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Comparing Kansas: Teacher Salary, Education, and Experience

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Introduction

There has been considerable attention lately related to Kansas teacher salaries, particularly in light of the concerns that Kansas teachers may be leaving to teach in other states where they will be better compensated. This report presents national data from several different sources in an attempt to compare Kansas teacher salaries with salaries for teachers in other states.

In previous work, KASB identified peer states (states with similar populations to Kansas) to include Oregon, Washington, Illinois, Michigan, Nebraska, Pennsylvania, and Wisconsin. KASB also identified aspiration states (states that have better student outcomes than Kansas) to include New Hampshire, New Jersey, Massachusetts, Vermont, and Minnesota. This report will compare Kansas data to averages for these two groups of states and with an average of the states adjacent to Kansas (Missouri, Oklahoma, Colorado, and Nebraska), along with the average for the U.S. as a whole. For more information on the identification of states, see the resources section at the end of this report.

I. Teacher salaries and other income measures

I.A. Teacher Wage Competitiveness

The Education Law Center and Rutgers University produce an annual publication entitled “Is School Funding Fair: A National Report Card.” The report includes numerous state-level metrics related to education funding; including a wage competitiveness metric based on two ratios of teacher salaries to non-teacher salaries. The two ratios compare teacher salaries for people at age 25 and at age 45, as shown in Figures 1 and 2 and Table 1.

Figure 1: Teacher Wage Ratio at Age 25

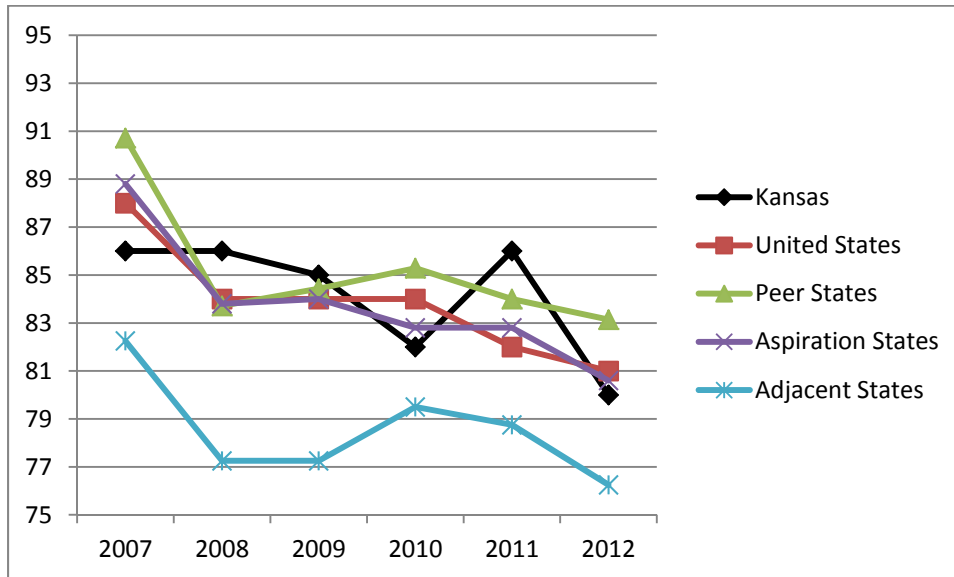


Figure 2: Teacher Wage Ratio at Age 45

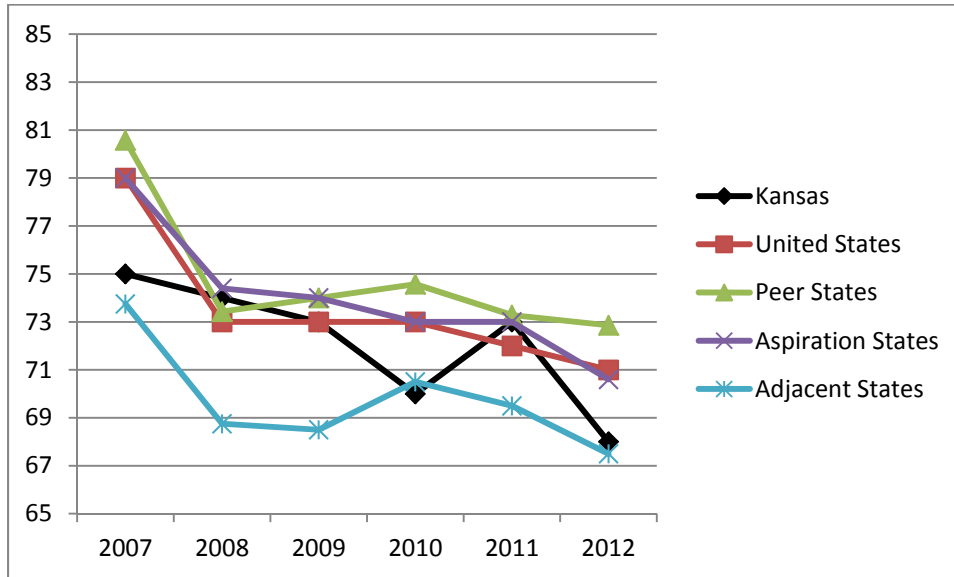


Table 1: Teacher Wage Ratios

	Teacher Wage Ratio					
	2007	2008	2009	2010	2011	2012
	At Age 25					
Kansas	86	86	85	82	86	80
United States	88	84	84	84	82	81
Peer States	91	84	84	85	84	83
Aspiration States	89	84	84	83	83	81
Adjacent States	82	77	77	80	79	76
	At Age 45					
Kansas	75	74	73	70	73	68
United States	79	73	73	73	72	71
Peer States	81	73	74	75	73	73
Aspiration States	79	74	74	73	73	71
Adjacent States	74	69	69	71	70	68

This data indicates that, in terms of the ratio of average teacher salaries to average non-teacher salaries, Kansas is:

- Mostly in line with the national average.
- Mostly in line with states with better student outcomes than ours.
- Mostly in line with states with the most similar student demographics and population characteristics.
- Usually higher than adjacent states.

If Kansas salary amounts are consistently lower in three of the comparisons, but the ratios are in line, it suggests that Kansas non-teacher salaries are also consistently below the national average, below states with better student outcomes, and below states with similar student demographics and population characteristics. The next two data sets will examine average personal and household income.

I.B. Per Capita Personal Income

The Bureau of Economic Analysis provides annual average per capita personal income by state. Using this data, KASB calculated the ratio of Average Teacher Salary (as reported by the National Center for Education Statistics and described later in this report) to the Per Capita Personal Income. This will provide a sense of how a teacher’s salary compares to the average individual’s income.

The data can be seen in Figures 3 through 6 and tables 2 and 3.

