



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

## **October 2002**

Maryland State Department of Education  
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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 2002. 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 2002**

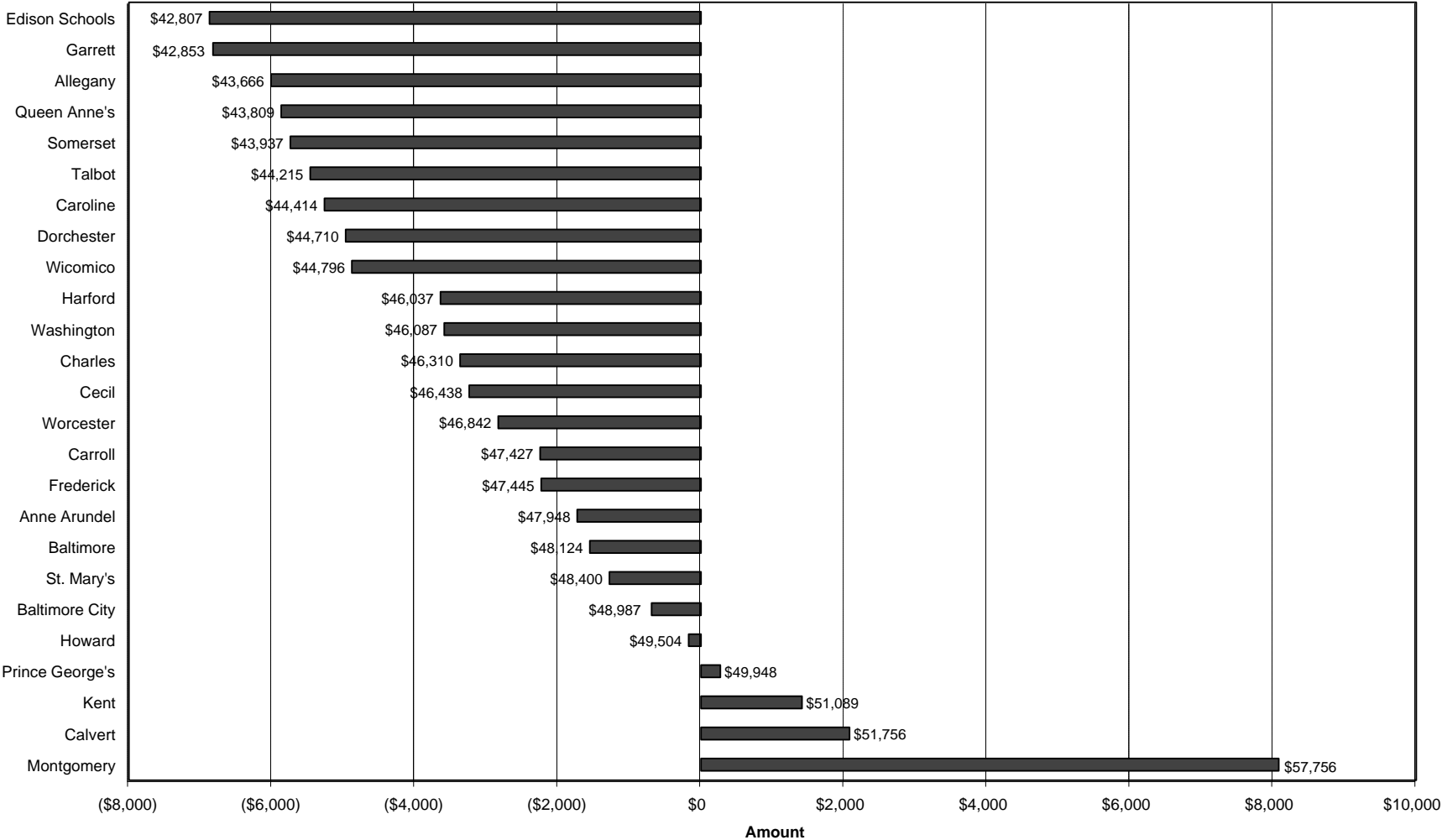


Table 1

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 2002

Local Education Agency	Superintendent				Deputy Superintendent			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	\$140,423	\$122,500	\$107,461	\$189,450	\$116,733	\$119,833	\$97,067	\$139,855
Allegany	114,530	*	*	*	95,869	*	*	*
Anne Arundel	197,000	*	*	*	+	+	+	+
Baltimore City	192,000	*	*	*	142,140	*	*	*
Baltimore	185,400	*	*	*	126,175	*	*	*
Calvert	135,000	*	*	*	121,000	*	*	*
Caroline	90,900	*	*	*	+	+	+	+
Carroll	120,000	*	*	*	80,118	76,511	67,261	94,778
Cecil	125,000	*	*	*	+	+	+	+
Charles	195,000	*	*	*	+	+	+	+
Dorchester	104,000	*	*	*	+	+	+	+
Edison Schools	+	+	+	+	+	+	+	+
Frederick	125,759	*	*	*	109,742	*	*	*
Garrett	96,500	*	*	*	+	+	+	+
Harford	125,000	*	*	*	+	+	+	+
Howard	190,800	*	*	*	154,500	*	*	*
Kent	100,500	*	*	*	+	+	+	+
Montgomery	264,890	*	*	*	153,947	*	*	*
Prince George's	211,680	*	*	*	140,500	*	*	*
Queen Anne's	112,600	*	*	*	+	+	+	+
St. Mary's	138,400	*	*	*	118,665	*	*	*
Somerset	95,000	*	*	*	+	+	+	+
Talbot	107,871	*	*	*	+	+	+	+
Washington	120,000	*	*	*	100,660	*	*	*
Wicomico	115,000	*	*	*	+	+	+	+
Worcester	107,324	*	*	*	+	+	+	+

