

Professional Salary Schedules

Maryland Public Schools
2026-2027

Division of Assessment and Accountability

October 2026

MARYLAND STATE DEPARTMENT OF EDUCATION

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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.

Educator Licensure Eligibility Criteria

INITIAL PROFESSIONAL LICENSE (IPL)

Issued to an educator who meets the requirements of one of the [pathways to initial licensure](#)

PROFESSIONAL LICENSE (PL)

- Meet the requirements of one of the [pathways to initial licensure](#)
- Complete a Maryland induction program or 3 years of effective performance

ADVANCED PROFESSIONAL LICENSE (APL)

- Meet the requirements of one of the [pathways to initial licensure](#)
- Complete a Maryland induction program or 3 years of effective performance
- Submit **one** of the following:
 - National Board Certificate issued by the National Board for Professional Teaching Standards
 - Master's degree (or higher)
 - 30 semester hours of post-baccalaureate credit

Table 1 - Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2026-2027
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	\$260,050	\$ -	\$148,130	\$ -	\$ -
Anne Arundel	379,451	-	257,495	-	256,909
Baltimore City	345,000	258,373	243,471	268,812	207,283
Baltimore County	329,000	-	278,599	-	237,353
Calvert	296,000	-	189,766	-	-
Caroline	218,000	181,371	173,871	-	-
Carroll	290,000	-	207,407	-	235,801
Cecil	298,375	-	205,750	221,223	205,750
Charles	245,000	-	234,817	-	193,506
Dorchester	228,457	-	146,346	-	175,580
Frederick	300,000	-	269,379	205,082	-
Garrett	168,300	-	138,353	-	-
Harford	283,000	230,231	215,178	-	215,178
Howard	295,829	228,995	219,555	-	209,100
Kent	203,985	-	-	-	144,861
Montgomery	406,253	-	281,355	254,755	-
Prince George's	376,000	-	280,691	262,192	-
Queen Anne's	225,000	-	168,000	-	175,000
SEED	255,041	-	-	-	-
Saint Mary's	327,249	212,383	162,775	-	-
Somerset	218,000	162,786	134,117	-	124,793
Talbot	234,000	199,245	169,556	-	-
Washington	239,000	191,240	195,070	-	-
Wicomico	232,000	-	171,125	-	171,125
Worcester	230,700	-	180,512	-	177,112

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

Table 1 (Continued) - Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2026-2027
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	\$143,874	\$146,258	\$148,132	\$151,874	\$107,994	\$110,378	\$112,252	\$115,994	\$107,994	\$110,378	\$112,252	\$115,994
Anne Arundel	225,169	225,169	225,169	225,169	149,522	149,522	149,522	150,522	149,522	149,522	149,522	150,522
Baltimore City	135,893	158,796	185,559	204,968	76,205	89,731	114,212	125,139	76,205	89,731	114,212	125,139
Baltimore County	223,006	223,006	223,006	225,006	143,545	143,545	143,545	145,545	116,543	121,787	124,810	127,432
Calvert	185,780	185,780	185,780	190,780	134,133	134,133	134,133	142,020	138,156	138,156	138,156	146,280
Caroline	163,371	163,371	163,371	166,371	108,342	110,091	110,091	111,849	117,091	117,091	117,091	118,849
Carroll	207,407	207,407	207,407	207,407	157,758	157,758	157,758	157,758	157,758	157,758	157,758	157,758
Cecil	170,895	172,795	173,845	174,345	130,943	132,843	133,893	134,393	116,356	118,256	119,306	119,806
Charles	179,264	180,264	180,264	182,764	145,886	146,886	146,886	149,386	145,886	146,886	146,886	149,386
Dorchester	166,234	168,034	169,484	173,734	118,017	119,817	121,267	125,517	112,712	117,859	117,859	120,859
Frederick	237,347	237,347	237,347	241,347	161,702	164,202	164,202	166,702	161,702	164,202	164,202	166,702
Garrett	150,366	151,616	152,866	155,116	122,867	124,117	125,367	127,617	103,476	104,476	105,476	107,476
Harford	221,681	221,681	221,681	225,181	151,502	151,502	154,502	155,002	127,394	127,394	130,394	130,894
Howard	182,049	182,049	182,049	186,049	141,268	141,268	141,268	141,268	141,268	141,268	141,268	141,268
Kent	144,861	144,861	144,861	144,861	100,501	103,325	104,656	107,682	100,501	103,325	104,656	107,682
Montgomery	225,987	225,987	225,987	227,987	149,970	155,873	159,500	159,500	149,970	155,873	159,500	159,500
Prince George's	248,243	248,243	248,243	248,243	140,987	148,038	155,435	163,206	140,987	148,038	155,435	163,206
Queen Anne's	186,803	186,803	186,803	186,803	117,340	118,073	118,806	119,537	114,743	115,800	116,863	117,523
SEED	130,000	135,000	135,000	138,000	-	-	-	-	100,020	100,020	100,020	100,020
Saint Mary's	195,700	195,700	195,700	198,200	120,070	120,070	120,070	123,070	140,392	140,392	140,392	143,392
Somerset	145,507	147,007	148,507	151,007	101,519	103,678	104,849	106,368	139,592	141,185	141,185	143,250
Talbot	162,358	162,358	162,358	163,858	119,624	121,146	123,428	126,623	109,703	110,971	113,126	116,169
Washington	171,697	171,697	171,697	176,848	135,727	135,727	135,727	140,727	135,727	135,727	135,727	140,727
Wicomico	150,227	153,727	154,227	160,227	116,634	120,134	120,634	126,634	116,634	120,134	120,634	126,634
Worcester	-	-	-	-	138,009	142,401	144,602	146,800	109,987	113,429	115,153	116,876

