



# Professional Salary Schedules Maryland Public Schools 2022 - 2023

Maryland State Department of Education  
Division of Assessment, Accountability and Performance Reporting  
200 West Baltimore Street  
Baltimore, MD 21201  
410-767-0073 (Office)  
410-767-2017 (Fax)  
[msde.maryland.gov](http://msde.maryland.gov)

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**MARYLAND STATE DEPARTMENT OF EDUCATION**

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

**Clarence C. Crawford**  
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**Chandra Haislet**  
*Assistant State Superintendent*  
*Division of Assessment, Accountability and Performance Reporting*

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**Professional Salary Schedules  
Maryland Public Schools  
2022-2023**

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**Table 1**  
**Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2022-2023**  
**Actual or Highest (Two or More Incumbents) Salaries**

Local Education Agency	Superintendent*	Deputy Superintendent	Chief Financial Officer/Chief Academic Officer	Associate Superintendent	Assistant, Area Superintendent/ Area Executive Officer
Allegany	\$225,792	\$ -	\$152,274	\$ -	\$ -
Anne Arundel	305,000	219,225	237,435	241,390	219,445
Baltimore City	341,453	211,962	207,805	231,673	178,218
Baltimore	301,716	243,110	243,110	-	207,007
Calvert	215,000	-	-	-	172,400
Caroline	175,000	-	-	-	141,907
Carroll	235,000	-	200,000	-	210,000
Cecil	238,589	-	178,884	207,426	178,884
Charles	220,000	-	204,048	-	173,743
Dorchester	192,400	141,800	120,700	-	141,800
Frederick	265,000	225,000	222,058	-	219,336
Garrett	143,500	-	113,212	-	-
Harford	256,000	219,296	185,465	-	188,245
Howard	290,743	210,009	206,671	-	195,793
Kent	168,798	138,339	101,757	-	-
Montgomery	320,000	251,244	222,900	201,825	-
Prince George's	357,556	-	205,845	226,434	-
Queen Anne's	190,000	-	150,854	-	165,000
St. Mary's	266,275	186,781	-	-	176,059
Somerset	185,000	151,003	117,149	-	-
Talbot	192,000	157,464	133,993	-	-
Washington	250,000	-	-	181,104	-
Wicomico	205,000	-	145,237	-	144,937
Worcester	226,584	-	161,580	-	164,580

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

**Table 1 (Continued)**  
**Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2022-2023**  
**Maximum Salaries**

Local Education Agency	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	\$128,620	\$128,620	\$134,223	\$137,422	\$97,499	\$99,679	\$101,394	\$104,593	\$97,499	\$99,679	\$101,394	\$104,593
Anne Arundel	207,959	207,959	207,959	207,959	125,035	125,035	125,035	126,035	125,035	125,035	125,035	126,035
Baltimore City	104,470	116,680	134,407	147,436	68,272	95,695	105,351	105,351	68,272	95,695	105,351	105,351
Baltimore	195,199	195,199	195,199	196,199	129,428	129,428	129,428	130,428	123,272	128,858	132,078	134,869
Calvert	158,410	158,410	158,410	163,410	110,798	116,206	116,206	126,769	114,122	119,681	119,681	130,573
Caroline	142,046	142,046	142,046	143,671	94,914	96,447	96,447	98,072	94,914	96,447	96,447	98,072
Carroll	200,000	200,000	200,000	200,000	141,674	141,674	141,674	141,674	141,674	141,674	141,674	141,674
Cecil	149,672	150,747	151,797	152,297	115,191	116,266	117,316	117,816	101,977	103,052	104,102	104,602
Charles	156,297	157,297	157,297	159,797	127,195	128,195	128,195	130,695	127,195	128,195	128,195	130,695
Dorchester	-	-	-	-	97,017	97,017	97,017	100,017	99,924	104,475	104,475	107,475
Frederick	216,647	216,647	216,647	220,647	149,202	149,202	149,202	153,202	149,202	149,202	149,202	153,202
Garrett	125,421	126,671	127,921	130,171	102,181	103,431	104,681	106,931	85,445	86,445	87,445	89,445
Harford	202,795	202,795	202,795	206,295	138,596	138,596	141,596	142,096	116,541	116,541	119,541	120,041
Howard	207,695	207,695	207,695	207,695	126,165	126,165	126,165	126,165	126,165	126,165	126,165	126,165
Kent	132,539	132,539	132,539	134,539	85,635	87,956	89,176	90,398	85,635	87,956	89,176	90,398
Montgomery	171,378	171,378	171,378	173,378	126,429	131,789	135,082	135,082	126,429	131,789	135,082	135,082
Prince George's	209,976	209,976	209,976	209,976	122,865	129,010	135,456	142,228	122,865	129,010	135,456	142,228
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	170,953	172,153	172,953	173,753	105,560	113,978	118,441	121,441	96,963	104,679	108,771	111,771
Somerset	129,221	130,721	132,221	133,721	89,925	90,984	90,984	92,357	89,925	90,984	90,984	92,357
Talbot	126,013	126,013	126,013	127,513	99,377	100,641	102,537	105,191	91,135	92,188	93,979	96,506
Washington	150,345	150,345	150,345	167,478	128,532	128,532	128,532	132,388	128,532	128,532	128,532	132,388
Wicomico	131,371	134,671	135,271	137,071	102,966	106,266	106,866	108,666	102,966	106,266	106,866	108,666
Worcester	-	-	-	-	120,590	124,725	124,725	128,867	91,644	94,721	94,721	97,803

