



Analysis of Professional Salaries Maryland Public Schools

October 2010



Maryland State Department of Education
Division of Accountability, Assessment & Data Systems
200 West Baltimore Street
Baltimore, MD 21201-2595
(410) 767-2055

MARYLAND STATE BOARD OF EDUCATION

James H. DeGraffenreidt, Jr.
President

Charlene M. Dukes
Vice President

Mary Kay Finan
S. James Gates, Jr.
Luisa Montero-Diaz
Sayed M. Naved
Madhu Sidhu
Guffrie M. Smith, Jr.
Donna Hill Staton
Ivan C.A. Walks
Kate Walsh

Gayon M. Sampson (*Student Member*)

Nancy S. Grasmick
Secretary-Treasurer of the Board
State Superintendent of Schools

John E. Smeallie
Deputy State Superintendent for Administration

Leslie Wilson
Assistant State Superintendent
Division of Accountability, Assessment & Data Systems

Martin O'Malley
Governor

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

Table of Contents

	Page
Introduction.....	i
Figure 1 Amount Above/Below Statewide Average Teacher Salary.....	1
Tables	
1 Salaries of Professional Staff Employed in Maryland Public Schools.....	2
2 Teachers' Salaries Indexed to Region.....	9

Introduction

The tables in this report were prepared from the data submitted by the 24 Maryland public school systems in the fall 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: October 2010

