



Analysis of Professional Salaries Maryland Public Schools

October 2019



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Table of Contents

	Page
Introduction	i
Figure 1 Teacher Salaries Above or Below Statewide Average by Local School System	1
Tables	
1 Salaries of Professional Staff Employed in Maryland Public Schools	2
2 Teachers' Salaries Indexed to Region.....	9

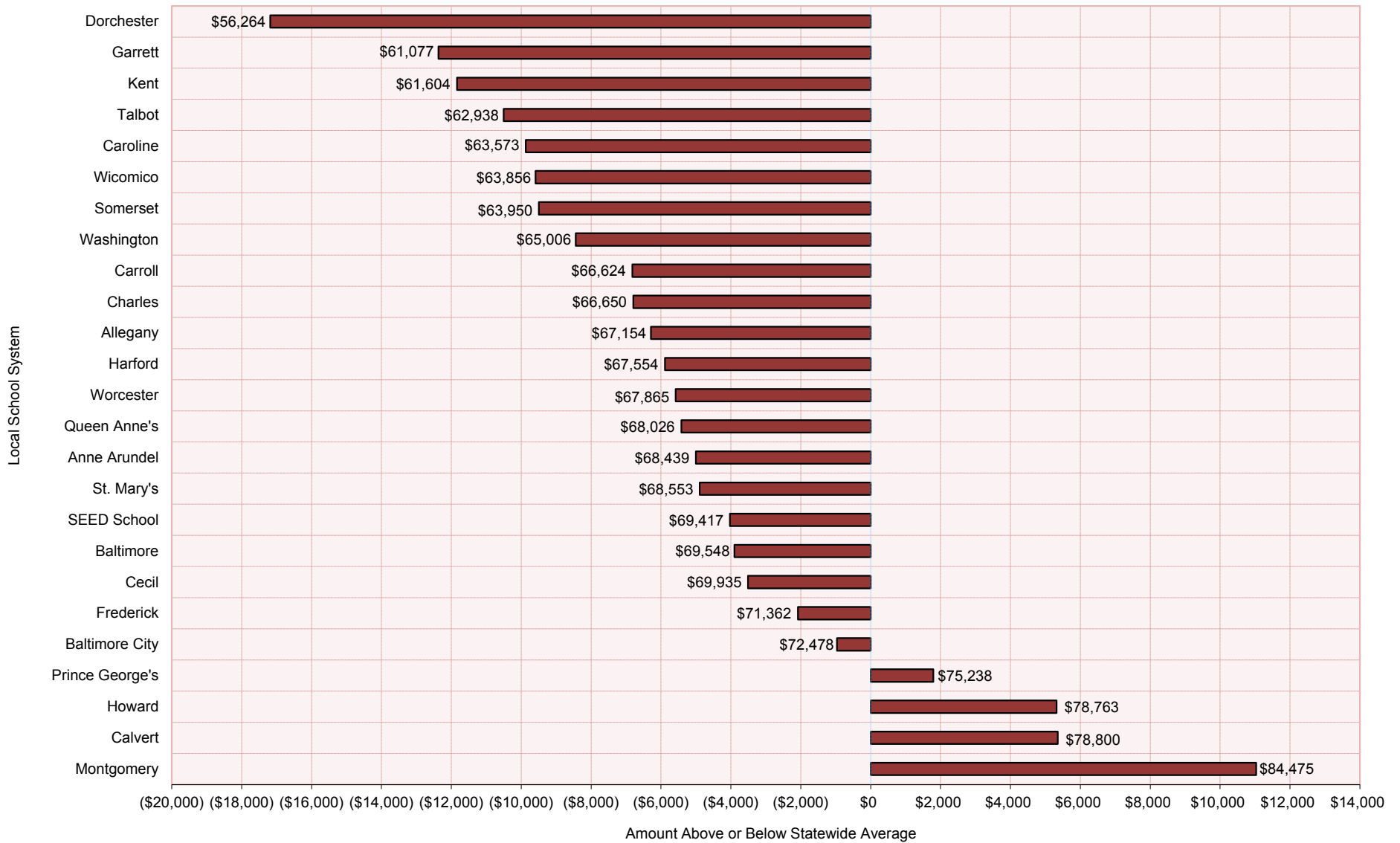
Introduction

The tables in this report were prepared from the data submitted by the 24 Maryland local school systems in the fall of 2019. 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 School System
 Maryland Public Schools: October 2019
 Statewide Average = \$73,444



NOTE: The values displayed in the graph refer to the average teacher salaries, page 8.

