



Analysis of Professional Salaries Maryland Public Schools October 2005



Maryland State Department of Education
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**Analysis of Professional Salaries
Maryland Public Schools
October 2005**

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Introduction

The tables in this report were prepared from the data submitted by the 24 Maryland public school systems in the fall of 2005. 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 2005

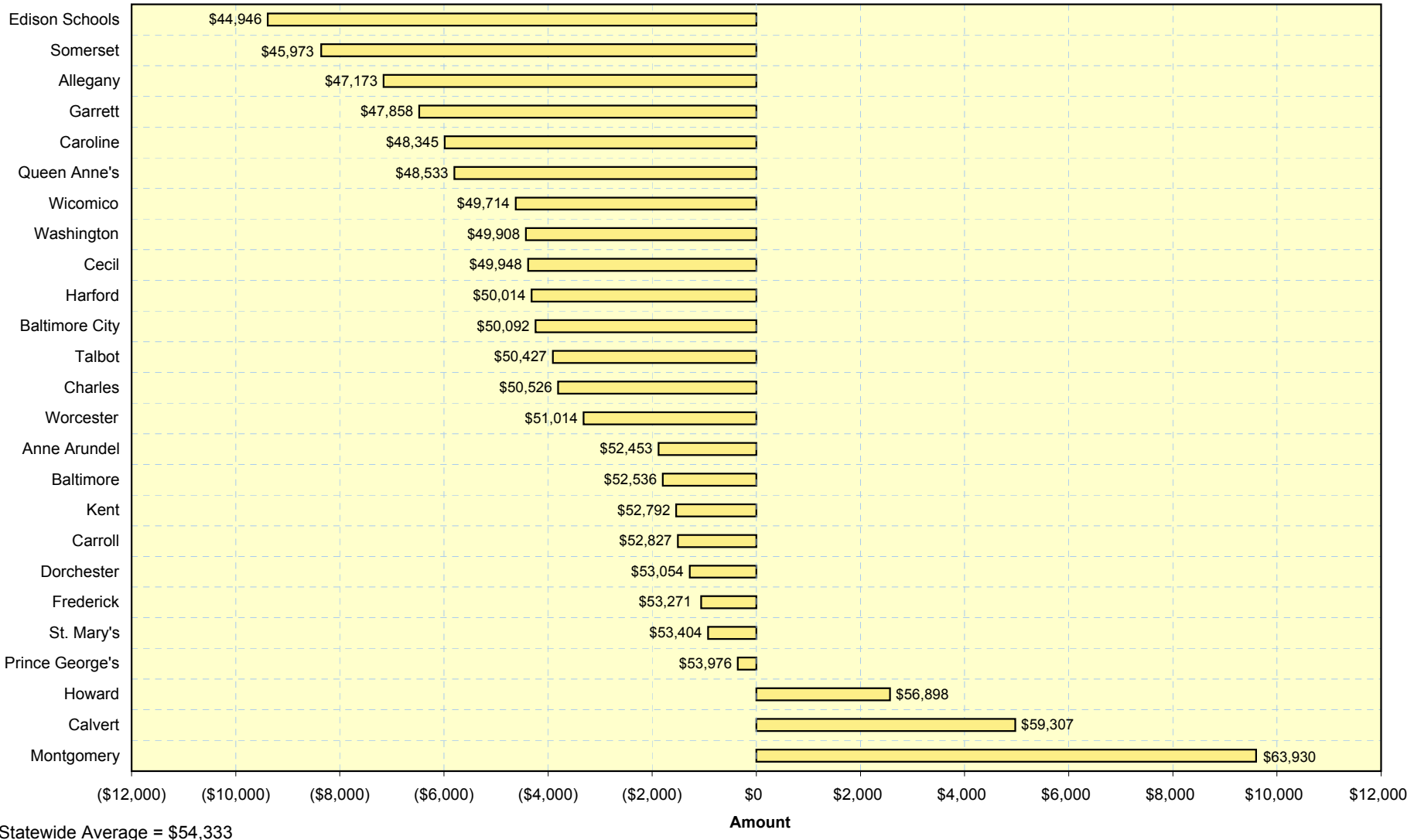


Table 1
Salaries of Professional Staff Employed
Maryland Public Schools: October 2005

