

Analysis of Professional Salaries Maryland Public Schools October 2001



Maryland State Department of Education
Division of Planning, Results, and Information Management
200 West Baltimore Street
Baltimore, MD 21201-2595
(410) 767-0031

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**Analysis of Professional Salaries
Maryland Public Schools
October 2001**

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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 2001. 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 2001

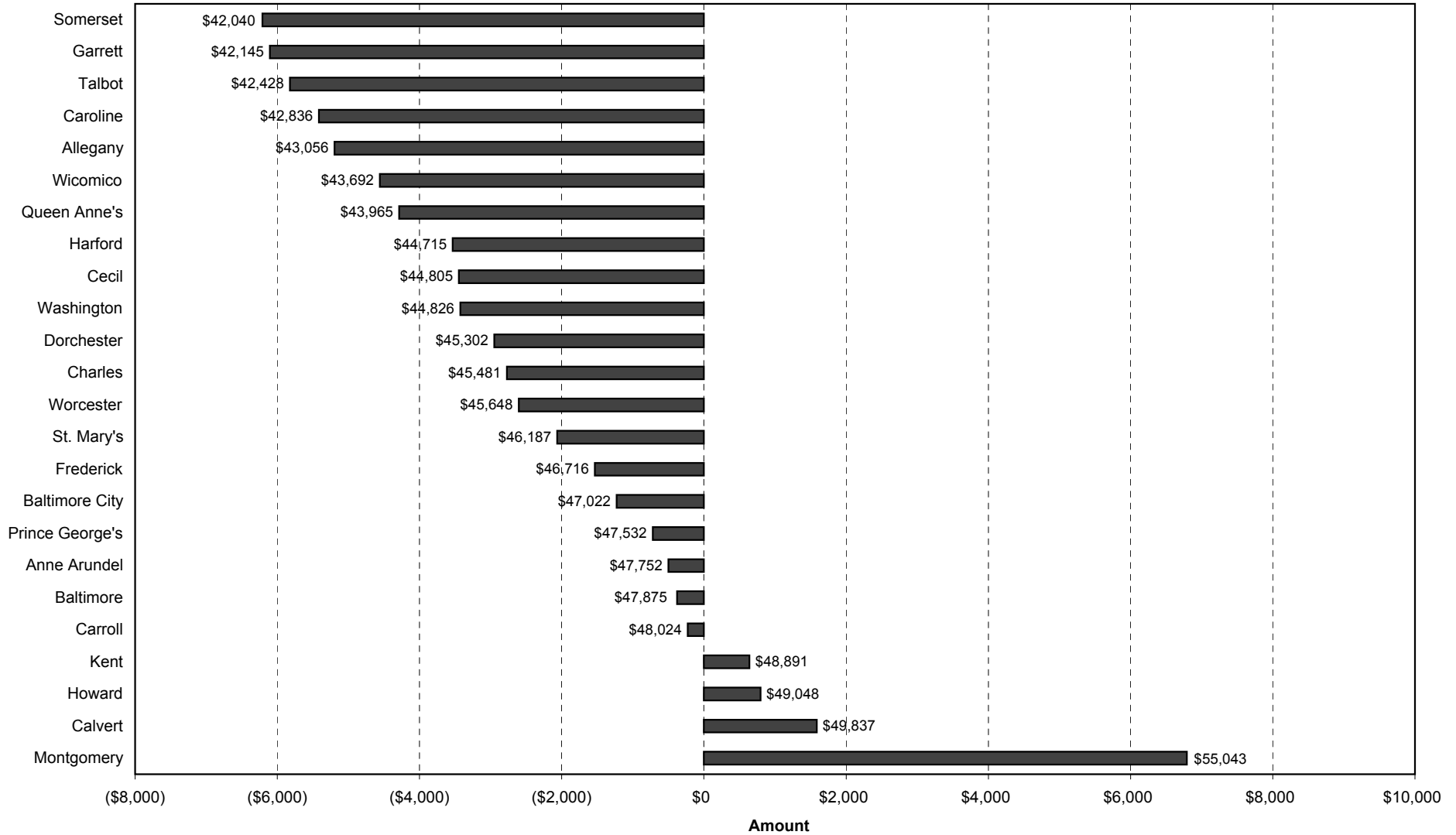


Table 1

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 2001

Local Education Agency	Superintendent				Deputy Superintendent			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	\$135,710	\$120,000	\$104,198	\$173,400	\$111,515	\$109,060	\$89,285	\$133,475
Allegany	110,032	*	*	*	92,227	*	*	*
Anne Arundel	152,545	*	*	*	+	+	+	+
Baltimore City	192,000	*	*	*	122,750	*	*	*
Baltimore	185,400	*	*	*	126,175	*	*	*
Calvert	125,000	*	*	*	110,000	*	*	*
Caroline	90,900	*	*	*	+	+	+	+
Carroll	120,000	*	*	*	79,003	79,981	74,430	86,342
Cecil	118,125	*	*	*	67,841	*	*	*
Charles	173,400	*	*	*	+	+	+	+
Dorchester	107,788	*	*	*	+	+	+	+
Frederick	123,900	*	*	*	108,120	*	*	*
Garrett	99,500	*	*	*	+	+	+	+
Harford	120,000	*	*	*	+	+	+	+
Howard	190,800	*	*	*	150,000	*	*	*
Kent	101,845	*	*	*	+	+	+	+
Montgomery	257,175	*	*	*	159,925	*	*	*
Prince George's	196,000	*	*	*	133,475	*	*	*
Queen Anne's	108,300	*	*	*	+	+	+	+
St. Mary's	130,000	*	*	*	114,320	*	*	*
