

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

October 2010



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

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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 2010. Salaries include annual pay for 10, 11, and 12 month full-time and part-time employees in the positions shown. All data reported reflect the conversion of part-time employees to full-time equivalents.

#### Calculations

The average (mean) salaries are computed by dividing the sum of the individuals' salaries by the sum of the full-time-equivalent positions. The value of the means may be distorted by extremely high or low salaries in the distribution and so may not provide an accurate estimate of population averages. Therefore, medians (middle values) are also provided as estimates of typical salaries. The median represents the salary that divides the group in half. The first and third quartiles are provided as an estimation of the distribution of salaries across groups. Quartiles represent a division point similar to the median. The first quartile indicates the salary below which twenty-five percent of salaries fall while the third quartile represents the point above which twenty-five percent of salaries fall.

Figure 1 Amount Above/Below Statewide Average Teacher Salary Maryland Public Schools: October 2010

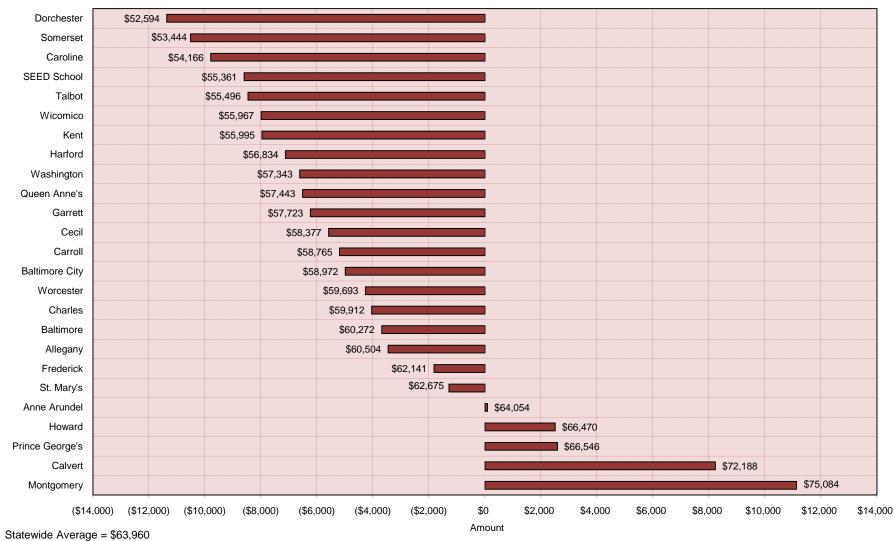


Table 1
Salaries of Professional Staff Employed in Maryland Public Schools
Maryland Public Schools: October 2010

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

<sup>\*</sup> The value cannot be computed; fewer than 5 people in the position.

<sup>+</sup> No people reported in the position.

