



# Analysis of Professional Salaries Maryland Public Schools October 2007



Maryland State Department of Education  
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**Analysis of Professional Salaries  
Maryland Public Schools  
October 2007**

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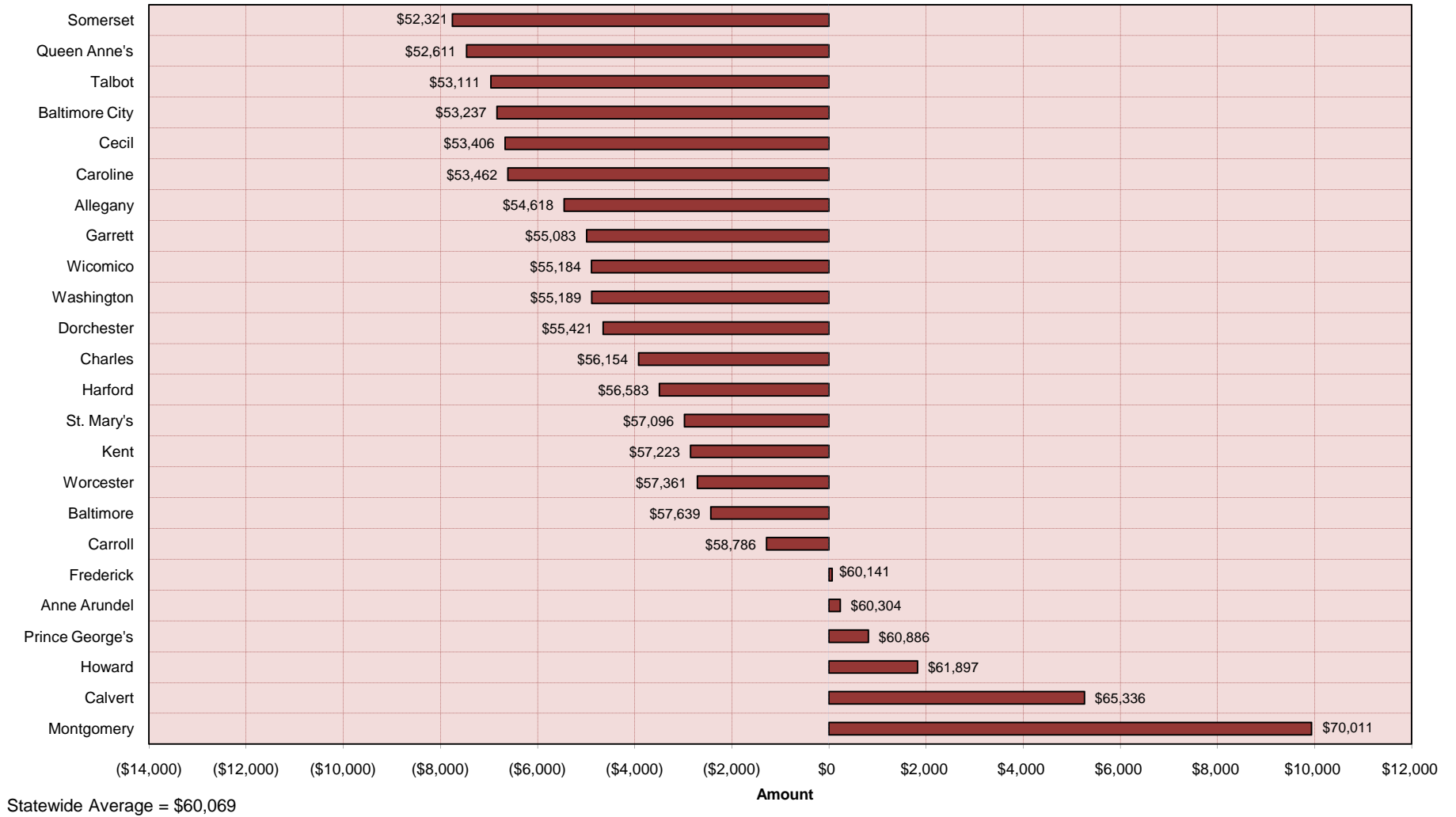
## Introduction

