



# Professional Salary Schedules Maryland Public Schools 2021 - 2022



Maryland State Department of Education  
Division of Assessment, Accountability,  
and Performance Reporting  
200 West Baltimore Street  
Baltimore, MD 21201-2595  
(410) 767-0078

**MARYLAND STATE DEPARTMENT OF EDUCATION**

**Mohammed Choudhury**  
*State Superintendent of Schools*

**Clarence C. Crawford**  
*President, Maryland State Board of Education*

**Larry Hogan**  
*Governor*

**Deann Collins, Ed.D.**  
*Deputy State Superintendent*  
*Office of Teaching and Learning*

**Jennifer Judkins, Ed.D.**  
*Assistant State Superintendent*  
*Division of Assessment, Accountability, and Performance Reporting*

**Chandra Haislet**  
*Executive Director, Office of Accountability and Performance Reporting*  
*Division of Assessment, Accountability, and Performance Reporting*

The Maryland State Department of Education does not discriminate on the basis of age, ancestry/national origin, color, disability, gender identity/expression, marital status, race, religion, sex, or sexual orientation in matters affecting employment or in providing access to programs and activities and provides equal access to the Boy Scouts and other designated youth groups. For inquiries related to Department policy, please contact: Equity Assurance and Compliance Office, Office of the Deputy State Superintendent for Finance and Administration, Maryland State Department of Education, 200 W. Baltimore Street - 6th Floor, Baltimore, Maryland 21201-2595, 410-767-0426 – voice, 410-767-0431 – fax, 410-333-6442 - TTY/TDD.

**Professional Salary Schedules  
Maryland Public Schools  
2021-2022**

**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 .....	8
5 Basis of Salaries for Twelve-Month Principals .....	12
6 Basis of Salaries for Twelve-Month Assistant Principals .....	13
7 Basis of Salaries for Supervisors .....	14

**Table 1**  
**Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2021-2022**  
**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	\$194,400	\$ -	\$146,321	\$ -	\$ -
Anne Arundel	299,910	198,635	215,135	218,719	198,834
Baltimore City	333,125	199,805	195,887	218,385	167,996
Baltimore	295,800	-	238,363	225,176	202,968
Calvert	205,000	-	-	-	172,400
Caroline	155,000	-	-	-	-
Carroll	243,666	-	152,864	-	177,939
Cecil	227,770	-	170,772	198,020	170,772
Charles	215,000	199,388	-	-	193,875
Dorchester	188,903	-	-	-	-
Frederick	260,981	197,633	207,260	-	-
Garrett	143,500	-	106,612	-	-
Harford	232,860	196,080	168,706	-	171,310
Howard	289,296	200,909	197,715	-	187,309
Kent	165,488	-	121,835	-	-
Montgomery	295,000	-	216,900	195,825	195,825
Prince George's	317,288	-	192,124	211,731	-
Queen Anne's	185,000	-	150,854	-	135,643
St. Mary's	253,450	177,784	-	-	167,578
Somerset	170,000	144,791	103,488	-	-
Talbot	202,536	151,773	129,150	-	-
Washington	279,354	-	-	162,487	-
Wicomico	211,150	-	136,005	-	136,005
Worcester	217,700	-	155,281	-	158,081

