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Iowa's Teacher Salaries - Comparative Studies

ISSUE

This **Issue Review** is a follow-up to the **Issue Review** dated September 19, 2000, entitled "Iowa's Teacher Salaries." This **Issue Review** examines the different sources of information comparing average teacher salaries and national rankings throughout the United States.

AFFECTED AGENCIES

Department of Education
Local School Districts

BACKGROUND

The September 19, 2000, **Issue Review** entitled "Iowa's Teachers Salaries", cited data from a weekly publication entitled *Education Week* that ranked Iowa's average teacher salary 28th in the nation based on data collected between 1992 and 1999. There are a variety of sources for teacher pay information. The following section details four of them.

OTHER SOURCES OF INFORMATION

The sources of information used in this **Issue Review** each provide information on teacher salaries and make comparisons to other states. **Tables 1** and **2** capture information in the reports that share common terms.

Table 1 lists sources that provide information on Iowa's average teacher salary and compares it to the national average. The information has not been adjusted for cost of living or annualization. The National Center for Education (NCES) will be publishing a new salary survey for 1999-2000, and will be available in 2001. The most recent data from the NCES is dated 1993-94.

Table 1
Iowa's Public Teacher Average Salary – By Source

<u>Source</u>	<u>Year</u>	<u>Iowa's Average Salary</u>	<u>National Average</u>	<u>Percent of National Rank</u>
Department of Education	1998-99	\$35,007	-	-
National Education Association	1998-99	34,927	\$ 40,582	86.1%
American Federation of Teachers	1998-99	35,007	40,574	86.3%
National Center for Education Statistics	1993-94	27,213	34,153	79.7%

Table 2 provides information regarding Iowa's national rank when compared to other states within each source of information. The Bureau of Labor Statistics information divided teachers into four categories but did not total that information. The two largest categories, secondary teachers and elementary teachers, are included in **Table 2**.

Table 2
Iowa's Public Teacher Salary National Ranking

<u>Source</u>	<u>Year</u>	<u>National Rank</u>
National Education Association	1998-99	35
American Federation of Teachers	1998-99	32
Bureau of Labor Statistics – Secondary Teachers	1998-99	36
Bureau of Labor Statistics – Elementary Teachers	1998-99	41
National Center for Education Statistics	1993-94	40

Table 1 and **Table 2** provide a brief summary of comparable information between sources. However, each source uses a different methodology for arriving at the figures. The next section provides a more detailed look at each source and differing methodology.

SOURCES

National Education Association (NEA)

The NEA Research division collects data annually from state departments of education and reports statistics on the fifty states and the District of Columbia in *Rankings of the States* and *Estimates of School Statistics*.

Methods for obtaining the average teacher salaries reported to NEA Research vary from state to state and may impact comparability. In the case of *Rankings of the States*, the data reported by states may be actual or estimated. In both reports, when no data is available from a particular state, NEA Research provides an estimate, which is denoted in the statistical reporting.

In data gathered for 1998-1999, the departments of education reported a total of 2,792,406 classroom teachers nationally. Iowa reported a total of 33,415 classroom teachers for that year. For 1999-2000, the figures are 2,846,129 nationally and 33,774 for Iowa.

For the 1998-1999 school year, *Rankings of the States* ranks Iowa as 35th in the nation, with an average salary of \$34,927. The national average according to the survey is \$40,582. Statistics for 14 states are denoted as estimated by NEA Research.

For 1999-2000, *Estimates of School Statistics* estimates Iowa's average teacher salary at \$35,791. The national average is estimated at \$41,575. The survey also compares seven Plains states, with

an average salary of \$36,523. Iowa ranks 3rd among the Plains states and 35th in the nation. (NEA Plains states include Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota). Statistics for 41 states, including Iowa, are denoted as estimated by NEA Research using regression analyses of data from prior years.

Attachment A provides the complete NEA teacher salary statistics for 1998-1999 and 1999-2000.

American Federation of Teachers (AFT)

The American Federation of Teachers publishes an annual report called *Survey & Analysis of Teacher Salary Trends*. The information reported is taken from an annual survey of each state's department of education. Data received from each state may vary and may impact comparability. Variations of the data are denoted in the statistical reporting. Iowa's average salary information is based on 33,686 teachers, and the U.S. average is based on approximately 2.8 million teachers.

Attachments B through E highlight information provided in this report.

- **Attachment B** ranks average teacher salary by state for 1998-1999. Iowa ranks 32nd with an average salary of \$35,007. Iowa's average is approximately 86.3% of the national average (\$40,574).
- **Attachment C** provides average salary information by region of the country. Iowa ranks first out of the six Plains region states (AFT Plains states include Iowa, Kansas, Missouri, Nebraska, North Dakota, and South Dakota).
- **Attachment D** lists average teacher salaries by state for the years 1996-1997 through 1998-1999. Iowa's average salary has increased 5.2% while the national average has increased 5.6%. Iowa's rank has fallen from 31st in 1996-1997 to 32nd in 1998-1999.
- **Attachment E** ranks average teacher salary by state adjusted by the AFT interstate cost-of-living index. After the adjustment, Iowa ranks 27th with an adjusted average salary of \$38,144 which is 94.0% of the national average (\$40,574).

Information regarding this report can be found on the American Federation of Teachers website (<http://www.aft.org>).

