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Statewide Minimum Teacher Salaries: Recap

PREPARED FOR: Joint Task Force on Statewide Educator Salary Schedules




DATE: October 11, 2023

BY: Maia Powloski, Legislative Analyst

RE: States with statewide minimum teacher salaries and their policy environments

Delaware

Collective Bargaining REQUIRED




 42 Districts		 139,935 Students		 9,965 Teachers	
Min. Starting Salary 21-22	Average Starting Salary 21-22	Average Teacher Salary 21-22	Min. Starting Salary 22-23	Average Teacher Salary 22-23	
\$30,166	\$44,037	\$65,647	\$30,769	\$66,243	

- Delaware is 1 of 3 states with **classified staff min. wage**.
- Min. teacher salary law enacted 1947; Delaware has updated the statute every 1-4 years since that time.
- In addition to teachers and classified staff, Delaware has minimum salaries for **principals, secretaries, clerks, school nurses, custodians, food service workers, paraprofessionals, substitute teachers, and Dept. of Ed. early childhood personnel**.
- A 2022 senate bill created Delaware's **Public Education Compensation Committee**, similar in many ways to this task force.
- June 2023: legislature passed 3-9% raises for classified and teaching staff.



West Virginia

Collective Bargaining PERMITTED

 57 Districts		 252,729 Students		 18,723 Teachers	
Min. Starting Salary 21-22	Average Starting Salary 21-22	Average Teacher Salary 21-22	Min. Starting Salary 22-23	Average Teacher Salary 22-23	
\$36,815	\$38,052	\$50,315	\$39,055	\$53,006	

West Virginia is 1 of 3 states with **classified staff min. wage**.

2023 legislation: teachers received \$2,300 per year raise; classified staff received \$1,500 per year raise. Published reports indicate school employees fear that raises are moot due to **rising insurance premiums**.



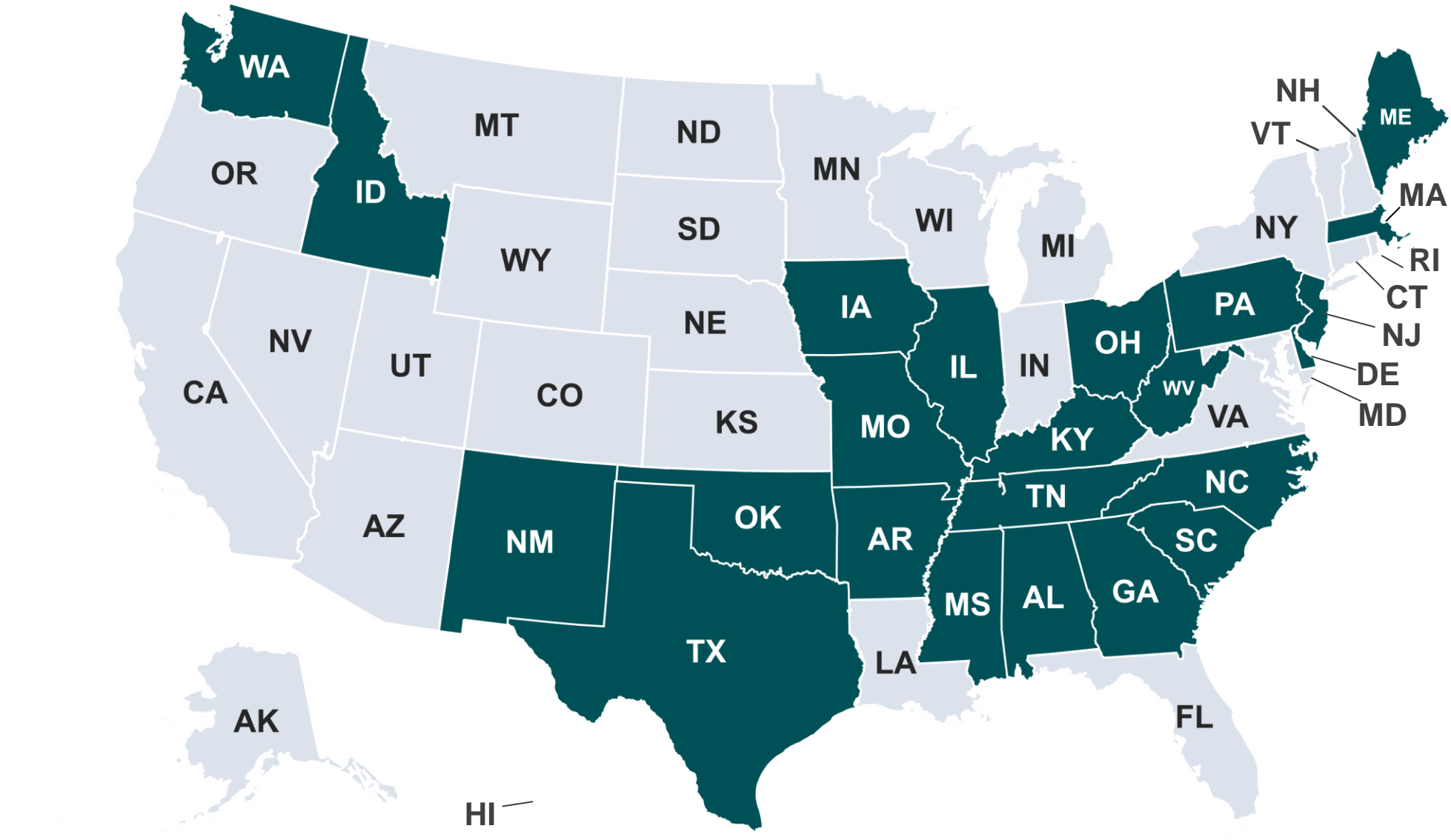
National Education Association (NEA) Report on Education Service Professionals, 2023

