



2024-2025 Teacher Salary Benchmark Report

Collective Bargaining and Member Advocacy Department

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Introduction

In 2024-2025, the average starting salary for teachers in the U.S. increased by 3.4% to \$48,112, a rate higher than inflation; however, after accounting for inflation, real salary growth was below 1%. This low real salary growth, driven by rising costs, contributes to the widely reported affordability issues teachers face.

According to a report by the [Economic Policy Institute](#), public school teachers' earnings have fallen further behind those of similarly educated college graduates in other professions, widening the teacher pay gap. On average, teachers earned 73.1 cents per dollar compared to other professionals in similar fields in 2024, representing a teacher pay gap of 26.9%.

Some states have attempted to address low starting teacher salaries by raising the minimum salary requirements. Because these policies focus only on boosting new teachers' pay, rather than increasing salaries across the full career span, starting salaries have grown faster than salaries for mid- and late-career educators. This raises concerns about the ability to not only recruit educators, but to keep them in the profession.

Over 80% of school districts are in states with a collective bargaining law. The average starting and top salaries in districts in these collective bargaining states are higher than those in non-collective bargaining states; the average starting salary is \$366 higher, and the average top salary is \$15,105 higher. The advantage of collective bargaining is most pronounced in top teacher salaries, as many non-collective-bargaining states have prioritized raising minimum teacher salaries but not other salaries along a career span. Thus, collective bargaining remains the best way to improve teachers' overall lifetime earnings.

For a full list of state salary benchmarks, see [ST-1 – All Teacher Salary Benchmarks](#).

Average Starting Salary

The average starting teacher salary was \$48,112, a 3.4% increase from 2023-2024 (\$46,526).

State Rankings

Across the 50 states, including the District of Columbia, the states with the highest average starting salaries are the District of Columbia (\$64,640), Washington (\$60,658), California (\$59,424), New Jersey (\$58,727), and Utah (\$57,849)

Of these five top states, including the District of Columbia, four (District of Columbia, Washington, California, and New Jersey) have state collective bargaining laws and allow public sector workers, including teachers, to bargain collectively. Utah is the only state in the top five without a state collective bargaining law; however, state law states that it does not “deny the right of employees to bargain collectively with their employer by and through labor unions,” which has allowed school districts and local unions to negotiate teacher salaries permissively.

The states with the lowest average starting salaries are Montana (\$36,682), Nebraska (\$39,561), Missouri (\$40,682), Oklahoma (\$41,294), and Kentucky (\$41,901).

For a full list of state average starting salaries and rankings, see [ST-2 – Starting Teacher Salary Rankings and Changes](#).

Starting Salary Benchmarks

For several years, the NEA has advocated for a base starting teacher salary of at least \$40,000. In 2024-2025, more school districts than ever before pay starting salaries of at least \$40,000; 10,303 districts, or 91% of districts surveyed, have starting teacher salaries of at least \$40,000.

The number of school districts paying a starting teacher salary of at least \$50,000 is much lower, at just 3,973, or 35% of school districts.

Raising starting teacher salaries is a priority for some politicians, such as Sen. Bernie Sanders and Rep. Frederica Wilson, who proposed separate bills to establish a \$60,000 starting salary for public school teachers. According to the salary data NEA collected, just 1,027 school districts, or 9% of school districts, have starting teacher salaries of at least \$60,000.

Raising the starting salary for public school teachers to \$60,000 would benefit many new teachers entering the profession and help address teacher shortages and recruitment issues. It is also important to ensure that teachers across all levels of experience and education benefit from an increase in base salary, so that experienced teachers remain in the profession.

Notable Salary Increases

The average starting teacher salary in some states saw notable increases due to a variety of factors, including successful collective bargaining, additional state funding, and improvements to state minimum salaries or minimum salary schedules.

In Colorado, which does not have a state collective bargaining law, teachers can negotiate collective bargaining agreements with local school districts at the discretion of those districts, a practice known as “permissive bargaining.” The average starting teacher salary in Colorado increased by 7.2%, from \$42,421 in 2023-2024 to \$45,489 in 2024-2025; as a result, the state moved six places in the ranking of average starting salaries, improving from 41 to 35. According to NEA’s affiliate in the state, the Colorado Education Association (CEA), average starting pay in school districts with collective bargaining agreements has exceeded \$50,000 for the first time, a prime example of just one of the many benefits of collective bargaining. The average top teacher salary in the state increased by close to the same amount as the average starting salary, by 6.8%, from \$75,994 in 2023-2024 to \$81,181 in 2024-2025.

