



Analysis of Professional Salaries Maryland Public Schools

October 2021



Maryland State Department of Education
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**Analysis of Professional Salaries
Maryland Public Schools
October 2021**

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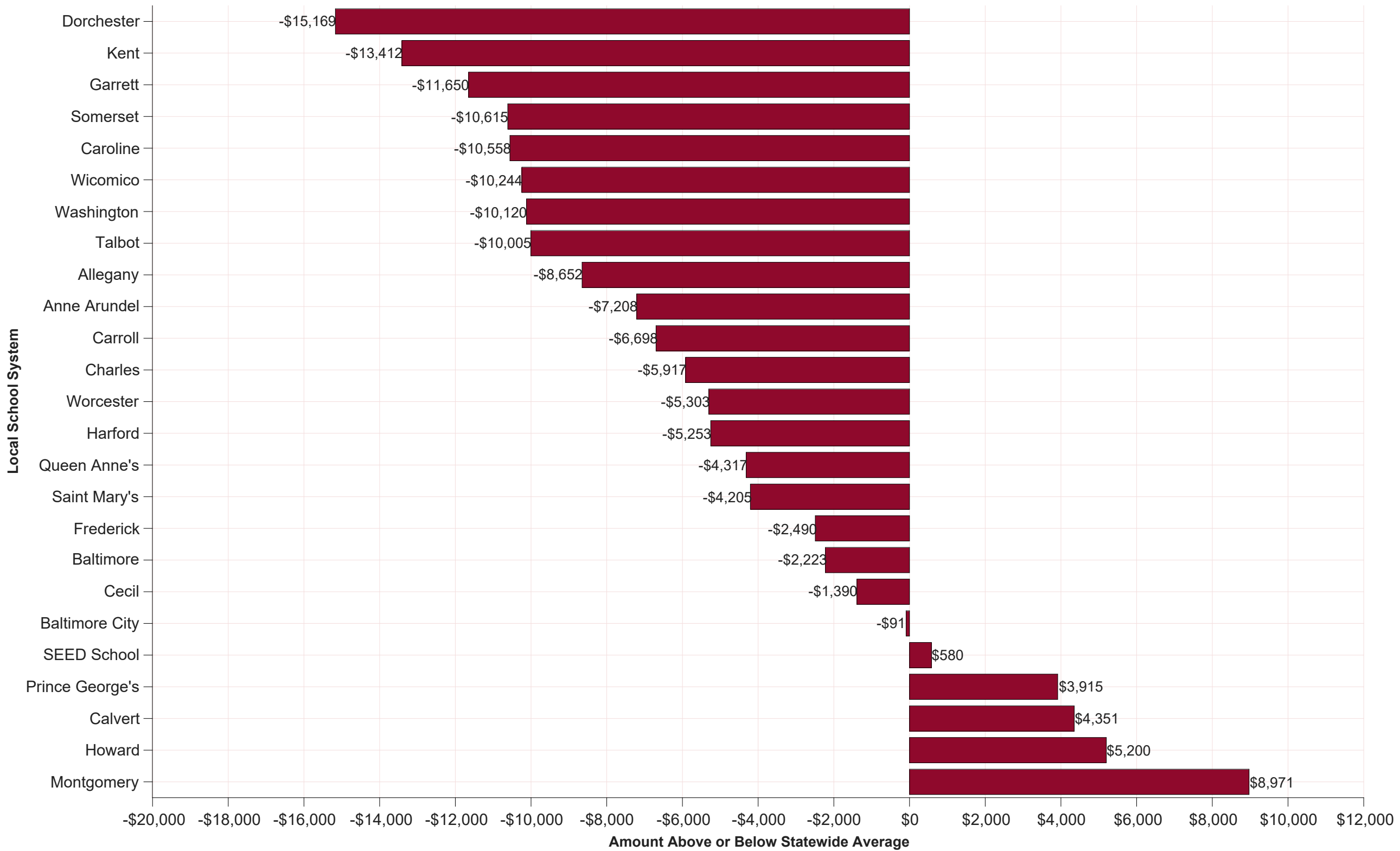
Introduction

