



# Analysis of Professional Salaries Maryland Public Schools June 2010

*(Revised 3/11)*



Maryland State Department of Education  
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**Analysis of Professional Salaries  
Maryland Public Schools  
June 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    |

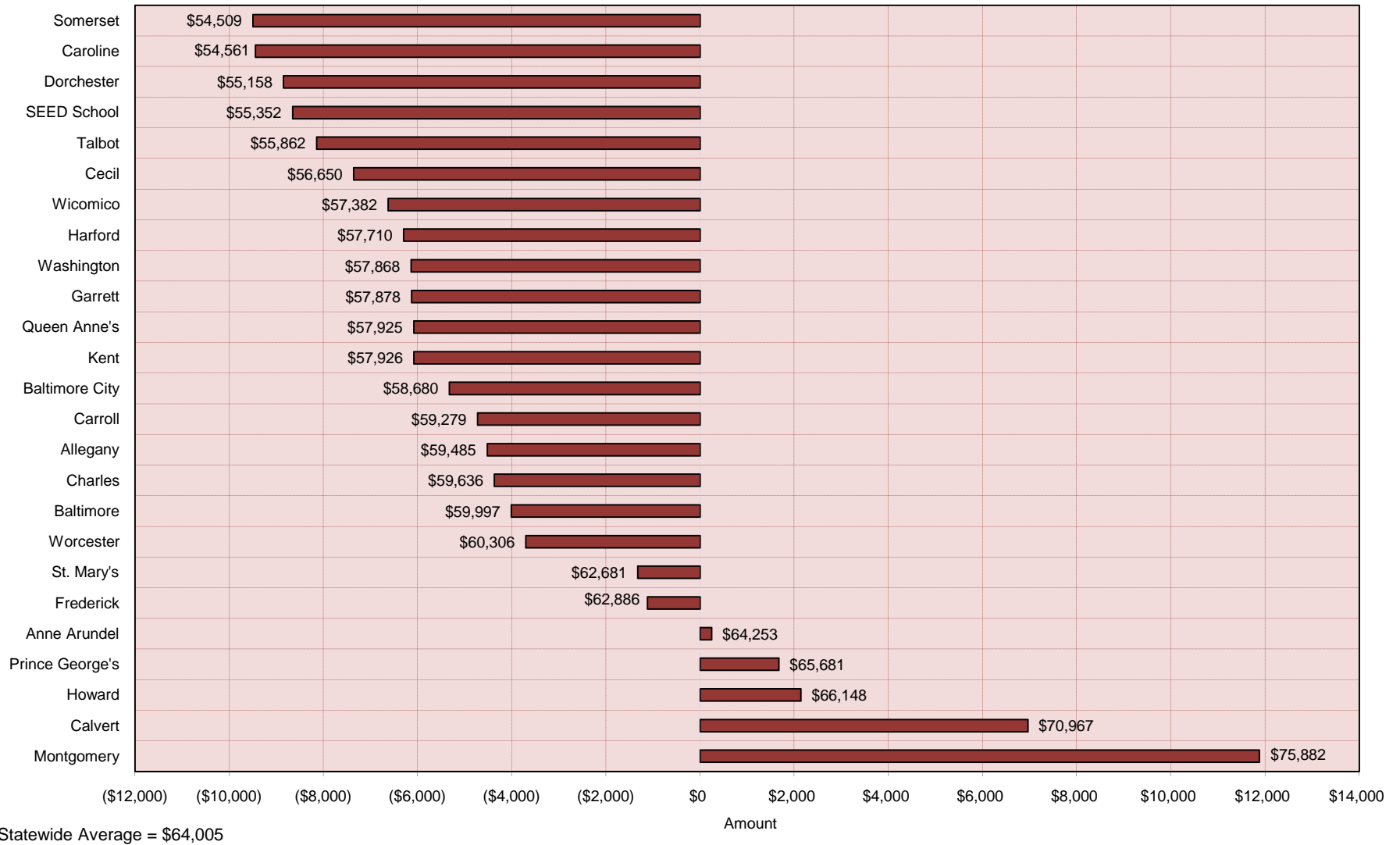
## Introduction

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



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

| Local Education Agency | Superintendent   |                  |                  |                  | Deputy Superintendent |                  |                  |                  |
|------------------------|------------------|------------------|------------------|------------------|-----------------------|------------------|------------------|------------------|
|                        | Average (Mean)   | Median           | 1st Quartile     | 3rd Quartile     | Average (Mean)        | Median           | 1st Quartile     | 3rd Quartile     |
| <b>State Total</b>     | <b>\$200,485</b> | <b>\$177,029</b> | <b>\$163,647</b> | <b>\$247,953</b> | <b>\$173,897</b>      | <b>\$168,338</b> | <b>\$153,860</b> | <b>\$199,737</b> |
| Allegany               | 165,000          | *                | *                | *                | +                     | +                | +                | +                |
| Anne Arundel           | 238,703          | *                | *                | *                | 162,441               | *                | *                | *                |
| Baltimore City         | 250,000          | *                | *                | *                | 168,025               | *                | *                | *                |
| Baltimore              | 301,791          | *                | *                | *                | 191,327               | *                | *                | *                |
| Calvert                | 169,000          | *                | *                | *                | 151,000               | *                | *                | *                |
| Caroline               | 142,100          | *                | *                | *                | +                     | +                | +                | +                |
| Carroll                | 180,000          | *                | *                | *                | +                     | +                | +                | +                |
| Cecil                  | 168,498          | *                | *                | *                | +                     | +                | +                | +                |
| Charles                | 289,050          | *                | *                | *                | 231,678               | *                | *                | *                |
| Dorchester             | 163,196          | *                | *                | *                | +                     | +                | +                | +                |
| Frederick              | 241,811          | *                | *                | *                | +                     | +                | +                | +                |
| Garrett                | 157,538          | *                | *                | *                | +                     | +                | +                | +                |
| Harford                | 200,000          | *                | *                | *                | 170,676               | *                | *                | *                |
| Howard                 | 265,000          | *                | *                | *                | 207,425               | *                | *                | *                |
| Kent                   | 142,000          | *                | *                | *                | +                     | +                | +                | +                |
| Montgomery             | 232,238          | *                | *                | *                | 189,234               | *                | *                | *                |
| Prince George's        | 250,000          | *                | *                | *                | 189,870               | *                | *                | *                |
| Queen Anne's           | 150,800          | *                | *                | *                | +                     | +                | +                | +                |
| St. Mary's             | 279,435          | *                | *                | *                | 146,193               | *                | *                | *                |
| SEED School            | +                | +                | +                | +                | 123,600               | *                | *                | *                |
| Somerset               | 131,000          | *                | *                | *                | +                     | +                | +                | +                |
| Talbot                 | 174,058          | *                | *                | *                | +                     | +                | +                | +                |
| Washington             | 182,905          | *                | *                | *                | 136,358               | *                | *                | *                |
| Wicomico               | 165,000          | *                | *                | *                | +                     | +                | +                | +                |
| Worcester              | 172,515          | *                | *                | *                | +                     | +                | +                | +                |