In Nevada, which does have a state collective bargaining law, teachers in local school districts have been able to negotiate collective bargaining agreements for many years. In 2024-2025, school districts across the state received additional education funding specifically to support salary increases for teachers and educational support professionals. Under Senate Bill No. 231, the state allocated \$250 million to school districts, allowing them to increase teacher salaries for fiscal years 2023-2024 and 2024-2025, in addition to already planned or bargained salary increases. As a result, in 2024-2025, Nevada’s average starting teacher salary increased by 5.0%, from \$47,355 in 2023-2024 to \$49,731 in 2024-2025. The state’s average top teacher salary increased by 4.0%, from \$91,248 in 2023-2024 to \$94,933 in 2024-2025.

Some states have taken a more direct approach to increasing starting teacher pay by raising the statutory minimum teacher salary or increasing salaries in their minimum teacher salary schedules. While we do not oppose statutory increases to starting teacher salaries, we continue to caution against raising them without also raising salaries for more experienced teachers or teachers with advanced degrees.

In Iowa, which does have a state collective bargaining law, the state, through House File 2612 (HF2612), raised the statutory minimum teacher salary to \$47,500 in 2024-2025 from \$33,500 in prior years, a 41.8% increase. As a result, in 2024-2025, Iowa's starting average teacher salary increased by 17.4%, from \$40,997 in 2023-2024 to \$48,139. Meanwhile, the average top teacher salary increased by much less, just 4.6%, from \$76,497 in 2023-2024 to \$80,003 in 2024-2025.

Tennessee, which does not have a state collective bargaining law but legally allows for "collaborative conferencing" under the Professional Educators Collaborative Conferencing Act (PECCA), a method for teachers to negotiate contracts with local school districts. The Tennessee Teacher Paycheck Protection Act, enacted in 2023, raised starting teacher salaries but included anti-union language eliminating payroll deductions for union dues. In 2024-2025, the starting teacher salary in the state increased to \$44,500 from \$42,000 in 2023-2024, a 6.0% increase. The state's average starting teacher salary in 2023-2024 was \$44,897, already higher than the state minimum for 2024-2025. In 2024-2025, the state's average starting teacher salary increased by 5.2%, to \$47,230, while the top teacher salary increased by a lower amount, 3.6%, from \$73,325 in 2023-2024 to \$75,942 in 2024-2025. While the state raised minimum teacher salaries, it also weakened union rights and educator voice in the workplace, an action that negatively impacts the public education workforce in the long run.

In South Carolina, which does not have a state collective bargaining law, the state raised the minimum teacher salary to \$47,000 in 2024-2025, a 10.6% increase from \$42,500 in 2023-2024. South Carolina Gov. Henry McMaster has regularly proposed state budgets that include higher starting teacher pay, aiming for a \$50,000 starting teacher salary by 2026. As a result, in 2024-2025, South Carolina's average starting teacher salary increased by 8.4%, from \$44,693 in 2023-2024 to \$48,426. Meanwhile, the average top teacher salary increased by just 3.1% from \$86,420 in 2023-2024 to \$89,123 in 2024-2025.

Unlike Iowa and Tennessee, South Carolina also has a state minimum salary schedule for teachers that sets minimum salaries for different "lanes" based on continuing education. The state's 2024-2025 minimum salary schedule includes five lanes for education, extends the salary schedule from 23 to 28 steps, and includes a new, consistent dollar increase for each step in a lane. NEA's affiliate in the state, The South Carolina Education Association (The SCEA), has advocated for improvements to teacher pay with state legislators and the governor and continues to push for improvements to teacher salaries across the full career span, from new teachers to experienced teachers.

For a full list of state salary ranges, see [ST-4 – Teacher Benchmarks Salary Range](#).

Average Top Salary

The average top teacher salary was \$87,331, a 3.6% increase from 2023-2024 (\$84,272).

State Rankings

Across the 50 states, including the District of Columbia, the states with the highest average top salaries are the District of Columbia (\$133,623), California (\$118,850), Washington (\$117,425), Maryland (\$108,829), and Massachusetts (\$105,909). Three of these five states, including the District of Columbia, also have the highest average starting salaries: the District of Columbia, California, and Washington. All five have state collective bargaining laws that allow public sector workers, including teachers, to negotiate collective bargaining agreements.

The states with the lowest average top salaries are Kansas (\$68,051), Missouri (\$64,052), Oklahoma (\$63,952), Louisiana (\$63,832), and Arkansas (\$57,735).

For a full list of state average top salaries and rankings, see [ST-3 – Top Teacher Salary Rankings and Changes](#).

Top Salary Benchmarks

According to the [U.S. Bureau of Labor Statistics \(BLS\) data on earnings by educational attainment](#), in 2024, the median annual earnings for a person with a master’s degree were about \$96,000, and for a person with a doctoral degree, about \$119,000. For teachers, experience and education are factors that can impact salary, with greater experience and additional education typically resulting in higher salaries.

