



# Professional Salary Schedules Maryland Public Schools 2020 - 2021



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**Professional Salary Schedules  
Maryland Public Schools  
2020-2021**

**Table of Contents**

<b>Table</b>	<b>Page</b>
1 Salaries for Twelve-Month Professional Positions .....	1
2 Minimum and Maximum Salaries for Maryland Public School Teachers .....	5
3 Salary Schedules for Maryland Public School Teachers with a Bachelor’s Degree and Standard Professional Certificate.....	6
4 Salary Schedules for Maryland Public School Teachers with a Master’s Degree .....	9
5 Basis of Salaries for Twelve-Month Principals .....	13
6 Basis of Salaries for Twelve-Month Assistant Principals .....	14
7 Basis of Salaries for Supervisors .....	15

**Table 1**  
**Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2020-2021**  
**Actual or Highest (Two or More Incumbents) Salaries**

Local School System	Superintendent*	Deputy Superintendent	Chief Financial Officer/Chief Academic Officer	Associate Superintendent	Assistant, Area Superintendent/ Area Executive Officer
Allegany	\$169,400	\$ -	\$137,872	\$ -	\$ -
Anne Arundel	285,465	189,068	204,773	208,185	188,939
Baltimore City	325,000	193,048	189,263	211,000	165,470
Baltimore	295,800	-	238,363	225,176	202,968
Calvert	205,000	-	-	-	169,147
Caroline	176,530	-	-	-	173,901
Carroll	224,336	-	147,946	-	172,290
Cecil	207,215	-	166,607	193,190	166,607
Charles	217,000	196,325	-	-	190,812
Dorchester	180,645	-	-	-	-
Frederick	251,815	188,968	198,172	-	-
Garrett	143,500	-	-	-	121,284
Harford	225,290	189,706	-	-	166,151
Howard	287,857	198,920	195,757	-	185,454
Kent	155,488	-	120,852	-	-
Montgomery	290,000	240,900	216,500	186,500	186,500
Prince George's	309,550	-	207,808	211,731	-
Queen Anne's	176,286	155,322	146,027	-	-
St. Mary's	246,068	172,606	-	-	162,696
Somerset	170,000	140,972	98,449	-	-
Talbot	193,725	144,546	123,000	-	-
Washington	258,935	-	-	160,450	-
Wicomico	205,000	-	136,005	-	135,705
Worcester	186,023	-	153,771	-	155,171

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

**Table 1 (Continued)**  
**Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2020-2021**  
**Maximum Salaries**

Local School System	Director Master's	Director Master's +30	Director Master's +60^	Director Doctorate	Pupil Personnel Worker Master's*	Pupil Personnel Worker Master's +30*	Pupil Personnel Worker Master's +60*^	Pupil Personnel Worker Doctorate*	School Psychologist Master's*	School Psychologist Master's +30*	School Psychologist Master's +60*^	School Psychologist Doctorate*
Allegany	\$124,071	\$126,146	\$127,778	\$130,824	\$92,818	\$94,893	\$96,525	\$99,571	\$92,818	\$94,893	\$96,525	\$99,571
Anne Arundel	186,946	186,946	186,946	186,946	123,797	123,797	123,797	124,797	123,797	123,797	123,797	124,797
Baltimore City	102,171	114,112	131,449	149,896	66,770	93,589	103,033	108,512	66,770	93,589	103,033	107,217
Baltimore	191,372	191,372	191,372	192,372	120,778	120,778	120,778	121,778	116,657	121,931	124,971	127,606
Calvert	156,410	156,410	156,410	161,410	110,701	116,004	116,004	126,514	110,701	116,004	116,004	126,514
Caroline	137,882	137,882	137,882	139,491	95,491	95,491	95,491	97,100	95,491	95,491	95,491	97,100
Carroll	166,515	166,515	166,515	166,515	131,954	131,954	131,954	131,954	131,954	131,954	131,954	131,954
Cecil	139,664	141,564	142,614	143,114	107,138	109,038	110,088	110,588	98,017	99,917	100,967	101,467
Charles	147,705	148,705	148,705	151,205	120,203	121,203	121,203	123,703	120,203	121,203	121,203	123,703
Dorchester	129,328	129,328	129,328	132,328	83,207	87,669	87,669	89,174	81,369	85,617	85,617	87,049
Frederick	185,339	185,339	185,339	189,339	137,201	137,201	137,201	141,207	137,201	137,201	137,201	141,207
Garrett	118,221	119,471	120,721	122,971	97,619	98,869	100,119	102,369	83,083	84,083	85,083	87,083
Harford	166,756	166,756	166,756	170,256	126,752	126,752	126,752	130,252	105,937	105,937	108,937	109,437
Howard	178,331	178,331	178,331	178,331	120,089	120,089	120,089	120,089	120,089	120,089	120,089	120,089
Kent	124,023	124,823	125,423	126,023	80,930	83,123	84,276	85,431	82,930	85,123	86,276	87,431
Montgomery	164,774	164,774	164,774	166,774	127,026	132,413	135,723	135,723	127,026	132,413	135,723	135,723
Prince George's	196,056	196,056	196,056	196,056	114,762	120,503	126,524	132,849	114,762	120,503	126,524	132,849
Queen Anne's	146,027	146,027	146,027	146,027	99,385	100,035	100,684	101,333	97,083	98,021	98,961	99,548
St. Mary's	149,553	150,753	151,553	152,353	101,798	109,908	114,209	117,209	93,514	100,949	104,891	107,891
Somerset	122,406	123,906	123,906	124,506	93,023	94,124	94,124	95,552	93,023	94,124	94,124	95,552
Talbot	-	-	-	-	87,392	88,402	90,119	92,543	79,413	80,423	81,938	84,059
Washington	147,682	147,682	147,682	152,112	116,742	116,742	116,742	120,244	116,742	116,742	116,742	120,244
Wicomico	123,071	126,071	126,671	128,471	96,524	99,524	100,124	101,924	96,524	99,524	100,124	101,924
Worcester	-	-	-	-	114,664	118,600	118,600	122,544	87,107	90,036	90,036	92,970

