

Teacher Salary by State

What America's public-school teachers earn, state by state — average pay, starting pay, and where each state ranks. One page per state. NEA 2024–25.



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WHAT THIS IS

What teachers earn.

This reference gives **every state its own page** with its **average** and **starting** public-school teacher salary, national rank, and how it compares to the U.S. average — the clearest picture of the teaching pay gap across America.

THE PAY GAP IS WIDE

Average teacher pay ranges from **\$54,975** in Mississippi to **\$103,552** in California — a gap of nearly **\$48,600**. NEA reports that, adjusted for inflation, average teacher pay is about **5% lower** than a decade ago, and teachers earn **~24% more** on average in states with collective bargaining.

ON EACH PAGE

- **Average salary** — all public-school teachers in the state, 2024–25
- **Starting salary** — what a new teacher earns on average
- **National rank** — where the state ranks on average pay (1–50)

Source. National Education Association (NEA), Educator Pay Data & Teacher Salary Benchmark Report, **2024–25**. Figures are nominal, not adjusted for cost of living. NEA ranks the 50 states; D.C. is reported separately.

The teaching pay landscape

\$74,495

NATIONAL AVERAGE

all teachers, 2024–25

\$48,112

NATIONAL STARTING

new teachers

\$103,552

HIGHEST AVERAGE

California

\$54,975

LOWEST AVERAGE

Mississippi

In 2024–25, the national average public-school teacher salary was **\$74,495** (up 3.5% year-over-year), and new teachers started at **\$48,112** on average. Only **California** tops \$100,000.

Starting pay ranges from **\$36,682** in Montana to **\$60,658** in Washington. Some states with low *average* pay (like Florida) still offer relatively strong *starting* pay. The pages that follow give both figures for every state.

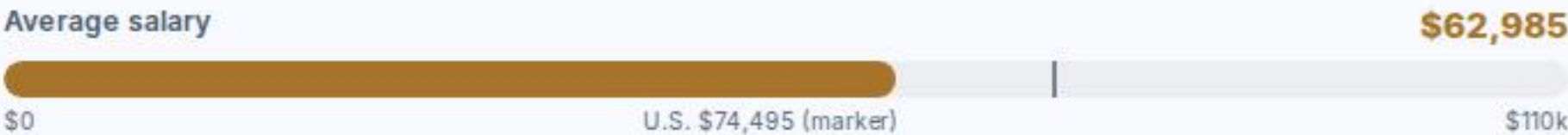


Alabama

NEA 2024-25 — AT A GLANCE

Average salary	\$62,985
Starting salary	\$47,955
National rank	#34 of 50
vs. U.S. average	— \$11,510

PAY VS. THE NATION



Alabama ranks **#34 of 50** at **\$62,985** — **\$11,510 below** the national average. New teachers start at **\$47,955**, rising by about **\$15,030** over a career.



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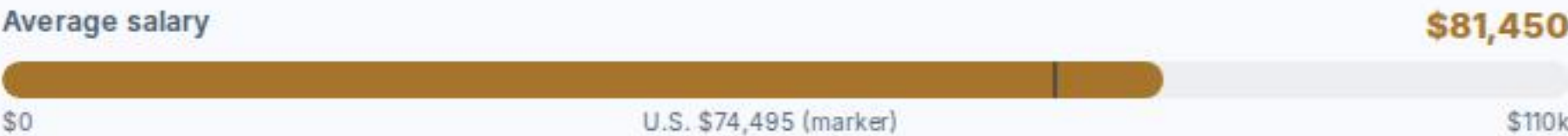


Alaska

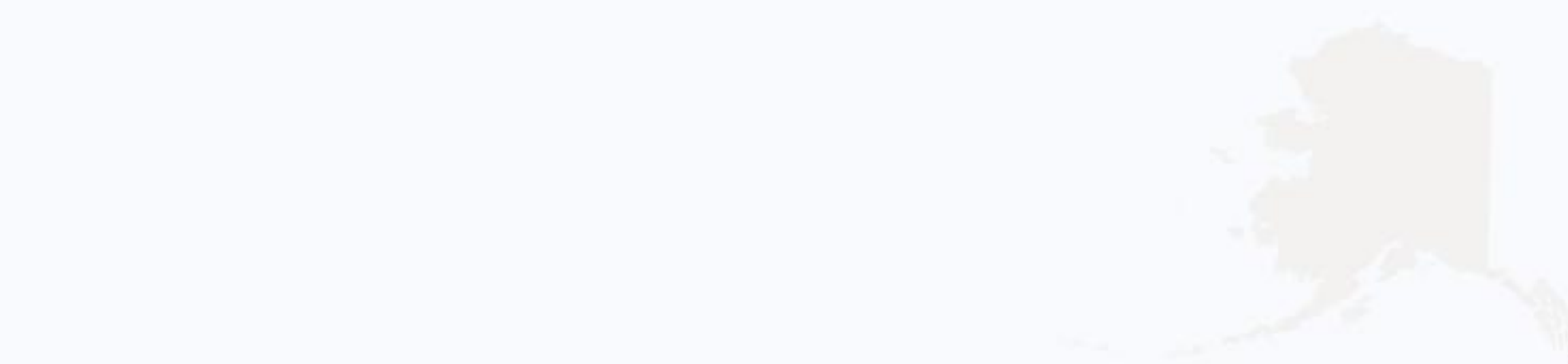
NEA 2024-25 — AT A GLANCE

Average salary	\$81,450
Starting salary	\$53,650
National rank	#10 of 50
vs. U.S. average	+\$6,955

PAY VS. THE NATION



Alaska ranks **#10 of 50** at **\$81,450** — **\$6,955 above** the national average. New teachers start at **\$53,650**, rising by about **\$27,800** over a career.



