

2023 MATA Salary Survey

This survey was conducted **between January and April 2024**. 117 submissions from 209 registered members were recorded, for a **response rate of 56%**. Full-time Responses accounted for 96% of survey submissions.

Annual salary data based on these full-time responses can be found below.

Annual Salary by Highest Degree

Salary Range	Bachelor's	Master's	Doctorate
40-49	15.00%	13.10%	14.29%
50-59	20.00%	14.29%	0%
60-69	10.00%	19.05%	0%
70-79	35.00%	26.19%	28.57%
80-89	10.00%	15.48%	42.86%
90-99	5.00%	4.76%	14.29%
100-119	0%	4.76%	0%
120-139	0%	2.38%	0%
140+	5.00%	0%	0%

Annual Salary by Years Certified

Salary Range	0-5	5-10	10-15	15-20	20+
40-49	25.00%	9.52%	8.70%	14.29%	12.12%
50-59	25.00%	33.33%	8.70%	0.00%	6.06%
60-69	10.00%	23.81%	26.09%	14.29%	9.09%
70-79	40.00%	14.29%	39.13%	14.29%	27.27%
80-89	0%	19.05%	13.04%	28.57%	21.21%
90-99	0%	0%	4.35%	14.29%	9.09%
100-119	0%	0%	0%	14.29%	6.06%
120-139	0%	0%	0%	0%	6.06%
140+	0%	0%	0%	0%	3.03%

Annual Salary by Years in Current Position

Salary Range	0-5	5-10	10-15	15-20	20+
40-49	15.15%	10.00%	12.50%	25.00%	0.00%
50-59	19.70%	10.00%	6.25%	0.00%	0.00%
60-69	16.67%	10.00%	25.00%	25.00%	0.00%
70-79	25.76%	25.00%	50.00%	0.00%	20.00%
80-89	13.64%	30.00%	0.00%	50.00%	20.00%
90-99	4.55%	5.00%	0.00%	0.00%	40.00%
100-119	0.00%	10.00%	6.25%	0.00%	20.00%
120-139	3.03%	0.00%	0.00%	0.00%	0.00%
140+	1.52%	0.00%	0.00%	0.00%	0.00%

Annual Salary by Setting

Salary Range	Secondary School	Collegiate	Industrial	Private/ Physician Practice or Hospital-based
40-49	14.29%	4.35%	0.00%	28.57%
50-59	14.29%	17.39%	0.00%	28.57%
60-69	10.00%	30.43%	60.00%	14.29%
70-79	30.00%	21.74%	20.00%	14.29%
80-89	17.14%	17.39%	20.00%	14.29%
90-99	7.14%	0.00%	0.00%	0.00%
100-119	2.86%	8.70%	0.00%	0.00%
120-139	2.86%	0.00%	0.00%	0.00%
140+	1.43%	0.00%	0.00%	0.00%

Other settings reported with insufficient data to average: PRN only, professional sports, public safety, middle school, Health Care Administration

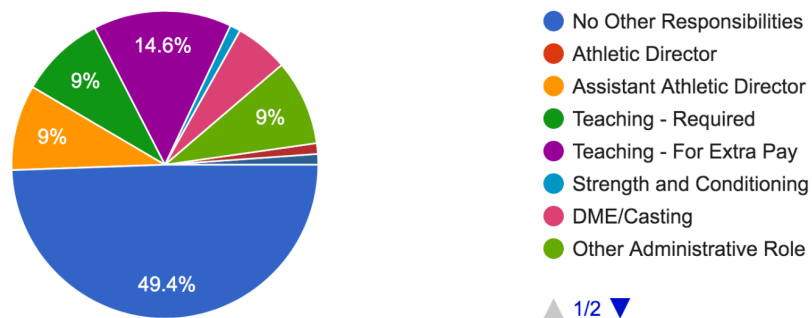
Annual Salary by Contract Term

Salary Range	10-month	11-month	12-month
40-49	30.30%	0%	6.06%
50-59	9.09%	0%	16.67%
60-69	15.15%	33.3%	18.18%
70-79	21.21%	66.7%	30.30%
80-89	6.06%	0%	18.18%
90-99	6.06%	0%	4.55%
100-119	9.09%	0%	1.52%
120-139	0.00%	0%	3.03%
140+	0.00%	0%	1.52%

Other Responsibilities

Do you have any additional roles in your position?

