

These highlights (and the tables that follow) of teacher state salary benchmark data provide totals and averages for only those districts where salary data were reported.

- Teacher salary data were collected for 11,675 of 14,007 districts of record. This constitutes a reporting rate of 83%. The data from all reporting districts account for 94% of all full-time equivalent professional educators.
- The average 2017-2018 starting salary (BA Min) for the 11,675 reporting districts was \$39,249. This represents an increase of 1.42% over the 2016-2017 reported average of \$38,701.
- After adjusting for inflation, beginning teacher salaries have decreased by 2.91 percent since 2008-2009.
- 4,310 districts offer a 2017-2018 starting teacher salary of at least \$40,000. This represents 37% of reporting districts. 60% of teachers are employed by districts with a starting salary of at least \$40,000.
- 288 districts pay beginning teachers less than \$30,000.
- At \$51,443, New Jersey boasts the highest average starting teacher salary among the 50 states. 99.8% of New Jersey school districts pay a starting salary of at least \$40,000.
- Hawaii's single statewide school district pays its beginning teachers \$46,790. All school districts in Maryland and Wyoming offer a starting salary of at least \$40,000.
- At \$45,197, the highest reported average starting salary is found in the Northeast. The South reports the lowest average BA Min (\$36,723).
- 75.5% of districts in the Northeast region report a starting teacher salary of at least \$40,000, compared to only 19.4% of reporting districts in the Midwest region.
- At \$42,927, the average starting salary for an educator with a master's degree is 9.4% higher than the beginning pay for a teacher possessing only a bachelor's degree.
- Excluding off-schedule longevity payments, the average top pay for teachers is \$72,631, or 85.1%, higher than the minimum salary.
- Though 855 districts offer a maximum salary of at least \$100,000, 1,027 still pay their highest paid teachers less than \$50,000.
- School districts in pre-Janus right-to-work states pay starting teachers \$5,676 less than districts in non-right-to-work states. Top pay for teachers in right-to-work states is \$20,105 less than it is for those working in non-right-to-work states.
- The beginning salary of teachers in states with a bargaining law is \$2,333 more than in states without a bargaining law. Top pay is \$11,679 higher in states with a bargaining law.