The tables in this report were prepared from the data submitted by the 24 Maryland public school systems in the fall of 2007. 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 2007**



**Table 1**  
**Salaries of Professional Staff Employed in Maryland Public Schools**  
**October 2007**

Local Education Agency	Superintendent				Deputy Superintendent			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
<b>State Total</b>	<b>\$179,399</b>	<b>\$162,883</b>	<b>\$135,183</b>	<b>\$231,098</b>	<b>\$158,121</b>	<b>\$156,190</b>	<b>\$137,844</b>	<b>\$185,295</b>
Allegany	143,509	*	*	*	114,524	*	*	*
Anne Arundel	231,750	*	*	*	150,200	*	*	*
Baltimore City	230,000	*	*	*	147,521	146,500	134,244	163,232
Baltimore	278,250	*	*	*	178,608	*	*	*
Calvert	157,200	*	*	*	+	+	+	+
Caroline	133,000	*	*	*	+	+	+	+
Carroll	180,000	*	*	*	+	+	+	+
Cecil	165,472	*	*	*	+	+	+	+
Charles	249,900	*	*	*	188,320	*	*	*
Dorchester	125,000	*	*	*	+	+	+	+
Frederick	191,290	*	*	*	+	+	+	+
Garrett	131,043	*	*	*	+	+	+	+
Harford	200,000	*	*	*	157,500	*	*	*
Howard	231,464	*	*	*	193,856	*	*	*
Kent	122,200	*	*	*	+	+	+	+
Montgomery	242,676	*	*	*	180,223	*	*	*
Prince George's	273,000	*	*	*	184,286	*	*	*
Queen Anne's	145,000	*	*	*	+	+	+	+
St. Mary's	160,293	*	*	*	138,572	*	*	*
Somerset	125,000	*	*	*	+	+	+	+
Talbot	150,700	*	*	*	+	+	+	+
Washington	165,900	*	*	*	+	+	+	+
Wicomico	131,195	*	*	*	+	+	+	+
Worcester	141,731	*	*	*	+	+	+	+

\* 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**  
**October 2007**

Local Education Agency	Associate, Area, and Assistant Superintendent				Director			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
<b>State Total</b>	<b>\$141,860</b>	<b>\$140,683</b>	<b>\$127,316</b>	<b>\$159,246</b>	<b>\$114,244</b>	<b>\$115,702</b>	<b>\$101,051</b>	<b>\$131,965</b>
Allegany	+	+	+	+	98,432	97,060	93,756	106,976
Anne Arundel	145,354	*	*	*	117,209	120,763	107,944	130,369
Baltimore City	131,658	132,350	114,697	140,494	99,487	103,005	88,874	109,883
Baltimore	138,833	137,000	136,000	141,378	109,809	112,295	101,959	114,407
Calvert	135,000	*	*	*	119,645	125,386	109,472	134,513
Caroline	118,000	*	*	*	73,925	*	*	*
Carroll	127,552	*	*	*	121,851	126,309	112,224	130,099
Cecil	160,419	*	*	*	122,974	122,974	122,974	122,974
Charles	172,270	*	*	*	127,686	121,408	111,751	146,213
Dorchester	107,500	*	*	*	84,609	*	*	*
Frederick	137,466	139,633	131,057	145,339	109,899	109,376	96,766	129,330
Garrett	+	+	+	+	94,307	95,371	88,113	100,426
Harford	131,599	*	*	*	124,880	123,532	118,532	129,588
Howard	166,677	*	*	*	137,287	136,622	130,603	142,015
Kent	108,626	*	*	*	+	+	+	+
Montgomery	157,712	154,879	154,879	154,879	132,508	132,923	130,169	139,036
Prince George's	165,385	167,222	163,810	167,222	136,510	136,508	133,095	140,774
Queen Anne's	129,800	*	*	*	108,700	*	*	*
St. Mary's	139,017	*	*	*	114,238	117,958	101,062	126,872
Somerset	100,877	*	*	*	100,746	*	*	*
Talbot	122,652	*	*	*	58,547	56,441	47,567	66,586
Washington	115,297	*	*	*	89,978	93,571	77,382	104,241
Wicomico	110,729	*	*	*	99,053	100,241	96,929	103,686
Worcester	124,610	*	*	*	94,781	93,167	91,227	100,117

