



# Professional Salary Schedules Maryland Public Schools 2011 - 2012



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**Professional Salary Schedules  
Maryland Public Schools  
2011-2012**

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Table 1

Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2011-2012

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	\$168,180	\$ -	\$133,793	\$ -	\$ -
Anne Arundel	257,000	164,065	158,698	152,107	145,769
Baltimore City	260,000	-	175,000	-	145,600
Baltimore	314,122	219,280	150,155	-	156,541
Calvert	169,000	152,500	136,000	-	147,500
Caroline	155,000	-	125,000	-	130,000
Carroll	185,000	-	108,956	-	143,515
Cecil	165,000	-	144,985	155,696	-
Charles	249,000	198,678	-	-	194,074
Dorchester	122,475	-	-	-	112,200
Frederick	185,000	-	141,500	153,332	-
Garrett	152,000	-	-	-	101,087
Harford	200,000	170,676	-	157,500	131,595
Howard	265,000	194,765	176,680	-	-
Kent	142,000	-	-	-	-
Montgomery	250,000	202,540	178,686	162,623	162,623
Prince George's	250,000	189,870	154,710	172,289	165,257
Queen Anne's	150,800	-	119,000	-	-
St. Mary's	213,779	-	146,193	-	-
Somerset	138,000	-	94,079	-	107,408
Talbot	182,761	-	115,000	-	125,000
Washington	199,550	140,449	138,790	-	129,168
Wicomico	165,000	-	109,490	-	113,190
Worcester	176,933	-	107,106	-	129,560

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

Table 1 (continued)

Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2011-2012

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	\$116,309	\$118,254	\$119,783	\$122,640	\$87,011	\$88,956	\$90,485	\$93,342	\$87,011	\$88,956	\$90,485	\$93,342
Anne Arundel	154,367	154,367	154,367	155,367	111,055	111,055	111,055	112,055	111,055	111,055	111,055	112,055
Baltimore City	127,941	127,941	127,941	127,941	-	-	-	-	101,461	101,461	101,461	101,461
Baltimore	131,140	131,140	131,140	132,140	104,126	104,126	104,126	105,126	100,634	105,187	107,806	110,081
Calvert	140,920	140,920	140,920	142,682	99,503	104,399	107,942	113,796	99,503	104,399	107,942	113,796
Caroline	-	-	-	-	79,004	80,279	80,279	81,556	79,004	80,279	80,279	81,556
Carroll	145,006	145,006	145,006	145,006	117,185	117,185	117,185	117,185	117,185	117,185	117,185	117,185
Cecil	115,882	117,607	118,557	119,007	94,279	96,004	96,954	97,404	94,279	96,004	96,954	97,404
Charles	125,657	126,657	126,657	129,157	92,589	93,589	93,589	96,089	92,589	93,589	93,589	96,089
Dorchester	-	-	-	-	76,942	81,119	81,119	82,527	69,579	73,356	73,356	74,630
Frederick	139,223	139,223	139,223	142,223	116,884	116,884	116,884	118,884	116,884	116,884	116,884	118,884
Garrett	104,543	105,543	106,543	108,543	85,469	86,469	87,469	89,469	75,620	76,620	77,620	79,620
Harford	140,262	140,262	140,262	140,262	107,919	107,919	107,919	107,919	74,065	79,688	79,688	80,188
Howard	170,902	170,902	170,902	170,902	106,759	106,759	106,759	106,759	106,759	106,759	106,759	106,759
Kent	103,438	104,238	104,838	105,438	78,302	79,102	79,702	80,302	66,310	67,110	67,710	68,310
Montgomery	146,623	146,623	146,623	147,623	113,935	118,787	121,770	121,770	113,935	118,787	121,770	121,770
Prince George's	154,710	154,710	154,710	154,710	99,450	104,221	109,010	110,102	99,450	104,221	109,010	110,102
Queen Anne's	119,000	119,000	119,000	119,000	81,732	82,268	82,804	83,340	88,267	89,124	89,980	90,516
St. Mary's	127,758	129,258	129,758	130,758	95,066	96,566	97,066	98,066	95,066	96,566	97,066	98,066
Somerset	105,272	106,172	106,172	106,972	97,794	98,694	98,694	99,494	72,162	73,062	73,062	73,862
Talbot	-	-	-	-	79,500	80,300	81,700	84,100	79,500	80,300	81,700	84,100
Washington	119,274	119,274	119,274	120,774	102,036	102,036	102,036	103,536	98,136	98,136	98,136	99,636
Wicomico	107,990	110,490	110,990	111,490	85,310	87,810	88,310	88,810	80,490	82,990	83,490	83,990
Worcester	-	-	-	-	100,523	104,052	104,052	107,586	75,818	78,444	78,444	81,073

