



# Analysis of Professional Salaries Maryland Public Schools

**October 2014**



Maryland State Department of Education  
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**Analysis of Professional Salaries  
Maryland Public Schools  
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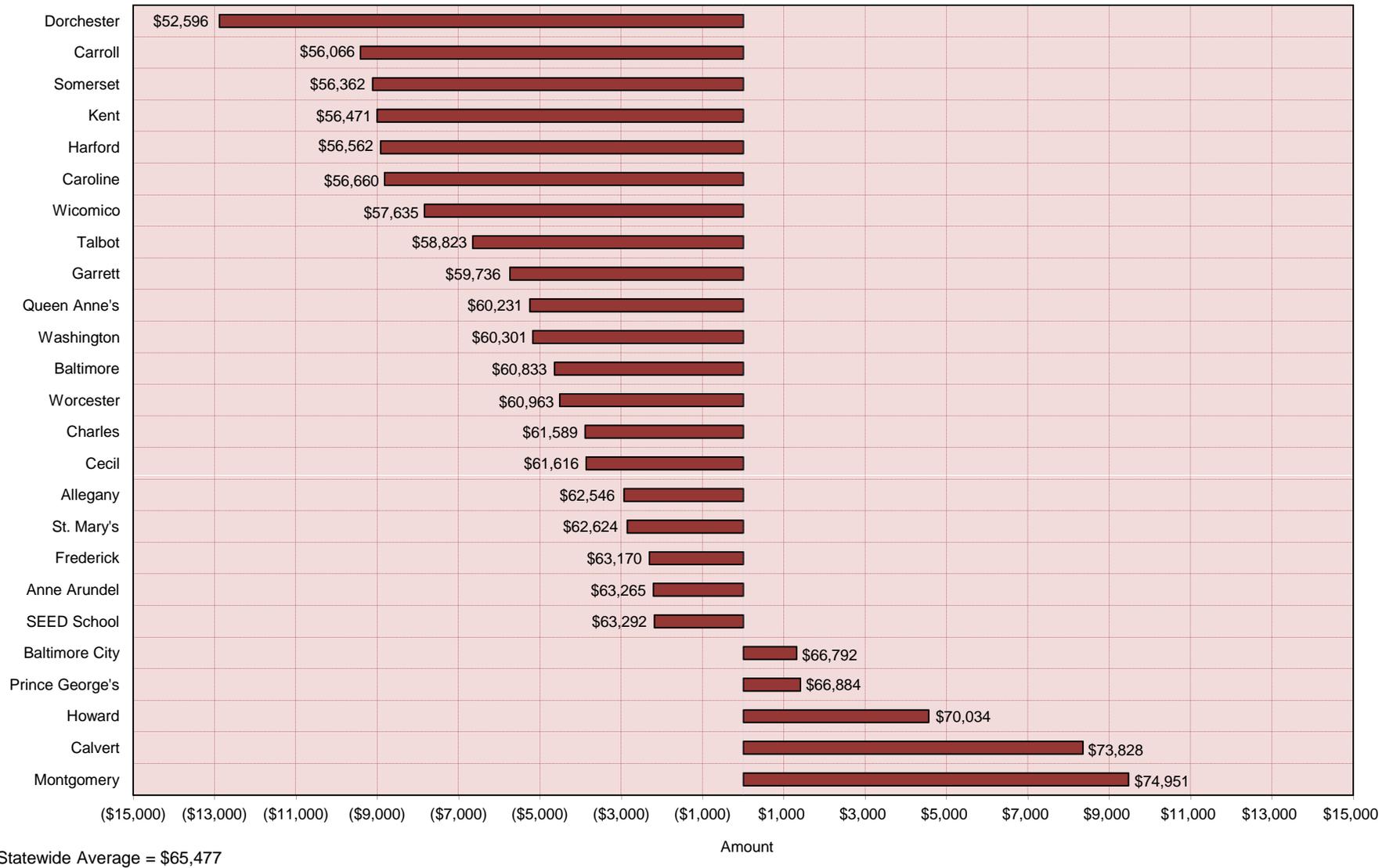
## Introduction