Table 1: Teacher Benchmark Salary Summary Data

2017-2018

State	Reporting			Reporting			Average BA Min	\$40K Districts	\$40K Teacher FTEs	\$40K Districts Portion	\$40K FTE Portion
	Districts	Districts	Portion	Teacher FTEs	Teacher FTEs	FTEs Portion					
Alabama	135	135	100.0%	41,968	41,968	100.0%	38,491	6	2,464	4.4%	5.9%
Alaska	54	49	90.7%	7,832	7,757	99.0%	46,954	47	7,723	95.9%	99.6%
Arizona	229	188	82.1%	47,978	46,848	97.6%	34,473	17	7,600	9.0%	16.2%
Arkansas	234	233	99.6%	34,871	34,777	99.7%	34,323	22	9,429	9.4%	27.1%
California	992	838	84.5%	261,408	254,413	97.3%	46,992	753	247,196	89.9%	97.2%
Colorado	178	153	86.0%	50,976	46,383	91.0%	33,483	9	8,979	5.9%	19.4%
Connecticut	167	167	100.0%	40,916	40,916	100.0%	45,922	165	40,796	98.8%	99.7%
Delaware	19	19	100.0%	8,114	8,114	100.0%	41,639	18	7,490	94.7%	92.3%
DC	1	1	100.0%	3,878	3,878	100.0%	55,209	1	3,878	100.0%	100.0%
Federal	15	15	100.0%	0	0	NA	50,468	15	0	100.0%	NA
Florida	67	64	95.5%	180,330	179,786	99.7%	37,636	14	87,507	21.9%	48.7%
Georgia	196	196	100.0%	111,880	111,880	100.0%	35,474	14	51,897	7.1%	46.4%
Hawaii	1	1	100.0%	11,747	11,747	100.0%	46,790	1	11,747	100.0%	100.0%
Idaho	114	113	99.1%	14,832	14,561	98.2%	34,801	1	74	0.9%	0.5%
Illinois	947	837	88.4%	128,635	121,881	94.7%	39,236	318	82,459	38.0%	67.7%
Indiana	306	289	94.4%	55,827	53,155	95.2%	35,943	26	12,688	9.0%	23.9%
Iowa	332	332	100.0%	35,300	35,300	100.0%	37,048	50	8,437	15.1%	23.9%
Kansas	286	215	75.2%	37,054	32,085	86.6%	35,769	18	13,241	8.4%	41.3%
Kentucky	173	173	100.0%	41,902	41,902	100.0%	36,752	9	10,215	5.2%	24.4%
Louisiana	69	56	81.2%	54,342	50,853	93.6%	40,303	33	42,879	58.9%	84.3%
Maine	200	125	62.5%	14,690	10,202	69.4%	34,788	7	751	5.6%	7.4%
Maryland	24	24	100.0%	59,375	59,375	100.0%	45,147	24	59,375	100.0%	100.0%
Massachusetts	323	179	55.4%	68,549	41,582	60.7%	45,498	171	40,709	95.5%	97.9%
Michigan	598	530	88.6%	76,041	72,071	94.8%	36,599	67	13,882	12.6%	19.3%
Minnesota	342	224	65.5%	51,989	38,226	73.5%	38,529	44	16,993	19.6%	44.5%
Mississippi	153	153	100.0%	32,286	32,286	100.0%	34,784	0	0	0.0%	0.0%
Missouri	521	457	87.7%	65,668	61,961	94.4%	32,226	20	10,616	4.4%	17.1%
Montana	404	248	61.4%	10,353	9,383	90.6%	31,418	1	61	0.4%	0.7%
Nebraska	260	190	73.1%	23,210	20,594	88.7%	34,465	2	6,469	1.1%	31.4%
Nevada	17	17	100.0%	21,744	21,744	100.0%	39,054	5	16,952	29.4%	78.0%
New Hampshire	175	159	90.9%	14,494	14,216	98.1%	37,395	39	3,462	24.5%	24.4%
New Jersey	591	590	99.8%	112,073	112,058	100.0%	51,443	589	112,039	99.8%	100.0%
New Mexico	89	89	100.0%	20,707	20,707	100.0%	36,405	3	483	3.4%	2.3%
New York	700	538	76.9%	192,609	162,543	84.4%	45,589	393	142,353	73.0%	87.6%
North Carolina	115	115	100.0%	94,195	94,195	100.0%	37,631	7	24,746	6.1%	26.3%
North Dakota	223	198	88.8%	9,174	9,101	99.2%	38,611	66	5,240	33.3%	57.6%
Ohio	659	609	92.4%	93,868	89,189	95.0%	35,923	90	28,641	14.8%	32.1%
Oklahoma	517	512	99.0%	41,626	41,579	99.9%	32,010	0	0	0.0%	0.0%
Oregon	201	170	84.6%	28,696	28,454	99.2%	36,319	14	4,832	8.2%	17.0%
Pennsylvania	604	464	76.8%	113,220	93,711	82.8%	44,647	399	87,972	86.0%	93.9%
Rhode Island	36	31	86.1%	9,876	8,834	89.4%	41,869	24	7,203	77.4%	81.5%
South Carolina	81	81	100.0%	48,945	48,945	100.0%	33,148	0	0	0.0%	0.0%
South Dakota	154	126	81.8%	9,605	8,792	91.5%	38,098	33	3,674	26.2%	41.8%
Tennessee	143	141	98.6%	71,682	71,413	99.6%	37,305	20	25,191	14.2%	35.3%
Texas	1,024	520	50.8%	333,648	289,016	86.6%	41,481	301	267,060	57.9%	92.4%
Utah	41	41	100.0%	24,619	24,619	100.0%	38,499	15	11,543	36.6%	46.9%
Vermont	345	175	50.7%	8,207	3,897	47.5%	38,499	47	1,727	26.9%	44.3%
Virginia	132	132	100.0%	90,170	90,170	100.0%	40,453	75	75,626	56.8%	83.9%
Washington	295	238	80.7%	57,774	56,838	98.4%	42,240	144	52,638	60.5%	92.6%
West Virginia	55	55	100.0%	19,664	19,664	100.0%	33,715	0	0	0.0%	0.0%
Wisconsin	422	422	100.0%	57,344	57,344	100.0%	38,181	125	23,488	29.6%	41.0%
Wyoming	48	48	100.0%	7,525	7,525	100.0%	45,241	48	7,525	100.0%	100.0%
Aggregate	14,007	11,675	83.4%	3,053,416	2,858,437	93.6%	39,249	4,310	1,707,950	36.9%	59.8%

