



## **NEA 2023-2024 Teacher Salary Benchmark Report**

### **Collective Bargaining and Member Advocacy Department (April 2025)**

Data collected from over 12,000 school districts from across the country show that for the 2023-2024 school year, the average starting teacher salary was \$46,526 and the average top teacher salary was \$84,272. District level starting salaries increased by an average of 4.4% over 2022-2023, while the maximum salary grew by 4.0%.

The 4.4% increase in starting salary represents the most significant increase over the 15 years NEA has been tracking increases in starting teacher pay. However, due to a 3% inflation rate, this year's real salary growth was only 1.5%.

Despite the recent positive trend, teacher salaries continue to lag behind the pay of other college-educated professionals. The [Economic Policy Institute's](#) research shows that the pay gap between teachers and comparable professionals continues to grow, reaching 26.6% in 2023. The Economic Policy Institute's most recent report on teacher pay notes that "closing the growing pay gap between teachers and other college graduate professionals is critical to public education."

NEA affiliates' and educators' ongoing advocacy to increase pay has resulted in steady progress nationwide. Notably, in 2023-2024:

- The increase in the average starting teacher salary was higher than it was in 2022-2023 in 27 states in all regions of the country.
- The average starting salary exceeds \$50,000 in thirteen states.
- Over 3,600 (or 30%) school districts have a starting salary of at least \$50,000.

In previous years' reports, NEA has highlighted states that have invested in public education and pay teachers across their careers. We have also identified states that have increased salaries the "wrong way" - rather than trying to implement a long-term solution, these states often implement a "band-aid" hoping to make the news, such as increasing teachers' starting salary and having them languish for years without receiving a salary increase.

The evidence from these two approaches is clear. On the positive side, CA, MD, and WA rank in the top ten for both starting and average salaries, showing that teachers are moving across the salary schedule and staying in the classroom. New Mexico's 2022 historic investment in schools and teachers has resulted in meaningful improvements. For 2023-24, New Mexico ranked 7<sup>th</sup> in starting and 21<sup>st</sup> in average salaries, whereas five years ago, New Mexico's ranks were 39<sup>th</sup> and 49<sup>th</sup>, respectively. New Mexico continues its commitment to recruiting and retaining teachers. On March 21, 2025, New Mexico's state legislature passed [legislation](#) to increase teacher salaries by \$5,000 at all levels of experience. On April 10, 2025, New Mexico's governor signed the bill into law.

Conversely, because of the LEARNS Act, [Arkansas](#) is not only not hurting its teachers but is also forcing school districts to deal with unnecessary administrative uncertainty. Florida, which enacted a minimum starting salary in 2020, ranks 50th in average salary in this year's Rankings and Estimates report. The state's ranking has dropped since forcing this policy on school districts. In 2020, the state ranked 49<sup>th</sup>.

It is also worth noting the benefits of collective bargaining, where local unions can negotiate pay for all teachers. Both the average starting and highest salaries in states with collective bargaining statutes exceed those in states without a bargaining law. The difference is significant at the top of the salary scale.

Teachers in nine out of the top ten states with the highest average starting salaries were all covered by comprehensive collective bargaining statutes. The one exception was Utah, which ranked 5<sup>th</sup> in average starting salary. Utah had permissive bargaining, where, despite no law, school districts and local unions negotiated significant pay increases. However, recently the state legislature passed a bill that will ban collective bargaining for all public employees, effective July 1, 2025. Utah now becomes the seventh state to prohibit public sector collective bargaining, destroying the collaborative model that characterized education negotiations for decades. It remains to be seen how this prohibition in bargaining rights will impact teacher salaries and teacher shortages.

Similarly, [teachers in the ten states](#) with the highest average salaries are covered by comprehensive collective bargaining statutes.

These anti-educator policies are worsening the teacher shortage, afflicting schools in many states. Disrespecting veteran educators, attacking unions and collective bargaining, and dismantling public education are not policies that serve the public good, and specifically students. Instead, good policies support a public education system, foster student learning, and invest in all educators.