The tables in this report were prepared from the data submitted by the 24 Maryland public school systems in the fall of 2014. 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 2014



**Table 1**  
**Salaries of Professional Staff Employed in Maryland Public Schools**  
**Maryland Public Schools: October 2014**

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>\$199,670</b>	<b>\$183,457</b>	<b>\$161,000</b>	<b>\$245,000</b>	<b>\$183,884</b>	<b>\$189,377</b>	<b>\$157,953</b>	<b>\$213,884</b>
Allegany	178,650	*	*	*	+	+	+	+
Anne Arundel	245,000	*	*	*	165,194	*	*	*
Baltimore City	290,000	*	*	*	+	+	+	+
Baltimore	265,000	*	*	*	+	+	+	+
Calvert	180,000	*	*	*	+	+	+	+
Caroline	137,746	*	*	*	+	+	+	+
Carroll	185,000	*	*	*	+	+	+	+
Cecil	183,457	*	*	*	+	+	+	+
Charles	218,564	*	*	*	+	+	+	+
Dorchester	127,942	*	*	*	+	+	+	+
Frederick	205,768	*	*	*	148,045	*	*	*
Garrett	161,000	*	*	*	+	+	+	+
Harford	205,000	*	*	*	185,165	*	*	*
Howard	265,277	*	*	*	202,859	*	*	*
Kent	148,000	*	*	*	+	+	+	+
Montgomery	264,002	*	*	*	213,884	*	*	*
Prince George's	290,000	*	*	*	201,050	*	*	*
Queen Anne's	162,708	*	*	*	+	+	+	+
St. Mary's	+	+	+	+	167,475	*	*	*
SEED School	+	+	+	+	137,000	*	*	*
Somerset	155,000	*	*	*	+	+	+	+
Talbot	160,000	*	*	*	+	+	+	+
Washington	217,041	*	*	*	158,648	*	*	*
Wicomico	175,251	*	*	*	+	+	+	+
Worcester	172,000	*	*	*	+	+	+	+

\* 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 2014**

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>\$156,314</b>	<b>\$156,923</b>	<b>\$132,385</b>	<b>\$171,731</b>	<b>\$125,780</b>	<b>\$128,290</b>	<b>\$110,408</b>	<b>\$143,962</b>
Allegany	119,192	*	*	*	119,812	*	*	*
Anne Arundel	153,795	155,188	152,463	156,023	122,496	127,365	104,842	138,172
Baltimore City	147,357	131,955	131,325	164,769	108,866	109,262	92,174	125,799
Baltimore	173,256	169,195	165,386	183,981	133,445	126,963	119,774	159,659
Calvert	152,955	*	*	*	134,552	132,002	125,421	142,638
Caroline	130,000	*	*	*	108,909	*	*	*
Carroll	137,306	*	*	*	120,075	117,903	114,469	125,083
Cecil	163,944	*	*	*	137,155	141,385	132,220	144,205
Charles	216,572	*	*	*	122,340	128,499	113,189	132,866
Dorchester	127,203	*	*	*	79,978	79,506	72,656	92,807
Frederick	153,958	154,279	154,279	159,675	119,646	116,366	104,151	136,517
Garrett	108,887	*	*	*	95,955	96,959	89,756	101,473
Harford	137,059	*	*	*	131,283	135,191	129,191	137,059
Howard	182,053	*	*	*	150,188	148,753	137,944	166,656
Kent	+	+	+	+	+	+	+	+
Montgomery	171,731	171,731	171,731	171,731	144,589	145,123	141,205	152,425
Prince George's	173,824	171,933	166,721	182,453	146,202	146,327	135,352	156,386
Queen Anne's	138,397	*	*	*	121,099	*	*	*
St. Mary's	161,201	*	*	*	122,957	121,476	108,605	138,230
SEED School	+	+	+	+	93,400	*	*	*
Somerset	120,000	*	*	*	+	+	+	+
Talbot	126,718	*	*	*	82,715	76,520	59,812	109,812
Washington	129,244	*	*	*	109,986	111,941	86,010	126,350
Wicomico	123,740	*	*	*	108,880	112,710	105,740	113,210
Worcester	135,858	*	*	*	113,379	*	*	*

