



Professional Salary Schedules Maryland Public Schools 1999-2000



Maryland State Department of Education
Division of Planning, Results, and Information Management
200 West Baltimore Street
Baltimore, MD 21201-2595
(410) 767-0031

MARYLAND STATE BOARD OF EDUCATION

Walter Sondheim, Jr.
President

Edward Andrews
Vice President

Raymond V. "Buzz" Bartlett
Jo Ann T. Bell
Philip S. Benzil
Reginald Dunn
George W. Fisher, Sr.
Marilyn D. Maultsby
Judith A. McHale
Edward Root
John Wisthoff
David M. Iseminger (*Student Member*)

Nancy S. Grasmick
Secretary-Treasurer of the Board
State Superintendent of Schools

A. Skipp Sanders
Deputy State Superintendent for Administration

Richard J. Steinke
Deputy State Superintendent for School Improvement

Mark Moody
Assistant State Superintendent
Division of Planning, Results, and Information Management

The Maryland State Department of Education does not discriminate on the basis of race, color, sex, age, national origin, religion, or disability in matters affecting employment or in providing access to programs. For inquiries related to departmental policy, please contact the Equity Assurance and Compliance Branch, Maryland State Department of Education, 200 West Baltimore Street, Baltimore, MD 21201, (410) 767-0425 - Voice, (410) 333-6442 - TTY/TDD, (410) 333-2226 - Fax.

**Professional Salary Schedules
Maryland Public Schools
1999-2000**

Contents

Table		Page
1	Salaries for Selected Twelve-Month Administrative Positions.....	1
2	Salary Range for Maryland Public School Teachers.....	5
3	Salary Schedules for Maryland Public School Teachers with a Bachelor ' s Degree and SPC.....	6
4	Salary Schedules for Maryland Public School Teachers with a Master ' s Degree.....	8
5	Salaries for Twelve-Month Principals	10
6	Salaries for Twelve-Month Vice/Assistant Principals	11
7	Salaries for Supervisors	12

Table 1

1999-2000 Salaries for Selected Twelve-Month Administrative Positions in Maryland Public Schools

Local Unit	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	\$101,642	\$ -	\$ -	\$ -	\$75,000
Anne Arundel	133,900	-	-	104,899	95,010
Baltimore City	185,000	-	112,500	-	93,000
Baltimore	137,376	115,396	103,307	103,307	97,262
Calvert	109,000	97,000	-	-	92,000
Caroline	90,000	-	-	-	-
Carroll	113,300	-	-	-	93,109
Cecil	104,000	-	-	90,000	85,000
Charles	120,000	-	-	99,500	99,500
Dorchester	98,000	-	-	-	82,000
Frederick	112,500	-	-	94,500	77,000
Garrett	84,310	-	-	-	71,514
Harford	105,000	94,253	-	-	84,000
Howard	147,761	-	-	117,922	-
Kent	94,485	-	-	-	84,730
Montgomery	237,794	139,890	-	114,546	-
Prince George's	170,000	130,000	-	105,000	105,000
Queen Anne's	100,087	-	-	-	83,720
St. Mary's	97,273	-	-	-	94,342
Somerset	90,873	-	-	-	68,382
Talbot	94,992	-	-	-	86,526
Washington	105,000	97,262	-	-	-
Wicomico	107,565	-	-	-	84,360
Worcester	91,672	-	-	-	85,217

*Salaries are determined through negotiations with the local boards of education. These salaries have been reviewed and signed off by the LEA.

