



Analysis of Professional Salaries Maryland Public Schools October 2023

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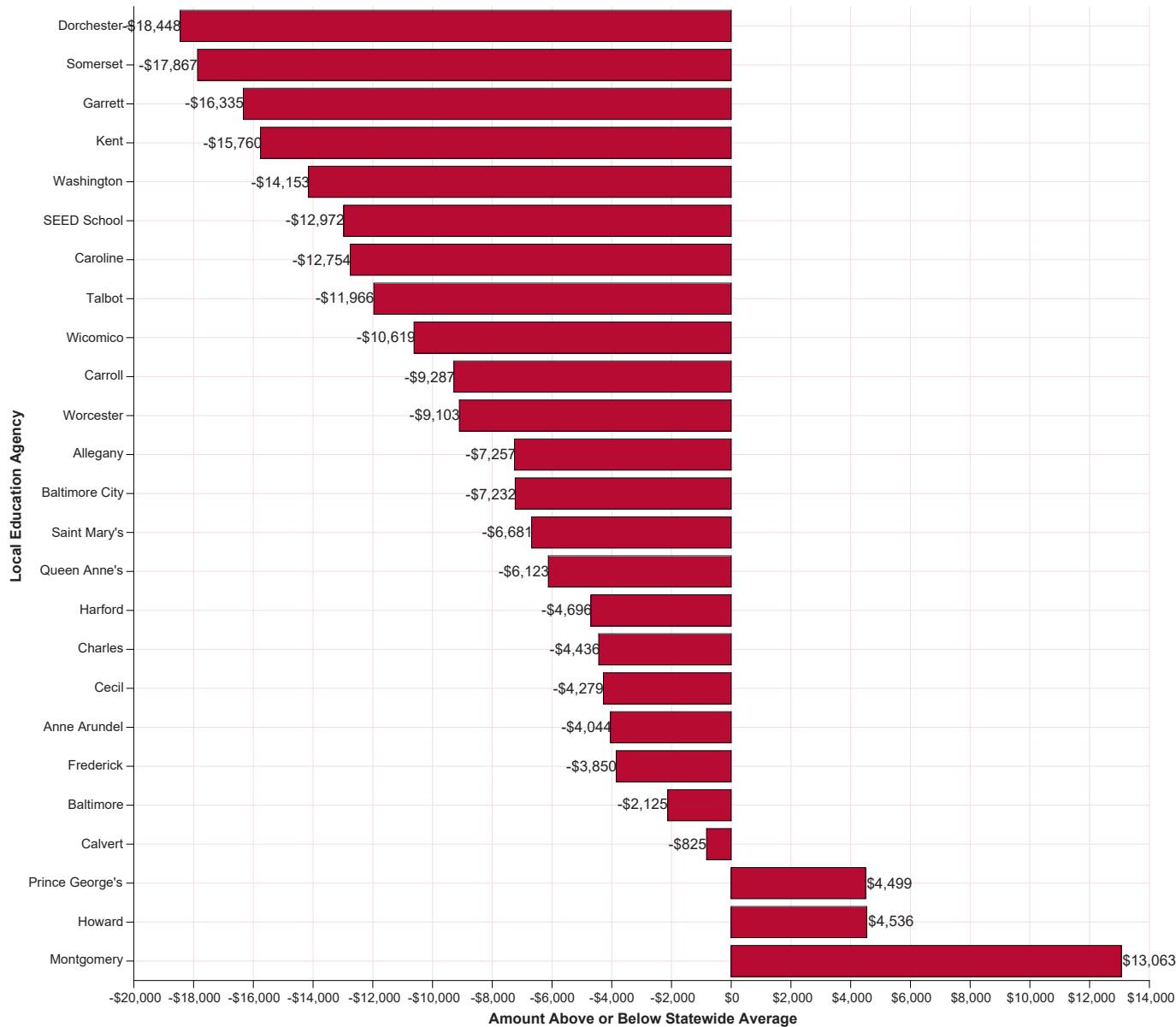
Introduction

