

Appendix I. Data on National Trends in Teacher Salaries

This section briefly examines trends in the average salary of teachers and compares these trends with those of comparable occupations and the cost of living.

Highlights

- The average annual teachers' salary in 2006-07 was \$51,009, increasing 4.5 percent from the previous year, and surpassing \$50,000 for the first time. This was the largest annual increase for teachers since 1991. See Table I-1.⁷
- The growth in the average teacher salary in 2006-07 was almost 40 percent higher than the concurrent increase in inflation. Such relative growth is considerable given the fact that teachers' salaries have failed to keep pace with inflation in four of the past seven years. See Table I-1.
- Although the 2006-07 gain is promising, there has been relatively little real (inflation-adjusted) growth in wage and salary compensation for teachers for many years. The 2006-07 average salary of \$51,009 in real terms is lower than it was in 2002 and less than \$1,000 higher than the average adjusted salary 15 years ago. See Figure 2.
- The salaries of teachers, when adjusted for inflation, are growing more slowly than those of all U.S. workers and all government workers. Between 2002 and 2007, the average annual salary for teachers actually decreased, compared with a 1.1 percent and a 3.4 percent increase for all workers and government workers, respectively. Similarly, extending the trend to 10 years (1997-2007), the increase in a teacher's salary was 2.8 percent, compared with 10.7 percent for all workers, and 9.6 percent for government workers. See Table I-2.
- Strikingly, between 2002 and 2007, teachers earned an average of only 8 percent more than the average U.S. worker, although teachers have substantially more education. If we look back 10 years, to 1997, teachers earned 17 percent more than the average worker. See Table I-2.
- Teachers earned the same, on average, as other government employees in 2007. Five years prior, teachers were earning 4 percent more than other public employees, and in 1997, teacher salaries were 7 percent higher. See Table I-2.

The average employee in one of the 23 professions the Bureau of Labor Statistics (BLS) deems comparable to teachers in terms of education/training requirements made on

⁷ Note that in Table I-1 and throughout this survey, when teacher salaries are referred to by a single year, the year represents the end of the school year that began the previous year. For example, the average salary of \$51,009 in 2007 was calculated for the 2006-07 school year.

average \$72,678 in 2007, compared with the \$51,009 earned by a teacher (about 70 percent of the comparable professional average). Only three of the comparable occupations in Table I-3 have an average 2007 salary that is lower than the teacher salary: child, family, and school social workers; medical and public health social workers; and athletic trainers. Between 2002 and 2007, the average annual salary of workers in the comparable BLS occupations increased about 19 percent, compared with a 15 percent increase for teachers. See Table I-3.

