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# INDIANA TEACHER COMPENSATION REPORT

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Report for the 2023-2024 School Year



INDIANA EDUCATION EMPLOYMENT RELATIONS BOARD

ISSUED NOVEMBER 2024

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# 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 2023-2024 school year. It does not make any policy recommendations or prescriptions. Note that these data are for the 2023-2024 school year; legislative changes made in 2023 will not be reflected.

For more information, contact IEERB: [www.in.gov/ieerb](http://www.in.gov/ieerb); [Questions@ieerb.in.gov](mailto: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"><li>- Salary</li><li>- Bonus</li><li>- Stipend</li><li>- Ancillary duties (pay for teaching duties outside of regular instructional duties)</li></ul>	<ul style="list-style-type: none"><li>- Insurance (e.g., health, dental, vision, life)</li><li>- Retirement</li><li>- Time off</li><li>- Other</li></ul>	<ul style="list-style-type: none"><li>- Extra-curricular activities</li></ul>

### 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.
- For each school year beginning after June 30, 2022, the minimum salary requirement for each Indiana public school corporation, 1.0 full-time equivalent teacher must be forty thousand dollars. If this requirement cannot be met, the corporation shall submit a report to the department explaining the school corporation’s inability to meet the minimum threshold requirement in compliance with [Indiana Code § 20-28-9-26](#).

## **Who bargains?**

Currently, there are 304 teacher collective bargaining units comprising the following types of public schools: school corporations (289), special education service centers (9), 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 2023-2024 was 287.
- 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 2023-2024 was 52.

## **What about the pay of other employees of the school?**

- Salary and total compensation data of superintendents and full-time nonteaching district level administrators are also available in the Collective Bargaining Report. This includes only those employees working at the overall district or corporation level who hold an administrator license from the IDOE. It does not include building level principals, building level administrators, or non IDOE certificated central office staff. Superintendents and district level administrators are excluded from the bargaining unit and are not paid by the terms of the teacher collective bargaining agreement.

## 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, 2024, and closed on July 30, 2024, 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 2023-2024 school year.

- Historical aggregate teacher salary, wages, and benefits data self-reported by bargaining school employers for the 2020-21, 2021-22, 2022-23, and 2023-24 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).
- Data on employees who are not in the bargaining unit and are not 1.0 FTE teachers with the exception of the district level administrators and superintendents. 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 review the composition of the bargaining unit for a particular school corporation, review its bargaining unit order in IEERBSearch.

## Frequently Asked Questions

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

- Individual corporation collective bargaining 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 current school year be released?**

Corporations submit the collective bargaining report data between May 1 and July 30. 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).

## Part II: 2024 Collective Bargaining Report

All 304 bargaining units reported data for this collection.

### 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	8.08	7.4	7.5

Total number of 1.0 FTE teachers statewide	63,462
Statewide average years of experience	13

Area Type	Rural	Urban	Suburban
	210	42	52

### 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 see Indiana Code 20-28-9-1.5 (a) for eligibility.
- The average teacher salary by benchmark year of experience represents average salaries for a specific, benchmark year. The average does not include the years between each benchmark. The years 2-4, 6-9, 11-14, 16-19, and 21-24 are excluded. However, 30+ includes all years of experience at 30, 31, 32, etc.

<b>Base Salary</b>	
Lowest salary reported	\$ 40,000
Highest salary reported	\$ 110,000
Statewide average 1.0 FTE teacher salary	\$ 60,557
Average daily salary rate	\$ 329
Teachers <b>below</b> 22-23 average teacher salary (\$58,531)	31,307
Teacher <b>above</b> 22-23 average teacher salary (\$58,531)	32,041
Average total compensation	\$ 79,905

<b>Base Salary Increase</b>	<b>#</b>	<b>%</b>
Employers providing a base salary increase	297	98%
Teachers receiving a base salary increase	58,255	92%
Average base salary increase	\$	3,338

<b>One-Time Stipend</b>	<b>#</b>	<b>%</b>
Employers providing a stipend	123	40%
Teachers receiving a stipend	14,103	22%
Average one-time stipend	\$	1,619

<b>Statewide Totals</b>	
Total cost of all teacher salaries	\$ 3,843,026,913
Total cost of all teacher compensation	\$ 5,070,921,210
Total cost of all base salary increases	\$ 194,436,018
Total cost of all bargained stipends	\$ 22,835,152
Total cost of all supplemental payments	\$ 7,203,795

<b>Average Teacher Salary by Benchmark Year</b>	<b>#</b>	<b>\$</b>
1	3,491	\$ 48,129
5	2,339	\$ 52,268
10	2,143	\$ 56,993
15	1,698	\$ 62,810
20	1,468	\$ 70,235
25	1,266	\$ 75,215
30+	4,359	\$ 78,613

## Miscellaneous

This section includes hiring and career ladder data.