\*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, 2002

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	\$110,038	\$106,090	\$98,522	\$120,120	\$93,991	\$94,808	\$85,126	\$104,492
Allegany	90,827	*	*	*	84,081	*	*	*
Anne Arundel	119,219	*	*	*	104,202	104,492	104,492	104,492
Baltimore City	114,538	110,000	105,500	130,038	91,794	89,958	85,014	100,500
Baltimore	107,519	106,090	106,090	107,090	87,616	92,700	81,717	92,700
Calvert	113,000	*	*	*	100,313	101,355	95,508	103,896
Caroline	90,121	*	*	*	88,984	*	*	*
Carroll	88,747	*	*	*	92,075	95,452	79,857	97,996
Cecil	101,333	*	*	*	91,902	*	*	*
Charles	142,000	*	*	*	103,959	95,386	91,939	121,000
Dorchester	104,135	*	*	*	85,000	*	*	*
Edison Schools	+	+	+	+	+	+	+	+
Frederick	97,010	97,423	91,855	101,512	92,452	94,787	88,897	96,697
Garrett	83,310	*	*	*	75,490	75,290	74,370	76,710
Harford	99,972	*	*	*	94,650	95,169	91,358	97,149
Howard	126,818	*	*	*	109,453	109,189	106,437	113,594
Kent	94,679	*	*	*	+	+	+	+
Montgomery	130,098	127,597	126,359	127,597	108,411	108,804	105,240	114,556
Prince George's	120,120	120,120	120,120	120,120	96,920	97,240	91,520	100,100
Queen Anne's	97,400	*	*	*	85,000	*	*	*
St. Mary's	108,880	*	*	*	94,159	96,550	87,518	104,433
Somerset	75,336	*	*	*	74,509	*	*	*
Talbot	98,974	*	*	*	46,948	43,250	38,300	49,313
Washington	92,161	*	*	*	77,240	80,235	68,921	90,470
Wicomico	91,109	*	*	*	81,618	83,198	79,615	85,192
Worcester	100,423	*	*	*	68,189	72,395	60,950	75,041

