

# Analysis of Professional Salaries Maryland Public Schools October 2000



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**Analysis of Professional Salaries  
Maryland Public Schools  
October 2000**

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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 2000. 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 2000**

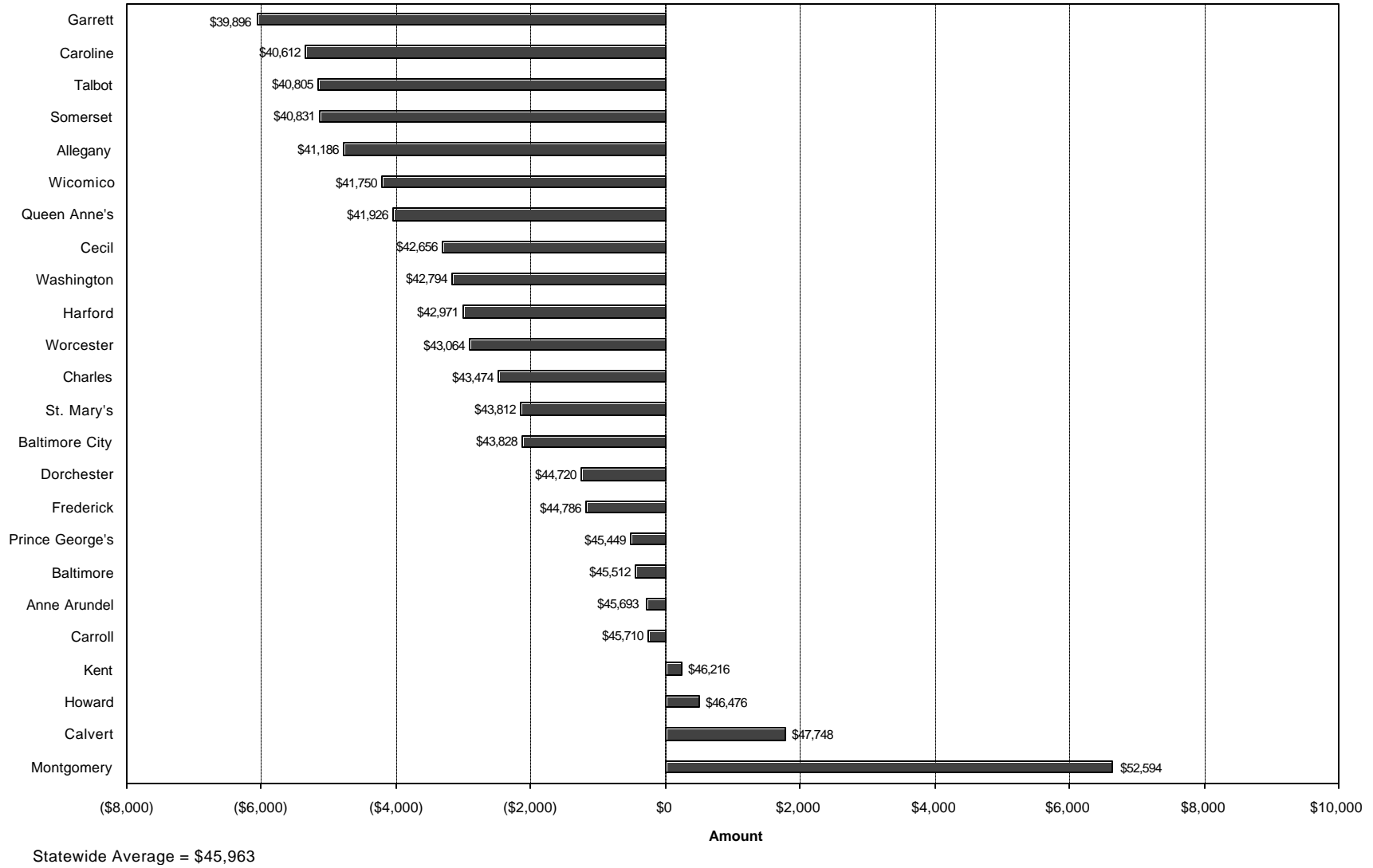


Table 1

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 2000

Local Education Agency	Superintendent				Deputy Superintendent			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	\$128,827	\$111,127	\$102,500	\$147,339	\$107,215	\$101,500	\$83,200	\$131,950
Allegany	105,708 ^	*	*	*	83,200	*	*	*
Anne Arundel	141,678	*	*	*	+	+	+	+
Baltimore City	192,000	*	*	*	119,647	*	*	*
Baltimore	180,000	*	*	*	119,999	*	*	*
Calvert	112,000	*	*	*	101,500	*	*	*
Caroline	90,000	*	*	*	+	+	+	+
Carroll	100,000	*	*	*	79,227	77,040	76,903	83,020
Cecil	112,500	*	*	*	+	+	+	+
Charles	153,000	*	*	*	+	+	+	+
Dorchester	115,262	*	*	*	+	+	+	+
Frederick	118,000	*	*	*	102,000	*	*	*
Garrett	95,000	*	*	*	+	+	+	+
Harford	110,250	*	*	*	+	+	+	+
Howard	180,000	*	*	*	+	+	+	+
Kent	96,485	*	*	*	+	+	+	+
Montgomery	249,684	*	*	*	155,885	*	*	*
Prince George's	196,000	*	*	*	133,475	*	*	*
Queen Anne's	105,550	*	*	*	+	+	+	+
St. Mary's	120,000	*	*	*	99,806	*	*	*
Somerset	94,509	*	*	*	+	+	+	+
Talbot	99,742	*	*	*	+	+	+	+
Washington	105,000	*	*	*	+	+	+	+
Wicomico	110,254	*	*	*	+	+	+	+
Worcester	109,215	*	*	*	+	+	+	+

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

