

Minimum and Maximum Salaries for Maryland Public School Teachers: 2019 - 2020

Local School System	Bachelor's Degree Step 1** (Minimum)	Bachelor's With Standard Professional Certification (SPC) (Maximum)	Advanced Professional Certificate (APC)^ (Maximum)	Master's (Maximum)	Master's +APC^ (Maximum)	Master's +30 (Maximum)	Master's +60@ (Maximum)	Doctorate (Maximum)	National Board for Professional Teaching Standards (NBPTS) Certification Stipend+
Allegany	\$47,335	\$61,982	\$71,993	\$74,205	\$74,205	\$76,261	\$77,876	\$80,891	\$2,000
Anne Arundel	47,836	66,846	90,811	90,811	92,612	96,332	100,199	102,191	2,000
Baltimore City*	49,648	52,671	55,878	62,026	72,853	87,856	96,950	105,419	4,000
Baltimore	49,472	56,305	94,509	94,509	94,509	98,972	101,545	103,775	4,000
Calvert	50,500	67,472	99,224	99,224	99,224	104,058	104,058	113,527	2,500
Caroline	47,500	76,588	81,320	84,183	84,183	85,542	85,542	87,135	2,000
Carroll	48,000	74,758	87,696	87,696	87,696	90,955	92,670	92,670	1,500
Cecil	48,232	83,912	85,887	85,887	86,712	87,787	88,837	89,337	2,000
Charles	49,258	57,965	87,425	89,173	89,173	90,173	90,173	92,673	2,500
Dorchester	43,938	49,855	75,143	76,827	76,827	80,943	80,943	82,331	2,000
Frederick	46,000	58,910	89,842	89,842	89,842	97,357	97,357	97,357	2,000
Garrett	43,531	49,325	69,262	71,262	71,262	72,262	73,262	75,262	1,000
Harford	48,772	67,595	81,030	83,187	83,187	89,489	92,489	92,989	2,000
Howard	48,519	65,019	99,677	101,409	101,409	103,142	103,142	104,874	2,000
Kent	45,958	54,921	79,497	79,497	80,550	82,743	83,896	85,051	2,000
Montgomery	50,503	69,529	69,529	108,108	108,108	112,692	115,509	115,509	2,000
Prince George's	48,498	65,177	65,177	93,761	93,761	98,449	103,369	108,538	3,000
Queen Anne's	47,457	48,663	87,167	89,029	89,029	89,610	90,192	90,774	2,000
St. Mary's	47,430	77,424	80,457	80,457	83,611	90,303	93,851	96,851	3,000
Somerset	47,615	58,657	81,490	83,298	83,298	84,280	84,280	85,552	2,000
Talbot	46,500	55,700	73,600	78,400	78,400	79,400	80,900	83,000	2,000
Washington	55,174	65,644	83,534	83,534	83,534	86,192	86,851	87,287	2,000
Wicomico	47,007	72,879	78,958	80,372	80,372	82,730	82,730	84,560	2,000
Worcester	46,394	53,169	82,163	85,036	85,036	87,908	87,908	90,784	1,000

Over 80% of NDMU graduates are employed in these 7 school districts.

*Baltimore City does not have separate scales based on degree attained. Employee of any degree level can be placed anywhere on the scale based on years of experience.

**Based on Standard Professional Certificate (SPC) ^Scales may apply to Master's equivalent @Master's + 45 in St. Mary's County

+The Maryland State Department of Education also contributes a stipend up to \$4,000 a year as a dollar-for-dollar match to local school systems for teachers who earn certification from the NBPTS and who teach in a school identified by the State Board of Education as having comprehensive needs. A stipend up to \$1,000 is available for teachers who earn NBPTS certification and who teach in a noncomprehensive school.