++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: 2020-2021**  
**Maximum Salaries**

Local School System	Instructional Supervisor Master's	Instructional Supervisor Master's +30	Instructional Supervisor Master's +60*	Instructional Supervisor Doctorate	Instructional Coordinator Master's	Instructional Coordinator Master's +30	Instructional Coordinator Master's +60*	Instructional Coordinator Doctorate
Allegany	\$104,622	\$106,697	\$108,329	\$111,375	\$ -	\$ -	\$ -	\$ -
Anne Arundel	-	-	-	-	147,004	147,004	147,004	148,004
Baltimore City	68,422	95,243	104,685	104,685	93,327	108,466	125,801	135,702
Baltimore	135,673	135,673	135,673	136,673	143,794	143,794	143,794	144,794
Calvert	137,571	137,571	137,571	143,571	121,186	121,186	121,186	126,186
Caroline	131,794	131,794	131,794	133,403	108,873	108,873	108,873	110,482
Carroll	145,470	145,470	145,470	145,470	121,999	121,999	121,999	121,999
Cecil	-	-	-	-	124,880	126,780	127,830	128,330
Charles	105,670	106,670	106,670	109,170	117,736	118,736	118,736	121,236
Dorchester	107,399	107,399	107,399	110,399	97,520	97,520	97,520	100,520
Frederick	147,060	147,060	147,060	151,060	142,131	142,131	142,131	146,131
Garrett	113,168	114,418	115,668	117,918	97,619	98,869	100,119	102,369
Harford	138,506	138,506	138,506	142,006	-	-	-	-
Howard	151,611	151,611	151,611	154,611	156,580	156,580	156,580	159,580
Kent	118,852	119,452	120,052	120,852	111,537	112,337	112,937	113,537
Montgomery	-	-	-	-	142,089	142,089	142,089	144,089
Prince George's	146,025	146,025	146,025	146,025	170,112	170,112	170,112	170,112
Queen Anne's	128,858	128,858	128,858	131,057	119,808	119,808	119,808	121,825
St. Mary's	126,062	127,262	128,062	128,862	119,111	120,311	121,111	121,911
Somerset	114,187	115,687	115,687	116,287	101,974	103,474	103,474	104,074
Talbot	111,396	111,396	111,396	112,896	-	-	-	-
Washington	136,554	136,554	136,554	140,651	126,249	126,249	126,249	130,036
Wicomico	113,679	116,679	117,279	119,079	103,229	106,229	106,829	108,629
Worcester	122,354	126,572	126,572	130,797	114,664	118,600	118,600	122,544

