



INDIANA EDUCATION EMPLOYMENT RELATIONS BOARD

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2023 IC 20-29-3-15 Annual Report

INTRODUCTION

The Indiana Education Employment Relations Board (IEERB) has issued the Collective Bargaining Report (CBR) since 2013. The CBR is a survey that school corporation employers who bargain with an exclusive representative organization are required to complete. There are 305 such school employers in the state of Indiana. Of the 305, 289 are traditional public schools, 10 are special education cooperatives, and 6 are career centers. In 2018, Muncie Community Schools was designated a Transformation Zone Corporation, has opted out of collective bargaining, and has not completed this survey. To collect and report this information, school corporation central office staff enter data regarding the salary, wages, and salary and wage related fringe benefits of 1.0 Full Time Equivalent (FTE) teachers. IEERB contracts with the Indiana Business Research Center to use the Gateway platform to collect and publish the CBR¹.

The CBR has evolved since 2013. The most notable change is who is included in the Report. Prior to 2019, it included all bargaining unit members, but now it is limited to 1.0 FTE teachers in the bargaining unit. Bargaining unit members are certificated employees who are paid by the terms of the teachers' collective bargaining agreement. Effective July 1, 2019, the Indiana General Assembly passed and amended Indiana Code 20-29-3-15. It requires IEERB to collect and publish specific salary and compensation data for full time teachers, full time district level administrators, and superintendents². This law also requires IEERB to report Cost of Living Adjustments (COLAs) to the salary data, surrounding state salary averages, information about Indiana teacher candidates, the change in K-12 enrollment statewide, the number of teachers and district level administrators, and the teacher and district level administrator workforce growth.

The 2022-2023 school year CBR, hereafter referred to as the 2023 CBR, was open for submission on May 1, 2023, and closed July 30, 2023. As Reports were submitted, they were checked for validity by comparing the 2022 Reports to the 2023 Reports. When significant discrepancies were identified, IEERB contacted the employer with a request to review and correct the error, if necessary. For the 2023 CBR, 166 submissions contained errors that required correction. It is important to note that this is a survey completed by the school employer. IEERB cannot verify accuracy. The only means of quality control available to IEERB is to compare CBRs from year to year.

The 2023 Statewide CBR summary was last updated on October 30, 2023. If a unit makes changes to their data, the 2023 Statewide CBR summary webpage will reflect the most recent update. The 2023 IC 20-29-3-15 Annual Report was published on November 15, 2023, on the IEERB Newsroom, updated and republished on May 16th, 2024 and July 26, 2024.

¹ Gateway Indiana Collective Bargaining statewide report [link](#).

² It is important to note the IEERB administers the teacher collective bargaining laws. District level administrators and superintendents are excluded from the bargaining unit. Even though this is a Collective Bargaining Report, district level administrators and superintendents were included in this report instead of creating a new report.

Indiana Code 20-29-3-15 tasks IEERB with collecting very specific experience level and salary averages from surrounding states. IEERB officially requested these data points from the appropriate state agencies in Michigan, Illinois, Wisconsin, Ohio, and Kentucky.

The IEERB requested the following data from each of the aforementioned states regarding the previous school year:

| | |
|--|---|
| 1 st year 1.0 FTE teacher average salary | Minimum 1.0 FTE teacher salary |
| 5 th year 1.0 FTE teacher average salary | Average 1.0 FTE teacher salary |
| 10 th year 1.0 FTE teacher average salary | Maximum 1.0 FTE teacher salary |
| 15 th year 1.0 FTE teacher average salary | |
| 20 th year 1.0 FTE teacher average salary | Minimum 1.0 FTE district level administrator salary |
| 25 th year 1.0 FTE teacher average salary | Average 1.0 FTE district level administrator salary |
| 30+ year 1.0 FTE teacher average salary | Maximum 1.0 FTE district level administrator salary |

The 1st, 5th, 10th, 15th, 20th, 25th, and 30+ years are referred to as benchmark years because the data represent salaries for teachers in the current school year who have exactly 1, 5, 10, 15, 20, 25, or 30+ total years of experience (in state and out of state). Teachers with years of experience 2-4, 6-9, 11-14, 16-19, 21-24, and 26-29 are not included in the benchmark year data. The 30+ benchmark, however, includes all teachers who have 30, 31, 32, etc. years of experience. District level administrators are defined as school employees working at the overall district - not individual building - level who hold an administrator license from the state department of education. The district level administrator category does not include the superintendent. The superintendent is a separate category.

