



Analysis of Professional Salaries Maryland Public Schools

October 2013

(Revised 03/2014)

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**Analysis of Professional Salaries
Maryland Public Schools
October 2013**

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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 2013. 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 2013

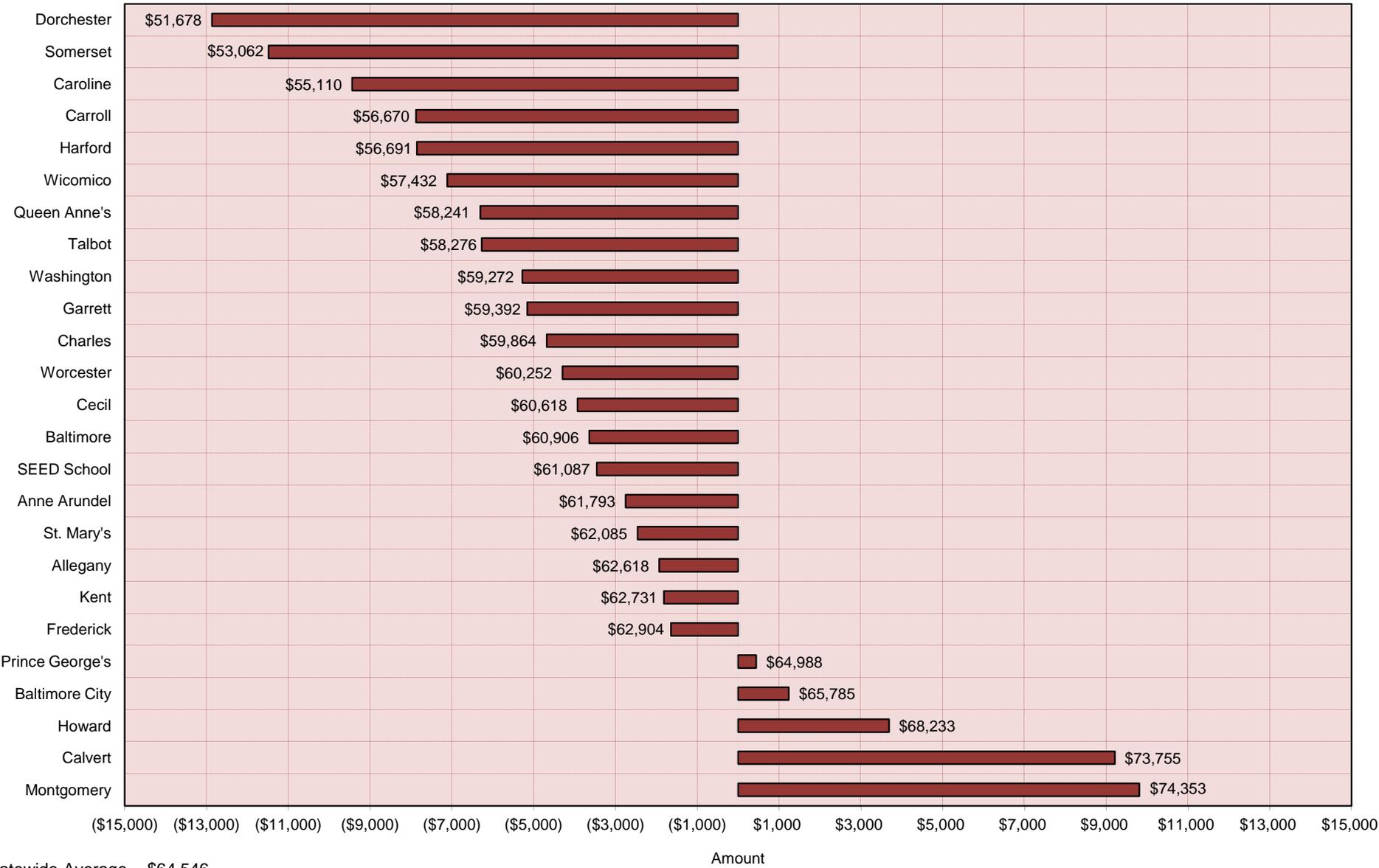


Table 1
Salaries of Professional Staff Employed in Maryland Public Schools
Maryland Public Schools: October 2013