\* 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: June 2010**

| Local Education Agency | Associate, Area, and Assistant Superintendent |                  |                  |                  | Director         |                  |                  |                  |
|------------------------|---|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
|                        | Average (Mean)                                | Median           | 1st Quartile     | 3rd Quartile     | Average (Mean)   | Median           | 1st Quartile     | 3rd Quartile     |
| <b>State Total</b>     | <b>\$148,577</b>                              | <b>\$146,993</b> | <b>\$135,200</b> | <b>\$162,623</b> | <b>\$119,668</b> | <b>\$121,402</b> | <b>\$105,076</b> | <b>\$138,308</b> |
| Allegany               | 123,583                                       | *                | *                | *                | 112,277          | 113,650          | 108,741          | 117,506          |
| Anne Arundel           | 155,390                                       | *                | *                | *                | 123,798          | 124,386          | 114,886          | 138,308          |
| Baltimore City         | 154,826                                       | 145,600          | 145,600          | 174,210          | 108,472          | 109,000          | 99,996           | 118,502          |
| Baltimore              | 145,534                                       | 145,324          | 144,324          | 150,001          | 114,193          | 117,860          | 109,531          | 121,402          |
| Calvert                | 147,500                                       | *                | *                | *                | 127,372          | 123,933          | 116,642          | 141,761          |
| Caroline               | 124,338                                       | *                | *                | *                | 92,322           | *                | *                | *                |
| Carroll                | 130,103                                       | *                | *                | *                | 122,409          | 121,440          | 114,469          | 132,701          |
| Cecil                  | 152,943                                       | *                | *                | *                | 133,652          | 131,898          | 131,898          | 134,529          |
| Charles                | 219,607                                       | *                | *                | *                | 127,904          | 125,655          | 104,563          | 151,602          |
| Dorchester             | 115,990                                       | *                | *                | *                | 80,198           | 74,953           | 73,078           | 90,429           |
| Frederick              | 143,365                                       | 146,223          | 137,150          | 153,331          | 115,083          | 112,748          | 99,538           | 137,046          |
| Garrett                | +   | +                | +                | +                | 98,174           | 98,843           | 89,056           | 106,451          |
| Harford                | 134,457                                       | *                | *                | *                | 128,388          | 127,762          | 124,041          | 137,762          |
| Howard                 | 174,911                                       | *                | *                | *                | 138,497          | 137,648          | 126,921          | 148,811          |
| Kent                   | 113,087                                       | *                | *                | *                | +                | +                | +                | +                |
| Montgomery             | 165,369                                       | 162,623          | 162,623          | 162,623          | 139,701          | 139,495          | 136,995          | 146,623          |
| Prince George's        | 161,422                                       | 158,226          | 154,710          | 172,289          | 139,799          | 144,160          | 133,613          | 147,676          |
| Queen Anne's           | 124,800                                       | *                | *                | *                | 119,000          | *                | *                | *                |
| St. Mary's             | 146,993                                       | *                | *                | *                | 127,177          | 127,758          | 110,208          | 133,958          |
| SEED School            | +   | +                | +                | +                | 100,000          | *                | *                | *                |
| Somerset               | 106,408                                       | *                | *                | *                | 101,314          | *                | *                | *                |
| Talbot                 | 118,660                                       | *                | *                | *                | 62,936           | 63,684           | 47,345           | 70,999           |
| Washington             | 115,560                                       | *                | *                | *                | 101,797          | 97,747           | 81,272           | 116,906          |
| Wicomico               | 114,615                                       | *                | *                | *                | 103,717          | 105,400          | 99,873           | 108,485          |
| Worcester              | 130,060                                       | *                | *                | *                | 91,581           | 96,480           | 93,076           | 96,524           |