The responses from each state varied. Wisconsin publishes a database that contains all school employee salary, wages, and benefits data. The Wisconsin database was filtered to the specific criteria for this report. Ohio sent an Excel file that contained all school employee salary data. The Ohio spreadsheet was filtered to the specific criteria for this report. Illinois and Kentucky returned an Excel file containing specific responses to each query. The records request from Michigan resulted in an email from Sandy of the Michigan Center for Educational Performance and Information Customer Support stating, "unfortunately this [salary data] is not data that we collect."

DATA TABLES

Salary - Teachers

| | Indiana | Wisconsin | Ohio | Kentucky | Illinois | Michigan ³ |
|--------------|-----------|-----------|-----------|-----------|-----------|-----------------------|
| Average | \$58,531 | \$61,858 | \$71,495 | \$56,649 | \$73,861 | NA |
| Minimum | \$38,000 | \$35,000 | \$35,000 | \$112 | \$37,076 | NA |
| Maximum | \$108,318 | \$113,740 | \$121,832 | \$132,099 | \$235,583 | NA |
| 1st Year | \$45,655 | \$47,667 | \$48,510 | \$40,662 | \$48,203 | NA |
| 5th Year | \$49,618 | \$51,658 | \$57,868 | \$47,884 | \$56,700 | NA |
| 10th Year | \$54,250 | \$56,966 | \$67,942 | \$53,870 | \$66,193 | NA |
| 15th Year | \$60,448 | \$62,455 | \$77,786 | \$61,158 | \$76,537 | NA |
| 20th Year | \$67,457 | \$68,786 | \$83,479 | \$65,765 | \$89,033 | NA |
| 25th Year | \$73,337 | \$74,509 | \$86,198 | \$67,913 | \$95,179 | NA |
| 30th + Years | \$76,155 | \$78,144 | \$87,755 | \$70,571 | \$101,399 | NA |

Salary – District-Level Administrators

| | Indiana | Wisconsin | Ohio | Kentucky | Illinois | Michigan |
|---------|-----------|-----------|-----------|-----------|-----------|----------|
| Average | \$113,746 | \$153,111 | \$130,372 | \$80,830 | \$152,369 | NA |
| Minimum | \$42,659 | \$45,819 | \$35,558 | \$295 | \$25,000 | NA |
| Maximum | \$184,717 | \$285,069 | \$276,007 | \$134,975 | \$351,497 | NA |

Cost-of-Living Adjustment

To appropriately compare teacher salaries in Indiana to the five surrounding states, the difference in costs of living must be considered. That is why Indiana Code 20-29-3-15 tasks IEERB with adjusting the surrounding state salaries. The charts in this section show the COLA for all surrounding states except Michigan.

IEERB partnered with the Indiana Business Research Center (IBRC) to provide COLAs to Indiana teacher average salaries. To compare average teacher salaries between Wisconsin and Indiana, Ohio and Indiana, Kentucky and Indiana, and Illinois and Indiana, first the Wisconsin, Ohio, Kentucky, and Illinois salaries are adjusted to Indiana salaries using the most recent, 2022 Regional Price Parities for States. Second, the differences between the Wisconsin, Ohio, Kentucky, Illinois, and Indiana salaries are calculated. Parentheses indicate a negative number.

³ Michigan reported that these data are not available.

To compare individual corporation salaries to surrounding states, use this [link](#) to access individual corporation collective bargaining reports. Compare the individual corporation salary data points to the state specific adjusted salary tables below.⁴

Wisconsin Adjusted Salaries

| | Indiana | Wisconsin | Adjusted to IN\$ | Difference |
|--------------|-----------|-----------|------------------|------------|
| Average | \$58,531 | \$61,858 | \$61,523 | \$2,992 |
| Minimum | \$38,000 | \$35,000 | \$34,810 | \$(3,190) |
| Maximum | \$108,318 | \$113,740 | \$113,124 | \$4,806 |
| 1st Year | \$45,655 | \$47,667 | \$47,409 | \$1,754 |
| 5th Year | \$49,618 | \$51,658 | \$51,378 | \$1,760 |
| 10th Year | \$54,250 | \$56,966 | \$56,657 | \$2,407 |
| 15th Year | \$60,448 | \$62,455 | \$62,117 | \$1,669 |
| 20th Year | \$67,457 | \$68,786 | \$68,413 | \$956 |
| 25th Year | \$73,337 | \$74,509 | \$74,105 | \$768 |
| 30th + Years | \$76,155 | \$78,144 | \$77,721 | \$1,566 |

