

NEA 2019-2020 Teacher Salary Benchmark Report

Collective Bargaining and Member Advocacy Department (April 26, 2021)

The average starting teacher salary for 2019-2020 was \$41,163, an increase of 2.5% over 2018-2019. When adjusted for inflation, this marks the largest annual increase in starting pay since before the Great Recession. It was just the fourth time in 11 years where the growth in the average starting teacher salary kept up with inflation and was the only year where salary increases outpaced inflation by a percentage point or more.

While some states have long surpassed the \$40k threshold (507 of 590 reporting school districts in New Jersey pay teachers a minimum salary of at least \$50,000), a \$40,000 starting teacher salary is a goal that remains relevant in many parts of the country. In 2019-2020, 846 school districts hit this threshold. However, more than 6,100 school districts that employ 800,000 teachers still do not offer a starting salary of at least \$40,000.

The average top salary for teachers is \$75,913. Though a maximum salary of at least \$100,000 is available in nearly 1,200 school districts, nearly 2,100 districts still offer a top salary that is less than \$60,000, even for teachers with doctorates.

Other Findings:

- Starting salaries range from \$18,500 in a few rural Pennsylvania school districts to over \$70,000 in a handful of wealthy, high cost of living school districts in California; one pays beginning teachers \$80,000.
- At \$53,177, New Jersey maintains the highest average starting teacher salary among the 50 states.
- More than 6,100 school districts (48%) still do not offer a starting salary of at least \$40,000.
- In the Northeast, 82% of districts report a starting teacher salary of at least \$40,000, compared to only 31% of reporting districts in the Midwest and 35% in the South.
- More than 300 school districts in the South increased starting teacher pay to at least \$40,000.
- Only 13% of districts pay a starting salary of at least \$50,000.
- At 2.5%, the average increase in starting teacher salaries outpaced inflation by 1.1 percentage points.
- After adjusting for inflation, real starting teacher salaries in the US have fallen 1.1% since the 2008-2009 school year. However, growth in starting salaries has exceeded inflation by 2.3 percentage points since 2013-2014.
- At \$45,029, the average beginning salary for a teacher with a master's degree is \$3,866 (9.4%) above the starting salary for a teacher with a bachelor's degree.
- On average, the top of the teacher pay scale is \$75,913; 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.
- Teacher pay tops out at \$100,000 in 10.7% of US school districts, while 20% of districts pay a top salary that is below \$60,000.
- The starting salary of teachers in states with a bargaining law is \$1,872 more than in states without a bargaining law. Top pay is \$12,393 higher in states with a bargaining law.

State Notes:

Kansas: Driven by bargaining at the local level and advocacy at the state level, Kansas NEA's initiative to get a \$40,000 starting salary for teachers in every school district in the state has had a demonstrable impact on teacher pay. In 2019-2020, 86 school districts reported a starting salary of at least \$40,000, up from 51 districts in 2018-2019 and 18 districts in 2017-2018.

Alabama: A record education budget included a 4% pay increase for teachers and other school employees that pushed the starting salary for teachers above \$40,000.

North Carolina: After four years without an increase to starting salary on the state teacher salary schedule and little additional local support, North Carolina has dropped from 24th to 43rd in the nation in beginning teacher pay.

Virginia: Virginia ranks 17th in the nation in starting salary but falls to 26th in average teacher salary. This disparity is created by a combination of salary schedules that on average require 32 years of experience to reach the top and schedules that, when compared to other states, provide for less overall salary growth relative to the minimum salary. For instance, in Virginia the average difference in pay between a beginning teacher with a bachelor's degree and one with master's degree is about \$2,700 or 6.5%. The average top salary for teachers is 72% higher than the average beginning salary. For the rest of the country, a master's degree typically results in a \$3,900 (9.6%) pay increase and top salaries are 85% higher than starting salaries.

Utah: In some states, school districts are permitted but not required to bargain. Utah is the only permissive bargaining state where school districts universally meet and negotiate with local education associations. Utah ranks 16th in the US in starting teacher salary, climbing in the ranks from 33rd in 2016-2017. The Utah Education Association has credited recent increases in the pay for all teachers to collaborative local negotiations and success with the legislature.