Table 2: Benchmark Data Points

2017-2018

State	Average		Rank		Average		Rank		Average		Rank		\$40K Districts Portion	\$40K Districts Rank
	BA Min	BA Max	BA Min	BA Max	MA Min	MA Max	MA Min	MA Max	Max	Max				
Alabama	38,491	23	49,560	34	44,246	14	56,748	33	65,174	29	4.4%	41		
Alaska	46,954	3	81,833	2	62,268	1	83,958	4	84,383	8	95.9%	6		
Arizona	34,473	42	NA	NA	NA	NA	NA	NA	NA	NA	9.0%	32		
Arkansas	34,323	44	NA	NA	38,307	33	NA	NA	52,721	45	9.4%	31		
California	46,992	2	NA	NA	NA	NA	NA	NA	93,079	1	89.9%	9		
Colorado	33,483	46	42,401	37	36,898	37	53,682	37	61,159	37	5.9%	38		
Connecticut	45,922	5	NA	NA	49,726	6	85,993	3	91,488	3	98.8%	5		
Delaware	41,639	13	58,583	14	47,278	11	73,561	8	83,564	9	94.7%	8		
Florida	37,636	26	59,048	13	39,925	30	61,268	24	60,946	38	21.9%	25		
Georgia	35,474	38	53,280	26	40,623	26	61,159	26	76,364	14	7.1%	36		
Hawaii	46,790	4	66,655	7	50,533	3	71,988	11	85,835	7	100.0%	1		
Idaho	34,801	39	48,001	35	36,883	38	54,516	35	55,435	43	0.9%	45		
Illinois	39,236	17	57,921	16	43,242	17	72,363	9	80,415	11	38.0%	17		
Indiana	35,943	35	NA	NA	NA	NA	NA	NA	66,551	27	9.0%	33		
Iowa	37,048	30	NA	NA	NA	NA	NA	NA	69,336	21	15.1%	27		
Kansas	35,769	37	40,682	41	38,796	32	50,638	39	57,282	41	8.4%	34		
Kentucky	36,752	31	52,055	30	40,513	27	56,974	32	61,683	34	5.2%	40		
Louisiana	40,303	16	53,008	27	41,006	24	54,297	36	56,230	42	58.9%	14		
Maine	34,788	40	58,557	15	37,409	35	62,252	22	64,412	30	5.6%	39		
Maryland	45,147	9	61,059	10	47,926	10	82,547	5	90,386	5	100.0%	1		
Massachusetts	45,498	7	72,064	5	49,247	8	79,934	6	89,071	6	95.5%	7		
Michigan	36,599	32	NA	NA	NA	NA	67,865	15	NA	NA	12.6%	30		
Minnesota	38,529	20	52,748	28	43,365	16	64,108	20	69,268	22	19.6%	26		
Mississippi	34,784	41	53,320	25	37,192	36	61,180	25	68,022	26	0.0%	47		
Missouri	32,226	48	40,827	40	35,057	40	50,497	40	55,237	44	4.4%	42		
Montana	31,418	50	42,011	39	35,040	41	58,009	30	62,578	31	0.4%	46		
Nebraska	34,465	43	42,198	38	40,852	25	58,160	29	65,415	28	1.1%	44		
Nevada	39,054	18	53,329	24	44,411	13	67,968	14	75,139	15	29.4%	21		
New Hampshire	37,395	28	57,029	18	41,100	23	64,244	19	68,267	25	24.5%	24		
New Jersey	51,443	1	82,136	1	55,168	2	86,891	1	90,863	4	99.8%	4		
New Mexico	36,405	33	NA	NA	NA	NA	NA	NA	62,128	33	3.4%	43		
New York	45,589	6	74,948	4	50,319	5	86,584	2	92,296	2	73.0%	12		
North Carolina	37,631	27	53,931	22	41,131	22	59,061	28	61,591	35	6.1%	37		
North Dakota	38,611	19	55,836	19	42,383	19	NA	NA	59,455	40	33.3%	19		
Ohio	35,923	36	61,728	9	39,823	31	72,106	10	76,591	13	14.8%	28		
Oklahoma	32,010	49	43,630	36	33,811	42	45,460	41	47,532	46	0.0%	47		
Oregon	36,319	34	51,459	31	40,393	29	63,653	21	68,468	24	8.2%	35		
Pennsylvania	44,647	10	70,861	6	48,031	9	77,791	7	83,119	10	86.0%	10		
Rhode Island	41,869	12	76,843	3	NA	NA	NA	NA	NA	NA	77.4%	11		
South Carolina	33,148	47	52,544	29	37,821	34	59,486	27	72,508	17	0.0%	47		
South Dakota	38,098	25	50,746	32	42,368	20	53,511	38	NA	NA	26.2%	23		
Tennessee	37,305	29	50,131	33	40,399	28	54,593	34	62,463	32	14.2%	29		
Texas	41,481	14	59,816	12	46,003	12	61,444	23	59,883	39	57.9%	15		
Utah	38,499	21	57,048	17	42,084	21	67,703	16	71,428	19	36.6%	18		
Vermont	38,499	22	55,424	20	43,214	18	67,643	17	74,578	16	26.9%	22		
Virginia	40,453	15	64,675	8	43,838	15	71,246	13	68,760	23	56.8%	16		
Washington	42,240	11	60,314	11	50,394	4	71,765	12	80,050	12	60.5%	13		
West Virginia	33,715	45	54,788	21	36,538	39	57,631	31	61,410	36	0.0%	47		
Wisconsin	38,181	24	NA	NA	NA	NA	NA	NA	69,552	20	29.6%	20		
Wyoming	45,241	8	53,561	23	49,576	7	64,784	18	71,679	18	100.0%	1		
Aggregate	39,249		57,827		42,927		66,919		72,631		36.9%			