*Contract may be less than 12 months.

Table 1 (Continued) - Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2026-2027
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	\$121,545	\$123,929	\$125,803	\$129,545	\$107,994	\$110,378	\$112,252	\$115,994
Anne Arundel	-	-	-	-	185,464	185,464	185,464	186,464
Baltimore City	77,899	94,131	102,246	113,173	115,590	135,369	161,666	178,592
Baltimore County	161,247	161,247	161,247	163,247	170,897	170,897	170,897	172,897
Calvert	164,576	164,576	164,576	169,576	146,132	146,132	146,132	151,132
Caroline	156,290	156,290	156,290	159,290	129,631	129,631	129,631	132,631
Carroll**	173,916	173,916	173,916	173,916	145,855	145,855	145,855	145,855
Cecil	-	-	-	-	156,368	158,268	159,318	159,818
Charles	128,876	129,876	129,876	132,376	142,892	143,892	143,892	146,392
Dorchester	134,435	136,235	137,685	141,935	122,361	124,161	125,611	129,861
Frederick	173,034	175,534	175,534	178,034	167,368	169,868	169,868	172,368
Garrett	141,995	143,245	144,495	146,745	139,072	140,322	141,572	143,822
Harford	165,551	165,551	168,551	169,051	-	-	-	-
Howard	167,458	167,458	167,458	171,458	172,984	172,984	172,984	176,984
Kent	138,821	138,821	138,821	138,821	-	-	-	-
Montgomery	202,372	202,372	202,372	204,372	191,559	191,559	191,559	193,559
Prince George's	190,385	190,385	190,385	193,385	179,455	179,455	179,455	182,455
Queen Anne's	149,499	149,499	149,499	152,068	124,463	124,463	124,463	126,693
SEED	-	-	-	-	105,000	105,000	105,000	110,000
Saint Mary's	155,962	155,962	155,962	158,462	147,411	147,411	147,411	149,911
Somerset	140,720	142,220	143,720	146,220	119,923	121,423	122,923	125,423
Talbot	145,198	145,198	145,198	146,698	-	-	-	-
Washington	158,757	158,757	158,757	163,757	146,777	146,777	146,777	151,777
Wicomico	136,467	139,967	140,467	146,467	124,607	128,107	128,607	134,607
Worcester	147,260	151,966	154,323	156,679	138,009	142,401	144,602	146,800

**Carroll County Administrator & Supervisor unit members with Master's +30 get an additional \$2,000 stipend and Doctorates get \$4,000 under this fiscal year's Agreement (not included in the salaries above).

