



Analysis of Professional Salaries Maryland Public Schools

October 2012

MARYLAND STATE BOARD OF EDUCATION

Charlene M. Dukes
President

Mary Kay Finan
Vice President

James H. DeGraffenreidt, Jr.
S. James Gates, Jr.
Luisa Montero-Diaz
Sayed M. Naved
Madhu Sidhu
Guffrie M. Smith, Jr.
Donna Hill Staton
Ivan C.A. Walks
Kate Walsh
Ebehireme Inegbenebor (*Student Member*)

Lillian M. Lowery
Secretary-Treasurer of the Board
State Superintendent of Schools

John Smeallie
Deputy State Superintendent for Administration

Carolyn Wood
Assistant State Superintendent
Division of Accountability, Assessment, and Data Systems

Jean E. Satterfield
Assistant State Superintendent
Division of Certification and Accreditation

Martin O'Malley
Governor

The Maryland State Department of Education does not discriminate on the basis of age, ancestry, color, creed, gender identity and expression, genetic information, marital status, disability, national origin, race, religion, sex, or sexual orientation in matters affecting employment or in providing access to programs. For inquiries related to department policy, please contact the Equity Assurance and Compliance Branch, Maryland State Department of Education, 200 West Baltimore Street, Baltimore Maryland 21201, Phone (410) 767-0433, TTY/TDD (410) 333-6442. For more information about the contents of this document, contact 410-767-0078.

**Analysis of Professional Salaries
Maryland Public Schools
October 2012**

Table of Contents

	Page
Introduction	i
Figure 1 Amount Above/Below Statewide Average Teacher Salary.....	1
Tables	
1 Salaries of Professional Staff Employed in Maryland Public Schools.....	2
2 Teachers' Salaries Indexed to Region.....	9

Introduction

The tables in this report were prepared from the data submitted by the 24 Maryland public school systems in the fall of 2012. Salaries include annual pay for 10, 11, and 12 month full-time and part-time employees in the positions shown. All data reported reflect the conversion of part-time employees to full-time equivalents.

Calculations

The average (mean) salaries are computed by dividing the sum of the individuals' salaries by the sum of the full-time-equivalent positions. The value of the means may be distorted by extremely high or low salaries in the distribution and so may not provide an accurate estimate of population averages. Therefore, medians (middle values) are also provided as estimates of typical salaries. The median represents the salary that divides the group in half. The first and third quartiles are provided as an estimation of the distribution of salaries across groups. Quartiles represent a division point similar to the median. The first quartile indicates the salary below which twenty-five percent of salaries fall while the third quartile represents the point above which twenty-five percent of salaries fall.

Figure 1
 Amount Above/Below Statewide Average Teacher Salary
 Maryland Public Schools: October 2012