++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: 2022-2023**  
**Maximum Salaries**

Local Education Agency	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	\$109,900	\$112,080	\$113,795	\$116,994	\$ -	\$ -	\$ -	\$ -
Anne Arundel	-	-	-	-	154,413	154,413	154,413	155,413
Baltimore City	69,961	97,386	107,040	107,040	95,427	110,906	128,632	141,544
Baltimore	145,389	145,389	145,389	146,389	154,091	154,091	154,091	155,091
Calvert	139,571	139,571	139,571	144,571	123,186	123,186	123,186	128,186
Caroline	135,774	135,774	135,774	137,399	112,161	112,161	112,161	113,786
Carroll	156,184	156,184	156,184	156,184	130,985	130,985	130,985	130,985
Cecil	-	-	-	-	133,999	135,074	136,124	136,624
Charles	112,364	113,364	113,364	115,864	124,585	125,585	125,585	128,085
Dorchester	115,838	120,322	120,972	122,472	104,358	105,958	106,558	108,058
Frederick	159,924	159,924	159,924	163,924	154,563	154,563	154,563	158,563
Garrett	118,189	119,439	120,689	122,939	115,664	116,914	118,164	120,414
Harford	151,447	151,447	154,447	154,947	-	-	-	-
Howard	155,123	155,123	155,123	158,123	160,092	160,092	160,092	163,092
Kent	127,013	127,013	127,013	129,013	119,196	119,196	119,936	121,196
Montgomery	-	-	-	-	147,893	147,893	147,893	149,893
Prince George's	157,926	157,926	157,926	157,926	184,869	184,869	184,869	184,869
Queen Anne's	128,981	128,981	128,981	131,260	120,201	120,201	120,201	122,295
St. Mary's	136,005	137,205	138,005	138,805	128,484	129,684	130,484	131,284
Somerset	124,881	126,381	127,881	129,381	106,025	107,525	109,025	110,525
Talbot	116,352	116,352	116,352	117,852	-	-	-	-
Washington	138,988	138,988	138,988	154,855	128,532	128,532	128,532	143,168
Wicomico	121,112	124,412	125,012	126,812	105,808	109,108	109,708	111,508
Worcester	128,667	133,098	133,098	137,536	120,590	124,725	124,725	128,867

