

Analysis of Professional Salaries Maryland Public Schools October 2022

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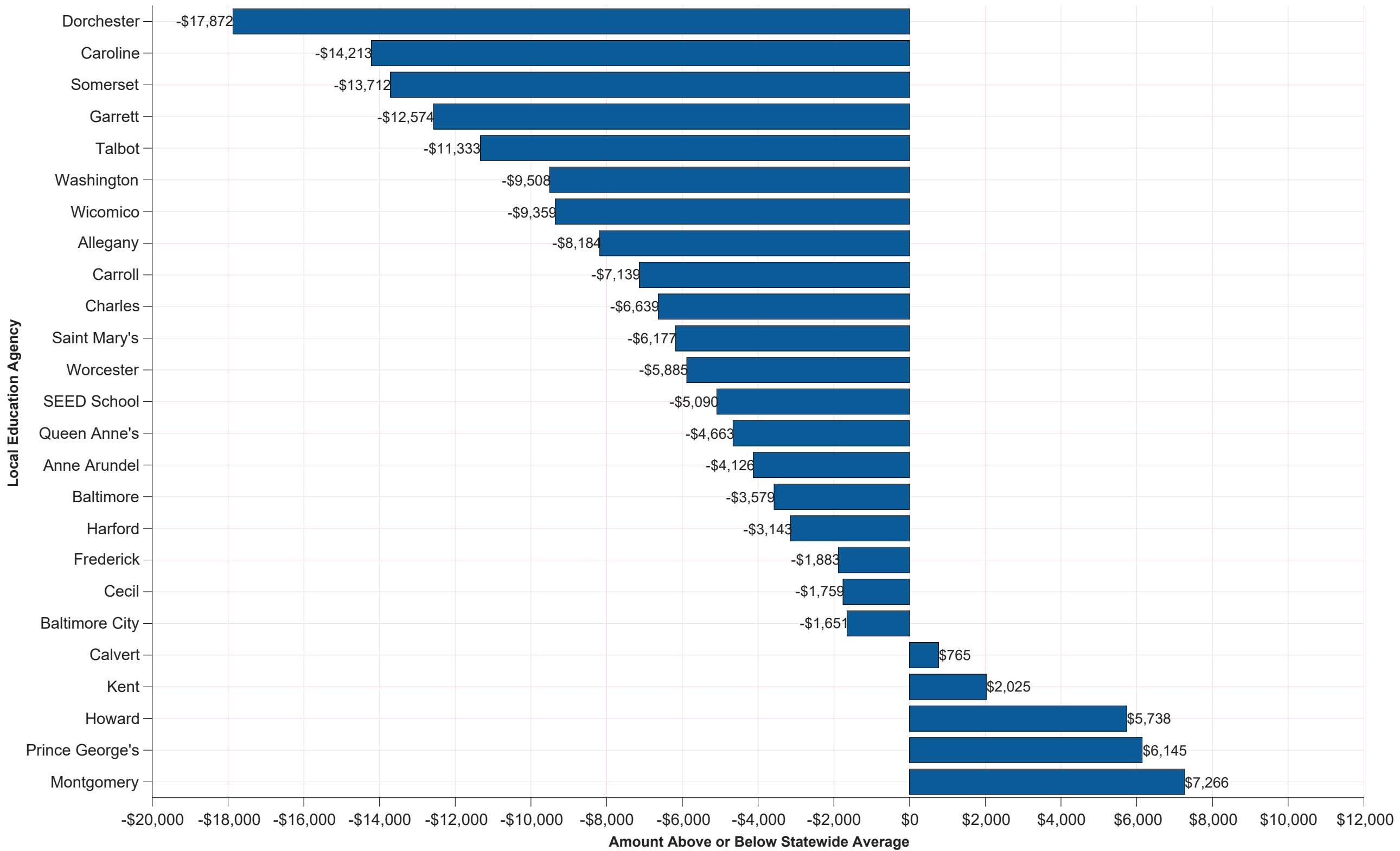
Introduction