\* 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: June 2010**

| Local Education Agency | Coordinator      |                  |                 |                  | Supervisor       |                  |                 |                  |
|------------------------|------------------|------------------|-----------------|------------------|------------------|------------------|-----------------|------------------|
|                        | Average (Mean)   | Median           | 1st Quartile    | 3rd Quartile     | Average (Mean)   | Median           | 1st Quartile    | 3rd Quartile     |
| <b>State Total</b>     | <b>\$100,978</b> | <b>\$100,829</b> | <b>\$86,851</b> | <b>\$113,669</b> | <b>\$104,989</b> | <b>\$103,877</b> | <b>\$94,658</b> | <b>\$117,527</b> |
| Allegany               | 77,545           | *                | *               | *                | 89,140           | 94,092           | 86,149          | 96,740           |
| Anne Arundel           | 118,075          | 116,622          | 108,818         | 130,005          | 105,114          | 116,947          | 87,043          | 120,747          |
| Baltimore City         | 94,808           | 95,000           | 85,000          | 106,218          | 90,083           | 93,587           | 67,128          | 111,286          |
| Baltimore              | 103,727          | 105,830          | 100,742         | 107,944          | 97,366           | 99,850           | 92,260          | 102,093          |
| Calvert                | 71,574           | *                | *               | *                | 107,576          | 111,730          | 100,003         | 117,386          |
| Caroline               | 83,737           | 82,434           | 81,224          | 86,903           | 99,861           | 101,364          | 95,503          | 104,428          |
| Carroll                | 90,057           | 89,051           | 80,645          | 99,207           | 103,773          | 106,181          | 97,052          | 110,662          |
| Cecil                  | 98,990           | 101,276          | 94,418          | 107,439          | 91,259           | 91,700           | 84,413          | 97,540           |
| Charles                | 90,274           | 95,059           | 81,205          | 102,876          | 81,778           | 91,711           | 49,333          | 102,876          |
| Dorchester             | +                | +                | +               | +                | 90,141           | 87,647           | 86,183          | 96,976           |
| Frederick              | 95,099           | 92,749           | 78,498          | 111,036          | 106,478          | 113,604          | 91,499          | 119,919          |
| Garrett                | 74,578           | 79,769           | 61,756          | 83,019           | 95,030           | *                | *               | *                |
| Harford                | 98,583           | 99,798           | 92,298          | 102,655          | 105,561          | 106,999          | 97,919          | 114,870          |
| Howard                 | 109,362          | 111,715          | 99,437          | 123,383          | 113,957          | 113,994          | 109,127         | 124,440          |
| Kent                   | 89,336           | *                | *               | *                | 92,965           | 95,425           | 90,072          | 96,125           |
| Montgomery             | 121,682          | 124,209          | 118,400         | 127,209          | 125,886          | 129,104          | 120,488         | 130,604          |
| Prince George's        | 128,068          | 131,855          | 122,184         | 137,128          | 116,644          | 119,485          | 116,044         | 119,485          |
| Queen Anne's           | 75,166           | 76,613           | 63,385          | 92,062           | 104,298          | 107,232          | 101,932         | 107,436          |
| St. Mary's             | 96,408           | 100,770          | 76,189          | 112,704          | 103,968          | 100,853          | 96,231          | 105,803          |
| SEED School            | +                | +                | +               | +                | +                | +                | +               | +                |
| Somerset               | 66,732           | *                | *               | *                | 90,701           | 90,354           | 86,261          | 94,939           |
| Talbot                 | 79,899           | *                | *               | *                | 73,565           | 75,016           | 53,363          | 91,681           |
| Washington             | 100,075          | 95,219           | 77,065          | 108,668          | 101,004          | 99,041           | 92,655          | 106,968          |