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

**Table 1 (Continued)**  
**Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2020-2021**  
**Maximum Salaries**

Local School System	Principal Master's++	Principal Master's +30++	Principal Master's +60++^	Principal Doctorate*	Assistant Principal Master's*	Assistant Principal Master's +30*	Assistant Principal Master's +60*^	Assistant Principal Doctorate*
Allegany	\$117,946	\$120,021	\$121,653	\$124,699	\$98,529	\$100,604	\$102,236	\$105,282
Anne Arundel	158,740	158,740	158,740	159,740	138,795	138,795	138,795	139,795
Baltimore City	119,343	138,111	153,557	182,876	92,056	97,779	110,628	140,674
Baltimore	181,492	181,492	181,492	182,492	152,403	152,403	152,403	153,403
Calvert	156,410	156,410	156,410	161,410	131,021	131,021	131,021	136,021
Caroline	137,882	137,882	137,882	139,491	108,873	108,873	108,873	110,482
Carroll	151,289	151,289	151,289	151,289	137,232	137,232	137,232	137,232
Cecil	139,664	141,564	142,614	143,114	121,922	124,722	124,872	125,372
Charles	156,268	157,268	157,268	159,768	127,726	128,726	128,726	131,226
Dorchester	117,605	117,605	117,605	120,605	95,466	95,466	95,466	98,466
Frederick	166,778	166,778	166,778	170,778	147,060	147,060	147,060	151,060
Garrett	119,221	120,471	121,721	123,971	111,643	112,893	114,143	116,393
Harford	151,349	151,349	154,349	154,849	130,555	130,555	133,555	134,055
Howard	168,650	168,650	168,650	171,650	156,580	156,580	156,580	159,580
Kent	124,023	124,823	125,423	126,023	111,537	112,337	112,937	113,537
Montgomery	164,774	164,774	164,774	166,774	144,589	144,589	144,589	146,589
Prince George's	170,112	170,112	170,112	170,112	141,772	141,772	141,772	141,772
Queen Anne's	141,596	141,596	141,596	143,887	117,873	117,873	117,873	119,831
St. Mary's	149,553	150,753	151,553	152,353	126,062	127,262	128,062	128,862
Somerset	118,755	120,255	120,255	120,855	105,832	107,332	107,332	107,932
Talbot	137,355	137,355	137,355	138,855	102,396	102,396	102,396	103,896
Washington	153,591	153,591	153,591	158,199	126,249	126,249	126,249	130,036
Wicomico	120,545	123,545	124,145	125,945	105,929	108,929	109,529	111,329
Worcester	131,006	135,540	135,540	140,082	114,664	118,600	118,600	122,544

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

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

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

**Table 2**  
**Minimum and Maximum Salaries for Maryland Public School Teachers: 2020-2021**

Local School System	Bachelor's Degree Step 1** (Minimum)	Bachelor's With Standard Professional Certification (SPC) (Maximum)	Advanced Professional Certificate (APC)^ (Maximum)	Master's (Maximum)	Master's +APC^ (Maximum)	Master's +30 (Maximum)	Master's +60@ (Maximum)	Doctorate (Maximum)	National Board of Professional Teaching Standards (NBPTS) Certification Stipend+
Allegany	\$48,282	\$63,222	\$73,433	\$75,689	\$75,689	\$77,786	\$79,433	\$82,508	\$2,000
Anne Arundel	47,836	66,846	90,811	90,811	92,612	96,332	100,199	102,191	2,000
Baltimore City	51,552	54,691	58,021	64,405	75,648	91,226	100,669	109,463	4,000
Baltimore	49,967	56,868	95,454	95,454	95,454	99,962	102,560	104,813	4,000
Calvert	50,500	68,492	100,253	100,253	100,253	105,088	105,088	114,560	2,500
Caroline	47,975	77,854	82,633	85,525	85,525	86,897	86,897	88,506	2,000
Carroll	48,000	74,758	87,696	87,696	87,696	90,955	92,670	92,670	1,500
Cecil	49,245	85,538	87,513	87,513	88,338	89,413	90,463	90,963	2,000
Charles	49,751	58,545	88,299	90,065	90,065	91,065	91,065	93,565	2,500
Dorchester	43,938	49,855	75,143	76,827	76,827	80,943	80,943	82,331	2,000
Frederick	46,000	58,910	91,342	91,342	91,342	98,857	98,857	98,857	2,000
Garrett	43,749	49,679	70,682	72,682	72,682	73,682	74,682	76,682	1,000
Harford	50,148	73,121	83,221	85,443	85,443	91,934	94,934	95,434	2,000
Howard	48,519	65,019	99,677	101,409	101,409	103,142	103,142	104,874	2,000
Kent	45,958	55,301	79,877	79,877	80,930	83,123	84,276	85,431	2,000
Montgomery	50,503	69,529	108,108	108,108	108,108	112,692	115,509	115,509	2,000
Prince George's	49,468	66,481	66,481	95,636	95,636	100,418	105,436	110,709	3,000
Queen Anne's	47,932	49,150	88,039	89,919	89,919	90,506	91,094	91,682	2,000
St. Mary's	47,904	78,982	82,046	82,046	85,231	91,990	95,574	98,574	3,000
Somerset	48,329	59,558	82,734	84,569	84,569	85,565	85,565	86,856	2,000
Talbot	47,874	56,487	74,565	79,413	79,413	80,423	81,938	84,059	1,000
Washington	55,174	65,644	83,534	83,534	83,534	86,192	86,851	87,287	2,000
Wicomico	48,238	73,603	87,238	88,676	88,676	91,057	91,057	92,906	2,000
Worcester	47,322	54,232	84,176	87,107	87,107	90,036	90,036	92,970	1,000

