

Date: 3/2/23			
Agency: WestEd			
Data Source: District Websites, Delaware Dept. of Education, and Pennsylvania Districts			

Notes
Compares different custodial staffs base salary minimums across 19 districts in Delaware, 7 districts in Maryland, and 3 districts in Pennsylvania.
The following Maryland districts are included in the table: Caroline, Cecil, Dorchester, Kent, Queen Anne's, Wicomico, and Worcester.
The following Pennsylvania districts are included in the table: Chichester, Garnet Valley, and Unionville-Chadds Ford. Avon Grove and Kennett were omitted because they use outside service for custodians.
Salary estimates are only representative of base salary amount and do not include other compensation costs such as stipends.
The custodial salary scales are from the 2022-2023 school year for all districts.
When position titles did not directly match up for custodial staff in Maryland and Pennsylvania districts we matched the roles as seemed appropriate.
When salary scale information is not available for a certain position that box is left blank in the table and is not given a ranking.

CUSTODIAL SALARY COMPARISONS

Delaware, Maryland Border Districts, and Pennsylvania Border Districts

Salary Scale Minimum

School System		Custodian	Cust Fire	Chief Cust	Maintenance Mechanic	Skilled Craft
Appoquinimink	DE	\$30,795	\$30,888	\$33,404	\$34,661	\$35,142
Brandywine	DE	\$28,392	\$32,057	\$32,504	\$31,515	\$30,458
Caesar Rodney	DE	\$27,456	\$31,355	\$32,277	\$33,750	\$47,437
Cape Henlopen	DE	\$29,528	\$30,758	\$37,470	\$37,406	\$37,886
Capital	DE	\$29,535	\$30,237	\$30,792	\$33,185	\$33,666
Caroline	MD	\$27,602	\$30,701	\$33,426	\$36,920	\$43,285
Cecil	MD	\$35,702	\$38,205	\$40,700	\$43,202	\$48,197
Chichester	PA	\$29,640	\$30,680	\$32,240		\$62,400
Christina	DE	\$29,994	\$31,397	\$32,537	\$35,851	\$43,986
Colonial	DE	\$29,707	\$32,137	\$32,747	\$31,595	\$44,286
Delmar	DE	\$28,639	\$32,628	\$35,318		
Dorchester	MD	\$30,680		\$32,240	\$32,573	\$37,606
Garnet Valley	PA				\$44,568	\$44,568
Indian River	DE	\$36,318	\$37,613	\$39,988	\$43,195	\$52,672
Kent	MD	\$31,457	\$34,219	\$39,272	\$39,272	\$45,425
Lake Forest	DE	\$28,979	\$30,472	\$31,543	\$32,342	\$32,823
Laurel	DE	\$29,076	\$30,118	\$32,744	\$35,338	\$38,469
Milford	DE	\$30,384	\$31,054	\$33,808	\$36,384	\$36,865
New Castle	DE	\$34,836	\$34,836	\$48,573	\$52,735	\$53,216
Polytech	DE	\$31,082	\$32,207	\$47,288	\$37,564	
Queen Anne's	MD	\$33,392	\$34,878	\$35,855	\$35,054	\$45,562
Red Clay	DE	\$28,581	\$29,374	\$32,717	\$33,177	\$43,739
Seaford	DE	\$29,718		\$34,776		\$52,977
Smyrna	DE	\$31,333	\$32,381	\$35,496	\$37,321	\$37,802
Sussex Tech	DE	\$35,886	\$39,920	\$43,320	\$47,090	\$57,284
Unionville-Chadds	PA	\$31,574	\$35,901	\$38,418	\$43,285	\$50,211
Wicomico	MD	\$31,221	\$31,221	\$31,512	\$33,093	\$34,757
Woodbridge	DE	\$31,922	\$32,738	\$33,560	\$33,879	\$35,456
Worcester	MD	\$24,850	\$28,199	\$30,912	\$35,424	\$38,888