The tables in this report were prepared from the data submitted by the 24 Maryland local education agencies in the fall of 2022. 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 2022



Local Education Agency	Teacher Average
Statewide Average	\$79,420
Allegany	71,236
Anne Arundel	75,294
Baltimore City	77,769
Baltimore	75,841
Calvert	80,185
Caroline	65,207
Carroll	72,281
Cecil	77,661
Charles	72,781
Dorchester	61,548
Frederick	77,537
Garrett	66,846
Harford	76,277
Howard	85,158
Kent	81,445
Montgomery	86,686
Prince George's	85,565
Queen Anne's	74,757
Saint Mary's	73,243
SEED School	74,330
Somerset	65,708
Talbot	68,087
Washington	69,912
Wicomico	70,061
Worcester	73,535

Table 1
Salaries of Professional Staff Employed in Maryland Public Schools
October 2022

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	\$243,001	\$230,792	\$195,632	\$286,576	\$212,803	\$217,721	\$196,948	\$227,475
Allegany	225,792	*	*	*	+	+	+	+
Anne Arundel	305,000	*	*	*	217,721	*	*	*
Baltimore City	341,453	*	*	*	+	+	+	+
Baltimore	301,716	*	*	*	247,952	*	*	*
Calvert	215,000	*	*	*	+	+	+	+
Caroline	175,000	*	*	*	+	+	+	+
Carroll	235,000	*	*	*	+	+	+	+
Cecil	270,290	*	*	*	+	+	+	+
Charles	220,000	*	*	*	204,048	*	*	*
Dorchester	192,509	*	*	*	+	+	+	+
Frederick	265,000	*	*	*	229,000	*	*	*
Garrett	149,500	*	*	*	+	+	+	+
Harford	256,000	*	*	*	219,296	*	*	*
Howard	290,743	*	*	*	210,009	*	*	*
Kent	168,798	*	*	*	+	+	+	+
Montgomery	320,000	*	*	*	237,072	*	*	*
Prince George's	357,556	*	*	*	+	+	+	+
Queen Anne's	210,000	*	*	*	+	+	+	+
Saint Mary's	274,075	*	*	*	182,667	*	*	*
SEED School	+	+	+	+	212,180	*	*	*
Somerset	185,000	*	*	*	152,203	*	*	*
Talbot	192,000	*	*	*	+	+	+	+
Washington	250,000	*	*	*	181,104	*	*	*
Wicomico	205,000	*	*	*	+	+	+	+
Worcester	226,584	*	*	*	+	+	+	+

* 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 2022

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	\$191,991	\$196,813	\$170,929	\$208,609	\$148,449	\$149,362	\$126,260	\$170,493
Allegany	140,047	*	*	*	117,439	*	*	*
Anne Arundel	208,764	207,465	196,296	217,255	159,098	159,728	143,260	183,025
Baltimore City	181,610	178,218	167,465	207,805	124,442	122,843	106,872	138,737
Baltimore	233,748	229,660	228,660	243,110	172,295	168,766	147,935	206,007
Calvert	172,400	*	*	*	149,946	150,700	146,732	159,660
Caroline	141,907	*	*	*	132,668	*	*	*
Carroll	210,000	*	*	*	149,734	148,546	135,871	165,229
Cecil	207,426	*	*	*	155,512	148,272	141,072	178,884
Charles	200,000	*	*	*	142,728	147,758	119,842	155,614
Dorchester	+	+	+	+	115,227	112,636	100,588	131,214
Frederick	191,686	196,989	171,817	223,697	154,949	156,231	143,375	171,674
Garrett	113,212	*	*	*	97,616	101,005	89,251	107,369
Harford	186,392	*	*	*	174,907	177,363	174,097	180,024
Howard	206,691	206,671	204,118	208,231	167,370	159,921	151,436	183,741
Kent	+	+	+	+	135,839	*	*	*
Montgomery	201,978	201,825	201,825	205,369	159,339	161,049	157,125	167,474
Prince George's	214,646	209,964	201,730	226,434	188,509	193,503	177,028	201,740
Queen Anne's	160,000	*	*	*	149,500	*	*	*
Saint Mary's	175,406	*	*	*	154,955	154,688	143,389	165,759
SEED School	+	+	+	+	101,612	98,374	93,935	110,908
Somerset	+	+	+	+	88,351	*	*	*
Talbot	157,464	*	*	*	81,783	67,850	54,616	112,318
Washington	152,357	*	*	*	129,824	128,714	80,838	148,494
Wicomico	144,709	*	*	*	132,150	131,371	131,071	134,971
Worcester	161,080	*	*	*	161,580	*	*	*