Local Education Agency	Superintendent				Deputy Superintendent			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$192,120	\$181,000	\$160,013	\$216,566	\$179,276	\$175,735	\$158,045	\$210,723
Allegany	177,000	*	*	*	+	+	+	+
Anne Arundel	215,306	*	*	*	171,099	*	*	*
Baltimore City	225,000	*	*	*	+	+	+	+
Baltimore	260,000	*	*	*	+	+	+	+
Calvert	169,000	*	*	*	+	+	+	+
Caroline	159,684	*	*	*	+	+	+	+
Carroll	185,000	*	*	*	+	+	+	+
Cecil	169,868	*	*	*	+	+	+	+
Charles	200,000	*	*	*	+	+	+	+
Dorchester	127,942	*	*	*	+	+	+	+
Frederick	198,177	*	*	*	170,270	*	*	*
Garrett	161,000	*	*	*	+	+	+	+
Harford	191,900	*	*	*	185,165	*	*	*
Howard	255,000	*	*	*	195,000	*	*	*
Kent	148,000	*	*	*	+	+	+	+
Montgomery	260,100	*	*	*	210,723	*	*	*
Prince George's	290,000	*	*	*	175,735	*	*	*
Queen Anne's	155,701	*	*	*	+	+	+	+
St. Mary's	216,986	*	*	*	158,045	*	*	*
SEED School	+	+	+	+	135,000	*	*	*
Somerset	145,000	*	*	*	+	+	+	+
Talbot	152,125	*	*	*	+	+	+	+
Washington	205,266	*	*	*	149,555	*	*	*
Wicomico	172,821	*	*	*	+	+	+	+
Worcester	170,000	*	*	*	+	+	+	+

* 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: October 2013

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	\$151,262	\$152,967	\$131,325	\$169,193	\$123,080	\$125,080	\$109,516	\$140,657
Allegany	118,244	*	*	*	121,628	*	*	*
Anne Arundel	150,114	145,680	145,680	157,007	124,133	126,725	112,553	136,272
Baltimore City	148,271	150,719	131,325	160,800	110,042	111,268	94,728	123,486
Baltimore	166,766	162,984	161,984	165,988	135,678	128,859	119,810	156,625
Calvert	100,250	*	*	*	132,544	132,994	126,584	142,348
Caroline	133,325	*	*	*	101,364	*	*	*
Carroll	137,306	*	*	*	121,459	117,903	114,469	130,797
Cecil	160,289	*	*	*	140,071	138,233	138,233	140,990
Charles	181,490	*	*	*	126,133	125,476	110,918	128,170
Dorchester	116,700	*	*	*	77,419	78,877	60,167	89,725
Frederick	152,834	152,497	152,497	157,834	118,032	114,996	104,826	132,426
Garrett	105,575	*	*	*	92,511	93,355	86,623	97,699
Harford	137,059	*	*	*	126,099	131,691	126,369	137,586
Howard	175,000	*	*	*	145,265	144,503	134,562	157,152
Kent	+	+	+	+	+	+	+	+
Montgomery	169,193	169,193	169,193	169,193	140,831	141,205	136,995	148,370
Prince George's	166,171	168,562	157,804	175,735	136,568	136,285	125,524	147,940
Queen Anne's	+	+	+	+	112,086	122,868	95,913	122,868
St. Mary's	145,957	*	*	*	124,665	125,796	109,920	139,828
SEED School	+	+	+	+	94,880	*	*	*
Somerset	105,198	*	*	*	63,314	*	*	*
Talbot	124,845	*	*	*	80,431	75,392	60,418	101,655
Washington	121,473	*	*	*	99,678	95,822	85,898	111,932
Wicomico	122,010	*	*	*	109,444	111,100	108,600	112,850
Worcester	131,015	*	*	*	122,400	*	*	*

