



# Professional Salary Schedules Maryland Public Schools 2012 - 2013



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**Professional Salary Schedules  
Maryland Public Schools  
2012-2013**

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Table 1

Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2012-2013

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	\$ -	\$132,264	\$ -	\$ -
Anne Arundel	257,000	164,065	158,698	152,107	138,412
Baltimore City	260,000	-	175,703	-	145,600
Baltimore	255,000	185,000	153,158	-	159,652
Calvert	169,000	152,500	136,000	-	-
Caroline	157,325	-	126,875	-	131,950
Carroll	185,000	-	111,135	-	137,305
Cecil	165,000	-	144,985	155,696	-
Charles	289,050	-	-	-	231,615
Dorchester	126,075	-	-	-	117,166
Frederick	191,475	164,512	-	-	-
Garrett	155,000	-	-	-	121,307
Harford	202,000	174,808	-	161,500	133,067
Howard	250,000	-	181,097	-	-
Kent	143,420	-	-	-	-
Montgomery	255,000	206,591	149,495	165,875	165,875
Prince George's	250,000	189,870	161,741	-	158,226
Queen Anne's	150,800	-	119,000	-	-
St. Mary's	216,986	145,950	-	-	145,950
Somerset	138,000	-	85,700	-	-
Talbot	182,761	-	120,750	-	131,250
Washington	199,550	145,199	142,595	-	125,091
Wicomico	168,383	-	110,540	-	119,620
Worcester	170,000	-	117,900	-	130,460

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

Table 1 (continued)

Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2012-2013

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	155,911	155,911	155,911	155,911	111,065	111,065	111,065	112,065	111,065	111,065	111,065	112,065
Baltimore City	128,895	128,895	128,895	128,895	-	-	-	-	94,884	94,884	94,884	94,884
Baltimore	131,410	131,410	131,410	132,410	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	99,979	104,898	108,458	114,341	99,979	104,898	108,458	114,341
Caroline	-	-	-	-	80,189	81,484	81,484	82,761	80,189	81,484	81,484	82,761
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	74,741	75,491	77,416	77,866
Charles	128,170	129,170	129,170	131,670	94,441	95,441	95,441	98,941	94,441	95,441	95,441	98,941
Dorchester	-	-	-	-	78,712	82,930	82,930	84,352	76,993	81,010	81,010	82,364
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	141,691	141,691	141,691	141,691	109,341	109,341	109,341	109,341	80,405	80,405	80,405	80,905
Howard	175,175	175,175	175,175	175,175	108,514	108,514	108,514	108,514	108,514	108,514	108,514	108,514
Kent	104,472	105,272	105,872	106,472	79,085	79,885	80,485	81,085	66,973	67,773	68,373	68,973
Montgomery	149,495	149,495	149,495	150,495	116,213	121,162	124,205	124,205	116,213	121,162	124,205	124,205
Prince George's	154,710	154,710	154,710	154,710	96,597	104,121	109,010	110,102	96,597	104,121	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	133,565	135,065	135,565	136,565	96,492	97,992	98,492	99,492	88,483	89,983	90,483	91,483
Somerset	105,272	106,172	106,172	106,972	74,162	75,062	75,062	75,862	74,162	75,062	75,062	75,862
Talbot	-	-	-	-	82,300	83,100	84,600	87,100	82,300	83,100	84,600	87,100
Washington	119,774	119,774	119,774	121,274	102,536	102,536	102,536	104,036	98,636	98,636	98,636	100,136
Wicomico	108,040	110,540	111,040	111,540	77,806	80,306	80,806	81,306	77,806	80,306	80,806	81,306
Worcester	-	-	-	-	101,971	105,554	105,554	109,140	76,895	79,561	79,561	82,229