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

**Table 1 (Continued)**  
**Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2022-2023**  
**Maximum Salaries**

Local Education Agency	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	\$123,895	\$126,075	\$127,790	\$130,989	\$103,498	\$105,678	\$107,393	\$110,592
Anne Arundel	166,740	166,740	166,740	167,740	145,790	145,790	145,790	146,790
Baltimore City	122,028	141,218	157,012	184,779	94,127	99,979	113,117	130,543
Baltimore	199,481	199,481	199,481	200,481	167,509	167,509	167,509	168,509
Calvert	158,410	158,410	158,410	163,400	133,021	133,021	133,021	138,021
Caroline	142,046	142,046	142,046	143,671	120,647	120,647	120,647	122,272
Carroll	162,431	162,431	162,431	162,431	147,342	147,342	147,342	147,342
Cecil	149,672	150,747	151,797	152,297	130,864	131,939	132,989	133,489
Charles	165,356	166,356	166,356	168,856	135,155	136,155	136,155	138,655
Dorchester	123,383	124,982	125,633	127,133	105,107	108,207	108,857	109,357
Frederick	181,367	181,367	181,367	185,367	159,924	159,924	159,924	163,924
Garrett	124,242	125,492	126,742	128,992	116,664	117,914	119,169	121,414
Harford	160,670	160,670	163,670	164,170	142,754	142,754	145,754	146,254
Howard	172,503	172,503	172,503	175,503	160,192	160,192	160,192	163,192
Kent	127,013	127,013	127,013	129,013	119,196	119,196	119,196	121,196
Montgomery	171,378	171,378	171,378	173,378	150,393	150,393	150,393	152,393
Prince George's	184,869	184,869	184,869	184,869	140,711	140,711	140,711	140,711
Queen Anne's	141,874	141,874	141,874	144,246	118,394	118,394	118,394	120,429
St. Mary's	170,953	172,153	172,953	173,753	136,005	137,205	138,005	138,805
Somerset	125,797	127,297	127,297	130,297	110,635	112,135	113,635	115,135
Talbot	143,688	143,688	143,688	145,188	109,174	109,174	109,174	110,674
Washington	138,988	138,988	138,988	174,176	128,532	128,532	128,532	143,168
Wicomico	128,450	131,750	132,350	134,150	112,840	116,140	116,740	118,540
Worcester	137,755	142,518	142,518	147,289	120,590	124,725	124,725	128,867

++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: 2022-2023**

Local Education Agency	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)
Allegany	\$52,674	\$67,808	\$78,534	\$80,904	\$80,904	\$83,107	\$84,838	\$88,068
Anne Arundel	50,247	70,215	95,388	95,388	97,280	101,187	105,249	107,342
Baltimore City	52,712	55,922	59,326	65,854	77,350	93,279	102,934	111,926
Baltimore	52,927	60,236	101,108	101,108	101,108	105,883	108,634	111,021
Calvert	51,005	68,167	100,246	100,246	100,246	105,129	105,129	114,696
Caroline	48,455	78,128	82,954	85,875	85,875	87,261	87,261	88,886
Carroll	50,061	79,526	79,526	91,354	91,354	94,753	96,542	96,542
Cecil	51,858	89,732	91,707	91,707	92,532	93,607	94,657	95,157
Charles	54,508	65,908	91,635	93,467	93,467	94,467	94,467	96,967
Dorchester	49,980	51,980	78,500	80,500	80,500	84,620	84,620	87,620
Frederick	51,780	62,784	97,348	97,348	97,348	97,782	103,485	105,485
Garrett	47,849	53,779	74,782	76,782	76,782	77,782	78,782	78,782
Harford	54,195	70,376	91,991	94,393	94,393	101,408	104,408	104,908
Howard	56,228	68,835	103,996	105,816	105,816	107,636	107,636	109,456
Kent	49,766	57,940	84,521	84,521	85,635	87,956	89,176	90,398
Montgomery	52,286	69,208	107,600	107,600	107,600	112,161	114,963	114,963
Prince George's	52,961	71,175	71,175	102,388	102,388	107,507	112,879	118,525
Queen Anne's	48,411	49,642	88,919	90,818	90,818	91,411	92,005	92,599
St. Mary's	49,717	81,881	85,060	85,060	88,366	95,381	99,201	102,201
Somerset	51,388	58,351	87,974	89,925	89,925	90,984	90,984	92,357
Talbot	49,924	58,905	77,759	82,814	82,814	83,867	85,447	87,659
Washington	56,987	88,881	91,765	91,765	91,765	94,685	95,411	95,887
Wicomico	51,518	78,574	90,092	91,696	91,696	94,239	94,239	96,214
Worcester	49,707	56,965	88,566	91,644	91,644	94,721	94,721	97,803

\*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

NOTE: Eligible teachers will receive increases to their base salary based on National Board Certification status as defined in the Blueprint for Maryland's Future.



