

STATEWIDE MINIMUM TEACHER SALARIES



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About this Report

The co-chairs of the Joint Task Force on Statewide Educator Salary Schedules requested an overview of states that set statewide minimum teacher salaries. Staff with the Legislative Policy and Research Office (LPRO) provided a presentation at the September 26, 2023 task force meeting. [A recording of that meeting is available](#) online, as well as [the slide deck](#) from the presentation. This report includes all information from the presentation slides, plus additional details, as well as citations of statutes, court cases, and other sources. In any instance where facts differ between the presentation and this report, this report has the more up-to-date information.

Additionally, this report incorporates task force discussions during the September 26 and October 11, 2023 meetings. Where LPRO has been able to respond to task force requests or answer follow-up questions, those answers are incorporated into this report.



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Report:

Statewide minimum teacher salaries

DATE: October 25, 2023

Executive Summary

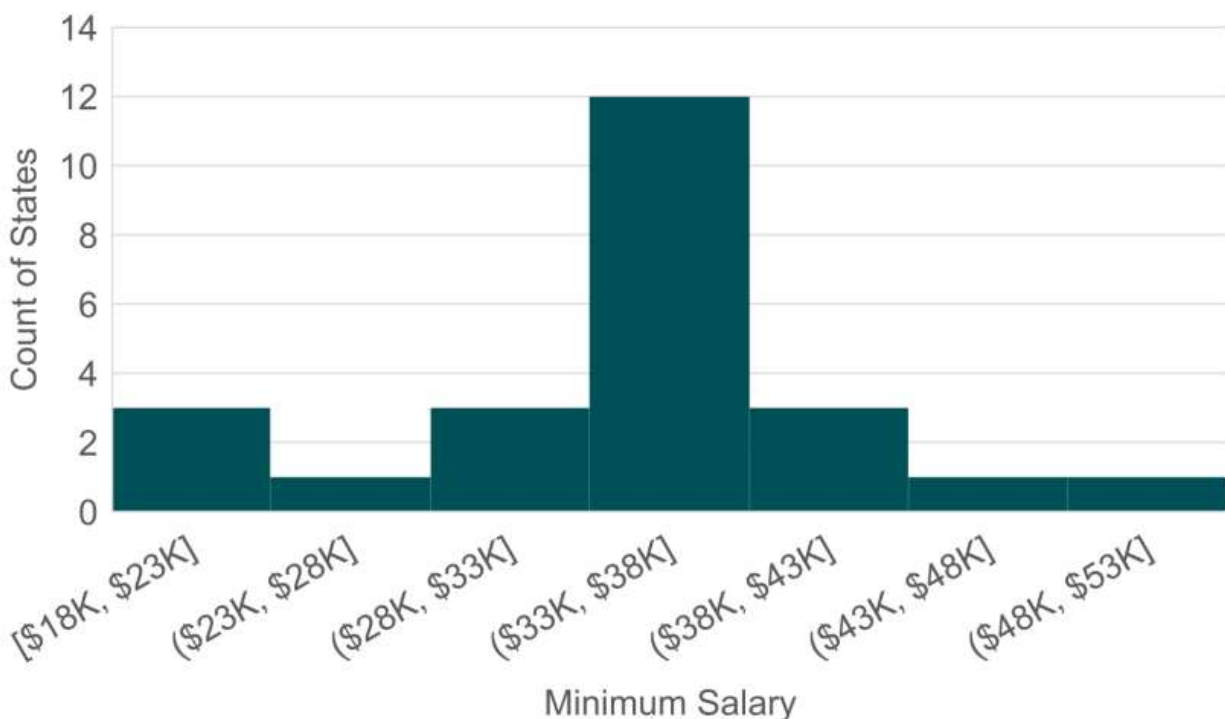
Oregon's [Senate Bill 283 \(2023\)](#) created the [Joint Task Force on Statewide Educator Salary Schedules](#). The task force will explore statewide minimum pay for Oregon's teachers and classified staff. Among its first deliverables is this report, which examines each of the 24 states that establish minimum salaries for teachers and other school staff.

States have considerable variation in their school funding models, legal and policy landscapes, and geographic considerations such as rural or urban districts, and numbers of districts, students, and teachers. Because of the diversity among states, this report does not list nationwide averages, nor does it average data from the 24 states that have minimum teacher salaries. Instead, this report considers each state individually. The graphs and charts below compare states' data.

Teacher minimum starting salaries: \$18,000 to \$50,000

Figure 1 displays statewide minimum teacher salaries in 2021-2022 from all 24 states with statewide salary schedules. Massachusetts, New Jersey, and Pennsylvania are the three states represented by the bar on the farthest left, indicating minimums below \$23,000. These three states, however, have not updated their minimum salary statutes in decades; the majority of their teachers earn \$30,000 or more above the statewide minimum.



Figure 1: Minimum starting salaries 2021-2022

Source: Legislative Policy and Research Office

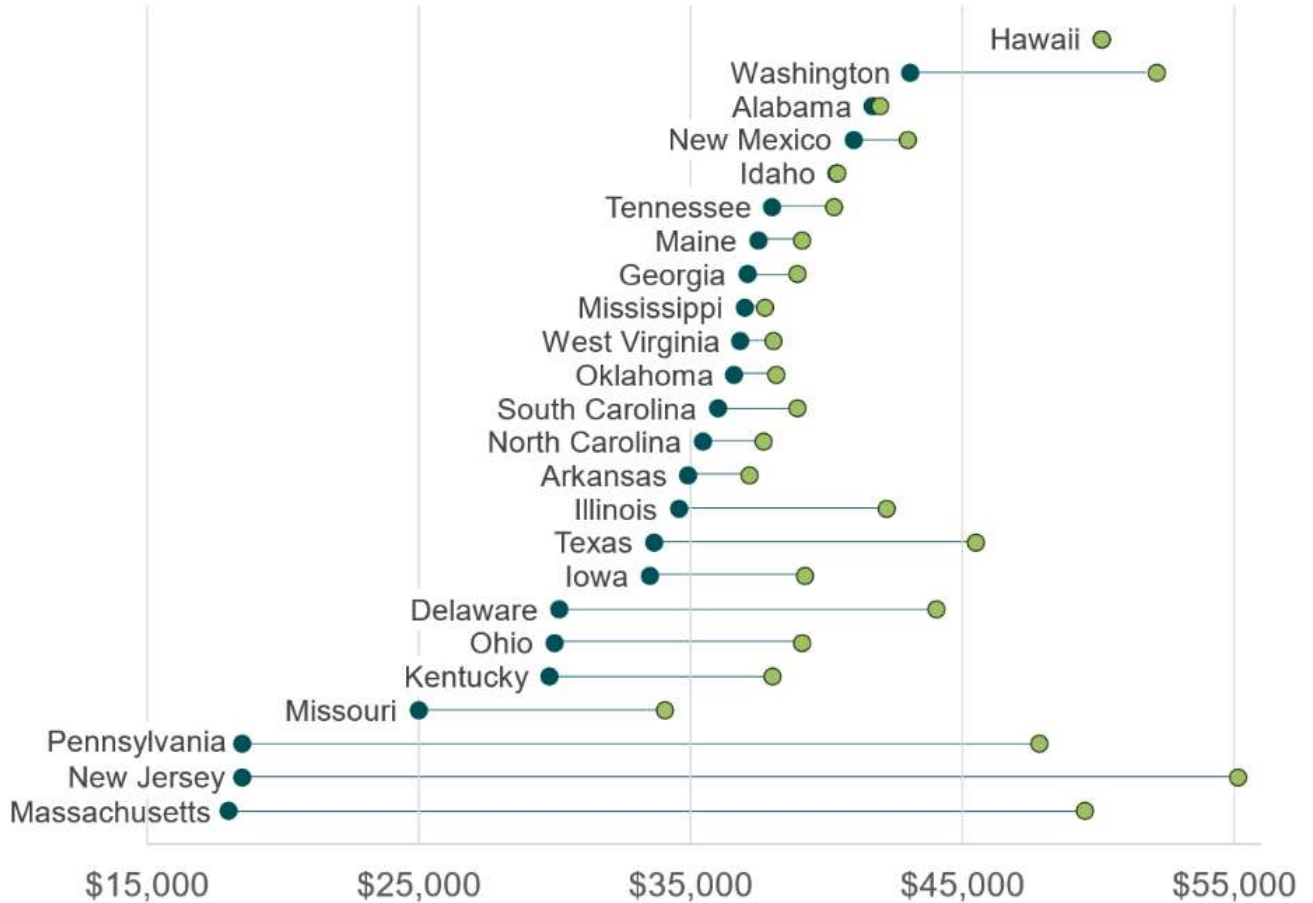
Data: National Education Association, 2021-2022 Teacher Salary Benchmark Report (2023), 6 and 12, available at <https://www.nea.org/sites/default/files/2023-05/2021-2022-teacher-salary-benchmark-report-final-5.4.23.pdf> (last visited October 31, 2023).

