



Analysis of Professional Salaries Maryland Public Schools

October 2004

**Maryland State Department of Education
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**Analysis of Professional Salaries
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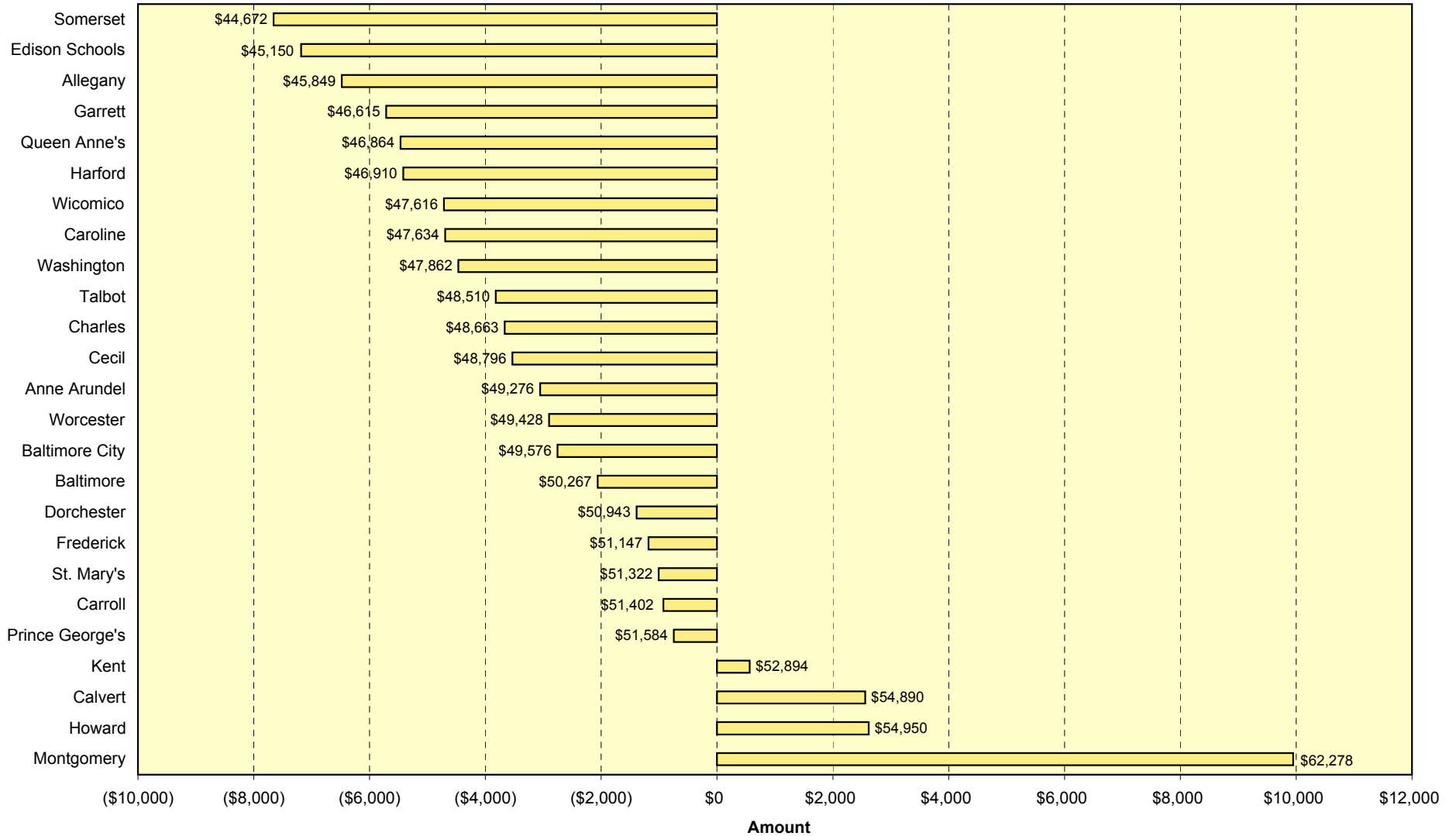
Introduction

