

issued. He shall keep a complete record of the credentials, certificates, or diplomas upon which certificates may have been issued or renewed. He shall keep a complete record and file of all certificates issued and of all certificates in force.

110. *Classes of teachers' certificates.*

*Teachers' certificates shall be of two classes: first class and second class. All teachers' certificates issued by the State Superintendent of Schools shall, when issued, be of the second class, and shall be subject to classification by the county superintendent. The certificates of all the teachers employed shall be classified by the county superintendent of schools not less than once in two years. In determining the class of the certificate of a particular teacher, the following points are to be considered:*

*(a) Scholarship; (b) executive ability; (c) personality; and (d) teaching efficiency. The local superintendent shall keep a record of the kind, grade, and class of certificate held by each teacher employed.*

111. *Salaries—Manner of paying teachers' salaries; performance of certain duties before payment.*

*The salaries of teachers shall be paid at least monthly during the school year, on or before the tenth day of the calendar month succeeding that for which the salary is due. No teacher shall be entitled to receive payment for services unless all of the current records required by the county superintendent of schools have been properly made and submitted.*

112. *Salaries—Minimum principals' and teachers' salaries.*

*(a) Teachers not to receive less than minimum; second class certificates—No teachers or principals regularly employed in public schools in the counties and in Baltimore City shall receive salaries less than the amounts provided for in the following schedules for varying amounts of training and successful experience; but no teacher or principal whose certificate is rated by the superintendent as second class, as provided in Section 110 shall receive any salary increment based on experience.*

*(b) Schedule—Every teacher holding the following designated type of certificates as determined by bylaw of the State Board of Education, or having equivalent status in Baltimore City as determined by the State Department of Education, shall receive a salary for the ten-month school year of not less than the amount specified in the following schedule, for the year of teaching applicable to him or her (and those figures shall also be used for the purposes of calculating "the State's share of current expenses"):*