

APPENDIX B
2026-2027 WICOMICO COUNTY SALARY SCHEDULE FOR TEACHERS

	Level 1/Level2	Level 2				
Salary Step	SPC/IPL/PL	APC or APL w/ Equivalency	APC or APL w/ Master's	APC or APL w/ M + 30	APC or APL w/ M + 60	APC or APL w/ Doctorate
01	60,100	60,200	60,500	62,124	62,754	64,525
02	60,200	60,400	61,192	63,128	63,758	65,588
03	60,400	60,768	62,477	64,458	65,088	66,860
04	60,600	62,082	63,808	65,985	66,616	68,372
05	61,563	63,367	65,097	67,493	68,123	69,910
06	63,064	64,935	66,697	69,302	69,932	71,678
07	64,722	66,697	68,624	71,002	71,632	73,614
08	66,553	69,556	71,571	74,197	74,827	76,563
09	68,385	71,983	73,694	76,339	76,969	78,950
10	70,152	74,414	76,165	78,768	79,398	81,368
11	72,565	76,602	78,779	81,368	81,998	84,023
12	75,008	81,074	83,397	86,105	86,735	88,308
13	76,791	83,013	85,377	88,151	88,781	90,410
14	77,037	83,259	85,624	88,396	89,026	90,657
15	77,283	83,505	85,870	88,644	89,274	90,902
16	77,529	83,750	86,116	88,889	89,519	91,148
17	79,668	85,852	88,534	91,295	91,925	93,513
18	79,914	86,098	88,779	91,541	92,172	93,758
19	80,161	86,345	89,025	91,787	92,417	94,006
20	80,409	86,591	89,272	92,034	92,664	94,251
21	83,318	90,052	92,746	95,520	96,150	97,766
22	83,563	90,300	92,993	95,767	96,397	98,013
23	83,812	90,545	93,239	96,012	96,642	98,260
24	86,698	93,418	96,326	99,166	99,796	101,372
25	87,186	93,907	96,815	99,654	100,284	101,860

Key:

SPC = Standard Professional Certificate

IPL = Initial Professional License

PL = Professional License

APC = Advanced Professional Certificate

APL = Advanced Professional License

- Provisional degree salary is \$500 less than the SPC/IPL/PL scale on each step. (CDH 1861)
- Add \$500 for SPC/IPL/PL + 15. (CDH 1859)
- Add \$1,000 for APC/APL with Equivalency plus thirty (30) hours. To be eligible for this addition to salary, unit members must meet the qualifications listed in the current negotiated agreement. (CDH 1858)
- Unit I members who obtain National Certification in Speech Pathology shall receive \$2,000 in addition to the salary listed above. (CDH 1862)
- All funds received by the Board as a result of any state initiative to increase teachers' salaries will be applied as an across-the-board percentage raise to the scale above.
- New Unit I employees school year= 192 days. New employees will be paid per diem for the two additional days
- Longevity pay: Effective July 1, 2026 longevity will be added in the amount of \$1,500 for 25 years and then every five years thereafter (i.e., 30, 35, 40, etc.). For example, after completing 25 years \$1,500 will be added to each year starting in year 26 through year 30. After completing year 30 another \$1,500 will be added making the total addition \$3,000, etc. Longevity must include a minimum of 10 years worked with Wicomico County Public Schools.

Level 3

- Unit 1 members with NBC will advance to Level 3 and will receive the base salary as shown in the scale above, in addition to the following add-ons or compensation as it applies.
 - Unit I members who achieve National Board Certification beginning December 2025 and provide direct instruction to an assigned group of students for at least 60% of their work time, as defined in Maryland Code, Education Article §6-1003, will receive a \$10,000 additional salary increase in addition to the salary listed above. (CDH 1860)
 - The National Board for Professional Teaching Standards (NBPTS) transitioned from a 10-year renewal cycle to a 5-year Maintenance of Certification (MOC) process starting in 2021. Unit I members who earn(ed) Maintenance of Certification (MOC)* beginning in December 2021 are eligible for the following compensation adjustments:
 - MOC 1 = an additional \$3,000
 - MOC 2 = an additional \$2,000
 - MOC 3 = an additional \$1,000

**Please note that certifications renewed prior to December 2021 were completed under the former 10-year renewal process and are not considered MOCs for purposes of this structure.*

- Unit I members who achieve National Board Certification beginning December 2025 and provide direct instruction to students for less than 60% of their work time, as defined by Maryland Education Article §6-1003, will receive a \$2,000 additional salary increase.
- Unit I members who achieved National Board Certification prior to December 2025 and who do not provide direct instruction to an assigned group of students for at least 60% of their work time, as defined by Maryland Education Article §6-1003, will receive an additional annual salary increase of \$5,000. If vacancies arise for which they are licensed/qualified, they will have first option to fill those positions.
- Unit I members who achieve National Board Certification and provide direct instruction to students for at least 60% of their work time, as defined by Maryland Code §6-1003, in a state- or county-designated low-performing school shall receive an additional \$7,000 annual salary increase.
- Beginning December 2025, teachers who achieve and maintain National Board Certification (NBC) will receive a salary increase in accordance with Maryland Code, Education Article §6-1009, and salaries will be adjusted to reflect this requirement.

Level 4

- For 2026-27, we will expand the Level 4 pilot and formalize lead teacher roles for 2027-28.
 - Lead Teacher = Level 3 Salary + \$5,000
 - Distinguished Teacher = Lead Teacher Salary + \$10,000