Table 1
Salaries of Professional Staff Employed in Maryland Public Schools
Maryland Public Schools: October 2019

Local School System	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	\$219,461	\$218,627	\$173,240	\$274,635	\$184,733	\$184,181	\$149,061	\$226,812
Allegany	159,400	*	*	*	+	+	+	+
Anne Arundel	279,868	*	*	*	184,089	*	*	*
Baltimore City	298,000	*	*	*	+	+	+	+
Baltimore	290,000	*	*	*	+	+	+	+
Calvert	205,000	*	*	*	+	+	+	+
Caroline	172,224	*	*	*	+	+	+	+
Carroll	219,938	*	*	*	+	+	+	+
Cecil	224,053	*	*	*	+	+	+	+
Charles	235,564	*	*	*	223,123	*	*	*
Dorchester	138,500	*	*	*	+	+	+	+
Frederick	251,177	*	*	*	187,392	*	*	*
Garrett	140,000	*	*	*	+	+	+	+
Harford	217,315	*	*	*	184,181	*	*	*
Howard	286,425	*	*	*	196,950	*	*	*
Kent	155,488	*	*	*	+	+	+	+
Montgomery	290,000	*	*	*	233,100	*	*	*
Prince George's	302,000	*	*	*	+	+	+	+
Queen Anne's	176,286	*	*	*	155,322	*	*	*
St. Mary's	231,800	*	*	*	164,679	*	*	*
SEED School	+	+	+	+	142,800	*	*	*
Somerset	170,000	*	*	*	138,889	*	*	*
Talbot	189,000	*	*	*	+	+	+	+
Washington	258,935	*	*	*	139,073	*	*	*
Wicomico	194,013	*	*	*	+	+	+	+
Worcester	182,085	*	*	*	+	+	+	+

* 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 2019

Local School System	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	\$174,958	\$176,826	\$150,874	\$192,050	\$135,960	\$138,161	\$114,744	\$159,736
Allegany	122,145	*	*	*	112,783	*	*	*
Anne Arundel	181,385	179,953	174,224	185,547	142,695	150,639	125,019	165,213
Baltimore City	157,180	144,375	143,850	183,750	109,898	110,125	94,500	123,375
Baltimore	224,260	220,780	219,780	232,709	163,641	156,991	139,402	198,008
Calvert	169,147	*	*	*	149,172	151,821	144,231	156,410
Caroline	169,660	*	*	*	122,711	*	*	*
Carroll	165,632	*	*	*	134,967	140,821	124,216	145,045
Cecil	187,381	*	*	*	147,334	147,582	133,379	161,597
Charles	191,334	*	*	*	133,519	138,161	123,161	149,921
Dorchester	+	+	+	+	101,833	101,406	88,623	117,110
Frederick	175,812	175,800	158,042	194,325	140,374	138,685	130,594	151,431
Garrett	116,619	*	*	*	96,442	95,112	88,177	108,168
Harford	159,716	*	*	*	143,593	151,400	142,415	155,759
Howard	191,911	193,819	184,897	198,920	159,907	160,237	142,885	178,334
Kent	+	+	+	+	119,812	*	*	*
Montgomery	186,500	186,500	186,500	186,500	156,780	160,299	152,842	163,399
Prince George's	197,818	196,043	176,826	217,185	164,283	165,292	156,643	180,675
Queen Anne's	+	+	+	+	145,872	*	*	*
St. Mary's	165,485	*	*	*	140,061	138,106	131,683	149,522
SEED School	+	+	+	+	94,388	95,880	76,200	106,273
Somerset	+	+	+	+	82,220	*	*	*
Talbot	141,020	*	*	*	74,443	64,695	47,495	101,825
Washington	157,349	*	*	*	110,760	120,011	82,787	130,910
Wicomico	128,657	*	*	*	118,255	119,246	116,996	121,746
Worcester	145,276	*	*	*	145,709	*	*	*

