



Analysis of Professional Salaries Maryland Public Schools

October 2016



Maryland State Department of Education
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**Analysis of Professional Salaries
Maryland Public Schools
October 2016**

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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 2016. 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 2016

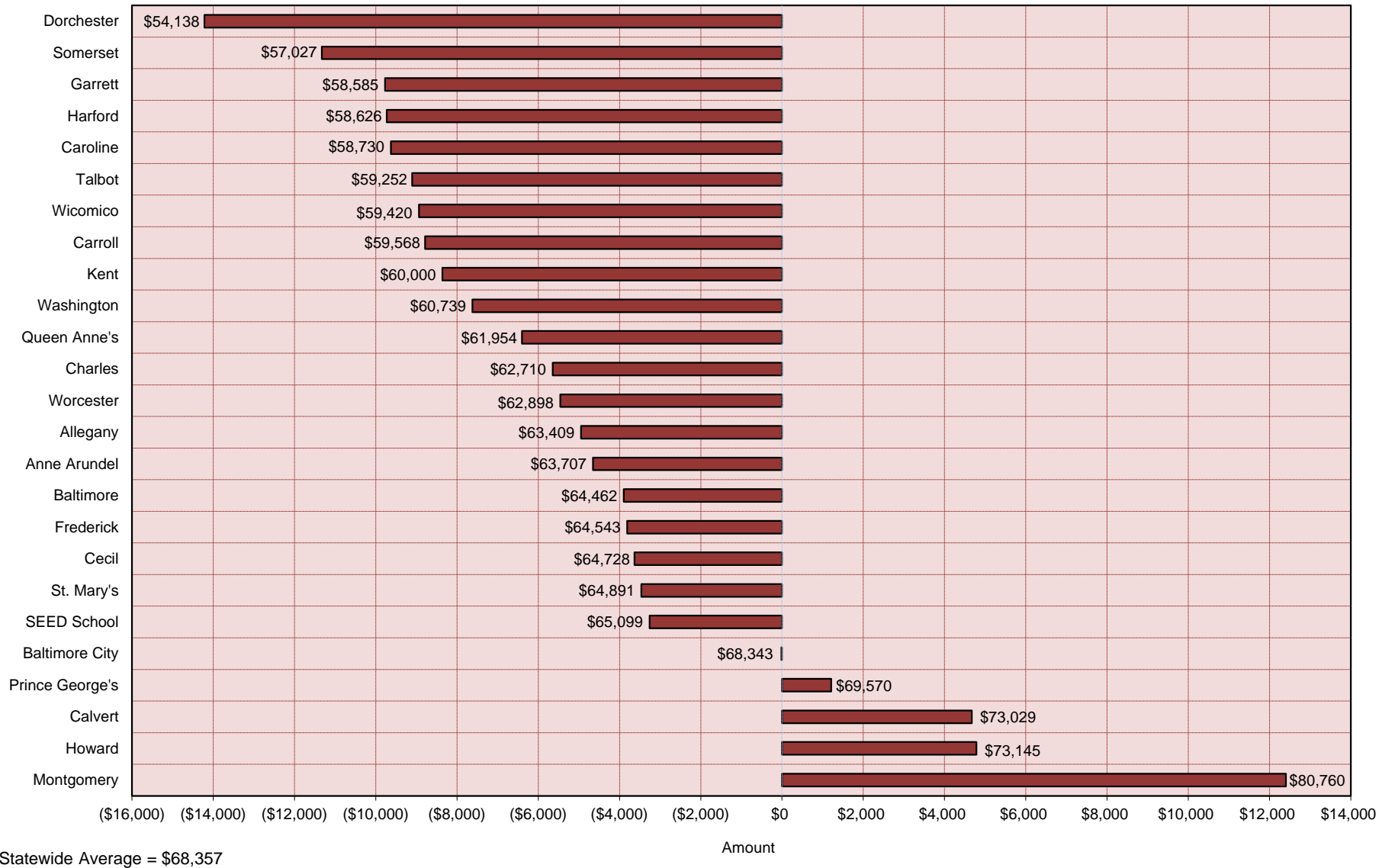


Table 1
Salaries of Professional Staff Employed in Maryland Public Schools
Maryland Public Schools: October 2016

