
SOUTH DAKOTA TEACHER COMPENSATION REVIEW BOARD

JULY 28, 2025



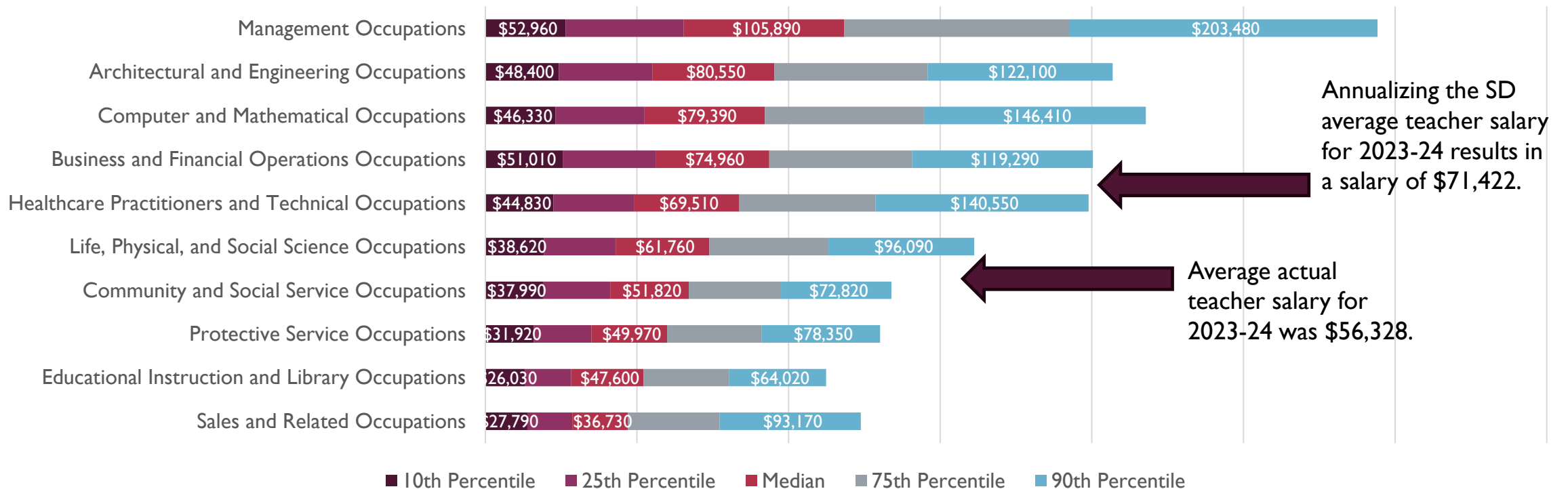
south dakota
DEPARTMENT OF EDUCATION
Learning. Leadership. Service.