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: Starting and Top Teacher Salary by State Labor Law

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

Table 1: Teacher Salary Benchmark Reporting School Districts

State	School Districts	Reporting Districts	District Percent	Teachers	Reporting Teachers	Teacher Percent
Alabama	137	135	98.5%	42,094	41,832	99.4%
Alaska	54	52	96.3%	7,653	7,621	99.6%
Arizona	227	106	46.7%	48,496	30,841	63.6%
Arkansas	234	233	99.6%	36,483	36,371	99.7%
California	992	752	75.8%	241,975	230,461	95.2%
Colorado	178	169	94.9%	51,780	51,630	99.7%
Connecticut	169	169	100.0%	39,543	39,543	100.0%
Dist. of Columbia	1	1	100.0%	4,049	4,049	100.0%
Delaware	19	19	100.0%	8,592	8,592	100.0%
Federal	15	15	100.0%	0	0	NA
Florida	67	64	95.5%	162,333	161,684	99.6%
Georgia	196	196	100.0%	115,442	115,442	100.0%
Hawaii	1	1	100.0%	12,132	12,132	100.0%
Idaho	114	107	93.9%	15,722	15,522	98.7%
Illinois	932	870	93.3%	131,764	127,352	96.7%
Indiana	305	304	99.7%	58,523	58,219	99.5%
Iowa	334	327	97.9%	35,805	35,318	98.6%
Kansas	286	286	100.0%	36,508	36,508	100.0%
Kentucky	173	172	99.4%	41,827	41,810	100.0%
Louisiana	69	56	81.2%	34,968	32,789	93.8%
Maine	202	175	86.6%	14,733	13,822	93.8%
Maryland	24	24	100.0%	60,655	60,655	100.0%
Massachusetts	323	231	71.5%	69,918	55,364	79.2%
Michigan	595	511	85.9%	77,327	69,379	89.7%
Minnesota	348	281	80.7%	53,196	46,580	87.6%
Mississippi	145	145	100.0%	34,304	34,304	100.0%
Missouri	520	505	97.1%	66,246	65,823	99.4%
Montana	406	257	63.3%	10,455	9,372	89.6%
Nebraska	261	230	88.1%	23,740	22,303	93.9%
Nevada	17	17	100.0%	21,443	21,443	100.0%
New Hampshire	175	164	93.7%	14,290	14,048	98.3%
New Jersey	592	590	99.7%	114,195	114,067	99.9%
New Mexico	89	44	49.4%	20,110	18,494	92.0%
New York	725	562	77.5%	196,470	164,205	83.6%
North Carolina	115	115	100.0%	93,462	93,462	100.0%
North Dakota	218	197	90.4%	9,594	9,521	99.2%
Ohio	659	632	95.9%	94,284	91,668	97.2%
Oklahoma	516	509	98.6%	40,866	40,797	99.8%
Oregon	198	165	83.3%	29,717	29,371	98.8%
Pennsylvania	602	495	82.2%	114,626	103,255	90.1%
Rhode Island	36	31	86.1%	9,866	9,007	91.3%
South Carolina	81	81	100.0%	50,756	50,756	100.0%
South Dakota	154	125	81.2%	9,863	9,017	91.4%
Tennessee	144	144	100.0%	63,979	63,979	100.0%
Texas	1,023	515	50.3%	340,738	301,609	88.5%
Utah	41	41	100.0%	25,722	25,722	100.0%
Vermont	145	144	99.3%	7,859	7,843	99.8%
Virginia	132	132	100.0%	86,913	86,913	100.0%
Washington	295	242	82.0%	61,599	59,864	97.2%
West Virginia	55	55	100.0%	18,912	18,912	100.0%
Wisconsin	419	419	100.0%	58,811	58,811	100.0%
Wyoming	48	48	100.0%	7,228	7,228	100.0%
Total	13,806	11,860	85.9%	3,027,564	2,865,307	94.6%