\*Baltimore City does not have separate scales based on degree attained. Employee of any degree level can be placed anywhere on the scale based on years of experience.

\*\*Based on Standard Professional Certificate (SPC)

^Scales may apply to Master's equivalent

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

+The Maryland State Department of Education also contributes a stipend up to \$4,000 a year as a dollar-for-dollar match to local school systems for teachers who earn certification from the NBPTS and who teach in a school identified by the State Board of Education as having comprehensive needs. A stipend up to \$1,000 is available for teachers who earn NBPTS certification and who teach in a noncomprehensive school.

**Table 3**  
**Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate: 2020-2021**

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore	Calvert	Caroline^	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
1	\$48,282	\$47,836	\$51,552	\$49,967	\$50,500	\$47,975	\$48,000	\$49,245	\$49,751	\$43,937	\$46,000	\$43,749
2	48,282	50,228	53,099	50,356	51,541	47,975	49,018	49,737	51,118	44,437	46,600	44,423
3	48,282	52,237	54,691	51,113	53,082	47,975	50,036	51,214	52,524	45,008	47,300	45,080
4	48,814	54,325	56,333	52,008	54,623	48,480	51,054	52,692	53,968	46,184	48,585	45,739
5	50,094	56,499	58,021	52,916	56,164	49,086	52,072	54,169	55,453	46,646	50,000	46,395
6	51,406	57,629		53,579	57,582	49,793	53,092	55,647	56,977	47,113	51,450	47,052
7	52,754	58,782		54,384	59,999	50,500	54,688	57,124	58,545	47,584	53,100	47,709
8	54,132	59,958		55,201	62,399	51,824	56,287	58,847		48,060	54,750	48,365
9	55,553	61,156		56,028	64,895	53,374	57,884	60,818		48,540	56,400	49,022
10	57,007	62,379		56,868	67,492	54,966	59,480	62,787		48,855	58,050	49,679
11	58,502	63,627				56,566	61,078	64,757		48,855	58,050	
12	60,035	64,900				59,478	62,675	66,726		48,855	58,050	
13	61,608	66,846				63,146	64,273	69,189		48,855	58,050	
14	63,222					66,814	65,870	71,652		48,855	58,050	
15						70,482	67,467	74,113		48,855	58,050	
16						70,482	69,064	76,576		48,855	58,050	
17						70,482	70,661	79,038		48,855	58,050	
18						70,482	72,258	81,038		48,855	58,910	
19						70,482	72,258	81,038		48,855		
20						72,800	72,258	81,038		48,855		
21						72,800		81,038		48,855		
22						72,800		81,038		48,855		
23						72,800		81,038		48,855		
24						72,800		84,038		48,855		
25						75,073		84,038		48,855		
26						75,073		84,038				
27						75,073		84,038				
28						75,073		84,038				
29						75,073		85,538				
30						77,354		85,538				

\*Baltimore City does not have separate scales based on degree attained. Employee of any degree level can be placed anywhere on the scale based on years of experience.

