

TABLE III-1

## ACTUAL AVERAGE BEGINNING BA TEACHER SALARIES, 1988-89 AND 1989-90

State	Beginning Salary 1989-90	Average Salary 1989-90	Beginning To Average Salary Ratio	Beginning Salary 1988-89	Increase in:	
					Beginning Salary	Average Salary
1 Alaska	\$29,763	\$43,097	69.1%	\$27,310	9.0%	3.2%
2 New York	25,000 c	38,925 c	64.2%	23,000	8.7%	6.2%
3 Connecticut	23,783	40,768	58.3%	22,276	6.8%	8.3%
4 Hawaii	23,381	32,252	72.5%	21,561	8.4%	8.1%
5 D.C.	22,983	39,850 b	57.7%	21,479	7.0%	7.0%
6 California	22,780 b	37,625 b	60.5%	21,491	6.0%	6.0%
7 New Jersey	22,500	35,676	63.1%	21,500	4.7%	8.0%
8 Maryland	22,172	36,481 a	60.8%	20,756	6.8%	6.8%
9 Florida	21,586 b	28,787	75.0%	20,314	6.3%	6.7%
10 Michigan	21,575 b	36,427	59.2%	20,150 b	7.1%	6.7%
11 Pennsylvania	21,350 b	33,435	63.9%	19,750 b	8.1%	7.0%
12 Virginia	21,217	30,926	68.6%	19,500	8.8%	6.7%
13 Minnesota	21,157	32,190 a	65.7%	20,152	5.0%	5.0%
14 Arizona	21,100 b	29,402	71.8%	20,300 b	3.9%	3.2%
15 Massachusetts	20,295	34,175	59.4%	19,783	2.6%	6.1%
16 Delaware	20,123	33,377	60.3%	19,008	5.9%	5.7%
17 Texas	20,000 b	27,400 b	73.0%	19,100 b	4.7%	3.3%
18 Nevada	20,000 b	30,587	65.4%	18,800 b	6.4%	6.1%
19 Wisconsin	20,000	32,600 b	61.3%	19,235	4.0%	5.0%
20 Missouri	19,851	27,229	72.9%	18,541	7.1%	4.7%
21 Indiana	19,847 a	30,978 a	64.1%	18,437	7.6%	5.6%
22 Tennessee	19,800 b	27,052	73.2%	18,600 b	6.5%	5.6%
23 Illinois	19,667	32,917 ae	59.7%	18,621	5.6%	5.7%
24 Rhode Island	19,635	36,057 h	54.5%	18,417	6.6%	5.3%
25 Oregon	19,418 g	30,842 g	63.0%	18,915	2.7%	5.0%
26 Alabama	19,364	25,500	75.9%	18,930	2.3%	1.2%
27 Kansas	19,348 bf	27,220 bf	71.1%	18,362	5.4%	5.0%
28 Colorado	19,234	30,758	62.5%	18,650	3.1%	4.1%
29 Wyoming	19,200 b	28,991	66.2%	19,000	1.1%	2.1%
30 Iowa	19,145	26,747	71.6%	18,999	0.8%	3.8%
31 North Carolina	19,140	27,814	68.8%	18,330	4.4%	8.5%
32 New Hampshire	19,126	28,986	66.0%	17,416	9.8%	8.5%
33 South Carolina	19,039	26,638	71.5%	18,025	5.6%	5.8%
34 Washington	18,965 a	30,475 a	62.2%	18,148	4.5%	4.4%
35 Georgia	18,892 b	28,013	67.4%	17,823	6.0%	4.1%
36 New Mexico	18,795	25,302	74.3%	18,027	4.3%	5.0%
37 Mississippi	18,750 b	24,365	77.0%	17,500 b	7.1%	7.9%
38 Vermont	17,970	28,849 a	62.3%	16,576	8.4%	6.4%
39 Montana	17,750 b	25,081	70.8%	17,200 b	3.2%	2.7%
40 Ohio	17,721	30,567	58.0%	17,041	4.0%	4.8%
41 Nebraska	17,690	25,522	69.3%	16,519	7.1%	7.1%
42 Kentucky	17,530	26,275	66.7%	16,672	5.1%	5.4%
43 Oklahoma	16,900 b	23,944	70.6%	16,500 b	2.4%	1.8%
44 Arkansas	16,673 ad	22,471 ad	74.2%	16,444	1.4%	2.4%
45 Maine	16,599	26,881 e	61.7%	15,814	5.0%	7.8%
46 Louisiana	16,544	24,300	68.1%	15,648	5.7%	8.1%
47 Idaho	16,214	23,861	68.0%	15,252	6.3%	5.0%
48 Utah	16,040	23,652 a	67.8%	15,409	4.1%	3.5%
49 North Dakota	15,882	23,016	69.0%	15,318	3.7%	3.4%
50 South Dakota	15,820	21,300	74.3%	15,354	3.0%	3.8%
51 West Virginia	15,778	22,842	69.1%	15,055	4.8%	4.3%
U.S. Average	\$20,476	\$31,315	65.4%	\$19,350	5.8%	5.7%
Guam	19,217	25,842	74.4%	19,217	0.0%	0.0%
Virgin Islands	19,081	28,000	68.1%	18,000	6.0%	5.4%

a=estimate or preliminary; b=AFT estimate; c=median; d=excludes state-paid health insurance; e=includes extra duty and extracurricular pay; f=estimated to exclude fringes; g=includes 6% pension pick-up; h=based on total gross salary.  
© American Federation of Teachers, AFL-CIO