1st year, new-to-teaching hires	3,596
Hired with previous experience	4,464
Teachers retired at the end of 22-23 SY	1,149
Teachers retained from 22-23 SY	55,971
Corporations that provide a career ladder program	46



## Teacher Insurance Benefits

This section includes statewide totals for teacher insurance benefits.

<b>Insurance Benefits</b>	<b>\$</b>	<b>#</b>
Total amount paid by employers for <b>health</b> insurance	\$ 633,171,710	304
Total amount paid by employers for <b>dental</b> insurance	\$ 24,619,740	277
Total amount paid by employers for <b>vision</b> insurance	\$ 5,302,641	273
Corporations that implemented spousal restrictions		57
Corporations that implemented a spousal surcharge program		5

## 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.

<b>General Retirement</b>	<b>#</b>	<b>%</b>
Employer paid employee portion of Teacher Retirement Fund	283	93%
Corporations offering a retirement buyout	13	4%
Teachers accepting retirement buyout	66	0.10%
Employers providing bridge plan for retirees	34	11%
Total cost of retirement buyout	\$	1,159,177

<b>Corporation Paid Teacher Retirement Plans</b>	<b>#</b>	<b>%</b>
Employers contributing a portion of teachers salary to a <b>401(a)</b>	207	68%
Employers contributing a portion of teachers salary to a <b>403(b)</b>	82	27%
Employers contributing a portion of teachers salary to a <b>VEBA</b>	109	36%
Employers contributing a portion of teachers salary to " <b>other</b> "	19	6%

## 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).

<b>Paid Leave</b>	<b>#</b>
Average # of PTO days a teacher earns at the beginning of each school year	13
Average maximum # of PTO days teachers can accrue in a corporation	181

## Part III: Four-Year Teacher Compensation Data

SY 2020-21 to SY 2023-24

This part provides a selection of teacher compensation data for the last four school years. Note that different numbers of units will impact percentages. At the conclusion of the 2023-2024 school year, Earlywood Education Services dissolved and did not report data, decreasing the number of units that bargain statewide.

### Teacher Pay

	2020-2021		2021-2022		2022-2023		2023-2024	
	305		305		305		304	
Total units reporting	305		305		305		304	
Minimum salary	\$ 32,275		\$ 35,000		\$ 38,000		\$ 40,000	
Maximum salary	\$ 96,875		\$ 105,000		\$ 108,318		\$ 110,000	
Average salary	\$ 53,991		\$ 56,609		\$ 58,531		\$ 60,557	
Average total compensation	\$ 71,343		\$ 75,199		\$ 76,608		\$ 79,905	
Average daily salary rate	\$ 293		\$ 308		\$ 318		\$ 329	
	#	%	#	%	#	%	#	%
Employers providing stipends	192	63%	128	42%	106	35%	123	40%
Total teachers receiving a stipend	29,041	47%	25,196	40%	16,240	26%	14,103	22%
Average stipend	\$ 1,296		\$ 985		\$ 1,695		\$ 1,619	
Employers providing base salary increase	262	86%	305	100%	297	97%	297	98%
Total teachers receiving a base salary increase	51,181	82%	59,035	94%	58,664	93%	58,255	92%
Average base salary increase	\$ 1,794		\$ 3,572		\$ 2,938		\$ 3,338	
	#	%	#	%	#	%	#	%
Supplemental payments	65	21%	63	21%	83	27%	87	29%
Total cost of supplemental payments	\$ 4,969,755		\$ 4,224,029		\$ 9,904,253		\$ 7,203,795	
Number of teachers receiving supplemental payments	NA		2,751		4,045		3,653	
Average amount of supplemental payment	NA		\$ 1,535		\$ 2,448		\$ 1,972	
Total cost of salaries/stipends	\$ 3,391,384,889		\$ 3,572,632,093		\$ 3,708,056,113		\$ 3,865,862,065	
Total teacher compensation	\$ 4,431,662,856		\$ 4,712,959,875		\$ 4,817,272,110		\$ 5,070,921,210	

## Average Teacher Salary by Years of Experience

This data table represents average salaries for specific, benchmark years. The averages do not include the years between. The years 2-4, 6-9, 11-14, 16-19, and 21-24 are excluded from the averages. However, 30+ includes the average salaries for 30, 31, 32, 33, etc. years of experience.