^In Caroline County, an additional \$500 will be added to longevity steps 20, 25, 30 for teachers who meet the new State reading certification requirements.

**Table 3 (Continued)**  
**Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate: 2020-2021**

Step	Harford	Howard	Kent	Montgomery	Prince George's	Queen Anne's	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$50,148	\$48,519	\$45,958	\$50,503	\$49,468	\$47,932	\$47,904	\$48,329	\$47,874	\$55,174	\$48,238	\$47,322
2	50,148	50,019	47,344	51,268	49,468	48,236	49,102	48,646	48,076	56,553	48,692	47,322
3	50,148	51,519	48,068	52,775	50,952	48,541	50,329	48,962	48,278	56,553	49,527	47,322
4	50,148	53,019	49,709	54,329	52,480	50,444	51,588	49,067	49,618	56,553	50,518	47,802
5	51,615	54,519	50,502	55,927	54,055	51,598	52,877	49,582	51,739	56,553	51,619	48,744
6	53,130	56,019	52,801	57,544	55,676	53,876	54,199	50,497	53,355	56,553	52,877	49,786
7	54,686	57,519	53,850	59,740	57,347	55,056	55,554	51,036	54,365	56,553	54,267	50,894
8	56,240	59,019	55,301	62,019	59,067	56,260	56,943	52,045	55,577	56,553	55,803	52,156
9	57,894	60,519		64,388	60,838	60,141	58,367	53,085	56,486	56,553	57,339	52,923
10	59,595	62,019		66,848	62,665	62,021	59,826	54,878	56,486	56,553	58,820	54,232
11	61,383	63,519			64,544	63,559	61,322	54,878	56,486	56,553	60,845	
12	63,224	65,019			66,481	66,762	62,855	54,878	56,486	56,553	62,892	
13	65,121				66,481	68,424	64,426	54,878	56,486	56,553	64,388	
14	65,121				66,481	70,127	66,037	54,878	56,486	61,710	64,594	
15	65,121				66,481	71,871	67,688	54,878	56,486	63,253	64,801	
16	65,121				66,481	75,496	69,380	54,878	56,486	64,834	65,007	
17	65,121				66,481	77,223	71,114	54,878	56,486	65,644	66,800	
18	65,121				66,481	78,991	72,892	54,878	56,486		67,007	
19	65,121				66,481	80,800	74,714	54,878	56,486		67,213	
20	67,121				66,481	88,039	76,582		56,486		67,421	
21	67,121				66,481						69,860	
22	67,121										70,066	
23	67,121										70,273	
24	67,121										72,694	
25	69,121										73,103	
26	69,121										73,103	
27	69,121										73,103	
28	69,121										73,103	
29	69,121										73,103	
30	71,121										73,103	
31	71,121										73,103	
32	71,121										73,103	

**Table 3 (Continued)**  
**Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate: 2020-2021**

Step	Harford	Howard	Kent	Montgomery	Prince George's	Queen Anne's	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
33	71,121										73,103	
34	71,121										73,103	
35	73,121										73,103	

