



NEA 2021-2022 Teacher Salary Benchmark Report

Collective Bargaining and Member Advocacy Department (May 2023)

Data collected from 12,000 school districts from across the country show for the 2021-2022 school year an average starting teacher salary of \$42,844 and an average top teacher salary of \$77,926. District level starting salaries increased by an average of 2.5% over 2020-2021, while top salaries rose by 1.8%.

The 2.5% increase in starting salary was the third largest increase over the thirteen years that NEA has been tracking increases in starting teacher pay. However, the high inflation that came with the reopening of the economy following the pandemic resulted in the largest real dollar decrease in starting salary since NEA began collecting teacher salary benchmark data.

Other Findings:

- Nine hundred school districts saw starting teacher salaries reach or surpass \$40,000 during the 2021-2022 school year, decreasing the portion of districts that are sub-\$40,000 by seven percentage points. 4,780 school districts (40%), employing a half million teachers still offer a starting salary below \$40,000.
- 17.7% of school districts pay beginning teachers a salary of at least \$50,000. These districts employ 943,000 teachers.
- At \$55,143, New Jersey maintains the highest average starting teacher salary among the fifty states. 95% of New Jersey school districts pay a starting salary of at least \$50,000.
- Missouri (\$34,052) and Montana (\$33,568) continue to pay the lowest average starting salaries in the nation.
- For 2021-2022, the average increase in starting teacher salaries trailed inflation by 6.6 percentage points.
- Real inflation adjusted starting salaries are now \$4,552 below 2008-2009 levels.
- At \$46,115, the average beginning salary for a teacher with a master's degree is \$3,272 (7.6%) 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 \$3,765 (8.9%).
- On average, the top of the teacher pay scale is \$77,926; 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 \$100,000 in 13.1% of US school districts, while 16.9% of districts pay a top salary that is below \$60,000.
- The starting salary of teachers in states with a bargaining law is \$2,107 more than in states without a bargaining law. Top pay is \$13,519 higher in states with a bargaining law.

Looking Ahead

Due to the scope and magnitude of the collection effort for this analysis, the reported data are necessarily lagged by one year; meaning salaries for 2021-2022 are reported in 2023. However, recently enacted legislation and anecdotal evidence suggest that 2022-2023 will in all likelihood produce historically large increases in teacher salaries.

For example, in 2022 Alabama's record Education Trust Fund budget provided for raises ranging from 4% at the beginning of the state minimum salary schedule up to 21% for the state's most experienced teachers.

Like Alabama, Hawaii also sought to retain experienced teachers by substantially increasing their pay. In consultation with the Hawaii State Teachers Association, the state developed a plan to address long-term inequities by paying salaries that are commensurate with a teacher's experience. The average salary increase was about \$6,000 for the 9,200 teachers, 72 percent of the teaching workforce, who were affected by the plan with the state's most experienced teachers seeing an \$18,000 raise.

In Mississippi, HB 530 authorized the largest pay raise in a generation for the state's public-school teachers. It provided teachers with an average salary increase of about \$5,100 - a jump of more than 10%. The bill also included a \$2,000 increase for teacher assistants.

New Mexico's SB 1 provided historic raises, increasing starting teacher salaries to \$50,000, while guaranteeing a 7% raise for all school employees.

In FY 2023, California's legislature added 6.7% on top of the statutory COLA of 6.6% for the Local Control Funding Formula. Even though this funding did not go directly to salaries, it enabled local associations to negotiate significant increases in educator pay. For instance, the Lake Elsinore Teachers Association bargained a salary increase of 13% on-schedule and the Perris Secondary Educators Association negotiated a 13.4% on-schedule salary increase and \$4,000 off-schedule.

