

# **Indiana Teacher Compensation:**

## **Report for the 2019-20 School Year**



Indiana Education Employment Relations Board  
Issued June 2020

# **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 2019-20 school year. It does not make any policy recommendations or prescriptions. Note that these data are for the 2019-20 school year, legislative changes made in 2020 will not be reflected.

Part I: Introduction

Part II: 2019-2020 Collective Bargaining Report

Part III: Four-Year Teacher Compensation Data (SY 2016-17 to SY 2019-20)

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.

## **An 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
  - Salary
  - Bonus
  - Stipend
  - Ancillary duties – pay for teaching duties outside of regular instructional duties
- Benefits
  - Insurance (e.g., health, dental, vision, life)
  - Retirement
  - Time Off
  - Other
- Non-teaching pay
  - 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 state-wide salary schedule.
- There are also no required minimum, average, or maximum teacher salaries.

## Who bargains?

- Currently there are 304 teacher collective bargaining units comprising the following types of public schools: school corporations, special education service centers, and vocational education centers.

## 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 that used federal grant funds to supplement teacher salaries in 2019-2020 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](#).
- [Referenda](#): Most school employers 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 that used property tax referenda to supplement teacher pay in 2019-2020 was 43.
- In 2019, Indiana Governor Eric Holcomb used \$140 million of state surplus money over the biennium to pay down teacher pension liability on behalf of each corporation. According to the data, 282 of the 304 units that bargain used some or all of those savings for teacher compensation, including benefits or base salary.

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

- Information about the salary and compensation of employees not in the bargaining unit is available on [Gateway](#).

## About this Report

**Source & Accuracy:** The data in this report is 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. Since the Report deadline was moved to April 15, 2020, corporations had to use estimated instead of actual dollars to answer some questions. For example, the total compensation may have changed for some teachers if they were or were not able to complete certain activities.

### What is included:

- Aggregate teacher salary, wages, and benefits data self-reported by bargaining school employers for the 2019-20 school year.
- Historical aggregate teacher salary, wages, and benefits data self-reported by bargaining school employers for the 2016-17, 2017-18, and 2018-19 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).

- All costs to the school employer for teacher salary, wages, and benefits. For example, unemployment insurance, workers compensation insurance, the employer portion of Social Security, FICA, and the cost of substitute teachers are not included in this report.
- Data on employees not in the bargaining unit and are not 1.0 FTE teachers. 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., safety resource officer). To determine unit members in a particular school corporation, review the bargaining unit order in [IEERBSeach](#).
- Individual school employer data may be accessed through the [Collective Bargaining Report](#).

## Frequently Asked Questions

- How can I compare teacher salary, wages, and benefits of school districts similar to my school district?
  - [Individual school reports](#). Individual 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, Rural, or Suburban?
  - The statewide report is available on the [Gateway](#). The statewide report can be sorted by Urban, Suburban, and Rural. The corporation self-selects Urban, Suburban, or Rural.
- How do I find the pay for a particular teacher?
  - The [employee compensation report](#). Note that that report is based on the calendar year and includes more than salary only.
- What if I think there is an error in a corporation's numbers?
  - Please contact [IEERB](#) and the corporation so any errors can be corrected.
- Why don't you collect information on charter schools?
  - At this time, no charter schools in Indiana have a teacher bargaining unit.
- How does teacher pay compare to administrator compensation?
  - Pursuant to IC 20-29-3-15, IEERB collected salary and compensation data for district level administrators and superintendents for the first time in 2020. The individual unit reports and the statewide report have these data available.
- When will the data for the 2020-2021 school year be released?
  - Corporations will submit the 2020-2021 collective bargaining report between May 1, 2021 and July 30, 2021. After reviewing and finalizing the data, IEERB plans to publish the 2021 Collective Bargaining Report on or around September 15, 2021.
- 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 today 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).
- For more information about Gateway, please contact [Carol Rogers](#) at the IBRC.
- Why isn't there more historical information on supplemental payments?
  - Supplemental payments started in 2015. See [IC 20-28-9-1.5\(a\)](#) for more information.

## **Part II: 2019-2020 Collective Bargaining Report**

All 304 bargaining units reported data for this collection. For a list of the units, see the [Collective Bargaining Report Submission Log](#).

### **Section I: Teacher Days, Hours, Numbers, and School Type**

**This section provides general, non-compensation-related information on bargaining unit members.**

- Information about days and hours on a regular teacher contract. These are the number of days—and hours during those days—that teachers are expected to be at school. It may not reflect the number of hours actually worked by teachers. As a reminder, the mode is the number that occurs most frequently in a data set. Days and hours are not bargained.
- The total number of 1.0 FTE teachers: 1.0 FTE teachers are teachers who teach a full day and a full school year.
- Schools self-select the area type (e.g., rural, suburban, urban) of school.
- An asterisk (\*) before a category indicates a new data set in the 2019-2020 report.