AVERAGE TEACHER SALARY ACHIEVES ITS HIGHEST RANK

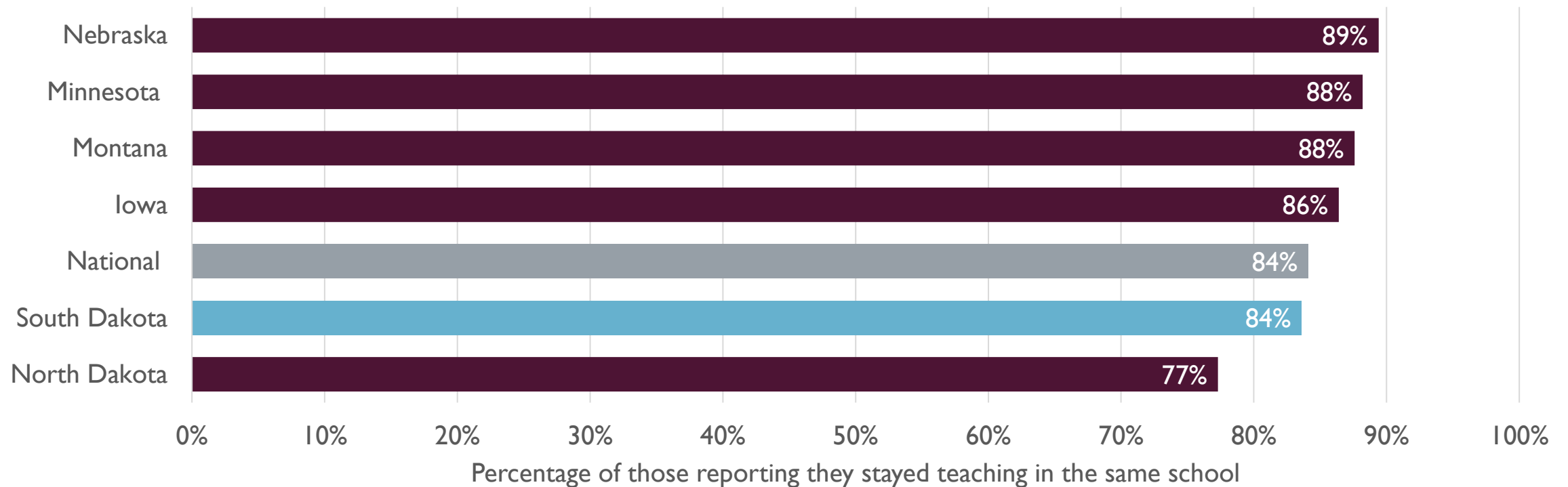
School Year	Target Teacher Salary			Average SD Teacher Salary (NEA)		NEA Ranking
	\$	% Change from baseline year; 2016-17	% Change from year to year	\$	% Change from year to year	
2016-17	\$48,500.00			\$46,979		48
2017-18	\$48,645.50	0.30%	0.30%	\$47,631	1.39%	47
2018-19	\$49,131.96	1.30%	1.00%	\$48,204	1.20%	48
2019-20	\$50,360.26	3.84%	2.50%	\$48,984	1.62%	50
2020-21	\$51,367.47	5.91%	2.00%	\$49,547	1.15%	49
2021-22	\$52,600.29	8.45%	2.40%	\$50,592	2.11%	49
2022-23	\$55,756.31	14.96%	6.00%	\$53,153	5.06%	49
2023-24	\$59,659.25	23.01%	7.00%	\$56,328	5.97%	46
2024-25	\$62,045.62	27.93%	4.00%			
2025-26	\$62,821.19	29.53%	1.25%			

Source: South Dakota Department of Education School Financial Data and National Education Association

THE ANNUALIZED 2023-24 AVERAGE TEACHER SALARY IS SIMILAR TO HEALTHCARE/TECHNICAL AND BUSINESS/FINANCIAL OCCUPATIONS IN SD



AS OF APRIL 2024, 84% OF SOUTH DAKOTA TEACHERS REPORTED THEY STAYED TEACHING AT THE SAME SCHOOL



Source: Learning Policy Institute, 2024

INVESTMENTS IN THE TEACHER PIPELINE ARE TRANSLATING INTO TEACHERS FILLING POSITIONS

Paraprofessional Apprenticeship Program Outcomes

Cohort	# Enrolled	# Graduated to Date	# Employed in SD District
Cohort I	87	59	46*
Cohort II	88	N/A	N/A
Cohort III	TBD	N/A	N/A
Total	175	59	46*

