



INDIANA EDUCATION EMPLOYMENT RELATIONS BOARD

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2020 IC 20-29-3-15 ANNUAL REPORT

I. INTRODUCTION

The Indiana Education Employment Relations Board (IEERB) has been issuing the Collective Bargaining Report (CBR) since 2013. The CBR is a survey 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 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 full time equivalent (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. Additionally, in 2020, the Indiana General Assembly required (IC 20-29-3-15 (27)) school employers to report the number of vacant teaching positions by grade, subject, and credential. This requirement is also included in a statute administered by the Indiana Department of Education (IC 20-19-3-20). Since the new requirement passed after the 2020 CBR was submitted, this information will not be included in this Report.

The 2019-2020 school year CBR, referred to as the 2020 CBR, was open for submission on February 3, 2020 and closed April 15, 2020. Because of the demand for the data, the

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.

submission deadline was moved from its original date of July 30 to April 15, and the results were published by the end of May 2020. As Reports were submitted, they were checked for validity by comparing the 2019 Reports to the 2020 Reports. When significant discrepancies were identified, IEERB contacted the employer with a request to review and correct the error, if necessary. For the 2020 CBR, over 170 submissions contained errors that required correction. Additionally, throughout the summer, IEERB and other interested parties noted errors on the 2020 CBR overall spreadsheet and corporations were required to correct them. The final updated CBR was published on September 3, 2020. 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.

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

For each state, the IEERB data request sought the following information (regarding the previous school year):

SURROUNDING STATE DATA REQUEST

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, etc. 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 position does not include the superintendent. The superintendent is a separate category.

The responses from each state varied. Wisconsin sent an Excel file that contained all school employee salary, wages, and benefits data. The Wisconsin spreadsheet was filtered to the specific criteria for this report. Ohio has not yet sent a response, though last year it provided information in a similar format. Illinois and Kentucky will reply with the precise answers to each question. The records request from Michigan resulted in an email from Kris K. of the Michigan Center for Educational Performance and Information Customer Support stating, "Salary is no longer required for districts to report."

The 2019-2020 school year data for Illinois and Kentucky will not be available until December 2020, according to their state officials. It is unknown when Ohio will send their data. Once all data are received and the 2019 Regional Price Parity Index (RPPI) is published, this report will be updated.

II. DATA TABLES

SALARY - TEACHERS

	Indiana	Wisconsin	Ohio	Kentucky ³	Illinois ³	Michigan ⁴
Average	53,463	58,274	N/A	N/A	N/A	N/A
Minimum	32,000	30,325	N/A	N/A	N/A	N/A
Maximum	95,188	126,740	N/A	N/A	N/A	N/A
1 st Year	41,527	44,292	N/A	N/A	N/A	N/A
5 th Year	44,633	47,892	N/A	N/A	N/A	N/A
10 th Year	48,881	53,153	N/A	N/A	N/A	N/A
15 th Year	56,563	60,087	N/A	N/A	N/A	N/A
20 th Year	62,958	66,318	N/A	N/A	N/A	N/A
25 th Year	68,078	71,007	N/A	N/A	N/A	N/A
30 th + Years	70,179	73,345	N/A	N/A	N/A	N/A

SALARY – DISTRICT LEVEL ADMINISTRATORS

	Indiana	Wisconsin	Ohio	Kentucky ³	Illinois ³	Michigan ⁴
Average	97,291	142,605	N/A	N/A	N/A	N/A
Minimum	35,528	64,739	N/A	N/A	N/A	N/A
Maximum	169,187	258,148	N/A	N/A	N/A	N/A

COLA 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. Currently, data are not available for Ohio, Illinois, or Kentucky. The chart below only shows the Wisconsin adjustments. The report will be re-published once the Ohio, Illinois, and Kentucky data become available and when the 2019 RPPI is released.