Local Education Agency	Superintendent				Deputy Superintendent			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$205,111	\$195,402	\$159,375	\$243,246	\$184,199	\$183,714	\$155,941	\$220,243
Allegany	182,000	*	*	*	+	+	+	+
Anne Arundel	249,900	*	*	*	157,892	*	*	*
Baltimore City	298,000	*	*	*	167,920	*	*	*
Baltimore	287,800	*	*	*	+	+	+	+
Calvert	180,000	*	*	*	+	+	+	+
Caroline	154,500	*	*	*	+	+	+	+
Carroll	201,003	*	*	*	+	+	+	+
Cecil	202,097	*	*	*	+	+	+	+
Charles	218,564	*	*	*	212,232	*	*	*
Dorchester	145,094	*	*	*	+	+	+	+
Frederick	215,972	*	*	*	156,210	*	*	*
Garrett	126,000	*	*	*	+	+	+	+
Harford	212,342	*	*	*	194,595	*	*	*
Howard	284,192	*	*	*	221,670	*	*	*
Kent	152,440	*	*	*	+	+	+	+
Montgomery	275,000	*	*	*	220,344	*	*	*
Prince George's	293,480	*	*	*	208,544	*	*	*
Queen Anne's	152,298	*	*	*	+	+	+	+
St. Mary's	189,800	*	*	*	154,335	*	*	*
SEED School	+	+	+	+	149,000	*	*	*
Somerset	155,000	*	*	*	130,000	*	*	*
Talbot	176,400	*	*	*	+	+	+	+
Washington	223,283	*	*	*	172,833	*	*	*
Wicomico	175,000	*	*	*	+	+	+	+
Worcester	172,500	*	*	*	+	+	+	+

* 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 2016

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	\$161,414	\$162,000	\$138,689	\$176,918	\$131,873	\$135,342	\$113,318	\$150,405
Allegany	119,621	*	*	*	118,060	*	*	*
Anne Arundel	157,629	158,292	151,479	159,143	125,213	126,244	112,917	142,800
Baltimore City	150,920	143,382	137,000	167,190	107,576	109,634	90,000	120,000
Baltimore	200,526	198,205	197,205	208,806	150,024	143,626	130,210	177,668
Calvert	154,784	*	*	*	137,920	136,825	130,232	148,097
Caroline	145,846	*	*	*	115,295	*	*	*
Carroll	147,858	*	*	*	129,658	126,966	120,576	140,850
Cecil	171,153	*	*	*	144,016	147,602	139,280	150,546
Charles	175,651	*	*	*	128,643	130,063	112,804	152,792
Dorchester	132,439	*	*	*	89,816	88,908	78,930	101,501
Frederick	161,261	165,539	162,965	166,539	123,669	122,916	113,318	136,268
Garrett	+	+	+	+	90,587	88,615	79,991	101,519
Harford	142,786	*	*	*	138,945	144,915	136,415	146,415
Howard	190,543	191,219	185,713	195,034	156,007	158,325	134,420	176,789
Kent	+	+	+	+	+	+	+	+
Montgomery	176,918	176,918	176,918	176,918	151,328	153,905	146,681	157,683
Prince George's	181,046	179,250	172,849	192,054	149,056	149,984	139,011	161,324
Queen Anne's	53,600	*	*	*	134,567	*	*	*
St. Mary's	160,368	*	*	*	134,077	137,571	122,236	143,638
SEED School	+	+	+	+	106,470	102,000	90,775	124,400
Somerset	+	+	+	+	+	+	+	+
Talbot	130,000	*	*	*	71,798	62,133	48,625	95,270
Washington	141,101	*	*	*	113,708	115,299	95,454	125,191
Wicomico	124,933	*	*	*	112,751	112,170	110,850	116,170
Worcester	138,589	*	*	*	128,482	*	*	*