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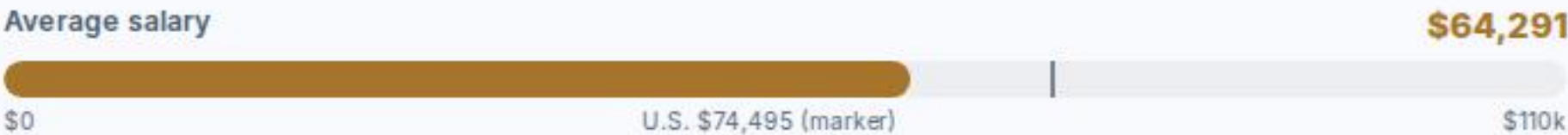


Arizona

NEA 2024-25 — AT A GLANCE

Average salary	\$64,291
Starting salary	\$44,869
National rank	#30 of 50
vs. U.S. average	— \$10,204

PAY VS. THE NATION



Arizona ranks **#30 of 50** at **\$64,291** — **\$10,204 below** the national average. New teachers start at **\$44,869**, rising by about **\$19,422** over a career.



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Arkansas

NEA 2024-25 — AT A GLANCE

Average salary	\$59,193
Starting salary	\$50,076
National rank	#44 of 50
vs. U.S. average	— \$15,302

PAY VS. THE NATION



Arkansas ranks **#44 of 50** at **\$59,193** — **\$15,302 below** the national average. New teachers start at **\$50,076**, rising by about **\$9,117** over a career.



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California

NEA 2024-25 — AT A GLANCE

Average salary	\$103,552
Starting salary	\$59,424
National rank	#1 of 50
vs. U.S. average	+\$29,057

PAY VS. THE NATION



California ranks **#1 of 50** at **\$103,552** — **\$29,057 above** the national average. New teachers start at **\$59,424**, rising by about **\$44,128** over a career.



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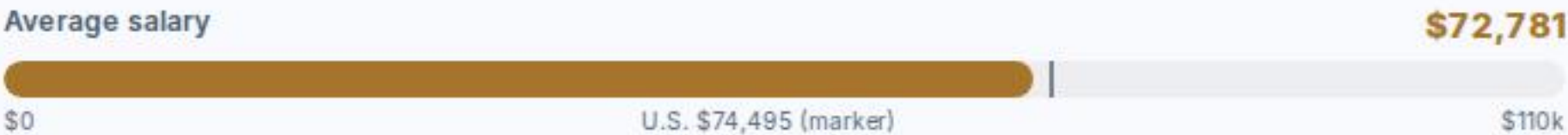


Colorado

NEA 2024-25 — AT A GLANCE

Average salary	\$72,781
Starting salary	\$45,489
National rank	#18 of 50
vs. U.S. average	— \$1,714

PAY VS. THE NATION



Colorado ranks **#18 of 50** at **\$72,781** — **\$1,714 below** the national average. New teachers start at **\$45,489**, rising by about **\$27,292** over a career.

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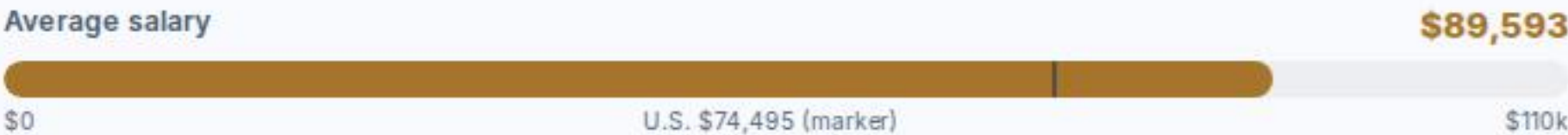


Connecticut

NEA 2024-25 — AT A GLANCE

Average salary	\$89,593
Starting salary	\$51,053
National rank	#5 of 50
vs. U.S. average	+\$15,098

PAY VS. THE NATION



Connecticut ranks **#5 of 50** at **\$89,593** — **\$15,098 above** the national average. New teachers start at **\$51,053**, rising by about **\$38,540** over a career.



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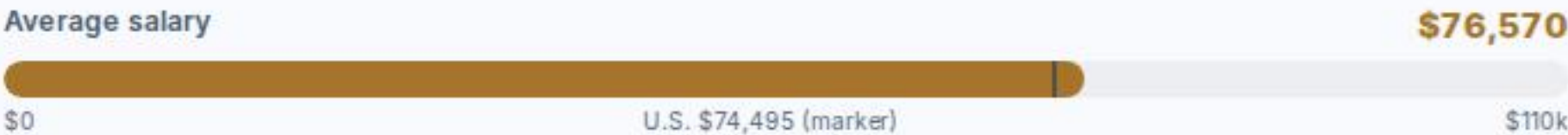


Delaware

NEA 2024-25 — AT A GLANCE

Average salary	\$76,570
Starting salary	\$49,344
National rank	#13 of 50
vs. U.S. average	+\$2,075

PAY VS. THE NATION



Delaware ranks **#13 of 50** at **\$76,570** — **\$2,075 above** the national average. New teachers start at **\$49,344**, rising by about **\$27,226** over a career.



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Washington, D.C.

NEA 2024-25 — AT A GLANCE

Average salary	N/A
Starting salary	N/A
National rank	Reported separately
vs. U.S. average	N/A

A NOTE ON D.C.

The **NEA Educator Pay** rankings cover the 50 states; the **District of Columbia** is reported separately and is not assigned a state rank. D.C. teacher pay is among the highest in the nation, reflecting its urban cost of living and salary schedules. See the D.C. education guide for current figures.

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Florida

NEA 2024-25 — AT A GLANCE

Average salary	\$56,663
Starting salary	\$49,435
National rank	#49 of 50
vs. U.S. average	— \$17,832

PAY VS. THE NATION



Florida ranks **#49 of 50** at **\$56,663** — **\$17,832 below** the national average. New teachers start at **\$49,435**, rising by about **\$7,228** over a career.



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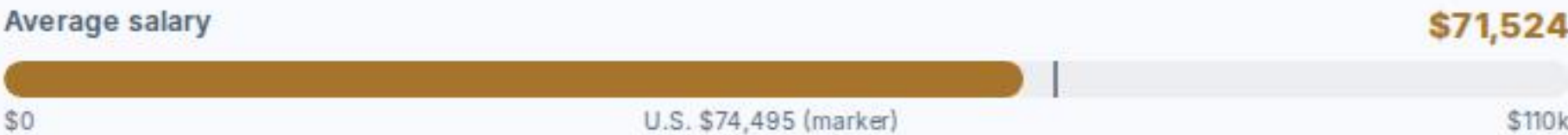


Georgia

NEA 2024-25 — AT A GLANCE

Average salary	\$71,524
Starting salary	\$48,722
National rank	#20 of 50
vs. U.S. average	— \$2,971

PAY VS. THE NATION



Georgia ranks **#20 of 50** at **\$71,524** — **\$2,971 below** the national average. New teachers start at **\$48,722**, rising by about **\$22,802** over a career.



