

Analysis of Professional Salaries Maryland Public Schools

October 1999

Revised
7/19/2000



Maryland State Department of Education
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**Analysis of Professional Salaries
Maryland Public Schools
October 1999**

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Introduction

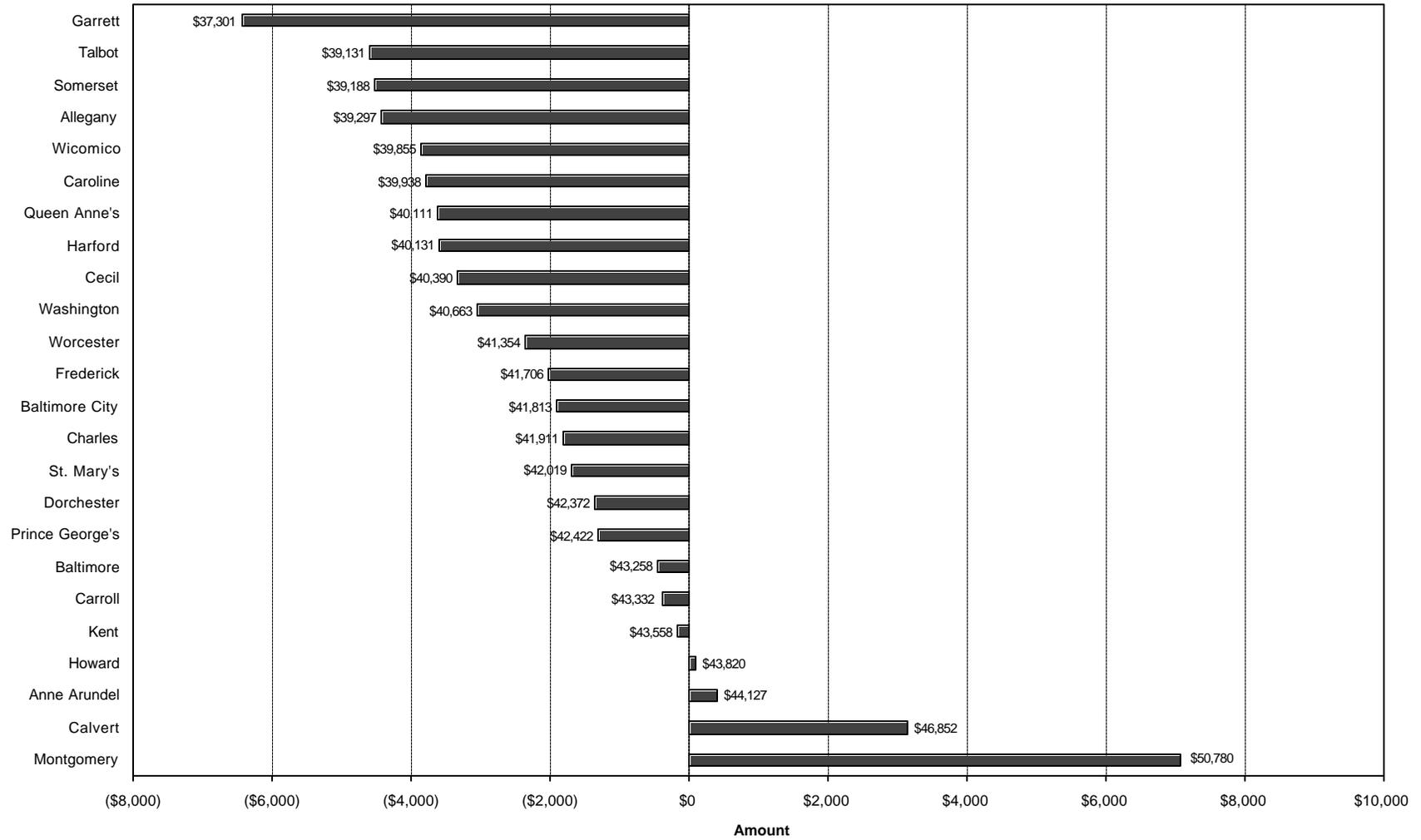
The tables in this report were prepared from the data submitted by the 24 Maryland public school systems in the fall of 1999. Salaries include annual pay for 10, 11, and 12 month full-time and part-time employees in the positions shown. All data reported reflect the conversion of part-time employees 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 1999