Local Education Agency	Superintendent				Deputy Superintendent			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$154,790	\$143,678	\$125,135	\$188,600	\$142,149	\$138,762	\$127,605	\$157,329
Allegany	126,479	*	*	*	105,766	*	*	*
Anne Arundel	211,087	*	*	*	+	+	+	+
Baltimore City	196,800	*	*	*	140,660	*	*	*
Edison Schools	+	+	+	+	+	+	+	+
Baltimore	239,200	*	*	*	156,829	*	*	*
Calvert	143,100	*	*	*	138,762	*	*	*
Caroline	115,000	*	*	*	+	+	+	+
Carroll	140,000	*	*	*	+	+	+	+
Cecil	148,303	*	*	*	+	+	+	+
Charles	249,900	*	*	*	167,500	*	*	*
Dorchester	106,080	*	*	*	+	+	+	+
Frederick	164,000	*	*	*	127,903	*	*	*
Garrett	115,000	*	*	*	+	+	+	+
Harford	157,504	*	*	*	123,188	*	*	*
Howard	208,950	*	*	*	163,700	*	*	*
Kent	109,809	*	*	*	+	+	+	+
Montgomery	236,843	*	*	*	171,409	*	*	*
Prince George's	144,255	*	*	*	151,678	*	*	*
Queen Anne's	127,800	*	*	*	+	+	+	+
St. Mary's	145,000	*	*	*	130,919	*	*	*
Somerset	105,000	*	*	*	+	+	+	+
Talbot	127,400	*	*	*	+	+	+	+
Washington	146,837	*	*	*	116,494	*	*	*
Wicomico	125,655	*	*	*	+	+	+	+
Worcester	124,961	*	*	*	+	+	+	+

*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
Maryland Public Schools: October 2005

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	\$125,962	\$124,800	\$112,414	\$139,282	\$103,606	\$107,298	\$91,665	\$117,628
Allegany	100,827	*	*	*	90,271	94,293	82,645	95,886
Anne Arundel	124,050	*	*	*	105,365	108,392	97,968	111,964
Baltimore City	128,634	124,800	124,800	137,150	93,328	94,326	83,306	102,213
Edison Schools	+	+	+	+	+	+	+	+
Baltimore	122,226	121,257	118,513	125,000	100,194	102,660	98,904	102,910
Calvert	132,154	*	*	*	121,264	119,833	115,896	123,792
Caroline	106,877	*	*	*	99,094	*	*	*
Carroll	140,376	*	*	*	105,625	109,074	97,569	113,208
Cecil	127,801	*	*	*	110,215	110,215	110,215	110,215
Charles	159,798	*	*	*	113,018	108,758	101,261	130,650
Dorchester	110,714	*	*	*	79,514	*	*	*
Frederick	111,932	111,795	106,186	119,270	94,797	91,619	83,647	111,369
Garrett	97,350	*	*	*	83,963	82,237	80,932	87,857
Harford	114,787	*	*	*	108,634	108,299	105,799	111,398
Howard	147,966	*	*	*	122,219	123,491	116,412	128,201
Kent	101,314	*	*	*	+	+	+	+
Montgomery	142,833	139,282	139,282	139,282	117,186	118,117	112,337	125,500
Prince George's	142,391	145,486	141,617	147,034	119,158	117,628	116,080	123,818
Queen Anne's	115,500	*	*	*	90,685	*	*	*
St. Mary's	128,419	*	*	*	104,552	109,269	91,921	116,555
Somerset	83,018	*	*	*	85,595	*	*	*
Talbot	110,016	*	*	*	53,741	50,270	44,708	58,724
Washington	101,104	105,038	93,542	106,699	83,842	83,021	74,559	93,900
Wicomico	101,320	*	*	*	92,138	90,780	89,500	96,005
Worcester	111,964	*	*	*	80,017	82,558	71,696	87,069

