
INDIANA TEACHER COMPENSATION REPORT

Report for the 2021-2022 School Year



INDIANA EDUCATION EMPLOYMENT RELATIONS BOARD

ISSUED NOVEMBER 2022

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	5
Frequently Asked Questions.....	5
Part II: 2022 Collective Bargaining Report.....	7
Teacher Days, Hours, Numbers, and School Type	7
Teacher Pay (Salary and Wages)	7
Miscellaneous.....	8
Teacher Insurance Benefits.....	9
Teacher Retirement Benefits.....	9
Teacher Paid Time Off (PTO)	9
Part III: Four-Year Teacher Compensation Data	10
Teacher Pay.....	10
Average Teacher Salary by Years of Experience.....	11
Teacher Retirement Benefits.....	11
Teacher Insurance 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 2021-2022 school year. It does not make any policy recommendations or prescriptions. Note that these data are for the 2021-2022 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.
- 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 must provide a statement explaining the corporation’s inability to meet the minimum threshold requirement in compliance with Indiana Code § 20-28-9-26.

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 2021-2022 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 2021-2022 was 50.

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 certified 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, 2022, and closed on July 30, 2022, 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 2021-2022 school year.

- Historical aggregate teacher salary, wages, and benefits data self-reported by bargaining school employers for the 2018-19, 2019-20, 2020-21, and 2021-22 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 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 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: 2022 Collective Bargaining Report

All 305 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	8.3	7.4	N/A

Total number of 1.0 FTE teachers statewide	62,673
Statewide average years of experience	13

Area Type	Rural	Urban	Suburban
	205	42	58

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.

Base Salary	
Lowest salary reported	\$ 35,000

Highest salary reported	\$ 105,000
Statewide average 1.0 FTE teacher salary	\$ 56,609
Average daily salary rate	\$ 308
Teachers below 20-21 average teacher salary (\$53,991)	31,888
Teacher above 20-21 average teacher salary (\$53,991)	30,932
Average total compensation	\$ 75,199

Base Salary Increase	#	%
Employers providing a base salary increase	305	100%
Teachers receiving a base salary increase	59,035	94%
Average base salary increase	\$	3,572

One-Time Stipend	#	%
Employers providing a stipend	128	42%
Teachers receiving a stipend	25,196	40%
Average one-time stipend	\$	985

Statewide Totals	
Total cost of all teacher salaries	\$ 3,547,815,289
Total cost of all teacher compensation	\$ 4,712,959,875
Total cost of all base salary increases	\$ 210,875,019
Total cost of all bargained stipends	\$ 24,816,804
Total cost of all supplemental payments	\$ 4,224,029

Average Teacher Salary by Benchmark Year	#	\$
1	3,171	\$ 43,415
5	2,454	\$ 47,088
10	2,117	\$ 51,910
15	1,922	\$ 58,355
20	1,582	\$ 65,465
25	1,210	\$ 70,470
30+	4,547	\$ 74,511

Miscellaneous

This section includes hiring and career ladder data.

1st year, new-to-teaching hires	3,724
Hired with previous experience	4,168
Teachers retired at the end of 20-21 SY	1,442
Teachers retained from 20-21 SY	55,682
Corporations that provide a career ladder program	48

Teacher Insurance Benefits

This section includes statewide totals for teacher insurance benefits.

Insurance Benefits	\$	#
Total amount paid by employers for health insurance	\$ 604,529,003	305
Total amount paid by employers for dental insurance	\$ 23,449,372	273
Total amount paid by employers for vision insurance	\$ 7,130,046	274
Corporations that implemented spousal restrictions		61
Corporations that implemented a spousal surcharge program		8

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	286	94%
Corporations offering a retirement buyout	16	5%
Teachers accepting retirement buyout	142	0.23%
Employers providing bridge plan for retirees	41	13%
Total cost of retirement buyout	\$	2,587,678

Corporation Paid Teacher Retirement Plans	#	%
Employers contributing a portion of teachers salary to a 401(a)	207	68%
Employers contributing a portion of teachers salary to a 403(b)	70	23%
Employers contributing a portion of teachers salary to a VEBA	119	39%
Employers contributing a portion of teachers salary to " other "	26	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 earns at the beginning of each school year	13
Average maximum # of PTO days teachers can accrue in a corporation	182

Part III: Four-Year Teacher Compensation Data

SY 2018-19 to SY 2021-22

This part provides a selection of teacher compensation data for the last four school years. 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

