Survey and Analysis of Teacher Salary Trends 2007

A Union of Professionals

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Executive Summary

2006-07 signaled a year of good news and firsts. It brought the highest salary increase teachers had seen in 15 years, taking the national average over the $50,000 mark for the first time. In addition, for the first time since 2001, the raise that teachers received matched the increase in pay of government employees and of all U.S. workers. Finally, our 2007 survey includes the first publicly presented compilation of charter school teacher salaries in 29 of the 40 states that have charter schools.

After 15 years of relative stagnation, the average teacher salary increased 4.5 percent in 2006-07, to $51,009. The growth was even higher for beginning teachers, up 6.2 percent, to $35,284. Both increases easily outpaced the 2.8 percent rate of inflation. At a time in which the cost of living is hitting hard—especially in basic areas such as energy, food and fuel costs—these higher salaries, if sustained, should serve to relieve some of this burden.

The news was not as positive for charter school teachers. The 2006-07 average salary of charter school teachers was significantly lower than that of other public school teachers—about $41,106. Average beginning salaries for charter school teachers, at $34,817, were just slightly below those of their counterparts in traditional public schools.

While teachers were making gains in 2006-07, the average inflation-adjusted salaries of all U.S. workers and all government workers were dropping sharply. U.S. workers' mean annual earnings decreased by 1.5 percent, to $46,954, while government employees saw a decline of 1.8 percent, down to a mean of $50,899. For the first time since 2001, teacher pay increased relative to the earnings of both the average worker and the average government employee in the United States. It is interesting to note that between 2003 and 2006, teachers' inflation-adjusted salaries were decreasing while those of these other two groups of workers were rising. In 2006-07, the opposite was true: Teachers gained 1.6 percent, while the average worker and government worker lost an equal proportion of their real earnings.

If we compare teachers' pay with the earnings of 23 occupations that are similar in terms of education requirements, the raise teachers received in 2006-07 exceeded that seen by this group of comparable professions—4.5 percent versus 4.4 percent. Although this margin is very slight, it is significant insofar as it represents a genuine benchmark of progress for teachers, who have been consistently losing ground to their peers in similar professions.

However, despite this improvement, teachers still earn about 70 cents on the dollar of these similar professionals ($51,009 versus $72,678). As a result, in 2007, individuals

considering a teaching career and reviewing the average salaries of educators versus those of similar professionals would learn that this penalty was almost $22,000 per year, or about 30 percent of the average professional salary.

The salary increase in 2006-07 bucked a 15-year trend in which teachers' pay saw no real growth. In 1991, the average inflation-adjusted teacher salary was $50,176, while in 2006, it was $50,199. For those 15 years, the buying power of teachers increased by only $23. Between 2006 and 2007, the average inflation-adjusted teacher's salary rose $810, to $51,009. In other words, in that one year, teacher pay increased more vis-à-vis the cost of living than in the past 15 years *combined*. From this perspective, the remarkable progress of 2006-07 cannot be understated.

State Comparisons. There is a great deal of variation—an average of plus or minus about $6,400, or 12.5 percent—among the states in average teacher salaries, ranging from South Dakota at 69.4 percent of the national average, to California at 124.8 percent of the national average. The largest increase in 2006-07 was in Wyoming, where average salaries rose 17.4 percent. Despite this variation, the majority of states shared in the year's growth. In fact, increases kept pace within inflation in 37 states, which suggests that the aggregate trend is not concentrated in a few states, but rather a nationwide phenomenon.

Beginning Teacher Salaries. There will be unprecedented turnover in the veteran teaching workforce during the coming decade, as baby boomers retire, so it is especially encouraging that beginning teachers' salaries increased even faster than the overall average, rising 6.2 percent to $35,284. This increase was more than twice the rate of inflation.

Large Cities and Districts. A special presentation of 2007-08 data from large U.S. cities and districts—which focuses on illustrating the compensation of teachers at their beginning and maximum earnings levels—shows that the maximum salaries of highly experienced career teachers in large cities can exceed $90,000 per year (in many districts, career teachers' salaries surpass $100,000). These maximum salaries clearly suggest that a career in teaching can be both socially and economically rewarding.

Charter Schools. For the first time, our survey presents data on the average and beginning salaries of teachers in 29 of the 40 states that have charter schools. The average salary of a charter school teacher—$41,106 in 2006-07—is significantly lower than that of a traditional public school teacher. Beginning charter school teachers' average pay was $34,817, or $467 less than their non-charter counterparts'. Teachers in charter schools saw an inflation-outpacing salary increase of 3.6 percent in 2006-07, while starting charter teachers' salaries increased 4.6 percent.

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Overview

A major theme of the 2005 AFT teacher salary survey was that "America's teachers need a raise." In 2006-07, they got one.

The average annual salary for U.S. teachers was $51,009, surpassing $50,000 for the first time in 2006-07, and representing an increase of 4.5 percent over the previous year. This was the largest single-year percentage increase since 1991. The 4.5 percent jump easily outpaced the concurrent rise in the Consumer Price Index (2.8 percent), reversing a three-year streak in which teachers' salaries lagged behind inflation. When the salary amounts in past years are adjusted for inflation, the 2006-07 increase represents the largest jump in teachers' wages since 1987.

In today's faltering economy, this pay raise may help teachers offset the soaring costs of such basic necessities as energy, fuel and food.

The 2006-07 overall salary increase for teachers was buttressed by a concurrent pay raise for beginning teachers, whose salaries rose 6.2 percent, to $35,284, the second consecutive year in which the increase exceeded inflation. This growth was shared in all but nine states.

For the first time, in this survey, we examine levels and trends in the pay of charter school teachers in 29 of the 40 states that have charter schools. Charter teachers, like teachers overall, saw a significant pay raise of 3.6 percent and an average salary of $41,106. Our data also reveal that beginning charter teachers' salaries, at a 2006-07 average of $34,817, are very similar to those of beginning teachers overall, and appropriately, also saw a real increase of 4.6 percent from the previous year.

While teachers were making gains in 2006-07, the average inflation-adjusted salaries of all U.S. workers and all government workers were dropping sharply. U.S. workers' average pay decreased by 1.5 percent, to $46,954, while government employees saw a decline of 1.8 percent, down to a mean of $50,899. For the first time since 2001, teacher pay increased relative to the earnings of both the average worker and the average government employee in the United States. It is interesting to note that between 2003 and 2006, teachers' inflation-adjusted salaries were decreasing while those of these other workers were rising. In 2006-07, the opposite was true: Teachers gained 1.6 percent, while the average worker and government worker lost an equal proportion of their real earnings.

If we compare teachers' pay with the earnings of 23 occupations that are similar in terms of education requirements,[1] the raise teachers received in 2007 exceeded that seen by this group of comparable professions—4.5 percent versus 4.4 percent. Although this margin is very slight, it is significant insofar as it represents a genuine benchmark of progress for teachers, who have been consistently losing ground to their peers in similar professions.

Trends in Teacher Pay

The salary increase in 2006-07 bucked a 15-year trend in which teachers' pay saw no real growth. In 1991, the average inflation-adjusted teacher salary was $50,176, while in 2006, it was $50,199. For those 15 years, the buying power of teachers increased by only $23. Between 2006 and 2007, the average inflation-adjusted teacher's salary rose $810, to $51,009. In other words, in that one year, teacher pay increased more vis-à-vis the cost of living than in the past 15 years *combined*. From this perspective, the remarkable progress of 2006-07 cannot be understated.

The need to sustain the gains made in 2006-07 becomes even clearer when teacher pay is compared with that list of 23 comparable professional occupations. Although this gap improved slightly in 2006-07, teachers still were earning only 70 cents for every dollar earned by these other professionals. Anyone considering a teaching career and reviewing the average salaries of educators with those of similar professionals that year would see that this penalty could grow to almost $22,000, or about 30 percent of the average professional salary.

Prior to 2006-07, these disparities between teachers and other professionals were getting wider, as other professionals' wages grew rapidly and those of teachers remained stagnant. Although the 2006-07 increase was slightly higher for teachers, between 2002 and 2007 the average earnings of the 23 comparable professions increased 19.1 percent while teachers saw only a 15 percent boost in pay.

The 2006-07 improvement was far more marked, albeit still inadequate, in the gap between teachers and all U.S. workers. After five consecutive years (2001-06) of decline in teachers' wages compared with those of all workers— from 10 percent higher in 2002 down to only 5 percent higher in 2006—teachers made inflation-adjusted gains in 2006-07 despite the equal losses seen by all U.S. workers. As a result, in 2007 teachers earned 9 percent more than the average worker, an improvement of 4 percentage points. This gap is still inadequate, however, given these two facts: Teachers have far more education than most workers, and the average earnings of comparable professionals are 55 percent higher than the average for all U.S. workers (compared with 9 percent for teachers). This latter comparison, striking in its

[1] This list of comparable occupations is compiled by the U.S. Bureau of Labor Statistics, Occupational Projections and Training Data.

magnitude, reflects the degree to which 2006-07 is properly viewed as the first leg of a marathon, rather than a sprint.

The data presented in this survey do not address the possibility that differences in education, experience and other relevant factors might account for some of the wage disparity between teachers and other professionals. However, a recent report from the Economic Policy Institute (EPI) examines wage differences between teachers and college-educated incumbents of other occupations while controlling for factors such as years of experience, education and region. The results of the EPI analysis models show that even when these other influential variables are controlled, the weekly earnings of teachers are about 16 percent less than those of other college graduates, with this gap slightly larger for holders of bachelor's degrees (18 percent) than for those with master's degrees (14 percent).[2]

State Comparisons

The teacher salary increase in 2006-07 was not limited to a handful of states. Rather, teachers in 37 states saw pay raises that matched or exceeded the rate of inflation, including a remarkable increase of 17.4 percent in Wyoming.

The top-three ranked states were the same for two consecutive years—California, Connecticut and New Jersey had the highest average teacher salaries. The three lowest-paying states—South Dakota, Utah and North Dakota—were also a repeat in 2006-07. Overall, states in the New England, Mid-Atlantic and Far West Census regions reported the highest average salaries. Seven of the top 10 states can be found in these Northeast regions. The lowest state averages are found in the Plains states. Some of these interstate differences are tied to variations in the cost of living—e.g., California's high teacher salaries reflect the fact that the state is among the most expensive in which to live.

