
INDIANA TEACHER COMPENSATION REPORT

Report for the 2020-2021 School Year



INDIANA EDUCATION EMPLOYMENT RELATIONS BOARD

ISSUED NOVEMBER 2021

Contents

- Part I: Introduction..... 3
 - Overview 3
 - Introduction to Teacher Compensation in Indiana 3
 - About this Report..... 4
 - What is Included 4
 - What is not Included 4
 - Frequently Asked Questions 5
- Part II: 20201 Collective Bargaining Report 7
 - Teacher Days, Hours, Numbers, and School Type 7
 - Teacher Pay (Salary and Wages) 7
 - Teacher Insurance Benefits..... 9
 - Teacher Retirement Benefits 9
 - Teacher Paid Time Off (PTO)..... 10
- Part III: Four-Year Teacher Compensation Data 11
 - Teacher Pay 11
 - Teacher Insurance Benefits..... 12
 - Teacher Retirement Benefits 12

Part I: Introduction

Overview

The Indiana Education Employment Relations Board (IEERB) is a neutral agency that oversees teacher collective bargaining. This report provides information on teacher compensation in Indiana for the 2020-2021 school year. It does not make any policy recommendations or prescriptions. Note that these data are for the 2020-2021 school year; legislative changes made in 2021 will not be reflected.

For more information, contact IEERB: www.in.gov/ieerb; Questions@ieerb.in.gov; (317) 233-6620

Introduction to Teacher Compensation in Indiana

How is “teacher” defined?

- This report compiles salary and benefits information for 1.0 full time equivalent teachers who are governed by the teacher collective bargaining law.

What comprises teacher compensation?

Pay	Benefits	Non-teaching pay
<ul style="list-style-type: none">- Salary- Bonus- Stipend- Ancillary duties (pay for teaching duties outside of regular instructional duties)	<ul style="list-style-type: none">- Insurance (e.g., health, dental, vision, life)- Retirement- Time off- Other	<ul style="list-style-type: none">- Extra-curricular activities

Who decides teacher compensation?

- For school employers with teacher bargaining units, school employers and teacher unions must agree on teacher salary, wages, and benefits through the collective bargaining process (except for teacher appreciation grants and supplemental payments, which are not bargainable).
- School employers without teacher bargaining units unilaterally set teacher compensation.
- There is no statewide salary schedule.
- There is no Indiana law that establishes minimum, average, or maximum teacher salaries.

Who bargains?

- Currently there are 305 teacher collective bargaining units comprising the following types of public schools: school corporations (289), special education service centers (10), and vocational/career education centers (6).

How is teacher compensation funded?

- Funding for teacher compensation comes from two major sources: state tuition support and general operating referenda. Certain federal grant funds may be used to pay teacher salaries. These grant funds are highly regulated by the federal government and must comply with grant requirements. The number of corporations using federal grant funds to supplement teacher salaries in 2020-2021 was 288.
- State tuition support is based on a formula determined by the General Assembly during the state budget cycle. The Indiana Department of Education calculates the state tuition support for each school and provides it in monthly installments. For more information, see IC 20-43.
- Most school corporations have the ability to ask taxpayers for a referendum, which can be used for a variety of purposes, including teacher salary, wages, and benefits. The number of corporations using property tax referenda to supplement teacher pay in 2020-2021 was 46.

What about the pay of other employees of the school?

- Salary and total compensation data of superintendents and full-time nonteaching district administrators is also available in the Collective Bargaining Report.

About this Report

Source & Accuracy:

The data in this report are self-reported by school employers. Its accuracy is not independently verified.

Timeframe:

This report focuses on the state fiscal year – July 1 to June 30 – also referred to as a school year. The Report opened on May 1, 2021, and closed on July 30, 2021, allowing school corporations to use actual paid data where possible.

What is Included

- Aggregate teacher salary, wages, and benefits data self-reported by bargaining school employers for the 2020-2021 school year.
- Historical aggregate teacher salary, wages, and benefits data self-reported by bargaining school employers for the 2017-18, 2018-19, and 2019-20 school years.

