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ABSTRACT

This report presents an analysis of salaries earned by professional staff employed in Maryland public schools. The report covers selected central office staff, school level administrators, teachers, and other professionals. The salaries are derived from local payroll records of individuals and include annual base pay, determined by education and experience, plus stipends for longevity, extra duties, and extended contracts. Salaries of part-time positions are equated to full-time. Table 1 presents the local education agency (LEA) and statewide calculations of the average and median salary, as well as the salaries at the first and third quartiles for each position classification. Table 2 shows the average, median, and quartiles for classroom teachers by regions with LEA salaries indexed to the regions. Table 3 presents the average instructional salary and the percent change between 1986 and 1994. (ND)

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*Analysis of Professional Salaries
Maryland Public Schools
October, 1994*

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**Analysis of Professional Salaries
Maryland Public Schools
October, 1994**

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INTRODUCTION

The following report presents an analysis of salaries earned by professional staff employed in Maryland public schools. The report includes selected central office staff, school level administrators, teachers, and other professionals. The salaries are derived from local payroll records of individuals and include their annual base pay, determined by education and experience, plus stipends for longevity, extra duties, and extended contracts. Salaries of individuals employed part-time are equated to full-time.

Table 1 presents the local education agency (LEA) and statewide calculations of the average and median salary, as well as the salaries at the first and third quartiles for each position classification. Table 2 shows the average, median, and quartiles for classroom teachers grouped by regions with LEA salaries indexed to the region. Table 3 presents the average instructional salary and the percent change between October, 1986 and October, 1994.

Calculations

Average (mean) salaries, computed by summarizing individual salaries and dividing the total by the number of equivalent positions in the group, is the figure most frequently used for comparison. However, its value is influenced by extremely high or low salaries in the distribution and may not provide a true estimate of the population average. Therefore, the median is also provided as a more stable calculation of "average salary." The median represents the salary which divides the group in half where fifty percent earn more and fifty percent earn less. The first and third quartiles provide an estimation of the distribution of salaries across the group. For example, the bottom twenty-five percent is determined by the salary of the first quartile and the top twenty-five percent is determined by the salary at the third quartile. Inspection of Table 1 indicates that the twenty-five percent of the classroom teachers in the State are paid \$31,416 or less, while twenty-five percent earn a salary of \$47,667 or higher.

Position Classifications

The position types used in this report are based on definitions prescribed in the Specifications and Procedures Manual for the Staff Reporting System. Directors, coordinators, and supervisors include persons in charge of instructional and administrative functions, maintenance and operation of schools, food service, health and transportation. Persons whose time is split between functions are counted once in their primary function.

Figure 1
 Amount Above/Below Statewide Average Teacher Salary
 Maryland Public Schools: 1994-95