RANK					
Appoquinimink	12	18	16	17	23
Brandywine	25	13	21	26	27
Caesar Rodney	27	15	22	19	8
Cape Henlopen	20	19	8	9	18
Capital	19	23	28	20	25
Caroline	26	20	15	11	15
Cecil	3	2	4	5	7
Chichester	18	21	24	#N/A	1
Christina	15	14	20	13	13
Colonial	17	12	17	25	12
Delmar	23	9	11	#N/A	#N/A
Dorchester	13	#N/A	24	23	20
Garnet Valley	#N/A	#N/A	#N/A	3	11
Indian River	1	3	5	6	5
Kent	8	7	6	7	10
Lake Forest	22	22	25	24	26
Laurel	21	24	18	15	17
Milford	14	17	13	12	21
New Castle County	4	6	1	1	3
Polytech	11	11	2	8	#N/A
Queen Anne's	5	5	9	16	9
Red Clay	24	25	19	21	14
Seaford	16	#N/A	12	#N/A	4
Smyrna	9	10	10	10	19
Sussex Tech	2	1	3	2	2
Unionville-Chadds	7	4	7	4	6
Wicomico	10	16	26	22	24
Woodbridge	6	8	14	18	22
Worcester	28	26	27	14	16
	28	26	28	26	27

Custodian Step 1 Salary Scale Minimum

School System		Base Salary	Rank
Indian River	DE	\$36,318	1
Sussex Tech	DE	\$35,886	2
Cecil	MD	\$35,702	3
New Castle	DE	\$34,836	4
Queen Anne's	MD	\$33,392	5
Woodbridge	DE	\$31,922	6
Unionville-Chadd	PA	\$31,574	7
Kent	MD	\$31,457	8
Smyrna	DE	\$31,333	9
Wicomico	MD	\$31,221	10
Polytech	DE	\$31,082	11
Appoquinimink	DE	\$30,795	12
Dorchester	MD	\$30,680	13
Milford	DE	\$30,384	14
Christina	DE	\$29,994	15
Seaford	DE	\$29,718	16
Colonial	DE	\$29,707	17
Chichester	PA	\$29,640	18
Capital	DE	\$29,535	19
Cape Henlopen	DE	\$29,528	20
Laurel	DE	\$29,076	21
Lake Forest	DE	\$28,979	22
Delmar	DE	\$28,639	23
Red Clay	DE	\$28,581	24
Brandywine	DE	\$28,392	25
Caroline	MD	\$27,602	26
Caesar Rodney	DE	\$27,456	27
Worcester	MD	\$24,850	28
Garnet Valley	PA		

Custodian Firefighter Step 1 Salary Scale Minimum

School System		Base Salary	Rank
Sussex Tech	DE	\$39,920	1
Cecil	MD	\$38,205	2
Indian River	DE	\$37,613	3
Unionville-Chadds Ford	PA	\$35,901	4
Queen Anne's	MD	\$34,878	5
New Castle	DE	\$34,836	6
Kent	MD	\$34,219	7
Woodbridge	DE	\$32,738	8
Delmar	DE	\$32,628	9
Smyrna	DE	\$32,381	10
Polytech	DE	\$32,207	11
Colonial	DE	\$32,137	12
Brandywine	DE	\$32,057	13
Christina	DE	\$31,397	14
Caesar Rodney	DE	\$31,355	15
Wicomico	MD	\$31,221	16
Milford	DE	\$31,054	17
Appoquinimink	DE	\$30,888	18
Cape Henlopen	DE	\$30,758	19
Caroline	MD	\$30,701	20
Chichester	PA	\$30,680	21
Lake Forest	DE	\$30,472	22
Capital	DE	\$30,237	23
Laurel	DE	\$30,118	24
Red Clay	DE	\$29,374	25
Worcester	MD	\$28,199	26
Seaford	DE		
Dorchester	MD		
Garnet Valley	PA		

