



# Analysis of Professional Salaries Maryland Public Schools

October 2020



Maryland State Department of Education  
Division of Assessment, Accountability,  
and Information Technology  
200 West Baltimore Street  
Baltimore, MD 21201-2595  
(410) 767-0078

# MARYLAND STATE DEPARTMENT OF EDUCATION

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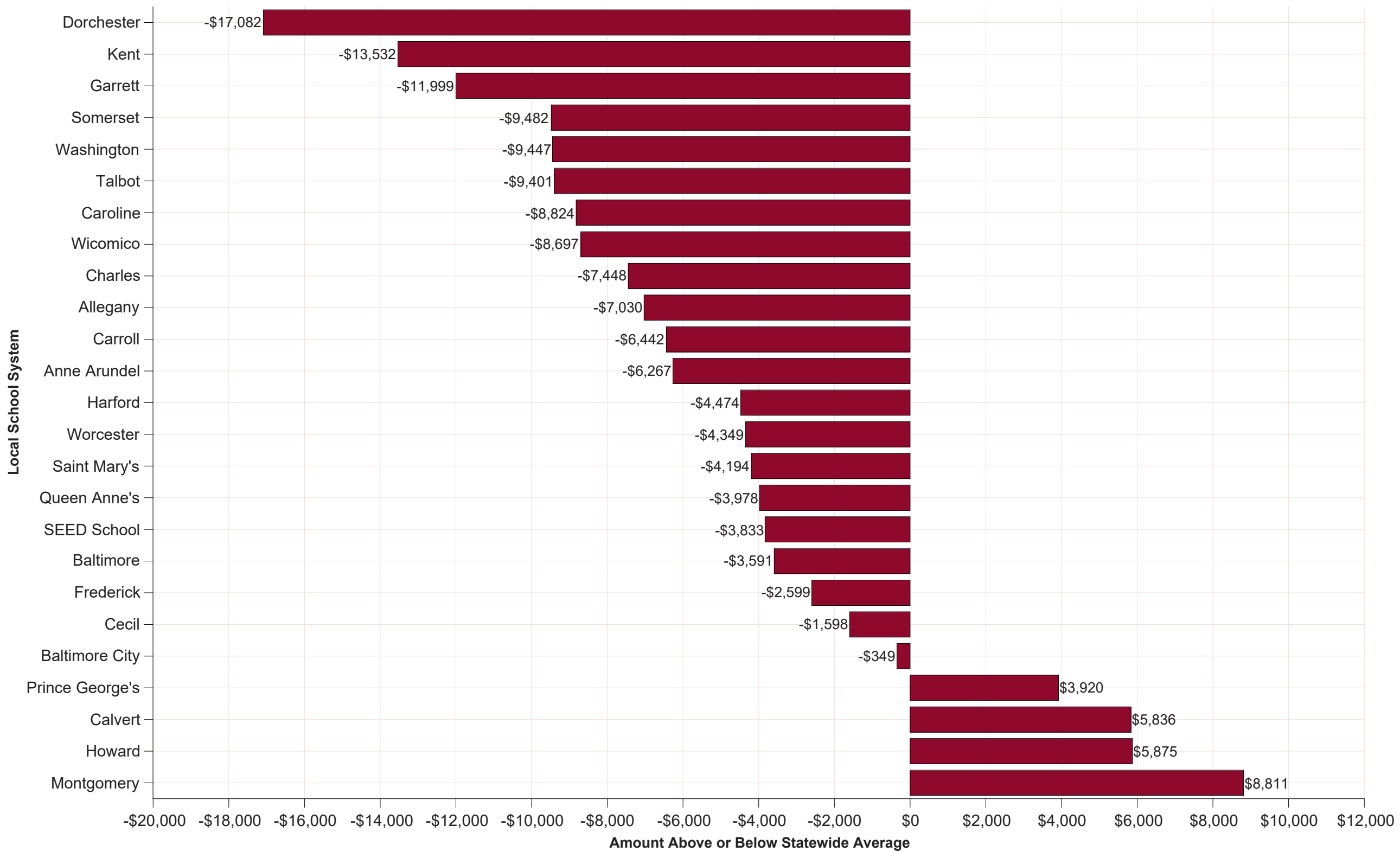
## Introduction

The tables in this report were prepared from the data submitted by the 24 Maryland local school systems in the fall of 2020. 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 School System**  
**Maryland Public Schools**  
**October 2020**



