



# **Analysis of Professional Salaries Maryland Public Schools**

**October 2011**

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**Analysis of Professional Salaries  
Maryland Public Schools  
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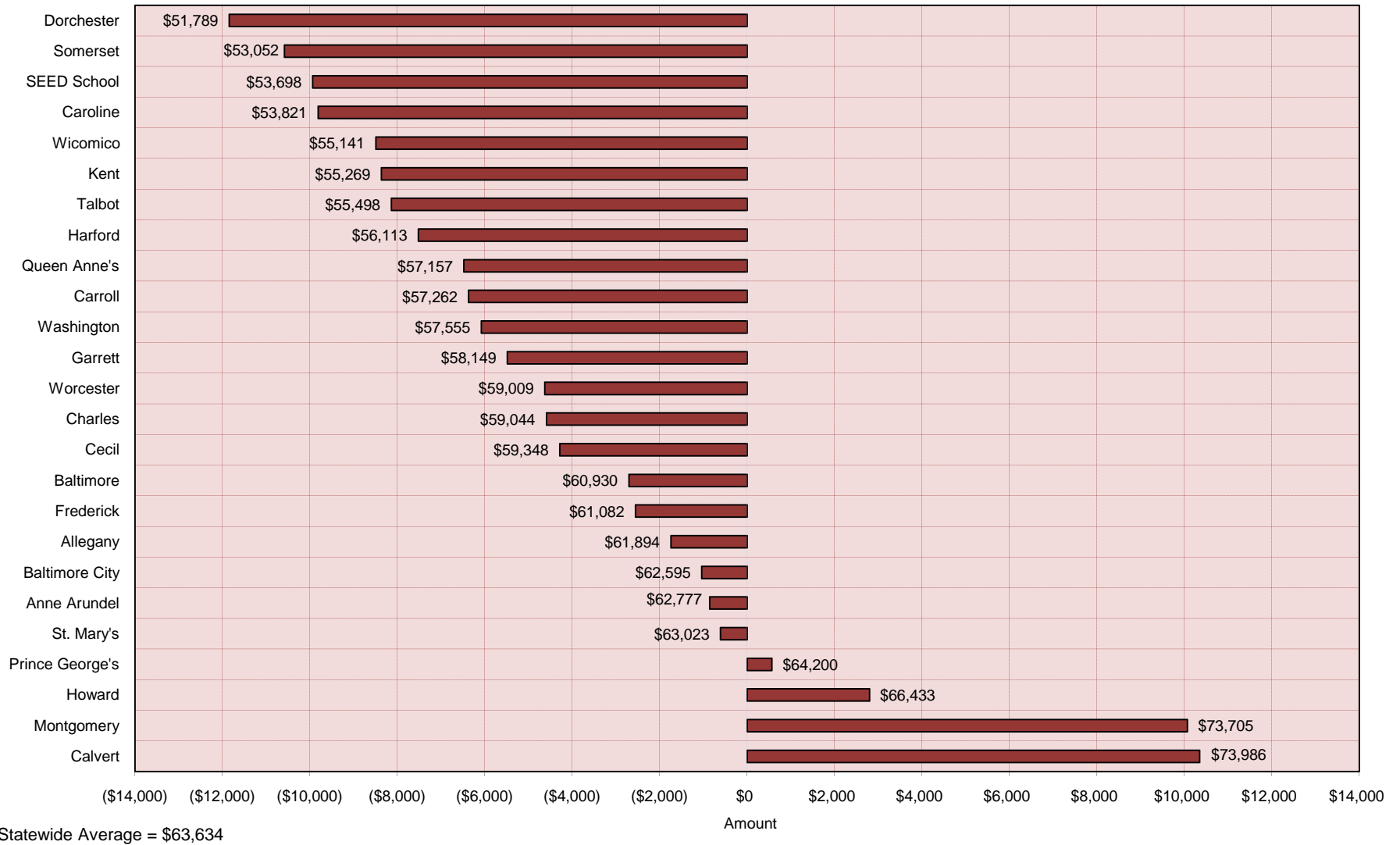
## Introduction