According to NEA's salary data on top salaries, which may include salaries for master’s and doctoral degrees, 3,163 school districts, or 31% of districts, have a top salary of at least \$96,000. Just 1,008 school districts, or 10% of districts, have top salaries of at least \$119,000. No school district has a starting salary for master’s degrees of at least \$96,000. And just 1,468 school districts, or 17%, have a top salary for master’s degrees of at least \$96,000. This is an additional example of the teacher pay gap, in which teachers earn lower wages than similarly educated workers in other professions.

Collective Bargaining Advantage

States with collective bargaining laws have higher average starting and top salaries than states without them. States with collective bargaining laws, on average, have starting salaries that are \$366 higher and top salaries that are \$15,105 higher than those in states without collective bargaining laws.

In states that may not have collective bargaining laws but do allow it (i.e., have permissive bargaining), the results are mixed. These states have lower average starting salaries but much higher average top salaries than states that do not allow collective bargaining. The average top salary in states that allow permissive bargaining is \$9,988 higher than that of states that do not allow collective bargaining at all.

Overall, collective bargaining rights benefit teachers, especially in the long term, as evidenced by the significant advantage in top salaries. Teachers who can engage in collective bargaining, even permissively, can earn higher salaries as they gain additional education and experience, which impacts their overall lifetime career earnings.

Table 1. Average Teacher Salary Benchmarks by Collective Bargaining Law

State Collective Bargaining Law	District Count	District Count(%)	Starting Salary(\$)	Top Salary(\$)
Collective Bargaining Law	9,215	81.1%	48,181	90,048
No Collective Bargaining Law	2,150	18.9%	47,815	74,943
Difference (CB - No CB)			366	15,105

Table 2. Average Teacher Salary Benchmarks by Collective Bargaining Law (w/ Permissive)

Collective Bargaining Status	District Count	District Count(%)	Starting Salary(\$)	Top Salary(\$)
Collective Bargaining Law	9,215	81.1%	48,181	90,048
No Collective Bargaining Law	1,279	11.3%	48,640	71,565
Permissive Bargaining	871	7.7%	46,603	80,060
Difference (CB - Permissive)			1,578	9,988
Difference (No CB - Permissive)			2,037	(8,495)

Salary Comparison by Region

The West and Northeast regions have the highest average starting and top salaries among the four U.S. regions. In the West and Northeast regions, the school districts in states with state collective bargaining laws have average starting and top salaries above the national average, further emphasizing the advantage of collective bargaining.

The South has some of the lowest average salaries across the four regions, with an average top salary that is over \$30,000 lower than in the West. It also has the greatest diversity of states with and without collective bargaining laws; most school districts in the South are in states without them, meaning most teachers in the South also lack collective bargaining rights. Additionally, the South accounts for the largest share of both the student and teacher populations in the U.S. Given the salary advantage of collective bargaining seen in other regions, expanding collective bargaining rights in more Southern states could improve the earnings and livelihoods of nearly 1 million teachers, around one-third of all teachers in the U.S., who currently work in Southern states without collective bargaining laws.

Table 3. Teacher Salary Benchmarks by Region

Region	Starting Salary(\$)	Top Bachelor's(\$)	Starting Master's(\$)	Top Master's(\$)	Top Salary(\$)
Midwest	44,222	59,069	48,156	75,589	82,055
Northeast	52,091	81,160	56,601	90,257	96,507
South	46,672	64,012	49,033	69,309	71,910
West	53,246	65,088	55,714	83,500	102,602
United States	48,112	67,802	51,775	79,581	87,331

Table 4. School District Student and Teacher Population by Region

Region	School Districts	School		Teachers	Teachers(%)	Students	Students(%)
		Districts(%)	Districts				
Midwest	5,090	35.9%		654,307	21.4%	9,691,665	20.8%
Northeast	3,043	21.5%		589,930	19.3%	7,065,382	15.2%
South	3,158	22.3%		1,250,823	41.0%	18,980,769	40.8%
West	2,879	20.3%		559,146	18.3%	10,829,829	23.3%
United States	14,186	100.0%		3,054,206	100.0%	46,567,645	100.0%

Table 5. Teacher Salary Benchmarks by Region and Collective Bargaining Law

Region	Collective Bargaining Law	Permissive Bargaining	School Districts	Starting Salary	Top Salary
Midwest	Yes	Not Applicable	5,090	44,222	82,055
Northeast	Yes	Not Applicable	3,043	52,091	96,507
South	No	No	1,966	48,640	71,565
South	No	Yes	571	46,041	77,933
South	Yes	Not Applicable	621	43,014	67,700
West	No	Yes	583	47,306	84,404
West	Yes	Not Applicable	2,296	54,628	105,214
United States			14,186	48,112	87,331