Figure 3: Per Capita Personal Income

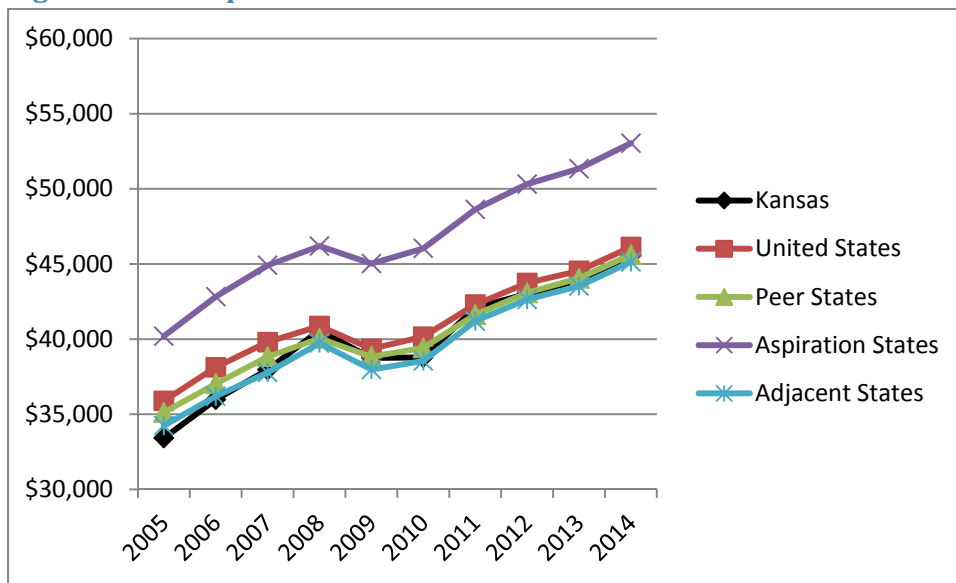


Figure 4: Per Capita Personal Income - Inflation Adjusted

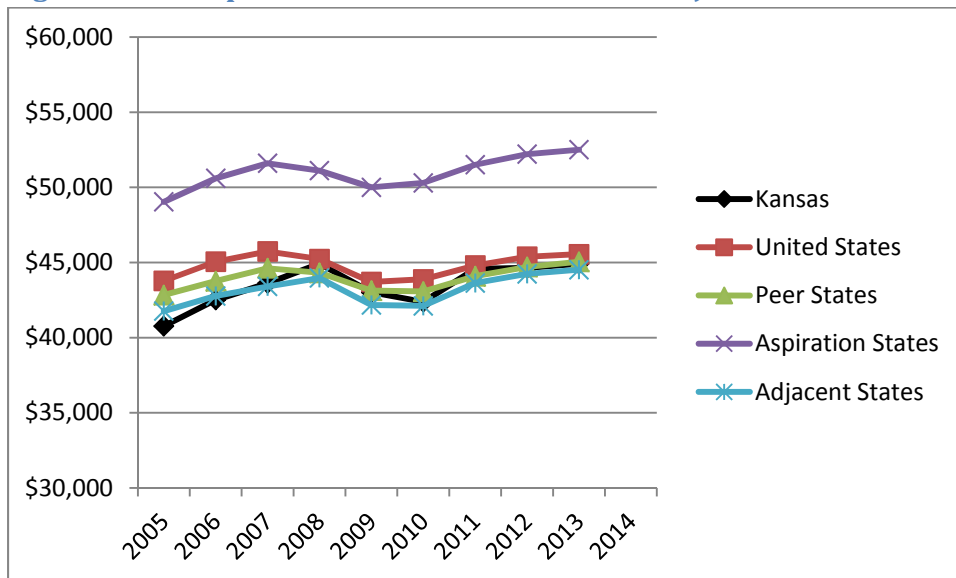


Figure 5: Per Capita Personal Income - Adjusted for State Cost of Living

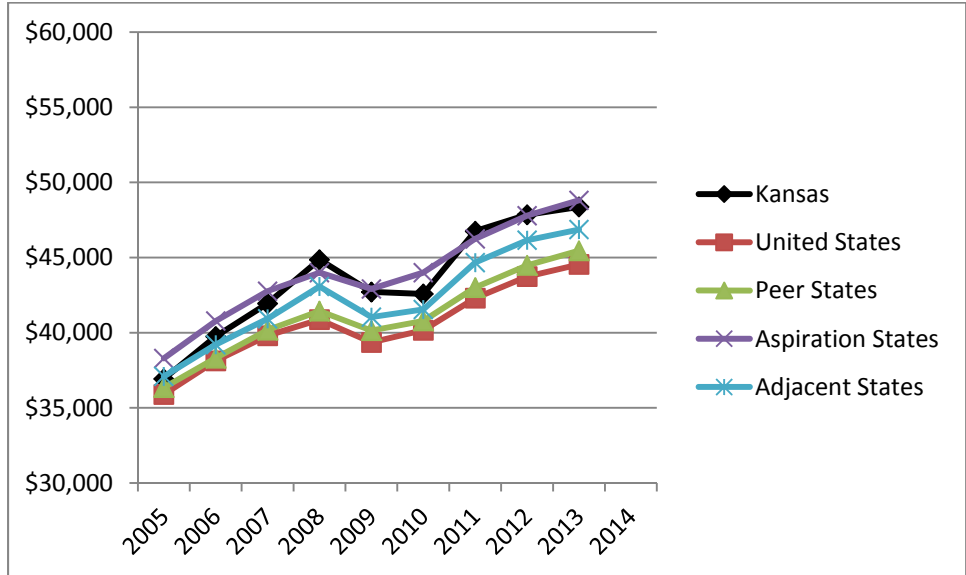


Figure 6: Teacher Salary vs. Per Capita Income

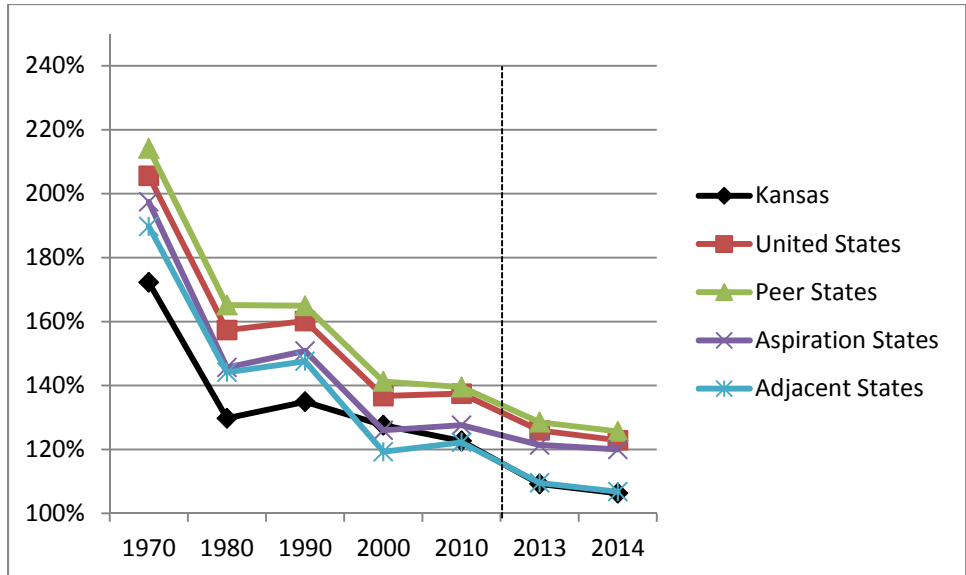


Table 2: Per Capita Personal Income

	Per Capita Personal Income									
	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
	Actual Dollars									
Kansas	33,419	35,973	37,959	40,598	38,737	38,787	42,079	43,015	43,916	45,546
United States	35,888	38,127	39,804	40,873	39,357	40,163	42,298	43,735	44,543	46,129
Peer States	35,117	37,031	38,830	40,045	38,838	39,420	41,631	43,079	44,052	45,618
Aspiration States	40,197	42,821	44,909	46,188	45,025	46,038	48,628	50,312	51,342	53,036
Adjacent States	34,239	36,193	37,776	39,736	37,976	38,546	41,195	42,635	43,532	45,139
	Adjusted for Inflation									
Kansas	40,768	42,513	43,619	44,926	43,017	42,379	44,570	44,637	44,913	
United States	43,780	45,058	45,739	45,230	43,706	43,882	44,802	45,384	45,554	
Peer States	42,839	43,763	44,620	44,314	43,130	43,071	44,095	44,703	45,052	
Aspiration States	49,036	50,605	51,605	51,112	50,000	50,302	51,506	52,209	52,508	
Adjacent States	41,768	42,773	43,408	43,972	42,172	42,115	43,634	44,242	44,520	
	Adjusted for State Cost of Living									
Kansas	36,927	39,749	41,944	44,860	42,709	42,576	46,754	47,848	48,366	
United States	35,888	38,127	39,804	40,873	39,357	40,163	42,298	43,735	44,543	
Peer States	36,348	38,314	40,175	41,442	40,143	40,785	43,009	44,479	45,453	
Aspiration States	38,293	40,775	42,764	43,996	42,911	43,995	46,245	47,789	48,808	
Adjacent States	37,093	39,206	40,928	43,074	41,040	41,548	44,670	46,154	46,864	

Table 3: Average Teacher Salary vs. Per Capita Personal Income

	Average Teacher Salary vs. Per Capita Personal Income								
	1970			1980			1990		
	ATS	PCPI	Ratio	ATS	PCPI	Ratio	ATS	PCPI	Ratio
Kansas	6,818	3,958	172.3%	13,060	10,066	129.7%	24,828	18,401	134.9%
United States	8,626	4,196	205.6%	15,970	10,150	157.3%	31,367	19,584	160.2%
Peer States	8,948	4,178	214.1%	16,912	10,241	165.1%	31,706	19,227	164.9%
Aspiration States	8,408	4,259	197.4%	14,979	10,287	145.6%	32,097	21,285	150.8%
Adjacent States	7,454	3,929	189.7%	14,128	9,803	144.1%	26,611	18,031	147.6%
	2000			2010			2013		
	ATS	PCPI	Ratio	ATS	PCPI	Ratio	ATS	PCPI	Ratio
Kansas	36,689	28,764	127.6%	47,571	38,787	122.6%	47,949	43,916	109.2%
United States	41,807	30,587	136.7%	55,202	40,163	137.4%	56,103	44,543	126.0%
Peer States	43,089	30,502	141.3%	54,987	39,420	139.5%	56,615	44,052	128.5%
Aspiration States	43,522	34,548	126.0%	58,733	46,038	127.6%	62,314	51,342	121.4%
Adjacent States	34,589	29,001	119.3%	47,109	38,546	122.2%	47,683	43,532	109.5%
	2014								
	ATS	PCPI	Ratio						
Kansas	48,413	45,546	106.3%						
United States	56,689	46,129	122.9%						
Peer States	57,308	45,618	125.6%						
Aspiration States	63,627	53,036	120.0%						
Adjacent States	48,201	45,139	106.8%						

This data indicates that, in terms of the average per capita personal income, Kansas is:

- Mostly in line with the national average.
- Consistently lower than states with better student outcomes.
- Mostly in line with states with student demographics and population characteristics most like Kansas.
- Mostly in line with adjacent states.

To address the issue of differences in cost of living by state, the salary amounts were adjusted using the Regional Price Parity statistic produced by the Bureau of Economic Analysis. Based on this adjustment, Kansas’ per capita income values are consistently higher than the U.S., peer state, and adjacent state averages and are mostly in line with the aspiration state averages.

The data further indicates, in terms of teacher salaries versus personal income, Kansas is:

- Consistently below the national average and below peer states
- Below the aspiration states for all but one of the included years (2000).
- Mostly in line with adjacent states now, despite being below them through the 1990s and then above them in 2000.

I.C. Median Household Income

The U.S. Census Bureau provides calculations for the annual median household income by state, which gives a slightly different perspective on income; both because it uses a median instead of a mean (average), and because it is calculated based on households rather than individuals.

Using this data, KASB calculated the ratio of Average Teacher Salary (as reported by NCES and described later in this report) to the Median Household Income. This will provide a sense of how a teacher’s salary compares to the average household wages.

The data can be seen in Figures 7 through 10 and Tables 4 and 5.