Table 1 (continued)

1999-2000 Maximum Salaries for Twelve-Month Professional Positions in Maryland Public Schools

Local Unit	Director				Pupil Personnel Worker*				School Psychologist*			
	Master's	Master's +30	Master's +60	Doc-torate	Master's	Master's +30	Master's +60	Doc-torate	Master's	Master's +30	Master's +60	Doc-torate
Allegany	\$76,023	\$77,333	\$78,363	\$80,285	\$52,012	\$53,322	\$54,352	\$56,274	\$52,012	\$53,322	\$54,352	\$56,274
Anne Arundel	87,775	87,775	87,775	87,775	75,392	75,392	75,392	75,392	75,392	75,392	75,392	75,392
Baltimore City	83,538	84,938	86,338	86,338	N/A	N/A	N/A	N/A	52,366	55,452	55,452	57,220
Baltimore	80,074	80,074	80,074	83,551	64,117	64,117	64,117	67,100	62,903	67,335	68,544	69,551
Calvert	91,000	91,000	91,000	91,000	80,547	84,610	84,610	92,409	77,449	81,355	81,355	88,855
Caroline	78,701	79,451	79,451	80,951	51,595	52,447	52,447	53,387	51,595	52,447	52,447	53,387
Carroll	86,131	88,495	89,771	91,047	70,148	72,512	73,788	75,064	70,148	72,512	73,788	75,064
Cecil	81,000	81,000	81,000	81,000	60,023	62,623	63,323	64,023	60,023	62,623	63,323	64,023
Charles	84,038	84,538	84,538	87,038	64,069	64,569	64,569	67,069	57,205	57,705	57,705	61,244
Dorchester	73,917	73,917	73,917	73,917	49,517	52,233	52,233	53,148	49,517	52,233	52,233	53,148
Frederick	83,500	83,500	83,500	85,500	64,740	64,740	64,740	66,740	64,740	64,740	64,740	66,740
Garrett	68,606	69,356	70,106	70,856	52,913	53,663	54,413	55,163	49,691	50,441	51,191	51,941
Harford	79,883	79,883	79,883	79,883	64,373	69,130	69,130	69,730	50,589	54,553	54,553	55,053
Howard	110,770	110,770	110,770	110,770	68,998	68,998	68,998	68,998	68,998	68,998	68,998	68,998
Kent	77,480	78,080	78,680	79,280	59,078	59,678	60,278	60,878	68,229	68,829	69,429	70,029
Montgomery	102,956	102,956	102,956	102,956	76,961	79,872	81,567	81,567	76,961	79,872	81,567	81,567
Prince George's	89,000	89,000	89,000	89,000	66,335	67,744	69,152	71,002	66,335	67,744	69,152	71,002
Queen Anne's	N/A	N/A	N/A	N/A	54,600	55,200	55,800	56,100	56,300	56,900	57,500	57,800
St. Mary's	86,744	88,244	88,744	89,244	51,833	55,284	57,968	57,968	51,833	55,284	57,968	57,968
Somerset	65,643	65,643	65,643	67,683	N/A	N/A	N/A	N/A	52,452	52,452	52,452	54,322
Talbot	71,909	71,909	71,909	73,409	53,000	53,500	54,500	56,100	62,800	63,400	64,600	66,520
Washington	82,258	82,258	82,258	82,258	70,315	70,315	70,315	70,315	67,611	67,611	67,611	67,611
Wicomico	79,160	79,160	79,160	79,160	51,850	54,250	54,750	55,250	51,850	54,250	54,750	55,250
Worcester	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	51,761	53,541	53,541	55,325

*Contract may be less than 12 months

Table 1 (continued)

1999-2000 Maximum Salaries for Twelve-Month Professional Positions in Maryland Public Schools