Revised 7/19/00



Statewide Average = \$43,720

Table 1

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 1999

Local Education Agency	Superintendent				Deputy Superintendent			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	\$117,977	\$105,000	\$96,133	\$126,950	\$101,516	\$97,000	\$75,000	\$130,000
Allegany	101,642	*	*	*	75,000	*	*	*
Anne Arundel	133,900	*	*	*	+	+	+	+
Baltimore City	185,000	*	*	*	104,090	*	*	*
Baltimore	137,376	*	*	*	115,396	*	*	*
Calvert	109,000	*	*	*	97,000	*	*	*
Caroline	90,000	*	*	*	+	+	+	+
Carroll	113,300	*	*	*	70,431	*	*	*
Cecil	104,000	*	*	*	+	+	+	+
Charles	120,000	*	*	*	+	+	+	+
Dorchester	98,000	*	*	*	+	+	+	+
Frederick	112,500	*	*	*	+	+	+	+
Garrett	84,310	*	*	*	+	+	+	+
Harford	105,000	*	*	*	94,253	*	*	*
Howard	147,671	*	*	*	+	+	+	+
Kent	94,485	*	*	*	+	+	+	+
Montgomery	237,794	*	*	*	139,890	*	*	*
Prince George's	170,000	*	*	*	122,279	*	*	*
Queen Anne's	100,087	*	*	*	+	+	+	+
St. Mary's	97,273	*	*	*	+	+	+	+
Somerset	90,873	*	*	*	+	+	+	+
Talbot	94,992	*	*	*	+	+	+	+
Washington	105,000	*	*	*	+	+	+	+
Wicomico	107,565	*	*	*	+	+	+	+
Worcester	91,672	*	*	*	+	+	+	+

*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, 1999

Revised 7/19/00

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	\$94,564	\$93,355	\$85,000	\$101,443	\$82,750	\$82,551	\$77,803	\$88,500
Allegany	70,080	*	*	*	68,316	*	*	*
Anne Arundel	99,955	*	*	*	87,775	87,775	87,775	87,775
Baltimore City	95,975	92,500	90,480	94,294	75,516	77,570	71,053	80,209
Baltimore	99,529	97,262	97,262	103,307	82,759	82,551	82,551	82,551
Calvert	91,000	*	*	*	86,850	88,250	84,500	89,500
Caroline	+	+	+	+	79,831	80,351	78,601	80,951
Carroll	93,109	*	*	*	82,742	85,718	76,810	88,495
Cecil	86,667	*	*	*	58,231	*	*	*
Charles	99,500	*	*	*	82,391	80,437	76,835	90,041
Dorchester	80,500	*	*	*	+	+	+	+
Frederick	88,667	*	*	*	76,985	81,750	73,750	85,000
Garrett	71,514	*	*	*	61,333	67,016	65,426	67,705
Harford	84,000	*	*	*	79,883	79,883	79,883	79,883
Howard	117,922	*	*	*	97,076	95,696	92,601	103,327
Kent	83,755	*	*	*	+	+	+	+
Montgomery	117,046	117,546	117,546	117,546	97,211	97,561	92,916	105,014
Prince George's	98,482	99,753	93,762	102,332	81,977	85,272	77,792	86,020
Queen Anne's	84,733	*	*	*	+	+	+	+
St. Mary's	91,755	*	*	*	84,842	85,229	81,641	87,486
Somerset	66,342	*	*	*	76,243	*	*	*
Talbot	86,319	*	*	*	58,668	*	*	*
Washington	90,787	*	*	*	73,749	77,536	70,957	79,862
Wicomico	83,928	*	*	*	74,741	75,280	71,200	79,164
Worcester	85,217	*	*	*	65,935	*	*	*