\* 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**  
**October 2007**

Local Education Agency	Coordinator				Supervisor			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
<b>State Total</b>	<b>\$95,884</b>	<b>\$97,106</b>	<b>\$85,807</b>	<b>\$105,992</b>	<b>\$100,667</b>	<b>\$99,377</b>	<b>\$91,174</b>	<b>\$114,128</b>
Allegany	71,721	*	*	*	81,824	83,810	78,342	88,259
Anne Arundel	110,316	109,011	99,699	119,986	104,005	113,662	92,924	117,230
Baltimore City	92,144	92,782	85,106	100,811	77,077	84,303	54,109	96,433
Baltimore	101,254	100,730	98,351	103,248	93,165	94,099	89,575	95,976
Calvert	84,264	91,427	85,900	98,458	102,304	101,261	94,031	109,730
Caroline	80,519	79,622	78,445	82,029	93,725	96,461	87,368	98,648
Carroll	92,629	94,429	86,741	98,206	101,697	104,099	94,429	109,180
Cecil	92,738	94,233	87,828	101,246	+	+	+	+
Charles	91,961	91,390	83,778	102,239	+	+	+	+
Dorchester	84,576	*	*	*	86,996	85,344	80,123	94,770
Frederick	85,543	87,206	71,224	105,992	106,576	108,280	89,704	111,376
Garrett	70,673	72,715	67,472	74,990	88,238	*	*	*
Harford	90,761	90,699	88,199	93,293	104,391	104,596	98,022	112,814
Howard	108,025	108,059	95,298	119,554	107,884	110,606	99,454	118,091
Kent	83,283	*	*	*	92,679	92,598	90,080	95,748
Montgomery	113,923	118,292	113,426	119,792	119,827	122,957	118,194	124,457
Prince George's	118,467	119,445	107,500	126,270	111,502	115,971	106,226	115,971
Queen Anne's	73,164	71,053	65,660	81,723	93,539	96,058	91,854	97,406
St. Mary's	77,640	*	*	*	91,786	92,485	88,442	98,460
Somerset	79,251	*	*	*	90,558	89,199	87,999	93,520
Talbot	83,734	*	*	*	66,426	63,000	49,422	83,183
Washington	85,477	84,834	74,242	95,458	93,146	94,263	88,536	100,013
Wicomico	71,680	78,160	53,861	85,070	88,846	92,270	86,145	92,395
Worcester	89,032	95,713	81,564	96,024	102,110	102,931	97,259	106,550

\* 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**  
**October 2007**

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
<b>State Total</b>	<b>\$78,394</b>	<b>\$72,920</b>	<b>\$64,792</b>	<b>\$89,952</b>	<b>\$110,119</b>	<b>\$111,393</b>	<b>\$101,325</b>	<b>\$119,522</b>
Allegany	75,223	77,414	71,366	80,123	88,135	85,960	80,730	95,368
Anne Arundel	91,179	94,571	75,529	104,470	113,930	117,040	105,120	122,030
Baltimore City	65,559	66,275	60,266	68,839	100,645	99,450	92,457	108,127
Baltimore	70,276	69,550	60,944	83,098	110,595	109,846	107,819	112,166
Calvert	93,978	94,221	88,219	100,034	109,413	108,161	99,974	118,113
Caroline	75,088	*	*	*	98,206	97,708	91,195	104,862
Carroll	89,208	90,797	80,718	96,318	109,753	112,593	107,222	112,593
Cecil	80,622	80,750	73,825	87,356	97,412	99,412	92,716	101,246
Charles	90,123	88,474	81,860	97,200	113,585	112,980	107,850	117,600
Dorchester	68,309	*	*	*	92,897	91,463	87,711	97,513
Frederick	110,311	83,502	76,200	98,826	109,494	111,376	105,184	114,472
Garrett	70,468	*	*	*	78,888	75,387	72,633	91,617
Harford	96,454	93,199	89,449	103,724	107,983	106,769	102,247	112,814
Howard	90,479	94,499	78,332	99,999	122,539	127,823	118,040	127,823
Kent	+	+	+	+	85,596	82,976	77,685	94,961
Montgomery	106,360	113,130	100,892	115,335	124,019	125,457	119,593	127,953
Prince George's	77,413	78,767	62,418	92,637	114,964	119,522	109,486	119,522
Queen Anne's	58,441	53,180	43,820	75,693	103,367	105,595	104,792	106,800
St. Mary's	81,100	85,296	70,088	94,788	109,423	104,895	96,460	115,614
Somerset	82,337	*	*	*	85,128	84,893	78,632	91,470
Talbot	51,452	50,295	38,138	65,791	94,875	93,058	90,944	95,102
Washington	73,712	76,501	60,266	86,307	96,912	94,976	89,312	104,901
Wicomico	71,312	72,240	68,270	79,570	90,636	90,390	86,810	94,610
Worcester	89,179	*	*	*	106,016	106,550	103,145	108,691