The tables in this report were prepared from the data submitted by the 24 Maryland public school systems in the fall of 2011. 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 2011



**Table 1**  
**Salaries of Professional Staff Employed in Maryland Public Schools**  
**Maryland Public Schools: October 2011**

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>\$198,152</b>	<b>\$183,881</b>	<b>\$157,500</b>	<b>\$250,000</b>	<b>\$177,339</b>	<b>\$170,676</b>	<b>\$148,520</b>	<b>\$202,540</b>
Allegany	168,180	*	*	*	+	+	+	+
Anne Arundel	257,000	*	*	*	164,065	*	*	*
Baltimore City	260,000	*	*	*	+	+	+	+
Baltimore	314,122	*	*	*	219,280	*	*	*
Calvert	169,000	*	*	*	152,500	*	*	*
Caroline	155,000	*	*	*	+	+	+	+
Carroll	185,000	*	*	*	+	+	+	+
Cecil	165,000	*	*	*	+	+	+	+
Charles	289,050	*	*	*	231,678	*	*	*
Dorchester	122,475	*	*	*	+	+	+	+
Frederick	185,000	*	*	*	+	+	+	+
Garrett	152,000	*	*	*	+	+	+	+
Harford	200,000	*	*	*	164,088	*	*	*
Howard	265,000	*	*	*	194,765	*	*	*
Kent	142,000	*	*	*	+	+	+	+
Montgomery	250,000	*	*	*	202,540	*	*	*
Prince George's	250,000	*	*	*	189,870	*	*	*
Queen Anne's	150,800	*	*	*	+	+	+	+
St. Mary's	213,779	*	*	*	144,540	*	*	*
SEED School	+	+	+	+	135,000	*	*	*
Somerset	138,000	*	*	*	+	+	+	+
Talbot	182,761	*	*	*	+	+	+	+
Washington	199,550	*	*	*	140,449	*	*	*
Wicomico	165,000	*	*	*	+	+	+	+
Worcester	176,933	*	*	*	+	+	+	+

\* 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 2011**

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>\$146,763</b>	<b>\$145,685</b>	<b>\$125,000</b>	<b>\$162,623</b>	<b>\$120,195</b>	<b>\$121,323</b>	<b>\$105,766</b>	<b>\$137,104</b>
Allegany	117,199	*	*	*	119,033	*	*	*
Anne Arundel	143,527	139,691	139,691	150,523	120,087	118,935	108,631	127,400
Baltimore City	144,066	145,300	125,000	163,556	107,822	107,000	97,500	118,963
Baltimore	158,774	156,541	155,541	156,541	127,117	124,483	117,445	150,155
Calvert	+	+	+	+	136,919	130,858	121,552	148,500
Caroline	132,302	*	*	*	92,322	*	*	*
Carroll	128,013	*	*	*	118,355	114,469	111,135	125,138
Cecil	155,696	*	*	*	133,447	134,272	134,272	134,272
Charles	219,607	*	*	*	126,163	121,861	100,952	151,330
Dorchester	112,200	*	*	*	81,823	79,217	73,689	87,683
Frederick	139,747	141,474	127,038	151,554	112,312	108,954	99,762	136,535
Garrett	101,087	*	*	*	94,174	93,111	88,867	99,543
Harford	131,595	*	*	*	128,414	129,012	124,666	137,137
Howard	169,286	*	*	*	137,894	137,277	124,115	150,313
Kent	+	+	+	+	+	+	+	+
Montgomery	163,962	162,623	162,623	162,623	137,967	138,995	135,259	146,623
Prince George's	162,132	161,741	158,226	167,015	133,694	133,613	119,548	147,676
Queen Anne's	+	+	+	+	113,000	*	*	*
St. Mary's	145,340	*	*	*	124,426	120,990	106,266	131,340
SEED School	+	+	+	+	87,717	*	*	*
Somerset	107,408	*	*	*	100,418	104,633	93,458	105,272
Talbot	117,500	*	*	*	67,391	64,279	54,611	71,765
Washington	125,316	*	*	*	100,973	104,530	88,472	115,323
Wicomico	112,690	*	*	*	104,020	104,650	102,250	108,070
Worcester	128,560	*	*	*	107,106	*	*	*