*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, 1999

Revised 7/19/00

Local Education Agency	Coordinator				Supervisor			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	\$67,140	\$68,921	\$60,141	\$75,401	\$71,146	\$70,457	\$67,439	\$76,746
Allegany	47,946	*	*	*	59,587	62,966	53,817	63,990
Anne Arundel	76,747	78,206	74,806	81,606	82,546	83,239	79,771	86,708
Baltimore City	66,941	66,409	62,546	70,768	73,165	74,840	63,747	80,209
Baltimore	75,752	75,401	75,401	75,401	69,897	68,365	67,724	72,125
Calvert	71,600	72,000	63,500	79,500	73,833	*	*	*
Caroline	45,451	41,524	37,162	55,349	65,540	69,013	60,778	69,763
Carroll	49,238	52,202	33,772	58,791	75,879	79,543	71,217	81,114
Cecil	62,769	61,664	56,748	69,614	64,826	*	*	*
Charles	66,541	67,191	62,439	70,832	+	+	+	+
Dorchester	55,103	*	*	*	69,789	71,078	67,573	72,286
Frederick	61,782	62,891	57,441	63,559	68,805	70,119	67,782	70,457
Garrett	48,188	49,733	49,733	50,330	58,696	*	*	*
Harford	+	+	+	+	68,369	70,689	67,490	71,290
Howard	105,583	*	*	*	79,872	80,234	75,465	90,096
Kent	45,704	46,520	38,818	54,021	71,418	*	*	*
Montgomery	85,545	88,041	82,986	88,041	89,823	90,209	85,030	92,916
Prince George's	62,530	64,369	55,017	73,524	73,929	76,746	70,033	76,746
Queen Anne's	66,226	*	*	*	67,044	69,100	67,436	69,700
St. Mary's	55,854	57,805	52,679	59,352	66,858	67,304	63,826	69,440
Somerset	51,850	*	*	*	70,401	63,051	63,051	69,356
Talbot	64,279	65,724	63,724	69,224	49,412	50,503	45,700	53,704
Washington	62,645	*	*	*	67,581	67,572	61,838	73,838
Wicomico	49,335	53,190	32,740	62,050	67,349	67,480	67,480	67,980
Worcester	59,180	66,722	49,061	68,921	74,138	74,315	73,715	74,615

*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, 1999

Revised 7/19/00

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	\$61,586	\$64,499	\$51,431	\$70,162	\$77,493	\$77,624	\$70,486	\$83,239
Allegany	46,893	*	*	*	63,597	61,019	59,872	67,994
Anne Arundel	67,027	72,250	69,109	75,390	81,552	83,239	79,771	83,239
Baltimore City	59,466	63,186	56,091	64,552	70,617	69,653	64,976	75,677
Baltimore	55,949	62,564	47,138	66,100	77,780	77,624	75,297	77,624
Calvert	78,099	*	*	*	81,955	83,500	78,500	85,500
Caroline	55,509	*	*	*	70,956	69,814	69,179	72,143
Carroll	56,547	54,060	50,806	68,182	76,841	77,548	75,080	79,772
Cecil	60,539	*	*	*	68,691	69,240	65,489	71,664
Charles	60,678	60,808	57,668	64,780	74,055	73,233	66,943	78,036
Dorchester	53,860	*	*	*	66,874	67,893	62,651	70,867
Frederick	54,515	55,367	46,919	62,545	71,203	70,457	69,218	70,457
Garrett	48,580	*	*	*	55,658	49,733	49,733	66,803
Harford	60,030	64,330	49,459	69,130	69,851	69,679	68,494	71,830
Howard	68,916	68,998	68,998	68,998	83,613	83,985	83,985	83,985
Kent	46,116	*	*	*	68,838	72,348	62,689	72,998
Montgomery	75,409	79,872	75,926	81,567	92,597	92,916	90,209	94,719
Prince George's	62,407	65,735	58,348	69,962	80,018	79,155	79,155	79,155
Queen Anne's	54,863	*	*	*	69,551	71,881	62,603	73,523
St. Mary's	52,039	53,639	50,968	55,716	70,269	70,279	63,649	74,639
Somerset	+	+	+	+	57,801	61,534	52,475	62,611
Talbot	31,985	29,700	21,539	42,400	65,073	65,206	62,631	67,909
Washington	56,602	55,531	53,890	57,172	71,539	73,086	69,599	76,053
Wicomico	49,312	51,850	45,640	52,110	67,163	67,250	64,575	69,970
Worcester	+	+	+	+	73,917	74,615	73,715	77,184