Bureau of Labor Statistics, Occupational Employment Statistics

The Bureau of Labor Statistics conducts the Occupational Employment Statistics survey (OES) annually to collect data on wage and salary workers in nonfarm establishments in order to produce employment and wage estimates for over 750 occupations.

Wages in this survey are straight time, gross pay, and exclude premium pay. The wage data includes base rate and guaranteed pay. The wage data does not include back pay, overtime pay, jury duty pay, severance pay, or tuition reimbursements.

The 1998 estimates are based on information obtained from the fourth quarter of 1996, 1997, and 1998 surveys. The 1996 and 1997 data have been adjusted to the 1998 reference period using the over-the-year wage change in the most applicable Employment Cost Index series¹.

The estimated mean annual wage is the estimated mean hourly wage multiplied by 2,080 hours. The survey collects annual wages and does not collect the actual hours worked. Therefore, the

¹ The Employment Cost Index measures changes in labor costs of money wages and salaries and non-cash fringe benefits in non-farm private industry and state and local government for workers at all levels of responsibility.

hourly rate cannot be calculated with a reasonable degree of confidence from the annual wages. The total number of teachers is the estimated total number rounded to the nearest 10. Data includes all teachers within the state (including public and private fulltime and part-time teachers). Information from some states was not included due to insufficient data.

Attachments F and G rank teacher salaries by reporting state as listed by the OES. Salaries are reported in four categories of K-12 teachers: Special Education, Secondary, Elementary, and Kindergarten. Here is how Iowa compares in each category:

- In the Special Education teacher category, Iowa ranks 36th in estimated annual mean salary for reporting states in the survey.
- In the Secondary teacher category, Iowa ranks 36th in estimated annual mean salary for reporting states in the survey.
- In the Elementary teacher category, Iowa ranks 41st in estimated annual mean salary for reporting states in the survey.
- In the Kindergarten teacher category, Iowa ranks 40th in estimated annual mean salary for reporting states in the survey.

Information regarding this data can be found at the Bureau of Labor's Occupational Employment Statistics website (http://stats.gov/oes_emp.htm).

National Center for Educational Statistics (NCES) Schools and Staffing Survey (SASS)

The NCES fulfills a congressional mandate to collect, collate, analyze and report data concerning the condition of education in the United States. The NCES uses a questionnaire called the Schools and Staffing Survey. The NCES randomly selects schools to be in the SASS sample within states, enrollment sizes, grade levels and other characteristics. Out of each school surveyed an average of four to eight teachers are selected randomly from each school's list. The latest SASS data is for the 1993-1994 school year. The SASS is in the process of compiling data for the 1999-2000 school year, but the data won't be available until 2001.

Attachment H compares Iowa's average base year teacher salary to the rest of the country. Iowa ranks 40th with an average base year salary of \$27,213, which is 79.7% of the national average. The sample size for Iowa was 906 teachers and the U.S. sample size was 47,109.

In addition to the SASS, the NCES publishes an annual report called the *Digest of Education Statistics*. The data in this NCES publication consists of both NEA and AFT data.

More information concerning the School and Staffing Survey can be found at <http://www.nces.ed.gov>.

CONCLUSION

There are several sources of information regarding teacher salaries and comparisons between states. It is important to consider each in light of the methodologies used and the resulting limitations. Regardless of such differences, all four sources examined in this document indicate that Iowa's average teacher salary is low when compared to other states.

In addition to comparing average teacher salary between states, other comparisons might be useful in determining the extent to which teacher salaries in Iowa require adjustment. These include comparisons between states of:

- Total state support per pupil
- Differences between teacher salaries and salaries of other professionals
- Instructional staff salaries (including administrators)
- Other standard economic measures such as cost of living, per capita income, and population

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Sources

National Education Association
American Federation of Teachers
Bureau of Labor Statistics
National Center for Educational Statistics
Iowa Department of Education