++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: 2011-2012

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	\$98,077	\$100,022	\$101,551	\$104,408	\$87,011	\$88,956	\$90,485	\$93,342
Anne Arundel	-	-	-	-	134,117	134,117	134,117	135,117
Baltimore City	-	-	-	-	122,941	122,941	122,941	122,941
Baltimore	116,976	116,976	116,976	117,976	123,983	123,983	123,983	124,983
Calvert	123,946	123,946	123,946	125,495	109,183	109,183	109,183	110,548
Caroline	114,186	114,186	114,186	114,186	94,253	94,253	94,253	94,253
Carroll	129,185	129,185	129,185	129,185	108,344	108,344	108,344	108,344
Cecil	-	-	-	-	106,059	107,784	108,734	109,184
Charles	-	-	-	-	105,817	106,817	106,817	109,317
Dorchester	96,976	96,976	96,976	96,976	87,700	87,700	87,700	87,700
Frederick	126,236	126,236	126,236	128,236	116,884	116,884	116,884	118,884
Garrett	100,055	101,055	102,055	104,055	85,469	86,469	87,469	89,469
Harford	120,209	120,209	120,209	120,209	-	-	-	-
Howard	145,772	145,772	145,772	145,772	162,632	162,632	162,632	162,632
Kent	99,113	99,913	100,513	101,113	85,254	86,054	86,654	87,254
Montgomery	-	-	-	-	127,209	127,209	127,209	128,209
Prince George's	119,485	119,485	119,485	119,485	99,450	104,221	109,010	110,102
Queen Anne's	107,567	107,567	107,567	109,612	-	-	-	-
St. Mary's	100,853	102,353	102,853	103,853	95,066	96,566	97,066	98,066
Somerset	97,794	98,694	98,694	99,494	86,681	87,581	87,581	88,381
Talbot	94,144	94,144	94,144	94,144	89,910	89,910	89,910	89,910
Washington	110,324	110,324	110,324	111,824	106,112	106,112	106,112	107,612
Wicomico	98,980	101,480	101,980	102,480	91,340	93,840	94,340	94,840
Worcester	107,418	111,199	111,199	114,985	100,523	104,052	104,052	107,586

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

Table 1 (continued)

Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2011-2012

Local Education Agency	Maximum							
	Principal++				Assistant/Vice Principal*			
	Master's	Master's +30	Master's +60^	Doctorate	Master's	Master's +30	Master's +60^	Doctorate
Allegany	\$110,567	\$112,512	\$114,041	\$116,898	\$92,366	\$94,311	\$95,840	\$98,697
Anne Arundel	146,271	146,271	146,271	147,271	127,893	127,893	127,893	128,893
Baltimore City	162,789	162,789	162,789	162,789	115,830	115,830	115,830	115,830
Baltimore	156,499	156,499	156,499	157,499	131,410	131,410	131,410	132,410
Calvert	140,920	140,920	140,920	142,682	118,046	118,046	118,046	119,522
Caroline	119,647	119,647	119,647	119,647	101,498	101,498	101,498	101,498
Carroll	134,352	134,352	134,352	134,352	121,873	121,873	121,873	121,873
Cecil	115,882	117,607	118,557	119,007	100,168	101,893	102,843	103,293
Charles	132,366	133,366	133,366	135,866	102,155	103,155	103,155	105,655
Dorchester	105,451	105,451	105,451	105,451	84,328	84,328	84,328	84,328
Frederick	136,335	136,335	136,335	138,335	126,236	126,236	126,236	128,236
Garrett	104,543	105,543	106,543	108,543	85,469	86,469	87,469	89,469
Harford	123,515	123,515	123,515	123,515	110,857	110,857	110,857	110,857
Howard	141,350	141,350	141,350	141,350	133,054	133,054	133,054	133,054
Kent	103,438	104,238	104,838	105,438	90,182	90,982	91,582	92,182
Montgomery	146,623	146,623	146,623	147,623	129,709	129,709	129,709	130,709
Prince George's	136,431	136,431	136,431	136,431	116,004	116,004	116,004	116,004
Queen Anne's	118,994	118,994	118,994	121,126	100,125	100,125	100,125	101,325
St. Mary's	124,037	125,537	126,037	127,037	100,853	102,353	102,853	103,853
Somerset	102,131	103,031	103,031	103,831	86,681	87,581	87,581	88,381
Talbot	119,178	119,178	119,178	120,678	96,570	97,769	99,367	102,298
Washington	131,178	131,178	132,013	132,848	110,151	110,151	110,870	111,589
Wicomico	105,990	108,490	108,990	109,490	93,340	95,840	96,340	96,840
Worcester	115,174	119,239	119,239	123,309	100,523	104,052	104,052	107,586

++The SEED School follows the Baltimore City Public Schools terms of compensation for teachers and professional personnel.

\*Vice principals are 11-month positions in Dorchester and Garrett counties.

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

Table 2

Minimum and Maximum Salaries for Maryland Public School Teachers: 2011-2012

Local Education Agency	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	\$42,345	\$59,268	\$68,363	\$70,478	\$70,478	\$72,443	\$73,987	\$76,872
Anne Arundel	43,996	60,279	81,419	83,041	86,382	89,382	89,860	91,651
Baltimore City	46,773	52,643	82,769	82,769	82,769	91,337	91,337	99,316
Baltimore	43,000	49,058	82,344	82,344	82,344	86,236	88,474	90,419
Calvert	44,600	64,663	90,457	90,457	90,457	94,908	98,129	103,451
Caroline	41,310	65,031	69,049	71,480	71,480	72,634	72,634	73,911
Carroll	40,400	59,058	76,896	76,896	76,896	79,814	81,355	81,355
Cecil	42,890	72,966	74,741	74,741	75,491	76,466	77,416	77,866
Charles	43,724	53,745	79,659	81,342	81,342	82,342	82,342	84,842
Dorchester	40,640	45,274	68,035	69,579	69,579	73,356	73,356	74,630
Frederick	40,706	57,374	87,969	87,969	87,969	95,007	95,007	97,007
Garrett	42,043	48,258	65,920	67,920	67,920	68,920	69,920	71,920
Harford	41,171	61,717	72,140	74,065	74,065	79,688	79,688	80,188
Howard	45,810	88,157	88,157	89,812	89,812	91,465	91,465	93,119
Kent	41,448	49,449	73,386	73,386	74,368	76,414	77,490	78,567
Montgomery	46,410	62,201	62,201	96,966	96,966	101,095	103,634	103,634
Prince George's	44,799	59,909	61,909	82,873	84,873	86,767	90,843	91,752
Queen Anne's	43,860	44,982	80,017	81,732	81,732	82,268	82,804	83,340
St. Mary's	44,018	62,062	76,011	76,011	77,567	81,073	85,008	87,508
Somerset	41,300	48,935	70,504	72,162	72,162	73,062	73,062	73,862
Talbot	42,800	67,400	67,800	72,300	72,300	73,000	74,300	76,500
Washington	43,662	57,130	74,586	74,586	74,586	76,296	76,666	76,909
Wicomico	42,140	66,140	71,730	72,930	72,930	75,080	75,080	76,750
Worcester	42,222	50,725	73,190	75,818	75,818	78,444	78,444	81,073

\*Based on Standard Professional Certificate (SPC)

^Scales may apply to Master's equivalent

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

NOTE: Additional \$1,000 for teachers who earn certification from the National Board for Professional Teaching Standards (NBPTS) in Garrett and Worcester counties; \$2,000 in Anne Arundel, Baltimore, Caroline, Cecil, Dorchester, Frederick, Harford, Howard, Kent, Montgomery, Prince George's, Queen Anne's, Somerset, Talbot, Washington, and Wicomico counties; \$2,060 in Allegany County; \$2,500 in Calvert and Charles counties; \$3,000 in St. Mary's County; \$4,000 in Baltimore City; \$5,000 in Carroll County.

