



Professional Salary Schedules

Maryland Public Schools
2025-2026

Division of Assessment and Accountability

October 2025

MARYLAND STATE DEPARTMENT OF EDUCATION

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Table of Contents

	Page
Introduction	4
Table 1 - Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2025-2026	5
Table 2 - Minimum and Maximum Salaries for Maryland Public School Teachers: 2025-2026	9
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): 2025-2026.....	10
Table 4 - Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2025-2026	13
Table 5 - Basis of Salaries for Twelve-Month Principals in Maryland Public Schools: 2025-2026	16
Table 6 - Basis of Salaries for Twelve-Month Assistant Principals in Maryland Public Schools: 2025-2026	17
Table 7 - Basis of Salaries for Supervisors in Maryland Public Schools: 2025-2026	18

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: 2025-2026
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	\$253,000	\$ -	\$142,392	\$ -	\$ -
Anne Arundel	363,982	-	246,891	236,385	251,256
Baltimore City	369,238	236,380	231,745	260,983	201,246
Baltimore County	338,334	-	270,196	-	230,054
Calvert	215,000	-	190,697	-	-
Caroline	210,000	-	113,089	-	168,371
Carroll	274,282	-	203,732	-	231,570
Cecil	282,158	-	203,152	216,885	199,757
Charles	245,000	-	227,977	-	182,574
Dorchester	207,999	-	143,629	-	170,153
Frederick	292,136	-	268,379	203,082	203,082
Garrett	183,750	-	134,486	-	-
Harford	293,220	251,341	206,827	-	206,827
Howard	292,900	224,505	215,250	-	200,388
Kent	200,970	-	119,406	-	-
Montgomery	382,428	-	264,855	239,833	-
Prince George's	365,000	-	270,600	252,258	-
Queen Anne's	209,000	-	150,619	-	160,000
SEED	247,612	-	-	-	-
Saint Mary's	311,488	208,216	154,935	-	-
Somerset	205,000	-	123,466	-	-
Talbot	227,586	186,210	158,464	-	-
Washington	250,000	175,826	179,347	-	-
Wicomico	224,009	-	162,601	-	162,301
Worcester	226,700	-	176,512	-	178,212

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

Table 1 (Continued) - Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2025-2026
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	\$138,296	\$140,610	\$142,430	\$145,824	\$103,461	\$105,775	\$107,595	\$110,989	\$103,461	\$105,775	\$107,595	\$110,989
Anne Arundel	220,214	220,214	220,214	220,214	146,232	146,232	146,232	147,232	146,232	146,232	146,232	147,232
Baltimore City	118,546	137,751	163,120	180,186	76,205	89,731	114,212	125,139	76,205	89,731	114,212	125,139
Baltimore County	217,037	217,037	217,037	218,037	139,703	139,703	139,703	140,703	115,389	120,581	123,574	126,170
Calvert	182,137	182,137	182,137	187,137	130,200	130,200	130,200	137,857	134,106	134,106	134,106	141,992
Caroline	160,370	160,370	160,370	163,371	105,186	106,884	106,884	108,642	105,186	106,884	106,884	108,642
Carroll	203,732	203,732	203,732	203,732	156,195	156,195	156,195	156,195	156,195	156,195	156,195	156,915
Cecil	165,075	166,975	168,025	168,525	126,567	128,467	129,517	130,017	112,502	114,402	115,452	115,952
Charles	174,042	175,042	175,042	177,542	141,636	142,636	142,636	145,136	141,636	142,636	142,636	145,136
Dorchester	160,057	164,857	166,307	168,057	115,790	117,590	119,040	120,790	110,531	115,576	115,786	118,576
Frederick	236,347	236,347	236,347	240,347	161,230	163,730	164,730	166,230	161,230	163,730	164,730	166,230
Garrett	143,458	144,708	145,958	148,208	117,293	118,543	119,793	122,043	98,552	99,552	100,552	102,552
Harford	216,274	216,274	216,274	219,774	147,807	147,807	150,807	151,307	124,287	124,287	127,287	127,787
Howard	182,049	182,049	182,049	186,049	137,518	137,518	137,518	137,518	137,518	137,518	137,518	137,518
Kent	144,860	144,860	144,860	146,860	99,016	101,699	103,110	104,523	99,016	101,699	103,110	104,523
Montgomery	214,585	214,585	214,585	216,585	145,249	150,966	154,480	154,480	145,249	150,966	154,480	154,480
Prince George's	238,603	238,603	238,603	238,603	136,219	143,032	150,179	157,687	136,219	143,032	150,179	157,687
Queen Anne's	179,618	179,618	179,618	179,618	113,913	114,273	114,635	115,712	111,522	112,039	113,084	113,733
SEED	130,000	135,000	135,000	135,000	-	-	-	-	100,020	100,020	100,020	100,020
Saint Mary's	192,001	192,001	192,001	194,501	140,836	140,836	140,836	143,836	137,687	137,687	137,687	140,687
Somerset	145,507	147,007	148,507	151,007	98,723	98,723	98,723	98,723	96,506	97,618	97,618	99,061
Talbot	148,750	148,750	148,750	150,250	113,657	115,103	117,271	120,307	104,231	105,436	107,483	110,374
Washington	169,995	169,995	169,995	175,095	134,381	134,381	134,381	138,412	134,381	134,381	134,381	138,412
Wicomico	147,611	150,911	151,511	153,311	114,351	117,651	118,251	120,051	114,351	117,651	118,251	120,051
Worcester	-	-	-	-	132,633	137,025	139,226	141,424	105,775	109,216	110,941	112,664