\* 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 2011**

Local Education Agency	Coordinator				Supervisor			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
<b>State Total</b>	<b>\$102,693</b>	<b>\$102,618</b>	<b>\$89,890</b>	<b>\$114,175</b>	<b>\$102,819</b>	<b>\$102,947</b>	<b>\$92,391</b>	<b>\$115,902</b>
Allegany	78,741	*	*	*	90,175	95,033	87,011	96,913
Anne Arundel	119,253	116,032	109,889	131,235	108,363	118,254	94,028	121,936
Baltimore City	99,864	100,000	91,641	111,019	93,162	98,807	67,128	116,375
Baltimore	107,736	110,099	102,236	112,297	92,857	95,981	83,674	105,951
Calvert	83,942	*	*	*	117,224	113,693	102,681	121,678
Caroline	84,195	*	*	*	99,448	101,364	95,181	104,428
Carroll	89,439	89,051	78,662	96,318	102,872	106,181	94,394	110,428
Cecil	99,573	102,059	95,104	107,784	94,830	96,089	89,514	98,593
Charles	95,284	97,181	82,302	104,847	88,597	96,685	69,271	108,020
Dorchester	+	+	+	+	89,101	87,647	85,103	95,395
Frederick	91,373	90,229	75,748	105,919	106,178	110,447	94,658	116,762
Garrett	78,187	81,469	72,265	82,469	101,055	*	*	*
Harford	99,846	100,857	90,954	104,212	104,221	102,567	97,919	113,883
Howard	110,856	113,002	99,582	124,787	114,862	115,270	109,003	127,368
Kent	69,313	*	*	*	92,260	95,025	87,044	97,106
Montgomery	121,015	124,209	113,038	127,209	124,226	129,104	120,488	130,604
Prince George's	134,003	133,613	131,855	137,128	112,229	116,044	103,222	119,485
Queen Anne's	78,193	81,720	64,508	93,548	96,167	104,985	93,375	107,436
St. Mary's	108,722	102,223	89,329	127,634	105,500	101,994	97,173	105,894
SEED School	+	+	+	+	+	+	+	+
Somerset	70,184	*	*	*	89,833	89,386	87,051	95,321
Talbot	75,392	*	*	*	78,740	81,670	65,152	91,983
Washington	85,782	85,894	69,829	98,105	97,345	97,578	93,347	104,696
Wicomico	81,700	84,410	80,213	87,915	90,456	92,125	85,895	97,395
Worcester	94,174	100,053	81,033	102,803	102,881	*	*	*

\* 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 2011**

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>\$85,777</b>	<b>\$84,914</b>	<b>\$72,821</b>	<b>\$94,437</b>	<b>\$114,709</b>	<b>\$116,004</b>	<b>\$103,337</b>	<b>\$123,685</b>
Allegany	82,752	84,748	78,444	86,062	96,906	96,725	90,103	104,145
Anne Arundel	116,057	111,065	94,113	139,782	119,609	118,806	109,896	129,011
Baltimore City	79,386	78,884	73,529	87,482	107,842	106,670	97,333	117,772
Baltimore	78,443	80,528	69,166	92,469	119,773	118,889	114,279	123,685
Calvert	88,135	85,666	83,249	97,110	120,451	116,473	110,861	128,520
Caroline	74,643	*	*	*	100,711	100,515	95,112	103,883
Carroll	84,557	82,333	82,333	92,613	105,232	106,181	94,394	114,845
Cecil	90,841	91,649	86,138	95,142	102,457	104,845	95,893	107,784
Charles	93,009	90,674	80,617	101,638	115,642	116,934	111,305	117,934
Dorchester	64,631	*	*	*	92,368	92,225	87,193	97,501
Frederick	85,185	81,607	71,244	102,265	110,015	113,604	100,974	119,919
Garrett	62,263	*	*	*	75,685	73,752	60,817	85,069
Harford	96,160	94,798	89,610	102,339	107,465	106,383	102,107	110,857
Howard	95,555	97,404	90,319	104,826	130,694	133,495	123,125	137,451
Kent	65,819	*	*	*	89,949	88,352	84,503	96,610
Montgomery	110,924	118,787	105,116	119,091	131,050	131,604	125,497	135,841
Prince George's	82,478	83,532	68,763	90,843	114,389	119,597	103,337	123,143
Queen Anne's	47,616	*	*	*	114,679	115,582	113,876	117,501
St. Mary's	95,545	89,341	78,028	114,059	110,743	107,366	96,182	116,657
SEED School	+	+	+	+	98,500	*	*	*
Somerset	50,367	*	*	*	86,755	88,033	78,287	96,275
Talbot	56,416	52,900	47,022	73,054	101,023	99,456	97,874	102,012
Washington	66,773	62,465	54,635	75,319	101,857	100,200	93,520	107,058
Wicomico	71,138	68,400	66,740	72,320	92,712	92,665	88,673	95,303
Worcester	94,332	*	*	*	109,193	110,463	106,211	112,948