Table 6. U.S. Regions

Region	State	Region	State
Midwest	Illinois	South	Georgia
Midwest	Indiana	South	Kentucky
Midwest	Iowa	South	Louisiana
Midwest	Kansas	South	Maryland
Midwest	Michigan	South	Mississippi
Midwest	Minnesota	South	North Carolina
Midwest	Missouri	South	Oklahoma
Midwest	Nebraska	South	South Carolina
Midwest	North Dakota	South	Tennessee
Midwest	Ohio	South	Texas
Midwest	South Dakota	South	Virginia
Midwest	Wisconsin	South	West Virginia
Northeast	Connecticut	West	Alaska
Northeast	Maine	West	Arizona
Northeast	Massachusetts	West	California
Northeast	New Hampshire	West	Colorado
Northeast	New Jersey	West	Hawaii
Northeast	New York	West	Idaho
Northeast	Pennsylvania	West	Montana
Northeast	Rhode Island	West	Nevada
Northeast	Vermont	West	New Mexico
South	Alabama	West	Oregon
South	Arkansas	West	Utah
South	Delaware	West	Washington
South	District Of Columbia	West	Wyoming
South	Florida		

**Source of regions is the U.S. Census Bureau's "Census Regions and Divisions of the United States."*

Salary Comparison by NCES Locale

School districts identified as “city” or “suburb” have both the highest average starting and top salaries; all average starting salaries are above \$50,000, and average top salaries are at least \$90,000 in these school districts. Meanwhile, school districts identified as “town” or “rural” have both the lowest average starting and top salaries; in these districts, average starting salaries are below \$50,000, and most average top salaries are below \$90,000.

Most U.S. school districts are identified as “rural,” accounting for about 52% of districts. However, most students are enrolled in school districts identified as “suburb.”

Table 7. Average Starting and Top Teacher Salary by School District Locale

Locale	School Districts	School Districts(%)	Starting Salary(\$)	Top Salary(\$)
City: Large	267	1.9%	55,646	106,179
City: Mid-size	220	1.6%	54,886	106,609
City: Small	469	3.3%	51,990	99,167
Suburb: Large	2,634	18.6%	53,611	106,870
Suburb: Mid-size	360	2.5%	51,264	96,146
Suburb: Small	252	1.8%	50,015	93,794
Town: Fringe	535	3.8%	49,400	91,552
Town: Distant	1,204	8.5%	46,720	84,213
Town: Remote	859	6.1%	45,691	78,276
Rural: Fringe	1,841	13.0%	48,205	87,231
Rural: Distant	3,076	21.7%	44,590	75,499
Rural: Remote	2,453	17.3%	43,915	71,553
Military Base	16	0.1%	62,665	152,025
United States	14,186	100.0%	48,112	87,331

Impact of Inflation

For 2024-2025, the inflation rate was 2.7% from June 2024 to June 2025. So, despite the average starting teacher salary increasing by 3.4%, real salary growth was just 0.7% after inflation.

Table 8. Average Starting Teacher Salary Compared to Inflation (CPI-U, June)

School Year	Starting Salary(\$)	Salary Change	Inflation Rate	Real Salary Growth	Inflation-Adjusted Average Salary (2024-2025 dollars)
2014-2015	37,093	1.6%	0.1%	1.5%	50,138
2015-2016	37,643	1.5%	1.0%	0.5%	50,374
2016-2017	38,701	2.8%	1.6%	1.2%	50,962
2017-2018	39,254	1.4%	2.9%	-1.4%	50,247
2018-2019	40,142	2.3%	1.6%	0.6%	50,551
2019-2020	41,182	2.6%	0.6%	1.9%	51,528
2020-2021	41,814	1.5%	5.4%	-3.9%	49,642

Table 8 – continued

School Year	Starting Salary(\$)	Salary Change	Inflation Rate	Real Salary Growth	Inflation-Adjusted Average Salary (2024-2025 dollars)
2021-2022	42,875	2.5%	9.1%	-6.5%	46,673
2022-2023	44,548	3.9%	3.0%	0.9%	47,096
2023-2024	46,526	4.4%	3.0%	1.5%	47,768
2024-2025	48,112	3.4%	2.7%	0.7%	48,112

**Figures are rounded. Percentages are rounded to the nearest tenth.*

Technical Notes

NEA's Collective Bargaining and Member Advocacy Department (CBMA) annually collects teacher salary data for public school districts across the U.S. For most school districts, the data comes from the teacher salary schedule, pay scale, or salary guide. Where no comprehensive salary schedule is in place, CBMA extracts the data, including advanced degree stipends, from the school district's compensation plan or compensation model. CBMA does not use state minimum salaries or minimum salary schedules to fill in or complete missing salaries in states that have state minimum teacher salaries or minimum teacher salary schedules. When a school district has multiple salary schedules based on the number of school days worked, CBMA uses the salary schedule for the fewest school days.

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 reported earning experience step and lane on the salary schedule or the highest salary without differentiated pay of an alternative pay structure.

The salaries reported in this document are unweighted district-level averages unless otherwise noted.

CBMA relies on a variety of sources to obtain salary data, including NEA state affiliates, state departments of education, other state reporting agencies, and school district and local affiliate websites.

This report relies on local school district data from the National Center for Education Statistics (NCES), including school district name, student enrollment, teacher FTE, and school district typology.

For a full list of data sources for each state, see [Primary Data Sources](#).

School Districts Tracked

CBMA narrowed down the NCES dataset of school districts to include mostly regular local school districts and exclude federal school districts and independent charter school districts. As a result, 93% of the school districts CBMA tracked are classified by NCES as “Regular local school district that is NOT a component of a supervisory union.” The other types of school districts tracked, as classified by NCES, are: Regional

Education Service Agency (RESA), 5%; local school districts that are components of a supervisory union, 1%; and supervisory union administrative center, 1%.

CBMA also included school districts under the Department of Defense Education Activity (DoDEA), which are not included in the NCES dataset. CBMA designated these DoDEA school districts as “Federal” for state.

Reporting Percentage

CBMA collected the starting salaries from 11,365 of the 14,186 school districts from our primary dataset, for a reporting percentage of 80.1%. The salaries CBMA collected represent those of nearly 2.7 million teachers, or 87.0% of teachers.

For 2024-2025, the reporting percentage is lower than in the past due to several factors, including the availability, accessibility, and quality of salary data, as well as the quality of NCES school district data. States with significant changes in reporting practices that affected the quality of salary data include Alabama, Georgia, Mississippi, New Mexico, Maine, and Colorado.

For Alabama, Georgia, and Mississippi, CBMA did not use state minimum salaries or salary schedules to fill in missing salary information, which we have done in the past. For New Mexico, CBMA was unable to find as many school district salaries this year. For Maine, the NCES dataset included more school districts than in prior years, and CBMA cannot confirm its accuracy, resulting in a low reporting percentage. For Colorado, the NCES dataset included more school districts than in prior years, resulting in a low reporting percentage.

For a full list of state reporting percentages, see [ST-4 – Teacher Salary Benchmark Reporting School Districts](#).

Salary Tables (ST)

[ST-1 – All Average Teacher Salary Benchmarks](#)

[ST-2 – Average Starting Teacher Salary Rankings and Changes](#)

[ST-3 – Average Top Teacher Salary Rankings and Changes](#)

[ST-4 – Teacher Salary Benchmark Reporting School Districts](#)

ST-1 – All Average Teacher Salary Benchmarks

State	Starting Salary(\$)	Top Bachelor's(\$)	Starting Master's(\$)	Top Master's(\$)	Top Salary(\$)
Alabama	47,955	69,942	52,438	80,284	92,661
Alaska	53,650	69,803	59,803	85,359	95,903
Arizona	44,869	-	-	-	-
Arkansas	50,076	53,826	50,573	-	57,735
California	59,424	-	-	-	118,850
Colorado	45,489	59,059	45,491	67,083	81,181
Connecticut	51,053	-	55,517	96,907	103,069
Delaware	49,344	69,626	56,094	87,697	99,475
District Of Columbia	64,640	102,498	68,950	126,474	133,623
Federal	62,665	122,705	71,702	131,744	152,025
Florida	49,435	65,915	52,212	68,923	71,646
Georgia	48,722	69,741	54,237	78,417	95,385
Hawaii	51,835	76,058	55,982	82,143	97,943
Idaho	46,253	64,634	49,747	71,135	73,021
Illinois	46,655	67,975	51,140	84,049	93,877
Indiana	45,958	-	-	-	-
Iowa	48,139	-	-	-	80,003
Kansas	44,163	49,881	47,237	61,082	68,051
Kentucky	41,901	59,961	45,915	65,752	71,178
Louisiana	46,850	60,172	48,001	62,089	63,832
Maine	44,152	71,665	47,051	75,576	78,347
Maryland	57,293	77,413	60,456	100,257	108,829
Massachusetts	54,216	85,590	58,664	94,645	105,909
Michigan	43,093	-	-	79,417	-
Minnesota	46,477	62,847	52,339	75,673	81,445
Mississippi	43,814	63,929	45,420	69,562	75,034
Missouri	40,682	49,173	42,201	59,067	64,052
Montana	36,682	50,775	40,889	68,098	68,471
Nebraska	39,561	48,936	46,901	67,292	75,805
Nevada	49,731	64,777	57,139	82,287	94,933
New Hampshire	44,010	66,569	48,023	74,430	79,482
New Jersey	58,727	90,385	62,815	95,447	99,474
New Mexico	54,372	72,174	64,012	93,946	83,534
New York	51,612	83,504	56,549	95,948	102,551
North Carolina	44,952	61,344	49,448	67,483	70,257
North Dakota	45,252	68,076	49,160	-	72,730
Ohio	42,222	-	46,822	86,548	92,196
Oklahoma	41,294	59,445	42,740	61,507	63,952
Oregon	46,854	66,681	52,279	81,796	88,431
Pennsylvania	52,198	77,854	56,521	85,721	91,964
Rhode Island	48,242	91,750	51,620	93,523	97,458
South Carolina	48,426	67,501	53,001	75,065	89,123
South Dakota	47,196	62,664	51,805	64,135	-
Tennessee	47,230	62,241	50,889	67,348	75,942
Texas	49,465	67,781	53,444	70,873	69,404
Utah	57,849	82,453	62,484	95,334	100,465
Vermont	46,963	64,789	52,458	80,357	87,585
Virginia	50,448	79,322	53,510	83,060	85,329
Washington	60,658	72,874	71,533	105,687	117,425
West Virginia	45,294	66,571	48,123	69,395	73,243
Wisconsin	43,288	-	-	-	82,559
Wyoming	51,776	61,695	55,262	71,970	81,022
United States	48,112	67,802	51,775	79,581	87,331