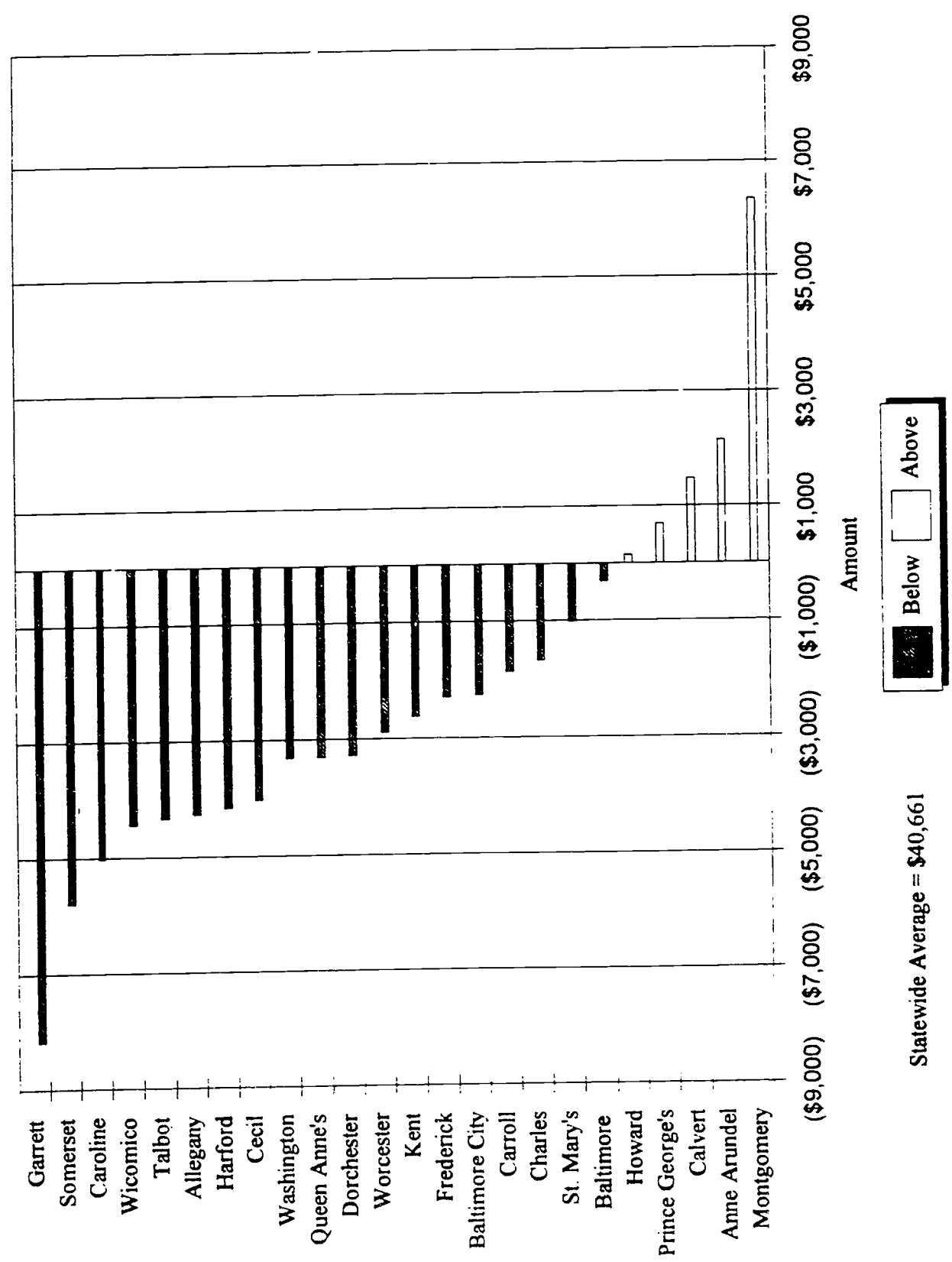


Table 1

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 1994

Local Unit	Superintendent*				Deputy Superintendent				Assoc., Assist. Superintendent			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	\$99,057	\$96,351	\$85,700	\$112,750	\$97,149	\$101,050	\$85,247	\$106,914	\$80,899	\$82,500	\$74,617	\$87,666
Allegany	88,400	-	-	-	-	-	-	-	-	-	-	-
Anne Arundel	101,721	-	-	-	-	-	-	-	95,674	98,720	89,582	98,721
Baltimore City	140,000	-	-	-	104,100	-	-	-	76,800	77,200	75,300	79,100
Baltimore	115,000	-	-	-	98,000	-	-	-	84,930	85,000	83,866	85,251
Calvert	95,333	-	-	-	88,711	-	-	-	-	-	-	-
Caroline	83,000	-	-	-	-	-	-	-	70,766	-	-	-
Carroll	120,640	-	-	-	83,672	-	-	-	79,770	79,770	76,539	83,000
Cecil	97,370	-	-	-	-	-	-	-	73,380	73,380	73,380	73,380
Charles	105,000	-	-	-	-	-	-	-	83,121	83,121	81,782	84,460
Dorchester	75,470	-	-	-	-	-	-	-	62,532	-	-	-
Frederick	93,600	-	-	-	81,782	-	-	-	74,166	74,094	68,805	79,528
Garrett	75,605	-	-	-	-	-	-	-	65,214	-	-	-
Harford	98,445	-	-	-	80,252	-	-	-	68,573	68,573	68,573	68,573
Howard	115,750	-	-	-	-	-	-	-	92,433	92,433	92,433	92,433
Kent	77,305	-	-	-	-	-	-	-	73,616	-	-	-
Montgomery	136,021	-	-	-	106,914	-	-	-	95,533	95,533	95,538	95,533
Prince George's	120,000	-	-	-	110,522	-	-	-	86,181	85,185	82,704	87,666
Queen Anne's	110,500	-	-	-	-	-	-	-	94,500	94,500	93,000	96,000
St. Mary's	92,700	-	-	-	-	-	-	-	75,555	75,555	74,645	76,465
Somerset	75,000	-	-	-	-	-	-	-	57,666	-	-	-
Talbot	80,000	-	-	-	-	-	-	-	-	-	-	-
Washington	89,000	-	-	-	-	-	-	-	69,613	70,277	66,840	72,386
Wicomico	99,000	-	-	-	-	-	-	-	73,600	-	-	-
Worcester	93,500	-	-	-	-	-	-	-	74,616	74,617	74,615	74,617