Table 1 (Continued) - Salaries for Twelve-Month Professional Positions in Maryland Public Schools: 2026-2027
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	\$136,843	\$139,227	\$141,101	\$144,843	\$114,551	\$116,935	\$118,809	\$122,551
Anne Arundel	217,059	217,059	217,059	218,059	187,465	187,465	187,465	188,465
Baltimore City	141,911	163,560	192,323	221,298	110,435	117,037	138,320	160,531
Baltimore County	221,238	221,238	221,238	223,238	185,778	185,778	185,778	187,778
Calvert	185,780	185,780	185,780	190,780	157,205	157,205	157,205	162,205
Caroline	171,371	171,371	171,371	174,371	142,211	142,211	142,211	145,211
Carroll**	185,871	185,871	185,871	185,871	167,068	167,068	167,068	167,068
Cecil	170,895	172,795	173,845	174,345	149,102	151,002	152,052	152,552
Charles	189,654	190,654	190,654	192,154	155,015	156,015	156,015	158,515
Dorchester	142,411	144,211	145,661	149,911	126,549	128,349	129,799	134,049
Frederick	195,698	198,198	198,198	200,698	173,034	175,534	175,534	178,034
Garrett	149,844	151,094	152,344	154,594	141,072	142,322	143,572	145,822
Harford	180,902	180,902	183,902	184,402	156,048	156,048	159,048	159,548
Howard	186,403	186,403	186,403	190,403	172,984	172,984	172,984	176,984
Kent	144,861	144,861	144,861	144,861	130,277	130,277	130,277	130,277
Montgomery	225,987	225,987	225,987	227,987	194,559	194,559	194,559	196,559
Prince George's	225,035	225,035	225,035	228,035	184,840	184,840	184,840	187,840
Queen Anne's	153,609	153,609	153,609	156,178	129,816	129,816	129,816	132,047
SEED	130,005	130,005	130,005	130,005	121,005	121,005	121,005	121,005
Saint Mary's	195,700	195,700	195,700	198,200	147,411	147,411	147,411	149,911
Somerset	141,384	142,884	144,384	146,884	124,448	125,948	127,448	129,948
Talbot	177,434	177,434	177,434	178,934	145,198	145,198	145,198	146,698
Washington	178,560	178,560	178,560	183,917	146,777	146,777	146,777	151,777
Wicomico	146,489	149,989	150,489	156,489	128,607	132,107	132,607	138,607
Worcester	157,667	162,726	165,260	167,792	138,009	142,401	144,602	146,800

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

**Carroll County Administrator & Supervisor unit members with Master's +30 get an additional \$2,000 stipend and Doctorates get \$4,000 under this fiscal year's Agreement (not included in the salaries above).

Table 2 - Minimum and Maximum Salaries for Maryland Public School Teachers: 2026-2027

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	\$61,800	\$75,964	\$85,833	\$88,423	\$88,423	\$90,856	\$92,766	\$96,332
Anne Arundel	63,091	80,738	109,682	109,682	111,858	116,350	121,021	123,428
Baltimore City*	62,482	66,287	73,029	86,556	97,377	102,840	111,036	121,963
Baltimore County	62,252	75,019	111,035	111,035	111,035	116,279	119,302	121,924
Calvert	64,105	99,977	121,358	121,358	121,358	121,358	121,358	128,494
Caroline	61,050	89,180	94,689	98,023	98,023	99,605	99,605	101,363
Carroll	61,200	88,800	99,450	99,450	99,450	104,700	106,700	106,700
Cecil	60,086	103,437	105,412	105,412	106,237	107,312	108,362	108,862
Charles	62,518	79,810	105,101	107,203	107,203	108,203	108,203	110,703
Dorchester	60,000	62,000	88,491	90,796	90,796	95,410	95,410	98,410
Frederick	60,250	69,256	107,384	107,384	107,384	107,863	116,219	118,219
Garrett	60,010	88,884	88,884	90,884	90,884	91,884	92,884	94,884
Harford	60,000	76,929	100,558	103,183	103,183	110,852	113,852	114,352
Howard	62,730	77,530	116,622	118,645	118,645	120,668	120,668	122,691
Kent	60,293	66,032	99,194	99,194	100,501	103,225	104,656	107,682
Montgomery	66,690	85,333	127,634	127,634	127,634	132,658	135,745	135,745
Prince George's	64,471	81,674	81,674	117,491	117,491	123,364	129,528	136,007
Queen Anne's	60,013	60,701	104,597	106,718	106,718	107,381	108,045	108,710
SEED	60,000	60,000	99,032	114,444	114,444	114,444	114,444	114,444
Saint Mary's	62,944	112,773	120,070	120,070	120,070	120,070	120,070	123,070
Somerset	60,129	72,943	99,604	101,715	101,715	102,860	102,860	104,346
Talbot	60,096	72,148	95,239	101,432	101,432	102,722	104,657	107,366
Washington	61,074	97,633	97,633	100,806	100,806	104,012	104,809	105,331
Wicomico	60,100	96,686	103,907	105,815	105,815	108,654	109,284	110,860
Worcester	60,000	67,497	101,593	104,861	104,861	108,129	109,766	111,402

