104,762	104,762	105,362
Talbot	137,091	137,091	137,091	137,091	101,016	101,016	101,016	101,016
Washington	148,362	148,362	148,362	151,329	121,952	121,952	121,952	124,391
Wicomico	117,811	120,311	120,811	122,311	103,543	106,043	106,543	108,043
Worcester	128,074	132,520	132,520	136,972	112,052	115,912	115,912	119,778

++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: 2019 - 2020

Local School System	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)	National Board for Professional Teaching Standards (NBPTS) Certification Stipend+
Allegany	\$47,335	\$61,982	\$71,993	\$74,205	\$74,205	\$76,261	\$77,876	\$80,891	\$2,000
Anne Arundel	47,836	66,846	90,811	90,811	92,612	96,332	100,199	102,191	2,000
Baltimore City*	49,648	52,671	55,878	62,026	72,853	87,856	96,950	105,419	4,000
Baltimore	49,472	56,305	94,509	94,509	94,509	98,972	101,545	103,775	4,000
Calvert	50,500	67,472	99,224	99,224	99,224	104,058	104,058	113,527	2,500
Caroline	47,500	76,588	81,320	84,183	84,183	85,542	85,542	87,135	2,000
Carroll	48,000	74,758	87,696	87,696	87,696	90,955	92,670	92,670	1,500
Cecil	48,232	83,912	85,887	85,887	86,712	87,787	88,837	89,337	2,000
Charles	49,258	57,965	87,425	89,173	89,173	90,173	90,173	92,673	2,500
Dorchester	43,938	49,855	75,143	76,827	76,827	80,943	80,943	82,331	2,000
Frederick	46,000	58,910	89,842	89,842	89,842	97,357	97,357	97,357	2,000
Garrett	43,531	49,325	69,262	71,262	71,262	72,262	73,262	75,262	1,000
Harford	48,772	67,595	81,030	83,187	83,187	89,489	92,489	92,989	2,000
Howard	48,519	65,019	99,677	101,409	101,409	103,142	103,142	104,874	2,000
Kent	45,958	54,921	79,497	79,497	80,550	82,743	83,896	85,051	2,000
Montgomery	50,503	69,529	69,529	108,108	108,108	112,692	115,509	115,509	2,000
Prince George's	48,498	65,177	65,177	93,761	93,761	98,449	103,369	108,538	3,000
Queen Anne's	47,457	48,663	87,167	89,029	89,029	89,610	90,192	90,774	2,000
St. Mary's	47,430	77,424	80,457	80,457	83,611	90,303	93,851	96,851	3,000
Somerset	47,615	58,657	81,490	83,298	83,298	84,280	84,280	85,552	2,000
Talbot	46,500	55,700	73,600	78,400	78,400	79,400	80,900	83,000	2,000
Washington	55,174	65,644	83,534	83,534	83,534	86,192	86,851	87,287	2,000
Wicomico	47,007	72,879	78,958	80,372	80,372	82,730	82,730	84,560	2,000
Worcester	46,394	53,169	82,163	85,036	85,036	87,908	87,908	90,784	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: 2019 - 2020