* 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 2019

Local School System	Coordinator Average (Mean)	Coordinator Median	Coordinator 1st Quartile	Coordinator 3rd Quartile	Supervisor Average (Mean)	Supervisor Median	Supervisor 1st Quartile	Supervisor 3rd Quartile
State Total	\$113,011	\$113,482	\$97,356	\$128,949	\$116,480	\$116,694	\$102,534	\$131,014
Allegany	75,559	*	*	*	93,074	94,817	88,187	102,571
Anne Arundel	121,692	122,460	114,013	131,496	133,087	135,181	119,774	151,919
Baltimore City	109,417	109,471	98,537	121,758	107,380	112,242	73,457	137,833
Baltimore	129,551	128,949	117,793	139,578	106,631	106,248	95,932	119,501
Calvert	89,242	92,326	76,230	100,712	122,983	126,144	112,811	133,535
Caroline	104,806	102,468	94,966	118,306	107,678	108,721	93,681	118,724
Carroll	103,204	105,633	89,222	117,284	119,629	124,130	113,142	131,829
Cecil	116,692	114,830	112,302	122,761	109,314	105,936	102,036	117,264
Charles	106,072	103,294	94,341	117,570	107,696	113,193	91,716	117,320
Dorchester	87,350	87,965	79,241	97,986	103,236	*	*	*
Frederick	100,217	98,821	87,971	110,256	122,960	123,355	108,784	142,069
Garrett	+	+	+	+	90,878	92,801	83,554	98,146
Harford	105,364	110,301	108,080	114,145	118,944	117,791	112,427	126,053
Howard	129,691	133,774	112,552	142,640	122,264	119,198	109,120	134,120
Kent	79,254	81,369	60,114	97,337	106,309	*	*	*
Montgomery	132,003	136,089	129,830	138,839	143,065	142,914	141,414	147,305
Prince George's	153,110	155,686	150,422	166,776	130,335	134,944	120,795	143,162
Queen Anne's	90,355	*	*	*	115,528	113,955	106,155	122,621
St. Mary's	116,400	115,832	105,056	129,587	112,696	112,191	104,294	124,862
SEED School	+	+	+	+	+	+	+	+
Somerset	89,967	89,529	85,200	94,952	101,034	97,011	94,078	109,208
Talbot	85,669	*	*	*	90,411	97,956	83,385	101,101
Washington	96,043	93,485	85,319	107,181	109,969	114,913	94,688	121,903
Wicomico	73,414	75,442	56,930	89,878	106,324	106,899	104,851	110,197
Worcester	98,859	105,552	82,591	112,012	127,549	*	*	*

