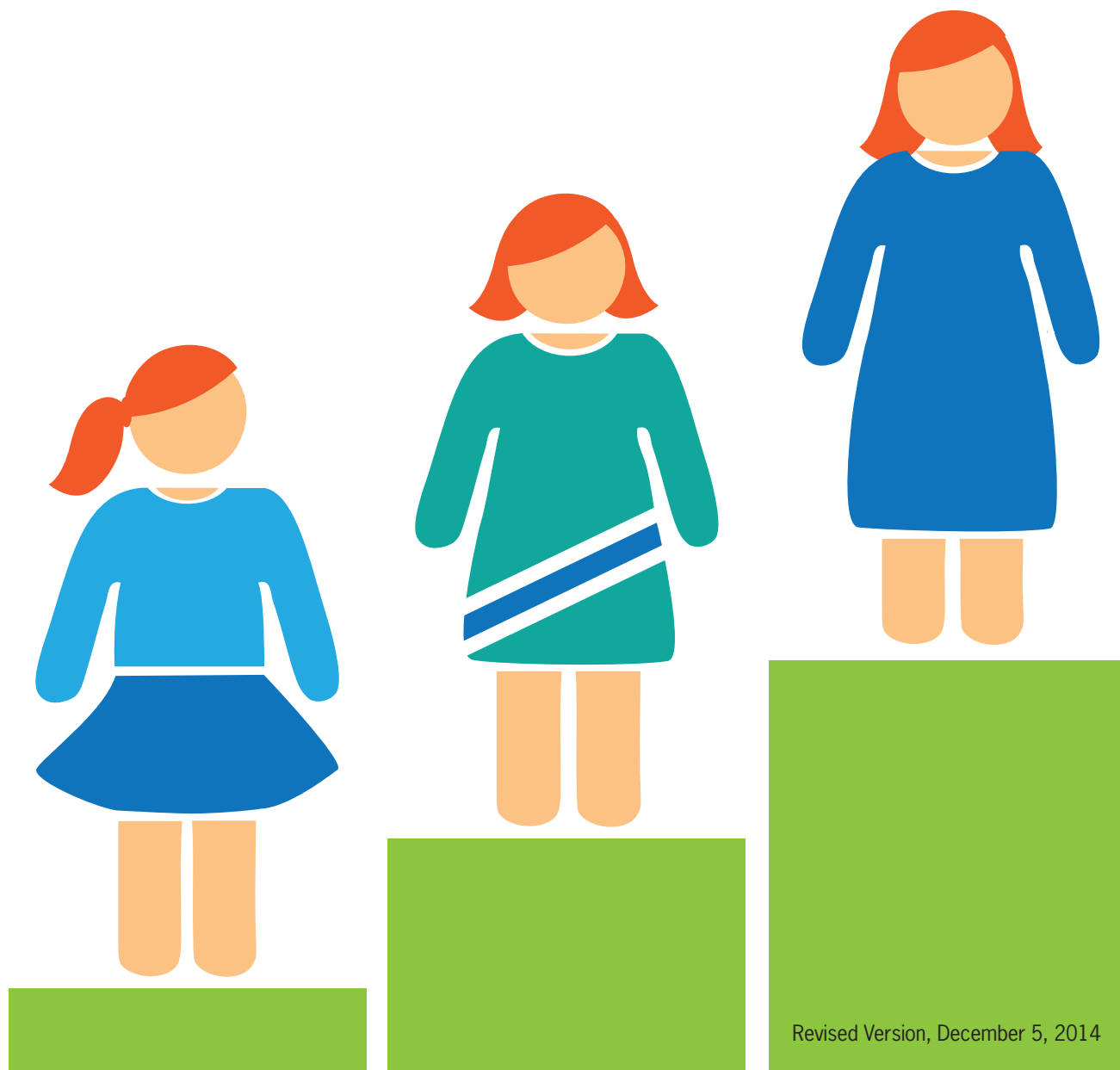


# SMART MONEY

What teachers make, how long it takes and what it buys them



Revised Version, December 5, 2014



## About NCTQ

The National Council on Teacher Quality (NCTQ) is a non-partisan research and policy organization committed to restructuring the teaching profession, led by our vision that every child deserves effective teachers.

## THE NCTQ TEAM FOR THIS PROJECT

Nithya Joseph and Nancy Waymack authored the study. Anissa Sepulveda and Valerie Franck also contributed to this report.

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# SMART MONEY:

## What teachers make, how long it takes and what it buys them

### EXECUTIVE SUMMARY

What teachers are paid matters. Many factors play a role in making the decision to become a teacher, but for many people compensation heavily influences the decision not only to enter the profession but also whether to stay in it. Compensation certainly influences where a teacher chooses to work. And because school districts take different approaches to compensation, prospective teachers should accept a new job with their eyes wide open. Knowing where salaries start and end isn't enough; they must also understand the path they will take from starting salary to the top of the scale.

#### [So just how do teacher salaries stack up across the country?](#)

In this report we answer that question and discuss facts about salaries that don't receive much attention. We examine the relative competitiveness of teacher salaries among large school districts in the United States, answering three mostly ignored questions:

1. In which districts will teachers rise to the top of the salary ladder the fastest?
2. Over the span of a full career, where can teachers earn the most money?
3. After adjusting for cost of living, which districts provide teachers the most “bang for the buck”?



Using the 2013-2014 teacher salary schedules for 113 school districts, we rank districts in two ways: 1) by their likely lifetime earnings and 2) by the number of years it takes a teacher to reach an annual salary of \$75,000 (which, on average for the districts in this study, is the maximum teachers can earn over a 30-year career).<sup>1</sup> The rankings, presented in nominal dollars and adjusted for the cost of living in each community, provide a good idea of the competitiveness of these districts, particularly for the teachers who work in them and who constitute nearly 20 percent of all the public school teachers in the nation.<sup>2</sup>

Based on 2013-2014 salary schedules, we have learned:

- Generous starting or ending salaries do not necessarily signal that a district offers a competitive salary structure for teachers.
- Estimating that most teachers are unlikely to work past 30 years, the maximum salary a teacher will earn ranges significantly, from \$52,325 in Oklahoma City to \$106,540 in the District of Columbia.<sup>3</sup>
- After adjusting the cost of living in these communities, the picture changes dramatically. The maximum pay in Newark (for an average teacher) has the buying power of \$38,462 in adjusted dollars (\$50,674 in nominal dollars); Pittsburgh, for an exemplary teacher, offers the highest "bang of the buck" at \$106,440 (\$100,000 in nominal dollars).
- All performance-pay systems are not created equal. Some districts such as the District of Columbia and Pittsburgh make it possible for exemplary teachers to earn the maximum pay in relatively short order, while others such as Jefferson Parish and Caddo Parish in Louisiana do not.
- On average it takes teachers 24 years to reach their maximum pay. This timeframe is much longer than for other professions. The speed of income growth has a dramatic impact on how much a teacher will take home over the course of a career, which is a little-considered feature of teachers' pay packages that accounts for tremendous disparities in teachers' overall earnings. The range of time it takes to reach \$75,000, roughly the average maximum salary, ranges from 7 years in Boston to over 30 years in Wichita.

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1 The maximum salary across districts in the sample varies widely; the average maximum salary is \$74,600. This paper uses the rounded-up figure of \$75,000 as a benchmark to compare districts against an absolute standard. Additionally, NCTQ uses a standard measure to calculate a typical teacher's expected lifetime earnings: the salary of a 30-year veteran teacher who earned a Master's degree after working five years, adding an additional 30 credits after 10 years and an additional 30 credits after 15 years.

2 While salary is not the only element of teacher compensation that should be considered, it is arguably the most influential factor.

3 Teachers who are rated exemplary in the District of Columbia earn more than \$106,500. See Section IV, Pay for Performance.



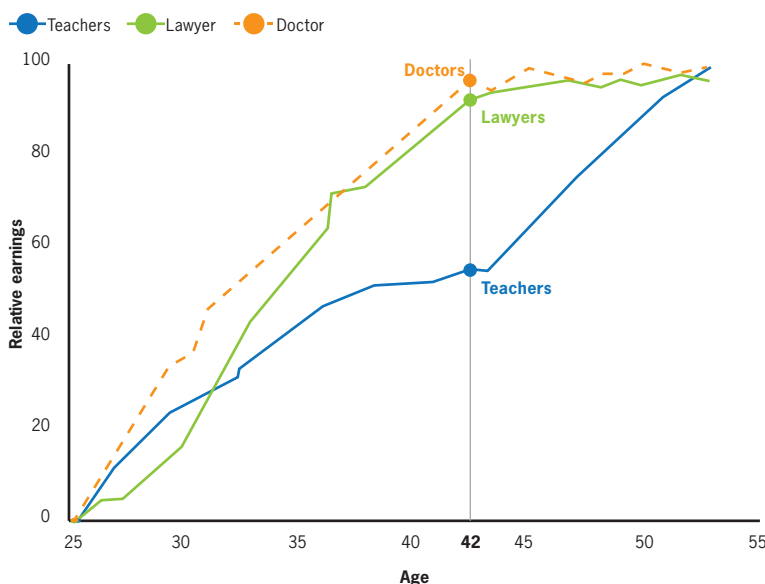
## I. INTRODUCTION

Teacher pay is a popular topic of discussion in the press, with politicians and at the bargaining table. The focus, however, is usually only on the relative competitiveness of a district’s starting and ending salaries. The number of years it takes to go from the bottom to the top rungs of the salary ladder gets far less attention, in spite of the impact that an earning trajectory has on overall earnings.