|                           | Associat          | e, Area, and A | ssistant Superi | intendent    | Director          |           |              |              |  |
|---------------------------|-------------------|----------------|-----------------|--------------|-------------------|-----------|--------------|--------------|--|
| Local Education<br>Agency | Average<br>(Mean) | Median         | 1st Quartile    | 3rd Quartile | Average<br>(Mean) | Median    | 1st Quartile | 3rd Quartile |  |
| State Total               | \$146,939         | \$147,211      | \$133,121       | \$162,623    | \$119,728         | \$121,353 | \$105,322    | \$137,604    |  |
| Allegany                  | 115,396           | *              | *               | *            | 117,705           | *         | *            | *            |  |
| Anne Arundel              | 143,426           | 139,691        | 139,691         | 150,523      | 122,172           | 124,094   | 113,247      | 132,725      |  |
| Baltimore City            | 154,826           | 145,600        | 145,600         | 174,210      | 108,675           | 108,647   | 100,790      | 118,003      |  |
| Baltimore                 | 141,163           | 147,211        | 134,939         | 152,491      | 115,458           | 119,024   | 108,643      | 123,830      |  |
| Calvert                   | +                 | +              | +               | +            | 134,917           | 127,666   | 121,514      | 147,500      |  |
| Caroline                  | 134,890           | *              | *               | *            | 92,322            | *         | *            | *            |  |
| Carroll                   | 128,013           | *              | *               | *            | 120,750           | 117,903   | 112,802      | 130,769      |  |
| Cecil                     | 155,696           | *              | *               | *            | 133,447           | 134,272   | 134,272      | 134,272      |  |
| Charles                   | 219,607           | *              | *               | *            | 127,131           | 123,201   | 106,297      | 151,330      |  |
| Dorchester                | 122,909           | *              | *               | *            | 81,500            | 76,216    | 72,468       | 93,174       |  |
| Frederick                 | 140,610           | 143,835        | 127,038         | 152,099      | 114,387           | 111,598   | 99,762       | 138,679      |  |
| Garrett                   | +                 | +              | +               | +            | 95,990            | 97,843    | 86,623       | 105,470      |  |
| Harford                   | 131,595           | *              | *               | *            | 129,896           | 130,929   | 124,666      | 137,762      |  |
| Howard                    | 174,911           | *              | *               | *            | 137,471           | 136,020   | 124,992      | 149,311      |  |
| Kent                      | 113,387           | *              | *               | *            | +                 | +         | +            | +            |  |
| Montgomery                | 165,598           | 162,623        | 162,623         | 162,623      | 139,266           | 138,995   | 136,995      | 146,623      |  |
| Prince George's           | 159,184           | 158,226        | 154,710         | 165,257      | 138,105           | 144,160   | 130,096      | 147,676      |  |
| Queen Anne's              | +                 | +              | +               | +            | 119,000           | *         | *            | *            |  |
| St. Mary's                | 146,993           | *              | *               | *            | 125,467           | 119,217   | 107,746      | 133,958      |  |
| SEED School               | +                 | +              | +               | +            | 99,550            | *         | *            | *            |  |
| Somerset                  | 107,408           | *              | *               | *            | 102,314           | *         | *            | *            |  |
| Talbot                    | 114,590           | *              | *               | *            | 67,285            | 64,632    | 48,871       | 72,307       |  |
| Washington                | 123,189           | *              | *               | *            | 99,157            | 102,453   | 85,898       | 111,950      |  |
| Wicomico                  | 113,190           | *              | *               | *            | 103,224           | 104,650   | 98,745       | 108,070      |  |
| Worcester                 | 128,560           | *              | *               | *            | 89,604            | 93,076    | 80,737       | 96,735       |  |

<sup>\*</sup> The value cannot be computed; fewer than 5 people in the position.

<sup>+</sup> No people reported in the position.