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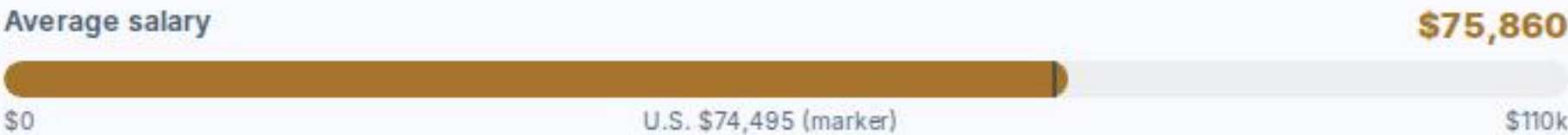


Hawaii

NEA 2024-25 — AT A GLANCE

Average salary	\$75,860
Starting salary	\$51,835
National rank	#15 of 50
vs. U.S. average	+\$1,365

PAY VS. THE NATION



Hawaii ranks **#15 of 50** at **\$75,860** — **\$1,365 above** the national average. New teachers start at **\$51,835**, rising by about **\$24,025** over a career.



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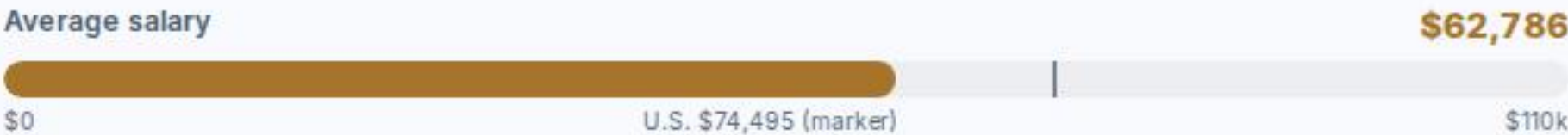


Idaho

NEA 2024-25 — AT A GLANCE

Average salary	\$62,786
Starting salary	\$46,253
National rank	#35 of 50
vs. U.S. average	— \$11,709

PAY VS. THE NATION



Idaho ranks **#35 of 50** at **\$62,786** — **\$11,709 below** the national average. New teachers start at **\$46,253**, rising by about **\$16,533** over a career.

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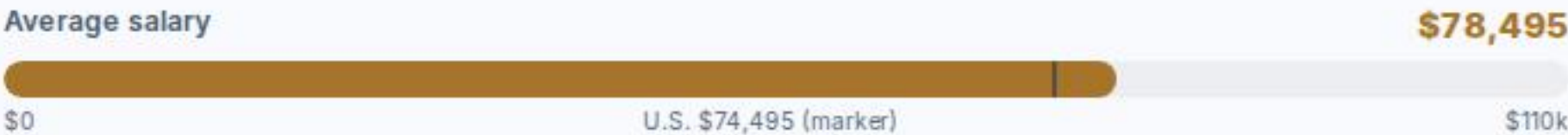


Illinois

NEA 2024-25 — AT A GLANCE

Average salary	\$78,495
Starting salary	\$46,655
National rank	#12 of 50
vs. U.S. average	+\$4,000

PAY VS. THE NATION



Illinois ranks **#12 of 50** at **\$78,495** — **\$4,000 above** the national average. New teachers start at **\$46,655**, rising by about **\$31,840** over a career.



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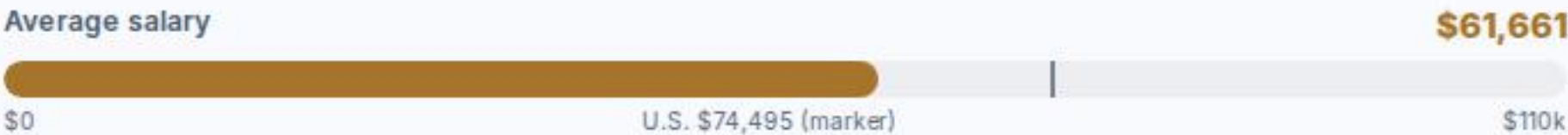


Indiana

NEA 2024-25 — AT A GLANCE

Average salary	\$61,661
Starting salary	\$45,958
National rank	#37 of 50
vs. U.S. average	— \$12,834

PAY VS. THE NATION



Indiana ranks **#37 of 50** at **\$61,661** — **\$12,834 below** the national average. New teachers start at **\$45,958**, rising by about **\$15,703** over a career.



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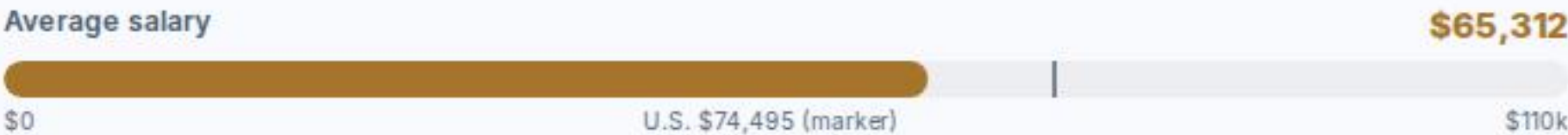


Iowa

NEA 2024-25 — AT A GLANCE

Average salary	\$65,312
Starting salary	\$48,139
National rank	#29 of 50
vs. U.S. average	— \$9,183

PAY VS. THE NATION



Iowa ranks **#29 of 50** at **\$65,312** — **\$9,183 below** the national average. New teachers start at **\$48,139**, rising by about **\$17,173** over a career.



