



Analysis of Professional Salaries Maryland Public Schools June 2010

(Revised 3/11)



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**Analysis of Professional Salaries
Maryland Public Schools
June 2010**

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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 spring of 2010. 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: June 2010

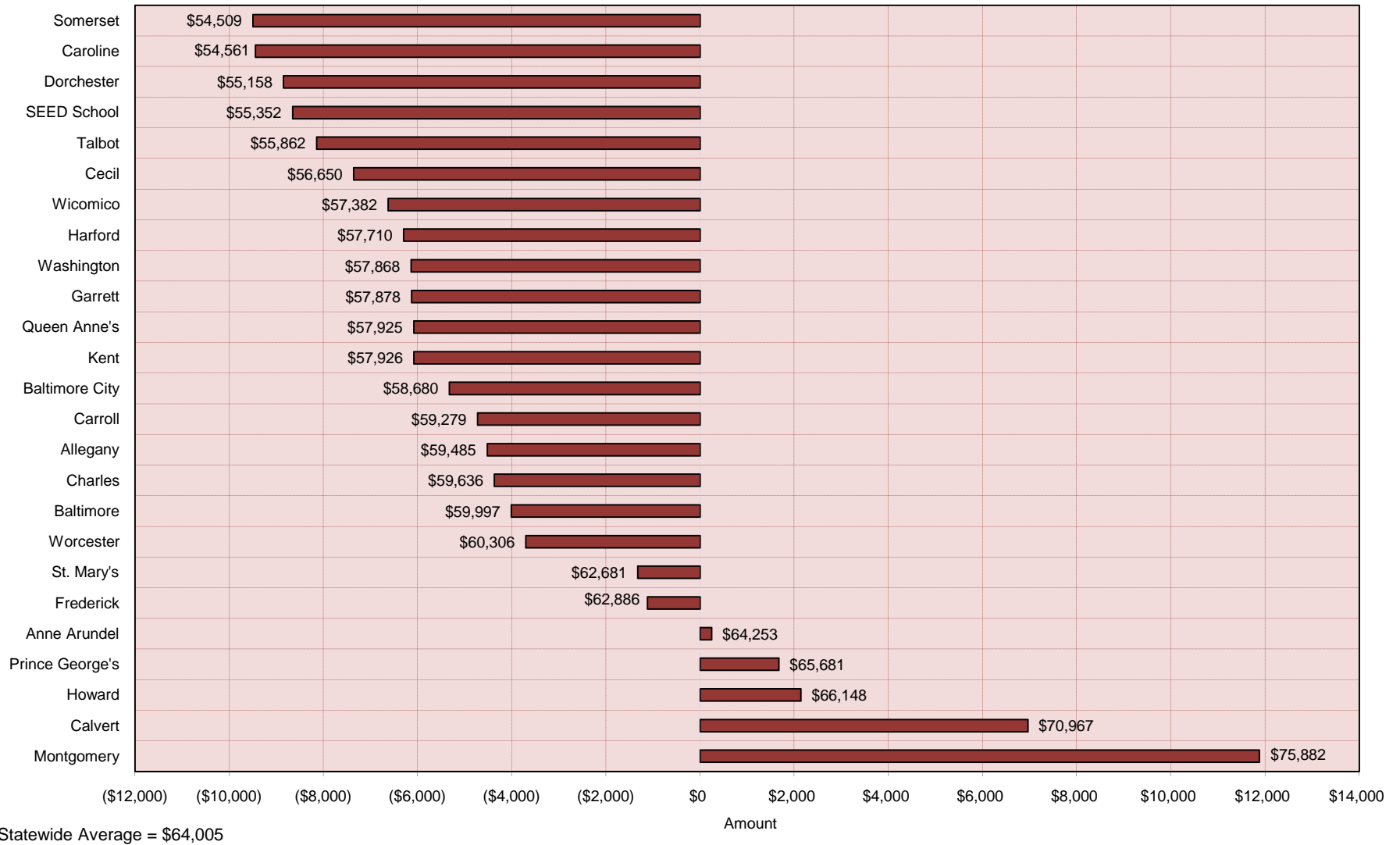


Table 1
Salaries of Professional Staff Employed in Maryland Public Schools
Maryland Public Schools: June 2010

