

TABLE III-1

ACTUAL AVERAGE BEGINNING BA TEACHER SALARIES, 1993-94 AND 1994-95

State	Beginning Salary 1994-95		Average Salary 1994-95	Beginning To Average Salary Ratio	Beginning Salary 1993-94	Increase in:		
						Beginning Salary	Average Salary	
1 Alaska	31,709	b	47,864	i	66.2%	31,395	1.0%	1.0%
2 New Jersey	30,226	b	47,038		64.3%	29,346	3.0%	3.3%
3 Pennsylvania	29,416		44,510		66.1%	28,231	4.2%	4.9%
4 Connecticut	28,549		50,598		56.4%	28,052	1.8%	0.4%
5 New York	28,298		47,612		59.4%	26,903	5.2%	4.0%
6 Maryland	26,813	h	40,661		65.9%	25,521	5.1%	3.0%
7 D.C.	25,937		43,142		60.1%	25,937	0.0%	0.3%
9 Illinois	25,616	ah	39,445	ah	64.9%	25,188	1.7%	-0.7%
8 California	25,500	b	40,667	b	62.7%	25,500	0.0%	1.0%
10 Hawaii	25,436		37,443		67.9%	25,268	0.7%	2.4%
11 Michigan	25,132	b	46,575	b	54.0%	24,400	3.0%	3.0%
12 Alabama	24,818		30,545		81.3%	23,197	7.0%	8.3%
13 Nevada	24,640		38,010	f	64.8%	24,155	2.0%	2.6%
14 Oregon	24,366	f	38,871	f	62.7%	23,186	5.1%	3.4%
15 Wisconsin	24,293		37,617	b	64.6%	23,677	2.6%	2.6%
16 Massachusetts	24,150	b	40,976		58.9%	23,000	5.0%	5.0%
17 Rhode Island	24,095		40,729		59.2%	23,365	3.1%	3.7%
18 Oklahoma	24,015		28,745	d	83.5%	22,264	7.9%	4.1%
19 Virginia	23,971	b	33,907		70.7%	23,273	3.0%	2.3%
20 Florida	23,941		32,590		73.5%	23,171	3.3%	2.0%
21 Delaware	23,746		39,076		60.8%	22,987	3.3%	4.3%
22 Georgia	23,486		32,198	g	72.9%	22,249	5.6%	4.8%
23 Vermont	23,442	b	35,207	b	66.6%	22,982	2.0%	2.0%
24 Minnesota	23,413		35,948		65.1%	23,067	1.5%	1.1%
25 New Hampshire	22,803	b	34,721		65.7%	22,400	1.8%	1.8%
26 New Mexico	22,731		28,394		80.1%	22,057	3.1%	4.4%
27 Indiana	22,680	a	36,799	a	61.6%	22,057	2.8%	3.0%
28 Texas	22,510		31,223	e	72.1%	21,931	2.6%	2.3%
29 Arizona	22,152	b	32,223		68.7%	21,825	1.5%	1.3%
30 West Virginia	21,960		31,944		68.7%	21,450	2.4%	4.6%
31 Washington	21,814	a	36,160	a	60.3%	21,612	0.9%	0.8%
32 Iowa	21,803		31,511		69.2%	20,709	5.3%	2.4%
33 Kentucky	21,682	b	32,272		67.2%	21,257	2.0%	2.0%
34 Missouri	21,653		31,209		69.4%	21,038	2.9%	2.9%
35 Kansas	21,325	d	32,085	d	66.5%	20,948	1.8%	2.2%
36 Tennessee	21,115		31,270	a	67.5%	19,625	7.6%	2.5%
37 Nebraska	20,958		30,922		67.8%	20,237	3.6%	4.6%
38 Colorado	20,888		34,571		60.4%	20,091	4.0%	2.2%
39 South Carolina	20,878		30,366	a	68.8%	20,562	1.5%	2.7%
40 Arkansas	20,876	b	28,950	a	72.1%	19,694	6.0%	1.6%
41 Wyoming	20,722	b	31,285		66.2%	20,416	1.5%	1.1%
42 North Carolina	20,620	ac	30,793	a	67.0%	20,020	3.0%	3.6%
43 Ohio	20,059	a	36,971	a	54.3%	19,561	2.5%	3.0%
44 Maine	20,001		31,972		62.6%	19,882	0.6%	3.1%
45 Mississippi	19,650		26,818		73.3%	18,425	6.6%	6.6%
46 Utah	19,605		28,919		67.8%	18,787	4.4%	4.4%
47 Montana	19,589	b	28,785		68.1%	18,750	4.5%	2.1%
48 Idaho	19,411		29,784		65.2%	18,322	5.9%	7.3%
49 South Dakota	19,328		26,037		74.2%	18,913	2.2%	3.1%
50 Louisiana	18,551		26,811	b	69.2%	18,195	2.0%	2.0%
51 North Dakota	17,933		26,317		68.1%	17,453	2.8%	3.2%
U.S. Average	\$23,915		\$36,744		65.1%	\$23,231	2.9%	2.7%
Virgin Islands	\$20,226		\$31,326		64.6%	\$20,226	0.0%	0.1%

a= estimate or preliminary; b= AFT estimate; c= Median; d= estimated to exclude fringe benefits (7%); e= includes incentive pay or career ladder stipends; f= includes 6% pension pick up in Oregon and 9.5% pension pick up in Nevada; g= reflects redefinition of classroom teacher; h= includes pay for extra duties.