

Key Findings

- The national average teacher salary increased from \$59,534 in 2016-17 to \$60,462 in 2017-18. Average teacher salaries in 2017-18 ranged from a high of \$84,227 in New York to a low of \$44,926 in Mississippi.
- If one does not adjust for inflation, the national average teacher salary has increased by 11.2% 2008-09. However, after adjusting for inflation, the national average teacher salary has decreased by 4.5% over the past decade.
- If inflation is not taken into account, all 50 states and the District of Columbia experienced increases in their average teacher salaries over the past 10 years. Yet the inflation-adjusted figures tell a very different story: there was an increase in 14 states and the District of Columbia but decreases in the other 36 states. These changes ranged from an increase of 16.6% in South Dakota to a decrease of 13.6% in Wisconsin.

Technical Notes

- Each fall, NEA Research requests three sets of data from departments of education in all 50 states and the District of Columbia:
 - New data for the most recently completed school year (e.g., for the report published in spring 2019, this would be data for 2017-18);
 - Estimates for the current school year (e.g., for the report published in spring 2019, this would be data for 2018-19); and
 - Any revisions to the previous four years of published data (e.g., for the report published in spring 2019, this would go back to 2013-14)
- In order to determine the national average salary, a weighted average is calculated that takes into account the wide variation among states in the number of teachers. As a result, changes in the average salaries of states with large populations (e.g., California, Florida, New York, Texas) have a greater effect on the national average than changes in states with smaller populations.
- When a state does not submit data and NEA Research cannot find an equivalent source of data on the state department of education website, NEA Research produces an estimate generated either from a time-series model that uses past Rankings & Estimates data or from one of two sources: the American Community Survey (ACS) for average salaries, or NCES for non-salary data points. Which estimate source is used depends on NEA's knowledge of an individual state's trends and policy actions over time, the quality of that state's existing Rankings & Estimates data, and the size of the state, as ACS data are most accurate for states with larger populations. These estimates are provided to state departments of education for review prior to publication.

- For FY 2017-18, nine state departments of education did not report salary data to NEA Research and did not have equivalent data on their websites: Connecticut, Delaware, District of Columbia, Hawaii, New Jersey, Rhode Island, Vermont, Virginia, and Wisconsin. For FY 2016-17, this was the case in five states: Connecticut, District of Columbia, Hawaii, New Jersey, and Rhode Island.

Questions about Rankings & Estimates data should be directed to NEA Senior Research Data Analyst Amlan Banerjee at abanerjee@nea.org.