Local Education Agency	Superintendent				Deputy Superintendent			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$200,485	\$177,029	\$163,647	\$247,953	\$173,897	\$168,338	\$153,860	\$199,737
Allegany	165,000	*	*	*	+	+	+	+
Anne Arundel	238,703	*	*	*	162,441	*	*	*
Baltimore City	250,000	*	*	*	168,025	*	*	*
Baltimore	301,791	*	*	*	191,327	*	*	*
Calvert	169,000	*	*	*	151,000	*	*	*
Caroline	142,100	*	*	*	+	+	+	+
Carroll	180,000	*	*	*	+	+	+	+
Cecil	168,498	*	*	*	+	+	+	+
Charles	289,050	*	*	*	231,678	*	*	*
Dorchester	163,196	*	*	*	+	+	+	+
Frederick	241,811	*	*	*	+	+	+	+
Garrett	157,538	*	*	*	+	+	+	+
Harford	200,000	*	*	*	170,676	*	*	*
Howard	265,000	*	*	*	207,425	*	*	*
Kent	142,000	*	*	*	+	+	+	+
Montgomery	232,238	*	*	*	189,234	*	*	*
Prince George's	250,000	*	*	*	189,870	*	*	*
Queen Anne's	150,800	*	*	*	+	+	+	+
St. Mary's	279,435	*	*	*	146,193	*	*	*
SEED School	+	+	+	+	123,600	*	*	*
Somerset	131,000	*	*	*	+	+	+	+
Talbot	174,058	*	*	*	+	+	+	+
Washington	182,905	*	*	*	136,358	*	*	*
Wicomico	165,000	*	*	*	+	+	+	+
Worcester	172,515	*	*	*	+	+	+	+

* 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: June 2010

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	\$148,577	\$146,993	\$135,200	\$162,623	\$119,668	\$121,402	\$105,076	\$138,308
Allegany	123,583	*	*	*	112,277	113,650	108,741	117,506
Anne Arundel	155,390	*	*	*	123,798	124,386	114,886	138,308
Baltimore City	154,826	145,600	145,600	174,210	108,472	109,000	99,996	118,502
Baltimore	145,534	145,324	144,324	150,001	114,193	117,860	109,531	121,402
Calvert	147,500	*	*	*	127,372	123,933	116,642	141,761
Caroline	124,338	*	*	*	92,322	*	*	*
Carroll	130,103	*	*	*	122,409	121,440	114,469	132,701
Cecil	152,943	*	*	*	133,652	131,898	131,898	134,529
Charles	219,607	*	*	*	127,904	125,655	104,563	151,602
Dorchester	115,990	*	*	*	80,198	74,953	73,078	90,429
Frederick	143,365	146,223	137,150	153,331	115,083	112,748	99,538	137,046
Garrett	+	+	+	+	98,174	98,843	89,056	106,451
Harford	134,457	*	*	*	128,388	127,762	124,041	137,762
Howard	174,911	*	*	*	138,497	137,648	126,921	148,811
Kent	113,087	*	*	*	+	+	+	+
Montgomery	165,369	162,623	162,623	162,623	139,701	139,495	136,995	146,623
Prince George's	161,422	158,226	154,710	172,289	139,799	144,160	133,613	147,676
Queen Anne's	124,800	*	*	*	119,000	*	*	*
St. Mary's	146,993	*	*	*	127,177	127,758	110,208	133,958
SEED School	+	+	+	+	100,000	*	*	*
Somerset	106,408	*	*	*	101,314	*	*	*
Talbot	118,660	*	*	*	62,936	63,684	47,345	70,999
Washington	115,560	*	*	*	101,797	97,747	81,272	116,906
Wicomico	114,615	*	*	*	103,717	105,400	99,873	108,485
Worcester	130,060	*	*	*	91,581	96,480	93,076	96,524