Figure 7: Median Household Income

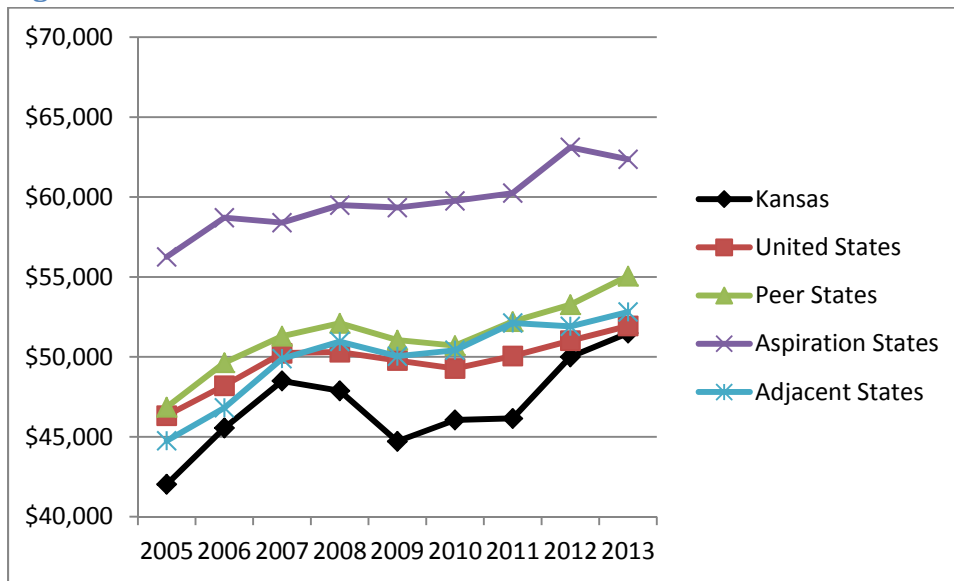


Figure 8: Median Household Income - Inflation Adjusted

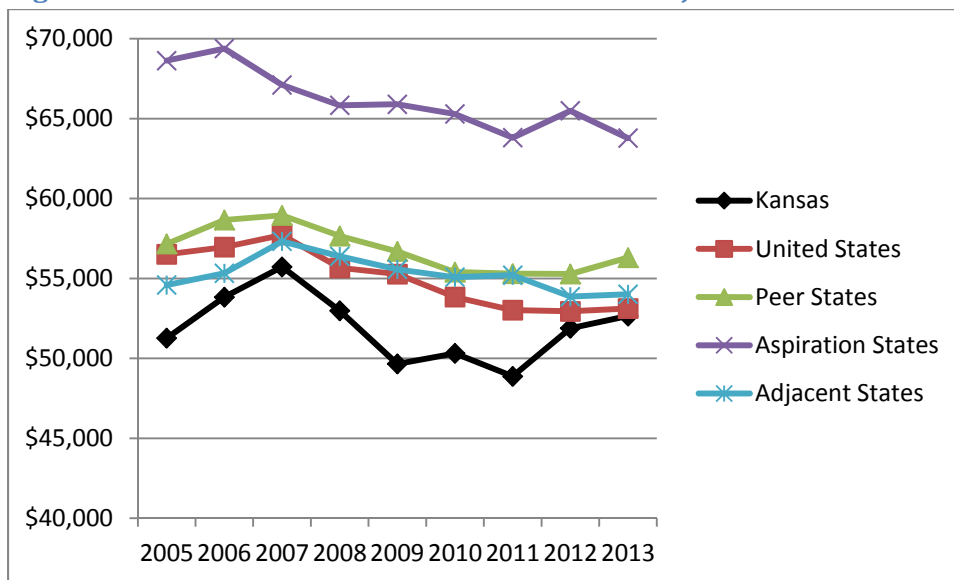


Figure 9: Median Household Income - Adjusted for State Cost of Living

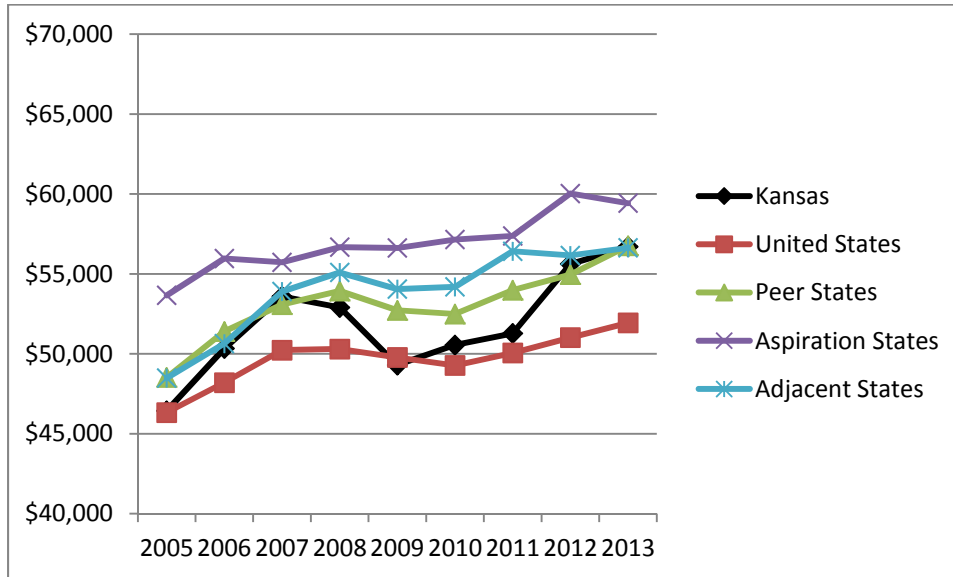


Figure 10: Teacher Salary vs. Household Income

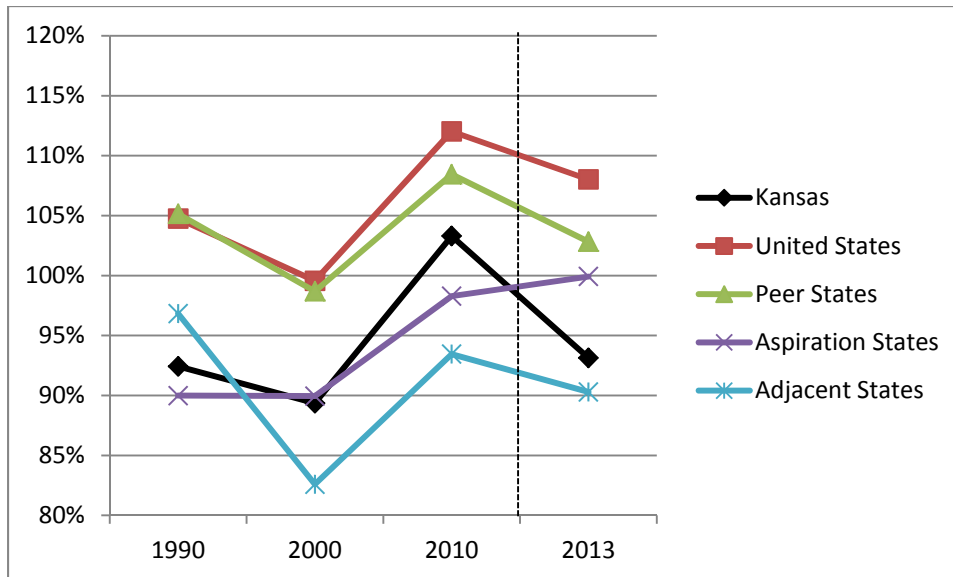


Table 4: Median Household Income

	Median Household Income								
	2005	2006	2007	2008	2009	2010	2011	2012	2013
	Actual Dollars								
Kansas	42,027	45,552	48,497	47,877	44,717	46,054	46,147	50,003	51,485
United States	46,326	48,201	50,233	50,303	49,777	49,276	50,054	51,017	51,939
Peer States	46,858	49,635	51,297	52,104	51,051	50,705	52,211	53,271	55,056
Aspiration States	56,258	58,710	58,399	59,487	59,338	59,757	60,243	63,109	62,363
Adjacent States	44,751	46,815	49,884	50,955	50,043	50,414	52,118	51,906	52,808
	Adjusted for Inflation								
Kansas	51,269	53,833	55,728	52,981	49,658	50,318	48,879	51,888	52,654
United States	56,513	56,964	57,723	55,665	55,277	53,839	53,017	52,941	53,118
Peer States	57,163	58,659	58,946	57,659	56,692	55,401	55,301	55,279	56,306
Aspiration States	68,629	69,384	67,106	65,828	65,895	65,290	63,809	65,488	63,779
Adjacent States	54,592	55,326	57,322	56,387	55,573	55,082	55,204	53,862	54,007
	Adjusted for State Cost of Living								
Kansas	46,439	50,334	53,588	52,903	49,302	50,553	51,275	55,620	56,702
United States	46,326	48,201	50,233	50,303	49,777	49,276	50,054	51,017	51,939
Peer States	48,525	51,404	53,083	53,934	52,723	52,495	53,984	54,961	56,764
Aspiration States	53,657	55,966	55,725	56,670	56,623	57,154	57,378	60,031	59,425
Adjacent States	48,483	50,639	53,900	55,090	54,050	54,188	56,417	56,154	56,631

Table 5: Average Teacher Salary versus Median Household Income

	Average Teacher Salary vs. Median Household Income					
	1990			2000		
	ATS	MHI	Ratio	ATS	MHI	Ratio
Kansas	24,828	26,862	92.4%	36,689	41,059	89.4%
United States	31,367	29,943	104.8%	41,807	41,990	99.6%
Peer States	31,706	30,153	105.2%	43,089	43,659	98.7%
Aspiration States	32,097	35,670	90.0%	43,522	48,386	89.9%
Adjacent States	26,611	27,483	96.8%	34,589	41,880	82.6%
	2010			2013		
	ATS	MHI	Ratio	ATS	MHI	Ratio
Kansas	47,571	46,054	103.3%	47,949	51,485	93.1%
United States	55,202	49,276	112.0%	56,103	51,939	108.0%
Peer States	54,987	50,705	108.4%	56,615	55,056	102.8%
Aspiration States	58,733	59,757	98.3%	62,314	62,363	99.9%
Adjacent States	47,109	50,414	93.4%	47,683	52,808	90.3%

This data indicates that, in terms of the median household income, Kansas is:

- Consistently lower than the national average, except when adjusting for differences in state cost-of-living
- Consistently lower than states with better student outcomes.
- Consistently lower than states with student demographics and population characteristics most like Kansas.
- Consistently lower than adjacent states.

The data further indicates that Kansas teacher salaries compared to Kansas non-teacher salaries are:

- Less than the national average and less than the peer states.
- Above the adjacent states since 2000.
- Below the aspiration states as of 2013, after being fairly close to the trend for those states from 1990-2000.

II. Trends in Average Teachers Salaries

II.A. Long Term - Average Teacher Salary

The National Center for Education Statistics (NCES) also reports on the average teacher salary in its annual Digest of Education Statistics. They report the data in “Current Dollars” which are the actual dollar amounts, and in “Constant Dollars” which are adjusted for inflation and for state cost of living.

Kansas amounts are mostly in line with adjacent states, but were consistently below the peer states, aspiration states, and the national average. These trends appear to have started as far back as 1970. Another trend that emerges in recent years is the indication that the aspiration states (those states that have better student outcomes than Kansas) pay their teachers noticeably more than the US average.

The data can be seen in Figures 11 through 13 and Table 6.

