



Analysis of Professional Salaries Maryland Public Schools

October 2018



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**Analysis of Professional Salaries
Maryland Public Schools
October 2018**

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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 2018. 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 2018

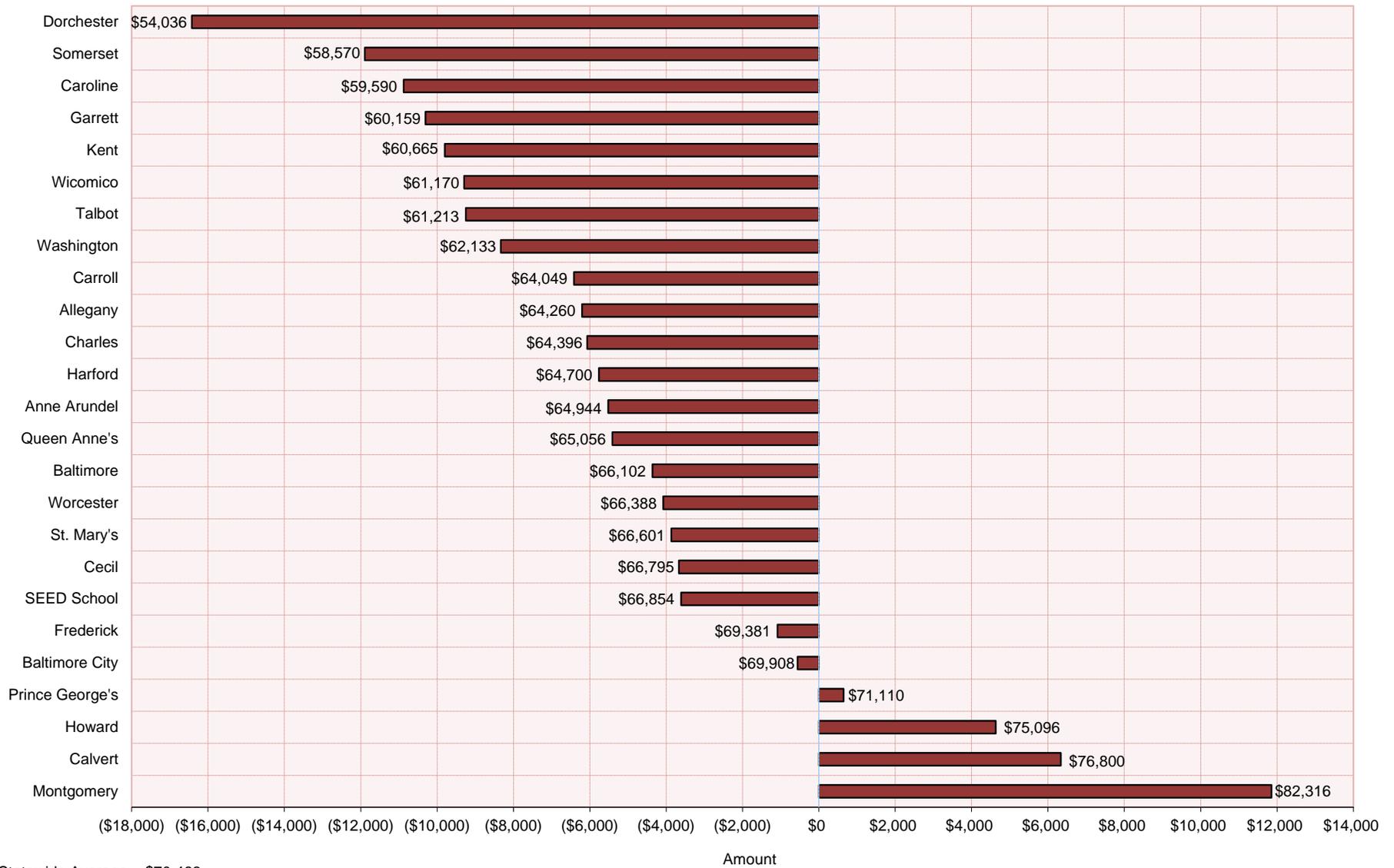


Table 1
Salaries of Professional Staff Employed in Maryland Public Schools
Maryland Public Schools: October 2018