The Maryland State Department of Education also contributes a stipend of up to \$2,000 a year as a dollar-for-dollar match to local school systems for teachers who earn NBPTS certification 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 school other than a comprehensive needs school. A \$1,500 stipend is available for classroom teachers who hold an Advanced Professional Certificate (APC) and work in schools identified by the State Board of Education as having comprehensive needs. Teachers must also have a satisfactory performance rating.



Table 3

Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate: 2011-2012

Step	Allegany	Anne Arundel	Baltimore City	Baltimore	Calvert	Caroline*	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
1	\$42,345	\$ -	\$46,773	\$43,000	\$44,600	\$41,310	\$40,400	\$42,890	\$43,724	\$40,640	\$40,706	\$42,043
2	43,455	-	48,176	43,335	48,349	41,820	40,400	43,332	43,724	40,843	40,706	42,657
3	44,594	43,996	49,621	43,985	48,941	42,126	41,038	44,027	45,253	41,098	40,706	43,269
4	45,762	45,759	51,110	44,755	50,014	42,534	41,767	45,180	46,840	41,446	40,706	43,882
5	46,962	47,595	52,643	45,538	52,789	42,787	42,679	46,603	48,476	42,027	42,558	44,495
6	48,191	49,506		46,221	54,896	43,371	43,409	48,028	50,172	42,657	44,410	45,106
7	49,455	51,494		46,915	57,143	44,550	44,868	49,450	51,930	43,297	46,263	45,719
8	50,748	53,561		47,619	59,318	45,518	46,692	50,975	51,930	43,946	48,114	46,332
9	52,080	55,713		48,333	61,433	46,902	48,516	52,501	51,930	44,606	48,114	46,945
10	53,443	57,951		49,058	64,663	48,344	50,340	54,025	53,745	45,274	48,114	48,258
11	54,845	60,279				49,789	52,164	55,551			48,114	
12	56,281					51,274	53,987	57,228			49,966	
13	57,755					52,766	55,811	60,221			51,819	
14	59,268					55,483	57,635	62,118			53,670	
15						59,254	59,058	64,016			55,523	
16								65,913			57,374	
17								67,966				
18												
19								69,466				
20						61,202						
21												
22												
23												
24								71,966				
25						63,113						
26												
27												
28												
29								72,966				
30						65,031						
35												

\*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: 2011-2012

Step	Harford	Howard	Kent	Mont-gomery	Prince George's	Queen Anne's	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$41,171	\$45,810	\$41,448	\$46,410	\$44,799	\$43,860	\$44,018	\$41,300	\$42,800	\$43,662	\$42,140	\$42,222
2	42,405	45,873	41,448	47,125	44,799	44,141	44,276	41,300	42,800	45,372	42,250	43,168
3	43,677	46,060	41,448	48,538	46,119	44,421	44,759	41,677	44,100	46,469	42,340	44,037
4	44,987	46,247	41,824	49,995	47,477	44,702	45,249	42,291	46,900	47,894	42,930	44,493
5	46,336	47,240	43,002	51,494	48,879	44,982	46,247	43,280	47,600	49,319	43,680	45,384
6	47,728	49,101	44,308	53,478	50,320	44,982	48,141	44,776	48,500	50,730	44,570	46,516
7	49,159	50,962	44,990	55,537	51,805	44,982	50,031	45,708	49,500	52,155	45,560	47,564
8	50,633	52,822	46,537	57,674	53,335	44,982	51,915	46,619	50,600	53,566	46,690	48,759
9	52,153	54,683	47,283	59,895	54,907	44,982	53,714	47,557	51,200	53,566	47,940	49,486
10	53,717	56,544	49,449	62,201	56,526	44,982	55,820	48,935	52,400	53,566	49,320	50,725
11		58,405			58,193				53,900	53,566	50,700	
12		60,266			59,909				55,000	53,566	52,030	
13		61,446							57,000	53,566	53,850	
14		61,696							58,400	53,566	56,510	
15									59,500	53,566	58,140	
16									60,900	53,566		
17									61,900	53,566		
18							57,496		62,100	53,566		
19									62,500	53,566	60,320	
20	55,717						58,647		62,800	53,566		
21									63,400	53,566		
22									63,600	53,566		
23									64,300	53,566	63,080	
24							59,823		64,600	53,566		
25	57,717								65,400	53,566		
26									67,400	57,130		
27							60,845					
28											65,640	
29												
30	59,717						62,062					
35	61,717											