Local Unit	Supervisor				Instructional Coordinator			
	Master's	Master's +30	Master's +60*	Doc-torate	Master's	Master's +30	Master's +60*	Doc-torate
Allegany	\$63,990	\$65,300	\$66,330	\$68,252	N/A	N/A	N/A	N/A
Anne Arundel	N/A	N/A	N/A	N/A	81,606	81,606	81,606	81,606
Baltimore City	78,809	80,209	81,609	81,609	74,347	75,747	77,147	77,147
Baltimore	69,961	69,961	69,961	73,125	73,138	73,138	73,138	76,401
Calvert	79,000	79,000	79,000	79,000	73,000	73,000	73,000	73,000
Caroline	69,013	69,763	69,763	71,263	57,173	57,923	57,923	59,423
Carroll	77,179	79,543	80,819	82,095	70,148	72,512	73,788	75,064
Cecil	69,064	71,664	72,364	73,064	69,064	71,664	72,364	73,064
Charles	N/A	N/A	N/A	N/A	76,835	77,335	77,335	79,835
Dorchester	72,286	72,286	72,286	72,286	65,221	65,221	65,221	65,221
Frederick	70,457	70,457	70,457	72,457	64,740	64,740	64,740	66,740
Garrett	66,955	67,705	68,455	69,205	52,913	53,663	54,413	55,163
Harford	67,533	72,290	72,290	72,890	N/A	N/A	N/A	N/A
Howard	93,260	93,260	93,260	93,260	110,770	110,770	110,770	110,770
Kent	74,148	74,748	75,348	75,948	64,433	65,033	65,633	66,233
Montgomery	91,094	91,094	91,094	91,094	91,094	91,094	91,094	91,094
Prince George's	76,746	76,746	76,746	78,246	74,328	74,328	74,328	74,328
Queen Anne's	68,800	69,400	70,000	70,300	67,044	67,644	68,244	68,544
St. Mary's	67,190	68,690	69,190	69,690	60,034	61,534	62,034	62,534
Somerset	63,051	63,051	63,051	65,091	60,985	60,985	60,985	63,025
Talbot	N/A	N/A	N/A	N/A	70,724	70,724	70,724	72,224
Washington	76,053	76,053	76,053	76,053	73,128	73,128	73,128	73,128
Wicomico	65,080	67,480	67,980	68,480	58,250	60,650	61,150	61,650
Worcester	72,952	75,515	75,515	78,084	68,328	70,720	70,720	73,118

*Master's + 45 in Queen Anne's and St. Mary's

Table 1 (continued)

1999-2000 Maximum Salaries for Twelve-Month Professional Positions in Maryland Public Schools

Local Unit	Principal				Assistant/Vice Principal*			
	Master's	Master's +30	Master's +60@	Doc-torate	Master's	Master's +30	Master's +60@	Doc-torate
Allegany	\$72,233	\$73,543	\$74,573	\$76,495	\$55,242	\$56,552	\$57,582	\$59,504
Anne Arundel	88,333	88,333	88,333	88,333	76,900	76,900	76,900	76,900
Baltimore City	88,552	89,952	91,352	91,352	68,765	70,165	71,565	71,565
Baltimore ^	N/A	N/A	N/A	83,500	N/A	N/A	N/A	72,400
Calvert	91,000	91,000	91,000	91,000	76,000	76,000	76,000	76,000
Caroline	72,242	72,992	72,992	74,492	61,478	62,228	62,228	63,728
Carroll	81,872	84,236	85,512	86,788	72,488	74,852	76,128	77,404
Cecil	72,940	75,540	76,240	76,940	63,898	66,498	67,198	67,898
Charles	91,242	91,742	91,742	94,242	66,030	66,530	66,530	69,030
Dorchester	73,917	73,917	73,917	73,917	70,656	70,656	70,656	70,656
Frederick	80,189	80,189	80,189	82,189	70,457	70,457	70,457	72,457
Garrett	68,606	69,356	70,106	70,856	52,913	53,663	54,413	55,163
Harford	71,830	76,587	76,587	77,187	65,384	70,141	70,141	70,741
Howard	87,805	87,805	87,805	87,805	80,165	80,165	80,165	80,165
Kent	77,480	78,080	78,680	79,280	68,229	68,829	69,429	70,029
Montgomery	102,956	102,956	102,956	102,956	86,314	86,314	86,314	86,314
Prince George's	88,642	88,642	88,642	90,142	75,420	75,420	75,420	76,420
Queen Anne's	76,376	76,976	77,576	77,876	65,326	65,926	66,526	66,826
St. Mary's	81,939	83,439	83,939	84,439	69,115	70,615	71,115	71,615
Somerset	63,341	63,341	63,341	65,381	53,663	53,663	53,663	55,198
Talbot	63,909	63,909	63,909	65,409	53,900	54,450	55,550	57,310
Washington	82,258	82,258	82,258	82,258	73,128	73,128	73,128	73,128
Wicomico	69,780	72,180	72,680	73,180	58,680	61,080	61,580	62,080
Worcester	78,153	80,909	80,909	83,670	68,328	70,720	70,720	73,118