IEERB partnered with the Indiana Business Research Center (IBRC) to provide the Cost of Living Adjustments to Indiana teacher average salaries. To compare teachers' salaries between Wisconsin and Indiana, first the Wisconsin salaries are adjusted to Indiana salaries using the most recent, 2018, RPPI. (The 2019 RPPI will be released December 2020.) Second, the differences between the Wisconsin and Indiana salaries are calculated. The results show Indiana teacher salaries are less than the Wisconsin adjusted teacher salaries for all categories, except the minimum teacher salary. Red font indicates a negative number.

³ School year 2019-2020 data will not be available until December 2020.

⁴ According to the Michigan Center for Educational Performance and Information, "Salary data is no longer required for districts to report."

To compare individual corporation salaries to surrounding states, use this [link](#) to access individual corporation reports. Compare the individual corporation salary data points to the state specific adjusted salary tables below. For example, Adams Central Community School Corporation’s average teacher salary is \$48,378 which is \$8,247 less than the average Wisconsin adjusted to Indiana dollars teacher salary. And, \$5,085 less than the Indiana statewide average teacher salary.

Wisconsin Adjusted Salaries

	Indiana	Wisconsin	WI adjusted to IN\$	Adjusted difference between IN and WI
Average	53,463	58,274	56,625	3,162
Minimum	32,000	30,325	29,467	2,533
Maximum	95,188	126,740	123,154	27,966
1 st Year	41,527	44,292	43,039	1,512
5 th Year	44,633	47,892	46,537	1,904
10 th Year	48,881	53,153	51,649	2,768
15 th Year	56,563	60,087	58,387	1,824
20 th Year	62,958	66,318	64,442	1,484
25 Year	68,078	71,007	68,998	920
30+ Year	70,179	73,345	71,270	1,091

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, and 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’s 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 means 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.

	2016-2017	2017-2018	2018-2019	2019-2020
Total number of teacher candidates who are currently enrolled in a teacher preparation program	7,127	6,786 ⁵	N/A	N/A
Total number of teacher candidates who have recently completed a teacher preparation program	3,038	3,105 ⁶	N/A	N/A

⁵ 2017-2018 is the most recent data available <https://title2.ed.gov/Public/Report/StateHome.aspx>

INDIANA K-12 ENROLLMENT

	2016-2017	2017-2018	2018-2019	2019-2020
Increase or decrease in K-12 enrollment as of October 1 st of current school year compared to previous school year	N/A	N/A	1426 ⁶	6,054 ⁷

INDIANA 1.0 FTE TEACHER WORKFORCE

	2016-2017	2017-2018	2018-2019	2019-2020
Total number of 1.0 FTE teachers in Indiana from IEERB CBR	N/A	63,759	62,380	62,393
Indiana teacher workforce growth	N/A	N/A	1379	13
# 1 st year 1.0 FTE teachers hired	N/A	N/A	N/A	3,175
# of 1.0 FTE teachers who retired during previous school year	N/A	N/A	N/A	1,464
# of 1.0 FTE teachers retained from previous school year	N/A	N/A	N/A	56,249
# of 1.0 FTE teachers hired with previous work experience in teaching	N/A	N/A	N/A	3,887
Average tenure of all 1.0 FTE teachers	N/A	N/A	12	13 years

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

	2016-2017	2017-2018	2018-2019	2019-2020
Statewide average total compensation for 1.0 FTE public school teachers	N/A	N/A	N/A	\$70,540
Statewide average daily 1.0 FTE teacher salary rate	N/A	N/A	\$286/day	\$292/day
Statewide average teacher contract days	N/A	N/A	183 days	183 days
# of 1.0 FTE teachers earning a salary under the statewide average (the statewide average from the previous school year is used for comparison)	N/A	N/A	N/A	34,128
# of 1.0 FTE teachers earning a salary in excess of the statewide average (the statewide average from the previous school year is used for comparison)	N/A	N/A	N/A	28,257

⁶ Data available at <https://inview.doe.in.gov/state/1088000000/population>

INDIANA 1.0 FTE DISTRICT LEVEL ADMINISTRATOR WORKFORCE

	2016-2017	2017-2018	2018-2019	2019-2020
Total number of 1.0 FTE district level administrators in Indiana according to the CBR	N/A	N/A	N/A	1,035
Indiana district level administrator workforce growth	N/A	N/A	N/A	N/A

