

Table III-1: Actual Average Beginning Teacher Salaries, 2002-03 and 2003-04

Rank	State	2003-04 Beginning Teacher Salary	2002-03 Beginning Teacher Salary	2003-04 Average Teacher Salary	Beginning Salary as Percentage of Average
1	Alaska	\$ 40,027	\$ 37,401	\$ 51,136	78%
2	Hawaii	37,615	34,549	45,456 a.e.	83%
3	New Jersey	37,061 c.	35,673 c.	53,663	69%
4	New York	36,400	35,259	55,181 b.	66%
5	California	35,135	34,805	56,444 a.	62%
6	Georgia	35,116	33,919	45,848	77%
7	Illinois	35,114	34,522	53,820 a.d.	65%
8	Delaware	34,566	33,811	51,122	68%
9	Connecticut	34,462	33,270	56,516	61%
10	Michigan	34,377 c.	33,596	54,474 c.	63%
11	Pennsylvania	34,140	32,897	52,640	65%
12	Massachusetts	34,041 c.	33,168 c.	53,274	64%
13	Maryland	33,760	32,939	50,303	67%
14	Oregon	33,396	32,804	47,829	70%
15	Rhode Island	32,902 c.	31,025 c.	54,809 c.	60%
16	Texas	32,741	31,874	40,476 a.	81%
17	Virginia	32,437 c.	31,414 c.	43,936	74%
18	New Mexico	31,920	28,120	38,469	83%
19	Colorado	31,296	32,063	43,318	72%
20	Alabama	30,973	30,927	38,282	81%
21	Minnesota	30,772	30,587	45,010 a.	68%
22	Florida	30,696	30,491	40,598	76%
23	Tennessee	30,449	29,275	40,318	76%
24	Washington	30,159	29,118	45,437	66%
25	Indiana	29,784	29,213	45,791	65%
26	Louisiana	29,655	28,812	37,123	80%
27	Oklahoma	29,473	29,451	35,061 d.e.	84%
28	Missouri	28,938	28,102	38,247	76%
29	Wyoming	28,900	27,596	39,537 a.	73%
30	Ohio	28,692	27,688	47,791	60%
31	Kansas	28,530	26,855	38,622	74%
32	Nebraska	28,527	27,127	39,635	72%
33	Kentucky	28,416	27,331	39,831	71%
34	Arizona	28,236	28,916	42,324	67%
35	Mississippi	28,106	25,347	36,217	78%
36	Nevada	27,942	27,434	43,211	65%
37	South Carolina	27,883	27,668	41,162	68%
38	North Carolina	27,572	27,572	43,211 a.	64%
39	New Hampshire	27,367	26,479	42,689	64%
40	Iowa	26,967	26,893	38,381	70%
41	West Virginia	26,692	26,692	38,496	69%
42	Utah	26,130 c.	26,534 c.	38,976	67%
43	Arkansas	26,129	25,459 c.	39,226	67%
44	Idaho	25,908	26,091	40,111	65%
45	Maine	25,901	24,631	39,864	65%
46	Vermont	25,819 c.	25,240 c.	43,009 a.	60%
47	South Dakota	25,504	24,311	33,236	77%
48	North Dakota	24,108	23,591	35,411	68%
49	Montana	24,032	23,088	37,184	65%
50	Wisconsin	23,952	27,277	41,687	57%
	U.S. Average	\$ 31,704	\$ 31,351	\$ 46,597	68%
	American Samoa	\$ 9,272	\$ 8,215	\$ 17,000	n/a
	Guam	28,410	28,789	34,326	n/a
	District of Columbia	38,566	40,085	62,909	n/a
	Puerto Rico	18,000	18,000	24,700	n/a
	Virgin Islands	26,563	n/a	n/a	n/a

a. includes extra-duty pay; b. median; c. AFT estimate; d. includes employer pick-up of employee pension contributions where applicable; e. 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.