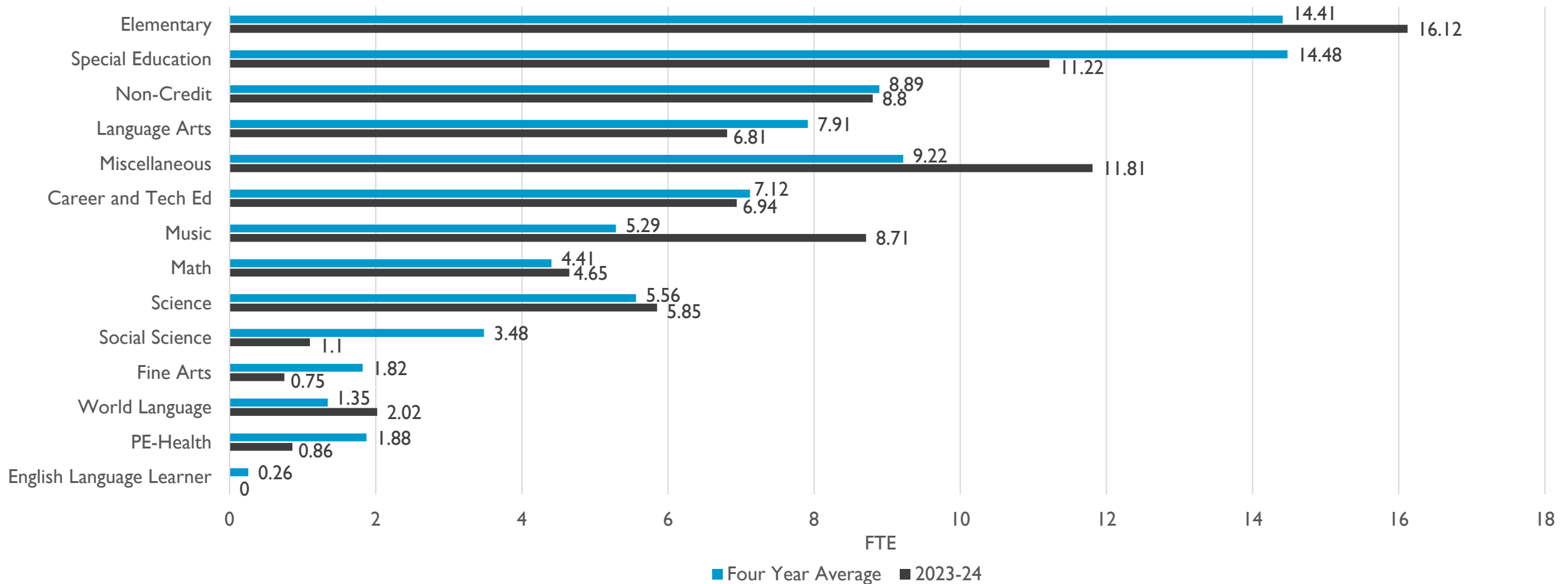
*As of July 2025.

The paraprofessional apprenticeship program is a 2-year program with Cohort I starting in the fall of 2023, Cohort II in the fall of 2024, and Cohort III in the fall of 2025.

Teachers of Record with an Advanced Student Teacher Permit

Year	# of Districts	# Teachers of Record	Average FTE	Average Salary
2024	2	2	0.75	\$44,333.33
2025	12	14	0.86	\$48,404.26

ELEMENTARY, MUSIC, AND MISCELLANEOUS VACANCIES WERE HIGHER THAN AVERAGE AT THE BEGINNING OF 2023-24



Source: South Dakota Department of Education Personnel Record Form

MATH AND SCIENCE ARE SHOWING UP AS AREAS WITH HIGH NUMBERS OF VACANCIES

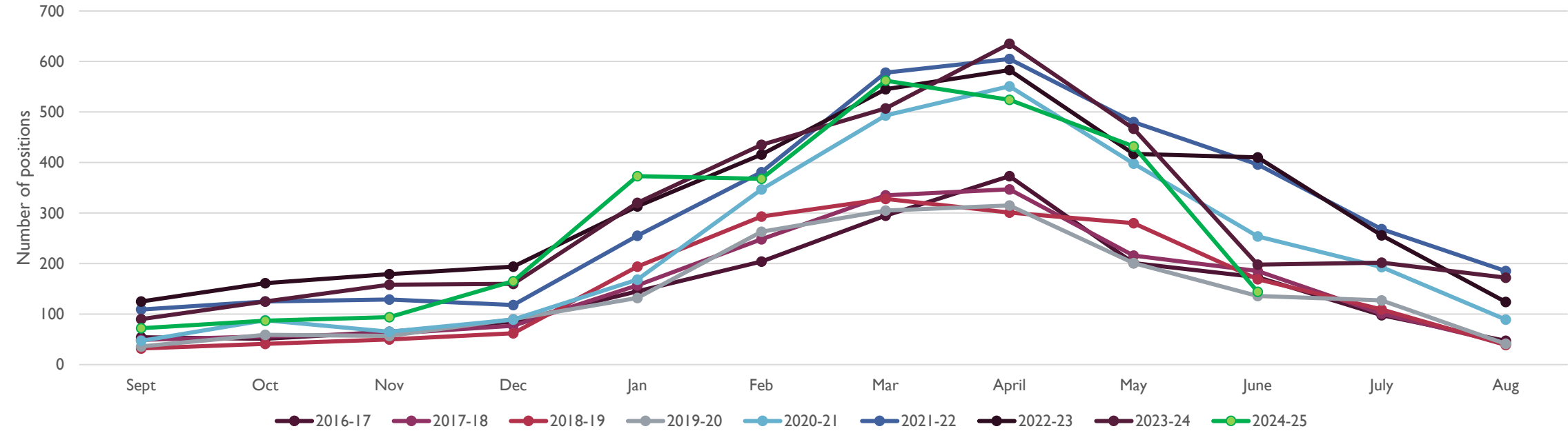
South Dakota Educator Job Postings

Highest Categories of Positions Posted on the Teacher Placement Center

2020		2021		2022		2023		2024	
April									
SPED/Early Childhood	53	SPED/Early Childhood	71	Elementary Teachers	89	Elementary Teachers	118	Elementary Teachers	96
Elementary Teachers	52	Elementary Teachers	69	SPED/Early Childhood	78	SPED/Early Childhood	102	SPED/Early Childhood	79
CTE	35	Math Teachers	52	Art/Music/Health/PE	65	Art/Music/Health/PE	53	Math	74
Art/Music/Health/PE	28	English/Language Arts	52	English/Language Arts	43	Administration & CTE	33	English/Language Arts	63
August									
SPED/Early Childhood	8	SPED/Early Childhood	24	SPED/Early Childhood	31	Elementary Teachers	49	SPED/Early Childhood	24
Elementary Teachers	4	Elementary Teachers	17	Elementary Teachers	24	SPED/Early Childhood	43	Math	24
Math Teachers	4	English/Language Arts	8	CTE	16	Art/Music/Health/PE	26	Science	22
Speech Pathologist	4	CTE	7	English/Language Arts	12	Administration & CTE	18	Elementary Teachers	21