Table 3: Region Data

2017-2018

Region	Districts	Reporting	Reporting	Reporting	BA	MA	MA	BA Min	Max	Min	Max	Max
		Districts	Districts	Teacher FTEs								
Midwest	5,050	4,429	87.7%	643,715	599,700	93.2%	36,793	52,728	40,603	64,746	69,659	
Northeast	3,141	2,428	77.3%	574,635	487,959	84.9%	45,197	72,262	49,208	80,359	85,614	
South	3,138	2,610	83.2%	1,268,875	1,219,799	96.1%	36,723	52,301	39,624	56,314	60,356	
West	2,663	2,193	82.4%	566,191	550,979	97.3%	40,554	51,472	42,157	63,210	78,477	
Aggregate	13,992	11,660	83.3%	3,053,416	2,858,437	93.6%	39,249	57,827	42,927	66,919	72,631	

Region	Report-	\$40K	\$40K	Reporting	\$40K	\$40K FTE
	ing			Teacher		
Districts	Districts	Portion	FTEs	FTEs	Portion	
Midwest	4,429	859	19.4%	599,700	225,827	37.7%
Northeast	2,428	1,834	75.5%	487,959	437,012	89.6%
South	2,610	544	20.8%	1,219,799	667,757	54.7%
West	2,193	1,058	48.2%	550,979	377,353	68.5%
Aggregate	11,660	4,295	36.8%	2,858,437	1,707,950	59.8%

US Census Regions:

Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Ohio, Nebraska, North Dakota, 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 4: District and Teacher Breakdown by Salary Range

2017-2018

BA Minimum Salary

At Least	Less Than	Districts		Teachers	
	30,000	288	2.5%	8,236	0.3%
30,000	32,500	1,199	10.3%	65,924	2.3%
32,500	35,000	1,927	16.5%	246,300	8.6%
35,000	37,500	2,185	18.7%	366,972	12.8%
37,500	40,000	1,766	15.1%	463,055	16.2%
40,000	45,000	2,012	17.2%	727,205	25.4%
45,000	50,000	1,253	10.7%	469,363	16.4%
50,000		1,045	9.0%	511,383	17.9%