The tables in this report were prepared from the data submitted by the 24 Maryland local education agencies and the SEED School in the fall of 2023. 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 2023**



Local Education Agency	Teacher Average
Statewide Average	\$84,338
Allegany	77,081
Anne Arundel	80,294
Baltimore City	77,106
Baltimore	82,213
Calvert	83,513
Caroline	71,584
Carroll	75,051
Cecil	80,059
Charles	79,902
Dorchester	65,890
Frederick	80,488
Garrett	68,003
Harford	79,642
Howard	88,874
Kent	68,578
Montgomery	97,401
Prince George's	88,837
Queen Anne's	78,215
Saint Mary's	77,657
SEED School	71,366
Somerset	66,471
Talbot	72,372
Washington	70,185
Wicomico	73,719
Worcester	75,235

**Table 1 - Salaries of Professional Staff Employed in Maryland Public Schools
October 2023**

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	\$251,599	\$240,553	\$205,428	\$292,649	\$216,407	\$214,230	\$189,469	\$242,136
Allegany	229,985	*	*	*	+	+	+	+
Anne Arundel	329,766	*	*	*	245,000	*	*	*
Baltimore City	349,989	*	*	*	+	+	+	+
Baltimore	310,000	*	*	*	+	+	+	+
Calvert	215,000	*	*	*	+	+	+	+
Caroline	187,250	*	*	*	+	+	+	+
Carroll	251,450	*	*	*	+	+	+	+
Cecil	284,970	*	*	*	+	+	+	+
Charles	228,800	*	*	*	214,251	*	*	*
Dorchester	202,289	*	*	*	+	+	+	+
Frederick	280,900	*	*	*	242,365	*	*	*
Garrett	156,000	*	*	*	+	+	+	+
Harford	270,336	*	*	*	231,381	*	*	*
Howard	292,197	*	*	*	214,209	*	*	*
Kent	172,174	*	*	*	+	+	+	+
Montgomery	342,400	*	*	*	252,328	*	*	*
Prince George's	345,000	*	*	*	+	+	+	+
Queen Anne's	216,300	*	*	*	+	+	+	+
Saint Mary's	292,800	*	*	*	188,511	*	*	*
SEED School	+	+	+	+	212,180	*	*	*
Somerset	185,000	*	*	*	155,625	*	*	*
Talbot	203,520	*	*	*	+	+	+	+
Washington	250,000	*	*	*	192,175	*	*	*
Wicomico	211,150	*	*	*	+	+	+	+
Worcester	231,105	*	*	*	+	+	+	+

* 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 2023**

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	\$205,852	\$211,458	\$188,020	\$225,770	\$157,033	\$157,287	\$132,246	\$183,093
Allegany	142,848	*	*	*	121,837	*	*	*
Anne Arundel	224,210	222,785	212,112	232,189	175,817	174,529	163,564	200,685
Baltimore City	192,835	188,020	176,676	215,857	130,359	128,523	112,750	146,229
Baltimore	245,013	241,230	240,230	251,828	181,957	182,601	157,989	216,431
Calvert	178,348	*	*	*	153,461	156,425	143,199	163,917
Caroline	152,202	*	*	*	139,289	*	*	*
Carroll	209,500	*	*	*	194,154	183,250	173,250	193,250
Cecil	209,500	*	*	*	162,719	154,883	149,111	187,381
Charles	215,025	*	*	*	150,582	154,018	130,724	162,489
Dorchester	+	+	+	+	148,730	150,260	135,718	160,042
Frederick	220,104	219,213	205,587	236,443	172,781	168,234	154,538	187,681
Garrett	116,786	*	*	*	101,721	107,498	94,839	114,434
Harford	194,865	*	*	*	184,527	184,455	179,985	188,207
Howard	211,660	210,804	209,760	213,987	171,249	168,230	155,406	186,236
Kent	+	+	+	+	142,315	*	*	*
Montgomery	216,902	219,192	219,192	219,192	175,781	176,665	173,427	184,902
Prince George's	230,635	244,050	214,080	244,050	200,111	205,526	186,251	214,093
Queen Anne's	168,000	*	*	*	157,163	*	*	*
Saint Mary's	184,559	*	*	*	157,693	158,908	144,913	172,996
SEED School	+	+	+	+	106,730	*	*	*
Somerset	+	+	+	+	105,720	103,320	84,433	128,207
Talbot	166,911	*	*	*	86,425	71,834	57,863	118,990
Washington	161,670	*	*	*	123,661	130,939	86,389	155,478
Wicomico	153,330	*	*	*	138,673	138,983	138,683	142,133
Worcester	163,059	*	*	*	165,192	*	*	*