*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
Maryland Public Schools: October 2005

Local Education Agency	Coordinator				Supervisor			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$84,873	\$85,943	\$74,710	\$95,343	\$87,844	\$86,385	\$79,578	\$98,806
Allegany	61,389	59,570	55,142	65,515	74,620	77,024	70,300	79,449
Anne Arundel	94,901	98,451	87,871	101,476	97,054	105,506	96,714	105,506
Baltimore City	81,247	82,470	76,578	85,865	47,957	*	*	*
Edison Schools	54,049	56,675	38,456	68,330	+	+	+	+
Baltimore	89,451	89,496	87,744	91,282	82,516	84,439	82,786	86,123
Calvert	93,966	93,130	87,416	104,146	99,787	95,457	93,130	109,002
Caroline	72,000	69,266	69,266	76,101	84,387	85,673	83,873	88,523
Carroll	74,671	74,248	64,982	80,341	85,855	88,029	77,863	94,032
Cecil	85,174	88,419	77,895	93,075	78,021	*	*	*
Charles	82,848	85,004	74,701	90,656	75,316	*	*	*
Dorchester	66,118	*	*	*	78,255	75,000	73,835	87,550
Frederick	75,800	78,174	65,324	91,809	84,318	93,484	64,711	97,737
Garrett	62,233	62,306	60,182	64,391	78,257	*	*	*
Harford	82,634	83,991	79,170	85,420	93,964	94,280	88,991	99,280
Howard	103,127	104,063	91,237	109,487	99,614	103,454	90,051	106,056
Kent	65,677	*	*	*	86,184	85,672	83,708	88,915
Montgomery	104,202	107,771	103,702	107,771	108,288	111,170	106,360	111,170
Prince George's	91,331	91,663	87,551	101,376	96,943	100,147	97,229	100,147
Queen Anne's	59,585	*	*	*	87,026	87,153	85,878	88,625
St. Mary's	82,718	*	*	*	83,443	84,028	78,261	90,018
Somerset	65,418	*	*	*	80,068	80,084	80,084	80,084
Talbot	74,787	81,572	58,563	85,632	62,202	66,330	45,650	70,019
Washington	74,045	79,893	63,919	85,943	81,118	82,161	73,765	87,428
Wicomico	64,568	68,340	48,942	75,468	79,726	83,881	75,245	84,630
Worcester	77,470	82,889	67,437	86,206	88,690	92,409	79,862	95,659

*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
Maryland Public Schools: October 2005

Local Education Agency	Pupil Personnel/School Social Worker				Principal			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$71,853	\$68,759	\$60,160	\$83,204	\$97,998	\$98,773	\$90,440	\$105,058
Allegany	63,853	65,515	53,217	70,647	78,337	74,859	72,591	84,331
Anne Arundel	79,688	87,301	60,909	92,978	100,264	102,434	96,550	105,817
Baltimore City	60,315	60,160	56,743	65,143	89,500	89,356	82,738	95,039
Edison Schools	60,410	*	*	*	96,302	*	*	*
Baltimore	64,781	66,654	56,149	76,668	99,845	100,652	96,749	104,591
Calvert	85,348	84,491	80,104	92,068	103,054	103,997	93,095	113,026
Caroline	68,053	*	*	*	88,011	86,902	84,015	92,079
Carroll	73,460	72,673	63,796	82,326	97,395	98,390	95,573	99,608
Cecil	76,582	76,866	70,127	82,894	91,439	91,403	86,945	93,550
Charles	79,495	76,116	71,930	86,803	97,944	96,850	91,839	100,904
Dorchester	62,823	*	*	*	82,981	81,600	79,106	87,860
Frederick	79,996	83,204	69,703	89,184	95,724	96,319	90,920	99,154
Garrett	58,916	*	*	*	67,949	64,556	62,306	79,897
Harford	87,134	84,170	80,420	93,991	97,495	96,694	94,107	101,780
Howard	84,265	91,403	70,545	92,016	112,699	115,501	110,292	115,501
Kent	+	+	+	+	84,914	84,808	80,922	88,795
Montgomery	96,477	101,485	88,875	104,031	111,171	111,170	111,170	116,177
Prince George's	78,825	84,025	79,677	87,971	100,263	103,150	97,229	103,150
Queen Anne's	67,470	*	*	*	89,887	91,875	87,048	94,252
St. Mary's	71,486	74,171	60,368	81,056	93,154	90,227	85,228	99,762
Somerset	72,767	*	*	*	75,259	74,340	72,582	79,599
Talbot	48,344	45,425	36,297	61,850	85,300	84,320	82,067	89,247
Washington	70,056	75,991	57,275	79,079	85,469	85,910	81,438	91,536
Wicomico	64,520	65,500	60,270	70,330	82,177	83,070	78,260	85,430
Worcester	+	+	+	+	94,933	95,035	91,922	98,846