The tables in this report were prepared from the data submitted by the 25 Maryland public school systems in the fall of 2004. 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 2004



Statewide Average = \$52,330

Table 1

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 2004

| Local Education Agency | Superintendent | | | | Deputy Superintendent | | | |
|------------------------|----------------|-----------|--------------|--------------|-----------------------|-----------|--------------|--------------|
| | Average (Mean) | Median | 1st Quartile | 3rd Quartile | Average (Mean) | Median | 1st Quartile | 3rd Quartile |
| Total State | \$152,767 | \$135,480 | \$119,258 | \$197,250 | \$113,254 | \$116,000 | \$82,650 | \$144,024 |
| Allegany | 121,386 | * | * | * | 101,698 | * | * | * |
| Anne Arundel | 204,939 | * | * | * | 143,431 | * | * | * |
| Baltimore City | 192,000 | * | * | * | 125,000 | * | * | * |
| Edison Schools | + | + | + | + | + | + | + | + |
| Baltimore | 230,000 | * | * | * | 149,300 | * | * | * |
| Calvert | 135,000 | * | * | * | 128,500 | * | * | * |
| Caroline | 109,200 | * | * | * | + | + | + | + |
| Carroll | 120,000 | * | * | * | 80,614 | 81,410 | 74,869 | 83,148 |
| Cecil | 140,478 | * | * | * | + | + | + | + |
| Charles | 245,000 | * | * | * | + | + | + | + |
| Dorchester | 106,080 | * | * | * | + | + | + | + |
| Frederick | 145,071 | * | * | * | 119,036 | * | * | * |
| Garrett | 106,382 | * | * | * | + | + | + | + |
| Harford | 142,700 | * | * | * | 115,000 | * | * | * |
| Howard | 199,000 | * | * | * | + | + | + | + |
| Kent | 107,656 | * | * | * | + | + | + | + |
| Montgomery | 237,794 | * | * | * | 166,821 | * | * | * |
| Prince George's | 250,000 | * | * | * | 145,802 | * | * | * |
| Queen Anne's | 121,700 | * | * | * | + | + | + | + |
| St. Mary's | 148,725 | * | * | * | 62,638 | * | * | * |
| Somerset | 105,000 | * | * | * | + | + | + | + |
| Talbot | 122,500 | * | * | * | + | + | + | + |
| Washington | 135,960 | * | * | * | 109,900 | * | * | * |
| Wicomico | 120,822 | * | * | * | + | + | + | + |
| Worcester | 119,010 | * | * | * | + | + | + | + |