Beginning Teachers' Salaries

The average salaries of beginning teachers also increased sharply in 2006-07, up 6.2 percent from 2005-06 for an average of $35,284, and up $3,126 from 2004-05, a two-year increase of 9.7 percent. The increases both years outpaced inflation, and the 2006-07 increase was more than twice the concurrent rise in inflation. This means that beginning teachers' salaries were rising even faster than those of teachers as a whole. In all but nine states, the 2006-07 increases in starting salaries for teachers exceeded the rate of inflation; and in all but 14 states the increases were higher than the previous year's.

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[2] Allegretto, S.A., Corcoran, S.P., and Mishel, L. 2008. *The Teaching Penalty: Teacher Pay Losing Ground.* Washington, D.C.: Economic Policy Institute.

Large Cities and Districts.
The salaries in a special presentation of 2007-08 data from large U.S. cities and districts—which illustrate the compensation of teachers at their beginning and maximum earnings levels—show that the salaries of highly experienced, career teachers in large cities can exceed $90,000 per year (in many school districts, career teachers' salaries surpass $100,000). These figures clearly suggest that a career in teaching can be as rewarding economically as it is emotionally and socially.

Charter School Teachers' Salaries
This survey presents the first large-scale collection of salary data for charter schools. We report on average and beginning teachers' salaries in 29 of the 40 states that had charter schools in 2006-07 (10 states did not have any charter schools that year).

In 2006-07, the average charter school teacher salary was $41,106, which is about 24.1 percent lower than the average for U.S. teachers overall; this difference may be attributable in part to fewer years of classroom experience among charter school teachers. In 2003-04, about 43 percent of charter school teachers had fewer than three years of experience, compared with 18 percent of non-charter public school teachers.[3] On a related note, the average salary in 2006-07 for a beginning charter school teacher was $34,817, which is only marginally lower than the beginning teacher average in traditional schools.

As for trends in the salaries of teachers in charter schools, the average increase in 2006-07 was about 3.6 percent (compared with 4.5 percent for all teachers), along with an approximately 4.6 percent jump for beginning charter school teachers.[4] Therefore, while the pay of charter school teachers—both overall and beginning—between 2005-06 and 2006-07 increased more rapidly than inflation by considerable margins, these increases were lower than those among teachers and beginning teachers overall.

Conclusion
The importance of continuing the progress of 2006-07 cannot be overstated given the crucial role teachers play in our society. Research has repeatedly shown that competitive salaries positively influence the labor supply by attracting talented individuals to the profession, while minimizing costly attrition rates. Data from the 2003-04 *Schools and Staffing Survey* show that about 14 percent of public school

[3] Strizek, G.A., Pittsonberger, J.L., Riordan, K.E., Lyter, D.M. and Orlofsky, G.F. 2006. *Characteristics of School Districts, Teachers, Principals, and School Libraries in the United States: 2003-04 Schools and Staffing Survey* (NCES 2006-313). U.S. Department of Education, National Center for Education Statistics. Washington, D.C.: U.S. Government Printing Office.
[4] It should be noted in comparing these two years that one state—New Mexico—reported starting and average charter school teacher salaries for 2006-07, but did not share data for 2005-06.

teachers who leave the profession cite salary and benefits as important factors in their decision.[5]

Only about 47 percent of all public school teachers reported being satisfied with their salaries in 2003-04, yet 91 percent said they were generally satisfied with being a teacher.[6] Clearly, the rewards of teaching extend far beyond the monetary compensation. Thousands of young and talented candidates are drawn to the profession, despite the fact that salaries are often higher elsewhere. Sustaining the growth of teachers' wages—relative to those of other professionals and to the cost of living—is important to ensure that novice teachers will enter the profession, replacing the many veteran teachers in the baby boom generation who will retire in the decade ahead.

It is difficult to predict whether the progress of 2006-07 represents an anomaly or signals the beginning of a positive trend for teacher compensation. In either case, and by any measure—compared with all workers, government workers, comparable professionals, or the rate of inflation—teacher salaries still have a lot of ground to make up. Nonetheless, it was a benchmark year. Teachers' salaries increased at a rate surpassing inflation, the wages of all U.S. workers, government employees, and other comparable professionals. The U.S. average surpassed $50,000 for the first time, while the inflation-matching gains were distributed across 37 states, and were shared by beginning and charter school teachers as well.

In short, America's teachers got a good raise but have a lot of ground to make up.

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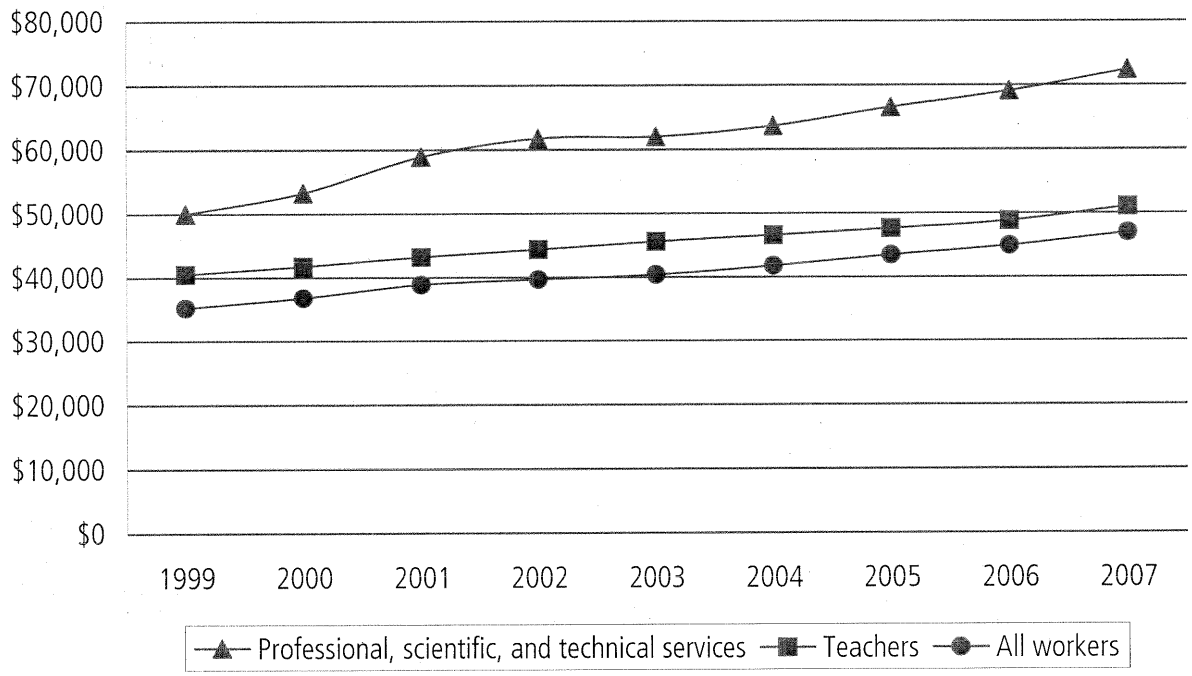
[5] Marvel, J., Lyter, D.M., Peltola, P., Strizek, G.A., and Morton, B.A. 2006. *Teacher Attrition and Mobility: Results from the 2004-05 Teacher Follow-up Survey* (NCES 2007-307). U.S. Department of Education, National Center for Education Statistics. Washington, D.C.: U.S. Government Printing Office.

[6] Snyder, T.D., Dillow, S.A., and Hoffman, C.M. 2008. *Digest of Education Statistics 2007* (NCES 2008-022). National Center for Education Statistics, Institute of Education Sciences, U.S. Department of Education. Washington, D.C.

Figure 1: Annual Inflation-Adjusted Earnings for All Workers; Professional, Scientific and Technical Services Workers; and Teachers, 1999-2007



Sources: U.S. Bureau of Economic Analysis, National Income and Product Accounts of the United States, Tables 6.6A to 6.6D. American Federation of Teachers, annual survey of state departments of education.

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.