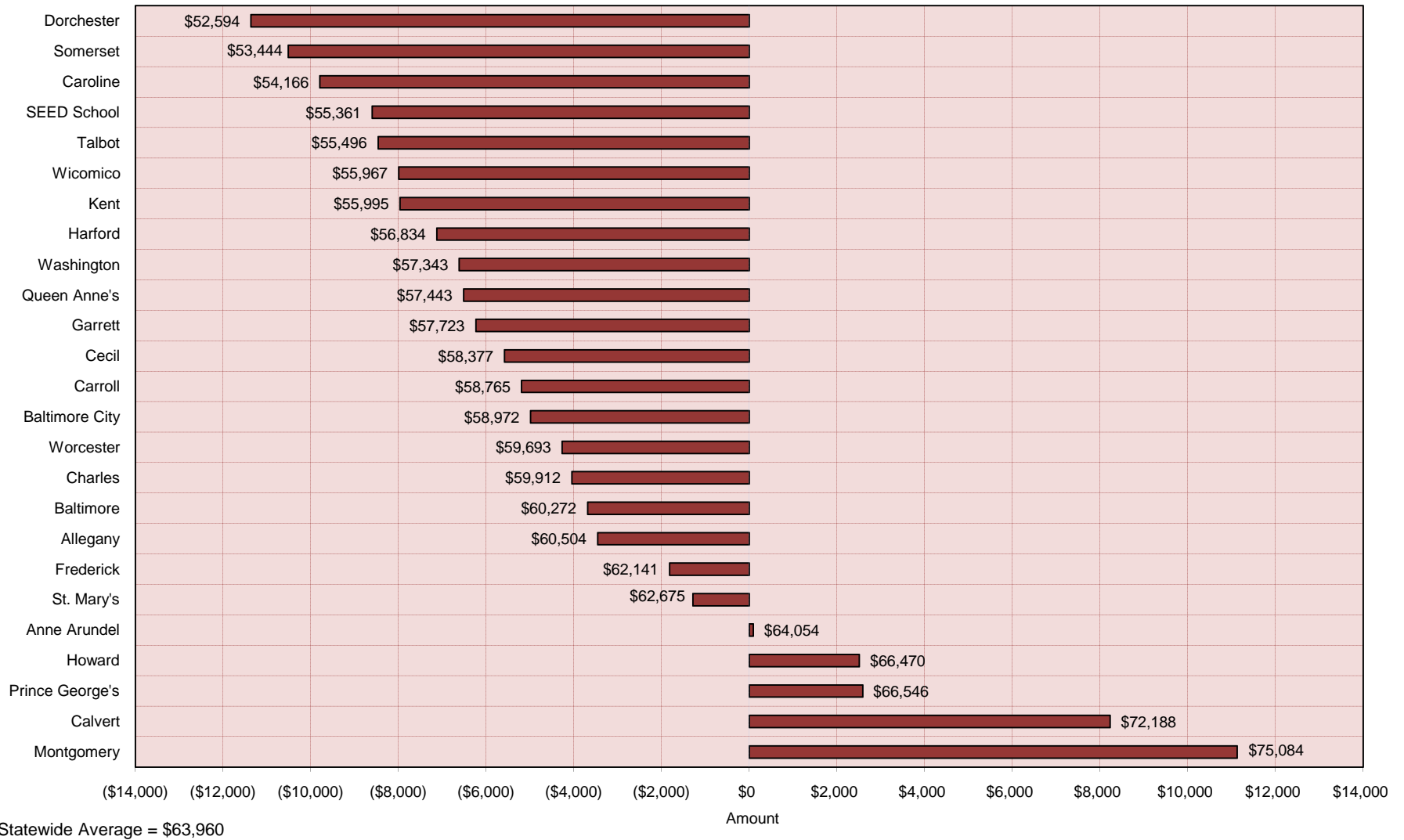


Table 1
Salaries of Professional Staff Employed in Maryland Public Schools
Maryland Public Schools: October 2010

Local Education Agency	Superintendent				Deputy Superintendent			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$200,296	\$183,881	\$159,229	\$255,250	\$169,795	\$164,065	\$152,500	\$189,870
Allegany	168,180	*	*	*	+	+	+	+
Anne Arundel	257,000	*	*	*	164,065	*	*	*
Baltimore City	260,000	*	*	*	167,692	*	*	*
Baltimore	307,872	*	*	*	+	+	+	+
Calvert	169,000	*	*	*	152,500	*	*	*
Caroline	142,100	*	*	*	+	+	+	+
Carroll	185,000	*	*	*	+	+	+	+
Cecil	165,000	*	*	*	+	+	+	+
Charles	289,050	*	*	*	231,678	*	*	*
Dorchester	122,475	*	*	*	+	+	+	+
Frederick	241,811	*	*	*	+	+	+	+
Garrett	157,538	*	*	*	+	+	+	+
Harford	200,000	*	*	*	164,088	*	*	*
Howard	265,000	*	*	*	+	+	+	+
Kent	142,000	*	*	*	+	+	+	+
Montgomery	216,792	*	*	*	189,234	*	*	*
Prince George's	250,000	*	*	*	189,870	*	*	*
Queen Anne's	150,800	*	*	*	+	+	+	+
St. Mary's	279,435	*	*	*	146,193	*	*	*
SEED School	+	+	+	+	127,308	*	*	*
Somerset	131,000	*	*	*	+	+	+	+
Talbot	182,761	*	*	*	+	+	+	+
Washington	195,000	*	*	*	136,358	*	*	*
Wicomico	165,000	*	*	*	+	+	+	+
Worcester	164,300	*	*	*	+	+	+	+