#### *Other Findings:*

- The percentage of districts paying starting salaries below \$40,000 has dropped to 16.6%, representing a decrease of almost 1,500 school districts. Unfortunately, this still means that approximately 136,000 teachers work for school districts offering starting salaries below \$40,000.
- The percentage of school districts paying new teachers a starting salary of at least \$50,000 increased significantly – to 30% from 23.2% in the prior year. These districts employ 1.5 million (52%) teachers.
- Over 800 school districts pay beginning teachers a starting salary of at least \$60,000. This reflects a 66.2% increase from the prior year.
- The District of Columbia has the highest average starting salary of \$63,373, and the educators employed by the U.S. Defense Department earn an average starting salary of \$59,652. At \$58,409, California maintains the highest average starting teacher salary among the fifty states. The next two highest are Washington (\$57,912) and New Jersey (\$57,603).
- 36% of California school districts pay a starting salary of at least \$60,000. Of this 36%, 19% of school districts have a starting salary of at least \$70,000.
- Missouri (\$38,871), Montana (\$35,674), and Nebraska (\$38,871) continue to pay the lowest average starting salaries in the nation and are the only states with average starting salaries below \$40,000.

- For 2023-2024, the average increase in starting teacher salaries outpaced inflation by 1.5 percentage points. However, inflation over the past 15 years has eroded salary increases, so real inflation-adjusted starting salaries are now \$3,728 below 2008-2009.
- At \$50,380, the average beginning salary for a teacher with a master's degree is \$3,354 (8.3%) above the starting salary for a teacher with a bachelor's degree.
- On average, the top of the teacher pay scale is \$84,272. This salary level typically requires a PhD or 15 to 30 graduate credit hours beyond a master's degree and often 25 to 30 years of professional teaching experience.
- Teacher salaries top \$100,000 in 20.7% of US school districts, while 8.0% of districts pay a top salary below \$60,000. Over 96% of school districts with teacher salaries that top \$100,000 are in states with a state collective bargaining law.
- States with a state bargaining law have starting and top salaries that exceed those in states without a bargaining law.

## **List of Tables**

[Table 1: Teacher Salary Benchmark Reporting School Districts](#)

[Table 2: Teacher Salary Benchmark Averages](#)

[Table 3: Starting Teacher Salary](#)

[Table 4: Teacher Salary Benchmarks by US Census Region](#)

[Table 5: Teacher Salary Benchmarks by Salary Range](#)

[Table 6: Starting and Top Teacher Salary by District Enrollment](#)

[Table 7: Starting and Top Teacher Salary by District Typology](#)

[Table 8: Teacher Salary Benchmarks by Collective Bargaining Law](#)

[Table 9: Change in Teacher Starting Salary Compared to Inflation](#)