* 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 2019

Local School System	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	\$89,604	\$89,759	\$73,870	\$104,278	\$131,945	\$130,674	\$118,138	\$147,575
Allegany	81,885	82,315	72,435	91,110	102,262	100,978	97,128	108,576
Anne Arundel	99,472	99,672	80,185	120,156	127,635	125,091	120,391	132,837
Baltimore City	89,328	90,846	82,694	98,953	127,685	121,523	111,528	145,953
Baltimore	83,026	80,768	66,485	98,021	143,357	142,016	133,824	153,723
Calvert	94,358	95,225	82,264	106,731	127,142	125,600	117,598	137,429
Caroline	78,976	*	*	*	111,985	113,462	103,347	119,791
Carroll	110,354	110,562	98,288	120,780	119,279	117,196	112,689	126,759
Cecil	75,725	*	*	*	121,067	122,438	116,089	126,076
Charles	95,869	94,589	89,344	103,155	119,518	120,013	112,684	126,537
Dorchester	62,756	61,667	46,619	79,185	102,704	103,951	99,982	108,419
Frederick	79,499	78,235	62,349	93,250	124,219	121,494	112,172	135,902
Garrett	52,257	*	*	*	87,978	88,950	79,219	93,956
Harford	84,666	81,187	56,290	108,309	125,062	124,072	120,494	129,793
Howard	114,080	120,089	108,769	120,089	147,989	154,011	138,701	157,811
Kent	62,332	*	*	*	106,002	111,639	94,118	115,068
Montgomery	110,624	124,212	87,782	127,912	149,492	148,960	144,414	155,342
Prince George's	96,892	98,449	90,094	103,369	136,954	139,104	127,298	147,575
Queen Anne's	89,806	*	*	*	127,347	128,443	124,831	129,572
St. Mary's	75,957	79,548	48,531	99,748	127,794	126,859	120,372	134,963
SEED School	55,125	*	*	*	117,300	*	*	*
Somerset	69,580	72,786	58,841	78,905	96,713	95,892	92,330	98,857
Talbot	67,208	64,800	59,649	82,125	108,740	106,380	103,089	112,870
Washington	75,185	72,714	62,879	83,534	109,252	108,780	99,839	116,581
Wicomico	75,289	73,543	69,632	82,216	106,990	107,046	101,506	112,356
Worcester	109,856	*	*	*	118,484	121,249	115,513	125,954

* 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 2019

Local School System	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	\$111,641	\$109,205	\$98,878	\$123,941	\$84,955	\$84,987	\$69,859	\$99,214
Allegany	83,518	81,135	78,393	89,349	68,662	69,916	63,191	74,021
Anne Arundel	110,372	109,468	105,394	113,729	87,397	86,794	74,099	99,710
Baltimore City	108,820	106,540	101,406	119,002	82,943	85,406	73,870	91,935
Baltimore	112,586	109,916	101,547	124,060	76,966	77,126	62,344	90,004
Calvert	106,459	101,911	96,472	117,118	84,475	87,408	76,117	95,353
Caroline	87,961	88,300	83,645	92,333	82,633	*	*	*
Carroll	104,749	102,220	98,288	110,562	72,303	74,871	60,552	85,196
Cecil	102,256	103,416	92,429	109,212	70,558	70,137	57,317	84,787
Charles	96,504	96,934	86,894	104,910	89,415	90,171	81,933	98,370
Dorchester	77,627	73,872	72,432	86,064	75,378	*	*	*
Frederick	106,323	103,444	95,405	113,861	81,898	84,754	70,255	92,349
Garrett	79,727	83,119	72,745	84,578	73,464	78,081	64,255	82,811
Harford	107,027	105,966	104,917	110,269	76,493	83,048	63,398	87,049
Howard	126,508	125,120	112,240	145,120	87,781	89,509	72,815	101,409
Kent	85,243	*	*	*	71,469	80,073	51,048	83,572
Montgomery	133,213	137,089	126,673	140,292	92,674	98,462	73,589	110,111
Prince George's	110,383	110,029	97,760	121,134	92,117	98,449	84,489	98,668
Queen Anne's	103,100	106,873	95,684	109,188	72,391	71,909	45,872	90,919
St. Mary's	101,590	105,384	92,390	107,397	73,710	71,981	62,300	79,780
SEED School	94,310	*	*	*	+	+	+	+
Somerset	87,821	85,764	83,301	92,528	71,694	84,115	51,042	87,090
Talbot	88,591	89,508	85,831	92,940	78,718	82,806	67,500	88,724
Washington	85,838	83,005	77,791	93,896	69,215	69,407	57,677	83,534
Wicomico	88,741	87,076	85,090	92,714	75,480	75,793	73,336	82,042
Worcester	105,246	108,105	103,644	112,665	69,141	78,400	55,163	82,965