*Contract may be less than 12 months.

Table 1 (Continued) - Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2025-2026
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	\$116,617	\$118,931	\$120,751	\$124,145	\$103,461	\$105,775	\$107,595	\$110,989
Anne Arundel	-	-	-	-	176,100	176,100	176,100	177,100
Baltimore City	77,899	91,131	102,246	113,173	112,223	131,426	156,957	173,387
Baltimore County	156,931	156,931	156,931	157,931	166,323	166,323	166,323	167,323
Calvert	161,349	161,349	161,349	166,349	143,267	143,267	143,267	148,267
Caroline	153,290	153,290	153,290	156,290	126,631	126,631	126,631	129,631
Carroll	172,194	172,194	172,194	172,194	144,410	144,410	144,410	144,410
Cecil	-	-	-	-	147,572	149,472	150,522	151,022
Charles	125,122	126,122	126,122	128,622	138,730	139,730	139,730	142,230
Dorchester	136,272	138,072	139,522	141,272	120,049	121,849	123,299	125,049
Frederick	172,528	175,028	176,028	177,528	166,879	169,379	170,379	171,879
Garrett	135,493	136,743	137,993	140,243	132,712	133,962	135,212	137,462
Harford	161,513	161,513	164,513	165,013	-	-	-	-
Howard	167,458	167,458	167,458	171,458	172,984	172,984	172,984	176,984
Kent	137,187	137,187	137,187	139,186	135,187	135,187	135,187	137,187
Montgomery	192,217	192,217	192,217	194,217	181,974	181,974	181,974	183,974
Prince George's	181,216	181,216	181,216	184,216	170,812	170,812	170,812	173,812
Queen Anne's	146,589	146,589	146,589	149,108	121,673	121,673	121,673	123,853
SEED	-	-	-	-	100,000	100,000	100,000	100,000
Saint Mary's	153,041	153,041	153,041	155,541	144,658	144,658	144,658	147,158
Somerset	140,720	142,220	143,720	146,220	119,923	121,423	122,923	125,423
Talbot	135,911	135,911	135,911	137,411	-	-	-	-
Washington	157,186	157,186	157,186	161,902	145,322	145,322	145,322	149,682
Wicomico	134,017	137,317	137,917	139,717	122,245	125,545	126,145	127,945
Worcester	141,500	146,206	148,563	150,919	132,633	137,025	139,226	141,424