In Oregon:

- Food service workers make up 10% of the full-time K-12 ESP workforce.
- Transportation workers make up 6% of the full-time K-12 ESP workforce.
- Para-educators make up 45% of the full-time K-12 ESP workforce.
- 25% of full-time K-12 ESPs work 29 hours or less per week; 75% work 30 hours or more.
- Average earnings for full-time K-12 ESPs are \$32,342, ranking Oregon 23rd among states.
- 34% of full-time K-12 ESPs are paid \$24,999 or less annually.

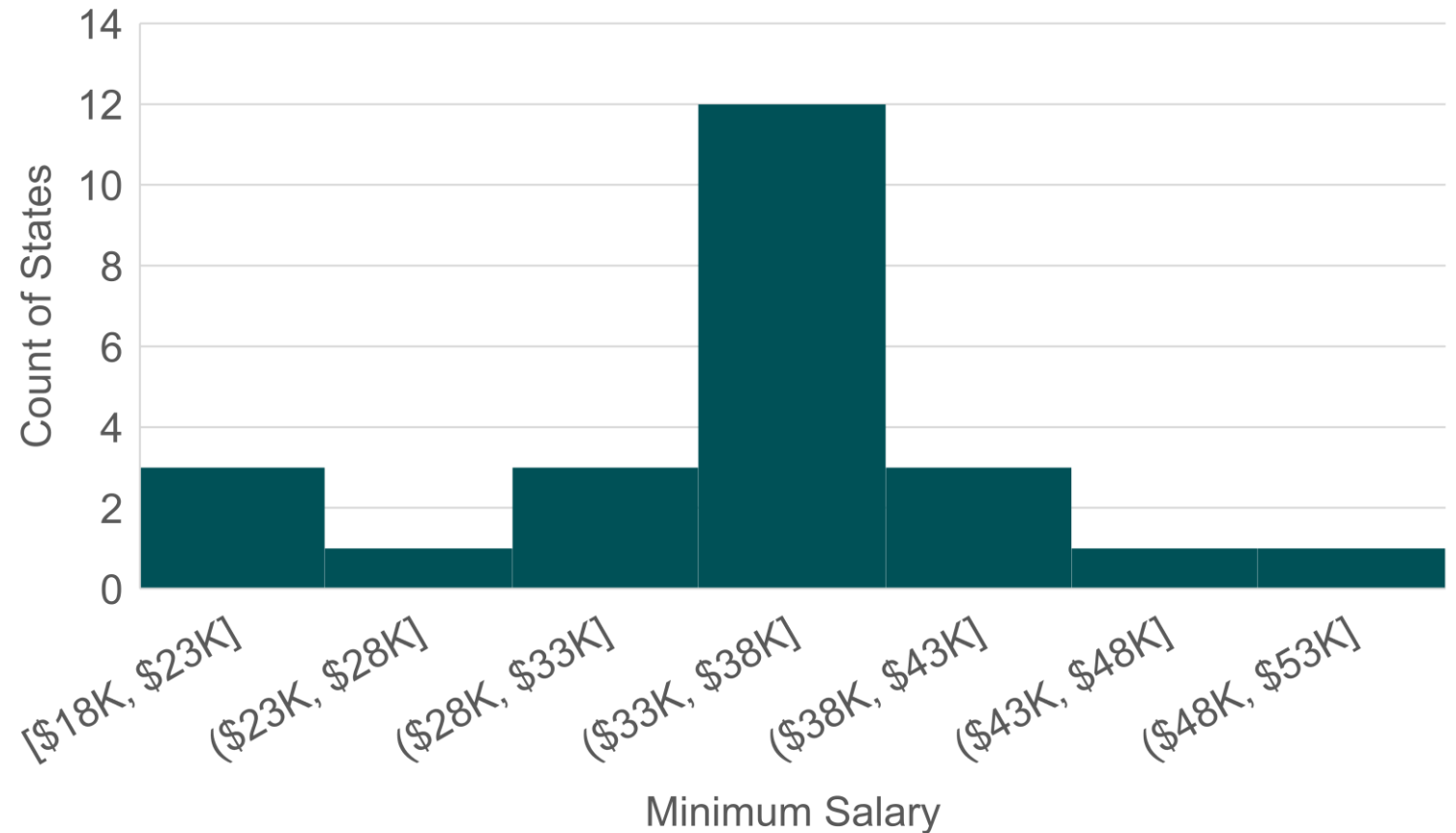


24 states have statewide minimum teacher salaries



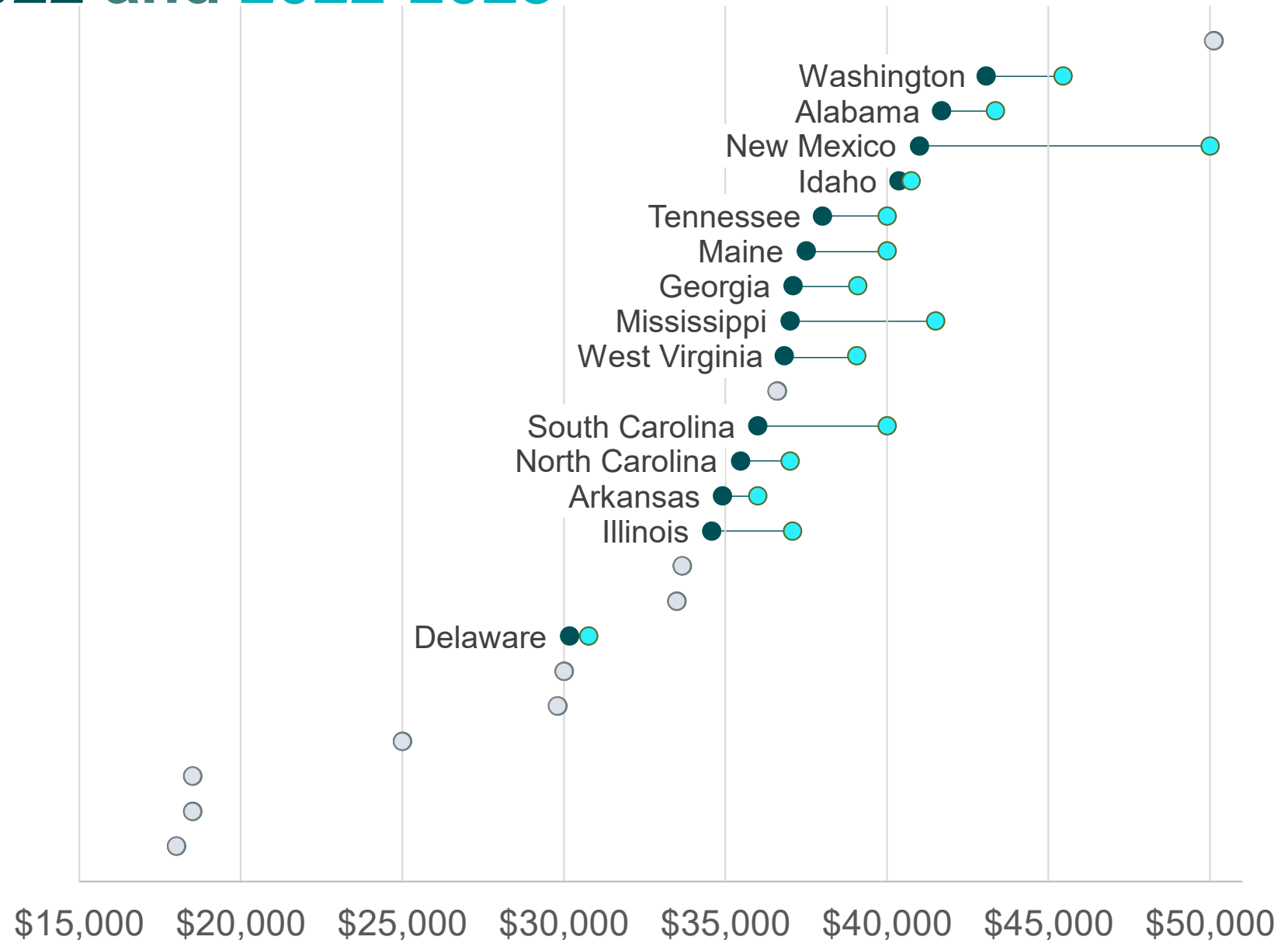
2021-2022 minimum starting salaries vary

