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Survey & Analysis of Teacher Salary Trends 2000

Produced By:
The Research & Information Services Department
American Federation of Teachers, AFL-CIO

Survey & Analysis of Teacher Salary Trends 2000

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Foreword

This report serves 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. In addition to reporting the results of our annual survey of state departments of education, we are including teacher salary data on city school districts prepared for the Department of Defense survey by the Civilian Personnel Management Service, Wage and Salary Division.

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. The fourth and final section features salary data for school districts serving the 100 largest cities.

We are grateful to the various agencies and AFT affiliates that 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. Figures and 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 1999-2000 of \$41,820 represents a 3.2 percent increase over the previous year's average salary of \$40,540. See Figure I-1.
- States in the New England, Mideast and Far West regions reported the highest salaries. States in the Southwest and Southeast regions reported the lowest salaries. See Table I-2.
- The average teacher salary increases reported in 1998-99 and 1999-2000 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 \$52,410 or 125 percent of the national average. South Dakota reported the lowest average salary at \$29,072 or just 69.5 percent of the national average. See Table I-1.
- Texas reported the highest average salary increase for 1999-2000, at 9.4 percent, rising from a rank of 37 to 27. Mississippi, North Carolina and Washington reported salary increases exceeding 6 percent. Pennsylvania and New Jersey experienced declines in average salary, primarily due to the retirement of experienced teachers. Thirteen states reported increases of less than 2 percent. See Table I-3.
- The U.S. average for teacher salaries in 1999-2000 was 33.5 percent higher than 1989-90. During this period, the average teacher salary increased the most in West Virginia (53.3 percent). It increased the least in Alaska (7.8 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 the District of Columbia. See Table I-5.
- Teacher income fell as a percentage of per-capita personal income, continuing a downward trend from past years. See Table I-6.

- After adjusting for cost-of-living differences between states, the average teacher in Michigan had the highest purchasing power of \$52,711, compared to an adjusted salary of \$30,851 in Hawaii, where teachers have the lowest purchasing power. See Table I-7.

Technical Notes

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 be 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 & Information Services department using existing data on the cost-of-living in a majority of the nation's Standard Metropolitan Statistical Areas (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). This AFT index is a revision of the index presented in editions of this report published since 1988. 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.)

Figure I -1
Average Teacher Salary 1999-2000

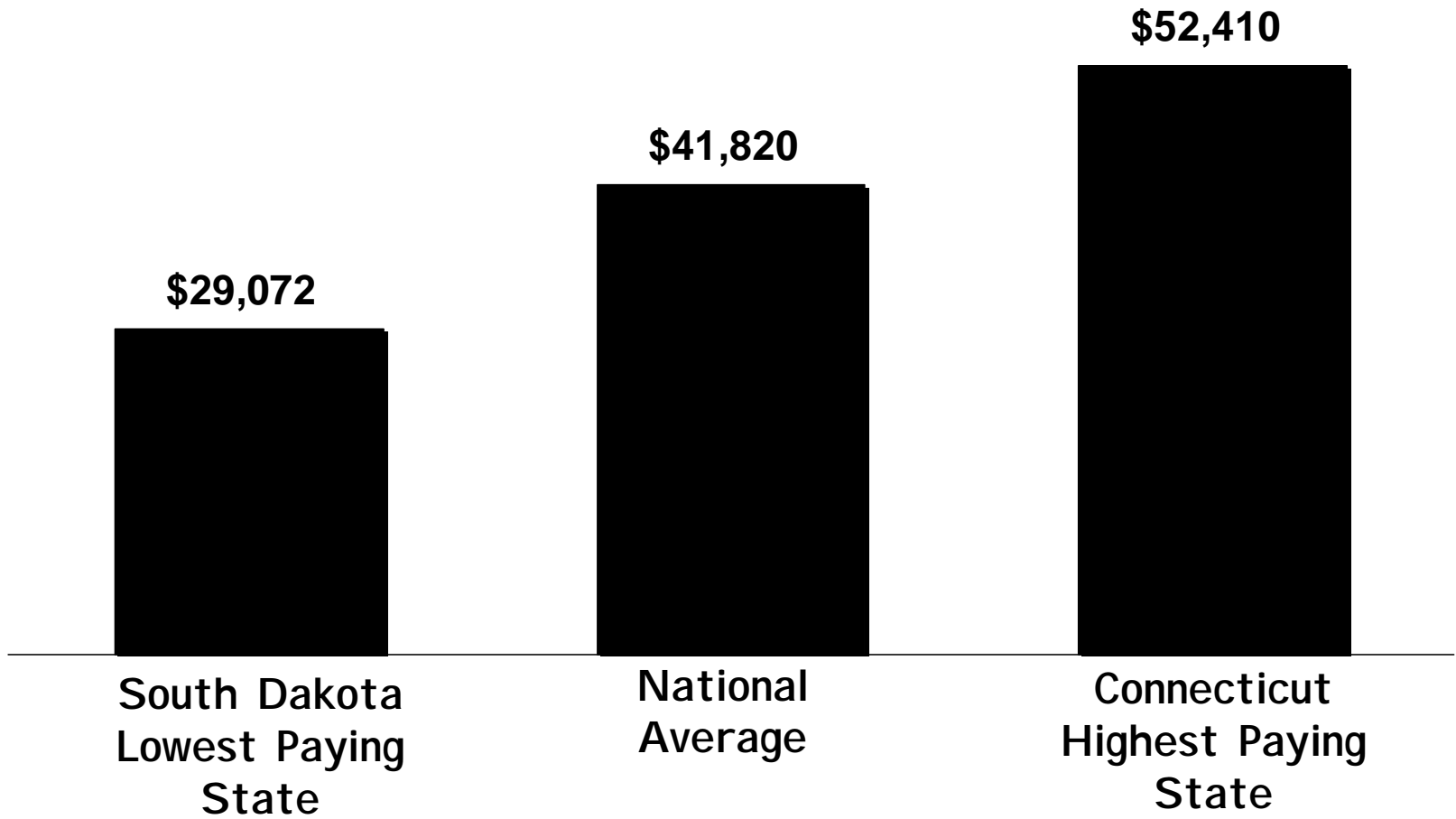


Figure I-2
Average Beginning Teacher Salary 1999-2000

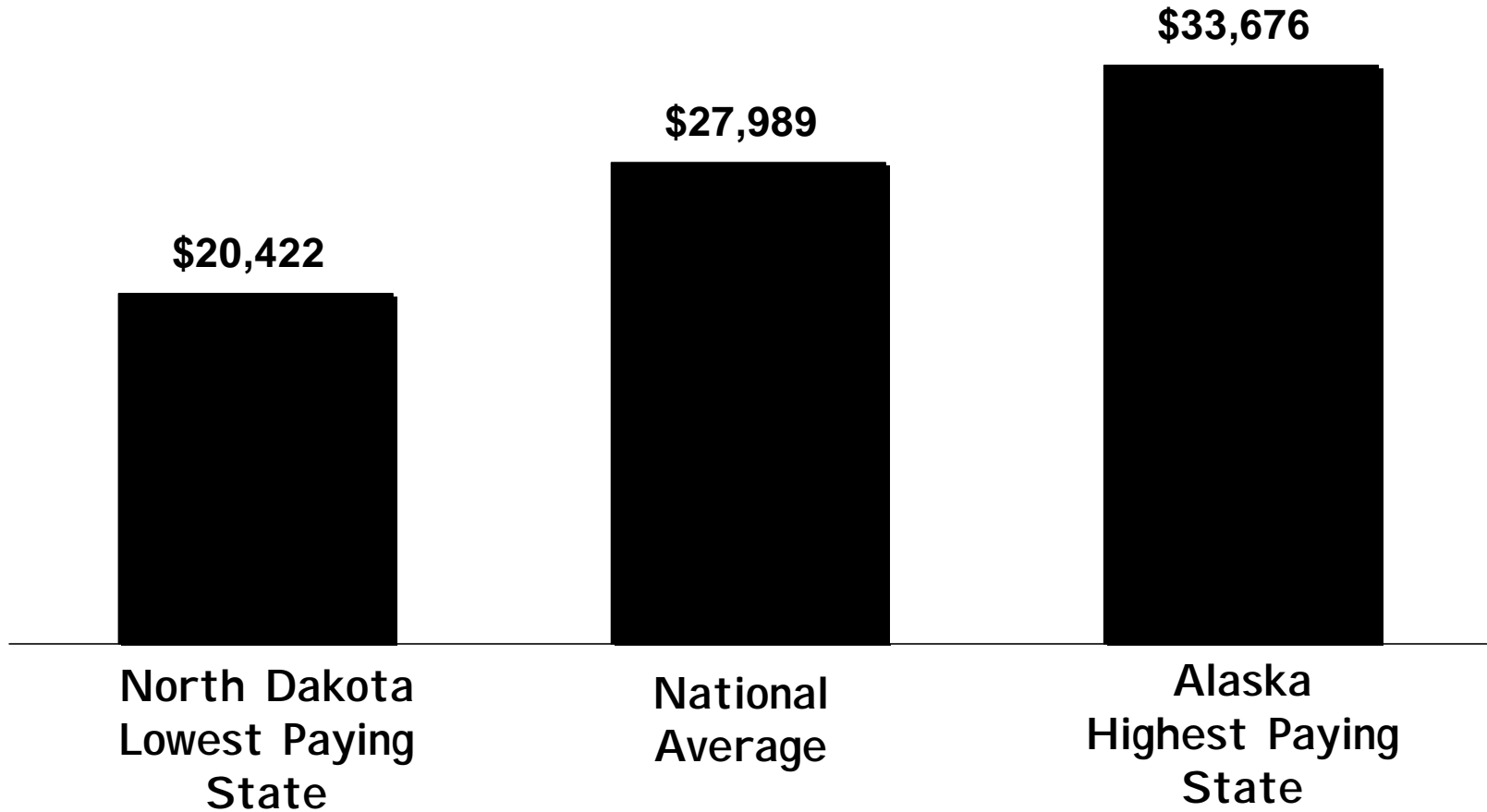


Figure I -3

Teacher Salaries Generally Outpace Inflation

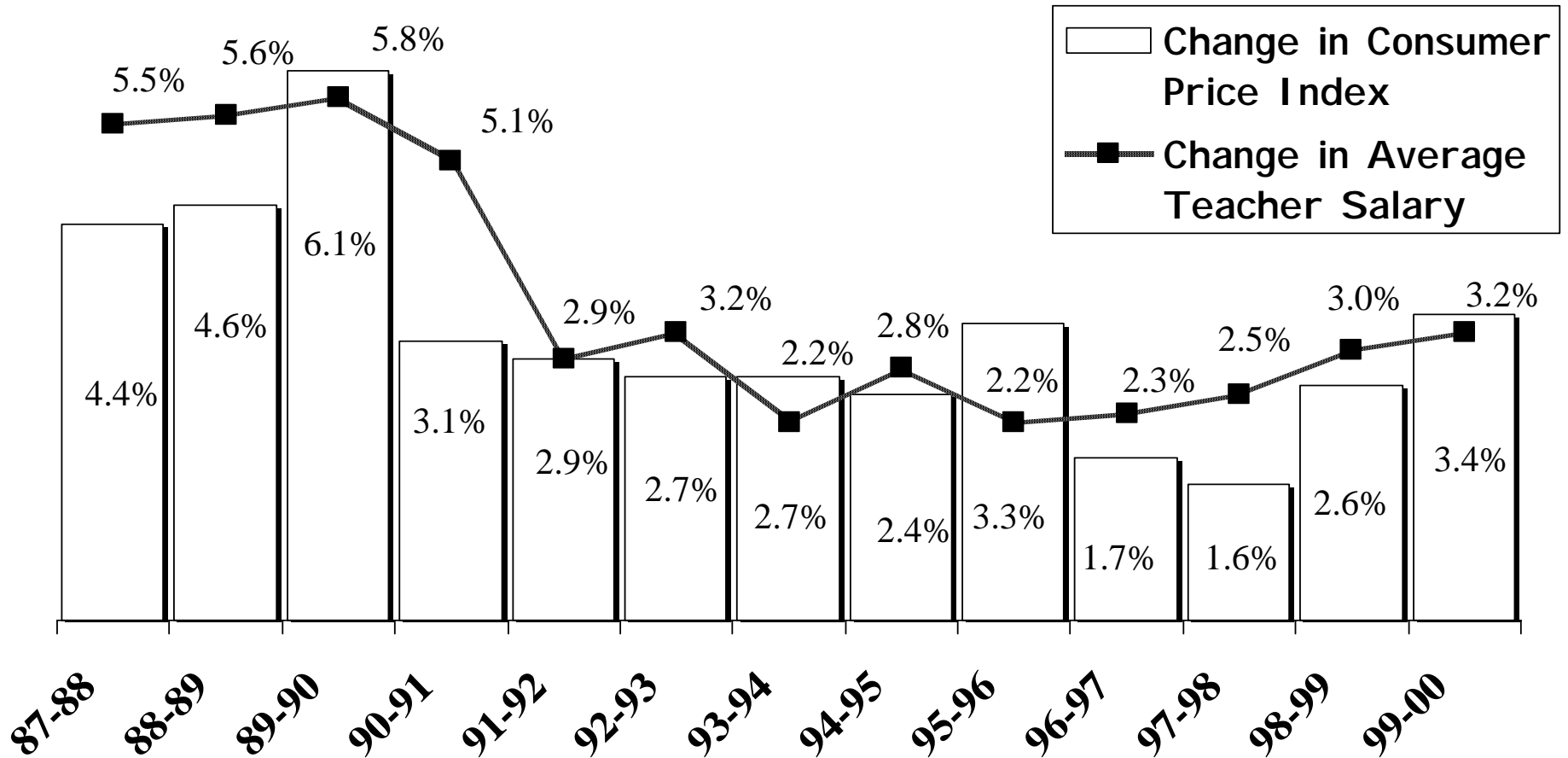
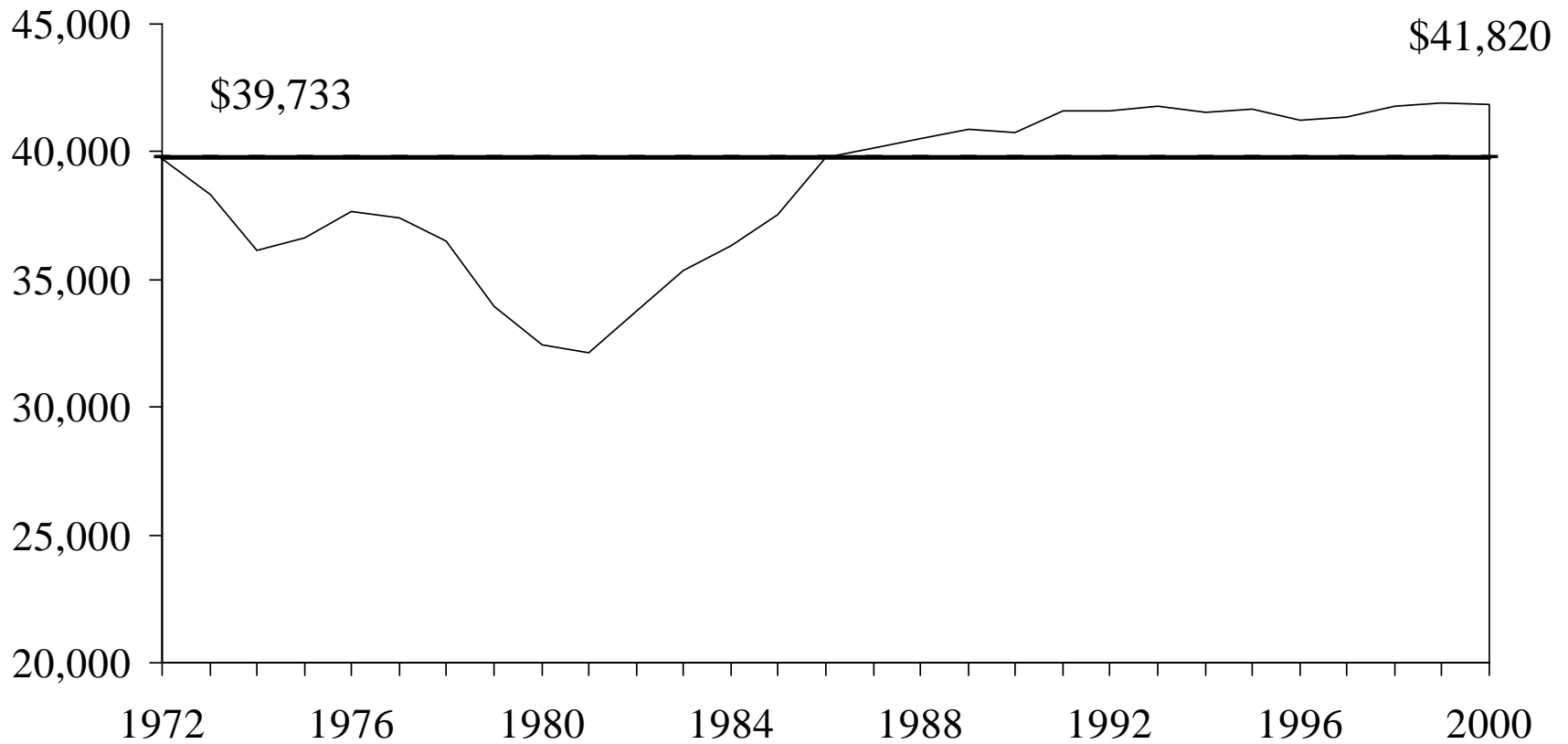


Figure I-4
Inflation Adjusted 1999-2000 Average Teacher
Salary Exceeds 1971-72 Level



Inflation-adjusted dollars

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

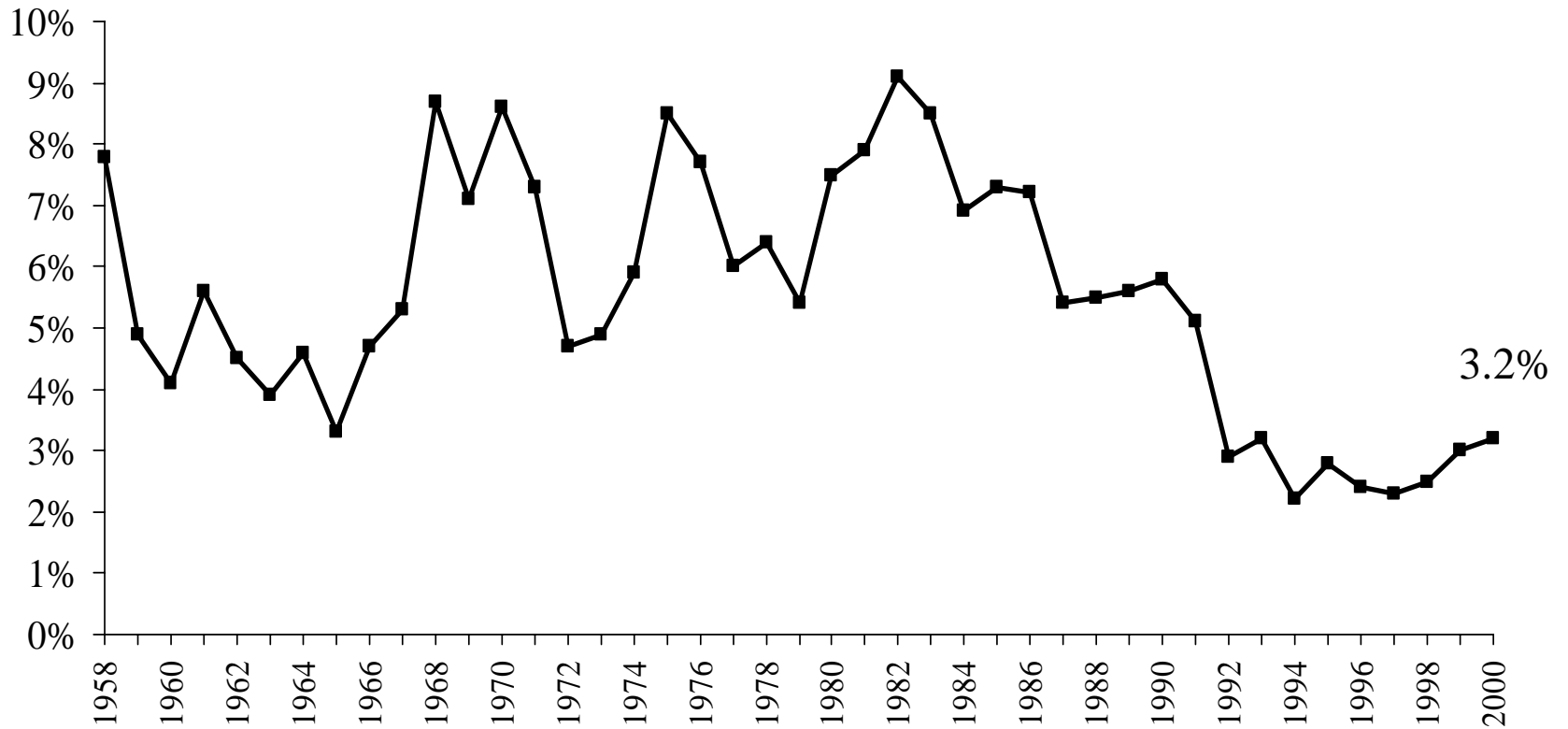


Figure I-6
Teachers' Relative Standard of Living
Is Lowest in 40 Years

Ratio of Teacher Salary to
Per-Capita GDP

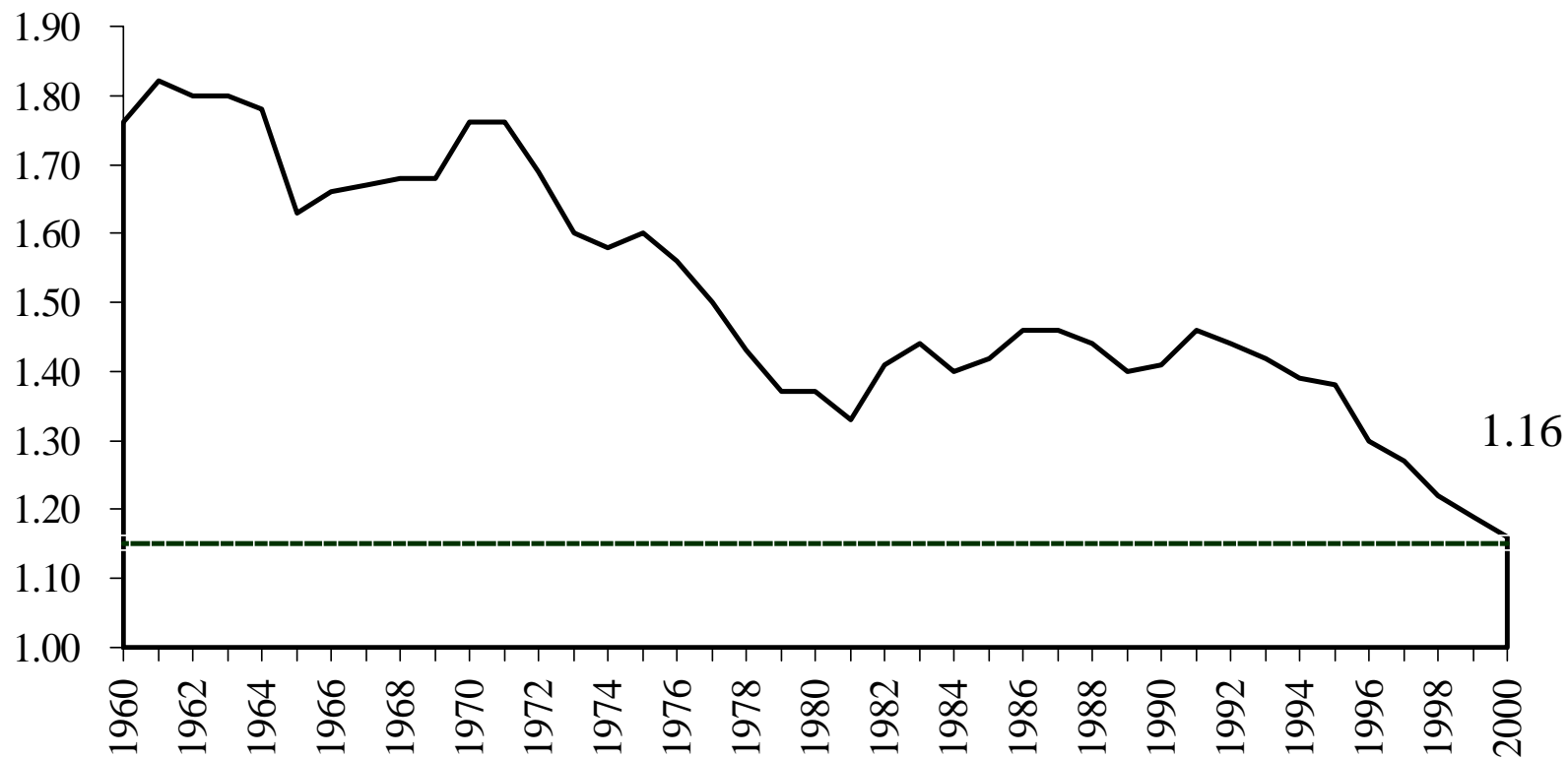


TABLE I-1

AVERAGE TEACHER SALARY IN 1999-2000, STATE RANKINGS

Rank	State	Total Teachers	Average Salary	Percent of U.S. Average
1	Connecticut	39,918	\$52,410	125.3%
2	New York	206,000	51,020 g	122.0%
3	New Jersey	95,223	50,878 g	121.7%
4	Michigan	93,100	48,729 a	116.5%
5	Pennsylvania	111,250	48,321 a	115.5%
6	District of Columbia	5,192	48,304 a	115.5%
7	Rhode Island	11,235	48,138 a	115.1%
8	California	292,455	47,680 a,c	114.0%
9	Massachusetts	71,922	46,955 a	112.3%
10	Alaska	7,992	46,481	111.1%
11	Illinois	127,216	46,480 a,e	111.1%
12	Oregon	30,086	45,103 b	107.8%
13	Delaware	7,311	44,435	106.3%
14	Maryland	50,801	43,720	104.5%
15	Nevada	17,486	43,083 b	103.0%
16	Indiana	58,843	41,855	100.1%
17	Ohio	114,600	41,713	99.7%
18	Hawaii	10,510	41,292	98.7%
19	Georgia	90,286	41,122 c	98.3%
20	Washington	50,009	41,047	98.2%
21	Minnesota	53,747	40,678 a	97.3%
22	Wisconsin	57,670	39,897 c	95.4%
23	North Carolina	79,498	39,404	94.2%
24	Colorado	41,104	39,073 a	93.4%
25	Virginia	81,751	38,992 e	93.2%
26	New Hampshire	13,559	37,734	90.2%
27	Texas	266,878	37,567	89.8%
28	Florida	131,249	36,722	87.8%
29	Alabama	48,269	36,689	87.7%
30	Vermont	8,549	36,402	87.0%
31	Tennessee	60,474	36,328	86.9%
32	Kansas	32,240	36,282 c,f	86.8%
33	Kentucky	39,813	36,255 c	86.7%
34	South Carolina	43,870	36,081	86.3%
35	Iowa	33,744	35,678 c	85.3%
36	Missouri	63,500	35,660 c	85.3%
37	Maine	17,170	35,561	85.0%
38	Idaho	14,600	35,155	84.1%
39	West Virginia	20,316	35,011 c	83.7%
40	Utah	21,400	34,946	83.6%
41	Arizona	45,540	34,824	83.3%
42	Wyoming	6,600	34,188	81.8%
43	Arkansas	26,836	33,691 c	80.6%
44	Nebraska	20,609	33,237	79.5%
45	Louisiana	47,363	33,109 c	79.2%
46	New Mexico	19,802	32,713	78.2%
47	Montana	10,200	32,121 c	76.8%
48	Mississippi	30,736	31,897	76.3%
49	North Dakota	7,904	29,863	71.4%
50	Oklahoma	41,557	29,525	70.6%
51	South Dakota	9,250	29,072	69.5%
	U.S. Average	2,887,233	\$41,820	100.0%
	Guam		34,947	84.1%
	Puerto Rico		24,980 d	60.1%
	Virgin Islands		34,784	80.2%

a. AFT estimate; b. includes employer pick-up of employee pension contribution where applicable; c. includes extra-duty pay; d. includes health care contributions where applicable; e. includes pension and extra-duty pay where applicable; f. estimated to exclude fringe benefits at 8 percent; g. median. Source: American Federation of Teachers, annual survey of state departments of education. *Early Estimates of Public Elementary and Secondary Education Statistics, 1999-2000*. U.S. Department of Education, May 2000, <http://nces.ed.gov/pubs2000/2000364.pdf>.