**Table 3**  
**Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate: 2022-2023**

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore	Calvert	Caroline**	Carroll	Cecil	Charles	Dorchester^	Frederick	Garrett
1	\$52,674	\$50,247	\$52,712	\$52,927	\$51,005	\$48,455	\$50,061	\$51,858	\$54,508	\$49,980	\$51,780	\$47,849
2	52,674	52,759	54,294	53,339	52,056	48,455	51,123	52,376	54,508	49,980	53,288	48,523
3	52,674	54,869	55,922	54,141	53,613	48,455	52,185	53,931	54,508	49,980	53,288	49,180
4	52,674	57,063	57,600	55,088	55,169	48,965	53,246	55,488	56,007	49,980	53,288	49,839
5	54,019	59,347	59,326	56,050	56,726	49,577	54,308	57,044	57,549	49,980	53,288	50,495
6	55,397	60,533	65,854	56,753	58,158	50,291	55,372	58,600	59,130	49,980	54,833	51,152
7	56,813	61,745	68,727	57,606	60,599	51,005	57,036	60,155	60,757	49,980	56,592	51,809
8	58,260	62,980	71,602	58,470	63,023	52,342	58,704	61,970	62,427	49,980	58,350	52,465
9	59,753	64,239	74,475	59,347	65,544	53,908	60,369	64,045	64,144	49,980	60,108	53,122
10	61,280	65,523	77,350	60,236	68,167	55,516	62,034	66,119	65,908		61,867	53,779
11	62,850	66,834	80,448			57,132	63,701	68,193			61,867	
12	64,460	68,171				60,073	65,366	70,267			61,867	
13	66,113	70,215				63,777	67,033	72,861			61,867	
14	67,808					67,482	68,699	75,454			61,867	
15						71,187	70,364	78,046			61,867	
16						71,187	72,030	80,640			61,867	
17						71,187	73,695	83,232			61,867	
18						71,187	75,361	85,232			62,784	
19						71,187	77,026	85,232				
20						73,528	77,026	85,232				
21						73,528		85,232				
22						73,528		85,232				
23						73,528		85,232				
24						73,528		88,232				
25						75,824		88,232				
26						75,824		88,232				
27						75,824		88,232				
28						75,824		89,732				
29						75,824		89,732				
30						78,128		89,732				

\*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: 2022-2023**

Step	Harford	Howard	Kent	Montgomery	Prince George s	Queen Anne s	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$54,195	\$56,228	\$49,766	\$52,286	\$52,961	\$48,411	\$49,718	\$51,388	\$49,924	\$56,987	\$51,518	\$49,707
2	54,195	56,228	50,290	53,077	52,961	48,718	50,960	51,724	50,134	58,412	52,003	49,707
3	54,195	56,228	50,361	54,638	54,550	49,026	52,234	52,061	50,346	59,872	52,895	49,707
4	54,195	56,228	52,081	56,247	56,185	50,948	53,540	52,173	51,743	61,369	53,953	50,211
5	55,780	57,804	52,912	57,902	57,872	52,114	54,879	52,720	53,955	62,903	55,129	51,200
6	57,418	59,380	55,320	59,575	59,607	54,415	56,251	53,693	55,640	64,476	56,473	52,295
7	59,099	60,955	56,419	61,849	61,395	55,607	57,658	54,266	56,693	66,088	57,957	53,459
8	60,779	62,531	57,940	64,208	63,237	56,823	59,099	55,339	57,957	67,740	59,598	54,785
9	62,566	64,107		66,661	65,133	60,742	60,576	56,445	58,905	69,434	61,238	55,590
10	64,404	65,683		69,208	67,090	62,641	62,090	58,351	58,905	71,170	62,820	56,965
11	66,337	67,259			69,100	64,195	63,643	58,351	58,905	72,949	64,982	
12	68,326	68,835			71,175	67,430	65,234	58,351	58,905	74,773	67,169	
13	70,376				71,175	69,108	66,864	58,351	58,905	76,642	68,766	
14					71,175	70,828	68,536	58,351	58,905	78,558	68,986	
15					71,175	72,590	70,249	58,351	58,905	80,522	69,207	
16					71,175	76,251	72,006	58,351	58,905	82,535	69,427	
17					71,175	77,995	73,806	58,351	58,905	84,598	71,342	
18					71,175	79,781	75,651	58,351	58,905	86,713	71,563	
19					71,175	81,608	77,542	58,351	58,905	88,881	71,783	
20					71,175	88,919	79,480		58,905		72,006	
21					71,175						74,610	
22											74,830	
23											75,052	
24											77,637	
25											78,074	
26											78,074	
27											78,074	
28											78,074	
29											78,074	
30											78,074	
31											78,074	
32											78,074	