* Actual Salary

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 1974

Selected Central Office Positions (Continued)

Local Unit	Director			Coordinator			Supervisor			
	Average (Mean)	Median	1st Quartile	Average (Mean)	Median	1st Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	\$72,863	\$72,686	\$67,552	\$60,403	\$63,207	\$53,845	\$60,824	\$61,500	\$54,895	\$66,325
Allegany	60,720	60,813	59,276	42,066	38,892	34,823	54,486	56,645	48,970	57,844
Anne Arundel	81,260	81,267	81,267	71,534	70,399	70,398	66,130	64,900	58,790	74,635
Baltimore City	66,414	69,053	61,607	57,874	56,952	55,565	51,596	51,392	48,482	53,994
Baltimore	73,180	72,686	71,247	64,934	68,500	63,833	59,314	61,500	56,923	64,492
Calvert	78,206	78,192	75,715	-	-	-	69,800	70,667	68,810	70,667
Caroline	65,874	67,084	62,826	40,016	39,001	33,116	60,686	62,155	58,108	62,780
Carroll	73,481	73,039	71,492	59,187	61,651	60,719	61,587	64,783	61,540	68,023
Cecil	67,739	67,764	64,964	-	-	-	62,244	62,663	60,038	64,888
Charles	64,953	64,707	60,174	61,404	62,952	57,953	53,461	53,700	49,225	57,155
Dorchester	-	-	-	41,891	41,136	32,281	56,751	57,944	55,087	59,931
Frederick	70,641	71,179	68,557	54,210	57,513	45,957	63,075	63,646	62,649	63,778
Garrett	61,668	62,275	61,553	49,837	46,470	46,456	60,717	60,717	59,189	62,245
Harford	67,263	68,573	68,573	-	-	-	62,063	62,525	61,325	63,725
Howard	80,881	82,249	78,292	58,464	61,824	53,621	70,745	71,873	68,936	73,303
Kent	61,975	68,075	66,410	58,079	-	-	60,565	61,071	54,925	66,204
Montgomery	79,349	80,316	75,704	69,781	70,365	70,365	68,899	69,776	66,325	70,365
Prince George's	76,591	76,231	76,231	62,094	66,566	54,324	65,061	65,845	61,304	70,386
Queen Anne's	-	-	-	45,703	46,379	39,478	65,529	65,659	63,619	68,060
St. Mary's	70,664	70,583	67,049	48,364	49,306	44,931	59,623	59,985	56,984	61,734
Somerset	55,917	55,917	54,783	44,065	47,370	41,365	54,768	54,768	54,768	54,768
Talbot	66,445	66,445	63,351	55,851	61,912	53,594	56,951	59,361	51,692	59,800
Washington	65,382	65,585	63,703	55,990	56,063	56,062	57,869	60,637	56,324	60,637
Wicomico	70,370	-	-	54,950	54,950	-	59,547	61,160	59,910	62,160
Worcester	54,667	54,667	54,677	49,719	43,485	42,985	61,354	63,368	61,867	64,118

