



# Yes, Increase the Salaries of All Teachers

## Appendix

**TABLE A1**  
**State-by-state appendix**

State	Average starting salary: 2016–2017	Average teaching salary: 2017	Ratio of public teacher wages to wages of other college graduates: 2011–2015	Percentage of teachers who have second jobs: 2011–2012
Alabama	\$38,477	\$50,391	71.8%	16.5%
Alaska	\$46,785	\$68,138	93.8%	15.6%
Arizona	\$34,068	\$47,403	62.8%	15.9%
Arkansas	\$33,973	\$48,304	74.8%	12.3%
California	\$44,782	\$79,128	85.8%	12.0%
Colorado	\$32,980	\$51,808	64.5%	21.5%
Connecticut	\$45,280	\$73,147	82.1%	16.5%
Delaware	\$41,415	\$60,214	83.7%	18.5%
District of Columbia	\$51,359	\$75,692	79.2%	N/A
Florida	\$37,405	\$47,267	74.6%	N/A
Georgia	\$34,872	\$55,532	69.3%	12.9%
Hawaii	\$45,963	\$56,651	76.4%	N/A
Idaho	\$33,743	\$47,504	77.3%	20.4%
Illinois	\$38,820	\$64,933	79.0%	13.9%
Indiana	\$35,241	\$54,308	82.5%	17.7%
Iowa	\$35,766	\$55,647	80.0%	16.4%
Kansas	\$34,883	\$49,422	73.9%	23.4%
Kentucky	\$36,494	\$52,338	78.8%	14.1%
Louisiana	\$40,128	\$50,000	80.5%	12.0%
Maine	\$33,876	\$51,077	79.7%	25.9%
Maryland	\$44,675	\$68,357	83.6%	N/A
Massachusetts	\$44,726	\$78,100	81.6%	20.6%
Michigan	\$36,234	\$62,287	82.7%	19.0%
Minnesota	\$37,644	\$57,346	82.3%	19.8%
Mississippi	\$34,780	\$42,925	74.8%	12.7%
Missouri	\$31,842	\$48,618	67.8%	16.7%

State	Average starting salary: 2016–2017	Average teaching salary: 2017	Ratio of public teacher wages to wages of other college graduates: 2011–2015	Percentage of teachers who have second jobs: 2011–2012
Montana	\$30,036	\$51,422	91.7%	23.1%
Nebraska	\$33,854	\$52,338	80.9%	21.0%
Nevada	\$37,973	\$57,376	79.4%	17.8%
New Hampshire	\$36,845	\$57,522	78.5%	18.4%
New Jersey	\$51,179	\$69,623	86.5%	18.7%
New Mexico	\$34,544	\$47,122	66.2%	11.7%
New York	\$44,935	\$81,902	91.3%	16.6%
North Carolina	\$37,514	\$49,970	65.4%	24.0%
North Dakota	\$38,032	\$52,968	88.2%	21.7%
Ohio	\$35,249	\$58,202	79.7%	15.2%
Oklahoma	\$31,919	\$45,292	67.0%	17.7%
Oregon	\$35,534	\$61,862	77.9%	11.2%
Pennsylvania	\$44,144	\$66,265	87.1%	17.4%
Rhode Island	\$41,481	\$66,477	95.8%	N/A
South Carolina	\$33,057	\$50,000	79.2%	12.6%
South Dakota	\$37,419	\$46,979	76.4%	24.4%
Tennessee	\$36,402	\$50,999	70.7%	15.0%
Texas	\$40,725	\$52,575	72.8%	12.9%
Utah	\$35,722	\$47,244	70.3%	16.9%
Vermont	\$38,483	\$57,349	86.6%	20.1%
Virginia	\$39,398	\$51,049	66.9%	17.1%
Washington	\$40,426	\$54,433	73.5%	13.8%
West Virginia	\$33,684	\$45,555	74.6%	14.0%
Wisconsin	\$36,983	\$54,998	82.5%	18.8%
Wyoming	\$45,207	\$58,187	98.6%	14.5%

Sources: National Education Association, "2016-2017 Average Starting Teacher Salaries by State," available at <http://www.nea.org/home/2016-2017-average-starting-teacher-salary.html> (last accessed June 2018); National Education Association, "Rankings of the States 2017 and Estimates of School Statistics 2018" (2018), available at [http://www.nea.org/assets/docs/180413-Rankings\\_And\\_Estimates\\_Report\\_2018.pdf](http://www.nea.org/assets/docs/180413-Rankings_And_Estimates_Report_2018.pdf); Sylvia Allegretto and Lawrence Mishel, "The teacher pay gap is wider than ever" (Washington: Economic Policy Institute, 2016), Figure G, available at <https://www.epi.org/publication/the-teacher-pay-gap-is-wider-than-ever-teachers-pay-continues-to-fall-further-behind-pay-of-comparable-workers/>; Ulrich Boser and Chelsea Straus, "Mid- and Late-Career Teachers Struggle With Paltry Incomes" (Washington: Center for American Progress, 2014), available at <https://www.americanprogress.org/issues/education-k-12/reports/2014/07/23/94168/mid-and-late-career-teachers-struggle-with-paltry-incomes/>.