TABLE I-2

**BEGINNING AND AVERAGE TEACHER SALARY IN 1999-2000
RANKED BY AVERAGE SALARY WITHIN REGION**

State	Average Salary	Beginning Salary	State	Average Salary	Beginning Salary
NEW ENGLAND			SOUTHEAST		
Connecticut	\$52,410	\$30,466	Georgia	\$41,122	\$30,402
Rhode Island	48,138	27,286	North Carolina	39,404	27,968
Massachusetts	46,955	30,330	Virginia	38,992	26,783
New Hampshire	37,734	24,650	Florida	36,722	25,132
Vermont	36,402	25,791	Alabama	36,689	29,790
Maine	35,561	22,942	Tennessee	36,328	27,228
MIDEAST			Kentucky	36,255	24,753
New York	\$51,020	\$31,910	South Carolina	36,081	25,215
New Jersey	50,878	30,480	West Virginia	35,011	23,829
Pennsylvania	48,321	30,185	Arkansas	33,691	22,599
District of Columbia	48,304	30,850	Louisiana	33,109	25,738
Delaware	44,435	30,945	Mississippi	31,897	23,040
Maryland	43,720	28,612	ROCKY MOUNTAINS		
GREAT LAKES			Colorado	\$39,073	\$24,875
Michigan	\$48,729	\$28,545	Idaho	35,155	20,915
Illinois	46,480	30,151	Utah	34,946	23,273
Indiana	41,855	26,553	Wyoming	34,188	24,168
Ohio	41,713	23,597	Montana	32,121	20,969
Minnesota	40,678	25,666	FAR WEST		
Wisconsin	39,897	25,344	California	\$47,680	\$32,190
PLAINS			Alaska	46,481	33,676
Kansas	\$36,282	\$25,252	Oregon	45,103	29,733
Iowa	35,678	25,275	Nevada	43,083	28,734
Missouri	35,660	25,977	Hawaii	41,292	29,204
Nebraska	33,237	22,923	Washington	41,047	26,514
North Dakota	29,863	20,422	OUTLYING AREAS		
South Dakota	29,072	21,889	Guam	\$34,947	\$26,917
SOUTHWEST			Virgin Islands	34,784	22,751
Texas	\$37,567	\$28,400	Puerto Rico	24,980	18,700
Arizona	34,824	25,613	U.S. AVERAGE		
New Mexico	32,713	25,042		\$41,820	\$27,989
Oklahoma	29,525	24,025			

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

TABLE I-3

TRENDS IN THE AVERAGE TEACHER SALARY, 1997-98 TO 1999-2000

State	Average Salary						Percent Change		
	1997-98	Rank	1998-99	Rank	1999-00	Rank	1997-98 to 1998-99	1998-99 to 1999-00	1997-98 to 1999-00
	Connecticut	\$49,733	2	\$52,070	1	\$52,410	1	4.7%	0.7%
New York	48,712	3	49,490	3	51,020	2	1.6%	3.1%	4.7%
New Jersey	51,080	1	51,475	2	50,878	3	0.8%	-1.2%	-0.4%
Michigan	47,384	5	47,448	5	48,729	4	0.1%	2.7%	2.8%
Pennsylvania	47,542	4	48,457	4	48,321	5	1.9%	-0.3%	1.6%
District of Columbia	44,746	7	46,536	6	48,304	6	4.0%	3.8%	8.0%
Rhode Island	44,506	9	46,286	8	48,138	7	4.0%	4.0%	8.2%
California	44,585	8	46,129	9	47,680	8	3.5%	3.4%	6.9%
Massachusetts	42,874	12	45,149	11	46,955	9	5.3%	4.0%	9.5%
Alaska	47,161	6	46,312	7	46,481	10	-1.8%	0.4%	-1.4%
Illinois	43,707	10	45,286	10	46,480	11	3.6%	2.6%	6.3%
Oregon	43,245	11	43,789	12	45,103	12	1.3%	3.0%	4.3%
Delaware	42,439	13	43,164	13	44,435	13	1.7%	2.9%	4.7%
Maryland	41,404	14	42,557	14	43,720	14	2.8%	2.7%	5.6%
Nevada	40,572	15	42,528	15	43,083	15	4.8%	1.3%	6.2%
Indiana	39,749	16	41,165	16	41,855	16	3.6%	1.7%	5.3%
Ohio	39,714	17	40,746	17	41,713	17	2.6%	2.4%	5.0%
Hawaii	38,460	19	40,416	18	41,292	18	5.1%	2.2%	7.4%
Georgia	37,314	22	39,776	19	41,122	19	6.6%	3.4%	10.2%
Washington	38,761	18	38,693	22	41,047	20	-0.2%	6.1%	5.9%
Minnesota	38,159	21	39,493	20	40,678	21	3.5%	3.0%	6.6%
Wisconsin	38,179	20	39,374	21	39,897	22	3.1%	1.3%	4.5%
North Carolina	33,129	37	36,883	26	39,404	23	11.3%	6.8%	18.9%
Colorado	37,240	23	38,157	23	39,073	24	2.5%	2.4%	4.9%
Virginia	37,024	24	37,527	24	38,992	25	1.4%	3.9%	5.3%
New Hampshire	36,663	25	37,405	25	37,734	26	2.0%	0.9%	2.9%
Texas	33,602	35	34,336	37	37,567	27	2.2%	9.4%	11.8%
Florida	34,475	28	35,916	27	36,722	28	4.2%	2.2%	6.5%
Alabama	32,818	39	35,820	29	36,689	29	9.1%	2.4%	11.8%
Vermont	36,299	26	35,896	28	36,402	30	-1.1%	1.4%	0.3%
Tennessee	34,584	27	35,490	30	36,328	31	2.6%	2.4%	5.0%
Kansas	33,800	33	35,383	31	36,282	32	4.7%	2.5%	7.3%
Kentucky	34,453	29	35,383	32	36,255	33	2.7%	2.5%	5.2%
South Carolina	33,697	34	34,506	36	36,081	34	2.4%	4.6%	7.1%
Iowa	34,084	31	35,007	33	35,678	35	2.7%	1.9%	4.7%
Missouri	33,891	32	34,806	35	35,660	36	2.7%	2.5%	5.2%
Maine	34,349	30	34,906	34	35,561	37	1.6%	1.9%	3.5%
Idaho	32,830	38	34,062	40	35,155	38	3.8%	3.2%	7.1%
West Virginia	33,396	36	34,248	38	35,011	39	2.6%	2.2%	4.8%
Utah	32,398	42	34,079	39	34,946	40	5.2%	2.5%	7.9%
Arizona	32,699	40	33,197	42	34,824	41	1.5%	4.9%	6.5%
Wyoming	31,977	44	33,500	41	34,188	42	4.8%	2.1%	6.9%
Arkansas	32,119	43	32,819	44	33,691	43	2.2%	2.7%	4.9%
Nebraska	32,668	41	32,880	43	33,237	44	0.6%	1.1%	1.7%
Louisiana	31,131	45	32,384	45	33,109	45	4.0%	2.2%	6.4%
New Mexico	30,042	47	31,838	46	32,713	46	6.0%	2.7%	8.9%
Montana	30,617	46	31,356	47	32,121	47	2.4%	2.4%	4.9%
Mississippi	28,691	49	29,550	48	31,897	48	3.0%	7.9%	11.2%
North Dakota	28,213	50	29,002	50	29,863	49	2.8%	3.0%	5.8%
Oklahoma	29,032	48	29,444	49	29,525	50	1.4%	0.3%	1.7%
South Dakota	27,875	51	28,386	51	29,072	51	1.8%	2.4%	4.3%
U.S. Average	\$39,360		\$40,540		\$41,820		3.0%	3.2%	6.3%
Guam	34,124		34,217		34,947		0.3%	2.1%	2.4%
Puerto Rico	24,000		24,000		24,980		0.0%	4.1%	4.1%
Virgin Islands	33,310		34,784		34,784		4.4%	0.0%	0.0%

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

TABLE I-4

AVERAGE TEACHER SALARIES FOR 1989-90 AND 1999-2000

State	Average Salary		Rank		Percent of U.S. Average		Change from	Rank
	1989-90	1999-00	1989-90	1999-00	1989-90	1999-00	1989-90	
West Virginia	\$22,842	\$35,011	50	39	73%	84%	53.3%	1
Alabama	24,816	36,689	41	29	79%	88%	47.8%	2
Utah	23,686	34,946	46	40	76%	84%	47.5%	3
Idaho	23,861	35,155	45	38	76%	85%	47.3%	4
Georgia	27,966	41,122	29	19	89%	99%	47.0%	5
Arkansas	22,930	33,691	49	43	73%	81%	46.9%	6
Oregon	30,842	45,103	20	12	98%	109%	46.2%	7
Pennsylvania	33,338	48,321	13	5	106%	116%	44.9%	8
New Jersey	35,676	50,878	9	3	114%	122%	42.6%	9
Illinois	32,815	46,480	14	11	105%	112%	41.6%	10
North Carolina	27,883	39,404	30	23	89%	95%	41.3%	11
Kentucky	26,292	36,255	38	33	84%	87%	37.9%	12
Texas	27,496	37,567	31	27	88%	90%	36.6%	13
Ohio	30,553	41,713	22	17	98%	100%	36.5%	14
South Dakota	21,300	29,072	51	51	68%	70%	36.5%	15
Louisiana	24,300	33,109	44	45	78%	80%	36.3%	16
Massachusetts	34,712	46,955	10	9	111%	113%	35.3%	17
Washington	30,457	41,047	23	20	97%	99%	34.8%	18
Indiana	31,101	41,855	18	16	99%	101%	34.6%	19
Tennessee	27,052	36,328	35	31	86%	87%	34.3%	20
Michigan	36,451	48,729	7	4	116%	117%	33.7%	21
Kansas	27,172	36,282	33	32	87%	87%	33.5%	22
Rhode Island	36,057	48,138	8	7	115%	116%	33.5%	23
Iowa	26,747	35,678	37	35	85%	86%	33.4%	24
Delaware	33,377	44,435	12	13	107%	107%	33.1%	25
South Carolina	27,217	36,081	32	34	87%	87%	32.6%	26
Maine	26,881	35,561	36	37	86%	86%	32.3%	27
New Mexico	24,811	32,713	42	46	79%	79%	31.8%	28
Missouri	27,094	35,660	34	36	87%	86%	31.6%	29
New York	38,925	51,020	3	2	124%	122%	31.1%	30
Mississippi	24,365	31,897	43	48	78%	77%	30.9%	31
Nebraska	25,505	33,237	39	44	81%	80%	30.3%	32
New Hampshire	28,986	37,734	25	26	93%	91%	30.2%	33
North Dakota	23,016	29,863	48	49	73%	72%	29.7%	34
Nevada	33,493	43,083	11	15	107%	104%	28.6%	35
Connecticut	40,768	52,410	2	1	130%	126%	28.6%	36
Montana	25,081	32,121	40	47	80%	77%	28.1%	37
Hawaii	32,252	41,292	15	18	103%	99%	28.0%	38
Florida	28,803	36,722	27	28	92%	88%	27.5%	39
Colorado	30,758	39,073	21	24	98%	94%	27.0%	40
Minnesota	32,190	40,678	16	21	103%	98%	26.4%	41
Vermont	28,849	36,402	26	30	92%	88%	26.2%	42
California	37,795	47,680	5	8	121%	115%	26.2%	43
Virginia	30,958	38,992	19	25	99%	94%	26.0%	44
District of Columbia	38,402	48,304	4	6	123%	116%	25.8%	45
Oklahoma	23,484	29,525	47	50	75%	71%	25.7%	46
Wisconsin	31,921	39,897	17	22	102%	96%	25.0%	47
Wyoming	28,188	34,188	28	42	90%	82%	21.3%	48
Maryland	36,601	43,720	6	14	117%	105%	19.5%	49
Arizona	29,402	34,824	24	41	94%	84%	18.4%	50
Alaska	43,125	46,481	1	10	138%	112%	7.8%	51
U.S. Average	\$31,319	\$41,820			100%	100%	33.5%	
Guam	25,842	34,947			83%	84%	35.2%	
Virgin Islands	28,000	34,784			93%	83%	24.2%	

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

TABLE I-5

**AVERAGE SALARY OF TEACHERS IN 1999-2000 COMPARED TO ANNUAL
EARNINGS IN THE PRIVATE SECTOR, 1999**

State	Average Teacher Salary	Private Sector Annual Earnings	Pay Ratio Teachers To Private Sector	Rank		
				1999-00	1998-99	1989-90
Rhode Island	\$48,138	\$29,903	1.61	1	1	1
Pennsylvania	48,321	32,251	1.50	2	2	9
Oregon	45,103	30,452	1.48	3	3	5
Hawaii	41,292	28,135	1.47	4	6	6
Montana	32,121	22,322	1.44	5	7	20
Alaska	46,481	32,321	1.44	6	11	7
Nevada	43,083	30,381	1.42	7	5	3
Indiana	41,855	30,055	1.39	8	4	18
West Virginia	35,011	25,488	1.37	9	12	51
Wisconsin	39,897	29,236	1.36	10	8	2
Idaho	35,155	25,818	1.36	11	10	46
Michigan	48,729	35,877	1.36	12	9	14
Wyoming	34,188	25,194	1.36	13	13	24
South Carolina	36,081	26,754	1.35	14	22	17
Arkansas	33,691	25,057	1.34	15	17	45
Iowa	35,678	26,541	1.34	16	16	10
North Carolina	39,404	29,372	1.34	17	24	21
Maine	35,561	26,529	1.34	18	14	29
Ohio	41,713	31,138	1.34	19	19	33
Vermont	36,402	27,241	1.34	20	15	19
Alabama	36,689	27,538	1.33	21	21	39
Mississippi	31,897	24,080	1.32	22	37	23
Kentucky	36,255	27,687	1.31	23	20	30
Maryland	43,720	33,483	1.31	24	29	4
Florida	36,722	28,388	1.29	25	30	27
New Mexico	32,713	25,290	1.29	26	38	15
Kansas	36,282	28,296	1.28	27	23	34
California	47,680	37,311	1.28	28	25	8
Illinois	46,480	36,407	1.28	29	26	36
North Dakota	29,863	23,395	1.28	30	34	43
New Jersey	50,878	39,933 *	1.27	31	18	38
Utah	34,946	27,577	1.27	32	33	47
Delaware	44,435	35,128	1.26	33	32	40
Nebraska	33,237	26,363	1.26	34	28	12
Georgia	41,122	32,703	1.26	35	27	41
South Dakota	29,072	23,354	1.24	36	35	32
Tennessee	36,328	29,501	1.23	37	36	31
Connecticut	52,410	43,084	1.22	38	31	13
Minnesota	40,678	33,517	1.21	39	39	16
Louisiana	33,109	27,397	1.21	40	42	50
New York	51,020	42,586	1.20	41	34	28
Virginia	38,992	32,737	1.19	42	43	25
Missouri	35,660	30,080	1.19	43	41	44
New Hampshire	37,734	32,403	1.16	44	40	42
Oklahoma	29,525	25,474	1.16	45	46	49
Massachusetts	46,955	40,629	1.16	46	44	35
Arizona	34,824	30,133	1.16	47	49	22
Washington	41,047	35,942	1.14	48	47	11
Colorado	39,073	34,319	1.14	49	45	26
Texas	37,567	33,550	1.12	50	50	48
District of Columbia	48,304	47,870	1.01	51	51	37
U.S. Average	\$41,820	\$33,220	1.25			
Puerto Rico	24,980	18,531	1.35			

* AFT estimate. Sources: Bureau of Labor Statistics, <http://stats.bls.gov/news.release/annpay.toc.htm>; American Federation of Teachers, annual survey of state departments of education. Note: Data are unavailable for Guam and the Virgin Islands.

TABLE I-6

**AVERAGE TEACHER SALARY IN 1999-2000 COMPARED TO
1999 PER-CAPITA PERSONAL INCOME**

State	Average Teacher Salary	Per- Capita Personal Income	Ratio of Salary to Per-Capita Income			Rank		
			1999-00	1998-99	1989-90	1999-00	1998-99	1989-90
Michigan	\$48,729	\$28,113	1.73	1.84	2.05	1	1	2
Pennsylvania	48,321	28,605	1.69	1.81	1.92	2	2	10
West Virginia	35,011	20,966	1.67	1.77	1.82	3	4	22
Oregon	45,103	27,023	1.67	1.77	1.95	4	5	7
Rhode Island	48,138	29,377	1.64	1.73	2.00	5	6	5
Alaska	46,481	28,577	1.63	1.80	2.04	6	3	4
Indiana	41,855	26,143	1.60	1.70	1.94	7	7	9
Alabama	36,689	22,987	1.60	1.67	1.86	8	9	15
California	47,680	29,910	1.59	1.68	1.91	9	8	13
Kentucky	36,255	23,237	1.56	1.65	1.91	10	10	12
Mississippi	31,897	20,688	1.54	1.56	2.06	11	21	1
Idaho	35,155	22,835	1.54	1.62	1.73	12	14	34
Ohio	41,713	27,152	1.54	1.62	1.85	13	12	17
South Carolina	36,081	23,545	1.53	1.62	1.96	14	13	6
North Carolina	39,404	26,003	1.52	1.53	1.83	15	24	21
Arkansas	33,691	22,244	1.51	1.61	1.73	16	15	35
New York	51,020	33,890	1.51	1.57	1.90	17	13	14
Georgia	41,122	27,340	1.50	1.59	1.73	18	17	36
Utah	34,946	23,288	1.50	1.62	1.82	19	11	23
Hawaii	41,292	27,544	1.50	1.55	1.76	20	23	27
New Mexico	32,713	21,853	1.50	1.60	1.92	21	16	11
Illinois	46,480	31,145	1.49	1.57	1.75	22	19	31
Montana	32,121	22,019	1.46	1.55	1.81	23	22	25
Wisconsin	39,897	27,390	1.46	1.57	1.95	24	18	8
Louisiana	33,109	22,847	1.45	1.52	1.86	25	26	16
Maine	35,561	24,603	1.45	1.52	1.65	26	25	45
Delaware	44,435	30,778	1.44	1.45	1.70	27	32	39
New Jersey	50,878	35,551	1.43	1.52	1.50	28	27	50
Tennessee	36,328	25,574	1.42	1.51	1.83	29	28	20
Vermont	36,402	25,889	1.41	1.48	1.76	30	29	28
Texas	37,567	26,858	1.40	1.38	1.77	31	44	26
Iowa	35,678	25,615	1.39	1.46	1.72	32	31	38
Nevada	43,083	31,022	1.39	1.56	1.85	33	20	18
Arizona	34,824	25,189	1.38	1.44	1.85	34	34	19
Kansas	36,282	26,824	1.35	1.42	1.68	35	38	41
Missouri	35,660	26,376	1.35	1.42	1.66	36	36	43
Washington	41,047	30,392	1.35	1.38	1.73	37	42	37
Maryland	43,720	32,465	1.35	1.42	1.74	38	37	33
Connecticut	52,410	39,300	1.33	1.38	1.66	39	41	44
Florida	36,722	27,780	1.32	1.39	1.63	40	40	47
Minnesota	40,678	30,793	1.32	1.44	1.81	41	35	24
Massachusetts	46,955	35,551	1.32	1.38	1.54	42	43	49
Virginia	38,992	29,789	1.31	1.37	1.63	43	45	46
Wyoming	34,188	26,396	1.30	1.45	2.05	44	33	3
Oklahoma	29,525	22,953	1.29	1.40	1.69	45	39	40
North Dakota	29,863	23,313	1.28	1.34	1.74	46	46	32
Colorado	39,073	31,546	1.24	1.33	1.76	47	47	29
Nebraska	33,237	27,049	1.23	1.33	1.66	48	48	42
New Hampshire	37,734	31,114	1.21	1.29	1.43	49	49	51
District of Columbia	48,304	39,858	1.21	1.25	1.75	50	51	30
South Dakota	29,072	25,045	1.16	1.28	1.58	51	50	48
U.S. Average	\$41,820	\$27,497	1.51	1.53	1.78			

Sources: U.S. Bureau of Economic Analysis, <http://www.bea.doc.gov/bea/regional/spi/>; 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-7

**STATE RANKINGS BY 1999-2000 AVERAGE TEACHER SALARY
ADJUSTED BY THE 1999 AFT INTERSTATE COST-OF-LIVING INDEX**

State	Average Salary	Cost-of-Living Index	Salary Adjustment	Adjusted Average Salary	Adjusted Rank	Original Rank
Michigan	\$48,729	92.4	\$3,982	\$52,711	1	3
Pennsylvania	48,321	97.7	1,162	49,483	2	4
Oregon	45,103	94.6	2,549	47,652	3	12
Illinois	46,480	98.1	916	47,396	4	11
Delaware	48,304	102.8	(1,299)	47,005	5	5
New York	51,020	109.2	(4,289)	46,731	6	8
Indiana	41,855	90.6	4,340	46,195	7	16
Rhode Island	48,138	105.6	(2,544)	45,593	8	6
New Jersey	50,878	114.8	(6,573)	44,305	9	2
Ohio	41,713	94.3	2,510	44,223	10	17
Georgia	41,122	93.0	3,088	44,210	11	19
Nevada	43,083	98.4	715	43,798	12	15
Connecticut	52,410	120.2	(8,798)	43,612	13	1
Wisconsin	39,897	92.7	3,141	43,038	14	22
North Carolina	39,404	91.6	3,608	43,012	15	23
Minnesota	40,678	95.2	2,034	42,712	16	21
Texas	37,567	90.0	4,191	41,758	17	27
Maryland	43,720	105.3	(2,217)	41,503	18	14
Alabama	36,689	89.2	4,459	41,148	19	29
Massachusetts	46,955	114.2	(5,829)	41,126	20	9
Kentucky	36,255	88.4	4,745	41,000	21	33
Washington	41,047	100.9	(360)	40,687	22	20
Kansas	36,282	89.8	4,127	40,409	23	32
Tennessee	36,328	90.0	4,044	40,371	24	31
Iowa	35,678	88.9	4,460	40,138	25	35
Virginia	38,992	97.8	873	39,865	26	25
Colorado	39,073	98.1	743	39,816	27	24
West Virginia	35,011	88.1	4,729	39,740	28	39
South Carolina	36,081	90.8	3,657	39,738	29	34
Florida	36,722	94.4	2,190	38,912	30	28
Missouri	35,660	91.8	3,197	38,857	31	36
California	47,680	122.7	(8,835)	38,845	32	7
District of Columbia	44,435	114.7	(5,695)	38,740	33	13
Arkansas	33,691	87.4	4,868	38,559	34	43
Idaho	35,155	91.4	3,312	38,467	35	38
Vermont	36,402	97.4	960	37,362	36	30
Nebraska	33,237	89.0	4,121	37,358	37	44
Utah	34,946	93.8	2,323	37,269	38	40
Maine	35,561	95.6	1,651	37,212	39	37
Alaska	46,481	125.0	(9,296)	37,185	40	10
Wyoming	34,188	93.3	2,458	36,646	41	42
Louisiana	33,109	90.4	3,502	36,611	42	45
Mississippi	31,897	87.5	4,567	36,464	43	48
Arizona	34,824	95.9	1,473	36,297	44	41
New Hampshire	37,734	105.6	(2,010)	35,724	45	26
Montana	32,121	92.5	2,620	34,741	46	47
New Mexico	32,713	94.7	1,813	34,526	47	46
Oklahoma	29,525	87.7	4,156	33,681	48	50
South Dakota	29,072	87.6	4,118	33,190	49	51
North Dakota	29,863	90.7	3,064	32,927	50	49
Hawaii	41,292	133.8	(10,441)	30,851	51	18
U.S. Average	\$41,820	100.0	\$0	\$41,820		

Sources: COL index calculated by AFT. For details, see F. Howard Nelson, "An Interstate Cost-of-Living Index," *Educational Evaluation and Policy Analysis*, Spring 1991, Vol. 13, pp. 103-111.
<http://www.aft.org/research/reports/col/colpage3.htm>. Alaska and Washington, D.C. cost-of-living data are from American Chamber of Commerce Researchers Association (ACCRA), Louisville, Ky. 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

**TEACHER SALARIES AS A PERCENTAGE OF TOTAL CURRENT EDUCATION SPENDING
1964-65 AND 1999-2000**

State	Average Teacher Salary		Total Teacher Salaries (Millions)		Total Education Spending (Millions)		Percentage of Education Expenditures Devoted to Teachers		
	1964-65	1999-00	1964-65	1999-00	1964-65	1999-00	1964-65	1999-00	Change
1 Alabama	\$4,700	\$36,689	\$135	\$1,771	\$217	\$3,659	62.4%	48.4%	-14.0%
2 Illinois	6,809	46,480	586	5,913	1,032	12,366	56.8%	47.8%	-8.9%
3 North Carolina	5,022	39,404	219	3,133	353	6,822	62.1%	45.9%	-16.1%
4 Tennessee	4,850	36,328	145	2,197	246	4,800	58.9%	45.8%	-13.2%
5 Missouri	5,660	35,660	206	2,264	359	5,050	57.4%	44.8%	-12.5%
6 Georgia	5,050	41,122	188	3,713	313	8,301	60.1%	44.7%	-15.4%
7 Arkansas	4,200	33,691	71	904	130	2,077	54.7%	43.5%	-11.2%
8 Idaho	5,100	35,155	36	513	56	1,195	63.3%	42.9%	-20.4%
9 Texas	5,463	37,567	531	10,026	880	23,633	60.4%	42.4%	-18.0%
10 Massachusetts	6,950	46,955	304	3,377	478	8,084	63.5%	41.8%	-21.8%
11 Rhode Island	6,251	48,138	40	541	70	1,301	56.8%	41.6%	-15.2%
12 Nevada	6,530	43,083	27	753	52	1,828	51.8%	41.2%	-10.6%
13 District of Columbia	7,450	48,304	40	251	na	614	na	40.9%	na
14 Mississippi	4,103	31,897	81	980	146	2,410	55.8%	40.7%	-15.1%
15 Virginia	5,450	38,992	207	3,188	341	7,840	60.7%	40.7%	-20.1%
16 Kansas	5,587	36,282	134	1,170	223	2,903	60.1%	40.3%	-19.8%
17 Maine	5,200	35,561	48	611	80	1,519	59.4%	40.2%	-19.2%
18 South Carolina	4,500	36,081	105	1,583	167	3,940	62.5%	40.2%	-22.4%
19 Vermont	5,362	36,402	20	311	40	775	51.3%	40.1%	-11.2%
20 New York	7,800	51,020	1,092	10,510	2,267	26,377	48.2%	39.8%	-8.3%
21 Ohio	6,025	41,713	531	4,780	978	12,040	54.3%	39.7%	-14.6%
22 California	7,900	47,680	1,183	13,944	2,250	35,286	52.6%	39.5%	-13.0%
23 Utah	5,945	34,946	62	748	110	1,907	56.9%	39.2%	-17.7%
24 Colorado	6,025	39,073	123	1,606	212	4,124	57.8%	38.9%	-18.8%
25 Nebraska	4,893	33,237	75	685	124	1,771	60.5%	38.7%	-21.8%
26 Connecticut	6,975	52,410	172	2,092	305	5,470	56.2%	38.2%	-18.0%
27 Arizona	6,700	34,824	102	1,586	168	4,148	60.5%	38.2%	-22.3%
28 South Dakota	4,475	29,072	36	269	69	709	52.4%	37.9%	-14.5%
29 Hawaii	6,024	41,292	33	434	64	1,146	51.6%	37.9%	-13.8%
30 New Jersey	6,698	50,878	380	4,845	706	12,833	53.8%	37.8%	-16.0%
31 Delaware	6,800	44,435	31	325	53	871	59.7%	37.3%	-22.4%
32 Iowa	5,747	35,678	158	1,204	266	3,235	59.4%	37.2%	-22.2%
33 Pennsylvania	6,150	48,321	515	5,376	975	14,622	52.8%	36.8%	-16.0%
34 Michigan	6,700	48,729	478	4,537	900	12,447	53.1%	36.4%	-16.6%
35 Louisiana	5,175	33,109	155	1,568	304	4,323	51.1%	36.3%	-14.8%
36 Maryland	6,727	43,720	195	2,221	342	6,178	57.1%	35.9%	-21.2%
37 North Dakota	4,800	29,863	34	236	59	665	58.2%	35.5%	-22.7%
38 New Hampshire	5,435	37,734	30	512	52	1,448	58.3%	35.3%	-22.9%
39 Florida	6,140	36,722	284	4,820	465	13,654	61.0%	35.3%	-25.7%
40 Oregon	6,420	45,103	129	1,357	234	3,853	55.1%	35.2%	-19.9%
41 Indiana	6,530	41,855	284	2,463	496	7,006	57.3%	35.2%	-22.1%
42 Oklahoma	5,160	29,525	115	1,227	200	3,505	57.5%	35.0%	-22.5%
43 Kentucky	4,700	36,255	122	1,443	201	4,165	60.7%	34.7%	-26.1%
44 New Mexico	6,200	32,713	66	648	119	1,911	55.9%	33.9%	-22.0%
45 Minnesota	6,463	40,678	213	2,186	392	6,501	54.5%	33.6%	-20.9%
46 Montana	5,600	32,121	43	328	87	976	48.9%	33.6%	-15.4%
47 Wyoming	5,975	34,188	25	226	46	675	54.8%	33.4%	-21.4%
48 Wisconsin	6,125	39,897	219	2,301	394	6,938	55.6%	33.2%	-22.4%
49 Washington	6,400	41,047	190	2,053	365	6,527	52.1%	31.4%	-20.7%
50 Alaska	7,016	46,481	18	371	38	1,191	46.4%	31.2%	-15.3%
51 West Virginia	4,590	35,011	74	711	134	2,361	55.4%	30.1%	-25.2%
U.S. Average	\$6,196	\$41,820	\$10,200	\$120,744	\$19,100	\$307,981	53.4%	39.2%	-14.2%

Source: *Early Estimates of Public Elementary and Secondary Education Statistics, 1999-2000*, U.S. Department of Education, May 2000, <http://nces.ed.gov/pubs2000/2000364.pdf>. 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. Teachers continue to get paid less than other occupations and have lost ground over the past few years. 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 1999-2000, the average teacher salary increased 3.2 percent compared to an inflation rate of 3.4 percent. The decrease in 1999-2000 represents the fourth inflation-adjusted salary decrease since 1988-89. See Figure II-1 and Table II-1.
- After adjusting for inflation, the 1999-2000 average teacher salary of \$41,820 is only \$46 above what it was in 1993. It is just \$2,087 more than the average salary recorded in 1972—a real increase of only about \$75 per year. See Figure II-4, Figure II-5 and Table II-1.
- Teacher salaries have not kept pace with the growth in per-capita gross domestic product during the past decade. The 2000 ratio of 1.16 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.
- 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 faster rate than the GDP.
- In 1991, teacher salaries were 21 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 1999-2000 the teacher advantage has fallen to 10 percent. See Figure II-2 and Table II-2.
- In 2000, teachers earned 5 percent more than the average government worker, about one-third of the 15 percent advantage they enjoyed in 1994. See Figure II-2 and Table II-2.
- Teacher salaries today account for a smaller proportion of total education spending than they did 40 years ago. In 1960-61, the average education expenditure devoted to teacher salaries was 51 percent compared to 36.7 percent in 1999-2000. This is the lowest percentage since records have been kept. See Figure II-4 and Table II-3.

- The average teacher had an estimated 16.1 years of experience in 1999-2000, some 6.1 more years than the 1976 average of 10 years. Teachers with 16.1 years of experience in 1972 earned an estimated \$44,313. See Figure II-5, Figure II-6 and Table II-4.
- Salaries in other white-collar occupations remain high compared to teachers—ranging from 97 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. Accountants, buyers, attorneys, computer systems analysts and engineers earned substantially more than teachers did.
- Since 1975-76, average teacher salaries have increased 236 percent, and beginning teacher salaries have risen 225 percent. Salaries of all hourly workers (except teacher aides) have grown at a slower rate than teacher salaries. Superintendents, principals, central office secretaries and instructional aides showed gains slightly greater than teachers. See Table II-6.
- Employer-paid health insurance costs for teachers have declined from 7.1 percent of total compensation in 1992-93 to 6.5 percent in 1999-2000. See Table II-7. The share of total compensation going to health care, however, increased for the second straight year in 1999-2000.
- Benefit costs have not risen faster than salaries for education workers over the past decade. Since 1989, the benefits portion of the U.S. Department of Labor's employment cost index (ECI) increased 45 percent for K-12 education workers, the same increase as the salary component of the index. See Table II-8. The benefits component of the ECI rose 58.5 percent for all private-sector white-collar employees, a greater increase than the 48.3 percent increase in the wage and salary component of the ECI.

Technical Notes

Education Expenditures Devoted to Teacher Salaries. The data in Table II-3 apply to classroom teachers including special education and resource teachers. The data represent salaries only—not total compensation.

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 1999-2000 had an estimated 16.1 years of experience, more than at any time in the past four decades (see Table II-4 and Figure II-6). The size of the teaching force declined during four of the seven years from 1977 through 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 1995, the comparable figure was about 53 percent (National Education Association, *Status of the American Public School Teacher*, 1997).