Figure 11: Average Teacher Salary

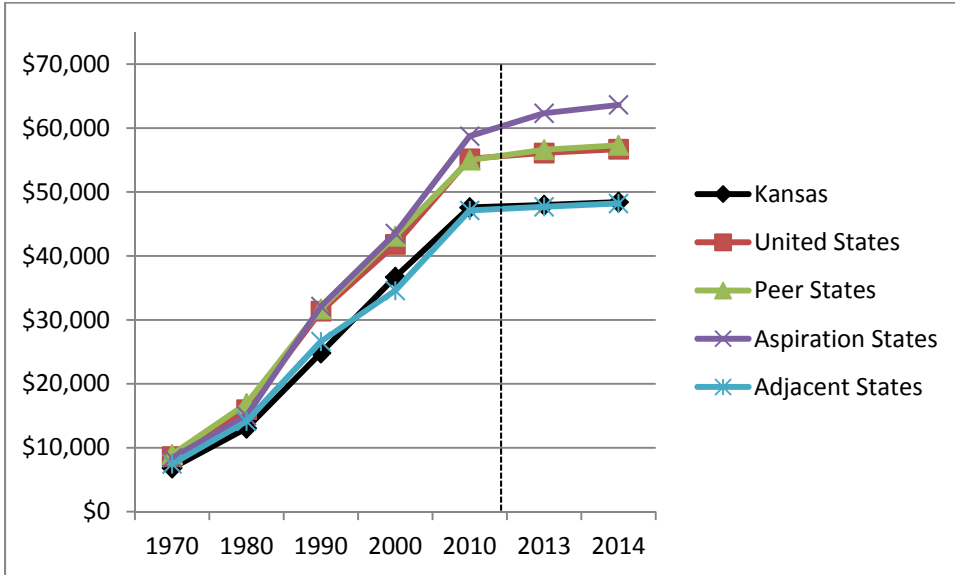


Figure 12: Average Teacher Salary - Inflation Adjusted

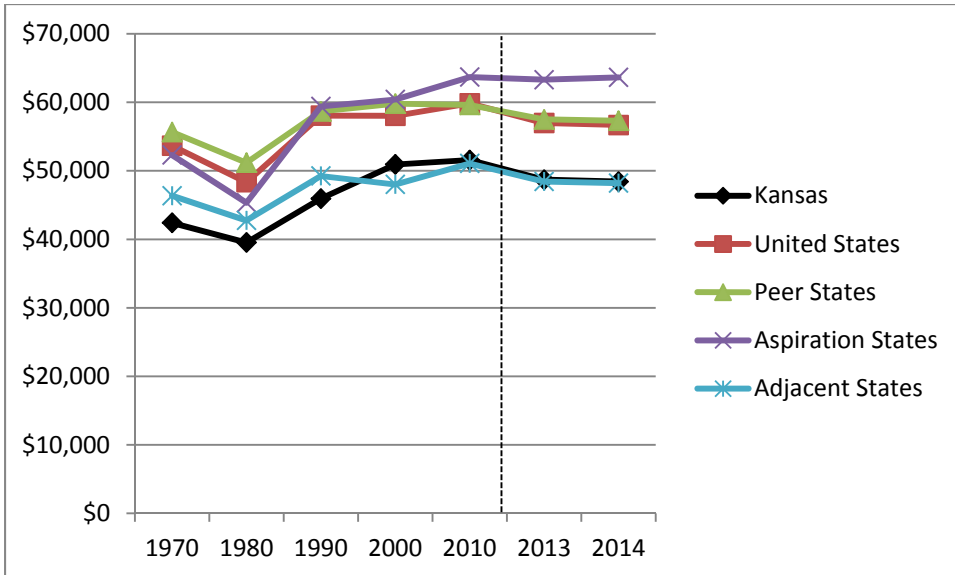


Figure 13: Average Teacher Salary - Adjusted for State Cost of Living

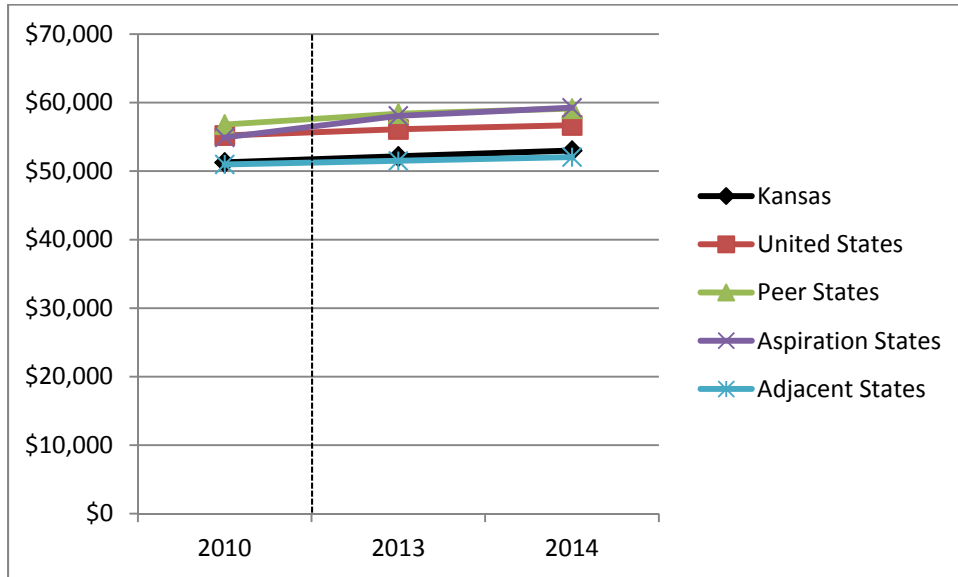


Table 6: Average Teacher Salary

	Average Teacher Salary						
	1970	1980	1990	2000	2010	2013	2014
	Actual Amounts						
Kansas	6,818	13,060	24,828	36,689	47,571	47,949	48,413
United States	8,626	15,970	31,367	41,807	55,202	56,103	56,689
Peer States	8,948	16,912	31,706	43,089	54,987	56,615	57,308
Aspiration States	8,408	14,979	32,097	43,522	58,733	62,314	63,627
Adjacent States	7,454	14,128	26,611	34,589	47,109	47,683	48,201
	Adjusted for Inflation						
Kansas	42,409	39,528	45,944	50,922	51,572	48,698	48,413
United States	53,655	48,335	58,044	58,025	59,845	56,979	56,689
Peer States	55,656	51,187	58,672	59,804	59,612	57,500	57,308
Aspiration States	52,301	45,335	59,394	60,405	63,673	63,287	63,627
Adjacent States	46,367	42,758	49,243	48,007	51,072	48,428	48,201
	Adjusted for State Cost of Living						
Kansas					51,271	52,158	52,990
United States					55,202	56,103	56,689
Peer States					56,803	58,406	59,122
Aspiration States					54,920	58,069	59,250
Adjacent States					50,973	51,500	52,052

This data indicates that Kansas teacher salaries are:

- Consistently below the national average
- Consistently below states with better student outcomes than ours
- Consistently below states with student demographics and population characteristics most like ours
- Very close to, but potentially slightly higher than, adjacent states.

II.B. Short Term - Average Teacher Salary

The U.S. Census Bureau reports on the average teacher salary for all teachers, teachers in elementary schools, and teachers in secondary schools. The data is presented in actual dollars, dollars adjusted per the Consumer Price Index (as reported by the Bureau of Labor Statistics), and dollars adjusted for state cost of living (the regional price parity as reported by the Bureau of Economic Analysis).

This data can be seen in Figures 14 through 22 and Table 7.