* 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 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	\$146,939	\$147,211	\$133,121	\$162,623	\$119,728	\$121,353	\$105,322	\$137,604
Allegany	115,396	*	*	*	117,705	*	*	*
Anne Arundel	143,426	139,691	139,691	150,523	122,172	124,094	113,247	132,725
Baltimore City	154,826	145,600	145,600	174,210	108,675	108,647	100,790	118,003
Baltimore	141,163	147,211	134,939	152,491	115,458	119,024	108,643	123,830
Calvert	+	+	+	+	134,917	127,666	121,514	147,500
Caroline	134,890	*	*	*	92,322	*	*	*
Carroll	128,013	*	*	*	120,750	117,903	112,802	130,769
Cecil	155,696	*	*	*	133,447	134,272	134,272	134,272
Charles	219,607	*	*	*	127,131	123,201	106,297	151,330
Dorchester	122,909	*	*	*	81,500	76,216	72,468	93,174
Frederick	140,610	143,835	127,038	152,099	114,387	111,598	99,762	138,679
Garrett	+	+	+	+	95,990	97,843	86,623	105,470
Harford	131,595	*	*	*	129,896	130,929	124,666	137,762
Howard	174,911	*	*	*	137,471	136,020	124,992	149,311
Kent	113,387	*	*	*	+	+	+	+
Montgomery	165,598	162,623	162,623	162,623	139,266	138,995	136,995	146,623
Prince George's	159,184	158,226	154,710	165,257	138,105	144,160	130,096	147,676
Queen Anne's	+	+	+	+	119,000	*	*	*
St. Mary's	146,993	*	*	*	125,467	119,217	107,746	133,958
SEED School	+	+	+	+	99,550	*	*	*
Somerset	107,408	*	*	*	102,314	*	*	*
Talbot	114,590	*	*	*	67,285	64,632	48,871	72,307
Washington	123,189	*	*	*	99,157	102,453	85,898	111,950
Wicomico	113,190	*	*	*	103,224	104,650	98,745	108,070
Worcester	128,560	*	*	*	89,604	93,076	80,737	96,735

* 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 2010

Local Education Agency	Coordinator				Supervisor			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$99,691	\$100,170	\$86,136	\$111,036	\$105,312	\$104,368	\$94,741	\$118,185
Allegany	78,065	*	*	*	89,928	94,451	87,011	97,230
Anne Arundel	119,713	121,071	109,896	131,297	108,453	118,885	88,773	125,001
Baltimore City	94,221	94,643	83,627	104,936	90,083	93,587	67,128	111,286
Baltimore	106,465	107,944	105,830	110,099	98,327	99,850	92,260	103,877
Calvert	83,190	*	*	*	112,410	112,289	100,497	117,973
Caroline	76,161	82,434	69,580	85,286	99,242	101,364	95,181	104,428
Carroll	87,390	89,051	78,662	100,170	104,336	108,344	97,515	113,975
Cecil	100,599	103,958	92,142	109,184	92,521	91,625	86,975	97,156
Charles	90,872	95,059	78,279	102,876	85,624	91,139	69,239	104,896
Dorchester	+	+	+	+	90,273	89,150	85,103	96,976
Frederick	93,728	92,003	77,649	109,574	108,030	113,604	93,868	119,919
Garrett	69,703	71,165	59,496	81,269	100,355	*	*	*
Harford	98,065	99,798	91,626	102,655	105,214	105,441	97,919	114,377
Howard	109,840	110,472	98,910	123,981	115,373	114,493	109,388	127,896
Kent	70,035	*	*	*	92,565	94,422	88,939	96,725
Montgomery	121,078	124,209	115,374	127,209	125,594	129,104	120,488	130,604
Prince George's	134,784	133,613	131,855	137,128	113,818	119,485	107,055	119,485
Queen Anne's	74,712	78,782	63,385	87,720	104,543	107,436	101,932	107,436
St. Mary's	111,248	101,966	89,167	132,336	105,327	100,853	99,573	105,928
SEED School	60,000	*	*	*	+	+	+	+
Somerset	57,301	*	*	*	91,701	91,354	87,261	95,939
Talbot	75,392	*	*	*	75,241	85,284	53,959	92,206
Washington	89,367	93,835	74,437	101,053	96,561	97,578	90,617	103,231
Wicomico	83,176	84,410	80,235	89,205	90,364	94,770	84,020	97,270
Worcester	94,126	100,053	86,353	102,553	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: October 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	\$83,705	\$79,276	\$69,362	\$94,307	\$114,770	\$116,151	\$103,337	\$123,789
Allegany	81,937	83,477	77,224	85,880	96,556	96,152	88,158	104,145
Anne Arundel	118,621	116,504	93,881	136,854	121,443	122,659	112,011	130,877
Baltimore City	72,499	74,840	67,980	76,292	103,940	101,174	93,821	112,836
Baltimore	75,665	77,332	65,658	88,883	118,115	118,704	114,279	121,264
Calvert	88,068	86,907	75,347	100,726	116,777	112,247	108,158	126,445
Caroline	74,643	*	*	*	102,291	101,267	95,112	108,707
Carroll	85,822	85,692	82,333	95,392	107,229	114,845	98,170	114,845
Cecil	89,741	90,200	84,110	95,142	103,246	105,373	96,715	107,784
Charles	92,826	91,113	79,465	101,638	117,330	116,934	110,849	121,716
Dorchester	64,631	*	*	*	93,487	92,220	89,095	97,501
Frederick	84,612	80,965	70,388	101,534	110,857	114,738	100,974	119,919
Garrett	68,959	*	*	*	81,483	79,769	72,037	93,355
Harford	96,160	94,798	89,610	102,339	108,427	106,691	103,357	113,136
Howard	96,275	97,404	88,548	106,280	130,051	133,636	121,675	136,001
Kent	65,819	*	*	*	91,441	90,759	83,487	99,889
Montgomery	111,447	118,787	106,314	120,058	131,821	131,965	129,104	136,995
Prince George's	84,806	86,767	75,031	90,843	115,953	123,143	109,552	123,143
Queen Anne's	58,484	*	*	*	114,043	113,876	113,876	115,582
St. Mary's	84,052	76,513	73,403	94,496	117,004	109,306	95,786	127,237
SEED School	+	+	+	+	98,500	*	*	*
Somerset	50,556	53,068	38,533	61,246	89,401	88,415	84,053	96,275
Talbot	56,088	52,900	45,233	73,054	101,023	99,456	97,874	102,012
Washington	67,494	65,849	53,210	75,009	102,549	98,943	93,522	111,892
Wicomico	72,718	68,760	66,813	82,033	93,274	93,205	89,355	96,085
Worcester	94,332	*	*	*	110,443	110,463	107,935	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 2010