**Table 4**  
**Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2020-2021**

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore	Calvert	Caroline^	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
1	\$51,045	\$50,743	\$64,405	\$51,144	\$54,000	\$50,500	\$49,486	\$51,220	\$53,791	\$47,555	\$47,500	\$45,749
2	51,045	53,279	67,215	51,912	55,370	50,500	50,814	51,712	55,269	48,055	48,100	46,423
3	51,045	55,410	70,026	52,822	56,740	50,500	52,142	53,189	56,789	48,762	48,800	47,080
4	51,622	57,627	72,836	53,745	58,110	51,813	53,470	54,667	58,351	50,088	50,085	49,156
5	53,172	59,931	75,648	54,685	59,480	53,126	54,798	56,144	59,956	51,090	51,500	49,883
6	54,765	61,132	78,678	55,917	60,721	54,439	56,126	57,622	61,604	52,112	52,950	50,591
7	56,407	62,353	81,819	57,593	62,845	55,550	58,149	59,099	63,298	52,633	54,600	51,858
8	58,101	63,600	83,472	59,552	65,046	56,566	60,172	60,822	65,039	55,233	56,600	53,123
9	59,843	64,872	84,580	61,637	67,323	58,114	62,196	62,793	66,828	55,765	58,600	54,388
10	61,640	66,170	85,687	63,794	69,678	59,719	64,217	64,762	68,666	57,296	60,600	55,651
11	63,489	67,494	86,794	66,026	71,769	61,319	66,241	66,732	70,554	58,400	63,000	56,916
12	65,392	68,843	87,903	68,171	73,922	64,440	68,265	68,701	72,495	59,526	65,400	58,257
13	67,355	70,220	89,010	70,389	76,139	68,956	70,287	71,164	74,488	60,675	67,800	59,382
14	69,375	71,624	90,117	72,677	78,424	73,471	72,311	73,627	76,536	61,848	70,200	61,506
15	69,885	73,058	91,226	73,948	80,776	77,987	74,334	76,088	78,641	63,044	72,600	61,630
16	69,885	75,248	94,056	75,242	82,391	77,987	76,357	78,551	80,804	64,262	73,800	67,058
17	70,980	76,754	95,710	76,559	84,039	77,987	78,380	81,013	83,025	65,507	75,000	67,058
18	71,490	78,289	97,363	77,897	85,721	77,987	80,404	83,013	85,308	66,775	76,200	67,058
19	71,490	79,855	99,017	79,263	87,434	77,987	82,427	83,013	87,655	67,315	77,400	67,058
20	71,490	81,451	100,669	80,650	89,184	80,331	85,196	83,013	90,065	67,988	78,600	69,868
21	72,271	83,895	102,409	81,858	90,075	80,331		83,013		68,662	78,600	69,868
22	72,781	85,573	104,172	83,087	90,976	80,331		83,013		70,035	78,600	69,868
23	72,781	87,284	105,937	84,333	91,886	80,331		83,013		71,435	78,600	69,868
24	72,781	89,031	107,700	85,600	92,805	80,331		86,013		72,864	78,600	69,868
25	73,563	90,811	109,463	86,882	93,732	82,679		86,013		75,827	78,600	72,682
26	74,073	90,811	109,463	88,186	94,436	82,679		86,013			78,600	72,682
27	74,073	90,811	109,463	89,949	95,381	82,679		86,013			78,600	72,682
28	74,853	90,811	109,463	91,747	96,335	82,679		86,013			81,508	72,682
29	75,363	90,811	109,463	93,583	97,297	82,679		87,513			83,631	72,682

\*Baltimore City does not have separate scales based on degree attained. Employee of any degree level can be placed anywhere on the scale based on years of experience.

^In Caroline County, an additional \$500 will be added to longevity steps 20, 25, 30 for teachers who meet the new State reading certification requirements.

NOTE: LSSs 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

**Table 4**  
**Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2020-2021**

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore	Calvert	Caroline^	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
30	75,363	90,811	109,463	95,454	98,271	85,025		87,513			85,652	72,682
31	75,689	90,811	109,463		99,253			87,513			87,675	72,682
32		90,811	109,463					87,513			89,842	72,682
33		90,811	109,463					87,513				72,682
34		90,811	109,463					87,513				72,682
35		90,811	109,463					87,513				72,682
36		90,811	109,463									72,682
37		90,811	109,463									72,682
38		90,811	109,463									72,682
40		90,811	109,463									72,682

\*Baltimore City does not have separate scales based on degree attained. Employee of any degree level can be placed anywhere on the scale based on years of experience.

^In Caroline County, an additional \$500 will be added to longevity steps 20, 25, 30 for teachers who meet the new State reading certification requirements.