Somerset	99,234	*	*	*	+	+	+	+
Talbot	102,734	*	*	*	+	+	+	+
Washington	+	+	+	+	+	+	+	+
Wicomico	112,459	*	*	*	+	+	+	+
Worcester	104,198	*	*	*	+	+	+	+

*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, 2001

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	\$105,767	\$104,893	\$94,296	\$112,661	\$91,433	\$90,406	\$83,351	\$102,558
Allegany	86,029	*	*	*	78,945	*	*	*
Anne Arundel	116,321	*	*	*	103,457	103,457	103,457	103,457
Baltimore City	110,804	104,000	101,000	130,000	86,282	88,201	80,599	91,293
Baltimore	107,512	106,090	106,090	107,090	88,136	92,700	83,351	92,700
Calvert	105,000	*	*	*	94,904	97,330	89,963	99,000
Caroline	+	+	+	+	82,804	82,574	82,374	83,674
Carroll	77,521	*	*	*	87,309	90,877	74,706	96,709
Cecil	95,550	*	*	*	89,303	*	*	*
Charles	128,333	*	*	*	97,665	92,491	83,541	115,500
Dorchester	89,447	*	*	*	+	+	+	+
Frederick	95,577	95,983	90,630	99,640	90,836	93,386	87,715	94,870
Garrett	81,752	*	*	*	73,698	73,722	72,132	74,472
Harford	95,897	*	*	*	92,156	91,794	89,403	94,185
Howard	125,832	*	*	*	107,220	106,009	104,940	112,190
Kent	93,885	*	*	*	+	+	+	+
Montgomery	129,590	127,881	127,280	127,881	103,647	105,635	99,571	105,635
Prince George's	99,979	99,503	94,296	106,575	85,312	86,931	82,755	88,823
Queen Anne's	92,100	*	*	*	+	+	+	+
St. Mary's	104,785	*	*	*	88,534	89,298	82,624	100,052
Somerset	73,141	*	*	*	72,339	*	*	*
Talbot	94,261	*	*	*	48,714	*	*	*
Washington	92,351	*	*	*	83,094	88,970	88,970	88,970
Wicomico	87,319	*	*	*	77,980	79,556	77,172	81,549
Worcester	97,550	*	*	*	67,469	71,906	70,198	71,998