Generally speaking, the salary trajectory for teaching is characterized by relatively small, incremental raises doled out each year, serving in stark contrast to many jobs in the private sector, with its system of promotions, bonuses and relatively rapid raises.

However, that trajectory is a lot more gradual in some school districts than others. A generous starting or ending salary does not necessarily signal that a district offers the best financial package by any means. The speed of salary growth in the interim years, when a teacher is establishing her career and often a household, can substantially alter her ultimate earnings.

**Figure 1. Trajectory of teachers’ earnings relative to other professions<sup>4</sup>**



*Doctors and lawyers earn near maximum salaries for longer periods within their careers compared to teachers, who usually earn small, incremental increases.*

To better understand the competitiveness of teacher salaries, we examine data from over 100 school districts across three key measures:

1. The time it takes to earn approximately \$75,000 (roughly the average maximum salary over a 30-year career across the districts in our sample);<sup>5</sup>
2. The lifetime earnings a typical teacher can expect over a 30-year career;
3. A teacher’s absolute earning power, adjusting for cost of living in each city.<sup>6</sup>

Cost of living adjustments can be misleading as they are not able to factor in all of the tradeoffs and benefits of living in a particular city. For example, people in an urban city may adjust their consumption of housing or transportation based on their local market, not the standard of those in other areas. Nevertheless, cost of living adjustments do permit fairer comparisons among cities than would be possible using nominal dollars.

<sup>4</sup> Vigdor, J. (2008, Fall). Scrap the sacrosanct salary schedule. *Education Next*, 8(4); <http://educationnext.org/scrap-the-sacrosanct-salary-schedule/>

<sup>5</sup> The amount (\$75,000) is only of interest because it allows us to compare districts against an absolute standard.

<sup>6</sup> 2013 annual cost of living estimates are from the Cost of Living Index produced by the Council for Community and Economic Research.



As noted, this analysis is based on 2013-2014 teacher salary data from 113 school districts across the country, including the 50 largest districts in the nation as well as the largest district in each state. Drawing from [NCTQ's Teacher Contract Database](#) and applying consistent assumptions for the educational credits and degrees typically earned by teachers over a 30-year career, we found substantial variation in pay, leading to considerable differences in what teachers can earn over the course of their career<sup>7</sup> and what they can afford to buy with their earnings.

The difference is so substantial that teachers in Boston start earning \$75,000 more than 20 years before teachers in Oklahoma City start earning the same amount. This difference in earnings trajectory amounts to a \$1.4 million difference in lifetime earnings for Boston teachers versus those in Oklahoma City. When we adjust for cost of living, the difference in lifetime earnings between the two districts reduced to about \$483,100 (it is a lot more expensive to live in Boston), but teachers in Boston still come out ahead.

**NCTQ's Teacher Contract Database** contains teacher policies from 118 school districts, including the 50 largest districts in the United States, the largest district in each state, Broad Prize winners, Gates investment districts and members of the Council of the Great City Schools. Two charter management organizations are also included. Seven districts and one charter management organization—Alpine (UT); Aspire Public Schools; Bismarck (ND); Cleveland (OH); Douglas County (CO); Fort Wayne (IN); Harrison District 2 (CO); and Springfield (MO) — are excluded from this analysis because lifetime earnings or years to maximum salary could not be projected from the districts' 2013-2014 salary schedules or because the district has only been recently added to the database — after the analysis was completed.

<sup>7</sup> NCTQ uses a standard measure to calculate a typical teacher's expected lifetime earnings: the salary of a 30-year veteran teacher who earned a Master's degree after working five years, adding an additional 30 credits after 10 years and an additional 30 credits after 15 years.

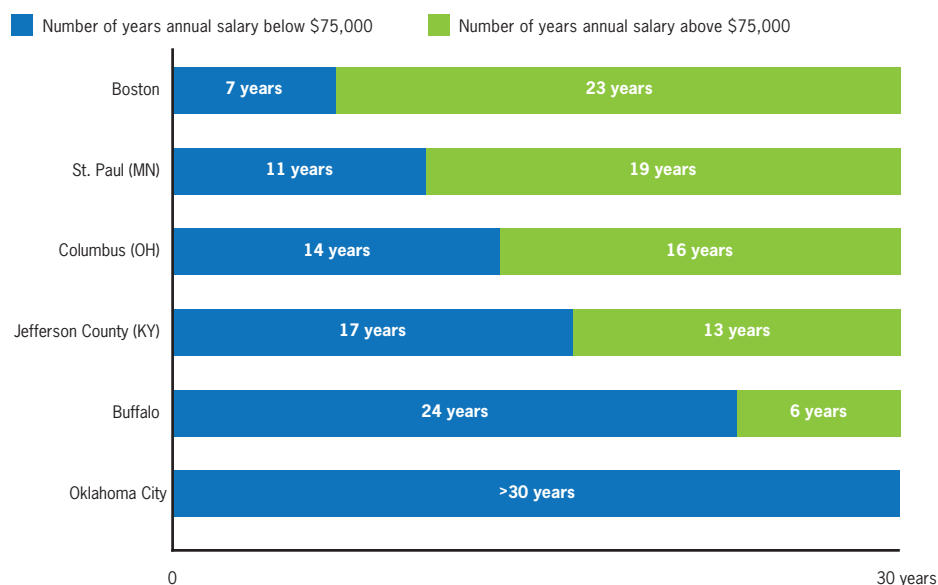


## II. SALARY TRAJECTORIES FROM STARTING TO MAXIMUM PAY

Almost all teacher salary structures are based on years of experience and additional education or degrees (see Appendix A). Teacher salaries usually grow each year in two ways: small step increases and cost-of-living increases negotiated between the local teachers union and the district. Not surprisingly, this often results in a slow climb to higher annual salaries. (As we will discuss, a small but growing number of districts have adopted performance-pay structures, which means salary growth is not as predictable.)

In fact, for the 113 districts in this analysis, it takes an average of 24 years for teachers to earn \$75,000, roughly the average maximum salary a teacher can earn over a 30-year career. This benchmark, however, masks tremendous variation among districts, with teachers in some districts reaching the mark in as little as seven years and in others taking much longer.

**Figure 2. Differences in climb to higher salaries over the course of a 30 year career**

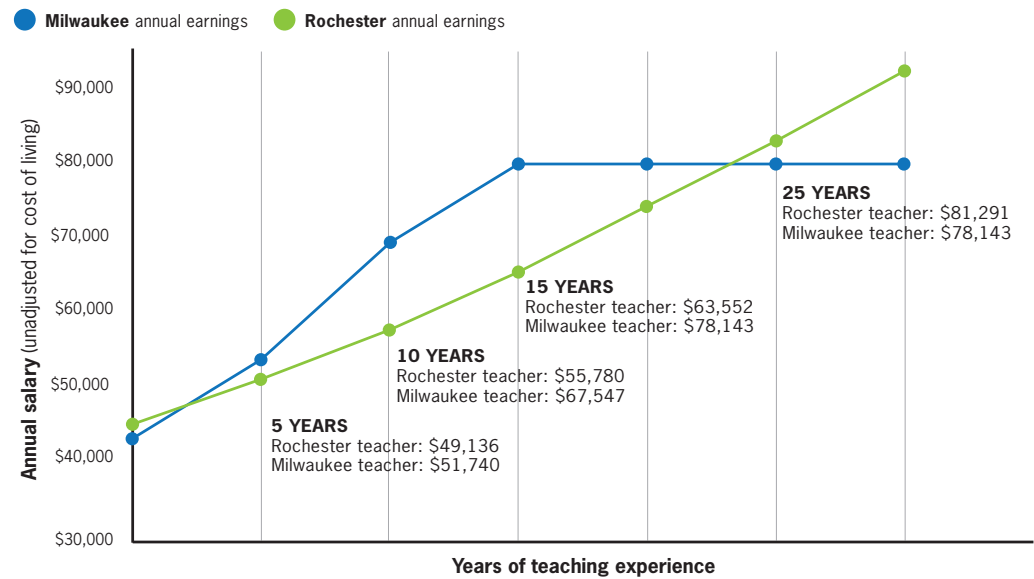


Teachers in Oklahoma City wait over four times as long as teachers in Boston to start earning an annual salary of \$75,000. Information on all districts' salary trajectories is included in Appendix C.

This variation in the growth of annual earnings matters almost as much as a teacher's starting and ending pay. Compare, for example, the salary schedules for Milwaukee and Rochester. The maximum pay for Milwaukee teachers is \$78,143, which at first blush compares poorly with the maximum pay in Rochester, an impressive \$120,582. However, it takes a teacher in Milwaukee 15 years to reach the maximum salary, while in Rochester, it takes 48 years. A Rochester teacher who started teaching at age 22 would be 70 years old before qualifying for that generous salary. Since teachers are more likely to work 30 years than 48, the Milwaukee salary turns out to be more competitive.



Figure 3. Annual earnings over a 30-year career: Milwaukee vs. Rochester



While the annual salary after 30 years in Rochester is nearly \$10,810 more than the maximum annual salary in Milwaukee, the salary trajectories in the two districts are so different that Rochester’s salary advantages are practically wiped out. Milwaukee’s trajectory is much steeper in that its teachers actually earn considerably higher salaries for all but the first few years of teaching (where the districts are really neck and neck) and then again after 23 years of teaching.