Minimum versus average salaries: a range of differences

States have a range of differences between teachers' minimum starting salary and teachers' average salary. Figure 2 maps 2021-2022 minimum starting salaries in dark teal on the left, compared to 2021-2022 average salaries in bright green on the right.

States vary, too, in how often they update minimum salary schedules. Delaware, Tennessee, and Washington update every one to four years; most states update every decade or so. In Massachusetts, New Jersey, and Pennsylvania, teacher salary statutes have remained unchanged for 30 or more years; these three states have the greatest differences between their minimum and average salaries.



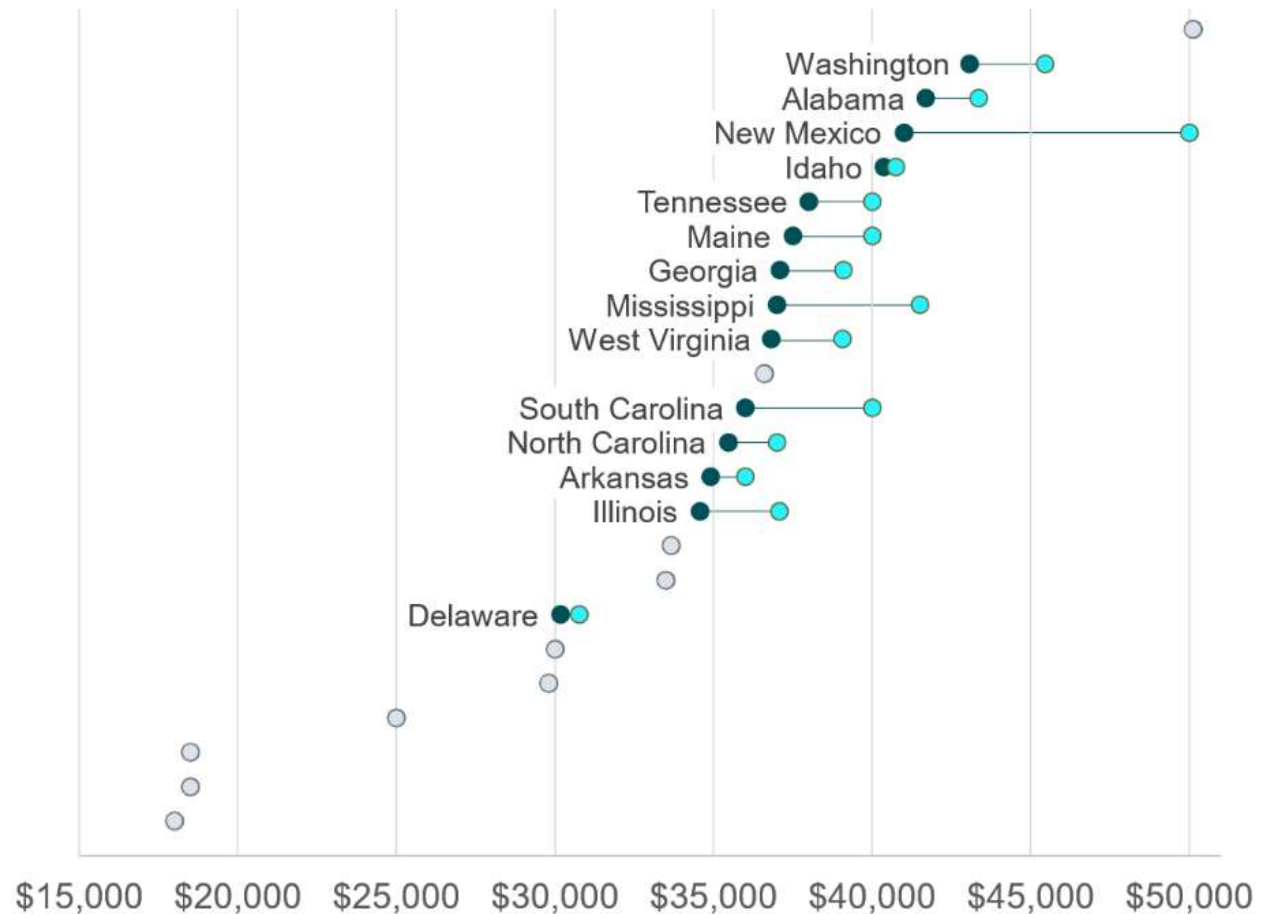
Figure 2: Minimum salaries versus average salaries 2021-2022

Source: Legislative Policy and Research Office

Data: National Education Association, 2021-2022 Teacher Salary Benchmark Report (2023), 6, available at <https://www.nea.org/sites/default/files/2023-05/2021-2022-teacher-salary-benchmark-report-final-5.4.23.pdf> (last visited October 31, 2023), and National Center for Education Statistics, Digest of Educational Statistics, Table 211.60 Estimated average annual salary of teachers in public elementary and secondary schools, by state: Selected school years, 1969-70 through 2021-22, https://nces.ed.gov/ipeds/data/digest/d22/tables/dt22_211.60.asp (last visited October 24, 2023).

Recent changes in minimum teacher salaries

Several states updated minimum teacher salaries in recent legislative sessions. Figure 3 compares 2021-2022 minimum starting salaries, in dark teal on the left, to 2022-2023 minimum starting salaries, in bright blue on the right. Gray represents states in which minimum salaries remained unchanged between those two school years.

Figure 3: Teacher minimum salary change between 2021-2022 and 2022-2023

Source: Legislative Policy and Research Office

Data: National Education Association, 2021-2022 Teacher Salary Benchmark Report (2023), 6 and 12, available at <https://www.nea.org/sites/default/files/2023-05/2021-2022-teacher-salary-benchmark-report-final-5.4.23.pdf> (last visited October 24, 2023).

The task force will consider how Oregon could include regional variation in minimum salary schedules for school personnel. Research indicates that only Washington includes regional variation in its statewide minimum teacher salaries. This report's section on Washington provides more information on its system of regional variation. The Chief Financial Officer for Washington's Office of the Superintendent of Public Instruction presented to the task force at [the October 11 meeting](#), providing additional background on the Washington system of regional variation.

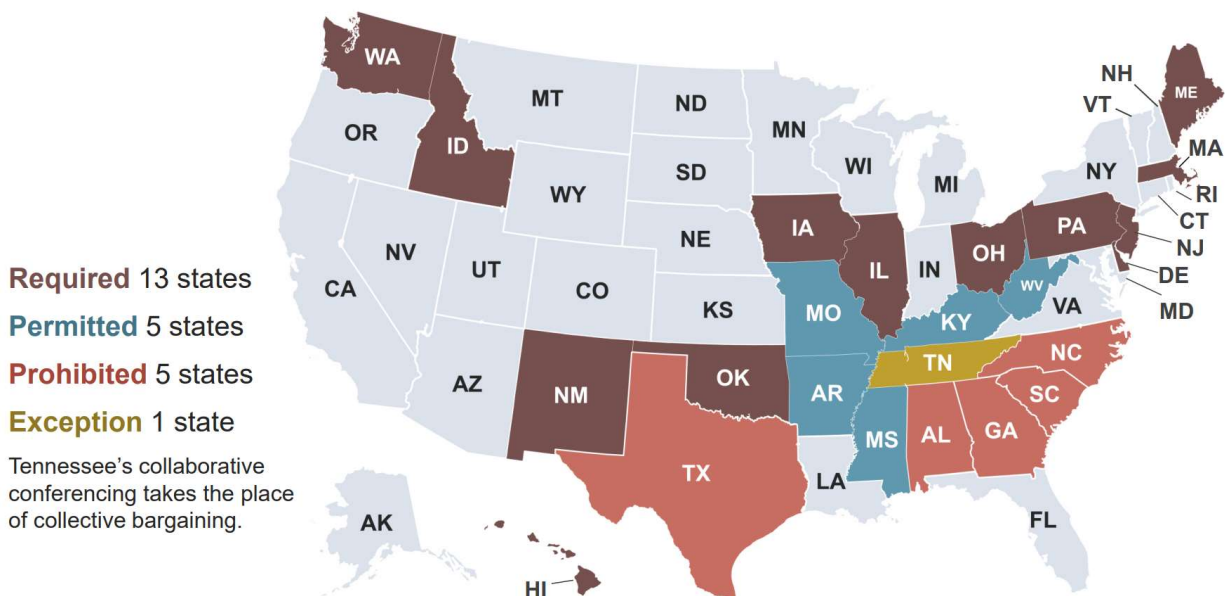
Teacher collective bargaining in states with statewide minimum teacher salaries

Collective bargaining, or the practice of negotiating salaries and working conditions with groups of workers, is a relevant consideration in any conversation about teacher salaries. Of the 24 states with minimum teacher salaries, 13 require collective bargaining, five permit it, and five prohibit it. One exception, Tennessee, replaced collective bargaining with a process called collaborative conferencing. Oregon law



requires teachers to bargain collectively.¹ Figure 4 maps collective bargaining in states that have minimum teacher salaries.

