



Professional Salary Schedules Maryland Public Schools 2007 - 2008

(Revised 01/08)



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**Professional Salary Schedules
Maryland Public Schools
2007-2008**

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Table 1

Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2007-2008

Local Education Agency	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	\$135,311	\$ -	\$ -	\$ -	\$127,535
Anne Arundel	225,000	150,200	120,763	-	144,322
Baltimore City	230,000	-	163,232	-	132,350
Baltimore	278,250	178,608	178,608	-	141,878
Calvert	157,200	142,500	136,500	-	-
Caroline	125,000	-	114,500	-	118,000
Carroll	165,000	-	-	-	149,269
Cecil	165,472	-	122,974	142,595	122,974
Charles	249,900	188,320	-	-	173,340
Dorchester	125,000	-	-	-	110,000
Frederick	191,290	-	140,665	148,339	-
Garrett	131,043	-	103,202	-	99,500
Harford	200,000	157,500	-	-	139,523
Howard	231,464	193,856	166,950	165,609	-
Kent	122,200	-	-	-	109,652
Montgomery	242,676	192,895	173,581	154,879	154,879
Prince George's	273,000	184,286	167,222	167,222	167,222
Queen Anne's	145,000	-	108,700	129,800	-
St. Mary's	160,293	-	139,017	-	-
Somerset	125,000	-	97,791	-	100,537
Talbot	150,700	-	104,605	-	126,203
Washington	165,900	-	120,964	110,877	-
Wicomico	131,195	-	106,517	-	110,739
Worcester	141,731	-	102,459	-	125,110

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

Table 1 (continued)

Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2007-2008

Local Education Agency	Maximum											
	Director				Pupil Personnel Worker*				School Psychologist*			
	Master's	Master's +30	Master's +60	Doctorate	Master's	Master's +30	Master's +60	Doctorate	Master's	Master's +30	Master's +60	Doctorate
Allegany	\$106,507	\$108,289	\$109,689	\$112,304	\$79,677	\$81,458	\$82,859	\$85,474	\$79,677	\$81,458	\$82,859	\$85,474
Anne Arundel	135,633	135,633	135,633	135,633	104,470	104,470	104,470	105,470	104,470	104,470	104,470	105,470
Baltimore City	117,875	117,875	117,875	117,875	80,485	85,392	85,392	89,156	71,960	76,226	76,226	79,497
Baltimore	123,830	123,830	123,830	123,830	98,120	98,120	98,120	98,120	89,626	94,737	96,440	98,638
Calvert	134,513	134,513	134,513	135,513	94,273	98,911	98,911	107,815	94,273	98,911	98,911	107,815
Caroline	-	-	-	-	77,416	78,667	78,667	79,919	77,416	78,667	78,667	79,919
Carroll	142,162	142,162	142,162	142,162	114,887	114,887	114,887	114,887	114,887	114,887	114,887	114,887
Cecil	109,473	110,423	111,373	111,823	89,290	90,240	91,190	91,640	89,290	90,240	91,190	91,640
Charles	121,408	122,408	122,408	124,908	89,459	90,459	90,459	92,959	89,459	90,459	90,459	92,959
Dorchester	-	-	-	-	75,432	79,519	79,519	80,909	68,214	71,918	71,918	73,167
Frederick	131,965	131,965	131,965	134,965	111,725	111,725	111,725	113,725	111,725	111,725	111,725	113,725
Garrett	96,961	97,961	98,961	100,961	78,567	79,567	80,567	82,567	70,679	71,679	72,679	74,679
Harford	133,251	133,251	133,251	133,251	106,070	106,070	106,070	106,070	74,025	76,559	76,559	79,059
Howard	160,950	160,950	160,950	160,950	99,999	99,999	99,999	99,999	99,999	99,999	99,999	99,999
Kent	99,925	100,725	101,325	101,925	75,643	76,443	77,043	77,643	69,760	70,560	71,160	71,760
Montgomery	139,786	139,786	139,786	140,786	108,509	113,130	115,973	115,973	108,509	113,130	115,973	115,973
Prince George's	150,160	150,160	150,160	150,160	88,482	92,637	96,989	97,960	88,482	92,637	96,989	97,960
Queen Anne's	108,700	108,700	108,700	108,700	83,110	83,610	84,110	84,610	82,623	83,584	84,546	85,027
St. Mary's @	123,872	125,372	125,872	126,872	92,993	94,493	94,993	95,993	92,993	94,493	94,993	95,993
Somerset #	96,091	96,991	96,991	97,791	-	-	-	-	76,509	77,409	77,409	78,209
Talbot	-	-	-	-	73,920	74,690	76,120	78,430	80,640	81,480	83,040	85,560
Washington	113,062	113,062	113,062	114,562	96,648	96,648	96,648	98,148	92,929	92,929	92,929	94,429
Wicomico	100,060	102,560	103,060	103,560	79,940	82,440	82,940	83,440	73,440	75,940	76,440	76,940
Worcester	-	-	-	-	96,335	99,713	99,713	103,093	72,702	75,215	75,215	77,730

