

DOCUMENT RESUME

ED 324 762

EA 022 284

AUTHOR Nelson, F. Howard
 TITLE AFT Local Union Teacher Salary Survey, 1990. Research Report.
 INSTITUTION American Federation of Teachers, Washington, D.C.
 PUB DATE Apr 90
 NOTE 80p.; Table II contains blurred print. For a related document, see EA 022 285.
 AVAILABLE FROM Publications, American Federation of Teachers, 555 New Jersey Avenue, N.W., Washington, DC 20001 (\$10.00 prepaid).
 PUB TYPE Statistical Data (110) -- Reports - Research/Technical (143)

EDRS PRICE MF01/PC04 Plus Postage.
 DESCRIPTORS Class Size; *Collective Bargaining; *Contract Salaries; Elementary Secondary Education; Expenditure per Student; National Surveys; Public Schools; School Districts; *School District Spending; *Teacher Salaries; *Teacher Student Ratio; *Unions; Urban Areas
 IDENTIFIERS *American Federation of Teachers; Large School Districts

ABSTRACT

This reference document supports the leadership of locals and state federations in collective bargaining, in designing salary comparisons, and in developing policy. Data are drawn from several sources to more fully describe the American Federation of Teachers' (AFT) largest locals and to describe the nation's largest school districts. Section 1 describes 1988-89 salaries in the school districts serving the nation's 100 largest cities with tabular analyses of rankings, regional listings, comparisons to state averages, adjustments for interarea cost-of-living differences, and comparisons to the average annual earnings of all workers in the metro area. Section 2 focuses on 1988-89 financial information in 50 of the nation's largest school districts, including expenditures per pupil, percent of funding from local sources, and general fund balances. Section 3 provides a summary of the salary schedule and some demographic data for a majority of the AFT's large locals for the 1989-90 school year. Section 4 briefly describes more than 200 contract settlements or wage agreement, each involving at least 1,000 workers, and concludes with salary information from locals that have already negotiated salary schedules for fall 1990 and later years. Twelve figures and 21 tables supplement the text, and 3 appendixes supply population and enrollment figures and a list of data sources grouped by table. (MLF)

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RESEARCH REPORT

AFT LOCAL UNION TEACHER SALARY SURVEY 1990

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RESEARCH REPORT

AFT LOCAL UNION TEACHER SALARY SURVEY 1990

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APRIL, 1990

AFT LOCAL UNION TEACHER SALARY SURVEY 1989

Foreword

This reference document supports the leadership of locals and state federations in collective bargaining, in designing salary comparisons, and in developing policy. Local and state federation leaders are encouraged to utilize the data in the most appropriate way as determined locally. Generally, the data refer only to salaries and not benefits. Except when specifically noted, the data exclude such salary-equivalent benefits as the employer's payment of a portion of employee contributions to social security or retirement plans. Most of the data in this report are available as Lotus 1-2-3 files for microcomputer customization at the local level.

Data are drawn from several sources to more fully describe the AFT's largest locals and to describe the nation's largest school districts. Locals and state federations may wish to consult Survey & Analysis of Salary Trends 1989, which reports the results of the American Federation of Teachers' annual survey of state departments of education, for a comparison of teachers' salaries among states and for national trends in teachers' salaries over the past 30 years.

Section I of this report describes 1988-89 salaries in the school districts serving the nation's 100 largest cities. This information comes primarily from salary schedules collected by the federal government as part of the process of establishing pay levels for U.S. teachers teaching abroad at defense installations. Most attention is given to the starting salary for a teacher with a BA degree and the maximum salary (without longevity increments) for a teacher with an MA degree. The average salary schedule in this data set not counting longevity reaches the maximum on the 15th step. Since the average teacher in the U.S. has a Masters degree and 16 years of experience, the MA-Maximum salary is an approximation of the average teacher salary. The tabular analyses include rankings, regional listings, comparisons to state averages, adjustments for interarea cost-of-living differences, and comparisons to the average annual earnings of all workers in the metro area. Equivalent unedited data for 1989-90 salaries will be available from the AFT Research Department in May 1990.

Section II focuses on 1988-89 financial information in 50 of the nation's largest school districts including expenditures per pupil, percent of funding from local sources, and general fund balances. The underlying data for these tabulations come from an independent survey by the national business newspaper, City & State (August 1989). The results of projected data from the 1987-88 survey are compared to the actual figures obtained in the 1988-89 survey.

Section III provides a summary of the salary schedule and some demographic data for a majority of the AFT's large locals for 1989-90--the current school year. The AFT's 100 largest locals serving elementary and secondary teachers were asked to provide salary and staffing information. About 75 responded to the survey and information from a variety of sources provided detailed information on several others. Section III contains the results of this survey including an abbreviated salary matrix for each local.

Section IV of this report briefly describes more than 200 contract settlements or wage agreements, each involving at least 1,000 workers, reported to the U.S. Department of Labor and published in Current Wage Developments between August 1988 and December 1989. Since many settlements involve two or three year contracts, wage increase estimates for 1989-90 and 1990-91 are included. Section IV concludes with salary information from locals that have already negotiated salary schedules for fall 1990 (and some for fall 1991 and fall 1992) such as Rochester, Pittsburgh, Philadelphia, New York, and others.

The data in this report are intended to be used to suit the purposes of the leadership in a particular local or state federation, such as comparing trends, or making meaningful and valid comparisons between school districts. While AFT locals in the nation's largest cities can be compared to the other large city school districts, this comparison alone does not provide information on how well AFT bargains relative to other bargaining agents or nonbargaining situations. Some of the AFT's large locals do not bargain contracts or they are in states prohibiting collective bargaining.

The Department of Research staff extends its appreciation to the various locals that responded to the 1989-90 survey and to those who reviewed drafts of this report. F. Howard Nelson, Associate Director of Research, had primary responsibility for preparing this year's report. Yvonne Bristol entered much of the data, prepared the manuscript, and assisted in other aspects of the report. Jewell Gould and Helen Nemorin assisted in various other aspects of the report.

Executive Summary

In the school districts serving the nation's 100 largest cities, the 1988-89 average maximum salary for teachers with a masters degree reached \$34,271. This figure ranged from a low of \$24,271 in Baton Rouge to a high of \$47,892 in Rochester (Figure 2). In these same districts, the average beginning salary for a teacher with only a bachelors degree climbed to the \$20,105 mark, ranging from a low of \$16,391 in Little Rock to \$28,067 in Rochester (Figure 3).

The average maximum salary for a teacher with a masters degree in the nation's 100 largest cities of \$34,271 grew from \$32,623 the previous year and from \$30,990 two years before (Figure 4). This figure remains about \$4,000 above the national average teacher salary. On the other hand, the beginning salary in the 100 largest cities remained only about \$500 ahead of the national average (Figure 5). When adjusted for the higher cost of living in big cities, big city beginning salaries fell below the national average.

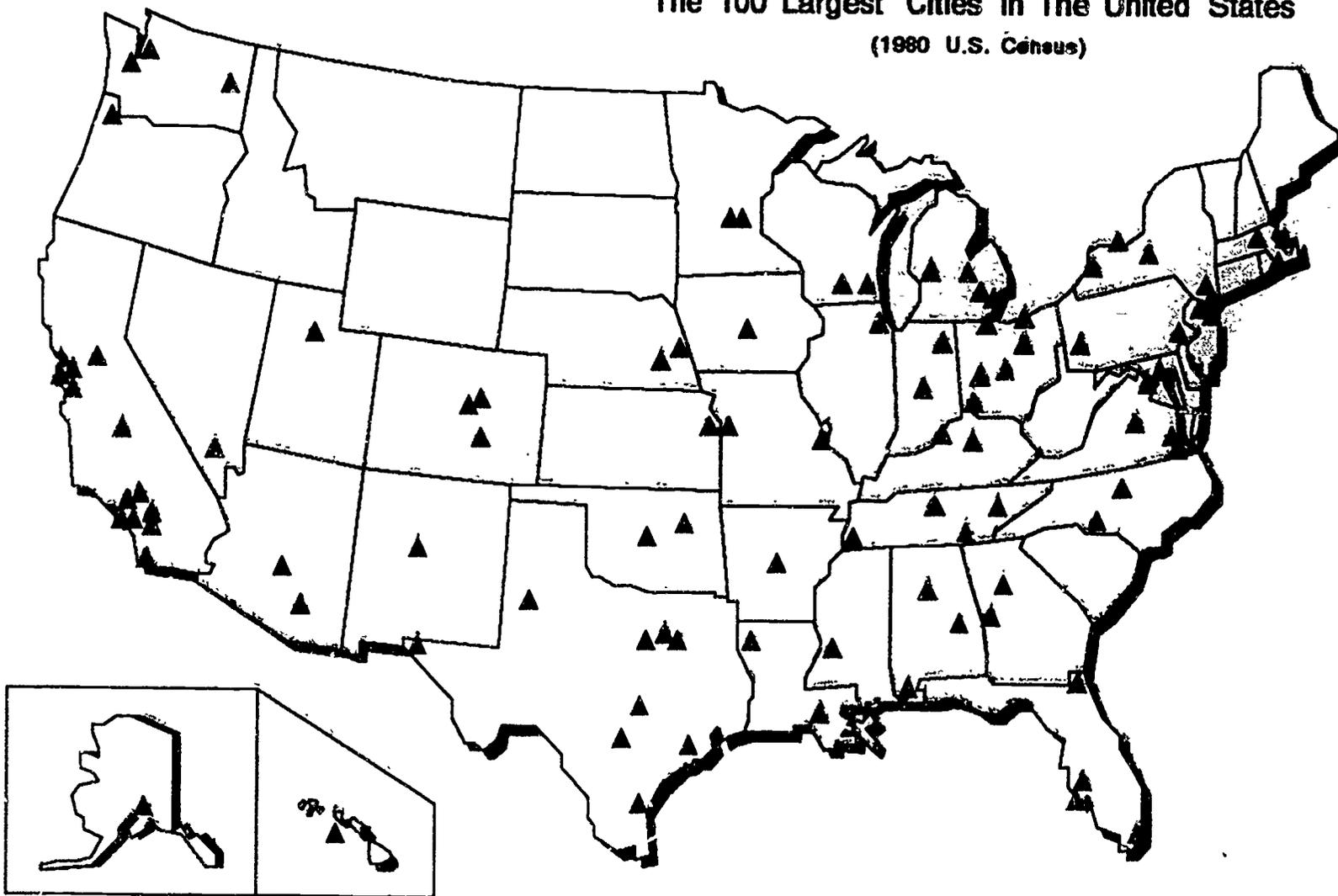
Class size in the 50 districts with the largest school budgets in the nation is about 17 students per classroom teacher compared to the national average of 17.4 (Figure 6). General fund spending averaged \$4,365 per pupil in 1988-89 in the 50 big districts, up from \$3,742 two years ago (Figure 7). The big city average is only about \$100 above the national average for current expenditure per pupil. Nearly half of general fund revenues in the 50 largest districts--48.7 percent--came from local sources (Figure 8). In the previous two years, the comparable figure was 45 to 46 percent. Even in 1986-87 and 1987-88, the large district reliance on local revenue exceeded the national average for all school districts of 43.4 and 43.7 percent. The ending general fund balance in the 50 large districts rose from 5.5 percent in 1985-86 to 6.4 percent in 1986-87 and then fell to 5.9 percent in 1987-88 (Figure 9). For the two years with both projected and actual fund balance data, the actual fund balance exceeded the projections.

Projections based on more than 100 negotiated contracts or wage agreements covering 1,000 or more workers indicate salary gains of almost 6 percent for 1989-90--the current school year (Figure 11). Similar data for 1990-91 project an increase in excess of 6 percent. Projections in 1986-87, 1987-88 and 1988-89 corresponded very closely to the actual national average for all school districts.

Figure 12 contains selected salary information from multi-year contracts negotiated by large AFT locals for 1990-91 and subsequent years. Several locals will have maximum salaries exceeding \$65,000. A significant number of contracts contain salaries in excess of \$50,000 for teachers with a masters degree and 15 years of experience. About one in three of these large AFT districts will have beginning salaries exceeding \$26,000 in place by next fall during the 1990-91 school year.

Figure 1

The 100 Largest Cities In The United States
(1980 U.S. Census)



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Figure 2

Maximum Salary With Masters Degree, 1988-89

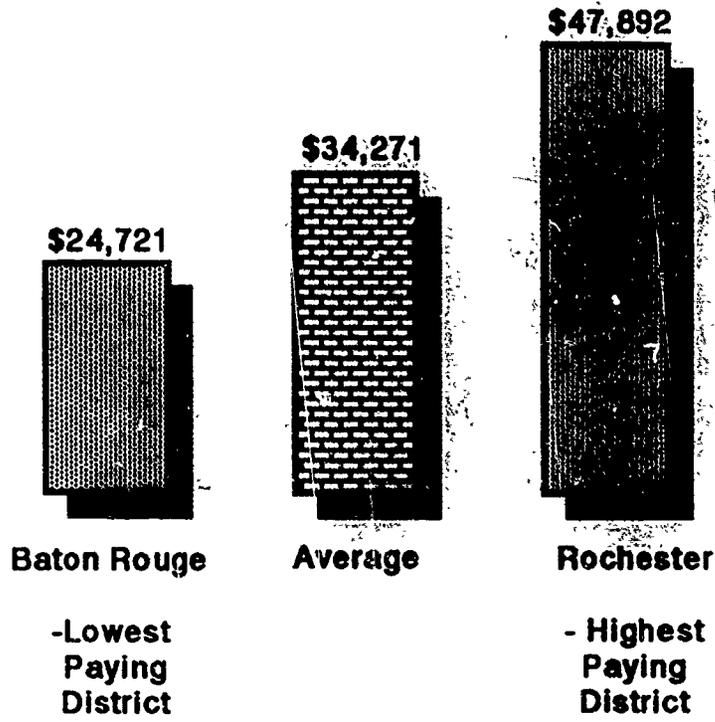


Figure 3

Minimum Salary With A Bachelors Degree, 1988-89

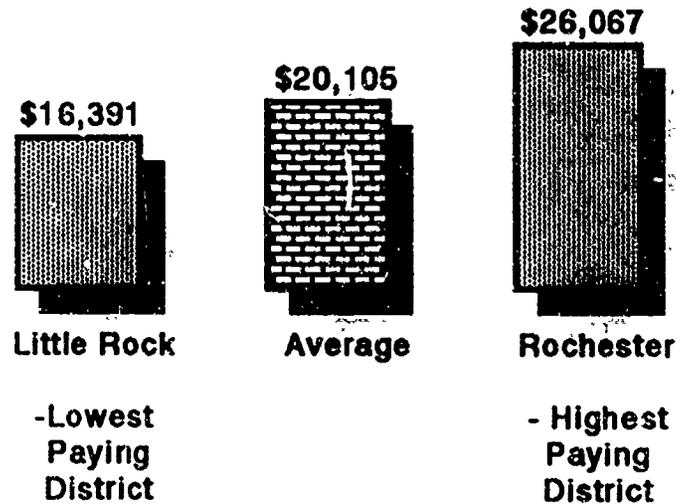


Figure 4

Maximum Salary For Teachers With a Masters Degree in the 100 Largest Cities Exceeds The National Average Salary

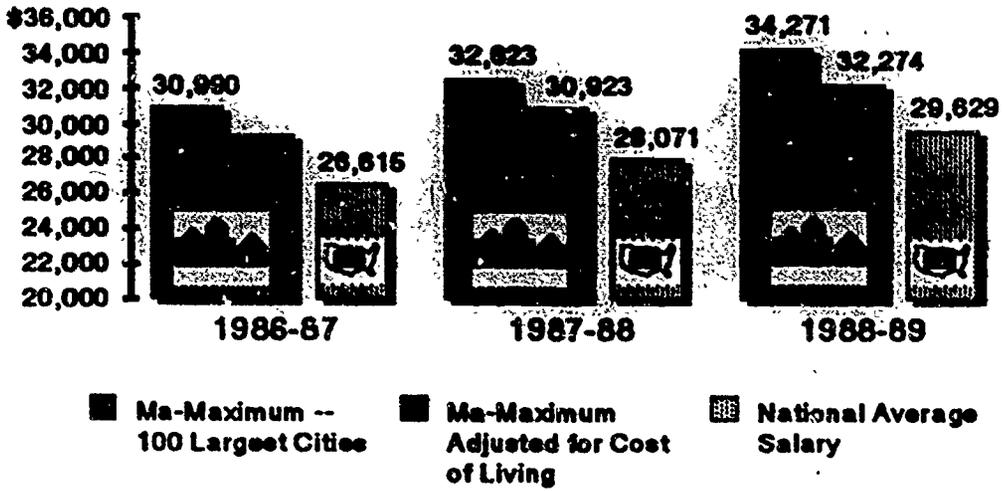
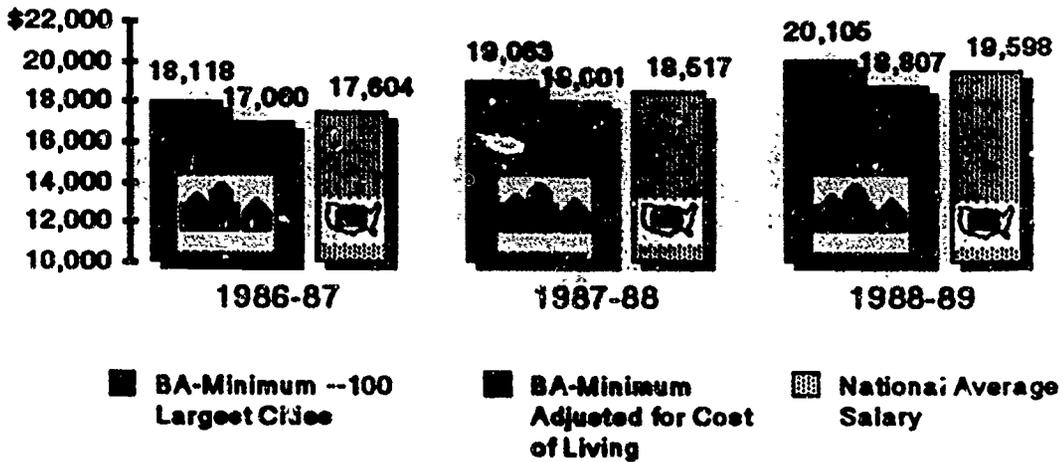


Figure 5

Beginning Teacher Salaries Fall Below National Average Beginning Teachers Salary After Cost-Of-Living Adjustments*



* Adjusted to the cost of living in 290 cities, not the national average.

Figure 6

Class Size Is About the Same In Large Cities As The National Average

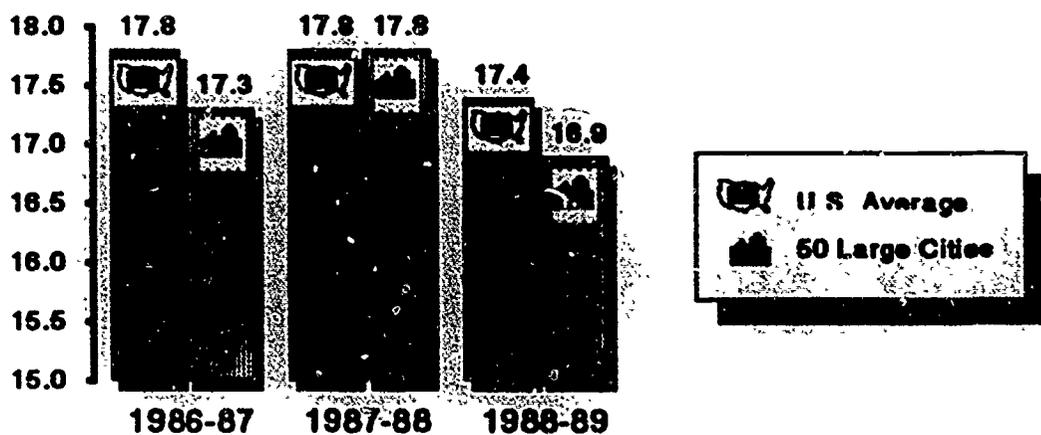


Figure 7

Per Pupil Spending In Large Cities Exceeds The National Average By A Small Amount

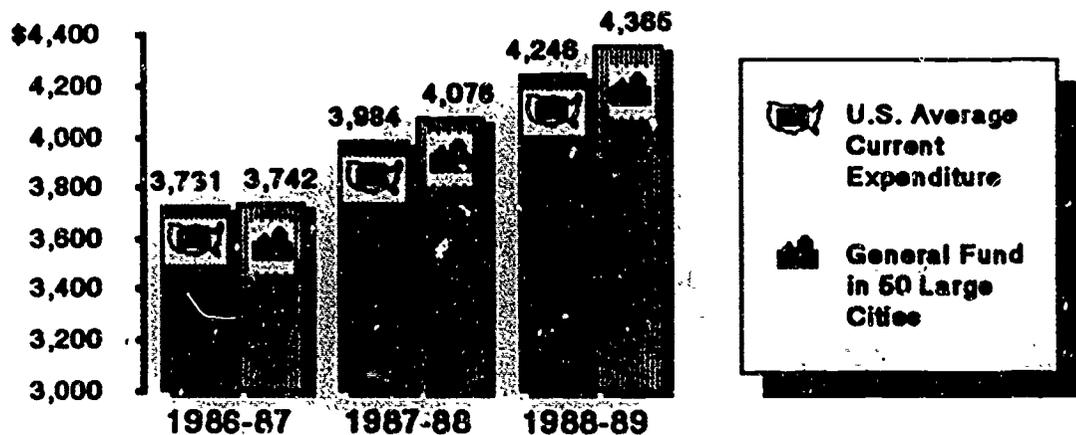


Figure 8

Local Revenue Is More Important To Large City Districts Than To The Average District

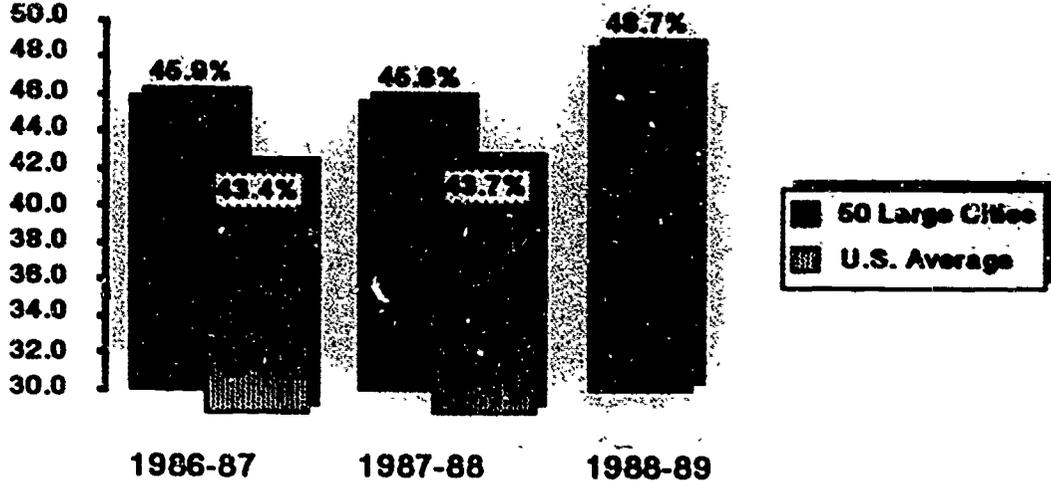


Figure 9

Actual Fund Balances Exceed Projections In 50 Large Cities

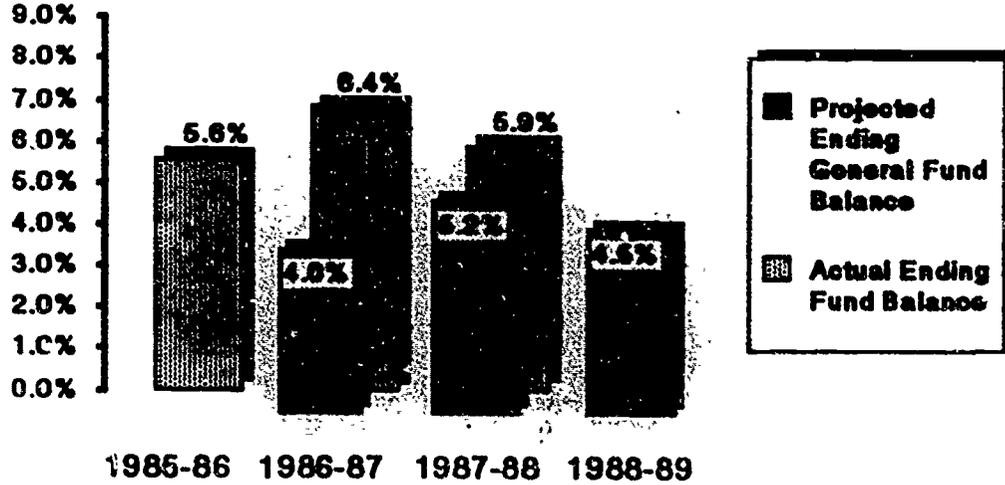
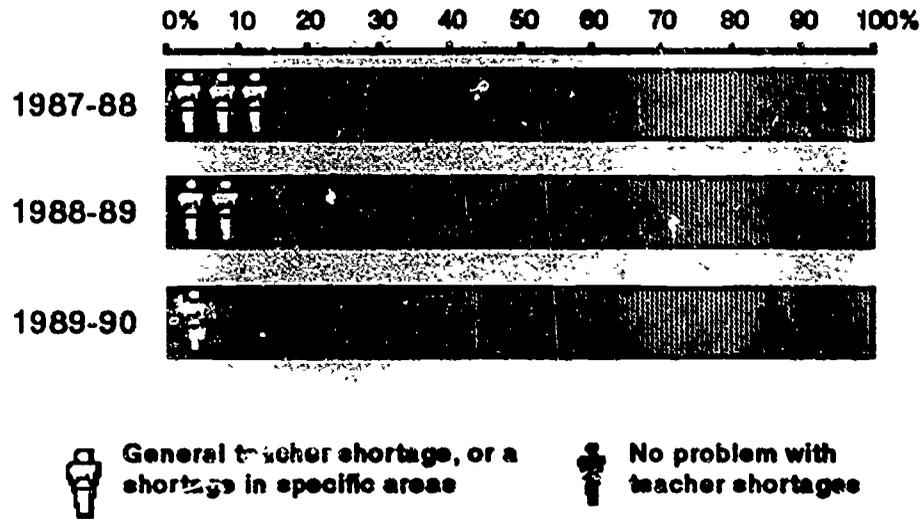


Figure 10

**General Or Specific Teacher Shortages Have Become
Less of A Problem According to Union Leaders**



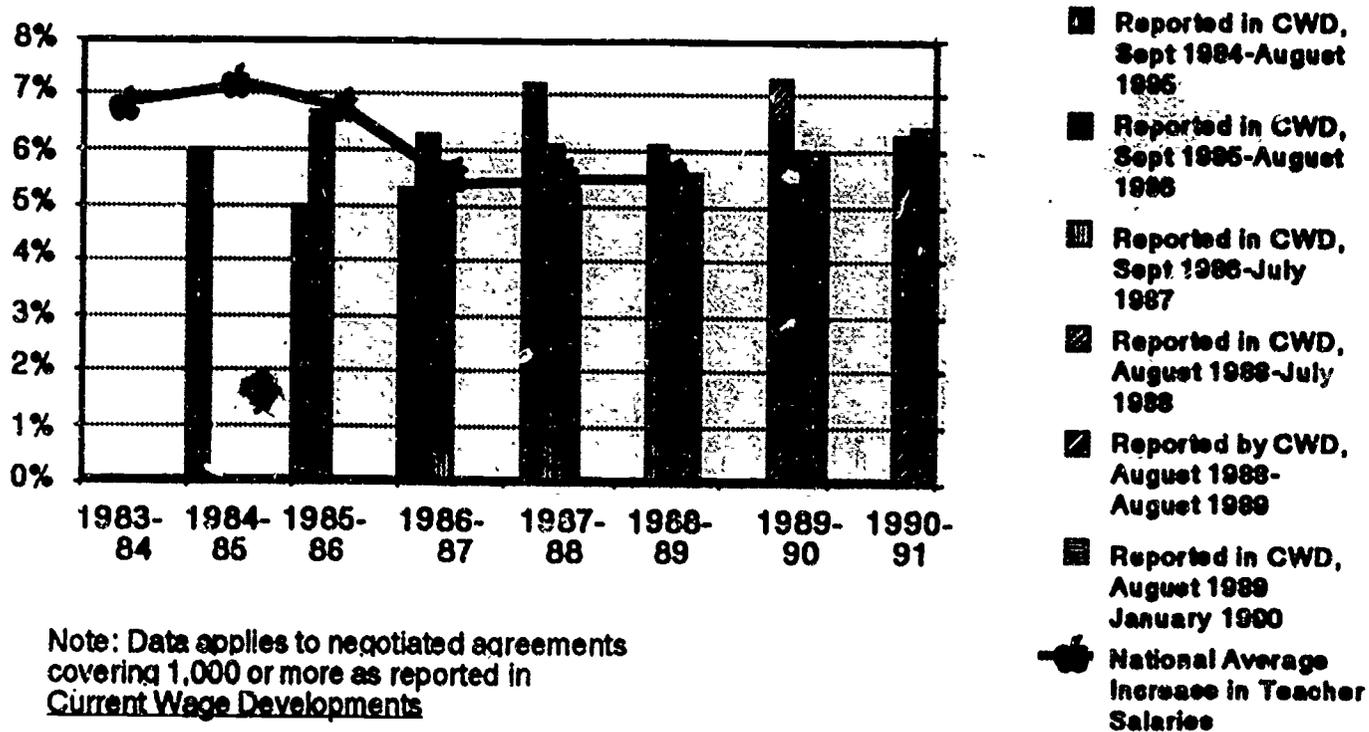
General teacher shortage, or a shortage in specific areas



No problem with teacher shortages

Figure 11

Average Annual Salary Adjustments for Teachers
--Projections for 1989-90 and 1990-91



00 14

Figure 12

SETTLEMENTS IN SELECTED LARGE AFT LOCALS IN 1990-91 and 1991-92

	Year	BA Beginning	MA 15 Years	Maximum	Steps to Maximum
Baltimore, MD	1990-91	22,162	40,339	43,002	15
Bloomington, MN	1990-91	23,649	42,993	48,049	13
Bristol, CT	1990-91	23,312	48,612	52,176	6
Cincinnati, OH	1990-91	21,679	42,672	44,847	13
Dade Co.(Miami), FL	1990-91	26,500	45,400	49,400	14
Dearborn, MI	1990-91	24,075	49,375	53,795	11
Duluth, MN	1990-91	20,815	39,675	42,324	9
Half Hollow Hills, NY	1990-91	25,623	50,962	69,537	23
	1991-92	27,937	55,440	75,796	23
Kingston, NY	1990-91	27,675	39,585	45,025	20
	1991-92	28,775	41,935	47,785	20
Liverpool, NY	1990-91	26,245	39,897	53,347	27
	1991-92	28,416	42,626	58,006	27
Meriden, CT	1990-91	29,681	47,810	50,859	11
Minneapolis, MN	1990-91	22,192	41,869	47,273	11
Nassau BOCES, NY	1990-91	26,768	50,785	72,384	15
Nashua, NH	1990-91	23,066	42,291	44,549	12
	1991-92	25,031	46,763	50,082	12
New Haven, CT	1990-91	27,409	52,658	58,275	13
	1991-92	28,876	56,802	62,812	13
Newark, NJ	1990-91	23,867	46,232	50,757	13
Newburgh	1990-91	22,820	40,750	46,290	13
Norwalk, CT	1990-91	26,950	46,950	60,950	10
Osseo, MN	1990-91	22,200	41,630	45,160	12
Philadelphia, PA	1990-91	24,000	43,260	49,600	11
	1991-92	26,000	45,850	54,000	11
Pittsburgh, PA	1990-91	26,000	48,000	50,100	10
	1991-92	28,000	50,990	52,100	10
Providence, RI	1990-91	21,284	41,609	42,411	10
Robbinsdale, MN	1990-91	22,585	42,450	47,110	10
St. Lucie County, FL	1990-91	22,327	35,722	38,077	15
St. Paul, MN	1990-91	23,465	42,060	47,849	12
Smithtown, NY	1990-91	28,771	58,664	64,225	18
Suffolk-2 BOCES, NY	1990-91	22,543	49,010	60,154	18
Utica, NY	1990-91	20,100	42,665	46,370	15
Valley Stream, NY	1990-91	28,686	55,291	63,571	15
Virgin Islands	1990-91	20,225	38,002	47,435	21
Wappingers, NY	1990-91	26,551	53,342	56,975	20
	1991-92	28,410	57,076	60,694	20
Warwick, RI	1990-91	21,559	41,262	42,012	10

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I. Teacher Salaries in Schools Serving the Nation's One Hundred Largest Cities

This section of the AFT Local Union Teacher Salary Survey focuses on teacher salaries in school districts serving the nation's 100 largest cities. Information is presented on the entry level salary, the highest scheduled salary for a Masters degree reached in continuous steps, and the maximum salary regardless of degree. Generally, the MA-Maximum and the maximum figures do not include "longevity" increments--the small occasional salary increases added to the schedule in some districts for teachers who reached the maximum several years earlier.

The average teacher in the United States has a Masters degree and about 16 years of experience. On average the top of the typical salary schedule is reached in the 15th year in these 100 districts as shown in Table I-1. Thus, the MA-Maximum salary approximately describes the average teacher. In addition to listing the BA-Minimum, MA-Maximum and maximum salaries, these data are ranked, listed by region, compared to state averages, adjusted for interarea cost-of-living differences, and compared to the earnings of other workers in the metropolitan area.

The teacher salary data in this section comes from the Department of Defense Wage Fixing Authority. Congress requires that the estimated 12,000 teachers in the Department of Defense Dependents (DOD) school system be paid at the same rate as teachers in U.S. cities of more than 100,000 in population. In the 1980 decennial census, 170 school districts served cities of more than 100,000 in population. These cities comprise the DOD data base used to calculate salaries for the overseas teachers. Sometimes two school districts serve a single city. Some very large county school districts, usually in the South, are excluded because they contain no large city. The DOD Wage Fixing Authority gets contracts or wage agreements from every one of these 170 school districts. This section uses data for the 100 largest city districts. Basic data for the other 70 districts are available from the AFT Research Department. Since contracts are collected in October and November, contract settlements and wage changes occurring in subsequent months are not recorded until the following year. Figures for Los Angeles and Detroit, however, have been updated to reflect subsequent settlements.

The DOD Wage Fixing Authority collects beginning and maximum salaries for the BA, MA, and maximum pay lanes. Every effort is made to equate one step with one year of experience. The maximum salary in each lane represents the top salary reached in continuous annual increments rather than the maximum salary including all longevity increments. Maximum salaries apply only to the regular

school day and school year, so they exclude extended day and summer employment. The following tables list the number of steps next to the salary figures to indicate that maximum salaries represent different levels of experience depending on the district. Many districts have longevity increases on top of the "maximum" salary, which tend to award small salary increases to teachers on a periodic basis after the continuous-step maximum has been reached. For examples of longevity increments, see Section III of this report where these data were collected for many of the AFT's largest locals.

The data in this study are presented as collected by the DOD Wage Fixing Authority except as noted in Table I-1. New York's salary schedule had semiannual increases for eight years and then sizable jumps in the 10th, 13th, and 15th year for an additional \$5,691 for each teacher by the 15th year. Similarly, Baltimore's schedule had 12 continuous increments although a teacher with an MA gets about \$7,000 more in their 15th year compared to the 12th year. In both cases, the 15 year figure is used. Chicago's figures have the 7 percent of the employee's share of the pension contribution picked up by the employer added to the printed salary schedule. In St. Louis, the salary schedule had 11 steps but it takes a teacher about 20 years to get to the top of the schedule. The DOD Wage Fixing Authority misinterpreted Hawaii's schedule, but the correct data is presented in this report.

District salary schedules that do not specify a specific pay level for a Masters degree or a maximum are absent in the DOD data thus necessitating most of the remainder of the estimates adjustments in the following tables. Estimates come from the AFT local union teacher salary survey and Educational Research Service data.

The complete DOD data base includes minimum and maximum salaries for the BA, MA, and maximum pay lanes. Hard copy of these data for the 170 largest cities in unedited form can be obtained by writing to the AFT Research Department. The DOD data for 1989-90 will be available to the AFT in May and can also be obtained by writing to the AFT Department of Research.

Highlights

Salaries Listed by City Size--Table I-1

- o Rochester, New York had the highest maximum salary in 1988-89 at \$57,896 followed by Anchorage (\$51,963), Jersey City (\$51,585), Yonkers (\$46,993), and Long Beach (\$46,227).

- o At \$26,566, **Baton Rouge** had the lowest maximum salary--less than half the maximum salary in Rochester, New York.

MA-Maximum Salaries--Table I-2

- o At the MA-Maximum level, the top 20 districts paid more than \$38,000 and more than half of them--Rochester, Pittsburgh, New York, Yonkers, Newark, Detroit, Los Angeles, Philadelphia, Miami, Minneapolis, and Washington, D.C.--are AFT affiliated bargaining units.
- o Baton Rouge had the lowest MA-Maximum salary at \$24,721 followed by Shreveport, Albuquerque, Mobile, and New Orleans.
- o Only two Southeastern or Southwestern cities ranked in the top 40. Miami's \$38,500 level was reached after just 12 years and ranked 18th nationally. Virginia Beach ranked 22nd and reached \$38,080 after 22 years.

BA-Minimum Salaries--Table I-3

- o In 1988-89, 47 of the 100 districts paid more than \$20,000 for beginning teachers at the Bachelors level, but only Los Angeles (\$25,316), Rochester (\$26,067), Riverside (\$24,268), San Francisco (\$24,280), and Boston (\$24,031) paid more than \$24,000. Six of the top 10 are located in California.
- o Eight Southeastern cities ranked in the top forty according to starting salaries, compared to finding just two of the top forty when ranked by MA-Maximum salaries.
- o Only six districts paid beginning teachers less than \$17,000 in 1988-89 with Little Rock at the bottom paying just \$16,391 followed by New Orleans, Tulsa, Louisville and Tacoma, Washington.

Regional Rankings--Table I-4

- o AFT affiliates in Providence and Boston represent teachers in the two large city districts with the highest MA-Maximum salaries in New England.
- o AFT affiliates represent 9 of the 11 districts in the Mideast serving one of the 100 largest cities. Five of them rank in the top ten in the nation according to MA-maximum salaries.

- o In the Midwest region, five of the top seven districts as measured by the MA-Maximum salary--Detroit, Minneapolis, St. Paul, Chicago, and Cleveland--are AFT affiliates.
- o While all of the districts in New England, the Midwest, and the Midwest paid more than \$33,000 at the MA-Maximum level, only 8 of 25 Southeastern states, 2 of the 7 Plains cities, 6 of 14 Southwestern cities, and 9 of 17 for Western states paid more than \$33,000.

How Fast and How Far to the Top--Tables I-5 and I-6

In Table I-5, the difference between the beginning salary at the BA level and the maximum salary at the MA level is divided by the number of steps on the salary schedule. This average annual salary increase represents what a new teacher with a BA could expect to gain by moving to the top of the schedule at the Masters level without the benefit of across-the-board salary increases. In Table I-6, the MA-Maximum salary is divided by the BA-Minimum salary to create a ratio that describes how well experienced teachers with a Masters degree are rewarded relative to beginning teachers. Highlights include:

- o The average district had 16 steps worth \$981 each in moving from the starting to the MA-Maximum.
- o Pittsburgh with a \$2,050 annual change in reaching the MA-Maximum level was the only district with an annual change above the \$2,000 mark. Warren, Michigan, Boston and Providence advanced at a rate exceeding \$1,800 per year.
- o Not surprisingly, districts with large annual increases between the BA-Minimum and MA-Maximum level have short salary schedules with eight of the top ten having eleven or fewer steps, one having twelve steps, and the other, thirteen steps.
- o Of the top ten districts according to the average annual dollar change between BA-Minimum and MA-Maximum salaries, seven are AFT affiliates--Pittsburgh, Boston, Providence, Philadelphia, Detroit, Minneapolis, and Newark.
- o Five districts--Montgomery County (\$310), Lubbock (\$340), Mobile (\$370), Corpus Christi (\$461), and Jackson (\$494)--had average annual changes of \$500 or less in moving from the BA-Minimum to the MA-Maximum level.
- o The MA-Maximum to the BA-Beginning salary ratio averaged 1.69 in the 100 districts.

- o Only four districts had MA-Maximum salaries at least double the size of starting salaries with Jersey City at 2.11, having had the highest ratio.
- o Ranked by the MA-Maximum to BA-Minimum ratio, 9 of the top 15 districts are AFT affiliates.
- o In 12 districts, MA teachers at the top of the salary schedule had salaries that were less than 50 percent higher than beginning teachers. Four were in California and five were in the Southeast.

Salaries Adjusted by An Interarea Cost-of-Living Index--Table I-7 and I-8

School officials often argue that salary variations among districts, especially when making national comparisons, are explained primarily by cost-of-living differences. While intuitively correct, the magnitude of the effect of cost-of-living differences on salaries remains largely unstudied. One reason is that the federal government stopped calculating interarea cost-of-living differentials in Autumn 1981. At one time, the Bureau of Labor Statistics calculated indexes for as many as 45 metropolitan areas.

The interarea cost-of-living index in Table I-7 is based on the "Intercity Cost of Living Index" calculated by the American Chamber of Commerce Researchers Association (ACCRA) for approximately 290 cities during the first three quarters of 1989. The ACCRA index is composed of items and is weighted to reflect a mid-management executive family's pattern of expenditures. All items are priced at the local level by Chamber of Commerce research personnel at a specified time and by standard specifications. The index omits state and local taxes. The housing component of the index is based partly on monthly rent for a two-bedroom unfurnished apartment and partly on the cost of a new 1,800 square foot house on a lot of approximately 10,000 square feet in an urban area. Cities participating in the index are compared with the national average of 100 for all participating cities. Spreads of three or fewer index points do not represent statistically significant differences in the indexes according to ACCRA.

Participation in the ACCRA cost-of-living index is voluntary, and 13 of the nation's 100 largest cities are not in the index. As noted in Table I-7, an index was estimated for these cities based on either the index of nearby cities or suburbs, or a regression procedure similar to the method used by the AFT to develop the interstate cost-of-living index (technical paper available from the Research Department).

The ACCRA index in Table I-7 shows:

- o The 100 largest cities had an unweighted average cost-of-living index of 106.9 (100 is the average of approximately 289 cities participating in the ACCRA index).
- o New York, Boston, and San Francisco had the highest cost-of-living indexes with indexes in the 140 to 150 range followed by the metro areas around New York City, Los Angeles and surrounding cities, Washington, D.C., San Diego, Philadelphia, Anchorage and Honolulu which all bunched in the 125 to 135 range.
- o Chattanooga registered the lowest index of the nation's 100 largest cities at 90.2, and 10 other districts in the west, south and midwest had indexes below or at 94.0.

MA-Maximum salaries were adjusted with the ACCRA Index (by dividing the salary by the index) in Table I-8, yielding the following results:

- o After indexing MA-Maximum salaries with the cost-of-living index, low-paying districts still tended to rank low and high-paying districts still tended to rank high. Only 14 districts that ranked below average climbed into the top half of the adjusted MA-Maximum ranking.
- o Rochester and Pittsburgh, ranked first and second according to the adjusted MA-Maximum salary, ranked first and fourth without adjustments.
- o Among the more dramatic upward changes in rankings, Omaha's adjusted MA-Maximum ranked 4th instead of 30th, Colorado Springs ranked 5th instead of 40th, Akron, Ohio ranked 11th instead of 43rd, and Jacksonville ranked 17th instead of 57th.
- o The most dramatic downward changes occurred in the high cost-of-living index areas with Boston falling to 100th from 31st; San Francisco falling to 99th from 34th; Washington, D.C. falling to 74th from 20th; Newark falling to 64th from 8th; New York City falling to 90th from 5th; and Yonkers falling to 91st from 6th.

Teacher Salaries Compared to The Average Annual Pay of All Workers in Metropolitan Areas--Table I-11.

Another way to adjust teacher's pay for differences among cities in prices and the standard of living is to compare teacher salaries to the earnings of other workers. Table I-11 compares the MA-Maximum teacher salary to the metropolitan area average annual pay. These data are collected by the U.S. Department of Labor.

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. The "average" pay is computed by dividing total annual pay of both full- and part-time employees covered by unemployment insurance programs by the average monthly number of these employees. Generally excluded from unemployment insurance coverage are most agriculture workers on small farms, railroad workers, most domestic employees, student workers and the self-employed.

Highlights of the teacher salary-annual pay ratio comparison include:

- o The average teacher at the MA-Maximum level in school districts serving the 100 largest cities earned 50 percent more than the average metro-area annual pay with 42 districts having ratios between 1.40 and 1.60.
- o Rochester, which ranked 1st according to MA-Maximum salaries, also had the highest ratio at 2.04 followed by Virginia Beach, which ranked 23rd according to MA-Maximum salaries. Other big gainers included 4th ranked Fresno, 6th ranked El Paso, 15th ranked St. Petersburg, and 18th ranked Columbus, Georgia, districts which had been ranked 46th, 64th, 61st and 79th, respectively.
- o Of the 10 lowest ranked districts according to the teacher salary-annual pay ratio, 7 had been ranked in the bottom 15 according to MA-Maximum salaries, and the other three--San Jose, Oakland, and San Francisco are located in Northern California.
- o San Jose had the lowest ratio at 1.10 followed by Seattle, and Oakland, both on the West Coast.

MA-Maximum Salaries Compared to the State Average--Table I-12

Union locals frequently compare their salaries to other districts in the metro area and other districts in the state. Table I-12 contains a comparison of MA-Maximum salaries to the state average salary for teachers of all degree and experience levels (from the AFT's Survey & Analysis of Salary Trends, 1989).

Highlights include:

- o School districts serving the nation's 100 largest cities had MA-Maximum salaries 16 percent higher than the state average, with 57 districts paying more than 5 percent, but less than 25 percent above the state average.
- o Omaha, where teachers at the MA-Maximum level are paid 54 percent more than the state average, had the most advantage over the state average followed by Miami, St. Louis, Jersey City and Pittsburgh.

- o **Sacramento paid only 88 percent of the state average. Oakland, Syracuse, San Jose and Spokane ranked at the bottom with Sacramento.**
- o **Only 10 districts paid less than the state average, and half are in California.**

TABLE I-1

**1988-89 BA-MINIMUM, MA-MAXIMUM, AND MAXIMUM SALARIES
RANKED BY CITY SIZE (1980 CENSUS)**

	-----BA-----		-----MA-----		-----MAX-----		Steps To Maximum
	Minimum	Rank	Maximum	Rank	Maximum	Rank	
1 NEW YORK, NY	\$23,000	12	\$42,345 f	i	\$45,504 f	7	15 f
2 CHICAGO, IL	19,002 e	67	37,958 e	21	40,579 e	30	15
3 LOS ANGELES, CA	25,318	2	38,798	16	41,279	25	10
4 PHILADELPHIA, PA	20,000	45	38,778	17	44,951	8	11
5 HOUSTON, TX	20,000	48	33,500	59	36,500	62	20
6 DETROIT, MI	22,324	18	40,503	9	41,555	23	11
7 DALLAS, TX	21,030	30	34,200	55	34,200	77	19
8 SAN DIEGO, CA	21,031	29	35,109	44	43,252	18	12
9 PHOENIX, AZ	20,123	42	36,473	33	41,252 b	26	13
10 BALTIMORE, MD	19,000	69	34,661 f	52	36,961 f	57	12 f
11 SAN ANTONIO, TX	18,500	77	34,553	53	34,598 b	72	16
12 INDIANAPOLIS, IN	17,994	87	34,987	48	37,232	53	20
13 SAN FRANCISCO, CA	24,260	4	36,313 a	34	43,420 b	14	14
14 MEMPHIS, TN	19,100	66	31,327	69	36,553	60	22
15 WASHINGTON, DC	21,357	27	36,194	20	40,458	32	13
16 SAN JOSE, CA	21,922	22	32,414	63	38,921	41	10
17 MILWAUKEE, WI	20,158	41	36,874	29	40,243 b	33	16
18 CLEVELAND, OH	19,344	60	37,221	28	39,048 a	39	16
19 COLUMBUS, OH	20,619	34	36,588	32	39,694	35	15
20 BOSTON, MA	24,031	5	36,700	31	41,080	28	7
21 NEW ORLEANS, LA	16,543	99	26,800	95	27,578	98	15
22 JACKSONVILLE, FL	18,810	74	33,726	57	36,128	64	18
23 SEATTLE, WA	17,600	88	28,008	89	36,340	63	12
24 DENVER, CO	17,392	91	34,906	45	42,856	20	13
25 NASHVILLE-DAVIDSON, TN	18,200	82	31,304	70	37,128	54	16
26 ST. LOUIS, MO	20,810	35	36,048 f	36	38,848 f	42	20 f
27 KANSAS CITY, MO	18,000	85	30,510	77	36,000	66	15
28 EL PASO, TX	18,300	80	32,330	64	32,330	85	24
29 ATLANTA, GA	22,050	19	34,896	47	43,368	16	14
30 PITTSBURGH, PA	22,000	21	42,500	4	44,100	10	10
31 OKLAHOMA CITY, OK	17,034	94	26,909	95	27,954	97	18
32 CINCINNATI, OH	18,977	71	35,774	39	38,951	40	13
33 FORT WORTH, TX	20,000	47	32,500	62	33,100 b	82	25
34 MINNEAPOLIS, MN	20,324	37	38,345	19	43,294	17	11
35 PORTLAND, OR	19,216	62	31,963	66	36,529	61	16
36 HONOLULU, HI	23,035	11	37,400	24	43,979	11	14
37 LONG BEACH, CA	23,423	9	39,532	13	46,227	5	14
38 TULSA, OK	16,563	98	29,093	84	34,589	73	15
39 BUFFALO, NY	19,432	59	34,017	49	37,994	46	14
40 TOLEDO, OH	20,250	39	35,800 f	38	35,875 f	67	15
41 MIAMI, FL	23,000	13	38,500	18	42,500	21	14
42 AUSTIN, TX	19,450	58	30,960	75	30,950 b	92	15
43 OAKLAND, CA	23,220	10	30,970 a	73	37,279	51	13
44 ALBUQUERQUE, NM	17,200	92	20,215	98	30,015	94	17
45 TUCSON, AZ	19,640	54	36,263	35	39,280	37	13
46 NEWARK, NJ	20,867	33	40,832	8	42,357	22	12
47 CHARLOTTE, NC	19,628	55	34,806	50	37,336	49	24
48 OMAHA, NE	18,400	79	36,800	30	40,480	31	19
49 LOUISVILLE, KY	16,644	97	30,456	78	34,034	78	16
50 BIRMINGHAM, AL	19,818	51	27,620	91	31,046	91	11

(continued)

TABLE F-1 (Continued)

	-----BA-----		-----MA-----		-----MAX-----		Steps To Maximum
	Minimum	Rank	Maximum	Rank	Maximum	Rank	
51 WICHITA, KS	\$20,019	44	\$28,309	87	\$31,886	87	11
52 SACRAMENTO, CA	21,867	23	30,982	74	37,638	48	12
53 TAMPA, FL	19,051	68	31,282	71	32,757	83	17
54 ST. PAUL, MN	21,283	28	38,180	21	43,400	15	12
55 NORFOLK, VA	21,535	26	34,780	51	37,240	52	18
56 VIRGINIA BEACH, VA	22,000	20	35,040	32	38,280	38	23
57 ROCHESTER, NY	28,067	1	47,882	1	57,388	1	28
58 AKRON, OH	18,890	73	35,210	43	37,030	58	13
59 ST. PETERSBURG, FL	20,250	40	33,200	61	34,900	71	17
60 CORPUS CHRISTI, TX	19,200	63	30,275	81	31,775	88	24
61 JERSEY CITY, NJ	21,550	25	45,585	2	51,585	3	17
62 ANAHEIM, CA	22,398	15	38,758	11	42,958	19	12
63 BATON ROUGE, LA	17,523	89	24,721	100	28,588	100	14
64 RICHMOND, VA	20,301	38	32,212	85	33,212	81	18
65 FRESNO, CA	22,884	14	34,839 a	48	38,808 a	43	6
66 COLORADO SPRINGS, CO	19,820	50	35,854	40	43,778	13	17
67 SHREVEPORT, LA	18,068	83	25,828	99	27,280	99	15
68 LEXINGTON-FAYETTE, KY	19,148	64	31,108	72	36,004	65	16
69 SANTA ANA, CA	22,117	18	39,071	15	39,571	36	12
70 DAYTON, OH	20,111	43	34,497	54	36,860	58	15
71 JACKSON, MS	18,694	76	28,582	86	33,638 a	79	20
72 MOBILE, AL	18,929	72	28,327	97	28,000 b	96	20
73 YONKERS, NY	20,879	32	42,245	6	46,983	4	15
74 DES MOINES, IA	18,250	81	31,408	68	34,443	74	18
75 KNOXVILLE, TN	18,040	84	28,315	88	31,200	89	18
76 GRAND RAPIDS, MI	20,878	31	37,140	27	38,192	44	11
77 MONTGOMERY, AL	19,578	57	27,320	93	29,569 a	95	25
78 LUBBOCK, TX	18,000	88	30,400	80	30,800 b	83	36
79 ANCHORAGE, AK	23,863	6	41,338	7	51,983	2	11
80 FORT WAYNE, IN	19,633	55	38,810	28	39,855	34	18
81 LINCOLN, NE	17,475	90	31,889	67	35,154	70	17
82 SPOKANE, WA	16,792	95	27,002	94	33,249	80	11
83 RIVERSIDE, CA	24,268	3	39,785	10	44,339	9	14
84 MADISON, WI	19,688	52	35,438	42	41,345 a	24	15
85 HUNTINGTON BEACH, CA	23,799	7	39,184 c	14	41,105 b	27	10
86 SYRACUSE, NY	23,443	8	33,316 c	60	34,219 c	75	15
87 CHATTANOOGA, TN	19,000	70	30,567	78	32,582	84	17
88 COLUMBUS, GA	19,835	49	30,428	79	37,689	47	18
89 LAS VEGAS, NV	18,409	78	30,082	82	37,318 c	50	11
90 SALT LAKE CITY, UT	17,168	93	29,042	85	32,138 b	86	12
91 WORCHESTER, MA	19,652	53	33,885	58	35,220 a	69	11
92 WARREN, MI	22,133	17	43,968	3	48,159 b	6	12
93 KANSAS CITY, KS	18,800	75	27,884	90	35,604	68	15
94 ARLINGTON, TX	19,907	48	35,588		37,088	55	20
95 FLINT, MI	21,622	24	39,851	12	43,828	12	12
96 AURORA, CO	19,133	65	35,934	37	40,890	29	13
97 TACOMA, WA	18,688	98	30,035	83	34,208	76	13
98 LITTLE ROCK, AR	16,391	100	27,488	92	31,088	90	14
99 PROVIDENCE, RI	19,305	61	37,360	25	38,132	45	10
100 GREENSBORO, NC	20,350	38	34,080	58	38,610	59	21
AVERAGE	\$20,106		\$34,271		\$37,800		7.9

Note: Longevity increments are not included in the maximum salary figures. The steps column represents years to the maximum in the MA paylane. Maximum corresponds to the Ph.D. paylane except as noted. a=AFT estimate, b=maximum scheduled salary listed by the ERS, c=15 years of experience, d=BA+30, e=includes 7% pension pick-up, and f=not continuous increments.