Local School System	Teacher Average
<b>Statewide Average</b>	<b>\$74,006</b>
Allegany	66,976
Anne Arundel	67,739
Baltimore City	73,657
Baltimore	70,415
Calvert	79,842
Caroline	65,182
Carroll	67,564
Cecil	72,408
Charles	66,558
Dorchester	56,924
Frederick	71,407
Garrett	62,007
Harford	69,532
Howard	79,881
Kent	60,474
Montgomery	82,817
Prince George's	77,926
Queen Anne's	70,028
Saint Mary's	69,812
SEED School	70,173
Somerset	64,524
Talbot	64,605
Washington	64,559
Wicomico	65,309
Worcester	69,657

**Table 1**  
**Salaries of Professional Staff Employed in Maryland Public Schools**  
**October 2020**

Local School System	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
<b>State Total</b>	<b>\$226,670</b>	<b>\$224,813</b>	<b>\$177,559</b>	<b>\$278,833</b>	<b>\$188,348</b>	<b>\$189,387</b>	<b>\$165,212</b>	<b>\$199,730</b>
Allegany	169,400	*	*	*	+	+	+	+
Anne Arundel	285,465	*	*	*	187,771	*	*	*
Baltimore City	325,000	*	*	*	+	+	+	+
Baltimore	295,800	*	*	*	+	+	+	+
Calvert	205,000	*	*	*	+	+	+	+
Caroline	176,530	*	*	*	+	+	+	+
Carroll	224,336	*	*	*	+	+	+	+
Cecil	230,284	*	*	*	+	+	+	+
Charles	235,564	*	*	*	223,123	*	*	*
Dorchester	180,645	*	*	*	+	+	+	+
Frederick	256,525	*	*	*	192,968	*	*	*
Garrett	143,500	*	*	*	+	+	+	+
Harford	225,290	*	*	*	189,706	*	*	*
Howard	287,857	*	*	*	198,920	*	*	*
Kent	155,488	*	*	*	+	+	+	+
Montgomery	290,000	*	*	*	240,900	*	*	*
Prince George's	309,550	*	*	*	+	+	+	+
Queen Anne's	176,286	*	*	*	+	+	+	+
Saint Mary's	253,868	*	*	*	168,782	*	*	*
SEED School	+	+	+	+	200,000	*	*	*
Somerset	170,000	*	*	*	140,972	*	*	*
Talbot	193,725	*	*	*	+	+	+	+
Washington	258,935	*	*	*	160,480	*	*	*
Wicomico	205,000	*	*	*	+	+	+	+
Worcester	186,023	*	*	*	+	+	+	+

\* 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 2020**

Local School System	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
<b>State Total</b>	<b>\$178,173</b>	<b>\$180,754</b>	<b>\$151,743</b>	<b>\$194,304</b>	<b>\$139,076</b>	<b>\$140,489</b>	<b>\$117,312</b>	<b>\$161,410</b>
Allegany	124,588	*	*	*	107,916	*	*	*
Anne Arundel	184,544	182,542	177,713	188,966	145,151	150,134	130,054	164,034
Baltimore City	161,016	148,166	148,166	189,263	113,455	113,558	97,335	125,098
Baltimore	228,918	225,176	224,176	238,363	169,627	163,333	143,643	201,968
Calvert	169,147	*	*	*	149,289	153,817	140,785	156,410
Caroline	173,900	*	*	*	129,274	*	*	*
Carroll	168,945	*	*	*	142,918	143,637	131,448	147,946
Cecil	193,190	*	*	*	152,082	154,086	136,410	166,607
Charles	178,967	*	*	*	131,103	137,165	114,373	150,406
Dorchester	+	+	+	+	105,502	109,033	92,466	120,000
Frederick	181,078	181,144	162,725	200,172	143,759	143,216	132,740	155,182
Garrett	121,284	*	*	*	98,675	97,965	91,704	113,310
Harford	164,484	*	*	*	154,772	157,010	152,867	161,384
Howard	198,226	195,757	193,339	200,909	163,453	164,750	147,742	185,344
Kent	+	+	+	+	119,812	*	*	*
Montgomery	189,000	186,500	186,500	186,500	154,212	156,001	151,362	161,900
Prince George's	197,351	188,202	180,363	227,408	173,058	176,443	162,717	188,210
Queen Anne's	+	+	+	+	140,463	*	*	*
Saint Mary's	167,596	*	*	*	144,600	144,554	134,845	155,355
SEED School	+	+	+	+	101,327	97,240	83,100	121,526
Somerset	+	+	+	+	83,461	*	*	*
Talbot	144,546	*	*	*	75,656	67,295	54,588	104,454
Washington	135,006	*	*	*	109,831	118,437	73,751	133,873
Wicomico	134,966	*	*	*	123,104	124,571	120,266	126,371
Worcester	137,274	*	*	*	153,771	*	*	*

