



Professional Salary Schedules Maryland Public Schools 2004-2005

**Maryland State Department of Education
Division of Accountability and Assessment
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**Professional Salary Schedules
Maryland Public Schools
2004-2005**

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Table 1

Salaries for Twelve-Month Professional Positions in Maryland Public Schools:2004-2005

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	\$121,386	\$ -	\$ -	\$ -	\$101,698
Anne Arundel	202,939	143,431	-	-	129,910
Baltimore City	192,000	-	-	125,000	115,000
Baltimore	230,000	149,800	-	-	113,805
Calvert	135,000	128,500	-	-	125,860
Caroline	109,200	-	-	-	100,592
Carroll	120,000	-	-	-	115,090
Cecil	140,478	-	-	116,058	-
Charles	245,000	-	-	158,000	153,500
Dorchester	106,080	-	-	-	-
Frederick	145,071	-	-	121,071	98,519
Garrett	106,382	-	-	-	91,840
Harford	142,700	-	-	-	110,374
Howard	199,000	-	150,000	-	139,862
Kent	107,656	-	-	-	99,958
Montgomery	237,794	166,821	-	135,554	135,554
Prince George's	250,000	-	-	142,942	131,274
Queen Anne's	121,700	-	-	110,000	-
St. Mary's	148,725	124,957	112,411	-	118,112
Somerset	99,750	-	-	-	86,421
Talbot	122,500	-	-	-	108,847
Washington	135,960	109,900	-	-	-
Wicomico	120,822	-	-	-	98,520
Worcester	119,010	-	-	-	108,229

*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)

Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2004-2005

Local Unit	Maximum											
	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	\$90,666	\$92,198	\$93,403	\$95,651	\$67,596	\$69,128	\$70,333	\$72,581	\$67,596	\$69,128	\$70,333	\$72,581
Anne Arundel	108,703	108,703	108,703	108,703	89,152	89,152	89,152	89,152	89,152	89,152	89,152	89,152
Baltimore City	101,508	101,508	101,508	101,508	75,112	75,112	75,112	75,112	66,503	70,450	70,450	73,477
Baltimore	107,875	107,875	107,875	107,875	85,478	85,478	85,478	85,478	79,935	84,498	85,902	87,072
Calvert	115,189	115,189	115,189	116,189	88,938	93,313	96,480	101,713	85,232	89,425	92,460	97,475
Caroline	94,542	95,292	95,292	96,792	67,621	68,734	68,734	69,847	61,118	62,125	62,125	63,238
Carroll	106,845	109,456	110,864	112,272	81,410	84,021	85,429	86,837	81,410	84,021	85,429	86,837
Cecil	104,400	104,400	104,400	104,400	78,255	79,205	80,155	80,605	78,255	79,205	80,155	80,605
Charles	105,885	106,355	106,355	108,885	78,021	78,521	78,521	81,021	78,021	78,521	78,521	81,021
Dorchester	96,900	96,900	96,900	96,900	59,735	62,980	62,980	64,073	59,735	62,980	62,980	64,073
Frederick	109,234	109,234	109,234	111,234	99,320	99,320	99,320	101,320	99,320	99,320	99,320	101,320
Garrett	82,759	83,509	84,259	85,009	63,671	64,421	65,171	65,921	60,441	61,191	61,941	62,691
Harford	106,825	-	-	-	88,408	-	-	-	60,488	65,125	-	65,625
Howard	127,000	127,000	127,000	127,000	89,336	89,336	89,336	89,336	89,336	89,336	89,336	89,336
Kent	90,575	91,375	91,975	92,575	68,566	69,366	69,966	70,566	78,967	79,767	80,367	80,967
Montgomery	124,539	124,539	124,539	124,539	96,862	100,985	103,527	103,527	96,862	100,985	103,527	103,527
Prince George's #	128,357	128,357	128,357	128,357	79,856	83,479	87,272	88,119	86,868	90,821	94,959	95,883
Queen Anne's	92,100	92,100	92,100	92,100	66,663	67,401	68,139	68,508	74,172	75,035	75,898	76,330
St. Mary's	110,693	112,193	112,693	113,193	73,349	75,034	78,723	81,178	73,349	75,034	78,723	81,178
Somerset	82,303	83,103	83,103	84,003	-	-	-	-	61,970	62,850	62,850	63,840
Talbot	-	-	-	-	70,660	71,320	72,530	74,730	76,720	77,440	78,760	81,160
Washington	94,388	94,388	94,388	95,888	80,685	80,685	80,685	82,185	77,581	75,581	75,581	77,081
Wicomico	88,440	90,940	91,440	91,940	68,670	71,170	71,670	72,170	68,670	71,170	71,670	72,170
Worcester	-	-	-	-	80,432	86,193	86,193	89,111	62,884	65,053	65,053	67,224