\*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, 2002

Local Education Agency	Coordinator				Supervisor			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	\$76,847	\$78,356	\$69,995	\$85,706	\$80,156	\$78,000	\$73,041	\$88,566
Allegany	51,586	50,304	48,806	54,192	68,146	69,676	64,579	71,934
Anne Arundel	88,103	91,858	85,887	91,858	94,948	98,464	90,259	98,465
Baltimore City	76,334	75,076	71,459	81,575	74,617	*	*	*
Baltimore	78,271	79,216	78,527	79,216	73,261	73,502	71,151	75,774
Calvert	74,427	78,002	73,117	87,665	84,551	80,841	78,881	92,665
Caroline	62,747	*	*	*	73,854	76,637	68,110	77,387
Carroll	68,401	69,830	55,460	79,200	81,768	81,981	77,086	88,983
Cecil	77,823	77,586	73,007	82,611	70,811	*	*	*
Charles	78,283	78,298	73,083	84,872	+	+	+	+
Dorchester	71,073	*	*	*	79,153	79,986	77,389	81,334
Edison Schools	+	+	+	+	+	+	+	+
Frederick	73,518	77,495	69,995	82,494	82,494	*	*	*
Garrett	54,505	55,927	49,649	58,410	71,302	*	*	*
Harford	+	+	+	+	81,929	83,686	77,085	86,126
Howard	100,152	98,357	90,498	106,381	88,121	91,972	74,979	92,803
Kent	50,787	*	*	*	75,087	80,553	72,397	81,569
Montgomery	95,518	98,185	95,107	98,185	100,330	103,622	97,674	103,622
Prince George's	76,302	82,256	72,024	86,475	87,504	92,528	80,988	92,528
Queen Anne's	+	+	+	+	76,500	76,500	74,000	78,250
St. Mary's	67,923	65,746	60,885	73,589	78,211	80,574	72,749	82,124
Somerset	45,953	*	*	*	70,248	71,599	71,598	71,599
Talbot	65,191	74,322	48,563	77,254	58,292	59,932	48,975	64,977
Washington	81,850	*	*	*	77,858	77,150	74,182	83,759
Wicomico	56,175	59,940	36,955	69,310	73,109	75,840	75,840	75,840
Worcester	64,436	62,342	55,617	78,034	86,863	86,079	85,569	88,461

\*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, 2002

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	\$66,305	\$65,268	\$56,539	\$77,495	\$89,321	\$88,981	\$83,049	\$95,304
Allegany	57,217	*	*	*	70,221	67,695	67,695	75,309
Anne Arundel	72,583	76,953	59,551	83,949	92,065	93,695	89,791	95,257
Baltimore City	59,068	59,328	53,880	65,256	85,100	85,027	79,068	90,549
Baltimore	59,730	60,824	50,588	69,445	89,380	88,981	86,316	91,739
Calvert	79,565	80,435	72,199	85,552	93,771	94,729	88,054	99,559
Caroline	59,116	*	*	*	79,052	78,402	75,574	82,561
Carroll	65,595	62,691	59,162	73,878	85,759	86,717	84,180	89,357
Cecil	73,578	*	*	*	81,324	82,411	77,822	82,611
Charles	69,283	71,195	63,917	77,361	88,297	84,707	81,739	92,551
Dorchester	52,900	*	*	*	76,259	79,067	70,651	79,500
Edison Schools	42,292	*	*	*	102,333	*	*	*
Frederick	68,031	69,222	58,644	77,495	83,951	84,994	82,494	84,994
Garrett	56,957	*	*	*	61,138	56,677	55,927	68,004
Harford	78,173	80,690	72,914	81,602	84,833	83,686	81,246	88,490
Howard	77,669	79,957	78,336	79,957	92,943	93,520	93,520	93,520
Kent	48,404	53,387	35,396	58,920	76,712	75,423	69,620	83,685
Montgomery	88,077	93,200	82,610	95,418	103,054	103,622	103,622	106,791
Prince George's	76,641	80,237	75,698	83,988	93,213	95,304	89,832	95,304
Queen Anne's	61,325	*	*	*	81,958	83,000	79,000	85,000
St. Mary's	63,541	64,582	56,625	72,315	82,569	82,770	74,209	90,904
Somerset	33,379	*	*	*	64,990	70,645	55,004	71,432
Talbot	41,137	38,061	34,349	48,290	76,144	76,442	72,586	79,497
Washington	68,840	67,572	63,694	74,620	78,456	81,062	72,829	83,759
Wicomico	60,401	61,320	51,780	62,820	75,736	75,520	73,540	79,945
Worcester	+	+	+	+	85,449	86,079	82,238	88,653

