



# **Analysis of Professional Salaries Maryland Public Schools**

## **October 2003**

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MSDE-PRIM 04100(R)405 5/04

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## Introduction

The tables in this report were prepared from the data submitted by the 25 Maryland public school systems in the fall of 2003. 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 2003**

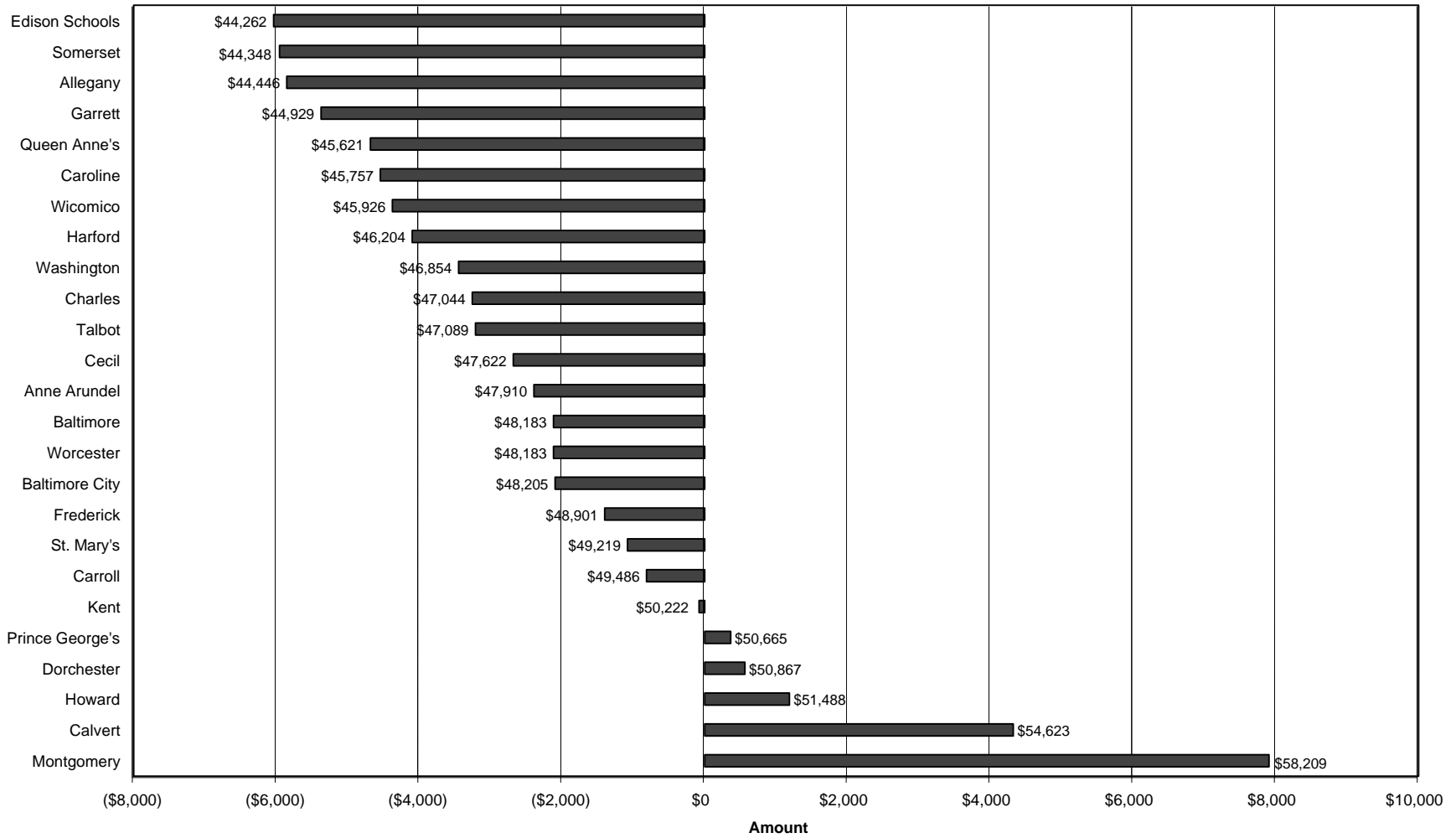


Table 1

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 2003

Local Education Agency	Superintendent				Deputy Superintendent			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	\$146,642	\$127,195	\$110,955	\$190,350	\$114,932	\$117,528	\$83,333	\$140,000
Allegany	116,706	*	*	*	97,787	*	*	*
Anne Arundel	197,000	*	*	*	137,874	*	*	*
Baltimore City	192,000	*	*	*	130,774	*	*	*
Baltimore	185,400	*	*	*	140,000	*	*	*
Calvert	135,000	*	*	*	121,800	*	*	*
Caroline	105,000	*	*	*	+	+	+	+
Carroll	120,000	*	*	*	75,788	78,039	68,955	79,708
Cecil	133,750	*	*	*	+	+	+	+
Charles	224,400	*	*	*	+	+	+	+
Dorchester	106,080	*	*	*	+	+	+	+
Edison Schools	+	+	+	+	+	+	+	+
Frederick	130,789	*	*	*	114,132	*	*	*
Garrett	102,290	*	*	*	+	+	+	+
Harford	139,920	*	*	*	+	+	+	+
Howard	197,300	*	*	*	159,000	*	*	*
Kent	100,500	*	*	*	+	+	+	+
Montgomery	264,890	*	*	*	160,506	*	*	*
Prince George's	250,000	*	*	*	134,420	*	*	*
Queen Anne's	116,000	*	*	*	+	+	+	+
St. Mary's	138,400	*	*	*	120,924	*	*	*
Somerset	99,750	*	*	*	+	+	+	+
Talbot	112,187	*	*	*	+	+	+	+
Washington	123,600	*	*	*	103,679	*	*	*
Wicomico	117,898	*	*	*	+	+	+	+