Local Education Agency	Superintendent				Deputy Superintendent			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$213,336	\$206,250	\$172,679	\$260,625	\$175,506	\$167,557	\$142,600	\$196,066
Allegany	186,100	*	*	*	+	+	+	+
Anne Arundel	269,000	*	*	*	167,557	*	*	*
Baltimore City	298,000	*	*	*	+	+	+	+
Baltimore	273,000	*	*	*	+	+	+	+
Calvert	205,000	*	*	*	+	+	+	+
Caroline	165,600	*	*	*	+	+	+	+
Carroll	212,500	*	*	*	+	+	+	+
Cecil	216,580	*	*	*	+	+	+	+
Charles	200,000	*	*	*	193,875	*	*	*
Dorchester	160,000	*	*	*	+	+	+	+
Frederick	239,532	*	*	*	178,842	*	*	*
Garrett	140,000	*	*	*	+	+	+	+
Harford	207,500	*	*	*	196,421	*	*	*
Howard	285,000	*	*	*	195,000	*	*	*
Kent	155,488	*	*	*	+	+	+	+
Montgomery	290,000	*	*	*	228,500	*	*	*
Prince George's	265,000	*	*	*	+	+	+	+
Queen Anne's	170,700	*	*	*	150,400	*	*	*
St. Mary's	210,300	*	*	*	160,713	*	*	*
SEED School	+	+	+	+	140,000	*	*	*
Somerset	170,000	*	*	*	136,500	*	*	*
Talbot	189,000	*	*	*	+	+	+	+
Washington	247,500	*	*	*	135,023	*	*	*
Wicomico	185,658	*	*	*	+	+	+	+
Worcester	178,617	*	*	*	+	+	+	+

* 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 2018

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	\$171,204	\$175,074	\$146,477	\$186,492	\$133,496	\$135,342	\$114,421	\$155,121
Allegany	121,721	*	*	*	119,839	*	*	*
Anne Arundel	165,678	165,000	158,577	168,884	134,836	137,138	120,376	151,568
Baltimore City	157,675	143,850	143,850	183,750	110,904	110,250	94,500	123,711
Baltimore	212,044	210,195	209,195	218,675	156,653	152,418	132,688	188,471
Calvert	165,830	*	*	*	145,817	148,097	139,999	154,861
Caroline	163,134	*	*	*	120,405	117,850	115,132	126,957
Carroll	163,200	*	*	*	137,081	140,140	132,095	147,592
Cecil	180,870	*	*	*	142,323	143,633	124,815	155,982
Charles	185,956	*	*	*	132,810	135,328	118,240	142,500
Dorchester	+	+	+	+	101,630	104,612	86,383	115,250
Frederick	176,763	180,718	169,303	183,718	133,676	131,584	123,776	148,725
Garrett	109,000	*	*	*	91,388	88,083	82,304	103,148
Harford	151,434	*	*	*	145,300	145,848	141,673	156,148
Howard	194,243	191,900	190,000	191,900	160,782	162,911	144,845	179,184
Kent	+	+	+	+	113,080	*	*	*
Montgomery	184,500	184,500	184,500	184,500	155,284	157,060	151,514	160,763
Prince George's	189,637	186,492	171,269	209,326	158,210	157,947	148,431	174,127
Queen Anne's	+	+	+	+	140,133	*	*	*
St. Mary's	163,891	*	*	*	136,062	132,881	126,179	146,042
SEED School	+	+	+	+	83,683	94,000	49,000	108,600
Somerset	+	+	+	+	75,540	*	*	*
Talbot	136,581	*	*	*	75,868	65,685	44,475	102,660
Washington	152,765	*	*	*	114,255	116,270	75,635	128,716
Wicomico	126,060	*	*	*	115,778	116,967	114,717	119,467
Worcester	141,170	*	*	*	142,903	*	*	*

* 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 2018

Local Education Agency	Coordinator				Supervisor			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$109,938	\$110,415	\$95,634	\$124,675	\$113,537	\$111,974	\$100,799	\$127,073
Allegany	72,502	*	*	*	93,734	97,916	86,514	101,054
Anne Arundel	117,883	119,052	110,725	127,063	122,948	128,000	112,033	140,380
Baltimore City	106,387	109,651	96,846	118,561	97,519	80,725	68,250	134,116
Baltimore	119,949	120,331	111,934	129,955	103,771	104,889	91,312	118,123
Calvert	78,353	*	*	*	119,418	118,913	109,662	130,125
Caroline	99,006	96,231	89,964	112,075	103,704	107,700	90,078	117,609
Carroll	102,098	102,060	93,138	115,540	117,934	121,135	110,279	127,371
Cecil	111,346	111,727	105,392	117,500	96,454	96,417	92,421	97,890
Charles	100,910	99,141	90,855	114,120	104,314	107,342	85,776	118,164
Dorchester	83,145	82,921	74,748	98,215	101,373	*	*	*
Frederick	95,965	93,024	83,905	106,015	116,242	115,596	106,953	128,271
Garrett	+	+	+	+	91,302	*	*	*
Harford	106,542	107,010	104,471	109,800	112,473	111,974	106,540	117,686
Howard	126,650	128,329	112,568	139,278	120,224	125,933	104,727	135,688
Kent	94,129	*	*	*	104,377	104,895	100,511	107,984
Montgomery	130,915	133,803	125,035	138,391	142,322	142,575	139,075	147,694
Prince George's	144,380	143,897	139,031	159,541	123,452	125,939	114,413	137,616
Queen Anne's	85,688	*	*	*	126,414	112,324	107,679	115,401
St. Mary's	113,852	116,064	97,834	130,361	114,210	114,735	104,626	123,301
SEED School	+	+	+	+	+	+	+	+
Somerset	86,587	86,570	82,318	90,866	98,233	94,620	91,011	106,473
Talbot	83,158	*	*	*	90,591	98,262	85,921	101,584
Washington	93,536	90,762	85,224	104,057	107,905	112,727	96,740	116,910
Wicomico	72,890	73,237	57,470	88,739	103,439	103,577	101,577	108,155
Worcester	102,971	107,267	97,326	112,985	122,597	*	*	*

* 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 2018

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	\$87,838	\$86,964	\$72,332	\$100,722	\$127,844	\$126,038	\$114,103	\$141,912
Allegany	80,179	80,409	70,755	89,763	100,818	99,485	95,387	106,360
Anne Arundel	96,590	95,801	83,246	113,662	123,267	121,343	117,125	127,464
Baltimore City	86,126	86,698	76,895	97,368	121,050	114,320	107,727	130,437
Baltimore	81,111	79,594	65,924	96,194	137,329	137,721	127,378	146,320
Calvert	93,653	94,003	84,736	104,349	127,857	126,390	116,641	137,329
Caroline	74,378	*	*	*	105,324	103,974	99,651	112,111
Carroll	107,345	106,823	94,964	115,540	116,328	113,233	108,878	127,371
Cecil	86,322	*	*	*	114,279	116,510	110,243	118,033
Charles	95,299	95,122	86,929	107,319	119,387	118,805	113,021	126,004
Dorchester	61,795	60,588	56,852	66,809	103,355	105,859	96,834	108,501
Frederick	78,786	78,469	62,274	92,846	120,918	119,463	110,533	133,095
Garrett	51,446	*	*	*	100,942	90,395	82,304	132,591
Harford	81,176	75,881	55,616	104,532	119,928	118,828	115,317	123,653
Howard	108,637	111,898	100,892	117,734	143,713	148,992	135,639	153,086
Kent	72,557	*	*	*	100,641	105,158	90,709	108,315
Montgomery	112,901	122,691	104,418	128,443	147,916	147,460	142,075	152,920
Prince George's	90,319	94,169	81,232	98,875	130,133	129,821	118,803	141,858
Queen Anne's	84,787	*	*	*	125,515	127,172	122,702	127,395
St. Mary's	80,342	86,964	56,328	104,357	125,612	123,476	117,720	133,703
SEED School	54,000	*	*	*	115,000	*	*	*
Somerset	60,385	59,455	50,150	68,672	92,546	92,039	89,325	95,106
Talbot	66,149	62,200	57,540	84,800	107,935	106,805	103,360	109,737
Washington	75,287	73,806	65,234	83,442	106,832	106,182	98,600	113,490
Wicomico	72,847	72,151	68,582	79,203	105,952	108,059	102,355	110,414
Worcester	107,329	*	*	*	116,963	119,867	113,286	123,264