* 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 2016

Local Education Agency	Coordinator				Supervisor			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$108,759	\$109,322	\$94,982	\$124,770	\$109,707	\$107,550	\$98,350	\$123,121
Allegany	79,943	*	*	*	93,986	95,282	89,178	99,554
Anne Arundel	118,255	119,572	109,638	129,791	117,428	125,460	101,633	133,506
Baltimore City	108,413	109,322	103,496	112,610	97,103	97,757	67,058	128,373
Baltimore	116,745	117,972	106,304	126,480	101,722	101,258	88,152	115,807
Calvert	69,147	*	*	*	112,063	111,752	103,772	120,419
Caroline	95,168	90,081	86,021	106,859	108,775	111,643	105,194	114,589
Carroll	95,412	96,513	85,369	102,675	108,920	108,836	99,676	120,071
Cecil	108,973	109,761	101,821	114,881	97,479	93,445	92,188	104,788
Charles	95,598	92,720	82,373	105,276	100,357	105,049	86,438	111,092
Dorchester	76,979	80,470	73,999	84,477	99,269	101,068	95,237	101,715
Frederick	92,279	93,259	82,299	105,129	109,267	107,552	97,776	121,151
Garrett	+	+	+	+	88,359	84,614	79,835	98,755
Harford	98,557	100,412	96,522	100,471	105,894	103,576	99,418	110,704
Howard	126,492	127,469	116,115	139,398	119,016	126,102	98,700	134,348
Kent	+	+	+	+	97,826	100,698	91,791	103,298
Montgomery	127,721	132,478	118,859	136,817	137,690	137,998	134,998	143,452
Prince George's	145,777	148,160	138,309	153,346	118,598	121,049	107,550	132,273
Queen Anne's	82,216	*	*	*	98,707	105,460	102,939	113,864
St. Mary's	112,075	115,064	99,328	124,276	109,141	109,405	99,942	119,220
SEED School	+	+	+	+	+	+	+	+
Somerset	84,002	*	*	*	90,902	86,093	83,243	99,232
Talbot	74,315	*	*	*	90,282	97,478	78,790	98,414
Washington	87,654	85,040	72,590	102,210	106,834	108,245	100,503	113,041
Wicomico	84,688	89,750	77,277	94,262	100,834	102,290	98,390	104,566
Worcester	97,504	107,154	81,877	109,154	116,404	*	*	*

* 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 2016

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	\$88,281	\$86,879	\$73,286	\$99,089	\$123,281	\$121,658	\$108,836	\$137,569
Allegany	84,318	87,391	81,424	87,762	98,969	96,464	93,896	104,941
Anne Arundel	94,633	91,906	82,595	109,163	121,715	118,988	113,777	128,172
Baltimore City	84,608	85,838	79,083	96,791	118,843	113,188	105,192	130,017
Baltimore	80,894	79,204	65,034	97,146	132,533	132,525	124,303	140,638
Calvert	93,534	92,159	82,268	104,907	118,636	115,512	110,955	127,875
Caroline	70,075	*	*	*	101,557	100,493	97,603	107,437
Carroll	95,552	94,929	84,392	102,675	105,893	102,638	96,754	113,189
Cecil	99,626	*	*	*	109,530	111,018	104,932	113,703
Charles	92,166	88,690	81,390	105,546	115,811	114,654	107,762	122,658
Dorchester	63,281	60,025	53,413	74,862	103,576	105,278	102,067	107,185
Frederick	85,193	85,600	66,256	99,411	113,935	114,069	104,295	127,102
Garrett	71,721	*	*	*	84,406	82,587	74,385	93,998
Harford	81,438	94,648	54,513	103,035	111,419	110,820	106,527	114,162
Howard	106,395	110,063	99,057	117,401	142,355	147,408	138,427	150,084
Kent	69,813	*	*	*	96,159	98,695	85,184	100,098
Montgomery	120,373	124,528	120,020	129,310	142,947	143,452	137,498	146,952
Prince George's	89,876	92,323	79,639	96,936	125,828	128,522	114,190	136,349
Queen Anne's	78,493	*	*	*	123,751	123,031	121,718	125,878
St. Mary's	91,727	91,882	75,009	114,506	119,073	115,843	111,005	127,036
SEED School	62,141	*	*	*	112,200	*	*	*
Somerset	57,985	56,114	48,773	60,979	88,668	85,748	84,329	94,421
Talbot	65,652	58,300	56,084	81,150	106,040	105,849	100,754	108,664
Washington	71,536	67,791	61,574	78,940	104,240	102,705	98,530	108,592
Wicomico	72,592	72,926	67,132	76,606	101,356	101,740	97,997	105,312
Worcester	106,510	*	*	*	112,218	114,164	109,689	118,568

