

Analysis of Professional Salaries

Maryland Public Schools
October 2024

Division of Assessment, Accountability, Performance Reporting & Research

February 2025

MARYLAND STATE DEPARTMENT OF EDUCATION

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Introduction

The tables in this report were prepared from the data submitted by the 24 Maryland local education agencies and the SEED School in the fall of 2024. 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 - Teacher Salaries Above or Below Statewide Average by Local Education Agency
Maryland Public Schools: October 2024

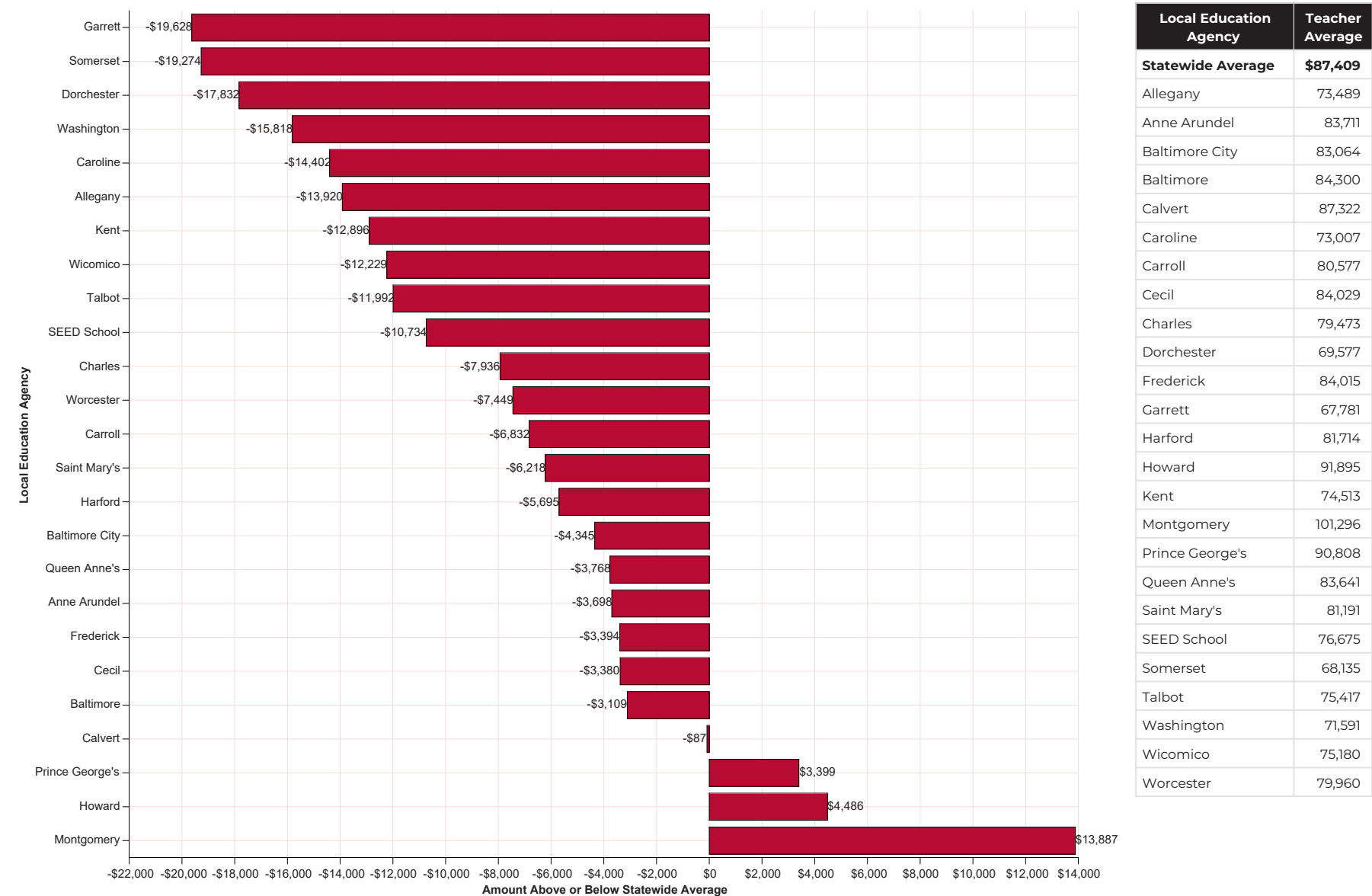


Table 1 - Salaries of Professional Staff Employed in Maryland Public Schools
October 2024

