

**Harford County Public Schools
Salary Schedule for Certificated Teachers
FY26 - Effective July 1, 2025**

| NEW SALARY LANE TITLES | | | | | | | |
|------------------------------------|---|---|--|--|--|------------------|--------------------------------|
| STEP | Bachelor's Degree | Bachelor's Degree Plus | Master's Degree | Master's Degree Plus 30 | Master's Degree Plus 60 | Doctorate | Conditional |
| PREVIOUS SALARY LANE TITLES | | | | | | | |
| STEP | Bachelor's Degree with Standard Professional Certificate | Bachelor's Degree with Advanced Professional Certificate | Master's Degree with Professional Certificate | Master's Degree Plus 30 Hours with Professional Certificate | Master's Degree Plus 60 Hours with Professional Certificate | Doctorate | Provisional Certificate |
| A | \$57,797 | \$59,488 | \$61,233 | \$63,027 | \$66,027 | \$66,527 | \$57,797 |
| B | \$59,488 | \$61,233 | \$63,027 | \$64,876 | \$67,876 | \$68,376 | \$59,488 |
| C | \$61,233 | \$63,029 | \$64,876 | \$67,124 | \$70,124 | \$70,624 | \$61,233 |
| D | \$63,027 | \$64,876 | \$66,782 | \$70,272 | \$73,272 | \$73,772 | \$63,027 |
| E | \$64,818 | \$66,725 | \$68,685 | \$72,835 | \$75,835 | \$76,335 | \$64,818 |
| F | \$66,725 | \$68,685 | \$70,708 | \$75,465 | \$78,465 | \$78,965 | |
| G | \$68,685 | \$70,708 | \$72,788 | \$78,086 | \$81,086 | \$81,586 | |
| H | \$70,746 | \$72,788 | \$74,935 | \$80,715 | \$83,715 | \$84,215 | |
| I | \$72,867 | \$74,935 | \$77,140 | \$83,346 | \$86,346 | \$86,846 | |
| J | \$75,053 | \$77,140 | \$79,418 | \$85,970 | \$88,970 | \$89,470 | |
| K | | \$79,418 | \$81,754 | \$88,599 | \$91,599 | \$92,099 | |
| L | | \$81,754 | \$84,169 | \$91,221 | \$94,221 | \$94,721 | |
| M | | \$84,168 | \$86,654 | \$93,919 | \$96,919 | \$97,419 | |
| N | | \$86,694 | \$89,255 | \$96,736 | \$99,736 | \$100,236 | |
| O | | \$87,835 | \$90,397 | \$97,877 | \$100,877 | \$101,377 | |
| P | | \$88,976 | \$91,537 | \$99,018 | \$102,018 | \$102,518 | |
| Q | | \$90,117 | \$92,680 | \$100,160 | \$103,160 | \$103,660 | |
| R | | \$91,259 | \$93,820 | \$101,301 | \$104,301 | \$104,801 | |
| S | | \$92,401 | \$94,961 | \$102,441 | \$105,441 | \$105,941 | |
| T | | \$93,541 | \$96,102 | \$103,583 | \$106,583 | \$107,083 | |
| U | | \$94,682 | \$97,243 | \$104,724 | \$107,724 | \$108,224 | |
| V | | \$95,823 | \$98,383 | \$105,866 | \$108,866 | \$109,366 | |
| W | | \$96,965 | \$99,525 | \$107,006 | \$110,006 | \$110,506 | |
| X | | \$98,105 | \$100,666 | \$108,148 | \$111,148 | \$111,648 | |

Rev1

*Teachers with Provisional Certificates and Master's Degree are paid on the Provisional Salary Schedule plus \$200.
Newly appointed teachers shall receive salary credit up to two (2) years of active service in the Armed Services.*