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. Until 1996, information on accountants, buyers, attorneys and engineers came from U.S. Department of Labor, *Administrative, Technical and Clerical Pay*, various editions. For the past four years, these time series have been updated using increases in the average weekly wage rate for each occupation as a whole (U.S. Department of Labor, *Employment and Earnings*, March issues).

Figure II-1
 Annual Rate of Increase in Teacher Salaries
 Compared to the Consumer Price Index

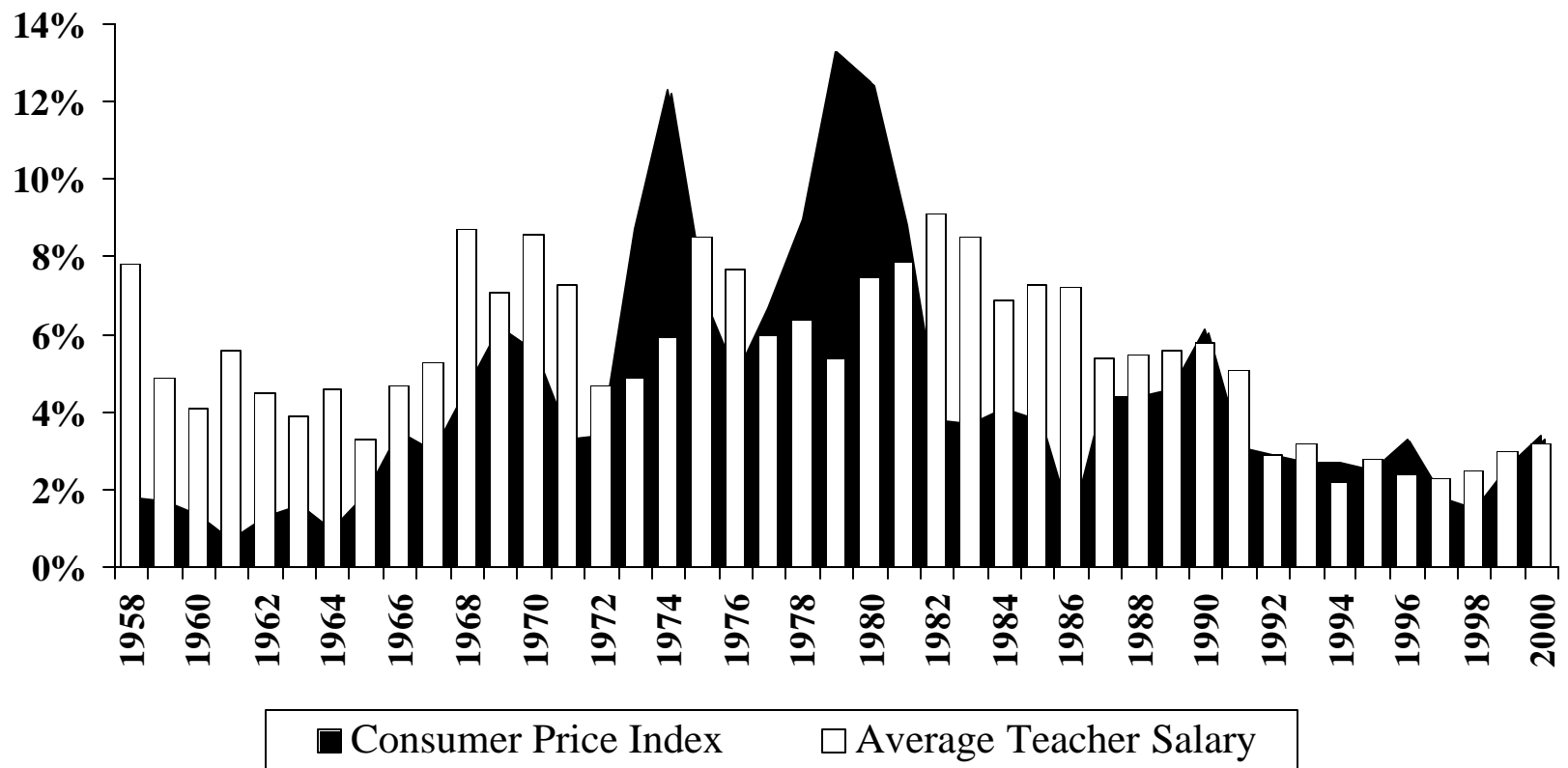


Figure 11-2
Trends in Annual Earnings of Teachers,
Government Workers and All Workers
(2000 Dollars)



Figure II-3
Percent of Education Spending Devoted to Teacher Salaries

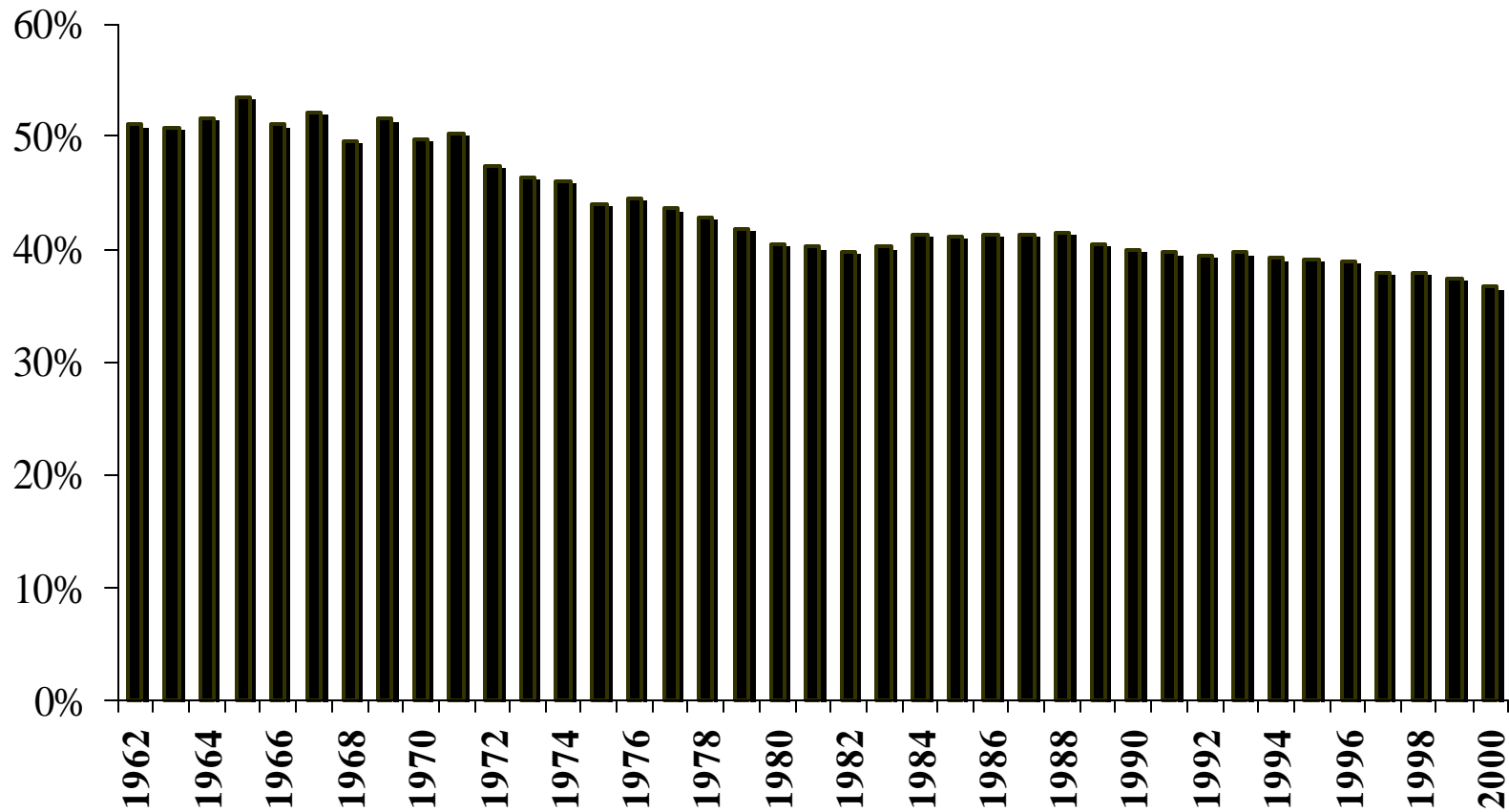


Figure II-4
 Teacher Salary Growth Lags Behind Growth
 in Education Spending and GDP

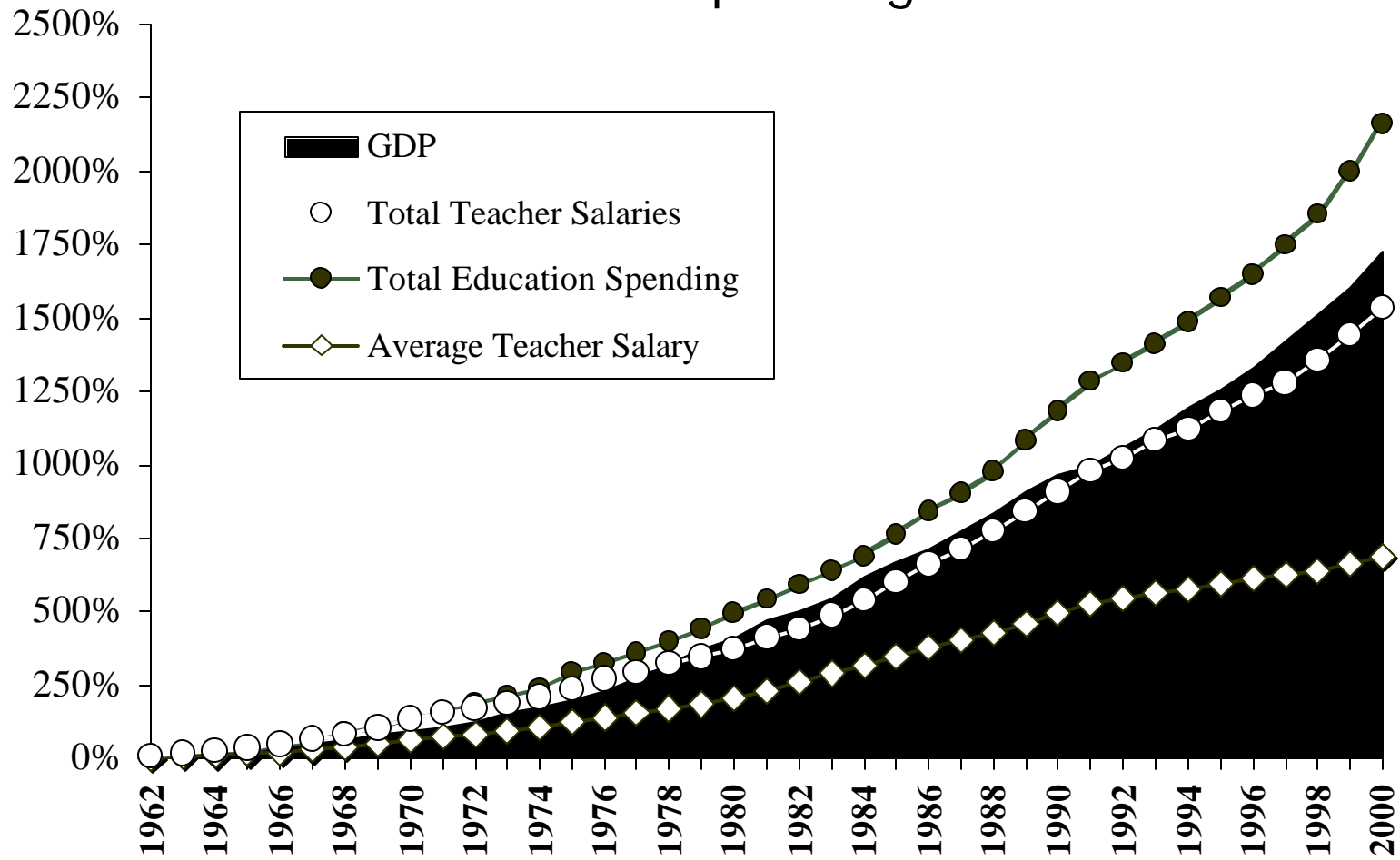


Figure 11-5
Trends in Average Teacher Salary Compared to the
Average Experience Level of Teachers

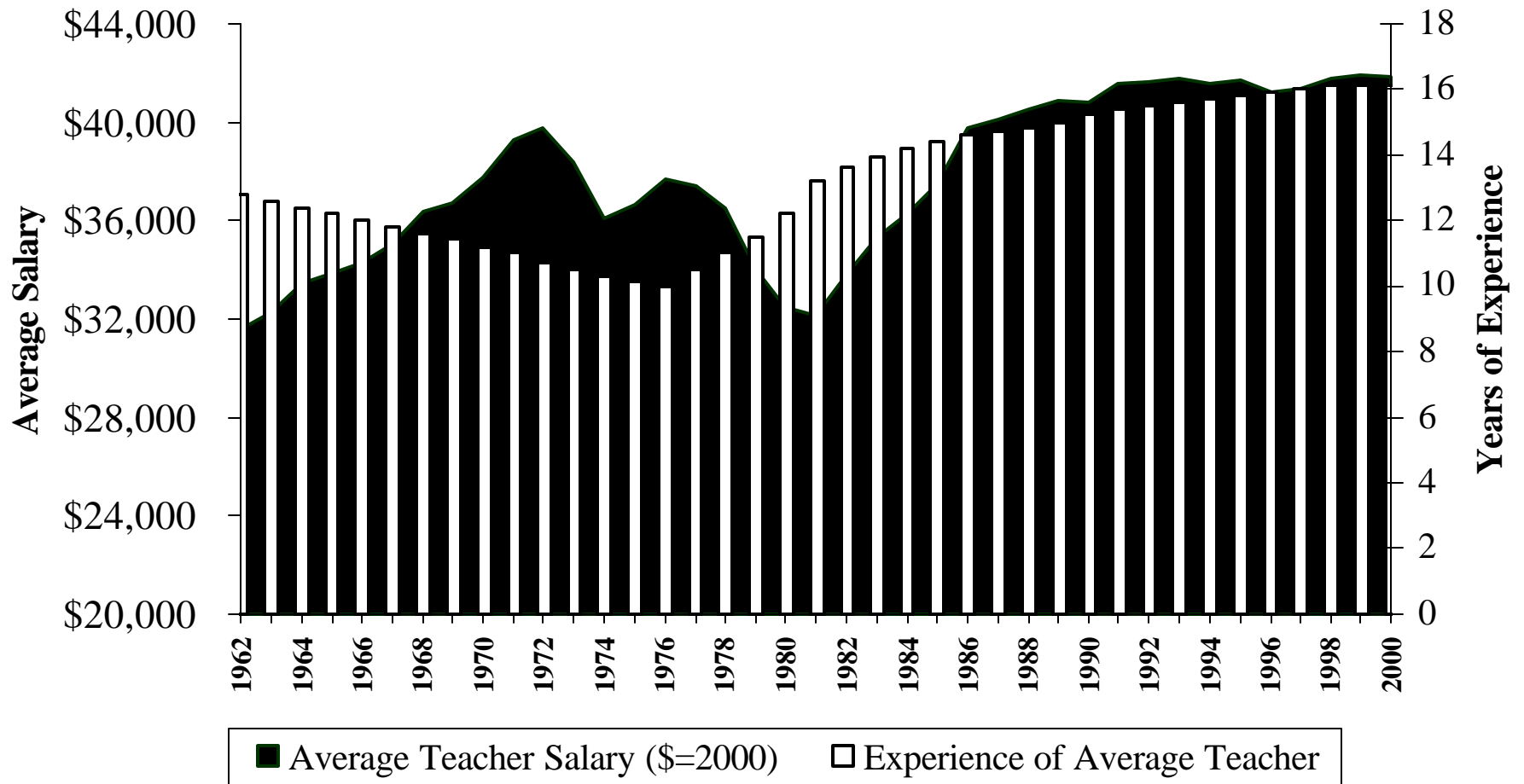


Figure II-6
Trends in Annual Earnings of Teachers
(Controlling for Work Experience)

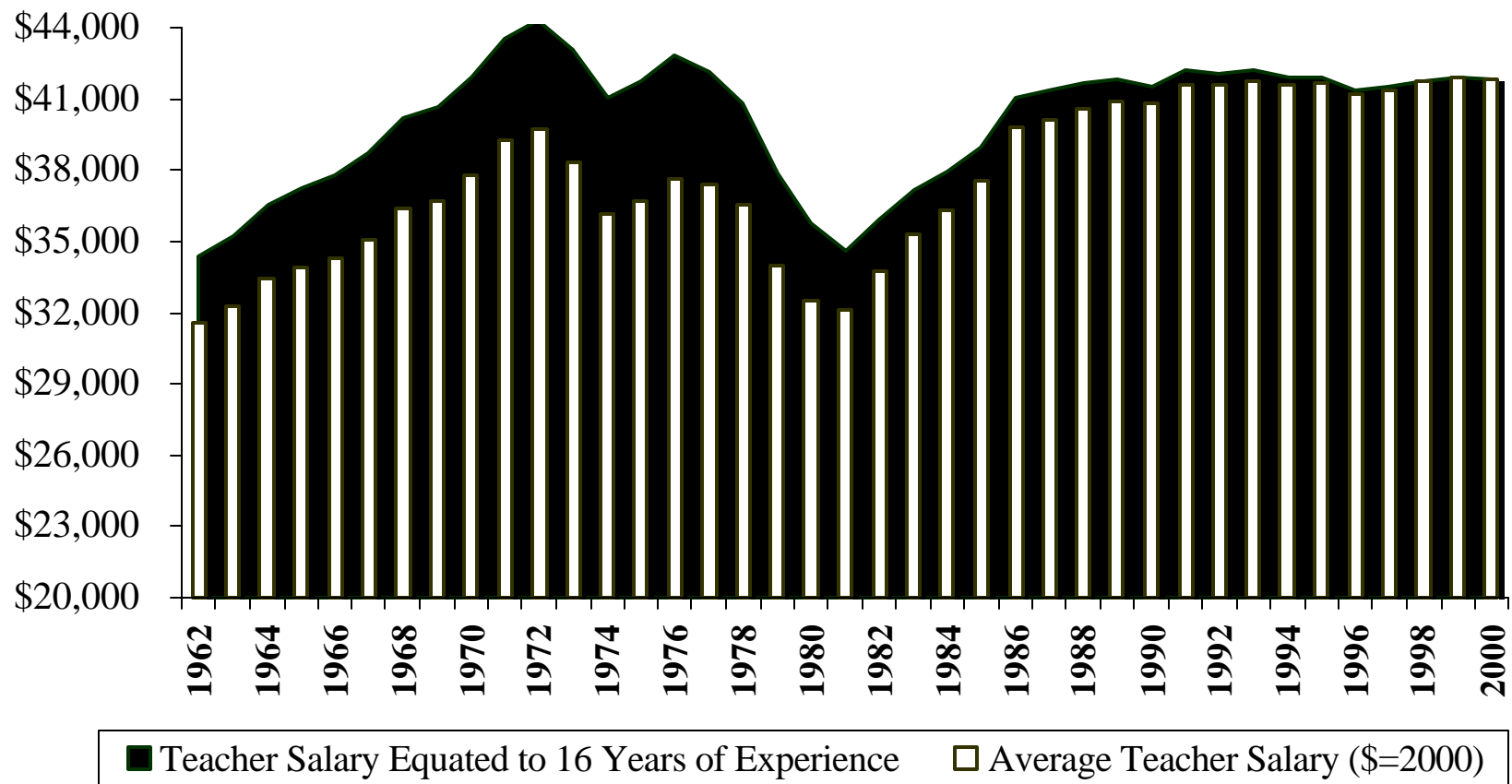


Figure 11-7
Average Teacher Salary in 2000 Falls Short
of Earnings in Other Professions

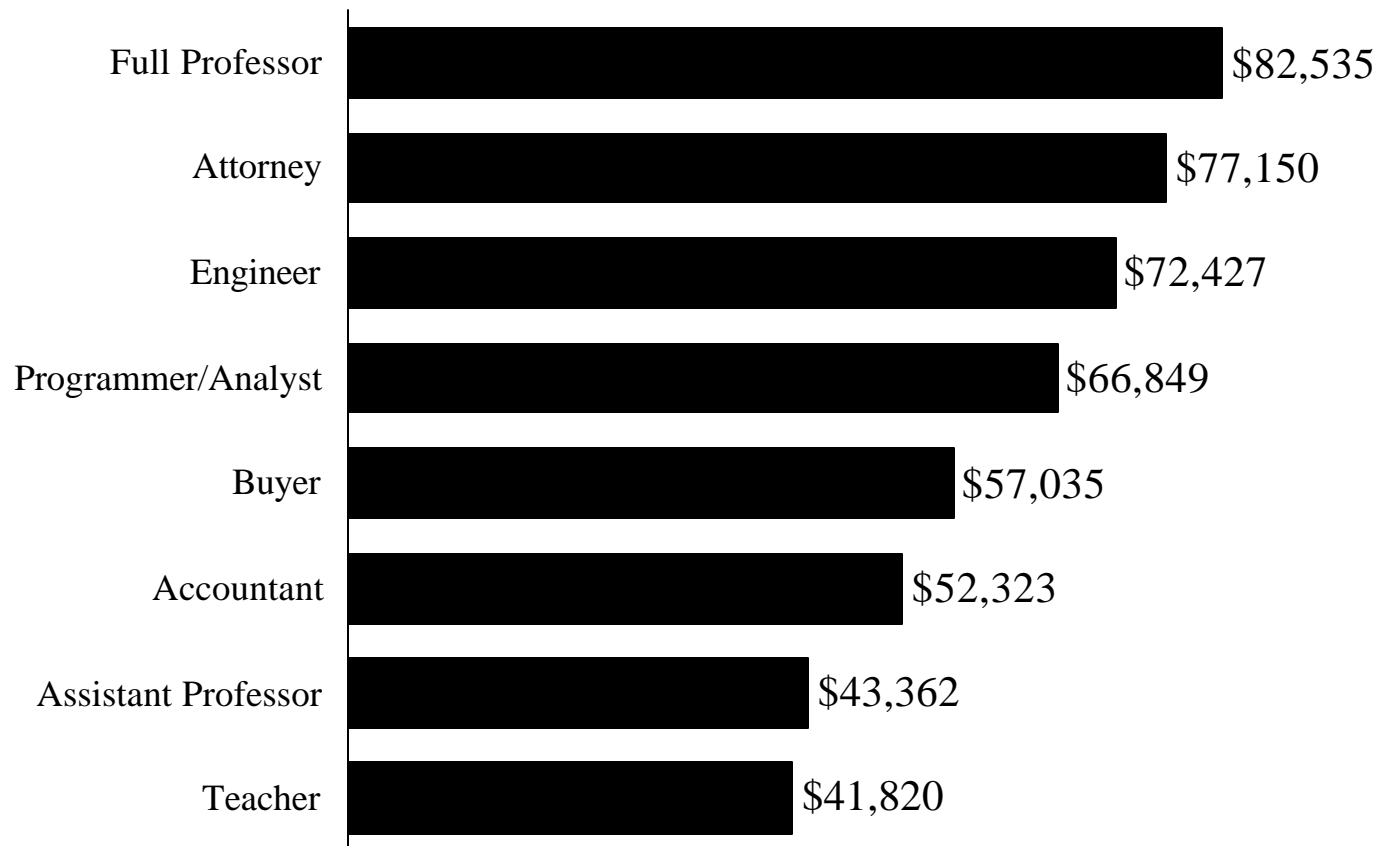


Figure 11-8
Trends in the Average Annual Salaries of Teachers and Selected White-Collar Occupations (\$=2000)

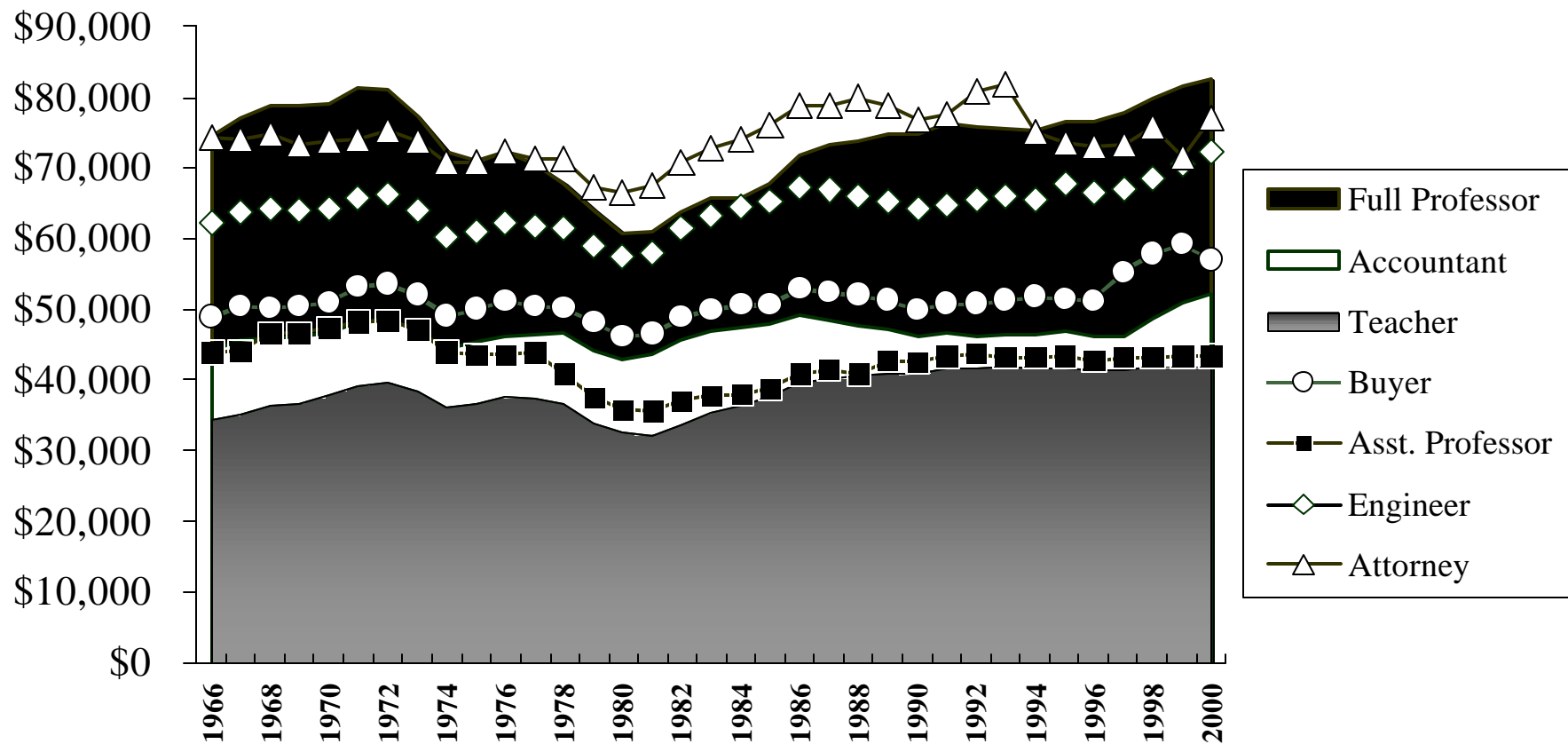


Figure II-9
Employment Cost Index in 2000 for Education Workers,
White-Collar Workers and Professional Workers
(1989=100)