\* 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 2014**

Local Education Agency	Coordinator				Supervisor			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
<b>State Total</b>	<b>\$105,312</b>	<b>\$104,193</b>	<b>\$ 93,652</b>	<b>\$118,641</b>	<b>\$105,028</b>	<b>\$104,417</b>	<b>\$ 94,206</b>	<b>\$116,832</b>
Allegany	79,726	*	*	*	87,461	88,073	82,650	96,941
Anne Arundel	118,721	118,662	114,750	128,808	119,151	124,203	111,430	132,632
Baltimore City	104,420	103,277	98,838	110,000	93,283	94,768	66,132	125,030
Baltimore	107,118	105,830	98,761	115,541	94,949	95,981	83,769	108,068
Calvert	59,736	*	*	*	109,621	109,936	99,069	120,145
Caroline	90,543	88,800	80,915	101,106	106,561	107,584	99,998	114,186
Carroll	88,157	88,484	79,166	95,704	99,173	102,097	91,598	114,845
Cecil	104,664	105,916	100,109	111,116	94,082	92,767	90,260	98,563
Charles	92,938	100,026	79,363	102,876	100,932	105,341	85,955	113,706
Dorchester	80,819	*	*	*	95,302	95,078	91,541	99,414
Frederick	93,467	93,453	79,980	109,465	108,582	105,381	98,400	119,747
Garrett	+	+	+	+	90,714	87,956	82,073	101,996
Harford	97,157	96,498	91,864	105,044	103,674	102,914	96,412	110,370
Howard	117,669	116,949	105,141	134,011	116,824	120,301	106,338	130,809
Kent	75,988	*	*	*	91,131	97,342	82,925	98,151
Montgomery	122,986	128,451	113,669	132,227	128,585	131,883	124,103	137,320
Prince George's	142,585	143,150	137,140	148,160	115,583	117,521	104,417	128,420
Queen Anne's	84,003	*	*	*	106,450	110,032	100,271	111,904
St. Mary's	103,485	102,189	98,485	112,435	98,504	100,833	91,950	106,171
SEED School	+	+	+	+	+	+	+	+
Somerset	81,020	78,230	74,466	86,161	88,730	86,796	83,000	94,526
Talbot	73,959	*	*	*	83,077	88,621	72,144	95,880
Washington	87,363	84,202	76,818	99,187	105,436	105,856	97,578	112,771
Wicomico	85,544	88,194	80,277	93,181	98,471	100,307	93,585	103,117
Worcester	98,311	105,082	82,582	107,082	110,175	*	*	*

\* 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 2014**

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>\$ 87,375</b>	<b>\$ 87,050</b>	<b>\$ 75,716</b>	<b>\$ 96,318</b>	<b>\$118,906</b>	<b>\$118,642</b>	<b>\$106,181</b>	<b>\$132,378</b>
Allegany	85,096	85,912	83,140	86,644	96,803	94,761	91,916	102,627
Anne Arundel	94,691	100,703	80,976	107,598	122,505	119,652	113,453	130,666
Baltimore City	84,074	83,958	79,452	94,680	112,850	107,715	102,258	118,927
Baltimore	79,914	79,616	69,166	93,401	122,921	123,685	116,443	131,178
Calvert	90,077	87,485	83,333	100,630	118,491	116,966	108,890	127,463
Caroline	65,172	*	*	*	98,623	96,751	93,706	103,324
Carroll	85,740	87,339	81,579	93,539	102,645	102,097	90,764	106,181
Cecil	96,351	97,655	92,944	99,105	104,610	105,747	99,584	110,766
Charles	92,549	91,470	80,366	97,103	115,336	119,273	107,436	121,479
Dorchester	67,529	*	*	*	98,804	98,961	94,614	104,168
Frederick	82,484	84,888	62,821	94,064	111,771	111,767	99,503	124,537
Garrett	68,878	*	*	*	82,612	80,977	72,941	92,169
Harford	93,546	92,796	90,506	100,478	109,824	108,132	102,884	112,457
Howard	100,978	104,040	92,176	109,516	135,690	137,492	128,722	145,327
Kent	+	+	+	+	90,303	89,991	85,875	90,791
Montgomery	113,670	118,793	109,115	123,824	136,105	137,320	130,826	140,013
Prince George's	85,953	86,930	74,489	95,760	123,559	128,522	110,864	132,378
Queen Anne's	73,264	*	*	*	119,537	120,080	117,913	123,548
St. Mary's	93,113	85,729	82,678	112,832	107,496	107,442	99,166	115,239
SEED School	+	+	+	+	+	+	+	+
Somerset	61,032	58,193	54,378	69,106	88,919	90,747	82,319	93,807
Talbot	61,097	54,900	53,292	70,344	105,352	104,463	100,316	107,593
Washington	71,652	65,906	60,306	77,825	103,616	100,409	96,443	108,446
Wicomico	70,222	68,652	65,016	76,004	97,697	98,549	94,839	102,181
Worcester	102,112	*	*	*	109,363	111,945	106,078	116,107