*Contract may be less than 12 months

Pupil Personnel Worker and School Psychologist salaries include a differential.

Table 1 (continued)

Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2004-2005

Local Unit	Maximum							
	Supervisor				Instructional Coordinator			
	Master's	Master's +30	Master's +60*	Doc-torate	Master's	Master's +30	Master's +60*	Doc-torate
Allegany	\$76,309	\$77,841	\$79,046	\$81,294	-	-	-	-
Anne Arundel	-	-	-	-	100,720	100,720	100,720	100,720
Baltimore City	-	-	-	-	90,648	90,648	90,648	60,648
Baltimore	96,026	96,026	96,026	96,026	101,778	101,778	101,778	101,778
Calvert	101,315	101,315	101,315	102,315	89,245	89,245	89,245	90,245
Caroline	82,936	83,686	83,686	85,186	68,754	69,504	69,504	71,004
Carroll	89,541	92,152	93,560	94,968	81,410	84,021	85,429	86,837
Cecil	87,915	88,865	89,915	90,265	87,915	88,865	89,815	90,265
Charles	-	-	-	-	89,167	89,667	89,667	92,167
Dorchester	85,000	85,000	85,000	85,000	75,000	75,000	75,000	75,000
Frederick	107,268	107,268	107,268	109,268	99,320	99,320	99,320	101,320
Garrett	80,750	81,500	82,250	83,000	63,671	64,421	65,171	65,921
Harford	98,623	-	-	-	-	-	-	-
Howard	105,028	105,028	105,028	105,028	120,000	120,000	120,000	120,000
Kent	86,788	87,588	88,188	88,788	74,652	75,452	76,052	76,652
Montgomery	110,365	110,365	110,365	110,365	115,807	115,807	115,807	115,807
Prince George's	95,879	95,879	95,879	95,879	113,771	113,771	113,771	113,771
Queen Anne's	83,820	83,820	83,820	84,820	-	-	-	-
St. Mary's	88,057	89,557	90,057	90,557	76,399	77,899	78,399	78,899
Somerset	76,235	77,035	77,035	77,935	67,218	68,018	68,018	69,718
Talbot	86,959	86,959	86,959	88,459	83,327	83,327	83,327	84,827
Washington	87,269	87,269	87,269	88,769	90,761	90,761	90,761	92,261
Wicomico	82,410	84,910	85,410	85,910	76,010	78,510	79,010	79,510
Worcester	88,969	92,092	92,092	95,219	83,278	86,193	86,193	89,111

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

Table 1 (continued)

Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2004-2005

Local Unit	Maximum							
	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	\$86,144	\$87,676	\$88,881	\$91,129	\$67,433	\$68,965	\$70,170	\$72,418
Anne Arundel	109,023	109,023	109,023	109,023	94,911	94,911	94,911	94,911
Baltimore City	112,590	114,135	114,135	115,680	79,453	79,453	79,453	79,453
Baltimore	114,338	114,338	114,338	114,338	96,026	96,026	96,026	96,026
Calvert	115,189	115,189	115,189	116,189	96,491	96,491	96,491	97,491
Caroline	86,804	87,554	87,554	89,054	73,909	74,659	74,659	76,159
Carroll	104,077	106,688	108,096	109,504	89,541	92,152	93,560	94,968
Cecil	95,969	96,919	97,869	98,319	83,085	84,035	84,985	85,435
Charles	111,458	111,958	111,958	114,458	84,337	84,837	84,837	87,337
Dorchester #	85,000	85,000	85,000	85,000	70,000	70,000	70,000	70,000
Frederick	115,847	115,847	115,847	117,847	107,268	107,268	107,268	109,268
Garrett	82,759	83,509	84,259	85,009	63,671	64,421	65,171	65,921
Harford	95,896	-	-	-	90,760	-	-	-
Howard	114,938	114,938	114,938	114,938	104,939	104,939	104,939	104,939
Kent	90,575	91,375	91,975	92,575	63,232	64,032	64,632	65,232
Montgomery	124,539	124,539	124,539	124,539	104,653	104,653	104,653	104,653
Prince George's	107,722	107,722	107,722	109,222	91,629	91,629	91,629	93,129
Queen Anne's	91,340	91,340	91,340	92,340	78,450	78,450	78,450	79,450
St. Mary's	107,564	109,064	109,564	110,064	88,057	89,557	90,057	90,557
Somerset	80,132	80,932	80,932	81,832	67,400	68,200	68,200	68,918
Talbot	89,503	89,503	89,503	91,003	69,993	70,686	71,957	74,267
Washington	99,720	99,720	99,720	101,160	87,110	87,110	87,110	88,550
Wicomico	88,320	90,820	91,320	91,820	77,510	80,010	80,510	81,010
Worcester	95,372	98,729	98,729	102,090	83,278	86,193	86,193	89,111

* Vice principals are 11-month positions in Allegany, Garrett, and Talbot. Caroline vice principals are 10.5 months to 12 months depending on the size of school. Kent County vice principals are 10.5 month positions on hires after July 1, 2004.

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

Plus \$50 per certificated staff member

Table 2

Minimum and Maximum Salaries for Maryland Public School Teachers: 2004-2005

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	\$30,364	\$49,137	\$53,021	\$53,021	\$53,021	\$54,553	\$55,758	\$58,006
Anne Arundel	34,691	48,272	65,288	65,288	66,594	69,284	72,083	73,525
Baltimore City	34,973	57,326	61,869	61,869	61,869	65,641	65,641	68,534
Baltimore	35,100	43,100	65,200	65,200	65,200	69,100	70,300	71,300
Calvert	37,000	54,569	76,338	76,338	76,338	80,094	82,812	87,304
Caroline #	34,158	56,596	59,437	61,118	61,118	62,125	62,125	63,238
Carroll	34,819	51,243	66,720	66,720	66,720	69,252	70,589	70,589
Cecil #	35,788	60,139	61,789	61,789	62,539	63,489	64,439	64,889
Charles	35,451	45,724	66,080	67,473	67,473	67,973	67,973	70,473
Dorchester	34,300	39,218	58,411	59,735	59,735	62,980	62,980	64,073
Frederick #	35,292	49,744	69,331	69,331	69,331	69,331	74,878	76,878
Garrett #	31,208	38,934	53,393	54,393	54,393	55,143	55,893	56,643
Harford #	33,957	44,304	52,901	54,488	54,488	59,126	59,126	59,626
Howard	36,556	51,890	76,129	77,566	77,566	79,002	79,002	80,438
Kent	34,363	42,887	61,855	61,855	62,707	64,480	65,414	66,347
Montgomery #	39,457	52,880	52,880	82,436	82,436	85,945	88,108	88,108
Prince George's	37,910	50,699	66,984	70,132	70,132	73,427	76,875	77,645
Queen Anne's #	35,631	38,430	65,663	66,663	66,663	67,401	68,139	68,508
St. Mary's	33,389	52,218	63,954	63,954	65,263	68,213	71,525	74,025
Somerset #	31,506	39,535	54,862	56,336	56,336	57,136	57,136	58,036
Talbot #	37,000	56,400	60,600	64,600	64,600	65,200	66,300	68,300
Washington	36,610	44,923	59,991	59,991	59,991	61,469	61,838	62,083
Wicomico #	33,960	53,400	58,770	60,610	60,610	62,380	62,380	63,760
Worcester	34,512	45,472	60,716	62,884	62,884	65,053	65,053	67,224