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore	Calvert	Caroline^	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
1	\$47,335	\$47,836	\$49,648	\$49,472	\$50,500	\$47,500	\$48,000	\$48,232	\$49,258	\$43,937	\$46,000	\$43,531
2	47,335	50,228	51,137	49,857	51,541	47,500	49,018	48,714	50,612	44,437	46,600	44,174
3	47,335	52,237	52,671	50,607	53,082	47,500	50,036	50,161	52,004	45,008	47,300	44,820
4	47,857	54,325	54,252	51,493	54,623	48,000	51,054	51,608	53,434	46,184	48,585	45,463
5	49,112	56,499	55,878	52,392	56,164	48,600	52,072	53,055	54,904	46,646	50,000	46,107
6	50,398	57,629		53,049	57,565	49,300	53,092	54,502	56,413	47,113	51,450	46,751
7	51,720	58,782		53,846	59,982	50,000	54,688	55,949	57,965	47,584	53,100	47,393
8	53,071	59,958		54,654	62,381	51,311	56,287	57,637		48,060	54,750	48,037
9	54,464	61,156		55,473	64,876	52,846	57,884	59,567		48,540	56,400	48,681
10	55,889	62,379		56,305	67,472	54,422	59,480	61,496		48,855	58,050	49,325
11	57,355	63,627				56,006	61,078	63,425		48,855	58,050	
12	58,858	64,900				58,889	62,675	65,354		48,855	58,050	
13	60,400	66,846				62,521	64,273	67,766		48,855	58,050	
14	61,982					66,152	65,870	70,178		48,855	58,050	
15						69,784	67,467	72,589		48,855	58,050	
16						69,784	69,064	75,001		48,855	58,050	
17						69,784	70,661	77,412		48,855	58,050	
18						69,784	72,258	79,412		48,855	58,910	
19						69,784	72,258	79,412		48,855		
20						72,079	72,258	79,412		48,855		
21						72,079		79,412		48,855		
22						72,079		79,412		48,855		
23						72,079		79,412		48,855		
24						72,079		82,412		48,855		
25						74,330		82,412		48,855		
26						74,330		82,412				
27						74,330		82,412				
28						74,330		82,412				
29						74,330		83,912				
30						76,588		83,912				

*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: 2019 - 2020

Step	Harford	Howard	Kent	Montgomery	Prince George's	Queen Anne's	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$48,722	\$48,519	\$45,958	\$50,503	\$48,498	\$47,457	\$47,430	\$47,615	\$46,500	\$55,174	\$47,007	\$46,394
2	48,722	50,019	47,344	51,268	48,498	47,758	48,616	47,927	46,500	56,553	47,281	46,394
3	48,722	51,519	48,068	52,775	49,953	48,060	49,831	48,238	46,500	56,553	47,525	46,394
4	50,148	53,019	49,709	54,329	51,451	49,945	51,077	48,342	48,900	56,553	47,972	46,865
5	51,615	54,519	50,502	55,927	52,995	51,087	52,354	48,849	51,000	56,553	48,795	47,788
6	53,130	56,019	52,801	57,544	54,584	53,343	53,663	49,751	52,600	56,553	49,771	48,810
7	54,686	57,519	53,850	59,740	56,223	54,511	55,004	50,282	53,600	56,553	50,856	49,896
8	56,240	59,019	54,921	62,019	57,909	55,703	56,379	51,276	54,800	56,553	52,096	51,133
9	57,894	60,519		64,388	59,645	59,546	57,789	52,300	55,700	56,553	53,465	51,885
10	59,595	62,019		66,848	61,436	61,407	59,234	54,067	55,700	56,553	54,978	53,169
11	59,595	63,519			63,278	62,930	60,714			56,553	56,492	
12	59,595	65,019			65,177	66,101	62,232			56,553	57,951	
13	59,595				65,177	67,747	63,788			56,553	59,946	
14	59,595				65,177	69,433	65,383			61,710	61,963	
15	59,595				65,177	71,159	67,017			63,253	63,750	
16	59,595				65,177	74,749	68,693			64,834	63,954	
17	59,595				65,177	76,458	70,410			65,644	64,159	
18	59,595				65,177	78,209	72,170				64,363	
19	59,595				65,177	80,000	73,975				66,139	
20	61,595				65,177	87,167	75,824				66,344	
21	61,595				65,177						66,548	
22	61,595										66,753	
23	61,595										69,168	
24	61,595										69,372	
25	63,595										69,577	
26	63,595										69,781	
27	63,595										69,986	
28	63,595										71,974	
29	63,595										72,379	
30	65,595										72,379	
31	65,595										72,379	
32	65,595										72,379	

Table 3 (Continued)
Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate: 2019 - 2020

Step	Harford	Howard	Kent	Montgomery	Prince George's	Queen Anne's	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
33	65,595										72,379	
34	65,595										72,379	
35	67,595										72,379	