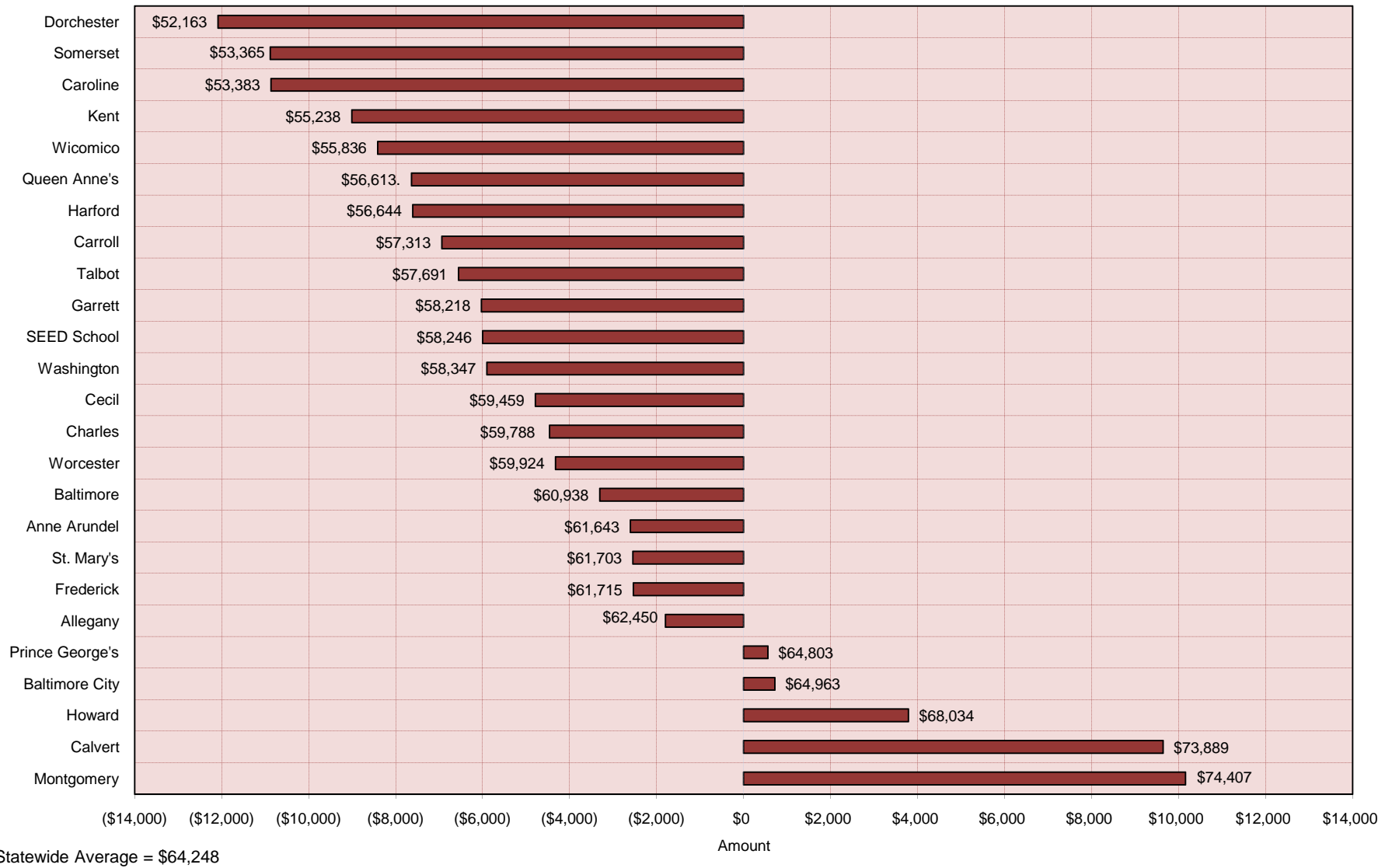


Table 1
Salaries of Professional Staff Employed in Maryland Public Schools
Maryland Public Schools: October 2012

Local Education Agency	Superintendent				Deputy Superintendent			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$194,505	\$183,881	\$162,000	\$241,747	\$173,265	\$172,289	\$152,500	\$194,675
Allegany	168,180	*	*	*	+	+	+	+
Anne Arundel	257,000	*	*	*	164,065	*	*	*
Baltimore City	260,000	*	*	*	+	+	+	+
Baltimore	255,000	*	*	*	185,000	*	*	*
Calvert	169,000	*	*	*	152,500	*	*	*
Caroline	157,325	*	*	*	+	+	+	+
Carroll	185,000	*	*	*	+	+	+	+
Cecil	165,000	*	*	*	+	+	+	+
Charles	289,050	*	*	*	+	+	+	+
Dorchester	126,075	*	*	*	+	+	+	+
Frederick	185,000	*	*	*	158,949	*	*	*
Garrett	161,000	*	*	*	+	+	+	+
Harford	202,000	*	*	*	170,636	*	*	*
Howard	250,000	*	*	*	187,886	*	*	*
Kent	142,000	*	*	*	+	+	+	+
Montgomery	255,000	*	*	*	206,591	*	*	*
Prince George's	215,000	*	*	*	172,289	*	*	*
Queen Anne's	150,800	*	*	*	+	+	+	+
St. Mary's	216,986	*	*	*	149,150	*	*	*
SEED School	+	+	+	+	135,000	*	*	*
Somerset	138,000	*	*	*	+	+	+	+
Talbot	182,761	*	*	*	+	+	+	+
Washington	199,550	*	*	*	145,199	*	*	*
Wicomico	168,383	*	*	*	+	+	+	+
Worcester	170,000	*	*	*	+	+	+	+