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

**Table 1 (Continued)**  
**Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2021-2022**  
**Maximum Salaries**

Local School System	Director Master's	Director Master's +30	Director Master's +60^A	Director Doctorate	Pupil Personnel Worker Master's*	Pupil Personnel Worker Master's +30*	Pupil Personnel Worker Master's +60*^A	Pupil Personnel Worker Doctorate*	School Psychologist Master's*	School Psychologist Master's +30*	School Psychologist Master's +60*^A	School Psychologist Doctorate*
Allegany	\$125,314	\$127,410	\$129,059	\$132,135	\$93,748	\$95,844	\$97,493	\$100,569	\$93,748	\$95,844	\$97,493	\$100,569
Anne Arundel	192,554	192,554	192,554	192,554	123,797	123,797	123,797	124,797	123,797	123,797	123,797	124,797
Baltimore City	102,717	114,112	131,449	155,142	66,770	93,589	103,033	103,033	66,770	93,589	103,033	103,033
Baltimore	191,372	191,372	191,372	192,372	120,778	120,778	120,778	121,788	120,645	126,107	129,256	131,985
Calvert	157,410	157,410	157,410	162,410	110,701	116,004	116,004	126,514	112,992	118,496	118,496	129,279
Caroline	139,261	139,261	139,261	140,886	94,914	96,447	96,447	98,072	94,914	96,447	96,447	98,072
Carroll	166,515	166,515	166,515	166,515	140,273	140,273	140,273	140,273	140,273	140,273	140,273	140,273
Cecil	142,524	144,424	145,474	145,974	109,289	111,189	112,239	112,739	97,827	99,727	100,777	101,277
Charles	149,182	150,182	150,182	152,682	121,405	122,405	122,405	124,905	121,405	122,405	122,405	124,905
Dorchester	135,016	135,016	135,016	138,016	87,851	94,654	94,654	96,293	93,811	98,102	98,102	99,548
Frederick	188,119	188,119	188,119	192,119	139,259	139,259	139,259	143,259	139,259	139,259	139,259	143,259
Garrett	123,571	124,821	126,071	128,321	100,331	101,581	102,831	105,081	83,795	84,795	85,795	87,795
Harford	186,143	186,143	186,143	189,643	128,020	128,020	131,020	131,520	108,916	108,916	111,916	112,416
Howard	202,629	202,629	202,629	202,629	121,690	121,690	121,690	121,690	121,690	121,690	121,690	121,690
Kent	127,136	127,136	127,136	129,126	82,144	84,370	85,540	86,712	82,144	84,370	85,540	86,712
Montgomery	167,949	167,949	167,949	169,949	129,568	135,061	138,437	138,437	129,568	135,061	138,437	138,437
Prince George's	199,977	199,977	199,977	199,977	115,910	121,708	127,789	134,177	115,910	121,708	127,789	134,177
Queen Anne's	150,000	150,000	150,000	150,000	100,379	101,035	101,691	102,346	98,054	99,001	99,951	100,543
St. Mary's	167,697	168,897	169,697	170,497	103,537	111,790	116,165	119,165	95,109	102,674	106,685	109,685
Somerset	125,761	127,261	127,261	128,761	94,615	95,735	95,735	97,189	94,615	95,735	95,735	97,189
Talbot	122,110	122,110	122,110	123,610	96,249	97,473	99,309	101,880	80,207	81,228	82,758	84,900
Washington	149,531	149,531	149,531	154,017	118,201	118,201	118,201	121,747	118,201	118,201	118,201	121,747
Wicomico	123,071	126,371	126,971	128,771	96,524	99,824	100,424	102,224	96,524	99,824	100,424	102,224
Worcester	-	-	-	-	115,740	119,716	119,716	123,700	87,908	90,866	90,866	93,830

