



Professional Salary Schedules Maryland Public Schools 2024-2025

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Introduction

Authorized under §2-205 of the Education Article of the Annotated Code of Maryland, the Maryland State Department of Education collects, from the local education agencies, minimum, maximum, and actual salaries and salary schedules for selected professional staff at the central office and the school level. Actual or highest (two or more incumbents) salaries are reported for superintendents, deputy superintendents, chief financial officers/chief academic officers, associate superintendents, and assistant, area superintendents/area executive officers. Minimum and maximum salaries are reported for directors, instructional coordinators, instructional supervisors, principals, assistant principals, pupil personnel workers, school psychologists, and teachers. Salary schedules for bachelor's and master's degrees are reported for teachers.

**Table 1 - Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2024-2025
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	\$236,401	\$ -	\$159,874	\$ -	\$ -
Anne Arundel	346,452	-	235,000	225,000	243,938
Baltimore City	349,989	236,380	231,745	260,983	201,246
Baltimore County	316,200	-	262,991	-	223,924
Calvert	215,000	-	182,172	-	-
Caroline	187,250	-	103,376	-	157,735
Carroll	271,566	-	201,913	-	229,475
Cecil	266,816	-	193,002	211,595	193,002
Charles	228,800	-	222,822	-	175,672
Dorchester	207,999	-	143,629	-	170,153
Frederick	292,136	247,900	267,879	202,082	202,082
Garrett	175,000	-	128,308	-	-
Harford	280,960	240,337	199,757	-	200,305
Howard	290,000	219,029	210,000	-	195,500
Kent	198,000	-	144,750	-	148,520
Montgomery	360,000	-	249,322	225,768	-
Prince George's	353,625	-	258,262	249,564	-
Queen Anne's	222,789	-	145,000	-	165,000
SEED	218,545	-	-	-	-
Saint Mary's	299,421	206,160	183,170	-	194,326
Somerset	205,000	-	125,873	-	-
Talbot	216,749	177,343	150,918	-	-
Washington	250,000	-	174,124	207,988	-
Wicomico	217,484	-	155,239	-	156,439
Worcester	242,260	-	173,212	-	174,812

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

**Table 1 (Continued) - Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2024-2025
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	\$136,926	\$139,217	\$141,019	\$144,379	\$102,436	\$104,727	\$106,529	\$109,889	\$102,436	\$104,727	\$106,529	\$109,889
Anne Arundel	213,800	213,800	213,800	213,800	137,838	137,838	137,838	137,838	137,838	137,838	137,838	137,838
Baltimore City	111,093	129,739	154,369	173,213	71,830	84,580	97,335	117,955	71,830	84,580	97,335	117,955
Baltimore County	211,228	211,228	211,228	212,228	135,964	135,964	135,964	136,964	134,928	141,045	144,571	147,630
Calvert	166,928	166,928	166,928	171,928	127,635	127,635	127,635	135,141	153,374	153,374	153,374	162,394
Caroline	152,735	152,735	152,735	154,476	104,145	105,826	105,826	107,567	104,145	105,826	105,826	107,567
Carroll	201,913	201,913	201,913	201,913	156,195	156,195	156,195	156,195	156,195	156,195	156,195	156,195
Cecil	160,290	161,365	162,415	162,915	123,174	124,249	125,299	125,799	108,181	110,081	111,131	111,631
Charles	173,218	174,218	174,218	176,718	140,233	141,233	141,233	143,733	140,233	141,233	141,233	143,733
Dorchester	160,057	164,857	166,307	168,057	115,790	117,590	119,040	120,790	110,531	115,576	115,576	118,576
Frederick	235,847	235,847	235,847	239,847	158,147	158,147	158,147	163,147	158,147	158,147	158,147	163,147
Garrett	137,008	138,258	139,508	141,758	110,089	111,339	112,589	114,839	91,954	92,954	93,954	95,954
Harford	212,014	212,014	212,014	215,514	144,896	144,896	147,896	148,396	121,838	121,838	124,838	125,338
Howard	179,109	179,109	179,109	182,109	134,164	134,164	134,164	134,164	134,164	134,164	134,164	134,164
Kent	140,611	140,611	140,611	144,750	97,553	100,196	101,586	102,978	97,553	100,196	101,586	102,978
Montgomery	202,785	202,785	202,785	204,785	140,675	146,215	149,618	149,618	140,675	146,215	149,618	149,618
Prince George's	231,653	231,653	231,653	231,653	131,613	138,195	145,100	152,355	131,613	138,195	145,100	152,355
Queen Anne's	173,376	173,376	173,376	173,376	110,185	110,539	111,247	111,953	107,322	108,343	109,370	110,008
SEED	130,000	130,000	130,000	130,000	-	-	-	-	96,020	96,020	96,020	96,020
Saint Mary's	177,658	178,858	179,658	180,458	138,121	138,121	138,121	141,121	135,035	135,035	135,035	138,035
Somerset	138,972	140,472	141,972	144,472	96,443	96,443	96,443	96,443	96,506	97,618	98,118	99,061
Talbot	144,068	144,068	144,068	145,568	110,080	111,480	113,580	116,520	100,950	102,117	104,100	106,900
Washington	165,048	165,048	165,048	169,999	130,468	130,468	130,468	134,382	130,468	130,468	130,468	134,382
Wicomico	142,164	145,464	146,064	147,864	110,183	113,483	114,083	115,883	110,183	113,483	114,083	115,883
Worcester	-	-	-	-	128,101	132,493	134,694	136,892	102,115	105,557	107,281	109,004

