



# Analysis of Professional Salaries Maryland Public Schools October 2006

*(Revised 05/07)*



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**Analysis of Professional Salaries  
Maryland Public Schools  
October 2006**

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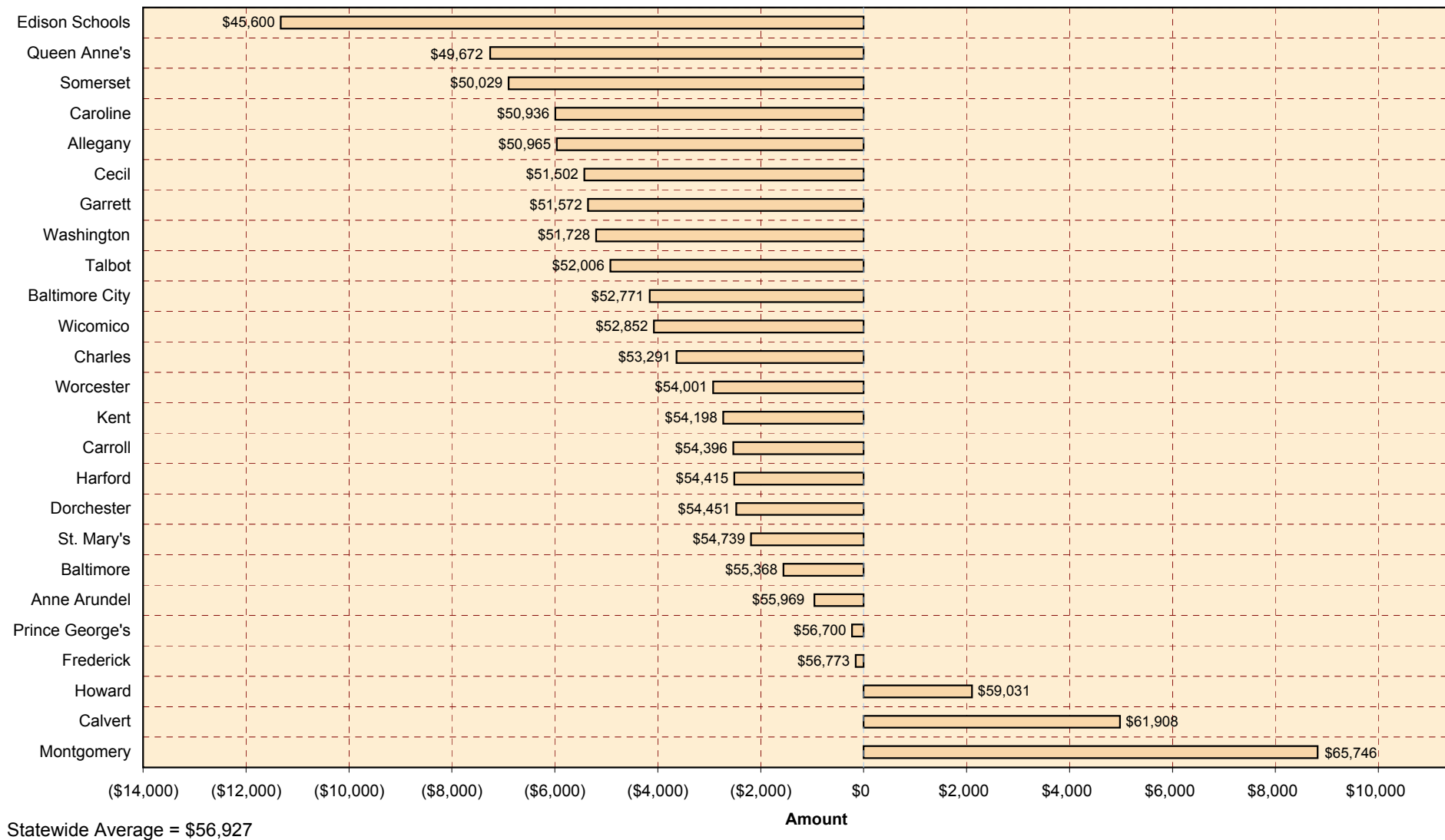
## Introduction