### HOW DO TEACHERS EARN RAISES?

Teachers earn raises via three different routes in a traditional salary schedule:

- **Annual adjustments:** Changes in pay to account for variations in cost of living (COLA) or market competitiveness. In addition to COLA raises, some adjustments are made because the length of the teacher work day or work year may be changed. These changes are often expressed in percentage increases or decreases. Downward adjustments are rare. Teachers at every step of the pay scale are affected by these changes.
- **Step increases:** Increases in pay for accumulating an additional year of experience in the classroom. Once a teacher hits the top of the pay scale, she is no longer eligible for step increases.
- **Lane increases:** Increases in pay when a teacher earns a certain number of course credits, advanced degrees or other educational units. These increases are a result of a movement from one “lane” (sometimes called a “column”) of the salary schedule to another with a higher rate of pay. Once a teacher accumulates the maximum amount of degrees or credits recognized, she is no longer eligible for additional lane increases.



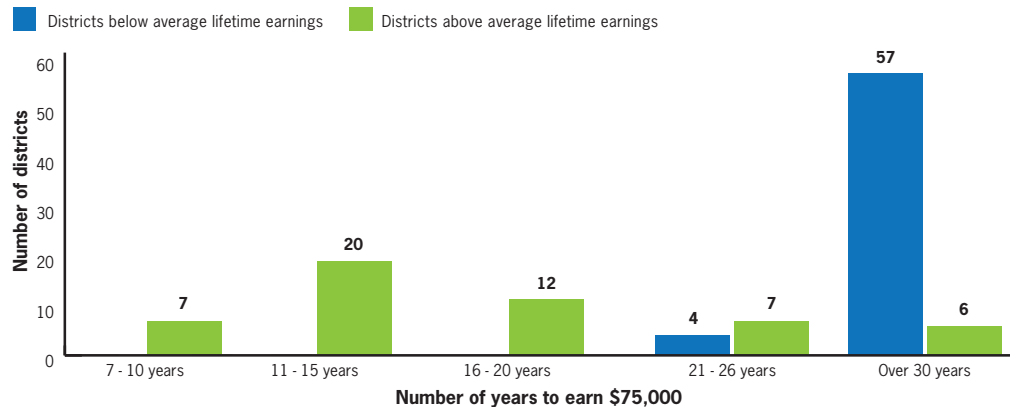


### III. IMPACT OF SLOW EARNINGS TRAJECTORIES ON LIFETIME EARNINGS

No matter how competitive teachers' annual salaries are, if higher pay is all "back loaded" at the end of the salary schedule, a teacher will accrue substantially less in lifetime earnings.

The average lifetime earnings of teachers working 30 years in the 113 districts in our study is approximately \$1.86 million. When we look at the districts that fall below that average, the vast majority are those with significantly longer climbs to the **\$75,000** maximum salary benchmark.

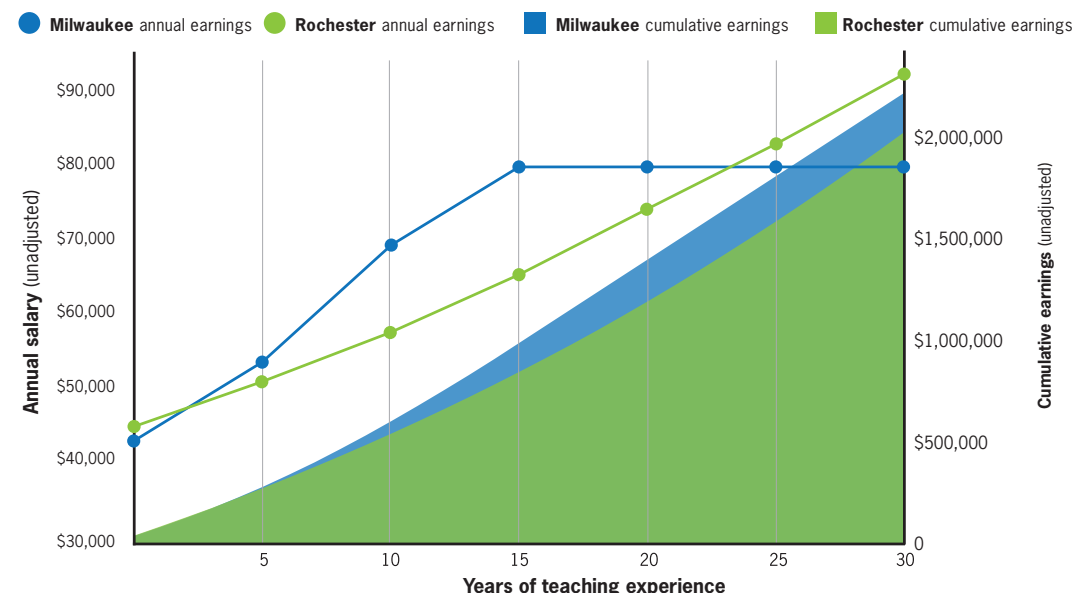
**Figure 4. Salary trajectories from starting to maximum pay drive lifetime earnings**



In most of the districts where lifetime earnings are above the sample's average, teachers start earning approximately \$75,000 or more by their 15th year of teaching. This is in sharp contrast to districts where teachers accrue below-average lifetime earnings: 93 percent of those districts require teachers to wait more than 30 years before they earn \$75,000.

This point is made clearer using the previous example of Rochester and Milwaukee. For most of their careers, teachers in Milwaukee accrue higher cumulative earnings than their counterparts in Rochester. Even after Rochester teachers start earning higher annual salaries than those in Milwaukee, Milwaukee teachers' lifetime earnings are greater than those in Rochester over a 30-year period.

**Figure 5. Annual and cumulative earnings: Milwaukee vs. Rochester**

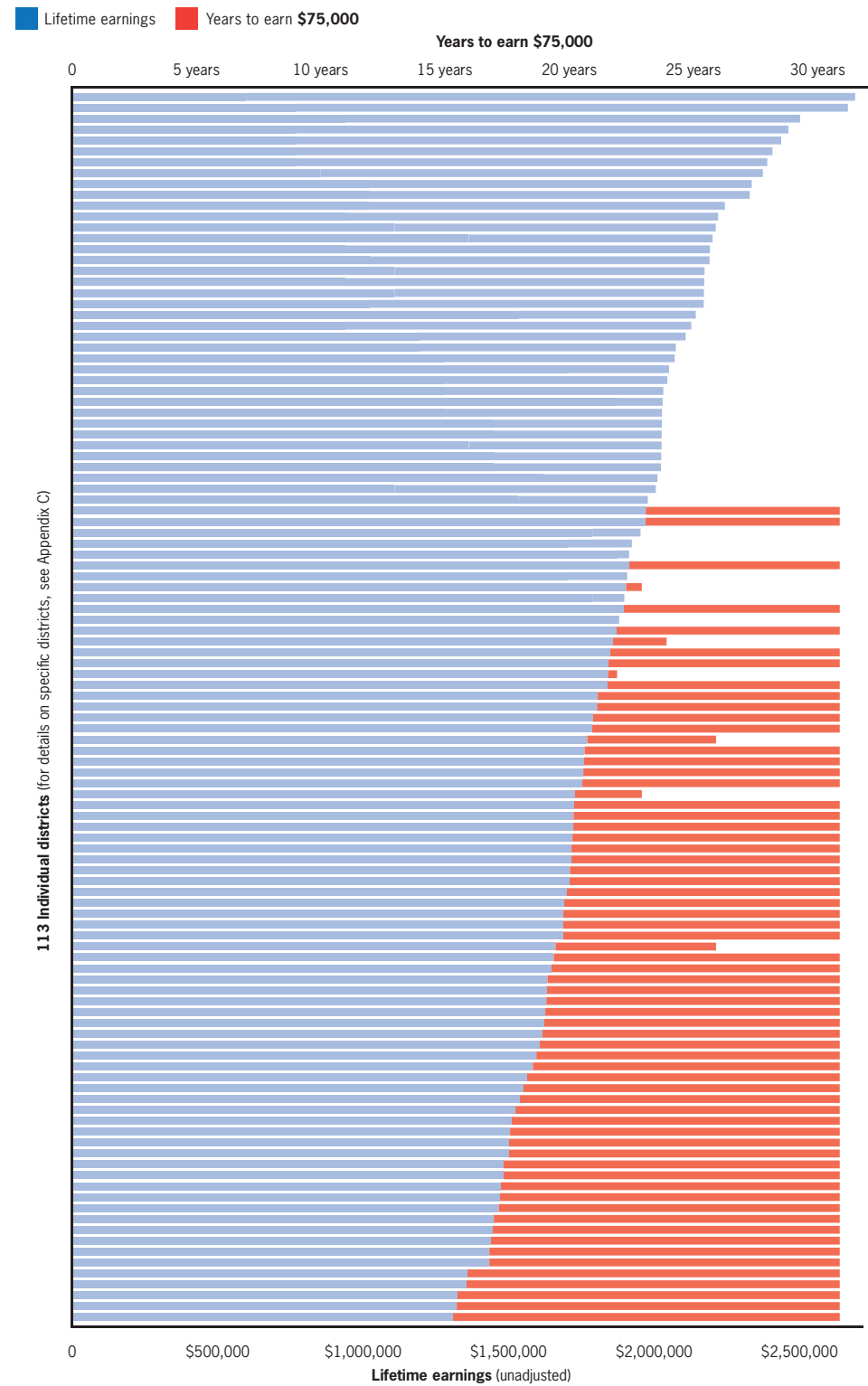


Despite higher annual salaries at the beginning and end of their careers, teachers in Rochester accrue about \$125,000 less in lifetime earnings than their counterparts in Milwaukee. Other than the first few years of teaching, teachers in Rochester surpass teachers in Milwaukee only after 37 years of teaching.