Figure 2: Average Inflation-Adjusted Teacher Salaries, 1963-2007

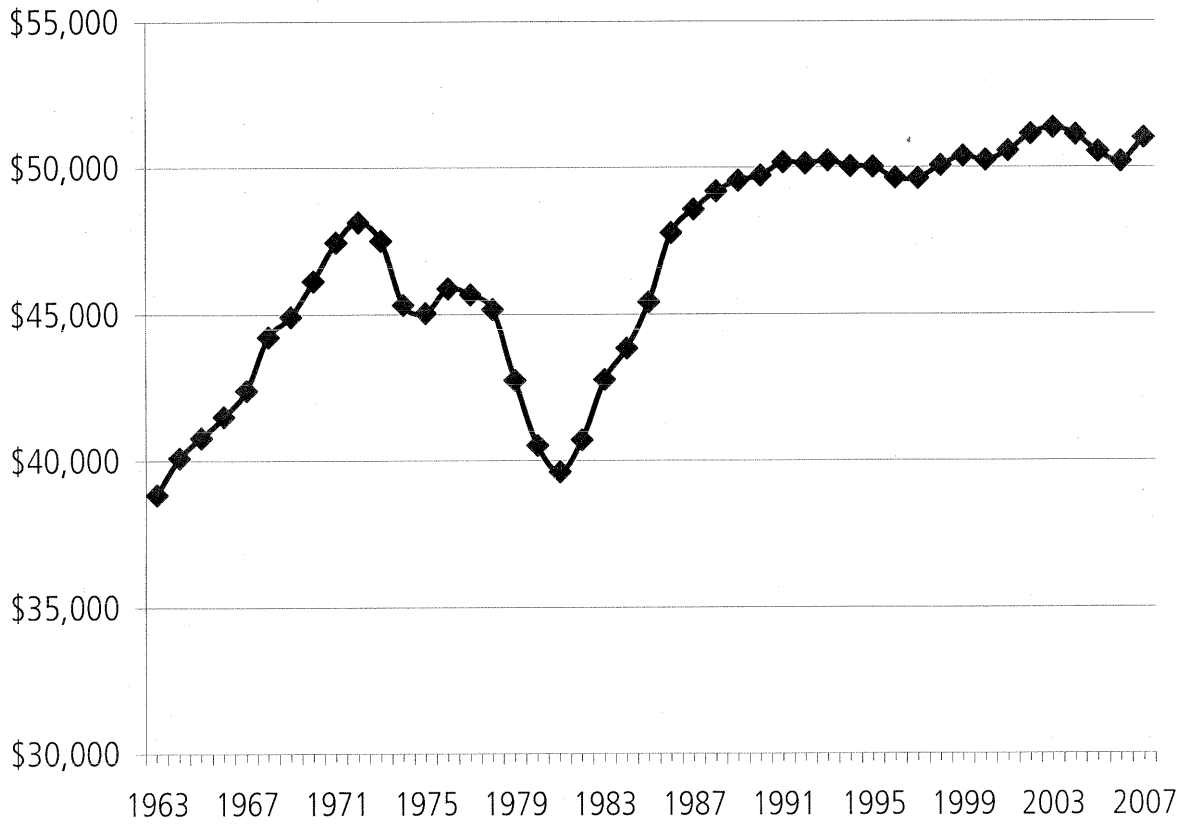
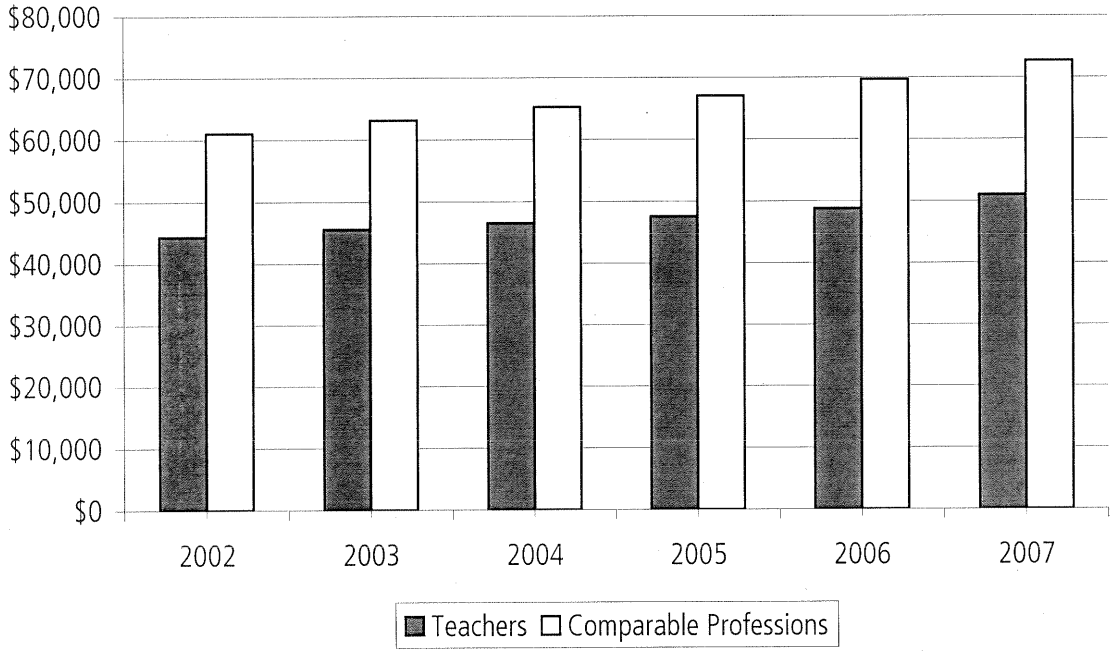


Figure 3: Average Teacher Pay Versus Comparable Professions



Technical Notes

Average Teacher Salaries Compared with Professions Requiring Similar Education (Table I-3). Comparable occupations were determined using BLS Occupational Projections and Training Data in 2004 and retained and re-verified in 2007, in order to keep the same set of comparable occupations from previous salary surveys. Comparable occupations are those within the college education cluster, which held a bachelor's degree as the most significant source of postsecondary education. All teachers are excluded from the data. Occupations with the listing of "all other" are not included because 2000 data were not available. And the occupation category "airline pilots, co-pilots, and flight engineers" was excluded because wages in that category were more than two standard deviations from the mean.

Table I-1: Trends in Teachers' Salaries Compared with Inflation

	Average Teacher Salary		Consumer Price Index		Average Teacher Salary (2007 Dollars)	
	Salary	Change	CPI	Change	Salary	Change
2007	**$ 51,009**	**4.5%**	**207.3**	**2.8%**	**$ 51,009**	**1.6%**
2006	**48,809**	**2.5%**	**201.6**	**3.2%**	**50,199**	**-0.7%**
2005	47,570	2.2%	195.3	3.4%	50,503	-1.1%
2004	46,565	2.2%	188.9	2.7%	51,111	-0.5%
2003	45,578	2.7%	184.0	2.3%	51,359	0.4%
2002	44,367	2.7%	179.9	1.6%	51,134	1.1%
2001	43,187	3.5%	177.1	2.8%	50,561	0.6%
2000	41,731	3.1%	172.2	3.4%	50,247	-0.2%
1999	40,475	2.8%	166.6	2.2%	50,373	0.6%
1998	39,360	2.5%	163.0	1.6%	50,067	0.9%
1997	38,415	2.3%	160.5	2.3%	49,626	0.0%
1996	37,564	2.2%	156.9	3.0%	49,640	-0.8%
1995	36,766	2.8%	152.4	2.8%	50,020	0.0%
1994	35,764	2.2%	148.2	2.6%	50,036	-0.4%
1993	35,004	3.2%	144.5	3.0%	50,226	0.2%
1992	33,927	2.9%	140.3	3.0%	50,138	-0.1%
1991	32,960	5.1%	136.2	4.2%	50,176	0.9%
1990	31,347	5.8%	130.7	5.4%	49,728	0.4%
1989	29,636	5.6%	124.0	4.8%	49,554	0.7%
1988	28,071	5.5%	118.3	4.1%	49,199	1.3%
1987	26,615	5.4%	113.6	3.6%	48,577	1.7%
1986	25,260	7.2%	109.6	1.9%	47,787	5.2%
1985	23,572	7.3%	107.6	3.6%	45,422	3.6%
1984	21,974	6.9%	103.9	4.3%	43,851	2.5%
1983	20,547	8.5%	99.6	3.2%	42,773	5.1%
1982	18,945	9.1%	96.5	6.2%	40,705	2.8%
1981	17,364	7.9%	90.9	10.3%	39,607	-2.2%
1980	16,100	7.5%	82.4	13.5%	40,512	-5.2%
1979	14,970	5.4%	72.6	11.3%	42,753	-5.4%
1978	14,207	6.4%	65.2	7.6%	45,179	-1.1%
1977	13,352	6.0%	60.6	6.5%	45,683	-0.4%
1976	12,591	7.7%	56.9	5.8%	45,881	1.8%
1975	11,690	8.5%	53.8	9.1%	45,052	-0.6%
1974	10,778	5.9%	49.3	11.0%	45,329	-4.6%
1973	10,176	4.9%	44.4	6.2%	47,520	-1.3%
1972	9,705	4.7%	41.8	3.2%	48,140	1.4%
1971	9,269	7.3%	40.5	4.4%	47,453	2.8%
1970	8,635	8.6%	38.8	5.7%	46,144	2.7%
1969	7,952	7.1%	36.7	5.5%	44,926	1.6%
1968	7,423	8.7%	34.8	4.2%	44,227	4.3%
1967	6,830	5.3%	33.4	3.1%	42,399	2.2%
1966	6,485	4.7%	32.4	2.9%	41,500	1.8%
1965	6,195	3.3%	31.5	1.6%	40,777	1.7%
1964	5,995	4.6%	31.0	1.3%	40,097	3.2%
1963	5,732	3.9%	30.6	1.3%	38,839	2.6%
1962	5,515	4.5%	30.2	1.0%	37,864	3.5%
1961	5,275	5.6%	29.9	1.0%	36,579	4.5%
1960	4,995	4.1%	29.6	1.7%	34,989	2.4%
1959	4,797	4.9%	29.1	0.7%	34,179	4.2%
1958	4,571	7.8%	28.9	2.8%	32,794	4.8%
1957	4,239	4.5%	28.1	3.3%	31,278	1.2%
1956	4,055	n/a	27.2	n/a	30,910	n/a

Sources: U.S. Bureau of the Census, Historical Statistics, Colonial Times to 1970, series D739-764 and D893-904. National Center for Education Statistics, Digest of Education Statistics, various issues (used to estimate teacher salaries prior to the 1977-78 school year). American Federation of Teachers, annual survey of state departments of education.

Table I-2: Trends in Inflation-Adjusted Teacher Salaries Compared with the Average Annual Earnings of All Workers and of All Government Workers