* 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 2023**

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	\$126,539	\$128,936	\$108,221	\$146,316	\$131,615	\$130,770	\$113,498	\$149,313
Allegany	73,564	*	*	*	100,892	107,280	94,633	107,280
Anne Arundel	140,714	143,003	136,749	150,761	156,332	158,719	146,434	169,794
Baltimore City	121,131	120,255	113,401	131,526	91,625	94,640	81,442	103,285
Baltimore	138,425	137,404	125,351	153,357	123,238	124,237	109,763	140,590
Calvert	121,466	130,013	91,500	147,159	134,420	140,020	127,292	143,526
Caroline	96,450	88,061	81,628	117,798	123,215	127,918	102,124	140,344
Carroll	110,351	107,228	90,926	130,593	131,453	133,342	113,347	147,863
Cecil	130,727	131,646	127,710	137,761	129,606	128,237	119,634	138,240
Charles	114,400	116,989	104,432	124,928	118,978	125,748	95,731	136,270
Dorchester	79,625	72,843	55,598	107,044	113,082	113,019	107,778	123,288
Frederick	117,207	112,736	98,504	135,409	133,100	131,424	115,643	151,159
Garrett	91,658	*	*	*	104,397	*	*	*
Harford	127,509	129,614	119,345	139,180	136,020	135,747	128,873	145,107
Howard	148,413	148,496	135,555	163,849	138,439	141,597	128,133	154,361
Kent	94,538	99,590	85,730	101,878	114,675	114,712	103,363	130,119
Montgomery	150,462	155,806	143,801	157,306	160,914	163,403	155,672	166,903
Prince George's	178,981	179,480	161,881	198,993	159,313	169,171	154,815	169,171
Queen Anne's	67,725	56,013	40,841	95,854	100,069	119,508	64,405	126,949
Saint Mary's	125,763	126,204	105,994	134,866	123,261	126,785	113,422	139,375
SEED School	+	+	+	+	+	+	+	+
Somerset	106,139	106,774	103,070	110,138	121,873	122,823	115,322	127,666
Talbot	85,848	87,028	54,943	103,234	105,822	106,075	102,524	112,607
Washington	104,221	100,669	89,536	118,103	117,321	122,209	101,218	131,610
Wicomico	88,057	93,343	72,514	98,991	118,930	124,245	108,478	127,335
Worcester	117,449	120,165	114,782	122,754	128,634	*	*	*