Table 4
Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2019 - 2020

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore	Calvert	Caroline^	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
1	\$50,044	\$50,743	\$62,026	\$50,638	\$54,000	\$50,000	\$49,486	\$50,207	\$53,258	\$47,555	\$47,500	\$45,531
2	50,044	53,279	64,732	51,398	55,370	50,000	50,814	50,689	54,722	48,055	48,100	46,174
3	50,044	55,410	67,439	52,299	56,740	50,000	52,142	52,136	56,227	48,762	48,800	46,820
4	50,610	57,627	70,145	53,213	58,110	51,300	53,470	53,583	57,773	50,088	50,085	46,921
5	52,129	59,931	72,853	54,144	59,480	52,600	54,798	55,030	59,362	51,090	51,500	47,615
6	53,691	61,132	75,771	55,363	60,703	53,900	56,126	56,477	60,994	52,112	52,950	48,856
7	55,301	62,353	78,796	57,023	62,827	55,000	58,149	57,924	62,671	52,633	54,600	50,096
8	56,962	63,600	80,388	58,962	65,027	56,006	60,172	59,612	64,395	55,233	56,600	51,336
9	58,670	64,872	81,455	61,027	67,303	57,539	62,196	61,542	66,166	55,765	58,600	52,573
10	60,431	66,170	82,521	63,162	69,658	59,128	64,217	63,471	67,986	57,296	60,600	53,813
11	62,244	67,494	83,588	65,372	71,748	60,712	66,241	65,400	69,855	58,400	63,000	55,127
12	64,110	68,843	84,656	67,496	73,901	63,802	68,265	67,329	71,777	59,526	65,400	56,229
13	66,034	70,220	85,722	69,692	76,117	68,273	70,287	69,741	73,750	60,675	67,800	57,331
14	68,015	71,624	86,788	71,957	78,401	72,744	72,311	72,153	75,778	61,848	70,200	58,432
15	68,515	73,058	87,856	73,216	80,753	77,215	74,334	74,564	77,862	63,044	72,600	59,531
16	68,515	75,248	90,581	74,497	82,637	77,215	76,357	76,976	80,004	64,262	73,800	60,658
17	69,588	76,754	92,174	75,801	84,015	77,215	78,380	79,387	82,203	65,507	75,000	63,751
18	70,088	78,289	93,766	77,126	85,696	77,215	80,404	81,387	84,463	66,775	76,200	63,751
19	70,088	79,855	95,359	78,478	87,409	77,215	82,427	81,387	86,787	67,315	77,400	63,751
20	70,088	81,451	96,950	79,851	89,158	79,536	85,196	81,387	89,173	67,988	78,600	63,751
21	70,854	83,895	98,626	81,048	90,049	79,536		81,387		68,662	78,600	66,505
22	71,354	85,573	100,324	82,264	90,950	79,536		81,387		70,035	78,600	66,505
23	71,354	87,284	102,023	83,498	91,859	79,536		81,387		71,435	78,600	66,505
24	71,354	89,031	103,721	84,752	92,778	79,536		84,387		72,864	78,600	66,505
25	72,121	90,811	105,419	86,022	93,705	81,860		84,387		75,827	78,600	69,262
26	72,621		105,419	87,313	94,409	81,860		84,387			78,600	69,262
27	72,621		105,419	89,058	95,353	81,860		84,387			78,600	69,262
28	73,385		105,419	90,839	96,307	81,860		84,387			81,508	69,262
29	73,885		105,419	92,656	97,269	81,860		85,887			83,631	69,262

*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: 2019 - 2020

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore	Calvert	Caroline^	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
30	73,885		105,419	94,509	98,243	84,183		85,887			85,652	69,262
31	74,205		105,419		99,224						87,675	69,262
32	74,205		105,419								89,842	69,262
33			105,419									69,262
34			105,419									69,262
35			105,419									69,262
36			105,419									69,262
37			105,419									69,262
38			105,419									69,262
40			105,419									69,262