TABLE I-2

**1988-89 BA-MINIMUM AND MA-MAXIMUM SALARIES
RANKED BY MA-MAXIMUM SALARY**

	BA		MA Medium	Steps To Max		BA		MA Medium	Steps To Max
	Minimum	Rank				Minimum	Rank		
1 ROCHESTER, NY	\$28,067	1	\$47,882	28	51 NORFOLK, VA	\$21,535	26	\$34,750	18
2 JERSEY CITY, NJ	21,550	25	45,585	17	52 BALTIMORE, MD	19,000	69	34,661	12
3 WARREN, MI	22,133	17	43,668	12	53 SAN ANTONIO, TX	18,500	77	34,598	16
4 PITTSBURGH, PA	22,000	21	42,500	10	54 DAYTON, OH	20,111	43	34,497	15
5 NEW YORK, NY	23,000	12	42,345	15	55 DALLAS, TX	21,000	30	34,200	19
6 YONKERS, NY	20,879	32	42,245	15	56 GREENSBORO, NC	20,350	36	34,080	21
7 ANCHORAGE, AK	23,863	6	41,336	11	57 JACKSONVILLE, FL	18,810	74	33,726	18
8 NEWARK, NJ	20,867	33	40,832	13	58 WORCHESTER, MA	19,652	53	33,585	11
9 DETROIT, MI	22,324	16	40,803	11	59 HOUSTON, TX	20,000	46	33,500	20
10 RIVERSIDE, CA	24,268	3	39,786	14	60 SYRACUSE, NY	23,443	8	33,318	15
11 ANAHEIM, CA	22,366	15	39,758	12	61 ST. PETERSBURG, FL	20,250	40	33,200	17
12 FLINT, MI	21,622	24	39,651	12	62 FORT WORTH, TX	20,000	47	32,500	25
13 LONG BEACH, CA	23,423	9	39,532	14	63 SAN JOSE, CA	21,922	22	32,414	10
14 HUNTINGTON BEACH, CA	23,799	7	39,184	10	64 EL PASO, TX	18,300	80	32,330	24
15 SANTA ANA, CA	22,117	18	39,071	12	65 RICHMOND, VA	20,301	38	32,212	18
16 LOS ANGELES, CA	25,316	2	38,798	10	66 PORTLAND, OR	19,216	62	31,963	16
17 PHILADELPHIA, PA	20,000	45	38,778	11	67 LINCOLN, NE	17,475	90	31,659	17
18 MIAMI, FL	23,000	13	38,300	14	68 DES MOINES, IA	18,250	81	31,408	16
19 MINNEAPOLIS, MN	20,324	37	38,345	11	69 MEMPHIS, TN	19,100	66	31,327	22
20 WASHINGTON, DC	21,357	27	38,194	13	70 NASHVILLE, TN	18,200	82	31,304	16
21 ST. PAUL, MN	21,283	28	38,150	12	71 TAMPA, FL	19,051	68	31,252	17
22 VIRGINIA BEACH, VA	23,000	20	38,080	23	72 LEXINGTON, KY	19,148	64	31,106	16
23 CHICAGO, IL	19,092	67	37,988	15	73 OAKLAND, CA	23,220	10	30,970	13
24 HONOLULU, HI	23,035	11	37,400	14	74 SACRAMENTO, CA	21,867	23	30,962	12
25 PROVIDENCE, RI	19,305	61	37,380	10	75 AUSTIN, TX	19,450	58	30,950	15
26 CLEVELAND, OH	19,344	60	37,221	16	76 CHATTANOOGA, TN	19,000	70	30,567	17
27 GRAND RAPIDS, MI	20,879	31	37,140	11	77 KANSAS CITY, MO	18,000	85	30,510	15
28 FORT WAYNE, IN	19,633	55	36,910	18	78 LOUISVILLE, KY	16,644	97	30,456	17
29 MILWAUKEE, WI	20,158	41	36,874	16	79 COLUMBUS, GA	19,835	49	30,423	18
30 OMAHA, NE	18,400	79	36,800	20	80 LUBBOCK, TX	18,000	86	30,400	16
31 BOSTON, MA	24,031	5	36,700	7	81 CORPUS CHRISTI, TX	19,200	63	30,275	24
32 COLUMBUS, OH	20,619	34	36,588	15	82 LAS VEGAS, NV	18,409	78	30,062	11
33 PHOENIX, AZ	20,123	42	36,473	13	83 TACOMA, WA	16,686	96	30,035	13
34 SAN FRANCISCO, CA	24,260	4	36,313	14	84 TULSA, OK	16,563	98	29,093	15
35 TUCSON, AZ	19,640	54	36,263	14	85 SALT LAKE CITY, UT	17,168	93	29,042	12
36 ST. LOUIS, MO	20,610	35	36,048	20	86 JACKSON, MS	18,694	76	28,582	20
37 AURORA, CO	19,133	65	35,934	13	87 WICHITA, KS	20,016	44	28,386	11
38 TOLEDO, OH	20,250	39	35,900	15	88 KNOXVILLE, TN	18,040	84	28,315	18
39 CINCINNATI, OH	18,977	71	35,774	13	89 SEATTLE, WA	17,600	88	28,008	12
40 COLORADO SPRINGS, CO	19,820	50	35,654	17	90 KANSAS CITY, KS	18,800	75	27,664	15
41 ARLINGTON, TX	19,907	48	35,586	20	91 BIRMINGHAM, AL	19,818	51	27,620	12
42 MADISON, WI	19,688	52	35,438	15	92 LITTLE ROCK, AR	16,391	100	27,488	14
43 AKRON, OH	18,890	73	35,210	13	93 MONTGOMERY, AL	19,578	57	27,320	25
44 SAN DIEGO, CA	21,031	29	35,109	12	94 SPOKANE, WA	16,792	95	27,002	11
45 DENVER, CO	17,392	91	34,968	13	95 OKLAHOMA CITY, OK	17,034	94	26,909	18
46 FRESNO, CA	22,884	14	34,839	6	96 NEW ORLEANS, LA	16,543	99	26,800	15
47 ATLANTA, GA	22,050	19	34,800	14	97 MOBILE, AL	18,929	72	26,327	20
48 INDIANAPOLIS, IN	17,994	87	34,867	20	98 ALBUQUERQUE, NM	17,200	92	26,215	18
49 BUFFALO, NY	19,432	59	34,817	14	99 SHREVEPORT, LA	18,068	83	25,626	15
50 CHARLOTTE, NC	19,628	56	34,808	25	100 BATON ROUGE, LA	17,523	89	24,721	14
					AVERAGE	\$20,105		\$34,271	15

See Table I-1 for notes

TABLE I-3

**1988-89 BA-MINIMUM AND MA-MAXIMUM SALARIES
RANKED BY BA-MINIMUM SALARY**

	BA		MA		Steps			BA		MA		Steps	
	Minimum	Maximum	Rank	To Max	Rank	To Max		Minimum	Maximum	Rank	To Max	Rank	To Max
1 LOS ANGELES, CA	\$20,067	\$38,798	16	10	51	BIRMINGHAM, AL	\$19,818	\$27,820	91	12			
2 ROCHESTER, NY	25,316	47,892	1	26	52	MADISON, WI	19,888	36,438	42	15			
3 RIVERSIDE, CA	24,268	39,785	10	14	53	WORCHESTER, MA	19,952	33,595	58	11			
4 SAN FRANCISCO, CA	24,260	36,313	a	34	14	54	TUCSON, AZ	19,640	36,263	35	14		
5 BOSTON, MA	24,031	36,700	31	7	55	FORT WAYNE, IN	19,633	36,910	28	18			
6 ANCHORAGE, AK	23,863	41,330	7	11	56	CHARLOTTE, NC	19,628	34,808	50	25			
7 HUNTINGTON BEACH, CA	23,799	39,184	14	10	57	MONTGOMERY, AL	19,578	27,320	83	25			
8 SYRACUSE, NY	23,443	33,316	c	60	15	58	AUSTIN, TX	19,460	39,960	75	15		
9 LONG BEACH, CA	23,423	39,532	13	14	59	BUFFALO, NY	19,432	34,817	49	14			
10 OAKLAND, CA	23,220	39,970	a	73	13	60	CLEVELAND, OH	19,344	37,221	26	16		
11 HONOLULU, HI	23,035	37,400	24	14	61	PROVIDENCE, RI	19,305	37,360	25	10			
12 NEW YORK, NY	23,000	42,345	f	5	15	62	PORTLAND, OR	19,216	31,983	66	16		
13 MIAMI, FL	23,000	38,500	18	14	63	CORPUS CHRISTI, TX	19,200	30,275	81	24			
14 FRESNO, CA	22,884	34,938	a	46	8	64	LEXINGTON, KY	19,148	31,106	72	16		
15 ANAHEIM, CA	22,398	39,758	11	12	65	AURORA, CO	19,133	35,934	37	13			
16 DETROIT, MI	22,324	40,503	9	11	66	MEMPHIS, TN	19,100	31,327	69	22			
17 WARREN, MI	22,133	43,956	3	12	67	CHICAGO, IL	19,092	37,958	23	15			
18 SANTA ANA, CA	22,117	39,071	15	12	68	TAMPA, FL	19,051	31,252	71	17			
19 ATLANTA, GA	22,050	34,898	47	14	69	BALTIMORE, MD	19,000	34,661	f	52	12		
20 PITTSBURGH, PA	22,000	42,500	4	10	70	CHATTANOOGA, TN	19,000	30,567	78	17			
21 VIRGINIA BEACH, VA	22,000	36,060	22	23	71	CINCINNATI, OH	18,977	35,774	39	13			
22 SAN JOSE, CA	21,922	32,414	63	10	72	MOBILE, AL	18,929	26,327	97	20			
23 SACRAMENTO, CA	21,867	30,982	74	12	73	AKRON, OH	18,890	35,210	43	13			
24 FLINT, MI	21,622	39,651	12	12	74	JACKSONVILLE, FL	18,810	33,726	57	18			
25 JERSEY CITY, NJ	21,550	45,565	2	17	75	KANSAS CITY, KS	18,800	27,664	90	15			
26 NORFOLK, VA	21,535	34,750	5	18	76	JACKSON, MS	18,694	28,582	86	20			
27 WASHINGTON, DC	21,357	38,194	20	13	77	SAN ANTONIO, TX	18,500	34,898	53	16			
28 ST. PAUL, MN	21,283	38,150	21	12	78	LAS VEGAS, NV	18,409	30,082	82	11			
29 SAN DIEGO, CA	21,031	35,109	44	12	79	OMAHA, NE	18,400	36,800	30	20			
30 DALLAS, TX	21,000	34,200	55	19	80	EL PASO, TX	18,300	32,330	64	24			
31 GRAND RAPIDS, MI	20,879	37,140	27	11	81	DES MOINES, IA	18,250	31,408	68	16			
32 YONKERS, NY	20,879	42,245	6	15	82	NASHVILLE, TN	18,200	31,304	70	16			
33 NEWARK, NJ	20,867	40,832	8	13	83	SHREVEPORT, LA	18,098	25,628	99	15			
34 COLUMBUS, OH	20,619	36,588	32	15	84	KNOXVILLE, TN	18,040	28,315	88	18			
35 ST. LOUIS, MO	20,610	36,048	f	38	20	85	KANSAS CITY, MO	18,000	30,510	77	15		
36 GREENSBORO, NC	20,350	34,080	56	21	86	LUBBOCK, TX	18,000	30,400	80	36			
37 MINNEAPOLIS, MN	20,324	36,345	19	11	87	INDIANAPOLIS, IN	17,984	34,867	48	20			
38 RICHMOND, VA	20,301	32,212	65	18	88	SEATTLE, WA	17,900	28,008	89	12			
39 ST. PETERSBURG, FL	20,250	33,200	81	17	89	BATON ROUGE, LA	17,823	24,721	100	14			
40 TOLEDO, OH	20,250	35,800	f	38	15	90	LINCOLN, NE	17,475	31,859	67	17		
41 MILWAUKEE, WI	20,158	36,874	29	16	91	DENVER, CO	17,392	34,898	45	13			
42 PHOENIX, AZ	20,123	36,473	33	13	92	ALBUQUERQUE, NM	17,200	26,215	96	18			
43 DAYTON, OH	20,111	34,497	54	15	93	SALT LAKE CITY, UT	17,108	29,042	85	12			
44 WICHITA, KS	20,016	28,388	87	11	94	OKLAHOMA CITY, OK	17,034	28,809	95	18			
45 FORT WORTH, TX	20,000	32,500	62	25	95	SPOKANE, WA	16,792	27,002	94	11			
46 PHILADELPHIA, PA	20,000	36,778	17	11	96	TACOMA, WA	16,688	30,635	83	13			
47 HOUSTON, TX	20,000	33,500	59	20	97	LOUISVILLE, KY	16,644	30,456	78	17			
48 ARLINGTON, TX	19,907	35,586	41	20	98	TULSA, OK	16,583	29,093	84	15			
49 COLUMBUS, GA	19,835	30,428	79	18	99	NEW ORLEANS, LA	16,543	26,800	96	15			
50 COLORADO SPRINGS, CO	19,820	35,654	40	17	100	LITTLE ROCK, AR	16,391	27,488	92	14			
						AVERAGE	\$20,105	\$34,271		15			

See Table I-1 for notes

TABLE I-4

**1988-89 BA-MINIMUM AND MA-MAXIMUM SALARIES
RANKED WITHIN REGIONS BY MA-MAXIMUM**

	Steps						Steps				
	—BA—		—MA—		To		—BA—		—MA—		To
	Min.	Rank	Max.	Rank	Max.		Min.	Rank	Max.	Rank	Max.
NEW ENGLAND											
1 PROVIDENCE, RI	\$19,305	61	\$37,390	25	10	14 CHATTANOOGA, TN	\$19,000	70	\$30,567	76	17
2 BOSTON, MA	24,031	5	36,700	31	7	15 LOUISVILLE, KY	16,644	97	30,456	78	17
3 WORCHESTER, MA	19,652	53	33,595	56	11	16 COLUMBUS, GA	19,835	49	30,428	79	18
MIDWEST											
1 ROCHESTER, NY	26,067	1	47,662	1	26	17 JACKSON, MS	18,694	76	28,582	86	20
2 JERSEY CITY, NJ	21,550	25	45,505	2	17	18 KNOXVILLE, TN	18,040	84	28,315	88	18
3 PITTSBURGH, PA	22,000	21	42,500	4	10	19 BIRMINGHAM, AL	19,818	51	27,620	91	12
4 NEW YORK, NY	23,000	12	42,345	5	15	20 LITTLE ROCK, AR	16,391	100	27,488	92	14
5 YONKERS, NY	20,579	32	42,245	6	15	21 MONTGOMERY, AL	19,578	57	27,320	93	25
6 NEWARK, NJ	20,867	33	40,832	8	13	22 NEW ORLEANS, LA	16,543	99	26,800	96	15
7 PHILADELPHIA, PA	20,000	45	36,778	17	11	23 MOBILE, AL	18,929	72	26,327	97	20
8 WASHINGTON, DC	21,357	27	36,194	20	13	24 SHREVEPORT, LA	18,098	83	25,626	99	15
9 BUFFALO, NY	19,432	59	34,817	49	14	25 BATON ROUGE, LA	17,523	89	24,721	100	14
10 BALTIMORE, MD	19,000	69	34,661	52	12	SOUTHWEST					
11 SYRACUSE, NY	23,443	8	33,316	60	15	1 PHOENIX, AZ	20,123	42	36,473	33	13
MIDWEST											
1 WARREN, MI	22,133	17	43,908	3	12	2 TUCSON, AZ	19,640	54	36,263	35	14
2 DETROIT, MI	22,324	16	40,503	9	11	3 ARLINGTON, TX	19,907	48	35,586	41	20
3 FLINT, MI	21,622	24	36,651	12	12	4 SAN ANTONIO, TX	18,500	77	34,596	53	16
4 MINNEAPOLIS, MN	20,324	37	36,345	19	11	5 DALLAS, TX	21,000	30	34,200	55	19
5 ST. PAUL, MN	21,283	28	36,150	21	12	6 HOUSTON, TX	20,000	46	33,500	59	20
6 CHICAGO, IL	19,062	67	37,968	23	15	7 FORT WORTH, TX	20,000	47	32,500	62	25
7 CLEVELAND, OH	19,344	60	37,221	26	16	8 EL PASO, TX	18,300	80	32,330	64	24
8 GRAND RAPIDS, MI	20,879	31	37,140	27	11	9 AUSTIN, TX	19,450	58	30,950	75	15
9 FORT WAYNE, IN	19,833	55	36,910	28	18	10 LUBBOCK, TX	18,000	86	30,400	80	36
10 MILWAUKEE, WI	20,158	41	36,874	29	16	11 CORPUS CHRISTI, TX	19,200	63	30,275	81	24
11 COLUMBUS, OH	20,619	34	36,588	32	15	12 TULSA, OK	16,563	98	29,093	84	15
7 TOLEDO, OH	20,250	39	35,800	36	15	13 OKLAHOMA CITY, OK	17,034	94	26,909	95	18
13 CINCINNATI, OH	18,977	71	35,774	38	13	14 ALBUQUERQUE, NM	17,200	92	26,215	96	18
14 MADISON, WI	19,668	52	35,438	42	15	WEST					
15 AKRON, OH	18,890	73	35,210	43	13	1 AURORA, CO	19,133	65	35,934	37	13
16 INDIANAPOLIS, IN	17,994	87	34,867	48	20	2 COLORADO SPRINGS	19,820	50	35,654	40	17
17 DAYTON, OH	20,111	43	34,497	54	13	3 DENVER, CO	17,392	91	34,966	45	13
PLAINS											
1 OMAHA, NE	18,400	79	36,800	30	20	4 SALT LAKE CITY, UT	17,196	93	29,042	85	12
2 ST. LOUIS, MO	20,810	35	36,048	36	20	PACIFIC					
3 LINCOLN, NE	17,476	90	31,669	67	17	1 RIVERSIDE, CA	24,268	3	39,765	10	14
4 DES MOINES, IA	18,250	81	31,406	66	16	2 ANAHEIM, CA	22,396	15	39,758	11	12
5 KANSAS CITY, MO	18,000	85	30,510	77	15	3 LONG BEACH, CA	23,423	9	39,532	13	14
6 WICHITA, KS	20,016	44	28,385	87	11	4 HUNTINGTON BEACH	23,799	7	39,184	14	10
7 KANSAS CITY, KS	18,800	75	27,684	90	15	5 SANTA ANA, CA	22,117	18	39,071	15	12
SOUTHEAST											
1 MIAMI, FL	23,000	13	38,500	18	14	6 LOS ANGELES, CA	25,316	2	38,796	16	10
2 VIRGINIA BEACH, VA	22,000	20	38,000	22	23	7 SAN FRANCISCO, CA	24,260	4	36,313	34	14
3 ATLANTA, GA	22,050	19	34,898	47	14	8 SAN DIEGO, CA	21,031	29	35,109	44	12
4 CHARLOTTE, NC	19,628	56	34,806	50	25	9 FRESNO, CA	22,884	14	34,939	46	6
5 NORFOLK, VA	21,535	26	34,750	51	18	10 SAN JOSE, CA	21,922	22	32,414	63	10
6 GREENSBORO, NC	20,350	36	34,080	56	21	11 PORTLAND, OR	19,216	62	31,963	66	16
7 JACKSONVILLE, FL	18,810	74	33,726	57	18	12 OAKLAND, CA	23,220	10	30,976	73	13
8 ST. PETERSBURG, FL	20,250	40	33,200	61	17	13 SACRAMENTO, CA	21,897	23	30,962	74	12
9 RICHMOND, VA	20,301	38	32,212	65	18	14 LAS VEGAS, NV	18,409	78	30,062	82	11
10 MEMPHIS, TN	19,100	66	31,327	69	22	15 TACOMA, WA	16,666	96	30,035	83	13
11 NASHVILLE, TN	18,200	82	31,304	70	16	16 SEATTLE, WA	17,600	88	28,008	89	12
12 TAMPA, FL	19,051	68	31,252	71	17	17 SPOKANE, WA	16,792	95	27,002	94	11
13 LEXINGTON, KY	19,148	64	31,106	72	16	ANCHORAGE, AK	23,863	6	41,336	7	11
						HONOLULU, HI	23,035	11	37,400	24	14
						AVERAGE	\$20,105		\$34,271		15

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TABLE I-5

**AVERAGE ANNUAL CHANGE BETWEEN BA-MINIMUM AND MA-MAXIMUM FOR 1988-89 IN DOLLARS
RANKED BY AVERAGE ANNUAL CHANGE**

	BA- Min	MA- Max	Rank	Step	BA-Min to MA-Max	BA- Min	MA- Max	Rank	Step	BA-Min to MA-Max		
					Annual Change					Annual Change		
1 PITTSBURGH, PA	\$22,000	\$42,500	4	10	\$2,050	51	ATLANTA, GA	\$22,050	\$34,806	47	14	\$918
2 WARREN, MI	22,133	43,956	3	12	1,819	52	SEATTLE, WA	17,900	28,008	89	12	867
3 BOSTON, MA	24,031	36,700	31	7	1,810	53	SAN FRANCISCO, CA	24,260	36,313	34	14	861
4 PROVIDENCE, RI	19,305	37,380	25	10	1,808	54	INDIANAPOLIS, IN	17,994	34,867	48	20	844
5 PHILADELPHIA, PA	20,000	38,778	17	11	1,707	55	ROCHESTER, NY	26,067	47,892	1	26	839
6 DETROIT, MI	22,324	40,503	9	11	1,853	56	TULSA, OK	16,563	29,093	84	15	835
7 MINNEAPOLIS, MN	20,324	36,345	19	11	1,638	57	LINCOLN, NE	17,475	31,659	67	17	834
8 ANCHORAGE, AK	23,863	41,336	7	11	1,588	58	KANSAS CITY, MO	18,000	30,510	77	15	834
9 HUNTINGTON BEACH	23,799	39,184	14	10	1,539	59	JACKSONVILLE, FL	18,810	33,729	57	18	829
10 NEWARK, NJ	20,667	40,832	8	13	1,536	60	DES MOINES, IA	18,250	31,406	65	15	822
11 FLINT, MI	21,622	39,651	12	12	1,502	61	NASHVILLE, TN	18,200	31,304	70	16	819
12 GRAND RAPIDS, MI	20,879	37,140	27	11	1,478	62	LOUISVILLE, KY	16,644	30,456	78	17	812
13 ANAHEIM, CA	22,396	39,758	11	12	1,447	63	PORTLAND, OR	19,216	31,903	66	16	797
14 YONKERS, NY	20,879	42,245	6	15	1,424	64	LITTLE ROCK, AR	16,391	27,488	92	14	793
15 SANTA ANA, CA	22,117	39,071	15	12	1,413	65	ARLINGTON, TX	19,907	35,586	41	20	784
16 JERSEY CITY, NJ	21,550	45,565	2	17	1,413	66	ST. LOUIS, MO	20,610	36,048	36	20	772
17 ST. PAUL, MN	21,283	38,150	21	12	1,406	67	AUSTIN, TX	19,450	30,950	75	15	767
18 DENVER, CO	17,362	34,996	45	13	1,352	68	ST. PETERSBURG, FL	20,250	33,200	61	17	762
19 LOS ANGELES, CA	25,316	38,798	16	10	1,348	69	WICHITA, KS	20,016	28,386	87	11	761
20 BALTIMORE, MD	19,000	34,661	52	12	1,305	70	SACRAMENTO, CA	21,667	30,982	74	12	758
21 WASHINGTON, DC	21,357	38,194	20	13	1,296	71	LEONGTON, KY	19,148	31,106	72	16	747
22 AURORA, CO	19,133	35,934	37	13	1,282	72	NORFOLK, VA	21,535	34,750	51	18	734
23 CINCINNATI, OH	18,977	35,774	39	13	1,282	73	TAMPA, FL	19,051	31,252	71	17	718
24 NEW YORK, NY	23,000	42,345	5	15	1,250	74	VIRGINIA BEACH, VA	22,000	38,060	22	23	698
25 WORCHESTER, MA	19,652	33,596	56	11	1,208	75	DALLAS, TX	21,000	34,200	55	19	695
26 CHICAGO, IL	19,092	37,958	23	15	1,258	76	NEW ORLEANS, LA	16,543	29,900	96	15	664
27 PHOENIX, AZ	20,123	36,473	33	13	1,258	77	CHATTANOOGA, TN	19,000	30,567	76	17	680
28 AKRON, OH	18,890	35,210	43	13	1,255	78	HOUSTON, TX	20,000	33,500	59	20	675
29 TUCSON, AZ	19,640	36,263	35	14	1,187	79	RICHMOND, VA	20,301	32,212	65	18	662
30 SAN DIEGO, CA	21,031	35,109	44	12	1,173	80	SYRACUSE, NY	23,443	33,316	60	15	658
31 LONG BEACH, CA	23,423	39,532	13	14	1,151	81	GREENSBORO, NC	20,350	34,080	56	21	654
32 CLEVELAND, OH	19,344	37,221	26	16	1,317	82	BIRMINGHAM, AL	19,818	27,620	91	12	650
33 MIAMI, FL	23,000	38,500	18	14	1,107	83	CHARLOTTE, NC	19,628	34,806	50	25	607
34 RIVERSIDE, CA	24,268	39,765	10	14	1,107	84	OAKLAND, CA	23,220	39,970	73	13	596
35 BUFFALO, NY	19,432	34,817	49	14	1,099	85	KANSAS CITY, KS	18,800	27,964	90	15	591
36 COLUMBUS, OH	20,619	36,588	32	15	1,065	86	COLUMBUS, GA	19,835	30,428	79	18	589
37 LAS VEGAS, NV	18,409	30,062	82	11	1,069	87	EL PASO, TX	18,300	32,330	64	24	585
38 MADISON, WI	19,688	35,438	42	15	1,080	88	KNOXVILLE, TN	18,040	28,315	88	18	571
39 SAN JOSE, CA	21,922	32,414	63	10	1,049	89	MEMPHIS, TN	19,100	31,327	69	22	556
40 MILWAUKEE, WI	20,158	36,874	29	16	1,045	90	OKLAHOMA CITY, OK	17,034	26,909	95	18	549
41 TOLEDO, OH	20,250	35,800	38	15	1,037	91	BATON ROUGE, LA	17,523	24,721	100	14	514
42 TACOMA, WA	16,686	30,035	83	13	1,027	92	SHREVEPORT, LA	18,066	25,626	99	15	504
43 HONOLULU, HI	23,035	37,400	24	14	1,026	93	ALBUQUERQUE, NM	17,200	26,215	98	18	501
44 SAN ANTONIO, TX	18,500	34,598	53	16	1,006	94	FORT WORTH, TX	20,000	32,500	62	25	500
45 SALT LAKE CITY, UT	17,198	29,042	85	12	960	95	JACKSON, MS	18,694	28,582	86	20	494
46 FORT WAYNE, IN	19,633	36,910	28	18	960	96	CORPUS CHRISTI, TX	19,200	30,275	81	24	461
47 DAYTON, OH	20,111	34,497	54	15	959	97	MOBILE, AL	18,929	29,427	97	20	370
48 COLORADO SPRINGS	19,820	35,954	40	17	931	98	LUBBOCK, TX	12,000	31,400	80	36	344
49 SPOKANE, WA	16,792	27,002	94	11	928	99	MONTGOMERY, AL	19,578	27,320	93	25	310
50 OMAHA, NE	18,400	36,800	30	20	920	100	FRESNO, CA	22,834	34,939	46		
AVERAGE							\$20,085	\$34,271	51	16	\$963	

TABLE I-6

**RATIO OF 1988-89 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	Ran Steps	Ratio		BA- Min	MA- Max	Ran Steps	Ratio		
1 JERSEY CITY, NJ	\$21,550	\$45,585	2	17	2.11	51 WORCHESTER, MA	\$19,652	\$33,595	58	11	1.71
2 YONKERS, NY	20,879	42,245	8	15	2.02	52 KANSAS CITY, MO	18,000	30,510	77	15	1.70
3 DENVER, CO	17,392	34,988	45	13	2.01	53 SALT LAKE CITY, UT	17,188	29,042	85	12	1.69
4 OMAHA, NE	18,400	36,800	30	20	2.00	54 LUBBOCK, TX	18,000	30,400	80	38	1.69
5 CHICAGO, IL	19,002	37,958	23	15	1.99	55 LONG BEACH, CA	23,423	39,532	13	14	1.69
6 WARREN, MI	22,133	43,956	3	12	1.99	56 LITTLE ROCK, AR	16,391	27,488	92	14	1.68
7 NEWARK, NJ	20,867	40,832	8	13	1.98	57 HOUSTON, TX	20,000	33,500	59	20	1.68
8 PHILADELPHIA, PA	20,000	38,778	17	11	1.94	58 GREENSBORO, NC	20,350	34,080	56	21	1.67
9 INDIANAPOLIS, IN	17,984	34,867	48	20	1.94	59 MIAMI, FL	23,000	38,500	18	14	1.67
10 PROVIDENCE, RI	19,305	37,380	25	10	1.94	60 SAN DIEGO, CA	21,031	35,109	44	12	1.67
11 PITTSBURGH, PA	22,000	42,500	4	10	1.93	61 PORTLAND, OR	19,216	31,963	66	16	1.66
12 CLEVELAND, OH	19,344	37,221	28	18	1.92	62 HUNTINGTON BEACH	23,799	39,184	14	10	1.65
13 MINNEAPOLIS, MN	20,324	38,345	19	11	1.89	63 TAMPA, FL	19,051	31,252	71	17	1.64
14 CINCINNATI, OH	18,977	35,774	39	13	1.89	64 MEMPHIS, TN	19,100	31,327	69	22	1.64
15 FORT WAYNE, IN	19,833	36,910	28	18	1.88	65 ST. PETERSBURG, FL	20,250	33,200	61	17	1.64
16 AURORA, CO	19,133	35,934	37	13	1.88	66 RIVERSIDE, CA	24,268	39,765	10	14	1.64
17 SAN ANTONIO, TX	18,500	34,598	53	18	1.87	67 LAS VEGAS, NV	18,409	30,062	82	11	1.63
18 AKRON, OH	18,890	35,210	43	13	1.86	68 DALLAS, TX	21,000	34,200	55	19	1.63
19 TUCSON, AZ	19,840	36,263	35	14	1.85	69 FORT WORTH, TX	20,000	32,500	62	25	1.63
20 NEW YORK, NY	23,000	42,345	5	15	1.84	70 LEXINGTON, KY	19,148	31,108	72	16	1.62
21 ROCHESTER, NY	28,067	47,892	1	28	1.84	71 HONOLULU, HI	23,035	37,400	24	14	1.62
22 FLINT, MI	21,622	39,651	12	12	1.83	72 NEW ORLEANS, LA	16,543	29,900	96	15	1.62
23 LOUISVILLE, KY	16,644	30,458	78	17	1.83	73 NORFOLK, VA	21,535	34,750	51	18	1.61
24 MILWAUKEE, WI	20,158	36,874	29	16	1.83	74 CHATTANOOGA, TN	19,000	30,567	76	17	1.61
25 BALTIMORE, MD	19,000	34,661	52	12	1.82	75 SPOKANE, WA	16,792	27,002	94	11	1.61
26 DETROIT, MI	22,324	40,503	9	11	1.81	76 SEATTLE, WA	17,600	28,008	89	12	1.59
27 PHOENIX, AZ	20,123	36,473	33	13	1.81	77 AUSTIN, TX	19,450	30,950	75	15	1.59
28 LINCOLN, NE	17,475	31,659	67	17	1.81	78 RICHMOND, VA	20,301	32,212	65	18	1.59
29 TACOMA, WA	16,386	30,035	83	13	1.80	79 ATLANTA, GA	22,050	34,806	47	14	1.58
30 MADISON, WI	19,688	35,438	42	15	1.80	80 OKLAHOMA CITY, OK	17,034	29,909	95	18	1.58
31 COLORADO SPRINGS	19,820	35,654	40	17	1.80	81 CORPUS CHRISTI, TX	19,200	30,275	81	24	1.58
32 JACKSONVILLE, FL	18,810	33,726	57	18	1.79	82 KNOXVILLE, TN	18,040	28,315	88	18	1.57
33 ST. PAUL, MN	21,283	38,150	21	12	1.78	83 COLUMBUS, GA	19,835	30,428	79	18	1.53
34 BUFFALO, NY	19,432	34,817	49	14	1.78	84 JACKSON, MS	18,694	28,582	86	20	1.53
35 WASHINGTON, DC	21,357	38,194	20	13	1.78	85 BOSTON, MA	24,031	36,700	31	7	1.53
36 ARLINGTON, TX	19,907	35,588	41	20	1.78	86 LOS ANGELES, CA	25,316	38,798	16	10	1.53
37 GRAND RAPIDS, MI	20,879	37,140	27	11	1.78	87 ALBUQUERQUE, NM	17,200	28,215	98	18	1.52
38 ANAHEIM, CA	22,396	39,758	11	12	1.78	88 SAN FRANCISCO, CA	24,280	36,313	34	14	1.50
39 COLUMBUS, OH	20,619	36,588	32	15	1.77	89 SAN JOSE, CA	21,922	32,414	63	10	1.48
40 CHARLOTTE, NC	19,628	34,808	50	25	1.77	90 KANSAS CITY, KS	18,800	27,984	90	15	1.47
41 TOLEDO, OH	20,250	35,800	38	15	1.77	91 SYRACUSE, NY	23,443	33,316	60	15	1.42
42 EL PASO, TX	18,300	32,330	64	24	1.77	92 SHREVEPORT, LA	18,068	25,826	90	15	1.42
43 SANTA ANA, CA	22,117	39,071	15	12	1.77	93 WICHITA, KS	20,016	28,386	87	11	1.42
44 TULSA, OK	16,563	29,083	84	15	1.76	94 SACRAMENTO, CA	21,867	30,962	74	12	1.42
45 ST. LOUIS, MO	20,810	36,048	38	20	1.75	95 BATON ROUGE, LA	17,523	24,721	100	14	1.41
46 ANCHORAGE, AK	23,863	41,338	7	11	1.73	96 MONTGOMERY, AL	19,578	27,320	93	25	1.40
47 VIRGINIA BEACH, VA	22,000	38,060	22	23	1.73	97 BIRMINGHAM, AL	19,818	27,620	91	12	1.39
48 DES MOINES, IA	18,250	31,408	68	16	1.72	98 MOBILE, AL	18,929	26,327	97	20	1.39
49 NASHVILLE, TN	18,200	31,304	70	16	1.72	99 OAKLAND, CA	23,220	30,970	73	13	1.33
50 DAYTON, OH	20,111	34,497	54	15	1.72	100 FRESNO, CA	22,884	34,939	46		
AVERAGE						\$20,085	\$34,271	51	16	1.71	

TABLE I-7

1989 COST-OF-LIVING INDEX (AVERAGE OF 289 U.S. CITIES-100)
(Derived From the ACCRA Index)

LISTED ALPHABETICALLY				RANKED BY INDEX			
COL Index	City	COL Index	City	COL Index	City	COL Index	City
93.8	AKRON, OH	94.3	LOUISVILLE, KY	100.2	NEW YORK, NY	101.5	ALBUQUERQUE, NM
101.5	ALBUQUERQUE, NM	99.4	LUBBOCK, TX	100.5	YONKERS, NY	101.5	AURORA, CO
132.3	ANAHEIM, CA	102.2	b MADISON, WI	100.5	BOSTON, MA	101.5	DENVER, CO
125.7	ANCHORAGE, AK	98.2	MEMPHIS, TN	100.5	SAN FRANCISCO, CA	101.5	LAS VEGAS, NV
103.2	ARLINGTON, TX	110.1	MIAMI, FL	100.5	JERSEY CITY, NJ	101.5	DAYTON, OH
106.5	ATLANTA, GA	102.0	MILWAUKEE, WI	100.5	NEWARK, NJ	101.5	NORFOLK, VA
101.5	AURORA, CO	99.8	MINNEAPOLIS, MN	100.5	ANAMEN, CA	101.5	VIRGINIA BEACH, VA
94.8	AUSTIN, TX	98.7	MOBILE, AL	100.5	HUNTINGTON BEACH	100.9	ST. PAUL, MN
109.5	BALTIMORE, MD	97.6	MONTGOMERY, AL	100.5	SANTA ANA, CA	100.5	CINCINNATI, OH
93.5	BATON ROUGE, LA	99.9	NASHVILLE, TN	131.9	SAN DIEGO, CA	99.9	TACOMA, WA
98.5	BIRMINGHAM, AL	97.8	NEW ORLEANS, LA	126.4	WASHINGTON, DC	99.8	LEXINGTON, KY
152.3	BOSTON, MA	157.2	NEW YORK, NY	127.2	PHILADELPHIA, PA	99.9	MINNEAPOLIS, MN
107.2	BUFFALO, NY	133.0	NEWARK, NJ	130.5	LONG BEACH, CA	99.7	TUCSON, AZ
99.5	CHARLOTTE, NC	101.1	NORFOLK, VA	126.5	LOS ANGELES, CA	99.9	NASHVILLE, TN
90.2	CHATTANOOGA, TN	119.7	b OAKLAND, CA	126.7	ANCHORAGE, AK	99.5	CHARLOTTE, NC
120.3	CHICAGO, IL	94.2	OKLAHOMA CITY, OK	126.7	PROVIDENCE, RI	99.5	INDIANAPOLIS, IN
100.8	CINCINNATI, OH	92.6	OMAHA, NE	126.8	SAN JOSE, CA	96.5	BIRMINGHAM, AL
109.5	CLEVELAND, OH	127.2	PHILADELPHIA, PA	126.8	HONOLULU, HI	96.5	SYRACUSE, NY
91.7	COLORADO SPRINGS, CO	102.8	PHOENIX, AZ	121.1	WORCHESTER, MA	96.2	MEMPHIS, TN
93.7	COLUMBUS, GA	102.5	PITTSBURGH, PA	120.5	CHICAGO, IL	97.2	EL PASO, TX
102.4	COLUMBUS, OH	103.0	PORTLAND, OR	118.7	OAKLAND, CA	97.8	NEW ORLEANS, LA
97.2	CORPUS CHRISTI, TX	123.2	PROVIDENCE, RI	114.4	ROCHESTER, NY	97.8	MONTGOMERY, AL
103.8	DALLAS, TX	107.2	RICHMOND, VA	114.1	SACRAMENTO, CA	97.5	GREENSBORO, NC
101.1	DAYTON, OH	106.7	RIVERSIDE, CA	111.1	SEATTLE, WA	97.5	ST. LOUIS, MO
101.5	DENVER, CO	114.4	b ROCHESTER, NY	110.1	MIAMI, FL	97.3	WICHITA, KS
103.2	DES MOINES, IA	114.1	SACRAMENTO, CA	110.0	DETROIT, MI	97.2	CORPUS CHRISTI, TX
110.0	b DETROIT, MI	94.8	SALT LAKE CITY, UT	109.5	WARREN, MI	97.1	SAN ANTONIO, TX
97.8	EL PASO, TX	97.1	SAN ANTONIO, TX	109.5	BALTIMORE, MD	97.0	JACKSON, MS
104.0	a FLINT, MI	131.0	SAN DIEGO, CA	109.5	CLEVELAND, OH	96.8	SHREVEPORT, LA
96.3	FORT WAYNE, IN	144.5	SAN FRANCISCO, CA	109.7	PRESNO, CA	96.7	LITTLE ROCK, AR
103.2	FORT WORTH, TX	123.0	SAN JOSE, CA	109.2	BUFFALO, NY	96.7	MOBILE, AL
108.7	FRESNO, CA	132.3	SANTA ANA, CA	107.2	RICHMOND, VA	96.3	FORT WAYNE, IN
104.0	a GRAND RAPIDS, MI	111.1	SEATTLE, WA	106.7	RIVERSIDE, CA	96.1	KANSAS CITY, KS
97.5	GREENSBORO, NC	98.8	SHREVEPORT, LA	106.5	ATLANTA, GA	96.1	KANSAS CITY, MO
122.5	b HONOLULU, HI	92.1	SPOKANE, WA	106.5	FLINT, MI	94.8	SALT LAKE CITY, UT
101.9	HOUSTON, TX	97.5	ST. LOUIS, MO	106.5	GRAND RAPIDS, MI	94.6	AUSTIN, TX
132.3	HUNTINGTON BEACH, CA	100.9	ST. PAUL, MN	106.5	DALLAS, TX	94.3	LOUISVILLE, KY
99.3	INDIANAPOLIS, IN	101.6	b ST. PETERSBURG, FL	106.2	ARLINGTON, TX	94.2	OKLAHOMA CITY, OK
97.0	b JACKSON, MS	98.5	SYRACUSE, NY	106.2	DES MOINES, IA	94.0	JACKSONVILLE, FL
94.0	JACKSONVILLE, FL	99.9	TACOMA, WA	106.2	FORT WORTH, TX	93.7	COLUMBUS, GA
133.0	a JERSEY CITY, NJ	101.6	b TAMPA, FL	106.1	TOLEDO, OH	93.6	AKRON, OH
95.1	KANSAS CITY, KS	103.1	TOLEDO, OH	106.0	PORTLAND, OR	93.5	BATON ROUGE, LA
95.1	KANSAS CITY, MO	99.7	TUCSON, AZ	106.0	PHOENIX, AZ	93.4	LUBBOCK, TX
91.7	KNOXVILLE, TN	92.1	TULSA, OK	106.0	PITTSBURGH, PA	93.2	LINCOLN, NE
101.4	LAS VEGAS, NV	101.1	VIRGINIA BEACH, VA	106.4	COLUMBUS, OH	92.6	OMAHA, NE
99.8	LEXINGTON-FAYETTE, KY	110.0	a WARREN, MI	102.2	MADISON, WI	92.1	SPOKANE, WA
93.2	LINCOLN, NE	128.4	WASHINGTON, DC	102.0	MILWAUKEE, WI	92.1	TULSA, OK
96.7	b LITTLE ROCK, AR	97.3	WICHITA, KS	101.9	HOUSTON, TX	91.7	COLORADO SPRINGS
126.5	LONG BEACH, CA	121.1	WORCHESTER, MA	101.8	ST. PETERSBURG, FL	91.7	KNOXVILLE, TN
126.5	LOS ANGELES, CA	157.2	YONKERS, NY	101.8	TAMPA, FL	90.2	CHATTANOOGA, TN
		106.9	AVERAGE			106.9	AVERAGE

a=geographic approximation; b= AFT cost-of-living index

TABLE I-8

**MA-MAXIMUM SALARIES ADJUSTED BY 1989 ACCRA COST-OF-LIVING INDEX
RANKED BY ADJUSTED MA-MAXIMUM SALARY**

	ACCRA				Adjusted MA-Max		ACCRA				Adjusted MA-Max
	MA Maximum	Steps	Rank	COL Index			MA Maximum	Steps	Rank	COL Index	
1 ROCHESTER, NY	\$47,892	26	1	114.4	\$41,848	51 KANSAS CITY, MO	\$30,510	15	77	95.1	\$32,082
2 PITTSBURGH, PA	42,500	10	4	102.5	41,463	52 MEMPHIS, TN	31,327	22	69	98.2	31,901
3 WARREN, MI	43,956	12	3	119.0	38,990	53 BALTIMORE, MD	34,661	12	52	109.5	31,854
4 OMAHA, NE	38,800	20	30	92.8	39,741	54 TULSA, OK	29,093	15	84	92.1	31,588
5 COLORADO SPRINGS	35,654	17	40	91.7	38,861	55 CHICAGO, IL	37,958	15	23	120.3	31,553
6 MINNEAPOLIS, MN	38,345	11	19	99.8	38,422	56 FORT WORTH, TX	32,500	25	62	103.2	31,482
7 FORT WAYNE, IN	38,910	18	28	98.3	38,388	57 NASHVILLE, TN	31,304	16	70	99.9	31,430
8 FLINT, MI	39,651	12	12	104.0	38,128	58 LONG BEACH, CA	39,532	14	13	128.5	31,251
9 ST. PAUL, MN	38,150	12	21	100.9	37,510	59 LEXINGTON, KY	31,106	16	72	99.8	31,168
10 VIRGINIA BEACH, VA	38,090	23	22	101.1	37,848	60 CORPUS CHRISTI, TX	30,275	24	81	97.2	31,147
11 AKRON, OH	35,210	13	43	93.8	37,918	61 PORTLAND, OR	31,963	16	66	103.0	31,032
12 RIVERSIDE, CA	39,765	14	10	106.7	37,288	62 KNOXVILLE, TN	28,315	18	88	91.7	30,878
13 ST. LOUIS, MO	38,048	20	36	97.5	36,972	63 TAMPA, FL	31,252	17	71	101.6	30,760
14 DETROIT, MI	40,503	11	9	110.0	36,821	64 NEWARK, NJ	40,832	13	8	133.0	30,701
15 TUCSON, AZ	36,263	14	35	99.7	36,372	65 LOS ANGELES, CA	38,798	10	16	126.5	30,670
16 MILWAUKEE, WI	36,874	16	29	102.0	36,151	66 SALT LAKE CITY, UT	29,042	12	85	94.8	30,635
17 JACKSONVILLE, FL	33,726	18	57	94.0	35,879	67 HONOLULU, HI	37,400	14	24	122.5	30,526
18 COLUMBUS, OH	36,588	15	32	102.4	36,730	68 PHILADELPHIA, PA	38,778	11	17	127.2	30,488
19 GRAND RAPIDS, MI	37,140	11	27	104.0	36,712	69 DES MOINES, IA	31,408	16	68	103.2	30,432
20 SAN ANTONIO, TX	34,598	16	53	97.1	36,631	70 PROVIDENCE, RI	37,380	10	25	123.2	30,325
21 CINCINNATI, OH	35,774	13	39	100.8	36,480	71 TACOMA, WA	30,035	13	83	99.9	30,085
22 PHOENIX, AZ	36,473	13	33	102.8	36,480	72 ANAHEIM, CA	39,758	12	11	132.3	30,051
23 AURORA, CO	35,934	13	37	101.5	36,403	73 RICHMOND, VA	32,212	13	65	107.2	30,049
24 INDIANAPOLIS, IN	34,887	20	48	99.3	36,113	74 WASHINGTON, DC	33,194	13	20	128.4	29,746
25 CHARLOTTE, NC	34,806	25	50	99.5	34,981	75 LAS VEGAS, NV	30,062	11	82	101.4	29,647
26 MIAMI, FL	38,500	14	18	110.1	34,988	76 HUNTINGTON BEACH	39,184	10	14	132.3	29,618
27 GREENSBORO, NC	34,080	21	56	97.5	34,954	77 SANTA ANA, CA	39,071	12	15	132.3	29,532
28 TOLEDO, OH	35,800	15	38	103.1	34,724	78 JACKSON, MS	28,582	20	86	97.0	29,467
29 MADISON, WI	35,438	15	42	102.2	34,669	79 SPOKANE, WA	27,002	11	94	92.1	29,318
30 ARLINGTON, TX	35,588	20	41	103.2	34,483	80 WICHITA, KS	28,388	11	87	97.3	29,174
31 DENVER, CO	34,968	13	45	101.5	34,449	81 KANSAS CITY, KS	27,664	15	90	95.1	29,089
32 NORFOLK, VA	34,750	18	51	101.1	34,372	82 OKLAHOMA CITY, OK	26,909	18	95	94.2	28,566
33 JERSEY CITY, NJ	45,595	17	2	133.0	34,259	83 LITTLE ROCK, AR	27,488	14	92	96.7	28,425
34 DAYTON, OH	34,417	15	54	101.1	34,122	84 BIRMINGHAM, AL	27,620	12	91	96.5	28,041
35 CLEVELAND, OH	37,221	16	26	109.5	33,982	85 MONTGOMERY, AL	27,320	25	93	97.6	27,992
36 LINCOLN, NE	31,659	17	67	93.2	33,989	86 WORCHESTER, MA	33,595	11	58	121.1	27,742
37 CHATTANOOGA, TN	30,567	17	76	90.2	33,888	87 NEW ORLEANS, LA	26,800	15	96	97.8	27,403
38 SYRACUSE, NY	33,316	15	60	98.5	33,823	88 MOBILE, AL	26,327	20	97	96.7	27,225
39 EL PASO, TX	32,330	24	64	97.8	33,067	89 SACRAMENTO, CA	30,962	12	74	114.1	27,136
40 DALLAS, TX	34,200	19	55	103.8	32,948	90 NEW YORK, NY	42,345	15	5	157.2	26,937
41 ANCHORAGE, AK	41,336	11	7	125.7	32,865	91 YONKERS, NY	42,245	15	6	157.2	26,873
42 HOUSTON, TX	33,500	20	59	101.9	32,875	92 SAN DIEGO, CA	35,109	12	44	131.0	26,801
43 ATLANTA, GA	34,896	14	47	106.5	32,786	93 SHREVEPORT, LA	25,626	15	99	96.8	26,473
44 AUSTIN, TX	30,950	15	75	94.6	32,717	94 BATON ROUGE, LA	24,721	14	100	93.5	26,440
45 ST. PETERSBURG, FL	33,200	17	61	101.6	32,677	95 SAN JOSE, CA	32,414	10	63	123.0	26,353
46 LUBBOCK, TX	30,400	36	80	93.4	32,548	96 OAKLAND, CA	30,970	13	73	119.7	25,873
47 BUFFALO, NY	34,817	14	49	107.2	32,479	97 ALBUQUERQUE, NM	26,215	18	98	101.5	25,828
48 COLUMBUS, GA	30,228	18	79	93.7	32,474	98 SEATTLE, WA	28,008	12	29	111.1	25,210
49 LOUISVILLE, KY	30,456	17	78	94.3	32,297	99 SAN FRANCISCO, CA	36,313	14	34	144.5	25,130
50 FRESNO, CA	34,939	46	108.7	32,143		100 BOSTON, MA	36,700	7	31	152.3	24,097

(a) Average of 289 U.S. Cities = 100)

AVERAGE \$34,271 15.6 108.9 \$32,274

Table I-9

**RATIO OF 1988-89 TEACHERS SALARY TO 1988 AVERAGE ANNUAL PAY IN THE METRO AREA
RANKED BY MA MAX TO AVERAGE PAY RATIO**

	Metro Area				Annual Pay	Ratio	Metro Area				Annual Pay	Ratio
	Annual Pay	MA Maximum	Steps	Rank			Annual Pay	MA Maximum	Steps	Rank		
1 ROCHESTER, NY	\$23,400	\$47,892	26	1	2.04	51 DES MOINES, IA	\$20,302	\$31,406	16	66	1.55	
2 VIRGINIA BEACH, VA	18,985	36,060	23	22	2.06	52 SYRACUSE, NY	21,905	33,318	15	60	1.64	
3 RIVERSIDE, CA	20,216	39,785	14	10	1.97	53 MEMPHIS, TN	20,371	31,327	22	69	1.54	
4 FRESNO, CA	17,908	34,939	46	1.85	54 FORT WORTH, TX	21,188	32,500	25	62	1.53		
5 PITTSBURGH, PA	21,943	42,500	10	4	1.94	55 NASHVILLE, TN	20,469	31,304	16	70	1.53	
6 EL PASO, TX	16,731	32,330	24	64	1.98	56 DETROIT, MI	26,802	40,503	11	9	1.52	
7 OMAHA, NE	19,174	36,900	20	30	1.92	57 AURORA, CO	23,841	36,934	13	37	1.52	
8 TUCSON, AZ	19,106	36,263	14	36	1.89	58 LONG BEACH, CA	26,011	39,532	14	13	1.52	
9 JERSEY CITY, NJ	24,146	45,565	17	2	1.89	59 LOUISVILLE, KY	20,048	30,456	17	78	1.52	
10 PROVIDENCE, RI	20,089	37,360	10	25	1.88	60 AUSTIN, TX	20,394	30,950	15	75	1.52	
11 NORFOLK, VA	18,963	34,750	18	51	1.83	61 RICHMOND, VA	21,283	32,212	18	65	1.51	
12 COLORADO SPRINGS	19,627	35,954	17	40	1.82	62 HUNTINGTON BEACH	26,011	39,184	10	14	1.51	
13 SAN ANTONIO, TX	19,325	34,596	16	53	1.79	63 SPOKANE, WA	18,009	27,002	11	94	1.50	
14 LINCOLN, NE	17,795	31,659	17	67	1.76	64 ARLINGTON, TX	23,782	35,568	20	41	1.50	
15 ST. PETERSBURG, FL	18,713	33,200	17	61	1.77	65 LOS ANGELES, CA	26,011	38,796	10	16	1.49	
16 HONOLULU, HI	21,196	37,400	14	24	1.76	66 PORTLAND, OR	21,444	31,963	16	66	1.49	
17 MIAMI, FL	21,862	38,500	14	18	1.76	67 SALT LAKE CITY, UT	19,496	29,042	12	85	1.49	
18 COLUMBUS, GA	17,367	30,428	18	79	1.75	68 ATLANTA, GA	23,440	34,896	14	47	1.49	
19 MADISON, WI	20,253	35,438	15	42	1.75	69 KNOXVILLE, TN	19,035	28,315	18	88	1.49	
20 FORT WAYNE, IN	21,268	36,910	18	28	1.74	70 JACKSON, MS	19,238	28,582	20	86	1.49	
21 LUBBOCK, TX	17,564	30,400	36	20	1.73	71 DENVER, CO	23,641	34,966	13	45	1.46	
22 COLUMBUS, OH	21,301	36,588	15	32	1.72	72 CHICAGO, IL	25,068	37,958	15	23	1.48	
23 BUFFALO, NY	20,319	34,817	14	49	1.71	73 NEWARK, NJ	27,648	40,832	13	8	1.48	
24 GRAND RAPIDS, MI	21,812	37,140	11	27	1.70	74 LAS VEGAS, NV	20,366	30,062	11	82	1.48	
25 PHOENIX, AZ	21,438	36,473	13	33	1.70	75 MONTGOMERY, AL	18,525	27,320	25	93	1.47	
26 MILWAUKEE, WI	21,800	36,874	16	29	1.69	76 FLINT, MI	26,900	39,651	12	12	1.47	
27 JACKSONVILLE, FL	19,986	33,726	16	57	1.69	77 ANCHORAGE, AK	28,715	41,336	11	7	1.44	
28 GREENSBORO, NC	20,204	34,080	21	56	1.69	78 LITTLE ROCK, AR	19,252	27,480	14	92	1.43	
29 CHARLOTTE, NC	20,066	34,808	25	50	1.68	79 MOBILE, AL	18,454	26,327	20	97	1.43	
30 TAMPA, FL	18,713	31,252	17	71	1.67	80 BOSTON, MA	25,731	36,700	7	31	1.43	
31 WARREN, MI	26,902	43,956	12	3	1.65	81 WASHINGTON, DC	26,779	38,194	13	20	1.43	
32 ANAHEIM, CA	24,264	39,758	12	11	1.64	82 KANSAS CITY, MO	21,598	30,510	15	77	1.41	
33 LEXINGTON, KY	19,063	31,106	16	72	1.63	83 SACRAMENTO, CA	21,937	30,982	12	74	1.41	
34 TOLEDO, OH	21,984	35,800	15	38	1.63	84 DALLAS, TX	24,463	34,200	19	55	1.40	
35 CINCINNATI, OH	21,976	35,774	13	39	1.63	85 NEW YORK, NY	30,578	42,345	15	5	1.38	
36 MINNEAPOLIS, MN	23,618	38,345	11	19	1.62	86 YONKERS, NY	30,578	42,245	15	6	1.38	
37 PHILADELPHIA, PA	23,895	38,778	11	17	1.62	87 HOUSTON, TX	24,410	33,500	20	59	1.37	
38 ST. PAUL, MN	23,618	38,150	12	21	1.62	88 TULSA, OK	21,343	29,063	15	84	1.36	
39 CLEVELAND, OH	23,051	37,221	16	26	1.61	89 OKLAHOMA CITY, OK	19,996	26,909	18	96	1.35	
40 TACOMA, WA	18,644	30,035	13	83	1.61	90 BIRMINGHAM, AL	20,775	27,620	12	91	1.33	
41 SANTA ANA, CA	24,264	39,071	12	15	1.61	91 ALBUQUERQUE, NM	19,719	26,215	18	98	1.33	
42 AKRON, OH	22,010	35,210	13	43	1.60	92 SHREVEPORT, LA	19,292	25,826	15	99	1.33	
43 INDIANAPOLIS, IN	21,877	34,867	20	48	1.59	93 WICHITA, KS	21,547	28,386	11	87	1.32	
44 ST. LOUIS, MO	22,735	36,048	20	36	1.59	94 NEW ORLEANS, LA	20,369	26,800	15	96	1.31	
45 SAN DIEGO, CA	22,183	35,109	12	44	1.58	95 SAN FRANCISCO, CA	27,859	36,313	14	34	1.30	
46 DAYTON, OH	21,978	34,497	15	54	1.57	96 KANSAS CITY, KS	21,598	27,664	15	90	1.28	
47 CORPUS CHRISTI, TX	19,375	30,275	24	81	1.56	97 BATON ROUGE, LA	19,901	24,721	14	100	1.24	
48 WORCHESTER, MA	21,555	33,595	11	58	1.55	98 OAKLAND, CA	25,183	30,970	13	73	1.23	
49 BALTIMORE, MD	22,242	34,661	12	52	1.55	99 SEATTLE, WA	23,436	28,006	12	89	1.20	
50 CHATTANOOGA, TN	19,730	30,567	17	76	1.55	100 SAN JOSE, CA	29,521	32,414	10	63	1.10	
AVERAGE							\$22,833	\$34,271	16		1.50	

Table I-10

**THE RATIO OF 1928-89 MA-MAXIMUM SALARIES TO THE STATE AVERAGE
RANKED BY THE MA-MAXIMUM TO AVERAGE SALARY RATIO**

	MA				MA Max			MA				MA Max	
	Maximum	Steps	Rank	Average	State	In State		Maximum	Steps	Rank	Average	State	to State
						Ratio						Ratio	
1 OMAHA, NE	\$36,800	20	50	\$23,845	1.54		51 DENVER, CO	\$34,966	13	45	\$29,557	1.18	
2 MIAMI, FL	38,500	14	18	26,971	1.43		52 DAYTON, OH	34,497	15	54	29,166	1.18	
3 ST. LOUIS, MO	36,048	20	36	25,981	1.39		53 KANSAS CITY, MO	30,510	15	77	25,981	1.17	
4 JERSEY CITY, NJ	45,565	17	2	32,882	1.39		54 AUSTIN, TX	30,950	15	75	26,513	1.17	
5 PITTSBURGH, PA	42,500	10	4	31,248	1.38		55 TAMPA, FL	31,252	17	71	26,971	1.16	
6 CHARLOTTE, NC	34,806	25	50	25,800	1.36		56 NEW YORK, NY	42,345	15	5	36,654	1.16	
7 ARLINGTON, TX	35,586	20	41	26,513	1.34		57 YONKERS, NY	42,245	15	6	36,654	1.15	
8 GREENSBORO, NC	34,080	21	55	25,800	1.33		58 OKLAHOMA CITY, OK	26,909	18	95	23,400	1.15	
9 LINCOLN, NE	31,659	17	67	23,845	1.33		59 LUBBOCK, TX	30,400	38	80	26,513	1.15	
10 VIRGINIA BEACH, VA	38,080	23	22	29,098	1.31		60 CORPUS CHRISTI, TX	30,275	24	81	26,513	1.14	
11 ROCHESTER, NY	47,892	26	1	36,654	1.31		61 MADISON, WI	35,438	15	42	31,046	1.14	
12 SAN ANTONIO, TX	34,508	16	53	26,513	1.30		62 SHREVEPORT, LA	25,625	15	99	22,469	1.14	
13 ATLANTA, GA	34,896	14	47	26,920	1.30		63 DETROIT, MI	40,503	11	9	35,530	1.14	
14 DALLAS, TX	34,200	19	55	26,513	1.29		64 BOSTON, MA	33,700	7	31	32,200	1.14	
15 PHOENIX, AZ	36,473	13	33	28,499	1.28		65 RIVERSIDE, CA	39,785	14	10	35,172	1.13	
16 CLEVELAND, OH	37,221	16	26	29,166	1.28		66 ANAHEIM, CA	39,758	12	11	35,172	1.13	
17 TUCSON, AZ	36,293	14	35	28,499	1.27		67 COLUMBUS, GA	30,428	18	70	26,920	1.13	
18 JACKSON, MS	28,582	20	86	22,579	1.27		68 LONG BEACH, CA	39,532	14	13	35,172	1.12	
19 FORT WAYNE, IN	36,910	18	28	29,166	1.27		69 FLINT, MI	39,651	12	12	35,530	1.12	
20 LITTLE ROCK, AR	27,488	14	92	21,736	1.26		70 HUNTINGTON BEACH	39,184	10	14	35,172	1.11	
21 HOUSTON, TX	33,500	20	59	26,513	1.26		71 SANTA ANA, CA	39,071	12	15	35,172	1.11	
22 SALT LAKE CITY, UT	29,042	12	85	23,023	1.26		72 RICHMOND, VA	32,212	18	65	29,056	1.11	
23 COLUMBUS, OH	36,528	15	32	29,166	1.25		73 KNOXVILLE, TN	28,315	18	88	25,619	1.11	
24 JACKSONVILLE, FL	33,726	18	57	26,971	1.25		74 LOS ANGELES, CA	38,796	10	16	35,172	1.10	
25 LEXINGTON, KY	31,106	16	72	24,920	1.25		75 BATON ROUGE, LA	24,721	14	100	22,469	1.10	
26 TULSA, OK	29,093	15	84	23,400	1.24		76 BIRMINGHAM, AL	27,620	12	91	25,190	1.10	
27 NEWARK, NJ	40,832	13	8	32,862	1.24		77 GRAND RAPIDS, MI	37,140	11	27	33,900	1.10	
28 PHILADELPHIA, PA	38,778	11	17	31,248	1.24		78 WICHITA, KS	28,386	11	87	25,992	1.09	
29 WARREN, MI	43,956	12	3	35,530	1.24		79 PROVIDENCE, RI	37,360	10	25	34,234	1.09	
30 ST. PETERSBURG, FL	33,200	17	61	26,971	1.23		80 PORTLAND, OR	31,963	16	66	29,385	1.09	
31 TOLEDO, OH	35,800	15	38	29,166	1.23		81 MONTGOMERY, AL	27,320	25	93	25,190	1.08	
32 CINCINNATI, OH	35,774	13	39	29,166	1.23		82 ALBUQUERQUE, NM	26,215	18	98	24,554	1.07	
33 FORT WORTH, TX	32,500	25	62	26,513	1.23		83 KANSAS CITY, KS	27,664	15	90	25,992	1.06	
34 MEMPHIS, TN	31,327	22	69	25,619	1.22		84 MOBILE, AL	26,327	20	97	25,190	1.05	
35 LOUISVILLE, KY	30,456	17	78	24,920	1.22		85 WORCHESTER, MA	33,595	11	58	32,200	1.04	
36 NASHVILLE, TN	31,304	16	70	25,619	1.22		86 LAS VEGAS, NV	30,062	11	82	28,836	1.04	
37 MINNEAPOLIS, MN	38,345	11	19	31,395	1.22		87 WASHINGTON, DC	38,194	13	20	36,787	1.04	
38 EL PASO, TX	32,330	24	64	26,513	1.22		88 SAN FRANCISCO, CA	36,313	14	34	35,172	1.03	
39 CHICAGO, IL	37,958	15	23	31,195	1.22		89 TACOMA, WA	30,035	13	83	29,146	1.03	
40 AURORA, CO	35,934	13	37	29,557	1.22		90 BALTIMORE, MD	34,661	12	52	33,900	1.02	
41 ST. PAUL, MN	36,150	12	21	31,395	1.22		91 SAN DIEGO, CA	35,109	12	44	35,172	1.00	
42 DES MOINES, IA	31,406	16	68	25,484	1.21		92 FRESNO, CA	34,939	46	35,172	0.99		
43 AKRON, OH	35,210	13	43	29,166	1.21		93 ANCHORAGE, AK	41,336	11	7	41,832	0.99	
44 COLORADO SPRINGS	35,654	17	40	29,557	1.21		94 SEATTLE, WA	28,008	12	89	29,146	0.96	
45 NORFOLK, VA	34,750	18	51	29,056	1.20		95 BUFFALO, NY	34,817	14	49	36,654	0.95	
46 INDIANAPOLIS, IN	34,887	20	48	29,166	1.20		96 SPOKANE, WA	27,002	11	94	29,146	0.93	
47 HONOLULU, HI	37,400	14	24	31,307	1.19		97 SAN JOSE, CA	32,414	10	63	35,172	0.92	
48 CHATTANOOGA, TN	30,567	17	76	25,619	1.19		98 SYRACUSE, NY	33,316	15	60	36,654	0.91	
49 NEW ORLEANS, LA	26,800	15	96	22,469	1.19		99 OAKLAND, CA	30,970	13	73	35,172	0.88	
50 MILWAUKEE, WI	36,874	16	29	31,046	1.19		100 SACRAMENTO, CA	30,962	12	74	35,172	0.88	
							AVERAGE	\$34,271			\$29,629	1.18	

II. Fiscal Information for Fifty Large School Districts

Fiscal information helps local unions succeed in a number of ways ranging from collective bargaining to public relations. Such data support activities related to bargaining including hiring, layoffs, salary negotiations, and identifying problems associated with a poor economic environment. Comparative fiscal data for school districts, particularly from financial statements budgets, are among the most difficult to obtain. The data in this section come from a survey of the nation's largest school districts conducted by the national newspaper City & State ("The Top 50 School Districts," August 28, 1989, pp. 12-21).