**Statistics from the National Education Association
Estimated Average Annual Salaries of Classroom Teachers**

Region and State	1998-99			1999-2000		
	Elementary	Secondary	All Teachers	Elementary	Secondary	All Teachers
50 States and D.C.	40,299	41,155	40,582	41,830	42,212	41,675
New England	45,330	45,921	45,044	46,341	46,370	46,065
Connecticut	52,386	54,594	51,584	53,300	55,600	52,500
Maine	34,576	35,650	34,906	35,294 *	36,390 *	35,631 *
Massachusetts	44,877 *	44,877 *	45,075 *	45,924 *	45,924 *	46,127 *
New Hampshire	37,405	37,405	37,405	38,162 *	38,162 *	38,162 *
Rhode Island	50,262 *	50,396 *	50,322 *	52,166 *	52,305 *	52,228 *
Vermont	37,496 *	36,062 *	36,800 *	38,014 *	36,560 *	37,308 *
Mid East	48,056	49,755	46,704	49,773	50,879	49,686
Delaware	43,026	43,330	43,164	43,920 *	44,230 *	44,061 *
District of Columbia	47,640 *	46,404 *	47,150 *	48,630 *	47,368 *	48,130 *
Maryland	41,620	43,592	42,526	42,405 *	44,414 *	43,328 *
New Jersey	50,088 *	53,079 *	51,193 *	51,048 *	54,096 *	52,174 *
New York	48,785 *	50,744 *	49,437 *	49,511 *	51,499 *	50,173 *
Pennsylvania	48,157	48,781	48,457	50,338	51,212	49,765
South East	35,483	36,422	35,817	36,558 *	37,541	36,986
Alabama	35,820	35,820	35,820	36,564 *	36,564 *	36,564 *
Arkansas	31,445 *	33,220 *	32,350 *	32,199 *	34,017 *	33,126 *
Florida	35,916	35,916	35,916	36,662 *	36,662 *	36,662 *
Georgia	39,076	40,532	39,675	40,703 *	42,220 *	41,327 *
Kentucky	35,076	36,580	35,526	35,846 *	37,383 *	36,306 *
Louisiana	32,510	32,510	32,510	33,186 *	33,186 *	33,186 *
Mississippi	29,129	30,056	29,530	29,735 *	30,681 *	30,144 *
North Carolina	35,919	36,399	36,098	38,146	38,657	38,336
South Carolina	34,240	35,110	34,506	35,915 *	36,828 *	36,194 *
Tennessee	36,109 *	37,545 *	36,500 *	36,998 *	38,470 *	37,399 *
Virginia	36,255 *	39,426 *	37,475 *	37,067 *	40,309 *	38,314 *
West Virginia	33,961	34,842	34,244	34,667 *	35,566 *	34,956 *
Great Lakes	43,169	45,014	43,684	44,364	46,279	44,860
Illinois	43,655	50,140	45,569	44,893 *	51,562 *	46,861 *
Indiana	41,328	40,997	41,163	42,262 *	41,923 *	42,093 *
Michigan	48,207 *	48,207 *	48,207 *	49,209 *	49,209 *	49,209 *
Ohio	40,184	41,335	40,566	41,800	43,000	42,200
Wisconsin	40,423	44,161	40,657	41,263 *	45,079 *	41,502 *
Plains	35,326	36,074	35,687	36,150	36,329	36,523
Iowa	34,143	35,588	34,927	34,988 *	36,468 *	35,791 *
Kansas	37,405	37,405	37,405	38,527	38,527	38,527
Minnesota	39,816	39,092	39,458	40,643 *	39,904 *	40,278 *
Missouri	34,208	35,293	34,746	35,014 *	36,125 *	35,565 *
Nebraska	32,880	32,880	32,880	33,473 *	33,473 *	33,473 *
North Dakota	29,199	28,571	28,976	29,838	29,196	29,610
South Dakota	28,610	28,422	28,552	29,204 *	29,012 *	29,145 *
South West	38,984	35,042	31,462	37,710	35,949	35,376
Arizona	35,025 *	35,025 *	35,025 *	35,650 *	35,650 *	35,650 *
New Mexico	32,242	32,786	32,398	32,724	33,774	32,937
Oklahoma	30,969 *	31,343 *	31,149 *	31,612 *	31,994 *	31,796 *
Texas	34,388	35,703	35,041	35,303 *	36,653 *	35,973 *
Rocky Mountains	34,912	35,358	35,125	35,769	36,220	35,980
Colorado	37,901 *	38,150 *	38,025 *	38,700 *	38,955 *	38,827 *
Idaho	34,167	33,954	34,063	35,520	35,299	35,412
Montana	30,979	32,150	31,356	31,623 *	32,819 *	32,008 *
Utah	33,007 *	32,887 *	32,950 *	33,693 *	33,571 *	33,635 *
Wyoming	33,714	33,302	33,500	34,500	34,100	34,300
Far West	43,682	43,157	43,396	44,549	45,406	44,860
Alaska	48,845	46,845	46,845	47,262 *	47,262 *	47,262 *
California	44,763 *	47,262 *	45,400 *	45,694 *	48,245 *	46,344 *
Hawaii	39,871	39,871	40,377	40,699 *	40,699 *	41,216 *
Nevada	38,552	39,338	38,883	39,353 *	40,155 *	39,691 *
Oregon	42,496	42,805	42,833	43,379 *	43,694 *	43,723 *
Washington	38,723	38,651	38,692	39,528 *	39,454 *	39,496 *

* Denotes statistic estimated by NEA Research in lieu of information requested from the state department of education.

Source: National Education Association, Rankings of the States 1999 and Estimates of School Statistics 2000.