Looking at the lifetime earnings across all districts in the sample in relation to how long it takes teachers reach the maximum salary benchmark, we find an important relationship: the more years it takes a teacher to reach \$75,000 in annual earnings, lifetime earnings will decrease.

**Figure 6. Districts by years to earn \$75,000 and lifetime earnings**



*This image reflects all 113 districts in our sample, arranged by lifetime earnings and the number of years teachers generally teach before earning \$75,000 in each district. While there are exceptions, there is a clear pattern illustrated above- the longer it takes to start earning higher annual salaries, the lower the lifetime earnings. See Appendix C for detailed information on each district above.*



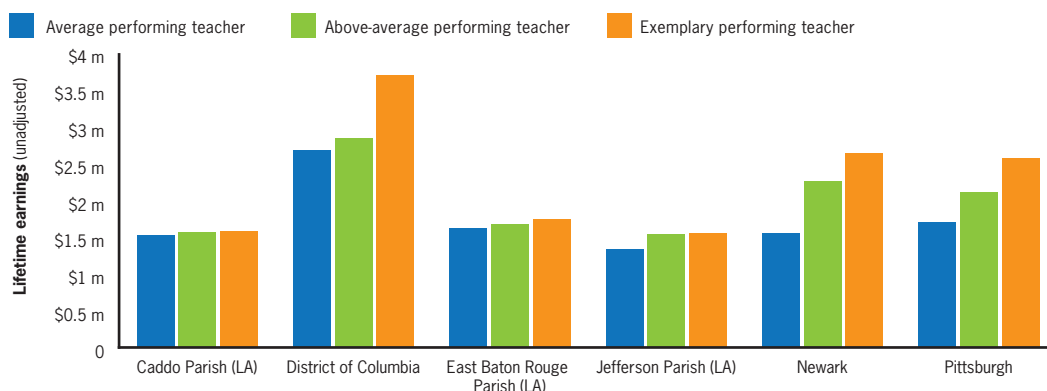
## IV. PAY FOR PERFORMANCE

Comparing the competitiveness of districts with performance pay to those with traditional compensation systems is increasingly relevant, as more districts are rewarding teacher effectiveness based on evaluations and students’ success.

In our sample, 61 districts (54 percent) base at least part of teachers’ pay on some measure of performance. The pay is adjusted by a variety of means (e.g., step or lane advancements, bonuses or a combination thereof). In these districts, projecting annual salaries is difficult because of potential variations in performance at different points in a teacher’s career. For the purposes of this study, we make a number of assumptions, including the type of school and subjects the teacher teaches.<sup>8</sup> We look at performance pay in six districts for which salary schedules are clear enough that we can make assumptions to reasonably project teachers’ lifetime earnings: Caddo Parish (LA), the District of Columbia, East Baton Rouge Parish (LA), Jefferson Parish (LA), Newark and Pittsburgh. The remaining 55 performance-pay districts are included in this analysis but reflect only the earnings of an average-performing teacher.

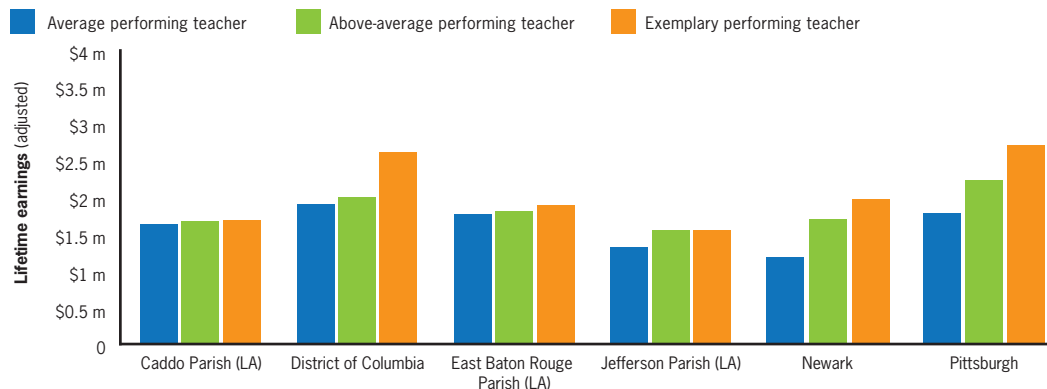
To model the salaries teachers can make in these districts, we project lifetime earnings using three different levels of teacher performance: average, above-average and exemplary.

**Figure 7. Unadjusted lifetime earnings in performance pay districts**



In this group of districts, teachers in the District of Columbia, especially those with exemplary performance teaching in the highest-need schools, stand to make the highest lifetime earnings. In addition, teachers in Newark and Pittsburgh accrue vastly more earnings as their performance improves.

**Figure 8. Adjusted lifetime earnings in performance pay districts**



Once annual salaries are adjusted for cost of living, Pittsburgh leads the group in teacher pay, offering more pay for above-average and exemplary teachers. The District of Columbia, even with adjustments, offers the highest lifetime earnings for average teachers.

<sup>8</sup> See Appendix B for a description of the assumptions made that serve as the basis for the performance-pay districts’ lifetime earnings projections.



Despite the fact that the lifetime earning potential of teachers working in the District of Columbia drops noticeably once adjusted for cost of living, the district still offers high earnings, especially for its exemplary teachers.

These two graphs also illustrate that the performance pay offered in the three Louisiana districts, a system based on bonuses, compares poorly to the performance-pay systems in the District of Columbia, Newark and Pittsburgh. Average-performing teachers in the three Louisiana districts (Caddo Parish, East Baton Rouge Parish and Jefferson Parish) end up making about the same salary as above-average or exemplary teachers.

Not all districts with performance pay ensure that teachers with exemplary performance reach higher earnings faster than their lower-performing colleagues. Again we find that teachers in the Louisiana districts (particularly Jefferson Parish and Caddo Parish) have a long wait, regardless of their level of performance, before qualifying for higher salaries.

**Table 1. Years to average maximum salaries and lifetime earnings in performance-pay districts**

District		Years to \$75,000	Lifetime earnings		Years to \$75,000	Lifetime earnings
Jefferson Parish (LA)	Average teacher performance	>30	\$1,331,670	Exemplary teacher performance	>30	\$1,554,270
Caddo Parish (LA)		>30	\$1,533,523		>30	\$1,580,783
East Baton Rouge Parish (LA)		>30	\$1,626,750		>30	\$1,743,350
District of Columbia		9	\$2,685,382		1	\$3,700,086
Pittsburgh		>30	\$1,701,000		9	\$2,573,000
Newark		>30	\$1,560,220		10	\$2,637,429



## V. DISTRICT RANKINGS

Where do teachers earn the most after adjusting for cost of living? Below, we rank districts first by the lifetime earnings a teacher accrues in each district over a 30-year career and second by the time it takes teachers to reach the maximum salary benchmark. To accommodate the unique factors in performance-pay districts, we calculate their rank in three ways, depending on whether a teacher is considered average, above average or exemplary.

Thus far in our analysis, the maximum salary benchmark and lifetime earnings figures have been discussed in nonadjusted or “nominal” dollars. The rankings presented below, however, are adjusted for cost of living in order to make fair comparisons across districts. (Appendix C provides the same information without adjusting for cost of living.)

**Table 2. Districts by lifetime earnings and years to high annual salaries (Revised)<sup>3</sup>**

Rank	District	Years to \$75,000 <sup>1</sup>	Adjusted starting salary	Adjusted ending salary <sup>2</sup>	Adjusted lifetime earnings
1	Pittsburgh <i>for an exemplary teacher</i>	8	\$42,576	\$106,440	\$2,738,691
2	District of Columbia <i>for an exemplary teacher</i>	5	\$54,643	\$93,910	\$2,641,592
3	Columbus (OH)	11	\$44,856	\$102,095	\$2,434,309
4	Atlanta	11	\$46,507	\$92,849	\$2,294,212
5	Shelby County (TN)	11	\$49,602	\$85,362	\$2,257,586
6	Pittsburgh <i>for an above average teacher</i>	9	\$42,576	\$85,152	\$2,252,262
7	Jefferson County (KY)	11	\$43,912	\$89,595	\$2,231,504
8	Cincinnati*	11	\$42,795	\$90,965	\$2,171,419
9	Chicago	11	\$43,082	\$82,127	\$2,150,929
10	Laramie (WY)*	13	\$48,010	\$80,259	\$2,081,075
11	Anne Arundel County (MD)*	13	\$39,804	\$82,919	\$2,075,128
12	St. Paul (MN)*	11	\$37,409	\$79,058	\$2,051,353
13	District of Columbia <i>for an above average teacher</i>	11	\$36,795	\$76,062	\$2,027,112
14	Nashville	15	\$46,150	\$79,377	\$2,022,270
15	Cobb County (GA)*	14	\$39,591	\$83,421	\$2,021,585
16	St. Louis	17	\$40,583	\$95,610	\$2,008,664
17	Fulton County (GA)*	17	\$42,070	\$87,510	\$2,004,770
18	Newark <i>for an exemplary teacher</i>	15	\$47,949	\$77,016	\$2,001,825
19	Milwaukee (WI)	14	\$40,259	\$76,600	\$2,001,114
20	Gwinnett County (GA)	15	\$38,993	\$88,405	\$1,994,124
21	Des Moines	15	\$44,978	\$75,837	\$1,992,227
22	Philadelphia	11	\$37,387	\$74,223	\$1,983,226
23	Hartford	11	\$36,328	\$74,462	\$1,978,483
24	Birmingham	12	\$42,791	\$73,311	\$1,974,285
25	Christina (DE)	14	\$34,883	\$78,041	\$1,973,849
26	Fargo	15	\$40,533	\$77,732	\$1,972,227
27	Baltimore City*	17	\$42,001	\$74,325	\$1,951,593
28	Boston*	11	\$35,524	\$71,074	\$1,940,889
29	DeKalb County (GA)*	19	\$42,524	\$83,878	\$1,934,878

\* Districts that base all or part of pay on teacher evaluations.