		Mean Annual Earnings (2007 Dollars)						Ratio of Teacher Salary to Salary of:	
	CPI	Teachers		All Workers		Government Workers		All	Government
	Change	Avg. Salary	Change	Earnings	Change	Earnings	Change	Workers	Workers
2007	2.8%	$ 51,009	1.6%	$ 46,954	-1.5%	$ 50,899	-1.8%	1.09	1.00
2006	3.2%	50,199	-0.7%	47,651	0.1%	51,834	0.1%	1.05	0.97
2005	3.4%	50,503	-1.1%	47,583	1.6%	51,778	2.0%	1.06	0.98
2004	2.7%	51,111	-0.5%	46,839	0.7%	50,759	1.0%	1.09	1.01
2003	2.3%	51,359	0.4%	46,520	0.2%	50,275	2.1%	1.10	1.02
2002	1.6%	51,134	1.1%	46,446	-0.7%	49,237	0.6%	1.10	1.04
2001	2.8%	50,561	0.6%	46,779	2.3%	48,954	1.3%	1.08	1.03
2000	3.4%	50,247	-0.2%	45,747	2.2%	48,339	1.5%	1.10	1.04
1999	2.2%	50,373	0.6%	44,782	3.5%	47,605	1.8%	1.12	1.06
1998	1.6%	50,067	0.9%	43,269	2.0%	46,754	0.7%	1.16	1.07
1997	2.3%	49,626	0.0%	42,407	0.4%	46,435	0.0%	1.17	1.07
1996	3.0%	49,640	-0.8%	42,227	0.0%	46,431	-0.2%	1.18	1.07
1995	2.8%	50,020	0.0%	42,224	-0.1%	46,546	0.7%	1.18	1.07
1994	2.6%	50,036	-0.4%	42,253	-0.3%	46,227	0.4%	1.18	1.08
1993	3.0%	50,226	0.2%	42,377	1.9%	46,047	1.5%	1.19	1.09
1992	3.0%	50,138	-0.1%	41,604	-0.2%	45,356	1.1%	1.21	1.11
1991	4.2%	50,176	0.9%	41,666	-0.5%	44,878	0.5%	1.20	1.12
1990	5.4%	49,728	0.4%	41,861	-1.6%	44,664	-0.8%	1.19	1.11
1989	4.8%	49,554	0.7%	42,554	0.8%	45,009	0.2%	1.16	1.10
1988	4.1%	49,199	1.3%	42,225	0.7%	44,924	1.0%	1.17	1.10
1987	3.6%	48,577	1.7%	41,940	2.2%	44,463	2.2%	1.16	1.09
1986	1.9%	47,787	5.2%	41,043	1.1%	43,521	1.5%	1.16	1.10
1985	3.6%	45,422	3.6%	40,597	0.4%	42,880	1.4%	1.12	1.06
1984	4.3%	43,851	2.5%	40,419	1.8%	42,275	3.1%	1.08	1.04
1983	3.2%	42,773	5.1%	39,721	1.0%	41,019	1.3%	1.08	1.04
1982	6.2%	40,705	2.8%	39,342	-1.0%	40,490	-0.1%	1.03	1.01
1981	10.3%	39,607	-2.2%	39,744	-3.3%	40,546	-3.7%	1.00	0.98
1980	13.5%	40,512	-5.2%	41,081	-2.6%	42,112	-4.0%	0.99	0.96
1979	11.3%	42,753	-5.4%	42,192	-0.3%	43,872	-1.2%	1.01	0.97
1978	7.6%	45,179	-1.1%	42,304	0.3%	44,403	-0.1%	1.07	1.02
1977	6.5%	45,683	-0.4%	42,194	1.3%	44,463	0.8%	1.08	1.03
1976	5.8%	45,881	1.8%	41,666	-1.1%	44,092	-1.4%	1.10	1.04
1975	9.1%	45,052	-0.6%	42,108	-3.3%	44,705	-4.6%	1.07	1.01
1974	11.0%	45,329	-4.6%	43,537	-0.2%	46,859	0.2%	1.04	0.97
1973	6.2%	47,520	-1.3%	43,606	3.2%	46,781	5.2%	1.09	1.02
1972	3.2%	48,140	1.4%	42,246	2.1%	44,449	3.8%	1.14	1.08
1971	4.4%	47,453	2.8%	41,387	1.4%	42,808	5.2%	1.15	1.11
1970	5.7%	46,144	2.7%	40,834	1.4%	40,698	1.7%	1.13	1.13
1969	5.5%	44,926	1.6%	40,257	2.8%	40,007	4.0%	1.12	1.12
1968	4.2%	44,227	4.3%	39,176	1.0%	38,481	1.6%	1.13	1.15
1967	3.1%	42,399	2.2%	38,778	1.4%	37,882	1.0%	1.09	1.12
1966	2.9%	41,500	1.8%	38,234	1.9%	37,504	2.7%	1.09	1.11
1965	1.6%	40,777	1.7%	37,526	3.6%	36,511	3.7%	1.09	1.12
1964	1.3%	40,097		36,222		35,200			
5-year average change (2002-07)			**0.0%**		**0.2%**		**0.7%**		
10-year average change (1997-2007)			**0.3%**		**1.0%**		**9.3%**		

Note: Five- and 10-year average changes represent the average year-to-year changes in salaries for teachers, all workers and all government workers.

Sources: U.S. Bureau of the Census, Historical Statistics, Colonial Times to 1970, series D739-764 and D893-904. U.S. Bureau of Economic Analysis, National Income and Product Accounts of the United States, Tables 6.6A to 6.6D. American Federation of Teachers, annual survey of state departments of education.

Table I-3: Average Teacher Salaries and Employment Compared with Professions Requiring Similar Education, 2002 and 2007

	2002		2007		Percent Change	
Comparable Occupations	**Employment**	**Annual Mean Wage**	**Employment**	**Annual Mean Wage**	**Employment**	**Annual Mean Wage**
Accountants and auditors	888,690	$53,230	1,115,010	$63,180	25.47%	18.69%
Architects, except landscape and naval	87,700	62,530	106,830	73,650	21.81%	17.78%
Athletic trainers	13,500	36,070	14,970	40,720	10.89%	12.89%
Atmospheric and space scientists	7,210	61,000	8,750	78,960	21.36%	29.44%
Cartographers and photogrammetrists	8,040	45,180	11,460	54,480	42.54%	20.58%
Child, family and school social workers	259,990	35,640	265,090	41,920	1.96%	17.62%
Civil engineers	207,480	63,010	247,370	75,230	19.23%	19.39%
Computer software engineers, applications	356,760	73,800	495,810	85,660	38.98%	16.07%
Computer software engineers, systems software	255,040	75,840	349,140	90,780	36.90%	19.70%
Database administrators	102,090	59,080	116,340	70,260	13.96%	18.92%
Editors	106,520	47,010	105,920	55,020	-0.56%	17.04%
Environmental engineers	45,720	63,440	51,210	74,820	12.01%	17.94%
Financial managers	563,020	83,080	484,390	106,200	-13.97%	27.83%
Landscape architects	17,460	52,050	21,890	62,250	25.37%	19.60%
Market research analysts	122,000	60,260	220,740	66,980	80.93%	11.15%
Medical and public health social workers	103,180	38,920	120,060	46,320	16.36%	19.01%
Personal financial advisors	77,010	78,460	132,460	89,220	72.00%	13.71%
Public relations specialists	136,360	46,590	225,880	57,100	65.65%	22.56%
Sales engineers	79,300	69,200	75,940	86,350	-4.24%	24.78%
Social and community service managers	111,480	46,900	112,330	59,070	0.76%	25.95%
Surveyors	53,340	42,630	56,670	54,450	6.24%	27.73%
Writers and authors	41,990	50,300	44,310	60,120	5.53%	19.52%
Zoologists and wildlife biologists	12,970	49,250	17,830	58,480	37.47%	18.74%
Average	**158,993**	**$61,041**	**191,322**	**$72,678**	**20.33%**	**19.07%**
Median		**$59,080**		**$66,980**		
Teacher Average		**$44,367**		**$51,009**		**14.97%**

Notes: Employment and salary data are drawn from the National Compensation Survey, U.S. Department of Labor. The list of comparable occupations was determined using BLS Occupational Projections and Training Data in 2004 and retained and re-verified in 2007 in order to keep the same set of comparable occupations from previous salary surveys. Comparable occupations are those within the college education cluster, which had a bachelor's degree as the most significant source of postsecondary education. All teachers are excluded from the data. Occupations with the listing of "all other" are not included because 2000 data were not available. And the occupation category "airline pilots, co-pilots, and flight engineers" was excluded because wages in that category were more than two standard deviations from the mean.

Appendix II. State Comparisons

For the first time in history, the average salary for teachers crossed the benchmark $50,000 level, rising in 2006-07 to $51,009, up 4.5 percent from the previous year. Underlying this overall figure are state-level mean salaries that vary considerably; nevertheless, 37 states saw increases that matched or exceeded the rate of inflation. In general, as is evident in Figure 4, average teacher salaries are rising on a similar trajectory in virtually every state.

Highlights

- For the second consecutive year, California had the highest average teacher salary in 2006-07 at $63,640, or about 25 percent above the national average. South Dakota reported the lowest average salary at $35,378, just over 69 percent of the national average. See Table II-1.

- The rankings of the top three states in terms of teacher salaries—California ($63,640), Connecticut ($61,039), and New Jersey ($59,730)—remained the same from 2005-2006, as did the three lowest-paying states—South Dakota ($35,378), Utah ($37,775), and North Dakota ($38,586). Among the reasons that states in the top salary rankings have remained stable in recent years are the number of experienced teachers in those states and the fact that the cost of housing in many of them is so high—teachers in those states have to earn enough to be able to live there. In California, for example, just five of 27 metropolitan areas are at or below the U.S. average cost of living as measured by Moody's Economy.com,[8] with many over 40 percent higher.

- The states in the New England, Mid-Atlantic and Far West regions reported the highest salaries in 2006-07, as in years past. States in the Plains reported the lowest salaries. See Table II-2.

- Wyoming had the highest percentage increase for 2006-07 at 17.4 percent, and represents a state that has made a concerted effort to increase salaries for teachers and to make the state an economically attractive destination for them. Wyoming rose in our state rankings from 29th place in 2005-06 to 16th in 2006-07. Alabama, Louisiana, Nevada, Oklahoma, Rhode Island, Texas and Vermont also had salary increases at or above 7 percent. See Table II-3.
- In 37 states, rising teacher salaries met or outpaced the 2.8 percent increase in inflation in 2006-07. In just 13 states, teacher salaries failed to keep pace with inflation. Two of these 13 states, Maine and Mississippi, experienced wage declines of 0.6 percent and 1 percent, respectively, in 2006-07. See Table II-3.

[8] February 2008, Volume XVIII, Number 8.

- Between 1996-97 and 2006-07, the average teacher salary rose 32.7 percent (not adjusted for inflation). However, in real terms (i.e., dollars adjusted for inflation), the average teacher salary rose only 2.8 percent during that 10-year period. Wyoming, at 23.9 percent, saw the largest gains in real wages during this span, and several states clustered at 11 percent or higher. For the most part, those states were near the lower end of the average salary for teachers, and moved upwards to be competitive. Some states, such as Michigan and Pennsylvania, which had been near the top, fell due to stagnant or trailing economies resulting from the decline in manufacturing production and jobs. See Table II-4.

Technical Notes

National Average. The calculation of the national average is made by weighting the average salary in each state by the number of teachers in the state. For example, California's 299,684 teachers have much greater impact in the calculation than Wyoming's 6,718.

Figure 4: Average Teacher Salaries by State, 2001-06

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

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

2006-07		2005-06			2006-07		
			Average	FTE*		Average	FTE*
Rank	State	Rank	Salary	Teachers	Rank	Salary	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.