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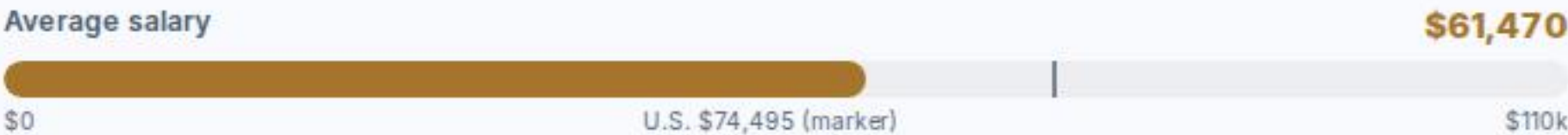


Kansas

NEA 2024-25 — AT A GLANCE

Average salary	\$61,470
Starting salary	\$44,163
National rank	#38 of 50
vs. U.S. average	— \$13,025

PAY VS. THE NATION



Kansas ranks **#38 of 50** at **\$61,470** — **\$13,025 below** the national average. New teachers start at **\$44,163**, rising by about **\$17,307** over a career.



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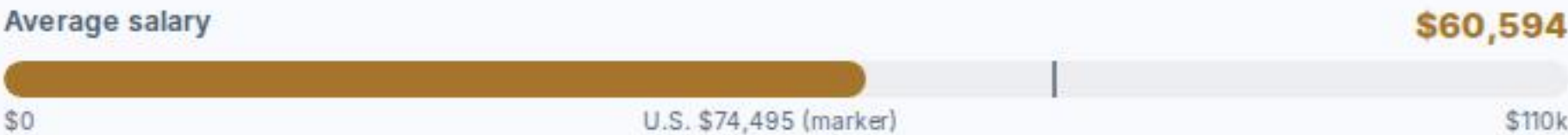


Kentucky

NEA 2024-25 — AT A GLANCE

Average salary	\$60,594
Starting salary	\$41,901
National rank	#41 of 50
vs. U.S. average	— \$13,901

PAY VS. THE NATION



Kentucky ranks **#41 of 50** at **\$60,594** — **\$13,901 below** the national average. New teachers start at **\$41,901**, rising by about **\$18,693** over a career.



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Louisiana

NEA 2024-25 — AT A GLANCE

Average salary	\$56,785
Starting salary	\$46,850
National rank	#48 of 50
vs. U.S. average	— \$17,710

PAY VS. THE NATION



Louisiana ranks **#48 of 50** at **\$56,785** — **\$17,710 below** the national average. New teachers start at **\$46,850**, rising by about **\$9,935** over a career.



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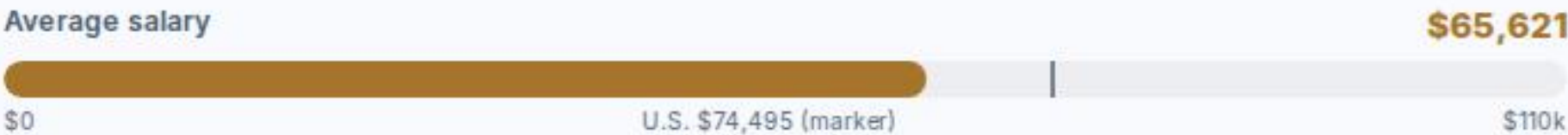


Maine

NEA 2024-25 — AT A GLANCE

Average salary	\$65,621
Starting salary	\$44,152
National rank	#28 of 50
vs. U.S. average	— \$8,874

PAY VS. THE NATION



Maine ranks **#28 of 50** at **\$65,621** — **\$8,874 below** the national average. New teachers start at **\$44,152**, rising by about **\$21,469** over a career.



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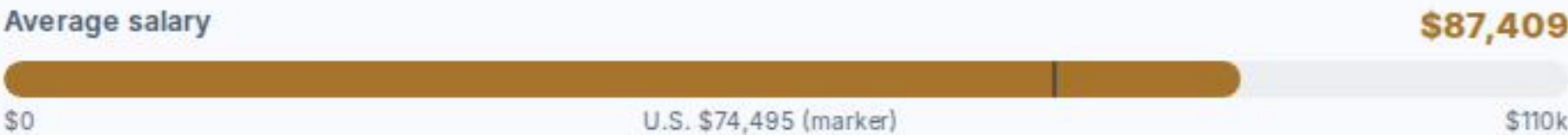


Maryland

NEA 2024-25 — AT A GLANCE

Average salary	\$87,409
Starting salary	\$57,293
National rank	#6 of 50
vs. U.S. average	+\$12,914

PAY VS. THE NATION



Maryland ranks **#6 of 50** at **\$87,409** — **\$12,914 above** the national average. New teachers start at **\$57,293**, rising by about **\$30,116** over a career.



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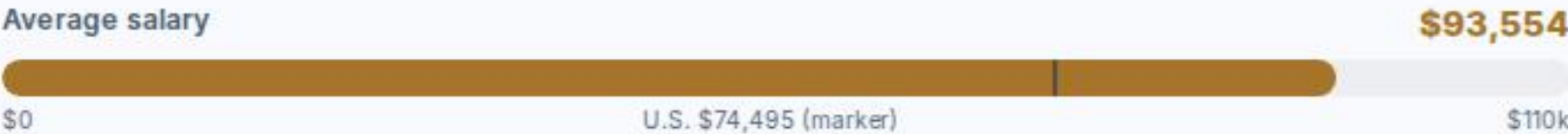


Massachusetts

NEA 2024-25 — AT A GLANCE

Average salary	\$93,554
Starting salary	\$54,216
National rank	#4 of 50
vs. U.S. average	+\$19,059

PAY VS. THE NATION



Massachusetts ranks **#4 of 50** at **\$93,554** — **\$19,059 above** the national average. New teachers start at **\$54,216**, rising by about **\$39,338** over a career.



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TEACHER SALARY — 23 OF 51

Michigan

NEA 2024-25 — AT A GLANCE

Average salary	\$71,023
Starting salary	\$43,093
National rank	#21 of 50
vs. U.S. average	— \$3,472

PAY VS. THE NATION



Michigan ranks **#21 of 50** at **\$71,023** — **\$3,472 below** the national average. New teachers start at **\$43,093**, rising by about **\$27,930** over a career.

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Minnesota

NEA 2024-25 — AT A GLANCE

Average salary	\$76,234
Starting salary	\$46,477
National rank	#14 of 50
vs. U.S. average	+\$1,739

PAY VS. THE NATION



Minnesota ranks **#14 of 50** at **\$76,234** — **\$1,739 above** the national average. New teachers start at **\$46,477**, rising by about **\$29,757** over a career.