TABLE I-1

AVERAGE TEACHER SALARY IN 1998-99, STATE RANKINGS

Rank	State	Total Teachers	Average Salary	Percent of U.S. Average
1	New Jersey	93,102	\$51,692 a	127.4%
2	Connecticut	40,754	50,277	123.9%
3	New York	201,000	49,686 g	122.5%
4	Michigan	90,200	48,711 a	120.1%
5	Pennsylvania	108,350	48,457	119.4%
6	Alaska	7,858	48,275	119.0%
7	District of Columbia	4,115	48,275 a	119.0%
8	California	270,639	46,326	114.2%
9	Rhode Island	10,704	46,286 a	114.1%
10	Illinois	122,775	45,286 e	111.6%
11	Massachusetts	68,482	44,051	108.6%
12	Oregon	27,289	43,789 b	107.9%
13	Delaware	6,701	43,223	106.5%
14	Maryland	49,490	42,545 c	104.9%
15	Nevada	16,835	42,528 b	104.8%
16	Indiana	57,927	41,159	101.4%
17	Ohio	111,283	40,734	100.4%
18	Hawaii	10,550	40,416	99.6%
19	Minnesota	52,700	39,809	98.1%
20	Wisconsin	50,757	39,374 e	97.0%
21	Georgia	87,555	38,993 a	96.1%
22	Washington	49,316	38,530	95.0%
23	Colorado	38,975	38,157	94.0%
24	Virginia	76,791	37,709	92.9%
25	New Hampshire	12,469	37,405	92.2%
26	North Carolina	77,486	36,883	90.9%
27	Vermont	8,069	36,697	90.4%
28	Florida	128,791	35,916	88.5%
29	Alabama	46,196	35,820	88.3%
30	Tennessee	53,119	35,490	87.5%
31	Kentucky	40,381	35,383 c	87.2%
32	Iowa	33,686	35,007	86.3%
33	Maine	16,877	34,906 c	86.0%
34	Kansas	31,493	34,634 f	85.4%
35	Arizona	42,032	34,582 a	85.2%
36	South Carolina	42,120	34,506	85.0%
37	Texas	254,811	34,448	84.9%
38	West Virginia	20,856	34,248 c	84.4%
39	Idaho	14,100	34,062	83.9%
40	Utah	21,000	34,007	83.8%
41	Wyoming	6,630	33,480	82.5%
42	Missouri	61,790	33,463	82.5%
43	Nebraska	20,237	32,880	81.0%
44	Arkansas	26,971	32,761 a	80.7%
45	New Mexico	19,786	32,161	79.3%
46	Louisiana	48,928	32,000 a	78.9%
47	Montana	10,200	31,536	77.7%
48	Oklahoma	40,943	31,107 d	76.7%
49	Mississippi	29,840	29,550 b	72.8%
50	North Dakota	7,840	29,002	71.5%
51	South Dakota	9,275	28,386	70.0%
	U.S. Average	2,780,074	\$40,574	100.0%
	Guam	1,383	\$34,435 d	84.9%
	Puerto Rico	38,985	\$24,000	59.2%
	Virgin Islands	1,556	\$34,784	85.7%

a. AFT estimate; b. includes employer pick-up of employee pension contribution, where applicable; c. includes extra duty pay; d. includes health care contributions, where applicable; e. includes pension and health care contributions and extra duty pay where applicable; f. estimated to exclude fringe benefits at 8 percent; g. median. Source: American Federation of Teachers, annual survey of state departments of education, "Early Estimates of Public Elementary and Secondary Education Statistics: School Year 1998-99," U.S. Department of Education, January 1999.

TABLE I-2

**BEGINNING AND AVERAGE TEACHER SALARY IN 1998-99
RANKED BY AVERAGE SALARY WITHIN REGION**

State	Average Salary	Beginning Salary	State	Average Salary	Beginning Salary
NEW ENGLAND			SOUTHEAST		
Connecticut	\$50,277	\$31,391	Georgia	\$38,993	\$27,908
Rhode Island	46,286	26,237	Virginia	37,709	25,777
Massachusetts	44,051	28,055	North Carolina	36,883	25,338
New Hampshire	37,405	24,406	Florida	35,916	24,402
Vermont	36,697	25,435	Alabama	35,820	29,092
Maine	34,906	24,962	Tennessee	35,490	22,645
MIDEAST			Kentucky	35,383	24,387
New Jersey	\$51,692	\$29,112	South Carolina	34,506	23,827
New York	49,686	30,808	West Virginia	34,248	23,316
Pennsylvania	48,457	29,793	Arkansas	32,761	21,273
District of Columbia	48,275	30,000	Louisiana	32,000	23,500
Delaware	43,223	29,981	Mississippi	29,550	21,346
Maryland	42,545	27,605	ROCKY MOUNTAINS		
GREAT LAKES			Colorado	\$38,157	\$25,489
Michigan	\$48,711	\$27,822	Idaho	34,062	20,814
Illinois	45,286	28,954	Utah	34,007	22,957
Indiana	41,159	26,171	Wyoming	33,480	22,836
Ohio	40,734	23,087	Montana	31,536	21,676
Minnesota	39,809	24,462	FAR WEST		
Wisconsin	39,374	24,839	Alaska	\$48,275	\$32,884
PLAINS			California	46,326	29,105
Iowa	\$35,007	\$24,333	Oregon	43,789	28,589
Kansas	34,634	23,006	Nevada	42,528	28,482
Missouri	33,463	25,164	Hawaii	40,416	28,315
Nebraska	32,880	22,611	Washington	38,530	23,645
North Dakota	29,002	19,136	OUTLYING AREAS		
South Dakota	28,386	21,376	Virgin Islands	\$34,784	\$22,751
SOUTHWEST			Guam	34,435	29,318
Arizona	\$34,582	\$26,163	Puerto Rico	24,000	18,000
Texas	34,448	26,261	U.S. AVERAGE		
New Mexico	32,161	24,393		\$40,574	\$26,639
Oklahoma	31,107	25,258			