Figure 4: Teacher collective bargaining in states with minimum teacher salaries



Source: Legislative Policy and Research Office
 Data: See footnotes in state subsections.

The task force will consider establishing minimum pay for Oregon classified staff. Only two states, Delaware and West Virginia, have statewide minimum pay for classified staff. Alabama and Ohio require districts to develop classified staff salary schedules. Officials from Delaware and West Virginia spoke to the task force at its [October 25 meeting](#) regarding their states' systems of classified staff minimum pay.

States' minimum salaries for school personnel vary in their structure. All consider years of experience. Most consider education level. Some consider additional factors, such as specialized skills in teaching math, science, special education, or English language learners; leadership in curriculum development; or mentorship of beginning-level staff. This report notes these differences below, as well as changes to states' teacher salary laws during the 2023 legislative session—data too new to be reflected in the visualizations above.

¹ ORS 243.650 to 243.666 (2021).

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Terms to know

The following four terms appear throughout this report. Definitions and explanations are included below to provide context for this terminology.

Minimum starting salary

The lowest salary a state allows for a beginning teacher is the minimum starting salary.

In some states, many beginning teachers earn very close to that minimum number; in other states, beginning teachers earn tens of thousands of dollars more than the minimum starting salary.

Minimum salary schedule

A minimum salary for all teachers, also termed minimum salary schedule, is set at the statewide level, almost always by the state legislature.

A few states set their minimum salary as a flat base amount, but most states that have minimum salary schedules include both minimum and maximum numbers. The schedule usually takes the form of a grid, with one axis being the employee's years of experience, and the other axis being the employee's level or type of education.

Some minimum salary schedules rely less—or not at all—on education level. Some incorporate other factors, such as specialized skills in teaching math, science, special education, or English language learners; leadership in curriculum development, or mentorship to beginning teachers.

Salary schedule

Salary schedules can be negotiated between a district and the local union. In states where collective bargaining is prohibited, a salary schedule may be negotiated between a district and an individual employee.

School personnel and classified staff

This report uses “school personnel” as an umbrella term to cover all workers employed by public schools. If policy or data applies only to specific workers, and not to school personnel generally, then this report specifies which workers. “Classified staff” refers to non-certified school personnel such as custodians, bus drivers, and food service workers. This report avoids the term “educator” when possible, and instead uses “school personnel,” “classified staff,” or a specific job title such as teacher, nurse, or educational assistant.



Limitations of this report

No data for 2022-2023 average starting salaries

LPRO located 2021-2022 average starting salaries, but 2022-2023 average starting salaries are not yet available. Many state legislatures passed increases in minimum salary in 2023. Where that happened, a state's 2022-2023 minimum starting salary could be higher than its 2021-2022 average starting salary.

No medians, only averages

The median is the number in the exact middle of the dataset. A median will often be lower than its average. For example, news reports might discuss an area's median home price, not its average home price. That is because, in a city where the highest-priced homes sell for tens of millions of dollars, but a majority of homes sell for around \$300,000, the average home price is much higher than the median home price. In the same way, it would be useful to have median teacher salary data.

Federal and National Education Association (NEA) data, however, does not include median salaries. This report is limited to averages. Readers are advised to keep this in mind, especially when examining states that have varied costs of living.

No district-by-district breakdowns

This report does not delve into district-by-district figures for states. As a result, this report cannot detail how salaries differ between rural, suburban, and urban areas, or between districts with wealthier and poorer residents.



Data sources

For each state, this report presents the numbers of school districts, students, and full-time teachers, as well as data for minimum starting salary, average starting salary, and average salary overall. Below are the sources of that data.

Numbers of districts, students, and teachers

This report sourced district, student, and teacher numbers from a database of the National Center for Educational Statistics (NCES).² Latest available data are 2021-2022. This NCES database also provides demographics on students in each state.

Minimum starting and average starting teacher salaries

Minimum starting and average starting salaries came from the *NEA 2021-2022 Teacher Salary Benchmark Report* published in May 2023.³ Most of this NEA report's data relates to the 2021-2022 school year; some relates to 2022-2023.

Average teacher salaries 2021-2022

Average teacher salaries 2021-2022 came from an NCES dataset.⁴ The dataset includes estimated average annual salaries for teachers in each state beginning in 1969, with original numbers as well as numbers adjusted to 2021-2022 dollars.

Average teacher salaries 2022-2023

Average teacher salaries 2022-2023 came from a February 2023 NEA report, *Rankings of the States 2022 and Estimates of School Statistics 2023*.⁵

² National Center for Education Statistics, Elementary and Secondary Information System table generator, <https://nces.ed.gov/ccd/elsi/tableGenerator.aspx?savedTableID=646278> (last visited October 24, 2023).

³ National Education Association, 2021-2022 Teacher Salary Benchmark Report (2023), 6 and 12, available at <https://www.nea.org/sites/default/files/2023-05/2021-2022-teacher-salary-benchmark-report-final-5.4.23.pdf> (last visited October 24, 2023).

⁴ National Center for Education Statistics, Digest of Educational Statistics, Table 211.60 Estimated average annual salary of teachers in public elementary and secondary schools, by state: Selected school years, 1969-70 through 2021-22, https://nces.ed.gov/programs/digest/d22/tables/dt22_211.60.asp (last visited October 24, 2023).

⁵ National Education Association, *Rankings of the States 2022 and Estimates of School Statistics 2023* (2023), 44, available at <https://www.nea.org/sites/default/files/2023-04/2023-rankings-and-estimates-report.pdf> (last visited October 24, 2023).



State-by-state teacher minimum salary law and policy




The remainder of this report presents information on the 24 states that have statewide minimum salaries for teachers.

For each state, this report lists whether teacher collective bargaining is prohibited, permitted, or required. Next, teal boxes list the numbers of districts, students, and teachers in the state, as well as its teacher starting salaries and average salaries. Below that data, the report describes any school personnel pay and collective bargaining policy that is unique to that state, as well as 2022 and 2023 legislative changes to school personnel salary.

Footnotes list sources such as the laws that govern each state's school personnel salaries and collective bargaining practices. Hyperlinks in this report's footnotes take readers to publicly available resources for state statutes and court cases. LPRO may provide additional content upon request.

Alabama

Collective bargaining is PROHIBITED.⁶

|  146 Districts | |  748,274 Students | |  38,835 Teachers | |
|---|-------------------------------|--|----------------------------|---|--|
| Min. Starting Salary 21-22 | Average Starting Salary 21-22 | Average Teacher Salary 21-22 | Min. Starting Salary 22-23 | Average Teacher Salary 22-23 | |
| \$41,690 | \$41,974 | \$55,834 | \$43,358 | \$56,109 | |

In the 2023 legislative session, Alabama passed a set of new education laws: the 2023 TEAMS Act. The TEAMS Act⁷ included pay differentials and bonuses for Alabama math and science teachers, as well as increased salaries for teachers in high-poverty schools.

Alabama is one of four states that have some form of minimum pay for classified staff. Alabama, like Ohio, requires districts to create minimum salary schedules for classified staff, while Delaware and West Virginia set minimum pay in state law.⁸ Because minimum salary schedules in Ohio and Alabama are set at the district level, it may be a challenge to understand how much classified staff are paid statewide.

⁶ [Walker County Board of Ed. v. Walker County Ed. Association 431 So.2d 948 \(Al. 1983\)](#).

⁷ The TEAMS Salary Schedule Program is codified at [Ala. Code](#) 16-13-330 to 340. TEAMS stands for Teacher Excellence and Accountability for Mathematics and Science.

⁸ Ala. Code 16-22-13 (a)(2).






The Alabama state legislature has passed laws that require districts to increase classified staff pay by specified percentages. It passed laws requiring pay increases for classified staff in 10 of the past fiscal years since the year 2000. These pay increases have typically been 2-4%, though sometimes the increase has been a specific dollar amount of around \$1,000.