\*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, 2002

Local Education Agency	Vice Principal				Therapist			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	\$73,632	\$73,512	\$67,473	\$79,105	\$56,387	\$56,564	\$45,565	\$65,536
Allegany	57,350	57,234	55,469	60,567	46,242	47,724	41,865	49,982
Anne Arundel	77,745	79,347	71,371	84,863	55,792	59,362	46,402	62,220
Baltimore City	68,639	67,748	64,481	72,957	56,332	59,486	44,640	65,641
Baltimore	73,325	73,512	72,042	73,512	52,476	55,494	41,370	60,586
Calvert	76,511	74,135	73,263	78,737	51,914	48,398	42,003	62,914
Caroline	63,120	62,797	60,102	67,510	49,323	52,244	42,066	55,120
Carroll	71,818	74,125	64,766	79,020	52,506	54,307	44,506	61,318
Cecil	71,245	70,606	65,826	75,890	47,168	48,127	36,948	55,704
Charles	67,224	65,893	61,178	72,629	50,608	53,998	40,433	58,544
Dorchester	59,815	61,310	54,313	64,108	54,682	*	*	*
Edison Schools	66,667	*	*	*	53,551	*	*	*
Frederick	71,146	72,494	62,496	77,495	50,103	53,286	39,323	58,968
Garrett	55,913	*	*	*	52,992	54,349	48,401	56,148
Harford	74,434	72,585	72,119	78,585	47,615	49,857	38,210	53,891
Howard	70,010	71,188	62,665	73,749	54,738	58,632	44,342	63,567
Kent	68,240	*	*	*	52,463	*	*	*
Montgomery	89,215	94,454	79,833	98,185	61,492	61,964	47,998	75,835
Prince George's	75,840	77,618	71,033	82,346	64,575	67,093	52,499	73,284
Queen Anne's	68,250	67,500	64,000	73,000	50,529	53,079	48,497	53,806
St. Mary's	66,134	68,354	58,954	71,146	52,223	55,889	41,578	59,155
Somerset	60,357	61,743	57,717	62,305	45,375	45,210	37,103	53,730
Talbot	57,419	54,231	49,726	65,604	44,100	45,700	32,475	55,525
Washington	65,374	65,012	58,386	71,685	53,879	55,162	51,168	56,902
Wicomico	64,155	63,630	59,520	68,690	50,738	53,853	44,806	55,793
Worcester	71,629	74,618	69,156	78,025	47,832	46,393	38,994	56,535

\*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, 2002

Local Education Agency	School Psychologist				Librarian			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	\$64,507	\$62,477	\$53,681	\$73,456	\$55,957	\$56,581	\$46,402	\$64,383
Allegany	52,721	48,688	45,097	63,485	47,402	48,853	47,068	49,982
Anne Arundel	67,100	69,958	55,718	76,954	54,329	56,355	51,232	59,804
Baltimore City	56,450	54,700	47,847	66,408	54,915	60,677	43,422	61,870
Baltimore	63,806	67,477	56,033	71,577	55,031	57,543	44,368	66,056
Calvert	64,212	61,709	51,405	72,595	56,412	54,432	46,708	66,088
Caroline	48,023	*	*	*	49,998	52,244	43,481	54,348
Carroll	65,758	63,211	61,030	79,020	51,423	52,009	44,796	58,961
Cecil	66,510	67,533	61,633	70,229	49,501	51,893	39,880	56,754
Charles	60,346	59,437	56,070	62,731	56,138	59,688	52,924	64,027
Dorchester	54,842	*	*	*	49,180	52,393	42,988	57,074
Edison Schols	+	+	+	+	+	+	+	+
Frederick	71,620	76,245	67,495	77,495	52,599	55,489	45,570	60,240
Garrett	52,997	*	*	*	38,315	*	*	*
Harford	50,296	52,628	42,389	57,392	51,981	52,891	44,961	58,142
Howard	67,218	64,829	59,427	78,335	53,792	53,096	41,695	68,405
Kent	68,333	*	*	*	48,976	*	*	*
Montgomery	80,776	87,431	61,713	95,538	66,854	70,955	53,274	80,250
Prince George's	65,421	62,970	52,064	83,111	56,476	57,580	46,192	67,409
Queen Anne's	57,111	57,547	53,817	60,187	47,292	50,122	38,273	53,407
St. Mary's	54,771	55,890	39,514	68,925	55,156	59,155	47,570	61,699
Somerset	47,507	*	*	*	51,154	*	*	*
Talbot	54,360	*	*	*	50,260	52,100	43,050	56,550
Washington	65,447	62,190	62,190	74,628	50,825	52,998	42,723	56,902
Wicomico	59,576	62,820	54,460	63,070	46,813	49,440	35,610	56,060
Worcester	60,725	*	*	*	53,540	55,739	54,023	57,617

