

**Research Report**

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# **Survey & Analysis of Teacher Salary Trends 1998**

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**Produced By:  
The Research Department  
American Federation of Teachers**

# Survey & Analysis of Teacher Salary Trends 1998

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# **Survey and Analysis of Teacher Salary Trends 1998**

## **Foreword**

For more than 15 years, this report has served as an important reference for AFT state federations and locals in developing salary comparisons and formulating policy. AFT affiliates use the various tables to consider trends, establish the position of members relative to other professionals and make comparisons among states. We have made several changes to this year's report. In addition to reporting the results of our annual survey of state departments of education, we are including responses from two separate surveys of the school districts serving the nation's cities: an AFT study of teacher shortages and a Department of Defense survey of teacher salaries.

The first section of this report focuses on state comparisons. The second section highlights trends in national averages over the past two or three decades. The third section looks at beginning teachers, with supplemental information on experienced teachers reentering the profession and teacher retirement. The fourth section looks at the teacher shortage that is confronting many districts. The fifth and final section features salary data for school districts serving the 100 largest cities.

We are grateful to the various agencies and AFT affiliates who have provided information and suggestions for this report. For the most part, data are reported as received, but all figures are verified against past trends and confirmed by telephone. Qualifications to the data, if any, are in the table notes. Changes to past data reported by states or localities have been incorporated in the report.

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# I. State Comparisons

## Introduction

The first section of this report highlights findings from our annual survey of state departments of education. We have ranked states according to a variety of criteria. Tables follow the highlights below.

Although teacher pay varies widely among states, the major trends hold true across states. In general, states that do not provide a legal framework for teachers to collectively bargain have the lowest teacher salaries.

## Highlights

- The average teacher salary for 1997-98 of \$39,347 represents a 2.4 percent increase over the previous year's average salary of \$38,415. See Figure I-1.
- The average teacher salary increases reported in 1996-97 and 1997-98 are among the smallest in the 40 years of data reported by the AFT. See Figure I-5.
- Connecticut reported the highest average salary at \$51,727 or 132 percent of the national average. South Dakota reported the lowest average salary at \$27,839 or just below 71 percent of the national average. See Table I-1.
- North Carolina reported the highest average salary increase for 1997-98, at 6.3 percent, rising from a rank of 43 to 38. Alaska and Nevada both reported declines in average salary. Eleven states reported increases of 1 percent or less. See Table I-2.
- The U.S. average for teacher salaries in 1997-98 was 40 percent higher than 1987-88. During this period the average teacher salary increased the most in New Jersey (63 percent). It increased the least in Alaska (17 percent). See Table I-4.
- The average teacher salary in Rhode Island and Pennsylvania compared most favorably to the average wage for all private sector employees. This comparison was lowest in Texas and Washington, D.C. Teacher income fell as a percentage of per-capita personal income, continuing a downward trend from past years. See Table I-5 and Table I-6.
- After adjusting for cost-of-living differences between states, the average teacher in Michigan had the highest purchasing power of \$51,067, compared to a purchasing level of \$28,152 in Hawaii. See Table I-7.
- Alaska and New Jersey have the highest average salaries after adjusting for differences in teacher experience. North Dakota and South Dakota have the lowest. See Table I-8.

- States in the New England, Mideast and Great Lakes regions reported the highest salaries. States in the Southwest and Southeast regions reported the lowest salaries. See Table I-9.

## Technical Notes

**Social Security and Retirement Contributions.** Contributions toward federal Social Security and retirement vary among states and should be considered in making interstate salary comparisons. The average salary data presented in this study already include the pension pick-up of employers for the employee share mandated in Oregon and Nevada. The Illinois data also average in pension pick-ups where they exist. Most states allow pension pick-ups (all systems requiring employee contributions except Arkansas, Missouri, Arizona, Vermont, Delaware, Massachusetts and Connecticut). The value of pension pick-ups may be included in the average salary data presented elsewhere in this report. As shown in Table I-3, 12 states do not participate in the federal Social Security system (although all new teachers must participate in the Medicare portion of Social Security at a rate of about 1.5 percent of pay). In three states—Florida, Hawaii and Utah—the teacher retirement programs do not require any contributions from teachers. In Nevada and Oregon, where pension pick-ups are mandated, the employee's share (4.3 percent in Nevada and 6.0 percent in Oregon) has been added to the average salary figures reported throughout this study.

**Teacher Salaries Compared to the Average Annual Earnings of Private Sector Workers.** States vary considerably according to their economic condition and the cost-of-living. Table I-5 compares the average teacher salary to the average annual earnings of all workers in the private sector. The annual pay data apply to workers covered by state and federal unemployment insurance programs and are compiled from reports submitted by employers for more than 93 million workers. Generally excluded from unemployment insurance are most agriculture workers on small farms, railroad workers, most domestic employees, student workers and the self-employed. This comparison serves only as an index to adjust for unique conditions within each state and to facilitate interstate comparisons. It is not presented as a standard by which to judge what teachers should get paid relative to the average worker.

**Teacher Salaries Compared to Per-Capita Personal Income.** Table I-6 is constructed similarly to Table I-5, except that teacher salaries are compared to per-capita personal income in the state. Personal income is a combination of earnings in the workplace minus contributions for social insurance, plus dividends, interest, rent and transfer payments. Per-capita income varies among states because of cost-of-living differences, differing concentrations of poor people and demographic factors (e.g., families are large in Utah, thus driving down per-capita income). Again, the comparison to personal income is only an index designed to enhance interstate comparison, not a standard by which to judge how much teachers should be paid.

**Teacher Salaries Adjusted by the AFT Cost-of-Living Index.** While the greatest variation in cost of living occurs between rural and urban locations within a state, a cost-of-living adjustment among states makes sense when states serve as the basis of comparing earnings. Cost-of-living variations among states are considered in adjusting and re-ranking the average teacher salary displayed in Table I-7.

The interstate cost-of-living index was developed by the AFT Research department using existing data on the cost-of-living in a majority of the nation's SMSAs to develop a cost-of-living index for each state. Using regression techniques, models for each of four regions were developed to explain differences in the cost of living between SMSAs. The coefficients were then used as weights and combined with comparable state-level data to establish the state cost-of-living index. The state cost-of-living index was normalized so that 1.00 represents the national average for all states weighted by their population.

Details of the index and the methodology are in, "An Interstate Cost-of-Living Index," Educational Evaluation and Policy Analysis (Spring 1991). The AFT index is a revision of the index presented in editions of this report published since 1988. The index changed a little for some states because of the availability of 1990 Census data for the median house value and population density variables used in calculating the index. The 1987 version of this report contained a similar cost-of-living index developed by Walter W. McMahon and Carrol Melton ("Measuring Cost-of-Living Variation," *Industrial Relations*, Vol. 17, No. 3, 1978, p. 331). McMahon and Shao-Chung Chang completed more work on this topic in 1991 (Geographical Cost-of-Living Differences, Interstate and Intrastate, Update 1991, Normal, Ill.: Center for the Study of Educational Finance.)

**Teacher Salaries Adjusted for Interstate Differences in Teacher Experience.** According to the School and Staffing Survey of the U.S. Department of Education, the average experience of teachers is 15.2 years and ranges from a low of 12.6 years in New Mexico to 17.9 years in Pennsylvania. By taking the difference between the average salary and the beginning salary and dividing by the average number of years of experience, an annual salary change is calculated in Table I-8. The annual change averages \$896—about 2.3 percent of the national average—and ranges from \$378 in Alabama to \$1,284 in Connecticut. After applying the salary adjustment to the average salary, Alaska, Connecticut, New York, New Jersey, Michigan and Pennsylvania still rank as the six highest paying states, although the order is changed.

Figure I-1  
Average Teacher Salary 1997 - 1998

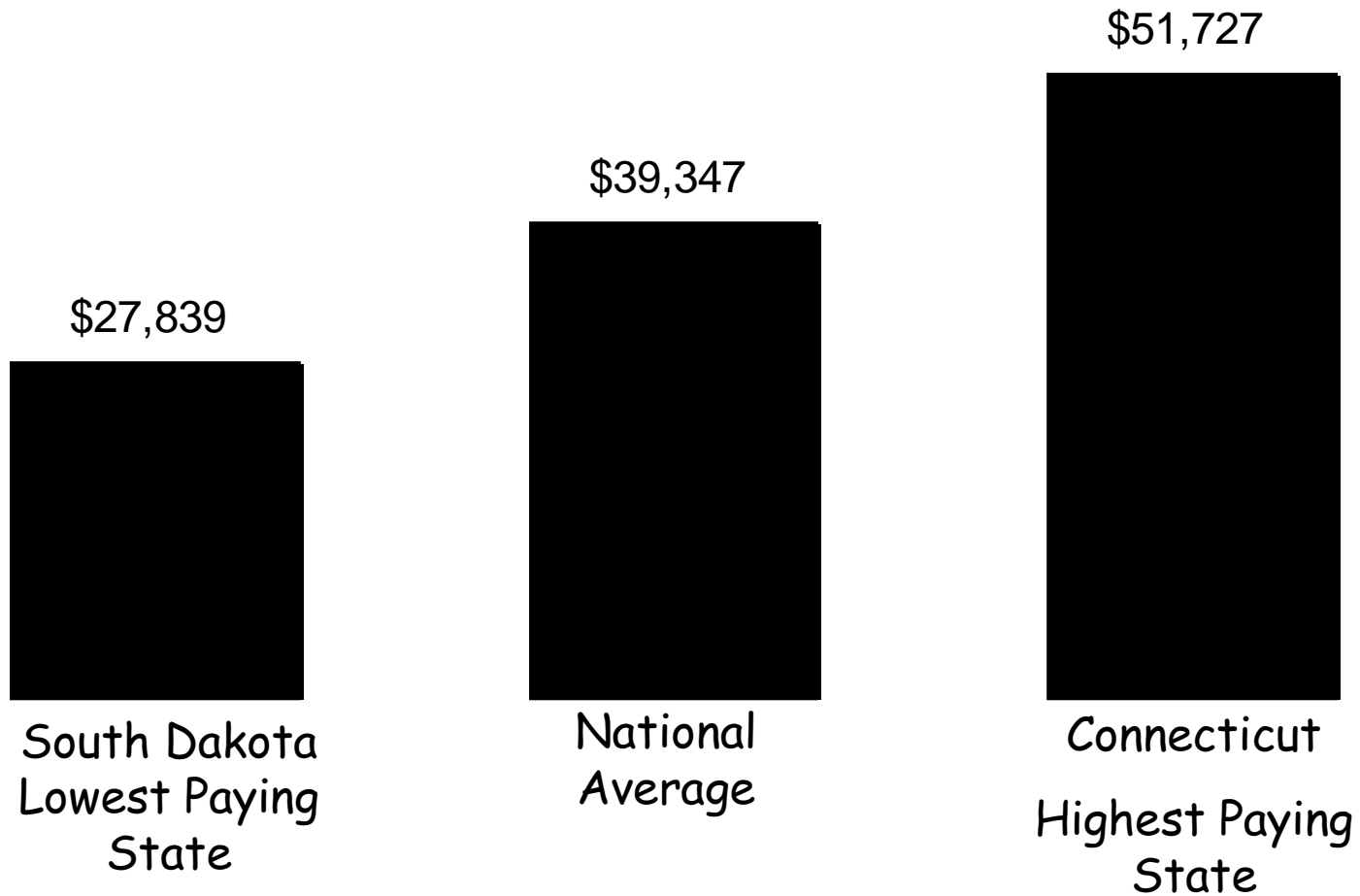
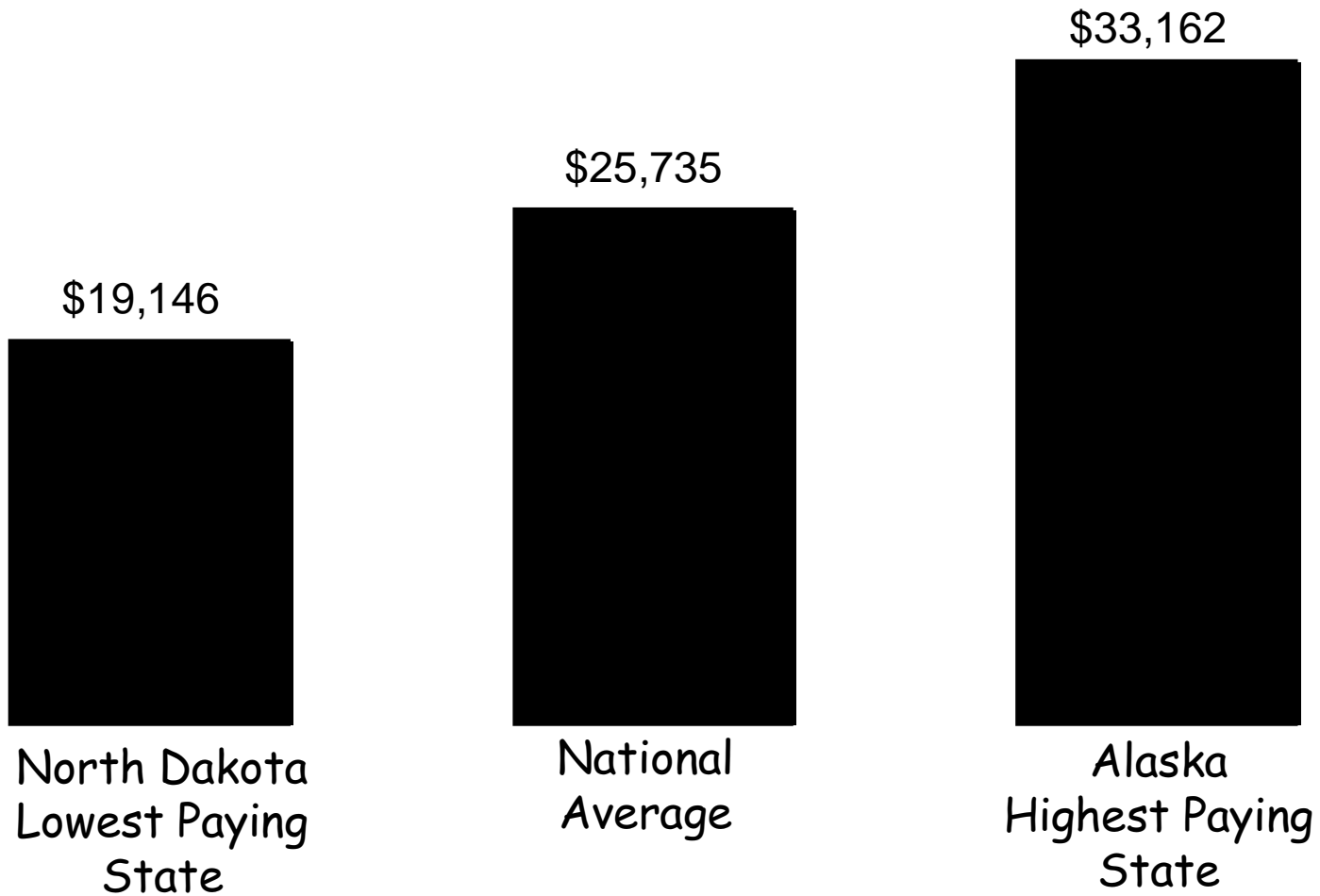


Figure I-2  
Average Beginning Teacher Salary 1997 - 1998



# Figure I-3 Teacher Salaries Outpace Inflation

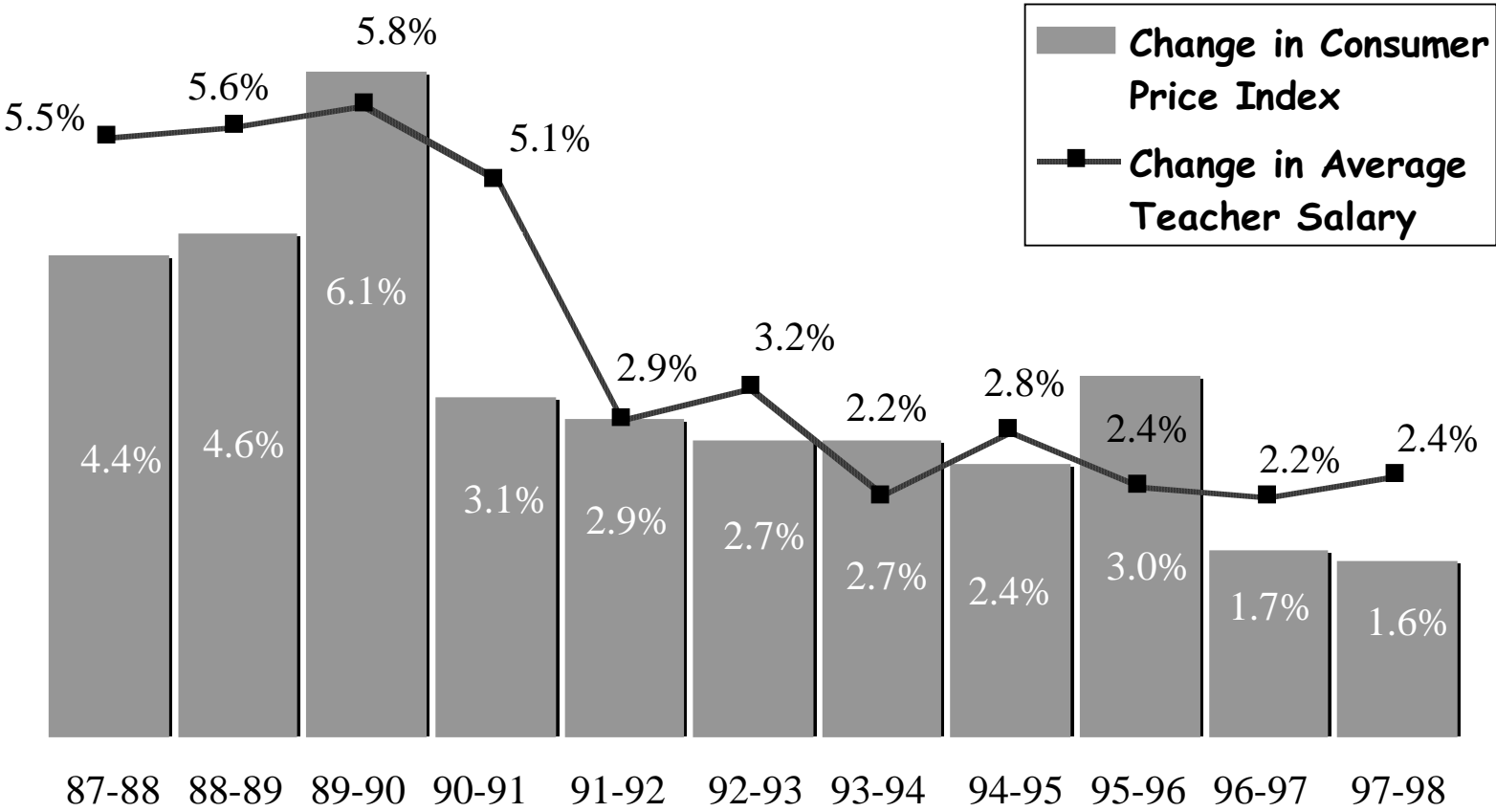
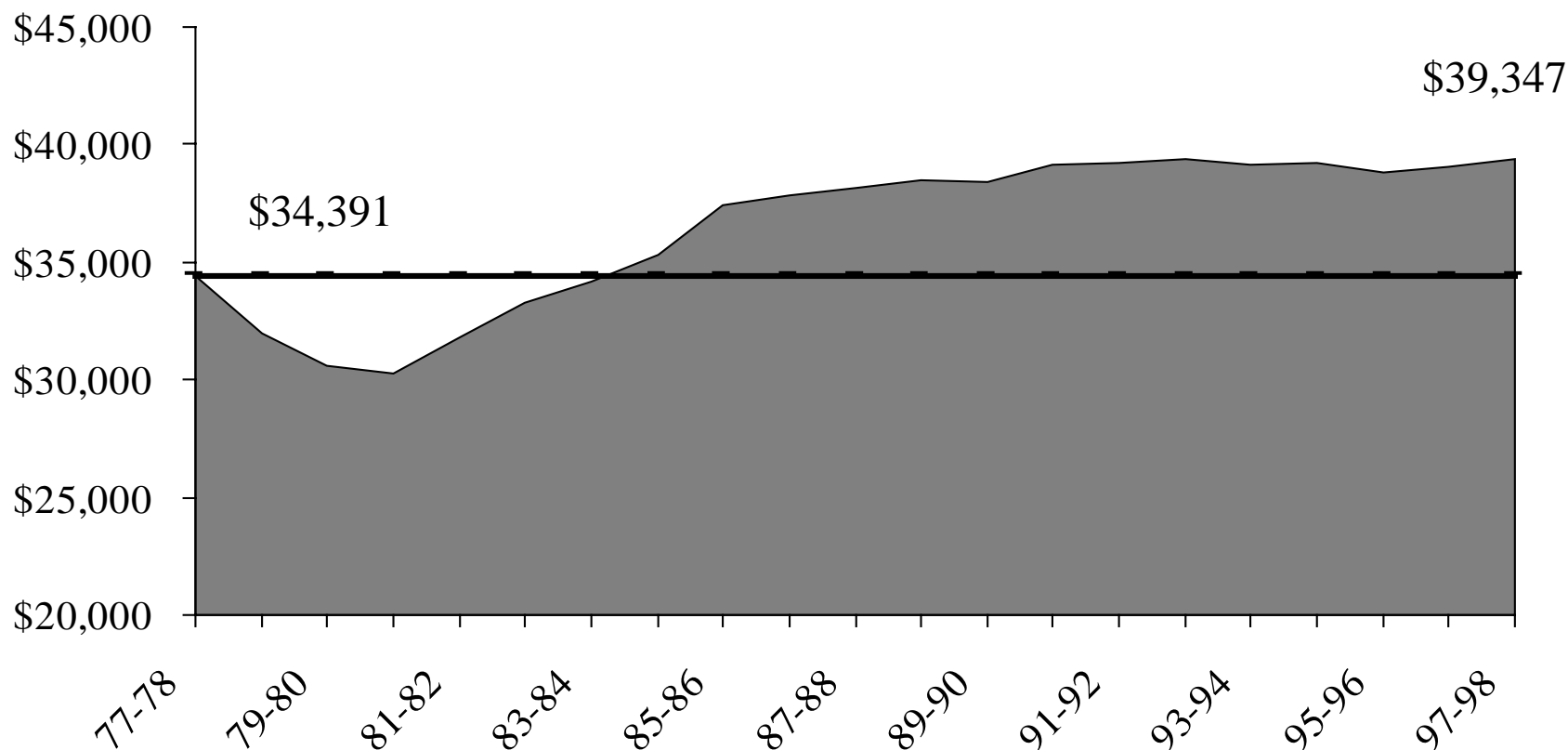
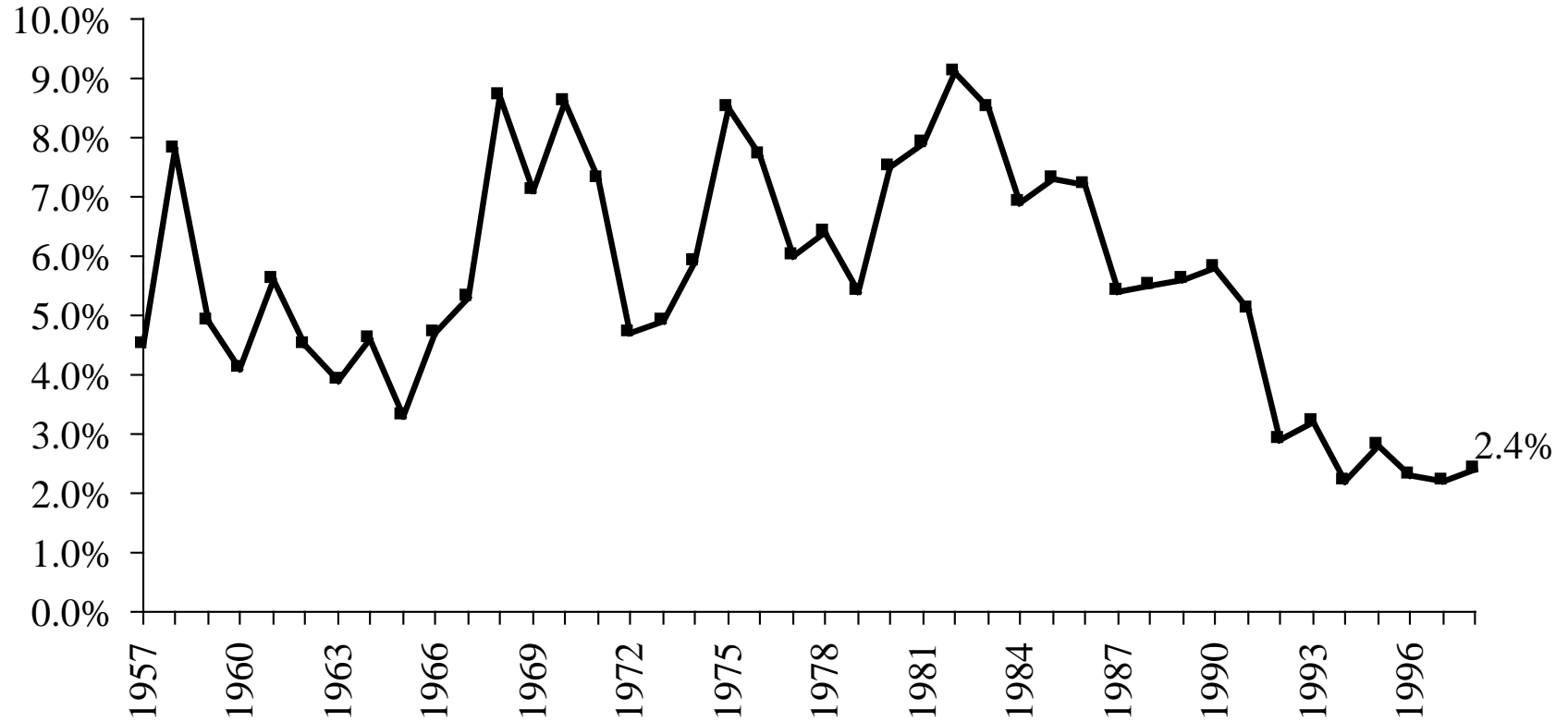


Figure I-4  
Adjusted Average Teacher Salary  
Exceeds 1978 Level



Inflation-adjusted dollars

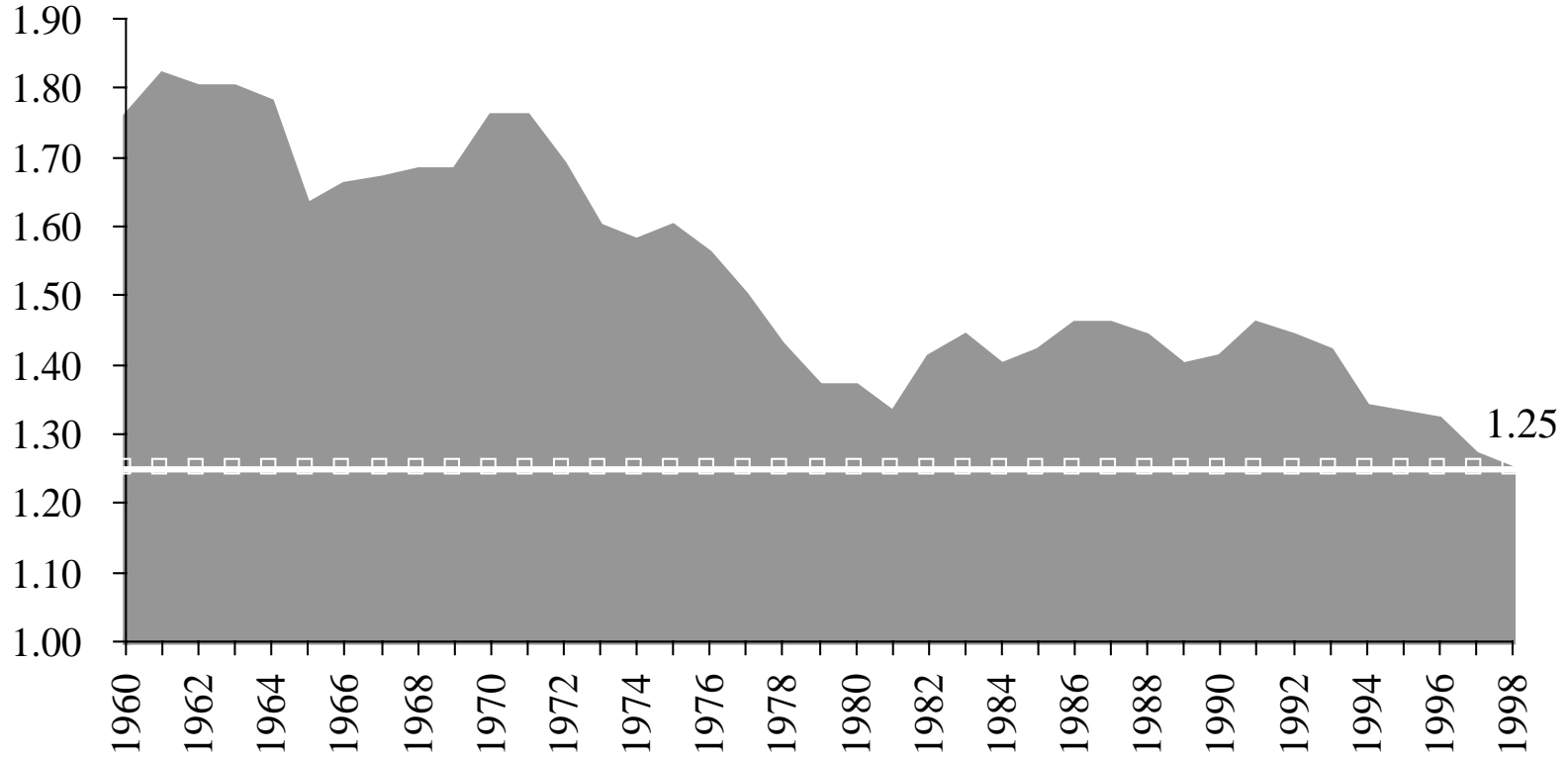
Figure I-5  
Average Teacher Salary Increase  
Among Smallest in 40 Years



# Figure I-6

## Teachers Relative Standard of Living is Lowest in 40 Years

Ratio of Teacher Salary to  
Per Capita GDP



# Figure I-7

## Share of Budget for Teacher Salaries is Lowest in 30 Years

Teacher Salaries as a Percent of Total K-12 Education Spending

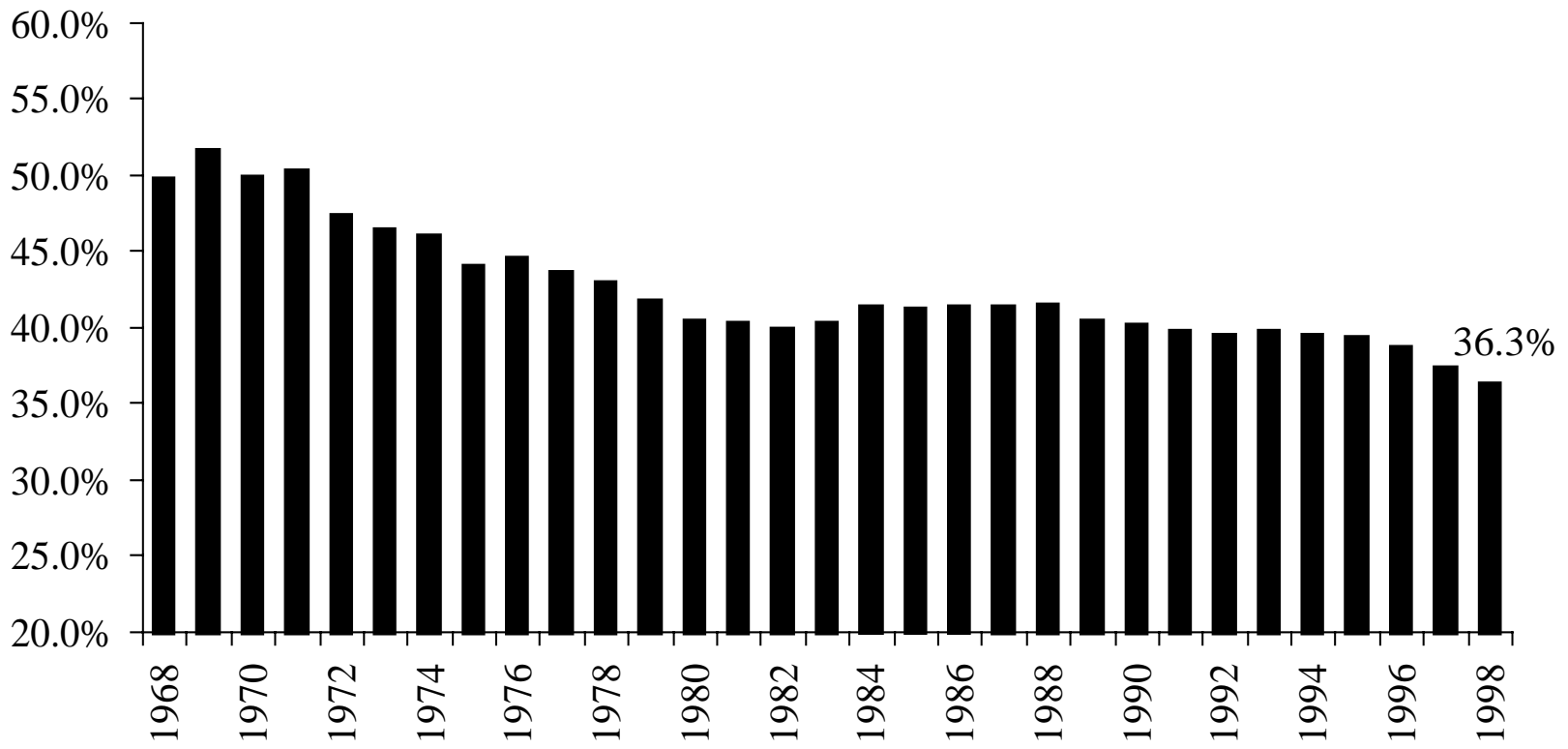


TABLE I-1

**AVERAGE TEACHER SALARY IN 1997-98  
STATE RANKINGS**

Rank	State	Average Salary	Percent of U.S. Average
1	Connecticut	\$51,727	131.5%
2	New Jersey	50,284	127.8%
3	New York	48,712 c	123.8%
4	Michigan	48,361 b	122.9%
5	Alaska	48,275	122.7%
6	Pennsylvania	47,542	120.8%
7	D.C.	44,746 b	113.7%
8	California	44,585	113.3%
9	Rhode Island	44,506 b	113.1%
10	Massachusetts	44,285 b	112.5%
11	Illinois	43,707 e	111.1%
12	Delaware	42,439	107.9%
13	Oregon	42,301 e	107.5%
14	Maryland	41,404 f	105.2%
15	Nevada	40,572 e	103.1%
16	Indiana	39,752	101.0%
17	Minnesota	39,104 b	99.4%
18	Ohio	39,099	99.4%
19	Washington	38,755 a	98.5%
20	Wisconsin	38,179 f	97.0%
21	Georgia	37,412	95.1%
22	Colorado	37,240	94.6%
23	Virginia	37,024 f	94.1%
24	New Hampshire	36,663	93.2%
25	Hawaii	36,598 b	93.0%
26	Vermont	36,299	92.3%
27	Tennessee	34,584 f	87.9%
28	Florida	34,473	87.6%
29	Kentucky	34,453 f	87.6%
30	Maine	34,349	87.3%
31	Iowa	34,084	86.6%
32	Arizona	34,071 b	86.6%
33	Missouri	34,001 a,f	86.4%
34	Kansas	33,800 d	85.9%
35	South Carolina	33,608	85.4%
36	Texas	33,537	85.2%
37	West Virginia	33,396 f	84.9%
38	North Carolina	33,123	84.2%
39	Utah	32,981 a	83.8%
40	Idaho	32,834	83.4%
41	Alabama	32,799	83.4%
42	Nebraska	32,668	83.0%
43	Arkansas	32,119 a,f	81.6%
44	Wyoming	32,022	81.4%
45	Oklahoma	30,940	78.6%
46	Montana	30,617	77.8%
47	New Mexico	30,309 b	77.0%
48	Louisiana	30,090	76.5%
49	Mississippi	28,691	72.9%
50	North Dakota	28,231	71.7%
51	South Dakota	27,839	70.8%
	U.S. Average	\$39,347	100.0%
	Guam	\$27,827 e,f	70.7%
	Puerto Rico	\$24,000	61.0%
	Virgin Islands	\$33,311	84.7%

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

TABLE I-2

TRENDS IN THE AVERAGE TEACHER SALARY, 1995-96 TO 1997-98

State	Average Salary						Percent Change		
	1995-96	Rank	1996-97	Rank	1997-98	Rank	1995-96 to 1996-97	1996-97 to 1997-98	1995-96 to 1997-98
	Connecticut	\$50,938	1	\$51,181	1	\$51,727	1	0.5%	1.1%
New Jersey	48,751	3	49,786	2	50,284	2	2.1%	1.0%	3.1%
New York	48,115	4	48,000	4	48,712	3	-0.2%	1.5%	1.2%
Michigan	46,832	5	47,181	5	48,361	4	0.7%	2.5%	3.3%
Alaska	49,148	2	49,140	3	48,275	5	0.0%	-1.8%	-1.8%
Pennsylvania	46,087	6	47,147	6	47,542	6	2.3%	0.8%	3.2%
D.C.	42,424	8	43,443	7	44,746	7	2.4%	3.0%	5.5%
California	42,259	9	42,992	10	44,585	8	1.7%	3.7%	5.5%
Rhode Island	41,829	10	43,084	8	44,506	9	3.0%	3.3%	6.4%
Massachusetts	43,025	7	42,995	9	44,285	10	-0.1%	3.0%	2.9%
Illinois	40,890	12	42,339	11	43,707	11	3.5%	3.2%	6.9%
Delaware	40,533	13	41,436	12	42,439	12	2.2%	2.7%	4.7%
Oregon	39,706	14	41,093	14	42,301	13	3.5%	2.9%	6.5%
Maryland	41,186	11	41,257	13	41,404	14	0.2%	0.4%	0.5%
Nevada	39,535	15	40,841	15	40,572	15	3.3%	-0.7%	2.6%
Indiana	37,675	18	38,845	16	39,752	16	3.1%	2.3%	5.5%
Minnesota	37,161	19	38,113	18	39,104	17	2.6%	2.6%	5.2%
Ohio	38,087	16	38,806	17	39,099	18	1.9%	0.8%	2.7%
Washington	37,853	17	37,812	20	38,755	19	-0.1%	2.5%	2.4%
Wisconsin	36,964	21	37,872	19	38,179	20	2.5%	0.8%	3.3%
Georgia	33,869	26	35,679	24	37,412	21	5.3%	4.9%	10.5%
Colorado	35,364	24	36,271	21	37,240	22	2.6%	2.7%	5.3%
Virginia	34,792	25	35,651	25	37,024	23	2.5%	3.9%	6.4%
New Hampshire	35,792	22	36,029	23	36,663	24	0.7%	1.8%	2.4%
Hawaii	37,044	20	35,532	26	36,598	25	-4.1%	3.0%	-1.2%
Vermont	35,526	23	36,052	22	36,299	26	1.5%	0.7%	2.2%
Tennessee	33,126	28	34,222	27	34,584	27	3.3%	1.1%	4.4%
Florida	33,330	27	33,855	28	34,473	28	1.6%	1.8%	3.4%
Kentucky	32,935	29	33,797	29	34,453	29	2.6%	1.9%	4.6%
Maine	32,869	30	33,676	30	34,349	30	2.5%	2.0%	4.5%
Iowa	32,372	33	33,272	31	34,084	31	2.8%	2.4%	5.3%
Arizona	32,843	31	33,208	33	34,071	32	1.1%	2.6%	3.7%
Missouri	32,323	34	33,155	34	34,001	33	2.6%	2.6%	5.2%
Kansas	32,429	32	33,087	35	33,800	34	2.0%	2.2%	4.2%
South Carolina	31,622	36	32,830	36	33,608	35	3.8%	2.4%	6.3%
Texas	31,400	39	32,426	38	33,537	36	3.3%	3.4%	6.8%
West Virginia	32,155	35	33,258	32	33,396	37	3.4%	0.4%	3.9%
North Carolina	30,411	43	31,167	43	33,123	38	2.5%	6.3%	8.9%
Utah	30,587	42	31,866	39	32,981	39	4.2%	3.5%	7.8%
Idaho	30,891	41	31,280	42	32,834	40	1.3%	5.0%	6.3%
Alabama	31,324	40	32,551	37	32,799	41	3.9%	0.8%	4.7%
Nebraska	31,496	38	31,768	40	32,668	42	0.9%	2.8%	3.7%
Arkansas	29,964	44	31,021	44	32,119	43	3.5%	3.5%	7.2%
Wyoming	31,571	37	31,716	41	32,022	44	0.5%	1.0%	1.4%
Oklahoma	29,177	47	30,184	45	30,940	45	3.5%	2.5%	6.0%
Montana	29,364	45	29,958	46	30,617	46	2.0%	2.2%	4.3%
New Mexico	29,285	46	29,715	47	30,309	47	1.5%	2.0%	3.5%
Louisiana	26,800	50	29,025	48	30,090	48	8.3%	3.7%	12.3%
Mississippi	27,692	48	27,877	49	28,691	49	0.7%	2.9%	3.6%
North Dakota	26,966	49	27,709	50	28,231	50	2.8%	1.9%	4.7%
South Dakota	26,346	51	27,072	51	27,839	51	2.8%	2.8%	5.7%
U.S. Average	\$37,594		\$38,415		\$39,347		2.2%	2.4%	4.7%
Guam	n.a.		\$27,827		\$27,827		n.a.	0.0%	n.a.
Puerto Rico	n.a.		\$24,000		\$24,000		n.a.	0.0%	n.a.
Virgin Islands	\$31,372		\$33,216		\$33,311		5.9%	0.3%	6.2%