- Hawaii had highest: \$50,123
- Massachusetts had lowest: \$18,000



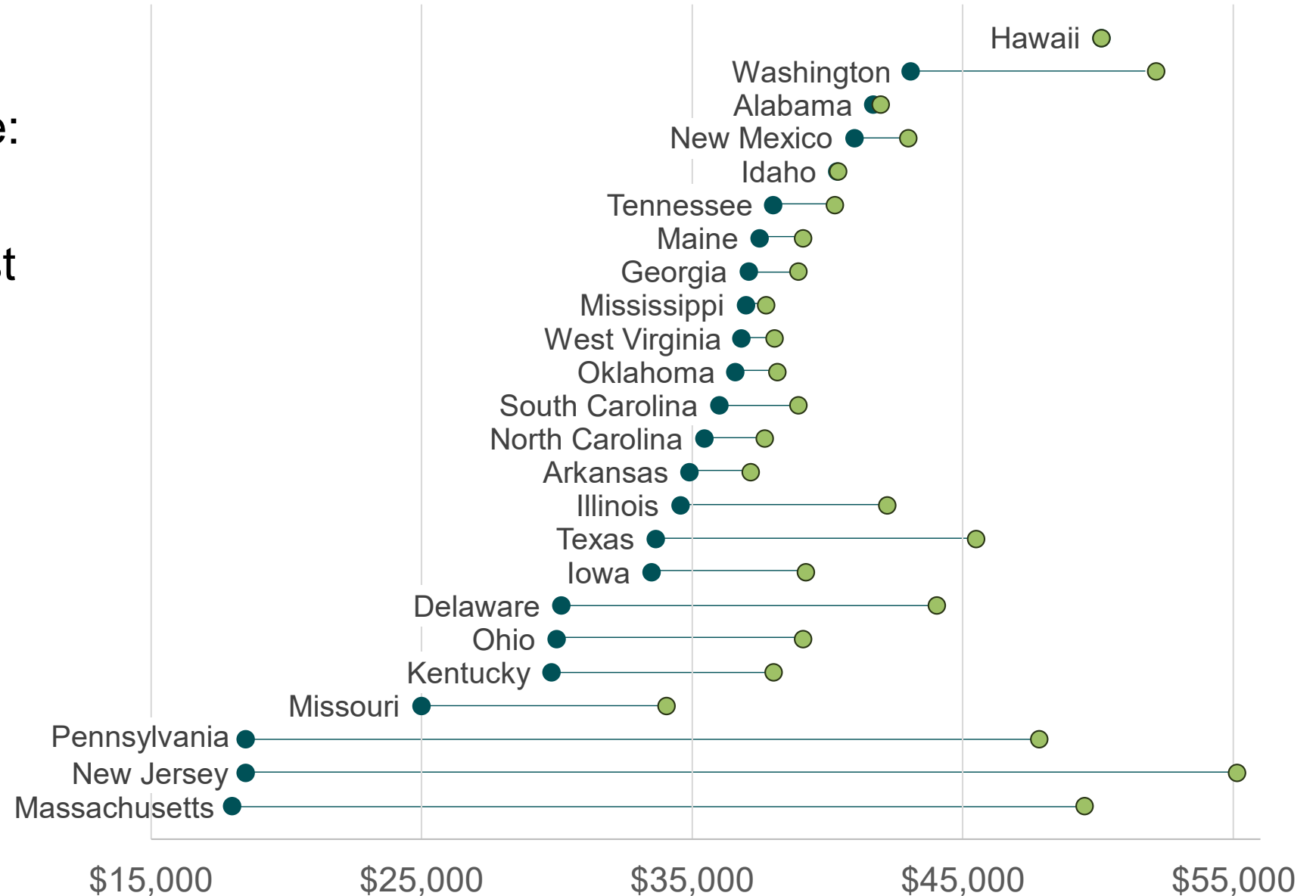
14 of 24 states increased minimum starting salary between 2021-2022 and 2022-2023

- New Mexico had highest increase: \$9,000
- Idaho had lowest increase: \$373



Average starting salary versus minimum starting salary—a range of differences

- New Jersey had highest difference: \$36,643
- Hawaii had lowest difference: \$0