Local Education Agency	Superintendent Average (Mean)	Superintendent Median	Superintendent 1st Quartile	Superintendent 3rd Quartile	Deputy Superintendent Average (Mean)	Deputy Superintendent Median	Deputy Superintendent 1st Quartile	Deputy Superintendent 3rd Quartile
State Total	\$253,788	\$242,260	\$211,500	\$303,857	\$218,282	\$219,029	\$190,170	\$249,322
Allegany	236,401	*	*	*	+	+	+	+
Anne Arundel	346,452	*	*	*	+	+	+	+
Baltimore City	369,238	*	*	*	+	+	+	+
Baltimore	316,200	*	*	*	+	+	+	+
Calvert	215,000	*	*	*	+	+	+	+
Caroline	187,250	*	*	*	+	+	+	+
Carroll	271,566	*	*	*	+	+	+	+
Cecil	300,493	*	*	*	+	+	+	+
Charles	228,800	*	*	*	+	+	+	+
Dorchester	207,999	*	*	*	+	+	+	+
Frederick	292,136	*	*	*	251,900	*	*	*
Garrett	175,000	*	*	*	+	+	+	+
Harford	280,960	*	*	*	240,337	*	*	*
Howard	290,000	*	*	*	219,029	*	*	*
Kent	126,039	*	*	*	+	+	+	+
Montgomery	360,000	*	*	*	249,322	*	*	*
Prince George's	353,625	*	*	*	+	+	+	+
Queen Anne's	222,789	*	*	*	165,000	*	*	*
Saint Mary's	307,221	*	*	*	197,700	*	*	*
SEED School	+	+	+	+	225,101	*	*	*
Somerset	205,000	*	*	*	+	+	+	+
Talbot	216,749	*	*	*	+	+	+	+
Washington	250,000	*	*	*	207,988	*	*	*
Wicomico	217,484	*	*	*	+	+	+	+
Worcester	242,260	*	*	*	+	+	+	+

* 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
October 2024**

Local Education Agency	Associate, Area, and Assistant Superintendent Average (Mean)	Associate, Area, and Assistant Superintendent Median	Associate, Area, and Assistant Superintendent 1st Quartile	Associate, Area, and Assistant Superintendent 3rd Quartile	Director Average (Mean)	Director Median	Director 1st Quartile	Director 3rd Quartile
State Total	\$212,530	\$214,107	\$190,682	\$231,745	\$162,595	\$163,124	\$138,361	\$188,208
Allegany	151,133	*	*	*	124,339	*	*	*
Anne Arundel	228,006	232,000	217,234	241,638	178,660	173,904	163,925	196,320
Baltimore City	205,665	201,246	186,393	225,557	138,551	137,179	119,435	155,164
Baltimore	255,129	248,437	247,437	262,991	187,455	188,564	162,979	222,924
Calvert	178,348	*	*	*	157,569	160,752	149,955	167,581
Caroline	159,476	*	*	*	137,795	152,735	114,515	153,606
Carroll	219,475	*	*	*	186,474	191,913	181,913	201,913
Cecil	211,595	*	*	*	168,774	160,290	155,990	193,002
Charles	208,360	209,625	199,682	216,470	148,983	154,248	134,988	172,318
Dorchester	169,250	*	*	*	146,481	*	*	*
Frederick	221,186	222,521	190,061	243,055	174,064	171,558	157,302	189,560
Garrett	123,558	*	*	*	107,270	113,764	94,512	122,197
Harford	198,773	*	*	*	187,869	188,926	185,426	193,896
Howard	214,509	210,000	210,000	222,792	178,429	177,609	164,928	189,571
Kent	+	+	+	+	126,163	128,965	116,048	142,720
Montgomery	225,123	225,768	225,768	225,768	181,378	183,861	177,926	192,521
Prince George's	239,910	247,235	227,098	258,262	206,444	209,293	188,134	227,110
Queen Anne's	176,261	*	*	*	133,574	133,804	130,842	138,125
Saint Mary's	210,057	*	*	*	167,349	167,744	157,685	177,361
SEED School	+	+	+	+	121,767	122,570	103,682	139,450
Somerset	+	+	+	+	94,100	84,788	59,347	133,509
Talbot	164,672	*	*	*	93,027	80,307	60,867	124,859
Washington	170,706	*	*	*	132,398	144,274	96,616	162,126
Wicomico	155,639	*	*	*	139,418	142,164	135,732	143,514
Worcester	171,079	*	*	*	173,212	*	*	*