Harford County Public Schools
Salary Schedule for Certificated Teachers
(Eleven Month - 210 Days)
FY26 - Effective July 1, 2025

| NEW SALARY LANE TITLES | | | | | | | |
|------------------------------------|---|---|--|--|--|------------------|--------------------------------|
| STEP | Bachelor's Degree | Bachelor's Degree Plus | Master's Degree | Master's Degree Plus 30 | Master's Degree Plus 60 | Doctorate | Conditional |
| PREVIOUS SALARY LANE TITLES | | | | | | | |
| STEP | Bachelor's Degree with Standard Professional Certificate | Bachelor's Degree with Advanced Professional Certificate | Master's Degree with Professional Certificate | Master's Degree Plus 30 Hours with Professional Certificate | Master's Degree Plus 60 Hours with Professional Certificate | Doctorate | Provisional Certificate |
| A | \$63,882 | \$65,756 | \$67,678 | \$69,662 | \$72,662 | \$73,162 | \$63,882 |
| B | \$65,756 | \$67,678 | \$69,662 | \$71,710 | \$74,710 | \$75,210 | \$65,756 |
| C | \$67,678 | \$69,662 | \$71,710 | \$74,183 | \$77,183 | \$77,683 | \$67,678 |
| D | \$69,662 | \$71,710 | \$73,805 | \$77,663 | \$80,663 | \$81,163 | \$69,662 |
| E | \$71,647 | \$73,742 | \$75,915 | \$80,498 | \$83,498 | \$83,998 | \$71,647 |
| F | \$73,742 | \$75,915 | \$78,152 | \$83,412 | \$86,412 | \$86,912 | |
| G | \$75,915 | \$78,152 | \$80,451 | \$86,310 | \$89,310 | \$89,810 | |
| H | \$78,199 | \$80,451 | \$82,829 | \$89,208 | \$92,208 | \$92,708 | |
| I | \$80,530 | \$82,829 | \$85,255 | \$92,122 | \$95,122 | \$95,622 | |
| J | \$82,955 | \$85,255 | \$87,775 | \$95,020 | \$98,020 | \$98,520 | |
| K | | \$87,775 | \$90,358 | \$97,918 | \$100,918 | \$101,418 | |
| L | | \$90,358 | \$93,035 | \$100,816 | \$103,816 | \$104,316 | |
| M | | \$93,035 | \$95,776 | \$103,808 | \$106,808 | \$107,308 | |
| N | | \$95,823 | \$98,658 | \$106,911 | \$109,911 | \$110,411 | |
| O | | \$97,083 | \$99,918 | \$108,187 | \$111,187 | \$111,687 | |
| P | | \$98,343 | \$101,178 | \$109,447 | \$112,447 | \$112,947 | |
| Q | | \$99,603 | \$102,438 | \$110,707 | \$113,707 | \$114,207 | |
| R | | \$100,863 | \$103,698 | \$111,967 | \$114,967 | \$115,467 | |
| S | | \$102,123 | \$104,958 | \$113,227 | \$116,227 | \$116,727 | |
| T | | \$103,383 | \$106,218 | \$114,487 | \$117,487 | \$117,987 | |
| U | | \$104,643 | \$107,478 | \$115,747 | \$118,747 | \$119,247 | |
| V | | \$105,903 | \$108,738 | \$117,007 | \$120,007 | \$120,507 | |
| W | | \$107,179 | \$109,998 | \$118,267 | \$121,267 | \$121,767 | |
| X | | \$108,439 | \$111,258 | \$119,527 | \$122,527 | \$123,027 | |

Rev1

Teachers with Provisional Certificates and Master's Degree are paid on the Provisional Salary Schedule plus \$200.
 Newly appointed teachers shall receive salary credit up to two (2) years of active service in the Armed Services.