Table 1 (Continued) - Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2025-2026
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	\$131,469	\$133,783	\$135,603	\$138,997	\$109,827	\$112,141	\$113,961	\$117,355
Anne Arundel	206,100	206,100	206,100	207,100	178,000	178,000	178,000	179,000
Baltimore City	137,778	158,796	186,721	214,852	107,218	113,628	134,291	155,855
Baltimore County	215,317	215,317	215,317	216,317	180,806	180,806	180,806	181,806
Calvert	182,137	182,137	182,137	187,137	154,123	154,123	154,123	159,123
Caroline	160,371	160,371	160,371	163,371	136,211	136,211	136,211	139,211
Carroll	184,080	184,080	184,080	184,080	165,444	165,444	165,444	165,444
Cecil	165,075	166,975	168,025	168,525	144,070	145,970	147,020	147,520
Charles	184,130	185,130	185,130	187,630	150,500	151,500	151,500	154,000
Dorchester	146,444	148,244	149,694	151,444	124,208	126,008	127,458	129,208
Frederick	195,125	197,625	198,625	200,125	172,528	175,028	176,028	177,528
Garrett	143,058	144,308	145,558	147,808	134,712	135,962	137,212	139,462
Harford	176,490	176,490	179,490	179,990	152,242	152,242	155,242	155,742
Howard	186,403	186,403	186,403	190,403	172,984	172,984	172,984	176,984
Kent	144,860	144,860	144,860	146,860	130,277	130,277	130,277	132,277
Montgomery	214,585	214,585	214,585	216,585	184,974	184,974	184,974	186,974
Prince George's	213,162	213,162	213,162	216,162	175,937	175,937	175,937	178,937
Queen Anne's	150,619	150,619	150,619	153,138	126,906	126,906	126,906	129,087
SEED	130,005	130,005	130,005	130,005	121,005	121,005	121,005	121,005
Saint Mary's	192,001	192,001	192,001	194,501	144,658	144,658	144,658	147,158
Somerset	138,163	139,663	141,163	143,663	124,448	125,948	127,448	129,948
Talbot	168,583	168,583	168,583	170,083	137,955	137,955	137,955	139,455
Washington	176,796	176,796	176,796	182,100	145,322	145,322	145,322	149,682
Wicomico	143,959	147,259	147,859	149,659	126,245	129,545	130,145	131,945
Worcester	151,475	156,534	159,068	161,600	132,633	137,025	139,226	141,424

*Some LEAs have both 11-month and 12-month assistant principal positions.

Table 2 - Minimum and Maximum Salaries for Maryland Public School Teachers: 2025-2026

Local Education Agency	Bachelor's Degree Step 1** (Minimum)	Bachelor's With Initial Professional License (IPL)/Professional License (PL) (Maximum)	Advanced Professional License (APL)^ (Maximum)	Master's (Maximum)	Master's + Advanced Professional License (APL)^ (Maximum)	Master's +30 (Maximum)	Master's +60 (Maximum)	Doctorate (Maximum)
Allegany	\$60,000	\$73,751	\$83,333	\$85,848	\$85,848	\$88,185	\$90,023	\$93,449
Anne Arundel	61,703	78,961	107,268	107,268	109,397	113,790	118,358	120,712
Baltimore City*	62,482	66,287	73,029	86,556	97,377	102,840	111,036	121,963
Baltimore County	61,026	72,754	109,936	109,936	109,936	115,128	118,121	120,717
Calvert	62,226	97,046	117,800	117,800	117,800	117,800	117,800	124,728
Caroline	58,000	86,583	91,931	95,168	95,168	96,704	96,704	98,462
Carroll	60,000	87,600	98,250	98,250	98,250	103,500	105,500	105,500
Cecil	57,914	99,951	101,926	101,926	102,751	103,826	104,876	105,376
Charles	60,697	75,410	102,039	106,698	106,698	107,698	107,698	110,198
Dorchester	55,394	57,394	86,787	89,049	89,049	93,569	93,569	96,569
Frederick	57,659	68,199	105,745	105,745	105,745	106,217	112,411	116,445
Garrett	57,098	84,571	84,571	86,571	86,571	87,571	88,571	90,571
Harford	57,797	75,053	98,105	100,666	100,666	108,148	111,148	111,648
Howard	61,500	75,029	113,355	115,338	115,338	117,322	117,322	119,305
Kent	56,240	63,147	97,728	99,016	99,016	101,699	103,110	104,523
Montgomery	64,591	82,647	123,616	123,616	123,616	128,482	131,472	131,472
Prince George's	62,291	78,912	78,912	113,518	113,518	119,192	125,148	131,408
Queen Anne's	57,181	57,857	100,998	100,998	103,083	103,734	104,387	105,040
SEED	57,180	57,180	99,032	114,444	114,444	114,444	114,444	114,444
Saint Mary's	61,710	110,609	117,763	117,763	117,763	117,763	117,763	120,763
Somerset	53,978	66,572	92,457	94,506	94,506	95,618	95,618	97,061
Talbot	57,098	68,549	90,489	96,372	96,372	97,598	99,436	102,010
Washington	61,071	97,633	97,633	100,806	100,806	104,012	104,809	105,331
Wicomico	57,000	94,323	101,477	103,356	103,356	106,167	106,791	108,351
Worcester	55,789	63,497	97,593	100,861	100,861	104,129	105,766	107,402