* 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 2022

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	\$120,299	\$122,728	\$103,338	\$136,816	\$125,219	\$124,978	\$108,615	\$144,523
Allegany	72,122	*	*	*	104,251	101,619	92,777	105,176
Anne Arundel	128,989	131,296	123,495	138,873	149,100	153,054	143,999	159,808
Baltimore City	120,851	118,844	110,479	132,184	97,314	94,640	83,063	108,444
Baltimore	127,808	126,968	116,977	140,974	112,107	111,503	98,829	128,024
Calvert	115,255	117,492	86,593	142,798	128,935	132,549	120,807	138,821
Caroline	114,296	*	*	*	112,471	114,446	99,139	129,714
Carroll	104,439	104,456	87,915	116,289	126,007	130,802	111,839	144,318
Cecil	127,700	126,949	122,085	133,940	124,229	122,184	113,628	133,233
Charles	110,893	108,424	100,930	121,357	124,771	125,322	93,425	149,769
Dorchester	97,263	100,049	89,647	106,871	106,892	109,366	99,376	114,476
Frederick	108,405	101,985	94,870	124,388	128,933	126,883	113,407	145,148
Garrett	88,661	*	*	*	101,329	100,225	89,374	113,838
Harford	121,866	124,227	114,721	132,794	132,400	131,557	123,348	139,890
Howard	141,446	143,033	127,374	158,692	132,945	136,173	123,655	145,382
Kent	80,566	93,947	57,784	96,122	109,005	104,628	95,954	124,245
Montgomery	135,540	140,893	129,020	142,393	147,294	147,906	146,406	151,406
Prince George's	165,352	166,740	150,390	184,869	150,910	157,926	148,861	157,926
Queen Anne's	76,713	*	*	*	114,906	117,131	108,928	127,158
Saint Mary's	119,092	115,410	96,112	133,009	125,981	131,505	119,596	137,005
SEED School	+	+	+	+	+	+	+	+
Somerset	103,804	103,655	100,987	106,696	116,622	116,459	109,093	121,615
Talbot	81,218	81,572	59,477	97,404	99,302	100,152	93,294	107,934
Washington	98,767	96,767	83,883	113,632	113,243	118,648	99,603	127,777
Wicomico	90,275	90,355	76,128	100,231	116,382	120,076	108,892	122,582
Worcester	114,639	118,725	108,953	121,367	127,098	*	*	*