Table 2. Districts by lifetime earnings and years to high annual salaries (Revised) <sup>3</sup>					
Rank	District	Years to \$75,000 <sup>1</sup>	Adjusted starting salary	Adjusted ending salary <sup>2</sup>	Adjusted lifetime earnings
30	Norfolk (VA)	20	\$40,852	\$86,434	\$1,924,859
31	Indianapolis	18	\$38,798	\$77,241	\$1,922,909
32	District of Columbia for an average teacher	16	\$36,795	\$76,062	\$1,917,167
33	Northside (TX)	26	\$54,674	\$74,669	\$1,914,787
34	East Baton Rouge Parish (LA) for an exemplary teacher	22	\$49,174	\$78,373	\$1,902,952
35	Greenville County (SC)	19	\$35,693	\$78,681	\$1,894,451
36	Fresno	>30	\$38,786	\$70,532	\$1,894,032
37	Jefferson County (CO)	20	\$32,252	\$77,744	\$1,887,102
38	Detroit	>30	\$37,311	\$69,184	\$1,883,187
39	Buffalo	21	\$33,074	\$80,471	\$1,881,099
40	Rochester	21	\$42,082	\$87,222	\$1,879,260
41	Dayton (OH)	15	\$36,680	\$72,276	\$1,874,175
42	Omaha	22	\$40,418	\$75,715	\$1,870,593
43	Minneapolis*	24	\$35,556	\$72,966	\$1,858,268
44	Seattle	15	\$36,547	\$71,150	\$1,853,811
45	Mesa (AZ)	22	\$38,030	\$74,595	\$1,847,123
46	Portland (ME)	17	\$31,369	\$73,793	\$1,843,339
47	East Baton Rouge Parish (LA) for an above average teacher	25	\$48,738	\$76,627	\$1,836,013
48	Long Beach	26	\$39,341	\$72,021	\$1,833,256
49	Kansas City (MO)	18	\$36,564	\$73,106	\$1,830,244
50	Sacramento	23	\$35,965	\$76,709	\$1,814,881
51	Pittsburgh for an average teacher	>30	\$42,576	\$63,864	\$1,810,538
52	Anoka-Hennepin (MN)	>30	\$33,962	\$68,020	\$1,808,479
53	Dallas*	27	\$47,954	\$72,343	\$1,808,235
54	Wichita	>30	\$41,737	\$65,549	\$1,801,682
55	Springfield (MA)*	>30	\$38,815	\$67,321	\$1,801,002
56	Montgomery County (MD)	19	\$33,133	\$73,987	\$1,799,174
57	Baltimore County*	24	\$38,042	\$79,994	\$1,791,973
58	Spokane (WA)	>30	\$35,475	\$68,992	\$1,791,568
59	Mobile	>30	\$40,240	\$67,716	\$1,790,416
60	Anchorage*	>30	\$37,592	\$69,193	\$1,789,734
61	Elgin U-46 (IL)	24	\$31,651	\$75,791	\$1,784,538
62	Fort Worth (TX)*	30	\$48,238	\$72,338	\$1,780,863
63	East Baton Rouge Parish (LA) for an average teacher	30	\$48,629	\$71,988	\$1,775,678
64	Brownsville (TX)	>30	\$45,688	\$69,598	\$1,773,554
65	Toledo	27	\$37,074	\$74,292	\$1,771,454
66	Hillsborough County (FL)*	>30	\$40,791	\$70,847	\$1,764,732
67	Granite (UT)	>30	\$35,277	\$69,308	\$1,763,087
68	Clark County (NV)	>30	\$34,407	\$67,080	\$1,755,731

\* Districts that base all or part of pay on teacher evaluations.



Table 2. Districts by lifetime earnings and years to high annual salaries (Revised) <sup>3</sup>					
Rank	District	Years to \$75,000 <sup>1</sup>	Adjusted starting salary	Adjusted ending salary <sup>2</sup>	Adjusted lifetime earnings
69	Little Rock	>30	\$34,818	\$68,337	\$1,752,945
70	Cypress-Fairbanks (TX)*	>30	\$48,403	\$67,844	\$1,742,309
71	Aldine (TX)	28	\$46,588	\$71,496	\$1,724,734
72	Charleston County (SC)	27	\$35,047	\$71,372	\$1,723,945
73	New Haven*	>30	\$33,767	\$69,308	\$1,718,855
74	Portland (OR)	>30	\$31,212	\$64,855	\$1,717,297
75	Newark for an above average teacher	>30	\$38,462	\$67,528	\$1,717,198
76	Fort Bend (TX)	>30	\$47,142	\$65,147	\$1,712,578
77	Houston	>30	\$47,198	\$69,720	\$1,711,726
78	Burlington (VT)*	>30	\$33,065	\$64,565	\$1,708,844
79	Caddo Parish (LA) for an exemplary teacher	>30	\$44,575	\$64,164	\$1,702,254
80	Caddo Parish (LA) for an above average teacher	>30	\$44,306	\$63,894	\$1,694,178
81	Desoto County (MS)	28	\$38,811	\$73,472	\$1,690,501
82	West Ada (ID)*	>30	\$33,951	\$65,473	\$1,682,534
83	Prince George's County (MD)	>30	\$32,623	\$66,814	\$1,679,322
84	Green Dot	>30	\$36,137	\$62,104	\$1,677,473
85	Jackson (MS)*	28	\$36,149	\$73,630	\$1,666,006
86	Palm Beach County (FL)	26	\$36,189	\$74,002	\$1,653,458
87	Caddo Parish (LA) for an average teacher	>30	\$44,306	\$58,467	\$1,651,362
88	Sioux Falls (SD)*	>30	\$34,153	\$59,487	\$1,647,104
89	Providence	>30	\$30,031	\$60,938	\$1,623,201
90	Miami-Dade County*	23	\$37,634	\$72,039	\$1,615,990
91	Virginia Beach City	>30	\$40,300	\$68,154	\$1,614,897
92	Wake County (NC)	>30	\$37,594	\$68,722	\$1,614,274
93	San Diego	>30	\$30,593	\$63,186	\$1,604,450
94	Los Angeles	>30	\$34,994	\$62,296	\$1,601,768
95	Pinellas County (FL)	>30	\$42,938	\$70,632	\$1,592,040
96	Polk County (FL)	>30	\$39,449	\$65,904	\$1,587,198
97	Charlotte-Mecklenburg	>30	\$37,002	\$67,086	\$1,582,539
98	Fairfax County (VA)*	>30	\$32,726	\$70,622	\$1,582,468
99	Manchester (NH)	>30	\$29,801	\$59,656	\$1,580,628
100	Denver*	>30	\$36,936	\$68,391	\$1,574,436
101	Jefferson Parish (LA) for an exemplary teacher	>30	\$42,056	\$59,669	\$1,573,251
102	Louisiana Recovery*	>30	\$44,674	\$59,561	\$1,566,249
103	Jefferson Parish (LA) for an above average teacher	>30	\$41,652	\$59,264	\$1,561,104
104	Orange County (FL)*	30	\$38,526	\$71,072	\$1,554,138
105	Guilford County (NC)	>30	\$37,433	\$64,878	\$1,553,280

\* Districts that base all or part of pay on teacher evaluations.