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

^Scales may apply to Master's equivalent

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 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 Initial Professional License (IPL)/Professional License (PL): 2025-2026

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore County	Calvert	Caroline	Carroll	Cecil	Charles	Dorchester^	Frederick	Garrett	Harford
1	\$60,000	\$61,703	\$62,482	\$61,026	\$62,226	\$58,000	\$60,000	\$57,914	\$60,697	\$55,394	\$57,659	\$57,098	\$57,797
2	60,000	61,703	64,356	61,026	64,715	58,000	60,250	58,492	60,697	55,394	57,659	57,098	59,488
3	60,000	61,703	66,287	61,026	67,304	58,000	60,500	60,228	60,697	55,394	57,659	57,098	61,233
4	60,000	64,171	68,277	61,026	69,996	58,000	60,750	61,968	62,367	55,394	59,330	58,659	63,027
5	60,614	66,739	70,324	61,026	72,096	58,000	61,000	63,705	64,084	55,394	61,234	59,459	64,818
6	60,614	68,073	73,029	61,636	74,258	60,417	61,250	65,443	65,844	55,394	61,234	60,240	66,725
7	61,820	69,436	75,735	62,928	76,486	60,417	62,350	67,179	67,655	55,394	61,234	61,635	68,685
8	61,820	70,825	78,440	64,246	78,016	60,417	64,100	69,206	69,516	55,394	61,234	63,028	70,746
9	63,404	72,240	81,145	65,592	79,576	60,417	65,850	71,524	71,428	55,394	63,136	64,422	72,867
10	65,025	73,684	83,850	66,967	81,168	61,524	67,600	73,839	73,392	55,394	65,037	65,813	75,053
11	66,690	75,158	86,556	68,370		63,315	69,600	76,156	75,410	55,394	66,942	67,206	
12	68,398	76,662	89,261	69,802		66,574	71,600	78,472		55,394	66,942	68,683	
13	70,153	78,961	91,967	71,263		70,679	73,600	81,369		55,394	66,942	69,923	
14	71,951		94,671	72,754		74,785	75,600	84,266		55,394	66,942	71,161	
15	73,751		97,377			78,891	77,600	87,159		55,394	66,942	72,399	
16			100,109			78,891	79,600	90,056		55,394	66,942	78,377	
17			102,840			78,891	81,600	92,951		55,394	66,942	78,377	
18			105,572			78,891	83,600	94,951		55,394	66,942	78,377	
19			108,305			78,891	85,600	94,951		55,394	68,199	78,377	
20			111,036			81,486	87,600	94,951		55,394	68,199	81,472	
21			113,768			81,486		94,951		55,394		81,472	
22			116,499			81,486		94,951		55,394		81,472	
23			119,232			81,486		94,951		55,394		81,472	
24			121,963			81,486		97,951		55,394		81,472	
25						84,030		97,951		55,394		84,571	
26						84,030		97,951					
27						84,030		97,951					