**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%	41,797	41,797	100.0%
Alaska	53	45	84.9%	7,135	7,052	98.8%
Arizona	223	142	63.7%	49,131	47,676	97.0%
Arkansas	233	233	100.0%	36,889	36,889	100.0%
California	986	839	85.1%	241,636	235,715	97.5%
Colorado	179	161	89.9%	51,945	51,120	98.4%
Connecticut	170	170	100.0%	41,799	41,799	100.0%
Delaware	19	19	100.0%	8,838	8,838	100.0%
Dist. of Columbia	1	1	100.0%	4,389	4,389	100.0%
Federal	16	16	100.0%	NA	NA	NA
Florida	67	62	92.5%	155,450	153,131	98.5%
Georgia	196	190	96.9%	118,764	114,592	96.5%
Hawaii	1	1	100.0%	11,984	11,984	100.0%
Idaho	114	114	100.0%	16,563	16,563	100.0%
Illinois	921	874	94.9%	134,288	132,137	98.4%
Indiana	306	306	100.0%	62,267	62,267	100.0%
Iowa	327	324	99.1%	35,857	35,764	99.7%
Kansas	298	277	93.0%	37,685	37,172	98.6%
Kentucky	171	171	100.0%	43,023	43,023	100.0%
Louisiana	69	58	84.1%	36,400	34,409	94.5%
Maine	202	172	85.1%	14,750	14,398	97.6%
Maryland	24	24	100.0%	62,197	62,197	100.0%
Massachusetts	321	293	91.3%	72,791	70,366	96.7%
Michigan	594	527	88.7%	77,547	72,494	93.5%
Minnesota	345	275	79.7%	51,020	41,867	82.1%
Mississippi	138	138	100.0%	33,451	33,451	100.0%
Missouri	518	512	98.8%	67,266	67,130	99.8%
Montana	401	214	53.4%	10,979	9,052	82.4%
Nebraska	257	251	97.7%	23,776	22,185	93.3%
Nevada	17	17	100.0%	21,221	21,221	100.0%
New Hampshire	165	163	98.8%	14,234	13,945	98.0%
New Jersey	582	576	99.0%	113,452	113,363	99.9%
New Mexico	89	88	98.9%	20,122	20,098	99.9%
New York	723	612	84.6%	203,913	180,729	88.6%
North Carolina	115	115	100.0%	91,863	91,863	100.0%
North Dakota	210	161	76.7%	9,564	9,448	98.8%
Ohio	656	591	90.1%	90,143	85,386	94.7%
Oklahoma	509	509	100.0%	39,801	39,801	100.0%
Oregon	194	165	85.1%	30,227	30,035	99.4%
Pennsylvania	601	505	84.0%	115,942	108,139	93.3%
Rhode Island	36	28	77.8%	9,697	7,221	74.5%
South Carolina	73	73	100.0%	52,964	52,964	100.0%
South Dakota	153	113	73.9%	10,237	9,003	87.9%
Tennessee	143	138	96.5%	65,431	64,428	98.5%
Texas	1,019	670	65.8%	348,267	335,676	96.4%
Utah	41	41	100.0%	26,876	26,876	100.0%
Vermont	152	122	80.3%	7,694	6,741	87.6%
Virginia	131	131	100.0%	92,624	92,624	100.0%
Washington	295	260	88.1%	62,907	62,570	99.5%
West Virginia	55	55	100.0%	18,646	18,646	100.0%
Wisconsin	420	417	99.3%	58,996	58,863	99.8%
Wyoming	48	48	100.0%	7,312	7,312	100.0%
<b>Total</b>	<b>13,715</b>	<b>12,145</b>	<b>88.6%</b>	<b>3,061,746</b>	<b>2,966,406</b>	<b>96.9%</b>

**Table 2: Teacher Salary Benchmark Averages**

State	Starting Salary	Top Bachelor's	Starting Master's	Top Master's	Top Salary
Alabama	44,610	68,271	53,441	78,465	90,667
Alaska	52,451	67,738	57,575	81,947	93,520
Arizona	46,128	60,178	48,865	69,603	77,276
Arkansas	50,031	NA	50,352	NA	56,354
California	58,409	NA	NA	NA	115,531
Colorado	42,421	54,809	46,339	66,758	75,994
Connecticut	49,860	NA	54,110	94,562	100,769
Delaware	48,407	67,814	54,875	85,255	94,679
Dist. of Columbia	63,373	100,488	67,598	123,994	131,003
Federal	59,652	115,522	68,085	124,387	143,348
Florida	48,639	66,972	51,424	69,076	72,598
Georgia	43,654	62,692	48,966	70,930	86,727
Hawaii	51,835	73,843	55,982	79,750	95,090
Idaho	45,717	61,688	50,142	68,383	70,815
Illinois	45,061	66,456	49,409	81,986	90,761
Indiana	45,007	NA	NA	NA	78,362
Iowa	40,997	NA	NA	NA	76,497
Kansas	42,800	48,210	45,923	59,334	66,174
Kentucky	40,161	57,750	44,113	62,919	68,076
Louisiana	46,682	59,151	47,507	61,015	63,316
Maine	42,380	69,151	45,213	73,056	75,694
Maryland	54,439	73,140	56,762	95,081	104,034
Massachusetts	52,616	83,162	56,848	91,802	102,453
Michigan	41,645	NA	NA	77,139	NA
Minnesota	44,995	60,944	50,676	73,308	79,020
Mississippi	42,492	62,136	44,034	67,657	72,955
Missouri	38,871	47,360	40,492	57,077	61,893
Montana	35,674	48,901	40,159	66,361	71,199
Nebraska	38,811	47,698	45,798	65,507	73,721
Nevada	47,355	61,320	53,256	79,655	91,248
New Hampshire	42,588	63,602	46,586	71,555	75,521
New Jersey	57,603	89,187	61,537	94,101	98,007
New Mexico	53,400	70,383	62,797	80,700	81,788
New York	50,077	82,249	54,921	94,025	100,817
North Carolina	42,542	60,104	46,796	66,114	68,874
North Dakota	43,734	NA	NA	NA	NA
Ohio	40,982	71,518	45,336	83,704	89,121
Oklahoma	41,152	59,307	42,588	61,370	63,691
Oregon	44,446	63,467	49,551	77,825	84,244
Pennsylvania	50,470	76,537	54,703	84,160	90,059
Rhode Island	47,205	90,091	50,447	93,626	95,953
South Carolina	44,693	50,059	64,426	72,092	86,420
South Dakota	45,530	60,066	50,594	62,708	NA
Tennessee	44,897	59,505	48,561	64,688	73,325
Texas*	48,526	66,547	51,463	68,911	67,762
Utah	55,711	79,448	60,097	91,810	96,253
Vermont	44,524	62,874	49,677	75,829	83,042
Virginia	48,666	76,088	51,805	80,011	82,037
Washington	57,912	69,398	68,289	100,649	111,826
West Virginia	42,708	63,879	45,544	66,740	70,587
Wisconsin	42,259	NA	NA	NA	80,642
Wyoming	50,214	59,780	54,882	71,427	78,709
<b>US</b>	<b>46,526</b>	<b>66,532</b>	<b>50,380</b>	<b>76,905</b>	<b>84,272</b>