* 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: June 2010

Local Education Agency	Coordinator				Supervisor			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$100,978	\$100,829	\$86,851	\$113,669	\$104,989	\$103,877	\$94,658	\$117,527
Allegany	77,545	*	*	*	89,140	94,092	86,149	96,740
Anne Arundel	118,075	116,622	108,818	130,005	105,114	116,947	87,043	120,747
Baltimore City	94,808	95,000	85,000	106,218	90,083	93,587	67,128	111,286
Baltimore	103,727	105,830	100,742	107,944	97,366	99,850	92,260	102,093
Calvert	71,574	*	*	*	107,576	111,730	100,003	117,386
Caroline	83,737	82,434	81,224	86,903	99,861	101,364	95,503	104,428
Carroll	90,057	89,051	80,645	99,207	103,773	106,181	97,052	110,662
Cecil	98,990	101,276	94,418	107,439	91,259	91,700	84,413	97,540
Charles	90,274	95,059	81,205	102,876	81,778	91,711	49,333	102,876
Dorchester	+	+	+	+	90,141	87,647	86,183	96,976
Frederick	95,099	92,749	78,498	111,036	106,478	113,604	91,499	119,919
Garrett	74,578	79,769	61,756	83,019	95,030	*	*	*
Harford	98,583	99,798	92,298	102,655	105,561	106,999	97,919	114,870
Howard	109,362	111,715	99,437	123,383	113,957	113,994	109,127	124,440
Kent	89,336	*	*	*	92,965	95,425	90,072	96,125
Montgomery	121,682	124,209	118,400	127,209	125,886	129,104	120,488	130,604
Prince George's	128,068	131,855	122,184	137,128	116,644	119,485	116,044	119,485
Queen Anne's	75,166	76,613	63,385	92,062	104,298	107,232	101,932	107,436
St. Mary's	96,408	100,770	76,189	112,704	103,968	100,853	96,231	105,803
SEED School	+	+	+	+	+	+	+	+
Somerset	66,732	*	*	*	90,701	90,354	86,261	94,939
Talbot	79,899	*	*	*	73,565	75,016	53,363	91,681
Washington	100,075	95,219	77,065	108,668	101,004	99,041	92,655	106,968
Wicomico	82,622	84,410	80,235	89,205	93,681	97,270	89,580	97,770
Worcester	93,855	100,053	86,352	101,553	107,617	107,418	104,134	111,200

* 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: June 2010

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	\$82,140	\$79,276	\$69,362	\$94,067	\$115,362	\$116,562	\$104,826	\$124,216
Allegany	80,127	81,983	74,296	85,029	95,113	94,947	87,285	103,114
Anne Arundel	100,079	100,331	89,602	109,694	121,997	123,748	112,695	130,637
Baltimore City	72,587	74,840	68,054	77,027	105,206	103,022	95,874	113,595
Baltimore	74,057	76,040	63,742	87,147	117,088	118,889	112,169	119,024
Calvert	86,414	85,132	74,972	96,768	116,595	113,068	107,619	126,177
Caroline	74,643	*	*	*	101,873	101,267	93,706	108,707
Carroll	85,822	85,692	82,333	95,392	109,059	114,845	101,115	114,845
Cecil	87,125	87,338	81,253	92,891	101,160	102,910	96,684	106,039
Charles	91,782	90,552	79,213	100,084	117,466	116,934	113,022	121,716
Dorchester	71,036	*	*	*	95,630	94,598	90,281	101,124
Frederick	81,468	79,885	66,923	97,707	113,156	116,762	104,131	119,919
Garrett	74,758	*	*	*	82,963	80,769	75,281	93,355
Harford	96,160	94,798	89,610	102,339	109,410	108,357	103,620	114,191
Howard	95,789	95,633	85,005	106,259	129,544	132,045	122,193	135,501
Kent	65,819	*	*	*	91,952	92,418	83,487	100,362
Montgomery	112,760	118,787	108,691	121,770	132,276	132,104	129,244	136,995
Prince George's	85,247	91,164	72,241	99,809	116,989	123,143	111,224	123,143
Queen Anne's	58,484	*	*	*	114,226	114,729	113,876	115,582
St. Mary's	86,366	78,234	75,112	100,066	120,043	110,152	105,454	127,612
SEED School	+	+	+	+	95,000	*	*	*
Somerset	54,484	54,128	42,839	64,386	88,401	87,415	83,053	95,275
Talbot	56,931	53,587	47,664	70,970	99,412	96,482	94,375	101,524
Washington	66,251	62,458	53,210	74,455	103,899	100,191	96,447	113,978
Wicomico	73,676	69,120	66,740	85,270	92,897	92,320	89,355	95,400
Worcester	94,332	*	*	*	110,921	110,963	108,906	114,335

