



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

## **October 2004**

**Maryland State Department of Education  
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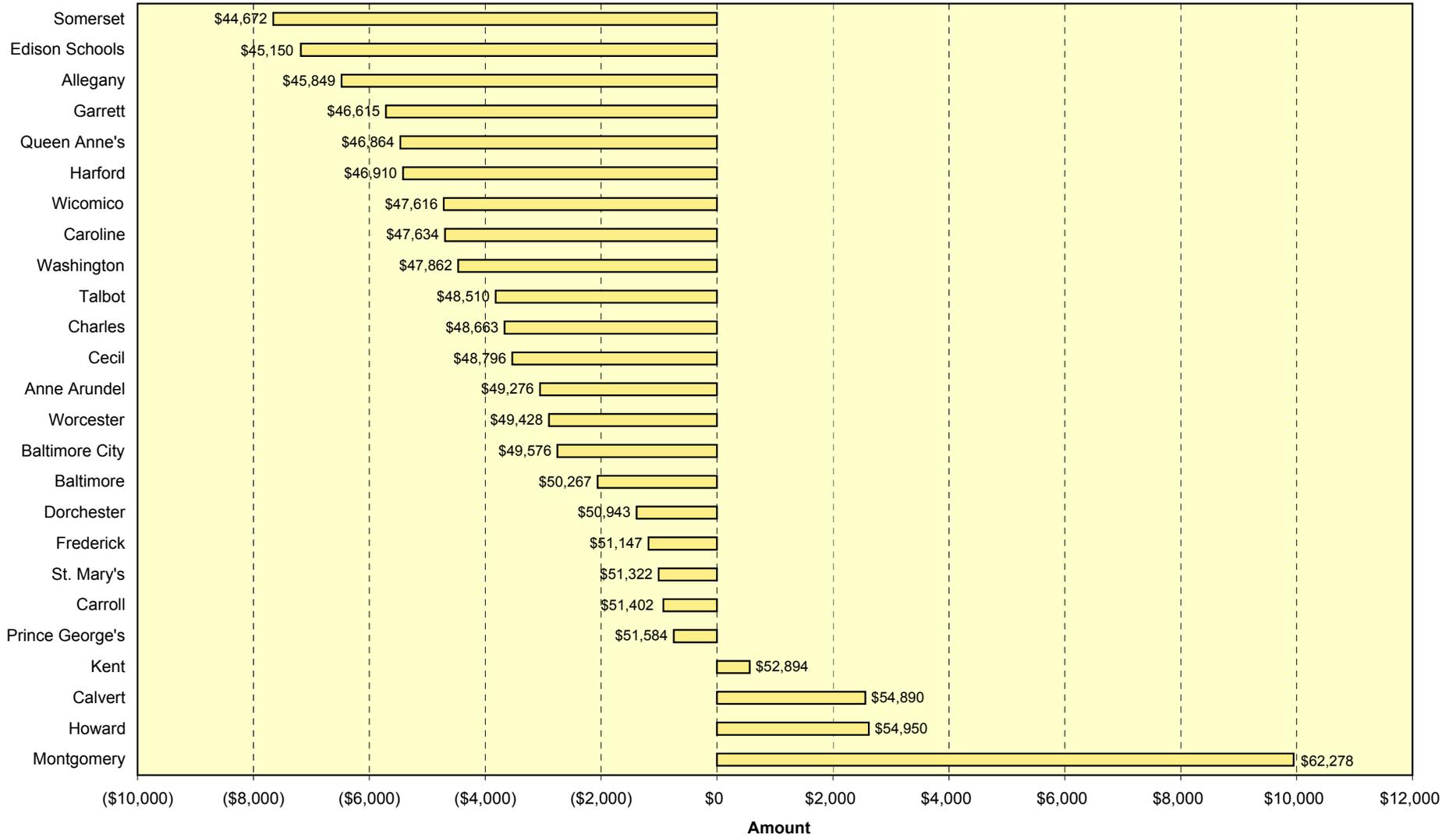
## Introduction

The tables in this report were prepared from the data submitted by the 25 Maryland public school systems in the fall of 2004. Salaries include annual pay for 10, 11, and 12 month full-time and part-time employees in the positions shown. All data reported reflect the conversion of part-time employees to full-time equivalents.

### Calculations

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

**Figure 1**  
**Amount Above/Below Statewide Average Teacher Salary**  
**Maryland Public Schools: October 2004**



Statewide Average = \$52,330

Table 1

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

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

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

+No people reported in the position.

