



## NEA 2020-2021 Teacher Salary Benchmark Report

### Collective Bargaining and Member Advocacy Department (April 2022)

The average starting teacher salary for 2020-2021 was \$41,770, an increase of 1.4% over 2019-2020. When adjusted for inflation, this represents a 4% decrease from 2019-2020, undoing all the gains made over the previous two years.

Fueled by Red for Ed, starting salaries had nearly caught up to inflation after persistently lagging in the decade following the Great Recession. However, uncertainty brought on by the pandemic and high inflation following the reopening of the economy has sunk real salaries to their lowest levels since NEA began tracking teacher salary benchmarks more than a decade ago.

Changes in starting salaries are representative of what is happening with teacher salaries across the board, and this decrease in inflation-adjusted pay could not have come at a worse time. Though multiple factors are driving what has been a years'-long teacher shortage, insufficient pay is certainly one of the primary reasons that fewer people are entering the profession, and more are leaving. In fact, from a recent survey of its members, NEA concludes public education now finds itself in the throes of "dire staff shortages that have plagued school systems across the country." And, the current crisis is on the verge of reaching catastrophic proportions as a [staggering 55 percent of educators are thinking about leaving the profession earlier than they had planned](#).

The Economic Policy Institute's [most recent analysis](#) of the erosion of teacher pay finds a 19.2% wage penalty for teachers when compared to other college educated workers with similar characteristics. Applying this pay gap to starting teacher salaries, means that to make them competitive on a national basis with the salaries of other college graduates, starting pay for teachers needs to increase by \$10,000; a level paid by just over 10 percent of school districts.

While starting salaries remain abysmally low, experienced educators find themselves short-changed as well. Texas offers one of the most dramatic examples of grossly deficient pay for experienced teachers. Texas ranks 14<sup>th</sup> in the nation in starting teacher salary but falls to [28th in average teacher salary](#). The disparity between starting pay and average salaries in the Lone Star State is due to salary structures that inadequately compensate teachers based on additional training and experience.

Among Texas school districts that award additional compensation to teachers who obtain a master's degree, the average difference in 2020-2021 in salary between new teachers with a master's degree and no prior experience and those with a bachelor's degree and no prior experience is only 2.6%. Across the rest of the US, a master's degree provides new teachers with additional compensation averaging 9.5%. Additionally, the average top salary, excluding differentiated pay for performance or for filling "critical needs," for teachers in Texas is 43% higher than the average starting salary. Excluding Texas school districts, the average difference between top salary and starting salary in the US is 85%.

Another example is Florida, where the governor and legislature passed a plan to increase the starting salary for teachers to \$47,500 over a few years. Among Florida school districts, starting pay for teachers with a bachelor's degree rose by an average of 13.6% in 2020-2021. However, it is a frequent practice among Florida school districts to not incrementally advance teacher salaries for years at a time. As a result, pay at the top of the bachelor's degree lane rose by an average of only 1.8%. And since Florida does not tie salary supplements for advanced degrees to increases in base pay, the salaries of experienced teachers holding master's degrees and doctorates grew by even less. In short, the new Florida law did little to help experienced teachers and will leave them behind for years to come.

The data compiled for this report confirm the well-documented [benefits of collective bargaining in public education](#). New research by EPI finds that unions and collective bargaining [can reduce the public-sector pay gap](#) and this report shows that when it comes to salary, teachers fare best in states with collective bargaining laws that withstood the attacks on educator bargaining rights over the past decade.

In states with a collective bargaining law, teacher starting salaries rose by an average of 1.6% in 2020-2021. Conversely, in states where bargaining is permissive, the average increase in starting salary was 1.3%. The increase in starting pay falls to only 1.0% in states that prohibit collective bargaining altogether.

Moreover, in states with a comprehensive collective bargaining law where the scope of bargaining was not reduced over the past decade, the average increase in starting pay was 1.9%, dropping slightly to 1.8% if Florida, which saw many districts increase their starting salary to the \$47,500 goal set under the 2020 legislation, is excluded from the calculation. Excluding Texas, which passed its much-ballyhooed legislation to increase teacher pay beginning with the 2019-2020 school year, the average increase in prohibited bargaining states was 0.7%.