* 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: June 2010

Local Education Agency	Assistant Principal				Therapist			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$97,554	\$96,088	\$86,985	\$104,488	\$75,008	\$74,812	\$62,202	\$86,365
Allegany	80,760	77,569	74,217	89,394	64,199	65,231	60,998	73,163
Anne Arundel	103,629	99,876	94,428	112,730	85,483	83,335	67,788	97,104
Baltimore City	91,707	90,500	84,036	99,895	67,490	66,775	60,600	74,840
Baltimore	92,747	92,365	88,786	97,896	67,662	67,431	53,383	80,068
Calvert	96,966	95,550	91,171	101,253	74,175	77,824	65,864	84,326
Caroline	84,227	83,669	81,655	88,769	64,152	68,521	46,142	77,689
Carroll	91,008	89,051	82,333	100,170	65,120	65,217	56,176	76,896
Cecil	86,834	86,216	81,913	90,725	66,669	71,103	62,289	72,628
Charles	92,861	94,004	86,940	98,894	74,907	78,682	65,648	83,842
Dorchester	74,459	76,216	65,627	84,328	61,455	*	*	*
Frederick	95,176	94,658	84,721	108,112	68,949	65,365	58,282	82,045
Garrett	66,972	*	*	*	71,205	70,388	67,099	76,445
Harford	88,815	89,011	85,011	92,298	62,236	66,065	53,285	71,377
Howard	103,866	103,701	92,052	117,527	75,303	78,562	62,151	85,696
Kent	79,452	*	*	*	43,705	*	*	*
Montgomery	116,941	120,591	107,144	125,709	81,582	82,502	67,814	97,666
Prince George's	98,201	100,318	89,319	106,431	79,250	82,873	72,713	86,767
Queen Anne's	95,004	95,004	91,728	98,644	77,936	81,732	61,100	82,000
St. Mary's	102,368	90,598	79,615	130,731	63,252	65,401	47,666	78,441
SEED School	+	+	+	+	60,000	*	*	*
Somerset	68,932	68,028	68,028	70,288	66,786	*	*	*
Talbot	86,653	87,444	82,404	97,769	71,149	*	*	*
Washington	84,107	84,638	74,390	90,422	70,805	75,844	57,854	79,086
Wicomico	79,013	78,630	75,180	82,130	69,494	71,475	66,640	75,580
Worcester	92,544	96,300	81,542	100,023	66,434	69,721	57,600	73,975