*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
Maryland Public Schools: October 2005

Local Education Agency	Vice Principal				Therapist			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$81,656	\$81,545	\$73,434	\$87,743	\$62,325	\$62,054	\$51,063	\$71,703
Allegany	67,684	69,975	62,996	73,526	53,233	53,896	49,447	58,192
Anne Arundel	85,440	85,896	77,247	92,768	67,915	64,516	52,491	75,226
Baltimore City	71,988	72,602	67,417	76,279	55,690	58,962	46,576	64,911
Edison Schools	72,163	*	*	*	68,792	*	*	*
Baltimore	81,505	82,786	79,668	82,881	57,864	59,241	45,228	67,932
Calvert	85,311	82,362	78,082	87,222	60,848	60,406	53,710	69,820
Caroline	70,333	69,866	67,608	74,375	53,924	59,027	41,192	62,384
Carroll	79,694	79,825	71,937	88,296	58,836	60,027	51,739	69,081
Cecil	76,857	76,758	71,541	81,416	56,316	61,447	48,585	64,322
Charles	76,303	76,572	69,936	81,248	59,420	61,570	47,659	66,835
Dorchester	66,978	66,808	64,249	72,100	63,057	*	*	*
Frederick	82,432	84,457	73,434	91,809	58,905	61,190	48,186	69,405
Garrett	61,763	*	*	*	54,848	56,636	49,294	63,004
Harford	81,120	81,545	75,110	87,075	55,274	58,368	45,070	62,368
Howard	88,337	88,681	77,395	98,711	63,809	68,795	51,042	73,974
Kent	67,004	*	*	*	58,843	*	*	*
Montgomery	98,648	98,625	87,626	107,771	68,809	68,190	54,854	83,754
Prince George's	80,234	84,008	72,468	89,126	64,533	69,684	55,479	76,386
Queen Anne's	82,140	80,607	77,760	80,607	52,851	51,200	38,908	69,350
St. Mary's	73,221	71,409	66,332	79,711	60,961	63,772	52,002	66,912
Somerset	63,390	*	*	*	55,260	*	*	*
Talbot	68,528	71,033	62,401	73,805	54,250	56,500	44,675	62,700
Washington	72,493	72,621	65,922	76,214	59,031	63,990	58,797	63,991
Wicomico	69,475	69,460	65,865	72,110	57,148	58,490	55,195	63,090
Worcester	78,893	82,853	75,435	86,489	54,247	53,323	45,843	62,798

*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
Maryland Public Schools: October 2005