++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: 2021-2022**  
**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	\$105,670	\$107,766	\$109,415	\$112,491	\$ -	\$ -	\$ -	\$ -
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	138,430
Baltimore	135,673	135,673	135,673	136,673	143,794	143,794	143,794	144,794
Calvert	138,571	138,571	138,571	143,571	122,186	122,186	122,186	127,186
Caroline	133,112	133,112	133,112	134,737	109,962	109,962	109,962	111,587
Carroll	154,638	154,638	154,638	154,638	129,686	129,686	129,686	129,686
Cecil	-	-	-	-	127,417	129,317	130,367	130,867
Charles	110,432	111,432	111,432	113,932	118,913	119,913	119,913	122,413
Dorchester	115,443	115,443	115,443	118,443	101,361	101,361	101,361	104,361
Frederick	149,266	149,266	149,266	153,266	144,263	144,263	144,263	148,263
Garrett	116,339	117,589	118,839	121,089	113,814	115,064	116,314	118,564
Harford	139,891	139,891	142,891	143,391	-	-	-	-
Howard	153,117	153,117	153,117	156,117	158,136	158,136	158,136	161,136
Kent	121,835	121,835	121,835	123,835	114,337	114,337	114,337	116,337
Montgomery	-	-	-	-	144,811	144,811	144,811	146,811
Prince George's	150,406	150,406	150,406	150,406	176,066	176,066	176,066	176,066
Queen Anne's	125,086	125,086	125,086	127,296	111,382	111,382	111,382	113,349
St. Mary's	133,435	134,635	135,435	136,235	126,062	127,262	128,062	128,862
Somerset	117,377	118,877	118,877	120,377	104,920	106,420	106,420	107,920
Talbot	112,797	112,797	112,797	114,297	-	-	-	-
Washington	138,260	138,260	138,260	142,408	127,829	127,829	127,829	131,644
Wicomico	113,679	116,979	117,579	119,379	103,229	106,529	107,129	108,929
Worcester	123,508	127,767	127,767	132,035	115,740	119,716	119,716	123,700

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

**Table 1 (Continued)**  
**Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2021-2022**  
**Maximum Salaries**

Local School System	Principal Master's <sup>++</sup>	Principal Master's +30 <sup>++</sup>	Principal Master's +60 <sup>++^</sup>	Principal Doctorate*	Assistant Principal Master's*	Assistant Principal Master's +30*	Assistant Principal Master's +60* <sup>^</sup>	Assistant Principal Doctorate*
Allegany	\$119,128	\$121,224	\$122,873	\$125,949	\$99,516	\$101,612	\$103,261	\$106,337
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	180,713	92,056	97,779	110,628	127,670
Baltimore	186,151	186,151	186,151	187,151	156,315	156,315	156,315	157,315
Calvert	157,410	157,410	157,410	162,410	132,021	132,021	132,021	137,021
Caroline	139,261	139,261	139,261	140,886	118,281	118,281	118,281	119,906
Carroll	160,824	160,824	160,824	160,824	145,883	145,883	145,883	145,883
Cecil	142,524	144,424	145,474	145,974	124,396	126,296	127,346	127,846
Charles	157,831	158,831	158,831	161,331	129,003	130,003	130,003	132,503
Dorchester	121,903	121,903	121,903	124,903	104,085	104,085	104,085	107,085
Frederick	169,280	169,280	169,280	173,280	149,266	149,266	149,266	153,266
Garrett	122,392	123,642	124,892	127,142	114,814	116,064	117,314	119,564
Harford	152,862	152,862	155,862	156,362	131,860	131,860	134,860	135,360
Howard	170,326	170,326	170,326	173,326	158,136	158,136	158,136	161,136
Kent	121,835	121,835	121,835	123,835	114,337	114,337	114,337	116,337
Montgomery	167,949	167,949	167,949	169,949	147,311	147,311	147,311	149,311
Prince George's	176,066	176,066	176,066	176,066	134,010	134,010	134,010	134,010
Queen Anne's	137,703	137,703	137,703	140,005	114,530	114,530	114,530	116,498
St. Mary's	167,697	168,897	169,697	170,497	133,435	134,635	135,435	136,235
Somerset	121,997	123,497	123,497	124,997	108,835	110,335	110,335	111,835
Talbot	139,146	139,146	139,146	140,646	103,797	103,797	103,797	105,297
Washington	155,509	155,509	155,509	160,174	127,829	127,829	127,829	131,664
Wicomico	120,545	123,845	124,445	126,245	105,929	109,229	109,829	111,629
Worcester	132,246	136,825	136,825	141,413	115,740	119,716	119,716	123,700

++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. Elementary and middle school assistant principals are 11-month positions in Washington County. Some elementary school assistant principals are 11-month positions in Cecil County.

