



Analysis of Professional Salaries Maryland Public Schools June 2009



Maryland State Department of Education
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**Analysis of Professional Salaries
Maryland Public Schools
June 2009**

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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 spring of 2009. 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 2009

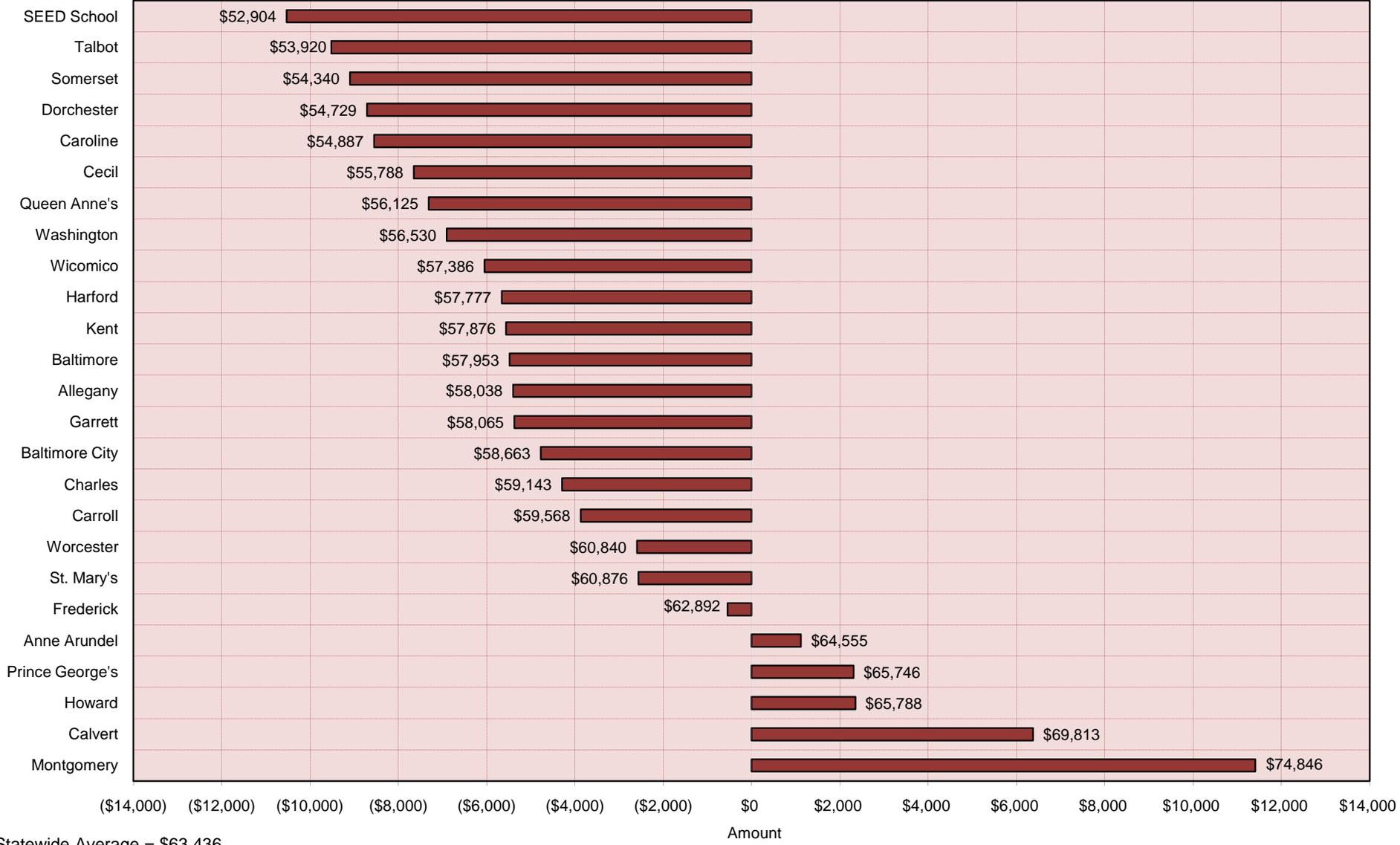


Table 1
Salaries of Professional Staff Employed in Maryland Public Schools
June 2009