Ohio Adjusted Salaries

| | Indiana | Ohio | Adjusted to IN\$ | Difference |
|--------------|-----------|-----------|------------------|------------|
| Average | \$58,531 | \$71,495 | \$71,729 | \$13,198 |
| Minimum | \$38,000 | \$35,000 | \$35,115 | \$(2,885) |
| Maximum | \$108,318 | \$121,832 | \$122,231 | \$13,913 |
| 1st Year | \$45,655 | \$48,510 | \$48,669 | \$3,014 |
| 5th Year | \$49,618 | \$57,868 | \$58,058 | \$8,440 |
| 10th Year | \$54,250 | \$67,942 | \$68,165 | \$13,915 |
| 15th Year | \$60,448 | \$77,786 | \$78,041 | \$17,593 |
| 20th Year | \$67,457 | \$83,479 | \$83,753 | \$16,296 |
| 25th Year | \$73,337 | \$86,198 | \$86,481 | \$13,144 |
| 30th + Years | \$76,155 | \$87,755 | \$88,043 | \$11,888 |

Kentucky Adjusted Salaries

| | Indiana | Kentucky | Adjusted to IN\$ | Difference |
|--------------|-----------|-----------|------------------|------------|
| Average | \$58,531 | \$56,649 | \$58,170 | \$(361) |
| Minimum | \$38,000 | \$112 | \$115 | \$(37,885) |
| Maximum | \$108,318 | \$132,099 | \$135,645 | \$27,327 |
| 1st Year | \$45,655 | \$40,662 | \$41,754 | \$(3,901) |
| 5th Year | \$49,618 | \$47,884 | \$49,169 | \$(449) |
| 10th Year | \$54,250 | \$53,870 | \$55,316 | \$1,066 |
| 15th Year | \$60,448 | \$61,158 | \$62,800 | \$2,352 |
| 20th Year | \$67,457 | \$65,765 | \$67,531 | \$74 |
| 25th Year | \$73,337 | \$67,913 | \$69,736 | \$(3,601) |
| 30th + Years | \$76,155 | \$70,571 | \$72,466 | \$(3,689) |

⁴ According to the [Bureau of Economic Analysis website](#), the latest Regional Price Parities were released December 14, 2023.

Illinois Adjusted Salaries

| | Indiana | Illinois | Adjusted to IN\$ | Difference |
|--------------|-----------|-----------|------------------|------------|
| Average | \$58,531 | \$73,861 | \$66,934 | \$8,403 |
| Minimum | \$38,000 | \$37,076 | \$33,599 | \$(4,401) |
| Maximum | \$108,318 | \$235,583 | \$213,490 | \$105,172 |
| 1st Year | \$45,655 | \$48,203 | \$43,682 | \$(1,973) |
| 5th Year | \$49,618 | \$56,700 | \$51,383 | \$1,765 |
| 10th Year | \$54,250 | \$66,193 | \$59,985 | \$5,735 |
| 15th Year | \$60,448 | \$76,537 | \$69,359 | \$8,911 |
| 20th Year | \$67,457 | \$89,033 | \$80,683 | \$13,226 |
| 25th Year | \$73,337 | \$95,179 | \$86,253 | \$12,916 |
| 30th + Years | \$76,155 | \$101,399 | \$91,890 | \$15,735 |

Miscellaneous Data

IC 20-29-3-15 requires IEERB to report data about the number of teacher candidates in teacher preparation programs, the change in K-12 enrollment, Indiana teacher, district level administrator, superintendent salary and total compensation, and teacher and district level administrator workforce and workforce growth. Salary is defined as the salary listed on the regular teacher contract. Total compensation includes all salary, wages, and benefits paid to and on behalf of the employee (examples include life insurance, health insurance, retirement benefits, etc.) Workforce growth is calculated by determining the change in the number of employees in a particular group from one year to the next. Cells that contain N/A mean that the data were not collected or not available for that school year.