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

**Table 2**  
**Minimum and Maximum Salaries for Maryland Public School Teachers: 2021-2022**

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	\$48,765	\$63,854	\$74,167	\$76,446	\$76,446	\$78,564	\$80,228	\$83,334	\$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	51,751	58,899	98,863	98,863	98,863	103,532	106,222	108,556	4,000
Calvert	50,500	68,492	100,253	100,253	100,253	105,088	105,088	114,560	2,500
Caroline	48,455	78,128	82,954	85,875	85,875	87,261	87,261	88,886	2,000
Carroll	48,840	77,647	89,187	89,187	89,187	92,503	94,248	94,248	1,500
Cecil	49,984	86,724	88,699	88,699	89,524	90,599	91,649	92,149	2,000
Charles	50,248	59,130	89,182	90,965	90,965	91,965	91,965	94,465	2,500
Dorchester	49,000	50,500	50,500	78,500	78,500	82,500	82,500	84,000	2,000
Frederick	46,000	58,910	89,842	89,842	89,842	97,357	97,357	97,357	2,000
Garrett	46,199	52,129	73,132	75,132	75,132	76,132	77,132	79,132	1,000
Harford	50,649	65,772	85,973	88,217	88,217	94,773	97,773	98,273	2,000
Howard	50,000	65,727	100,537	102,293	102,293	104,048	104,048	105,804	2,000
Kent	47,738	55,578	81,075	81,075	82,144	84,370	85,540	86,712	2,000
Montgomery	51,513	68,185	106,010	106,010	106,010	110,503	113,264	113,264	2,000
Prince George's	49,963	67,146	67,146	96,592	96,592	101,422	106,490	111,816	3,000
Queen Anne's	48,411	49,642	88,919	90,818	90,818	91,411	92,005	92,599	2,000
St. Mary's	48,743	80,322	83,439	83,439	86,681	93,558	97,205	100,205	3,000
Somerset	49,175	60,518	84,100	85,967	85,967	86,980	86,980	88,294	2,000
Talbot	48,353	57,051	75,311	80,207	80,207	81,228	82,758	84,900	1,000
Washington	56,423	67,959	86,479	86,479	86,479	89,233	89,913	90,365	2,000
Wicomico	48,238	73,603	87,238	88,676	88,676	91,057	91,057	92,906	2,000
Worcester	47,795	54,774	84,948	87,908	87,908	90,866	90,866	93,830	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 \$2,000 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: 2021-2022**

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore	Calvert	Caroline**	Carroll	Cecil	Charles	Dorchester^	Frederick	Garrett
1	\$48,765	\$47,836	\$51,552	\$51,751	\$50,500	\$48,455	\$48,840	\$49,984	\$50,248	\$49,000	\$46,690	\$46,199
2	48,765	50,228	53,099	52,154	51,541	48,455	49,876	50,483	51,629	49,000	47,299	46,873
3	48,765	52,237	54,691	52,938	53,082	48,455	50,912	51,982	53,049	49,000	48,010	47,530
4	49,302	54,325	56,333	53,865	54,623	48,965	51,947	53,482	54,508	49,000	49,314	48,189
5	50,595	56,499	58,021	54,806	56,164	49,577	52,983	54,982	56,008	49,000	50,750	48,845
6	51,920	57,629	64,405	55,492	57,582	50,291	54,021	56,482	57,547	49,000	52,222	49,502
7	53,282	58,782	67,215	56,326	59,999	51,005	55,645	57,981	59,130	49,000	53,897	50,159
8	54,673	59,958	70,026	57,172	62,399	52,342	57,272	59,730		49,000	55,571	50,815
9	56,109	61,156	72,836	58,029	64,895	53,908	58,897	61,730		49,000	57,246	51,472
10	57,577	62,379	75,648	58,899	67,492	55,516	60,521	63,729		49,000	58,921	52,129
11	59,087	63,627	78,678			57,132	62,147	65,728		49,000	58,921	
12	60,635	64,900	81,819			60,073	63,772	67,727		49,000	58,921	
13	62,224	66,846	83,472			63,777	65,398	70,227		49,000	58,921	
14	63,854		84,580			67,482	67,023	72,727		49,000	58,921	
15						71,187	68,648	75,225		49,000	58,921	
16						71,187	70,273	77,725		49,000	58,921	
17						71,187	71,898	80,224		49,000	58,921	
18						71,187	73,523	82,224		49,000	59,794	
19						71,187	75,147	82,224		49,000		
20						73,528	75,147	82,224		49,000		
21						73,528		82,224		49,000		
22						73,528		82,224		49,000		
23						73,528		82,224		49,000		
24						73,528		85,224		49,000		
25						75,824		85,224		49,000		
26						75,824		85,224				
27						75,824		85,224				
28						75,824		85,224				
29						75,824		86,724				
30						78,128		86,724				

