



Professional Salary Schedules Maryland Public Schools 2003-2004

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MSDE-PRIM 04110(R)250 11/03

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**Professional Salary Schedules
Maryland Public Schools
2003-2004**

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Table 1

Salaries for Twelve-Month Professional Positions in Maryland Public Schools:2003-2004

Local Unit	Actual or Highest (Two or More Incumbents)				
	Superintendent*	Deputy Superintendent	Chief Financial Officer/Chief Academic Officer	Associate Superintendent	Assistant, Area Superintendent/ Area Executive Officer
Allegany	\$116,706	\$ -	\$ -	\$ -	\$97,787
Anne Arundel	197,000	137,874	-	-	124,877
Baltimore City	192,000	145,230	-	-	115,000
Baltimore	185,400	140,000	-	-	107,090
Calvert	135,000	121,800	-	-	119,300
Caroline	105,000	-	-	-	92,721
Carroll	120,000	-	-	-	110,571
Cecil	133,750	-	-	110,500	105,000
Charles	220,000	-	-	149,000	149,000
Dorchester	106,080	-	-	-	-
Frederick	130,789	-	-	114,132	92,872
Garrett	102,290	-	-	-	88,308
Harford	139,920	-	-	-	106,074
Howard	197,300	159,000	131,000	N/A	127,926
Kent	100,500	-	-	-	97,066
Montgomery	264,890	155,831	-	127,597	137,897
Prince George's	250,000	135,000	-	140,140	140,140
Queen Anne's	116,000	-	-	99,835	-
St. Mary's	138,400	120,924	-	-	114,310
Somerset	99,750	-	-	-	84,760
Talbot	112,187	-	80,689	-	105,163
Washington	123,600	103,679	-	-	-
Wicomico	117,875	-	-	-	94,140
Worcester	110,544	-	-	-	105,182

*Salaries are determined through negotiations with the local boards of education. These salaries have been reviewed and signed off by the LEA.

Table 1 (continued)

Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2003-2004

Local Unit	Maximum											
	Director				Pupil Personnel Worker*				School Psychologist*			
	Master's	Master's +30	Master's +60	Doc-torate	Master's	Master's +30	Master's +60	Doc-torate	Master's	Master's +30	Master's +60	Doc-torate
Allegany	\$87,179	\$88,652	\$89,811	\$91,972	\$61,043	\$62,516	\$63,675	\$65,836	\$64,996	\$66,469	\$67,628	\$69,789
Anne Arundel	104,492	104,492	104,492	104,492	85,698	85,698	85,698	85,698	85,698	85,698	85,698	85,698
Baltimore City	119,089	119,089	119,089	119,089	75,112	75,112	75,112	75,112	73,624	78,005	78,005	81,365
Baltimore	92,700	92,700	92,700	93,700	83,597	83,597	83,597	83,597	76,186	81,025	82,374	83,455
Calvert	111,834	111,834	111,834	112,834	88,938	93,313	96,480	101,713	85,232	89,425	92,460	97,475
Caroline	90,471	91,221	91,221	92,721	65,000	66,082	66,082	67,152	58,767	59,736	59,736	60,806
Carroll	102,545	105,104	106,485	107,866	78,039	80,598	81,979	83,360	78,039	80,598	81,979	83,360
Cecil	99,400	99,400	99,400	99,400	75,414	76,314	77,214	77,614	75,414	76,314	77,214	77,614
Charles	102,801	103,301	103,301	105,801	75,748	76,248	76,248	78,748	75,748	76,248	76,248	78,748
Dorchester	95,000	95,000	95,000	95,000	64,420	67,920	67,920	69,099	58,564	61,745	61,745	62,817
Frederick	106,747	106,747	106,747	106,747	81,994	81,994	81,994	83,994	81,994	81,994	81,994	83,994
Garrett	79,698	80,448	81,198	81,948	61,344	62,064	62,844	63,594	58,116	58,866	59,616	60,366
Harford	103,199	103,199	103,199	103,199	85,480	85,480	85,480	85,480	59,420	63,966	63,966	64,466
Howard	118,290	118,290	118,290	118,290	83,155	83,155	83,155	83,155	83,155	83,155	83,155	83,155
Kent	N/A	N/A	N/A	N/A	66,556	67,356	67,956	68,556	76,652	77,452	78,052	78,652
Montgomery	117,114	117,114	117,114	117,114	91,403	95,297	97,687	97,687	91,403	95,297	97,687	97,687
Prince George's	125,840	125,840	125,840	125,840	74,150	77,633	81,279	82,093	74,150	77,633	81,279	82,093
Queen Anne's	87,125	87,125	87,125	87,125	66,473	67,190	67,908	68,266	63,050	63,730	64,400	64,740
St. Mary's	105,574	107,074	107,574	108,074	66,933	71,390	74,856	77,603	66,933	71,390	74,856	77,603
Somerset	80,689	81,489	81,489	82,389	-	-	-	-	60,755	61,034	61,034	62,624
Talbot	N/A	N/A	N/A	N/A	64,680	65,340	66,550	68,640	70,560	71,280	72,600	74,880
Washington	91,639	91,639	91,639	91,639	78,335	78,335	78,335	78,335	75,322	75,322	75,322	75,322
Wicomico	87,334	87,334	87,334	87,334	61,600	64,100	64,600	65,100	61,600	64,100	64,600	65,100
Worcester	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	61,147	63,251	63,251	65,358