For the 2023-2024 school year, the Alabama state legislature increased classified staff pay by two percent.⁹

Minimum teacher salaries are located in Title 16 of the Alabama State Code.¹⁰

Arkansas

Collective bargaining is PERMITTED.¹¹

|  261 Districts | |  489,565 Students | |  38,846 Teachers | |
|---|-------------------------------|--|----------------------------|---|--|
| Min. Starting Salary 21-22 | Average Starting Salary 21-22 | Average Teacher Salary 21-22 | Min. Starting Salary 22-23 | Average Teacher Salary 22-23 | |
| \$34,900 | \$37,186 | \$52,486 | \$36,000 | \$53,317 | |

Similar to Alabama, Arkansas passed notable changes to its education policy in the 2023 LEARNS Act.¹² The Act repealed the state's minimum salary schedule and replaced it with an across-the-board base salary of \$50,000, beginning with the 2023-2024 school year. Since this change just took effect for the current school year, it is not included in this report's 2022-23 numbers. No data yet exists on whether Arkansas' repeal of its tiered salary schedule and imposition of an across-the-board base amount will lead to salary increases.

The LEARNS Act also prohibited districts from granting employees greater contractual rights than are guaranteed by state law.

The Act also covered class size. Arkansas law imposes a maximum number of students per teacher. Under the LEARNS Act, if a teacher agrees to teach more than that

⁹ Ala. Code 16-22-13.12 (a)(2). This new law is only available to view via Westlaw, which is a subscription-based legal database; LPRO can provide copies of Westlaw content upon request.

¹⁰ Ala. Code 16-13-231; 16-22-13 Cost-of-living adjustments for certain public education employees; 16-13-281 Average Salaries to match national average.

¹¹ Ark. Code Ann. 6-17-202 Right to join professional organization.

¹² Literacy, Empowerment, Accountability, Readiness, Networking, School Safety. The [engrossed text of SB 294 \(2023\)](#) is 145 pages. Arkansas has an official state government website for LEARNS, *available at* <https://learns.ade.arkansas.gov/> (last visited October 23, 2023).






number, then the teacher's pay will increase proportionate to the greater number of students.

Minimum teacher salaries are located in Title 6 of the Code of Arkansas.¹³

Delaware

Collective bargaining is REQUIRED.¹⁴

|  42 Districts | |  139,935 Students | |  9,965 Teachers | |
|--|-------------------------------|--|----------------------------|--|--|
| Min. Starting Salary 21-22 | Average Starting Salary 21-22 | Average Teacher Salary 21-22 | Min. Starting Salary 22-23 | Average Teacher Salary 22-23 | |
| \$30,166 | \$44,037 | \$65,647 | \$30,769 | \$66,243 | |

Along with Tennessee and Washington, Delaware is among the states that most frequently updates its statewide minimum salary schedules. The state's minimum salary law was enacted in 1947 and the legislature has updated it every one to four years since then.

Delaware's salary statutes cover teachers as well as principals, secretaries, clerks, school nurses, custodians, food service workers, paraprofessionals, substitute teachers, and early childhood personnel.

Delaware is one of four states that have some form of minimum pay for classified staff. Like West Virginia, the legislature in Delaware sets classified staff minimum pay in state statute.¹⁵ Alabama and Ohio laws require districts to create minimum salary schedules for classified staff.

In 2022, the Delaware Legislature created the Public Education Compensation Committee "to recommend an enhanced compensation structure for school staff."¹⁶ Like this task force, Delaware's committee is co-chaired by the chairs of the state's House

¹³ Ark. Code Ann. 6-17-2403 Minimum teacher compensation schedule – Definition; 6-17-2405 Future adjustments of the compensation system; 6-17-2406 Applicability of teacher salary schedule – Low-income school status; 6-17-812 Compensation for teaching more than the maximum number of students permitted; 6-17-2903 Merit Teacher Incentive Fund Program – Creation.

¹⁴ [Del. Code Ann. tit. 14](#), sect. 4004 Employee organization as exclusive representation.

¹⁵ For an explanation of Delaware's system of school personnel pay schedules, see [the October 25 meeting](#) of the Joint Task Force on Statewide Educator Salary Schedules. Kimberly Klein, Associate Secretary of Operations Support, Delaware Department of Education, gave a presentation to the task force, beginning at timestamp 1:01:12 of the meeting video.

¹⁶ [SB 100 \(2022\)](#). The [Public Education Compensation Committee](#) is codified at Del. Code Ann. tit. 14, sect. 1337.






and Senate Education Committees. The committee's report is due to the Delaware governor no later than November 15, 2023, for consideration in the 2025 fiscal year budget. The committee, however, has already provided some initial recommendations to Delaware policymakers.

Minimum teacher salaries are in Title 14 Chapter 13 of the Delaware Code.¹⁷

Georgia

Collective bargaining is PROHIBITED.¹⁸

|  223 Districts | |  1,740,875 Students |  119,381 Teachers | | |
|---|-------------------------------|--|--|------------------------------|--|
| Min. Starting Salary 21-22 | Average Starting Salary 21-22 | Average Teacher Salary 21-22 | Min. Starting Salary 22-23 | Average Teacher Salary 22-23 | |
| \$37,092 | \$38,926 | \$61,249 | \$39,092 | \$64,461 | |

In Georgia, teachers specifically are prohibited from bargaining collectively, unlike many other states where the prohibition applies to all public employees.

Georgia delegates the creation of its teacher salary schedule to its State Board of Education.¹⁹ The Board's power in setting the schedules is limited, however, by legislative appropriations. The legislature enacts laws regarding salaries for school staff, such as a 10% salary increase for each year a teacher holds a national board certification, a 10% salary increase for certified teachers in high-needs schools,²⁰ and boosting math and science teachers to a higher step in the salary schedule.²¹ These salary increases and boosts are subject to appropriations by the General Assembly.

Georgia's teacher salary schedule statute requires that teacher salaries be comparable to the beginning salaries of recent graduates of the Georgia university system.

¹⁷ Del. Code Ann. tit. 14, sect. 1305 for teachers, nurses, principals, superintendents; 1308 and 1309 for secretaries and clerks, 1310 for school nurses, 1311 for custodians, 1321 for certain Dept. of Ed. personnel, 1322 for food service employees, 1324 for paraprofessionals, 1326 for substitute teachers.

¹⁸ Ga. Code Ann. 20-2-989.10 Collective bargaining not permitted or fostered.

¹⁹ Id. 20-2-212 Salary schedules. The Georgia Department of Education published its fiscal year 2024 salary schedule, available at <https://georgiainsights.gadoe.org/Data-Collections/Documents/CPI%20Documentation/FY2024/FY2024%20State%20Salary%20Schedule.pdf> (last visited October 24, 2023).

²⁰ Id. 20-2-212.2 Salary increase for persons receiving certification from National Board for Professional Teaching Standards, state payment of program participation fee, repayment, reimbursement.




²¹ Id. 20-2-212.5 Additional compensation for teachers in mathematics or science.



There has been no significant recent legislative action in Georgia regarding school personnel pay.²²

Hawaii

Collective bargaining is REQUIRED.²³

|  1 District | |  173,178 Students | |  12,026 Teachers | |
|--|-------------------------------|--|----------------------------|---|--|
| Min. Starting Salary 21-22 | Average Starting Salary 21-22 | Average Teacher Salary 21-22 | Min. Starting Salary 22-23 | Average Teacher Salary 22-23 | |
| \$50,123 | \$50,123 | \$67,000 | \$50,123 | \$70,947 | |

Hawaii is unique in that the entire state is one school district, and teachers are state employees. Functionally, this means that teachers in Hawaii engage in statewide collective bargaining. Hawaii is the only state with a statewide minimum teacher salary that is not set by the legislature. Instead, statewide minimum salaries are set yearly in the collective bargaining agreement negotiated between teachers and the state.

While this task force must explore the possibility of statewide collective bargaining in Oregon, Hawaii may not be a comparable model, because Oregon has 197 school districts, while Hawaii just has one; and because Oregon teachers are district employees, while Hawaii teachers are state employees.

There has been no significant recent legislative action in Hawaii regarding school personnel pay, but Hawaii did engage in negotiation that resulted in a 2023-2027 collective bargaining agreement, which includes the state's current minimum salaries for teachers.²⁴

²² In this report, “no significant recent legislative action” means that a state has passed no new laws during the 2022 or 2023 legislative sessions that would impact school personnel pay. Legislators in these states may have introduced 2022 or 2023 bills relating to school personnel pay; if so, the proposed legislation did not become law.