\* 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**  
**October 2007**

Local Education Agency	Assistant Principal				Therapist			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
<b>State Total</b>	<b>\$92,236</b>	<b>\$90,845</b>	<b>\$82,505</b>	<b>\$99,881</b>	<b>\$70,357</b>	<b>\$69,550</b>	<b>\$58,287</b>	<b>\$80,878</b>
Allegany	73,252	73,525	65,417	81,078	62,451	63,623	58,167	68,528
Anne Arundel	97,232	94,700	88,807	106,190	78,985	75,930	65,817	85,282
Baltimore City	85,288	85,106	78,054	92,782	61,437	63,255	54,200	68,839
Baltimore	88,976	90,451	86,944	92,255	64,811	65,520	52,274	74,673
Calvert	91,821	90,269	84,900	92,366	66,985	70,090	56,992	81,369
Caroline	80,900	80,219	77,705	84,163	61,345	66,211	42,275	76,125
Carroll	90,575	87,305	81,525	98,206	64,252	67,430	56,785	76,134
Cecil	82,221	80,174	77,389	87,568	58,625	64,342	49,642	68,155
Charles	87,548	89,040	82,425	90,825	69,460	71,157	57,783	79,086
Dorchester	75,100	74,795	72,623	81,736	80,294	*	*	*
Frederick	92,642	92,801	80,193	103,125	68,095	71,964	56,827	80,360
Garrett	76,240	*	*	*	68,361	68,000	63,103	73,502
Harford	88,545	90,845	83,668	93,570	61,296	64,523	52,871	69,025
Howard	98,186	95,462	85,681	110,867	71,415	73,488	59,812	81,326
Kent	81,213	*	*	*	69,845	*	*	*
Montgomery	109,313	109,754	99,068	119,792	76,781	76,014	62,244	93,048
Prince George's	92,853	97,368	84,164	100,291	71,756	76,826	60,883	84,215
Queen Anne's	87,449	88,023	83,741	91,604	56,065	54,588	38,659	70,543
St. Mary's	87,170	83,673	70,881	98,660	63,966	61,001	44,110	73,814
Somerset	74,527	*	*	*	64,161	*	*	*
Talbot	84,266	84,226	80,104	89,630	52,134	56,750	34,054	67,375
Washington	79,176	77,818	71,900	85,486	68,148	71,207	66,747	71,207
Wicomico	75,375	75,700	71,595	77,620	63,274	68,170	51,400	71,550
Worcester	88,505	91,687	80,489	96,335	62,591	65,059	53,598	70,702