*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: 2024-2025
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	\$115,462	\$117,753	\$119,555	\$122,915	\$ -	\$ -	\$ -	\$ -
Anne Arundel	-	-	-	-	176,100	176,100	176,100	176,100
Baltimore City	73,427	86,177	96,377	119,552	104,954	123,598	148,385	150,518
Baltimore County	152,731	152,731	152,731	153,731	161,872	161,872	161,872	162,872
Calvert	147,900	147,900	147,900	152,900	131,351	131,351	131,351	136,351
Caroline	145,991	145,991	145,991	147,732	120,601	120,601	120,601	122,342
Carroll	172,194	172,194	172,194	172,194	144,410	144,410	144,410	144,410
Cecil	-	-	-	-	143,420	144,495	145,545	146,045
Charles	123,883	124,883	124,883	127,383	137,356	138,356	138,356	140,856
Dorchester	136,272	138,072	139,522	141,272	120,049	121,849	123,299	125,049
Frederick	169,224	169,224	169,224	174,224	163,685	163,685	163,685	168,685
Garrett	127,422	128,672	129,922	132,172	124,773	126,023	127,273	129,523
Harford	158,332	158,332	161,332	161,832	-	-	-	-
Howard	164,874	164,874	164,874	167,874	170,265	170,265	170,265	173,265
Kent	134,748	134,748	134,748	136,748	130,472	130,472	130,472	132,472
Montgomery	181,598	181,598	181,598	183,598	171,896	171,896	171,896	173,896
Prince George's	175,938	175,938	175,938	178,938	165,837	165,837	165,837	168,837
Queen Anne's	143,679	143,679	143,679	146,148	118,883	118,883	118,883	121,013
SEED	-	-	-	-	98,966	98,966	98,966	98,966
Saint Mary's	141,296	142,496	143,296	144,096	133,472	134,672	135,472	136,272
Somerset	134,413	135,913	137,413	139,913	114,607	116,107	117,607	120,107
Talbot	131,633	131,633	131,633	133,133	-	-	-	-
Washington	152,605	152,605	152,605	157,183	141,086	141,086	141,086	145,319
Wicomico	129,209	132,509	133,109	134,909	117,774	121,074	121,674	123,474
Worcester	136,680	141,386	143,743	146,099	128,101	132,493	134,694	136,892