* The value cannot be computed; fewer than 5 people in the position.

+ No people reported in the position.

Table 1 (Continued)
Salaries of Professional Staff Employed in Maryland Public Schools
Maryland Public Schools: October 2012

Local Education Agency	Associate, Area, and Assistant Superintendent				Director			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$147,458	\$146,223	\$128,750	\$165,438	\$122,868	\$123,161	\$107,602	\$139,219
Allegany	117,701	*	*	*	119,812	*	*	*
Anne Arundel	138,336	139,691	136,449	148,999	120,576	121,515	110,939	127,461
Baltimore City	145,293	128,750	128,750	163,038	110,155	111,587	97,021	123,283
Baltimore	163,593	159,652	158,902	163,663	132,476	124,483	120,302	153,158
Calvert	+	+	+	+	130,619	129,307	122,009	143,833
Caroline	129,413	*	*	*	93,706	*	*	*
Carroll	137,306	*	*	*	121,459	117,903	114,469	130,797
Cecil	155,696	*	*	*	133,447	134,272	134,272	134,272
Charles	222,486	*	*	*	132,558	123,068	110,928	167,218
Dorchester	115,583	*	*	*	83,994	81,117	77,089	89,683
Frederick	139,056	141,474	127,330	145,257	112,600	107,460	99,538	135,000
Garrett	101,087	*	*	*	88,038	88,867	84,379	92,111
Harford	133,067	*	*	*	127,493	131,691	125,428	137,660
Howard	170,000	*	*	*	142,879	142,629	128,230	154,071
Kent	+	+	+	+	+	+	+	+
Montgomery	165,875	165,875	165,875	165,875	139,832	141,073	135,047	149,495
Prince George's	155,412	154,710	145,919	165,258	144,952	133,613	123,063	147,676
Queen Anne's	+	+	+	+	113,000	*	*	*
St. Mary's	142,962	*	*	*	122,678	132,074	108,601	133,565
SEED School	+	+	+	+	103,785	*	*	*
Somerset	+	+	+	+	83,641	82,848	72,574	99,695
Talbot	127,125	*	*	*	73,542	70,537	59,167	86,402
Washington	125,091	*	*	*	100,464	101,049	89,749	110,824
Wicomico	119,120	*	*	*	106,149	106,040	104,583	110,290
Worcester	129,960	*	*	*	117,900	*	*	*

* The value cannot be computed; fewer than 5 people in the position.

+ No people reported in the position.

Table 1 (Continued)
Salaries of Professional Staff Employed in Maryland Public Schools
Maryland Public Schools: October 2012