City & State published the data as reported to them. The tabulations of the data presented in this report adjusted the data slightly as noted in the tables. Some of the City & State data may count nonsupervisory professional personnel as teachers. While City & State merely noted that some districts include some or all federal revenue in the general fund, the figures in Tables II-1 and II-3 exclude federal revenue from the general fund to facilitate accurate comparisons.

Intercity comparisons of financial data should be carefully conducted. All of the 1988-89 figures are estimates, perhaps just budgeted amounts. Table II-4 shows the accuracy of the 1987-88 estimates compared to the actual figures known one year later. Personnel estimates may reflect either actual employees or budgeted positions. Districts with deficits or excessive fund balances can disguise their true fund balance situation by manipulating the budgeted revenue, expenditure, and fund balance figures. In many cases, the estimated figures diverge considerably from the actual figures. On average, however, estimated revenues overstate actuals by 0.9 percent, estimated expenditures understate actuals by 1.9 percent, and fund balances tend to rise by one percentage point.

Regardless of the accuracy of the estimates, some fund balances may not be GAAP (Generally Accepted Accounting Principles) fund balances. Even if the fund balance is a GAAP balance, the balance reported by the district may or may not include reserved and designated fund balances. Another problem is that accounting systems vary from state to state and district to district within the limits of GAAP accounting standards so that the fund balance information may or may not include interfund transfers, interfund borrowing, or other accounting adjustments.

General fund expenditure data should also be carefully interpreted because the various accounting systems include different expenditure items in the general fund. In some cities, transportation and most capital expenditures are in the general fund, while in others, they are treated as separate funds. Transportation, for example, is part of the general fund in Detroit but is a separate fund in

Minneapolis. Expenditure data are reported in a more uniform way in the U.S. Department of Education's Digest of Education Statistics, 1989 for the 1986-87 school year. The U.S. Bureau of the Census also publishes spending and revenue data in Finances of Public School Systems in 1986-87 (GF87-10, 1989).

Despite these data corrections and caveats, the City & State survey provides the most current data on spending and revenues and the only available information on fund balances. Union locals are encouraged to get the best financial information possible for their own local and not rely on the financial information in this report. Highlights include:

Staffing and Personnel (Table II-1):

- o The ratio of students to teachers averaged 16.9, compared to a national average reported by the U.S. Department of Education of 17.4 for the nation as a whole.
- o Newark had the lowest ratio of students to teachers at 11.5 followed by St. Louis (12.4), Boston (12.6), Baltimore County (13.5), and Pittsburgh (14.0). Los Angeles, Long Beach, Memphis, and Polk County had a ratio over 20.0 students to a teacher.
- o Teachers comprised only 54.1 percent of all employees, but 33 districts had ratios between 50.0 and 60.0. The U.S. Department of Education reports that teachers comprised 53.1 percent of all school employees for the nation as a whole.
- o Montgomery County, Maryland had the highest percentage of employees as teachers at 68.7 percent followed by Baltimore County (63.9%), Las Vegas (63.8%), and Columbus, Ohio (60.8%).

General Fund Expenditures (Table II-2):

- o The 50 districts in the survey averaged \$4,365 in general fund expenditures per pupil an 8.8 percent increase. The comparable figure in 1987-88 was \$4,009. (Note that expenditures included in the general fund vary somewhat between districts.)
- o Pittsburgh spent \$7,163 per pupil followed by Boston, New York, Portland, St. Louis, and Montgomery County, Maryland.
- o Memphis spent \$1,700 less than the fifty-city average at \$2,521 per pupil. Fort Worth, Albuquerque, New Orleans, and Houston also ranked at the bottom.

- o After adjusting general fund expenditures per pupil by the interarea cost-of-living index described in Table I-7, many rankings changed but Pittsburgh, Portland and St. Louis remained at the top of the list. Memphis, Forth Worth and Albuquerque remained in the bottom six, joined by three California districts.

Local Share of Current Fund Revenue

- o Among the 50 cities, the local portion of general fund revenue averaged 48.7 percent--a proportion higher than the national average and about the same as the 46.1 figure in 1987-88 and the 45.9 figure in 1986-87. In 1986-87, according to the most recent data from the U.S. Department of Education, 43.9 percent of school funding for current expenditures in all school districts came from local sources.
- o Montgomery County depended the most on local sources (89.4%), followed by Portland (83.7%), Denver (83.3%), Fairfax County (81.3%), and Baltimore County (79.1%).
- o San Diego provided the least local revenue at just 1.8 percent followed by Albuquerque at 2.2%. Four other California school districts, all of which provided less than 19 percent of revenue from local sources, rounded out the bottom six.

Fund Balances (Table II-3):

- o Actual general fund balances reported by the 50 districts for 1987-88 was 5.9 percent of revenues, down from 6.4% in 1986-87, but higher than the 1985-86 average of 5.6 percent.
- o Revenue was expected to fall short of expenditures by 1.0 percent leaving an average projected ending fund balance of 4.5 percent.
- o Milwaukee had the highest general fund balance in 1987-88 at 22.3 percent, followed by Houston (21.3%) and several districts with 14 percent fund balances--Columbus, Ohio; Cobb County; St. Louis; and Atlanta. San Diego, Los Angeles, and Broward County (Ft. Lauderdale) expected a substantial diminishment of the fund balance.
- o Only Detroit (-10.5%) showed a negative fund balance. Detroit expected to stay in a deficit position, reaching 15 percent of revenues. (A successful deficit reduction referendum in September 1989 eliminated the deficit.)

- o Several districts expected revenue shortfalls in excess of 5 percent--San Diego (-10.7%), Los Angeles (-7.5%), Fort Lauderdale (-7.5%), and Atlanta (-6.8%). No district expected a revenue excess of greater than 5 percent.

The Variance of Estimated and Actual Revenues, Expenditures and Fund Balances (Table II-4):

- o Actual ending fund balances, averaging 5.7 percent of revenues, were higher than the projected ending fund balance of 4.9 percent.
- o No district had an unexpectedly large decrease in the fund balance from the estimated figure.
- o San Diego's unexpectedly large increase in the ending fund balance, which changed from a projection of .2 percent to 11.3 percent, resulted from lower than expected expenditures that were not offset by lower revenues.
- o A combination of higher than expected revenues and lower than expected expenditures resulted in the large increase in the actual fund balance compared to the projections in Austin and Newark.
- o Actual expenditures decreased more relative to the projections than the decrease in revenue in Los Angeles (finishing at 8.7% instead of the projected .6%), San Francisco, and New Orleans, resulting in ending fund balances higher than the projections.

TABLE II-1

BASIC PUPIL, TEACHER AND EMPLOYEE DATA IN PUBLIC SCHOOL DISTRICTS RANKED BY 1968-69 EMPLOYMENT

	Pupils(a)	Teachers(a)	Rank	Pupil to Teacher		Percent of Employees	
				Ratio	Rank	Teachers	Rank
1 NEW YORK, NY	985,383	57,325	1	18.1	16	51.6%	36
2 LOS ANGELES, CA	884,492	29,000	2	24.0	50	50.5%	41
3 CHICAGO, IL	419,388	24,532	3	18.5	20	58.7%	13
4 DADE COUNTY, FL	380,388	14,737	4	18.0	41	60.1%	7
5 PHILADELPHIA, PA	186,811	10,880	5	17.7	37	49.1%	42
6 HOUSTON, TX	182,378	10,499	6	17.3	32	59.4%	10
7 DETROIT, MI	178,891	9,037	7	19.8	45	51.6%	37
8 FT LAUDERDALE, FL	142,414	8,880	8	16.0	15	54.8%	25
9 DALLAS, TX	131,883	7,882	10	16.7	23	51.4%	39
10 FAIRFAX COUNTY, VA	128,892	8,431	9	15.3	13	59.2%	2
11 HILLSBOROUGH CO. (TAMPA), FL	128,840	7,723	11	18.7	21	52.3%	33
12 MEMPHIS, TN	124,218	5,907	20	21.4	48	60.8%	5
13 SAN DIEGO, CA	117,887	5,875	18	19.9	46	53.8%	27
14 BALTIMORE, MD	107,388	6,000	17	17.9	40	60.0%	8
15 CLARK CO. (LAS VEGAS), NV	105,178	5,530	22	19.0	44	63.5%	3
16 PRINCE GEORGE'S COUNTY, MD	104,140	8,017	16	17.3	31	60.9%	40
17 MONTGOMERY COUNTY, MD	93,847	6,887	12	15.0	12	68.7%	1
18 MILWAUKEE, WI	88,815	5,800	21	17.2	29	60.2%	6
19 PALM BEACH COUNTY, FL	84,781	6,400	13	14.8	9	45.8%	43
20 ORANGE CO. (ORLANDO), FL	81,887	6,282	14	14.5	6	51.7%	34
21 PINELLAS CO. (ST. PETERS.), FL	80,888	5,371	23	18.9	25	37.5%	50
22 JEFFERSON COUNTY, KY	80,788	5,161	24	17.2	28	45.1%	46
23 DISTRICT OF COLUMBIA	87,138	5,848	19	14.9	11	45.5%	44
24 ALBUQUERQUE, NM	86,887	4,801	25	17.7	38	51.7%	35
25 NEW ORLEANS, LA	83,118	4,775	26	17.4	35	52.5%	32
26 BALTIMORE COUNTY, MD	82,321	6,100	15	13.5	4	63.9%	2
27 JEFFERSON COUNTY, CO	78,318	4,342	32	17.3	33	42.0%	49
28 CHARLOTTE, NC	73,881	4,254	33	17.4	34	45.3%	45
29 CLEVELAND, OH	71,887	4,401	30	16.3	17	53.2%	31
30 DeKALB COUNTY, GA	71,314	4,545	28	15.7	14	53.5%	29
31 ATLANTA, GA	68,483	4,184	34	16.4	18	55.4%	21
32 LONG BEACH, CA	67,881	2,914	46	23.0	49	55.4%	22
33 COBBS COUNTY, GA	65,821	3,707	41	17.5	39	56.5%	19
34 VIRGINIA BEACH, VA	66,512	3,878	36	18.9	26	55.3%	23
35 FORT WORTH, TX	65,346	3,548	42	18.4	42	44.8%	47
36 COLUMBUS, OH	65,180	4,488	29	14.5	8	60.8%	4
37 ANNE ARUNDEL CO., MD	64,378	3,852	37	16.8	24	58.9%	11
38 POLK COUNTY, FL	63,483	3,067	44	20.7	47	53.5%	28
39 SAN FRANCISCO, CA	63,300	3,798	39	16.7	22	53.9%	26
40 AUSTIN, TX	62,783	3,826	38	16.4	19	56.1%	20
41 DENVER, CO	57,346	3,948	35	14.5	7	44.3%	48
42 INDIANAPOLIS, IN	56,487	3,289	43	17.3	30	55.0%	24
43 BOSTON, MA	55,623	4,383	31	12.6	3	57.2%	17
44 NEWARK, NJ	54,148	4,700	27	11.5	1	58.0%	14
45 PORTLAND, OR	53,130	2,805	48	18.9	43	57.8%	15
46 CINCINNATI, OH	51,416	2,953	45	17.4	36	58.9%	12
47 ST. LOUIS, MO	47,884	3,788	40	12.4	2	57.5%	16
48 ANCHORAGE, ALASKA	46,380	2,353	50	17.1	27	56.9%	18
49 PITTSBURGH, PA	39,346	2,829	47	14.0	5	53.4%	30
50 MINNEAPOLIS, MN	38,083	2,628	49	14.9	10	51.5%	38
AVERAGE	125,484	7,276		16.9		54.1%	

TABLE II-2

PROJECTED 1988-89 GENERAL FUND EXPENDITURE AND REVENUE DATA

General Fund Expenditure Per Pupil (Excludes Federal Expenditures)		General Fund Expenditures Per Pupil ^(a) Indexed to the Inter-city Cost-of- Living Index (Average of 289 Cities=100)		Percent of General Fund Revenue (Excludes Federal Revenue) From Local Sources					
1	PITTSBURGH, PA.....	\$7,163	1	PITTSBURGH, PA.....	102.5	6,969	1	MONTGOMERY COUNTY, MD..	89.4%
2	BOSTON, MA.....	6,409	2	ST. LOUIS, MO.....	97.5	5,888	2	PORTLAND, OR.....	83.7%
3	NEW YORK, NY.....	6,117	3	PORTLAND, OR.....	103.0	5,683	3	DENVER, CO.....	83.3%
4	PORTLAND, OR.....	5,760	4	LOUISVILLE, KY.....	94.3	5,213	4	FAIRFAX COUNTY, VA.....	81.3%
5	ST. LOUIS, MO.....	5,738	5	DENVER, CO.....	191.5	4,881	5	BALTIMORE COUNTY, MD.....	79.1%
6	MONTGOMERY COUNTY, MD..	5,557	6	CINCINNATI, OH.....	100.3	4,644	6	DALLAS, TX.....	78.0%
7	FAIRFAX COUNTY, VA.....	5,513	7	MILWAUKEE, WI.....	102.0	4,620	7	AUSTIN, TX.....	77.0%
8	PHILADELPHIA, PA.....	5,463	8	MINNEAPOLIS, MN.....	99.8	4,609	8	BOSTON, MA.....	76.0%
9	NEWARK, NJ.....	5,312	9	CLEVELAND, OH.....	109.5	4,479	9	MINNEAPOLIS, MN.....	71.7%
10	DISTRICT OF COLUMBIA.....	5,297	10	MONTGOMERY COUNTY, MD..	129.4	4,328	10	PITTSBURGH, PA.....	66.6%
11	ANCHORAGE, ALASKA.....	5,184	11	COLUMBUS, OH.....	102.4	4,318	11	ANNE ARUNDEL CO., MD.....	66.5%
12	DENVER, CO.....	4,954	12	PHILADELPHIA, PA.....	127.2	4,295	12	PALM BEACH COUNTY, FL.....	64.8%
13	LOUISVILLE, KY.....	4,916	13	FAIRFAX COUNTY, VA.....	128.4	4,283	13	LOUISVILLE, KY.....	63.1%
14	CLEVELAND, OH.....	4,904	14	BALTIMORE COUNTY, MD.....	109.5	4,268	14	PRINCE GEORGE'S COUNTY	62.2%
15	SAN DIEGO, CA.....	4,681	15	PINELLAS CO. (ST. PETERS.)	101.3	4,232	15	DeKALB COUNTY, GA.....	60.3%
16	BALTIMORE COUNTY, MD.....	4,674	16	BOSTON, MA.....	152.3	4,208	16	HOUSTON, TX.....	59.8%
17	CINCINNATI, OH.....	4,658	17	DeKALB COUNTY, GA.....	106.5	4,188	17	ATLANTA, GA.....	59.6%
18	MILWAUKEE, WI.....	4,611	18	PALM BEACH COUNTY, FL.....	110.3	4,131	18	FORT WORTH, TX.....	56.8%
19	PALM BEACH COUNTY, FL.....	4,556	19	DISTRICT OF COLUMBIA.....	128.4	4,125	19	CINCINNATI, OH.....	55.6%
20	FT LAUDERDALE, FL.....	4,525	20	ANCHORAGE, ALASKA.....	125.7	4,124	20	NEW YORK, NY.....	55.3%
21	MINNEAPOLIS, MN.....	4,500	21	FT LAUDERDALE, FL.....	110.1	4,110	21	COLUMBUS, OH.....	55.2%
22	DeKALB COUNTY, GA.....	4,461	22	AUSTIN, TX.....	94.6	4,061	22	CLARK CO. (LAS VEGAS), NV....	54.3%
23	COLUMBUS, OH.....	4,421	23	ATLANTA, GA.....	108.5	4,030	23	VIRGINIA BEACH, VA.....	54.0%
24	DADE COUNTY, FL.....	4,416	24	ORANGE CO. (ORLANDO), FL...	99.3	4,027	24	JEFFERSON COUNTY, CO.....	50.9%
25	ATLANTA, GA.....	4,292	25	DADE COUNTY, FL.....	110.1	4,011	25	COBB COUNTY, GA.....	46.1%
26	PINELLAS CO. (ST. PETERS.)	4,287	26	NEWARK, NJ.....	133.0	3,994	26	PINELLAS CO. (ST. PETERS.)	46.0%
27	PRINCE GEORGE'S COUNTY	4,283	27	CHARLOTTE, NC.....	99.5	3,979	27	FT LAUDERDALE, FL.....	45.5%
28	ANNE ARUNDEL CO., MD.....	4,133	28	JEFFERSON COUNTY, CO.....	101.5	3,975	28	NEW ORLEANS, LA.....	45.4%
29	SAN FRANCISCO, CA.....	4,093	29	NEW YORK, NY.....	157.2	3,891	29	MEMPHIS, TN.....	45.3%
30	JEFFERSON COUNTY, CO.....	4,035	30	ANNE ARUNDEL CO., MD.....	109.5	3,774	30	CLEVELAND, OH.....	45.3%
31	DETROIT, MI.....	4,031	31	INDIANAPOLIS, IN.....	99.3	3,692	31	CHICAGO, IL.....	42.7%
32	ORANGE CO. (ORLANDO), FL...	3,999	32	DETROIT, MI.....	110.0	3,684	32	ORANGE CO. (ORLANDO), FL...	42.0%
33	CHICAGO, IL.....	3,979	33	SAN DIEGO, CA.....	131.0	3,574	33	MILWAUKEE, WI.....	41.1%
34	CHARLOTTE, NC.....	3,969	34	DALLAS, TX.....	103.8	3,377	34	BALTIMORE, MD.....	40.7%
35	AUSTIN, TX.....	3,842	35	PRINCE GEORGE'S COUNTY	128.4	3,336	35	PHILADELPHIA, PA.....	40.5%
36	LOS ANGELES, CA.....	3,809	36	POLK COUNTY, FL.....	103.4	3,336	36	INDIANAPOLIS, IN.....	36.7%
37	INDIANAPOLIS, IN.....	3,668	37	HILLSBOROUGH CO. (TAMPA),	101.3	3,336	37	DADE COUNTY, FL.....	33.9%
38	BALTIMORE, MD.....	3,563	38	VIRGINIA BEACH, VA.....	101.1	3,332	38	CHARLOTTE, NC.....	32.4%
39	DALLAS, TX.....	3,506	39	CHICAGO, IL.....	129.3	3,308	39	ANCHORAGE, ALASKA.....	31.8%
40	POLK COUNTY, FL.....	3,449	40	BALTIMORE, MD.....	109.5	3,254	40	DETROIT, MI.....	31.5%
41	LONG BEACH, CA.....	3,413	41	CLARK CO. (LAS VEGAS), NV....	101.4	3,170	41	HILLSBOROUGH CO. (TAMPA),	28.7%
42	HILLSBOROUGH CO. (TAMPA),	3,379	42	NEW ORLEANS, LA.....	97.0	3,141	42	POLK COUNTY, FL.....	27.0%
43	VIRGINIA BEACH, VA.....	3,369	43	COBB COUNTY, GA.....	106.5	3,117	43	NEWARK, NJ.....	25.9%
44	COBB COUNTY, GA.....	3,320	44	HOUSTON, TX.....	101.9	3,082	44	SAN FRANCISCO, CA.....	18.1%
45	CLARK CO. (LAS VEGAS), NV....	3,215	45	ALBUQUERQUE, NM.....	101.5	3,016	45	LONG BEACH, CA.....	15.9%
46	HOUSTON, TX.....	3,140	46	LOS ANGELES, CA.....	126.5	3,011	46	LOS ANGELES, CA.....	13.8%
47	NEW ORLEANS, LA.....	3,072	47	FORT WORTH, TX.....	103.2	2,963	47	ALBUQUERQUE, NM.....	2.2%
48	ALBUQUERQUE, NM.....	3,061	48	SAN FRANCISCO, CA.....	144.5	2,833	48	SAN DIEGO, CA.....	1.8%
49	FORT WORTH, TX.....	3,058	49	LONG BEACH, CA.....	126.5	2,698	49	DISTRICT OF COLUMBIA	1.4%
50	MEMPHIS, TN.....	2,321	50	MEMPHIS, TN.....	96.2	2,567	50	ST. LOUIS, MO.....	na
	AVERAGE	\$4,365		AVERAGE	111.4	\$3,837		AVERAGE	48.7%

(a) AFT estimates

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TABLE A-3

1987-88 ENDING GENERAL FUND BALANCE AS A PERCENT OF 1987-88 REVENUE
RANKED BY THE 1987-88 GENERAL FUND REVENUE

	1987-88 Ending Balance	1988-89 Revenue Increase	1988-89 Excess or (Shortfall)	Projected Ending Balance
1 MILWAUKEE, WI	22.3%	3.7%	-0.8%	22.3%
2 HOUSTON, TX	21.3%	3.7%	-2.0%	18.3%
3 COLUMBUS, OH	14.0%	2.1%	-0.4%	14.1%
4 COBB COUNTY, GA	14.3%	12.6%	1.3%	14.0%
5 ST. LOUIS, MO	14.3%	6.8%	4.2%	17.8%
6 ATLANTA, GA	14.2%	-1.1%	-6.8%	7.3%
7 AUSTIN, TX	13.9%	0.6%	-1.9%	11.9%
8 SAN DIEGO, CA	11.7%	2.6%	-10.7%	0.3%
9 POLK COUNTY, FL	10.8%	10.3%	1.3%	11.2%
10 MEMPHIS, TN	10.3%	2.6%	-2.3%	8.2%
11 LOS ANGELES, CA	9.2%	8.7%	-7.5%	0.9%
12 FT LAUDERDALE, FL	8.4%	8.8%	-7.5%	0.4%
13 DALLAS, TX	8.3%	5.8%	-0.9%	7.2%
14 ANCHORAGE, ALASKA	8.1%	4.6%	2.2%	10.0%
15 PHILADELPHIA, PA	8.0%	3.7%	-3.0%	4.7%
16 DeKALB COUNTY, GA	7.2%	6.8%	-0.2%	7.2%
17 PORTLAND, OR	7.4%	5.2%	-5.5%	1.6%
18 NEWARK, NJ	7.1%	3.6%	-1.8%	5.1%
19 SAN FRANCISCO, CA	6.8%	6.2%	-2.1%	4.2%
20 PITTSBURGH, PA	6.8%	2.6%	0.0%	6.7%
21 LONG BEACH, CA	6.1%	1.9%	2.6%	8.6%
22 INDIANAPOLIS, IN	5.3%	2.7%	-2.1%	3.0%
23 PINELLAS CO. (ST. PETERS.), FL	5.3%	3.6%	-1.6%	3.0%
24 FORT WORTH, TX	4.9%	4.9%	2.8%	7.5%
25 DADE COUNTY, FL	4.8%	15.7%	2.3%	6.2%
26 CINCINNATI, OH	4.4%	15.5%	-1.1%	2.7%
27 NEW ORLEANS, LA	4.2%	20.2%	1.1%	4.8%
28 CLARK CO. (LAS VEGAS), NV	4.1%	10.4%	0.8%	4.5%
29 HILLSBOROUGH CO. (TAMPA), FL	4.1%	6.4%	0.3%	4.1%
30 ORANGE CO. (ORLANDO), FL	4.0%	7.2%	-3.5%	0.2%
31 DISTRICT OF COLUMBIA	4.0%	5.6%	0.2%	3.9%
32 CHARLOTTE, NC	3.9%	10.8%	1.4%	5.0%
33 CHICAGO, IL	3.2%	5.8%	-2.7%	0.3%
34 ANNE ARUNDEL CO., MD	3.2%	7.4%	-2.1%	0.8%
35 DENVER, CO	2.6%	14.7%	0.0%	2.3%
36 PALM BEACH COUNTY, FL	2.3%	12.4%	-1.0%	1.0%
37 JEFFERSON COUNTY, CO	2.2%	0.4%	0.1%	1.9%
38 ALBUQUERQUE, NM	1.4%	6.9%	-0.7%	0.6%
39 PRINCE GEORGE'S COUNTY, MD	1.3%	8.1%	-0.8%	0.4%
40 BOSTON, MA	1.3%	8.3%	-1.2%	0.0%
41 CLEVELAND, OH	1.3%	1.7%	2.8%	4.4%
42 FAIRFAX COUNTY, VA	1.2%	11.8%	2.0%	3.1%
43 VIRGINIA BEACH, VA	0.7%	13.3%	-0.6%	0.0%
44 LOUISVILLE, KY	0.7%	5.3%	0.0%	0.6%
45 MONTGOMERY COUNTY, MD	0.3%	11.2%	-0.1%	0.2%
46 NEW YORK, NY	0.0%	6.2%	0.0%	0.0%
47 MINNEAPOLIS, MN	0.0%	1.3%	0.0%	0.0%
48 BALTIMORE COUNTY, MD	0.0%	11.6%	0.0%	0.0%
49 BALTIMORE, MD	0.0%	12.0%	0.0%	0.0%
50 DETROIT, MI	-10.5%	3.2%	-4.6%	-15.3%
AVERAGE	5.9%	7.3%	-1.0%	4.5%

Note: Percent of general fund revenues excluding federal revenues.

TABLE B-1
1987-88 ESTIMATED AND ACTUAL REVENUE, EXPENDITURE, AND GENERAL FUND BALANCE

	-----Revenue-----			-----Expenditure-----			-----Fund Balance-----			
							Dollars		% of Revenue	
	Estimate	Actual	Change	Estimate	Actual	Change	Estimate	Actual	Estimate	Actual
1 ALBUQUERQUE, NM	3241	3243	0.0%	3246	3246	0.0%	\$3.5	\$3.5	1.0%	1.4%
2 ATLANTA, GA	278	279	0.4%	288	281	-2.9%	31.3	38.9	11.3%	13.8%
3 AUSTIN, TX	234	238	1.0%	248	234	-2.7%	22.8	32.7	8.7%	13.8%
4 BALTIMORE, MD	444	382	-14.0%	444	382	-14.0%	0.0	0.0	0.0%	0.0%
5 BALTIMORE COUNTY, MD	345	347	0.6%	345	347	0.6%	14.2	6.0	4.1%	0.0%
6 BOSTON, MA	325	325	0.0%	325	325	0.1%	0.0	4.2	0.0%	1.3%
7 CHARLOTTE, NC	278	278	-0.1%	272	271	-0.3%	9.8	10.5	3.0%	3.9%
8 CHICAGO, IL	1,720	1,122	a	1,782	1,126	a	68.1	35.7	3.9%	3.2%
9 CINCINNATI, OH	244	205	-16.2%	264	215	-18.6%	8.0	8.0	3.2%	4.4%
10 CLARK CO. (LAS VEGAS), NV	310	310	0.0%	308	309	0.2%	13.2	12.8	4.2%	4.1%
11 CLEVELAND, OH	354	357	0.8%	315	318	1.0%		4.3		1.2%
12 COLUMBUS, OH	279	281	0.8%	272	272	-0.6%	32.8	41.7	11.7%	18.8%
13 DADE COUNTY, FL	1,191	1,048	-12.2%	1,184	1,040	-12.2%	53.9	48.7	4.9%	4.9%
14 DALLAS, TX	453	488	-0.0%	443	448	1.3%	42.9	37.0	8.9%	8.2%
15 DeKALB COUNTY, GA	298	298	-0.0%	293	293	0.0%	23.5	23.4	7.9%	7.8%
16 DENVER, CO	253	280	-1.8%	255	254	-0.2%	10.5	8.5	4.1%	2.8%
17 DETROIT, MI	748	740	-0.8%	783	778	-0.6%	-70.4	-69.0	-8.4%	-9.3%
18 DISTRICT OF COLUMBIA	484	484	1.9%	404	488	0.7%	11.8	17.3	2.4%	3.8%
19 FAIRFAX COUNTY, VA	661	661	0.0%	684	684	0.0%	7.7	7.7	1.2%	1.2%
20 FORT WORTH, TX	185	187	0.8%	190	190	0.3%	13.7	9.8	7.0%	4.9%
21 FT LAUDERDALE, FL	895	549	-8.2%	818	534	-13.4%	13.8	47.2	2.3%	8.6%
22 HILLSBOROUGH CO. (TAMPA), FL	411	411	0.0%	395	399	0.9%	20.0	18.8	4.9%	4.0%
23 HOUSTON, TX	572	574	0.3%	580	583	0.5%	115.8	114.8	29.2%	20.0%
24 INDIANAPOLIS, IN	188	188	4.8%	187	187	4.8%	13.2	10.4	7.0%	5.3%
25 JEFFERSON COUNTY, CO	278	277	-0.2%	284	280	-1.8%	2.1	6.1	0.8%	2.2%
26 LONG BEACH, CA	245	244	-0.2%	251	253	0.8%	18.9	14.1	8.9%	5.8%
27 LOS ANGELES, CA	2,589	2,388	-8.7%	2,684	2,389	-11.0%	18.5	207.1	0.9%	8.7%
28 LOUISVILLE, KY	285	415	a	285	415	a	2.8	2.7	1.0%	0.7%
29 MEMPHIS, TN	304	314	3.1%	312	303	-3.0%	22.5	33.1	7.4%	10.5%
30 MILWAUKEE, WI	485	484	-8.9%	485	481	-4.9%	102.6	98.1	21.2%	21.2%
31 MONTGOMERY COUNTY, MD	808	804	-0.8%	808	805	-0.2%	4.7	1.3	0.9%	0.3%
32 NEW ORLEANS, LA	218	219	0.6%	219	214	-2.4%	0.3	8.9	0.1%	4.1%
33 NEW YORK, NY	5,191	5,282	2.7%	5,191	5,232	2.7%	0.0	0.0	0.0%	0.0%
34 NEWARK, NJ	288	272	2.1%	275	287	-2.9%	5.8	19.4	2.2%	7.1%
35 ORANGE CO. (ORLANDO), FL	319	329	3.3%	329	329	0.0%	0.8	13.1	0.2%	4.0%
36 PALM BEACH COUNTY, FL	373	389	2.1%	370	372	0.7%	11.8	8.8	3.2%	2.3%
37 PHILADELPHIA, PA	988	985	-0.2%	979	979	-0.0%	80.2	79.0	8.1%	8.0%
38 PINELLAS CO. (ST. PETERS.), FL	328	361	7.7%	327	380	7.2%	17.8	18.5	5.5%	5.3%
39 PITTSBURGH, PA	278	278	0.0%	278	278	0.0%	18.9	18.9	6.8%	6.8%
40 POLK COUNTY, FL	189	201	1.3%	189	201	1.0%	21.3	21.9	10.7%	10.9%
41 PORTLAND, OR	255	275	7.4%	262	283	8.0%	25.8	20.4	10.1%	7.4%
42 PRINCE GEORGE'S COUNTY, MD	434	439	-1.0%	432	428	-0.8%	6.4	5.4	1.5%	1.3%
43 SAN DIEGO, CA	491	485	0.9%	537	487	-9.4%	1.2	58.2	0.2%	11.3%
44 SAN FRANCISCO, CA	261	289	-1.0%	265	248	-7.2%	6.1	16.4	2.3%	6.3%
45 ST. LOUIS, MO	88	87	-0.6%	94	94	0.6%	15.1	13.7	15.7%	14.2%
46 VIRGINIA BEACH, VA	228	188	-12.1%	228	200	-11.5%	0.0	1.4	0.0%	0.7%
47 COBB COUNTY, GA (c)										
48 ANCHORAGE, ALASKA (c)										
49 ANNE ARUNDEL CO., MD (c)										
50 MINNEAPOLIS, MN (c)										
AVERAGE	\$658	\$642	-0.8%	\$664	\$641	-1.8%	\$18.2	\$24.4	4.8%	5.7%

(a) Data are not comparable

(b) Unreserved, undesignated fund balance from audited financial statements

(c) Not surveyed in 1987-88

III. Results of the 1989-90 Local Union Teacher Salary Survey

The AFT's 100 largest locals serving elementary and secondary teachers were asked to provide extensive salary and staffing information for the current school year beginning Fall 1989. About 75 responded to the survey, and information from a variety of sources provided comparable data for a few others.

The abbreviated salary matrix contains step 1, step 5, step 10, and maximum scheduled salaries for four preparation levels: Bachelors degree, Masters degree, Masters plus 30 additional graduate hours, and the scheduled maximum. In Florida, the "specialist" level is listed under MA plus 30. The matrix also shows the number of years needed to achieve the maximum salary. Some schedules conform well to this matrix while others do not. Generally, the matrix was completed by the local. In some instances, the following changes were made: 1) Step 1 was made to correspond to where a beginning teacher would be hired (several districts have eliminated the lower steps and start teachers on a higher step and some districts start on step 0), and steps 5 and 10 were adjusted accordingly; 2) When possible, steps were equated to years of experience. The survey solicited longevity information from locals. Generally, the maximum salary corresponds to the scheduled salary reached in continuous (or near continuous) increments. Longevity increments usually designate the extra pay specifically identified in contracts as longevity pay added to the published salary schedule for teachers with substantial experience.

In addition to the basic salary matrix, other information appears to the right of the matrix to help interpret the salary data including the salary for a teacher with a Masters degree and 15 years of experience for 1988-89 and 1989-90, the estimated average experience level of teachers, the number of teachers, the number of new BA teachers, and the number of teachers retiring in the previous year. Some districts have very low beginning salaries but they also may have few beginning teachers.

The footnotes to each matrix provide information on the teacher supply and demand situation as perceived by local union leaders. Among the 74 locals providing such information, 22 believed that there is either a general shortage or shortages in specific areas, and another three anticipated shortages in the near future. Last year, 21 of the 57 reporting locals believed that there was either a general shortage or shortages in specific areas.

TABLE M-1

SCHEDULED TEACHER SALARIES IN LARGE AFT LOCALS, 1988-90

CA POWAY FEDERATION					Local 1257		
Contract Begins:		7/1/89		Expires:		6/30/91	
		BA	MA	MA30	MAX	Affiliation of Bargaining Agent: AFT	
Step						MA, 15yrs. 88-89: \$38,957	
1		26,335	27,024	na	27,650	MA, 15yrs. 89-90: \$41,098	
5		29,782	33,413	na	35,742	Average Experience: 10.0	
10		36,847	38,579	na	41,833	Unit Size: 1,020	
MAX		31,193	39,957	na	44,777	New Teachers: 96	
Yrs. to MAX		7	12	12	13	Num. Teachers BA1: 22	
Longevity		na	2,142	na	2,142	Teachers Retired: 5	
Yrs. Needed		0	27	23	28	Shortage: Not a problem	

Note: Salaries effective 2/1/90.

CA UNITED TEACHERS					Local 1421		
Contract Begins:		7/1/88		Expires:		6/30/91	
		BA	MA	MA30	MAX	Affiliation of Bargaining Agent: AFT/NEA	
Step						MA, 15yrs. 88-89: \$40,637	
1		27,346	28,643	31,025	32,073	MA, 15yrs. 89-90: \$43,888	
5		29,254	34,238	37,186	38,834	Average Experience: na	
10		34,405	41,888	45,805	48,075	Unit Size: 33,000	
MAX		34,405	41,888	45,805	48,075	New Teachers: na	
Yrs. to MAX		10	10	10	10	Num. Teachers BA1: na	
Longevity		2,000	2,000	2,000	2,000	Teachers Retired: na	
Yrs. Needed		15	15	15	15	Shortage: Not a problem	

Note: MA is the Min+56 lane; MA+30 is the Min+84 lane; shortages in bilingual.

GT BRISTOL FEDERATION					Local 1461		
Contract Begins:		7/1/89		Expires:		6/30/91	
		BA	MA	MA30	MAX	Affiliation of Bargaining Agent: AFT	
Step						MA, 15yrs. 88-89: \$41,000	
1		22,853	25,612	28,959	30,959	MA, 15yrs. 89-90: \$44,590	
5		34,438	38,264	40,873	44,893	Average Experience: 15.0	
10		na	na	na	na	Unit Size: 640	
MAX		40,230	44,550	47,850	51,860	New Teachers: 2	
Yrs. to MAX		7	7	7	7	Num. Teachers BA1: 2	
Longevity		0	0	0	0	Teachers Retired: 8	
Yrs. Needed		0	0	0	0	Shortage: Not a problem	

Note: About 70% of teachers at maximum—most at Masters & 6th year.

CT HARTFORD FEDERATION OF TEACHERS					Local: 1018
Contract Begins:		7/1/89	Expires:		6/30/92
		BA	MA	MA30	MAX
Step					
1		26,188	28,283	31,425	35,615
5		36,663	40,853	43,985	48,185
10		na	na	na	na
MAX		41,900	45,043	48,185	52,385
Yrs. to MAX		6	6	6	6
Longevity		See note			
Yrs. Needed		0	0	0	0
Affiliation of Bargaining Agent: AFT MA, 15 yrs. 88-89: \$43,000 MA, 15 yrs. 89-90: \$45,043 Average Experience: na Unit Size: 2,150 New Teachers: 175 Num. Teachers BA1: 120 Teachers Retired: na Shortage: Not a problem					

Note: Longevity is \$100 per year after 10 years to retirement.

CT HARTFORD FEDERATION OF TEACHERS					Local: 1018
Contract Begins:		8/1/89	Expires:		8/31/91
		BA	MA	MA30	MAX
Step					
1		27,714	29,290	31,481	31,481
5		30,143	31,725	34,399	34,399
10		39,654	42,930	45,734	45,734
MAX		41,330	44,643	47,490	47,490
Yrs. to MAX		11	11	11	11
Longevity		1,500	1,500	1,500	1,500
Yrs. Needed		25	25	25	22
Affiliation of Bargaining Agent: AFT MA, 15 yrs. 88-89: \$44,643 MA, 15 yrs. 89-90: \$47,810 Average Experience: 18.0 Unit Size: 550 New Teachers: 3 Num. Teachers BA1: 2 Teachers Retired: 8 Shortage: Not a problem					

Note: Longevity is \$1,600 at year 18, plus another \$500 at year 25.

CT NEW HAVEN FEDERATION OF TEACHERS					Local: 933
Contract Begins:		7/89	Expires:		6/92
		BA	MA	MA30	MAX
Step					
1		26,177	27,946	24,863	33,023
5		31,744	33,324	35,431	38,591
10		40,399	41,974	44,086	47,246
MAX		47,165	48,749	50,861	54,029
Yrs. to MAX		13	13	13	13
Longevity		0	0	0	0
Yrs. Needed		0	0	0	0
Affiliation of Bargaining Agent: AFT MA, 15 yrs. 88-89: \$44,838 MA, 15 yrs. 89-90: \$48,749 Average Experience: 12.0 Unit Size: 1,300 New Teachers: 50 Num. Teachers BA1: 100 Teachers Retired: 25 Shortage: Not a problem					

Note: na

CT NORWALK FEDERATION OF TEACHERS					Local: 1723
Contract Begins:		9/1/89	Expires:		8/31/91
		BA	MA	MA30	MAX
Step					
1		25,500	27,500	29,500	34,000
5		30,500	32,500	35,000	39,000
10		36,000	43,000	46,000	56,150
MAX		36,000	43,000	46,000	56,150
Yrs. to MAX		10	10	10	10
Longevity		2,500	2,500	2,500	2,500
Yrs. Needed		22	17	17	17
Affiliation of Bargaining Agent: AFT MA, 15 yrs. 88-89: \$40,000 MA, 15 yrs. 89-90: \$43,000 Average Experience: na Unit Size: 825 New Teachers: 23 Num. Teachers BA1: 7 Teachers Retired: 23 Shortage: Not a problem					

Note: na

CT. STATE NATIONAL FEDERATION

Contract Begins: 7/1/86 Expires: 6/30/89

Step	BA	MA	MA30	MAX
1	22,250	22,250	na	22,250
5	26,191	26,191	na	26,191
10	30,990	30,990	na	30,990
MAX	40,000	40,000	na	40,000
Yrs. to MAX	14	14	14	14
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent: AFT
 MA, 15yrs. 88-89: \$40,000
 MA, 15yrs. 89-90: Negotiating
 Average Experience: 12.0
 Unit Size: 1,100
 New Teachers: 70
 Num. Teachers BA1: 100
 Teachers Retired: 147

Shortage: This year

Note: 1985-89 salary schedule

DC. WASHINGTON TEACHERS UNION

Contract Begins: 3/15/88 Expires: 9/30/90

Step	BA	MA	MA30	MAX
1	22,982	25,282	26,438	27,593
5	26,633	29,904	31,083	32,218
10	32,169	36,796	37,949	39,110
MAX	38,405	44,830	46,009	47,509
Yrs. to MAX	15	15	15	15
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent: AFT
 MA, 15yrs. 88-89: \$41,897
 MA, 15yrs. 89-90: \$44,830
 Average Experience: na
 Unit Size: 5,500
 New Teachers: na
 Num. Teachers BA1: na
 Teachers Retired: na

Shortage: na

Note: na

FL. ALACHUA COUNTY EDUCATORS ASSOCIATION

Contract Begins: 8/1/87 Expires: 7/31/90

Step	BA	MA	MA30	MAX
1	19,000	20,900	22,300	23,800
5	21,149	23,499	25,131	26,922
10	21,794	24,509	26,032	28,032
MAX	31,960	35,258	37,855	40,697
Yrs. to MAX	25	25	25	25
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent: AFT
 MA, 15yrs. 88-89: \$26,413
 MA, 15yrs. 89-90: \$28,575
 Average Experience: na
 Unit Size: 1,500
 New Teachers: na
 Num. Teachers BA1: 45
 Teachers Retired: 13

Shortage: This year

Note: na

FL. BREVARD FEDERATION

Contract Begins: 8/21/89 Expires: 8/20/90

Step	BA	MA	MA30	MAX
1	21,550	23,530	24,235	24,955
5	22,365	24,345	25,050	25,770
10	23,945	25,925	26,630	27,350
MAX	32,865	34,845	35,550	36,270
Yrs. to MAX	17	17	17	17
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent: AFT
 MA, 15yrs. 88-89: \$28,835
 MA, 15yrs. 89-90: \$29,640
 Average Experience: 12.0
 Unit Size: 3,296
 New Teachers: 300
 Num. Teachers BA1: 200
 Teachers Retired: 45

Shortage: In 5 years

Note: At max, if less than 10 years in Brevard County subtract \$2,760.

FL BROWARD TEACHERS UNION					Local 1975
Contract Begins:		8/89	Expires:		8/92
		BA	MA	MA30	MAX
Step					
1		23,550	25,550	27,350	28,256
5		25,272	27,272	29,072	29,978
10		26,601	28,601	30,401	31,307
MAX		37,000	39,000	40,800	41,706
Yrs. to MAX		20	20	20	20
Longevity		3,050	3,050	3,050	3,050
Yrs. Needed		25	25	25	25
Affiliation of Bargaining Agent: AFT MA, 15yrs. 88-89: \$30,068 MA, 15yrs. 89-90: \$32,347 Average Experience: 12.0 Unit Size: 9,100 New Teachers: 500 Num. Teachers BA1: 340 Teachers Retired: 100 Shortage: Not a problem					
Note: na					

FL CHARLOTTE COUNTY TEACHERS ASSOCIATION					Local 3841
Contract Begins:		8/17/88	Expires:		8/16/91
		BA	MA	MA30	MAX
Step					
1		21,285	24,324	26,059	27,478
5		22,753	25,792	27,527	28,946
10		25,899	28,938	30,673	32,092
MAX		28,679	31,668	33,403	34,822
Yrs. to MAX		16	16	16	16
Longevity		2,080	2,130	2,130	2,130
Yrs. Needed		18	18	18	18
Affiliation of Bargaining Agent: AFT MA, 15yrs. 88-89: \$30,153 MA, 15yrs. 89-90: \$31,668 Average Experience: 8.0 Unit Size: 750 New Teachers: 140 Num. Teachers BA1: 23 Teachers Retired: 12 Shortage: Not a problem					
Note: na					

FL DUVAL TEACHERS UNITED					Local 3320
Contract Begins:		7/1/89	Expires:		6/30/90
		BA	MA	MA30	MAX
Step					
1		20,000	21,165	22,406	23,326
5		21,200	22,365	23,606	24,526
10		23,005	24,503	25,894	27,499
MAX		33,812	26,087	37,174	38,657
Yrs. to MAX		18	18	18	18
Longevity		250	250	250	250
Yrs. Needed		31	31	31	31
Affiliation of Bargaining Agent: AFT MA, 15yrs. 88-89: \$24,019 MA, 15yrs. 89-90: \$25,424 Average Experience: 16.0 Unit Size: 6,400 New Teachers: 250 Num. Teachers BA1: 220 Teachers Retired: 340 Shortage: In 2 years					
Note: Shortage of special education, science, elementary, and minority teachers					

FL MANATEE EDUCATION ASSOCIATION					Local 3821
Contract Begins:		8/1/88	Expires:		7/31/91
		BA	MA	MA30	MAX
Step					
1		23,887	22,377	24,191	26,009
5		22,542	25,395	27,543	29,358
10		27,448	29,069	31,457	33,274
MAX		32,324	34,792	37,737	39,572
Yrs. to MAX		21	21	21	21
Longevity		0	0	0	0
Yrs. Needed		0	0	0	0
Affiliation of Bargaining Agent: AFT MA, 15yrs. 88-89: \$31,819 MA, 15yrs. 89-90: \$33,728 Average Experience: na Unit Size: 1,575 New Teachers: 156 Num. Teachers BA1: na Teachers Retired: 26 Shortage: This year					
Note: Shortage of certified teachers in Exceptional Child Education Impending shortage in other areas					

FL PASCO CLASSROOM TEACHERS ASSOCIATION					Local 4322		
Contract Begins:		7/1/89	Expires:		6/30/91	Affiliation of Bargaining Agent: AFT	
		BA	MA	MA30	MAX	MA, 15yrs. 88-89:	\$29,810
Step						MA, 15yrs. 89-90:	\$31,645
1		20,000	22,260	22,906	25,161	Average Experience:	8.0
5		21,965	24,225	24,871	27,126	Unit Size:	2,000
10		25,785	23,045	28,691	30,946	New Teachers:	200
MAX		29,885	32,145	33,791	35,046	Num. Teachers BA1:	106
Yrs. to MAX		12	12	12	12	Teachers Retired:	na
Longevity		1,100	1,100	1,100	1,100	Shortage: This year	
Yrs. Needed		21	21	21	21		

Note: Shortages in special education, particularly EH, SED, and SLD.

FL PUTNAM FEDERATION OF TEACHERS					Local 4322		
Contract Begins:		7/89	Expires:		6/92	Affiliation of Bargaining Agent: AFT	
		BA	MA	MA30	MAX	MA, 15yrs. 88-89:	\$26,625
Step						MA, 15yrs. 89-90:	\$26,275
1		21,700	23,025	24,025	24,925	Average Experience:	na
5		22,800	24,175	25,175	26,075	Unit Size:	650
10		27,250	29,725	30,725	31,625	New Teachers:	78
MAX		31,600	34,250	35,250	36,150	Num. Teachers BA1:	28
Yrs. to MAX		20	20	20	20	Teachers Retired:	18
Longevity		0	0	0	0	Shortage: This year	
Yrs. Needed		0	0	0	0		

Note: Shortages the next few years in the Exceptional Education area.

FL SARASOTA CLASSROOM TEACHERS ASSOCIATION					Local 4322		
Contract Begins:		7/1/88	Expires:		6/30/91	Affiliation of Bargaining Agent: AFT	
		BA	MA	MA30	MAX	MA, 15yrs. 88-89:	\$34,818
Step						MA, 15yrs. 89-90:	\$36,439
1		21,630	22,660	24,720	25,750	Average Experience:	na
5		24,345	27,714	29,479	30,707	Unit Size:	2,000
10		28,222	33,718	36,736	38,267	New Teachers:	100
MAX		29,941	36,439	40,116	41,788	Num. Teachers BA1:	50
Yrs. to MAX		20	20	20	20	Teachers Retired:	40
Longevity		0	0	0	0	Shortage: Not a problem	
Yrs. Needed		0	0	0	0		

Note: na

FL ST. LUCIE CLASSROOM TEACHERS ASSOCIATION					Local 3618		
Contract Begins:		7/1/89	Expires:		6/30/91	Affiliation of Bargaining Agent: AFT	
		BA	MA	MA30	MAX	MA, 15yrs. 88-89:	\$31,204
Step						MA, 15yrs. 89-90:	\$33,076
1		21,293	23,360	24,115	25,541	Average Experience:	12.0
5		23,776	25,842	25,596	28,022	Unit Size:	1,200
10		26,874	28,943	26,698	31,124	New Teachers:	190
MAX		31,010	33,076	33,831	35,257	Num. Teachers BA1:	95
Yrs. to MAX		15	15	15	15	Teachers Retired:	15
Longevity		2,000	2,000	2,000	2,000	Shortage: This year	
Yrs. Needed		20	20	20	20		

Note: na

FL INITIAL TEACHERS OF DADE (MIAMI)					Local 1974
Contract Begins:		7/1/88		Expires: 6/30/91	
		BA	MA	MA30	MAX
Step					
1		24,750	27,750	29,750	31,750
5		26,300	29,300	31,300	33,300
10		30,800	33,800	35,800	37,800
MAX		38,400	41,400	43,400	45,400
Yrs. to MAX		14	14	14	14
Longevity		500	500	500	500
Yrs. Needed		25	25	25	25
Affiliation of Bargaining Agent: AFT MA, 15yrs. 88-89: \$38,500 MA, 15yrs. 89-90: \$41,400 Average Experience: 13.0 Unit Size: 17,105 New Teachers: 1,201 Num. Teachers BA1: 1,102 Teachers Retired: 249 Shortage: Not a problem					
Note: MA36 is substituted for MA30.					