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

**Table 1 (Continued) - Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2024-2025
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	\$130,167	\$132,458	\$134,260	\$137,620	\$108,739	\$111,030	\$112,832	\$116,192
Anne Arundel	206,100	206,100	206,100	206,100	178,000	178,000	178,000	178,000
Baltimore City	129,765	150,171	177,282	196,494	100,095	106,318	126,380	147,316
Baltimore County	209,554	209,554	209,554	210,554	175,967	175,967	175,967	176,967
Calvert	166,928	166,928	166,928	171,928	141,284	141,284	141,284	146,284
Caroline	152,735	152,735	152,735	154,476	129,725	129,725	129,725	131,466
Carroll	184,080	184,080	184,080	184,080	165,444	165,444	165,444	165,444
Cecil	160,290	161,365	162,415	162,915	140,045	141,120	142,170	142,670
Charles	182,306	183,306	183,306	185,806	149,009	150,009	150,009	152,509
Dorchester	146,444	148,244	149,694	151,444	124,208	126,008	127,458	129,208
Frederick	191,377	191,377	191,377	196,377	169,224	169,224	169,224	174,224
Garrett	132,722	133,972	135,222	137,472	124,773	126,023	127,273	129,523
Harford	173,013	173,013	176,013	176,513	149,243	149,243	152,243	152,743
Howard	183,357	183,357	183,357	186,357	170,265	170,265	170,265	173,265
Kent	140,611	140,611	140,611	142,611	126,455	126,455	126,455	128,455
Montgomery	202,785	202,785	202,785	204,785	171,896	171,896	171,896	173,896
Prince George's	206,953	206,953	206,953	209,953	156,759	156,759	156,759	158,759
Queen Anne's	147,629	147,629	147,629	150,098	123,996	123,996	123,996	126,127
SEED	130,005	130,005	130,005	130,005	121,005	121,005	121,005	121,005
Saint Mary's	177,658	178,858	179,658	180,458	141,296	142,496	143,296	144,096
Somerset	130,359	131,859	133,359	135,859	116,583	118,083	119,583	122,083
Talbot	163,277	163,277	163,277	164,777	133,612	133,612	133,612	135,112
Washington	171,648	171,648	171,648	176,797	141,086	141,086	141,086	145,319
Wicomico	138,845	142,145	142,745	144,545	121,774	125,074	125,674	127,474
Worcester	146,331	151,390	153,924	156,456	128,101	132,493	134,694	136,892

*Assistant principals are 11-month positions in Garrett, and Prince George's counties. Elementary and middle school assistant principals are 11-month positions in Washington County. Some LEAs have both 11-month and 12-month assistant principal positions.

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

Table 2 - Minimum and Maximum Salaries for Maryland Public School Teachers: 2024-2025

Local Education Agency	Bachelor's Degree Step 1** (Minimum)	Bachelor's With Standard Professional Certificate (SPC)/Initial Professional License (IPL)/Professional License (PL) (Maximum)	Advanced Professional Certificate/License (APC/APL)^ (Maximum)	Master's (Maximum)	Master's + Advanced Professional Certificate/License (APC/APL)^ (Maximum)	Master's +30 (Maximum)	Master's +60@ (Maximum)	Doctorate (Maximum)
Allegany	\$58,200	\$71,239	\$82,508	\$84,998	\$84,998	\$87,312	\$89,132	\$92,524
Anne Arundel	58,161	74,428	101,111	101,111	103,117	107,258	111,564	113,783
Baltimore City*	58,895	62,482	68,837	81,587	94,362	104,662	114,962	119,022
Baltimore County	60,000	70,557	108,848	108,848	108,848	113,988	116,951	119,522
Calvert	61,000	104,569	146,479	146,479	146,479	146,479	146,479	146,479
Caroline	55,500	85,726	91,021	94,226	94,226	95,747	95,747	97,488
Carroll	60,000	87,600	98,250	98,250	98,250	103,500	105,500	105,500
Cecil	55,821	96,091	98,066	98,891	98,891	99,966	101,016	101,516
Charles	60,096	72,665	101,028	105,641	105,641	106,641	106,641	109,141
Dorchester	55,394	57,394	86,787	89,047	89,047	93,569	93,569	96,569
Frederick	56,528	66,862	103,672	103,672	103,672	104,134	110,207	114,201
Garrett	54,379	80,544	80,544	82,544	82,544	83,544	84,544	86,544
Harford	56,658	73,574	96,172	98,682	98,682	106,017	109,017	109,517
Howard	60,000	73,199	110,590	112,525	112,525	114,460	114,460	116,395
Kent	54,077	62,214	96,283	96,283	97,553	100,196	101,586	102,978
Montgomery	62,558	80,046	119,725	119,725	119,725	124,238	127,334	127,334
Prince George's	56,731	76,243	76,243	109,679	109,679	115,161	120,916	126,964
Queen Anne's	54,398	55,062	97,461	97,461	99,510	100,150	100,792	101,433
SEED	57,180	57,180	99,032	114,444	114,444	114,444	114,444	114,444
Saint Mary's	60,500	108,487	115,501	115,501	115,501	115,501	115,501	118,501
Somerset	53,978	66,572	92,457	94,506	94,506	95,618	96,118	97,061
Talbot	55,301	66,391	87,640	93,339	93,339	94,526	96,306	98,799
Washington	59,295	94,791	94,791	97,870	97,870	100,983	101,757	102,262
Wicomico	54,770	91,003	97,901	99,669	99,669	102,372	102,972	104,472
Worcester	52,789	60,497	94,093	97,361	97,361	100,629	102,266	103,902

