



INDIANA EDUCATION EMPLOYMENT RELATIONS BOARD

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2022 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 2021-2022 school year CBR, hereafter referred to as the 2022 CBR, was open for submission on May 1, 2022, and closed July 30, 2022. As Reports were submitted, they were checked for validity by comparing the 2021 Reports to the 2022 Reports. When significant discrepancies were identified, IEERB contacted the employer with a request to review and correct the error, if necessary. For the 2022 CBR, over 100 submissions contained errors that required correction. Additionally, throughout the summer, IEERB and other interested parties noted errors on the 2022 CBR and corporations were required to correct them. 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 2022 Statewide CBR summary was last updated on October 20, 2022. If a unit makes changes to their data, the 2022 Statewide CBR summary webpage will reflect the most recent update. The 2022

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.

IC 20-29-3-15 Annual Report was published on November 15, 2022, and will be republished on the IEERB Newsroom webpages as new data become available.

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 has sent an Excel file that contained all school employee salary data. The Ohio spreadsheet will be filtered to the specific criteria for this report. Illinois and Kentucky returned Excel files containing specific responses to each query. The records request from Michigan resulted in an email from Kris K. 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	\$56,609	\$59,996	N/A	N/A	\$69,939	N/A
Minimum	\$35,000	\$30,280	N/A	N/A	\$34,576	N/A
Maximum	\$105,000	\$109,998	N/A	N/A	\$202,411	N/A
1st Year	\$43,415	\$44,897	N/A	N/A	\$45,674	N/A
5th Year	\$47,088	\$49,253	N/A	N/A	\$53,079	N/A
10th Year	\$51,910	\$54,870	N/A	N/A	\$62,773	N/A
15th Year	\$58,355	\$60,955	N/A	N/A	\$73,163	N/A
20th Year	\$65,465	\$67,452	N/A	N/A	\$84,642	N/A
25th Year	\$70,470	\$72,416	N/A	N/A	\$92,345	N/A
30th + Years	\$74,511	\$75,616	N/A	N/A	\$98,299	N/A

Salary – District-Level Administrators

	Indiana	Wisconsin	Ohio	Kentucky	Illinois	Michigan
Average	\$106,558	\$148,987	N/A	N/A	\$148,685	N/A
Minimum	\$50,000	\$50,000	N/A	N/A	\$6,766	N/A
Maximum	\$182,462	\$277,440	N/A	N/A	\$322,094	N/A

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, 2020 Regional Price Parities for States. Second, the differences between the Wisconsin, Ohio, Kentucky, Illinois, and Indiana salaries are calculated. Parentheses indicates a negative number.

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.

³ Michigan reported that these data are not available.

Wisconsin Adjusted Salaries

	Indiana	Wisconsin	Adjusted to IN\$	Difference
Average	\$56,608	\$59,996	\$ 59,545	\$ 2,937
Minimum	\$35,000	\$30,280	\$ 30,053	\$(4,947)
Maximum	\$105,000	\$109,998	\$ 109,172	\$ 4,172
1st Year	\$43,415	\$44,897	\$ 44,560	\$ 1,145
5th Year	\$47,088	\$49,253	\$ 48,883	\$ 1,795
10th Year	\$51,910	\$54,870	\$ 54,458	\$ 2,548
15th Year	\$58,355	\$60,955	\$ 60,497	\$ 2,142
20th Year	\$65,465	\$67,452	\$ 66,945	\$ 1,480
25th Year	\$70,470	\$72,416	\$ 71,872	\$ 1,402
30th + Years	\$74,511	\$75,616	\$ 75,048	\$ 537

Ohio Adjusted Salaries⁴

	Indiana	Ohio	Adjusted to IN\$	Difference
Average	\$56,608	N/A	N/A	N/A
Minimum	\$35,000	N/A	N/A	N/A
Maximum	\$105,000	N/A	N/A	N/A
1st Year	\$43,415	N/A	N/A	N/A
5th Year	\$47,088	N/A	N/A	N/A
10th Year	\$51,910	N/A	N/A	N/A
15th Year	\$58,355	N/A	N/A	N/A
20th Year	\$65,465	N/A	N/A	N/A
25th Year	\$70,470	N/A	N/A	N/A
30th + Years	\$74,511	N/A	N/A	N/A

Kentucky Adjusted Salaries⁵

	Indiana	Kentucky	Adjusted to IN\$	Difference
Average	\$56,608	N/A	N/A	N/A
Minimum	\$35,000	N/A	N/A	N/A
Maximum	\$105,000	N/A	N/A	N/A
1st Year	\$43,415	N/A	N/A	N/A
5th Year	\$47,088	N/A	N/A	N/A
10th Year	\$51,910	N/A	N/A	N/A
15th Year	\$58,355	N/A	N/A	N/A
20th Year	\$65,465	N/A	N/A	N/A
25th Year	\$70,470	N/A	N/A	N/A
30th + Years	\$74,511	N/A	N/A	N/A

⁴ The report will be updated when these data become available.