| Wicomico               | 82,622           | 84,410           | 80,235          | 89,205           | 93,681           | 97,270           | 89,580          | 97,770           |
| Worcester              | 93,855           | 100,053          | 86,352          | 101,553          | 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: June 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     |
| <b>State Total</b>     | <b>\$82,140</b>                                 | <b>\$79,276</b> | <b>\$69,362</b> | <b>\$94,067</b> | <b>\$115,362</b> | <b>\$116,562</b> | <b>\$104,826</b> | <b>\$124,216</b> |
| Allegany               | 80,127  | 81,983          | 74,296          | 85,029          | 95,113           | 94,947           | 87,285           | 103,114          |
| Anne Arundel           | 100,079   | 100,331         | 89,602          | 109,694         | 121,997          | 123,748          | 112,695          | 130,637          |
| Baltimore City         | 72,587  | 74,840          | 68,054          | 77,027          | 105,206          | 103,022          | 95,874           | 113,595          |
| Baltimore              | 74,057  | 76,040          | 63,742          | 87,147          | 117,088          | 118,889          | 112,169          | 119,024          |
| Calvert                | 86,414  | 85,132          | 74,972          | 96,768          | 116,595          | 113,068          | 107,619          | 126,177          |
| Caroline               | 74,643  | *               | *               | *               | 101,873          | 101,267          | 93,706           | 108,707          |
| Carroll                | 85,822  | 85,692          | 82,333          | 95,392          | 109,059          | 114,845          | 101,115          | 114,845          |
| Cecil                  | 87,125  | 87,338          | 81,253          | 92,891          | 101,160          | 102,910          | 96,684           | 106,039          |
| Charles                | 91,782  | 90,552          | 79,213          | 100,084         | 117,466          | 116,934          | 113,022          | 121,716          |
| Dorchester             | 71,036  | *               | *               | *               | 95,630           | 94,598           | 90,281           | 101,124          |
| Frederick              | 81,468  | 79,885          | 66,923          | 97,707          | 113,156          | 116,762          | 104,131          | 119,919          |
| Garrett                | 74,758  | *               | *               | *               | 82,963           | 80,769           | 75,281           | 93,355           |
| Harford                | 96,160  | 94,798          | 89,610          | 102,339         | 109,410          | 108,357          | 103,620          | 114,191          |
| Howard                 | 95,789  | 95,633          | 85,005          | 106,259         | 129,544          | 132,045          | 122,193          | 135,501          |
| Kent                   | 65,819  | *               | *               | *               | 91,952           | 92,418           | 83,487           | 100,362          |
| Montgomery             | 112,760   | 118,787         | 108,691         | 121,770         | 132,276          | 132,104          | 129,244          | 136,995          |
| Prince George's        | 85,247  | 91,164          | 72,241          | 99,809          | 116,989          | 123,143          | 111,224          | 123,143          |
| Queen Anne's           | 58,484  | *               | *               | *               | 114,226          | 114,729          | 113,876          | 115,582          |
| St. Mary's             | 86,366  | 78,234          | 75,112          | 100,066         | 120,043          | 110,152          | 105,454          | 127,612          |
| SEED School            | +   | +               | +               | +               | 95,000           | *                | *                | *                |
| Somerset               | 54,484  | 54,128          | 42,839          | 64,386          | 88,401           | 87,415           | 83,053           | 95,275           |
| Talbot                 | 56,931  | 53,587          | 47,664          | 70,970          | 99,412           | 96,482           | 94,375           | 101,524          |
| Washington             | 66,251  | 62,458          | 53,210          | 74,455          | 103,899          | 100,191          | 96,447           | 113,978          |
| Wicomico               | 73,676  | 69,120          | 66,740          | 85,270          | 92,897           | 92,320           | 89,355           | 95,400           |
| Worcester              | 94,332  | *               | *               | *               | 110,921          | 110,963          | 108,906          | 114,335          |