The tables in this report were prepared from the data submitted by the 25 Maryland public school systems in the fall of 2006. 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 2006**



**Table 1**  
**Salaries of Professional Staff Employed**  
**Maryland Public Schools: October 2006**

Local Education Agency	Superintendent				Deputy Superintendent			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$171,208	\$157,490	\$132,738	\$215,832	\$154,546	\$150,000	\$133,145	\$176,000
Allegany	133,575	*	*	*	+	+	+	+
Anne Arundel	225,000	*	*	*	133,145	*	*	*
Baltimore City	202,000	*	*	*	144,454	143,380	132,830	156,616
Edison Schools	+	+	+	+	+	+	+	+
Baltimore	262,500	*	*	*	168,428	*	*	*
Calvert	178,000	*	*	*	+	+	+	+
Caroline	125,000	*	*	*	+	+	+	+
Carroll	165,000	*	*	*	+	+	+	+
Cecil	156,979	*	*	*	+	+	+	+
Charles	249,900	*	*	*	176,000	*	*	*
Dorchester	120,000	*	*	*	+	+	+	+
Frederick	177,120	*	*	*	141,780	*	*	*
Garrett	123,675	*	*	*	+	+	+	+
Harford	173,007	*	*	*	131,959	*	*	*
Howard	220,442	*	*	*	184,625	*	*	*
Kent	117,500	*	*	*	+	+	+	+
Montgomery	236,843	*	*	*	179,766	*	*	*
Prince George's	260,000	*	*	*	175,511	*	*	*
Queen Anne's	134,500	*	*	*	+	+	+	+
St. Mary's	154,425	*	*	*	124,935	*	*	*
Somerset	120,000	*	*	*	+	+	+	+
Talbot	137,000	*	*	*	+	+	+	+
Washington	158,000	*	*	*	+	*	*	*
Wicomico	125,655	*	*	*	+	+	+	+
Worcester	132,459	*	*	*	+	+	+	+

\*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**  
**Maryland Public Schools: October 2006**

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	\$134,785	\$132,804	\$120,644	\$146,354	\$108,561	\$111,270	\$97,692	\$121,845
Allegany	107,704	*	*	*	97,026	100,007	89,247	101,680
Anne Arundel	136,951	*	*	*	110,702	115,323	100,907	115,323
Baltimore City	132,608	132,350	128,675	134,505	99,763	100,016	90,110	106,682
Edison Schools	+	+	+	+	+	+	+	+
Baltimore	128,586	127,427	126,927	133,554	102,745	106,857	96,115	107,852
Calvert	152,930	*	*	*	120,096	124,589	116,448	131,224
Caroline	113,000	*	*	*	106,667	*	*	*
Carroll	133,585	*	*	*	111,449	114,608	104,119	118,046
Cecil	135,277	*	*	*	108,962	116,663	116,663	116,663
Charles	168,921	*	*	*	118,668	115,626	108,860	137,000
Dorchester	99,750	*	*	*	77,472	*	*	*
Frederick	124,342	126,421	114,862	133,491	102,897	103,594	90,345	120,279
Garrett	104,651	*	*	*	91,091	89,938	87,519	95,239
Harford	123,528	*	*	*	116,420	115,653	113,153	118,973
Howard	158,362	*	*	*	130,931	131,401	124,812	135,903
Kent	105,456	*	*	*	+	+	+	+
Montgomery	150,305	146,354	146,354	148,179	119,085	118,957	118,117	125,500
Prince George's	153,301	156,010	156,010	159,260	126,400	126,758	125,133	133,258
Queen Anne's	121,600	*	*	*	101,800	*	*	*
St. Mary's	134,045	*	*	*	108,613	107,683	97,362	122,454
Somerset	90,541	*	*	*	93,299	*	*	*
Talbot	115,957	*	*	*	56,751	53,245	47,460	61,966
Washington	106,751	*	*	*	85,307	95,184	67,825	99,713
Wicomico	106,470	*	*	*	96,797	96,070	94,290	100,605
Worcester	117,405	*	*	*	85,901	86,620	83,957	92,336