Local Education Agency	Assistant Principal				Therapist			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$97,352	\$95,761	\$86,747	\$104,177	\$74,468	\$74,025	\$61,696	\$85,985
Allegany	82,343	80,078	77,583	89,243	68,684	69,607	65,810	74,969
Anne Arundel	103,688	99,969	94,469	113,601	82,636	80,144	65,061	90,442
Baltimore City	90,398	88,289	84,036	99,636	66,232	65,422	59,451	74,840
Baltimore	93,998	94,100	88,683	99,623	67,931	68,344	53,803	80,944
Calvert	97,293	96,501	91,398	101,790	82,706	82,494	74,121	89,843
Caroline	83,330	83,275	79,538	88,441	64,067	68,521	46,014	77,689
Carroll	91,838	89,051	82,333	100,170	64,294	65,210	56,176	75,851
Cecil	88,825	87,641	84,134	93,913	67,520	72,290	60,452	74,068
Charles	91,879	93,515	85,799	98,894	77,245	79,659	65,912	83,842
Dorchester	75,335	76,216	70,651	84,328	79,936	*	*	*
Frederick	93,476	93,494	82,026	105,188	68,403	64,365	57,964	82,045
Garrett	70,338	*	*	*	71,205	70,388	67,099	76,445
Harford	88,840	89,011	85,011	92,298	61,581	64,140	53,717	70,622
Howard	105,007	104,151	93,330	117,184	75,923	78,563	63,369	86,514
Kent	81,118	*	*	*	70,522	*	*	*
Montgomery	116,005	119,169	105,531	125,709	79,986	79,779	65,912	96,759
Prince George's	97,596	100,318	89,286	103,365	78,888	82,873	72,450	86,767
Queen Anne's	95,004	95,004	91,728	98,644	78,314	81,732	61,100	82,000
St. Mary's	106,694	91,698	79,544	133,719	67,322	69,014	48,344	79,511
SEED School	+	+	+	+	73,000	*	*	*
Somerset	69,332	69,028	68,028	70,788	66,786	*	*	*
Talbot	78,084	78,055	72,468	87,113	67,892	73,000	50,400	82,829
Washington	83,370	82,592	74,470	92,040	68,093	69,132	56,785	79,086
Wicomico	79,303	78,700	75,610	82,310	67,939	70,475	66,640	74,543
Worcester	88,149	89,817	78,540	97,001	66,188	69,721	56,623	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: October 2010