*Contract may be less than 12 months

Table 1 (continued)

Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2003-2004

Local Unit	Maximum							
	Supervisor				Instructional Coordinator			
	Master's	Master's +30	Master's +60*	Doc-torate	Master's	Master's +30	Master's +60*	Doc-torate
Allegany	\$73,374	\$74,847	\$76,006	\$78,167	N/A	N/A	N/A	N/A
Anne Arundel	N/A	N/A	N/A	N/A	93,389	93,389	93,389	93,389
Baltimore City	90,648	90,648	90,648	90,648	71,854	76,235	76,235	79,595
Baltimore	93,913	93,913	93,913	93,913	99,538	99,538	99,538	99,538
Calvert	98,365	98,365	98,365	99,365	86,646	86,646	86,646	87,646
Caroline	79,312	80,062	80,062	81,562	65,675	66,427	66,427	67,925
Carroll	85,890	88,449	89,830	91,211	78,039	80,598	81,979	83,360
Cecil	84,703	85,603	86,503	86,903	84,703	85,603	86,503	86,903
Charles	N/A	N/A	N/A	N/A	86,569	87,069	87,069	89,569
Dorchester	82,000	82,000	82,000	82,000	68,900	68,900	68,900	68,900
Frederick	89,681	89,681	89,681	91,681	81,994	81,994	81,994	83,994
Garrett	77,767	78,517	79,267	80,017	61,344	62,094	62,844	63,594
Harford	95,238	95,238	95,238	95,238	N/A	N/A	N/A	N/A
Howard	97,139	97,139	97,139	97,139	N/A	N/A	N/A	N/A
Kent	84,244	85,044	85,644	86,244	72,464	73,264	73,864	74,464
Montgomery	N/A	N/A	N/A	N/A	103,622	103,622	103,622	103,622
Prince George's	92,528	92,528	92,528	92,528	105,610	105,610	105,610	105,610
Queen Anne's	79,950	79,950	79,950	80,950	69,700	69,700	69,700	70,700
St. Mary's	81,662	83,162	83,662	84,162	69,713	74,413	74,913	75,413
Somerset	74,740	75,540	75,540	76,440	65,900	66,700	66,700	67,600
Talbot	66,620	67,300	68,547	70,699	81,148	81,148	81,148	82,648
Washington	84,727	84,727	84,727	84,727	88,118	88,118	88,118	88,118
Wicomico	76,630	79,130	79,630	80,130	71,830	74,330	74,830	75,330
Worcester	86,468	89,497	89,497	92,531	80,843	83,771	83,771	86,603

*Master's + 45 in Queen Anne's and St. Mary's

Table 1 (continued)

Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2003-2004

Local Unit	Maximum							
	Principal				Assistant/Vice Principal*			
	Master's	Master's +30	Master's +60@	Doc-torate	Master's	Master's +30	Master's +60@	Doc-torate
Allegany	\$82,831	\$84,304	\$85,463	\$87,624	\$64,840	\$66,313	\$67,472	\$69,633
Anne Arundel	101,916	101,916	101,916	101,916	88,724	88,724	88,724	88,724
Baltimore City	112,590	114,135	114,135	115,680	79,453	79,453	79,453	79,453
Baltimore	111,822	111,822	111,822	111,822	93,913	93,913	93,913	93,913
Calvert	111,834	111,834	111,834	112,834	93,681	93,681	93,681	94,681
Caroline	83,031	83,781	83,781	85,281	70,632	71,382	71,382	72,882
Carroll	99,840	102,399	103,780	105,161	83,272	85,831	87,212	88,593
Cecil	92,447	93,347	94,247	94,647	80,058	80,958	81,858	82,258
Charles	108,212	108,712	108,712	111,212	81,880	82,380	82,380	84,880
Dorchester	82,050	82,050	82,050	82,050	68,900	68,900	68,900	68,900
Frederick	97,369	97,369	97,369	99,369	89,681	89,681	89,681	91,681
Garrett	79,698	80,448	81,198	81,948	61,344	62,094	62,844	63,594
Harford	97,528	97,528	97,528	97,528	87,749	87,749	87,749	87,749
Howard	106,306	106,306	106,306	106,306	97,057	97,057	97,057	97,057
Kent	87,920	88,720	89,320	89,920	76,652	77,452	78,052	78,652
Montgomery	117,114	117,114	117,114	117,114	98,185	98,185	98,185	98,185
Prince George's	105,610	105,610	105,610	105,610	89,832	89,832	89,832	89,832
Queen Anne's	87,130	87,130	87,130	88,130	76,880	76,880	76,880	77,880
St. Mary's	102,594	104,094	104,594	105,094	84,016	85,516	86,016	86,516
Somerset	78,600	79,400	79,400	80,300	67,400	68,200	68,200	69,100
Talbot	87,849	87,849	87,849	89,349	67,914	68,607	69,878	72,072
Washington	91,639	91,639	91,639	91,639	81,468	81,468	81,468	81,468
Wicomico	80,190	82,690	83,190	83,690	71,830	74,330	74,830	75,330
Worcester	92,683	95,940	95,940	99,201	80,943	83,771	83,771	86,603

* Vice principals are 11-month positions in Allegany, Garrett, and Talbot and 10.5 months in Somerset

@Master's + 45 in Queen Anne's and St. Mary's

Table 2

Minimum and Maximum Salaries for Maryland Public School Teachers: 2003-2004

Local Unit	Minimum-Bachelor's Degree Step 1*	Maximum						
		Bachelor's With Standard Professional Certificate (SPC)	Advanced Professional Certificate (APC)@	Master's@	Master's +APC@	Master's +30	Master's +60^	Doctorate
Allegany	\$29,196	\$49,551	\$50,982	\$50,982	\$50,982	\$52,455	\$53,614	\$55,775
Anne Arundel	33,347	46,402	62,759	62,759	64,014	66,600	69,291	70,676
Baltimore City	34,973	57,326	61,869	61,869	61,869	65,641	65,641	68,534
Baltimore	33,364	41,565	62,115	62,115	66,251	66,251	67,404	68,328
Calvert	37,000	52,980	74,115	74,115	74,115	77,761	80,400	84,761
Caroline	32,844	54,419	57,151	58,767	58,767	59,736	59,736	60,806
Carroll	33,292	48,996	63,794	63,794	63,794	66,215	67,500	68,881
Cecil	34,412	57,980	59,580	59,580	60,280	61,180	62,080	62,480
Charles	34,418	44,392	64,155	65,508	65,508	66,008	66,008	68,508
Dorchester	33,627	38,449	57,266	58,564	58,564	61,745	61,745	62,817
Frederick	32,817	47,577	61,746	61,746	61,746	64,761	64,761	66,761
Garrett	30,008	37,437	51,339	52,339	52,339	53,089	53,839	54,589
Harford	33,291	49,435	57,863	59,420	59,420	63,966	63,966	64,466
Howard	34,487	48,952	71,819	73,174	73,174	74,529	74,529	75,884
Kent	33,356	41,630	60,042	60,042	60,869	62,590	63,496	64,402
Montgomery	36,841	49,375	76,971	76,971	76,971	80,250	82,263	82,263
Prince George's	35,393	64,383	64,383	67,409	67,409	70,575	73,890	74,630
Queen Anne's	34,594	37,638	63,550	64,473	64,473	65,190	65,908	66,266
St. Mary's	35,272	49,731	66,963	66,963	66,963	69,990	73,388	75,888
Somerset	30,888	38,760	53,786	55,231	55,231	56,031	56,031	56,931
Talbot	35,900	54,800	58,900	62,800	62,800	63,400	64,500	66,400
Washington	35,000	50,500	58,244	58,244	58,244	59,679	60,048	60,293
Wicomico	32,810	51,100	56,240	58,000	58,000	59,690	59,690	61,010
Worcester	33,100	44,245	59,042	61,147	61,147	63,251	63,251	65,358