\* 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: June 2010**

| Local Education Agency | Assistant Principal |                 |                 |                  | Therapist       |                 |                 |                 |
|------------------------|---------------------|-----------------|-----------------|------------------|-----------------|-----------------|-----------------|-----------------|
|                        | Average (Mean)      | Median          | 1st Quartile    | 3rd Quartile     | Average (Mean)  | Median          | 1st Quartile    | 3rd Quartile    |
| <b>State Total</b>     | <b>\$97,554</b>     | <b>\$96,088</b> | <b>\$86,985</b> | <b>\$104,488</b> | <b>\$75,008</b> | <b>\$74,812</b> | <b>\$62,202</b> | <b>\$86,365</b> |
| Allegany               | 80,760              | 77,569          | 74,217          | 89,394           | 64,199          | 65,231          | 60,998          | 73,163          |
| Anne Arundel           | 103,629             | 99,876          | 94,428          | 112,730          | 85,483          | 83,335          | 67,788          | 97,104          |
| Baltimore City         | 91,707              | 90,500          | 84,036          | 99,895           | 67,490          | 66,775          | 60,600          | 74,840          |
| Baltimore              | 92,747              | 92,365          | 88,786          | 97,896           | 67,662          | 67,431          | 53,383          | 80,068          |
| Calvert                | 96,966              | 95,550          | 91,171          | 101,253          | 74,175          | 77,824          | 65,864          | 84,326          |
| Caroline               | 84,227              | 83,669          | 81,655          | 88,769           | 64,152          | 68,521          | 46,142          | 77,689          |
| Carroll                | 91,008              | 89,051          | 82,333          | 100,170          | 65,120          | 65,217          | 56,176          | 76,896          |
| Cecil                  | 86,834              | 86,216          | 81,913          | 90,725           | 66,669          | 71,103          | 62,289          | 72,628          |
| Charles                | 92,861              | 94,004          | 86,940          | 98,894           | 74,907          | 78,682          | 65,648          | 83,842          |
| Dorchester             | 74,459              | 76,216          | 65,627          | 84,328           | 61,455          | *               | *               | *               |
| Frederick              | 95,176              | 94,658          | 84,721          | 108,112          | 68,949          | 65,365          | 58,282          | 82,045          |
| Garrett                | 66,972              | *               | *               | *                | 71,205          | 70,388          | 67,099          | 76,445          |
| Harford                | 88,815              | 89,011          | 85,011          | 92,298           | 62,236          | 66,065          | 53,285          | 71,377          |
| Howard                 | 103,866             | 103,701         | 92,052          | 117,527          | 75,303          | 78,562          | 62,151          | 85,696          |
| Kent                   | 79,452              | *               | *               | *                | 43,705          | *               | *               | *               |
| Montgomery             | 116,941             | 120,591         | 107,144         | 125,709          | 81,582          | 82,502          | 67,814          | 97,666          |
| Prince George's        | 98,201              | 100,318         | 89,319          | 106,431          | 79,250          | 82,873          | 72,713          | 86,767          |
| Queen Anne's           | 95,004              | 95,004          | 91,728          | 98,644           | 77,936          | 81,732          | 61,100          | 82,000          |
| St. Mary's             | 102,368             | 90,598          | 79,615          | 130,731          | 63,252          | 65,401          | 47,666          | 78,441          |
| SEED School            | +                   | +               | +               | +                | 60,000          | *               | *               | *               |
| Somerset               | 68,932              | 68,028          | 68,028          | 70,288           | 66,786          | *               | *               | *               |
| Talbot                 | 86,653              | 87,444          | 82,404          | 97,769           | 71,149          | *               | *               | *               |
| Washington             | 84,107              | 84,638          | 74,390          | 90,422           | 70,805          | 75,844          | 57,854          | 79,086          |
| Wicomico               | 79,013              | 78,630          | 75,180          | 82,130           | 69,494          | 71,475          | 66,640          | 75,580          |
| Worcester              | 92,544              | 96,300          | 81,542          | 100,023          | 66,434          | 69,721          | 57,600          | 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: June 2010**