*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, 1999

Revised 7/19/00

Local Education Agency	Vice Principal				Therapist			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	\$65,536	\$65,936	\$59,294	\$69,972	\$47,926	\$48,535	\$39,138	\$55,796
Allegany	50,685	51,704	49,645	52,603	42,755	46,973	39,099	48,104
Anne Arundel	72,694	73,695	70,491	76,900	45,622	49,272	40,860	51,619
Baltimore City	60,453	60,776	55,622	63,854	47,356	50,307	43,527	52,576
Baltimore	69,215	68,702	67,830	69,972	45,760	48,163	36,215	53,763
Calvert	66,100	66,500	62,500	68,500	45,785	43,138	37,065	54,684
Caroline	57,208	56,073	53,920	60,478	45,040	47,245	41,470	47,245
Carroll	67,589	70,148	63,501	72,512	44,300	47,227	34,827	51,449
Cecil	58,895	58,973	54,148	64,356	42,573	44,348	37,530	48,475
Charles	56,567	55,963	52,521	59,989	44,275	48,047	33,266	51,224
Dorchester	54,527	54,771	49,502	57,612	43,389	47,980	43,796	47,980
Frederick	60,926	62,891	55,527	67,781	42,735	44,312	33,886	50,174
Garrett	48,368	50,483	49,733	50,483	45,943	48,434	40,106	49,639
Harford	61,234	62,487	57,977	66,435	42,430	45,232	35,707	47,923
Howard	64,658	65,251	59,112	67,297	48,381	49,055	41,457	54,503
Kent	62,349	*	*	*	45,090	*	*	*
Montgomery	79,811	82,986	73,057	85,476	52,899	54,498	42,547	64,134
Prince George's	65,714	66,113	60,501	69,225	50,751	55,550	41,700	58,450
Queen Anne's	63,090	63,293	61,103	65,626	42,529	41,538	37,498	48,500
St. Mary's	55,851	54,845	49,173	60,230	44,692	45,116	34,682	49,842
Somerset	53,695	54,372	53,264	54,372	45,715	37,722	32,855	65,651
Talbot	48,601	49,331	41,638	55,403	42,500	*	*	*
Washington	58,835	58,986	52,408	62,578	42,363	44,068	38,374	48,576
Wicomico	54,841	54,350	51,060	58,530	45,045	46,480	44,200	47,880
Worcester	64,141	66,078	62,417	67,424	42,487	42,125	35,083	48,161

*The value cannot be computed; fewer than 5 people in the position.

Table 1 (continued)

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 1999

Revised 7/19/00

Local Education Agency	School Psychologist				Librarian			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	\$55,059	\$53,620	\$44,046	\$65,904	\$48,921	\$50,340	\$41,470	\$56,110
Allegany	47,536	50,988	43,533	50,988	41,507	43,523	42,499	44,547
Anne Arundel	61,402	62,826	53,620	69,110	48,565	50,608	44,663	52,908
Baltimore City	44,483	41,601	35,725	53,858	48,586	51,690	46,580	52,902
Baltimore	54,971	57,730	47,372	62,411	48,966	52,465	40,897	57,378
Calvert	56,460	51,252	47,486	65,402	49,172	52,785	38,547	60,095
Caroline	41,558	*	*	*	43,440	45,823	41,470	48,695
Carroll	57,355	55,795	51,283	67,596	45,788	46,568	37,993	53,692
Cecil	50,666	50,273	47,573	55,323	42,246	45,136	35,161	47,976
Charles	50,410	50,769	43,820	54,024	48,501	50,695	46,536	54,609
Dorchester	50,177	*	*	*	47,424	49,257	42,138	52,233
Frederick	58,984	63,559	52,657	64,740	45,580	46,919	40,402	51,468
Garrett	42,739	*	*	*	41,164	*	*	*
Harford	37,534	35,188	33,658	40,215	45,197	46,590	39,019	50,589
Howard	59,492	60,103	50,486	68,998	47,794	50,444	37,833	57,402
Kent	57,834	*	*	*	46,288	*	*	*
Montgomery	73,249	79,617	66,892	81,567	57,521	61,609	48,701	66,560
Prince George's	53,811	49,350	43,602	63,058	48,042	51,368	38,814	57,959
Queen Anne's	46,223	*	*	*	40,780	39,674	32,647	48,500
St. Mary's	46,448	47,178	36,693	55,716	49,281	51,855	48,511	54,086
Somerset	43,585	*	*	*	44,326	*	*	*
Talbot	44,972	*	*	*	45,867	46,300	44,300	48,300
Washington	57,416	54,702	53,108	65,642	43,076	46,931	35,144	50,109
Wicomico	54,250	*	*	*	43,525	45,735	38,960	47,580
Worcester	51,736	*	*	*	44,472	47,280	42,262	49,061

*The value cannot be computed; fewer than 5 people in the position.

