



Analysis of Professional Salaries Maryland Public Schools

October 2017



Maryland State Department of Education
Division of Curriculum, Research, Assessment, and Accountability
200 West Baltimore Street
Baltimore, MD 21201-2595
(410) 767-0078

MARYLAND STATE DEPARTMENT OF EDUCATION

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**Analysis of Professional Salaries
Maryland Public Schools
October 2017**

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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 2017. 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 2017

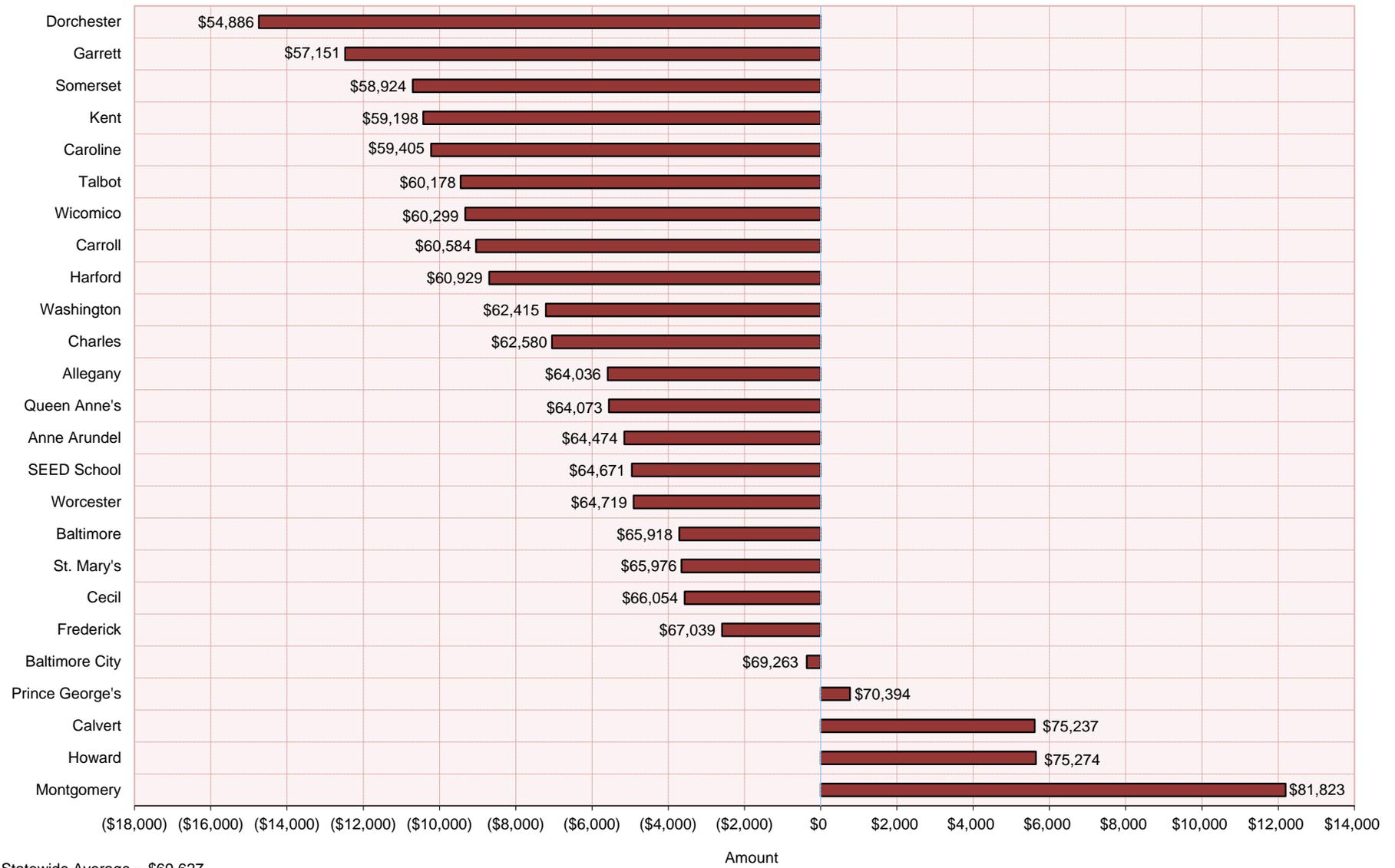


Table 1
Salaries of Professional Staff Employed in Maryland Public Schools
Maryland Public Schools: October 2017

Local Education Agency	Superintendent				Deputy Superintendent			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$211,086	\$208,325	\$170,650	\$256,872	\$184,075	\$171,218	\$153,719	\$222,144
Allegany	186,100	*	*	*	+	+	+	+
Anne Arundel	259,996	*	*	*	164,271	*	*	*
Baltimore City	298,000	*	*	*	+	+	+	+
Baltimore	265,000	*	*	*	+	+	+	+
Calvert	180,000	*	*	*	+	+	+	+
Caroline	154,500	*	*	*	+	+	+	+
Carroll	212,460	*	*	*	+	+	+	+
Cecil	207,149	*	*	*	+	+	+	+
Charles	218,564	*	*	*	217,610	*	*	*
Dorchester	160,000	*	*	*	+	+	+	+
Frederick	228,247	*	*	*	171,218	*	*	*
Garrett	140,000	*	*	*	+	+	+	+
Harford	214,320	*	*	*	196,421	*	*	*
Howard	276,000	*	*	*	+	+	+	+
Kent	155,488	*	*	*	+	+	+	+
Montgomery	290,000	*	*	*	224,547	*	*	*
Prince George's	299,937	*	*	*	222,144	*	*	*
Queen Anne's	169,000	*	*	*	+	+	+	+
St. Mary's	209,500	*	*	*	157,640	*	*	*
SEED School	+	+	+	+	153,719	*	*	*
Somerset	155,000	*	*	*	130,000	*	*	*
Talbot	183,456	*	*	*	+	+	+	+
Washington	247,500	*	*	*	130,406	*	*	*
Wicomico	180,250	*	*	*	+	+	+	+
Worcester	175,600	*	*	*	+	+	+	+

* 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 2017

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	\$165,550	\$166,291	\$141,064	\$180,687	\$133,915	\$136,533	\$115,000	\$154,008
Allegany	120,516	*	*	*	118,651	*	*	*
Anne Arundel	163,543	164,549	157,599	165,573	129,616	131,344	115,171	148,569
Baltimore City	150,251	137,000	137,000	171,460	107,590	106,592	90,000	120,000
Baltimore	207,896	206,093	205,093	214,392	155,519	149,429	135,342	184,775
Calvert	161,000	*	*	*	141,360	143,752	123,956	152,573
Caroline	157,617	*	*	*	116,668	113,831	111,206	123,549
Carroll	155,340	*	*	*	136,482	133,391	128,562	143,669
Cecil	175,432	*	*	*	147,677	151,292	142,852	154,310
Charles	180,730	*	*	*	123,743	125,600	106,053	139,666
Dorchester	+	+	+	+	102,461	105,008	83,780	114,895
Frederick	168,464	172,881	161,962	175,881	129,494	129,038	119,105	144,559
Garrett	109,000	*	*	*	89,775	86,927	79,991	101,519
Harford	145,585	*	*	*	140,478	141,914	136,268	150,414
Howard	190,520	190,000	190,000	190,780	168,177	169,024	154,248	180,325
Kent	+	+	+	+	+	+	+	+
Montgomery	180,687	180,687	180,687	180,687	152,627	156,191	148,960	158,199
Prince George's	185,328	182,835	179,103	188,058	152,309	152,984	141,231	164,457
Queen Anne's	148,900	*	*	*	138,633	*	*	*
St. Mary's	163,891	*	*	*	134,662	139,571	122,562	143,578
SEED School	+	+	+	+	111,463	105,000	99,307	126,851
Somerset	+	+	+	+	+	+	+	+
Talbot	133,250	*	*	*	71,733	61,121	42,710	103,996
Washington	146,773	*	*	*	109,550	114,475	95,360	122,485
Wicomico	123,177	*	*	*	113,178	114,725	112,414	116,228
Worcester	139,564	*	*	*	140,214	*	*	*

* 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 2017

Local Education Agency	Coordinator				Supervisor			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$109,540	\$111,017	\$95,159	\$127,135	\$111,913	\$110,266	\$100,052	\$125,583
Allegany	78,013	*	*	*	95,004	97,278	91,254	100,052
Anne Arundel	118,028	117,873	110,696	130,817	121,442	126,715	105,197	138,428
Baltimore City	109,045	110,962	101,895	117,960	97,041	96,769	63,283	132,788
Baltimore	118,770	119,185	110,638	128,336	104,593	104,889	90,335	118,489
Calvert	71,890	*	*	*	115,637	114,581	106,846	126,437
Caroline	100,156	*	*	*	108,613	110,266	104,739	117,032
Carroll	95,006	100,059	86,261	111,096	111,120	115,128	104,000	121,905
Cecil	110,415	111,716	103,486	116,441	96,763	94,824	93,462	101,035
Charles	97,818	96,223	85,351	110,865	106,527	107,025	87,173	116,977
Dorchester	78,790	82,352	75,613	86,738	100,512	102,078	97,003	103,239
Frederick	94,012	91,162	81,760	104,801	113,278	111,958	103,618	124,233
Garrett	+	+	+	+	84,488	84,615	78,157	90,756
Harford	101,932	102,433	99,478	104,492	108,481	107,786	101,419	112,738
Howard	130,431	133,722	117,034	141,344	122,363	127,073	105,718	139,764
Kent	92,702	*	*	*	101,410	*	*	*
Montgomery	128,865	132,679	123,648	137,978	139,055	139,348	136,348	144,857
Prince George's	142,031	146,013	136,305	156,413	119,058	119,872	109,701	134,918
Queen Anne's	81,611	*	*	*	110,938	107,680	107,327	116,259
St. Mary's	114,695	116,064	101,812	129,903	112,621	112,605	102,589	121,676
SEED School	+	+	+	+	+	+	+	+
Somerset	86,423	*	*	*	94,851	91,498	87,169	103,300
Talbot	80,005	*	*	*	88,236	96,760	76,184	98,205
Washington	89,066	88,433	75,242	99,248	105,488	110,824	103,526	113,051
Wicomico	77,530	86,969	57,700	93,903	101,154	101,427	98,745	105,596
Worcester	102,613	108,806	94,278	112,269	110,273	*	*	*