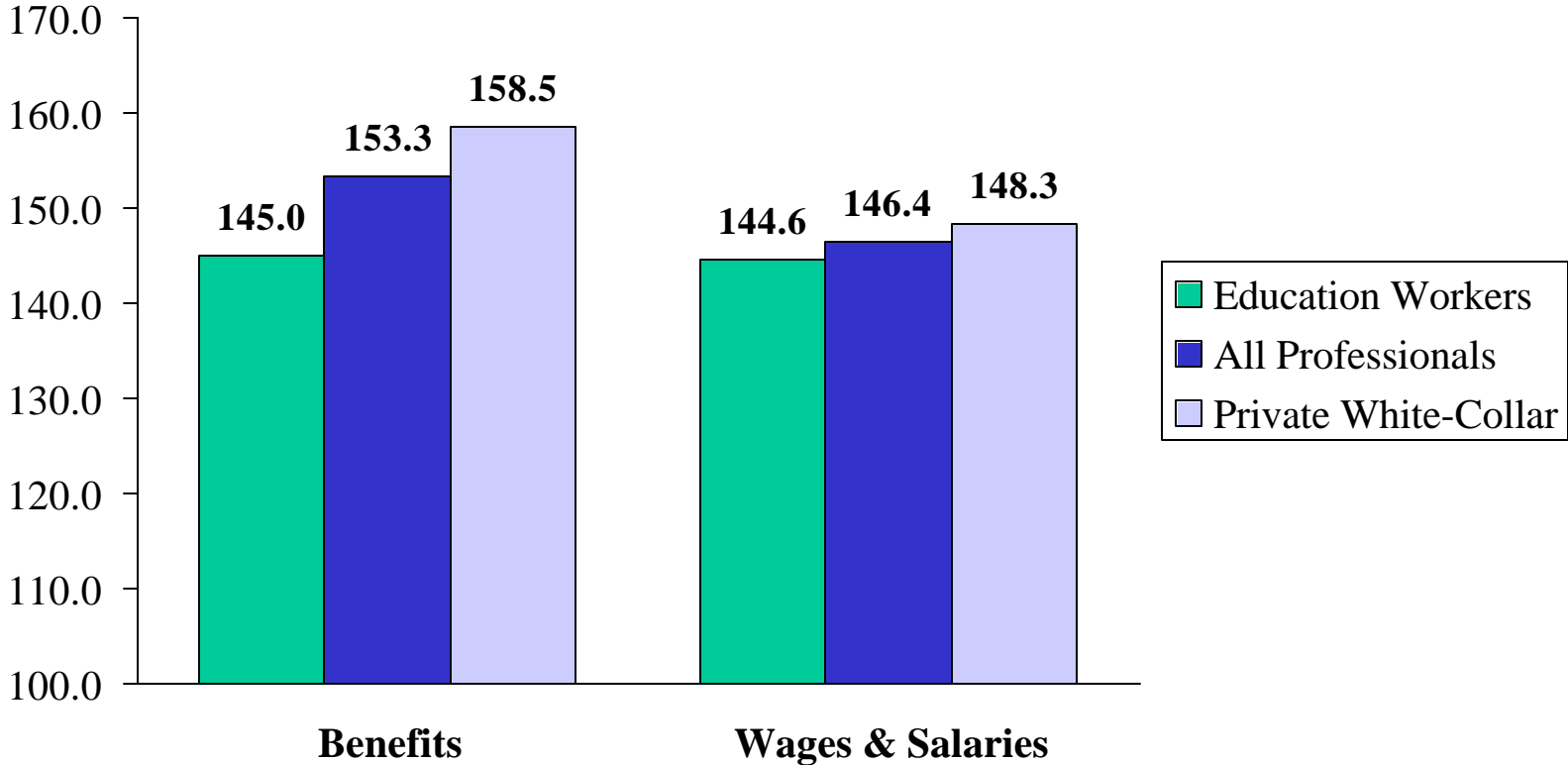


TABLE II-1

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

	Average Teacher Salary		Consumer Price Index		Average Teacher Salary (2000 Dollars)		Per-Capita Gross Domestic Product		Teacher Salary To Per-Capita GDP Ratio
	Salary	Change	CPI	Change	Salary	Change	GDP	Change	
2000	\$41,820	3.2%	174.0	3.4%	\$41,820	-0.3%	\$36,172	6.2% *	1.16
1999	40,540	3.0%	168.3	2.6%	41,913	0.4%	34,063	5.2%	1.19
1998	39,360	2.5%	164.0	1.5%	41,760	0.3%	32,373	6.9%	1.22
1997	38,415	2.3%	161.5	1.8%	41,388	0.4%	30,278	5.0%	1.27
1996	37,564	2.4%	158.6	3.3%	41,211	-1.1%	28,849	8.0%	1.30
1995	36,766	2.8%	153.6	2.5%	41,649	0.2%	26,722	3.5%	1.38
1994	35,764	2.2%	149.7	2.7%	41,569	-0.5%	25,818	5.0%	1.39
1993	35,004	3.2%	145.8	2.7%	41,774	0.4%	24,600	4.1%	1.42
1992	33,927	2.9%	141.9	2.9%	41,602	0.0%	23,637	4.4%	1.44
1991	32,960	5.1%	137.9	3.1%	41,588	2.0%	22,647	2.1%	1.46
1990	31,347	5.8%	133.8	6.1%	40,765	-0.3%	22,189	4.5%	1.41
1989	29,636	5.6%	126.1	4.6%	40,893	0.9%	21,224	8.7%	1.40
1988	28,071	5.5%	120.5	4.4%	40,534	1.0%	19,523	7.0%	1.44
1987	26,615	5.4%	115.4	4.4%	40,130	0.9%	18,254	5.6%	1.46
1986	25,260	7.2%	110.5	1.1%	39,776	6.0%	17,283	4.4%	1.46
1985	23,572	7.3%	109.3	3.8%	37,525	3.3%	16,559	5.6%	1.42
1984	21,974	6.9%	105.3	4.1%	36,310	2.8%	15,686	10.0%	1.40
1983	20,547	8.5%	101.2	3.7%	35,328	4.6%	14,265	6.4%	1.44
1982	18,945	9.1%	97.6	3.8%	33,775	5.1%	13,412	2.6%	1.41
1981	17,364	7.9%	94.0	8.9%	32,142	-1.0%	13,067	10.8%	1.33
1980	16,100	7.5%	86.3	12.5%	32,461	-4.4%	11,794	7.8%	1.37
1979	14,970	5.4%	76.7	13.3%	33,961	-7.0%	10,943	9.9%	1.37
1978	14,207	6.4%	67.7	9.0%	36,514	-2.4%	9,961	11.6%	1.43
1977	13,352	6.0%	62.1	6.7%	37,411	-0.6%	8,927	10.4%	1.50
1976	12,591	7.7%	58.2	4.9%	37,643	2.7%	8,088	10.5%	1.56
1975	11,690	8.5%	55.5	6.9%	36,650	1.4%	7,321	7.6%	1.60
1974	10,778	5.9%	51.9	12.3%	36,134	-5.7%	6,805	7.3%	1.58
1973	10,176	4.9%	46.2	8.7%	38,325	-3.5%	6,343	10.7%	1.60
1972	9,705	4.7%	42.5	3.4%	39,733	1.3%	5,732	8.7%	1.69
1971	9,269	7.3%	41.1	3.3%	39,241	3.9%	5,272	7.2%	1.76
1970	8,635	8.6%	39.8	5.6%	37,751	2.9%	4,919	4.0%	1.76
1969	7,952	7.1%	37.7	6.2%	36,702	0.9%	4,728	6.9%	1.68
1968	7,423	8.7%	35.5	4.7%	36,383	3.8%	4,423	8.2%	1.68
1967	6,830	5.3%	33.9	3.0%	35,057	2.2%	4,088	4.6%	1.67
1966	6,485	4.7%	32.9	3.5%	34,298	1.2%	3,909	2.6%	1.66
1965	6,195	3.3%	31.8	1.9%	33,897	1.4%	3,810	13.1%	1.63
1964	5,995	4.6%	31.2	1.0%	33,434	3.6%	3,369	5.6%	1.78
1963	5,732	3.9%	30.9	1.6%	32,277	2.3%	3,191	4.0%	1.80
1962	5,515	4.5%	30.4	1.3%	31,566	3.2%	3,068	6.0%	1.80
1961	5,275	5.6%	30.0	0.7%	30,595	4.9%	2,895	1.9%	1.82
1960	4,995	4.1%	29.8	1.4%	29,165	2.7%	2,841		1.76
1959	4,797	4.9%	29.4	1.7%	28,390	3.2%			
1958	4,571	7.8%	28.9	1.8%	27,521	6.0%			
1957	4,239	4.5%	28.4	2.9%	25,971	1.6%			
1956	\$4,055		27.6		\$25,564				

* 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). Bureau of Labor Statistics, Consumer Price Indexes, <http://stats.bls.gov/cpihome.htm>. Bureau of Economic Analysis, GDP and Related Data, <http://www.bea.doc.gov/>. 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 (2000 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		
2000	3.4%	\$41,820	-0.2%	\$38,074 *	0.7%	\$39,772 *	-0.3%	1.10	1.05
1999	2.6%	41,913	0.4%	37,793	1.7%	39,901	1.0%	1.11	1.05
1998	1.5%	41,760	0.9%	37,170	3.5%	39,497	1.8%	1.12	1.06
1997	1.8%	41,388	0.4%	35,924	2.4%	38,815	1.2%	1.15	1.07
1996	3.3%	41,211	-1.1%	35,067	0.2%	38,370	-0.2%	1.19	1.14
1995	2.5%	41,649	0.2%	35,006	0.3%	38,436	0.3%	1.20	1.15
1994	2.7%	41,569	-0.5%	34,893	-2.0%	38,265	-3.6%	1.20	1.15
1993	2.7%	41,774	0.4%	35,228	0.1%	37,605	0.1%	1.19	1.11
1992	2.9%	41,602	0.0%	35,176	2.7%	37,586	1.7%	1.18	1.11
1991	3.1%	41,588	2.0%	34,255	0.7%	36,950	2.5%	1.21	1.13
1990	6.1%	40,765	-0.3%	34,015	-1.2%	36,038	-0.6%	1.20	1.13
1989	4.6%	40,893	0.9%	34,434	-0.8%	36,242	-0.2%	1.19	1.13
1988	4.4%	40,534	1.0%	34,725	0.5%	36,315	0.4%	1.17	1.12
1987	4.4%	40,130	0.9%	34,548	0.0%	36,177	-1.1%	1.16	1.11
1986	1.1%	39,776	6.0%	34,542	3.5%	36,587	3.8%	1.15	1.09
1985	3.8%	37,525	3.3%	33,379	0.4%	35,250	1.8%	1.12	1.06
1984	4.1%	36,310	2.8%	33,249	0.2%	34,630	1.3%	1.09	1.05
1983	3.7%	35,328	4.6%	33,189	0.8%	34,178	1.5%	1.06	1.03
1982	3.8%	33,775	5.1%	32,923	3.4%	33,671	4.3%	1.03	1.00
1981	8.9%	32,142	-1.0%	31,845	0.2%	32,290	0.6%	1.01	1.00
1980	12.5%	32,461	-4.4%	31,790	-2.2%	32,100	-3.4%	1.02	1.01
1979	13.3%	33,961	-7.0%	32,492	-4.6%	33,236	-5.9%	1.04	1.02
1978	9.0%	36,514	-2.4%	34,073	-1.7%	35,320	-2.4%	1.07	1.03
1977	6.7%	37,411	-0.6%	34,646	-0.2%	36,174	-0.4%	1.08	1.03
1976	4.9%	37,643	2.7%	34,701	2.3%	36,337	1.3%	1.08	1.04
1975	6.9%	36,650	1.4%	33,934	1.4%	35,860	0.7%	1.08	1.02
1974	12.3%	36,134	-5.7%	33,451	-2.4%	35,625	-5.0%	1.08	1.01
1973	8.7%	38,325	-3.5%	34,257	-2.7%	37,492	-2.8%	1.12	1.02
1972	3.4%	39,733	1.3%	35,210	2.7%	38,556	6.2%	1.13	1.03
1971	3.3%	39,241	3.9%	34,287	3.8%	36,317	3.8%	1.14	1.08
1970	5.6%	37,751	2.9%	33,031	1.0%	34,983	5.6%	1.14	1.08
1969	6.2%	36,702	0.9%	32,709	0.4%	33,142	0.8%	1.12	1.11
1968	4.7%	36,383	3.8%	32,592	2.0%	32,886	3.1%	1.12	1.11
1967	3.0%	35,057	2.2%	31,941	1.3%	31,900	1.7%	1.10	1.10
1966	3.5%	34,298	1.2%	31,522	1.0%	31,369	0.4%	1.09	1.09
1965	1.9%	33,897	1.4%	31,208	1.8%	31,246	2.2%	1.09	1.08
1964	1.0%	33,434	3.6%	30,655	3.9%	30,572	4.4%	1.09	1.09
1963	1.6%	32,277	2.3%	29,490	1.8%	29,277	2.6%	1.09	1.10
1962	1.3%	31,566	3.2%	28,958	2.3%	28,546	1.4%	1.09	1.11
1961	0.7%	30,595	4.9%	28,295	2.3%	28,150	3.2%	1.08	1.09
1960	1.4%	29,165	2.7%	27,663	1.9%	27,272	2.5%	1.05	1.07
1959	1.7%	28,390	3.2%	27,158	3.2%	26,597	2.2%	1.05	1.07
1958	1.8%	27,521	6.0%	26,311	1.6%	26,028	5.1%	1.05	1.06
1957	2.9%	25,971	1.6%	25,887	1.4%	24,755	2.7%	1.00	1.05
1956		\$25,564		\$25,535		\$24,112		1.00	1.06

* 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* including March 2001, Table B.7, and unpublished data from the National Income and Product Accounts, <http://www.bea.doc.gov/>. American Federation of Teachers, annual survey of state departments of education.

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
2000	2,900	\$41,820	\$121.3	\$330.3	36.7%	\$9,963	3.3%	693%	1533%	2162%	1728%
1999	2,826	40,540	114.6	306.7	37.4%	9,299	3.3%	669%	1443%	2001%	1606%
1998	2,746	39,360	108.1	285.5	37.9%	8,760	3.3%	646%	1355%	1855%	1507%
1997	2,667	38,415	102.5	270.2	37.9%	8,301	3.3%	628%	1279%	1751%	1423%
1996	2,598	37,564	99.2	255.1	38.9%	7,813	3.3%	612%	1235%	1647%	1334%
1995	2,552	36,766	95.4	243.9	39.1%	7,400	3.3%	597%	1185%	1571%	1258%
1994	2,504	35,764	90.9	231.9	39.2%	7,054	3.3%	578%	1125%	1488%	1194%
1993	2,459	35,004	87.8	220.9	39.7%	6,642	3.3%	564%	1082%	1413%	1119%
1992	2,432	33,927	83.2	211.2	39.4%	6,318	3.3%	543%	1020%	1347%	1059%
1991	2,398	32,960	80.1	202.0	39.7%	5,986	3.4%	525%	979%	1284%	998%
1990	2,391	31,347	75.0	187.6	40.0%	5,803	3.2%	494%	909%	1185%	965%
1989	2,356	29,636	69.8	173.0	40.4%	5,489	3.2%	462%	840%	1085%	907%
1988	2,323	28,071	65.2	157.1	41.5%	5,109	3.1%	432%	778%	976%	837%
1987	2,279	26,615	60.7	146.4	41.4%	4,742	3.1%	405%	717%	903%	770%
1986	2,244	25,260	56.7	137.2	41.3%	4,452	3.1%	379%	663%	840%	717%
1985	2,207	23,572	52.0	126.3	41.2%	4,213	3.0%	347%	600%	765%	673%
1984	2,168	21,974	47.6	115.4	41.3%	3,932	2.9%	317%	541%	690%	621%
1983	2,121	20,547	43.6	108.3	40.2%	3,534	3.1%	290%	487%	642%	548%
1982	2,125	18,945	40.3	101.1	39.8%	3,259	3.1%	259%	442%	592%	498%
1981	2,184	17,364	37.9	94.3	40.2%	3,131	3.0%	229%	411%	546%	474%
1980	2,183	16,100	35.1	87.0	40.4%	2,795	3.1%	205%	373%	496%	413%
1979	2,206	14,970	33.0	79.0	41.8%	2,565	3.1%	184%	345%	441%	371%
1978	2,209	14,207	31.4	73.1	42.9%	2,295	3.2%	169%	323%	401%	321%
1977	2,186	13,352	29.2	66.9	43.6%	2,031	3.3%	153%	293%	358%	273%
1976	2,196	12,591	27.6	62.1	44.5%	1,823	3.4%	139%	272%	325%	234%
1975	2,155	11,690	25.2	57.3	44.0%	1,635	3.5%	122%	239%	292%	200%
1974	2,133	10,778	23.0	50.0	46.0%	1,501	3.3%	104%	210%	242%	175%
1973	2,103	10,176	21.4	46.1	46.4%	1,385	3.3%	93%	188%	216%	154%
1972	2,063	9,705	20.0	42.2	47.4%	1,240	3.4%	84%	170%	189%	128%
1971	2,055	9,269	19.0	37.9	50.3%	1,128	3.4%	76%	156%	160%	107%
1970	2,013	8,635	17.4	34.9	49.8%	1,039	3.4%	64%	134%	139%	91%
1969	1,935	7,952	15.4	29.8	51.6%	985	3.0%	51%	107%	104%	81%
1968	1,855	7,423	13.8	27.7	49.7%	911	3.0%	41%	85%	90%	67%
1967	1,789	6,830	12.2	23.4	52.2%	834	2.8%	29%	65%	60%	53%
1966	1,710	6,485	11.1	21.7	51.1%	789	2.8%	23%	49%	49%	45%
1965	1,648	6,195	10.2	19.1	53.5%	720	2.7%	17%	37%	31%	32%
1964	1,578	5,995	9.5	18.3	51.7%	664	2.8%	14%	27%	25%	22%
1963	1,508	5,732	8.6	17.0	50.8%	618	2.8%	9%	16%	16%	13%
1962	1,461	5,515	8.1	15.8	51.0%	586	2.7%	5%	8%	8%	8%
1961	1,408	\$5,275	\$7.4	14.6	50.9%	\$545	2.7%	0%	0%	0%	0%

Sources: U.S. Department of Education *Projection of Education Statistics to 2010*, and earlier editions, <http://nces.ed.gov/pubs2000/projections/>. American Federation of Teachers, annual survey of state departments of education.

TABLE II-4

TRENDS IN TEACHER SALARIES RELATED TO TEACHER EXPERIENCE

	Public K-12 Teachers		Average Experience	Difference From 2000 Levels	Salary Effect (2000 Dollars)*		Average Salary (2000 Dollars)	Adjusted Average Salary
	(Thous.)	Change			Dollars	Percent		
2000	2,900	2.6%	16.1	0.0	\$0	0.0%	\$41,820	\$41,820
1999	2,826	2.9%	16.1	0.0	0	0.0%	41,913	41,913
1998	2,746	3.0%	16.1	0.0	0	0.0%	41,760	41,760
1997	2,667	2.7%	16.0	-0.1	85	0.2%	41,388	41,473
1996	2,598	1.8%	15.9	-0.2	170	0.4%	41,211	41,381
1995	2,552	1.9%	15.8	-0.3	254	0.6%	41,649	41,903
1994	2,504	1.8%	15.7	-0.4	339	0.8%	41,569	41,909
1993	2,459	1.1%	15.6	-0.5	424	1.0%	41,774	42,198
1992	2,432	1.4%	15.5	-0.6	509	1.2%	41,602	42,111
1991	2,398	0.3%	15.4	-0.7	594	1.4%	41,588	42,182
1990	2,391	1.5%	15.2	-0.9	763	1.9%	40,765	41,528
1989	2,356	1.4%	15.0	-1.1	933	2.3%	40,893	41,826
1988	2,323	1.9%	14.8	-1.3	1,102	2.7%	40,534	41,636
1987	2,279	1.6%	14.7	-1.4	1,187	3.0%	40,130	41,317
1986	2,244	1.7%	14.6	-1.5	1,272	3.2%	39,776	41,048
1985	2,207	1.8%	14.4	-1.7	1,442	3.8%	37,525	38,967
1984	2,168	2.2%	14.2	-1.9	1,611	4.4%	36,310	37,922
1983	2,121	-0.2%	13.9	-2.2	1,866	5.3%	35,328	37,193
1982	2,125	-2.7%	13.6	-2.5	2,120	6.3%	33,775	35,895
1981	2,184	0.0%	13.2	-2.9	2,459	7.7%	32,142	34,601
1980	2,183	-1.0%	12.2	-3.9	3,307	10.2%	32,461	35,768
1979	2,206	-0.1%	11.5	-4.6	3,901	11.5%	33,961	37,861
1978	2,209	1.1%	11.0	-5.1	4,325	11.8%	36,514	40,839
1977	2,186	-0.5%	10.5	-5.6	4,749	12.7%	37,411	42,160
1976	2,196	1.9%	10.0	-6.1	5,173	13.7%	37,643	42,816
1975	2,155	1.0%	10.1	-6.0	5,088	13.9%	36,650	41,738
1974	2,133	1.4%	10.3	-5.8	4,918	13.6%	36,134	41,053
1973	2,103	1.9%	10.5	-5.6	4,749	12.4%	38,325	43,074
1972	2,063	0.4%	10.7	-5.4	4,579	11.5%	39,733	44,313
1971	2,055	2.1%	11.0	-5.1	4,325	11.0%	39,241	43,566
1970	2,013	4.0%	11.2	-4.9	4,155	11.0%	37,751	41,906
1969	1,935	4.3%	11.4	-4.7	3,986	10.9%	36,702	40,687
1968	1,855	3.7%	11.6	-4.5	3,816	10.5%	36,383	40,199
1967	1,789	4.6%	11.8	-4.3	3,646	10.4%	35,057	38,703
1966	1,710	3.8%	12.0	-4.1	3,477	10.1%	34,298	37,774
1965	1,648	4.4%	12.2	-3.9	3,307	9.8%	33,897	37,204
1964	1,578	4.6%	12.4	-3.7	3,138	9.4%	33,434	36,571
1963	1,508	3.2%	12.6	-3.5	2,968	9.2%	32,277	35,245
1962	1,461	3.8%	12.8	-3.3	2,798	8.9%	31,566	34,365
1961	1,408		13.0	-3.1	2,629	8.6%	\$30,595	\$33,224

* One year of experience is associated with \$848 of the 1999-2000 average teacher salary based on 16.1 years to progress from a beginning salary of \$27,895 to an average salary of \$41,544.

Sources: Experience data for 1961, 1966, 1971, 1976, 1981, 1986, 1991 and 1996 from National Education Association, *Status of the American Public School Teacher, 1995-96*, copyright 1997 by the NEA (All Rights Reserved). Experience data for intervening years between 1967 and 2000 are interpolations. K-12 teacher count from U.S. Department of Education, *Projection of Education Statistics to 2010*, <http://nces.ed.gov/pubs2000/projections>. American Federation of Teachers, annual survey of state departments of education.

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
2000 *	\$41,820	\$52,323	\$57,035	\$77,150	\$66,849	\$72,427	\$82,535	\$43,362
1999 *	40,540	49,257	57,392	69,104	66,782	68,294	78,830	41,940
1998 *	39,360	45,919	54,625	71,530	63,072	64,489	75,150	40,760
1997 *	38,415	42,921	51,323	67,980	59,031	62,259	72,220	40,170
1996	37,594	42,172	46,592	66,560	57,772	60,684	69,760	39,000
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	na	34,443	35,700	20,800
1980	16,100	21,299	22,904	33,034	na	28,486	30,100	17,800
1978	14,207	18,115	19,590	27,738	na	23,972	26,400	15,900
1976	12,591	15,428	17,122	24,205	na	20,749	24,200	14,600
1974	10,778	13,285	14,659	21,082	na	17,929	21,600	13,100
1972	9,705	11,879	13,117	18,392	na	16,159	19,800	11,800
1970	8,635	10,686	11,665	16,884	na	14,695	18,100	10,800
1968	7,423	9,367	10,260	15,283	na	13,095	16,100	9,500
1966	6,485	8,328	9,252	14,052	na	11,784	14,100	8,300
1964	5,995	7,908	na	12,816	na	11,016	12,500	7,700
1962	\$5,515	\$7,416	na	\$11,844	na	\$10,248	na	na
(2000 DOLLARS)								
2000 *	\$41,820	\$52,323	\$57,035	\$77,150	\$66,849	\$72,427	\$82,535	\$43,362
1999 *	41,913	50,926	59,336	71,444	69,044	70,607	81,500	43,360
1998 *	41,760	48,719	57,956	75,891	66,918	68,421	79,732	43,245
1997 *	41,388	46,244	55,295	73,242	63,600	67,077	77,810	43,279
1996	41,244	46,267	51,116	73,023	63,382	66,576	76,534	42,787
1994	41,569	46,358	51,858	75,007	63,402	65,518	75,388	43,262
1992	41,724	46,165	50,756	80,788	65,357	65,485	75,964	43,813
1990	40,765	46,152	49,918	76,840	62,367	64,197	74,802	42,564
1988	40,534	47,692	52,041	80,007	65,114	65,961	73,759	40,980
1986	39,776	49,040	52,877	78,920	65,424	67,186	71,805	40,941
1984	36,310	47,459	50,581	73,934	62,886	64,453	65,766	38,006
1982	33,775	45,769	48,891	70,686	na	61,405	63,645	37,082
1980	32,461	42,944	46,180	66,604	na	57,434	60,688	35,889
1978	36,514	46,558	50,349	71,291	na	61,612	67,852	40,866
1976	37,643	46,125	51,189	72,365	na	62,033	72,351	43,649
1974	36,134	44,539	49,146	70,680	na	60,109	72,416	43,919
1972	39,733	48,634	53,703	75,299	na	66,157	81,064	48,311
1970	37,751	46,718	50,998	73,814	na	64,244	79,131	47,216
1968	36,383	45,911	50,288	74,908	na	64,184	78,913	46,563
1966	34,298	44,045	48,932	74,318	na	62,323	74,571	43,897
1964	33,434	44,102	na	71,474	na	61,435	69,712	42,942
1962	\$31,566	\$42,447	na	\$67,791	na	\$58,656	na	na

(TABLE II-5 Continued)

	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
RATIO OF SALARIES IN OTHER OCCUPATIONS TO TEACHER SALARIES								
2000	1.00	1.25	1.36	1.84	1.60	1.73	1.97	1.04
1999 *	1.00	1.22	1.42	1.70	1.65	1.68	1.94	1.03
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
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	na	1.82	1.88	1.10
1980	1.00	1.32	1.42	2.05	na	1.77	1.87	1.11
1978	1.00	1.28	1.38	1.95	na	1.69	1.86	1.12
1976	1.00	1.23	1.36	1.92	na	1.65	1.92	1.16
1974	1.00	1.23	1.36	1.96	na	1.66	2.00	1.22
1972	1.00	1.22	1.35	1.90	na	1.67	2.04	1.22
1970	1.00	1.24	1.35	1.96	na	1.70	2.10	1.25
1968	1.00	1.26	1.38	2.06	na	1.76	2.17	1.28
1966	1.00	1.28	1.43	2.17	na	1.82	2.17	1.28
1964	1.00	1.32	na	2.14	na	1.84	2.09	1.28
1962	1.00	1.34	na	2.15	na	1.86	na	na
PERCENT INCREASE FROM PREVIOUS YEAR								
2000 *	3.2%	6.2%	-0.6%	11.6%	0.1%	6.1%	4.7%	3.4%
1999 *	3.0%	7.3%	5.1%	-3.4%	5.9%	5.9%	4.9%	2.9%
1998 *	2.5%	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%
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%	na	6.2%	4.2%	4.5%
1982	9.1%	9.0%	8.8%	9.0%	na	9.9%	8.5%	7.8%
1980	7.5%	9.4%	8.0%	11.4%	na	9.6%	6.7%	7.2%
1978	6.4%	9.5%	8.7%	8.9%	na	8.6%	4.8%	1.3%
1976	7.7%	6.7%	7.0%	7.3%	na	6.7%	6.6%	5.0%
1974	5.9%	6.5%	6.0%	7.8%	na	5.3%	5.4%	4.8%
1972	4.7%	4.4%	4.2%	5.0%	na	4.0%	3.1%	3.5%
1970	8.6%	6.6%	6.6%	6.3%	na	5.8%	5.8%	6.9%
1968	8.7%	5.5%	4.5%	6.0%	na	5.4%	7.3%	10.5%
1966	4.7%	2.5%	na	3.0%	na	3.6%	6.8%	5.1%
1964	4.6%	3.1%	na	4.2%	na	2.7%	5.9%	2.7%
1962	na	na	na	na	na	na	na	na

* AFT estimates based on average weekly pay increase in U.S. Department of Labor, Employment and Earnings, various years, January issues. 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," *Academie*, various editions. American Federation of Teachers, annual survey of state departments of education.

TABLE II-6

SALARIES OR EARNINGS OF EDUCATION PERSONNEL, 1975-76 to 1999-2000

	1975-76	1980-81	1985-86	1990-91	1995-96	1997-98	1998-99	1999-00	1975-76 to 1999-00
Teachers-Average*	\$12,437	\$17,678	\$25,276	\$32,880	\$37,594	\$39,360	\$40,540	\$41,820	\$29,383
Teachers-Beginning*	8,611	11,676	16,692	21,481	24,285	25,735	26,855	27,989	19,378
Superintendents	32,527	43,001	60,707	79,874	94,259	101,519	106,122	112,158	79,631
H.S. Principals	23,306	32,231	43,793	59,106	69,277	74,380	76,768	79,839	56,533
Secretaries									
Central Office	7,929	11,568	16,383	21,303	24,809	26,316	27,540	28,450	20,521
School Building	6,521	9,357	13,233	16,953	20,076	21,215	21,831	22,650	16,129
Hourly Workers									
Instructional Aides	\$2.92	\$4.48	\$6.20	\$7.77	\$9.04	\$9.46	\$9.80	\$10.00	\$7.08
Custodians	3.78	5.35	7.28	9.05	10.35	10.79	11.22	11.35	7.57
Cafeteria Workers	2.83	4.17	5.76	7.19	8.15	8.56	8.82	9.02	6.19
Bus Drivers	4.04	5.75	7.72	9.52	11.04	11.55	12.04	12.48	8.44
PERCENT INCREASE FROM PREVIOUS YEAR									
Teachers-Average*	8.1%	11.1%	7.2%	5.0%	2.2%	2.5%	3.0%	3.2%	236.3%
Teachers-Beginning*	6.9%	9.6%	7.8%	4.9%	1.2%	2.9%	4.4%	4.2%	225.0%
Superintendents	7.0%	9.3%	6.6%	5.9%	4.5%	3.5%	4.5%	5.7%	244.8%
H.S. Principals	1.8%	10.4%	4.0%	6.1%	1.8%	2.7%	3.2%	4.0%	242.6%
Secretaries									
Central Office	8.3%	12.0%	6.8%	6.3%	3.7%	2.4%	4.7%	3.3%	258.8%
School Building	7.9%	12.1%	5.8%	4.8%	4.7%	2.4%	2.9%	3.8%	247.3%
Hourly Workers									
Instructional Aides	0.3%	15.2%	5.3%	4.6%	3.1%	2.3%	3.6%	2.0%	242.5%
Custodians	6.8%	9.6%	5.5%	6.0%	3.0%	1.3%	4.0%	1.2%	200.3%
Cafeteria Workers	8.4%	10.3%	6.3%	6.2%	3.3%	3.1%	3.0%	2.3%	218.7%
Bus Drivers	7.7%	10.4%	6.2%	3.4%	3.3%	0.4%	4.2%	3.7%	208.9%
2000 DOLLARS									
Teachers-Average*	\$37,183	\$32,723	\$39,801	\$41,487	\$41,244	\$41,760	\$41,913	\$41,820	\$4,637
Teachers-Beginning*	25,744	21,613	26,284	27,104	26,643	27,304	27,765	27,989	2,245
Superintendents	97,246	79,598	95,593	100,784	103,412	107,709	109,716	112,158	14,912
H.S. Principals	69,678	59,662	68,959	74,579	76,004	78,915	79,368	79,839	10,161
Secretaries									
Central Office	23,705	21,413	25,798	26,880	27,218	27,921	28,473	28,450	4,745
School Building	19,496	17,320	20,837	21,391	22,025	22,509	22,570	22,650	3,154
Hourly Workers									
Instructional Aides	\$8.73	\$8.29	\$9.76	\$9.80	\$9.92	\$10.04	\$10.13	\$10.00	\$1.27
Custodians	11.30	9.90	11.46	11.42	11.35	11.45	11.60	11.35	0.05
Cafeteria Workers	8.46	7.72	9.07	9.07	8.94	9.08	9.12	9.02	0.56
Bus Drivers	12.08	10.64	12.16	12.01	12.11	12.25	12.45	12.48	0.40

* Data for years prior to 1990 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	1998-99	1999-00
EMPLOYER COSTS										
<i>Percent of Total Compensation for Health Insurance</i>										
Education Employees ^a	7.3%	8.0%	8.3%	8.2%	7.7%	7.7%	6.7%	7.8%	8.0%	8.2%
Teachers ^b	na	6.7%	7.1%	6.9%	6.4%	6.4%	6.2%	6.2%	6.3%	6.5%
Professionals	5.9%	6.3%	6.6%	6.8%	6.3%	6.1%	5.6%	5.6%	5.8%	5.8%
All Workers	6.7%	7.1%	7.4%	7.5%	7.0%	6.8%	6.4%	6.3%	6.4%	6.4%
EDUCATION EMPLOYEE COSTS										
<i>Annual Premiums Paid By Employees^c</i>										
All Plans										
Individual	\$324	na	\$406	na	\$428	na	na	\$402	na	na
Family	\$1,710	na	\$2,018	na	\$2,097	na	na	\$2,153	na	na
HMO Plans										
Individual	\$220	na	\$333	na	\$365	na	na	\$435	na	na
Family	\$1,806	na	\$1,804	na	\$2,055	na	na	\$2,466	na	na
Fee-for-Service Plans										
Individual	\$243	na	\$426	na	\$456	na	na	\$385	na	na
Family	\$1,689	na	\$2,082	na	\$1,989	na	na	\$2,027	na	na

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

b. Teachers in K-12 education.

c. Teachers in K-12 and higher education.

Sources: U.S. Department of Labor, "Employment Cost Trends," Table 2, <http://stats.bls.gov/>. U.S. Department of Labor, "Employee Benefits in State and Local Government," February 1992, July 1994, May 1996 and December 2000.