Local Education Agency	Superintendent				Deputy Superintendent			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$188,598	\$173,355	\$158,749	\$235,277	\$172,694	\$173,190	\$159,581	\$199,644
Allegany	162,417	*	*	*	117,724	*	*	*
Anne Arundel	238,703	*	*	*	162,441	*	*	*
Baltimore City	240,000	*	*	*	171,494	*	*	*
Baltimore	286,598	*	*	*	183,936	*	*	*
Calvert	169,000	*	*	*	151,000	*	*	*
Caroline	140,000	*	*	*	+	+	+	+
Carroll	180,000	*	*	*	+	+	+	+
Cecil	165,000	*	*	*	+	+	+	+
Charles	249,900	*	*	*	198,678	*	*	*
Dorchester	157,526	*	*	*	+	+	+	+
Frederick	201,811	*	*	*	+	+	+	+
Garrett	138,906	*	*	*	+	+	+	+
Harford	197,500	*	*	*	170,676	*	*	*
Howard	265,000	*	*	*	207,425	*	*	*
Kent	125,000	*	*	*	+	+	+	+
Montgomery	243,799	*	*	*	189,234	*	*	*
Prince George's	225,000	*	*	*	+	+	+	+
Queen Anne's	145,000	*	*	*	+	+	+	+
St. Mary's	186,705	*	*	*	143,650	*	*	*
SEED School	+	+	+	+	+	+	+	+
Somerset	131,000	*	*	*	+	+	+	+
Talbot	165,770	*	*	*	+	+	+	+
Washington	174,195	*	*	*	+	+	+	+
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
June 2009

Local Education Agency	Associate, Area, and Assistant Superintendent				Director			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$147,378	\$145,600	\$135,338	\$162,623	\$119,113	\$120,527	\$104,858	\$138,308
Allegany	+	+	+	+	108,150	107,742	103,172	115,201
Anne Arundel	154,903	*	*	*	124,830	124,386	115,043	138,308
Baltimore City	151,670	145,600	145,600	163,253	109,412	110,000	98,334	120,000
Baltimore	142,639	139,720	138,720	144,696	109,750	114,407	103,998	116,690
Calvert	147,500	*	*	*	120,241	121,123	112,096	138,670
Caroline	122,500	*	*	*	90,957	*	*	*
Carroll	130,103	*	*	*	122,409	121,440	114,469	132,701
Cecil	149,768	*	*	*	130,877	129,160	129,160	131,736
Charles	182,874	*	*	*	132,520	125,657	115,629	151,058
Dorchester	115,990	*	*	*	76,505	73,689	72,468	81,950
Frederick	144,986	147,313	138,224	153,333	114,586	112,748	98,989	137,046
Garrett	+	+	+	+	100,296	101,843	93,605	106,451
Harford	134,457	*	*	*	122,409	127,762	124,041	137,762
Howard	174,911	*	*	*	138,218	136,695	127,157	147,458
Kent	111,852	*	*	*	+	+	+	+
Montgomery	165,369	162,623	162,623	162,623	139,684	139,495	136,995	146,623
Prince George's	164,709	168,843	156,659	170,583	141,238	142,733	135,770	149,695
Queen Anne's	120,000	*	*	*	115,800	*	*	*
St. Mary's	144,450	*	*	*	113,560	113,105	105,104	127,215
SEED School	+	+	+	+	98,089	*	*	*
Somerset	106,408	*	*	*	104,272	*	*	*
Talbot	115,676	*	*	*	62,000	61,755	48,021	65,870
Washington	116,220	116,258	105,358	127,063	99,670	94,361	78,912	113,533
Wicomico	115,110	*	*	*	101,586	103,710	96,490	106,810
Worcester	130,060	*	*	*	98,836	97,278	96,012	103,043