What is not Included

- Information on private schools.
- Information on public school employers that do not bargain (charter schools and Muncie Community Schools).
- All costs to the school employer for teacher salary, wages, and benefits. For example, unemployment insurance, workers compensation insurance, the employer portion of Social Security, FICA, and the cost of substitute teachers.

- Data on employees not in the bargaining unit and are not 1.0 FTE teachers. Although the unit is locally determined, unit members must be certificated (a DOE license is required for the position), and cannot be a supervisory employee (e.g., principal), a confidential employee, or an employee performing security work (e.g., school resource officer). To determine unit members in a particular school corporation, review the bargaining agreement in IEERBSearch.

Frequently Asked Questions

How can I compare teacher salary, wages, and benefits of school districts similar to my school district?

- Individual school reports include county and district type (e.g., rural, suburban, urban), so you can determine which school districts may be similar.

Is the statewide report available online, and can I sort statewide results by urban, suburban, and rural?

- The statewide report is available on Gateway and can be sorted according to rurality. Each corporation self-selects urban, suburban, or rural.

How do I find the pay for a particular teacher?

- The 100 R employee compensation report in Gateway. The report is based on the calendar year and includes more information than salary alone.

What if I believe there is an error in a corporation's report?

- Please contact IEERB and the corporation so any errors can be corrected.

Why don't you collect information on charter schools?

- Currently, no charter schools in Indiana have a teacher bargaining unit.

How does teacher compensation compare to administrator compensation?

- Pursuant to IC 20-29-3-15, IEERB began collecting salary and compensation data for district-level administrators and superintendents in 2020. The individual unit reports and the statewide report have these data available.

When will the data for the 2020-2021 school year be released?

- Corporations submitted the 2020-2021 collective bargaining report between May 1, 2021 and July 30, 2021. After reviewing and finalizing the data, IEERB will publish it by November 15.

What is Gateway?

- The Indiana Gateway for Government Units is a data collection and transparency portal supported by the State of Indiana and Indiana University.
- Gateway was originally designed and implemented by the Indiana Business Research Center (IBRC) at Indiana University and is supported by a collaboration of team members from the IBRC, Department of Local Government Finance (DLGF), State Board of Accounts (SBOA), Indiana Education Employment Relations Board (IEERB), and Indiana Gaming Commission (IGC).

Why isn't there more historical information on supplemental payments?

- Supplemental payments started in 2015. See IC 20-28-9-1.5(a) for more information.

Part II: 2020 Collective Bargaining Report

All 305 bargaining units reported data for this collection. For all list of the units, see the Collective Bargaining Report Submission Log.

Teacher Days, Hours, Numbers, and School Type

This section provides general, non-compensation-related information on bargaining unit members.

- These are the number of days – and hours during those days – teachers are expected to be at school. It may or may not reflect the number of hours actually worked by teachers. Days and hours are not bargained.
- The data reported are for 1.0 FTE teachers; that is, teachers who teach a full day and a full school year.
- Corporations self-select the area type (e.g., rural, suburban, urban).

	Minimum	Maximum	Average	Mode
Teacher contract days	180	196	184	185
Teacher contract hours	6.0	8.3	7.4	

Total number of 1.0 FTE teachers statewide	62,114
Statewide average years of experience	13

Area Type	Rural	Urban	Suburban
	207	43	55

Teacher Pay (Salary and Wages)

This section provides teacher salary and wage data.

- Salary is for full-time employees only.
- Base salary is the salary amount listed on the regular teacher contract for teaching duties during the regular school day.
- Total compensation refers to all salary, wages, and benefits paid to and on behalf of the employee.
- Stipends are one-time monies paid to teachers.
- Supplemental payments are optional, non-bargained payments provided by the school employer if the teacher:
 - Teaches an advanced placement course or a Cambridge International course;

- Has earned a master's degree from an accredited postsecondary educational institution in a content area directly related to the subject matter of a dual credit course or another course taught by the teacher;
- Is an elementary school teacher and earns a master's degree in math, reading, or literacy;
- Is a special education professional; or
- Teaches science, technology, engineering, or mathematics.

