



NEA 2022-2023 Teacher Salary Benchmark Report

Collective Bargaining and Member Advocacy Department (April 2024)

Data collected from over 12,000 school districts from across the country show for the 2022-2023 school year an average starting teacher salary of \$44,530 and an average top teacher salary of \$81,026. District level starting salaries increased by an average of 3.9% over 2021-2022, while top salaries rose by 4.0%.

The 3.9% increase in starting salary represents the largest increase over the fourteen years that NEA has been tracking increases in starting teacher pay. It is also the first real dollar increase in starting salaries in three years.

Addressing the Pay Problem

Teacher salaries continue to lag behind the pay of other college educated professionals. In fact, the Economic Policy Institute's most recent [report](#) on teacher pay finds that:

"Teacher pay has suffered a sharp decline compared with the pay of other college-educated workers. On average, teachers made 26.4% less than other similarly educated professionals in 2022—the lowest level since 1960."

However, this latest analysis of teacher salary benchmarks along with the other [Educator Pay Data](#) reported by NEA show modest progress being made in addressing the chronic pay problem that has made it increasingly difficult to recruit and retain teachers and other educators. Notably, in 2022-2023:

- The increase in the average starting teacher salary was higher than it was in 2021-2022 in 44 of the 50 states and DC.
- Nearly a third of the states experienced an increase of 5% or more in the average starting teacher salary.
- Over 3,000 school districts increased the starting teacher salary by at least 5%.

This progress is the direct result of positive developments at the state level where legislatures and governors are finally beginning to earmark meaningful dollars for teacher pay. For example:

- New Mexico's SB 1 provided historic raises. It increased starting teacher salaries to \$50,000 and guaranteed a 7% raise for all school employees. As a result, starting teacher pay on average rose by nearly 18% in 2022-2023. The overall average teacher salary increased by more than 17%.
- 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%. On average, starting salaries rose by 12.2% in 2022-2023.
- In California and Washington, substantial increases in state funding to school districts paved the way for local unions to bargain significant pay increases for teachers and other educators. As a result, in 2022-2023, starting salaries rose by 6.5% in California and 6.7% in Washington. A 6.5% average increase in the salaries of veteran teachers in California pushed the top of the salary schedule to almost \$110,000 on average.

However, as noted in last year's report, some states are taking the wrong approach to addressing educator pay. For example, last year we noted that legislation passed in Arkansas promised to increase the starting salary for teachers to \$50,000 but would blow up the state's minimum salary schedule,

making it difficult to provide equitable salaries to veteran teachers. Sure enough, data collected for next year's report show that for one-third of the school districts in Arkansas, teachers with decades of experience in the classroom are now paid the same as those who are novices to the profession. On average, the top of the salary schedule for the highest degree is only \$6,000 more than what teachers with a bachelor's degree and zero experience are paid.

To add insult to injury, the same law that showed utter contempt for the state's most experienced teachers also diverts money from public schools to support private and religious schools and repealed the state's Fair Dismissal Act, which provided due process protections to teachers. Moreover, two years after stripping teachers and other public employees of their collective bargaining rights, the legislature passed a bill prohibiting teachers from paying union dues through payroll deduction.

Disrespecting veteran educators, attacking unions and collective bargaining, and dismantling public education are not policies that serve the public good. Instead, good policies support a system of public education and invest in all educators.

Other Findings:

- Thirteen hundred school districts saw starting teacher salaries reach or surpass \$40,000 during the 2022-2023 school year, decreasing the portion of districts that are sub-\$40,000 by eleven percentage points. 3,500 school districts (28.6%), employing nearly 300,000 teachers still offer a starting salary below \$40,000.
- 23.2% of school districts pay beginning teachers a salary of at least \$50,000. These districts employ nearly 1.3 million (42%) teachers.
- Nearly 500 school districts pay beginning teachers a starting salary of at least \$60,000.
- At \$56,434, New Jersey maintains the highest average starting teacher salary among the fifty states. 16% of New Jersey school districts pay a starting salary of at least \$60,000.
- Missouri (\$36,829) and Montana (\$34,476) continue to pay the lowest average starting salaries in the nation.
- For 2022-2023, the average increase in starting teacher salaries outpaced inflation by 0.9 percentage points.
- Real inflation adjusted starting salaries are now \$4,273 below 2008-2009 levels.
- At \$48,182, the average beginning salary for a teacher with a master's degree is \$3,652 (8.2%) above the starting salary for a teacher with a bachelor's degree.
- On average, the top of the teacher pay scale is \$81,026; 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 16.6% of US school districts, while 14% of districts pay a top salary that is below \$60,000.
- The starting salary of teachers in states with a bargaining law is \$1,653 more than in states without a bargaining law. Top pay is \$12,998 higher in states with a bargaining law.

