

**The Howard County Board of Education
and
Howard County Education Association**

Fiscal Year 2026 Salary Scales

Effective Date: July 1, 2025

10-Month Teachers (195 Days)

Fiscal Year 2026 (Effective July 1, 2025)

Step	Grade				
	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
4	\$61,500	\$64,522	\$66,506	\$68,488	\$70,473
5	\$63,006	\$66,846	\$68,831	\$70,814	\$72,799
6	\$64,723	\$69,172	\$71,157	\$73,140	\$75,124
7	\$66,439	\$71,498	\$73,482	\$75,465	\$77,449
8	\$68,157	\$73,823	\$75,806	\$77,790	\$79,775
9	\$69,875	\$76,148	\$78,132	\$80,116	\$82,100
10	\$71,593	\$78,474	\$80,457	\$82,441	\$84,424
11	\$73,311	\$80,800	\$82,783	\$84,768	\$86,751
12	\$75,029	\$83,124	\$85,108	\$87,092	\$89,076
13		\$85,449	\$87,434	\$89,417	\$91,400
14		\$87,775	\$89,759	\$91,744	\$93,727
15		\$90,100	\$92,084	\$94,067	\$96,052
16		\$92,426	\$94,411	\$96,393	\$98,377
17		\$94,751	\$96,735	\$98,719	\$100,703
18		\$97,076	\$99,060	\$101,043	\$103,028
19		\$99,402	\$101,387	\$103,369	\$105,354
20		\$101,727	\$103,711	\$105,695	\$107,679
21		\$104,052	\$106,035	\$108,020	\$110,004
22		\$106,379	\$108,362	\$110,345	\$112,330
23		\$108,703	\$110,687	\$112,671	\$114,654
24		\$111,030	\$113,012	\$114,997	\$116,980
25		\$113,355	\$115,338	\$117,322	\$119,305

10-Month Special Education Teachers (197 Days)

Fiscal Year 2026 (Effective July 1, 2025)

Step	Grade				
	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
4	\$62,737	\$65,820	\$67,843	\$69,866	\$71,890
5	\$64,272	\$68,191	\$70,215	\$72,239	\$74,262
6	\$66,025	\$70,563	\$72,588	\$74,611	\$76,636
7	\$67,776	\$72,935	\$74,960	\$76,982	\$79,007
8	\$69,528	\$75,308	\$77,331	\$79,354	\$81,379
9	\$71,280	\$77,680	\$79,703	\$81,728	\$83,752
10	\$73,033	\$80,052	\$82,076	\$84,099	\$86,122
11	\$74,786	\$82,425	\$84,448	\$86,472	\$88,496
12	\$76,538	\$84,797	\$86,820	\$88,843	\$90,867
13		\$87,168	\$89,192	\$91,216	\$93,239
14		\$89,540	\$91,564	\$93,589	\$95,612
15		\$91,912	\$93,936	\$95,959	\$97,983
16		\$94,285	\$96,310	\$98,332	\$100,356
17		\$96,657	\$98,681	\$100,704	\$102,729
18		\$99,028	\$101,052	\$103,076	\$105,100
19		\$101,402	\$103,427	\$105,448	\$107,472
20		\$103,773	\$105,797	\$107,821	\$109,845
21		\$106,144	\$108,168	\$110,192	\$112,217
22		\$108,518	\$110,541	\$112,565	\$114,589
23		\$110,890	\$112,913	\$114,937	\$116,960
24		\$113,263	\$115,286	\$117,310	\$119,333
25		\$115,634	\$117,658	\$119,681	\$121,705

10-Month Related Service Providers (197 Days)

Fiscal Year 2026 (Effective July 1, 2025)

Step	Grade				
	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
4	\$63,343	\$66,456	\$68,499	\$70,541	\$72,585
5	\$64,893	\$68,850	\$70,894	\$72,937	\$74,980
6	\$66,663	\$71,245	\$73,289	\$75,332	\$77,376
7	\$68,431	\$73,640	\$75,684	\$77,726	\$79,770
8	\$70,200	\$76,035	\$78,078	\$80,121	\$82,165
9	\$71,969	\$78,430	\$80,473	\$82,517	\$84,561
10	\$73,738	\$80,826	\$82,869	\$84,911	\$86,954
11	\$75,509	\$83,222	\$85,264	\$87,308	\$89,351
12	\$77,278	\$85,616	\$87,659	\$89,702	\$91,745
13		\$88,010	\$90,054	\$92,097	\$94,140
14		\$90,405	\$92,449	\$94,493	\$96,536
15		\$92,800	\$94,843	\$96,886	\$98,930
16		\$95,196	\$97,240	\$99,282	\$101,325
17		\$97,590	\$99,634	\$101,677	\$103,721
18		\$99,985	\$102,029	\$104,072	\$106,116
19		\$102,382	\$104,426	\$106,467	\$108,511
20		\$104,776	\$106,819	\$108,863	\$110,906
21		\$107,170	\$109,213	\$111,257	\$113,301
22		\$109,566	\$111,609	\$113,652	\$115,696
23		\$111,961	\$114,004	\$116,047	\$118,090
24		\$114,357	\$116,399	\$118,443	\$120,486
25		\$116,752	\$118,795	\$120,838	\$122,881

