

Table II-1: Average Teacher Salary in 2003-04, State Rankings

Rank	State	2003-04 Average Salary	2003-04 FTE* Teachers	Percent of U.S. Average
1	Connecticut	\$56,516	42,003	121.3%
2	California	56,444 a.	303,968	121.1%
3	New York	55,181 b.	219,335	118.4%
4	Rhode Island	54,809 c.	10,042	117.6%
5	Michigan	54,474 c.	78,734 d.	116.9%
6	Illinois	53,820 a.e.	129,964	115.5%
7	New Jersey	53,663	107,643	115.2%
8	Massachusetts	53,274	73,441	114.3%
9	Pennsylvania	52,640	119,889	113.0%
10	Alaska	51,136	7,858	109.7%
11	Delaware	51,122	6,722	109.7%
12	Maryland	50,303	73,049	108.0%
13	Oregon	47,829	26,731	102.6%
14	Ohio	47,791	114,943	102.6%
15	Georgia	45,848	103,106	98.4%
16	Indiana	45,791	59,833	98.3%
17	Hawaii	45,456 a.f.	12,954	97.6%
18	Washington	45,437	52,892	97.5%
19	Minnesota	45,010 a.	52,311	96.6%
20	Virginia	43,936	95,365	94.3%
21	Colorado	43,318	44,904	93.0%
22	Nevada	43,211	20,015	92.7%
23	North Carolina	43,211 a.	87,947	92.7%
24	Vermont	43,009 a.	8,693	92.3%
25	New Hampshire	42,689	15,110	91.6%
26	Arizona	42,324 c.	47,396	90.8%
27	Wisconsin	41,687	59,405	89.5%
28	South Carolina	41,162	45,830	88.3%
29	Florida	40,598	165,607	87.1%
30	Texas	40,476	289,481	86.9%
31	Tennessee	40,318 a.	58,577	86.5%
32	Idaho	40,111	16,374	86.1%
33	Maine	39,864	17,153	85.6%
34	Kentucky	39,831	41,053	85.5%
35	Nebraska	39,635	20,784	85.1%
36	Wyoming	39,537	6,503	84.8%
37	Arkansas	39,226 a.	31,662	84.2%
38	Utah	38,976	21,660	83.6%
39	Kansas	38,622	35,430	82.9%
40	West Virginia	38,496	20,287	82.6%
41	New Mexico	38,469	21,224	82.6%
42	Iowa	38,381	34,754	82.4%
43	Alabama	38,282	45,920	82.2%
44	Missouri	38,247	65,003	82.1%
45	Montana	37,184	10,330	79.8%
46	Louisiana	37,123	50,495	79.7%
47	Mississippi	36,217	31,611	77.7%
48	North Dakota	35,411	8,720	76.0%
49	Oklahoma	35,061 e.f.	39,218	75.2%
50	South Dakota	33,236	9,031	71.3%
U.S. Average 2003-04		\$46,597		
U.S. Average 2002-03		\$45,578		
Change in Current Dollars		\$1,019		
Percent Change		2.2%		
	American Samoa	\$17,000	1,020	
	Guam	34,326 a.f.	2,093	
	District of Columbia	62,909	5,704	
	Puerto Rico	24,700	n/a	
	Virgin Islands	n/a	n/a	

* Full-time equivalent.

a. includes extra-duty pay; b. median; c. AFT estimate; d. 2002-03 data; e. includes employer pick-up of employee pension contributions where applicable; f. includes fringe benefits such as healthcare where applicable.

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