The tables in this report were prepared from the data submitted by the 24 Maryland local school systems in the fall of 2021. 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 2021



Local School System	Teacher Average
Statewide Average	\$75,766
Allegany	67,114
Anne Arundel	68,558
Baltimore City	75,675
Baltimore	73,543
Calvert	80,117
Caroline	65,208
Carroll	69,068
Cecil	74,376
Charles	69,849
Dorchester	60,597
Frederick	73,276
Garrett	64,116
Harford	70,513
Howard	80,966
Kent	62,354
Montgomery	84,737
Prince George's	79,681
Queen Anne's	71,449
Saint Mary's	71,561
SEED School	76,346
Somerset	65,151
Talbot	65,761
Washington	65,646
Wicomico	65,522
Worcester	70,463

Table 1
Salaries of Professional Staff Employed in Maryland Public Schools
October 2021

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	\$234,962	\$224,397	\$192,311	\$286,811	\$187,970	\$197,272	\$166,187	\$204,074
Allegany	217,728	*	*	*	+	+	+	+
Anne Arundel	299,910	*	*	*	197,272	*	*	*
Baltimore City	333,125	*	*	*	+	+	+	+
Baltimore	295,800	*	*	*	+	+	+	+
Calvert	205,000	*	*	*	+	+	+	+
Caroline	155,000	*	*	*	+	+	+	+
Carroll	231,066	*	*	*	+	+	+	+
Cecil	252,714	*	*	*	+	+	+	+
Charles	215,000	*	*	*	176,469	*	*	*
Dorchester	188,903	*	*	*	+	+	+	+
Frederick	265,691	*	*	*	201,633	*	*	*
Garrett	143,500	*	*	*	+	+	+	+
Harford	232,860	*	*	*	199,580	*	*	*
Howard	289,296	*	*	*	204,887	*	*	*
Kent	165,488	*	*	*	+	+	+	+
Montgomery	295,000	*	*	*	216,900	*	*	*
Prince George's	326,014	*	*	*	+	+	+	+
Queen Anne's	185,000	*	*	*	+	+	+	+
Saint Mary's	261,250	*	*	*	174,172	*	*	*
SEED School	+	+	+	+	206,000	*	*	*
Somerset	170,000	*	*	*	144,791	*	*	*
Talbot	202,536	*	*	*	+	+	+	+
Washington	279,354	*	*	*	162,487	*	*	*
Wicomico	211,150	*	*	*	+	+	+	+
Worcester	217,700	*	*	*	+	+	+	+

* 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 2021

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	\$185,026	\$188,202	\$167,996	\$201,630	\$141,785	\$142,937	\$119,140	\$164,019
Allegany	130,774	*	*	*	112,811	*	*	*
Anne Arundel	192,864	191,778	183,476	198,527	153,484	157,300	133,694	172,130
Baltimore City	173,577	167,996	163,706	195,887	116,805	117,266	100,742	129,156
Baltimore	227,359	225,176	224,426	235,066	167,668	162,232	141,906	201,968
Calvert	172,400	*	*	*	149,786	149,867	145,190	157,410
Caroline	173,900	*	*	*	129,200	*	*	*
Carroll	174,013	*	*	*	147,420	147,946	135,391	152,384
Cecil	198,020	*	*	*	156,001	170,772	139,014	170,772
Charles	200,774	*	*	*	136,702	137,957	123,751	146,275
Dorchester	+	+	+	+	110,266	113,374	96,165	125,031
Frederick	187,237	189,451	170,003	209,260	149,732	149,900	137,002	162,251
Garrett	106,612	*	*	*	94,115	97,280	83,346	106,760
Harford	169,574	*	*	*	160,055	162,563	159,063	163,793
Howard	204,173	201,630	199,140	206,936	167,079	167,944	151,066	188,239
Kent	+	+	+	+	127,943	*	*	*
Montgomery	198,975	195,825	195,825	202,913	156,867	158,713	154,339	164,949
Prince George's	200,755	196,044	188,202	211,731	178,276	184,289	172,521	192,133
Queen Anne's	135,643	*	*	*	146,618	*	*	*
Saint Mary's	172,978	*	*	*	149,106	148,573	141,005	158,108
SEED School	+	+	+	+	104,137	99,753	92,800	118,268
Somerset	+	+	+	+	83,150	*	*	*
Talbot	151,773	*	*	*	78,008	67,742	52,417	102,917
Washington	136,693	*	*	*	114,223	121,322	89,117	138,218
Wicomico	135,805	*	*	*	123,764	123,152	123,071	126,671
Worcester	154,348	*	*	*	155,281	*	*	*