* Vice principals are 11-month positions in Allegany, Charles, Garrett and 10.5 months in Somerset

@Master's + 45 in Queen Anne's and St. Mary's

^ Principal and Assistant Principal salaries are based on years of experience, school size and doctorate. Salary range for principals is \$73,037 to \$82,500 plus \$1,000 for doctorate and for assistant principals is \$66,474 to \$71,400 plus \$1,000 for doctorate.

Table 2

1999-2000 Minimum and Maximum Salaries for Maryland Public School Teachers

Local Unit	Minimum- Bachelor's Degree Step 1*	Maximum						
		Bachelor's With Standard Professional Certificate (SPC)	Advanced Professional Certificate (APC)@	Master's@	Master's +APC@	Master's +30	Master's +60^	Doctorate
Allegany	\$25,174	\$41,225	\$44,547	\$44,547	\$44,547	\$45,857	\$46,887	\$48,809
Anne Arundel	28,043	41,669	55,208	55,208	56,312	58,587	60,931	62,174
Baltimore City	28,449	49,016	49,016	52,901	52,901	56,110	57,949	57,949
Baltimore	29,500	36,858	53,763	53,763	53,763	57,551	58,585	59,445
Calvert	30,400	45,405	61,959	61,959	61,959	65,084	65,084	71,084
Caroline	28,836	47,778	50,176	51,595	51,595	52,447	52,447	53,387
Carroll	28,410	43,906	55,670	55,670	55,670	58,045	59,220	59,220
Cecil	28,956	49,076	50,476	50,476	50,976	51,676	52,376	52,576
Charles	29,106	38,326	55,215	56,383	56,383	56,883	56,883	59,383
Dorchester	28,229	31,458	48,409	49,517	49,517	52,233	52,233	53,148
Frederick #	28,387	41,153	53,409	53,409	53,409	56,016	56,016	58,016
Garrett	25,658	32,010	43,896	44,896	44,896	45,646	46,396	47,146
Harford	29,034	37,881	49,231	50,589	50,589	54,553	54,553	55,053
Howard	29,006	41,892	59,142	60,301	60,301	61,461	61,461	62,621
Kent	27,575	36,733	53,107	53,107	53,841	55,372	56,178	56,983
Montgomery	31,669	42,547	42,547	64,134	64,134	66,560	67,972	67,972
Prince George's	30,557	42,148	55,909	57,959	57,959	60,520	61,802	62,202
Queen Anne's	29,700	34,077	53,800	34,877	54,600	55,200	55,800	56,100
St. Mary's	30,009	42,321	51,833	51,833	52,892	55,284	57,968	57,968
Somerset	26,653	33,939	46,436	47,684	47,684	47,684	47,684	49,384
Talbot	29,500	32,700	49,700	53,000	53,000	53,500	54,500	56,100
Washington	28,501	43,423	50,109	50,109	50,109	51,348	51,717	51,962
Wicomico	27,400	43,960	48,230	49,750	49,750	51,200	51,200	52,340
Worcester	27,931	38,588	49,980	51,761	51,761	53,541	53,541	55,325