\* 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 2014**

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>\$100,908</b>	<b>\$ 99,850</b>	<b>\$ 89,568</b>	<b>\$111,031</b>	<b>\$75,951</b>	<b>\$76,148</b>	<b>\$62,087</b>	<b>\$ 88,783</b>
Allegany	80,256	77,583	73,060	88,757	67,629	68,735	58,826	75,519
Anne Arundel	105,358	103,152	98,463	110,358	80,038	81,631	65,673	93,315
Baltimore City	100,287	100,388	93,220	108,108	73,018	72,560	62,756	82,927
Baltimore	98,590	97,899	90,350	105,952	67,636	67,200	52,033	80,297
Calvert	98,529	95,467	90,063	103,205	84,000	84,839	76,276	92,092
Caroline	81,088	81,215	76,934	86,165	74,985	73,773	66,047	84,529
Carroll	89,620	85,626	82,333	97,281	57,540	59,058	46,915	68,433
Cecil	89,512	90,740	82,115	96,158	68,112	73,782	51,290	77,544
Charles	90,634	89,657	83,848	97,815	79,155	82,082	71,023	86,527
Dorchester	79,042	81,450	70,169	89,188	72,140	71,125	60,336	77,564
Frederick	95,218	93,669	83,714	105,381	68,936	67,701	59,569	77,192
Garrett	77,479	76,511	71,057	85,917	74,967	74,766	73,801	76,233
Harford	90,426	89,347	85,861	94,154	63,261	61,064	51,139	74,023
Howard	116,677	118,120	105,387	129,772	80,791	82,413	68,612	93,018
Kent	80,886	*	*	*	69,334	71,225	46,875	78,608
Montgomery	119,570	120,591	108,644	130,727	83,077	84,066	65,547	100,210
Prince George's	103,037	107,851	95,824	111,086	82,638	86,992	75,013	91,409
Queen Anne's	98,600	99,525	94,478	102,073	69,625	82,852	53,818	83,681
St. Mary's	88,382	86,636	79,648	93,737	68,956	72,176	58,322	78,731
SEED School	84,000	*	*	*	99,000	*	*	*
Somerset	74,384	72,114	70,755	76,192	65,249	74,545	56,137	75,552
Talbot	86,283	91,476	75,176	95,395	75,180	76,440	63,000	84,270
Washington	84,597	80,410	76,456	92,394	66,381	65,306	58,922	81,466
Wicomico	85,132	84,933	80,737	88,319	67,094	71,389	57,083	74,392
Worcester	86,224	87,546	69,747	99,557	72,526	73,639	65,913	77,169