Table 4

Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2011-2012

Step	Allegany	Anne Arundel	Baltimore City	Baltimore	Calvert	Caroline*	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
1	\$43,554	\$ -	\$58,434	\$44,014	\$47,600	\$43,350	\$40,855	\$44,665	\$47,396	\$43,509	\$43,963	\$ -
2	45,370	-	60,984	44,674	49,409	43,860	40,855	45,107	47,396	44,175	43,963	-
3	47,185	46,669	63,534	45,456	52,789	44,217	41,585	45,802	49,055	44,842	43,963	-
4	48,394	48,541	66,084	46,251	54,896	44,575	43,409	46,955	50,772	45,529	43,963	47,317
5	49,847	50,490	68,634	47,061	57,143	45,489	45,233	48,378	52,549	45,687	45,964	48,498
6	51,341	52,517	71,384	48,237	59,318	46,902	47,057	49,803	54,388	46,904	47,964	49,678
7	52,881	54,626	74,234	49,685	61,433	48,344	48,881	51,225	56,292	48,118	49,965	50,859
8	54,468	56,821	75,734	51,374	63,681	49,789	50,704	52,750	56,292	49,762	51,964	52,037
9	56,102	59,103	76,739	53,172	66,001	51,274	52,528	54,276	56,292	50,983	51,964	53,217
10	57,786	61,478	77,744	55,033	69,091	52,766	54,352	55,800	58,262	52,203	51,964	54,466
11	59,519	63,950	78,749	56,959	71,341	54,211	56,176	57,326	58,262	53,876	51,964	55,515
12	61,304	66,521	79,754	58,810	73,594	55,708	58,000	59,003	60,301	55,102	53,964	56,564
13	63,144		80,759	60,722	75,701	57,200	59,824	61,996	62,412	56,328	55,965	57,612
14	65,039	69,831	81,764	62,695	77,878	60,112	61,648	63,893	64,595	59,004	57,964	58,658
15			82,769	63,792	79,859	65,564	63,472	65,791	66,856	60,412	59,965	59,731
16				64,909	80,676		65,223	67,688	69,531	61,155	61,964	62,674
17	66,542	73,142		66,044	81,494			69,741	70,748	61,897	63,966	
18				67,200	82,311				72,312	63,048	65,966	
19				68,376	83,129		68,104	71,241	73,577	63,899	65,966	
20		76,453		69,573	83,946	67,534		75,205	76,521	64,750	67,965	65,296
21	67,752			70,616	84,406			76,521	76,521	65,794	69,966	
22		79,762		71,676	84,866		71,059		78,213	66,839	71,967	
23				72,751	85,326		72,500		79,582	67,368	73,967	
24				73,842	85,785		73,941	73,741	81,342	67,898	75,967	
25	68,963	81,419		74,950	86,245	69,508	76,896			68,253		67,920
26				76,074	87,649					68,607		
27				77,595	89,053					68,961	77,968	
28	70,172			79,147	90,457					69,579		
29				80,730				74,741			79,967	
30				82,344		71,480						
31	70,478										81,968	
32												
33											83,968	
35											87,968	