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

TABLE I-3

**STATE RANKINGS BY 1997-98 AVERAGE TEACHER SALARY  
NET OF EMPLOYEE CONTRIBUTIONS FOR RETIREMENT AND SOCIAL SECURITY**

	Social Security	Pension Contribution		Hypothetical Salary Adjustment			Average Salary	Adjusted Average Salary	Rank	Original Rank
		Teacher	Employer	Pension	S.S.	Total				
Connecticut	No	7.0%	6.5%	-7.0%	0.0%	-7.0%	\$51,727	\$48,106	1	1
New York	Yes	3.0% n	6.4%	-3.0%	-6.2%	-9.2%	48,712	44,230	2	3
Alaska	No	8.7% n	12.0%	-8.7%	0.0%	-8.7%	48,275	44,099	3	5
Michigan	Yes	8.0% n*	8.8% *	-4.0%	-6.2%	-10.2%	48,361	43,428	4	4
New Jersey	Yes	5.0% n	1.0%	-9.1%	-6.2%	-15.3%	50,284	42,590	5	2
Pennsylvania	Yes	6.3% n	10.6%	-6.3%	-6.2%	-12.5%	47,542	41,623	6	6
California	No	8.0% n	9.4%	-8.0%	0.0%	-8.0%	44,585	41,018	7	7
Massachusetts	No	8.0%	16.0%	-8.0%	0.0%	-8.0%	44,285	40,742	8	9
Illinois	No	8.5% n	6.3%	-8.5%	0.0%	-8.5%	43,707	39,992	9	10
Maryland	Yes	7.0%	13.5%	0.0%	-6.2%	-6.2%	41,404	38,837	10	13
Delaware	Yes	3.0%	6.1%	-3.0%	-6.2%	-9.2%	42,439	38,535	11	11
Rhode Island	Yes	9.5% n	10.1%	-9.5%	-6.2%	-15.7%	44,506	37,518	12	8
Oregon	Yes	6.0% **	9.8%	-6.0%	-6.2%	-12.2%	42,301	37,140	13	12
Nevada	No	4.3% **	4.3%	-9.5%	0.0%	-9.5%	40,572	36,717	14	14
Indiana	Yes	3.0% n	7.8%	-3.0%	-6.2%	-9.2%	39,752	36,095	15	15
Ohio	No	9.3% n	14.0%	-9.3%	0.0%	-9.3%	39,099	35,482	16	17
Minnesota	Yes	4.5% n	8.2%	-4.5%	-6.2%	-10.7%	39,104	34,920	17	16
Hawaii	Yes	0.0%	18.5%	0.0%	-6.2%	-6.2%	36,598	34,329	18	24
Washington	Yes	6.6% n	12.2%	-6.6%	-6.2%	-12.8%	38,755	33,798	19	18
Wisconsin	Yes	6.5% n	6.4%	-6.5%	-6.2%	-12.7%	38,179	33,330	20	19
Georgia	Yes	5.0% n	11.8%	-5.0%	-6.2%	-11.2%	37,412	33,222	21	20
Virginia	Yes	5.0% n	6.2%	-5.0%	-6.2%	-11.2%	37,024	32,877	22	22
Vermont	Yes	3.7%	7.7%	-3.7%	-6.2%	-9.9%	36,299	32,705	23	25
New Hampshire	Yes	5.0% n	3.4%	-5.0%	-6.2%	-11.2%	36,663	32,557	24	23
Florida	Yes	0.0%	17.0%	0.0%	-6.2%	-6.2%	34,473	32,336	25	27
Colorado	Yes	8.0% n	11.6%	-8.0%	-6.2%	-14.2%	37,240	31,952	26	21
Maine	No	7.7% n	18.2%	-7.7%	0.0%	-7.7%	34,349	31,721	27	29
Texas	No	6.4% n	6.0%	-6.4%	0.0%	-6.4%	33,537	31,391	28	35
Kentucky	No	9.9% n	13.1%	-9.9%	0.0%	-9.9%	34,453	31,058	29	28
Utah	Yes	0.0%	13.0%	0.0%	-6.2%	-6.2%	32,981	30,936	30	38
Arizona	Yes	3.2%	3.2%	-3.2%	-6.2%	-9.4%	34,071	30,869	31	31
Tennessee	Yes	5.0%	8.5%	-5.0%	-6.2%	-11.2%	34,584	30,711	32	26
Iowa	Yes	3.7% n	5.8%	-3.7%	-6.2%	-9.9%	34,084	30,710	33	30
Missouri	No	10.5%	10.5%	-10.5%	0.0%	-10.5%	34,001	30,431	34	32
Kansas	Yes	4.0% n	3.3%	-4.0%	-6.2%	-10.2%	33,800	30,352	35	33
South Carolina	Yes	6.0% n	7.7%	-6.0%	-6.2%	-12.2%	33,608	29,508	36	34
West Virginia	Yes	6.0% n	15.0%	-6.0%	-6.2%	-12.2%	33,396	29,322	37	36
Alabama	Yes	5.0% n	9.2%	-5.0%	-6.2%	-11.2%	32,799	29,126	38	40
North Carolina	Yes	6.0% n	8.2%	-6.0%	-6.2%	-12.2%	33,123	29,082	39	37
Nebraska	Yes	6.5% n	7.2%	-6.5%	-6.2%	-12.7%	32,668	28,519	40	41
Idaho	Yes	7.0% n	11.6%	-7.0%	-6.2%	-13.2%	32,834	28,510	41	39
Wyoming	Yes	5.6% n	5.7%	-5.6%	-6.2%	-11.8%	32,022	28,253	42	43
Arkansas	Yes	6.0%	12.0%	-6.0%	-6.2%	-12.2%	32,119	28,200	43	42
Louisiana	No	8.0% n	16.3%	-8.0%	0.0%	-8.0%	30,090	27,683	44	47
Montana	Yes	7.0% n	7.5%	-7.0%	-6.2%	-13.2%	30,617	26,576	45	45
New Mexico	Yes	7.6% n	8.7%	-7.6%	-6.2%	-13.8%	30,309	26,127	46	46
Oklahoma	Yes	6.5% n*	8.5%	-11.0%	-6.2%	-17.2%	30,940	25,618	47	44
Mississippi	Yes	7.3% n	9.8%	-7.3%	-6.2%	-13.5%	28,691	24,818	48	48
South Dakota	Yes	5.0% n	5.0%	-5.0%	-6.2%	-11.2%	27,839	24,721	49	50
North Dakota	Yes	6.8% n	6.8%	-6.8%	-6.2%	-13.0%	28,231	24,575	50	49
U.S. AVERAGE		5.2%	9.3%	-5.8%	-3.9%	-9.7%	\$39,347	\$35,530		

\* Average contribution.

n Employer pick-up of employee contribution permitted.

\*\* Employer pick-up of employee contribution required, and added to salary data throughout this report.

Sources: National Education Association, Characteristics of 100 Large Public Pension Funds, 1996. American Federation of Teachers, annual survey of state departments of education. Note: data are unavailable for D.C., Guam,

TABLE I-4

## AVERAGE TEACHER SALARIES FOR 1987-88 AND 1997-98

State	Average Salary		Rank		Percent of U.S. Average		Change 1987-88	Rank
	1987-88	1997-98	1987-88	1997-98	1987-88	1997-98	1997-98	
New Jersey	\$30,778	\$50,284	10	2	110%	128%	63.4%	1
Pennsylvania	29,177	47,542	16	6	104%	121%	62.9%	2
West Virginia	21,736	33,396	45	37	77%	85%	53.6%	3
Connecticut	33,776	51,727	7	1	120%	131%	53.1%	4
New Hampshire	24,019	36,663	42	24	86%	93%	52.6%	5
Arkansas	21,133	32,119	49	43	75%	82%	52.0%	6
Oregon	28,060	42,301	20	13	100%	108%	50.8%	7
Vermont	24,507	36,299	37	26	87%	92%	48.1%	8
Idaho	22,242	32,834	44	40	79%	83%	47.6%	9
Illinois	29,667	43,707	13	11	106%	111%	47.3%	10
Indiana	27,028	39,752	24	16	96%	101%	47.1%	11
Nevada	27,599	40,572	19	15	98%	103%	47.0%	12
Maine	23,425	34,349	47	30	83%	87%	46.6%	13
Utah	22,572	32,981	38	39	80%	84%	46.1%	14
Massachusetts	30,379	44,285	9	10	108%	113%	45.8%	15
Tennessee	23,785	34,584	31	27	85%	88%	45.4%	16
Georgia	25,736	37,412	27	21	92%	95%	45.4%	17
Nebraska	22,683	32,668	43	42	81%	83%	44.0%	18
Delaware	29,573	42,439	15	12	105%	108%	43.5%	19
Kentucky	24,253	34,453	41	29	86%	88%	42.1%	20
Michigan	34,080	48,361	4	4	121%	123%	41.9%	21
Louisiana	21,209	30,090	48	48	76%	76%	41.9%	22
Ohio	27,606	39,099	21	18	98%	99%	41.6%	23
New York	34,500	48,712	3	3	123%	124%	41.2%	24
South Dakota	19,758	27,839	51	51	70%	71%	40.9%	25
Alabama	23,320	32,799	32	41	83%	83%	40.6%	26
Mississippi	20,562	28,691	50	49	73%	73%	39.5%	27
South Carolina	24,403	33,608	36	35	87%	85%	37.7%	28
Missouri	24,709	34,001	34	33	88%	86%	37.6%	29
Washington	28,217	38,755	18	19	101%	98%	37.3%	30
Kansas	24,647	33,800	33	34	88%	86%	37.1%	31
Iowa	24,858	34,084	39	31	89%	87%	37.1%	32
Florida	25,198	34,473	29	28	90%	88%	36.8%	33
Virginia	27,193	37,024	25	23	97%	94%	36.2%	34
Oklahoma	22,773	30,940	40	45	81%	79%	35.9%	35
Rhode Island	32,858	44,506	6	9	117%	113%	35.4%	36
California	33,159	44,585	5	8	118%	113%	34.5%	37
Maryland	30,933	41,404	8	14	110%	105%	33.9%	38
North Carolina	24,900	33,123	30	38	89%	84%	33.0%	39
Texas	25,558	33,537	26	36	91%	85%	31.2%	40
Minnesota	29,900	39,104	11	17	107%	99%	30.8%	41
Wisconsin	29,206	38,179	14	20	104%	97%	30.7%	42
North Dakota	21,660	28,231	46	50	77%	72%	30.3%	43
Colorado	28,651	37,240	17	22	102%	95%	30.0%	44
D.C.	34,705	44,746	2	7	124%	114%	28.9%	45
Montana	23,774	30,617	35	46	85%	78%	28.8%	46
Hawaii	28,445	36,598	22	25	101%	93%	28.7%	47
New Mexico	23,958	30,309	28	47	85%	77%	26.5%	48
Arizona	27,388	34,071	23	32	98%	87%	24.4%	49
Wyoming	27,141	32,022	12	44	97%	81%	18.0%	50
Alaska	41,190	48,275	1	5	147%	123%	17.2%	51
U.S. Average	\$28,071	\$39,347			100%	100%	40.2%	
Guam	\$27,713	\$27,827			99%	71%	0.4%	
Puerto Rico	\$11,700	\$24,000			42%	61%	105.1%	
Virgin Islands	\$18,682	\$33,311			67%	85%	78.3%	

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

TABLE I-5

**AVERAGE SALARY OF TEACHERS IN 1997-98 COMPARED TO ANNUAL  
EARNINGS IN THE PRIVATE SECTOR, 1996**

State	Average Teachers Salary	Private Sector Annual Earnings	Pay Ratio Teachers To Private Sector	Rank		
				1998	1997	1988
Rhode Island	\$44,506	\$26,129	1.70	1	2	1
Pennsylvania	47,542	28,369	1.68	2	1	14
Oregon	42,301	26,434	1.60	3	3	6
Alaska	48,275	30,548	1.58	4	4	2
Michigan	48,361	31,406	1.54	5	7	10
Montana	30,617	20,082	1.52	6	9	5
Vermont	36,299	24,040	1.51	7	6	25
Indiana	39,752	26,379	1.51	8	10	30
Nevada	40,572	26,931	1.51	9	5	11
Wisconsin	38,179	25,505	1.50	10	8	4
Kentucky	34,453	23,166	1.49	11	19	32
Maine	34,349	23,288	1.47	12	11	31
Iowa	34,084	23,160	1.47	13	12	12
Arkansas	32,119	21,832	1.47	14	15	41
Wyoming	32,022	22,264	1.44	15	17	8
Kansas	33,800	23,612	1.43	16	30	36
Nebraska	32,668	22,823	1.43	17	20	24
Maryland	41,404	28,945	1.43	18	13	7
California	44,585	31,183	1.43	19	23	13
Idaho	32,834	23,047	1.42	20	33	38
Ohio	39,099	27,448	1.42	21	18	34
New Jersey	50,284	35,351	1.42	22	14	43
South Carolina	33,608	23,637	1.42	23	24	15
Connecticut	51,727	36,439	1.42	24	16	26
West Virginia	33,396	23,724	1.41	25	21	50
Illinois	43,707	31,130	1.40	26	26	37
Hawaii	36,598	26,371	1.39	27	37	3
Delaware	42,439	30,592	1.39	28	22	18
South Dakota	27,839	20,111	1.38	29	28	28
Florida	34,473	25,045	1.38	30	29	27
Washington	38,755	28,217	1.37	31	25	16
Minnesota	39,104	28,554	1.37	32	27	9
Utah	32,981	24,103	1.37	33	35	46
North Dakota	28,231	20,754	1.36	34	31	27
Virginia	37,024	27,315	1.36	35	38	22
Georgia	37,412	27,611	1.35	36	43	39
Oklahoma	30,940	22,901	1.35	37	41	49
Tennessee	34,584	25,724	1.34	38	34	40
New Mexico	30,309	22,604	1.34	39	40	29
Mississippi	28,691	21,461	1.34	40	44	44
Alabama	32,799	24,592	1.33	41	36	42
New York	48,712	36,714	1.33	42	32	23
New Hampshire	36,663	27,648	1.33	43	39	48
Colorado	37,240	28,182	1.32	44	42	25
North Carolina	33,123	25,168	1.32	45	48	26
Arizona	34,071	25,923	1.31	46	46	17
Massachusetts	44,285	33,765	1.31	47	45	33
Missouri	34,001	26,551	1.28	48	47	45
Louisiana	30,090	24,732	1.22	49	49	51
Texas	33,537	28,421	1.18	50	50	47
D.C.	44,746	40,195	1.11	51	51	35
U.S. Average	\$39,347	\$28,581	1.38			
Puerto Rico	\$24,000	\$17,390	1.38			

Sources: U.S. Department of Labor, Bureau of Labor Statistics, "Average Annual Pay by State and Industry 1996." Sept. 11, 1997; U.S. Census Bureau, *Statistical Abstract of the United States, 1998*, p. 812; American Federation of Teachers, annual survey of state departments of education. Note: data is unavailable for Guam and the Virgin Islands.

TABLE I-6

**AVERAGE TEACHER SALARY IN 1997-98 COMPARED TO  
1997 PER-CAPITA PERSONAL INCOME**

State	Average Teacher Salary	Per- Capita Personal Income	Ratio of Salary to Per-Capita Income			Rank		
			1997-98	1996-97	1987-88	97-98	96-97	87-88
			Alaska	\$48,275	\$24,945	1.94	2.02	2.30
Michigan	48,361	24,998	1.93	1.97	2.22	2	2	2
Pennsylvania	47,542	25,678	1.85	1.92	1.95	3	3	16
West Virginia	33,396	18,734	1.78	1.84	1.98	4	4	12
Oregon	42,301	23,984	1.76	1.80	2.02	5	5	8
Rhode Island	44,506	25,689	1.73	1.77	2.14	6	6	3
Indiana	39,752	23,183	1.71	1.75	1.95	7	7	14
California	44,585	26,218	1.70	1.72	1.88	8	9	23
Kentucky	34,453	20,599	1.67	1.74	2.03	9	8	7
Arkansas	32,119	19,602	1.64	1.65	1.86	10	14	26
Utah	32,981	20,246	1.63	1.66	2.01	11	12	10
South Carolina	33,608	20,651	1.63	1.66	2.06	12	11	5
Ohio	39,099	24,203	1.62	1.68	1.90	13	10	19
Idaho	32,834	20,393	1.61	1.59	1.88	14	24	22
New York	48,712	30,299	1.61	1.65	1.91	15	13	18
Mississippi	28,691	18,087	1.59	1.60	2.02	16	20	9
Alabama	32,799	20,699	1.58	1.64	1.98	17	15	13
Wisconsin	38,179	24,199	1.58	1.64	1.99	18	16	11
Vermont	36,299	23,018	1.58	1.63	1.74	19	17	37
New Mexico	30,309	19,249	1.57	1.60	2.05	20	21	6
Georgia	37,412	23,839	1.57	1.56	1.83	21	29	30
Maine	34,349	21,928	1.57	1.61	1.71	22	19	40
Illinois	43,707	27,929	1.56	1.59	1.81	23	22	33
New Jersey	50,284	32,233	1.56	1.61	1.53	24	18	50
Montana	30,617	19,704	1.55	1.59	1.94	25	23	17
Arizona	34,071	21,994	1.55	1.58	1.95	26	26	15
Oklahoma	30,940	20,214	1.53	1.56	1.82	27	28	32
Nevada	40,572	26,553	1.53	1.58	1.73	28	25	38
Tennessee	34,584	22,751	1.52	1.57	1.87	29	27	24
Delaware	42,439	28,443	1.49	1.52	1.82	30	31	31
Minnesota	39,104	26,295	1.49	1.51	1.89	31	34	20
Iowa	34,084	23,177	1.47	1.51	1.75	32	35	35
Louisiana	30,090	20,473	1.47	1.48	1.87	33	36	25
Washington	38,755	26,412	1.47	1.51	1.83	34	32	29
Maryland	41,404	28,671	1.44	1.51	1.75	35	33	36
Connecticut	51,727	35,954	1.44	1.55	1.61	36	30	46
Missouri	34,001	23,723	1.43	1.47	1.70	37	38	41
North Carolina	33,123	23,174	1.43	1.41	1.89	38	46	21
Hawaii	36,598	25,686	1.42	1.42	1.85	39	45	28
Massachusetts	44,285	31,207	1.42	1.45	1.61	40	40	50
Texas	33,537	23,647	1.42	1.46	1.86	41	39	27
Wyoming	32,022	22,611	1.42	1.47	2.13	42	37	4
Virginia	37,024	26,172	1.41	1.43	1.67	43	42	42
Kansas	33,800	24,014	1.41	1.45	1.65	44	41	45
North Dakota	28,231	20,213	1.40	1.36	1.66	45	48	43
Florida	34,473	24,795	1.39	1.42	1.65	46	43	48
Nebraska	32,668	23,656	1.38	1.39	1.58	47	47	47
Colorado	37,240	27,015	1.38	1.42	1.81	48	44	34
New Hampshire	36,663	27,806	1.32	1.36	1.40	49	49	51
South Dakota	27,839	21,183	1.31	1.32	1.58	50	50	49
D.C.	44,746	35,290	1.27	1.28	1.71	51	51	39
U.S. Average	\$39,347	\$25,298	1.56	1.59	1.83			
Puerto Rico	\$24,000	\$8,428	2.85	2.97	2.96			

Sources: U.S. Bureau of Economic Analysis, "State Per Capita Personal Income By State and Region, 1993-97." Sept. 14, 1998 U.S. Census Bureau, *Statistical Abstract of the United States, 1998*, p. 812; American Federation of Teachers, annual survey of state departments of education. Note: data are unavailable for Guam and the Virgin Islands.

TABLE I-7

**STATE RANKINGS BY 1997-98 AVERAGE TEACHER SALARY  
ADJUSTED BY THE 1996 AFT INTERSTATE COST-OF-LIVING INDEX**

State	Average Salary	Cost-of-Living Index	Salary Adjustment	Adjusted Average Salary	Adjusted Rank	Original Rank
Michigan	\$48,361	94.7	\$2,707	\$51,067	1	4
Pennsylvania	47,542	100.0	0	47,542	2	6
New York	48,712	109.7	(4,307)	44,405	3	3
Illinois	43,707	100.1	(44)	43,663	4	11
Connecticut	51,727	118.8	(8,186)	43,541	5	1
New Jersey	50,284	115.7	(6,823)	43,461	6	2
Indiana	39,752	92.1	3,410	43,162	7	16
Oregon	42,301	99.4	255	42,556	8	13
Delaware	42,439	101.6	(668)	41,771	9	12
Rhode Island	44,506	107.7	(3,182)	41,324	10	9
Ohio	39,099	95.7	1,757	40,856	11	18
Nevada	40,572	99.4	245	40,816	12	15
Wisconsin	38,179	94.3	2,308	40,487	13	20
Minnesota	39,104	96.7	1,334	40,438	14	17
Georgia	37,412	92.8	2,903	40,315	15	21
Massachusetts	44,285	113.7	(5,336)	38,949	16	10
Maryland	41,404	106.5	(2,527)	38,877	17	14
Kentucky	34,453	88.7	4,389	38,842	18	29
California	44,585	115.4	(5,950)	38,635	19	8
Alaska	48,275	125.0	(9,655)	38,620	20	5
Tennessee	34,584	89.9	3,885	38,469	21	27
Virginia	37,024	97.2	1,067	38,091	22	23
West Virginia	33,396	88.6	4,297	37,693	23	37
Washington	38,755	103.6	(1,347)	37,408	24	19
Texas	33,537	89.9	3,768	37,305	25	36
Iowa	34,084	91.7	3,085	37,169	26	31
Vermont	36,299	97.9	779	37,078	27	26
South Carolina	33,608	90.8	3,405	37,013	28	35
Florida	34,473	93.7	2,318	36,791	29	28
Alabama	32,799	89.4	3,889	36,688	30	41
D.C.	44,746	122.0	(8,069)	36,677	31	7
Arkansas	32,119	87.8	4,463	36,582	32	43
Kansas	33,800	92.4	2,780	36,580	33	34
Colorado	37,240	102.2	(802)	36,438	34	22
Missouri	34,001	93.9	2,209	36,210	35	33
Nebraska	32,668	92.1	2,802	35,470	36	42
Maine	34,349	97.3	953	35,302	37	30
Oklahoma	30,940	88.0	4,219	35,159	38	45
New Hampshire	36,663	105.8	(2,010)	34,653	39	24
Arizona	34,071	99.4	206	34,277	40	32
Idaho	32,834	95.9	1,404	34,238	41	40
Utah	32,981	96.4	1,232	34,213	42	39
Louisiana	30,090	90.7	3,085	33,175	43	48
Wyoming	32,022	98.1	620	32,642	44	44
Mississippi	28,691	88.1	3,875	32,566	45	49
Montana	30,617	95.5	1,443	32,060	46	46
New Mexico	30,309	96.4	1,132	31,441	47	47
North Carolina	33,123	105.8	(1,816)	31,307	48	38
South Dakota	27,839	89.9	3,128	30,967	49	51
North Dakota	28,231	93.6	1,930	30,161	50	50
Hawaii	36,598	130.0	(8,446)	28,152	51	25
U.S. Average	\$39,347	100.0	0	\$39,347		

Source: F. Howard Nelson, "An Interstate Cost-of-Living Index," Educational Evaluation and Policy Analysis, Spring 1991, Vol. 13). Hawaii, Alaska, and D.C. cost-of-living data are from The 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 are unavailable for Guam, Puerto Rico and the Virgin Islands.

TABLE I-8

**STATE RANKINGS BY 1997-98 AVERAGE TEACHER SALARY  
ADJUSTED FOR DIFFERENCES IN TEACHING EXPERIENCE AMONG STATES**

	1997-98		Average	Annual Salary Change	Experience		Adjusted Average Salary	Rank	Original Rank
	Starting Salary	Average Salary	Years of Exper- ience*		+ or - U.S. Average	Salary Adjust- ment			
Alaska	\$33,162	\$48,275	13.2	\$1,145	-2.0	\$2281	\$50,556	1	5
New Jersey	28,319	50,284	16.6	1,323	1.4	-1,862	48,422	2	2
Connecticut	29,506	51,727	17.9	1,241	2.7	-3,361	48,366	3	1
New York	30,204	48,712	16.0	1,157	0.8	-934	47,778	4	3
Michigan	27,064	48,361	17.3	1,231	2.1	-2,594	45,766	5	4
California	27,852	44,585	15.1	1,108	-0.1	103	44,688	6	8
Pennsylvania	29,581	47,542	18.2	987	3.0	-2,968	44,574	7	6
Illinois	28,183	43,707	15.4	1,008	0.2	-209	43,498	8	11
Rhode Island	26,300	44,506	16.8	1,084	1.6	-1,742	42,764	9	9
D.C.	27,234	44,746	17.9	978	2.7	-2,649	42,097	10	7
Delaware	25,493	42,439	15.6	1,086	0.4	-443	41,996	11	12
Nevada	28,641	40,572	13.6	877	-1.6	1,397	41,969	12	15
Oregon	26,098	42,301	15.8	1,026	0.6	-623	41,678	13	13
Massachusetts	27,238	44,285	18.3	932	3.1	-2,895	41,390	14	10
Maryland	27,010	41,404	16.3	883	1.1	-978	40,426	15	14
Washington	23,860	38,755	14.8	1,006	-0.4	395	39,150	16	19
Georgia	26,706	37,412	13.5	793	-1.7	1,342	38,754	17	21
Indiana	24,716	39,752	16.9	890	1.7	-1,519	38,233	18	16
Ohio	22,535	39,099	16.5	1,004	1.3	-1,313	37,786	19	18
Minnesota	26,266	39,104	17.0	755	1.8	-1,365	37,739	20	17
Virginia	25,272	37,024	14.7	799	-0.5	394	37,418	21	23
Colorado	24,867	37,240	15.0	825	-0.2	159	37,399	22	22
New Hampshire	23,927	36,663	15.0	849	-0.2	164	36,827	23	24
Wisconsin	24,077	38,179	16.9	834	1.7	-1,425	36,754	24	20
Hawaii	26,744	36,598	15.0	657	-0.2	127	36,724	25	25
Vermont	25,183	36,299	14.8	751	-0.4	295	36,594	26	26
Arizona	24,917	34,071	12.9	710	-2.3	1,627	35,698	27	32
Florida	25,266	34,473	14.3	644	-0.9	575	35,048	28	28
Texas	24,736	33,537	13.3	662	-1.9	1,252	34,789	29	36
Utah	22,241	32,981	13.3	808	-1.9	1,528	34,509	30	39
Missouri	24,125	34,001	14.5	681	-0.7	472	34,473	31	33
Kentucky	23,536	34,453	15.3	714	0.1	-77	34,376	32	29
Tennessee	22,140	34,584	15.5	803	0.3	-247	34,337	33	27
Idaho	20,248	32,834	13.6	925	-1.6	1,474	34,308	34	40
Kansas	22,445	33,800	14.8	767	-0.4	301	34,101	35	34
South Carolina	23,427	33,608	14.5	702	-0.7	486	34,094	36	35
Maine	21,554	34,349	15.7	815	0.5	-414	33,935	37	30
North Carolina	22,150	33,123	14.5	757	-0.7	524	33,647	38	38
Alabama	27,388	32,799	14.7	368	-0.5	181	32,980	39	41
Iowa	22,475	34,084	17.2	675	2.0	-1,355	32,729	40	31
West Virginia	22,529	33,396	16.9	643	1.7	-1,098	32,298	41	37
Arkansas	21,000	32,119	15.0	741	-0.2	143	32,262	42	43
Nebraska	21,949	32,668	15.9	674	0.7	-477	32,191	43	42
Wyoming	22,230	32,022	15.6	628	0.4	-256	31,766	44	44
Oklahoma	23,676	30,940	14.2	512	-1.0	508	31,448	45	45
Montana	21,045	30,617	14.0	684	-1.2	815	31,432	46	46
New Mexico	23,297	30,309	13.1	535	-2.1	1,120	31,429	47	47
Louisiana	22,843	30,090	14.1	514	-1.1	562	30,652	48	48
Mississippi	20,630	28,691	14.4	560	-0.8	444	29,135	49	49
North Dakota	19,146	28,231	14.9	610	-0.3	178	28,409	50	50
South Dakota	20,340	27,839	15.0	500	-0.2	96	27,935	51	51
U.S. AVERAGE	\$25,735	\$39,347	15.2	\$896	0.0	0	\$39,347		

\* Teaching experience data include public and private schools. Sources: U.S. Department of Education, National Center for Education Statistics, "Schools and Staffing Survey 1993-94," unpublished data tabulations. American Federation of Teachers annual survey of state departments of education. Note: data is unavailable for Guam, Puerto Rico or the Virgin Islands.

**TABLE I-9**

**BEGINNING AND AVERAGE TEACHER SALARY IN 1997-98  
RANKED BY AVERAGE SALARY WITHIN REGION**

State	Average Salary	Beginning Salary	State	Average Salary	Beginning Salary
<b>NEW ENGLAND</b>			<b>SOUTHEAST</b>		
Connecticut	\$51,727	\$29,506	Georgia	\$37,412	\$26,706
Rhode Island	44,506	26,300	Virginia	37,024	25,272
Massachusetts	44,285	27,238	Tennessee	34,584	22,140
New Hampshire	36,663	23,927	Florida	34,473	25,266
Vermont	36,299	25,183	Kentucky	34,453	23,536
Maine	34,349	21,554	South Carolina	33,608	23,427
			West Virginia	33,396	22,529
<b>MIDEAST</b>			North Carolina	33,123	22,150
New Jersey	\$50,284	\$28,319	Alabama	32,799	27,388
New York	48,712	30,204	Arkansas	32,119	21,000
Pennsylvania	47,542	29,581	Louisiana	30,090	22,843
D.C.	44,746	27,234	Mississippi	28,691	20,630
Delaware	42,439	25,493			
Maryland	41,404	27,010	<b>ROCKY MOUNTAINS</b>		
			Colorado	\$37,240	\$24,867
<b>GREAT LAKES</b>			Utah	32,981	22,241
Michigan	\$48,361	\$27,064	Idaho	32,834	20,248
Illinois	43,707	28,183	Wyoming	32,022	22,230
Indiana	39,752	24,716	Montana	30,617	21,045
Minnesota	39,104	26,266			
Ohio	39,099	22,535	<b>FAR WEST</b>		
Wisconsin	38,179	24,077	Alaska	\$48,275	\$33,162
			California	44,585	27,852
<b>PLAINS</b>			Oregon	42,301	26,098
Iowa	\$34,084	\$22,475	Nevada	40,572	28,641
Missouri	34,001	24,125	Washington	38,755	23,860
Kansas	33,800	22,445	Hawaii	36,598	26,744
Nebraska	32,668	21,949			
North Dakota	28,231	19,146	<b>OUTLYING AREAS</b>		
South Dakota	27,839	20,340	Guam	\$27,827	\$26,197
			Puerto Rico	24,000	18,000
<b>SOUTHWEST</b>			Virgin Islands	33,311	21,913
Arizona	\$34,071	\$24,917			
Texas	33,537	24,736	<b>U.S. AVERAGE</b>		
Oklahoma	30,940	23,676		\$39,347	\$25,735
New Mexico	30,309	23,297			

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

TABLE I-10

TEACHER SALARIES AS A PERCENTAGE OF TOTAL EDUCATION SPENDING  
1967-68 AND 1997-98

State	Average Teacher Salary		Total Teacher Salaries (Millions)		Total Education Spending (Millions)		Percentage of Education Expenditures Devoted to Teachers		
	1967-68	1997-98	1967-68	1997-98	1967-68	1997-98	1967-68	1997-98	Change
1 Kentucky	\$6,500	\$34,453	\$183	\$1,354	\$347	\$2,841	52.7%	47.7%	-5.0%
2 Georgia	6,775	37,412	282	3,151	652	6,807	43.3%	46.3%	3.0%
3 Tennessee	6,170	34,584	199	1,798	488	3,915	40.8%	45.9%	5.1%
4 Arkansas	5,723	32,119	109	851	244	1,882	44.7%	45.2%	0.6%
5 Missouri	6,807	34,001	274	2,054	663	4,620	41.3%	44.5%	3.1%
6 Alabama	5,900	32,799	189	1,475	391	3,322	48.2%	44.4%	-3.8%
7 North Carolina	6,443	33,123	309	2,693	607	6,111	50.9%	44.1%	-6.8%
8 Virginia	6,900	37,024	293	2,670	665	6,189	44.0%	43.1%	-0.9%
9 Rhode Island	7,650	44,506	56	479	129	1,119	43.2%	42.8%	-0.4%
10 Vermont	6,450	36,299	29	284	68	676	42.9%	42.0%	-0.8%
11 Maryland	8,316	41,404	300	2,104	725	5,019	41.4%	41.9%	0.6%
12 South Dakota	5,425	27,839	51	271	105	648	48.3%	41.9%	-6.4%
13 Massachusetts	8,383	44,285	398	2,965	833	7,163	47.7%	41.4%	-6.4%
14 South Carolina	5,750	33,608	146	1,390	330	3,369	44.1%	41.3%	-2.9%
15 Colorado	7,175	37,240	167	1,391	347	3,405	48.1%	40.9%	-7.3%
16 Illinois	8,000	43,707	792	5,237	1,703	12,923	46.5%	40.5%	-5.9%
17 Louisiana	7,448	30,090	257	1,414	541	3,501	47.5%	40.4%	-7.1%
18 Mississippi	4,735	28,691	100	856	252	2,137	39.6%	40.1%	0.5%
19 Kansas	6,723	33,800	166	1,045	365	2,663	45.5%	39.2%	-6.2%
20 Oklahoma	6,203	30,940	160	1,232	323	3,169	49.5%	38.9%	-10.6%
21 New York	8,600	48,712	1,392	9,694	3,757	25,198	37.1%	38.5%	1.4%
22 New Jersey	8,167	50,284	510	4,534	1,262	11,790	40.4%	38.5%	-2.0%
23 Hawaii	8,100	36,598	54	388	126	1,019	42.8%	38.1%	-4.7%
24 Arizona	7,500	34,071	121	1,497	278	3,934	43.7%	38.1%	-5.6%
25 Nebraska	6,250	32,668	100	658	213	1,741	47.2%	37.8%	-9.4%
26 Indiana	8,200	39,752	397	2,280	914	6,046	43.4%	37.7%	-5.7%
27 Iowa	7,382	34,084	230	1,134	487	3,015	47.1%	37.6%	-9.5%
28 Texas	6,675	33,537	714	8,525	1,565	22,851	45.6%	37.3%	-8.3%
29 Michigan	8,000	48,361	658	4,372	1,723	11,754	38.2%	37.2%	-1.0%
30 Ohio	7,600	39,099	700	4,116	1,559	11,106	44.9%	37.1%	-7.9%
31 Maine	6,300	34,349	69	505	135	1,374	50.6%	36.8%	-13.8%
32 New Mexico	7,299	30,309	83	636	182	1,738	45.4%	36.6%	-8.8%
33 Pennsylvania	7,450	47,542	726	5,082	1,795	13,904	40.5%	36.6%	-3.9%
34 North Dakota	5,750	28,231	43	223	100	609	43.2%	36.5%	-6.7%
35 West Virginia	6,300	33,396	98	689	231	1,907	42.5%	36.1%	-6.4%
36 Nevada	8,200	40,572	39	633	96	1,755	40.5%	36.1%	-4.4%
37 New Hampshire	6,450	36,663	41	462	94	1,288	43.7%	35.9%	-7.8%
38 Utah	7,050	32,981	78	676	192	1,888	40.4%	35.8%	-4.6%
39 Minnesota	7,859	39,104	301	1,893	738	5,321	40.7%	35.6%	-5.1%
40 D.C.	8,531	44,746	55	235	134	676	40.7%	34.8%	-5.9%
41 Wyoming	7,277	32,022	32	212	59	615	54.4%	34.5%	-19.9%
42 Florida	7,500	34,473	397	4,294	899	12,566	44.1%	34.2%	-10.0%
43 Wisconsin	7,537	38,179	325	2,138	712	6,281	45.6%	34.0%	-11.6%
44 California	9,450	44,585	1,626	11,068	4,045	32,653	40.2%	33.9%	-6.3%
45 Alaska	9,658	48,275	30	378	73	1,119	40.7%	33.8%	-6.9%
46 Delaware	7,900	42,439	41	291	115	878	35.6%	33.1%	-2.5%
47 Oregon	7,738	42,301	173	1,138	366	3,479	47.3%	32.7%	-14.6%
48 Connecticut	8,400	51,727	243	1,490	496	4,665	49.0%	31.9%	-17.0%
49 Montana	6,650	30,617	54	311	130	983	41.8%	31.6%	-10.1%
50 Idaho	6,200	32,834	47	466	100	1,493	47.5%	31.2%	-16.3%
51 Washington	8,100	38,755	252	1,895	619	6,604	40.6%	28.7%	-11.9%
U.S. Average	\$7,630	\$39,347	\$14,087	#####	\$32,977	#####	42.7%	37.8%	-4.9%
Guam	n.a.	\$27,827	n.a.	\$27	n.a.	\$146	n.a.	18.8%	n.a.
Puerto Rico	n.a.	\$24,000	n.a.	\$665	n.a.	\$1,751	n.a.	38.0%	n.a.
Virgin Islands	n.a.	\$33,311	n.a.	\$30	n.a.	\$128	n.a.	23.1%	n.a.

Sources: U.S. Department of Education, National Center for Education Statistics, "Public Elementary and Secondary Education Statistics: School Year 1997-98," Early Estimates Feb. 1998. U.S. Department of Health, Education and Welfare, Office of Education, *Digest of Educational Statistics 1986*. American Federation of Teachers, annual survey of state departments of education.

## II. Trends in Teacher Salaries Compared to Other Workers and Professions

### Introduction

The ability to attract high-quality applicants to any occupation depends, in large part, on the salary and benefits available to employees. Though some gains have been made over the years, teachers continue to get paid less than other occupations requiring similar educational background and training. As a result, many of the best and brightest who otherwise might have chosen a teaching career have joined the ranks of other professions. In this section, we look at what has happened to average teacher salaries during the past 40 years.

### Highlights

- In 1997-98, the average teacher salary increased 2.4 percent compared to an inflation rate of 1.7 percent, the largest inflation-adjusted salary increase since 1991. See Table II-1 and Figure II-1.
- After adjusting for inflation, the 1997-98 average teacher salary of \$39,347 is just \$2 above what it was in 1993. It is just \$1,924 more than the average salary recorded in 1972—a real increase of only about \$75 per year. See Table II-2, Figure II-4, and Figure II-5.
- Teacher salaries have not kept pace with the growth in per-capita gross domestic product during the past decade. The 1998 ratio of 1.25 falls short of the 1983 teacher pay to per-capita GDP of 1.44, the year the report *A Nation at Risk* highlighted low teacher pay as a major problem in American education. See Table II-1.
- In 1991, teacher salaries were 23 percent higher than the annual earnings of the average full-time worker in the U.S. economy. Over the last decade, however, teachers have lost ground. In 1997-98 the teacher advantage has fallen to 14 percent. See Table II-2 and Figure II-2.
- In 1998, Teachers earned 6 percent more than the average government worker, less than half of the 15 percent advantage they enjoyed in 1990. See Table II-2 and Figure II-2.
- Teacher salaries today account for a much smaller proportion of total education spending than they did 30 years ago. In 1960-61, the average education expenditure devoted to teacher salaries was 51 percent compared to 36 percent in 1997-98. This is the lowest percentage since records have been kept. See Table II-3 and Figure II-4.
- The average teacher had an estimated 16.1 years of experience in 1997-98, more than five more years than in 1978 when the average was 11.0. See Table II-4, Figure II-5, and Figure II-6.
- Salaries in other white collar occupations remain high compared to teachers—ranging from 91 percent more for a full professor at a public university to 4 percent more for an assistant

professor. See Table II-5 and Figure II-8.

- Since 1975-76, average teacher salaries have increased 218 percent, and beginning teacher salaries have risen 196 percent. Salaries of principals and all hourly workers (except teacher aides) have grown at a slower rate than teacher salaries. Central office secretaries and instructional aides showed gains similar to those of teachers. See Table II-6.
- Employer-paid health insurance costs have declined from 7.1 percent of total compensation in 1992-93 to 6.2 percent in 1997-98. From 1990-91 to 1997-98, the health care premiums paid by education employees increased by 23 percent. See Table II-7.