* 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: June 2010

Local Education Agency	School Psychologist				Librarian			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$87,053	\$82,676	\$69,373	\$101,654	\$72,041	\$71,830	\$60,195	\$82,286
Allegany	81,503	78,458	78,458	86,149	66,738	68,789	63,757	69,089
Anne Arundel	121,036	109,694	97,234	153,572	77,338	77,445	67,707	82,875
Baltimore City	69,422	66,776	61,768	79,275	62,214	60,880	52,916	72,758
Baltimore	87,468	89,140	79,846	96,940	68,012	67,758	57,803	80,741
Calvert	83,666	85,279	71,981	89,867	80,034	79,461	77,491	83,796
Caroline	56,271	51,370	49,604	57,098	67,366	68,034	65,564	71,367
Carroll	80,681	78,722	71,355	86,814	64,817	66,527	56,640	72,734
Cecil	81,157	75,404	71,828	94,305	63,057	68,761	51,330	72,878
Charles	83,172	81,492	78,304	87,144	71,706	72,812	62,148	81,342
Dorchester	54,978	*	*	*	56,316	50,373	48,118	66,837
Frederick	92,762	96,417	79,604	105,188	70,680	73,686	60,443	82,526
Garrett	57,923	*	*	*	59,056	*	*	*
Harford	62,419	60,720	50,633	73,688	62,766	64,140	52,153	71,688
Howard	95,959	101,654	88,548	103,779	69,495	68,638	60,369	80,214
Kent	63,674	*	*	*	58,114	*	*	*
Montgomery	106,246	116,172	90,948	121,770	87,359	92,753	74,117	101,095
Prince George's	82,066	84,761	60,353	100,922	73,988	76,594	61,965	82,969
Queen Anne's	83,025	86,215	53,839	99,496	67,899	67,715	60,876	80,446
St. Mary's	88,168	68,319	62,540	117,097	66,279	71,142	57,238	77,920
SEED School	76,220	*	*	*	65,000	*	*	*
Somerset	68,392	*	*	*	62,629	62,891	48,856	74,641
Talbot	68,986	*	*	*	61,125	62,850	52,025	67,800
Washington	76,044	65,486	57,175	97,637	65,697	69,241	55,874	74,086
Wicomico	74,751	73,160	72,270	79,760	59,495	58,530	47,190	69,120
Worcester	63,980	*	*	*	74,408	77,255	75,313	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: June 2010

Local Education Agency	Guidance Counselor				Teacher			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$72,203	\$71,395	\$58,939	\$83,529	\$64,005	\$61,911	\$50,172	\$75,086
Allegany	62,730	65,926	54,850	69,421	59,485	63,275	52,153	66,417
Anne Arundel	78,813	78,044	64,079	93,591	64,253	63,161	50,858	76,642
Baltimore City	66,174	65,973	57,599	77,194	58,680	57,369	49,017	71,356
Baltimore	65,210	63,970	52,955	77,438	59,997	57,257	46,646	71,608
Calvert	78,720	81,270	74,175	85,816	70,967	73,228	61,127	79,461
Caroline	66,225	69,015	53,973	76,100	54,561	52,766	42,787	66,105
Carroll	67,522	69,681	55,154	79,677	59,279	58,912	46,692	71,059
Cecil	60,562	61,096	53,210	71,103	56,650	53,718	46,338	69,378
Charles	67,924	62,613	56,248	80,279	59,636	54,388	48,476	73,062
Dorchester	58,793	53,118	50,709	69,579	55,158	51,796	42,578	66,338
Frederick	72,116	73,686	60,293	83,968	62,886	60,207	49,965	75,967
Garrett	66,538	67,943	64,032	70,708	57,878	59,974	52,037	65,220
Harford	62,564	65,737	52,380	71,688	57,710	56,988	46,336	66,140
Howard	74,043	74,427	59,583	86,831	66,148	64,504	54,166	78,562
Kent	58,695	56,090	44,641	70,430	57,926	59,627	43,956	69,082
Montgomery	81,743	81,802	67,723	98,870	75,882	75,167	60,466	94,832
Prince George's	76,963	76,570	65,094	91,164	65,681	61,965	52,047	79,154
Queen Anne's	65,861	64,676	55,388	80,176	57,925	55,170	44,982	65,858
St. Mary's	66,919	66,539	51,916	79,467	62,681	59,609	47,272	74,741
SEED School	44,594	*	*	*	55,352	54,238	46,230	62,251
Somerset	62,445	61,246	54,094	69,334	54,509	49,871	44,535	68,782
Talbot	72,439	72,300	62,700	79,500	55,862	53,900	47,600	64,800
Washington	58,767	56,045	52,498	64,153	57,868	53,566	50,360	66,739
Wicomico	60,060	63,485	49,430	69,120	57,382	56,560	45,613	69,120
Worcester	72,258	77,444	58,987	80,912	60,306	58,963	49,486	72,190