Table II-1: Average Teacher Salary in 2005-06 and 2006-07, State Rankings

| 2006-07 | | 2005-06 | | 2006-07 | | | |
|-----------------------------|----------------|---------|-------------------------|--------------------------|------|-------------------------|---------------|
| Rank | State | Rank | Average Salary | FTE* Teachers | Rank | Average Salary | FTE* Teachers |
| 1 | California | 1 | \$59,825 | 300,210 | 1 | \$63,640 | 299,684 |
| 2 | Connecticut | 2 | \$59,311 | 42,473 | 2 | \$61,039 | 42,805 |
| 3 | New Jersey | 3 | \$58,270 | 110,905 | 3 | \$59,730 | 112,300 |
| 4 | New York | 6 | \$55,942 ^c | 220,186 | 4 | \$59,557 ^c | 221,718 |
| 5 | Rhode Island | 12 | \$51,243 | 13,069 | 5 | \$58,420 | 11,963 |
| 6 | Illinois | 4 | \$56,685 ^a | 130,691 | 6 | \$58,275 ^a | 131,927 |
| 7 | Massachusetts | 5 | \$56,336 ^{a,b} | 73,593 | 7 | \$58,178 ^{a,b} | 73,176 |
| 8 | Maryland | 8 | \$54,333 | 56,771 | 8 | \$56,927 | 58,427 |
| 9 | Michigan | 7 | \$54,739 | 75,544 | 9 | \$55,541 | 74,256 |
| 10 | Pennsylvania | 9 | \$54,043 | 122,361 | 10 | \$54,977 | 123,114 |
| 11 | Alaska | 10 | \$53,322 | 7,926 | 11 | \$54,678 | 7,924 |
| 12 | Delaware | 11 | \$52,493 ^a | 7,998 | 12 | \$54,537 ^a | 8,044 |
| 13 | Ohio | 13 | \$50,772 | 108,670 | 13 | \$53,536 | 108,192 |
| 14 | Hawaii | 15 | \$49,336 | 12,846 | 14 | \$51,916 | 12,955 |
| 15 | Oregon | 14 | \$50,044 ^d | 28,231 | 15 | \$51,080 ^d | 28,758 |
| 16 | Wyoming | 29 | \$43,261 | 6,675 | 16 | \$50,771 | 6,718 |
| 17 | Georgia | 16 | \$48,247 | 103,593 | 17 | \$49,836 | 108,502 |
| 18 | Minnesota | 17 | \$47,523 | 52,255 | 18 | \$49,719 | 52,796 |
| 19 | Nevada | 21 | \$46,092 | 25,598 | 19 | \$49,426 | 27,319 |
| 20 | Virginia | 19 | \$47,223 ^a | 100,695 | 20 | \$49,130 ^a | 102,147 |
| 21 | Washington | 20 | \$46,317 | 53,633 | 21 | \$47,880 | 53,957 |
| 22 | Indiana | 18 | \$47,255 | 60,486 | 22 | \$47,832 | 61,183 |
| 23 | Vermont | 24 | \$44,525 | 8,847 | 23 | \$47,645 | 8,856 |
| 24 | Florida | 26 | \$44,400 ^a | 182,879 | 24 | \$47,219 ^a | 188,277 |
| 25 | New Hampshire | 22 | \$45,226 | 14,991 | 25 | \$46,797 | 14,948 |
| 26 | Wisconsin | 23 | \$45,196 | 59,135 | 26 | \$46,707 | 58,997 |
| 27 | North Carolina | 27 | \$43,922 | 93,875 | 27 | \$46,137 | 96,529 |
| 28 | Colorado | 25 | \$44,442 | 46,025 | 28 | \$45,832 | 46,973 |
| 29 | Texas | 36 | \$42,225 | 301,558 | 29 | \$45,392 | 311,009 |
| 30 | Idaho | 28 | \$43,385 | 14,521 | 30 | \$45,094 | 14,770 |
| 31 | Arizona | 32 | \$42,967 | 51,319 | 31 | \$44,700 | 52,703 |
| 32 | Arkansas | 30 | \$43,088 | 32,676 | 32 | \$44,493 | 33,112 |
| 33 | South Carolina | 31 | \$43,011 | 48,212 | 33 | \$44,335 | 49,124 |
| 34 | Tennessee | 34 | \$42,485 ^a | 60,691 | 34 | \$43,815 ^a | 61,824 |
| 35 | Kentucky | 33 | \$42,721 | 42,146 | 35 | \$43,787 | 43,119 |
| 36 | Alabama | 42 | \$40,347 | 47,317 | 36 | \$43,389 | 47,922 |
| 37 | Kansas | 38 | \$41,467 | 33,479 | 37 | \$43,318 | 34,351 |
| 38 | Iowa | 39 | \$40,877 | 35,175 | 38 | \$42,922 | 34,444 |
| 39 | Louisiana | 43 | \$40,029 ^a | 44,965 | 39 | \$42,816 ^a | 45,829 |
| 40 | New Mexico | 37 | \$41,637 | 20,534 | 40 | \$42,780 | 23,314 |
| 41 | Oklahoma | 47 | \$38,772 ^{b,d} | 41,616 | 41 | \$42,379 ^{b,d} | 42,183 |
| 42 | Maine | 35 | \$42,356 | 16,698 | 42 | \$42,103 | 16,688 |
| 43 | Nebraska | 41 | \$40,382 | 24,067 | 43 | \$42,044 | 25,046 |
| 44 | Montana | 44 | \$39,832 | 10,512 | 44 | \$41,146 | 10,518 |
| 45 | West Virginia | 45 | \$39,583 ^a | 19,760 | 45 | \$40,534 ^a | 19,484 |
| 46 | Missouri | 46 | \$39,078 | 65,039 | 46 | \$40,384 | 66,381 |
| 47 | Mississippi | 40 | \$40,594 | 32,129 | 47 | \$40,182 | 32,746 |
| 48 | North Dakota | 48 | \$37,552 | 8,675 | 48 | \$38,586 | 8,676 |
| 49 | Utah | 49 | \$37,543 | 22,992 | 49 | \$37,775 | 23,641 |
| 50 | South Dakota | 50 | \$34,673 | 8,899 | 50 | \$35,378 | 8,934 |
| U.S. Average 2006-07 | | | \$51,009 | Total FTE 2006-07 | | 3,148,264 | |
| U.S. Average 2005-06 | | | \$48,809 | Total FTE 2005-06 | | 3,102,139 | |
| U.S. Average 2004-05 | | | \$47,570 | Total FTE 2004-05 | | 3,047,555 | |