* 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 2022

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	\$94,179	\$92,777	\$77,014	\$112,879	\$142,762	\$142,965	\$129,124	\$158,662
Allegany	79,164	75,958	63,357	83,699	105,186	105,176	98,776	108,576
Anne Arundel	102,313	98,656	81,767	123,440	135,553	133,538	129,749	141,110
Baltimore City	94,777	96,691	88,014	101,820	142,730	136,670	124,774	155,437
Baltimore	88,663	86,706	72,209	102,212	152,605	153,062	141,283	165,583
Calvert	100,482	103,360	91,786	108,204	132,905	133,135	126,640	140,861
Caroline	82,010	*	*	*	117,178	114,494	105,667	130,925
Carroll	119,657	122,210	107,024	126,045	127,270	123,293	116,216	134,726
Cecil	111,146	*	*	*	133,599	134,234	131,108	135,734
Charles	106,555	104,118	93,981	112,864	129,008	126,925	117,060	137,487
Dorchester	70,370	65,060	62,155	73,773	114,458	117,898	107,669	120,248
Frederick	89,621	84,546	71,987	110,041	136,416	136,416	120,033	145,425
Garrett	66,494	*	*	*	97,755	98,203	85,264	111,187
Harford	93,379	86,903	64,862	122,073	141,549	141,216	135,687	146,907
Howard	115,939	121,424	109,765	126,165	156,150	162,577	149,317	162,577
Kent	65,804	*	*	*	97,788	94,451	76,527	120,719
Montgomery	106,608	99,416	85,559	132,123	156,408	156,119	152,379	161,132
Prince George's	109,361	112,879	103,383	115,570	154,004	158,053	144,640	162,795
Queen Anne's	72,868	66,996	56,639	95,466	131,966	134,282	127,639	137,603
Saint Mary's	86,926	89,796	65,805	114,705	135,081	138,135	124,836	143,184
SEED School	+	+	+	+	120,000	*	*	*
Somerset	58,356	57,087	45,015	65,125	107,278	105,691	101,345	113,749
Talbot	64,062	58,063	51,740	75,863	116,229	114,736	111,716	120,092
Washington	75,869	73,479	60,308	87,925	119,649	118,648	111,300	126,789
Wicomico	82,633	82,514	76,785	91,038	116,496	117,411	110,315	121,833
Worcester	86,341	83,820	70,032	97,918	130,310	131,448	126,941	136,696

* 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 2022

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	\$119,618	\$118,559	\$107,570	\$132,633	\$91,252	\$91,626	\$75,417	\$106,901
Allegany	88,820	86,929	82,332	98,776	70,960	74,540	65,674	79,207
Anne Arundel	117,152	115,760	110,796	122,556	94,768	94,852	79,787	105,257
Baltimore City	118,760	117,841	107,403	130,863	91,126	93,215	81,562	97,848
Baltimore	118,986	114,154	105,462	128,559	84,718	83,957	70,476	98,878
Calvert	112,652	109,747	104,458	118,206	88,939	92,805	76,901	99,330
Caroline	95,358	96,889	86,967	104,220	+	+	+	+
Carroll	110,144	108,582	100,333	118,650	79,095	77,026	68,528	91,509
Cecil	116,304	116,225	110,128	122,534	83,869	88,707	70,787	94,032
Charles	102,554	102,371	92,720	110,116	90,823	95,074	80,182	98,693
Dorchester	91,768	86,087	83,135	103,396	81,353	77,011	68,878	96,604
Frederick	115,500	112,493	102,842	123,558	97,085	99,424	85,124	109,823
Garrett	87,416	89,033	70,641	99,444	80,639	82,723	70,399	91,406
Harford	123,031	121,743	119,754	125,338	85,316	89,751	68,514	99,732
Howard	132,693	133,019	119,544	147,665	92,142	94,392	75,417	109,901
Kent	95,733	*	*	*	88,741	*	*	*
Montgomery	134,029	140,893	120,974	144,893	95,341	98,566	76,781	113,661
Prince George's	125,592	128,770	114,408	136,610	104,545	107,507	97,509	118,459
Queen Anne's	104,738	100,493	98,865	114,326	81,192	80,971	53,855	95,478
Saint Mary's	109,329	110,266	99,644	118,896	77,714	79,089	69,539	85,966
SEED School	103,366	*	*	*	+	+	+	+
Somerset	98,296	103,100	84,978	107,360	67,304	56,735	51,823	86,945
Talbot	93,944	94,999	86,966	99,786	86,665	96,716	72,124	101,363
Washington	94,180	89,672	85,695	103,672	71,693	73,479	60,308	85,213
Wicomico	97,828	95,483	91,522	101,557	81,894	84,194	80,309	90,496
Worcester	113,306	117,225	109,801	122,475	79,249	87,557	62,503	91,430