* 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 2016

Local Education Agency	Assistant Principal				Therapist			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$104,614	\$102,589	\$91,855	\$115,512	\$80,299	\$80,061	\$65,364	\$93,381
Allegany	81,379	78,751	73,084	89,485	64,531	67,543	58,947	70,960
Anne Arundel	105,055	102,862	99,038	108,190	81,103	80,839	66,986	93,539
Baltimore City	104,490	106,525	96,506	111,919	77,585	79,083	65,364	85,838
Baltimore	106,491	104,823	96,901	115,549	72,668	71,550	56,948	85,178
Calvert	98,841	94,404	91,251	107,097	81,370	82,157	74,433	92,159
Caroline	83,545	79,997	76,917	91,432	67,146	77,126	45,107	84,196
Carroll	91,482	87,767	84,392	98,726	65,007	66,521	54,887	76,546
Cecil	95,285	95,349	87,738	101,337	69,041	73,626	55,324	80,938
Charles	88,852	88,631	79,963	95,438	81,093	84,869	74,030	89,027
Dorchester	78,717	77,649	70,983	86,168	68,656	63,512	60,940	78,349
Frederick	96,485	95,079	84,508	108,098	71,404	71,294	62,154	80,279
Garrett	79,153	78,041	72,478	87,771	70,546	74,766	62,750	76,233
Harford	93,662	91,694	88,047	97,731	67,696	66,477	57,194	76,226
Howard	120,854	120,205	106,617	134,731	85,357	88,568	72,417	99,018
Kent	88,121	*	*	*	70,093	67,470	59,295	78,154
Montgomery	127,045	129,880	118,859	136,478	90,343	93,461	71,678	106,988
Prince George's	102,591	104,709	93,033	114,419	85,956	87,926	80,378	92,323
Queen Anne's	101,620	102,158	100,475	104,412	66,532	61,174	52,507	84,377
St. Mary's	97,612	96,690	89,706	103,589	73,286	75,076	63,884	80,549
SEED School	85,500	*	*	*	+	+	+	+
Somerset	77,010	74,950	72,178	79,484	77,958	78,671	75,455	80,105
Talbot	86,419	91,602	78,750	97,708	70,929	65,650	64,800	89,900
Washington	84,584	80,410	76,621	92,215	66,979	68,314	55,611	79,489
Wicomico	86,754	86,331	81,733	90,447	71,469	73,784	65,972	77,107
Worcester	94,103	101,399	80,876	103,160	76,902	76,729	71,742	79,479

