

Table III-1: Actual Average Beginning Teacher Salaries, 2003-04 and 2004-05

State	2004-05 Beginning Teacher Salary	2003-04 Beginning Teacher Salary	2004-05 Average Teacher Salary	Beginning Salary as Percentage of Average
1 Connecticut	\$39,259	\$36,922	\$57,760	68%
2 Alaska	38,657	40,027	52,467	74%
3 New Jersey	38,408 a	37,061 b	56,635	68%
4 Illinois	37,500	35,114	56,494	66%
5 New York	37,321	36,400	55,665 c,d	67%
6 Maryland	37,125	35,746	52,330	71%
7 Delaware	35,854	34,566	52,924	68%
8 Hawaii	35,816	33,933	47,833	75%
9 California	35,760	35,135	57,604	62%
10 Michigan	35,557 a	34,377 b	53,959	66%
11 Massachusetts	35,421 a	34,041 b	54,688 d	65%
12 Colorado	35,086	35,640	43,965	80%
13 Pennsylvania	34,976	34,140	53,281	66%
14 Georgia	34,442	35,116	46,437 e,f	74%
15 Rhode Island	33,815 a	32,902 b	56,432 a	60%
16 Texas	33,775	32,744	41,009	82%
17 New Mexico	33,730	31,920	39,391	86%
18 Oregon	33,699	33,396	48,320 e	70%
19 Ohio	33,671	32,088	49,438	68%
20 Florida	33,427	32,544	43,095 d	78%
21 Virginia	33,200 a	32,437 b	45,377 d	73%
22 Tennessee	32,369	30,449	42,076 d	77%
23 Minnesota	31,632	30,772	47,411	67%
24 Wyoming	31,481	29,431	40,487	78%
25 Alabama	31,368	30,800	38,186	82%
26 Louisiana	31,298	30,165	39,022 d	80%
27 Washington	30,974	30,159	45,722	68%
28 Indiana	30,844	29,738	46,591 d	66%
29 Kentucky	30,619	30,162	41,075	75%
30 Arizona	30,404	28,807	39,095	78%
31 Nebraska	29,303 a	28,527 b	39,441	74%
32 Missouri	29,281	28,934	39,064	75%
33 Oklahoma	29,174	29,473	37,879 e,f	77%
34 Arkansas	28,784	26,115	41,489	69%
35 South Carolina	28,568	27,883	42,189	68%
36 New Hampshire	28,279	27,340	43,941	64%
37 Mississippi	28,200	27,204	38,212 f	74%
38 Nevada	27,957	27,943	43,212	65%
39 North Carolina	27,944	27,725	43,343	64%
40 Kansas	27,840	27,233	39,351	71%
41 Idaho	27,500	25,000	40,864	67%
42 Iowa	27,284	26,967	39,284	69%
43 West Virginia	26,704	26,692	38,404	70%
44 Maine	26,643	25,901 b	40,935	65%
45 Utah	26,521	26,039	37,006	72%
46 Vermont	26,461 a	25,819 b	44,346 d	60%
47 South Dakota	26,111	25,234	34,039	77%
48 Montana	25,318	24,032	38,485	66%
49 Wisconsin	25,222	23,952	43,099	59%
50 North Dakota	24,872	24,108	36,449	68%
U.S. Average	\$31,753	\$30,809	\$47,602	67%

a. AFT estimate; b. AFT Survey and Analysis of Teacher Salary Trends 2004; c. median; d. includes extra-duty pay; e. includes employer pick-up of employee pension contributions where applicable; f. includes fringe benefits such as healthcare where applicable.

Sources: National Occupational Employment and Wage Estimates, U.S. Department of Labor, Bureau of Labor Statistics, November 2003, May 2003. Civilian Personnel Management Service, Wage and Salary Division of the U.S. Department of Defense, List of School District Minimums, Maximums and Steps, Arlington, Va. May 2002. American Federation of Teachers, annual survey of state departments of education.