Local Education Agency	School Psychologist				Librarian			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$86,686	\$82,678	\$67,130	\$101,031	\$71,760	\$71,719	\$59,678	\$82,045
Allegany	84,650	83,348	81,948	87,833	67,805	69,780	65,883	69,780
Anne Arundel	123,689	110,791	95,709	155,107	76,777	75,193	64,739	83,703
Baltimore City	68,370	66,776	60,651	79,275	63,484	60,997	55,114	72,758
Baltimore	87,598	88,072	78,816	97,504	68,363	67,764	57,540	80,558
Calvert	86,172	88,140	74,959	95,703	80,862	79,859	77,878	85,887
Caroline	56,430	51,839	49,604	53,433	65,003	67,799	63,100	68,845
Carroll	79,388	77,178	68,611	86,814	64,046	66,368	57,124	72,298
Cecil	81,660	77,627	73,802	92,504	64,413	64,522	53,463	73,068
Charles	80,290	80,138	77,368	84,024	71,207	72,312	61,885	81,342
Dorchester	54,978	*	*	*	57,552	52,508	48,118	73,356
Frederick	93,214	96,417	81,797	105,188	69,882	73,404	57,124	82,045
Garrett	69,668	*	*	*	59,056	*	*	*
Harford	62,419	60,720	50,633	73,688	62,751	64,140	53,742	71,688
Howard	98,120	102,716	92,090	105,341	69,947	70,705	58,714	80,589
Kent	63,674	*	*	*	58,114	*	*	*
Montgomery	102,008	106,160	84,287	121,275	85,901	90,480	73,038	101,095
Prince George's	81,585	84,761	59,396	100,905	73,046	75,952	61,965	82,873
Queen Anne's	84,944	88,053	53,839	105,376	68,622	67,715	60,876	80,446
St. Mary's	84,185	64,511	60,690	108,388	67,174	70,356	62,217	78,269
SEED School	78,507	*	*	*	65,000	*	*	*
Somerset	68,392	*	*	*	64,458	65,206	53,613	74,641
Talbot	60,000	*	*	*	60,929	60,600	53,000	67,800
Washington	76,044	65,486	57,175	97,637	64,214	63,719	54,279	74,086
Wicomico	74,876	73,160	72,270	80,010	56,451	54,700	48,100	66,740
Worcester	58,541	*	*	*	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 2010

Local Education Agency	Guidance Counselor				Teacher			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$71,172	\$69,608	\$58,297	\$82,873	\$63,960	\$61,120	\$50,038	\$74,683
Allegany	63,496	66,090	57,009	70,077	60,504	63,908	53,929	67,081
Anne Arundel	78,568	77,285	63,455	91,962	64,054	62,547	50,366	75,973
Baltimore City	65,876	65,973	57,599	77,194	58,972	57,369	49,017	71,331
Baltimore	65,926	64,842	53,802	77,737	60,272	57,634	46,915	71,676
Calvert	79,262	84,026	68,571	90,457	72,188	73,594	61,433	81,494
Caroline	62,269	64,795	51,659	72,870	54,166	51,274	42,787	65,564
Carroll	66,155	66,428	53,556	78,316	58,765	58,000	45,233	70,104
Cecil	62,696	64,028	55,667	72,293	58,377	55,667	48,614	70,568
Charles	68,096	62,613	56,719	79,909	59,912	54,388	49,324	72,312
Dorchester	55,706	52,203	44,175	69,579	52,594	49,131	41,446	63,899
Frederick	72,922	75,564	60,443	85,827	62,141	59,965	49,965	75,564
Garrett	64,078	65,181	58,377	70,708	57,723	59,731	52,037	65,220
Harford	61,660	64,140	52,153	71,688	56,834	55,330	46,336	66,140
Howard	73,713	74,927	59,976	86,831	66,470	64,917	54,166	79,062
Kent	58,732	55,939	44,411	70,288	55,995	54,767	41,984	67,099
Montgomery	81,220	81,066	67,114	98,870	75,084	73,325	58,454	92,753
Prince George's	70,688	69,608	59,391	82,873	66,546	61,965	52,047	79,154
Queen Anne's	66,039	64,676	55,388	80,176	57,443	54,696	44,982	64,309
St. Mary's	70,492	66,539	51,916	82,531	62,675	59,601	47,197	74,552
SEED School	47,625	*	*	*	55,361	53,361	45,650	64,685
Somerset	62,875	61,246	54,094	69,334	53,444	48,935	43,280	63,480
Talbot	70,143	72,300	64,200	76,900	55,496	54,200	47,600	63,400
Washington	58,122	56,045	51,785	63,341	57,343	53,494	49,690	65,849
Wicomico	58,800	59,505	47,250	69,120	55,967	53,410	44,668	66,740
Worcester	69,279	74,991	53,427	79,404	59,693	57,600	48,743	71,818