\* 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 2014**

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>\$ 86,466</b>	<b>\$ 85,886</b>	<b>\$69,517</b>	<b>\$100,850</b>	<b>\$72,688</b>	<b>\$71,643</b>	<b>\$60,854</b>	<b>\$ 83,344</b>
Allegany	84,216	85,912	84,748	85,912	68,231	68,435	67,191	70,478
Anne Arundel	93,628	85,411	76,483	113,011	70,400	66,710	59,250	82,116
Baltimore City	79,888	82,928	67,330	95,831	76,650	76,869	67,746	85,618
Baltimore	87,007	91,370	74,225	99,731	67,684	67,538	58,141	75,698
Calvert	78,862	74,023	64,880	91,534	83,418	85,330	77,140	89,614
Caroline	51,268	*	*	*	71,347	73,786	71,249	74,886
Carroll	78,639	77,178	69,983	90,287	58,928	63,211	46,091	71,383
Cecil	62,374	63,436	55,407	67,075	67,282	67,055	60,486	76,794
Charles	84,600	82,210	78,206	90,427	69,485	73,315	57,732	79,248
Dorchester	57,783	56,248	52,899	63,434	60,310	58,647	54,415	66,452
Frederick	93,041	95,627	80,959	104,234	71,568	68,962	59,066	85,324
Garrett	73,921	*	*	*	55,828	*	*	*
Harford	77,182	68,156	57,570	95,489	60,819	60,389	49,651	70,726
Howard	102,685	107,358	99,477	114,162	74,198	74,575	63,488	85,465
Kent	63,486	*	*	*	62,438	*	*	*
Montgomery	96,577	98,920	70,183	123,432	83,957	87,107	65,469	103,054
Prince George's	84,689	83,208	62,658	106,977	76,259	77,692	63,194	87,055
Queen Anne's	77,230	68,910	67,633	90,988	65,603	63,526	58,917	73,170
St. Mary's	76,710	76,659	68,839	82,925	70,357	71,379	58,104	75,862
SEED School	+	+	+	+	75,348	*	*	*
Somerset	75,648	*	*	*	65,914	64,949	61,232	70,403
Talbot	68,450	*	*	*	66,085	65,600	60,228	71,500
Washington	75,628	77,064	65,316	84,004	68,206	68,343	60,306	76,466
Wicomico	78,358	78,989	73,295	83,212	65,606	67,135	57,950	72,744
Worcester	64,151	*	*	*	74,832	81,778	67,768	82,778

\* 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 2014**

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>\$72,319</b>	<b>\$70,607</b>	<b>\$59,132</b>	<b>\$84,519</b>	<b>\$65,477</b>	<b>\$63,041</b>	<b>\$51,494</b>	<b>\$76,896</b>
Allegany	62,766	65,791	54,071	70,361	62,546	65,039	57,786	68,067
Anne Arundel	77,250	76,165	61,887	90,972	63,265	58,636	51,105	75,094
Baltimore City	73,801	73,180	67,746	80,728	66,792	67,746	53,967	77,639
Baltimore	66,391	66,948	54,981	76,426	60,833	58,810	47,604	71,608
Calvert	79,416	83,398	67,494	91,952	73,828	77,340	63,993	85,323
Caroline	62,458	60,211	48,009	75,600	56,660	52,766	44,217	69,586
Carroll	65,963	66,577	53,277	77,208	56,066	54,352	43,038	68,435
Cecil	68,157	72,079	59,755	76,362	61,616	59,755	52,516	73,294
Charles	69,030	66,305	58,119	79,579	61,589	59,923	50,172	70,442
Dorchester	58,133	56,687	47,373	69,635	52,596	49,622	43,084	61,016
Frederick	74,672	73,406	62,693	88,800	63,170	61,213	49,774	74,316
Garrett	62,301	66,558	48,691	69,348	59,736	61,281	54,991	66,579
Harford	60,970	61,016	46,688	72,405	56,562	54,254	45,437	66,726
Howard	75,527	74,508	62,830	87,907	70,034	69,858	57,118	81,537
Kent	60,678	59,475	54,340	68,349	56,471	52,509	42,129	67,630
Montgomery	81,035	82,124	64,626	98,344	74,951	73,080	57,674	92,069
Prince George's	72,634	72,158	59,279	87,055	66,884	62,889	52,668	81,939
Queen Anne's	71,402	73,166	57,949	83,542	60,231	59,156	48,254	68,235
St. Mary's	64,853	64,461	56,599	77,286	62,624	62,478	50,781	74,375
SEED School	61,199	*	*	*	63,292	62,518	55,303	70,361
Somerset	69,149	71,153	61,881	75,059	56,362	53,528	47,138	64,476
Talbot	72,660	73,800	70,400	78,300	58,823	59,000	50,200	66,100
Washington	59,201	60,306	51,073	64,595	60,301	60,306	53,210	65,849
Wicomico	61,526	64,093	51,903	70,509	57,635	56,187	45,966	68,377
Worcester	68,032	64,881	54,180	82,322	60,963	57,307	48,970	74,992