#### *Other Findings:*

- While upwards of six hundred school districts saw starting teacher salaries reach or surpass \$40,000 during the 2020-2021 school year, 5,600 school districts (47%), employing nearly 700,000 teachers, still offer a starting salary below \$40,000.
- 14.6% of school districts pay beginning teachers a salary of at least \$50,000. These districts employ 750,000 teachers.
- At \$54,053, New Jersey maintains the highest average starting teacher salary among the fifty states. Nine of every ten New Jersey school districts pay a starting salary of at least \$50,000.
- Missouri (\$33,234) and Montana (\$32,495) pay the lowest average starting salaries in the nation. If federal law treated teachers like other professionals, a majority of school districts in these two states would have to pay overtime to early career educators.
- School districts in the Northeast, where all the states are collective bargaining states, are 2.3 times more likely to pay a starting salary of at least \$50,000 than they are to pay beginning teachers less than \$40,000.
- For 2020-2021, the average increase in starting teacher salaries trailed inflation by four percentage points.
- Real inflation adjusted starting salaries are now \$1,689 below 2008-2009 levels.
- At \$45,391, the average beginning salary for a teacher with a master's degree is \$3,621 (8.7%) above the starting salary for a teacher with a bachelor's degree.
- Among those school districts that provide additional pay to teachers holding a master's degree, the difference in starting salary is \$3,819 (9.2%).
- On average, the top of the teacher pay scale is \$76,540; a salary level that typically requires a PhD, or 15 to 30 graduate credit hours beyond a master's degree, and often requires 25 to 30 years of professional teaching experience.
- Teacher salaries top out at \$100,000 in 11.4% of US school districts, while 18.8% of districts pay a top salary that is below \$60,000.
- The starting salary of teachers in states with a bargaining law is \$2,048 more than in states without a bargaining law. Top pay is \$12,927 higher in states with a bargaining law.
- Starting salaries increased in 71% of school districts in bargaining states (80% in states with full bargaining laws where there has not been a reduction in the scope of bargaining subjects) but rose in only 35% of districts in states where bargaining is permissive or prohibited.

## **List of Tables**

Table 1: Teacher Salary Benchmark Reporting School Districts

Table 2: Teacher Salary Benchmark Averages

Table 3: Starting Teacher Salary

Table 4: Teacher Salary Benchmarks by US Census Region

Table 5: Teacher Salary Benchmarks by Salary Range

Table 6: Starting and Top Teacher Salary by District Enrollment

Table 7: Starting and Top Teacher Salary by District Typology

Table 8: Teacher Salary Benchmarks by Collective Bargaining Law and Bargaining Status