## Technical Notes

**Education Expenditures Devoted to Teacher Salaries.** Teacher salaries account for a much smaller proportion of total education spending today compared to 30 years ago. In 1960-61, the average percentage of education expenditures devoted to teacher salaries was 51 percent. In 1997-98, teacher salaries made up just 36 percent of education spending—the lowest percentage ever. The data in Table II-3 apply to classroom teachers including special education and resource teachers. The data represent salaries only—not total compensation. Since 1961, the total cost of teacher salaries has increased at a slower rate than the nation's gross domestic product. In contrast, total education spending increased at a much faster rate than the GDP.

**Trends in Teacher Salaries Adjusted for Work Experience.** Though teacher salaries are within a few hundred dollars of the highest levels ever, the average teacher in 1997-98 had an estimated 16.1 years of experience, more than at any time in the past three decades (see Table II-4 and Figure II-6). The size of the teaching force declined during six of the seven years between 1977 and 1983, while the average experience of teachers increased from 10.5 to 13.9 years. Clearly, the rapid rise in teacher salaries in the early 1980s was due primarily to layoffs of low-paid teachers and minimal hiring of beginning teachers. The teacher-experience effect slowed in the late 1980s, but has accelerated in the 1990s. The educational attainment of teachers has increased at a rate commensurate with their experience. In 1975, less than 40 percent of teachers held a master's degree. By 1990, the comparable figure was about 53 percent.

**Average Teacher Salaries Compared to Selected White Collar Occupations.** The job categories described in the tables and figures in this section, e.g., “Accountant III” or “Engineer IV,” describe an accountant or engineer who had earnings in the middle of the income distribution for all accountants or engineers. The salary figures in Table II-5 are the average of all people in the particular job category. Some of the decline in earnings in other occupations relative to teachers can be traced to changes in the sample design in 1986 and 1989 that incorporated smaller firms into the sample. Small firms pay lower wages on average.

TABLE II-1

TRENDS IN TEACHER SALARIES COMPARED TO INFLATION AND GROSS DOMESTIC PRODUCT PER CAPITA

	Average Teacher Salary		Consumer Price Index		Average Teacher Salary (1998 Dollars)		Per-Capita Gross Domestic Product		Teacher Salary To Per-Capita GDP Ratio
	Salary	Change	CPI	Change	Salary	Change	GDP	Change	
1998	\$39,347	2.4%	163.9	1.6%	\$39,347	0.8%	\$31,400 *	3.7% *	1.25
1997	38,415	2.2%	161.3	1.7%	39,030	0.5%	30,278	5.0%	1.27
1996	37,594	2.3%	158.6	3.3%	38,846	-1.0%	28,849	4.7%	1.30
1995	36,766	2.8%	153.5	2.5%	39,252	0.3%	27,545	3.5%	1.33
1994	35,764	2.2%	149.7	2.7%	39,152	-0.5%	26,606	8.2%	1.34
1993	35,004	3.2%	145.8	2.7%	39,345	0.4%	24,600	4.1%	1.42
1992	33,927	2.9%	141.9	2.9%	39,182	0.0%	23,637	4.4%	1.44
1991	32,960	5.1%	137.9	3.1%	39,170	2.0%	22,647	2.1%	1.46
1990	31,347	5.8%	133.8	6.1%	38,394	-0.3%	22,189	4.5%	1.41
1989	29,636	5.6%	126.1	4.6%	38,515	0.9%	21,224	8.7%	1.40
1988	28,071	5.5%	120.5	4.4%	38,177	1.0%	19,523	7.0%	1.44
1987	26,615	5.4%	115.4	4.4%	37,796	0.9%	18,254	5.6%	1.46
1986	25,260	7.2%	110.5	1.1%	37,463	6.0%	17,283	4.4%	1.46
1985	23,572	7.3%	109.3	3.8%	35,343	3.3%	16,559	5.6%	1.42
1984	21,974	6.9%	105.3	4.1%	34,199	2.8%	15,686	10.0%	1.40
1983	20,547	8.5%	101.2	3.7%	33,273	4.6%	14,265	6.4%	1.44
1982	18,945	9.1%	97.6	3.8%	31,811	5.1%	13,412	2.6%	1.41
1981	17,364	7.9%	94.0	8.9%	30,273	-1.0%	13,067	10.8%	1.33
1980	16,100	7.5%	86.3	12.5%	30,573	-4.4%	11,794	7.8%	1.37
1979	14,970	5.4%	76.7	13.3%	31,986	-7.0%	10,943	9.9%	1.37
1978	14,207	6.4%	67.7	9.0%	34,391	-2.4%	9,961	11.6%	1.43
1977	13,352	6.0%	62.1	6.7%	35,236	-0.6%	8,927	10.4%	1.50
1976	12,591	7.7%	58.2	4.9%	35,454	2.7%	8,088	10.5%	1.56
1975	11,690	8.5%	55.5	6.9%	34,518	1.4%	7,321	7.6%	1.60
1974	10,778	5.9%	51.9	12.3%	34,033	-5.7%	6,805	7.3%	1.58
1973	10,176	4.9%	46.2	8.7%	36,096	-3.5%	6,343	10.7%	1.60
1972	9,705	4.7%	42.5	3.4%	37,423	1.3%	5,732	8.7%	1.69
1971	9,269	7.3%	41.1	3.3%	36,959	3.9%	5,272	7.2%	1.76
1970	8,635	8.6%	39.8	5.6%	35,556	2.9%	4,919	4.0%	1.76
1969	7,952	7.1%	37.7	6.2%	34,567	0.9%	4,728	6.9%	1.68
1968	7,423	8.7%	35.5	4.7%	34,267	3.8%	4,423	8.2%	1.68
1967	6,830	5.3%	33.9	3.0%	33,018	2.2%	4,088	4.6%	1.67
1966	6,485	4.7%	32.9	3.5%	32,303	1.2%	3,909	2.6%	1.66
1965	6,195	3.3%	31.8	1.9%	31,926	1.4%	3,810	13.1%	1.63
1964	5,995	4.6%	31.2	1.0%	31,489	3.6%	3,369	5.6%	1.78
1963	5,732	3.9%	30.9	1.6%	30,400	2.3%	3,191	4.0%	1.80
1962	5,515	4.5%	30.4	1.3%	29,730	3.2%	3,068	6.0%	1.80
1961	5,275	5.6%	30.0	0.7%	28,816	4.9%	2,895	1.9%	1.82
1960	4,995	4.1%	29.8	1.4%	27,469	2.7%	2,841		1.76
1959	4,797	4.9%	29.4	1.7%	26,739	3.2%			
1958	4,571	7.8%	28.9	1.8%	25,920	6.0%			
1957	4,239	4.5%	28.4	2.9%	24,461	1.6%			
1956	\$4,055		27.6		\$24,077				

\*Estimate.

Sources: U.S. Bureau of the Census, "Historical Statistics, Colonial Times to 1970, series D739-764 and D893-904." National Center for Education Statistics, "Digest of Education Statistics," various issues (used to estimate teacher salaries prior to the 1977-78 school year). U.S. Department of Labor, "CPI Detailed Report," January 1999. Organization for Economic Cooperation and Development, "National Accounting Systems Main Aggregates," Vol. 1, 1960-1988, Paris: OECD. American Federation of Teachers annual survey of state departments of education.

TABLE II-2

**TRENDS IN TEACHER SALARIES COMPARED TO THE AVERAGE ANNUAL EARNINGS OF ALL WORKERS AND OF ALL GOVERNMENT WORKERS**

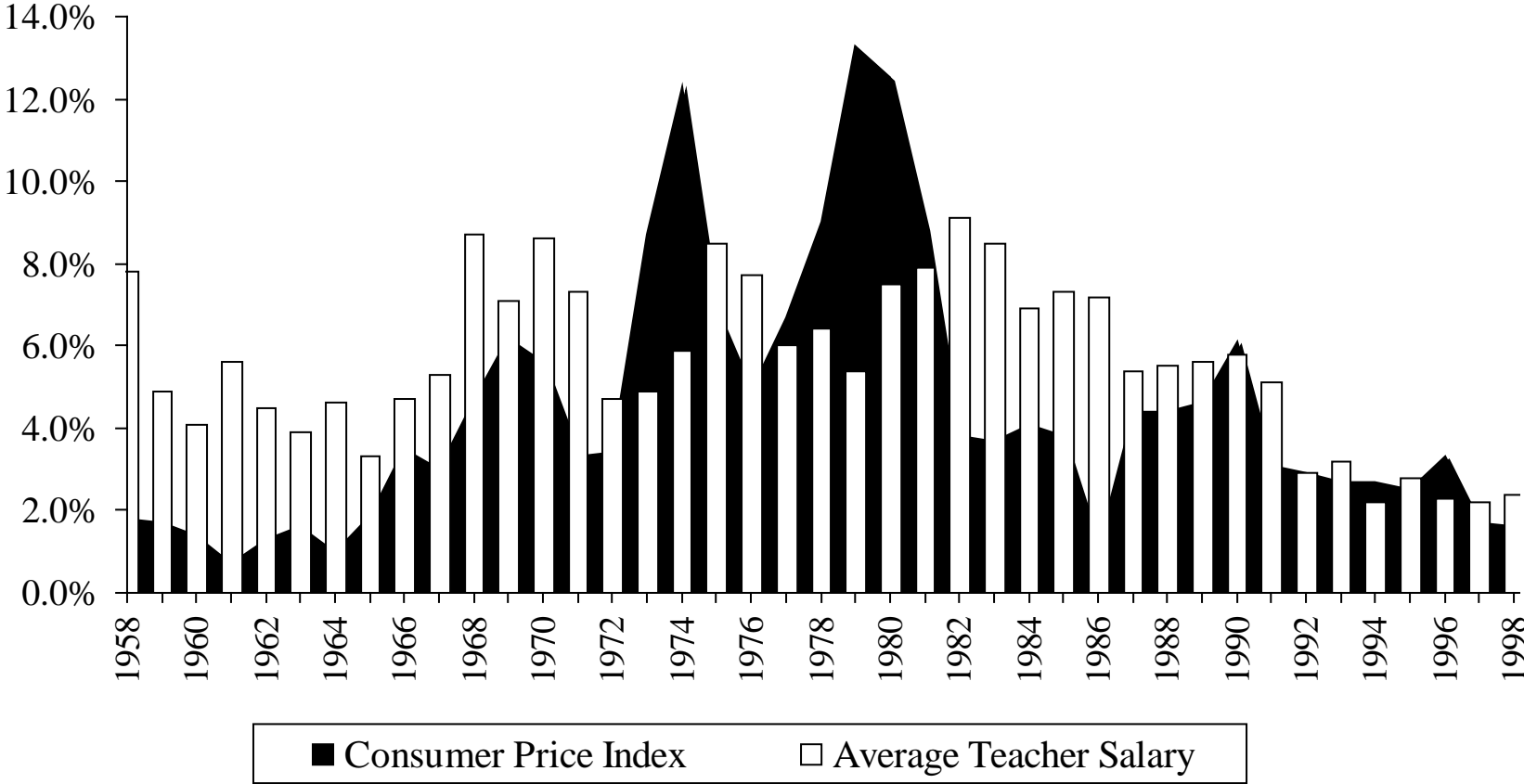
	Mean Annual Earnings (1998 Dollars)							Ratio of Teacher Salary to Salary of:	
	CPI Change	Teachers		All Workers		Government Workers		All Workers	Government Workers
		Avg. Salary	Change	Earnings	Change	Earnings	Change		
1998	1.6%	\$39,347	0.8%	\$34,497 *	1.2%	\$36,957 *	0.8%	1.14	1.06
1997	1.7%	39,030	0.5%	34,098	2.7%	36,673	1.5%	1.14	1.06
1996	3.3%	38,846	-1.0%	33,217	0.3%	36,126	-0.3%	1.17	1.08
1995	2.5%	39,252	0.3%	33,115	2.0%	36,229	0.5%	1.19	1.08
1994	2.7%	39,152	-0.5%	32,466	-1.9%	36,044	1.3%	1.21	1.09
1993	2.7%	39,345	0.4%	33,084	1.4%	35,582	0.1%	1.19	1.11
1992	2.9%	39,182	0.0%	32,612	2.7%	35,777	4.4%	1.20	1.10
1991	3.1%	39,170	2.0%	31,762	0.7%	34,262	2.5%	1.23	1.14
1990	6.1%	38,394	-0.3%	31,539	-1.2%	33,416	-0.6%	1.22	1.15
1989	4.6%	38,515	0.9%	31,929	-0.8%	33,605	-0.2%	1.21	1.15
1988	4.4%	38,177	1.0%	32,199	0.5%	33,673	0.4%	1.19	1.13
1987	4.4%	37,796	0.9%	32,035	0.0%	33,544	-1.1%	1.18	1.13
1986	1.1%	37,463	6.0%	32,028	3.5%	33,925	3.8%	1.17	1.10
1985	3.8%	35,343	3.3%	30,950	0.4%	32,686	1.8%	1.14	1.08
1984	4.1%	34,199	2.8%	30,829	0.2%	32,110	1.3%	1.11	1.07
1983	3.7%	33,273	4.6%	30,774	0.8%	31,691	1.5%	1.08	1.05
1982	3.8%	31,811	5.1%	30,527	3.4%	31,221	4.3%	1.04	1.02
1981	8.9%	30,273	-1.0%	29,527	0.2%	29,941	0.6%	1.03	1.01
1980	12.5%	30,573	-4.4%	29,477	-2.2%	29,765	-3.4%	1.04	1.03
1979	13.3%	31,986	-7.0%	30,128	-4.6%	30,817	-5.9%	1.06	1.04
1978	9.0%	34,391	-2.4%	31,593	-1.7%	32,750	-2.4%	1.09	1.05
1977	6.7%	35,236	-0.6%	32,125	-0.2%	33,542	-0.4%	1.10	1.05
1976	4.9%	35,454	2.7%	32,176	2.3%	33,693	1.3%	1.10	1.05
1975	6.9%	34,518	1.4%	31,465	1.4%	33,250	0.7%	1.10	1.04
1974	12.3%	34,033	-5.7%	31,018	-2.4%	33,033	-5.0%	1.10	1.03
1973	8.7%	36,096	-3.5%	31,764	-2.7%	34,764	-2.8%	1.14	1.04
1972	3.4%	37,423	1.3%	32,649	2.7%	35,750	6.2%	1.15	1.05
1971	3.3%	36,959	3.9%	31,792	3.8%	33,675	3.8%	1.16	1.10
1970	5.6%	35,556	2.9%	30,628	1.0%	32,438	5.6%	1.16	1.10
1969	6.2%	34,567	0.9%	30,329	0.4%	30,731	0.8%	1.14	1.12
1968	4.7%	34,267	3.8%	30,220	2.0%	30,493	3.1%	1.13	1.12
1967	3.0%	33,018	2.2%	29,617	1.3%	29,579	1.7%	1.11	1.12
1966	3.5%	32,303	1.2%	29,229	1.0%	29,087	0.4%	1.11	1.11
1965	1.9%	31,926	1.4%	28,937	1.8%	28,973	2.2%	1.10	1.10
1964	1.0%	31,489	3.6%	28,424	3.9%	28,347	4.4%	1.11	1.11
1963	1.6%	30,400	2.3%	27,344	1.8%	27,146	2.6%	1.11	1.12
1962	1.3%	29,730	3.2%	26,851	2.3%	26,469	1.4%	1.11	1.12
1961	0.7%	28,816	4.9%	26,237	2.3%	26,102	3.2%	1.10	1.10
1960	1.4%	27,469	2.7%	25,650	1.9%	25,288	2.5%	1.07	1.09
1959	1.7%	26,739	3.2%	25,182	3.2%	24,662	2.2%	1.06	1.08
1958	1.8%	25,920	6.0%	24,396	1.6%	24,135	5.1%	1.06	1.07
1957	2.9%	24,461	1.6%	24,003	1.4%	22,954	2.7%	1.02	1.07
1956		\$24,077		\$23,677		\$22,358		1.02	1.08

\*Estimate.

Sources: U.S. Bureau of Economic Analysis, The National Income and Product Accounts of the United States 1929-82, various issues of Survey of Current Business, and unpublished data from the National Income and Product Accounts. American Federation of Teachers annual survey of state departments of education.

# Figure II-1

## Annual Rate of Increase in Teacher Salaries Compared to the Consumer Price Index



## Figure II-2

### Trends in Annual Earnings of Teachers, Government Workers and All Workers



**TABLE II-3**

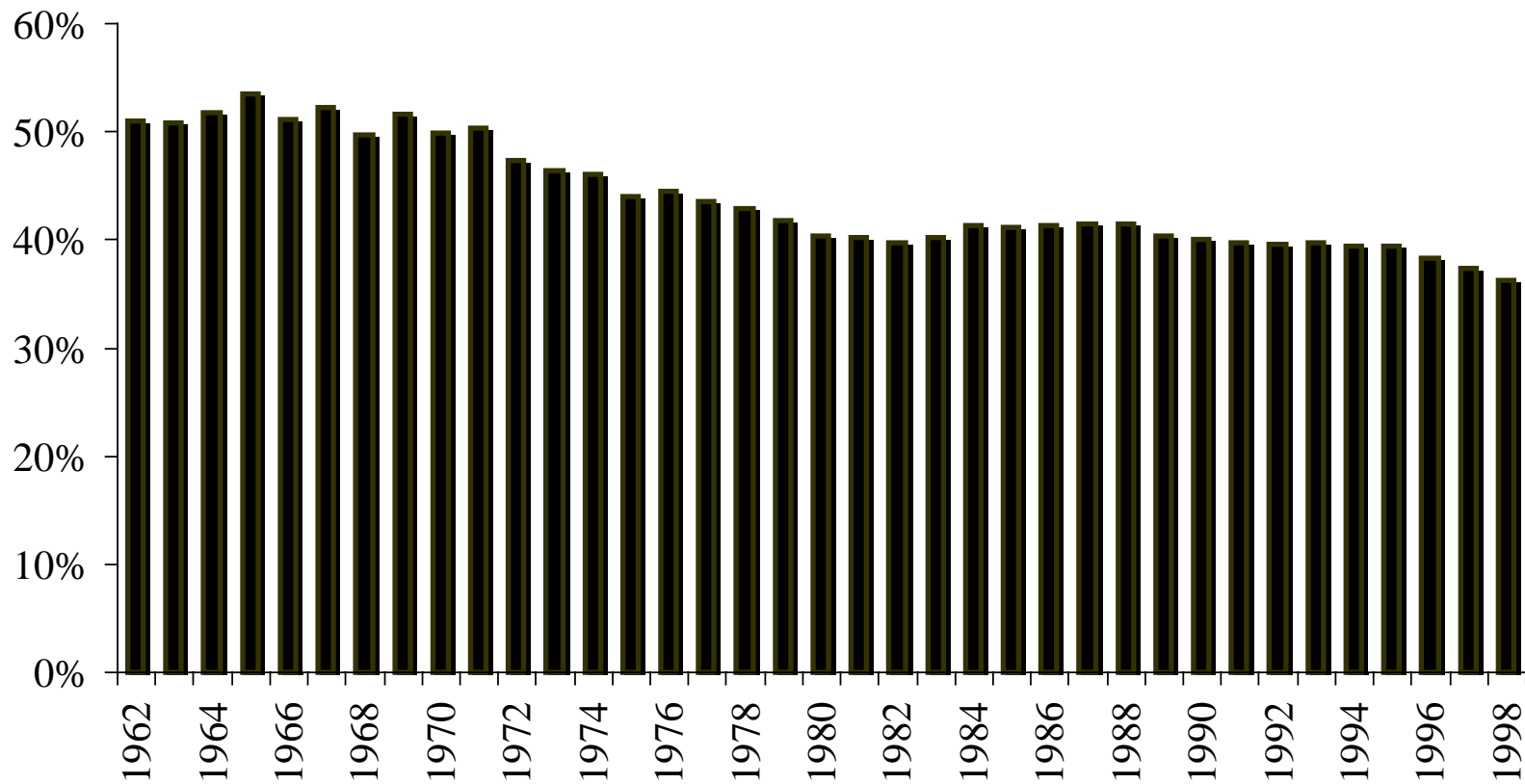
**TEACHER SALARY GROWTH COMPARED TO TOTAL EDUCATION SPENDING  
AND THE NATIONAL ECONOMY**

	Total Public K-12 Teachers (Thous.)	Average Teacher Salary	Total Teacher Salaries (Bils.)	Total K-12 Costs (Bils.)	Teacher Share of K-12 Costs	Gross Domestic Product (Bils.)	K-12 Costs Share of GDP	Percent Increase from 1961:			
								Average Teacher Salary	Total Teacher Salaries	Total K-12 Costs	GDP
1998	2,728	\$39,347	\$107.3	\$296.1	36.3%	\$8,625	3.4%	646%	1345%	1928%	1581%
1997	2,697	38,415	103.6	277.4	37.3%	8,110	3.4%	628%	1295%	1800%	1481%
1996	2,644	37,594	99.4	259.4	38.3%	7,593	3.4%	613%	1238%	1677%	1380%
1995	2,608	36,776	95.9	243.6	39.4%	7,247	3.4%	597%	1191%	1568%	1313%
1994	2,552	35,764	91.3	231.5	39.4%	6,937	3.3%	578%	1129%	1486%	1252%
1993	2,504	35,004	87.7	220.9	39.7%	6,553	3.4%	564%	1080%	1413%	1177%
1992	2,459	33,927	83.4	211.2	39.5%	6,245	3.4%	543%	1023%	1347%	1117%
1991	2,431	32,960	80.1	202.0	39.7%	5,722	3.5%	525%	979%	1284%	1015%
1990	2,398	31,347	75.2	187.6	40.1%	5,546	3.4%	494%	912%	1185%	981%
1989	2,357	29,636	69.9	173.0	40.4%	5,250	3.3%	462%	840%	1085%	923%
1988	2,323	28,071	65.2	157.1	41.5%	4,809	3.3%	432%	778%	976%	837%
1987	2,279	26,615	60.7	146.4	41.4%	4,452	3.3%	405%	717%	903%	768%
1986	2,244	25,260	56.7	137.2	41.3%	4,176	3.3%	379%	663%	840%	714%
1985	2,207	23,572	52.0	126.3	41.2%	3,962	3.2%	347%	600%	765%	672%
1984	2,168	21,974	47.6	115.4	41.3%	3,717	3.1%	317%	541%	690%	625%
1983	2,121	20,547	43.6	108.3	40.2%	3,349	3.2%	290%	487%	642%	553%
1982	2,125	18,945	40.3	101.1	39.8%	3,118	3.2%	259%	442%	592%	508%
1981	2,184	17,364	37.9	94.3	40.2%	3,007	3.1%	229%	411%	546%	486%
1980	2,183	16,100	35.1	87.0	40.4%	2,686	3.2%	205%	373%	496%	424%
1979	2,206	14,970	33.0	79.0	41.8%	2,462	3.2%	184%	345%	441%	380%
1978	2,209	14,207	31.4	73.1	42.9%	2,217	3.3%	169%	323%	401%	332%
1977	2,186	13,352	29.2	66.9	43.6%	1,965	3.4%	153%	293%	358%	283%
1976	2,196	12,591	27.6	62.1	44.5%	1,763	3.5%	139%	272%	325%	244%
1975	2,155	11,690	25.2	57.3	44.0%	1,582	3.6%	122%	239%	292%	208%
1974	2,133	10,778	23.0	50.0	46.0%	1,455	3.4%	104%	210%	242%	184%
1973	2,103	10,176	21.4	46.1	46.4%	1,344	3.4%	93%	188%	216%	162%
1972	2,063	9,705	20.0	42.2	47.4%	1,203	3.5%	84%	170%	189%	135%
1971	2,055	9,269	19.0	37.9	50.3%	1,094	3.5%	76%	156%	160%	113%
1970	2,013	8,635	17.4	34.9	49.8%	1,008	3.5%	64%	134%	139%	96%
1969	1,935	7,952	15.4	29.8	51.6%	958	3.1%	51%	107%	104%	87%
1968	1,855	7,423	13.8	27.7	49.7%	887	3.1%	41%	85%	90%	73%
1967	1,789	6,830	12.2	23.4	52.2%	812	2.9%	29%	65%	60%	58%
1966	1,710	6,485	11.1	21.7	51.1%	768	2.8%	23%	49%	49%	50%
1965	1,648	6,195	10.2	19.1	53.5%	701	2.7%	17%	37%	31%	37%
1964	1,578	5,995	9.5	18.3	51.7%	646	2.8%	14%	27%	25%	26%
1963	1,508	5,732	8.6	17.0	50.8%	603	2.8%	9%	16%	16%	18%
1962	1,461	5,515	8.1	15.8	51.0%	572	2.8%	5%	8%	8%	12%
1961	1,408	\$5,275	\$7.4	\$14.6	50.9%	\$513	2.8%	0%	0%	0%	0%

Sources: U.S. Department of Education Projection of Education Statistics, 1975 and 1985 editions. American Federation of Teachers annual survey of state departments of education.

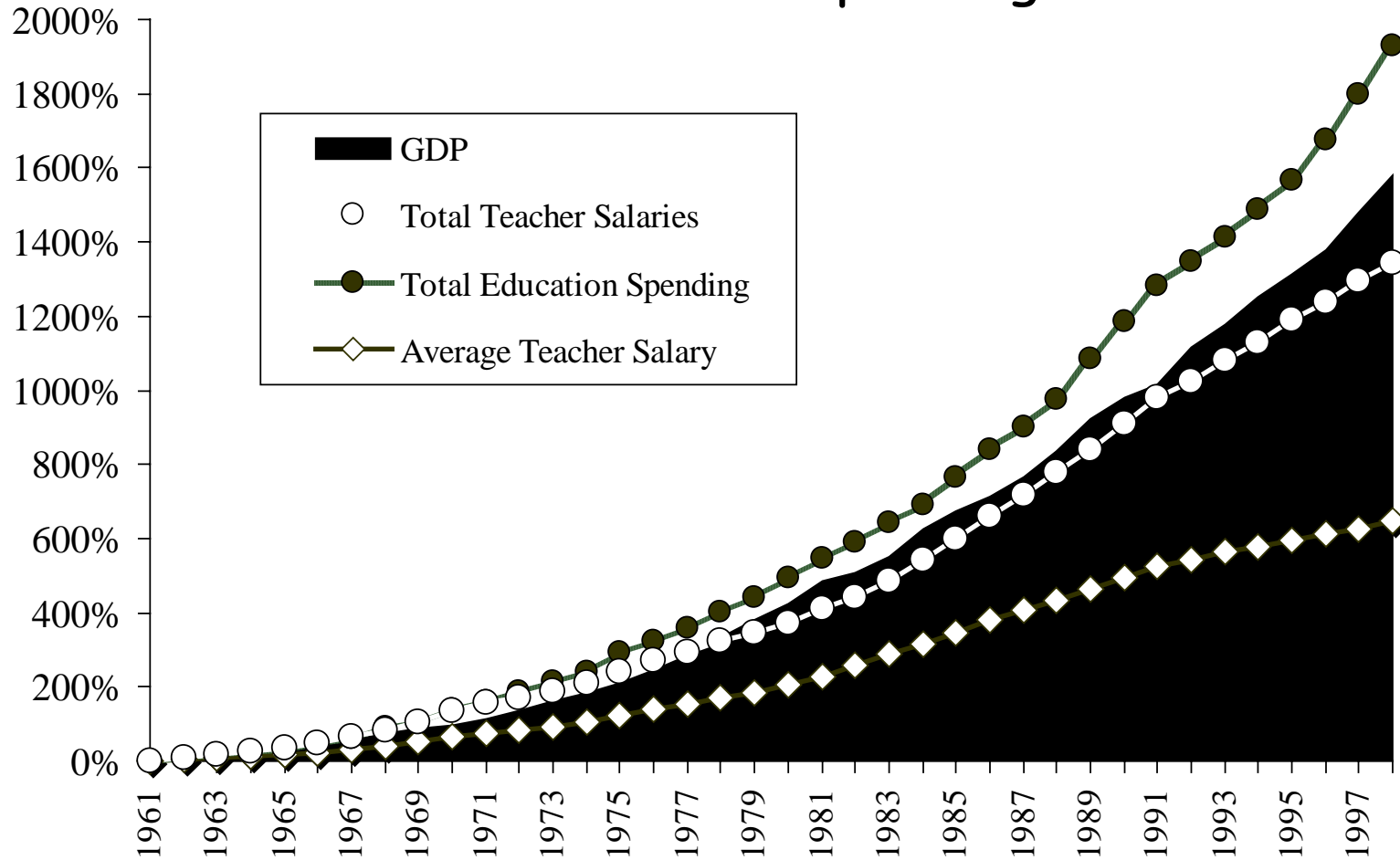
Figure II-3

Growth in Teacher Salaries Contrasted with the Decline in the Ratio of Teacher Pay to Per-Capita GDP



# Figure II-4

## Teacher Salary Growth Lags Behind Growth in Education Spending



**TABLE II-4**

**TRENDS IN TEACHER SALARIES RELATED TO TEACHER EXPERIENCE**

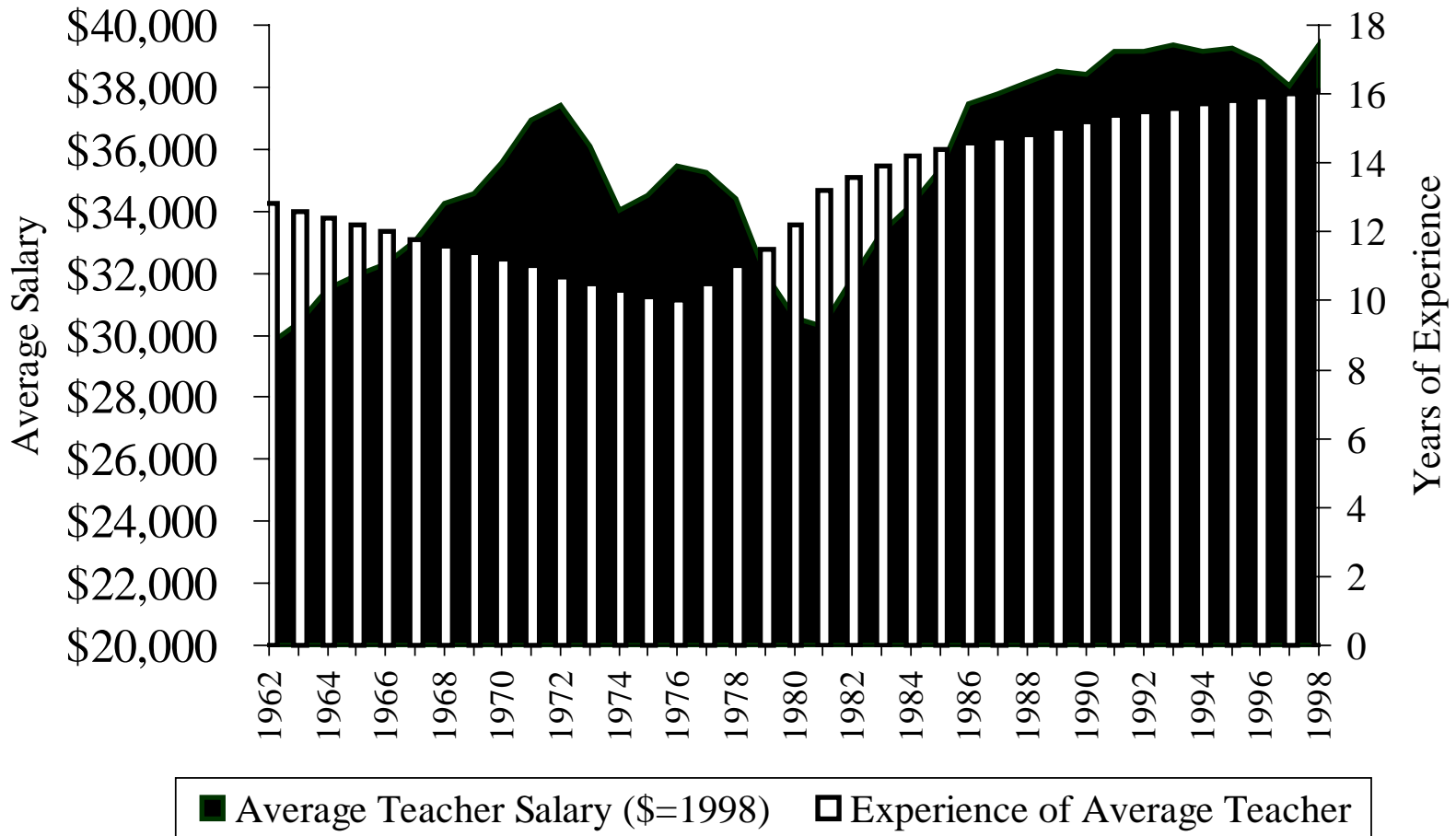
	Public K-12 Teachers		Average Experience	Difference From 1998 Levels	Salary Effect*		Average Salary (1997 Dollars)	Adjusted Average Salary
	(Thous.)	Change			(1998 Dollars)			
					Dollars	Percent		
1998	2,728	1.5%	16.1	0.0	\$0	0.0%	\$39,347	\$39,347
1997	2,697	1.5%	16.0	-0.1	85	0.2%	39,030	39,115
1996	2,644	1.5%	15.9	-0.2	170	0.4%	38,846	39,016
1995	2,608	2.2%	\$16	-0.3	255	0.7%	39,252	39,508
1994	2,552	1.9%	15.7	-0.4	340	0.9%	39,152	39,492
1993	2,504	1.8%	15.6	-0.5	425	1.1%	39,345	39,770
1992	2,459	1.2%	15.5	-0.6	510	1.3%	39,182	39,693
1991	2,431	1.4%	15.4	-0.8	681	1.7%	39,170	39,850
1990	2,398	1.8%	15.2	-1.0	851	2.2%	38,394	39,245
1989	2,356	1.4%	15.0	-1.2	1,021	2.7%	38,515	39,536
1988	2,323	1.9%	14.8	-1.3	1,106	2.9%	38,177	39,283
1987	2,279	1.6%	14.7	-1.4	1,191	3.2%	37,796	38,987
1986	2,244	1.7%	14.6	-1.6	1,361	3.6%	37,463	38,824
1985	2,207	1.8%	14.4	-1.8	1,531	4.3%	35,343	36,874
1984	2,168	2.2%	14.2	-2.1	1,787	5.2%	34,199	35,985
1983	2,121	-0.2%	13.9	-2.4	2,042	6.1%	33,273	35,315
1982	2,125	-2.7%	13.6	-2.8	2,382	7.5%	31,811	34,193
1981	2,184	0.0%	13.2	-3.8	3,233	10.7%	30,273	33,506
1980	2,183	-1.0%	12.2	-4.5	3,829	12.5%	30,573	34,402
1979	2,206	-0.1%	11.5	-5.0	4,254	13.3%	31,986	36,240
1978	2,209	1.1%	11.0	-5.5	4,679	13.6%	34,391	39,070
1977	2,186	-0.5%	10.5	-6.0	5,105	14.5%	35,236	40,340
1976	2,196	1.9%	10.0	-5.9	5,020	14.2%	35,454	40,474
1975	2,155	1.0%	10.1	-5.7	4,849	14.0%	34,518	39,368
1974	2,133	1.4%	10.3	-5.5	4,679	13.7%	34,033	38,712
1973	2,103	1.9%	10.5	-5.3	4,509	12.5%	36,096	40,605
1972	2,063	0.4%	10.7	-5.0	4,254	11.4%	37,423	41,677
1971	2,055	2.1%	11.0	-4.8	4,084	11.0%	36,959	41,043
1970	2,013	4.0%	11.2	-4.6	3,914	11.0%	35,556	39,469
1969	1,935	4.3%	11.4	-4.4	3,743	10.8%	34,567	38,311
1968	1,855	3.7%	11.6	-4.2	3,573	10.4%	34,267	37,841
1967	1,789	4.6%	11.8	-4.0	3,403	10.3%	33,018	36,421
1966	1,710	3.8%	12.0	-3.8	3,233	10.0%	32,303	35,536
1965	1,648	4.4%	12.2	-3.6	3,063	9.6%	31,926	34,989
1964	1,578	4.6%	12.4	-3.4	2,893	9.2%	31,489	34,382
1963	1,508	3.2%	12.6	-3.2	2,722	9.0%	30,400	33,123
1962	1,461	3.8%	12.8	-3.0	\$2,552	8.6%	29,730	32,283
1961	1,408	n.a.	13.0	n.a.	n.a.	n.a.	\$28,816	\$28,816

\*One year of experience is associated with \$845 or 2.4 percent of the 1997-98 average teacher salary based on 16.1 years to progress from a beginning salary of \$25,735 to an average salary of \$39,347.

Sources: Experience data for 1961, 1966, 1971, 1976, 1981, 1986, 1991 and 1996 from National Education Association, Status of the American Public School Teacher, 1990-91, copyright 1992 by the NEA (All Rights Reserved). Experience data for intervening years between 1961 and 1991 are interpolations. Data for 1992 to 1996 are estimated. K-12 teacher count from U.S. Department of Education, Projection of Education Statistics to 2007, 1996. American Federation of Teachers annual survey of state departments of education.

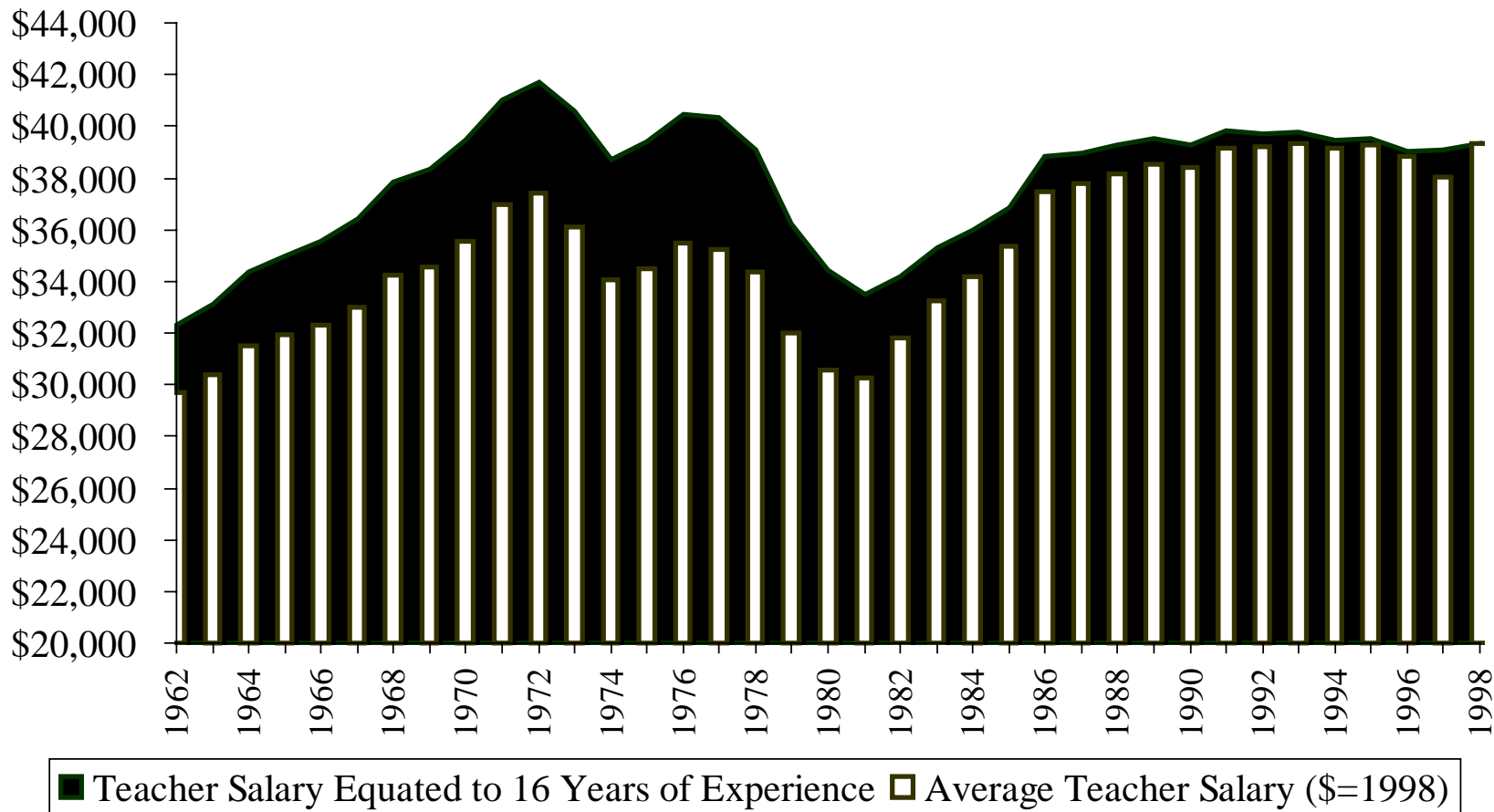
## Figure II-5

### Trends in Average Teacher Salary Compared to the Average Experience Level of Teachers



# Figure II-6

## Trends in Annual Earnings of Teachers Controlling for Work Experience



**TABLE II-5**

**TRENDS IN TEACHER SALARIES COMPARED TO THE AVERAGE ANNUAL SALARIES OF SELECTED WHITE-COLLAR OCCUPATIONS**

	Mean Teacher Salary	Account- ant III	Buyer/ Contract Specialist III	Attorney III	Computer Systems Analyst III	Engineer IV	Full Prof. Public Doctoral	Assistant Prof. Public Com- prehensive
1998 **	\$39,347	\$45,919	\$54,625	\$71,530	\$63,072	\$64,489	\$75,154	\$40,762
1997 **	38,415	42,921	51,323	67,980	59,031	62,259	72,220	40,177
1996	37,594	42,172	46,592	66,560	57,772	60,684	69,760	39,000
1995	36,766	41,444	45,500	64,948	56,784	59,748	67,560	38,360
1994	35,764	39,884	44,616	64,532	54,548	56,368	64,860	37,220
1992	34,027	37,648	41,392	65,884	53,300	53,404	61,950	35,730
1990	31,347	35,489	38,385	59,087	47,958	49,365	57,520	32,730
1988 *	28,071	33,028	36,040	55,407	45,093	45,680	51,080	28,380
1986 *	25,260	31,143	33,580	50,119	41,548	42,667	45,600	26,000
1984	21,974	28,721	30,610	44,743	38,057	39,005	39,800	23,000
1982	18,945	25,673	27,424	39,649	n.a.	34,443	35,700	20,800
1980	16,100	21,299	22,904	33,034	n.a.	28,486	30,100	17,800
1978	14,207	18,115	19,590	27,738	n.a.	23,972	26,400	15,900
1976	12,591	15,428	17,122	24,205	n.a.	20,749	24,200	14,600
1974	10,778	13,285	14,659	21,082	n.a.	17,929	21,600	13,100
1972	9,705	11,879	13,117	18,392	n.a.	16,159	19,800	11,800
1970	8,635	10,686	11,665	16,884	n.a.	14,695	18,100	10,800
1968	7,423	9,367	10,260	15,283	n.a.	13,095	16,100	9,500
1966	6,485	8,328	9,252	14,052	n.a.	11,784	14,100	8,300
1964	5,995	7,908	n.a.	12,816	n.a.	11,016	12,500	7,700
1962	\$5,515	\$7,416	n.a.	\$11,844	n.a.	\$10,248	n.a.	n.a.