* 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 2018

Local Education Agency	Assistant Principal				Therapist			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$107,974	\$105,596	\$95,094	\$119,042	\$81,630	\$81,361	\$67,173	\$95,820
Allegany	82,361	79,936	74,623	90,831	66,016	67,713	59,538	71,055
Anne Arundel	107,396	105,509	102,544	111,013	82,567	80,207	69,825	95,353
Baltimore City	106,685	107,591	97,471	114,860	80,068	81,968	68,685	88,011
Baltimore	108,621	104,889	98,589	120,331	72,886	72,839	58,087	84,478
Calvert	105,591	100,856	94,062	117,664	80,944	85,475	69,040	92,652
Caroline	86,214	83,649	80,438	90,755	82,458	*	*	*
Carroll	101,766	98,763	94,964	106,823	69,771	71,594	59,299	81,974
Cecil	99,545	101,082	93,675	106,336	72,255	75,190	62,589	82,848
Charles	93,358	93,990	83,549	101,302	87,900	88,896	78,374	99,618
Dorchester	76,064	74,025	72,398	84,606	74,532	74,279	64,540	84,651
Frederick	101,668	98,513	90,179	108,376	77,990	79,131	70,545	88,661
Garrett	80,713	80,629	68,433	90,289	69,162	73,901	60,342	76,437
Harford	100,564	99,819	94,355	106,602	68,413	71,881	59,041	77,881
Howard	123,112	124,462	109,644	141,129	84,755	87,277	69,458	99,231
Kent	82,935	*	*	*	63,269	64,059	47,672	79,282
Montgomery	130,781	133,803	123,949	138,428	90,416	96,907	70,880	108,043
Prince George's	104,557	105,766	91,236	115,575	87,473	91,427	81,051	94,169
Queen Anne's	102,949	105,432	97,219	107,342	69,792	78,884	45,872	87,941
St. Mary's	100,235	102,930	92,880	105,576	71,447	69,092	58,922	79,089
SEED School	90,924	*	*	*	92,000	*	*	*
Somerset	84,480	82,863	80,195	89,050	63,462	76,842	42,414	79,557
Talbot	93,374	97,146	82,850	101,673	76,033	77,000	69,400	92,500
Washington	87,781	85,531	78,291	98,167	69,044	66,865	60,577	80,475
Wicomico	87,165	85,390	82,962	91,361	72,505	73,010	70,674	77,753
Worcester	101,702	104,110	93,521	110,788	74,215	79,704	62,617	81,925