* 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 2022

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	\$101,026	\$99,643	\$84,002	\$118,667	\$87,588	\$88,374	\$75,621	\$100,362
Allegany	88,189	92,777	80,673	92,777	74,342	77,849	72,173	80,562
Anne Arundel	105,626	103,042	91,517	119,524	83,950	84,725	70,223	98,299
Baltimore City	97,214	96,690	88,878	112,095	92,387	94,218	85,542	99,251
Baltimore	99,547	90,920	76,203	124,211	84,988	86,706	75,621	95,028
Calvert	91,756	87,010	72,502	109,517	94,298	96,335	87,546	100,694
Caroline	71,873	*	*	*	81,012	83,520	79,484	85,046
Carroll	95,139	98,875	82,203	111,423	74,785	73,157	69,432	90,674
Cecil	74,299	68,580	65,620	89,030	87,283	88,570	86,300	92,157
Charles	97,590	95,824	87,648	106,963	86,354	86,894	81,997	94,342
Dorchester	86,499	82,528	81,144	93,840	63,638	59,160	48,730	81,600
Frederick	114,009	115,553	100,076	127,171	87,643	90,535	75,439	99,202
Garrett	87,547	*	*	*	+	+	+	+
Harford	86,258	77,313	71,456	106,912	84,256	86,661	76,187	94,353
Howard	115,794	126,165	105,879	126,165	89,658	92,702	77,769	101,971
Kent	+	+	+	+	83,007	*	*	*
Montgomery	102,338	99,644	79,736	130,400	94,877	99,230	78,490	112,445
Prince George's	109,363	114,623	88,850	129,010	98,642	102,388	90,969	107,987
Queen Anne's	58,103	71,211	36,427	73,226	71,321	72,763	60,928	80,992
Saint Mary's	78,026	73,059	61,481	97,524	81,915	86,538	70,358	96,701
SEED School	+	+	+	+	+	+	+	+
Somerset	92,620	*	*	*	72,626	74,684	57,621	86,154
Talbot	86,351	*	*	*	84,263	*	*	*
Washington	100,870	93,717	77,891	107,029	70,503	68,233	61,816	77,585
Wicomico	98,227	98,913	88,923	106,266	80,244	81,753	76,896	85,978
Worcester	85,523	*	*	*	85,655	90,240	78,075	93,360

* 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 2022

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	\$84,621	\$84,608	\$67,297	\$100,533	\$79,420	\$78,183	\$61,328	\$94,836
Allegany	68,487	68,089	56,845	77,849	71,236	75,957	60,650	78,112
Anne Arundel	91,620	89,311	76,278	104,695	75,294	72,302	61,743	89,872
Baltimore City	80,124	82,258	64,230	94,218	77,769	79,090	58,896	93,061
Baltimore	79,373	78,328	60,663	94,699	75,841	74,558	57,924	89,779
Calvert	88,451	90,181	74,395	102,910	80,185	84,879	65,696	94,669
Caroline	75,333	81,134	60,139	85,404	65,207	60,316	50,291	78,817
Carroll	81,473	78,290	69,044	97,108	72,281	69,893	60,646	85,511
Cecil	86,571	91,032	82,900	92,845	77,661	83,440	64,770	89,107
Charles	85,307	88,136	69,434	97,903	72,781	69,863	58,935	85,509
Dorchester	72,711	69,808	63,096	85,918	61,548	58,650	49,980	74,970
Frederick	85,955	90,757	67,083	102,735	77,537	77,116	58,755	93,413
Garrett	70,096	67,199	58,100	81,913	66,846	66,823	56,059	77,861
Harford	81,438	84,763	64,404	96,050	76,277	76,661	60,779	90,707
Howard	89,884	90,882	75,949	104,664	85,158	86,616	69,548	101,528
Kent	60,694	63,777	43,126	67,653	81,445	68,539	52,633	79,046
Montgomery	87,899	84,817	67,291	109,702	86,686	85,981	67,291	108,534
Prince George's	89,895	93,700	71,811	103,570	85,565	88,319	65,719	102,388
Queen Anne's	79,464	80,151	65,605	93,543	74,757	76,284	64,194	91,587
Saint Mary's	73,848	74,621	59,643	90,103	73,243	73,059	57,657	89,405
SEED School	63,000	*	*	*	74,330	74,000	60,661	85,542
Somerset	82,294	83,318	71,922	90,794	65,708	60,315	53,693	78,896
Talbot	76,874	76,600	61,015	92,730	68,087	67,569	56,693	79,119
Washington	67,268	61,816	60,308	75,316	69,912	66,569	60,308	75,316
Wicomico	74,365	77,116	65,517	82,409	70,061	70,546	55,948	81,753
Worcester	88,853	93,360	78,702	96,360	73,535	77,928	58,419	87,221

