
Appendix

AVERAGE SALARY OF FULL-TIME TEACHERS BY YEARS OF EXPERIENCE

Years	1987/88				1993/94			
	1 to 2	3 to 9	10 to 20	over 20	1 to 2	3 to 9	10 to 20	over 20
United States	\$105.7	\$72.5	\$62.3	\$1,36.4	\$113.7	\$93.9	\$111.1	\$164.7
Alabama	449.2	292.5	257.8	427.0	282.9	268.1	194.2	263.5
Alaska	1,775.0	947.3	581.3	1,832.7	418.6	355.6	307.9	363.2
Arizona	1,218.6	338.4	440.9	827.2	163.1	224.3	250.2	450.2
Arkansas	216.2	173.6	172.5	386.3	226.9	232.4	242.5	369.2
California	336.9	376.1	282.7	305.7	354.7	329.3	427.5	380.8
Colorado	687.8	323.4	477.0	768.8	482.9	245.7	354.4	553.1
Connecticut	1,139.6	581.5	423.5	633.5	728.7	721.5	557.3	374.8
Delaware	650.5	720.8	536.7	687.2	697.2	518.3	507.0	467.8
District of Columbia	0.0	1,108.6	818.3	367.7	915.8	915.8	417.8	265.2
Florida	502.7	235.1	252.9	413.5	398.8	258.9	319.2	487.1
Georgia	277.5	286.6	243.7	452.6	411.9	217.1	242.5	292.5
Hawaii	955.3	670.7	710.0	580.4	365.4	263.6	364.8	325.8
Idaho	435.9	365.0	364.0	469.5	297.0	261.2	385.7	429.5
Illinois	619.8	414.1	358.9	505.7	687.5	434.8	697.6	634.5
Indiana	467.6	323.1	238.7	412.3	205.9	348.4	273.2	287.7
Iowa	788.6	314.0	335.5	603.3	409.1	330.3	442.5	629.7
Kansas	514.7	229.2	453.9	811.8	186.1	190.3	262.6	378.5
Kentucky	376.1	278.4	253.5	417.5	624.0	304.7	351.5	330.7
Louisiana	370.2	341.1	375.6	539.8	291.0	191.0	233.6	265.9
Maine	685.2	272.6	322.0	404.5	376.6	254.1	324.2	211.9
Maryland	530.4	494.5	401.6	764.6	233.9	479.8	461.2	440.1
Massachusetts	723.8	488.9	289.9	402.9	400.9	472.1	277.0	208.8
Michigan	498.5	637.1	313.1	475.9	1,181.3	553.6	997.3	526.8
Minnesota	1,345.8	348.7	349.5	498.7	729.1	374.3	620.6	418.7
Mississippi	778.5	126.1	289.3	365.3	169.6	256.9	134.9	221.2
Missouri	317.7	296.9	340.6	804.5	410.7	464.2	498.5	928.2
Montana	722.3	353.1	383.9	763.4	206.6	198.8	207.1	334.9
Nebraska	789.8	323.8	429.3	905.7	504.5	322.6	568.9	750.7
Nevada	966.3	445.9	456.0	672.9	339.3	254.0	337.9	592.3
New Hampshire	1,324.0	444.4	428.2	922.7	473.4	356.2	463.7	457.4