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 2022-23	Salary Change
Alabama	44,610	31	138	100.0%	41,797	100.0%	43,670	2.2%
Alaska	52,451	9	45	100.0%	7,052	100.0%	51,396	2.1%
Arizona	46,128	23	126	88.7%	46,413	97.4%	44,163	4.4%
Arkansas	50,031	14	233	100.0%	36,889	100.0%	37,907	32.0%
California	58,409	2	823	98.1%	235,616	100.0%	55,288	5.6%
Colorado	42,421	41	106	65.8%	49,542	96.9%	39,044	8.6%
Connecticut	49,860	15	170	100.0%	41,799	100.0%	48,784	2.2%
Delaware	48,407	19	19	100.0%	8,838	100.0%	45,188	7.1%
Dist. of Columbia	63,373	1	1	100.0%	4,389	100.0%	63,373	0.0%
Federal	59,652	NA	16	100.0%	0	NA	56,917	4.8%
Florida	48,639	17	62	100.0%	153,131	100.0%	47,131	3.2%
Georgia	43,654	35	190	100.0%	114,592	100.0%	41,343	5.6%
Hawaii	51,835	10	1	100.0%	11,984	100.0%	50,123	3.4%
Idaho	45,717	24	114	100.0%	16,563	100.0%	41,179	11.0%
Illinois	45,061	26	815	93.2%	129,781	98.2%	43,482	3.6%
Indiana	45,007	27	306	100.0%	62,267	100.0%	42,729	5.3%
Iowa	40,997	46	206	63.6%	24,572	68.7%	39,986	2.5%
Kansas	42,800	36	253	91.3%	34,941	94.0%	41,200	3.9%
Kentucky	40,161	48	81	47.4%	29,522	68.6%	39,204	2.4%
Louisiana	46,682	22	54	93.1%	33,763	98.1%	45,797	1.9%
Maine	42,380	42	169	98.3%	14,058	97.6%	41,163	3.0%
Maryland	54,439	6	24	100.0%	62,197	100.0%	51,548	5.6%
Massachusetts	52,616	8	293	100.0%	70,366	100.0%	51,036	3.1%
Michigan	41,645	44	368	69.8%	61,996	85.5%	40,302	3.3%
Minnesota	44,995	28	265	96.4%	41,329	98.7%	43,184	4.2%
Mississippi	42,492	40	138	100.0%	33,451	100.0%	42,342	0.4%
Missouri	38,871	49	106	20.7%	44,878	66.9%	36,829	5.5%
Montana	35,674	51	41	19.2%	4,367	48.2%	34,486	3.4%
Nebraska	38,811	50	40	15.9%	9,770	44.0%	37,797	2.7%
Nevada	47,355	20	17	100.0%	21,221	100.0%	43,695	8.4%
New Hampshire	42,588	38	126	77.3%	12,461	89.4%	41,590	2.4%
New Jersey	57,603	4	576	100.0%	113,363	100.0%	56,426	2.1%
New Mexico	53,400	7	88	100.0%	20,098	100.0%	50,616	5.5%
New York	50,077	13	592	96.7%	177,132	98.0%	49,302	1.6%
North Carolina	42,542	39	105	91.3%	89,937	97.9%	40,136	6.0%
North Dakota	43,734	34	148	91.9%	9,136	96.7%	42,387	3.2%
Ohio	40,982	47	332	56.2%	65,706	77.0%	40,055	2.3%
Oklahoma	41,152	45	367	72.1%	36,529	91.8%	38,192	7.7%
Oregon	44,446	33	156	94.5%	29,553	98.4%	42,050	5.7%
Pennsylvania	50,470	11	488	96.6%	106,688	98.7%	49,044	2.9%
Rhode Island	47,205	21	28	100.0%	7,221	100.0%	46,227	2.1%
South Carolina	44,693	30	73	100.0%	52,964	100.0%	42,026	6.3%
South Dakota	45,530	25	112	99.1%	8,992	99.9%	42,907	6.1%
Tennessee	44,897	29	138	100.0%	64,428	100.0%	42,085	6.7%
Texas	48,526	18	581	86.7%	329,762	98.2%	47,241	2.7%
Utah	55,711	5	41	100.0%	26,876	100.0%	49,555	12.4%
Vermont	44,524	32	122	100.0%	6,741	100.0%	42,955	3.7%
Virginia	48,666	16	127	96.9%	91,835	99.1%	46,290	5.1%
Washington	57,912	3	260	100.0%	62,570	100.0%	55,492	4.4%
West Virginia	42,708	37	55	100.0%	18,646	100.0%	40,339	5.9%
Wisconsin	42,259	43	341	81.8%	45,243	76.9%	41,151	2.7%
Wyoming	50,214	12	48	100.0%	7,312	100.0%	48,622	3.3%
<b>Total</b>	<b>46,526</b>		<b>10,124</b>	<b>83.4%</b>	<b>2,830,272</b>	<b>95.4%</b>	<b>44,548</b>	<b>4.4%</b>