++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: 2012-2013

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	-	-	-	-	135,459	135,459	135,459	136,459
Baltimore City	-	-	-	-	123,745	123,745	123,745	123,745
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	-	-	-	-	107,933	108,933	108,933	111,433
Dorchester	100,576	100,576	100,576	102,176	91,200	91,200	91,200	92,800
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	121,311	121,311	121,311	121,311	-	-	-	-
Howard	149,416	149,416	149,416	149,416	166,698	166,698	166,698	166,698
Kent	100,104	100,904	101,504	102,104	86,107	86,907	87,507	88,107
Montgomery	-	-	-	-	129,693	129,693	129,693	130,693
Prince George's	119,485	119,485	119,485	119,485	112,621	112,621	112,621	112,621
Queen Anne's	107,567	107,567	107,567	109,612	-	-	-	-
St. Mary's	102,366	103,866	104,366	105,366	96,492	97,992	98,492	99,492
Somerset	97,794	98,694	98,694	99,494	86,681	87,581	87,581	88,381
Talbot	112,643	112,643	112,643	114,143	91,711	92,947	94,677	97,149
Washington	110,824	110,824	110,824	112,324	106,612	106,612	106,612	108,112
Wicomico	99,920	102,420	102,920	103,420	92,213	94,713	95,213	95,713
Worcester	108,969	112,808	112,808	116,650	101,971	105,554	105,554	109,140

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

Table 1 (continued)

Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2012-2013

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	164,789	164,789	164,789	164,789	116,421	116,421	116,421	116,421
Baltimore	156,499	156,499	156,499	157,499	131,140	131,140	131,140	132,140
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	135,013	136,013	136,013	138,513	104,198	105,198	105,198	107,698
Dorchester	109,151	109,151	109,151	110,751	87,828	87,828	87,828	89,428
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	129,267	129,267	129,267	129,267	114,365	114,365	114,365	114,365
Howard	143,307	143,307	143,307	143,307	135,011	135,011	135,011	135,011
Kent	104,472	105,272	105,872	106,472	91,084	91,884	92,484	93,084
Montgomery	149,495	149,495	149,495	150,495	132,193	132,193	132,193	133,193
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	98,644	98,644	98,644	100,464
St. Mary's	125,898	127,398	127,898	128,898	102,366	103,866	104,366	105,366
Somerset	102,131	103,031	103,031	103,831	86,681	87,581	87,581	88,381
Talbot	130,170	130,170	130,170	131,670	98,834	100,166	102,031	104,695
Washington	130,681	130,681	130,681	133,348	105,617	105,617	105,617	107,729
Wicomico	106,990	109,490	109,990	110,490	94,213	96,713	97,213	97,713
Worcester	116,841	120,968	120,968	125,098	101,971	105,554	105,554	109,140

++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. Elementary and middle school principals are 11-month positions in Washington County.

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

Table 2

Minimum and Maximum Salaries for Maryland Public School Teachers: 2012-2013

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	83,041	86,382	89,860	91,651
Baltimore City	47,475	47,475	100,806	100,806	100,806	100,806	100,806	100,806
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	66,006	70,085	72,552	72,552	73,724	73,724	75,001
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	54,820	81,252	82,696	82,696	83,696	83,696	86,469
Dorchester	41,500	45,727	69,715	71,275	71,275	75,090	75,090	76,376
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	41,583	62,254	72,781	74,726	74,726	80,405	80,405	80,905
Howard	45,971	89,057	89,057	90,706	90,706	92,355	92,355	94,004
Kent	41,862	49,943	74,120	74,120	75,112	77,178	78,265	79,353
Montgomery	46,410	63,445	63,445	98,905	98,905	103,117	105,707	105,707
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	44,678	62,993	77,151	77,151	78,731	82,289	86,283	88,783
Somerset	41,300	48,935	70,504	72,162	72,162	73,062	73,062	73,862
Talbot	44,300	69,800	70,200	74,800	74,800	75,600	76,900	79,200
Washington	43,662	57,701	75,332	75,332	75,332	77,059	77,429	77,671
Wicomico	42,561	66,796	71,437	73,659	73,659	75,831	75,831	77,518
Worcester	42,222	50,725	74,228	76,895	79,561	79,561	79,561	82,229

\*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 Baltimore, Carroll, Garrett, Somerset, & Worcester counties; \$2,000 in Allegany, Anne Arundel, Baltimore City, Caroline, Cecil, Dorchester, Frederick, Harford, Howard, Kent, Montgomery, Prince George's, Queen Anne's, Talbot, Washington, and Wicomico counties; \$2,500 in Calvert and Charles counties; \$3,000 in St. Mary's 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: 2012-2013