NOTE: LSSs 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

**Table 4 (Continued)**  
**Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2020-2021**

Step	Harford	Howard	Kent	Montgomery	Prince George's	Queen Anne's*	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$53,130	\$51,984	\$48,648	\$55,537	\$54,538	\$48,277	\$49,820	\$50,647	\$49,844	\$56,965	\$50,430	\$51,690
2	53,130	53,959	50,285	56,452	54,538	48,792	51,066	51,137	49,899	58,389	51,308	51,690
3	53,130	55,934	51,016	58,587	56,174	49,307	52,343	51,630	49,995	59,849	52,386	51,690
4	53,130	57,909	53,728	60,803	57,859	51,856	53,651	52,130	52,850	61,345	53,501	52,274
5	54,686	59,884	55,266	63,107	59,596	53,044	54,992	53,709	53,961	62,879	54,581	53,123
6	56,290	61,859	56,204	64,997	61,385	55,386	56,367	54,007	55,678	64,451	55,924	53,969
7	57,944	63,834	57,909	67,481	63,224	56,598	57,776	54,566	56,789	66,062	57,539	55,107
8	59,595	65,809	59,667	70,060	65,122	57,836	59,221	55,646	58,405	67,714	60,010	56,397
9	61,351	67,784	61,533	72,738	67,075	61,707	60,701	56,725	59,718	69,407	61,790	57,365
10	63,155	69,759	63,047	75,519	69,087	63,571	62,219	59,594	60,728	71,142	63,863	59,019
11	65,017	71,734	67,148	78,407	71,161	65,090	63,774	61,632	62,748	72,921	66,054	60,219
12	66,931	73,709	69,141	81,407	73,296	68,269	65,369	63,298	64,162	74,744	69,926	62,269
13	68,907	75,684	69,652	84,523	75,495	69,899	67,003	65,891	65,677	76,613	71,587	65,147
14	70,936	77,659	71,534	87,756	77,760	71,618	68,678	68,238	68,202	78,528	71,793	68,043
15	73,031	79,634	72,044	90,373	80,092	73,329	70,395	69,297	70,323	80,491	72,000	71,579
16	75,187	81,609	73,821	93,071	82,494	76,873	72,155	70,357	72,747	82,503	72,206	80,107
17	77,443	83,584	74,331	95,847	84,970	78,636	73,959	71,415	73,050	83,534	74,233	
18	77,443	85,559	76,015	98,707	87,521	80,436	75,808	73,706	73,454		74,439	
19	77,443	87,534	79,877	101,656	90,144	82,281	77,703	79,889	75,676		74,646	
20	79,443	89,509		101,656	92,850	89,919	79,646		79,413		74,852	
21	79,443	91,484		101,656	95,636						77,765	
22	79,443	93,459		101,656							77,972	
23	79,443	95,434		101,656							78,178	
24	79,443	97,409		101,656							80,767	
25	81,443	101,409		103,931							81,176	
26	81,443	101,409									81,176	
27	81,443	101,409									81,176	
28	81,443	101,409									81,176	
29	81,443	101,409									81,176	

\*Advanced Professional Certificate (APC) is required for placement on this scale.

NOTE: LSSs 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

**Table 4 (Continued)  
Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2020-2021**

Step	Harford	Howard	Kent	Montgomery	Prince George's	Queen Anne's*	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
30	83,443										81,176	
31	83,443										81,176	
32	83,443										81,176	
33	83,443										81,176	
34	83,443										81,176	
35	85,443										81,176	
36											81,176	
37											81,176	
38											81,176	
40											81,176	

\*Advanced Professional Certificate (APC) is required for placement on this scale.

NOTE: LSSs 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

**Table 5**  
**Basis of Salaries for Twelve-Month Principals\* in Maryland Public Schools: 2020-2021**

Local School System	Minimum Salary	Maximum Salary	Salary Determinants
Allegany	\$68,998	\$124,699	School size, level of preparation, and years of experience
Anne Arundel	93,280	159,740	School size and years of experience
Baltimore City	110,214	182,876	Years of experience, education level, and needs of the Board
Baltimore	110,879	182,492	School level and years of experience
Calvert	103,478	161,410	School type, years of experience, and possession of Doctorate
Caroline	89,203	139,491	School type, school size, and level of preparation
Carroll	98,273	151,289	Level of preparation and years of experience
Cecil	117,044	143,114	School size, level of preparation, and years of experience
Charles	99,485	159,768	School type, level of preparation, and years of experience
Dorchester	83,465	120,605	School type, years of experience, number of certified staff, and possession of Doctorate
Frederick	91,384	170,778	School type, years of experience, and possession of Doctorate
Garrett	75,421	123,971	School size, level of preparation, and years of experience
Harford	118,086	154,849	School type, level of preparation, years of experience, and possession of Doctorate
Howard	97,311	171,650	School type/level, level of preparation, years of experience, and possession of Doctorate
Kent	88,510	126,023	School size, level of preparation, and years of experience
Montgomery	110,735	166,774	School type and years of experience
Prince George's	105,574	170,112	School type, years of experience, and possession of Doctorate
Queen Anne's	109,519	143,887	School size, years of experience, number of certified staff, and possession of Doctorate
St. Mary's	98,435	152,353	School size, level of preparation, and years of experience
Somerset	84,568	120,855	School type/size, years of experience, and possession of Doctorate
Talbot	96,976	138,855	Staff size, years of experience, and possession of Doctorate
Washington	82,970	158,199	School size/level, years of experience, mobility, FARM, school responsibility factors, and education
Wicomico	87,588	125,945	School size, level of preparation, and years of experience
Worcester	75,275	140,082	School size/level, level of preparation, and years of experience