*Based on Standard Professional Certificate

@Scales may apply to Master's equivalent

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

#Additional \$2,000 for National Board Certification in Caroline, Cecil, Harford, Montgomery, Queen Anne's, Somerset, Talbot and Wicomico counties; and \$1,000 in Frederick and Garrett counties.

Table 3

Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate: 2004-2005

Step	Allegany	Anne Arundel	Baltimore City	Baltimore	Calvert	Caroline	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
1	\$ 30,364	\$ 34,691	\$ 34,973	\$ 35,100	\$ 37,000	\$ 34,158	\$ 34,819	\$ 35,788	\$ 35,451	\$ 34,300	\$ 35,292	\$ 31,208
2	31,270	34,849	35,748	35,500	40,802	34,158	35,607	36,384	35,790	34,814	36,897	32,067
3	32,501	35,164	36,925	36,100	41,302	34,469	36,240	36,981	36,132	35,336	38,504	32,925
4	33,773	36,584	38,112	36,800	42,207	35,381	37,032	38,232	37,197	35,866	40,109	33,782
5	35,089	38,062	39,311	37,600	44,550	36,591	37,665	39,439	38,499	36,405	41,715	34,641
6	36,407	39,600	40,402	38,600	46,327	37,805	38,931	40,646	39,849	36,951	43,321	35,499
7	37,701	41,200	41,253	39,600	48,224	39,018	40,513	41,855	41,241	37,504	44,927	36,359
8	38,954	42,864	41,681	40,800	50,059	40,230	42,096	43,184	42,684	38,067	46,532	37,216
9	40,224	44,596	42,301	41,900	51,844	41,481	43,678	44,513	44,180	38,639	48,138	38,073
10	41,584	46,398	53,084	43,100	54,569	42,756	45,261	45,841	45,724	39,218	49,744	38,934
11	42,749	48,272	53,408			44,034	46,843	46,703				
12	44,153		53,731			45,303	48,426	48,135				
13	45,447		54,057			46,577	50,009	49,566				
14	46,741		54,378			49,310	51,243	51,176				
15			54,705			51,463		52,787				
16			55,005					54,397				
17			55,304					56,139				
18			55,603									
19			55,902					57,639				
20			56,202			53,192						
21	47,939		57,326									
22												
23												
24								60,139				
25						54,891						
26	49,137											
27												
28												
29												
30						56,596						
35												

Table 3 (Continued)

Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate: 2004-2005

Step	Harford	Howard	Kent	Montgomery	Prince George's	Queen Anne's	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$ 33,957	\$ 36,556	\$ 34,363	\$ 39,457	\$ 36,823	\$ 35,631	\$ 37,036	\$ 31,506	\$ 37,000	\$ 36,610	\$ 33,960	\$ 34,512
2	34,974	36,556	34,363	40,064	37,910	36,230	37,253	33,743	37,000	38,056	34,280	35,286
3	36,024	37,849	34,363	41,266	39,027	37,133	37,660	34,417	38,000	38,964	34,700	35,996
4	37,104	39,178	35,243	42,504	40,178	37,831	38,071	35,105	40,300	40,156	35,230	36,367
5	38,217	40,578	36,565	43,779	41,364	38,430	38,911	35,807	41,000	41,346	35,870	37,097
6	39,364	42,194	37,675	45,464	42,584		40,505	36,523	41,800	42,542	36,610	38,022
7	40,545	43,810	39,020	47,214	43,841		42,095	37,254	42,600	43,734	37,460	38,679
8	41,761	45,426	40,361	49,032	45,134		43,681	37,999	43,600	44,923	38,420	39,855
9	43,015	47,042	41,010	50,920	46,464		45,194	38,759	44,200		39,470	40,851
10	44,304	48,658	42,887	52,880	47,835		46,967	39,535	45,100		40,640	41,672
11		50,274	42,887		49,246				46,500		41,810	
12		51,890			50,699				47,500		42,930	
13									49,100		44,460	
14									50,300		46,700	
15									51,300		47,150	
16									52,500			
17									53,300			
18							47,777		53,500			
19									53,900		48,970	
20					50,699		48,734		54,200			
21									54,700			
22									54,900			
23									55,400		51,270	
24							49,710		55,700			
25									56,400			
26												
27							50,559					
28									60,400		53,400	
29												
30							51,571					
35												