Indiana Teacher Preparation

These numbers represent the number of teacher candidates enrolled in Indiana colleges and universities that offer teacher credentialing programs.⁵ This table will be updated and republished when the data become available.

| | 2018-2019 | 2019-2020 | 2020-2021 | 2021-2022 | 2022-2023 ⁶ |
|--|-----------|-----------|-----------|-----------|------------------------|
| Total number of teacher candidates who are currently enrolled in a teacher preparation program | 10,972 | 10,623 | 11,376 | 11,824 | Not available |
| Total number of teacher candidates who have recently completed a teacher preparation program | 3,484 | 3,223 | 3,374 | 3,446 | Not available |

⁵ Indiana Teacher Preparation data are retrieved from the Title II Higher Education Act website: <https://title2.ed.gov/Public/Report/StateHome.aspx>

⁶ Data for the 2022-2023 school year will not be available on the Title II website until October 2024.

Indiana K-12 Enrollment

| | 2019-2020 | 2020-2021 | 2021-2022 | 2022-2023 |
|---|-----------|-----------|-----------|-----------|
| Increase or decrease in K-12 enrollment as of October 1st of current school year compared to previous school year | -6,054 | -22,529 | 7,456 | -2,605 |

Indiana 1.0 FTE Teacher Workforce

| | 2019-2020 | 2020-2021 | 2021-2022 | 2022-2023 |
|---|-----------|-----------|-----------|-----------|
| Total number of 1.0 FTE teachers in Indiana from IEERB CBR | 62,393 | 62,114 | 62,673 | 62,882 |
| Indiana teacher workforce growth | 13 | -279 | 559 | 209 |
| # 1st year 1.0 FTE teachers hired | 3,175 | 2,844 | 3,724 | 3,636 |
| # of 1.0 FTE teachers who retired during previous school year | 1,464 | 1,479 | 1,442 | 1,415 |
| # of 1.0 FTE teachers retained from previous school year | 56,249 | 56,999 | 55,682 | 55,227 |
| # of 1.0 FTE teachers hired with previous work experience in teaching | 3,887 | 2,775 | 4,168 | 4,557 |
| Average tenure of all 1.0 FTE teachers | 13 | 13 | 13 | 13 |

If there are discrepancies between the total number of 1.0 FTE teachers for a specific year and the number retained from the previous year plus the number of first year teachers hired for the current school year plus the number of teachers hired with previous experience for the current school year, it may be due to staffing fluctuations throughout the school year.

Indiana 1.0 FTE Teacher Salary and Compensation

| | 2019-2020 | 2020-2021 | 2021-2022 | 2022-2023 |
|---|-----------|-----------|-----------|-----------|
| Statewide average total compensation for 1.0 FTE teachers | \$70,540 | \$71,344 | \$75,199 | \$76,608 |
| Statewide average daily 1.0 FTE teacher salary rate | \$292 | \$293 | \$308 | \$318 |
| Statewide average teacher contract days | 183 | 184 | 184 | 184 |
| # of 1.0 FTE teachers earning a salary under the statewide average | 34,128 | 34,560 | 31,888 | 31,757 |
| # of 1.0 FTE teachers earning a salary in excess of the statewide average | 28,257 | 27,535 | 30,932 | 31,188 |

Indiana 1.0 FTE District Level Administrator Workforce

| | 2019-2020 | 2020-2021 | 2021-2022 | 2022-2023 |
|---|-----------|-----------|-----------|-----------|
| Total number of 1.0 FTE district level administrators in Indiana according to the CBR | 1,035 | 941 | 944 | 806 |
| Indiana district level administrator workforce growth | N/A | -94 | 3 | -138 |

Indiana 1.0 FTE District Level Administrator Salary and Compensation

| | 2019-2020 | 2020-2021 | 2021-2022 | 2022-2023 |
|--|------------|------------|------------|------------|
| Statewide average 1.0 FTE district level administrator salary | \$ 97,291 | \$ 101,296 | \$ 106,558 | \$ 113,745 |
| Statewide average 1.0 FTE total compensation district level administrators | \$ 121,923 | \$ 133,049 | \$ 139,036 | \$ 150,809 |
| Statewide average daily 1.0 FTE district level administrator salary rate | \$ 402 | \$ 418 | \$ 435 | \$ 466 |
| Statewide average 1.0 FTE annual administrator contract days | 242 | 242 | 245 | 244 |

Indiana Superintendent Salary and Compensation

| | 2019-2020 | 2020-2021 | 2021-2022 | 2022-2023 |
|---|------------|------------|------------|------------|
| Average superintendent salary | \$ 126,383 | \$ 128,808 | \$ 133,064 | \$ 136,961 |
| Average superintendent total compensation | \$ 166,141 | \$ 171,812 | \$ 180,068 | \$ 184,717 |

The individual school corporation data for all data points are available on the Gateway Report Builder website on the [IEERB Collective Bargaining](#) page. Additional statewide teacher, district level administrator, and superintendent data are available on the Gateway Report Builder website on the [IEERB Collective Bargaining Statewide Summary](#) page.