Step	Allegany	Anne Arundel	Baltimore City	Baltimore	Calvert	Caroline*	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
1	\$42,345	\$ -	\$47,475	\$43,000	\$44,600	\$41,310	\$40,400	\$42,890	\$43,724	\$41,500	\$40,706	\$42,043
2	43,455	-	48,899	43,335	48,349	41,820	41,038	43,332	43,724	41,600	42,558	42,657
3	44,594	43,996	50,365	43,985	48,941	42,126	41,767	44,027	45,253	41,624	42,558	43,269
4	45,762	45,759	51,877	44,755	50,014	42,534	42,679	45,180	46,840	41,860	42,558	43,882
5	46,962	47,595	53,433	45,538	52,789	42,787	43,409	46,603	48,476	42,447	42,558	44,495
6	48,191	49,506		46,221	54,896	43,371	44,868	48,028	50,172	43,084	44,410	45,106
7	49,455	51,494		46,915	57,143	44,550	46,692	49,450	51,930	43,730	46,263	45,719
8	50,748	53,561		47,619	59,318	45,518	48,516	50,975	51,930	44,385	48,114	46,332
9	52,080	55,713		48,333	61,433	46,902	50,340	52,501	51,930	45,052	49,966	46,945
10	53,443	57,951		49,058	64,663	48,344	52,164	54,025	54,820	45,727	49,966	48,258
11	54,845	60,279				49,789	53,987	55,551			49,966	
12	56,281					51,274	55,811	57,228			49,966	
13	57,755					52,766	57,635	60,221			51,819	
14	59,268					55,483	59,058	62,118			53,670	
15						60,143		64,016			55,523	
16								65,913			57,374	
17								67,966				
18												
19								69,466				
20						62,120						
21												
22												
23												
24								71,966				
25						64,060						
26												
27												
28												
29								72,966				
30						66,006						
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: 2012-2013

Step	Harford	Howard	Kent	Mont-gomery	Prince George's	Queen Anne's	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$41,583	\$45,971	\$41,862	\$46,410	\$44,799	\$43,860	\$44,678	\$41,300	\$44,300	\$43,662	\$42,561	\$42,222
2	42,829	46,178	41,862	47,125	44,799	44,141	44,940	41,300	44,300	45,372	42,672	43,168
3	44,114	46,384	41,862	48,538	46,119	44,421	45,430	41,677	45,600	46,469	42,763	44,037
4	45,437	46,590	42,242	49,995	47,477	44,702	45,928	42,291	48,500	47,894	43,359	44,493
5	46,799	48,445	43,432	51,494	48,879	44,982	46,941	43,280	49,300	49,319	44,117	45,384
6	48,205	50,301	44,751	53,478	50,320	44,982	48,863	44,776	50,200	50,730	45,016	46,516
7	49,651	52,156	45,440	55,537	51,805	44,982	50,781	45,708	51,200	52,155	46,016	47,564
8	51,139	54,011	47,002	57,674	53,335	44,982	52,694	46,619	52,400	53,566	47,157	48,759
9	52,675	55,867	47,756	59,895	54,907	44,982	54,520	47,557	53,000		48,419	49,486
10	54,254	57,722	49,943	62,201	56,526	44,982	56,657	48,935	54,200		49,813	50,725
11		59,577			58,193				55,800		51,207	
12		61,433			59,909				56,900		52,550	
13		62,360							59,000		54,388	
14									60,400		57,075	
15									61,600		58,721	
16									63,000			
17									64,100			
18							58,358		64,300			
19									64,700		60,923	
20	56,254						59,527		65,000	57,701		
21									65,600			
22									65,800			
23									66,600		63,711	
24							60,720		66,900			
25	58,254								67,700			
26									69,800			
27							61,758					
28											66,296	
29												
30	60,254						62,993					
35	62,254											