Table II-2: Average and Beginning Teacher Salary in 2006-07 Ranked by Average Salary Within Region

Region	2006-07 Average Salary	2006-07 Beginning Salary
NEW ENGLAND		
Connecticut	$61,039	$41,497
Rhode Island	$58,420	$34,838
Massachusetts	$58,178	n/a
Vermont	$47,645	n/a
New Hampshire	$46,797	$30,185
Maine	$42,103	$28,517
MID-ATLANTIC		
New Jersey	$59,730	$44,523
New York	$59,557	$39,500
Maryland	$56,927	$40,849
Pennsylvania	$54,977	$36,599
Delaware	$54,537	$39,941
GREAT LAKES		
Illinois	$58,275	$38,363
Michigan	$55,541	$34,100
Ohio	$53,536	$35,676
Minnesota	$49,719	$33,018
Indiana	$47,832	$32,076
Wisconsin	$46,707	$31,588
PLAINS		
Kansas	$43,318	$30,408
Iowa	$42,922	$30,331
Nebraska	$42,044	$29,215
Missouri	$40,384	$31,285
North Dakota	$38,586	$27,064
South Dakota	$35,378	$26,988
SOUTHWEST		
Texas	$45,392	$38,522
Arizona	$44,700	$35,127
New Mexico	$42,780	$32,081
Oklahoma	$42,379	$36,278
SOUTHEAST		
Georgia	$49,836	$31,659
Virginia	$49,130	n/a
Florida	$47,219	$37,600
North Carolina	$46,137	$31,478
Arkansas	$44,493	$30,510
South Carolina	$44,335	$31,336
Tennessee	$43,815	$33,459
Kentucky	$43,787	$31,304
Alabama	$43,389	$35,517
Louisiana	$42,816	$34,410
West Virginia	$40,534	$30,626
Mississippi	$40,182	$32,141
ROCKY MOUNTAINS		
Wyoming	$50,771	$40,084
Colorado	$45,832	$36,211
Idaho	$45,094	$30,000
Montana	$41,146	$27,134
Utah	$37,775	$28,653
FAR WEST		
California	$63,640	$38,875
Alaska	$54,678	$42,006
Hawaii	$51,916	$39,361
Oregon	$51,080	$35,400
Nevada	$49,426	$35,480
Washington	$47,880	$31,442
U.S. AVERAGE	**$ 51,009**	**$ 35,284**

Note: The U.S. averages for beginning and all teachers' salaries are a weighted average based on the number of new hires and total FTE teachers, respectively.
Source: American Federation of Teachers, annual survey of state departments of education.

Table II-3: Trends in the Average Teacher Salary, 2004-05 to 2006-07

	Average Salary						Percentage Change		
State	Rank	2004-05	Rank	2005-06	Rank	2006-07	2004-05 to 2005-06	2005-06 to 2006-07	2004-05 to 2006-07
California	2	$57,604	1	$59,825	1	$63,640	3.9%	6.4%	10.5%
Connecticut	1	$57,760	2	$59,311	2	$61,039	2.7%	2.9%	5.7%
New Jersey	3	$56,635	3	$58,270	3	$59,730	2.9%	2.5%	5.5%
New York	6	$55,665	6	$55,942	4	$59,557	0.5%	6.5%	7.0%
Rhode Island	5	$56,432	12	$51,243	5	$58,420	-9.2%	14.0%	3.5%
Illinois	4	$55,558 [a]	4	$56,685	6	$58,275	2.0%	2.8%	4.9%
Massachusetts	7	$54,701 [a]	5	$56,336	7	$58,178	3.0%	3.3%	6.4%
Maryland	12	$52,330	8	$54,333	8	$56,927	3.8%	4.8%	8.8%
Michigan	8	$53,959	7	$54,739	9	$55,541	1.4%	1.5%	2.9%
Pennsylvania	9	$53,281	9	$54,043	10	$54,977	1.4%	1.7%	3.2%
Alaska	11	$52,467	10	$53,322	11	$54,678	1.6%	2.5%	4.2%
Delaware	10	$51,254 [a]	11	$52,493	12	$54,537	2.4%	3.9%	6.4%
Ohio	13	$49,438	13	$50,772	13	$53,536	2.7%	5.4%	8.3%
Hawaii	15	$47,833	15	$49,336	14	$51,916	3.1%	5.2%	8.5%
Oregon	14	$48,320	14	$50,044	15	$51,080	3.6%	2.1%	5.7%
Wyoming	35	$40,660 [a]	29	$43,261	16	$50,771	6.4%	17.4%	24.9%
Georgia	18	$46,437	16	$48,247	17	$49,836	3.9%	3.3%	7.3%
Minnesota	16	$47,412 [a]	17	$47,523	18	$49,719	0.2%	4.6%	4.9%
Nevada	25	$46,107 [a]	21	$46,092	19	$49,426	0.0%	7.2%	7.2%
Virginia	20	$45,377	19	$47,223	20	$49,130	4.1%	4.0%	8.3%
Washington	19	$45,722	20	$46,317	21	$47,880	1.3%	3.4%	4.7%
Indiana	17	$46,591	18	$47,255	22	$47,832	1.4%	1.2%	2.7%
Vermont	21	$43,164 [a]	24	$44,525	23	$47,645	3.2%	7.0%	10.4%
Florida	27	$43,095	26	$44,400	24	$47,219	3.0%	6.3%	9.6%
New Hampshire	23	$43,941	22	$45,226	25	$46,797	2.9%	3.5%	6.5%
Wisconsin	26	$43,099	23	$45,196	26	$46,707	4.9%	3.3%	8.4%
North Carolina	24	$43,343	27	$43,922	27	$46,137	1.3%	5.0%	6.4%
Colorado	22	$43,965	25	$44,442	28	$45,832	1.1%	3.1%	4.2%
Texas	32	$41,492 [a]	36	$42,225	29	$45,392	1.8%	7.5%	9.4%
Idaho	34	$40,864	28	$43,385	30	$45,094	6.2%	3.9%	10.4%
Arizona	40	$39,095	32	$42,967	31	$44,700	9.9%	4.0%	14.3%
Arkansas	30	$41,489	30	$43,088	32	$44,493	3.9%	3.3%	7.2%
South Carolina	28	$42,189	31	$43,011	33	$44,335	1.9%	3.1%	5.1%
Tennessee	29	$42,076	34	$42,485	34	$43,815	1.0%	3.1%	4.1%
Kentucky	31	$41,075	33	$42,721	35	$43,787	4.0%	2.5%	6.6%
Alabama	46	$38,186	42	$40,347	36	$43,389	5.7%	7.5%	13.6%
Kansas	38	$39,351	38	$41,467	37	$43,318	5.4%	4.5%	10.1%
Iowa	39	$39,284	39	$40,877	38	$42,922	4.1%	5.0%	9.3%
Louisiana	42	$39,022	43	$40,029	39	$42,816	2.6%	7.0%	9.7%
New Mexico	37	$39,391	37	$41,637	40	$42,780	5.7%	2.7%	8.6%
Oklahoma	47	$37,879	47	$38,772	41	$42,379	2.4%	9.3%	11.9%
Maine	33	$40,935	35	$42,356	42	$42,103	3.5%	-0.6%	2.9%
Nebraska	36	$39,441	41	$40,382	43	$42,044	2.4%	4.1%	6.6%
Montana	43	$38,485	44	$39,832	44	$41,146	3.5%	3.3%	6.9%
West Virginia	44	$38,404	45	$39,583	45	$40,534	3.1%	2.4%	5.5%
Missouri	41	$39,064	46	$39,078	46	$40,384	0.0%	3.3%	3.4%
Mississippi	45	$38,212	40	$40,594	47	$40,182	6.2%	-1.0%	5.2%
North Dakota	49	$36,449	48	$37,552	48	$38,586	3.0%	2.8%	5.9%
Utah	48	$37,006	49	$37,543	49	$37,775	1.5%	0.6%	2.1%
South Dakota	50	$34,039	50	$34,673	50	$35,378	1.9%	2.0%	3.9%
U.S. Average		**$47,570**		**$48,809**		**$51,009**	**2.6%**	**4.5%**	**7.2%**

a. The 2004-05 average teacher salary numbers have in some instances 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. average.

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

Table II-4: Average Inflation-Adjusted Teachers Salaries for 1996-97, 2001-02 and 2006-07, Ranked by Percentage Change since 1996-97

State	Average Salary			10-Year Change From	5-Year Change From
	1996-97	2001-02	2006-07	1996-97	2001-02
Wyoming	$40,972	$43,627	$50,771	23.9%	16.4%
North Carolina	$40,263	$48,543	$46,137	14.6%	-5.0%
California	$55,539	$62,638	$63,640	14.6%	1.6%
Louisiana	$37,496	$41,869	$42,816	14.2%	2.3%
Hawaii	$45,902	$51,065	$51,916	13.1%	1.7%
Idaho	$40,409	$45,173	$45,094	11.6%	-0.2%
Mississippi	$36,013	$38,374	$40,182	11.6%	4.7%
New Mexico	$38,387	$42,317	$42,780	11.4%	1.1%
Arkansas	$40,074	$41,521	$44,493	11.0%	7.2%
Oklahoma	$38,993	$37,884	$42,379	8.7%	11.9%
Texas	$41,890	$45,214	$45,392	8.4%	0.4%
Georgia	$46,092	$50,635	$49,836	8.1%	-1.6%
Florida	$43,736	$45,266	$47,219	8.0%	4.3%
North Dakota	$35,796	$37,421	$38,586	7.8%	3.1%
Maryland	$53,298	$55,611	$56,927	6.8%	2.4%
Ohio	$50,132	$51,018	$53,536	6.8%	4.9%
Virginia	$46,056	$48,121	$49,130	6.7%	2.1%
Illinois	$54,696	$57,257	$58,275	6.5%	1.8%
Montana	$38,701	$39,623	$41,146	6.3%	3.8%
Rhode Island	$55,658	$59,493	$58,420	5.0%	-1.8%
Massachusetts	$55,543	$56,165	$58,178	4.7%	3.6%
South Carolina	$42,411	$46,013	$44,335	4.5%	-3.6%
Arizona	$42,900	$44,384	$44,700	4.2%	0.7%
Alabama	$42,051	$42,881	$43,389	3.2%	1.2%
Nebraska	$41,040	$41,763	$42,044	2.4%	0.7%
Vermont	$46,574	$45,838	$47,645	2.3%	3.9%
Delaware	$53,529	$56,487	$54,537	1.9%	-3.5%
Kansas	$42,744	$42,712	$43,318	1.3%	1.4%
South Dakota	$34,973	$36,170	$35,378	1.2%	-2.2%
Minnesota	$49,236	$48,608	$49,719	1.0%	2.3%
New Hampshire	$46,544	$46,004	$46,797	0.5%	1.7%
Kentucky	$43,661	$43,740	$43,787	0.3%	0.1%
Iowa	$42,982	$44,062	$42,922	-0.1%	-2.6%
Tennessee	$44,210	$44,390	$43,815	-0.9%	-1.3%
Washington	$48,847	$50,101	$47,880	-2.0%	-4.4%
Colorado	$46,857	$46,861	$45,832	-2.2%	-2.2%
Maine	$43,504	$42,990	$42,103	-3.2%	-2.1%
Oregon	$53,086	$53,055	$51,080	-3.8%	-3.7%
New York	$62,009	$58,803	$59,557	-4.0%	1.3%
Wisconsin	$48,925	$47,319	$46,707	-4.5%	-1.3%
Indiana	$50,182	$51,414	$47,832	-4.7%	-7.0%
West Virginia	$42,964	$42,384	$40,534	-5.7%	-4.4%
Missouri	$42,831	$41,553	$40,384	-5.7%	-2.8%
Nevada	$52,760	$51,428	$49,426	-6.3%	-3.9%
New Jersey	$64,316	$57,760	$59,730	-7.1%	3.4%
Connecticut	$66,118	$60,365	$61,039	-7.7%	1.1%
Utah	$41,166	$43,973	$37,775	-8.2%	-14.1%
Michigan	$60,951	$60,505	$55,541	-8.9%	-8.2%
Pennsylvania	$60,907	$58,317	$54,977	-9.7%	-5.7%
Alaska	$63,482	$56,507	$54,678	-13.9%	-3.2%
U.S. Average	**$49,626**	**$51,341**	**$51,009**	**2.8%**	**0.0%**