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore County	Calvert	Caroline	Carroll	Cecil	Charles	Dorchester^	Frederick	Garrett	Harford
28						84,030		99,951					
29						84,030		99,951					
30						86,583		99,951					

*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 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 Initial Professional License (IPL)/Professional License (PL): 2025-2026

Step	Howard	Kent	Montgomery	Prince George's	Queen Anne's	Saint Mary's	SEED	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$61,500	\$56,239	\$64,591	\$62,291	\$57,181	\$61,710	\$57,180	\$53,978	\$57,098	\$61,074	\$57,000	\$55,789
2	61,500	56,761	65,435	62,291	57,181	63,561	58,896	54,331	57,339	62,601	57,497	55,789
3	61,500	57,667	67,100	62,291	57,181	65,468	60,661	54,684	57,580	64,166	58,483	55,789
4	61,500	60,292	68,817	62,291	59,291	67,432	60,661	54,803	59,179	65,770	59,652	56,324
5	63,006	61,490	70,584	64,163	60,572	69,455	60,661	55,377	61,708	67,414	60,953	57,374
6	64,723	63,147	72,369	66,086	63,099	71,539	60,661	56,399	63,636	69,099	62,440	58,538
7	66,439		74,795	68,069	64,409	73,685	60,661	57,001	64,840	70,826	64,081	59,774
8	68,157		77,313	70,110	65,745	75,896	60,661	58,129	66,286	72,597	65,894	61,182
9	69,875		79,930	72,212	70,049	78,172	60,661	59,290	67,370	74,412	67,708	62,036
10	71,593		82,647	74,382	72,135	80,518	60,661	61,292	67,370	76,272	69,457	63,497
11	73,311			76,611	73,842	82,933	60,661	61,292	67,370	78,179	71,847	
12	75,029			78,912	77,395	85,421	60,661	61,292	67,370	80,133	74,265	
13				78,912	79,237	87,984	60,661	61,292	67,370	82,136	76,031	
14				78,912	81,127	90,623		61,292	67,370	84,189	76,274	
15				78,912	83,063	93,342		61,292	67,370	86,294	76,518	
16				78,912	87,084	96,142		61,292	67,370	88,451	76,761	
17				78,912	88,999	99,026		61,292	67,370	90,662	78,879	
18				78,912	90,960	101,997		61,292	67,370	92,929	79,123	
19				78,912	92,967	105,057		61,292	67,370	95,252	79,367	
20				78,912	100,998	108,209			67,370	97,633	79,613	
21				78,912							82,493	
22											82,736	
23											82,982	
24											85,840	
25											86,323	

NOTE: Some LEAs may not have separate pay lanes for 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: 2025-2026