Table 2. Districts by lifetime earnings and years to high annual salaries (Revised) <sup>3</sup>					
Rank	District	Years to \$75,000 <sup>1</sup>	Adjusted starting salary	Adjusted ending salary <sup>2</sup>	Adjusted lifetime earnings
106	Austin	>30	\$46,431	\$60,263	\$1,552,467
107	Broward County (FL)*	26	\$36,189	\$73,538	\$1,551,541
108	Duval County (FL)*	>30	\$39,146	\$69,582	\$1,547,923
109	Tulsa	>30	\$37,253	\$64,283	\$1,544,371
110	Lee County (FL)*	>30	\$39,052	\$67,659	\$1,544,138
111	Prince William County (VA)*	28	\$32,391	\$73,849	\$1,540,837
112	Billings (MT)	>30	\$29,370	\$58,775	\$1,539,427
113	Bridgeport (CT)*	>30	\$29,448	\$59,803	\$1,519,035
114	Richmond (VA)	>30	\$40,602	\$59,576	\$1,493,545
115	Brevard County (FL)*	>30	\$38,313	\$64,492	\$1,472,962
116	Albuquerque*	>30	\$32,237	\$59,561	\$1,468,181
117	Oklahoma City	>30	\$36,470	\$57,959	\$1,457,789
118	Kanawha County (WV)	>30	\$33,141	\$58,218	\$1,431,415
119	New York City	>30	\$25,833	\$56,767	\$1,370,735
120	Oakland	>30	\$29,569	\$53,158	\$1,368,123
121	Jefferson Parish (LA) for an average teacher	>30	\$41,449	\$45,700	\$1,347,932
122	Orleans Parish (LA)*	>30	\$40,299	\$47,941	\$1,346,282
123	San Francisco	>30	\$29,244	\$51,022	\$1,278,642
124	Hawaii*	>30	\$25,879	\$47,475	\$1,267,138
125	Newark for an average teacher	>30	\$38,462	\$38,462	\$1,184,217

\* Districts that base all or part of pay on teacher evaluations.

Notes:

1. After cost of living adjustments, the average maximum salary across districts is \$71,226. This paper uses a rounded figure of \$71,000 as a benchmark to compare districts against an absolute standard.
2. NCTQ uses a standard measure to calculate a typical teacher’s expected lifetime earnings: the salary of a 30-year veteran teacher who earned a Master’s degree after working five years, adding an additional 30 credits after 10 years and an additional 30 credits after 15 years. The ending salary noted above is the annual salary based on this career path after 30 years of teaching.
3. The rankings were revised from what was originally released to correct a calculation error in the cost of living adjustment.

It is clear that Pittsburgh (ranked 1st and 6th) provides an extremely competitive salary structure for its exemplary and above-average teachers, respectively. Columbus (OH), Atlanta and Shelby County also rank high on this list, once cost of living is considered. Notably, even with the relatively high cost of living in the District of Columbia (ranked 2nd), exemplary teachers who teach high-need subjects in high-poverty schools are able to earn very high salaries.

The high cost of living in these areas results in districts such as San Francisco, Hawaii and Newark being ranked at the very bottom of the list. It is clear that in these districts, cost of living makes it difficult to be competitive given existing pay structures.





## VI. CONCLUSION: RETHINK TEACHER COMPENSATION

It is time for school districts to rethink compensation systems. Attention to starting and ending salaries is not enough; the path teachers must take to receive higher salaries matters as well.

As more districts move away from salary schedules based primarily on experience and advanced degrees, districts offering traditional salary schedules with no way to accelerate earnings may be losing a competitive edge. Built-in step increases may feel like a plus, but schedules that reach peak salaries earlier allow teachers to earn a professional salary early in their career and consequently more compensation overall.

As important, districts that have made the choice to recognize performance should look critically at how well their teachers are being compensated at varying levels of success. Are the highest performers truly separated from those who are not as successful? Exemplary teachers have set themselves apart from their peers; can the same be said of their pay?

Most lock-step salary schedules that are entirely dependent on experience and educational credits do not allow districts to create a competitive edge or reward teachers for their accomplishments. School district leaders, teachers and policy makers must invest in redesigning salary structures if they want to shape teaching into the sustainable career it deserves to be.



## Appendix A

What factors into teacher salary systems?						
	Experience	Advanced degrees / coursework	Step advancement based on performance	Pay based in part on performance	Additional pay for high-need schools	Additional pay for hard-to-staff subjects
Albuquerque, NM	✓	✓		✓		✓
Aldine, TX*	✓	✓		✓		✓
Anchorage, AK	✓	✓	✓			✓
Anne Arundel, MD	✓	✓	✓	✓	✓	✓
Anoka-Hennepin, MN	✓	✓		✓		
Atlanta, GA	✓	✓				✓
Austin, TX*	✓	✓		✓		✓
Baltimore City, MD <sup>2</sup>	✓	✓	✓	✓		
Baltimore County, MD	✓	✓				
Billings, MT	✓	✓				
Birmingham, AL	✓	✓				
Boston, MA	✓	✓	✓		✓	✓
Brevard County, FL	✓	✓	✓	✓	✓	
Bridgeport, CT	✓	✓				
Broward County, FL	✓	✓	✓	✓		
Brownsville, TX*	✓	✓		✓		✓
Buffalo City, NY	✓	✓				
Burlington, VT	✓	✓	✓			
Caddo Parish, LA	✓	✓	✓	✓	✓	✓
Charleston, SC	✓	✓		✓		
Charlotte-Mecklenburg, NC	✓	✓			✓	✓
Chicago, IL	✓	✓				
Christina, DE	✓	✓				
Cincinnati City, OH	✓	✓	✓	✓	✓	✓
Clark County, NV	✓	✓			✓	✓
Cobb County, GA	✓	✓	✓			
Columbus, OH <sup>^</sup>	✓	✓		✓	✓	
Cypress-Fairbanks, TX*	✓	✓	✓	✓	✓	✓
Dallas, TX	✓	✓	✓	✓		✓
Dayton, OH	✓	✓		✓		
Dekalb County, GA	✓	✓				
Denver, CO <sup>3</sup>	✓	✓	✓	✓	✓	✓
Des Moines, IA <sup>^</sup>	✓	✓		✓		✓
Desoto County, MS	✓	✓				

What factors into teacher salary systems?						
	Experience	Advanced degrees / coursework	Step advancement based on performance	Pay based in part on performance	Additional pay for high-need schools	Additional pay for hard-to-staff subjects
Detroit, MI	✓	✓				✓
District of Columbia	✓	✓	✓	✓	✓	✓
Duval County, FL	✓		✓		✓	
E. Baton Rouge Parish, LA	✓	✓	✓	✓		
Elgin, IL	✓	✓				
Fairfax County, VA	✓	✓				
Fargo, ND	✓	✓				
Fort Bend, TX	✓	✓				✓
Fort Worth, TX	✓	✓	✓	✓	✓	✓
Fresno, CA	✓	✓				✓
Fulton County, GA	✓	✓	✓			✓
Granite, UT	✓	✓			✓	
Green Dot Public Schools <sup>§</sup>	✓	✓	✓	✓	✓	✓
Greenville County, SC	✓	✓				
Guilford County, NC <sup>^</sup>	✓	✓		✓	✓	✓
Gwinnett County, GA	✓	✓				
Hartford, CT <sup>^</sup>	✓	✓		✓	✓	✓
Hawaii Dept of Ed, HI	✓	✓	✓		✓	✓
Hillsborough County, FL	✓		✓	✓	✓	✓
Houston, TX	✓	✓		✓	✓	
Indianapolis, IN	✓	✓		✓		
Jackson, MS	✓	✓				✓
Jefferson County, CO <sup>^</sup>	✓	✓		✓		✓
Jefferson County, KY	✓	✓		✓	✓	
Jefferson Parish, LA <sup>§</sup>	✓	✓	✓	✓	✓	✓
Kanawha, WV	✓	✓				
Kansas City, MO <sup>^</sup>	✓	✓		✓	✓	
Laramie, WY	✓	✓	✓			
Lee County, FL	✓	✓	✓	✓	✓	✓
Little Rock, AR	✓	✓				
Long Beach, CA	✓	✓			✓	✓
Los Angeles, CA	✓	✓			✓	✓
Louisiana Recovery, LA <sup>4</sup>	✓		✓	✓		
Manchester, NH	✓	✓				



## Appendix A (continued)

What factors into teacher salary systems?						
	Experience	Advanced degrees / coursework	Step advancement based on performance	Pay based in part on performance <sup>1</sup>	Additional pay for high-need schools	Additional pay for hard-to-staff subjects
Mesa, AZ	✓	✓		✓		✓
Miami-Dade, FL	✓	✓	✓		✓	✓
Milwaukee, WI	✓	✓				
Minneapolis, MN	✓	✓				
Mobile County, AL	✓	✓	✓			
Montgomery County, MD	✓	✓				
Nashville, TN	✓	✓			✓	✓
New Haven, CT <sup>§</sup>	✓	✓				✓
New York City, NY	✓	✓		✓	✓	✓
Newark, NJ	✓		✓	✓	✓	✓
Norfolk, VA	✓	✓				
Northside, TX <sup>*</sup>	✓	✓		✓	✓	✓
Oakland, CA	✓	✓				✓
Oklahoma City, OK <sup>§</sup>	✓	✓		✓		✓
Omaha, NE	✓	✓				
Orange County, FL <sup>^</sup>	✓	✓	✓	✓	✓	✓
Orleans Parish, LA	✓	✓	✓	✓	✓	✓
Palm Beach County, FL	✓	✓			✓	✓
Philadelphia, PA	✓	✓	✓	✓	✓	✓
Pinellas County, FL <sup>^</sup>	✓	✓		✓	✓	
Pittsburgh, PA	✓		✓	✓		✓
Polk County, FL	✓	✓				
Portland, ME	✓	✓				
Portland, OR	✓	✓				
Prince George's County, MD <sup>^</sup>	✓	✓		✓	✓	✓
Prince William County, VA	✓	✓	✓	✓	✓	
Providence, RI	✓	✓				✓
Richmond City, VA	✓	✓				
Rochester, NY	✓	✓			✓	✓
Sacramento, CA	✓	✓				
San Diego, CA	✓	✓				✓
San Francisco, CA	✓	✓		✓	✓	✓
Seattle, WA	✓	✓			✓	✓
Shelby County, TN	✓	✓				