\* 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 2011**

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>\$97,366</b>	<b>\$95,871</b>	<b>\$86,948</b>	<b>\$104,301</b>	<b>\$74,251</b>	<b>\$74,065</b>	<b>\$61,497</b>	<b>\$85,866</b>
Allegany	81,534	80,627	77,583	88,557	70,739	73,153	67,327	75,478
Anne Arundel	103,023	99,489	94,464	112,267	81,598	77,998	65,222	90,665
Baltimore City	93,899	90,948	86,566	100,391	70,499	68,229	63,129	77,879
Baltimore	95,029	95,871	90,249	101,613	67,498	67,976	52,033	79,669
Calvert	101,489	101,386	93,917	105,639	86,034	83,153	75,174	92,957
Caroline	83,073	83,637	78,832	87,457	65,747	68,521	51,800	77,689
Carroll	90,782	89,051	82,333	98,244	61,517	63,107	51,068	71,278
Cecil	88,941	88,337	84,391	93,770	68,044	71,991	60,728	74,741
Charles	89,676	91,244	85,799	98,079	78,919	81,342	75,761	83,842
Dorchester	75,098	76,216	69,479	84,328	69,795	*	*	*
Frederick	92,308	91,815	81,797	102,732	66,752	63,966	53,964	79,885
Garrett	73,743	*	*	*	72,200	71,163	67,921	77,470
Harford	89,660	89,011	85,011	92,298	61,613	64,140	53,717	70,122
Howard	104,529	105,151	94,780	115,520	76,699	78,812	64,402	87,081
Kent	80,918	*	*	*	49,909	*	*	*
Montgomery	115,171	117,079	104,023	125,709	80,312	79,780	64,580	97,656
Prince George's	96,072	100,318	86,747	103,330	77,443	82,873	70,452	86,767
Queen Anne's	93,985	94,276	89,726	97,552	60,399	57,450	44,179	81,732
St. Mary's	100,601	89,428	78,990	119,817	70,098	71,986	53,091	79,898
SEED School	+	+	+	+	+	+	+	+
Somerset	69,408	*	*	*	67,172	*	*	*
Talbot	82,364	84,798	72,468	89,710	71,655	73,000	59,940	82,698
Washington	82,700	77,444	74,561	91,945	64,084	62,383	53,935	79,586
Wicomico	79,395	78,700	76,505	82,310	65,313	68,430	59,185	72,753
Worcester	90,517	94,576	79,442	98,229	66,864	69,721	57,337	74,444