| Local Education Agency | School Psychologist |                 |                 |                  | Librarian       |                 |                 |                 |
|------------------------|---------------------|-----------------|-----------------|------------------|-----------------|-----------------|-----------------|-----------------|
|                        | Average (Mean)      | Median          | 1st Quartile    | 3rd Quartile     | Average (Mean)  | Median          | 1st Quartile    | 3rd Quartile    |
| <b>State Total</b>     | <b>\$87,053</b>     | <b>\$82,676</b> | <b>\$69,373</b> | <b>\$101,654</b> | <b>\$72,041</b> | <b>\$71,830</b> | <b>\$60,195</b> | <b>\$82,286</b> |
| Allegany               | 81,503              | 78,458          | 78,458          | 86,149           | 66,738          | 68,789          | 63,757          | 69,089          |
| Anne Arundel           | 121,036             | 109,694         | 97,234          | 153,572          | 77,338          | 77,445          | 67,707          | 82,875          |
| Baltimore City         | 69,422              | 66,776          | 61,768          | 79,275           | 62,214          | 60,880          | 52,916          | 72,758          |
| Baltimore              | 87,468              | 89,140          | 79,846          | 96,940           | 68,012          | 67,758          | 57,803          | 80,741          |
| Calvert                | 83,666              | 85,279          | 71,981          | 89,867           | 80,034          | 79,461          | 77,491          | 83,796          |
| Caroline               | 56,271              | 51,370          | 49,604          | 57,098           | 67,366          | 68,034          | 65,564          | 71,367          |
| Carroll                | 80,681              | 78,722          | 71,355          | 86,814           | 64,817          | 66,527          | 56,640          | 72,734          |
| Cecil                  | 81,157              | 75,404          | 71,828          | 94,305           | 63,057          | 68,761          | 51,330          | 72,878          |
| Charles                | 83,172              | 81,492          | 78,304          | 87,144           | 71,706          | 72,812          | 62,148          | 81,342          |
| Dorchester             | 54,978              | *               | *               | *                | 56,316          | 50,373          | 48,118          | 66,837          |
| Frederick              | 92,762              | 96,417          | 79,604          | 105,188          | 70,680          | 73,686          | 60,443          | 82,526          |
| Garrett                | 57,923              | *               | *               | *                | 59,056          | *               | *               | *               |
| Harford                | 62,419              | 60,720          | 50,633          | 73,688           | 62,766          | 64,140          | 52,153          | 71,688          |
| Howard                 | 95,959              | 101,654         | 88,548          | 103,779          | 69,495          | 68,638          | 60,369          | 80,214          |
| Kent                   | 63,674              | *               | *               | *                | 58,114          | *               | *               | *               |
| Montgomery             | 106,246             | 116,172         | 90,948          | 121,770          | 87,359          | 92,753          | 74,117          | 101,095         |
| Prince George's        | 82,066              | 84,761          | 60,353          | 100,922          | 73,988          | 76,594          | 61,965          | 82,969          |
| Queen Anne's           | 83,025              | 86,215          | 53,839          | 99,496           | 67,899          | 67,715          | 60,876          | 80,446          |
| St. Mary's             | 88,168              | 68,319          | 62,540          | 117,097          | 66,279          | 71,142          | 57,238          | 77,920          |
| SEED School            | 76,220              | *               | *               | *                | 65,000          | *               | *               | *               |
| Somerset               | 68,392              | *               | *               | *                | 62,629          | 62,891          | 48,856          | 74,641          |
| Talbot                 | 68,986              | *               | *               | *                | 61,125          | 62,850          | 52,025          | 67,800          |
| Washington             | 76,044              | 65,486          | 57,175          | 97,637           | 65,697          | 69,241          | 55,874          | 74,086          |
| Wicomico               | 74,751              | 73,160          | 72,270          | 79,760           | 59,495          | 58,530          | 47,190          | 69,120          |
| Worcester              | 63,980              | *               | *               | *                | 74,408          | 77,255          | 75,313          | 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: June 2010**