New Jersey	303.7	429.2	392.9	459.0	566.7	484.4	726.6	711.2
New Mexico	1,140.1	319.4	258.6	576.6	280.1	148.4	199.7	298.5
New York	631.0	277.6	305.7	460.9	553.8	691.2	781.4	982.6
North Carolina	1,138.5	265.5	234.8	318.6	233.0	156.2	232.0	212.7
North Dakota	629.1	394.9	387.0	1,166.3	268.4	211.5	231.9	487.0
Ohio	395.0	295.2	360.5	464.0	316.9	564.6	605.5	484.1
Oklahoma	741.8	236.5	195.9	362.3	259.7	135.6	167.8	244.1
Oregon	572.9	322.7	329.2	572.2	386.3	407.0	335.0	598.1
Pennsylvania	917.1	332.1	293.8	363.0	396.1	733.2	652.4	566.4
Rhode Island	—	825.4	434.4	409.4	1,254.3	512.2	414.7	184.2
South Carolina	464.0	293.4	150.6	436.0	222.2	266.8	281.7	303.0
South Dakota	373.6	190.6	394.3	510.6	345.6	200.6	227.0	385.2
Tennessee	185.5	336.6	288.1	635.6	253.2	270.4	352.8	380.1
Texas	205.4	158.5	173.8	262.3	224.5	244.8	278.0	338.2
Utah	377.8	303.7	370.5	495.8	278.7	190.8	265.7	244.2
Vermont	949.2	792.6	477.4	824.4	500.4	542.1	704.6	446.4
Virginia	640.4	395.6	389.5	415.6	278.1	224.4	470.0	565.8
Washington	508.5	441.8	343.1	385.7	380.7	426.4	368.4	392.2
West Virginia	628.5	234.2	164.6	390.4	1,234.0	258.1	213.3	263.3
Wisconsin	471.1	372.1	384.1	597.4	249.7	383.8	535.0	542.5
Wyoming	536.4	365.1	366.2	729.5	182.8	230.4	271.2	321.5

DISTRIBUTION OF PUBLIC SCHOOL TEACHERS BY AGE

Years	1987/88				1993/94			
	< 30	30-49	50-54	≥55	< 30	30-49	50-54	≥ 55
United States	0.2%	0.3%	0.2%	0.2%	0.2%	0.3%	0.2%	0.2%
Alabama	1.5	2.1	1.1	1.0	1.1	1.9	1.0	1.2
Alaska	2.6	2.2	1.3	1.1	0.5	1.1	0.7	0.6
Arizona	1.5	2.5	1.6	1.2	1.0	1.8	1.0	1.1
Arkansas	2.1	2.2	1.2	0.8	1.1	1.4	0.9	1.1
California	0.8	1.1	0.7	0.8	1.0	1.7	1.2	1.3
Colorado	1.5	2.2	1.5	0.9	0.6	1.6	1.1	0.8
Connecticut	1.5	2.1	1.3	1.4	0.6	1.3	0.9	0.9
Delaware	2.1	2.5	2.2	1.5	1.3	1.5	1.1	1.1
District of Columbia	1.2	3.2	2.6	2.9	1.0	2.4	2.3	1.0
Florida	1.4	1.8	1.0	1.0	1.1	1.3	1.1	0.7
Georgia	1.7	2.1	0.9	1.0	1.0	1.1	0.9	0.6
Hawaii	1.8	3.2	2.4	1.2	1.6	2.5	1.7	1.0
Idaho	1.8	2.3	1.0	1.2	1.0	1.6	0.9	1.0