+No people reported in the position.

^Interim Superintendent

Table 1 (continued)

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 2000

Local Education Agency	Associate, Area, and Assistant Superintendent				Director			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	\$101,933	\$95,860	\$89,935	\$110,000	\$87,321	\$88,823	\$81,108	\$93,500
Allegany	77,854	*	*	*	73,437	*	*	*
Anne Arundel	103,903	*	*	*	91,188	91,188	91,188	91,188
Baltimore City	108,962	95,679	93,194	98,066	80,338	82,805	75,013	86,288
Baltimore	106,250	104,000	104,000	110,000	90,010	90,000	90,000	90,000
Calvert	+	+	+	+	91,056	91,500	88,500	93,500
Caroline	+	+	+	+	79,831	80,351	78,601	80,951
Carroll	97,624	*	*	*	88,396	89,139	84,941	91,100
Cecil	91,000	*	*	*	73,105	*	*	*
Charles	116,667	*	*	*	85,846	84,246	78,330	105,000
Dorchester	87,350	*	*	*	+	+	+	+
Frederick	91,717	93,050	89,000	94,300	87,173	88,100	83,000	89,500
Garrett	78,043	*	*	*	64,598	70,287	70,287	71,037
Harford	88,200	88,200	88,200	88,200	83,877	83,877	83,877	83,877
Howard	129,714	*	*	*	103,745	102,430	100,009	111,593
Kent	88,897	*	*	*	+	+	+	+
Montgomery	126,132	124,273	124,273	124,273	100,863	102,558	96,671	102,558
Prince George's	100,496	102,965	94,296	106,575	84,683	85,792	83,514	88,823
Queen Anne's	88,550	*	*	*	72,890	*	*	*
St. Mary's	92,563	*	*	*	74,725	74,555	69,525	86,306
Somerset	69,659	*	*	*	68,895	*	*	*
Talbot	90,635	*	*	*	51,534	*	*	*
Washington	97,251	*	*	*	80,126	83,056	82,257	83,056
Wicomico	85,619	*	*	*	75,633	77,960	75,577	79,954
Worcester	92,130	*	*	*	69,706	*	*	*