\* 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**  
**October 2007**

Local Education Agency	School Psychologist				Librarian			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
<b>State Total</b>	<b>\$82,566</b>	<b>\$78,525</b>	<b>\$67,860</b>	<b>\$95,666</b>	<b>\$68,116</b>	<b>\$69,121</b>	<b>\$56,732</b>	<b>\$78,213</b>
Allegany	72,686	69,017	67,860	80,430	60,706	63,623	58,320	63,900
Anne Arundel	114,094	104,470	84,910	144,824	71,470	72,992	61,350	78,110
Baltimore City	64,966	63,800	55,788	72,920	55,864	53,826	45,757	66,924
Baltimore	81,659	83,323	73,145	88,963	65,510	67,106	54,166	77,428
Calvert	72,705	74,350	61,820	78,525	72,510	70,557	69,726	78,146
Caroline	53,860	47,779	46,949	57,923	65,433	66,748	61,606	68,644
Carroll	78,397	75,665	69,956	82,916	65,824	66,324	56,732	77,656
Cecil	77,735	77,138	67,421	88,853	58,714	62,934	47,999	68,592
Charles	79,765	77,148	74,680	82,818	69,447	74,004	57,277	78,591
Dorchester	51,888	*	*	*	57,158	53,390	46,165	71,918
Frederick	89,629	91,660	77,326	102,409	69,312	72,516	59,257	80,360
Garrett	65,269	*	*	*	51,671	*	*	*
Harford	60,435	54,072	50,407	72,060	61,597	64,702	51,717	71,025
Howard	88,595	93,331	79,997	96,665	64,904	64,205	54,866	77,824
Kent	66,058	*	*	*	67,643	*	*	*
Montgomery	99,340	106,909	84,816	115,973	80,858	85,131	69,560	96,281
Prince George's	80,021	82,450	58,182	96,989	70,901	75,893	61,166	80,436
Queen Anne's	79,258	80,010	58,222	97,274	63,977	64,647	54,740	70,793
St. Mary's	70,663	62,819	59,184	85,488	65,332	70,417	62,286	74,916
Somerset	60,632	*	*	*	58,546	58,249	45,724	71,555
Talbot	66,000	*	*	*	57,529	62,900	46,400	67,200
Washington	73,453	75,328	64,973	77,069	64,801	68,612	55,688	71,207
Wicomico	71,335	69,405	68,570	75,690	56,529	53,110	44,900	66,190
Worcester	67,506	*	*	*	67,017	69,445	67,192	72,215

\* 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**  
**October 2007**

Local Education Agency	Guidance Counselor				Teacher			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
<b>State Total</b>	<b>\$68,821</b>	<b>\$67,485</b>	<b>\$55,536</b>	<b>\$79,710</b>	<b>\$60,069</b>	<b>\$57,587</b>	<b>\$46,229</b>	<b>\$71,005</b>
Allegany	58,012	61,675	50,137	64,321	54,618	57,745	46,016	62,526
Anne Arundel	78,004	78,029	64,744	90,985	60,304	58,979	46,566	72,992
Baltimore City	60,920	61,886	53,826	71,005	53,237	50,695	44,321	65,635
Baltimore	62,463	61,582	50,683	75,454	57,639	54,826	45,258	68,511
Calvert	74,204	75,230	60,636	85,703	65,336	67,591	54,139	75,662
Caroline	62,307	66,711	51,551	73,575	53,462	51,732	41,948	64,819
Carroll	66,231	67,430	54,229	77,163	58,786	58,435	45,033	70,675
Cecil	56,190	54,779	47,999	65,717	53,406	50,090	42,797	66,092
Charles	65,863	62,217	51,772	78,591	56,154	50,591	45,256	68,422
Dorchester	61,398	68,214	49,254	70,567	55,421	47,360	40,773	63,730
Frederick	68,551	70,555	55,021	80,360	60,141	56,834	45,355	72,516
Garrett	60,973	62,605	55,707	66,818	55,083	58,579	49,205	61,528
Harford	62,580	65,025	52,871	70,559	56,583	56,091	45,606	65,130
Howard	70,671	73,194	56,812	82,159	61,897	60,314	49,584	73,933
Kent	62,650	61,256	52,234	73,791	57,223	58,042	42,502	66,900
Montgomery	75,755	75,004	60,263	94,162	70,011	66,982	53,396	87,685
Prince George's	73,817	72,186	60,632	88,482	60,886	58,148	47,663	76,826
Queen Anne's	59,038	58,683	48,318	68,943	52,611	49,430	42,000	60,150
St. Mary's	59,624	59,958	46,810	71,075	57,096	54,518	43,876	70,417
Somerset	61,155	58,469	53,940	69,646	52,321	46,716	40,960	66,456
Talbot	62,818	62,900	57,100	68,550	53,111	51,600	46,400	62,600
Washington	56,429	53,407	48,407	65,699	55,189	51,028	46,028	65,693
Wicomico	58,617	62,760	46,400	68,723	55,184	54,010	43,710	67,110
Worcester	65,493	71,215	58,093	71,959	57,361	55,287	46,083	69,188