\*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.

^Dorchester County salaries are the same for all steps due to a mutual agreement between the Dorchester County Board of Education and the Teachers Association.

**Table 3 (Continued)**  
**Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate: 2021-2022**

Step	Harford	Howard	Kent	Montgomery	Prince George's	Queen Anne's	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$50,649	\$50,000	\$47,737	\$51,513	\$49,963	\$48,411	\$48,743	\$49,175	\$48,353	\$56,423	\$48,238	\$47,795
2	50,649	50,527	48,239	52,293	49,963	48,718	49,961	49,497	48,557	57,834	48,692	47,795
3	50,649	52,047	48,308	53,831	51,462	49,026	51,210	49,819	48,761	59,280	49,527	47,795
4	50,649	53,567	49,957	55,416	53,005	50,948	52,490	49,926	50,114	60,762	50,518	48,208
5	52,131	55,087	50,754	57,046	54,596	52,114	53,803	50,450	52,257	62,821	51,619	49,231
6	53,661	56,607	53,065	58,695	56,233	54,415	55,148	51,381	53,889	62,821	52,877	50,284
7	55,233	58,127	54,119	60,935	57,920	55,607	56,527	51,929	54,909	62,821	54,267	51,403
8	56,802	59,647	55,577	63,259	59,658	56,823	57,940	52,956	56,133	62,821	55,803	52,678
9	58,473	61,167		65,676	61,446	60,742	59,388	54,014	57,051	62,821	57,339	53,452
10	60,191	62,687		68,185	63,292	62,641	60,873	55,838	57,051	62,821	58,820	54,774
11	61,997	64,207			65,189	64,195	62,395	55,838	57,051	62,821	60,845	
12	63,856	65,727			67,146	67,430	63,955	55,838	57,051	62,821	62,892	
13	65,772				67,146	69,108	65,553	55,838	57,051	62,821	64,388	
14					67,146	70,828	67,192	55,838	57,051	63,106	64,594	
15					67,146	72,590	68,872	55,838	57,051	64,684	64,801	
16					67,146	76,251	70,594	55,838	57,051	66,301	65,007	
17					67,146	77,995	72,359	55,838	57,051	67,959	66,800	
18					67,146	79,781	74,168	55,838	57,051		67,007	
19					67,146	81,608	76,022	55,838	57,051		67,213	
20					67,146	88,919	77,922		57,051		67,421	
21					67,146						69,860	
22											70,066	
23											70,273	
24											72,694	
25											73,103	
26											73,103	
27											73,103	
28											73,103	
29											73,103	
30											73,103	

