

The State of Delaware

Follow-up data requested from the 6/26/23 RHBAS meeting

SEBC Retiree Healthcare Benefits Advisory Subcommittee

July 10, 2023

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Salary data for state/public education employees in surrounding states

A subcommittee member requested additional information on average and median salaries for State and public education employees in Maryland, New Jersey and Pennsylvania. The below information is based on publicly available documentation on each state's website.

State	State Employee Annual Salaries	Public Education Employee Annual Salaries	Source
Maryland	<ul style="list-style-type: none"> Mean: \$68,405 (for FY22 ending 6/30/22) Median: Not reported Range (lowest-highest): \$35,041 to \$187,716 (data as of 7/1/23) Includes standard and bargaining unit employees 	<p>Data for 2022-2023 school year</p> <p>For Public School Teachers:</p> <ul style="list-style-type: none"> Mean: Not reported Median: Not reported Range (lowest-highest): \$47,849 to \$118,525 <p>Maximum salaries for twelve-month professional positions (such as superintendent, principal, instructional supervisors and coordinators) were also reported.</p> <ul style="list-style-type: none"> Range (maximum salaries only): \$68,272 (pupil personnel worker with master's degree) to \$357,556 (superintendent) 	<p>State Employees:</p> <ol style="list-style-type: none"> https://dbm.maryland.gov/eeo/Documents/Publications/AnnualEEO-ReportFY2022.pdf https://dbm.maryland.gov/employees/Documents/SalaryInfo/Standard%20Salary%20Schedule%20070123%20with%20Grade%2027.pdf <p>Public Education Employees:</p> <ol style="list-style-type: none"> https://www.marylandpublicschools.org/about/Documents/DCAA/SSP/20222023Staff/2022-2023_Professional_Salary_Schedules.pdf
New Jersey	<ul style="list-style-type: none"> Data as of 7/1/21 Mean: \$79,673 Median: \$74,888 Range (lowest-highest average annual salaries): \$55,603 to \$114,575 Includes standard and bargaining unit employees 	<p>Data for 2022-2023 school year</p> <p>Median salaries for following full-time personnel:</p> <ul style="list-style-type: none"> Administrators and Supervisors: \$135,133 Classroom Teachers: \$77,619 Educational Support Services: \$81,263 District Superintendents: \$185,658 Principals: \$137,250 <p>Mean salaries and salary ranges not reported</p>	<p>State Employees:</p> <ol style="list-style-type: none"> https://nj.gov/csc/about/publications/workforce/pdf/2022%20Workforce%20Profile.pdf <p>Public Education Employees:</p> <ol style="list-style-type: none"> https://www.nj.gov/education/doedata/facts.html

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State	State Employee Annual Salaries	Public Education Employee Annual Salaries	Source
Pennsylvania	<ul style="list-style-type: none"> ▪ Data as of 6/30/22 ▪ Mean: \$63,561 ▪ Median: Not reported ▪ Range (lowest-highest): \$48,934 to \$99,298 ▪ Includes standard and bargaining unit employees 	<p>Data as of 10/3/22</p> <p>For Classroom Teachers (full-time only):</p> <ul style="list-style-type: none"> ▪ Mean: \$74,724 ▪ Median: Not reported ▪ Range (lowest-highest average salary by county): \$51,499 to \$91,142 <p>State-wide average salary for all professional personnel (teachers plus other administrative and coordination personnel): \$77,709</p>	<p>State Employees:</p> <p>1. http://www.oabis.state.pa.us/SGWS/2023/2023_SGWS_Dashboard_Charts.pdf#pagemode=bookmarks</p> <p>Public Education Employees:</p> <p>1. Data from 2022-23 Professional Staff Summary Report accessed via https://www.education.pa.gov/DataAndReporting/ProfSupPers/Pages/ProfStaffSummary.aspx</p>