\*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 as of October, 2000

Local Education Agency	Coordinator				Supervisor			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	\$70,996	\$72,981	\$64,178	\$79,456	\$74,845	\$73,958	\$69,078	\$80,922
Allegany	49,222	*	*	*	61,562	62,993	57,891	66,018
Anne Arundel	79,474	83,239	76,302	83,239	84,909	88,440	81,366	88,441
Baltimore City	71,654	70,766	67,357	76,892	78,188	80,000	69,658	84,205
Baltimore	77,639	76,909	76,909	77,909	72,962	73,567	69,078	74,566
Calvert	76,700	77,500	72,500	81,500	74,917	71,500	70,500	81,500
Caroline	59,967	*	*	*	66,844	69,691	61,381	70,441
Carroll	54,034	51,134	49,993	64,619	77,857	79,455	73,083	83,020
Cecil	68,785	67,578	64,178	73,478	68,107	*	*	*
Charles	68,567	71,110	63,090	75,000	+	+	+	+
Dorchester	63,252	*	*	*	74,525	75,413	72,912	75,414
Frederick	67,106	68,022	63,331	72,714	72,714	*	*	*
Garrett	51,570	52,219	52,219	54,469	63,290	*	*	*
Harford	64,304	*	*	*	75,112	76,476	72,478	78,476
Howard	88,006	85,088	85,000	89,246	79,914	82,191	71,690	93,177
Kent	54,598	*	*	*	76,532	*	*	*
Montgomery	88,563	92,549	87,236	92,549	95,136	97,674	92,067	97,674
Prince George's	66,998	70,052	56,668	77,697	77,573	80,548	73,022	81,192
Queen Anne's	+	+	+	+	65,675	71,558	64,481	72,844
St. Mary's	58,798	59,470	53,700	62,520	71,602	73,632	69,902	75,433
Somerset	51,863	*	*	*	66,286	66,204	66,204	66,204
Talbot	64,935	*	*	*	50,769	54,600	40,850	61,215
Washington	60,037	*	*	*	71,522	72,383	65,277	77,944
Wicomico	55,087	57,160	55,220	66,740	68,772	70,140	70,140	70,640
Worcester	59,061	53,936	50,986	71,345	78,486	78,701	78,065	78,965

\*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 as of October, 2000

Local Education Agency	Pupil Personnel/School Social Worker				Principal			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	\$59,938	\$58,071	\$50,000	\$72,370	\$81,363	\$81,530	\$74,757	\$86,587
Allegany	50,408	*	*	*	66,345	64,206	62,630	70,714
Anne Arundel	67,523	72,561	60,943	79,160	83,302	84,903	79,770	86,318
Baltimore City	51,322	50,830	44,667	56,976	75,198	74,586	69,658	80,375
Baltimore	57,248	61,549	49,484	66,789	82,996	82,773	80,293	85,339
Calvert	80,361	*	*	*	85,217	86,500	81,500	88,500
Caroline	51,212	*	*	*	71,803	70,913	69,650	72,921
Carroll	63,610	60,050	53,883	79,225	79,096	79,380	76,961	81,877
Cecil	54,145	*	*	*	71,958	73,078	68,972	74,628
Charles	63,640	64,220	58,441	71,332	79,072	75,916	72,972	82,747
Dorchester	49,411	*	*	*	69,993	71,874	65,899	73,711
Frederick	61,810	65,111	55,032	68,022	74,983	75,059	72,714	75,059
Garrett	51,562	*	*	*	58,602	52,219	52,219	69,909
Harford	67,505	72,218	70,219	74,218	76,942	76,476	74,652	78,476
Howard	73,418	73,869	73,869	73,869	88,767	89,067	89,067	89,067
Kent	38,006	*	*	*	72,688	74,932	67,752	77,020
Montgomery	81,035	85,426	79,552	87,568	97,784	97,674	94,829	102,558
Prince George's	67,286	72,370	62,679	75,662	82,409	83,673	81,530	83,673
Queen Anne's	50,789	*	*	*	71,951	72,968	66,589	75,827
St. Mary's	55,510	57,132	54,585	59,673	74,051	76,651	69,858	81,140
Somerset	+	+	+	+	62,032	65,322	56,832	65,897
Talbot	35,453	33,565	31,455	38,637	68,186	67,329	66,829	70,719
Washington	62,959	61,244	57,726	64,973	72,888	75,279	67,553	79,095
Wicomico	53,188	53,320	51,930	56,320	70,210	69,800	67,765	73,615
Worcester	+	+	+	+	77,482	78,065	75,348	81,985