Table 9: Change in Teacher Starting Salary Compared to Inflation

**Table 1: Teacher Salary Benchmark Reporting School Districts**

State	School Districts	Reporting Districts	District Percent	Teachers	Reporting Teachers	Teacher Percent
Alabama	138	138	100.0%	41,978	41,978	100.0%
Alaska	54	47	87.0%	7,484	7,396	98.8%
Arizona	227	138	60.8%	48,896	45,906	93.9%
Arkansas	234	233	99.6%	36,985	36,881	99.7%
California	990	797	80.5%	241,941	232,714	96.2%
Colorado	178	172	96.6%	52,446	51,961	99.1%
Connecticut	169	169	100.0%	40,025	40,025	100.0%
Dist. of Columbia	1	1	100.0%	4,101	4,101	100.0%
Delaware	19	18	94.7%	8,737	8,569	98.1%
Federal	16	16	100.0%	0	0	NA
Florida	67	67	100.0%	163,480	163,480	100.0%
Georgia	196	196	100.0%	115,866	115,866	100.0%
Hawaii	1	1	100.0%	12,221	12,221	100.0%
Idaho	114	106	93.0%	16,087	15,925	99.0%
Illinois	929	868	93.4%	132,002	128,684	97.5%
Indiana	306	306	100.0%	58,707	58,707	100.0%
Iowa	327	327	100.0%	35,473	35,473	100.0%
Kansas	286	283	99.0%	36,398	36,299	99.7%
Kentucky	172	171	99.4%	42,223	42,213	100.0%
Louisiana	69	57	82.6%	34,564	32,567	94.2%
Maine	204	173	84.8%	14,628	14,236	97.3%
Maryland	24	24	100.0%	61,439	61,439	100.0%
Massachusetts	319	223	69.9%	71,016	53,246	75.0%
Michigan	594	455	76.6%	77,046	63,881	82.9%
Minnesota	347	331	95.4%	49,745	48,975	98.5%
Mississippi	141	140	99.3%	31,384	31,295	99.7%
Missouri	518	517	99.8%	66,646	66,609	99.9%
Montana	403	200	49.6%	10,621	8,624	81.2%
Nebraska	259	253	97.7%	23,868	23,735	99.4%
Nevada	17	17	100.0%	23,513	23,513	100.0%
New Hampshire	166	163	98.2%	14,336	14,089	98.3%
New Jersey	587	584	99.5%	113,465	112,901	99.5%
New Mexico	89	44	49.4%	20,811	18,877	90.7%
New York	723	518	71.6%	139,117	99,956	71.9%
North Carolina	115	115	100.0%	93,465	93,465	100.0%
North Dakota	215	189	87.9%	9,246	9,174	99.2%
Ohio	657	609	92.7%	98,297	92,886	94.5%
Oklahoma	511	508	99.4%	41,231	41,217	100.0%
Oregon	195	163	83.6%	29,693	29,349	98.8%
Pennsylvania	602	487	80.9%	114,927	101,344	88.2%
Rhode Island	36	30	83.3%	9,805	8,647	88.2%
South Carolina	79	79	100.0%	51,402	51,402	100.0%
South Dakota	153	130	85.0%	9,904	9,190	92.8%
Tennessee	143	143	100.0%	64,650	64,650	100.0%
Texas	1,021	633	62.0%	344,367	323,071	93.8%
Utah	41	41	100.0%	26,158	26,158	100.0%
Vermont	155	135	87.1%	7,998	7,326	91.6%
Virginia	132	132	100.0%	87,167	87,167	100.0%
Washington	295	180	61.0%	61,997	55,337	89.3%
West Virginia	55	55	100.0%	18,825	18,825	100.0%
Wisconsin	420	420	100.0%	59,016	59,016	100.0%
Wyoming	48	48	100.0%	7,318	7,318	100.0%
<b>Total</b>	<b>13,757</b>	<b>11,850</b>	<b>86.1%</b>	<b>2,982,712</b>	<b>2,837,879</b>	<b>95.1%</b>

**Table 2 Teacher Salary Benchmark Averages**

State	Starting Salary	Top Bachelor's	Starting Master's	Top Master's	Top Salary
Alabama	41,163	52,862	47,242	60,457	69,466
Alaska	49,907	NA	NA	NA	88,247
Arizona	40,554	52,130	43,211	61,237	68,910
Arkansas	35,803	48,371	39,995	NA	54,163
California	49,933	NA	NA	NA	99,912
Colorado	35,724	45,273	39,313	56,740	64,646
Connecticut	47,477	NA	51,478	90,099	95,823
Delaware	43,448	61,348	49,416	77,440	88,135
Dist. of Columbia	56,313	89,294	60,067	110,179	116,408
Federal	54,311	105,224	62,007	113,321	130,622
Florida	44,040	61,484	46,561	64,025	66,405
Georgia	38,692	56,790	43,902	64,779	80,262
Hawaii	50,123	71,403	54,132	77,115	91,948
Idaho	39,842	52,420	41,233	56,797	59,110
Illinois	41,228	60,922	45,400	75,916	84,146
Indiana	38,158	NA	NA	NA	70,398
Iowa	38,515	NA	NA	NA	71,877
Kansas	39,100	44,148	42,159	54,321	60,878
Kentucky	37,373	53,261	41,180	58,153	62,950
Louisiana	42,185	54,821	42,951	56,205	58,470
Maine	37,580	62,637	40,308	66,552	68,748
Maryland	48,510	64,972	51,619	87,379	95,142
Massachusetts	48,372	77,082	52,310	85,109	95,147
Michigan	37,820	64,815	42,423	70,437	74,803
Minnesota	41,234	56,034	46,363	67,763	73,141
Mississippi	36,653	55,397	39,095	63,290	70,175
Missouri	33,234	42,322	36,124	52,109	56,552
Montana	32,495	44,333	36,670	61,144	65,785
Nebraska	36,491	44,949	43,251	61,839	69,490
Nevada	41,277	54,477	47,621	69,778	78,530
New Hampshire	39,737	59,880	43,489	67,459	71,905
New Jersey	54,053	85,220	57,845	89,966	93,932
New Mexico	41,737	56,114	42,703	66,364	69,690
New York	47,618	77,720	52,170	88,896	94,795
North Carolina	37,127	55,160	40,839	60,675	63,359
North Dakota	40,907	NA	44,808	NA	64,009
Ohio	38,231	66,430	42,341	77,508	82,236
Oklahoma	38,074	52,759	39,508	54,849	57,151
Oregon	39,338	55,851	43,744	68,988	74,191
Pennsylvania	46,991	72,842	50,703	80,046	85,503
Rhode Island	44,592	83,803	47,696	87,158	89,594
South Carolina	37,704	55,511	43,029	62,842	76,568
South Dakota	40,128	52,981	44,063	55,078	NA
Tennessee	39,024	52,091	42,327	56,840	64,967
Texas*	44,527	62,634	47,569	64,939	63,673
Utah	44,349	66,473	48,354	76,945	81,594
Vermont	40,810	56,139	45,846	70,737	77,192
Virginia	42,251	66,844	44,918	70,473	72,255
Washington	51,040	61,318	60,253	88,713	98,792
West Virginia	37,987	59,073	40,813	61,936	65,778
Wisconsin	38,961	NA	NA	NA	73,364
Wyoming	46,826	55,813	51,280	67,448	74,513
<b>US</b>	<b>41,770</b>	<b>60,381</b>	<b>45,391</b>	<b>70,279</b>	<b>76,540</b>
*Higher paying districts are more likely to offer advanced degree supplements than are lower paying districts, resulting in average Top Master's being greater than average Top Salary.					