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

TABLE I-3

TRENDS IN THE AVERAGE TEACHER SALARY, 1996-97 TO 1998-99

State	Average Salary						Percent Change		
	1996-97	Rank	1997-98	Rank	1998-99	Rank	1996-97 to 1997-98	1997-98 to 1998-99	1998-99 to 1999-00
	New Jersey	\$49,786	1	\$50,284	1	\$51,692	1	1.0%	2.8%
Connecticut	47,389	4	48,009	4	50,277	2	1.3%	4.7%	6.1%
New York	48,000	3	48,712	3	49,686	3	1.5%	2.0%	3.5%
Michigan	47,181	5	47,384	6	48,711	4	0.4%	2.8%	3.2%
Pennsylvania	47,147	6	47,542	5	48,457	5	0.8%	1.9%	2.8%
Alaska	49,140	2	49,140	2	48,275	6	0.0%	-1.8%	-1.8%
District of Columbia	41,436	11	44,746	7	48,275	7	8.0%	7.9%	16.5%
California	42,992	8	44,585	8	46,326	8	3.7%	3.9%	7.8%
Rhode Island	43,084	7	44,506	9	46,286	9	3.3%	4.0%	7.4%
Illinois	42,339	9	43,707	10	45,286	10	3.2%	3.6%	7.0%
Massachusetts	41,743	10	42,874	12	44,051	11	2.7%	2.7%	5.5%
Oregon	41,093	14	43,245	11	43,789	12	5.2%	1.3%	6.6%
Delaware	41,436	12	42,439	13	43,223	13	2.4%	1.8%	4.3%
Maryland	41,257	13	41,404	14	42,545	14	0.4%	2.8%	3.1%
Nevada	40,841	15	40,572	15	42,528	15	-0.7%	4.8%	4.1%
Indiana	38,845	16	39,749	16	41,159	16	2.3%	3.5%	6.0%
Ohio	38,806	17	39,714	17	40,734	17	2.3%	2.6%	5.0%
Hawaii	35,532	26	38,460	19	40,416	18	8.2%	5.1%	13.7%
Minnesota	37,885	18	38,159	21	39,809	19	0.7%	4.3%	5.1%
Wisconsin	37,872	19	38,179	20	39,374	20	0.8%	3.1%	4.0%
Georgia	35,679	24	37,314	22	38,993	21	4.6%	4.5%	9.3%
Washington	37,812	20	38,761	18	38,530	22	2.5%	-0.6%	1.9%
Colorado	36,271	21	37,240	23	38,157	23	2.7%	2.5%	5.2%
Virginia	35,651	25	37,024	24	37,709	24	3.9%	1.9%	5.8%
New Hampshire	36,029	23	36,663	25	37,405	25	1.8%	2.0%	3.8%
North Carolina	31,167	43	33,129	37	36,883	26	6.3%	11.3%	18.3%
Vermont	36,052	22	36,299	26	36,697	27	0.7%	1.1%	1.8%
Florida	33,855	28	34,475	28	35,916	28	1.8%	4.2%	6.1%
Alabama	32,551	36	32,818	39	35,820	29	0.8%	9.1%	10.0%
Tennessee	34,222	27	34,584	27	35,490	30	1.1%	2.6%	3.7%
Kentucky	33,797	29	34,453	29	35,383	31	1.9%	2.7%	4.7%
Iowa	33,272	31	34,084	31	35,007	32	2.4%	2.7%	5.2%
Maine	33,676	30	34,349	30	34,906	33	2.0%	1.6%	3.7%
Kansas	33,087	34	33,800	33	34,634	34	2.2%	2.5%	4.7%
Arizona	33,208	33	34,071	32	34,582	35	2.6%	1.5%	4.1%
South Carolina	32,830	35	33,697	34	34,506	36	2.6%	2.4%	5.1%
Texas	32,426	37	33,602	35	34,448	37	3.6%	2.5%	6.2%
West Virginia	33,258	32	33,396	36	34,248	38	0.4%	2.6%	3.0%
Idaho	31,280	42	32,830	38	34,062	39	5.0%	3.8%	8.9%
Utah	31,866	38	32,398	42	34,007	40	1.7%	5.0%	6.7%
Wyoming	31,716	41	31,977	44	33,480	41	0.8%	4.7%	5.6%
Missouri	31,771	39	32,597	41	33,463	42	2.6%	2.7%	5.3%
Nebraska	31,768	40	32,668	40	32,880	43	2.8%	0.6%	3.5%
Arkansas	31,021	44	32,119	43	32,761	44	3.5%	2.0%	5.6%
New Mexico	29,715	47	30,042	48	32,161	45	1.1%	7.1%	8.2%
Louisiana	29,025	48	31,131	45	32,000	46	7.3%	2.8%	10.2%
Montana	29,958	46	30,617	47	31,536	47	2.2%	3.0%	5.3%
Oklahoma	30,184	45	30,692	46	31,107	48	1.7%	1.4%	3.1%
Mississippi	27,877	49	28,691	49	29,550	49	2.9%	3.0%	6.0%
North Dakota	27,709	50	28,213	50	29,002	50	1.8%	2.8%	4.7%
South Dakota	27,072	51	27,875	51	28,386	51	3.0%	1.8%	4.9%
U.S. Average	\$38,415		\$39,278		\$40,574		2.2%	3.3%	5.6%
Guam	n.a.		\$34,124		\$34,435		n.a.	0.9%	n.a.
Puerto Rico	\$24,000		\$24,000		\$24,000		0.0%	0.0%	0.0%
Virgin Islands	\$33,216		\$33,310		\$34,784		0.3%	4.4%	4.7%