* 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 2018

Local Education Agency	School Psychologist				Librarian			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$90,288	\$87,988	\$74,019	\$106,608	\$77,594	\$77,362	\$65,781	\$88,288
Allegany	82,272	88,518	74,183	88,518	69,418	71,056	67,010	72,616
Anne Arundel	93,722	87,125	82,367	109,370	71,210	67,520	61,761	82,292
Baltimore City	84,117	84,595	71,351	98,738	80,877	81,301	75,325	88,739
Baltimore	89,891	93,183	69,553	107,712	73,702	74,877	64,597	82,886
Calvert	81,319	83,902	62,022	100,814	87,243	90,718	77,523	95,130
Caroline	65,969	*	*	*	77,898	78,809	75,525	81,177
Carroll	91,403	92,580	83,949	104,140	64,762	63,159	53,204	84,419
Cecil	63,066	56,103	53,160	75,858	77,047	78,966	72,407	83,967
Charles	86,586	84,447	79,800	94,864	76,096	73,616	69,072	87,694
Dorchester	66,551	*	*	*	62,085	63,316	53,392	74,262
Frederick	102,708	101,164	91,929	118,707	76,517	76,642	66,046	86,864
Garrett	72,507	*	*	*	+	+	+	+
Harford	70,946	71,100	57,396	82,000	69,083	69,335	63,412	77,911
Howard	109,243	117,734	99,975	117,734	81,357	82,586	71,916	93,256
Kent	+	+	+	+	72,964	*	*	*
Montgomery	97,286	90,412	76,349	124,191	90,534	94,273	73,608	107,041
Prince George's	89,980	91,882	70,536	108,763	79,604	84,536	66,732	89,885
Queen Anne's	65,388	*	*	*	70,844	71,303	59,277	85,704
St. Mary's	76,376	75,413	67,971	89,998	71,883	77,988	62,811	84,843
SEED School	+	+	+	+	83,166	*	*	*
Somerset	79,303	*	*	*	66,458	67,521	58,171	75,381
Talbot	87,000	*	*	*	75,033	*	*	*
Washington	89,999	86,974	73,167	89,148	70,201	66,865	58,379	77,543
Wicomico	80,219	78,557	75,506	85,647	68,987	72,221	63,228	76,073
Worcester	74,493	*	*	*	79,947	84,057	72,459	87,957

* 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 2018

Local Education Agency	Guidance Counselor				Teacher			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$76,550	\$75,654	\$62,028	\$88,911	\$70,463	\$68,735	\$55,052	\$83,018
Allegany	64,761	68,560	57,803	72,616	64,260	67,713	61,260	70,131
Anne Arundel	79,482	75,501	67,087	91,163	64,944	61,156	55,391	74,488
Baltimore City	80,062	81,301	77,631	84,455	69,908	71,776	53,450	81,301
Baltimore	72,442	73,711	56,122	84,131	66,102	65,165	50,526	78,225
Calvert	82,819	86,939	70,158	95,848	76,800	80,545	65,814	89,827
Caroline	70,310	74,211	56,704	79,821	59,590	56,828	45,446	74,758
Carroll	73,931	72,335	61,339	86,818	64,049	61,669	51,058	76,804
Cecil	74,057	78,967	66,612	81,967	66,795	68,517	55,211	78,967
Charles	73,215	71,856	62,826	81,763	64,396	63,504	52,070	73,450
Dorchester	58,860	59,721	50,253	66,113	54,036	50,756	44,537	63,170
Frederick	78,054	79,062	67,684	91,665	69,381	70,088	54,239	82,954
Garrett	70,926	66,613	47,861	90,229	60,159	61,894	51,042	64,568
Harford	67,680	71,705	54,804	77,999	64,700	65,781	53,486	73,881
Howard	80,131	80,452	63,807	96,852	75,096	74,477	61,673	89,354
Kent	60,786	66,960	46,326	72,160	60,665	60,012	46,812	72,057
Montgomery	85,480	87,616	66,578	104,418	82,316	83,191	64,802	101,376
Prince George's	74,734	75,108	61,069	88,142	71,110	68,735	55,887	87,071
Queen Anne's	73,223	71,182	56,944	87,866	65,056	65,600	53,101	75,390
St. Mary's	67,997	69,993	53,369	80,755	66,601	66,279	53,926	79,590
SEED School	+	+	+	+	66,854	65,120	60,500	72,986
Somerset	65,259	62,646	50,280	79,518	58,570	56,725	45,944	68,060
Talbot	73,327	77,900	63,700	84,800	61,213	58,900	52,300	70,850
Washington	61,807	60,780	52,236	69,309	62,133	63,643	53,542	66,865
Wicomico	64,520	66,930	54,058	73,227	61,170	61,998	48,267	72,534
Worcester	74,621	81,935	60,545	86,487	66,388	68,799	52,621	79,812