* 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
June 2010

Local Education Agency	Average (Mean)	Percent Above/Below	Median	Percent Above/Below	1st Quartile	Percent Above/Below	3rd Quartile	Percent Above/Below
Baltimore Metropolitan	\$61,117		\$59,651		\$48,490		\$72,758	
Anne Arundel	64,253	5.1	63,161	5.9	50,858	4.9	76,642	5.3
Baltimore City	58,680	-4.0	57,369	-3.8	49,017	1.1	71,356	-1.9
Baltimore	59,997	-1.8	57,257	-4.0	46,646	-3.8	71,608	-1.6
Carroll	59,279	-3.0	58,912	-1.2	46,692	-3.7	71,059	-2.3
Harford	57,710	-5.6	56,988	-4.5	46,336	-4.4	66,140	-9.1
Howard	66,148	8.2	64,504	8.1	54,166	11.7	78,562	8.0
SEED School	55,352	-9.4	54,238	-9.1	46,230	-4.7	62,251	-14.4
National Capital	\$71,170		\$69,608		\$55,160		\$84,115	
Montgomery	75,882	6.6	75,167	8.0	60,466	9.6	94,832	12.7
Prince George's	65,681	-7.7	61,965	-11.0	52,047	-5.6	79,154	-5.9
Western Maryland	\$60,650		\$58,282		\$50,360		\$69,089	
Allegany	59,485	-1.9	63,275	8.6	52,153	3.6	66,417	-3.9
Frederick	62,886	3.7	60,207	3.3	49,965	-0.8	75,967	10.0
Garrett	57,878	-4.6	59,974	2.9	52,037	3.3	65,220	-5.6
Washington	57,868	-4.6	53,566	-8.1	50,360	0.0	66,739	-3.4
Lower Shore	\$57,479		\$55,240		\$45,560		\$69,190	
Dorchester	55,158	-4.0	51,796	-6.2	42,578	-6.5	66,338	-4.1
Somerset	54,509	-5.2	49,871	-9.7	44,535	-2.2	68,782	-0.6
Wicomico	57,382	-0.2	56,560	2.4	45,613	0.1	69,120	-0.1
Worcester	60,306	4.9	58,963	6.7	49,486	8.6	72,190	4.3
Upper Shore	\$56,573		\$54,261		\$45,282		\$67,400	
Caroline	54,561	-3.6	52,766	-2.8	42,787	-5.5	66,105	-1.9
Cecil	56,650	0.1	53,718	-1.0	46,338	2.3	69,378	2.9
Kent	57,926	2.4	59,627	9.9	43,956	-2.9	69,082	2.5
Queen Anne's	57,925	2.4	55,170	1.7	44,982	-0.7	65,858	-2.3
Talbot	55,862	-1.3	53,900	-0.7	47,600	5.1	64,800	-3.9
Southern Maryland	\$63,670		\$61,502		\$50,172		\$77,491	
Calvert	70,967	11.5	73,228	19.1	61,127	21.8	79,461	2.5
Charles	59,636	-6.3	54,388	-11.6	48,476	-3.4	73,062	-5.7
St. Mary's	62,681	-1.6	59,609	-3.1	47,272	-5.8	74,741	-3.5