**(1998 DOLLARS)**

1998 **	\$39,347	\$45,919	\$54,625	\$71,530	\$63,072	\$64,489	\$75,154	\$40,762
1997 **	39,030	43,613	52,150	69,076	59,982	63,262	73,384	40,825
1996	38,846	43,591	48,159	68,799	59,716	62,726	72,107	40,312
1995	39,252	44,252	48,583	69,348	60,631	63,796	72,137	40,959
1994	39,152	43,667	48,848	70,653	59,722	61,715	71,012	40,751
1992	39,182	43,485	47,809	76,099	61,564	61,684	71,555	41,270
1990	38,394	43,473	47,020	72,379	58,747	60,470	70,460	40,093
1988 *	38,515	44,924	49,020	75,363	61,334	62,132	69,477	38,602
1986 *	37,463	46,193	49,808	74,339	61,626	63,286	67,637	38,565
1984	34,199	44,704	47,645	69,643	59,236	60,711	61,949	35,800
1982	31,811	43,113	46,053	66,583	n.a.	57,840	59,951	34,930
1980	30,573	40,451	43,499	62,738	n.a.	54,100	57,166	33,806
1978	34,199	43,856	47,427	67,153	n.a.	58,036	63,914	38,494
1976	34,391	43,448	48,218	68,165	n.a.	58,432	68,151	41,116
1974	34,033	41,954	46,293	66,577	n.a.	56,620	68,213	41,370
1972	37,423	45,811	50,585	70,928	n.a.	62,317	76,358	45,506
1970	35,556	44,006	48,038	69,530	n.a.	60,515	74,537	44,475
1968	24,267	43,247	47,369	70,560	n.a.	60,458	74,332	43,861
1966	32,303	41,488	46,091	70,004	n.a.	58,705	70,243	41,349
1964	31,489	41,542	n.a.	67,325	n.a.	57,869	65,665	40,450
1962	27,469	39,983	n.a.	63,856	n.a.	55,252	n.a.	n.a.

(TABLE II-5 Continued)

	RATIO OF SALARIES IN OTHER OCCUPATIONS TO TEACHER SALARIES							
	Teachers	Account- ant III	Buyer/ Contract Specialist III	Attorney III	Computer Systems Analyst III	Engineer IV	Full Prof. Public Doctoral	Assistant Prof. Public Com- prehensive
1998 **	1.00	1.17	1.39	1.82	1.60	1.64	1.91	1.04
1997 **	1.00	1.12	1.34	1.77	1.54	1.62	1.88	1.05
1996	1.00	1.12	1.24	1.77	1.54	1.61	1.86	1.04
1995	1.00	1.13	1.24	1.77	1.54	1.63	1.84	1.04
1994	1.00	1.12	1.25	1.80	1.53	1.58	1.81	1.04
1992	1.00	1.11	1.22	1.94	1.57	1.57	1.82	1.05
1990	1.00	1.13	1.22	1.88	1.53	1.57	1.83	1.04
1988 *	1.00	1.18	1.28	1.97	1.61	1.63	1.82	1.01
1986 *	1.00	1.23	1.33	1.98	1.64	1.69	1.81	1.03
1984	1.00	1.31	1.39	2.04	1.73	1.78	1.81	1.05
1982	1.00	1.36	1.45	2.09	n.a.	1.82	1.88	1.10
1980	1.00	1.32	1.42	2.05	n.a.	1.77	1.87	1.11
1978	1.00	1.28	1.38	1.95	n.a.	1.69	1.86	1.12
1976	1.00	1.23	1.36	1.92	n.a.	1.65	1.92	1.16
1974	1.00	1.23	1.36	1.96	n.a.	1.66	2.00	1.22
1972	1.00	1.22	1.35	1.90	n.a.	1.67	2.04	1.22
1970	1.00	1.24	1.35	1.96	n.a.	1.70	2.10	1.25
1968	1.00	1.26	1.38	2.06	n.a.	1.76	2.17	1.28
1966	1.00	1.28	1.43	2.17	n.a.	1.82	2.17	1.28
1964	1.00	1.32	n.a.	2.14	n.a.	1.84	2.09	1.28
1962	1.00	1.34	n.a.	2.15	n.a.	1.86	n.a.	n.a.
	PERCENT INCREASE FROM PREVIOUS YEAR							
1998 **	2.4%	7.0%	6.4%	5.2%	6.8%	3.6%	4.1%	1.5%
1997 **	2.2%	1.8%	10.2%	2.1%	2.2%	2.6%	3.5%	3.0%
1996	2.3%	1.8%	2.4%	2.5%	1.7%	1.6%	3.3%	1.7%
1995	2.8%	3.9%	2.0%	0.6%	4.1%	6.0%	4.2%	3.1%
1994	2.2%	2.7%	3.6%	-5.9%	-0.2%	1.9%	2.5%	2.9%
1992	3.2%	2.0%	2.6%	7.0%	6.6%	4.1%	2.5%	3.7%
1990	5.8%	4.0%	3.1%	3.3%	4.5%	4.4%	6.0%	5.9%
1988 *	5.5%	3.0%	3.5%	6.2%	3.4%	3.0%	4.8%	3.1%
1986 *	7.2%	3.7%	5.7%	5.0%	4.8%	4.1%	7.0%	6.6%
1984	6.9%	5.0%	5.4%	5.8%	n.a.	6.2%	4.2%	4.5%
1982	9.1%	9.0%	8.8%	9.0%	n.a.	9.9%	8.5%	7.8%
1980	7.5%	9.4%	8.0%	11.4%	n.a.	9.6%	6.7%	7.2%
1978	6.4%	9.5%	8.7%	8.9%	n.a.	8.6%	4.8%	1.3%
1976	7.7%	6.7%	7.0%	7.3%	n.a.	6.7%	6.6%	5.0%
1974	5.9%	6.5%	6.0%	7.8%	n.a.	5.3%	5.4%	4.8%
1972	4.7%	4.4%	4.2%	5.0%	n.a.	4.0%	3.1%	3.5%
1970	8.6%	6.6%	6.6%	6.3%	n.a.	5.8%	5.8%	6.9%
1968	8.7%	5.5%	4.5%	6.0%	n.a.	5.4%	7.3%	10.5%
1966	4.7%	2.5%	n.a.	3.0%	n.a.	3.6%	6.8%	5.1%
1964	4.6%	3.1%	n.a.	4.2%	n.a.	2.7%	5.9%	2.7%
1962	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

Sources: U.S. Department of Labor, *Handbook of Labor Statistics*, June 1995. U.S. Department of Labor, *National Survey of Professional, Administrative, Technical and Clerical Pay*, various editions. American Association of University Professors, "Economic Status of the Profession," *Academe*, various editions. U.S. Department of Labor, *Employment and Earnings*, various years, January issues. American Federation of Teachers annual survey of state departments of education.

# Figure II-7

## Average Teacher Salary in 1998 Falls Short of Earnings in Other Professions

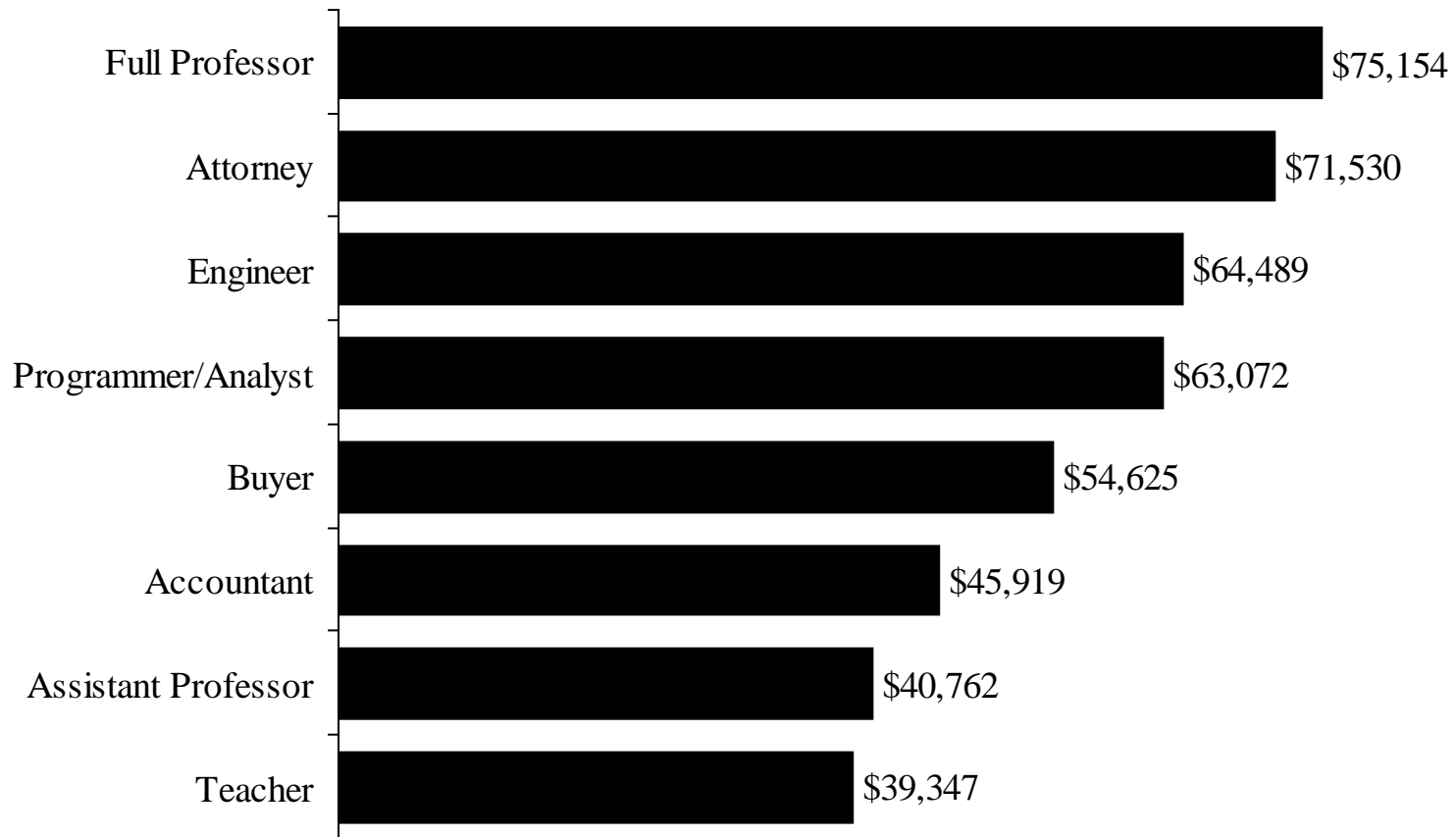
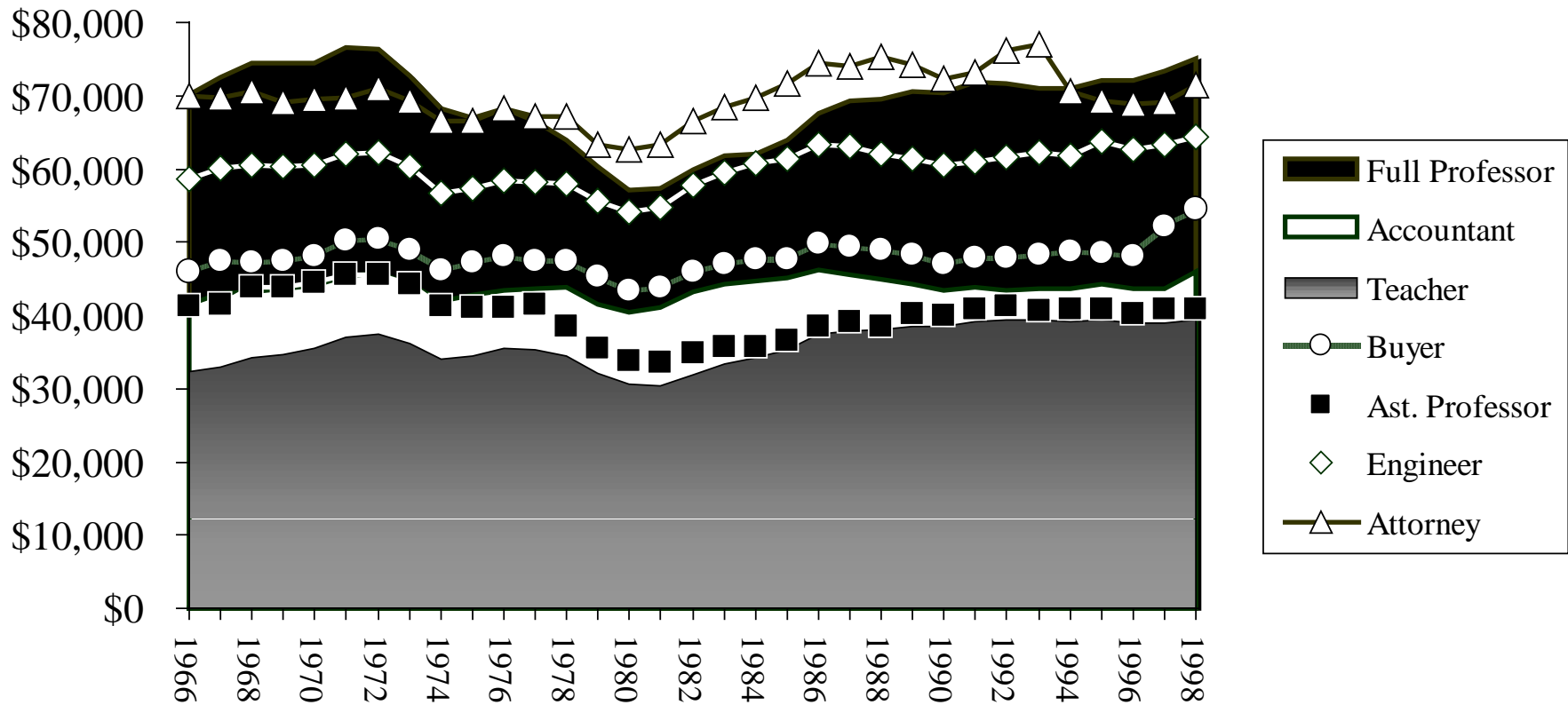


Figure II-8  
Trends in the Average Annual Salaries of Teachers and Selected White-Collar Occupations (\$=1998)



**TABLE II-6**

**SALARIES OR EARNINGS OF EDUCATION PERSONNEL, 1975-76 to 1997-98**

	1975-76	1980-81	1985-86	1990-91	1995-96	1996-97	1997-98	1975-76 to 1997-98
Teachers-Average*	\$12,437	\$17,678	\$25,276	\$32,880	\$37,594	\$38,415	\$39,347	\$27,686
Teachers-Beginning*	8,611	11,676	16,692	21,481	24,285	25,015	25,735	17,743
Superintendents	32,527	43,001	60,707	79,874	94,259	98,106	101,519	68,992
H.S. Principals	23,306	32,231	43,793	59,106	69,277	72,410	74,380	51,074
Secretaries								
Central Office	7,929	11,568	16,383	21,303	24,809	25,709	26,316	18,387
School Building	6,521	9,357	13,233	16,953	20,076	20,709	21,215	14,694
Hourly Workers								
Instructional Aides	2.92	4.48	6.20	\$8	9.04	9.25	9.46	6.54
Custodians	3.78	5.35	7.28	\$9	10.35	10.65	10.79	7.01
Cafeteria Workers	2.83	4.17	5.76	\$7	8.15	8.30	8.56	5.73
Bus Drivers	\$4.04	\$5.75	\$7.72	\$9.52	\$11.04	\$11.50	\$11.55	\$7.51
<b>PERCENT INCREASE FROM PREVIOUS YEAR</b>								
Teachers-Average*	8.1%	11.1%	7.2%	5.0%	2.2%	2.2%	2.4%	216.4%
Teachers-Beginning*	6.9%	9.6%	7.8%	4.9%	1.2%	3.0%	2.9%	198.9%
Superintendents	7.0%	9.3%	6.6%	5.9%	4.5%	4.1%	3.5%	201.6%
H.S. Principals	1.8%	10.4%	4.0%	6.1%	1.8%	4.5%	2.7%	210.7%
Secretaries								
Central Office	8.3%	12.0%	6.8%	6.3%	3.7%	3.6%	2.4%	224.2%
School Building	7.9%	12.1%	5.8%	4.8%	4.7%	3.2%	2.4%	217.6%
Hourly Workers								
Instructional Aides	0.3%	15.2%	5.3%	4.6%	3.1%	2.3%	2.3%	216.8%
Custodians	6.8%	9.6%	5.5%	6.0%	3.0%	2.9%	1.3%	181.7%
Cafeteria Workers	8.4%	10.3%	6.3%	6.2%	3.3%	1.8%	3.1%	193.3%
Bus Drivers	7.7%	10.4%	6.2%	3.4%	3.3%	4.2%	0.4%	184.7%
<b>1998 DOLLARS</b>								
Teachers-Average*	\$35,024	\$30,824	\$37,491	\$39,079	\$38,850	\$39,034	\$39,347	\$5,194
Teachers-Beginning*	24,250	20,358	24,759	25,604	25,100	25,418	25,735	1,623
Superintendents	91,601	74,977	90,044	94,934	97,409	99,687	101,519	8,086
H.S. Principals	65,633	56,199	64,956	70,250	71,592	73,577	74,380	7,944
Secretaries								
Central Office	22,329	20,170	24,300	25,320	25,638	26,123	26,316	3,794
School Building	18,364	16,315	19,628	20,149	20,747	21,043	21,215	2,679
Hourly Workers								
Instructional Aides	8.22	7.81	9.20	9.23	9.34	9.40	9.46	1.18
Custodians	10.65	9.33	10.80	10.76	10.70	10.82	10.79	0.18
Cafeteria Workers	7.97	7.27	8.54	8.55	8.42	8.43	8.56	0.46
Bus Drivers	\$11.38	\$10.03	\$11.45	\$11.31	\$11.41	\$11.69	\$11.55	\$0.31

\*Years prior to 1990 data are from Education Research Service.

Sources: Educational Research Service, *Salaries Paid Professional Personnel in Public Schools*, various years and *Wages and Salaries Paid Support Personnel in Public Schools*, ERS: Reston, Va., various years. American Federation of Teachers annual survey of state departments of education.

**TABLE II-7**

**RECENT TRENDS IN HEALTH CARE COSTS FOR  
EMPLOYEES AND EMPLOYERS**

	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96	1996-97	1997-98
<b>EMPLOYER COSTS</b>								
<i>Percent of Total Compensation for Health Insurance</i>								
Education Employees*	7.3%	8.0%	8.3%	8.2%	7.7%	7.7%	6.7%	7.8%
Teachers**	n.a.	6.7%	7.1%	6.9%	6.4%	6.4%	6.2%	6.2%
Professionals	5.9%	6.3%	6.6%	6.8%	6.3%	6.1%	5.6%	5.6%
All Workers	6.7%	7.1%	7.4%	7.5%	7.0%	6.8%	6.4%	6.3%
<b>EDUCATION EMPLOYEE COSTS</b>								
<i>Annual Premiums Paid By Employees*</i>								
All Plans								
Individual	\$324	n.a.	\$406	n.a.	\$428			
Family	\$1,710	n.a.	\$2,018	n.a.	\$2,097			
HMO Plans								
Individual	\$220	n.a.	\$333	n.a.	\$365			
Family	\$1,806	n.a.	\$1,804	n.a.	\$2,055			
Fee-For-Service Plans								
Individual	\$243	n.a.	\$426	n.a.	\$456			
Family	\$1,689	n.a.	\$2,082	n.a.	\$1,989			

\*Includes all employees in K-12 schools and higher education.

\*\*Teachers in K-12 education.

Sources: U.S. Department of Labor, "Employer Cost for Employee Compensation," March 1994 to 1997. U.S. Department of Labor, "Employee Benefits in State and Local Government," Feb. 1992; July 1994; and May 1996.

### **III. Beginning Teacher Salaries and the Hot College Job Market**

#### **Introduction**

In the first half of the 1990s, the supply and demand for new teachers was balanced. Then, a substitute teacher shortage emerged. Stories of rampant out-of-field teaching and districts issuing emergency teaching credentials soon followed. Now, as the century closes, a broad-based teacher shortage is imminent.

Three main factors are at the root of this shortage. The first is the strong market for college graduates in the late 1990s—in contrast to a depressed market in the first half of the decade. College graduates are choosing careers that pay more than teaching. The other two factors are both demographic. The first is a rapidly aging teaching force. A greater percentage of teachers are reaching retirement age than at any point since World War II. The second is increasing enrollments—the result of what demographers call the “baby boomlet.”

In this section, we present beginning teacher salary data for the 50 states as well as data on the economic and demographic trends that contribute to the high demand for new teachers.

#### **Highlights—Beginning Teacher Salaries**

- The average beginning teacher salary of \$25,735 in 1997-98 rose 2.9 percent from the previous year compared to the average salary increase for all teachers of 2.4 percent. See Table III-1.
- Louisiana reported the largest increase in beginning teacher salaries, although at least some of the 10.8 percent increase is attributable to a one-time allotment from the state to help boost teacher pay. Only New York and the Virgin Islands reported increases of more than 5 percent. See Table III-1.
- Washington and Oklahoma both reported slight declines in the average salaries for beginning teachers. Fourteen states reported that the salaries for new teachers did not keep pace with inflation in 1997-98. See Table III-1.
- Twenty-eight states reported larger increases for beginning teacher salaries than they reported for the increase in the average salary of all teachers. See Table III-1.
- Alaska reported the highest salary for beginning teachers, \$33,162. North Dakota reported the lowest, \$19,146. Texas reported the median beginning salary, \$24,736. See Table III-1.
- Alaska and New York reported starting salaries that exceeded \$30,000. Five other states reported starting salaries that were between \$28,000 and \$30,000. See Table III-1.
- Only one state, North Dakota, reported an average beginning teacher salary under \$20,000. Eight states reported beginning salaries under \$22,000. See Table III-1.

## Highlights–Demographic Trends

- More teachers are approaching retirement. Large numbers of teachers were hired during the baby-boom enrollment surge of the 1960s. Those teachers who stayed in the profession for their entire career are now anticipating retirement as evidenced by the growing percentage of teachers over the age of 50 and with at least 20 years of experience. See Figure III-1.
- Strong enrollment growth has created demand for additional teaching positions. After a decade of enrollment decreases beginning in the early 1970s, enrollment in public schools started to grow again in 1982. Since 1992, enrollment has grown at almost the same rate as during the baby-boom years of the 1960s. See Figure III-2.
- The number of teaching positions grew at a faster rate than enrollment during the 1970s and 1980s. Much of the new hiring occurred in order to meet new special education mandates. Beginning in 1992, however, the growth in teaching positions began to coincide with enrollment growth. Limits on education spending and cuts in special education budgets enacted by fiscally conservative governors and state legislatures curbed the growth rate of the teaching force and exacerbated the shortage of teachers, especially in the special education field. See Figure III-2.

## Highlights–The Job Market for College Graduates

- In the early 1990s, corporate downsizing contributed to a poor job market for new college graduates. New teacher salaries increased at two or three times the rate of the salary offers for new college graduates. Beginning in 1995, however, unemployment fell, and the labor market for new college graduates got red hot. During the past four years, salary offers for college graduates in all fields have grown at twice the rate as those for new teachers. In 1998, new college graduates received average salary offers in excess of \$35,500 compared to an average beginning teacher salary of \$25,735. See Figure III-3 and Table III-2.
- Between 1990 and 1995, the growth in beginning teacher salaries outpaced beginning salaries in fields requiring similar educational credentials. Since 1995, however, teacher salaries increased just 8 percent, the slowest rate of any field. Salaries in all other fields except chemistry and sales/marketing grew at least twice as fast as teaching. Over the entire decade, teacher salaries increased at about the same rate as pay for liberal arts graduates, but beginning teaching salaries lost ground to beginning salaries in engineering, business administration, math/statistics and computer science. See Figure III-4.
- The plans of college freshmen to become teachers, a common measure of new teacher supply, correlates strongly with job availability. Throughout most of the 1990s, the percentage of college freshmen planning teaching careers has hovered near 10 percent, down from the 1960s and early 1970s when more than 20 percent of college freshmen planned to pursue teaching careers, and up slightly from the 1980s. In 1998, this figure dropped to 7.9 percent due to a declining interest in teaching at the high school level. See Figure III-5.

## Technical Notes

**Beginning Teacher Salary Trends.** The trend data in Table III-2 use annual information collected by the Educational Research Service that is compiled by AFT to create a 23-year series.

**New Hires Entering Teaching for the First Time.** State-by-state figures should not be considered exact. Even though the Schools and Staffing Survey (SASS) includes more than 50,000 public school teachers with larger samples in smaller states, some sampling error should be expected, especially in small states.

**Anticipated Teacher Retirement.** The Schools and Staffing Survey asked teachers what they expected to do during the next school year, and retirement was anticipated by 1.15 percent of the teachers in 1993-94. While a retirement rate of about 1 percent may appear low to some, the low figure probably shows that most teachers leave teaching prior to retirement for reasons including working in another profession, family care, and promotion to non-teaching positions in education. Although the SASS retirement figures reflect anticipated retirement rather than actual retirement rates, it has not been established if anticipated retirement underestimates or overestimates actual retirement rates.

TABLE III-1

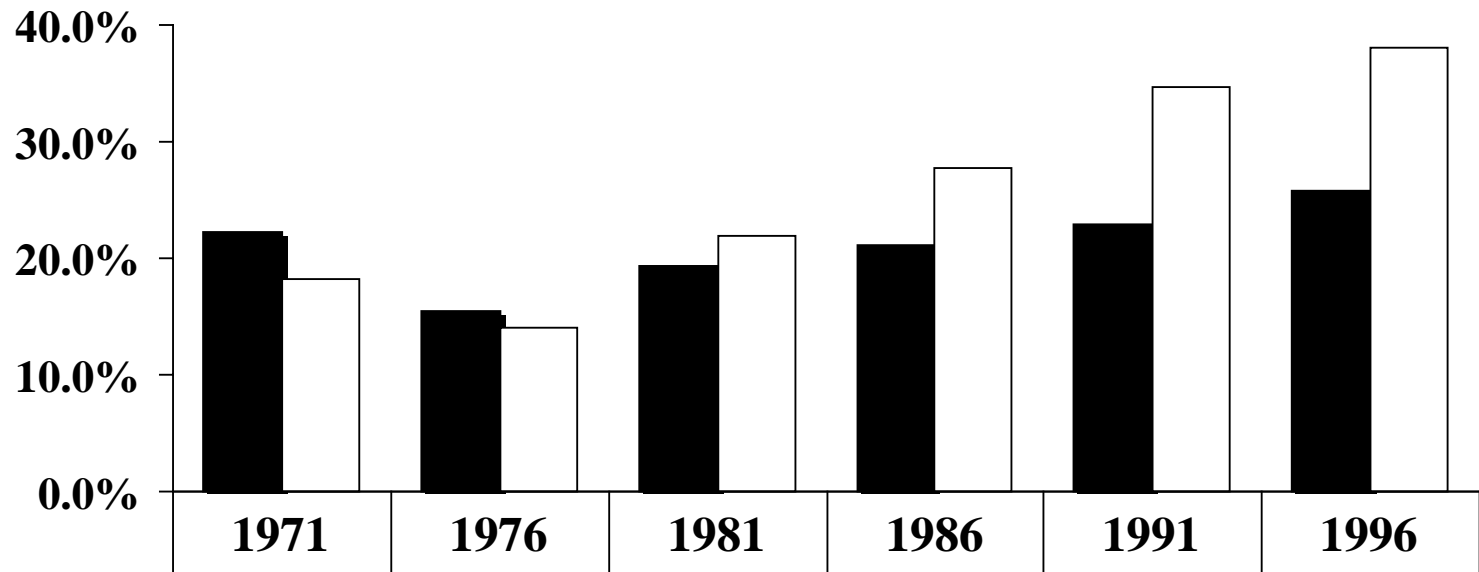
## ACTUAL AVERAGE BEGINNING BA TEACHER SALARIES, 1996-97 AND 1997-98

State	Beginning Salary 1997-98	Average Salary 1997-98	Beginning To Average Salary Ratio	Beginning Salary 1996-97	Increase in:	
					Beginning Salary	Average Salary
1 Alaska	\$33,162	\$48,275	68.7%	\$32,502	2.0%	0.0%
2 New York	30,204 c	48,712 c	62.0%	28,749 c	5.1%	-0.2%
3 Pennsylvania	29,581	47,542	62.2%	29,426	0.5%	2.3%
4 Connecticut	29,506	51,727	57.0%	29,154	1.2%	0.5%
5 Nevada	28,641	40,572 e	70.6%	28,538	0.4%	3.2%
6 New Jersey	28,319	50,284	56.3%	28,039	1.0%	2.1%
7 Illinois	28,183 e	43,707 e	64.5%	27,210 e	3.6%	3.5%
9 California	27,852	44,585	62.5%	26,684	4.4%	1.7%
8 Alabama	27,388	32,799	83.5%	27,107	1.0%	3.7%
10 Massachusetts	27,238 b	44,285 b	61.5%	26,445 b	3.0%	2.5%
11 D.C.	27,234 b	44,746 b	60.9%	25,937 b	5.0%	0.0%
12 Michigan	27,064 b	48,361 b	56.0%	26,404 b	2.5%	2.0%
13 Maryland	27,010 f	41,404 f	65.2%	26,548 f	1.7%	0.2%
14 Hawaii	26,744	36,598 b	73.1%	25,965	3.0%	2.9%
15 Georgia	26,706 b	37,412	71.4%	25,434 b	5.0%	5.3%
16 Rhode Island	26,300 b	44,506 b	59.1%	25,450 b	3.3%	3.0%
17 Minnesota	26,266 b	39,104 b	67.2%	25,600 b	2.6%	3.0%
18 Oregon	26,098 e	42,301 e	61.7%	25,373 e	2.9%	3.5%
19 Delaware	25,493	42,439	60.1%	24,349	4.7%	2.2%
20 Virginia	25,272 f	37,024 f	68.3%	24,774 f	2.0%	3.8%
21 Florida	25,266	34,473	73.3%	24,736	2.1%	1.7%
22 Vermont	25,183 b	36,299	69.4%	24,934 b	1.0%	1.5%
23 Arizona	24,917 b	34,071 b	73.1%	24,286	2.6%	1.1%
24 Colorado	24,867	37,240	66.8%	24,199	2.8%	2.6%
25 Texas	24,736	33,537	73.8%	24,079	2.7%	3.3%
26 Indiana	24,716	39,752	62.2%	24,266	1.9%	2.8%
27 Missouri	24,125 a,f	34,001 a,f	71.0%	23,400 a,f	3.1%	2.5%
28 Wisconsin	24,077 f	38,179 f	63.1%	23,619 f	1.9%	2.5%
29 New Hampshire	23,927 b	36,663	65.3%	23,690 b	1.0%	0.7%
30 Washington	23,860	38,755 a	61.6%	23,933	-0.3%	0.0%
31 Oklahoma	23,676	30,940	76.5%	23,842	-0.7%	3.5%
32 Kentucky	23,536 f	34,453 f	68.3%	23,015 f	2.3%	2.6%
33 South Carolina	23,427	33,608	69.7%	22,794	2.8%	3.3%
34 New Mexico	23,297 b	30,309 b	76.9%	22,840	2.0%	1.5%
35 Louisiana	22,843	30,090	75.9%	20,615	10.8%	5.8%
36 Ohio	22,535	39,099	57.6%	22,146	1.8%	2.3%
37 West Virginia	22,529 f	33,396 f	67.5%	22,278 f	1.1%	3.4%
38 Iowa	22,475	34,084	65.9%	21,884	2.7%	2.8%
39 Kansas	22,445 d	33,800 d	66.4%	21,909 d	2.4%	2.2%
40 Utah	22,241	32,981 a	67.4%	21,475	3.6%	2.4%
41 Wyoming	22,230 b	32,022	69.4%	22,010 b	1.0%	0.5%
42 North Carolina	22,150	33,123	66.9%	21,330	3.8%	2.5%
43 Tennessee	22,140 f	34,584 f	64.0%	21,705 f	2.0%	3.4%
44 Nebraska	21,949	32,668	67.2%	21,189	3.6%	0.9%
45 Maine	21,554	34,349	62.8%	20,972	2.8%	2.5%
46 Montana	21,045 b	30,617	68.7%	20,592 b	2.2%	2.0%
47 Arkansas	21,000	32,119 a,f	65.4%	21,000	0.0%	3.4%
48 Mississippi	20,630	28,691	71.9%	20,150	2.4%	-0.1%
49 South Dakota	20,340	27,839	73.1%	19,412	4.8%	2.8%
50 Idaho	20,248 b	32,834	61.7%	20,006	1.2%	3.0%
51 North Dakota	19,146	28,231	67.8%	18,889	1.4%	2.8%
U.S. Average	\$25,735	\$39,347	65.4%	\$25,015	2.9%	2.4%
Guam	\$26,197	\$33,854	77.4%	\$26,197	0.0%	0.0%
Puerto Rico	\$18,000	\$24,000	75.0%	\$18,000	0.0%	0.0%
Virgin Islands	\$21,913	\$33,216	66.0%	\$20,226	8.3%	0.0%

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.

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

Figure III-1  
Teacher Age and Experience Trends



■ Over Age 50	22.3%	15.5%	19.4%	21.2%	22.9%	25.8%
□ Over 20 Years of Experience	18.3%	14.1%	21.9%	27.7%	34.7%	38.1%

# Figure III-2

## Teacher and Enrollment Trends and Plans of College Freshmen to Teach

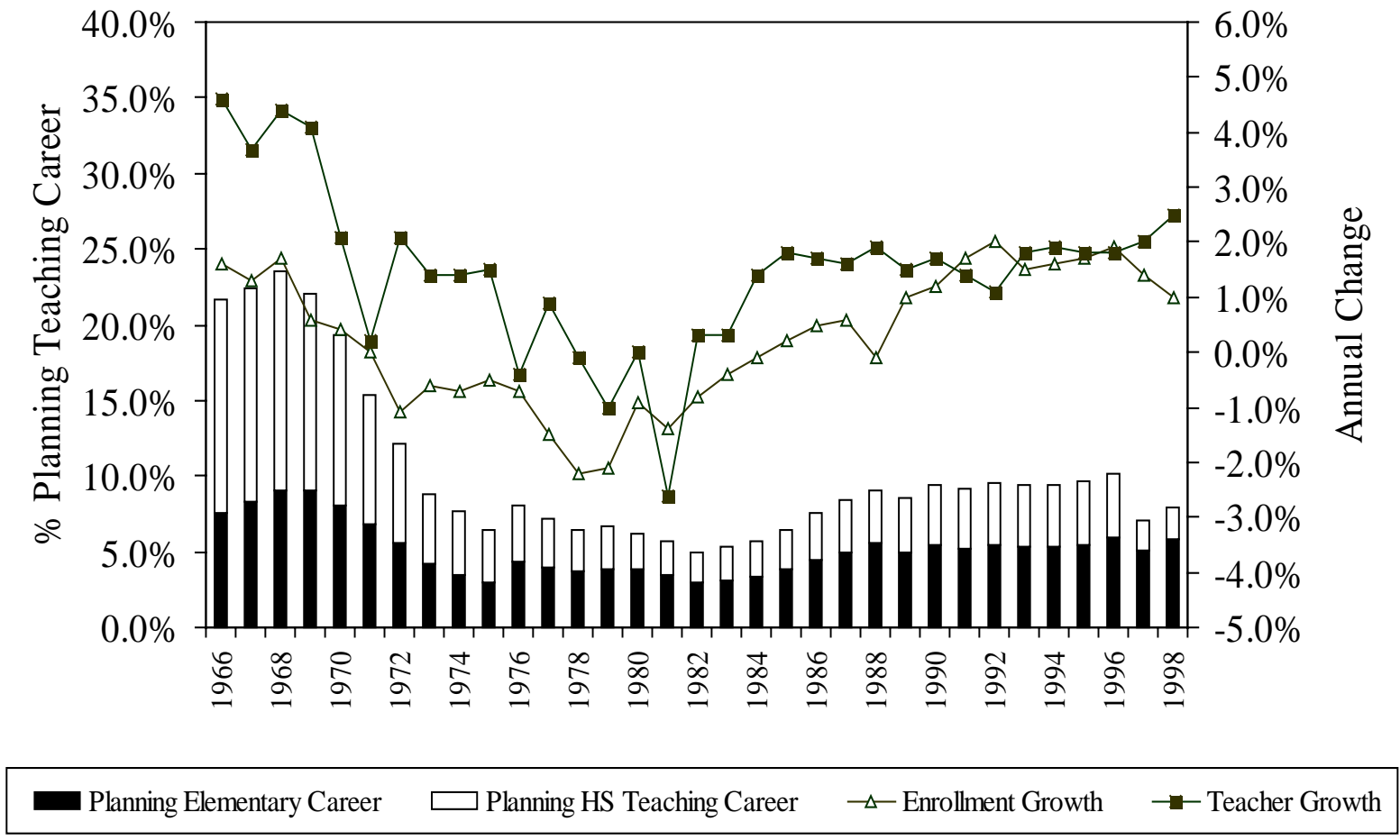


Table III-2

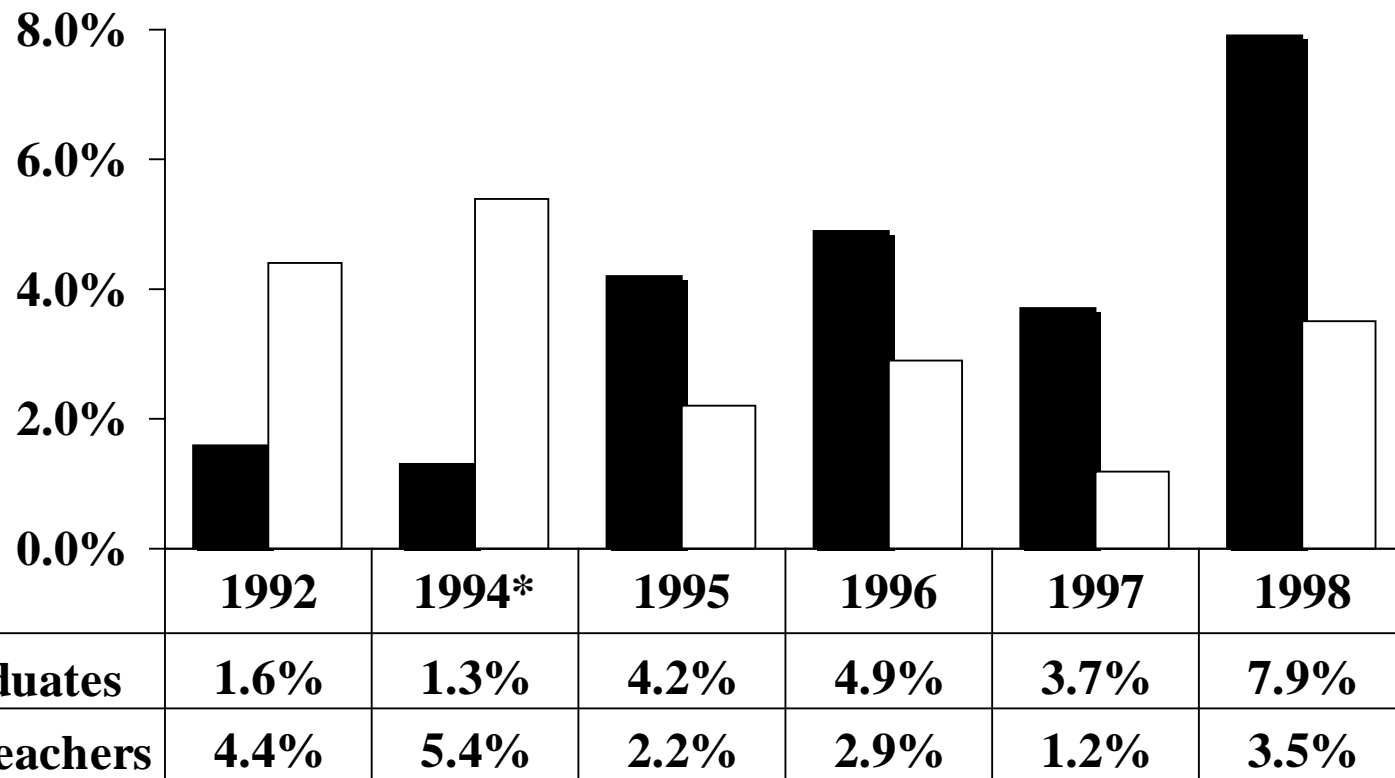
**BEGINNING TEACHER SALARIES AND JOB OFFERS FOR NEW COLLEGE GRADUATES**

	1991	1992	1994	1995	1996	1997	1998
<b>College Graduates</b>							
Average Salary Offer	\$28,209	\$28,688	\$29,029	\$30,236	\$31,721	\$32,909	\$35,524
Annual Change		1.6%	1.3% *	4.2%	4.9%	3.7%	7.9%
Change 1991 to 1994			2.9% *				
Change 1994 to 1998							22.4%
<b>Beginning Teachers</b>							
Average Salary Offer	\$21,481	\$22,171	\$23,231	\$23,997	\$24,285	\$25,015	\$25,735
Annual Change		3.2%	4.8% *	3.3%	1.2%	3.0%	2.9%
Change 1991 to 1994			8.1%				
Change 1994 to 1998							10.8%
<b>Beginning Teacher to College Grad Salary Ratio</b>							
	0.76	0.77	0.80	0.79	0.77	0.76	0.72

\*This represents a two-year change--1992 to 1994. Data for 1993 are unavailable.