*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, 2004

| 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 | \$119,409 | \$113,805 | \$104,472 | \$135,554 | \$99,428 | \$103,452 | \$89,274 | \$112,606 |
| Allegany | 96,948 | * | * | * | 88,595 | * | * | * |
| Anne Arundel | 123,441 | 124,497 | 116,445 | 129,910 | 105,935 | 108,703 | 104,173 | 108,703 |
| Baltimore City | 113,012 | 110,000 | 102,000 | 123,750 | 90,795 | 90,403 | 85,014 | 98,108 |
| Edison Schools | + | + | + | + | + | + | + | + |
| Baltimore | 114,129 | 112,805 | 112,805 | 113,805 | 93,428 | 95,210 | 86,683 | 97,720 |
| Calvert | 125,860 | * | * | * | 112,351 | 112,414 | 109,638 | 115,189 |
| Caroline | 100,592 | * | * | * | 94,975 | * | * | * |
| Carroll | 103,529 | * | * | * | 103,727 | 106,845 | 97,575 | 110,433 |
| Cecil | 116,058 | * | * | * | 102,089 | 104,400 | 104,400 | 104,400 |
| Charles | 150,625 | * | * | * | 108,618 | 103,282 | 98,140 | 122,141 |
| Dorchester | 120,338 | * | * | * | 86,002 | * | * | * |
| Frederick | 104,631 | 103,563 | 99,705 | 111,991 | 91,015 | 92,457 | 78,256 | 104,572 |
| Garrett | 91,840 | * | * | * | 81,520 | 81,919 | 78,740 | 84,100 |
| Harford | 106,197 | * | * | * | 100,629 | 99,325 | 96,432 | 104,950 |
| Howard | 141,460 | 139,862 | 133,719 | 150,000 | 118,380 | 121,900 | 113,688 | 122,780 |
| Kent | 99,365 | * | * | * | + | + | + | + |
| Montgomery | 139,010 | 135,554 | 135,554 | 135,554 | 114,595 | 114,307 | 110,672 | 120,955 |
| Prince George's | 136,605 | 136,875 | 136,875 | 142,827 | 113,173 | 113,071 | 110,095 | 116,046 |
| Queen Anne's | 110,000 | * | * | * | 92,100 | * | * | * |
| St. Mary's | 121,657 | * | * | * | 99,297 | 107,565 | 91,896 | 110,311 |
| Somerset | 84,721 | * | * | * | 80,679 | * | * | * |
| Talbot | 105,784 | * | * | * | 52,307 | 47,906 | 42,506 | 56,178 |
| Washington | 100,146 | * | * | * | 77,314 | 80,515 | 65,424 | 88,361 |
| Wicomico | 97,670 | * | * | * | 88,448 | 89,350 | 85,130 | 92,135 |
| Worcester | 106,429 | * | * | * | 74,098 | 76,832 | 64,468 | 81,263 |

*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, 2004

| Local Education Agency | Coordinator | | | | Supervisor | | | |
|------------------------|----------------|----------|--------------|--------------|----------------|----------|--------------|--------------|
| | Average (Mean) | Median | 1st Quartile | 3rd Quartile | Average (Mean) | Median | 1st Quartile | 3rd Quartile |
| Total State | \$79,201 | \$81,409 | \$68,690 | \$89,862 | \$81,859 | \$81,410 | \$74,435 | \$91,173 |
| Allegany | 55,153 | 53,956 | 52,373 | 60,239 | 72,229 | 74,679 | 67,399 | 76,309 |
| Anne Arundel | 93,619 | 96,534 | 88,370 | 98,764 | 94,976 | 102,433 | 93,660 | 102,433 |
| Baltimore City | 75,129 | 76,956 | 71,459 | 80,409 | 77,643 | * | * | * |
| Edison Schools | + | + | + | + | + | + | + | + |
| Baltimore | 83,451 | 83,521 | 81,887 | 85,188 | 76,456 | 77,260 | 73,707 | 80,375 |
| Calvert | 86,449 | 89,500 | 80,851 | 98,844 | 93,475 | 89,548 | 87,363 | 101,315 |
| Caroline | 73,219 | 70,056 | 69,848 | 78,172 | 80,941 | 82,186 | 79,492 | 83,411 |
| Carroll | 65,981 | 71,411 | 56,343 | 74,694 | 88,475 | 90,667 | 84,800 | 93,560 |
| Cecil | 82,342 | 85,665 | 79,526 | 88,865 | 75,552 | * | * | * |
| Charles | 81,685 | 81,735 | 74,805 | 84,735 | + | + | + | + |
| Dorchester | 70,457 | * | * | * | 77,304 | 80,718 | 68,577 | 83,980 |
| Frederick | 68,382 | 71,538 | 47,965 | 86,580 | 53,874 | 54,027 | 32,676 | 73,454 |
| Garrett | 59,814 | 60,491 | 56,973 | 62,193 | 75,361 | * | * | * |
| Harford | 72,980 | * | * | * | 86,478 | 85,908 | 80,760 | 93,182 |
| Howard | 106,381 | 107,188 | 94,451 | 118,783 | 97,135 | 102,786 | 83,668 | 105,400 |
| Kent | 63,222 | * | * | * | 79,367 | 83,916 | 71,660 | 84,801 |
| Montgomery | 100,371 | 103,153 | 98,025 | 103,528 | 104,279 | 108,865 | 97,514 | 108,865 |
| Prince George's | 88,174 | 86,136 | 83,777 | 105,632 | 92,568 | 96,267 | 90,078 | 96,267 |
| Queen Anne's | + | + | + | + | 82,553 | 82,670 | 80,917 | 84,320 |
| St. Mary's | 74,647 | * | * | * | 79,693 | 80,826 | 74,317 | 86,317 |
| Somerset | 58,323 | * | * | * | 73,908 | 76,235 | 68,492 | 76,235 |
| Talbot | 72,133 | 78,827 | 55,920 | 82,860 | 57,766 | 60,191 | 42,900 | 66,733 |
| Washington | 70,391 | 75,592 | 53,872 | 87,447 | 78,283 | 79,879 | 71,502 | 84,419 |
| Wicomico | 58,369 | 64,000 | 42,453 | 72,350 | 78,604 | 81,910 | 80,421 | 81,910 |
| Worcester | 66,116 | 63,816 | 56,052 | 79,678 | 80,006 | 82,407 | 66,876 | 91,417 |