Local Education Agency	Coordinator				Supervisor			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$103,536	\$103,357	\$92,109	\$115,990	\$103,292	\$103,230	\$92,692	\$115,096
Allegany	80,585	*	*	*	90,233	95,033	83,967	96,913
Anne Arundel	120,136	118,288	109,896	131,235	107,616	118,116	94,028	121,936
Baltimore City	102,779	101,252	95,069	112,229	96,925	104,058	69,817	120,466
Baltimore	107,681	110,599	101,728	114,541	94,352	95,981	83,722	107,073
Calvert	83,942	*	*	*	111,862	109,550	95,885	117,515
Caroline	83,126	82,287	78,541	87,521	100,358	101,364	95,659	105,211
Carroll	88,738	88,484	80,890	95,704	105,041	107,263	97,707	114,845
Cecil	102,265	103,509	96,366	108,484	91,875	91,974	86,523	97,803
Charles	96,712	97,997	87,335	107,933	88,879	102,876	59,479	111,281
Dorchester	+	+	+	+	92,709	89,647	87,463	100,626
Frederick	92,494	92,003	75,950	105,188	104,003	104,131	93,868	116,762
Garrett	81,469	*	*	*	102,055	*	*	*
Harford	102,144	103,357	90,959	108,164	104,671	102,914	96,978	116,000
Howard	112,246	115,827	100,461	125,810	119,806	120,456	113,654	131,001
Kent	69,313	*	*	*	92,260	95,025	87,044	97,106
Montgomery	120,845	126,693	112,014	128,705	126,306	129,940	122,363	133,186
Prince George's	130,096	131,855	127,459	136,249	107,125	107,818	97,273	119,485
Queen Anne's	83,738	*	*	*	99,000	102,555	96,568	107,436
St. Mary's	91,203	91,343	85,842	97,483	100,070	103,075	93,136	105,866
SEED School	+	+	+	+	+	+	+	+
Somerset	70,184	*	*	*	87,676	87,191	78,626	94,439
Talbot	86,277	89,956	77,651	94,803	69,865	67,011	56,819	75,118
Washington	89,727	88,447	74,149	106,612	100,995	100,503	96,155	107,031
Wicomico	83,348	87,360	82,096	89,337	92,150	93,804	88,219	99,420
Worcester	95,707	101,554	82,211	104,304	105,517	*	*	*

* The value cannot be computed; fewer than 5 people in the position.

+ No people reported in the position.

Table 1 (Continued)
Salaries of Professional Staff Employed in Maryland Public Schools
Maryland Public Schools: October 2012

Local Education Agency	Pupil Personnel Worker and School Social Worker				Principal			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$87,879	\$86,076	\$74,632	\$95,706	\$115,030	\$116,366	\$102,741	\$126,156
Allegany	80,673	83,776	74,396	85,955	97,331	96,555	90,505	102,142
Anne Arundel	116,603	110,748	90,138	142,278	118,156	117,144	107,902	128,414
Baltimore City	83,075	83,127	77,525	91,838	109,306	105,603	98,432	116,723
Baltimore	78,968	79,309	70,105	92,469	121,409	121,264	116,562	126,156
Calvert	88,009	86,076	83,648	92,647	119,136	113,633	109,445	128,094
Caroline	+	+	+	+	96,726	94,092	90,621	98,957
Carroll	86,823	85,626	85,626	92,613	106,177	106,181	94,394	119,439
Cecil	92,132	93,100	88,163	95,617	100,881	101,545	96,141	107,784
Charles	94,750	92,446	81,398	105,240	116,586	119,273	111,305	120,273
Dorchester	66,357	*	*	*	93,302	93,507	86,972	98,757
Frederick	82,174	81,797	71,244	99,340	107,759	112,026	97,814	119,283
Garrett	62,263	*	*	*	77,725	76,464	66,427	88,768
Harford	99,089	99,975	92,796	105,663	109,722	109,150	105,971	113,086
Howard	96,416	95,634	88,550	105,616	132,695	137,201	126,194	139,408
Kent	65,819	*	*	*	90,070	88,352	83,487	99,113
Montgomery	114,572	121,163	108,259	121,817	133,197	134,186	126,997	136,995
Prince George's	80,540	82,873	67,925	90,843	112,520	116,151	100,363	123,143
Queen Anne's	59,976	*	*	*	114,023	115,582	113,876	117,502
St. Mary's	93,333	82,678	80,378	112,832	102,203	102,534	93,498	115,236
SEED School	+	+	+	+	100,469	*	*	*
Somerset	56,053	*	*	*	83,065	81,001	76,948	92,100
Talbot	61,176	54,200	49,655	76,975	105,090	103,263	101,591	106,393
Washington	66,719	62,999	56,045	75,332	102,062	100,200	94,355	108,189
Wicomico	70,347	67,700	64,581	74,259	93,757	93,701	90,273	96,786
Worcester	96,761	*	*	*	105,857	110,308	101,026	112,942

* The value cannot be computed; fewer than 5 people in the position.