**Table 3: Starting Teacher Salary**

State	Starting Salary	Rank	\$40K Districts	District Percent	\$40K Teachers	Teacher Percent	Starting Salary 2019-2020	Salary Change
Alabama	41,163	24	138	100.0%	41,978	100.0%	41,041	0.3%
Alaska	49,907	6	47	100.0%	7,396	100.0%	48,547	2.8%
Arizona	40,554	27	76	55.1%	37,118	80.9%	39,084	3.8%
Arkansas	35,803	48	28	12.0%	12,112	32.8%	35,201	1.7%
California	49,933	5	750	94.1%	229,790	98.7%	49,303	1.3%
Colorado	35,724	49	31	18.0%	33,581	64.6%	35,266	1.3%
Connecticut	47,477	10	169	100.0%	40,025	100.0%	46,905	1.2%
Delaware	43,448	17	18	100.0%	8,569	100.0%	43,092	0.8%
Dist. of	56,313	1	1	100.0%	4,101	100.0%	56,313	0.0%
Federal	54,311	NA	16	100.0%	0	NA	52,840	2.8%
Florida	44,040	16	58	86.6%	160,551	98.2%	38,822	13.4%
Georgia	38,692	35	43	21.9%	82,057	70.8%	38,509	0.5%
Hawaii	50,123	4	1	100.0%	12,221	100.0%	48,428	3.5%
Idaho	39,842	29	90	84.9%	12,191	76.6%	38,554	3.3%
Illinois	41,228	23	446	51.4%	101,249	78.7%	40,487	1.8%
Indiana	38,158	38	86	28.1%	31,058	52.9%	37,628	1.4%
Iowa	38,515	36	97	29.7%	12,482	35.2%	37,908	1.6%
Kansas	39,100	32	117	41.3%	27,613	76.1%	38,314	2.1%
Kentucky	37,373	44	18	10.5%	14,225	33.7%	37,238	0.4%
Louisiana	42,185	19	41	71.9%	28,726	88.2%	41,747	1.1%
Maine	37,580	43	35	20.2%	3,664	25.7%	36,391	3.3%
Maryland	48,510	7	24	100.0%	61,439	100.0%	47,959	1.1%
Massachusetts	48,372	8	220	98.7%	53,166	99.8%	47,432	2.0%
Michigan	37,820	41	108	23.7%	26,230	41.1%	37,555	0.7%
Minnesota	41,234	22	255	77.0%	43,305	88.4%	40,321	2.3%
Mississippi	36,653	46	7	5.0%	2,759	8.8%	36,561	0.3%
Missouri	33,234	50	33	6.4%	18,910	28.4%	32,970	0.8%
Montana	32,495	51	3	1.5%	518	6.0%	31,725	2.4%
Nebraska	36,491	47	7	2.8%	8,290	34.9%	35,862	1.8%
Nevada	41,277	21	11	64.7%	18,963	80.7%	40,732	1.3%
New	39,737	30	66	40.5%	6,346	45.0%	38,982	1.9%
New Jersey	54,053	2	584	100.0%	112,901	100.0%	53,228	1.5%
New Mexico	41,737	20	44	100.0%	18,877	100.0%	41,123	1.5%
New York	47,618	9	442	85.3%	86,171	86.2%	47,078	1.1%
North Carolina	37,127	45	5	4.3%	24,450	26.2%	37,049	0.2%
North Dakota	40,907	25	112	59.3%	6,737	73.4%	40,110	2.0%
Ohio	38,231	37	188	30.9%	52,858	56.9%	37,565	1.8%
Oklahoma	38,074	39	52	10.2%	19,643	47.7%	37,992	0.2%
Oregon	39,338	31	61	37.4%	19,789	67.4%	38,307	2.7%
Pennsylvania	46,991	11	445	91.4%	97,243	96.0%	46,232	1.6%
Rhode Island	44,592	13	30	100.0%	8,647	100.0%	43,577	2.3%
South Carolina	37,704	42	5	6.3%	4,827	9.4%	37,615	0.2%
South Dakota	40,128	28	63	48.5%	5,427	59.1%	39,636	1.2%
Tennessee	39,024	33	45	31.5%	37,590	58.1%	38,753	0.7%
Texas	44,527	14	452	71.4%	308,207	95.4%	43,922	1.4%
Utah	44,349	15	40	97.6%	26,127	99.9%	43,026	3.1%
Vermont	40,810	26	79	58.5%	5,254	71.7%	40,307	1.2%
Virginia	42,251	18	98	74.2%	79,304	91.0%	42,069	0.4%
Washington	51,040	3	180	100.0%	55,337	100.0%	49,091	4.0%
West Virginia	37,987	40	3	5.5%	1,558	8.3%	37,978	0.0%
Wisconsin	38,961	34	218	51.9%	29,403	49.8%	38,678	0.7%
Wyoming	46,826	12	47	97.9%	7,212	98.6%	46,558	0.6%
<b>Total</b>	<b>41,770</b>		<b>6,233</b>	<b>52.6%</b>	<b>2,148,194</b>	<b>75.7%</b>	<b>41,182</b>	<b>1.4%</b>

