

NEA 2018-2019 Teacher Salary Benchmark Report

Collective Bargaining and Member Advocacy Department (May 11, 2020)

Pushed by RedforEd, the average starting teacher salary topped \$40,000 in 2018-2019.

An analysis of salary data for nearly 12,000 public school districts from across the nation finds an average starting teacher salary for the 2018-2019 school year of \$40,154. This represents an increase of 2.3% over 2017-2018, which matched the rate of inflation. Absent RedforEd, teacher salary growth would have lagged behind inflation for the seventh time in the past ten years.

The largest increases in starting teacher pay occurred in Arizona, Oklahoma, Washington, and West Virginia. Collectively, these four states saw a 12.6% bump in starting teacher pay, while starting salaries in the rest of the country grew by only 1.4%. Pay increases in Arizona, Oklahoma, and West Virginia were enacted following historic statewide strikes. On the heels of a favorable state Supreme Court school finding decision, educators in Washington bargained hard for salary increases, culminating in 15 locals going out on strike at the same time.

Other Findings

- Starting salaries range from \$18,500 in a handful of rural Pennsylvania school districts to over \$70,000 in a few wealthy, high cost of living school districts in California.
- At \$52,854, New Jersey boasts the highest average starting teacher salary among the 50 states.
- Nearly 9,000 school districts (59%) still do not offer a starting salary of at least \$40,000.
- 77.8% of districts in the Northeast report a starting teacher salary of at least \$40,000, compared to only 23.2% of reporting districts in the South and 24.3% in the Midwest.
- Only ten percent of districts pay a starting salary of at least \$50,000.
- Starting salaries are below \$30,000 in 222 school districts.
- At 2.3%, the average increase in starting teacher salaries equaled the rate of inflation.
- After adjusting for inflation, real starting teacher salaries in the US have decreased by 2.6% over the past decade.
- At \$43,823, the average beginning salary for a teacher with a master's degree is nearly \$3,700 (9.1%) above the starting salary for a teacher with a bachelor's degree.
- On average, the top of the teacher pay scale is \$74,571; a salary level that typically requires a PhD, or 15 to 30 graduate credit hours beyond a master's degree, and 25 to 30 years of professional teaching experience.
- Top teacher pay breaks \$100,000 in 9.6% of US school districts. 22.9% of districts pay a top salary that is below \$60,000.
- School districts in pre-Janus right-to-work states pay starting teachers \$5,465 less than districts in non-right-to-work states. Top pay for teachers in right-to-work states is \$20,101 less than it is for those working in non-right-to-work states.
- The starting salary of teachers in states with a bargaining law is \$2,566 more than in states without a bargaining law. Top pay is \$13,120 higher in states with a bargaining law.