Collective bargaining in states with minimum teacher salaries

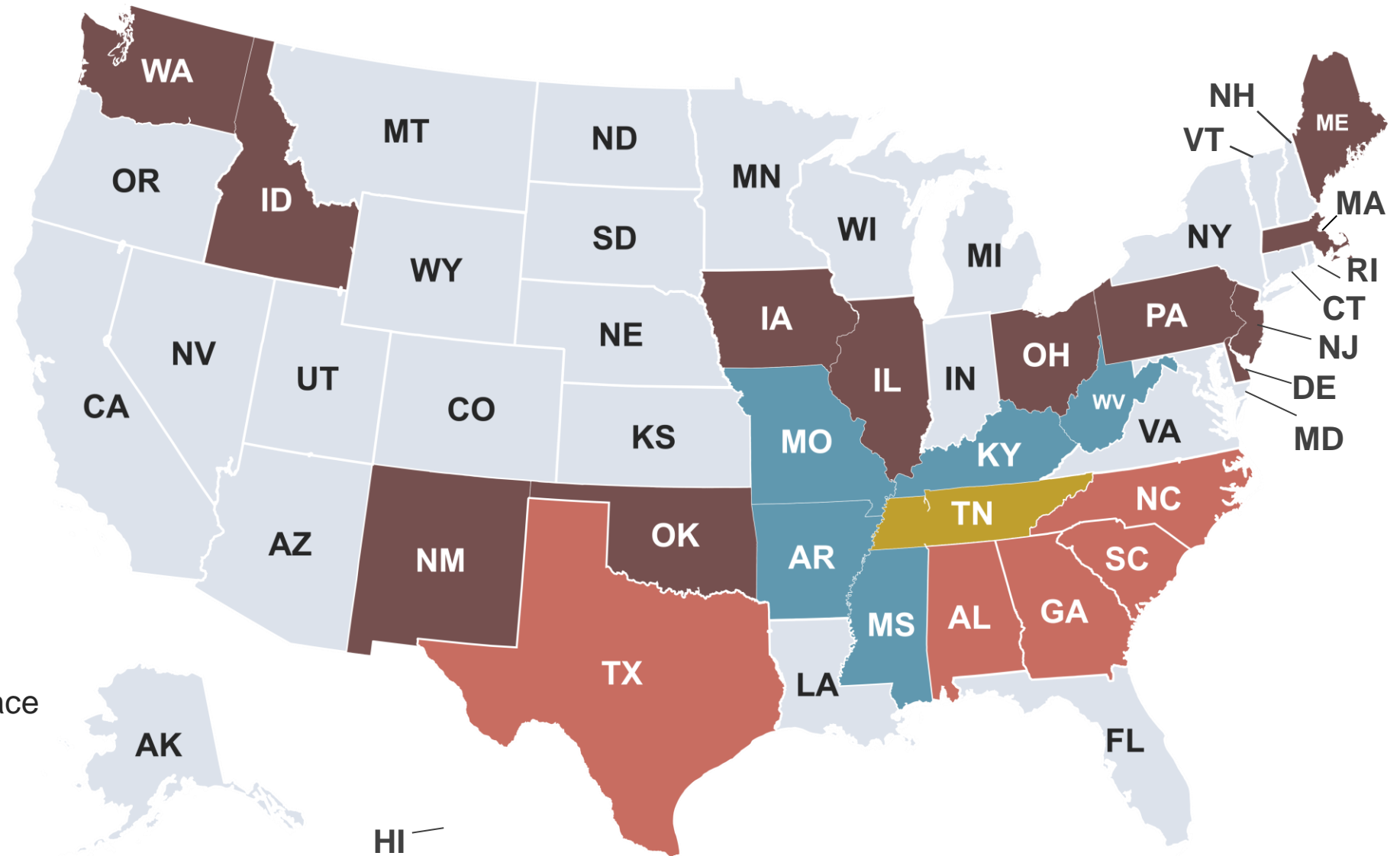
Required 13 states

Permitted 5 states

Prohibited 5 states




Exception 1 state

Tennessee's collaborative conferencing takes the place of collective bargaining.



Washington

Collective Bargaining REQUIRED

	324 Districts			1,081,835 Students		60,147 Teachers	
Min. Starting Salary 21-22		Average Starting Salary 21-22		Average Teacher Salary 21-22	Min. Starting Salary 22-23		Average Teacher Salary 22-23
\$43,068		\$52,142		\$81,586	\$45,455		\$83,845

Districts must provide **annual inflation and cost-of-living increases** to teachers.

Washington's regional variation in min. salary: statewide average salary; mandate that regional variations be specified in each school year's omnibus appropriations bill, and ongoing legislative review of regionalization.

Beginning 2023-2024, salary schedules must be "reviewed and rebased" annually "to ensure that state salary allocations continue to align with staffing costs."



Questions?

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