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

**Table 6**  
**Basis of Salaries for Twelve-Month Assistant Principals\* in Maryland Public Schools: 2020-2021**

Local School System	Minimum Salary	Maximum Salary	Salary Determinants
Allegany	\$64,807	\$105,282	School size, level of preparation, and years of experience
Anne Arundel	83,339	139,795	School size and years of experience
Baltimore City	85,045	140,674	Years of experience, education level, and needs of the Board
Baltimore	93,130	153,403	School level and years of experience
Calvert	90,075	136,021	School type, years of experience, and possession of Doctorate
Caroline	73,690	110,482	School type/size and level of preparation
Carroll	89,144	137,232	Level of preparation and years of experience
Cecil	93,283	125,372	School size, level of preparation, and years of experience
Charles	77,265	131,226	School type, level of preparation, and years of experience
Dorchester	72,579	98,466	School type, years of experience, and possession of Doctorate
Frederick	82,772	151,060	School type, years of experience, and possession of Doctorate
Garrett	62,516	116,393	Level of preparation and years of experience
Harford	108,066	134,055	School type, level of preparation, years of experience, and possession of Doctorate
Howard	85,120	159,580	School type/level, level of preparation, years of experience, and possession of Doctorate
Kent	79,773	113,537	Level of preparation, years of experience, and contract months
Montgomery	104,520	146,589	School type and years of experience
Prince George's	93,728	141,772	School type, years of experience, contract months, and possession of Doctorate
Queen Anne's	93,594	119,831	School size, years of experience, and possession of Doctorate
St. Mary's	87,457	128,862	School type, level of preparation, years of experience, and contract months
Somerset	75,392	107,932	School type/size, years of experience, and possession of Doctorate
Talbot	86,478	103,896	Years of experience and level of preparation
Washington	73,751	130,036	School type, years of experience, contract months, mobility, FARM, school responsibility factors, and education
Wicomico	76,785	111,329	School size, level of preparation, and years of experience
Worcester	67,747	122,544	School size/level, level of preparation, and years of experience

\*Assistant principals are 11-month positions in Dorchester and Garrett counties. Elementary and middle school assistant principals are 11-month positions in Washington County.

**Table 7**  
**Basis of Salaries for Supervisors\* in Maryland Public Schools: 2020-2021**

Local School System	Minimum Salary	Maximum Salary	Salary Determinants
Allegheny	\$73,469	\$111,375	Level of preparation and years of experience
Anne Arundel	93,280	148,004	Years of experience
Baltimore City	55,569	104,685	Years of experience, education level, and needs of the Board
Baltimore	93,130	136,673	Years of experience
Calvert	102,253	143,571	Years of experience and possession of Doctorate
Caroline	79,265	133,403	Level of preparation and years of experience
Carroll	98,273	145,470	Level of preparation and years of experience
Cecil	103,844	128,330	Level of preparation and years of experience
Charles	83,325	121,236	Level of preparation and years of experience
Dorchester	83,465	110,399	Level of preparation, years of experience, and possession of Doctorate
Frederick	85,643	151,060	Years of experience and possession of Doctorate
Garrett	77,768	117,918	Level of preparation and years of experience
Harford	111,308	142,006	Level of preparation, years of experience, and possession of Doctorate
Howard	85,120	154,611	Level of preparation, years of experience, and possession of Doctorate
Kent	88,510	120,852	Level of preparation and years of experience
Montgomery	104,520	144,089	Area of responsibility and years of experience
Prince George's	102,419	146,025	Years of experience and possession of Doctorate
Queen Anne's	105,110	131,057	Years of experience and possession of Doctorate
St. Mary's	92,784	128,862	Level of preparation and years of experience
Somerset	86,411	116,287	Years of experience and possession of Doctorate
Talbot	86,478	112,896	Years of experience and possession of Doctorate
Washington	82,970	140,651	Years of experience, level of preparation, possession of Doctorate, and area of responsibility
Wicomico	93,160	119,079	Level of preparation and years of experience
Worcester	75,275	130,797	Level of preparation and years of experience

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