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

TABLE I-7

**STATE RANKINGS BY 1998-99 AVERAGE TEACHER SALARY
ADJUSTED BY THE 1998 AFT INTERSTATE COST-OF-LIVING INDEX**

State	Average Salary	Cost-of-Living Index	Salary Adjustment	Adjusted Average Salary	Adjusted Rank	Original Rank
Michigan	\$48,711	94.1	\$3,050	\$51,761	1	4
Pennsylvania	48,457	98.8	582	49,039	2	5
New Jersey	51,692	113.7	(6,223)	45,469	3	1
New York	49,686	109.4	(4,257)	45,429	4	3
Illinois	45,286	99.9	52	45,338	5	10
Indiana	41,159	92.6	3,297	44,456	6	16
Rhode Island	46,286	106.5	(2,834)	43,453	7	9
Oregon	43,789	100.9	(409)	43,380	8	12
Delaware	43,223	101.1	(488)	42,735	9	13
Connecticut	50,277	118.4	(7,798)	42,479	10	2
Ohio	40,734	96.6	1,448	42,182	11	17
Georgia	38,993	93.4	2,744	41,737	12	21
Wisconsin	39,374	94.4	2,322	41,696	13	20
Minnesota	39,809	96.4	1,491	41,300	14	19
Nevada	42,528	103.2	(1,327)	41,201	15	15
Maryland	42,545	105.5	(2,209)	40,336	16	14
California	46,326	114.9	(6,023)	40,303	17	8
North Carolina	36,883	91.9	3,241	40,124	18	26
Alabama	35,820	89.6	4,155	39,975	19	29
Kentucky	35,383	89.0	4,385	39,768	20	31
Tennessee	35,490	90.3	3,797	39,287	21	30
D.C.	48,275	123.4	(9,154)	39,121	22	7
Alaska	48,275	125.0	(9,655)	38,620	23	6
West Virginia	34,248	88.7	4,358	38,605	24	38
Massachusetts	44,051	114.2	(5,479)	38,572	25	11
Virginia	37,709	98.5	587	38,296	26	24
Iowa	35,007	91.8	3,137	38,144	27	32
Texas	34,448	90.4	3,651	38,099	28	37
Florida	35,916	94.7	1,997	37,913	29	28
South Carolina	34,506	91.2	3,338	37,844	30	36
Kansas	34,634	92.2	2,918	37,552	31	34
Vermont	36,697	98.3	619	37,316	32	27
Arkansas	32,761	87.9	4,507	37,269	33	44
Colorado	38,157	103.3	(1,224)	36,933	34	23
Washington	38,530	104.6	(1,702)	36,828	35	22
Nebraska	32,880	91.2	3,156	36,036	36	43
Maine	34,906	96.9	1,104	36,010	37	33
Missouri	33,463	93.4	2,358	35,821	38	42
Idaho	34,062	96.1	1,392	35,454	39	39
New Hampshire	37,405	105.9	(2,078)	35,327	40	25
Oklahoma	31,107	88.1	4,210	35,317	41	48
Louisiana	32,000	90.9	3,197	35,197	42	46
Utah	34,007	96.8	1,136	35,143	43	40
Arizona	34,582	99.3	245	34,828	44	35
New Mexico	32,161	95.7	1,438	33,599	45	45
Mississippi	29,550	88.2	3,952	33,502	46	49
Wyoming	33,480	100.2	(70)	33,410	47	41
Montana	31,536	96.7	1,081	32,617	48	47
South Dakota	28,386	89.6	3,299	31,685	49	51
North Dakota	29,002	94.2	1,797	30,799	50	50
Hawaii	40,416	133.0	(10,028)	30,388	51	18
U.S. Average	\$40,574	100.0	0	\$40,574		

Source: F. Howard Nelson, "An Interstate Cost-of-Living Index," Educational Evaluation and Policy Analysis, Spring 1991, Vol. 13, pp 103-111,). Hawaii, Alaska, and Washington, D.C. Cost-of-living data is from American Chamber of Commerce Researchers Association, Intercity Cost-of-Living Index, Louisville, Ky.: ACCRA. American Federation of Teachers annual survey of state departments of education. Note: data is unavailable for Guam, Puerto Rico and the Virgin Islands.

Occupational Employment Statistics - Rankings of Teacher Salary by State

Ranking of Salaries for Special Education Teachers

State	Number of Teachers	Est. Annual Mean	Rank
New York	36,280	\$52,380	1
Alaska	1,290	49,730	2
Connecticut	5,460	48,550	3
California	37,550	47,760	4
New Jersey	15,350	47,760	5
Pennsylvania	18,160	47,560	6
Rhode Island	1,630	46,790	7
Michigan	12,530	46,130	8
Massachusetts	10,430	41,980	9
Oregon	4,250	40,790	10
Minnesota	8,970	40,530	11
Maryland	11,380	40,420	12
Georgia	10,950	40,190	13
Wisconsin	7,430	39,360	14
Washington	6,610	39,050	15
Ohio	21,890	38,480	16
Indiana	6,600	38,470	17
Arizona	4,500	37,720	18
Vermont	1,020	37,590	19
Illinois	18,150	37,460	20
Florida	17,270	37,380	21
Virginia	8,970	37,320	22
Colorado	5,570	36,850	23
New Hampshire	1,480	36,320	24
Alabama	5,240	36,130	25
South Carolina	4,830	34,470	26
Louisiana	9,140	34,440	27
Texas	25,070	34,230	28
Tennessee	4,370	34,120	29
West Virginia	3,890	34,090	30
Kentucky	5,730	33,910	31
Utah	2,440	33,800	32
Kansas	4,300	33,450	33
New Mexico	4,320	33,120	34
Maine	2,530	32,650	35
Iowa	4,810	32,070	36
Arkansas	2,770	32,040	37
Nebraska	2,530	32,040	38
Missouri	7,740	31,880	39
North Carolina	8,590	31,800	40
Oklahoma	3,870	31,110	41
Idaho	120	30,830	42
North Dakota	960	30,380	43
Montana	1,320	29,730	44
Mississippi	3,370	29,320	45
Wyoming	940	28,740	46
South Dakota	1,090	28,720	47
Puerto Rico	3,580	21,580	48
			49