Figure 14: Average Teacher Salary - All Teachers

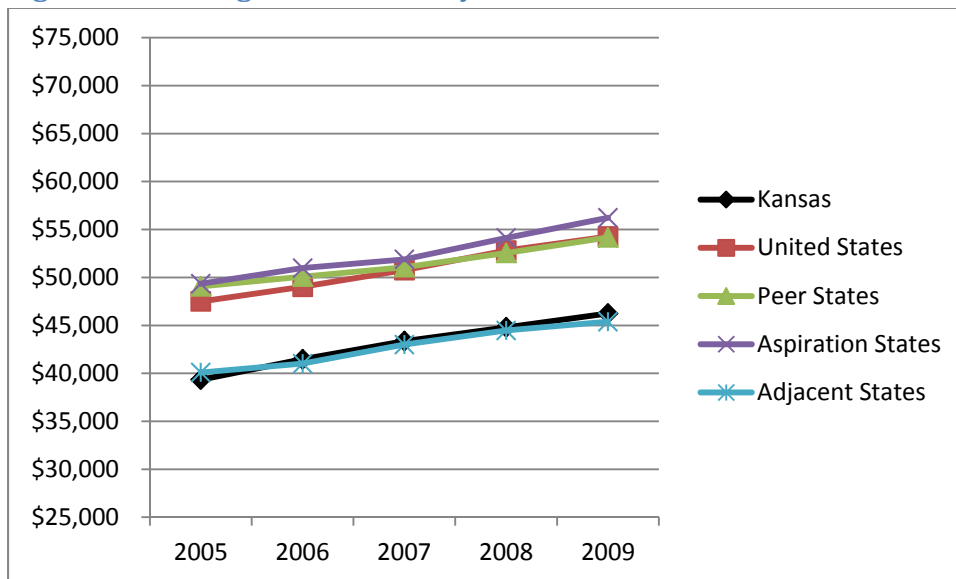


Figure 15: Average Teacher Salary - Elementary

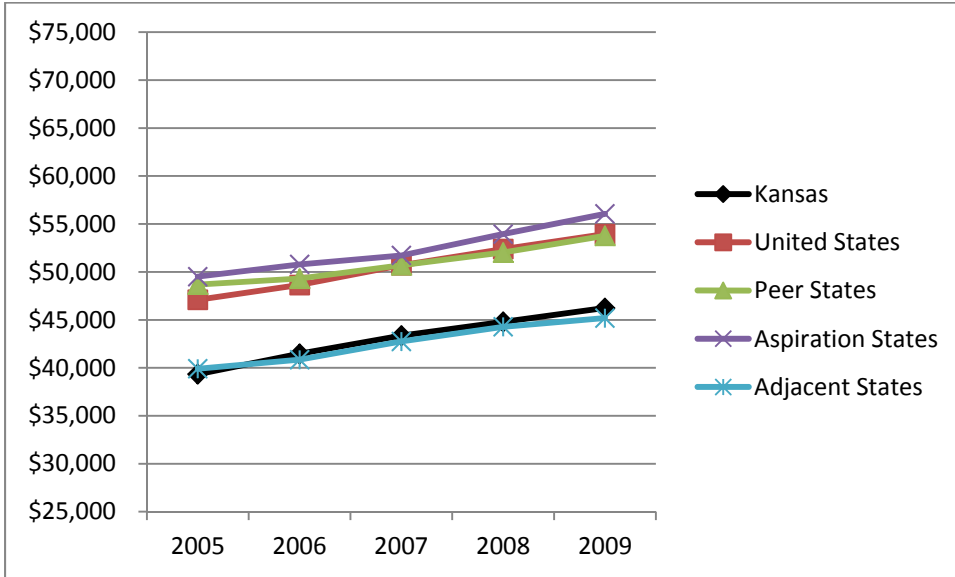


Figure 16: Average Salary - Secondary

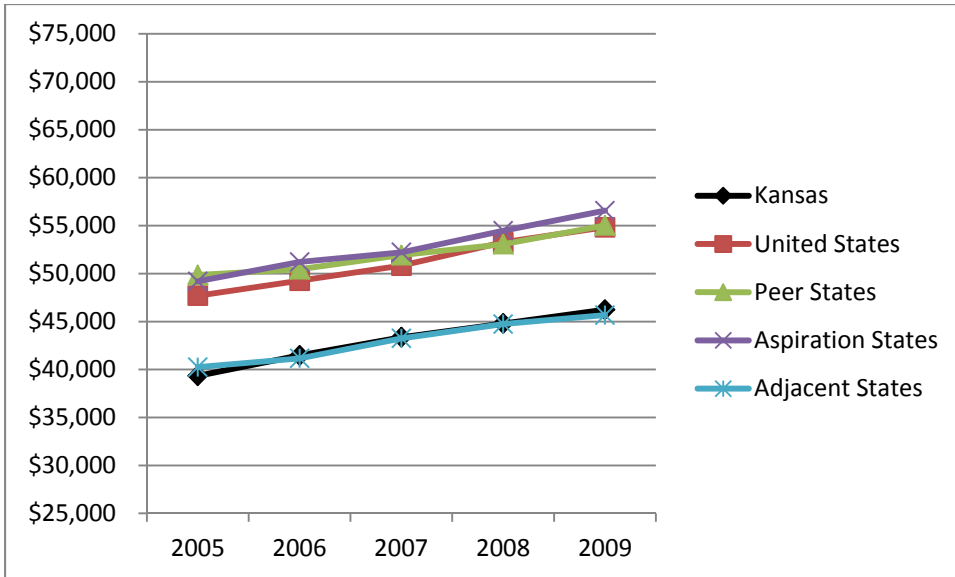


Figure 17: Average Salary - All Teachers - Inflation Adjusted

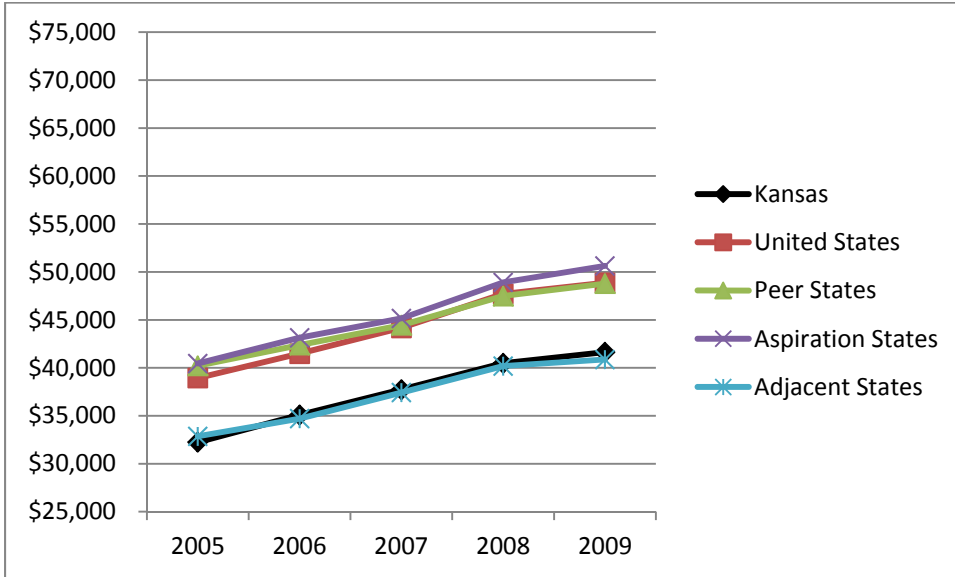


Figure 18: Average Salary - Elementary - Inflation Adjusted

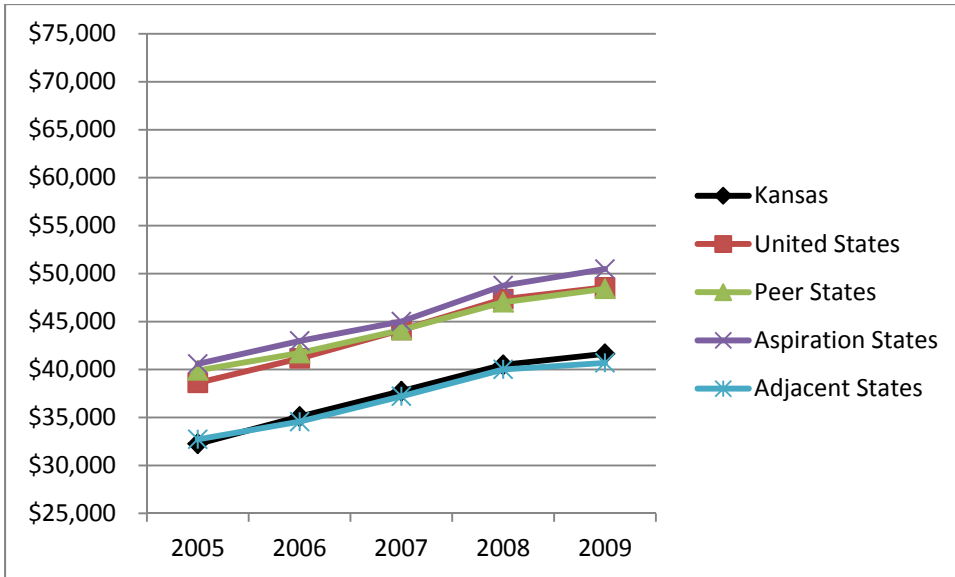


Figure 19: Average Salary - Secondary - Inflation Adjusted

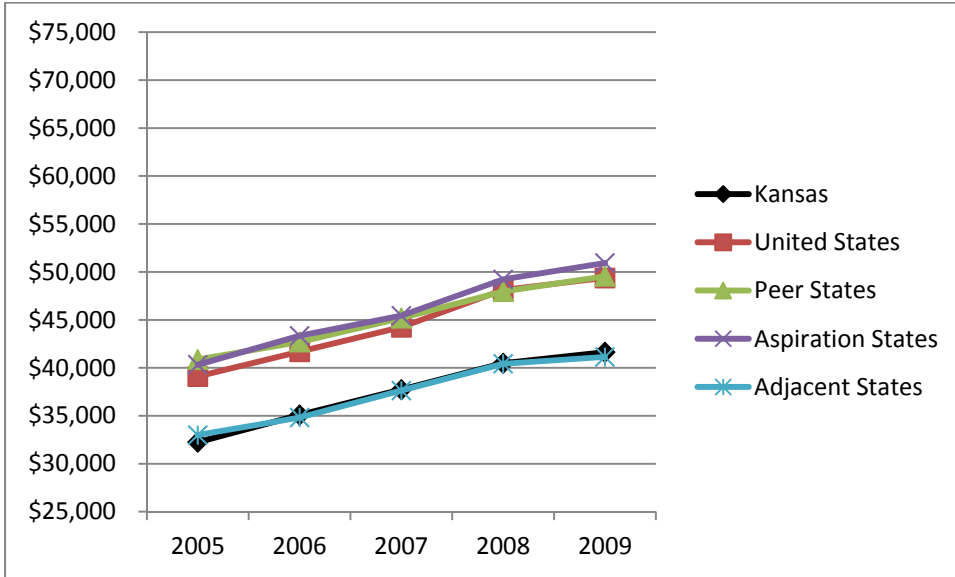


Figure 20: Average Salary - All Teachers - Adjusted for State Cost of Living

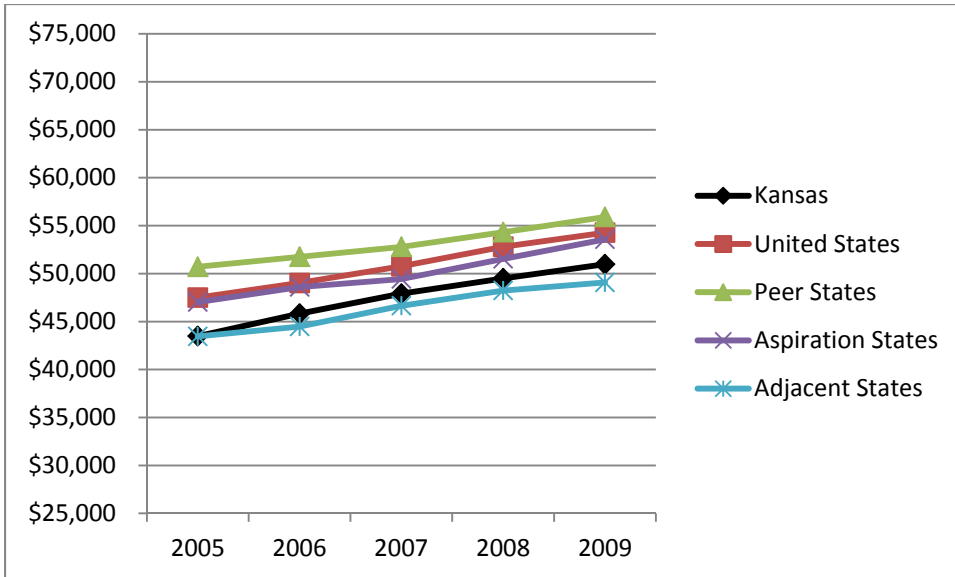


Figure 21: Average Salary - Elementary - Adjusted for State Cost of Living

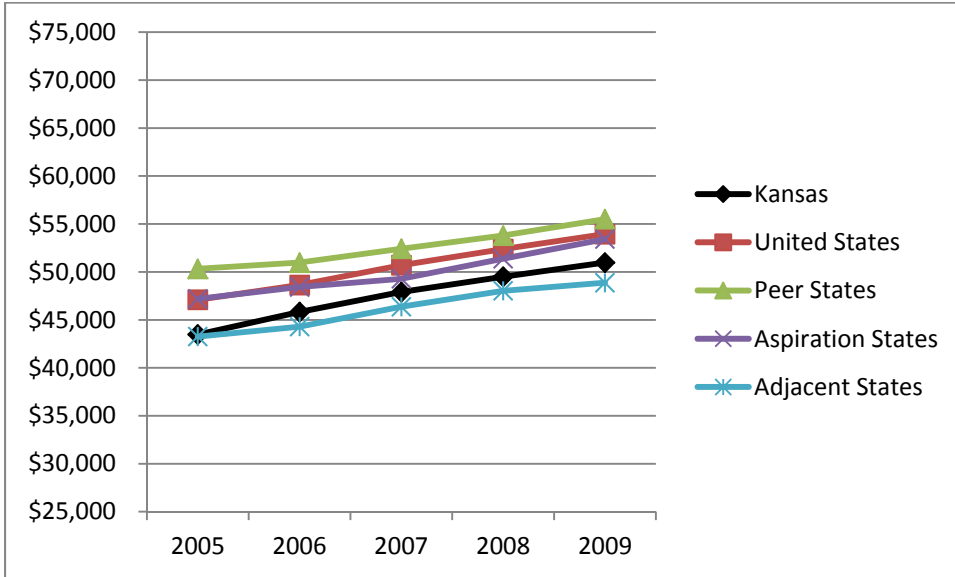


Figure 22: Average Salary - Secondary - Adjusted for State Cost of Living

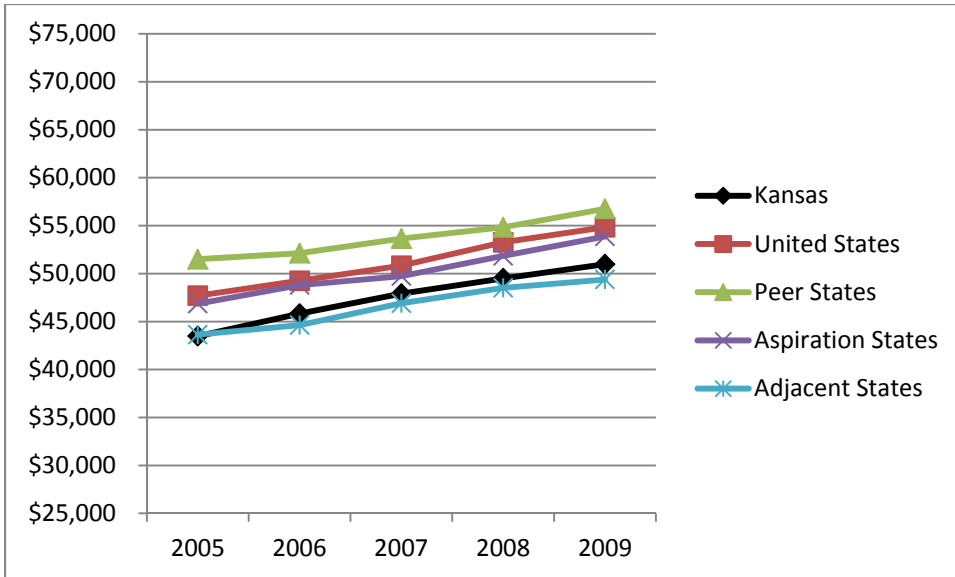


Table 7: Average Teacher Salary

	Average Teacher Salary														
	All					Elementary					Secondary				
	2005	2006	2007	2008	2009	2005	2006	2007	2008	2009	2005	2006	2007	2008	2009
	Actual Amounts					Actual Amounts					Actual Amounts				
Kansas	39,345	41,467	43,358	44,795	46,237	39,345	41,467	43,358	44,795	46,237	39,345	41,467	43,358	44,795	46,237
United States	47,500	49,026	50,758	52,800	54,274	47,100	48,641	50,699	52,385	53,942	47,700	49,261	50,829	53,262	54,826
Peer States	49,065	50,085	51,069	52,555	54,171	48,683	49,304	50,701	52,029	53,768	49,850	50,451	51,927	53,069	55,025
Aspiration States	49,349	50,980	51,885	54,122	56,222	49,504	50,786	51,716	53,944	56,053	49,190	51,211	52,216	54,470	56,566
Adjacent States	40,088	41,014	43,002	44,469	45,387	39,910	40,849	42,749	44,277	45,190	40,250	41,156	43,246	44,734	45,675
	Adjusted for Inflation					Adjusted for Inflation					Adjusted for Inflation				
Kansas	32,253	35,088	37,732	40,480	41,636	32,253	35,088	37,732	40,480	41,636	32,253	35,088	37,732	40,480	41,636
United States	38,938	41,484	44,172	47,714	48,873	38,610	41,158	44,121	47,339	48,575	39,102	41,683	44,234	48,131	49,371
Peer States	40,221	42,380	44,442	47,492	48,781	39,907	41,719	44,122	47,017	48,418	40,864	42,690	45,189	47,957	49,550
Aspiration States	40,453	43,137	45,152	48,908	50,627	40,580	42,974	45,006	48,748	50,475	40,323	43,333	45,441	49,223	50,937
Adjacent States	32,862	34,704	37,422	40,185	40,871	32,716	34,565	37,202	40,012	40,693	32,995	34,824	37,634	40,425	41,130
	Adjusted for State Cost of Living					Adjusted for State Cost of Living					Adjusted for State Cost of Living				
Kansas	43,475	45,820	47,909	49,497	50,978	43,475	45,820	47,909	49,497	50,978	43,475	45,820	47,909	49,497	50,978
United States	47,500	49,026	50,758	52,800	54,274	47,100	48,641	50,699	52,385	53,942	47,700	49,261	50,829	53,262	54,826
Peer States	50,706	51,755	52,789	54,319	55,904	50,322	50,976	52,422	53,795	55,504	51,495	52,122	53,645	54,832	56,753
Aspiration States	47,031	48,597	49,436	51,536	53,566	47,191	48,426	49,286	51,378	53,417	46,867	48,802	49,730	51,845	53,869