Local Education Agency	School Psychologist				Librarian			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$73,117	\$69,787	\$60,414	\$83,517	\$61,606	\$62,128	\$51,792	\$70,845
Allegany	62,041	57,721	56,755	70,973	52,305	55,142	51,238	55,142
Anne Arundel	95,921	83,517	74,820	111,627	59,241	59,623	52,491	65,277
Baltimore City	57,423	56,935	49,607	67,444	53,639	53,954	42,297	63,106
Edison Schools	+	+	+	+	54,006	*	*	*
Baltimore	72,780	75,451	67,115	79,155	59,851	62,649	49,349	71,654
Calvert	71,483	70,064	62,258	79,386	64,269	60,406	56,320	73,394
Caroline	58,277	*	*	*	57,847	58,679	52,894	62,182
Carroll	68,167	65,988	60,561	71,785	58,795	59,060	52,421	68,399
Cecil	74,593	77,444	69,080	82,294	53,689	58,673	43,462	63,885
Charles	70,158	69,245	63,444	72,593	61,774	65,676	54,603	70,872
Dorchester	52,310	*	*	*	51,844	57,650	38,345	66,482
Frederick	83,309	86,559	76,059	91,809	59,997	63,618	51,237	69,405
Garrett	55,362	*	*	*	44,011	*	*	*
Harford	54,237	55,011	43,432	65,705	56,556	58,368	49,250	64,368
Howard	78,460	79,747	70,545	88,029	61,244	56,590	50,672	73,974
Kent	51,747	*	*	*	73,820	*	*	*
Montgomery	86,365	90,168	69,787	104,031	73,683	78,084	61,437	88,313
Prince George's	77,862	82,984	66,575	88,852	63,669	64,948	52,987	72,958
Queen Anne's	75,303	71,217	60,871	86,327	55,600	57,580	47,000	62,380
St. Mary's	59,192	61,905	50,771	77,131	63,403	66,835	57,645	69,203
Somerset	57,561	*	*	*	58,624	*	*	*
Talbot	64,035	*	*	*	53,917	58,200	41,175	62,550
Washington	67,954	66,215	66,215	69,526	56,766	59,721	49,834	63,991
Wicomico	63,490	61,870	59,245	69,205	55,758	60,110	43,998	65,500
Worcester	59,581	*	*	*	58,803	62,346	54,813	63,930

*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
Maryland Public Schools: October 2005

Local Education Agency	Guidance Counselor				Teacher			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$62,155	\$61,677	\$50,704	\$72,926	\$54,333	\$52,322	\$41,935	\$64,003
Allegany	51,225	54,140	45,445	56,594	47,173	52,650	39,209	53,897
Anne Arundel	69,087	69,445	59,938	80,284	52,453	51,466	39,844	61,261
Baltimore City	57,915	61,891	50,789	66,954	50,092	46,283	41,210	63,106
Edison Schools	51,163	*	*	*	44,946	45,000	39,780	51,348
Baltimore	58,619	59,223	47,004	71,106	52,536	49,866	40,577	62,704
Calvert	67,038	66,185	57,704	79,087	59,307	57,704	49,960	69,820
Caroline	56,375	60,412	45,355	65,445	48,345	46,662	37,689	58,679
Carroll	59,218	58,295	48,327	68,657	52,827	52,106	40,636	63,838
Cecil	51,260	48,348	43,122	61,273	49,948	46,980	39,379	61,823
Charles	60,322	59,616	46,349	70,872	50,526	46,158	38,685	61,559
Dorchester	59,262	62,572	45,963	66,482	53,054	47,734	37,860	61,659
Frederick	59,861	62,077	48,109	69,620	53,271	52,044	41,044	64,262
Garrett	52,761	54,276	48,678	56,981	47,858	51,572	40,377	54,995
Harford	54,842	56,668	46,077	63,168	50,014	47,458	40,938	58,368
Howard	65,021	66,577	52,484	77,673	56,898	54,741	43,460	68,796
Kent	59,207	63,313	53,839	66,100	52,792	55,702	42,376	62,036
Montgomery	70,426	69,082	56,285	87,669	63,930	61,437	48,976	81,412
Prince George's	62,870	61,280	51,887	72,958	53,976	51,230	41,797	69,684
Queen Anne's	54,988	54,800	42,655	66,800	48,533	44,655	39,400	57,460
St. Mary's	55,076	55,420	42,004	63,771	53,404	50,361	41,179	65,213
Somerset	53,149	50,845	43,782	64,758	45,973	42,082	37,060	57,330
Talbot	57,765	59,455	52,175	63,900	50,427	48,200	43,100	59,000
Washington	49,677	46,421	41,046	58,324	49,908	46,271	39,798	63,990
Wicomico	53,008	55,865	43,413	61,373	49,714	49,730	39,250	60,310
Worcester	57,644	62,573	48,372	64,602	51,014	48,969	40,936	61,673