Table 1 (continued)

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

Local Education Agency	Associate, Area, and Assistant Superintendent				Director			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	\$119,409	\$113,805	\$104,472	\$135,554	\$99,428	\$103,452	\$89,274	\$112,606
Allegany	96,948	*	*	*	88,595	*	*	*
Anne Arundel	123,441	124,497	116,445	129,910	105,935	108,703	104,173	108,703
Baltimore City	113,012	110,000	102,000	123,750	90,795	90,403	85,014	98,108
Edison Schools	+	+	+	+	+	+	+	+
Baltimore	114,129	112,805	112,805	113,805	93,428	95,210	86,683	97,720
Calvert	125,860	*	*	*	112,351	112,414	109,638	115,189
Caroline	100,592	*	*	*	94,975	*	*	*
Carroll	103,529	*	*	*	103,727	106,845	97,575	110,433
Cecil	116,058	*	*	*	102,089	104,400	104,400	104,400
Charles	150,625	*	*	*	108,618	103,282	98,140	122,141
Dorchester	120,338	*	*	*	86,002	*	*	*
Frederick	104,631	103,563	99,705	111,991	91,015	92,457	78,256	104,572
Garrett	91,840	*	*	*	81,520	81,919	78,740	84,100
Harford	106,197	*	*	*	100,629	99,325	96,432	104,950
Howard	141,460	139,862	133,719	150,000	118,380	121,900	113,688	122,780
Kent	99,365	*	*	*	+	+	+	+
Montgomery	139,010	135,554	135,554	135,554	114,595	114,307	110,672	120,955
Prince George's	136,605	136,875	136,875	142,827	113,173	113,071	110,095	116,046
Queen Anne's	110,000	*	*	*	92,100	*	*	*
St. Mary's	121,657	*	*	*	99,297	107,565	91,896	110,311
Somerset	84,721	*	*	*	80,679	*	*	*
Talbot	105,784	*	*	*	52,307	47,906	42,506	56,178
Washington	100,146	*	*	*	77,314	80,515	65,424	88,361
Wicomico	97,670	*	*	*	88,448	89,350	85,130	92,135
Worcester	106,429	*	*	*	74,098	76,832	64,468	81,263

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

+No people reported in the position.

Table 1 (continued)

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

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

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

+No people reported in the position.

Table 1 (continued)

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

Local Education Agency	Pupil Personnel/School Social Worker				Principal			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	\$69,701	\$68,420	\$59,343	\$78,599	\$94,054	\$93,867	\$86,767	\$101,461
Allegany	60,158	58,350	53,290	67,930	75,278	71,812	70,948	81,087
Anne Arundel	72,870	80,055	56,066	87,332	97,754	99,450	94,199	102,735
Baltimore City	60,971	60,467	57,115	67,794	84,918	84,758	79,197	89,427
Edison Schools	43,706	*	*	*	96,012	*	*	*
Baltimore	62,861	64,300	54,300	71,550	95,492	95,806	92,092	99,558
Calvert	83,312	84,204	75,658	88,455	96,287	99,966	87,305	105,090
Caroline	65,575	*	*	*	84,357	83,120	80,710	88,207
Carroll	67,654	69,290	65,851	74,557	93,796	94,207	90,302	96,946
Cecil	74,966	*	*	*	86,935	87,255	82,546	89,340
Charles	76,708	76,404	69,226	83,464	94,401	91,271	88,297	99,670
Dorchester	57,615	*	*	*	76,367	82,350	74,157	83,367
Frederick	75,459	78,599	65,492	84,032	91,172	93,508	88,004	93,508
Garrett	61,771	*	*	*	66,979	61,991	59,230	77,570
Harford	81,158	81,407	75,032	85,908	89,557	88,249	87,554	93,183
Howard	81,403	88,145	65,512	89,336	107,410	109,938	106,190	109,938
Kent	+	+	+	+	82,077	81,714	77,603	86,319
Montgomery	92,773	98,763	84,893	101,117	108,746	108,865	107,332	113,850
Prince George's	76,700	80,770	77,147	84,563	95,954	99,154	93,462	99,154
Queen Anne's	65,663	*	*	*	85,057	87,040	80,600	89,728
St. Mary's	70,588	71,858	66,566	77,305	88,707	86,153	79,296	97,534
Somerset	60,275	*	*	*	72,878	73,840	69,164	76,235
Talbot	49,499	*	*	*	82,900	81,554	79,644	86,345
Washington	64,309	65,851	52,831	73,837	83,119	84,240	79,829	88,295
Wicomico	61,467	62,380	55,610	67,170	78,758	79,210	74,725	81,940
Worcester	+	+	+	+	91,110	91,192	88,492	94,880

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

+No people reported in the position.

Table 1 (continued)

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

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

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

+No people reported in the position.

Table 1 (continued)

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

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

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

+No people reported in the position.

Table 1 (continued)

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

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

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

+No people reported in the position.

Table 2

Teachers' Salaries Indexed to Region: October, 2004

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