

Analysis of Professional Salaries

Maryland Public Schools
October 2025

Division of Assessment and Accountability

January 2026

MARYLAND STATE DEPARTMENT OF EDUCATION

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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 2025. 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 2025

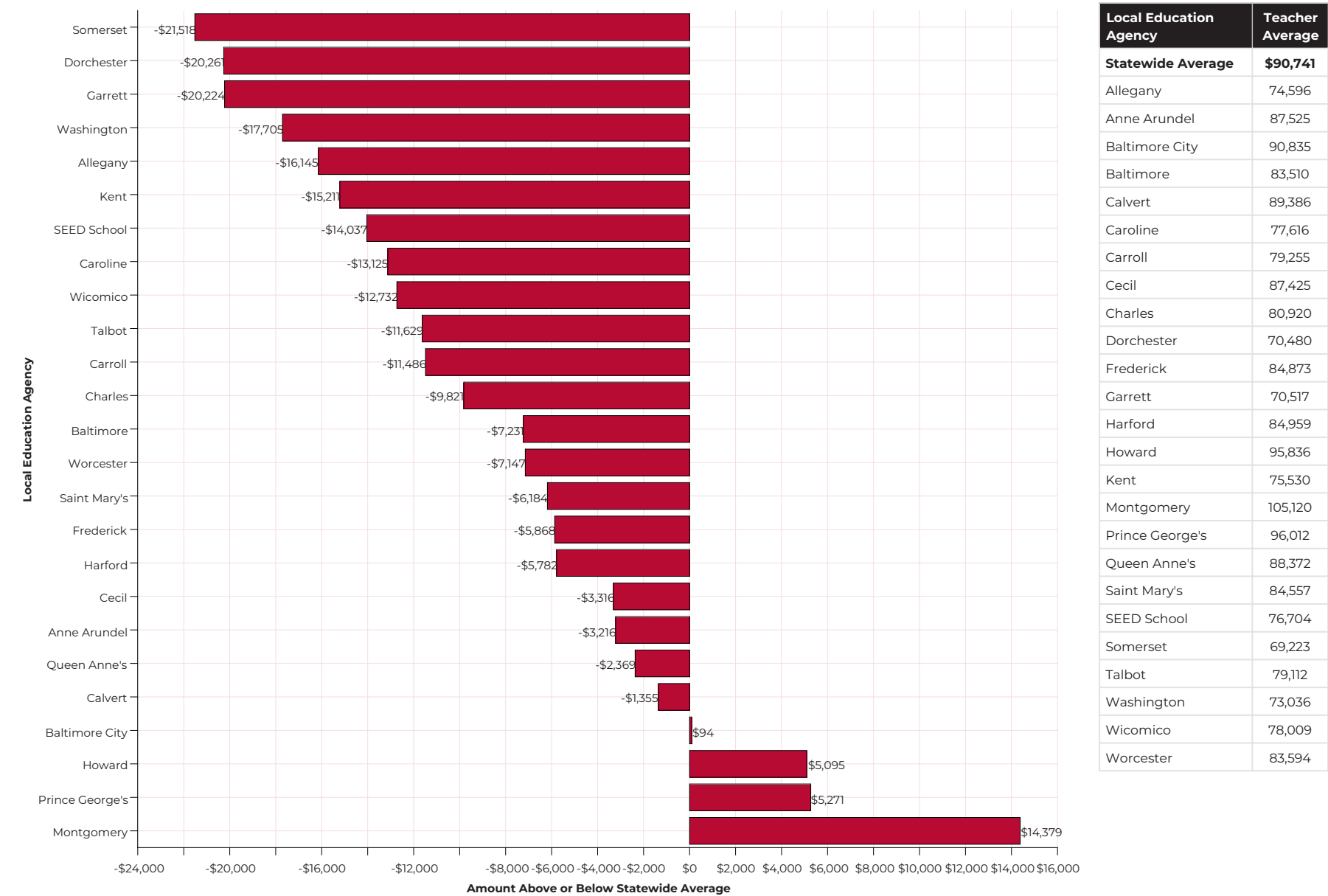


**Table 1 - Salaries of Professional Staff Employed in Maryland Public Schools
October 2025**

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	\$269,949	\$251,500	\$218,302	\$319,968	\$244,054	\$258,098	\$239,833	\$264,855
Allegany	253,000	*	*	*	+	+	+	+
Anne Arundel	363,982	*	*	*	+	+	+	+
Baltimore City	369,238	*	*	*	+	+	+	+
Baltimore	331,700	*	*	*	+	+	+	+
Calvert	224,583	*	*	*	+	+	+	+
Caroline	210,000	*	*	*	+	+	+	+
Carroll	274,282	*	*	*	+	+	+	+
Cecil	316,909	*	*	*	+	+	+	+
Charles	245,000	*	*	*	+	+	+	+
Dorchester	216,399	*	*	*	+	+	+	+
Frederick	292,136	*	*	*	+	+	+	+
Garrett	183,750	*	*	*	+	+	+	+
Harford	293,220	*	*	*	251,341	*	*	*
Howard	292,900	*	*	*	224,505	*	*	*
Kent	200,970	*	*	*	+	+	+	+
Montgomery	382,428	*	*	*	257,036	264,855	239,833	264,855
Prince George's	365,000	*	*	*	+	+	+	+
Queen Anne's	209,000	*	*	*	160,000	*	*	*
Saint Mary's	320,988	*	*	*	186,576	*	*	*
SEED School	+	+	+	+	247,612	*	*	*
Somerset	205,000	*	*	*	+	+	+	+
Talbot	227,586	*	*	*	+	+	+	+
Washington	250,000	*	*	*	+	+	+	+
Wicomico	224,009	*	*	*	+	+	+	+
Worcester	226,700	*	*	*	+	+	+	+

* 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 2025**

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	\$220,544	\$220,752	\$203,736	\$243,471	\$164,809	\$165,900	\$136,869	\$192,647
Allegany	138,582	*	*	*	118,902	*	*	*
Anne Arundel	237,326	242,153	220,752	246,891	186,502	185,175	172,402	197,691
Baltimore City	214,984	209,994	195,825	230,469	138,844	134,502	119,435	161,186
Baltimore	258,969	258,261	250,661	266,923	201,820	225,153	170,740	225,153
Calvert	178,348	*	*	*	168,244	169,132	159,020	175,861
Caroline	168,371	*	*	*	146,428	160,371	122,513	163,371
Carroll	221,570	*	*	*	188,245	193,732	183,732	203,732
Cecil	216,885	*	*	*	175,106	165,900	162,300	199,757
Charles	216,244	216,305	207,298	227,977	147,940	156,975	136,798	174,042
Dorchester	169,250	*	*	*	148,371	*	*	*
Frederick	221,999	223,521	191,061	243,555	165,247	162,856	149,261	185,359
Garrett	129,736	*	*	*	109,860	111,431	99,238	125,276
Harford	205,808	*	*	*	196,765	194,869	191,989	199,564