**Table 4: Teacher Salary Benchmarks by US Census Region**

Region	School Districts	Reporting Districts	District Percent	Teachers	Reporting Teachers	Teacher Percent
Midwest	5,011	4,688	93.6%	656,347	632,629	96.4%
Northeast	2,961	2,482	83.8%	525,317	451,769	86.0%
South	3,117	2,710	86.9%	1,241,862	1,218,184	98.1%
West	2,652	1,954	73.7%	559,186	535,297	95.7%
<b>US</b>	<b>13,741</b>	<b>11,834</b>	<b>86.1%</b>	<b>2,982,712</b>	<b>2,837,879</b>	<b>95.1%</b>

Region	Starting Salary	Top Bachelor's	Starting Master's	Top Master's	Top Salary
Midwest	38,606	54,979	42,844	67,460	72,988
Northeast	47,443	75,108	51,470	83,263	88,599
South	40,040	56,429	42,771	61,222	64,718
West	44,452	52,702	44,872	67,544	85,035
<b>US</b>	<b>41,770</b>	<b>60,381</b>	<b>45,391</b>	<b>70,279</b>	<b>76,540</b>

Region	\$40K Districts	District Percent	\$40K Teachers	Teacher Percent	\$50K Districts	District Percent	\$50K Teachers	Teacher Percent
Midwest	1,730	36.9%	363,562	57.5%	77	1.6%	40,843	6.5%
Northeast	2,070	83.4%	413,417	91.5%	947	38.2%	212,162	47.0%
South	1,036	38.2%	892,096	73.2%	181	6.7%	295,560	24.3%
West	1,381	70.7%	479,119	89.5%	520	26.6%	201,716	37.7%
<b>US</b>	<b>6,217</b>	<b>52.5%</b>	<b>2,148,194</b>	<b>75.7%</b>	<b>1,725</b>	<b>14.6%</b>	<b>750,280</b>	<b>26.4%</b>

## US Census Regions:

- Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin
- Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont
- South: Alabama, Arkansas, Delaware, DC, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia
- West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming

**Table 5: Teacher Salary Benchmarks by Salary Range****Starting Salary**

At Least	Less Than	Districts		Teachers	
	30,000	174	1.5%	13,209	0.5%
30,000	32,500	346	2.9%	14,019	0.5%
32,500	35,000	804	6.8%	56,549	2.0%
35,000	37,500	2,112	17.8%	246,786	8.7%
37,500	40,000	2,181	18.4%	359,123	12.7%
40,000	45,000	2,976	25.1%	748,959	26.4%
45,000	50,000	1,517	12.8%	648,955	22.9%
50,000		1,740	14.7%	750,280	26.4%

**Starting Master's**

At Least	Less Than	Districts		Teachers	
	30,000	34	0.4%	544	0.0%
30,000	32,500	105	1.2%	2,605	0.1%
32,500	35,000	296	3.3%	10,979	0.5%
35,000	37,500	416	4.6%	24,346	1.1%
37,500	40,000	1,411	15.6%	130,411	5.9%
40,000	45,000	2,852	31.5%	553,070	24.8%
45,000	50,000	1,831	20.2%	597,933	26.9%
50,000		2,119	23.4%	905,914	40.7%

**Top Salary**

At Least	Less Than	Districts		Teachers	
	50,000	429	3.9%	20,521	0.8%
50,000	55,000	641	5.8%	48,053	1.8%
55,000	60,000	1,010	9.1%	106,957	4.0%
60,000	65,000	1,263	11.4%	232,588	8.6%
65,000	70,000	1,419	12.8%	318,861	11.8%
70,000	75,000	1,191	10.8%	295,398	11.0%
75,000	80,000	1,054	9.5%	228,733	8.5%
80,000	100,000	2,784	25.2%	885,549	32.9%
100,000		1,263	11.4%	554,881	20.6%



**Table 6: Starting and Top Teacher Salary by District Enrollment**

Students:

At Least	Less Than	Districts		Starting Salary	Top Salary
	250	1,417	12.2%	39,077	67,439
250	500	1,505	13.0%	39,511	68,039
500	1,000	2,091	18.1%	40,055	72,000
1,000	2,000	2,316	20.0%	41,463	76,889
2,000	4,000	1,902	16.4%	43,395	82,776
4,000	8,000	1,187	10.3%	44,753	86,455
8,000	30,000	933	8.1%	46,045	87,815
30,000		219	1.9%	47,668	85,113

**Table 7: Starting and Top Teacher Salary by District Typology**

District Typology:		Districts		Starting Salary	Top Salary
City: Large		191	1.6%	47,899	89,136
City: Mid-size		168	1.4%	46,326	88,976
City: Small		402	3.4%	44,580	86,074
Suburb: Large		2,320	19.6%	47,723	95,645
Suburb: Mid-size		314	2.6%	44,781	83,631
Suburb: Small		241	2.0%	43,487	82,097
Town: Fringe		484	4.1%	43,160	80,287
Town: Distant		1,082	9.1%	40,316	72,904
Town: Remote		708	6.0%	39,151	69,068
Rural: Fringe		1,589	13.4%	42,031	76,365
Rural: Distant		2,573	21.7%	38,341	66,540
Rural: Remote		1,762	14.9%	37,645	62,555
Military Base		16	0.1%	54,311	130,622

**Table 8: Teacher Salary Benchmarks by Collective Bargaining Law and Bargaining Status**

State Bargaining Law	Districts		Starting Salary	Top Salary
Collective Bargaining Law	9,359	79.0%	42,201	79,326
No Collective Bargaining Law	2,491	21.0%	40,153	66,399
<b><i>Difference CB Law - No CB Law</i></b>			<b><i>2,048</i></b>	<b><i>12,927</i></b>

State CB Status	Starting Salary 2020-2021	Starting Salary 2019-2020	Change in Starting Salary	Districts with Starting Salary Increase
Collective Bargaining	42,201	41,551	1.6%	70.8%
Collective Bargaining-not limited, scope not reduced	44,012	43,193	1.9%	80.4%
Collective Bargaining-scope of bargaining reduced	38,357	37,941	1.1%	58.5%
Collective Bargaining-limited	35,633	35,491	0.4%	25.2%
Permissive Bargaining	39,411	38,915	1.3%	29.7%
Permissive Bargaining-scope not reduced	39,478	38,944	1.4%	29.7%
Bargaining Prohibited	40,621	40,227	1.0%	37.6%
All	41,770	41,182	1.4%	63.1%