INDIANA 1.0 FTE DISTRICT LEVEL ADMINISTRATOR SALARY AND COMPENSATION

	2016-2017	2017-2018	2018-2019	2019-2020
Statewide average 1.0 FTE district level administrator salary	N/A	N/A	N/A	\$97,291
Statewide average 1.0 FTE total compensation district level administrators	N/A	N/A	N/A	\$121,923
Statewide average daily 1.0 FTE district level administrator salary rate	N/A	N/A	N/A	\$402/day
Statewide average 1.0 FTE annual administrator contract days	N/A	N/A	N/A	242 days

INDIANA SUPERINTENDENT SALARY AND COMPENSATION

	2016-2017	2017-2018	2018-2019	2019-2020
Average superintendent salary	N/A	N/A	N/A	\$126,383
Average superintendent total compensation	N/A	N/A	N/A	\$166,141

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.

III. METHODOLOGY

Indiana Data Collection

IEERB uses the Gateway platform to survey and collect data from all Indiana public school employers that collectively bargain. The 2019-2020 Collective Bargaining Report (CBR) gathers salary, wage, and wage related fringe benefits for 1.0 full time equivalent 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 position 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 2019-2020
- 2) Total salary costs for all 1.0 FTE teachers 2019-2020
- 3) Minimum annual 1.0 FTE teacher salary 2019-2020
- 4) Maximum annual teacher salary 2019-2020
- 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
(currently not available)**

A records request was submitted to the Ohio Office of Data Quality and Governance for the Staff Employment (CK) Record. At this time, the records have not been received.

Wisconsin Data Collection

The Wisconsin Department of Public Instruction publishes a “Public All Staff Report” on their website: <https://publicstaffreports.dpi.wi.gov/PubStaffReport/Public/PublicReport/AllStaffReport>. Data for the 2019-2020 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, 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 Position, Assignment Grades Served, Assignment Bilingual Program, Assignment Alternative Program, School Mailing Street Address, School Mailing Po Box, School Mailing State, School Mailing Zip Code, District Mailing Street Address, 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 in an attempt 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. Contract days below 190 were excluded from the filter and only 1.0 FTE was included.

Kentucky Data Collection (currently not available)

A records request was submitted to the Kentucky Center for Statics. The data returned are amounts for each category. Data for the 2019-2020 school year will be available in December 2020.

**Illinois Data Collection
(currently not available)**

A Freedom of Information Acts request was submitted to the Illinois State Board of Education. The data returned are amounts for each category. Data for the 2019-2020 school year will be available in December 2020.

**Michigan Data Collection
(not available)**

A records request was submitted to the Michigan Center for Educational Performance and Information. A reply was sent stating, "Salary is no longer required for districts to report."

Cost of Living Adjustments (COLAs)

When comparing educators' 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 Index (RPPI). 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 RPPI. 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 the salaries data from other states to Indiana "dollars."

The RPPI measures the differences in price levels across states. "All items" RPPIs, as they are called, cover all goods and services consumption, including housing rents. According to the U.S. BEA, areas with high/low RPPIs typically correspond to areas with high/low price levels for rents. For 2018, the RPPI shows that Indiana has a higher price parity than Kentucky and Ohio and a lower price parity than Illinois, Wisconsin, and Michigan.

2018 PRICE PARITY INDEX

Year	2012	2013	2014	2015	2016	2017	2018
U.S.	100	100	100	100	100	100	100
Illinois	100.7	99.7	99.3	99	98.7	98.5	98.1
Indiana	91.4	91.3	90.8	90.1	89.8	89.8	89.3
Kentucky	88.8	89.3	88.3	88.7	87.9	87.9	87.8
Michigan	94.5	94.3	93.6	93	93	93	92.4
Ohio	89.4	89.5	89.4	89.2	89.1	88.9	88.4
Wisconsin	93.5	93.2	93.3	93	92.5	92.4	91.9

QUESTIONS

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

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