Adjacent States	43,455	44,475	46,644	48,234	49,078	43,258	44,293	46,374	48,033	48,872	43,638	44,633	46,906	48,517	49,386

Kansas teacher salaries for all teachers was directly in line with the average salaries for adjacent states, and was consistently below the peer states, aspiration states, and the national average for the years from 2005-2009. This trend is the same when looking at elementary and secondary teachers separately.

Often when looking at financial data, there are two concerns raised. The first is the effects of inflation over time, and the second is the difference in cost of living from one part of the country to another.

To address the first concern, the figures used above were adjusted using the Consumer Price Index (CPI). The resulting figures (17-19) show that inflation had little effect on the rate of increase for average salaries.

When controlling for state cost of living using the Bureau of Economic Analysis’s Regional Price Parity index, there was a slight shift in the trends; with Kansas and the adjacent states moving closer to the averages for the peer and aspiration states and the national average, and with Kansas moving slightly above the adjacent states (Figures 20-22).

This data indicates that Kansas teacher salaries are:

- Consistently below the national average.
- Consistently below states with better student outcomes.
- Consistently below states with similar student demographics and population characteristics.

- Very close to, but potentially slightly higher than, adjacent states.

However, the most recent data provided by the Census is for 2009, and there have been many changes to the education funding landscape that could have impacted these trends since then.

III. Average Starting Salaries

III.A. Average Teacher Starting Salary

The National Education Association (NEA) has data on the average teacher starting salary by state for 2012 and 2013. This data can be seen in Figure 23 and Table 8.

Figure 23: Average Teacher Starting Salary

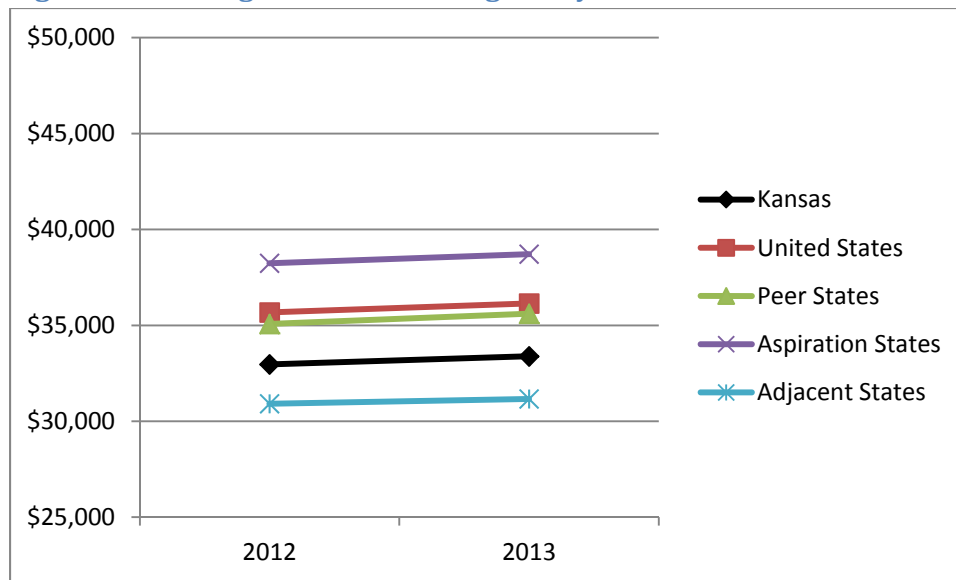


Table 8: Average Teacher Starting Salary

	Average Teacher Starting Salary	
	2012	2013
Kansas	32,964	33,386
United States	35,672	36,141
Peer States	35,075	35,606
Aspiration States	38,234	38,711
Adjacent States	30,910	31,160

This data indicates that Kansas teacher starting salaries are:

- Consistently below the national average
- Consistently below states with better student outcomes than ours
- Consistently below states with student demographics and population characteristics most like ours
- Somewhat higher than states adjacent to us.

IV. Long Term Trends in Base Salary by Degree Earned

IV.A. Average Teacher Base Salary by Degree Earned

The National Center for Education Statistics (NCES) also reports average base salary amounts by highest degree earned. Figures 24 and 25 and Table 9 show the average amounts for the same groups for teachers with a bachelor's degree or a master's degree as their highest degree.