TABLE II-8

**TOTAL COMPENSATION OF EDUCATION WORKERS COMPARED TO WHITE-COLLAR WORKERS
(SECOND-QUARTER EMPLOYMENT COST INDEX)**

	CPI	Total Compensation			Wages and Salaries			Benefits		
		Private White-Collar	K-12 Education Workers	All Profesionals	Private White-Collar	K-12 Education Workers	All Profesionals	Private White-Collar	K-12 Education Workers	All Profesionals*
2000	138.0	151.1	144.7	148.3	148.3	144.6	146.4	158.5	145.0	153.3
1999	133.5	144.1	140.0	142.2	142.1	139.9	141.0	149.4	140.3	145.4
1998	130.1	139.4	136.2	138.3	137.0	136.1	136.6	145.6	136.5	142.8
1997	128.1	134.1	133.3	134.6	131.3	132.6	132.3	141.5	135.1	140.7
1996	125.8	130.0	130.5	131.4	127.0	129.5	128.8	138.4	133.1	138.3
1995	121.8	126.2	127.4	127.5	122.7	125.8	124.7	136.0	131.6	134.9
1994	118.7	122.5	123.8	124.2	119.3	121.8	121.3	131.6	129.1	131.8
1993	115.6	118.3	120.8	120.6	115.5	118.8	118.0	125.9	126.1	127.5
1992	112.5	114.2	117.1	116.2	112.3	115.3	114.4	119.4	121.8	120.9
1991	109.4	110.3	113.0	111.7	109.1	111.7	110.4	113.8	116.4	115.1
1990	106.1	105.5	107.1	106.3	104.9	105.9	105.5	107.1	110.3	108.4
1989	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1988	95.6	95.1	93.8	na	95.6	94.5	na	94.0	92.0	na
1987	91.5	91.2	88.7	na	91.9	89.8	na	88.9	85.8	na
1986	87.6	88.2	84.3	na	89.0	85.4	na	86.0	81.4	na
1985	86.7	84.6	79.2	na	85.2	80.3	na	82.7	76.3	na
1984	83.5	80.8	74.0	na	81.4	75.3	na	79.0	70.6	na
1983	80.3	76.0	69.1	na	77.1	70.9	na	73.0	64.4	na
1982	77.4	71.3	64.4	na	72.8	66.6	na	67.4	58.6	na
1981	74.5	66.5	58.9	na	67.9	61.2	na	63.0	52.8	na

* Estimates.

Source: U.S. Department of Labor, Employment Cost Index, <http://stats.bls.gov/>.

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 of districts issuing emergency teaching credentials soon followed. Today, a broad-based teacher shortage exists.

Four 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 second and third factors are demographic: a rapidly aging teaching force (a greater percentage of teachers are reaching retirement age than at any point since World War II) and increasing enrollments (the result of what demographers call the “baby boomlet”). The impact of increasing enrollment has diminished in the past couple of years. (See Figure III-1.) Policy drives the fourth factor. The increase in the number of teachers continues to grow despite the slowdown in enrollment growth because several state legislatures have funded class size reduction efforts.

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 \$27,989 in 1999-2000 rose 4.2 percent from the previous year compared to the 3.2 percent average salary increase for all teachers. See Table III-1.
- Washington reported the largest increase in beginning teacher salaries—more than 12 percent. Texas and North Carolina followed with increases exceeding 11 percent. Only four other states reported increases of 5 percent or more. See Table III-1.
- Oklahoma reported less than a 1.0 percent increase in the average salaries for beginning teachers. Even in a period of teacher shortage, two of every three states reported that the salaries for new teachers did not keep pace with inflation in 1999-2000. See Table III-1.
- Thirty-nine states reported the same or larger percentage increases for beginning teacher salaries than they reported for the increase in the average salary of all teachers. See Table III-1. The gap suggests that many experienced teachers at the top of the salary schedule are retiring.
- Alaska reported the highest salary for beginning teachers, \$33,676. North Dakota reported the lowest, \$20,422, when it became the last state to pass the \$20,000 mark for new teachers. See Table III-1.

- Eleven states reported starting salaries that are \$30,000 or above; Eleven states, reported an average beginning teacher salary under \$24,000. See Table III-1.

Highlights—Demographic Trends

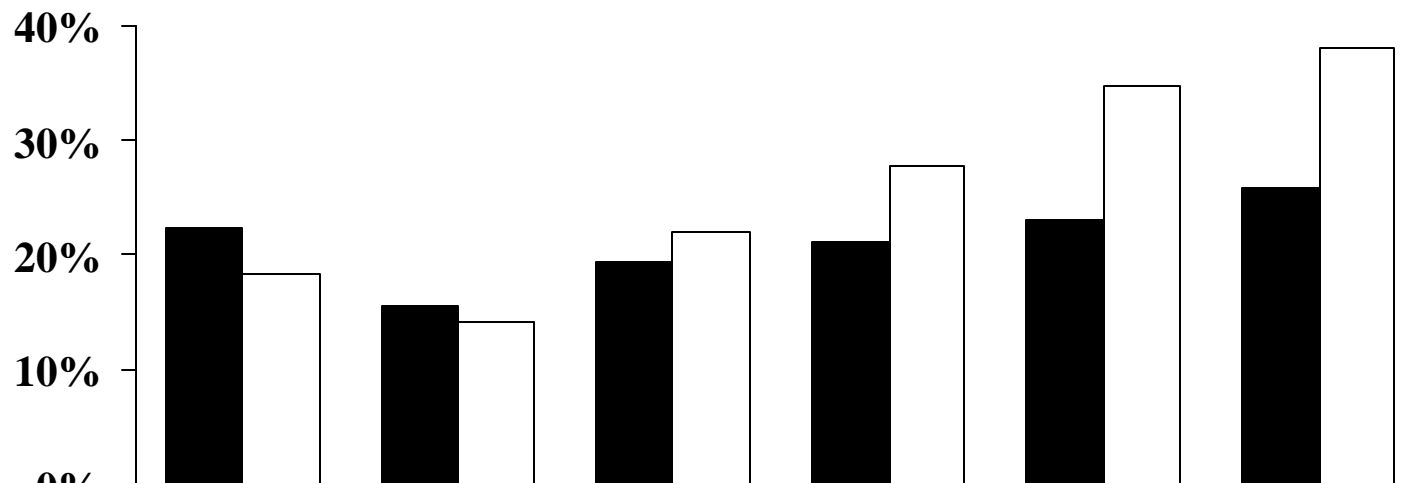
- More teachers are approaching retirement. Large numbers of teachers were hired during the baby-boom enrollment surge of the 1960s. Those teachers who stayed in the profession for their entire career are now anticipating retirement as evidenced by the growing percentage of teachers over age 50 who have 20 or more years of experience. See Figure III-1.
- Until the past couple of years, 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. For most of the 1990s, enrollment grew at almost the same rate as during the baby-boom years of the 1960s. For the past three years, enrollment growth slowed. 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. Efforts in many states to reduce class size have kept the demand for new teachers high even though growth in student enrollment recently slowed. 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 grew red hot. During the past six years, salary offers for college graduates in all fields have grown faster than offers for new teachers. In several fields, salary offers grew at twice the rate for new teachers. In 2000, new college graduates received average salary offers reaching almost \$40,000 compared to an average beginning teacher salary of \$27,989. 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 education credentials. Since 1995, however, beginning teacher salaries increased just 16.6 percent, the slowest rate of any field. Salaries in all other fields except chemistry grew nearly twice as fast (31.9 percent) as teaching. Over the entire decade, teacher salaries increased at about the same rate as pay for accounting, sales/marketing and chemistry majors, 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 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 1999 and 2000, plans to teach increased slightly due to continued growth in the number of teachers. See Figure III-2.

Figure III -1
Teacher Age and Experience Trends



	1971	1976	1981	1986	1991	1996
■ 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

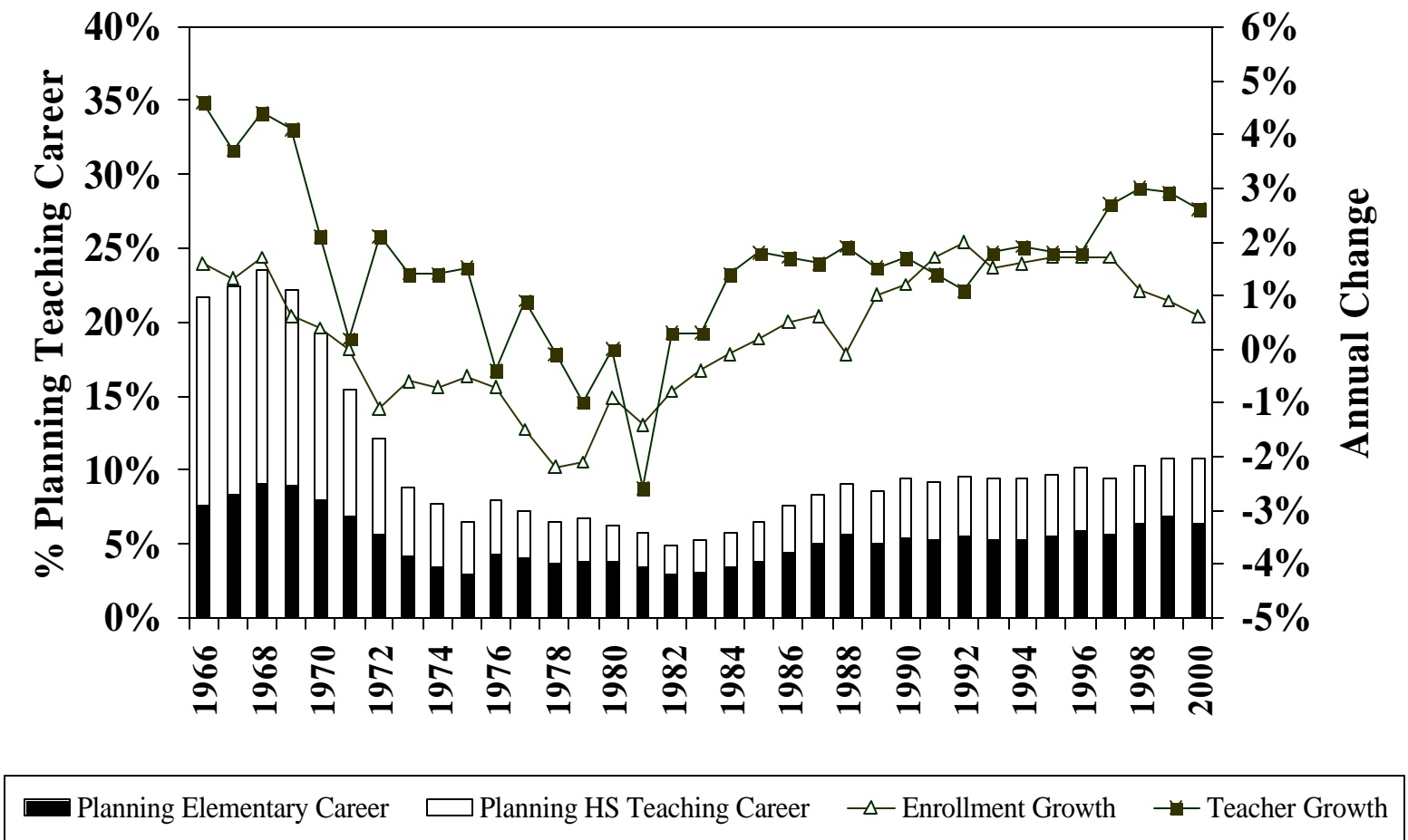
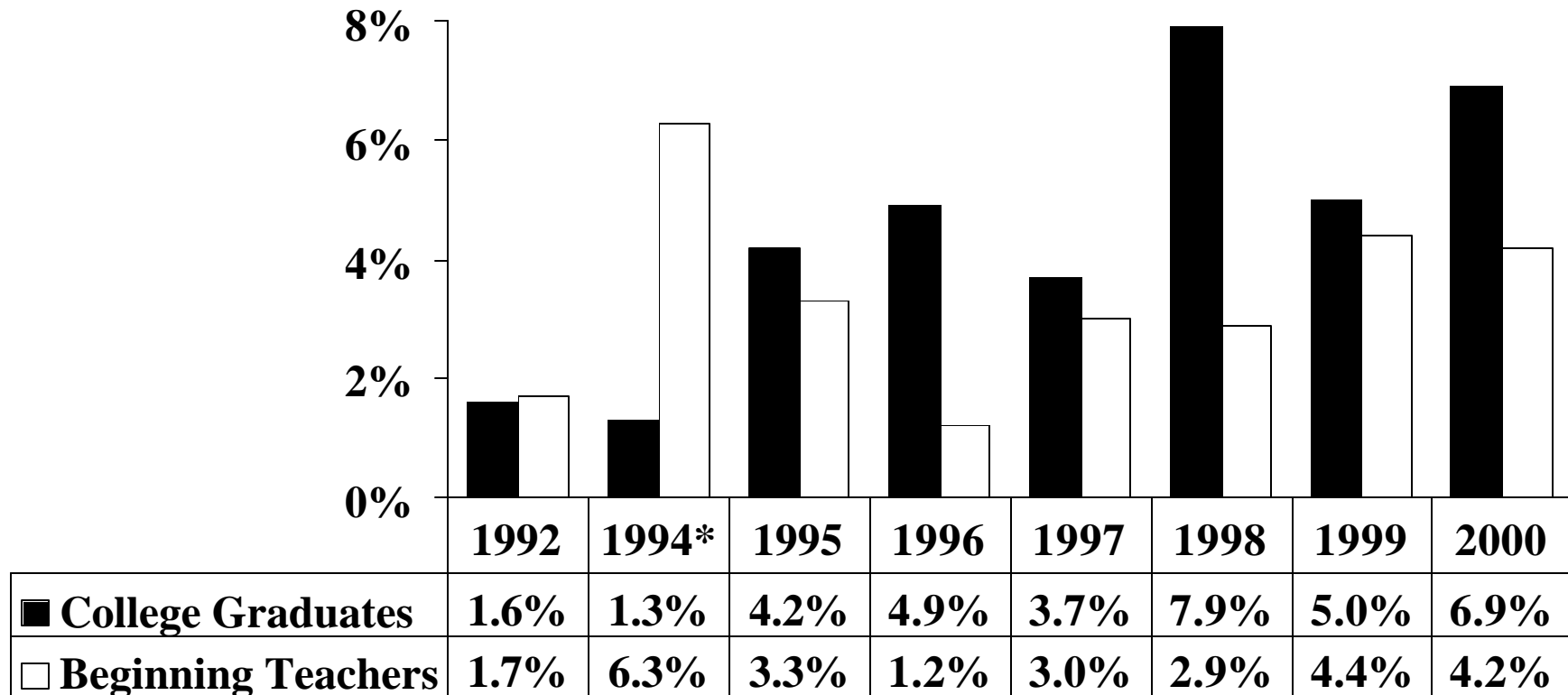


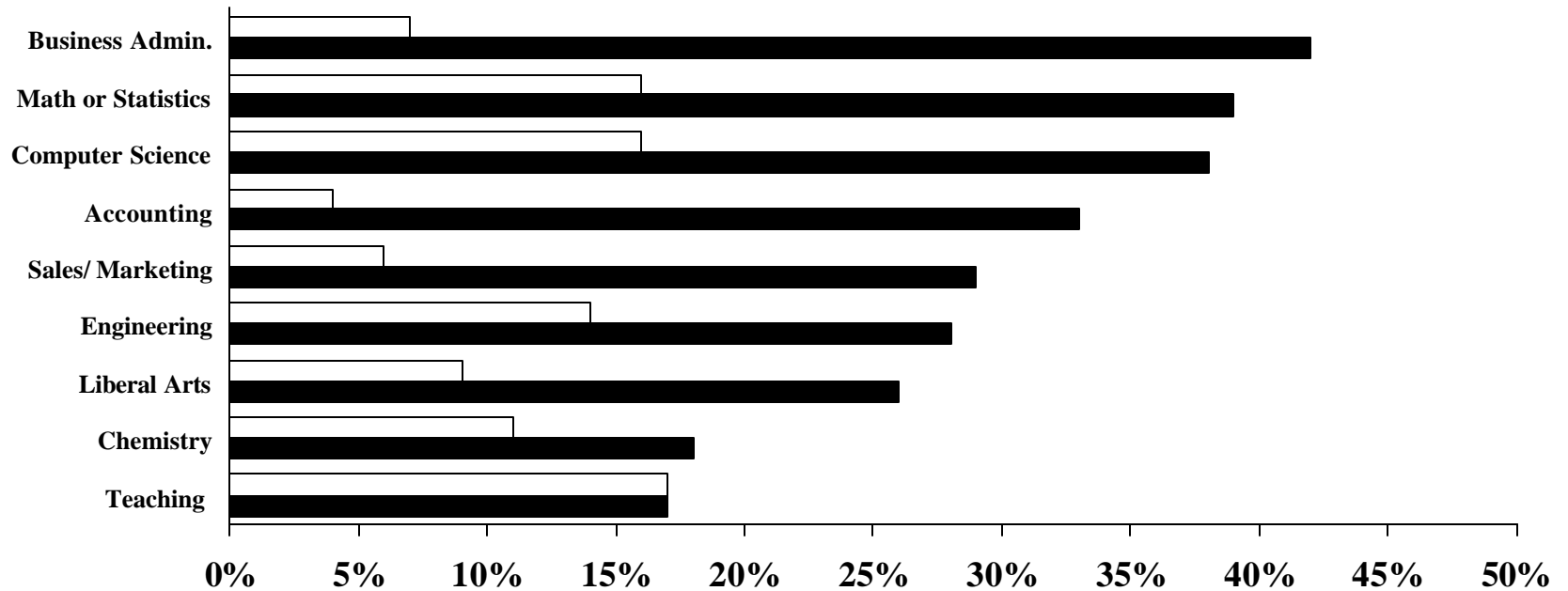
Figure III-3
Annual Change in Salary of New College Graduates
Compared to Beginning Teachers



*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	Liberal Arts	Engineering	Sales/Marketing	Accounting	Computer Science	Math or Statistics	Business Admin.
□ 90-95	17%	11%	9%	14%	6%	4%	16%	16%	7%
■ 95-00	17%	18%	26%	28%	29%	33%	38%	39%	42%

Figure III-5
New Teacher Salaries Lag Behind Beginning
Salaries in Other Occupations



TABLE III-1

ACTUAL AVERAGE BEGINNING BA TEACHER SALARIES, 1998-99 AND 1999-2000

State	Beginning Salary 1999-00	Average Salary 1999-00	Beginning To Average Salary Ratio	Beginning Salary 1998-99	Increase in:	
					Beginning Salary	Average Salary
1 Alaska	\$33,676	\$46,481	72.5%	\$33,057	1.9%	0.4%
2 California	32,190	47,680	a,c 67.5%	31,129	3.4%	3.4%
3 New York	31,910	51,020	g 64.8%	30,808	3.6%	3.1%
4 Delaware	30,945	a 44,435	a 64.1%	29,981	3.2%	3.8%
5 District of Columbia	30,850	48,304	69.4%	30,000	2.9%	2.9%
6 New Jersey	30,480	a 50,878	g 59.9%	29,112	4.7%	-1.2%
7 Connecticut	30,466	52,410	58.1%	29,992	1.6%	0.7%
8 Georgia	30,402	c 41,122	c 73.9%	29,491	3.1%	3.4%
9 Massachusetts	30,330	a 46,955	a 64.6%	29,312	3.5%	4.0%
10 Pennsylvania	30,185	48,321	a 62.5%	29,793	1.3%	-0.3%
11 Illinois	30,151	a,e 46,480	a,e 64.9%	28,954	4.1%	2.6%
12 Alabama	29,790	a 36,689	81.2%	29,092	2.4%	2.4%
13 Oregon	29,733	b 45,103	b 65.9%	28,589	4.0%	3.0%
14 Hawaii	29,204	41,292	70.7%	28,315	3.1%	2.2%
15 Nevada	28,734	e 43,083	a 66.7%	28,428	1.1%	1.3%
16 Maryland	28,612	43,720	65.4%	27,605	3.6%	2.7%
17 Michigan	28,545	a 48,729	58.6%	27,822	2.6%	2.7%
18 Texas	28,400	37,567	75.6%	25,586	11.0%	9.4%
19 North Carolina	27,968	39,404	71.0%	25,044	11.7%	6.8%
20 Rhode Island	27,286	a 48,138	a 56.7%	26,237	4.0%	4.0%
21 Tennessee	27,228	36,328	75.0%	26,314	3.5%	2.4%
22 Virginia	26,783	a 38,992	e 68.7%	25,777	3.9%	3.9%
23 Indiana	26,553	41,855	63.4%	26,268	1.1%	1.7%
24 Washington	26,514	41,047	64.6%	23,650	12.1%	6.1%
25 Missouri	25,977	35,660	c 72.8%	25,306	2.7%	2.5%
26 Vermont	25,791	a 36,402	70.9%	25,435	1.4%	1.4%
27 Louisiana	25,738	33,109	c 77.7%	24,102	6.8%	2.2%
28 Minnesota	25,666	40,678	a 63.1%	24,468	4.9%	3.0%
29 Arizona	25,613	a 34,824	73.5%	24,755	3.5%	4.9%
30 Wisconsin	25,344	39,897	c 63.5%	24,839	2.0%	1.3%
31 Iowa	25,275	35,678	c 70.8%	24,132	4.7%	1.9%
32 Kansas	25,252	36,282	c,f 69.6%	24,648	2.5%	2.5%
33 South Carolina	25,215	36,081	69.9%	23,827	5.8%	4.6%
34 Florida	25,132	36,722	68.4%	24,402	3.0%	2.2%
35 New Mexico	25,042	a 32,713	76.6%	24,393	2.7%	2.7%
36 Colorado	24,875	a 39,073	a 63.7%	24,293	2.4%	2.4%
37 Kentucky	24,753	36,255	c 68.3%	24,387	1.5%	2.5%
38 New Hampshire	24,650	a 37,734	65.3%	24,406	1.0%	0.9%
39 Wyoming	24,168	34,188	70.7%	23,507	2.8%	2.1%
40 Oklahoma	24,025	29,525	81.4%	23,818	0.9%	0.3%
41 West Virginia	23,829	35,011	c 68.1%	23,316	2.2%	2.2%
42 Ohio	23,597	41,713	56.6%	23,096	2.2%	2.4%
43 Utah	23,273	34,946	66.6%	22,941	1.4%	2.5%
44 Mississippi	23,040	h 31,897	72.2%	21,145	9.0%	7.9%
45 Maine	22,942	35,561	64.5%	22,513	1.9%	1.9%
46 Nebraska	22,923	33,237	69.0%	22,611	1.4%	1.1%
47 Arkansas	22,599	33,691	c 67.1%	21,975	2.8%	2.7%
48 South Dakota	21,889	a 29,072	75.3%	21,376	2.4%	2.4%
49 Montana	20,969	32,121	c 65.3%	20,732	1.1%	2.4%
50 Idaho	20,915	35,155	59.5%	20,306	3.0%	3.2%
51 North Dakota	20,422	29,863	68.4%	19,136	6.7%	3.0%
U.S. Average	\$27,989	\$41,820	64.5%	\$26,855	4.2%	3.2%
Guam	\$26,197	d \$34,947	d 83.9%	\$26,197	0.0%	2.1%
Puerto Rico	\$18,700	\$24,980	72.1%	\$18,000	3.9%	4.1%
Virgin Islands	\$22,751	\$33,310	68.3%	\$22,751	0.0%	-4.2%

a. AFT estimate; b. includes employer pick-up of employee pension contribution where applicable; c. includes extra-duty pay; d. includes health care contributions where applicable; e. includes pension and extra-duty pay where applicable; f. estimated to exclude fringe benefits at 8 percent; g. median; h. includes estimated \$1,000 in local supplements.

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

Table III-2

SALARIES FOR BEGINNING TEACHERS AND SALARY OFFERS FOR NEW COLLEGE GRADUATES

	1991	1992	1994	1995	1996	1997	1998	1999	2000
College Graduates									
Average Salary Offer	\$28,209	\$28,688	\$29,029	\$30,236	\$31,721	\$32,909	\$35,524	\$37,313	\$39,889
Annual Change		1.6%	1.3% *	4.2%	4.9%	3.7%	7.9%	5.0%	6.9%
Change 1991 to 1995			*	7.2%					
Change 1995 to 2000									31.9%
Beginning Teachers									
Average Salary Offer	\$21,481	\$21,856	\$23,231	\$23,997	\$24,285	\$25,015	\$25,735	\$26,855	\$27,989
Annual Change		1.7%	6.3% *	3.3%	1.2%	3.0%	2.9%	4.4%	4.2%
Change 1991 to 1995				11.7%					
Change 1995 to 1999									16.6%
Beginning Teacher to College Grad Salary Ratio									
	0.76	0.76	0.80	0.79	0.77	0.76	0.72	0.72	0.70

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

Source: AFT calculations from National Association of Colleges and Employers (NACE). American Federation of Teachers, annual survey of state departments of education.

TABLE III-3

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

	1972	1976	1980	1982	1984	1986	1988	1990	1992	1994	1996	1998	1999	2000
Teaching*	\$6,970	\$8,611	\$10,657	\$12,595	\$14,278	\$16,692	\$18,657	\$20,529	\$21,856	\$23,231	\$24,285	\$25,735	\$26,855	\$27,989
Engineering	10,608	13,980	20,136	25,128	26,844	28,512	29,820	32,304	35,064	35,736	38,481	42,862	44,362	47,112
Accounting	10,356	12,396	15,720	18,876	20,172	21,216	24,324	27,408	28,440	28,860	29,960	33,702	35,555	37,688
Sales/Marketing	8,904	11,316	15,936	18,072	19,620	20,688	22,848	27,828	27,144	28,452	30,714	33,252	36,278	37,946
Business Admin.	8,568	10,224	14,100	17,940	19,416	21,324	22,920	26,496	27,024	27,768	30,140	34,831	36,886	40,242
Liberal Arts	8,328	10,020	13,296	16,956	19,344	21,060	22,596	26,244	26,472	27,852	29,979	33,600	34,776	36,201
Chemistry	9,840	11,928	17,124	21,552	24,192	24,264	25,692	29,088	30,048	30,960	33,938	36,036	36,252	38,210
Math or Statistics	9,276	12,384	17,604	20,892	22,416	23,976	26,112	28,944	28,944	31,392	33,279	40,523	41,698	46,744
Economics/Finance	9,240	10,644	14,472	18,564	20,484	22,284	23,136	26,712	27,072	29,484	31,754	36,658	38,234	41,102
Computer Sciences	na	na	17,712	22,068	24,864	26,172	27,372	29,100	31,488	31,728	35,481	40,920	42,500	46,495
2000 DOLLARS														
	1972	1976	1980	1982	1984	1986	1988	1990	1992	1994	1996	1998	1999	2000
Teaching	\$28,536	\$25,744	\$21,487	\$22,454	\$23,593	\$26,284	\$26,940	\$26,697	\$26,800	\$27,002	\$26,643	\$27,321	\$28,615	\$27,989
Engineering	43,430	41,796	40,599	44,798	44,358	44,897	43,060	42,010	42,996	41,537	42,217	45,503	47,268	47,112
Accounting	42,399	37,060	31,695	33,652	33,333	33,408	35,123	35,643	34,874	33,545	32,869	35,778	37,885	37,688
Sales/Marketing	36,454	33,831	32,131	32,219	32,421	32,577	32,992	36,189	33,284	33,070	33,696	35,301	38,655	37,946
Business Admin.	35,078	30,567	28,429	31,983	32,083	33,578	33,096	34,457	33,137	32,275	33,067	36,977	39,303	40,242
Liberal Arts	34,096	29,957	26,808	30,229	31,964	33,162	32,628	34,129	32,460	32,373	32,890	35,670	37,054	36,201
Chemistry	40,286	35,661	34,526	38,423	39,975	38,208	37,099	37,827	36,845	35,986	37,234	38,257	38,628	38,210
Math or Statistics	37,977	37,024	35,494	37,246	37,041	37,754	37,705	37,640	35,492	36,488	36,511	43,020	44,430	46,744
Economics/Finance	37,830	31,822	29,179	33,096	33,848	35,090	33,408	34,738	33,196	34,270	34,838	38,917	40,739	41,102
Computer Sciences	na	na	35,711	39,343	41,086	41,212	39,525	37,843	38,611	36,878	38,926	43,442	45,284	46,495

(Table III-3 Continued)

RATIO OF BEGINNING TEACHER SALARIES TO EXPECTED SALARIES OF COLLEGE GRADUATES

	1972	1976	1980	1982	1984	1986	1988	1990	1992	1994	1996	1998	1999	2000
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
Engineering	0.66	0.62	0.53	0.50	0.53	0.59	0.63	0.64	0.62	0.65	0.63	0.60	0.61	0.59
Accounting	0.67	0.69	0.68	0.67	0.71	0.79	0.77	0.75	0.77	0.80	0.81	0.76	0.76	0.74
Sales/Marketing	0.78	0.76	0.67	0.70	0.73	0.81	0.82	0.74	0.81	0.82	0.79	0.77	0.74	0.74
Business Admin.	0.81	0.84	0.76	0.70	0.74	0.78	0.81	0.77	0.81	0.84	0.81	0.74	0.73	0.70
Liberal Arts	0.84	0.86	0.80	0.74	0.74	0.79	0.83	0.78	0.83	0.83	0.81	0.77	0.77	0.77
Chemistry	0.71	0.72	0.62	0.58	0.59	0.69	0.73	0.71	0.73	0.75	0.72	0.71	0.74	0.73
Math or Statistics	0.75	0.70	0.61	0.60	0.64	0.70	0.71	0.71	0.76	0.74	0.73	0.64	0.64	0.60
Economics/Finance	0.75	0.81	0.74	0.68	0.70	0.75	0.81	0.77	0.81	0.79	0.76	0.70	0.70	0.68
Computer Sciences	na	na	0.60	0.57	0.57	0.64	0.68	0.71	0.69	0.73	0.68	0.63	0.63	0.60

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

	1972	1976	1980	1982	1984	1986	1988	1990	1992	1994	1996	1998	1999	2000
Teaching	na	6.9%	5.9%	7.9%	5.5%	7.8%	5.6%	6.1%	1.7%	2.0%	1.2%	2.9%	4.4%	4.2%
Engineering	na	9.7%	10.1%	12.3%	4.0%	6.1%	3.1%	5.6%	2.1%	3.1%	4.9%	7.1%	3.5%	6.2%
Accounting	na	4.3%	6.6%	11.2%	3.6%	2.9%	5.8%	3.2%	0.2%	-0.7%	5.5%	9.0%	5.5%	6.0%
Sales/Marketing	na	9.4%	21.7%	4.9%	5.2%	0.3%	12.9%	8.8%	0.7%	4.9%	4.5%	4.0%	9.1%	4.6%
Business Admin.	na	4.7%	4.7%	10.7%	4.6%	7.2%	4.3%	8.7%	3.1%	0.1%	6.0%	7.1%	5.9%	9.1%
Liberal Arts	na	7.6%	4.3%	10.3%	5.9%	11.9%	10.2%	7.8%	1.4%	0.7%	4.4%	8.7%	3.5%	4.1%
Chemistry	na	7.1%	8.3%	10.3%	8.3%	0.2%	-5.0%	2.1%	-5.9%	0.0%	5.1%	-6.2%	0.6%	5.4%
Math or Statistics	na	4.0%	21.7%	12.3%	3.3%	5.6%	2.2%	9.9%	-3.2%	5.4%	-1.2%	13.8%	2.9%	12.1%
Economics/Finance	na	-3.1%	10.7%	10.0%	3.8%	6.3%	5.2%	5.4%	-2.1%	2.6%	7.7%	8.6%	4.3%	7.5%
Computer Sciences	na	na	14.8%	8.4%	7.1%	8.3%	4.2%	4.8%	-2.1%	0.5%	5.4%	11.0%	3.9%	9.4%

* 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 from 1973 to 1994. National Association of Colleges and Employers, *Salary Survey*, September issues since 1995. 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.