Table 1 (continued)

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 1999

Revised 7/19/00

Local Education Agency	Guidance Counselor				Teacher			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	\$50,083	\$51,244	\$40,008	\$58,585	\$43,720	\$43,199	\$32,856	\$52,492
Allegany	41,777	43,713	38,919	44,833	39,297	42,499	34,769	44,547
Anne Arundel	57,391	60,163	50,527	65,633	44,127	46,927	34,184	52,907
Baltimore City	49,640	52,901	45,237	56,110	41,813	42,546	31,178	51,690
Baltimore	49,279	52,189	38,444	58,585	43,258	42,456	31,880	53,763
Calvert	52,475	57,388	44,715	60,459	46,852	44,715	37,066	57,388
Caroline	48,852	51,298	46,667	52,653	39,938	40,395	30,890	47,274
Carroll	46,180	45,908	34,144	57,109	43,332	44,406	32,716	53,560
Cecil	43,386	48,476	31,335	50,976	40,390	41,721	30,368	49,176
Charles	49,517	52,852	42,278	56,383	41,911	42,278	31,703	51,225
Dorchester	43,978	46,465	43,320	47,980	42,372	41,740	28,647	48,409
Frederick	47,475	49,850	41,706	53,746	41,706	41,706	31,279	51,462
Garrett	38,164	38,946	29,517	43,526	37,301	39,136	32,010	43,133
Harford	44,586	46,590	37,655	51,804	40,131	39,019	31,725	47,840
Howard	52,186	51,604	44,356	61,460	43,820	42,617	32,760	54,503
Kent	43,551	42,335	36,145	52,657	43,558	46,852	33,836	51,958
Montgomery	56,905	63,271	46,667	66,560	50,780	50,427	37,769	64,134
Prince George's	46,820	45,826	35,476	56,368	42,422	40,897	31,019	52,724
Queen Anne's	45,308	47,041	41,238	51,600	40,111	38,128	31,579	48,550
St. Mary's	43,677	45,973	35,402	51,855	42,019	43,314	31,536	50,838
Somerset	47,848	50,574	41,507	51,856	39,188	40,315	30,246	46,436
Talbot	43,145	40,700	36,260	49,500	39,131	38,200	29,900	46,700
Washington	40,046	38,119	31,140	50,109	40,663	42,085	31,140	50,109
Wicomico	43,555	47,280	35,930	49,750	39,855	42,950	31,210	47,280
Worcester	46,985	49,501	41,558	51,741	41,354	44,461	32,812	49,061

Table 2

Teachers' Salaries Indexed to Region: October, 1999

Revised 7/19/00

Local Education Agency	Average (Mean)	Percent Above/Below	Median	Percent Above/Below	1st Quartile	Percent Above/Below	3rd Quartile	Percent Above/Below
Baltimore Metropolitan	\$42,813		\$42,718		\$32,204		\$52,114	
Anne Arundel	44,127	3.1	46,927	9.9	34,184	6.1	52,907	1.5
Baltimore City	41,813	-2.3	42,546	-0.4	31,178	-3.2	51,690	-0.8
Baltimore	43,258	1.0	42,456	-0.6	31,880	-1.0	53,763	3.2
Carroll	43,332	1.2	44,406	4.0	32,716	1.6	53,560	2.8
Harford	40,131	-6.3	39,019	-8.7	31,725	-1.5	47,840	-8.2
Howard	43,820	2.4	42,617	-0.2	32,760	0.0	54,503	4.6
National Capital	46,815		46,667		34,757		57,959	
Montgomery	50,780	8.5	50,427	8.1	37,769	8.7	64,134	10.7
Prince George's	42,422	-9.4	40,897	-12.4	31,019	-10.8	52,724	-9.0
Western Maryland	40,708		41,706		31,761		49,026	
Allegany	39,297	-3.5	42,499	1.9	34,769	9.5	44,547	-9.1
Frederick	41,706	2.5	41,706	0.0	31,279	-1.5	51,462	5.0
Garrett	37,301	-8.4	39,136	-6.2	32,010	0.8	43,133	-12.0
Washington	40,663	-0.1	42,085	0.9	31,140	-2.0	50,109	2.2
Lower Shore	40,561		42,872		31,210		47,880	
Dorchester	42,372	4.5	41,740	-2.6	28,647	-8.2	48,409	1.1
Somerset	39,188	-3.4	40,315	-6.0	30,246	-3.1	46,436	-3.0
Wicomico	39,855	-1.7	42,950	0.2	31,210	0.0	47,280	-1.3
Worcester	41,354	2.0	44,461	3.7	32,812	5.1	49,061	2.5
Upper Shore	40,365		40,438		30,759		48,695	
Caroline	39,938	-1.1	40,395	-0.1	30,890	0.4	47,274	-2.9
Cecil	40,390	0.1	41,721	3.2	30,368	-1.3	49,176	1.0
Kent	43,558	7.9	46,852	15.9	33,836	10.0	51,958	6.7
Queen Anne's	40,111	-0.6	38,128	-5.7	31,579	2.7	48,550	-0.3
Talbot	39,131	-3.1	38,200	-5.5	29,900	-2.8	46,700	-4.1
Southern Maryland	43,354		43,314		33,949		51,855	
Calvert	46,852	8.1	44,715	3.2	37,066	9.2	57,388	10.7
Charles	41,911	-3.3	42,278	-2.4	31,703	-6.6	51,225	-1.2
St. Mary's	42,019	-3.1	43,314	0.0	31,536	-7.1	50,838	-2.0