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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%	38,133	38,133	100.0%
Alaska	53	46	86.8%	7,220	7,008	97.1%
Arizona	227	143	63.0%	50,603	48,323	95.5%
Arkansas	233	233	100.0%	37,050	37,050	100.0%
California	989	852	86.1%	243,573	239,136	98.2%
Colorado	179	176	98.3%	52,230	52,189	99.9%
Connecticut	170	170	100.0%	39,571	39,571	100.0%
Dist. of Columbia	1	1	100.0%	4,117	4,117	100.0%
Delaware	19	19	100.0%	8,858	8,858	100.0%
Federal	16	16	100.0%	0	0	NA
Florida	67	65	97.0%	158,506	158,174	99.8%
Georgia	196	196	100.0%	117,555	117,555	100.0%
Hawaii	1	1	100.0%	12,026	12,026	100.0%
Idaho	114	114	100.0%	16,429	16,429	100.0%
Illinois	924	882	95.5%	138,254	136,473	98.7%
Indiana	306	306	100.0%	63,010	63,010	100.0%
Iowa	327	326	99.7%	35,811	35,797	100.0%
Kansas	298	288	96.6%	38,247	37,898	99.1%
Kentucky	171	171	100.0%	43,380	43,380	100.0%
Louisiana	69	58	84.1%	34,352	32,301	94.0%
Maine	204	172	84.3%	15,191	14,739	97.0%
Maryland	24	24	100.0%	62,407	62,407	100.0%
Massachusetts	322	293	91.0%	72,035	68,752	95.4%
Michigan	594	539	90.7%	77,763	74,411	95.7%
Minnesota	348	341	98.0%	50,464	50,325	99.7%
Mississippi	139	139	100.0%	31,516	31,516	100.0%
Missouri	518	516	99.6%	67,009	66,950	99.9%
Montana	402	225	56.0%	10,989	9,202	83.7%
Nebraska	257	254	98.8%	24,104	24,064	99.8%
Nevada	17	17	100.0%	21,494	21,494	100.0%
New Hampshire	165	144	87.3%	14,250	13,364	93.8%
New Jersey	586	579	98.8%	113,265	112,398	99.2%
New Mexico	89	87	97.8%	20,164	20,079	99.6%
New York	723	566	78.3%	204,745	177,802	86.8%
North Carolina	115	115	100.0%	93,916	93,916	100.0%
North Dakota	212	170	80.2%	9,037	8,944	99.0%
Ohio	656	634	96.6%	91,739	90,243	98.4%
Oklahoma	509	509	100.0%	40,503	40,503	100.0%
Oregon	194	165	85.1%	31,019	30,841	99.4%
Pennsylvania	601	525	87.4%	115,288	110,794	96.1%
Rhode Island	36	32	88.9%	9,754	8,946	91.7%
South Carolina	73	73	100.0%	52,216	52,216	100.0%
South Dakota	153	132	86.3%	10,188	9,481	93.1%
Tennessee	143	135	94.4%	64,533	63,146	97.9%
Texas	1,020	672	65.9%	347,278	334,566	96.3%
Utah	41	41	100.0%	26,606	26,606	100.0%
Vermont	154	121	78.6%	7,746	6,911	89.2%
Virginia	132	132	100.0%	86,898	86,898	100.0%
Washington	295	243	82.4%	59,696	58,797	98.5%
West Virginia	55	55	100.0%	18,696	18,696	100.0%
Wisconsin	420	420	100.0%	59,412	59,412	100.0%
Wyoming	48	48	100.0%	7,239	7,239	100.0%
Total	13,743	12,319	89.6%	3,056,082	2,983,086	97.6%