*Contract may be less than 12 months

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

#School Psychologist's salaries include a differential.

Table 1 (continued)

Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2007-2008

Local Education Agency	Maximum							
	Supervisor				Instructional Coordinator			
	Master's	Master's +30	Master's +60*	Doctorate	Master's	Master's +30	Master's +60*	Doctorate
Allegany	\$89,811	\$91,592	\$92,993	\$95,608	\$79,677	\$81,458	\$82,859	\$85,474
Anne Arundel	-	-	-	-	120,853	120,853	120,853	120,853
Baltimore City	-	-	-	-	111,362	111,362	111,362	111,362
Baltimore	110,229	110,229	110,229	110,229	116,832	116,832	116,832	116,832
Calvert	118,433	118,433	118,433	119,443	104,443	104,443	104,443	105,443
Caroline	110,293	110,293	110,293	110,293	91,039	91,039	91,039	91,039
Carroll	126,652	126,652	126,652	126,652	106,220	106,220	106,220	106,220
Cecil	-	-	-	-	100,296	101,246	102,196	102,646
Charles	-	-	-	-	102,288	103,288	103,288	105,788
Dorchester	95,168	95,168	95,168	95,168	86,065	86,065	86,065	86,065
Frederick	120,664	120,664	120,664	122,664	111,725	111,725	111,725	113,725
Garrett	92,632	93,632	94,632	96,632	78,567	79,567	80,567	82,567
Harford	119,228	119,228	119,228	119,228	-	-	-	-
Howard	153,100	153,100	153,100	153,100	137,080	137,080	137,080	137,080
Kent	95,748	96,548	97,148	97,748	82,359	83,159	83,759	84,359
Montgomery	-	-	-	-	121,292	121,292	121,292	122,292
Prince George's	115,971	115,971	115,971	115,971	96,525	101,058	105,804	106,864
Queen Anne's	102,025	102,025	102,025	103,565	89,393	89,393	89,393	90,763
St. Mary's	98,460	99,960	100,450	101,460	82,978	84,478	84,978	85,978
Somerset	89,199	90,099	90,099	90,899	78,959	79,859	79,859	80,659
Talbot	96,830	96,830	96,830	98,330	92,741	92,741	92,741	94,241
Washington	104,535	104,535	104,535	106,035	100,514	100,514	100,514	102,014
Wicomico	92,770	95,270	95,770	96,270	83,570	86,070	86,570	87,070
Worcester	102,931	106,550	106,550	110,171	96,335	99,713	99,713	103,093

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

Table 1 (continued)

Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2007-2008

Local Education Agency	Maximum							
	Principal				Assistant/Vice Principal*			
	Master's	Master's +30	Master's +60@	Doctorate	Master's	Master's +30	Master's +60^	Doctorate
Allegany	\$101,248	\$103,029	\$104,430	\$107,045	\$84,581	\$86,362	\$87,763	\$90,378
Anne Arundel	130,655	130,655	130,655	130,655	113,994	113,994	113,994	113,994
Baltimore City	138,478	140,387	140,387	142,297	105,214	105,214	105,214	105,214
Baltimore	131,250	131,250	131,250	131,250	110,229	110,229	110,229	110,229
Calvert	134,513	134,513	134,513	135,513	112,841	112,841	112,841	113,841
Caroline	115,568	115,568	115,568	115,568	98,037	98,037	98,037	98,037
Carroll	131,718	131,718	131,718	131,718	119,483	119,483	119,483	119,483
Cecil	109,473	110,423	111,373	111,823	94,792	95,742	96,692	97,142
Charles	127,890	128,890	128,890	131,390	98,700	99,700	99,700	102,200
Dorchester	98,480	98,480	98,480	98,480	82,756	82,756	82,756	82,756
Frederick	130,318	130,318	130,318	132,318	120,664	120,664	120,664	122,664
Garrett	96,961	97,961	98,961	100,961	78,567	79,567	80,567	82,567
Harford	121,728	121,728	121,728	121,728	109,269	109,269	109,269	109,269
Howard	131,736	131,736	131,736	131,736	123,910	123,910	123,910	123,910
Kent	99,925	100,725	101,325	101,925	87,119	87,919	88,519	89,119
Montgomery	139,786	139,786	139,876	140,786	123,792	123,792	123,792	124,792
Prince George's	132,419	132,419	132,419	132,419	112,592	112,592	112,592	112,592
Queen Anne's	112,822	112,822	112,822	114,428	94,957	94,957	94,957	96,369
St. Mary's	120,358	121,858	122,358	123,358	98,460	99,960	100,460	101,960
Somerset	93,354	94,254	94,254	95,054	78,959	79,859	79,859	80,659
Talbot	110,325	110,325	110,325	111,825	88,704	89,628	91,344	94,972
Washington	125,972	125,972	125,972	125,972	107,107	107,107	107,107	107,107
Wicomico	99,390	101,890	102,390	102,890	87,570	90,070	90,570	91,070
Worcester	110,351	114,241	114,241	118,134	96,335	99,713	99,713	103,093

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

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

Table 2

Minimum and Maximum Salaries for Maryland Public School Teachers: 2007-2008

Local Education Agency	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	\$38,393	\$53,737	\$61,983	\$63,900	\$63,900	\$65,682	\$67,082	\$69,697
Anne Arundel	41,383	56,700	76,585	76,585	78,110	81,253	84,524	86,209
Baltimore City	43,096	47,833	69,959	69,959	69,959	74,225	74,225	77,496
Baltimore	42,000	48,036	73,060	73,060	73,060	77,428	78,884	80,762
Calvert	42,650	61,264	85,703	85,703	85,703	89,919	92,971	98,014
Caroline	40,500	63,756	67,695	70,077	70,077	71,210	71,210	72,462
Carroll	40,000	58,473	58,473	76,134	76,134	79,024	80,550	80,550
Cecil	40,061	67,842	69,592	69,592	70,342	71,292	72,242	72,692
Charles	42,245	51,928	76,965	78,591	78,591	79,591	79,591	82,091
Dorchester	40,000	44,561	66,701	68,214	68,214	71,918	71,918	73,167
Frederick	39,907	56,249	82,321	82,321	88,907	88,907	88,907	90,907
Garrett	39,663	44,866	61,528	63,528	63,528	64,528	65,528	67,528
Harford	40,523	60,871	71,130	73,025	73,025	78,559	78,559	79,059
Howard	42,407	57,590	57,590	84,050	84,050	85,606	85,606	87,163
Kent	40,041	47,770	70,894	70,894	71,843	73,819	74,858	75,899
Montgomery	44,200	59,239	59,239	92,348	92,348	96,281	98,700	98,700
Prince George's	43,481	58,148	80,436	80,436	80,436	84,215	88,171	89,054
Queen Anne's	40,250	42,000	74,891	76,495	76,495	76,995	77,495	77,995
St. Mary's	41,577	58,620	71,795	71,795	73,264	76,576	80,293	82,593
Somerset	40,000	46,716	67,956	69,554	69,554	70,454	70,454	71,254
Talbot	41,000	62,600	67,200	67,200	67,200	67,900	69,200	71,300
Washington	41,962	54,442	71,210	71,210	71,210	72,854	73,223	73,468
Wicomico	39,620	62,390	68,670	70,810	70,810	72,890	72,890	74,510
Worcester	40,390	48,525	70,188	72,702	72,702	75,215	75,215	77,730