Worcester	110,544	*	*	*	+	+	+	+

\*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 as of October, 2003

Local Education Agency	Associate, Area, and Assistant Superintendent				Director			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	\$112,273	\$106,919	\$101,873	\$124,877	\$95,053	\$95,784	\$86,316	\$106,731
Allegany	93,220	*	*	*	87,916	*	*	*
Anne Arundel	119,499	119,674	114,033	124,877	103,911	104,492	104,492	104,492
Baltimore City	114,284	110,000	103,500	125,938	89,925	90,403	84,844	95,939
Baltimore	107,519	106,090	106,090	107,090	88,601	92,700	83,351	92,700
Calvert	119,300	*	*	*	105,629	106,477	100,574	109,106
Caroline	92,721	*	*	*	91,659	*	*	*
Carroll	97,203	*	*	*	95,360	99,156	84,751	102,130
Cecil	106,833	*	*	*	99,400	*	*	*
Charles	145,000	*	*	*	105,750	98,537	93,778	123,795
Dorchester	117,978	*	*	*	84,937	*	*	*
Edison Schools	+	+	+	+	+	+	+	+
Frederick	100,984	101,320	95,669	105,572	85,337	87,328	72,806	98,578
Garrett	88,308	*	*	*	79,449	79,698	77,688	81,086
Harford	101,769	*	*	*	94,923	96,884	93,028	100,739
Howard	126,150	*	*	*	115,339	115,740	110,000	119,780
Kent	95,929	*	*	*	+	+	+	+
Montgomery	134,106	131,425	131,425	131,425	112,083	112,068	108,804	120,627
Prince George's	120,193	120,120	120,120	123,310	97,240	100,100	93,665	100,815
Queen Anne's	100,568	*	*	*	87,763	*	*	*
St. Mary's	117,624	*	*	*	97,861	101,198	90,549	107,824
Somerset	83,060	*	*	*	78,305	*	*	*
Talbot	104,661	*	*	*	50,084	45,637	40,395	53,732
Washington	94,925	*	*	*	75,251	76,440	57,295	91,692
Wicomico	93,335	*	*	*	83,752	85,340	81,757	87,334
Worcester	103,382	*	*	*	74,306	77,214	66,530	84,038