\* 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 2014**

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>\$63,150</b>		<b>\$61,741</b>		<b>\$50,111</b>		<b>\$74,846</b>	
Anne Arundel	63,265	0.2	58,636	-5.0	51,105	2.0	75,094	0.3
Baltimore City	66,792	5.8	67,746	9.7	53,967	7.7	77,639	3.7
Baltimore	60,833	-3.7	58,810	-4.7	47,604	-5.0	71,608	-4.3
Carroll	56,066	-11.2	54,352	-12.0	43,038	-14.1	68,435	-8.6
Harford	56,562	-10.4	54,254	-12.1	45,437	-9.3	66,726	-10.8
Howard	70,034	10.9	69,858	13.1	57,118	14.0	81,537	8.9
SEED School	63,292	0.2	62,518	1.3	55,303	10.4	70,361	-6.0
<b>National Capital</b>	<b>\$71,323</b>		<b>\$68,687</b>		<b>\$54,249</b>		<b>\$87,055</b>	
Montgomery	74,951	5.1	73,080	6.4	57,674	6.3	92,069	5.8
Prince George's	66,884	-6.2	62,889	-8.4	52,668	-2.9	81,939	-5.9
<b>Western Maryland</b>	<b>\$62,044</b>		<b>\$60,730</b>		<b>\$52,494</b>		<b>\$69,455</b>	
Allegany	62,546	0.8	65,039	7.1	57,786	10.1	68,067	-2.0
Frederick	63,170	1.8	61,213	0.8	49,774	-5.2	74,316	7.0
Garrett	59,736	-3.7	61,281	0.9	54,991	4.8	66,579	-4.1
Washington	60,301	-2.8	60,306	-0.7	53,210	1.4	65,849	-5.2
<b>Lower Shore</b>	<b>\$57,559</b>		<b>\$55,037</b>		<b>\$46,190</b>		<b>\$68,331</b>	
Dorchester	52,596	-8.6	49,622	-9.8	43,084	-6.7	61,016	-10.7
Somerset	56,362	-2.1	53,528	-2.7	47,138	2.1	64,476	-5.6
Wicomico	57,635	0.1	56,187	2.1	45,966	-0.5	68,377	0.1
Worcester	60,963	5.9	57,307	4.1	48,970	6.0	74,992	9.7
<b>Upper Shore</b>	<b>\$59,878</b>		<b>\$59,000</b>		<b>\$49,070</b>		<b>\$70,429</b>	
Caroline	56,660	-5.4	52,766	-10.6	44,217	-9.9	69,586	-1.2
Cecil	61,616	2.9	59,755	1.3	52,516	7.0	73,294	4.1
Kent	56,471	-5.7	52,509	-11.0	42,129	-14.1	67,630	-4.0
Queen Anne's	60,231	0.6	59,156	0.3	48,254	-1.7	68,235	-3.1
Talbot	58,823	-1.8	59,000	0.0	50,200	2.3	66,100	-6.1
<b>Southern Maryland</b>	<b>\$65,171</b>		<b>\$63,579</b>		<b>\$52,549</b>		<b>\$77,651</b>	
Calvert	73,828	13.3	77,340	21.6	63,993	21.8	85,323	9.9
Charles	61,589	-5.5	59,923	-5.8	50,172	-4.5	70,442	-9.3
St. Mary's	62,624	-3.9	62,478	-1.7	50,781	-3.4	74,375	-4.2