	Minimum	Maximum	Average	Mode
Teacher contract days	180	196	183	185
Teacher contract hours	6	8.3	7.4	N/A
Total number of 1.0 full time equivalent teachers state wide	62,393			
Statewide average years of experience	13			
Area type	Rural 206	Urban 42	Suburban 56	

## Section II – 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 to teachers.
- Supplemental payments are optional, non-bargained payments provided by the school employer if the teacher:
  - teaches an advanced placement course or a Cambridge International course,
  - has earned a master’s degree from an accredited postsecondary educational institution in a content area directly related to the subject matter of a dual credit course or another course taught by the teacher, or
  - is an elementary school teacher and earns a master’s degree in math, reading, or literacy, or,
  - is a special education professional, or
  - teaches in the area of science, technology, engineering, or mathematics.

Base Salary		
Lowest Salary Reported	\$32,000	
Highest Salary Reported	\$95,188	
Statewide Average 1.0 FTE Teacher Salary	\$53,463	
*Average daily salary rate	\$292	
*Teachers <b>below</b> 18-19 average teacher salary (\$52,737)	34,128	
*Teachers <b>above</b> 18-19 average teacher salary (\$52,737)	28,257	
*Average total compensation	\$70,540	
Base Salary Increase	#	%
Employers providing a base salary increase	299	98
Teachers receiving a base salary increase	58,616	94
Average base salary increase	\$2,160	
One time Stipend	#	%
Employers providing a stipend	150	49
Teachers receiving a stipend	18,972	30
Average one-time stipend	\$300	
Non-Bargained Supplemental Payments	#	%
Employers providing supplemental payments to the base salary	18	6
Employers providing supplemental payments as a stipend	44	14
Employers providing a supplemental payment as a combination of base salary and stipend	4	1
Miscellaneous		
Corporations that provide a career ladder program	54	18
Statewide Totals		
Total cost of all teacher salaries	\$3,335,703,139	
*Total cost of all teacher compensation	\$4,401,181,532	
Total cost of all base salary increases	\$126,636,505	
Total cost of all bargained stipends	\$15,223,076	

Total cost of all supplemental payments		\$1,947,108
Statewide Benchmark Years of experience and average salary		
Years of experience	Number of Teachers	Average salary
1	3148	\$41,527
5	2663	\$44,633
10	1883	\$48,881
15	1931	\$56,563
20	1687	\$62,958
25	1080	\$68,078
30+	4825	\$70,179
Workforce (the top two questions below fluctuate throughout the school year)		
*1 <sup>st</sup> year new to teaching hires	3,175	
*Hired with previous teaching experience	3,887	
*Number of teachers retired at end of 18-19 SY	1,464	
*Teachers retained from 18-19 SY	56,249	

### Section III – Teacher Insurance Benefits

Insurance Benefits	\$	#
Total amount paid by employers for Health Insurance	\$579,764,865	304
Total amount paid by employers for Dental Insurance	\$ 26,940,885	265
Total amount paid by employers for Vision Insurance	\$ 7,768,346	260
Number of corporations that placed restrictions on health insurance coverage for an employee's spouse if he or she has access to healthcare through their own employer.		53
Number of corporations that implement a spousal surcharge program where an employee must pay an additional cost to cover a working spouse who has the option to elect health coverage from his or her employer and has declined the coverage		6

### Section VI – Teacher Retirement Benefits

This section provides information on bargained teacher benefits.

- Teachers are part of the state Teachers' Retirement Fund (TRF), which is part of the Indiana Public Retirement System (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 <sup>1</sup>	23	8
Teachers accepting retirement buyout <sup>2</sup>	97	
Total cost of retirement buyout	\$1,690,349	
Employers providing bridge plan for retirees	4	1
Corporation Paid Teacher Retirement Plans	#	%
Employers contributing a portion of teachers salary to a 401 (a)	206	68
Employers contributing a portion of teachers salary to a 403 (b)	76	25
Employers contributing a portion of teachers salary to a VEBA	114	34
Employers contributing a portion of teachers salary to "other"	21	7

## Section V – Teacher Paid Time Off (PTO)

This section shows the average paid time off for teachers.

- This section does not include unpaid leave.
- 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](#)).
- This section does not include the cost to the employer of substitute teachers.

Paid Leave	#
Average number of PTO days a teacher can accrue in SY 19-20	13 days
Average maximum number of PTO days teachers can accrue in a corporation	182 days

<sup>1</sup> This number may be higher since the report was submitted by April 15, 2020 and IEERB received retirement buyout MOUs after the deadline of this report.

