

STATE OF MARYLAND INSTITUTIONAL EDUCATOR PAY PLAN
FISCAL YEAR 2027
Effective July 1, 2026

Upper Figure is ANNUAL Salary - Lower Figure is BIWEEKLY Salary

GRADE	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	Mid Point STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	Third Quartile STEP 19	STEP 20	STEP 21	STEP 22	STEP 23	STEP 24
Grade 1 Annual	68,485	70,516	71,925	74,083	76,306																	
Grade 1 BiWeekly	2,626.83	2,704.73	2,758.77	2,841.54	2,926.81																	
Grade 2 Annual	76,908	79,674	82,154	84,626	87,107	89,588	92,067	93,117	94,978	97,828	100,763											
Grade 2 BiWeekly	2949.9	3055.99	3151.12	3245.93	3341.1	3436.26	3531.34	3571.62	3643	3752.31	3864.89											
Grade 3 Annual	83,574	86,314	89,058	91,800	94,537	97,279	100,022	102,765	105,506	108,246	110,992	113,534	116,231	118,917	121,609	124,773	127,269	131,089	135,023	139,074	143,246	147,544
Grade 3 BiWeekly	3,205.58	3,310.68	3,415.93	3,521.10	3,626.08	3,731.25	3,836.47	3,941.68	4,046.81	4,151.91	4,257.23	4,354.73	4,458.18	4,561.21	4,664.46	4,785.82	4,881.56	5,028.08	5,178.97	5,334.35	5,494.37	5,659.23
Grade 4 Annual	86,891	89,237	91,586	94,677	97,758	100,844	103,925	107,014	110,732	114,249	117,416	120,588	123,756	126,920	130,087	133,256	135,921	139,999	144,200	148,525	152,982	157,572
Grade 4 BiWeekly	3,332.81	3,422.79	3,512.89	3,631.45	3,749.63	3,867.99	3,986.17	4,104.65	4,247.26	4,382.16	4,503.63	4,625.30	4,746.81	4,868.17	4,989.64	5,111.19	5,213.41	5,369.83	5,530.96	5,696.85	5,867.81	6,043.86
Grade 5 Annual	90,842	93,231	95,623	98,713	101,801	104,887	107,977	111,067	115,030	118,546	121,376	124,602	127,826	131,049	134,272	137,494	140,244	144,452	148,786	153,250	157,848	162,584
Grade 5 BiWeekly	3,484.36	3,575.99	3,667.74	3,786.26	3,904.70	4,023.07	4,141.59	4,260.11	4,412.11	4,546.97	4,655.52	4,779.26	4,902.92	5,026.54	5,150.16	5,273.75	5,379.23	5,540.63	5,706.87	5,878.09	6,054.45	6,236.10

NOTE: Biweekly rates for all SPS employees (those using time entry via Workday) may differ slightly from those shown above.