Sources: AFT calculations from College Placement Council. American Federation of Teachers, annual survey of state departments of education.

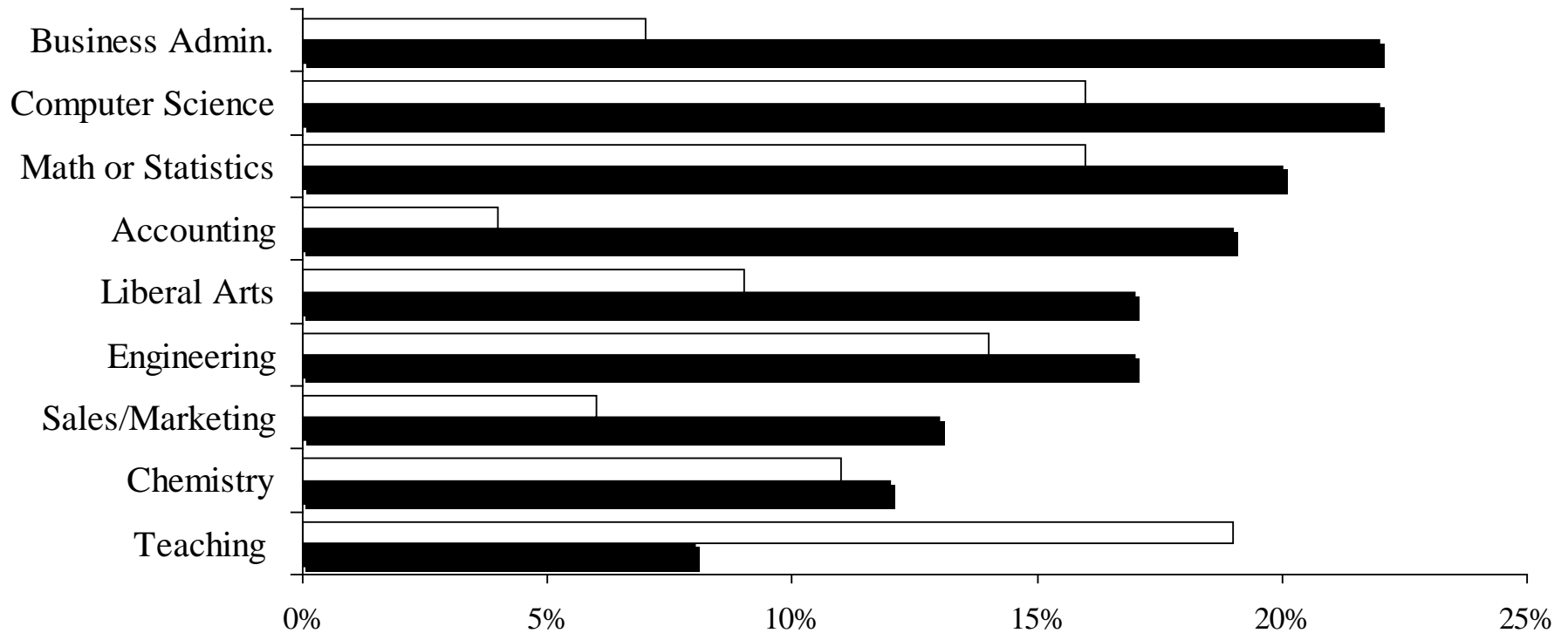
**Figure III-3**  
**Annual Change in Salary of New College Graduates**  
**Compared to Beginning Teachers**



\*Reflects a two-year change--1992 to 1994.

# Figure III-4

## Changes in New Teacher Salaries Compared to Salary Offers in Other Fields



	Teaching	Chemistry	Sales/Marketing	Engineering	Liberal Arts	Accounting	Math or Statistics	Computer Science	Business Admin.
□ 90-95	19%	11%	6%	14%	9%	4%	16%	16%	7%
■ 95-98	8%	12%	13%	17%	17%	19%	20%	22%	22%

**TABLE III-3**

**BEGINNING TEACHER SALARIES AND EXPECTED SALARIES OF COLLEGE GRADUATES TO BE HIRED IN SPRING**

	1972	1974	1976	1978	1980	1982	1984	1986	1988	1990	1992	1994	1996	1997	1998
Teaching*	\$6,970	\$7,528	\$8,611	\$9,515	\$10,657	\$12,595	\$14,278	\$16,692	\$18,657	\$20,529	\$22,171	\$23,231	\$24,285	\$25,015	\$25,735
Engineering	10,608	11,556	13,980	16,680	20,136	25,128	26,844	28,512	29,820	32,304	35,064	35,736	38,481	40,020	42,862
Accounting	10,356	11,040	12,396	13,464	15,720	18,876	20,172	21,216	24,324	27,408	28,440	28,860	29,960	30,919	33,702
Sales/Marketing	8,904	9,864	11,316	12,636	15,936	18,072	19,620	20,688	22,848	27,828	27,144	28,452	30,714	31,973	33,252
Business Admin.	8,568	9,000	10,224	12,048	14,100	17,940	19,416	21,324	22,920	26,496	27,024	27,768	30,140	32,522	34,831
Liberal Arts	8,328	8,892	10,020	11,400	13,296	16,956	19,344	21,060	22,596	26,244	26,472	27,852	29,979	30,896	33,600
Chemistry	9,840	10,200	11,928	14,700	17,124	21,552	24,192	24,264	25,692	29,088	30,048	30,960	33,938	38,418	36,036
Math or Statistics	9,276	10,680	12,384	13,632	17,604	20,892	22,416	23,976	26,112	28,944	28,944	31,392	33,279	35,609	40,523
Economics/Finance	9,240	10,176	10,644	12,072	14,472	18,564	20,484	22,284	23,136	26,712	27,072	29,484	31,754	33,755	36,658
Computer Sciences	n.a.	\$9,672	n.a.	\$14,160	\$17,712	\$22,068	\$24,864	\$26,172	\$27,372	\$29,100	\$31,488	\$31,728	\$35,481	\$36,865	\$40,920

**1998 Dollars**

	1972	1974	1976	1978	1980	1982	1984	1986	1988	1990	1992	1994	1996	1997	1998
Teaching	\$26,880	\$23,773	\$24,250	\$23,036	\$20,240	\$21,151	\$22,224	\$24,759	\$25,377	\$25,147	\$25,608	\$25,435	\$25,097	\$25,418	\$25,735
Engineering	40,909	36,494	39,370	40,382	38,242	42,198	41,783	42,291	40,560	39,571	40,500	39,126	39,767	40,665	42,862
Accounting	39,938	34,864	34,909	32,596	29,855	31,699	31,398	31,469	33,085	33,574	32,849	31,598	30,961	31,417	33,702
Sales/Marketing	34,338	31,150	31,868	30,591	30,265	30,348	30,539	30,686	31,077	34,088	31,352	31,151	31,740	32,488	33,252
Business Admin.	33,042	28,422	28,792	29,168	26,779	30,127	30,221	31,629	31,175	32,457	31,214	30,402	31,148	33,046	34,831
Liberal Arts	32,117	28,081	28,218	27,599	25,252	28,474	30,109	31,237	30,734	32,148	30,576	30,494	30,981	31,394	33,600
Chemistry	37,948	32,212	33,591	35,588	32,522	36,192	37,655	35,990	34,945	35,632	34,707	33,897	35,072	39,037	36,036
Math or Statistics	35,773	33,727	34,875	33,003	33,433	35,084	34,891	35,563	35,517	35,455	33,431	34,370	34,392	36,183	40,523
Economics/Finance	35,634	32,136	29,975	29,226	27,485	31,175	31,883	33,053	31,469	32,721	31,269	32,281	32,815	34,299	36,658
Computer Sciences	n.a.	\$30,544	n.a.	\$34,281	\$33,638	\$37,059	\$38,701	\$38,820	\$37,230	\$35,646	\$36,370	\$34,738	\$36,667	\$37,459	\$40,920

\*Beginning teacher salaries prior to 1990 are from ERS; beginning teacher salaries after 1990 are from AFT survey.

Sources: Victor Lindquist, "The Northwestern Endicott Report," Northwestern University: Evanston, Ill., editions since 1973. National Association of Colleges and Employers, "Salary Survey" September 1995, 1996 and 1997. Educational Research Service, "Salaries Paid Professional Personnel in Public Schools," editions since 1973-74. American Federation of Teachers, annual survey of state departments of education.

(Table III-3 Continued)

**RATIO OF EXPECTED SALARIES OF COLLEGE GRADUATES TO BE HIRED TO BEGINNING TEACHERS SALARIES**

	1972	1974	1976	1978	1980	1982	1984	1986	1988	1990	1992	1994	1996	1997	1998
Teaching	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Engineering	66%	65%	62%	57%	53%	50%	53%	59%	63%	64%	63%	65%	63%	63%	60%
Accounting	67%	68%	69%	71%	68%	67%	71%	79%	77%	75%	78%	80%	81%	81%	76%
Sales/Marketing	78%	76%	76%	75%	67%	70%	73%	81%	82%	74%	82%	82%	79%	78%	77%
Business Admin.	81%	84%	84%	79%	76%	70%	74%	78%	81%	77%	82%	84%	81%	77%	74%
Liberal Arts	84%	85%	86%	83%	80%	74%	74%	79%	83%	78%	84%	83%	81%	81%	77%
Chemistry	71%	74%	72%	65%	62%	58%	59%	69%	73%	71%	74%	75%	72%	65%	71%
Math or Statistics	75%	70%	70%	70%	61%	60%	64%	70%	71%	71%	77%	74%	73%	70%	64%
Economics/Finance	75%	74%	81%	79%	74%	68%	70%	75%	81%	77%	82%	79%	76%	74%	70%
Computer Sciences	n.a.	n.a.	n.a.	67%	60%	57%	57%	64%	68%	71%	70%	73%	68%	68%	63%

**ANNUAL PERCENT INCREASE IN BEGINNING TEACHER SALARIES AND EXPECTED SALARIES OF COLLEGE GRADUATES**

	1972	1974	1976	1978	1980	1982	1984	1986	1988	1990	1992	1994	1996	1997	1998
Teaching	n.a.	8.0%	6.9%	4.7%	5.9%	7.9%	5.5%	7.8%	5.6%	4.9%	2.0%	-0.2%	-0.7%	3.0%	2.9%
Engineering	n.a.	6.4%	9.7%	11.9%	10.1%	12.3%	4.0%	6.1%	3.1%	5.6%	2.1%	3.1%	4.9%	4.0%	7.1%
Accounting	n.a.	2.0%	4.3%	5.2%	6.6%	11.2%	3.6%	2.9%	5.8%	3.2%	0.2%	-0.7%	5.5%	3.2%	9.0%
Sales/Marketing	n.a.	2.2%	9.4%	7.7%	21.7%	4.9%	5.2%	0.3%	12.9%	8.8%	0.7%	4.9%	4.5%	4.1%	4.0%
Business Admin.	n.a.	3.9%	4.7%	13.2%	4.7%	10.7%	4.6%	7.2%	4.3%	8.7%	3.1%	0.1%	6.0%	7.9%	7.1%
Liberal Arts	n.a.	2.3%	7.6%	9.7%	4.3%	10.3%	5.9%	11.9%	10.2%	7.8%	1.4%	0.7%	4.4%	3.1%	8.7%
Chemistry	n.a.	0.8%	7.1%	10.6%	8.3%	10.3%	8.3%	0.2%	-5.0%	2.1%	-5.9%	0.0%	5.1%	13.2%	-6.2%
Math or Statistics	n.a.	11.8%	4.0%	8.7%	21.7%	12.3%	3.3%	5.6%	2.2%	9.9%	-3.2%	5.4%	-1.2%	7.0%	13.8%
Economics/Finance	n.a.	7.3%	-3.1%	6.7%	10.7%	10.0%	3.8%	6.3%	5.2%	5.4%	-2.1%	2.6%	7.7%	6.3%	8.6%
Computer Sciences	n.a.	n.a.	n.a.	n.a.	14.8%	8.4%	7.1%	8.3%	4.2%	4.8%	-2.1%	0.5%	5.4%	3.9%	11.0%

\*Beginning teacher salaries prior to 1990 are from ERS; beginning teacher salaries after 1990 are from AFT survey.

Sources: Victor Lindquist, "The Northwestern Endicott Report," Northwestern University; Evanston, Ill., editions since 1973. National Association of Colleges and Employers, "Salary Survey" September 1995, 1996 and 1997. Educational Research Service, "Salaries Paid Professional Personnel in Public Schools," editions since 1973-74. American Federation of Teachers, annual survey of state departments of education.

# Figure III-5 Freshmen Career Plans and Relative Teacher Salary Trends in the 1990s

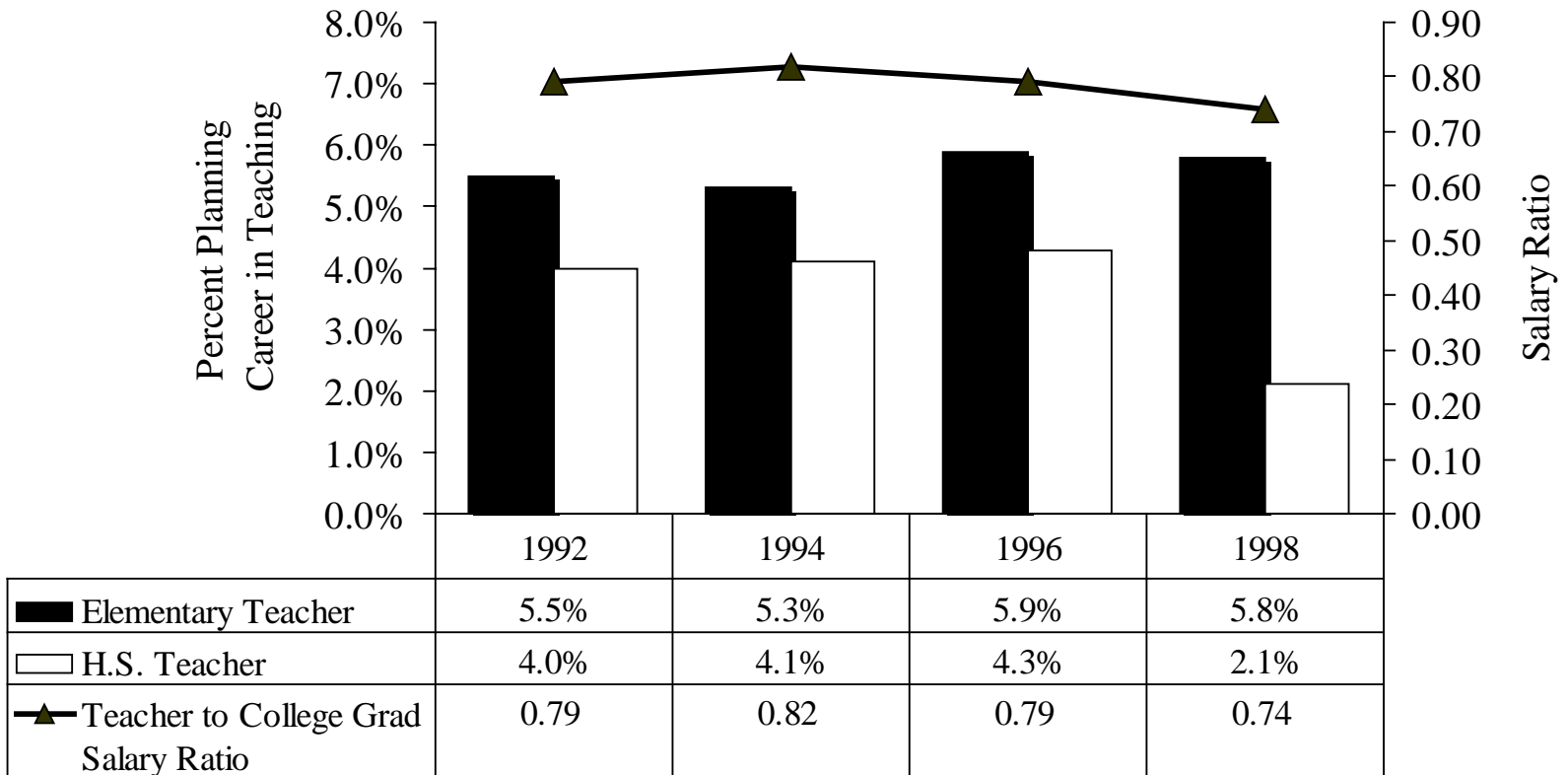
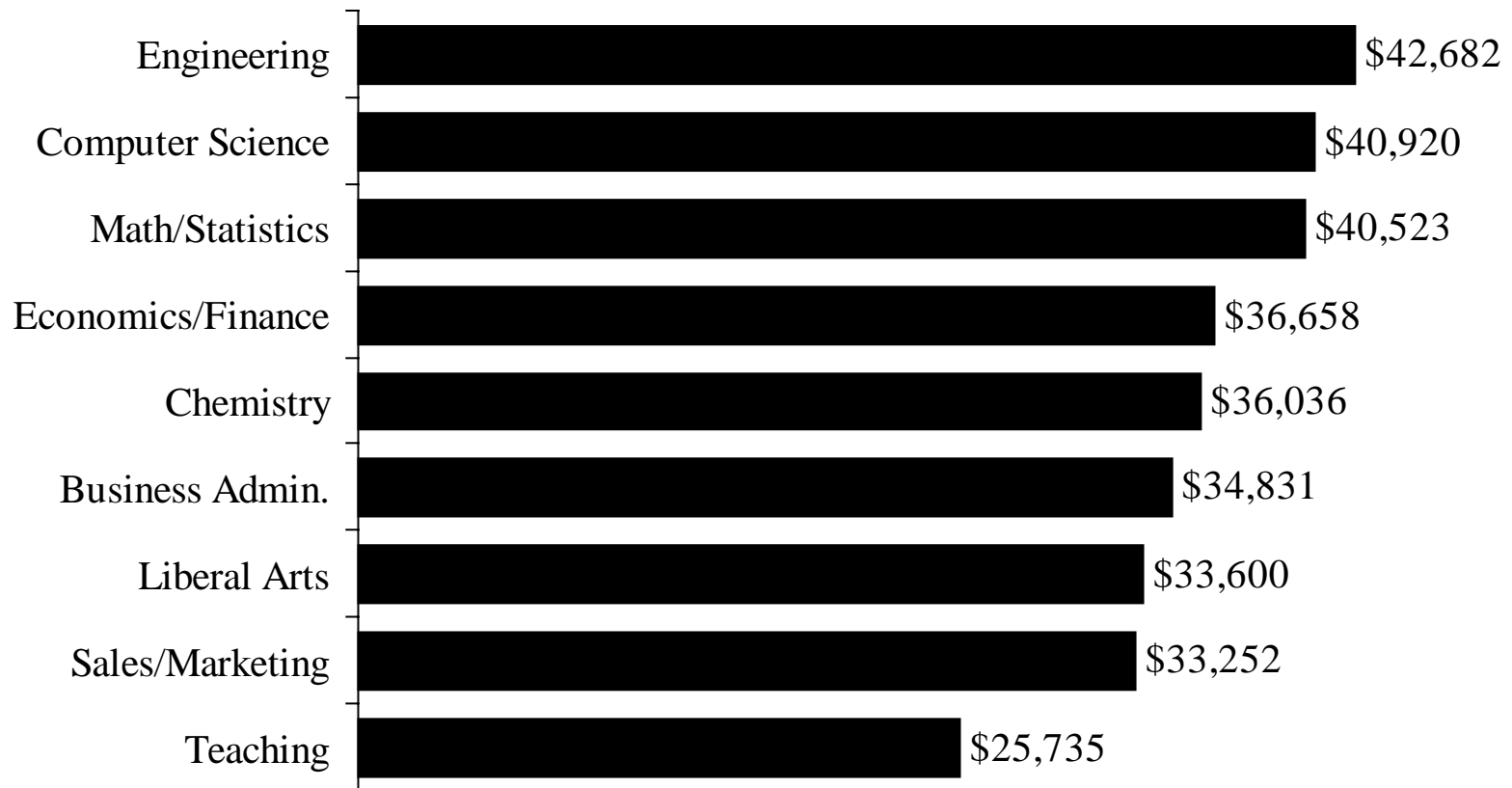


Figure III-6  
New Teacher Salaries Lag Behind Beginning  
Salaries in Other Occupations



## **IV. AFT Teacher Shortage Survey**

### **Introduction**

Beginning in the fall of 1998, reports of school districts facing teacher shortages began to appear in newspapers across the country, especially in large urban districts. To meet demand, school districts were adopting a variety of responses, including signing bonuses for new teachers and issuing emergency teaching credentials.

In order to determine the extent of this teacher shortage as well as determine how school districts were reacting to it, the AFT surveyed personnel officers in the school districts serving the nation's 200 largest school districts. The results of this survey are featured below.

### **Highlights—The Supply of Applicants for Teaching Positions**

- A teacher shortage clearly exists. More than two-thirds of respondents reported an insufficient supply of teacher applicants in 1998-99. About 30 percent indicated that there were sufficient applicants to meet demand, and just 3 percent indicated an oversupply of teachers. See Figure IV-1.
- One of the reasons for the teacher shortage is certainly the need to fill more positions. In 1998-99, the percent of new teaching positions in big cities exceeded the national average in 1993-94, as reported by the National Center for Education Statistics. The percentage of new teachers was slightly higher in districts reporting an insufficient supply of applicants than in those districts that indicated no shortage. Cities that reported insufficient applicants had to fill nearly 10 percent of teaching positions in 1998-99. See Figure IV-2.
- New college graduates made up the highest percentage of teachers hired for the first time by a particular school district. However, 37 percent of these new hires were experienced teachers transferring from another district. See Figure IV-3.
- Respondents reported that they had a more difficult task attracting qualified teachers in 1998-99 compared to 1995-96, before the college job market began to improve. Forty-one percent of respondents said that the ability to attract qualified teachers had declined. Only 21 percent reported an improvement. See Figure IV-4.
- Respondents indicated difficulty finding qualified substitute teachers. Ninety percent of respondents reported some or great difficulty meeting demand for substitutes. The news of a shortage of substitutes is an indicator that the teacher shortage will be with us for the foreseeable future. Substitutes have traditionally provided a pool from which permanent teachers were hired. A poor labor market for college graduates in the first half of the decade helped to postpone the substitute teacher shortage, but it is now here in full force. See Figure IV-5.

Figure IV-1  
Supply of Certified Applicants 1998-99

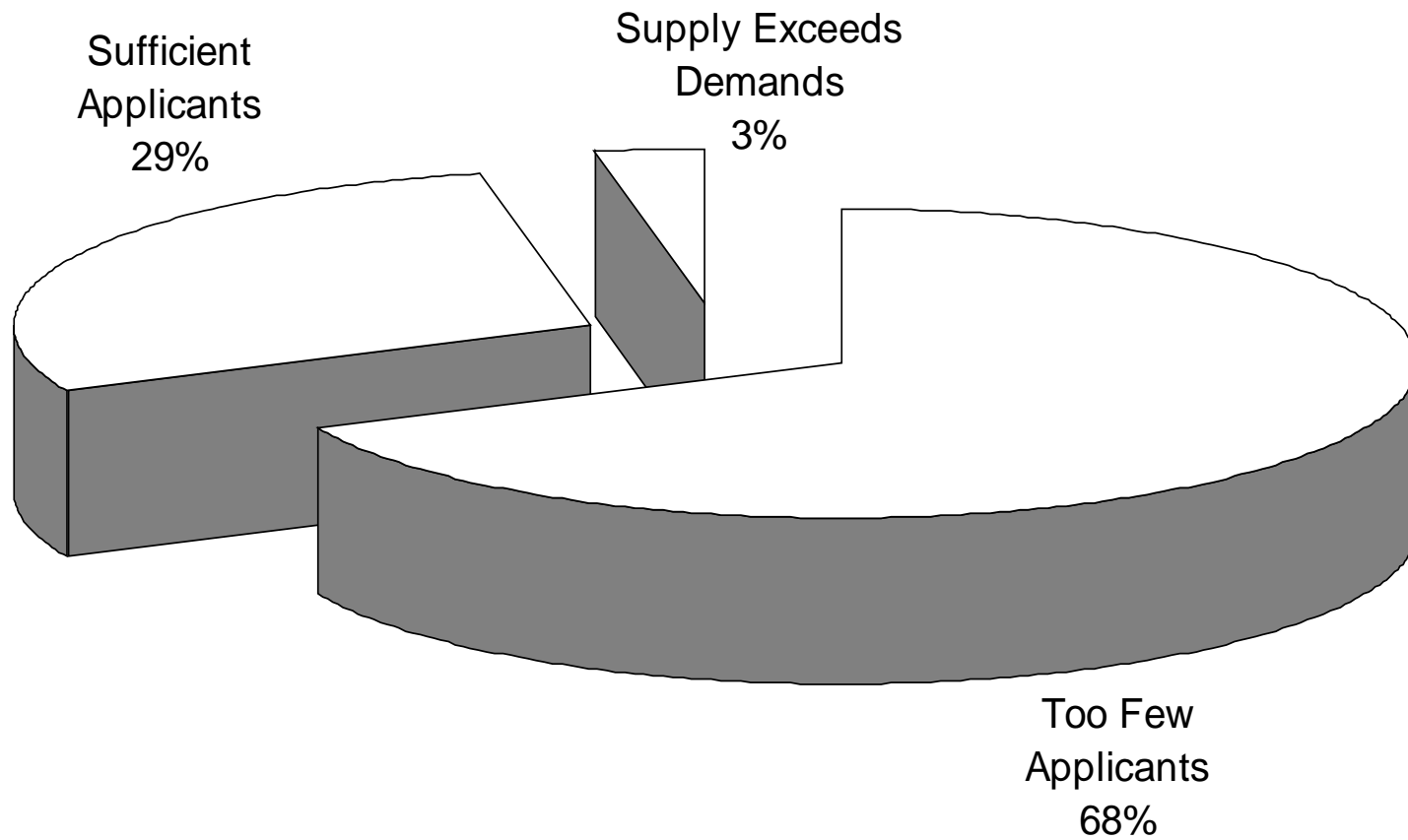


Figure IV-2  
New Teachers as a Percent of All Teachers

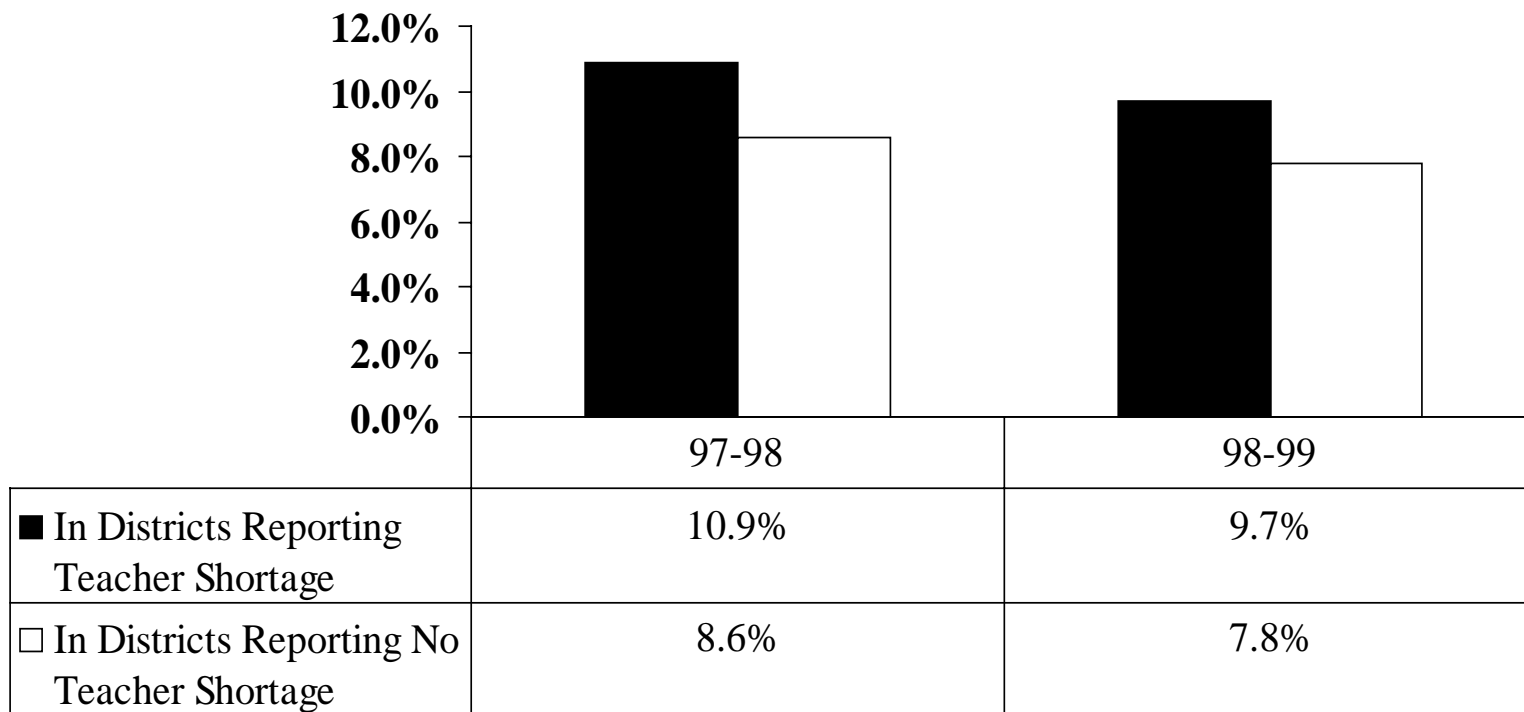


Figure IV-3  
Recent College Graduates as a Percentage  
of New Hires 1998-99

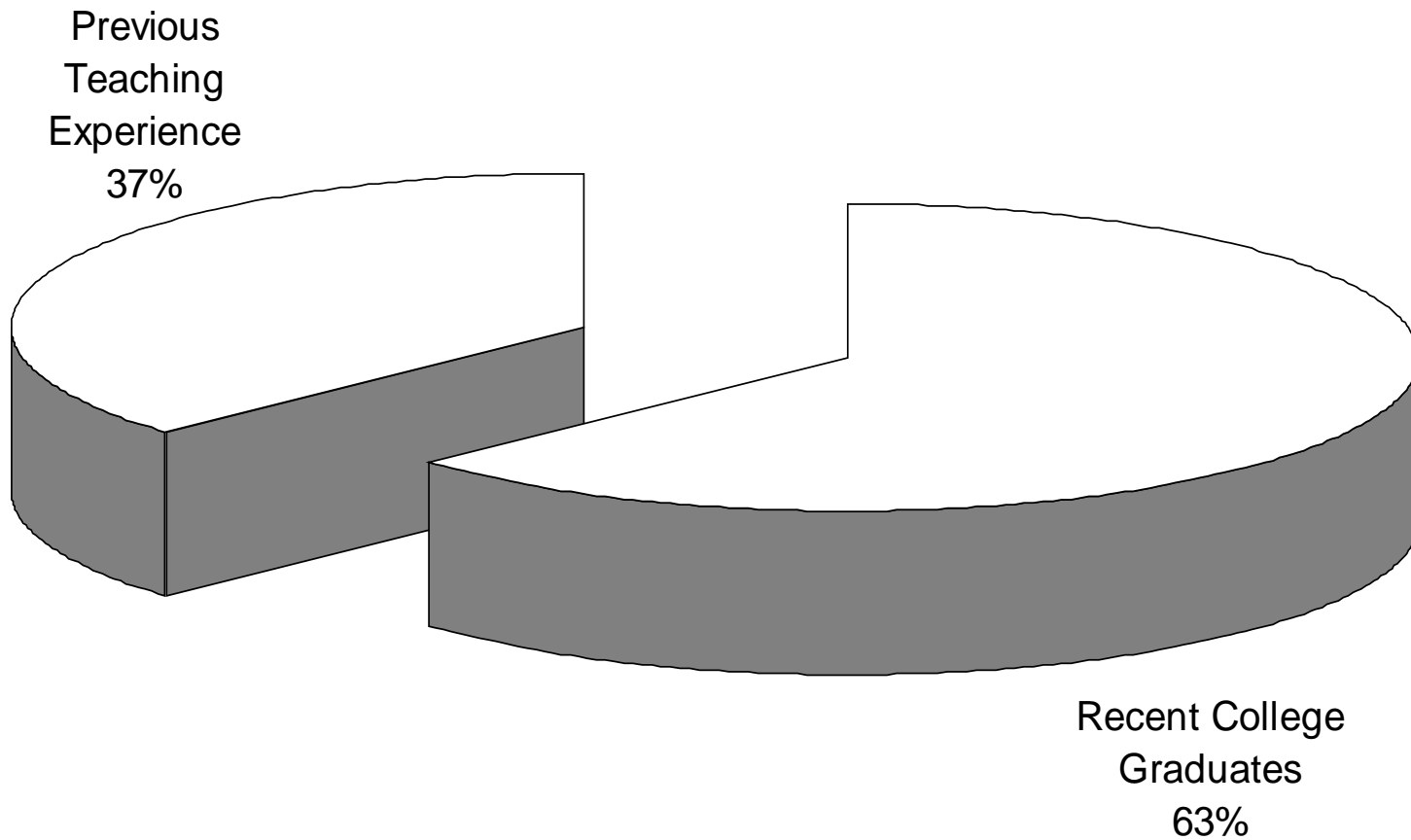


Figure IV-4  
Change in the Ability To Attract Qualified Teachers  
Over the Past Four Years

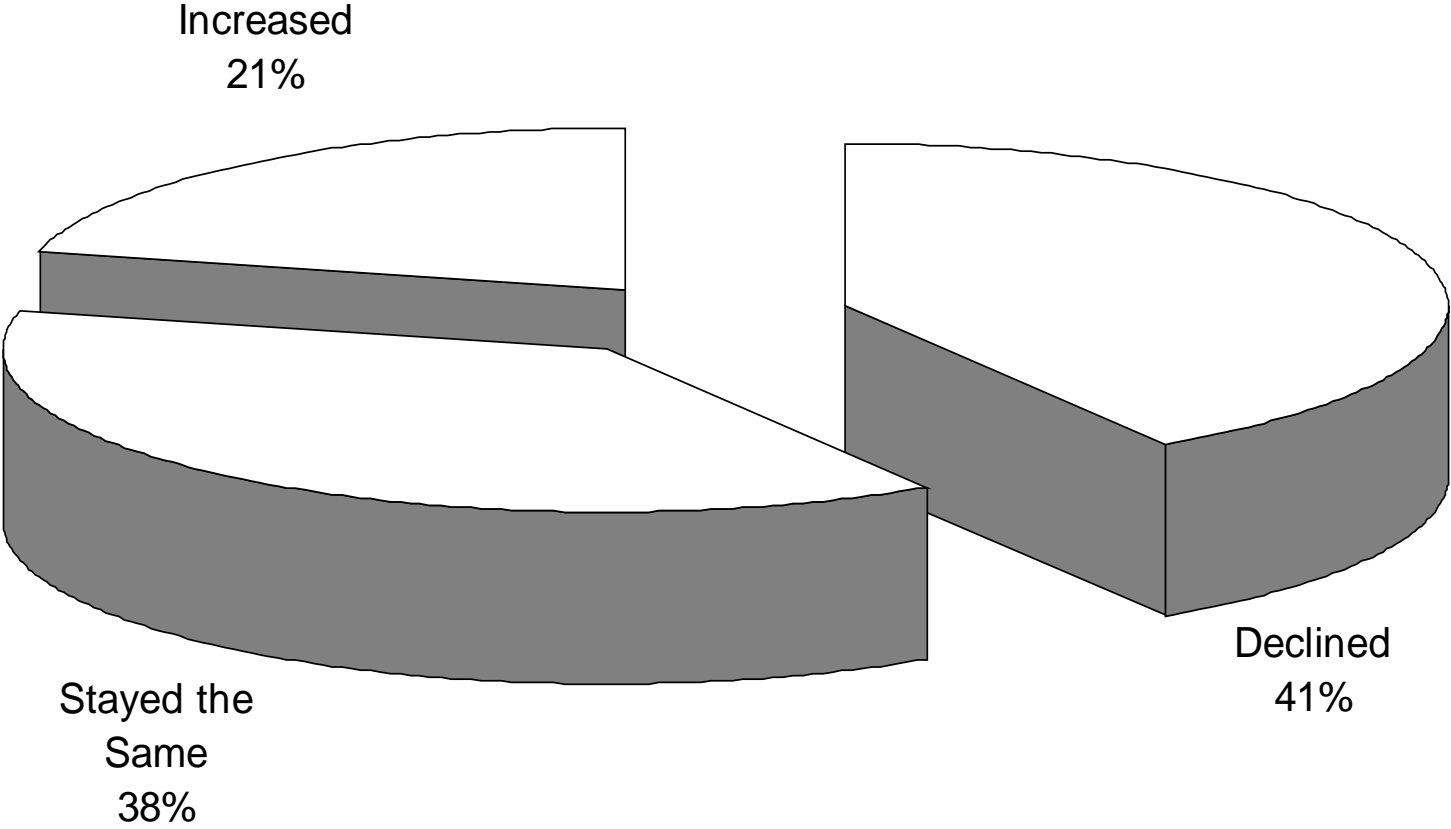
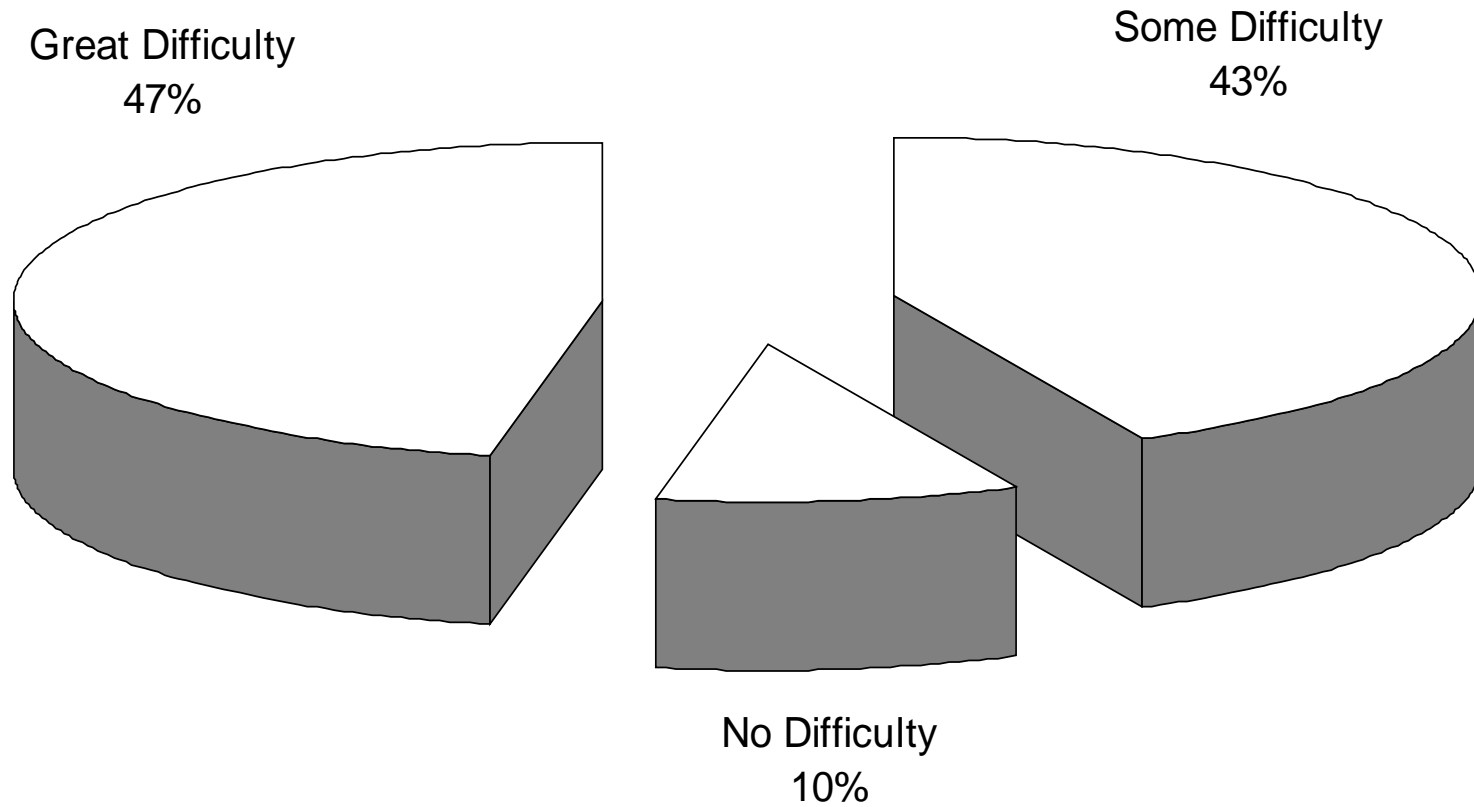


Figure IV-5  
Difficulty Meeting Demand for Substitute Teachers



## **Highlights—The Teacher Shortage by Field of Teaching**

- While a general teacher shortage exists, districts report that the shortage is more severe in certain fields than in others. Math, special education and bilingual education were reported as areas of considerable shortage. Even when there is no general teacher shortage, districts report difficulty attracting applicants in these fields. Districts also reported shortages of foreign language teachers, science teachers, computer teachers, school psychologists, and occupational and physical therapists. No field of teaching rated in the category of “considerable surplus.” A surplus of elementary and social studies teachers was reported, with all other fields falling in the balanced category. See Table IV-1.
- The fields of study and the shortage scale in Table IV-1 are modeled after the annual survey of the American Association of Employment in Education (AAEE). The results of the 1996-97 AAEE survey are displayed next to the AFT big-city results. The correlation of results is remarkable; however, the intensity of shortages is generally greater in the big cities. Math and physical education teachers showed the biggest difference between the AAEE and the AFT survey. Table IV-1 also shows whether the shortages reported by AAEE were increasing, staying the same or decreasing between 1994 and 1997. See Table IV-1.

