

Table III-1: Average Beginning Teacher Salaries, 2004-05 to 2006-07, Ranked by 2006-07

Rank	State	2004-05 Beginning Teacher Salary	2005-06 Beginning Teacher Salary	Change 2004-05 to 2005-06	2006-07 Beginning Teacher Salary	Change 2005-06 to 2006-07
1	New Jersey	\$41,403 <sup>a</sup>	\$43,068	4.0%	\$44,523	3.4%
2	Alaska	\$38,657	\$40,523	4.8%	\$42,006	3.7%
3	Connecticut	\$39,259	\$39,898	1.6%	\$41,497	4.0%
4	Maryland	\$37,125	\$38,649	4.1%	\$40,849	5.7%
5	Wyoming	\$30,097 <sup>a</sup>	\$32,257	7.2%	\$40,084	24.3%
6	Delaware	\$37,648 <sup>a</sup>	\$38,547	2.4%	\$39,941 <sup>b</sup>	3.6%
7	New York	\$37,321	\$39,000	4.5%	\$39,500 <sup>c</sup>	1.3%
8	Hawaii	\$35,814 <sup>a</sup>	\$37,317	4.2%	\$39,361	5.5%
9	California	\$35,760	\$36,893	3.2%	\$38,875	5.4%
10	Texas	\$34,179 <sup>a</sup>	\$34,891	2.1%	\$38,522	10.4%
11	Illinois	\$37,500	\$40,130	7.0%	\$38,363 <sup>b</sup>	-4.4%
12	Florida	\$33,427	\$34,517	3.3%	\$37,600 <sup>b</sup>	8.9%
13	Pennsylvania	\$34,978 <sup>a</sup>	\$35,782	2.3%	\$36,599	2.3%
14	Oklahoma	\$31,732 <sup>a</sup>	\$32,725	3.1%	\$36,278 <sup>d,e</sup>	10.9%
15	Colorado	\$32,464 <sup>a</sup>	\$34,961	7.7%	\$36,211	3.6%
16	Ohio	\$33,671	\$33,782	0.3%	\$35,676	5.6%
17	Alabama	\$31,364 <sup>a</sup>	\$32,973	5.1%	\$35,517	7.7%
18	Nevada	\$33,737 <sup>a</sup>	\$34,580	2.5%	\$35,480	2.6%
19	Oregon	\$33,704 <sup>a</sup>	\$34,691	2.9%	\$35,400 <sup>d,e</sup>	2.0%
20	Arizona	\$30,404	\$33,070	8.8%	\$35,127	6.2%
21	Rhode Island	\$33,815	\$33,783	-0.1%	\$34,838	3.1%
22	Louisiana	\$31,283 <sup>a</sup>	\$32,045	2.4%	\$34,410 <sup>b</sup>	7.4%
23	Michigan	\$35,557	n/a		\$34,100	
24	Tennessee	\$31,768 <sup>a</sup>	\$31,939	0.5%	\$33,459 <sup>b</sup>	4.8%
25	Minnesota	\$31,656 <sup>a</sup>	\$31,855	0.6%	\$33,018	3.7%
26	Mississippi	\$29,993 <sup>a</sup>	\$32,173	7.3%	\$32,141	-0.1%
27	New Mexico	\$33,730	\$31,315	-7.2%	\$32,081	2.4%
28	Indiana	\$30,844	\$31,022	0.6%	\$32,076	3.4%
29	Georgia	\$29,552 <sup>f</sup>	\$30,441	3.0%	\$31,659 <sup>f</sup>	4.0%
30	Wisconsin	\$25,222	\$30,021	19.0%	\$31,588	5.2%
31	North Carolina	\$27,944	\$28,906	3.4%	\$31,478	8.9%
32	Washington	\$30,120 <sup>a</sup>	\$30,485	1.2%	\$31,442	3.1%
33	South Carolina	\$29,696 <sup>a</sup>	\$30,556	2.9%	\$31,336	2.6%
34	Kentucky	\$29,256 <sup>a</sup>	\$30,539	4.4%	\$31,304	2.5%
35	Missouri	\$29,276	\$30,036	2.6%	\$31,285	4.2%
36	West Virginia	\$26,704	\$28,090	5.2%	\$30,626	9.0%
37	Arkansas	\$28,784	\$29,353	2.0%	\$30,510	3.9%
38	Kansas	\$27,840	\$29,282	5.2%	\$30,408	3.8%
39	Iowa	\$27,284	\$28,508	4.5%	\$30,331	6.4%
40	New Hampshire	\$28,297 <sup>a</sup>	\$29,234	3.3%	\$30,185	3.3%
41	Idaho	\$27,500	\$27,500	0.0%	\$30,000	9.1%
42	Nebraska	\$28,000 <sup>a</sup>	\$27,517	-1.7%	\$29,215	6.2%
43	Utah	\$26,521	\$27,437	3.5%	\$28,653	4.4%
44	Maine	\$26,643	\$27,212	2.1%	\$28,517	4.8%
45	Montana	\$25,318	\$26,022	2.8%	\$27,134	4.3%
46	North Dakota	\$24,872	\$25,657	3.2%	\$27,064	5.5%
47	South Dakota	\$26,111	n/a <sup>g</sup>		\$26,988	
	Massachusetts	\$35,421	n/a <sup>g</sup>		n/a <sup>g</sup>	
	Vermont	\$26,461	n/a <sup>g</sup>		n/a <sup>g</sup>	
	Virginia	\$33,200	n/a <sup>g</sup>		n/a <sup>g</sup>	
	<b>U.S. Average</b>	<b>\$32,158<sup>h</sup></b>	<b>\$33,227</b>	<b>3.3%</b>	<b>\$35,284<sup>h</sup></b>	<b>6.2%</b>