ST-2 – Average Starting Teacher Salary Rankings and Changes

State	Salary(\$)			Rank		
	2024-2025	2023-2024	Change(%)	2024-2025	2023-2024	Change
Alabama	47,955	44,632	7.4%	25	31	6
Alaska	53,650	52,451	2.3%	9	9	0
Arizona	44,869	46,128	-2.7%	39	23	-16
Arkansas	50,076	50,031	0.1%	16	14	-2
California	59,424	58,409	1.7%	3	2	-1
Colorado	45,489	42,421	7.2%	35	41	6
Connecticut	51,053	49,860	2.4%	14	15	1
Delaware	49,344	48,407	1.9%	20	19	-1
District Of Columbia	64,640	63,373	2.0%	1	1	0
Federal	62,665	59,652	5.1%	N/A	N/A	N/A
Florida	49,435	48,639	1.6%	19	17	-2
Georgia	48,722	43,654	11.6%	21	35	14
Hawaii	51,835	51,835	0.0%	11	10	-1
Idaho	46,253	45,732	1.1%	33	24	-9
Illinois	46,655	45,061	3.5%	31	26	-5
Indiana	45,958	45,007	2.1%	34	27	-7
Iowa	48,139	40,997	17.4%	24	46	22
Kansas	44,163	42,800	3.2%	40	36	-4
Kentucky	41,901	40,161	4.3%	47	48	1
Louisiana	46,850	46,682	0.4%	30	22	-8
Maine	44,152	42,380	4.2%	41	42	1
Maryland	57,293	54,439	5.2%	6	6	0
Massachusetts	54,216	52,616	3.0%	8	8	0
Michigan	43,093	41,645	3.5%	45	44	-1
Minnesota	46,477	44,993	3.3%	32	28	-4
Mississippi	43,814	42,492	3.1%	43	40	-3
Missouri	40,682	38,871	4.7%	49	49	0
Montana	36,682	35,674	2.8%	51	51	0
Nebraska	39,561	38,811	1.9%	50	50	0
Nevada	49,731	47,355	5.0%	17	20	3
New Hampshire	44,010	42,588	3.3%	42	38	-4
New Jersey	58,727	57,597	2.0%	4	4	0
New Mexico	54,372	53,400	1.8%	7	7	0
New York	51,612	50,063	3.1%	13	13	0
North Carolina	44,952	42,542	5.7%	38	39	1
North Dakota	45,252	43,734	3.5%	37	34	-3
Ohio	42,222	40,982	3.0%	46	47	1
Oklahoma	41,294	41,152	0.3%	48	45	-3
Oregon	46,854	44,446	5.4%	29	33	4
Pennsylvania	52,198	50,470	3.4%	10	11	1
Rhode Island	48,242	47,205	2.2%	23	21	-2
South Carolina	48,426	44,693	8.4%	22	30	8
South Dakota	47,196	45,530	3.7%	27	25	-2
Tennessee	47,230	44,897	5.2%	26	29	3
Texas	49,465	48,526	1.9%	18	18	0
Utah	57,849	55,711	3.8%	5	5	0
Vermont	46,963	44,533	5.5%	28	32	4
Virginia	50,448	48,666	3.7%	15	16	1
Washington	60,658	57,912	4.7%	2	3	1
West Virginia	45,294	42,708	6.1%	36	37	1
Wisconsin	43,288	42,259	2.4%	44	43	-1
Wyoming	51,776	50,214	3.1%	12	12	0
United States	48,112	46,526	3.4%			