\*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 as of October, 2000

Local Education Agency	Vice Principal				Therapist			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	\$68,464	\$68,778	\$62,301	\$72,829	\$51,224	\$51,809	\$41,411	\$59,241
Allegany	53,509	54,242	53,424	55,322	42,914	44,624	35,885	49,321
Anne Arundel	69,171	70,491	64,674	76,648	51,012	53,337	42,055	58,671
Baltimore City	64,078	63,859	60,780	67,092	50,020	53,955	37,766	58,059
Baltimore	70,462	71,065	69,643	71,371	49,436	51,834	39,089	58,870
Calvert	70,227	69,500	65,500	75,500	49,652	46,668	41,128	58,823
Caroline	57,647	56,583	54,558	61,381	46,217	47,717	42,967	49,182
Carroll	69,802	72,124	66,395	74,488	48,678	50,696	43,356	56,237
Cecil	64,039	63,528	58,136	68,457	44,729	48,155	34,476	51,132
Charles	61,312	60,333	56,333	66,058	46,559	50,450	38,486	53,786
Dorchester	57,098	56,846	52,521	59,278	46,753	50,495	47,229	51,296
Frederick	65,140	68,022	58,640	71,541	46,721	49,655	37,241	54,475
Garrett	51,102	52,969	52,219	52,969	48,712	50,945	42,742	52,176
Harford	66,894	66,233	63,673	70,267	44,000	44,536	35,556	49,385
Howard	68,044	68,514	62,069	69,199	51,264	52,395	44,404	57,772
Kent	63,462	*	*	*	47,636	*	*	*
Montgomery	83,120	88,134	74,563	89,853	55,822	56,719	42,089	68,283
Prince George's	68,689	69,877	65,092	73,266	55,295	60,852	44,907	66,419
Queen Anne's	63,095	63,250	61,066	65,483	45,788	46,353	40,952	50,787
St. Mary's	62,611	61,991	56,678	66,698	44,877	48,816	32,922	52,334
Somerset	56,258	*	*	*	54,363	*	*	*
Talbot	54,260	58,761	43,717	61,845	41,020	44,700	33,200	50,000
Washington	61,506	61,703	52,916	67,034	48,021	49,395	45,231	51,809
Wicomico	59,018	58,185	55,590	62,315	45,378	48,120	37,196	50,420
Worcester	66,108	69,910	66,193	71,345	45,284	46,222	37,952	51,076

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

Table 1 (continued)

## Salaries of Professional Staff Employed in Maryland Public Schools as of October, 2000

Local Education Agency	School Psychologist				Librarian			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	\$58,469	\$56,829	\$48,160	\$68,022	\$51,760	\$52,660	\$43,707	\$59,315
Allegany	50,508	53,028	48,183	54,093	44,419	45,699	44,624	46,774
Anne Arundel	63,811	65,966	56,302	72,561	50,379	53,140	46,432	56,392
Baltimore City	49,394	47,337	39,858	58,072	49,166	53,955	39,812	56,117
Baltimore	57,628	61,086	48,406	66,690	51,890	54,354	44,083	60,658
Calvert	57,014	51,574	50,416	62,363	51,090	53,726	41,128	61,970
Caroline	44,047	*	*	*	44,799	48,247	42,967	49,682
Carroll	62,197	59,404	56,747	74,488	48,498	48,137	41,139	57,164
Cecil	54,539	52,573	50,673	58,729	44,377	44,828	38,330	51,782
Charles	55,030	53,966	49,761	56,832	51,754	54,086	49,408	57,839
Dorchester	53,048	*	*	*	48,509	52,097	43,565	52,709
Frederick	62,837	68,022	58,640	68,022	47,894	49,999	41,380	55,150
Garrett	48,357	*	*	*	43,567	*	*	*
Harford	45,940	45,227	37,850	53,587	48,360	49,385	40,747	54,383
Howard	63,331	58,612	56,063	73,868	50,299	53,470	39,027	62,689
Kent	62,483	*	*	*	46,073	*	*	*
Montgomery	76,377	85,018	67,444	87,568	62,107	67,102	52,588	72,790
Prince George's	55,706	53,389	45,362	66,923	51,411	54,053	42,729	60,852
Queen Anne's	52,831	53,576	52,332	54,513	43,684	44,321	34,470	50,787
St. Mary's	47,739	48,182	36,445	57,928	52,880	55,334	51,307	56,850
Somerset	81,218	*	*	*	47,318	*	*	*
Talbot	48,040	*	*	*	42,883	46,800	31,000	50,800
Washington	62,582	58,596	56,890	70,315	45,749	49,395	38,983	52,614
Wicomico	56,445	*	*	*	45,499	50,030	36,995	53,150
Worcester	55,093	*	*	*	47,826	50,086	46,944	51,975