**Table 4**  
**Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2021-2022**

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore	Calvert	Caroline^	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
1	\$51,555	\$50,743	\$54,691	\$52,970	\$54,000	\$51,005	\$50,352	\$51,959	\$54,328	\$53,500	\$48,213	\$48,199
2	51,555	53,279	56,333	53,766	55,370	51,005	51,703	52,458	55,822	53,500	48,822	48,873
3	51,555	55,410	58,021	54,708	56,740	51,005	53,054	53,957	57,357	53,500	49,532	49,530
4	52,138	57,627	64,405	55,664	58,110	52,331	54,406	55,457	58,934	55,000	50,836	51,606
5	53,704	59,931	67,215	56,638	59,480	53,657	55,757	56,957	60,555	55,500	52,273	52,333
6	55,313	61,132	70,026	57,914	60,721	54,983	57,108	58,457	62,220	56,000	53,744	53,041
7	56,971	62,353	72,836	59,650	62,845	56,106	59,167	59,956	63,931	57,000	55,419	54,308
8	58,682	63,600	75,648	61,679	65,046	57,132	61,225	61,705	65,689	57,500	57,449	55,573
9	60,441	64,872	78,678	63,838	67,323	58,695	63,284	63,705	67,496	58,000	59,479	56,838
10	62,256	66,170	81,819	66,072	69,678	60,316	65,341	65,704	69,353	59,000	61,509	58,101
11	64,124	67,494	83,472	68,384	71,769	61,932	67,400	67,703	71,259	61,000	63,945	59,366
12	66,046	68,843	84,580	70,605	73,922	65,084	69,460	69,702	73,220	62,000	66,381	60,707
13	68,029	70,220	85,687	72,903	76,139	69,646	71,517	72,202	75,232	62,500	68,817	61,832
14	70,069	71,624	86,794	75,272	78,424	74,206	73,576	74,702	77,301	64,000	71,253	62,956
15	70,584	73,058	87,903	76,589	80,776	78,767	75,635	77,200	79,427	66,000	73,689	64,080
16	70,584	75,248	89,010	77,929	82,391	78,767	77,693	79,700	81,612	66,500	74,907	69,508
17	71,690	76,754	90,117	79,293	84,039	78,767	79,752	82,199	83,855	67,000	76,125	69,508
18	72,205	78,289	91,226	80,679	85,721	78,767	81,811	84,199	86,161	68,500	77,343	69,508
19	72,205	79,855	94,056	82,093	87,434	78,767	83,869	84,199	88,531	69,000	78,561	69,508
20	72,205	81,451	95,710	83,530	89,184	81,134	86,687	84,199	90,965	71,500	79,779	72,318
21	72,994	83,895	97,363	84,781	90,075	81,134		84,199		72,150	79,779	72,318
22	73,509	85,573	99,017	86,054	90,976	81,134		84,199		73,000	79,779	72,318
23	73,509	87,284	100,669	87,345	91,886	81,134		84,199		74,000	79,779	72,318
24	73,509	89,031	102,409	88,657	92,805	81,134		87,199		75,000	79,779	72,318
25	74,299	90,811	104,172	89,985	93,732	83,506		87,199		77,000	79,779	75,132
26	74,814		105,937	91,335	94,436	83,506		87,199			79,779	75,132
27	74,814		107,700	93,161	95,381	83,506		87,199			79,779	75,132
28	75,602		109,463	95,023	96,335	83,506		87,199			79,779	75,132
29	76,117			96,925	97,297	83,506		88,699			79,779	75,132

\*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 (APC).

**Table 4**  
**Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2021-2022**

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore	Calvert	Caroline^	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
30	76,117			98,863	98,271	85,875		88,699			79,779	75,132
31	76,446				99,253			88,699			86,937	75,132
32	76,446							88,699			88,990	75,132
33								88,699			92,712	75,132
34								88,699				75,132
35								88,699				75,132
36								88,699				75,132
37								88,699				75,132
38								88,699				75,132
40								88,699				75,132

\*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 (APC).