HI HAWAIIAN TEACHERS ASSOCIATION					Local 1127
Contract Begins:		2/1/89		Expires: 8/29/93	
		BA	MA	MA30	MAX
Step					
1		22,292	24,581	25,941	27,513
5		24,581	27,513	29,261	31,268
10		28,354	32,472	35,107	38,014
MAX		32,813	38,325	41,534	45,067
Yrs. to MAX		14	14	14	14
Longevity		0	0	0	0
Yrs. Needed		0	0	0	0
Affiliation of Bargaining Agent: NEA MA, 15yrs. 88-89: \$37,400 MA, 15yrs. 89-90: \$38,325 Average Experience: na Unit Size: 9,270 New Teachers: na Num. Teachers BA1: na Teachers Retired: 286 Shortage: Not a problem					
Note: na					

IL CHICAGO TEACHERS UNION					Local 1
Contract Begins:		9/1/89		Expires: 8/31/90	
		BA	MA	MA30	MAX
Step					
1		21,400	23,005	24,610	25,680
5		26,001	27,606	29,211	30,281
10		32,314	33,919	35,524	36,594
MAX		38,841	40,446	42,051	43,121
Yrs. to MAX		15	15	15	15
Longevity		0	0	0	0
Yrs. Needed		15	15	15	15
Affiliation of Bargaining Agent: AFT MA, 15yrs. 88-89: \$36,498 MA, 15yrs. 89-90: \$40,406 Average Experience: 15.0 Unit Size: 30,000 New Teachers: na Num. Teachers BA1: 495 Teachers Retired: 1,000 Shortage: This year					
Note: na					

KS WICHITA FEDERATION OF TEACHERS					Local 725
Contract Begins:		7/1/89		Expires: 6/30/90	
		BA	MA	MA30	MAX
Step					
1		20,854	22,882	23,221	24,473
5		23,862	25,198	26,137	27,389
10		24,166	28,893	29,782	31,034
MAX		0	29,572	31,240	33,221
Yrs. to MAX		7	11	11	12
Longevity		2,294	2,451	2,874	3,654
Yrs. Needed		35	35	35	35
Affiliation of Bargaining Agent: NEA MA, 15yrs. 88-89: \$28,386 MA, 15yrs. 89-90: \$29,572 Average Experience: 10.0 Unit Size: 3,200 New Teachers: 450 Num. Teachers BA1: 400 Teachers Retired: 72 Shortage: This year					
Note: Gifted is a problem. Also a real concern in the next decade in many areas.					

LA JEFFERSON FEDERATION OF TEACHERS

Contract Begins: 4/19/89 Expires: 6/30/90

	BA	MA	MA30	MAX
Step 1	16,857	17,417	17,952	18,651
5	19,055	19,660	20,237	21,018
10	22,067	22,800	23,476	24,268
MAX	27,215	28,287	28,555	29,464
Yrs. to MAX	20	20	20	20
Longevity	See note			
Yrs. Needed	13	13	13	13

Affiliation of Bargaining Agent: AFT
 MA, 15yrs. 88-89: \$25,296
 MA, 15yrs. 89-90: \$26,903
 Average Experience: 13.0
 Unit Size: 3,600
 New Teachers: na
 Num. Teachers BA1: 201
 Teachers Retired: 69

Shortage: This year

Note: Some longevity pay for teachers with 13 years in County. Shortages in many areas.

MA BOSTON TEACHERS UNION

Contract Begins: 9/1/89 Expires: 8/31/92

	BA	MA	MA30	MAX
Step 1	24,992	26,712	28,437	30,283
5	31,838	34,053	36,271	38,607
10	31,838	34,053	36,271	38,607
MAX	36,473	38,688	40,903	43,243
Yrs. to MAX	7	7	7	7
Longevity	1,872	1,872	1,872	1,872
Yrs. Needed	39	39	39	39

Affiliation of Bargaining Agent: AFT
 MA, 15yrs. 88-89: \$37,500
 MA, 15yrs. 89-90: \$39,000
 Average Experience: 14.5
 Unit Size: 5,800
 New Teachers: na
 Num. Teachers BA1: na
 Teachers Retired: na

Shortage: na

Note: na

MA LOWELL TEACHERS UNION

Contract Begins: 9/1/88 Expires: 6/30/90

	BA	MA	MA30	MAX
Step 1	22,000	23,529	24,724	27,715
5	27,853	29,448	30,643	31,838
10	na	na	na	na
MAX	32,667	34,262	35,457	36,652
Yrs. to MAX	7	7	7	7
Longevity	See note			
Yrs. Needed				

Affiliation of Bargaining Agent: AFT
 MA, 15yrs. 88-89: \$31,148
 MA, 15yrs. 89-90: \$34,262
 Average Experience: 12.0
 Unit Size: 958
 New Teachers: 18
 Num. Teachers BA1: 34
 Teachers Retired: 6

Shortage: This year

Note: Longevity of .3% per Year of service were frozen in 88-89. Shortage of certified teachers in bilingual areas and special education.

MD BALTIMORE TEACHERS UNION

Contract Begins: 7/1/86 Expires: 6/30/89

	BA	MA	MA30	MAX
Step 1	20,520	21,655	22,840	24,195
5	21,803	23,324	24,600	26,059
10	25,281	27,049	28,527	30,215
MAX	35,665	37,434	38,855	39,913
Yrs. to MAX	15	15	15	15
Longevity	2,006	2,293	2,295	2,298
Yrs. Needed	25	25	25	25

Affiliation of Bargaining Agent: AFT
 MA, 15yrs. 88-89: \$34,661
 MA, 15yrs. 89-90: \$37,434
 Average Experience: na
 Unit Size: 7,800
 New Teachers: na
 Num. Teachers BA1: na
 Teachers Retired: na

Shortage: na

Note: na

Contract Begins: 7/1/88 Expires: 6/30/91					Affiliation of Bargaining Agent: AFT	
	BA	MA	MA30	MAX	MA, 15yrs. 88-89:	\$43,735
Step 1	22,605	24,515	25,980	27,015	MA, 15yrs. 89-90:	\$46,360
5	30,265	30,740	32,160	33,250	Average Experience:	na
10	40,800	44,725	46,150	47,245	Unit Size:	836
MAX	na	46,360	47,785	50,510	New Teachers:	50
Yrs. to MAX	9	10	10	11	Num. Teachers BA1:	na
Longevity	1,150	1,150	1,150	1,150	Teachers Retired:	42
Yrs. Needed	25	25	25	25	Shortage: Not a problem	

Note: Shortages anticipated in areas like vocational education.

Contract Begins: 7/1/89 Expires: 6/30/90					Affiliation of Bargaining Agent: AFT	
	BA	MA	MA30	MAX	MA, 15yrs. 88-89:	\$40,505
Step 1	23,663	26,157	26,491	26,824	MA, 15yrs. 89-90: <td>\$42,935</td>	\$42,935
5	29,539	33,256	33,590	33,924	Average Experience:	15.0
10	37,419	42,935	43,269	43,603	Unit Size:	11,000
MAX	37,419	42,935	43,714	44,048	New Teachers:	105
Yrs. to MAX	10	10	11	11	Num. Teachers BA1:	24
Longevity	0	0	0	0	Teachers Retired:	596
Yrs. Needed	0	0	0	0	Shortage: This year	

Note: Shortage in secondary mathematics & science, special education -- L.D. (K-12), school psychologists.

Contract Begins: 9/1/88 Expires: 8/31/90					Affiliation of Bargaining Agent: AFT	
	BA	MA	MA30	MAX	MA, 15yrs. 88-89:	\$41,108
Step 1	20,085	21,925	23,073	49,105	MA, 15yrs. 89-90: <th>\$43,780</th>	\$43,780
5	26,061	27,554	29,088	49,105	Average Experience:	20.0
10	37,793	43,780	45,303	49,105	Unit Size:	675
MAX	0	0	0	0	New Teachers:	12
Yrs. to MAX	10	10	10	10	Num. Teachers BA1:	2
Longevity	2,834	3,283	3,394	3,682	Teachers Retired:	12
Yrs. Needed	30	30	30	30	Shortage: In 2 years	

Note: Shortages in areas of special education, industrial arts, & math. Doctorate is \$49,105 regardless of experience.

Contract Begins: 7/1/89 Expires: 6/30/91					Affiliation of Bargaining Agent: AFT	
	BA	MA	MA30	MAX	MA, 15yrs. 88-89:	\$39,370
Step 1	22,631	24,432	24,976	27,960	MA, 15yrs. 89-90: <th>\$41,142</th>	\$41,142
5	25,977	29,260	29,772	33,181	Average Experience:	5.0
10	31,201	35,553	36,057	39,792	Unit Size:	720
MAX	33,471	41,142	41,727	45,980	New Teachers:	25
Yrs. to MAX	13	13	13	13	Num. Teachers BA1:	na
Longevity	0	0	0	0	Teachers Retired:	10
Yrs. Needed	0	0	0	0	Shortage: Not a problem	

Note: na

MN DULUTH FED. OF TEACHERS

Local: 0002

Contract Begins: 7/89 Expires: 6/91

	BA	MA	MA30	MAX
Step 1	19,096	22,385	23,658	24,931
5	21,961	26,416	27,689	28,963
10	na	na	na	na
MAX	26,416	36,124	38,192	38,829
Yrs. to MAX	8	9	9	9
Longevity	1,200	1,200	1,200	1,200
Yrs. Needed	25	25	25	25

Affiliation of
Bargaining Agent: AFT
MA, 15yrs. 88-89: \$35,338
MA, 15yrs. 89-90: \$36,424
Average Experience: 0.0
Unit Size: 950
New Teachers: 0
Num. Teachers BA1: 0
Teachers Retired: 0

Shortage: na

Note: Schedule is for new teachers; experienced teachers reach maximum in 12 years.

MN MINNEAPOLIS FEDERATION OF TEACHERS

Local: 0001

Contract Begins: 7/1/89 Expires: 6/30/91

	BA	MA	MA30	MAX
Step 1	21,015	22,818	24,161	25,403
5	25,675	27,765	29,474	31,159
10	31,581	38,287	39,318	40,423
MAX	31,581	39,649	42,301	44,766
Yrs. to MAX	8	11	11	11
Longevity	2,000	2,000	2,000	2,000
Yrs. Needed	25	25	25	25

Affiliation of
Bargaining Agent: AFT
MA, 15yrs. 88-89: \$38,345
MA, 15yrs. 89-90: \$39,649
Average Experience: na
Unit Size: 2,694
New Teachers: 250
Num. Teachers BA1: 18
Teachers Retired: 200

Shortage: Not a problem

Note: na

MN OSSEO FEDERATION OF TEACHERS

Local: 1212

Contract Begins: 7/1/89 Expires: 6/30/91

	BA	MA	MA30	MAX
Step 1	21,700	25,550	26,990	27,700
5	23,780	29,180	30,830	31,580
10	28,210	35,960	37,900	38,880
MAX	31,620	39,220	42,270	43,410
Yrs. to MAX	12	12	12	12
Longevity	500	1,890	1,130	1,310
Yrs. Needed	21	21	21	21

Affiliation of
Bargaining Agent: AFT
MA, 15yrs. 88-89: \$40,550
MA, 15yrs. 89-90: \$42,200
Average Experience: 12.0
Unit Size: 1,133
New Teachers: 59
Num. Teachers BA1: 52
Teachers Retired: 15

Shortage: Not a problem

Note: na

MN ROBBINSDALE FEDERATION OF TEACHERS

Local: 0177

Contract Begins: 7/1/89 Expires: 6/30/91

	BA	MA	MA30	MAX
Step 1	21,821	25,513	27,136	29,182
5	25,532	31,503	33,027	35,557
10	30,574	41,015	42,221	45,517
MAX	30,574	41,015	42,221	45,517
Yrs. to MAX	9	10	10	10
Longevity	820	1,500	1,500	1,500
Yrs. Needed	21	21	21	21

Affiliation of
Bargaining Agent: AFT
MA, 15yrs. 88-89: \$40,127
MA, 15yrs. 89-90: \$41,331
Average Experience: na
Unit Size: 850
New Teachers: 35
Num. Teachers BA1: 8
Teachers Retired: 15

Shortage: Not a problem

Note: na

MA MASSACHUSETTS FEDERATION OF TEACHERS					Local: 20
Contract Begins:		7/1/89	Expires:		6/30/91
		BA	MA	MA30	MAX
Step					
1		22,347	23,544	24,551	26,942
5		24,899	27,944	29,002	31,394
10		30,694	34,771	35,778	38,170
MAX		33,238	40,058	41,663	45,570
Yrs. to MAX		11	12	12	12
Longevity		1,000	1,000	1,000	1,000
Yrs. Needed		25	25	25	25
		Affiliation of Bargaining Agent:			AFT
		MA, 15yrs. 88-89:			\$38,150
		MA, 15yrs. 89-90:			\$40,058
		Average Experience:			11.0
		Unit Size:			2,700
		New Teachers:			125
		Num. Teachers BA1:			96
		Teachers Retired:			45
		Shortage:			Not a problem

Note: na

MO KANSAS CITY FEDERATION OF TEACHERS					Local: 691
Contract Begins:		7/1/89	Expires:		6/30-90
		BA	MA	MA30	MAX
Step					
1		18,200	20,111	22,295	24,424
5		20,748	23,023	25,207	27,846
10		23,933	26,663	28,847	32,123
MAX		25,844	30,849	32,847	36,400
Yrs. to MAX		12	15	15	15
Longevity		0	0	0	0
Yrs. Needed		0	0	0	0
		Affiliation of Bargaining Agent:			AFT
		MA, 15yrs. 88-89:			\$30,849
		MA, 15yrs. 89-90:			negotiating
		Average Experience:			14.0
		Unit Size:			3,000
		New Teachers:			245
		Num. Teachers BA1:			96
		Teachers Retired:			106
		Shortage:			Not a problem

MO ST. LOUIS TEACHERS UNION					Local: 420
Contract Begins:		7/1/89	Expires:		6/30/90
		BA	MA	MA30	MAX
Step					
1		20,610	21,297	22,522	23,780
5		22,697	23,921	23,155	26,344
10		26,509	27,719	28,948	30,154
MAX		34,662	36,048	37,936	38,848
Yrs. to MAX		20	20	20	20
Longevity		0	0	0	0
Yrs. Needed		0	0	0	0
		Affiliation of Bargaining Agent:			AFT
		MA, 15yrs. 88-89:			\$28,994
		MA, 15yrs. 89-90:			\$30,484
		Average Experience:			16.0
		Unit Size:			4,500
		New Teachers:			180
		Num. Teachers BA1:			90
		Teachers Retired:			120
		Shortage:			In 5 years

Note: For 3 of the last 6 years, employees were frozen on step. There is no mathematical equivalence between years of service and step.

NH NASHUA TEACHERS UNION					Local: 1044
Contract Begins:		9/1/88	Expires:		8/31/92
		BA	MA	MA30	MAX
Step					
1		21,175	22,797	23,608	24,419
5		24,626	26,248	27,059	27,870
10		29,143	29,954	30,765	32,387
MAX		36,750	38,372	39,183	39,994
Yrs. to MAX		15	15	15	15
Longevity		1,100	1,100	1,100	1,100
Yrs. Needed		25	25	25	25
		Affiliation of Bargaining Agent:			AFT
		MA, 15yrs. 88-89:			\$34,542
		MA, 15yrs. 89-90:			\$38,372
		Average Experience:			14.0
		Unit Size:			920
		New Teachers:			51
		Num. Teachers BA1:			15
		Teachers Retired:			5
		Shortage:			Not a problem

Note: Best paying district in the state - 3 to 5 applicants for each vacant position

NJ NEWARK TEACHERS UNION

Local: 481

Contract Begins: 7/1/88 Expires: 6/30/91

	BA	MA	MA30	MAX
Step 1	22,367	23,564	24,758	na
5	28,037	29,286	30,519	na
10	31,860	33,929	35,179	na
MAX	41,820	43,532	45,257	na
Yrs. to MAX	13	13	13	na
Longevity	ERR	ERR	ERR	ERR
Yrs. Needed	25	25	25	0

Affiliation of
Bargaining Agent: AFT
MA, 15yrs. 88-89: \$40,832
MA, 15yrs. 89-90: \$43,532
Average Experience: 15.0
Unit Size: 5,500
New Teachers: 150
Num. Teachers BA1: 100
Teachers Retired: 75

Shortage: Not a problem

Note: na

NM ALBUQUERQUE FEDERATION OF TEACHERS

Local: 1420

Contract Begins: 8/1/88 Expires: 7/31/90

	BA	MA	MA30	MAX
Step 1	18,060	19,304	20,239	22,202
5	19,184	20,428	21,321	23,326
10	21,368	22,612	23,515	24,806
MAX	27,920	29,710	31,159	34,246
Yrs. to MAX	24	24	24	26
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of
Bargaining Agent: AFT
MA, 15yrs. 88-89: \$25,175
MA, 15yrs. 89-90: \$25,888
Average Experience: 14.0
Unit Size: 4,400
New Teachers: 401
Num. Teachers BA1: 6
Teachers Retired: 97

Shortage: This year

Note: Shortage in special education. Many individuals for special education are not fully certified and have waivers.

NY ALBANY PUBLIC SCHOOL TEACHERS ASSOCIATION

Local: 2455

Contract Begins: 7/1/87 Expires: 6/30/91

	BA	MA	MA30	MAX
Step 1	26,808	28,126	29,117	30,105
5	27,436	28,757	29,715	30,739
10	31,551	32,919	33,943	34,312
MAX	38,510	40,040	41,103	42,168
Yrs. to MAX	13	13	13	13
Longevity	3,562	3,616	3,651	3,672
Yrs. Needed	25	25	25	25

Affiliation of
Bargaining Agent: AFT
MA, 15yrs. 88-89: \$35,750
MA, 15yrs. 89-90: \$40,040
Average Experience: na
Unit Size: 700
New Teachers: na
Num. Teachers BA1: na
Teachers Retired: 5

Shortage: Not a problem

Note: Max is 13 years for new teachers; experienced teachers may take 16 years.

NY BOCES TEACHERS ASSOCIATION

Local: 2645

Contract Begins: 7/86 Expires: 6/91

	BA	MA	MA30	MAX
Step 1	23,032	26,026	28,329	31,784
5	27,638	31,231	33,995	38,141
10	33,396	37,738	41,078	46,087
MAX	41,806	47,046	51,076	57,122
Yrs. to MAX	24	24	24	24
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of
Bargaining Agent: AFT
MA, 15yrs. 88-89: \$39,763
MA, 15yrs. 89-90: \$44,244
Average Experience: 12.0
Unit Size: 140
New Teachers: 10
Num. Teachers BA1: 2
Teachers Retired: 0

Shortage: Not a problem

Note: na

NY HAWKWOOD HILLS TEACHERS ASSOCIATION					Local: 2701
Contract Begins:		7/89	Expires:		6/92
		Affiliation of Bargaining Agent:			AFT
		MA, 15yrs. 88-89:			\$45,573
		MA, 15yrs. 89-90:			\$46,663
		Average Experience:			17.0
		Unit Size:			987
		New Teachers:			24
		Num. Teachers BA1:			0
		Teachers Retired:			5
		Shortage:			Not a problem
Step	BA	MA	MA30	MAX	
1	23,508	27,504	29,385	34,411	
5	28,210	32,911	35,027	40,053	
10	34,067	39,964	42,079	47,106	
MAX	49,367	57,007	58,770	63,796	
Yrs. to MAX	23	23	23	23	
Longevity	0	0	0	0	
Yrs. Needed	0	0	0	0	

Note: na

NY KENMORE TEACHERS ASSOCIATION					Local: 2768
Contract Begins:		7/1/87	Expires:		6/30/90
		Affiliation of Bargaining Agent:			AFT
		MA, 15yrs. 88-89:			\$39,365
		MA, 15yrs. 89-90:			\$42,514
		Average Experience:			19.0
		Unit Size:			631
		New Teachers:			19
		Num. Teachers BA1:			9
		Teachers Retired:			11
		Shortage:			Not a problem
Step	BA	MA	MA30	MAX	
1	21,700	24,000	26,100	26,100	
5	26,471	28,945	31,142	31,142	
10	33,822	36,296	36,491	38,491	
MAX	42,195	46,441	49,031	49,031	
Yrs. to MAX	23	23	23	23	
Longevity	0	0	0	0	
Yrs. Needed	0	0	0	0	

Note: Continuous increments only through step 12.

NY KINGSTON TEACHERS FEDERATION					Local: 781
Contract Begins:		7/1/89	Expires:		6/30/92
		Affiliation of Bargaining Agent:			AFT
		MA, 15yrs. 88-89:			\$34,535
		MA, 15yrs. 89-90:			\$37,035
		Average Experience:			13.0
		Unit Size:			560
		New Teachers:			25
		Num. Teachers BA1:			15
		Teachers Retired:			7
		Shortage:			na
Step	BA	MA	MA30	MAX	
1	26,575	27,235	27,785	28,335	
5	29,500	30,160	30,710	31,260	
10	33,375	34,035	34,585	35,135	
MAX	40,575	41,235	41,785	42,335	
Yrs. to MAX	20	20	20	20	
Longevity	2,220	2,220	2,220	2,215	
Yrs. Needed	0	0	0	0	

Note: There are 4 longevity steps on top of the 20-step schedule

NY LEVITTOWN UNITED TEACHERS					Local: 1383
Contract Begins:		7/1/88	Expires:		6/30/95
		Affiliation of Bargaining Agent:			AFT
		MA, 15yrs. 88-89:			\$37,955
		MA, 15yrs. 89-90:			\$41,846
		Average Experience:			20.0
		Unit Size:			550
		New Teachers:			36
		Num. Teachers BA1:			7
		Teachers Retired:			25
		Shortage:			Not a problem
Step	BA	MA	MA30	MAX	
1	25,061	28,839	30,827	33,951	
5	28,954	31,967	33,449	35,648	
10	31,341	35,676	37,658	40,832	
MAX	42,184	45,732	47,740	50,285	
Yrs. to MAX	25	25	25	25	
Longevity	1,832	7,999	7,677	7,650	
Yrs. Needed	37	37	37	37	

Note: na

NY MIDDLE ISLAND TEACHERS ASSOCIATION
Local: 2829

Contract Begins: 7/1/89 Expires: 6/30/92

Affiliation of

	BA	MA	MA30	MAX
Step 1	22,420	26,856	29,073	31,291
5	26,856	31,291	33,507	35,725
10	32,401	37,076	39,664	42,382
MAX	44,859	55,452	58,085	60,850
Yrs. to MAX	25	25	25	25
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

 Bargaining Agent: AFT
 MA, 15yrs. 88-89: \$40,701
 MA, 15yrs. 89-90: \$45,256
 Average Experience: 15.0
 Unit Size: 680
 New Teachers: 17
 Num. Teachers BA1: 1
 Teachers Retired: 3

Shortage: na

Note: Difficult to find Speech Teacher, School Psychologist, and Earth Science Teacher. 1/30/90 salary data.

NY NASSAU BOCES CENTRAL COUNCIL
Local: 12551

Contract Begins: 7/1/88 Expires: 6/30/91

Affiliation of

	BA	MA	MA30	MAX
Step 1	24,322	25,944	25,944	28,106
5	0	0	0	0
10	0	0	45,402	47,564
MAX	40,537	47,023	64,860	67,022
Yrs. to MAX	15	15	15	15
Longevity	700	700	700	700
Yrs. Needed	25	25	25	25

 Bargaining Agent: AFT
 MA, 15yrs. 88-89:
 MA, 15yrs. 89-90: \$41,044
 Average Experience: 4.0
 Unit Size: 700
 New Teachers: 70
 Num. Teachers BA1: 35
 Teachers Retired: 15

Shortage: Not a problem

Note: na

NY NEW ROCHELLE FEDERATION OF UNITED SCHOOL EMPLOYEES
Local: 280

Contract Begins: 7/1/88 Expires: 6/30/91

Affiliation of

	BA	MA	MA30	MAX
Step 1	24,338	27,997	29,500	na
5	28,768	33,156	34,822	na
10	34,213	40,188	41,855	45,002
MAX	40,178	49,407	52,950	56,881
Yrs. to MAX	14	14	14	14
Longevity	500	1,065	1,065	1,491
Yrs. Needed	0	0	0	0

 Bargaining Agent: AFT
 MA, 15yrs. 88-89: \$46,392
 MA, 15yrs. 89-90: \$49,407
 Average Experience: 20.0
 Unit Size: 985
 New Teachers: 53
 Num. Teachers BA1: 5
 Teachers Retired: 17

Shortage: Not a problem

Note: na

NY NEWBURGH TEACHERS ASSOCIATION
Local: 2867

Contract Begins: 7/1/89 Expires: 6/30/91

Affiliation of

	BA	MA	MA30	MAX
Step 1	23,080	25,390	27,290	29,350
5	28,320	30,080	32,270	34,590
10	32,520	35,770	38,480	41,140
MAX	34,620	38,080	40,895	43,760
Yrs. to MAX	12	12	12	12
Longevity	3,000	3,000	3,000	3,000
Yrs. Needed	20	20	20	20

 Bargaining Agent: AFT
 MA, 15yrs. 88-89: \$36,440
 MA, 15yrs. 89-90: \$39,620
 Average Experience: 15.0
 Unit Size: 850
 New Teachers: 64
 Num. Teachers BA1: 30
 Teachers Retired: 19

Shortage: In 3 years

Note: MA is BA + 36, MA30 is BA + 66, Max is BA + 90.

NY MASSACHUSETTS TEACHERS					Local: 801
Contract Begins:		7/1/87	Expires:		6/30/90
		BA	MA	MA30	MAX
Step					
1		19,921	22,914	24,707	26,499
5		24,927	27,919	29,712	31,505
10		31,183	34,178	35,969	37,762
MAX		36,188	40,433	43,477	45,270
Yrs. to MAX		17	17	17	17
Longevity		0	0	0	0
Yrs. Needed		0	0	0	0
Affiliation of Bargaining Agent: AFT					
MA, 15yrs. 88-89: \$35,278					
MA, 15yrs. 89-90: \$38,930					
Average Experience: 20.0					
Unit Size: 700					
New Teachers: 35					
Num. Teachers BA1: 15					
Teachers Retired: 20					
Shortage: Not a problem					

Note: na

NY PATCHOGUE MERIDON					Local: 1490
Contract Begins:		7/1/89	Expires:		6/30/92
		BA	MA	MA30	MAX
Step					
1		25,108	28,874	31,385	35,151
5		30,130	34,398	36,909	40,675
10		36,532	41,303	43,813	47,580
MAX		44,818	56,493	59,004	62,770
Yrs. to MAX		23	23	23	23
Longevity		0	0	0	0
Yrs. Needed		0	0	0	0
Affiliation of Bargaining Agent: AFT					
MA, 15yrs. 88-89: \$45,055					
MA, 15yrs. 89-90: \$48,207					
Average Experience: 18.0					
Unit Size: 620					
New Teachers: 42					
Num. Teachers BA1: 30					
Teachers Retired: 12					
Shortage: Not a problem					

Note: na

NY ROCHESTER TEACHERS ASSOCIATION					Local: 616
Contract Begins:		7/1/87	Expires:		6/30/90
		BA	MA	MA30	MAX
Step					
1		28,934	28,935	28,935	28,935
5		34,546	67,653	39,225	41,096
10		41,563	44,370	46,241	48,114
MAX		48,015	53,160	55,265	57,604
Yrs. to MAX		26	26	26	26
Longevity		0	0	0	0
Yrs. Needed		0	0	0	0
Affiliation of Bargaining Agent: AFT					
MA, 15yrs. 88-89: \$39,450					
MA, 15yrs. 89-90: \$44,380					
Average Experience: 11.0					
Unit Size: 2,580					
New Teachers: 80					
Num. Teachers BA1: 218					
Teachers Retired: 30					
Shortage: Not a problem					

Note: Approximate schedule—new teachers have an 11-step schedule Lead Teacher provisions enhance professional salaries by 8-15%.

NY ROME TEACHERS ASSOCIATION					Local: 2961
Contract Begins:		7/1/87	Expires:		6/30/90
		BA	MA	MA30	MAX
Step					
1		16,560	19,148	20,736	22,824
5		21,272	23,860	25,948	28,036
10		27,162	29,750	31,838	33,926
MAX		33,052	36,818	41,262	44,528
Yrs. to MAX		22	22	22	22
Longevity		0	0	0	0
Yrs. Needed		0	0	0	0
Affiliation of Bargaining Agent: AFT					
MA, 15yrs. 88-89: \$30,725					
MA, 15yrs. 89-90: \$32,106					
Average Experience: 3.0					
Unit Size: 650					
New Teachers: 23					
Num. Teachers BA1: 8					
Teachers Retired: 10					
Shortage: Not a problem					

Note: na

NY WAPPINGERS CONGRESS OF TEACHERS**Local 1080**

Contract Begins:		7/1/88		Expires:		6/30/92	
		BA	MA	MA30	MAX		
Step							
1		24,809	26,160	27,685	29,269		
5		25,442	26,807	28,414	30,016		
10		28,973	30,757	32,457	34,140		
MAX		45,719	49,852	51,552	53,247		
Yrs. to MAX		21	21	21	21		
Longevity		0	0	0	0		
Yrs. Needed		0	0	0	0		

Affiliation of
Bargaining Agent: AFT
MA, 15yrs. 88-89: \$33,689
MA, 15yrs. 89-90: \$35,346
Average Experience: 16.0
Unit Size: 800
New Teachers: 21
Num. Teachers BA1: 5
Teachers Retired: 5

Shortage: Not a problem

Note: \$39.80 per credit hour after MA60; many teachers expected to retire.

NY WEST SENECA TEACHERS ASSOCIATION**Local 1110**

Contract Begins:		7/1/87		Expires:		6/30/90	
		BA	MA	MA30	MAX		
Step							
1		21,500	24,400	25,150	25,150		
5		23,630	26,720	27,470	27,470		
10		29,216	32,832	33,582	na		
MAX		40,000	45,275	46,025	na		
Yrs. to MAX		15	15	15	na		
Longevity		0	0	0	0		
Yrs. Needed		0	0	0	0		

Affiliation of
Bargaining Agent: AFT
MA, 15yrs. 88-89: \$34,575
MA, 15yrs. 89-90: \$36,078
Average Experience: 18.0
Unit Size: 540
New Teachers: 25
Num. Teachers BA1: 7
Teachers Retired: 20

Shortage: Not a problem

Note: Years to maximum is 19 for teachers hired before 9/1/85; 15 for those hired after.

NY WM. FLOYD UNITED TEACHERS**Local 1568**

Contract Begins:		9/87		Expires:		6/90	
		BA	MA	MA30	MAX		
Step							
1		24,317	27,978	30,199	33,952		
5		28,981	32,893	35,381	39,162		
10		35,895	39,168	42,016	52,998		
MAX		45,118	50,851	54,318	58,443		
Yrs. to MAX		25	25	25	25		
Longevity		1,500	1,500	1,500	1,500		
Yrs. Needed		See note	0	0	0		

Affiliation of
Bargaining Agent: AFT
MA, 15yrs. 88-89: \$44,085
MA, 15yrs. 89-90: \$47,524
Average Experience: na
Unit Size: 650
New Teachers: 53
Num. Teachers BA1: na
Teachers Retired: 6

Shortage: Not a problem

Note: \$500 in longevity is added after 20 years and another \$1,000 after 25 years.

NY YONKERS FEDERATION OF TEACHERS**Local 850**

Contract Begins:		7/1/87		Expires:		6/30/89	
		BA	MA	MA30	MAX		
Step							
1		20,879	22,223	23,570	34,232		
5		25,478	26,823	28,171	38,946		
10		30,529	32,212	33,560	na		
MAX		36,434	41,535	43,432	46,283		
Yrs. to MAX		13	15	15	15		
Longevity		1,490	1,490	1,490	1,490		
Yrs. Needed		25	25	25	25		

Affiliation of
Bargaining Agent: AFT
MA, 15yrs. 88-89: \$41,535
MA, 15yrs. 89-90: negotiating
Average Experience: 19.0
Unit Size: 1,500
New Teachers: 47
Num. Teachers BA1: 23
Teachers Retired: 31

Shortage: In 1-2 yrs.

Note: 1988-89 schedule; negotiating for 1989-90 at time of publication.

NY UFT (NEW YORK CITY)					Local 2
Contract Begins:		9/9/87	Expires:		9/30/90
		BA	MA	MA30	MAX
Step					
1		25,000	26,240	31,479	31,479
5		27,000	30,240	33,479	33,479
10		33,414	36,654	40,964	40,964
MAX		43,521	46,761	50,000	50,000
Yrs. to MAX		20	20	20	20
Longevity		0	0	0	0
Yrs. Needed		20	20	20	20
					Affiliation of Bargaining Agent: AFT
					MA, 15yrs. 88-89: \$42,345
					MA, 15yrs. 89-90: \$43,566
					Average Experience: 12.0
					Unit Size: 84,577
					New Teachers: 4,286
					Num. Teachers BA1: 3,423
					Teachers Retired: 1,600
					Shortage: This year

Note: Plus \$400 annuity contribution, some cash payments on higher steps and 2 1/2% pension pick-up for pre-76 hires.

NY UNITED LIVERPOOL FACULTY ASSOCIATION					Local 9071
Contract Begins:		7/1/89	Expires:		6/30/92
		BA	MA	MA30	MAX
Step					
1		24,284	25,254	na	26,334
5		26,484	28,514	na	29,594
10		29,839	31,869	na	32,949
MAX		44,979	48,049	na	49,129
Yrs. to MAX		25	25	25	25
Longevity		0	0	0	0
Yrs. Needed		0	0	0	0
					Affiliation of Bargaining Agent: AFT
					MA, 15yrs. 88-89: \$31,578
					MA, 15yrs. 89-90: \$33,579
					Average Experience: 20.0
					Unit Size: 760
					New Teachers: 38
					Num. Teachers BA1: 26
					Teachers Retired: 13
					Shortage: This year

Note: na

NY UTICA TEACHERS ASSOCIATION					Local 3,074
Contract Begins:		7/1/88	Expires:		6/30/91
		BA	MA	MA30	MAX
Step					
1		19,000	20,945	22,415	25,285
5		22,000	23,945	25,415	28,285
10		27,600	29,545	31,015	33,885
MAX		36,300	38,245	39,715	42,585
Yrs. to MAX		15	15	15	15
Longevity		950	950	950	950
Yrs. Needed		25	25	25	25
					Affiliation of Bargaining Agent: AFT
					MA, 15yrs. 88-89: \$26,880
					MA, 15yrs. 89-90: \$28,745
					Average Experience: 17.0
					Unit Size: 650
					New Teachers: 30
					Num. Teachers BA1: 20
					Teachers Retired: 5
					Shortage: This year

Note: na

NY VALLEY STREAM TEACHERS ASSOCIATION					Local 1633
Contract Begins:		7/1/88	Expires:		6/30/91
		BA	MA	MA30	MAX
Step					
1		26,648	30,990	33,120	35,579
5		31,033	36,043	38,356	41,623
10		36,839	43,282	45,782	48,819
MAX		41,598	51,374	53,879	56,942
Yrs. to MAX		15	15	15	15
Longevity		0	2,235	2,422	2,150
Yrs. Needed		0	25	25	25
					Affiliation of Bargaining Agent: AFT
					MA, 15yrs. 88-89: \$47,790
					MA, 15yrs. 89-90: \$51,374
					Average Experience: 17.0
					Unit Size: 575
					New Teachers: 40
					Num. Teachers BA1: 15
					Teachers Retired: 30
					Shortage: Not a problem

Note: MA required to go past step 12.

NY SCHENECTADY FEDERATION OF TEACHERS					Local: 809
Contract Begins:		9/1/87		Expires: 8/31/90	
		BA	MA	MA30	MAX
Step					
1		22,065	22,814	23,414	24,254
5		25,058	25,771	26,371	27,211
10		28,468	30,511	31,111	31,951
MAX		35,715	39,376	39,976	40,816
Yrs. to MAX		15	15	15	15
Longevity		3,000	3,000	3,000	3,000
Yrs. Needed		33	33	33	33
Affiliation of Bargaining Agent: AFT MA, 15yrs. 88-89: \$36,289 MA, 15yrs. 89-90: \$39,376 Average Experience: 19.0 Unit Size: 640 New Teachers: 49 Num. Teachers BA1: 4 Teachers Retired: 11 Shortage: Not a problem					
Note: Max is BA + 72 credit hours.					

NY SMITHTOWN TEACHERS FEDERATION					Local: 3010
Contract Begins:		7/1/88		Expires: 6/30/91	
		BA	MA	MA30	MAX
Step					
1		26,836	29,308	31,359	34,375
5		32,435	34,787	36,838	39,974
10		40,101	42,453	44,504	47,640
MAX		52,177	54,719	56,769	59,906
Yrs. to MAX		18	18	18	18
Longevity		4,410	4,410	4,410	4,410
Yrs. Needed		27	27	27	27
Affiliation of Bargaining Agent: AFT MA, 15yrs. 88-89: \$46,998 MA, 15yrs. 89-90: \$50,119 Average Experience: na Unit Size: 650 New Teachers: 9 Num. Teachers BA1: 0 Teachers Retired: 4 Shortage: Not a problem					
Note: na					

NY SYRACUSE TEACHERS ASSOCIATION					Local: 2999
Contract Begins:		1/1/88		Expires: 12/31/91	
		BA	MA	MA30	MAX
Step					
1		25,377	26,027	27,027	28,127
5		27,877	28,527	29,027	30,627
10		30,377	31,027	31,527	33,129
MAX		See note	0	0	0
Yrs. to MAX		See note	0	0	0
Longevity		0	0	0	0
Yrs. Needed		0	0	0	0
Affiliation of Bargaining Agent: AFT MA, 15yrs. 88-89: \$33,316 MA, 15yrs. 89-90: \$36,057 Average Experience: 13.0 Unit Size: 1,880 New Teachers: 109 Num. Teachers BA1: 48 Teachers Retired: 33 Shortage: This year					
Note: New teachers get \$500 per step without limit. Highest paid teacher gets \$51,351 with 40 years experience.					

NY SYRACUSE TEACHERS ASSOCIATION					Local: 2999
Contract Begins:		1/1/88		Expires: 12/31/91	
		BA	MA	MA30	MAX
Step					
1		25,377	26,027	27,027	28,127
5		27,877	28,527	29,027	30,627
10		30,377	31,027	31,527	33,129
MAX		See note below	0	0	0
Yrs. to MAX	see note below)		0	0	0
Longevity		0	0	0	0
Yrs. Needed		0	0	0	0
Affiliation of Bargaining Agent: AFT MA, 15yrs. 88-89: \$33,316 MA, 15yrs. 89-90: \$36,057 Average Experience: 13.0 Unit Size: 1,880 New Teachers: 109 Num. Teachers BA1: 48 Teachers Retired: 33 Shortage: This year					
Note: New teachers get \$500 per step without limit. Highest paid teacher gets \$51,351 with 40 years experience.					

OH CLEVELAND TEACHERS UNION					Local: 279
Contract Begins:		7/1/87		Expires: 6/31/90	
	BA	MA	MA30	MAX	Affiliation of Bargaining Agent: AFT
Step					MA, 15yrs. 88-89: \$37,721
1	21,028	22,124	22,719	na	MA, 15yrs. 89-90: \$40,463
5	24,198	27,685	27,685	na	Average Experience: na
10	29,680	35,215	35,851	na	Unit Size: 5,600
MAX	34,661	40,248	41,209	na	New Teachers: na
Yrs. to MAX	16	14	14	na	Num. Teachers BA1: na
Longevity	3,128	3,345	3,392	0	Teachers Retired: na
Yrs. Needed	36	36	36	0	Shortage: na

Note: na

OH TOLEDO FEDERATION OF TEACHERS					Local: 250
Contract Begins:		6/16/88		Expires: 1/31/91	
	BA	MA	MA30	MAX	Affiliation of Bargaining Agent: AFT
Step					MA, 15yrs. 88-89: \$33,300
1	20,100	20,700	22,800	24,300	MA, 15yrs. 89-90: \$35,800
5	22,100	23,400	24,900	26,400	Average Experience: na
10	27,250	29,350	30,850	32,350	Unit Size: 2,500
MAX	32,150	33,750	34,350	36,750	New Teachers: 35
Yrs. to MAX	15	15	15	15	Num. Teachers BA1: na
Longevity	4,200	6,450	7,150	6,250	Teachers Retired: 25
Yrs. Needed	27	27	27	27	Shortage: This year

Note: Step Increase every 3 years from 18 to 27 years. Some shortage in special education and math/science.

OK OKLAHOMA CITY F.O.T.					Local: 2309
Contract Begins:		11/7/88		Expires: 0	
	BA	MA	MA30	MAX	Affiliation of Bargaining Agent: AFT
Step					MA, 15yrs. 88-89: \$24,441
1	17,931	19,002	19,222	19,800	MA, 15yrs. 89-90: \$25,060
5	19,058	20,158	20,378	21,010	Average Experience: na
10	21,285	22,330	22,550	23,430	Unit Size: 2,300
MAX	27,212	28,954	29,187	30,116	New Teachers: 209
Yrs. to MAX	17	17	17	17	Num. Teachers BA1: na
Longevity	0	0	0	0	Teachers Retired: 30
Yrs. Needed	0	0	0	0	Shortage: This year

Note: Certified teachers get a certificate to teach special education after a one-week course.

PA PHILADELPHIA FEDERATION OF TEACHERS					Local: 3
Contract Begins:		9/1/88		Expires: 8/31/92	
	BA	MA	MA30	MAX	Affiliation of Bargaining Agent: AFT
Step					MA, 15yrs. 88-89: \$38,092
1	22,000	22,500	22,800	23,500	MA, 15yrs. 89-90: \$41,200
5	25,490	26,370	28,135	29,675	Average Experience: na
10	33,872	35,113	37,265	39,473	Unit Size: 20,000
MAX	36,499	41,200	44,364	47,759	New Teachers: 600
Yrs. to MAX	11	11	11	11	Num. Teachers BA1: na
Longevity	0	0	0	0	Teachers Retired: 400
Yrs. Needed	0	0	0	0	Shortage: Not a problem

Note: Salary data effective on 2/1/90

PA PITTSBURGH FEDERATION OF TEACHERS					Local: 400
Contract Begins:		9/88	Expires:		9/6/92
		BA	MA	MA30	MAX
Step					
1		23,500	24,700	25,300	26,300
5		27,150	29,200	29,800	30,800
10		42,000	44,500	45,100	46,100
MAX		42,000	44,500	45,100	46,100
Yrs. to MAX		10	10	10	10
Longevity		500	500	500	500
Yrs. Needed		22	22	22	22
Affiliation of Bargaining Agent:					AFT
MA, 15yrs. 88-89:					\$40,000
MA, 15yrs. 89-90:					\$42,000
Average Experience:					na
Unit Size:					3,200
New Teachers:					na
Num. Teachers BA1:					na
Teachers Retired:					na
Shortage:					na

Note: Salary schedule effective 9/89.

RI CRANSTON TEACHER'S ALLIANCE					Local: 1704
Contract Begins:		9/1/88	Expires:		8/31/90
		BA	MA	MA30	MAX
Step					
1		20,210	21,510	21,880	22,930
5		27,156	28,456	29,826	30,826
10		37,183	38,583	39,953	41,000
MAX		37,183	38,583	39,953	41,000
Yrs. to MAX		10	10	10	10
Longevity		928	923	928	928
Yrs. Needed		30	30	30	30
Affiliation of Bargaining Agent:					AFT
MA, 15yrs. 88-89:					\$36,545
MA, 15yrs. 89-90:					\$38,583
Average Experience:					19.0
Unit Size:					740
New Teachers:					27
Num. Teachers BA1:					6
Teachers Retired:					10
Shortage:					Not a problem

Note: na

RI PROVIDENCE TEACHERS UNION					Local: 958
Contract Begins:		9/1/88	Expires:		8/31/91
		BA	MA	MA30	MAX
Step					
1		20,270	22,340	22,827	23,127
5		27,494	29,549	29,941	30,351
10		37,385	39,440	39,842	40,242
MAX		37,385	39,440	39,842	40,242
Yrs. to MAX		10	10	10	10
Longevity		1,387	1,387	1,387	1,387
Yrs. Needed		22	25	25	25
Affiliation of Bargaining Agent:					AFT
MA, 15yrs. 88-89:					\$37,360
MA, 15yrs. 89-90:					\$39,740
Average Experience:					na
Unit Size:					1,300
New Teachers:					na
Num. Teachers BA1:					na
Teachers Retired:					na
Shortage:					This year

Note: A residency requirement causes shortages.

RI WARWICK TEACHERS UNION					Local: 915
Contract Begins:		9/1/88	Expires:		8/31/91
		BA	MA	MA30	MAX
Step					
1		20,339	21,989	22,489	23,189
5		27,586	29,236	29,756	30,106
10		37,511	39,161	39,661	40,011
MAX		37,511	39,161	39,661	40,011
Yrs. to MAX		10	10	10	10
Longevity		900	900	900	900
Yrs. Needed		30	30	30	30
Affiliation of Bargaining Agent:					AFT
MA, 15yrs. 88-89:					\$37,030
MA, 15yrs. 89-90:					\$39,161
Average Experience:					7.0
Unit Size:					950
New Teachers:					47
Num. Teachers BA1:					35
Teachers Retired:					25
Shortage:					Not a problem

Note: na

TX BEXAR COUNTY FEDERATION OF TEACHERS					Local: 1856	
Contract Begins:		Expires: No contract			Affiliation of Bargaining Agent: No bargaining	
	BA	MA	MA30	MAX	MA, 15yrs. 88-89:	\$30,571
Step					MA, 15yrs. 89-90:	\$30,153
1	19,000	19,355	na	na	Average Experience:	na
5	21,698	22,241	na	na	Unit Size:	na
10	23,436	26,441	na	na	New Teachers:	na
MAX	31,407	35,539	na	na	Num. Teachers BA1:	na
Yrs. to MAX	16	16	na	na	Teachers Retired:	na
Longevity	0	0	0	0	Shortage: Not a problem	
Yrs. Needed	0	0	0	0		

Note: Salary data are for San Antonio only.

TX CORPUS CHRISTI AFT					Local: 3456	
Contract Begins:		Expires: No contract			Affiliation of Bargaining Agent: AFT	
	BA	MA	MA30	MAX	MA, 15yrs. 88-89:	\$26,400
Step					MA, 15yrs. 89-90:	\$27,800
1	20,000	20,000	na	na	Average Experience:	na
5	22,700	23,530	na	na	Unit Size:	2,400
10	23,530	24,360	na	na	New Teachers:	300
MAX	30,450	32,800	na	na	Num. Teachers BA1:	85
Yrs. to MAX	26	31	na	na	Teachers Retired:	100
Longevity	0	0	0	0	Shortage: This year	
Yrs. Needed	0	0	0	0		

Note: na

TX BEXAR COUNTY FEDERATION OF TEACHERS					Local: 1856	
Contract Begins:		Expires: No contract			Affiliation of Bargaining Agent: No bargaining	
	BA	MA	MA30	MAX	MA, 15yrs. 88-89:	\$41,071
Step					MA, 15yrs. 89-90:	\$43,125
1	24,255	27,332	28,488	29,768	Average Experience:	13.0
5	27,580	30,657	31,813	33,093	Unit Size:	10,000
10	33,235	36,312	37,468	38,748	New Teachers:	790
MAX	46,491	49,568	50,724	52,004	Num. Teachers BA1:	256
Yrs. to MAX	19	19	19	19	Teachers Retired:	na
Longevity	0	0	0	0	Shortage: In 2 years	
Yrs. Needed	0	0	0	0		

Note: Shortage in Science, Math, Special Education. Add 9% bonus for Career Level II teachers

VI ST THOMAS/ST CROIX FEDERATION OF TEACHERS					Local: 1825/1826	
Contract Begins: 10/1/87		Expires: 10/30/91			Affiliation of Bargaining Agent: AFT	
	BA	MA	MA30	MAX	MA, 15yrs. 88-89:	\$33,821
Step					MA, 15yrs. 89-90:	\$35,851
1	19,080	20,571	21,914	22,807	Average Experience:	na
5	24,290	22,322	26,546	26,402	Unit Size:	2,400
10	30,007	21,238	31,273	32,126	New Teachers:	na
MAX	41,845	37,181	42,931	43,811	Num. Teachers BA1:	na
Yrs. to MAX	20	20	20	20	Teachers Retired:	na
Longevity	0	0	0	0	Shortage: na	
Yrs. Needed	0	0	0	0		

Note: na

IV. Salary Projections Through 1990

Since most locals begin bargaining for the 1990-91 school year around the beginning of calendar year 1990, the detailed 1988-89 school year data in Sections I and II provide useful comparative information but not the most recent information on which to bargain. The data in this section show little abatement in the pace of teacher salary growth through 1991-92. The following tables describe current wage and salary agreements for the nation's largest school systems for both teachers and other school employees. Tables IV-1 and IV-2 summarize the detailed results presented in Tables IV-3 through IV-6. In most instances, the data comes from Current Wage Developments, a monthly publication of the U.S. Labor Department. Highlights include:

- o Teacher salaries should continue to rise at least as fast in 1989-90 and 1990-91 as they did during the previous four years.
- o The average increase reported for 44 contracts during the first four months of the 1989-90 school year was 5.9 percent. A similar analysis for all contracts relating to the 1989-90 school year showed a 6.2 percent average increase over 90 agreements.
- o Wage agreements reported in CWD were less than the national average increase in teachers salaries for 1985-86, but agreements reported in CWD were .5, .2 and .2 percent above the national average in 1986-87, 1987-88 and 1988-89.
- o Average annual increases for paraprofessionals and school-related personnel have increased at about the same rate as teachers in 1988-89 and 1989-90, but at a slower rate in the few settlements for 1990-91.

Coverage in CWD is generally limited to actions affecting 1,000 workers or more. The information is drawn mainly from secondary sources such as newspapers, union publications, and trade journals. These secondary sources often do not report contract settlements or wage agreements in complete accuracy. Management may characterize the settlement differently than the union. Furthermore, it is difficult to condense an agreement into a single, annual percentage increase. Overall, however, the information provides an estimate of trends in salaries for 1989-90 and 1990-91 long before actual salary data are available. Furthermore, for the past three years, the CWD average has been very close to the national average.

Table IV-1

AVERAGE SALARY ADJUSTMENTS IN AGREEMENTS COVERING 1,000 OR MORE TEACHERS, 1985-86 TO 1990-91

	Reported in CWD (a):					Weighted Average (f)	National Averages (b)
	Aug. 1985- Aug. 1986	Aug. 1986- Aug. 1987	Aug. 1987- Aug. 1988	Aug. 1988- Aug. 1989	Aug. 1989- Dec. 1989		
Total number of personnel (c)	237,400	230,050	355,297	242,165	130,460		2,100,000
Number of agreements (d)	129	105	159	129	53		na
Percent adjustments in: (e)							
1985-86 (number of agreements)	6.7 (75)	na	na	na	na	6.1 (114)	7.2
1986-87 (number of agreements)	6.3 (40)	5.8 (75)	na	na	na	5.9 (128)	5.4
1987-88 (number of agreements)	7.2 (14)	6.1 (20)	5.4 (98)	na	na	5.7 (132)	5.5
1988-89 (number of agreements)	na	6.1 (10)	5.8 (43)	5.6 (85)	na	5.7 (138)	5.5
1989-90 (number of agreements)	na	na	7.3 (18)	6.0 (28)	5.9 (44)	6.2 (90)	na
1990-91 (number of agreements)	na	na	na	6.3 (16)	6.4 (9)	6.3 (25)	na
Average annual percent adjustment over life of agreement (e)	6.6	5.9	5.4	5.7	6.1	na	na

(a) Includes salary adjustments reported in these issues of, "Current Wage Developments," not necessarily agreements reached during these time periods.

(b) "Survey and Analysis of Salary Trends 1989," AFT Department of Research, August 1989. Salary adjustments represent annual increases in average salary.

(c) Units may include personnel other than classroom teachers.

(d) Agreements include all contract settlements reported by CWD and all agreements completed under scheduled or unscheduled wage reopenings. Deferred wage increases negotiated under settlements reported in earlier issues of CWD are not included.

(e) Unweighted average.

(f) Average weighted by number of contracts.

TABLE IV-2

**PARAPROFESSIONALS AND SCHOOL-RELATED PERSONNEL: AVERAGE SALARY OR WAGE ADJUSTMENTS
IN AGREEMENTS COVERING 1,000 OR MORE PERSONS, 1985-86 TO 1990-91**

	Reported in CWD (a):					Weighted Average (a)
	Aug. 1985- Aug. 1986	Aug. 1986- Aug. 1987	Aug. 1987- Aug. 1988	Aug. 1988- Aug. 1989	Aug. 1989- Dec. 1989	
Total number of personnel	104,300	88,803	92,650	59,098	47,957	
Number of agreements (b)	47	46	59	38	18	
Percent adjustments in: (c)						
1985-86 (number of agreements)	6.6 (29)	na	na	na	na	6.3 (36)
1986-87 (number of agreements)	6.0 (14)	6.2 (37)	na	na	na	6.0 (55)
1987-88 (number of agreements)	6.5 (4)	4.1 (8)	4.7 (38)	na	na	5.7 (42)
1988-89 (number of agreements)	na	4.0 (1)	5.1 (13)	6.0 (26)	na	5.7 (40)
1989-90 (number of agreements)	na	na	4.8 (8)	5.6 (7)	6.3 (17)	5.8 (32)
1990-91 (number of agreements)	na	na	na	5.7 (5)	5.0 (1)	5.6 (6)
Average annual percent adjustment over life of agreement (c)	6.7	6.0	4.7	6.0	6.3	na

(a) Includes salary adjustments reported in these issues of, "Current Wage Developments," not necessarily agreements reached during these time periods.

(b) Agreements include all contract settlements reported by CWD and all agreements completed under scheduled or unscheduled wage reopenings. Deferred wage increases negotiated under settlements reported in earlier issues of CWD are not included.

(c) Unweighted average.

(d) Average weighted by number of contracts.

