

**Baltimore City Public Schools**  
**BTU - TEACHER PAY SCALES**  
**BASE TEACHER - EFFECTIVE JULY 1, 2009**

School Year Salaries

STEP	STANDARD PROFESSIONAL CERTIFICATE	MASTERS OR EQUIVALENT	MASTERS DEGREE PLUS 30 CREDITS	DOCTORATE
	Grade 600	Grade 601	Grade 602	Grade 603
1	41,128	43,696	46,188	48,690
2	42,040	44,808	47,400	49,954
3	43,424	46,491	49,224	51,789
4	44,820	48,184	51,064	53,641
5	46,230	50,132	52,916	55,509
6	47,513	51,618	54,784	57,393
7	48,513	53,361	56,668	59,295
8	49,017	55,114	58,569	61,213
9	49,746	57,369	60,997	63,686
10	62,427	58,518	62,205	64,948
11	62,808	59,687	63,437	66,233
12	63,187	60,880	64,694	67,545
13	63,571	62,098	65,973	68,882
14	63,948	63,340	67,280	70,246
15	64,333	64,607	68,612	71,637
16	64,686	65,898	69,969	73,054
17	65,037	67,216	71,356	74,502
18	65,389	68,738	73,025	75,978
19	65,741	69,955	74,210	77,481
20	66,093	71,331	75,679	79,015
21	67,415	72,758	77,194	80,596

Salary amounts are for the school year (10 months).

**NOTE: Shaded (Steps 10-21) areas are NOT for New Hires or Step Progression**

**Baltimore City Public Schools**  
**BTU - TEACHER PAY SCALES**  
**SUPPORT TEACHER - EFFECTIVE JULY 1, 2009**  
**School Year Salaries**

STEP	STANDARD PROFESSIONAL CERTIFICATE	MASTERS OR EQUIVALENT	MASTERS DEGREE PLUS 30 CREDITS	DOCTORATE
	Grade 610	Grade 611	Grade 612	Grade 613
1	43,032	45,719	48,327	50,944
2	43,986	46,882	49,594	52,267
3	45,434	48,643	51,503	54,186
4	46,895	50,415	53,428	56,124
5	48,370	52,452	55,366	58,079
6	49,712	54,008	57,320	60,050
7	50,759	55,831	59,291	62,040
8	51,286	57,666	61,281	64,047
9	52,049	60,025	63,820	66,635
10	65,317	61,227	65,085	67,955
11	65,715	62,450	66,374	69,300
12	66,113	63,699	67,689	70,672
13	66,514	64,973	69,028	72,071
14	66,909	66,273	70,395	73,498
15	67,311	67,598	71,789	74,954
16	67,680	68,949	73,209	76,436
17	68,048	70,328	74,659	77,951
18	68,416	71,920	76,405	79,495
19	68,784	73,194	77,646	81,068
20	69,153	74,634	79,183	82,673
21	70,536	76,126	80,767	84,327

Salary amounts are for the school year (10 months) and are used for the following job classes:

**NOTE: Shaded (Steps 10 - 21) areas are NOT for New Hires or Step Progression**

*Teacher - Staff Developer*

*Teacher - Staff Developer Reading First*

*Teacher Advocate*

*Teacher Mentor/10 mth*

*Staff Associate/10 mth - Administrative Hours*

*Educational Associate/10 mth - Administrative Hours*

**Baltimore City Public Schools**  
**BTU - TEACHER PAY SCALES**  
**CLINICIAN - EFFECTIVE JULY 1, 2009**

School Year Salaries

STEP	STANDARD PROFESSIONAL CERTIFICATE	MASTERS OR EQUIVALENT	MASTERS DEGREE PLUS 30 CREDITS	DOCTORATE
	Grade 620	Grade 621	Grade 622	Grade 623
1	43,210	45,778	48,270	50,772
2	44,122	46,890	49,482	52,036
3	45,506	48,573	51,306	53,871
4	46,902	50,266	53,146	55,723
5	48,312	52,214	54,998	57,591
6	49,595	53,700	56,866	59,475
7	50,595	55,443	58,750	61,377
8	51,099	57,196	60,651	63,295
9	51,828	59,451	63,079	65,768
10	64,509	60,600	64,287	67,030
11	64,890	61,769	65,519	68,315
12	65,269	62,962	66,776	69,627
13	65,653	64,180	68,055	70,964
14	66,030	65,422	69,362	72,328
15	66,415	66,689	70,694	73,719
16	66,768	67,980	72,051	75,136
17	67,119	69,298	73,438	76,584
18	67,471	70,820	75,107	78,060
19	67,823	72,037	76,292	79,563
20	68,175	73,413	77,761	81,097
21	69,497	74,840	79,276	82,678

Salary amounts are for the school year (10 months) and are used for the following job classes:

**NOTE: Shaded (Steps 10 - 21) areas are NOT for New Hires or Step Progression**

- Audiologist*
- Psychologist*
- Social Worker*
- Speech Pathologist*
- Occupational Therapist*
- Physical Therapist*

**Baltimore City Public Schools**  
**BTU - TEACHER PAY SCALES**  
**DEPARTMENT HEAD IV - EFFECTIVE JULY 1, 2009**  
**School Year Salaries**

STEP	STANDARD PROFESSIONAL CERTIFICATE	MASTERS OR EQUIVALENT	MASTERS DEGREE PLUS 30 CREDITS	DOCTORATE
	Grade 630	Grade 631	Grade 632	Grade 633
1	44,665	47,233	49,725	52,227
2	45,577	48,345	50,937	53,491
3	46,961	50,028	52,761	55,326
4	48,357	51,721	54,601	57,178
5	49,767	53,669	56,453	59,046
6	51,050	55,155	58,321	60,930
7	52,050	56,898	60,205	62,832
8	52,554	58,651	62,106	64,750
9	53,283	60,906	64,534	67,223
10	65,964	62,055	65,742	68,485
11	66,345	63,224	66,974	69,770
12	66,724	64,417	68,231	71,082
13	67,108	65,635	69,510	72,419
14	67,485	66,877	70,817	73,783
15	67,870	68,144	72,149	75,174
16	68,223	69,435	73,506	76,591
17	68,574	70,753	74,893	78,039
18	68,926	72,275	76,562	79,515
19	69,278	73,492	77,747	81,018
20	69,630	74,868	79,216	82,552
21	70,952	76,295	80,731	84,133

Salary amounts are for the school year (10 months) and are used for the following job classes:

**NOTE: Shaded (Steps 10 - 21) areas are NOT for New Hires or Step Progression**

*Department Head IV*

**Baltimore City Public Schools**  
**BTU - TEACHER PAY SCALES**  
**DEPARTMENT HEAD III - EFFECTIVE JULY 1, 2009**

School Year Salaries

STEP	STANDARD PROFESSIONAL CERTIFICATE	MASTERS OR EQUIVALENT	MASTERS DEGREE PLUS 30 CREDITS	DOCTORATE
	Grade 640	Grade 641	Grade 642	Grade 643
1	44,903	47,471	49,963	52,465
2	45,815	48,583	51,175	53,729
3	47,199	50,266	52,999	55,564
4	48,595	51,959	54,839	57,416
5	50,005	53,907	56,691	59,284
6	51,288	55,393	58,559	61,168
7	52,288	57,136	60,443	63,070
8	52,792	58,889	62,344	64,988
9	53,521	61,144	64,772	67,461
10	66,202	62,293	65,980	68,723
11	66,583	63,462	67,212	70,008
12	66,962	64,655	68,469	71,320
13	67,346	65,873	69,748	72,657
14	67,723	67,115	71,055	74,021
15	68,108	68,382	72,387	75,412
16	68,461	69,673	73,744	76,829
17	68,812	70,991	75,131	78,277
18	69,164	72,513	76,800	79,753
19	69,516	73,730	77,985	81,256
20	69,868	75,106	79,454	82,790
21	71,190	76,533	80,969	84,371