\* 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 2011**

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>\$87,362</b>	<b>\$86,388</b>	<b>\$69,016</b>	<b>\$100,414</b>	<b>\$71,164</b>	<b>\$70,607</b>	<b>\$58,454</b>	<b>\$82,000</b>
Allegany	86,082	84,748	84,748	87,011	66,900	68,058	64,969	70,478
Anne Arundel	125,162	112,065	95,947	156,191	74,681	74,045	58,558	82,272
Baltimore City	74,786	73,529	64,403	87,481	69,384	66,084	60,984	78,749
Baltimore	87,886	89,538	81,740	97,756	67,238	66,787	56,959	78,166
Calvert	86,438	90,457	70,049	95,100	82,517	82,234	79,859	86,723
Caroline	56,634	51,834	48,168	62,385	66,035	68,034	65,564	69,617
Carroll	78,714	75,694	68,611	86,814	60,561	63,472	50,704	68,433
Cecil	78,878	76,703	74,896	80,691	65,488	65,730	54,546	74,804
Charles	83,798	81,493	78,536	89,128	69,158	72,812	57,770	81,342
Dorchester	54,745	*	*	*	54,910	51,427	44,661	65,004
Frederick	89,170	90,568	75,950	99,340	69,464	73,404	55,965	82,045
Garrett	68,074	*	*	*	59,930	*	*	*
Harford	62,855	60,720	50,634	73,688	57,947	57,007	47,728	67,142
Howard	98,468	100,414	93,862	105,091	70,041	71,292	59,335	80,464
Kent	64,734	*	*	*	57,597	*	*	*
Montgomery	100,590	103,673	82,963	119,791	83,989	87,844	69,160	101,095
Prince George's	81,203	83,634	59,946	99,928	74,515	75,952	65,953	82,873
Queen Anne's	70,601	67,245	56,290	89,124	69,460	64,480	61,515	81,732
St. Mary's	70,351	67,329	61,431	77,895	67,924	68,531	60,636	73,778
SEED School	78,507	*	*	*	+	+	+	+
Somerset	69,256	*	*	*	60,686	58,795	50,525	73,062
Talbot	61,150	*	*	*	62,250	63,750	53,575	68,925
Washington	73,185	67,448	58,885	85,858	65,199	65,130	54,892	74,586
Wicomico	67,623	66,903	63,306	72,772	58,611	56,560	48,890	68,180
Worcester	60,831	*	*	*	74,638	78,022	75,371	79,404

\* 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 2011**

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>\$70,781</b>	<b>\$68,982</b>	<b>\$58,262</b>	<b>\$82,861</b>	<b>\$63,634</b>	<b>\$61,225</b>	<b>\$50,556</b>	<b>\$74,677</b>
Allegany	63,739	66,751	56,102	70,310	61,894	65,039	54,994	67,752
Anne Arundel	77,706	75,179	63,612	89,446	62,777	60,279	49,506	74,086
Baltimore City	70,321	68,773	60,984	79,754	62,595	60,984	51,110	74,234
Baltimore	66,056	65,372	53,330	77,332	60,930	58,810	47,619	72,051
Calvert	78,036	84,026	62,557	89,691	73,986	75,701	63,681	83,129
Caroline	60,665	60,211	51,081	71,091	53,821	51,274	42,787	65,564
Carroll	63,556	63,107	51,556	75,751	57,262	56,176	44,868	68,104
Cecil	61,923	64,643	53,500	71,991	59,348	57,228	49,450	71,241
Charles	67,089	62,960	57,060	79,175	59,044	55,127	48,476	69,531
Dorchester	55,855	52,203	44,175	69,579	51,789	47,511	41,446	61,353
Frederick	73,109	75,564	60,443	85,422	61,082	58,282	48,114	73,404
Garrett	65,414	68,681	59,482	71,445	58,149	59,731	52,037	65,920
Harford	60,923	62,275	50,633	71,688	56,113	55,330	44,988	66,065
Howard	74,144	76,184	60,720	87,053	66,433	65,536	53,462	78,812
Kent	59,232	55,939	45,112	70,061	55,269	54,261	42,252	66,960
Montgomery	80,410	79,081	65,469	98,870	73,705	72,381	57,826	90,480
Prince George's	69,058	66,791	56,790	82,873	64,200	61,074	51,805	79,154
Queen Anne's	66,522	66,215	54,958	81,732	57,157	55,109	44,982	64,309
St. Mary's	69,933	63,469	50,215	79,468	63,023	60,636	49,284	73,625
SEED School	47,625	*	*	*	53,698	52,413	44,993	61,509
Somerset	63,787	61,246	56,994	69,398	53,052	48,935	44,372	61,246
Talbot	69,156	68,250	64,425	73,975	55,498	54,200	47,600	62,950
Washington	58,101	56,045	49,873	62,465	57,555	54,635	50,730	64,338
Wicomico	58,653	58,530	46,250	69,120	55,141	51,580	44,290	66,740
Worcester	68,276	76,424	51,512	79,414	59,009	57,022	48,173	71,818