| Local Education Agency | Guidance Counselor |                 |                 |                 | Teacher         |                 |                 |                 |
|------------------------|--------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
|                        | Average (Mean)     | Median          | 1st Quartile    | 3rd Quartile    | Average (Mean)  | Median          | 1st Quartile    | 3rd Quartile    |
| <b>State Total</b>     | <b>\$72,203</b>    | <b>\$71,395</b> | <b>\$58,939</b> | <b>\$83,529</b> | <b>\$64,005</b> | <b>\$61,911</b> | <b>\$50,172</b> | <b>\$75,086</b> |
| Allegany               | 62,730             | 65,926          | 54,850          | 69,421          | 59,485          | 63,275          | 52,153          | 66,417          |
| Anne Arundel           | 78,813             | 78,044          | 64,079          | 93,591          | 64,253          | 63,161          | 50,858          | 76,642          |
| Baltimore City         | 66,174             | 65,973          | 57,599          | 77,194          | 58,680          | 57,369          | 49,017          | 71,356          |
| Baltimore              | 65,210             | 63,970          | 52,955          | 77,438          | 59,997          | 57,257          | 46,646          | 71,608          |
| Calvert                | 78,720             | 81,270          | 74,175          | 85,816          | 70,967          | 73,228          | 61,127          | 79,461          |
| Caroline               | 66,225             | 69,015          | 53,973          | 76,100          | 54,561          | 52,766          | 42,787          | 66,105          |
| Carroll                | 67,522             | 69,681          | 55,154          | 79,677          | 59,279          | 58,912          | 46,692          | 71,059          |
| Cecil                  | 60,562             | 61,096          | 53,210          | 71,103          | 56,650          | 53,718          | 46,338          | 69,378          |
| Charles                | 67,924             | 62,613          | 56,248          | 80,279          | 59,636          | 54,388          | 48,476          | 73,062          |
| Dorchester             | 58,793             | 53,118          | 50,709          | 69,579          | 55,158          | 51,796          | 42,578          | 66,338          |
| Frederick              | 72,116             | 73,686          | 60,293          | 83,968          | 62,886          | 60,207          | 49,965          | 75,967          |
| Garrett                | 66,538             | 67,943          | 64,032          | 70,708          | 57,878          | 59,974          | 52,037          | 65,220          |
| Harford                | 62,564             | 65,737          | 52,380          | 71,688          | 57,710          | 56,988          | 46,336          | 66,140          |
| Howard                 | 74,043             | 74,427          | 59,583          | 86,831          | 66,148          | 64,504          | 54,166          | 78,562          |
| Kent                   | 58,695             | 56,090          | 44,641          | 70,430          | 57,926          | 59,627          | 43,956          | 69,082          |
| Montgomery             | 81,743             | 81,802          | 67,723          | 98,870          | 75,882          | 75,167          | 60,466          | 94,832          |
| Prince George's        | 76,963             | 76,570          | 65,094          | 91,164          | 65,681          | 61,965          | 52,047          | 79,154          |
| Queen Anne's           | 65,861             | 64,676          | 55,388          | 80,176          | 57,925          | 55,170          | 44,982          | 65,858          |
| St. Mary's             | 66,919             | 66,539          | 51,916          | 79,467          | 62,681          | 59,609          | 47,272          | 74,741          |
| SEED School            | 44,594             | *               | *               | *               | 55,352          | 54,238          | 46,230          | 62,251          |
| Somerset               | 62,445             | 61,246          | 54,094          | 69,334          | 54,509          | 49,871          | 44,535          | 68,782          |
| Talbot                 | 72,439             | 72,300          | 62,700          | 79,500          | 55,862          | 53,900          | 47,600          | 64,800          |
| Washington             | 58,767             | 56,045          | 52,498          | 64,153          | 57,868          | 53,566          | 50,360          | 66,739          |
| Wicomico               | 60,060             | 63,485          | 49,430          | 69,120          | 57,382          | 56,560          | 45,613          | 69,120          |
| Worcester              | 72,258             | 77,444          | 58,987          | 80,912          | 60,306          | 58,963          | 49,486          | 72,190          |