Harford County Public Schools
Salary Schedule for Speech Language Pathologists (SLP)/Therapists, Occupational
Therapists (OT) and Audiologists
(Eleven Month - 210 Days)
FY26 - Effective July 1, 2025

| STEP | | Master's Degree plus 60 | Doctorate |
|------|-----------|-------------------------|-----------|
| A | \$68,969 | \$71,969 | \$72,469 |
| B | \$70,985 | \$73,985 | \$74,485 |
| C | \$73,064 | \$76,064 | \$76,564 |
| D | \$75,222 | \$78,222 | \$78,722 |
| E | \$77,821 | \$80,821 | \$81,321 |
| F | \$81,412 | \$84,412 | \$84,912 |
| G | \$84,452 | \$87,452 | \$87,952 |
| H | \$87,507 | \$90,507 | \$91,007 |
| I | \$90,547 | \$93,547 | \$94,047 |
| J | \$93,602 | \$96,602 | \$97,102 |
| K | \$96,658 | \$99,658 | \$100,158 |
| L | \$99,698 | \$102,698 | \$103,198 |
| M | \$102,753 | \$105,753 | \$106,253 |
| N | \$105,793 | \$108,793 | \$109,293 |
| O | \$108,927 | \$111,927 | \$112,427 |
| P | \$110,187 | \$113,187 | \$113,687 |
| Q | \$111,447 | \$114,447 | \$114,947 |
| R | \$112,707 | \$115,707 | \$116,207 |
| S | \$113,967 | \$116,967 | \$117,467 |
| T | \$115,227 | \$118,227 | \$118,727 |
| U | \$116,487 | \$119,487 | \$119,987 |
| V | \$117,747 | \$120,747 | \$121,247 |
| W | \$119,007 | \$122,007 | \$122,507 |
| X | \$120,267 | \$123,267 | \$123,767 |
| Y | \$121,527 | \$124,527 | \$125,027 |

Original

Newly appointed teachers shall receive salary credit up to two (2) years of active service in the Armed Services.

**Harford County Public Schools
Salary Schedule for Speech Language Pathologist Assistants,
Occupational Therapist Assistants, and
Physical Therapist Assistants
(Eleven Month - 210 Days)
FY26 - Effective July 1, 2025**

| STEP | GRADE |
|-------------|--------------|
| A | \$63,882 |
| B | \$65,756 |
| C | \$67,678 |
| D | \$69,662 |
| E | \$71,647 |
| F | \$73,742 |
| G | \$75,915 |
| H | \$78,199 |
| I | \$80,530 |
| J | \$82,955 |
| K | \$85,444 |
| L | \$88,011 |
| M | \$90,641 |
| N | \$93,366 |
| O | \$94,579 |
| P | \$95,713 |
| Q | \$96,863 |
| R | \$98,028 |
| S | \$99,209 |
| T | \$100,391 |
| U | \$101,603 |
| V | \$102,816 |
| W | \$103,950 |
| X | \$105,084 |
| Y | \$106,250 |

Original

Harford County Public Schools
Salary Schedule for School Psychologists and Physical Therapists (PT)
(Eleven Month - 210 Days)
FY26 - Effective July 1, 2025

| STEP | | Master's Degree plus 60 | Doctorate |
|-------------|-----------|--------------------------------|------------------|
| A | \$71,384 | \$74,384 | \$74,884 |
| B | \$73,488 | \$76,488 | \$76,988 |
| C | \$75,649 | \$78,649 | \$79,149 |
| D | \$77,874 | \$80,874 | \$81,374 |
| E | \$80,583 | \$83,583 | \$84,083 |
| F | \$84,320 | \$87,320 | \$87,820 |
| G | \$87,476 | \$90,476 | \$90,976 |
| H | \$90,644 | \$93,644 | \$94,144 |
| I | \$93,804 | \$96,804 | \$97,304 |
| J | \$96,971 | \$99,971 | \$100,471 |
| K | \$100,139 | \$103,139 | \$103,639 |
| L | \$103,301 | \$106,301 | \$106,801 |
| M | \$106,466 | \$109,466 | \$109,966 |
| N | \$109,626 | \$112,626 | \$113,126 |
| O | \$112,876 | \$115,876 | \$116,376 |
| P | \$114,017 | \$117,017 | \$117,517 |
| Q | \$115,157 | \$118,157 | \$118,657 |
| R | \$116,298 | \$119,298 | \$119,798 |
| S | \$117,439 | \$120,439 | \$120,939 |
| T | \$118,580 | \$121,580 | \$122,080 |
| U | \$119,721 | \$122,721 | \$123,221 |
| V | \$120,863 | \$123,863 | \$124,363 |
| W | \$122,004 | \$125,004 | \$125,504 |
| X | \$123,145 | \$126,145 | \$126,645 |
| Y | \$124,287 | \$127,287 | \$127,787 |