+ No people reported in the position.

Table 1 (Continued)
Salaries of Professional Staff Employed in Maryland Public Schools
Maryland Public Schools: October 2012

Local Education Agency	Assistant Principal				Therapist			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$97,730	\$96,318	\$87,645	\$105,830	\$75,146	\$75,039	\$62,002	\$86,766
Allegany	79,638	77,583	71,235	88,158	66,566	71,796	53,489	74,884
Anne Arundel	102,113	98,125	93,584	111,452	81,073	77,998	64,273	90,860
Baltimore City	96,172	93,676	89,163	103,403	71,605	69,252	61,488	80,067
Baltimore	96,561	97,510	90,454	103,641	68,602	69,004	54,361	80,964
Calvert	98,761	96,886	92,035	104,303	82,118	82,705	74,121	90,541
Caroline	79,254	77,667	74,677	83,637	71,160	70,551	61,789	80,837
Carroll	92,367	89,908	85,626	100,170	64,681	65,077	51,069	75,678
Cecil	85,203	86,674	81,937	91,089	68,559	71,991	65,835	74,679
Charles	89,319	89,657	85,799	96,810	80,468	82,969	77,095	85,469
Dorchester	78,225	78,116	73,752	87,078	72,839	*	*	*
Frederick	90,790	90,568	78,873	102,265	69,561	66,923	57,202	82,045
Garrett	73,493	72,037	61,939	85,774	72,200	71,163	67,921	77,470
Harford	91,901	92,055	86,720	94,154	61,047	60,254	51,139	71,726
Howard	108,036	107,529	97,159	118,895	78,192	79,454	66,512	89,578
Kent	80,657	77,457	74,760	88,155	48,595	*	*	*
Montgomery	117,291	118,579	107,144	128,193	81,780	82,502	65,325	99,102
Prince George's	96,700	100,318	89,286	103,330	77,195	82,873	68,763	86,767
Queen Anne's	92,529	90,636	89,726	96,642	62,723	57,720	46,908	81,732
St. Mary's	83,794	82,770	76,769	90,988	72,269	74,694	67,059	79,089
SEED School	80,070	*	*	*	79,499	*	*	*
Somerset	71,381	68,028	68,028	75,770	59,866	*	*	*
Talbot	85,264	88,389	75,004	93,243	75,684	76,320	65,400	85,998
Washington	83,902	79,530	75,797	92,934	65,587	65,218	57,498	80,332
Wicomico	80,388	79,712	77,224	83,419	67,549	71,437	63,206	74,659
Worcester	90,221	93,774	80,690	98,688	68,123	70,239	59,071	75,561

* The value cannot be computed; fewer than 5 people in the position.

Table 1 (Continued)
Salaries of Professional Staff Employed in Maryland Public Schools
Maryland Public Schools: October 2012