Table 1 (Continued)

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 1994

Local Unit	School Level Positions												
	Selected Central Office Positions (Continued)						Principal			Assistant Principal			
	Pupil Personnel/Social Worker		Average (Mean)		1st	3rd	Average (Mean)	Median	1st	3rd	Average (Mean)	Median	1st
Total State	\$51,572	\$54,860	\$39,783	\$61,995	\$67,462	\$67,887	\$62,411	\$73,426	\$58,288	\$58,547	\$52,676	\$63,459	
Allegany	47,815	48,127	47,190	48,127	53,055	52,728	48,023	58,182	44,935	45,128	43,691	45,942	
Anne Arundel	66,468	67,901	64,950	67,904	75,314	75,311	72,818	78,586	66,554	66,307	65,078	69,321	
Baltimore City	36,443	32,815	30,031	44,983	62,157	61,552	56,633	66,892	51,923	51,392	49,415	53,994	
Baltimore	55,832	57,094	55,118	57,094	65,954	65,500	64,351	67,911	60,490	61,474	58,547	63,000	
Calvert	63,250	64,242	60,225	65,283	71,371	71,267	68,810	73,191	61,112	60,439	58,115	64,555	
Caroline	34,926	-	-	-	58,868	58,743	55,760	62,031	48,261	47,245	46,583	49,759	
Carroll	58,222	58,800	56,505	61,652	65,112	65,927	62,656	68,136	57,869	58,690	55,166	61,653	
Cecil	52,983	53,166	49,016	56,766	61,184	61,407	59,378	63,728	49,295	49,237	46,787	51,637	
Charles	52,042	51,523	48,977	53,977	63,199	61,871	59,478	65,574	50,356	50,620	47,705	53,173	
Dorchester	47,531	47,531	45,498	49,564	53,904	54,744	51,296	56,670	46,558	46,739	42,702	49,164	
Frederick	47,862	50,562	40,958	57,513	64,506	63,777	62,649	64,428	58,057	57,514	56,870	62,649	
Garrett	45,451	44,942	44,942	46,470	49,653	46,081	42,560	58,711	42,672	44,104	38,591	45,692	
Harford	58,134	59,654	55,093	59,654	62,143	62,347	60,459	63,937	55,889	55,208	54,102	59,373	
Howard	60,295	61,071	60,317	61,824	74,385	74,989	74,989	74,989	59,529	57,716	57,003	61,373	
Kent	-	-	-	-	58,170	56,705	53,462	63,830	52,157	54,929	46,213	55,329	
Montgomery	65,966	69,776	63,609	69,776	75,552	76,489	72,098	76,489	67,304	66,886	66,530	70,365	
Prince George's	58,848	59,868	55,796	62,652	72,459	72,657	70,845	72,657	62,970	63,459	62,324	63,459	
Queen Anne's	37,504	33,618	28,643	50,250	62,363	63,304	60,705	64,988	54,467	53,632	52,155	56,765	
St Mary's	49,957	49,861	48,044	49,986	64,254	65,269	60,985	67,769	51,211	49,581	55,589	48,474	
Somerset	-	-	-	-	48,105	51,072	46,811	54,512	43,061	45,139	45,242	42,227	
Talbot	39,783	-	-	-	56,292	57,238	56,087	60,314	53,427	53,510	52,344	55,791	
Washington	55,258	56,063	54,454	56,063	61,370	62,456	60,054	62,456	52,853	51,391	49,894	56,606	
Wicomico	46,717	46,300	46,300	47,550	61,068	60,765	60,070	63,050	51,046	51,210	49,530	52,210	
Worcester	-	-	-	-	64,682	64,118	63,946	66,371	55,610	55,177	54,156	58,199	

Table 1 (Continued)