* 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
Maryland Public Schools: October 2018

Local Education Agency	Average (Mean)	Percent Above/Below	Median	Percent Above/Below	1st Quartile	Percent Above/Below	3rd Quartile	Percent Above/Below
Baltimore Metropolitan	\$67,745		\$66,159		\$53,272		\$80,250	
Anne Arundel	64,944	-4.1	61,156	-7.6	55,391	4.0	74,488	-7.2
Baltimore City	69,908	3.2	71,776	8.5	53,450	0.3	81,301	1.3
Baltimore	66,102	-2.4	65,165	-1.5	50,526	-5.2	78,225	-2.5
Carroll	64,049	-5.5	61,669	-6.8	51,058	-4.2	76,804	-4.3
Harford	64,700	-4.5	65,781	-0.6	53,486	0.4	73,881	-7.9
Howard	75,096	10.9	74,477	12.6	61,673	15.8	89,354	11.3
SEED School	66,854	-1.3	65,120	-1.6	60,500	13.6	72,986	-9.1
National Capital	77,279		75,887		60,443		94,169	
Montgomery	82,316	6.5	83,191	9.6	64,802	7.2	101,376	7.7
Prince George's	71,110	-8.0	68,735	-9.4	55,887	-7.5	87,071	-7.5
Western Maryland	66,137		66,865		53,954		75,988	
Allegany	64,260	-2.8	67,713	1.3	61,260	13.5	70,131	-7.7
Frederick	69,381	4.9	70,088	4.8	54,239	0.5	82,954	9.2
Garrett	60,159	-9.0	61,894	-7.4	51,042	-5.4	64,568	-15.0
Washington	62,133	-6.1	63,643	-4.8	53,542	-0.8	66,865	-12.0
Lower Shore	61,046		59,991		48,267		73,429	
Dorchester	54,036	-11.5	50,756	-15.4	44,537	-7.7	63,170	-14.0
Somerset	58,570	-4.1	56,725	-5.4	45,944	-4.8	68,060	-7.3
Wicomico	61,170	0.2	61,998	3.3	48,267	0.0	72,534	-1.2
Worcester	66,388	8.8	68,799	14.7	52,621	9.0	79,812	8.7
Upper Shore	64,192		65,250		52,305		76,913	
Caroline	59,590	-7.2	56,828	-12.9	45,446	-13.1	74,758	-2.8
Cecil	66,795	4.1	68,517	5.0	55,211	5.6	78,967	2.7
Kent	60,665	-5.5	60,012	-8.0	46,812	-10.5	72,057	-6.3
Queen Anne's	65,056	1.3	65,600	0.5	53,101	1.5	75,390	-2.0
Talbot	61,213	-4.6	58,900	-9.7	52,300	-0.0	70,850	-7.9
Southern Maryland	68,248		68,144		54,694		81,553	
Calvert	76,800	12.5	80,545	18.2	65,814	20.3	89,827	10.1
Charles	64,396	-5.6	63,504	-6.8	52,070	-4.8	73,450	-9.9
St. Mary's	66,601	-2.4	66,279	-2.7	53,926	-1.4	79,590	-2.4