²³ [Haw. Rev. Stat. 89-3 Rights of employees.](#)

²⁴ Agreement between the Hawai'i State Teachers Association and the State of Hawai'i Board of Education (2023), available at <https://www.hsta.org/contract/> (last visited October 23, 2023).



Idaho

Collective bargaining is **REQUIRED**.²⁵

|  180 Districts | |  314,258 Students | |  17,934 Teachers | |
|---|-------------------------------|--|----------------------------|---|--|
| Min. Starting Salary 21-22 | Average Starting Salary 21-22 | Average Teacher Salary 21-22 | Min. Starting Salary 22-23 | Average Teacher Salary 22-23 | |
| \$40,369 | \$40,394 | \$54,232 | \$40,742 | \$56,365 | |




Idaho's Master Educator Premiums are \$4,000 payments each year for three years.²⁶ A teacher qualifies for a Master Educator Premium once they have eight or more years' experience, and once they prove their teaching mastery in ways specified in state law. Districts may add their own requirements for their teachers to qualify for the Master Educator Premiums.

There has been no significant recent legislative action in Idaho regarding school personnel pay.

Minimum teacher salaries are located in Title 33 Chapter 12 of Idaho Statutes.²⁷

Illinois

Collective bargaining is **REQUIRED**.²⁸

|  863 Districts | |  1,868,482 Students | |  139,378 Teachers | |
|---|-------------------------------|--|----------------------------|--|--|
| Min. Starting Salary 21-22 | Average Starting Salary 21-22 | Average Teacher Salary 21-22 | Min. Starting Salary 22-23 | Average Teacher Salary 22-23 | |
| \$34,576 | \$42,213 | \$72,301 | \$37,076 | \$73,933 | |

This school year, the Illinois minimum starting salary is \$40,000.²⁹ The number in the teal box above reflects the 2022-2023 school year. This increase to \$40,000 was the

²⁵ Idaho Code 33-1271 School districts – Professional employees – Negotiation agreements.

²⁶ Id. 33-1004I Master educator premiums.

²⁷ [Idaho Code](#) 33-1004A Experience and education multiplier; 33-1004B Career ladder; 33-1004C Base and minimum salaries—Education and experience index; 33-1004E District's salary-based apportionment.

²⁸ Illinois Compiled Statutes Annotated, [Ch. 115 §5/3](#) Employee rights, exclusive representative rights.

²⁹ [Ch. 105 Ill. Comp. §5/24-8](#) Minimum salary.



result of a 2020 law that updated minimum starting salaries, over a period of four school years, from \$32,000 in 2020-2021, gradually up to the current \$40,000.³⁰




A 2021 Illinois law gives \$4,000 retention bonuses for two consecutive years to teachers who work in schools made up of 30% or more low-income families.³¹

A law that became effective August 2023 now ties future teacher salary increases to the Consumer Price Index.³² Effective immediately upon its passage, another 2023 law increases incentives to \$2,250 for teachers who mentor other teachers.³³

Illinois allows, but does not require, districts to pay student teachers.³⁴

Iowa

Collective bargaining is REQUIRED.³⁵

|  327 Districts | |  510,661 Students | |  36,059 Teachers | |
|---|-------------------------------|--|----------------------------|---|--|
| Min. Starting Salary 21-22 | Average Starting Salary 21-22 | Average Teacher Salary 21-22 | Min. Starting Salary 22-23 | Average Teacher Salary 22-23 | |
| \$33,500 | \$39,208 | \$59,262 | \$33,500 | \$60,150 | |

Although collective bargaining is required for Iowa teachers, a 2017 law³⁶ significantly reduced the scope of collective bargaining. Since then, unions have been limited to bargaining mostly on wages. The law faced litigation, and Iowa courts upheld it.³⁷

There has been no significant recent legislative action in Iowa regarding school personnel pay.

Minimum teacher salaries are located in Title 7, Ch. 284 of the Iowa Code Annotated.³⁸

³⁰ [HB 2078 Enrolled \(2020\)](#).

³¹ [HB 3801 Enrolled \(2021\)](#).

³² [HB 0300 Enrolled \(2023\)](#).

³³ [HB 1291 Enrolled \(2023\)](#).

³⁴ Ch. 105 Ill. Comp. §5/24-8.5 Student teacher, salary.

³⁵ [Iowa Code 20.8](#).

³⁶ [HB 291 \(2017\)](#).




³⁷ [AFSME Iowa Council 61 v. Iowa Public Employment Relations Board, No. 17-1841 \(Ia. 2019\)](#).

³⁸ [Iowa Code 284.3A](#) Teacher compensation—single salary system; [284.14](#) Pay-for-performance program; [284.15](#) Iowa teacher career paths, leadership roles, and compensation framework.



Kentucky

Collective bargaining is **PERMITTED**.³⁹

|  174 Districts | |  654,239 Students | |  43,379 Teachers | |
|---|-------------------------------|--|----------------------------|---|--|
| Min. Starting Salary 21-22 | Average Starting Salary 21-22 | Average Teacher Salary 21-22 | Min. Starting Salary 22-23 | Average Teacher Salary 22-23 | |
| \$29,804 | \$38,010 | \$54,574 | \$29,804 | \$56,296 | |




Kentucky teachers get annual \$2,000 payments for the life of their teaching certificate.⁴⁰

Audiologists and speech and language pathologists who work in schools also get annual \$2,000 payments for the life of their certification; the payments to these professionals depend on legislative appropriations.

There has been no significant recent legislative action in Kentucky regarding school personnel pay.

Maine

Collective bargaining is **REQUIRED**.⁴¹

|  234 Districts | |  173,215 Students | |  15,417 Teachers | |
|---|-------------------------------|--|----------------------------|---|--|
| Min. Starting Salary 21-22 | Average Starting Salary 21-22 | Average Teacher Salary 21-22 | Min. Starting Salary 22-23 | Average Teacher Salary 22-23 | |
| \$37,500 | \$39,101 | \$58,757 | \$40,000 | \$60,391 | |

Maine's legislature enacted several bills in 2023 regarding school personnel pay.

A Senate bill will, over the course of four years, raise the minimum starting salary to \$50,000.⁴² However, the 2023 raise remains unfunded. Maine legislators would need to fund the bill in their 2024 supplemental budget when the legislature reconvenes in January. Without funding, the bill will die.

³⁹ [Ky. Rev. Stat. Ann. 336.130](#).

⁴⁰ *Id.* 157.395 Salary supplement for national board certified teachers.

⁴¹ [Me. Stat. tit. 26, sect. 963](#) Right of public employees to join or refrain from joining labor organization; 965 Obligation to bargain. Note: B-1 has been amended by [HP 690 \(2023\)](#).

⁴² [SP 433 \(2023\)](#), An Act to Increase the Minimum Teacher Salary.



A similar, competing bill in the Maine House would eventually raise minimum starting salary to \$60,000.⁴³ That bill also remains unfunded.




A third education-related bill, fully funded, does three things:⁴⁴

1. Requires, beginning 2024, an annual report on the state's teacher residency program, to be submitted by the Maine university system to the legislature's joint standing committee on education.
2. Directs the Maine Education Policy Research Institute (MEPRI) to study the development of a career ladder for educators, and to study ways to improve teacher recruitment, retention, and diversity.⁴⁵ MEPRI must present its study to the joint standing committee on education by December 6, 2023.
3. Appropriates one-time funds to support the Maine Teacher Residency Program.

Minimum teacher salaries are located in Title 20-A, Ch. 505 of Maine Statutes.⁴⁶

Massachusetts

Collective bargaining is **REQUIRED**.⁴⁷

|  399 Districts | |  921,180 Students | |  76,328 Teachers | |
|---|-------------------------------|--|----------------------------|---|--|
| Min. Starting Salary 21-22 | Average Starting Salary 21-22 | Average Teacher Salary 21-22 | Min. Starting Salary 22-23 | Average Teacher Salary 22-23 | |
| \$18,000 | \$49,503 | \$88,903 | \$18,000 | \$92,307 | |

Massachusetts is one of three states with minimum starting salaries below \$20,000. The Massachusetts minimum starting salary of \$18,000 has not been updated in about 30 years. Other Massachusetts statutes relating to teacher salaries have not been updated in 40 or more years.

⁴³ [HP 893 \(2023\)](#), An Act to Increase the Minimum Teacher Salary.

⁴⁴ [SP 640 \(2023\)](#), An Act to Address Teacher Shortages Through Financial Assistance and Career Advancement Opportunities.