Table 1: Teacher Salary Benchmark Reporting School Districts

<i>State</i>	<i>School Districts</i>	<i>Reporting Districts</i>	<i>District Percent</i>	<i>Teacher FTEs</i>	<i>Reporting Teachers</i>	<i>Teacher Percent</i>
Alabama	137	137	100.0%	42,533	42,533	100.0%
Alaska	54	48	88.9%	7,825	7,745	99.0%
Arizona	227	187	82.4%	48,203	47,128	97.8%
Arkansas	234	234	100.0%	34,692	34,692	100.0%
California	992	822	82.9%	264,825	257,138	97.1%
Colorado	178	163	91.6%	50,756	47,242	93.1%
Connecticut	168	168	100.0%	39,932	39,932	100.0%
Dist. of Columbia	1	1	100.0%	4,367	4,367	100.0%
Delaware	19	19	100.0%	8,285	8,285	100.0%
Federal	15	15	100.0%	0	0	NA
Florida	67	65	97.0%	184,063	183,706	99.8%
Georgia	196	196	100.0%	113,464	113,464	100.0%
Hawaii	1	1	100.0%	11,782	11,782	100.0%
Idaho	114	104	91.2%	15,338	15,129	98.6%
Illinois	932	860	92.3%	128,039	122,357	95.6%
Indiana	305	303	99.3%	57,873	57,337	99.1%
Iowa	334	330	98.8%	35,539	35,428	99.7%
Kansas	286	283	99.0%	36,023	35,904	99.7%
Kentucky	173	173	100.0%	42,029	42,029	100.0%
Louisiana	69	56	81.2%	44,612	41,459	92.9%
Maine	200	170	85.0%	14,590	13,239	90.7%
Maryland	24	24	100.0%	59,662	59,662	100.0%
Massachusetts	323	254	78.6%	68,828	57,099	83.0%
Michigan	595	478	80.3%	75,475	62,874	83.3%
Minnesota	348	313	89.9%	52,580	48,951	93.1%
Mississippi	145	145	100.0%	31,762	31,762	100.0%
Missouri	520	462	88.8%	65,690	62,338	94.9%
Montana	406	243	59.9%	10,495	9,437	89.9%
Nebraska	259	240	92.7%	23,416	20,403	87.1%
Nevada	17	17	100.0%	22,591	22,591	100.0%
New Hampshire	175	162	92.6%	14,431	14,166	98.2%
New Jersey	592	431	72.8%	111,686	76,777	68.7%
New Mexico	89	89	100.0%	20,317	20,317	100.0%
New York	718	563	78.4%	198,871	169,812	85.4%
North Carolina	115	115	100.0%	94,368	94,368	100.0%
North Dakota	217	143	65.9%	9,013	7,588	84.2%
Ohio	659	619	93.9%	94,523	91,263	96.6%
Oklahoma	517	517	100.0%	40,209	40,209	100.0%
Oregon	198	168	84.8%	29,355	29,192	99.4%
Pennsylvania	602	508	84.4%	114,649	105,671	92.2%
Rhode Island	36	30	83.3%	9,909	7,518	75.9%
South Carolina	81	81	100.0%	49,334	49,334	100.0%
South Dakota	154	130	84.4%	9,748	9,040	92.7%
Tennessee	143	143	100.0%	63,589	63,589	100.0%
Texas	1,023	507	49.6%	337,154	295,287	87.6%
Utah	41	41	100.0%	24,619	24,619	100.0%
Vermont	192	168	87.5%	7,626	7,133	93.5%
Virginia	132	132	100.0%	84,949	84,949	100.0%
Washington	295	254	86.1%	58,706	58,293	99.3%
West Virginia	55	55	100.0%	19,356	19,356	100.0%
Wisconsin	421	420	99.8%	58,264	58,235	99.9%
Wyoming	48	48	100.0%	7,489	7,489	100.0%
Total	13,842	11,835	85.5%	3,053,433	2,870,217	94.0%