Table 4

Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2012-2013

Step	Allegany	Anne Arundel	Baltimore City	Baltimore	Calvert	Caroline*	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
1	\$43,554	\$ -	\$59,311	\$44,014	\$47,600	\$43,350	\$40,855	\$44,665	\$47,396	\$44,861	\$43,963	\$ -
2	45,370	-	61,899	44,674	49,409	43,860	41,585	45,107	47,396	44,961	45,964	-
3	47,185	46,669	64,487	45,456	52,789	44,217	43,409	45,802	49,055	45,405	45,964	-
4	48,394	48,541	67,075	46,251	54,896	44,575	45,233	46,955	50,772	45,984	45,964	45,317
5	49,847	50,490	69,664	47,061	57,143	45,489	47,057	48,378	52,549	46,144	45,964	46,498
6	51,341	52,517	72,455	48,237	59,318	46,902	48,881	49,803	54,388	47,373	47,964	47,678
7	52,881	54,626	75,348	49,685	61,433	48,344	50,704	51,225	56,292	48,599	49,965	48,859
8	54,468	56,821	76,870	51,374	63,681	49,789	52,528	52,750	56,292	50,260	51,964	50,037
9	56,102	59,103	77,890	53,172	66,001	51,274	54,352	54,276	56,292	51,493	53,964	51,217
10	57,786	61,478	78,910	55,033	69,091	52,766	56,176	55,800	58,262	52,725	53,964	52,466
11	59,519	63,950	79,930	56,959	71,341	54,211	58,000	57,326	58,262	54,415	53,964	53,515
12	61,304	66,521	80,950	58,810	73,594	55,708	59,824	59,003	60,301	55,653	53,964	54,564
13	63,144		81,970	60,722	75,701	57,200	61,648	61,996	62,412	56,891	55,965	55,612
14	65,039	69,831	82,990	62,695	77,878	60,112	63,472	63,893	64,595	59,594	57,964	56,658
15			84,011	63,792	79,859	66,547	65,233	65,791	66,856	61,016	59,965	57,731
16				64,909	80,676		66,572	67,688	69,531	61,767	61,964	60,674
17	66,542	73,142		66,044	81,494			69,741	70,748	62,516	63,966	
18				67,200	82,311				72,312	63,678	65,966	
19				68,376	83,129		68,104	71,241	73,577	64,538	67,965	
20		76,453		69,573	83,946	68,547		75,205	76,521	65,398	67,965	63,296
21	67,752			70,616	84,406			76,521	78,213	66,452	69,966	
22		79,762		71,676	84,866		71,059		78,213	67,507	71,967	
23				72,751	85,326		72,500		79,582	68,042	73,967	
24				73,842	85,785		74,123	73,741	82,969	68,577	75,967	
25	68,963	81,419		74,950	86,245	70,551	76,896			68,936	77,968	65,920
26				76,074	87,649					69,293		
27				77,595	89,053					69,651		
28	70,172			79,147	90,457					70,275	79,967	
29				80,730				74,741				
30				82,344		72,552					81,968	
31	70,478											
32											83,968	
33												
35											87,969	

\*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: 2012-2013

Step	Harford	Howard	Kent	Montgomery	Prince George's	Queen Anne's*	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$44,114	\$49,270	\$42,129	\$51,128	\$49,107	\$ -	\$47,149	\$43,881	\$46,800	\$45,130	\$44,733	\$46,279
2	45,437	49,476	42,129	51,986	49,107	-	47,401	43,881	46,800	47,510	44,743	47,269
3	46,799	49,888	42,608	53,987	50,556	-	47,905	44,535	48,500	48,935	44,753	48,173
4	48,205	50,301	44,395	56,066	52,047	47,476	48,863	45,417	49,700	50,360	45,733	48,726
5	49,651	52,362	45,991	58,225	53,581	48,568	50,781	47,009	50,800	51,785	46,712	49,529
6	51,139	54,424	46,675	60,466	55,160	49,636	51,422	47,947	52,500	53,210	47,722	50,477
7	52,675	56,485	48,245	62,794	56,790	50,729	53,342	48,896	53,500	54,635	48,702	51,553
8	54,254	58,547	49,864	65,212	58,463	51,845	55,253	49,871	54,900	56,045	49,924	52,776
9	55,883	60,608	51,319	67,723	60,188	52,985	57,177	50,847	56,100	57,470	51,389	53,692
10	57,558	62,670	53,182	70,330	61,965	54,427	59,214	53,437	57,000	58,881	53,631	55,259
11	59,286	64,731	54,804	73,038	63,793	56,550	61,779	55,277	59,000	60,306	55,247	57,022
12	61,064	66,793	56,476	75,850	65,674	58,270	63,566	56,783	60,400	61,589	57,126	58,963
13	62,898	68,854	58,253	78,770	67,612	59,668	65,109	59,126	61,900	62,999	59,115	61,690
14	64,781	70,916	59,693	81,802	69,608	61,100	67,154	61,246	64,200	64,424	63,458	64,431
15	66,726	75,039	63,595	84,256	71,663	62,597	69,201		66,100	65,849	65,286	67,779
16		75,039	65,492	86,785	73,774	64,099			68,400	67,260		71,818
17		75,039		89,388	75,952	65,683			68,800	68,343		
18		79,162		92,069	78,193	67,259	71,275		69,200	69,455	67,700	
19		79,162		94,832	80,498	68,873		66,688	69,400	70,538		
20	68,726	79,162			82,873	70,526	72,699	68,892	70,000	75,332		72,895
21		83,285	67,770			72,149		70,435	70,400			
22		83,285				73,807			70,600			
23		83,285				75,506			70,900		70,922	
24		83,285				81,732	74,156		71,200			
25	70,726	87,408	69,945	96,966				72,162	72,800			
26		87,408							74,800			
27		87,408					75,640					
28		89,057	72,032								73,659	
29		89,057	74,120									
30	72,726	90,706					77,151					
31												
32												
33												
35	74,726											