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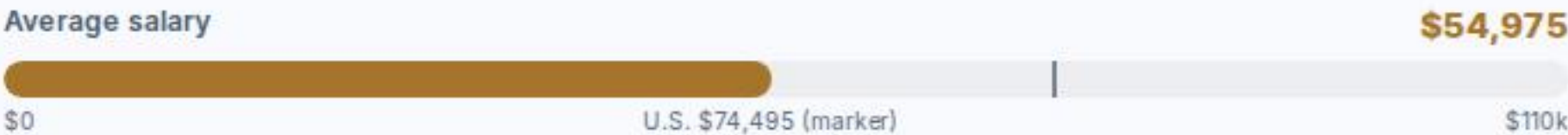


Mississippi

NEA 2024-25 — AT A GLANCE

Average salary	\$54,975
Starting salary	\$43,814
National rank	#50 of 50
vs. U.S. average	— \$19,520

PAY VS. THE NATION



Mississippi ranks **#50 of 50** at **\$54,975** — **\$19,520 below** the national average. New teachers start at **\$43,814**, rising by about **\$11,161** over a career.

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Missouri

NEA 2024-25 — AT A GLANCE

Average salary	\$57,366
Starting salary	\$40,682
National rank	#47 of 50
vs. U.S. average	— \$17,129

PAY VS. THE NATION



Missouri ranks **#47 of 50** at **\$57,366** — **\$17,129 below** the national average. New teachers start at **\$40,682**, rising by about **\$16,684** over a career.



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Montana

NEA 2024-25 — AT A GLANCE

Average salary	\$59,305
Starting salary	\$36,682
National rank	#43 of 50
vs. U.S. average	— \$15,190

PAY VS. THE NATION



Montana ranks **#43 of 50** at **\$59,305** — **\$15,190 below** the national average. New teachers start at **\$36,682**, rising by about **\$22,623** over a career.



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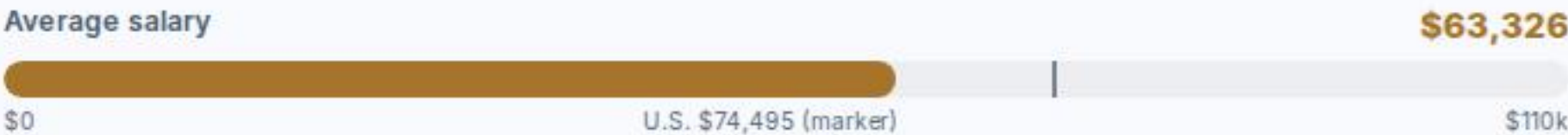


Nebraska

NEA 2024-25 — AT A GLANCE

Average salary	\$63,326
Starting salary	\$39,561
National rank	#33 of 50
vs. U.S. average	— \$11,169

PAY VS. THE NATION



Nebraska ranks **#33 of 50** at **\$63,326** — **\$11,169 below** the national average. New teachers start at **\$39,561**, rising by about **\$23,765** over a career.



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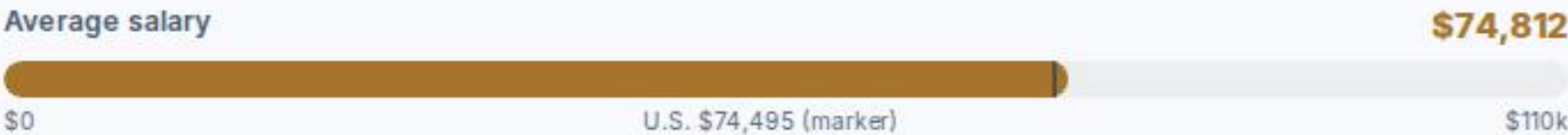


Nevada

NEA 2024-25 — AT A GLANCE

Average salary	\$74,812
Starting salary	\$49,731
National rank	#16 of 50
vs. U.S. average	+\$317

PAY VS. THE NATION



Nevada ranks **#16 of 50** at **\$74,812** — about the U.S. average the national average. New teachers start at **\$49,731**, rising by about **\$25,081** over a career.

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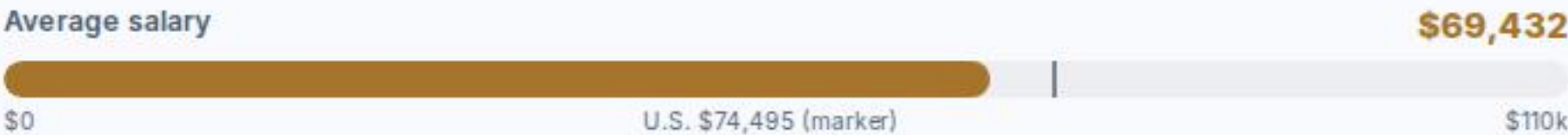


New Hampshire

NEA 2024-25 — AT A GLANCE

Average salary	\$69,432
Starting salary	\$44,010
National rank	#24 of 50
vs. U.S. average	— \$5,063

PAY VS. THE NATION



New Hampshire ranks **#24 of 50** at **\$69,432** — **\$5,063 below** the national average. New teachers start at **\$44,010**, rising by about **\$25,422** over a career.



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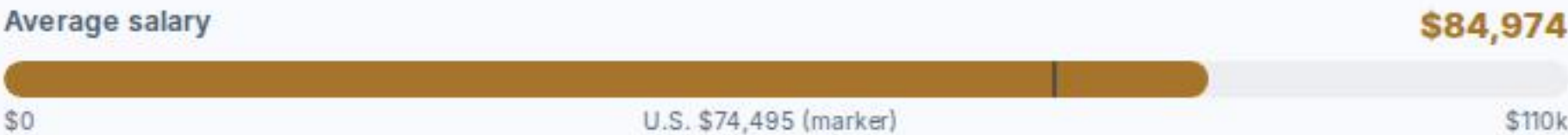


New Jersey

NEA 2024-25 — AT A GLANCE

Average salary	\$84,974
Starting salary	\$58,727
National rank	#8 of 50
vs. U.S. average	+\$10,479

PAY VS. THE NATION



New Jersey ranks **#8 of 50** at **\$84,974** — **\$10,479 above** the national average. New teachers start at **\$58,727**, rising by about **\$26,247** over a career.