\*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 as of October, 2003

Local Education Agency	Coordinator				Supervisor			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	\$76,971	\$78,857	\$67,874	\$86,569	\$78,947	\$78,115	\$71,240	\$88,449
Allegany	53,216	53,802	50,982	58,496	68,991	71,757	64,283	73,374
Anne Arundel	85,899	91,858	79,419	92,317	87,653	93,906	84,564	98,465
Baltimore City	75,503	75,746	70,730	80,550	77,643	*	*	*
Baltimore	79,074	79,933	78,364	79,933	73,984	75,666	71,220	76,915
Calvert	85,112	84,677	80,173	94,210	88,737	84,819	82,751	97,303
Caroline	67,421	*	*	*	77,567	79,012	74,230	80,762
Carroll	63,435	65,158	53,646	75,266	84,183	86,922	79,861	89,830
Cecil	80,590	81,927	77,275	85,603	74,356	*	*	*
Charles	77,794	79,652	76,950	83,687	+	+	+	+
Dorchester	76,451	*	*	*	75,543	81,560	65,985	82,000
Edison Schools	+	+	+	+	+	+	+	+
Frederick	69,786	79,432	52,500	83,275	49,081	47,186	29,716	67,431
Garrett	56,296	56,231	53,833	58,727	75,358	*	*	*
Harford	68,322	*	*	*	83,827	87,573	77,909	87,626
Howard	100,360	101,121	89,104	112,059	93,906	97,139	85,370	100,487
Kent	57,007	*	*	*	72,917	76,841	62,213	81,948
Montgomery	99,622	101,131	98,185	101,131	101,666	106,731	94,829	106,731
Prince George's	95,810	*	*	*	90,194	92,528	87,215	92,528
Queen Anne's	+	+	+	+	79,119	79,310	77,358	80,872
St. Mary's	72,220	68,064	65,856	79,050	76,421	80,862	69,757	84,439
Somerset	43,625	45,526	29,120	57,179	72,237	74,740	66,380	74,740
Talbot	69,555	76,148	53,383	80,155	60,714	63,504	49,586	68,922
Washington	64,971	65,712	47,499	84,306	73,321	74,120	65,686	82,895
Wicomico	58,880	62,160	39,532	70,720	75,719	77,920	77,920	78,420
Worcester	66,581	65,201	58,668	79,400	89,555	88,597	88,065	91,733

\*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 as of October, 2003

Local Education Agency	Pupil Personnel/School Social Worker				Principal			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	\$66,833	\$65,679	\$57,543	\$77,633	\$91,045	\$89,914	\$84,675	\$96,038
Allegany	55,227	53,802	49,804	61,364	71,948	69,050	68,427	76,324
Anne Arundel	72,132	80,451	56,844	83,949	92,448	93,695	89,791	96,038
Baltimore City	59,243	59,329	53,880	65,256	85,763	85,298	79,500	90,549
Baltimore	59,846	60,755	52,040	69,824	90,347	89,914	86,422	93,440
Calvert	83,312	84,204	75,658	88,455	97,051	99,482	92,434	102,030
Caroline	63,062	*	*	*	80,990	80,050	77,722	84,831
Carroll	68,145	65,598	61,995	75,768	89,317	89,419	86,860	92,181
Cecil	74,237	*	*	*	82,776	82,403	78,821	85,603
Charles	70,584	72,616	66,368	75,617	90,570	87,288	84,163	94,632
Dorchester	55,817	*	*	*	78,753	81,070	74,551	81,578
Edison Schools	42,433	*	*	*	97,678	*	*	*
Frederick	72,616	75,541	61,092	81,994	88,169	89,681	87,119	89,681
Garrett	59,194	*	*	*	64,462	59,754	58,164	72,654
Harford	79,854	82,079	74,229	84,865	86,285	85,166	82,706	90,038
Howard	77,921	83,155	73,041	83,155	100,811	101,682	101,682	101,682
Kent	53,387	*	*	*	77,259	75,423	72,526	83,810
Montgomery	87,630	93,200	82,875	95,478	106,447	106,731	106,731	112,068
Prince George's	74,309	77,633	76,763	81,279	93,258	95,304	89,832	95,304
Queen Anne's	63,050	*	*	*	84,774	85,523	81,402	87,584
St. Mary's	66,056	66,542	60,471	74,863	85,320	83,240	76,269	92,261
Somerset	52,082	*	*	*	69,978	73,340	64,386	74,890
Talbot	40,401	38,635	22,406	60,237	80,178	78,853	76,912	83,512
Washington	68,574	68,228	65,602	71,719	78,982	79,464	74,543	84,727
Wicomico	61,737	62,600	53,240	64,600	77,095	76,310	75,020	80,308
Worcester	+	+	+	+	88,207	88,597	84,443	92,186