*Based on Standard Professional Certificate

@Scales may apply to Master's equivalent

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

NOTE: Additional \$2,500 for National Board Certification in Charles County; \$2,000 in Anne Arundel, Baltimore, Baltimore City, Calvert, Cecil,

Table 3

Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate: 2003-2004

Step	Allegany	Anne Arundel	Baltimore City	Baltimore	Calvert	Caroline	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
1	\$ 29,196	\$ 33,347	\$ 34,973	\$ 33,364	\$ 37,000	\$ 32,844	\$ 33,292	\$ 34,412	\$ 34,418	\$ 33,627	\$ 32,817	\$ 30,008
2	30,067	33,499	35,748	33,710	39,614	32,844	34,046	34,985	34,748	34,131	32,941	30,834
3	31,251	33,801	36,925	34,103	40,099	33,143	34,651	35,559	35,080	34,643	33,149	31,659
4	32,474	35,167	38,112	34,915	40,978	34,020	35,408	36,762	36,114	35,163	34,655	32,483
5	33,739	36,588	39,311	35,696	43,252	35,184	36,013	37,922	37,378	35,691	36,162	33,309
6	35,007	38,066	40,402	36,872	44,978	36,351	37,223	39,083	38,688	36,226	37,669	34,134
7	36,251	39,604	41,253	38,053	46,819	37,517	38,737	40,245	40,040	36,769	39,176	34,961
8	37,456	41,204	41,681	39,240	48,601	38,683	40,250	41,523	41,441	37,321	40,682	35,785
9	38,677	42,868	42,301	40,426	50,334	39,886	41,763	42,801	42,893	37,881	42,189	36,609
10	39,985	44,600	53,084	41,565	52,980	41,112	43,276	44,078	44,392	38,449	43,696	37,437
11	41,105	46,402	53,408			42,340	44,789	44,907			45,203	
12	42,455		53,731			43,561	46,302	46,284			46,709	
13	43,699		54,057			44,786	47,816	47,660			47,577	
14	44,943		54,378			47,413	48,996	49,208				
15			54,705			49,484		50,757				
16			55,005					52,305				
17			55,304					53,980				
18			55,603									
19			55,902					55,480				
20			56,202			51,146						
21	46,095		57,326									
22												
23												
24								57,980				
25						52,780						
26	47,247											
27												
28												
29												
30						54,419						
35												

Table 3 (Continued)

Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate: 2003-2004

Step	Harford	Howard	Kent	Mont-gomery	Prince George's	Queen Anne's	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$ 33,291	\$ 34,487	\$ 33,356	\$ 36,841	\$ 35,393	\$ 34,594	\$ 35,272	\$ 30,888	\$ 35,900	\$ 35,000	\$ 32,810	\$ 33,100
2	34,288	34,487	33,356	37,408	36,418	34,932	35,479	33,081	35,900	35,000	33,120	33,843
3	35,317	35,706	33,356	38,530	37,512	35,270	35,867	33,742	36,900	35,000	33,530	34,524
4	36,376	36,960	34,210	39,686	38,618	35,609	36,258	34,417	39,100	35,000	34,040	35,301
5	37,467	38,281	35,493	40,877	39,738	35,947	37,058	35,105	39,800	35,458	34,660	36,010
6	38,592	39,805	36,571	42,451	40,930	36,285	38,576	35,807	40,600	36,069	35,370	36,907
7	39,750	41,330	37,876	44,085	42,138	36,623	40,090	36,524	41,400	36,680	36,190	37,740
8	40,942	42,854	39,178	45,782	43,381	36,962	41,601	37,254	42,300	37,556	37,120	38,687
9	42,171	44,379	39,808	47,545	44,660	37,300	43,042	37,999	42,900	38,705	38,140	39,653
10	43,435	45,903	41,630	49,375	45,977	37,638	44,730	38,760	43,800	39,852	39,270	40,645
11		47,428	41,630		47,333				45,100	41,004	40,400	
12		48,952			48,730				46,100	42,153	41,480	
13									47,700	43,299	42,960	
14									48,800		45,120	
15									49,800			
16									51,000			
17									51,700			
18							46,072		51,900			
19									52,300	44,449	46,860	
20							46,995		52,600	45,596		
21									53,100	46,747		
22									53,300	47,633		
23									53,800	48,521	49,060	
24							47,936		54,100	49,410		
25									54,800	50,500		
26												
27							48,755					
28												
29									58,800		51,100	
30							49,731					
35												