In Washington, the legislature established a 5.5% increase earmarked but not required for salaries. The average salary increases in 2022-2023 surpassed 6.8% for teachers and other certificated educators and 6.6% for ESP. For example, the Seattle Education Association reached an agreement following a 6-day strike that included a 7% salary increase for the first year of the agreement followed by 4% for year two and 3% for year three. In addition to the raises, ESP receive a one-time \$1,500 bonus. Teachers in Riverview negotiated a CBA that awarded an average 10.3% increase on base pay for 2022-2023

In Indiana, the governor's teacher pay commission issued a report in 2020 that included a \$40,000 starting teacher salary goal. The 2021 state budget included a billion dollars additional funding to public schools to help reach the salary goal. According to the Indiana State Teachers Association, only three of the state's 306 school corporations had not yet reached a minimum starting salary of \$40,000 as of December 2022. In 2019, only 79 school corporations had a minimum starting salary of \$40,000.

Some state affiliates have made organizing and bargaining for improved educator salaries a statewide priority. In the five years since Kansas NEA launched its \$40K campaign, the number of schools districts statewide offering a starting teacher salary of at least \$40,000 increased from seven to 203. A targeted campaign involving bargaining trainings, resource development, member engagement, and staff support for our bargaining teams has produced an average starting salary among KNEA affiliates that is \$2,721 (7%) higher than the average base salary of unaffiliated districts.

Since 2008, NJEA has been pushing for a \$50,000 starting salary through its "\$50K Right Away!" program. By 2021-2022, 556 of New Jersey's 584 school districts had a \$50,000 starting salary. Building on the success of its \$50K campaign, NJEA has set its sights higher and is working with its locals to fight for "\$60K Professional Pay Means Teachers Stay." As of November 2022, 120 local affiliates have negotiated a starting teacher salary of at least \$60,000 in their current settlements.

Even in places where improving educator pay is not part of a formal statewide campaign, local affiliates are using collective bargaining to improve salaries. The Colorado Education Association reports that locals with CBAs negotiated an average COLA of 5.8% for licensed educators and ESP. The average COLA among locals that do not collectively bargain was 4.2% for licensed and 5.3% for ESP. As a specific example, the Alamosa Education Association negotiated a pay increase of 8% across the board for teachers and ESP, the most substantial raise in 20 years.

In Alaska, the Skagway Teachers Organization bargained for a 16% increase to the salary schedule for teachers over three years (8% for FY 2023, 4% for FY 2024, and 4% for FY 2025).

In St. Louis, most staff, including teachers, saw 8% raises starting in July 2022, the largest single-year increase on record. Raises for nurses were even larger. In exchange for increasing the workday to 8.5 hours from 7.5 hours and the work year to 11 months from 10 months, nurses received a 38% salary increase and an additional \$10,000 bonus.

In Milwaukee, the district agreed to the Association's salary demands resulting in an approximate 7% base building increase for Milwaukee Teachers' Education Association members for 2022-2023, representing the most significant salary win post-Act 10.

Right and Wrong

This report and other [NEA salary reports](#) provide ample evidence that educators are grossly underpaid. Moreover, the Economic Policy Institute finds that the [teacher pay penalty](#) has reached a record high. Competitive pay is one of the common-sense solutions to addressing the [educator shortage crisis](#), and several states are finally starting to take action to improve teacher pay

States like Mississippi and New Mexico are increasing educator salaries the right way. Each of these states passed legislation that provides significant increases in not just starting teacher pay but awards experienced teachers as well. For instance, the New Mexico Public Education Department estimates that the statutory increases in minimum salary levels along with guaranteed raises for returning educators drove up the overall average teacher salary by 17% in 2022-2023.

Likewise, states like California and Washington significantly boosted education funding enabling local associations to negotiate large raises across the board for all teachers.

Unfortunately, politicians in some states continue to rely on gimmicks and smoke-and-mirrors tactics to allegedly fix the teacher pay problem, or instead of tackling the shortage of educators, they remain fixated on attacking unions and collective bargaining, public education, and educators.