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

Table 1 (continued)

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 2000

Local Education Agency	Guidance Counselor				Teacher			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	\$52,729	\$53,777	\$41,699	\$61,463	\$45,963	\$44,805	\$34,637	\$55,150
Allegany	43,921	45,998	39,684	46,902	41,186	44,624	35,885	46,774
Anne Arundel	58,093	60,299	49,014	68,913	45,693	48,309	35,190	54,203
Baltimore City	52,101	56,117	46,036	58,370	43,828	41,156	32,425	53,967
Baltimore	51,366	54,366	40,580	61,191	45,512	43,511	33,633	56,074
Calvert	55,458	59,650	47,503	62,023	47,748	45,833	37,993	58,823
Caroline	49,232	51,812	47,717	53,388	40,612	41,885	31,199	48,247
Carroll	49,453	49,588	36,846	59,964	45,710	46,818	34,768	56,237
Cecil	46,262	51,132	34,982	53,632	42,656	43,466	32,810	53,031
Charles	51,763	54,641	41,629	61,583	43,474	41,642	32,737	53,529
Dorchester	48,033	49,706	46,481	53,818	44,720	43,327	30,568	50,943
Frederick	50,471	53,439	44,138	57,909	44,786	44,138	33,104	54,464
Garrett	39,979	40,242	32,465	46,028	39,896	42,386	33,745	45,239
Harford	47,519	49,385	41,065	54,852	42,971	41,360	34,637	51,051
Howard	55,402	54,699	47,017	63,918	46,476	44,405	34,725	57,729
Kent	48,706	53,577	41,419	56,376	46,216	49,213	36,581	54,494
Montgomery	60,333	66,293	46,953	72,790	52,594	50,638	38,871	68,282
Prince George's	50,064	49,646	39,343	60,852	45,449	42,929	33,863	58,121
Queen Anne's	46,747	50,094	40,574	51,963	41,926	39,865	32,971	50,787
St. Mary's	46,713	49,539	38,528	54,585	43,812	45,472	32,921	53,380
Somerset	48,131	*	*	*	40,831	42,331	32,460	48,758
Talbot	45,212	43,230	40,105	51,800	40,805	39,600	31,400	48,800
Washington	41,911	40,025	32,143	52,614	42,794	44,189	32,697	52,614
Wicomico	44,804	47,920	37,730	51,930	41,750	45,100	32,930	48,950
Worcester	49,427	52,425	41,558	54,762	43,064	42,822	34,206	51,886

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

Table 2

Teachers' Salaries Indexed to Region: October, 2000

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>	\$45,007		\$44,248		\$33,633		\$55,017	
Anne Arundel	45,693	1.5	48,309	9.2	35,190	4.6	54,203	-1.5
Baltimore City	43,828	-2.6	41,156	-7.0	32,425	-3.6	53,967	-1.9
Baltimore	45,512	1.1	43,511	-1.7	33,633	0.0	56,074	1.9
Carroll	45,710	1.6	46,818	5.8	34,768	3.4	56,237	2.2
Harford	42,971	-4.5	41,360	-6.5	34,637	3.0	51,051	-7.2
Howard	46,476	3.3	44,405	0.4	34,725	0.0	57,729	4.9
<b>National Capital</b>	49,271		46,953		36,814		60,852	
Montgomery	52,594	6.7	50,638	7.8	38,871	5.6	68,282	12.2
Prince George's	45,449	-7.8	42,929	-8.6	33,863	-8.0	58,121	-4.5
<b>Western Maryland</b>	43,335		44,138		33,251		51,809	
Allegany	41,186	-5.0	44,624	1.1	35,885	7.9	46,774	-9.7
Frederick	44,786	3.3	44,138	0.0	33,104	-0.4	54,464	5.1
Garrett	39,896	-7.9	42,386	-4.0	33,745	1.5	45,239	-12.7
Washington	42,794	-1.2	44,189	0.1	32,697	-1.7	52,614	1.6
<b>Lower Shore</b>	42,462		43,400		32,884		50,420	
Dorchester	44,720	5.3	43,327	-0.2	30,568	-7.0	50,943	1.0
Somerset	40,831	-3.8	42,331	-2.5	32,460	-1.3	48,758	-3.3
Wicomico	41,750	-1.7	45,100	3.9	32,930	0.1	48,950	-2.9
Worcester	43,064	1.4	42,822	-1.3	34,206	4.0	51,886	2.9
<b>Upper Shore</b>	42,267		41,922		32,700		51,111	
Caroline	40,612	-3.9	41,885	-0.1	31,199	-4.6	48,247	-5.6
Cecil	42,656	0.9	43,466	3.7	32,810	0.3	53,031	3.8
Kent	46,216	9.3	49,213	17.4	36,581	11.9	54,494	6.6
Queen Anne's	41,926	-0.8	39,865	-4.9	32,971	0.8	50,787	-0.6
Talbot	40,805	-3.5	39,600	-5.5	31,400	-4.0	48,800	-4.5
<b>Southern Maryland</b>	44,818		44,216		34,469		54,385	
Calvert	47,748	6.5	45,833	3.7	37,993	10.2	58,823	8.2
Charles	43,474	-3.0	41,642	-5.8	32,737	-5.0	53,529	-1.6
St. Mary's	43,812	-2.2	45,472	2.8	32,921	-4.5	53,380	-1.8