* 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: October 2013

Local Education Agency	Coordinator				Supervisor			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$104,157	\$103,127	\$92,813	\$116,832	\$104,442	\$104,070	\$94,093	\$117,333
Allegany	79,338	*	*	*	90,032	93,914	82,343	97,786
Anne Arundel	118,764	117,530	113,831	133,730	115,115	123,252	104,637	127,183
Baltimore City	102,098	100,478	94,554	110,148	89,644	89,691	62,787	121,670
Baltimore	109,144	112,297	103,760	116,832	95,792	96,320	83,784	108,199
Calvert	86,725	*	*	*	112,979	115,474	102,134	122,895
Caroline	84,585	84,157	79,719	88,833	103,383	104,428	100,702	107,584
Carroll	87,492	88,350	79,166	94,931	103,542	104,131	94,394	114,845
Cecil	104,601	105,285	99,216	110,960	93,378	*	*	*
Charles	93,869	96,559	80,832	102,876	102,496	*	*	*
Dorchester	78,382	*	*	*	93,686	92,716	88,549	100,614
Frederick	94,160	94,096	79,347	111,036	108,839	104,131	97,814	119,919
Garrett	+	+	+	+	87,531	82,891	78,769	101,055
Harford	102,778	105,044	93,221	108,196	105,060	102,929	96,837	115,893
Howard	113,608	116,104	101,631	127,653	120,079	123,912	112,849	129,983
Kent	69,324	*	*	*	92,866	97,359	83,225	98,169
Montgomery	120,472	125,709	112,014	129,693	126,228	130,826	121,739	134,436
Prince George's	131,394	132,698	125,524	136,285	106,328	107,818	96,597	119,485
Queen Anne's	86,706	*	*	*	105,012	106,704	97,763	110,240
St. Mary's	100,134	98,485	91,877	113,320	97,935	102,371	90,947	105,071
SEED School	+	+	+	+	+	+	+	+
Somerset	78,129	*	*	*	86,262	82,178	80,795	90,475
Talbot	89,164	91,908	86,149	96,098	75,378	70,864	58,904	87,307
Washington	88,771	88,492	77,153	104,707	103,560	103,526	97,578	110,824
Wicomico	83,323	86,913	75,457	91,845	95,266	98,635	90,884	101,199
Worcester	97,010	102,569	84,660	105,319	107,216	*	*	*

* 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: October 2013

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	\$87,576	\$85,626	\$74,632	\$96,089	\$116,052	\$116,762	\$103,533	\$128,310
Allegany	81,560	84,325	77,516	86,003	94,312	93,220	90,103	100,890
Anne Arundel	113,672	112,929	83,972	137,597	122,253	120,950	112,372	130,704
Baltimore City	82,747	82,107	77,525	93,361	108,581	105,603	98,432	116,595
Baltimore	80,104	81,262	69,166	94,316	121,520	121,265	116,562	128,676
Calvert	91,179	90,352	85,878	95,853	122,655	117,638	112,968	130,191
Caroline	+	+	+	+	98,480	96,021	92,322	101,766
Carroll	84,276	85,626	80,333	89,051	105,471	106,181	94,394	119,439
Cecil	94,551	95,843	91,153	97,304	102,892	103,809	97,613	108,415
Charles	82,681	89,766	79,215	97,998	115,421	119,273	110,849	120,273
Dorchester	68,515	*	*	*	95,394	95,750	90,457	100,332
Frederick	82,056	84,207	66,085	98,756	111,810	113,604	100,435	123,834
Garrett	66,384	*	*	*	80,331	79,058	69,232	90,976
Harford	96,588	94,181	90,959	100,980	109,504	108,132	105,446	112,491
Howard	98,895	99,176	92,092	107,499	132,306	137,201	124,853	139,747
Kent	67,586	*	*	*	92,108	89,991	87,440	98,151
Montgomery	114,188	121,163	109,503	121,770	133,485	134,186	129,715	136,995
Prince George's	81,421	81,109	68,964	92,660	114,283	119,597	103,337	123,143
Queen Anne's	69,085	*	*	*	117,044	118,346	116,612	120,297
St. Mary's	97,615	95,772	83,092	113,476	104,716	104,721	95,252	114,464
SEED School	+	+	+	+	+	+	+	+
Somerset	55,851	*	*	*	85,462	85,055	79,094	90,779
Talbot	64,701	57,700	52,256	79,250	104,752	103,863	99,716	106,993
Washington	69,864	65,137	58,881	77,099	101,663	98,113	94,982	106,463
Wicomico	70,453	69,443	66,837	75,559	96,286	96,997	92,811	100,573
Worcester	99,171	*	*	*	107,105	109,941	103,572	113,951