Local Education Agency	School Psychologist				Librarian			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$87,447	\$87,048	\$69,251	\$100,910	\$74,586	\$72,454	\$59,459	\$83,285
Allegany	83,364	85,912	84,748	85,912	67,544	68,058	66,337	70,478
Anne Arundel	121,505	111,065	86,974	152,326	73,758	73,908	56,352	82,255
Baltimore City	78,801	82,106	66,664	91,838	73,120	72,454	64,486	80,950
Baltimore	88,074	90,246	81,074	99,158	67,756	67,200	55,685	78,981
Calvert	86,848	90,890	70,384	95,550	80,973	80,128	76,094	85,096
Caroline	52,488	*	*	*	65,498	68,547	62,597	69,067
Carroll	82,243	80,265	71,355	90,287	61,349	66,572	48,698	70,626
Cecil	58,888	56,644	55,596	60,057	65,342	64,807	55,889	74,741
Charles	84,164	81,493	78,536	89,449	69,677	73,577	59,282	81,297
Dorchester	61,177	*	*	*	56,517	53,341	46,286	66,548
Frederick	91,265	90,568	80,335	99,340	69,285	67,965	56,965	82,045
Garrett	69,925	*	*	*	59,930	*	*	*
Harford	52,113	52,950	45,112	58,201	58,274	56,050	48,205	70,726
Howard	100,297	102,718	92,092	105,616	71,723	75,039	60,608	80,811
Kent	64,627	*	*	*	56,834	*	*	*
Montgomery	100,934	103,428	83,313	122,173	85,539	90,266	70,538	103,117
Prince George's	78,601	74,547	58,223	99,450	100,931	86,767	73,326	126,978
Queen Anne's	74,784	80,202	61,908	89,124	65,695	62,740	56,190	80,446
St. Mary's	74,083	73,412	66,457	80,150	72,312	70,613	64,461	76,019
SEED School	80,877	*	*	*	72,454	*	*	*
Somerset	69,869	*	*	*	59,775	58,345	54,937	63,285
Talbot	64,950	*	*	*	63,317	61,900	56,475	70,750
Washington	74,583	69,459	61,784	86,171	67,204	71,207	58,881	75,332
Wicomico	73,409	72,796	69,071	78,794	61,530	59,115	53,318	69,811
Worcester	61,872	*	*	*	73,185	79,177	65,881	80,581

* The value cannot be computed; fewer than 5 people in the position.

Table 1 (Continued)
Salaries of Professional Staff Employed in Maryland Public Schools
Maryland Public Schools: October 2012

Local Education Agency	Guidance Counselor				Teacher			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$71,418	\$69,400	\$58,454	\$82,873	\$64,248	\$61,899	\$50,556	\$75,348
Allegany	64,490	67,752	57,786	70,778	62,450	65,039	56,102	68,067
Anne Arundel	75,515	74,479	61,155	87,639	61,643	57,951	47,595	73,142
Baltimore City	73,002	72,455	65,824	81,970	64,963	64,487	53,433	75,348
Baltimore	66,366	66,216	54,368	76,549	60,938	58,810	47,619	71,915
Calvert	78,130	84,026	62,557	89,692	73,889	75,701	63,681	82,234
Caroline	58,352	55,543	48,146	70,049	53,383	49,789	42,534	66,547
Carroll	64,630	64,931	53,623	76,896	57,313	56,176	44,868	68,542
Cecil	63,006	66,080	55,026	70,866	59,459	57,228	49,802	70,491
Charles	67,961	64,557	58,351	79,316	59,788	56,292	50,172	69,531
Dorchester	56,941	53,752	45,405	70,275	52,163	47,373	41,624	59,924
Frederick	73,436	72,652	62,602	85,933	61,715	58,282	49,698	73,404
Garrett	65,414	68,681	59,482	71,445	58,218	59,731	52,752	65,920
Harford	61,618	61,826	51,139	72,405	56,644	55,883	46,799	66,781
Howard	74,743	75,506	60,608	88,727	68,034	67,231	56,470	79,574
Kent	59,147	55,939	46,151	70,061	55,238	54,261	41,824	66,960
Montgomery	80,400	79,080	64,625	98,870	74,407	73,038	58,225	90,480
Prince George's	72,311	67,612	58,463	82,873	64,803	60,188	50,556	78,193
Queen Anne's	65,841	66,215	52,491	81,732	56,613	53,253	46,053	62,999
St. Mary's	66,954	65,397	54,616	78,434	61,703	60,495	48,863	74,189
SEED School	51,588	*	*	*	58,246	54,178	50,365	64,487
Somerset	64,366	63,967	55,651	69,917	53,365	49,366	43,881	61,246
Talbot	72,463	70,900	68,325	80,950	57,691	56,100	49,300	65,400
Washington	59,484	57,470	52,498	64,324	58,347	56,045	51,480	63,881
Wicomico	58,687	58,913	47,722	69,811	55,836	53,124	44,743	67,407
Worcester	68,112	77,571	52,298	80,581	59,924	57,022	48,759	72,895