Howard	218,997	215,250	213,938	228,362	183,247	182,049	177,609	189,131
Kent	+	+	+	+	133,353	133,448	120,314	144,861
Montgomery	239,833	239,833	239,833	239,833	184,104	188,830	165,803	199,601
Prince George's	254,959	252,258	245,380	270,600	213,041	215,572	197,217	233,923
Queen Anne's	+	+	+	+	158,084	*	*	*
Saint Mary's	+	+	+	+	168,333	174,301	151,041	176,878
SEED School	+	+	+	+	126,459	*	*	*
Somerset	+	+	+	+	126,173	*	*	*
Talbot	172,905	*	*	*	98,011	84,818	67,954	130,018
Washington	175,826	*	*	*	132,714	133,326	99,513	163,052
Wicomico	162,801	*	*	*	145,506	147,611	142,181	149,711
Worcester	174,812	*	*	*	174,812	*	*	*

* 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 2025**

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	\$137,103	\$140,265	\$118,295	\$158,214	\$141,604	\$139,110	\$122,396	\$160,731
Allegany	79,077	*	*	*	103,342	107,829	95,117	111,603
Anne Arundel	145,301	146,561	139,605	153,623	163,758	172,849	146,521	182,273
Baltimore City	146,848	149,361	135,369	158,852	100,146	94,349	91,749	111,291
Baltimore	141,394	138,710	131,777	158,020	133,235	134,331	124,721	139,757
Calvert	98,563	*	*	*	140,220	140,737	126,046	153,574
Caroline	101,834	99,219	90,424	112,390	132,457	135,417	108,096	153,290
Carroll	122,351	124,500	107,179	140,716	146,397	148,536	134,735	162,309
Cecil	147,645	148,397	143,779	150,772	144,135	151,020	130,448	159,595
Charles	119,817	125,122	110,191	131,905	121,924	*	*	*
Dorchester	104,158	101,434	91,790	119,524	116,260	117,164	105,001	126,885
Frederick	123,586	120,218	106,219	142,737	133,945	134,723	118,545	144,875
Garrett	104,152	*	*	*	111,997	118,175	95,110	125,795
Harford	132,360	138,641	125,742	146,625	142,281	142,119	135,950	152,655
Howard	161,891	164,807	151,648	172,984	148,923	148,426	136,015	166,967
Kent	89,877	110,606	57,784	111,606	118,686	*	*	*
Montgomery	161,138	168,190	151,698	170,190	175,522	179,247	168,251	184,215
Prince George's	200,112	198,990	189,008	213,162	170,202	181,216	165,836	181,216
Queen Anne's	83,757	87,869	55,638	108,069	135,321	138,026	132,485	142,559
Saint Mary's	140,446	144,287	123,206	154,138	133,240	138,148	123,495	147,787
SEED School	44,000	*	*	*	+	+	+	+
Somerset	99,962	110,246	89,226	114,143	127,368	126,321	121,610	138,960
Talbot	93,915	91,092	70,275	111,459	116,855	116,224	111,642	122,883
Washington	108,160	104,978	94,684	124,236	122,193	122,255	110,757	132,297
Wicomico	97,631	102,188	82,180	109,175	124,162	123,567	114,695	133,537
Worcester	131,778	132,426	129,800	137,569	141,762	*	*	*