Table 2: Teacher Salary Benchmark Averages

<i>State</i>	<i>Starting Salary</i>	<i>Top Bachelor's</i>	<i>Starting Master's</i>	<i>Top Master's</i>	<i>Top Salary</i>
Alabama	39,479	50,679	45,383	58,010	66,692
Alaska	48,047	82,419	53,691	86,484	87,148
Arizona	36,400	NA	NA	NA	NA
Arkansas	34,724	NA	38,734	NA	53,290
California	48,207	NA	NA	NA	96,109
Colorado	34,229	43,283	37,671	54,800	63,010
Connecticut	46,407	NA	50,252	87,324	92,893
Delaware	42,412	59,624	48,152	75,275	85,865
Dist. of Columbia	56,313	89,214	60,057	110,179	116,408
Federal	52,100	100,757	59,472	109,077	125,127
Florida	37,932	59,541	39,856	60,771	61,129
Georgia	35,656	53,713	40,888	61,705	77,209
Hawaii	48,428	68,988	52,302	74,508	88,839
Idaho	36,370	52,043	38,462	56,549	58,283
Illinois	39,817	58,841	43,849	73,425	81,312
Indiana	36,498	NA	NA	NA	67,947
Iowa	37,406	NA	NA	NA	70,144
Kansas	36,781	41,794	39,762	51,697	58,000
Kentucky	36,932	52,340	40,707	57,297	62,047
Louisiana	40,400	53,254	41,671	54,626	56,660
Maine	35,477	59,528	38,080	63,182	65,132
Maryland	45,685	62,538	48,539	84,047	90,951
Massachusetts	46,737	74,280	50,588	82,403	91,973
Michigan	37,111	NA	NA	68,585	71,000
Minnesota	39,554	54,127	44,432	65,500	70,541
Mississippi	35,067	53,779	37,502	61,678	68,562
Missouri	32,600	41,305	35,403	51,132	55,780
Montana	32,132	42,721	35,845	59,288	64,031
Nebraska	35,116	43,275	41,656	59,517	66,881
Nevada	40,190	53,495	46,338	68,545	76,833
New Hampshire	38,305	57,233	41,808	64,702	68,751
New Jersey	52,854	84,009	56,548	88,946	92,810
New Mexico	36,405	NA	NA	NA	62,128
New York	46,426	76,205	51,028	87,873	93,656
North Carolina	37,739	54,739	41,239	59,939	62,469
North Dakota	39,748	59,830	43,564	NA	63,914
Ohio	36,709	63,337	40,655	73,908	78,469
Oklahoma	37,014	51,406	38,453	53,447	55,902
Oregon	37,181	52,585	41,352	65,011	70,179
Pennsylvania	45,404	71,403	49,018	78,470	83,971
Rhode Island	43,092	80,809	NA	NA	NA
South Carolina	34,471	53,148	39,317	60,155	73,296
South Dakota	38,819	51,751	43,303	53,722	NA
Tennessee	37,951	50,775	41,080	55,353	60,214
Texas	42,418	NA	45,533	NA	60,183
Utah	40,569	61,743	44,384	71,882	75,801
Vermont	39,567	56,471	44,439	69,410	75,124
Virginia	41,077	NA	43,802	NA	NA
Washington	47,416	56,921	56,035	82,333	91,603
West Virginia	35,767	56,840	38,590	59,694	63,541
Wisconsin	38,538	NA	NA	NA	70,949
Wyoming	45,814	54,266	50,206	65,510	72,466
US	40,154	58,574	43,823	68,789	74,582