IV. 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 2000* focuses on teacher salaries in school districts serving the nation's 100 largest cities. The salary data in this section come from the Civilian Personnel Management Service, Wage and Salary Division of the U.S. Department of Defense (DOD). 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 are reached in continuous steps and do not include longevity increments. Longevity steps are non-annual steps added to the top of a salary schedule to reward teachers for service. The amount and timing vary in each school district. Table IV-12 shows the 1999-2000 DOD teacher salary schedule. In 1999-2000, annual steps ended at the 14th year. For teachers with an MA, longevity steps of \$1,120 were given in the 18th, 22nd, 26th and 30th years of teaching service.

Highlights

- Nineteen 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 1999-2000 at \$83,375, followed by Jersey City, N.J. (\$78,900); Rochester, N.Y. (\$73,741); Newark (\$67,458), and Pittsburgh (\$66,700). See Table IV-1.
- Only seven districts reported maximum salaries below \$45,000. Oklahoma City reported the lowest (\$37,100). See Table IV-1.
- At the maximum salary level for teachers with a master's degree, 38 school districts reported salaries greater than \$50,000: Yonkers reported the highest (\$74,951), followed by Jersey City (\$73,500), Pittsburgh (\$65,100), Newark (\$64,677), and Rochester, N.Y. (\$62,888). See Table IV-2.
- Nine districts reported MA-maximum salaries below \$40,000. Oklahoma City reported the lowest salary (\$35,700). Three other districts also reported MA-maximum salaries under \$38,000: Tulsa (\$36,450); Wichita (\$37,088); and Fresno (\$37,657). See Table IV-2.
- Thirty-six school districts reported salaries of \$30,000 or higher for beginning teachers holding a bachelor's degree. Fremont, Calif., reported a BA-minimum salary of \$39,535, followed by Yonkers (\$37,045); Newark (\$36,500), and Chicago (\$34,824). See Table IV-3.

- Ten districts reported BA-minimum salaries of less than \$25,000. Lincoln, Neb., reported the lowest BA-minimum salary (\$20,905). No other district paid less than \$23,000, but Little Rock, Tucson, Oklahoma City and Tulsa paid less than \$24,000 at the BA-minimum level. See Table IV-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 (\$74,951); Detroit (\$61,581); Miami (\$57,000); Lincoln (\$48,811); San Antonio (\$55,723); and Anaheim (\$60,197). See Table IV-4.
- Many teachers begin teaching with a BA degree and earn an MA at some point during their career. Table IV-5 shows the average annual increase from the BA-minimum to the MA-maximum based on the number of steps in a district. Pittsburgh reported the largest annualized change between the BA-minimum and the MA-maximum at \$3,150. Fourteen other school districts reported changes of \$2,000 or more. The annual step and lane change averaged \$1,135, taking an average of 18 years to reach MA-maximum pay. Lubbock, Texas, reported the lowest change—just \$411. See Table IV-5.
- The ratio of the MA-maximum to the BA-minimum averaged 1.71 in 1999-2000. Lincoln had the highest ratio (2.33). Fresno had the lowest (1.33). Six districts had MA-maximum salaries that were at least two times greater than the BA-minimum. See Table IV-6.
- Table IV-7 uses 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 average cost-of-living index of 108.0 (100 is the average of all cities in the ACCRA survey). See Table IV-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. Little Rock, Lubbock and Omaha had the biggest shift upward when cost-of-living was calculated. Little Rock moved from a rank of 87 to 35. Lubbock moved from a rank of 68 to 29. Omaha moved from 76 to 46. Long Beach, Boston and New York City had the largest shifts downward. Long Beach moved from 13 to 90. Boston moved from a rank of 12 to 75. New York City went from 7 to 68. See Table IV-8.
- The ratio of the average pay for teachers in 1999-2000 at the MA-maximum level to the 1999 average annual pay for all private sector workers was 1.46 in the 100 cities. The category of all workers includes all education levels and generally less experienced workers. The ratio was highest in El Paso (2.01), followed by San Antonio (1.99), Pittsburgh (1.97) and Rochester, N.Y. (1.93). It was lowest in San Jose (0.78) and Seattle (.88). See Table IV-9.
- The ratio of average pay for teachers in 1999-2000 at the MA-maximum level to the 1998 per-capita income in metropolitan areas averaged 1.75 in the 100 largest cities. The ratio was highest in El Paso (2.98) and lowest in Seattle (1.05) and San Francisco (1.09). See Table IV-10.

- The ratio of average pay for teachers at the MA-maximum level to the 1999-2000 state average teacher salary was 1.19 in the 100 cities. The ratio was highest in Yonkers (1.59) and lowest in Fresno (0.79). In all but eight cities, the average teacher salary in the state was less than the MA-maximum salary. See Table IV-11.

Technical Notes

Wage Data in the 100 Largest Cities. The data in this section are presented as collected by the Civilian Personnel Management Service, Wage and Salary Division of the U.S. Department of Defense (DOD), except as noted in Table IV-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 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 IV-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. The cost-of-living index in Table IV-7 is based on the "Intercity Cost-of-Living Index" calculated by the American Chamber of Commerce Researchers Association (ACCRA). The items and weighting used by ACCRA reflect the typical expenditures of a family headed by a middle management-level executive. ACCRA personnel price all items at the local level at a specified time and by standard specifications. The index for Honolulu is an approximation based on several indexes included in *Poverty Measurement, Adjusting for Geographic Cost-of-Living Difference*, U.S. General Accounting Office, Washington, D.C., 1995. (GAO/GGD-95-64).

Figure IV-1
Maximum Salary with Master's Degree:
100 Largest Cities 1999-2000

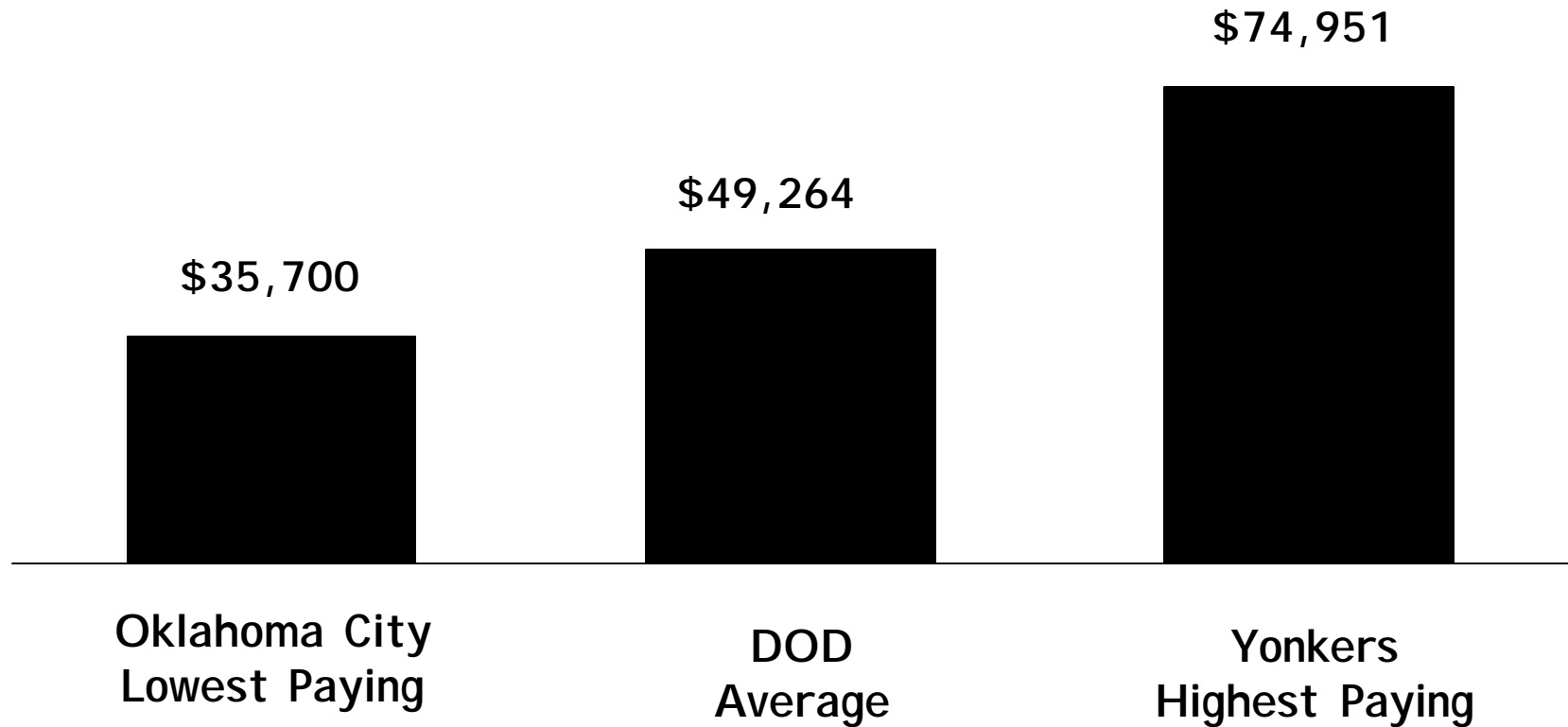


Figure IV-2
Minimum Salary with Bachelor's Degree:
100 Largest Cities 1999-2000

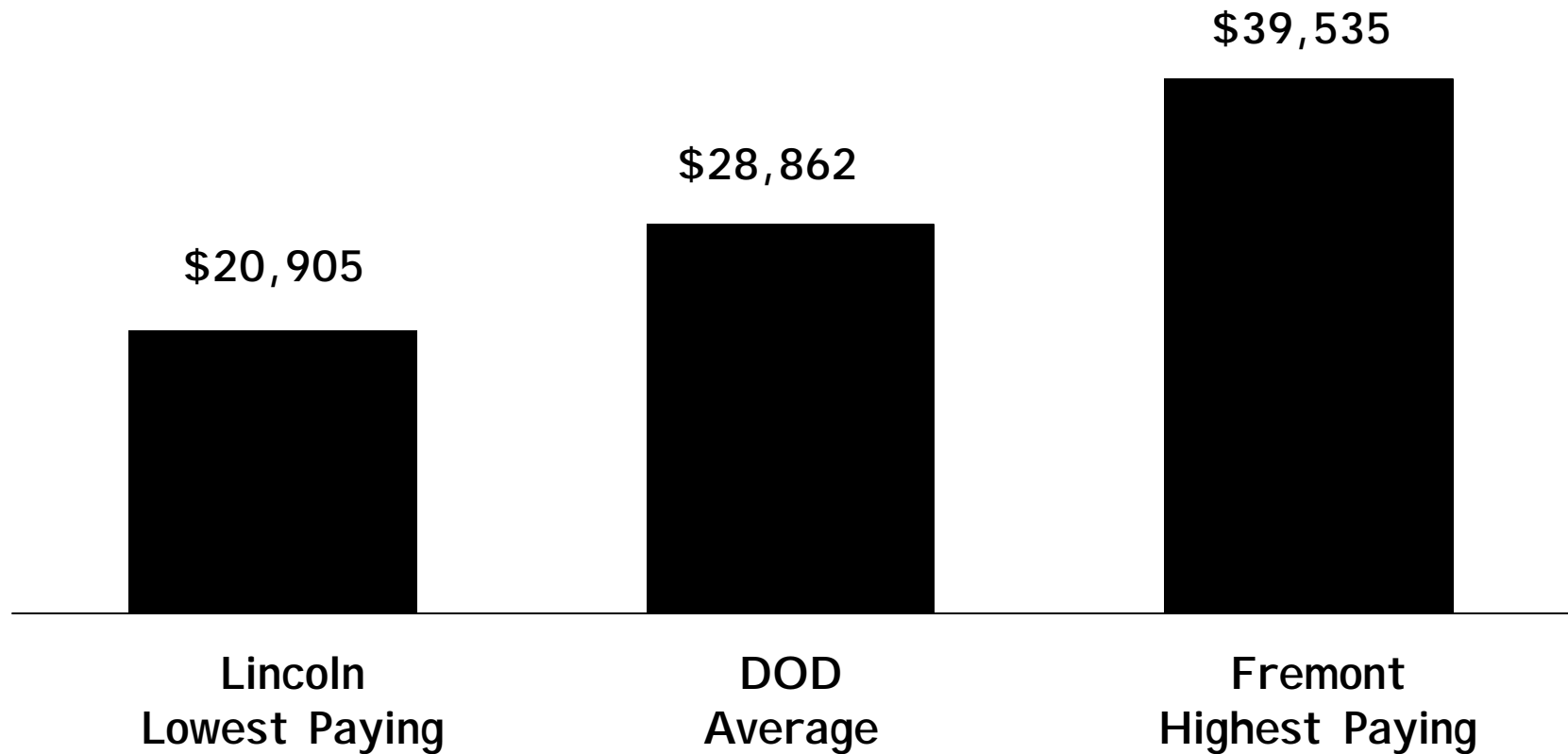


TABLE IV-1

**1999-2000 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	\$30,807	32	\$60,306	c 7	\$64,298	c,b 10	20
2 LOS ANGELES, CA	32,569	16	45,166	75	59,078	24	10
3 CHICAGO, IL	34,824	d 4	57,136	d 9	61,980	d 13	12
4 HOUSTON, TX	32,003	21	51,525	35	54,159	52	28
5 PHILADELPHIA, PA	30,379	34	53,573	21	60,758	17	11
6 SAN DIEGO, CA	30,901	31	48,436	52	59,670	22	12
7 DETROIT, MI	32,883	12	61,581	6	62,581	12	10
8 DALLAS, TX	33,000	11	52,821	26	54,821	50	28
9 PHOENIX, AZ	25,086	90	44,143	79	49,894	a 95	13
10 SAN ANTONIO, TX	32,000	22	55,723	14	55,723	a 42	29
11 SAN JOSE, CA	32,397	18	47,773	57	57,383	32	8
12 INDIANAPOLIS, IN	27,281	66	52,855	25	56,442	37	20
13 BALTIMORE, MD	28,449	49	48,598	c 49	52,130	c 64	15
14 SAN FRANCISCO, CA	31,172	28	49,262	a 44	49,262	a 27	12
15 JACKSONVILLE, FL	26,200	78	47,900	56	50,800	72	23
16 COLUMBUS, OH	31,194	27	55,554	15	60,262	19	16
17 MILWAUKEE, WI	27,333	65	52,311	31	58,348	25	17
18 MEMPHIS, TN	30,966	29	47,238	63	53,975	53	19
19 WASHINGTON, DC	30,945	30	52,496	30	55,607	44	13
20 BOSTON, MA	34,612	5	56,431	12	62,741	11	8
21 SEATTLE, WA	25,716	80	38,773	96	52,366	62	12
22 EL PASO, TX	28,012	56	48,791	46	49,791	77	31
23 NASHVILLE, TN	26,226	76	45,174	74	53,501	55	17
24 CLEVELAND, OH	28,666	47	55,163	16	56,471	b 36	16
25 NEW ORLEANS, LA	25,439	85	41,478	89	42,865	97	26
26 DENVER, CO	25,588	84	47,128	64	57,293	33	13
27 AUSTIN, TX	29,730	37	47,950	55	47,950	83	25
28 FORT WORTH, TX	33,050	10	52,776	28	55,182	48	31
29 OKLAHOMA CITY, OK	23,400	96	35,700	100	37,100	100	23
30 PORTLAND, OR	27,997	59	49,869	39	57,966	28	14
31 KANSAS CITY, MO	25,275	86	43,699	81	49,091	81	15
32 LONG BEACH, CA	33,149	9	55,944	13	65,415	6	14
33 TUCSON, AZ	23,180	97	46,359	69	47,132	88	31
34 ST. LOUIS, MO	26,501	72	48,500	50	53,000	58	11
35 CHARLOTTE, NC	26,696	69	54,242	19	56,772	35	30
36 ATLANTA, GA	32,604	15	52,224	32	64,344	9	13
37 VIRGINIA BEACH, VA	27,152	67	50,505	38	51,605	70	19
38 ALBUQUERQUE, NM	24,787	93	39,607	92	44,733	94	25
39 OAKLAND, CA	29,260	40	47,402	a 61	52,668	61	15
40 PITTSBURGH, PA	33,600	8	65,100	3	66,700	5	10
41 SACRAMENTO, CA	29,730	38	42,095	88	56,328	38	12
42 MINNEAPOLIS, MN	27,990	60	52,807	27	61,108	14	11
43 TULSA, OK	23,000	99	36,450	99	42,300	98	19
44 HONOLULU, HI	29,204	43	48,783	47	58,167	26	14
45 CINCINNATI, OH	29,299	39	52,737	29	57,422	31	13
46 MIAMI, FL	30,000	36	57,000	10	61,000	15	20
47 FRESNO, CA	28,379	a 53	37,657	97	51,924	69	6
48 OMAHA, NE	24,761	94	45,020	76	49,522	80	24
49 TOLEDO, OH	28,836	44	43,758	80	47,258	87	11
50 BUFFALO, NY	28,775	45	51,553	34	56,260	39	14

TABLE IV-1 (Continued)

	-----BA-----		-----MA-----		-----MAX-----		Steps
	Minimum	Rank	Maximum	Rank	Maximum	Rank	
51 WICHITA, KS	\$26,237	75	\$37,088	98	\$41,363	99	12
52 SANTA ANA, CA	32,134	20	56,765	11	57,265	34	12
53 MESA, AZ	27,686	62	42,594	86	54,307	51	16
54 COLORADO SPRINGS, CO	25,175	88	44,384	78	55,681	43	17
55 TAMPA, FL	27,587	64	49,267	43	51,973	68	33
56 NEWARK, NJ	36,500	3	64,677	4	67,458	4	13
57 ST. PAUL, MN	28,398	50	53,555	22	60,926	16	12
58 LOUISVILLE, KY	25,185	87	46,591	67	52,006	66	18
59 ANAHEIM, CA	33,908	7	60,197	8	64,950	7	12
60 BIRMINGHAM, AL	29,210	42	40,710	90	47,097	89	12
61 ARLINGTON, TX	31,200	26	49,760	40	51,260	71	31
62 NORFOLK, VA	28,168	55	47,760	58	50,590	73	20
63 LAS VEGAS, NV	26,321	74	42,981	85	53,141	57	11
64 CORPUS CHRISTI, TX	28,700	46	46,300	70	47,800	84	22
65 ST. PETERSBURG, FL	27,000	68	46,050	71	48,150	82	22
66 ROCHESTER, NY	31,750	24	62,888 a	5	73,741 a	3	26
67 JERSEY CITY, NJ	34,500	6	73,500	2	78,900	2	16
68 RIVERSIDE, CA	32,693	13	53,487	23	59,719	20	14
69 ANCHORAGE, AK	30,079	35	48,264	53	60,755	18	11
70 LEXINGTON, KY	25,102	89	43,343	82	50,290	74	27
71 AKRON, OH	26,544	71	49,481	41	52,035	65	13
72 AURORA, CO	24,949	91	46,857	66	53,318	56	13
73 BATON ROUGE, LA	25,716	81	38,853	95	43,287	96	14
74 STOCKTON, CA	32,214	19	44,548	77	55,531	46	12
75 RALEIGH, NC	26,696	70	53,660	20	56,190	40	30
76 RICHMOND, VA	27,659	63	47,011	65	50,249	75	15
77 SHREVEPORT, LA	27,720	61	43,097	83	45,612	91	31
78 JACKSON, MS	24,909	92	43,077	84	49,888	76	27
79 MOBILE, AL	28,394	51	39,058	93	45,140	92	22
80 DES MOINES, IA	24,584	95	45,344	72	49,755	78	17
81 LINCOLN, NE	20,905	100	48,811	45	52,992	59	19
82 MADISON, WI	26,464	73	47,635	60	55,574	45	15
83 GRAND RAPIDS, MI	30,637	33	54,499	18	56,042	41	11
84 YONKERS, NY	37,045	2	74,951	1	83,375	1	15
85 MONTGOMERY, AL	28,394	52	38,857	94	44,939	93	22
86 LUBBOCK, TX	28,000	57	46,490	68	47,490	85	45
87 GREENSBORO, NC	26,210	77	50,970	36	53,850	54	30
88 DAYTON, OH	28,632	48	48,648	48	51,982	67	15
89 HUNTINGTON BEACH, CA	32,536	17	52,953	24	57,801	30	10
90 GARLAND, TX	31,500	25	51,899	33	55,299	47	41
91 GLENDALE, CA	32,653	14	49,436 a	42	59,673	21	12
92 COLUMBUS, GA	29,215	41	47,754	59	59,201	23	20
93 SPOKANE, WA	25,716	82	47,287	62	52,964	60	16
94 TACOMA, WA	25,716	83	40,484	91	47,048	90	13
95 LITTLE ROCK, AR	23,135	98	42,499	87	47,372	86	18
96 BAKERSFIELD, CA	31,971	23	45,185	73	57,645	29	11
97 FREMONT, CA	39,535	1	54,657	17	64,907	8	11
98 FORT WAYNE, IN	25,786	79	48,478	51	52,346	63	18
99 NEWPORT NEWS, VA	28,000	58	48,069	54	49,569	79	33
100 WORCESTER, MA	28,220	54	50,633	37	55,075	49	11
DOD AVERAGE	\$28,862		\$49,264		\$54,767		18

a=AFT estimate; b=MA+42; c=non-continuous increments; d=includes 7% pension pick-up.

Source: U.S. Department of Defense Civilian Personnel Management Service, Wage and Salary Division, *List of School District Minimums, Maximums and Steps*, Arlington, Va. May 2000, <http://www.cpms.osd.mil/wage/scheds/educators.htm>.

TABLE IV-2

**1999-2000 BA-MINIMUM AND MA-MAXIMUM SALARIES
RANKED BY MA-MAXIMUM SALARY**

	-----BA-----			MA			-----BA-----			MA		
	Minimum	Rank	Maximum	Steps	Minimum	Rank	Maximum	Steps	Minimum	Rank	Maximum	Steps
1 YONKERS, NY	\$37,045	2	\$74,951	15	51 FORT WAYNE, IN	\$25,786	79	\$48,478	18			
2 JERSEY CITY, NJ	34,500	6	73,500	16	52 SAN DIEGO, CA	30,901	31	48,436	12			
3 PITTSBURGH, PA	33,600	8	65,100	10	53 ANCHORAGE, AK	30,079	35	48,264	11			
4 NEWARK, NJ	36,500	3	64,677	13	54 NEWPORT NEWS, VA	28,000	58	48,069	33			
5 ROCHESTER, NY	31,750	24	62,888	26	55 AUSTIN, TX	29,730	37	47,950	25			
6 DETROIT, MI	32,883	12	61,581	10	56 JACKSONVILLE, FL	26,200	78	47,900	23			
7 NEW YORK, NY	30,807	32	60,306	20	57 SAN JOSE, CA	32,397	18	47,773	8			
8 ANAHEIM, CA	33,908	7	60,197	12	58 NORFOLK, VA	28,168	55	47,760	20			
9 CHICAGO, IL	34,824	4	57,136	12	59 COLUMBUS, GA	29,215	41	47,754	20			
10 MIAMI, FL	30,000	36	57,000	20	60 MADISON, WI	26,464	73	47,635	15			
11 SANTA ANA, CA	32,134	20	56,765	12	61 OAKLAND, CA	29,260	40	47,402	15			
12 BOSTON, MA	34,612	5	56,431	8	62 SPOKANE, WA	25,716	82	47,287	16			
13 LONG BEACH, CA	33,149	9	55,944	14	63 MEMPHIS, TN	30,966	29	47,238	19			
14 SAN ANTONIO, TX	32,000	22	55,723	29	64 DENVER, CO	25,588	84	47,128	13			
15 COLUMBUS, OH	31,194	27	55,554	16	65 RICHMOND, VA	27,659	63	47,011	15			
16 CLEVELAND, OH	28,666	47	55,163	16	66 AURORA, CO	24,949	91	46,857	13			
17 FREMONT, CA	39,535	1	54,657	11	67 LOUISVILLE, KY	25,185	87	46,591	18			
18 GRAND RAPIDS, MI	30,637	33	54,499	11	68 LUBBOCK, TX	28,000	57	46,490	45			
19 CHARLOTTE, NC	26,696	69	54,242	30	69 TUCSON, AZ	23,180	97	46,359	31			
20 RALEIGH, NC	26,696	70	53,660	30	70 CORPUS CHRISTI, TX	28,700	46	46,300	22			
21 PHILADELPHIA, PA	30,379	34	53,573	11	71 ST. PETERSBURG, FL	27,000	68	46,050	22			
22 ST. PAUL, MN	28,398	50	53,555	12	72 DES MOINES, IA	24,584	95	45,344	17			
23 RIVERSIDE, CA	32,693	13	53,487	14	73 BAKERSFIELD, CA	31,971	23	45,185	11			
24 HUNTINGTON BEACH, CA	32,536	17	52,953	10	74 NASHVILLE, TN	26,226	76	45,174	17			
25 INDIANAPOLIS, IN	27,281	66	52,855	20	75 LOS ANGELES, CA	32,569	16	45,166	10			
26 DALLAS, TX	33,000	11	52,821	28	76 OMAHA, NE	24,761	94	45,020	24			
27 MINNEAPOLIS, MN	27,990	60	52,807	11	77 STOCKTON, CA	32,214	19	44,548	12			
28 FORT WORTH, TX	33,050	10	52,776	31	78 COLORADO SPRINGS, CO	25,175	88	44,384	17			
29 CINCINNATI, OH	29,299	39	52,737	13	79 PHOENIX, AZ	25,086	90	44,143	13			
30 WASHINGTON, DC	30,945	30	52,496	13	80 TOLEDO, OH	28,836	44	43,758	11			
31 MILWAUKEE, WI	27,333	65	52,311	17	81 KANSAS CITY, MO	25,275	86	43,699	15			
32 ATLANTA, GA	32,604	15	52,224	13	82 LEXINGTON, KY	25,102	89	43,343	27			
33 GARLAND, TX	31,500	25	51,899	41	83 SHREVEPORT, LA	27,720	61	43,097	31			
34 BUFFALO, NY	28,775	45	51,553	14	84 JACKSON, MS	24,909	92	43,077	27			
35 HOUSTON, TX	32,003	21	51,525	28	85 LAS VEGAS, NV	26,321	74	42,981	11			
36 GREENSBORO, NC	26,210	77	50,970	30	86 MESA, AZ	27,686	62	42,594	16			
37 WORCESTER, MA	28,220	54	50,633	11	87 LITTLE ROCK, AR	23,135	98	42,499	18			
38 VIRGINIA BEACH, VA	27,152	67	50,505	19	88 SACRAMENTO, CA	29,730	38	42,095	12			
39 PORTLAND, OR	27,997	59	49,869	14	89 NEW ORLEANS, LA	25,439	85	41,478	26			
40 ARLINGTON, TX	31,200	26	49,760	31	90 BIRMINGHAM, AL	29,210	42	40,710	12			
41 AKRON, OH	26,544	71	49,481	13	91 TACOMA, WA	25,716	83	40,484	13			
42 GLENDALE, CA	32,653	14	49,436	12	92 ALBUQUERQUE, NM	24,787	93	39,607	25			
43 TAMPA, FL	27,587	64	49,267	33	93 MOBILE, AL	28,394	51	39,058	22			
44 SAN FRANCISCO, CA	31,172	28	49,262	12	94 MONTGOMERY, AL	28,394	52	38,857	22			
45 LINCOLN, NE	20,905	100	48,811	19	95 BATON ROUGE, LA	25,716	81	38,853	14			
46 EL PASO, TX	28,012	56	48,791	31	96 SEATTLE, WA	25,716	80	38,773	12			
47 HONOLULU, HI	29,204	43	48,783	14	97 FRESNO, CA	28,379	53	37,657	6			
48 DAYTON, OH	28,632	48	48,648	15	98 WICHITA, KS	26,237	75	37,088	12			
49 BALTIMORE, MD	28,449	49	48,598	15	99 TULSA, OK	23,000	99	36,450	19			
50 ST. LOUIS, MO	26,501	72	48,500	11	100 OKLAHOMA CITY, OK	23,400	96	35,700	23			
					DOD AVERAGE	\$28,862	\$49,264	18				

Source: U.S. Department of Defense Civilian Personnel Management Service, Wage and Salary Division, *List of School District Minimums, Maximums and Steps*, Arlington, Va. May 2000, <http://www.cpms.osd.mil/wage/scheds/educators.htm>.