*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: 2019 - 2020

Step	Harford	Howard	Kent	Montgomery	Prince George's	Queen Anne's*	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$51,615	\$51,984	\$48,648	\$55,537	\$53,469	\$47,799	\$49,327	\$49,899	\$49,100	\$56,965	\$49,363	\$50,676
2	51,615	53,959	50,285	56,452	53,469	48,309	50,560	50,381	49,100	58,389	49,530	50,676
3	51,615	55,934	51,016	58,587	55,073	48,819	51,824	50,867	49,100	59,849	49,685	50,676
4	53,130	57,909	53,728	60,803	56,725	51,343	53,120	51,360	52,100	61,345	50,550	51,249
5	54,686	59,884	55,266	63,107	58,427	52,519	54,448	52,915	53,200	62,879	51,612	52,081
6	56,290	61,859	56,204	64,997	60,181	54,838	55,809	53,209	54,900	64,451	52,710	52,911
7	57,944	63,834	57,909	67,481	61,985	56,038	57,204	53,760	56,000	66,062	53,774	54,026
8	59,595	65,809	59,667	70,060	63,845	57,263	58,635	54,824	57,600	67,714	55,098	55,291
9	61,351	67,784	61,533	72,738	65,760	61,096	60,100	55,887	58,900	69,407	56,689	56,240
10	63,155	69,759	63,047	75,519	67,733	62,942	61,603	58,713	59,900	71,142	59,123	57,862
11	65,017	71,734	67,148	78,407	69,766	64,446	63,143	60,721	61,900	72,921	60,877	59,038
12	66,931	73,709	69,141	81,407	71,859	67,593	64,722	62,363	63,300	74,744	62,919	61,048
13	68,907	75,684	69,652	84,523	74,015	69,207	66,340	64,917	64,800	76,613	65,078	63,870
14	70,936	77,659	71,534	87,756	76,235	70,909	67,998	67,230	67,300	78,528	68,893	66,709
15	73,031	79,634	72,044	90,373	78,522	72,603	69,698	68,273	69,400	80,491	70,878	70,175
16	75,187	81,609	73,821	93,071	80,877	76,112	71,440	69,317	71,800	82,503	71,082	78,536
17	75,187	83,584	74,331	95,847	83,304	77,857	73,227	70,360	72,100	83,534	71,287	
18	75,187	85,559	76,015	98,707	85,805	79,640	75,057	72,617	72,500		71,491	
19	75,187	87,534	79,497	101,656	88,377	81,466	76,934	78,708	74,700		73,498	
20	77,187	89,509		101,656	91,030	89,029	78,857		78,400		73,702	
21	77,187	91,484		101,656	93,761						73,907	
22	77,187	93,459		101,656							74,111	
23	77,187	95,434		101,656							76,995	
24	77,187	97,409		101,656							77,200	
25	79,187	101,409		103,931							77,404	
26	79,187	101,409									77,609	
27	79,187	101,409									77,813	
28	79,187	101,409									79,967	
29	79,187	101,409									80,372	

*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: 2019 - 2020

Step	Harford	Howard	Kent	Montgomery	Prince George's	Queen Anne's*	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
30	81,187										80,372	
31	81,187										80,372	
32	81,187										80,372	
33	81,187										80,372	
34	81,187										80,372	
35	83,187										80,372	
36											80,372	
37											80,372	
38											80,372	
40											80,372	

*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: 2019 - 2020

Local School System	Minimum Salary	Maximum Salary	Salary Determinants
Allegheny	\$67,645	\$122,254	School size, level of preparation, and years of experience
Anne Arundel	93,280	159,740	School size and years of experience
Baltimore City	100,214	174,036	Years of experience, education level, and needs of the Board
Baltimore	107,628	177,172	School level and years of experience
Calvert	103,478	161,410	School type, years of experience, and possession of Doctorate
Caroline	98,892	132,037	School type, school size, and level of preparation
Carroll	96,791	148,291	Level of preparation and years of experience
Cecil	112,498	140,273	School size, level of preparation, and years of experience
Charles	98,500	158,221	School type, level of preparation, and years of experience
Dorchester	82,434	116,601	School type, years of experience, number of certified staff, and possession of Doctorate
Frederick	91,384	163,528	School type, years of experience, and possession of Doctorate
Garrett	74,306	120,702	School size, level of preparation, and years of experience
Harford	114,645	150,439	School type, level of preparation, years of experience, and possession of Doctorate
Howard	105,490	168,990	School type, level of preparation, and years of experience
Kent	85,504	125,643	School size, level of preparation, and years of experience
Montgomery	110,735	166,774	School type and years of experience
Prince George's	103,504	166,776	School type, years of experience, and possession of Doctorate
Queen Anne's	107,901	141,762	School size, years of experience, number of certified staff, and possession of Doctorate
St. Mary's	97,460	150,922	School size, level of preparation, and years of experience
Somerset	83,318	117,109	School size, years of experience, and possession of Doctorate
Talbot	95,542	137,091	Staff size, years of experience, and possession of Doctorate
Washington	76,283	151,329	School size/level, years of experience, mobility, FARM, school responsibility factors, and education
Wicomico	84,576	122,311	School size, level of preparation, and years of experience
Worcester	73,799	136,972	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: 2019 - 2020