In Arkansas, the education overhaul LEARNS Act promises to increase the starting salary for teachers to \$50,000 but blows up the state's minimum salary schedule and makes it difficult to provide equitable salaries to veteran teachers and for those with advanced degrees. The salary provision of the LEARNS Act is reminiscent of the recent plan in Florida that increases the starting salary for teachers but fails to help experienced teachers. So, while Florida has climbed in the state rankings in terms of starting pay, it remains near the bottom (48th among the 50 states and DC) when it comes to the overall average teacher salary. Policies that focus solely on starting pay to recruit new teachers ignore the financial needs of experienced teachers and fuel the teacher shortage by failing to tackle the retention issue.

The new Arkansas law also diverts money from public schools to support private and religious schools and it repeals the state's Fair Dismissal Act, which provided due process protections to teachers. Not satisfied with a recent law that stripped educators of their permissive bargaining rights, the legislature passed a bill prohibiting teachers from paying union dues through payroll deduction.

Florida, Kentucky, and Tennessee are using the same playbook as Arkansas to attempt to weaken educator unions by prohibiting the payroll deduction of union dues. In Indiana, the legislature wants to strip teachers' rights to discuss concerns over student learning with school administrators. If the Indiana bill passes, school administrators would no longer be required to discuss important topics such as class sizes, curriculum, and student discipline with teachers and their union.

While these punitive measures and other attacks on unions and collective bargaining that are currently making their way through state legislatures may have no immediate negative impact on educator pay, the significant and positive impact that unions and collective bargaining have on teacher pay is undeniable. As a rule, salaries are higher, and the pay gap is smaller in states where teachers have access to strong unions and robust bargaining laws.

It has become abundantly clear that decisions regarding educator pay and other education policies have reached a dichotomy where states are either taking bold action to address the educator shortage and implement policies that support our system of public education, or they are doubling down on inherently flawed, tired, and punitive measures that serve the narrow interests of an extreme few. For every state that is making wrong decisions there is one that is doing things the right way. For every Arkansas, there is a Maryland. Unlike Arkansas, Maryland, under the leadership of its new governor, is advancing a pro-public education agenda. Maryland's new state budget includes historic levels of funding for public education, allowing the state to continue and expand the implementation of its Blueprint for education.

New legislation allows the state of Maryland to address the shortage by raising salaries and address the crisis in the pipeline of highly qualified and diverse educators. Legislation was also passed to improve labor relations and streamline the public employee labor relations boards. The mishmash of three state labor relations laws were merged into a single, standardized, and modernized framework for public employee collective bargaining, and a new Public Employee Labor Relations Board was established from Maryland's disconnected system of three separate labor boards. Finally, union members in Maryland are now able to subtract their unions dues from their state income taxes.