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

+No people reported in the position.

Table 2

**Teachers' Salaries Indexed to Region
Maryland Public Schools: October 2005**

Local Education Agency	Average (Mean)	Percent Above/ Below	Median	Percent Above/ Below	1st Quartile	Percent Above/ Below	3rd Quartile	Percent Above/ Below
Baltimore Metropolitan	\$52,323		\$50,349		\$41,210		\$63,106	
Anne Arundel	52,453	0.2	51,466	2.2	39,844	-3.3	61,261	-2.9
Baltimore City	50,092	-4.3	46,283	-8.1	41,210	0.0	63,106	0.0
Edison Schools	44,946	-14.1	45,000	-10.6	39,780	-3.5	51,348	-18.6
Baltimore	52,536	0.4	49,866	-1.0	40,577	-1.5	62,704	-0.6
Carroll	52,827	1.0	52,106	3.5	40,636	-1.4	63,838	1.2
Harford	50,014	-4.4	47,458	-5.7	40,938	-0.7	58,368	-7.5
Howard	56,898	8.7	54,741	8.7	43,460	5.5	68,796	9.0
National Capital	\$59,314		\$56,161		\$45,411		\$72,958	
Montgomery	63,930	7.8	61,437	9.4	48,976	7.9	81,412	11.6
Prince George's	53,976	-9.0	51,230	-8.8	41,797	-8.0	69,684	-4.5
Western Maryland	\$51,109		\$50,863		\$41,044		\$60,903	
Allegany	47,173	-7.7	52,650	3.5	39,209	-4.5	53,897	-11.5
Frederick	53,271	4.2	52,044	2.3	41,044	0.0	64,262	5.5
Garrett	47,858	-6.4	51,572	1.4	40,377	-1.6	54,995	-9.7
Washington	49,908	-2.3	46,271	-9.0	39,798	-3.0	63,990	5.1
Lower Shore	\$50,159		\$48,534		\$38,990		\$60,318	
Dorchester	53,054	5.8	47,734	-1.6	37,860	-2.9	61,659	2.2
Somerset	45,973	-8.3	42,082	-13.3	37,060	-4.9	57,330	-5.0
Wicomico	49,714	-0.9	49,730	2.5	39,250	0.7	60,310	0.0
Worcester	51,014	1.7	48,969	0.9	40,936	5.0	61,673	2.2
Upper Shore	\$49,678		\$47,110		\$39,400		\$60,412	
Caroline	48,345	-2.7	46,662	-1.0	37,689	-4.3	58,679	-2.9
Cecil	49,948	0.5	46,980	-0.3	39,379	-0.1	61,823	2.3
Kent	52,792	6.3	55,702	18.2	42,376	7.6	62,036	2.7
Queen Anne's	48,533	-2.3	44,655	-5.2	39,400	0.0	57,460	-4.9
Talbot	50,427	1.5	48,200	2.3	43,100	9.4	59,000	-2.3
Southern Maryland	\$53,909		\$51,861		\$41,935		\$65,048	
Calvert	59,307	10.0	57,704	11.3	49,960	19.1	69,820	7.3
Charles	50,526	-6.3	46,158	-11.0	38,685	-7.8	61,559	-5.4
St. Mary's	53,404	-0.9	50,361	-2.9	41,179	-1.8	65,213	0.3