*Based on Standard Professional Certificate

^Scales may apply to Master's equivalent

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

NOTE: Additional \$1,500 for teachers who earn certification from the National Board for Professional Teaching Standards (NBPTS) in Howard County; \$1,964 in Allegany County; \$2,000 in Anne Arundel, Baltimore, Caroline, Cecil, Dorchester, Frederick, Garrett, Harford, Kent, Montgomery, Queen Anne's, Somerset, Talbot, Washington, Wicomico, and Worcester counties; \$2,500 in Calvert and Charles counties; \$3,000 in St. Mary's County; \$4,000 in Baltimore City; and \$5,000 in Carroll and Prince George's counties.

The Maryland State Department of Education also contributes a stipend of up to \$2,000 a year as a dollar-for-dollar match to local school systems for teachers with NBPTS certification.

Table 3

Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate: 2007-2008

Step	Allegany	Anne Arundel	Baltimore City	Baltimore	Calvert	Caroline*	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
1	\$38,393	\$ -	\$39,546	\$42,000	\$42,650	\$40,500	\$40,000	\$40,061	\$42,245	\$40,000	\$39,907	\$39,663
2	39,400	-	40,423	42,328	45,808	41,000	40,631	40,729	43,723	40,200	41,723	40,242
3	40,432	41,383	41,754	43,068	46,369	41,300	41,354	41,397	45,256	40,451	43,539	40,820
4	41,491	43,042	43,096	43,822	47,385	41,700	42,257	42,797	45,256	40,773	45,355	41,398
5	42,579	44,769	44,452	44,589	50,015	41,948	42,979	44,148	45,256	41,365	45,355	41,976
6	43,694	46,566	45,685	45,258	52,011	42,521	44,424	45,499	46,837	41,985	45,355	42,553
7	44,839	48,436	46,647	45,937	54,139	43,675	46,229	46,853	46,837	42,615	45,355	43,131
8	46,013	50,381	47,131	46,626	56,200	44,625	48,035	48,341	48,475	43,254	47,170	43,709
9	47,219	52,405	47,833	47,325	58,204	45,983	49,841	49,828	50,174	43,904	48,986	44,288
10	48,456	54,510		48,036	61,264	47,397	51,647	51,315	51,928	44,561	50,802	44,866
11	49,726	56,700				48,813	53,453	52,279			52,617	
12	51,028					50,269	55,259	53,882			54,434	
13	52,365					51,732	57,065	55,484			56,249	
14	53,737					54,395	58,473	57,286				
15						58,093		59,091				
16								60,892				
17								62,842				
18												
19								64,342				
20						60,001						
21												
22												
23												
24								66,842				
25						61,875						
26												
27												
28												
29								67,842				
30						63,756						

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

Table 3 (Continued)

Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate: 2007-2008

Step	Harford	Howard	Kent	Mont-gomery	Prince George's	Queen Anne's	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$40,523	\$42,407	\$40,041	\$44,200	\$43,481	\$40,250	\$41,577	\$40,000	\$41,000	\$41,962	\$39,620	\$40,390
2	41,737	42,407	40,041	44,881	43,481	40,500	41,820	40,000	41,000	43,620	39,730	41,295
3	42,989	43,581	40,041	46,227	44,762	41,000	42,277	40,365	42,200	44,660	39,830	42,127
4	44,279	45,332	40,404	47,614	46,081	41,500	42,739	40,960	44,800	46,026	40,390	42,562
5	45,606	47,084	41,542	49,042	47,442	42,000	43,682	41,918	45,500	47,390	41,120	43,415
6	46,976	48,835	42,804	50,931	48,841	42,000	45,471	42,746	46,400	48,761	41,960	44,498
7	48,385	50,586	43,462	52,892	50,281	42,000	47,256	43,636	47,300	50,127	42,950	45,501
8	49,836	52,337	44,956	54,928	51,766	42,000	49,036	44,505	48,400	51,491	44,050	46,644
9	51,332	54,088	45,678	57,043	53,292	42,000	50,735	45,400	49,000		45,250	47,430
10	52,871	55,839	47,770	59,239	54,863	42,000	52,724	46,716	50,100		46,600	48,525
11		57,590			56,482				51,600		47,930	
12		57,590			58,148				52,700		49,220	
13					58,148				54,500		50,970	
14					58,148				55,800		53,540	
15					58,148				56,900		55,100	
16					58,148				58,300			
17					58,148				59,200			
18					58,148		54,307		59,400			
19					58,148				59,800		57,220	
20	54,871				58,148		55,394		60,100			
21									60,700			
22									60,900			
23									61,500		59,900	
24							56,505		61,800			
25	56,871								62,600	54,442		
26												
27							57,470					
28											62,390	
29												
30	58,871						58,620					
35	60,871											

Table 4

Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2007-2008

Step	Allegany	Anne Arundel	Baltimore City	Baltimore	Calvert	Caroline*	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
1	\$39,490	\$ -	\$42,016	\$43,264	\$45,500	\$42,500	\$40,451	\$41,811	\$45,793	\$42,824	\$43,100	\$ -
2	41,136	-	43,084	43,913	46,813	43,000	41,173	42,479	47,396	43,479	45,062	-
3	42,781	43,898	44,703	44,571	50,015	43,350	42,979	43,147	49,055	44,136	47,023	-
4	43,878	45,659	46,331	45,351	52,011	43,700	44,785	44,547	49,055	44,792	48,984	44,752
5	45,194	47,492	48,203	46,145	54,139	44,597	46,591	45,898	49,055	44,968	48,984	45,866
6	46,550	49,399	49,633	47,299	56,200	45,983	48,396	47,249	50,772	46,165	48,984	46,979
7	47,946	51,382	51,308	48,277	58,204	47,397	50,202	48,603	50,772	47,360	48,984	48,093
8	49,385	53,447	52,994	49,899	60,334	48,813	52,008	50,091	52,549	48,978	50,945	49,205
9	50,867	55,593	55,162	51,688	62,532	50,269	53,814	51,578	54,388	50,180	52,905	50,318
10	52,393	57,827	56,267	53,508	65,460	51,732	55,620	53,065	56,292	51,381	54,867	51,496
11	53,965	60,153	57,391	55,536	67,591	53,148	57,426	54,029	58,262	53,028	56,827	52,486
12	55,583	62,571	58,539	57,200	69,726	54,616	59,232	55,632	60,301	54,234	58,789	53,475
13	57,251	62,571	59,710	59,072	71,722	56,079	61,037	57,234	62,411	55,441	60,749	54,464
14	58,969	65,685	60,904	60,944	73,785	58,933	62,843	59,036	64,595	58,075	62,711	55,451
15			62,122		75,662	64,279	64,577	60,841	67,180	59,461	62,711	56,463
16			63,364	63,128				62,642		60,192	64,672	58,579
17	60,332	68,799	64,631					64,592		60,922	66,632	
18			66,094				67,430		69,867	62,055	68,594	
19			67,265	65,520				66,092			70,555	
20		71,914	68,588		79,534	66,211				63,730	72,516	61,053
21	61,429		69,959				70,355		72,662		72,516	
22		75,026		68,016			71,782			65,786	72,516	
23							73,209		75,568		74,477	
24				70,408			76,134	68,592		66,829	74,477	
25	62,526	76,585			81,712	68,144			78,591		76,439	63,528
26				73,060							76,439	
27										67,875	78,399	
28	63,623									68,214	78,399	
29								69,592			80,360	
30					85,703	70,077					82,321	
31	63,900											
34												
35												

*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 APC.