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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%	42,247	42,247	100.0%
Alaska	53	45	84.9%	7,534	7,387	98.0%
Arizona	227	144	63.4%	49,527	47,866	96.6%
Arkansas	233	233	100.0%	36,760	36,760	100.0%
California	990	826	83.4%	241,948	234,091	96.8%
Colorado	179	174	97.2%	52,779	52,669	99.8%
Connecticut	169	167	98.8%	39,349	38,506	97.9%
Dist. of Columbia	1	1	100.0%	4,335	4,335	100.0%
Delaware	19	18	94.7%	8,778	8,607	98.1%
Federal	16	16	100.0%	0	0	NA
Florida	67	65	97.0%	158,830	158,674	99.9%
Georgia	196	196	100.0%	116,044	116,044	100.0%
Hawaii	1	1	100.0%	12,145	12,145	100.0%
Idaho	114	113	99.1%	16,253	16,252	100.0%
Illinois	920	849	92.3%	131,876	128,429	97.4%
Indiana	306	306	100.0%	63,009	63,009	100.0%
Iowa	327	327	100.0%	35,794	35,794	100.0%
Kansas	286	276	96.5%	37,805	37,518	99.2%
Kentucky	171	170	99.4%	42,458	42,274	99.6%
Louisiana	69	57	82.6%	34,161	32,333	94.6%
Maine	204	169	82.8%	14,944	13,905	93.0%
Maryland	24	24	100.0%	62,236	62,236	100.0%
Massachusetts	321	267	83.2%	70,976	62,471	88.0%
Michigan	594	512	86.2%	76,423	71,592	93.7%
Minnesota	349	283	81.1%	49,909	46,390	92.9%
Mississippi	140	139	99.3%	31,267	31,127	99.6%
Missouri	518	518	100.0%	66,100	66,100	100.0%
Montana	402	216	53.7%	10,892	8,985	82.5%
Nebraska	257	253	98.4%	23,822	23,756	99.7%
Nevada	17	17	100.0%	21,494	21,494	100.0%
New Hampshire	165	159	96.4%	14,372	13,999	97.4%
New Jersey	586	585	99.8%	113,411	113,407	100.0%
New Mexico	89	45	50.6%	20,414	18,834	92.3%
New York	723	515	71.2%	203,322	164,609	81.0%
North Carolina	115	115	100.0%	93,358	93,358	100.0%
North Dakota	212	172	81.1%	9,448	9,347	98.9%
Ohio	656	621	94.7%	94,640	90,991	96.1%
Oklahoma	509	508	99.8%	40,654	40,646	100.0%
Oregon	195	166	85.1%	30,233	30,023	99.3%
Pennsylvania	601	547	91.0%	114,874	112,552	98.0%
Rhode Island	36	30	83.3%	9,748	8,779	90.1%
South Carolina	77	77	100.0%	51,297	51,297	100.0%
South Dakota	153	128	83.7%	9,992	9,278	92.8%
Tennessee	143	142	99.3%	64,413	64,350	99.9%
Texas	1,020	654	64.1%	349,000	333,217	95.5%
Utah	41	41	100.0%	26,158	26,158	100.0%
Vermont	154	112	72.7%	7,832	6,615	84.5%
Virginia	132	131	99.2%	86,995	86,936	99.9%
Washington	295	237	80.3%	61,569	60,730	98.6%
West Virginia	55	55	100.0%	18,630	18,630	100.0%
Wisconsin	420	420	100.0%	59,310	59,310	100.0%
Wyoming	48	48	100.0%	7,445	7,445	100.0%
Total	13,733	12,028	87.6%	3,046,809	2,943,508	96.6%