Figure 24: Average Base Salary - Bachelor's Degree

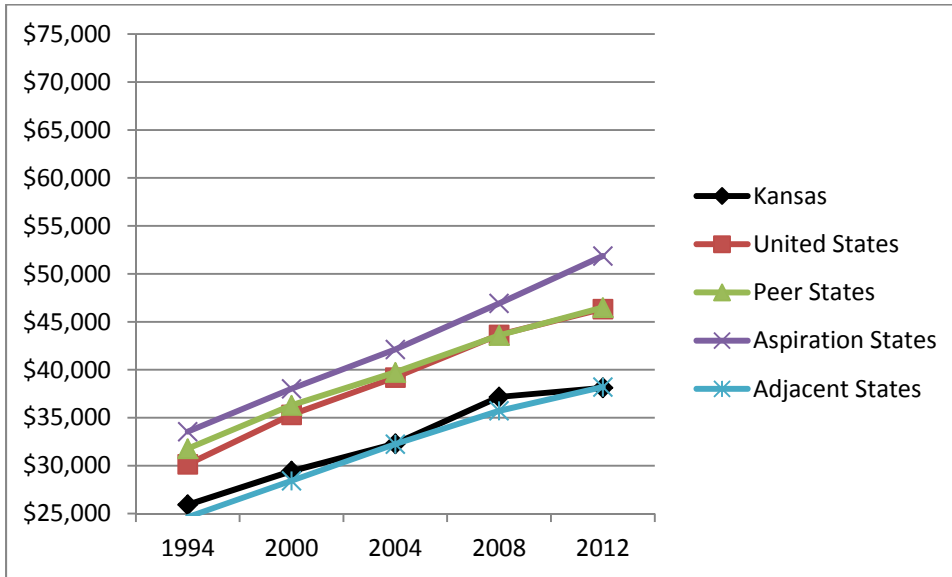


Figure 25: Average Base Salary - Master's Degree

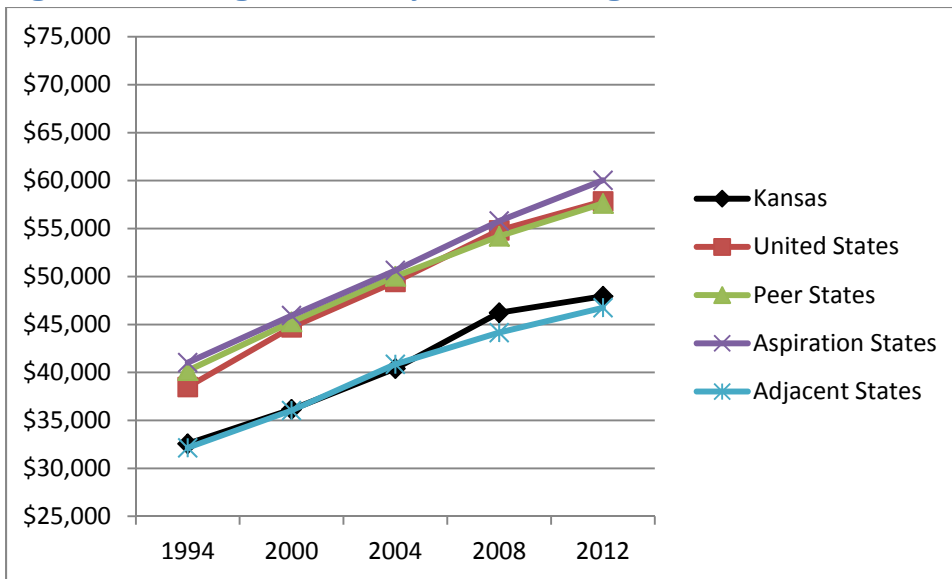


Table 9: Average Teacher Base Salary

	Average Teacher Base Salary				
	1994	2000	2004	2008	2012
	Bachelor's				
Kansas	25,930	29,430	32,290	37,160	38,120
United States	30,150	35,310	39,200	43,650	46,340
Peer States	31,777	36,297	39,733	43,589	46,491
Aspiration States	33,542	38,016	42,116	46,912	51,858
Adjacent States	24,640	28,423	32,243	35,723	38,195
	Master's				
Kansas	32,560	36,140	40,400	46,220	47,940
United States	38,480	44,700	49,440	54,810	57,830
Peer States	40,186	45,273	50,020	54,194	57,619
Aspiration States	41,022	45,932	50,634	55,788	60,030
Adjacent States	32,140	36,033	40,850	44,150	46,748

Like the previous data sets, this one confirms that Kansas teacher salaries are:

- Consistently below the national average.
- Consistently below states with better student outcomes.
- Consistently below states with similar student demographics and population characteristics.
- Very close to, but potentially slightly higher than, adjacent states.

This data and its relation to overall average salaries are impacted by teachers' experience and education. These factors are examined in the next two sections.

V. Educational Levels of Teachers

V.A. Teachers by Highest Degree

NCES provides information on the percent of teachers by highest degree earned; bachelor's, master's, and specialist or doctorate, as illustrated in Figures 26 through 28 and Table 10.

Figure 26: Percent of Teachers with a Bachelor's

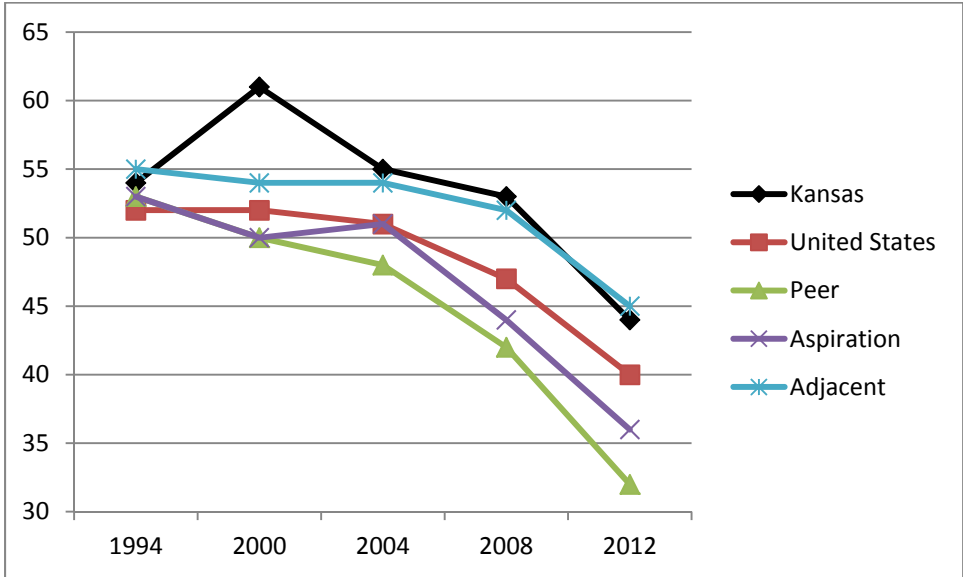


Figure 27: Percent of Teachers with a Master's

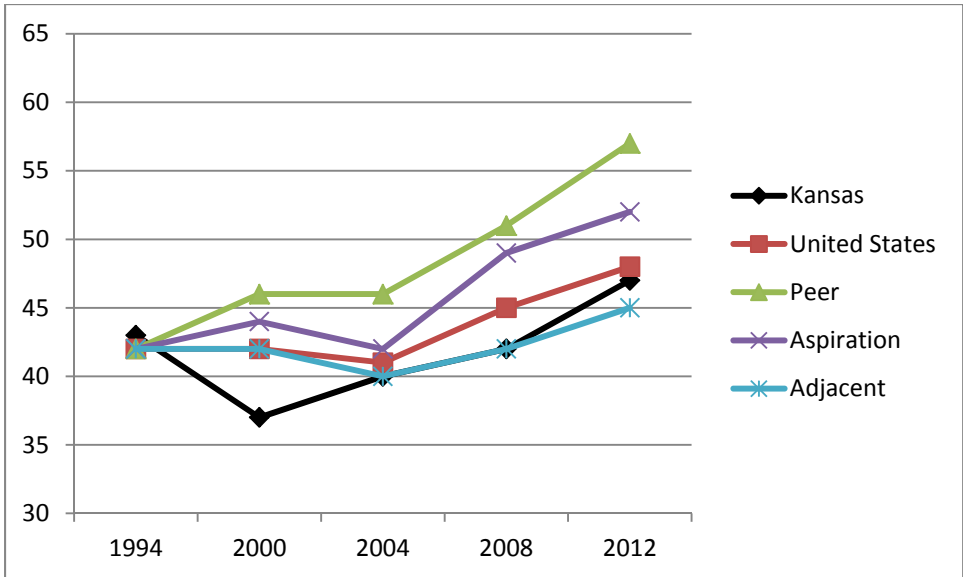


Figure 28: Percent of Teachers with a Doctorate or Specialists Degree

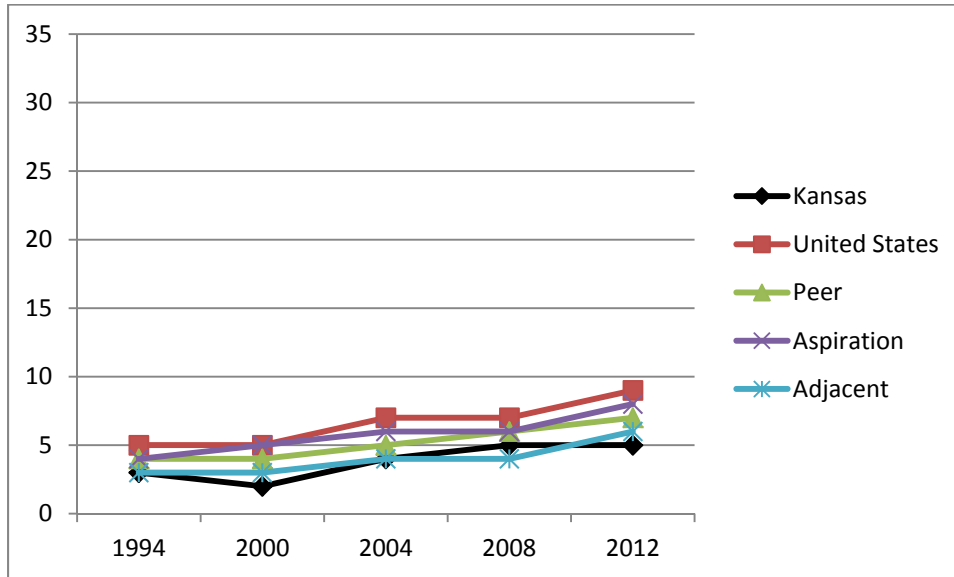


Table 10: Percent of Teachers by Degree

	Pct of Teachers by Degree				
	1994	2000	2004	2008	2012
	Bachelor's				
Kansas	54	61	55	53	44
United States	52	52	51	47	40
Peer States	53	50	48	42	32
Aspiration States	53	50	51	44	36
Adjacent States	55	54	54	52	45
	Master's				
Kansas	43	37	40	42	47
United States	42	42	41	45	48
Peer States	42	46	46	51	57
Aspiration States	42	44	42	49	52
Adjacent States	42	42	40	42	45
	Specialist or Doctorate				
Kansas	3	2	4	5	5
United States	5	5	7	7	9
Peer States	4	4	5	6	7
Aspiration States	4	5	6	6	8
Adjacent States	3	3	4	4	6

This data indicates that:

- Kansas has a consistently higher percent of teachers with a bachelor’s as their highest degree earned than the national average and the peer and aspiration states averages.
- Kansas had a higher percent of teachers with a bachelor’s degree than the adjacent state average from 2004-2008, but a lower percent as of 2012.
- Kansas has a consistently lower percent of teachers with a master’s, specialist, or doctorate as their highest degree earned than the national average and the peer and aspiration states averages.
- Kansas’ percent of teachers with a master’s, specialist, or doctorate as their highest degree earned have been fairly consistent with the adjacent state average, but had a higher percent of teachers with master’s and a lower percent of teachers with specialist or doctorate degrees that the adjacent states in 2012.

In addition to degree earned, the years of teaching experience also has an impact on teacher salaries, as described in the next section.

VI. Experience of Teacher Workforce

VI.A. Teachers by Years of Experience

NCES provides information on the percent of teachers by years of experience, as illustrated in Figures 29 through 32 and table 11.