Table 2 Teacher Salary Benchmark Averages

State	Starting Salary	Top Bachelor's	Starting Master's	Top Master's	Top Salary
Alabama	43,679	66,886	50,164	76,866	88,773
Alaska	51,207	66,714	56,825	81,273	92,052
Arizona	44,124	58,130	46,721	66,654	73,875
Arkansas	37,907	50,551	42,156	NA	56,426
California	55,283	NA	NA	NA	109,617
Colorado	39,044	50,249	42,857	61,928	70,200
Connecticut	48,784	NA	52,924	92,957	NA
Delaware	45,188	63,664	51,209	79,968	90,870
Dist. of Columbia	63,373	100,488	67,958	123,994	131,003
Federal	56,327	109,056	64,291	117,444	135,361
Florida	47,178	63,598	49,986	65,754	68,397
Georgia	41,148	59,760	46,465	67,839	83,545
Hawaii	50,123	71,403	54,132	77,115	91,948
Idaho	41,179	57,223	45,262	62,396	64,361
Illinois	43,515	64,150	47,817	79,419	87,888
Indiana	42,735	NA	NA	NA	75,700
Iowa	39,986	NA	NA	NA	74,784
Kansas	41,200	46,469	44,121	56,530	63,598
Kentucky	39,204	56,245	43,116	61,274	66,364
Louisiana	45,593	58,437	46,585	60,206	62,565
Maine	41,163	66,776	43,878	70,630	73,179
Maryland	51,548	69,638	54,263	89,955	99,394
Massachusetts	51,057	80,671	55,135	89,313	99,856
Michigan	40,302	NA	NA	74,975	NA
Minnesota	43,181	58,378	48,626	70,781	76,371
Mississippi	42,336	61,915	43,871	67,341	72,690
Missouri	36,829	45,385	38,984	55,150	59,886
Montana	34,476	46,947	38,782	64,495	69,362
Nebraska	37,797	46,601	44,756	64,042	72,253
Nevada	43,695	56,829	49,912	74,113	83,643
New Hampshire	41,590	62,452	45,544	70,161	74,837
New Jersey	56,434	87,853	60,297	92,722	96,564
New Mexico	50,628	65,692	59,118	75,980	77,012
New York	49,315	80,230	53,747	91,537	100,413
North Carolina	40,136	58,578	44,150	64,435	67,180
North Dakota	42,393	62,806	45,950	NA	67,544
Ohio	40,055	70,021	44,352	81,677	86,832
Oklahoma	38,192	53,195	39,638	55,261	57,584
Oregon	42,050	60,180	46,761	74,095	80,110
Pennsylvania	49,083	75,083	53,180	82,583	88,454
Rhode Island	46,066	87,843	49,269	91,195	93,518
South Carolina	42,026	61,028	47,365	68,548	82,696
South Dakota	42,907	56,594	47,149	58,722	NA
Tennessee	42,164	56,087	45,875	61,197	69,428
Texas*	47,195	65,115	50,159	67,346	66,461
Utah	49,555	72,419	53,912	84,210	88,708
Vermont	43,060	64,553	48,124	74,065	80,597
Virginia	46,250	73,060	49,155	77,039	79,165
Washington	55,631	66,752	65,620	96,842	107,639
West Virginia	40,339	61,458	43,168	64,337	68,167
Wisconsin	41,151	NA	NA	NA	77,083
Wyoming	48,622	58,218	53,247	69,677	77,088
US	44,530	63,819	48,182	74,276	81,026