Note: 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	5,010	4,629	92.4%	658,699	633,764	96.2%
Northeast	2,959	2,645	89.4%	594,767	556,973	93.6%
South	3,102	2,726	87.9%	1,250,853	1,228,777	98.2%
West	2,643	2,136	80.8%	558,183	547,274	98.0%
<b>US</b>	<b>13,714</b>	<b>12,136</b>	<b>88.5%</b>	<b>3,062,502</b>	<b>2,966,788</b>	<b>96.9%</b>

Region	Starting Salary	Top Bachelor's	Starting Master's	Top Master's	Top Salary
Midwest	42,413	59,881	46,488	73,387	79,592
Northeast	50,806	79,753	55,041	88,168	94,104
South	45,280	63,185	48,412	67,913	70,915
West	51,629	61,731	53,362	78,826	97,790
<b>US</b>	<b>46,526</b>	<b>66,532</b>	<b>50,380</b>	<b>76,905</b>	<b>84,272</b>

Region	\$40K Districts	District Percent	\$40K Teachers	Teacher Percent	\$50K Districts	District Percent	\$50K Teachers	Teacher Percent
Midwest	3,293	71.1%	538,657	85.0%	281	6.1%	104,964	16.6%
Northeast	2,568	97.1%	550,100	98.8%	1,450	54.8%	404,654	72.7%
South	2,387	87.6%	1,202,729	97.9%	678	24.9%	595,080	48.4%
West	1,867	87.4%	539,168	98.5%	1,221	57.2%	438,317	80.1%
<b>US</b>	<b>10,115</b>	<b>83.3%</b>	<b>2,830,654</b>	<b>95.4%</b>	<b>3,630</b>	<b>29.9%</b>	<b>1,543,015</b>	<b>52.0%</b>