* 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 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		\$59,459		\$48,464		\$72,758	
Anne Arundel	64,054	4.8	62,547	5.2	50,366	3.9	75,973	4.4
Baltimore City	58,972	-3.5	57,369	-3.5	49,017	1.1	71,331	-2.0
Baltimore	60,272	-1.4	57,634	-3.1	46,915	-3.2	71,676	-1.5
Carroll	58,765	-3.8	58,000	-2.5	45,233	-6.7	70,104	-3.6
Harford	56,834	-7.0	55,330	-6.9	46,336	-4.4	66,140	-9.1
Howard	66,470	8.8	64,917	9.2	54,166	11.8	79,062	8.7
SEED School	55,361	-9.4	53,361	-10.3	45,650	-5.8	64,685	-11.1
National Capital	\$71,140		\$67,990		\$55,160		\$82,873	
Montgomery	75,084	5.5	73,325	7.8	58,454	6.0	92,753	11.9
Prince George's	66,546	-6.5	61,965	-8.9	52,047	-5.6	79,154	-4.5
Western Maryland	\$60,249		\$57,964		\$50,246		\$69,455	
Allegany	60,504	0.4	63,908	10.3	53,929	7.3	67,081	-3.4
Frederick	62,141	3.1	59,965	3.5	49,965	-0.6	75,564	8.8
Garrett	57,723	-4.2	59,731	3.0	52,037	3.6	65,220	-6.1
Washington	57,343	-4.8	53,494	-7.7	49,690	-1.1	65,849	-5.2
Lower Shore	\$56,136		\$53,410		\$44,570		\$68,180	
Dorchester	52,594	-6.3	49,131	-8.0	41,446	-7.0	63,899	-6.3
Somerset	53,444	-4.8	48,935	-8.4	43,280	-2.9	63,480	-6.9
Wicomico	55,967	-0.3	53,410	0.0	44,668	0.2	66,740	-2.1
Worcester	59,693	6.3	57,600	7.8	48,743	9.4	71,818	5.3
Upper Shore	\$57,003		\$54,917		\$46,902		\$67,400	
Caroline	54,166	-5.0	51,274	-6.6	42,787	-8.8	65,564	-2.7
Cecil	58,377	2.4	55,667	1.4	48,614	3.7	70,568	4.7
Kent	55,995	-1.8	54,767	-0.3	41,984	-10.5	67,099	-0.4
Queen Anne's	57,443	0.8	54,696	-0.4	44,982	-4.1	64,309	-4.6
Talbot	55,496	-2.6	54,200	-1.3	47,600	1.5	63,400	-5.9
Southern Maryland	\$64,274		\$61,502		\$50,172		\$77,567	
Calvert	72,188	12.3	73,594	19.7	61,433	22.4	81,494	5.1
Charles	59,912	-6.8	54,388	-11.6	49,324	-1.7	72,312	-6.8
St. Mary's	62,675	-2.5	59,601	-3.1	47,197	-5.9	74,552	-3.9