*Based on Standard Professional Certificate

@Scales may apply to Master's equivalent

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

#Additional \$1,000 for National Board Certification

Table 3

1999-2000 Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate

Step	Allegany	Anne Arundel	Baltimore City	Baltimore	Calvert	Caroline	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
1	\$ 25,174	\$ 28,043	\$ 28,449	\$ 29,500	\$ 30,400	\$ 28,836	\$ 28,410	\$ 28,956	\$ 29,106	\$ 28,229	\$ 28,387	\$ 25,658
2	25,949	29,176	28,778	29,542	33,949	28,836	29,153	29,059	29,106	28,229	28,494	26,364
3	27,001	30,354	29,555	30,299	34,366	29,099	29,395	29,368	30,124	28,438	28,673	27,069
4	28,089	31,580	30,502	31,310	35,119	29,868	30,714	29,935	31,179	28,438	29,976	27,775
5	29,213	32,856	31,178	31,880	37,066	30,890	32,033	30,759	32,270	28,647	31,279	28,481
6	30,342	34,184	32,204	32,985	38,547	31,915	33,352	31,815	33,400	28,856	32,583	29,186
7	31,448	35,564	33,239	34,089	40,125	32,939	34,672	32,870	34,569	29,227	33,886	29,893
8	32,520	37,002	34,285	35,195	41,653	33,962	35,991	34,003	35,778	30,059	35,189	30,598
9	33,606	38,497	35,327	36,277	43,138	35,019	37,310	35,162	37,031	30,759	36,492	31,303
10	34,769	40,052	35,979	36,858	45,405	36,096	38,629	36,347	38,326	31,458	37,796	32,010
11	35,764	41,669	36,352			37,173	39,948	37,531			39,099	
12	36,965		36,893			38,245	41,268	38,716			40,402	
13	38,070					39,321	42,587	39,926			41,153	
14	39,177					41,627	43,906	41,162				
15			46,297			43,446		42,449				
16			46,580					43,737				
17			46,861					45,076				
18			47,145									
19			47,426					46,576				
20			47,711			44,904						
21	40,201		47,972									
22			48,233									
23			48,493									
24			48,755					49,076				
25			49,016			46,340						
26	41,225											
27												
28												
29												
30						47,778						
35												

Table 3 (Continued)

1999-2000 Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate

Step	Harford	Howard	Kent	Mont-gomery	Prince George's	Queen Anne's	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
\$ 1	\$ 29,034	\$ 29,006	\$ 27,575	\$ 31,669	\$ -	\$ 29,700	\$ 30,009	\$ 26,653	\$ 29,500	\$ 28,501	\$ 27,400	\$ 27,931
2	29,904	29,513	27,575	32,074	30,557	30,264	30,191	27,233	29,500	29,029	27,600	28,557
3	30,801	30,557	29,376	32,703	30,771	30,741	30,523	27,812	29,700	29,557	28,310	29,133
4	31,725	31,629	30,135	33,346	31,019	31,217	30,855	28,623	29,900	30,085	28,990	29,788
5	32,676	32,760	31,276	34,711	31,801	35,694	31,536	29,434	30,100	30,612	29,690	30,387
6	33,658	34,064	32,235	36,228	33,278	32,171	32,828	30,246	30,600	31,140	30,410	31,144
7	34,668	35,369	33,395	37,769	34,757	32,647	34,116	31,173	31,100	31,668	31,210	31,848
8	35,707	36,674	34,553	39,338	36,236	33,124	35,402	31,867	31,600	32,425	32,020	32,812
9	36,779	37,978	35,113	40,927	37,713	33,600	36,629	32,679	32,100	33,416	32,840	33,902
10	37,881	39,283	36,733	42,547	39,193	34,077	38,065	33,939	32,700	34,407	33,910	34,988
11		40,587			40,673					35,400	34,530	
12		41,892			42,148					36,391	35,810	
13										37,382	37,090	
14											38,950	
15												
16												
17												
18							39,208					
19										38,374	40,460	
20							39,992			39,365		35,888
21										40,358		
22										41,124		
23										41,890	42,210	
24							40,792			42,657		
25										43,423		36,788
26												
27							41,490					
28											43,960	
29												
30							42,321					37,688
35												38,588