* 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
June 2009

Local Education Agency	Coordinator				Supervisor			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$101,481	\$101,726	\$88,804	\$114,349	\$104,117	\$102,884	\$94,015	\$116,999
Allegany	76,024	*	*	*	86,209	89,925	82,417	94,637
Anne Arundel	117,146	113,792	108,808	130,182	107,668	117,083	88,745	123,157
Baltimore City	99,747	101,591	92,658	108,577	80,530	*	*	*
Baltimore	101,284	101,726	99,733	103,755	94,313	95,976	90,451	97,892
Calvert	82,711	*	*	*	107,558	108,463	97,115	116,802
Caroline	83,937	82,433	81,215	88,804	99,660	99,866	95,150	102,884
Carroll	90,141	89,051	82,124	98,244	104,189	107,263	97,515	111,130
Cecil	97,936	99,780	93,706	106,384	92,746	93,660	89,392	97,110
Charles	96,669	94,005	87,200	104,347	+	+	+	+
Dorchester	+	+	+	+	89,182	87,647	85,133	96,976
Frederick	92,870	92,749	75,343	111,036	108,934	116,762	94,658	119,919
Garrett	73,887	76,525	69,793	82,769	94,282	*	*	*
Harford	88,100	92,110	89,610	94,953	105,141	106,999	97,919	113,883
Howard	111,570	119,243	99,110	124,336	112,786	112,717	108,348	122,964
Kent	83,848	*	*	*	92,330	94,552	91,116	95,352
Montgomery	120,274	124,209	117,079	125,709	126,024	129,104	120,488	130,604
Prince George's	125,460	125,327	118,333	135,770	115,566	118,302	111,581	118,302
Queen Anne's	71,512	73,895	59,024	88,674	90,492	102,128	82,694	104,731
St. Mary's	85,196	85,571	71,966	96,005	99,853	99,070	94,605	102,045
SEED School	+	+	+	+	+	+	+	+
Somerset	69,644	*	*	*	93,910	93,079	87,359	100,214
Talbot	78,457	*	*	*	72,225	71,750	52,308	91,767
Washington	90,494	79,824	72,814	108,602	94,848	96,155	89,964	103,555
Wicomico	79,758	81,800	77,340	89,110	92,433	96,080	88,730	96,580
Worcester	93,542	100,053	86,352	100,288	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
June 2009

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
State Total	\$85,239	\$79,276	\$69,164	\$96,318	\$114,547	\$114,502	\$105,095	\$121,988
Allegany	78,877	81,319	72,888	84,930	93,993	93,160	86,990	101,091
Anne Arundel	98,518	97,460	86,728	109,694	122,212	124,528	112,695	130,853
Baltimore City	71,914	73,438	67,679	75,107	105,745	104,229	97,388	113,327
Baltimore	71,094	71,464	61,184	83,767	113,048	114,407	109,970	114,407
Calvert	84,707	86,972	72,864	103,362	114,509	115,249	105,746	124,184
Caroline	74,643	*	*	*	100,368	99,771	92,322	107,101
Carroll	89,686	89,051	82,333	96,318	109,130	114,845	102,097	114,845
Cecil	85,118	85,078	78,990	91,265	99,544	102,018	94,091	104,984
Charles	92,460	92,131	79,965	100,602	117,947	116,934	110,849	121,716
Dorchester	71,036	*	*	*	93,157	93,512	90,281	99,796
Frederick	84,407	82,666	68,680	100,215	113,875	116,762	107,288	119,919
Garrett	69,803	68,943	58,767	81,269	82,298	79,891	77,525	91,111
Harford	98,447	95,954	91,485	106,444	109,433	108,357	103,357	114,499
Howard	96,753	100,974	85,747	104,999	128,899	133,894	126,209	133,894
Kent	59,918	*	*	*	90,429	88,657	81,756	100,094
Montgomery	112,925	118,787	106,982	121,770	131,269	131,604	127,284	136,620
Prince George's	106,930	94,499	71,526	107,931	116,255	121,924	111,687	121,924
Queen Anne's	56,866	*	*	*	111,866	112,442	111,711	113,487
St. Mary's	86,830	80,190	74,823	98,585	120,135	110,704	103,642	129,622
SEED School	51,162	*	*	*	+	+	+	+
Somerset	45,627	45,417	39,801	47,540	88,401	87,415	83,053	95,275
Talbot	53,523	52,532	43,554	68,411	98,085	95,439	93,015	100,069
Washington	75,567	72,004	61,104	88,911	101,653	99,704	93,230	111,462
Wicomico	74,268	75,135	66,740	83,865	93,192	92,550	89,803	97,333
Worcester	94,289	*	*	*	111,477	111,199	109,185	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
June 2009