*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, 2004

| 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 | \$69,701 | \$68,420 | \$59,343 | \$78,599 | \$94,054 | \$93,867 | \$86,767 | \$101,461 |
| Allegany | 60,158 | 58,350 | 53,290 | 67,930 | 75,278 | 71,812 | 70,948 | 81,087 |
| Anne Arundel | 72,870 | 80,055 | 56,066 | 87,332 | 97,754 | 99,450 | 94,199 | 102,735 |
| Baltimore City | 60,971 | 60,467 | 57,115 | 67,794 | 84,918 | 84,758 | 79,197 | 89,427 |
| Edison Schools | 43,706 | * | * | * | 96,012 | * | * | * |
| Baltimore | 62,861 | 64,300 | 54,300 | 71,550 | 95,492 | 95,806 | 92,092 | 99,558 |
| Calvert | 83,312 | 84,204 | 75,658 | 88,455 | 96,287 | 99,966 | 87,305 | 105,090 |
| Caroline | 65,575 | * | * | * | 84,357 | 83,120 | 80,710 | 88,207 |
| Carroll | 67,654 | 69,290 | 65,851 | 74,557 | 93,796 | 94,207 | 90,302 | 96,946 |
| Cecil | 74,966 | * | * | * | 86,935 | 87,255 | 82,546 | 89,340 |
| Charles | 76,708 | 76,404 | 69,226 | 83,464 | 94,401 | 91,271 | 88,297 | 99,670 |
| Dorchester | 57,615 | * | * | * | 76,367 | 82,350 | 74,157 | 83,367 |
| Frederick | 75,459 | 78,599 | 65,492 | 84,032 | 91,172 | 93,508 | 88,004 | 93,508 |
| Garrett | 61,771 | * | * | * | 66,979 | 61,991 | 59,230 | 77,570 |
| Harford | 81,158 | 81,407 | 75,032 | 85,908 | 89,557 | 88,249 | 87,554 | 93,183 |
| Howard | 81,403 | 88,145 | 65,512 | 89,336 | 107,410 | 109,938 | 106,190 | 109,938 |
| Kent | + | + | + | + | 82,077 | 81,714 | 77,603 | 86,319 |
| Montgomery | 92,773 | 98,763 | 84,893 | 101,117 | 108,746 | 108,865 | 107,332 | 113,850 |
| Prince George's | 76,700 | 80,770 | 77,147 | 84,563 | 95,954 | 99,154 | 93,462 | 99,154 |
| Queen Anne's | 65,663 | * | * | * | 85,057 | 87,040 | 80,600 | 89,728 |
| St. Mary's | 70,588 | 71,858 | 66,566 | 77,305 | 88,707 | 86,153 | 79,296 | 97,534 |
| Somerset | 60,275 | * | * | * | 72,878 | 73,840 | 69,164 | 76,235 |
| Talbot | 49,499 | * | * | * | 82,900 | 81,554 | 79,644 | 86,345 |
| Washington | 64,309 | 65,851 | 52,831 | 73,837 | 83,119 | 84,240 | 79,829 | 88,295 |
| Wicomico | 61,467 | 62,380 | 55,610 | 67,170 | 78,758 | 79,210 | 74,725 | 81,940 |
| Worcester | + | + | + | + | 91,110 | 91,192 | 88,492 | 94,880 |