|                           |                   | Coord     | dinator      |              | Supervisor        |           |              |              |  |
|---------------------------|-------------------|-----------|--------------|--------------|-------------------|-----------|--------------|--------------|--|
| Local Education<br>Agency | Average<br>(Mean) | Median    | 1st Quartile | 3rd Quartile | Average<br>(Mean) | Median    | 1st Quartile | 3rd Quartile |  |
| State Total               | \$99,691          | \$100,170 | \$86,136     | \$111,036    | \$105,312         | \$104,368 | \$94,741     | \$118,185    |  |
| Allegany                  | 78,065            | *         | *            | *            | 89,928            | 94,451    | 87,011       | 97,230       |  |
| Anne Arundel              | 119,713           | 121,071   | 109,896      | 131,297      | 108,453           | 118,885   | 88,773       | 125,001      |  |
| Baltimore City            | 94,221            | 94,643    | 83,627       | 104,936      | 90,083            | 93,587    | 67,128       | 111,286      |  |
| Baltimore                 | 106,465           | 107,944   | 105,830      | 110,099      | 98,327            | 99,850    | 92,260       | 103,877      |  |
| Calvert                   | 83,190            | *         | *            | *            | 112,410           | 112,289   | 100,497      | 117,973      |  |
| Caroline                  | 76,161            | 82,434    | 69,580       | 85,286       | 99,242            | 101,364   | 95,181       | 104,428      |  |
| Carroll                   | 87,390            | 89,051    | 78,662       | 100,170      | 104,336           | 108,344   | 97,515       | 113,975      |  |
| Cecil                     | 100,599           | 103,958   | 92,142       | 109,184      | 92,521            | 91,625    | 86,975       | 97,156       |  |
| Charles                   | 90,872            | 95,059    | 78,279       | 102,876      | 85,624            | 91,139    | 69,239       | 104,896      |  |
| Dorchester                | +                 | +         | +            | +            | 90,273            | 89,150    | 85,103       | 96,976       |  |
| Frederick                 | 93,728            | 92,003    | 77,649       | 109,574      | 108,030           | 113,604   | 93,868       | 119,919      |  |
| Garrett                   | 69,703            | 71,165    | 59,496       | 81,269       | 100,355           | *         | *            | *            |  |
| Harford                   | 98,065            | 99,798    | 91,626       | 102,655      | 105,214           | 105,441   | 97,919       | 114,377      |  |
| Howard                    | 109,840           | 110,472   | 98,910       | 123,981      | 115,373           | 114,493   | 109,388      | 127,896      |  |
| Kent                      | 70,035            | *         | *            | *            | 92,565            | 94,422    | 88,939       | 96,725       |  |
| Montgomery                | 121,078           | 124,209   | 115,374      | 127,209      | 125,594           | 129,104   | 120,488      | 130,604      |  |
| Prince George's           | 134,784           | 133,613   | 131,855      | 137,128      | 113,818           | 119,485   | 107,055      | 119,485      |  |
| Queen Anne's              | 74,712            | 78,782    | 63,385       | 87,720       | 104,543           | 107,436   | 101,932      | 107,436      |  |
| St. Mary's                | 111,248           | 101,966   | 89,167       | 132,336      | 105,327           | 100,853   | 99,573       | 105,928      |  |
| SEED School               | 60,000            | *         | *            | *            | +                 | +         | +            | +            |  |
| Somerset                  | 57,301            | *         | *            | *            | 91,701            | 91,354    | 87,261       | 95,939       |  |
| Talbot                    | 75,392            | *         | *            | *            | 75,241            | 85,284    | 53,959       | 92,206       |  |
| Washington                | 89,367            | 93,835    | 74,437       | 101,053      | 96,561            | 97,578    | 90,617       | 103,231      |  |
| Wicomico                  | 83,176            | 84,410    | 80,235       | 89,205       | 90,364            | 94,770    | 84,020       | 97,270       |  |
| Worcester                 | 94,126            | 100,053   | 86,353       | 102,553      | 107,617           | 107,418   | 104,134      | 111,200      |  |

<sup>\*</sup> The value cannot be computed; fewer than 5 people in the position.

<sup>+</sup> No people reported in the position.