<sup>2</sup> This number may be higher since the report was submitted by April 15, 2020 and IEERB received retirement buyout MOUs after the deadline of this report.



## Part III: Four-Year Teacher Compensation Data (SY 2016-17 to SY 2019-20)

This part provides a selection of teacher compensation data for the past four years. Most, but not all, bargaining units reported data for all collections. For a list of the units and their submission year by year, see the [Collective Bargaining Submission Log](#). Note that different numbers of units will impact percentages. For more information on the data collected, see Part II.

### Teacher Pay

	2016-17		2017-18		2018-19		2019-2020	
Total Units Reporting	306		304		304		304	
Min. Salary	\$30,000		\$30,000		\$30,325		\$32,000	
Max. Salary	\$90,184		\$90,577		\$91,843		\$95,188	
Employers providing Stipends	#	%	#	%	#	%	#	%
	229	75	167	55	160	52	150	49
Total teachers receiving a stipend	37,642	66	20,625	38	38,957	62	18,972	30
Avg. Stipend	\$990		\$1,147		\$897		\$300	
Employers providing base salary increase	n/a	n/a	272	89	268	88	299	98
Total teachers receiving base salary increase	n/a	n/a	49,758	91	51,223	82	58,616	94
Average Base Salary Increase	n/a		\$1,453		\$1,299		\$2,160	
Supplemental Payments	#	%	#	%	#	%	#	%
	55	18	65	21	61	20	66	22
Total Cost of Salaries/Stipends	\$3,244,316,701		\$3,230,346,249		\$3,308,851,180		\$3,448,793,389	
<b>*Total Teacher Compensation</b>	Not collected		Not collected		Not collected		\$4,333,076,632	

## Teacher Insurance Benefits

<b>Paid by/Type HEALTH</b>	<b>2016-17, 306 Units</b>		<b>2017-18, 304 Units</b>		<b>2018-19, 304 Units</b>		<b>2019-20, 304 Units</b>	
Employers providing <b>HEALTH</b> insurance	#	%	#	%	#	%	#	%
	306	100	304	100	304	100	304	100
Avg. <b>paid by employer</b> for <b>single</b> plan	\$6,290		\$6,487		\$6,607		\$6,841	
Avg. <b>paid by employee</b> for <b>single</b> plan	\$1,370		\$1,452		\$1,456		\$1,534	
Avg. <b>paid by employer</b> per enrollee for <b>family</b> plan	\$14,305		\$15,102		\$15,046		\$15,965	
Avg. <b>paid by employee</b> per enrollee for <b>family</b> plan	\$4,645		\$5,146		\$5,049		\$5,133	
<b>Paid by/Type DENTAL</b>	<b>2016-17, 306 Units</b>		<b>2017-18, 304 Units</b>		<b>2018-19, 304 Units</b>		<b>2019-20, 304 Units</b>	
Employers providing <b>DENTAL</b> insurance	#	%	#	%	#	%	#	%
	255	83	259	85	262	86	265	87
Avg. <b>paid by employer</b> for <b>single</b> plan	\$297		\$281		\$378		\$357	
Avg. <b>paid by employee</b> for <b>single</b> plan	\$112		\$116		\$115		\$109	
Avg. <b>paid by employer</b> per enrollee in <b>family</b> plan	\$749		\$743		\$523		\$791	
Avg. <b>paid by employee</b> per enrollee in <b>family</b> plan	\$468		\$492		\$303		\$451	
<b>Paid by/Type VISION</b>	<b>2016-17, 306 Units</b>		<b>2017-18, 304 Units</b>		<b>2018-19, 304 Units</b>		<b>2019-20, 304 Units</b>	
Employers providing <b>VISION</b> insurance	#	%	#	%	#	%	#	%
	241	79	251	83	253	83	260	86

Avg. paid by employer for single plan	\$71	\$70	\$83	\$99
Avg. paid by employee for single plan	\$21	\$24	\$35	\$23
Avg. paid by employer per enrollee in family plan	\$162	\$161	\$181	\$267
Avg. paid by employee per enrollee in family plan	\$89	\$91	\$102	\$101

### Teacher Retirement Benefits

	2016-17, 306 Units		2017-18, 304 Units		2018-19, 304 Units		2019-20, 304 Units	
	#	%	#	%	#	%	#	%
Employers providing 3% teacher TRF contribution	280	91	286	94	286	94	286	94
Employers providing 401(a)	203	66	203	67	205	67	206	68
Employers providing 403(b)	76	25	78	26	71	23	76	25
Employers providing VEBA	115	37	118	39	117	38	114	38
Employers providing Other	25	8	30	10	20	7	21	7

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