* 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: October 2013

Local Education Agency	Assistant Principal				Therapist			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$98,910	\$97,675	\$88,385	\$106,431	\$75,011	\$74,669	\$61,404	\$87,665
Allegany	78,648	76,180	70,588	88,158	67,053	71,182	55,767	76,790
Anne Arundel	105,405	102,183	97,451	111,508	82,102	78,810	64,761	96,017
Baltimore City	96,484	96,019	89,163	103,403	71,671	71,840	64,075	81,086
Baltimore	97,161	97,675	90,454	103,877	68,576	68,458	54,037	81,262
Calvert	101,356	97,855	93,008	107,584	83,549	84,478	76,190	93,866
Caroline	80,086	78,832	75,797	84,892	73,719	72,683	64,677	83,280
Carroll	90,635	89,051	82,333	100,170	57,106	58,145	46,138	68,938
Cecil	88,351	88,394	83,381	94,364	67,076	72,939	54,133	76,152
Charles	88,569	89,657	80,727	95,884	76,340	82,082	71,694	85,469
Dorchester	79,863	80,729	75,589	88,691	68,937	62,409	58,764	82,375
Frederick	96,003	95,538	85,184	108,112	66,934	64,936	56,123	77,725
Garrett	75,120	73,159	68,110	85,122	73,615	74,066	71,486	75,518
Harford	91,053	91,143	85,951	94,154	60,593	58,753	48,939	71,476
Howard	114,007	116,573	101,489	127,885	78,316	80,250	66,512	90,078
Kent	80,886	*	*	*	56,510	*	*	*
Montgomery	116,959	118,579	107,144	128,193	81,565	82,501	63,793	98,905
Prince George's	96,855	100,318	89,319	103,330	79,745	84,530	72,207	88,502
Queen Anne's	96,673	96,331	93,367	100,591	72,204	83,402	53,530	84,031
St. Mary's	86,741	83,987	77,888	93,551	72,108	75,199	64,200	79,089
SEED School	85,500	*	*	*	95,000	*	*	*
Somerset	72,452	68,708	68,708	77,119	58,280	*	*	*
Talbot	85,568	89,019	75,004	94,034	73,160	73,860	60,960	82,110
Washington	84,245	79,422	75,632	94,192	66,234	63,881	54,648	81,084
Wicomico	82,967	81,069	79,437	86,312	67,580	72,330	62,329	74,896
Worcester	89,357	90,529	79,853	101,665	70,156	72,277	61,055	76,316