* 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 2021

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	\$116,166	\$118,127	\$100,034	\$131,064	\$120,534	\$119,331	\$104,949	\$136,838
Allegany	81,497	*	*	*	93,858	97,711	89,209	101,131
Anne Arundel	120,051	121,191	114,323	126,053	137,504	141,242	128,528	148,432
Baltimore City	117,055	119,140	106,856	125,801	97,580	85,301	72,758	132,849
Baltimore	129,416	128,256	120,371	139,210	111,073	111,644	97,193	125,451
Calvert	97,000	*	*	*	124,615	127,701	115,691	137,055
Caroline	108,638	109,962	85,159	131,456	108,552	111,754	91,117	126,936
Carroll	102,178	107,000	83,888	120,421	121,521	125,735	114,054	133,392
Cecil	120,723	121,358	114,546	125,913	117,726	112,238	108,411	130,482
Charles	105,110	101,362	95,868	119,829	109,229	113,863	87,949	127,450
Dorchester	92,639	94,110	86,804	101,361	103,984	110,135	91,238	113,655
Frederick	102,365	95,983	89,291	115,324	126,333	123,203	111,930	144,567
Garrett	87,389	*	*	*	97,739	96,375	90,422	105,738
Harford	114,342	117,918	116,748	121,434	122,939	122,804	114,868	130,517
Howard	136,515	140,766	121,038	151,742	129,093	130,878	118,291	143,541
Kent	90,737	*	*	*	103,118	97,609	92,127	116,864
Montgomery	132,270	138,811	120,409	140,311	145,182	147,242	144,242	149,452
Prince George's	157,780	176,066	138,386	176,066	140,490	148,216	137,643	150,406
Queen Anne's	100,538	*	*	*	116,639	118,014	110,942	121,108
Saint Mary's	114,424	111,289	88,719	139,288	121,036	123,799	113,989	129,844
SEED School	+	+	+	+	+	+	+	+
Somerset	95,806	*	*	*	106,540	104,953	100,443	110,703
Talbot	91,060	*	*	*	94,467	96,897	83,458	105,597
Washington	95,175	92,339	85,956	105,721	110,440	112,981	97,423	123,450
Wicomico	84,947	87,654	72,852	95,044	109,955	112,543	105,338	115,149
Worcester	104,154	110,140	91,947	117,308	127,767	*	*	*