\*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: 2011-2012

Step	Harford	Howard	Kent	Montgomery	Prince George's	Queen Anne's*	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$43,677	\$48,986	\$41,712	\$51,128	\$49,107	\$ -	\$46,452	\$43,881	\$45,200	\$45,130	\$44,290	\$46,279
2	44,987	49,117	41,712	51,986	49,107	-	46,700	43,881	45,200	47,510	44,300	47,269
3	46,336	49,509	42,186	53,987	50,556	-	47,197	44,535	46,900	48,935	44,310	48,173
4	47,728	49,901	43,955	56,066	52,047	47,476	48,141	45,417	48,000	50,360	45,280	48,726
5	49,159	51,065	45,536	58,225	53,581	48,568	50,031	47,009	49,100	51,785	46,250	49,529
6	50,633	53,132	46,213	60,466	55,160	49,636	50,662	47,947	50,700	53,210	47,250	50,477
7	52,153	55,200	47,767	62,794	56,790	50,729	52,554	48,896	51,700	54,635	48,220	51,553
8	53,717	57,267	49,370	65,212	58,463	51,845	54,436	49,871	53,000	56,045	49,430	52,776
9	55,330	59,335	50,811	67,723	60,188	52,985	56,332	50,847	54,200	57,470	50,880	53,692
10	56,988	61,402	52,655	70,330	61,965	54,427	58,339	53,437	55,100	58,881	53,100	55,259
11	58,699	63,469	54,261	73,038	63,793	56,550	60,866	55,277	57,000	60,306	54,700	57,022
12	60,459	65,536	55,917	75,850	65,674	58,270	62,627	56,783	58,400	61,589	56,560	58,963
13	62,275	67,604	57,676	78,770	67,612	59,668	64,147	59,126	59,800	62,999	58,530	61,690
14	64,140	69,672	59,102	81,802	69,608	61,100	66,162	61,246	62,000	64,424	62,830	64,431
15	66,065	72,566	62,965	84,256	71,663	62,597	68,178		63,900	65,849	64,640	67,779
16		74,677	64,844	86,785	73,774	64,099			66,100	67,260		71,818
17		74,927		89,388	75,952	65,683			66,500	68,343		
18		76,745		92,069	78,193	67,259	70,222		66,900	69,455		
19		78,812		94,832	80,498	68,873		66,688	67,100	70,538	67,030	
20	68,065	79,062			82,873	70,526	71,625	68,892	67,600	74,586		72,818
21		80,879	67,099			72,149		70,435	68,000			
22		82,946				73,807			68,200			
23		83,196				75,506			68,500		70,220	
24						81,732	73,060		68,800			
25	70,065	85,014	69,252	96,966				72,162	70,300			73,818
26		87,081							72,300			
27		87,331					74,522					
28			71,319								72,930	
29			73,386									
30	72,065						76,011					74,818
31		88,322										
32		89,562										
33		89,812										
35	74,065											75,818

\*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 APC.

Table 5

Basis of Salaries for Twelve-Month Principals in Maryland Public Schools: 2011-2012

Local Education Agency	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$64,684	\$116,898	School size, level of preparation, and years of experience
Anne Arundel	85,953	147,271	School size and years of experience
Baltimore City*	85,612	162,789	School type, level of preparation, and years of experience
Baltimore	95,652	157,499	School size/level and years of experience
Calvert	97,986	142,682	School type and years of experience
Caroline	89,613	119,647	School type, school size, and level of preparation
Carroll	88,984	134,352	Level of preparation and years of experience
Cecil	83,148	119,007	School size, level of preparation, and years of experience
Charles	95,308	135,866	School type, level of preparation, and years of experience
Dorchester	79,217	105,451	School type, years of experience, number of certified staff, and possession of Doctorate
Frederick	69,394	138,335	Years of experience, possession of Doctorate, and school type
Garrett	70,915	108,543	School size, level of preparation, and years of experience
Harford	100,857	123,515	School type, level of preparation, and years of experience
Howard	90,565	141,350	School type, level of preparation, and years of experience
Kent	78,263	105,438	School size, level of preparation, and years of experience
Montgomery	100,907	147,623	School type and years of experience
Prince George's	100,955	136,431	School type, years of experience, and possession of Doctorate
Queen Anne's	101,934	121,126	School size, level of preparation, and years of experience
St. Mary's	79,615	127,037	School size, level of preparation, and years of experience
Somerset	76,948	103,831	School size, years of experience, and possession of Doctorate
Talbot	89,257	120,678	Staff size, years of experience, and possession of Doctorate
Washington	90,180	132,848	School size/level, years of experience, mobility, FARM, school responsibility factors, and education
Wicomico	77,110	109,490	School size, level of preparation, and years of experience
Worcester	70,165	123,309	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 Vice/Assistant Principals in Maryland Public School: 2011-2012