Table 2 Teacher Salary Benchmark Averages

State	Starting Salary	Top Bachelor's	Starting Master's	Top Master's	Top Salary
Alabama	41,974	55,688	48,182	63,893	73,644
Alaska	50,203	86,223	56,058	89,415	90,234
Arizona	41,496	52,544	44,111	61,633	68,200
Arkansas	37,168	49,613	41,388	NA	55,409
California	51,600	NA	NA	NA	102,928
Colorado	37,124	47,516	40,796	58,936	67,101
Connecticut	48,007	77,378	52,048	NA	99,971
Delaware	44,037	62,415	50,064	78,651	89,506
Dist. of Columbia	56,313	89,294	60,067	110,179	116,408
Federal	54,903	106,351	62,670	114,516	131,981
Florida	45,171	62,841	47,496	65,748	68,442
Georgia	38,926	57,148	44,164	65,162	80,641
Hawaii	50,123	71,403	54,132	77,115	91,948
Idaho	40,394	53,272	42,465	58,548	60,315
Illinois	42,213	62,252	46,460	77,507	85,923
Indiana	40,959	NA	NA	NA	73,379
Iowa	39,208	NA	NA	NA	72,906
Kansas	40,130	45,165	43,200	55,691	62,307
Kentucky	38,010	54,162	41,842	59,180	64,055
Louisiana	43,270	56,104	44,180	57,102	59,427
Maine	39,101	64,262	41,824	68,202	70,534
Maryland	49,451	66,654	52,155	88,711	96,138
Massachusetts	49,503	78,336	53,353	86,735	96,714
Michigan	38,963	NA	NA	72,593	NA
Minnesota	42,293	57,274	47,721	70,076	75,644
Mississippi	37,729	56,279	40,080	64,128	71,064
Missouri	34,052	43,368	36,952	53,324	57,891
Montana	33,568	46,002	37,673	62,675	67,239
Nebraska	37,186	45,729	44,040	62,938	70,897
Nevada	42,552	55,928	49,058	72,798	81,697
New Hampshire	40,272	60,548	43,960	67,956	71,674
New Jersey	55,143	86,524	59,043	91,247	95,207
New Mexico	42,981	57,957	43,105	67,367	70,726
New York	47,981	78,713	52,678	90,232	96,322
North Carolina	37,676	55,973	41,448	61,572	64,260
North Dakota	41,587	62,166	45,291	NA	66,353
Ohio	39,094	68,098	43,317	79,502	84,434
Oklahoma	38,154	52,997	39,592	55,072	57,435
Oregon	40,374	57,106	44,933	70,699	76,624
Pennsylvania	47,827	74,435	51,789	81,675	87,224
Rhode Island	45,337	85,560	49,822	88,772	91,173
South Carolina	38,929	57,268	44,223	64,677	68,511
South Dakota	41,170	54,421	45,221	56,386	NA
Tennessee	40,280	53,700	43,857	58,727	66,808
Texas*	45,493	63,528	48,443	65,777	64,739
Utah	46,880	68,960	50,890	80,062	84,511
Vermont	41,587	59,019	46,522	71,867	78,247
Virginia	43,845	68,883	46,666	72,885	75,027
Washington	52,142	NA	NA	NA	NA
West Virginia	38,052	59,156	40,880	62,022	65,868
Wisconsin	39,955	NA	NA	NA	74,509
Wyoming	47,321	56,547	51,890	68,105	75,348
US	42,844	62,115	46,115	71,090	77,926