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore County	Calvert	Caroline	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett	Harford
1	\$63,100	\$65,452	\$66,287	\$65,468	\$66,817	\$61,867	\$61,000	\$59,889	\$65,627	\$60,481	\$59,388	\$59,098	\$61,233
2	63,100	65,452	68,277	65,468	69,156	61,867	61,250	60,467	65,627	60,481	59,388	59,098	63,027
3	63,100	65,452	70,324	65,468	71,575	61,867	61,500	62,203	65,627	60,481	59,388	59,098	64,876
4	63,100	68,071	73,029	65,468	74,081	61,867	61,750	63,943	67,431	62,177	61,059	60,659	66,782
5	63,100	70,792	75,735	65,468	76,674	61,867	62,500	65,680	69,286	62,742	62,963	61,459	68,685
6	63,100	72,211	78,440	66,840	78,974	64,284	64,000	67,418	71,191	63,307	62,963	62,240	70,708
7	64,356	73,654	81,145	68,240	81,343	64,284	66,250	69,154	73,149	64,438	62,963	63,635	72,788
8	66,244	75,125	83,850	69,670	83,783	64,284	68,500	71,181	75,160	65,003	62,963	65,028	74,935
9	68,185	76,630	86,556	71,129	86,296	65,047	70,750	73,499	77,228	65,568	65,269	66,422	77,140
10	70,188	78,162	89,261	72,620	88,885	66,844	73,250	75,814	79,353	66,699	67,575	67,813	79,418
11	72,250	79,727	91,967	74,140	91,108	68,635	75,750	78,131	81,532	68,960	69,880	69,206	81,754
12	74,371	81,320	94,671	75,693	93,385	72,128	78,250	80,447	83,776	70,090	72,650	70,683	84,169
13	76,559	82,947	97,377	77,280	95,720	77,183	80,750	83,344	86,079	70,655	75,417	71,923	86,654
14	78,810	84,604	100,109	78,898	98,113	82,236	83,250	86,241	88,445	72,351	78,184	73,161	89,255
15	79,378	86,299	102,840	80,553	100,566	87,292	85,750	89,134	90,878	74,612	80,952	74,399	90,397
16	79,378	88,884	105,572	82,239	103,080	87,292	88,250	92,031	93,378	75,177	83,719	80,377	91,537
17	80,599	90,665	108,305	83,962	105,657	87,292	90,750	94,926	95,945	75,743	85,103	80,377	92,680
18	81,168	92,478	111,036	85,722	108,299	87,292	93,250	96,926	98,583	77,438	86,487	80,377	93,820
19	81,168	94,327	113,768	87,517	111,006	87,292	95,750	96,926	101,294	78,004	87,870	80,377	94,961
20	81,168	96,213	116,499	89,350	113,226	89,914	98,250	96,926	104,080	80,830	89,255	83,472	96,102
21	82,038	99,098	119,232	91,222	115,491	89,914		96,926		81,565	90,994	83,472	97,243
22	82,606	101,081	121,963	93,133	117,800	89,914		96,926		82,526	90,994	83,472	98,383
23	82,606	103,103		95,084		89,914		96,926		83,656	90,994	83,472	99,525
24	82,606	105,166		97,077		89,914		99,926		84,787	90,994	83,472	100,666
25	83,478	107,268		99,110		92,543		99,926		87,047	90,994	86,571	
26	84,047			101,187		92,543		99,926			90,994	86,571	
27	84,047			103,307		92,543		99,926			90,994	86,571	

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore County	Calvert	Caroline	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett	Harford
28	84,917			105,471		92,543		101,926			90,994	86,571	
29	85,484			107,680		92,543		101,926			90,994	86,571	
30	85,484			109,936		95,168		101,926			90,994	86,571	
31	85,848							101,926			90,994	86,571	
32	85,848							101,926			90,994	86,571	
33								101,926			90,994	86,571	
34								101,926			90,994	86,571	
35								101,926			105,745	86,571	
36													
37													
38													
39													
40													

*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 license and/or preparation; interim schedules may exist for combinations of Master's or Master's Equivalent with or without Advanced Professional License (APL).

Table 4 (Continued) - Salary Schedules for Maryland Public School Teachers with a Master's Degree: 2025-2026