Median \$36,225

Iowa's Percent Of Median 88.5%

Ranking of Salaries for Secondary Education Teachers

State	Number of Teachers	Est. Annual Mean
New Jersey	43,540	\$51,650
Connecticut	19,900	51,240
Alaska	2,970	49,790
Pennsylvania	61,580	48,210
California	123,690	48,140
New York	108,230	46,790
Michigan	44,190	45,420
Rhode Island	6,170	44,990
Maryland	24,140	43,060
Hawaii	5,210	42,120
Illinois	43,010	41,580
Ohio	53,470	41,300
Indiana	30,150	40,940
Wisconsin	29,680	40,750
Massachusetts	37,280	40,610
Oregon	15,470	40,420
Idaho	8,790	40,160
Vermont	3,690	39,240
Washington	29,520	39,010
New Hampshire	6,360	38,830
Minnesota	30,500	38,760
Georgia	31,430	38,630
Virginia	35,430	38,410
Florida	59,130	37,540
Colorado	20,310	36,400
Arizona	18,160	36,170
Wyoming	3,330	35,650
Kentucky	14,310	35,630
West Virginia	7,860	35,480
Texas	127,710	35,360
Louisiana	15,650	35,310
Alabama	19,150	34,760
South Carolina	20,130	34,440
New Mexico	8,710	34,400
Tennessee	19,240	33,940
Iowa	20,630	33,470
Utah	11,510	33,430
Nebraska	10,450	33,070
Kansas	18,110	32,950
Maine	5,240	32,680
North Carolina	31,610	32,370
Arkansas	14,740	32,280
Missouri	28,940	31,600
Montana	4,890	31,150
Oklahoma	19,790	30,420
South Dakota	4,640	29,300
North Dakota	2,940	28,650
Mississippi	12,860	28,350
Puerto Rico	12,430	21,470

Median \$36,400

Iowa's Percent Of Median 92.0%

Source: Bureau of Labor Statistics, Occupational Employment Statistics, http://stats.gov/oes_emp.htm

Occupational Employment Statistics - Ranking of Teacher Salary by State

Ranking of Salaries for Elementary Teachers

State	Number of Teachers	Est. Annual Mean	Rank
Alaska	4,120	\$51,510	1
New Jersey	57,070	48,960	2
Connecticut	23,030	47,630	3
Pennsylvania	71,030	46,760	4
Rhode Island	5,650	45,860	5
California	169,070	44,420	6
New York	104,150	44,390	7
Michigan	48,670	42,080	8
Massachusetts	42,440	41,600	9
Minnesota	27,930	40,050	10
Indiana	34,540	39,770	11
Idaho	8,730	39,190	12
Washington	30,860	39,100	13
Ohio	64,320	38,750	14
Georgia	44,480	38,450	15
Wisconsin	28,620	38,440	16
Vermont	4,110	38,280	17
New Hampshire	8,320	38,080	18
Maryland	27,000	37,730	19
Oregon	17,030	37,500	20
Wyoming	3,180	36,930	21
Illinois	80,470	36,820	22
Nevada	10,260	36,570	23
Virginia	39,000	35,940	24
Colorado	20,260	35,700	25
Texas	128,700	35,470	26
Louisiana	28,250	35,080	27
Kentucky	19,960	34,730	28
West Virginia	9,400	34,630	29
Alabama	19,900	34,070	30
Florida	71,260	34,040	31
South Carolina	24,550	33,970	32
Arizona	26,720	33,790	33
Maine	11,510	33,440	34
Utah	9,800	33,000	35
New Mexico	9,610	32,810	36
Tennessee	32,710	32,590	37
North Carolina	44,030	32,060	38
Nebraska	10,700	31,860	39
Kansas	18,320	31,830	40
Iowa	18,420	31,760	41
Arkansas	12,470	31,340	42
Montana	7,280	30,740	43
Missouri	37,490	30,730	44
Oklahoma	21,150	29,550	45
South Dakota	5,150	29,180	46
North Dakota	6,010	29,100	47
Mississippi	16,000	28,290	48
Puerto Rico	19,940	21,210	49
			50