## **Highlights—Impact of the Teacher Shortage on Teacher Quality**

- The shortage of qualified applicants for teaching positions raises questions about possible deleterious effects on teacher quality. School districts reported that 8.5 percent of teachers taught under temporary or emergency credentials in 1998-99, up from 8.1 percent in 1997-98. Approximately 3.1 percent of teachers were enrolled in an alternative certification program. Districts reported that 1.5 percent of teachers held no teaching certificate, but had a college major or minor in their teaching field. Certainly these indicators of poor teacher preparedness are greater for new hires, although the survey asked respondents to provide information only for the entire teaching force. See Figure IV-6.
- Survey respondents were asked to rate the quality of applicants in 1998-99 and make comparisons to past years. Overall, school districts indicated a small decline in applicants’ qualifications. Two or four years ago, applicants rated a 2.42 (midway between “same” and “worse”). For 1998-99, the rating fell to 2.30. Ten years ago, applicants were viewed as better, with a rating of 2.63—still about halfway between same and worse on the five-point scale. See Figure IV-7.

## **Highlights—Perceived Reasons for Teacher Shortage**

- Respondents were asked to identify reasons for the teacher shortage. Among those districts that indicated difficulty attracting qualified applicants, the top two reasons, given by 82 percent of districts, were increasing numbers of special needs students and fewer graduates from teacher education programs. Increasing enrollments, class size reduction efforts and increasing normal retirements were reported as reasons by about half of the sample. Nearly 24 percent indicated an increasing rate of turnover among veteran teachers. See Figure IV-8.

**TABLE IV-1**

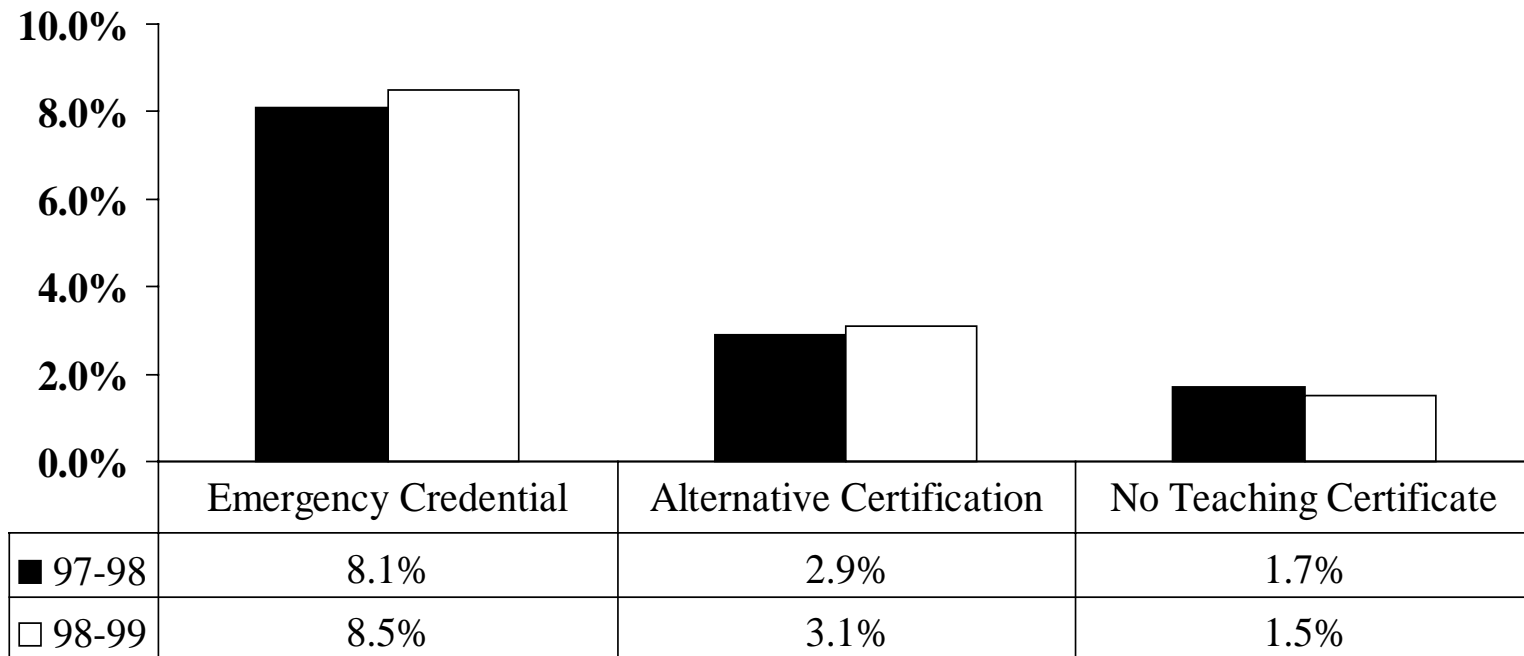
**TEACHER SUPPLY AND DEMAND BY FIELD**

	AAEE National Survey of School Districts		AFT Survey of Big Cities
	1997 Index	3 Year Trend*	1999 Index
<b>Considerable Shortage (5.00-4.21)</b>			
Special Education	4.08-4.29	Increased Shortage	4.64
Math	3.81	No Change	4.51
Speech Therapists	4.34	No Change	4.42
Bilingual/ESL	4.34	Decreased Shortage	4.23
<b>Some Shortage (4.20-3.41)</b>			
OT/PT Therapists	n.a.	n.a.	4.11
Foreign Language	3.07-3.72	No Change	4.06
Physical Sciences	3.70	Increased Shortage	4.06
Computer	3.70	Increased Shortage	3.96
Psychologists	3.58	No Change	3.78
Vocational Ed.	n.a.	n.a.	3.73
Life Sciences	3.62	Increased Shortage	3.6
Reading	3.19	No Change	3.42
<b>Balanced (3.40-2.61)</b>			
Art & Music	2.53-3.10	Increased Shortage	3.38
Counselors	3.25	No Change	3.17
English	2.64	Increased Shortage	2.89
Social Workers	3.13	No Change	2.78
Physical Education	2.11	No Change	2.74
Pre-K/Kindergarten	2.56	Increased Shortage	2.71
<b>Some Surplus (2.60-1.81)</b>			
Elementary	2.44	Increased Shortage	2.40
Social Studies	2.05	Increased Shortage	2.07
<b>Considerable Surplus (1.80-1.00)</b>			
No Teaching Areas			

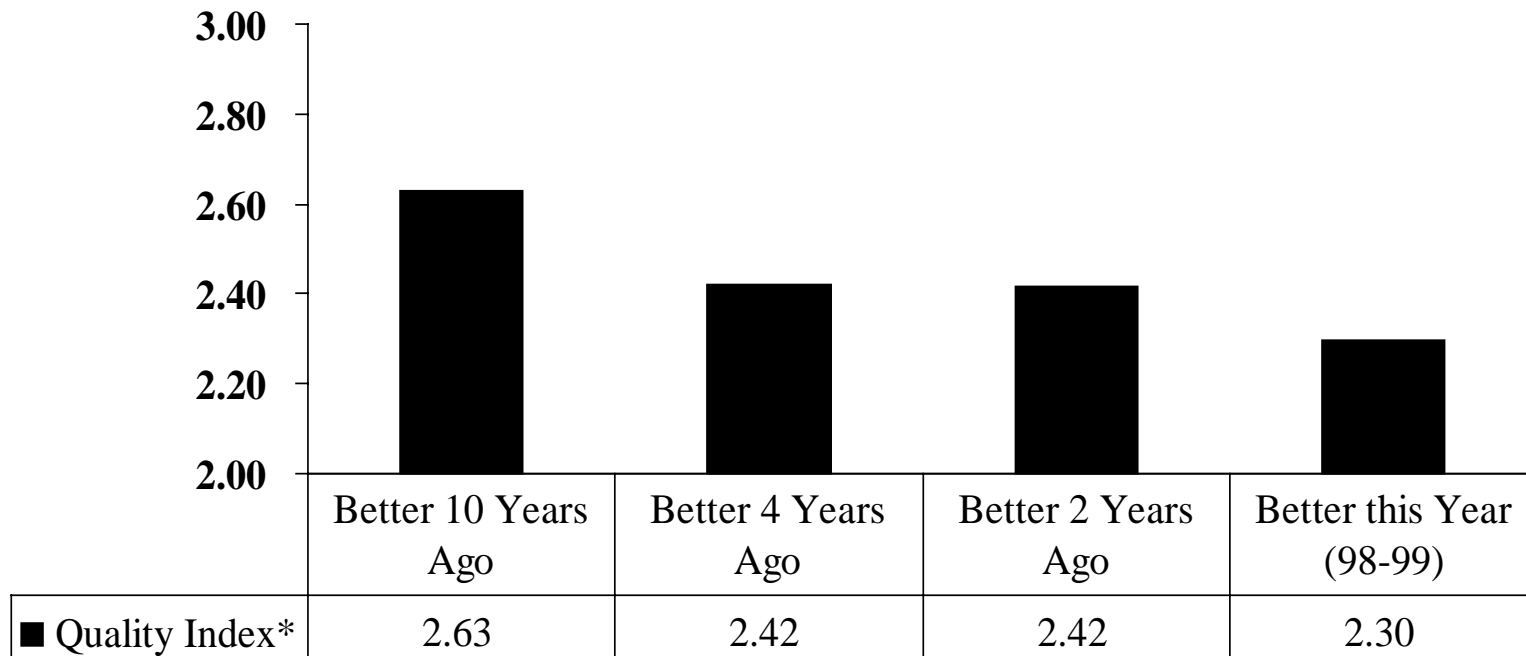
\*Three year trend in teacher shortage reported by AAEE.

Sources: American Association of Employment in Education (AAEE), "Teacher Supply and Demand in the United States 1997 Report," 1998. American Federation of Teachers, survey of school personnel directors in school districts serving the 200 U.S. largest cities.

**Figure IV-6**  
**Teachers with Emergency Certificates, in Alternative Certification Programs, or without a Teaching License**



**Figure IV-7**  
**Quality of Teacher Applicants in 1997-98**  
**Compared to Other Years**



\* 5 = Much Better, 4 = Better, 3 = Same, 2 = Worse, 1 = Much Worse

- The AAEE national survey included similar questions in its 1996-97 report. AAEE found that the highest rated reason for improved hiring opportunities was early retirement, a factor that 37 percent of the districts in the AFT survey gave as a response. Increasing enrollment and routine retirement came in a close second on the AAEE survey. Teacher education enrollment was in the middle of the pack as a reason for the shortage, ranking lower than class size factors, but above mobility of veteran teachers. See Figure IV-8.

### **Highlights—School District Response to Teacher Shortage**

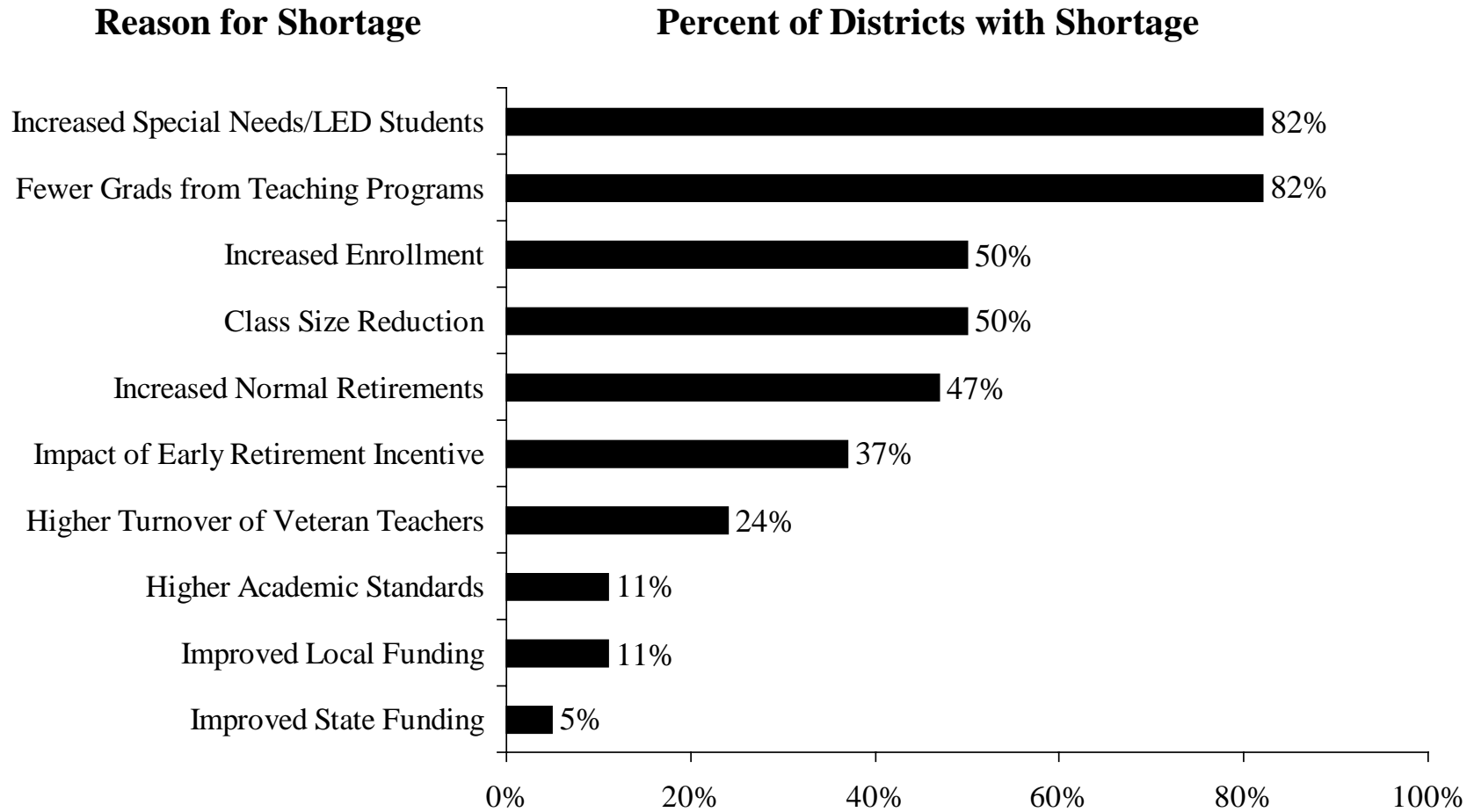
- School districts reported that they responded to the teacher shortage by broadening outreach, issuing emergency teaching credentials and increasing pay. Of those districts reporting teacher shortages, 83 percent broadened advertising outreach for new candidates; 75 percent issued emergency teaching certificates; and 69 percent increased pay for all teachers. Increasing pay of beginning teachers only was used in just 28 percent of districts. Innovative economic incentives, such as one-time bonuses or providing money for relocation or housing/mortgage subsidies were reported in a small portion of districts. Such strategies have been used successfully in the private sector, but this is the first time we have seen them used to a meaningful extent in the teaching profession. See Figure IV-9.
- No district reported raising class size, waiving teacher competency testing or reducing classroom evaluation standards in order to address teacher shortages. About 11 percent reported that teaching positions were abolished due to insufficient applicants, while 14 percent of districts abolished course offerings. See Figure IV-9.

### **Highlights—Effect of Teacher Unions on Teacher Shortage**

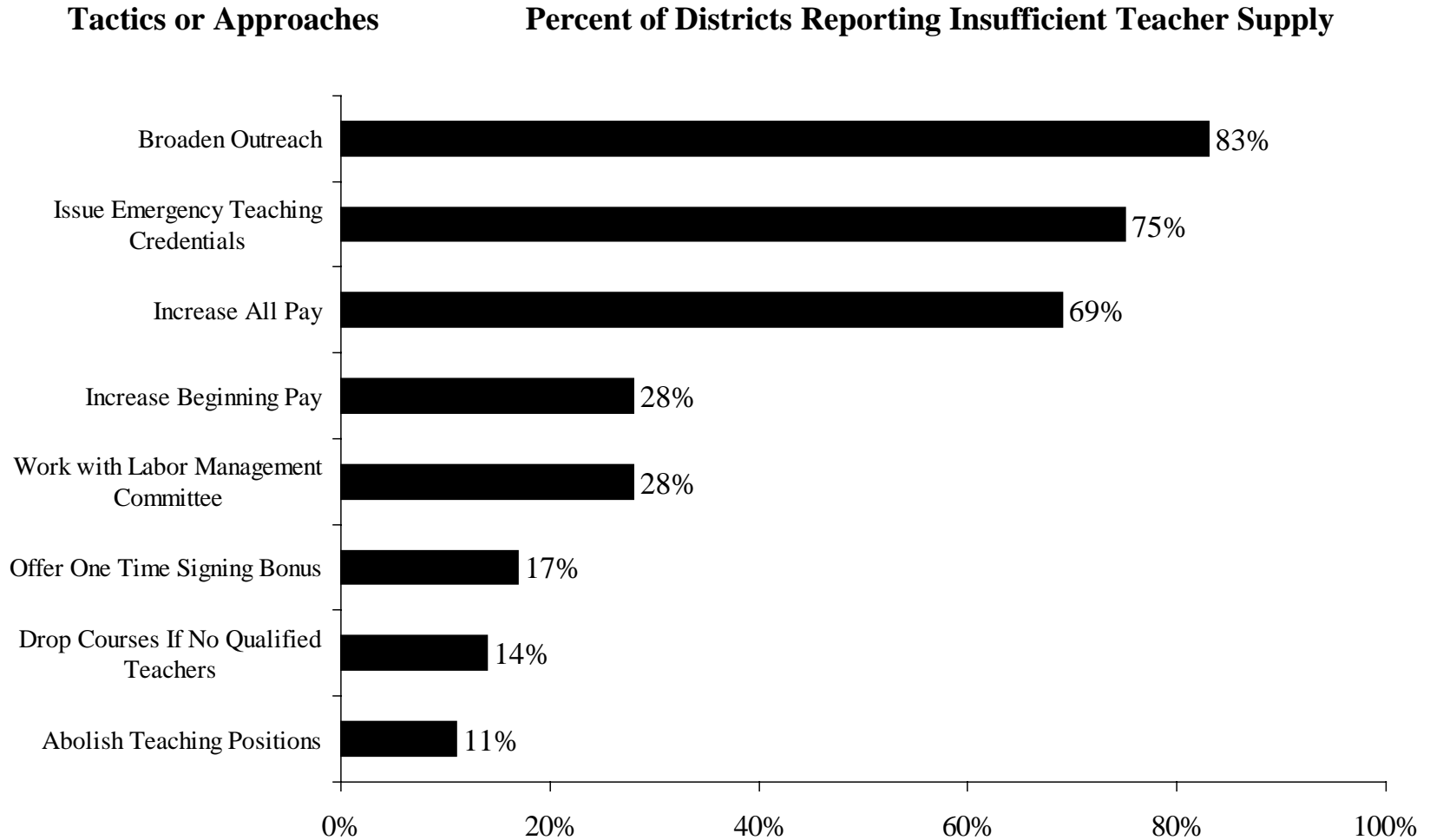
- Some critics of public education have blamed teacher shortages on teacher unions and seniority-driven, lock-step salary grids. The data in this survey provide no support for this ideologically driven explanation. In the entire sample of districts, 69 percent reported a shortage of applicants. Among school districts that reported no collective bargaining or meet-and-confer agreement, 78 percent indicated a shortage of qualified applicants. Nearly 30 percent of responding school districts with collective bargaining agreements believed that teacher unions were helpful in addressing teacher shortage issues.

# Figure IV-8

## Conditions Contributing to Teacher Shortage



# Figure IV-9 School District Tactics To Address Teacher Shortage



## V. Teacher Salaries in School Districts Serving the Nation's 100 Largest Cities

### Introduction

This section of the *AFT Survey and Analysis of Teacher Salary Trends* focuses on teacher salaries in school districts serving the nation's 100 largest cities. The salary data in this section come from the Department of Defense (DOD) Wage Fixing Authority. Congress requires that the 12,000 teachers in the overseas DOD dependent school system be paid a salary comparable to teachers in U.S. cities of more than 100,000 residents.

We present data for the entry-level salary, the highest scheduled salary for a master's degree, and the maximum salary, regardless of degree. Generally, the MA-maximum and the maximum figures do not include longevity increments and are reached in continuous steps. Longevity steps are additional non-annual steps added on to the top of a salary schedule to reward teachers for service. Often there will be four or five such increments coming four or five years apart, each worth about \$1,000, although this will vary in each school district. In 1997-98, annual steps ended at the 14<sup>th</sup> year. Longevity steps of \$1,115 were given in the 18<sup>th</sup>, 22<sup>nd</sup>, 26<sup>th</sup> and 30<sup>th</sup> year of teaching service. Table V-12 shows the 1997-98 DOD teacher salary schedule.

### Highlights

- Nine school districts reported maximum salaries exceeding \$60,000. In most districts, teachers must hold a doctorate degree to earn the maximum salary. Yonkers, had the highest maximum salary in 1997-98 at \$79,405, followed by Jersey City, N.J. (\$75,500); Rochester, N.Y. (\$71,281); Pittsburgh (\$64,248); and Newark (\$62,308). See Table V-1.
- Six districts reported maximum salaries below \$40,000. Baton Rouge reported the lowest (\$32,416). See Table V-1.
- At the maximum salary level for teachers with a master's degree, 22 school districts reported salaries greater than \$50,000: Yonkers reported the highest (\$71,382), followed by Jersey City (\$70,100), Pittsburgh (\$62,648), and Rochester (\$60,258). See Table V-2.
- Sixteen districts reported MA-maximum salaries below \$40,000. Baton Rouge reported the lowest salary (\$30,365). Four other districts also reported MA-maximum salaries under \$35,000: Fresno (\$34,008); Oklahoma City (\$34,050); Mobile (\$34,572); and Wichita (\$34,629). See Table V-2.
- Nineteen school districts reported salaries above \$30,000 for beginning teachers holding a bachelor's degree. Yonkers reported a BA-minimum salary of \$35,281, followed by Fremont, Calif. (\$34,997); Jersey City (\$33,500); and Pittsburgh (\$32,800). See Table V-3.
- Thirty-four districts reported BA-minimum salaries of less than \$25,000. Lincoln, Neb., reported the lowest BA-minimum salary (\$20,883). Little Rock and Tucson were the only

other two districts under \$22,000. See Table V-3.

- School districts in the East and Midwest regions reported higher salaries than other regions, on average. The Plains regions reported the lowest. School districts reporting the highest MA-maximum salaries for their respective regions: Yonkers (\$71,382); Detroit (\$55,408); Miami (\$54,300); Lincoln (\$46,400); San Antonio (\$47,673); and Anaheim (\$55,661). See Table V-4.
- Many teachers begin teaching with a BA degree and earn an MA at some point during their career. Table V-5 shows the average annual increase from the BA-minimum to the maximum, based on the number of steps in a district. Pittsburgh reported the largest annualized change between the BA-minimum to the MA-maximum at \$2,985. Eight other school districts reported changes of \$2,000 or more. Mobile, Ala., reported the lowest change of just \$425 See Table V-5.
- The ratio of the MA-maximum to the BA-minimum averaged 1.72 in 1997-98. Lincoln had the highest ratio (2.22). Fresno had the lowest (1.32). Five districts had MA-maximum salaries that were at least two times greater than the BA-minimum. See Table V-6.
- In Table V-7, we estimate a cost-of-living index based on the “Intercity Cost of Living Index” calculated by the American Chamber of Commerce Researchers Association (ACCRA). The 100 largest cities had an unweighted cost-of-living index of 106.2 (100 is the average of all cities in the ACCRA survey). See Table V-7.
- After adjusting MA-maximum salaries to the cost-of-living index, low-paying districts still tended to rank low and high-paying districts still tended to rank high. Lubbock and Omaha had the biggest shift upward when cost-of-living was calculated. Lubbock moved from a rank of 73 to 33. Omaha moved from 68 to 32. Boston and Newark had the largest shifts downward. Boston moved from a rank of 12 to 79. Newark went from 5 to 70. See Table V-8.
- The ratio of the average pay for teachers in 1997-98 at the MA-maximum level to the 1996 average annual pay for all workers was 1.56 in the 100 cities. The category of all workers includes all education levels and generally less experienced workers. The ratio was highest in Pittsburgh (2.16). It was lowest in San Jose (0.93). See Table V-9.
- The ratio of average pay for teachers in 1997-98 at the MA-maximum level to the 1996 per-capita income in metropolitan areas was 1.84 in the 100 largest cities. The ratio was highest in El Paso (2.99) and lowest in San Francisco (1.07). See Table V-10.
- The ratio of average pay for teachers at the MA-maximum level to the 1997-98 state average teacher salary was 1.17 in the 100 cities. The ratio was highest in Miami (1.58) and lowest in Fresno (0.76). In all but 12 cities, the average teacher salary in the city was less than the MA-maximum salary. See Table V-11.

## Technical Notes

**Wage Data in the 100 Largest Cities.** The data in this section are presented as collected by the DOD Wage Fixing Authority except as noted in Table V-1. DOD collects beginning and maximum salaries for the BA, MA and maximum pay lanes. Every effort is made to equate one step with one year of experience. The maximum salary in each lane represents the top salary reached in continuous annual increments rather than the maximum salary including longevity increments. Maximum salaries apply only to the regular school day and school year. They do not include pay for extended day and summer employment.

As noted in Table V-1, New York City and Baltimore maximum salary data are presented for non-continuous steps because the longevity pay grades are, in effect, equivalent to continuous steps.

The DOD does not provide data for those school districts with salary schedules that do not specify a specific pay level for a master's degree or a maximum. AFT provides an estimate for these districts based on phone surveys with the districts and a variety of other sources.

**Cost-of-Living Index.** School officials often argue that salary variations among districts, especially when making national comparisons, are explained primarily by cost-of-living differences. While intuitively correct, the magnitude of the effect of cost-of-living differences on salaries remains largely unstudied. One reason is that the federal government stopped calculating inter-area cost-of-living differentials in 1981.

The inter-area cost-of-living index in Table V-7 is based on the "Intercity Cost-of-Living Index" calculated by the American Chamber of Commerce Researchers Association (ACCRA) for 323 urban areas in 1998. The items and weighting used by ACCRA reflect the typical expenditures of a family headed by a middle management-level executive. All items are priced at the local level by ACCRA personnel at a specified time and by standard specifications.

Figure V-1  
Maximum Salary with Master's Degree 100 Largest Cities  
1997-98

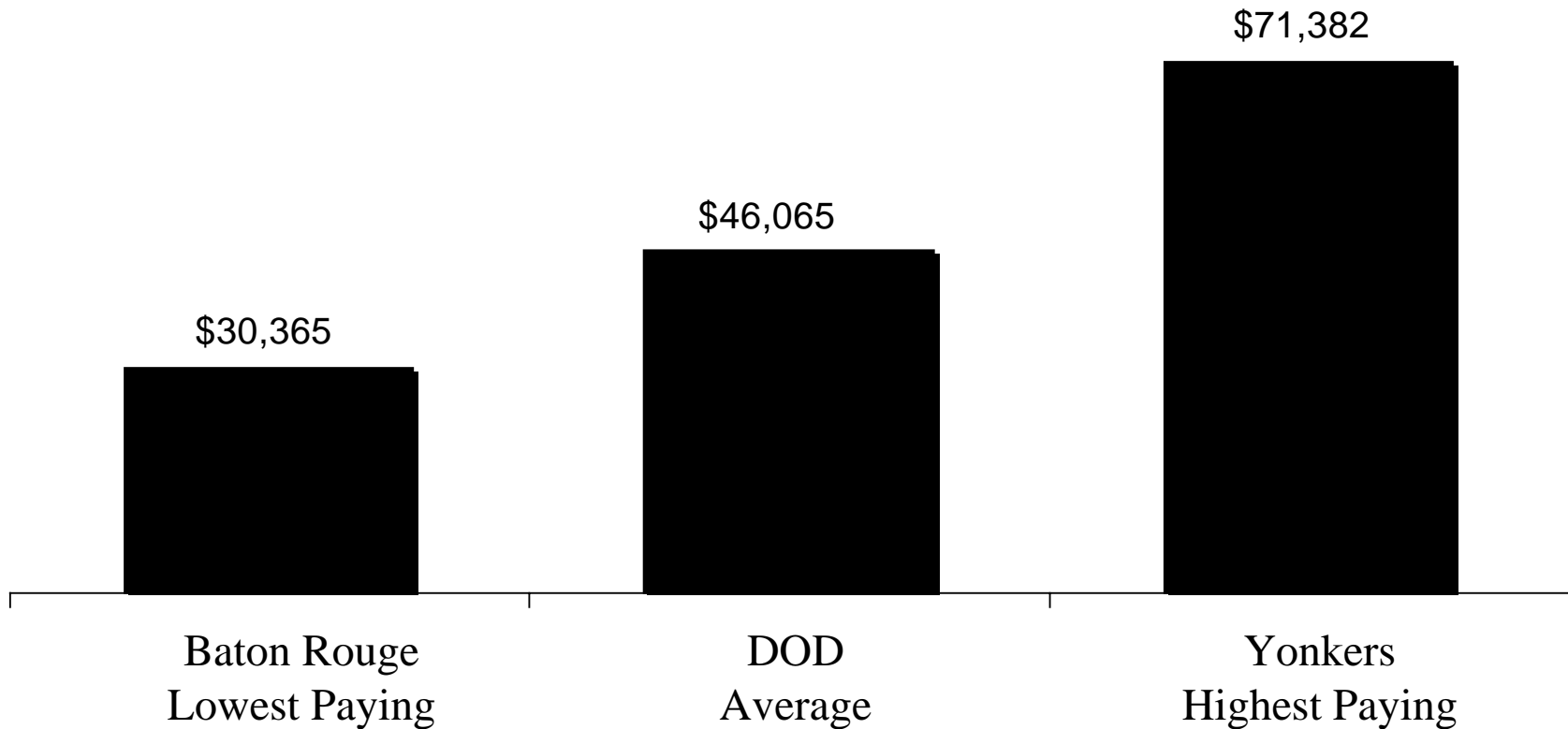
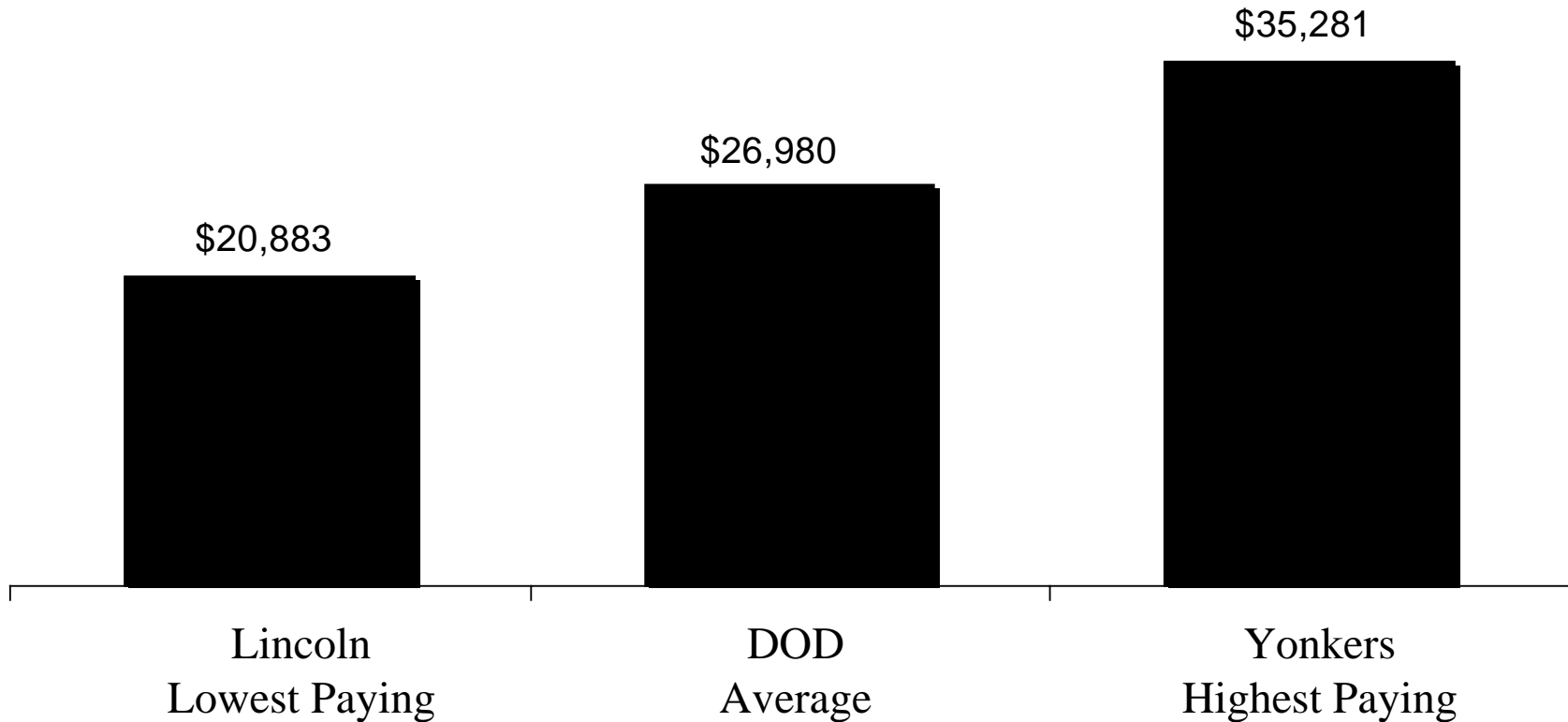


Figure V-2  
Maximum Salary with Bachelor's Degree 100 Largest Cities  
1997-98



**TABLE V-1**

**1997-98 BA-MINIMUM, MA-MAXIMUM, AND MAXIMUM SALARIES  
RANKED BY CITY SIZE (1990 CENSUS)**

	-----BA-----		-----MA-----		-----MAX-----		Steps
	Minimum	Rank	Maximum	Rank	Maximum	Rank	
1 NEW YORK, NY	\$29,611	c 21	\$57,964	c 6	\$61,801	c,b 7	20
2 LOS ANGELES, CA	31,304	9	43,411	65	54,988	23	10
3 CHICAGO, IL	30,567	d 14	50,151	d 22	54,385	d 27	12
4 HOUSTON, TX	27,754	34	46,214	44	48,723	63	27
5 PHILADELPHIA, PA	28,599	26	50,434	20	57,198	16	11
6 SAN DIEGO, CA	28,097	32	44,041	59	54,256	28	12
7 DETROIT, MI	30,537	15	55,408	8	56,408	19	10
8 DALLAS, TX	27,000	40	46,808	38	47,920	67	27
9 PHOENIX, AZ	25,086	65	44,143	58	47,554	a 71	12
10 SAN ANTONIO, TX	26,500	49	47,673	34	47,673	70	28
11 SAN JOSE, CA	28,171	29	41,539	80	49,894	54	8
12 INDIANAPOLIS, IN	26,351	50	51,053	17	54,518	26	20
13 BALTIMORE, MD	25,184	c 63	48,920	c 27	51,908	c 41	25
14 SAN FRANCISCO, CA	28,863	25	42,336	a 75	45,750	a 81	13
15 JACKSONVILLE, FL	24,782	68	44,662	54	47,475	73	23
16 COLUMBUS, OH	29,403	22	52,376	11	56,814	18	16
17 MILWAUKEE, WI	24,684	70	48,660	29	54,001	32	16
18 MEMPHIS, TN	28,977	23	43,885	60	50,144	52	19
19 WASHINGTON, DC	27,104	37	48,469	31	51,342	43	13
20 BOSTON, MA	32,001	5	51,712	12	57,545	12	8
21 SEATTLE, WA	23,017	88	36,957	91	49,073	61	12
22 EL PASO, TX	24,633	71	43,268	66	43,268	85	29
23 NASHVILLE, TN	24,720	69	42,580	74	50,429	51	17
24 CLEVELAND, OH	26,628	46	51,242	16	52,186	b 39	16
25 NEW ORLEANS, LA	22,605	91	38,579	88	39,955	95	26
26 DENVER, CO	24,222	81	44,614	55	54,236	29	13
27 AUSTIN, TX	25,840	54	42,100	79	42,100	93	24
28 FORT WORTH, TX	28,200	28	47,406	36	49,697	56	31
29 OKLAHOMA CITY, OK	23,170	87	34,050	98	35,200	99	20
30 PORTLAND, OR	25,771	56	47,465	35	55,223	22	14
31 KANSAS CITY, MO	25,275	62	42,644	72	47,851	68	15
32 LONG BEACH, CA	30,375	17	51,263	15	59,941	10	14
33 TUCSON, AZ	21,750	98	45,000	52	45,750	80	31
34 ST. LOUIS, MO	25,288	61	43,714	61	46,958	77	12
35 CHARLOTTE, NC	24,533	74	48,776	28	51,306	44	30
36 ATLANTA, GA	31,080	12	50,331	21	62,012	6	13
37 VIRGINIA BEACH, VA	26,910	42	49,409	24	50,709	46	19
38 ALBUQUERQUE, NM	22,440	94	36,510	93	42,351	90	25
39 OAKLAND, CA	28,442	27	37,890	a 89	51,159	45	12
40 PITTSBURGH, PA	32,800	4	62,648	3	64,248	4	10
41 SACRAMENTO, CA	28,068	33	39,742	86	50,685	47	12
42 MINNEAPOLIS, MN	26,109	52	49,257	26	57,000	17	11
43 TULSA, OK	22,500	92	35,100	95	40,800	94	19
44 HONOLULU, HI	27,623	36	45,412	49	54,147	30	14
45 CINCINNATI, OH	28,114	31	50,605	18	55,383	21	13
46 MIAMI, FL	28,150	30	54,300	9	58,300	11	20
47 FRESNO, CA	25,815	a 55	34,008	99	45,363	83	10
48 OMAHA, NE	22,464	93	43,200	68	47,520	72	23
49 TOLEDO, OH	24,427	77	39,789	85	42,972	89	13
50 BUFFALO, NY	27,657	35	49,549	23	54,073	31	14

**TABLE V-1 (Continued)**

	-----BA-----		-----MA-----		-----MAX-----		
	Minimum	Rank	Maximum	Rank	Maximum	Rank	Steps
51 WICHITA, KS	\$24,494	76	\$34,629	96	\$38,620	98	12
52 SANTA ANA, CA	30,100	18	53,173	10	53,673	34	12
53 MESA, AZ	26,520	47	40,800	82	52,020	40	16
54 COLORADO SPRINGS, CO	24,561	73	42,193	77	53,213	37	17
55 TAMPA, FL	25,002	66	44,702	53	47,201	75	32
56 NEWARK, NJ	31,493	6	59,577	5	62,308	5	13
57 ST. PAUL, MN	27,030	39	50,530	19	57,484	13	12
58 LOUISVILLE, KY	22,843	90	42,260	76	47,172	76	18
59 ANAHEIM, CA	31,352	8	55,661	7	60,146	9	12
60 BIRMINGHAM, AL	26,235	51	36,564	92	42,301	91	12
61 ARLINGTON, TX	26,500	48	45,063	50	46,563	78	31
62 NORFOLK, VA	26,800	43	45,040	51	47,740	69	19
63 LAS VEGAS, NV	24,566	72	40,116	84	49,632	57	11
64 CORPUS CHRISTI, TX	23,650	84	42,137	78	43,637	84	20
65 ST. PETERSBURG, FL	24,900	67	43,500	63	45,500	82	22
66 ROCHESTER, NY	31,250	11	60,258 e	4	71,281	3	26
67 JERSEY CITY, NJ	33,500	3	70,100	2	75,500	2	16
68 RIVERSIDE, CA	31,438	7	51,434	13	57,456	14	14
69 ANCHORAGE, AK	30,079	19	48,264	33	60,755	8	11
70 LEXINGTON, KY	23,984	82	41,415	81	48,054	65	27
71 AKRON, OH	24,529	75	45,726	48	48,086	64	13
72 AURORA, CO	23,631	85	44,383	56	50,503	49	13
73 BATON ROUGE, LA	22,299	96	30,365	100	32,416	100	14
74 STOCKTON, CA	31,276	10	43,247	67	53,907	33	12
75 RALEIGH, NC	24,365	79	48,613	30	51,504	42	30
76 RICHMOND, VA	25,572	59	43,464	64	46,534	79	15
77 SHREVEPORT, LA	25,120	64	40,497	83	43,012	88	31
78 JACKSON, MS	22,249	97	37,183	90	43,227	86	24
79 MOBILE, AL	25,646	58	34,572	97	39,605	97	21
80 DES MOINES, IA	22,300	95	42,983	71	47,217	74	17
81 LINCOLN, NE	20,883	100	46,400	41	50,576	48	18
82 MADISON, WI	25,449	60	45,808	47	53,443	36	15
83 GRAND RAPIDS, MI	28,878	24	51,371	14	52,825	38	11
84 YONKERS, NY	35,281	1	71,382	1	79,405	1	15
85 MONTGOMERY, AL	25,647	57	35,106	94	39,939	96	22
86 LUBBOCK, TX	23,750	83	42,620	73	43,104	87	44
87 GREENSBORO, NC	24,310	80	46,960	37	49,840	55	30
88 DAYTON, OH	26,733	45	45,855	46	48,997	62	15
89 HUNTINGTON BEACH, CA	29,942	20	49,299	25	53,646	35	10
90 GARLAND, TX	27,000	41	46,330	43	49,596	58	36
91 GLENDALE, CA	30,645	13	46,406 a	40	56,065	20	12
92 COLUMBUS, GA	26,769	44	43,644	62	54,639	25	20
93 SPOKANE, WA	22,950	89	44,225	57	49,518	60	16
94 TACOMA, WA	23,286	86	43,079	69	50,065	53	13
95 LITTLE ROCK, AR	21,020	99	38,614	87	42,246	92	18
96 BAKERSFIELD, CA	30,447	16	43,035	70	54,903	24	11
97 FREMONT, CA	34,997	2	48,333	32	57,386	15	11
98 FORT WAYNE, IN	24,425	78	45,919	45	49,583	59	18
99 NEWPORT NEWS, VA	27,058	38	46,533	39	48,033	66	33
100 WORCESTER, MA	25,851	53	46,383	42	50,451	50	11
<b>DOD AVERAGE</b>	<b>\$26,980</b>		<b>\$46,065</b>		<b>\$51,435</b>		<b>14</b>

a=AFT estimate; b=MA+42; c=non-continuous increments; d=includes 7% pension pick-up; e=step 27 on a one-paylane alary schedule.