ST-3 – Average Top Teacher Salary Rankings and Changes

State	Salary(\$)			Rank		Rank Change
	2024-2025	2023-2024	Change(%)	2024-2025	2023-2024	
Alabama	92,661	90,726	2.1%	17	16	-1
Alaska	95,903	93,520	2.5%	13	13	0
Arizona	N/A	77,276	N/A	N/A	29	N/A
Arkansas	57,735	56,354	2.5%	47	48	N/A
California	118,850	115,531	2.9%	2	2	0
Colorado	81,181	75,994	6.8%	27	31	4
Connecticut	103,069	100,769	2.3%	6	7	1
Delaware	99,475	94,679	5.1%	9	12	3
District Of Columbia	133,623	131,003	2.0%	1	1	0
Federal	152,025	143,348	6.1%	N/A	N/A	N/A
Florida	71,646	72,598	-1.3%	38	37	-1
Georgia	95,385	86,727	10.0%	14	19	5
Hawaii	97,943	95,090	3.0%	11	11	0
Idaho	73,021	70,795	3.1%	36	39	3
Illinois	93,877	90,761	3.4%	16	15	-1
Indiana	N/A	78,362	N/A	N/A	28	N/A
Iowa	80,003	76,497	4.6%	29	30	1
Kansas	68,051	66,174	2.8%	43	44	1
Kentucky	71,178	68,076	4.6%	39	42	3
Louisiana	63,832	63,316	0.8%	46	46	0
Maine	78,347	75,694	3.5%	31	32	1
Maryland	108,829	104,034	4.6%	4	4	0
Massachusetts	105,909	102,453	3.4%	5	5	0
Michigan	N/A	N/A	N/A	N/A	N/A	N/A
Minnesota	81,445	79,020	3.1%	26	26	0
Mississippi	75,034	72,955	2.8%	34	36	2
Missouri	64,052	61,893	3.5%	44	47	3
Montana	68,471	71,199	-3.8%	42	38	-4
Nebraska	75,805	73,721	2.8%	33	34	1
Nevada	94,933	91,248	4.0%	15	14	-1
New Hampshire	79,482	75,521	5.2%	30	33	3
New Jersey	99,474	97,996	1.5%	10	8	-2
New Mexico	83,534	81,788	2.1%	24	24	0
New York	102,551	100,785	1.8%	7	6	-1
North Carolina	70,257	68,874	2.0%	40	41	1
North Dakota	72,730	N/A	N/A	37	-	-37
Ohio	92,196	89,121	3.5%	18	18	0
Oklahoma	63,952	63,691	0.4%	45	45	0
Oregon	88,431	84,244	5.0%	21	21	0
Pennsylvania	91,964	90,059	2.1%	19	17	-2
Rhode Island	97,458	95,953	1.6%	12	10	-2
South Carolina	89,123	86,420	3.1%	20	20	0
South Dakota	N/A	N/A	N/A	N/A	N/A	N/A
Tennessee	75,942	73,325	3.6%	32	35	3
Texas	69,404	67,762	2.4%	41	43	2
Utah	100,465	96,253	4.4%	8	9	1
Vermont	87,585	83,008	5.5%	22	22	0
Virginia	85,329	82,037	4.0%	23	23	0
Washington	117,425	111,826	5.0%	3	3	0
West Virginia	73,243	70,587	3.8%	35	40	5
Wisconsin	82,559	80,642	2.4%	25	25	0
Wyoming	81,022	78,709	2.9%	28	27	-1
United States	87,331	84,272	3.6%			