TABLE IV-3

TEACHER CONTRACT ANNUAL PERCENTAGE RAISES 1988-89 TO 1991-92
 (Based on August, 1988 to August, 1989 data)

CWD Issue School District	Per- State	sonnel	Date Settled	1988 -89	1989 -90	1990 -91	1991 -92	Comments
September								
Springfield	MA	1,800	Jun-88	6.6	0.0	5.5		+3 lump sum of \$600, \$400 & \$400
Waterbury	CT	1,200	Apr-87	8.8				Arbitration award
State Voc. Teach.	CT	1,400	Jun-88	9.0				Unscheduled wage reopener & contr. extension
Bridgeport	CT	1,100		7.0	10.0			Unscheduled wage reopener & contr. extension
Philadelphia	PA	1,500	Apr-88	4.0	4.0	5.0	6.0	+900 lump sum on 9/1/88
Baltimore County	MD	6,400	Jun-88	4.0				
Bel Air	MD	1,800	Feb-88	7.0				Scheduled wage reopener
Carroll County	MD	1,500	Feb-88	9.0	8.0			
Toledo	OH	2,600	Jun-88	5.9	5.9	*		
Evansville	IN	1,300	May-88	7.0	4.5			2nd yr. maybe higher depending on revenue
Milwaukee	WI	5,700	Apr-88	4.5				
Wichita	KS	2,900	Jun-88	8.9				One day added to year
Topeka	KS	1,200	Jun-88	4.0	*	*		
Kansas City	KS	1,650	Jun-88	5.8				
Tucson	AZ	3,000	Jun-88	3				Scheduled wage reopener
Beaverton	OR	1,250	Jul-88	5.4	5.4	6		
Chula Vista	CA	2,150	Jun-88	4.3				
October								
Washington Co.	MD	1,100	Aug-88	6.2				
Nashville	TN	4,300	Jul-88	6.8				
Dade County	FL	15,000	Aug-88	9.0	9.0	10		
Marion County	FL	1,750	Aug-88	8.0				Reopener in 2nd yr. of 2 yr. contract
Polk County	FL	3,600	Sep-88	7.4	*	*		
Clay County	FL	1,200	Sep-88	6.3	*	*		
Bay County	FL	1,300	Aug-88	5.0	*			
Tulsa	OK	2,300	Aug-88	*				\$1,400 lump sum
Flint	MI		Oct-87	0.0				
Utica	MI	1,200	Sep-88	1.0	5.5	5.5		
Jordan	UT	2,800	Sep-88	0.0				
Phoenix	AZ	1,100	Apr-88	7.8				
Tucson	AZ	1,500	Sep-88	2.5				
Edmonds	WA	1,000		2.7				Scheduled wage reopener; 2 days added to yr.
Salem	Or	1,400	Jul-88	2.5				Reopener in 2nd yr. of 3 yr. contract
Hayward,	CA	1,000		5.0				Reopener in 2nd yr. of 3 yr. contract
November								
Warwick	RI	1,050	Sep-88	5.7	6.7	6.0		
New Rochelle	NY	1,000	Sep-88	6.0	6.0	*		
Newark	NJ	4,200	Aug-88	5.8	5.8			
Orange	FL	5,200	Sep-88	8.0				Reopener in 2nd yr. of 3 yr. contract
Okaloosa Co.	FL	1,550	Aug-88	10.0	*	*		
Seminole	FL	2,500	Aug-88	7.5				Reopener in 2nd yr. of 3 yr. contract
Duval	FL	6,400	Sep-88	3.5	7.0			
Cleveland	OH	4,470	Sep-88	6.0	5.0			
Souix Falls	SD	1,000	Jun-88	8.0				
Clark Co.	NV	5,300	Jun-88	4.6				Scheduled wage reopener
SpoKane	WA	1,300	Aug-88	2.1				Reopener in 2nd yr. of 2 yr. contract

TABLE IV-3 (Continued)

CWD Issue	State	Per-sonnel	Date Settled	1988 -89	1989 -90	1990 -91	1991 -92	Comments
December								
Providence	RI	1,200	Jun-88	6.0	5.0	5.0		
Patterson	NJ	2,100	Sep-88	8.5	10.5	11.5		
Trenton	NJ	1,200	Sep-88	8.0	10.0	10.0		
Manatee	FL	1,400	Aug-88	7.0	*	*		
Orange County	FL	5,200	Sep-88	8.0				Reopener in 2nd yr. of 3 yr. contract
Lee County	FL	2,400	Oct-88	8.5				Reopener in 2nd yr. of 3 yr. contract
Rockford	IL	1,800	Aug-88	5.6				
Peoria	IL	1,000	Aug-88	4.6	*	*		
Des Moines	IA	2,000	Aug-88	4.6				Reopener in 2nd yr. of 4 yr. contract
Salt Lake City	UT	1,200	Oct-88	2.0				
Davis County	UT	1,900	Aug-88					\$240 lump sum
Washoe County	NV	1,850	Oct-88	3.0	*	*		
January, 1989								
Pasco County	FL	1,950	Oct-88	6.0				Reopener in 3rd yr. of 3 yr. contract
Hillsborough	FL	7,000	Aug-88	6.0	*	*		
New Orleans	LA	4,700	Oct-88	7.0				Reopener in 2nd yr. of 3 yr. contract
Boise	ID	1,200						Automatic cost-of-living adjustment
Long Beach	CA	2,800	Nov-88	7.0	3.0	3.0		
Garden Grove	CA	1,800	Jan-04	5.5				
San Diego	CA	1,200	Aug-88	2.5				
February								
Jersey City	NJ	2,600	Jun-88	3.0	4.0	3.0		
Hamilton County	TN	2,300	Nov-88	9.5				Reopener in 2nd yr. of 3 yr. contract
Escambia County	FL	2,500	Sep-66	7.7				Reopener in 2nd yr. of 3 yr. contract
Leon County	FL	1,700	Oct-89	8.0				Reopener in 2nd yr. of 2 yr. contract
Oklahoma City	OK	2,300	Nov-88	4.8	*			
Jefferson Co.	CO	4,050	Dec-66	3.0	3.0	3.0		
Oakland	Ca	4,000	Aug-88	4.0	*	*		
March								
Memphis	TN	2,500	Oct-88	8.3	*	*		
Alachua	FL	1,500	Nov-88	5.5	8.0			Reopener in 2 yr. contr. & extension
Aurora	CO	1,500	Jan-89	3.0				Reopener in 2nd yr. of 3 yr. contract
Cherry Creek	CO	1,600	Dec-88	1.5				
Albuquerque	NM	5,000	Oct-88	2.0	5.0			
Fresno	CA	1,700	Dec-88	5.0				Reopener in 2nd yr. of 3 yr. contract
San Diego	CA	6,700	Nov-88	6.0	*	*	*	Reopeners pegged to state funding
June								
Stamford	CT	1,300	Feb-89	9.6	9.5	*		Arbitration award
Hartford	CT	2,100	Apr-89	8.0	7.5	7.0		Arbitration award
July								
Bridgeport	CT	1,500	Feb-89		5.5	8.5		Arbitration award
Knoxville	TN	3,200	Oct-88	0.0				Reopener in 2nd yr. of 2 yr. contract
Sarasota County	FL	1,800	Feb-89	7.5	*	*		
Akron	OH	1,800	Jan-89	2.8	3.3	4.0		
Milwaukee	WI	5,700	Jan-89		4.0			
Fremont	CA	1,200	Mar-89	4.3				Reopener in 3rd yr. of 3 yr. contract
Mt. Diablo	CA	1,700	Apr-89	6.0	*	*		

TABLE IV-3 (Continued)

CWD Issue		Per-	Date	1988	1989	1990	1991	
School District	State	sonnel	Settled	-89	-90	-91	-92	Comments
August								
Chattanooga	TN	1,500	Mar-89	8.6				Reopener in 3rd yr. of 4 yr. contract
Bay County	FL	1,000	Dec-88	4.8	*	*		
St. Louis	MO	3900	Oct-88	5.0				
Los Angeles	CA	30,000	Jun-89	8.0	8.0	8.0		
Average		2,849		5.6	6.0	6.3	6.0	
Number of Contracts				85	28	16	1	

(Average annual adjustment over life of agreement reported August 1988-August 1989 is 5.7 percent)

*Scheduled wage reopening

Source: Bureau of Labor Statistics, Current Wage Developments, August 1988 through August 1989. Months in table refer to issues reporting the wage settlement, not the month of settlement. Salary increases effective after the beginning of the school year are generally listed under the appropriate school year. Deferred wage increases negotiated under settlements reported in earlier issues of CWD are not included.

TABLE IV-4

TEACHER CONTRACT ANNUAL PERCENTAGE RAISES 1989-90 TO 1991-92

(Based on August, 1989 to December, 1989 data)

CWD Issue School District	State	Per- sonnel	Date Settled	1989 -90	1990 -91	1991 -92	Comments
August							
Wabury	CT	1,100	May-89	9.0	8.5	8.5	Arbitration award
New Haven	CT	1,200	Jun-89	9.3			Reopener in 2nd yr. of 3 yr. contract
Baltimore County	MD	6,800	Jun-89	4.0			
Washington Co.	ND	1,100	Jun-89	7.0	7.0		
Frederick	MD	1,750	Jun-89	8.0	*	*	
Carroll County	MD	1,500	Jun-89	9.0			Reopener in 2nd yr. of 3 yr. contract
Hartford County	MD	1,800	Jan-89	7.6	*	*	
Memphis	TN	6,500	Jul-89	4.5			Reopener in 2nd yr. of 3 yr. contract
Flint	MI	1,600	Jun-89	3.5	*		
Jefferson	LA	3,400	Apr-89	3.0			
Kansas City	KS	1,600	Mar-89	5.3			
Phoenix	AZ	1,100	Jun-89	3.0			
October							
Nashville	TN	4,800	Aug-89	3.6			
Bay County	FL	1,300	Aug-89	6.0			Reopener in 2nd yr. of 2 yr. contract
Marion	FL	1,850	Aug-89	8.4	*	*	
Bay Co.	FL	1,000	Aug-89	6.0			Reopener in 2nd yr. of 3 yr. contract
Tucson	AZ	1,700	Jul-89	0.0			
November							
Baltimore City	MD	5,700	Aug-89	8.0	8.0	*	
Hamilton Co.	TN	1,300	Jul-89	7.0			Reopener in 2nd yr. of 3 yr. contract
Hillsborough Co.	FL	7,000	Aug-89	7.0			Reopener in 2nd yr. of 3 yr. contract
Clay Co.	FL	1,200	Sep-89	8.0			Reopener in 2nd yr. of 3 yr. contract
Orange Co.	FL	5,200	Sep-89	7.5			Reopener in 3rd yr. of 3 yr. contract
Seminole Co.	FL	2,800	Sep-89	6.0			Reopener in 2nd yr. of 3 yr. contract
Brevard Co.	FL	3,800	Sep-89	7.9			
Sarasota Co.	FL	2,000	Sep-89	7.0			Reopener in 2nd yr. of 3 yr. contract
Okaloosa Co.	FL	1,550	Aug-89	10.8			Reopener in 2nd yr. of 3 yr. contract
Manatee Co.	FL	1,400	Sep-89	8.0			Reopener in 2nd yr. of 3 yr. contract
Polk Co.	FL	3,800	Aug-89	7.3			Reopener in 2nd yr. of 3 yr. contract
Oklahoma City	OK	2,000	Sep-89	4.7			Reopener in 3rd yr. of 3 yr. contract
Tulsa	OK	2,300	Sep-89	3.0			
Columbus	OH	4,500	Jun-89	4.0	5.0	5.0	
South Bend	IN	1,400	Aug-89	5.0	5.0		
Chicago	IL	25,000	Sep-89	5.4			
Warren	MI	1,000	Jul-89	7.4	6.8	6.8	
Livonia	MI	1,000	Aug-89	7.0	7.0	7.0	
Shawnee Mission	KS	2,000	Aug-89	6.0	2+		2% ,imi,u, im 2nd yr.--depends on state aid
Omaha	NE	2,759	Jun-89	5.0			
Lincoln	NE		Aug-89	5.2	5.5		
Souix Falls	SD	1,000	May-89	5.9			

TABLE IV-4 (Continued)

CWD Issue	School District	State	Per-sonnel	Date Settled	1989-90	1990-91	1991-92	Comments
Salt Lake City		UT	1,280	Oct-89	4.0			
Tucson		az	3,200	Sep-89	0.0	4.5		
Spokane		WA	1,450	Aug-89	3.0	*	*	
Garden Grove		CA	1,800	Oct-89	7.3			
Hayward		CA	1,000		7.0			Reopener in 3rd yr. of 3 yr. contract
Average			2,966		5.9	6.4	6.8	
Number of Contracts					44	9	4	

(Average annual adjustment over life of agreement reported August 1988- December 1989 is 6.1 percent)

*Scheduled wage reopening

Source: Bureau of Labor Statistics, Current Wage Developments, August 1989 through December 1989. Months in table refer to issues reporting the wage settlement, not the month of settlement. Salary increases effective after the beginning of the school year are generally listed under the appropriate school year. Deferred wage increases negotiated under settlements reported in earlier issues of CWD are not included.

TABLE IV-5

**PARAPROFESSIONAL AND SCHOOL-RELATED PERSONNEL CONTRACT ANNUAL
PERCENTAGE RAISES 1988-89 TO 1990-91**

(Based on August 1988 to August 1989 data)

School District	State	Per- sonnel	Date Settled	1988 -89	1989 -90	1990 -91	1991 -92	Comments
Philadelphia	PA	1,500	Apr-88	4.0	5.0	5.0	6.0	Paraprofessionals, clerical
Anne Arundel Co.	MD	1,400	Jun-88	4.0	4.0	4.0		Noninstructional; bus drivers
Towson	MD	1,500	Jul-88	4.0	*			
Palm Beach Co.	FL	2,700	Jun-88	10.0				Reopener in 3 yr. contr.; blue collar
Salem	OR	1,000	Oct-87	2.0	**	**		**2nd and 3rd yr. contingent on CPI
Anne Arundel Co.	MD	1,100	Jul-88	4.0	4.0	4.0		Aides, clerical, technical
Louisville	KY	1,650	Jul-88	3.0				Clerical, paraprofessional; reopener
Jordan	UT	1,400	Sep-88	0.0				Classified employees
New Rochelle	NY		Sep-88	6.0	6.0	*		Wall-to-wall unit with teachers
Baltimore	MD	1,600	Aug-88	8.0	8.0	8.0		Aides and most blue collar
Pinellas Co.	FL	2,000	Sep-88	7.7	*	*		
Orange Co.	FL	5,200	Sep-88	8.0				Reopener in 2 yr. contr.; noninstructional
Okaloosa Co.	FL	1,100	Aug-88	10.0				Reopener in 2 yr. contr.; noninstructional
Palm Beach Co.	FL	1,800	Aug-88	10.0	*	*		Clerical
Compton	CA	1,400	Jul-88	4.1				Unscheduled reopener; noninstructional
Lee County	FL	1,000	Oct-88	7.5				Reopener in 3 yr. contr.; noninstructional
Davis County	UT	1,700	Aug-88					\$240 lump sum
Pasco County	FL	1,450	Oct-88	6.0				Aides, bus drivers, cafeteria, custodians
New Orleans	LA	1,000	Oct-88	7.0				Reopener in 3 yr. contr.; teacher aides
Hillsborough Co.	FL	2,800	Aug-88	6.0	*			Aides, bus drivers, cafeteria, custodians
Washington	DC	2,500		5.0	5.0			Custodians
Oklahoma City	OK	2,300	Nov-88	4.1	*			Noninstructional
Broward Co.	FL	1,000	Nov-88	7.5	*	*		Clerical
San Diego	CA	1,900	Jan-89	6.0				Operations and support
Sarasota County	FL	1,200	Feb-89	7.6	*	*		Noninstructional
Mount Holly	NJ	1,000	Jul-89	7.5	7.5	7.5		
Los Angeles	CA	15,900	Jun-89	7.5				Reopener in 3 yr. contr.; noninstructional
Average		2,273		5.0	5.6	5.7	6.0	
Number of Contracts				26	7	5	1	

(Average annual adjustment over life of agreement reported August 1988-August 1989 is 6.0 percent)

*Scheduled wage reopening

Source: Bureau of Labor Statistics, Current Wage Developments, August 1988 through August 1990. Months in table refer to issues reporting the wage settlement, not the month of settlement. Salary increases effective after the beginning of the school year are generally listed under the appropriate school year. Deferred wage increases negotiated under settlements reported in earlier issues of CWD are not included.

TABLE IV-8

PARAPROFESSIONAL AND SCHOOL-RELATED PERSONNEL CONTRACT ANNUAL PERCENTAGE RAISES 1989-90 TO 1991-92

(Based on August 1989 to December 1989 data)

School District	State	Per-sonnel	Date Settled	1989-90	1990-91	1991-92	1992-93	Comments
Wichita	KS	1,600	Jun-89	4.2	*			Noninstructional
Palm Beach Co.	FL	4,500	Jul-89	6.0				blue collar and clerical
Duval County	FL	1,200	Jul-89	7.0				Blue-collar
Pinnellas Co.	FL	1,300	Aug-89	7.0				Reopener in 2 yr. contr.; noninstructional
Volusia Co.	FL	1,000	Aug-89	6.5				Reopener in 3rd yr. of contr.; blue collar
Bay Co.	FL	1,000	Aug-89	6.0				Reopener in 3rd yr. of contr.; noninstructional
Philadelphia	PA	4,200	Sep-89	4.0	5.0	5.0	8.2	Blue collar
Hillsborough Co.	FL	7,000	Aug-89	7.0				Reopener; paraprofessional and clerical
Duval County	FL	1,350	Jun-69	7.0				Reopener in 2 yr. contr.; teacher aides
Brevard County	FL	3,800	Sep-89	6.5				Noninstructional
Sarasota Co.	FL	1,300	Sep-89	3.0				Reopener in 2 yr. contr.; noninstructional
Okaloosa Co.	FL	1,100	Aug-89	10.8				Reopener in 2nd yr. of 3 yr.; noninstructional
Volusia Co.	FL	1,000	Jul-89	6.0	*			Clerical
Palm Beach Co.	FL	3,000	Jul-89	6.0	*	*		Blue collar
Orange Co.	FL	5,000	Sep-89	7.5	*	*		Noninstructional
Chicago	IL	7,600	Sep-89	5.4				Custodians & cafeteria
San Diego	CA	2,000	Aug-89	6.5	*	*		Noninstructional; reopeners based on state aid
Average		2,821		6.3	5.0	5.0		
Number of Contracts				17	1	1		

(Average annual adjustment over life of agreement reported August 1988-December 1989 is 6.3 percent)

*Scheduled wage reopening

Source: Bureau of Labor Statistics, Current Wage Developments, August 1989 through December 1989. Months in table refer to issues reporting the wage settlement, not the month of settlement. Salary increases effective after the beginning of the school year are generally listed under the appropriate school year. Deferred wage increases negotiated under settlements reported in earlier issues of CWD are not included.

APPENDIX A

POPULATION AND ENROLLMENT IN CITIES IN THE DOD DATA BASE

	1980 Pop. Rank	1986 Popu- lation	1980-86 Change (%)	Pupils		1980 Pop. Rank	1986 Popu- lation	1980-86 Change (%)	Pupils
AKRON, OH	58	222,000	-8.4	36,380	LOUISVILLE, KY	49	286,000	-4.0	93,198
ALBUQUERQUE, NM	44	387,000	10.4	82,416	LUBBOCK, TX	77	186,000	5.0	30,934
ANAHEIM, CA	62	241,000	9.7	22,000	MADISON, WI	83	176,000	3.1	21,590
ANCHORAGE, AK	78	235,000	34.7	40,542	MEMPHIS, TN	14	653,000	1.0	107,819
ARLINGTON, TX	93	250,000	54.3	41,500	MIAMI, FL	41	374,000	7.9	253,323
ATLANTA, GA	29	422,000	-0.7	64,409	MILWAUKEE, WI	17	605,000	-4.9	91,648
AURORA, CO	95	218,000	37.5	25,989	MINNEAPOLIS, MN	34	357,000	-3.8	37,484
AUSTIN, TX	42	467,000	25.2	61,402	MOBILE, AL	71	203,000	1.4	68,557
BALTIMORE, MD	10	753,000	-4.3	110,189	MONTGOMERY, AL	76	194,000	9.2	34,632
BATON ROUGE, LA	63	241,000	9.4	57,097	NASHVILLE-DAVIDSO	25	474,000	4.0	66,993
BIRMINGHAM, AL	50	278,000	-3.2	43,167	NEW ORLEANS, LA	21	554,000	-0.6	81,503
BOSTON, MA	20	574,000	1.9	59,223	NEW YORK, NY	1	7,263,000	2.7	939,933
BUFFALO, NY	39	325,000	-9.2	44,778	NEWARK, NJ	46	316,000	-3.9	50,791
CHARLOTTE, NC	47	352,000	7.9	73,965	NORFOLK, VA	55	275,000	2.9	35,863
CHATTANOOGA, TN	86	182,000	-4.3	22,933	OAKLAND, CA	43	357,000	5.2	51,000
CHICAGO, IL	2	3,010,000	0.1	419,537	OKLAHOMA CITY, OK	31	446,000	10.4	40,000
CINCINNATI, OH	32	370,000	-4.1	52,077	OMAHA, NE	48	349,000	1.9	39,388
CLEVELAND, OH	18	536,000	-6.6	71,743	PHILADELPHIA, PA	4	1,643,000	-2.7	189,031
COLORADO SPRINGS,	65	273,000	26.8	30,800	PHOENIX, AZ	9	894,000	13.1	38,648
COLUMBUS, GA	87	180,000	6.3	30,034	PITTSBURGH, PA	30	387,000	-8.6	39,629
COLUMBUS, OH	19	566,000	0.2	65,484	PORTLAND, OR	35	388,000	-2.3	52,996
CORPUS CHRISTI, TX	60	264,000	12.6	39,819	PROVIDENCE, RI	98	157,000	0.3	19,348
DALLAS, TX	7	1,004,000	10.9	130,885	RICHMOND, VA	64	218,000	-0.7	28,025
DAYTON, OH	69	179,000	-7.6	29,005	RIVERSIDE, CA	32	197,000	15.3	25,795
DENVER, CO	24	505,000	2.5	59,439	ROCHESTER, NY	57	236,000	-2.4	32,000
DES MOINES, IA	73	192,000	0.6	30,341	SACRAMENTO, CA	52	324,000	17.3	46,370
DETROIT, MI	6	1,086,000	-9.7	184,977	SALT LAKE CITY, UT	89	158,000	-2.8	24,317
EL PASO, TX	28	492,000	15.6	61,800	SAN ANTONIO, TX	11	914,000	12.8	61,501
FLINT, MI	94	146,000	-8.8	33,717	SAN DIEGO, CA	8	1,015,000	16.0	116,557
FORT LAUDERDALE, F	100	149,000	-3.0	137,366	SAN FRANCISCO, CA	13	749,000	10.3	63,881
FORT WAYNE, IN	79	173,000	-2.6	32,405	SAN JOSE, CA	16	712,000	13.1	29,242
FORT WORTH, TX	33	430,000	11.5	67,191	SANTA ANA, CA	68	237,000	16.1	38,031
GRAND RAPIDS, MI	75	187,000	2.6	24,418	SEATTLE, WA	23	486,000	-1.5	43,765
GREENSBORO, NC	99	177,000	3.7	21,202	SHREVEPORT, LA	66	220,000	6.5	51,815
HONOLULU, HI	36	372,000	1.2	166,139	SPOKANE, WA	81	173,000	0.9	27,000
HOUSTON, TX	5	1,729,000	7.3	191,708	ST. LOUIS, MO	26	426,000	-5.9	43,915
HUNTINGTON BEACH,	84	184,000	7.7	15,655	ST. PAUL, MN	54	264,000	-2.4	32,447
INDIANAPOLIS, IN	12	720,000	2.7	56,375	ST. PETERSBURG, FL	59	239,000	0.3	88,866
JACKSON, MS	70	208,000	2.7	33,000	SYRACUSE, N	85	161,000	-5.5	22,000
JACKSONVILLE, FL	22	610,000	12.7	104,124	TACOMA, WA	96	159,000	0.3	27,667
JERSEY CITY, NJ	61	219,000	-1.8	31,380	TAMPA, FL	53	278,000	2.2	118,051
KANSAS CITY, KS	92	162,000	0.6	23,239	TOLEDO, OH	40	341,000	-3.9	43,882
KANSAS CITY, MO	27	441,000	-1.5	35,428	TUCSON, AZ	45	359,000	6.0	56,239
KNOXVILLE, TN	74	173,000	-1.0	23,602	TULSA, OK	28	374,000	3.6	42,714
LAS VEGAS, NV	88	192,000	16.3	100,039	VIRGINIA BEACH, VA	58	333,000	27.2	64,510
LEXINGTON-FAYETTE	67	213,000	4.3	31,155	WARREN, MI	91	150,000	-7.0	15,796
LINCOLN, NE	80	183,000	6.5	25,925	WASHINGTON, DC	15	626,000	-1.9	66,296
LITTLE ROCK, AR	97	181,000	1.6	22,198	WICHITA, KS	51	289,000	2.9	43,500
LONG BEACH, CA	37	396,000	9.6	66,253	WORCHESTER, MA	90	158,000	-2.5	20,113
LOS ANGELES, CA	3	3,259,000	9.8	589,311	YONKERS, NY	72	186,000	-4.7	18,664

APPENDIX B

ENROLLMENT FOR 1987-88 IN THE NATION'S LARGEST SCHOOL DISTRICTS

DISTRICT	ENROLL- STATE	MENT	DISTRICT	ENROLL- STATE	MENT
* New York City.....	NY	939,933	* Boston	MA	59,223
* Los Angeles.....	CA	589,311	Mesa.....	AZ	59,251
* Chicago.....	IL	419,537	Gwinett Co.....	GA	58,047
* Dade Co. (Miami).....	FL	253,323	Baton Rouge.....	LA	57,067
* Houston.....	TX	191,708	Jefferson.....	LA	57,370 a
* Philadelphia.....	PA	189,031	Tucson.....	AZ	55,239
* Detroit.....	MI	184,927	* Portland.....	OR	52,995
* Hawaii.....	HI	166,139	Caddo Parish.....	LA	52,470
* Broward Co. (Ft. Lauderdale).....	FL	137,366	* Cincinnati.....	OH	52,907
* Dallas.....	TX	130,885	Greenville Co.....	SC	51,662
* Fairfax Co.....	VA	127,752	Oakland.....	CA	51,000 a
* Hillsborough Co. (Tampa Bay).....	FL	118,031	* Newark.....	NJ	50,791
* San Diego.....	CA	116,557	* Indianapolis.....	IN	50,437
* Baltimore.....	MD	110,189	Brevard Co. (Melbourne).....	FL	49,562
* Memphis.....	TN	107,819	Ysleta.....	TX	49,237
* Duval Co. (Jacksonville)	FL	105,049	* Buffalo.....	NY	48,403
* Prince George's Co.....	MD	104,412	San Juan.....	CA	46,387
* Clark Co. (Las Vegas).....	NV	100,027	Sacramento.....	CA	46,370
* Montgomery Co.....	MD	95,271	Northside.....	TX	45,885
* Jefferson Co. (Louisville)	KY	93,198	Davis Co.....	UT	44,994 a
* Jefferson Co.....	CO	93,198	* St. Louis.....	MO	43,915
* Milwaukee.....	WI	91,648	Toledo.....	OH	43,682
* Palm Beach.....	FL	89,944	Wichita.....	KS	43,500
* Orange Co. (Orlando).....	FL	88,878	Birmingham.....	AL	43,167
* Pinellas Co. (St. Petersburg)	FL	88,866	Jefferson Co. (Birmingham).....	AL	43,167
* Washington.....	DC	86,296	Charleston Co.....	SC	42,501
* Albuquerque.....	NM	82,416	* Seattle.....	WA	41,123
* New Orleans.....	LA	81,503	Volusia Co.....	FL	40,829
* Baltimore Co.....	MD	81,152	* Anchorage.....	AK	40,542 a
* Charlotte-Mecklenberg.....	NC	74,680	Escambia Co.....	FL	40,229
* Granite Co. (Salt Lake City).....	UT	73,419	Forsyth Co.....	NC	40,200 a
* Cleveland.....	OH	71,743	Oklahoma City.....	OK	40,000
* DeKalb Co.....	GA	71,632	Corpus Christi.....	TX	39,819
* Mobile.....	AL	67,550	* Pittsburgh.....	PA	39,572
* Fort Worth.....	TX	67,191	Fulton Co.....	GA	39,400
* Nashville.....	TN	66,993	Omaha.....	NE	39,386
* Long Beach.....	CA	66,253	Prince William Co.....	VA	39,325
* Columbus.....	CH	65,464	Seminole Co.....	FL	37,634 a
* Virginia Beach.....	VA	64,510	Minneapolis.....	MN	37,404 a
* Anne Arundel Co.....	MD	64,432	Aldine.....	TX	37,000
* Atlanta.....	GA	64,409	Akron.....	OH	36,360 a
* San Francisco.....	CA	63,881	Kanawha.....	WV	35,272
* Cobb Co.....	GA	63,564	Garden Grove.....	CA	36,118
* El Paso.....	TX	61,800	Norfolk.....	VA	35,863
* Fresno.....	CA	61,539	Kansas City.....	MO	35,429
* San Antonio.....	TX	61,501	Pasadena.....	TX	34,994
* Jordan.....	UT	61,488	Cumberland Co.....	NC	34,763 a
* Polk Co.....	FL	61,244	St. Paul.....	MN	32,447
* Wake Co.....	NC	59,087	Richardson.....	TX	32,184
* Denver.....	CO	59,439	Rochester.....	NY	32,000 a

* = School Districts in the City & State Data Base

a = Enrollment data for a year other than 1987-88

APPENDIX C

Data Sources

Table I-1

AFT Local Union Teachers Salary Survey, 1988 and 1989 surveys.

Educational Research Service, Salaries Paid Professional Personnel in Public Schools, ERS: Reston, VA, 1988-89 edition.

Department of Defense Wage Fixing Authority, "List of School District Minimums, Maximums and Steps", DOD: Alexandria, VA, May 1989.

Tables I-2 to I-6

Sources are same as in Table I-1.

Tables I-7 and I-8

Salary Data sources are same as in Table I-1.

American Chamber of Commerce Researchers Association, "Intercity Cost of Living Index", ACCRA. Louisville, KY.

Table I-9

U.S. Department of Labor, "Annual Pay Levels in Metropolitan Areas, 1988", news release, September, 1989.

Other sources are the same as in Table I-1.

Table I-10

Nelson, F. Howard, Survey and Analysis of Salary Trends 1989, American Federation of Teachers: Washington, DC, August 1989.

Other sources are the same as in Table I-1.

Tables II-1 to II-4

U.S. Department of Education, Unpublished Data Tabulations (teacher and student data).

Educational Research Service, Salaries Paid Professional Personnel in Public Schools, ERS: Reston, VA, 1988-89 edition. "The Top 50 School Districts", City & State, October 1987, October 1988, and August 1989.

Tables IV-1 through IV-6

U.S. Department of Labor, Current Wage Developments, various issues between August 1986 and December 1988.

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Date Filmed

March 29, 1991

DOCUMENT RESUME

ED 324 763

EA 022 285

AUTHOR Nelson, F. Howard
 TITLE Survey and Analysis of Salary Trends, 1990. Research Report.
 INSTITUTION American Federation of Teachers, Washington, D.C.
 PUB DATE Jul 90
 NOTE 83p.; For a related document, see EA 022 284.
 AVAILABLE FROM Publications, American Federation of Teachers, 555 New Jersey Avenue, N.W., Washington, DC 20001 (\$10.00 prepaid).
 PUB TYPE Reports - Research/Technical (143) -- Statistical Data (110)

EDRS PRICE MF01/PC04 Plus Postage.
 DESCRIPTORS Comparative Analysis; *Contract Salaries; Elementary Secondary Education; Expenditure per Student; Inflation (Economics); National Surveys; Public Schools; *Salaries; *Salary Wage Differentials; *School Personnel; *Teacher Salaries; *Trend Analysis; Unions
 IDENTIFIERS *American Federation of Teachers

ABSTRACT

While serving as the primary vehicle for reporting the results of the American Federation of Teachers (AFT) annual survey of state departments of education, this report also relies on several other data sources. Data include national average salaries or earnings for teachers, other school employees, government workers, and professional employees over the past 25 years. Beginning salaries for teachers and other college graduates over the past 15 years are reported. The AFT's survey of state departments of education also asked states to provide information on actual beginning salaries, experienced teachers reentering the classroom, and retirement rates. Comparisons with the various tables can be developed to suit the purposes of a particular local or state federation. The report is organized in four sections. The first section focuses on state comparisons; the second highlights trends in national averages; the third focuses on beginning teachers, with supplemental information on experienced teachers reentering the profession and teacher retirement; and the fourth presents an international comparison concerning public spending on education and some international teacher salary data. The text is accompanied by 21 figures, 22 tables, and 5 maps, and 2 appendixes provide education data by state for 1988-1989 and 1989-1990 and a list of data sources referenced by table. (MLF)

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ED324763

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PRODUCED BY
THE RESEARCH DEPARTMENT OF
THE AMERICAN FEDERATION OF TEACHERS



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RESEARCH REPORT

SURVEY & ANALYSIS OF SALARY TRENDS 1990

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JULY, 1990

Survey and Analysis of Salary Trends, 1990

Foreword

This reference document supports state federations and locals in developing salary comparisons and formulating policy. While serving as the primary vehicle for reporting the results of the American Federation of Teachers annual survey of state departments of education, several other data sources are utilized, as noted in Appendix B. Data from the AFT's annual survey of local unions is available in a separate publication titled AFT Local Union Teacher Salary Survey 1990.

Data include national average salaries or earnings for teachers, other school employees, government workers and professional employees over the past 25 years. In many instances, these data are reported by state for recent years. Beginning salaries for teachers and other college graduates over the past 15 years are reported. The AFT's survey of state departments of education also asked states to provide information on actual beginning salaries, experienced teachers reentering the classroom, and retirement rates. For the most part, data from the survey of state departments of education are reported as received from the states. In some instances, data were confirmed by telephone. Qualifications to the data, if any, are noted in Appendix A and in the notes to some tables. Many states are still refining data, and any changes reported to the AFT Research Department will be incorporated into next year's report. Updated data relating to last year's report has been incorporated into this document.

Comparisons with the various tables can be developed to suit the purposes of a particular local or state federation, whether it is to consider trends, establish the position of members relative to similar professionals, or make meaningful and valid comparisons among states. The first section of this report focuses on state comparisons. The second section highlights trends in national averages. The third section focuses on beginning teachers, with supplemental information on experienced teachers reentering the profession and teacher retirement. The fourth section presents an international comparison to public spending on education and some international teacher salary data.

The Department of Research staff is grateful to the various locals, state agencies and state agency employees who provided the information and suggestions for this report. Yvonne Bristol of the Research Department staff helped prepare the manuscript and assisted in other aspects of this report. Helen Nemorin helped to collect data, edit the report and lay out the final manuscript. Hakimah Campbell and Karen Bridges entered data or helped with other aspects of the report.

Data used in this report and copies of the tables are available on microcomputer diskette and can be obtained by writing to the AFT Department of Research.

Highlights

State Comparisons

- o The average teacher salary for 1989-90 of approximately \$31,315 represents a 5.7 percent increase over the previous year's average salary of \$29,636.
- o Alaska had the highest average salary at \$43,097, or 138 percent of the national average. South Dakota had the lowest average salary at \$21,300, or just 68 percent of the national average.
- o New Hampshire and North Carolina reported the highest average salary increase--8.5 percent--for 1989-90. Connecticut posted an 8.3 percent gain. Salaries rose 8.1 percent in Louisiana and 8.0 percent in New Jersey. No state reported an average salary decline, but in Alabama and Oklahoma salaries increased by less than two percent.
- o New Hampshire and Connecticut reported average teacher salary increases of more than 20 percent over the past two years.
- o Since the 1980-81 school year, the average teacher salary in Connecticut has improved by about 135 percent, and in Vermont and New Hampshire, average salaries improved by 115 percent. No other state had more than a 100 percent increase. The U.S. average increased only 78 percent.
- o An adjustment for interstate differences in the cost of living shows that Michigan, California, Wisconsin, Minnesota, and Illinois pay teachers the most. A similar adjustment places North Dakota, West Virginia, Arkansas, Hawaii and South Dakota on the bottom. Adjusting for the cost of living, Michigan paid the average teacher \$38,877 and South Dakota paid \$23,902.
- o Estimated expenditures per pupil in membership (from current funds) averaged \$4,577 per pupil in 1989-90, ranging from a low of \$2,454 in Utah to \$7,586 in New Jersey, with New York, Connecticut and Alaska also spending more than \$7,000 per pupil.

Trends Compared to Other Workers and Professions

- o The 1989-90 average teacher salary of \$31,315 is the highest ever average salary, but just \$1,025 more than the \$30,091 (in 1990 dollars) average teacher

salary recorded in 1972.

- o In both 1956 and 1981, teacher salaries matched the mean annual earnings of the full-time worker in the U.S. economy, but teachers gained an 18 percent advantage by 1989--slightly above the 14 percent advantage they enjoyed in 1971.
- o Teachers earned 12 percent more than the average government worker in both 1988 and 1989, about the same as the 11 percent advantage they enjoyed in 1962, 1968 and 1969.
- o Teachers earned 89 percent as much as the full-time, year-round male worker in 1987--the smallest gap in 23 years.
- o Teachers experienced decreased earnings compared to female full-time, year-round workers every year over the 1970's, but working women have gained less than teachers during the recent period of rising teacher salaries. The average teacher salary exceeds the average earnings figure of women in 1989 by 35 percent, the highest level since 1972.
- o While salaries in other white-collar occupations remain high compared to teachers (ranging from 93 percent more for attorneys to 15 percent more for accountants), the earnings advantage of these white-collar occupations tends to be at the lowest level since the early 1980s and is lower than in 1962.
- o In 1990, the salary growth of both full professors and assistant professors at public institutions outpaced the average salary increase of teachers. Both full and assistant professors made modest gains over teachers the past two or three years.
- o Teacher salaries rose about the same as administrator salaries during the 1989-90 school year, and slightly faster than salaries for secretaries and teacher aides

Beginning Teachers

- o The average beginning teacher salary of \$20,476 in 1989-90 rose 5.8 percent from the previous year compared to the average teacher salary increase of 5.7 percent.
- o Eight states have starting salaries exceeding \$22,000, and another six pay at least \$21,000.

- o Alaska, New York, Connecticut, and Hawaii have starting salaries in excess of \$23,000, while only North Dakota, South Dakota and West Virginia report average starting salaries below \$16,000.
- o Beginning offers in business for new college graduates remained high compared to beginning teachers in spring 1990 (ranging from 48 percent more for engineers to 21 percent more for liberal arts graduates).
- o For the second straight year, the earnings advantage of college graduates in sales/marketing, liberal arts or business administration increased over beginning teachers. Earnings increased at a slower rate in engineering, economics/finance, accounting, chemistry and computer science than they did for beginning teachers.
- o Beginning teachers comprised approximately 3.6 percent of the classroom teacher work force in 1988-89 (39 states reporting data), and about 3.2 percent in 1989-90 (31 states reporting data).
- o Based on data from 26 states, the number of experienced teachers reentering the classroom almost matched the number of beginning teachers in 1988-89 (3.3 percent) and 1989-90 (2.9 percent).
- o The retirement rate (which includes non-teaching professional personnel in some states) averaged 2.2 percent for 28 states reporting data in 1987-88 and 2.3 percent in 1988-89.

Figure 1

**AVERAGE TEACHER SALARY
1989-90**

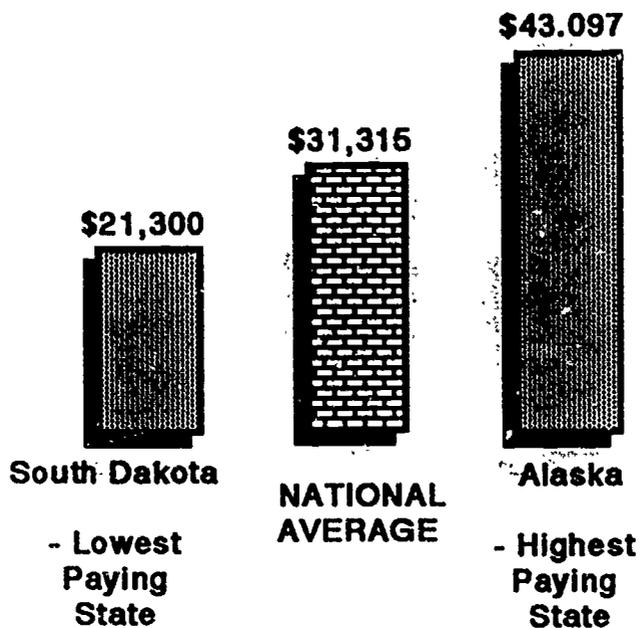


Figure 2

**AVERAGE BEGINNING TEACHER SALARY
1989-90**

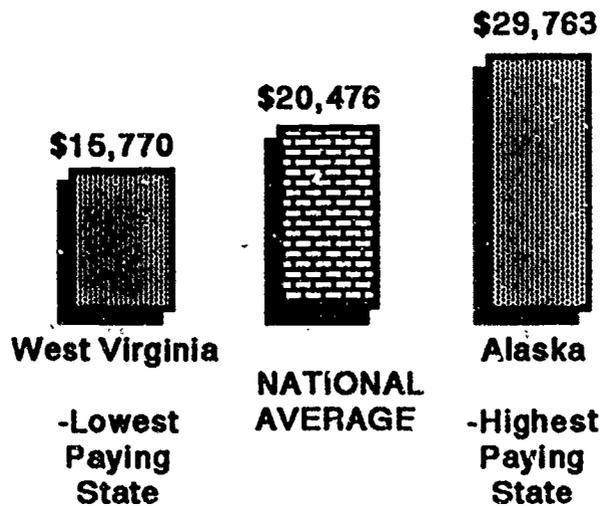


Figure 3

**TEACHER SALARIES CONTINUE TO OUTPACE
INFLATION BY SMALL AMOUNT**

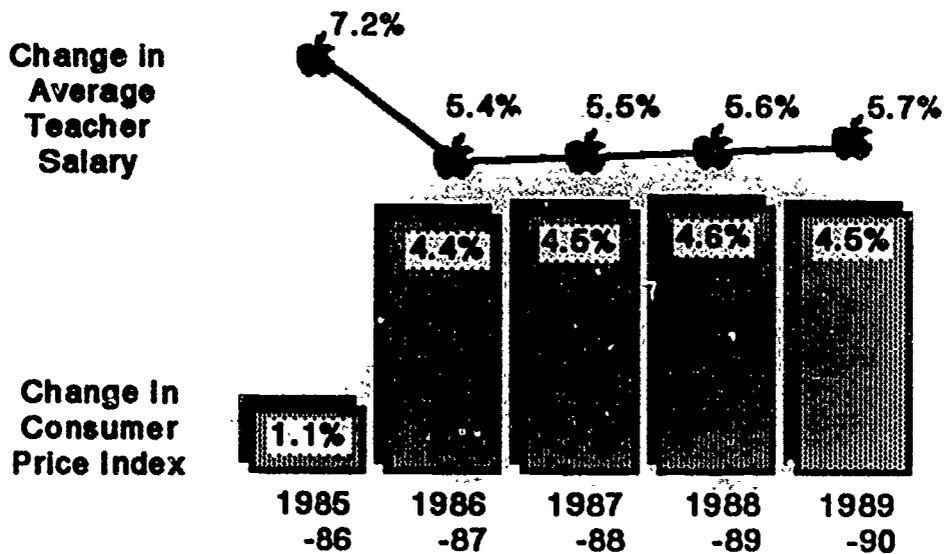


Figure 4

**AVERAGE TEACHER SALARY EXCEEDS
1972 LEVELS BY ABOUT 1,000**

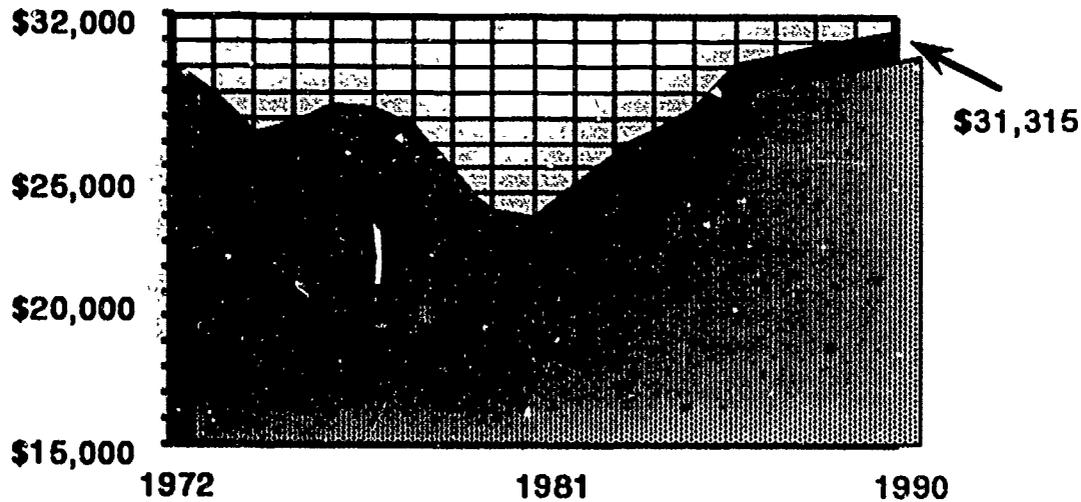


Figure 5

TEACHER SALARIES GREW AT A FASTER RATE THAN SALARIES IN MANY OTHER PROFESSIONS IN 1989

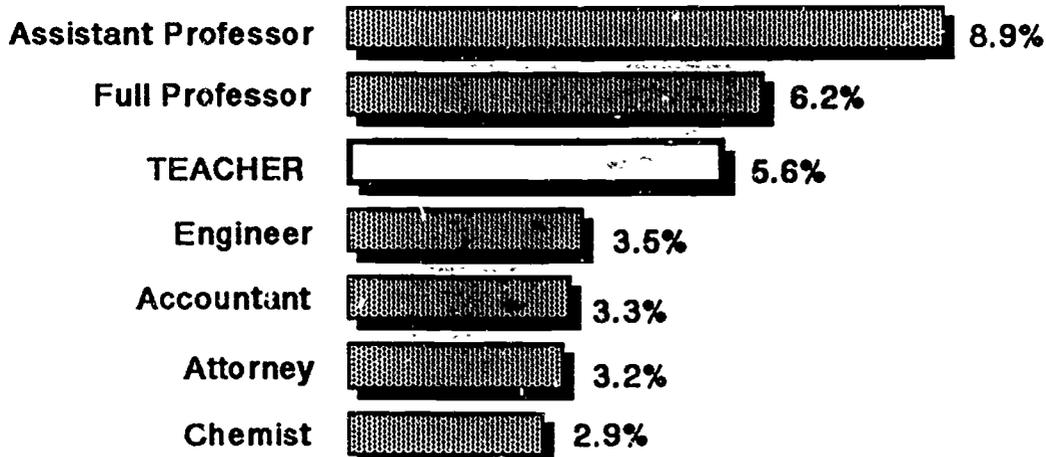


Figure 6

AVERAGE TEACHER SALARY IN 1988 FALLS FAR SHORT OF EARNINGS IN OTHER PROFESSIONS - 1989

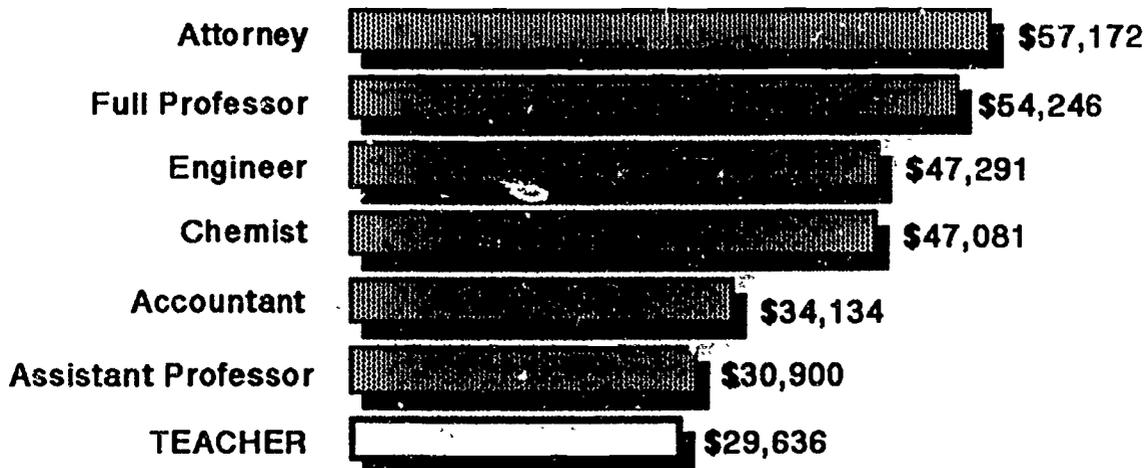


Figure 7

BEGINNING SALARY INCREASES IN MANY PROFESSIONS OUTPACE NEW TEACHER SALARY GAINS

PERCENTAGE GROWTH IN SALARIES --1990

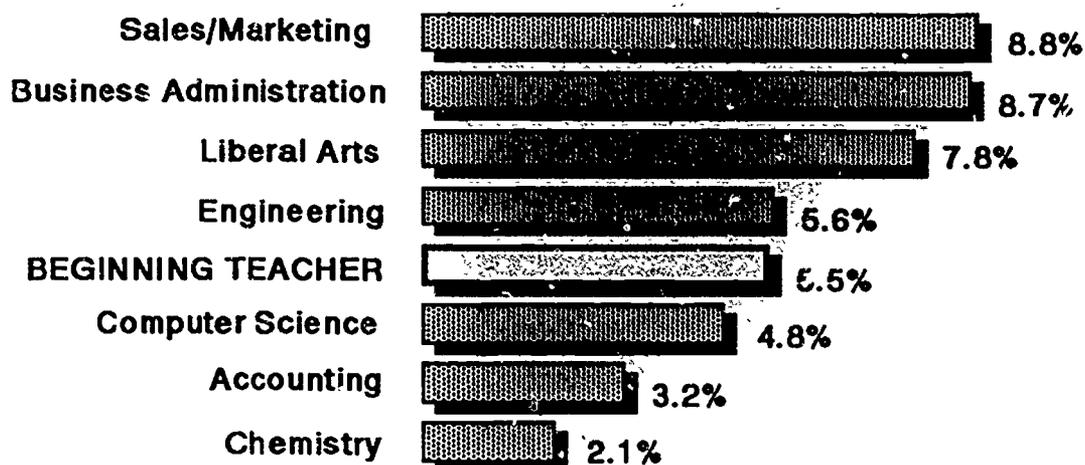
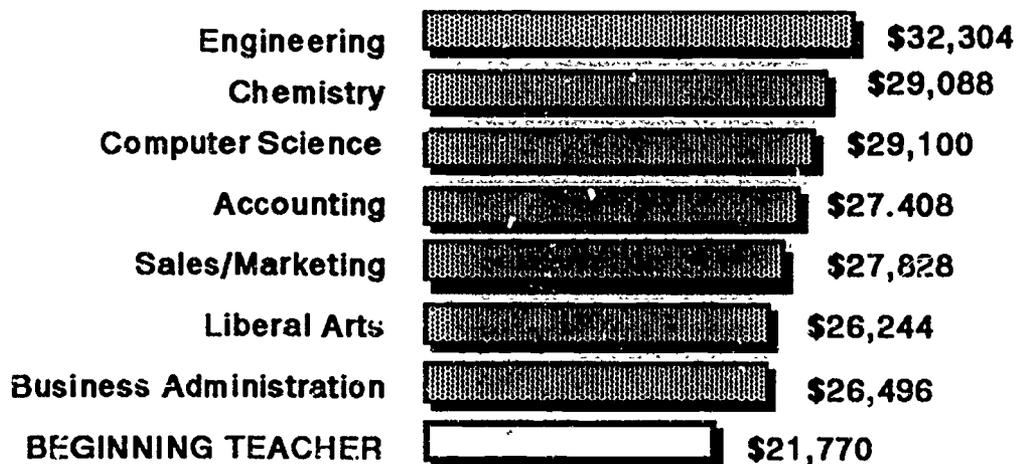


Figure 8

NEW TEACHER SALARIES LAG BEHIND BEGINNING SALARIES IN OTHER PROFESSIONS

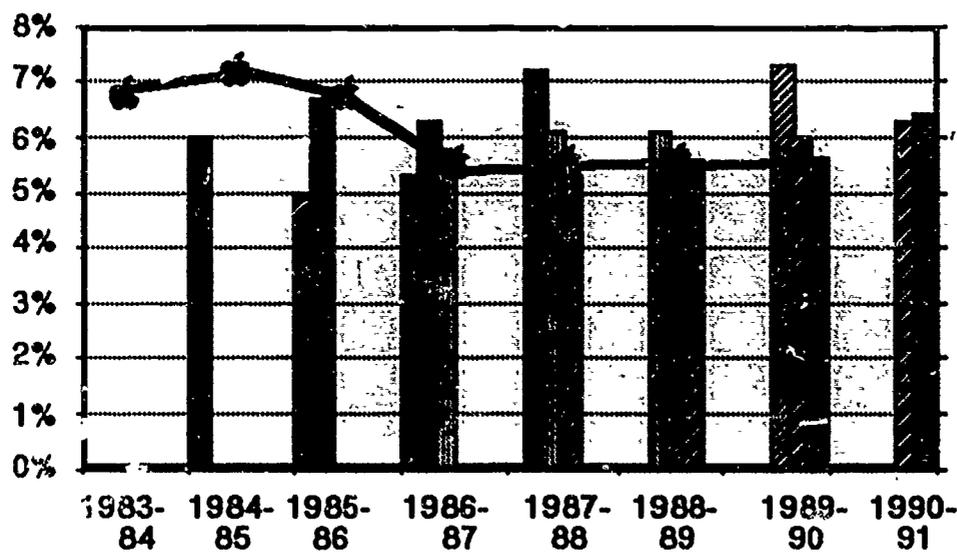
ESTIMATED ANNUAL SALARIES --1990



Note: Expected salary of spring 1990 graduates. Beginning teacher salary is based on an estimate 5.5 percent increase for the 1990-91 school year.

Figure 9

**Average Annual Salary Adjustments for Teachers
--Projections for 1989-90 and 1990-91**



Note: Data applies to negotiated agreements covering 1,000 or more as reported in Current Wage Developments

- Reported in CWD, Sept 1984-August 1985
- Reported in CWD, Sept 1985-August 1986
- ▨ Reported in CWD, Sept 1986-July 1987
- ▩ Reported in CWD, August 1988-July 1988
- ▧ Reported by CWD, August 1988-August 1989
- Reported in CWD, August 1989-May 1990
- National Average Increase in Teacher Salaries

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I. STATE COMPARISONS

Developments in Teacher Salaries, 1989-90. In 1989-90, the average public elementary and secondary school teacher in the United States earned a salary of approximately \$31,315, an increase of 5.7 percent over the previous year. Not unexpectedly, Alaska had the highest average salary at \$43,097 followed by Connecticut with \$40,768. As shown in Table I-1, the District of Columbia, New York, and California all had average salaries over \$37,000 -- about 20 to 30 percent above the national average. South Dakota ranked last with an average salary of \$21,300. West Virginia and Arkansas also had average salaries below \$23,000. Beginning teachers in eight states averaged more than \$22,000 (See Table III-1).

No state experienced double-digit salary growth. New Hampshire and North Carolina reported the highest salary increase--8.5 percent for 1989-90 (see Table I-2). Connecticut, Louisiana and New Jersey posted gains above 8 percent. New Hampshire moved from the 36th to the 26th ranking over the three-year period. Mississippi rose from the 50th ranking to 43rd over the three-year period. No state experienced growth of less than 29%. Over the past two years, Connecticut, New Hampshire, Maryland, New Jersey, Vermont and Mississippi reported the greatest gains, ranging from 15 percent to nearly 21 percent. Over the past two years, average salaries increased less than 5 percent in Alaska and Utah.

Gains During the 1980's. Eight-year trends appear in Table I-3. The average salary grew by more than 115 percent in Connecticut, Vermont and New Hampshire compared to the national average of 78 percent. Average salaries improved less than 50 percent over the nine-year span in Washington (43 percent), Alaska (48 percent), Louisiana (46 percent) and Utah (40 percent).

Teacher Salaries Compared to the Average Annual Earnings of Private Sector Workers. States vary considerably among each other according to their economic condition and the cost of living. Table I-4 compares the average teacher salary to the average annual earnings of all workers, including part-time 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 how much teachers should get paid relative to the average worker.

As measured by the ratio of the average teacher salary in 1989-90 to the estimated average annual earnings in the private sector in 1989, Rhode Island ranks first, with a ratio of 1.79 compared to the national average of 1.41. Several high-paying states, including New York, New Jersey, Michigan and the District of Columbia, fall to the middle. Thirty states have a ratio of between 1.35 and 1.50. While some states argue that they cannot pay teachers well because the taxpayers in the state do not get paid well, states with the lowest average teacher salaries tend to rank lowest when teacher salaries are compared to the average worker. North Dakota, Arkansas, Utah, Idaho, Oklahoma, Louisiana and West Virginia rank in the bottom ten on both measures. However, the state paying teachers the least, South Dakota, ranks 32nd according to the ratio. Mississippi improves from the 43rd ranking to 22nd.

The ranking according to the ratio of the average teacher salary to private sector employee earnings for 1981 is shown as the last column of Table I-4. The rankings of several states changed dramatically over the intervening six years. Massachusetts, New York, and Utah fell about 20 positions. Alaska, Connecticut, Vermont and Mississippi gained the most in the rankings.

Teacher Salaries Compared to Per Capita Personal Income. Table I-5 is constructed similarly to Table I-4, 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 designated to enhance interstate comparison, not a standard by which to judge how much teachers should be paid. Because 1989-90 average teacher salaries are compared to 1989 per capita personal income, the ratio of the two measures slightly overstates how much teachers earn relative to the per capita income.