89 responses

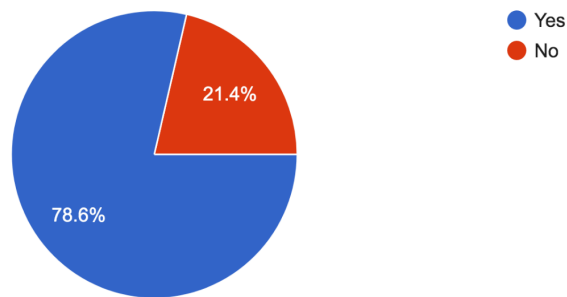


preceptor, business owner listed as additional roles

PRN

Do you participate in PRN work?

117 responses



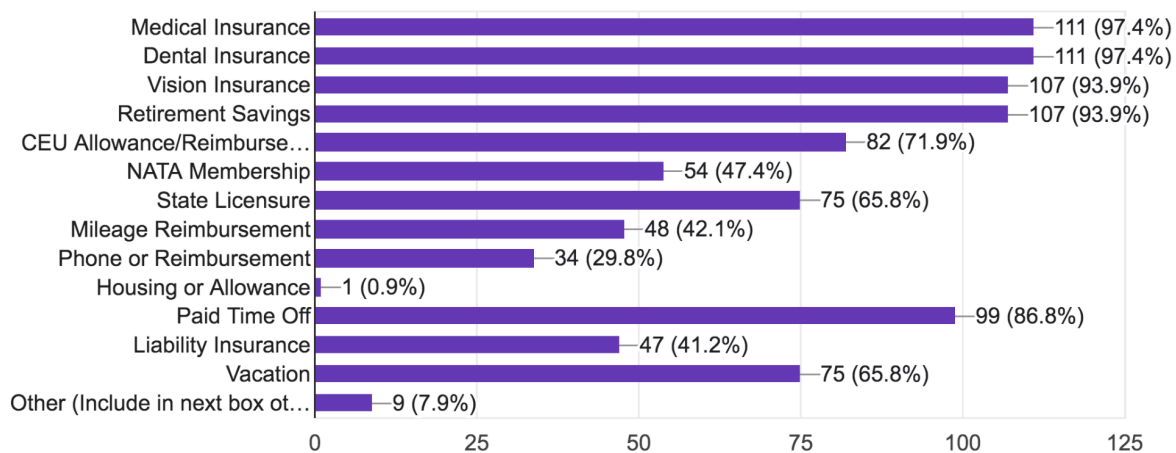
Of the 93 “yes” responses for participation in PRN work, **86.1% reported \$40-50 as their “going rate”**.
6.7% accepted below this range, 7.2% required more.

This is the range that we have posted/suggested on the MATA “Request for Services” webpage.

Benefits

Does your employer offer any benefits? (Check all that apply)

114 responses



“Other” Benefits Reported:

Flex schedule

Pension

daily lunch, tuition discount

KPI bonus

FMLA

Tuition remission for my school

MedBridge Education Subscription

Self employed so I pay for all of the above from payment of services.

Comp. time or additional pay for days worked over 190

Paid School Holidays when practicing or games and paid out of contract coverage

Student loan contribution

Life Insurance

Spousal and Child Life Insurance

Fringe Benefits

Quarterly Personal Days

Whatever I need/ask for within reason - it comes out of my budget

Sick Leave, Jury Duty, Bereavement, In-house education, Education stipends for self and family

Paid sick leave, free company gear, early appointments with orthopedic physicians

Student Loan Repayment Contribution

In house CEU's

If you are/would like to be a member of the MATA but did not receive communications regarding our salary survey this past year, please make sure that you are signed up as an MATA member via our CVent platform. This information can be found on our website at:

→ Resources

→ "New to Maryland"

→ Becoming a MATA member

→ submit the application online (follow instructions/register)

or copy/paste/register here:

<https://web.cvent.com/event/2e1babb6-769b-4edc-a61a-abc3ca4d08cd/regProcessStep1>

or scan here:

