



Why is IBO Examining Teacher Salaries?

New York City must hire thousands of new teachers to comply with the state's class size reduction law, which is planned to be fully implemented by the 2027-2028 school year. Additionally, the City faces ongoing teacher shortages in critical areas. Competitive salaries play a key role in attracting and retaining teachers. In this report, IBO explores how teacher salaries in New York City public schools (NYCPS) compare to those in other districts across New York State and nearby New Jersey. The report also examines how NYCPS teacher salaries stack up against compensation in comparable professions and alternative job opportunities.

Key Findings on Teacher Salaries in NYC and Surrounding Areas

- **Nominal Pay:** Prior to adjustments, NYCPS teachers earn a higher median salary (\$98,699) than teachers in other large New York State cities (Buffalo, Rochester, Syracuse, and Yonkers) and nearby New Jersey districts. However, teachers in Long Island and Hudson Valley have higher unadjusted median salaries.
- **Cost of Living and Other Adjustments:** NYC's salary advantage disappears when adjusted for regional costs and wages in similar occupations. The median salary for novice teachers with a Master's degree in NYC public schools drops from \$74,080 to \$64,642 when adjusted for alternative job opportunities and further down to \$45,797 when adjusted for cost of living. These adjusted salaries are similar to those in other districts, meaning NYC no longer holds a pay advantage.
- **Salary Trends:** NYC public school teacher salaries increased by 17% from 2017-2018 to 2020-2021. However, from 2021-2023, salaries remained relatively flat, in part due to contract negotiations between the city and the teachers' union, as well as shifts in teacher composition.

What Do These Findings Suggest for NYC?

- New York City must hire approximately 17,700 additional teachers by the 2027-2028 school year to comply with the state's class size reduction law. This includes filling 7,500 existing vacancies and creating new positions to accommodate smaller class sizes. The ability to offer competitive salaries will be a critical factor in meeting this hiring demand, particularly as the DOE competes with suburban districts that offer higher pay.
- NYC faces shortages in bilingual and special education teachers, both critical for meeting legal and instructional needs. With rising demand for bilingual educators and competition for specialized teachers across the region, salaries will be a key factor in recruitment and retention. Without competitive pay, the city may struggle to fill these high-need positions.