*Baltimore City does not have separate scales based on degree attained. Employees 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: Base salaries reported herein do not include available Blueprint for Maryland's Future incentives. Eligible educators holding National Board Certification (NBC) receive an additional \$10,000 annual base salary enhancement, plus an extra \$7,000 annually if teaching in a designated low-performing school (\$17,000 total), stacked on top of these reported rates.

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): 2026-2027

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore County	Calvert	Caroline	Carroll	Cecil	Charles	Dorchester^	Frederick	Garrett	Harford
1	\$61,800	\$63,091	\$62,482	\$62,252	\$64,105	\$61,050	\$61,200	\$60,086	\$62,518	\$60,000	\$60,250	\$60,010	\$60,000
2	61,800	63,091	64,356	63,557	66,670	61,050	61,450	60,685	62,518	60,000	60,250	60,010	60,975
3	61,800	63,091	66,287	64,888	69,337	61,050	61,700	62,487	62,518	60,000	60,250	60,010	62,764
4	61,800	65,615	68,277	66,248	72,110	61,050	61,950	64,292	64,239	60,000	60,250	61,651	64,603
5	62,432	68,241	70,324	67,637	74,273	63,550	62,200	66,094	66,007	60,000	62,183	62,491	66,438
6	62,432	69,605	73,029	69,054	76,501	63,550	62,450	67,897	67,820	60,000	64,115	63,312	68,393
7	63,675	70,998	75,735	70,500	78,796	63,550	63,550	69,698	69,685	60,000	64,115	64,778	70,402
8	63,675	72,419	78,440	71,976	80,372	63,550	65,300	71,801	71,602	60,000	64,115	66,242	72,515
9	65,306	73,865	81,145	73,482	81,979	63,550	67,050	74,206	73,571	60,000	64,115	67,708	74,689
10	66,976	75,342	83,850	75,019	83,620	66,050	68,800	76,608	75,594	60,000	66,045	69,169	76,929
11	68,691	76,849	86,556	75,019	-	66,050	70,800	79,012	77,673	60,000	67,980	70,634	-
12	70,450	78,387	89,261	75,019	-	68,571	72,800	81,415	79,810	60,000	67,980	72,186	-
13	72,258	80,738	91,967	75,019	-	72,799	74,800	84,420	-	60,000	67,980	73,489	-
14	74,110	-	94,671	75,019	-	77,029	76,800	87,426	-	60,000	67,980	74,790	-
15	75,964	-	97,377	75,019	-	81,258	78,800	90,427	-	60,000	67,980	76,091	-
16	-	-	100,109	75,019	-	81,258	80,800	93,433	-	60,000	67,980	82,374	-
17	-	-	102,840	75,019	-	81,258	82,800	96,437	-	60,000	67,980	82,374	-
18	-	-	105,572	75,019	-	81,258	84,800	98,437	-	60,000	67,980	82,374	-
19	-	-	108,305	75,019	-	81,258	86,800	98,437	-	60,000	69,256	82,374	-
20	-	-	111,036	75,019	-	83,931	88,800	98,437	-	60,000	-	85,627	-
21	-	-	113,768	75,019	-	83,931	-	98,437	-	60,000	-	85,627	-
22	-	-	116,499	75,019	-	83,931	-	98,437	-	60,000	-	85,627	-
23	-	-	119,232	75,019	-	83,931	-	98,437	-	60,000	-	85,627	-
24	-	-	121,963	75,019	-	83,931	-	101,437	-	60,000	-	85,627	-
25	-	-	-	75,019	-	86,551	-	101,437	-	60,000	-	88,884	-

*Baltimore City does not have separate scales based on degree attained. Employees 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.