What factors into teacher salary systems?						
	Experience	Advanced degrees / coursework	Step advancement based on performance	Pay based in part on performance <sup>1</sup>	Additional pay for high-need schools	Additional pay for hard-to-staff subjects
Sioux Falls, ID	✓	✓	✓			
Spokane, WA <sup>*</sup>	✓	✓				
Springfield, MA	✓	✓		✓		✓
St. Louis, MO	✓	✓		✓		
St. Paul, MN	✓	✓	✓			
Toledo, OH <sup>^</sup>	✓	✓		✓		✓
Tulsa, OK	✓	✓				✓
Virginia Beach, VA	✓	✓		✓		
Wake County, NC <sup>^</sup>	✓	✓		✓		
West Ada, ID	✓	✓				✓
Wichita, KS	✓	✓				
Total	113	108	35	51	41	57

### Notes on Appendix A

1. This category includes districts that offer bonuses based on teacher evaluation ratings or additional pay for performance-based factors other than evaluation ratings including teacher leadership roles.
  2. Teachers in Baltimore City are placed on pathways within the salary schedule, which do not necessarily correlate directly with years of experience.
  3. In Denver, experience and/or education attainment are used for initial placement for teachers in their first year with the district.
  4. Louisiana Recovery School District is no longer in the Teacher Contract Database because in SY 2014-2015, the RSD is not directly operating any schools.
  5. In Oklahoma City, Advanced Placement teachers earn bonuses of \$500 for each student that scores a 3, 4 or 5 on an AP test; International Baccalaureate teachers earn bonuses of \$100-\$300 for each student earning a score of 4 or higher on the IB exam.
- <sup>^</sup> Performance-based bonuses are available for teachers in schools participating in a pilot or specialized program.
- <sup>§</sup> District or committee determines hard-to-staff subjects and stipends.
- <sup>\*</sup> The district acknowledges state law; if the district participates in the Educator Excellence Award Program/District Awards for Teacher Excellence, qualifying employees may receive an incentive payment.



## Appendix B

Assumptions for lifetime earnings calculations in performance pay districts: AVERAGE TEACHER PERFORMANCE					
	Evaluation rating	Variations in step and/or level advancement	Performance-related bonuses	Additional qualifiers	Annual salary
Caddo Parish (LA)	Effective-emerging	No advancement beyond step 14/15	None	None	Base salary from traditional salary schedule
District of Columbia	Effective	None	None	None	Base salary from traditional salary schedule
East Baton Rouge Parish (LA)	Effective-emerging	None	None	None	Base salary +\$50
Jefferson Parish (LA)	Effective-emerging	Advancement limited to 3 steps	None	None	Base salary from traditional salary schedule
Newark	Partially-effective	No step advancement	None	None	Base salary from Universal salary schedule
Pittsburgh	Satisfactory	Step advancement but no level advancement	None	None	Base salary from Career Ladder salary schedule

Assumptions for lifetime earnings calculations in performance pay districts: ABOVE-AVERAGE TEACHER PERFORMANCE					
	Evaluation rating	Variations in step and/or level advancement	Performance-related bonuses	Additional qualifiers	Annual salary
Caddo Parish (LA)	Effective-proficient	None	None	None	Base salary from traditional salary schedule
District of Columbia	Effective (0-6 and 9-26); highly effective (7-8)	Additional step movement at years 4 (two steps upon achieving "Advanced" career stage) and 9 (five steps upon achieving "Distinguished" career stages)	Highly effective	60% or greater Free and Reduced Price meals rate	Base salary +\$10,000 (in years 7 and 8 only for highly effective rating)
East Baton Rouge Parish (LA)	Effective-proficient	One additional step every three years until 21 years of experience	None	None	Base salary +\$150 for teachers with BA or BA+15; Base salary +\$300 for teachers with MA, MA+15, MA+30 or PhD
Jefferson Parish (LA)	Effective-proficient	None	Effective-proficient evaluation	None	Base salary +\$200 (proficient rating)
Newark	Effective	None	None	None	Base salary from Universal salary schedule
Pittsburgh	Satisfactory	Step advancement; partial/delayed level advancement	None	Top 20% of teachers within same Level at Steps 4 and 13	Base salary from Career Ladder salary schedule



## Appendix B (continued)

Assumptions for lifetime earnings calculations in performance pay districts: EXEMPLARY TEACHER PERFORMANCE					
	Evaluation rating	Variations in step and/or level advancement	Performance-related bonuses	Additional qualifiers	Annual salary
Caddo Parish (LA)	Highly effective	None	Highly effective evaluation	None	Base salary + \$250 (highly effective evaluation)
District of Columbia	Highly effective	Additional step movement at years 2 (two steps upon achieving "Advanced" career stage), 4 (five steps upon achieving "Distinguished" career stage) and 6 (five steps and lane movement to PhD upon achieving "Expert" career stage)	Highly effective	60% or greater Free and Reduced Price meals rate; 1 of the 40 lowest performing schools; 50% of performance rating comes from student achievement data	Base salary + \$25,000
East Baton Rouge Parish (LA)	Effective - highly effective	Two additional steps every 3 years until 21 years of experience	None	Demand 1 and Demand 2 (district did not have specific information detailing the requirement for Demand 1 and 2 at the time of our coding)	Base salary +\$550 for teachers with BA or BA+15; Base salary + \$900 for teachers with a MA, MA+15, MA+30 or PhD
Jefferson Parish (LA)	Highly effective	None	Highly effective evaluation	None	Base salary + \$600 (highly effective rating)
Newark	Highly effective	None	Highly effective evaluation	25% lowest-performing schools; hard-to-staff subject area	Base salary + \$5,000 (performance rating) + \$5,000 (lowest 25% performing schools) + \$2,500 (high-need school)
Pittsburgh	Satisfactory	Step advancement and level advancement	None	Top 20% of teachers within same level annually	Base salary from Career Ladder salary schedule



## Appendix C

Districts by lifetime earnings and years to high annual salaries (unadjusted for cost of living)					
Rank	District <i>Districts that base pay all or in part on performance are italicized.</i>	Years to maximum salary benchmark (\$75,000)	Starting salary	Ending salary*	Lifetime earnings
1	District of Columbia (for an exemplary teacher)	1	\$76,539	\$131,540	\$3,700,086
2	District of Columbia (for an above-average teacher)	7	\$51,539	\$106,540	\$2,839,382
3	Boston*	7	\$49,611	\$99,259	\$2,710,568
4	<i>District of Columbia (for an average teacher)</i>	9	\$51,539	\$106,540	\$2,685,382
5	<i>Newark (for an exemplary teacher)</i>	10	\$63,174	\$101,469	\$2,637,429
6	<i>Pittsburgh (for an exemplary teacher)</i>	9	\$40,000	\$100,000	\$2,573,000
7	Montgomery County (MD)	11	\$46,410	\$103,634	\$2,520,108
8	Chicago	9	\$49,660	\$94,666	\$2,479,338
9	Hartford	9	\$45,064	\$92,368	\$2,454,244
10	New York City	9	\$45,686	\$100,391	\$2,424,118
11	Philadelphia	9	\$45,360	\$90,051	\$2,406,159
12	Long Beach	10	\$51,306	\$93,925	\$2,390,812
13	Prince George's County (MD)	12	\$45,695	\$93,587	\$2,352,231
14	Anne Arundel County (MD)*	12	\$44,991	\$93,725	\$2,345,553
15	<i>Newark (for an above-average teacher)</i>	14	\$50,674	\$88,969	\$2,262,429
16	Anchorage*	12	\$47,449	\$87,336	\$2,259,013
17	St. Paul (MN)*	11	\$40,771	\$86,162	\$2,235,693
18	New Haven*	13	\$43,759	\$89,817	\$2,227,478
19	Fairfax County (VA)*	16	\$45,839	\$98,920	\$2,216,567
20	Seattle	11	\$43,520	\$84,724	\$2,207,489
21	Baltimore City*	12	\$47,475	\$84,011	\$2,205,919
22	Bridgeport (CT)*	13	\$42,428	\$86,163	\$2,188,606
23	Green Dot	11	\$47,127	\$80,992	\$2,187,650
24	Christina (DE)	13	\$38,642	\$86,450	\$2,186,524
25	Atlanta	12	\$44,312	\$88,468	\$2,185,954
26	Prince William County (VA)*	18	\$45,370	\$103,440	\$2,158,255
27	Hawaii*	11	\$43,759	\$80,275	\$2,142,591
28	Columbus (OH)	14	\$39,125	\$89,050	\$2,123,272
29	<i>Pittsburgh (for an above-average teacher)</i>	14	\$40,000	\$80,000	\$2,116,000
30	Los Angeles	14	\$45,637	\$81,242	\$2,088,920
31	San Diego	15	\$39,766	\$82,129	\$2,085,486
32	San Francisco	20	\$47,245	\$82,428	\$2,065,677
33	Burlington (VT)*	15	\$39,854	\$77,821	\$2,059,682
34	Minneapolis*	15	\$39,147	\$80,335	\$2,045,940
35	Laramie (WY)*	22	\$47,142	\$78,808	\$2,043,463