Table 3

Average Salaries for Selected Positions and Ten-Year Percent Change: 1989 and 1999

Revised 7/19/00

Local Education Agency	Selected Positions*			Principals and Vice Principals			Instructional Positions+		
	1989	1999	Percent Change	1989	1999	Percent Change	1989	1999	Percent Change
Total State	\$37,520	\$45,514	21.3	\$54,115	\$71,120	31.4	\$36,601	\$44,200	20.8
Allegany	32,493	40,557	24.8	43,622	59,519	36.4	31,928	39,569	23.9
Anne Arundel	38,109	46,259	21.4	55,222	77,944	41.1	37,144	44,935	21.0
Baltimore City	35,385	43,610	23.2	49,396	64,785	31.2	34,544	42,156	22.0
Baltimore	40,099	45,361	13.1	56,354	72,496	28.6	38,825	43,844	12.9
Calvert	35,939	48,320	34.5	55,308	72,681	31.4	34,736	46,949	35.2
Caroline	31,431	41,539	32.2	48,188	64,290	33.4	30,224	40,387	33.6
Carroll	35,937	45,069	25.4	56,344	71,361	26.7	35,166	43,666	24.2
Cecil	31,710	41,732	31.6	47,729	63,885	33.8	30,792	40,669	32.1
Charles	32,450	43,578	34.3	42,973	63,700	48.2	31,813	42,455	33.5
Dorchester	32,940	41,843	27.0	47,190	60,969	29.2	32,154	40,625	26.3
Frederick	33,562	43,266	28.9	50,425	65,668	30.2	32,571	42,149	29.4
Garrett	28,233	38,320	35.7	42,991	53,836	25.2	27,402	37,507	36.9
Harford	34,344	41,570	21.0	49,836	64,667	29.8	33,493	40,473	20.8
Howard	38,102	45,881	20.4	58,265	73,082	25.4	36,964	44,571	20.6
Kent	33,497	44,545	33.0	49,088	67,540	37.6	32,612	43,400	33.1
Montgomery	44,575	52,765	18.4	64,364	86,702	34.7	43,657	51,429	17.8
Prince George's	38,128	44,353	16.3	56,627	71,871	26.9	37,267	42,876	15.1
Queen Anne's	34,614	41,536	20.0	49,176	67,455	37.2	33,672	40,431	20.1
St. Mary's	31,198	43,391	39.1	46,715	62,772	34.4	30,424	42,420	39.4
Somerset	28,887	40,496	40.2	39,442	56,334	42.8	28,327	39,535	39.6
Talbot	33,374	40,504	21.4	48,138	57,391	19.2	32,575	39,589	21.5
Washington	33,263	42,073	26.5	47,511	66,639	40.3	32,436	40,881	26.0
Wicomico	32,076	41,182	28.4	47,155	60,121	27.5	31,303	40,158	28.3
Worcester	34,250	43,186	26.1	49,811	69,102	38.7	33,133	41,737	26.0

*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