Step	Howard	Kent	Montgomery	Prince George's	Queen Anne's*	Saint Mary's	SEED	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$66,506	\$60,292	\$70,152	\$68,678	\$58,031	\$65,790	\$73,213	\$56,566	\$59,447	\$63,057	\$59,549	\$60,661
2	66,506	62,239	71,163	68,678	58,031	67,764	76,151	57,113	59,514	64,633	60,586	60,661
3	66,506	64,141	73,521	68,678	58,031	69,797	79,090	57,665	59,628	66,249	61,858	60,661
4	66,506	66,220	75,969	68,678	60,859	71,891	82,258	58,222	63,033	67,905	63,176	61,314
5	68,831	68,486	78,515	70,739	62,175	74,047	85,542	59,986	64,358	69,603	64,452	62,260
6	71,157	70,494	80,602	72,862	64,775	76,269	87,270	60,319	66,406	71,343	66,037	63,204
7	73,482	72,627	83,346	75,046	66,119	78,557	88,429	60,943	67,731	73,127	67,945	64,473
8	75,806	74,699	86,196	77,297	67,492	80,913	89,586	62,150	69,659	74,955	70,862	65,912
9	78,132	79,164	89,155	79,615	71,787	83,341	90,744	63,355	71,225	76,829	72,964	66,993
10	80,457	81,517	92,226	82,006	73,854	85,841	91,903	66,560	72,429	78,750	75,411	68,837
11	82,783	82,100	95,417	84,465	75,539	88,416	93,061	68,836	74,839	80,719	77,999	70,176
12	85,108	84,088	98,732	87,000	79,068	91,069	94,218	70,696	76,525	82,737	82,571	72,782
13	87,434	84,670	102,173	89,610	80,874	93,801	95,378	73,592	78,332	84,805	84,532	75,673
14	89,759	86,696	105,747	92,298	82,781	96,615		76,213	81,343	86,925	84,776	78,903
15	92,084	87,278	108,637	95,067	84,679	99,513		77,396	83,873	89,098	85,020	82,848
16	94,411	87,987	111,617	97,919	88,611	102,499		78,579	86,764	91,325	85,263	92,361
17	96,735	93,332	114,684	100,857	90,567	105,574		79,762	87,126	93,608	87,657	
18	99,060	99,016	117,843	103,884	92,563	108,741		82,321	87,607	95,948	87,900	
19	101,387		121,102	106,998	94,610	112,003		89,226	90,258	98,347	88,144	
20	103,711		121,102	110,211	103,083	115,363			94,715	100,806	88,388	
21	106,035		121,102	113,518							91,828	
22	108,362		121,102								92,072	
23	110,687		121,102								92,316	
24	113,012		121,102								95,372	
25	115,338		123,616								95,856	

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

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

Table 5 - Basis of Salaries for Twelve-Month Principals in Maryland Public Schools: 2025-2026

Local Education Agency	Minimum Salary	Maximum Salary	Salary Determinants
Allegany	\$76,905	\$138,997	School size, level of preparation, and years of experience
Anne Arundel	129,000	207,100	School type, years of experience, and possession of Doctorate
Baltimore City	127,554	214,852	Years of experience, education level, and needs of the Board
Baltimore	126,474	216,317	School level and years of experience
Calvert	118,365	187,137	School type, years of experience, and possession of Doctorate
Caroline	108,096	163,371	School type, school size, and level of preparation
Carroll	115,525	184,080	Level of preparation and years of experience
Cecil	128,361	168,525	School size, level of preparation, and years of experience
Charles	119,611	187,630	School type, level of preparation, and years of experience
Dorchester	100,006	151,444	School type, years of experience, number of licensed staff, and possession of Doctorate
Frederick	104,725	200,125	School type, years of experience, and possession of Doctorate
Garrett	92,525	147,808	School size, level of preparation, and years of experience
Harford	137,702	179,990	School type, level of preparation, years of experience, and possession of Doctorate
Howard	109,278	190,403	School type/level, level of preparation, years of experience, and possession of Doctorate
Kent	99,856	146,860	School size, level of preparation, and years of experience
Montgomery	138,683	216,585	School type and years of experience
Prince George's	123,495	216,162	School type, years of experience, and possession of Doctorate
Queen Anne's	120,395	153,138	School size, years of experience, number of licensed staff, and possession of Doctorate
SEED School	125,000	130,005	Years of experience and education level
Saint Mary's	125,977	194,501	School size, level of preparation, and years of experience
Somerset	99,969	143,663	School type/size, years of experience, and possession of Doctorate
Talbot	114,592	170,083	Staff size, years of experience, and possession of Doctorate
Washington	90,903	182,100	School size/level, years of experience, mobility, FARM, school responsibility factors, and education
Wicomico	103,573	149,659	School size, level of preparation, and years of experience
Worcester	88,292	161,600	School size/level, level of preparation, and years of experience

Table 6 - Basis of Salaries for Twelve-Month Assistant Principals in Maryland Public Schools: 2025-2026

