

TABLE III-1

## ACTUAL AVERAGE BEGINNING BA TEACHER SALARIES, 1995-96 AND 1996-97

State	Beginning Salary 1996-97	Average Salary 1996-97	Beginning		Increase in:	
			To Average Salary Ratio	Beginning Salary 1995-96	Beginning Salary	Average Salary
1 Alabama	26,717	32,470	82.3%	25,568	4.5%	3.7%
2 Alaska	32,502	49,140	66.1%	32,638	-0.4%	0.0%
3 Arizona	24,286	33,208	73.1%	24,042	1.0%	1.1%
4 Arkansas	20,680 b	30,987	66.7%	20,000	3.4%	3.4%
5 California	26,684	42,992	62.1%	25,711	3.8%	1.7%
6 Colorado	23,068	36,271	63.6%	21,472	7.4%	2.6%
7 Connecticut	29,154	51,181	57.0%	28,961	0.7%	0.5%
9 D.C.	25,937 b	42,424 b	61.1%	25,937 b	0.0%	0.0%
8 Delaware	24,349	41,436	58.8%	24,300	0.2%	2.2%
10 Florida	24,736	33,885	73.0%	23,609	4.8%	1.7%
11 Georgia	25,434 b	35,679	71.3%	24,693	3.0%	5.3%
12 Hawaii	25,965 e	38,105 e	68.1%	25,436 e	2.1%	2.9%
13 Idaho	19,715	31,818	62.0%	19,328	2.0%	3.0%
14 Illinois	27,210 e	42,339 e	64.3%	26,294 e	3.5%	3.5%
15 Indiana	24,172	38,722	62.4%	23,530	2.7%	2.8%
16 Iowa	21,884	33,272	65.8%	21,338	2.6%	2.8%
17 Kansas	21,909 d	33,150 d	66.1%	21,607 d	1.4%	2.2%
18 Kentucky	23,018 b	33,802 a	68.1%	22,457	2.5%	2.6%
19 Louisiana	21,087	28,347	74.4%	19,406	8.7%	5.8%
20 Maine	21,108	33,676	62.7%	20,781	1.6%	2.5%
21 Maryland	26,548	41,257	64.3%	26,160	1.5%	0.2%
22 Massachusetts	26,445 b	44,101 b	60.0%	25,800 b	2.5%	2.5%
23 Michigan	26,404 b	47,769 b	55.3%	25,635 b	3.0%	2.0%
24 Minnesota	25,600 b	38,276	66.9%	24,850 b	3.0%	3.0%
25 Mississippi	20,264	27,662	73.3%	20,240	0.1%	-0.1%
26 Missouri	23,205	33,143	70.0%	22,308	4.0%	2.5%
27 Montana	20,592 b	29,958	68.7%	20,000 b	3.0%	2.0%
28 Nebraska	21,189	31,768	66.7%	21,299	-0.5%	0.9%
29 Nevada	28,538 e	40,817 e	69.9%	27,539 e	3.6%	3.2%
30 New Hampshir	23,690 b	36,029	65.8%	23,000 b	3.0%	0.7%
31 New Jersey	28,039	49,786	56.3%	28,219	-0.6%	2.1%
32 New Mexico	22,840	29,715	76.9%	22,500	1.5%	1.5%
33 New York	28,749 c	48,000 c	59.9%	28,749 c	0.0%	-0.2%
34 North Carolina	21,136 b	31,167	67.8%	20,620	2.5%	2.5%
35 North Dakota	18,889	27,709	68.2%	18,225	3.6%	2.8%
36 Ohio	22,146	38,944	56.9%	20,394	8.6%	2.3%
37 Oklahoma	23,847	30,187	79.0%	24,187	-1.4%	3.5%
38 Oregon	25,373 e	41,093 e	61.7%	24,592 e	3.2%	3.5%
39 Pennsylvania	29,426	47,147	62.4%	28,892	1.8%	2.3%
40 Rhode Island	25,497 b	43,084 b	59.2%	24,754	3.0%	3.0%
41 South Carolina	22,681	32,659	69.4%	21,940	3.4%	3.3%
42 South Dakota	19,820	27,072	73.2%	19,609	1.1%	2.8%
43 Tennessee	21,705	34,267	63.3%	21,500 b	1.0%	3.4%
44 Texas	24,079	32,426	74.3%	22,782	5.7%	3.3%
45 Utah	21,475	31,310 a	68.6%	20,544	4.5%	2.4%
46 Vermont	24,934 b	36,053	69.2%	24,445 b	2.0%	1.5%
47 Virginia	24,774	36,116	68.6%	24,267	2.1%	3.8%
48 Washington	23,933	37,860 a	63.2%	23,091	3.6%	0.0%
49 West Virginia	22,278	33,258	67.0%	22,011	1.2%	3.4%
50 Wisconsin	24,830	37,878	65.6%	24,350	2.0%	2.5%
51 Wyoming	22,010 b	31,716 e	69.4%	21,900 b	0.5%	0.5%
U.S. Average	\$25,012	\$38,436	65.1%	\$24,285	3.0%	2.4%
Virgin Islands	21,913	33,216	66.0%	20,226	8.3%	0.0%
Guam	26,197	33,854	77.4%	26,197	0.0%	0.0%

a=estimate or preliminary; b=AFT estimate; c=median; d=estimated to exclude fringe benefits (at 8%); e=includes employer pick-up of employee pension contribution, where

© American Federation of Teachers, AFL-CIO