Chief Custodian Step 1 Salary Scale Minimum

School System		Base Salary	Rank
New Castle	DE	\$48,573	1
Polytech	DE	\$47,288	2
Sussex Tech	DE	\$43,320	3
Cecil	MD	\$40,700	4
Indian River	DE	\$39,988	5
Kent	MD	\$39,272	6
Unionville-Chadds Ford	PA	\$38,418	7
Cape Henlopen	DE	\$37,470	8
Queen Anne's	MD	\$35,855	9
Smyrna	DE	\$35,496	10
Delmar	DE	\$35,318	11
Seaford	DE	\$34,776	12
Milford	DE	\$33,808	13
Woodbridge	DE	\$33,560	14
Caroline	MD	\$33,426	15
Appoquinimink	DE	\$33,404	16
Colonial	DE	\$32,747	17
Laurel	DE	\$32,744	18
Red Clay	DE	\$32,717	19
Christina	DE	\$32,537	20
Brandywine	DE	\$32,504	21
Caesar Rodney	DE	\$32,277	22
Dorchester	MD	\$32,240	24
Chichester	PA	\$32,240	23
Lake Forest	DE	\$31,543	25
Wicomico	MD	\$31,512	26
Worcester	MD	\$30,912	27
Capital	DE	\$30,792	28
Garnet Valley	PA		

Maintenance Mechanic Step 1 Salary Scale Minimum

School System		Base Salary	Rank
New Castle	DE	\$52,735	1
Sussex Tech	DE	\$47,090	2
Garnet Valley	PA	\$44,568	3
Unionville-Chadds Ford	PA	\$43,285	4
Cecil	MD	\$43,202	5
Indian River	DE	\$43,195	6
Kent	MD	\$39,272	7
Polytech	DE	\$37,564	8
Cape Henlopen	DE	\$37,406	9
Smyrna	DE	\$37,321	10
Caroline	MD	\$36,920	11
Milford	DE	\$36,384	12
Christina	DE	\$35,851	13
Worcester	MD	\$35,424	14
Laurel	DE	\$35,338	15
Queen Anne's	MD	\$35,054	16
Appoquinimink	DE	\$34,661	17
Woodbridge	DE	\$33,879	18
Caesar Rodney	DE	\$33,750	19
Capital	DE	\$33,185	20
Red Clay	DE	\$33,177	21
Wicomico	MD	\$33,093	22
Dorchester	MD	\$32,573	23
Lake Forest	DE	\$32,342	24
Colonial	DE	\$31,595	25
Brandywine	DE	\$31,515	26
Delmar	DE		
Seaford	DE		
Chichester	PA		

Skilled Craftsman Step 1 Salary Scale Minimum

School System		Base Salary	Rank
Chichester	PA	\$62,400	1
Sussex Tech	DE	\$57,284	2
New Castle	DE	\$53,216	3
Seaford	DE	\$52,977	4
Indian River	DE	\$52,672	5
Unionville-Chadds Ford	PA	\$50,211	6
Cecil	MD	\$48,197	7
Caesar Rodney	DE	\$47,437	8
Queen Anne's	MD	\$45,562	9
Kent	MD	\$45,425	10
Garnet Valley	PA	\$44,568	11
Colonial	DE	\$44,286	12
Christina	DE	\$43,986	13
Red Clay	DE	\$43,739	14
Caroline	MD	\$43,285	15
Worcester	MD	\$38,888	16
Laurel	DE	\$38,469	17
Cape Henlopen	DE	\$37,886	18
Smyrna	DE	\$37,802	19
Dorchester	MD	\$37,606	20
Milford	DE	\$36,865	21
Woodbridge	DE	\$35,456	22
Appoquinimink	DE	\$35,142	23
Wicomico	MD	\$34,757	24
Capital	DE	\$33,666	25
Lake Forest	DE	\$32,823	26
Brandywine	DE	\$30,458	27
Delmar	DE		
Polytech	DE		

Average Salary Scale Minimum By State

	DE Districts Step Salary (2022-2023)	MD Border Districts Step Salary (2021-2022)	PA Border Districts Step Salary (2022- 2023)
Custodian	\$30,640	\$30,701	\$30,607
Custodian Firefighter	\$32,343	\$32,904	\$33,291
Chief Custodian	\$35,835	\$34,845	\$35,329
Maintenance Mechanic	\$36,882	\$36,505	\$43,927
Skilled Craftsman	\$42,010	\$41,960	\$52,393