The national average of the teacher salary to the per capita personal income ratio is 1.78, down from 1.80 in 1986-89, 1.83 in 1987-88 and 1.85 in 1986-87, but still above the ratio of 1.77 in 1981. A total of 25 states had a ratio of between 1.70 and 1.90. Mississippi, Michigan, Alaska, Rhode Island and Wyoming have ratios of 2.00 or better. These states cover every region of the country. Eight of the top ten states have above average teacher salaries. However, several high paying states--Connecticut, New Jersey, Massachusetts and Virginia--rank in the bottom ten.

Teacher Salaries Adjusted by the AFT Cost-of-Living Index. While the greatest variation in cost-of-living occurs within a state between rural and urban locations, 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-6.

The interstate cost-of-living index was developed by the AFT Research Department using existing data on the cost of living in a majority of the nation's SMSA's to develop cost-of-living indices for each state. Using regression techniques, models for each of four regions were developed to explain differences in the cost-of-living between SMSA's. The regression 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 available from the AFT Research Department. The index is also described in, "An Interstate Cost-of-Living Index," Educational Evaluation and Policy Analysis (winter, 1990). The AFT index is a revision of the index presented in the 1989 and 1988 versions of this report. The 1987 version of this report contained a similar cost-of-living index developed by Walter W. McMahon and Carol Melton ("Measuring Cost of Living Variation," Industrial Relations, Vol. 17, No. 3, 1978 p. 331).

Michigan, California, Minnesota, Wisconsin, Illinois, Indiana and New York rank as the highest-paying states after adjusting for the cost of living. New York, Alaska, Maryland, Michigan and California, despite relatively high indices, still list in the top 10. High-paying Connecticut, Massachusetts, the District of Columbia and New Jersey drop substantially in the rankings. South Dakota, West Virginia, Arkansas, North Dakota, Idaho, Utah, Louisiana and Oklahoma remain at the bottom despite low cost-of-living. The rankings of most southern states improve modestly when the cost-of-living variation is accounted for.

Expenditures Per Pupil in 1989-90. During 1989-90, approximately \$4,577 in current funds (a figure excluding capital outlay debt service and bond and construction expenses) were spent on each enrolled pupil (measured by October 1 membership or comparable figure) in the typical state. Expenditures per pupil rose by 6.7 percent over the 1988-89 estimate of \$4,228, and 16.6 percent over the 1987-88 expenditure figure of \$3,930, the final revised figure reported by the National Center for Educational Statistics. In contrast, the average teacher salary had a one-year gain of 5.7 percent and a two-year gain of 11.6 percent (Table I-2).

Most of the estimates in Table I-7 and Table I-8 are based on actual data reported by states but are adjusted to reflect the definition of expenditure per pupil in membership reported by the U.S. Department of Education. Frequently, early estimates of the National Center for Educational Statistics are used. In the prior version of this AFT report, the 1987-88 U.S. average expenditure per pupil was estimated to be \$3,984 while the final revised expenditure reported by the U.S. Department of Education was \$3,930. During the 1989-90 school year, New Jersey

overtook Alaska as the highest spending state. As shown in Table I-7, New Jersey spent an estimated 66 percent more than the national average, followed by Alaska, Connecticut, New York and the District of Columbia, each spending at least 40 percent more than the national average. Utah, Mississippi, Idaho, Alabama, and Kentucky spent under \$3,000 per pupil. State rankings for per pupil expenditures and average teacher salary did not always match closely. California, for example, ranked 25th on expenditures per pupil, but the state has the 5th highest average teacher salary.

Regional Rankings. Perhaps the most common way to improve interstate comparisons is to make comparisons within the same region, as in Table I-9. Figured this way, Connecticut paid the most in New England; Washington D.C. topped the Mideast; Michigan paid the most in the Great Lakes area; and Missouri and Kansas were \$5 apart among the six Plains states. Virginia topped the Southeast by \$2,000; Arizona ranked highest in the Southwest; Colorado outpaced Wyoming by \$2,000 in the Rocky Mountain region; and, excluding Alaska, California ranked highest in the Far West with a \$7,000 advantage.

TABLE 1
THE AVERAGE TEACHER SALARY IN 1989-90
STATE RANKINGS

Rank	State	Average Salary	Percent of U.S. Average
1	Alaska	\$43,097	137.6%
2	Connecticut	40,768	130.2%
3	D.C.	39,850 b	127.3%
4	New York	38,925 c	124.3%
5	California	37,625 b	120.1%
6	Maryland	36,481 a	116.5%
7	Michigan	36,427	116.3%
8	Rhode Island	36,057 h	115.1%
9	New Jersey	35,676	113.9%
10	Massachusetts	34,175	109.1%
11	Pennsylvania	33,435	106.8%
12	Delaware	33,377	106.6%
13	Illinois	32,917 ae	105.1%
14	Wisconsin	32,600 b	104.1%
15	Hawaii	32,252	103.0%
16	Minnesota	32,190 a	102.8%
17	Indiana	30,978 a	98.9%
18	Virginia	30,926	98.8%
19	Oregon	30,842 g	98.5%
20	Colorado	30,758	98.2%
21	Nevada	30,587	97.7%
22	Ohio	30,567	97.6%
23	Washington	30,475 a	97.3%
24	Arizona	29,402	93.9%
25	Wyoming	28,991	92.6%
26	New Hampshire	28,986	92.6%
27	Vermont	28,849 a	92.1%
28	Florida	28,787	91.9%
29	Georgia	28,013	89.5%
30	North Carolina	27,814	88.8%
31	Texas	27,400 b	87.5%
32	Missouri	27,229	87.0%
33	Kansas	27,220 bf	86.9%
34	Tennessee	27,052	86.4%
35	Maine	26,881 e	85.8%
36	Iowa	26,747	85.4%
37	South Carolina	26,638	85.1%
38	Kentucky	26,275	83.9%
39	Nebraska	25,522	81.5%
40	Alabama	25,500	81.4%
41	New Mexico	25,302	80.8%
42	Montana	25,081	80.1%
43	Mississippi	24,365	77.8%
44	Louisiana	24,300	77.6%
45	Oklahoma	23,944	76.5%
46	Idaho	23,861	76.2%
47	Utah	23,652 a	75.5%
48	North Dakota	23,016	73.5%
49	West Virginia	22,842	72.9%
50	Arkansas	22,471 ad	71.8%
51	South Dakota	21,300	68.0%
	U.S. Average	\$31,315	100.0%
	Guam	25,842	82.5%
	Virgin Islands	28,000	89.4%

a=estimate or preliminary; b=AFT estimate; c=median; d=excludes state-paid health insurance; e=includes extra duty and extracurricular pay; f=estimated to exclude fringes; g=includes 6% pension pick-up; h=based on total gross salary.

TABLE I-2

TRENDS IN THE AVERAGE SALARY, 1987-88 TO 1989-90

State	Average Salary 1987-88	Rank	Average Salary 1988-89	Rank	Average Salary 1989-90	Rank	Percent Change		
							1987-88 to 1988-89	1988-89 to 1989-90	1987-88 to 1989-90
Alaska	\$41,190	1	\$41,752	1	\$43,097	1	1.4%	3.2%	4.6%
Connecticut	33,776	5	37,659	2	40,768	2	11.5%	8.3%	20.7%
D.C.	34,705	2	37,232	3	39,850	3	7.3%	7.0%	14.8%
New York	34,500	3	36,654	4	38,925	4	6.2%	6.2%	12.8%
California	33,159	6	35,495	5	37,625	5	7.0%	6.0%	13.5%
Maryland	30,933	8	34,159	7	36,481	6	10.4%	6.8%	17.9%
Michigan	34,080	4	34,128	8	36,427	7	0.1%	6.7%	6.9%
Rhode Island	32,858	7	34,233	6	36,057	8	4.2%	5.3%	9.7%
New Jersey	30,778	9	33,037	9	35,676	9	7.3%	8.0%	15.9%
Massachusetts	30,379	10	32,221	10	34,175	10	6.1%	6.1%	12.5%
Pennsylvania	29,177	15	31,248	12	33,435	11	7.1%	7.0%	14.6%
Delaware	29,573	13	31,585	11	33,377	12	6.8%	5.7%	12.9%
Illinois	29,667	12	31,148	13	32,917	13	5.0%	5.7%	11.0%
Wisconsin	29,206	14	31,046	14	32,600	14	6.3%	5.0%	11.6%
Hawaii	28,445	17	29,835	16	32,252	15	4.9%	8.1%	13.4%
Minnesota	29,900	11	30,661	15	32,190	16	2.5%	5.0%	7.7%
Indiana	27,028	25	29,330	19	30,978	17	8.5%	5.6%	14.6%
Virginia	27,193	23	28,976	22	30,926	18	6.6%	6.7%	13.7%
Oregon	28,060	19	29,387	18	30,842	19	4.7%	5.0%	9.9%
Colorado	28,651	16	29,557	17	30,758	20	3.2%	4.1%	7.4%
Nevada	27,599	21	28,836	23	30,587	21	4.5%	6.1%	10.8%
Ohio	27,606	20	29,171	21	30,567	22	5.7%	4.8%	10.7%
Washington	28,217	18	29,200	20	30,475	23	3.5%	4.4%	8.0%
Arizona	27,388	22	28,499	24	29,402	24	4.1%	3.2%	7.4%
Wyoming	27,141	24	28,400	25	28,991	25	4.6%	2.1%	6.8%
New Hampshire	24,019	36	26,703	29	28,986	26	11.2%	8.5%	20.7%
Vermont	24,507	33	27,106	26	28,849	27	10.6%	6.4%	17.7%
Florida	25,198	28	26,974	27	28,787	28	7.0%	6.7%	14.2%
Georgia	25,736	26	26,920	28	28,013	29	4.6%	4.1%	8.8%
North Carolina	24,900	29	25,646	34	27,814	30	3.0%	8.5%	11.7%
Texas	25,558	27	26,513	30	27,400	31	3.7%	3.3%	7.2%
Missouri	24,709	31	26,006	31	27,229	32	5.2%	4.7%	10.2%
Kansas	24,647	32	25,926	32	27,220	33	5.2%	5.0%	10.4%
Tennessee	23,785	38	25,619	35	27,052	34	7.7%	5.6%	13.7%
Maine	23,425	40	24,938	38	26,881	35	6.5%	7.8%	14.8%
Iowa	24,858	30	25,778	33	26,747	36	3.7%	3.8%	7.6%
South Carolina	24,403	34	25,185	37	26,638	37	3.2%	5.8%	9.2%
Kentucky	24,253	35	24,933	39	26,275	38	2.8%	5.4%	8.3%
Nebraska	22,683	43	23,841	42	25,522	39	5.1%	7.1%	12.5%
Alabama	23,320	41	25,190	36	25,500	40	8.0%	1.2%	9.3%
New Mexico	23,958	37	24,092	41	25,302	41	0.6%	5.0%	5.6%
Montana	23,774	39	24,421	40	25,081	42	2.7%	2.7%	5.5%
Mississippi	20,562	50	22,579	46	24,365	43	9.8%	7.9%	18.5%
Louisiana	21,209	48	22,469	47	24,300	44	5.9%	8.1%	14.6%
Oklahoma	22,773	42	23,521	43	23,944	45	3.3%	1.8%	5.1%
Idaho	22,242	45	22,732	45	23,861	46	2.2%	5.0%	7.3%
Utah	22,572	44	22,852	44	23,652	47	1.2%	3.5%	4.8%
North Dakota	21,660	47	22,249	48	23,016	48	2.7%	3.4%	6.3%
West Virginia	21,736	46	21,904	50	22,842	48	0.8%	4.3%	5.1%
Arkansas	21,133	49	21,955	49	22,471	50	3.9%	2.4%	6.3%
South Dakota	19,758	51	20,525	51	21,300	51	3.9%	3.8%	7.8%
U.S. AVERAGE	\$28,071		\$29,636		\$31,325		5.6%	5.7%	11.6%
Guam			25,842		25,842			0.0%	
Virgin Islands	22,686		26,572		28,000		17.1%	5.4%	23.4%

TABLE 9

AVERAGE TEACHER SALARIES FOR 1980-81, AND 1989-90

State	—Average Salary—		—Rank—		Percent of U.S. Average—		Change 1980-81 to 1989-90	Rank
	1980-81	1989-90	1980-81	1989-90	1980-81	1989-90	1989-90	
Connecticut	\$17,404	\$40,768	21	2	99%	130%	134.2%	1
Vermont	13,006	28,849	51	27	74%	92%	121.8%	2
New Hampshire	13,412	28,986	48	26	76%	93%	116.1%	3
Virginia	15,535	30,926	33	18	89%	99%	99.1%	4
New Jersey	18,245	35,676	13	9	104%	114%	95.5%	5
Maine	13,994	26,881	45	35	80%	86%	92.1%	6
Maryland	18,998	36,481	10	6	108%	116%	92.0%	7
Mississippi	13,017	24,365	50	43	74%	78%	87.2%	8
Pennsylvania	17,890	33,435	17	11	102%	107%	86.9%	9
Florida	15,406	28,787	36	28	88%	92%	86.9%	10
South Carolina	14,353	26,638	44	37	82%	85%	85.6%	11
Wisconsin	17,607	32,600	20	14	100%	104%	85.2%	12
Delaware	18,205	33,377	14	12	104%	107%	83.3%	13
Massachusetts	18,703	34,175	12	10	107%	109%	82.7%	14
New York	21,326	38,925	3	4	122%	124%	82.5%	15
Rhode Island	19,803	36,057	8	8	113%	115%	82.1%	16
California	20,729	37,625	7	5	118%	120%	81.5%	17
Georgia	15,445	28,013	34	29	88%	89%	81.4%	18
Minnesota	17,777	32,190	18	16	101%	103%	81.1%	19
Ohio	16,904	30,567	24	22	96%	98%	80.8%	20
Indiana	17,255	30,978	22	17	98%	99%	79.5%	21
Tennessee	15,118	27,052	39	34	86%	86%	78.9%	22
Kansas	15,250	27,220	37	33	87%	87%	78.5%	23
Missouri	15,421	27,229	35	32	88%	87%	76.6%	24
North Carolina	15,858	27,814	30	30	90%	89%	75.4%	25
Texas	15,728	27,400	32	31	90%	87%	74.2%	26
D.C.	22,882	39,850	2	3	130%	127%	74.2%	27
Nevada	17,700	30,587	19	21	101%	98%	72.8%	28
Michigan	21,213	36,427	5	7	121%	116%	71.7%	29
Colorado	17,917	30,758	16	20	102%	98%	71.7%	30
Nebraska	14,882	25,522	42	39	85%	82%	71.5%	31
Arizona	17,201	29,402	23	24	98%	94%	70.9%	32
Oregon	18,047	30,842	15	19	103%	98%	70.9%	33
Illinois	19,425	32,917	9	13	111%	105%	69.5%	34
Arkansas	13,273	22,471	49	50	76%	72%	69.3%	35
Alabama	15,205	25,500	38	40	87%	81%	67.7%	36
Kentucky	15,750	26,275	31	38	90%	84%	66.8%	37
North Dakota	13,864	23,016	46	48	79%	73%	66.0%	38
Iowa	16,131	26,747	28	36	92%	85%	65.8%	39
Oklahoma	14,492	23,944	43	45	83%	76%	65.2%	40
Idaho	15,109	23,861	40	46	86%	76%	57.9%	41
Montana	15,954	25,081	29	42	91%	80%	57.2%	42
South Dakota	13,674	21,300	47	51	78%	68%	55.8%	43
Wyoming	18,718	28,991	11	25	107%	93%	54.9%	44
West Virginia	14,948	22,842	41	49	85%	73%	52.8%	45
Hawaii	21,147	32,252	6	15	121%	103%	52.5%	46
New Mexico	16,812	25,302	26	41	96%	81%	50.5%	47
Alaska	29,048	43,097	1	1	166%	138%	48.4%	48
Louisiana	16,557	24,300	27	44	94%	78%	46.8%	49
Washington	21,268	30,475	4	23	121%	97%	43.3%	50
Utah	16,864	23,652	25	47	96%	76%	40.3%	51
U.S. AVERAGE	\$17,544	\$31,315			100%	100%	78.5%	

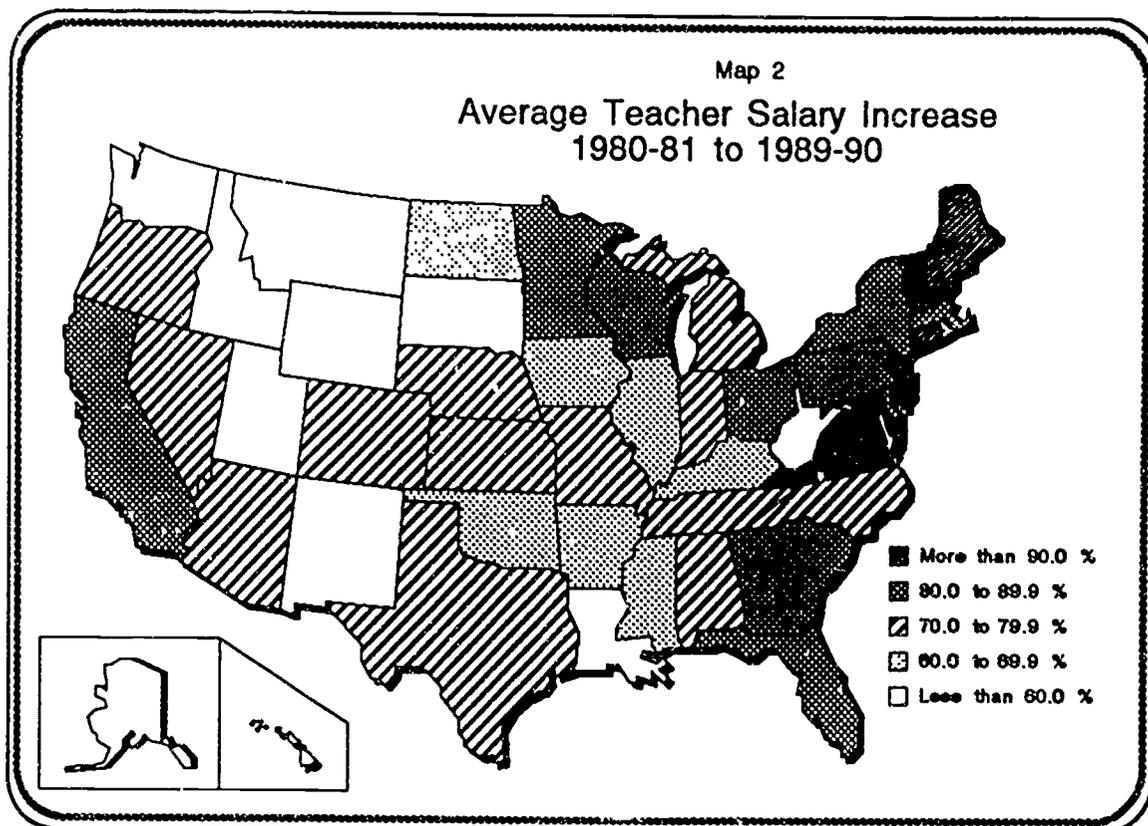
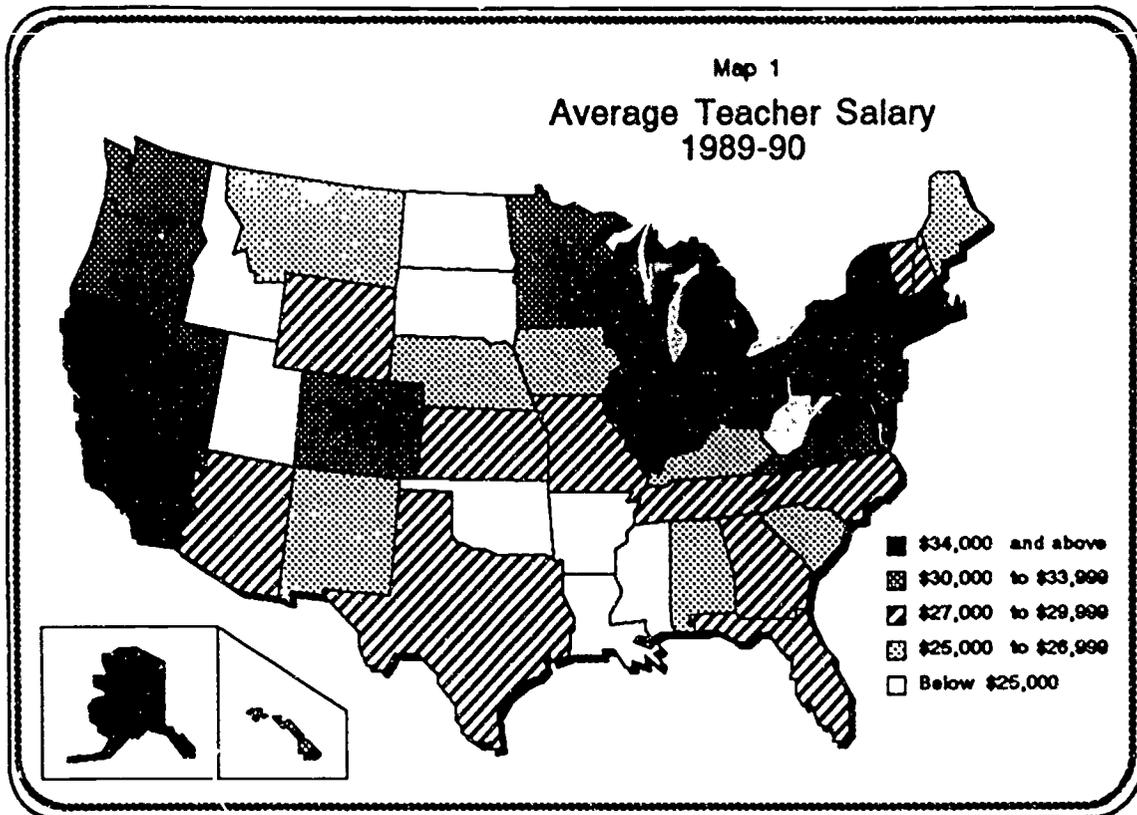


TABLE 1-4

AVERAGE SALARY OF TEACHERS IN 1989-90 COMPARED TO ANNUAL EARNINGS IN THE PRIVATE SECTOR, 1989

State	Average Teachers Salary	Private Sector Annual Earnings	Ratio of Teachers To Private Sector	Rank		
				1990	1989	1981
Rhode Island	\$36,057	\$20,199	1.79	1	1	2
Wisconsin	32,600	19,493	1.67	2	2	10
Maryland	36,481	22,417	1.63	3	4	4
Oregon	30,842	19,578	1.58	4	6	12
Hawaii	32,252	20,484	1.57	5	5	1
Alaska	43,097	27,646	1.56	6	3	23
California	37,625	24,529	1.53	7	9	6
Pennsylvania	33,435	21,812	1.53	8	11	18
Iowa	26,747	17,755	1.51	9	12	24
Washington	30,475	20,270	1.50	10	15	5
Nebraska	25,522	17,067	1.50	11	23	25
Connecticut	40,768	27,301	1.49	12	20	39
Michigan	36,427	24,504	1.49	13	24	17
New Mexico	25,302	17,047	1.48	14	45	11
Minnesota	32,190	21,720	1.48	15	13	13
South Carolina	26,638	18,078	1.47	16	18	29
Indiana	30,978	21,030	1.47	17	16	35
Vermont	28,849	19,597	1.47	18	10	45
Montana	25,081	17,061	1.47	19	8	14
North Carolina	27,814	18,970	1.47	20	27	9
Arizona	29,402	20,068	1.47	21	19	19
Mississippi	24,365	16,637	1.46	22	30	42
Wyoming	28,991	19,803	1.46	23	7	38
Virginia	30,926	21,162	1.46	24	21	27
Colorado	30,758	21,153	1.45	25	25	28
Nevada	30,587	21,057	1.45	26	14	16
Florida	28,787	19,819	1.45	27	22	22
New York	38,925	26,989	1.44	28	26	8
Maine	26,881	18,806	1.43	29	28	26
Kentucky	26,275	18,468	1.42	30	35	37
Tennessee	27,052	19,056	1.42	31	36	30
South Dakota	21,300	15,014	1.42	32	31	15
Ohio	30,567	21,687	1.41	33	33	44
Kansas	27,220	19,589	1.39	34	34	40
Massachusetts	34,175	24,597	1.39	35	38	7
Illinois	32,917	23,901	1.38	36	40	20
Delaware	33,377	24,499	1.36	37	17	33
New Jersey	35,676	26,369	1.35	38	32	31
Alabama	25,500	18,872	1.35	39	37	32
D.C.	39,850	29,571	1.35	40	39	3
Georgia	28,013	20,796	1.35	41	41	34
New Hampshire	28,986	21,859	1.33	42	44	47
North Dakota	23,016	17,414	1.32	43	29	46
Missouri	27,229	20,607	1.32	44	46	43
Arkansas	22,471	17,100	1.31	45	42	41
Idaho	23,861	18,243	1.31	46	43	36
Utah	23,652	18,420	1.28	47	48	21
Texas	27,400	21,842	1.25	48	47	49
Oklahoma	23,944	19,503	1.23	49	49	51
Louisiana	24,300	20,067	1.21	50	50	48
West Virginia	22,842	20,231	1.13	51	51	50
U.S. AVERAGE	\$31,315	\$22,287	1.41			

TABLE I-5

**AVERAGE SALARY OF TEACHERS IN 1989-90 COMPARED TO 1989
PER CAPITA PERSONAL INCOME**

State	Average Teacher Salary	Per Capita Personal Income	Ratio of Salary to Per Capita Income			Rank		
			1989-90	1988-89	1980-81	89-90	88-89	80-81
Mississippi	\$24,365	\$11,835	2.06	2.05	1.88	1	3	16
Michigan	36,427	17,745	2.05	2.17	2.09	2	1	3
Wyoming	28,991	14,135	2.05	2.02	1.65	3	5	39
Alaska	43,097	21,173	2.04	2.14	2.10	4	2	2
Rhode Island	36,057	18,061	2.00	2.04	2.08	5	4	4
South Carolina	26,638	13,616	1.96	1.96	1.89	6	10	13
Oregon	30,842	15,785	1.95	1.96	1.83	7	11	21
Wisconsin	32,600	16,759	1.95	2.01	1.79	8	6	24
Indiana	30,978	16,005	1.94	1.98	1.87	9	8	18
Pennsylvania	33,435	17,422	1.92	1.93	1.81	10	13	22
New Mexico	25,302	13,191	1.92	1.97	2.06	11	9	5
Kentucky	26,275	13,777	1.91	1.95	1.96	12	12	11
California	37,625	19,740	1.91	1.87	1.79	13	21	26
New York	38,925	20,540	1.90	1.90	1.99	14	17	7
Alabama	25,500	13,679	1.86	2.00	1.97	15	7	10
Louisiana	24,300	13,041	1.86	1.84	1.91	16	23	12
Ohio	30,567	16,499	1.85	1.88	1.74	17	18	33
Arizona	29,402	15,881	1.85	1.91	1.88	18	16	17
Tennessee	27,052	14,765	1.83	1.88	1.88	19	20	15
North Carolina	27,814	15,221	1.83	1.82	1.98	20	25	9
West Virginia	22,842	12,529	1.82	1.88	1.89	21	19	14
Utah	23,652	13,027	1.82	1.92	2.12	22	15	1
Minnesota	32,190	17,746	1.81	1.83	1.77	23	24	29
Montana	25,081	13,852	1.81	1.93	1.79	24	14	25
Texas	27,400	15,483	1.77	1.81	1.61	25	26	41
Hawaii	32,252	18,306	1.76	1.85	1.99	26	22	6
Vermont	28,849	16,399	1.76	1.74	1.52	27	38	49
Colorado	30,758	17,494	1.76	1.80	1.69	28	27	36
Delaware	33,377	19,116	1.75	1.78	1.78	29	31	28
Illinois	32,917	18,858	1.75	1.77	1.79	30	32	23
North Dakota	23,016	13,261	1.74	1.75	1.62	31	37	40
Maryland	36,481	21,020	1.74	1.76	1.76	32	35	32
Idaho	23,861	13,762	1.73	1.80	1.76	33	29	30
Arkansas	22,471	12,984	1.73	1.79	1.73	34	30	27
Georgia	28,013	16,188	1.73	1.80	1.65	35	28	20
Washington	30,475	17,640	1.73	1.76	1.98	36	34	8
Iowa	26,747	15,524	1.72	1.75	1.69	37	36	35
D.C.	39,850	23,436	1.70	1.70	1.86	38	39	19
Oklahoma	23,944	14,151	1.69	1.76	1.54	39	33	47
Kansas	27,220	16,182	1.68	1.63	1.53	40	46	48
Nebraska	25,522	15,360	1.66	1.57	1.60	41	48	42
Missouri	27,229	16,431	1.66	1.68	1.66	42	40	38
Connecticut	40,768	24,604	1.66	1.65	1.44	43	42	50
Maine	26,881	16,310	1.65	1.67	1.70	44	41	34
Virginia	30,926	18,970	1.63	1.65	1.58	45	44	43
Florida	28,787	17,604	1.63	1.63	1.58	46	47	44
Nevada	30,587	18,817	1.62	1.65	1.55	47	43	46
South Dakota	21,300	13,431	1.58	1.65	1.66	48	45	37
Massachusetts	34,175	22,196	1.54	1.56	1.76	49	49	31
New Jersey	35,676	23,764	1.50	1.50	1.58	50	50	45
New Hampshire	28,986	20,251	1.43	1.40	1.37	51	51	51
U.S. AVERAGE	\$31,315	\$17,567	1.78	1.80	1.77			

TABLE I-6

**STATE RANKINGS BY 1989-90 AVERAGE TEACHER SALARY
ADJUSTED BY THE 1989 AFT INTERSTATE COST-OF-LIVING INDEX**

State	Average Salary	Cost of Living Index	Adjusted Average Salary	Adjusted Rank	Original Rank
Michigan	\$36,427	93.7	\$38,877	1	7
California	37,625	107.4	35,033	2	5
Wisconsin	32,600	93.1	35,015	3	14
Minnesota	32,190	93.2	34,530	4	16
Illinois	32,917	95.8	34,363	5	13
Indiana	30,978	92.1	33,622	6	17
New York	38,925	116.0	33,547	7	4
Alaska	43,097	130.0	33,152	8	1
Maryland	36,481	111.5	32,729	9	6
Oregon	30,842	94.4	32,669	10	19
Rhode Island	36,057	110.5	32,638	11	8
Virginia	30,926	95.7	32,327	12	18
Ohio	30,567	94.7	32,278	13	22
Pennsylvania	33,455	103.9	32,173	14	11
Nevada	30,587	95.4	32,076	15	21
Connecticut	40,768	127.3	32,022	16	2
Wyoming	28,991	91.7	31,624	17	25
Delaware	33,377	106.2	31,415	18	12
Colorado	30,758	98.0	31,374	19	20
Washington	30,475	97.6	31,233	20	23
D.C.	39,850	128.4	31,036	21	3
Georgia	28,013	91.8	30,528	22	29
North Carolina	27,814	91.2	30,486	23	30
Vermont	28,849	96.0	30,051	24	27
Texas	27,400	91.2	30,035	25	31
Tennessee	27,052	90.3	29,542	26	34
Florida	28,787	96.2	29,920	27	28
Kansas	27,220	91.1	29,880	28	33
Missouri	27,229	91.6	29,737	29	32
South Carolina	26,638	90.1	29,552	30	37
Kentucky	26,275	89.1	29,479	31	38
Iowa	26,747	91.5	29,226	32	36
Arizona	29,402	100.6	29,223	33	24
Alabama	25,500	89.8	28,395	34	40
Maine	26,881	95.0	28,306	35	35
Nebraska	25,522	90.8	28,094	36	39
Mississippi	24,365	88.1	27,646	37	43
New Jersey	35,676	129.3	27,584	38	9
Montana	25,061	91.3	27,464	39	42
New Hampshire	28,966	105.9	27,374	40	26
New Mexico	25,302	92.8	27,253	41	41
Massachusetts	34,175	126.6	27,003	42	10
Oklahoma	23,944	89.6	26,720	43	45
Louisiana	24,300	91.3	26,623	44	44
Utah	23,652	90.2	26,220	45	47
Idaho	23,861	91.6	26,041	46	46
North Dakota	23,016	89.5	25,718	47	48
West Virginia	22,842	89.6	25,507	48	49
Arkansas	22,471	88.4	25,429	49	50
Hawaii	32,252	127.0	25,395	50	15
South Dakota	21,300	89.1	23,902	51	51
U.S. AVERAGE	\$31,315	100.0	\$31,315		

Source: AFT Research Department (contact department for technical paper), except Hawaii, Alaska, and Washington D.C. (see data sources appendix to this report)

TABLE I-7

EXPENDITURES PER PUPIL (MEMBERSHIP) IN 1989-90*, AND THE AVERAGE TEACHER SALARY IN 1989-90

State	Expenditures Per Pupil	Percent of U.S. Average	Average Salary 1988-89	Percent of U.S. Average	Rank
1 New Jersey	\$7,586 b	166%	\$35,676	114%	9
2 Alaska	7,467 b	163%	43,097	138%	1
3 Connecticut	7,415	162%	40,768	130%	2
4 New York	7,300	159%	38,925	124%	4
5 D.C.	6,424	140%	39,850	127%	3
6 Massachusetts	5,766 b	126%	34,175	109%	10
7 Rhode Island	5,711 c	125%	36,057	115%	8
8 Vermont	5,524 c	121%	28,849	92%	27
9 New Hampshire	5,356 c	117%	28,986	93%	26
10 Pennsylvania	5,307 b	116%	33,435	107%	11
11 Wyoming	5,237 b	114%	28,991	93%	25
12 Maryland	5,211 b	114%	36,481	116%	6
13 Delaware	5,206 b	114%	33,377	107%	12
14 Michigan	5,081 b	111%	36,427	116%	7
15 Wisconsin	4,868 c	106%	32,600	104%	14
16 Maine	4,832 b	106%	26,881	86%	35
17 Oregon	4,731	103%	30,842	98%	19
18 Washington	4,590 b	100%	30,475	97%	23
19 Virginia	4,471 c	98%	30,926	99%	18
20 Minnesota	4,463 b	98%	32,190	103%	16
21 Iowa	4,380 b	96%	26,747	85%	36
22 Florida	4,378 c	96%	28,787	92%	28
23 Hawaii	4,362 b	95%	32,252	103%	15
24 Illinois	4,331 c	95%	32,917	105%	13
25 California	4,309 c	94%	37,625	120%	5
26 Colorado	4,300 b	94%	30,758	98%	20
27 Nebraska	4,206 c	92%	25,522	82%	39
28 Ohio	4,109 c	90%	30,567	98%	22
29 Kansas	4,071 b	89%	27,220	87%	33
30 Montana	3,996 b	87%	25,081	80%	42
31 Indiana	3,995 c	87%	30,978	99%	17
32 Nevada	3,905 b	85%	30,587	98%	21
33 Arizona	3,902 b	85%	29,402	94%	24
34 West Virginia	3,854 b	84%	22,842	73%	49
35 Missouri	3,784 b	83%	27,229	87%	32
36 Texas	3,772 b	82%	27,400	87%	31
37 Georgia	3,722 b	81%	28,013	89%	29
38 North Carolina	3,581 c	78%	27,814	89%	30
39 South Carolina	3,522 b	77%	26,638	85%	37
40 North Dakota	3,383 b	74%	23,016	73%	48
41 South Dakota	3,264	71%	21,300	68%	51
42 Tennessee	3,235 c	71%	27,052	86%	34
43 New Mexico	3,214	70%	25,302	81%	41
44 Louisiana	3,194 b	70%	24,300	78%	44
45 Oklahoma	3,055 b	67%	23,944	76%	45
46 Arkansas	2,989 b	65%	22,471	72%	50
47 Kentucky	2,983 c	65%	26,275	84%	38
48 Alabama	2,825 b	62%	25,500	81%	40
49 Idaho	2,741 b	60%	23,861	76%	46
50 Mississippi	2,728 b	60%	24,365	78%	43
51 Utah	2,454 b	54%	23,652	76%	47
U.S. AVERAGE	\$4,577	100%	\$31,315	100%	
Virgin Islands	4,662 b	102%	28,000	89%	

* Expenditure figures correspond to the federal definition of current expenditures per pupil.
a=preliminary or estimate; b=AFT estimate (based on data supplied by states when available).
c=based primarily on December 1989 estimates reported by NCES

TABLE I-9

TRENDS IN EXPENDITURES PER PUPIL (MEMBERSHIP), 1987-88 TO 1989-90

State	Expenditures Per Pupil*		Expenditures Per Pupil		Expenditures Per Pupil		-----Percent Change-----		
	1987-88	Rank	1988-89	Rank	1989-90	Rank	1987-88 to 1988-89	1988-89 to 1989-90	1987-88 to 1989-90
New Jersey	\$6,059	3	\$6,878	2	\$7,586	1	13.5%	10.3%	25.2%
Alaska	7,159	1	7,231	1	7,467	2	1.0%	3.3%	4.3%
Connecticut	5,905	4	6,832	3	7,415	3	15.7%	8.5%	25.6%
New York	6,196	2	6,803	4	7,300	4	9.8%	7.3%	17.8%
D.C.	5,662	5	6,159	5	6,424	5	8.8%	4.3%	13.5%
Massachusetts	4,965	6	5,440	6	5,766	6	9.6%	6.0%	16.1%
Rhode Island	4,951	7	5,348	7	5,711	7	8.0%	6.8%	15.3%
Vermont	4,927	8	5,197	8	5,524	8	5.5%	6.3%	12.1%
New Hampshire	4,080	18	4,715	13	5,356	9	15.6%	13.6%	31.3%
Pennsylvania	4,603	11	4,951	10	5,307	10	7.6%	7.2%	15.3%
Wyoming	4,742	9	5,075	9	5,237	11	7.0%	3.2%	10.4%
Maryland	4,575	12	4,884	11	5,211	12	6.8%	6.7%	13.9%
Delaware	4,606	10	4,865	12	5,206	13	5.6%	7.0%	13.0%
Michigan	4,350	13	4,537	15	5,081	14	4.3%	12.0%	16.8%
Wisconsin	4,296	14	4,563	14	4,868	15	6.2%	6.7%	13.3%
Maine	3,965	19	4,291	17	4,832	16	8.2%	12.6%	21.9%
Oregon	4,266	15	4,506	16	4,731	17	5.6%	5.0%	10.9%
Washington	3,875	22	4,234	19	4,590	18	9.3%	8.4%	18.4%
Virginia	3,873	23	4,155	21	4,471	19	7.3%	7.6%	15.4%
Minnesota	4,132	16	4,222	20	4,463	20	2.2%	5.7%	8.0%
Iowa	3,867	24	4,277	18	4,380	21	10.6%	2.4%	13.3%
Florida	3,778	26	4,054	25	4,378	22	7.3%	8.0%	15.9%
Hawaii	3,661	29	3,965	26	4,362	23	8.3%	10.0%	19.1%
Illinois	3,822	25	4,059	24	4,331	24	6.2%	6.7%	13.3%
California	3,876	21	4,100	23	4,309	25	5.8%	5.1%	11.2%
Colorado	4,100	17	4,143	22	4,300	26	1.0%	3.8%	4.9%
Nebraska	3,712	28	3,942	28	4,206	27	6.2%	6.7%	13.3%
Ohio	3,595	30	3,880	30	4,109	28	7.9%	5.9%	14.3%
Kansas	3,724	27	3,896	29	4,071	29	4.6%	4.5%	9.3%
Montana	3,878	20	3,949	27	3,996	30	1.8%	1.2%	3.1%
Indiana	3,454	33	3,716	31	3,995	31	7.6%	7.5%	15.6%
Nevada	3,298	36	3,583	34	3,905	32	8.6%	9.0%	18.4%
Arizona	3,498	32	3,716	32	3,902	33	6.2%	5.0%	11.5%
West Virginia	3,579	31	3,705	33	3,854	34	3.5%	4.0%	7.7%
Missouri	3,425	34	3,570	35	3,784	35	4.2%	6.0%	10.5%
Texas	3,334	35	3,542	36	3,772	36	6.2%	6.5%	13.1%
Georgia	3,195	38	3,511	37	3,722	37	9.9%	6.0%	16.5%
North Carolina	3,153	40	3,310	39	3,581	38	5.0%	8.2%	13.6%
South Carolina	3,143	41	3,342	38	3,522	39	6.3%	5.4%	12.1%
North Dakota	3,239	37	3,201	40	3,383	40	-1.2%	5.7%	4.5%
South Dakota	3,071	42	3,167	41	3,264	41	3.1%	3.1%	6.3%
Tennessee	2,855	45	3,032	43	3,235	42	6.2%	6.7%	13.3%
New Mexico	3,190	39	3,134	42	3,214	43	-1.8%	2.6%	0.7%
Louisiana	2,886	44	2,957	45	3,194	44	2.5%	8.0%	10.7%
Oklahoma	2,897	43	2,998	44	3,055	45	3.5%	1.9%	5.5%
Arkansas	2,771	46	2,869	46	2,989	46	3.5%	4.2%	7.9%
Kentucky	2,710	47	2,825	47	2,983	47	4.2%	5.6%	10.1%
Alabama	2,567	48	2,717	48	2,825	48	5.9%	4.0%	10.1%
Idaho	2,505	49	2,610	49	2,741	49	4.2%	5.0%	9.4%
Mississippi	2,416	50	2,585	50	2,728	50	7.0%	5.5%	12.9%
Utah	2,302	51	2,324	51	2,454	51	1.0%	5.6%	6.6%
U.S. AVERAGE	\$3,930		4,288		\$4,577		9.1%	6.7%	16.5%
Virgin Islands	3,984		4,661		4,662				

* Final tabulations of the U.S. Department of Education.

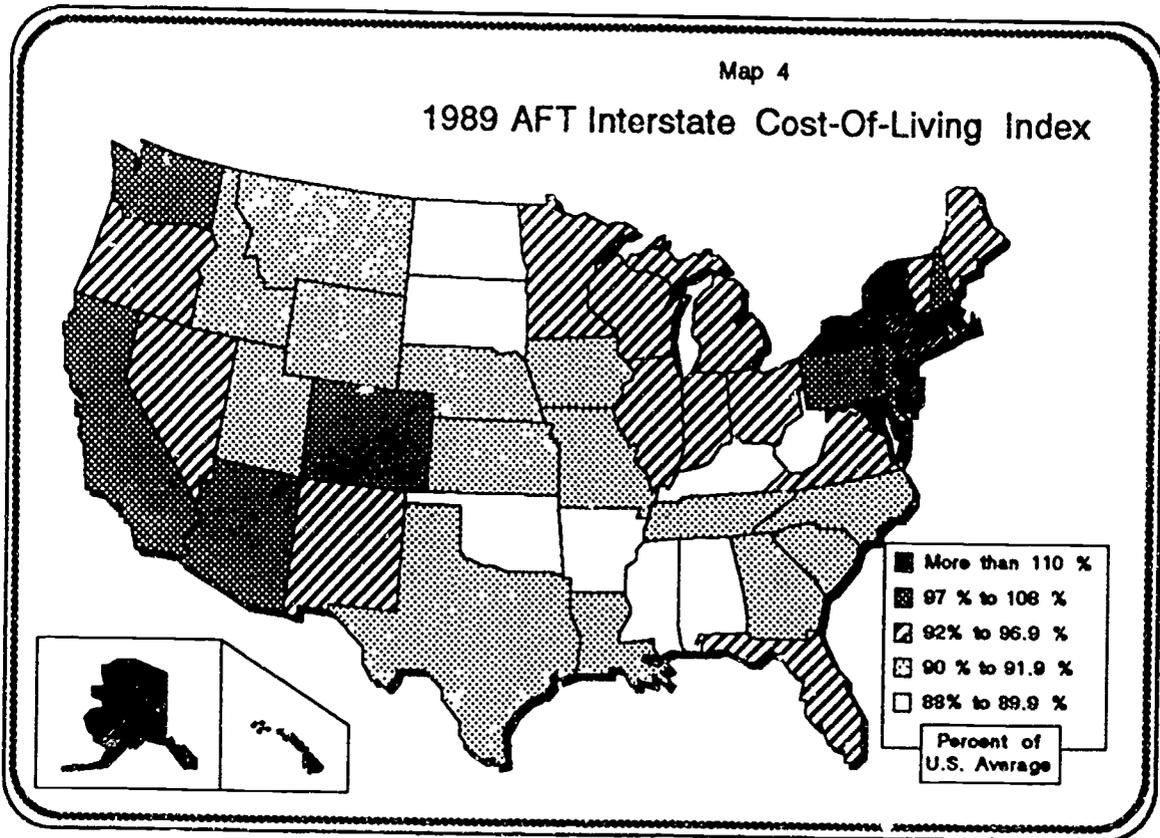
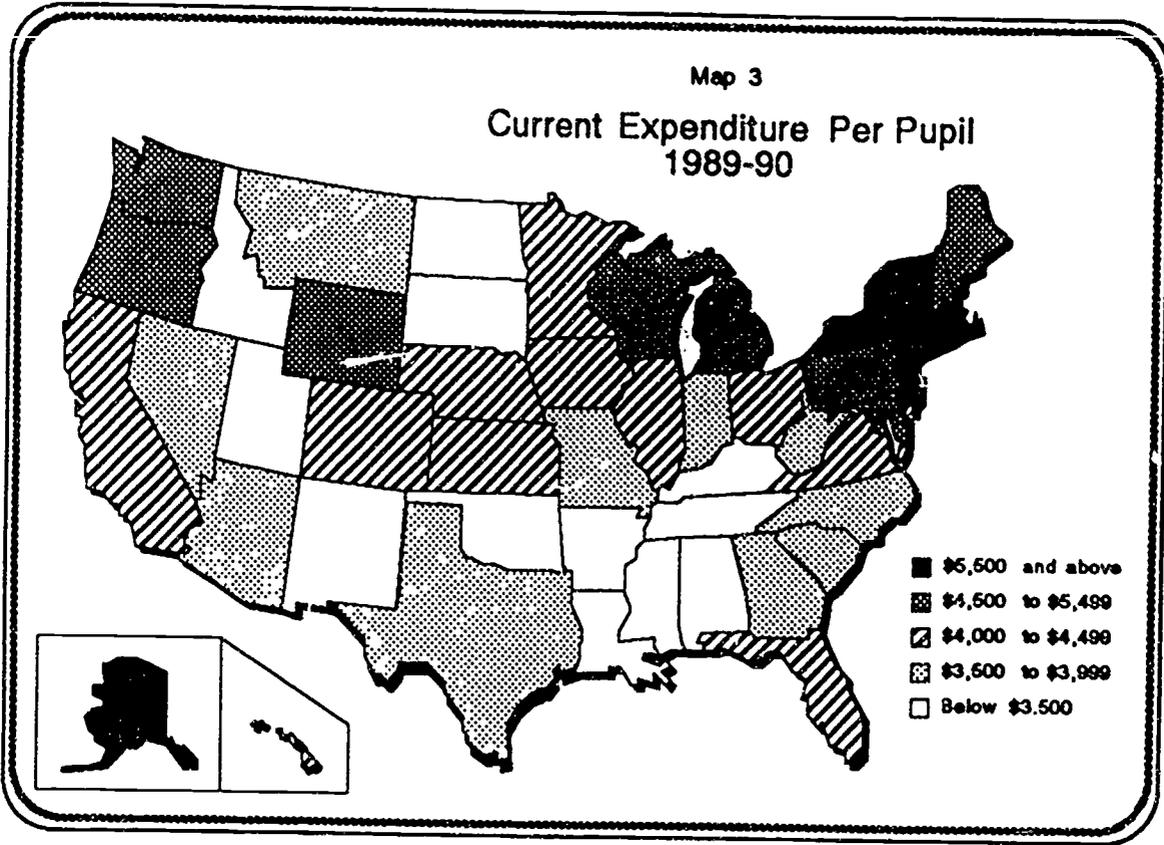


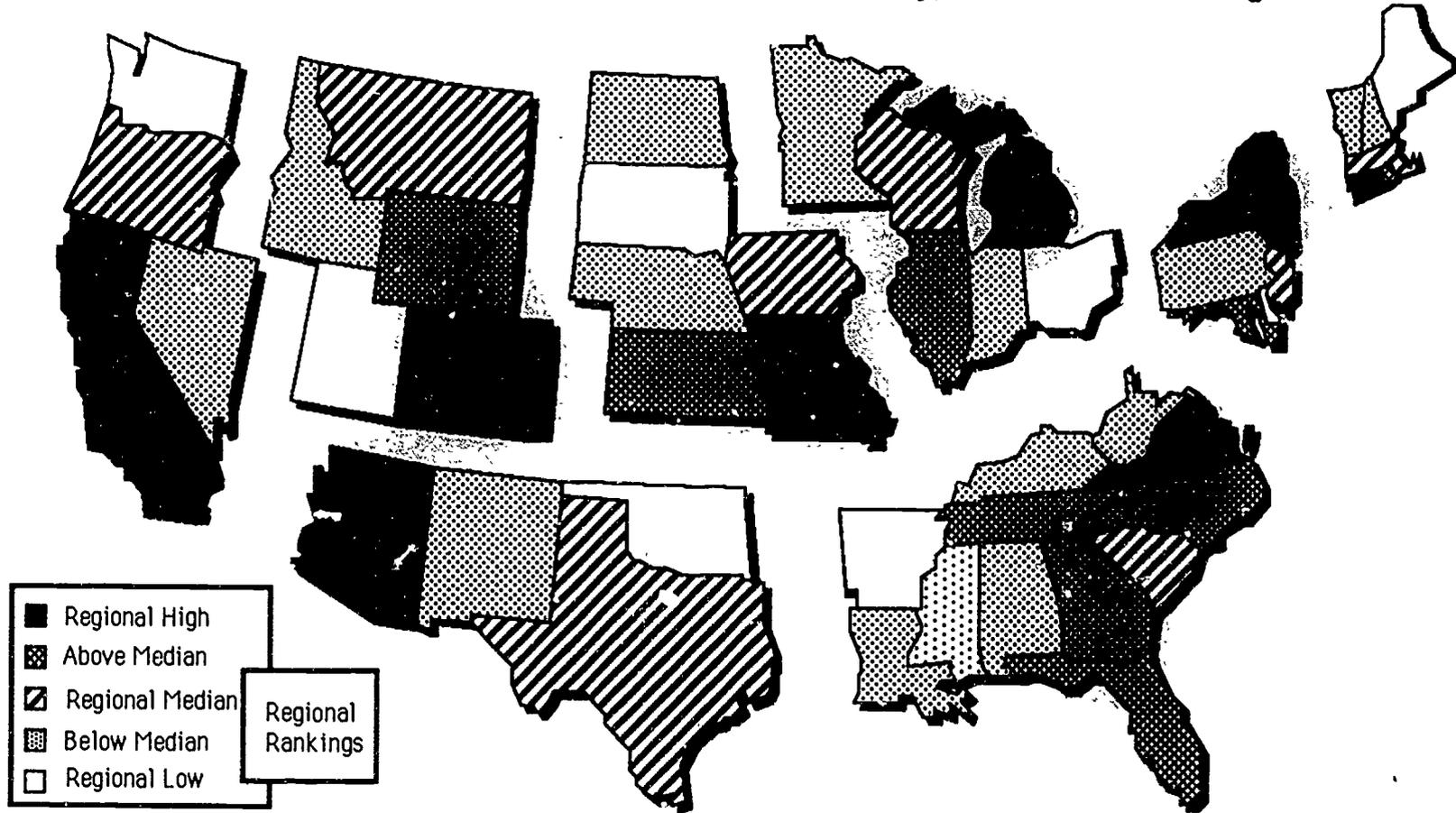
TABLE 1-4

**EXPENDITURES PER PUPIL AND THE AVERAGE TEACHER SALARY IN 1989-90
 RANKED BY AVERAGE SALARY WITHIN REGION**

State	Expenditures Per Pupil	Average Salary	State	Expenditures Per Pupil	Average Salary
NEW ENGLAND			SOUTHEAST		
Connecticut	7,415	40,768	Virginia	4,371	30,926
Rhode Island	5,711	36,057	Florida	4,378	28,787
Massachusetts	5,766	34,175	Georgia	3,722	28,013
New Hampshire	5,356	28,986	North Carolina	3,581	27,814
Vermont	5,524	28,849	Tennessee	3,235	27,052
Maine	4,832	26,881	South Carolina	3,522	26,638
MIDEAST			Kentucky	2,983	26,275
D.C.	6,424	39,850	Alabama	2,825	25,500
New York	7,300	38,925	Mississippi	2,728	24,365
Maryland	5,211	36,481	Louisiana	3,194	24,300
New Jersey	7,586	35,676	West Virginia	3,854	22,842
Pennsylvania	5,307	33,435	Arkansas	2,989	22,471
Delaware	5,206	33,377	ROCKY MOUNTAINS		
GREAT LAKES			Colorado	4,300	30,758
Michigan	5,081	36,427	Wyoming	5,237	28,991
Illinois	4,331	32,917	Montana	3,996	25,081
Wisconsin	4,868	32,600	Idaho	2,741	23,861
Minnesota	4,463	32,190	Utah	2,454	23,652
Indiana	3,995	30,978	FAR WEST		
Ohio	4,109	30,567	California	4,309	37,625
PLAINS			Oregon	4,731	30,842
Missouri	3,784	27,229	Nevada	3,905	30,587
Kansas	4,071	27,220	Washington	4,590	30,475
Iowa	4,380	26,747	Alaska	7,467	43,097
Nebraska	4,206	25,522	Hawaii	4,362	32,252
North Dakota	3,383	23,016	U.S. AVERAGE		
South Dakota	3,264	21,300		\$4,577	\$31,315
SOUTHWEST					
Arizona	3,902	29,402			
Texas	3,772	27,400			
New Mexico	3,214	25,302			
Oklahoma	3,055	23,944			

Map 5

1988-89 Average Teacher Salary, Ranked Within Region



■	Regional High
▨	Above Median
▩	Regional Median
▤	Below Median
□	Regional Low

Regional Rankings

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

Trends in Teacher Salaries Compared to Inflation. The purchasing power of teachers, measured in 1990 dollars according to the Consumer Price Index for All Urban Consumers, has risen approximately \$7,000 since 1981. Teachers however, gained just \$350 during 1989. As shown in Table II-1 and Figure 2, purchasing power for teachers has been restored to the peak purchasing power period of 1971-73 with \$1200 to spare. In 1956, the average teacher salary was \$19,360 (in 1990 dollars)--about two-thirds of the current salary level and less than the national average beginning teacher's salary. During the periods of rapid inflation in the mid-1970's and early 1980's, as shown in Figure II-1, the average teacher salary increase fell below the inflation rate at the onset of inflation but increased as inflation waned. The real wage gains experienced by teachers in the early 1980's and mid-1980's may be a product of this adjustment lag. In Table II-1 and the following tables, the 1990 inflation rate is estimated at 4.5 percent. The rate stands at 4.4 percent for the 12 months ending May 1990. The gap between the increase in the average teacher salary increase (5.7%) and the estimated inflation rate (4.5%) is almost identical to the gap experienced during the prior three years.

Trends in Teacher Salaries Compared to the Average Annual Earnings of All Workers. The ratio of teacher salaries to the mean average annual earnings of the full-time, nonagricultural worker was 1.18 in 1989 as shown in Table II-1. This ratio is at its highest level ever during the past 34 years. The ratio has been as low as 1.00 in 1957 and as high as 1.14 in 1971 but fell to 1.01 as recently as 1981. Figure II-2 illustrates these trends.

The teacher to average worker salary ratio is an index, and the average worker's salary should not be interpreted as a target for teacher salaries. Some economic forces--such as inflation and economic growth or stagnation--affect all workers in the economy. Consequently, merely adjusting for inflation does not adequately describe the financial well-being of teachers. Had teacher purchasing power remained the same since 1956, teachers would be earning approximately \$7,000 less than the average worker in 1989. Furthermore, as the productivity of the economy increases and the value of all labor rises, teachers should share equally in economy-wide gains in productivity, roughly measured by the real (i.e. inflation adjusted) increase in the annual earnings of the average full-time worker.

Trends in Teacher Salaries Compared to the Average Annual Salaries of All Government Workers. Trends in government worker salaries have closely matched

trends in teachers salaries. Teachers outpaced government workers over the 1960's, with the ratio of teacher salaries to government worker salaries rising to 1.11 in 1968. During the 1970's, however, government workers fared much better than teachers and the ratio fell to 1.00 by 1982. In 1989, teachers had a 12 percent advantage over all government workers, about the same as the previous two years.

Trends in Teacher Salaries Adjusted for Work Experience. Though teacher salaries are at the highest levels ever, the average teacher in 1989-90 had an estimated 15.4 years of experience, more experience than at any time over the past three decades. Clearly, the rapid rise in teacher salaries over the early 1980s was due primarily to layoffs of low-paid teachers and minimal hiring of beginning teachers. This effect has abated over the past 3 or 4 years as the growth in teacher experience has leveled off due to the reduction in layoffs and an increase in hiring. The educational attainment of teachers has increased at a rate commensurate with their experience. In 1975, less than 40 percent of teachers held a masters degree. In 1985, the comparable figure was over 50 percent.