* 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
October 2024

Local Education Agency	Coordinator Average (Mean)	Coordinator Median	Coordinator 1st Quartile	Coordinator 3rd Quartile	Supervisor Average (Mean)	Supervisor Median	Supervisor 1st Quartile	Supervisor 3rd Quartile
State Total	\$131,516	\$134,609	\$114,600	\$152,006	\$135,845	\$134,804	\$116,476	\$153,405
Allegany	77,113	*	*	*	102,775	110,498	97,472	110,498
Anne Arundel	145,507	146,561	142,292	153,351	157,756	165,071	142,198	174,710
Baltimore City	138,210	140,751	128,474	148,885	97,311	92,560	87,194	110,220
Baltimore	142,261	140,960	129,095	158,745	125,272	125,696	111,577	138,474
Calvert	102,018	*	*	*	137,841	140,465	127,069	147,468
Caroline	99,254	92,464	85,709	119,165	124,258	129,725	101,644	145,991
Carroll	121,297	119,800	108,943	140,931	148,258	148,536	135,931	161,127
Cecil	140,655	140,732	136,357	144,588	137,184	133,970	129,441	150,643
Charles	118,748	120,896	110,069	129,075	122,838	125,751	110,113	137,356
Dorchester	104,619	98,167	92,240	119,349	116,781	117,164	104,628	127,135
Frederick	120,155	114,150	102,106	138,186	133,811	136,374	114,481	145,382
Garrett	99,192	*	*	*	106,664	112,548	90,581	119,805
Harford	131,826	136,419	122,347	142,668	139,707	139,161	133,271	149,156
Howard	152,090	153,038	139,622	168,474	140,832	144,806	125,329	158,992
Kent	79,881	90,357	41,813	107,095	114,181	*	*	*
Montgomery	154,015	159,312	147,673	160,812	165,325	168,800	155,672	173,800
Prince George's	192,168	193,194	177,297	206,953	166,644	175,938	161,006	175,938
Queen Anne's	78,505	74,073	60,022	100,215	129,306	*	*	*
Saint Mary's	131,003	128,972	114,646	136,796	130,202	133,472	127,230	142,296
SEED School	+	+	+	+	+	+	+	+
Somerset	95,864	106,241	67,304	115,467	115,871	119,218	109,926	131,365
Talbot	92,431	90,944	64,487	108,869	110,044	110,849	107,137	115,677
Washington	107,107	102,933	92,130	124,739	119,985	123,445	106,219	132,947
Wicomico	90,213	95,584	77,523	100,073	120,542	124,674	110,113	129,014
Worcester	127,119	127,793	124,893	133,234	137,343	*	*	*