*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, 2004

| Local Education Agency | Vice Principal | | | | Therapist | | | |
|--------------------------|----------------|----------|--------------|--------------|----------------|----------|--------------|--------------|
| | Average (Mean) | Median | 1st Quartile | 3rd Quartile | Average (Mean) | Median | 1st Quartile | 3rd Quartile |
| Total State | \$77,925 | \$77,260 | \$69,660 | \$83,916 | \$59,385 | \$59,242 | \$48,856 | \$68,228 |
| Allegany | 62,828 | 63,761 | 60,573 | 65,065 | 50,528 | 51,465 | 47,490 | 53,106 |
| Anne Arundel | 82,961 | 83,509 | 75,755 | 89,454 | 58,601 | 61,784 | 49,247 | 67,670 |
| Baltimore City | 68,761 | 67,748 | 64,481 | 72,957 | 55,798 | 57,559 | 44,933 | 66,503 |
| Edison Schools Baltimore | 66,956 | 65,000 | 62,500 | 72,390 | 52,988 | * | * | * |
| Baltimore | 76,906 | 77,260 | 75,834 | 77,348 | 55,841 | 59,240 | 43,125 | 65,263 |
| Calvert | 81,171 | 80,851 | 76,580 | 85,284 | 56,632 | 54,077 | 49,468 | 65,431 |
| Caroline | 66,705 | 67,354 | 64,674 | 72,509 | 51,712 | 56,823 | 39,320 | 58,793 |
| Carroll | 77,048 | 78,591 | 69,607 | 85,934 | 62,945 | 59,091 | 50,853 | 66,870 |
| Cecil | 73,886 | 73,486 | 70,164 | 78,159 | 52,482 | 56,139 | 45,584 | 60,139 |
| Charles | 71,437 | 71,995 | 65,759 | 77,651 | 56,400 | 59,261 | 45,186 | 63,538 |
| Dorchester | 62,850 | 63,590 | 58,097 | 67,615 | 53,147 | * | * | * |
| Frederick | 78,492 | 79,748 | 69,381 | 86,580 | 55,897 | 58,958 | 45,017 | 65,514 |
| Garrett | 59,019 | * | * | * | 58,757 | 60,459 | 53,960 | 61,634 |
| Harford | 75,357 | 76,124 | 70,120 | 80,123 | 50,139 | 52,900 | 41,761 | 56,488 |
| Howard | 80,501 | 79,694 | 69,749 | 85,415 | 60,448 | 64,638 | 49,158 | 71,704 |
| Kent | 64,244 | 63,758 | 58,344 | 70,387 | 56,385 | * | * | * |
| Montgomery | 95,710 | 99,732 | 86,385 | 104,653 | 66,331 | 64,738 | 52,880 | 81,222 |
| Prince George's | 77,988 | 80,753 | 69,660 | 85,673 | 60,603 | 66,983 | 50,551 | 73,427 |
| Queen Anne's | 75,993 | 78,450 | 72,000 | 78,450 | 55,167 | 57,147 | 50,000 | 60,575 |
| St. Mary's | 70,072 | 70,050 | 62,238 | 75,353 | 54,998 | 60,127 | 43,939 | 62,920 |
| Somerset | 62,720 | * | * | * | 52,477 | * | * | * |
| Talbot | 65,220 | 61,775 | 58,066 | 71,321 | 52,166 | 54,400 | 42,315 | 60,900 |
| Washington | 67,758 | 65,621 | 63,662 | 72,243 | 56,343 | 59,151 | 56,396 | 59,991 |
| Wicomico | 67,694 | 67,825 | 63,875 | 69,700 | 54,864 | 58,340 | 49,978 | 60,350 |
| Worcester | 74,805 | 80,111 | 66,950 | 82,432 | 52,868 | 50,602 | 43,165 | 60,184 |