⁵ The report will be updated when these data become available.

Illinois Adjusted Salaries

	Indiana	Illinois	Adjusted to IN\$	Difference
Average	\$56,608	\$69,939	\$64,372	\$7,764
Minimum	\$35,000	\$34,576	\$31,824	\$(3,176)
Maximum	\$105,000	\$202,411	\$186,299	\$81,299
1st Year	\$43,415	\$45,674	\$42,038	\$(1,377)
5th Year	\$47,088	\$53,079	\$48,854	\$1,766
10th Year	\$51,910	\$62,773	\$57,776	\$5,866
15th Year	\$58,355	\$73,163	\$67,339	\$8,984
20th Year	\$65,465	\$84,642	\$77,904	\$12,439
25th Year	\$70,470	\$92,345	\$84,994	\$14,524
30th + Years	\$74,511	\$98,299	\$90,474	\$15,963

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.⁶ This table will be updated and republished when the data become available.

	2017-2018	2018-2019	2019-2020	2020-2021 ⁷	2021-2022
Total number of teacher candidates who are currently enrolled in a teacher preparation program	6,786	10,972	10,623	Not available	Not available
Total number of teacher candidates who have recently completed a teacher preparation program	3,105	3,484	3,223	Not available	Not available

⁶ Indiana Teacher Preparation data are retrieved from the Title II Higher Education Act website:

<https://title2.ed.gov/Public/Report/StateHome.aspx>

⁷ Data for the 2020-2021 and 2021-2022 school years are not currently reported on the Title II website.

Indiana K-12 Enrollment

	2018-2019	2019-2020	2020-2021	2021-2022
Increase or decrease in K-12 enrollment as of October 1st of current school year compared to previous school year	1,426	-6,054	-22,529	7,456

Indiana 1.0 FTE Teacher Workforce

	2018-2019	2019-2020	2020-2021	2021-2022
Total number of 1.0 FTE teachers in Indiana from IEERB CBR	62,380	62,393	62,114	62,673
Indiana teacher workforce growth	1379	13	-279	559
# 1st year 1.0 FTE teachers hired	N/A	3,175	2,844	3,724
# of 1.0 FTE teachers who retired during previous school year	N/A	1,464	1,479	1,442
# of 1.0 FTE teachers retained from previous school year	N/A	56,249	56,999	55,682
# of 1.0 FTE teachers hired with previous work experience in teaching	N/A	3,887	2,775	4,168
Average tenure of all 1.0 FTE teachers	12	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

	2018-2019	2019-2020	2020-2021	2021-2022
Statewide average total compensation for 1.0 FTE teachers	N/A	\$70,540	\$71,344	\$75,199
Statewide average daily 1.0 FTE teacher salary rate	\$286	\$292	\$293	\$308
Statewide average teacher contract days	183	183	184	184
# of 1.0 FTE teachers earning a salary under the statewide average	N/A	34,128	34,560	31,888
# of 1.0 FTE teachers earning a salary in excess of the statewide average	N/A	28,257	27,535	30,932

Indiana 1.0 FTE District Level Administrator Workforce

	2018-2019	2019-2020	2020-2021	2021-2022
Total number of 1.0 FTE district level administrators in Indiana according to the CBR	N/A	1,035	941	944
Indiana district level administrator workforce growth	N/A	N/A	-94	3

Indiana 1.0 FTE District Level Administrator Salary and Compensation

	2018-2019	2019-2020	2020-2021	2021-2022
Statewide average 1.0 FTE district level administrator salary	N/A	\$97,291	\$ 101,296	\$ 106,558
Statewide average 1.0 FTE total compensation district level administrators	N/A	\$121,923	\$ 133,049	\$ 139,036
Statewide average daily 1.0 FTE district level administrator salary rate	N/A	\$402	\$ 418	\$ 435
Statewide average 1.0 FTE annual administrator contract days	N/A	242	242	245

Indiana Superintendent Salary and Compensation

	2018-2019	2019-2020	2020-2021	2021-2022
Average superintendent salary	N/A	\$ 126,383	\$ 128,808	\$ 133,064
Average superintendent total compensation	N/A	\$ 166,141	\$ 171,812	\$ 180,068