**Table 9: Change in Teacher Starting Salary Compared to Inflation (CPI-U)**

School Year	Average Starting Salary	Salary Change	Inflation Rate	Real Salary Growth	Inflation Adjusted Salary	Avg Start less Infl. Adj.
2008-2009	34,501				34,501	
2009-2010	34,629	0.4%	1.1%	-0.7%	34,864	-235
2010-2011	35,355	2.1%	3.6%	-1.5%	36,105	-750
2011-2012	35,868	1.5%	1.7%	-0.2%	36,706	-838
2012-2013	36,088	0.6%	1.8%	-1.1%	37,350	-1,262
2013-2014	36,500	1.1%	2.1%	-0.9%	38,124	-1,624
2014-2015	37,093	1.6%	0.1%	1.5%	38,171	-1,078
2015-2016	37,643	1.5%	1.0%	0.5%	38,555	-912
2016-2017	38,701	2.8%	1.6%	1.2%	39,182	-481
2017-2018	39,254	1.4%	2.9%	-1.4%	40,307	-1,053
2018-2019	40,142	2.3%	1.6%	0.6%	40,971	-829
2019-2020	41,182	2.6%	0.6%	1.9%	41,236	-54
2020-2021	41,770	1.4%	5.4%	-4.0%	43,459	-1,689
Average		1.6%	2.0%			-900
Change since 2008- 2009		21.1%	26.0%	-3.9%		

Note: CPI-U is the consumer price index for urban consumers, U.S. city average, all items. The inflation rate is the June-to-June change in the CPI-U.

## Technical Notes

NEA's Collective Bargaining and Member Advocacy Department (CBMA) annually collects teacher salary data for public school districts across the US. For the vast majority of school districts, the data come from the teacher salary schedule, pay scale, or guide. Where no comprehensive salary schedule is in place, CBMA extracts the data, including advanced degree stipends, from the school district compensation plan or compensation model.

Five data points, or benchmarks are collected: Starting Salary - The salary paid to a teacher, or other professional educator, with a bachelor's degree and no prior experience; Top Bachelor's - The highest pay a teacher can earn with a bachelor's degree and no additional college credits and without differentiated pay; Starting Master's - The salary paid to a teacher with a master's degree and no prior teaching experience; Top Master's - The highest pay a teacher can earn with a master's degree and no additional college credits and without differentiated pay; and, Top Salary - The highest earning experience step and lane on the salary schedule or the highest salary without differentiated pay of an alternative pay structure.

CBMA relies on a variety of sources to obtain the salary data, including NEA state affiliates, state departments of education, other reporting state agencies, and school district and local affiliate websites. The table on the next page of this report describes the primary data source for each state.

This report uses the most recent (2019-2020) enrollment, teacher FTE, and school district typology data from the National Center for Education Statistics (NCES).

Primary Data Sources	
<i>State</i>	<i>Data Source</i>
Alabama	State education department and online school district search
Alaska	School board association and online school district search
Arizona	Online school district search
Arkansas	State education department
California	State education department
Colorado	NEA state affiliate and online school district search
Connecticut	NEA state affiliate
Delaware	Online school district search
Dist. of Columbia	Online school district search
Federal EA	US Department of Defense
Florida	Online school district search
Georgia	State education department and online school district search
Hawaii	State education department
Idaho	NEA state affiliate
Illinois	State education department
Indiana	State education department
Iowa	State education department
Kansas	NEA state affiliate
Kentucky	State education department
Louisiana	Online school district search
Maine	NEA state affiliate
Maryland	State education department
Massachusetts	NEA collective bargaining database and online school district search
Michigan	NEA state affiliate
Minnesota	NEA state affiliate
Mississippi	State education department and online school district search
Missouri	NEA state affiliate
Montana	NEA state affiliate
Nebraska	NEA state affiliate
Nevada	Online school district search
New Hampshire	NEA state affiliate
New Jersey	NEA state affiliate
New Mexico	Online school district search
New York	NEA state affiliate
North Carolina	Calculated using NC public school teacher salary schedule and state education department local salary supplement data
North Dakota	NEA state affiliate
Ohio	NEA state affiliate and state employment relations board
Oklahoma	State education department
Oregon	NEA state affiliate
Pennsylvania	NEA state affiliate
Rhode Island	Online school district search
South Carolina	State education department
South Dakota	State education department
Tennessee	State education department
Texas	Online school district search
Utah	NEA state affiliate
Vermont	NEA state affiliate
Virginia	State education department and online school district search
Washington	NEA state affiliate
West Virginia	State education department
Wisconsin	State education department
Wyoming	NEA state affiliate