\*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 as of October, 2003

Local Education Agency	Vice Principal				Therapist			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	\$74,928	\$74,013	\$67,748	\$79,948	\$56,642	\$57,543	\$45,976	\$65,267
Allegany	60,328	60,317	59,610	62,295	45,965	48,317	40,667	50,982
Anne Arundel	77,981	79,347	72,133	85,279	56,587	59,391	48,264	65,048
Baltimore City	68,816	67,748	64,481	72,957	55,965	57,615	44,640	66,503
Baltimore	74,100	73,929	72,562	75,408	53,826	56,594	42,094	61,799
Calvert	78,601	76,888	74,715	80,780	55,533	52,176	47,487	65,431
Caroline	64,894	64,725	61,040	69,857	47,650	53,811	32,605	56,118
Carroll	73,836	76,046	67,244	80,876	54,707	56,501	46,641	63,622
Cecil	71,038	70,079	67,309	75,470	51,302	57,030	43,218	58,405
Charles	68,941	68,172	62,402	74,082	52,564	55,215	41,734	61,260
Dorchester	59,599	57,926	53,979	66,289	52,105	*	*	*
Edison Schools	66,750	*	*	*	49,383	*	*	*
Frederick	73,831	74,306	64,058	81,994	52,704	57,627	42,190	61,746
Garrett	59,828	*	*	*	56,063	57,831	51,109	59,241
Harford	75,107	73,437	73,437	79,523	49,153	51,864	40,942	55,420
Howard	74,690	75,183	63,772	80,285	56,128	60,978	43,363	66,366
Kent	68,240	*	*	*	52,463	*	*	*
Montgomery	91,290	97,288	82,228	101,131	61,321	60,447	47,890	75,508
Prince George's	76,160	77,618	71,033	82,346	60,974	64,680	49,790	70,575
Queen Anne's	71,871	71,098	69,037	75,219	52,900	54,700	48,060	58,135
St. Mary's	67,324	67,995	58,382	73,213	53,230	56,270	44,708	59,740
Somerset	62,595	*	*	*	49,856	*	*	*
Talbot	62,657	58,800	55,157	69,242	49,838	52,400	39,295	59,100
Washington	65,529	63,799	58,409	72,638	54,311	56,265	53,342	58,244
Wicomico	64,906	65,620	60,670	69,045	53,188	56,870	48,198	57,875
Worcester	72,813	76,381	62,927	80,075	49,353	48,205	41,172	57,547

\*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 as of October, 2003

Local Education Agency	School Psychologist				Librarian			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	\$65,508	\$63,968	\$54,924	\$74,007	\$57,119	\$57,543	\$48,319	\$65,465
Allegany	54,887	49,916	49,082	64,754	49,188	49,830	48,678	50,982
Anne Arundel	64,339	69,957	50,960	76,953	55,174	56,355	51,232	60,095
Baltimore City	55,746	53,880	47,202	65,256	55,213	60,656	43,142	62,490
Baltimore	66,578	69,238	60,496	73,014	54,858	57,543	44,368	66,056
Calvert	66,761	63,412	56,152	74,239	59,796	55,806	51,255	69,722
Caroline	54,632	*	*	*	52,082	53,811	46,011	56,789
Carroll	65,030	62,784	57,414	72,347	54,166	53,839	48,118	61,956
Cecil	61,233	67,842	57,106	74,702	51,204	54,819	43,178	59,580
Charles	64,378	62,679	59,742	66,208	57,320	60,193	50,562	65,508
Dorchester	52,557	*	*	*	51,535	54,520	42,418	59,531
Edison Schols	+	+	+	+	+	+	+	+
Frederick	75,527	79,432	70,464	81,994	54,745	57,258	46,709	61,746
Garrett	56,211	*	*	*	40,260	*	*	*
Harford	51,025	52,888	42,391	57,966	52,295	53,420	46,111	59,420
Howard	70,026	70,231	61,804	82,891	55,821	53,526	45,056	67,754
Kent	68,333	*	*	*	66,837	*	*	*
Montgomery	81,218	84,886	63,883	95,538	67,257	71,824	54,233	80,250
Prince George's	69,483	66,312	54,758	82,092	58,138	59,142	47,554	67,409
Queen Anne's	61,968	63,114	54,280	69,082	51,139	53,322	43,000	56,772
St. Mary's	56,499	55,650	43,930	68,620	57,895	61,012	51,327	63,556
Somerset	58,568	*	*	*	54,217	*	*	*
Talbot	60,000	*	*	*	52,740	54,800	45,350	59,100
Washington	65,772	62,768	62,310	73,677	52,208	55,264	47,310	58,244
Wicomico	59,004	57,340	54,490	64,350	49,094	52,690	38,120	57,875
Worcester	62,505	*	*	*	55,932	58,295	56,643	59,651