**Table 4 (Continued)**  
**Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2021-2022**

Step	Harford	Howard	Kent	Montgomery	Prince George's	Queen Anne's*	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$53,661	\$53,024	\$49,565	\$56,648	\$55,083	\$48,760	\$50,692	\$51,533	\$50,342	\$58,254	\$50,430	\$52,207
2	53,661	54,059	51,412	57,581	55,083	49,280	51,960	52,032	50,398	59,710	51,308	52,207
3	53,661	56,098	53,065	59,759	56,736	49,800	53,259	52,534	50,495	61,203	52,386	52,207
4	53,661	58,137	54,778	62,019	58,439	52,375	54,590	53,042	53,379	62,733	53,501	52,797
5	55,233	60,176	56,452	64,369	60,192	53,574	55,955	54,649	54,501	64,301	54,581	53,654
6	56,853	62,215	58,281	66,297	61,999	55,940	57,354	54,952	56,235	65,909	55,924	54,509
7	58,523	64,254	60,276	68,831	63,857	57,164	58,788	55,521	57,357	67,557	57,539	55,658
8	60,191	66,294	62,043	71,461	65,773	58,414	60,257	56,620	58,989	69,246	60,010	56,961
9	61,965	68,333	63,921	74,193	67,746	62,324	61,764	57,718	60,315	70,977	61,790	57,939
10	63,787	70,372	65,745	77,029	69,779	64,207	63,308	60,637	61,336	72,751	63,863	59,609
11	65,667	72,411	69,674	79,975	71,873	65,741	64,890	62,711	63,376	74,570	66,054	60,821
12	67,600	74,450	71,745	83,035	74,029	68,952	66,513	64,406	64,804	76,434	69,926	62,892
13	69,596	76,489	72,258	86,213	76,250	70,598	68,176	67,044	66,334	78,345	71,587	65,798
14	71,645	78,529	74,008	89,511	78,538	72,334	69,880	69,432	68,884	80,304	71,793	68,723
15	73,761	80,568	74,520	92,180	80,893	74,062	71,627	70,510	71,027	82,312	72,000	72,295
16	75,939	82,607	76,303	94,932	83,320	77,642	73,418	71,588	73,475	84,370	72,206	80,908
17	78,217	84,646	76,816	97,764	85,820	79,422	75,253	72,665	73,781	86,479	74,233	
18	79,217	86,685	77,440	100,681	88,396	81,240	77,134	74,996	74,189		74,439	
19	80,217	88,724	82,143	103,689	91,046	83,104	79,063	81,287	76,433		74,646	
20	81,217	90,764		103,689	93,780	90,818	81,039		80,207		74,852	
21	82,217	92,803		103,689	96,592						77,765	
22	83,217	94,842		103,689							77,972	
23	84,217	96,881		103,689							78,178	
24	85,217	98,920		103,689							80,767	
25	86,217	100,959		106,010							81,176	
26	87,217	102,293									81,176	
27	88,217	102,293									81,176	
28		102,293									81,176	
29		102,293									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 (APC).

**Table 4 (Continued)  
Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2021-2022**

Step	Harford	Howard	Kent	Montgomery	Prince George's	Queen Anne's*	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
30											81,176	
31											81,176	
32											81,176	
33											81,176	
34											81,176	
35											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 (APC).

**Table 5**  
**Basis of Salaries for Twelve-Month Principals\* in Maryland Public Schools: 2021-2022**

Local School System	Minimum Salary	Maximum Salary	Salary Determinants
Allegany	\$69,688	\$125,949	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	180,713	Years of experience, education level, and needs of the Board
Baltimore	113,725	187,151	School level and years of experience
Calvert	106,065	162,410	School type, years of experience, and possession of Doctorate
Caroline	90,095	140,886	School type, school size, and level of preparation
Carroll	99,256	160,824	Level of preparation and years of experience
Cecil	108,038	145,974	School size, level of preparation, and years of experience
Charles	100,480	161,331	School type, level of preparation, and years of experience
Dorchester	86,804	124,903	School type, years of experience, number of certified staff, and possession of Doctorate
Frederick	92,755	173,280	School type, years of experience, and possession of Doctorate
Garrett	78,592	127,142	School size, level of preparation, and years of experience
Harford	119,267	156,362	School type, level of preparation, years of experience, and possession of Doctorate
Howard	98,284	173,326	School type/level, level of preparation, years of experience, and possession of Doctorate
Kent	88,953	123,835	School size, level of preparation, and years of experience
Montgomery	112,950	169,949	School type and years of experience
Prince George's	105,574	176,066	School type, years of experience, and possession of Doctorate
Queen Anne's	110,070	140,005	School size, years of experience, number of certified staff, and possession of Doctorate
St. Mary's	110,789	170,497	School size, level of preparation, and years of experience
Somerset	86,259	124,997	School type/size, years of experience, and possession of Doctorate
Talbot	98,431	140,646	Staff size, years of experience, and possession of Doctorate
Washington	84,007	160,174	School size/level, years of experience, mobility, FARM, school responsibility factors, and education
Wicomico	87,588	126,245	School size, level of preparation, and years of experience
Worcester	76,028	141,413	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: 2021-2022**