Table 4

Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2003-2004

Step	Allegany*	Anne Arundel	Baltimore City	Baltimore	Calvert	Caroline	Carroll	Cecil	Charles	Dorchester*	Frederick	Garrett
1	\$ -	\$ 34,014	\$ 37,157	\$ 34,975	\$ 38,000	\$ 35,184	\$ 33,895	\$ 36,012	\$ 36,721	\$ 33,627	\$ 35,294	\$ -
2	-	34,852	38,102	35,562	40,483	35,184	34,500	36,585	36,721	34,131	35,918	-
3	-	35,870	39,533	36,048	43,252	36,351	36,013	37,159	37,916	34,643	36,161	-
4	35,275	37,319	40,973	37,215	44,978	37,517	37,526	38,362	39,148	37,598	37,669	36,109
5	36,603	38,827	42,629	38,468	46,819	38,683	39,039	39,522	40,420	38,800	39,176	36,935
6	37,951	40,396	43,893	39,992	48,601	39,886	40,552	40,683	41,734	39,832	40,682	37,760
7	39,319	42,028	45,375	41,516	50,334	41,112	42,066	41,845	43,090	40,863	42,189	38,587
8	40,667	43,726	46,866	43,039	52,176	42,340	43,579	43,123	44,491	42,259	43,696	39,410
9	42,016	45,492	48,783	44,563	54,077	43,561	45,092	44,401	45,937	43,297	45,203	40,235
10	43,388	47,330	49,760	46,086	56,609	44,786	46,605	45,678	47,429	44,333	46,709	42,300
11	44,653	49,242	50,754	47,620	58,452	46,010	48,118	46,507	48,970	45,754	48,216	43,126
12	46,000	51,232	51,769	49,158	60,298	47,235	49,631	47,884	50,562	46,795	49,723	43,952
13	47,372		52,805	50,696	62,024	48,454	51,144	49,260	52,207	47,836	51,231	44,777
14	48,678		53,861	52,235	63,808	51,521	52,658	50,808	53,902	50,109	52,736	45,600
15		53,793	54,938		65,431	53,811	54,110	52,357	55,653	51,305	54,243	46,426
16			56,036	54,168				53,905		51,936	54,993	48,211
17			57,157					55,580		52,566	55,744	
18			58,451				56,501		57,467	53,543	56,495	
19			59,486	56,154				57,080			57,244	
20		56,355	60,656		68,780	55,463				54,989	57,996	50,275
21	49,830		61,869				58,952		59,332		58,746	
22				58,141						56,763	59,496	
23											60,246	
24							61,343	59,580	61,260	57,663	60,996	
25		58,916		60,128	70,663	57,115					61,746	52,339
26	50,982											
27							63,794		63,452	58,564		
28		61,478		62,115								
29												
30					72,363	58,767			65,508			
31												
34		62,759										
35					74,115							

* Advanced Professional Certificate is required for placement on this scale

NOTE: LEAs vary in rewarding advanced certification and/or preparation; interim schedules may exist for combinations of Master's or Master's Equivalent with or without APC.