\* 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**  
**June 2010**

| 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>\$61,117</b> |                     | <b>\$59,651</b> |                     | <b>\$48,490</b> |                     | <b>\$72,758</b> |                     |
| Anne Arundel                  | 64,253          | 5.1                 | 63,161          | 5.9                 | 50,858          | 4.9                 | 76,642          | 5.3                 |
| Baltimore City                | 58,680          | -4.0                | 57,369          | -3.8                | 49,017          | 1.1                 | 71,356          | -1.9                |
| Baltimore                     | 59,997          | -1.8                | 57,257          | -4.0                | 46,646          | -3.8                | 71,608          | -1.6                |
| Carroll                       | 59,279          | -3.0                | 58,912          | -1.2                | 46,692          | -3.7                | 71,059          | -2.3                |
| Harford                       | 57,710          | -5.6                | 56,988          | -4.5                | 46,336          | -4.4                | 66,140          | -9.1                |
| Howard                        | 66,148          | 8.2                 | 64,504          | 8.1                 | 54,166          | 11.7                | 78,562          | 8.0                 |
| SEED School                   | 55,352          | -9.4                | 54,238          | -9.1                | 46,230          | -4.7                | 62,251          | -14.4               |
| <b>National Capital</b>       | <b>\$71,170</b> |                     | <b>\$69,608</b> |                     | <b>\$55,160</b> |                     | <b>\$84,115</b> |                     |
| Montgomery                    | 75,882          | 6.6                 | 75,167          | 8.0                 | 60,466          | 9.6                 | 94,832          | 12.7                |
| Prince George's               | 65,681          | -7.7                | 61,965          | -11.0               | 52,047          | -5.6                | 79,154          | -5.9                |
| <b>Western Maryland</b>       | <b>\$60,650</b> |                     | <b>\$58,282</b> |                     | <b>\$50,360</b> |                     | <b>\$69,089</b> |                     |
| Allegany                      | 59,485          | -1.9                | 63,275          | 8.6                 | 52,153          | 3.6                 | 66,417          | -3.9                |
| Frederick                     | 62,886          | 3.7                 | 60,207          | 3.3                 | 49,965          | -0.8                | 75,967          | 10.0                |
| Garrett                       | 57,878          | -4.6                | 59,974          | 2.9                 | 52,037          | 3.3                 | 65,220          | -5.6                |
| Washington                    | 57,868          | -4.6                | 53,566          | -8.1                | 50,360          | 0.0                 | 66,739          | -3.4                |
| <b>Lower Shore</b>            | <b>\$57,479</b> |                     | <b>\$55,240</b> |                     | <b>\$45,560</b> |                     | <b>\$69,190</b> |                     |
| Dorchester                    | 55,158          | -4.0                | 51,796          | -6.2                | 42,578          | -6.5                | 66,338          | -4.1                |
| Somerset                      | 54,509          | -5.2                | 49,871          | -9.7                | 44,535          | -2.2                | 68,782          | -0.6                |
| Wicomico                      | 57,382          | -0.2                | 56,560          | 2.4                 | 45,613          | 0.1                 | 69,120          | -0.1                |
| Worcester                     | 60,306          | 4.9                 | 58,963          | 6.7                 | 49,486          | 8.6                 | 72,190          | 4.3                 |
| <b>Upper Shore</b>            | <b>\$56,573</b> |                     | <b>\$54,261</b> |                     | <b>\$45,282</b> |                     | <b>\$67,400</b> |                     |
| Caroline                      | 54,561          | -3.6                | 52,766          | -2.8                | 42,787          | -5.5                | 66,105          | -1.9                |
| Cecil                         | 56,650          | 0.1                 | 53,718          | -1.0                | 46,338          | 2.3                 | 69,378          | 2.9                 |
| Kent                          | 57,926          | 2.4                 | 59,627          | 9.9                 | 43,956          | -2.9                | 69,082          | 2.5                 |
| Queen Anne's                  | 57,925          | 2.4                 | 55,170          | 1.7                 | 44,982          | -0.7                | 65,858          | -2.3                |
| Talbot                        | 55,862          | -1.3                | 53,900          | -0.7                | 47,600          | 5.1                 | 64,800          | -3.9                |
| <b>Southern Maryland</b>      | <b>\$63,670</b> |                     | <b>\$61,502</b> |                     | <b>\$50,172</b> |                     | <b>\$77,491</b> |                     |
| Calvert                       | 70,967          | 11.5                | 73,228          | 19.1                | 61,127          | 21.8                | 79,461          | 2.5                 |
| Charles                       | 59,636          | -6.3                | 54,388          | -11.6               | 48,476          | -3.4                | 73,062          | -5.7                |
| St. Mary's                    | 62,681          | -1.6                | 59,609          | -3.1                | 47,272          | -5.8                | 74,741          | -3.5                |