Table 3

Average Salaries for Selected Positions and Ten-Year Percent Change: 1990 and 2000

Local Education Agency	Selected Positions*			Principals and Vice Principals			Instructional Positions+		
	1990	2000	Percent Change	1990	2000	Percent Change	1990	2000	Percent Change
Total State	\$39,582	\$47,857	20.9	\$57,038	\$74,345	30.3	\$38,685	\$46,513	20.2
Allegany	33,484	42,497	26.9	45,225	62,779	38.8	32,912	41,501	26.1
Anne Arundel	41,674	48,144	15.5	62,939	75,710	20.3	40,658	46,673	14.8
Baltimore City	37,923	45,836	20.9	53,230	68,593	28.9	37,039	44,350	19.7
Baltimore	40,416	47,686	18.0	57,344	75,440	31.6	39,378	46,167	17.2
Calvert	38,136	49,455	29.7	59,881	76,783	28.2	37,054	48,035	29.6
Caroline	34,618	42,373	22.4	49,881	64,725	29.8	33,727	41,156	22.0
Carroll	37,626	47,465	26.1	55,951	73,613	31.6	36,724	46,097	25.5
Cecil	34,417	43,989	27.8	51,897	67,918	30.9	33,533	42,969	28.1
Charles	35,059	45,383	29.4	47,645	68,598	44.0	34,461	44,128	28.1
Dorchester	33,950	44,197	30.2	46,815	63,545	35.7	33,133	42,925	29.6
Frederick	35,559	46,057	29.5	53,788	69,578	29.4	34,570	44,878	29.8
Garrett	30,235	40,926	35.4	45,067	56,727	25.9	29,370	40,100	36.5
Harford	36,951	44,541	20.5	53,531	70,850	32.4	36,090	43,285	19.9
Howard	40,406	48,545	20.1	60,156	76,944	27.9	39,364	47,228	20.0
Kent	37,771	47,587	26.0	52,777	70,172	33.0	36,817	46,343	25.9
Montgomery	46,296	54,773	18.3	68,269	90,774	33.0	45,393	53,401	17.6
Prince George's	39,881	47,302	18.6	61,303	74,834	22.1	39,017	45,918	17.7
Queen Anne's	36,445	43,441	19.2	53,248	68,156	28.0	35,723	42,334	18.5
St. Mary's	33,190	45,389	36.8	50,151	68,371	36.3	32,430	44,235	36.4
Somerset	31,644	42,729	35.0	39,141	60,492	54.5	31,060	41,565	33.8
Talbot	34,361	42,139	22.6	51,814	61,633	19.0	33,513	41,109	22.7
Washington	35,671	44,299	24.2	49,764	68,660	38.0	34,898	43,098	23.5
Wicomico	34,751	43,147	24.2	50,173	63,815	27.2	33,842	42,059	24.3
Worcester	36,551	44,999	23.1	53,544	71,947	34.4	35,525	43,518	22.5

\*Selected positions include principals, vice principals, teachers, guidance counselors, librarians, school psychologists, and therapists  
 + Instructional positions include teachers, guidance counselors, librarians, school psychologists, and therapists