Local Education Agency	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$60,755	\$98,697	School size, level of preparation, and years of experience
Anne Arundel	76,792	128,893	School size and years of experience
Baltimore City	75,292	115,830	Salary schedule based on negotiated agreement
Baltimore	80,342	132,410	School size/level and years of experience
Calvert	85,293	119,522	School type and years of experience
Caroline	74,677	101,498	School type/size and level of preparation
Carroll	80,718	121,873	Level of preparation and years of experience
Cecil	75,293	103,293	School size, level of preparation, and years of experience
Charles	85,799	105,655	School type, level of preparation, and years of experience
Dorchester *	58,181	84,328	School type, years of experience, and possession of Doctorate
Frederick	64,253	128,236	Years of experience, possession of Doctorate, and school type
Garrett	58,573	89,469	Level of preparation and years of experience
Harford	92,298	110,857	School type, level of preparation, and years of experience
Howard	72,590	133,054	School type, level of preparation, and years of experience
Kent	69,720	92,182	Level of preparation, years of experience, and contract months
Montgomery	95,195	130,709	School type and years of experience
Prince George's	84,051	116,004	School type, years of experience, contract months, and possession of Doctorate
Queen Anne's	86,996	101,325	School type, level of preparation, and years of experience
St. Mary's	77,299	103,853	School type, level of preparation, years of experience, and contract months
Somerset	68,028	88,381	Years of experience and possession of Doctorate
Talbot	72,468	102,298	Years of experience and level of preparation
Washington ^	76,216	111,589	School type, years of experience, contract months, mobility, FARM, school responsibility factors, and education
Wicomico	67,830	96,840	School size, level of preparation, and years of experience
Worcester	63,149	107,586	School size/level, level of preparation, and years of experience

\*Vice principals are 11-month position in Dorchester County.

^12-month high school vice principals. Elementary and middle school vice principals are 11-month.

Table 7

Basis of Salaries for Supervisors in Maryland Public Schools: 2011-2012

Local Education Agency	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$68,875	\$104,408	Level of preparation and years of experience
Anne Arundel*	85,102	135,117	Years of experience
Baltimore City	-	-	
Baltimore	80,342	117,976	Years of experience
Calvert	96,826	125,495	Years of experience
Caroline	83,637	114,186	Level of preparation and years of experience
Carroll	88,984	129,185	Level of preparation and years of experience
Cecil*	87,077	109,184	Level of preparation and years of experience
Charles*	79,363	109,317	Level of preparation and years of experience
Dorchester	79,217	96,976	Level of preparation, years of experience, and possession of Doctorate
Frederick	69,394	128,236	Years of experience and possession of Doctorate
Garrett	73,159	104,055	Level of preparation and years of experience
Harford	95,067	120,209	Level of preparation and years of experience
Howard	79,152	145,772	Level of preparation and years of experience
Kent	78,263	101,113	Level of preparation and years of experience
Montgomery*	95,195	128,209	Area of responsibility and years of experience
Prince George's	91,846	119,485	Years of experience and possession of Doctorate
Queen Anne's	97,751	109,612	Level of preparation and years of experience
St. Mary's	77,299	103,853	Level of preparation and years of experience
Somerset	78,626	99,494	Years of experience and possession of Doctorate
Talbot	92,644	94,144	Years of experience and possession of Doctorate
Washington	77,025	111,824	Years of experience, level of preparation, possession of Doctorate, and area of responsibility
Wicomico	80,590	102,480	Level of preparation and years of experience
Worcester	70,165	114,985	Level of preparation and years of experience

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