* 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 2019

Local School System	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	\$94,099	\$92,251	\$78,585	\$109,048	\$80,916	\$80,885	\$69,537	\$92,328
Allegany	84,455	89,846	75,296	89,846	72,838	74,310	72,583	75,605
Anne Arundel	97,880	93,373	84,572	112,557	75,581	70,944	64,258	91,726
Baltimore City	87,073	87,580	75,942	103,246	85,811	85,260	80,778	97,249
Baltimore	96,067	100,943	74,521	114,684	77,334	78,478	67,673	87,441
Calvert	88,170	87,944	65,832	108,335	91,636	93,829	81,357	98,265
Caroline	74,889	65,789	62,474	91,854	78,515	80,221	77,215	84,200
Carroll	91,190	92,135	80,333	102,930	66,539	65,569	56,126	87,938
Cecil	72,840	73,344	57,536	86,337	78,841	82,212	75,592	84,762
Charles	89,103	87,061	82,066	96,906	81,358	79,378	75,863	90,208
Dorchester	65,334	*	*	*	58,967	63,298	49,039	68,543
Frederick	105,025	103,646	96,509	117,277	79,562	82,201	70,263	89,370
Garrett	78,613	*	*	*	+	+	+	+
Harford	77,451	70,457	63,762	93,062	71,889	72,034	65,017	81,489
Howard	112,594	120,089	104,996	120,089	84,655	86,426	76,118	95,828
Kent	65,844	*	*	*	75,256	*	*	*
Montgomery	97,005	92,805	74,876	125,566	92,400	95,847	77,093	109,736
Prince George's	97,805	99,989	76,633	118,140	85,441	93,693	73,475	98,448
Queen Anne's	64,471	*	*	*	74,051	76,303	62,650	87,633
St. Mary's	81,147	85,727	58,212	99,131	75,299	81,954	66,079	89,677
SEED School	+	+	+	+	85,722	*	*	*
Somerset	88,557	*	*	*	75,342	76,178	66,496	85,803
Talbot	89,000	*	*	*	78,400	*	*	*
Washington	85,959	89,583	76,775	91,822	69,010	69,407	56,965	76,613
Wicomico	88,984	87,422	84,114	94,220	71,788	73,907	67,939	79,375
Worcester	77,077	*	*	*	78,832	85,738	70,911	87,688

* 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 2019

Local School System	Guidance Counselor Average (Mean)	Guidance Counselor Median	Guidance Counselor 1st Quartile	Guidance Counselor 3rd Quartile	Teacher Average (Mean)	Teacher Median	Teacher 1st Quartile	Teacher 3rd Quartile
State Total	\$79,463	\$79,122	\$64,370	\$93,257	\$73,444	\$71,847	\$57,249	\$87,271
Allegany	68,162	71,488	61,831	75,577	67,154	70,629	62,570	73,393
Anne Arundel	83,821	79,372	71,169	97,728	68,439	64,900	57,629	79,029
Baltimore City	79,511	85,260	68,788	87,436	72,478	74,310	55,337	85,260
Baltimore	74,835	75,356	55,832	88,166	69,548	68,462	53,846	82,264
Calvert	86,398	90,343	73,898	100,024	78,800	82,367	67,472	90,950
Caroline	72,358	77,215	58,400	82,015	63,573	60,712	49,300	77,764
Carroll	77,284	77,300	64,895	90,576	66,624	64,177	54,798	78,973
Cecil	78,459	82,212	71,595	86,393	69,935	72,978	57,453	82,212
Charles	75,464	72,692	62,146	86,877	66,650	65,564	53,434	76,862
Dorchester	61,698	63,128	52,504	68,884	56,264	52,634	46,185	66,277
Frederick	79,425	82,805	66,248	92,698	71,362	73,486	56,057	85,652
Garrett	64,369	67,265	52,801	75,277	61,077	62,664	51,427	70,005
Harford	70,217	71,626	56,290	82,763	67,554	68,907	56,240	77,187
Howard	83,708	82,987	68,046	98,194	78,763	79,634	65,809	91,727
Kent	62,770	66,960	48,371	75,074	61,604	61,888	49,512	74,286
Montgomery	87,524	91,472	67,746	105,962	84,475	84,852	65,751	105,463
Prince George's	79,966	80,877	65,760	93,761	75,238	74,015	58,427	93,761
Queen Anne's	73,896	71,546	62,942	89,465	68,026	69,207	54,838	78,209
St. Mary's	70,584	72,486	55,922	85,665	68,553	68,594	55,245	82,011
SEED School	+	+	+	+	69,417	70,145	62,026	75,771
Somerset	71,958	68,709	56,320	87,027	63,950	58,448	52,078	75,011
Talbot	73,253	76,300	59,900	86,300	62,938	60,000	53,600	72,800
Washington	64,840	60,248	56,965	71,379	65,006	64,451	56,965	69,407
Wicomico	67,834	70,980	58,151	75,995	63,856	65,068	50,856	75,168
Worcester	79,143	85,738	65,319	88,338	67,865	70,175	54,026	81,408