ASBSD LISTED TEACHER POSITIONS

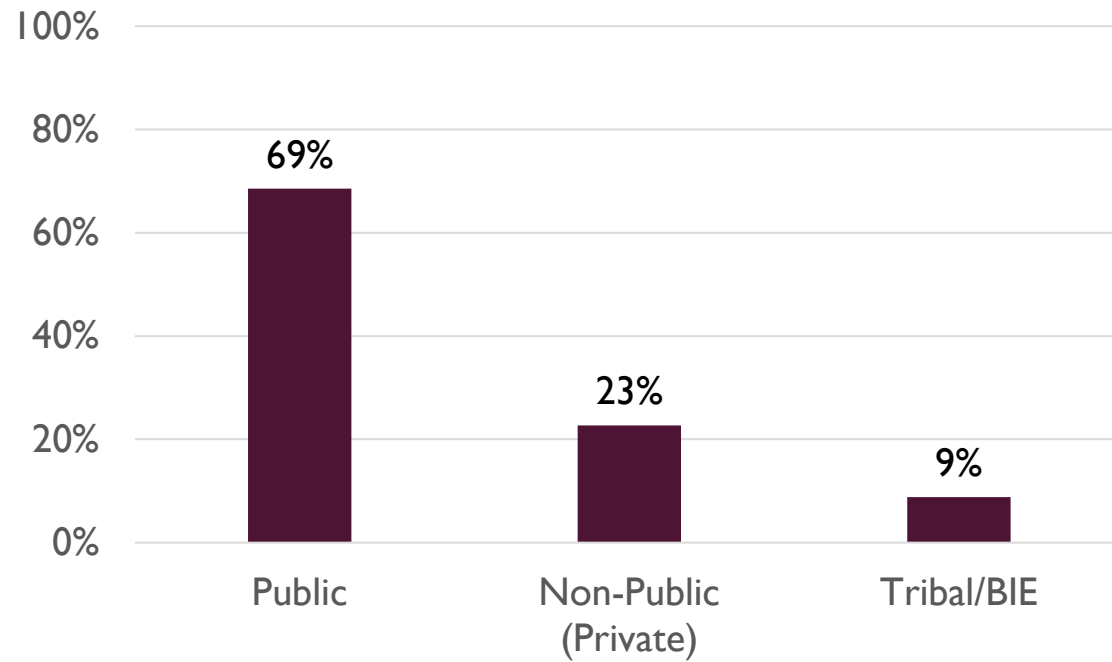
TEACHING POSITIONS LISTED IN THE ASBSD TEACHER PLACEMENT CENTER



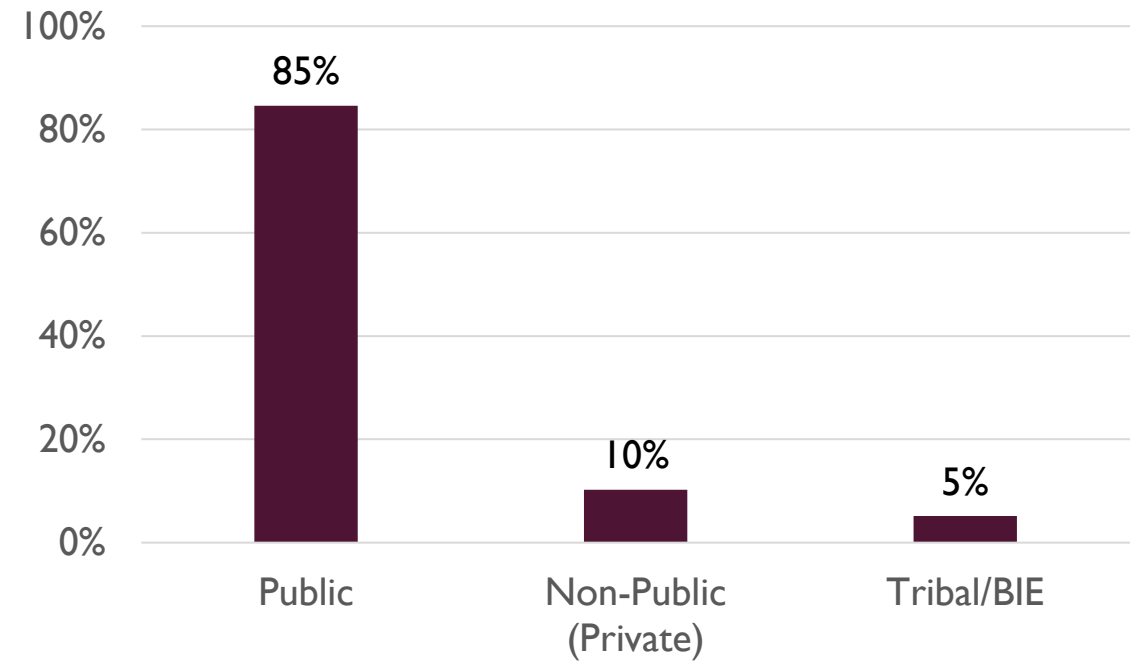
Source: Associated School Boards of South Dakota

DISTRIBUTION OF DISTRICTS AND SCHOOLS BY TYPE

Distribution of Districts by District Type



Distribution of Schools by District Type





NEXT TEACHER COMPENSATION REVIEW BOARD MEETING

AUGUST 20, 2025