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 1994

Local Unit	School Level Positions (Continued)											
	Classroom Teacher				Librarian				Guidance Counselor			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	\$40,661	\$42,837	\$31,416	\$47,667	\$44,328	\$45,318	\$39,362	\$49,677	\$46,456	\$47,144	\$41,383	\$53,392
Allegany	36,400	38,892	33,471	40,091	38,365	38,892	38,892	39,829	35,831	38,892	29,074	40,766
Anne Arundel	42,824	45,106	38,610	47,818	44,703	45,645	42,526	49,402	54,362	56,290	51,296	58,991
Baltimore City	38,389	43,915	29,156	45,514	41,419	44,461	34,788	45,515	44,232	46,094	44,462	47,144
Baltimore	40,342	44,031	30,184	48,129	44,777	47,814	41,708	49,291	45,857	46,967	41,718	50,383
Calvert	42,140	45,463	33,913	49,498	49,268	50,194	49,498	50,889	49,608	49,498	48,109	52,149
Caroline	35,647	36,835	29,257	41,990	39,266	40,701	37,787	43,252	41,495	44,208	36,793	45,296
Carroll	38,798	42,562	30,437	46,368	41,666	44,466	38,997	46,606	40,648	44,466	33,053	48,270
Cecil	36,636	40,502	29,302	42,002	37,324	39,302	31,402	42,002	39,694	42,002	39,802	42,702
Charles	38,978	41,909	31,629	45,232	44,353	45,711	43,053	47,688	46,149	48,381	38,684	52,480
Dorchester	37,379	37,670	27,486	40,841	41,127	42,030	38,594	43,208	38,179	38,126	34,956	41,360
Frederick	38,353	38,549	30,116	45,957	42,039	43,970	34,935	48,656	44,756	46,999	42,163	49,692
Garrett	32,481	33,670	27,836	37,189	33,174	33,174	26,529	39,819	35,489	34,914	29,760	40,178
Harford	36,511	39,290	27,338	42,795	40,690	41,795	38,561	45,937	40,555	42,795	35,129	46,937
Howard	40,800	40,834	32,012	49,761	43,642	48,433	35,063	50,921	45,309	48,433	39,104	52,128
Kent	38,033	40,082	30,179	45,537	42,099	46,831	36,504	47,934	42,707	46,436	32,483	47,934
Montgomery	46,994	50,249	36,214	56,104	51,245	55,671	45,074	58,146	52,085	56,101	46,802	58,146
Prince George's	41,342	44,365	31,416	49,470	44,818	47,732	37,426	51,452	46,712	48,925	53,040	41,935
Queen Anne's	37,351	39,175	28,643	44,250	38,466	40,535	32,977	43,450	38,998	39,175	31,908	45,750
St. Mary's	39,646	41,293	30,301	44,828	43,245	44,715	42,118	45,725	42,507	42,979	30,301	44,829
Somerset	34,867	36,526	29,741	40,283	35,162	36,285	29,903	40,420	37,915	39,488	34,181	42,441
Talbot	36,340	38,352	29,248	42,905	41,061	42,685	37,471	43,345	36,946	40,482	28,761	43,762
Washington	37,340	40,531	30,734	43,267	37,646	40,075	32,323	44,179	36,405	37,110	27,920	44,179
Wicomico	36,225	38,730	29,550	41,730	41,184	41,240	39,900	41,730	40,853	42,235	39,900	44,740
Worcester	37,768	41,646	30,772	43,485	42,685	42,985	41,896	44,575	42,280	43,485	44,575	42,396

Table 1 (Continued)