Local Education Agency	Minimum Salary	Maximum Salary	Salary Determinants
Allegany	\$76,905	\$117,355	School size, level of preparation, and years of experience
Anne Arundel	111,400	179,000	School type, years of experience, and possession of Doctorate
Baltimore City	99,367	155,855	Years of experience, education level, and needs of the Board
Baltimore	106,228	181,806	School level and years of experience
Calvert	103,929	159,123	School type, years of experience, and possession of Doctorate
Caroline	97,264	139,211	School type/size and level of preparation
Carroll	103,256	165,444	Level of preparation and years of experience
Cecil	118,813	147,520	School size, level of preparation, and years of experience
Charles	108,681	154,000	School type, level of preparation, and years of experience
Dorchester	91,412	129,208	School type, years of experience, and possession of Doctorate
Frederick	94,856	177,528	School type, years of experience, and possession of Doctorate
Garrett	77,238	139,462	Level of preparation and years of experience
Harford	126,017	155,742	Level of preparation, years of experience, and possession of Doctorate
Howard	95,587	176,984	School type/level, level of preparation, years of experience, and possession of Doctorate
Kent	89,999	132,277	Level of preparation, years of experience, and contract months
Montgomery	123,551	186,974	School type and years of experience
Prince George's	109,638	178,937	School type, years of experience, contract months, and possession of Doctorate
Queen Anne's	104,229	129,087	School size, years of experience, and possession of Doctorate
SEED School	117,000	121,005	Years of experience and education level
Saint Mary's	111,929	147,158	School type, level of preparation, years of experience, and contract months
Somerset	87,138	129,948	School type/size, years of experience, and possession of Doctorate
Talbot	103,211	139,455	Years of experience, school responsibility factor, and possession of Doctorate
Washington	80,804	149,682	School type, years of experience, contract months, mobility, FARM, school responsibility factors, and education
Wicomico	90,848	131,945	School size, level of preparation, and years of experience
Worcester	79,463	141,424	School size/level, level of preparation, and years of experience

NOTE: Some LEAs have both 11-month and 12-month assistant principal positions.

Table 7 - Basis of Salaries for Supervisors in Maryland Public Schools: 2025-2026

Local Education Agency	Minimum Salary	Maximum Salary	Salary Determinants
Allegany	\$81,887	\$124,145	Level of preparation and years of experience
Anne Arundel	120,900	177,100	Years of experience
Baltimore City	67,349	113,173	Years of experience, education level, and needs of the Board
Baltimore	103,570	157,931	Years of experience
Calvert	117,046	166,349	Years of experience and possession of Doctorate
Caroline	108,096	156,290	Level of preparation and years of experience
Carroll	110,525	172,194	Level of preparation and years of experience
Cecil	125,177	151,022	Level of preparation and years of experience
Charles	90,355	128,622	Level of preparation and years of experience
Dorchester	100,006	141,272	Level of preparation, years of experience, and possession of Doctorate
Frederick	98,146	177,528	Years of experience and possession of Doctorate
Garrett	95,110	140,243	Level of preparation and years of experience
Harford	129,797	165,013	Level of preparation, years of experience, and possession of Doctorate
Howard	95,587	171,458	Level of preparation, years of experience, and possession of Doctorate
Kent	99,856	139,186	Level of preparation and years of experience
Montgomery	130,899	194,217	Area of responsibility and years of experience
Prince George's	119,805	184,216	Years of experience and possession of Doctorate
Queen Anne's	120,395	149,108	Years of experience and possession of Doctorate
SEED School	-	-	
Saint Mary's	111,929	155,541	Level of preparation and years of experience
Somerset	102,933	146,220	Years of experience and possession of Doctorate
Talbot	110,364	137,411	Years of experience and possession of Doctorate
Washington	90,903	161,902	Years of experience, level of preparation, possession of Doctorate, and area of responsibility
Wicomico	106,875	139,717	Level of preparation and years of experience
Worcester	88,292	150,919	Level of preparation and years of experience

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