* 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 2022**

Local Education Agency	Average (Mean)	Percent Above/Below	Median	Percent Above/Below	1st Quartile	Percent Above/Below	3rd Quartile	Percent Above/Below
Baltimore Metropolitan	\$77,338		\$76,226		\$60,646		\$91,903	
Anne Arundel	75,294	-2.6	72,302	-5.1	61,743	1.8	89,872	-2.2
Baltimore City	77,769	0.6	79,090	3.8	58,896	-2.9	93,061	1.3
Baltimore	75,841	-1.9	74,558	-2.2	57,924	-4.5	89,779	-2.3
Carroll	72,281	-6.5	69,893	-8.3	60,646	0.0	85,511	-7.0
Harford	76,277	-1.4	76,661	0.6	60,779	0.2	90,707	-1.3
Howard	85,158	10.1	86,616	13.6	69,548	14.7	101,528	10.5
SEED School	74,330	-3.9	74,000	-2.9	60,661	0.0	85,542	-6.9
National Capital	86,203		87,000		67,090		106,401	
Montgomery	86,686	0.6	85,981	-1.2	67,291	0.3	108,534	2.0
Prince George's	85,565	-0.7	88,319	1.5	65,719	-2.0	102,388	-3.8
Western Maryland	74,054		72,949		59,872		84,461	
Allegany	71,236	-3.8	75,957	4.1	60,650	1.3	78,112	-7.5
Frederick	77,537	4.7	77,116	5.7	58,755	-1.9	93,413	10.6
Garrett	66,846	-9.7	66,823	-8.4	56,059	-6.4	77,861	-7.8
Washington	69,912	-5.6	66,569	-8.7	60,308	0.7	75,316	-10.8
Lower Shore	69,270		68,430		55,629		82,620	
Dorchester	61,548	-11.1	58,650	-14.3	49,980	-10.2	74,970	-9.3
Somerset	65,708	-5.1	60,315	-11.9	53,693	-3.5	78,896	-4.5
Wicomico	70,061	1.1	70,546	3.1	55,948	0.6	81,753	-1.0
Worcester	73,535	6.2	77,928	13.9	58,419	5.0	87,221	5.6
Upper Shore	74,035		75,448		59,019		87,145	
Caroline	65,207	-11.9	60,316	-20.1	50,291	-14.8	78,817	-9.6
Cecil	77,661	4.9	83,440	10.6	64,770	9.7	89,107	2.3
Kent	81,445	10.0	68,539	-9.2	52,633	-10.8	79,046	-9.3
Queen Anne's	74,757	1.0	76,284	1.1	64,194	8.8	91,587	5.1
Talbot	68,087	-8.0	67,569	-10.4	56,693	-3.9	79,119	-9.2
Southern Maryland	74,813		74,661		59,691		89,627	
Calvert	80,185	7.2	84,879	13.7	65,696	10.1	94,669	5.6
Charles	72,781	-2.7	69,863	-6.4	58,935	-1.3	85,509	-4.6
Saint Mary's	73,243	-2.1	73,059	-2.1	57,657	-3.4	89,405	-0.2