* 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
October 2024**

Local Education Agency	Pupil Personnel Worker and School Social Worker Average (Mean)	Pupil Personnel Worker and School Social Worker Median	Pupil Personnel Worker and School Social Worker 1st Quartile	Pupil Personnel Worker and School Social Worker 3rd Quartile	Principal Average (Mean)	Principal Median	Principal 1st Quartile	Principal 3rd Quartile
State Total	\$103,465	\$102,785	\$85,313	\$121,568	\$157,349	\$156,311	\$141,389	\$177,237
Allegany	81,889	84,940	69,490	87,913	110,400	110,498	103,775	115,653
Anne Arundel	111,377	109,867	91,958	136,436	152,216	151,604	146,102	158,827
Baltimore City	102,043	105,080	94,780	112,805	154,930	147,871	136,935	165,993
Baltimore	98,843	97,057	81,807	113,988	166,593	165,664	153,045	179,320
Calvert	109,018	114,731	100,148	119,773	142,683	143,076	133,008	150,416
Caroline	96,721	*	*	*	127,683	123,979	120,106	133,947
Carroll	102,369	113,341	70,463	127,954	147,536	140,931	136,972	158,363
Cecil	94,130	92,750	77,436	111,748	145,437	144,720	140,895	146,934
Charles	102,189	108,770	94,217	122,009	143,986	143,812	131,984	156,469
Dorchester	88,855	84,984	76,290	103,010	132,681	137,262	129,259	139,749
Frederick	99,213	97,214	79,570	119,058	147,431	145,516	132,204	159,787
Garrett	69,030	*	*	*	103,020	104,276	95,097	116,013
Harford	101,879	96,445	71,879	128,270	148,382	147,841	141,875	153,541
Howard	125,150	134,164	116,725	134,164	164,712	172,897	152,080	172,897
Kent	60,444	*	*	*	98,554	104,078	67,271	127,076
Montgomery	118,420	116,688	101,577	143,229	178,428	180,426	174,895	184,426
Prince George's	124,469	133,009	113,719	133,009	172,700	180,346	161,137	181,361
Queen Anne's	56,172	*	*	*	139,306	142,198	134,051	143,679
Saint Mary's	101,518	100,489	78,749	126,161	147,031	149,615	135,926	157,552
SEED School	+	+	+	+	130,000	*	*	*
Somerset	64,641	61,219	46,519	84,407	117,178	117,617	110,676	123,419
Talbot	76,891	76,856	61,895	87,825	134,092	133,613	126,702	143,192
Washington	78,082	69,265	64,320	93,414	124,020	123,180	113,388	133,200
Wicomico	88,205	88,296	84,104	94,921	123,907	124,843	114,648	130,758
Worcester	85,832	83,738	69,339	97,556	140,022	138,877	136,813	142,464

* 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
October 2024

Local Education Agency	Assistant Principal Average (Mean)	Assistant Principal Median	Assistant Principal 1st Quartile	Assistant Principal 3rd Quartile	Therapist Average (Mean)	Therapist Median	Therapist 1st Quartile	Therapist 3rd Quartile
State Total	\$131,326	\$130,661	\$119,170	\$145,981	\$101,561	\$102,199	\$83,791	\$117,059
Allegany	91,830	91,328	84,755	103,775	75,213	78,311	70,003	83,720
Anne Arundel	131,106	129,393	124,669	136,655	101,786	101,527	84,979	114,919
Baltimore City	131,886	131,117	122,047	140,882	101,212	105,080	94,780	110,230
Baltimore	130,865	128,217	116,426	143,981	96,193	96,804	81,807	109,965
Calvert	124,741	121,668	116,139	134,107	98,759	101,049	84,971	111,922
Caroline	103,187	104,179	96,803	113,460	86,428	*	*	*
Carroll	122,837	122,711	110,395	131,235	91,604	87,600	76,000	102,789
Cecil	130,797	130,942	124,198	136,672	89,710	93,891	77,158	101,389
Charles	116,615	116,683	103,383	127,367	98,209	97,319	82,491	111,639
Dorchester	101,397	100,057	96,874	104,483	88,333	87,068	75,802	100,735
Frederick	124,300	123,636	108,788	135,056	104,012	105,682	87,118	121,135
Garrett	95,156	96,781	77,027	104,275	84,132	87,019	67,595	103,487
Harford	130,039	129,836	126,534	131,550	90,384	91,130	74,905	103,877
Howard	140,602	141,462	128,316	154,610	99,853	100,635	82,652	116,679
Kent	86,716	*	*	*	79,394	*	*	*
Montgomery	151,321	157,306	136,546	163,812	111,107	116,203	93,527	127,334
Prince George's	138,070	143,453	127,456	152,189	111,804	115,161	103,386	126,821
Queen Anne's	106,414	106,903	103,544	109,083	75,974	*	*	*
Saint Mary's	116,602	116,646	105,359	127,097	84,072	87,771	71,031	92,652
SEED School	116,000	*	*	*	+	+	+	+
Somerset	97,301	104,512	89,237	109,803	75,589	81,690	56,558	91,226
Talbot	103,485	104,910	97,982	109,859	94,515	91,329	77,120	111,611
Washington	97,161	95,628	83,651	105,557	75,857	72,771	64,320	83,407
Wicomico	103,372	101,934	97,583	108,228	90,404	92,469	86,988	96,969
Worcester	119,386	123,247	112,706	128,593	84,732	91,761	66,187	97,438