* 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 2016

Local Education Agency	School Psychologist				Librarian			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$88,257	\$85,838	\$70,735	\$104,697	\$74,990	\$74,695	\$63,164	\$86,240
Allegany	86,228	87,205	86,023	87,205	69,279	69,392	67,901	70,768
Anne Arundel	91,224	84,411	79,013	104,925	70,336	66,725	60,435	82,116
Baltimore City	82,850	82,717	70,643	97,517	77,425	78,415	69,083	86,564
Baltimore	89,327	95,485	67,957	103,816	73,529	74,075	65,034	81,261
Calvert	79,777	75,274	68,887	92,404	85,293	86,751	78,391	91,609
Caroline	60,429	*	*	*	74,847	75,436	74,037	78,267
Carroll	85,277	83,917	75,334	96,221	61,389	65,642	48,904	77,909
Cecil	68,049	66,195	59,410	78,063	70,702	72,275	66,388	79,676
Charles	85,496	83,592	78,943	89,891	71,529	67,737	61,558	84,981
Dorchester	62,540	62,330	55,482	69,229	58,245	59,453	49,697	67,995
Frederick	95,588	99,593	86,648	108,643	71,050	68,065	57,702	84,414
Garrett	72,675	*	*	*	24,962	24,806	22,277	27,832
Harford	61,691	57,943	51,484	70,054	64,244	59,892	53,999	76,013
Howard	107,744	117,401	99,057	117,401	78,226	77,678	68,715	89,921
Kent	64,825	*	*	*	71,080	*	*	*
Montgomery	100,848	104,936	78,777	126,028	88,476	91,854	71,705	105,981
Prince George's	86,049	80,168	66,966	107,670	78,275	82,818	66,523	87,926
Queen Anne's	70,361	72,887	56,518	78,063	70,938	68,113	63,729	82,983
St. Mary's	81,499	85,636	67,285	88,319	68,721	74,826	61,772	78,586
SEED School	89,000	*	*	*	78,669	*	*	*
Somerset	68,586	*	*	*	66,503	65,772	64,574	68,549
Talbot	72,250	*	*	*	69,067	68,850	63,825	75,500
Washington	77,151	81,764	68,241	84,818	67,862	67,099	63,072	77,732
Wicomico	79,781	81,355	73,021	85,367	65,669	68,222	58,308	74,276
Worcester	67,532	*	*	*	73,249	80,994	59,013	84,402

* 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 2016

Local Education Agency	Guidance Counselor				Teacher			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
State Total	\$75,563	\$74,679	\$61,668	\$87,926	\$68,357	\$65,919	\$53,462	\$80,274
Allegany	63,227	67,543	55,288	70,767	63,409	66,017	60,415	68,772
Anne Arundel	78,916	75,358	65,310	90,972	63,707	59,809	52,117	75,093
Baltimore City	77,793	78,415	73,912	83,618	68,343	68,423	52,920	79,456
Baltimore	72,740	73,481	57,623	85,324	64,462	62,986	49,535	75,963
Calvert	80,027	84,429	69,640	92,413	73,029	75,911	61,437	85,475
Caroline	67,359	72,144	53,298	77,256	58,730	55,708	44,550	72,749
Carroll	69,885	68,949	56,988	83,378	59,568	56,701	47,896	71,953
Cecil	71,563	75,185	65,590	79,438	64,728	66,276	53,731	76,438
Charles	69,740	66,956	59,169	79,899	62,710	61,564	50,772	71,474
Dorchester	59,063	60,126	49,027	66,646	54,138	51,010	44,537	62,393
Frederick	74,524	73,222	63,607	88,337	64,543	62,466	52,002	74,929
Garrett	60,464	63,865	48,364	69,347	58,585	60,308	52,511	65,928
Harford	62,965	61,111	49,418	76,226	58,626	55,619	46,580	70,404
Howard	78,843	77,934	64,319	92,640	73,145	72,983	58,898	86,214
Kent	59,730	61,166	43,810	71,569	60,000	60,012	46,152	71,880
Montgomery	85,882	89,179	69,891	103,384	80,760	79,624	63,226	99,162
Prince George's	74,911	75,845	61,668	87,926	69,570	67,387	55,855	83,736
Queen Anne's	72,665	77,283	58,741	84,377	61,954	61,174	49,851	70,953
St. Mary's	68,378	69,993	57,111	79,650	64,891	65,991	52,841	75,755
SEED School	55,080	*	*	*	65,099	65,783	54,720	73,912
Somerset	71,945	76,528	65,298	78,147	57,027	54,605	44,756	65,772
Talbot	72,709	75,800	67,825	78,025	59,252	56,950	51,300	68,200
Washington	60,567	62,605	52,043	67,242	60,739	61,896	53,476	66,179
Wicomico	62,731	62,644	53,433	71,270	59,420	58,876	47,316	70,808
Worcester	70,384	67,442	56,127	84,402	62,898	61,604	50,729	76,479