Table 3: Starting Teacher Salary								
<i>State</i>	<i>Starting Salary</i>	<i>Rank</i>	<i>\$40K Districts</i>	<i>District Percent</i>	<i>\$40K Teachers</i>	<i>Teacher Percent</i>	<i>Starting Salary 2017-2018</i>	<i>Salary Change</i>
Alabama	39,479	24	13	9.5%	6,355	14.9%	38,491	2.6%
Alaska	48,047	5	48	100.0%	7,745	100.0%	46,954	2.3%
Arizona	36,400	40	38	20.3%	18,531	39.3%	34,473	5.6%
Arkansas	34,724	47	22	9.4%	9,633	27.8%	34,323	1.2%
California	48,207	4	758	92.2%	252,463	98.2%	46,992	2.6%
Colorado	34,229	49	19	11.7%	23,552	49.9%	33,483	2.2%
Connecticut	46,407	9	165	98.2%	39,811	99.7%	45,922	1.1%
Delaware	42,412	15	18	94.7%	7,650	92.3%	41,639	1.9%
Dist. of Columbia	56,313	1	1	100.0%	4,367	100.0%	55,209	2.0%
Federal	52,100	NA	15	100.0%	0	NA	50,468	3.2%
Florida	37,932	29	19	29.2%	108,400	59.0%	37,636	0.8%
Georgia	35,656	43	19	9.7%	56,184	49.5%	35,474	0.5%
Hawaii	48,428	3	1	100.0%	11,782	100.0%	46,790	3.5%
Idaho	36,370	41	5	4.8%	714	4.7%	34,801	4.5%
Illinois	39,817	20	363	42.2%	85,584	69.9%	39,236	1.5%
Indiana	36,498	38	39	12.9%	17,521	30.6%	35,943	1.5%
Iowa	37,406	31	62	18.8%	11,443	32.3%	37,048	1.0%
Kansas	36,781	36	51	18.0%	19,126	53.3%	35,769	2.8%
Kentucky	36,932	35	10	5.8%	10,638	25.3%	36,752	0.5%
Louisiana	40,400	18	32	57.1%	33,252	80.2%	40,303	0.2%
Maine	35,477	44	15	8.8%	1,647	12.4%	34,788	2.0%
Maryland	45,685	11	24	100.0%	59,662	100.0%	45,147	1.2%
Massachusetts	46,737	7	249	98.0%	56,806	99.5%	45,498	2.7%
Michigan	37,111	33	75	15.7%	14,246	22.7%	36,599	1.4%
Minnesota	39,554	23	118	37.7%	28,285	57.8%	38,529	2.7%
Mississippi	35,067	46	2	1.4%	895	2.8%	34,784	0.8%
Missouri	32,600	50	24	5.2%	12,158	19.5%	32,226	1.2%
Montana	32,132	51	5	2.1%	499	5.3%	31,418	2.3%
Nebraska	35,116	45	3	1.3%	6,674	32.7%	34,465	1.9%
Nevada	40,190	19	8	47.1%	18,098	80.1%	39,054	2.9%
New Hampshire	38,305	27	51	31.5%	4,235	29.9%	37,395	2.4%
New Jersey	52,854	2	431	100.0%	76,777	100.0%	51,443	2.7%
New Mexico	36,405	39	3	3.4%	497	2.4%	36,405	NA
New York	46,426	8	441	78.3%	152,395	89.7%	45,589	1.8%
North Carolina	37,739	30	8	7.0%	27,433	29.1%	37,631	0.3%
North Dakota	39,748	21	64	44.8%	4,990	65.8%	38,611	2.9%
Ohio	36,709	37	112	18.1%	34,555	37.9%	35,923	2.2%
Oklahoma	37,014	34	12	2.3%	6,316	15.7%	32,010	15.6%
Oregon	37,181	32	23	13.7%	9,696	33.2%	36,319	2.4%
Pennsylvania	45,404	12	442	87.0%	99,494	94.2%	44,647	1.7%
Rhode Island	43,092	13	27	90.0%	7,114	94.6%	41,869	2.9%
South Carolina	34,471	48	0	0.0%	0	0.0%	33,148	4.0%
South Dakota	38,819	25	42	32.3%	4,362	48.3%	38,098	1.9%
Tennessee	37,951	28	28	19.6%	24,998	39.3%	37,305	1.7%
Texas	42,418	14	312	61.5%	276,167	93.5%	41,481	2.3%
Utah	40,569	17	28	68.3%	20,068	81.5%	38,499	5.4%
Vermont	39,567	22	89	53.0%	4,189	58.7%	38,499	2.8%
Virginia	41,077	16	83	62.9%	72,858	85.8%	40,453	1.5%
Washington	47,416	6	254	100.0%	58,293	100.0%	42,240	12.3%
West Virginia	35,767	42	0	0.0%	0	0.0%	33,715	6.1%
Wisconsin	38,538	26	162	38.6%	29,138	50.0%	38,181	0.9%
Wyoming	45,814	10	48	100.0%	7,489	100.0%	45,241	1.3%
Total	40,154		4,881	41.2%	1,844,784	64.3%	39,254	2.3%

