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An Overview of Teacher Salary and Licensure Policy Options

Presentation to the New Mexico Legislature

August 26, 2014



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About NCSL

- Instrumentality of all 50 state and territorial legislatures
- Bipartisan
- Provides research, technical assistance and opportunities to exchange ideas
- Advocates on behalf of legislatures before the federal government

NCSL is committed to the success of state legislators and staff. Founded in 1975, we are a respected bipartisan organization providing states support, ideas, connections and a strong voice on Capitol Hill.



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Teacher Salaries and Compensation Models



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Average Teacher Salaries

National Average for Gross Salaries - \$56,689 for 2013-2014

National Average Beginning Salary - \$36,141 for 2012-2013

- NY (highest) - \$76,566; beginning \$43,839
 - AZ \$51,109 beginning \$31,874
 - CO \$50,651 beginning \$32,126
 - UT \$50,659 beginning \$33,081
 - TX \$49,270 beginning \$38,091
 - NM **\$45,727** **beginning \$31,960**
 - OK \$44,2771 beginning \$31,606

- SD (lowest) - \$40,023; beginning \$29,851

**Source: NEA Rankings and Estimates 2013-2104



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Salary Trends and Research

- States are gradually looking to increase salaries
- Research does not support dramatically higher salaries or bonuses
- Research does not support salary increased based on inputs
- Research is mixed on performance-based and market-based pay



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Teacher Licensure



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State Policy Approaches

- Traditional Licensure with Traditional Renewal
 - Single system – 10 states
 - Two-tiered system – 21 states
- Three or More Tiers – 17 states
- Performance/Outcomes-Based Licensure
 - Use of performance-based assessments and evaluation data

**Source: NASDTEC Clearinghouse and Center on Great Teachers and Leaders at AIR



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