|                           | Pupil Pers        | onnel Worker | and School Soc | cial Worker  | Principal         |           |              |              |  |
|---------------------------|-------------------|--------------|----------------|--------------|-------------------|-----------|--------------|--------------|--|
| Local Education<br>Agency | Average<br>(Mean) | Median       | 1st Quartile   | 3rd Quartile | Average<br>(Mean) | Median    | 1st Quartile | 3rd Quartile |  |
| State Total               | \$83,705          | \$79,276     | \$69,362       | \$94,307     | \$114,770         | \$116,151 | \$103,337    | \$123,789    |  |
| Allegany                  | 81,937            | 83,477       | 77,224         | 85,880       | 96,556            | 96,152    | 88,158       | 104,145      |  |
| Anne Arundel              | 118,621           | 116,504      | 93,881         | 136,854      | 121,443           | 122,659   | 112,011      | 130,877      |  |
| Baltimore City            | 72,499            | 74,840       | 67,980         | 76,292       | 103,940           | 101,174   | 93,821       | 112,836      |  |
| Baltimore                 | 75,665            | 77,332       | 65,658         | 88,883       | 118,115           | 118,704   | 114,279      | 121,264      |  |
| Calvert                   | 88,068            | 86,907       | 75,347         | 100,726      | 116,777           | 112,247   | 108,158      | 126,445      |  |
| Caroline                  | 74,643            | *            | *              | *            | 102,291           | 101,267   | 95,112       | 108,707      |  |
| Carroll                   | 85,822            | 85,692       | 82,333         | 95,392       | 107,229           | 114,845   | 98,170       | 114,845      |  |
| Cecil                     | 89,741            | 90,200       | 84,110         | 95,142       | 103,246           | 105,373   | 96,715       | 107,784      |  |
| Charles                   | 92,826            | 91,113       | 79,465         | 101,638      | 117,330           | 116,934   | 110,849      | 121,716      |  |
| Dorchester                | 64,631            | *            | *              | *            | 93,487            | 92,220    | 89,095       | 97,501       |  |
| Frederick                 | 84,612            | 80,965       | 70,388         | 101,534      | 110,857           | 114,738   | 100,974      | 119,919      |  |
| Garrett                   | 68,959            | *            | *              | *            | 81,483            | 79,769    | 72,037       | 93,355       |  |
| Harford                   | 96,160            | 94,798       | 89,610         | 102,339      | 108,427           | 106,691   | 103,357      | 113,136      |  |
| Howard                    | 96,275            | 97,404       | 88,548         | 106,280      | 130,051           | 133,636   | 121,675      | 136,001      |  |
| Kent                      | 65,819            | *            | *              | *            | 91,441            | 90,759    | 83,487       | 99,889       |  |
| Montgomery                | 111,447           | 118,787      | 106,314        | 120,058      | 131,821           | 131,965   | 129,104      | 136,995      |  |
| Prince George's           | 84,806            | 86,767       | 75,031         | 90,843       | 115,953           | 123,143   | 109,552      | 123,143      |  |
| Queen Anne's              | 58,484            | *            | *              | *            | 114,043           | 113,876   | 113,876      | 115,582      |  |
| St. Mary's                | 84,052            | 76,513       | 73,403         | 94,496       | 117,004           | 109,306   | 95,786       | 127,237      |  |
| SEED School               | +                 | +            | +              | +            | 98,500            | *         | *            | *            |  |
| Somerset                  | 50,556            | 53,068       | 38,533         | 61,246       | 89,401            | 88,415    | 84,053       | 96,275       |  |
| Talbot                    | 56,088            | 52,900       | 45,233         | 73,054       | 101,023           | 99,456    | 97,874       | 102,012      |  |
| Washington                | 67,494            | 65,849       | 53,210         | 75,009       | 102,549           | 98,943    | 93,522       | 111,892      |  |
| Wicomico                  | 72,718            | 68,760       | 66,813         | 82,033       | 93,274            | 93,205    | 89,355       | 96,085       |  |
| Worcester                 | 94,332            | *            | *              | *            | 110,443           | 110,463   | 107,935      | 112,948      |  |

<sup>\*</sup> The value cannot be computed; fewer than 5 people in the position.

<sup>+</sup> No people reported in the position.