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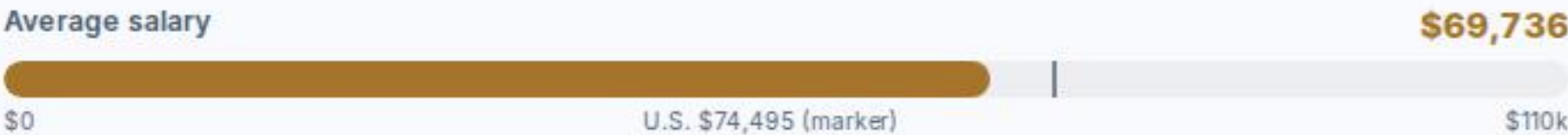


New Mexico

NEA 2024-25 — AT A GLANCE

Average salary	\$69,736
Starting salary	\$54,372
National rank	#23 of 50
vs. U.S. average	— \$4,759

PAY VS. THE NATION



New Mexico ranks **#23 of 50** at **\$69,736** — **\$4,759 below** the national average. New teachers start at **\$54,372**, rising by about **\$15,364** over a career.

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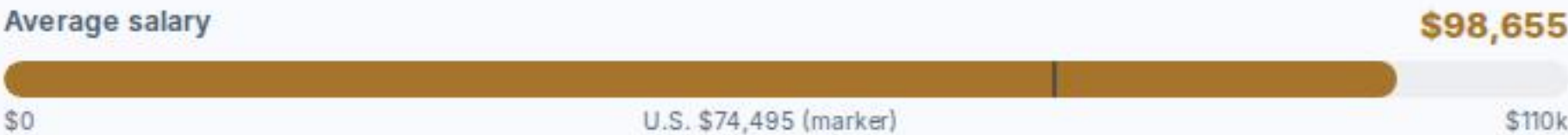


New York

NEA 2024-25 — AT A GLANCE

Average salary	\$98,655
Starting salary	\$51,612
National rank	#2 of 50
vs. U.S. average	+\$24,160

PAY VS. THE NATION



New York ranks **#2 of 50** at **\$98,655** — **\$24,160 above** the national average. New teachers start at **\$51,612**, rising by about **\$47,043** over a career.



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North Carolina

NEA 2024-25 — AT A GLANCE

Average salary	\$60,323
Starting salary	\$44,952
National rank	#42 of 50
vs. U.S. average	— \$14,172

PAY VS. THE NATION



North Carolina ranks **#42 of 50** at **\$60,323** — **\$14,172 below** the national average. New teachers start at **\$44,952**, rising by about **\$15,371** over a career.



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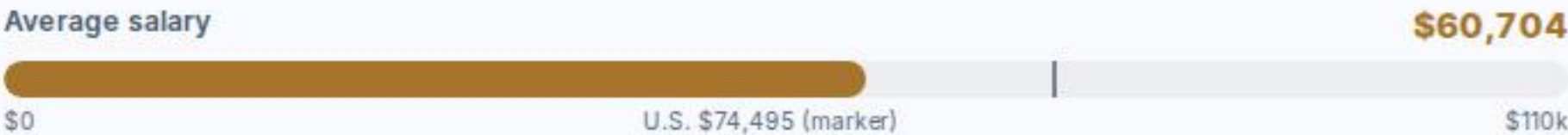


North Dakota

NEA 2024-25 — AT A GLANCE

Average salary	\$60,704
Starting salary	\$45,252
National rank	#40 of 50
vs. U.S. average	— \$13,791

PAY VS. THE NATION



North Dakota ranks **#40 of 50** at **\$60,704** — **\$13,791 below** the national average. New teachers start at **\$45,252**, rising by about **\$15,452** over a career.



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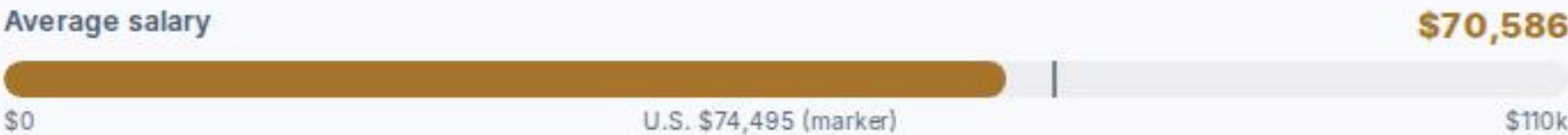


Ohio

NEA 2024-25 — AT A GLANCE

Average salary	\$70,586
Starting salary	\$42,222
National rank	#22 of 50
vs. U.S. average	— \$3,909

PAY VS. THE NATION



Ohio ranks **#22 of 50** at **\$70,586** — **\$3,909 below** the national average. New teachers start at **\$42,222**, rising by about **\$28,364** over a career.



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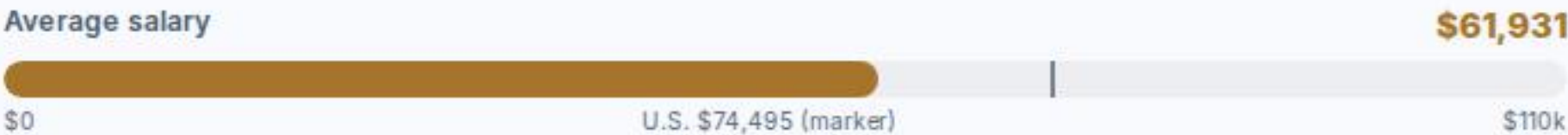


Oklahoma

NEA 2024-25 — AT A GLANCE

Average salary	\$61,931
Starting salary	\$41,294
National rank	#36 of 50
vs. U.S. average	— \$12,564

PAY VS. THE NATION



Oklahoma ranks **#36 of 50** at **\$61,931** — **\$12,564 below** the national average. New teachers start at **\$41,294**, rising by about **\$20,637** over a career.