\*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, 2002

Local Education Agency	Guidance Counselor				Teacher			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	\$57,128	\$57,350	\$45,625	\$67,209	\$49,679	\$47,800	\$38,210	\$59,933
Allegany	47,072	49,168	45,098	51,297	43,666	47,724	37,919	49,982
Anne Arundel	62,057	64,289	51,979	73,083	47,948	49,241	37,319	57,482
Baltimore City	58,079	61,869	49,516	65,641	48,987	43,636	39,311	61,869
Baltimore	54,202	53,973	42,966	66,030	48,124	45,891	36,149	59,671
Calvert	61,911	66,540	52,219	71,311	51,756	48,398	42,435	62,914
Caroline	54,700	57,996	52,244	58,900	44,414	45,859	34,159	52,777
Carroll	53,704	55,420	42,148	64,747	47,427	47,116	35,778	58,961
Cecil	49,631	55,404	38,063	58,204	46,438	45,155	36,463	57,504
Charles	55,303	56,301	43,589	66,614	46,310	43,522	35,406	56,965
Dorchester	49,088	52,270	38,550	57,074	44,710	46,200	33,670	54,025
Edison Schools	+	+	+	+	42,807	42,000	37,800	48,300
Frederick	54,223	55,855	45,570	61,899	47,445	47,040	36,750	58,057
Garrett	46,140	45,344	43,860	50,914	42,853	45,395	36,346	49,364
Harford	51,304	52,415	45,318	58,291	46,037	44,297	37,096	53,350
Howard	58,128	59,936	49,496	66,769	49,504	47,068	37,395	60,588
Kent	53,869	58,274	47,207	61,328	51,089	54,590	41,630	59,971
Montgomery	65,208	68,888	50,042	80,250	57,756	53,970	42,856	75,277
Prince George's	56,434	55,931	44,868	67,409	49,948	46,762	37,512	64,383
Queen Anne's	48,014	47,350	40,625	55,500	43,809	41,241	34,800	53,018
St. Mary's	49,504	48,317	39,304	58,569	48,400	48,359	36,687	58,717
Somerset	53,304	58,005	44,440	59,563	43,937	45,781	33,998	52,732
Talbot	50,611	49,390	44,720	56,525	44,215	42,400	34,400	52,400
Washington	43,754	39,908	35,362	54,290	46,087	46,664	35,362	56,902
Wicomico	49,209	51,890	41,775	56,100	44,796	46,710	35,310	52,890
Worcester	53,149	57,660	42,981	59,948	46,842	46,013	36,659	56,517

+No people reported in the position.

Table 2

Teachers' Salaries Indexed to Region: October, 2002

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>	\$48,206		\$46,402		\$37,858		\$58,961	
Anne Arundel	47,948	-0.5	49,241	6.1	37,319	-1.4	57,482	-2.5
Baltimore City	48,987	1.6	43,636	-6.0	39,311	3.8	61,869	4.9
Baltimore	48,124	-0.2	45,891	-1.1	36,149	-4.5	59,671	1.2
Carroll	47,427	-1.6	47,116	1.5	35,778	-5.5	58,961	0.0
Edison Schools	42,807	-11.2	42,000	-9.5	37,800	-0.2	48,300	-18.1
Harford	46,037	-4.5	44,297	-4.5	37,096	-2.0	53,350	-9.5
Howard	49,504	2.7	47,068	1.4	37,395	-1.2	60,588	2.8
<b>National Capital</b>	54,040		50,042		40,872		67,409	
Montgomery	57,756	6.9	53,970	7.8	42,856	4.9	75,277	11.7
Prince George's	49,948	-7.6	46,762	-6.6	37,512	-8.2	64,383	-4.5
<b>Western Maryland</b>	46,202		47,040		35,997		55,861	
Allegany	43,666	-5.5	47,724	1.5	37,919	5.3	49,982	-10.5
Frederick	47,445	2.7	47,040	0.0	36,750	2.1	58,057	3.9
Garrett	42,853	-7.2	45,395	-3.5	36,346	1.0	49,364	-11.6
Washington	46,087	-0.2	46,664	-0.8	35,362	-1.8	56,902	1.9
<b>Lower Shore</b>	45,200		45,862		35,208		54,148	
Dorchester	44,710	-1.1	46,200	0.7	33,670	-4.4	54,025	-0.2
Somerset	43,937	-2.8	45,781	-0.2	33,998	-3.4	52,732	-2.6
Wicomico	44,796	-0.9	46,710	1.8	35,310	0.3	52,890	-2.3
Worcester	46,842	3.6	46,013	0.3	36,659	4.1	56,517	4.4
<b>Upper Shore</b>	45,693		44,683		35,493		55,104	
Caroline	44,414	-2.8	45,859	2.6	34,159	-3.8	52,777	-4.2
Cecil	46,438	1.6	45,155	1.1	36,463	2.7	57,504	4.4
Kent	51,089	11.8	54,590	22.2	41,630	17.3	59,971	8.8
Queen Anne's	43,809	-4.1	41,241	-7.7	34,800	-2.0	53,018	-3.8
Talbot	44,215	-3.2	42,400	-5.1	34,400	-3.1	52,400	-4.9
<b>Southern Maryland</b>	48,546		48,010		37,820		58,817	
Calvert	51,756	6.6	48,398	0.8	42,435	12.2	62,914	7.0
Charles	46,310	-4.6	43,522	-9.3	35,406	-6.4	56,965	-3.1
St. Mary's	48,400	-0.3	48,359	0.7	36,687	-3.0	58,717	-0.2