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore County	Calvert	Caroline	Carroll	Cecil	Charles	Dorchester^	Frederick	Garrett	Harford
26	-	-	-	-	-	86,551	-	101,437	-	-	-	-	-
27	-	-	-	-	-	86,551	-	101,437	-	-	-	-	-
28	-	-	-	-	-	86,551	-	103,437	-	-	-	-	-
29	-	-	-	-	-	86,551	-	-	-	-	-	-	-
30	-	-	-	-	-	89,180	-	-	-	-	-	-	-

*Baltimore City does not have separate scales based on degree attained. Employees 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): 2026-2027

Step	Howard	Kent	Montgomery	Prince George's	Queen Anne's	Saint Mary's	SEED	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$62,730	\$60,293	\$66,690	\$ -	\$60,013	\$62,944	\$60,000	\$60,129	\$60,096	\$61,074	\$60,100	\$60,000
2	62,730	61,490	67,562	-	60,013	64,833	60,100	60,493	60,350	62,601	60,200	60,000
3	62,730	63,147	69,281	-	60,013	66,778	60,661	60,857	60,603	64,166	60,400	60,000
4	62,730	64,094	71,054	64,471	62,160	68,781	60,661	60,979	62,286	65,770	60,600	60,324
5	64,266	65,056	72,878	66,409	63,464	70,844	60,661	61,570	64,948	67,414	61,563	61,374
6	66,017	66,032	74,721	68,399	66,035	72,970	60,661	62,623	66,977	69,099	63,064	62,538
7	67,768	-	77,226	70,451	67,368	75,159	60,661	63,243	68,244	70,826	64,722	63,774
8	69,520	-	79,826	72,564	68,727	77,413	60,661	64,405	69,766	72,597	66,553	65,182
9	71,273	-	82,528	74,739	73,106	79,736	60,661	65,601	70,907	74,412	68,385	66,036
10	73,025	-	85,333	76,985	75,229	82,128	60,661	67,663	70,907	76,272	70,152	67,497
11	74,777	-	-	79,292	76,966	84,592	60,661	67,663	70,907	78,179	72,565	-
12	76,530	-	-	81,674	80,581	87,129	60,661	67,663	70,907	80,133	75,008	-
13	76,530	-	-	81,674	82,455	89,743	60,661	67,663	70,907	82,136	76,791	-
14	76,530	-	-	81,674	84,378	92,436	-	67,663	70,907	84,189	77,037	-
15	76,530	-	-	81,674	86,348	95,209	-	67,663	70,907	86,294	77,283	-
16	76,530	-	-	81,674	90,439	98,065	-	67,663	70,907	88,451	77,529	-
17	76,530	-	-	81,674	92,388	101,007	-	67,663	70,907	90,662	79,668	-
18	76,530	-	-	81,674	94,383	104,037	-	67,663	70,907	92,929	79,914	-
19	76,530	-	-	81,674	96,425	107,158	-	67,663	70,907	95,252	80,161	-
20	76,530	-	-	81,674	104,597	110,373	-	-	70,907	97,633	80,409	-
21	76,530	-	-	81,674	-	-	-	-	-	-	83,318	-
22	76,530	-	-	-	-	-	-	-	-	-	83,563	-
23	76,530	-	-	-	-	-	-	-	-	-	83,812	-
24	76,530	-	-	-	-	-	-	-	-	-	86,698	-
25	76,530	-	-	-	-	-	-	-	-	-	87,186	-

