

TABLE III-1

ACTUAL AVERAGE BEGINNING BA TEACHER SALARIES, 1997-98 AND 1998-99

State	Beginning Salary 1998-99	Average Salary 1998-99	Beginning To Average Salary Ratio	Beginning Salary 1997-98	Increase in:	
					Beginning Salary	Average Salary
1 Alaska	\$32,884 a	\$48,275	68.1%	\$32,621 a	0.8%	-1.8%
2 Connecticut	31,391	50,277	62.4%	28,500	10.1%	4.7%
3 New York	30,808 g	49,686 g	62.0%	30,204 g	2.0%	2.0%
4 D.C.	30,000 a	48,275 a	62.1%	27,234 a	10.2%	7.9%
5 Delaware	29,981	43,223	69.4%	28,886	3.8%	1.8%
6 Pennsylvania	29,793	48,457	61.5%	29,581	0.7%	1.9%
7 New Jersey	29,112 a	51,692 a	56.3%	28,319	2.8%	2.8%
8 California	29,105 a	46,326	62.8%	27,852	4.5%	3.9%
9 Alabama	29,092	35,820	81.2%	26,637	9.2%	9.1%
10 Illinois	28,954 e	45,286 e	63.9%	28,183 e	2.7%	3.6%
11 Oregon	28,589 b	43,789 b	65.3%	28,381 b	0.7%	1.3%
12 Nevada	28,482 b	42,528 b	67.0%	27,119 b	5.0%	4.8%
13 Hawaii	28,315	40,416	70.1%	27,263	3.9%	5.1%
14 Massachusetts	28,055 a	44,051	63.7%	27,238 a	3.0%	2.7%
15 Georgia	27,908 a	38,993 a	71.6%	26,706 a	4.5%	4.5%
16 Michigan	27,822 a	48,711 a	57.1%	27,064 a	2.8%	2.8%
17 Maryland	27,605 c	42,545 c	64.9%	27,010 c	2.2%	2.8%
18 Texas	26,261	34,448	76.2%	25,104	4.6%	2.5%
19 Rhode Island	26,237	46,286 a	56.7%	25,228 a	4.0%	4.0%
20 Indiana	26,171	41,159	63.6%	24,745	5.8%	3.5%
21 Arizona	26,163 a	34,582 a	75.7%	24,917 a	5.0%	1.5%
22 Virginia	25,777 a	37,709	68.4%	25,272	2.0%	1.9%
23 Colorado	25,489 a	38,157	66.8%	24,867	2.5%	2.5%
24 Vermont	25,435 a	36,697	69.3%	25,183	1.0%	1.1%
25 North Carolina	25,338	36,883	68.7%	23,576	7.5%	11.3%
26 Oklahoma	25,258 d	31,107 d	81.2%	25,203 d	0.2%	1.4%
27 Missouri	25,164	33,463	75.2%	24,153	4.2%	2.7%
28 Maine	24,962 c	34,906 c	71.5%	24,411 c	2.3%	1.6%
29 Wisconsin	24,839 e	39,374 e	63.1%	24,077 e	3.2%	3.1%
30 Minnesota	24,462	39,809	61.4%	22,714	7.7%	4.3%
31 New Hampshire	24,406 a	37,405	65.2%	23,927 a	2.0%	2.0%
32 Florida	24,402	35,916	67.9%	23,685	3.0%	4.2%
33 New Mexico	24,393	32,161	75.8%	23,228	5.0%	7.1%
34 Kentucky	24,387 c	35,383 c	68.9%	23,536 c	3.6%	2.7%
35 Iowa	24,333	35,007	69.5%	22,495	8.2%	2.7%
36 South Carolina	23,827	34,506	69.1%	23,429	1.7%	2.4%
37 Washington	23,645	38,530	61.4%	23,732	-0.4%	-0.6%
38 Louisiana	23,500	32,000 a	73.4%	22,843	2.9%	2.8%
39 West Virginia	23,316 c	34,248 c	68.1%	22,529 c	3.5%	2.6%
40 Ohio	23,087	40,734	56.7%	22,535	2.4%	2.6%
41 Kansas	23,006 a	34,634 f	66.4%	22,445	2.5%	2.5%
42 Utah	22,957	34,007	67.5%	22,241	3.2%	5.0%
43 Wyoming	22,836	33,480	68.2%	22,836	0.0%	4.7%
44 Tennessee	22,645	35,490	63.8%	22,140	2.3%	2.6%
45 Nebraska	22,611	32,880	68.8%	21,949	3.0%	0.6%
46 Montana	21,676 a	31,536	68.7%	21,045 a	3.0%	3.0%
47 South Dakota	21,376	28,386	75.3%	20,274	5.4%	1.8%
48 Mississippi	21,346 b	29,550 b	72.2%	20,773 b	2.8%	3.0%
49 Arkansas	21,273 a	32,761 a	64.9%	21,000	1.3%	2.0%
50 Idaho	20,814	34,062	61.1%	20,208	3.0%	3.8%
51 North Dakota	19,136	29,002	66.0%	19,146	-0.1%	2.8%
U.S. Average	\$26,639	\$40,574	65.7%	\$25,708	3.6%	3.3%
Guam	\$29,318 d	\$34,435 d	85.1%	\$28,249 d	3.8%	0.9%
Puerto Rico	\$18,000	\$24,000	75.0%	\$18,000	0.0%	0.0%
Virgin Islands	\$22,751	\$34,784	65.4%	\$21,876	4.0%	4.4%

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 applicable; f=includes extra duty pay; g=median.

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