*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, 2004

| Local Education Agency | School Psychologist | | | | Librarian | | | |
|-------------------------|---------------------|----------|--------------|--------------|----------------|----------|--------------|--------------|
| | Average (Mean) | Median | 1st Quartile | 3rd Quartile | Average (Mean) | Median | 1st Quartile | 3rd Quartile |
| Total State | \$68,701 | \$67,235 | \$58,073 | \$77,605 | \$59,654 | \$59,939 | \$50,270 | \$67,800 |
| Allegany | 58,193 | 53,675 | 52,395 | 68,243 | 50,877 | 51,823 | 49,632 | 53,021 |
| Anne Arundel | 70,860 | 72,776 | 58,567 | 80,055 | 56,263 | 57,080 | 52,251 | 62,516 |
| Baltimore City | 58,131 | 57,115 | 50,512 | 66,926 | 54,407 | 60,677 | 42,297 | 61,869 |
| Edison Schols Baltimore | + | + | + | + | + | + | + | + |
| Calvert | 68,088 | 66,311 | 58,962 | 72,705 | 58,562 | 54,077 | 50,334 | 68,780 |
| Caroline | 61,433 | * | * | * | 54,772 | 55,963 | 49,121 | 59,900 |
| Carroll | 66,370 | 65,382 | 58,478 | 75,537 | 56,727 | 56,592 | 51,908 | 65,842 |
| Cecil | 64,393 | 70,578 | 60,304 | 77,668 | 54,294 | 58,167 | 44,210 | 61,789 |
| Charles | 68,027 | 66,639 | 64,070 | 69,859 | 59,661 | 63,098 | 52,079 | 67,473 |
| Dorchester | 44,048 | * | * | * | 49,320 | 53,296 | 35,208 | 60,722 |
| Frederick | 79,070 | 81,484 | 73,840 | 86,580 | 57,641 | 60,660 | 49,456 | 65,514 |
| Garrett | 55,292 | * | * | * | 42,299 | * | * | * |
| Harford | 51,131 | 53,946 | 39,955 | 59,125 | 53,011 | 54,488 | 44,304 | 60,489 |
| Howard | 75,539 | 76,446 | 65,512 | 85,912 | 60,259 | 58,533 | 49,556 | 75,295 |
| Kent | 60,706 | 52,800 | 49,680 | 75,684 | 72,373 | * | * | * |
| Montgomery | 84,443 | 88,854 | 67,917 | 101,249 | 71,936 | 76,921 | 59,295 | 85,945 |
| Prince George's | 71,284 | 71,906 | 57,676 | 84,770 | 61,328 | 63,201 | 50,758 | 71,024 |
| Queen Anne's | 65,069 | 66,492 | 57,653 | 71,773 | 53,343 | 55,769 | 44,900 | 59,219 |
| St. Mary's | 54,712 | 59,063 | 40,788 | 70,509 | 60,620 | 63,969 | 54,900 | 65,908 |
| Somerset | 61,145 | * | * | * | 55,106 | * | * | * |
| Talbot | 63,240 | * | * | * | 50,300 | 56,500 | 35,750 | 60,750 |
| Washington | 68,116 | 64,651 | 64,650 | 75,887 | 53,913 | 57,062 | 48,485 | 59,991 |
| Wicomico | 61,654 | 59,710 | 56,860 | 67,420 | 52,381 | 55,650 | 41,465 | 61,808 |
| Worcester | 56,811 | * | * | * | 58,098 | 60,450 | 58,333 | 61,453 |