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: 2026-2027

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore County	Calvert	Caroline	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett	Harford
1	\$64,993	\$66,925	\$64,982	\$67,508	\$68,834	\$65,050	\$62,200	\$62,061	\$67,596	\$61,697	\$62,005	\$62,010	\$62,764
2	64,993	66,925	66,856	68,922	71,244	65,050	62,450	62,660	67,596	61,697	62,005	62,010	64,603
3	64,993	66,925	68,787	70,367	73,737	65,050	62,700	64,462	67,596	61,697	62,005	62,010	66,498
4	64,993	69,603	70,777	71,840	76,318	71,155	62,950	66,267	69,454	63,427	62,005	63,651	68,452
5	64,993	72,385	72,824	73,346	78,989	73,655	63,700	68,069	71,365	64,003	63,939	64,491	70,402
6	64,993	73,836	75,529	74,881	81,359	73,655	65,200	69,872	73,327	64,580	66,281	65,312	72,476
7	66,287	75,311	78,235	76,450	83,799	73,655	67,450	71,673	75,344	65,733	66,281	66,778	74,608
8	68,231	76,815	80,940	78,053	86,313	73,655	69,700	73,776	77,415	66,310	66,281	68,242	76,808
9	70,231	78,354	83,645	79,687	88,903	73,655	71,950	76,181	79,545	66,886	66,281	69,708	79,069
10	72,294	79,921	86,350	81,359	91,570	76,155	74,450	78,583	81,734	68,039	68,622	71,169	81,403
11	74,418	81,521	89,056	83,061	93,860	76,155	76,950	80,987	83,978	70,346	70,963	72,634	83,798
12	76,602	83,150	91,761	84,802	96,205	76,155	79,450	83,390	86,290	71,499	73,776	74,186	86,273
13	78,856	84,813	94,467	86,579	98,611	79,498	81,950	86,395	88,662	72,076	76,586	75,489	88,820
14	81,174	86,508	97,171	88,392	101,076	84,703	84,450	89,401	91,099	73,805	79,396	76,790	91,486
15	81,759	88,241	100,877	90,244	103,603	89,911	86,950	92,402	93,605	76,112	82,207	78,091	92,657
16	81,759	90,884	102,609	92,134	106,193	89,911	89,450	95,408	96,180	76,688	85,017	84,374	93,825
17	83,017	92,705	105,340	94,064	108,848	89,911	91,950	98,412	98,824	77,265	86,422	84,374	94,997
18	83,603	94,559	108,072	96,035	111,570	89,911	94,450	100,412	101,541	78,995	87,828	84,374	96,166
19	83,603	96,449	110,805	98,048	114,359	89,911	96,950	100,412	104,333	79,571	89,232	84,374	97,335
20	83,603	98,378	113,536	100,101	116,645	92,611	99,450	100,412	107,203	82,454	90,638	87,627	98,505
21	84,499	101,328	116,268	102,199	118,978	92,611	-	100,412	-	83,204	92,404	87,627	99,674
22	85,084	103,355	118,999	104,340	121,358	92,611	-	100,412	-	84,184	92,404	87,627	100,843
23	85,084	105,423	121,732	106,526	-	92,611	-	100,412	-	85,338	92,404	87,627	102,013
24	85,084	107,532	124,463	108,757	-	92,611	-	103,412	-	86,491	92,404	87,627	103,183
25	85,982	109,682	-	111,035	-	95,319	-	103,412	-	88,796	92,404	90,884	-
26	86,568	-	-	-	-	95,319	-	103,412	-	-	92,404	90,884	-

*Baltimore City does not have separate scales based on degree attained. Employees 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 education; interim schedules may exist for combinations of Master's or Master's Equivalent with or without Advanced Professional License (APL).

Step	Allegany	Anne Arundel	Baltimore City*	Baltimore County	Calvert	Caroline	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett	Harford
27	86,568	-	-	-	-	95,319	-	103,412	-	-	92,404	90,884	-
28	87,465	-	-	-	-	95,319	-	105,412	-	-	92,404	90,884	-
29	88,049	-	-	-	-	95,319	-	-	-	-	92,404	90,884	-
30	88,049	-	-	-	-	98,023	-	-	-	-	92,404	90,884	-
31	88,423	-	-	-	-	-	-	-	-	-	92,404	90,884	-
32	88,423	-	-	-	-	-	-	-	-	-	92,404	90,884	-
33	-	-	-	-	-	-	-	-	-	-	92,404	90,884	-
34	-	-	-	-	-	-	-	-	-	-	92,404	90,884	-
35	-	-	-	-	-	-	-	-	-	-	92,404	90,884	-
36	-	-	-	-	-	-	-	-	-	-	107,384	90,884	-
37	-	-	-	-	-	-	-	-	-	-	-	90,884	-
38	-	-	-	-	-	-	-	-	-	-	-	90,884	-
39	-	-	-	-	-	-	-	-	-	-	-	90,884	-
40	-	-	-	-	-	-	-	-	-	-	-	90,884	-

*Baltimore City does not have separate scales based on degree attained. Employees 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 education; 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: 2026-2027