\* 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 2020**

Local School System	Coordinator Average (Mean)	Coordinator Median	Coordinator 1st Quartile	Coordinator 3rd Quartile	Supervisor Average (Mean)	Supervisor Median	Supervisor 1st Quartile	Supervisor 3rd Quartile
<b>State Total</b>	<b>\$115,422</b>	<b>\$116,111</b>	<b>\$100,402</b>	<b>\$130,237</b>	<b>\$118,732</b>	<b>\$119,167</b>	<b>\$104,291</b>	<b>\$133,634</b>
Allegany	78,709	*	*	*	91,658	95,109	88,326	100,130
Anne Arundel	120,980	121,191	113,801	130,594	134,868	137,482	123,490	148,847
Baltimore City	117,277	117,668	106,000	127,059	100,539	91,998	72,634	136,828
Baltimore	129,292	130,237	119,674	140,975	110,044	111,472	98,421	122,991
Calvert	93,727	99,425	78,922	105,685	123,559	127,701	111,493	137,571
Caroline	107,106	108,873	89,570	122,820	113,504	115,375	96,347	130,391
Carroll	105,125	107,766	90,927	119,653	120,743	124,348	114,966	131,954
Cecil	119,738	119,548	112,921	126,780	111,747	109,147	104,176	119,625
Charles	106,908	103,378	97,132	118,791	104,979	103,738	85,844	125,038
Dorchester	92,841	94,783	85,025	103,199	102,357	105,899	93,505	109,438
Frederick	99,908	97,531	85,985	110,627	123,365	121,382	110,276	142,431
Garrett	+	+	+	+	95,509	95,585	87,251	103,336
Harford	114,490	115,084	113,551	119,042	122,385	121,293	114,778	130,425
Howard	133,053	136,818	115,675	146,002	125,596	126,658	112,658	137,658
Kent	89,353	*	*	*	106,309	*	*	*
Montgomery	131,076	136,089	121,019	139,089	142,991	143,414	141,414	146,610
Prince George's	156,970	170,112	129,185	170,112	136,705	141,772	129,742	146,025
Queen Anne's	78,059	*	*	*	112,392	113,955	103,556	119,995
Saint Mary's	112,168	113,010	94,981	126,155	118,496	120,324	110,237	126,812
SEED School	+	+	+	+	+	+	+	+
Somerset	91,612	92,372	86,478	96,365	101,688	98,449	96,246	106,863
Talbot	87,573	*	*	*	92,777	94,896	91,386	103,596
Washington	96,179	93,508	83,978	108,303	107,261	110,457	93,873	120,166
Wicomico	82,822	82,015	68,286	94,647	110,971	112,168	110,126	114,399
Worcester	102,236	108,364	87,928	112,550	126,572	*	*	*