Local Education Agency	Assistant Principal				Therapist			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$96,518	\$94,351	\$85,856	\$104,023	\$74,290	\$73,740	\$61,964	\$85,301
Allegany	78,335	76,992	70,180	88,267	62,977	64,193	58,489	73,214
Anne Arundel	105,110	102,773	95,318	114,265	83,736	79,726	68,683	89,546
Baltimore City	91,675	92,768	84,036	99,895	67,010	66,689	59,451	74,840
Baltimore	89,752	90,451	85,340	94,099	65,094	65,520	52,780	76,050
Calvert	94,382	93,213	88,722	98,292	72,735	75,305	64,505	86,182
Caroline	89,408	82,433	80,449	87,457	63,502	67,534	44,954	77,689
Carroll	91,388	89,051	82,333	100,170	67,262	68,104	59,058	76,897
Cecil	86,133	85,136	81,819	91,208	66,769	70,384	66,883	71,909
Charles	92,724	94,004	85,799	98,894	73,413	75,703	62,516	83,466
Dorchester	76,202	77,512	72,499	82,930	69,795	*	*	*
Frederick	95,902	94,658	84,721	108,112	69,759	66,925	57,965	82,045
Garrett	70,299	*	*	*	70,401	70,388	64,560	76,445
Harford	89,741	92,298	85,011	94,798	61,827	66,065	53,717	71,877
Howard	104,068	102,921	92,223	116,133	74,656	77,630	62,265	85,392
Kent	84,198	*	*	*	53,849	*	*	*
Montgomery	116,203	117,079	104,266	125,709	81,400	82,502	66,169	97,666
Prince George's	95,765	99,325	85,888	102,342	78,360	82,052	70,090	85,908
Queen Anne's	93,108	93,938	90,106	96,345	75,399	80,129	58,498	80,129
St. Mary's	95,696	86,960	73,716	104,270	67,477	68,888	47,148	77,913
SEED School	+	+	+	+	+	+	+	+
Somerset	68,932	68,028	68,028	70,288	65,804	*	*	*
Talbot	88,158	87,979	80,987	97,236	58,571	64,300	44,329	69,950
Washington	82,498	82,860	74,078	89,174	68,903	72,018	55,773	77,632
Wicomico	78,206	78,560	74,330	81,130	68,954	70,475	66,188	75,580
Worcester	92,923	96,076	87,842	100,523	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
June 2009