\*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: 2012-2013

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*	88,180	164,789	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	138,513	School type, level of preparation, and years of experience
Dorchester	81,509	110,751	School type, years of experience, number of certified staff, and possession of Doctorate
Frederick	69,394	138,335	Years of experience and possession of Doctorate
Garrett	70,915	108,543	School size, level of preparation, and years of experience
Harford	101,865	129,267	School type, level of preparation, and years of experience
Howard	90,565	143,307	School type, level of preparation, and years of experience
Kent	79,046	106,472	School size, level of preparation, and years of experience
Montgomery	100,907	150,495	School type and years of experience
Prince George's	84,051	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	80,809	128,898	School size, level of preparation, and years of experience
Somerset	76,948	103,831	School size, years of experience, and possession of Doctorate
Talbot	91,138	131,670	Staff size, years of experience, and possession of Doctorate
Washington	83,500	133,348	School size/level, years of experience, mobility, FARM, school responsibility factors, and education
Wicomico	78,381	110,490	School size, level of preparation, and years of experience
Worcester	70,165	125,098	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: 2012-2013

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	77,551	116,421	Salary schedule based on negotiated agreement
Baltimore	80,342	132,140	School 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	107,698	School type, level of preparation, and years of experience
Dorchester *	58,763	89,428	School type, years of experience, and possession of Doctorate
Frederick	64,253	128,236	Years of experience and possession of Doctorate
Garrett *	58,573	89,469	Level of preparation and years of experience
Harford	93,221	114,365	School type, level of preparation, and years of experience
Howard	72,590	135,011	School type, level of preparation, and years of experience
Kent	70,417	93,084	Level of preparation, years of experience, and contract months
Montgomery	95,195	133,193	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	100,464	School type, level of preparation, and years of experience
St. Mary's	78,458	105,366	School type, level of preparation, years of experience, and contract months
Somerset	68,028	88,381	Years of experience and possession of Doctorate
Talbot	75,004	104,695	Years of experience and level of preparation
Washington ^	71,842	107,729	School type, years of experience, contract months, mobility, FARM, school responsibility factors, and education
Wicomico	69,008	97,713	School size, level of preparation, and years of experience
Worcester	63,149	109,140	School size/level, level of preparation, and years of experience

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

^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: 2012-2013

Local Education Agency	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$68,875	\$104,408	Level of preparation and years of experience
Anne Arundel*	85,953	136,459	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	111,433	Level of preparation and years of experience
Dorchester	80,009	102,176	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	96,018	121,311	Level of preparation and years of experience
Howard	81,922	149,416	Level of preparation and years of experience
Kent	79,046	102,104	Level of preparation and years of experience
Montgomery*	95,195	130,693	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	78,458	105,366	Level of preparation and years of experience
Somerset	78,626	99,494	Years of experience and possession of Doctorate
Talbot	94,643	114,143	Years of experience and possession of Doctorate
Washington	77,025	112,324	Years of experience, level of preparation, possession of Doctorate, and area of responsibility
Wicomico	81,396	103,420	Level of preparation and years of experience
Worcester	70,165	116,650	Level of preparation and years of experience

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