Table 4

Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2004-2005

Step	Allegany*	Anne Arundel	Baltimore City	Baltimore	Calvert	Caroline	Carroll	Cecil	Charles	Dorchester*	Frederick	Garrett
1	\$ -	\$ 35,385	\$ 37,157	\$ 36,400	\$ 38,000	\$ 36,591	\$ 35,449	\$ 37,438	\$ 37,823	\$ 34,300	\$ 38,115	\$ -
2	-	36,257	38,102	37,000	41,697	36,591	36,082	38,034	37,823	34,814	39,849	-
3	-	37,316	39,533	37,600	44,550	37,805	37,665	38,631	39,053	35,336	41,583	-
4	36,686	38,823	40,973	38,700	46,327	39,018	39,247	39,882	40,322	38,350	43,318	37,513
5	38,067	40,392	42,629	39,800	48,224	40,230	40,830	41,089	41,633	39,576	45,052	38,372
6	39,469	42,024	43,893	41,300	50,059	41,481	42,412	42,296	42,986	40,629	46,786	39,230
7	40,892	43,721	45,375	42,800	51,844	42,756	43,995	43,505	44,383	41,680	48,520	40,090
8	42,294	45,488	46,866	44,400	53,751	44,034	45,577	44,834	45,826	43,104	50,255	40,946
9	43,697	47,325	48,783	46,000	55,699	45,303	47,160	46,163	47,315	44,163	51,989	41,804
10	45,124	49,237	49,760	47,600	58,307	46,577	48,743	47,491	48,852	45,220	53,723	43,952
11	46,439	51,227	50,754	49,200	60,206	47,850	50,325	48,353	50,439	46,669	55,457	44,811
12	47,840	53,296	51,769	50,800	62,107	49,124	51,908	49,785	52,079	47,731	57,192	45,670
13	49,267		52,805	52,400	63,885	50,392	53,490	51,216	53,773	48,793	58,926	46,528
14	50,625		53,861	54,000	65,722	53,582	55,073	52,826	55,519	51,111	60,660	47,384
15		55,961	54,938		67,394	55,963	56,592	54,437	57,323	52,331	62,394	48,243
16			56,036	56,000				56,047		52,975	64,129	50,099
17			57,157					57,789		53,617	65,863	
18			58,451				59,092		59,191	54,614	67,597	
19			59,486	58,200				59,289			69,331	
20		58,626	60,656		70,843	57,682				56,089		52,246
21	51,823		61,869				61,656		61,112			
22				60,400						57,898		
23												
24							64,157	61,789	63,098	58,816		
25		61,291		62,700	72,783	59,400						54,393
26	53,021											
27							66,720		67,473	59,735		
28		63,955		65,200								
29												
30					76,338	61,118						
31												
34		65,288										
35												

* 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)

Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2004-2005

Step	Harford	Howard	Kent	Mont-gomery	Prince George's	Queen Anne's*	St. Mary's	Somerset	Talbot	Washington	Wicomico*	Worcester
1	\$ 36,024	\$ 38,280	\$ 35,173	\$ 43,468	\$ 40,365	\$ -	\$ 39,085	\$ 33,711	\$ 39,000	\$ 37,851	\$ 36,910	\$ 37,829
2	37,104	38,280	35,173	44,197	41,556	-	39,292	36,104	39,000	39,850	37,160	38,639
3	38,217	40,147	36,587	45,899	42,782	-	39,710	36,826	40,300	41,042	37,490	39,377
4	39,364	42,122	37,375	47,666	44,045	38,971	40,505	37,564	41,400	42,232	38,350	39,828
5	40,545	44,169	38,719	49,501	45,343	39,556	42,095	38,314	42,400	43,425	39,160	40,485
6	41,761	45,965	40,086	51,407	46,680	40,300	42,626	39,080	43,700	44,616	40,010	41,261
7	43,015	47,760	41,429	53,386	48,058	41,000	44,218	39,883	44,700	45,809	40,840	42,140
8	44,304	49,556	42,819	55,441	49,475	42,500	45,801	40,659	45,600	47,000	41,860	43,139
9	45,634	51,351	44,069	57,575	50,935	44,000	47,397	41,472	46,800	48,190	43,090	44,322
10	47,003	53,147	45,669	59,792	52,438	45,900	49,086	42,301	47,600	49,382	44,960	45,616
11	48,414	54,942	47,061	62,094	53,985	47,400	51,211	43,692	49,100	50,574	46,330	47,072
12	49,865	56,738	48,497	64,485	55,577	48,750	52,693	44,660	50,300	51,642	47,890	48,673
13	51,362	58,533	50,023	66,968	57,217	50,000	53,972	46,681	51,600	52,831	49,570	50,926
14	52,901	60,329	51,260	69,546	58,906	51,250	55,667	47,809	53,400	54,018	53,200	53,188
15	54,488	64,638	54,610	71,632	60,644	53,000	57,364	49,043	55,100	55,209	53,710	55,951
16			56,239	73,781	62,432	55,400			57,000	56,396		59,284
17				75,994	64,274	56,778			57,300	57,314		
18		68,229		78,274	66,170	57,550	59,084		57,700	58,234		
19				80,622	68,122	58,175			57,900	59,152	55,700	
20				70,132	58,850	58,850	60,265	53,493	58,300	59,991		60,184
21		71,820	58,195			59,550		54,786	58,500			
22						60,250		56,336	58,700			
23						60,925			59,000		58,340	
24						61,660	61,472		59,300			
25		75,411	60,062	82,436		62,300			60,600			61,084
26						62,975						
27						63,725	62,701					
28			61,855			64,549			64,600		60,610	
29						65,606						
30						66,663	63,954					61,984
31		77,566										
34												
35												62,884

*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 Salaries for Twelve-Month Principals in Maryland Public Schools: 2004-2005

Local Unit	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$50,933	91,129	School size, level of preparation, and years of experience
Anne Arundel	64,693	109,023	School size and years of experience
Baltimore City	70,355	115,680	Salary schedule based on responsibility
Baltimore	86,791	114,338	School size and years of experience
Calvert	82,097	116,189	Years of experience
Caroline	77,369	89,054	School type, school size, and level of preparation
Carroll	70,716	109,504	School size, level of preparation, and years of experience
Cecil	68,176	98,319	School size, level of preparation, and years of experience
Charles	80,250	114,458	School type, level of preparation, and years of experience
Dorchester	70,000	85,000	School type, years of experience, plus number of certified staff
Frederick	60,484	117,847	Years of experience and possession of Doctorate
Garrett	63,504	85,009	School size, level of preparation, and years of experience
Harford	83,183	95,896	School type, level of preparation, and years of experience
Howard	73,432	114,938	School type, level of preparation, and years of experience
Kent	68,531	92,575	School size, level of preparation, and years of experience
Montgomery	85,939	124,539	School type and years of experience
Prince George's	74,502	109,222	School type, years of experience, and possession of Doctorate
Queen Anne's	77,370	92,340	School size, level of preparation, and years of experience
St. Mary's	61,941	110,064	School size, level of preparation, and years of experience
Somerset	65,464	81,832	School size, years of experience, possession of Doctorate
Talbot	75,554	91,003	Staff size, years of experience, and possession of Doctorate
Washington	72,000	101,160	School size/level, years of experience, mobility, farms & school responsibility factors
Wicomico	65,300	91,820	School size, level of preparation, and years of experience
Worcester	57,352	102,090	School size/level, level of preparation, and years of experience