Salary amounts are for the school year (10 months) and are used for the following job classes:

**NOTE: Shaded (Steps 10 - 21) areas are NOT for New Hires or Step Progression**

*Department Head III*  
*Department Head Special Education*  
*Facilitator - 10 Months*

**Baltimore City Public Schools**  
**BTU - TEACHER PAY SCALES**  
**DEPARTMENT HEAD II - EFFECTIVE JULY 1, 2009**

School Year Salaries

STEP	STANDARD PROFESSIONAL CERTIFICATE	MASTERS OR EQUIVALENT	MASTERS DEGREE PLUS 30 CREDITS	DOCTORATE
	Grade 650	Grade 651	Grade 652	Grade 653
1	45,216	47,784	50,276	52,778
2	46,128	48,896	51,488	54,042
3	47,512	50,579	53,312	55,877
4	48,908	52,272	55,152	57,729
5	50,318	54,220	57,004	59,597
6	51,601	55,706	58,872	61,481
7	52,601	57,449	60,756	63,383
8	53,105	59,202	62,657	65,301
9	53,834	61,457	65,085	67,774
10	66,515	62,606	66,293	69,036
11	66,896	63,775	67,525	70,321
12	67,275	64,968	68,782	71,633
13	67,659	66,186	70,061	72,970
14	68,036	67,428	71,368	74,334
15	68,421	68,695	72,700	75,725
16	68,774	69,986	74,057	77,142
17	69,125	71,304	75,444	78,590
18	69,477	72,826	77,113	80,066
19	69,829	74,043	78,298	81,569
20	70,181	75,419	79,767	83,103
21	71,503	76,846	81,282	84,684

Salary amounts are for the school year (10 months) and are used for the following job classes:

**NOTE: Shaded (Steps 10 - 21) areas are NOT for New Hires or Step Progression**

*Department Head II*

**Baltimore City Public Schools**  
**BTU - TEACHER PAY SCALES**  
**DEPARTMENT HEAD I - EFFECTIVE JULY 1, 2009**

School Year Salaries

STEP	STANDARD PROFESSIONAL CERTIFICATE	MASTERS OR EQUIVALENT	MASTERS DEGREE PLUS 30 CREDITS	DOCTORATE
	Grade 660	Grade 661	Grade 662	Grade 663
1	45,529	48,097	50,589	53,091
2	46,441	49,209	51,801	54,355
3	47,825	50,892	53,625	56,190
4	49,221	52,585	55,465	58,042
5	50,631	54,533	57,317	59,910
6	51,914	56,019	59,185	61,794
7	52,914	57,762	61,069	63,696
8	53,418	59,515	62,970	65,614
9	54,147	61,770	65,398	68,087
10	66,828	62,919	66,606	69,349
11	67,209	64,088	67,838	70,634
12	67,588	65,281	69,095	71,946
13	67,972	66,499	70,374	73,283
14	68,349	67,741	71,681	74,647
15	68,734	69,008	73,013	76,038
16	69,087	70,299	74,370	77,455
17	69,438	71,617	75,757	78,903
18	69,790	73,139	77,426	80,379
19	70,142	74,356	78,611	81,882
20	70,494	75,732	80,080	83,416
21	71,816	77,159	81,595	84,997

Salary amounts are for the school year (10 months) and are used for the following job classes:

**NOTE: Shaded (Steps 10 - 21) areas are NOT for New Hires or Step Progression**

*Department Head I*

**Baltimore City Public Schools**  
**BTU - TEACHER PAY SCALES**  
**ASSOCIATE - CALENDAR YEAR - EFFECTIVE JULY 1, 2009**  
**School Year Salaries**