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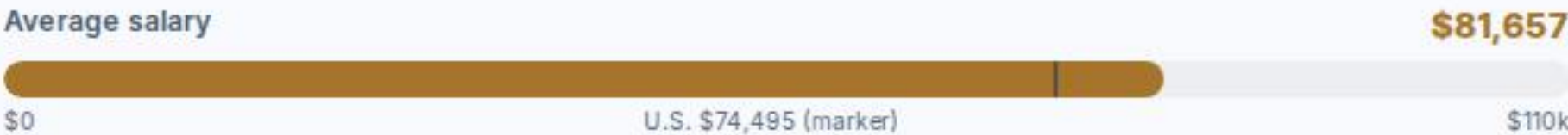


Oregon

NEA 2024-25 — AT A GLANCE

Average salary	\$81,657
Starting salary	\$46,854
National rank	#9 of 50
vs. U.S. average	+\$7,162

PAY VS. THE NATION



Oregon ranks **#9 of 50** at **\$81,657** — **\$7,162 above** the national average. New teachers start at **\$46,854**, rising by about **\$34,803** over a career.



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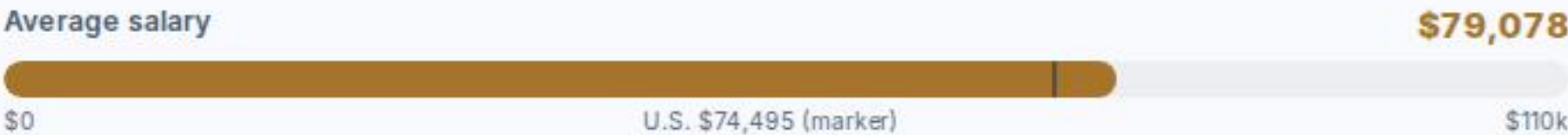


Pennsylvania

NEA 2024-25 — AT A GLANCE

Average salary	\$79,078
Starting salary	\$52,198
National rank	#11 of 50
vs. U.S. average	+\$4,583

PAY VS. THE NATION



Pennsylvania ranks **#11 of 50** at **\$79,078** — **\$4,583 above** the national average. New teachers start at **\$52,198**, rising by about **\$26,880** over a career.



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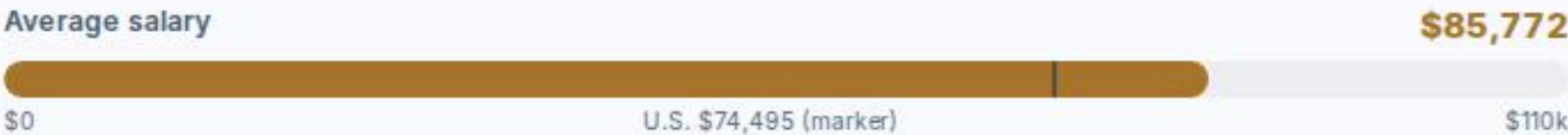


Rhode Island

NEA 2024-25 — AT A GLANCE

Average salary	\$85,772
Starting salary	\$48,242
National rank	#7 of 50
vs. U.S. average	+\$11,277

PAY VS. THE NATION



Rhode Island ranks **#7 of 50** at **\$85,772** — **\$11,277 above** the national average. New teachers start at **\$48,242**, rising by about **\$37,530** over a career.



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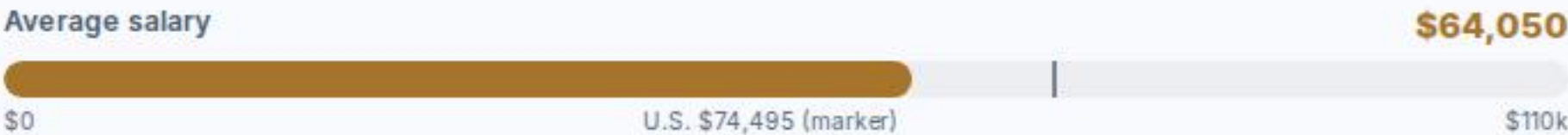


South Carolina

NEA 2024-25 — AT A GLANCE

Average salary	\$64,050
Starting salary	\$48,426
National rank	#31 of 50
vs. U.S. average	— \$10,445

PAY VS. THE NATION



South Carolina ranks **#31 of 50** at **\$64,050** — **\$10,445 below** the national average. New teachers start at **\$48,426**, rising by about **\$15,624** over a career.



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South Dakota

NEA 2024-25 — AT A GLANCE

Average salary	\$58,486
Starting salary	\$47,196
National rank	#45 of 50
vs. U.S. average	— \$16,009

PAY VS. THE NATION



South Dakota ranks **#45 of 50** at **\$58,486** — **\$16,009 below** the national average. New teachers start at **\$47,196**, rising by about **\$11,290** over a career.



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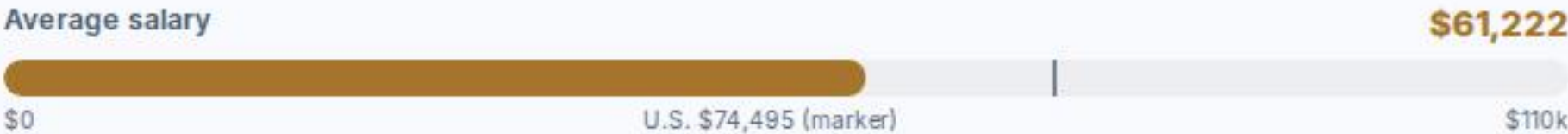


Tennessee

NEA 2024-25 — AT A GLANCE

Average salary	\$61,222
Starting salary	\$47,230
National rank	#39 of 50
vs. U.S. average	— \$13,273

PAY VS. THE NATION



Tennessee ranks **#39 of 50** at **\$61,222** — **\$13,273 below** the national average. New teachers start at **\$47,230**, rising by about **\$13,992** over a career.



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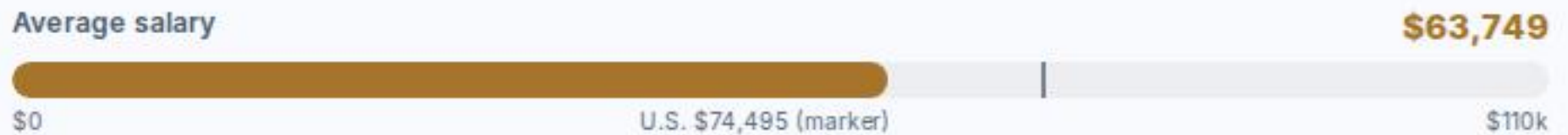


Texas

NEA 2024-25 — AT A GLANCE

Average salary	\$63,749
Starting salary	\$49,465
National rank	#32 of 50
vs. U.S. average	— \$10,746

PAY VS. THE NATION



Texas ranks **#32 of 50** at **\$63,749** — **\$10,746 below** the national average. New teachers start at **\$49,465**, rising by about **\$14,284** over a career.