Table 2 Teacher Salary Benchmark Averages

State	Starting Salary	Top Bachelor's	Starting Master's	Top Master's	Top Salary
Alabama	41,028	52,609	47,146	60,245	69,292
Alaska	48,469	83,395	54,077	86,861	87,159
Arizona	39,057	48,114	41,521	56,943	63,549
Arkansas	35,201	48,090	39,313	47,765	53,780
California	49,303	NA	NA	NA	98,616
Colorado	35,292	45,028	38,793	56,639	64,963
Connecticut	46,905	NA	50,824	88,655	94,294
Delaware	43,092	61,121	48,951	76,655	87,117
Dist. of Columbia	56,313	89,214	60,057	110,179	116,408
Federal	53,018	102,660	60,515	110,566	127,424
Florida	38,724	60,401	42,437	61,273	61,873
Georgia	38,509	56,566	43,711	64,507	79,930
Hawaii	48,428	68,988	52,302	74,508	88,839
Idaho	38,015	52,408	39,994	56,456	58,177
Illinois	40,484	59,855	44,619	74,801	82,875
Indiana	37,573	NA	NA	NA	69,516
Iowa	37,908	NA	NA	NA	71,382
Kansas	38,314	NA	NA	NA	59,840
Kentucky	37,238	53,054	41,055	57,917	62,706
Louisiana	41,747	54,310	42,382	55,508	57,620
Maine	36,380	60,759	39,065	64,513	66,709
Maryland	47,959	64,158	51,058	86,365	93,262
Massachusetts	47,396	75,774	51,380	83,828	93,262
Michigan	37,549	68,753	43,115	69,330	82,628
Minnesota	40,310	54,902	45,432	66,712	72,114
Mississippi	36,543	55,245	38,967	63,131	NA
Missouri	32,970	41,998	35,876	51,718	56,275
Montana	32,871	43,618	37,092	60,782	65,272
Nebraska	35,820	44,152	42,511	60,817	68,395
Nevada	40,732	53,917	47,015	69,051	77,699
New Hampshire	38,990	58,166	42,594	65,721	69,716
New Jersey	53,177	84,318	56,943	89,096	93,035
New Mexico	41,214	55,300	41,838	65,103	67,519
New York	47,181	76,861	51,754	88,407	94,541
North Carolina	37,049	55,044	40,754	60,549	63,227
North Dakota	40,106	57,590	43,960	NA	61,316
Ohio	37,569	65,098	41,600	75,941	80,616
Oklahoma	37,992	52,577	39,427	54,656	57,013
Oregon	38,280	54,401	42,569	67,039	72,261
Pennsylvania	46,232	72,049	49,863	79,193	84,636
Rhode Island	43,569	82,397	46,512	85,477	87,637
South Carolina	37,550	55,437	42,851	62,748	76,452
South Dakota	39,636	52,856	43,904	54,633	NA
Tennessee	38,809	52,271	41,991	56,497	64,681
Texas	44,582	62,441	47,491	64,924	63,784
Utah	43,026	65,021	46,927	75,251	79,524
Vermont	40,241	54,771	45,025	69,475	75,804
Virginia	42,069	66,791	44,792	70,260	72,486
Washington	49,113	59,120	57,938	85,352	95,006
West Virginia	37,978	59,064	40,804	61,927	65,769
Wisconsin	38,678	NA	NA	NA	72,457
Wyoming	46,558	55,156	50,984	66,597	73,451
US	41,163	60,293	45,029	69,798	75,913