*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, 2004

| Local Education Agency | Guidance Counselor | | | | Teacher | | | |
|------------------------|--------------------|----------|--------------|--------------|----------------|----------|--------------|--------------|
| | Average (Mean) | Median | 1st Quartile | 3rd Quartile | Average (Mean) | Median | 1st Quartile | 3rd Quartile |
| Total State | \$60,418 | \$60,027 | \$49,174 | \$70,132 | \$52,330 | \$50,439 | \$40,402 | \$61,869 |
| Allegany | 50,204 | 52,157 | 48,532 | 54,417 | 45,849 | 50,625 | 39,469 | 53,021 |
| Anne Arundel | 65,697 | 66,524 | 57,384 | 77,320 | 49,276 | 49,236 | 38,062 | 58,626 |
| Baltimore City | 59,117 | 61,869 | 51,868 | 65,641 | 49,576 | 45,375 | 40,402 | 61,869 |
| Edison Schools | 44,908 | * | * | * | 45,150 | 43,992 | 40,000 | 49,755 |
| Baltimore | 56,334 | 56,859 | 44,400 | 67,891 | 50,267 | 47,600 | 37,813 | 61,100 |
| Calvert | 62,822 | 62,024 | 53,206 | 74,209 | 54,890 | 54,077 | 44,978 | 65,431 |
| Caroline | 54,312 | 58,357 | 42,756 | 62,685 | 47,634 | 47,850 | 37,805 | 56,499 |
| Carroll | 58,034 | 56,993 | 47,856 | 70,056 | 51,402 | 51,028 | 38,931 | 62,586 |
| Cecil | 50,427 | 47,388 | 41,839 | 61,189 | 48,796 | 45,841 | 38,232 | 60,289 |
| Charles | 58,282 | 59,433 | 46,367 | 68,642 | 48,663 | 44,577 | 37,197 | 59,847 |
| Dorchester | 56,352 | 58,816 | 55,435 | 62,980 | 50,943 | 45,496 | 36,405 | 58,411 |
| Frederick | 57,856 | 60,660 | 48,520 | 67,386 | 51,147 | 50,255 | 39,849 | 62,394 |
| Garrett | 50,845 | 52,725 | 46,398 | 55,361 | 46,615 | 50,099 | 39,230 | 53,393 |
| Harford | 51,964 | 52,900 | 43,772 | 59,125 | 46,910 | 45,634 | 38,216 | 54,488 |
| Howard | 63,847 | 66,218 | 51,800 | 75,411 | 54,950 | 51,915 | 42,194 | 66,793 |
| Kent | 57,906 | 60,034 | 53,316 | 64,761 | 52,894 | 56,239 | 45,642 | 61,855 |
| Montgomery | 69,385 | 71,632 | 54,687 | 85,945 | 62,278 | 59,792 | 47,666 | 80,622 |
| Prince George's | 60,419 | 60,644 | 49,475 | 70,132 | 51,584 | 48,058 | 40,164 | 66,984 |
| Queen Anne's | 52,104 | 53,325 | 39,556 | 62,647 | 46,864 | 42,500 | 38,430 | 56,539 |
| St. Mary's | 53,851 | 52,781 | 42,357 | 62,404 | 51,322 | 49,526 | 39,216 | 62,107 |
| Somerset | 50,068 | 48,061 | 41,472 | 61,970 | 44,672 | 43,164 | 35,807 | 54,862 |
| Talbot | 55,519 | 56,045 | 49,578 | 61,200 | 48,510 | 46,200 | 41,400 | 57,000 |
| Washington | 46,993 | 44,021 | 37,851 | 56,327 | 47,862 | 45,809 | 37,851 | 59,991 |
| Wicomico | 51,673 | 54,970 | 41,515 | 59,770 | 47,616 | 47,890 | 37,740 | 56,650 |
| Worcester | 56,450 | 61,269 | 48,273 | 63,624 | 49,428 | 48,673 | 39,344 | 59,793 |