ST-4 – Teacher Salary Benchmark Reporting School Districts

State	School Districts	Reporting Districts	District Percent	Teachers	Reporting Teachers	Teacher Percent
Alabama	140	82	58.6%	41,858	31,187	74.5%
Alaska	54	52	96.3%	7,160	7,156	99.9%
Arizona	229	150	65.5%	48,969	46,630	95.2%
Arkansas	248	234	94.4%	36,889	36,889	100.0%
California	1,051	824	78.4%	242,684	232,563	95.8%
Colorado	261	149	57.1%	52,120	23,652	45.4%
Connecticut	172	153	89.0%	40,716	36,194	88.9%
Delaware	20	19	95.0%	8,838	8,838	100.0%
District Of Columbia	1	1	100.0%	4,389	4,389	100.0%
Federal	16	16	100.0%	-	-	0.0%
Florida	67	59	88.1%	155,450	149,432	96.1%
Georgia	196	96	49.0%	118,764	97,527	82.1%
Hawaii	1	1	100.0%	11,984	11,984	100.0%
Idaho	116	110	94.8%	16,564	16,484	99.5%
Illinois	909	809	89.0%	133,206	107,231	80.5%
Indiana	304	281	92.4%	62,242	60,511	97.2%
Iowa	336	333	99.1%	36,129	36,037	99.7%
Kansas	334	259	77.5%	37,826	34,446	91.1%
Kentucky	171	171	100.0%	43,023	43,023	100.0%
Louisiana	71	51	71.8%	36,491	31,277	85.7%
Maine	264	167	63.3%	14,981	14,041	93.7%
Maryland	24	24	100.0%	62,197	62,197	100.0%
Massachusetts	347	260	74.9%	72,992	53,771	73.7%
Michigan	539	450	83.5%	73,779	62,234	84.4%
Minnesota	353	290	82.2%	50,133	43,786	87.3%
Mississippi	138	44	31.9%	33,451	14,399	43.0%
Missouri	518	471	90.9%	67,266	63,189	93.9%
Montana	476	174	36.6%	10,999	6,209	56.5%
Nebraska	261	251	96.2%	23,782	18,698	78.6%
Nevada	18	16	88.9%	21,232	21,175	99.7%
New Hampshire	182	160	87.9%	14,240	13,986	98.2%
New Jersey	564	507	89.9%	111,058	102,728	92.5%
New Mexico	89	67	75.3%	20,122	17,672	87.8%
New York	762	586	76.9%	204,382	109,784	53.7%
North Carolina	125	115	92.0%	91,970	91,863	99.9%
North Dakota	220	178	80.9%	9,565	9,382	98.1%
Ohio	718	587	81.8%	90,969	80,272	88.2%
Oklahoma	509	502	98.6%	39,801	39,595	99.5%
Oregon	192	166	86.5%	30,202	29,211	96.7%
Pennsylvania	532	474	89.1%	113,967	95,935	84.2%
Rhode Island	39	27	69.2%	9,722	7,758	79.8%
South Carolina	76	72	94.7%	52,976	52,829	99.7%
South Dakota	164	111	67.7%	10,247	8,633	84.3%
Tennessee	140	127	90.7%	65,101	57,777	88.7%
Texas	1,043	591	56.7%	348,332	294,694	84.6%
Utah	45	40	88.9%	26,876	26,853	99.9%
Vermont	181	157	86.7%	7,873	7,406	94.1%
Virginia	131	125	95.4%	92,624	89,778	96.9%
Washington	299	254	84.9%	62,921	62,322	99.0%
West Virginia	58	55	94.8%	18,670	18,646	99.9%
Wisconsin	434	419	96.5%	59,163	58,967	99.7%
Wyoming	48	48	100.0%	7,312	7,312	100.0%
United States	14,186	11,365	80.1%	3,054,206	2,658,552	87.0%

Primary Data Sources

State	Source
Alabama	Online Research
Alaska	Online Research
Arizona	NEA State Affiliate
Arkansas	State Department of Education
California	State Department of Education
Colorado	NEA State Affiliate
Connecticut	NEA State Affiliate
District of Columbia	Online Research
Delaware	NEA State Affiliate and Online Research
Federal	Federal Government and Online Research
Florida	Online Research
Georgia	Online Research
Hawaii	Online Research
Idaho	State Department of Education
Illinois	State Department of Education
Indiana	State Department of Education
Iowa	State Department of Education
Kansas	NEA State Affiliate
Kentucky	State Department of Education
Louisiana	Online Research
Maine	NEA State Affiliate
Maryland	State Department of Education
Massachusetts	NEA State Affiliate and Online Research
Michigan	NEA State Affiliate and Online Research
Minnesota	NEA State Affiliate
Mississippi	Online Research
Missouri	NEA State Affiliate
Montana	NEA State Affiliate
Nebraska	NEA State Affiliate
Nevada	Online Research
New Hampshire	NEA State Affiliate and State Department of Education
New Jersey	NEA State Affiliate
New Mexico	State Department of Education
New York	NEA State Affiliate
North Carolina	State Department of Education
North Dakota	NEA State Affiliate
Ohio	NEA State Affiliate
Oklahoma	State Department of Education
Oregon	NEA State Affiliate
Pennsylvania	NEA State Affiliate
Rhode Island	Online Research
South Carolina	State Department of Education
South Dakota	State Department of Education
Tennessee	State Department of Education
Texas	Online Research
Utah	NEA State Affiliate
Vermont	NEA State Affiliate and Online Research
Virginia	Online Research
Washington	NEA State Affiliate
West Virginia	State Department of Education
Wisconsin	State Department of Education
Wyoming	NEA State Affiliate