

ARTICLE XIII

COMPENSATION

A. SALARY SCHEDULE

1. Subject to the other provisions of this section, teachers shall be paid in accordance with the following salary schedule:

<u>YEARS OF EXPERIENCE</u>	<u>CONDITIONAL DEGREE CERTIFICATE</u>	<u>STANDARD PROFESSIONAL CERTIFICATE</u>	<u>ADVANCED PROFESSIONAL CERTIFICATE WITHOUT MASTERS</u>	<u>MASTERS DEGREE</u>
1	39,855	47,335		50,044
2	40,899	47,335		50,044
3	41,969	47,335		50,044
4	43,073	47,857	49,091	50,610
5	44,197	49,112	50,564	52,129
6	45,356	50,398	52,267	53,691
7	46,546	51,720	54,083	55,301
8	47,766	53,071	55,876	56,962
9	49,017	54,464	57,667	58,670
10	52,595	55,889	59,490	60,431
11		57,355	61,170	62,244
12		58,858	62,960	64,110
13		60,400	64,782	66,034
14		61,982	66,519	68,015
15			67,019	68,515
16			67,019	68,515
17			67,502	69,588
18			68,002	70,088
19			68,002	70,088
20			68,002	70,088
21			68,729	70,854
22			69,229	71,354
23			69,229	71,354
24			69,229	71,354
25			69,957	72,121
26			70,457	72,621
27			70,457	72,621
28			71,183	73,385
29			71,683	73,885
30			71,683	73,885
31			71,993	74,205
31+			71,993	74,205

2. A teacher who holds 30 hours credit, approved by the Superintendent, above or in addition to those hours required and used for Master's degree, shall receive \$2,056 in addition to the regular salary.
3. A teacher who holds 60 hours credit, approved by the Superintendent, above or in addition to those hours required and used for the Master's degree, shall receive \$3,671 in addition to the regular salary.
4. A teacher who holds a PH.D. or ED.D degree shall receive \$6,653 in addition to the regular salary.
5. The Board shall apply to the State Department of Education to receive a Teacher Salary Incentive Grant in accordance with the provisions of The Blueprint for Maryland's Future Act (Senate Bill 1030, 2019 Regular Session). If the Board receives a Teacher Salary Incentive Grant for fiscal year 2020, teachers shall receive \$1,400 in addition to the regular salary for fiscal year 2020.

BOARD OF EDUCATION OF ALLEGANY COUNTY
A.C.E.S.C.
2019-2020

Classification		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	11th Step	12th Step
GRADE 1	12 Month	19,419	20,496	21,632	22,831	24,097	25,433	26,843	28,331	29,901	31,558	33,310	35,508
	10 Month	16,183	17,079	18,025	19,026	20,081	21,194	22,369	23,610	24,917	26,300	27,758	29,588
GRADE 2	12 Month	22,010	23,116	24,277	25,498	26,779	28,125	29,539	31,025	32,583	34,220	35,940	38,097
	10 Month	18,342	19,263	20,229	21,248	22,316	23,438	24,615	25,852	27,154	28,516	29,950	31,749
GRADE 3	12 Month	24,598	25,729	26,913	28,150	29,444	30,798	32,213	33,696	35,244	36,864	38,560	40,682
	10 Month	20,498	21,442	22,427	23,458	24,536	25,664	26,845	28,080	29,371	30,720	32,132	33,901
GRADE 4	12 Month	27,184	28,338	29,539	30,790	32,096	33,458	34,875	36,355	37,896	39,503	41,177	43,275
	10 Month	22,654	23,614	24,615	25,658	26,747	27,882	29,064	30,296	31,579	32,918	34,315	36,064
GRADE 5	12 Month	29,773	30,944	32,162	33,427	34,742	36,107	37,528	39,004	40,540	42,132	43,789	45,861
	10 Month	24,811	25,788	26,800	27,857	28,952	30,090	31,273	32,504	33,783	35,112	36,491	38,218
GRADE 6	12 Month	32,365	33,713	35,117	36,579	38,101	39,689	41,339	43,060	44,853	46,720	48,664	51,038
	10 Month	26,972	28,094	29,262	30,481	31,751	33,075	34,448	35,883	37,376	38,932	40,554	42,532
GRADE 7	12 Month	34,956	35,803	36,674	37,563	38,476	39,409	40,367	41,347	42,352	43,378	44,432	45,862
	10 Month	29,128	29,836	30,562	31,303	32,064	32,841	33,638	34,455	35,291	36,149	37,026	38,218
GRADE 8	12 Month	40,133	40,995	41,873	42,773	43,690	44,628	45,584	46,562	47,562	48,583	49,624	51,038
	10 Month	33,444	34,162	34,895	35,644	36,408	37,190	37,986	38,800	39,634	40,485	41,353	42,532
GRADE 9	12 Month	44,018	44,886	45,773	46,676	47,599	48,539	49,497	50,474	51,471	52,486	53,522	54,926
	10 Month	36,681	37,406	38,144	38,897	39,666	40,449	41,247	42,061	42,891	43,737	44,601	45,772
GRADE 10	12 Month	47,901	48,778	49,669	50,576	51,500	52,442	53,400	54,376	55,368	56,381	57,411	58,811
	10 Month	39,919	40,648	41,391	42,148	42,917	43,701	44,500	45,314	46,140	46,983	47,842	49,008

Classification		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	11th Step	12th Step
GRADE 51	10 Month	21,175	21,175	21,175	21,968	22,789	23,641	24,526	25,442	26,392	27,380	28,405	29,815
GRADE 52	10 Month	22,746	22,746	22,746	23,544	24,370	25,225	26,109	27,023	27,971	28,952	29,967	31,368

LONGEVITY: \$532 For each interval of 5 years after 10 years

EDUCATIONAL CREDIT: \$692 For an employee holding a degree from an accredited four-year college.
\$345 For an employee completing sixty (60) credit hours from an accredited college.

NOTE: 10 month is 10/12 of 12 month amount
11 month is 11/12 of 12 month amount