Average Salary of Teachers

	FY 2016-17 (Revised)		FY 2017-18		FY 2018-19 (Estimate)	Nominal Change		Inflation Adjusted Change		Nominal Change		Inflation Adjusted Change	
	Salary (\$)	Rank	Salary (\$)	Rank	Salary (\$)	FY 2007-08 to FY 2016-17	FY 2007-08 to FY 2016-17	FY 2008-09 to FY 2017-18	FY 2008-09 to FY 2017-18	FY 2008-09 to FY 2017-18	FY 2008-09 to FY 2017-18		
Alabama	50,391	34	50,568	37	50,810		8.1%		-5.1%		7.9%		-7.4%
Alaska	68,769	7	69,682	7	70,277		21.2%		6.3%		19.3%		2.5%
Arizona	47,255	46	48,723	45	49,892		3.2%		-9.4%		5.1%		-9.8%
Arkansas	48,304	43	50,544	38	51,019		6.8%		-6.3%		10.5%		-5.1%
California	79,128	2	80,680	2	83,059		20.2%		5.5%		20.4%		3.4%
Colorado	51,810	31	52,701	31	53,301		9.1%		-4.3%		8.7%		-6.7%
Connecticut	73,147	5	74,517	5	76,465		14.8%		0.7%		13.2%		-2.8%
Delaware	61,286	14	61,795	14	62,308		9.5%		-4.0%		9.0%		-6.4%
District of Columbia	75,692	4	76,486	4	78,477		24.8%		9.5%		22.3%		5.0%
Florida	47,267	45	48,168	46	48,395		0.7%		-11.6%		2.7%		-11.9%
Georgia	55,532	22	56,329	22	57,137		7.8%		-5.4%		6.5%		-8.5%
Hawaii	56,651	20	57,866	18	59,757		6.1%		-6.9%		5.3%		-9.6%
Idaho	47,504	44	49,225	44	50,757		7.7%		-5.5%		9.0%		-6.4%
Illinois	64,516	11	65,721	11	66,600		6.7%		-6.4%		7.7%		-7.5%
Indiana	50,218	35	50,614	36	50,937		2.2%		-10.4%		2.1%		-12.3%
Iowa	55,647	21	57,018	21	58,140		21.9%		6.9%		17.2%		0.7%
Kansas	49,422	40	49,754	41	49,800		10.3%		-3.2%		7.6%		-7.6%
Kentucky	52,338	29	52,952	28	53,434		10.9%		-2.7%		10.6%		-5.0%
Louisiana	49,801	39	50,359	39	50,923		6.0%		-7.0%		3.6%		-11.1%
Maine	52,879	25	53,815	26	54,974		21.8%		6.9%		19.1%		2.3%
Maryland	68,357	8	69,627	8	70,463		13.8%		-0.2%		9.8%		-5.8%
Massachusetts	78,708	3	80,357	3	82,042		22.7%		7.6%		18.9%		2.1%
Michigan	62,287	12	61,911	13	61,825		3.1%		-9.6%		2.5%		-12.0%
Minnesota	57,346	19	57,782	20	58,221		13.9%		-0.1%		10.2%		-5.3%
Mississippi	44,659	51	44,926	51	45,574		6.9%		-6.2%		9.5%		-6.0%
Missouri	48,620	41	49,304	43	50,064		12.5%		-1.3%		11.4%		-4.3%
Montana	51,422	33	52,776	30	54,034		19.9%		5.2%		18.8%		2.0%
Nebraska	52,338	29	54,213	25	54,506		20.0%		5.2%		20.6%		3.5%
Nevada	54,674	23	54,280	24	54,280		14.6%		0.5%		8.4%		-6.9%
New Hampshire	57,522	18	57,833	19	58,146		19.1%		4.5%		15.4%		-0.9%
New Jersey	69,623	6	69,917	6	70,212		13.6%		-0.3%		10.8%		-4.9%
New Mexico	47,122	47	47,152	48	47,826		4.5%		-8.4%		3.1%		-11.5%
New York	81,902	1	84,227	1	85,889		25.1%		9.7%		21.9%		4.6%
North Carolina	49,970	38	51,231	34	53,975		5.5%		-7.4%		5.7%		-9.2%
North Dakota	52,536	26	52,850	29	53,434		30.4%		14.4%		26.9%		8.9%
Ohio	58,202	16	58,000	17	57,799		9.0%		-4.4%		6.1%		-8.9%
Oklahoma	45,292	50	46,300	49	52,412		4.0%		-8.8%		5.6%		-9.3%
Oregon	61,860	13	63,061	12	64,385		17.5%		3.1%		16.6%		0.1%
Pennsylvania	66,265	10	67,535	9	68,141		18.1%		3.6%		16.9%		0.3%
Rhode Island	66,477	9	66,758	10	67,040		16.2%		1.9%		14.2%		-1.9%
South Carolina	50,000	37	50,182	40	50,395		9.3%		-4.1%		5.8%		-9.1%
South Dakota	46,979	48	47,631	47	48,786		28.1%		12.4%		35.8%		16.6%
Tennessee	50,099	36	50,900	35	51,714		11.8%		-1.9%		11.7%		-4.1%
Texas	52,525	27	53,334	27	54,155		13.7%		-0.2%		13.1%		-2.9%
Utah	48,576	42	49,655	42	50,342		12.5%		-1.3%		8.1%		-7.2%
Vermont	59,300	15	60,556	15	61,027		27.3%		11.7%		26.5%		8.6%
Virginia	52,340	28	51,994	32	52,466		12.1%		-1.6%		7.5%		-7.7%
Washington	54,433	24	55,693	23	72,965		9.1%		-4.3%		5.9%		-9.0%
West Virginia	45,555	49	45,642	50	47,681		7.1%		-6.0%		2.1%		-12.3%
Wisconsin	51,439	32	51,469	33	51,453		4.9%		-8.0%		0.7%		-13.6%
Wyoming	58,187	17	58,352	16	58,618		9.9%		-3.6%		6.9%		-8.2%
US	59,534		60,462*		61,782*		12.4%		-1.4%		11.2%		-4.5%

Source: NEA Rankings and Estimates

* National averages are preliminary estimates