	2018-2019		2019-2020		2020-2021		2021-2022	
	304		304		305		305	
Total units reporting	304		304		305		305	
Minimum salary	\$ 30,325		\$ 32,000		\$ 32,275		\$ 35,000	
Maximum salary	\$ 91,843		\$ 95,188		\$ 96,875		\$ 105,000	
Average salary	\$ 52,385		\$ 53,463		\$ 53,991		\$ 56,609	
Average total compensation	NA		\$ 70,540		\$ 71,343		\$ 75,199	
Average daily salary rate	NA		\$ 292		\$ 293		\$ 308	
	#	%	#	%	#	%	#	%
Employers providing stipends	160	52%	150	49%	192	63%	128	42%
Total teachers receiving a stipend	38,986	62%	18,972	30%	29,041	47%	25,196	40%
Average stipend	\$ 490		\$ 802		\$ 1,296		\$ 985	
Employers providing base salary increase	268	88%	299	98%	262	86%	305	100%
Total teachers receiving a base salary increase	51,159	82%	57,176	92%	51,181	82%	59,035	94%
Average base salary increase	\$ 1,650		\$ 2,215		\$ 1,794		\$ 3,572	
	#	%	#	%	#	%	#	%
Supplemental payments	61	20%	57	19%	65	21%	63	21%
Total cost of supplemental payments	\$ 3,095,854		\$ 1,947,108		\$ 4,969,755		\$ 4,224,029	
Number of teachers receiving supplemental payments	NA		NA		NA		2,751	
Average amount of supplemental payment	NA		NA		NA		\$ 1535	
Total cost of salaries/stipends	\$ 3,283,478,201		\$ 3,350,926,215		\$ 3,391,384,889		\$ 3,572,632,093	
Total teacher compensation	NA		\$ 4,401,181,532		\$ 4,431,662,856		\$ 4,712,959,875	

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	2018-2019		2019-2020		2020-2021		2021-2022	
	#	\$	#	\$	#	\$	#	\$
1	3,294	\$ 38,556	3,128	\$ 41,527	3,044	\$ 41,348	3,171	\$ 43,415
5	2,878	\$ 42,177	2,662	\$ 44,633	2,539	\$ 44,898	2,454	\$ 47,088
10	2,067	\$ 45,776	1,844	\$ 48,881	1,617	\$ 49,368	2,117	\$ 51,910
15	1,846	\$ 54,651	1,910	\$ 56,563	1,844	\$ 55,979	1,922	\$ 58,355
20	1,539	\$ 60,626	1,671	\$ 62,958	1,678	\$ 62,438	1,582	\$ 65,465
25	1,051	\$ 65,913	1,075	\$ 68,078	1,153	\$ 67,912	1,210	\$ 70,470
30+	5,333	\$ 67,994	4,825	\$ 70,179	4,602	\$ 71,473	4,547	\$ 74,511

Teacher Retirement Benefits

	2018-2019		2019-2020		2020-2021		2021-2022	
	#	%	#	%	#	%	#	%
Employers providing 3% teacher TRF contribution	286	94%	286	94%	287	94%	286	93%
Employers providing 401(a)	205	67%	206	67%	205	67%	207	67%
Employers providing 403(b)	71	24%	76	25%	77	25%	70	23%
Employers providing VEBA	117	38%	114	37%	113	37%	119	39%
Employers providing "other"	20	7%	21	7%	25	8%	26	8%

Teacher Insurance Benefits

Paid by/Type HEALTH	2018-2019		2019-2020		2020-2021		2021-2022	
	#	%	#	%	#	%	#	%
Employers providing health insurance	304	100%	304	100%	305	100%	305	100%
Avg. paid by employer for single plan	\$ 6,613		\$ 6,841		\$ 7,021		\$ 7,263	
Avg. paid by employee for single plan	\$ 1,456		\$ 1,534		\$ 1,643		\$ 1,539	
Avg. paid by employer per enrollee for family plan	\$ 15,057		\$ 15,965		\$ 16,512		\$ 17,411	
Avg. paid by employee per enrollee for family plan	\$ 5,052		\$ 5,133		\$ 5,505		\$ 5,614	

Paid by/Type DENTAL	2018-2019		2019-2020		2020-2021		2021-2022	
	#	%	#	%	#	%	#	%
Employers providing dental insurance	261	85%	265	87%	270	89%	273	89%
Avg. paid by employer for single plan	\$ 379		\$ 357		\$ 370		\$ 284	
Avg. paid by employee for single plan	\$ 115		\$ 109		\$ 132		\$ 115	
Avg. paid by employer per enrollee for family plan	\$ 802		\$ 791		\$ 817		\$ 725	
Avg. paid by employee per enrollee for family plan	\$ 469		\$ 451		\$ 500		\$ 477	

Paid by/Type VISION	2018-2019		2019-2020		2020-2021		2021-2022	
	#	%	#	%	#	%	#	%
Employers providing vision insurance	253	83%	260	86%	269	88%	274	90%
Avg. paid by employer for single plan	\$ 83		\$ 99		\$ 66		\$ 144	
Avg. paid by employee for single plan	\$ 35		\$ 23		\$ 40		\$ 29	
Avg. paid by employer per enrollee for family plan	\$ 181		\$ 267		\$ 157		\$ 198	
Avg. paid by employee per enrollee for family plan	\$ 102		\$ 101		\$ 110		\$ 111	

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