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 2021-2022	Salary Change
Alabama	43,679	23	138	100.0%	38,133	100.0%	41,974	4.1%
Alaska	51,207	6	46	100.0%	7,008	100.0%	50,083	2.2%
Arizona	44,124	21	117	81.8%	45,381	93.9%	41,791	5.6%
Arkansas	37,907	48	47	20.2%	18,805	50.8%	37,168	2.0%
California	55,283	4	833	97.8%	239,022	100.0%	51,904	6.5%
Colorado	39,044	46	72	40.9%	47,149	90.3%	37,106	5.2%
Connecticut	48,784	13	170	100.0%	39,571	100.0%	48,007	1.6%
Delaware	45,188	20	19	100.0%	8,858	100.0%	44,037	2.6%
Dist. of Columbia	63,373	1	1	100.0%	4,117	100.0%	56,313	12.5%
Federal	56,327	NA	16	100.0%	0	NA	54,903	2.6%
Florida	47,178	16	65	100.0%	158,174	100.0%	45,440	3.8%
Georgia	41,148	39	79	40.3%	96,060	81.7%	38,926	5.7%
Hawaii	50,123	9	1	100.0%	12,026	100.0%	50,123	0.0%
Idaho	41,179	36	114	100.0%	16,429	100.0%	40,393	1.9%
Illinois	43,515	24	633	71.8%	124,293	91.1%	42,224	3.1%
Indiana	42,735	28	304	99.3%	62,839	99.7%	40,921	4.4%
Iowa	39,986	44	160	49.1%	22,087	61.7%	39,146	2.1%
Kansas	41,200	35	217	75.3%	34,102	90.0%	40,099	2.7%
Kentucky	39,204	45	59	34.5%	26,041	60.0%	38,010	3.1%
Louisiana	45,593	19	54	93.1%	31,766	98.3%	43,137	5.7%
Maine	41,163	37	167	97.1%	14,115	95.8%	39,101	5.3%
Maryland	51,548	5	24	100.0%	62,407	100.0%	49,451	4.2%
Massachusetts	51,057	7	291	99.3%	68,735	100.0%	49,544	3.1%
Michigan	40,302	41	298	55.3%	56,187	75.5%	39,023	3.3%
Minnesota	43,181	25	312	91.5%	48,738	96.8%	42,197	2.3%
Mississippi	42,336	30	139	100.0%	31,516	100.0%	37,729	12.2%
Missouri	36,829	50	72	14.0%	36,311	54.2%	34,052	8.2%
Montana	34,476	51	26	11.6%	3,612	39.3%	33,545	2.8%
Nebraska	37,797	49	19	7.5%	9,737	40.5%	37,116	1.8%
Nevada	43,695	22	13	76.5%	21,153	98.4%	42,552	2.7%
New Hampshire	41,590	34	94	65.3%	10,769	80.6%	40,412	2.9%
New Jersey	56,434	2	579	100.0%	112,398	100.0%	55,151	2.3%
New Mexico	50,628	8	87	100.0%	20,079	100.0%	42,941	17.9%
New York	49,315	11	530	93.6%	172,167	96.8%	48,165	2.4%
North Carolina	40,136	42	62	53.9%	67,920	72.3%	37,676	6.5%
North Dakota	42,393	29	137	80.6%	7,259	81.2%	41,556	2.0%
Ohio	40,055	43	293	46.2%	63,179	70.0%	39,115	2.4%
Oklahoma	38,192	47	59	11.6%	21,547	53.2%	38,137	0.1%
Oregon	42,050	32	120	72.7%	28,364	92.0%	40,380	4.1%
Pennsylvania	49,083	12	493	93.9%	108,097	97.6%	47,811	2.7%
Rhode Island	46,066	18	32	100.0%	8,946	100.0%	45,250	1.8%
South Carolina	42,026	33	73	100.0%	52,216	100.0%	39,033	7.7%
South Dakota	42,907	27	124	93.9%	9,342	98.5%	41,170	4.2%
Tennessee	42,164	31	133	98.5%	62,718	99.3%	40,254	4.7%
Texas	47,195	15	553	82.3%	326,385	97.6%	45,389	4.0%
Utah	49,555	10	41	100.0%	26,606	100.0%	46,880	5.7%
Vermont	43,060	26	117	96.7%	6,625	95.9%	41,688	3.3%
Virginia	46,250	17	123	93.2%	85,352	98.2%	43,845	5.5%
Washington	55,631	3	243	100.0%	58,797	100.0%	52,142	6.7%
West Virginia	40,339	40	27	49.1%	13,284	71.1%	38,052	6.0%
Wisconsin	41,151	38	326	77.6%	38,704	65.1%	39,955	3.0%
Wyoming	48,622	14	48	100.0%	7,239	100.0%	47,321	2.8%
Total	44,530		8,800	71.4%	2,692,364	90.3%	42,875	3.9%

*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	5,013	4,808	95.9%	665,037	657,007	98.8%
Northeast	2,964	2,604	87.9%	592,270	553,489	93.5%
South	3,104	2,735	88.1%	1,239,912	1,223,431	98.7%
West	2,650	2,159	81.5%	559,290	549,371	98.2%
US	13,731	12,306	89.6%	3,056,509	2,983,298	97.6%

Region	Starting Salary	Top Bachelor's	Starting Master's	Top Master's	Top Salary
Midwest	40,965	58,195	45,094	71,301	76,875
Northeast	49,713	78,331	53,769	86,396	92,248
South	42,500	59,940	45,309	64,925	68,296
West	48,703	58,178	50,167	74,472	92,591
US	44,530	63,819	48,182	74,276	81,026

Region	\$40K Districts	District Percent	\$40K Teachers	Teacher Percent	\$50K Districts	District Percent	\$50K Teachers	Teacher Percent
Midwest	2,895	60.2%	512,778	78.0%	167	3.5%	69,958	10.6%
Northeast	2,475	95.0%	541,635	97.9%	1,290	49.5%	369,285	66.7%
South	1,655	60.5%	1,105,297	90.3%	345	12.6%	459,420	37.6%
West	1,762	81.6%	532,866	97.0%	1,043	48.3%	389,604	70.9%
US	8,787	71.4%	2,692,576	90.3%	2,845	23.1%	1,288,267	43.2%