**Table 4**  
**Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2022-2023**

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore	Calvert	Caroline^	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
1	\$55,624	\$53,300	\$55,922	\$54,173	\$54,540	\$51,005	\$51,611	\$53,833	\$58,935	\$54,570	\$53,378	\$49,849
2	55,624	55,964	57,600	54,987	55,924	51,005	52,996	54,351	58,935	54,570	54,887	50,523
3	55,624	58,203	59,326	55,951	57,307	51,005	54,380	55,906	58,935	54,570	54,887	51,180
4	55,624	60,531	65,854	56,928	58,691	52,331	55,766	57,463	60,555	56,100	54,887	53,256
5	57,252	62,951	68,727	57,924	60,075	53,657	57,151	59,019	62,221	56,610	54,887	53,983
6	58,926	64,213	71,602	59,229	61,328	54,983	58,536	60,575	63,932	57,120	56,431	54,691
7	60,650	65,496	74,475	61,004	63,473	56,106	60,646	62,130	65,690	58,140	58,190	55,958
8	62,429	66,805	77,350	63,079	65,696	57,132	62,756	63,945	67,496	58,650	60,321	57,223
9	64,259	68,142	80,448	65,288	67,996	58,695	64,866	66,020	69,353	59,160	62,453	58,488
10	66,146	69,505	83,660	67,573	70,375	60,316	66,975	68,094	71,261	60,180	64,584	59,751
11	68,089	70,896	85,350	69,936	72,487	61,932	69,085	70,168	73,219	62,220	67,142	61,016
12	70,088	72,312	86,483	72,209	74,661	65,084	71,197	72,242	75,234	63,240	69,700	62,357
13	72,150	73,759	87,615	74,558	76,900	69,646	73,305	74,836	77,301	63,750	72,258	63,482
14	74,272	75,234	88,747	76,981	79,208	74,206	75,415	77,429	79,427	65,280	74,816	64,606
15	74,807	76,741	89,881	78,328	81,584	78,767	77,526	80,021	81,612	67,320	77,373	65,730
16	74,807	79,040	91,013	79,699	83,215	78,767	79,635	82,615	83,857	67,830	78,652	71,158
17	75,958	80,623	92,145	81,093	84,879	78,767	81,746	85,207	86,162	68,340	79,931	71,158
18	76,493	82,235		82,511	86,578	78,767	83,856	87,207	88,531	69,870	81,210	71,158
19	76,493	83,880		83,957	88,308	78,767	85,966	87,207	90,966	70,380	82,489	71,158
20	76,493	85,557		85,427	90,076	81,134	88,854	87,207	93,467	72,930	83,768	73,968
21	77,314	88,123		86,706	90,976	81,134		87,207		73,593	83,768	73,968
22	77,849	89,886		88,009	91,886	81,134		87,207		74,460	83,768	73,968
23	77,849	91,683		89,328	92,805	81,134		87,207		75,480	83,768	73,968
24	77,849	93,518		90,670	93,733	81,134		90,207		76,500	83,768	73,968
25	78,671	95,388		92,027	94,669	83,506		90,207		78,540	83,768	76,782
26	79,207			93,410	95,380	83,506		90,207			83,768	76,782
27	79,207			95,276	96,335	83,506		90,207			83,768	76,782
28	80,026			97,182	97,298	83,506		91,707			83,768	76,782
29	80,026			99,126	98,270	83,506		91,707			83,768	76,782

\*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: 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**  
**Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2022-2023**

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore	Calvert	Caroline^	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
30	80,562			101,108	99,254	85,875		91,707			83,768	76,782
31	80,562				100,246			91,707			83,768	76,782
32	80,904							91,707			93,440	76,782
33								91,707			97,348	76,782
34								91,707				76,782
35								91,707				76,782
36								91,707				76,782
37								91,707				76,782
38								91,707				76,782
40								91,707				76,782

\*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: 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: 2022-2023**