* 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 2017

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	\$88,360	\$86,932	\$73,755	\$100,700	\$125,087	\$123,291	\$110,855	\$139,848
Allegany	82,239	87,828	70,746	88,873	99,813	98,499	94,657	105,466
Anne Arundel	94,728	93,744	82,109	111,345	122,670	120,153	115,985	128,234
Baltimore City	84,740	85,839	76,133	96,790	118,592	110,968	105,192	127,468
Baltimore	83,117	81,288	67,718	101,071	135,950	137,562	127,269	146,149
Calvert	90,921	90,352	82,268	102,011	123,329	119,874	113,780	133,715
Caroline	71,582	*	*	*	102,775	102,267	97,069	109,613
Carroll	101,279	100,700	89,522	108,917	108,910	106,742	102,637	120,070
Cecil	102,913	*	*	*	112,644	113,281	108,427	115,851
Charles	90,393	90,735	83,008	100,303	117,303	117,586	111,076	122,445
Dorchester	63,099	59,642	53,947	75,611	104,986	106,614	98,883	109,670
Frederick	88,596	89,868	73,012	98,793	117,859	115,703	107,471	131,493
Garrett	50,801	*	*	*	81,288	80,930	73,635	87,505
Harford	79,062	75,090	56,176	99,478	114,195	113,083	109,741	117,675
Howard	111,079	117,734	106,394	117,734	145,061	147,628	136,786	153,086
Kent	+	+	+	+	98,864	103,127	89,073	106,523
Montgomery	115,356	122,691	109,008	130,519	145,205	144,586	139,586	149,529
Prince George's	89,476	92,538	79,069	98,875	126,017	123,567	113,081	139,076
Queen Anne's	81,930	*	*	*	124,302	125,607	120,914	126,205
St. Mary's	74,749	79,537	51,193	91,060	122,224	120,220	114,264	132,703
SEED School	+	+	+	+	114,400	*	*	*
Somerset	60,886	61,186	50,988	66,429	91,457	89,691	87,383	95,395
Talbot	65,637	59,600	55,417	81,638	104,682	104,954	99,636	108,577
Washington	72,756	70,325	63,255	79,647	104,467	103,088	98,843	108,805
Wicomico	72,054	72,602	67,853	76,943	104,569	105,407	101,816	107,927
Worcester	105,426	*	*	*	117,524	119,350	114,413	122,113

* 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 2017

Local Education Agency	Assistant Principal				Therapist			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$106,269	\$103,836	\$93,311	\$117,628	\$81,086	\$80,636	\$67,080	\$94,757
Allegany	81,825	79,146	75,721	89,932	65,160	69,116	57,661	70,929
Anne Arundel	107,088	104,474	101,573	110,284	81,961	80,839	68,326	93,562
Baltimore City	106,792	107,226	98,918	114,717	78,468	80,635	68,004	86,878
Baltimore	108,523	106,783	98,839	118,123	73,944	72,981	58,546	85,782
Calvert	102,351	97,958	91,412	112,519	80,757	84,736	74,433	90,725
Caroline	83,862	82,009	78,852	87,007	72,144	77,897	56,374	85,038
Carroll	91,362	93,103	89,522	100,700	65,777	68,016	55,796	78,701
Cecil	96,168	96,412	91,966	102,773	67,419	68,985	55,370	81,019
Charles	90,904	90,408	81,078	98,571	77,932	83,706	66,856	87,474
Dorchester	84,053	81,998	72,431	88,454	73,378	73,110	63,043	83,847
Frederick	100,774	98,305	89,311	110,205	75,192	76,031	67,716	81,609
Garrett	73,951	74,212	66,121	82,272	67,470	71,588	60,342	72,766
Harford	95,334	94,373	89,377	101,448	66,182	69,090	55,501	75,090
Howard	123,650	124,912	108,749	139,764	86,495	90,482	74,910	99,381
Kent	81,925	*	*	*	67,021	72,380	48,655	78,654
Montgomery	128,407	131,179	120,551	137,179	90,930	95,903	70,880	108,540
Prince George's	101,898	100,673	89,447	113,309	86,846	89,685	79,567	94,169
Queen Anne's	102,103	104,286	94,354	105,814	67,473	75,830	42,865	87,141
St. Mary's	99,100	100,392	92,168	105,677	74,003	74,662	65,703	81,937
SEED School	89,131	*	*	*	+	+	+	+
Somerset	82,792	80,196	78,164	85,407	72,204	81,310	58,544	81,310
Talbot	95,795	97,347	93,368	102,610	74,813	67,250	66,500	91,249
Washington	84,503	81,399	76,785	92,394	68,996	70,234	58,558	80,626
Wicomico	86,603	87,469	82,605	91,622	73,737	75,122	69,361	78,208
Worcester	97,308	102,458	83,391	105,013	75,862	79,022	76,045	81,434