*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, 2001

Local Education Agency	Coordinator				Supervisor			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	\$73,226	\$75,962	\$61,856	\$83,252	\$77,027	\$76,280	\$71,151	\$82,767
Allegany	52,220	54,022	49,113	56,340	64,780	65,512	61,375	69,212
Anne Arundel	86,493	89,165	85,450	89,908	92,074	93,428	85,304	97,490
Baltimore City	+	+	+	+	76,544	73,540	71,748	80,599
Baltimore	76,146	79,216	78,527	79,216	72,343	73,502	71,151	75,774
Calvert	79,201	77,333	73,675	86,805	79,964	76,280	75,228	86,805
Caroline	59,204	*	*	*	68,886	71,746	63,407	72,496
Carroll	57,113	53,579	53,578	62,628	80,303	84,978	76,381	87,006
Cecil	69,600	71,695	69,052	77,934	64,641	*	*	*
Charles	74,345	75,782	69,038	77,821	+	+	+	+
Dorchester	67,066	*	*	*	75,824	77,460	73,641	77,461
Frederick	73,243	73,886	68,961	78,812	78,812	*	*	*
Garrett	53,307	54,830	47,545	57,080	68,197	*	*	*
Harford	56,896	58,017	55,593	59,159	79,701	81,320	76,974	83,420
Howard	90,145	89,343	87,380	92,350	85,882	89,294	80,275	95,493
Kent	52,318	*	*	*	76,899	77,013	76,048	79,785
Montgomery	92,025	95,325	89,853	100,604	98,467	100,604	94,829	100,604
Prince George's	71,029	76,674	56,668	81,640	78,344	81,192	72,153	81,192
Queen Anne's	+	+	+	+	71,904	74,218	67,383	74,380
St. Mary's	64,525	63,340	58,390	64,545	74,114	77,012	70,188	79,165
Somerset	48,067	*	*	*	69,846	69,513	69,513	69,513
Talbot	67,300	*	*	*	52,104	57,165	38,600	63,880
Washington	64,312	*	*	*	74,207	76,407	68,891	82,259
Wicomico	61,625	62,330	57,260	71,635	70,937	73,380	73,380	73,880
Worcester	61,976	59,649	53,962	75,498	83,399	83,580	83,128	83,580

*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, 2001

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	\$63,279	\$62,149	\$53,718	\$74,467	\$85,600	\$85,248	\$79,104	\$92,442
Allegany	53,518	*	*	*	67,659	65,136	64,105	73,543
Anne Arundel	71,661	76,191	60,218	83,119	89,263	90,949	87,159	92,464
Baltimore City	55,323	55,438	50,879	60,974	81,735	80,930	76,765	86,552
Baltimore	59,756	61,765	50,252	69,445	89,239	88,981	86,316	91,739
Calvert	75,899	75,727	68,762	83,122	90,489	90,489	86,805	94,173
Caroline	55,426	*	*	*	73,737	73,012	70,402	77,046
Carroll	63,475	61,819	56,832	76,308	82,837	83,629	80,580	85,353
Cecil	68,825	*	*	*	73,128	75,599	71,587	77,984
Charles	68,911	68,378	62,799	74,734	83,072	79,044	76,394	86,269
Dorchester	50,024	*	*	*	70,809	74,044	66,162	75,714
Frederick	65,857	68,637	57,199	73,886	80,733	81,275	78,812	81,275
Garrett	54,723	*	*	*	59,477	55,580	54,830	64,845
Harford	76,375	76,907	73,743	78,993	82,183	81,534	79,220	85,520
Howard	75,059	78,301	78,301	78,301	93,320	93,520	93,520	93,520
Kent	43,472	38,583	32,810	56,580	72,709	72,083	65,090	81,439
Montgomery	83,886	89,696	77,140	91,715	99,867	100,604	99,571	104,054
Prince George's	70,155	75,875	66,072	79,541	82,777	83,673	81,530	83,673
Queen Anne's	57,659	*	*	*	76,375	78,494	70,766	79,140
St. Mary's	60,309	62,098	54,089	67,060	81,358	81,884	74,365	88,449
Somerset	+	+	+	+	67,085	68,587	64,587	69,857
Talbot	34,578	34,908	25,245	40,182	71,866	70,597	68,774	75,847
Washington	66,986	65,602	61,837	72,826	77,466	80,252	72,559	82,259
Wicomico	58,520	56,710	54,318	62,588	73,459	73,160	71,360	77,015
Worcester	+	+	+	+	82,126	83,567	79,798	86,051