*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)/Initial Professional License (IPL)/Professional License (PL)/Initial Professional License (IPL)/Professional License (PL)

^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. Some LEAs may not have separate pay lanes for SPC/APC/IPL/PL/APL; teachers may be placed on the scale based on educational attainment.

Table 3 - Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate (SPC)/Initial Professional License (IPL)/Professional License (PL): 2024-2025

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore County	Calvert	Caroline	Carroll	Cecil	Charles	Dorchester^	Frederick	Garrett	Harford
1	\$58,200	\$58,161	\$58,895	\$60,000	\$61,000	\$55,500	\$60,000	\$55,821	\$60,096	\$55,394	\$56,528	\$54,379	\$56,658
2	58,200	58,161	60,662	60,000	63,440	55,500	60,250	56,378	60,096	55,394	56,528	54,379	56,658
3	58,200	58,161	62,482	60,000	65,978	55,500	60,500	58,051	60,096	55,394	58,167	54,379	56,658
4	58,200	60,487	64,357	60,000	68,617	55,500	60,750	59,728	61,749	55,394	60,033	55,866	56,658
5	58,200	62,908	66,287	60,422	70,675	55,500	61,000	61,402	63,449	55,394	60,033	56,628	58,316
6	58,200	64,165	68,837	61,026	72,795	55,500	61,250	63,078	65,192	55,394	60,033	57,371	60,027
7	59,687	65,450	71,387	62,305	74,979	55,965	62,350	64,751	66,985	55,394	60,033	58,700	61,785
8	61,208	66,759	73,937	63,610	76,479	57,432	64,100	66,705	68,827	55,394	61,898	60,027	63,541
9	62,776	68,093	76,487	64,943	78,008	59,151	65,850	68,939	70,720	55,394	63,762	61,354	65,410
10	64,381	69,454	79,037	66,304	79,569	60,915	67,600	71,170	72,665	55,394	65,629	62,679	67,332
11	66,030	70,844	81,587	67,693		62,688	69,600	73,403			65,629	64,006	69,352
12	67,721	72,261		69,111		65,915	71,600	75,636			65,629	65,412	71,432
13	69,458	74,428		70,557		69,979	73,600	78,428			65,629	66,593	73,574
14	71,239					74,045	75,600	81,220			65,629	67,772	
15						78,110	77,600	84,009			65,629	68,951	
16						78,110	79,600	86,801			65,629	74,645	
17						78,110	81,600	89,591			65,629	74,645	
18						78,110	83,600	91,591			66,862	74,645	
19						78,110	85,600	91,591			66,862	74,645	
20						80,679	87,600	91,591			66,862	77,592	
21						80,679		91,591			66,862	77,592	
22						80,679		91,591			66,862	77,592	
23						80,679		91,591			66,862	77,592	
24						80,679		94,591			66,862	77,592	
25						83,198		94,591			66,862	80,544	
26						83,198		94,591			66,862		
27						83,198		94,591			66,862		

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore County	Calvert	Caroline	Carroll	Cecil	Charles	Dorchester^	Frederick	Garrett	Harford
28						83,198		96,091			66,862		
29						83,198		96,091			66,862		
30						85,726		96,091			66,862		

*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

^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.

NOTE: Some LEAs may not have separate pay lanes for SPC/IPL/PL; teachers may be placed on the scale based on educational attainment.