⁴⁵ Established by and reporting to the legislature, the [Maine Education Policy Research Institute](#) is housed under the Maine university system. MEPRI's ongoing study has some similarities to the goals of this Oregon task force on teacher salaries. One significant difference is this task force's stakeholder membership and limited duration; MEPRI was established in 1995 and provides the Maine legislature with ongoing nonpartisan education data and policy research.

⁴⁶ [Me. Stat. tit. 20-A, Ch. 505](#) sect. 13402 Minimum salaries; 13407 Minimum salaries beginning in 2020-2021 school year.

⁴⁷ [Mass. Gen. Laws](#), Ch. 150E sect. 2 Collective bargaining, self organization; sect. 5 Exclusive representative, powers and duties.






This indicates that Massachusetts, although it has laws setting statewide minimum teacher salaries, governs most aspects of teachers' salaries by local collective bargaining agreements rather than by the statewide minimum.

Minimum teacher salaries are located in Ch. 71 of Massachusetts General Laws.⁴⁸

Mississippi

Collective bargaining is **PERMITTED**.⁴⁹

|  152 Districts | |  442,000 Students | |  31,685 Teachers | |
|---|-------------------------------|--|----------------------------|---|--|
| Min. Starting Salary 21-22 | Average Starting Salary 21-22 | Average Teacher Salary 21-22 | Min. Starting Salary 22-23 | Average Teacher Salary 22-23 | |
| \$37,000 | \$37,729 | \$47,162 | \$41,500 | \$48,530 | |

In the START Act of 2022, Mississippi passed its largest raise in many years for minimum starting salaries.⁵⁰ That raise is reflected in the data in the teal chart.

There has been no significant recent legislative action in Mississippi regarding school personnel pay.

Teacher's assistants have a minimum salary in Mississippi of \$17,000.⁵¹ Minimum teacher salaries are located in Title 37 Ch. 19 of Mississippi Code Annotated.⁵²

⁴⁸ Id. Ch. 71 sect. 40 Compensation of teachers, deferred payment.

⁴⁹ [Miss. Const.](#) sect. 198A; [Miss. Code Ann.](#) 71-1-47.




⁵⁰ [HB 530 \(2022\)](#), Strategically Accelerating the Recruitment and Retention of Teachers, also known as the START Act.

⁵¹ Miss. Code Ann. 37-21-7 Mississippi Elementary Schools Assistant Teacher Program.

⁵² Miss. Code Ann. 37-19-7 Teacher Opportunity Program, salary scales, annual salary supplement for teachers; 37-19-9 Performance-Based compensation system; 37-19-10 Performance incentive program for outstanding teachers and staff in highly productive schools.

Missouri

Collective bargaining is **PERMITTED**.⁵³

|  555 Districts | |  888,823 Students | |  69,568 Teachers | |
|---|-------------------------------|--|----------------------------|---|--|
| Min. Starting Salary 21-22 | Average Starting Salary 21-22 | Average Teacher Salary 21-22 | Min. Starting Salary 22-23 | Average Teacher Salary 22-23 | |
| \$25,000 | \$34,052 | \$52,481 | \$25,000 | \$54,029 | |

In April 2022, the Missouri Board of Education announced the Teacher Recruitment and Retention Blue Ribbon Commission.⁵⁴ Chaired by the CEO of a transportation company, the commission's membership comprised 10 business leaders, four legislators, three Board of Education staff, one staffer each from the Department of Education and the governor's office, two educators, and one school board president.

The commission surveyed teachers, principals, and administrators, asking for their stances on the commission's policy goals and research questions.⁵⁵ Data is broken out separately for teachers, principals, and administrators; differing opinions and priorities are notable for the three groups. The commission presented its final report to the Board of Education in October 2022.⁵⁶

There has been no significant recent legislative action in Missouri regarding school personnel pay.

⁵³ [Mo. Rev. Stat.](#) 105.510 Certain public employees may join labor organizations and bargain collectively. This statute explicitly excludes "all teachers of all Missouri public schools" from labor organizing protections. Previously, 105.580 (1) had required collective bargaining to include wages; that statute, however, was among the labor laws ruled unconstitutional by *Missouri National Ed. Association v. Missouri Dept. of Labor and Industrial Relations* 623 S.W.3d 585 (2021).

⁵⁴ Missouri Department of Elementary & Secondary Education, *State Board of Education Names Blue Ribbon Commission Members to Address Teacher Recruitment and Retention*, April 12, 2022, available at <https://dese.mo.gov/state-board-names-blue-ribbon-commission-members-address-teacher-recruitment-retention> (last visited October 24, 2023).

⁵⁵ *Id.*, *Blue Ribbon Commission Educator Survey Results Summary* (2022), available at <https://dese.mo.gov/media/pdf/blue-ribbon-commission-educator-survey-results-summary> (last visited October 23, 2023).




⁵⁶ Blue Ribbon Commission Report to the State Board of Education, *Strengthening Teacher Recruitment and Retention in Missouri* (2022), available at <https://dese.mo.gov/media/pdf/brc-final-report> (last visited October 23, 2023).



Minimum teacher salaries are located in Ch. 163 and 168 of Missouri Statutes Annotated.⁵⁷

New Jersey

Collective bargaining is **REQUIRED**.⁵⁸

|  654 Districts | |  1,372,381 Students |  117,126 Teachers | |
|---|-------------------------------|--|--|------------------------------|
| Min. Starting Salary 21-22 | Average Starting Salary 21-22 | Average Teacher Salary 21-22 | Min. Starting Salary 22-23 | Average Teacher Salary 22-23 |
| \$18,500 | \$55,143 | \$79,045 | \$18,500 | \$82,126 |

In New Jersey, school nurses are paid using the same minimum salary schedule as teachers.⁵⁹

There has been no significant recent legislative action in New Jersey regarding school personnel pay.

In 2022, the governor created New Jersey's Task Force on Public School Staff Shortages.⁶⁰ Unlike this Oregon legislative task force, the New Jersey task force was housed under the executive branch; the governor's chief policy advisor acted as chair. The task force delivered its initial recommendations in February 2023.⁶¹

Minimum teacher salaries are located in Title 18A, Ch. 29 of New Jersey Statutes Annotated.⁶²

⁵⁷ Mo. Stat. Ann. 163.172 Minimum teacher's salary; 168.500 Career and teacher excellence plan, career ladder; 168.505 Teacher receiving career pay not to affect district base pay; 168.510 Disqualified from participation in career plan, grounds; 168.515 Salary supplement for participants in career plan; 168.745-750 Teacher Choice Compensation Package.

⁵⁸ N.J. Stat. Ann. 34:13A-5.3.

⁵⁹ Id. 18A:29-4.2 Payment of school nurse.

⁶⁰ Executive Order 2022-309 (November 10, 2022).




⁶¹ Task Force on Public School Staff Shortages in New Jersey, Initial Recommendations (2023), *available at* <https://www.nj.gov/education/docs/TaskForceReport.pdf> (last visited October 23, 2023).

⁶² N.J. Stat. Ann. 29-3 Summer payment plans; 29-4.1 Salary policy and schedule for teaching staff; 29-4.3 Teaching staff members with full-time supervisory or administrative responsibilities, salary schedule; 29-5 Minimum salary full-time teacher.



New Mexico

Collective Bargaining is REQUIRED.⁶³

|  148 Districts | |  316,785 Students | |  21,475 Teachers | |
|---|-------------------------------|--|----------------------------|---|--|
| Min. Starting Salary 21-22 | Average Starting Salary 21-22 | Average Teacher Salary 21-22 | Min. Starting Salary 22-23 | Average Teacher Salary 22-23 | |
| \$41,000 | \$42,981 | \$54,272 | \$50,000 | \$63,580 | |

Educational assistants in New Mexico have a minimum salary of \$25,000.⁶⁴




New Mexico's minimum salary schedule is unique in that it bases teacher pay on the state's tiered licensure system.⁶⁵ The state's licensure system has four tiers:

- 1 – provisional license, beginning teacher; \$50,000 minimum.
- 2 – fully qualified professional; \$60,000 minimum.
- 3A – instructional leader, peer intervention and mentoring; \$70,000 minimum.
- 3B – teachers who become administrators; “The minimum annual salary for a licensed school principal or assistant school principal is the minimum salary for a level three-A teacher multiplied by the applicable responsibility factor.”⁶⁶

There has been no significant recent legislative action in New Mexico regarding school personnel pay.