* 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 2019

Local School System	Average (Mean)	Percent Above/Below	Median	Percent Above/Below	1st Quartile	Percent Above/Below	3rd Quartile	Percent Above/Below
Baltimore Metropolitan	\$70,942		\$69,517		\$56,240		\$83,622	
Anne Arundel	68,439	-3.5	64,900	-6.6	57,629	2.5	79,029	-5.5
Baltimore City	72,478	2.2	74,310	6.9	55,337	-1.6	85,260	2.0
Baltimore	69,548	-2.0	68,462	-1.5	53,846	-4.3	82,264	-1.6
Carroll	66,624	-6.1	64,177	-7.7	54,798	-2.6	78,973	-5.6
Harford	67,554	-4.8	68,907	-0.9	56,240	0.0	77,187	-7.7
Howard	78,763	11.0	79,634	14.6	65,809	17.0	91,727	9.7
SEED School	69,417	-2.1	70,145	0.9	62,026	10.3	75,771	-9.4
National Capital	80,382		80,678		62,303		98,449	
Montgomery	84,475	5.1	84,852	5.2	65,751	5.5	105,463	7.1
Prince George's	75,238	-6.4	74,015	-8.3	58,427	-6.2	93,761	-4.8
Western Maryland	68,414		69,407		56,600		78,740	
Allegany	67,154	-1.8	70,629	1.8	62,570	10.5	73,393	-6.8
Frederick	71,362	4.3	73,486	5.9	56,057	-1.0	85,652	8.8
Garrett	61,077	-10.7	62,664	-9.7	51,427	-9.1	70,005	-11.1
Washington	65,006	-5.0	64,451	-7.1	56,965	0.6	69,407	-11.9
Lower Shore	63,659		62,594		51,095		76,199	
Dorchester	56,264	-11.6	52,634	-15.9	46,185	-9.6	66,277	-13.0
Somerset	63,950	0.5	58,448	-6.6	52,078	1.9	75,011	-1.6
Wicomico	63,856	0.3	65,068	4.0	50,856	-0.5	75,168	-1.4
Worcester	67,865	6.6	70,175	12.1	54,026	5.7	81,408	6.8
Upper Shore	67,097		68,162		54,838		79,640	
Caroline	63,573	-5.3	60,712	-10.9	49,300	-10.1	77,764	-2.4
Cecil	69,935	4.2	72,978	7.1	57,453	4.8	82,212	3.2
Kent	61,604	-8.2	61,888	-9.2	49,512	-9.7	74,286	-6.7
Queen Anne's	68,026	1.4	69,207	1.5	54,838	0.0	78,209	-1.8
Talbot	62,938	-6.2	60,000	-12.0	53,600	-2.3	72,800	-8.6
Southern Maryland	70,283		70,899		56,073		84,015	
Calvert	78,800	12.1	82,367	16.2	67,472	20.3	90,950	8.3
Charles	66,650	-5.2	65,564	-7.5	53,434	-4.7	76,862	-8.5
St. Mary's	68,553	-2.5	68,594	-3.3	55,245	-1.5	82,011	-2.4