|                           |                   | Assistan | t Principal  |              | Therapist         |          |              |              |  |
|---------------------------|-------------------|----------|--------------|--------------|-------------------|----------|--------------|--------------|--|
| Local Education<br>Agency | Average<br>(Mean) | Median   | 1st Quartile | 3rd Quartile | Average<br>(Mean) | Median   | 1st Quartile | 3rd Quartile |  |
| State Total               | \$97,352          | \$95,761 | \$86,747     | \$104,177    | \$74,468          | \$74,025 | \$61,696     | \$85,985     |  |
| Allegany                  | 82,343            | 80,078   | 77,583       | 89,243       | 68,684            | 69,607   | 65,810       | 74,969       |  |
| Anne Arundel              | 103,688           | 99,969   | 94,469       | 113,601      | 82,636            | 80,144   | 65,061       | 90,442       |  |
| Baltimore City            | 90,398            | 88,289   | 84,036       | 99,636       | 66,232            | 65,422   | 59,451       | 74,840       |  |
| Baltimore                 | 93,998            | 94,100   | 88,683       | 99,623       | 67,931            | 68,344   | 53,803       | 80,944       |  |
| Calvert                   | 97,293            | 96,501   | 91,398       | 101,790      | 82,706            | 82,494   | 74,121       | 89,843       |  |
| Caroline                  | 83,330            | 83,275   | 79,538       | 88,441       | 64,067            | 68,521   | 46,014       | 77,689       |  |
| Carroll                   | 91,838            | 89,051   | 82,333       | 100,170      | 64,294            | 65,210   | 56,176       | 75,851       |  |
| Cecil                     | 88,825            | 87,641   | 84,134       | 93,913       | 67,520            | 72,290   | 60,452       | 74,068       |  |
| Charles                   | 91,879            | 93,515   | 85,799       | 98,894       | 77,245            | 79,659   | 65,912       | 83,842       |  |
| Dorchester                | 75,335            | 76,216   | 70,651       | 84,328       | 79,936            | *        | *            | *            |  |
| Frederick                 | 93,476            | 93,494   | 82,026       | 105,188      | 68,403            | 64,365   | 57,964       | 82,045       |  |
| Garrett                   | 70,338            | *        | *            | *            | 71,205            | 70,388   | 67,099       | 76,445       |  |
| Harford                   | 88,840            | 89,011   | 85,011       | 92,298       | 61,581            | 64,140   | 53,717       | 70,622       |  |
| Howard                    | 105,007           | 104,151  | 93,330       | 117,184      | 75,923            | 78,563   | 63,369       | 86,514       |  |
| Kent                      | 81,118            | *        | *            | *            | 70,522            | *        | *            | *            |  |
| Montgomery                | 116,005           | 119,169  | 105,531      | 125,709      | 79,986            | 79,779   | 65,912       | 96,759       |  |
| Prince George's           | 97,596            | 100,318  | 89,286       | 103,365      | 78,888            | 82,873   | 72,450       | 86,767       |  |
| Queen Anne's              | 95,004            | 95,004   | 91,728       | 98,644       | 78,314            | 81,732   | 61,100       | 82,000       |  |
| St. Mary's                | 106,694           | 91,698   | 79,544       | 133,719      | 67,322            | 69,014   | 48,344       | 79,511       |  |
| SEED School               | +                 | +        | +            | +            | 73,000            | *        | *            | *            |  |
| Somerset                  | 69,332            | 69,028   | 68,028       | 70,788       | 66,786            | *        | *            | *            |  |
| Talbot                    | 78,084            | 78,055   | 72,468       | 87,113       | 67,892            | 73,000   | 50,400       | 82,829       |  |
| Washington                | 83,370            | 82,592   | 74,470       | 92,040       | 68,093            | 69,132   | 56,785       | 79,086       |  |
| Wicomico                  | 79,303            | 78,700   | 75,610       | 82,310       | 67,939            | 70,475   | 66,640       | 74,543       |  |
| Worcester                 | 88,149            | 89,817   | 78,540       | 97,001       | 66,188            | 69,721   | 56,623       | 73,975       |  |

<sup>\*</sup> The value cannot be computed; fewer than 5 people in the position.

<sup>+</sup> No people reported in the position.