Table 4

1999-2000 Salary Schedules for Maryland Public School Teachers with a Master's Degree

Step	Allegany*	Anne Arundel	Baltimore City	Baltimore	Calvert	Caroline	Carroll	Cecil	Charles	Dorchester*	Frederick	Garrett
1	\$ 26,043	\$ 29,759	\$ 30,016	\$ 30,949	\$ 34,100	\$ 30,890	\$ 28,759	\$ 30,356	\$ 31,703	\$ 28,229	\$ 30,529	\$ -
2	26,818	30,961	30,354	31,165	34,695	30,890	30,078	30,459	31,703	28,229	31,069	-
3	27,870	32,212	31,218	32,031	37,066	31,915	31,397	30,768	32,734	28,438	31,279	-
4	30,580	33,513	32,407	33,397	38,547	32,939	32,716	31,335	33,798	31,619	32,583	31,020
5	31,761	34,868	33,231	34,171	40,125	33,962	34,035	32,159	34,896	32,645	33,886	31,726
6	32,960	36,276	34,478	35,595	41,653	35,019	35,355	33,215	36,030	33,525	35,189	32,432
7	34,176	37,742	35,735	37,020	43,138	36,096	36,674	34,270	37,202	34,406	36,492	33,138
8	35,375	39,267	37,179	38,444	44,715	37,173	37,993	35,403	38,411	35,598	37,796	33,843
9	36,574	40,853	38,281	39,867	46,344	38,245	39,312	36,562	39,659	36,483	39,099	34,548
10	37,794	42,503	39,573	41,294	48,514	39,321	40,631	37,747	40,948	37,368	40,402	36,313
11	38,919	44,221	40,874	42,718	50,094	40,395	41,951	38,931	42,278	38,582	41,706	37,020
12	40,117	46,007	42,546	44,141	51,676	41,470	43,270	40,116	43,652	39,470	43,009	37,726
13	41,337			45,565	53,155	42,542	44,589	41,326	45,072	40,358	44,312	38,432
14	42,499			46,763	54,684	45,234	45,908	42,562	46,536	42,299	45,616	39,136
15		48,307	48,598			47,245	47,227	43,849	48,048	43,320	46,919	39,842
16			48,917	48,163				45,137		43,859	47,568	41,367
17			-					46,476		44,397	48,217	
18			49,555				49,338		49,613	45,231	48,866	
19			49,873	49,563				47,976			49,515	
20		50,608	50,196		57,388	48,695				46,465	50,164	43,133
21	43,523		50,493				51,449		51,225		50,813	
22			50,790	50,963						47,980	51,462	
23			51,088								52,111	
24			51,385				53,560	50,476	52,889	48,749	52,760	
25		52,908	51,690	52,363	59,001	50,145					53,409	44,896
26	44,547											
27							55,670		54,609	49,517		
28		55,208	52,901	53,763								
29												
30					60,459	51,595			56,383			
35					61,959							

* Advanced Professional Certificate is required for placement on this scale

NOTE: LEAs vary in rewarding advanced certification and/or preparation; interim schedules may exist for combinations of Master's or Master's Equivalent with or without APC.

Table 4 (Continued)

1999-2000 Salary Schedules for Maryland Public School Teachers with a Master's Degree