Sources: U.S. Department of Defense Wage Fixing Authority, "List of School District Minimums, Maximums and Steps," DOD: Alexandria, Va. May 1998. American Federation of Teachers, phone survey.

TABLE V-2

1997-98 BA-MINIMUM AND MA-MAXIMUM SALARIES  
RANKED BY MA-MAXIMUM SALARY

	-----BA-----		MA			-----BA-----		MA	
	Minimum	Rank	Maximum	Steps		Minimum	Rank	Maximum	Steps
1 YONKERS, NY	\$35,281	1	\$71,382	15	51 NORFOLK, VA	\$26,800	69	\$45,040	19
2 JERSEY CITY, NJ	33,500	3	70,100	16	52 TUCSON, AZ	21,750	80	45,000	31
3 PITTSBURGH, PA	32,800	4	62,648	10	53 TAMPA, FL	25,002	75	44,702	32
4 ROCHESTER, NY	31,250	11	60,258	26	54 JACKSONVILLE, FL	24,782	73	44,662	23
5 NEWARK, NJ	31,493	6	59,577	13	55 DENVER, CO	24,222	29	44,614	13
6 NEW YORK, NY	29,611	21	57,964	20	56 AURORA, CO	23,631	49	44,383	13
7 ANAHEIM, CA	31,352	8	55,661	12	57 SPOKANE, WA	22,950	60	44,225	16
8 DETROIT, MI	30,537	15	55,408	10	58 PHOENIX, AZ	25,086	71	44,143	12
9 MIAMI, FL	28,150	30	54,300	20	59 SAN DIEGO, CA	28,097	28	44,041	12
10 SANTA ANA, CA	30,100	18	53,173	12	60 MEMPHIS, TN	28,977	52	43,885	19
11 COLUMBUS, OH	29,403	22	52,376	16	61 ST. LOUIS, MO	25,288	77	43,714	12
12 BOSTON, MA	32,001	5	51,712	8	62 COLUMBUS, GA	26,769	25	43,644	20
13 RIVERSIDE, CA	31,438	7	51,434	14	63 ST. PETERSBURG, FL	24,900	82	43,500	22
14 GRAND RAPIDS, MI	28,878	24	51,371	11	64 RICHMOND, VA	25,572	79	43,464	15
15 LONG BEACH, CA	30,375	17	51,263	14	65 LOS ANGELES, CA	31,304	23	43,411	10
16 CLEVELAND, OH	26,628	46	51,242	16	66 EL PASO, TX	24,633	85	43,268	29
17 INDIANAPOLIS, IN	26,351	50	51,053	20	67 STOCKTON, CA	31,276	33	43,247	12
18 CINCINNATI, OH	28,114	31	50,605	13	68 OMAHA, NE	22,464	72	43,200	23
19 ST. PAUL, MN	27,030	39	50,530	12	69 TACOMA, WA	23,286	53	43,079	13
20 PHILADELPHIA, PA	28,599	26	50,434	11	70 BAKERSFIELD, CA	30,447	24	43,035	11
21 ATLANTA, GA	31,080	12	50,331	13	71 DES MOINES, IA	22,300	74	42,983	17
22 CHICAGO, IL	30,567	14	50,151	12	72 KANSAS CITY, MO	25,275	68	42,644	15
23 BUFFALO, NY	27,657	35	49,549	14	73 LUBBOCK, TX	23,750	87	42,620	44
24 VIRGINIA BEACH, VA	26,910	42	49,409	19	74 NASHVILLE, TN	24,720	51	42,580	17
25 HUNTINGTON BEACH, CA	29,942	20	49,299	10	75 SAN FRANCISCO, CA	28,863	81	42,336	13
26 MINNEAPOLIS, MN	26,109	52	49,257	11	76 LOUISVILLE, KY	22,843	76	42,260	18
27 BALTIMORE, MD	25,184	63	48,920	25	77 COLORADO SPRINGS, CO	24,561	37	42,193	17
28 CHARLOTTE, NC	24,533	74	48,776	30	78 CORPUS CHRISTI, TX	23,650	84	42,137	20
29 MILWAUKEE, WI	24,684	70	48,660	16	79 AUSTIN, TX	25,840	93	42,100	24
30 RALEIGH, NC	24,365	79	48,613	30	80 SAN JOSE, CA	28,171	54	41,539	8
31 WASHINGTON, DC	27,104	37	48,469	13	81 LEXINGTON, KY	23,984	65	41,415	27
32 FREMONT, CA	34,997	2	48,333	11	82 MESA, AZ	26,520	40	40,800	16
33 ANCHORAGE, AK	30,079	19	48,264	11	83 SHREVEPORT, LA	25,120	88	40,497	31
34 SAN ANTONIO, TX	26,500	49	47,673	28	84 LAS VEGAS, NV	24,566	57	40,116	11
35 PORTLAND, OR	25,771	56	47,465	14	85 TOLEDO, OH	24,427	89	39,789	13
36 FORT WORTH, TX	28,200	28	47,406	31	86 SACRAMENTO, CA	28,068	47	39,742	12
37 GREENSBORO, NC	24,310	80	46,960	30	87 LITTLE ROCK, AR	21,020	92	38,614	18
38 DALLAS, TX	27,000	40	46,808	27	88 NEW ORLEANS, LA	22,605	95	38,579	26
39 NEWPORT NEWS, VA	27,058	38	46,533	33	89 OAKLAND, CA	28,442	45	37,890	12
40 GLENDALE, CA	30,645	13	46,406	12	90 JACKSON, MS	22,249	86	37,183	24
41 LINCOLN, NE	20,883	100	46,400	18	91 SEATTLE, WA	23,017	61	36,957	12
42 WORCESTER, MA	25,851	53	46,383	11	92 BIRMINGHAM, AL	26,235	91	36,564	12
43 GARLAND, TX	27,000	41	46,330	36	93 ALBUQUERQUE, NM	22,440	90	36,510	25
44 HOUSTON, TX	27,754	34	46,214	27	94 MONTGOMERY, AL	25,647	96	35,106	22
45 FORT WAYNE, IN	24,425	78	45,919	18	95 TULSA, OK	22,500	94	35,100	19
46 DAYTON, OH	26,733	45	45,855	15	96 WICHITA, KS	24,494	98	34,629	12
47 MADISON, WI	25,449	60	45,808	15	97 MOBILE, AL	25,646	97	34,572	21
48 AKRON, OH	24,529	75	45,726	13	98 OKLAHOMA CITY, OK	23,170	99	34,050	20
49 HONOLULU, HI	27,623	36	45,412	14	99 FRESNO, CA	25,815	83	34,008	10
50 ARLINGTON, TX	26,500	48	45,063	31	100 BATON ROUGE, LA	22,299	100	30,365	14
<b>DOD AVERAGE</b>						<b>\$26,980</b>		<b>\$46,065</b>	<b>14</b>

Sources: U.S. Department of Defense Wage Fixing Authority, "List of School District Minimums, Maximums and Steps," DOD: Alexandria, Va. May 1998. American Federation of Teachers, phone survey.

**TABLE V-3**

**1997-98 BA-MINIMUM AND MA-MAXIMUM SALARIES  
RANKED BY BA-MINIMUM SALARY**

	BA		-----MA-----			BA		-----MA-----	
	Minimum	Maximum	Rank	Steps		Minimum	Maximum	Rank	Steps
1 YONKERS, NY	\$35,281	\$71,382	1	15	51 BIRMINGHAM, AL	\$26,235	\$36,564	92	12
2 FREMONT, CA	34,997	48,333	32	11	52 MINNEAPOLIS, MN	26,109	49,257	26	11
3 JERSEY CITY, NJ	33,500	70,100	2	16	53 WORCESTER, MA	25,851	46,383	42	11
4 PITTSBURGH, PA	32,800	62,648	3	10	54 AUSTIN, TX	25,840	42,100	79	24
5 BOSTON, MA	32,001	51,712	12	8	55 FRESNO, CA	25,815	34,008	99	10
6 NEWARK, NJ	31,493	59,577	5	13	56 PORTLAND, OR	25,771	47,465	35	14
7 RIVERSIDE, CA	31,438	51,434	13	14	57 MONTGOMERY, AL	25,647	35,106	94	22
8 ANAHEIM, CA	31,352	55,661	7	12	58 MOBILE, AL	25,646	34,572	97	21
9 LOS ANGELES, CA	31,304	43,411	65	10	59 RICHMOND, VA	25,572	43,464	64	15
10 STOCKTON, CA	31,276	43,247	67	12	60 MADISON, WI	25,449	45,808	47	15
11 ROCHESTER, NY	31,250	60,258	4	26	61 ST. LOUIS, MO	25,288	43,714	61	12
12 ATLANTA, GA	31,080	50,331	21	13	62 KANSAS CITY, MO	25,275	42,644	72	15
13 GLENDALE, CA	30,645	46,406	40	12	63 BALTIMORE, MD	25,184	48,920	27	25
14 CHICAGO, IL	30,567	50,151	22	12	64 SHREVEPORT, LA	25,120	40,497	83	31
15 DETROIT, MI	30,537	55,408	8	10	65 PHOENIX, AZ	25,086	44,143	58	12
16 BAKERSFIELD, CA	30,447	43,035	70	11	66 TAMPA, FL	25,002	44,702	53	32
17 LONG BEACH, CA	30,375	51,263	15	14	67 ST. PETERSBURG, FL	24,900	43,500	63	22
18 SANTA ANA, CA	30,100	53,173	10	12	68 JACKSONVILLE, FL	24,782	44,662	54	23
19 ANCHORAGE, AK	30,079	48,264	33	11	69 NASHVILLE, TN	24,720	42,580	74	17
20 HUNTINGTON BEACH, CA	29,942	49,299	25	10	70 MILWAUKEE, WI	24,684	48,660	29	16
21 NEW YORK, NY	29,611	57,964	6	20	71 EL PASO, TX	24,633	43,268	66	29
22 COLUMBUS, OH	29,403	52,376	11	16	72 LAS VEGAS, NV	24,566	40,116	84	11
23 MEMPHIS, TN	28,977	43,885	60	19	73 COLORADO SPRINGS, CO	24,561	42,193	77	17
24 GRAND RAPIDS, MI	28,878	51,371	14	11	74 CHARLOTTE, NC	24,533	48,776	28	30
25 SAN FRANCISCO, CA	28,863	42,336	75	13	75 AKRON, OH	24,529	45,726	48	13
26 PHILADELPHIA, PA	28,599	50,434	20	11	76 WICHITA, KS	24,494	34,629	96	12
27 OAKLAND, CA	28,442	37,890	89	12	77 TOLEDO, OH	24,427	39,789	85	13
28 FORT WORTH, TX	28,200	47,406	36	31	78 FORT WAYNE, IN	24,425	45,919	45	18
29 SAN JOSE, CA	28,171	41,539	80	8	79 RALEIGH, NC	24,365	48,613	30	30
30 MIAMI, FL	28,150	54,300	9	20	80 GREENSBORO, NC	24,310	46,960	37	30
31 CINCINNATI, OH	28,114	50,605	18	13	81 DENVER, CO	24,222	44,614	55	13
32 SAN DIEGO, CA	28,097	44,041	59	12	82 LEXINGTON, KY	23,984	41,415	81	27
33 SACRAMENTO, CA	28,068	39,742	86	12	83 LUBBOCK, TX	23,750	42,620	73	44
34 HOUSTON, TX	27,754	46,214	44	27	84 CORPUS CHRISTI, TX	23,650	42,137	78	20
35 BUFFALO, NY	27,657	49,549	23	14	85 AURORA, CO	23,631	44,383	56	13
36 HONOLULU, HI	27,623	45,412	49	14	86 TACOMA, WA	23,286	43,079	69	13
37 WASHINGTON, DC	27,104	48,469	31	13	87 OKLAHOMA CITY, OK	23,170	34,050	98	20
38 NEWPORT NEWS, VA	27,058	46,533	39	33	88 SEATTLE, WA	23,017	36,957	91	12
39 ST. PAUL, MN	27,030	50,530	19	12	89 SPOKANE, WA	22,950	44,225	57	16
40 DALLAS, TX	27,000	46,808	38	27	90 LOUISVILLE, KY	22,843	42,260	76	18
41 GARLAND, TX	27,000	46,330	43	36	91 NEW ORLEANS, LA	22,605	38,579	88	26
42 VIRGINIA BEACH, VA	26,910	49,409	24	19	92 TULSA, OK	22,500	35,100	95	19
43 NORFOLK, VA	26,800	45,040	51	19	93 OMAHA, NE	22,464	43,200	68	23
44 COLUMBUS, GA	26,769	43,644	62	20	94 ALBUQUERQUE, NM	22,440	36,510	93	25
45 DAYTON, OH	26,733	45,855	46	15	95 DES MOINES, IA	22,300	42,983	71	17
46 CLEVELAND, OH	26,628	51,242	16	16	96 BATON ROUGE, LA	22,299	30,365	100	14
47 MESA, AZ	26,520	40,800	82	16	97 JACKSON, MS	22,249	37,183	90	24
48 SAN ANTONIO, TX	26,500	47,673	34	28	98 TUCSON, AZ	21,750	45,000	52	31
49 ARLINGTON, TX	26,500	45,063	50	31	99 LITTLE ROCK, AR	21,020	38,614	87	18
50 INDIANAPOLIS, IN	26,351	51,053	17	20	100 LINCOLN, NE	20,883	46,400	41	18
					<b>DOD AVERAGE</b>	<b>\$26,980</b>	<b>\$46,065</b>		<b>14</b>

Sources: U.S. Department of Defense Wage Fixing Authority, "List of School District Minimums, Maximums and Steps," DOD: Alexandria, Va. May 1998. American Federation of Teachers, phone survey.

**TABLE V-4**

**1997-98 BA-MINIMUM AND MA-MAXIMUM SALARIES  
RANKED WITHIN REGIONS BY MA-MAXIMUM**

---BA---						---MA---							
Min.		Rank	Max.		Rank	Min.		Rank	Max.		Rank	Steps	
<b>EAST</b>						<b>PLAINS AND ROCKY MOUNTAIN</b>							
1	YONKERS, NY	\$35,281	1	\$71,382	1	15	1	LINCOLN, NE	\$20,883	100	\$46,400	41	18
2	JERSEY CITY, NJ	33,500	3	70,100	2	16	2	DENVER, CO	24,222	81	44,614	55	13
3	PITTSBURGH, PA	32,800	4	62,648	3	10	3	AURORA, CO	23,631	85	44,383	56	13
4	ROCHESTER, NY	31,250	11	60,258	4	26	4	ST. LOUIS, MO	25,288	61	43,714	61	12
5	NEWARK, NJ	31,493	6	59,577	5	13	5	OMAHA, NE	22,464	93	43,200	68	23
6	NEW YORK, NY	29,611	21	57,964	6	20	6	DES MOINES, IA	22,300	95	42,983	71	17
7	BOSTON, MA	32,001	5	51,712	12	8	7	KANSAS CITY, MO	25,275	62	42,644	72	15
8	PHILADELPHIA, PA	28,599	26	50,434	20	11	8	COLORADO SPRINGS, CC	24,561	73	42,193	77	17
9	BUFFALO, NY	27,657	35	49,549	23	14	9	WICHITA, KS	24,494	76	34,629	96	12
10	BALTIMORE, MD	25,184	63	48,920	27	25	<b>SOUTHWEST</b>						
11	WASHINGTON, DC	27,104	37	48,469	31	13	1	SAN ANTONIO, TX	\$26,500	49	\$47,673	34	28
12	WORCESTER, MA	25,851	53	46,383	42	11	2	FORT WORTH, TX	28,200	28	47,406	36	31
<b>MIDWEST</b>						3	DALLAS, TX	27,000	40	46,808	38	27	
1	DETROIT, MI	\$30,537	15	\$55,408	8	10	4	GARLAND, TX	27,000	41	46,330	43	36
2	COLUMBUS, OH	29,403	22	52,376	11	16	5	HOUSTON, TX	27,754	34	46,214	44	27
3	GRAND RAPIDS, MI	28,878	24	51,371	14	11	6	ARLINGTON, TX	26,500	48	45,063	50	31
4	CLEVELAND, OH	26,628	46	51,242	16	16	7	TUCSON, AZ	21,750	98	45,000	52	31
5	INDIANAPOLIS, IN	26,351	50	51,053	17	20	8	PHOENIX, AZ	25,086	65	44,143	58	12
6	CINCINNATI, OH	28,114	31	50,605	18	13	9	EL PASO, TX	24,633	71	43,268	66	29
7	ST. PAUL, MN	27,030	39	50,530	19	12	10	LUBBOCK, TX	23,750	83	42,620	73	44
8	CHICAGO, IL	30,567	14	50,151	22	12	11	CORPUS CHRISTI, TX	23,650	84	42,137	78	20
9	MINNEAPOLIS, MN	26,109	52	49,257	26	11	12	AUSTIN, TX	25,840	54	42,100	79	24
10	MILWAUKEE, WI	24,684	70	48,660	29	16	13	MESA, AZ	26,520	47	40,800	82	16
11	FORT WAYNE, IN	24,425	78	45,919	45	18	14	ALBUQUERQUE, NM	22,440	94	36,510	93	25
12	DAYTON, OH	26,733	45	45,855	46	15	15	TULSA, OK	22,500	92	35,100	95	19
13	MADISON, WI	25,449	60	45,808	47	15	16	OKLAHOMA CITY, OK	23,170	87	34,050	98	20
14	AKRON, OH	24,529	75	45,726	48	13	<b>FAR WEST</b>						
15	TOLEDO, OH	24,427	77	39,789	85	13	1	ANAHEIM, CA	\$31,352	8	\$55,661	7	12
<b>SOUTHEAST</b>						2	SANTA ANA, CA	30,100	18	53,173	10	12	
1	MIAMI, FL	\$28,150	30	\$54,300	9	20	3	RIVERSIDE, CA	31,438	7	51,434	13	14
2	ATLANTA, GA	31,080	12	50,331	21	13	4	LONG BEACH, CA	30,375	17	51,263	15	14
3	VIRGINIA BEACH, VA	26,910	42	49,409	24	19	5	HUNTINGTON BEACH, CA	29,942	20	49,299	25	10
4	CHARLOTTE, NC	24,533	74	48,776	28	30	6	FREMONT, CA	34,997	2	48,333	32	11
5	RALEIGH, NC	24,365	79	48,613	30	30	7	PORTLAND, OR	25,771	56	47,465	35	14
6	GREENSBORO, NC	24,310	80	46,960	37	30	8	GLENDALE, CA	30,645	13	46,406	40	12
7	NEWPORT NEWS, VA	27,058	38	46,533	39	33	9	SPOKANE, WA	22,950	89	44,225	57	16
8	NORFOLK, VA	26,800	43	45,040	51	19	10	SAN DIEGO, CA	28,097	32	44,041	59	12
9	TAMPA, FL	25,002	66	44,702	53	32	11	LOS ANGELES, CA	31,304	9	43,411	65	10
10	JACKSONVILLE, FL	24,782	68	44,662	54	23	12	STOCKTON, CA	31,276	10	43,247	67	12
11	MEMPHIS, TN	28,977	23	43,885	60	19	13	TACOMA, WA	23,286	86	43,079	69	13
12	COLUMBUS, GA	26,769	44	43,644	62	20	14	BAKERSFIELD, CA	30,447	16	43,035	70	11
13	ST. PETERSBURG, FL	24,900	67	43,500	63	22	15	SAN FRANCISCO, CA	28,863	25	42,336	75	13
14	RICHMOND, VA	25,572	59	43,464	64	15	16	SAN JOSE, CA	28,171	29	41,539	80	8
15	NASHVILLE, TN	24,720	69	42,580	74	17	17	LAS VEGAS, NV	24,566	72	40,116	84	11
16	LOUISVILLE, KY	22,843	90	42,260	76	18	18	SACRAMENTO, CA	28,068	33	39,742	86	12
17	LEXINGTON, KY	23,984	82	41,415	81	27	19	OAKLAND, CA	28,442	27	37,890	89	12
18	SHREVEPORT, LA	25,120	64	40,497	83	31	20	SEATTLE, WA	23,017	88	36,957	91	12
19	LITTLE ROCK, AR	21,020	99	38,614	87	18	21	FRESNO, CA	25,815	55	34,008	99	10
20	NEW ORLEANS, LA	22,605	91	38,579	88	26							
21	JACKSON, MS	22,249	97	37,183	90	24							
22	BIRMINGHAM, AL	26,235	51	36,564	92	12		ANCHORAGE, AK	30,079	19	48,264	33	11
23	MONTGOMERY, AL	25,647	57	35,106	94	22		HONOLULU, HI	27,623	36	45,412	49	14
24	MOBILE, AL	25,646	58	34,572	97	21							
25	BATON ROUGE, LA	22,299	96	30,365	100	14							
						<b>DOD AVERAGE</b>	<b>\$26,980</b>		<b>\$46,065</b>		<b>14</b>		

Sources: U.S. Department of Defense Wage Fixing Authority, "List of School District Minimums, Maximums and Steps," DOD: Alexandria, Va. May 1998. American Federation of Teachers, phone survey.

TABLE V-5

**AVERAGE ANNUAL CHANGE BETWEEN BA-MINIMUM AND MA-MAXIMUM FOR 1997-98 IN DOLLARS  
RANKED BY AVERAGE ANNUAL CHANGE**

	BA-Min	MA-Max	Rank	Steps	BA-Min to MA-Max Annual Change		BA-Min	MA-Max	Rank	Steps	BA-Min to MA-Max Annual Change
1 PITTSBURGH, PA	\$32,800	\$62,648	3	10	\$2,985	51 TOLEDO, OH	\$24,427	\$39,789	85	13	\$1,182
2 DETROIT, MI	30,537	55,408	8	10	2,487	52 SEATTLE, WA	23,017	36,957	91	12	1,162
3 BOSTON, MA	32,001	51,712	12	8	2,464	53 KANSAS CITY, MO	25,275	42,644	72	15	1,158
4 YONKERS, NY	35,281	71,382	1	15	2,407	54 BAKERSFIELD, CA	30,447	43,035	70	11	1,144
5 JERSEY CITY, NJ	33,500	70,100	2	16	2,288	55 ROCHESTER, NY	31,250	60,258	4	26	1,116
6 NEWARK, NJ	31,493	59,577	5	13	2,160	56 LOUISVILLE, KY	22,843	42,260	76	18	1,079
7 MINNEAPOLIS, MN	26,109	49,257	26	11	2,104	57 NASHVILLE, TN	24,720	42,580	74	17	1,051
8 GRAND RAPIDS, MI	28,878	51,371	14	11	2,045	58 COLORADO SPRINGS, CO	24,561	42,193	77	17	1,037
9 ANAHEIM, CA	31,352	55,661	7	12	2,026	59 SAN FRANCISCO, CA	28,863	42,336	75	13	1,036
10 PHILADELPHIA, PA	28,599	50,434	20	11	1,985	60 STOCKTON, CA	31,276	43,247	67	12	998
11 ST. PAUL, MN	27,030	50,530	19	12	1,958	61 LITTLE ROCK, AR	21,020	38,614	87	18	977
12 HUNTINGTON BEACH, CA	29,942	49,299	25	10	1,936	62 SACRAMENTO, CA	28,068	39,742	86	12	973
13 SANTA ANA, CA	30,100	53,173	10	12	1,923	63 NORFOLK, VA	26,800	45,040	51	19	960
14 WORCESTER, MA	25,851	46,383	42	11	1,867	64 BALTIMORE, MD	25,184	48,920	27	25	949
15 CINCINNATI, OH	28,114	50,605	18	13	1,730	65 CORPUS CHRISTI, TX	23,650	42,137	78	20	924
16 SAN JOSE, CA	28,171	41,539	80	8	1,671	66 OMAHA, NE	22,464	43,200	68	23	902
17 ANCHORAGE, AK	30,079	48,264	33	11	1,653	67 MESA, AZ	26,520	40,800	82	16	893
18 WASHINGTON, DC	27,104	48,469	31	13	1,643	68 JACKSONVILLE, FL	24,782	44,662	54	23	864
19 CHICAGO, IL	30,567	50,151	22	12	1,632	69 BIRMINGHAM, AL	26,235	36,564	92	12	861
20 AKRON, OH	24,529	45,726	48	13	1,631	70 ST. PETERSBURG, FL	24,900	43,500	63	22	845
21 AURORA, CO	23,631	44,383	56	13	1,596	71 WICHITA, KS	24,494	34,629	96	12	845
22 PHOENIX, AZ	25,086	44,143	58	12	1,588	72 COLUMBUS, GA	26,769	43,644	62	20	844
23 DENVER, CO	24,222	44,614	55	13	1,569	73 FRESNO, CA	25,815	34,008	99	10	819
24 BUFFALO, NY	27,657	49,549	23	14	1,564	74 RALEIGH, NC	24,365	48,613	30	30	808
25 PORTLAND, OR	25,771	47,465	35	14	1,550	75 CHARLOTTE, NC	24,533	48,776	28	30	808
26 CLEVELAND, OH	26,628	51,242	16	16	1,538	76 OAKLAND, CA	28,442	37,890	89	12	787
27 ST. LOUIS, MO	25,288	43,714	61	12	1,536	77 MEMPHIS, TN	28,977	43,885	60	19	785
28 TACOMA, WA	23,286	43,079	69	13	1,523	78 SAN ANTONIO, TX	26,500	47,673	34	28	756
29 MILWAUKEE, WI	24,684	48,660	29	16	1,499	79 GREENSBORO, NC	24,310	46,960	37	30	755
30 LONG BEACH, CA	30,375	51,263	15	14	1,492	80 TUCSON, AZ	21,750	45,000	52	31	750
31 ATLANTA, GA	31,080	50,331	21	13	1,481	81 DALLAS, TX	27,000	46,808	38	27	734
32 COLUMBUS, OH	29,403	52,376	11	16	1,436	82 HOUSTON, TX	27,754	46,214	44	27	684
33 RIVERSIDE, CA	31,438	51,434	13	14	1,428	83 AUSTIN, TX	25,840	42,100	79	24	678
34 NEW YORK, NY	29,611	57,964	6	20	1,418	84 TULSA, OK	22,500	35,100	95	19	663
35 LINCOLN, NE	20,883	46,400	41	18	1,418	85 LEXINGTON, KY	23,984	41,415	81	27	646
36 LAS VEGAS, NV	24,566	40,116	84	11	1,414	86 EL PASO, TX	24,633	43,268	66	29	643
37 MADISON, WI	25,449	45,808	47	15	1,357	87 JACKSON, MS	22,249	37,183	90	24	622
38 SPOKANE, WA	22,950	44,225	57	16	1,330	88 FORT WORTH, TX	28,200	47,406	36	31	620
39 SAN DIEGO, CA	28,097	44,041	59	12	1,329	89 TAMPA, FL	25,002	44,702	53	32	616
40 GLENDALE, CA	30,645	46,406	40	12	1,313	90 NEW ORLEANS, LA	22,605	38,579	88	26	614
41 MIAMI, FL	28,150	54,300	9	20	1,308	91 ARLINGTON, TX	26,500	45,063	50	31	599
42 DAYTON, OH	26,733	45,855	46	15	1,275	92 NEWPORT NEWS, VA	27,058	46,533	39	33	590
43 HONOLULU, HI	27,623	45,412	49	14	1,271	93 BATON ROUGE, LA	22,299	30,365	100	14	576
44 INDIANAPOLIS, IN	26,351	51,053	17	20	1,235	94 ALBUQUERQUE, NM	22,440	36,510	93	25	563
45 DES MOINES, IA	22,300	42,983	71	17	1,217	95 OKLAHOMA CITY, OK	23,170	34,050	98	20	544
46 FREMONT, CA	34,997	48,333	32	11	1,212	96 GARLAND, TX	27,000	46,330	43	36	537
47 LOS ANGELES, CA	31,304	43,411	65	10	1,211	97 SHREVEPORT, LA	25,120	40,497	83	31	496
48 FORT WAYNE, IN	24,425	45,919	45	18	1,194	98 MONTGOMERY, AL	25,647	35,106	94	22	430
49 RICHMOND, VA	25,572	43,464	64	15	1,193	99 LUBBOCK, TX	23,750	42,620	73	44	429
50 VIRGINIA BEACH, VA	26,910	49,409	24	19	1,184	100 MOBILE, AL	25,646	34,572	97	21	425
<b>DOD AVERAGE</b>							<b>\$26,980</b>	<b>\$46,065</b>	<b>14</b>	<b>\$1,363</b>	

Sources: U.S. Department of Defense Wage Fixing Authority, "List of School District Minimums, Maximums and Steps," DOD: Alexandria, Va. May 1998. American Federation of Teachers, phone survey.

TABLE V-6

**RATIO OF 1997-98 MA-MAXIMUM TO BA-MINIMUM SALARIES  
RANKED BY THE MA-MAXIMUM TO BA-MINIMUM RATIO**

	BA- Min	MA- Max	Rank	Steps	MA-Max to BA-Min Ratio		BA- Min	MA- Max	Rank	Steps	MA-Max to BA-Min Ratio
1 LINCOLN, NE	\$20,883	\$46,400	41	18	2.22	51 ST. LOUIS, MO	\$25,288	\$43,714	61	12	1.73
2 JERSEY CITY, NJ	33,500	70,100	2	16	2.09	52 LEXINGTON, KY	23,984	41,415	81	27	1.73
3 TUCSON, AZ	21,750	45,000	52	31	2.07	53 NASHVILLE, TN	24,720	42,580	74	17	1.72
4 YONKERS, NY	35,281	71,382	1	15	2.02	54 NEWPORT NEWS, VA	27,058	46,533	39	33	1.72
5 RALEIGH, NC	24,365	48,613	30	30	2.00	55 COLORADO SPRINGS, CO	24,561	42,193	77	17	1.72
6 CHARLOTTE, NC	24,533	48,776	28	30	1.99	56 GARLAND, TX	27,000	46,330	43	36	1.72
7 MILWAUKEE, WI	24,684	48,660	29	16	1.97	57 DAYTON, OH	26,733	45,855	46	15	1.72
8 NEW YORK, NY	29,611	57,964	6	20	1.96	58 NEW ORLEANS, LA	22,605	38,579	88	26	1.71
9 BALTIMORE, MD	25,184	48,920	27	25	1.94	59 ARLINGTON, TX	26,500	45,063	50	31	1.70
10 INDIANAPOLIS, IN	26,351	51,053	17	20	1.94	60 RICHMOND, VA	25,572	43,464	64	15	1.70
11 GREENSBORO, NC	24,310	46,960	37	30	1.93	61 LONG BEACH, CA	30,375	51,263	15	14	1.69
12 MIAMI, FL	28,150	54,300	9	20	1.93	62 KANSAS CITY, MO	25,275	42,644	72	15	1.69
13 ROCHESTER, NY	31,250	60,258	4	26	1.93	63 FORT WORTH, TX	28,200	47,406	36	31	1.68
14 DES MOINES, IA	22,300	42,983	71	17	1.93	64 NORFOLK, VA	26,800	45,040	51	19	1.68
15 SPOKANE, WA	22,950	44,225	57	16	1.93	65 JACKSON, MS	22,249	37,183	90	24	1.67
16 CLEVELAND, OH	26,628	51,242	16	16	1.92	66 HOUSTON, TX	27,754	46,214	44	27	1.67
17 OMAHA, NE	22,464	43,200	68	23	1.92	67 HUNTINGTON BEACH, CA	29,942	49,299	25	10	1.65
18 PITTSBURGH, PA	32,800	62,648	3	10	1.91	68 HONOLULU, HI	27,623	45,412	49	14	1.64
19 NEWARK, NJ	31,493	59,577	5	13	1.89	69 CHICAGO, IL	30,567	50,151	22	12	1.64
20 MINNEAPOLIS, MN	26,109	49,257	26	11	1.89	70 RIVERSIDE, CA	31,438	51,434	13	14	1.64
21 FORT WAYNE, IN	24,425	45,919	45	18	1.88	71 LAS VEGAS, NV	24,566	40,116	84	11	1.63
22 AURORA, CO	23,631	44,383	56	13	1.88	72 COLUMBUS, GA	26,769	43,644	62	20	1.63
23 ST. PAUL, MN	27,030	50,530	19	12	1.87	73 AUSTIN, TX	25,840	42,100	79	24	1.63
24 AKRON, OH	24,529	45,726	48	13	1.86	74 TOLEDO, OH	24,427	39,789	85	13	1.63
25 LOUISVILLE, KY	22,843	42,260	76	18	1.85	75 ALBUQUERQUE, NM	22,440	36,510	93	25	1.63
26 TACOMA, WA	23,286	43,079	69	13	1.85	76 ATLANTA, GA	31,080	50,331	21	13	1.62
27 DENVER, CO	24,222	44,614	55	13	1.84	77 BOSTON, MA	32,001	51,712	12	8	1.62
28 PORTLAND, OR	25,771	47,465	35	14	1.84	78 SHREVEPORT, LA	25,120	40,497	83	31	1.61
29 LITTLE ROCK, AR	21,020	38,614	87	18	1.84	79 SEATTLE, WA	23,017	36,957	91	12	1.61
30 VIRGINIA BEACH, VA	26,910	49,409	24	19	1.84	80 ANCHORAGE, AK	30,079	48,264	33	11	1.60
31 DETROIT, MI	30,537	55,408	8	10	1.81	81 SAN DIEGO, CA	28,097	44,041	59	12	1.57
32 JACKSONVILLE, FL	24,782	44,662	54	23	1.80	82 TULSA, OK	22,500	35,100	95	19	1.56
33 CINCINNATI, OH	28,114	50,605	18	13	1.80	83 MESA, AZ	26,520	40,800	82	16	1.54
34 MADISON, WI	25,449	45,808	47	15	1.80	84 MEMPHIS, TN	28,977	43,885	60	19	1.51
35 SAN ANTONIO, TX	26,500	47,673	34	28	1.80	85 GLENDALE, CA	30,645	46,406	40	12	1.51
36 LUBBOCK, TX	23,750	42,620	73	44	1.79	86 SAN JOSE, CA	28,171	41,539	80	8	1.47
37 WORCESTER, MA	25,851	46,383	42	11	1.79	87 OKLAHOMA CITY, OK	23,170	34,050	98	20	1.47
38 BUFFALO, NY	27,657	49,549	23	14	1.79	88 SAN FRANCISCO, CA	28,863	42,336	75	13	1.47
39 WASHINGTON, DC	27,104	48,469	31	13	1.79	89 SACRAMENTO, CA	28,068	39,742	86	12	1.42
40 TAMPA, FL	25,002	44,702	53	32	1.79	90 WICHITA, KS	24,494	34,629	96	12	1.41
41 CORPUS CHRISTI, TX	23,650	42,137	78	20	1.78	91 BAKERSFIELD, CA	30,447	43,035	70	11	1.41
42 COLUMBUS, OH	29,403	52,376	11	16	1.78	92 BIRMINGHAM, AL	26,235	36,564	92	12	1.39
43 GRAND RAPIDS, MI	28,878	51,371	14	11	1.78	93 LOS ANGELES, CA	31,304	43,411	65	10	1.39
44 ANAHEIM, CA	31,352	55,661	7	12	1.78	94 STOCKTON, CA	31,276	43,247	67	12	1.38
45 SANTA ANA, CA	30,100	53,173	10	12	1.77	95 FREMONT, CA	34,997	48,333	32	11	1.38
46 PHILADELPHIA, PA	28,599	50,434	20	11	1.76	96 MONTGOMERY, AL	25,647	35,106	94	22	1.37
47 PHOENIX, AZ	25,086	44,143	58	12	1.76	97 BATON ROUGE, LA	22,299	30,365	100	14	1.36
48 EL PASO, TX	24,633	43,268	66	29	1.76	98 MOBILE, AL	25,646	34,572	97	21	1.35
49 ST. PETERSBURG, FL	24,900	43,500	63	22	1.75	99 OAKLAND, CA	28,442	37,890	89	12	1.33
50 DALLAS, TX	27,000	46,808	38	27	1.73	100 FRESNO, CA	25,815	34,008	99	10	1.32
<b>DOD AVERAGE</b>							<b>\$26,980</b>	<b>\$46,065</b>	<b>14</b>	<b>1.71</b>	

Sources: U.S. Department of Defense Wage Fixing Authority, "List of School District Minimums, Maximums and Steps," DOD: Alexandria, Va. May 1998. American Federation of Teachers, phone survey.