Table 3: Starting Teacher Salary

State	Starting Salary	Rank	\$40K Districts	District Percent	\$40K Teachers	Teacher Percent	Starting Salary 2018-2019	Salary Change
Alabama	41,028	20	134	99.3%	41,511	99.2%	39,479	3.9%
Alaska	48,469	5	52	100.0%	7,621	100.0%	48,047	0.9%
Arizona	39,057	27	42	39.6%	21,099	68.4%	36,400	7.3%
Arkansas	35,201	49	26	11.2%	11,299	31.1%	34,724	1.4%
California	49,303	3	705	93.8%	227,203	98.6%	48,207	2.3%
Colorado	35,292	48	25	14.8%	28,676	55.5%	34,229	3.1%
Connecticut	46,905	10	167	98.8%	39,418	99.7%	46,407	1.1%
Delaware	43,092	15	19	100.0%	8,592	100.0%	42,388	1.7%
Dist. of Columbia	56,313	1	1	100.0%	4,049	100.0%	56,313	0.0%
Federal	53,018	NA	15	100.0%	0	NA	52,111	1.7%
Florida	38,724	30	27	42.2%	116,420	72.0%	37,932	2.1%
Georgia	38,509	32	39	19.9%	76,891	66.6%	35,656	8.0%
Hawaii	48,428	6	1	100.0%	12,132	100.0%	48,428	0.0%
Idaho	38,015	35	6	5.6%	2,192	14.1%	36,286	4.8%
Illinois	40,484	22	406	46.7%	95,503	75.0%	39,817	1.7%
Indiana	37,573	38	69	22.7%	26,951	46.3%	36,511	2.9%
Iowa	37,908	37	77	23.5%	11,129	31.5%	37,406	1.3%
Kansas	38,314	33	86	30.1%	24,423	66.9%	36,781	4.2%
Kentucky	37,238	42	15	8.7%	12,977	31.0%	36,932	0.8%
Louisiana	41,747	18	38	67.9%	28,640	87.3%	40,400	3.3%
Maine	36,380	45	26	14.9%	2,300	16.6%	35,477	2.5%
Maryland	47,959	7	24	100.0%	60,655	100.0%	45,685	5.0%
Massachusetts	47,396	8	226	97.8%	55,095	99.5%	46,469	2.0%
Michigan	37,549	41	112	21.9%	23,496	33.9%	37,111	1.2%
Minnesota	40,310	23	169	60.1%	35,256	75.7%	39,562	1.9%
Mississippi	36,543	44	4	2.8%	1,321	3.8%	35,067	4.2%
Missouri	32,970	50	28	5.5%	13,110	19.9%	32,600	1.1%
Montana	32,871	51	13	5.1%	1,228	13.1%	32,132	2.3%
Nebraska	35,820	47	4	1.7%	8,244	37.0%	35,116	2.0%
Nevada	40,732	21	9	52.9%	16,932	79.0%	39,767	2.4%
New Hampshire	38,990	28	59	36.0%	5,453	38.8%	38,305	1.8%
New Jersey	53,177	2	590	100.0%	114,067	100.0%	52,854	0.6%
New Mexico	41,214	19	42	95.5%	18,259	98.7%	36,405	13.2%
New York	47,181	9	466	82.9%	149,595	91.1%	46,426	1.6%
North Carolina	37,049	43	5	4.3%	24,204	25.9%	36,980	0.2%
North Dakota	40,106	25	94	47.7%	6,422	67.5%	39,134	2.5%
Ohio	37,569	39	158	25.0%	42,674	46.6%	36,709	2.3%
Oklahoma	37,992	35	48	9.4%	17,019	41.7%	37,015	2.6%
Oregon	38,280	34	39	23.6%	16,021	54.5%	37,181	3.0%
Pennsylvania	46,232	12	444	89.7%	98,282	95.2%	45,404	1.8%
Rhode Island	43,569	14	30	96.8%	8,735	97.0%	43,172	0.9%
South Carolina	37,550	40	5	6.2%	4,689	9.2%	34,471	8.9%
South Dakota	39,636	26	54	43.2%	5,182	57.5%	38,819	2.1%
Tennessee	38,809	29	43	29.9%	34,774	54.4%	37,951	2.3%
Texas	44,582	13	375	72.8%	289,532	96.0%	42,418	5.1%
Utah	43,026	16	37	90.2%	25,489	99.1%	40,569	6.1%
Vermont	40,241	24	86	59.7%	5,522	70.4%	39,548	1.8%
Virginia	42,069	17	98	74.2%	78,926	90.8%	41,077	2.4%
Washington	49,113	4	242	100.0%	59,864	100.0%	47,416	3.6%
West Virginia	37,978	36	3	5.5%	1,550	8.2%	35,767	6.2%
Wisconsin	38,678	31	195	46.5%	31,528	53.6%	38,525	0.4%
Wyoming	46,558	11	48	100.0%	7,228	100.0%	45,814	1.6%
Total	41,163		5,726	48.3%	2,059,376	71.9%	40,142	2.5%

Table 4: Teacher Salary Benchmarks by US Census Region

Region	School Districts	Reporting Districts	District Percent	Teachers	Reporting Teachers	Teacher Percent
Midwest	5,031	4,687	93.2%	655,660	630,499	96.2%
Northeast	2,969	2,561	86.3%	581,500	521,153	89.6%
South	3,131	2,596	82.9%	1,236,371	1,193,955	96.6%
West	2,660	2,001	75.2%	554,033	519,701	93.8%
US	13,791	11,845	85.9%	3,027,564	2,865,307	94.6%

Region	Starting Salary	Top Bachelor's	Starting Master's	Top Master's	Top Salary
Midwest	38,021	55,549	42,211	67,832	71,954
Northeast	46,684	73,863	50,594	82,178	87,471
South	39,547	55,902	42,399	59,499	64,131
West	43,464	53,024	44,749	67,894	83,216
US	41,163	60,293	45,029	69,798	75,913

Region	\$40K Districts	District Percent	\$40K Teachers	Teacher Percent
Midwest	1,452	31.0%	323,917	51.4%
Northeast	2,094	81.8%	478,467	91.8%
South	904	34.8%	813,047	68.1%
West	1,261	63.0%	443,945	85.4%
US	5,711	48.2%	2,059,376	71.9%