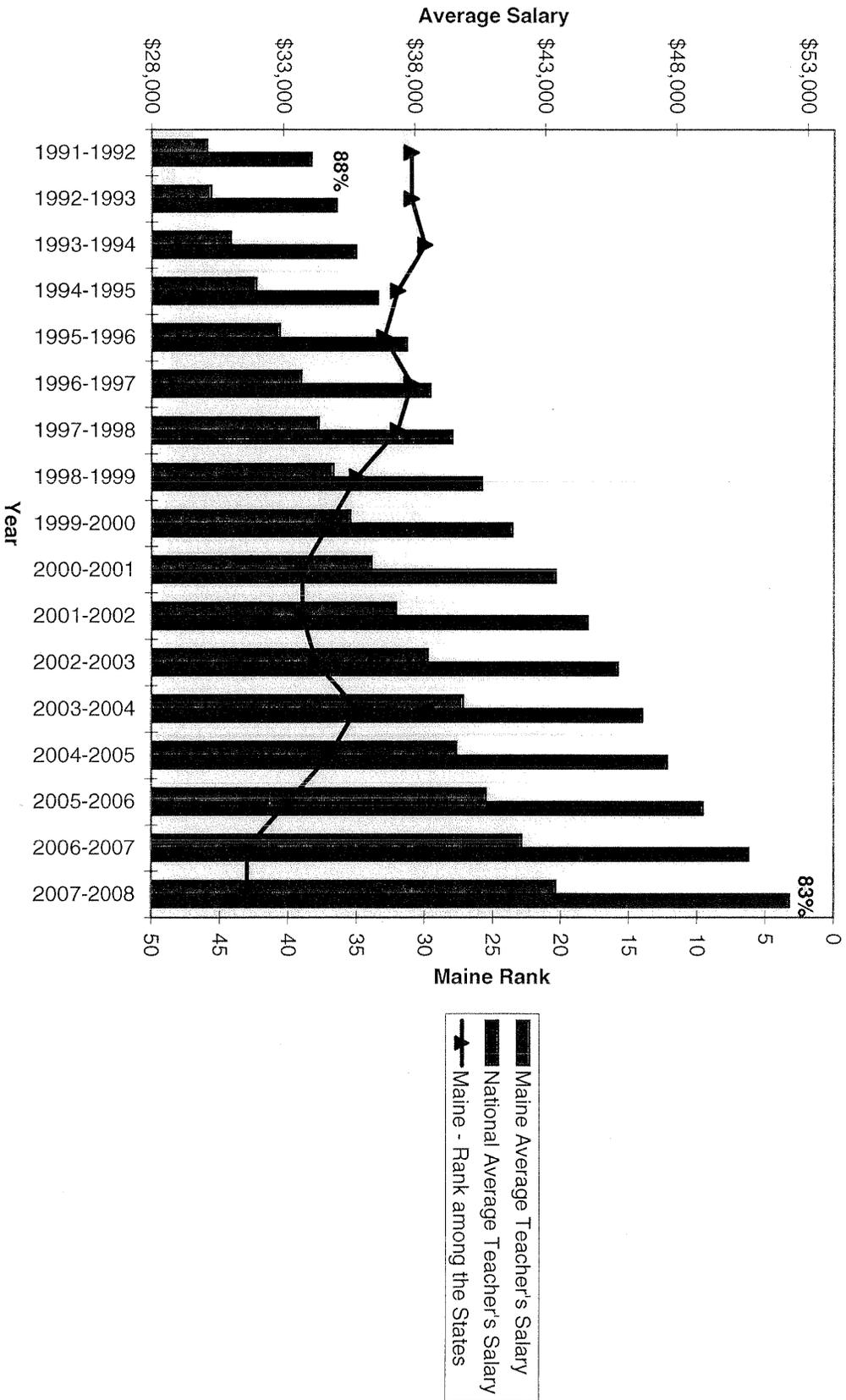
* Full-time equivalent.

a. includes extra-duty pay; b. includes fringe benefits such as healthcare where applicable;

c. median; d. includes employer pick-up of employee pension contributions where applicable.

Source: American Federation of Teachers, annual survey of state departments of education.

Average Teacher's Salaries - Maine Compared to United States



Data Source: NEA

Chart 4