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	223	1.8%	15,233	0.5%
35,000	37,500	471	3.9%	31,965	1.1%
37,500	40,000	1,327	10.9%	88,936	3.0%
40,000	42,500	2,409	19.8%	259,011	8.7%
42,500	45,000	1,828	15.0%	333,519	11.2%
45,000	50,000	2,248	18.5%	695,109	23.4%
50,000	55,000	1,815	14.9%	585,927	19.8%
55,000		1,829	15.1%	956,415	32.2%

**Starting Master's**

At Least	Less Than	Districts		Teachers	
	40,000	593	6.5%	24,520	1.0%
40,000	42,500	878	9.6%	54,885	2.3%
42,500	45,000	1,207	13.2%	131,496	5.6%
45,000	47,500	1,271	13.9%	215,827	9.2%
47,500	50,000	1,010	11.1%	246,337	10.5%
50,000	55,000	1,845	20.2%	580,557	24.8%
55,000	60,000	1,007	11.0%	394,768	16.9%
60,000		1,316	14.4%	692,510	29.6%

**Top Salary**

At Least	Less Than	Districts		Teachers	
	55,000	493	4.4%	35,438	1.3%
55,000	60,000	406	3.6%	55,965	2.0%
60,000	65,000	1,082	9.7%	101,854	3.6%
65,000	70,000	1,110	10.0%	178,868	6.4%
70,000	75,000	1,238	11.1%	317,429	11.3%
75,000	80,000	1,110	10.0%	231,808	8.2%
80,000	90,000	1,820	16.3%	389,986	13.9%
90,000	100,000	1,586	14.2%	440,534	15.7%
100,000		2,305	20.7%	1,058,243	37.7%

**Table 6: Starting and Top Teacher Salary by District Enrollment**

Students		Districts		Starting Salary	Top Salary
At Least	Less Than				
	250	1,497	12.6%	43,518	73,889
250	500	1,593	13.4%	43,942	75,336
500	1,000	2,188	18.4%	44,468	78,165
1,000	2,000	2,370	19.9%	46,014	84,431
2,000	4,000	1,952	16.4%	48,295	90,769
4,000	8,000	1,209	10.1%	50,035	96,186
8,000	30,000	901	7.6%	52,528	97,878
30,000		207	1.7%	54,428	94,618

**Table 7: Starting and Top Teacher Salary by District Typology**

District Typology	Districts		Starting Salary	Top Salary
City: Large	191	1.6%	55,021	100,472
City: Mid-size	174	1.4%	53,320	101,134
City: Small	394	3.2%	50,318	96,081
Suburb: Large	2,432	20.0%	52,114	103,217
Suburb: Mid-size	319	2.6%	49,779	91,960
Suburb: Small	247	2.0%	48,342	91,070
Town: Fringe	494	4.1%	47,985	88,692
Town: Distant	1,096	9.0%	45,119	80,795
Town: Remote	724	6.0%	44,306	75,986
Rural: Fringe	1,633	13.4%	46,673	83,846
Rural: Distant	2,634	21.7%	42,884	73,152
Rural: Remote	1,790	14.7%	42,176	69,419
Military Base	16	0.1%	59,652	143,348

**Table 8: Teacher Salary Benchmarks by Collective Bargaining Law**

State Bargaining Law	Districts		Starting Salary	Top Salary
Collective Bargaining Law	9,649	79.4%	46,650	87,378
No Collective Bargaining Law	2,503	20.6%	46,047	72,950
<b><i>Difference CB Law - No CB Law</i></b>			<b>603</b>	<b>14,429</b>

**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	44,548	3.9%	3.0%	0.9%	48,803	-4,255
2023-2024	46,526	4.4%	3.0%	1.5%	50,254	-3,728
Average		2.0%	2.6%			-1,551
Change since 2008-2009		34.9%	45.7%	-7.4%		

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 reported 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 2022-2023 enrollment, teacher FTE, and school district typology data from the National Center for Education Statistics (NCES).

<b>Primary Data Sources</b>	
<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	NEA state affiliate and 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	Online school district search
Washington	NEA state affiliate
West Virginia	State education department
Wisconsin	State education department
Wyoming	NEA state affiliate