Original

Newly appointed teachers shall receive salary credit up to two (2) years of active service in the Armed Services.

Harford County Public Schools
Salary Schedule for Speech Language Pathologists (SLP)/Therapists, Occupational
Therapists (OT) and Audiologists
(Ten Month - 190 Days)
FY26 - Effective July 1, 2025

| STEP | | Master's Degree plus 60 | Doctorate |
|------|-----------|-------------------------|-----------|
| A | \$62,394 | \$65,394 | \$65,894 |
| B | \$64,227 | \$67,227 | \$67,727 |
| C | \$66,110 | \$69,110 | \$69,610 |
| D | \$68,051 | \$71,051 | \$71,551 |
| E | \$70,411 | \$73,411 | \$73,911 |
| F | \$73,659 | \$76,659 | \$77,159 |
| G | \$76,411 | \$79,411 | \$79,911 |
| H | \$79,172 | \$82,172 | \$82,672 |
| I | \$81,925 | \$84,925 | \$85,425 |
| J | \$84,685 | \$87,685 | \$88,185 |
| K | \$87,447 | \$90,447 | \$90,947 |
| L | \$90,202 | \$93,202 | \$93,702 |
| M | \$92,961 | \$95,961 | \$96,461 |
| N | \$95,717 | \$98,717 | \$99,217 |
| O | \$98,549 | \$101,549 | \$102,049 |
| P | \$99,689 | \$102,689 | \$103,189 |
| Q | \$100,830 | \$103,830 | \$104,330 |
| R | \$101,972 | \$104,972 | \$105,472 |
| S | \$103,113 | \$106,113 | \$106,613 |
| T | \$104,253 | \$107,253 | \$107,753 |
| U | \$105,395 | \$108,395 | \$108,895 |
| V | \$106,535 | \$109,535 | \$110,035 |
| W | \$107,677 | \$110,677 | \$111,177 |
| X | \$108,817 | \$111,817 | \$112,317 |
| Y | \$109,960 | \$112,960 | \$113,460 |

Original

Newly appointed teachers shall receive salary credit up to two (2) years of active service in the Armed Services.

**Harford County Public Schools
Salary Schedule for Speech Language Pathologist Assistants,
Occupational Therapist Assistants, and
Physical Therapist Assistants
(Ten Month - 190 Days)
FY26 - Effective July 1, 2025**

| STEP | GRADE |
|-------------|--------------|
| A | \$57,797 |
| B | \$59,488 |
| C | \$61,233 |
| D | \$63,027 |
| E | \$64,818 |
| F | \$66,725 |
| G | \$68,685 |
| H | \$70,746 |
| I | \$72,867 |
| J | \$75,053 |
| K | \$77,304 |
| L | \$79,623 |
| M | \$82,012 |
| N | \$84,472 |
| O | \$85,571 |
| P | \$86,598 |
| Q | \$87,638 |
| R | \$88,689 |
| S | \$89,754 |
| T | \$90,830 |
| U | \$91,920 |
| V | \$93,023 |
| W | \$94,046 |
| X | \$95,080 |
| Y | \$96,126 |

Original