STEP	STANDARD PROFESSIONAL CERTIFICATE	MASTERS OR EQUIVALENT	MASTERS DEGREE PLUS 30 CREDITS	DOCTORATE
	Grade 670	Grade 671	Grade 672	Grade 673
1	47,316	50,271	53,138	56,016
2	48,365	51,550	54,531	57,470
3	49,957	53,486	56,630	59,581
4	51,563	55,434	58,747	61,711
5	53,185	57,674	60,878	63,861
6	54,661	59,384	63,027	66,029
7	55,813	61,389	65,194	68,216
8	56,392	63,407	67,382	70,423
9	57,231	66,000	70,174	73,268
10	71,819	67,322	71,565	74,720
11	72,258	68,667	72,981	76,199
12	72,695	70,040	74,428	77,707
13	73,136	71,442	75,900	79,246
14	73,570	72,871	77,403	80,815
15	74,012	74,328	78,936	82,415
16	74,418	75,813	80,497	84,046
17	74,823	77,330	82,092	85,711
18	75,227	79,080	84,012	87,409
19	75,632	80,481	85,376	89,138
20	76,038	82,064	87,066	90,904
21	77,558	83,705	88,808	92,722

Salary amounts are for the calendar year (12 months) and are used for following job classes:

**NOTE: Shaded (Steps 10 - 21) areas are NOT for New Hires or Step Progression**

- Educational Associate/12 mth*
- Staff Associate/12 mth*
- Teacher Mentor/12 mth*



**Baltimore City Public Schools**  
**BTU - TEACHER PAY SCALES**  
**IEP TEAM ASSOCIATE - EFFECTIVE JULY 1, 2009**  
**School Year Salaries**

STEP	STANDARD PROFESSIONAL CERTIFICATE	MASTERS OR EQUIVALENT	MASTERS DEGREE PLUS 30 CREDITS	DOCTORATE
	Grade 680	Grade 681	Grade 682	Grade 683
1	45,338	48,025	50,633	53,250
2	46,292	49,188	51,900	54,573
3	47,740	50,949	53,809	56,492
4	49,201	52,721	55,734	58,430
5	50,676	54,758	57,672	60,385
6	52,018	56,314	59,626	62,356
7	53,065	58,137	61,597	64,346
8	53,592	59,972	63,587	66,353
9	54,355	62,331	66,126	68,941
10	67,623	63,533	67,391	70,261
11	68,021	64,756	68,680	71,606
12	68,419	66,005	69,995	72,978
13	68,820	67,279	71,334	74,377
14	69,215	68,579	72,701	75,804
15	69,617	69,904	74,095	77,260
16	69,986	71,255	75,515	78,742
17	70,354	72,634	76,965	80,257
18	70,722	74,226	78,711	81,801
19	71,090	75,500	79,952	83,374
20	71,459	76,940	81,489	84,979
21	72,842	78,432	83,073	86,633

Salary amounts are for the school year (10 months) and are used for the following job classes:

**NOTE: Shaded (Steps 10 - 21) areas are NOT for New Hires or Step Progression**

*IEP Instructional Associate*

**Baltimore City Public Schools  
BTU Teacher Salaries**

**ADDENDUM**

<b>Position</b>	<b>7/1/2009</b>
Director of Athletics	\$5,150
Co-Curricular Chairperson	\$3,108
Badminton	\$3,116
Baseball (Varsity)	\$3,543
Baseball (Jr. Varsity)	\$3,260
Cross Country (Varsity/Jr. Varsity)	\$3,402
Football (Varsity)	\$4,660
Football (Varsity Asst.)	\$3,836
Football (Jr. Varsity)	\$3,543
Football (Jr. Varsity Asst.)	\$3,260
Gymnastics	\$3,543
Lacrosse	\$3,543
Lacrosse	\$3,260
Soccer	\$3,543
Soccer	\$3,260
Softball	\$3,543
Softball	\$3,260
Swimming	\$3,543
Swimming	\$3,260
Tennis	\$3,116
Track	\$3,543
Track	\$3,260
Volleyball	\$3,543
Volleyball	\$3,260
Wrestling	\$3,543
Wrestling	\$3,260
Custodian of Equipment	\$3,543
Director of Modern Dance	\$3,116
Basketball	\$3,968
Basketball	\$3,543
Department Head Level	
IV	\$3,537
III	\$3,775
II	\$4,088
I	\$4,401