

## Teacher Salary Scale Summary

### 1. Regional state summaries

#### a. How DE compares to NJ PA MD as a state

##### i. [Surrounding states starting salaries/ ongoing salaries](#)

1. NJ is 2<sup>nd</sup> in the nation in starting salary \$54,053
  - a. 7<sup>th</sup> in average teacher salary \$77,677
2. PA is 11<sup>th</sup> in the nation in starting salary \$ 46,991
  - a. 11<sup>th</sup> in average teacher salary \$71,479
3. MD is 7<sup>th</sup> in average teacher starting salary \$48,510
  - a. 9<sup>th</sup> is average teacher salary \$74,006
4. **DE is 17<sup>th</sup> in starting salary \$43,448**
  - a. **16<sup>th</sup> in average salary \$65,141**

#### b. RANGE of the counties in the region (starting salary)

##### i. **PA – Range Overall - \$41,148 - \$69,484**

1. Oxford – \$50,232 - \$60,353
2. Kennett - \$50,200 – \$63,700
3. Chadds Ford Unionville - \$ 50,505 - \$66,764
4. Avon Grove - \$48,985 - \$65,474
5. West Chester - \$46,000 - \$59,800
6. ChiChester – \$50,163 - \$67,041
7. Penn Delco - \$50,255 - \$58,170
8. Chester – Upland - \$44,176 - \$60,728
9. Ridley - \$41,148 – \$69,484
10. Garnett Valley - \$49,529 - \$60,070
11. Interboro - \$49,742 - \$62,477

##### ii. **NJ – Overall Range - \$50,594 - \$71,139**

1. Pennsville - \$50,594 - \$57,117
2. Upper Pittsgrove - \$60,720 - \$64,920
3. Quinton - \$59,125 - \$62,625
4. Delsea - \$53,346 - \$56,596
5. Oldmans - \$57,200 - \$60,800
6. Wildwood - \$62,739 - \$71,139
7. Wildwood Crest - \$56,831 - \$60,431
8. Cape May - \$64,542 - \$68,917
9. Cumberland VT - \$60,864 - \$63,514
10. Cherry Hill - \$50,853 - \$61,496
11. Riverside - \$62,050

##### iii. **MD - Overall Range - \$39,554 - \$59,330**

1. Kent - \$39,554 - \$53,976
2. Cecil - \$49,984
3. Caroline - \$48,455 - \$54,670

4. Hareford - \$50,649 - \$58,733
5. Talbot - \$52,786 – \$59,330
6. Queen Anne - \$48,411 - \$48,790
7. Dorchester - \$49,000 - \$57,500
8. Somerset - \$43,407 - \$53,677
9. Worcester - \$46,917 - \$57,674
10. Wicomico - \$ 48,238 - \$54,103

c. Add article and summary of MD commitment to \$60K—starting salary. What year does that kick in and what else has to happen

i. MD Bills

1. [HB 1300](#)
2. [HB 1372](#)

ii. \$60,000 salary has to be in all schools by 2026

1. State and local shares of teacher salary increases will start being distributed as early as 2022

**2. Delaware summary**

a. RANGE across Delaware districts of starting salaries and ending

i. [Brandywine](#)

1. Starting Range \$41,674 - \$60,204
2. Ending Range - \$69,157 – 97,895

ii. [Colonial](#)

1. Starting Range - \$39,050 - \$54,213
2. Ending Range - \$63,232 - \$90,180

iii. [Christina](#)

1. Starting Range - \$40,505 - \$51,099
2. Ending Range - \$66,686 - \$87,801

iv. [Red Clay](#)

1. Starting Range - \$38,519 - \$57,240
2. Ending Range - \$63,549 – 94,155

v. [Appoquinimink](#)

1. Starting Range - \$41,492 - \$60,470
2. Ending Range - \$56,973 - \$88,796

vi. [Smyrna](#)

1. Starting Range- \$41,124 - \$58,381
2. Ending Range - \$55,697 - \$82,838

vii. [Capital](#)

1. Starting Range - \$41,616 - \$53,973
2. Ending Range - \$54,088 - \$85,975

viii. [Caesar Rodney](#)

1. Starting Range - \$43,219 – 452,582
2. Ending Range - \$57,227 - \$79,959

ix. [Polytech](#)

1. Starting Range - \$42,295 - \$58,578
2. Ending Range - \$55,854 - \$86,691

x. [Milford](#)

1. Starting Range - \$39,993 - \$56,850

- 2. Ending Range - \$53,347 - \$85,704
- xi. [Seaford](#)
  - 1. Starting Range - \$39,938 - \$58,926
  - 2. Ending Range - \$52,205 - \$86,114
- xii. [Laurel](#) (2020 salary scale)
  - 1. Starting Range - \$37,640 - \$42,658
  - 2. Ending Range - \$56,535 - \$71,620
- xiii. [Delmar](#)
  - 1. Starting Range - \$40,479 - \$53,853
  - 2. Ending Range - \$58,182 - \$78,763
- xiv. [Cape Henlopen](#)
  - 1. Starting Range - \$41,596 - \$58,420
  - 2. Ending Range - \$58,640 - \$94,488
- xv. [Indian River](#)
  - 1. Starting Range - \$39,859 - \$67,409
  - 2. Ending Range - \$52,415 - \$99,134