* 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 2025**

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	\$108,764	\$110,786	\$90,262	\$129,075	\$161,860	\$160,158	\$143,646	\$184,920
Allegany	82,570	85,598	72,250	91,901	110,990	111,603	104,813	115,210
Anne Arundel	112,009	112,502	91,040	135,134	150,578	150,239	143,662	156,088
Baltimore City	112,079	116,712	103,052	124,906	162,481	155,037	141,911	184,242
Baltimore	100,160	98,110	83,962	115,128	166,968	166,933	154,399	181,113
Calvert	111,900	116,987	101,542	123,363	147,474	147,822	137,267	154,779
Caroline	99,551	*	*	*	135,125	131,764	125,997	148,601
Carroll	131,344	130,811	123,302	138,778	147,635	140,931	136,972	157,992
Cecil	101,919	99,216	85,568	112,772	151,512	150,498	148,998	151,898
Charles	114,328	115,983	110,987	125,110	146,006	141,754	134,320	158,889
Dorchester	82,694	88,272	70,036	96,855	126,849	135,583	112,057	138,619
Frederick	101,081	98,819	79,622	122,245	150,093	148,426	134,848	163,218
Garrett	69,742	69,332	61,574	78,115	107,349	106,397	95,780	120,893
Harford	105,351	98,955	75,486	132,156	150,909	149,835	145,000	156,330
Howard	130,383	137,518	125,053	137,518	172,689	177,219	164,417	177,868
Kent	74,700	*	*	*	101,902	112,665	67,271	131,152
Montgomery	129,623	129,075	112,374	150,966	188,558	191,174	184,611	195,330
Prince George's	131,818	137,664	124,228	137,664	180,325	186,802	170,951	186,802
Queen Anne's	79,094	73,246	70,020	87,689	139,105	139,033	135,003	146,589
Saint Mary's	100,755	105,574	80,913	132,256	148,635	148,164	137,898	159,935
SEED School	+	+	+	+	130,000	*	*	*
Somerset	90,160	84,833	78,598	107,995	130,893	129,833	128,231	134,528
Talbot	82,879	82,689	66,406	92,787	135,677	132,146	127,126	141,688
Washington	79,611	71,341	66,249	94,357	125,207	123,421	116,071	134,795
Wicomico	91,667	93,996	87,400	98,667	128,407	129,729	118,385	136,484
Worcester	85,985	79,212	73,909	99,765	140,846	143,104	138,389	146,047