North Carolina

Collective bargaining is PROHIBITED.⁶⁷

|  328 Districts | |  1,525,223 Students | |  102,033 Teachers | |
|---|-------------------------------|--|----------------------------|--|--|
| Min. Starting Salary 21-22 | Average Starting Salary 21-22 | Average Teacher Salary 21-22 | Min. Starting Salary 22-23 | Average Teacher Salary 22-23 | |
| \$35,460 | \$37,676 | \$53,644 | \$37,000 | \$56,559 | |

⁶³ [N.M. Stat. Ann.](#) 10-7e-15 Exclusive Representation, 10-7e-17 Scope of Bargaining.

⁶⁴ [Id.](#) 22-10A-17.1 Educational assistants, licensing framework, qualifications, minimum salaries.

⁶⁵ [Id.](#) 22-10A-4 Teachers and school administrators, professional status, licensure levels, salary alignment; 22-10A-7 Level one licensure; 22-10A-10 Level two licensure; 22-10A-11 Level three licensure, tracks for teachers.

⁶⁶ [Id.](#) 22-10A-11.4 C.

⁶⁷ [N.C. Gen. Stat.](#) 95-98.



In North Carolina, teachers, principals, and administrators have a minimum salary.⁶⁸

A 2021 budget bill⁶⁹ required districts to use the bill’s additional school funds to supplement, not supplant, local funds earmarked for salaries. If districts used state funds to take the place of local funds for salaries, then districts could lose out on millions of state dollars.




In March 2023, North Carolina advocates released a report recommending “front-loading” teacher raises.⁷⁰ “Front-loading” concentrates teacher raises earlier in their careers in order to align pay growth in education with other professions.

There has been no significant recent legislative action in North Carolina regarding school personnel pay.

Minimum teacher salaries are located in Chapter 115C of North Carolina Statutes.⁷¹

Ohio

Collective bargaining is REQUIRED.⁷²

|  989 Districts | |  1,683,612 Students | |  99,442 Teachers | |
|---|--------------------------------------|--|-----------------------------------|---|--|
| Min. Starting Salary 21-22 | Average Starting Salary 21-22 | Average Teacher Salary 21-22 | Min. Starting Salary 22-23 | Average Teacher Salary 22-23 | |
| \$30,000 | \$39,094 | \$63,153 | \$30,000 | \$65,825 | |

In 2023, legislators passed a law that aimed to bring back teachers who had left for other careers.⁷³ It required the state to issue temporary licenses to teachers whose licenses had expired.

Ohio is one of four states that have some form of minimum pay for classified staff. Ohio, like Alabama, requires districts to create minimum salary schedules for classified staff,

⁶⁸ Id. 115C-272 Residence, oath of office, and salary of superintendent; 115C-285 Salary.

⁶⁹ [SB 105 \(2021\)](#).

⁷⁰ BEST NC, *Teacher Pay in North Carolina: A Smart Investment in Student Achievement* (2023), 29-33, available at <https://www.bestnc.org/wp-content/uploads/2023/03/BEST-NC-Teacher-Pay-Report.pdf> (last visited October 23, 2023).

⁷¹ N.C. Gen. Stat. 115C-302.1 Salary; 115C-302.7 Salary supplement for highly qualified teaching graduates; 115C-302.10 Qualifications for certain education-based salary supplements; 115C-316 Salary and vacation; 115C-338 Salaries for employees injured during an episode of violence; 115C-3 Flexible compensation plan.

⁷² [Ohio Rev. Code Ann. 4117.03](#) Rights of public employees, restrictions on public employees.

⁷³ [HB 554 \(2023\)](#), [Require issuance of certain temporary educator licenses](#).






while Delaware and West Virginia set minimum pay in state law.⁷⁴ Because minimum salary schedules in Ohio and Alabama are set at the district level, it may be a challenge to understand how much classified staff are paid statewide.

Minimum teacher salaries are located in Title 23, Ch. 3317 of the Ohio Revised Code.⁷⁵

Oklahoma

Collective bargaining is **REQUIRED**.⁷⁶

|  543 Districts | |  698,696 Students | |  43,090 Teachers | |
|---|-------------------------------|--|----------------------------|---|--|
| Min. Starting Salary 21-22 | Average Starting Salary 21-22 | Average Teacher Salary 21-22 | Min. Starting Salary 22-23 | Average Teacher Salary 22-23 | |
| \$36,601 | \$38,154 | \$54,804 | \$36,601 | \$55,541 | |

The 2023 Oklahoma legislature passed a bill that creates teacher signing bonuses of up to \$50,000—equivalent to a year's salary or more—in exchange for a new teacher's five-year commitment to teach pre-kindergarten through third grade, or special education, in the state.⁷⁷

There have been questions and some controversy over how these bonuses will work. The state's guidance has been unclear regarding whether districts *may* or *must* seek repayment of bonuses from new teachers who leave before fulfilling their five-year commitments—and the mechanisms of how districts would collect repayment. Additionally, the five-year commitment has potential legal conflicts with a state law prohibiting teacher contracts from lasting more than one year. As of October 2023, all funding for teacher signing bonuses had been exhausted.⁷⁸

Minimum teacher salaries are located at Okla. Stat. tit. 70 sect. 18-114.15.

⁷⁴ Ohio Rev. Code Ann. 3317.12 Salary schedule for nonteaching employees.

⁷⁵ Id. 3317.13 Salary schedule and job classification for teachers; 3317.14 Schedule of teachers' salaries, completion by teacher of additional training, filing; 3317.141 Salary schedule for teachers.

⁷⁶ [Okla. Stat.](#) tit. 70 sect. 507.6 Meetings with representatives, good faith negotiations. Publicly available Oklahoma statutes were last updated November 2022; LPRO may provide up-to-date Oklahoma statutes via Westlaw upon request.




⁷⁷ School personnel could qualify for a \$50,000 signing bonus as a pre-kindergarten through third grade teacher in a rural or high poverty district with five or more years' experience, or as a special education teacher with five or more years' experience. See [SB 482 \(2023\)](#).

⁷⁸ Oklahoma State Department of Education, *Comprehensive Teacher Pay Reform*, available at <https://sde.ok.gov/comprehensive-teacher-pay-reform> (last visited October 23, 2023).



Pennsylvania




Collective bargaining is **REQUIRED**.⁷⁹

| | | | | | | | | | |
|---|---------------|-------------------------------|---|------------------------------|--|---|------------------|------------------------------|--|
|  | 774 Districts | |  | 1,695,092 Students | |  | 126,344 Teachers | | |
| Min. Starting Salary 21-22 | | Average Starting Salary 21-22 | | Average Teacher Salary 21-22 | | Min. Starting Salary 22-23 | | Average Teacher Salary 22-23 | |
| \$18,500 | | \$47,827 | | \$72,248 | | \$18,500 | | \$74,116 | |

Like Massachusetts and New Jersey, Pennsylvania has a teacher minimum starting salary of under \$20,000, which has not been updated in many years.⁸⁰ However, out of the 24 states examined in this report, Pennsylvania ranks fourth highest in average starting salary.

South Carolina

Collective bargaining is **PROHIBITED**.⁸¹

| | | | | | |
|--|-------------------------------|--|----------------------------|---|--|
|  85 Districts | |  780,878 Students | |  55,488 Teachers | |
| Min. Starting Salary 21-22 | Average Starting Salary 21-22 | Average Teacher Salary 21-22 | Min. Starting Salary 22-23 | Average Teacher Salary 22-23 | |
| \$36,000 | \$38,929 | \$53,393 | \$40,000 | \$55,778 | |

The 2023 budget approved by the South Carolina legislature gives a \$2,500 raise to every step of the teacher minimum salary schedule.⁸²

This may not result in raises for all South Carolina teachers, because the budget provides that if districts already pay their teachers at or above the levels reached by the \$2,500 raise, then the districts may choose whether to use the additional state funds for teacher salary supplements, or for other expenses.

⁷⁹ 43 Pa. Cons. Ch. 19 Public Employee Relations Act.

⁸⁰ 23 Pa. Cons. 11-1142 Minimum salaries and increments; 11-1142.1 Minimum salaries for teachers; 11-1145 Minimum salaries for teachers with emergency certificates; 11-1146 Part-time teachers, etc.; 11-1148 Substitute teachers; 11-1149 Increments when employed by another district; 11-1150 Schedules for teachers, etc., not provided for; 11-1151 Salary increases, demotions; 11-1152 Compensation in excess of schedule, temporary or emergency increases; 11-1144 Additional increments for college certificates or Master's Degree.

⁸¹ *Branch v. City of Myrtle Beach*, 532 S.E.2d 289 (S.C. 2000).




⁸² H. 4300 (2023) and H. 4301 (2023).