*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, 2004

| Local Education Agency | Average (Mean) | Percent Above/ Below | Median | Percent Above/ Below | 1st Quartile | Percent Above/ Below | 3rd Quartile | Percent Above/ Below |
|-------------------------------|----------------|----------------------|----------|----------------------|--------------|----------------------|--------------|----------------------|
| Baltimore Metropolitan | \$50,308 | | \$48,272 | | \$39,364 | | \$61,125 | |
| Anne Arundel | 49,276 | -2.1 | 49,236 | 2.0 | 38,062 | -3.3 | 58,626 | -4.1 |
| Baltimore City | 49,576 | -1.5 | 45,375 | -6.0 | 40,402 | 2.6 | 61,869 | 1.2 |
| Edison Schools | 45,150 | -10.3 | 43,992 | -8.9 | 40,000 | 1.6 | 49,755 | -18.6 |
| Baltimore | 50,267 | -0.1 | 47,600 | -1.4 | 37,813 | -3.9 | 61,100 | 0.0 |
| Carroll | 51,402 | 2.2 | 51,028 | 5.7 | 38,931 | -1.1 | 62,586 | 2.4 |
| Harford | 46,910 | -6.8 | 45,634 | -5.5 | 38,216 | -2.9 | 54,488 | -10.9 |
| Howard | 54,950 | 9.2 | 51,915 | 7.5 | 42,194 | 7.2 | 66,793 | 9.3 |
| National Capital | \$57,316 | | \$53,386 | | \$43,779 | | \$70,132 | |
| Montgomery | 62,278 | 8.7 | 59,792 | 12.0 | 47,666 | 8.9 | 80,622 | 15.0 |
| Prince George's | 51,584 | -10.0 | 48,058 | -10.0 | 40,164 | -8.3 | 66,984 | -4.5 |
| Western Maryland | \$49,174 | | \$49,744 | | \$38,504 | | \$58,926 | |
| Allegany | 45,849 | -6.8 | 50,625 | 1.8 | 39,469 | 2.5 | 53,021 | -10.0 |
| Frederick | 51,147 | 4.0 | 50,255 | 1.0 | 39,849 | 3.5 | 62,394 | 5.9 |
| Garrett | 46,615 | -5.2 | 50,099 | 0.7 | 39,230 | 1.9 | 53,393 | -9.4 |
| Washington | 47,862 | -2.7 | 45,809 | -7.9 | 37,851 | -1.7 | 59,991 | 1.8 |
| Lower Shore | \$48,303 | | \$47,548 | | \$37,460 | | \$57,998 | |
| Dorchester | 50,943 | 5.5 | 45,496 | -4.3 | 36,405 | -2.8 | 58,411 | 0.7 |
| Somerset | 44,672 | -7.5 | 43,164 | -9.2 | 35,807 | -4.4 | 54,862 | -5.4 |
| Wicomico | 47,616 | -1.4 | 47,890 | 0.7 | 37,740 | 0.7 | 56,650 | -2.3 |
| Worcester | 49,428 | 2.3 | 48,673 | 2.4 | 39,344 | 5.0 | 59,793 | 3.1 |
| Upper Shore | \$48,478 | | \$46,577 | | \$38,430 | | \$59,288 | |
| Caroline | 47,634 | -1.7 | 47,850 | 2.7 | 37,805 | -1.6 | 56,499 | -4.7 |
| Cecil | 48,796 | 0.7 | 45,841 | -1.6 | 38,232 | -0.5 | 60,289 | 1.7 |
| Kent | 52,894 | 9.1 | 56,239 | 20.7 | 45,642 | 18.8 | 61,855 | 4.3 |
| Queen Anne's | 46,864 | -3.3 | 42,500 | -8.8 | 38,430 | 0.0 | 56,539 | -4.6 |
| Talbot | 48,510 | 0.1 | 46,200 | -0.8 | 41,400 | 7.7 | 57,000 | -3.9 |
| Southern Maryland | \$51,269 | | \$50,334 | | \$39,849 | | \$62,024 | |
| Calvert | 54,890 | 7.1 | 54,077 | 7.4 | 44,978 | 12.9 | 65,431 | 5.5 |
| Charles | 48,663 | -5.1 | 44,577 | -11.4 | 37,197 | -6.7 | 59,847 | -3.5 |
| St. Mary's | 51,322 | 0.1 | 49,526 | -1.6 | 39,216 | -1.6 | 62,107 | 0.1 |