\* 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 2020**

Local School System	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
<b>State Total</b>	<b>\$89,400</b>	<b>\$89,400</b>	<b>\$73,023</b>	<b>\$106,155</b>	<b>\$134,931</b>	<b>\$133,788</b>	<b>\$122,305</b>	<b>\$150,527</b>
Allegany	75,614	74,146	69,885	88,326	100,137	100,130	94,037	106,602
Anne Arundel	98,065	99,671	78,614	120,156	127,485	125,906	121,547	131,421
Baltimore City	91,562	93,589	85,836	98,363	136,052	130,722	121,204	153,557
Baltimore	84,454	81,576	69,147	99,080	146,339	146,305	135,161	155,261
Calvert	96,433	97,157	86,440	106,075	127,649	126,078	120,002	135,052
Caroline	78,804	*	*	*	112,183	110,932	101,373	124,890
Carroll	115,316	112,795	106,535	124,439	121,475	119,565	113,861	129,322
Cecil	103,484	*	*	*	125,080	124,862	120,554	128,887
Charles	71,673	85,267	34,898	98,002	122,171	122,594	115,372	130,533
Dorchester	65,930	63,993	57,924	76,076	105,180	108,925	98,686	110,059
Frederick	79,982	78,563	60,908	95,952	123,640	125,063	110,378	133,624
Garrett	58,725	*	*	*	88,071	91,220	78,910	92,808
Harford	86,762	79,443	57,944	113,145	130,065	129,074	125,351	135,026
Howard	112,673	120,089	108,769	120,089	150,459	157,373	142,007	159,389
Kent	76,015	*	*	*	106,002	111,639	94,118	115,068
Montgomery	107,432	120,325	81,408	127,618	148,784	148,110	143,914	154,423
Prince George's	98,294	100,418	91,896	105,436	143,585	146,143	133,741	150,527
Queen Anne's	92,664	*	*	*	126,637	127,992	123,928	129,572
Saint Mary's	84,280	87,763	61,114	108,348	130,929	131,834	121,962	136,235
SEED School	55,125	*	*	*	117,300	*	*	*
Somerset	67,540	72,254	56,877	75,007	97,455	96,415	93,310	98,271
Talbot	68,851	67,495	61,732	78,029	110,793	109,789	104,958	115,354
Washington	73,954	69,407	61,345	83,534	112,236	111,540	103,357	119,094
Wicomico	77,818	74,382	71,948	84,807	109,550	109,591	104,196	116,709
Worcester	86,239	78,683	65,157	112,366	122,556	123,785	117,935	128,825

\* 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 2020**

Local School System	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
<b>State Total</b>	<b>\$113,928</b>	<b>\$111,627</b>	<b>\$101,190</b>	<b>\$126,315</b>	<b>\$84,965</b>	<b>\$85,467</b>	<b>\$69,579</b>	<b>\$100,207</b>
Allegany	84,084	82,758	76,802	88,326	68,350	70,980	63,027	74,072
Anne Arundel	111,558	110,519	105,480	115,574	86,349	84,265	72,646	99,214
Baltimore City	113,650	113,396	104,613	125,167	84,823	86,944	75,200	93,823
Baltimore	114,159	111,158	100,806	125,341	77,350	76,110	61,637	90,718
Calvert	106,861	104,458	96,525	121,186	85,393	88,355	77,847	96,803
Caroline	90,267	91,143	85,936	95,773	72,589	85,025	50,500	88,460
Carroll	105,489	100,275	100,275	110,544	72,180	74,334	61,934	85,196
Cecil	105,870	104,946	95,662	117,222	72,755	73,593	58,247	86,419
Charles	99,032	99,779	92,435	107,062	89,921	90,065	83,304	103,121
Dorchester	80,188	75,537	74,433	89,011	81,865	*	*	*
Frederick	106,988	106,034	96,859	116,450	79,969	84,254	67,615	90,606
Garrett	85,969	85,613	77,428	93,392	76,617	82,298	66,570	84,464
Harford	112,083	109,146	109,146	114,714	82,718	85,507	69,176	91,256
Howard	128,234	128,658	112,658	144,658	86,977	89,035	71,990	101,409
Kent	86,603	*	*	*	69,844	80,550	50,342	83,993
Montgomery	131,412	136,089	121,520	140,089	91,338	95,232	71,765	110,111
Prince George's	116,099	119,065	105,786	126,315	93,620	100,418	84,535	104,894
Queen Anne's	103,100	106,873	95,684	109,188	76,071	69,627	48,528	91,893
Saint Mary's	103,601	105,788	95,284	110,062	75,047	74,282	64,100	84,967
SEED School	94,310	*	*	*	91,800	*	*	*
Somerset	90,420	87,728	84,551	99,384	70,183	*	*	*
Talbot	89,179	90,272	85,540	91,102	77,054	81,755	58,203	93,554
Washington	88,424	89,901	79,781	96,814	66,056	65,644	56,965	75,725
Wicomico	92,584	91,114	87,812	99,815	75,933	77,540	74,103	85,084
Worcester	108,316	111,417	106,417	115,104	75,218	83,036	60,582	85,738