MA Minimum Salary

At Least	Less Than	Districts		Teachers	
	30,000	59	0.7%	1,569	0.1%
30,000	32,500	215	2.5%	6,793	0.3%
32,500	35,000	906	10.7%	49,365	2.5%
35,000	37,500	999	11.8%	117,247	6.0%
37,500	40,000	1,305	15.4%	207,179	10.5%
40,000	45,000	2,324	27.4%	568,362	28.9%
45,000	50,000	1,162	13.7%	406,270	20.7%
50,000		1,510	17.8%	610,508	31.0%

Maximum Salary

At Least	Less Than	Districts		Teachers	
	50,000	1,027	9.6%	60,621	2.2%
50,000	55,000	651	6.1%	83,107	3.1%
55,000	60,000	1,052	9.8%	161,410	6.0%
60,000	65,000	1,316	12.3%	310,274	11.5%
65,000	70,000	1,316	12.3%	289,827	10.7%
70,000	75,000	1,264	11.8%	301,518	11.2%
75,000	80,000	857	8.0%	239,508	8.9%
80,000	100,000	2,350	22.0%	829,468	30.7%
100,000		855	8.0%	422,755	15.7%

Table 5: Salary Breakdown by District Enrollment

2017-2018

Students:

At Least	Less Than	Districts		Average BA Min	Average Max
	250	1,409	12.3%	36,224	61,952
250	500	1,483	13.0%	36,783	63,385
500	1,000	2,055	18.0%	37,839	68,567
1,000	2,000	2,221	19.4%	39,039	73,010
2,000	4,000	1,938	17.0%	40,966	78,569
4,000	8,000	1,195	10.5%	42,087	82,662
8,000	30,000	908	7.9%	42,939	82,782
30,000		217	1.9%	44,320	80,835

Table 6: Salary Breakdown by District Typology

2017-2018

District Typology:	Districts		Average BA Min	Average Max
City: Large	176	1.6%	44,833	84,996
City: Mid-size	169	1.5%	43,382	84,727
City: Small	367	3.3%	41,513	80,382
Suburb: Large	2,208	20.1%	45,433	91,708
Suburb: Mid-size	281	2.6%	42,169	79,091
Suburb: Small	217	2.0%	40,856	78,141
Town: Fringe	465	4.2%	39,985	75,324
Town: Distant	1,007	9.2%	37,599	68,590
Town: Remote	674	6.1%	36,526	64,783
Rural: Fringe	1,380	12.5%	39,538	72,770
Rural: Distant	2,404	21.8%	35,875	62,603
Rural: Remote	1,641	14.9%	35,219	58,753
Military Base	15	0.1%	50,468	121,239

Table 7: Salary Breakdown by State Bargaining Law

2017-2018

State Bargaining Law	Districts		Average BA Min	Average Max
Right-to-work (RTW) - Pre-Janus	5,732	49.1%	36,349	61,580
NonRTW	5,928	50.8%	42,025	81,685
Collective Bargaining Law	9,240	79.1%	39,719	74,962
No CB Law	2,420	20.7%	37,386	63,283
RTW-No CB Law	2,267	19.4%	37,649	63,438
NonRTW-CB Law	5,775	49.5%	42,251	82,224