Base Salary	
Lowest salary reported	\$ 32,275
Highest salary reported	\$ 96,875
Statewide average 1.0 FTE teacher salary	\$ 53,997
Average daily salary rate	\$ 293
Teachers below 19-20 average teacher salary (\$53,463)	34,560
Teacher above 19-20 average teacher salary (\$53,463)	27,535
Average total compensation	\$ 71,344

Base Salary Increase	#	%
Employers providing a base salary increase	262	86%
Teachers receiving a base salary increase	51,171	82%
Average base salary increase	\$ 1,791	

One-Time Stipend	#	%
Employers providing a stipend	192	63%
Teachers receiving a stipend	28,981	47%
Average one-time stipend	\$ 1,294	

Miscellaneous	#	%
Corporations that provide a career ladder program	50	16%

Statewide Totals	
Total cost of all teacher salaries	\$ 3,353,960,261
Total cost of all teacher compensation	\$ 4,431,437,947
Total cost of all base salary increases	\$ 91,625,379
Total cost of all bargained stipends	\$ 37,586,308
Total cost of all supplemental payments	\$ 4,969,755

Statewide Benchmark Year of Experience and Average Salary	# of 1.0 FTE	Avg. Salary
1	3,047	\$ 41,342
5	2,540	\$ 44,895
10	1,617	\$ 49,365
15	1,844	\$ 55,975
20	1,678	\$ 62,427
25	1,153	\$ 67,909
30+	4,602	\$ 71,467

Workforce	# 1.0 FTE
1st year, new-to-teaching hires	2,844
Hired with previous experience	2,775
Teachers retired at the end of 19-20 SY	1,479
Teachers retained from 19-20	56,999

Teacher Insurance Benefits

Insurance Benefits	\$	#
Total amount paid by employers for health insurance	\$ 582,802,638	305
Total amount paid by employers for dental insurance	\$ 27,343,315	270
Total amount paid by employers for vision insurance	\$ 4,816,685	269
Corporations that implemented spousal restrictions		57
Corporations that implemented a spousal surcharge program		7

Teacher Retirement Benefits

- Teachers are part of the state Teachers' Retirement Fund (TRF), which is part of the Indiana Public Retirement Systems (INPRS). Employers must pay a certain amount to TRF. Parties bargain who pays the employee portion (3%) to TRF.
- Bridge plans are insurance benefits provided to teachers after retirement until the teachers are eligible for Medicare.
- "Other" examples: 457(f) plans, payments for unused leave days, payments for those who opted out of health insurance, and retirement bonuses.

General Retirement	#	%
Employer paid employee portion of Teacher Retirement Fund	287	94%
Corporations offering a retirement buyout	31	10%
Teachers accepting retirement buyout	198	0.32%
Total cost of retirement buyout	\$	3,682,017
Employers providing bridge plan for retirees	43	14%

Corporation Paid Teacher Retirement Plans	#	%
Employers contributing a portion of teachers salary to a 401(a)	205	67%
Employers contributing a portion of teachers salary to a 403(b)	77	25%
Employers contributing a portion of teachers salary to a VEBA	113	37%
Employers contributing a portion of teachers salary to " other "	25	8%

Teacher Paid Time Off (PTO)

This section does not include unpaid leave or the cost to the employer for substitute teachers. Some paid time off is required by Indiana code (e.g., 10 sick days a teacher's first year and 7 sick days each subsequent year are required to be provided pursuant to IC 20-28-9-9).

Paid Leave	#
Average # of PTO days a teacher can accrue in SY 20-21	13
Average maximum # of PTO days teachers can accrue in a corporation	184

Part III: Four-Year Teacher Compensation Data

SY 2017-18 to SY 2020-21

This part provides a selection of teacher compensation data for the past four years. Most, but not all, bargaining units reported data for all collections. For a list of the units and their submission by year, see the Collective Bargaining Report Submission Log. Note that different numbers of units will impact percentages. Between SY 19-20 and 20-21, West Clark Community School Corporation split into Silver Creek School Corporation and Borden-Henryville School Corporation, increasing the number of units that bargain state-wide.

Teacher Pay

	2017-2018		2018-2019		2019-2020		2020-2021	
Total units reporting	304		304		304		305	
Minimum salary	\$	30,000	\$	30,325	\$	32,000	\$	32,275
Maximum salary	\$	90,577	\$	91,843	\$	95,188	\$	96,875
Average salary	\$	50,429	\$	53,394	\$	53,472	\$	53,997
	#	%	#	%	#	%	#	%
Employers providing stipends	167	55%	160	52%	150	49%	191	63%
Total teachers receiving a stipend	20,625	38%	38,957	62%	18,972	30%	28,981	47%
Average stipend	\$	1,147	\$	897	\$	300	\$	1,297
Employers providing base salary increase	272	89%	268	88%	299	98%	262	86%
Total teachers receiving a base salary increase	49,758	91%	51,223	82%	58,616	94%	51,171	82%
Average base salary increase	\$	1,453	\$	1,299	\$	2,160	\$	1,791
	#	%	#	%	#	%	#	%
Supplemental payments	65	21%	61	21%	66	22%	74	24%
Total cost of salaries/stipends	\$	3,230,346,249	\$	3,308,851,180	\$	3,448,793,389	\$	3,353,960,261
Total teacher compensation	Not collected		Not collected		\$	4,333,076,632	\$	4,431,437,947

Teacher Insurance Benefits

Paid by/Type HEALTH	2017-2018		2018-2019		2019-2020		2020-2021	
	#	%	#	%	#	%	#	%
Employers providing health insurance	304	100%	304	100%	304	100%	305	100%
Avg. paid by employer for single plan	\$	6,487	\$	6,607	\$	6,841	\$	7,021
Avg. paid by employee for single plan	\$	1,452	\$	1,456	\$	1,534	\$	1,644
Avg. paid by employer per enrollee for family plan	\$	15,102	\$	15,046	\$	15,965	\$	16,513
Avg. paid by employee per enrollee for family plan	\$	5,146	\$	5,049	\$	5,133	\$	5,504

Paid by/Type DENTAL	2017-2018		2018-2019		2019-2020		2020-2021	
	#	%	#	%	#	%	#	%
Employers providing dental insurance	259	85%	262	86%	265	87%	270	89%
Avg. paid by employer for single plan	\$	281	\$	378	\$	357	\$	370
Avg. paid by employee for single plan	\$	116	\$	115	\$	109	\$	132
Avg. paid by employer per enrollee for family plan	\$	743	\$	523	\$	791	\$	689
Avg. paid by employee per enrollee for family plan	\$	492	\$	303	\$	451	\$	330

Paid by/Type VISION	2017-2018		2018-2019		2019-2020		2020-2021	
	#	%	#	%	#	%	#	%
Employers providing vision insurance	251	83%	253	83%	260	86%	269	88%
Avg. paid by employer for single plan	\$	70	\$	83	\$	99	\$	66
Avg. paid by employee for single plan	\$	24	\$	35	\$	23	\$	40
Avg. paid by employer per enrollee for family plan	\$	161	\$	181	\$	267	\$	157
Avg. paid by employee per enrollee for family plan	\$	91	\$	102	\$	101	\$	110

Teacher Retirement Benefits

	2017-2018		2018-2019		2019-2020		2020-2021	
	#	%	#	%	#	%	#	%
Employers providing 3% teacher TRF contribution	286	94%	286	94%	286	94%	287	94%
Employers providing 401(a)	203	67%	205	67%	206	68%	205	67%
Employers providing 403(b)	78	26%	71	23%	76	25%	77	25%
Employers providing VEBA	118	39%	117	38%	114	38%	113	37%
Employers providing "other"	30	10%	20	7%	21	7%	25	8%

For more information, contact IEERB: www.in.gov/ieerb; Questions@ieerb.in.gov; (317) 233-6620.