11-Month Teachers (215 Days)

Fiscal Year 2026 (Effective July 1, 2025)

Step	Grade				
	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
4	\$67,808	\$71,140	\$73,327	\$75,512	\$77,701
5	\$69,468	\$73,702	\$75,891	\$78,077	\$80,266
6	\$71,361	\$76,267	\$78,455	\$80,642	\$82,829
7	\$73,253	\$78,831	\$81,019	\$83,205	\$85,392
8	\$75,147	\$81,395	\$83,581	\$85,768	\$87,957
9	\$77,042	\$83,958	\$86,146	\$88,333	\$90,521
10	\$78,936	\$86,523	\$88,709	\$90,896	\$93,083
11	\$80,830	\$89,087	\$91,274	\$93,462	\$95,649
12	\$82,724	\$91,650	\$93,837	\$96,025	\$98,212
13		\$94,213	\$96,402	\$98,588	\$100,774
14		\$96,778	\$98,965	\$101,154	\$103,340
15		\$99,341	\$101,529	\$103,715	\$105,903
16		\$101,906	\$104,094	\$106,279	\$108,467
17		\$104,469	\$106,657	\$108,844	\$111,032
18		\$107,033	\$109,220	\$111,406	\$113,595
19		\$109,597	\$111,786	\$113,971	\$116,160
20		\$112,161	\$114,348	\$116,536	\$118,723
21		\$114,724	\$116,910	\$119,099	\$121,286
22		\$117,290	\$119,476	\$121,662	\$123,851
23		\$119,852	\$122,040	\$124,227	\$126,413
24		\$122,418	\$124,603	\$126,792	\$128,978
25		\$124,981	\$127,168	\$129,355	\$131,541

11-Month Special Education Teachers (217 Days)

Fiscal Year 2026 (Effective July 1, 2025)

Step	Grade				
	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
4	\$69,106	\$72,502	\$74,731	\$76,958	\$79,189
5	\$70,798	\$75,114	\$77,343	\$79,572	\$81,802
6	\$72,727	\$77,727	\$79,957	\$82,185	\$84,416
7	\$74,657	\$80,341	\$82,570	\$84,798	\$87,028
8	\$76,587	\$82,953	\$85,182	\$87,411	\$89,641
9	\$78,517	\$85,567	\$87,795	\$90,024	\$92,255
10	\$80,447	\$88,180	\$90,408	\$92,637	\$94,865
11	\$82,378	\$90,793	\$93,022	\$95,251	\$97,480
12	\$84,308	\$93,405	\$95,634	\$97,863	\$100,092
13	\$84,308	\$96,017	\$98,247	\$100,476	\$102,704
14	\$84,308	\$98,630	\$100,861	\$103,090	\$105,318
15	\$84,308	\$101,243	\$103,473	\$105,701	\$107,931
16	\$84,308	\$103,857	\$106,088	\$108,315	\$110,544
17	\$84,308	\$106,469	\$108,700	\$110,928	\$113,158
18	\$84,308	\$109,082	\$111,311	\$113,541	\$115,770
19	\$84,308	\$111,696	\$113,927	\$116,154	\$118,383
20	\$84,308	\$114,309	\$116,537	\$118,767	\$120,997
21	\$84,308	\$116,921	\$119,149	\$121,380	\$123,609
22	\$84,308	\$119,535	\$121,764	\$123,993	\$126,222
23	\$84,308	\$122,148	\$124,376	\$126,606	\$128,835
24	\$84,308	\$124,762	\$126,989	\$129,220	\$131,448
25	\$84,308	\$127,374	\$129,603	\$131,831	\$134,060

11-Month Related Service Providers (217 Days)

Fiscal Year 2026 (Effective July 1, 2025)

Step	Grade				
	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
4	\$69,774	\$73,202	\$75,453	\$77,702	\$79,954
5	\$71,482	\$75,840	\$78,091	\$80,341	\$82,593
6	\$73,430	\$78,478	\$80,729	\$82,979	\$85,231
7	\$75,378	\$81,117	\$83,368	\$85,617	\$87,869
8	\$77,327	\$83,755	\$86,005	\$88,255	\$90,507
9	\$79,276	\$86,393	\$88,643	\$90,894	\$93,146
10	\$81,225	\$89,032	\$91,282	\$93,532	\$95,782
11	\$83,174	\$91,671	\$93,920	\$96,171	\$98,422
12	\$85,123	\$94,307	\$96,558	\$98,809	\$101,059
13	\$85,123	\$96,945	\$99,197	\$101,447	\$103,696
14	\$85,123	\$99,583	\$101,835	\$104,086	\$106,336
15	\$85,123	\$102,221	\$104,473	\$106,723	\$108,974
16	\$85,123	\$104,861	\$107,113	\$109,361	\$111,612
17	\$85,123	\$107,498	\$109,750	\$112,000	\$114,251
18	\$85,123	\$110,136	\$112,387	\$114,638	\$116,888
19	\$85,123	\$112,775	\$115,027	\$117,276	\$119,527
20	\$85,123	\$115,413	\$117,663	\$119,915	\$122,166
21	\$85,123	\$118,051	\$120,300	\$122,552	\$124,803
22	\$85,123	\$120,690	\$122,940	\$125,191	\$127,442
23	\$85,123	\$123,328	\$125,578	\$127,830	\$130,080
24	\$85,123	\$125,967	\$128,216	\$130,468	\$132,718
25	\$85,123	\$128,605	\$130,855	\$133,105	\$135,356