* 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 2016

Local Education Agency	Average (Mean)	Percent Above/Below	Median	Percent Above/Below	1st Quartile	Percent Above/Below	3rd Quartile	Percent Above/Below
Baltimore Metropolitan	\$65,515		\$63,330		\$51,643		\$77,672	
Anne Arundel	63,707	-2.8	59,809	-5.6	52,117	0.9	75,093	-3.3
Baltimore City	68,343	4.3	68,423	8.0	52,920	2.5	79,456	2.3
Baltimore	64,462	-1.6	62,986	-0.5	49,535	-4.1	75,963	-2.2
Carroll	59,568	-9.1	56,701	-10.5	47,896	-7.3	71,953	-7.4
Harford	58,626	-10.5	55,619	-12.2	46,580	-9.8	70,404	-9.4
Howard	73,145	11.6	72,983	15.2	58,898	14.0	86,214	11.0
SEED School	65,099	-0.6	65,783	3.9	54,720	6.0	73,912	-4.8
National Capital	\$75,734		\$73,830		\$58,625		\$91,014	
Montgomery	80,760	6.6	79,624	7.8	63,226	7.8	99,162	9.0
Prince George's	69,570	-8.1	67,387	-8.7	55,855	-4.7	83,736	-8.0
Western Maryland	\$62,941		\$63,281		\$52,867		\$69,579	
Allegany	63,409	0.7	66,017	4.3	60,415	14.3	68,772	-1.2
Frederick	64,543	2.5	62,466	-1.3	52,002	-1.6	74,929	7.7
Garrett	58,585	-6.9	60,308	-4.7	52,511	-0.7	65,928	-5.2
Washington	60,739	-3.5	61,896	-2.2	53,476	1.2	66,179	-4.9
Lower Shore	\$59,174		\$57,307		\$47,112		\$70,808	
Dorchester	54,138	-8.5	51,010	-11.0	44,537	-5.5	62,393	-11.9
Somerset	57,027	-3.6	54,605	-4.7	44,756	-5.0	65,772	-7.1
Wicomico	59,420	0.4	58,876	2.7	47,316	0.4	70,808	0.0
Worcester	62,898	6.3	61,604	7.5	50,729	7.7	76,479	8.0
Upper Shore	\$62,252		\$62,326		\$51,200		\$73,895	
Caroline	58,730	-5.7	55,708	-10.6	44,550	-13.0	72,749	-1.6
Cecil	64,728	4.0	66,276	6.3	53,731	4.9	76,438	3.4
Kent	60,000	-3.6	60,012	-3.7	46,152	-9.9	71,880	-2.7
Queen Anne's	61,954	-0.5	61,174	-1.8	49,851	-2.6	70,953	-4.0
Talbot	59,252	-4.8	56,950	-8.6	51,300	0.2	68,200	-7.7
Southern Maryland	\$65,985		\$65,814		\$52,778		\$77,724	
Calvert	73,029	10.7	75,911	15.3	61,437	16.4	85,475	10.0
Charles	62,710	-5.0	61,564	-6.5	50,772	-3.8	71,474	-8.0
St. Mary's	64,891	-1.7	65,991	0.3	52,841	0.1	75,755	-2.5