Table 3

Average Salaries for Selected Positions and Ten-Year Percent Change: 1992 and 2002

Local Education Agency	Selected Positions*			Principals and Vice Principals			Instructional Positions+		
	1992	2002	Percent Change	1992	2002	Percent Change	1992	2002	Percent Change
Total State	\$40,034	\$51,808	29.4	\$59,087	\$80,681	36.5	\$39,080	\$50,410	29.0
Allegany	34,296	45,006	31.2	46,232	65,573	41.8	33,709	44,033	30.6
Anne Arundel	41,663	50,788	21.9	63,535	84,303	32.7	40,660	49,064	20.7
Baltimore City	37,152	51,126	37.6	53,378	75,314	41.1	36,147	49,633	37.3
Baltimore	40,961	50,296	22.8	59,264	79,646	34.4	39,862	48,806	22.4
Calvert	40,407	53,736	33.0	63,574	83,543	31.4	39,145	52,311	33.6
Caroline	34,767	46,355	33.3	50,380	70,707	40.3	33,914	45,040	32.8
Carroll	37,875	49,417	30.5	56,612	77,365	36.7	36,948	48,068	30.1
Cecil	36,009	48,220	33.9	53,384	74,811	40.1	35,120	46,757	33.1
Charles	36,764	48,505	31.9	50,110	75,448	50.6	36,114	47,074	30.3
Dorchester	34,744	46,490	33.8	47,024	68,429	45.5	33,950	45,170	33.0
Edison Schools	NA	45,102	0.0	NA	84,500	0.0	NA	43,082	0.0
Frederick	37,218	49,338	32.6	56,856	76,689	34.9	36,222	48,004	32.5
Garrett	30,913	43,945	42.2	44,478	60,038	35.0	30,172	43,145	43.0
Harford	36,163	47,776	32.1	53,930	78,560	45.7	35,273	46,381	31.5
Howard	40,014	51,592	28.9	61,302	79,757	30.1	38,900	50,357	29.5
Kent	37,885	52,691	39.1	52,824	74,401	40.8	37,006	51,496	39.2
Montgomery	47,449	59,916	26.3	69,108	96,644	39.8	46,533	58,588	25.9
Prince George's	40,609	52,242	28.6	67,546	83,648	23.8	39,606	50,734	28.1
Queen Anne's	36,327	45,464	25.2	53,979	76,186	41.1	35,572	44,294	24.5
St. Mary's	36,070	49,977	38.6	55,897	73,054	30.7	35,313	48,768	38.1
Somerset	32,857	45,622	38.8	42,814	63,446	48.2	32,149	44,449	38.3
Talbot	35,065	45,677	30.3	50,721	66,782	31.7	34,204	44,690	30.7
Washington	35,866	47,584	32.7	52,995	73,526	38.7	34,960	46,367	32.6
Wicomico	35,430	46,338	30.8	51,164	69,325	35.5	34,523	45,166	30.8
Worcester	37,813	48,867	29.2	56,217	78,777	40.1	36,733	47,293	28.7

\* 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