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

**Table 2**  
**Teachers' Salaries Indexed to Region**  
**October 2011**

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>\$61,646</b>		<b>\$60,984</b>		<b>\$49,159</b>		<b>\$72,566</b>	
Anne Arundel	62,777	1.8	60,279	-1.2	49,506	0.7	74,086	2.1
Baltimore City	62,595	1.5	60,984	0.0	51,110	4.0	74,234	2.3
Baltimore	60,930	-1.2	58,810	-3.6	47,619	-3.1	72,051	-0.7
Carroll	57,262	-7.1	56,176	-7.9	44,868	-8.7	68,104	-6.1
Harford	56,113	-9.0	55,330	-9.3	44,988	-8.5	66,065	-9.0
Howard	66,433	7.8	65,536	7.5	53,462	8.8	78,812	8.6
SEED School	53,698	-12.9	52,413	-14.1	44,993	-8.5	61,509	-15.2
<b>National Capital</b>	<b>\$69,525</b>		<b>\$67,612</b>		<b>\$53,990</b>		<b>\$82,873</b>	
Montgomery	73,705	6.0	72,381	7.1	57,826	7.1	90,480	9.2
Prince George's	64,200	-7.7	61,074	-9.7	51,805	-4.0	79,154	-4.5
<b>Western Maryland</b>	<b>\$59,981</b>		<b>\$57,786</b>		<b>\$50,360</b>		<b>\$68,715</b>	
Allegany	61,894	3.2	65,039	12.6	54,994	9.2	67,752	-1.4
Frederick	61,082	1.8	58,282	0.9	48,114	-4.5	73,404	6.8
Garrett	58,149	-3.1	59,731	3.4	52,037	3.3	65,920	-4.1
Washington	57,555	-4.0	54,635	-5.5	50,730	0.7	64,338	-6.4
<b>Lower Shore</b>	<b>\$55,374</b>		<b>\$52,203</b>		<b>\$44,300</b>		<b>\$66,828</b>	
Dorchester	51,789	-6.5	47,511	-9.0	41,446	-6.4	61,353	-8.2
Somerset	53,052	-4.2	48,935	-6.3	44,372	0.2	61,246	-8.4
Wicomico	55,141	-0.4	51,580	-1.2	44,290	-0.0	66,740	-0.1
Worcester	59,009	6.6	57,022	9.2	48,173	8.7	71,818	7.5
<b>Upper Shore</b>	<b>\$57,275</b>		<b>\$55,100</b>		<b>\$46,902</b>		<b>\$67,516</b>	
Caroline	53,821	-6.0	51,274	-6.9	42,787	-8.8	65,564	-2.9
Cecil	59,348	3.6	57,228	3.9	49,450	5.4	71,241	5.5
Kent	55,269	-3.5	54,261	-1.5	42,252	-9.9	66,960	-0.8
Queen Anne's	57,157	-0.2	55,109	0.0	44,982	-4.1	64,309	-4.7
Talbot	55,498	-3.1	54,200	-1.6	47,600	1.5	62,950	-6.8
<b>Southern Maryland</b>	<b>\$64,321</b>		<b>\$61,433</b>		<b>\$51,140</b>		<b>\$77,878</b>	
Calvert	73,986	15.0	75,701	23.2	63,681	24.5	83,129	6.7
Charles	59,044	-8.2	55,127	-10.3	48,476	-5.2	69,531	-10.7
St. Mary's	63,023	-2.0	60,636	-1.3	49,284	-3.6	73,625	-5.5