## Appendix C (continued)

Districts by lifetime earnings and years to high annual salaries (unadjusted for cost of living)					
Rank	District <i>Districts that base pay all or in part on performance are italicized.</i>	Years to maximum salary benchmark (\$75,000)	Starting salary	Ending salary*	Lifetime earnings
36	Milwaukee (WI)	15	\$41,070	\$78,143	\$2,041,414
37	Sacramento	17	\$40,443	\$86,260	\$2,040,850
38	Elgin U-46 (IL)	17	\$36,186	\$86,649	\$2,040,200
39	Providence	16	\$37,740	\$76,580	\$2,039,860
40	Jefferson County (KY)	17	\$40,118	\$81,854	\$2,038,695
41	Portland (ME)	17	\$34,679	\$81,579	\$2,037,825
42	Baltimore County*	19	\$43,000	\$90,419	\$2,025,498
43	Portland (OR)	13	\$36,711	\$76,282	\$2,019,861
44	Cincinnati*	18	\$39,262	\$83,455	\$1,992,152
45	Fresno	>30	\$40,648	\$73,918	\$1,984,948
46	Anoka-Hennepin (MN)	>30	\$37,231	\$74,568	\$1,982,582
47	Jefferson County (CO)	21	\$33,616	\$81,031	\$1,966,895
48	Cobb County (GA)*	20	\$37,932	\$79,927	\$1,936,899
49	Norfolk (VA)	22	\$40,906	\$86,547	\$1,927,384
50	Shelby County (TN)	>30	\$42,343	\$72,870	\$1,927,200
51	Fulton County (GA)*	20	\$40,308	\$83,844	\$1,920,788
52	Rochester	23	\$42,917	\$88,953	\$1,916,561
53	Gwinnett County (GA)	21	\$37,360	\$84,702	\$1,910,588
54	Manchester (NH)	>30	\$35,967	\$72,000	\$1,907,703
55	St. Louis	22	\$38,250	\$90,113	\$1,893,171
56	Springfield (MA)*	>30	\$40,600	\$70,418	\$1,883,848
57	Buffalo	24	\$32,897	\$80,041	\$1,871,047
58	Oakland	>30	\$40,245	\$72,353	\$1,862,132
59	Billings (MT)	>30	\$35,391	\$70,824	\$1,855,009
60	DeKalb County (GA)*	22	\$40,743	\$80,364	\$1,853,824
61	Fargo	>30	\$38,045	\$72,961	\$1,851,187
62	Mesa (AZ)	>30	\$37,443	\$73,443	\$1,818,599
63	Kansas City (MO)	>30	\$36,281	\$72,540	\$1,816,077
64	Detroit	>30	\$35,682	\$66,164	\$1,800,991
65	Des Moines	>30	\$40,625	\$68,497	\$1,799,417
66	Palm Beach County (FL)	26	\$39,000	\$79,750	\$1,781,893
67	Nashville	>30	\$40,448	\$69,570	\$1,772,414
68	Clark County (NV)	>30	\$34,684	\$67,619	\$1,769,843
69	Indianapolis	>30	\$35,684	\$71,042	\$1,768,587
70	Greenville County (SC)	>30	\$33,259	\$73,316	\$1,765,265
71	<i>East Baton Rouge Parish (LA) (for an exemplary teacher)</i>	>30	\$45,050	\$71,800	\$1,743,350
72	Miami-Dade County*	23	\$40,500	\$77,525	\$1,739,064
73	Fort Worth (TX)*	>30	\$47,000	\$70,481	\$1,735,146



## Appendix C (continued)

Districts by lifetime earnings and years to high annual salaries (unadjusted for cost of living)					
Rank	District <i>Districts that base pay all or in part on performance are italicized.</i>	Years to maximum salary benchmark (\$75,000)	Starting salary	Ending salary <sup>a</sup>	Lifetime earnings
74	Dallas*	>30	\$46,002	\$69,399	\$1,734,646
75	Dayton (OH)	>30	\$33,936	\$66,868	\$1,733,952
76	Birmingham	>30	\$37,516	\$64,274	\$1,730,911
77	Cypress-Fairbanks (TX)*	>30	\$48,000	\$67,279	\$1,727,804
78	Charleston County (SC)	>30	\$35,117	\$71,514	\$1,727,385
79	Little Rock	>30	\$34,206	\$67,135	\$1,722,121
80	Spokane (WA)	>30	\$34,048	\$66,217	\$1,719,512
81	Aldine (TX)	>30	\$46,200	\$70,901	\$1,710,376
82	<i>Pittsburgh (for an average teacher)</i>	>30	\$40,000	\$60,000	\$1,701,000
83	Northside (TX)	>30	\$48,525	\$66,271	\$1,699,442
84	Fort Bend (TX)	>30	\$46,750	\$64,605	\$1,698,321
85	Houston	>30	\$46,805	\$69,140	\$1,697,476
86	<i>East Baton Rouge Parish (LA) (for an above-average teacher)</i>	>30	\$44,650	\$70,200	\$1,682,025
87	Broward County (FL)*	26	\$39,000	\$79,250	\$1,672,059
88	Granite (UT)	>30	\$33,331	\$65,485	\$1,665,838
89	Wichita	>30	\$38,378	\$60,274	\$1,656,682
90	Hillsborough County (FL)*	>30	\$38,000	\$66,000	\$1,644,000
91	Denver*	>30	\$38,498	\$71,283	\$1,641,009
92	Mobile	>30	\$36,867	\$62,040	\$1,640,347
93	Toledo	>30	\$34,257	\$68,646	\$1,636,824
94	Omaha	>30	\$35,256	\$66,045	\$1,631,679
95	<i>East Baton Rouge Parish (LA) (for an average teacher)</i>	>30	\$44,550	\$65,950	\$1,626,750
96	Virginia Beach City	>30	\$40,353	\$68,243	\$1,617,015
97	Sioux Falls (SD)*	>30	\$33,299	\$58,000	\$1,605,937
98	Brownsville (TX)	>30	\$41,056	\$62,542	\$1,593,746
99	<i>Caddo Parish (LA) (for an exemplary teacher)</i>	>30	\$41,394	\$59,585	\$1,580,783
100	West Ada (ID)*	>30	\$31,750	\$61,228	\$1,573,448
101	<i>Caddo Parish (LA) (for an above-average teacher)</i>	>30	\$41,144	\$59,335	\$1,573,283
102	<i>Newark (for an average teacher)</i>	>30	\$50,674	\$50,674	\$1,560,220
103	<i>Jefferson Parish (LA); for an exemplary teacher</i>	>30	\$41,549	\$58,949	\$1,554,270
104	Louisiana Recovery*	>30	\$44,135	\$58,842	\$1,547,353
105	<i>Jefferson Parish (LA) (for an above-average teacher)</i>	>30	\$41,149	\$58,549	\$1,542,270
106	<i>Caddo Parish (LA) (for an average teacher)</i>	>30	\$41,144	\$54,295	\$1,533,523
107	Richmond (VA)	>30	\$41,312	\$60,618	\$1,519,666





## Appendix C (continued)

Districts by lifetime earnings and years to high annual salaries (unadjusted for cost of living)					
Rank	District <i>Districts that base pay all or in part on performance are italicized.</i>	Years to maximum salary benchmark (\$75,000)	Starting salary	Ending salary <sup>1</sup>	Lifetime earnings
108	Charlotte-Mecklenburg	>30	\$35,418	\$64,214	\$1,514,776
109	Wake County (NC)	>30	\$35,189	\$64,325	\$1,510,984
110	Lee County (FL)*	>30	\$38,192	\$66,169	\$1,510,140
111	Orange County (FL)*	>30	\$37,000	\$68,258	\$1,492,595
112	Jackson (MS)*	>30	\$32,372	\$65,937	\$1,491,930
113	Pinellas County (FL)	>30	\$40,000	\$65,800	\$1,483,122
114	Polk County (FL)	>30	\$36,750	\$61,395	\$1,478,611
115	Duval County (FL)*	>30	\$37,300	\$66,301	\$1,474,932
116	Guilford County (NC)	>30	\$35,150	\$60,920	\$1,458,530
117	Brevard County (FL)*	>30	\$37,840	\$63,695	\$1,454,768
118	Austin	>30	\$43,286	\$56,181	\$1,447,317
119	Desoto County (MS)	>30	\$33,131	\$62,720	\$1,443,105
120	Kanawha County (WV)	>30	\$33,406	\$58,684	\$1,442,866
121	Albuquerque*	>30	\$30,000	\$55,429	\$1,366,318
122	Tulsa	>30	\$32,900	\$56,771	\$1,363,906
123	<i>Jefferson Parish (LA) for an average teacher</i>	>30	\$40,949	\$45,149	\$1,331,670
124	Orleans Parish (LA)*	>30	\$39,813	\$47,363	\$1,330,040
125	Oklahoma City	>30	\$32,925	\$52,325	\$1,316,075

\* Districts that base all or part of pay on teacher evaluations.

### Notes on Appendix C

- 1 NCTQ uses a standard measure to calculate a typical teacher's expected lifetime earnings: the salary of a 30 year veteran teacher who earned a master's degree after working five years, adding an additional 30 credits after 10 years and an additional 30 credits after 15 years. The ending salary noted above is the annual salary based on this career path after 30 years of teaching.