TABLE IV-3

**1999-2000 BA-MINIMUM AND MA-MAXIMUM SALARIES
RANKED BY BA-MINIMUM SALARY**

	BA -----MA-----					BA -----MA-----			
	Minimum	Maximum	Rank	Steps		Minimum	Maximum	Rank	Steps
1 FREMONT, CA	\$39,535	\$54,657	17	11	51 MOBILE, AL	\$28,394	\$39,058	93	22
2 YONKERS, NY	37,045	74,951	1	15	52 MONTGOMERY, AL	28,394	38,857	94	22
3 NEWARK, NJ	36,500	64,677	4	13	53 FRESNO, CA	28,379	37,657	97	6
4 CHICAGO, IL	34,824	57,136	9	12	54 WORCESTER, MA	28,220	50,633	37	11
5 BOSTON, MA	34,612	56,431	12	8	55 NORFOLK, VA	28,168	47,760	58	20
6 JERSEY CITY, NJ	34,500	73,500	2	16	56 EL PASO, TX	28,012	48,791	46	31
7 ANAHEIM, CA	33,908	60,197	8	12	57 NEWPORT NEWS, VA	28,000	48,069	54	33
8 PITTSBURGH, PA	33,600	65,100	3	10	58 LUBBOCK, TX	28,000	46,490	68	45
9 LONG BEACH, CA	33,149	55,944	13	14	59 PORTLAND, OR	27,997	49,869	39	14
10 FORT WORTH, TX	33,050	52,776	28	31	60 MINNEAPOLIS, MN	27,990	52,807	27	11
11 DALLAS, TX	33,000	52,821	26	28	61 SHREVEPORT, LA	27,720	43,097	83	31
12 DETROIT, MI	32,883	61,581	6	10	62 MESA, AZ	27,686	42,594	86	16
13 RIVERSIDE, CA	32,693	53,487	23	14	63 RICHMOND, VA	27,659	47,011	65	15
14 GLENDALE, CA	32,653	49,436	42	12	64 TAMPA, FL	27,587	49,267	43	33
15 ATLANTA, GA	32,604	52,224	32	13	65 MILWAUKEE, WI	27,333	52,311	31	17
16 LOS ANGELES, CA	32,569	45,166	75	10	66 INDIANAPOLIS, IN	27,281	52,855	25	20
17 HUNTINGTON BEACH, CA	32,536	52,953	24	10	67 VIRGINIA BEACH, VA	27,152	50,505	38	19
18 SAN JOSE, CA	32,397	47,773	57	8	68 ST. PETERSBURG, FL	27,000	46,050	71	22
19 STOCKTON, CA	32,214	44,548	77	12	69 CHARLOTTE, NC	26,696	54,242	19	30
20 SANTA ANA, CA	32,134	56,765	11	12	70 RALEIGH, NC	26,696	53,660	20	30
21 HOUSTON, TX	32,003	51,525	35	28	71 AKRON, OH	26,544	49,481	41	13
22 SAN ANTONIO, TX	32,000	55,723	14	29	72 ST. LOUIS, MO	26,501	48,500	50	11
23 BAKERSFIELD, CA	31,971	45,185	73	11	73 MADISON, WI	26,464	47,635	60	15
24 ROCHESTER, NY	31,750	62,888	5	26	74 LAS VEGAS, NV	26,321	42,981	85	11
25 GARLAND, TX	31,500	51,899	33	41	75 WICHITA, KS	26,237	37,088	98	12
26 ARLINGTON, TX	31,200	49,760	40	31	76 NASHVILLE, TN	26,226	45,174	74	17
27 COLUMBUS, OH	31,194	55,554	15	16	77 GREENSBORO, NC	26,210	50,970	36	30
28 SAN FRANCISCO, CA	31,172	49,262	44	12	78 JACKSONVILLE, FL	26,200	47,900	56	23
29 MEMPHIS, TN	30,966	47,238	63	19	79 FORT WAYNE, IN	25,786	48,478	51	18
30 WASHINGTON, DC	30,945	52,496	30	13	80 SPOKANE, WA	25,716	47,287	62	16
31 SAN DIEGO, CA	30,901	48,436	52	12	81 TACOMA, WA	25,716	40,484	91	13
32 NEW YORK, NY	30,807	60,306	7	20	82 BATON ROUGE, LA	25,716	38,853	95	14
33 GRAND RAPIDS, MI	30,637	54,499	18	11	83 SEATTLE, WA	25,716	38,773	96	12
34 PHILADELPHIA, PA	30,379	53,573	21	11	84 DENVER, CO	25,588	47,128	64	13
35 ANCHORAGE, AK	30,079	48,264	53	11	85 NEW ORLEANS, LA	25,439	41,478	89	26
36 MIAMI, FL	30,000	57,000	10	20	86 KANSAS CITY, MO	25,275	43,699	81	15
37 AUSTIN, TX	29,730	47,950	55	25	87 LOUISVILLE, KY	25,185	46,591	67	18
38 SACRAMENTO, CA	29,730	42,095	88	12	88 COLORADO SPRINGS, CO	25,175	44,384	78	17
39 CINCINNATI, OH	29,299	52,737	29	13	89 LEXINGTON, KY	25,102	43,343	82	27
40 OAKLAND, CA	29,260	47,402	61	15	90 PHOENIX, AZ	25,086	44,143	79	13
41 COLUMBUS, GA	29,215	47,754	59	20	91 AURORA, CO	24,949	46,857	66	13
42 BIRMINGHAM, AL	29,210	40,710	90	12	92 JACKSON, MS	24,909	43,077	84	27
43 HONOLULU, HI	29,204	48,783	47	14	93 ALBUQUERQUE, NM	24,787	39,607	92	25
44 TOLEDO, OH	28,836	43,758	80	11	94 OMAHA, NE	24,761	45,020	76	24
45 BUFFALO, NY	28,775	51,553	34	14	95 DES MOINES, IA	24,584	45,344	72	17
46 CORPUS CHRISTI, TX	28,700	46,300	70	22	96 OKLAHOMA CITY, OK	23,400	35,700	100	23
47 CLEVELAND, OH	28,666	55,163	16	16	97 TUCSON, AZ	23,180	46,359	69	31
48 DAYTON, OH	28,632	48,648	48	15	98 LITTLE ROCK, AR	23,135	42,499	87	18
49 BALTIMORE, MD	28,449	48,598	49	15	99 TULSA, OK	23,000	36,450	99	19
50 ST. PAUL, MN	28,398	53,555	22	12	100 LINCOLN, NE	20,905	48,811	45	19
					DOD AVERAGE	\$28,862	\$49,264		17.97

Source: U.S. Department of Defense Civilian Personnel Management Service, Wage and Salary Division, *List of School District Minimums, Maximums and Steps*, Arlington, Va. May 2000, <http://www.cpms.osd.mil/wage/scheds/educators.htm>.

TABLE IV-4

**1999-2000 BA-MINIMUM AND MA-MAXIMUM SALARIES
RANKED WITHIN REGIONS BY MA-MAXIMUM**

---BA---						---MA---							
Min.		Rank	Max.		Steps	Min.		Rank	Max.		Steps		
EAST						PLAINS AND ROCKY MOUNTAIN							
1	YONKERS, NY	\$37,045	2	\$74,951	1	15	1	LINCOLN, NE	\$20,905	100	\$48,811	45	19
2	JERSEY CITY, NJ	34,500	6	73,500	2	16	2	ST. LOUIS, MO	26,501	72	48,500	50	11
3	PITTSBURGH, PA	33,600	8	65,100	3	10	3	DENVER, CO	25,588	84	47,128	64	13
4	NEWARK, NJ	36,500	3	64,677	4	13	4	AURORA, CO	24,949	91	46,857	66	13
5	ROCHESTER, NY	31,750	24	62,888	5	26	5	DES MOINES, IA	24,584	95	45,344	72	17
6	NEW YORK, NY	30,807	32	60,306	7	20	6	OMAHA, NE	24,761	94	45,020	76	24
7	BOSTON, MA	34,612	5	56,431	12	8	7	COLORADO SPRINGS, CO	25,175	88	44,384	78	17
8	PHILADELPHIA, PA	30,379	34	53,573	21	11	8	KANSAS CITY, MO	25,275	86	43,699	81	15
9	WASHINGTON, DC	30,945	30	52,496	30	13	9	WICHITA, KS	26,237	75	37,088	98	12
10	BUFFALO, NY	28,775	45	51,553	34	14	SOUTHWEST						
11	WORCESTER, MA	28,220	54	50,633	37	11	1	SAN ANTONIO, TX	\$32,000	22	\$55,723	14	29
12	BALTIMORE, MD	28,449	49	48,598	49	15	2	DALLAS, TX	33,000	11	52,821	26	28
MIDWEST						3	FORT WORTH, TX	33,050	10	52,776	28	31	
1	DETROIT, MI	\$32,883	12	\$61,581	6	10	4	GARLAND, TX	31,500	25	51,899	33	41
2	CHICAGO, IL	34,824	4	57,136	9	12	5	HOUSTON, TX	32,003	21	51,525	35	28
3	COLUMBUS, OH	31,194	27	55,554	15	16	6	ARLINGTON, TX	31,200	26	49,760	40	31
4	CLEVELAND, OH	28,666	47	55,163	16	16	7	EL PASO, TX	28,012	56	48,791	46	31
5	GRAND RAPIDS, MI	30,637	33	54,499	18	11	8	AUSTIN, TX	29,730	37	47,950	55	25
6	ST. PAUL, MN	28,398	50	53,555	22	12	9	LUBBOCK, TX	28,000	57	46,490	68	45
7	INDIANAPOLIS, IN	27,281	66	52,855	25	20	10	TUCSON, AZ	23,180	97	46,359	69	31
8	MINNEAPOLIS, MN	27,990	60	52,807	27	11	11	CORPUS CHRISTI, TX	28,700	46	46,300	70	22
9	CINCINNATI, OH	29,299	39	52,737	29	13	12	PHOENIX, AZ	25,086	90	44,143	79	13
10	MILWAUKEE, WI	27,333	65	52,311	31	17	13	MESA, AZ	27,686	62	42,594	86	16
11	AKRON, OH	26,544	71	49,481	41	13	14	ALBUQUERQUE, NM	24,787	93	39,607	92	25
12	DAYTON, OH	28,632	48	48,648	48	15	15	TULSA, OK	23,000	99	36,450	99	19
13	FORT WAYNE, IN	25,786	79	48,478	51	18	16	OKLAHOMA CITY, OK	23,400	96	35,700	100	23
14	MADISON, WI	26,464	73	47,635	60	15	FAR WEST						
15	TOLEDO, OH	28,836	44	43,758	80	11	1	ANAHEIM, CA	\$33,908	7	\$60,197	8	12
SOUTHEAST						2	SANTA ANA, CA	32,134	20	56,765	11	12	
1	MIAMI, FL	\$30,000	36	\$57,000	10	20	3	LONG BEACH, CA	33,149	9	55,944	13	14
2	CHARLOTTE, NC	26,696	69	54,242	19	30	4	FREMONT, CA	39,535	1	54,657	17	11
3	RALEIGH, NC	26,696	70	53,660	20	30	5	RIVERSIDE, CA	32,693	13	53,487	23	14
4	ATLANTA, GA	32,604	15	52,224	32	13	6	HUNTINGTON BEACH, CA	32,536	17	52,953	24	10
5	GREENSBORO, NC	26,210	77	50,970	36	30	7	PORTLAND, OR	27,997	59	49,869	39	14
6	VIRGINIA BEACH, VA	27,152	67	50,505	38	19	8	GLENDALE, CA	32,653	14	49,436	42	12
7	TAMPA, FL	27,587	64	49,267	43	33	9	SAN FRANCISCO, CA	31,172	28	49,262	44	12
8	NEWPORT NEWS, VA	28,000	58	48,069	54	33	10	SAN DIEGO, CA	30,901	31	48,436	52	12
9	JACKSONVILLE, FL	26,200	78	47,900	56	23	11	SAN JOSE, CA	32,397	18	47,773	57	8
10	NORFOLK, VA	28,168	55	47,760	58	20	12	OAKLAND, CA	29,260	40	47,402	61	15
11	COLUMBUS, GA	29,215	41	47,754	59	20	13	SPOKANE, WA	25,716	82	47,287	62	16
12	MEMPHIS, TN	30,966	29	47,238	63	19	14	BAKERSFIELD, CA	31,971	23	45,185	73	11
13	RICHMOND, VA	27,659	63	47,011	65	15	15	LOS ANGELES, CA	32,569	16	45,166	75	10
14	LOUISVILLE, KY	25,185	87	46,591	67	18	16	STOCKTON, CA	32,214	19	44,548	77	12
15	ST. PETERSBURG, FL	27,000	68	46,050	71	22	17	LAS VEGAS, NV	26,321	74	42,981	85	11
16	NASHVILLE, TN	26,226	76	45,174	74	17	18	SACRAMENTO, CA	29,730	38	42,095	88	12
17	LEXINGTON, KY	25,102	89	43,343	82	27	19	TACOMA, WA	25,716	83	40,484	91	13
18	SHREVEPORT, LA	27,720	61	43,097	83	31	20	SEATTLE, WA	25,716	80	38,773	96	12
19	JACKSON, MS	24,909	92	43,077	84	27	21	FRESNO, CA	28,379	53	37,657	97	6
20	LITTLE ROCK, AR	23,135	98	42,499	87	18	HONOLULU, HI						
21	NEW ORLEANS, LA	25,439	85	41,478	89	26	29,204	43	48,783	47	14		
22	BIRMINGHAM, AL	29,210	42	40,710	90	12	ANCHORAGE, AK						
23	MOBILE, AL	28,394	51	39,058	93	22	30,079	35	48,264	53	11		
24	MONTGOMERY, AL	28,394	52	38,857	94	22	DOD AVERAGE						
25	BATON ROUGE, LA	25,716	81	38,853	95	14	\$28,862		\$49,264		18		

Source: U.S. Department of Defense Civilian Personnel Management Service, Wage and Salary Division, *List of School District Minimums, Maximums and Steps*, Arlington, Va. May 2000, <http://www.cpmo.osd.mil/wage/scheds/educators.htm>.

TABLE IV-5

**AVERAGE ANNUAL CHANGE BETWEEN BA-MINIMUM AND MA-MAXIMUM FOR 1999-2000 IN DOLLARS
RANKED BY AVERAGE ANNUAL CHANGE**

	BA-Min to MA-Max Annual Change					BA-Min to MA-Max Annual Change					
	BA-Min	MA-Max	Rank	Steps	Annual Change	BA-Min	MA-Max	Rank	Steps	Annual Change	
1 PITTSBURGH, PA	\$33,600	\$65,100	3	10	\$3,150	51 LOS ANGELES, CA	\$32,569	\$45,166	75	10	\$1,260
2 DETROIT, MI	32,883	61,581	6	10	2,870	52 VIRGINIA BEACH, VA	27,152	50,505	38	19	1,229
3 BOSTON, MA	34,612	56,431	12	8	2,727	53 KANSAS CITY, MO	25,275	43,699	81	15	1,228
4 YONKERS, NY	37,045	74,951	1	15	2,527	54 DES MOINES, IA	24,584	45,344	72	17	1,221
5 JERSEY CITY, NJ	34,500	73,500	2	16	2,438	55 OAKLAND, CA	29,260	47,402	61	15	1,209
6 MINNEAPOLIS, MN	27,990	52,807	27	11	2,256	56 BAKERSFIELD, CA	31,971	45,185	73	11	1,201
7 ANAHEIM, CA	33,908	60,197	8	12	2,191	57 ROCHESTER, NY	31,750	62,888	5	26	1,198
8 GRAND RAPIDS, MI	30,637	54,499	18	11	2,169	58 LOUISVILLE, KY	25,185	46,591	67	18	1,189
9 NEWARK, NJ	36,500	64,677	4	13	2,167	59 TACOMA, WA	25,716	40,484	91	13	1,136
10 PHILADELPHIA, PA	30,379	53,573	21	11	2,109	60 COLORADO SPRINGS, CO	25,175	44,384	78	17	1,130
11 ST. PAUL, MN	28,398	53,555	22	12	2,096	61 NASHVILLE, TN	26,226	45,174	74	17	1,115
12 SANTA ANA, CA	32,134	56,765	11	12	2,053	62 SEATTLE, WA	25,716	38,773	96	12	1,088
13 HUNTINGTON BEACH, CA	32,536	52,953	24	10	2,042	63 LITTLE ROCK, AR	23,135	42,499	87	18	1,076
14 WORCESTER, MA	28,220	50,633	37	11	2,038	64 SACRAMENTO, CA	29,730	42,095	88	12	1,030
15 ST. LOUIS, MO	26,501	48,500	50	11	2,000	65 STOCKTON, CA	32,214	44,548	77	12	1,028
16 SAN JOSE, CA	32,397	47,773	57	8	1,922	66 NORFOLK, VA	28,168	47,760	58	20	980
17 CHICAGO, IL	34,824	57,136	9	12	1,859	67 BIRMINGHAM, AL	29,210	40,710	90	12	958
18 CINCINNATI, OH	29,299	52,737	29	13	1,803	68 JACKSONVILLE, FL	26,200	47,900	56	23	943
19 AKRON, OH	26,544	49,481	41	13	1,764	69 BATON ROUGE, LA	25,716	38,853	95	14	938
20 AURORA, CO	24,949	46,857	66	13	1,685	70 MESA, AZ	27,686	42,594	86	16	932
21 WASHINGTON, DC	30,945	52,496	30	13	1,658	71 COLUMBUS, GA	29,215	47,754	59	20	927
22 DENVER, CO	25,588	47,128	64	13	1,657	72 CHARLOTTE, NC	26,696	54,242	19	30	918
23 CLEVELAND, OH	28,666	55,163	16	16	1,656	73 WICHITA, KS	26,237	37,088	98	12	904
24 ANCHORAGE, AK	30,079	48,264	53	11	1,653	74 RALEIGH, NC	26,696	53,660	20	30	899
25 LONG BEACH, CA	33,149	55,944	13	14	1,628	75 ST. PETERSBURG, FL	27,000	46,050	71	22	866
26 BUFFALO, NY	28,775	51,553	34	14	1,627	76 MEMPHIS, TN	30,966	47,238	63	19	856
27 PORTLAND, OR	27,997	49,869	39	14	1,562	77 OMAHA, NE	24,761	45,020	76	24	844
28 FRESNO, CA	28,379	37,657	97	6	1,546	78 GREENSBORO, NC	26,210	50,970	36	30	825
29 COLUMBUS, OH	31,194	55,554	15	16	1,523	79 SAN ANTONIO, TX	32,000	55,723	14	29	818
30 LAS VEGAS, NV	26,321	42,981	85	11	1,515	80 CORPUS CHRISTI, TX	28,700	46,300	70	22	800
31 ATLANTA, GA	32,604	52,224	32	13	1,509	81 TUCSON, AZ	23,180	46,359	69	31	748
32 SAN FRANCISCO, CA	31,172	49,262	44	12	1,508	82 AUSTIN, TX	29,730	47,950	55	25	729
33 RIVERSIDE, CA	32,693	53,487	23	14	1,485	83 TULSA, OK	23,000	36,450	99	19	708
34 NEW YORK, NY	30,807	60,306	7	20	1,475	84 DALLAS, TX	33,000	52,821	26	28	708
35 MILWAUKEE, WI	27,333	52,311	31	17	1,469	85 HOUSTON, TX	32,003	51,525	35	28	697
36 LINCOLN, NE	20,905	48,811	45	19	1,469	86 LEXINGTON, KY	25,102	43,343	82	27	676
37 PHOENIX, AZ	25,086	44,143	79	13	1,466	87 JACKSON, MS	24,909	43,077	84	27	673
38 SAN DIEGO, CA	30,901	48,436	52	12	1,461	88 EL PASO, TX	28,012	48,791	46	31	670
39 MADISON, WI	26,464	47,635	60	15	1,411	89 TAMPA, FL	27,587	49,267	43	33	657
40 GLENDALE, CA	32,653	49,436	42	12	1,399	90 FORT WORTH, TX	33,050	52,776	28	31	636
41 HONOLULU, HI	29,204	48,783	47	14	1,399	91 NEW ORLEANS, LA	25,439	41,478	89	26	617
42 FREMONT, CA	39,535	54,657	17	11	1,375	92 NEWPORT NEWS, VA	28,000	48,069	54	33	608
43 TOLEDO, OH	28,836	43,758	80	11	1,357	93 ARLINGTON, TX	31,200	49,760	40	31	599
44 MIAMI, FL	30,000	57,000	10	20	1,350	94 ALBUQUERQUE, NM	24,787	39,607	92	25	593
45 SPOKANE, WA	25,716	47,287	62	16	1,348	95 OKLAHOMA CITY, OK	23,400	35,700	100	23	535
46 BALTIMORE, MD	28,449	48,598	49	15	1,343	96 GARLAND, TX	31,500	51,899	33	41	498
47 DAYTON, OH	28,632	48,648	48	15	1,334	97 SHREVEPORT, LA	27,720	43,097	83	31	496
48 RICHMOND, VA	27,659	47,011	65	15	1,290	98 MOBILE, AL	28,394	39,058	93	22	485
49 INDIANAPOLIS, IN	27,281	52,855	25	20	1,279	99 MONTGOMERY, AL	28,394	38,857	94	22	476
50 FORT WAYNE, IN	25,786	48,478	51	18	1,261	100 LUBBOCK, TX	28,000	46,490	68	45	411
DOD AVERAGE						\$28,862	\$49,264		17.97	\$1,135	

Source: U.S. Department of Defense Civilian Personnel Management Service, Wage and Salary Division, *List of School District Minimums, Maximums and Steps*, Arlington, Va. May 2000, <http://www.cpmns.osd.mil/wage/scheds/educators.htm>.

TABLE IV-6

**RATIO OF 1999-2000 MA-MAXIMUM TO BA-MINIMUM SALARIES
RANKED BY THE MA-MAXIMUM TO BA-MINIMUM RATIO**

	MA-Max to BA-Min					MA-Max to BA-Min						
	BA-Min	MA-Max	Rank	Steps	Ratio	BA-Min	MA-Max	Rank	Steps	Ratio		
1 LINCOLN, NE	\$20,905	\$48,811	45	19	2.33	51 BALTIMORE, MD	\$28,449	\$48,598	49	15	1.71	
2 JERSEY CITY, NJ	34,500	73,500	2	16	2.13	52 ST. PETERSBURG, FL	27,000	46,050	71	22	1.71	
3 CHARLOTTE, NC	26,696	54,242	19	30	2.03	53 RICHMOND, VA	27,659	47,011	65	15	1.70	
4 YONKERS, NY	37,045	74,951	1	15	2.02	54 DAYTON, OH	28,632	48,648	48	15	1.70	
5 RALEIGH, NC	26,696	53,660	20	30	2.01	55 WASHINGTON, DC	30,945	52,496	30	13	1.70	
6 TUCSON, AZ	23,180	46,359	69	31	2.00	56 NORFOLK, VA	28,168	47,760	58	20	1.70	
7 ROCHESTER, NY	31,750	62,888	5	26	1.98	57 LONG BEACH, CA	33,149	55,944	13	14	1.69	
8 NEW YORK, NY	30,807	60,306	7	20	1.96	58 HONOLULU, HI	29,204	48,783	47	14	1.67	
9 GREENSBORO, NC	26,210	50,970	36	30	1.94	59 LUBBOCK, TX	28,000	46,490	68	45	1.66	
10 PITTSBURGH, PA	33,600	65,100	3	10	1.94	60 GARLAND, TX	31,500	51,899	33	41	1.65	
11 INDIANAPOLIS, IN	27,281	52,855	25	20	1.94	61 CHICAGO, IL	34,824	57,136	9	12	1.64	
12 CLEVELAND, OH	28,666	55,163	16	16	1.92	62 RIVERSIDE, CA	32,693	53,487	23	14	1.64	
13 MILWAUKEE, WI	27,333	52,311	31	17	1.91	63 COLUMBUS, GA	29,215	47,754	59	20	1.63	
14 MIAMI, FL	30,000	57,000	10	20	1.90	64 LAS VEGAS, NV	26,321	42,981	85	11	1.63	
15 MINNEAPOLIS, MN	27,990	52,807	27	11	1.89	65 NEW ORLEANS, LA	25,439	41,478	89	26	1.63	
16 ST. PAUL, MN	28,398	53,555	22	12	1.89	66 BOSTON, MA	34,612	56,431	12	8	1.63	
17 FORT WAYNE, IN	25,786	48,478	51	18	1.88	67 HUNTINGTON BEACH, CA	32,536	52,953	24	10	1.63	
18 AURORA, CO	24,949	46,857	66	13	1.88	68 OAKLAND, CA	29,260	47,402	61	15	1.62	
19 DETROIT, MI	32,883	61,581	6	10	1.87	69 CORPUS CHRISTI, TX	28,700	46,300	70	22	1.61	
20 AKRON, OH	26,544	49,481	41	13	1.86	70 AUSTIN, TX	29,730	47,950	55	25	1.61	
21 VIRGINIA BEACH, VA	27,152	50,505	38	19	1.86	71 HOUSTON, TX	32,003	51,525	35	28	1.61	
22 LOUISVILLE, KY	25,185	46,591	67	18	1.85	72 ANCHORAGE, AK	30,079	48,264	53	11	1.60	
23 DES MOINES, IA	24,584	45,344	72	17	1.84	73 ATLANTA, GA	32,604	52,224	32	13	1.60	
24 DENVER, CO	25,588	47,128	64	13	1.84	74 DALLAS, TX	33,000	52,821	26	28	1.60	
25 SPOKANE, WA	25,716	47,287	62	16	1.84	75 ALBUQUERQUE, NM	24,787	39,607	92	25	1.60	
26 LITTLE ROCK, AR	23,135	42,499	87	18	1.84	76 FORT WORTH, TX	33,050	52,776	28	31	1.60	
27 ST. LOUIS, MO	26,501	48,500	50	11	1.83	77 ARLINGTON, TX	31,200	49,760	40	31	1.59	
28 JACKSONVILLE, FL	26,200	47,900	56	23	1.83	78 TULSA, OK	23,000	36,450	99	19	1.58	
29 OMAHA, NE	24,761	45,020	76	24	1.82	79 SAN FRANCISCO, CA	31,172	49,262	44	12	1.58	
30 MADISON, WI	26,464	47,635	60	15	1.80	80 TACOMA, WA	25,716	40,484	91	13	1.57	
31 CINCINNATI, OH	29,299	52,737	29	13	1.80	81 SAN DIEGO, CA	30,901	48,436	52	12	1.57	
32 WORCESTER, MA	28,220	50,633	37	11	1.79	82 SHREVEPORT, LA	27,720	43,097	83	31	1.55	
33 BUFFALO, NY	28,775	51,553	34	14	1.79	83 MESA, AZ	27,686	42,594	86	16	1.54	
34 TAMPA, FL	27,587	49,267	43	33	1.79	84 OKLAHOMA CITY, OK	23,400	35,700	100	23	1.53	
35 PORTLAND, OR	27,997	49,869	39	14	1.78	85 MEMPHIS, TN	30,966	47,238	63	19	1.53	
36 COLUMBUS, OH	31,194	55,554	15	16	1.78	86 TOLEDO, OH	28,836	43,758	80	11	1.52	
37 GRAND RAPIDS, MI	30,637	54,499	18	11	1.78	87 GLENDALE, CA	32,653	49,436	42	12	1.51	
38 ANAHEIM, CA	33,908	60,197	8	12	1.78	88 BATON ROUGE, LA	25,716	38,853	95	14	1.51	
39 NEWARK, NJ	36,500	64,677	4	13	1.77	89 SEATTLE, WA	25,716	38,773	96	12	1.51	
40 SANTA ANA, CA	32,134	56,765	11	12	1.77	90 SAN JOSE, CA	32,397	47,773	57	8	1.47	
41 PHILADELPHIA, PA	30,379	53,573	21	11	1.76	91 SACRAMENTO, CA	29,730	42,095	88	12	1.42	
42 COLORADO SPRINGS, CO	25,175	44,384	78	17	1.76	92 WICHITA, KS	26,237	37,088	98	12	1.41	
43 PHOENIX, AZ	25,086	44,143	79	13	1.76	93 BAKERSFIELD, CA	31,971	45,185	73	11	1.41	
44 EL PASO, TX	28,012	48,791	46	31	1.74	94 BIRMINGHAM, AL	29,210	40,710	90	12	1.39	
45 SAN ANTONIO, TX	32,000	55,723	14	29	1.74	95 LOS ANGELES, CA	32,569	45,166	75	10	1.39	
46 JACKSON, MS	24,909	43,077	84	27	1.73	96 STOCKTON, CA	32,214	44,548	77	12	1.38	
47 KANSAS CITY, MO	25,275	43,699	81	15	1.73	97 FREMONT, CA	39,535	54,657	17	11	1.38	
48 LEXINGTON, KY	25,102	43,343	82	27	1.73	98 MOBILE, AL	28,394	39,058	93	22	1.38	
49 NASHVILLE, TN	26,226	45,174	74	17	1.72	99 MONTGOMERY, AL	28,394	38,857	94	22	1.37	
50 NEWPORT NEWS, VA	28,000	48,069	54	33	1.72	100 FRESNO, CA	28,379	37,657	97	6	1.33	
DOD AVERAGE							\$28,862	\$49,264			17.97	1.71

Source: U.S. Department of Defense Civilian Personnel Management Service, Wage and Salary Division, *List of School District Minimums, Maximums and Steps*, Arlington, Va. May 2000, <http://www.cpms.osd.mil/wage/scheds/educators.htm>.