Median \$35,700

Iowa's Perc. Of Median 89.0%

Ranking of Salaries for Kindergarten Teachers

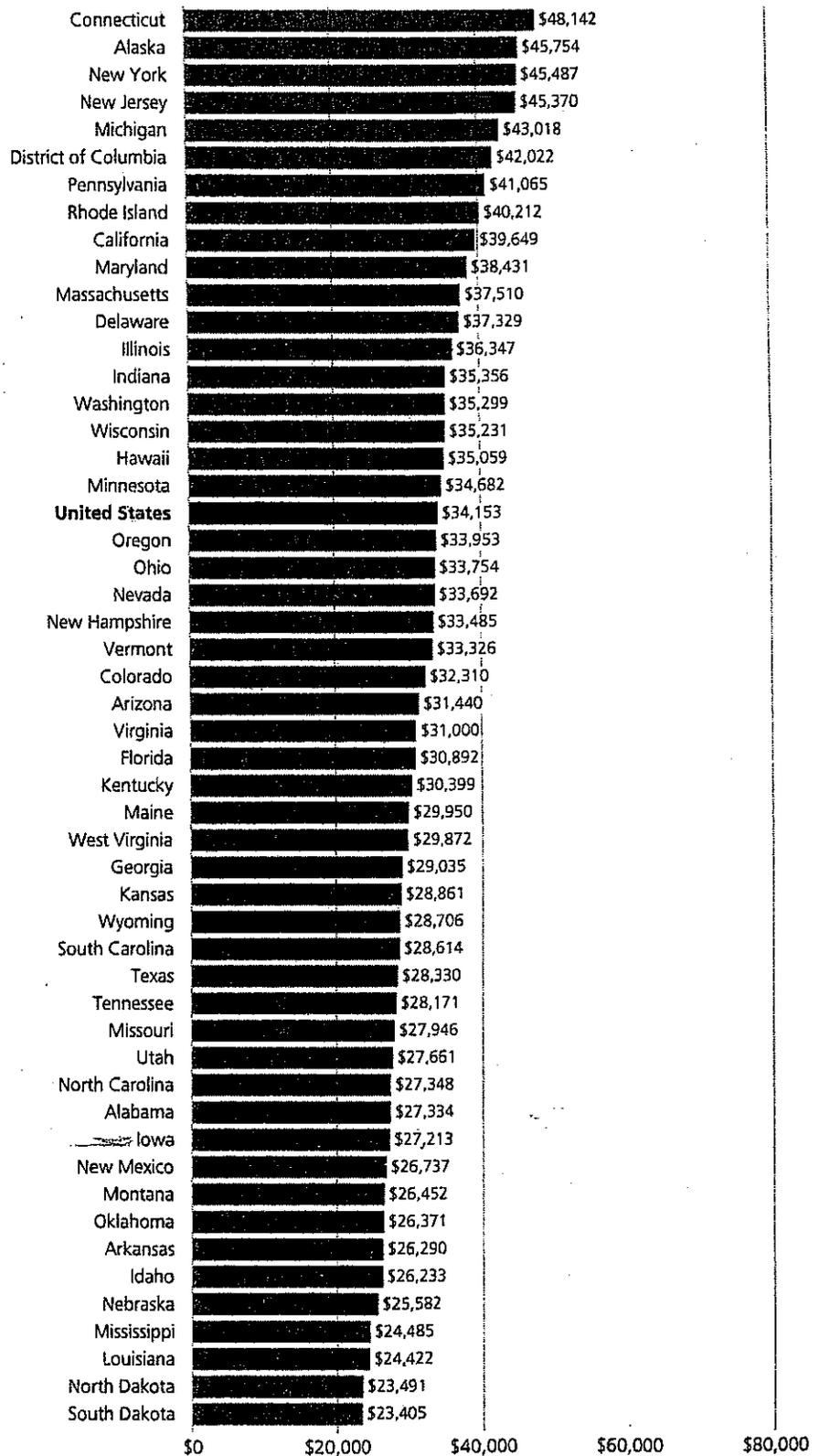
State	Number of Teachers	Est. Annual Mean
Alaska	510	\$49,480
Connecticut	1,760	45,140
New Jersey	4,370	43,810
New York	9,740	42,500
Rhode Island	480	42,170
California	17,910	40,360
Pennsylvania	6,150	40,300
Massachusetts	3,260	38,220
Michigan	4,700	38,060
Minnesota	2,390	37,500
Indiana	3,000	37,090
Ohio	5,790	36,930
Wisconsin	2,460	36,220
Washington	2,950	35,200
Illinois	5,110	34,410
Arizona	2,130	34,370
Georgia	6,970	34,090
Maryland	2,860	34,000
Louisiana	3,170	33,950
Vermont	410	33,900
West Virginia	1,330	33,890
Texas	15,710	33,840
Colorado	1,730	33,410
Hawaii	170	33,100
Virginia	3,680	32,980
Kentucky	1,430	32,710
Oregon	2,050	32,530
Tennessee	5,950	32,380
Alabama	3,620	31,640
Maine	830	31,370
Arkansas	1,970	31,120
New Mexico	1,070	31,110
North Carolina	4,930	30,990
Florida	7,160	30,850
Wyoming	260	30,840
Nebraska	820	30,230
Missouri	3,260	29,990
South Carolina	2,450	29,920
Kansas	1,820	28,850
Iowa	400	27,900
South Dakota	430	27,330
Utah	1,370	27,130
Montana	420	27,090
Oklahoma	2,190	26,970
New Hampshire	730	26,830
North Dakota	300	26,110
Mississippi	2,250	25,680
Idaho	100	23,730
Virgin Islands	170	23,630
Puerto Rico	610	17,340

Median \$32,845

Iowa's Perc. Of Median 84.9%

Teachers and Principals

Figure 2.9
Average Base Year
Salaries of Full-Time
Public School Teachers,
by State: 1993-94



Source: U.S. Department of Education,
 National Center for Education Statistics,
 Schools and Staffing Survey, 1993-94
 (Public School Teacher and Public School
 Principal Questionnaires)