* 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 2025**

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	\$136,661	\$135,051	\$122,316	\$152,242	\$105,408	\$106,548	\$86,624	\$122,544
Allegany	90,184	90,231	85,603	93,963	77,528	81,168	68,303	85,483
Anne Arundel	130,349	128,917	123,601	135,715	105,563	105,620	87,528	118,367
Baltimore City	139,017	138,320	128,746	151,517	109,523	113,979	97,641	122,175
Baltimore	132,305	129,499	117,590	143,956	97,224	97,532	82,457	111,168
Calvert	128,339	125,844	119,967	136,222	102,114	104,607	85,683	116,837
Caroline	111,021	112,061	108,225	117,664	87,292	*	*	*
Carroll	122,350	120,353	110,395	131,235	86,346	83,362	71,250	98,250
Cecil	132,950	136,119	126,753	141,396	95,054	99,926	80,814	108,826
Charles	118,515	117,897	103,510	128,893	97,217	99,463	83,860	112,106
Dorchester	101,404	100,045	95,837	106,389	91,243	92,938	77,006	104,634
Frederick	124,632	122,396	109,649	136,381	105,853	110,400	84,720	123,460
Garrett	106,146	105,456	97,560	113,295	96,669	100,856	85,614	109,293
Harford	131,945	132,445	129,836	133,769	92,432	92,961	76,411	105,395
Howard	148,767	149,491	136,015	162,967	105,993	107,426	88,264	121,795
Kent	77,527	*	*	*	101,770	*	*	*
Montgomery	160,160	165,370	145,055	172,690	116,295	121,350	98,192	132,230
Prince George's	148,921	152,191	139,277	161,462	120,468	124,192	113,107	131,408
Queen Anne's	110,068	109,899	108,481	113,169	91,217	92,808	82,456	103,215
Saint Mary's	122,558	122,495	108,546	132,977	85,759	88,232	68,796	96,615
SEED School	116,000	*	*	*	+	+	+	+
Somerset	109,468	113,188	100,508	117,928	77,958	78,869	63,052	92,384
Talbot	107,832	108,320	102,104	112,408	97,143	91,703	79,657	115,615
Washington	100,450	98,497	89,234	106,499	76,482	73,127	64,632	86,451
Wicomico	107,346	106,495	101,017	111,045	92,063	94,992	89,672	99,956
Worcester	124,502	127,930	119,700	132,050	87,469	93,996	68,883	101,094

* 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 2025**

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	\$115,345	\$115,457	\$98,317	\$132,722	\$100,717	\$102,416	\$87,186	\$114,981
Allegany	90,877	92,025	82,708	98,447	79,934	83,327	76,095	85,847
Anne Arundel	119,662	114,752	103,934	137,957	99,083	101,096	83,391	114,981
Baltimore City	114,701	116,712	108,515	127,639	109,539	110,805	102,609	118,999
Baltimore	96,435	90,267	75,813	118,861	94,077	95,371	82,625	105,965
Calvert	102,083	106,624	78,045	125,072	109,669	111,006	103,080	117,223
Caroline	81,507	*	*	*	85,715	91,479	68,972	97,204
Carroll	108,451	112,279	92,663	126,371	82,594	83,000	75,750	96,750
Cecil	90,118	85,030	81,449	106,376	97,690	98,826	89,959	102,750
Charles	113,674	111,460	103,944	124,789	93,835	97,764	82,093	104,080
Dorchester	98,660	96,742	93,468	101,866	78,786	*	*	*
Frederick	123,270	125,728	100,508	147,488	97,803	100,055	87,856	111,010
Garrett	95,421	*	*	*	+	+	+	+
Harford	94,445	90,644	77,874	114,873	95,910	102,124	90,740	105,866
Howard	128,148	137,518	116,157	138,268	101,509	103,712	89,760	115,338
Kent	93,332	*	*	*	101,699	*	*	*
Montgomery	128,191	130,670	104,136	150,384	113,708	120,351	101,198	128,786
Prince George's	130,588	137,664	116,491	148,032	113,362	117,504	108,835	125,148
Queen Anne's	88,114	86,149	85,116	91,109	84,041	87,785	61,096	101,519
Saint Mary's	91,057	86,261	79,467	107,682	96,702	106,095	87,772	109,541
SEED School	+	+	+	+	62,500	*	*	*
Somerset	97,288	*	*	*	84,816	91,060	72,137	92,260
Talbot	104,806	*	*	*	75,722	*	*	*
Washington	95,888	102,418	77,647	108,086	75,557	71,343	67,905	84,805
Wicomico	111,695	110,534	110,534	116,451	90,168	91,123	85,263	100,541
Worcester	102,858	*	*	*	94,088	99,845	84,215	102,433