Table 4 (Continued)

Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2003-2004

Step	Harford	Howard	Kent	Mont-gomery	Prince George's	Queen Anne's*	St. Mary's	Somerset*	Talbot	Washington	Wicomico*	Worcester
1	\$ 35,317	\$ 36,113	\$ 34,142	\$ 40,588	\$ 38,798	\$ -	\$ 37,224	\$ 33,050	\$ 37,900	\$ 35,000	\$ 35,660	\$ 36,282
2	36,376	36,113	34,142	41,267	39,942	-	37,421	35,396	37,900	35,000	35,900	37,058
3	37,467	37,874	35,514	42,856	41,121	-	37,819	36,104	39,100	35,458	36,220	37,767
4	38,592	39,738	36,279	44,506	42,334	38,079	38,576	36,827	40,200	36,069	37,050	38,660
5	39,750	41,669	37,584	46,219	43,582	38,848	40,090	37,563	41,200	36,680	37,840	39,298
6	40,942	43,363	38,911	47,998	44,868	40,385	41,601	38,314	42,400	37,292	38,660	40,051
7	42,171	45,056	40,215	49,846	46,192	41,923	43,118	39,081	43,400	38,410	39,460	40,905
8	43,435	46,750	41,564	51,765	47,554	43,460	44,730	39,862	44,300	39,559	40,440	41,874
9	44,740	48,444	42,777	53,758	48,957	44,998	46,251	40,659	45,400	40,706	41,630	43,023
10	46,081	50,138	44,330	55,828	50,402	46,535	47,759	41,472	46,200	41,855	43,440	44,279
11	47,464	51,832	45,681	57,977	51,888	47,816	49,283	42,835	47,700	43,003	44,760	45,692
12	48,887	53,526	47,075	60,209	53,419	49,098	50,898	43,784	48,800	44,153	46,270	47,247
13	50,355	55,220	48,557	62,527	54,995	50,379	52,612	45,766	50,100	45,301	47,890	49,433
14	51,863	56,913	49,757	64,934	56,619	51,660	53,929	46,872	51,800	46,448	51,400	51,629
15	53,420	60,979	53,009	66,882	58,289	52,993	55,747	48,081	53,500	47,597		54,311
16			54,590	68,888	60,008	54,889			55,300	48,746		57,547
17				70,955	61,778	55,529			55,600	49,896		
18		64,366		73,084	63,601	56,196	57,420		56,000	51,044		
19				75,277	65,476	56,888			56,200	52,191	53,300	
20	55,420				67,409	57,554	58,568	52,444	56,600	53,342		58,447
21		67,754	56,489			58,246		53,712	56,800	54,489		
22						58,938		55,231	57,000	55,376		
23						59,629			57,300	56,265	55,830	
24						60,321	59,740		57,600	57,152		
25	57,420	71,142	58,301	76,971		61,013			58,800	58,244		59,347
26						61,705						
27						62,397	60,936					
28			60,042			63,089					58,000	
29						63,781						
30	59,420					64,473	62,155					60,247
31		73,174										
34												
35												61,147

*Advanced Professional Certificate is required for placement on this scale

NOTE: LEAs vary in rewarding advanced certification and/or preparation; interim schedules may exist for combinations of Master's or Master's Equivalent with or without APC.

Table 5

Basis of Salaries for Twelve-Month Principals in Maryland Public Schools: 2003-2004

Local Unit	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$48,973	87,624	School size, level of preparation, and years of experience
Anne Arundel	64,052	101,916	School size and years of experience
Baltimore City	70,355	115,680	Salary schedule based on responsibility
Baltimore	84,881	111,822	School size and years of experience
Calvert	79,706	112,834	Years of experience
Caroline	74,393	85,281	School type, school size, and level of preparation
Carroll	67,871	105,161	School size, level of preparation, and years of experience
Cecil	67,854	94,647	School size, level of preparation, and years of experience
Charles	77,912	111,212	School type, level of preparation, and years of experience
Dorchester	68,000	82,050	School type, years of experience, plus number of certified staff
Frederick	58,933	99,369	Years of experience and possession of Doctorate
Garrett	61,062	81,948	School size, level of preparation, and years of experience
Harford	80,247	97,528	School type, level of preparation, and years of experience
Howard	69,275	106,306	School type, level of preparation, and years of experience
Kent	66,522	89,920	School size, level of preparation, and years of experience
Montgomery	81,800	117,114	School type and years of experience
Prince George's	73,041	105,610	School type, years of experience, and possession of Doctorate
Queen Anne's	73,800	88,130	School size, level of preparation, and years of experience
St. Mary's	61,941	105,094	School size, level of preparation, and years of experience
Somerset	64,180	80,300	School size, years of experience, possession of Doctorate
Talbot	73,353	89,349	Staff size, years of experience, and possession of Doctorate
Washington*	53,431	91,639	School size/level and years of experience
Wicomico	69,200	83,690	School size, level of preparation, and years of experience
Worcester	55,670	99,201	School size/level, level of preparation, and years of experience