* 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 2021

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	\$91,366	\$91,534	\$74,439	\$106,497	\$137,328	\$137,039	\$123,316	\$153,106
Allegany	71,190	70,584	60,469	84,438	100,821	101,131	94,977	104,400
Anne Arundel	93,300	93,373	75,560	111,558	125,681	124,352	120,400	129,581
Baltimore City	92,848	95,695	86,077	100,105	136,885	131,035	120,879	154,275
Baltimore	87,721	86,197	70,793	101,061	149,073	147,949	138,631	162,242
Calvert	101,554	104,352	95,203	110,484	129,917	129,230	123,108	135,474
Caroline	75,263	76,977	59,759	89,911	119,033	118,369	108,208	133,405
Carroll	114,320	117,476	102,878	121,162	125,021	118,517	115,065	130,764
Cecil	90,672	*	*	*	126,692	127,464	120,600	130,970
Charles	99,956	98,415	90,553	104,593	122,667	121,027	111,587	130,244
Dorchester	70,646	64,095	61,364	80,334	110,133	113,626	104,055	115,178
Frederick	84,813	84,368	68,417	101,957	129,071	129,816	115,675	138,234
Garrett	62,807	*	*	*	94,572	95,354	83,414	105,550
Harford	84,242	79,217	58,524	113,722	132,070	131,668	127,870	136,416
Howard	113,065	120,433	104,788	121,690	153,384	159,389	146,287	160,983
Kent	81,075	*	*	*	107,547	104,039	95,208	121,641
Montgomery	109,755	123,314	84,625	130,170	151,916	150,161	147,242	157,707
Prince George's	101,401	106,251	96,592	111,691	147,783	150,527	137,752	155,043
Queen Anne's	94,574	*	*	*	130,992	131,486	127,801	133,673
Saint Mary's	86,218	94,805	61,231	107,309	133,386	135,488	125,594	138,288
SEED School	58,150	*	*	*	119,646	*	*	*
Somerset	65,926	66,442	57,303	78,089	99,360	99,427	95,269	102,671
Talbot	65,008	63,458	54,554	71,027	112,958	111,904	107,027	117,539
Washington	73,728	70,977	59,710	83,493	113,756	111,839	105,029	120,280
Wicomico	77,860	74,852	72,000	84,653	111,139	111,967	105,025	118,058
Worcester	90,499	88,327	59,991	114,290	123,443	124,180	119,714	130,047

* 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 2021

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	\$115,716	\$113,340	\$102,783	\$128,694	\$86,918	\$87,394	\$71,145	\$101,422
Allegany	85,496	83,586	79,166	93,372	67,051	70,069	61,349	75,208
Anne Arundel	109,781	109,459	104,484	113,744	86,676	84,266	72,646	98,233
Baltimore City	113,500	113,396	102,729	125,167	87,951	90,032	79,767	95,695
Baltimore	117,647	114,156	103,394	128,559	80,986	80,893	67,032	95,506
Calvert	107,950	103,946	99,425	112,938	87,295	89,897	75,030	99,253
Caroline	96,548	96,732	90,466	102,176	64,870	*	*	*
Carroll	108,839	104,376	101,336	114,054	76,211	77,693	63,773	88,877
Cecil	108,973	109,492	101,557	117,475	77,706	79,525	65,902	90,599
Charles	101,114	98,278	91,547	104,296	86,258	90,745	75,028	94,759
Dorchester	88,847	83,819	81,086	99,473	79,810	75,323	69,188	92,676
Frederick	109,527	108,180	98,086	119,073	83,697	86,717	72,000	92,706
Garrett	84,246	86,683	68,661	96,737	80,906	87,261	71,472	87,571
Harford	113,844	111,340	111,340	115,578	85,248	88,361	70,355	94,111
Howard	130,158	130,411	114,251	144,066	88,515	91,724	72,567	103,959
Kent	85,444	*	*	*	80,160	86,513	67,605	89,539
Montgomery	133,335	138,811	123,405	142,811	92,952	96,710	72,961	112,283
Prince George's	119,470	122,637	108,960	130,105	95,122	101,422	85,950	106,217
Queen Anne's	108,603	106,659	97,999	113,546	69,872	69,883	50,500	92,272
Saint Mary's	105,469	108,829	92,582	113,289	77,272	78,280	67,453	91,620
SEED School	98,444	*	*	*	+	+	+	+
Somerset	96,951	101,910	90,702	103,530	70,856	61,356	57,294	89,168
Talbot	92,280	91,908	90,870	92,764	76,972	70,720	63,886	92,542
Washington	87,719	86,107	80,616	95,340	65,693	64,301	58,254	74,570
Wicomico	94,006	92,258	88,804	100,829	75,985	78,652	74,558	85,101
Worcester	108,968	112,716	105,557	116,916	75,603	81,528	60,400	86,626