Step	Howard	Kent	Montgomery	Prince George's	Queen Anne's*	Saint Mary's	SEED	Somerset	Talbot	Washington	Wicomico	Worcester
1	\$67,836	\$62,239	\$72,432	\$ -	\$60,878	\$67,106	\$73,213	\$62,795	\$62,568	\$63,057	\$60,500	\$64,661
2	67,836	64,142	73,476	-	60,878	69,119	76,151	63,358	62,638	64,633	61,192	64,661
3	67,836	66,220	75,910	-	60,878	71,193	79,090	63,927	62,758	66,249	62,477	64,661
4	67,836	68,487	78,438	71,082	63,756	73,328	82,258	64,501	66,343	67,905	63,808	65,314
5	70,208	70,494	81,067	73,215	65,095	75,528	85,542	66,318	67,737	69,603	65,097	66,260
6	72,580	72,627	83,222	75,412	67,740	77,794	87,270	66,661	69,893	71,343	66,697	67,204
7	74,952	74,700	86,055	77,673	69,108	80,128	88,429	67,303	71,287	73,127	68,624	68,473
8	77,322	79,164	88,997	80,002	70,505	82,532	89,586	68,547	73,316	74,955	71,571	69,912
9	79,695	81,518	92,053	82,402	74,875	85,008	90,744	69,788	74,964	76,829	73,694	70,993
10	82,066	82,100	95,223	84,876	76,978	87,558	91,903	73,089	76,232	78,750	76,165	72,837
11	84,439	84,088	98,518	87,421	78,692	90,185	93,061	75,433	78,768	80,719	78,779	74,176
12	86,810	84,671	101,941	90,045	82,283	92,890	94,218	77,349	80,543	82,737	83,397	76,782
13	89,183	86,696	105,494	92,746	84,121	95,677	95,378	80,332	82,444	84,805	85,377	79,673
14	91,554	87,279	109,184	95,528	86,061	98,547	-	83,031	85,614	86,925	85,624	82,903
15	93,926	87,988	112,168	98,394	87,992	101,504	-	84,250	88,276	89,098	85,870	86,848
16	96,299	93,332	115,245	101,346	91,993	104,549	-	85,468	91,319	91,325	86,116	96,361
17	98,670	99,016	118,411	104,387	93,983	107,685	-	86,687	91,700	93,608	88,534	-
18	101,041	100,501	121,673	107,520	96,014	110,916	-	89,323	92,207	95,948	88,779	-
19	103,415	-	125,038	110,743	98,097	114,243	-	96,435	94,996	98,347	89,025	-
20	105,785	-	125,038	114,068	106,718	117,670	-	-	99,687	100,806	89,272	-
21	106,156	-	125,038	117,491	-	-	-	-	-	-	92,746	-
22	110,529	-	125,038	-	-	-	-	-	-	-	92,993	-
23	112,901	-	125,038	-	-	-	-	-	-	-	93,239	-
24	115,272	-	125,038	-	-	-	-	-	-	-	96,326	-
25	117,645	-	127,634	-	-	-	-	-	-	-	96,815	-

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

NOTE: LEAs vary in rewarding advanced license and/or education; 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: 2026-2027

Local Education Agency	Minimum Salary	Maximum Salary	Salary Determinants
Allegany	\$79,212	\$144,843	School size, level of preparation, and years of experience
Anne Arundel	135,860	218,059	School type, years of experience, and possession of Doctorate
Baltimore City	131,381	221,298	Years of experience, education level, and needs of the Board
Baltimore	129,952	223,238	School level and years of experience
Calvert	123,750	190,780	School type, years of experience, and possession of Doctorate
Caroline	120,106	174,371	School type, school size, and level of preparation
Carroll	116,630	185,871	School type, level of preparation, and years of experience
Cecil	133,175	174,345	School size, level of preparation, and years of experience
Charles	123,200	192,154	School type, level of preparation, and years of experience
Dorchester	102,016	149,911	School type, years of experience, number of licensed staff, and possession of Doctorate
Frederick	105,039	200,698	School type, years of experience, and possession of Doctorate
Garrett	97,244	154,594	School size, level of preparation, and years of experience
Harford	141,145	184,402	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	101,354	144,861	School size, level of preparation, and years of experience
Montgomery	143,191	227,987	School type and years of experience
Prince George's	125,965	228,035	School type, years of experience, and possession of Doctorate
Queen Anne's	122,785	156,178	School size, years of experience, number of licensed staff, and possession of Doctorate
SEED School	119,000	130,005	Years of experience and education level
Saint Mary's	128,497	198,200	School size, level of preparation, and years of experience
Somerset	99,969	146,884	School type/size, years of experience, and possession of Doctorate
Talbot	120,609	178,934	Staff size, years of experience, and possession of Doctorate
Washington	91,812	183,917	School size/level, years of experience, mobility, FARM, school responsibility factors, and education
Wicomico	104,590	156,489	School size, level of preparation, and years of experience
Worcester	94,052	167,792	School size/level, level of preparation, and years of experience