Table 3 (Continued) - Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate (SPC)/Initial Professional License (IPL)/Professional License (PL): 2024-2025

Step	Howard	Kent	Montgomery	Prince George's	Queen Anne's	Saint Mary's	SEED	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$60,000	\$54,077	\$62,558	\$56,731	\$54,398	\$60,500	\$57,180	\$53,978	\$55,301	\$59,295	\$54,770	\$52,789
2	60,000	55,923	63,375	56,731	54,398	62,315	58,896	54,331	55,534	60,777	55,286	52,789
3	60,000	56,815	64,988	58,434	54,398	64,184	60,661	54,684	55,768	62,296	56,234	52,789
4	60,000	59,402	66,651	60,185	56,471	66,110	60,661	54,803	57,316	63,853	57,359	53,324
5	61,469	60,582	68,362	61,993	57,730	68,093	60,661	55,377	59,766	65,449	58,609	54,374
6	63,144	62,214	70,091	63,851	60,214	70,136	60,661	56,399	61,633	67,085	60,038	55,538
7	64,819	62,214	72,441	65,767	61,501	72,240	60,661	57,001	62,799	68,762	61,616	56,774
8	66,495	62,214	74,879	67,739	62,814	74,407	60,661	58,129	64,199	70,481	63,360	58,182
9	68,171	62,214	77,414	69,770	67,044	76,640	60,661	59,290	65,249	72,243	65,104	59,036
10	69,847	62,214	80,046	71,867	69,094	78,939	60,661	61,292	65,249	74,049	66,786	60,497
11	71,523			74,020	70,772	81,307	60,661	61,292	65,249	75,900	69,084	
12	73,199			76,243	74,264	83,476	60,661	61,292	65,249	77,798	71,409	
13	73,199			76,243	76,074	86,259	60,661	61,292	65,249	79,743	73,107	
14	73,199			76,243	77,932	88,846		61,292	65,249	81,737	73,340	
15	73,199			76,243	79,834	91,512		61,292	65,249	83,780	73,575	
16	73,199			76,243	83,786	94,257		61,292	65,249	85,875	73,809	
17	73,199			76,243	85,668	97,085		61,292	65,249	88,022	75,845	
18	73,199			76,243	87,596	99,997		61,292	65,249	90,223	76,080	
19	73,199			76,243	89,568	102,997		61,292	65,249	92,479	76,314	
20	73,199			76,243	97,461	106,087			65,249	94,791	76,551	
21	73,199			76,243							79,320	
22	73,199										79,554	
23	73,199										79,790	
24	73,199										82,538	
25	73,199										83,003	
26	73,199										83,003	
27	73,199										83,003	

Step	Howard	Kent	Montgomery	Prince George's	Queen Anne's	Saint Mary's	SEED	Somerset	Talbot	Washington	Wicomico	Worcester
28	73,199										83,003	
29	73,199										83,003	
30	73,199										83,003	

NOTE: Some LEAs may not have separate pay lanes for SPC/IPL/PL; teachers may be placed on the scale based on educational attainment.

