

CCPS FY27 10-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	\$61,200	\$62,200	\$63,200	\$64,200	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	61,450	62,450	63,700	65,450											
3	61,700	62,700	64,950	66,950											
4	61,950	62,950	66,700	68,700											
5	62,200	63,700	68,200	70,200											
6	62,450	65,200	69,700	71,700											
7	63,550	67,450	72,200	74,200											
8	65,300	69,700	74,700	76,700											
9	67,050	71,950	77,200	79,200											
10	68,800	74,450	79,700	81,700											
11	70,800	76,950	82,200	84,200											
12	72,800	79,450	84,700	86,700											
13	74,800	81,950	87,200	89,200											
14	76,800	84,450	89,700	91,700											
15	78,800	86,950	92,200	94,200											
16	80,800	89,450	94,700	96,700											
17	82,800	91,950	97,200	99,200											
18	84,800	94,450	99,700	101,700											
19	86,800	96,950	102,200	104,200											
20	88,800	99,450	104,700	106,700											

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

Professional hourly rate: \$46.02

*Funding is paused for Level 2 for FY27.