a. The 2004-05 beginning teacher salary numbers in some instances have been revised by state education agencies and therefore differ from the reporting in the AFT Survey and Analysis of Teacher Salary Trends 2005, thus altering the U.S. beginning average; b. includes extra-duty pay; c. median; d. includes employer pick-up of employee pension contributions where applicable; e. includes fringe benefits such as healthcare where applicable. f. Georgia's state salary does not include district supplemental pay. g. These states did not provide a response to the request for beginning teacher salaries. h. The U.S. average for beginning teacher salary is a straight average of data received.

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

Figure 21

*What role does the state play in deciding teacher pay rates?*

	Sets minimum salary schedule	Sets minimum salary	Gives full authority to districts
Alabama	■	□	□
Alaska	□	□	■
Arizona	□	□	■
Arkansas	■	□	□
California	□	□	■
Colorado	□	□	■ <sup>1</sup>
Connecticut	□	□	■
Delaware	■	□	□
District of Columbia	□	□	■
Florida	□	□	■
Georgia	■	□	□
Hawaii	■	□	□
Idaho	□	■	□
Illinois	□	■	□
Indiana	□	■	□
Iowa	□	■	□
Kansas	□	□	■
Kentucky	■	□	□
Louisiana	■	□	□
Maine	□	■	□
Maryland	□	□	■
Massachusetts	□	■	□
Michigan	□	□	■
Minnesota	□	□	■
Mississippi	■	□	□
Missouri	■	□	□
Montana	□	□	■
Nebraska	□	□	■
Nevada	□	□	■
New Hampshire	□	□	■
New Jersey	□	■	□
New Mexico	□	■	□
New York	□	□	■
North Carolina	■	□	□
North Dakota	□	□	■
Ohio	■	□	□
Oklahoma	■	□	□
Oregon	□	□	■
Pennsylvania	□	□	■
Rhode Island	□	□	■ <sup>2</sup>
South Carolina	■	□	□
South Dakota	□	□	■
Tennessee	■	□	□
Texas	■	□	□
Utah	□	□	■
Vermont	□	□	■
Virginia	□	□	■
Washington	■	□	□
West Virginia	■	□	□
Wisconsin	□	□	■
Wyoming	□	□	■
	<b>17</b>	<b>8</b>	<b>26</b>

However, states may need to be more proactive. Without compromising districts' autonomy, states should also look for ways that they can encourage local districts to move away from the traditional experience/advanced degree salary structure. No state has currently adopted such a strategy.

**EXAMPLES OF BEST PRACTICE**

Unfortunately, NCTQ cannot highlight any state's policy in this area. Twenty-six states do not require districts to adhere to salary schedules or minimum salary requirements, giving them full control of teacher pay rates. No state has yet articulated a policy that discourages tying compensation to advanced degrees or basing salary solely on years of experience.

Figure 22

*What role does the state play in deciding teacher pay rates?*

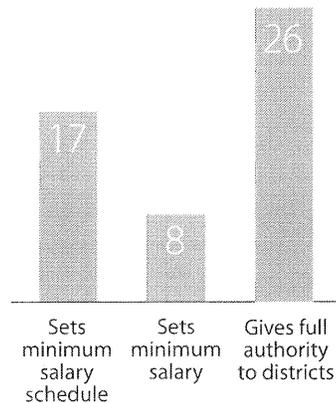


Figure 21

<sup>1</sup> Colorado gives districts option of a salary schedule, a performance pay policy or a combination of both.  
<sup>2</sup> Rhode Island requires that local district salary schedules are based on years of service, experience and training.