\* 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**  
**October 2007**

Local Education Agency	Average (Mean)	Percent Above/Below	Median	Percent Above/Below	1st Quartile	Percent Above/Below	3rd Quartile	Percent Above/Below
<b>Baltimore Metropolitan</b>	<b>\$57,754</b>		<b>\$55,620</b>		<b>\$45,351</b>		<b>\$67,430</b>	
Anne Arundel	60,304	4.4	58,979	6.0	46,566	2.7	72,992	8.2
Baltimore City	53,237	-7.8	50,695	-8.9	44,321	-2.3	65,635	-2.7
Baltimore	57,639	-0.2	54,826	-1.4	45,258	-0.2	68,511	1.6
Carroll	58,786	1.8	58,435	5.1	45,033	-0.7	70,675	4.8
Harford	56,583	-2.0	56,091	0.8	45,606	0.6	65,130	-3.4
Howard	61,897	7.2	60,314	8.4	49,584	9.3	73,933	9.6
<b>National Capital</b>	<b>65,674</b>		<b>62,203</b>		<b>50,542</b>		<b>80,436</b>	
Montgomery	70,011	6.6	66,982	7.7	53,396	5.6	87,685	9.0
Prince George's	60,886	-7.3	58,148	-6.5	47,663	-5.7	76,826	-4.5
Western Maryland	57,665		55,233		46,028		66,632	
Allegany	54,618	-5.3	57,745	4.5	46,016	-0.0	62,526	-6.2
Frederick	60,141	4.3	56,834	2.9	45,355	-1.5	72,516	8.8
Garrett	55,083	-4.5	58,579	6.1	49,205	6.9	61,528	-7.7
Washington	55,189	-4.3	51,028	-7.6	46,028	0.0	65,693	-1.4
<b>Lower Shore</b>	<b>55,475</b>		<b>52,861</b>		<b>43,270</b>		<b>67,188</b>	
Dorchester	55,421	-0.1	47,360	-10.4	40,773	-5.8	63,730	-5.1
Somerset	52,321	-5.7	46,716	-11.6	40,960	-5.3	66,456	-1.1
Wicomico	55,184	-0.5	54,010	2.2	43,710	1.0	67,110	-0.1
Worcester	57,361	3.4	55,287	4.6	46,083	6.5	69,188	3.0
<b>Upper Shore</b>	<b>53,491</b>		<b>50,841</b>		<b>42,479</b>		<b>64,819</b>	
Caroline	53,462	-0.1	51,732	1.8	41,948	-1.3	64,819	0.0
Cecil	53,406	-0.2	50,090	-1.5	42,797	0.7	66,092	2.0
Kent	57,223	7.0	58,042	14.2	42,502	0.1	66,900	3.2
Queen Anne's	52,611	-1.6	49,430	-2.8	42,000	-1.1	60,150	-7.2
Talbot	53,111	-0.7	51,600	1.5	46,400	9.2	62,600	-3.4
<b>Southern Maryland</b>	<b>59,090</b>		<b>56,292</b>		<b>45,793</b>		<b>71,722</b>	
Calvert	65,336	10.6	67,591	20.1	54,139	18.2	75,662	5.5
Charles	56,154	-5.0	50,591	-10.1	45,256	-1.2	68,422	-4.6
St. Mary's	57,096	-3.4	54,518	-3.2	43,876	-4.2	70,417	-1.8