Minimum teacher salaries are located in Title 59 of the Code of South Carolina.⁸³

Tennessee

Collective bargaining has been replaced by collaborative conferencing.⁸⁴

|  148 Districts | |  996,709 Students | |  64,747 Teachers | |
|---|-------------------------------|--|----------------------------|---|--|
| Min. Starting Salary 21-22 | Average Starting Salary 21-22 | Average Teacher Salary 21-22 | Min. Starting Salary 22-23 | Average Teacher Salary 22-23 | |
| \$38,000 | \$40,280 | \$53,619 | \$40,000 | \$54,378 | |

Tennessee's unique collaborative conferencing took the place of collective bargaining in 2011. Since that time, academics and policymakers have written multiple studies about the process and effectiveness of the framework.

Along with Delaware and Washington, Tennessee is among the states that most frequently updates its statewide minimum salary schedules. The state's minimum salary law was enacted in 1977, and the legislature has updated the statute more than 30 times since then—most recently in 2023.⁸⁵

In 2023, legislators raised teacher pay, but prohibited teacher associations from collecting dues via payroll deductions.⁸⁶ The minimum starting salary for teachers is \$42,000 for this school year, and will eventually reach \$50,000 in the 2026-2027 school year.

⁸³ [S.C. Code Ann.](#) 59-20-50 State contribution requirements, salary schedules; 59-21-150 Reimbursement of district principals, teachers, and instructional supervisors for cost of college courses in field of specialization; 59-25-40 Effective date of pay increase resulting from examination; 59-25-50 Salary adjustments for certified instructional personnel of state agency; 59-25-57 Salaries negotiable below schedule for non-TERI retired teachers.

⁸⁴ [SB 113 \(2011\) Professional Educators Collaborative Conferencing Act](#). [Tenn.](#) 49-5-601 to 609.




⁸⁵ [Tenn.](#) 49-3-306 Salaries, salary schedules, cost differentials and differentiated pay plans.

⁸⁶ Known as the Teacher Paycheck Protection Act, the law consolidated [SB 281 \(2023\)](#) and HB 329.



Texas

Collective bargaining is PROHIBITED.⁸⁷

| | | | | | |
|---|-------------------------------|--|----------------------------|--|--|
|  1,209 Districts | |  5,428,613 Students | |  371,002 Teachers | |
| Min. Starting Salary 21-22 | Average Starting Salary 21-22 | Average Teacher Salary 21-22 | Min. Starting Salary 22-23 | Average Teacher Salary 22-23 | |
| \$33,660 | \$45,493 | \$58,887 | \$33,660 | \$60,716 | |

In Texas, the statewide minimum teacher salary also applies to school counselors, librarians, and nurses.⁸⁸ Texas' teacher salary schedule does not consider a teacher's level of education. It accounts only for teachers' years of experience, which need not be consecutive.

The state education commissioner has rulemaking authority to require a minimum salary for school personnel whose multiple part-time jobs add up to full-time employment.⁸⁹

In 2022, the Texas governor established the Teacher Vacancy Task Force;⁹⁰ like the task force in New Jersey, this one was housed under the executive branch. Membership in the Texas Teacher Vacancy Task Force was made up of 23 teachers (of a wide variety of grades, subject matter expertise, and specialties) and 23 administrators; the 46 members lived and worked all over the state. It published its report in February 2023.

There has been no significant recent legislative action in Texas regarding school personnel pay.

⁸⁷ [Texas Government Code](#) 617.002 Collective bargaining by public employees prohibited.

⁸⁸ Texas Education Code 21.402 Minimum salary schedule for certain professional staff.




⁸⁹ Texas Education Code 21.402 (g)(1).

⁹⁰ Texas Education Agency, *Developing a Thriving Teacher Workforce in Texas* (2023), available at <https://tea.texas.gov/texas-schools/health-safety-discipline/covid/teacher-vacancy-task-force-overview> (last visited October 23, 2023).



Washington

Collective bargaining is **REQUIRED**.⁹¹

| | | | | | | | |
|---|----------------------------|-------------------------------|---|------------------------------|---|----------------------------|------------------------------|
|  | 324 Districts | |  | 1,081,835 Students |  | 60,147 Teachers | |
| | Min. Starting Salary 21-22 | Average Starting Salary 21-22 | | Average Teacher Salary 21-22 | | Min. Starting Salary 22-23 | Average Teacher Salary 22-23 |
| | \$43,068 | \$52,142 | | \$81,586 | | \$45,455 | \$83,845 |

Along with Delaware and Tennessee, Washington is among the states that most frequently updates its statewide minimum salary schedules. The state's minimum salary laws were enacted in the 1980s, and the legislature has updated the statutes approximately every three to five years since then—most recently in 2023.⁹²

Washington has the nation's highest minimum starting salary for teachers. The state requires districts to provide teachers annual inflation and cost-of-living increases.

Washington is the only state that has regional variation in its minimum teacher salaries⁹³; they make up Washington's complex system of regional variation:

1. A statewide average salary set by the legislature: whatever variation there is among districts, the statewide total must meet the statewide salary average set by legislators.
2. A mandate that certain regional variations be specified in each school year's omnibus appropriations bill.
3. A requirement for ongoing legislative review of regionalization.

⁹¹ [Wash. Rev. Code](#) 41.59.090 Certification of exclusive bargaining representative, scope of representation.

⁹² Id. 28a.150.410 Basic education certificated instructional staff – Salary allocation methodology – Adjustments for regional differences; 28a.400.200 Salaries and compensation for employees – Minimum and maximum amounts – Limitations – Supplemental contracts; 28a.400.205 Salary inflationary increases for employees – “inflationary adjustment index” defined; 28a.400.206 Cost-of-living increases – Duty of state; 28a.400.220 Employee salary or compensation – Limitations respecting. See also, for general funding model, 28a.150.260, which includes, among other things, the distribution formula, per-pupil allocations, the “prototypical schools” model, and the enrollment calculation.




⁹³ For an explanation of Washington's school funding model and its system of regional variation, see the [October 11 meeting](#) of the Joint Task Force on Statewide Educator Salary Schedules. T.J. Kelly, Chief Financial Officer of Washington's Office of Superintendent of Public Instruction, gave a presentation to the task force, beginning at timestamp 2:02:15 of the [meeting video](#); he also provided [a slide deck on Washington state school funding](#).



Beginning this school year, Washington’s statewide teacher salary schedules must be “reviewed and rebased” annually by the legislature “to ensure that state salary allocations continue to align with staffing costs.”⁹⁴

West Virginia

Collective bargaining is PERMITTED.⁹⁵

|  57 Districts | |  252,729 Students | |  18,723 Teachers | |
|--|-------------------------------|--|----------------------------|---|--|
| Min. Starting Salary 21-22 | Average Starting Salary 21-22 | Average Teacher Salary 21-22 | Min. Starting Salary 22-23 | Average Teacher Salary 22-23 | |
| \$36,815 | \$38,052 | \$50,315 | \$39,055 | \$53,006 | |

In 2023 the West Virginia legislature passed a bill giving teachers a \$2,300 annual raise; classified staff received a \$1,500 annual raise.⁹⁶

West Virginia is one of four states that have some form of minimum pay for classified staff. Like Delaware, the legislature in West Virginia sets classified staff minimum pay in state statute.⁹⁷ As previously mentioned, Alabama and Ohio laws require districts to create minimum salary schedules for classified staff.

Minimum teacher salaries are located in Chapter 18A, Article 4 of West Virginia Code.⁹⁸

⁹⁴ Wash. Rev. Stat. 28a.150.410 (10).

⁹⁵ *Jefferson Co. Board of Ed. v. Jefferson Co. Ed. Association* 393 S.E.2d 653 (W.V. 1990).

⁹⁶ SB 423 (2023).

⁹⁷ W. Va. Code 18a-4-5b County salary supplements for school service personnel; §18a-4-8a Service personnel minimum monthly salaries. For an explanation of West Virginia’s school funding model and its system of school personnel pay schedules, see [the October 25 meeting](#) of the Joint Task Force on Statewide Educator Salary Schedules. Uriah Cummings, Director of School Finance, West Virginia Department of Education, gave a presentation to the task force, beginning at timestamp 0:3:03 of the meeting video; [he also provided a slide deck](#).

⁹⁸ Id. 18a-4-2 State minimum salaries for teachers; 18a-4-2a State minimum salary bonus for classroom teachers with national board certification; 18a-4-2b State minimum salary supplement and educational expense reimbursement for [speech-language pathology, audiology, counseling, psychology, nursing]; 18a-4-2c Teacher mentoring increment for [certified teachers] at persistently low-performing schools; 18a-4-4 Minimum salary schedule for teachers having specialized training; 18a-4-5 State salary supplement; 18a-4-5a County salary supplements for teachers.