\*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**  
**Maryland Public Schools: October 2006**

Local Education Agency	Coordinator				Supervisor			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$89,129	\$90,667	\$79,230	\$99,764	\$91,230	\$90,480	\$84,330	\$101,263
Allegany	72,492	*	*	*	79,982	84,330	74,472	84,330
Anne Arundel	100,376	106,451	90,404	109,439	100,815	109,410	101,543	111,572
Baltimore City	88,167	89,645	81,935	95,026	60,551	*	*	*
Edison Schools	61,880	62,067	59,166	64,756	+	+	+	+
Baltimore	95,170	94,020	92,181	95,897	88,741	88,707	86,972	90,480
Calvert	99,477	98,065	91,626	108,965	95,779	96,884	89,938	99,896
Caroline	80,166	77,336	73,958	87,118	87,528	90,943	80,240	92,318
Carroll	79,142	77,930	69,533	86,740	91,309	93,508	85,060	98,180
Cecil	89,562	92,959	83,695	97,276	+	+	+	+
Charles	89,496	90,606	80,465	97,370	86,570	*	*	*
Dorchester	79,964	*	*	*	83,870	82,705	78,627	91,508
Frederick	77,633	80,746	62,672	98,684	95,958	101,680	84,360	103,617
Garrett	66,916	68,173	65,956	70,513	83,484	*	*	*
Harford	89,222	*	*	*	100,694	102,107	94,971	105,813
Howard	105,838	109,197	93,324	115,065	104,435	108,146	96,958	111,965
Kent	76,427	*	*	*	89,659	90,333	85,916	93,065
Montgomery	105,139	107,771	103,186	111,170	108,804	*	*	*
Prince George's	96,250	96,718	87,696	108,070	103,912	106,206	105,465	106,206
Queen Anne's	68,917	65,067	62,094	77,666	89,774	90,595	85,216	92,977
St. Mary's	86,476	*	*	*	89,009	89,099	83,689	95,723
Somerset	64,039	*	*	*	84,833	84,929	81,387	87,446
Talbot	76,627	80,817	61,781	89,044	61,446	65,979	48,210	72,625
Washington	78,182	78,061	64,268	89,773	86,037	86,179	81,819	90,726
Wicomico	68,833	73,400	52,322	80,000	85,871	88,890	86,550	89,015
Worcester	82,603	89,767	72,954	90,460	94,846	96,886	88,374	100,300

\*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**  
**Maryland Public Schools: October 2006**

Local Education Agency	Pupil Personnel/School Social Worker				Principal			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$74,622	\$72,605	\$63,678	\$85,711	\$102,448	\$103,672	\$95,007	\$110,751
Allegany	70,078	72,506	65,265	74,756	82,685	82,667	77,803	89,547
Anne Arundel	87,875	88,528	71,254	98,557	106,084	107,831	101,390	112,166
Baltimore City	64,356	65,026	59,916	68,839	95,458	94,407	88,133	102,215
Edison Schools	53,137	50,000	46,050	61,794	94,833	*	*	*
Baltimore	67,885	68,181	58,600	80,545	104,709	103,672	101,640	105,740
Calvert	89,931	90,164	84,420	95,728	106,929	104,394	95,624	117,803
Caroline	71,560	*	*	*	87,384	90,581	84,073	96,413
Carroll	77,556	76,826	68,976	86,243	100,776	102,692	100,081	104,647
Cecil	70,323	76,364	54,327	83,300	94,731	95,126	90,988	97,276
Charles	84,371	81,680	76,905	91,143	104,942	107,600	96,450	108,600
Dorchester	65,682	*	*	*	88,043	86,436	83,234	92,391
Frederick	84,493	87,712	72,850	95,941	102,215	103,617	97,692	106,579
Garrett	64,925	*	*	*	74,129	71,357	67,049	87,814
Harford	92,679	89,806	86,056	99,971	104,438	103,132	100,450	109,167
Howard	87,280	93,174	76,188	95,237	115,937	119,544	113,204	119,544
Kent	+	+	+	+	81,949	84,145	74,326	89,517
Montgomery	99,391	106,880	92,872	107,154	111,447	111,170	108,257	115,182
Prince George's	82,624	88,226	84,269	92,370	105,831	109,458	103,240	109,458
Queen Anne's	56,430	55,319	43,592	71,438	94,270	99,742	99,202	101,132
St. Mary's	78,781	72,360	65,522	89,186	95,450	94,073	88,603	102,284
Somerset	76,963	*	*	*	78,814	79,128	74,879	82,856
Talbot	50,893	48,096	38,009	65,175	89,581	87,725	85,527	91,770
Washington	74,797	80,161	64,140	82,567	91,182	91,816	85,556	97,541
Wicomico	68,907	70,090	64,430	73,690	86,706	87,140	82,435	89,795
Worcester	+	+	+	+	99,435	100,205	95,536	102,458