* 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: October 2013

Local Education Agency	School Psychologist				Librarian			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$86,457	\$86,447	\$68,366	\$101,977	\$71,867	\$70,615	\$59,883	\$82,990
Allegany	83,867	85,912	84,748	85,912	67,982	68,363	66,542	70,478
Anne Arundel	112,788	111,222	80,229	129,885	72,586	72,925	57,570	84,064
Baltimore City	78,603	82,107	66,664	93,361	74,646	75,348	67,074	82,990
Baltimore	87,516	90,817	79,885	99,545	68,367	68,154	58,963	77,879
Calvert	82,854	80,251	67,708	94,012	81,949	82,970	75,907	87,610
Caroline	54,954	*	*	*	69,432	70,619	69,165	72,943
Carroll	78,639	77,178	69,983	90,287	56,668	61,221	44,397	70,655
Cecil	59,668	54,624	54,126	64,487	65,208	65,760	58,010	75,837
Charles	87,123	83,652	80,354	92,276	67,901	71,847	55,171	79,213
Dorchester	61,293	*	*	*	57,957	55,733	51,493	64,538
Frederick	95,376	96,418	83,990	105,188	70,511	69,084	59,965	84,207
Garrett	74,397	*	*	*	62,289	*	*	*
Harford	58,384	57,596	46,568	72,406	58,527	56,721	49,651	68,176
Howard	99,739	102,718	95,634	109,382	72,003	75,039	60,608	81,966
Kent	65,955	*	*	*	83,175	*	*	*
Montgomery	96,989	100,910	76,634	121,473	84,213	88,948	67,571	101,602
Prince George's	80,663	79,411	59,837	101,905	73,439	75,249	61,106	84,530
Queen Anne's	69,789	64,706	58,822	88,247	63,060	59,156	56,171	73,593
St. Mary's	73,879	73,234	64,917	80,954	70,467	70,226	62,484	76,781
SEED School	82,495	*	*	*	73,904	*	*	*
Somerset	71,075	*	*	*	61,741	60,112	57,330	65,524
Talbot	66,450	*	*	*	64,567	63,750	58,275	71,200
Washington	77,381	70,557	63,871	87,285	67,050	67,260	58,881	76,084
Wicomico	76,018	76,031	71,348	81,202	64,713	66,174	57,753	71,330
Worcester	62,820	*	*	*	74,465	79,959	67,595	81,376

* 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: October 2013

Local Education Agency	Guidance Counselor				Teacher			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$71,275	\$69,664	\$58,640	\$83,306	\$64,546	\$62,478	\$51,128	\$75,850
Allegany	63,665	67,752	56,102	70,172	62,618	65,039	56,886	68,067
Anne Arundel	74,304	73,218	60,122	87,799	61,793	58,107	48,672	72,833
Baltimore City	71,519	69,664	65,781	78,910	65,785	67,075	53,433	76,870
Baltimore	66,375	66,807	53,925	77,364	60,906	58,810	47,619	71,608
Calvert	78,454	82,970	65,467	90,856	73,755	75,907	65,162	84,208
Caroline	62,058	58,640	50,890	72,805	55,110	51,274	43,371	68,558
Carroll	65,853	66,577	53,692	77,899	56,670	55,528	43,409	68,755
Cecil	66,630	69,624	58,732	75,488	60,618	59,076	51,418	72,464
Charles	67,801	64,718	58,172	79,282	59,864	58,262	50,172	69,338
Dorchester	56,022	54,084	45,550	67,276	51,678	47,373	41,950	59,370
Frederick	73,360	71,572	60,443	86,365	62,904	60,443	49,966	73,967
Garrett	60,844	62,253	53,863	68,681	59,392	62,674	54,466	65,920
Harford	61,645	62,362	49,651	72,405	56,691	55,521	45,437	66,879
Howard	74,453	75,039	60,608	87,078	68,233	68,853	56,485	79,188
Kent	59,838	57,471	46,379	70,762	62,731	60,223	44,751	71,946
Montgomery	80,503	81,802	64,625	97,928	74,353	73,038	57,674	90,888
Prince George's	70,860	68,964	59,632	84,530	64,988	61,392	51,567	78,788
Queen Anne's	71,646	72,746	55,703	83,681	58,241	55,963	46,753	65,255
St. Mary's	64,668	62,425	54,616	78,345	62,085	61,086	48,863	74,375
SEED School	63,100	*	*	*	61,087	61,899	53,433	66,638
Somerset	65,672	65,906	57,020	70,750	53,062	49,424	43,713	60,506
Talbot	70,050	71,300	63,300	76,575	58,276	57,000	49,700	66,100
Washington	60,080	58,881	51,785	65,849	59,272	58,881	52,155	64,453
Wicomico	60,896	61,696	50,423	70,509	57,432	55,799	45,915	68,081
Worcester	69,161	78,346	53,299	81,376	60,252	57,022	49,190	73,624