Local Education Agency	School Psychologist				Librarian			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$86,310	\$82,660	\$71,022	\$99,620	\$71,017	\$70,620	\$59,101	\$80,991
Allegany	78,079	74,382	74,382	84,458	64,794	67,440	62,507	67,734
Anne Arundel	117,344	109,694	91,348	136,851	75,890	76,642	64,474	82,016
Baltimore City	69,293	67,415	60,651	79,275	61,715	59,687	51,099	72,758
Baltimore	83,024	85,520	76,129	91,512	65,178	65,857	55,536	77,291
Calvert	81,359	82,483	69,886	87,583	78,373	77,105	74,949	83,113
Caroline	56,534	50,451	49,900	60,595	66,426	68,034	65,564	69,401
Carroll	81,493	80,265	72,069	86,814	67,275	67,051	59,160	75,832
Cecil	79,386	73,225	70,208	93,376	61,523	65,934	49,399	72,159
Charles	80,515	79,686	76,914	84,920	70,753	69,531	59,027	81,342
Dorchester	54,978	*	*	*	58,259	57,136	48,118	70,604
Frederick	93,227	93,493	81,066	105,919	71,621	73,686	62,602	83,487
Garrett	67,931	*	*	*	57,035	*	*	*
Harford	63,629	62,430	51,598	73,688	63,483	65,408	55,330	71,817
Howard	94,854	99,224	87,498	102,023	69,123	68,641	59,653	81,715
Kent	63,005	*	*	*	71,877	*	*	*
Montgomery	105,183	115,622	90,174	121,770	85,928	90,051	73,038	101,095
Prince George's	82,889	86,588	61,099	99,928	71,986	75,836	61,095	83,444
Queen Anne's	81,773	83,842	51,275	104,348	66,532	68,596	58,534	75,131
St. Mary's	84,787	63,406	60,617	115,630	66,952	69,884	60,994	77,228
SEED School	74,000	*	*	*	+	+	+	+
Somerset	68,067	*	*	*	61,837	61,971	48,128	74,641
Talbot	63,860	*	*	*	59,000	60,750	50,450	65,625
Washington	76,610	79,137	57,175	94,790	63,993	66,277	54,861	72,632
Wicomico	73,853	72,305	71,410	78,790	58,539	56,560	44,310	68,180
Worcester	74,551	*	*	*	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
June 2009

Local Education Agency	Guidance Counselor				Teacher			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$71,833	\$71,356	\$58,409	\$82,719	\$63,436	\$60,880	\$49,746	\$73,902
Allegany	61,413	63,952	52,348	68,167	58,038	61,960	49,859	65,262
Anne Arundel	81,256	80,890	67,981	95,534	64,555	63,161	50,858	77,012
Baltimore City	67,045	67,280	59,687	77,194	58,663	57,369	48,513	72,758
Baltimore	62,713	61,864	51,417	74,645	57,953	55,536	45,351	68,870
Calvert	78,412	79,066	65,523	86,432	69,813	71,629	58,729	79,066
Caroline	64,856	69,015	53,968	74,881	54,887	53,489	42,787	66,105
Carroll	68,499	69,739	56,686	79,434	59,568	59,117	46,692	71,059
Cecil	59,118	58,809	50,459	70,384	55,788	52,659	44,809	68,659
Charles	67,884	64,395	54,885	79,924	59,143	53,469	48,476	72,312
Dorchester	58,793	53,118	50,708	69,579	54,729	53,130	42,657	66,839
Frederick	72,093	73,404	58,282	83,968	62,892	59,965	49,377	75,967
Garrett	65,801	67,943	61,446	70,708	58,065	59,974	52,037	65,220
Harford	63,836	66,065	53,717	72,293	57,777	56,988	47,728	66,530
Howard	73,728	74,983	59,391	85,801	65,788	64,195	53,524	77,630
Kent	59,402	56,543	49,803	70,079	57,876	59,371	43,736	68,738
Montgomery	80,559	79,079	65,212	98,870	74,846	73,038	58,225	93,194
Prince George's	76,572	75,812	65,024	90,261	65,746	61,351	51,532	78,732
Queen Anne's	62,842	61,897	52,820	73,609	56,125	53,360	44,100	64,395
St. Mary's	63,037	62,358	49,611	74,748	60,876	58,547	46,362	73,419
SEED School	+	+	+	+	52,904	50,132	44,122	62,214
Somerset	61,199	60,186	52,358	67,532	54,340	48,935	43,280	68,892
Talbot	67,196	69,600	60,100	74,250	53,920	52,500	46,700	64,800
Washington	57,903	54,948	50,773	63,855	56,530	52,511	48,350	66,760
Wicomico	60,510	64,640	48,220	70,730	57,386	56,560	45,280	69,120
Worcester	72,653	77,444	58,987	80,912	60,840	59,362	49,529	72,818