\*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**  
**Maryland Public Schools: October 2006**

Local Education Agency	Vice Principal				Therapist			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$86,144	\$85,367	\$78,475	\$92,755	\$65,834	\$65,715	\$54,620	\$76,049
Allegany	68,252	68,383	63,364	76,143	57,610	58,710	52,805	62,970
Anne Arundel	89,771	88,649	81,142	98,334	73,386	68,387	57,877	79,740
Baltimore City	82,274	81,210	77,298	88,859	61,044	63,801	52,610	68,839
Edison Schools	75,261	*	*	*	66,950	*	*	*
Baltimore	84,983	85,367	82,058	86,997	61,627	62,976	49,247	71,500
Calvert	89,833	87,623	83,235	92,154	64,804	66,723	55,698	75,395
Caroline	74,842	74,513	71,378	78,466	59,212	61,218	42,000	71,729
Carroll	81,900	80,844	72,594	91,818	59,879	60,352	49,941	71,153
Cecil	79,222	78,194	72,867	84,440	56,209	62,636	45,803	65,886
Charles	82,755	84,000	76,800	86,817	63,482	65,097	52,242	72,546
Dorchester	71,422	70,716	68,663	78,276	66,777	*	*	*
Frederick	88,320	90,455	78,334	98,684	63,425	65,890	52,338	74,552
Garrett	70,616	*	*	*	60,583	65,668	57,585	70,253
Harford	85,886	87,350	80,450	91,910	58,049	59,427	49,358	65,648
Howard	91,769	90,712	80,104	102,166	66,910	69,674	54,743	78,153
Kent	77,831	*	*	*	65,539	*	*	*
Montgomery	98,907	101,125	90,255	107,771	71,429	70,872	57,436	86,369
Prince George's	84,982	89,170	77,053	91,846	69,029	73,504	59,972	80,205
Queen Anne's	82,116	84,023	79,739	84,682	51,314	42,012	35,844	71,381
St. Mary's	78,190	77,657	69,313	84,452	58,824	64,538	50,311	69,197
Somerset	70,821	*	*	*	59,825	*	*	*
Talbot	70,863	72,014	64,994	76,779	58,162	59,100	50,655	65,200
Washington	74,566	73,882	68,882	79,064	61,416	66,550	56,910	66,551
Wicomico	72,527	73,270	68,725	76,270	60,004	64,065	51,135	68,090
Worcester	81,727	85,757	72,120	90,667	57,834	58,250	49,740	65,232

\*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**  
**Maryland Public Schools: October 2006**