* 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 2023**

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	\$99,360	\$97,848	\$81,868	\$117,131	\$151,395	\$149,834	\$134,552	\$172,403
Allegany	75,000	69,480	58,824	82,286	107,462	107,280	100,752	110,748
Anne Arundel	108,174	106,667	87,530	129,980	145,385	144,368	139,382	151,177
Baltimore City	94,106	96,691	88,014	100,812	142,864	136,771	124,774	152,208
Baltimore	96,528	94,929	79,139	112,581	164,786	165,471	151,530	177,545
Calvert	105,566	110,099	96,283	116,226	138,274	138,597	127,218	144,830
Caroline	96,170	*	*	*	120,470	117,029	114,284	127,568
Carroll	96,757	104,335	75,859	128,319	132,362	129,458	122,027	140,433
Cecil	89,543	88,269	72,611	106,523	139,401	138,975	136,650	141,512
Charles	114,694	114,098	101,348	124,495	137,074	136,692	124,410	148,043
Dorchester	78,870	75,162	69,487	83,219	125,843	129,880	124,386	132,711
Frederick	94,960	93,492	72,929	115,016	143,921	143,514	127,404	154,356
Garrett	65,208	59,863	58,437	74,652	104,777	107,291	96,172	113,225
Harford	99,539	94,469	73,289	125,123	146,608	146,887	140,087	152,547
Howard	120,524	126,281	110,114	131,212	161,769	167,861	151,433	167,861
Kent	81,613	*	*	*	95,102	99,292	67,271	120,840
Montgomery	114,717	112,675	96,391	142,787	174,734	175,364	172,864	179,052
Prince George's	122,129	129,135	117,131	129,135	162,826	167,546	150,426	174,386
Queen Anne's	79,259	*	*	*	136,243	138,351	131,820	140,769
Saint Mary's	92,359	97,103	71,160	120,423	141,472	144,613	130,004	151,016
SEED School	+	+	+	+	120,000	*	*	*
Somerset	65,212	61,606	46,058	87,898	115,858	115,538	110,264	120,845
Talbot	71,022	70,925	56,187	80,749	127,321	126,871	120,241	136,053
Washington	76,810	72,427	62,434	90,678	122,590	121,886	113,195	130,939
Wicomico	87,662	87,206	83,181	96,333	122,474	123,059	116,543	128,411
Worcester	84,610	82,526	67,421	99,386	132,935	132,081	129,022	137,799

* 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 2023**

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	\$127,295	\$126,232	\$114,010	\$141,119	\$98,191	\$97,848	\$80,885	\$114,177
Allegany	90,601	88,668	85,477	100,752	74,250	76,303	67,469	80,791
Anne Arundel	125,686	124,496	119,784	131,245	100,661	102,554	84,153	111,572
Baltimore City	121,760	120,662	112,403	132,672	93,373	94,375	88,014	99,814
Baltimore	128,711	124,459	114,491	140,385	93,305	93,417	77,467	107,504
Calvert	118,049	115,402	110,009	125,087	94,087	97,248	82,031	105,499
Caroline	98,893	99,219	88,901	108,722	86,428	*	*	*
Carroll	114,621	114,010	103,822	119,461	85,582	80,250	72,087	95,943
Cecil	125,563	125,670	119,595	132,119	83,571	83,516	70,573	97,422
Charles	116,742	116,258	107,997	125,583	95,192	99,757	73,296	107,820
Dorchester	96,471	93,517	90,725	98,115	94,295	94,844	84,508	103,808
Frederick	121,213	119,399	105,063	131,147	101,614	102,894	88,091	117,654
Garrett	89,256	92,260	73,429	99,404	83,481	82,954	72,006	98,700
Harford	127,314	126,651	124,155	129,060	89,595	94,638	72,932	103,800
Howard	138,275	138,470	124,578	154,361	97,546	98,487	80,555	114,177
Kent	88,296	*	*	*	88,466	94,024	78,833	95,319
Montgomery	148,598	155,806	134,546	160,306	107,577	112,477	90,486	124,342
Prince George's	132,226	137,936	118,986	146,336	107,869	111,807	100,225	122,990
Queen Anne's	106,856	103,610	103,610	112,764	72,655	77,460	59,711	93,370
Saint Mary's	112,319	111,128	102,274	121,736	81,211	80,806	72,956	90,023
SEED School	117,000	*	*	*	+	+	+	+
Somerset	101,323	104,438	91,466	109,249	73,559	75,015	54,944	91,058
Talbot	99,419	100,393	96,229	104,891	91,384	96,545	78,034	105,534
Washington	96,496	93,020	87,413	105,839	72,533	69,006	62,434	80,963
Wicomico	102,576	100,119	96,170	106,306	88,988	91,331	85,708	95,831
Worcester	115,100	118,848	110,697	122,248	78,154	86,793	60,757	91,418