Other Certificated Staff

Fiscal Year 2026 (Effective July 1, 2025)

	Grade		
	Psychologist PPW 10 Months	Psychologist PPW 11 Months	Coordinator Staff Dvlp. Facilitator 12 Months
Step	Grade I	Grade II	Grade III
1	\$81,809	\$89,991	\$96,614
2	\$85,664	\$94,227	\$101,231
3	\$89,518	\$98,463	\$105,848
4	\$93,372	\$102,699	\$110,468
5	\$97,225	\$106,934	\$115,085
6	\$101,079	\$111,172	\$119,704
7	\$104,934	\$115,407	\$124,320
8	\$108,787	\$119,643	\$128,939
9	\$112,642	\$123,877	\$133,556
10	\$116,496	\$128,113	\$138,174
11	\$120,351	\$132,350	\$142,794
12	\$125,053	\$137,518	\$148,426

FY26 NBCT Salary Scale-10 Month Teachers (195 Days)

Fiscal Year 2026 (Effective July 1, 2025)

Step	Grade				
	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
4	\$71,500	\$74,522	\$76,506	\$78,488	\$80,473
5	\$73,006	\$76,846	\$78,831	\$80,814	\$82,799
6	\$74,723	\$79,172	\$81,157	\$83,140	\$85,124
7	\$76,439	\$81,498	\$83,482	\$85,465	\$87,449
8	\$78,157	\$83,823	\$85,806	\$87,790	\$89,775
9	\$79,875	\$86,148	\$88,132	\$90,116	\$92,100
10	\$81,593	\$88,474	\$90,457	\$92,441	\$94,424
11	\$83,311	\$90,800	\$92,783	\$94,768	\$96,751
12	\$85,029	\$93,124	\$95,108	\$97,092	\$99,076
13		\$95,449	\$97,434	\$99,417	\$101,400
14		\$97,775	\$99,759	\$101,744	\$103,727
15		\$100,100	\$102,084	\$104,067	\$106,052
16		\$102,426	\$104,411	\$106,393	\$108,377
17		\$104,751	\$106,735	\$108,719	\$110,703
18		\$107,076	\$109,060	\$111,043	\$113,028
19		\$109,402	\$111,387	\$113,369	\$115,354
20		\$111,727	\$113,711	\$115,695	\$117,679
21		\$114,052	\$116,035	\$118,020	\$120,004
22		\$116,379	\$118,362	\$120,345	\$122,330
23		\$118,703	\$120,687	\$122,671	\$124,654
24		\$121,030	\$123,012	\$124,997	\$126,980
25		\$123,355	\$125,338	\$127,322	\$129,305

***The Scale below contains the NBCT supplement and is for 10-month teachers who maintain their National Board Certification in good standing.**

FY26 NBCT Salary Scale-10 Month Teachers Special Education (197 Days)

Fiscal Year 2026 (Effective July 1, 2025)

Step	Grade				
	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
4	\$72,737	\$75,820	\$77,843	\$79,866	\$81,890
5	\$74,272	\$78,191	\$80,215	\$82,239	\$84,262
6	\$76,025	\$80,563	\$82,588	\$84,611	\$86,636
7	\$77,776	\$82,935	\$84,960	\$86,982	\$89,007
8	\$79,528	\$85,308	\$87,331	\$89,354	\$91,379
9	\$81,280	\$87,680	\$89,703	\$91,728	\$93,752
10	\$83,033	\$90,052	\$92,076	\$94,099	\$96,122
11	\$84,786	\$92,425	\$94,448	\$96,472	\$98,496
12	\$86,538	\$94,797	\$96,820	\$98,843	\$100,867
13		\$97,168	\$99,192	\$101,216	\$103,239
14		\$99,540	\$101,564	\$103,589	\$105,612
15		\$101,912	\$103,936	\$105,959	\$107,983
16		\$104,285	\$106,310	\$108,332	\$110,356
17		\$106,657	\$108,681	\$110,704	\$112,729
18		\$109,028	\$111,052	\$113,076	\$115,100
19		\$111,402	\$113,427	\$115,448	\$117,472
20		\$113,773	\$115,797	\$117,821	\$119,845
21		\$116,144	\$118,168	\$120,192	\$122,217
22		\$118,518	\$120,541	\$122,565	\$124,589
23		\$120,890	\$122,913	\$124,937	\$126,960
24		\$123,263	\$125,286	\$127,310	\$129,333
25		\$125,634	\$127,658	\$129,681	\$131,705

***The Scale below contains the NBCT supplement and is for 10-month Special Education Teachers who maintain their National Board Certification in good standing.**