Step	Harford	Howard	Kent	Montgomery	Prince George s	Queen Anne s*	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$57,418	\$61,015	\$50,969	\$57,498	\$58,388	\$48,760	\$51,706	\$53,852	\$51,978	\$58,837	\$53,859	\$54,295
2	57,418	61,015	52,684	58,445	58,388	49,280	52,999	54,373	52,036	60,308	54,797	54,295
3	57,418	61,015	53,450	60,655	60,140	49,800	54,324	54,898	52,136	61,816	55,948	54,295
4	57,418	61,015	56,291	62,949	61,945	52,375	55,682	55,429	55,114	63,361	57,139	54,909
5	59,099	63,148	57,903	65,335	63,804	53,574	57,074	57,108	56,272	64,945	58,293	55,800
6	60,833	65,282	58,886	67,291	65,719	55,940	58,501	57,425	58,063	66,569	59,727	56,689
7	62,620	67,415	60,672	69,863	67,688	57,164	59,964	58,019	59,221	68,233	61,452	57,884
8	64,404	69,548	62,514	72,533	69,719	58,414	61,462	59,168	60,906	69,939	64,091	59,239
9	66,302	71,682		75,306	71,811	62,324	62,999	60,315	62,276	71,687	65,992	60,257
10	68,252	73,815		78,184	73,966	64,207	64,574	63,366	63,329	73,479	68,206	61,993
11	70,264	75,949		81,175	76,185	65,741	66,188	65,533	65,435	75,316	70,546	63,254
12	72,332	78,082		84,281	78,471	68,952	67,843	67,304	66,910	77,199	74,681	65,408
13	74,468	80,215		87,506	80,825	70,598	69,540	70,061	68,490	79,129	76,455	68,430
14	76,660	82,349		90,854	83,250	72,334	71,278	72,556	71,123	81,107	76,675	71,472
15	78,925	84,482		93,563	85,747	74,062	73,060	73,683	73,335	83,135	76,896	75,187
16	81,255	86,616		96,356	88,319	77,642	74,886	74,809	75,863	85,213	77,116	84,144
17	83,693	88,749		99,230	90,969	79,422	76,758	75,935	76,179	87,343	79,281	
18	84,763	90,882		102,191	93,700	81,240	78,677	78,371	76,600	89,527	79,501	
19	85,833	93,016		105,244	96,509	83,104	80,644	84,945	78,917	91,765	79,722	
20	86,903	95,149		105,244	99,407	90,818	82,660		82,814		79,942	
21	87,973	97,282		105,244	102,388						83,053	
22	89,043	99,416		105,244							83,274	
23	90,113	101,549		105,244							83,494	
24	91,183	103,683		105,244							86,259	
25	92,253	105,816		107,600							86,696	
26	93,323										86,696	
27	94,393										86,696	
28											86,696	
29											86,696	

\*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 Advanced Professional Certificate (APC).

**Table 4 (Continued)  
Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2022-2023**

Step	Harford	Howard	Kent	Montgomery	Prince Georges	Queen Anne s*	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
30											86,696	
31											86,696	
32											86,696	
33											86,696	
34											86,696	
35											86,696	
36											86,696	
37											86,696	
38											86,696	
40											86,696	

\*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 Advanced Professional Certificate (APC).

**Table 5**  
**Basis of Salaries for Twelve-Month Principals\* in Maryland Public Schools: 2022-2023**

Local Education Agency	Minimum Salary	Maximum Salary	Salary Determinants
Allegheny	\$72,476	\$130,989	School size, level of preparation, and years of experience
Anne Arundel	97,982	167,740	School size and years of experience
Baltimore City	112,694	184,779	Years of experience, education level, and needs of the Board
Baltimore	119,480	200,481	School level and years of experience
Calvert	108,716	163,400	School type, years of experience, and possession of Doctorate
Caroline	91,897	143,671	School type, school size, and level of preparation
Carroll	100,249	162,431	Level of preparation and years of experience
Cecil	112,089	152,297	School size, level of preparation, and years of experience
Charles	107,415	168,856	School type, level of preparation, and years of experience
Dorchester	88,540	127,133	School type, years of experience, number of certified staff, and possession of Doctorate
Frederick	99,378	185,367	School type, years of experience, and possession of Doctorate
Garrett	80,442	128,992	School size, level of preparation, and years of experience
Harford	129,120	164,170	School type, level of preparation, years of experience, and possession of Doctorate
Howard	100,250	175,503	School type/level, level of preparation, years of experience, and possession of Doctorate
Kent	92,733	129,013	School size, level of preparation, and years of experience
Montgomery	121,462	173,378	School type and years of experience
Prince George's	110,853	184,869	School type, years of experience, and possession of Doctorate
Queen Anne's	113,404	144,246	School size, years of experience, number of certified staff, and possession of Doctorate
St. Mary's	113,005	173,753	School size, level of preparation, and years of experience
Somerset	90,640	130,297	School type/size, years of experience, and possession of Doctorate
Talbot	102,122	145,188	Staff size, years of experience, and possession of Doctorate
Washington	86,947	174,176	School size/level, years of experience, mobility, FARM, school responsibility factors, and education
Wicomico	93,627	134,150	School size, level of preparation, and years of experience
Worcester	79,069	147,289	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: 2022-2023**