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	188	1.6%	12,355	0.4%
30,000	32,500	437	3.7%	17,854	0.6%
32,500	35,000	1,026	8.7%	77,264	2.7%
35,000	37,500	2,299	19.4%	277,830	9.7%
37,500	40,000	2,184	18.4%	420,629	14.7%
40,000	45,000	2,729	23.0%	788,891	27.5%
45,000	50,000	1,428	12.0%	537,723	18.8%
50,000		1,569	13.2%	732,762	25.6%

Starting Master's

At Least	Less Than	Districts		Teachers	
	30,000	37	0.4%	609	0.0%
30,000	32,500	124	1.4%	3,009	0.1%
32,500	35,000	346	3.9%	13,420	0.6%
35,000	37,500	545	6.1%	35,562	1.7%
37,500	40,000	1,444	16.3%	143,005	6.8%
40,000	45,000	2,674	30.1%	539,790	25.7%
45,000	50,000	1,625	18.3%	486,895	23.2%
50,000		2,080	23.4%	875,378	41.7%

Top Salary

At Least	Less Than	Districts		Teachers	
	50,000	491	4.5%	30,600	1.1%
50,000	55,000	681	6.2%	54,273	2.0%
55,000	60,000	1,011	9.3%	92,983	3.5%
60,000	65,000	1,299	11.9%	217,059	8.1%
65,000	70,000	1,358	12.4%	329,300	12.2%
70,000	75,000	1,110	10.2%	297,634	11.1%
75,000	80,000	1,054	9.6%	215,788	8.0%
80,000	100,000	2,753	25.2%	871,754	32.4%
100,000		1,172	10.7%	579,629	21.6%

Table 6: Starting and Top Teacher Salary by District Enrollment

Students:

At Least	Less Than	Districts		Starting Salary	Top Salary
	250	1,462	12.6%	38,440	66,572
250	500	1,499	13.0%	38,917	66,940
500	1,000	2,082	18.0%	39,512	71,501
1,000	2,000	2,306	19.9%	40,940	76,682
2,000	4,000	1,908	16.5%	42,751	82,288
4,000	8,000	1,192	10.3%	44,243	86,308
8,000	30,000	905	7.8%	45,414	87,083
30,000		217	1.9%	46,534	84,778

Table 7: Starting and Top Teacher Salary by District Typology

District Typology:	Districts		Starting Salary	Top Salary
City: Large	169	1.4%	47,479	88,424
City: Mid-size	176	1.5%	45,473	89,604
City: Small	391	3.3%	44,099	84,946
Suburb: Large	2,354	19.9%	47,012	94,641
Suburb: Mid-size	299	2.5%	44,143	83,331
Suburb: Small	243	2.1%	42,602	80,792
Town: Fringe	484	4.1%	42,273	79,251
Town: Distant	1,083	9.2%	39,689	72,316
Town: Remote	702	5.9%	38,775	68,497
Rural: Fringe	1,553	13.1%	41,368	75,915
Rural: Distant	2,575	21.8%	37,807	66,011
Rural: Remote	1,767	15.0%	37,069	61,597
Military Base	15	0.1%	53,018	127,424

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

State Bargaining Law	Districts		Starting Salary	Top Salary
Right-to-work (RTW) - Pre-Janus	5,775	48.7%	38,347	64,590
Non-RTW	6,085	51.3%	43,836	85,082
Collective Bargaining Law	9,517	80.2%	41,533	78,303
No CB Law	2,343	19.8%	39,661	65,910
RTW-No CB Law	2,174	18.3%	40,001	65,992
Non-RTW-CB Law	5,916	49.9%	44,080	85,658

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

School Year	Average Starting Salary	Salary Change	Inflation Rate	Real Salary Growth
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	40,142	2.3%	2.3%	0.0%
2019-2020	41,163	2.5%	1.4%	1.2%
Average Annual Change		1.6%	1.7%	
Change since 2008-2009		19.3%	20.6%	-1.1%

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

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.

District enrollment, teacher FTE and school district typology data were downloaded from the National Center for Education Statistics (NCES) for 2018-2019.

Primary Data Sources	
<i>State</i>	<i>Data Source</i>
Alabama	State education department and online school district search
Alaska	NEA state affiliate
Arizona	Online school district search
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	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 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 and state education department
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