* 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
October 2024

Local Education Agency	School Psychologist Average (Mean)	School Psychologist Median	School Psychologist 1st Quartile	School Psychologist 3rd Quartile	Librarian Average (Mean)	Librarian Median	Librarian 1st Quartile	Librarian 3rd Quartile
State Total	\$114,352	\$112,132	\$97,065	\$134,164	\$97,331	\$99,066	\$84,063	\$109,917
Allegany	91,641	97,472	82,606	97,472	78,643	82,502	74,452	84,997
Anne Arundel	130,209	130,564	109,227	141,973	93,712	94,353	78,202	111,605
Baltimore City	106,152	106,385	98,225	118,038	99,301	102,087	91,787	109,812
Baltimore	110,189	104,572	86,577	138,589	95,761	96,804	85,001	105,434
Calvert	102,134	109,764	79,677	120,412	103,657	106,165	95,007	109,907
Caroline	72,525	*	*	*	90,720	91,587	87,077	94,457
Carroll	131,004	117,671	93,410	165,492	82,378	83,375	76,375	99,938
Cecil	83,966	78,545	73,864	101,516	92,244	95,466	84,020	98,066
Charles	112,132	111,615	100,287	123,948	92,440	97,606	81,474	103,049
Dorchester	99,698	97,521	94,715	105,769	76,566	79,134	64,438	91,569
Frederick	121,787	123,382	98,537	144,595	94,482	97,858	82,603	108,102
Garrett	90,877	*	*	*	+	+	+	+
Harford	92,211	85,752	76,340	114,007	92,711	98,290	85,711	102,764
Howard	124,545	134,164	115,692	134,164	98,323	101,180	87,236	112,192
Kent	86,687	*	*	*	100,196	*	*	*
Montgomery	121,849	122,896	99,097	143,760	109,712	115,419	98,320	124,732
Prince George's	120,226	126,680	101,457	138,503	108,243	109,679	103,380	120,916
Queen Anne's	87,994	84,546	80,059	97,654	+	+	+	+
Saint Mary's	86,393	81,707	75,639	102,496	93,445	102,733	84,158	103,504
SEED School	+	+	+	+	+	+	+	+
Somerset	97,288	*	*	*	87,471	90,338	81,088	92,422
Talbot	99,515	*	*	*	71,821	*	*	*
Washington	92,278	94,556	73,619	107,295	75,115	72,772	65,928	82,882
Wicomico	103,559	105,164	92,385	111,983	86,101	85,596	82,293	96,006
Worcester	96,605	*	*	*	93,227	98,356	83,107	100,480

* 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
October 2024**

Local Education Agency	School Counselor Average (Mean)	School Counselor Median	School Counselor 1st Quartile	School Counselor 3rd Quartile	Teacher Average (Mean)	Teacher Median	Teacher 1st Quartile	Teacher 3rd Quartile
State Total	\$95,217	\$93,723	\$76,548	\$113,199	\$87,409	\$85,654	\$67,381	\$104,447
Allegany	73,796	75,801	63,719	83,215	73,489	78,030	63,719	81,788
Anne Arundel	101,595	98,043	84,951	117,675	83,711	80,518	67,399	100,085
Baltimore City	90,844	91,939	74,089	107,364	83,064	79,062	64,357	99,512
Baltimore	89,028	86,139	69,938	103,129	84,300	81,807	64,820	100,185
Calvert	98,493	101,178	86,035	111,752	87,322	91,545	70,165	103,575
Caroline	80,178	86,428	60,330	94,209	73,007	71,414	55,965	86,982
Carroll	88,162	85,750	75,053	103,500	80,577	78,250	66,250	93,500
Cecil	93,740	97,391	91,694	99,629	84,029	91,591	71,170	96,528
Charles	93,768	92,017	75,950	107,721	79,473	74,415	63,259	96,787
Dorchester	79,554	78,858	69,187	90,120	69,577	65,568	55,394	87,047
Frederick	93,001	96,425	73,781	109,755	84,015	84,613	64,597	100,563
Garrett	65,297	58,863	57,287	79,413	67,781	67,183	56,628	77,592
Harford	87,084	90,853	72,068	100,936	81,714	81,704	64,106	97,830
Howard	97,311	98,914	79,043	112,525	91,895	94,042	74,716	109,923
Kent	74,468	69,452	54,558	96,885	74,513	75,990	57,985	86,158
Montgomery	102,338	102,785	82,529	124,438	101,296	102,785	80,723	121,897
Prince George's	106,682	112,552	84,617	126,680	90,808	91,852	65,767	109,679
Queen Anne's	90,224	91,183	77,631	105,405	83,641	87,209	72,440	99,510
Saint Mary's	83,510	79,327	65,995	102,750	81,191	79,327	64,500	97,562
SEED School	+	+	+	+	76,675	71,500	66,560	91,081
Somerset	75,720	77,075	61,499	91,542	68,135	61,292	55,377	79,762
Talbot	88,789	92,536	73,358	102,717	75,417	75,866	62,799	87,640
Washington	70,278	65,928	64,320	80,326	71,591	67,576	62,751	80,326
Wicomico	78,217	81,398	65,977	87,618	75,180	74,999	60,538	87,383
Worcester	96,097	99,156	91,553	102,483	79,960	88,178	63,993	94,161