Teacher Vacancy Data

IC 20-19-3-20 requires the Indiana Department of Education (IDOE) to collect and report data regarding teacher vacancy. Typically, the IDOE issues a teacher vacancy survey to all school corporations during the summer. The survey asks employers to report the number of vacant teaching positions by grade, subject, and required credential. The 2022-2023 teacher vacancy data was not available at the time this report was published. However, as soon as the data become available, this report will be republished. Vacancy data from the 2021-2022 school year can be found in the [2021-2022 Teacher Statistics Report](#).

METHODOLOGY

Indiana Data Collection

IEERB uses the Gateway platform to survey and collect data from all Indiana public school employers that collectively bargain. The Collective Bargaining Report (CBR) gathers salary, wage, and wage related fringe benefits for 1.0 FTE teachers, district level administrators and superintendents. These data points are self-reported and not verified by an external entity. District level administrators are defined as school employees working at the overall district, not individual building, level who hold an administrator's license from the Indiana Department of Education. The district level administrator category does not include the superintendent.

The questions posed to school corporations in the CBR that are used to derive the COLA adjusted data are:

1. Total number of 1.0 FTE teachers in 2022-2023
2. Total salary costs for all 1.0 FTE teachers 2022-2023
3. Minimum annual 1.0 FTE teacher salary 2022-2023
4. Maximum annual 1.0 FTE teacher salary 2022-2023
5. Total number of 1.0 FTE teachers with 1 year of experience
6. Total salary costs for all 1.0 FTE teachers with 1 year of experience
7. Total number of 1.0 FTE teachers with 5 years of experience
8. Total salary costs for all 1.0 FTE teachers with 5 years of experience
9. Total number of 1.0 FTE teachers with 10 years of experience
10. Total salary costs for all 1.0 FTE teachers with 10 years of experience
11. Total number of 1.0 FTE teachers with 15 years of experience
12. Total salary costs for all 1.0 FTE teachers with 15 years of experience
13. Total number of 1.0 FTE teachers with 20 years of experience
14. Total salary costs for all 1.0 FTE teachers with 20 years of experience
15. Total number of 1.0 FTE teachers with 25 years of experience
16. Total salary costs for all 1.0 FTE teachers with 25 years of experience
17. Total number of 1.0 FTE teachers with 30+ years of experience
18. Total salary costs for all 1.0 FTE teachers with 30+ years of experience
19. Total number of 1.0 FTE district level administrators
20. Total salary costs of 1.0 FTE district level administrators

The highest and lowest corporation reported 1.0 FTE annual teacher salary and district level administrator salary was identified as the maximum and minimum annual teacher salary and district level administrator salary. To determine the average teacher salary and district level administrator salary, the total cost of all teacher and district level administrator salaries was divided by the total number of respective teachers and district level administrators. To determine the average salary at each benchmark year (1, 5, 10, 15, 20, 25, and 30+) the total salary costs for each benchmark year was divided by the total number of teachers in each benchmark year.

Ohio Data Collection

The Ohio Department of Education collects teacher salary data, which is available upon request to the Office of Data Quality and Governance.

The columns that were removed from the salary data file were: Staff_State_ID, Birth Year, Full_Name, District_IRN, District, County, Building_IRN, Building, Position_Code, Position_Start_Date, Position_Separation_Reason, Gender, Race_or_Ethnicity, Highest_Degree and Principal_Experience.

The columns used in creating the filters were: School_Year, Teacher_Flag, Position, Yearly_Salary, FTE, Position_End_Date, and Authorized_Teaching_Experience. These columns were then filtered, and the data narrowed to align Ohio factors to Indiana.