Note: For some states, the data sources do not make available salary amounts for each of the five reported benchmark data points. In a few states, payment for advanced degrees is not part of the salary structure. *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 2020-2021	Salary Change
Alabama	41,974	24	138	100.0%	42,247	100.0%	41,128	2.1%
Alaska	50,203	5	45	100.0%	7,387	100.0%	50,082	0.2%
Arizona	41,496	27	92	63.9%	41,529	86.8%	40,757	1.8%
Arkansas	37,168	48	36	15.5%	15,848	43.1%	35,804	3.8%
California	51,600	4	798	96.6%	232,389	99.3%	49,933	3.3%
Colorado	37,124	49	44	25.3%	39,634	75.3%	35,670	4.1%
Connecticut	48,007	9	167	100.0%	38,506	100.0%	47,477	1.1%
Delaware	44,037	17	18	100.0%	8,607	100.0%	43,531	1.2%
Dist. of Columbia	56,313	1	1	100.0%	4,335	100.0%	56,313	0.0%
Federal	54,903	NA	16	100.0%	0	NA	54,311	1.1%
Florida	45,171	16	63	96.9%	158,444	99.9%	44,040	2.6%
Georgia	38,926	41	51	26.0%	87,770	75.6%	38,692	0.6%
Hawaii	50,123	6	1	100.0%	12,145	100.0%	50,123	0.0%
Idaho	40,394	30	113	100.0%	16,252	100.0%	39,600	2.0%
Illinois	42,213	23	497	58.5%	106,960	83.3%	41,228	2.4%
Indiana	40,959	29	236	77.1%	55,261	87.7%	38,116	7.5%
Iowa	39,208	36	127	38.8%	14,917	41.7%	38,515	1.8%
Kansas	40,130	34	163	59.1%	31,551	84.1%	39,100	2.6%
Kentucky	38,010	44	32	18.8%	18,428	43.6%	37,373	1.7%
Louisiana	43,270	19	46	80.7%	30,673	94.9%	42,185	2.6%
Maine	39,101	37	58	34.3%	6,369	45.8%	37,548	4.1%
Maryland	49,451	8	24	100.0%	62,236	100.0%	48,510	1.9%
Massachusetts	49,503	7	263	98.5%	62,258	99.7%	48,426	2.2%
Michigan	38,963	39	195	38.1%	40,161	56.1%	37,931	2.7%
Minnesota	42,293	22	248	87.6%	43,984	94.8%	41,255	2.5%
Mississippi	37,729	45	13	9.4%	6,801	21.8%	36,659	2.9%
Missouri	34,052	50	43	8.3%	24,111	36.5%	33,234	2.5%
Montana	33,568	51	15	6.9%	2,502	27.8%	32,521	3.2%
Nebraska	37,186	47	14	5.5%	8,538	35.9%	36,543	1.8%
Nevada	42,552	21	12	70.6%	17,159	79.8%	41,591	2.3%
New Hampshire	40,272	33	77	48.4%	7,685	54.9%	39,737	1.3%
New Jersey	55,143	2	584	99.8%	113,325	99.9%	54,057	2.0%
New Mexico	42,981	20	45	100.0%	18,834	100.0%	41,828	2.8%
New York	47,981	10	455	88.3%	153,500	93.3%	47,412	1.2%
North Carolina	37,676	46	9	7.8%	32,338	34.6%	37,127	1.5%
North Dakota	41,587	26	115	66.9%	7,231	77.4%	40,908	1.7%
Ohio	39,094	38	241	38.8%	56,864	62.5%	38,225	2.3%
Oklahoma	38,154	42	59	11.6%	21,849	53.8%	38,074	0.2%
Oregon	40,374	31	87	52.4%	24,723	82.3%	39,338	2.6%
Pennsylvania	47,827	11	501	91.6%	108,497	96.4%	46,822	2.1%
Rhode Island	45,337	15	30	100.0%	8,779	100.0%	44,529	1.8%
South Carolina	38,929	40	26	33.8%	28,445	55.5%	37,780	3.0%
South Dakota	41,170	28	94	73.4%	8,420	90.8%	40,128	2.6%
Tennessee	40,280	32	73	51.4%	48,166	74.9%	39,030	3.2%
Texas	45,493	14	491	75.1%	320,885	96.3%	44,549	2.1%
Utah	46,880	13	41	100.0%	26,158	100.0%	44,349	5.7%
Vermont	41,587	25	94	83.9%	5,827	88.1%	40,832	1.8%
Virginia	43,845	18	114	87.0%	83,018	95.5%	42,270	3.7%
Washington	52,142	3	237	100.0%	60,730	100.0%	50,897	2.4%
West Virginia	38,052	43	5	9.1%	2,493	13.4%	37,987	0.2%
Wisconsin	39,955	35	254	60.5%	34,062	57.4%	38,961	2.6%
Wyoming	47,321	12	47	97.9%	7,348	98.7%	46,826	1.1%
Total	42,844		7,248	60.3%	2,416,177	82.1%	41,814	2.5%

*District Percent refers to the portion of reporting school districts that offer a starting teacher salary of at least \$40,000. Teacher Percent refers to the portion of all teachers who are employed in school districts that offer a starting teacher salary of at least \$40,000.

Table 4: Teacher Salary Benchmarks by US Census Region

Region	School Districts	Reporting Districts	District Percent	Teachers	Reporting Teachers	Teacher Percent
Midwest	4,998	4,665	93.3%	658,127	641,514	97.5%
Northeast	2,962	2,552	86.2%	589,324	534,978	90.8%
South	3,109	2,723	87.6%	1,241,463	1,223,070	98.5%
West	2,652	2,073	78.2%	558,393	544,080	97.4%
US	13,721	12,013	87.6%	3,047,306	2,943,643	96.6%