* 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 2024

Local Education Agency	Average (Mean)	% Above/Below	Median	% Above/Below	1st Quartile	% Above/Below	3rd Quartile	% Above/Below
Baltimore Metropolitan	\$84,606		\$83,032		\$66,287		\$100,699	
Anne Arundel	83,711	-1.1	80,518	-3.0	67,399	1.7	100,085	-0.6
Baltimore City	83,064	-1.8	79,062	-4.8	64,357	-2.9	99,512	-1.2
Baltimore	84,300	-0.4	81,807	-1.5	64,820	-2.2	100,185	-0.5
Carroll	80,577	-4.8	78,250	-5.8	66,250	-0.1	93,500	-7.1
Harford	81,714	-3.4	81,704	-1.6	64,106	-3.3	97,830	-2.8
Howard	91,895	8.6	94,042	13.3	74,716	12.7	109,923	9.2
SEED School	76,675	-9.4	71,500	-13.9	66,560	0.4	91,081	-9.6
National Capital	96,696		99,339		76,044		118,610	
Montgomery	101,296	4.8	102,785	3.5	80,723	6.2	121,897	2.8
Prince George's	90,808	-6.1	91,852	-7.5	65,767	-13.5	109,679	-7.5
Western Maryland	78,474		76,456		63,719		90,049	
Allegany	73,489	-6.4	78,030	2.1	63,719	0.0	81,788	-9.2
Frederick	84,015	7.1	84,613	10.7	64,597	1.4	100,563	11.7
Garrett	67,781	-13.6	67,183	-12.1	56,628	-11.1	77,592	-13.8
Washington	71,591	-8.8	67,576	-11.6	62,751	-1.5	80,326	-10.8
Lower Shore	74,868		74,999		59,109		89,361	
Dorchester	69,577	-7.1	65,568	-12.6	55,394	-6.3	87,047	-2.6
Somerset	68,135	-9.0	61,292	-18.3	55,377	-6.3	79,762	-10.7
Wicomico	75,180	0.4	74,999	0.0	60,538	2.4	87,383	-2.2
Worcester	79,960	6.8	88,178	17.6	63,993	8.3	94,161	5.4
Upper Shore	80,331		83,881		65,249		94,391	
Caroline	73,007	-9.1	71,414	-14.9	55,965	-14.2	86,982	-7.8
Cecil	84,029	4.6	91,591	9.2	71,170	9.1	96,528	2.3
Kent	74,513	-7.2	75,990	-9.4	57,985	-11.1	86,158	-8.7
Queen Anne's	83,641	4.1	87,209	4.0	72,440	11.0	99,510	5.4
Talbot	75,417	-6.1	75,866	-9.6	62,799	-3.8	87,640	-7.2
Southern Maryland	81,844		79,567		64,500		98,584	
Calvert	87,322	6.7	91,545	15.1	70,165	8.8	103,575	5.1
Charles	79,473	-2.9	74,415	-6.5	63,259	-1.9	96,787	-1.8
Saint Mary's	81,191	-0.8	79,327	-0.3	64,500	0.0	97,562	-1.0