- The column Position was filtered to include only Teacher Assignment.
- The column FTE was filtered to include only 1.
- According to Ohio Revised Code 3317.13 – Minimum Salary Schedule for Teachers – , effective 10/3/2023, a teacher with zero years of experience and a Bachelor’s degree may earn a minimum yearly base salary of \$35,000. The column Yearly_Salary was filtered to exclude any salary amount less than \$35,000.
- The column Authorized_Teaching_Experience was used to filter out the benchmark years of experience to determine the average salary for teachers with specific years of experience.
- Extreme outliers were eliminated, I.e. teachers with zero years of experience making in excess of \$100,000.
- To determine the administrator average salaries, the Position column was filtered to include only Assistant, Deputy/Associate Superintendent and Superintendent Assignment.
- The IEERB assumes the amounts provided in response to the original inquiry reflect actual dollars paid, and thus defers to the statutory minimum teacher salary to determine lowest administrator salary. Amounts below \$35,000 were removed.

Wisconsin Data Collection

The Wisconsin Department of Public Instruction publishes a “Public All Staff Report” on their website. Data for the 2022-2023 school year were filtered in the “All Positions” category for “Teacher” and “District Administrator” assignments. Each filter returned an Excel file that was then filtered to remove extraneous data.

The columns that were removed from the Teacher and District Administrator files were: Research Id, School Year, Last Name, First Name, Entity ID, Gender, RaceEthnicity, Contract Hire Agency, Contract High Degree, Contract Local Experience, Total Fringe, Position Classification, Assignment Area, Assignment Staff Category, Hire Agency, Assignment Work Agency, Work Agency Type, Assignment Work School, Assignment Hire Agency Type, Assignment Work CESA Number, Assignment Work County, Assignment Work School Level, Assignment Grades Served, Assignment Bilingual Program, Assignment Alternative Program, School Mailing Street Address, School Mailing Po Box, School Mailing City, School Mailing State, School Mailing Zip Code, District Mailing Street Address, District Mailing Po Box, District Mailing City, District Mailing State, District Mailing Zip Code.

The columns used to create the filters were: Contract Days, Contract Total Experience, Total Salary, Assignment Position, Assignment FTE, Assignment Long Term Substitute, Assignment Requires DPI License. These columns were then filtered, and the data narrowed to align Wisconsin factors to Indiana.

- The column Assignment FTE was filtered to include only 1.0.
- The column Assignment Long Term Substitute was filtered to include only N.
- The column Assignment Requires DPI License was filtered to only include Y.
- The column Contract Total Experience was used to filter out the benchmark years of experience to determine the average salary for teachers with specific years of experience.
- The column Contract Days was filtered to include contract days greater than and equal to 190. Wisconsin requires students in grades first through sixth to be in school for 1050 hours per year and grades seventh through twelfth to be in school for 1137 hours per year. Indiana requires students in grade first through sixth to be in school for 5 hours per day for 180 days and grades seventh through twelfth to be in school for 6 hours per day for 180 days. Dividing the Indiana hours per day for both grades first through sixth ($1050/5=210$) and seventh through twelfth by the Wisconsin hours ($1137/6=189.5$, rounded to 190) results in 210 days for grades first through sixth and 190 days for seventh through twelfth. All numbers below 190 and above 210 were excluded from the filter.
- In the column Total Salary, using Ohio's starting salary as the minimum reference any salary below \$35,000 was excluded.
- Extreme outliers were eliminated, i.e. teachers with zero years of experience making in excess of \$100,000.

To determine the district level administrator salary data, the file downloaded from the Wisconsin Public All Staff Report was originally filtered at the Assignment Position as "05 – District Administrator." Once the file downloaded, the same filtering process was used to determine the district level administrator salary data with the exception that contract days below 190 were excluded from the filter, all years of experience were counted, and only 1.0 FTE was included.

Kentucky Data Collection

On November 2, 2023, IEERB submitted a data request to [KYSTATS website](#) and received confirmation of the request. On November 6, 2023, Ross Barrett, Staff Assistant at the Kentucky Center for Statistics, replied to the request via email stating the data would not be available before January 2024. On February 6, 2024, a status update email was sent to Mr. Barrett. His response indicated that he would be able to provide the aggregate data on the morning of February 7, 2024. The aggregate data file was received on February 7, 2024. The minimum salary in this report for district-level administrators and schoolteachers is abnormally low compared to surrounding states and to Kentucky's reported amounts in prior school years. On February 7, 2024 using the User's Guide Mr. Barrett provided during the prior school year, an email was sent to Munis@education.ky.gov to inquire about the low amounts. A response was received from Krystal Smith at the Office of Finance & Operations, on February 12th, 2024 stating they would look into why the minimum salaries were so low. On May 2nd, 2024, Ms. Smith sent an email explaining that KYStats breaks salaries down into categories like extra pay or stipends and that the minimum salaries are reflecting payments that would have been added on to a salary.