Table 4: Teacher Salary Benchmarks by US Census Region

<i>Region</i>	<i>School Districts</i>	<i>Reporting Districts</i>	<i>District Percent</i>	<i>Teacher FTEs</i>	<i>Reporting Teaches</i>	<i>Teacher Percent</i>		
Midwest	5,030	4,581	91.1%	646,183	611,716	94.7%		
Northeast	3,006	2,454	81.6%	580,523	491,347	84.6%		
South	3,131	2,600	83.0%	1,254,428	1,209,051	96.4%		
West	2,660	2,185	82.1%	572,300	558,102	97.5%		
US	13,827	11,820	85.5%	3,053,433	2,870,217	94.0%		
<i>Region</i>	<i>Average Starting Salary</i>	<i>Average Top Bachelor's</i>	<i>Average Starting Master's</i>	<i>Average Top Master's</i>	<i>Average Top Salary</i>			
Midwest	37,394	53,492	41,387	65,444	70,854			
Northeast	45,569	72,397	49,515	80,889	86,268			
South	38,182	52,950	41,033	58,085	62,157			
West	42,121	51,830	43,826	66,808	81,976			
US	40,154	58,574	43,823	68,789	74,582			
<i>Region</i>	<i>\$40K Districts</i>	<i>District Percent</i>	<i>\$40K Teachers</i>	<i>Teacher Percent</i>				
Midwest	1,115	24.3%	268,082	43.8%				
Northeast	1,910	77.8%	442,467	90.1%				
South	603	23.2%	704,807	58.3%				
West	1,238	56.7%	429,428	76.9%				
US	4,866	41.2%	1,844,784	64.3%				
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

<i>Starting Salary</i>					
<i>At Least</i>	<i>Less Than</i>	<i>Districts</i>		<i>Teachers</i>	
0	30,000	222	1.9%	8,504	0.3%
30,000	32,500	639	5.4%	34,419	1.2%
32,500	35,000	1,523	12.9%	149,699	5.2%
35,000	37,500	2,641	22.3%	357,237	12.4%
37,500	40,000	1,929	16.3%	475,574	16.6%
40,000	45,000	2,314	19.6%	757,913	26.4%
45,000	50,000	1,330	11.2%	490,597	17.1%
50,000	100,000	1,237	10.5%	596,274	20.8%
<i>Starting Master's</i>					
<i>At Least</i>	<i>Less Than</i>	<i>Districts</i>		<i>Teachers</i>	
0	30,000	53	0.6%	1,336	0.1%
30,000	32,500	182	2.1%	5,352	0.3%
32,500	35,000	383	4.4%	16,525	0.8%
35,000	37,500	824	9.4%	70,528	3.5%
37,500	40,000	1,729	19.6%	208,738	10.3%
40,000	45,000	2,451	27.8%	534,542	26.5%
45,000	50,000	1,457	16.6%	484,987	24.0%
50,000	100,000	1,722	19.6%	697,701	34.5%
<i>Top Salary</i>					
<i>At Least</i>	<i>Less Than</i>	<i>Districts</i>		<i>Teachers</i>	
0	50,000	529	4.9%	37,232	1.4%
50,000	55,000	929	8.7%	79,353	3.1%
55,000	60,000	994	9.3%	126,209	4.9%
60,000	65,000	1,196	11.2%	232,425	9.0%
65,000	70,000	1,413	13.2%	331,773	12.9%
70,000	75,000	1,193	11.2%	281,666	10.9%
75,000	80,000	884	8.3%	194,008	7.5%
80,000	100,000	2,529	23.6%	806,481	31.3%
100,000	200,000	1,031	9.6%	487,447	18.9%

Table 6: Starting and Top Teacher Salary by District Enrollment

<i>Students:</i>					
<i>At Least</i>	<i>Less Than</i>	<i>Districts</i>		<i>Starting Salary</i>	<i>Top Salary</i>
0	250	1,386	12.0%	37,393	65,296
250	500	1,522	13.2%	38,027	65,711
500	1,000	2,075	18.0%	38,662	70,275
1,000	2,000	2,251	19.5%	39,819	74,829
2,000	4,000	1,952	16.9%	41,745	80,708
4,000	8,000	1,210	10.5%	43,098	86,024
8,000	30,000	904	7.8%	44,123	85,736
30,000	1,000,000	218	1.9%	45,232	82,146