Table 4 (Continued)

Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2007-2008

Step	Harford	Howard	Kent	Montgomery	Prince George's	Queen Anne's*	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$42,989	\$45,138	\$40,295	\$48,693	\$47,663	\$ -	\$43,876	\$42,500	\$43,300	\$43,384	\$43,000	\$44,271
2	44,279	45,138	40,295	49,510	47,663	-	44,110	42,500	43,300	45,675	43,010	45,219
3	45,606	47,084	40,753	51,416	49,068	-	44,579	43,134	44,800	47,041	43,020	46,083
4	46,976	49,029	42,462	53,396	50,517	44,500	45,471	43,988	45,900	48,406	43,960	46,612
5	48,385	50,975	43,989	55,452	52,005	45,000	47,256	44,878	47,000	49,773	44,900	47,380
6	49,836	52,920	44,644	57,587	53,538	46,080	47,852	45,773	48,500	51,139	45,870	48,287
7	51,332	54,866	46,145	59,804	55,120	47,186	49,639	46,679	49,500	52,506	46,820	49,317
8	52,871	56,812	47,693	62,107	56,744	48,318	51,416	47,610	50,700	53,870	47,990	50,486
9	54,459	58,757	49,085	64,498	58,418	49,430	53,208	48,542	51,900	55,234	49,400	51,362
10	56,091	60,703	50,867	66,981	60,143	51,308	55,103	51,014	52,800	56,601	51,550	52,861
11	57,775	62,648	52,418	69,560	61,917	53,309	57,490	52,771	54,500	57,967	53,110	54,549
12	59,507	64,594	54,018	72,238	63,743	54,588	59,154	54,209	55,800	59,191	54,910	56,405
13	61,294	66,540	55,717	75,019	65,624	55,953	60,589	56,445	57,200	60,555	56,830	59,014
14	63,130	70,042	57,095	77,907	67,561	57,308	62,492	58,469	59,300	61,914	61,000	61,636
15	65,025		60,827	80,244	69,554	58,683	64,396		61,200	63,280	62,760	64,839
16			62,642	82,652	71,605	60,150			63,200	64,640		68,702
17		73,933		85,131	73,718	61,534			63,600	65,693		
18				87,685	75,893	62,949	66,327		64,000	66,747		
19				90,316	78,131	64,397		64,433	64,200	67,799	65,080	
20	67,025	77,824			80,436	65,878	67,653	66,563	64,600			69,702
21			64,820			67,393		68,054	65,000			
22						68,943			65,200			
23						70,543			65,500		68,170	
24		81,715				72,165	69,008		65,800			
25	69,025		66,900	92,348		76,495		69,554	67,200	71,210		70,702
26												
27							70,388					
28			68,897								70,810	
29			70,894									
30	71,025	84,050					71,795					71,702
31												
34												
35	73,025											72,702

*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: 2007-2008

Local Education Agency	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$59,234	\$107,045	School size, level of preparation, and years of experience
Anne Arundel	78,313	130,655	School size and years of experience
Baltimore City	73,556	142,297	Salary schedule based on responsibility
Baltimore	95,760	131,250	School size and years of experience
Calvert	92,835	135,513	School type and years of experience
Caroline	87,856	115,568	School type, school size, and level of preparation
Carroll	88,984	131,718	Level of preparation and years of experience
Cecil	79,518	111,823	School size, level of preparation, and years of experience
Charles	92,085	131,390	School type, level of preparation, and years of experience
Dorchester	77,740	98,480	School type, years of experience, number of certified staff, and possession of Doctorate
Frederick	68,033	132,318	Years of experience and possession of Doctorate
Garrett	68,385	100,961	School size, level of preparation, and years of experience
Harford	99,269	121,728	School type, level of preparation, and years of experience
Howard	85,433	131,736	School type, level of preparation, and years of experience
Kent	75,606	101,925	School size, level of preparation, and years of experience
Montgomery	96,102	140,786	School type and years of experience
Prince George's	91,891	132,419	School type, years of experience, and possession of Doctorate
Queen Anne's	91,141	114,428	School size, level of preparation, and years of experience
St. Mary's	75,199	123,358	School size, level of preparation, and years of experience
Somerset	74,346	95,054	School size, years of experience, and possession of Doctorate
Talbot	85,058	111,825	Staff size, years of experience, and possession of Doctorate
Washington	82,657	125,972	School size/level, years of experience, mobility, FRPM, and school responsibility factors
Wicomico	74,860	102,890	School size, level of preparation, and years of experience
Worcester	69,918	118,134	School size/level, level of preparation, and years of experience