* 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 2017

Local Education Agency	School Psychologist				Librarian			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$89,393	\$87,032	\$73,178	\$106,170	\$76,631	\$76,258	\$64,582	\$87,850
Allegany	87,054	87,641	86,453	87,641	68,144	69,886	66,347	71,122
Anne Arundel	93,077	86,100	81,134	107,022	70,502	65,417	60,435	80,525
Baltimore City	83,116	82,717	70,643	97,758	79,174	79,976	73,200	88,434
Baltimore	90,095	97,379	69,256	106,514	73,917	75,147	65,165	81,662
Calvert	81,148	79,857	65,455	97,820	84,370	88,272	73,611	93,221
Caroline	58,807	*	*	*	76,080	76,667	74,777	78,721
Carroll	89,463	89,019	79,913	101,050	61,714	63,339	50,057	80,628
Cecil	66,980	62,348	57,258	78,138	72,599	75,513	69,556	79,933
Charles	85,248	81,900	77,943	92,743	73,548	70,776	64,104	86,464
Dorchester	64,610	64,559	56,807	72,138	60,009	62,042	50,207	69,355
Frederick	99,023	97,980	89,016	114,971	73,726	72,611	62,243	85,711
Garrett	71,230	*	*	*	+	+	+	+
Harford	64,852	60,597	53,558	76,970	65,826	63,227	59,597	76,500
Howard	109,530	117,734	102,726	117,734	81,497	81,946	71,703	92,616
Kent	66,289	*	*	*	+	+	+	+
Montgomery	99,011	95,994	75,858	125,773	90,993	97,235	74,568	107,041
Prince George's	87,965	83,815	67,953	108,763	79,691	84,475	68,558	89,685
Queen Anne's	68,318	*	*	*	72,578	72,002	64,505	85,489
St. Mary's	76,067	86,085	61,279	88,485	70,228	76,308	60,194	80,755
SEED School	92,500	*	*	*	80,496	*	*	*
Somerset	81,310	*	*	*	70,245	69,542	66,587	74,004
Talbot	73,175	*	*	*	69,820	69,200	64,450	75,500
Washington	80,475	83,563	71,878	85,666	67,877	67,615	56,071	79,481
Wicomico	80,337	82,639	75,200	84,024	67,326	69,243	61,027	75,219
Worcester	72,330	*	*	*	73,164	76,980	61,591	86,800

* 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 2017

Local Education Agency	Guidance Counselor				Teacher			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$76,578	\$75,780	\$62,901	\$88,942	\$69,627	\$67,424	\$54,369	\$81,920
Allegany	63,935	67,881	56,814	71,315	64,036	67,043	60,717	69,739
Anne Arundel	79,448	75,417	65,650	90,942	64,474	61,005	54,202	74,330
Baltimore City	81,420	80,496	78,415	86,562	69,263	71,065	54,507	80,496
Baltimore	74,814	75,953	58,584	86,673	65,918	64,429	50,526	77,521
Calvert	82,553	86,828	72,263	95,009	75,237	78,966	63,588	88,057
Caroline	70,673	77,343	58,499	79,441	59,405	56,265	44,996	73,613
Carroll	70,629	68,715	57,982	83,290	60,584	58,972	48,854	73,392
Cecil	73,048	76,513	65,953	80,513	66,054	67,228	55,704	76,688
Charles	70,601	68,982	60,535	79,264	62,580	62,055	49,791	71,858
Dorchester	59,777	62,114	50,253	65,794	54,886	53,263	44,982	64,393
Frederick	74,583	73,888	64,273	89,539	67,039	66,300	53,013	79,417
Garrett	59,219	62,422	47,212	67,348	57,151	58,308	50,537	63,929
Harford	64,903	67,101	54,541	74,970	60,929	59,597	49,913	71,090
Howard	80,317	80,903	64,319	96,884	75,274	75,544	61,673	88,348
Kent	59,148	*	*	*	59,198	58,486	46,102	71,819
Montgomery	86,308	86,732	69,143	104,418	81,823	81,920	64,110	100,895
Prince George's	75,013	75,108	62,256	87,071	70,394	67,424	55,887	85,411
Queen Anne's	71,164	68,658	52,923	86,701	64,073	65,451	53,101	73,701
St. Mary's	68,154	70,346	56,751	79,764	65,976	65,609	53,380	77,649
SEED School	64,294	*	*	*	64,671	63,143	54,507	73,912
Somerset	70,612	75,364	58,099	80,580	58,924	54,093	46,440	68,505
Talbot	73,997	76,500	68,800	80,000	60,178	57,700	52,300	69,238
Washington	63,534	63,643	52,236	70,234	62,415	63,643	53,542	67,734
Wicomico	65,471	67,903	58,352	73,955	60,299	59,674	47,496	71,916
Worcester	70,535	68,948	58,004	83,073	64,719	64,345	51,811	79,022