Years of Experience	2020-2021		2021-2022		2022-2023		2023-2024	
	#	\$	#	\$	#	\$	#	\$
1	3,044	\$ 41,348	3,171	\$ 43,415	3,567	\$ 45,655	3,491	\$48,129
5	2,539	\$ 44,898	2,454	\$ 47,088	2,305	\$ 49,618	2,339	\$52,268
10	1,617	\$ 49,368	2,117	\$ 51,910	2,267	\$ 54,250	2,143	\$56,993
15	1,844	\$ 55,979	1,922	\$ 58,355	1,891	\$ 60,448	1,698	\$62,810
20	1,678	\$ 62,438	1,582	\$ 65,465	1,564	\$ 67,457	1,468	\$70,235
25	1,153	\$ 67,912	1,210	\$ 70,470	1,193	\$ 73,337	1,266	\$75,215
30+	4,602	\$ 71,473	4,547	\$ 74,511	4,437	\$ 76,155	4,359	\$78,613

## Teacher Retirement Benefits

	2020-2021		2021-2022		2022-2023		2023-2024	
	#	%	#	%	#	%	#	%
Employers providing 3% teacher TRF contribution	287	94%	286	93%	287	94%	283	93%
Employers providing 401(a)	205	67%	207	67%	204	67%	207	68%
Employers providing 403(b)	77	25%	70	23%	76	25%	82	27%
Employers providing VEBA	113	37%	119	39%	111	36%	109	36%
Employers providing "other"	25	8%	26	8%	26	8%	19	6%

## Teacher Insurance Benefits

Paid by/Type HEALTH	2020-2021		2021-2022		2022-2023		2023-2024	
	#	%	#	%	#	%	#	%
Employers providing <b>health</b> insurance	305	100%	305	100%	305	100%	304	100%
Avg. paid by <b>employer</b> for <b>single</b> plan	\$ 7,021		\$ 7,263		\$ 7,389		\$ 7,575	
Avg. paid by <b>employee</b> for <b>single</b> plan	\$ 1,643		\$ 1,539		\$ 1,689		\$ 1,650	
Avg. paid by <b>employer</b> per enrollee for <b>family</b> plan	\$ 16,512		\$ 17,411		\$ 17,870		\$ 18,419	
Avg. paid by <b>employee</b> per enrollee for <b>family</b> plan	\$ 5,505		\$ 5,614		\$ 5,877		\$ 5,895	

Paid by/Type DENTAL	2020-2021		2021-2022		2022-2023		2023-2024	
	#	%	#	%	#	%	#	%
Employers providing <b>dental</b> insurance	270	89%	273	89%	277	91%	277	91%
Avg. paid by <b>employer</b> for <b>single</b> plan	\$ 370		\$ 284		\$ 284		\$ 311	
Avg. paid by <b>employee</b> for <b>single</b> plan	\$ 132		\$ 115		\$ 118		\$ 120	
Avg. paid by <b>employer</b> per enrollee for <b>family</b> plan	\$ 817		\$ 725		\$ 703		\$ 737	
Avg. paid by <b>employee</b> per enrollee for <b>family</b> plan	\$ 500		\$ 477		\$ 492		\$ 515	

Paid by/Type VISION	2020-2021		2021-2022		2022-2023		2023-2024	
	#	%	#	%	#	%	#	%
Employers providing <b>vision</b> insurance	269	88%	274	90%	276	90%	273	90%
Avg. paid by <b>employer</b> for <b>single</b> plan	\$ 66		\$ 144		\$ 111		\$ 74	
Avg. paid by <b>employee</b> for <b>single</b> plan	\$ 40		\$ 29		\$ 36		\$ 31	
Avg. paid by <b>employer</b> per enrollee for <b>family</b> plan	\$ 157		\$ 198		\$ 276		\$ 165	
Avg. paid by <b>employee</b> per enrollee for <b>family</b> plan	\$ 110		\$ 111		\$ 150		\$ 128	

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