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 to collect and report data regarding teacher vacancy. During the summer of 2022, the IDOE issued a teacher vacancy survey to all school corporations. The survey asked employers to report the number of vacant teaching positions by grade, subject, and required credential. Vacancy data 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 2021-2022
2. Total salary costs for all 1.0 FTE teachers 2021-2022
3. Minimum annual 1.0 FTE teacher salary 2021-2022
4. Maximum annual 1.0 FTE teacher salary 2021-2022
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 ASSNMT_AREA_CODE, ASSNMENT_AREA_DESCR, DISTRICT_IRN, ASSGN_ORG_IRN, STAFF_ID, LAST_NAME, FIRST_NAME, GRADE_LEVEL_ASSGN_HIGH_CODE, HQPD_ID_CODE, LOCAL_CNTRCT_CODE, PAY_TYPE_CODE, POSITN_CODE, FUND_SRC_CODE, FUND_SRC_DESCR, SEPRTN_DESCR, POSITN_START_DATE, POSITN_STATUS_CODE, POSITN_STATUS_DESCR, QUAL_PARAPRO_CODE, SPECED_FTE, APPT_TYPE_CODE, STAFF_POSITN_KEY, and CNTRCT_TYPE_CODE.

The columns used in creating the data were: AUTHOR_TCHNG_EXPER_YEAR_COUNT, EXTND_SRVC_DAY_COUNT, HOUR_PER_WORK_DAY_COUNT, PAY_AMT, PAY_TYPE_DESCR, POSITN_DESCR, POSITN_FTE, POSITN_STATUS_DESCR, SCHD_WORK_DAY_COUNT, APPT_TYPE_DESCR, and CNTRCT_TYPE_DESCR.

The following filters were applied to narrow data comparable to Indiana.

- The column EXTND_SRVC_DAY_COUNT was filtered to remove any value other than 0.
- The column PAY_TYPE_DESCR was filtered to remove everything except Annual Salary.
- The column POSITN_DESCR was filtered to remove everything except Teacher Assignment.
- The column POSITN_FTE was filtered to remove any value other than 1.
- The column PAY_AMT was filtered to exclude any salary amount less than \$30,000.
 - According to Ohio Revised Code 3317.13 – Minimum Salary Schedule for Teachers – , effective 10/17/2019, a teacher with zero years of experience and a Bachelor’s degree may earn a minimum yearly base salary of \$30,000.
- The column SCHD_WORK_DAY_COUNT was filtered to remove any value less than 167.
 - Effective the 2014-15 school year, Ohio schools eliminated the required number of days considered to be a school year, replacing it with total hours. Grades kindergarten through sixth are required to be in school for 910 hours. Grades seventh through twelfth are required to be in school for 1001 hours. Two calculations were made to determine the 167-day cutoff value.
 1. The number of hours required for elementary students in Indiana is 6 hours. By dividing the total number of hours required for Ohio grades K-6 (910) by the Indiana elementary hours (5), the number of days is 182.
 2. For secondary students, 1001 hours required in Ohio divided by the 6 hours required in Indiana is 167 days. This number therefore becomes the minimum threshold and any days less were filtered out of the spreadsheet.
- The column AUTHOR_TCHNG_EXPER_YEAR_COUNT was used to filter out the benchmark years of experience to determine the average salary for teachers with specific years of experience.
- To determine the administrator average salaries, the data were filtered to include only Assistant, Deputy/Associate Superintendent and Superintendent Assignment and salary amounts were calculated.

Wisconsin Data Collection

The Wisconsin Department of Public Instruction publishes a “Public All Staff Report” on their website. Data for the 2021-2022 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, Birth Year, 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 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 \$30,000 was excluded.

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

A records request was submitted to the Kentucky Department of Education. The data returned are amounts for each category.

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 \$34,576 in fiscal year 2022 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 to 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 2020, the RPP shows that Indiana has a higher price parity than Kentucky and Ohio and a lower price parity than Illinois, Wisconsin, and Michigan.

2020^{§§} Price Parity Index

Year	2013	2014	2015	2016	2017	2018	2019	2020
U.S.	100	100	100	100	100	100	100	100
Illinois	99.7	99.3	99	98.7	98.5	98.1	97.4	100.5
Indiana	91.3	90.8	90.1	89.8	89.8	89.3	88.7	92.5
Kentucky	89.3	88.3	88.7	87.9	87.9	87.8	87.4	89.8
Michigan	94.3	93.6	93	93	93	92.4	92.3	94.0
Ohio	89.5	89.4	89.2	89.1	88.9	88.4	88.4	91.7
Wisconsin	93.2	93.3	93	92.5	92.4	91.9	91.9	93.2

QUESTIONS

Email questions about this report to Questions@ieerb.in.gov

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^{§§} The Bureau of Economic Analysis (BEA) releases the regional price parities at the end of each year for the previous year. This will be republished as the RPP table is updated for 2021.