



Your Question:

You asked about teacher starting salaries.

Our Response:

According to the [National Council on Teacher Quality](#), 27 states and the District of Columbia allow districts to set their own salary schedules. Fourteen states set minimum salary schedules and outline progression steps (see Table 1) and nine states set a statewide minimum salary and leaves districts to determine the rest (see Table 2). The following tables include links to each state’s teacher salary schedule and more detailed information on salary thresholds and requirements.

Table 1: Statewide Teacher Salary Schedules

State	Average Salary 2019 (National Rank)*	Year	Starting Minimum with Bachelor’s	Maximum Salary	Requirements for Maximum Salary	Citation
Alabama	\$54,095 (35)	FY 2022	\$41,690	\$73,125	27 years and Doctorate	AL Salary Schedule, 2022
Arkansas	\$50,456 (47)	2020-21 school year	\$34,900	\$47,050	15 years and Master’s	A.C.A. §6-17-2403 (b)
Delaware**	\$64,853 (15)	FY 2022	\$29,866	\$54,604	Step 17 and Doctorate	14 Del. C. §1305 (b), DE Salary Schedule
Georgia	\$60,578 (19)	FY 2021	\$35,217	\$76,980	21 years and Doctorate	GA Salary Schedule
Hawaii	\$65,409 (14)	2021-22 school year	\$37,993	\$64,545	6 years and Doctorate	HI Salary Schedule
Kentucky	\$53,907 (36)	2021-22	\$29,804	\$46,211	20 Years and Master’s or National Board for Professional Teaching Certified	KY Salary Schedule
Mississippi	\$46,843 (51)	FY 2021-22	\$37,000	\$69,870	35 years and Doctorate	MS Salary Schedule
North Carolina	\$54,150 (33)	FY 2020-21	\$35,000	\$65,970	35 years and Doctorate	NC Salary Schedule
Ohio	\$61, 406 (17)	Effective 2019	\$30,000	\$48,690	5 years and Master’s or Doctorate	R.C. §3317.13
Oklahoma	\$54,096 (34)	2021-22	\$36,601	\$54,395	25 years and Doctorate	OK Salary Schedule
South Carolina	\$53,329 (38)	2020-21	\$35,000	\$67, 320	23 years and Doctorate	SC Salary Schedule
Tennessee	\$51, 862 (41)	2020-21	\$36,000	\$46,330	11 years and advanced degree	TN Salary Schedule
Texas	\$57, 090 (27)	2021-22	\$33,660	\$54,540	20 years	TX Salary Schedule

West Virginia	\$50,238 (48)	2020-21	\$36,815	\$64,037	Doctorate	WV Salary Schedule
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*The information on average salary and national rank is from the National Education Association, [Rankings of the States 2021 and Estimates of School Statistics](#) (Table B-5 page 24). This report lists average teacher salaries for all 50 states and the District of Columbia.

** Salary reflects state contribution only; does not include local contribution.

As previously mentioned, the following states have statewide minimum salaries set at the state-level, but do not prescribe the steps of progression: Idaho, Illinois, Iowa, Maine, Massachusetts, Missouri, New Jersey, New Mexico and Washington.

Table 2: Statewide Minimum Teacher Salaries

State	Average Salary 2019 (National Rank)	Minimum Salary	Citation
Idaho	\$55,012 (40)	1st rung on the career ladder: \$40,369	I.C. §33-1004B
Illinois	\$68,083 (14)	\$34,576 minimum salary Salaries increase to at least the following amounts above the starting salary: Less than a bachelor's degree: \$750 after 5 years. 120 semester hours or more and a bachelor's degree: \$1,000 after 5 years and \$1,600 after 8 years. 150 semester hours or more and a master's degree: \$1,250 after 5 years; \$2,000 after 8 years; \$ 2,750 after 13 years.	105 Ill. Comp. Stat. Ann. 5/24-8
Iowa	\$60,680 (25)	All Teachers: \$33,500 Model Teacher: receives a supplement of at least \$2,000. Mentor Teacher: receives a supplement of at least \$5,000. Lead Teacher: receives a supplement of at least \$10,000.	Iowa Code Ann. § 284.15
Maine	\$56,501 (34)	\$30,000	Me. Rev. Stat. tit. 20-A, § 13406
Massachusetts	\$84,290 (3)	\$18,000 or \$20,000, as determined by a majority vote of the respective school committee and the appropriating authority.	Mass. Gen. Laws Ann. ch. 71, § 40
Missouri	\$53,380 (43)	All Teachers: \$25,000 Master's and Ten Years' Experience: \$33,000	Mo. Ann. Stat. § 163.172
New Jersey	\$82,029 (4)	\$18,500	N.J. Stat. Ann. § 18A:29-5
New Mexico	\$56,630 (32)	Level 1: \$40,000 Level 2: \$50,000 Level 3: \$60,000	N.M. Stat. Ann. § 22-10A-7 N.M. Stat. Ann. § 22-10A-10 N.M. Stat. Ann. § 22-10A-11
Washington	\$80,540 (5)	Minimum starting salary: \$40,000, adjusted for regional differences. Maximum salary: \$90,000, adjusted for regional differences. Districts may exceed the maximum by up to 10% for certain instructional staff.	RCW 28A.400.200

While many states set minimum salary requirements in statute, these minimums are often outdated. In reality, even if a state has a minimum salary in statute, districts often pay far above that requirement to meet the market demands.