Note: Both the 1997 and the 2002 Survey and Analysis of Teacher Salary Trends included Washington, D.C., in the rankings, which affected the U.S. average.

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

Appendix III. Beginning Teacher Salaries

Entry-level salaries exert enormous influence on the labor supply. When beginning salaries are high for a given profession, they provide a powerful incentive for the most talented workers to pursue these jobs. Teaching is no exception.

Today, as the aging teacher workforce retires, beginning salaries take on an even more urgent importance. Attracting gifted young workers to the profession to replace retiring baby boomers is integral to maintaining high standards and performance in public education. The number of teachers that the states in our survey reported hiring between 2004-05 and 2006-07 equals roughly 6 percent of the total U.S. workforce each of those years.

Starting salaries in 2006-07 were $35,284, up 9.7 percent from 2004-05 for the 47 states reporting. This increase outpaced inflation, which was 6.1 percent during the same period.

A 2008 report from the National Association of Colleges and Employers (NACE) shows that offers to graduates seeking positions as teachers ranged from a low of $25,000 to more than $40,000. More broadly, NACE reported that job candidates holding bachelor's degrees and working in educational services had similar offers in the $30,000 to $40,000 range. Elementary teachers in the summer of 2008 received average offers just over $34,000 in an economy NACE describes as "less-than-robust," and down slightly from the offers seen the previous summer.[9]

Highlights

- The beginning salaries of teachers are increasing more rapidly than those of teachers overall. Between 2005-06 and 2006-07, beginning salaries increased 6.2 percent (not adjusted for inflation), while average salaries for all teachers increased 4.5 percent. A similar comparison can be made for the period between 2004-05 and 2005-06; beginning teacher salaries increased 3.3 percent compared with a 2.5 percent increase for all teachers. See Table III-1 for beginning salaries and Table I-1 for average salaries of all teachers.

- The U.S. map in Figure 5 shows at a glance the state-by-state variation in beginning teacher salaries. On the whole, states with the highest salaries are located in the North and Mid-Atlantic areas and on the West Coast. Starting salaries are also generous in Florida, Illinois, Texas and Wyoming. Most of the states offering the lowest beginning salaries are in the Plains.

[9] www.naceweb.org.

- The regional breakdown of trends in beginning teacher salaries presented in Figure 6 indicates that growth between 2004-05 and 2006-07 was particularly strong in states in the South and West regional divisions of the U.S. Census. With the exception of the Midwest, the intraregional increases between 2005-06 and 2006-07 were higher than between 2004-05 and 2005-06.[10]

- Beginning teacher salaries also varied considerably by state, from a high of $44,523 in New Jersey to a low of $26,988 in South Dakota. Only seven states reported starting salaries at or below $30,000, while five (Alaska, Connecticut, Maryland, New Jersey and Wyoming) are $40,000 or higher. The remaining 35 states are distributed relatively evenly within the $30,000-$40,000 range. Overall, 19 of the 47 reporting states had starting salaries in 2006-07 above the U.S. average. See Table III-1.

Technical Notes

Average Beginning Salaries. In previous editions of the AFT *Survey and Analysis of Teacher Salary Trends*, we have built our estimate of the national beginning teacher salary by weighting each state response by the total number of teachers in the state, rather than by the number of first-year teachers. For this survey, we were able to obtain data on the number of beginning teachers for most states and have determined not to create beginning salary estimates for any states that chose not to collect and report the data.

[10] www.census.gov/geo/www/us_regdiv.pdf.

Figure 5: Beginning Teachers Salaries, 2006-07

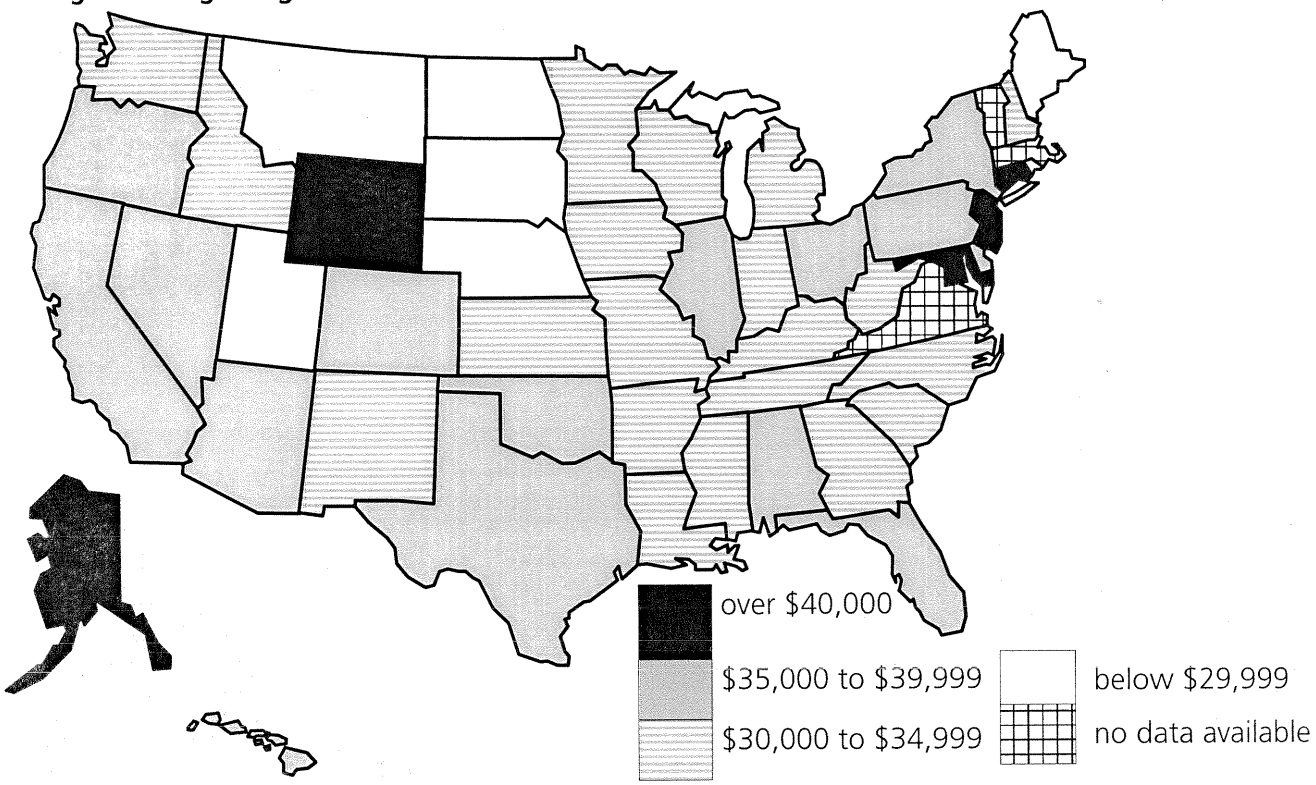
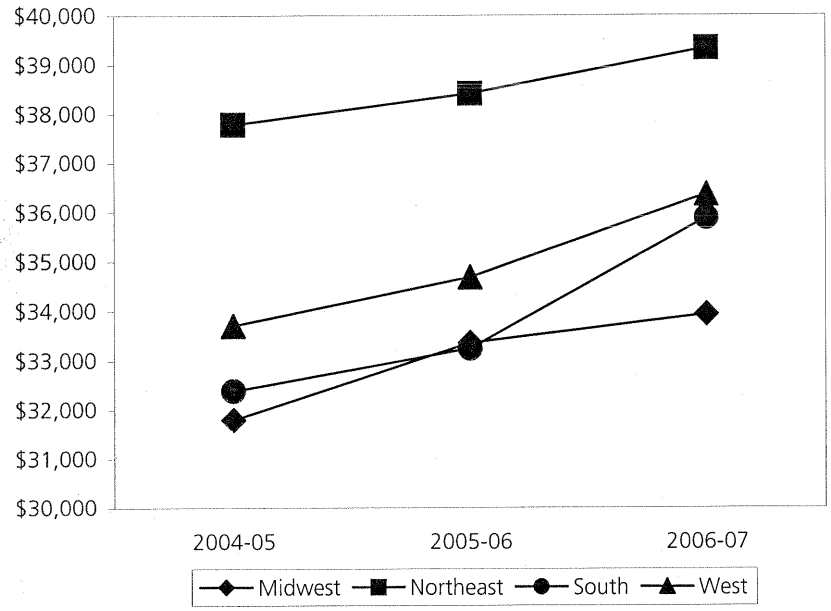


Figure 6: Average Beginning Teacher Salaries by Census Region, 2004-05 to 2006-07



Notes: Averages are weighted by frequency. Regional definitions are from the U.S. Census Bureau www.census.gov/geo/www/us_regdiv.pdf.