* 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 2025**

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	\$98,149	\$96,535	\$79,768	\$116,491	\$90,741	\$88,599	\$70,176	\$108,741
Allegany	73,978	74,371	63,100	82,606	74,596	78,810	64,356	82,606
Anne Arundel	106,211	102,444	89,183	122,461	87,525	84,590	70,792	104,313
Baltimore City	99,810	97,333	81,101	116,403	90,835	86,556	70,324	110,805
Baltimore	86,220	83,962	69,670	101,182	83,510	80,239	65,468	99,576
Calvert	98,768	103,212	83,340	114,055	89,386	93,385	69,996	105,751
Caroline	81,799	89,914	63,207	97,414	77,616	82,236	62,179	89,914
Carroll	87,547	84,750	74,829	103,342	79,255	78,000	65,850	93,000
Cecil	97,057	101,926	91,856	105,726	87,425	95,751	73,839	99,939
Charles	94,493	94,033	76,929	111,615	80,920	75,410	63,892	99,343
Dorchester	79,401	77,370	68,443	91,906	70,480	65,568	55,394	89,308
Frederick	93,119	91,930	74,896	111,316	84,873	85,124	64,685	101,880
Garrett	71,806	69,332	60,151	82,568	70,517	68,683	58,659	81,472
Harford	90,356	92,680	75,465	103,583	84,959	85,970	68,685	101,101
Howard	100,509	101,387	83,581	115,338	95,836	98,681	78,132	113,355
Kent	75,165	73,951	43,126	99,287	75,530	78,472	61,351	87,710
Montgomery	105,435	104,878	85,086	128,451	105,120	108,557	83,346	125,972
Prince George's	115,670	124,868	95,700	131,114	96,012	97,919	72,212	113,518
Queen Anne's	76,233	70,996	58,408	101,363	88,372	92,563	79,068	103,083
Saint Mary's	84,174	78,557	67,764	101,753	84,557	83,341	67,764	102,060
SEED School	60,000	*	*	*	76,704	72,000	66,500	84,500
Somerset	82,459	89,226	63,261	94,506	69,223	63,355	56,399	82,552
Talbot	89,035	94,173	71,677	106,055	79,112	81,343	64,840	94,776
Washington	72,080	67,905	66,249	82,233	73,036	67,905	64,166	82,737
Wicomico	82,137	85,252	68,011	93,949	78,009	77,999	62,440	90,878
Worcester	96,811	103,266	83,558	105,845	83,594	92,361	68,837	97,329

* 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 2025

Local Education Agency	Average (Mean)	% Above/Below	Median	% Above/Below	1st Quartile	% Above/Below	3rd Quartile	% Above/Below
Baltimore Metropolitan	\$87,571		\$85,722		\$69,417		\$104,965	
Anne Arundel	87,525	-0.1	84,590	-1.3	70,792	2.0	104,313	-0.6
Baltimore City	90,835	3.7	86,556	1.0	70,324	1.3	110,805	5.6
Baltimore	83,510	-4.6	80,239	-6.4	65,468	-5.7	99,576	-5.1
Carroll	79,255	-9.5	78,000	-9.0	65,850	-5.1	93,000	-11.4
Harford	84,959	-3.0	85,970	0.3	68,685	-1.1	101,101	-3.7
Howard	95,836	9.4	98,681	15.1	78,132	12.6	113,355	8.0
SEED School	76,704	-12.4	72,000	-16.0	66,500	-4.2	84,500	-19.5
National Capital	101,074		105,747		78,515		123,616	
Montgomery	105,120	4.0	108,557	2.7	83,346	6.2	125,972	1.9
Prince George's	96,012	-5.0	97,919	-7.4	72,212	-8.0	113,518	-8.2
Western Maryland	79,618		77,621		64,166		91,042	
Allegany	74,596	-6.3	78,810	1.5	64,356	0.3	82,606	-9.3
Frederick	84,873	6.6	85,124	9.7	64,685	0.8	101,880	11.9
Garrett	70,517	-11.4	68,683	-11.5	58,659	-8.6	81,472	-10.5
Washington	73,036	-8.3	67,905	-12.5	64,166	0.0	82,737	-9.1
Lower Shore	77,418		77,724		61,292		92,316	
Dorchester	70,480	-9.0	65,568	-15.6	55,394	-9.6	89,308	-3.3
Somerset	69,223	-10.6	63,355	-18.5	56,399	-8.0	82,552	-10.6
Wicomico	78,009	0.8	77,999	0.4	62,440	1.9	90,878	-1.6
Worcester	83,594	8.0	92,361	18.8	68,837	12.3	97,329	5.4
Upper Shore	84,094		87,292		68,487		97,751	
Caroline	77,616	-7.7	82,236	-5.8	62,179	-9.2	89,914	-8.0
Cecil	87,425	4.0	95,751	9.7	73,839	7.8	99,939	2.2
Kent	75,530	-10.2	78,472	-10.1	61,351	-10.4	87,710	-10.3
Queen Anne's	88,372	5.1	92,563	6.0	79,068	15.4	103,083	5.5
Talbot	79,112	-5.9	81,343	-6.8	64,840	-5.3	94,776	-3.0
Southern Maryland	83,914		81,394		65,844		102,039	
Calvert	89,386	6.5	93,385	14.7	69,996	6.3	105,751	3.6
Charles	80,920	-3.6	75,410	-7.4	63,892	-3.0	99,343	-2.6
Saint Mary's	84,557	0.8	83,341	2.4	67,764	2.9	102,060	0.0