Local Education Agency	School Psychologist				Librarian			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$78,186	\$74,527	\$64,280	\$89,395	\$64,488	\$65,099	\$54,012	\$73,857
Allegany	66,839	62,669	61,620	75,521	56,822	58,710	54,150	60,000
Anne Arundel	109,331	96,606	83,668	137,980	65,198	66,197	57,877	72,250
Baltimore City	62,186	61,656	52,974	72,920	55,080	52,769	45,087	66,924
Edison Schools	+	+	+	+	58,934	*	*	*
Baltimore	77,790	80,119	69,526	85,542	62,431	64,525	50,353	74,450
Calvert	73,957	73,395	61,334	83,470	67,235	64,681	61,941	73,330
Caroline	52,380	*	*	*	61,450	63,558	57,314	65,399
Carroll	67,388	68,806	60,088	70,979	61,923	61,559	54,663	72,576
Cecil	72,930	65,876	63,779	84,144	55,421	58,062	44,747	64,136
Charles	75,578	72,466	69,768	78,527	66,456	67,931	54,690	74,036
Dorchester	55,066	*	*	*	56,432	61,864	43,670	69,152
Frederick	87,856	87,712	79,482	98,684	63,501	65,890	54,893	74,104
Garrett	63,427	*	*	*	48,473	*	*	*
Harford	57,003	56,586	45,169	67,845	60,443	62,524	51,554	68,524
Howard	82,767	85,713	73,014	92,062	62,246	58,571	50,532	76,564
Kent	61,704	*	*	*	78,877	*	*	*
Montgomery	90,249	95,204	75,117	107,154	76,374	81,411	65,030	90,962
Prince George's	78,596	80,672	62,242	92,370	66,216	67,781	56,759	76,606
Queen Anne's	84,476	80,978	75,637	95,064	59,778	60,452	50,729	66,209
St. Mary's	62,611	58,882	55,331	81,300	66,749	68,764	62,441	72,173
Somerset	57,102	*	*	*	58,123	*	*	*
Talbot	67,130	*	*	*	55,057	60,400	43,900	64,900
Washington	70,671	70,188	70,187	70,188	58,877	61,395	49,709	66,551
Wicomico	67,419	65,230	65,130	72,190	54,708	54,225	42,958	66,210
Worcester	62,947	*	*	*	62,406	65,397	61,040	67,152

\*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**  
**Maryland Public Schools: October 2006**

Local Education Agency	Guidance Counselor				Teacher			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$65,138	\$64,525	\$52,675	\$75,850	\$56,927	\$54,404	\$44,170	\$66,924
Allegany	54,630	56,739	49,808	61,380	50,965	54,150	43,205	58,710
Anne Arundel	73,745	73,612	61,079	85,835	55,969	54,554	42,235	66,197
Baltimore City	60,625	61,857	52,769	71,005	52,771	49,083	43,703	66,924
Edison Schools	+	+	+	+	45,600	44,521	40,000	52,315
Baltimore	61,199	60,700	49,096	74,450	55,368	52,675	43,517	65,876
Calvert	70,694	70,608	62,468	82,013	61,908	62,641	51,808	72,403
Caroline	58,978	63,558	47,875	68,564	50,936	49,269	39,950	61,756
Carroll	60,237	61,177	48,910	70,009	54,396	53,669	41,517	65,753
Cecil	54,667	52,067	47,011	65,086	51,502	48,759	40,954	63,386
Charles	62,724	62,597	50,197	74,582	53,291	48,244	42,041	64,637
Dorchester	58,327	65,346	46,162	66,811	54,451	48,250	39,185	62,860
Frederick	64,665	66,485	52,228	74,627	56,773	54,389	44,758	69,028
Garrett	58,051	59,265	54,711	61,189	51,572	55,376	43,600	58,045
Harford	60,964	62,524	51,612	67,845	54,415	53,934	43,852	64,253
Howard	67,887	70,324	54,743	80,392	59,031	56,657	46,320	71,205
Kent	64,424	66,551	59,625	71,449	54,198	54,859	40,771	63,714
Montgomery	72,242	70,934	56,723	88,960	65,746	63,279	50,445	82,838
Prince George's	65,616	64,344	55,636	76,606	56,700	53,143	43,887	73,168
Queen Anne's	55,280	54,528	44,821	64,048	49,672	45,912	39,996	57,218
St. Mary's	58,453	59,745	43,806	69,197	54,739	51,260	42,495	66,678
Somerset	58,774	54,900	50,570	69,520	50,029	45,150	40,500	62,400
Talbot	60,186	61,105	54,120	66,475	52,006	49,700	44,800	60,700
Washington	52,448	49,018	43,964	61,002	51,728	47,793	41,738	62,864
Wicomico	56,732	60,350	46,090	66,805	52,852	51,572	41,370	64,530
Worcester	60,902	65,682	52,747	67,767	54,001	51,957	43,454	64,783