*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, 2001

Local Education Agency	Vice Principal				Therapist			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	\$71,402	\$72,042	\$65,172	\$75,250	\$53,669	\$54,306	\$43,050	\$62,515
Allegany	54,570	56,411	52,447	57,535	44,579	46,855	39,001	48,706
Anne Arundel	76,185	77,021	72,078	82,375	54,276	56,004	44,159	61,604
Baltimore City	66,376	65,775	62,603	70,832	53,542	57,768	41,850	62,128
Baltimore	73,217	73,512	72,042	73,512	50,566	53,523	40,049	59,241
Calvert	74,064	72,597	69,965	76,807	49,559	47,467	40,388	60,494
Caroline	58,223	57,039	56,175	60,378	49,797	50,580	48,427	52,133
Carroll	71,769	73,155	68,302	77,469	52,563	54,308	46,250	60,459
Cecil	69,762	68,985	66,145	72,997	43,293	44,478	35,061	53,508
Charles	63,859	62,205	58,367	67,630	49,125	52,389	39,099	56,725
Dorchester	57,170	57,913	51,723	61,405	47,888	51,809	48,344	51,809
Frederick	69,186	71,423	61,572	76,350	49,222	52,138	37,656	57,554
Garrett	53,536	*	*	*	51,722	53,342	46,847	54,785
Harford	72,898	72,781	70,576	76,281	44,882	46,073	35,310	51,854
Howard	70,668	71,564	63,919	73,204	54,314	57,982	46,581	63,039
Kent	71,225	*	*	*	50,668	*	*	*
Montgomery	86,667	91,703	77,508	95,325	58,765	59,551	45,713	71,693
Prince George's	68,793	69,877	65,092	73,266	57,614	63,271	47,027	69,605
Queen Anne's	65,806	66,614	60,667	70,639	49,142	50,970	45,527	53,482
St. Mary's	65,427	66,202	56,687	71,052	48,630	51,501	38,507	54,476
Somerset	57,769	59,945	58,724	59,945	39,573	*	*	*
Talbot	58,082	60,868	47,500	67,032	41,108	40,250	31,846	52,700
Washington	65,607	63,799	58,386	72,383	51,479	52,710	48,585	55,245
Wicomico	61,004	59,830	56,860	65,890	49,173	52,120	48,730	53,330
Worcester	69,014	72,395	66,206	75,498	46,451	44,963	37,398	55,065

*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, 2001

Local Education Agency	School Psychologist				Librarian			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	\$62,433	\$60,974	\$51,810	\$72,728	\$54,223	\$55,248	\$45,251	\$62,247
Allegany	60,008	*	*	*	47,089	47,984	45,616	49,113
Anne Arundel	66,814	69,265	56,820	76,191	53,188	55,000	49,730	58,333
Baltimore City	52,829	51,314	44,014	62,148	52,345	57,768	41,354	60,099
Baltimore	62,966	67,090	56,459	70,387	54,080	57,093	43,559	64,606
Calvert	59,819	56,246	49,997	67,842	52,395	51,168	41,585	62,511
Caroline	46,545	*	*	*	48,447	52,133	48,427	52,633
Carroll	65,113	61,919	59,019	73,273	51,499	51,000	43,923	59,926
Cecil	61,934	63,576	56,878	64,926	47,899	51,407	41,518	55,408
Charles	57,530	56,739	55,760	60,876	54,883	57,104	52,973	62,162
Dorchester	55,476	*	*	*	49,226	52,927	45,559	54,356
Frederick	68,183	73,886	64,035	73,886	51,437	53,587	44,897	58,635
Garrett	51,356	*	*	*	36,334	*	*	*
Harford	49,831	50,515	46,404	56,267	50,551	51,974	43,428	56,267
Howard	67,366	64,829	59,427	78,300	53,729	54,724	41,695	66,451
Kent	64,916	*	*	*	49,142	*	*	*
Montgomery	79,288	89,696	67,357	91,949	63,964	67,578	53,170	76,429
Prince George's	61,399	60,153	48,084	75,475	53,547	55,250	45,075	63,895
Queen Anne's	55,357	56,096	54,432	56,745	46,014	48,243	36,285	52,746
St. Mary's	57,645	57,861	49,405	68,281	54,611	57,587	53,146	59,326
Somerset	48,494	*	*	*	50,597	*	*	*
Talbot	51,480	*	*	*	45,608	49,575	32,900	54,100
Washington	63,674	60,940	60,940	73,128	47,687	49,132	40,933	55,245
Wicomico	59,435	*	*	*	48,389	52,530	40,930	55,810
Worcester	58,636	*	*	*	51,362	53,962	51,261	55,065