On May 15th, 2024, Karen Conway from the Office of Finance and Operations sent IEERB a spreadsheet containing Kentucky's Historical Minimum Salary Schedule for all certified staff through 2024. Ms. Conway also sent along a spreadsheet containing all the jobs included in the certified staff list. IEERB researched various pages of the Kentucky Department of Education's website in search of a breakdown of salaries by particular job category. There were breakdowns of entry level, experienced, and median

salaries for administrators and K-12 educators provided on this [page](#) under “2023 Statewide Occupational Employment & Wages Report” however, we do not know if these are minimum salaries actually paid. The categories for administrators did not explicitly exclude principals or superintendents, making them an inaccurate comparison. On July 3rd, 2024 IEERB reached back out to Ms. Conway to ask if Kentucky’s Department of Education collected a breakdown of salaries for district level administrators that excluded principals, classroom teachers, and Superintendents. Ms. Conway responded, “KDE only collects one salary table from the districts, and it is for all certified staff.”

Illinois Data Collection

A Freedom of Information Act request was submitted to the Illinois State Board of Education. The data returned are amounts for each category. Illinois Public Act 101-0443 established a statewide minimum salary for full-time teachers, beginning at \$37,076 in fiscal year 2023 and increases annually to \$40,000 in fiscal year 2024. The IEERB assumes the amounts provided in response to the original inquiry reflect actual dollars paid, and thus defers to the statutory minimum salary.

Michigan Data Collection

A records request was submitted to the Michigan Center for Educational Performance and Information. A response to the records requests indicated the State of Michigan does not collect these data.

Cost of Living Adjustments (COLAs)

When comparing educator salaries across the Midwest, it is important to recognize that examining salaries without considering the different costs associated with living in a particular area provides an incomplete picture of the different salaries. In Indianapolis, \$50,000 goes much further than \$50,000 in Chicago. The challenge is to determine how to best account for these regional differences in living costs.

One measure of costs is the Consumer Price Index (CPI). The U.S. Bureau of Labor Statistics produces the CPI, which measures the average change in time in prices paid by consumers for a market basket of consumer goods and services. The CPI helps measure inflationary pressures in the United States. Yet, the CPI does not show the differences in costs between regions.

A second measure, an index that measures the relative differences in costs among the states is called the Regional Price Parities for States (RPP). The U.S. Bureau of Economic Analysis (BEA), which produces the National GDP, the National Product and Income Accounts, and the CPI, also publishes the RPP. Because it is based in large part on the vast amount of data the BEA utilizes to produce the national, state, metropolitan and county level personal income estimates – which uses data from the Internal Revenue Service, Social Security Administration, and the Bureau of Labor Statistics – we determined that this measure could be used to adjust salary data from other states to Indiana “dollars.”

The RPP measures the differences in price levels across states. “All items” RPPs, as they are called, cover all goods and services consumption, including housing rents. According to the U.S. BEA, areas with high/low RPPs typically correspond to areas with high/low price levels for rents. For 2022, the RPP shows that Indiana has a higher price parity than Kentucky and Ohio and a lower price parity than Illinois, Wisconsin, and Michigan.

2022 Price Parity Index

| Year | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 |
|------|------|------|------|------|------|------|------|------|
| U.S. | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |

| | | | | | | | | |
|-----------|------|------|------|------|------|-------|-------|-------|
| Illinois | 99 | 98.7 | 98.5 | 98.1 | 97.4 | 100.5 | 101.4 | 101.3 |
| Indiana | 90.1 | 89.8 | 89.8 | 89.3 | 89.7 | 92.5 | 92.7 | 91.8 |
| Kentucky | 88.7 | 87.9 | 87.9 | 87.8 | 87.4 | 89.8 | 89.1 | 89.4 |
| Michigan | 93 | 93 | 93 | 92.4 | 92.3 | 94 | 94.3 | 93.4 |
| Ohio | 89.2 | 89.1 | 88.9 | 88.4 | 88.4 | 91.7 | 92.5 | 91.5 |
| Wisconsin | 93 | 92.5 | 92.4 | 91.9 | 91.9 | 93.2 | 93.3 | 92.3 |

QUESTIONS

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