* 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 2021

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	\$95,987	\$94,563	\$79,766	\$111,829	\$83,663	\$84,218	\$71,456	\$95,521
Allegany	84,459	89,209	77,570	89,209	70,843	73,848	68,165	76,024
Anne Arundel	96,303	93,373	86,263	107,227	76,179	73,784	65,542	89,948
Baltimore City	93,639	93,430	86,050	109,045	90,053	91,013	83,947	97,067
Baltimore	98,163	97,602	75,398	121,710	81,826	83,752	72,129	91,786
Calvert	86,168	75,337	63,034	114,165	91,884	94,436	84,980	99,078
Caroline	66,753	*	*	*	80,592	83,270	78,767	85,046
Carroll	96,199	96,471	86,347	108,177	70,462	70,017	61,870	85,415
Cecil	70,106	62,765	57,108	86,544	83,066	86,099	82,850	88,399
Charles	92,366	91,486	84,297	103,555	82,953	82,344	78,359	92,119
Dorchester	83,070	82,910	74,533	91,688	64,929	67,000	46,500	81,000
Frederick	107,092	107,837	94,900	121,580	81,843	84,712	68,903	92,012
Garrett	83,705	*	*	*	+	+	+	+
Harford	81,503	70,618	66,293	100,916	81,042	79,929	71,018	88,773
Howard	112,088	121,690	101,015	121,690	86,221	86,685	78,529	96,669
Kent	+	+	+	+	77,931	*	*	*
Montgomery	97,507	94,632	74,656	127,898	93,385	95,858	78,229	110,783
Prince George's	101,461	107,021	80,596	121,708	91,335	96,592	81,286	101,422
Queen Anne's	64,421	70,663	51,373	74,349	68,485	68,170	55,913	80,612
Saint Mary's	77,445	71,649	58,584	95,555	80,679	85,914	69,833	94,805
SEED School	+	+	+	+	+	+	+	+
Somerset	92,181	*	*	*	72,035	71,819	57,190	87,076
Talbot	91,020	*	*	*	80,207	*	*	*
Washington	86,056	91,608	77,068	93,898	66,729	64,301	58,254	73,116
Wicomico	91,324	93,450	82,710	98,324	73,737	74,279	69,994	80,221
Worcester	80,496	*	*	*	82,872	88,327	75,245	89,377

* 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 2021

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	\$81,154	\$80,418	\$64,617	\$96,060	\$75,766	\$74,138	\$58,782	\$90,514
Allegany	65,820	70,584	55,313	73,509	67,114	71,690	58,682	73,509
Anne Arundel	83,267	80,121	69,806	97,728	68,558	66,144	57,629	78,276
Baltimore City	77,187	80,448	59,326	91,013	75,675	77,350	57,600	89,881
Baltimore	78,007	77,836	58,450	92,190	73,543	72,740	56,788	86,917
Calvert	89,893	92,948	78,531	102,827	80,117	85,548	67,323	93,732
Caroline	76,767	81,634	67,173	85,654	65,208	61,932	50,291	79,317
Carroll	80,157	77,716	67,360	94,740	69,068	65,398	57,108	81,811
Cecil	84,341	88,024	81,985	89,837	74,376	78,025	61,793	85,024
Charles	79,136	78,388	64,828	90,310	69,849	67,895	56,630	81,961
Dorchester	70,585	65,280	61,069	83,180	60,597	58,000	49,000	71,500
Frederick	80,881	85,447	64,535	95,328	73,276	73,692	55,690	88,878
Garrett	68,587	71,852	58,005	80,318	64,116	62,981	52,891	74,019
Harford	75,982	80,079	60,191	88,342	70,513	72,150	55,935	82,217
Howard	85,343	86,382	70,372	99,969	80,966	82,607	68,333	95,126
Kent	58,458	56,428	43,126	67,653	62,354	62,043	49,958	74,693
Montgomery	87,278	89,861	67,066	108,081	84,737	83,358	65,676	106,010
Prince George's	83,067	85,820	65,773	96,592	79,681	80,893	61,999	96,592
Queen Anne's	76,485	75,151	68,900	91,263	71,449	72,334	58,414	83,104
Saint Mary's	74,909	77,472	61,720	89,494	71,561	70,903	57,824	87,652
SEED School	+	+	+	+	76,346	78,678	70,026	85,004
Somerset	78,666	77,468	68,663	89,986	65,151	59,664	53,785	79,953
Talbot	74,750	75,107	62,280	88,266	65,761	64,804	56,133	75,311
Washington	65,788	61,320	58,254	70,977	65,646	64,301	58,254	70,977
Wicomico	70,451	73,605	61,790	77,168	65,522	66,054	52,119	76,350
Worcester	84,824	88,327	72,451	91,127	70,463	72,295	56,961	83,866