|                           |                   | School Ps | ychologist   |              | Librarian         |          |              |              |  |
|---------------------------|-------------------|-----------|--------------|--------------|-------------------|----------|--------------|--------------|--|
| Local Education<br>Agency | Average<br>(Mean) | Median    | 1st Quartile | 3rd Quartile | Average<br>(Mean) | Median   | 1st Quartile | 3rd Quartile |  |
| State Total               | \$86,686          | \$82,678  | \$67,130     | \$101,031    | \$71,760          | \$71,719 | \$59,678     | \$82,045     |  |
| Allegany                  | 84,650            | 83,348    | 81,948       | 87,833       | 67,805            | 69,780   | 65,883       | 69,780       |  |
| Anne Arundel              | 123,689           | 110,791   | 95,709       | 155,107      | 76,777            | 75,193   | 64,739       | 83,703       |  |
| Baltimore City            | 68,370            | 66,776    | 60,651       | 79,275       | 63,484            | 60,997   | 55,114       | 72,758       |  |
| Baltimore                 | 87,598            | 88,072    | 78,816       | 97,504       | 68,363            | 67,764   | 57,540       | 80,558       |  |
| Calvert                   | 86,172            | 88,140    | 74,959       | 95,703       | 80,862            | 79,859   | 77,878       | 85,887       |  |
| Caroline                  | 56,430            | 51,839    | 49,604       | 53,433       | 65,003            | 67,799   | 63,100       | 68,845       |  |
| Carroll                   | 79,388            | 77,178    | 68,611       | 86,814       | 64,046            | 66,368   | 57,124       | 72,298       |  |
| Cecil                     | 81,660            | 77,627    | 73,802       | 92,504       | 64,413            | 64,522   | 53,463       | 73,068       |  |
| Charles                   | 80,290            | 80,138    | 77,368       | 84,024       | 71,207            | 72,312   | 61,885       | 81,342       |  |
| Dorchester                | 54,978            | *         | *            | *            | 57,552            | 52,508   | 48,118       | 73,356       |  |
| Frederick                 | 93,214            | 96,417    | 81,797       | 105,188      | 69,882            | 73,404   | 57,124       | 82,045       |  |
| Garrett                   | 69,668            | *         | *            | *            | 59,056            | *        | *            | *            |  |
| Harford                   | 62,419            | 60,720    | 50,633       | 73,688       | 62,751            | 64,140   | 53,742       | 71,688       |  |
| Howard                    | 98,120            | 102,716   | 92,090       | 105,341      | 69,947            | 70,705   | 58,714       | 80,589       |  |
| Kent                      | 63,674            | *         | *            | *            | 58,114            | *        | *            | *            |  |
| Montgomery                | 102,008           | 106,160   | 84,287       | 121,275      | 85,901            | 90,480   | 73,038       | 101,095      |  |
| Prince George's           | 81,585            | 84,761    | 59,396       | 100,905      | 73,046            | 75,952   | 61,965       | 82,873       |  |
| Queen Anne's              | 84,944            | 88,053    | 53,839       | 105,376      | 68,622            | 67,715   | 60,876       | 80,446       |  |
| St. Mary's                | 84,185            | 64,511    | 60,690       | 108,388      | 67,174            | 70,356   | 62,217       | 78,269       |  |
| SEED School               | 78,507            | *         | *            | *            | 65,000            | *        | *            | *            |  |
| Somerset                  | 68,392            | *         | *            | *            | 64,458            | 65,206   | 53,613       | 74,641       |  |
| Talbot                    | 60,000            | *         | *            | *            | 60,929            | 60,600   | 53,000       | 67,800       |  |
| Washington                | 76,044            | 65,486    | 57,175       | 97,637       | 64,214            | 63,719   | 54,279       | 74,086       |  |
| Wicomico                  | 74,876            | 73,160    | 72,270       | 80,010       | 56,451            | 54,700   | 48,100       | 66,740       |  |
| Worcester                 | 58,541            | *         | *            | *            | 74,638            | 78,022   | 75,371       | 79,404       |  |

<sup>\*</sup> The value cannot be computed; fewer than 5 people in the position.

<sup>+</sup> No people reported in the position.

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

<sup>\*</sup> The value cannot be computed; fewer than 5 people in the position.

<sup>+</sup> No people reported in the position.