Local School System	Minimum Salary	Maximum Salary	Salary Determinants
Allegany	\$69,688	\$106,337	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	127,670	Years of experience, education level, and needs of the Board
Baltimore	95,521	157,315	School level and years of experience
Calvert	92,326	137,021	School type, years of experience, and possession of Doctorate
Caroline	74,427	119,906	School type/size and level of preparation
Carroll	90,035	145,883	Level of preparation and years of experience
Cecil	90,097	127,846	School size, level of preparation, and years of experience
Charles	78,038	132,503	School type, level of preparation, and years of experience
Dorchester	79,344	107,085	School type, years of experience, and possession of Doctorate
Frederick	86,928	153,266	School type, years of experience, and possession of Doctorate
Garrett	65,228	119,564	Level of preparation and years of experience
Harford	109,146	135,360	School type, level of preparation, years of experience, and possession of Doctorate
Howard	85,971	161,136	School type/level, level of preparation, years of experience, and possession of Doctorate
Kent	81,776	116,337	Level of preparation, years of experience, and contract months
Montgomery	106,610	149,311	School type and years of experience
Prince George's	86,016	134,010	School type, years of experience, contract months, and possession of Doctorate
Queen Anne's	94,064	116,498	School size, years of experience, and possession of Doctorate
St. Mary's	98,435	136,235	School type, level of preparation, years of experience, and contract months
Somerset	76,900	111,835	School type/size, years of experience, and possession of Doctorate
Talbot	87,775	105,297	Years of experience and level of preparation
Washington	74,673	131,664	School type, years of experience, contract months, mobility, FARM, school responsibility factors, and education
Wicomico	76,785	111,629	School size, level of preparation, and years of experience
Worcester	68,425	123,700	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. Some elementary school assistant principals are 11-month positions in Cecil County.



**Table 7  
Basis of Salaries for Supervisors\* in Maryland Public Schools: 2021-2022**

Local School System	Minimum Salary	Maximum Salary	Salary Determinants
Allegany	\$74,204	\$112,491	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	104,810	143,571	Years of experience and possession of Doctorate
Caroline	80,058	134,737	Level of preparation and years of experience
Carroll	99,256	154,638	Level of preparation and years of experience
Cecil	108,038	130,867	Level of preparation and years of experience
Charles	84,158	122,413	Level of preparation and years of experience
Dorchester	86,804	118,443	Level of preparation, years of experience, and possession of Doctorate
Frederick	86,928	153,266	Years of experience and possession of Doctorate
Garrett	80,939	121,089	Level of preparation and years of experience
Harford	112,421	143,391	Level of preparation, years of experience, and possession of Doctorate
Howard	85,971	156,117	Level of preparation, years of experience, and possession of Doctorate
Kent	88,953	123,835	Level of preparation and years of experience
Montgomery	106,610	146,811	Area of responsibility and years of experience
Prince George's	102,419	150,406	Years of experience and possession of Doctorate
Queen Anne's	105,638	127,296	Years of experience and possession of Doctorate
St. Mary's	98,435	136,235	Level of preparation and years of experience
Somerset	88,139	120,377	Years of experience and possession of Doctorate
Talbot	87,775	114,297	Years of experience and possession of Doctorate
Washington	84,007	142,408	Years of experience, level of preparation, possession of Doctorate, and area of responsibility
Wicomico	90,880	119,379	Level of preparation and years of experience
Worcester	76,028	132,035	Level of preparation and years of experience

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