\* 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 2020**

Local School System	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
<b>State Total</b>	<b>\$93,809</b>	<b>\$92,805</b>	<b>\$78,011</b>	<b>\$109,962</b>	<b>\$81,346</b>	<b>\$81,609</b>	<b>\$69,407</b>	<b>\$93,349</b>
Allegany	83,300	88,326	76,802	88,326	69,591	72,781	71,490	74,074
Anne Arundel	95,359	93,373	84,572	104,102	75,011	70,928	64,257	88,184
Baltimore City	90,284	90,820	81,041	106,155	87,945	86,794	84,026	97,230
Baltimore	95,938	99,963	75,070	115,831	78,173	79,263	68,171	88,315
Calvert	89,387	86,310	69,358	111,950	93,622	94,909	83,935	100,276
Caroline	72,085	*	*	*	79,602	82,448	77,987	84,209
Carroll	92,737	92,189	82,759	104,648	66,742	65,569	58,149	86,990
Cecil	73,088	68,296	57,589	87,963	80,286	83,838	78,682	86,426
Charles	80,467	86,052	59,992	100,683	82,417	82,162	77,430	91,362
Dorchester	74,895	72,358	64,739	86,319	59,034	60,844	49,893	69,586
Frederick	104,283	104,571	92,051	116,950	78,923	82,018	70,712	89,179
Garrett	80,225	*	*	*	+	+	+	+
Harford	79,788	69,920	65,637	97,528	77,581	75,204	66,931	86,059
Howard	112,237	120,089	104,996	120,089	85,345	85,559	77,659	97,355
Kent	60,743	*	*	*	75,256	*	*	*
Montgomery	95,736	91,389	71,834	124,505	90,530	92,222	75,013	108,611
Prince George's	99,827	104,498	78,600	120,503	88,782	95,636	77,760	100,418
Queen Anne's	68,812	68,452	66,300	71,505	72,148	72,746	61,828	83,721
Saint Mary's	76,396	74,219	56,719	99,038	78,641	84,842	69,106	93,174
SEED School	+	+	+	+	85,722	*	*	*
Somerset	90,614	*	*	*	69,371	67,649	54,490	85,585
Talbot	90,119	*	*	*	79,413	*	*	*
Washington	83,022	84,249	69,486	92,355	66,316	68,786	56,965	71,616
Wicomico	93,213	92,609	87,198	98,774	73,245	75,643	68,871	80,143
Worcester	78,385	*	*	*	79,297	85,911	69,979	87,453

\* 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 2020**

Local School System	Guidance Counselor Average (Mean)	Guidance Counselor Median	Guidance Counselor 1st Quartile	Guidance Counselor 3rd Quartile	Teacher Average (Mean)	Teacher Median	Teacher 1st Quartile	Teacher 3rd Quartile
<b>State Total</b>	<b>\$79,759</b>	<b>\$78,908</b>	<b>\$63,985</b>	<b>\$93,974</b>	<b>\$74,006</b>	<b>\$72,470</b>	<b>\$57,593</b>	<b>\$87,934</b>
Allegany	68,223	71,490	63,489	74,853	66,976	70,980	61,640	72,781
Anne Arundel	82,512	78,551	69,805	95,812	67,739	64,862	56,499	77,499
Baltimore City	77,037	83,472	56,755	87,903	73,657	75,648	56,223	87,903
Baltimore	75,554	75,629	56,285	88,777	70,415	69,147	54,384	83,087
Calvert	88,154	90,658	75,812	101,808	79,842	84,039	67,492	92,805
Caroline	74,283	77,987	63,715	82,092	65,182	61,319	50,500	78,537
Carroll	77,875	75,754	65,685	91,621	67,564	64,217	56,126	80,055
Cecil	81,582	83,901	75,631	88,338	72,408	76,087	59,924	83,838
Charles	75,186	72,686	62,546	87,342	66,558	64,894	52,631	78,749
Dorchester	62,607	58,985	53,954	70,905	56,924	53,160	46,647	67,443
Frederick	80,496	83,976	68,432	92,845	71,407	72,937	56,050	85,606
Garrett	64,631	66,639	53,883	75,260	62,007	62,177	50,403	71,440
Harford	74,244	77,443	58,357	85,934	69,532	70,936	56,240	81,400
Howard	84,363	83,584	69,759	100,879	79,881	80,159	67,784	93,459
Kent	62,770	66,960	48,371	75,074	60,474	59,667	48,648	73,472
Montgomery	86,005	88,874	65,751	105,962	82,817	81,724	63,350	103,357
Prince George's	82,014	82,495	65,122	95,636	77,926	77,760	61,385	95,636
Queen Anne's	75,071	71,797	64,216	90,359	70,028	71,618	57,217	80,727
Saint Mary's	72,745	75,041	58,336	88,684	69,812	69,280	56,367	84,043
SEED School	+	+	+	+	70,173	70,145	62,026	78,039
Somerset	73,040	69,739	57,165	88,345	64,524	59,324	52,859	76,135
Talbot	74,361	73,454	62,748	87,392	64,605	62,748	55,210	74,565
Washington	64,460	62,112	56,965	69,407	64,559	64,451	56,965	69,407
Wicomico	70,447	73,912	60,344	77,116	65,309	66,044	52,119	76,479
Worcester	80,005	85,911	68,355	90,197	69,657	74,189	55,107	83,036