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 1994

Local Unit	School Level Positions (Continued)											
	Therapist					Psychologist						
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	\$42,974	\$43,839	\$37,795	\$47,703	\$49,514	\$47,144	\$41,411	\$60,299				
Allegany	36,479	38,892	37,829	38,892	46,138	47,223	45,054	47,223				47,223
Anne Arundel	42,808	45,644	37,588	45,645	57,651	59,047	52,704	61,999				61,999
Baltimore City	40,799	43,353	34,877	44,854	36,957	36,783	30,032	45,548				45,548
Baltimore	42,171	44,031	39,076	46,966	51,821	54,033	43,451	60,301				60,301
Calvert	44,916	46,549	43,671	48,109	51,063	49,048	43,293	60,021				60,021
Caroline	36,648	34,926	32,062	40,178	37,636	34,926	33,970	44,012				44,012
Carroll	37,265	38,759	30,673	42,564	46,737	46,365	44,465	48,505				48,505
Cecil	35,546	35,002	30,902	41,002	46,059	45,056	43,605	46,356				46,356
Charles	39,194	41,143	35,151	43,962	43,983	40,266	39,534	45,018				45,018
Dorchester	35,771	38,594	31,715	38,594	41,195	44,067	36,049	46,342				46,342
Frederick	40,049	38,851	34,936	44,813	52,270	55,745	45,634	58,514				58,514
Garrett	39,905	42,361	37,912	43,861	40,529	40,529	38,840	42,218				42,218
Harford	34,694	35,108	28,419	41,795	41,665	44,438	36,347	46,187				46,187
Howard	43,376	44,493	37,758	49,677	54,979	55,849	51,382	60,316				60,316
Kent	39,271	46,593	24,626	46,593	47,149	47,149	42,249	52,048				52,048
Montgomery	47,392	48,280	41,383	55,000	64,730	67,606	60,299	69,776				69,776
Prince George's	43,657	45,994	38,458	48,976	50,515	49,948	40,175	61,240				61,240
Queen Anne's	38,037	43,450	32,830	43,808	42,424	43,580	38,930	45,350				45,350
St. Mary's	35,122	35,527	28,010	43,087	39,463	37,838	29,616	48,044				48,044
Somerset	25,659	25,416	24,875	26,687	37,668	37,668	33,418	41,918				41,918
Talbot	41,803	-	-	-	43,467	38,798	38,004	53,598				53,598
Washington	38,175	37,795	34,382	41,440	47,567	45,596	43,632	53,906				53,906
Wicomico	38,757	40,656	36,430	41,410	48,678	49,250	48,105	49,250				49,250
Worcester	38,309	38,248	32,901	44,575	45,439	45,075	44,575	46,666				46,666

Table 2

Classroom Teachers' Salaries Indexed to Region: October, 1994

	Average (Mean)	Percent (+/-)	Median	Percent (+/-)	1st Quartile	Percent (+/-)	3rd Quartile	Percent (+/-)
BALTIMORE METROPOLITAN	\$39,816		\$43,147		\$30,857		\$46,967	
Anne Arundel	42,824	7.6	45,106	4.5	38,610	25.1	47,818	1.8
Baltimore City	38,389	-3.6	43,915	1.8	29,156	-5.5	45,514	-3.1
Baltimore	40,342	1.3	44,031	2.0	30,184	-2.2	48,129	2.5
Carroll	38,798	-2.6	42,562	-1.4	30,437	-1.4	46,368	-1.3
Harford	36,511	-8.3	39,290	-8.9	27,338	-11.4	42,795	-8.9
Howard	40,800	2.5	40,824	-5.4	32,012	3.7	49,761	5.9
NATIONAL CAPITAL	44,268		46,551		33,367		53,040	
Montgomery	46,994	6.2	50,249	7.9	36,214	8.5	56,104	5.8
Prince George's	41,342	-6.6	44,365	-4.7	31,416	-5.8	49,470	-6.7
WESTERN MARYLAND	37,242		38,892		30,256		43,367	
Allegany	36,400	-2.3	38,892	0.0	33,471	10.6	40,091	-7.6
Frederick	38,353	3.0	38,549	-0.9	30,116	-0.5	45,957	6.0
Garrett	32,481	-12.8	33,670	-13.4	27,836	-8.0	37,189	-14.2
Washington	37,340	0.3	40,531	4.2	30,734	1.6	43,267	-0.2
LOWER SHORE	36,617		38,730		29,868		41,730	
Dorchester	37,379	2.1	37,670	-2.7	27,486	-8.0	40,481	-3.0
Somerset	34,867	-4.8	36,526	-5.7	29,741	-0.4	40,283	-3.5
Wicomico	36,225	-1.1	38,730	0.0	29,550	-1.1	41,730	0.0
Worcester	37,768	3.1	41,646	7.5	30,772	3.0	43,485	4.2
UPPER SHORE	36,696		39,175		29,130		43,125	
Caroline	35,647	-2.9	36,835	-6.0	29,257	0.4	41,990	-2.6
Cecil	36,636	-0.2	40,502	3.4	29,302	0.6	42,002	-2.6
Kent	38,033	3.6	40,082	2.3	30,179	3.6	45,537	5.6
Queen Anne's	37,351	1.8	39,175	0.0	28,643	-1.7	44,250	2.6
Talbot	36,340	-1.0	38,352	-2.1	29,248	0.4	42,905	-0.5
SOUTHERN MARYLAND	39,956		42,136		31,629		46,189	
Calvert	42,140	5.5	45,463	7.9	33,913	7.2	49,498	7.2
Charles	38,978	-2.4	41,909	-0.5	31,629	0.0	45,232	-2.1
St. Mary's	39,646	-0.8	41,293	-2.0	30,301	-4.2	44,828	-2.9