Table 4 - Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2024-2025

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore County	Calvert	Caroline	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett	Harford
1	\$60,149	\$61,695	\$62,482	\$63,490	\$65,500	\$55,965	\$61,000	\$57,796	\$64,977	\$60,481	\$58,224	\$56,379	\$60,027
2	60,149	61,695	64,357	63,490	67,793	55,965	61,250	58,353	64,977	60,481	58,224	56,379	60,027
3	60,149	61,695	66,287	63,490	70,165	55,965	61,500	60,026	64,977	60,481	59,862	56,379	60,027
4	60,149	64,163	68,837	63,490	72,621	57,420	61,750	61,703	66,763	62,177	61,728	57,866	60,027
5	60,149	66,728	71,387	64,820	75,163	58,876	62,500	63,377	68,600	62,742	61,728	58,628	61,785
6	61,908	68,066	73,937	66,178	77,418	60,330	64,000	65,053	70,486	63,307	61,728	59,371	63,598
7	63,719	69,426	76,487	67,564	79,740	61,563	66,250	66,726	72,424	64,438	61,728	60,700	65,466
8	65,588	70,813	79,037	68,980	82,132	62,688	68,500	68,680	74,415	65,003	63,989	62,027	67,332
9	67,510	72,231	81,587	70,425	84,596	64,403	70,750	70,914	76,463	65,568	66,250	63,354	69,315
10	69,493	73,675	84,137	71,901	87,134	66,182	73,250	73,145	78,567	66,699	68,510	64,679	71,353
11	71,535	75,150	86,687	73,406	89,313	67,955	75,750	75,378	80,724	68,960	71,225	66,006	73,458
12	73,635	76,651	89,237	74,944	91,545	71,414	78,250	77,611	82,946	70,090	73,938	67,412	75,620
13	75,801	78,185	91,787	76,515	93,834	76,419	80,750	80,403	85,226	70,655	76,651	69,593	77,853
14	78,030	79,748	94,362	78,117	96,180	81,422	83,250	83,195	87,569	72,351	79,365	69,772	80,144
15	78,592	81,345	96,937	79,755	98,584	86,428	85,750	85,984	89,978	74,612	82,077	71,951	82,511
16	78,592	83,782	99,512	81,425	101,049	86,428	88,250	88,776	92,453	75,177	83,434	76,645	84,947
17	79,801	85,460	102,087	83,131	103,575	86,428	90,750	91,566	94,995	75,743	84,791	76,645	87,496
18	80,364	87,169	104,662	84,873	106,165	86,428	93,250	93,566	97,606	77,438	86,147	76,645	88,616
19	80,364	88,913	107,237	86,650	108,819	86,428	95,750	93,566	100,291	78,004	87,505	76,645	89,734
20	80,364	90,690	109,812	88,465	110,995	89,024	98,250	93,566	103,049	80,830	89,210	79,592	90,853
21	81,226	93,410	112,387	90,319	113,215	89,024		93,566		81,565	89,210	79,592	91,971
22	81,788	95,279	114,962	92,211	115,479	89,024		93,566		82,526	89,210	79,592	93,090
23	81,788	97,184	115,188	94,143		89,024		93,566		83,656	89,210	79,592	94,208
24	81,788	99,129	117,105	96,116		89,024		96,566		84,787	89,210	79,592	95,327
25	82,651	101,111	119,022	98,129		91,627		96,566		87,047	89,210	82,544	96,445
26	83,215			100,185		91,627		96,566			89,210	82,544	97,564
27	83,215			102,284		91,627		96,566			89,210	82,544	98,682

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore County	Calvert	Caroline	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett	Harford
28	84,076			104,427		91,627		98,066			89,210	82,544	
29	84,638			106,614		91,627		98,066			89,210	82,544	
30	84,638			108,848		94,226		98,066			89,210	82,544	
31	84,998							98,066			89,210	82,544	
32	84,998							98,066			89,210	82,544	
33								98,066			89,210	82,544	
34								98,066			103,672	82,544	
35								98,066			103,672	82,544	
36								98,066					
37								98,066					
38								98,066					
39								98,066					
40								98,066					

*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.

NOTE: LEAs vary in rewarding advanced certification/license and/or preparation; interim schedules may exist for combinations of Master's or Master's Equivalent with or without Advanced Professional Certificate/License (APC/APL).

Table 4 (Continued) - Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2024-2025

Step	Howard	Kent	Montgomery	Prince George's	Queen Anne's*	Saint Mary's	SEED	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$64,884	\$57,393	\$67,944	\$62,546	\$55,233	\$64,500	\$73,213	\$56,566	\$57,576	\$61,220	\$57,259	\$57,661
2	64,884	60,444	68,923	62,546	55,233	66,435	76,151	57,113	57,640	62,751	58,256	57,661
3	64,884	62,175	71,207	64,422	55,233	68,428	79,090	57,665	57,751	64,320	59,479	57,661
4	64,884	63,230	73,578	66,356	58,012	70,481	82,258	58,222	61,049	65,928	60,746	58,314
5	67,152	65,148	76,044	68,347	59,306	72,595	85,542	59,986	62,333	67,576	61,973	59,260
6	69,421	67,126	78,065	70,398	61,861	74,773	87,270	60,319	64,316	69,265	63,497	60,204
7	71,690	69,225	80,723	72,508	63,182	77,016	88,429	60,943	65,599	70,997	65,332	61,473
8	73,957	70,928	83,483	74,683	64,531	79,327	89,586	62,150	67,466	72,772	68,137	62,912
9	76,226	75,542	86,349	76,923	68,752	81,707	90,744	63,355	68,983	74,591	70,158	63,993
10	78,495	77,784	89,323	79,233	70,784	84,158	91,903	66,560	70,149	76,456	72,511	65,837
11	80,764	78,359	92,414	81,609	72,440	86,683	93,061	68,836	72,483	78,367	74,999	67,176
12	83,032	80,476	95,624	84,058	75,908	89,283	94,218	70,696	74,116	80,326	79,395	69,782
13	85,301	81,050	98,957	86,580	77,683	91,962	95,378	73,592	75,866	82,334	81,281	72,673
14	87,570	83,049	102,418	89,177	79,557	94,720		76,213	78,783	84,392	81,515	75,903
15	89,838	83,623	105,217	91,852	81,423	97,562		77,396	81,233	86,502	81,750	79,848
16	92,108	85,517	108,104	94,608	85,287	100,489		78,579	84,033	88,665	81,984	89,361
17	94,376	90,756	111,074	97,446	87,209	103,504		79,762	84,383	90,882	84,286	
18	96,644	96,283	114,134	100,371	89,171	106,609		82,321	84,850	93,154	84,519	
19	98,914		117,290	103,380	91,183	109,807		89,226	87,416	95,483	84,754	
20	101,181		117,290	106,484	99,510	113,101			91,733	97,870	84,988	
21	103,449		117,290	109,679							88,296	
22	105,719		117,290								88,531	
23	107,987		117,290								88,765	
24	110,256		117,290								91,704	
25	112,525		119,725								92,169	
26	112,525										92,169	
27	112,525										92,169	