Illinois	1.1	1.4	0.8	0.7	0.9	1.3	0.9	1.0
Indiana	1.3	1.8	1.0	1.2	0.7	1.8	1.3	1.2
Iowa	1.0	1.5	1.1	1.0	1.1	1.8	1.2	1.4
Kansas	1.5	2.0	1.2	1.1	0.9	1.4	0.7	0.8
Kentucky	1.3	1.6	1.1	1.1	1.5	2.5	1.0	1.4
Louisiana	1.6	2.4	1.6	1.1	0.9	1.4	1.0	0.9
Maine	1.6	2.1	1.4	1.1	0.8	1.8	1.3	1.3
Maryland	2.5	2.7	1.6	1.3	1.0	1.7	1.3	1.0
Massachusetts	1.2	1.7	1.0	0.9	0.6	1.3	0.7	0.9
Michigan	1.0	1.5	1.1	0.7	1.2	2.0	1.8	1.3
Minnesota	1.2	2.0	1.1	1.0	1.1	1.8	1.1	1.3
Mississippi	1.5	2.0	0.9	1.0	1.0	1.2	1.0	0.8
Missouri	1.4	2.2	1.0	1.4	1.3	2.0	1.0	1.2
Montana	2.3	2.2	1.1	1.3	0.8	1.2	1.1	0.7
Nebraska	1.4	1.7	1.2	1.4	0.9	1.1	0.9	1.2
Nevada	1.8	2.5	2.1	1.2	1.3	2.0	1.4	1.3
New Hampshire	1.9	2.3	1.3	1.2	1.3	2.1	1.3	1.3
New Jersey	1.2	2.0	1.3	1.2	1.7	2.5	1.5	1.7
New Mexico	1.7	1.9	1.8	1.4	1.0	1.4	1.0	1.0
New York	0.9	1.1	0.9	0.7	1.0	1.7	1.0	1.4
North Carolina	1.0	1.7	1.3	1.0	1.0	1.3	0.9	0.9
North Dakota	2.2	2.5	1.7	1.2	1.2	1.5	1.0	0.7
Ohio	1.0	1.2	0.7	0.7	1.0	1.9	1.4	1.1
Oklahoma	1.5	1.8	1.1	0.7	0.9	1.2	0.9	0.8
Oregon	1.5	2.4	1.3	1.3	0.9	1.8	1.5	1.0
Pennsylvania	0.8	1.3	0.8	0.9	1.2	1.8	1.8	1.2
Rhode Island	1.4	2.2	1.4	1.6	1.1	2.0	1.4	1.2
South Carolina	2.1	2.2	1.3	0.9	1.3	2.1	1.3	1.3
South Dakota	2.3	2.4	1.0	1.2	0.8	1.0	0.6	0.9
Tennessee	1.6	1.8	1.1	1.3	1.1	2.5	1.5	1.5
Texas	0.8	1.0	0.6	0.5	1.2	1.4	0.8	0.9
Utah	2.0	2.4	1.5	1.3	0.6	1.2	1.0	0.8
Vermont	2.5	2.8	1.8	1.1	1.0	1.7	1.2	1.0
Virginia	1.4	1.7	1.2	0.9	1.3	1.8	1.4	1.2
Washington	0.8	2.2	1.5	1.3	1.6	1.8	1.6	1.0
West Virginia	1.9	2.1	0.7	1.3	1.0	2.2	1.2	1.0
Wisconsin	1.3	1.8	0.8	1.0	1.1	1.8	1.4	1.3
Wyoming	1.7	2.2	1.3	1.1	0.9	1.1	0.8	0.7

PREPARATION OF TEACHERS

	1987/88				1993/94			
	no degree	≤ Bachelor's	≤ Master's	> Master's	no degree	≤ Bachelor's	≤ Master's	> Master's
United States	0.0%	0.3%	0.3%	0.2%	0.1%	0.3%	0.3%	0.2%
Alabama	0.1	1.9	1.9	0.9	0.2	1.9	1.7	0.8
Alaska	0.0	2.8	2.3	1.1	0.4	1.1	1.0	0.5
Arizona	0.3	2.7	2.5	1.0	0.1	1.7	1.7	0.6
Arkansas	0.1	1.8	1.6	0.8	0.3	2.1	1.7	0.6