*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, 2001

Local Education Agency	Guidance Counselor				Teacher			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	\$55,465	\$56,008	\$44,168	\$65,182	\$48,251	\$46,779	\$36,605	\$58,100
Allegany	46,771	48,707	42,908	49,428	43,056	46,855	37,365	49,113
Anne Arundel	61,465	63,990	51,465	72,359	47,752	49,730	36,588	56,913
Baltimore City	55,587	58,923	48,368	62,515	47,022	43,314	36,297	57,788
Baltimore	53,944	55,294	43,559	64,606	47,875	46,012	36,476	58,971
Calvert	59,844	64,251	51,168	67,559	49,837	48,239	41,429	60,494
Caroline	52,627	55,421	50,580	57,056	42,836	43,247	33,071	50,612
Carroll	54,353	55,682	43,081	65,521	48,024	48,570	36,644	58,961
Cecil	47,487	52,808	36,561	56,008	44,805	44,326	35,061	55,408
Charles	54,278	58,270	42,320	64,691	45,481	42,254	34,375	56,205
Dorchester	47,913	51,000	35,788	55,476	45,302	44,697	30,653	51,452
Frederick	54,095	55,745	46,345	62,247	46,716	46,345	36,207	57,199
Garrett	43,251	43,656	37,432	48,260	42,145	44,505	36,209	48,201
Harford	49,873	51,854	43,428	57,149	44,715	43,428	36,369	52,093
Howard	58,475	59,285	49,447	67,754	49,048	46,907	36,809	59,936
Kent	52,766	56,706	45,023	61,192	48,891	51,970	38,410	57,879
Montgomery	62,571	67,992	49,301	76,429	55,043	51,402	40,815	71,693
Prince George's	52,930	52,128	42,272	63,895	47,532	44,865	36,161	61,027
Queen Anne's	48,160	50,641	41,241	54,711	43,965	41,420	34,456	53,428
St. Mary's	47,798	45,022	39,220	56,575	46,187	47,218	34,934	56,316
Somerset	49,495	52,199	43,269	56,415	42,040	43,430	33,415	51,196
Talbot	47,269	46,310	41,450	54,550	42,428	40,150	33,000	51,200
Washington	43,613	39,429	34,332	55,245	44,826	45,305	34,332	55,245
Wicomico	47,289	50,320	38,490	54,530	43,692	46,370	34,480	51,400
Worcester	52,738	55,965	46,005	58,173	45,648	46,443	35,940	54,862

Table 2

Teachers' Salaries Indexed to Region: October, 2001

Local Education Agency	Average (Mean)	Percent Above/ Below	Median	Percent Above/ Below	1st Quartile	Percent Above/ Below	3rd Quartile	Percent Above/ Below
Baltimore Metropolitan	\$47,477		\$46,405		\$36,297		\$57,768	
Anne Arundel	47,752	0.6	49,730	7.2	36,588	0.8	56,913	-1.5
Baltimore City	47,022	-1.0	43,314	-6.7	36,297	0.0	57,788	0.0
Baltimore	47,875	0.8	46,012	-0.8	36,476	0.5	58,971	2.1
Carroll	48,024	1.2	48,570	4.7	36,644	1.0	58,961	2.1
Harford	44,715	-5.8	43,428	-6.4	36,369	0.2	52,093	-9.8
Howard	49,048	3.3	46,907	1.1	36,809	1.4	59,936	3.8
National Capital	51,462		47,774		38,655		63,895	
Montgomery	55,043	7.0	51,402	7.6	40,815	5.6	71,693	12.2
Prince George's	47,532	-7.6	44,865	-6.1	36,161	-6.5	61,027	-4.5
Western Maryland	45,325		46,345		34,914		54,399	
Allegany	43,056	-5.0	46,855	1.1	37,365	7.0	49,113	-9.7
Frederick	46,716	3.1	46,345	0.0	36,207	3.7	57,199	5.1
Garrett	42,145	-7.0	44,505	-4.0	36,209	3.7	48,201	-11.4
Washington	44,826	-1.1	45,305	-2.2	34,332	-1.7	55,245	1.6
Lower Shore	44,251		44,963		34,269		52,571	
Dorchester	45,302	2.4	44,697	-0.6	30,653	-10.6	51,452	-2.1
Somerset	42,040	-5.0	43,430	-3.4	33,415	-2.5	51,196	-2.6
Wicomico	43,692	-1.3	46,370	3.1	34,480	0.6	51,400	-2.2
Worcester	45,648	3.2	46,443	3.3	35,940	4.9	54,862	4.4
Upper Shore	44,363		43,619		34,455		53,520	
Caroline	42,836	-3.4	43,247	-0.9	33,071	-4.0	50,612	-5.4
Cecil	44,805	1.0	44,326	1.6	35,061	1.8	55,408	3.5
Kent	48,891	10.2	51,970	19.1	38,410	11.5	57,879	8.1
Queen Anne's	43,965	-0.9	41,420	-5.0	34,456	0.0	53,428	-0.2
Talbot	42,428	-4.4	40,150	-8.0	33,000	-4.2	51,200	-4.3
Southern Maryland	46,973		46,460		36,365		57,104	
Calvert	49,837	6.1	48,239	3.8	41,429	13.9	60,494	5.9
Charles	45,481	-3.2	42,254	-9.1	34,375	-5.5	56,205	-1.6
St. Mary's	46,187	-1.7	47,218	1.6	34,934	-3.9	56,316	-1.4