Step	Howard	Kent	Montgomery	Prince George's	Queen Anne's*	Saint Mary's	SEED	Somerset	Talbot	Washington	Wicomico	Worcester
28	112,525										92,169	
29	112,525										92,169	
30	112,525										92,169	
31	112,525										92,169	
32	112,525										92,169	
33	112,525										92,169	
34	112,525										92,169	
35	112,525										92,169	
36												
37												
38												
39												
40												

*Advanced Professional Certificate/License (APC/APL) is required for placement on this scale.

NOTE: LEAs vary in rewarding advanced certification/license and/or preparation; interim schedules may exist for combinations of Master's or Master's Equivalent with or without Advanced Professional Certificate/License (APC/APL).

Table 5 - Basis of Salaries for Twelve-Month Principals in Maryland Public Schools: 2024-2025

Local Education Agency	Minimum Salary	Maximum Salary	Salary Determinants
Allegany	\$76,144	\$137,620	School size, level of preparation, and years of experience
Anne Arundel	129,000	206,100	School type, years of experience, and possession of Doctorate
Baltimore City	119,839	196,494	Years of experience, education level, and needs of the Board
Baltimore	123,089	210,554	School level and years of experience
Calvert	115,646	171,928	School type, years of experience, and possession of Doctorate
Caroline	98,811	154,476	School type, school size, and level of preparation
Carroll	115,525	184,080	Level of preparation and years of experience
Cecil	120,653	162,915	School size, level of preparation, and years of experience
Charles	118,426	185,806	School type, level of preparation, and years of experience
Dorchester	100,006	151,444	School type, years of experience, number of certified staff, and possession of Doctorate
Frederick	102,672	196,377	School type, years of experience, and possession of Doctorate
Garrett	88,119	137,472	School size, level of preparation, and years of experience
Harford	134,989	176,513	School type, level of preparation, years of experience, and possession of Doctorate
Howard	106,613	186,357	School type/level, level of preparation, years of experience, and possession of Doctorate
Kent	98,380	142,611	School size, level of preparation, and years of experience
Montgomery	134,318	204,785	School type and years of experience
Prince George's	119,898	209,953	School type, years of experience, and possession of Doctorate
Queen Anne's	118,005	150,098	School size, years of experience, number of certified staff, and possession of Doctorate
SEED School	125,000	130,005	Years of experience and education level
Saint Mary's	117,571	180,458	School size, level of preparation, and years of experience
Somerset	95,209	135,859	School type/size, years of experience, and possession of Doctorate
Talbot	110,986	164,777	Staff size, years of experience, and possession of Doctorate
Washington	88,255	176,797	School size/level, years of experience, mobility, FARM, school responsibility factors, and education
Wicomico	99,667	144,545	School size, level of preparation, and years of experience
Worcester	83,972	156,456	School size/level, level of preparation, and years of experience