Table 2
Teachers' Salaries Indexed to Region
October 2010

| Local Education Agency | Average<br>(Mean) | Percent<br>Above/Below | Median   | Percent<br>Above/Below | 1st Quartile | Percent<br>Above/Below | 3rd Quartile | Percent<br>Above/Below |
|------------------------|-------------------|------------------------|----------|------------------------|--------------|------------------------|--------------|------------------------|
| Baltimore Metropolitan | \$61,117          |                        | \$59,459 |                        | \$48,464     |                        | \$72,758     |                        |
| Anne Arundel           | 64,054            | 4.8                    | 62,547   | 5.2                    | 50,366       | 3.9                    | 75,973       | 4.4                    |
| Baltimore City         | 58,972            | -3.5                   | 57,369   | -3.5                   | 49,017       | 1.1                    | 71,331       | -2.0                   |
| Baltimore              | 60,272            | -1.4                   | 57,634   | -3.1                   | 46,915       | -3.2                   | 71,676       | -1.5                   |
| Carroll                | 58,765            | -3.8                   | 58,000   | -2.5                   | 45,233       | -6.7                   | 70,104       | -3.6                   |
| Harford                | 56,834            | -7.0                   | 55,330   | -6.9                   | 46,336       | -4.4                   | 66,140       | -9.1                   |
| Howard                 | 66,470            | 8.8                    | 64,917   | 9.2                    | 54,166       | 11.8                   | 79,062       | 8.7                    |
| SEED School            | 55,361            | -9.4                   | 53,361   | -10.3                  | 45,650       | -5.8                   | 64,685       | -11.1                  |
| National Capital       | \$71,140          |                        | \$67,990 |                        | \$55,160     |                        | \$82,873     |                        |
| Montgomery             | 75,084            | 5.5                    | 73,325   | 7.8                    | 58,454       | 6.0                    | 92,753       | 11.9                   |
| Prince George's        | 66,546            | -6.5                   | 61,965   | -8.9                   | 52,047       | -5.6                   | 79,154       | -4.5                   |
| Western Maryland       | \$60,249          |                        | \$57,964 |                        | \$50,246     |                        | \$69,455     |                        |
| Allegany               | 60,504            | 0.4                    | 63,908   | 10.3                   | 53,929       | 7.3                    | 67,081       | -3.4                   |
| Frederick              | 62,141            | 3.1                    | 59,965   | 3.5                    | 49,965       | -0.6                   | 75,564       | 8.8                    |
| Garrett                | 57,723            | -4.2                   | 59,731   | 3.0                    | 52,037       | 3.6                    | 65,220       | -6.1                   |
| Washington             | 57,343            | -4.8                   | 53,494   | -7.7                   | 49,690       | -1.1                   | 65,849       | -5.2                   |
| Lower Shore            | \$56,136          |                        | \$53,410 |                        | \$44,570     |                        | \$68,180     |                        |
| Dorchester             | 52,594            | -6.3                   | 49,131   | -8.0                   | 41,446       | -7.0                   | 63,899       | -6.3                   |
| Somerset               | 53,444            | -4.8                   | 48,935   | -8.4                   | 43,280       | -2.9                   | 63,480       | -6.9                   |
| Wicomico               | 55,967            | -0.3                   | 53,410   | 0.0                    | 44,668       | 0.2                    | 66,740       | -2.1                   |
| Worcester              | 59,693            | 6.3                    | 57,600   | 7.8                    | 48,743       | 9.4                    | 71,818       | 5.3                    |
| Upper Shore            | \$57,003          |                        | \$54,917 |                        | \$46,902     |                        | \$67,400     |                        |
| Caroline               | 54,166            | -5.0                   | 51,274   | -6.6                   | 42,787       | -8.8                   | 65,564       | -2.7                   |
| Cecil                  | 58,377            | 2.4                    | 55,667   | 1.4                    | 48,614       | 3.7                    | 70,568       | 4.7                    |
| Kent                   | 55,995            | -1.8                   | 54,767   | -0.3                   | 41,984       | -10.5                  | 67,099       | -0.4                   |
| Queen Anne's           | 57,443            | 0.8                    | 54,696   | -0.4                   | 44,982       | -4.1                   | 64,309       | -4.6                   |
| Talbot                 | 55,496            | -2.6                   | 54,200   | -1.3                   | 47,600       | 1.5                    | 63,400       | -5.9                   |
| Southern Maryland      | \$64,274          |                        | \$61,502 |                        | \$50,172     |                        | \$77,567     |                        |
| Calvert                | 72,188            | 12.3                   | 73,594   | 19.7                   | 61,433       | 22.4                   | 81,494       | 5.1                    |
| Charles                | 59,912            | -6.8                   | 54,388   | -11.6                  | 49,324       | -1.7                   | 72,312       | -6.8                   |
| St. Mary's             | 62,675            | -2.5                   | 59,601   | -3.1                   | 47,197       | -5.9                   | 74,552       | -3.9                   |