With an estimated 15.4 years of experience, the average teacher earned \$31,315 in 1989. During 1972, the average teacher earned \$30,091 (in 1990 dollars), but had only 10.7 years of experience. If a year of experience yields about 3.0 percent more on the salary schedule, a teacher with 15.4 years of experience in 1972 earned approximately \$34,334 (in 1990 dollars)--\$3,000 more than teachers with 15.4 years of experience in 1990. Adjustments for other years are graphed in Figure II-4. Clearly, continued teacher dissatisfaction with their salaries seems legitimate from this perspective. The 3.0 percent adjustment for a year of experience is approximate. In the school districts serving the nation's 100 largest cities in 1989, the average salary increase in moving from the BA beginning salary to the MA maximum salary (reached in an average of 14 increments on a 15-step schedule) was \$994 or 3.0% of the average MA maximum salary of \$34,271.

Trends in Teacher Salaries Compared to the Annual Earnings of Male and Female Workers. The work force has changed substantially over the past 30 years. Since 1961, both the average worker and average teacher have gained about one year of education, but the typical teacher still has four more years of education than the average worker. The influx of female workers in the labor force might make comparisons to the average worker problematic. The entry of many low-paid female workers could invalidate the use of the teacher/average worker salary ratio as an index by which to evaluate trends in teacher salaries. On the other hand, the comparison to female workers over time helps index the relative attractiveness of the female-dominated teaching occupation. Women comprise approximately 85 percent of elementary teachers and about two-thirds of all teachers. Table II-2 contains separate comparisons of the average teacher salary to full-time male and full-time female workers.

Teachers earned approximately 20 to 25 percent less than male workers in the U.S. economy during the 1960's, as shown in Table III-2 and graphed in Figure II-5. The deficit grew to 30 percent by 1979 as the salaries of teachers deteriorated over the decade. Over the past decade, however, the gap fell to just an 11 percent advantage in 1989--the best teachers have done in any period during the past 30 years. The earnings of the average full-time, year-round female worker grew faster relative to teacher salaries until 1982. During the early 1960's, teachers expected to make almost 50 percent more than the typical female worker, but by 1982 the advantage dipped to only 18 percent. By 1989, however, teachers earned 35 percent more than the average full-time female worker. Female workers as a whole failed to make much progress against male workers between 1960 and 1975, but over the next 15 years female earnings grew from 55 percent to 65 percent of male earnings.

Average Teacher Salaries Compared to Selected White-Collar Occupations.

The relationship of salaries in other white-collar occupations to each other changed little over the past 25 years, as shown in Table II-3 and illustrated in Figure II-6. For the sixth consecutive year, the average teacher salary grew faster or at the same rate as salaries in all other white-collar occupations (4th panel of Table II-3) except for lawyers in 1988. The lawyers' average salary grew at a 6.2 percent rate in 1988. The job categories described in the tables and figure, such as Accountant "III" or Chemist "IV", contain the accountant or chemist who had earnings in the middle of the income distribution for all accountants or chemists. The figures in Table II-3 are the average of all people in that job category, such as Accountant III or Chemist IV. Lawyers earned about double the average teacher salary, chemists and engineers about 60 percent more and auditors and accountants about 15 to 20 percent more. Salaries in other white-collar occupations deteriorated relative to teacher salaries through the mid-1970's. Other white-collar occupations gained sharply on teachers from the mid-1970's until 1982, but in just the past five years, most of this gain has been erased. In 1962, teachers earned less relative to all of the occupations listed in the tables compared to 1990.

Teacher Salaries Compared to Academic Salaries. Academic salaries have not maintained the same consistent relationship with teacher salaries that private sector white-collar occupations have kept. The salary advantage of assistant professors over teachers had declined continuously since 1963, and in 1988, the advantage slipped to one percent (third panel of Table II-3). Salaries of assistant professors reported to the AUUP in the subsequent two years, however, rebounded sharply and increased by nearly 15 percent over the past two years. Assistant professors now average a 5 percent higher salary than elementary and secondary teachers. While full professors still have an 84 percent advantage, this figure fell continuously from a 120 percent advantage in 1967 to an 81% advantage in 1984. During the 1960's, full professors enjoyed higher real earnings than did Attorney III's. For 1985, 1986 and 1987 academics experienced salary gains on par with teachers. In 1988 academic salaries improved at a slower rate than teacher salaries, but in

1989, they rose at a 6.2 percent rate, slightly above teacher salary growth, and they rose in 1990 by 6.0%, again ahead of teacher salary increases.

Projected Wage Increases For 1990-91. An analysis of about 40 teacher salary adjustments or wage agreements covering 1,000 or more workers for 1990-91 indicates that teacher salaries will rise at least as much next year as in 1989-90. The average increase reported in multi-year contracts prior to September 1989 for 17 agreements covering 1990-91 is 6.3 percent, while the average increase in 23 settlements reported between August 1989 and April 1990 for 1990-91 is 6.4 percent. Based on the same projections methodology applied to 77 wage agreements, a 5.8 percent wage increase was predicted for 1989-90. The actual national average increase was 5.7 percent. Figure 9 at the beginning of this report graphs these data against past projections using this data source and the national average salary based on data collected from state departments of education.

Salaries of Nonteaching Personnel. The average teacher salary increase of 171.8% since 1975-76 has been more than the increase in any category of nonteaching personnel shown in Table II-4, except central office secretaries. Superintendents (up 148 percent) and high school principals (up 143 percent) have lost ground to teachers. Though no data on age exist for occupations other than teaching, the closing of the teacher-administrator salary gap probably reflects the rapid increase in teacher experience over the decade illustrated in Figures II-3 and II-4. Beginning teacher salaries, for example, rose only 156 percent. Adjusted for inflation, school personnel paid hourly have not experienced wage growth over the past five years. In 1985-86, teacher aides made \$7.40 per hour; now they make \$7.43. Over the same period, custodian wages declined 14 cents per hour and cafeteria workers got 10 cents an hour less. Bus drivers received \$9.21 per hour in both years.

During the 1989-90 school year, superintendents' salaries grew 5.9 percent, slightly in excess of the teacher salary growth rate. Teacher aide pay improved at a 5.4% rate, but all other hourly workers got less than 5 percent.

TABLE II-1

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

	Mean Teacher Salary	CPI	CPI Change	Mean Annual Earnings (1990 Dollars)			Ratio of Teacher Salary to Salary of:	
				Teachers	All Workers	Government Workers	All Workers	Government Workers
1990	\$31,315	131.8 *	4.5%	\$31,315				
1989	29,636	126.1	4.6% *	30,970	\$26,239	\$27,624	1.18	1.12
1988	28,071	120.5	4.4%	30,697	26,301 *	27,505 *	1.17	1.12
1987	26,615	115.4	4.4%	30,391	26,164	27,397	1.16	1.11
1986	25,260	110.5	1.1%	30,123	26,159	27,708	1.15	1.09
1985	23,572	109.3	3.8%	28,419	25,279	26,696	1.12	1.06
1984	21,974	105.3	4.1%	27,499	25,180	26,226	1.09	1.05
1983	20,547	101.2	3.7%	26,755	25,135	25,884	1.06	1.03
1982	18,945	97.6	3.8%	25,579	24,933	25,500	1.03	1.00
1981	17,364	94.0	8.9%	24,342	24,117	24,454	1.01	1.00
1980	16,100	86.3	12.5%	24,584	24,075	24,310	1.02	1.01
1979	14,970	76.7	13.3%	25,719	24,607	25,170	1.05	1.02
1978	14,207	67.7	9.0%	27,653	25,804	26,749	1.07	1.03
1977	13,352	62.1	6.7%	28,333	26,238	27,395	1.08	1.03
1976	12,591	58.2	4.9%	28,500	26,280	27,519	1.08	1.04
1975	11,690	55.5	6.9%	27,756	25,699	27,158	1.08	1.02
1974	10,778	51.9	12.3%	27,365	25,333	26,979	1.08	1.01
1973	10,176	46.2	8.7%	29,025	25,943	28,393	1.12	1.02
1972	9,705	42.5	3.4%	30,091	26,666	29,199	1.13	1.03
1971	9,269	41.1	3.3%	29,718	25,966	27,504	1.14	1.08
1970	8,635	39.8	5.6%	28,590	25,015	26,494	1.14	1.08
1969	7,952	37.7	6.2%	27,795	24,771	25,100	1.12	1.11
1968	7,423	35.5	4.7%	27,554	24,683	24,905	1.12	1.11
1967	6,830	33.9	3.0%	26,549	24,190	24,158	1.10	1.10
1966	6,485	32.9	3.5%	25,974	23,873	23,757	1.09	1.09
1965	6,195	31.8	1.9%	25,671	23,635	23,664	1.09	1.08
1964	5,995	31.2	1.0%	25,320	23,216	23,153	1.09	1.09
1963	5,732	30.9	1.6%	24,444	22,334	22,172	1.09	1.10
1962	5,515	30.4	1.3%	23,906	21,930	21,619	1.09	1.11
1961	5,275	30.0	0.7%	23,170	21,429	21,319	1.08	1.09
1960	4,995	29.8	1.4%	22,088	20,950	20,654	1.05	1.07
1959	4,797	29.4	1.7%	21,501	20,568	20,142	1.05	1.07
1958	4,571	28.9	1.8%	20,842	19,926	19,712	1.05	1.06
1957	4,239	28.4	2.9%	19,669	19,605	18,747	1.00	1.05
1956	4,055	27.6		19,360	19,338	18,261	1.00	1.06

* Estimated

Figure II-1

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

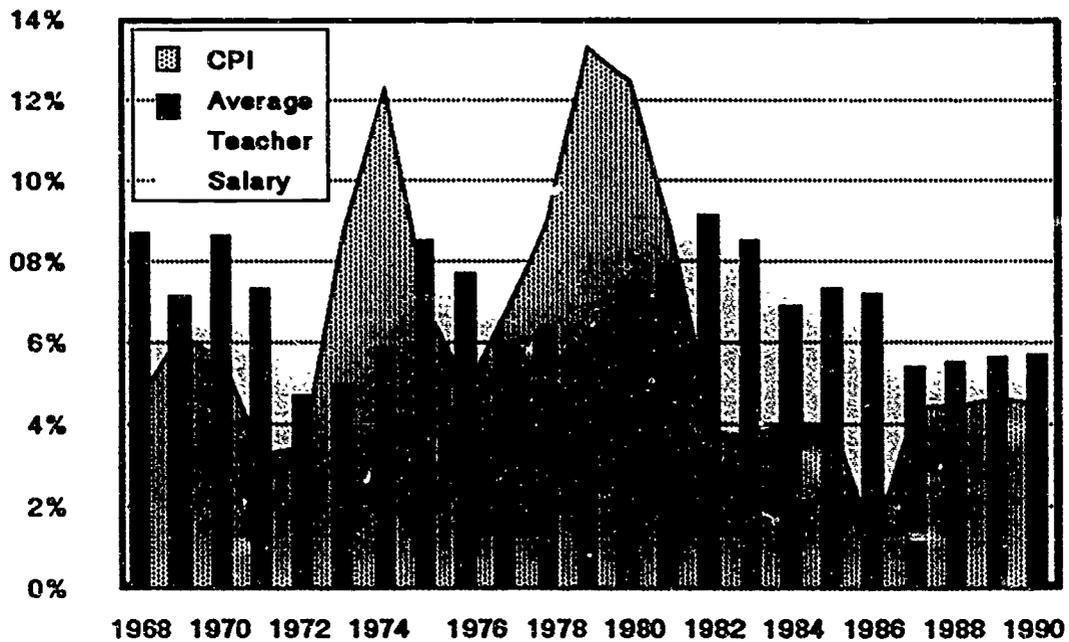


Figure II-2

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

(Mean Annual Earnings in 1990 Dollars)

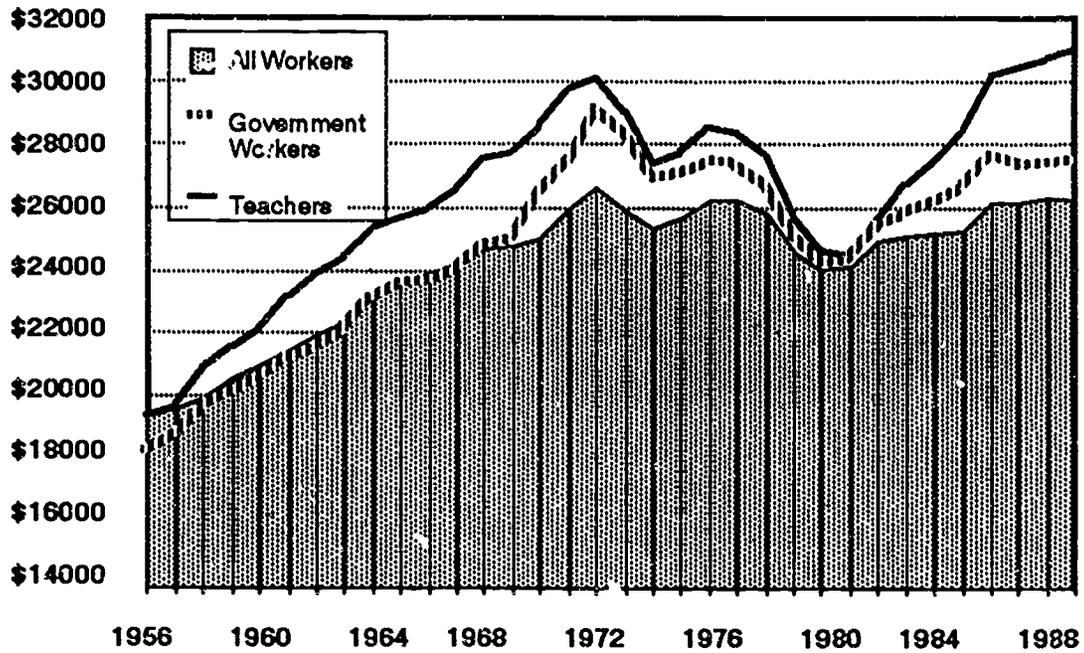


Figure II-3

The Average Teacher Salary Compared to the Average Experience Level of Teachers

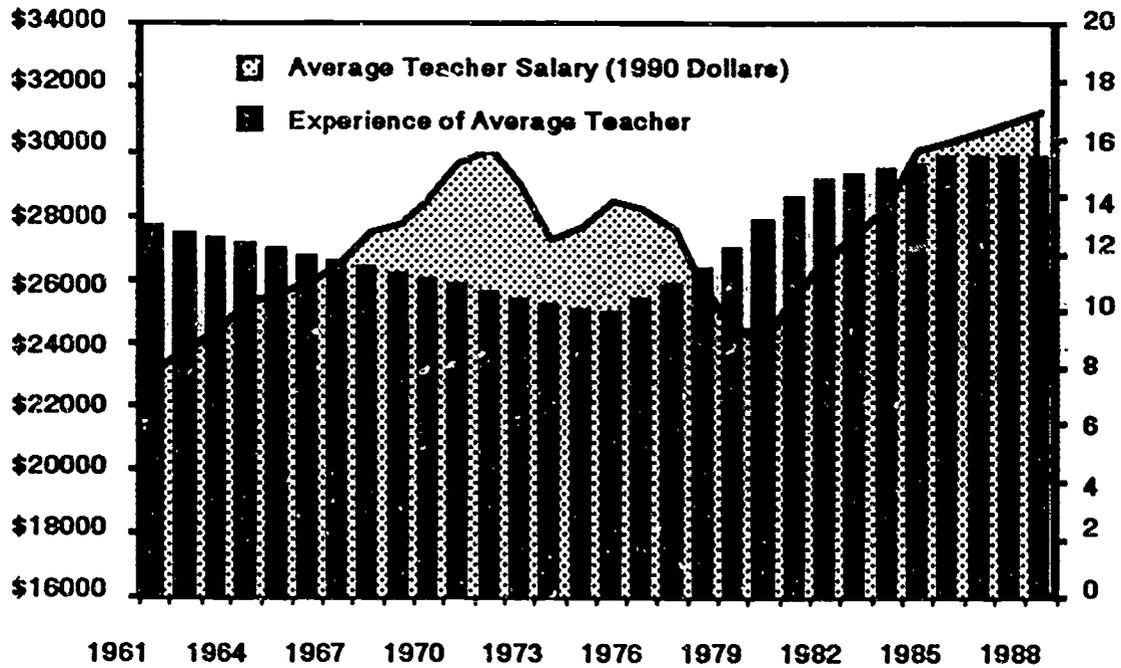


Figure II-4

Trends in Annual Earnings of Teachers, Controlling For Work Experience

(Mean Annual Earnings in 1990 Dollars)

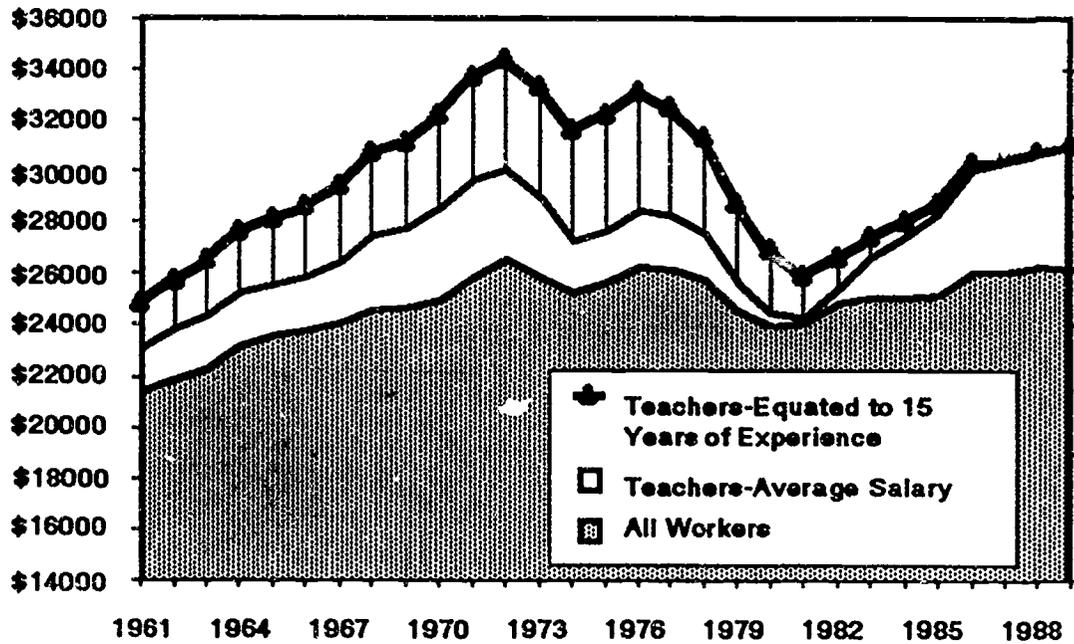


TABLE II-2

TRENDS IN TEACHER SALARIES COMPARED TO THE AVERAGE ANNUAL MONEY INCOME OF MALE AND FEMALE INDIVIDUALS WORKING FULL-TIME

	Mean Teacher Salary	Mean Annual Money Income (1990 Dollars)			Female Percent Of Male Earnings	Teacher Salary As Percent Of Earnings For:		Annual Percent Increase in Nominal Dollars		
		Teachers	Men	Women		Men	Women	Teacher	Men	Women
1990	31,315	31,315						5.7%		
1989	29,636	30,970	34,825	22,896	66%	89%	135%	5.6%	4.2%	4.1%
1988	28,071	30,697	34,964	23,010	66%	88%	133%	5.5%	2.5%	5.6%
1987	26,615	30,391	35,626	22,756	64%	85%	134%	5.4%	2.9%	2.9%
1986	25,260	30,123	36,158	23,096	64%	83%	130%	7.2%	3.2%	3.9%
1985	23,572	28,419	35,421	22,473	63%	80%	126%	7.3%	3.6%	3.6%
1984	21,974	27,499	35,497	22,508	63%	77%	122%	6.9%	4.1%	5.4%
1983	20,547	26,755	35,467	22,225	63%	75%	120%	8.5%	5.5%	6.3%
1982	18,945	25,579	34,843	21,678	62%	73%	118%	9.1%	4.0%	6.0%
1981	17,364	24,342	34,779	21,227	61%	70%	115%	7.9%	6.8%	9.2%
1980	16,100	24,584	35,454	21,179	60%	69%	116%	7.5%	8.3%	8.9%
1979	14,970	25,719	36,828	21,873	59%	70%	118%	5.4%	7.4%	11.2%
1978	14,207	27,653	38,837	22,283	57%	71%	124%	6.4%	9.0%	10.0%
1977	13,352	28,333	38,843	22,075	57%	73%	128%	6.0%	8.1%	9.1%
1976	12,591	28,508	38,330	21,589	56%	74%	132%	7.7%	7.8%	6.5%
1975	11,690	27,756	37,279	21,264	57%	74%	131%	8.5%	6.7%	8.4%
1974	10,778	27,365	37,359	20,977	56%	73%	130%	5.9%	7.0%	7.5%
1973	10,176	29,025	39,239	21,917	56%	74%	132%	4.9%	9.0%	11.2%
1972	9,705	30,091	39,123	21,428	55%	77%	140%	4.7%	7.0%	5.9%
1971	9,269	29,718	37,823	20,924	55%	79%	142%	7.3%	8.9%	6.8%
1970	8,635	28,590	35,870	20,226	56%	80%	141%	8.6%	5.1%	4.3%
1969	7,952	27,795	36,044	20,469	57%	77%	136%	7.1%	5.9%	8.3%
1968	7,423	27,554	36,143	20,063	56%	76%	137%	8.7%	10.9%	13.5%
1967	6,830	26,549	34,141	18,518	54%	78%	143%	5.3%	9.5%	7.9%
1966	6,485	25,974	32,135	17,679	55%	81%	147%	4.7%	1.0%	3.3%
1965	6,195	25,671	32,927	17,707	54%	78%	145%	3.3%	5.8%	5.2%
1964	5,995	25,320	31,727	17,148	54%	80%	148%	4.6%	6.5%	2.9%
1963	5,732	24,444	30,091	16,832	56%	81%	145%	3.9%	3.6%	4.4%
1962	5,515	23,906	29,524	16,389	56%	81%	146%	4.5%	3.6%	4.9%
1961	5,275	23,170	28,889	15,826	55%	80%	146%	5.6%	1.4%	1.7%
1960	4,995	22,088	28,681	15,671	55%	77%	141%	4.1%	5.7%	4.3%
1959	4,797	21,501	27,502	15,226	55%	78%	141%	4.9%	5.4%	2.1%
1958	4,571	20,842	26,556	15,165	57%	78%	137%	7.8%	5.8%	4.2%
1957	4,239	19,669	25,548	14,811	58%	77%	133%	4.5%	5.0%	5.5%
1956	4,055	19,360	25,042	14,447	58%	77%	134%			

*Estimated

Figure II-5

Ratio of Teachers Salary To Annual Money Income Male and Female Full-Time Workers

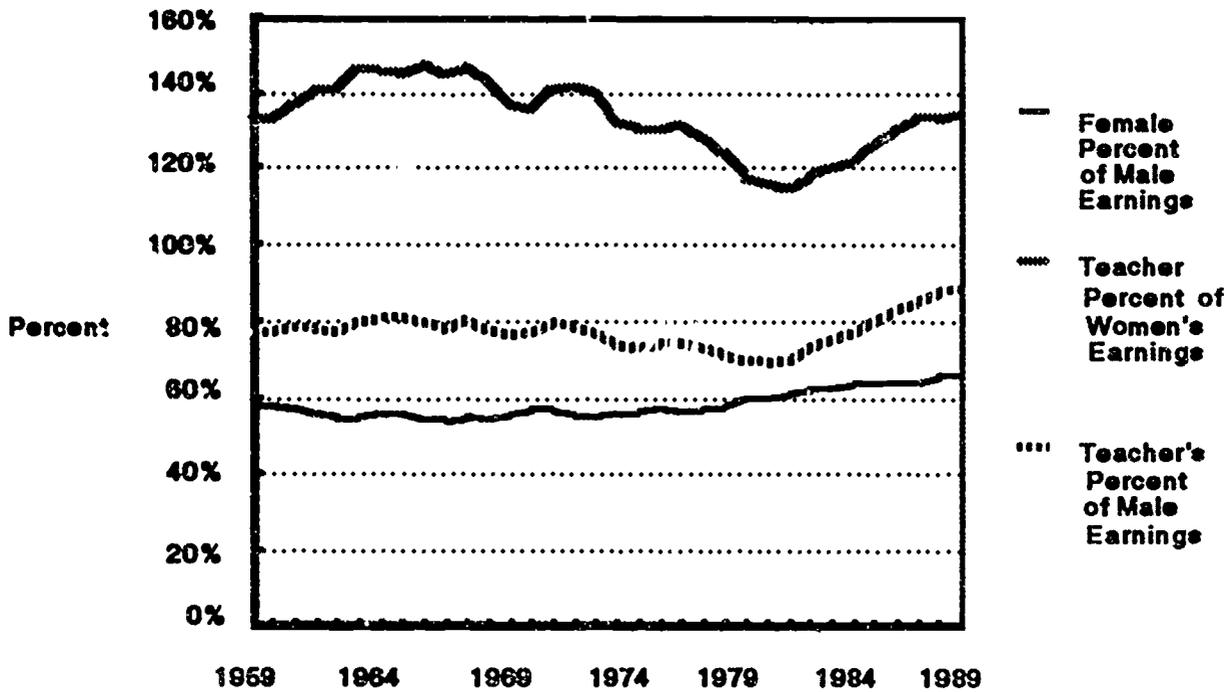


TABLE II-3

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

	Mean Teacher Salary	Account- ant III	Auditor III	Attorney III	Chemist IV	Engineer IV	Full Prof. Public Doctoral	Assistant Prof. Public Com- prehensive
1990	\$31,315						\$57,520	\$32,730
1989	29,636	\$34,134	\$36,007	\$57,172	\$47,001	\$47,291	54,240	30,900
1988	28,071	33,028	34,765	55,407	45,760	45,680	51,080	28,380
1987	26,615	32,074	33,302	52,158	43,480	44,360	48,740	27,520
1986	25,260	31,143	32,121	50,119	41,548	42,667	45,600	26,000
1985	23,572	30,037	31,246	47,742	39,418	40,991	42,600	24,400
1984	21,974	28,721	30,209	44,743	37,643	39,005	39,800	23,000
1983	20,547	27,346	28,245	42,271	35,439	36,726	38,200	22,000
1982	18,945	25,673	26,502	39,649	34,047	34,443	35,700	20,800
1981	17,364	23,545	24,401	36,373	30,801	31,352	32,900	19,300
1980	16,100	21,299	22,026	33,034	27,681	28,486	30,100	17,800
1979	14,970	19,468	20,303	29,644	25,459	25,989	28,200	16,600
1978	14,207	18,115	18,756	27,738	23,532	23,972	26,400	15,900
1977	13,352	16,545	17,108	25,460	21,674	22,072	25,200	15,700
1976	12,591	15,428	16,059	24,205	20,429	20,749	24,200	14,600
1975	11,690	14,458	15,334	22,558	19,204	19,443	22,700	13,900
1974	10,778	13,285	14,341	21,082	17,283	17,929	21,600	13,100
1973	10,176	12,472	13,568	19,565	16,140	17,030	20,500	12,500
1972	9,705	11,879	12,881	18,392	15,670	16,159	19,800	11,800
1971	9,269	11,383	12,227	17,509	15,036	15,535	19,200	11,400
1970	8,635	10,686	11,475	16,884	14,218	14,695	18,100	10,800
1968	7,423	9,367	9,977	15,283	12,751	13,095	16,100	9,500
1966	6,485	8,328	8,904	14,052	11,448	11,784	14,100	8,300
1964	5,995	7,908	8,520	12,816	10,632	11,016	12,500	7,700
1962	5,515	7,416	7,932	11,844	9,936	10,248	na	na
(1990 DOLLARS)								
1990	\$31,315						\$55,043	\$31,321
1989	30,970	\$35,670	\$37,627	\$59,745	\$49,200	\$49,419	54,240	30,900
1988	30,697	36,118	38,018	60,591	50,042	49,954	55,859	31,035
1987	30,391	36,625	38,027	59,559	49,650	50,654	55,656	31,425
1986	30,123	37,139	38,305	59,768	49,547	50,882	54,379	31,006
1985	28,419	36,213	37,671	57,559	47,523	49,420	51,360	29,417
1984	27,499	35,942	37,804	55,992	47,107	48,812	49,807	28,783
1983	26,755	35,608	36,778	55,042	46,146	47,822	49,741	28,647
1982	25,573	34,662	35,782	53,532	45,969	46,503	48,200	28,083
1981	24,342	33,007	34,207	50,990	43,179	43,951	46,121	27,056
1980	24,584	32,522	33,632	50,441	42,267	43,496	45,961	27,179
1979	25,719	33,447	34,882	50,930	43,740	44,650	48,449	28,520
1978	27,653	35,260	36,508	53,991	45,804	46,660	51,386	30,949
1977	28,333	35,108	36,303	54,025	45,992	46,836	53,474	33,315
1976	28,508	34,932	36,360	54,804	46,255	46,979	54,793	33,057
1975	27,756	34,328	36,408	53,560	45,596	46,164	53,897	33,003
1974	27,365	33,731	36,412	53,527	43,882	45,522	54,843	33,261
1973	29,025	35,573	38,699	55,805	46,036	48,574	58,471	35,653
1972	30,091	36,832	39,939	57,025	48,586	50,102	61,391	36,587
1971	29,718	36,496	39,202	56,137	48,208	49,808	61,559	36,551
1970	28,590	35,380	37,993	55,902	47,075	48,654	59,928	35,758
1968	27,554	34,770	37,034	56,730	47,331	48,608	59,763	35,264
1966	25,974	33,356	35,663	56,283	45,853	47,199	56,475	33,244
1964	25,320	33,400	35,985	54,129	44,905	46,527	52,794	32,521
1962	23,906	32,146	34,383	51,340	43,069	44,422	na	na

* See note on next page.

(TABLE II-3 Continued)

RATIO OF SALARIES IN OTHER OCCUPATIONS TO TEACHER SALARIES

	Teachers	Account- ant III	Auditor III	Attorney III	Chemist IV	Engineer IV	Full Prof. Public Doctoral	Assistant Prof. Public Com- prehensive
1990	1.00						1.84	1.05
1989	1.00	1.15	1.21	1.93	1.59	1.60	1.83	1.04
1988	1.00	1.18	1.24	1.97	1.63	1.63	1.82	1.01
1987	1.00	1.21	1.25	1.96	1.63	1.67	1.83	1.03
1986	1.00	1.23	1.27	1.98	1.64	1.69	1.81	1.03
1985	1.00	1.27	1.33	2.03	1.67	1.74	1.81	1.04
1984	1.00	1.31	1.37	2.04	1.71	1.78	1.81	1.05
1983	1.00	1.33	1.37	2.06	1.72	1.79	1.86	1.07
1982	1.00	1.36	1.40	2.09	1.80	1.82	1.88	1.10
1981	1.00	1.36	1.41	2.09	1.77	1.81	1.89	1.11
1980	1.00	1.32	1.37	2.05	1.72	1.77	1.87	1.11
1979	1.00	1.30	1.36	1.98	1.70	1.74	1.88	1.11
1978	1.00	1.28	1.32	1.95	1.66	1.69	1.86	1.12
1977	1.00	1.24	1.28	1.91	1.62	1.65	1.89	1.18
1976	1.00	1.23	1.28	1.92	1.62	1.65	1.92	1.16
1975	1.00	1.24	1.31	1.93	1.64	1.66	1.94	1.19
1974	1.00	1.23	1.33	1.96	1.60	1.66	2.00	1.22
1973	1.00	1.23	1.33	1.92	1.59	1.67	2.01	1.23
1972	1.00	1.22	1.33	1.90	1.61	1.67	2.04	1.22
1971	1.00	1.23	1.32	1.89	1.62	1.68	2.07	1.23
1970	1.00	1.24	1.33	1.96	1.65	1.70	2.10	1.25
1968	1.00	1.26	1.34	2.06	1.72	1.76	2.17	1.28
1966	1.00	1.28	1.37	2.17	1.77	1.82	2.17	1.28
1964	1.00	1.32	1.42	2.14	1.77	1.84	2.09	1.28
1962	1.00	1.34	1.44	2.15	1.80	1.86	na	na

ANNUAL PERCENT INCREASE

1990	5.7%						6.0%	5.9%
1989	5.6%	3.3%	3.6%	3.2%	2.9%	3.5%	6.2%	8.9%
1988	5.5%	3.0%	4.4%	6.2%	5.2%	3.0%	4.8%	3.1%
1987	5.4%	3.0%	3.7%	4.1%	4.7%	4.0%	6.9%	5.8%
1986	7.2%	3.7%	2.8%	5.0%	5.4%	4.1%	7.0%	6.6%
1985	7.3%	4.6%	3.4%	6.7%	4.7%	5.1%	7.0%	6.1%
1984	6.9%	5.0%	7.0%	5.8%	6.2%	6.2%	4.2%	4.5%
1983	8.5%	6.5%	6.6%	6.6%	4.1%	6.6%	7.0%	5.8%
1982	9.1%	9.0%	8.6%	9.0%	10.5%	9.9%	8.5%	7.8%
1981	7.9%	10.5%	10.8%	10.1%	11.3%	10.1%	9.3%	8.4%
1980	7.5%	9.4%	8.5%	11.4%	8.7%	9.6%	6.7%	7.2%
1979	5.4%	7.5%	8.2%	6.9%	8.2%	8.4%	6.8%	4.4%
1978	6.4%	9.5%	9.6%	8.9%	8.6%	8.6%	4.8%	1.3%
1977	6.0%	7.2%	6.5%	5.2%	6.1%	6.4%	4.1%	7.5%
1976	7.7%	6.7%	4.7%	7.3%	6.4%	6.7%	6.6%	5.0%
1975	8.5%	8.8%	6.9%	7.0%	11.1%	8.4%	5.1%	6.1%
1974	5.9%	6.5%	5.7%	7.8%	7.1%	5.3%	5.4%	4.8%
1973	4.9%	5.0%	5.3%	6.4%	3.0%	5.4%	3.5%	5.9%
1972	4.7%	4.4%	5.3%	5.0%	4.2%	4.0%	3.1%	3.5%
1971	7.3%	6.5%	6.6%	3.7%	5.8%	5.7%	6.1%	5.6%
1970	8.6%	6.6%	7.0%	6.3%	6.4%	5.8%	5.8%	6.9%
1968	8.7%	5.5%	5.6%	6.0%	5.9%	5.4%	7.3%	10.5%
1966	4.7%	2.5%	1.8%	3.0%	4.3%	3.6%	6.8%	5.1%
1964	4.6%	3.1%	3.3%	4.2%	3.7%	2.7%	5.9%	2.7%
1962	4.5%	3.0%	2.6%	2.1%	0.8%	4.5%	na	na

* The Professional, Technical, Administrative and Clerical survey is not exactly comparable in 1986, 1987 and 1988. Prior to 1986 the survey included firms with at least 100 employees. In 1986 the minimum fell to 50, in 1987 the minimum was 20, and in 1988 and subsequent years, the minimum sized established was restored to 50 employees. Small firms tend to pay less.

Figure II-6

Trends in the Average Salary in Teaching and in Selected White-Collar Occupations (1990 Dollars)

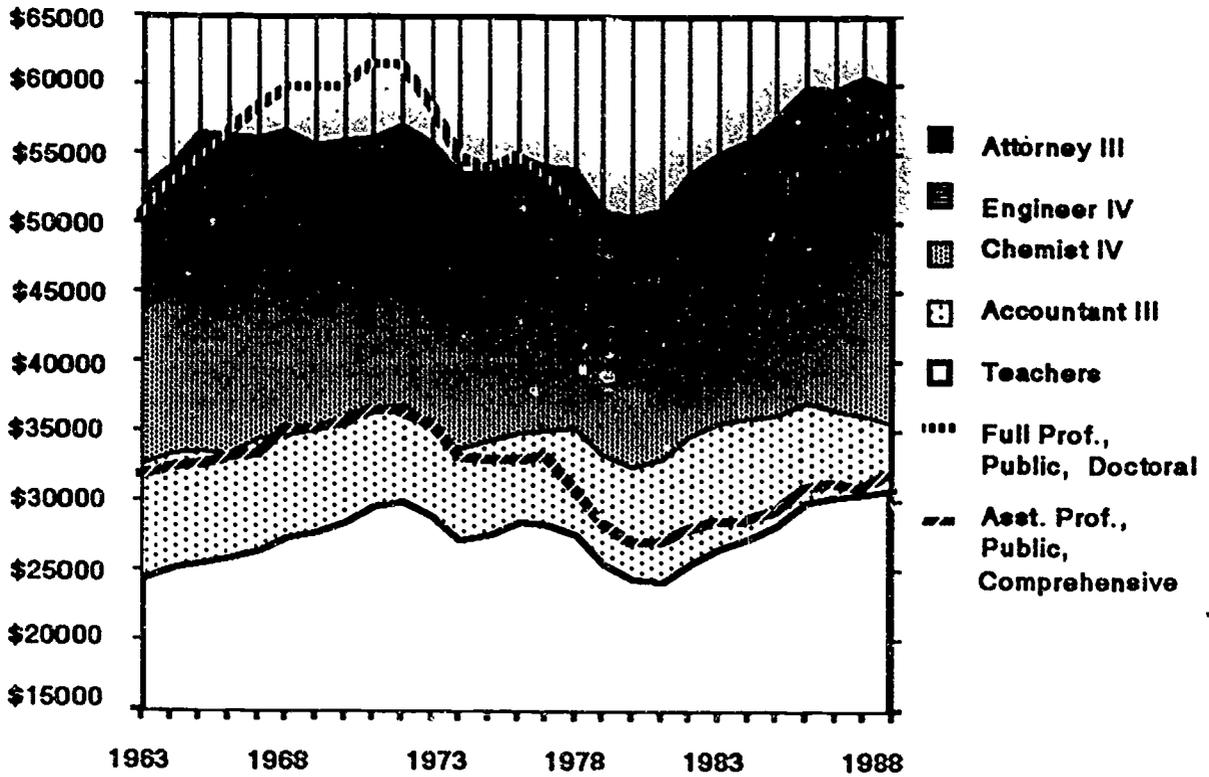


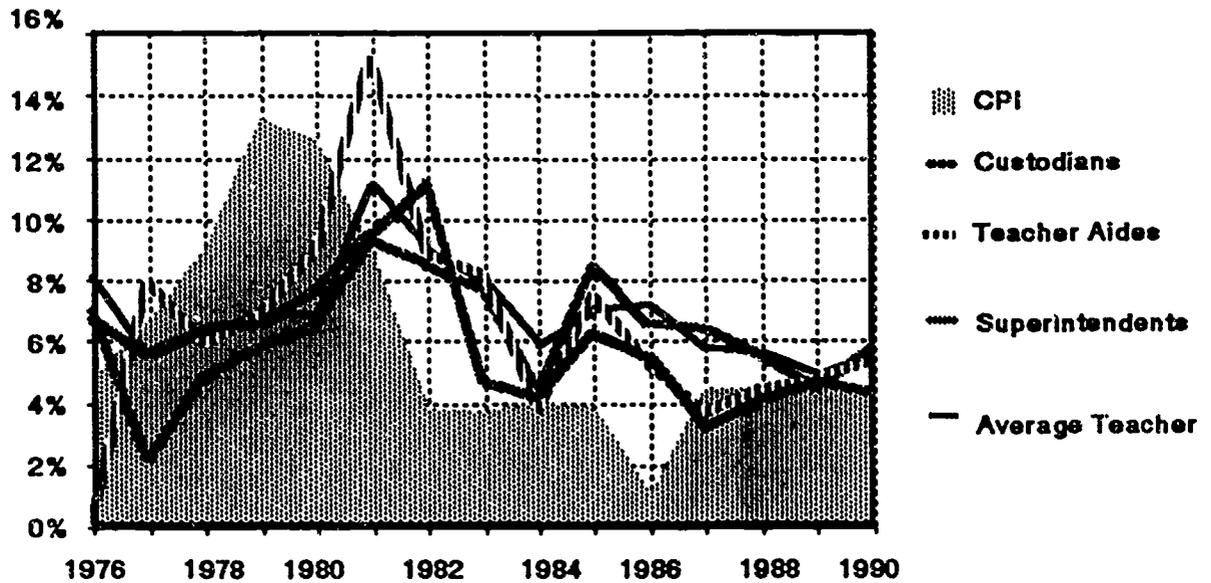
Table II-4

SALARIES OR EARNINGS OF NONTEACHING SCHOOL PERSONNEL, 1975-76 TO 1988-89

	1975-76 To								
	1975-76	1979-80	1981-82	1983-84	1985-86	1987-88	1988-89	1989-90	1989-90
Teachers-Average	\$12,437	\$15,913	\$19,275	\$22,039	\$25,276	\$28,230	\$29,608	\$31,276	\$19,769
Teachers-Beginning	8,611	10,657	12,595	14,278	16,692	18,657	19,571	20,625	12,567
Superintendents	32,527	39,344	46,664	52,483	60,707	68,147	71,190	75,425	45,037
H.S. Principals	23,306	29,207	34,776	39,334	43,793	50,512	52,987	55,722	32,828
Secretaries									
Central Office	7,929	10,331	12,718	14,366	16,383	18,220	19,045	20,038	12,720
School Building	6,521	8,348	10,301	11,613	13,233	14,749	15,364	16,184	10,138
Hourly Workers									
Instructional Aides	\$2.92	\$3.89	\$4.88	\$5.48	\$6.20	\$6.72	\$7.05	\$7.43	\$4.52
Custodians	3.78	4.88	5.95	6.49	7.28	7.82	8.19	8.54	5.00
Cafeteria Workers	2.83	3.78	4.57	5.09	5.76	6.23	6.56	6.77	4.16
Bus Drivers	4.04	5.21	6.26	6.89	7.72	8.31	8.78	9.21	5.46
ANNUAL PERCENT INCREASE									
Teachers-Average	8.1%	6.8%	9.0%	5.9%	7.2%	5.6%	4.9%	5.6%	171.8%
Teachers-Beginning	6.9%	5.9%	7.9%	5.5%	7.8%	5.6%	4.9%	5.4%	156.0%
Superintendents	7.0%	6.6%	8.5%	4.4%	6.6%	5.5%	4.5%	5.9%	148.2%
H.S. Principals	1.8%	6.5%	7.9%	4.6%	4.0%	5.5%	4.9%	5.2%	143.4%
Secretaries									
Central Office	8.3%	8.1%	9.9%	5.3%	6.8%	6.0%	4.5%	5.2%	173.8%
School Building	7.9%	7.4%	10.1%	5.5%	5.8%	5.0	4.2%	5.3%	167.7%
Hourly Workers									
Instructional Aides	0.3%	9.0%	8.9%	3.8%	5.3%	4.5%	4.9%	5.4%	155.3%
Custodians	6.8%	7.7%	11.2%	4.2%	5.5%	4.1%	4.7%	4.3%	141.2%
Cafeteria Workers	8.4%	8.6%	9.6%	4.5%	6.3%	5.2%	5.3%	3.2%	159.4%
Bus Drivers	7.7%	5.7%	8.9%	5.0%	6.2%	3.1%	5.7%	4.9%	145.6%
1990 DOLLARS									
Teachers-Average	\$28,165	\$24,303	\$26,029	\$27,585	\$30,148	\$30,877	\$30,946	\$31,276	3,999
Teachers-Beginning	19,501	16,276	17,008	17,871	19,910	20,407	20,456	20,625	1,523
Superintendents	73,661	60,087	63,016	65,691	72,409	74,538	74,408	75,425	3,390
H.S. Principals	52,779	44,606	46,962	49,233	52,235	55,249	55,382	55,722	1,452
Secretaries									
Central Office	17,956	15,778	17,175	17,981	19,541	19,929	19,906	20,038	2,691
School Building	14,767	12,749	13,911	14,536	15,784	16,132	16,058	16,184	1,852
Hourly Workers									
Instructional Aides	\$6.61	\$5.94	\$6.59	\$6.86	\$7.40	\$7.35	\$7.37	\$7.43	\$0.53
Custodians	8.56	7.45	8.03	8.12	8.68	8.55	8.56	8.54	0.15
Cafeteria Workers	6.41	5.77	6.17	6.37	6.87	6.81	6.86	6.77	0.58
Bus Drivers	9.15	7.96	8.45	8.62	9.21	9.09	9.18	9.21	0.32
Data Source: Educational Research Service									

Figure II-7

Annual Rate of Increase in Teacher Salaries and Earnings for Selected Nonteaching Positions



III. Beginning Teacher Salaries, the Hiring of Beginning and Reentering Teachers and Teacher Retirement

Great attention has been focused on beginning teacher salaries during the 1980's. The average beginning teacher salary reported in this survey is \$20,476 for 1989-90, up 5.8 percent from the previous year. The Educational Research Service, in its annual survey of school districts across the nation, reports a \$20,635 figure for the average of the "lowest paid teacher," up 5.4 percent from the previous year. A wage survey by the Department of Defense of the 170 school districts serving cities with populations of more than 100,000 yielded an average beginning teacher salary of \$21,395, up 5.6 percent from the previous year.

Beginning Teacher Salary by State. Nineteen states have average beginning salaries greater than 20,000. Alaska, New York, Connecticut, Hawaii, California, Washington, D.C., New Jersey, and Maryland have actual starting salaries in excess of \$22,000 while only North Dakota, South Dakota, and West Virginia report average starting salaries below \$16,000. As shown in Table III-1, beginning teachers in Alaska, New York, Virginia, and Vermont experienced at least 8 percent salary jumps over beginning teachers in 1988-89. The actual average beginning salary stands at 74.4 percent of the U.S. average. This ratio varied from a low of 54 percent in Rhode Island to 77 percent in Mississippi. Southern states typically have higher starting salaries relative to the average salary.

Trends in Beginning Teacher Salaries Relative to Expected Salaries of College Graduates in the Private Sector. Beginning offers in business for new college graduates in other white-collar occupations remain high compared to beginning teachers, ranging from 48 percent more for engineers to 21 percent more for liberal arts graduates in spring 1990. The earnings advantage of these white-collar occupations however, is at about the same level as in 1978. Combining the past two years, however, every occupation except engineering and computer science showed greater salary growth than beginning teachers. During 1989, accountants, sales/marketing, business administration, chemistry, economics/finance and liberal arts graduates had higher beginning salary growth than teachers. If beginning teacher salaries grow at an estimated rate of 5.5%, four occupations will make gains on teachers for 1990: sales and marketing majors (up 6.8 percent) and liberal arts graduates (up 7.8 percent), business administration (up 8.7 percent), and math or statistics (up 9.0 percent). Table III-3 contains these data, and Figure III-1 graphs the relationship between starting salaries.

Starting salaries in other white-collar occupations show less stability among each other over time than do the average salaries. Private employers tend to make labor market adjustments through the hiring of, and salaries given to, beginning employees. As in the average salary comparison, beginning salaries in other occupations gained on teacher salaries from the mid-1970's until about 1982 (except for accounting, which has shown a slow but continuous decline relative to beginning teacher salaries through 1985). Beginning teachers finally reached their highest-ever salary in exceeding 1972 levels by \$170 (in 1990 dollars). During 1990, sales/marketing, liberal arts, and economics/finance join computer science and math/statistics in regaining previous purchasing power experienced in the 1970's.

New Hires Entering Teaching for the First Time. For 39 states reporting data for 1988-89, beginning teachers comprised as much as 3.5 percent of classroom teachers, as shown in Table III-3. Arkansas, Florida, Georgia, Hawaii, and Utah reported that more than 5 percent of their teachers were beginning teachers in 1988-89. For 31 states reporting data for 1989-90, beginning teachers comprised only 3.2 percent of classroom teachers. Utah again reported new teacher hiring rates exceeding 5 percent. Idaho, Kansas, Louisiana, and Washington reported increases exceeding 5 percent. Among the 33 states reporting data for both years, 14 states indicated that they hired fewer new teachers, and 18 reported hiring more new teachers. Conclusions based on these data should be strictly speculative, given that many states do not collect these data, the inconsistencies in definitions among states, and the utilization of an unweighted average.

Reentering Teachers. The definition of "reentering teacher" varies from state to state, but the figure ideally represents experienced teachers who did not teach in a public school or an out-of-state school the prior year. Reentering teachers could include reappointments after layoffs, maternity reinstatements and illness reinstatements. The data frequently include out-of-state experienced teachers and teachers from private school backgrounds, even if there is no break in service. Specific exceptions to these generalizations noted by State Departments of Education are footnoted in Table III-4.

Based on data from 26 states in 1988-89 and 21 states in 1989-90 listed in Table III-4, the number of experienced teachers reentering the classroom fell below the number of beginning teachers in both 1988-89 and 1989-90. Returning experienced teachers comprised as much as 3.3 percent (unweighted average) of classroom teachers in 1988-89 and 2.9 percent in 1989-90. Beginning teachers comprised 3.5 percent and 3.2 percent of teachers during the same two-year period. Again, conclusions based on this data should be considered very speculative.

Teacher Retirement. Approximately 32 states reported retirement figures for either 1987-88 or 1988-89, as shown in Table III-5. The average retirement rate (unweighted) was 2.2 percent and 2.3 percent for the two years, ranging from a low of

1.0 percent in South Dakota and Massachusetts to 3.9 percent in Louisiana. The number of retirements grew by more than 20 percent in a single year in Kentucky, Minnesota, South Dakota, Washington, and West Virginia. Fewer than half of the states reported a decline in the number of retirements.

Interstate comparisons should be considered strictly speculative, because most state retirement systems cannot distinguish between retirees who had been classroom teachers the previous year and all other new retirees. Other entrants could include former teachers newly eligible to draw retirement benefits and nonteaching professional personnel including administrators. Some teachers are eligible to draw retirement benefits in two or more states.

TABLE III-1

ACTUAL AVERAGE BEGINNING BA TEACHER SALARIES, 1988-89 AND 1989-90

State	Beginning To		Average Salary Ratio	Beginning Salary 1988-89	Increase in:	
	Beginning Salary 1989-90	Average Salary 1989-90			Beginning Salary	Average Salary
1 Alaska	\$29,763	\$43,097	69.1%	\$27,310	9.0%	3.2%
2 New York	25,000 c	38,925 c	64.2%	23,000	8.7%	6.2%
3 Connecticut	23,783	40,768	58.3%	22,276	6.8%	8.3%
4 Hawaii	23,381	32,252	72.5%	21,561	8.4%	8.1%
5 D.C.	22,983	39,850 b	57.7%	21,479	7.0%	7.0%
6 California	22,780 b	37,625 b	60.5%	21,491	6.0%	6.0%
7 New Jersey	22,500	35,676	63.1%	21,500	4.7%	8.0%
8 Maryland	22,172	36,481 a	60.8%	20,756	6.8%	6.8%
9 Florida	21,586 b	28,787	75.0%	20,314	6.1%	6.7%
10 Michigan	21,575 b	36,427	59.2%	20,150 b	7.1%	6.7%
11 Pennsylvania	21,350 b	33,435	63.9%	19,750 b	8.1%	7.0%
12 Virginia	21,217	30,926	68.6%	19,500	8.8%	6.7%
13 Minnesota	21,157	32,190 a	65.7%	20,152	5.0%	5.0%
14 Arizona	21,100 b	29,402	71.8%	20,300 b	3.9%	3.2%
15 Massachusetts	20,295	34,175	59.4%	19,783	2.6%	6.1%
16 Delaware	20,123	33,377	60.3%	19,008	5.9%	5.7%
17 Texas	20,000 b	27,400 b	73.0%	19,100 b	4.7%	3.3%
18 Nevada	20,000 b	30,587	65.4%	18,800 b	6.4%	6.1%
19 Wisconsin	20,000	32,600 b	61.3%	19,235	4.0%	5.0%
20 Missouri	19,851	27,229	72.9%	18,541	7.1%	4.7%
21 Indiana	19,847 a	30,978 a	64.1%	18,437	7.6%	5.6%
22 Tennessee	19,800 b	27,052	73.2%	18,600 b	6.5%	5.6%
23 Illinois	19,667	32,917 ae	59.7%	18,621	5.6%	5.7%
24 Rhode Island	19,635	36,057 h	54.5%	18,417	6.6%	5.3%
25 Oregon	19,418 g	30,842 g	63.0%	18,915	2.7%	5.0%
26 Alabama	19,364	25,500	75.9%	18,930	2.3%	1.2%
27 Kansas	19,348 bf	27,220 bf	71.1%	18,362	5.4%	5.0%
28 Colorado	19,234	30,758	62.5%	18,650	3.1%	4.1%
29 Wyoming	19,200 b	28,991	66.2%	19,000	1.1%	2.1%
30 Iowa	19,145	26,747	71.6%	18,999	0.8%	3.8%
31 North Carolina	19,140	27,814	68.8%	18,330	4.4%	8.5%
32 New Hampshire	19,126	28,986	66.0%	17,416	9.8%	8.5%
33 South Carolina	19,039	26,638	71.5%	18,025	5.6%	5.8%
34 Washington	18,965 a	30,475 a	62.2%	18,148	4.5%	4.4%
35 Georgia	18,892 b	28,013	67.4%	17,823	6.0%	4.1%
36 New Mexico	18,795	25,302	74.3%	18,027	4.3%	5.0%
37 Mississippi	18,750 b	24,365	77.0%	17,500 b	7.1%	7.9%
38 Vermont	17,970	28,849 a	62.3%	16,576	8.4%	6.4%
39 Montana	17,750 b	25,081	70.8%	17,200 b	3.2%	2.7%
40 Ohio	17,721	30,567	58.0%	17,041	4.0%	4.8%
41 Nebraska	17,690	25,522	69.3%	16,519	7.1%	7.1%
42 Kentucky	17,530	26,275	66.7%	16,672	5.1%	5.4%
43 Oklahoma	16,900 b	23,944	70.6%	16,500 b	2.4%	1.8%
44 Arkansas	16,673 a	22,471 a	74.2%	16,444	1.4%	2.4%
45 Maine	16,599	26,881 e	61.7%	15,814	5.0%	7.8%
46 Louisiana	16,544	24,300	68.1%	15,648	5.7%	8.1%
47 Idaho	16,214	23,861	68.0%	15,252	6.3%	5.0%
48 Utah	16,040	23,652 a	67.8%	15,409	4.1%	3.5%
49 North Dakota	15,882	23,016	69.0%	15,318	3.7%	3.4%
50 South Dakota	15,820	21,300	74.3%	15,354	3.0%	3.8%
51 West Virginia	15,778	22,842	69.1%	15,055	4.8%	4.3%
U.S. Average	\$20,476	\$31,315	65.4%	\$19,350	5.8%	5.7%
Guam	19,217	25,842	74.4%	19,217	0.0%	0.0%
Virgin Islands	19,081	28,000	68.1%	18,000	6.0%	5.4%

a=estimate or preliminary; b=AFT estimate; c=median; d=excludes state-paid health insurance; e=includes extra duty and extracurricular pay; f=estimated to exclude fringes; g=includes 6% pension pick-up; h=based on total gross salary.