Local Education Agency	Minimum Salary	Maximum Salary	Salary Determinants
Allegany	\$59,192	\$110,592	School size, level of preparation, and years of experience
Anne Arundel	87,539	146,790	School size and years of experience
Baltimore City	86,959	130,543	Years of experience, education level, and needs of the Board
Baltimore	100,354	168,509	School level and years of experience
Calvert	94,636	138,021	School type, years of experience, and possession of Doctorate
Caroline	75,916	122,272	School type/size and level of preparation
Carroll	90,935	147,342	Level of preparation and years of experience
Cecil	93,476	133,489	School size, level of preparation, and years of experience
Charles	83,424	138,655	School type, level of preparation, and years of experience
Dorchester	80,931	109,357	School type, years of experience, and possession of Doctorate
Frederick	90,013	163,924	School type, years of experience, and possession of Doctorate
Garrett	67,078	121,414	Level of preparation and years of experience
Harford	118,163	146,254	Level of preparation, years of experience, and possession of Doctorate
Howard	87,690	163,192	School type/level, level of preparation, years of experience, and possession of Doctorate
Kent	85,251	121,196	Level of preparation, years of experience, and contract months
Montgomery	108,209	152,393	School type and years of experience
Prince George's	90,317	140,711	School type, years of experience, contract months, and possession of Doctorate
Queen Anne's	97,238	120,429	School size, years of experience, and possession of Doctorate
St. Mary's	100,403	138,805	School type, level of preparation, years of experience, and contract months
Somerset	79,007	115,135	School type/size, years of experience, and possession of Doctorate
Talbot	91,067	110,674	Years of experience and level of preparation
Washington	80,401	143,168	School type, years of experience, contract months, mobility, FARM, school responsibility factors, and education
Wicomico	82,097	118,540	School size, level of preparation, and years of experience
Worcester	71,162	128,867	School size/level, level of preparation, and years of experience

\*Assistant principals are 11-month positions in Dorchester, Garrett, and Prince George's 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: 2022-2023**

Local Education Agency	Minimum Salary	Maximum Salary	Salary Determinants
Allegany	\$77,172	\$116,994	Level of preparation and years of experience
Anne Arundel	97,982	155,413	Years of experience
Baltimore City	56,819	107,040	Years of experience, education level, and needs of the Board
Baltimore	97,846	146,389	Years of experience
Calvert	107,431	144,571	Years of experience and possession of Doctorate
Caroline	81,659	137,399	Level of preparation and years of experience
Carroll	100,249	156,184	Level of preparation and years of experience
Cecil	112,089	136,624	Level of preparation and years of experience
Charles	89,967	128,085	Level of preparation and years of experience
Dorchester	88,540	122,472	Level of preparation, years of experience, and possession of Doctorate
Frederick	93,135	163,924	Years of experience and possession of Doctorate
Garrett	82,789	122,939	Level of preparation and years of experience
Harford	121,708	154,947	Level of preparation, years of experience, and possession of Doctorate
Howard	87,690	158,123	Level of preparation, years of experience, and possession of Doctorate
Kent	92,733	129,013	Level of preparation and years of experience
Montgomery	108,209	149,893	Area of responsibility and years of experience
Prince George's	107,540	157,926	Years of experience and possession of Doctorate
Queen Anne's	108,927	131,260	Years of experience and possession of Doctorate
St. Mary's	100,403	138,805	Level of preparation and years of experience
Somerset	93,327	129,381	Years of experience and possession of Doctorate
Talbot	91,067	117,852	Years of experience and possession of Doctorate
Washington	86,947	154,855	Years of experience, level of preparation, possession of Doctorate, and area of responsibility
Wicomico	97,191	126,812	Level of preparation and years of experience
Worcester	79,069	137,536	Level of preparation and years of experience

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