Step	Harford	Howard	Kent	Mont-gomery	Prince George's	Queen Anne's*	St. Mary's	Somerset*	Talbot	Washington	Wicomico*	Worcester
\$ 1	\$ 30,801	\$ 30,270	\$ 30,075	\$ 34,860	\$ 34,544	\$ -	\$ 30,844	\$ 28,855	\$ 31,600	\$ 29,557	\$ 30,780	\$ 31,318
2	31,725	30,904	30,075	35,292	34,758	-	31,024	29,435	31,600	30,085	30,990	31,988
3	32,676	32,412	31,295	36,090	34,910	-	31,353	30,014	32,700	30,612	31,280	32,599
4	33,658	34,006	31,975	37,787	35,476	-	31,878	30,825	33,500	31,140	31,990	33,020
5	34,668	35,659	33,135	39,506	36,955	33,685	33,259	31,636	34,400	31,668	32,670	33,621
6	35,707	37,108	34,315	41,256	38,435	34,639	34,547	32,447	35,300	32,196	33,380	34,376
7	36,779	38,558	35,475	43,028	39,910	35,592	35,836	33,375	36,200	33,161	34,070	35,083
8	37,881	40,008	36,675	44,830	41,390	36,545	37,120	34,070	37,000	34,152	34,910	36,045
9	39,019	41,457	37,753	46,667	42,867	37,498	38,414	34,881	37,800	35,144	35,930	37,135
10	40,189	42,907	39,134	48,531	44,346	38,928	39,783	36,162	38,600	36,135	37,500	38,220
11	41,395	44,356	40,335	50,427	45,826	39,924	41,505	36,981	39,700	37,127	38,640	39,439
12	42,636	45,806	41,575	52,355	47,302	41,238	42,707	37,801	40,800	38,119	39,940	40,783
13	43,916	47,255	42,893	54,323	48,780	43,224	43,743	39,512	41,800	39,110	41,340	42,125
14	45,232	48,705	43,960	56,322	50,260	45,581	45,116	40,467	43,200	40,101	44,200	44,461
15	46,590	51,604	46,852	57,705	50,753	47,937	46,491	41,510	44,700	41,093		46,798
16			48,258	59,309	51,244	48,500			46,200	42,085		48,161
17				60,938	51,738	48,600			46,500	43,077		
18		54,503		62,592	52,229	48,975	47,886		46,700	44,068		
19				64,134	52,724	49,350			46,900	45,059	45,830	
20	47,923				53,463	49,725	48,843	45,277	47,200	46,052		49,061
21		57,402	49,947			50,100		46,372	47,400	47,043		
22						50,600		47,684	47,600	47,809		
23						51,100			47,800	48,576	47,880	
24					57,959	51,600	49,821		48,100	49,342		
25	49,256	60,301	51,558			52,100			48,300	50,109		49,961
26						52,600			48,500			
27						53,100	50,816		48,800			
28			53,107			53,600			53,000		49,750	
29						54,100						
30	50,589					54,600	51,833					50,861
35												51,761

*Advanced Professional Certificate is required for placement on this scale

NOTE: LEAs vary in rewarding advanced certification and/or preparation; interim schedules may exist for combinations of Master's or Master's Equivalent with or without APC.

Table 5

Basis of 1999-2000 Salaries for Twelve-Month Principals in Maryland Public School Systems

Local Unit	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$42,684	\$76,495	School size, level of preparation, and years of experience
Anne Arundel	55,788	88,333	School size and years of experience
Baltimore City	55,605	91,352	Salary schedule based on responsibility
Baltimore	73,037	83,500	School size, years of experience, and possession of Doctorate
Calvert	62,000	91,000	Years of experience
Caroline	64,584	74,492	School type, school size, and level of preparation
Carroll	46,342	86,788	School size, level of preparation, and years of experience
Cecil	53,389	76,940	School size, level of preparation, and years of experience
Charles	57,907	94,242	Level of preparation and years of experience
Dorchester	57,716	73,917	School type and years of experience
Frederick	46,940	82,189	Years of experience and possession of Doctorate
Garrett	39,820	70,856	School size, level of preparation, and years of experience
Harford	46,640	77,187	School type, level of preparation, and years of experience
Howard	58,658	87,805	School type, level of preparation, and years of experience
Kent	58,085	79,280	School size, level of preparation, and years of experience
Montgomery	71,907	102,956	School type and years of experience
Prince George's	62,123	90,142	School type, years of experience, and possession of Doctorate
Queen Anne's	60,218	77,876	School size, level of preparation, and years of experience
St. Mary's	49,173	84,439	School size, level of preparation, and years of experience
Somerset	34,147	65,381	School size, years of experience, possession of Doctorate, and contract period
Talbot	55,409	65,409	Staff size, years of experience, and possession of Doctorate
Washington	56,047	82,258	School size/level and years of experience
Wicomico	55,940	73,180	School size, level of preparation, and years of experience
Worcester	49,482	83,670	School size/level, level of preparation, and years of experience