TABLE V-7

1998 COST-OF-LIVING INDEX

LISTED ALPHABETICALLY		RANKED BY INDEX	
COL Index	City	COL Index	City
96.7	AKRON, OH	92.9	LOUISVILLE, KY
102.4	ALBUQUERQUE, NM	91.4	LUBBOCK, TX
117.6	ANAHEIM, CA	106.0	MADISON, WI
124.1	ANCHORAGE, AK	92.9	MEMPHIS, TN
96.5	ARLINGTON, TX	101.7	MESA, AZ
102.2	ATLANTA, GA	105.7	MIAMI, FL
108.1	AURORA, CO	107.3	MILWAUKEE, WI
99.3	AUSTIN, TX	102.3	MINNEAPOLIS, MN
102.2	BAKERSFIELD, CA	94.9	MOBILE, AL
96.0	BALTIMORE, MD	98.2	MONTGOMERY, AL
100.9	BATON ROUGE, LA	95.9	NASHVILLE, TN
98.4	BIRMINGHAM, AL	97.6	NEW ORLEANS, LA
131.9	BOSTON, MA	146.0	NEW YORK, NY
96.7	BUFFALO, NY	146.0	NEWARK, NJ
99.1	CHARLOTTE, NC	99.4	NEWPORT NEWS, VA
115.0	CHICAGO, IL	99.4	NORFOLK, VA
98.3	CINCINNATI, OH	136.0	OAKLAND, CA
112.6	CLEVELAND, OH	92.0	OKLAHOMA CITY, OK
100.9	COLORADO SPRINGS, CO	92.6	OMAHA, NE
96.4	COLUMBUS, GA	121.2	PHILADELPHIA, PA
98.0	COLUMBUS, OH	101.7	PHOENIX, AZ
97.0	CORPUS CHRISTI, TX	119.0	PITTSBURGH, PA
98.6	DALLAS, TX	111.7	PORTLAND, OR
100.1	DAYTON, OH	101.8	RALEIGH, NC
108.1	DENVER, CO	107.3	RICHMOND, VA
96.1	DES MOINES, IA	111.0	RIVERSIDE, CA
114.0	DETROIT, MI	101.5	ROCHESTER, NY
94.6	EL PASO, TX	117.8	SACRAMENTO, CA
94.3	FORT WAYNE, IN	89.9	SAN ANTONIO, TX
96.5	FORT WORTH, TX	122.8	SAN DIEGO, CA
136.0	FREMONT, CA	149.0	SAN FRANCISCO, CA
104.4	FRESNO, CA	136.0	SAN JOSE, CA
98.6	GARLAND, TX	117.6	SANTA ANA, CA
117.6	GLENDALE, CA	104.2	SEATTLE, WA
104.7	GRAND RAPIDS, MI	93.7	SHREVEPORT, LA
98.1	GREENSBORO, NC	102.4	SPOKANE, WA
133.0	HONOLULU, HI	98.5	ST. LOUIS, MO
93.8	HOUSTON, TX	102.2	ST. PAUL, MN
117.6	HUNTINGTON BEACH, CA	95.2	ST. PETERSBURG, FL
96.6	INDIANAPOLIS, IN	106.5	STOCKTON, CA
91.6	JACKSON, MS	101.3	TACOMA, WA
97.8	JACKSONVILLE, FL	95.2	TAMPA, FL
146.0	JERSEY CITY, NJ	100.0	TOLEDO, OH
98.4	KANSAS CITY, MO	99.2	TUCSON, AZ
105.2	LAS VEGAS, NV	92.0	TULSA, OK
97.9	LEXINGTON, KY	99.4	VIRGINIA BEACH, VA
100.5	LINCOLN, NE	123.8	WASHINGTON, DC
87.1	LITTLE ROCK, AR	95.1	WICHITA, KS
117.6	LONG BEACH, CA	104.9	WORCESTER, MA
117.6	LOS ANGELES, CA	146.0	YONKERS, NY
		149.0	SAN FRANCISCO, CA
		146.0	JERSEY CITY, NJ
		146.0	NEW YORK, NY
		146.0	NEWARK, NJ
		146.0	YONKERS, NY
		136.0	FREMONT, CA
		136.0	OAKLAND, CA
		136.0	SAN JOSE, CA
		133.0	HONOLULU, HI
		131.9	BOSTON, MA
		124.1	ANCHORAGE, AK
		123.8	WASHINGTON, DC
		122.8	SAN DIEGO, CA
		121.2	PHILADELPHIA, PA
		119.0	PITTSBURGH, PA
		117.8	SACRAMENTO, CA
		117.6	ANAHEIM, CA
		117.6	GLENDALE, CA
		117.6	HUNTINGTON BEACH, CA
		117.6	LONG BEACH, CA
		117.6	LOS ANGELES, CA
		117.6	SANTA ANA, CA
		115.0	CHICAGO, IL
		114.0	DETROIT, MI
		112.6	CLEVELAND, OH
		111.7	PORTLAND, OR
		111.0	RIVERSIDE, CA
		108.1	AURORA, CO
		108.1	DENVER, CO
		107.3	MILWAUKEE, WI
		107.3	RICHMOND, VA
		106.5	STOCKTON, CA
		106.0	MADISON, WI
		105.7	MIAMI, FL
		105.2	LAS VEGAS, NV
		104.9	WORCESTER, MA
		104.7	GRAND RAPIDS, MI
		104.4	FRESNO, CA
		104.2	SEATTLE, WA
		102.4	ALBUQUERQUE, NM
		102.4	SPOKANE, WA
		102.3	MINNEAPOLIS, MN
		102.2	ATLANTA, GA
		102.2	BAKERSFIELD, CA
		102.2	ST. PAUL, MN
		101.8	RALEIGH, NC
		101.7	MESA, AZ
		101.7	PHOENIX, AZ
		101.5	ROCHESTER, NY
		101.3	TACOMA, WA
		100.9	BATON ROUGE, LA
		100.9	COLORADO SPRINGS, CO
		100.5	LINCOLN, NE
		100.1	DAYTON, OH
		100.0	TOLEDO, OH
		99.4	NEWPORT NEWS, VA
		99.4	NORFOLK, VA
		99.4	VIRGINIA BEACH, VA
		99.3	AUSTIN, TX
		99.2	TUCSON, AZ
		99.1	CHARLOTTE, NC
		98.6	DALLAS, TX
		98.6	GARLAND, TX
		98.5	ST. LOUIS, MO
		98.4	BIRMINGHAM, AL
		98.4	KANSAS CITY, MO
		98.3	CINCINNATI, OH
		98.2	MONTGOMERY, AL
		98.1	GREENSBORO, NC
		98.0	COLUMBUS, OH
		97.9	LEXINGTON, KY
		97.8	JACKSONVILLE, FL
		97.6	NEW ORLEANS, LA
		97.0	CORPUS CHRISTI, TX
		96.7	AKRON, OH
		96.7	PORTLAND, OR
		96.6	INDIANAPOLIS, IN
		96.5	ARLINGTON, TX
		96.5	FORT WORTH, TX
		96.4	COLUMBUS, GA
		96.1	DES MOINES, IA
		96.0	BALTIMORE, MD
		95.9	NASHVILLE, TN
		95.2	ST. PETERSBURG, FL
		95.2	TAMPA, FL
		95.1	WICHITA, KS
		94.9	MOBILE, AL
		94.6	EL PASO, TX
		94.3	FORT WAYNE, IN
		93.8	HOUSTON, TX
		93.7	SHREVEPORT, LA
		92.9	LOUISVILLE, KY
		92.9	MEMPHIS, TN
		92.6	OMAHA, NE
		92.0	OKLAHOMA CITY, OK
		92.0	TULSA, OK
		91.6	JACKSON, MS
		91.4	LUBBOCK, TX
		89.9	SAN ANTONIO, TX
		87.1	LITTLE ROCK, AR

106.2 AVERAGE

Sources: American Chamber of Commerce Researcher Association, "Intercity Cost of Living Index," ACCRA: Louisville, Ky. American Federation of Teachers, annual survey of state departments of education. The 1998 Index is based on the ACCRA Cost of Living Index for 323 Urban Areas. Most estimates are based on geographic proximity to cities listed in the ACCRA index. Estimates for missing data are based on past years. The index for New York City is based on Long Island

TABLE V-8

**MA-MAXIMUM SALARIES ADJUSTED BY 1998 COST-OF-LIVING INDEX  
RANKED BY ADJUSTED MA-MAXIMUM SALARY**

	-----MA-----		COL	Adjusted		-----MA-----		COL	Adjusted		
	Maximum	Steps	Rank	Index	MA-Max	Maximum	Steps	Rank	Index	MA-Max	
1 ROCHESTER, NY	\$60,258	26	4	101.5	\$59,367	51 WORCESTER, MA	\$46,383	11	42	104.9	\$44,216
2 COLUMBUS, OH	52,376	16	11	98.0	53,445	52 CHICAGO, IL	50,151	12	22	115.0	43,610
3 SAN ANTONIO, TX	47,673	28	34	89.9	53,029	53 LONG BEACH, CA	51,263	14	15	117.6	43,591
4 INDIANAPOLIS, IN	51,053	20	17	96.6	52,850	54 CORPUS CHRISTI, TX	42,137	20	78	97.0	43,440
5 PITTSBURGH, PA	62,648	10	3	119.0	52,645	55 PHOENIX, AZ	44,143	12	58	101.7	43,405
6 CINCINNATI, OH	50,605	13	18	98.3	51,480	56 KANSAS CITY, MO	42,644	15	72	98.4	43,337
7 MIAMI, FL	54,300	20	9	105.7	51,372	57 SHREVEPORT, LA	40,497	31	83	93.7	43,220
8 BUFFALO, NY	49,549	14	23	96.7	51,240	58 MADISON, WI	45,808	15	47	106.0	43,215
9 BALTIMORE, MD	48,920	25	27	96.0	50,958	59 SPOKANE, WA	44,225	16	57	102.4	43,188
10 VIRGINIA BEACH, VA	49,409	19	24	99.4	49,707	60 TACOMA, WA	43,079	13	69	101.3	42,526
11 ST. PAUL, MN	50,530	12	19	102.2	49,442	61 PORTLAND, OR	47,465	14	35	111.7	42,493
12 HOUSTON, TX	46,214	27	44	93.8	49,269	62 AUSTIN, TX	42,100	24	79	99.3	42,397
13 ATLANTA, GA	50,331	13	21	102.2	49,248	63 LEXINGTON, KY	41,415	27	81	97.9	42,303
14 CHARLOTTE, NC	48,776	30	28	99.1	49,219	64 BAKERSFIELD, CA	43,035	11	70	102.2	42,109
15 FORT WORTH, TX	47,406	31	36	96.5	49,125	65 HUNTINGTON BEACH, CA	49,299	10	25	117.6	41,921
16 GRAND RAPIDS, MI	51,371	11	14	104.7	49,065	66 COLORADO SPRINGS, CO	42,193	17	77	100.9	41,817
17 YONKERS, NY	71,382	15	1	146.0	48,892	67 PHILADELPHIA, PA	50,434	11	20	121.2	41,612
18 FORT WAYNE, IN	45,919	18	45	94.3	48,695	68 DENVER, CO	44,614	13	55	108.1	41,271
19 DETROIT, MI	55,408	10	8	114.0	48,604	69 AURORA, CO	44,383	13	56	108.1	41,057
20 MINNEAPOLIS, MN	49,257	11	26	102.3	48,150	70 NEWARK, NJ	59,577	13	5	146.0	40,806
21 JERSEY CITY, NJ	70,100	16	2	146.0	48,014	71 STOCKTON, CA	43,247	12	67	106.5	40,608
22 GREENSBORO, NC	46,960	30	37	98.1	47,870	72 JACKSON, MS	37,183	24	90	91.6	40,593
23 RALEIGH, NC	48,613	30	30	101.8	47,753	73 RICHMOND, VA	43,464	15	64	107.3	40,507
24 DALLAS, TX	46,808	27	38	98.6	47,473	74 MESA, AZ	40,800	16	82	101.7	40,118
25 ANAHEIM, CA	55,661	12	7	117.6	47,331	75 TOLEDO, OH	39,789	13	85	100.0	39,789
26 AKRON, OH	45,726	13	48	96.7	47,286	76 NEW YORK, NY	57,964	20	6	146.0	39,701
27 MEMPHIS, TN	43,885	19	60	92.9	47,239	77 NEW ORLEANS, LA	38,579	26	88	97.6	39,528
28 GARLAND, TX	46,330	36	43	98.6	46,988	78 GLENDALE, CA	46,406	12	40	117.6	39,461
29 TAMPA, FL	44,702	32	53	95.2	46,956	79 BOSTON, MA	51,712	8	12	131.9	39,205
30 NEWPORT NEWS, VA	46,533	33	39	99.4	46,814	80 WASHINGTON, DC	48,469	13	31	123.8	39,151
31 ARLINGTON, TX	45,063	31	50	96.5	46,697	81 ANCHORAGE, AK	48,264	11	33	124.1	38,891
32 OMAHA, NE	43,200	23	68	92.6	46,652	82 TULSA, OK	35,100	19	95	92.0	38,152
33 LUBBOCK, TX	42,620	44	73	91.4	46,630	83 LAS VEGAS, NV	40,116	11	84	105.2	38,133
34 RIVERSIDE, CA	51,434	14	13	111.0	46,337	84 BIRMINGHAM, AL	36,564	12	92	98.4	37,159
35 LINCOLN, NE	46,400	18	41	100.5	46,169	85 OKLAHOMA CITY, OK	34,050	20	98	92.0	37,011
36 DAYTON, OH	45,855	15	46	100.1	45,809	86 LOS ANGELES, CA	43,411	10	65	117.6	36,914
37 EL PASO, TX	43,268	29	66	94.6	45,738	87 MOBILE, AL	34,572	21	97	94.9	36,430
38 ST. PETERSBURG, FL	43,500	22	63	95.2	45,693	88 WICHITA, KS	34,629	12	96	95.1	36,413
39 JACKSONVILLE, FL	44,662	23	54	97.8	45,667	89 SAN DIEGO, CA	44,041	12	59	122.8	35,864
40 CLEVELAND, OH	51,242	16	16	112.6	45,508	90 MONTGOMERY, AL	35,106	22	94	98.2	35,749
41 LOUISVILLE, KY	42,260	18	76	92.9	45,490	91 ALBUQUERQUE, NM	36,510	25	93	102.4	35,654
42 TUCSON, AZ	45,000	31	52	99.2	45,363	92 FREMONT, CA	48,333	11	32	136.0	35,539
43 MILWAUKEE, WI	48,660	16	29	107.3	45,349	93 SEATTLE, WA	36,957	12	91	104.2	35,467
44 NORFOLK, VA	45,040	19	51	99.4	45,312	94 HONOLULU, HI	45,412	14	49	133.0	34,144
45 COLUMBUS, GA	43,644	20	62	96.4	45,274	95 SACRAMENTO, CA	39,742	12	86	117.8	33,737
46 SANTA ANA, CA	53,173	12	10	117.6	45,215	96 FRESNO, CA	34,008	10	99	104.4	32,575
47 DES MOINES, IA	42,983	17	71	96.1	44,727	97 SAN JOSE, CA	41,539	8	80	136.0	30,543
48 NASHVILLE, TN	42,580	17	74	95.9	44,400	98 BATON ROUGE, LA	30,365	14	100	100.9	30,094
49 ST. LOUIS, MO	43,714	12	61	98.5	44,380	99 SAN FRANCISCO, CA	42,336	13	75	149.0	28,414
50 LITTLE ROCK, AR	38,614	18	87	87.1	44,333	100 OAKLAND, CA	37,890	12	89	136.0	27,860
<b>DOD AVERAGE</b>						<b>\$46,065</b>	<b>14</b>	<b>106.6</b>	<b>\$43,213</b>		

Sources: American Chamber of Commerce Researcher Association, "Intercity Cost of Living Index," ACCRA: Louisville, Ky. American Federation of Teachers, annual survey of state departments of education. The 1998 Index is based on the ACCRA Cost of Living Index for 323 Urban Areas. Most estimates are based on geographic proximity to cities listed in the ACCRA index. Estimates for missing data are based on past years. The index for New York City is based on Long Island. U.S. Department of Defense Wage Fixing Authority, "List of School District Minimums, Maximums and Steps," DOD: Alexandria, Va. May 1998. American Federation of Teachers, phone survey.

Table V-9

**RATIO OF 1997-98 AVERAGE TEACHER SALARY TO 1996 AVERAGE ANNUAL PAY IN THE METRO AREA  
RANKED BY MA-MAXIMUM TO AVERAGE PAY RATIO**

	Metro Area				Salary to			Metro Area				Salary to	
	Annual	-----MA-----	Steps	Rank	Annual	Pay		Annual	-----MA-----	Steps	Rank	Annual	Pay
	Pay	Maximum			Pay	Ratio		Pay	Maximum			Pay	Ratio
1 PITTSBURGH, PA	\$29,069	\$62,648	10	3	2.16		51 ST. PAUL, MN	\$31,941	\$50,530	12	19	1.58	
2 VIRGINIA BEACH, VA	24,184	49,409	19	24	2.04		52 ARLINGTON, TX	28,511	45,063	31	50	1.58	
3 RIVERSIDE, CA	25,248	51,434	14	13	2.04		53 MEMPHIS, TN	27,912	43,885	19	60	1.57	
4 EL PASO, TX	21,834	43,268	29	66	1.98		54 FRESNO, CA	21,704	34,008	10	99	1.57	
5 ROCHESTER, NY	30,663	60,258	26	4	1.97		55 DES MOINES, IA	27,528	42,983	17	71	1.56	
6 SAN ANTONIO, TX	24,460	47,673	28	34	1.95		56 DETROIT, MI	35,748	55,408	10	8	1.55	
7 LINCOLN, NE	24,018	46,400	18	41	1.93		57 MINNEAPOLIS, MN	31,941	49,257	11	26	1.54	
8 NEWPORT NEWS, VA	24,184	46,533	33	39	1.92		58 NEWARK, NJ	38,886	59,577	13	5	1.53	
9 MIAMI, FL	28,383	54,300	20	9	1.91		59 LONG BEACH, CA	33,478	51,263	14	15	1.53	
10 COLUMBUS, GA	22,858	43,644	20	62	1.91		60 SAN DIEGO, CA	28,845	44,041	12	59	1.53	
11 JERSEY CITY, NJ	36,833	70,100	16	2	1.90		61 PHILADELPHIA, PA	33,080	50,434	11	20	1.52	
12 COLUMBUS, OH	27,888	52,376	16	11	1.88		62 LITTLE ROCK, AR	25,392	38,614	18	87	1.52	
13 LUBBOCK, TX	22,721	42,620	44	73	1.88		63 RICHMOND, VA	28,714	43,464	15	64	1.51	
14 NORFOLK, VA	24,184	45,040	19	51	1.86		64 NASHVILLE, TN	28,172	42,580	17	74	1.51	
15 TUCSON, AZ	24,705	45,000	31	52	1.82		65 BOSTON, MA	34,383	51,712	8	12	1.50	
16 GRAND RAPIDS, MI	28,478	51,371	11	14	1.80		66 ST. LOUIS, MO	29,469	43,714	12	61	1.48	
17 SPOKANE, WA	24,536	44,225	16	57	1.80		67 KANSAS CITY, MO	28,774	42,644	15	72	1.48	
18 GREENSBORO, NC	26,130	46,960	30	37	1.80		68 CHICAGO, IL	33,907	50,151	12	22	1.48	
19 BUFFALO, NY	27,607	49,549	14	23	1.79		69 NEW ORLEANS, LA	26,085	38,579	26	88	1.48	
20 BAKERSFIELD, CA	24,314	43,035	11	70	1.77		70 HUNTINGTON BEACH, CA	33,478	49,299	10	25	1.47	
21 INDIANAPOLIS, IN	29,137	51,053	20	17	1.75		71 LAS VEGAS, NV	27,324	40,116	11	84	1.47	
22 TAMPA, FL	25,540	44,702	32	53	1.75		72 AUSTIN, TX	28,707	42,100	24	79	1.47	
23 STOCKTON, CA	24,765	43,247	12	67	1.75		73 MESA, AZ	27,826	40,800	16	82	1.47	
24 CINCINNATI, OH	29,043	50,605	13	18	1.74		74 ANCHORAGE, AK	33,650	48,264	11	33	1.43	
25 FORT WAYNE, IN	26,465	45,919	18	45	1.74		75 MONTGOMERY, AL	24,511	35,106	22	94	1.43	
26 CLEVELAND, OH	29,705	51,242	16	16	1.73		76 TOLEDO, OH	27,793	39,789	13	85	1.43	
27 SHREVEPORT, LA	23,731	40,497	31	83	1.71		77 MOBILE, AL	24,262	34,572	21	97	1.42	
28 ST. PETERSBURG, FL	25,540	43,500	22	63	1.70		78 DALLAS, TX	32,996	46,808	27	38	1.42	
29 JACKSONVILLE, FL	26,373	44,662	23	54	1.69		79 ALBUQUERQUE, NM	25,835	36,510	25	93	1.41	
30 CORPUS CHRISTI, TX	24,976	42,137	20	78	1.69		80 DENVER, CO	31,627	44,614	13	55	1.41	
31 TACOMA, WA	25,548	43,079	13	69	1.69		81 HOUSTON, TX	32,895	46,214	27	44	1.40	
32 MADISON, WI	27,191	45,808	15	47	1.68		82 GARLAND, TX	32,996	46,330	36	43	1.40	
33 MILWAUKEE, WI	29,079	48,660	16	29	1.67		83 AURORA, CO	31,627	44,383	13	56	1.40	
34 RALEIGH, NC	29,077	48,613	30	30	1.67		84 OKLAHOMA CITY, OK	24,286	34,050	20	98	1.40	
35 CHARLOTTE, NC	29,291	48,776	30	28	1.67		85 GLENDALE, CA	33,478	46,406	12	40	1.39	
36 OMAHA, NE	25,961	43,200	23	68	1.66		86 WORCESTER, MA	34,383	46,383	11	42	1.35	
37 FORT WORTH, TX	28,511	47,406	31	36	1.66		87 JACKSON, MS	27,640	37,183	24	90	1.35	
38 ANAHEIM, CA	33,478	55,661	12	7	1.66		88 TULSA, OK	26,116	35,100	19	95	1.34	
39 COLORADO SPRINGS, CO	25,771	42,193	17	77	1.64		89 SACRAMENTO, CA	29,576	39,742	12	86	1.34	
40 BALTIMORE, MD	29,953	48,920	25	27	1.63		90 WASHINGTON, DC	36,383	48,469	13	31	1.33	
41 AKRON, OH	28,106	45,726	13	48	1.63		91 LOS ANGELES, CA	33,478	43,411	10	65	1.30	
42 LEXINGTON, KY	25,746	41,415	27	81	1.61		92 NEW YORK, NY	45,028	57,964	20	6	1.29	
43 ATLANTA, GA	31,354	50,331	13	21	1.61		93 BIRMINGHAM, AL	28,520	36,564	12	92	1.28	
44 HONOLULU, HI	28,336	45,412	14	49	1.60		94 WICHITA, KS	27,688	34,629	12	96	1.25	
45 DAYTON, OH	28,659	45,855	15	46	1.60		95 BATON ROUGE, LA	25,995	30,365	14	100	1.17	
46 SANTA ANA, CA	33,478	53,173	12	10	1.59		96 OAKLAND, CA	34,402	37,890	12	89	1.10	
47 LOUISVILLE, KY	26,628	42,260	18	76	1.59		97 SEATTLE, WA	33,588	36,957	12	91	1.10	
48 PHOENIX, AZ	27,826	44,143	12	58	1.59		98 FREMONT, CA	44,819	48,333	11	32	1.08	
49 PORTLAND, OR	29,940	47,465	14	35	1.59		99 SAN FRANCISCO, CA	40,016	42,336	13	75	1.06	
50 YONKERS, NY	45,028	71,382	15	1	1.59		100 SAN JOSE, CA	44,819	41,539	8	80	0.93	
							<b>DOD AVERAGE</b>	<b>\$29,367</b>	<b>\$45,830</b>	<b>18</b>		<b>1.56</b>	

Sources: U.S. Department of Defense Wage Fixing Authority, "List of School District Minimums, Maximums and Steps," DOD: Alexandria, Va. May 1998. American Federation of Teachers, phone survey. U.S. Department of Labor, "Annual Pay Levels in Metropolitan Areas, 1996," news release October 1997.

TABLE V-10

RATIO OF 1997-98 AVERAGE TEACHER SALARY TO 1996 PER-CAPITA PERSONAL INCOME IN METRO AREA  
RANKED BY MA-MAXIMUM TO PER-CAPITA INCOME RATIO

	Per-Capita Personal Income				Salary to Personal Income Ratio	Per-Capita Personal Income				Salary to Personal Income Ratio	
	Maximum	Steps	Rank	Ratio		Maximum	Steps	Rank	Ratio		
1 EL PASO, TX	\$14,480	\$43,268	29	66	2.99	51 PORTLAND, OR	\$26,228	\$47,465	14	35	1.81
2 JERSEY CITY, NJ	24,456	70,100	16	2	2.87	52 MILWAUKEE, WI	27,202	48,660	16	29	1.79
3 RIVERSIDE, CA	19,090	51,434	14	13	2.69	53 AUSTIN, TX	23,669	42,100	24	79	1.78
4 PITTSBURGH, PA	25,359	62,648	10	3	2.47	54 PHILADELPHIA, PA	28,447	50,434	11	20	1.77
5 MIAMI, FL	22,370	54,300	20	9	2.43	55 MOBILE, AL	19,508	34,572	21	97	1.77
6 BAKERSFIELD, CA	17,810	43,035	11	70	2.42	56 MEMPHIS, TN	24,945	43,885	19	60	1.76
7 ROCHESTER, NY	25,543	60,258	26	4	2.36	57 NEWARK, NJ	33,952	59,577	13	5	1.75
8 VIRGINIA BEACH, VA	21,311	49,409	19	24	2.32	58 NEW YORK, NY	33,177	57,964	20	6	1.75
9 ANAHEIM, CA	24,522	55,661	12	7	2.27	59 MESA, AZ	23,377	40,800	16	82	1.75
10 SAN ANTONIO, TX	21,237	47,673	28	34	2.24	60 LOS ANGELES, CA	24,945	43,411	10	65	1.74
11 STOCKTON, CA	19,531	43,247	12	67	2.21	61 NEW ORLEANS, LA	22,179	38,579	26	88	1.74
12 CORPUS CHRISTI, TX	19,034	42,137	20	78	2.21	62 LEXINGTON, KY	23,929	41,415	27	81	1.73
13 COLUMBUS, GA	19,890	43,644	20	62	2.19	63 ST. PAUL, MN	29,299	50,530	12	19	1.72
14 TUCSON, AZ	20,535	45,000	31	52	2.19	64 DALLAS, TX	27,145	46,808	27	38	1.72
15 NEWPORT NEWS, VA	21,311	46,533	33	39	2.18	65 JACKSON, MS	21,592	37,183	24	90	1.72
16 SANTA ANA, CA	24,522	53,173	12	10	2.17	66 GARLAND, TX	26,906	46,330	36	43	1.72
17 YONKERS, NY	33,303	71,382	15	1	2.14	67 OMAHA, NE	25,291	43,200	23	68	1.71
18 GRAND RAPIDS, MI	24,139	51,371	11	14	2.13	68 LOUISVILLE, KY	24,764	42,260	18	76	1.71
19 NORFOLK, VA	21,311	45,040	19	51	2.11	69 BOSTON, MA	30,366	51,712	8	12	1.70
20 COLUMBUS, OH	24,863	52,376	16	11	2.11	70 HOUSTON, TX	27,195	46,214	27	44	1.70
21 BUFFALO, NY	23,588	49,549	14	23	2.10	71 LITTLE ROCK, AR	22,882	38,614	18	87	1.69
22 BALTIMORE, MD	23,731	48,920	25	27	2.06	72 MINNEAPOLIS, MN	29,299	49,257	11	26	1.68
23 LONG BEACH, CA	24,945	51,263	14	15	2.06	73 HONOLULU, HI	27,040	45,412	14	49	1.68
24 SPOKANE, WA	21,555	44,225	16	57	2.05	74 CHICAGO, IL	29,948	50,151	12	22	1.67
25 DETROIT, MI	27,250	55,408	10	8	2.03	75 ANCHORAGE, AK	28,908	48,264	11	33	1.67
26 LUBBOCK, TX	21,065	42,620	44	73	2.02	76 TOLEDO, OH	23,955	39,789	13	85	1.66
27 HUNTINGTON BEACH, CA	24,522	49,299	10	25	2.01	77 ST. LOUIS, MO	26,337	43,714	12	61	1.66
28 FORT WORTH, TX	23,690	47,406	31	36	2.00	78 KANSAS CITY, MO	25,949	42,644	15	72	1.64
29 CINCINNATI, OH	25,359	50,605	13	18	2.00	79 MADISON, WI	28,087	45,808	15	47	1.63
30 INDIANAPOLIS, IN	25,898	51,053	20	17	1.97	80 SACRAMENTO, CA	24,444	39,742	12	86	1.63
31 LINCOLN, NE	23,591	46,400	18	41	1.97	81 LAS VEGAS, NV	24,706	40,116	11	84	1.62
32 TACOMA, WA	21,913	43,079	13	69	1.97	82 NASHVILLE, TN	26,262	42,580	17	74	1.62
33 SHREVEPORT, LA	20,756	40,497	31	83	1.95	83 ALBUQUERQUE, NM	22,535	36,510	25	93	1.62
34 CLEVELAND, OH	26,529	51,242	16	16	1.93	84 DES MOINES, IA	26,557	42,983	17	71	1.62
35 CHARLOTTE, NC	25,446	48,776	30	28	1.92	85 RICHMOND, VA	26,974	43,464	15	64	1.61
36 GREENSBORO, NC	24,597	46,960	30	37	1.91	86 OKLAHOMA CITY, OK	21,148	34,050	20	98	1.61
37 ARLINGTON, TX	23,690	45,063	31	50	1.90	87 MONTGOMERY, AL	21,973	35,106	22	94	1.60
38 GLENDALE, CA	24,522	46,406	12	40	1.89	88 AURORA, CO	28,650	44,383	13	56	1.55
39 DAYTON, OH	24,239	45,855	15	46	1.89	89 WORCESTER, MA	30,366	46,383	11	42	1.53
40 FORT WAYNE, IN	24,281	45,919	18	45	1.89	90 DENVER, CO	29,234	44,614	13	55	1.53
41 COLORADO SPRINGS, CO	22,320	42,193	17	77	1.89	91 TULSA, OK	23,141	35,100	19	95	1.52
42 PHOENIX, AZ	23,377	44,143	12	58	1.89	92 BIRMINGHAM, AL	24,227	36,564	12	92	1.51
43 JACKSONVILLE, FL	23,679	44,662	23	54	1.89	93 WASHINGTON, DC	32,376	48,469	13	31	1.50
44 AKRON, OH	24,371	45,726	13	48	1.88	94 FREMONT, CA	32,933	48,333	11	32	1.47
45 TAMPA, FL	23,984	44,702	32	53	1.86	95 WICHITA, KS	23,753	34,629	12	96	1.46
46 RALEIGH, NC	26,255	48,613	30	30	1.85	96 BATON ROUGE, LA	21,910	30,365	14	100	1.39
47 ATLANTA, GA	27,241	50,331	13	21	1.85	97 OAKLAND, CA	29,842	37,890	12	89	1.27
48 FRESNO, CA	18,727	34,008	10	99	1.82	98 SEATTLE, WA	31,372	36,957	12	91	1.18
49 SAN DIEGO, CA	24,282	44,041	12	59	1.81	99 SAN JOSE, CA	35,395	41,539	8	80	1.17
50 ST. PETERSBURG, FL	23,984	43,500	22	63	1.81	100 SAN FRANCISCO, CA	39,746	42,336	13	75	1.07
<b>DOD AVERAGE</b>							<b>\$26,980</b>	<b>\$46,065</b>	<b>14</b>	<b>1.84</b>	

Sources: U.S. Department of Commerce, Bureau of Economic Analysis, "Personal Income and Per Capita Personal Income for Metropolitan Areas, 1994-96," U.S. Department of Defense Wage Fixing Authority, "List of School District Minimums, Maximums and Steps," DOD: Alexandria, Va. May 1998. American Federation of Teachers, phone survey.

TABLE V-11

THE RATIO OF 1997-98 MA-MAXIMUM SALARIES TO THE 1997-98 STATE AVERAGE  
RANKED BY THE MA-MAXIMUM TO AVERAGE SALARY RATIO

	-----MA-----			State Average	MA Max to State Ratio	-----MA-----			State Average	MA Max to State Ratio	
	Max	Steps	Rank			Max	Steps	Rank			
1 MIAMI, FL	\$54,300	20	9	\$34,473	1.58	51 MADISON, WI	\$45,808	15	47	\$38,179	1.20
2 CHARLOTTE, NC	48,776	30	28	33,123	1.47	52 DENVER, CO	44,614	13	55	37,240	1.20
3 RALEIGH, NC	48,613	30	30	33,123	1.47	53 MESA, AZ	40,800	16	82	34,071	1.20
4 YONKERS, NY	71,382	15	1	48,712	1.47	54 SANTA ANA, CA	53,173	12	10	44,585	1.19
5 SAN ANTONIO, TX	47,673	28	34	33,537	1.42	55 AURORA, CO	44,383	13	56	37,240	1.19
6 LINCOLN, NE	46,400	18	41	32,668	1.42	56 NEW YORK, NY	57,964	20	6	48,712	1.19
7 GREENSBORO, NC	46,960	30	37	33,123	1.42	57 NEWARK, NJ	59,577	13	5	50,284	1.18
8 FORT WORTH, TX	47,406	31	36	33,537	1.41	58 BALTIMORE, MD	48,920	25	27	41,404	1.18
9 DALLAS, TX	46,808	27	38	33,537	1.40	59 RICHMOND, VA	43,464	15	64	37,024	1.17
10 JERSEY CITY, NJ	70,100	16	2	50,284	1.39	60 DAYTON, OH	45,855	15	46	39,099	1.17
11 GARLAND, TX	46,330	36	43	33,537	1.38	61 AKRON, OH	45,726	13	48	39,099	1.17
12 HOUSTON, TX	46,214	27	44	33,537	1.38	62 BOSTON, MA	51,712	8	12	44,285	1.17
13 SHREVEPORT, LA	40,497	31	83	30,090	1.35	63 COLUMBUS, GA	43,644	20	62	37,412	1.17
14 ATLANTA, GA	50,331	13	21	37,412	1.35	64 FORT WAYNE, IN	45,919	18	45	39,752	1.16
15 ARLINGTON, TX	45,063	31	50	33,537	1.34	65 RIVERSIDE, CA	51,434	14	13	44,585	1.15
16 COLUMBUS, OH	52,376	16	11	39,099	1.34	66 LONG BEACH, CA	51,263	14	15	44,585	1.15
17 VIRGINIA BEACH, VA	49,409	19	24	37,024	1.33	67 CHICAGO, IL	50,151	12	22	43,707	1.15
18 OMAHA, NE	43,200	23	68	32,668	1.32	68 DETROIT, MI	55,408	10	8	48,361	1.15
19 TUCSON, AZ	45,000	31	52	34,071	1.32	69 SPOKANE, WA	44,225	16	57	38,755	1.14
20 PITTSBURGH, PA	62,648	10	3	47,542	1.32	70 TULSA, OK	35,100	19	95	30,940	1.13
21 CLEVELAND, OH	51,242	16	16	39,099	1.31	71 COLORADO SPRINGS, CO	42,193	17	77	37,240	1.13
22 TAMPA, FL	44,702	32	53	34,473	1.30	72 PORTLAND, OR	47,465	14	35	42,301	1.12
23 JACKSON, MS	37,183	24	90	28,691	1.30	73 BIRMINGHAM, AL	36,564	12	92	32,799	1.11
24 PHOENIX, AZ	44,143	12	58	34,071	1.30	74 TACOMA, WA	43,079	13	69	38,755	1.11
25 JACKSONVILLE, FL	44,662	23	54	34,473	1.30	75 HUNTINGTON BEACH, CA	49,299	10	25	44,585	1.11
26 CINCINNATI, OH	50,605	13	18	39,099	1.29	76 OKLAHOMA CITY, OK	34,050	20	98	30,940	1.10
27 ST. PAUL, MN	50,530	12	19	39,104	1.29	77 WASHINGTON, DC	48,469	13	31	44,476	1.09
28 EL PASO, TX	43,268	29	66	33,537	1.29	78 FREMONT, CA	48,333	11	32	44,585	1.08
29 ST. LOUIS, MO	43,714	12	61	34,001	1.29	79 MONTGOMERY, AL	35,106	22	94	32,799	1.07
30 INDIANAPOLIS, IN	51,053	20	17	39,752	1.28	80 GRAND RAPIDS, MI	51,371	11	14	48,361	1.06
31 NEW ORLEANS, LA	38,579	26	88	30,090	1.28	81 PHILADELPHIA, PA	50,434	11	20	47,542	1.06
32 MILWAUKEE, WI	48,660	16	29	38,179	1.27	82 MOBILE, AL	34,572	21	97	32,799	1.05
33 LUBBOCK, TX	42,620	44	73	33,537	1.27	83 WORCESTER, MA	46,383	11	42	44,285	1.05
34 MEMPHIS, TN	43,885	19	60	34,584	1.27	84 GLENDALE, CA	46,406	12	40	44,585	1.04
35 ST. PETERSBURG, FL	43,500	22	63	34,473	1.26	85 WICHITA, KS	34,629	12	96	33,800	1.02
36 DES MOINES, IA	42,983	17	71	34,084	1.26	86 TOLEDO, OH	39,789	13	85	39,099	1.02
37 MINNEAPOLIS, MN	49,257	11	26	39,104	1.26	87 BUFFALO, NY	49,549	14	23	48,712	1.02
38 NEWPORT NEWS, VA	46,533	33	39	37,024	1.26	88 BATON ROUGE, LA	30,365	14	100	30,090	1.01
39 CORPUS CHRISTI, TX	42,137	20	78	33,537	1.26	89 ANCHORAGE, AK	48,264	11	33	48,275	1.00
40 AUSTIN, TX	42,100	24	79	33,537	1.26	90 LAS VEGAS, NV	40,116	11	84	40,572	0.99
41 KANSAS CITY, MO	42,644	15	72	34,001	1.25	91 SAN DIEGO, CA	44,041	12	59	44,585	0.99
42 ANAHEIM, CA	55,661	12	7	44,585	1.25	92 LOS ANGELES, CA	43,411	10	65	44,585	0.97
43 HONOLULU, HI	45,412	14	49	36,598	1.24	93 STOCKTON, CA	43,247	12	67	44,585	0.97
44 ROCHESTER, NY	60,258	26	4	48,712	1.24	94 BAKERSFIELD, CA	43,035	11	70	44,585	0.97
45 NASHVILLE, TN	42,580	17	74	34,584	1.23	95 SEATTLE, WA	36,957	12	91	38,755	0.95
46 LOUISVILLE, KY	42,260	18	76	34,453	1.23	96 SAN FRANCISCO, CA	42,336	13	75	44,585	0.95
47 NORFOLK, VA	45,040	19	51	37,024	1.22	97 SAN JOSE, CA	41,539	8	80	44,585	0.93
48 ALBUQUERQUE, NM	36,510	25	93	30,309	1.20	98 SACRAMENTO, CA	39,742	12	86	44,585	0.89
49 LITTLE ROCK, AR	38,614	18	87	32,119	1.20	99 OAKLAND, CA	37,890	12	89	44,585	0.85
50 LEXINGTON, KY	41,415	27	81	34,453	1.20	100 FRESNO, CA	34,008	10	99	44,585	0.76
<b>DOD AVERAGE</b>							<b>\$46,065</b>	<b>18</b>		<b>\$39,347</b>	<b>1.17</b>

Sources: U.S. Department of Defense Wage Fixing Authority, "List of School District Minimums, Maximums and Steps," DOD: Alexandria, Va. May 1998. American Federation of Teachers, phone survey. American Federation of Teachers, annual survey of state departments of education.

**Table V-12**

**SALARY SCHEDULE FOR TEACHERS IN OVERSEAS U.S. SCHOOLS**

**1997-98**

<b>Step</b>	<b>Bachelor's</b>	<b>BA +15</b>	<b>BA+30</b>	<b>Master's</b>	<b>MA +15</b>	<b>MA +30</b>	<b>Doctorate</b>
<b>1</b>	\$26,980	\$27,925	\$28,870	\$29,815	\$30,760	\$31,705	\$32,650
<b>2</b>	28,030	29,040	30,050	31,065	32,075	33,085	34,095
<b>3</b>	29,080	30,155	31,230	32,315	33,390	34,465	35,540
<b>4</b>	30,130	31,270	32,410	33,565	34,705	35,845	36,985
<b>5</b>	31,180	32,385	33,590	34,815	36,020	37,225	38,430
<b>6</b>	32,230	33,500	34,770	36,065	37,335	38,605	39,875
<b>7</b>	33,280	34,615	35,950	37,315	38,650	39,985	41,320
<b>8</b>	34,330	35,730	37,130	38,565	39,965	41,365	42,765
<b>9</b>	35,380	36,845	38,310	39,815	41,280	42,475	44,210
<b>10</b>	36,430	37,960	39,490	41,065	42,595	44,125	45,655
<b>11</b>	37,480	39,075	40,670	42,315	43,910	45,505	47,100
<b>12</b>	38,530	40,190	41,850	43,565	45,225	46,885	48,545
<b>13</b>	39,580	41,305	43,030	44,815	46,540	48,265	49,990
<b>14</b>	40,630	42,420	44,210	46,065	47,855	49,645	51,435
<b>15 *</b>	41,645	43,455	45,265	47,140	48,950	50,760	52,570
<b>16 *</b>	42,660	44,490	46,320	48,215	50,045	51,875	53,705
<b>17 *</b>	43,675	45,525	47,375	49,250	51,140	52,990	54,840
<b>18 *</b>	\$44,690	\$46,560	\$48,430	\$50,365	\$52,235	\$54,105	\$55,975

\*Steps 15,16,17 and 18 are longevity steps payable upon completion of four years service between each step.

Source: U.S. Department of Defense Wage Fixing Authority, "List of School District Minimums, Maximums and Steps," DOD: Alexandria, Va. May 1998.

*The AFT represents more than one million teachers, school support staff, higher education faculty, nurses and other healthcare professionals, and state and local government employees.*