Table 6 - Basis of Salaries for Twelve-Month Assistant Principals in Maryland Public Schools: 2024-2025

Local Education Agency	Minimum Salary	Maximum Salary	Salary Determinants
Allegany	\$76,144	\$116,192	School size, level of preparation, and years of experience
Anne Arundel	111,400	178,000	School type, years of experience, and possession of Doctorate
Baltimore City	92,473	147,316	Years of experience, education level, and needs of the Board
Baltimore	103,385	176,967	School level and years of experience
Calvert	101,566	146,284	School type, years of experience, and possession of Doctorate
Caroline	81,628	131,466	School type/size and level of preparation
Carroll	103,256	165,444	Level of preparation and years of experience
Cecil	114,519	142,670	School size, level of preparation, and years of experience
Charles	91,976	152,509	School type, level of preparation, and years of experience
Dorchester	91,412	129,208	School type, years of experience, and possession of Doctorate
Frederick	92,996	174,224	School type, years of experience, and possession of Doctorate
Garrett	73,560	129,523	Level of preparation and years of experience
Harford	123,534	152,743	Level of preparation, years of experience, and possession of Doctorate
Howard	93,256	173,265	School type/level, level of preparation, years of experience, and possession of Doctorate
Kent	88,669	128,455	Level of preparation, years of experience, and contract months
Montgomery	119,662	173,896	School type and years of experience
Prince George's	97,687	158,759	School type, years of experience, contract months, and possession of Doctorate
Queen Anne's	101,839	126,127	School size, years of experience, and possession of Doctorate
SEED School	117,000	121,005	Years of experience and education level
Saint Mary's	104,459	144,096	School type, level of preparation, years of experience, and contract months
Somerset	82,989	122,083	School type/size, years of experience, and possession of Doctorate
Talbot	99,962	135,112	Years of experience, school responsibility factor, and possession of Doctorate
Washington	78,450	145,319	School type, years of experience, contract months, mobility, FARM, school responsibility factors, and education
Wicomico	87,412	127,474	School size, level of preparation, and years of experience
Worcester	75,575	136,892	School size/level, level of preparation, and years of experience

NOTE: Assistant principals are 11-month positions in Garrett and Prince George's counties. Elementary and middle school assistant principals are 11-month positions in Washington County. Some LEAs have both 11-month and 12-month assistant principal positions.

Table 7 - Basis of Salaries for Supervisors in Maryland Public Schools: 2024-2025

Local Education Agency	Minimum Salary	Maximum Salary	Salary Determinants
Allegany	\$81,076	\$122,915	Level of preparation and years of experience
Anne Arundel	120,900	176,100	Years of experience
Baltimore City	63,483	119,552	Years of experience, education level, and needs of the Board
Baltimore	100,798	153,731	Years of experience
Calvert	114,361	152,900	Years of experience and possession of Doctorate
Caroline	87,803	147,732	Level of preparation and years of experience
Carroll	110,525	172,194	Level of preparation and years of experience
Cecil	120,653	146,045	Level of preparation and years of experience
Charles	89,460	127,383	Level of preparation and years of experience
Dorchester	100,006	141,272	Level of preparation, years of experience, and possession of Doctorate
Frederick	96,222	174,224	Years of experience and possession of Doctorate
Garrett	90,581	132,172	Level of preparation and years of experience
Harford	127,240	161,832	Level of preparation, years of experience, and possession of Doctorate
Howard	93,256	167,874	Level of preparation, years of experience, and possession of Doctorate
Kent	98,380	136,748	Level of preparation and years of experience
Montgomery	126,779	183,598	Area of responsibility and years of experience
Prince George's	116,316	178,938	Years of experience and possession of Doctorate
Queen Anne's	118,005	146,148	Years of experience and possession of Doctorate
SEED School	-	-	
Saint Mary's	104,459	144,096	Level of preparation and years of experience
Somerset	98,031	139,913	Years of experience and possession of Doctorate
Talbot	106,890	133,133	Years of experience and possession of Doctorate
Washington	88,255	157,183	Years of experience, level of preparation, possession of Doctorate, and area of responsibility
Wicomico	102,792	134,909	Level of preparation and years of experience
Worcester	83,972	146,099	Level of preparation and years of experience

NOTE: Equivalent position in Anne Arundel and Cecil counties is Coordinator.