TABLE IV-8

**MA-MAXIMUM SALARIES ADJUSTED BY 2000 COST-OF-LIVING INDEX
RANKED BY ADJUSTED MA-MAXIMUM SALARY**

	-----MA-----		COL	Adjusted		-----MA-----		COL	Adjusted
	Max	Rank Steps				Index	MA-Max		
1 SAN ANTONIO, TX	\$55,723	14 29	90.6	\$61,504	51 SHREVEPORT, LA	\$43,097	83 31	92.0	\$46,845
2 PITTSBURGH, PA	65,100	3 10	107.7	60,446	52 PORTLAND, OR	49,869	39 14	107.0	46,607
3 ROCHESTER, NY	62,888	5 26	110.4	56,964	53 NEWARK, NJ	64,677	4 13	139.0	46,530
4 DETROIT, MI	61,581	6 10	108.9	56,548	54 SPOKANE, WA	47,287	62 16	102.7	46,044
5 CHARLOTTE, NC	54,242	19 30	98.5	55,068	55 DES MOINES, IA	45,344	72 17	98.7	45,941
6 HOUSTON, TX	51,525	35 28	94.3	54,639	56 WASHINGTON, DC	52,496	30 13	114.7	45,768
7 MIAMI, FL	57,000	10 20	104.5	54,545	57 COLORADO SPRINGS, CO	44,384	78 17	97.3	45,616
8 INDIANAPOLIS, IN	52,855	25 20	97.6	54,155	58 AUSTIN, TX	47,950	55 25	105.7	45,364
9 COLUMBUS, OH	55,554	15 16	103.0	53,936	59 ST. PETERSBURG, FL	46,050	71 22	102.6	44,883
10 YONKERS, NY	74,951	1 15	139.6	53,690	60 RICHMOND, VA	47,011	65 15	105.2	44,687
11 CINCINNATI, OH	52,737	29 13	98.3	53,649	61 PHOENIX, AZ	44,143	79 13	99.0	44,589
12 JERSEY CITY, NJ	73,500	2 16	139.0	52,878	62 JACKSON, MS	43,077	84 27	96.7	44,547
13 DALLAS, TX	52,821	26 28	99.9	52,874	63 PHILADELPHIA, PA	53,573	21 11	120.4	44,496
14 EL PASO, TX	48,791	46 31	92.3	52,861	64 SANTA ANA, CA	56,765	11 12	127.6	44,487
15 FORT WORTH, TX	52,776	28 31	99.9	52,829	65 LEXINGTON, KY	43,343	82 27	97.5	44,454
16 GREENSBORO, NC	50,970	36 30	97.9	52,063	66 KANSAS CITY, MO	43,699	81 15	99.3	44,007
17 GRAND RAPIDS, MI	54,499	18 11	104.7	52,053	67 BAKERSFIELD, CA	45,185	73 11	102.8	43,954
18 GARLAND, TX	51,899	33 41	99.9	51,951	68 NEW YORK, NY	60,306	7 20	139.6	43,199
19 FORT WAYNE, IN	48,478	51 18	93.6	51,793	69 TOLEDO, OH	43,758	80 11	101.5	43,111
20 BUFFALO, NY	51,553	34 14	100.2	51,450	70 MESA, AZ	42,594	86 16	99.0	43,024
21 COLUMBUS, GA	47,754	59 20	92.9	51,404	71 STOCKTON, CA	44,548	77 12	103.8	42,917
22 ATLANTA, GA	52,224	32 13	102.0	51,200	72 BIRMINGHAM, AL	40,710	90 12	95.0	42,853
23 VIRGINIA BEACH, VA	50,505	38 19	98.8	51,118	73 DENVER, CO	47,128	64 13	110.0	42,844
24 RALEIGH, NC	53,660	20 30	105.5	50,863	74 AURORA, CO	46,857	66 13	110.0	42,597
25 MILWAUKEE, WI	52,311	31 17	103.0	50,787	75 BOSTON, MA	56,431	12 8	132.5	42,589
26 MEMPHIS, TN	47,238	63 19	93.5	50,522	76 NEW ORLEANS, LA	41,478	89 26	97.4	42,585
27 CLEVELAND, OH	55,163	16 16	109.8	50,240	77 HUNTINGTON BEACH, CA	52,953	24 10	127.6	41,499
28 BALTIMORE, MD	48,598	49 15	96.8	50,205	78 MOBILE, AL	39,058	93 22	94.8	41,200
29 LUBBOCK, TX	46,490	68 45	93.1	49,936	79 WORCESTER, MA	50,633	37 11	124.2	40,767
30 ST. LOUIS, MO	48,500	50 11	97.2	49,897	80 LAS VEGAS, NV	42,981	85 11	105.6	40,702
31 ARLINGTON, TX	49,760	40 31	99.9	49,810	81 SAN DIEGO, CA	48,436	52 12	120.8	40,096
32 RIVERSIDE, CA	53,487	23 14	108.1	49,479	82 TULSA, OK	36,450	99 19	91.5	39,836
33 CORPUS CHRISTI, TX	46,300	70 22	93.6	49,466	83 MONTGOMERY, AL	38,857	94 22	97.7	39,772
34 JACKSONVILLE, FL	47,900	56 23	97.5	49,128	84 ALBUQUERQUE, NM	39,607	92 25	99.9	39,647
35 LITTLE ROCK, AR	42,499	87 18	86.8	48,962	85 ANCHORAGE, AK	48,264	53 11	122.3	39,464
36 LINCOLN, NE	48,811	45 19	99.7	48,958	86 TACOMA, WA	40,484	91 13	103.3	39,191
37 ST. PAUL, MN	53,555	22 12	109.5	48,909	87 GLENDALE, CA	49,436	42 12	127.6	38,743
38 AKRON, OH	49,481	41 13	101.2	48,894	88 WICHITA, KS	37,088	98 12	95.9	38,674
39 NEWPORT NEWS, VA	48,069	54 33	98.8	48,653	89 OKLAHOMA CITY, OK	35,700	100 23	94.1	37,938
40 CHICAGO, IL	57,136	9 12	118.0	48,420	90 LONG BEACH, CA	55,944	13 14	147.7	37,877
41 NORFOLK, VA	47,760	58 20	98.8	48,340	91 SACRAMENTO, CA	42,095	88 12	113.1	37,219
42 MINNEAPOLIS, MN	52,807	27 11	109.5	48,226	92 BATON ROUGE, LA	38,853	95 14	104.8	37,073
43 NASHVILLE, TN	45,174	74 17	93.9	48,109	93 HONOLULU, HI	48,783	47 14	133.0	36,679
44 DAYTON, OH	48,648	48 15	101.2	48,071	94 FREMONT, CA	54,657	17 11	152.5	35,841
45 TAMPA, FL	49,267	43 33	102.6	48,019	95 FRESNO, CA	37,657	97 6	107.1	35,161
46 OMAHA, NE	45,020	76 24	93.8	47,996	96 SEATTLE, WA	38,773	96 12	113.9	34,041
47 LOUISVILLE, KY	46,591	67 18	97.3	47,884	97 SAN FRANCISCO, CA	49,262	44 12	152.5	32,303
48 ANAHEIM, CA	60,197	8 12	127.6	47,176	98 OAKLAND, CA	47,402	61 15	152.5	31,083
49 MADISON, WI	47,635	60 15	101.1	47,117	99 LOS ANGELES, CA	45,166	75 10	147.7	30,580
50 TUCSON, AZ	46,359	69 31	98.8	46,922	100 SAN JOSE, CA	47,773	57 8	159.2	30,008
					DOD AVERAGE	\$49,264	18 108		\$45,654

Sources: American Chamber of Commerce Researchers Association, *Intercity Cost of Living Index*, ACCRA: Louisville, Ky. American Federation of Teachers, annual survey of state departments of education. The 2000 Index is based on the ACCRA Cost of Living Index for 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 Civilian Personnel Management Service, Wage and Salary Division, *List of School District Minimums, Maximums and Steps*, Arlington, Va. May 2000, <http://www.cpmis.osd.mil/wage/scheds/educators.htm>.

Table IV-9

**RATIO OF 1999-2000 AVERAGE TEACHER SALARY TO 1999 AVERAGE ANNUAL PAY IN THE METRO AREA
RANKED BY MA-MAXIMUM TO AVERAGE PAY RATIO**

	Metro Area		Salary to			Metro Area		Salary to			
	Annual Pay	-----MA----- Max	Rank	Steps	Annual Pay Ratio	Annual Pay	-----MA----- Max	Rank	Steps	Annual Pay Ratio	
1 EL PASO, TX	\$24,275	\$48,791	46	31	2.01	51 ST. LOUIS, MO	\$33,345	\$48,500	50	11	1.45
2 SAN ANTONIO, TX	28,068	55,723	14	29	1.99	52 PORTLAND, OR	34,380	49,869	39	14	1.45
3 PITTSBURGH, PA	33,057	65,100	3	10	1.97	53 MEMPHIS, TN	32,591	47,238	63	19	1.45
4 ROCHESTER, NY	32,588	62,888	5	26	1.93	54 COLORADO SPRINGS, CO	30,674	44,384	78	17	1.45
5 RIVERSIDE, CA	28,328	53,487	23	14	1.89	55 CHICAGO, IL	39,536	57,136	9	12	1.45
6 LUBBOCK, TX	24,727	46,490	68	45	1.88	56 NEWARK, NJ	44,794	64,677	4	13	1.44
7 VIRGINIA BEACH, VA	27,156	50,505	38	19	1.86	57 ST. PAUL, MN	37,248	53,555	22	12	1.44
8 COLUMBUS, GA	26,131	47,754	59	20	1.83	58 BALTIMORE, MD	33,837	48,598	49	15	1.44
9 LINCOLN, NE	27,431	48,811	45	19	1.78	59 YONKERS, NY	52,351	74,951	1	15	1.43
10 MIAMI, FL	32,059	57,000	10	20	1.78	60 NASHVILLE, TN	31,711	45,174	74	17	1.42
11 NEWPORT NEWS, VA	27,156	48,069	54	33	1.77	61 PHILADELPHIA, VA	33,012	47,011	65	15	1.42
12 NORFOLK, VA	27,156	47,760	58	20	1.76	62 MONTGOMERY, AL	27,309	38,857	94	22	1.42
13 JERSEY CITY, NJ	41,842	73,500	2	16	1.76	63 MINNEAPOLIS, MN	37,248	52,807	27	11	1.42
14 CORPUS CHRISTI, TX	26,940	46,300	70	22	1.72	64 TOLEDO, OH	30,890	43,758	80	11	1.42
15 GREENSBORO, NC	29,676	50,970	36	30	1.72	65 PHILADELPHIA, PA	37,825	53,573	21	11	1.42
16 SPOKANE, WA	27,566	47,287	62	16	1.72	66 TACOMA, WA	28,654	40,484	91	13	1.41
17 COLUMBUS, OH	32,428	55,554	15	16	1.71	67 HUNTINGTON BEACH, CA	37,487	52,953	24	10	1.41
18 GRAND RAPIDS, MI	31,913	54,499	18	11	1.71	68 NEW ORLEANS, LA	29,365	41,478	89	26	1.41
19 BUFFALO, NY	30,487	51,553	34	14	1.69	69 DES MOINES, IA	32,271	45,344	72	17	1.41
20 TAMPA, FL	29,342	49,267	43	33	1.68	70 LAS VEGAS, NV	30,634	42,981	85	11	1.40
21 BAKERSFIELD, CA	26,997	45,185	73	11	1.67	71 ATLANTA, GA	37,341	52,224	32	13	1.40
22 WORCESTER, MA	30,281	50,633	37	11	1.67	72 SAN DIEGO, CA	34,690	48,436	52	12	1.40
23 CLEVELAND, OH	33,437	55,163	16	16	1.65	73 BOSTON, MA	40,903	56,431	12	8	1.38
24 TUCSON, AZ	28,194	46,359	69	31	1.64	74 ALBUQUERQUE, NM	28,934	39,607	92	25	1.37
25 SHREVEPORT, LA	26,272	43,097	83	31	1.64	75 PHOENIX, AZ	32,430	44,143	79	13	1.36
26 FORT WAYNE, IN	30,052	48,478	51	18	1.61	76 HOUSTON, TX	38,114	51,525	35	28	1.35
27 ANAHEIM, CA	37,487	60,197	8	12	1.61	77 ANCHORAGE, AK	35,707	48,264	53	11	1.35
28 FORT WORTH, TX	32,961	52,776	28	31	1.60	78 BATON ROUGE, LA	28,793	38,853	95	14	1.35
29 JACKSONVILLE, FL	29,918	47,900	56	23	1.60	79 DALLAS, TX	39,281	52,821	26	28	1.34
30 AKRON, OH	30,990	49,481	41	13	1.60	80 OKLAHOMA CITY, OK	26,700	35,700	100	23	1.34
31 STOCKTON, CA	27,921	44,548	77	12	1.60	81 KANSAS CITY, MO	33,026	43,699	81	15	1.32
32 CHARLOTTE, NC	34,325	54,242	19	30	1.58	82 GARLAND, TX	39,281	51,899	33	41	1.32
33 HONOLULU, HI	30,971	48,783	47	14	1.58	83 GLENDALE, CA	37,487	49,436	42	12	1.32
34 INDIANAPOLIS, IN	33,655	52,855	25	20	1.57	84 MESA, AZ	32,430	42,594	86	16	1.31
35 ST. PETERSBURG, FL	29,342	46,050	71	22	1.57	85 BIRMINGHAM, AL	31,990	40,710	90	12	1.27
36 CINCINNATI, OH	33,626	52,737	29	13	1.57	86 ARLINGTON, TX	39,281	49,760	40	31	1.27
37 MILWAUKEE, WI	33,375	52,311	31	17	1.57	87 TULSA, OK	29,273	36,450	99	19	1.25
38 RALEIGH, NC	34,866	53,660	20	30	1.54	88 DENVER, CO	38,133	47,128	64	13	1.24
39 JACKSON, MS	28,074	43,077	84	27	1.53	89 WASHINGTON, DC	42,601	52,496	30	13	1.23
40 MADISON, WI	31,097	47,635	60	15	1.53	90 AUSTIN, TX	38,930	47,950	55	25	1.23
41 LOUISVILLE, KY	30,473	46,591	67	18	1.53	91 AURORA, CO	38,133	46,857	66	13	1.23
42 FRESNO, CA	24,734	37,657	97	6	1.52	92 SACRAMENTO, CA	34,266	42,095	88	12	1.23
43 SANTA ANA, CA	37,487	56,765	11	12	1.51	93 WICHITA, KS	30,770	37,088	98	12	1.21
44 DETROIT, MI	40,836	61,581	6	10	1.51	94 LOS ANGELES, CA	37,748	45,166	75	10	1.20
45 DAYTON, OH	32,362	48,648	48	15	1.50	95 OAKLAND, CA	40,975	47,402	61	15	1.16
46 OMAHA, NE	30,084	45,020	76	24	1.50	96 NEW YORK, NY	52,351	60,306	7	20	1.15
47 LITTLE ROCK, AR	28,620	42,499	87	18	1.48	97 SAN FRANCISCO, CA	50,169	49,262	44	12	0.98
48 LONG BEACH, CA	37,748	55,944	13	14	1.48	98 FREMONT, CA	61,100	54,657	17	11	0.89
49 LEXINGTON, KY	29,319	43,343	82	27	1.48	99 SEATTLE, WA	43,921	38,773	96	12	0.88
50 MOBILE, AL	26,595	39,058	93	22	1.47	100 SAN JOSE, CA	61,110	47,773	57	8	0.78
						DOD AVERAGE	\$33,815	\$49,264	18	1.46	

Sources: U.S. Department of Defense Civilian Personnel Management Service, Wage and Salary Division, *List of School District Minimums, Maximums and Steps*, Arlington, Va. May 2000, <http://www.cpms.osd.mil/wage/scheds/educators.htm>. U.S. Department of Labor, "Annual Pay Levels in Metropolitan Areas, 1999," news release October 2000.

TABLE IV-10

**RATIO OF 1999-2000 AVERAGE TEACHER SALARY TO 1998 PER-CAPITA PERSONAL INCOME IN METRO AREA
RANKED BY MA-MAXIMUM TO PER-CAPITA INCOME RATIO**

	Per-Capita Personal Income		-----MA-----		Steps	Salary to Personal Income Ratio		Per-Capita Personal Income		-----MA-----		Steps	Salary to Personal Income Ratio
	Income	Max	Rank	Rank				Income	Max	Rank	Rank		
1 EL PASO, TX	\$16,359	\$48,791	46	31	2.98	51 MILWAUKEE, WI	\$30,582	\$52,311	31	17	1.71		
2 JERSEY CITY, NJ	26,970	73,500	2	16	2.73	52 HONOLULU, HI	28,670	48,783	47	14	1.70		
3 RIVERSIDE, CA	21,300	53,487	23	14	2.51	53 ATLANTA, GA	30,788	52,224	32	13	1.70		
4 MIAMI, FL	23,919	57,000	10	20	2.38	54 PORTLAND, OR	29,430	49,869	39	14	1.69		
5 SAN ANTONIO, TX	23,800	55,723	14	29	2.34	55 ST. PETERSBURG, FL	27,224	46,050	71	22	1.69		
6 PITTSBURGH, PA	28,149	65,100	3	10	2.31	56 COLORADO SPRINGS, CO	26,270	44,384	78	17	1.69		
7 BAKERSFIELD, CA	19,643	45,185	73	11	2.30	57 LOS ANGELES, CA	26,773	45,166	75	10	1.69		
8 ROCHESTER, NY	27,390	62,888	5	26	2.30	58 LOUISVILLE, KY	27,749	46,591	67	18	1.68		
9 ANAHEIM, CA	27,497	60,197	8	12	2.19	59 TOLEDO, OH	26,077	43,758	80	11	1.68		
10 CORPUS CHRISTI, TX	21,326	46,300	70	22	2.17	60 HOUSTON, TX	30,801	51,525	35	28	1.67		
11 STOCKTON, CA	20,813	44,548	77	12	2.14	61 ST. LOUIS, MO	29,089	48,500	50	11	1.67		
12 COLUMBUS, GA	22,435	47,754	59	20	2.13	62 NEW YORK, NY	36,316	60,306	7	20	1.66		
13 VIRGINIA BEACH, VA	23,771	50,505	38	19	2.12	63 PHOENIX, AZ	26,686	44,143	79	13	1.65		
14 LONG BEACH, CA	26,773	55,944	13	14	2.09	64 BOSTON, MA	34,127	56,431	12	8	1.65		
15 SANTA ANA, CA	27,497	56,765	11	12	2.06	65 TACOMA, WA	24,500	40,484	91	13	1.65		
16 YONKERS, NY	36,316	74,951	1	15	2.06	66 AUSTIN, TX	29,087	47,950	55	25	1.65		
17 DETROIT, MI	30,118	61,581	6	10	2.04	67 BALTIMORE, MD	29,548	48,598	49	15	1.64		
18 GRAND RAPIDS, MI	26,694	54,499	18	11	2.04	68 NEW ORLEANS, LA	25,225	41,478	89	26	1.64		
19 TUCSON, AZ	22,723	46,359	69	31	2.04	69 RICHMOND, VA	28,635	47,011	65	15	1.64		
20 NEWPORT NEWS, VA	23,771	48,069	54	33	2.02	70 DALLAS, TX	32,406	52,821	26	28	1.63		
21 SPOKANE, WA	23,450	47,287	62	16	2.02	71 LITTLE ROCK, AR	26,105	42,499	87	18	1.63		
22 BUFFALO, NY	25,654	51,553	34	14	2.01	72 MONTGOMERY, AL	24,084	38,857	94	22	1.61		
23 NORFOLK, VA	23,771	47,760	58	20	2.01	73 LEXINGTON, KY	26,912	43,343	82	27	1.61		
24 LUBBOCK, TX	23,451	46,490	68	45	1.98	74 GARLAND, TX	32,406	51,899	33	41	1.60		
25 FORT WORTH, TX	26,790	52,776	28	31	1.97	75 MESA, AZ	26,686	42,594	86	16	1.60		
26 COLUMBUS, OH	28,454	55,554	15	16	1.95	76 ST. PAUL, MN	33,561	53,555	22	12	1.60		
27 HUNTINGTON BEACH, CA	27,497	52,953	24	10	1.93	77 ALBUQUERQUE, NM	24,842	39,607	92	25	1.59		
28 FRESNO, CA	19,947	37,657	97	6	1.89	78 BATON ROUGE, LA	24,403	38,853	95	14	1.59		
29 CLEVELAND, OH	29,239	55,163	16	16	1.89	79 MADISON, WI	30,214	47,635	60	15	1.58		
30 SHREVEPORT, LA	22,858	43,097	83	31	1.89	80 MINNEAPOLIS, MN	33,561	52,807	27	11	1.57		
31 CHARLOTTE, NC	28,784	54,242	19	30	1.88	81 LAS VEGAS, NV	27,780	42,981	85	11	1.55		
32 GREENSBORO, NC	27,283	50,970	36	30	1.87	82 SACRAMENTO, CA	27,232	42,095	88	12	1.55		
33 ARLINGTON, TX	26,790	49,760	40	31	1.86	83 NASHVILLE, TN	29,344	45,174	74	17	1.54		
34 MOBILE, AL	21,062	39,058	93	22	1.85	84 OMAHA, NE	29,307	45,020	76	24	1.54		
35 CINCINNATI, OH	28,507	52,737	29	13	1.85	85 DES MOINES, IA	29,527	45,344	72	17	1.54		
36 DAYTON, OH	26,422	48,648	48	15	1.84	86 KANSAS CITY, MO	28,473	43,699	81	15	1.53		
37 AKRON, OH	26,934	49,481	41	13	1.84	87 BIRMINGHAM, AL	26,582	40,710	90	12	1.53		
38 INDIANAPOLIS, IN	29,022	52,855	25	20	1.82	88 OKLAHOMA CITY, OK	23,337	35,700	100	23	1.53		
39 FORT WAYNE, IN	26,659	48,478	51	18	1.82	89 WORCESTER, MA	34,127	50,633	37	11	1.48		
40 TAMPA, FL	27,224	49,267	43	33	1.81	90 ANCHORAGE, AK	32,659	48,264	53	11	1.48		
41 GLENDALE, CA	27,497	49,436	42	12	1.80	91 WASHINGTON, DC	36,043	52,496	30	13	1.46		
42 LINCOLN, NE	27,487	48,811	45	19	1.78	92 WICHITA, KS	26,211	37,088	98	12	1.41		
43 RALEIGH, NC	30,394	53,660	20	30	1.77	93 OAKLAND, CA	33,657	47,402	61	15	1.41		
44 JACKSONVILLE, FL	27,244	47,900	56	23	1.76	94 DENVER, CO	34,092	47,128	64	13	1.38		
45 JACKSON, MS	24,542	43,077	84	27	1.76	95 AURORA, CO	34,092	46,857	66	13	1.37		
46 SAN DIEGO, CA	27,657	48,436	52	12	1.75	96 TULSA, OK	26,533	36,450	99	19	1.37		
47 NEWARK, NJ	37,136	64,677	4	13	1.74	97 FREMONT, CA	40,828	54,657	17	11	1.34		
48 CHICAGO, IL	33,181	57,136	9	12	1.72	98 SAN JOSE, CA	40,828	47,773	57	8	1.17		
49 MEMPHIS, TN	27,511	47,238	63	19	1.72	99 SAN FRANCISCO, CA	45,199	49,262	44	12	1.09		
50 PHILADELPHIA, PA	31,295	53,573	21	11	1.71	100 SEATTLE, WA	36,854	38,773	96	12	1.05		
						DOD AVERAGE	\$28,165	\$49,264		18	1.75		

Sources: U.S. Department of Commerce, Bureau of Economic Analysis, "Personal Income and Per Capita Personal Income for Metropolitan Areas, 1996-98." U.S. Department of Defense Civilian Personnel Management Service, Wage and Salary Division, *List of School District Minimums, Maximums and Steps*, Arlington, Va. May 2000., <http://www.cpmc.osd.mil/wage/scheds/educators.htm>.

TABLE IV-11

**THE RATIO OF 1999-2000 MA-MAXIMUM SALARIES TO THE 1999-2000 STATE AVERAGE
RANKED BY THE MA-MAXIMUM TO AVERAGE SALARY RATIO**

	MA Max to State					MA Max to State					
	State Average	-----MA----- Max	Rank	Steps	Ratio	State Average	-----MA----- Max	Rank	Steps	Ratio	
1 YONKERS, NY	\$47,217	\$74,951	1	15	1.59	51 NORFOLK, VA	\$38,992	\$47,760	58	20	1.22
2 MIAMI, FL	36,722	57,000	10	20	1.55	52 MESA, AZ	34,824	42,594	86	16	1.22
3 SAN ANTONIO, TX	37,567	55,723	14	29	1.48	53 ALBUQUERQUE, NM	32,713	39,607	92	25	1.21
4 LINCOLN, NE	33,237	48,811	45	19	1.47	54 OKLAHOMA CITY, OK	29,525	35,700	100	23	1.21
5 JERSEY CITY, NJ	50,878	73,500	2	16	1.44	55 DENVER, CO	39,073	47,128	64	13	1.21
6 DALLAS, TX	37,567	52,821	26	28	1.41	56 RICHMOND, VA	38,992	47,011	65	15	1.21
7 FORT WORTH, TX	37,567	52,776	28	31	1.40	57 BOSTON, MA	46,955	56,431	12	8	1.20
8 GARLAND, TX	37,567	51,899	33	41	1.38	58 AURORA, CO	39,073	46,857	66	13	1.20
9 CHARLOTTE, NC	39,404	54,242	19	30	1.38	59 LEXINGTON, KY	36,255	43,343	82	27	1.20
10 HOUSTON, TX	37,567	51,525	35	28	1.37	60 MADISON, WI	39,897	47,635	60	15	1.19
11 RALEIGH, NC	39,404	53,660	20	30	1.36	61 SANTA ANA, CA	47,680	56,765	11	12	1.19
12 ST. LOUIS, MO	35,660	48,500	50	11	1.36	62 AKRON, OH	41,713	49,481	41	13	1.19
13 OMAHA, NE	33,237	45,020	76	24	1.35	63 HONOLULU, HI	41,292	48,783	47	14	1.18
14 JACKSON, MS	31,897	43,077	84	27	1.35	64 BATON ROUGE, LA	33,109	38,853	95	14	1.17
15 PITTSBURGH, PA	48,321	65,100	3	10	1.35	65 LONG BEACH, CA	47,680	55,944	13	14	1.17
16 TAMPA, FL	36,722	49,267	43	33	1.34	66 DAYTON, OH	41,713	48,648	48	15	1.17
17 ROCHESTER, NY	47,217	62,888	5	26	1.33	67 COLUMBUS, GA	41,122	47,754	59	20	1.16
18 COLUMBUS, OH	41,713	55,554	15	16	1.33	68 FORT WAYNE, IN	41,855	48,478	51	18	1.16
19 TUCSON, AZ	34,824	46,359	69	31	1.33	69 SPOKANE, WA	41,047	47,287	62	16	1.15
20 ARLINGTON, TX	37,567	49,760	40	31	1.32	70 FREMONT, CA	47,680	54,657	17	11	1.15
21 CLEVELAND, OH	41,713	55,163	16	16	1.32	71 COLORADO SPRINGS, CO	39,073	44,384	78	17	1.14
22 MILWAUKEE, WI	39,897	52,311	31	17	1.31	72 RIVERSIDE, CA	47,680	53,487	23	14	1.12
23 JACKSONVILLE, FL	36,722	47,900	56	23	1.30	73 GRAND RAPIDS, MI	48,729	54,499	18	11	1.12
24 SHREVEPORT, LA	33,109	43,097	83	31	1.30	74 BALTIMORE, MD	43,720	48,598	49	15	1.11
25 MEMPHIS, TN	36,328	47,238	63	19	1.30	75 HUNTINGTON BEACH, CA	47,680	52,953	24	10	1.11
26 EL PASO, TX	37,567	48,791	46	31	1.30	76 BIRMINGHAM, AL	36,689	40,710	90	12	1.11
27 MINNEAPOLIS, MN	40,678	52,807	27	11	1.30	77 PHILADELPHIA, PA	48,321	53,573	21	11	1.11
28 VIRGINIA BEACH, VA	38,992	50,505	38	19	1.30	78 PORTLAND, OR	45,103	49,869	39	14	1.11
29 GREENSBORO, NC	39,404	50,970	36	30	1.29	79 ST. PAUL, MN	48,729	53,555	22	12	1.10
30 LOUISVILLE, KY	36,255	46,591	67	18	1.29	80 BUFFALO, NY	47,217	51,553	34	14	1.09
31 NEW YORK, NY	47,217	60,306	7	20	1.28	81 WASHINGTON, DC	48,304	52,496	30	13	1.09
32 AUSTIN, TX	37,567	47,950	55	25	1.28	82 WORCESTER, MA	46,955	50,633	37	11	1.08
33 NEWARK, NJ	50,878	64,677	4	13	1.27	83 MOBILE, AL	36,689	39,058	93	22	1.06
34 DES MOINES, IA	35,678	45,344	72	17	1.27	84 MONTGOMERY, AL	36,689	38,857	94	22	1.06
35 ATLANTA, GA	41,122	52,224	32	13	1.27	85 TOLEDO, OH	41,713	43,758	80	11	1.05
36 PHOENIX, AZ	34,824	44,143	79	13	1.27	86 ANCHORAGE, AK	46,481	48,264	53	11	1.04
37 CINCINNATI, OH	41,713	52,737	29	13	1.26	87 GLENDALE, CA	47,680	49,436	42	12	1.04
38 DETROIT, MI	48,729	61,581	6	10	1.26	88 SAN FRANCISCO, CA	47,680	49,262	44	12	1.03
39 INDIANAPOLIS, IN	41,855	52,855	25	20	1.26	89 WICHITA, KS	36,282	37,088	98	12	1.02
40 ANAHEIM, CA	47,680	60,197	8	12	1.26	90 SAN DIEGO, CA	47,680	48,436	52	12	1.02
41 LITTLE ROCK, AR	33,691	42,499	87	18	1.26	91 SAN JOSE, CA	47,680	47,773	57	8	1.00
42 ST. PETERSBURG, FL	36,722	46,050	71	22	1.25	92 LAS VEGAS, NV	43,083	42,981	85	11	1.00
43 NEW ORLEANS, LA	33,109	41,478	89	26	1.25	93 OAKLAND, CA	47,680	47,402	61	15	0.99
44 NASHVILLE, TN	36,328	45,174	74	17	1.24	94 TACOMA, WA	41,047	40,484	91	13	0.99
45 LUBBOCK, TX	37,567	46,490	68	45	1.24	95 BAKERSFIELD, CA	47,680	45,185	73	11	0.95
46 TULSA, OK	29,525	36,450	99	19	1.23	96 LOS ANGELES, CA	47,680	45,166	75	10	0.95
47 NEWPORT NEWS, VA	38,992	48,069	54	33	1.23	97 SEATTLE, WA	41,047	38,773	96	12	0.94
48 CORPUS CHRISTI, TX	37,567	46,300	70	22	1.23	98 STOCKTON, CA	47,680	44,548	77	12	0.93
49 CHICAGO, IL	46,480	57,136	9	12	1.23	99 SACRAMENTO, CA	47,680	42,095	88	12	0.88
50 KANSAS CITY, MO	35,660	43,699	81	15	1.23	100 FRESNO, CA	47,680	37,657	97	6	0.79
						DOD AVERAGE	\$41,544	\$49,264	18	1.19	

Sources: U.S. Department of Defense Civilian Personnel Management Service, Wage and Salary Division, *List of School District Minimums, Maximums and Steps*, Arlington, Va. May 2000, <http://www.cpms.osd.mil/wage/scheds/educators.htm>. American Federation of Teachers, annual survey of state departments of education.

Table IV-12

**SALARY SCHEDULE FOR TEACHERS IN OVERSEAS U.S. SCHOOLS
1999-2000**

	Bachelor's	BA +15	BA+30	Master's	MA +15	MA +30	Doctorate
Step							
1	\$29,125	\$30,140	\$31,155	\$32,170	\$33,185	\$34,200	\$35,215
2	30,230	31,320	32,405	33,495	34,580	35,670	36,755
3	31,335	32,500	33,655	34,820	35,975	37,140	38,295
4	32,440	33,680	34,905	36,145	37,370	38,610	39,835
5	33,545	34,860	36,155	37,470	38,765	40,080	41,375
6	34,650	36,040	37,405	38,795	40,160	41,550	42,915
7	35,755	37,220	38,655	40,120	41,555	43,020	44,455
8	36,860	38,400	39,905	41,445	42,950	44,490	45,995
9	37,965	39,580	41,155	42,770	44,345	45,960	47,535
10	39,070	40,760	42,405	44,095	45,740	47,430	49,075
11	40,175	41,940	43,655	45,420	47,135	48,900	50,615
12	41,280	43,120	44,905	46,745	48,530	50,370	52,155
13	42,385	44,300	46,155	48,070	49,925	51,840	53,695
14	43,490	45,480	47,405	49,395	51,320	53,310	55,235
15 *	44,540	46,560	48,515	50,535	52,490	54,510	56,465
16 *	45,590	47,640	49,625	51,675	53,660	55,710	57,695
17 *	46,640	48,720	50,735	52,815	54,830	56,910	58,925
18 *	\$47,690	\$49,800	\$51,845	\$53,955	\$56,000	\$58,110	\$60,155

* Steps 15, 16, 17 and 18 are longevity steps payable upon completion of four years service in steps 14, 15, 16, and 17 respectively.

Source: U.S. Department of Defense Civilian Personnel Management Service, Wage and Salary Division, *List of School District Minimums, Maximums and Steps*, Arlington, Va. May 2000, <http://www.cpms.osd.mil/wage/scheds/educators.htm>.

The American Federation of Teachers represents more than one million preK-12 teachers, para professionals and school-related personnel, higher education faculty and staff, health care professionals, and state and municipal employees.