\*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  
Maryland Public Schools: October 2006**

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>	<b>\$55,199</b>		<b>\$52,829</b>		<b>\$43,703</b>		<b>\$66,667</b>	
Anne Arundel	55,969	1.4	54,554	3.3	42,235	-3.4	66,197	-0.7
Baltimore City	52,771	-4.4	49,083	-7.1	43,703	0	66,924	0.4
Edison Schools	45,600	-17.4	44,521	-15.7	40,000	-8.5	52,315	-21.5
Baltimore	55,368	0.3	52,675	-0.3	43,517	-0.4	65,876	-1.2
Carroll	54,396	-1.5	53,669	1.6	41,517	-5	65,753	-1.4
Harford	54,415	-1.4	53,934	2.1	43,852	0.3	64,253	-3.6
Howard	59,031	6.9	56,657	7.2	46,320	6	71,205	6.8
<b>National Capital</b>	<b>\$61,473</b>		<b>\$58,253</b>		<b>\$46,774</b>		<b>\$76,606</b>	
Montgomery	65,746	7	63,279	8.6	50,445	7.8	82,838	8.1
Prince George's	56,700	-7.8	53,143	-8.8	43,887	-6.2	73,168	-4.5
<b>Western Maryland</b>	<b>\$54,186</b>		<b>\$52,400</b>		<b>\$43,173</b>		<b>\$63,427</b>	
Allegany	50,965	-5.9	54,150	3.3	43,205	0.1	58,710	-7.4
Frederick	56,773	4.8	54,389	3.8	44,758	3.7	69,028	8.8
Garrett	51,572	-4.8	55,376	5.7	43,600	1	58,045	-8.5
Washington	51,728	-4.5	47,793	-8.8	41,738	-3.3	62,864	-0.9
<b>Lower Shore</b>	<b>\$53,094</b>		<b>\$50,988</b>		<b>\$41,360</b>		<b>\$63,900</b>	
Dorchester	54,451	2.6	48,250	-5.4	39,185	-5.3	62,860	-1.6
Somerset	50,029	-5.8	45,150	-11.5	40,500	-2.1	62,400	-2.3
Wicomico	52,852	-0.5	51,572	1.1	41,370	0	64,530	1
Worcester	54,001	1.7	51,957	1.9	43,454	5.1	64,783	1.4
<b>Upper Shore</b>	<b>\$51,306</b>		<b>\$48,829</b>		<b>\$40,496</b>		<b>\$62,636</b>	
Caroline	50,936	-0.7	49,269	0.9	39,950	-1.3	61,756	-1.4
Cecil	51,502	0.4	48,759	-0.1	40,954	1.1	63,386	1.2
Kent	54,198	5.6	54,859	12.3	40,771	0.7	63,714	1.7
Queen Anne's	49,672	-3.2	45,912	-6	39,996	-1.2	57,218	-8.6
Talbot	52,006	1.4	49,700	1.8	44,800	10.6	60,700	-3.1
<b>Southern Maryland</b>	<b>\$56,188</b>		<b>\$53,780</b>		<b>\$43,806</b>		<b>\$67,703</b>	
Calvert	61,908	10.2	62,641	16.5	51,808	18.3	72,403	6.9
Charles	53,291	-5.2	48,244	-10.3	42,041	-4	64,637	-4.5
St. Mary's	54,739	-2.6	51,260	-4.7	42,495	-3	66,678	-1.5