* 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 2013

Local Education Agency	Average (Mean)	Percent Above/Below	Median	Percent Above/Below	1st Quartile	Percent Above/Below	3rd Quartile	Percent Above/Below
Baltimore Metropolitan	\$62,359		\$61,643		\$49,270		\$72,906	
Anne Arundel	61,793	-0.9	58,107	-5.7	48,672	-1.2	72,833	-0.1
Baltimore City	65,785	5.5	67,075	8.8	53,433	8.4	76,870	5.4
Baltimore	60,906	-2.3	58,810	-4.6	47,619	-3.4	71,608	-1.8
Carroll	56,670	-9.1	55,528	-9.9	43,409	-11.9	68,755	-5.7
Harford	56,691	-9.1	55,521	-9.9	45,437	-7.8	66,879	-8.3
Howard	68,233	9.4	68,853	11.7	56,485	14.6	79,188	8.6
SEED School	61,087	-2.0	61,899	0.4	53,433	8.4	66,638	-8.6
National Capital	\$70,192		\$67,723		\$54,200		\$84,530	
Montgomery	74,353	5.9	73,038	7.8	57,674	6.4	90,888	7.5
Prince George's	64,988	-7.4	61,392	-9.3	51,567	-4.9	78,788	-6.8
Western Maryland	\$61,591		\$59,966		\$51,964		\$69,084	
Allegany	62,618	1.7	65,039	8.5	56,886	9.5	68,067	-1.5
Frederick	62,904	2.1	60,443	0.8	49,966	-3.8	73,967	7.1
Garrett	59,392	-3.6	62,674	4.5	54,466	4.8	65,920	-4.6
Washington	59,272	-3.8	58,881	-1.8	52,155	0.4	64,453	-6.7
Lower Shore	\$56,791		\$53,971		\$45,405		\$68,081	
Dorchester	51,678	-9.0	47,373	-12.2	41,950	-7.6	59,370	-12.8
Somerset	53,062	-6.6	49,424	-8.4	43,713	-3.7	60,506	-11.1
Wicomico	57,432	1.1	55,799	3.4	45,915	1.1	68,081	0.0
Worcester	60,252	6.1	57,022	5.7	49,190	8.3	73,624	8.1
Upper Shore	\$59,106		\$57,522		\$48,506		\$69,800	
Caroline	55,110	-6.8	51,274	-10.9	43,371	-10.6	68,558	-1.8
Cecil	60,618	2.6	59,076	2.7	51,418	6.0	72,464	3.8
Kent	62,731	6.1	60,223	4.7	44,751	-7.7	71,946	3.1
Queen Anne's	58,241	-1.5	55,963	-2.7	46,753	-3.6	65,255	-6.5
Talbot	58,276	-1.4	57,000	-0.9	49,700	2.5	66,100	-5.3
Southern Maryland	\$64,298		\$62,425		\$51,930		\$77,376	
Calvert	73,755	14.7	75,907	21.6	65,162	25.5	84,208	8.8
Charles	59,864	-6.9	58,262	-6.7	50,172	-3.4	69,338	-10.4
St. Mary's	62,085	-3.4	61,086	-2.1	48,863	-5.9	74,375	-3.9