Table 8: Change in Teacher Starting Pay Compared to Rate of Inflation

2017-2018

School Year	BA Min	Change in BA Min	Month	CPI-W	Measurement Period	Rate of Inflation
2008-2009	34,501		Sept. 2009	211.322	Sept. 2008 to Sept. 2009	
2009-2010	34,629	0.37%	Sept. 2010	214.306	Sept. 2009 to Sept. 2010	1.41%
2010-2011	35,355	2.10%	Sept. 2011	223.688	Sept. 2010 to Sept. 2011	4.38%
2011-2012	35,868	1.45%	Sept. 2012	228.184	Sept. 2011 to Sept. 2012	2.01%
2012-2013	36,088	0.61%	Sept. 2013	230.537	Sept. 2012 to Sept. 2013	1.03%
2013-2014	36,500	1.14%	Sept. 2014	234.170	Sept. 2013 to Sept. 2014	1.58%
2014-2015	37,093	1.62%	Sept. 2015	232.661	Sept. 2014 to Sept. 2015	-0.64%
2015-2016	37,643	1.48%	Sept. 2016	235.495	Sept. 2015 to Sept. 2016	1.22%
2016-2017	38,701	2.81%	Sept. 2017	240.939	Sept. 2016 to Sept. 2017	2.31%
2017-2018	39,249	1.42%	Sept. 2018	246.565	Sept. 2017 to Sept. 2018	2.34%
Average Change		1.45%				1.74%
Aggregate Change		13.76%				16.68%

CPI-W is the consumer price index for urban wage earners and clerical workers, U.S. city average, all items.

NEA's Collective Bargaining and Member Advocacy (CBMA) department annually collects teacher salary data for public school districts across the US. Five data points, or benchmarks, on the professional educator salary schedule, or guide, are collected: BA Min - The salary paid to a teacher, or other professional educator, with a bachelor's degree and no prior experience; BA Max - The highest pay a teacher can earn on the bachelor's lane, or column, on the salary schedule, excluding off-schedule longevity payments; MA Min - The salary paid to a teacher with a master's degree and no prior teaching experience; MA Max - The highest pay a teacher can earn on the master's lane, excluding off-schedule longevity payments; and, Max - The highest earning experience step and lane on the salary schedule, excluding off-schedule longevity payments.

For the purposes of this report, any reference made to "teacher" is inclusive of all certificated professional educator positions (e.g., guidance counselors, librarians, etc.).

The salary data are obtained from a variety of sources, including NEA state affiliates, state departments of education, and school district and local affiliate websites. The primary data source for each state are described on the next page of this report.

The salary data for New Mexico is for the 2018-2019 school year.

District enrollment, teacher FTE and school district typology data were downloaded from the National Center for Education Statistics (NCES) for 2015-2016.

Primary Data Sources

State	Data Source
Alabama	State minimum teacher salary schedule and online school district search.
Alaska	NEA state affiliate.
Arizona	NEA state affiliate.
Arkansas	State DOE district salary schedule analysis report.
California	State DOE certificated salaries and benefits report.
Colorado	Online school district search.
Connecticut	NEA state affiliate.
DC	Online school district search.
Delaware	NEA state affiliate.
Federal EA	US Department of Defense education activity salary schedules.
Florida	Online school district search.
Georgia	Online school district search.
Hawaii	Online school district search.
Idaho	NEA state affiliate.
Illinois	State DOE teacher salary study.
Indiana	Indiana Gateway collective bargaining contracts upload report.
Iowa	State DOE education statistics staff data reports.
Kansas	NEA state affiliate.
Kentucky	State DOE certified salary report.
Louisiana	Online school district search.
Maine	NEA state affiliate.
Maryland	State ODE professional salary schedules report.
Massachusetts	NEA collective bargaining database
Michigan	NEA state affiliate.
Minnesota	NEA state affiliate.
Mississippi	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 and state DOE staffing and salary report.
New Jersey	NEA state affiliate.
New Mexico	State DOE
New York	NEA state affiliate.
North Carolina	State DOE state salary schedule and local salary supplements.
North Dakota	NEA state affiliate.
Ohio	NEA state affiliate and Ohio State Employment Relations Board.
Oklahoma	State DOE school personnel salary information local salary schedule report.
Oregon	NEA state affiliate.
Pennsylvania	NEA state affiliate.
Rhode Island	NEA state affiliate.
South Carolina	State DOE district minimum teacher salary schedule report.
South Dakota	NEA state affiliate and School Administrators of SD comprehensive compensation survey.
Tennessee	NEA state affiliate.
Texas	Online school district search.
Utah	NEA state affiliate.
Vermont	NEA collective bargaining database
Virginia	State DOE teacher salary report and online school district search.
Washington	NEA state affiliate.
West Virginia	State DOE professional salary schedules report.
Wisconsin	State DOE public teacher salary report.
Wyoming	NEA state affiliate.