+ No people reported in the position.

Table 2
Teachers' Salaries Indexed to Region
June 2009

Local Education Agency	Average (Mean)	Percent Above/Below	Median	Percent Above/Below	1st Quartile	Percent Above/Below	3rd Quartile	Percent Above/Below
Baltimore Metropolitan	\$60,573		\$59,243		\$48,036		\$72,239	
Anne Arundel	64,555	6.6	63,161	6.6	50,858	5.9	77,012	6.6
Baltimore City	58,663	-3.2	57,369	-3.2	48,513	1.0	72,758	0.7
Baltimore	57,953	-4.3	55,536	-6.3	45,351	-5.6	68,870	-4.7
Carroll	59,568	-1.7	59,117	-0.2	46,692	-2.8	71,059	-1.6
Harford	57,777	-4.6	56,988	-3.8	47,728	-0.6	66,530	-7.9
Howard	65,788	8.6	64,195	8.4	53,524	11.4	77,630	7.5
SEED School	52,904	-12.7	50,132	-15.4	44,122	-8.1	62,214	-13.9
National Capital	\$70,573		\$67,767		\$54,614		\$82,052	
Montgomery	74,846	6.1	73,038	7.8	58,225	6.6	93,194	13.6
Prince George's	65,746	-6.8	61,351	-9.5	51,532	-5.6	78,732	-4.0
Western Maryland	\$60,142		\$57,964		\$48,350		\$68,678	
Allegany	58,038	-3.5	61,960	6.9	49,859	3.1	65,262	-5.0
Frederick	62,892	4.6	59,965	3.5	49,377	2.1	75,967	10.6
Garrett	58,065	-3.5	59,974	3.5	52,037	7.6	65,220	-5.0
Washington	56,530	-6.0	52,511	-9.4	48,350	0.0	66,760	-2.8
Lower Shore	\$57,561		\$55,923		\$45,384		\$69,579	
Dorchester	54,729	-4.9	53,130	-5.0	42,657	-6.0	66,839	-3.9
Somerset	54,340	-5.6	48,935	-12.5	43,280	-4.6	68,892	-1.0
Wicomico	57,386	-0.3	56,560	1.1	45,280	-0.2	69,120	-0.7
Worcester	60,840	5.7	59,362	6.1	49,529	9.1	72,818	4.7
Upper Shore	\$55,637		\$53,134		\$44,434		\$66,520	
Caroline	54,887	-1.3	53,489	0.7	42,787	-3.7	66,105	-0.6
Cecil	55,788	0.3	52,659	-0.9	44,809	0.8	68,659	3.2
Kent	57,876	4.0	59,371	11.7	43,736	-1.6	68,738	3.3
Queen Anne's	56,125	0.9	53,360	0.4	44,100	-0.8	64,395	-3.2
Talbot	53,920	-3.1	52,500	-1.2	46,700	5.1	64,800	-2.6
Southern Maryland	\$62,692		\$60,415		\$48,476		\$75,205	
Calvert	69,813	11.4	71,629	18.6	58,729	21.2	79,066	5.1
Charles	59,143	-5.7	53,469	-11.5	48,476	0.0	72,312	-3.8
St. Mary's	60,876	-2.9	58,547	-3.1	46,362	-4.4	73,419	-2.4