Table 3

Average Salaries for Selected Positions and Ten-Year Percent Change: 1991 and 2001

Local Education Agency	Selected Positions*			Principals and Vice Principals			Instructional Positions+		
	1991	2001	Percent Change	1991	2001	Percent Change	1991	2001	Percent Change
Total State	\$39,967	\$50,218	25.6	\$58,326	\$77,874	33.5	\$39,054	\$48,845	25.1
Allegany	33,438	44,328	32.6	45,432	63,296	39.3	32,856	43,415	32.1
Anne Arundel	41,632	50,487	21.3	63,434	82,189	29.6	40,649	48,827	20.1
Baltimore City	37,624	48,963	30.1	53,356	72,668	36.2	36,650	47,526	29.7
Baltimore	41,640	50,135	20.4	59,803	79,467	32.9	40,570	48,524	19.6
Calvert	40,719	51,868	27.4	63,567	80,933	27.3	39,514	50,354	27.4
Caroline	34,773	44,631	28.3	49,570	65,618	32.4	33,951	43,461	28.0
Carroll	37,760	50,049	32.5	56,019	76,474	36.5	36,855	48,715	32.2
Cecil	34,084	46,146	35.4	51,846	71,411	37.7	33,179	45,083	35.9
Charles	36,747	47,503	29.3	49,918	71,544	43.3	36,115	46,206	27.9
Dorchester	34,423	44,543	29.4	47,133	63,693	35.1	33,605	43,311	28.9
Frederick	37,181	48,560	30.6	56,295	74,361	32.1	36,157	47,279	30.8
Garrett	31,178	43,105	38.3	45,772	58,226	27.2	30,331	42,349	39.6
Harford	36,218	46,406	28.1	53,584	76,612	43.0	35,366	45,033	27.3
Howard	39,754	51,205	28.8	60,023	80,295	33.8	38,664	49,862	29.0
Kent	36,903	50,199	36.0	51,775	72,440	39.9	36,053	48,990	35.9
Montgomery	47,380	57,242	20.8	68,920	93,813	36.1	46,508	55,828	20.0
Prince George's	39,744	49,270	24.0	62,850	75,004	19.3	38,877	48,019	23.5
Queen Anne's	36,000	45,386	26.1	52,564	72,265	37.5	35,271	44,377	25.8
St. Mary's	35,727	47,860	34.0	55,117	72,668	31.8	34,903	46,569	33.4
Somerset	32,092	43,729	36.3	40,770	63,979	56.9	31,495	42,428	34.7
Talbot	34,161	43,853	28.4	50,996	65,836	29.1	33,248	42,820	28.8
Washington	35,731	46,219	29.4	51,137	72,956	42.7	34,912	44,919	28.7
Wicomico	34,500	45,119	30.8	49,628	66,439	33.9	33,628	44,032	30.9
Worcester	38,354	47,627	24.2	56,766	75,703	33.4	37,253	46,120	23.8

*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