TABLE III-2

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

	1972	1974	1976	1978	1980	1982	1984	1986	1988	1989	1990
Teaching	\$6,970	\$8,058	\$9,085	\$10,062	\$11,676	\$13,539	\$15,482	\$17,667	\$19,571	\$20,635	\$21,770 *
Engineering	10,608	11,556	13,980	16,680	20,136	25,128	26,844	28,512	29,820	30,600	32,304
Accounting	10,356	11,040	12,396	13,464	15,720	18,876	20,172	21,216	24,324	26,568	27,408
Sales/Marketing	8,904	9,864	11,316	12,636	15,936	18,072	19,620	20,688	22,848	25,572	27,828
Business Admin.	8,568	9,000	10,224	12,048	14,100	17,940	19,416	21,324	22,920	24,372	26,496
Liberal Arts	8,328	8,892	10,020	11,400	13,296	16,956	19,344	21,060	22,596	24,348	26,244
Chemistry	9,840	10,200	11,928	14,700	17,124	21,552	24,192	24,264	25,692	28,488	29,088
Math or Statistics	9,276	10,680	12,384	13,632	17,604	20,892	22,416	23,976	26,112	26,340	28,944
Economics/Finance	9,240	10,176	10,644	12,072	14,472	18,564	20,484	22,284	23,136	25,332	26,712
Computer Science		9,672		14,160	17,712	22,068	24,864	26,172	27,372	27,756	29,100
Others	9,264	10,344	11,820	13,848	17,544	20,460	23,136	26,724	26,316	25,272	28,728
(1990 Dollars)											
	1972	1974	1976	1978	1980	1982	1984	1986	1988	1989	1990
Teaching	21,611	20,459	17,554	19,585	17,828	18,280	19,374	21,068	21,402	21,529	21,770
Engineering	32,891	29,341	27,012	32,467	30,746	33,927	33,593	34,001	32,610	31,926	32,304
Accounting	32,110	28,031	23,951	26,207	24,003	25,485	25,244	25,301	26,600	27,720	27,408
Sales/Marketing	27,608	25,045	21,865	24,595	24,333	24,400	24,553	24,671	24,986	26,680	27,828
Business Admin.	26,566	22,851	19,755	23,451	21,530	24,222	24,298	25,429	25,064	25,428	26,496
Liberal Arts	25,822	22,577	19,360	22,190	20,302	22,893	24,207	25,115	24,710	25,403	26,244
Chemistry	30,510	25,898	23,047	28,613	26,147	29,098	30,274	28,936	28,096	29,723	29,088
Math or Statistics	28,761	27,117	23,920	26,534	26,880	28,207	28,052	28,592	28,555	27,482	28,944
Economics/Finance	28,649	25,837	20,566	23,498	22,098	25,064	25,634	26,574	25,301	26,430	26,712
Computer Science	0	24,557	0	27,562	27,045	29,795	31,115	31,211	29,933	28,959	29,100
Others	28,724	26,263	22,838	26,954	26,789	27,624	28,953	31,869	28,778	26,367	28,728

* Estimated to be a 5.5 percent increase. ERS estimate of beginning teacher salary is used to maintain continuity of longitudinal data base.

(Table III-2 Continued)

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

	1972	1974	1976	1978	1980	1982	1984	1986	1988	1989	1990
Teaching	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Engineering	1.52	1.43	1.54	1.66	1.72	1.86	1.73	1.61	1.52	1.48	1.48
Accounting	1.49	1.37	1.36	1.34	1.35	1.39	1.30	1.20	1.24	1.29	1.26
Sales/Marketing	1.28	1.22	1.25	1.26	1.36	1.33	1.27	1.17	1.17	1.24	1.28
Business Admin.	1.23	1.12	1.13	1.20	1.21	1.33	1.25	1.21	1.17	1.18	1.22
Liberal Arts	1.19	1.10	1.10	1.13	1.14	1.25	1.25	1.19	1.15	1.18	1.21
Chemistry	1.41	1.27	1.31	1.46	1.47	1.59	1.56	1.37	1.31	1.38	1.34
Math or Statistics	1.33	1.33	1.36	1.35	1.51	1.54	1.45	1.36	1.33	1.28	1.33
Economics/Finance	1.33	1.26	1.17	1.20	1.24	1.37	1.32	1.26	1.18	1.23	1.23
Computer Science		1.20		1.41	1.52	1.63	1.61	1.48	1.40	1.35	1.34
Others	1.33	1.28	1.30	1.38	1.50	1.51	1.49	1.51	1.34	1.22	1.32

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

	1974	1976	1978	1980	1982	1984	1986	1988	1989	1990
Teaching	7.0%	5.5%	5.7%	9.6%	7.5%	8.4%	5.8%	4.9%	5.4%	5.5%
Engineering	6.4%	9.7%	11.9%	10.1%	12.3%	4.0%	6.1%	3.1%	2.6%	5.6%
Accounting	2.0%	4.3%	5.2%	6.6%	11.2%	3.6%	2.9%	8.0%	9.2%	3.2%
Sales/Marketing	2.2%	9.4%	7.7%	21.7%	4.9%	5.2%	0.3%	12.9%	11.9%	8.8%
Business Admin.	3.9%	4.7%	13.2%	4.7%	10.7%	4.6%	7.2%	4.3%	6.3%	8.7%
Liberal Arts	2.3%	7.6%	9.7%	4.3%	10.3%	5.9%	11.9%	10.2%	7.8%	7.8%
Chemistry	0.8%	7.1%	10.6%	8.3%	10.3%	8.3%	0.2%	-5.0%	10.9%	2.1%
Math or Statistics	11.8%	4.0%	8.7%	21.7%	12.3%	3.3%	5.6%	2.2%	0.9%	9.9%
Economics/Finance	7.3%	-3.1%	6.7%	10.7%	10.0%	3.8%	6.3%	5.2%	9.5%	5.4%
Computer Science				14.8%	8.4%	7.1%	8.3%	4.2%	1.4%	4.8%
Others	6.7%	13.0%	11.8%	20.5%	2.2%	9.4%	21.6%	19.9%	-4.0%	13.7%

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Figure III-1
Trends in Beginning Salaries for
College Graduates in Selected Occupations
(1990 Dollars)

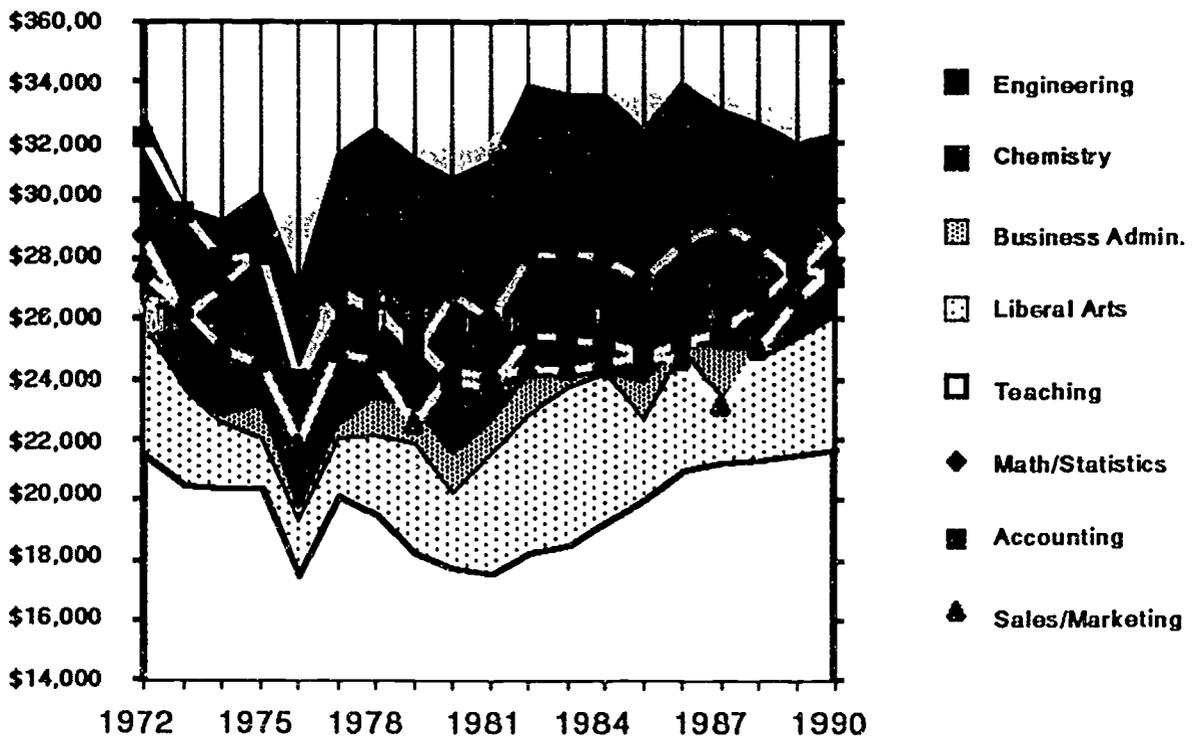


TABLE III-3

**NEW HIRES ENTERING TEACHING FOR THE FIRST TIME
FOR STATES REPORTING DATA**

State	Beginning Teachers		Percent Change	Percent of Classroom Teachers	
	1988-89	1989-90		1988-89	1989-90
Alabama	1,734	1,852	6.8%	4.4%	4.7%
Arkansas	1,611	1,252	-22.3%	5.9%	4.5%
Colorado	958 b			3.1%	
Connecticut	1,403 c	1,105 c	-21.2%	3.6%	2.9%
Delaware	86			1.5%	
D.C.	205	156	-23.9%	3.2%	2.6%
Florida	5710 b			5.7%	
Georgia	3,061	3,245		4.0%	
Hawaii	541	338	-37.5%	6.0%	3.4%
Ka'aho	510	704	38.0%	4.9%	6.6%
Illinois	2,839	3,254	14.6%	2.7%	3.1%
Indiana	929	865	-6.9%	1.7%	1.6%
Iowa	717 b			2.3%	
Kansas	1,630	1,745	7.1%	5.8%	6.1%
Kentucky	1,465	1,296	-11.5%	4.1%	3.6%
Louisiana	2,562 d	2,503 d	-2.3%	5.9%	5.7%
Maine	419	407	-2.9%	2.9%	2.7%
Maryland	1,288	1,400	8.7%	3.2%	3.4%
Michigan	2,110 d	2,089 d	-1.0%	2.3%	2.3%
Minnesota	1,482	1,554	4.9%	3.5%	3.6%
Missouri	1,876	1,839	-2.0%	3.7%	3.6%
Nebraska	820	858	4.6%	4.7%	4.8%
New Jersey	1,118	1,076	-3.8%	1.4%	1.4%
New Mexico	574	812	41.5%	3.6%	5.0%
New York	5,652 d	5,008 d	-11.4%	3.2%	2.8%
North Carolina	1,415			2.3%	0.0%
North Dakota	192	182	-5.2%	2.5%	2.3%
Ohio	2,322 d	2,384 d	2.7%	2.3%	2.3%
Oregon	840	931	10.8%	3.3%	3.6%
Pennsylvania	2,680 e	2,796 e	4.3%	2.6%	2.7%
South Carolina	800 af	900 af	12.5%	2.2%	2.5%
South Dakota	409	364	-11.0%	5.0%	4.4%
Tennessee	1,541			3.5%	0.0%
Texas	10,000 b			5.1%	0.0%
Utah	1,015	949	-6.5%	5.7%	5.1%
Virginia	2,109	1,777	-15.7%	3.2%	2.6%
Washington	809	1,131	39.8%	2.1%	2.8%
West Virginia	797	1,240	55.5%	3.6%	5.7%
Wisconsin	880	1,000	13.6%	1.8%	2.0%
Unweighted Average	1,721	1,469	2.6%	3.5%	3.2%
Guam	119	148	24.4%	7.9%	8.9%
Virgin Islands	59			3.7%	

a=Estimate or preliminary.

b=From previous survey.

c=Teachers with no in-state teaching experience.

d=All new with no prior teaching experience.

e=Students receiving instructional certificate for first time and teaching in state.

f=Teachers under age 27 credited with zero years of teaching experience.

TABLE III-4

EXPERIENCED TEACHERS REENTERING TEACHING FOR STATES REPORTING DATA

State	Reentering Teachers		Percent Increase	Percent of Classroom Teachers		Percent of New Hires*	
	1988-89	1989-90		1988-89	1989-90	1988-89	1989-90
Alabama	280 b	267 b	-4.6%	0.7%	0.7%	13.9%	12.6%
Arkansas	1,085 c	547 c	-49.6%	4.0%	2.0%		
Connecticut	1,344 d	1,168 d	-13.1%	3.5%	3.0%	94.0%	100.0%
Delaware	69			1.2%			
D.C.	232	165	-28.9%	3.6%	2.7%	3.9%	100.0%
Florida	3,485			3.5%		51.9%	
Georgia	3,183 d			4.2%		62.5%	
Hawaii	60	39 e	-35.0%	0.7%	0.4%	10.5%	5.2%
Illinois	4,714 f	3,999 f	-15.2%	4.5%	3.8%	83.5%	82.2%
Indiana	1,188	1,034 a	-13.0%	2.2%	1.9%	62.4%	100.0%
Kansas	530	433	-18.3%	1.9%	1.5%	26.6%	25.0%
Kentucky	1,927	1,863	-3.3%	5.4%	5.2%	42.9%	42.7%
Maryland	563	600	6.6%	1.4%	1.4%	100.0%	100.0%
Minnesota	794 g	794 g	0.0%	1.9%	1.8%	100.0%	100.0%
Missouri	1,609	1,600	-0.6%	3.2%	3.1%	100.0%	100.0%
New Jersey	3,122	2,786	-10.8%	3.9%	3.5%	84.5%	77.4%
New Mexico	306 d	398 d	30.1%	1.9%	2.5%	5.1%	7.4%
New York	13,527 h	13,748 h	1.6%	7.8%	7.8%	90.5%	
North Carolina	4,176 f			6.8%		95.6%	
North Dakota	564 i	546 i	-3.2%	7.3%	7.0%	19.5%	18.6%
Ohio	3,374 j	2,615 j	-22.5%	3.3%	2.6%		100.0%
South Carolina	2,600 ak	2,400 ak	-7.7%	7.2%	6.7%		
South Dakota	171	179	4.7%	2.1%	2.2%	10.0%	100.0%
Tennessee	1,592			3.7%		13.7%	
Washington	706	1,184 m	67.7%	1.8%	2.9%	47.0%	48.9%
West Virginia	195	306	56.6%	0.9%	1.4%	18.1%	23.4%
Wisconsin	333	328	-1.5%	0.7%	0.7%		
Unweighted Ave	1,916	ERR	-2.7%	3.3%	2.9%	51.6%	63.5%
Guam	129	153	18.6%	8.5%	9.2%		

a=Estimate or preliminary.

b=All new teachers minus first year teachers with a B.S. degree.

c=Did not teach last year, but has taught in public schools.

d=Returning with in-state public school experience.

e=Count through September 1989.

f=Includes out-of-state and private school transfers.

g=Does not include transfers from other states.

h=May include out-of-state and private school transfers.

i=Does not include transfers from other states or private schools.

j=New to district and not employed the previous year.

k=Newly hired teachers over age 26 or with any kind of previous teaching experience.

m=Reporting method change in 1989-90 (no details given).

Table III-5

TEACHER RETIREMENT RATE FOR STATES REPORTING DATA

State	Retiring Teachers		Percent Increase	Percent of Classroom Teachers*	
	1987-88	1988-89		1987-88	1988-89
Alabama	1,030	b		2.6%	
Arkansas	1,003	c	584	-41.8%	3.7%
Connecticut	687		711	3.5%	1.8%
Delaware	151	b		2.6%	
D.C.	132		70	-47.0%	1.2%
Florida	1,274		1,318	3.5%	2.1%
Georgia	1,908		2,261	18.5%	3.2%
Hawaii	482		570	18.3%	5.3%
Idaho	194		226	16.5%	1.9%
Illinois	1,373		1,299	-5.4%	1.3%
Kansas	414		388	-6.3%	1.5%
Kentucky	661		976	47.7%	1.8%
Louisiana	1,700	a	1,800	a	5.9%
Maine	190		200	a	5.3%
Maryland	494				1.3%
Massachusetts	614		735		1.2%
Minnesota	549		864	19.7%	1.0%
Nebraska	488	d	442	d	57.4%
New Jersey	1,069		1,231	-9.4%	2.8%
New Mexico	263		282	7.2%	2.5%
New York	5,698		5,376	-5.7%	1.3%
North Carolina	1,017				1.5%
North Dakota	202		88	-56.4%	3.3%
Ohio	3,183		2,428	-23.7%	3.1%
Oregon	605		582	-3.8%	1.6%
Pennsylvania	1,529		1,719	12.4%	1.5%
South Dakota	82		152	85.4%	1.5%
Tennessee	532				1.0%
Vermont	124		122	-1.6%	2.0%
Washington	1,037	d	1,268	d	2.4%
West Virginia	752		1,375	c	2.7%
Wisconsin	735		825	12.2%	3.1%
Unweighted Average	943		1,033	8.6%	2.2%
					2.3%

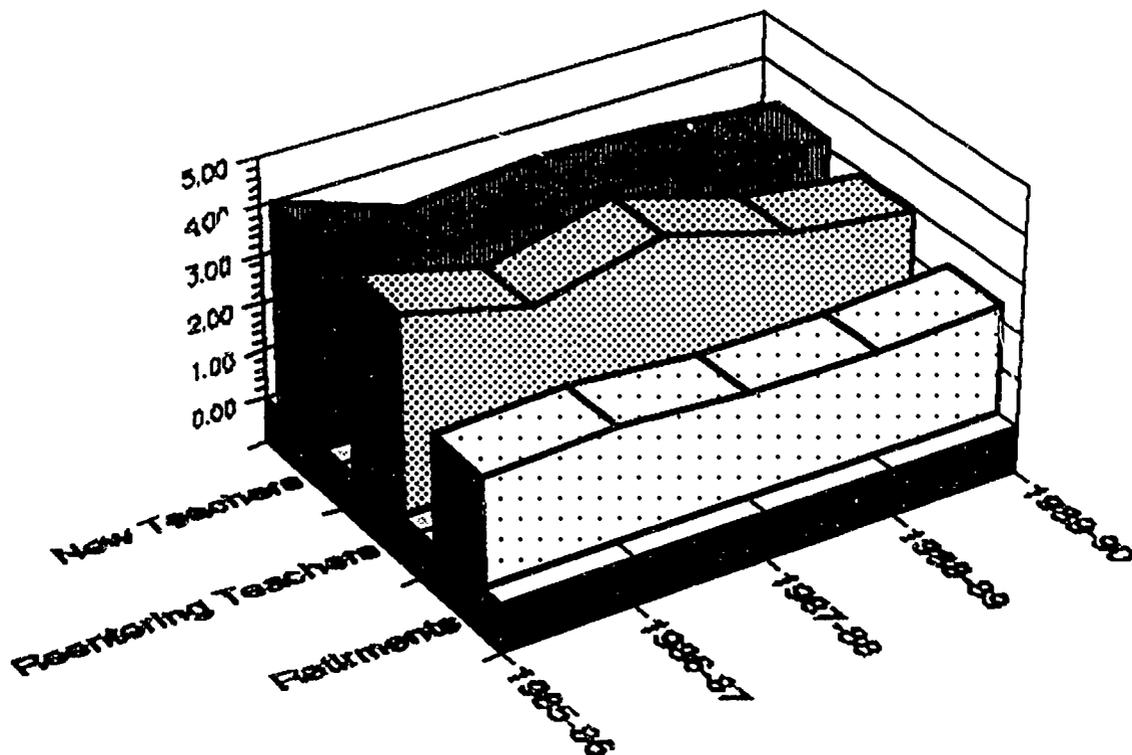
a=Preliminary or estimate.

b=From previous survey.

c=Early retirement provisions stimulated retirement.

d=Includes all persons, active and inactive, who paid into the teacher retirement system.

Figure III-2
Trends In Hiring New Teachers, The Reentry of Experienced Teachers and Retirement



	1985-86	1986-87	1987-88	1988-89	1989-90
New Hires:					
No Experience	4.3%	3.4%	3.6%	3.5%	3.2%
Reentering With Experience	4.2%	3.5%	4.1%	3.3%	2.9%
Retirement Rate	2.3%	2.4%	2.2%	2.2%	2.3%

IV. International Comparisons

Public funding of Education. Public funding of education in 1986 in the United States, excluding capital outlay and debt service, comprised 5.2 percent of its Gross Domestic Product, ranking 9th among 15 industrialized countries (Table IV-1). Denmark, Canada and Sweden spent more than 7 percent of their GDP on education; and Germany ranked the lowest, spending just 4.1 percent of its GDP on education. Approximately 65 percent of public education spending is devoted to pre-K, elementary and secondary school in the United States, about the same as the 15-country average of 66.4 percent. At 3.7 percent of the GDP, U.S. public spending on elementary and secondary education ranks 10th among the 15 countries. Germany, the lowest effort country, contributes 3.1 percent of its GDP. Sweden and Denmark contribute at least 5.0 percent of their GDP to public spending on elementary and secondary education. At 1.5 percent of GDP, public spending on higher education in the United States ranks 5th among the 15 countries. Canada contributes 2.2 percent towards public spending on education followed by the Netherlands, Australia, and Denmark. Germany, France and Italy rank at the bottom.

In 1986, public spending on education in the United States was \$3,328 per pupil (both public and private pupils) for all levels of education except higher education when comparisons are made on the basis of Purchasing Power Parities. As shown in Table IV-1, this figure ranks the U.S. 7th among the 15 countries behind Switzerland, Canada, Norway, Sweden, Austria, and Denmark. Compared by the ratio of per pupil spending to per capita GDP, the U.S. ranks 13th, ahead of only Japan and Germany. Compared to the U.S. ratio of .19, Austria, Switzerland and Sweden had ratios in excess of .25.

Demographic and School Structure Factors Influencing Educational Spending. Relative to its total population, the U.S. tends to have more students than most of the other industrialized countries as shown in Table IV-2. At the elementary and secondary level, the U.S. gross enrollment ratio (total enrollment divided by the high-school-age population) of 100 is well above the average of 96, but less than in Denmark, Australia, and Canada. In contrast, the gross enrollment ratio is less than 90 in Italy, Austria and Germany. With a gross enrollment ratio of 57 in higher education, the U.S. is about the same as Canada but well ahead of 3rd place Sweden at 37 and the 15-nation average of 32. Public spending on higher education as a percent of GDP, however, ranked only 5th among the 15 countries. The surprisingly low ranking reflects the huge private expenditure levels on higher education in the U.S. including tuition paid by students.

With a total fertility rate of 1.85 compared to the 15-country average of 1.65, the U.S. ranks second behind Australia. While the U.S. ranks 5th according to the percentage of the population enrolled aged 6 to 11, Canada, France, the U.S. Italy, and Norway have 8.3 to 8.4 percent of their population in this age group. Australia and Japan have about 9 percent, while Germany has less than 6 percent. The small school-aged cohort and a low enrollment ratio in secondary education explain the low public spending levels on education in Germany.

At the elementary or primary level, U.S. schools averaged 373 pupils per school, well above the 15-nation average of 181 and second only to the Japanese average size of 444 pupils. The U.S. number may be slightly inflated since grades 1 through 8 are classified as elementary schools, while in the other countries primary grades generally include only the first four to six grades. Because of the small school size in European countries, school principals usually teach, thus keeping administration costs down. With about 11 percent of its elementary and secondary students in private schools, the U.S. has the fifth highest private school enrollment rate. While Belgium and the Netherlands have more than half of their students in private schools, these schools are heavily subsidized by public funds.

Teacher Salaries. Among nine countries with comparable teacher salary data, only the United Kingdom, Sweden and Japan pay less than the U.S. when Purchasing Power Parities are used as the basis of currency conversion. These data are shown in Table IV-3. Ranked by the ratio of teachers' salary to per capita GDP, the U.S. ranks second to last. Compared to the average manufacturing worker, teachers are paid less in the U.S. than in any other country except Sweden.

Budget Allocations For Teacher Salaries. A little more than half of the U.S. education dollar goes toward classroom teachers, compared to an average of about 70 percent for the 10 countries listed in Table IV-4. Non-teaching personnel get less than 20 percent of all compensation costs in the ten countries shown, while non-teaching personnel get about 30 percent of the U.S. compensation dollar. Even though the data are inexact, Table IV-4 shows that none of the countries that appear to have believable and comparable data--Austria, Canada, Finland, New Zealand, Switzerland, the United Kingdom, and Turkey--come close to U.S. expenditures on non-teaching personnel.

The UNESCO data show that only about 5 percent of compensation goes towards administrators (professional teaching personnel without teaching responsibilities) compared to the 15 percent for non-teaching professionals in the U.S. Data on non-professional employee compensation exist only for Austria, Canada and New Zealand. Again, the U.S. appears to be on the high side, but not too much different than Canada and Finland.

Technical Considerations. When making international comparisons, small

differences should be ignored due to data comparability problems. Generally, all international spending comparisons are of public spending on both public and private education, not "total spending on education," "spending on public education," or "public spending on public education." The international comparisons in OECD and UNESCO data as well as those in the Statistical Abstract of the United States and the Digest of Education Statistics are made on the same basis although the UNESCO data and the U.S. statistical abstract incorrectly use the total spending figure for the the U.S., which has been in the range of 6.7 to 6.8 percent of GDP. No comparative data on private expenditures yet exist. In some countries, private schools are heavily subsidized. In U.S. higher education, public institutions receive substantial private funding, especially from tuition charges.

Japanese spending data should be considered carefully. Total public spending on education is 16.1 trillion Yen. Current educational spending for both public and private spending is 15.3 trillion Yen. Public current education expenditure is not published separately. Private and public capital outlay spending is listed as 5.1 trillion Yen--about 25 percent of all private and public spending. This level of capital spending is surely incorrect (no other country exceeds 10 percent) and clearly some kind of data comparability problem exists.

The fiscal year is the same as the calendar year in most countries. In Canada and the United Kingdom, the fiscal year starts in April. In the United States, almost all state and local government fiscal years begin in July and the Federal fiscal years starts in October. International comparisons generally match fiscal year and school year data to the calendar year in which the fiscal or school year began. This practice is not appropriate for the United States, where the overlap between the fiscal and calendar year is six months at the state and local level. Almost all of the U.S. data in this section represent the average of the two fiscal or school years.

For some comparisons it was necessary to estimate a 1986 spending level for countries where data were available only for prior years. In these cases, education spending was assumed to grow in proportion to the growth of the Gross Domestic Product. This procedure maintains education spending as a constant share of the GDP.

For comparisons necessitating the conversion of national currencies to the U.S. data the conversions were generally done with both PPP's and Exchange rates. Conversion with PPP's is preferred. The use of PPP's was pioneered by the OECD, and they are used in making inter-country comparisons. Essentially, they function as an international price index. Identical salaries based on PPP's describe an identical standard of living, even though the countries wealth and currency may vary substantially. Exchange rates are influenced by trade imbalances, restrictive trade practices, unbalanced budgets, and a variety of other "market" factors unrelated to international spending and salary comparisons.

TABLE IV-1

International Comparison Of Public Expenditures For Education

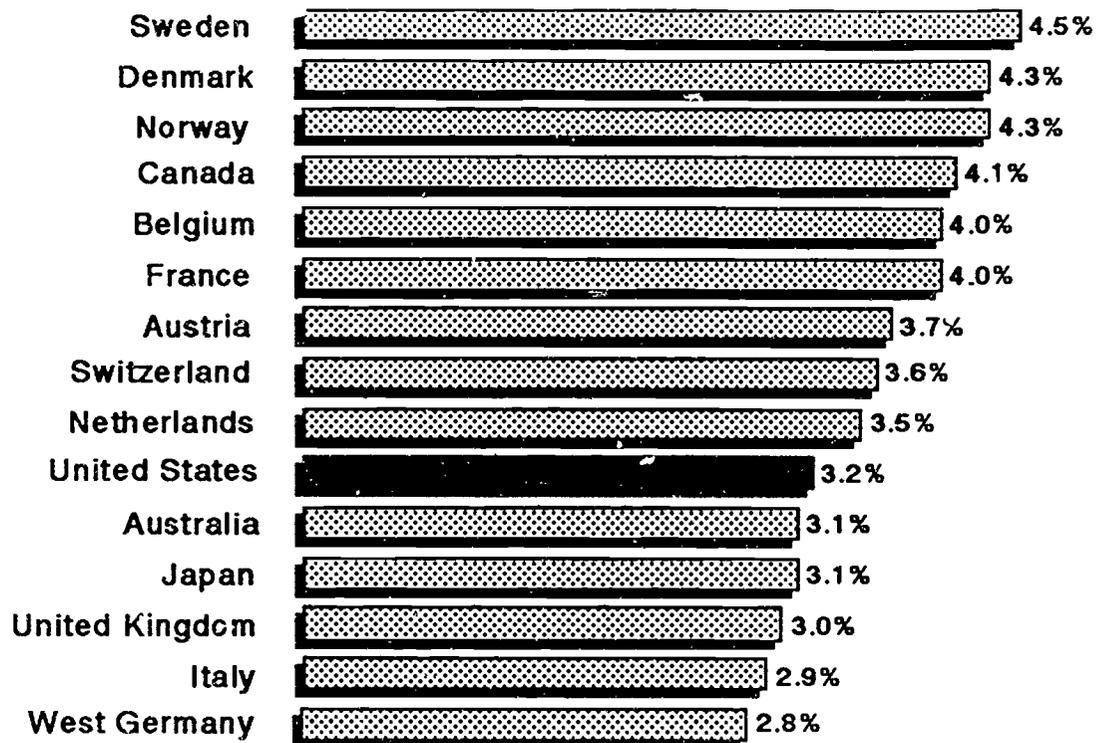
	Percent of Gross Domestic Product						Current Expenditures Per Pupil					
	Current Expenditures		Elementary and Secondary (e)		Higher Education (e)		Market Exchange Rates		Purchasing Power Parities		Ratio of Per Pupil Expenditure To Per Capita GDP	
	Percent	Rank	Percent	Rank	Percent	Rank	Dollars	Rank	Dollars	Rank	Ratio	Rank
Sweden	6.7%	3	5.4%	1	1.3%	6	4,583	2	3,840	2	0.25	4
Denmark	6.8%	1	5.0%	2	1.8%	3	4,354	3	3,544	5	0.22	8
Norway	6.0%	5	4.9%	3	1.1%	11	4,157	4	3,704	4	0.22	6
France (a)	5.6%	6	4.6%	4	1.0%	13	2,825	10	2,627	9	0.20	11
Canada	6.7%	2	4.5%	5	2.2%	1	3,303	6	3,765	3	0.26	2
Belgium (b)	5.5%	7	4.4%	6	1.1%	10	2,545	11	2,528	10	0.22	5
Austria	5.5%	8	4.2%	7	1.2%	8	3,984	5	3,535	6	0.29	1
Netherlands	6.0%	4	4.0%	8	2.0%	2	2,408	12	2,359	12	0.20	12
Switzerland	4.7%	12	3.8%	9	0.9%	14	5,626	1	4,166	1	0.20	9
United States (d)	5.2%	9	3.7%	10	1.5%	5	3,238	7	3,238	7	0.19	13
Italy (b)	4.4%	14	3.6%	11	0.8%	15	1,956	15	2,143	15	0.20	10
Japan (c)	4.8%	11	3.5%	12	1.3%	7	2,867	9	2,171	14	0.13	15
United Kingdom	4.5%	13	3.4%	13	1.2%	9	2,112	13	2,506	11	0.26	3
Australia	5.0%	10	3.3%	14	1.7%	4	1,961	14	2,254	13	0.22	7
West Germany	4.1%	15	3.1%	15	1.0%	12	3,049	8	2,670	8	0.18	14
Average (Unweighted)	5.4%		4.1%		1.3%		3,264		3,004		0.22	

Source: UNESCO Statistical Yearbook, 1988; OECD, National Accounting Systems, Main Aggregates, 1987; U.S. Bureau of the Census, Government Finance Series, GF-86 and GF-87, No.5.

Note: Generally data refer only to public expenditures on public and private education including public subsidies to private education. The year refers to the calendar year in which the fiscal year begins except in the United States, where the year is an average of the 1985-86 and 1986-87 school year or an average of the 1986 and 1987 fiscal years. For countries without 1986 expenditure data, education spending data were inflated by the growth rate of the Gross Domestic Product. Generally, pupil data include pre-K, Kindergarten and private school students, but exclude special education students.

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- Metropolitan France.
 - Ministry of Education expenditures only.
 - Current expenditure data include private spending.
 - Average of 1985-86 and 1986-87 data.
 - "Other education" and "unallocated" expenditures, averaging 6.8% and 6.9% of expenditures respectively, were proportionately allocated to the elementary/secondary and higher education categories

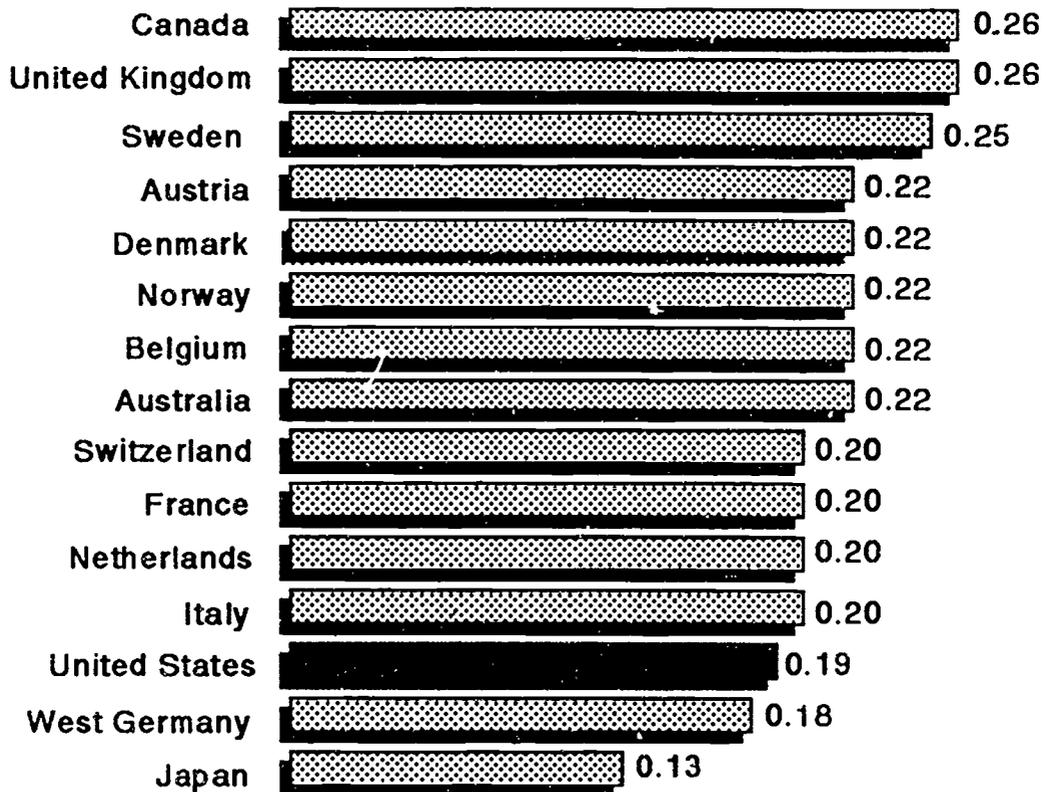
Figure IV-1

**Public Expenditures on Elementary and
Secondary Education As a Percentage Of GDP**

Percent of Gross Domestic Product

Figure IV-2

**Ratio of Per Student Public Expenditures For
Elementary and Secondary Education To The
Per Capita Gross Domestic Product In 1987**



Per Student Expenditure to Per Capita GDP Ratio

Table IV-2

Demographic and School Structure Factors Influencing Public Spending on Education

	Demography						School Structure			
	Enrollment Ratio(a)		1988 Total Fertility Rate (b)		6-11 Percent Of Population		Pupils Per Elementary School		Percent of Elementary Students in Private Schools (1985)	
	Elem. & Sec.	Higher Educ.	Rate	Rank	Percent	Rank	Pupils	Rank	Percent	Rank
Canada	104	55	1.69	7	8.4%	3	145	9	3.2%	10
Denmark	102	29	1.51	12	7.8%	8	155	8	9.0%	6
Australia	101	28	1.92	1	9.1%	1	200	3	23.4%	3
United States	100	57	1.85	2	8.3%	5	373	2	11.4%	5
Japan	99	29	1.79	4	9.0%	2	444	1	0.5%	15
Netherlands	98	31	1.55	10	7.7%	9	175	4	68.5%	1
France	98	29	1.80	3	8.3%	4	86	14	15.1%	4
Norway	97	28			8.3%	7	96	12	0.8%	13
Belgium	95	31	1.58	8	7.6%	10	166	6	54.6%	2
United Kingdom	92	22	1.77	5	7.4%	11	173	5	4.5%	8
Sweden	90	37	1.73	6	7.3%	12	131	11	0.7%	14
Austria	85	28	1.51	11	7.1%	13	90	13	3.9%	9
West Germany	85	31	1.37	14	5.9%	15	166	7	1.6%	12
Italy	83	25	1.46	13	8.3%	6	134	10	7.7%	7
Switzerland		23	1.55	9	6.8%	14			2.2%	11
Average (Unweighted)	95	32	1.65		7.8%		181		13.8%	

Source: Enrollment ratios from UNESCO Statistical Abstract 1989; fertility rates from U.S. Bureau of the Census, Statistical Abstract, 1989; and the remainder of the data are from World Bank, Improving Primary Education in Developing Countries: A review of Policy Options, Statistical Annex, 1989.

- a Net enrollment ratio uses only the part of the enrollment corresponding to the age group of the particular level of education. The ratios take into account the the differing systems of national education and the different duration of schooling. Higher education enrollment ratios are based on the 20-24 year old age group.
- b Average number of children that would be born per women if all women lived to the end of their childbearing years, and at each year of age, they experienced the birth rates occurring in the specified year.

Table IV-3

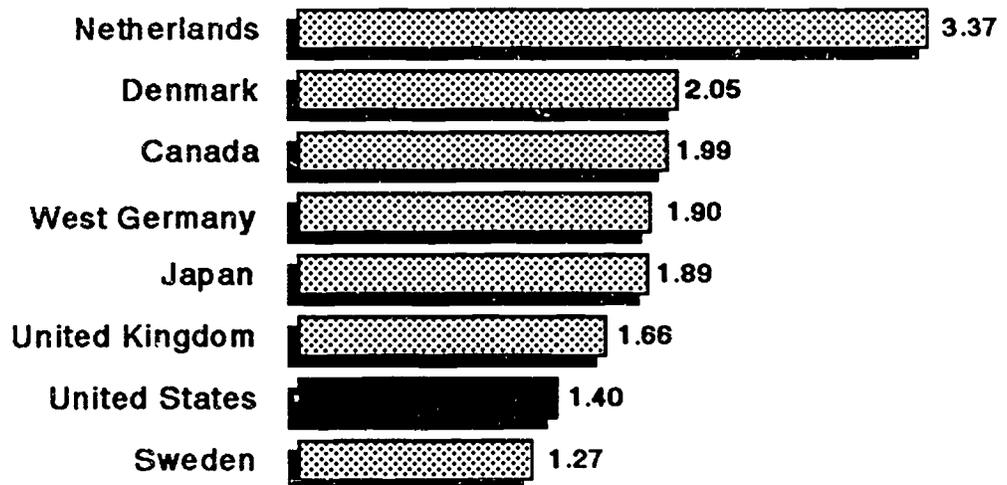
Teacher Salaries in Selected Nations

	Year	Average Teacher Salary			Per Capita GDP	Teacher Salary to Per Capita GDP Ratio	Average Manufacturing Workers Wage (c)	Teacher Salary to Average Worker Ratio
		National Currency	U.S. Dollar (PPP Rate)	Ratio To U.S.				
<i>Elementary</i>								
United States	1984	21,452	21,452	1.00	15,707	1.37	22,018	0.97
United States	1982	18,801	18,801	1.00	13,424	1.40	20,486	0.92
Canada	1984	33,583	28,364	1.32	17,641	1.90	25,045	1.34
United Kingdom	1984	9,158	16,959	0.79	5,668	1.62	7,832	1.17
Germany	1982	44,540	19,026	1.01	25,923	1.72	43,930	1.01
Netherlands	1982	39,718	16,858	0.90	15,776	2.52	46,006	0.86
Sweden (a)	1984	108,504	15,759	0.73	94,674	1.15	133,549	0.81
Denmark (b)	1982	151,200	17,709	0.94	90,717	1.67	146,186	1.03
Japan (b)	1984	4,577	20,359	0.95	2,482	1.84	2,647	1.73
<i>Secondary</i>								
United States	1984	22,667	22,667	1.00	15,707	1.44	22,018	1.03
United States	1982	19,851	19,851	1.00	13,424	1.48	20,486	0.97
Canada	1984	37,816	31,956	1.41	17,641	2.14	25,045	1.51
United Kingdom	1984	9,575	17,731	0.78	5,668	1.09	7,832	1.22
Germany	1982	50,756	21,681	1.09	25,923	1.96	43,930	1.16
Netherlands	1982	60,061	25,493	1.28	15,776	3.81	46,006	1.31
Sweden	1984	129,456	18,803	0.83	94,674	1.37	133,549	0.97
Denmark	1982	217,700	25,498	1.28	90,717	2.40	146,186	1.49
Japan (1,000 Yen)	1984	5,037	22,406	0.99	2,482	2.03	2,647	1.90
<i>Combined Elementary and Secondary</i>								
United States	1984	22,019	22,019	1.00	15,707	1.40	22,018	1.00
United States	1982	19,270	19,270	1.00	13,424	1.44	20,486	0.94
Canada	1984	35,126	29,667	1.35	17,641	1.99	25,045	1.40
United Kingdom	1984	9,401	17,409	0.79	5,668	1.66	7,832	1.20
Germany	1982	49,235	21,031	1.09	25,923	1.90	43,930	1.12
Netherlands	1982	53,139	22,555	1.17	15,776	3.37	46,006	1.16
Sweden	1984	120,231	17,463	0.79	94,674	1.27	133,549	0.90
Denmark	1982	186,422	21,834	1.13	90,717	2.05	146,186	1.28
Japan	1984	4,695	20,884	0.95	2,482	1.89	2,647	1.77

Source: Steven M. Barro and Larry S. Hoxby, "International Comparison of Teachers' Salaries: An Exploratory Study," National Center for Education Statistics, CS 88-415, July 1988

- a Junior.
- b Primary and Lower Secondary.
- c Hourly wage rate multiplied by 220 eight-hour days.

Figure IV-3
Ratio of Elementary and Secondary Teachers
Salary To the Per Capita Gross Domestic Product



Teacher Salary to Per Capita GDP Ratio

Table IV-4

Public Spending On Administration and Non-teaching Personnel In 1986

	OECD Data			UNESCO Data					
	Compensation As A Percent of Current Expenditure		Teachers Percent Of Compensation	All Levels			Elementary and Secondary		
	Total	Teachers		Percent of Compensation			Percent of Compensation		
				Admin.	Teachers	Others	Admin.	Teachers	Others
Austria	77.0	59.8	77.7%						
Canada (a)	78.4	58.3	74.4%	8.9%	74.2%	17.0%	7.5%	78.9%	13.6%
Finland (a)	74.7	55.7	74.6%	4.0%	78.3%	17.7%	5.8%	77.0%	17.2%
Netherlands (b)	84.4	82.6	97.9%						
New Zealand	71.2	61.3	86.1%	7.5%	86.2%	6.3%	3.6%	89.6%	6.9%
Switzerland	93.5	76.9	82.2%						
United Kingdom	82.8	61.5	74.3%						
Greece	98.4	90.4	91.9%	7.2%	92.8%	na	3.8%	96.2%	na
Turkey	86.9	79.8	91.8%						
Ireland	91.3	87.6	95.9%	1.9%	96.3%	1.8%			
Norway				4.5%	95.5%	na	5.2%	94.8%	na
Average	83.86	71.39	84.7%	5.9%	85.6%	8.6%	5.2%	85.4%	9.4%

United States (Elementary and secondary education only) (c)

79.8 56.9 71.3% 14.5% 66.9% 18.6%

Source: OECD, Education in OECD Countries 1986-87, 1989; and UNESCO, Statistical Yearbook, 1988.

(a) Public and private spending

(b) Public expenditures on public and private education

(c) Teacher compensation is the product of the number of teachers and average salary plus benefits at 25 percent of salary
Data from the last three columns are from the Educational Research Service

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APPENDIX A

STATE EDUCATION DATA. 1988-89 AND 1989-90

State	Avg. Sal	Avg. Sal	Teachers	Teachers	\$/Pupil	\$/Pupil	\$/Pupil	Min. Sal.	Min. Sal.	New	New	Re-	Re-	Teachers	Teachers					
	1988-89	1989-90	1987-88	1988-89	1987-88	1988-89	1989-90	1988-89	1989-90	Teacher	Teachers	entering	entering	Retiring	Retiring					
										1988-89(l)	1989-90(l)	1988-89(j)	1989-90(j)	1987-88(k)	1988-89(k)					
1 Alabama	25,190	25,500	39,409	39,700	2,567	2,717	b	2,825	b	18,930	19,364	1,734	1,852	280	267	1,030	NA			
2 Alaska	41,752	43,097	6,141	6,340	7,159	7,231		7,467	b	27,310	29,763	NA	NA	NA	NA	NA	NA			
3 Arizona	28,499	29,402	31,703	32,152	3,498	3,716		3,902	b	20,300	b	21,100	b	NA	NA	NA	NA			
4 Arkansas	21,955	22,471	d	27,268	27,606	2,771	2,869	b	2,989	b	16,444	16,673	1,611	1,252	1085	547	1,003	584		
5 California	35,495	37,625	b	198,921	207,277	3,876	4,100	b	4,309	c	21,491	22,780	NA	NA	NA	NA	NA	NA		
6 Colorado	29,557	30,758		31,398	31,954	4,100	4,143		4,300	b	18,650	19,234	958	NA	NA	NA	NA	NA		
7 Connecticut	37,659	40,768		35,502	d	35,900	d	5,905	6,832		7,415	22,276	23,783	1,403	1,105	1344	1,168	687	711	
8 Delaware	31,585	33,377		5,897	5,983	4,606	4,865		5,206	b	19,008	20,123	86	NA	69	NA	151	NA		
9 D C.	37,232	39,850	b	6,394	6,674	d	5,662	6,159	c	6,424	21,479	22,983	205	156	232	165	132	70		
10 Florida	26,974	28,787		100,370	104,127	3,778	4,054	c	4,378	c	20,314	21,586	5710	NA	3485	NA	1,274	1,318		
11 Georgia	28,920	28,013		59,917	63,530	3,195	3,511		3,722	b	17,823	19,892	3,228	NA	900	NA	1,908	2,261		
12 Hawaii	29,835	32,252		7,950	d	8,103	d	3,661	3,965	c	4,362	b	21,561	23,381	541	338	60	39	482	570
13 Idaho	22,732	23,861		10,425	10,715	2,505	2,610	b	2,741	b	15,252	16,214	510	704	NA	NA	194	226		
14 Illinois	31,148	32,917	e	105,097	106,183	3,822	4,059	c	4,331	c	18,621	19,667	2,839	3,254	4714	3,999	1,373	1,299		
15 Indiana	29,330	30,978	a	54,000	54,229	a	3,454	3,716	c	3,995	c	18,437	19,847	929	865	1188	1,034	NA	NA	
16 Iowa	25,778	26,747		30,912	30,874		3,867	4,277	c	4,380	b	18,999	19,145	717	NA	NA	NA	NA	NA	
17 Kansas	25,926	b	27,220	f	28,122	28,727		3,724	3,896	c	4,071	b	18,362	19,348	1,630	1,745	530	433	414	388
18 Kentucky	24,933	26,275		35,774	36,116		2,710	2,825	c	2,983	c	16,672	17,530	1,465	1,296	1927	1,863	661	976	
19 Louisiana	22,469	24,300		43,447	44,112	a	2,886	2,957	c	3,194	b	15,648	16,544	2,562	2,503	NA	NA	1,700	1,800	
20 Maine	24,938	26,881	e	14,590	14,953		3,965	4,291	c	4,832	b	15,814	16,599	419	407	NA	NA	190	200	
21 Maryland	34,159	36,481	a	40,854	41,688		4,575	4,884	c	5,211	b	20,756	22,172	1,288	1,400	563	600	494	NA	
22 Massachusetts	32,221	34,175		60,069	59,040		4,965	5,440		5,766	b	19,783	20,295	NA	NA	NA	NA	614	735	
23 Michigan	34,128	36,427		79,847	d	84,250	d	4,350	4,537	c	5,081	b	20,150	b	21,575	b	2,110	2,089	NA	NA
24 Minnesota	30,661	32,190	j	42,752	43,101		4,132	4,222	c	4,463	b	20,152	21,157	1,482	1,554	794	794	549	864	
25 Mississippi	22,579	24,385		27,334	27,506		2,416	2,585	b	2,728	b	17,500	b	18,750	b	NA	NA	NA	NA	

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APPENDIX A

STATE EDUCATION DATA, 1988-89 AND 1989-90

State	Avg. Sal 1988-89	Avg. Sal 1989-90	Teachers 1987-88	Teachers 1988-89	\$/Pupil 1987-88	\$/Pupil 1988-89	\$/Pupil 1989-90	Min. Sal. 1988-89	Min. Sal. 1989-90	New Teacher 1988-89(i)	New Teachers 1989-90(j)	Re- entering Teachers 1988-89(j)	Re- entering Teachers 1989-90(j)	Teachers Retiring 1987-88(k)	Teachers Retiring 1988-89(k)
26 Missouri	26,006	27,229	50,806	51,227	3,425	3,570	3,722	18,541	19,851	1,876	1,839	1,609	1,600	NA	NA
27 Montana	24,421	25,081	9,585	9,570	3,878	3,949	3,996	17,200	17,750	NA	NA	NA	NA	na	na
28 Nebraska	23,841	25,522	17,481	17,849	3,712	3,942	4,207	10,519	17,696	820	858	NA	NA	488	442
29 Nevada	28,836	30,587	8,699	9,175	3,298	3,583	3,905	13,800	20,000	NA	NA	NA	NA	NA	NA
30 New Hampshire	26,703	28,986	10,595	10,572	4,080	4,715	5,356	17,416	19,128	NA	NA	NA	NA	NA	NA
31 New Jersey	33,037	35,676	79,698	79,597	6,059	6,878	7,586	21,500	22,500	1,118	1,076	3,122	2,786	1,069	1,231
32 New Mexico	24,092	25,302	15,820	16,158	3,190	3,134	3,214	18,027	18,795	574	812	306	398	263	282
33 New York	36,654	38,925	174,216	176,171	6,196	6,803	7,300	23,000	25,000	5,652	5,008	13,527	13,748	5,698	5,376
34 North Carolina	25,646	27,814	61,790	62,974	3,153	3,310	3,581	18,330	19,140	1,415	NA	4,176	NA	1,017	NA
35 North Dakota	22,249	23,016	7,709	7,751	3,239	3,201	3,383	15,318	15,882	192	182	564	546	202	88
36 Ohio	29,171	30,567	100,829	101,626	3,595	3,880	4,109	17,041	17,721	2,322	2,384	3,374	2,615	3,183	2,428
37 Oklahoma	23,521	23,944	34,515	34,707	2,897	2,998	3,055	10,500	16,900	NA	NA	NA	NA	NA	NA
38 Oregon	29,387	30,842	25,147	25,631	4,266	4,506	4,731	18,915	19,418	840	931	NA	NA	605	582
39 Pennsylvania	31,248	33,435	104,379	105,415	4,803	4,951	5,307	19,750	21,350	2,680	2,796	NA	NA	1,529	1,719
40 Rhode Island	34,233	36,057	8,931	9,361	4,951	5,348	5,711	18,417	19,635	NA	NA	NA	NA	NA	NA
41 South Carolina	25,185	26,638	35,877	36,337	3,143	3,342	3,522	18,025	19,039	800	900	NA	NA	NA	NA
42 South Dakota	20,525	21,300	8,235	8,191	3,071	3,167	3,264	15,354	15,820	409	384	171	179	82	152
43 Tennessee	25,619	27,052	43,455	43,590	2,855	3,032	3,235	18,600	19,800	1,541	NA	1,592	NA	532	na
44 Texas	26,513	27,400	196,616	199,291	3,334	3,542	3,772	19,100	20,000	10,000	NA	NA	NA	NA	NA
45 Utah	22,852	23,652	17,896	18,588	2,302	2,324	2,454	15,409	16,040	1,015	949	13,000	NA	NA	NA
46 Vermont	27,106	28,849	6,852	6,950	4,927	5,197	5,524	16,576	17,970	1,029	633	NA	NA	124	122
47 Virginia	28,976	30,926	60,883	60,849	3,873	4,155	4,471	19,500	21,217	2,109	1,777	NA	NA	NA	NA
48 Washington	29,200	30,475	38,810	40,358	3,875	4,234	4,590	18,148	18,965	809	1,131	706	1,184	1,037	1,268
49 West Virginia	21,904	22,842	22,177	21,653	3,579	3,705	3,854	15,055	15,778	797	1,240	195	306	752	1,375
50 Wisconsin	31,046	32,600	48,541	49,329	4,296	4,563	4,868	19,235	20,000	880	1,000	333	328	735	825
51 Wyoming	28,400	28,991	6,693	6,734	4,742	5,075	5,237	19,000	19,200	NA	NA	NA	NA	NA	NA
Average/Total	29,636	31,315	2,319,928	2,360,494	3,984	4,288	4,557	19,350	20,476	3.5%	3.2%	3.3%	2.9%	2.2%	2.3
Guam	25,842	25,842	1,514	1,655	NA	NA	NA	19,217	19,217	119	148	129	153	129	153
Virgin Islands	26,572	28,000	1,599	1,600	3,984	4,661	4,814	18,000	19,081	59	NA	NA	NA	18	NA

a=estimate or preliminary

b=AFT estimate

c=median

d=U.S. Department of Education data

e=includes extra duty and extracurricular pay

f=estimated to exclude fringes

g=includes 6% pension pick-up

h=based on total gross salary

i=See Table III-3 for qualifications and explanations of data

j=See Table III-4 for qualifications and explanations of data

k=See Table III-5 for qualifications and explanations of data

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APPENDIX B

Data Sources

All data comes from the annual AFT Survey of State Departments of Education, except as noted below.

Table I-4

U.S. Department of Labor, Employment and Wages, Annual Averages 1988, November, 1989.

U.S. Department of Labor, Employment and Earnings, May 1990. (Used to estimate private sector annual earnings for 1989.)

U.S. Department of Labor, Employment and Wages, Annual Averages 1981, November 1982.

Table I-5

U.S. Bureau of Economic Analysis, Survey of Current Business, April, 1990.

Table I-6

Technical documentation for the AFT cost-of-living index is available from the AFT Research Department. The methodology supporting the AFT index is in: Walter W. McMahon and Carroll Melton, "Measuring Cost of Living Variation," Industrial Relations, Vol. 17, No. 3, p.331.

Table I-7

U.S. Department of Education, "Public School Revenues and Current Expenditures For Fiscal Year 1988 Final Tabulations," E.D. TABS, March 1990.

U.S. Department of Education, "Key Statistics for Public Elementary and Secondary Education: School Year 1989-90," Survey Report, December 1989.

Table II-1

U.S. Bureau of Economic Analysis, The National Income and Product Accounts of the United States 1929-82 and July issues of Survey of Current Business.

U.S. Bureau of the Census, Historical Statistics, Colonial Times to 1970, series

D739-764 and D893-904.

National Center of Educational Statistics, Digest of Education Statistics, various issues (used to estimate teacher salaries prior to the 1977-78 school year).

U.S. Department of Labor, "CPI Detailed Report," April 1990.

U.S. Department of Labor, recent issues of Current Wage Developments, (used to estimate average annual earnings for 1988).

Blue Chip Economic Indicators, May 10, 1990.

Table II-2

National Center for Educational Statistics, Digest of Education Statistics, various issues (used to estimate teacher salaries prior to the 1977-78 school year).

U.S. Bureau of the Census, Current Population Reports, series P-60.

Table II-3

U.S. Department of Labor, Handbook of Labor Statistics, June, 1985.

U.S. Department of Labor, National Survey of Professional, Administrative, Technical and Clerical Pay, March 1989, October 1989.

American Association of University Professors, data derived from the Annual Reports on the "Economic Status of the Profession," published in Academe. (Various years, usually the March-April issues).

Table II-4

Educational Research Service, Salaries Paid Professional Personnel in Public Schools, and Wages and Salaries Paid Support Personnel in Public Schools, ERS: Reston, VA, editions since 1973-74.

Table III-2

Victor Lindquist, The Northwestern Endicott Report, Northwestern University: Evanston, IL, editions since 1973.

Table IV-1

UNESCO Statistical Yearbook, 1988, 1989.

OECD, National Accounting Systems, Main Aggregates, 1987, 1989.

U.S. Bureau of the Census, Government Finance Series, GF-86 and GF-87, No. 5.

U.S. Department of Education, Digest of Education Statistics, 1988.

Table IV-2

Enrollment ratios from UNESCO Statistical Yearbook, 1988; fertility rates from U.S. Bureau of the Census, Statistical Abstract, 1989; and the remainder of the data are from World Bank, Improving Primary Education in Developing Countries: A Review of Policy Options, Statistical Annex, 1989.

Table IV-3

Steven M. Barro and Larry Suter, "International Comparisons of Teachers' Salaries: An Exploratory Study", National Center for Education Statistics, CS 88-415, July, 1988.

OECD, National Accounting Systems, Main Aggregates, 1987.

Table IV-4

UNESCO, Statistical Yearbook, 1988.

OECD, Education in OECD Countries, 1986-87, 1989.

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