*Eleven month positoin

Table 6

Basis of Salaries for Twelve-Month Vice/Assistant Principals in Maryland Public School: 2003-2004

Local Unit	Salary		Salary Determinants
	Minimum	Maximum	
Allegany*	\$43,098	\$69,633	School size, level of preparation, and years of experience
Anne Arundel	55,761	88,724	School size and years of experience
Baltimore City	57,325	79,453	Salary schedule based on negotiated agreement
Baltimore	71,290	93,913	School size and years of experience
Calvert	69,380	94,681	Years of experience
Caroline	61,994	72,882	School type/size and level of preparation
Carroll	59,329	88,593	School type, level of preparation, and years of experience
Cecil	61,662	82,258	School size, level of preparation, and years of experience
Charles*	59,516	84,880	School type, level of preparation, and years of experience
Dorchester	50,800	68,900	School type and years of experience
Frederick	51,247	91,681	Years of experience and possession of Doctorate
Garrett*	46,571	63,594	Level of preparation and years of experience
Harford	†67,640	87,749	School type, level of preparation, and years of experience
Howard	†53,701	97,057	School type, level of preparation, and years of experience
Kent	59,260	78,652	Level of preparation, years of experience, and contract-months
Montgomery	72,391	98,185	School type and years of experience
Prince George's*	59,488	89,832	School type, years of experience, contract months, and possession of Doctorate
Queen Anne's	61,500	77,880	School type, level of preparation, and years of experience
St. Mary's*	53,431	86,516	School type, level of preparation, years of experience, and contract-months
Somerset	56,740	69,100	School size, years of experience, possession of Doctorate
Talbot*	55,000	72,072	Years of experience
Washington*	53,431	81,468	School type, years of experience, and contract months
Wicomico	56,970	75,330	School size, level of preparation, and years of experience
Worcester	47,676	86,603	School size/level, level of preparation, and years of experience

*Eleven-month

†Ten-month

^Ten and a half months

Table 7

Basis of Salaries for Supervisors* in Maryland Public Schools: 2003-2004

Local Unit	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$52,146	\$78,167	Level of preparation and years of experience
Anne Arundel*	62,796	93,389	Years of experience
Baltimore City	65,700	90,648	Salary schedule based on negotiated agreement
Baltimore	74,081	93,913	Years of experience and possession of Doctorate
Calvert	78,764	99,365	Years of experience
Caroline	69,432	81,562	Level of preparation and years of experience
Carroll	61,945	91,211	Level of preparation and years of experience
Cecil	70,951	86,903	Level of preparation and years of experience
Charles*	64,927	89,569	Level of preparation and years of experience
Dorchester	70,000	82,000	Level of preparation and years of experience
Frederick	58,933	91,681	Years of experience and possession of Doctorate
Garrett	62,993	80,017	Level of preparation and years of experience
Harford	71,298	95,238	Level of preparation and years of experience
Howard	65,870	97,139	Level of preparation and years of experience
Kent	66,522	86,244	Level of preparation and years of experience
Montgomery*	75,250	103,622	Area of responsibility and years of experience
Prince George's	70,914	92,528	Years of experience and possession of Doctorate
Queen Anne's	71,750	80,950	Level of preparation and years of experience
St. Mary's	60,133	84,162	Level of preparation and years of experience
Somerset	65,580	76,440	Years of experience and possession of Doctorate
Talbot	72,648	70,699	Years of experience and possession of Doctorate
Washington	63,045	84,727	Years of experience
Wicomico	77,920	80,130	Level of preparation and years of experience
Worcester	55,670	92,531	Level of preparation and years of experience

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