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 [a]	$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 [a]	$32,257	7.2%	$40,084	24.3%
6	Delaware	$37,648 [a]	$38,547	2.4%	$39,941 [b]	3.6%
7	New York	$37,321	$39,000	4.5%	$39,500 [c]	1.3%
8	Hawaii	$35,814 [a]	$37,317	4.2%	$39,361	5.5%
9	California	$35,760	$36,893	3.2%	$38,875	5.4%
10	Texas	$34,179 [a]	$34,891	2.1%	$38,522	10.4%
11	Illinois	$37,500	$40,130	7.0%	$38,363 [b]	-4.4%
12	Florida	$33,427	$34,517	3.3%	$37,600 [b]	8.9%
13	Pennsylvania	$34,978 [a]	$35,782	2.3%	$36,599	2.3%
14	Oklahoma	$31,732 [a]	$32,725	3.1%	$36,278 [d, e]	10.9%
15	Colorado	$32,464 [a]	$34,961	7.7%	$36,211	3.6%
16	Ohio	$33,671	$33,782	0.3%	$35,676	5.6%
17	Alabama	$31,364 [a]	$32,973	5.1%	$35,517	7.7%
18	Nevada	$33,737 [a]	$34,580	2.5%	$35,480	2.6%
19	Oregon	$33,704 [a]	$34,691	2.9%	$35,400 [d, e]	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 [a]	$32,045	2.4%	$34,410 [b]	7.4%
23	Michigan	$35,557	n/a		$34,100	
24	Tennessee	$31,768 [a]	$31,939	0.5%	$33,459 [b]	4.8%
25	Minnesota	$31,656 [a]	$31,855	0.6%	$33,018	3.7%
26	Mississippi	$29,993 [a]	$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 [f]	$30,441	3.0%	$31,659 [f]	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 [a]	$30,485	1.2%	$31,442	3.1%
33	South Carolina	$29,696 [a]	$30,556	2.9%	$31,336	2.6%
34	Kentucky	$29,256 [a]	$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 [a]	$29,234	3.3%	$30,185	3.3%
41	Idaho	$27,500	$27,500	0.0%	$30,000	9.1%
42	Nebraska	$28,000 [a]	$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 [g]		$26,988	
	Massachusetts	$35,421	n/a [g]		n/a [g]	
	Vermont	$26,461	n/a [g]		n/a [g]	
	Virginia	$33,200	n/a [g]		n/a [g]	
	U.S. Average	**$32,158** [h]	**$33,227**	**3.3%**	**$35,284** [h]	**6.2%**

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.

Appendix IV. Large Cities and School Districts

The nation's large cities and districts are often the benchmark for setting U.S. teacher salaries well beyond their immediate geographic boundaries. So, in addition to the findings of our annual survey of state departments of education, in this section we examine data gathered from collective bargaining agreements and salary guides found for cities in non-collective bargaining states. The data illustrate the salaries of teachers both at the beginning of their careers and at the point where they reach their career-maximum earnings.

The number of years teachers must work before achieving their career maximum varies widely. Teachers in some school districts can reach their career maximum salaries in a decade of continuous service, while in other districts teachers must work 30 years or more before reaching their salary peak.

In some cities, the maximum salaries include longevity steps, career awards or other incentives for length of tenure and experience. The salaries reported in our data do not include such career opportunities as pay in recognition of achievements such as National Board for Professional Teaching Standards (NBPTS) Certification; pay for assuming additional duties and responsibilities as mentors, peer evaluators or department chairs; and they do not include awards-for-performance pay that is earned by some teachers in a growing number of districts.

The U.S. Department of Defense Schools administration collects the beginning and maximum continuous step salaries for bachelor's degree, master's degree, and the top education level (usually Ph.D.) for more than 220 urban districts in cities of 100,000 or more residents. Salary data are used in contract negotiations to determine pay for overseas educators employed by the Department of Defense schools for dependents of military personnel. These data do not fully disclose the maximum that can be earned through additional longevity and experience in non-continuous steps, but they do provide a sense of what salary levels are in urban school districts in the United States and how they change over time.

Salaries at the bachelor's degree (BA) beginning step rose 12.5 percent between 2004-05 and 2007-08, for an average salary of $38,332. The respective increases were 2.8 percent, 5.3 percent and 3.9 percent from 2005-06 through 2007-08. See Table IV-1.

To illustrate the possible school district maximums, we looked at wage schedules in 51 of the nation's largest districts and identified the maximum possible earnings for career teachers holding a master's degree (MA) and with the maximum number of longevity steps available to them. Typically, this would be a teacher with at least 20

years of service, although some had as few as a dozen years and others would not reach their top step until they had taught for more than 30 years.

In 2007-08, the average salary for these teachers with master's degrees was $67,887. In both Santa Ana, Calif., and New York City, they earned more than $94,000. With further education, salaries may climb even higher. Teachers also can earn more through additional-responsibility pay and awards in the form of a one-time payment or periodic payments over several years, as in the case of NBPTS Certification.

Anyone considering a career in teaching should keep in mind that the profession offers opportunities for substantial salaries, particularly for teachers who earn advanced degrees and who choose to remain in their districts for many years. See Table IV-2.

Highlights

- When longevity steps, career rewards or other incentives for length of tenure are included in the master's degree maximum salary, 18 of the 51 larger urban districts had salaries exceeding $70,000. Santa Ana, Calif., led with $94,585, followed by New York City at $94,154; Boston at $84,928; Washington, D.C. at $82,898; Pittsburgh at $79,800; and Los Angeles at $79,490. See Table IV-2.

- Just two cities reported career maximums below $55,000 when career reward increments are included in the MA salary maximum: Oklahoma City at $47,850, and Tulsa, Okla., at $52,236. See Table IV-2.

- Entry-level salaries for teachers holding a bachelor's degree exceeded $40,000 in 15 school districts in 2007-08. Long Beach, Calif., reported a BA minimum salary of $47,653, followed by Los Angeles with $45,637; and New York with $45,530. In 2004-05, only four of the 15 districts had entry-level salaries above $40,000. See Table IV-1.

- Beginning salaries for teachers were below $34,000 in nine cities and large schools districts. Albuquerque, N.M., reported the lowest beginning salary of $30,000. See Table IV-1.

Technical Notes

New Orleans was the 25th largest school district when Hurricane Katrina struck in 2005, but the district has since been dismantled and is being reconstituted by the state in the form of both traditional and charter schools. In our opinion, there are not yet sufficient data to confirm the salary levels reported to the U.S. Department of Defense Civilian Personnel Management Service Survey. We look forward to including salary data for New Orleans in future publications when the district schools are substantially restored and a uniform rate of pay has been negotiated by the United Teachers of New Orleans for its members.

Table IV-1: Change in Entry-Level BA-Salaries from 2004-05 to 2007-08, Ranked by City Size

Rank	City	State	Entry Level				Percent change
			2004-05	2005-06	2006-07	2007-08	2004-05 to 2007-08
1	New York	NY	$39,000	$43,436	$44,849	$45,530	16.7%
2	Los Angeles	CA	41,177	42,004	43,054	45,637	10.8%
3	Chicago	IL	37,357	38,851	40,405	42,021	12.5%
4	Houston	TX	35,000	36,050	40,269	42,745	22.1%
5	Philadelphia	PA	35,963	38,751	38,751	39,914	11.0%
6	San Diego	CA	34,517	35,725	37,790	39,412	14.2%
7	Detroit	MI	36,297	36,297	36,297	38,680	6.6%
8	Dallas	TX	38,500	39,150	42,000	43,500	13.0%
9	Phoenix	AZ	32,918	32,876	34,440	36,947	12.2%
10	San Antonio	TX	38,200	38,200	41,100	41,525	8.7%
11	San Jose	CA	37,477	40,087	40,688	42,584	13.6%
12	Indianapolis	IN	33,289	33,955	34,295	34,638	4.1%
13	Baltimore	MD	34,973	35,672	37,831	39,546	13.1%
14	San Francisco	CA	40,310	41,116	43,789	44,446	10.3%
15	Jacksonville	FL	31,000	32,750	35,200	37,000	19.4%
16	Columbus	OH	33,988	34,668	35,621	36,779	8.2%
17	Milwaukee	WI	29,224	32,439	33,671	34,858	19.3%
18	Memphis	TN	36,107	36,830	37,566	38,694	7.2%
19	Washington	DC	38,434	38,434	42,372	42,369	10.2%
20	Boston	MA	40,707	41,521	41,521	43,202	6.1%
21	Seattle	WA	30,026	30,431	31,480	38,127	27.0%
22	El Paso	TX	34,000	35,200	39,100	40,800	20.0%
23	Nashville-Davidson	TN	30,638	31,122	33,067	34,059	11.2%
24	Cleveland	OH	35,264	35,264	35,264	36,322	3.0%
25	New Orleans[1]	LA					
26	Denver	CO	33,301	33,301	32,487	35,568	6.8%
27	Austin	TX	35,080	35,080	38,190	39,790	13.4%
28	Fort Worth	TX	38,500	39,302	43,216	44,500	15.6%
29	Oklahoma City	OK	27,600	28,100	31,100	31,950	15.8%
30	Portland	OR	31,951	32,830	33,651	34,492	8.0%
31	Kansas City	MO	29,283	30,015	30,015	34,328	17.2%
32	Long Beach	CA	42,148	47,653	47,653	47,653	13.1%
33	Tucson	AZ	30,500	31,000	32,000	32,960	8.1%
34	St. Louis	MO	32,306	33,412	34,517	35,623	10.3%
35	Charlotte	NC	28,724	28,826	32,216	33,618	17.0%
36	Atlanta	GA	38,598	40,157	41,764	43,231	12.0%
37	Virginia Beach	VA	34,227	35,767	37,280	38,026	11.1%
38	Albuquerque	NM	30,131	30,131	30,000	30,000	-0.4%
39	Oakland	CA	37,100	37,090	38,778	39,456	6.4%
40	Pittsburgh	PA	35,500	35,500	35,500	36,030	1.5%
41	Sacramento	CA	35,782	36,393	37,136	39,993	11.8%
42	Minneapolis	MN	31,864	32,502	33,152	33,815	6.1%
43	Tulsa	OK	28,000	29,000	32,000	32,900	17.5%
44	Honolulu	HI	36,851	38,309	39,901	41,497	12.6%
45	Cincinnati	OH	33,866	34,882	35,824	36,905	9.0%
46	Miami	FL	33,275	34,200	34,200	38,000	14.2%
47	Omaha	NE	29,865	30,054	30,525	31,825	6.6%
48	Toledo	OH	32,697	32,697	32,697	32,697	0.0%
49	Buffalo	NY	32,897	32,897	32,897	32,897	0.0%
50	Wichita	KS	30,240	32,206	35,507	36,927	22.1%
Averages[2]			**$34,070**	**$35,022**	**$36,890**	**$38,332**	**12.5%**

1. New Orleans was the 25th largest district when Hurricane Katrina struck in 2005. The district was dismantled and is now being reconstitioned; there are not sufficient data yet to confirm the salary levels. We look forward to including the data in future publications when the school districts are substantially restored.