Table 7: Starting and Top Teacher Salary by District Typology

<i>District Typology:</i>	<i>Districts</i>		<i>Starting Salary</i>	<i>Top Salary</i>
City: Large	179	1.5%	46,323	88,460
City: Mid-size	178	1.5%	44,544	86,789
City: Small	386	3.3%	42,726	83,243
Suburb: Large	2,293	19.4%	46,017	93,433
Suburb: Mid-size	304	2.6%	42,994	81,894
Suburb: Small	248	2.1%	41,751	79,430
Town: Fringe	477	4.0%	41,227	77,946
Town: Distant	1,091	9.2%	38,734	70,949
Town: Remote	718	6.1%	37,659	67,112
Rural: Fringe	1,542	13.1%	40,258	74,709
Rural: Distant	2,577	21.8%	37,013	65,040
Rural: Remote	1,803	15.3%	36,239	61,112
Military Base	15	0.1%	52,100	125,127

Table 8: Starting and Top Teacher Salary by State Labor Law

<i>State Bargaining Law</i>	<i>Districts</i>		<i>Starting Salary</i>	<i>Top Salary</i>
Right-to-work (RTW) - Pre-Janus	5,742	48.5%	37,340	63,243
Non RTW	6,093	51.5%	42,805	83,344
Collective Bargaining (CB) Law	9,422	79.6%	40,677	76,967
No CB Law	2,413	20.4%	38,111	63,848
RTW-No CB Law	2,250	19.0%	38,392	63,920
Non RTW-CB Law	5,930	50.1%	43,041	83,880

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

<i>Year</i>	<i>Average Starting Salary</i>	<i>Salary Change</i>	<i>Inflation Rate</i>	<i>Real Salary Change</i>
2008-2009	34,501			
2009-2010	34,629	0.4%	1.5%	-1.1%
2010-2011	35,355	2.1%	3.0%	-0.9%
2011-2012	35,868	1.5%	1.7%	-0.3%
2012-2013	36,088	0.6%	1.5%	-0.9%
2013-2014	36,500	1.1%	0.8%	0.4%
2014-2015	37,093	1.6%	0.7%	0.9%
2015-2016	37,643	1.5%	2.1%	-0.6%
2016-2017	38,701	2.8%	2.1%	0.7%
2017-2018	39,254	1.4%	1.9%	-0.5%
2018-2019	40,154	2.3%	2.3%	0.0%
Average Annual Change		1.5%	1.8%	
Change Over Ten Years		16.4%	19.0%	-2.6%
CPI-U is the consumer price index for urban consumers, U.S. city average, all items. The inflation rate is the December-to-December change in the CPI-U.				

Technical Notes

2018-2019

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 are pulled from the teacher salary schedule, or guide. Where no comprehensive salary schedule is in place, the available data, including advanced degree stipends, are extracted from the school district compensation plan, or 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 on the bachelor's lane, or column, on the salary schedule, excluding off-schedule longevity payments; 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 on the master's lane, excluding off-schedule longevity payments; and, Top Salary - The highest earning experience step and lane on the salary schedule, excluding off-schedule longevity payments.

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

Salary data for New Mexico for the 2017-2018 school year were not available. The change in starting salary for New Mexico is reported as "NA."

District enrollment, teacher FTE and school district typology data were downloaded from the National Center for Education Statistics (NCES) for 2016-2017.

Primary Data Sources	
<i>State</i>	<i>Data Source</i>
Alabama	State education department and online school district search
Alaska	NEA state affiliate
Arizona	NEA state affiliate
Arkansas	State education department
California	State education department
Colorado	NEA state affiliate and online school distract search
Connecticut	NEA state affiliate
Delaware	NEA state affiliate
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	State education department
New York	NEA state affiliate
North Carolina	State education department
North Dakota	NEA state affiliate
Ohio	NEA state affiliate and Ohio State Employment Relations Board
Oklahoma	State education department
Oregon	NEA state affiliate
Pennsylvania	NEA state affiliate
Rhode Island	NEA state affiliate
South Carolina	State education department
South Dakota	State education department
Tennessee	NEA state affiliate
Texas	Online school district search
Utah	NEA state affiliate
Vermont	NEA state affiliate
Virginia	State education department
Washington	NEA state affiliate
West Virginia	State education department
Wisconsin	State education department
Wyoming	NEA state affiliate