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Utah

NEA 2024-25 — AT A GLANCE

Average salary	\$72,882
Starting salary	\$57,849
National rank	#17 of 50
vs. U.S. average	— \$1,613

PAY VS. THE NATION



Utah ranks **#17 of 50** at **\$72,882** — **\$1,613 below** the national average. New teachers start at **\$57,849**, rising by about **\$15,033** over a career.

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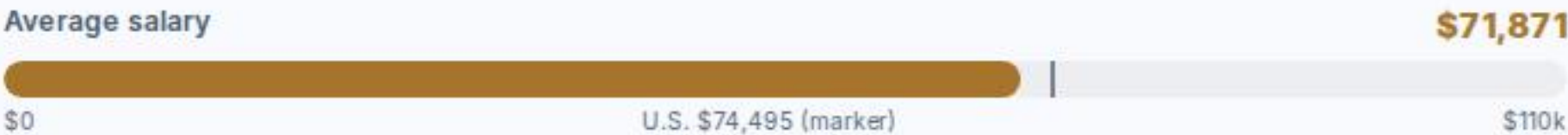


Vermont

NEA 2024-25 — AT A GLANCE

Average salary	\$71,871
Starting salary	\$46,963
National rank	#19 of 50
vs. U.S. average	— \$2,624

PAY VS. THE NATION



Vermont ranks **#19 of 50** at **\$71,871** — **\$2,624 below** the national average. New teachers start at **\$46,963**, rising by about **\$24,908** over a career.



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Virginia

NEA 2024-25 — AT A GLANCE

Average salary	\$69,254
Starting salary	\$50,448
National rank	#25 of 50
vs. U.S. average	— \$5,241

PAY VS. THE NATION



Virginia ranks **#25 of 50** at **\$69,254** — **\$5,241 below** the national average. New teachers start at **\$50,448**, rising by about **\$18,806** over a career.

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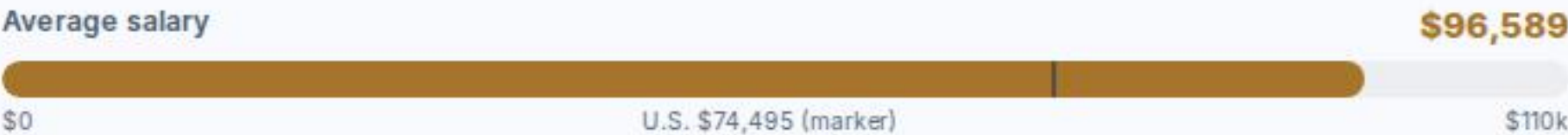


Washington

NEA 2024-25 — AT A GLANCE

Average salary	\$96,589
Starting salary	\$60,658
National rank	#3 of 50
vs. U.S. average	+\$22,094

PAY VS. THE NATION



Washington ranks **#3 of 50** at **\$96,589** — **\$22,094 above** the national average. New teachers start at **\$60,658**, rising by about **\$35,931** over a career.



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TEACHER SALARY — 49 OF 51

West Virginia

NEA 2024-25 — AT A GLANCE

Average salary	\$58,099
Starting salary	\$45,294
National rank	#46 of 50
vs. U.S. average	— \$16,396

PAY VS. THE NATION



West Virginia ranks **#46 of 50** at **\$58,099** — **\$16,396 below** the national average. New teachers start at **\$45,294**, rising by about **\$12,805** over a career.



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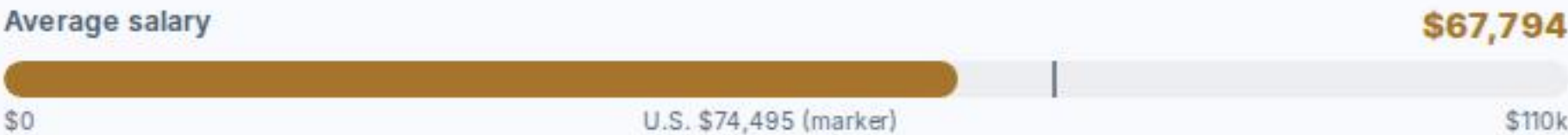


Wisconsin

NEA 2024-25 — AT A GLANCE

Average salary	\$67,794
Starting salary	\$43,288
National rank	#26 of 50
vs. U.S. average	— \$6,701

PAY VS. THE NATION



Wisconsin ranks **#26 of 50** at **\$67,794** — **\$6,701 below** the national average. New teachers start at **\$43,288**, rising by about **\$24,506** over a career.



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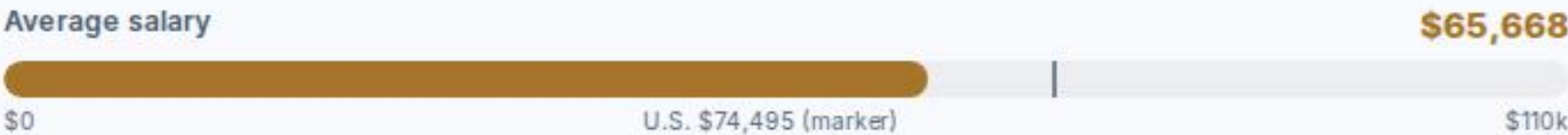


Wyoming

NEA 2024-25 — AT A GLANCE

Average salary	\$65,668
Starting salary	\$51,776
National rank	#27 of 50
vs. U.S. average	— \$8,827

PAY VS. THE NATION



Wyoming ranks **#27 of 50** at **\$65,668** — **\$8,827 below** the national average. New teachers start at **\$51,776**, rising by about **\$13,892** over a career.

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DATA SOURCE

National Education Association (NEA), Educator Pay Data (Rankings & Estimates) and 2024–25 Teacher Salary Benchmark Report. Nominal dollars, not cost-of-living adjusted.