Table 6

Basis of Salaries for Twelve-Month Vice/Assistant Principals in Maryland Public School: 2004-2005

Local Unit	Salary		Salary Determinants
	Minimum	Maximum	
Allegany†	\$44,823	\$72,418	School size, level of preparation, and years of experience
Anne Arundel	57,445	94,911	School size and years of experience
Baltimore City	57,325	79,453	Salary schedule based on negotiated agreement
Baltimore	72,894	96,026	School size and years of experience
Calvert	71,461	97,491	Years of experience
Caroline	56,215	76,159	School type/size and level of preparation
Carroll	61,817	94,968	School type, level of preparation, and years of experience
Cecil	61,736	85,435	School size, level of preparation, and years of experience
Charles*	*61,302	**87,337	School type, level of preparation, and years of experience
Dorchester	50,800	70,000	School type and years of experience
Frederick	56,004	109,268	Years of experience and possession of Doctorate
Garrett*	48,434	65,921	Level of preparation and years of experience
Harford	65,100	90,760	School type, level of preparation, and years of experience
Howard	†56,923	104,939	School type, level of preparation, and years of experience
Kent	61,050	65,232	Level of preparation, years of experience, and contract-months
Montgomery	79,058	104,653	School type and years of experience
Prince George's*	60,678	93,129	School type, years of experience, contract months, and possession of Doctorate
Queen Anne's	67,700	79,450	School type, level of preparation, and years of experience
St. Mary's*	55,302	90,557	School type, level of preparation, years of experience, and contract-months
Somerset	57,875	68,918	Years of experience, possession of Doctorate
Talbot*	56,650	74,267	Years of experience
Washington*	54,846	88,550	School type, years of experience, contract months, mobility, farms & school responsibility factors
Wicomico	57,450	81,010	School size, level of preparation, and years of experience
Worcester	49,116	89,111	School size/level, level of preparation, and years of experience

*Eleven-month

**Twelve-month

†Ten-month

^Ten and a half months

Table 7

Basis of Salaries for Supervisors in Maryland Public Schools: 2004-2005

Local Unit	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$54,232	\$81,294	Level of preparation and years of experience
Anne Arundel*	64,693	100,720	Years of experience
Baltimore City	-	-	Salary schedule based on negotiated agreement
Baltimore	77,260	96,026	Years of experience and possession of Doctorate
Calvert	81,126	101,315	Years of experience
Caroline	72,209	85,186	Level of preparation and years of experience
Carroll	64,543	94,968	Level of preparation and years of experience
Cecil	71,397	90,265	Level of preparation and years of experience
Charles*	66,875	92,167	Level of preparation and years of experience
Dorchester	70,000	85,000	Level of preparation and years of experience
Frederick	60,484	109,268	Years of experience and possession of Doctorate
Garrett	65,514	83,000	Level of preparation and years of experience
Harford	73,907	98,623	Level of preparation and years of experience
Howard	69,822	105,028	Level of preparation and years of experience
Kent	68,531	88,788	Level of preparation and years of experience
Montgomery*	79,058	110,365	Area of responsibility and years of experience
Prince George's	72,332	95,879	Years of experience and possession of Doctorate
Queen Anne's	75,220	84,820	Level of preparation and years of experience
St. Mary's	63,140	90,557	Level of preparation and years of experience
Somerset	66,892	77,935	Years of experience and possession of Doctorate
Talbot	74,827	88,459	Years of experience and possession of Doctorate
Washington	64,936	88,769	Years of experience and level of preparation
Wicomico	68,250	85,910	Level of preparation and years of experience
Worcester	57,352	95,219	Level of preparation and years of experience

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