* 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 2021

Local School System	Average (Mean)	Percent Above/Below	Median	Percent Above/Below	1st Quartile	Percent Above/Below	3rd Quartile	Percent Above/Below
Baltimore Metropolitan	\$73,422		\$71,612		\$57,629		\$87,446	
Anne Arundel	68,558	-6.6	66,144	-7.6	57,629	0.0	78,276	-10.5
Baltimore City	75,675	3.1	77,350	8.0	57,600	-0.1	89,881	2.8
Baltimore	73,543	0.2	72,740	1.6	56,788	-1.5	86,917	-0.6
Carroll	69,068	-5.9	65,398	-8.7	57,108	-0.9	81,811	-6.4
Harford	70,513	-4.0	72,150	0.8	55,935	-2.9	82,217	-6.0
Howard	80,966	10.3	82,607	15.4	68,333	18.6	95,126	8.8
SEED School	76,346	4.0	78,678	9.9	70,026	21.5	85,004	-2.8
National Capital	82,533		83,035		63,857		101,422	
Montgomery	84,737	2.7	83,358	0.4	65,676	2.8	106,010	4.5
Prince George's	79,681	-3.5	80,893	-2.6	61,999	-2.9	96,592	-4.8
Western Maryland	69,907		70,001		56,430		80,304	
Allegany	67,114	-4.0	71,690	2.4	58,682	4.0	73,509	-8.5
Frederick	73,276	4.8	73,692	5.3	55,690	-1.3	88,878	10.7
Garrett	64,116	-8.3	62,981	-10.0	52,891	-6.3	74,019	-7.8
Washington	65,646	-6.1	64,301	-8.1	58,254	3.2	70,977	-11.6
Lower Shore	66,004		65,000		53,112		79,579	
Dorchester	60,597	-8.2	58,000	-10.8	49,000	-7.7	71,500	-10.2
Somerset	65,151	-1.3	59,664	-8.2	53,785	1.3	79,953	0.5
Wicomico	65,522	-0.7	66,054	1.6	52,119	-1.9	76,350	-4.1
Worcester	70,463	6.8	72,295	11.2	56,961	7.2	83,866	5.4
Upper Shore	70,383		72,258		57,981		83,024	
Caroline	65,208	-7.4	61,932	-14.3	50,291	-13.3	79,317	-4.5
Cecil	74,376	5.7	78,025	8.0	61,793	6.6	85,024	2.4
Kent	62,354	-11.4	62,043	-14.1	49,958	-13.8	74,693	-10.0
Queen Anne's	71,449	1.5	72,334	0.1	58,414	0.7	83,104	0.1
Talbot	65,761	-6.6	64,804	-10.3	56,133	-3.2	75,311	-9.3
Southern Maryland	72,945		73,739		58,201		87,652	
Calvert	80,117	9.8	85,548	16.0	67,323	15.7	93,732	6.9
Charles	69,849	-4.2	67,895	-7.9	56,630	-2.7	81,961	-6.5
Saint Mary's	71,561	-1.9	70,903	-3.8	57,824	-0.6	87,652	0.0