Region	Starting Salary	Top Bachelor's	Starting Master's	Top Master's	Top Salary
Midwest	39,596	56,447	43,737	69,205	74,876
Northeast	48,368	76,559	52,399	84,053	90,174
South	40,855	57,485	43,646	62,295	65,550
West	45,871	53,880	43,485	65,837	85,821
US	42,844	62,115	46,115	71,090	77,926

Region	\$40K Districts	District Percent	\$40K Teachers	Teacher Percent	\$50K Districts	District Percent	\$50K Teachers	Teacher Percent
Midwest	2,227	47.7%	432,059	67.3%	107	2.3%	48,222	7.5%
Northeast	2,230	87.4%	504,881	94.4%	1,104	43.3%	313,789	58.7%
South	1,199	44.0%	972,582	79.5%	228	8.4%	336,029	27.5%
West	1,577	76.1%	506,789	93.1%	679	32.8%	245,108	45.1%
US	7,233	60.2%	2,416,312	82.1%	2,118	17.6%	943,149	32.0%

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	
	35,000	949	7.9%	55,480	1.9%
35,000	37,500	1,730	14.4%	174,478	5.9%
37,500	40,000	2,101	17.5%	297,374	10.1%
40,000	42,500	2,260	18.8%	465,903	15.8%
42,500	45,000	1,205	10.0%	324,053	11.0%
45,000	50,000	1,651	13.7%	683,207	23.2%
50,000	55,000	1,237	10.3%	434,948	14.8%
55,000		896	7.4%	508,201	17.3%

Starting Master's

At Least	Less Than	Districts		Teachers	
	40,000	1,817	20.3%	109,818	4.9%
40,000	42,500	1,501	16.8%	239,349	10.6%
42,500	45,000	1,363	15.2%	262,911	11.6%
45,000	47,500	1,044	11.7%	263,120	11.6%
47,500	50,000	935	10.4%	300,357	13.3%
50,000	55,000	1,049	11.7%	513,356	22.7%
55,000	60,000	731	8.2%	298,941	13.2%
60,000		509	5.7%	271,463	12.0%

Top Salary

At Least	Less Than	Districts		Teachers	
	55,000	910	8.3%	52,164	1.9%
55,000	60,000	932	8.5%	90,394	3.3%
60,000	65,000	1,149	10.5%	188,640	6.9%
65,000	70,000	1,257	11.5%	277,216	10.2%
70,000	75,000	1,338	12.3%	342,858	12.6%
75,000	80,000	1,124	10.3%	249,926	9.2%
80,000	90,000	1,521	13.9%	484,916	17.8%
90,000	100,000	1,245	11.4%	424,464	15.6%
100,000		1,429	13.1%	607,343	22.3%

Table 6: Starting and Top Teacher Salary by District Enrollment

Students:

At Least	Less Than	Districts		Starting Salary	Top Salary
	250	1,546	13.1%	39,957	68,787
250	500	1,563	13.2%	40,534	69,482
500	1,000	2,147	18.2%	41,054	73,303
1,000	2,000	2,317	19.6%	42,605	78,605
2,000	4,000	1,928	16.3%	44,544	84,293
4,000	8,000	1,189	10.1%	46,161	88,721
8,000	30,000	919	7.8%	47,412	89,016
30,000		205	1.7%	49,127	86,643

Table 7: Starting and Top Teacher Salary by District Typology

District Typology:	Districts		Starting Salary	Top Salary
City: Large	193	1.6%	49,089	90,705
City: Mid-size	177	1.5%	47,786	91,506
City: Small	400	3.3%	45,956	86,989
Suburb: Large	2,380	19.8%	48,771	97,332
Suburb: Mid-size	317	2.6%	46,136	84,720
Suburb: Small	247	2.1%	44,614	83,747
Town: Fringe	499	4.1%	43,987	81,287
Town: Distant	1,091	9.1%	41,481	74,287
Town: Remote	707	5.9%	40,316	70,252
Rural: Fringe	1,619	13.5%	43,154	77,863
Rural: Distant	2,604	21.6%	39,337	67,554
Rural: Remote	1,779	14.8%	38,474	63,636
Military Base	16	0.1%	54,903	131,981