\*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 as of October, 2003

Local Education Agency	Guidance Counselor				Teacher			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	\$57,794	\$57,722	\$46,709	\$67,409	\$50,303	\$48,557	\$38,688	\$60,447
Allegany	48,306	50,151	47,372	52,324	44,446	48,678	37,951	50,982
Anne Arundel	63,293	64,630	54,079	74,324	47,910	48,277	38,066	57,086
Baltimore City	57,224	61,869	48,737	65,641	48,205	42,629	38,112	61,869
Baltimore	53,960	54,019	42,094	66,056	48,183	45,891	36,048	59,671
Calvert	64,021	63,808	56,295	75,226	54,623	52,176	44,978	65,431
Caroline	53,930	57,941	46,200	60,349	45,757	47,235	36,206	54,345
Carroll	55,684	54,110	45,440	66,984	49,486	48,996	37,224	61,343
Cecil	50,158	50,734	40,683	60,280	47,622	45,101	37,922	59,580
Charles	57,025	59,292	44,462	69,387	47,044	43,643	36,114	58,104
Dorchester	53,515	57,213	43,555	61,745	50,867	48,705	36,226	57,266
Edison Schools	48,000	*	*	*	44,262	43,150	40,000	49,440
Frederick	56,241	58,382	48,216	64,761	48,901	48,216	37,669	60,246
Garrett	48,438	48,855	43,798	52,910	44,929	47,211	38,587	51,339
Harford	50,268	50,355	42,487	57,966	46,204	44,740	37,467	53,420
Howard	60,274	62,334	50,138	71,142	51,488	48,783	39,738	63,011
Kent	53,819	56,489	47,207	61,328	50,222	52,667	41,614	59,037
Montgomery	65,557	67,701	51,209	80,250	58,209	55,828	44,086	75,277
Prince George's	57,281	56,502	46,192	67,409	50,665	47,554	38,618	64,383
Queen Anne's	49,366	49,310	37,163	57,448	45,621	42,460	35,713	55,450
St. Mary's	48,958	48,521	38,576	59,740	49,219	47,766	37,819	59,891
Somerset	51,736	51,687	43,619	61,445	44,348	46,697	35,105	53,786
Talbot	54,349	55,190	48,100	60,225	47,089	44,850	39,800	55,300
Washington	44,919	41,855	36,069	53,280	46,854	46,448	36,069	58,244
Wicomico	49,514	51,400	39,950	57,370	45,926	46,860	36,220	54,210
Worcester	54,636	59,347	45,692	61,758	48,183	47,247	38,660	58,142

\*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, 2003

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>	\$48,467		\$46,402		\$38,066		\$59,486	
Anne Arundel	47,910	-1.1	48,277	4.0	38,066	0.0	57,086	-4.0
Baltimore City	48,205	-0.5	42,629	-8.1	38,112	0.1	61,869	4.0
Baltimore	48,183	-0.6	45,891	-1.1	36,048	-5.3	59,671	0.3
Carroll	49,486	2.1	48,996	5.6	37,224	-2.2	61,343	3.1
Edison Schools	44,262	-8.7	43,150	-7.0	40,000	5.1	49,440	-16.9
Harford	46,204	-4.7	44,740	-3.6	37,467	-1.6	53,420	-10.2
Howard	51,488	6.2	48,783	5.1	39,738	4.4	63,011	5.9
<b>National Capital</b>	54,673		51,735		41,267		67,409	
Montgomery	58,209	6.5	55,828	7.9	44,086	6.8	75,277	11.7
Prince George's	50,665	-7.3	47,554	-8.1	38,618	-6.4	64,383	-4.5
<b>Western Maryland</b>	47,421		48,216		37,556		57,152	
Allegany	44,446	-6.3	48,678	1.0	37,951	1.1	50,982	-10.8
Frederick	48,901	3.1	48,216	0.0	37,669	0.3	60,246	5.4
Garrett	44,929	-5.3	47,211	-2.1	38,587	2.7	51,339	-10.2
Washington	46,854	-1.2	46,448	-3.7	36,069	-4.0	58,244	1.9
<b>Lower Shore</b>	47,076		47,247		36,460		56,195	
Dorchester	50,867	8.1	48,705	3.1	36,226	-0.6	57,266	1.9
Somerset	44,348	-5.8	46,697	-1.2	35,105	-3.7	53,786	-4.3
Wicomico	45,926	-2.4	46,860	-0.8	36,220	-0.7	54,210	-3.5
Worcester	48,183	2.4	47,247	0.0	38,660	6.0	58,142	3.5
<b>Upper Shore</b>	47,061		45,460		36,911		57,080	
Caroline	45,757	-2.8	47,235	3.9	36,206	-1.9	54,345	-4.8
Cecil	47,622	1.2	45,101	-0.8	37,922	2.7	59,580	4.4
Kent	50,222	6.7	52,667	15.9	41,614	12.7	59,037	3.4
Queen Anne's	45,621	-3.1	42,460	-6.6	35,713	-3.2	55,450	-2.9
Talbot	47,089	0.1	44,850	-1.3	39,800	7.8	55,300	-3.1
<b>Southern Maryland</b>	49,936		48,601		38,688		60,193	
Calvert	54,623	9.4	52,176	7.4	44,978	16.3	65,431	8.7
Charles	47,044	-5.8	43,643	-10.2	36,114	-6.7	58,104	-3.5
St. Mary's	49,219	-1.4	47,766	-1.7	37,819	-2.2	59,891	-0.5