Table 6

Basis of 1999-2000 Salaries for Twelve-Month Vice/Assistant Principals in Maryland Public School Systems

Local Unit	Salary		Salary Determinants
	Minimum	Maximum	
Allegany*	\$36,660	\$59,504	School size, level of preparation, and years of experience
Anne Arundel	49,538	76,900	School size and years of experience
Baltimore City	51,427	71,565	Salary schedule based on negotiated agreement
Baltimore	66,474	72,400	School size, years of experience, and possession of Doctorate
Calvert	62,000	76,000	Years of experience
Caroline	53,820	63,728	School type/size and level of preparation
Carroll	44,006	77,404	School type, level of preparation, and years of experience
Cecil	49,514	67,898	School size, level of preparation, and years of experience
Charles	*47,675	69,030	Level of preparation and years of experience
Dorchester	57,716	70,656	School type and years of experience
Frederick	43,091	72,457	Years of experience and possession of Doctorate
Garrett*	39,820	55,163	Level of preparation and years of experience
Harford	41,982	70,741	School type, level of preparation, and years of experience
Howard	45,471	80,165	School type, level of preparation, and years of experience
Kent	52,464	70,029	Level of preparation, years of experience, and contract-months
Montgomery	63,636	86,314	School type and years of experience
Prince George's	*52,989	76,420	School type, years of experience, contract months, and possession of Doctorate
Queen Anne's	52,121	66,826	School type, level of preparation, and years of experience
St. Mary's	43,690	71,615	School type, level of preparation, years of experience, and contract-months
Somerset^	29,992	55,198	School size, years of experience, possession of Doctorate
Talbot	*32,890	57,310	Years of experience
Washington	*53,890	73,128	School type, years of experience, and contract months
Wicomico	47,400	62,080	School size, level of preparation, and years of experience
Worcester	42,456	73,118	School size/level, level of preparation, and years of experience

*Eleven-month

^ Ten and a half months

Table 7

Basis of 1999-2000 Salaries for Supervisors* in Maryland Public School Systems

Local Unit	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$45,449	\$68,252	Level of preparation and years of experience
Anne Arundel*	55,788	81,606	Years of experience
Baltimore City	58,940	81,609	Salary schedule based on negotiated agreement
Baltimore	69,961	73,125	Years of experience and possession of Doctorate
Calvert	68,000	79,000	Years of experience
Caroline	60,278	71,263	Level of preparation and years of experience
Carroll	51,042	82,095	Level of preparation and years of experience
Cecil*	57,264	73,064	Level of preparation and years of experience
Charles*	56,916	79,835	Level of preparation and years of experience
Dorchester	62,111	77,329	Years of experience
Frederick	46,940	72,457	Years of experience and possession of Doctorate
Garrett	53,862	69,205	Level of preparation and years of experience
Harford	49,673	72,890	Level of preparation and years of experience
Howard	58,660	93,260	Level of preparation and years of experience
Kent	58,085	75,948	Level of preparation and years of experience
Montgomery	66,149	91,094	Area of responsibility and years of experience
Prince George's	60,215	78,246	Years of experience and possession of Doctorate
Queen Anne's	58,800	70,300	Level of preparation and years of experience
St. Mary's	49,173	69,690	Level of preparation and years of experience
Somerset	40,456	65,091	Years of experience and possession of Doctorate
Talbot*	62,224	72,224	Years of experience and possession of Doctorate
Washington	58,288	76,053	Years of experience
Wicomico	58,070	68,480	Level of preparation and years of experience
Worcester	49,482	78,084	Level of preparation and years of experience

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