* 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 2023**

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	\$107,886	\$105,953	\$91,292	\$126,707	\$93,986	\$94,744	\$80,967	\$106,830
Allegany	88,311	94,633	78,184	94,633	80,550	80,791	77,302	82,348
Anne Arundel	113,949	110,330	97,968	129,230	89,655	89,829	75,924	105,214
Baltimore City	98,638	97,847	90,900	113,216	91,866	93,061	85,542	96,332
Baltimore	108,231	101,272	83,671	134,626	92,749	93,877	83,825	103,615
Calvert	101,610	104,347	80,837	113,552	100,042	100,947	92,646	107,460
Caroline	62,200	58,204	58,204	68,193	89,100	91,594	87,202	93,269
Carroll	104,844	100,839	83,203	119,623	80,246	76,192	73,834	91,815
Cecil	77,878	73,646	68,172	88,851	91,123	92,228	90,458	96,121
Charles	104,609	101,999	94,561	115,835	91,491	93,700	86,117	100,082
Dorchester	94,280	91,830	89,259	100,526	73,953	73,293	63,556	85,473
Frederick	119,813	122,632	94,960	136,058	92,609	95,620	79,525	104,122
Garrett	91,192	*	*	*	+	+	+	+
Harford	90,473	82,961	75,212	111,220	89,532	93,470	82,480	100,041
Howard	120,218	131,212	110,114	131,212	95,311	98,629	87,536	107,830
Kent	83,484	*	*	*	91,694	*	*	*
Montgomery	118,258	118,051	93,878	141,926	106,311	112,501	93,044	121,814
Prince George's	115,373	122,990	95,174	134,170	103,730	106,484	97,448	117,394
Queen Anne's	81,323	77,637	75,256	85,673	73,651	76,891	52,502	87,011
Saint Mary's	82,463	76,172	70,211	97,496	89,640	95,280	78,951	102,019
SEED School	+	+	+	+	+	+	+	+
Somerset	96,324	*	*	*	76,704	80,300	60,362	89,609
Talbot	94,027	*	*	*	83,527	*	*	*
Washington	91,061	96,527	73,009	101,871	72,720	70,639	63,995	79,921
Wicomico	103,433	102,649	97,690	110,697	85,326	86,073	80,972	94,492
Worcester	90,441	92,910	85,939	93,710	86,847	91,272	75,075	94,510

* 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 2023**

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	\$91,678	\$90,871	\$73,103	\$108,917	\$84,338	\$82,558	\$65,361	\$100,369
Allegany	70,949	71,490	58,397	80,244	77,081	78,023	63,678	80,791
Anne Arundel	97,992	94,686	82,080	112,008	80,294	76,640	64,838	95,264
Baltimore City	81,354	82,258	67,336	95,378	77,106	76,151	58,896	93,061
Baltimore	86,698	84,899	67,044	101,996	82,213	80,797	64,020	97,373
Calvert	92,276	95,391	80,731	106,092	83,513	88,062	68,648	98,957
Caroline	81,930	86,428	65,987	93,709	71,584	67,955	55,965	86,428
Carroll	83,765	83,143	69,643	96,430	75,051	73,667	63,072	87,210
Cecil	90,368	94,153	89,766	95,923	80,059	86,464	67,094	92,228
Charles	90,702	90,170	74,880	103,538	79,902	77,232	64,755	94,340
Dorchester	75,720	74,038	63,217	89,387	65,890	62,745	53,008	81,000
Frederick	90,148	95,222	70,028	105,782	80,488	80,161	60,920	96,867
Garrett	70,137	67,004	57,485	82,805	68,003	68,006	56,350	77,861
Harford	84,441	87,306	68,291	97,837	79,642	79,516	62,658	94,755
Howard	94,834	96,517	79,145	110,049	88,874	90,406	72,330	105,611
Kent	69,680	66,960	53,208	87,513	68,578	69,470	55,101	81,039
Montgomery	98,786	98,659	78,079	121,321	97,401	98,659	77,696	118,979
Prince George's	102,996	109,274	82,152	122,990	88,837	91,852	65,766	106,484
Queen Anne's	79,414	77,363	67,375	96,349	78,215	82,370	68,104	94,334
Saint Mary's	79,194	75,857	65,147	99,531	77,657	77,078	61,094	94,735
SEED School	+	+	+	+	71,366	67,668	60,661	81,137
Somerset	81,652	88,343	61,840	93,623	66,471	60,685	54,260	78,972
Talbot	82,248	83,652	63,556	98,293	72,372	72,599	59,648	83,866
Washington	68,722	63,995	62,434	77,972	70,185	67,235	61,983	77,972
Wicomico	78,014	80,961	65,181	85,948	73,719	74,073	59,797	86,073
Worcester	89,323	94,510	81,579	97,603	75,235	81,993	60,359	88,306