Table 3

Average Salaries for Selected Positions and Ten-Year Percent Change: 1993 and 2003

Local Education Agency	Selected Positions*			Principals and Vice Principals			Instructional Positions+		
	1993	2003	Percent Change	1993	2003	Percent Change	1993	2003	Percent Change
Total State	\$39,808	\$52,501	31.9	\$60,027	\$82,174	36.9	\$40,784	\$51,047	25.2
Allegany	35,243	45,878	30.2	48,627	68,075	40.0	35,840	44,837	25.1
Anne Arundel	40,658	50,822	25.0	63,576	84,442	32.8	41,670	49,089	17.8
Baltimore City	36,956	50,494	36.6	58,596	75,790	29.3	38,015	48,855	28.5
Baltimore	39,674	50,393	27.0	66,079	80,451	21.7	40,773	48,899	19.9
Calvert	41,019	56,621	38.0	52,099	86,652	66.3	42,244	55,196	30.7
Caroline	35,160	47,658	35.5	58,943	72,942	23.8	36,096	46,387	28.5
Carroll	38,015	51,473	35.4	55,218	80,399	45.6	38,977	50,132	28.6
Cecil	35,914	49,385	37.5	54,760	76,711	40.1	36,848	47,969	30.2
Charles	37,982	49,400	30.1	48,557	77,540	59.7	38,737	47,936	23.7
Dorchester	34,558	52,134	50.9	57,353	70,544	23.0	35,405	51,020	44.1
Edison Schools	NA	46,557	0.0	NA	80,005	0.0	NA	44,466	0.0
Frederick	36,696	51,028	39.1	45,149	80,065	77.3	37,687	49,566	31.5
Garrett	31,354	46,119	47.1	55,928	63,486	13.5	32,093	45,257	41.0
Harford	36,118	48,133	33.3	63,530	79,543	25.2	37,073	46,573	25.6
Howard	40,036	53,757	34.3	49,952	85,574	71.3	41,218	52,345	27.0
Kent	37,318	52,171	39.8	69,995	74,799	6.9	38,046	50,854	33.7
Montgomery	46,863	60,420	28.9	67,952	98,888	45.5	47,811	59,018	23.4
Prince George's	41,290	52,943	28.2	56,200	84,093	49.6	42,271	51,411	21.6
Queen Anne's	36,504	47,362	29.7	56,404	79,341	40.7	37,352	46,159	23.6
St. Mary's	37,379	50,887	36.1	46,421	74,699	60.9	38,121	49,590	30.1
Somerset	35,234	46,234	31.2	53,324	67,869	27.3	33,909	44,950	32.6
Talbot	36,173	48,872	35.1	55,435	71,418	28.8	36,270	47,672	31.4
Washington	36,143	48,408	33.9	53,042	73,408	38.4	37,100	47,180	27.2
Wicomico	35,299	47,488	34.5	57,641	70,188	21.8	36,257	46,266	27.6
Worcester	37,587	50,193	33.5	54,510	80,510	47.7	38,663	48,679	25.9

\* Selected positions include principals, vice principals, teachers, guidance counselors, librarians, school psychologists, and therapists

+ Instructional positions include teachers, guidance counselors, librarians, school psychologists, and therapists