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	505	4.1%	34,490	1.2%
35,000	37,500	1,031	8.4%	68,191	2.3%
37,500	40,000	1,983	16.1%	188,042	6.3%
40,000	42,500	2,560	20.8%	414,442	13.9%
42,500	45,000	1,575	12.8%	382,110	12.8%
45,000	50,000	1,807	14.7%	607,756	20.4%
50,000	55,000	1,483	12.0%	568,285	19.0%
55,000		1,378	11.2%	719,982	24.1%

Starting Master's

At Least	Less Than	Districts		Teachers	
	40,000	1,214	13.0%	53,457	2.3%
40,000	42,500	1,096	11.7%	108,029	4.6%
42,500	45,000	1,593	17.0%	245,610	10.5%
45,000	47,500	1,256	13.4%	249,232	10.7%
47,500	50,000	1,054	11.3%	311,759	13.3%
50,000	55,000	1,354	14.5%	571,444	24.4%
55,000	60,000	852	9.1%	356,078	15.2%
60,000		943	10.1%	443,518	19.0%

Top Salary

At Least	Less Than	Districts		Teachers	
	55,000	747	6.7%	43,165	1.5%
55,000	60,000	824	7.3%	82,978	3.0%
60,000	65,000	960	8.6%	125,085	4.5%
65,000	70,000	1,181	10.5%	241,568	8.7%
70,000	75,000	1,341	12.0%	320,252	11.5%
75,000	80,000	1,174	10.5%	218,416	7.8%
80,000	90,000	1,804	16.1%	461,536	16.6%
90,000	100,000	1,324	11.8%	416,587	14.9%
100,000		1,865	16.6%	878,791	31.5%

Table 6: Starting and Top Teacher Salary by District Enrollment

Students:

At Least	Less Than	Districts		Starting Salary	Top Salary
	250	1,540	12.8%	41,516	70,443
250	500	1,599	13.2%	41,915	71,904
500	1,000	2,240	18.6%	42,459	75,521
1,000	2,000	2,399	19.9%	44,141	81,316
2,000	4,000	1,960	16.2%	46,371	88,372
4,000	8,000	1,206	10.0%	48,198	92,763
8,000	30,000	915	7.6%	49,987	94,347
30,000		210	1.7%	51,884	90,770

Table 7: Starting and Top Teacher Salary by District Typology

District Typology:	Districts		Starting Salary	Top Salary
City: Large	190	1.5%	52,068	95,976
City: Mid-size	182	1.5%	50,813	96,990
City: Small	393	3.2%	47,854	91,497
Suburb: Large	2,447	19.9%	50,461	100,944
Suburb: Mid-size	331	2.7%	47,960	89,014
Suburb: Small	245	2.0%	46,348	88,149
Town: Fringe	504	4.1%	45,981	85,436
Town: Distant	1,120	9.1%	43,087	77,942
Town: Remote	722	5.9%	42,095	73,321
Rural: Fringe	1,658	13.5%	44,713	80,318
Rural: Distant	2,670	21.7%	40,890	70,286
Rural: Remote	1,828	14.9%	40,106	66,405
Military Base	16	0.1%	56,327	135,361

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

State Bargaining Law	Districts		Starting Salary	Top Salary
Collective Bargaining Law	9,797	79.5%	44,869	83,832
No Collective Bargaining Law	2,525	20.5%	43,216	70,834
<i>Difference CB Law - No CB Law</i>			1,653	12,998

State CB Status	Starting Salary 2022-2023	Starting Salary 2021-2022	Change in Starting Salary	Districts with Starting Salary Increase
Collective Bargaining	44,869	43,319	3.6%	84.8%
Permissive Bargaining*	42,788	40,841	4.8%	91.5%
Bargaining Prohibited	43,544	41,425	5.1%	83.4%
US	44,530	42,875	3.9%	85.3%
*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	42,875	2.5%	9.1%	-6.5%	47,396	-4,521
2022-2023	44,530	3.9%	3.0%	0.9%	48,803	-4,273
Average		1.8%	2.5%			-1,397
Change since 2008-2009		29.1%	41.5%	-8.8%		

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

Technical Notes

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

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

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 2021-2022 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	Online school district search
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	State education department
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
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	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	Online school district search
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