

Department of Legislative Services  
Maryland General Assembly  
2006 Session

FISCAL AND POLICY NOTE

Senate Bill 425 (Senator Kelley)  
Education, Health, and Environmental Affairs

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Education - Public Schools - Annual Report of Average Faculty Salaries

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This bill requires local boards of education to report the average faculty salary for each school to the Maryland State Department of Education (MSDE) each year. MSDE must adopt regulations to implement the requirement.

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Fiscal Summary

**State Effect:** None. Local boards of education already report teacher salaries by school to MSDE.

**Local Effect:** None.

**Small Business Effect:** None.

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Analysis

**Current Law:** State law requires local boards of education to report expenditures for the local school system in 14 distinct budget categories, including instructional salaries. Although MSDE does not publish the data by school, local boards of education currently report faculty salaries to MSDE by school.

**Background:** It is generally assumed that teachers' salaries tend to be lower in schools that have more disadvantaged students because the more experienced and higher-paid teachers can choose to work in schools where the population may be less challenging. Looking at teacher salary data by school system does not demonstrate a strong relationship between average teacher salaries and the percentage of students eligible for free and reduced price meals. **Exhibit 1** shows average teacher salaries, the percentage of students receiving subsidized meals, and the percentage of classes taught by highly

qualified teachers in each local school system. In comparing the three variables, it is difficult to find any significant relationships. The system level data may, however, conceal disparities that would be revealed if individual schools were analyzed.

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**Exhibit 1**  
**Teacher Salary Data and Other School System Characteristics**  
**Ranked by Teacher Salary**  
**2004-2005 School Year**

<b>School System</b>	<b>Average Teacher Salary</b>	<b>% of Students Eligible for Free and Reduced Meals</b>	<b>% of Classes Taught by Highly Qualified Teachers</b>
Montgomery	\$62,278	22.0%	80.3%
Howard	54,950	11.0%	84.2%
Calvert	54,890	13.6%	85.5%
Kent	52,894	38.8%	75.1%
Prince George's	51,584	45.4%	62.0%
Carroll	51,402	9.2%	85.6%
St. Mary's	51,322	22.8%	89.6%
Frederick	51,147	14.7%	86.4%
Dorchester	50,943	50.0%	56.5%
Baltimore	50,267	30.4%	77.7%
Baltimore City*	49,576	72.2%	42.1%
Worcester	49,428	33.2%	86.2%
Anne Arundel	49,276	18.0%	84.0%
Cecil	48,796	26.3%	86.9%
Charles	48,663	22.3%	59.2%
Talbot	48,510	28.2%	87.8%
Washington	47,862	34.4%	84.4%
Caroline	47,634	45.1%	87.0%
Wicomico	47,616	42.2%	80.5%
Harford	46,910	18.9%	88.9%
Queen Anne's	46,864	15.1%	81.1%
Garrett	46,615	42.9%	90.1%
Allegany	45,849	48.9%	93.6%
Somerset	44,672	60.0%	75.8%
<b>State</b>	<b>\$52,330</b>	<b>31.5%</b>	<b>75.3%</b>

\* Except percent of students eligible for free and reduced meals, Baltimore City data exclude Edison Schools.

Source: Maryland State Department of Education

**State Fiscal Effect:** MSDE advises that local school systems already report faculty salary data by school. The data are aggregated by MSDE and reported by school system.

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### **Additional Information**

**Prior Introductions:** None.

**Cross File:** None.

**Information Source(s):** Maryland State Department of Education, Department of Legislative Services

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