\* 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 2020**

Local School System	Average (Mean)	Percent Above/Below	Median	Percent Above/Below	1st Quartile	Percent Above/Below	3rd Quartile	Percent Above/Below
<b>Baltimore Metropolitan</b>	<b>\$71,628</b>		<b>\$70,026</b>		<b>\$56,333</b>		<b>\$85,443</b>	
Anne Arundel	67,739	-5.4	64,862	-7.4	56,499	0.3	77,499	-9.3
Baltimore City	73,657	2.8	75,648	8.0	56,223	-0.2	87,903	2.9
Baltimore	70,415	-1.7	69,147	-1.3	54,384	-3.5	83,087	-2.8
Carroll	67,564	-5.7	64,217	-8.3	56,126	-0.4	80,055	-6.3
Harford	69,532	-2.9	70,936	1.3	56,240	-0.2	81,400	-4.7
Howard	79,881	11.5	80,159	14.5	67,784	20.3	93,459	9.4
SEED School	70,173	-2.0	70,145	0.2	62,026	10.1	78,039	-8.7
<b>National Capital</b>	<b>80,664</b>		<b>80,456</b>		<b>62,665</b>		<b>99,384</b>	
Montgomery	82,817	2.7	81,724	1.6	63,350	1.1	103,357	4.0
Prince George's	77,926	-3.4	77,760	-3.4	61,385	-2.0	95,636	-3.8
<b>Western Maryland</b>	<b>68,400</b>		<b>68,482</b>		<b>56,553</b>		<b>78,600</b>	
Allegany	66,976	-2.1	70,980	3.6	61,640	9.0	72,781	-7.4
Frederick	71,407	4.4	72,937	6.5	56,050	-0.9	85,606	8.9
Garrett	62,007	-9.3	62,177	-9.2	50,403	-10.9	71,440	-9.1
Washington	64,559	-5.6	64,451	-5.9	56,965	0.7	69,407	-11.7
<b>Lower Shore</b>	<b>64,988</b>		<b>63,863</b>		<b>52,119</b>		<b>77,176</b>	
Dorchester	56,924	-12.4	53,160	-16.8	46,647	-10.5	67,443	-12.6
Somerset	64,524	-0.7	59,324	-7.1	52,859	1.4	76,135	-1.3
Wicomico	65,309	0.5	66,044	3.4	52,119	0.0	76,479	-0.9
Worcester	69,657	7.2	74,189	16.2	55,107	5.7	83,036	7.6
<b>Upper Shore</b>	<b>68,956</b>		<b>70,481</b>		<b>56,598</b>		<b>81,017</b>	
Caroline	65,182	-5.5	61,319	-13.0	50,500	-10.8	78,537	-3.1
Cecil	72,408	5.0	76,087	8.0	59,924	5.9	83,838	3.5
Kent	60,474	-12.3	59,667	-15.3	48,648	-14.0	73,472	-9.3
Queen Anne's	70,028	1.6	71,618	1.6	57,217	1.1	80,727	-0.4
Talbot	64,605	-6.3	62,748	-11.0	55,210	-2.5	74,565	-8.0
<b>Southern Maryland</b>	<b>70,823</b>		<b>71,425</b>		<b>56,029</b>		<b>85,721</b>	
Calvert	79,842	12.7	84,039	17.7	67,492	20.5	92,805	8.3
Charles	66,558	-6.0	64,894	-9.1	52,631	-6.1	78,749	-8.1
Saint Mary's	69,812	-1.4	69,280	-3.0	56,367	0.6	84,043	-2.0