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

State Bargaining Law	Districts		Starting Salary	Top Salary
Collective Bargaining Law	9,516	79.1%	43,284	80,919
No Collective Bargaining Law	2,513	20.9%	41,177	67,400
Difference CB Law - No CB Law			2,107	13,519

State CB Status	Starting Salary 2021-2022	Starting Salary 2020-2021	Change in Starting Salary	Districts with Starting Salary Increase
Collective Bargaining	43,284	42,244	2.5%	81.2%
Permissive Bargaining*	40,819	39,749	2.7%	73.9%
Bargaining Prohibited	41,454	40,493	2.4%	68.1%
US	42,844	41,814	2.5%	79.0%

*For the purposes of this report, Tennessee, which is a collaborative conferencing state, is included among Permissive Bargaining states.

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

School Year	Average Starting Salary	Salary Change	Inflation Rate	Real Salary Growth	Salary if Matched Inflation	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	41,814	1.5%	5.4%	-3.9%	43,459	-1,645
2021-2022	42,844	2.5%	9.1%	-6.6%	47,396	-4,552
Average		1.7%	2.5%			-1,178
Change since 2008-2009		24.2%	37.4%	-9.6%		

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.

Table 10: States with Minimum Starting Teacher Salary Laws

<i>State</i>	<i>Operation</i>	<i>Statutory Minimum Salary 2021-2022</i>	<i>Statutory Minimum Salary 2022-2023</i>
Alabama	Minimum Salary Schedule	41,690	43,358
Arkansas	Minimum Salary Schedule	34,900	36,000
Delaware	Minimum Salary Schedule	30,166	30,769
Georgia	Minimum Salary Schedule	37,092	39,092
Hawaii	Minimum Salary Schedule	50,123	50,123
Idaho	Career Ladder Minimum*	40,369	40,742
Illinois	Minimum Salary Schedule	34,576	37,076
Iowa	Career Path Minimum*	33,500	33,500
Kentucky	Salary Schedule	29,804	29,804
Maine	Minimum Salary Schedule	37,500	40,000
Massachusetts	Minimum Salary Schedule	18,000	18,000
Mississippi	Salary Schedule	37,000	41,500
Missouri	Minimum Salary Schedule	25,000	25,000
New Jersey	Minimum Salary Schedule	18,500	18,500
New Mexico	3-Level Minimum Salary Schedule	41,000	50,000
North Carolina	Minimum Salary Schedule	35,460	37,000
Ohio	Minimum Salary Schedule	30,000	30,000
Oklahoma	Minimum Salary Schedule	36,601	36,601
Pennsylvania	Minimum Salary	18,500	18,500
South Carolina	Minimum Salary Schedule	36,000	40,000
Tennessee	Minimum Salary Schedule	38,000	40,000
Texas	Minimum Salary Schedule	33,660	33,660
Washington	Minimum Salary Schedule	43,086	45,455
West Virginia	Minimum Salary Schedule	36,815	39,055
*Career Ladder/Career Path as defined by the individual state.			

Note: The impact of minimum starting teacher salary laws varies. Some states, especially southern states, tie funding directly to minimum salaries and salary levels above those minimums are produced by typically small local supplements. In other states, especially collective bargaining states, local agreements typically produce salary levels well above what are often decades'-old statutory minimums. Salary minimums are shown for fully credentialed teachers with a bachelor's degree and zero years' experience.

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.

Average salaries reported in this document are unweighted district level averages.

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 (2020-2021) 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	NEA state affiliate
Arizona	Online school district search
Arkansas	State education department
California	State education department
Colorado	NEA state affiliate
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 state affiliate
Michigan	NEA state affiliate and online school district search
Minnesota	NEA state affiliate and online school district search
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