Table 6

Basis of Salaries for Twelve-Month Vice/Assistant Principals in Maryland Public School: 2007-2008

Local Education Agency	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$59,234	\$90,378	School size, level of preparation, and years of experience
Anne Arundel	69,757	113,994	School size and years of experience
Baltimore City	69,393	105,214	Salary schedule based on negotiated agreement
Baltimore	80,426	110,229	School size and years of experience
Calvert	80,810	113,841	School type and years of experience
Caroline	73,213	98,037	School type/size and level of preparation
Carroll	80,718	119,483	Level of preparation and years of experience
Cecil	70,343	97,142	School size, level of preparation, and years of experience
Charles	82,898	102,200	School type, level of preparation, and years of experience
Dorchester *	57,096	82,756	School type, years of experience, and possession of Doctorate
Frederick	62,993	122,664	Years of experience and possession of Doctorate
Garrett *	56,483	82,567	Level of preparation and years of experience
Harford	90,845	109,269	School type, level of preparation, and years of experience
Howard	81,519	123,910	School type, level of preparation, and years of experience
Kent	67,352	89,119	Level of preparation, years of experience, and contract-months
Montgomery	90,662	124,792	School type and years of experience
Prince George's	81,759	112,592	School type, years of experience, contract months, and possession of Doctorate
Queen Anne's	77,748	96,369	School type, level of preparation, and years of experience
St. Mary's	66,813	101,960	School type, level of preparation, years of experience, and contract months
Somerset	65,727	80,659	Years of experience, possession of Doctorate
Talbot	70,000	94,972	Years of experience and level of preparation
Washington	72,545	107,107	School type, years of experience, contract months, mobility, FRPM, and school responsibility factors
Wicomico	65,850	91,070	School size, level of preparation, and years of experience
Worcester	60,409	103,093	School size/level, level of preparation, and years of experience

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

Table 7

Basis of Salaries for Supervisors in Maryland Public Schools: 2007-2008

Local Education Agency	Salary		Salary Determinants
	Minimum	Maximum	
Allegany	\$63,072	\$95,608	Level of preparation and years of experience
Anne Arundel*	78,313	120,853	Years of experience
Baltimore City	-	-	
Baltimore	85,244	110,229	Years of experience
Calvert	91,737	119,443	Years of experience
Caroline	81,997	110,293	Level of preparation and years of experience
Carroll	88,984	126,652	Level of preparation and years of experience
Cecil*	81,352	102,646	Level of preparation and years of experience
Charles*	76,679	105,788	Level of preparation and years of experience
Dorchester	77,740	95,168	Level of preparation, years of experience, and possession of Doctorate
Frederick	68,033	122,664	Years of experience and possession of Doctorate
Garrett	70,548	96,632	Level of preparation and years of experience
Harford	93,570	119,228	Level of preparation and years of experience
Howard	81,170	153,100	Level of preparation and years of experience
Kent	75,606	97,748	Level of preparation and years of experience
Montgomery*	90,662	122,292	Area of responsibility and years of experience
Prince George's	89,146	115,971	Years of experience and possession of Doctorate
Queen Anne's	87,395	103,565	Level of preparation and years of experience
St. Mary's	73,012	101,460	Level of preparation and years of experience
Somerset	75,967	90,899	Years of experience and possession of Doctorate
Talbot	70,000	98,330	Years of experience and possession of Doctorate
Washington	73,317	106,035	Years of experience and level of preparation
Wicomico	78,240	96,270	Level of preparation and years of experience
Worcester	67,121	110,171	Level of preparation and years of experience

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