

**APPENDIX B
2025-2026 WICOMICO COUNTY SALARY SCHEDULE FOR TEACHERS**

Salary Step	Standard Professional	APC w/ Equivalent	APC w/ Master's	APC w/ Master's + 30	APC w/ Master's + 60	APC w/ Doctorate
1	57,000	57,854	59,549	61,509	62,133	63,886
2	57,497	58,866	60,586	62,503	63,127	64,939
3	58,483	60,166	61,858	63,820	64,444	66,198
4	59,653	61,467	63,176	65,332	65,956	67,695
5	60,953	62,740	64,452	66,825	67,449	69,218
6	62,440	64,292	66,037	68,616	69,240	70,968
7	64,081	66,037	67,945	70,299	70,923	72,885
8	65,894	68,867	70,862	73,462	74,086	75,805
9	67,708	71,270	72,964	75,583	76,207	78,168
10	69,457	73,677	75,411	77,988	78,612	80,562
11	71,847	75,844	77,999	80,562	81,186	83,191
12	74,265	80,271	82,571	85,252	85,876	87,434
13	76,031	82,191	84,532	87,278	87,902	89,515
14	76,274	82,435	84,776	87,521	88,145	89,759
15	76,518	82,678	85,020	87,766	88,390	90,002
16	76,761	82,921	85,263	88,009	88,633	90,246
17	78,879	85,002	87,657	90,391	91,015	92,587
18	79,123	85,246	87,900	90,635	91,259	92,830
19	79,367	85,490	88,144	90,878	91,502	93,075
20	79,613	85,734	88,388	91,123	91,747	93,318
21	82,493	89,160	91,828	94,574	95,198	96,798
22	82,736	89,406	92,072	94,819	95,443	97,043
23	82,982	89,649	92,316	95,061	95,685	97,287
24	85,840	92,493	95,372	98,184	98,808	100,368
25	86,323	92,977	95,856	98,667	99,291	100,851

- Provisional degree salary is \$500 less than the Standard Professional scale on each step. (CDH 1861)
- Add \$500 for SPC+15 (CDH 1859)
- Add \$1,000 for Advanced Professional with Master's Equivalent plus thirty (30) hours. To be eligible for this addition to salary, unit members must meet the qualifications as listed in the current negotiated agreement. (CDH 1858)
- Unit I members who achieve National Board Certification starting in December 2025 and provide direct instruction to an assigned group of students for at least 60% of their working time, as defined in Maryland Code, Education Article §6-1003, shall receive an annual stipend of \$10,000 in addition to the salary listed above. (CDH 1860)
- Unit I members who achieve National Board Certification starting in December 2025 and do not provide direct instruction to an assigned group of students for at least 60% of their working time, as defined in Maryland Code, Education Article §6-1003 shall receive an annual stipend of \$2,000.
- Unit I members who achieved National Board Certification prior to December 2025 and do not provide direct

instruction to an assigned group of students for at least 60% of their working time, as defined in Maryland Code, Education Article §6-1003 shall receive an annual stipend of \$5,000. Known vacancies in which these Unit I members are licensed/qualified will have the first option to fill the vacancy.

- Unit I members who achieve National Board Certification and provide direct instruction to an assigned group of students for at least 60% of their working time, as defined in Maryland Code, Education Article §6-1003, at a state or county-designated low-performing school shall receive an additional annual stipend of \$7,000..
- Unit I members who obtain National Certification in Speech Pathology shall receive \$2,000 in addition to the salary listed above. (CDH 1862)
- Starting in December 2025, earning and maintaining National Board Certification (NBC) qualifies teachers for a salary increase in accordance with Maryland Code, Education Article §6-1009. Salaries will be adjusted to comply with this law.
- 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, 2020 longevity will be added in the amount of \$1,250 for 25 years and then every five years thereafter (i.e., 30, 35, 40, etc.). For example, after completing 25 years \$1,250 will be added to each year starting in year 26 through year 30. After completing year 30 another \$1,250 will be added making the total addition \$2,500, etc. Longevity must include a minimum of 10 years worked with Wicomico County Public Schools.