2. Averages are from the U.S. Department of Defense data for various years, unweighted, Minimum BA average for more than 225 districts in urban areas in the United States.

Table IV-2: Actual Contract Top Step of MA Maximum Teacher Salaries and MA Maximum Plus Longevity, 2007-08

City	State	MA-Maximum	MA Maximum Plus Longevity
Oklahoma City	OK	$47,850	$47,850
Tulsa	OK	47,236	52,236
Sacramento	CA	55,241	55,241
Seattle	WA	55,340	55,340
Nashville-Davidson	TN	55,216	56,499
Oakland	CA	55,073	58,094
Memphis	TN	58,279	58,279
Wichita	KS	52,121	58,376
Fresno	CA	49,951	58,908
San Francisco	CA	59,249	59,249
San Antonio	TX	55,253	60,388
Portland	OR	60,496	60,496
Kansas City	MO	60,565	60,565
Austin	TX	61,210	61,210
Omaha	NE	62,021	62,021
El Paso	TX	62,258	62,258
Phoenix	AZ	60,769	62,743
Honolulu	HI	63,844	63,844
Toledo	OH	61,682	64,162
Milwaukee	WI	64,531	64,531
Indianapolis	IN	63,270	64,737
Denver	CO	57,874	65,101
Minneapolis	MN	60,889	66,195
San Diego	CA	66,264	66,264
Houston	TX	66,592	66,592
Charlotte	NC	66,743	66,743
Albuquerque	NM	58,794	67,408
Jacksonville	FL	59,996	67,449
Virginia Beach	VA	66,742	67,742
St. Louis	MO	68,146	68,146
Philadelphia	PA	67,282	69,300
Fort Worth	TX	66,860	69,754
Baltimore	MD	69,959	69,959
Miami	FL	70,325	70,325
Chicago	IL	70,991	70,991
Detroit	MI	70,747	70,997
Atlanta	GA	65,116	71,330
Dallas	TX	66,775	71,775
Long Beach	CA	72,603	72,603
Buffalo	NY	74,657	74,657
Cleveland	OH	69,895	75,299
Tucson	AZ	75,645	77,145
Cincinnati	OH	66,428	77,377
San Jose	CA	62,784	77,934
Columbus	OH	70,816	78,278
Los Angeles	CA	58,136	79,490
Pittsburgh	PA	75,600	79,800
Washington	DC	78,398	82,898
Boston	MA	75,934	84,928
New York	NY	65,620	94,154
Santa Ana	CA	81,451	94,585
Average			**$67,887**
Maximum			**$94,585**
Minimum			**$47,850**

Source: U.S. Department of Defense Dependent Schools data for various years. School districts' contract salary schedules for the 2007-08 school year.

Appendix V. Charter Schools

For the first time, our survey provides data on the average and beginning salaries of charter school teachers. Although 10 states[11] had no charter schools in 2006-07, and others had only a few, 29 states with charter schools have shared their data on this growing and important part of the teaching force.

Highlights

- In 2006-07, the average charter school teacher salary was $41,106, substantially lower than the average of teachers overall ($51,009). This may be due in part to a less-experienced teacher workforce in charter schools. In 2003-04, about 43 percent of charter school teachers had fewer than three years of experience compared with 18 percent of teachers in traditional public schools.[12] Nonetheless, in 2006-07 salaries grew $3,862, an increase of 10.4 percent from 2004-05. Average salaries ranged from a high of $57,068 in Alaska to a low of $30,087 in Ohio. See Table V-1.

- Three states (Alaska, Maryland and New York) had an average charter school teacher salary of $50,000 or higher. Another 13 states had an average salary above $40,000. See Table V-1.

- The average salary for beginning charter school teachers in 2006-07 was $34,817, up $3,423 (10.8 percent) from 2004-05. The average beginning salary for the states reporting ranged from a high of $44,750 in New York to a low of $28,946 in Utah. See Table V-2.

- Beginning salaries for charter teachers exceeded $40,000 in Alaska, Connecticut, Maryland, Nevada, New Jersey and New York. See Table V-2.

[11] In 2006-07, there were no charter schools in Alabama, Kentucky, Maine, Montana, Nebraska, North Dakota, South Dakota, Vermont, Washington and West Virginia.

[12] Strizek, G.A., Pittsonberger, J.L., Riordan, K.E., Lyter, D.M. and Orlofsky, G.F. 2006. *Characteristics of School Districts, Teachers, Principals, and School Libraries in the United States: 2003-04 Schools and Staffing Survey* (NCES 2006-313). U.S. Department of Education, National Center for Education Statistics. Washington, D.C.: U.S. Government Printing Office.

Table V-1: Average Teacher Salaries in Charter Schools, 2004-05 to 2006-07

State	2004-05 Charter School Average Salary	2005-06 Charter School Average Salary	2006-07 Charter School Average Salary
Alabama	†	†	†
Alaska		$52,438	$57,068
Arizona			
Arkansas	$29,826	$32,482	$32,007
California			
Colorado	$31,245	$31,113	$32,578
Connecticut	$51,812	$46,370	$48,340
Delaware	$41,241	$42,350	$42,807
Florida	$35,075	$35,613	$36,981
Georgia			
Hawaii	$41,794	$43,757	$46,463
Idaho		$40,842	$42,978
Illinois			
Indiana	$33,441	$33,791	$35,573
Iowa	$27,872	$39,139	$40,391
Kansas	$39,351	$41,467	$43,318
Kentucky	†	†	†
Louisiana	$39,413	$37,529	$41,349
Maine	†	†	†
Maryland		$48,362	$50,892
Massachusetts		$42,568	$44,500
Michigan			
Minnesota	$36,635	$37,636	$37,701
Mississippi	$38,212	$40,594	$40,182
Missouri	$36,379	$36,875	$37,923
Montana	†	†	†
Nebraska	†	†	†
Nevada	$40,602	$41,725	$44,521
New Hampshire			
New Jersey	$43,678	$44,518	$45,858
New Mexico			$38,622
New York	$41,000	$43,615	$50,000
North Carolina			
North Dakota	†	†	†
Ohio	$32,892	$38,673	$30,087
Oklahoma		$35,275	$38,906
Oregon	$39,827	$39,077	$39,612
Pennsylvania	$37,078	$38,578	$39,921
Rhode Island			
South Carolina	$39,865	$39,481	$40,868
South Dakota	†	†	†
Tennessee			
Texas	$33,460	$34,317	$37,295
Utah	$29,198	$31,109	$32,847
Vermont	†	†	†
Virginia			
Washington	†	†	†
West Virginia	†	†	†
Wisconsin	$36,726	$41,819	$42,490
Wyoming			
Unweighted Average of States Reporting	**$37,244**	**$39,683**	**$41,106**

Notes: States with no charter schools indicated by †. States with blank cells did not report charter school salaries for that year. U.S. averages are not weighted by frequency.
Source: American Federation of Teachers, annual survey of state departments of education.

Table V-2: Average Beginning Teacher Salaries in Charter Schools, 2004-05 to 2006-07

State	2004-05 Charter School Beginning Salary	2005-06 Charter School Beginning Salary	2006-07 Charter School Beginning Salary
Alabama	†	†	†
Alaska		$37,366	$42,552
Arizona			
Arkansas			
California			
Colorado	$29,050	$28,875	$30,608
Connecticut	$38,375	$38,786	$41,472
Delaware		$34,965	$37,207
Florida	$31,294	$31,306	$34,176
Georgia			
Hawaii	$32,501	$36,053	$37,250
Idaho		$27,500	$30,000
Illinois			
Indiana	$28,809	$32,547	$33,872
Iowa	$24,500	$29,691	$29,464
Kansas	$27,840	$29,282	$30,408
Kentucky	†	†	†
Louisiana	$31,689	$32,184	$35,056
Maine	†	†	†
Maryland		$38,796	$40,676
Massachusetts			
Michigan			
Minnesota	$32,198	$32,408	$32,021
Mississippi	$29,993	$32,173	$32,141
Missouri	$32,186	$32,311	$34,260
Montana	†	†	†
Nebraska	†	†	†
Nevada	$38,388	$39,373	$40,368
New Hampshire			
New Jersey	$40,052	$40,071	$41,959
New Mexico			$32,411
New York	$38,000	$40,000	$44,750
North Carolina			
North Dakota	†	†	†
Ohio	$29,082	$30,678	$29,868
Oklahoma			
Oregon	$33,356	$32,152	$33,653
Pennsylvania	$32,839	$33,298	$34,032
Rhode Island			
South Carolina	$29,804	$30,735	$31,323
South Dakota	†	†	†
Tennessee			
Texas	$30,714	$31,711	$33,999
Utah	$26,333	$28,000	$28,946
Vermont	†	†	†
Virginia			
Washington	†	†	†
West Virginia	†	†	†
Wisconsin	$22,263	$31,538	$32,773
Wyoming			
Unweighted Average of States Reporting	**$31,394**	**$33,272**	**$34,817**

Notes: States with no charter schools indicated by †. States with blank cells did not report charter school salaries for that year. U.S. averages are not weighted by frequency.

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

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