* 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 2017

Local Education Agency	Average (Mean)	Percent Above/Below	Median	Percent Above/Below	1st Quartile	Percent Above/Below	3rd Quartile	Percent Above/Below
Baltimore Metropolitan	\$66,896		\$64,874		\$52,920		\$78,970	
Anne Arundel	64,474	-3.6	61,005	-6.0	54,202	2.4	74,330	-5.9
Baltimore City	69,263	3.5	71,065	9.5	54,507	3.0	80,496	1.9
Baltimore	65,918	-1.5	64,429	-0.7	50,526	-4.5	77,521	-1.8
Carroll	60,584	-9.4	58,972	-9.1	48,854	-7.7	73,392	-7.1
Harford	60,929	-8.9	59,597	-8.1	49,913	-5.7	71,090	-10.0
Howard	75,274	12.5	75,544	16.4	61,673	16.5	88,348	11.9
SEED School	64,671	-3.3	63,143	-2.7	54,507	3.0	73,912	-6.4
National Capital	76,694		75,023		59,292		92,773	
Montgomery	81,823	6.7	81,920	9.2	64,110	8.1	100,895	8.8
Prince George's	70,394	-8.2	67,424	-10.1	55,887	-5.7	85,411	-7.9
Western Maryland	64,774		65,007		53,542		72,381	
Allegany	64,036	-1.1	67,043	3.1	60,717	13.4	69,739	-3.7
Frederick	67,039	3.5	66,300	2.0	53,013	-1.0	79,417	9.7
Garrett	57,151	-11.8	58,308	-10.3	50,537	-5.6	63,929	-11.7
Washington	62,415	-3.6	63,643	-2.1	53,542	0.0	67,734	-6.4
Lower Shore	60,345		59,328		47,496		72,506	
Dorchester	54,886	-9.0	53,263	-10.2	44,982	-5.3	64,393	-11.2
Somerset	58,924	-2.4	54,093	-8.8	46,440	-2.2	68,505	-5.5
Wicomico	60,299	-0.1	59,674	0.6	47,496	0.0	71,916	-0.8
Worcester	64,719	7.2	64,345	8.5	51,811	9.1	79,022	9.0
Upper Shore	63,462		64,025		51,833		75,500	
Caroline	59,405	-6.4	56,265	-12.1	44,996	-13.2	73,613	-2.5
Cecil	66,054	4.1	67,228	5.0	55,704	7.5	76,688	1.6
Kent	59,198	-6.7	58,486	-8.7	46,102	-11.1	71,819	-4.9
Queen Anne's	64,073	1.0	65,451	2.2	53,101	2.4	73,701	-2.4
Talbot	60,178	-5.2	57,700	-9.9	52,300	0.9	69,238	-8.3
Southern Maryland	66,825		66,856		53,269		79,590	
Calvert	75,237	12.6	78,966	18.1	63,588	19.4	88,057	10.6
Charles	62,580	-6.4	62,055	-7.2	49,791	-6.5	71,858	-9.7
St. Mary's	65,976	-1.3	65,609	-1.9	53,380	0.2	77,649	-2.4