

CCPS FY27 11-MONTH CAREER LADDER SALARY STRUCTURE

Interval	Level 1				Level 2*	Level 3							Level 4		
	Tier 1	Tier 2	Tier 3	Tier 4	Tier 1	Tier 1	Tier 2	Tier 3	Tier 4	Tier 5	Tier 6	Tier 7	Tier 1	Tier 2	Tier 3
1	\$67,642	\$68,747	\$69,853	\$70,958	Teacher on Level 1, Tiers 1, 2, 3, or 4 who pursues NBC, master's degree, or approved program of study shall receive \$1,000 salary increase while pursuing	Teacher on Level 1 who obtains NBC or a master's degree if no NBC is available shall receive \$10,000 salary increase	Teacher on Level 3, Tier 1 with NBC and one maintenance of NBC shall receive \$4,000 salary increase	Teacher on Level 3, Tier 2 with NBC and one maintenance of NBC shall receive \$4,000 salary increase	Teacher on Level 3, Tier 3 with NBC and one maintenance of NBC shall receive \$3,500 salary increase	Teacher on Level 3, Tier 4 with NBC and one maintenance of NBC shall receive \$3,500 salary increase	Teacher on Level 3, Tier 5 with NBC and one maintenance of NBC shall receive \$3,000 salary increase	Teacher on Level 3, Tier 6 with NBC and one maintenance of NBC shall receive \$3,000 salary increase	Lead Teacher - Employee's Level 3 salary on Career Ladder + \$5,000 salary increase	Distinguished Teacher - Employee's Level 3 salary on Career Ladder + \$10,000 salary increase	Professor Distinguished Teacher - Employee's Level 3 salary on Career Ladder + \$15,000 salary increase
2	67,918	69,024	70,405	72,339											
3	68,195	69,300	71,787	73,997											
4	68,471	69,576	73,721	75,932											
5	68,747	70,405	75,379	77,589											
6	69,024	72,063	77,037	79,247											
7	70,239	74,550	79,800	82,011											
8	72,174	77,037	82,563	84,774											
9	74,108	79,524	85,326	87,537											
10	76,042	82,287	88,089	90,300											
11	78,253	85,050	90,853	93,063											
12	80,463	87,813	93,616	95,826											
13	82,674	90,576	96,379	98,589											
14	84,884	93,339	99,142	101,353											
15	87,095	96,103	101,905	104,116											
16	89,305	98,866	104,668	106,879											
17	91,516	101,629	107,432	109,642											
18	93,726	104,392	110,195	112,405											
19	95,937	107,155	112,958	115,168											
20	98,147	109,918	115,721	117,932											

Future Annual COLA will be applied to Level 1, Tier 1, Interval 1

Annual intervals based on educators certificate/license status in accordance with §6-301 of the Education Article, Annotated Code of Maryland

New Teacher Orientation - 6 days

FY27 \$1,933 Based on Level 1, Tier 1, Interval 1 of the 10-month salary schedule

*Funding is paused for Level 2 for FY27.