Figure 29: Percent of Teachers with Less than 3 Years’ Experience

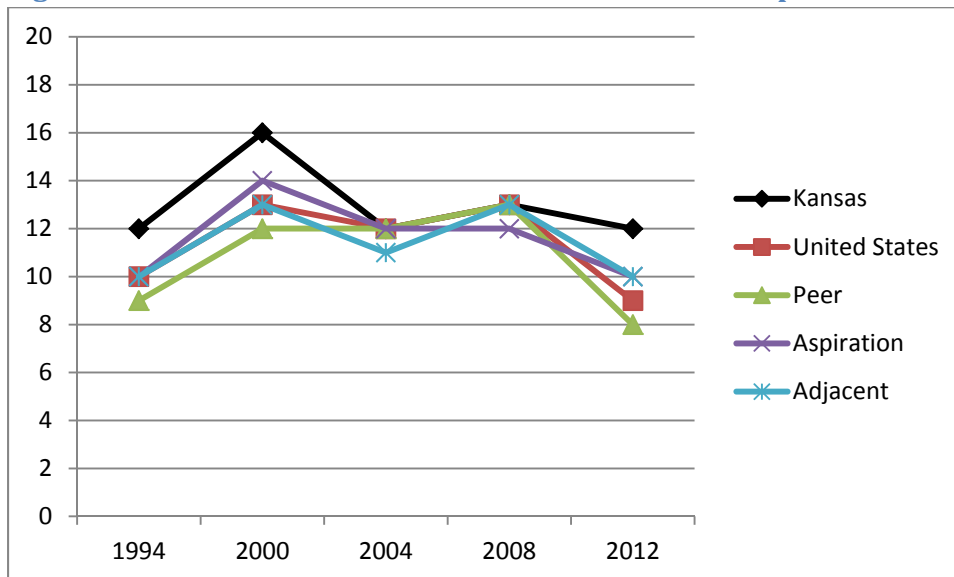


Figure 30: Percent of Teachers with 3-9 Years' Experience

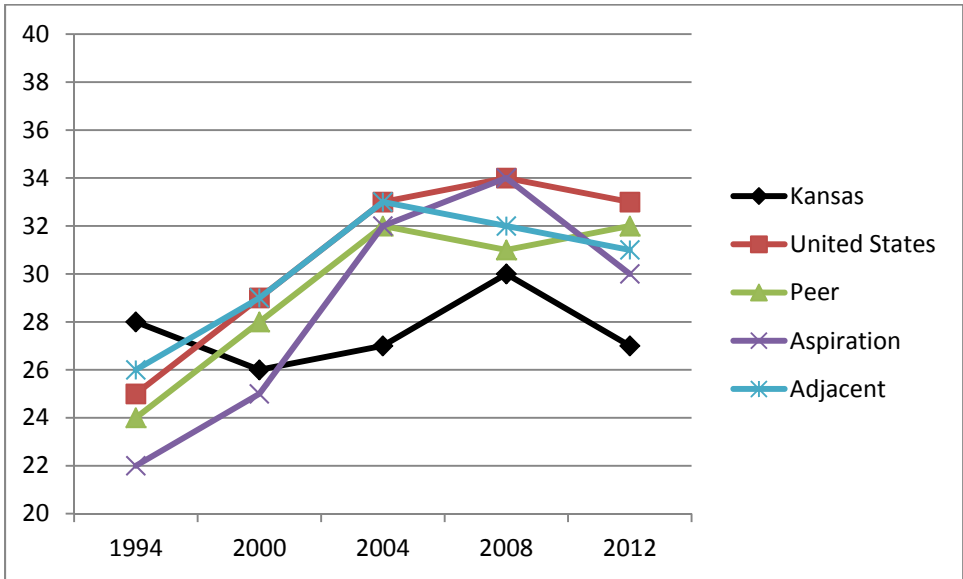


Figure 31: Percent of Teachers with 10-20 Years' Experience

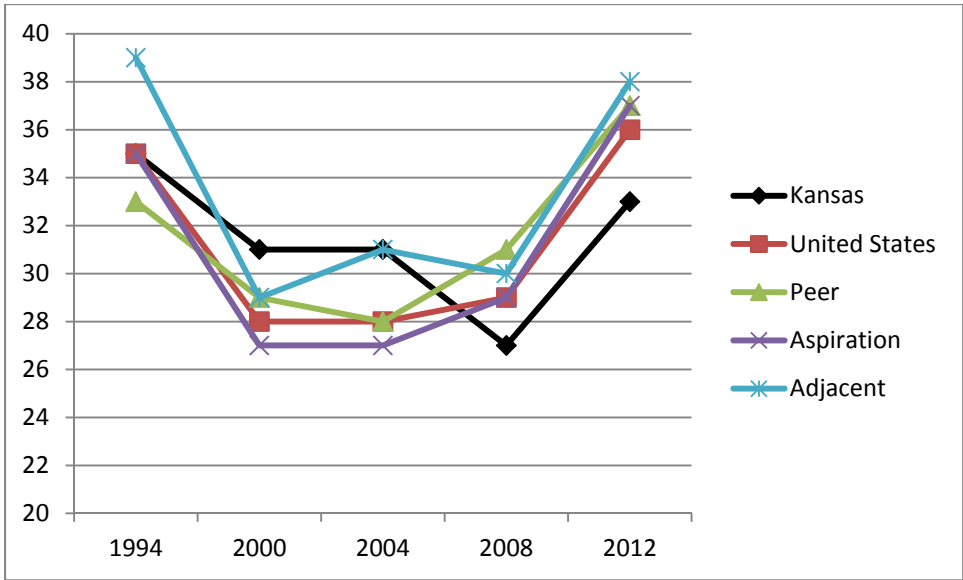
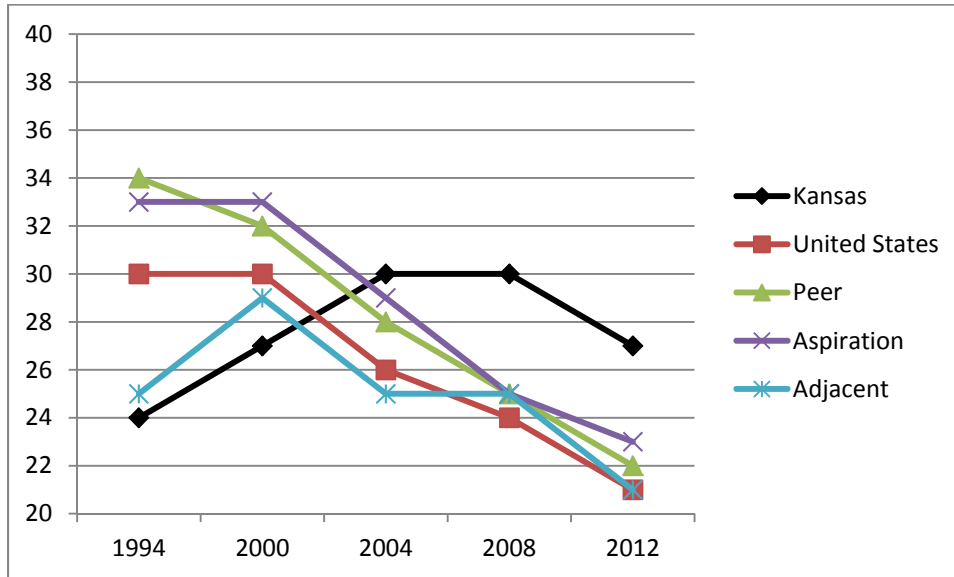


Figure 32: Percent of Teachers with More than 20 Years' Experience



Page 11: Percent of Teachers by Experience

	Percent of Teachers by Experience									
	1994	2000	2004	2008	2012	1994	2000	2004	2008	2012
	Less than 3					10 to 20				
Kansas	12	16	12	13	12	35	31	31	27	33
United States	10	13	12	13	9	35	28	28	29	36
Peer States	9	12	12	13	8	33	29	28	31	37
Aspiration States	10	14	12	12	10	35	27	27	29	37
Adjacent States	10	13	11	13	10	39	29	31	30	38
	3 to 9					Over 20				
Kansas	28	26	27	30	27	24	27	30	30	27
United States	25	29	33	34	33	30	30	26	24	21
Peer States	24	28	32	31	32	34	32	28	25	22
Aspiration States	22	25	32	34	30	33	33	29	25	23
Adjacent States	26	29	33	32	31	25	29	25	25	21

This data indicates that:

- Kansas has a higher percent of new teachers with less than three years of experience than the comparison groups for most years.
- Kansas has had a lower percent of teachers with 3-9 years of experience than the comparison groups since 2004.
- Through 2004, Kansas had a higher percent of teachers with 10-20 years of experience than the comparison groups, then starting in 2008 had a lower percent of teachers in this group than the other groups.

- Through 2002, Kansas had a lower percent of teacher with more than 20 years' experience than the comparison groups, then starting in 2004 had a higher percent of teachers in this group than the other groups.
- Kansas percents are similar to the adjacent states in terms of teachers with less than 3 and with 10-20 years' experience, but have different trends than the adjacent states in terms of teachers with 3-9 and with more than 20 years' experience.

Though this data is somewhat difficult to interpret, it suggests that something happened in the state of Kansas somewhere around 2004-2008 that caused a disproportionate number of teachers to continue teaching past 20 years when compared to the other state groups. In addition, the higher percent of teachers with less than 3 years' experience and the lower percent of teachers with 3-9 years' experience suggests Kansas has more teachers leaving teaching in Kansas than the comparison groups.

Conclusions

Teacher pay is falling behind the cost of living and other non-teaching income.

Adjusted for inflation, average salaries for teachers nationwide, including Kansas, have decreased since 2010. In fact, the average pay for a Kansas teacher in 2014 was less than 2000 when adjusted for inflation.

The longer a person remains in the teaching profession, the further that person's salary will fall behind that of non-teachers.

Kansas pays teachers less than most states, especially states with the best student achievement.

Kansas teacher salaries consistently fall below the national average and the average of teachers in peer states (states with similar population and student demographics to Kansas) and aspiration states (states with better student performance outcomes). Kansas pays about the same as teachers in neighboring states.

In aspiration states, teachers made 31 percent more than the average Kansas teacher in 2014 when adjusted for inflation and nearly 12 percent more when adjusted for state cost of living.

While teacher pay has suffered erosion, teacher education levels are rising.

The percentage of Kansas teachers who have attained either a master's or doctorate degree has increased from 46 percent in 1994 to 52 percent in 2012. That compares with 47 percent to 57 percent for the nation; 46 percent to 64 percent for peer states; 46 percent to 60 percent for aspiration states; and 45 percent to 51 percent for adjacent states.

Kansas could face a worsening teacher shortage due to an aging workforce.

In Kansas the percentage of new teachers is higher than other states, and the percentage of teachers with at least three but not more than 20 years is significantly lower, which could indicate Kansas has somewhat more difficulty in retaining teachers. That could mean more positions will need to be filled in the future because of retirements.

KASB hopes this report will provide relevant information to policymakers when they work on school funding and other education issues.

Resources

The following are links for additional resources related to this report.

- Educational Funding and Student Outcomes Part I:
<https://www.kasb.org/assets/Publications/Research/RREdFunding0914.pdf>
- Educational Funding and Student Outcomes Part II (unpublished):
<https://www.kasb.org/assets/Publications/Research/Funding and Outcomes Part II - 2015-01-12 Final.pdf>
- Peer State Identification: <http://kasbresearch.blogspot.com/2015/07/knowning-your-peers-revisited.html>
- Aspiration State Identification: <http://kasbresearch.blogspot.com/2015/07/being-like-cool-kids.html>
- Online tool containing the data used in this report, along with citation information:
https://public.tableau.com/views/National_Teacher_Salary_Info/Overview
- KASB Data Page: <http://www.kasb.org/data>
- KASB Publication Page: <http://www.kasb.org/pubs>

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