Table 6 - Basis of Salaries for Twelve-Month Assistant Principals in Maryland Public Schools: 2026-2027

Local Education Agency	Minimum Salary	Maximum Salary	Salary Determinants
Allegany	\$79,212	\$122,551	School size, level of preparation, and years of experience
Anne Arundel	117,324	188,465	School type, years of experience, and possession of Doctorate
Baltimore City	102,348	160,531	Years of experience, education level, and needs of the Board
Baltimore	109,149	187,778	School level and years of experience
Calvert	108,658	162,205	School type, years of experience, and possession of Doctorate
Caroline	106,725	145,211	School type/size and level of preparation
Carroll	104,259	167,068	School type, level of preparation, and years of experience
Cecil	123,268	152,552	School size, level of preparation, and years of experience
Charles	106,134	158,515	School type, level of preparation, and years of experience
Dorchester	93,249	134,049	School type, years of experience, and possession of Doctorate
Frederick	95,141	178,034	School type, years of experience, and possession of Doctorate
Garrett	81,177	145,822	Level of preparation and years of experience
Harford	129,167	159,548	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	91,349	130,277	Level of preparation, years of experience, and contract months
Montgomery	127,566	196,559	School type and years of experience
Prince George's	111,831	187,840	School type, years of experience, contract months, and possession of Doctorate
Queen Anne's	106,619	132,047	School size, years of experience, and possession of Doctorate
SEED School	117,000	121,005	Years of experience and education level
Saint Mary's	114,168	149,911	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	108,630	146,698	Years of experience, school responsibility factor, and possession of Doctorate
Washington	81,612	151,777	School type, years of experience, contract months, mobility, FARM, school responsibility factors, and education
Wicomico	91,741	138,607	School size, level of preparation, and years of experience
Worcester	84,647	146,800	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: 2026-2027

Local Education Agency	Minimum Salary	Maximum Salary	Salary Determinants
Allegany	\$84,344	\$129,545	Level of preparation and years of experience
Anne Arundel	127,329	186,464	Years of experience
Baltimore City	67,349	113,173	Years of experience, education level, and needs of the Board
Baltimore	106,418	163,247	Years of experience
Calvert	122,371	169,576	Years of experience and possession of Doctorate
Caroline	120,106	159,290	Level of preparation and years of experience
Carroll**	111,630	173,916	Level of preparation and years of experience
Cecil	129,871	159,818	Years of experience, level of preparation, and area of responsibility
Charles	93,066	132,376	Level of preparation and years of experience
Dorchester	102,016	141,935	Level of preparation, years of experience, and possession of Doctorate
Frederick	98,440	178,034	Years of experience and possession of Doctorate
Garrett	99,961	146,745	Level of preparation and years of experience
Harford	133,042	169,051	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	101,354	138,821	Level of preparation and years of experience
Montgomery	135,154	204,372	Area of responsibility and years of experience
Prince George's	122,201	193,385	Years of experience and possession of Doctorate
Queen Anne's	122,785	152,068	Years of experience and possession of Doctorate
SEED School	-	-	
Saint Mary's	114,168	158,462	Level of preparation and years of experience
Somerset	102,933	146,220	Years of experience and possession of Doctorate
Talbot	116,158	146,698	Years of experience and possession of Doctorate
Washington	91,812	163,757	Years of experience, level of preparation, possession of Doctorate, and area of responsibility
Wicomico	107,937	146,467	Level of preparation and years of experience
Worcester	94,052	156,679	Level of preparation and years of experience

**Carroll County Administrator & Supervisor unit members with Master's +30 get an additional \$2,000 stipend and Doctorates get \$4,000 under this fiscal year's Agreement (not included in the salaries above).
 NOTE: Equivalent position in Anne Arundel and Cecil counties is Coordinator.