Note Above (+) Below (-)

Table 3

Average Salaries for Selected Positions and Percent Change: 1986 and 1994

Local Unit	Instructional Staff*			Principals and Assistants			Teachers and Others		
	1986	1994	% Change	1986	1994	% Change	1986	1994	% Change
Total State	\$29,895	\$42,087	40.8	\$44,462	\$63,028	41.8	\$29,120	\$47,425	62.9
Allegany	26,401	37,091	40.5	35,630	51,221	43.8	25,961	36,401	40.2
Anne Arundel	29,907	44,680	49.4	48,742	71,634	47.0	28,925	42,824	48.1
Baltimore City	27,202	39,640	45.7	41,077	56,465	37.5	26,397	38,435	45.6
Baltimore	32,923	42,041	27.7	46,005	62,662	36.2	32,041	40,386	26.0
Calvert	29,174	43,802	50.1	42,572	65,957	54.9	28,356	42,210	48.9
Caroline	23,795	37,000	55.5	36,107	53,843	49.1	23,111	35,663	54.3
Carroll	27,159	40,012	47.3	39,850	61,001	53.1	26,509	38,756	46.2
Cecil	25,574	37,775	47.7	42,098	56,191	33.5	24,702	36,615	48.2
Charles	26,720	40,196	50.4	37,526	56,672	51.0	26,205	38,982	48.8
Dorchester	25,753	38,361	49.0	36,979	50,390	36.3	25,100	37,353	48.8
Frederick	26,931	39,740	47.6	40,852	61,249	49.9	26,149	38,386	46.8
Garrett	23,476	33,533	42.8	35,322	47,991	35.9	22,712	32,604	43.6
Harford	27,661	37,763	36.5	39,710	58,455	47.2	26,977	36,467	35.2
Howard	29,285	42,454	45.0	46,938	66,249	41.1	27,246	40,878	50.0
Kent	24,877	39,446	58.6	36,768	56,530	53.7	24,043	38,054	58.3
Montgomery	34,626	48,444	39.9	53,608	71,953	34.2	33,774	47,008	39.2
Prince George's	31,613	42,674	35.0	47,234	69,485	47.1	30,948	41,396	33.8
Queen Anne's	29,596	38,398	29.7	45,388	59,402	30.9	28,865	37,366	29.5
St. Mary's	24,895	40,463	62.5	34,510	60,888	76.4	24,374	39,542	62.2
Somerset	22,114	35,629	61.1	29,043	46,213	59.1	21,574	34,735	61.0
Talbot	26,017	37,324	43.5	37,207	55,268	48.5	25,293	36,361	43.8
Washington	27,139	38,375	41.4	39,314	58,442	48.7	26,476	37,352	41.1
Wicomico	25,829	37,481	45.1	37,573	55,369	47.4	25,165	36,261	44.1
Worcester	29,063	39,368	35.5	42,428	60,145	41.8	28,336	37,776	33.3

* Instructional Staff includes principals, assistants, teachers, guidance counselors, librarians, school psychologists, and therapists