* 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 2023**

Local Education Agency	Average (Mean)	% Above/Below	Median	% Above/Below	1st Quartile	% Above/Below	3rd Quartile	% Above/Below
Baltimore Metropolitan	\$81,144		\$79,734		\$64,141		\$95,844	
Anne Arundel	80,294	-1.0	76,640	-3.9	64,838	1.1	95,264	-0.6
Baltimore City	77,106	-5.0	76,151	-4.5	58,896	-8.2	93,061	-2.9
Baltimore	82,213	1.3	80,797	1.3	64,020	-0.2	97,373	1.6
Carroll	75,051	-7.5	73,667	-7.6	63,072	-1.7	87,210	-9.0
Harford	79,642	-1.9	79,516	-0.3	62,658	-2.3	94,755	-1.1
Howard	88,874	9.5	90,406	13.4	72,330	12.8	105,611	10.2
SEED School	71,366	-12.1	67,668	-15.1	60,661	-5.4	81,137	-15.3
National Capital	93,756		96,391		73,126		114,372	
Montgomery	97,401	3.9	98,659	2.4	77,696	6.2	118,979	4.0
Prince George's	88,837	-5.2	91,852	-4.7	65,766	-10.1	106,484	-6.9
Western Maryland	76,539		74,539		61,109		88,075	
Allegany	77,081	0.7	78,023	4.7	63,678	4.2	80,791	-8.3
Frederick	80,488	5.2	80,161	7.5	60,920	-0.3	96,867	10.0
Garrett	68,003	-11.2	68,006	-8.8	56,350	-7.8	77,861	-11.6
Washington	70,185	-8.3	67,235	-9.8	61,983	1.4	77,972	-11.5
Lower Shore	72,186		71,616		57,600		86,314	
Dorchester	65,890	-8.7	62,745	-12.4	53,008	-8.0	81,000	-6.2
Somerset	66,471	-7.9	60,685	-15.3	54,260	-5.8	78,972	-8.5
Wicomico	73,719	2.1	74,073	3.4	59,797	3.8	86,073	-0.3
Worcester	75,235	4.2	81,993	14.5	60,359	4.8	88,306	2.3
Upper Shore	76,547		78,572		62,282		91,153	
Caroline	71,584	-6.5	67,955	-13.5	55,965	-10.1	86,428	-5.2
Cecil	80,059	4.6	86,464	10.0	67,094	7.7	92,228	1.2
Kent	68,578	-10.4	69,470	-11.6	55,101	-11.5	81,039	-11.1
Queen Anne's	78,215	2.2	82,370	4.8	68,104	9.3	94,334	3.5
Talbot	72,372	-5.5	72,599	-7.6	59,648	-4.2	83,866	-8.0
Southern Maryland	80,181		79,784		64,399		96,285	
Calvert	83,513	4.2	88,062	10.4	68,648	6.6	98,957	2.8
Charles	79,902	-0.3	77,232	-3.2	64,755	0.6	94,340	-2.0
Saint Mary's	77,657	-3.1	77,078	-3.4	61,094	-5.1	94,735	-1.6