California	0.0	1.2	1.3	0.8	0.3	1.8	1.8	0.7
Colorado	0.1	2.5	2.2	0.8	0.2	1.6	1.7	0.6
Connecticut	0.2	1.9	2.5	1.8	0.2	1.2	1.5	0.8
Delaware	0.2	2.6	2.8	1.6	0.5	1.6	1.8	0.9
District of Columbia	0.7	3.0	3.0	1.8	0.0	1.8	1.7	1.1
Florida	0.1	1.8	1.7	0.6	0.3	1.2	1.2	0.7
Georgia	0.1	1.8	2.1	1.0	0.1	1.5	1.6	0.8
Hawaii	0.6	3.6	2.5	3.3	0.4	2.0	1.5	2.1
Idaho	0.2	1.8	1.8	0.9	0.3	1.5	1.5	0.5
Illinois	0.0	1.3	1.3	0.7	0.1	1.3	1.4	0.6
Indiana	0.2	1.2	1.3	0.9	0.2	1.7	1.7	0.6
Iowa	0.2	2.4	2.3	0.6	0.0	1.8	1.9	0.5
Kansas	0.0	1.6	1.6	0.7	0.2	1.4	1.2	0.5
Kentucky	0.2	1.7	2.2	2.1	0.0	2.2	2.4	1.6
Louisiana	0.4	3.0	2.2	2.1	0.3	1.6	1.5	0.7
Maine	0.0	3.0	2.6	1.1	0.3	1.9	1.9	0.4
Maryland	0.2	3.1	3.1	1.6	0.1	1.9	2.3	1.1
Massachusetts	0.2	1.6	1.7	1.0	0.2	1.2	1.4	0.5
Michigan	0.1	1.8	1.7	0.6	0.0	1.9	1.8	0.9
Minnesota	0.1	2.1	2.0	0.7	0.0	2.1	2.0	0.6
Mississippi	0.2	1.8	1.8	0.7	0.3	1.6	1.7	0.9
Missouri	0.1	1.8	1.8	0.8	0.2	2.0	1.9	0.6
Montana	0.0	2.4	2.1	0.9	0.2	1.3	1.1	0.4
Nebraska	0.0	2.0	1.9	0.7	0.2	1.7	1.6	0.4
Nevada	0.4	2.8	2.9	1.1	0.2	2.2	2.3	1.0
New Hampshire	0.6	3.5	3.2	1.3	0.1	2.0	1.9	0.6
New Jersey	0.1	1.8	1.9	0.8	0.2	2.9	2.7	1.1
New Mexico	0.1	2.3	2.5	1.0	0.1	1.6	1.6	0.5
New York	0.1	1.5	1.3	0.9	0.0	1.9	1.9	1.0
North Carolina	0.2	1.7	1.7	0.6	0.3	1.5	1.6	0.5
North Dakota	0.3	2.4	2.3	0.5	0.2	1.0	0.9	0.3
Ohio	0.1	1.5	1.5	0.6	0.4	2.2	2.3	0.7
Oklahoma	0.2	2.2	2.0	0.8	0.0	1.8	1.9	0.6
Oregon	0.0	2.2	2.4	1.0	0.3	1.9	1.9	0.9
Pennsylvania	0.0	1.7	1.7	0.8	0.3	2.3	1.9	1.2
Rhode Island	0.0	3.1	3.6	1.9	0.0	2.5	2.4	1.0
South Carolina	0.2	2.3	2.1	1.3	0.2	2.6	2.6	1.0
South Dakota	0.3	1.7	1.7	0.5	0.1	1.2	1.1	0.3
Tennessee	0.3	2.0	2.0	1.1	0.2	2.0	2.0	0.9
Texas	0.1	1.0	1.0	0.5	0.2	1.4	1.5	0.5
Utah	0.4	2.1	1.8	0.9	0.4	1.4	1.3	0.7
Vermont	0.3	3.3	3.3	0.8	0.3	1.8	1.8	0.8
Virginia	0.1	1.7	1.7	0.6	0.3	2.1	2.0	0.7
Washington	0.2	1.9	1.9	0.9	0.7	1.9	2.2	1.0
West Virginia	0.2	2.4	1.8	1.5	0.2	1.6	1.7	0.6
Wisconsin	0.0	1.9	1.7	0.6	0.2	1.7	1.6	0.5
Wyoming	0.0	2.1	2.2	0.7	0.1	1.0	0.9	0.3