Local School System	Minimum Salary	Maximum Salary	Salary Determinants
Allegany	\$63,536	\$103,218	School size, level of preparation, and years of experience
Anne Arundel	88,161	139,795	School size and years of experience
Baltimore City	81,902	122,952	Years of experience, education level, and needs of the Board
Baltimore	90,400	148,935	School level and years of experience
Calvert	90,075	136,021	School type, years of experience, and possession of Doctorate
Caroline	82,409	112,007	School type/size and level of preparation
Carroll	87,800	134,516	Level of preparation and years of experience
Cecil	89,660	122,916	School size, level of preparation, and years of experience
Charles	76,500	129,961	School type, level of preparation, and years of experience
Dorchester	71,682	95,183	School type, years of experience, and possession of Doctorate
Frederick	82,772	144,431	School type, years of experience, and possession of Doctorate
Garrett	61,592	102,700	Level of preparation and years of experience
Harford	104,917	130,251	School type, level of preparation, years of experience, and possession of Doctorate
Howard	93,540	157,040	School type, level of preparation, and years of experience
Kent	76,518	113,157	Level of preparation, years of experience, and contract months
Montgomery	104,520	146,589	School type and years of experience
Prince George's	91,890	138,992	School type, years of experience, contract months, and possession of Doctorate
Queen Anne's	92,211	118,061	School size, years of experience, and possession of Doctorate
St. Mary's	86,591	127,662	School type, level of preparation, years of experience, and contract months
Somerset	74,278	105,362	Years of experience and possession of Doctorate
Talbot	85,200	101,016	Years of experience and level of preparation
Washington	67,807	124,391	School type, years of experience, contract months, mobility, FARM, school responsibility factors, and education
Wicomico	74,397	108,043	School size, level of preparation, and years of experience
Worcester	66,419	119,778	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: 2019 - 2020

Local School System	Minimum Salary	Maximum Salary	Salary Determinants
Allegany	\$72,028	\$109,192	Level of preparation and years of experience
Anne Arundel	93,280	148,004	Years of experience
Baltimore City	53,516	100,818	Years of experience, education level, and needs of the Board
Baltimore	90,400	132,696	Years of experience
Calvert	102,253	143,571	Years of experience and possession of Doctorate
Caroline	92,297	126,010	Level of preparation and years of experience
Carroll	96,791	142,587	Level of preparation and years of experience
Cecil	99,810	125,808	Level of preparation and years of experience
Charles	68,500	108,124	Level of preparation and years of experience
Dorchester	82,434	106,950	Level of preparation, years of experience, and possession of Doctorate
Frederick	85,643	146,431	Years of experience and possession of Doctorate
Garrett	76,619	114,797	Level of preparation and years of experience
Harford	108,064	137,970	Level of preparation, years of experience, and possession of Doctorate
Howard	85,120	152,120	Level of preparation and years of experience
Kent	85,504	120,472	Level of preparation and years of experience
Montgomery	104,520	144,089	Area of responsibility and years of experience
Prince George's	100,411	143,162	Years of experience and possession of Doctorate
Queen Anne's	103,556	129,120	Years of experience and possession of Doctorate
St. Mary's	91,865	127,662	Level of preparation and years of experience
Somerset	85,134	114,579	Years of experience and possession of Doctorate
Talbot	85,200	101,016	Years of experience and possession of Doctorate
Washington	76,283	134,539	Years of experience, level of preparation, possession of Doctorate, and area of responsibility
Wicomico	88,392	115,597	Level of preparation and years of experience
Worcester	73,799	127,869	Level of preparation and years of experience

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