* The value cannot be computed; fewer than 5 people in the position.

Table 2
Teachers' Salaries Indexed to Region
October 2012

Local Education Agency	Average (Mean)	Percent Above/Below	Median	Percent Above/Below	1st Quartile	Percent Above/Below	3rd Quartile	Percent Above/Below
Baltimore Metropolitan	\$62,217		\$61,283		\$49,506		\$73,142	
Anne Arundel	61,643	-0.9	57,951	-5.4	47,595	-3.9	73,142	0.0
Baltimore City	64,963	4.4	64,487	5.2	53,433	7.9	75,348	3.0
Baltimore	60,938	-2.1	58,810	-4.0	47,619	-3.8	71,915	-1.7
Carroll	57,313	-7.9	56,176	-8.3	44,868	-9.4	68,542	-6.3
Harford	56,644	-9.0	55,883	-8.8	46,799	-5.5	66,781	-8.7
Howard	68,034	9.3	67,231	9.7	56,470	14.1	79,574	8.8
SEED School	58,246	-6.4	54,178	-11.6	50,365	1.7	64,487	-11.8
National Capital	\$70,224		\$67,114		\$53,581		\$82,873	
Montgomery	74,407	6.0	73,038	8.8	58,225	8.7	90,480	9.2
Prince George's	64,803	-7.7	60,188	-10.3	50,556	-5.6	78,193	-5.6
Western Maryland	\$60,613		\$58,282		\$51,180		\$68,343	
Allegany	62,450	3.0	65,039	11.6	56,102	9.6	68,067	-0.4
Frederick	61,715	1.8	58,282	0.0	49,698	-2.9	73,404	7.4
Garrett	58,218	-4.0	59,731	2.5	52,752	3.1	65,920	-3.5
Washington	58,347	-3.7	56,045	-3.8	51,480	0.6	63,881	-6.5
Lower Shore	\$56,050		\$52,925		\$44,861		\$67,407	
Dorchester	52,163	-6.9	47,373	-10.5	41,624	-7.2	59,924	-11.1
Somerset	53,365	-4.8	49,366	-6.7	43,881	-2.2	61,246	-9.1
Wicomico	55,836	-0.4	53,124	0.4	44,743	-0.3	67,407	0.0
Worcester	59,924	6.9	57,022	7.7	48,759	8.7	72,895	8.1
Upper Shore	\$57,445		\$55,500		\$47,476		\$67,688	
Caroline	53,383	-7.1	49,789	-10.3	42,534	-10.4	66,547	-1.7
Cecil	59,459	3.5	57,228	3.1	49,802	4.9	70,491	4.1
Kent	55,238	-3.8	54,261	-2.2	41,824	-11.9	66,960	-1.1
Queen Anne's	56,613	-1.4	53,253	-4.0	46,053	-3.0	62,999	-6.9
Talbot	57,691	0.4	56,100	1.1	49,300	3.8	65,400	-3.4
Southern Maryland	\$64,193		\$61,433		\$51,661		\$77,386	
Calvert	73,889	15.1	75,701	23.2	63,681	23.3	82,234	6.3
Charles	59,788	-6.9	56,292	-8.4	50,172	-2.9	69,531	-10.2
St. Mary's	61,703	-3.9	60,495	-1.5	48,863	-5.4	74,189	-4.1