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Survey & Analysis of Salary Trends 1997

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Research Report

Survey & Analysis of Salary Trends 1997

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Survey and Analysis of Salary Trends 1997

Foreword

This report is an important reference for AFT 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 the section on Data Sources. 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 other professionals, or make comparisons among states.

Data includes national average salaries or earnings for teachers, other school employees, government workers and professional employees over the past 30 years. In many instances, these data are available by state for recent years. This survey contains beginning salaries for teachers and other college graduates over the past 20 years. For the most part, data from the survey of state departments of education are reported as received from the states, but all data are verified against past trends. In some instances, data were confirmed by telephone. Qualifications to the data, if any, are in the table notes. Many states continuously refine data. Any changes to past data reported by the states have been incorporated in this report.

The first section of this report focuses on state comparisons. The second section highlights trends in national averages over the past two or three decades. The third section looks at beginning teachers, with supplemental information on experienced teachers reentering the profession and teacher retirement. The fourth section presents a summary of results from the AFT study of international teacher salaries, *How U.S. Teachers Measure Up Internationally: A Comparative Study of Teacher Pay, Training, and Conditions of Service*.

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. The international salary comparison section benefited from the help of Tim O'Brien, co-author of the AFT's international teacher salary report.

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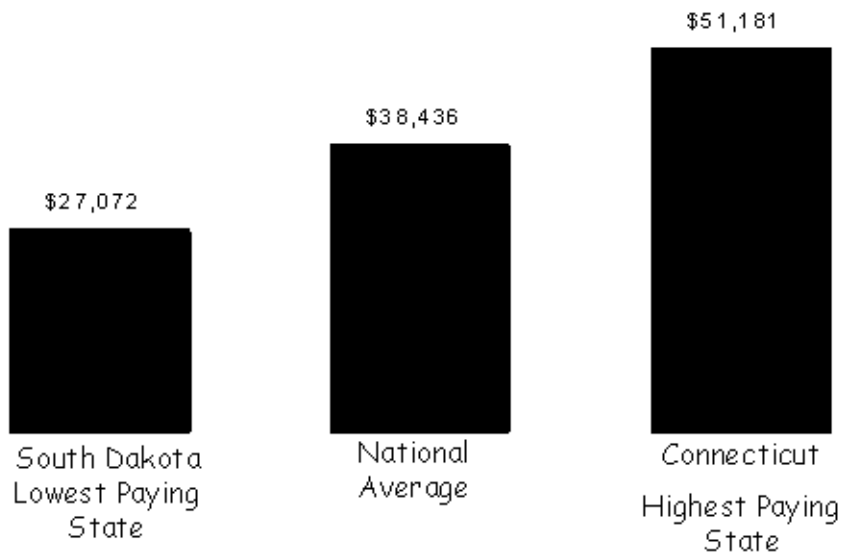


Figure 2
Average Beginning Teacher Salary 1996 - 1997

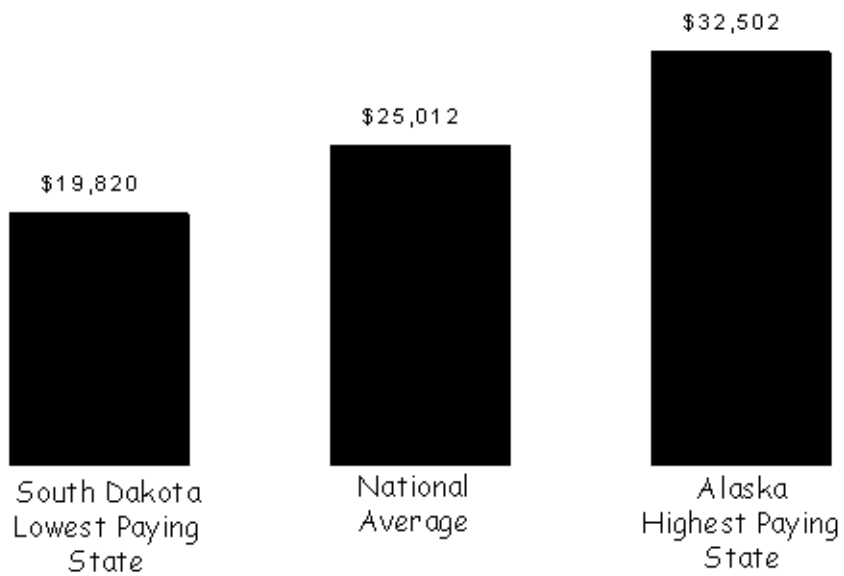


Figure 3
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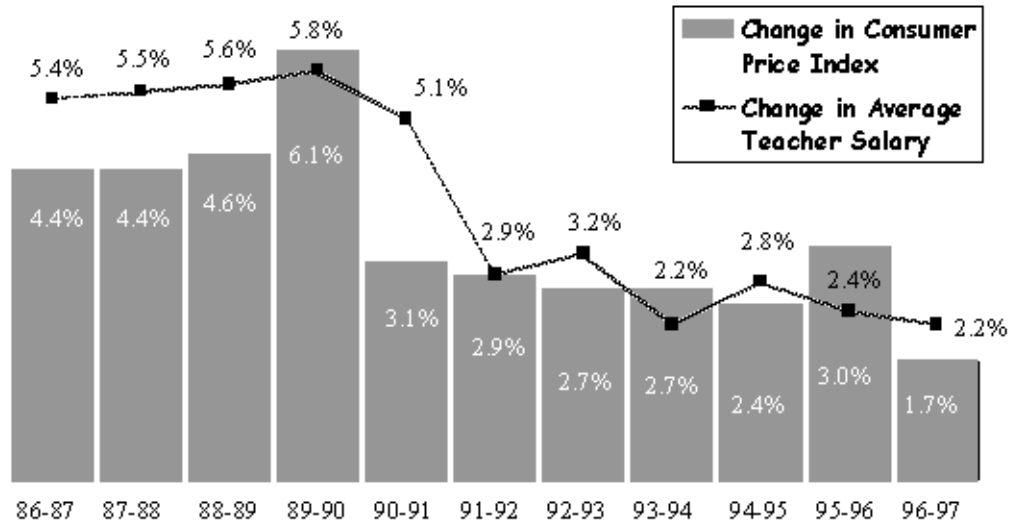


Figure 4
Adjusted Average Teacher Salary Exceeds 1977 Level

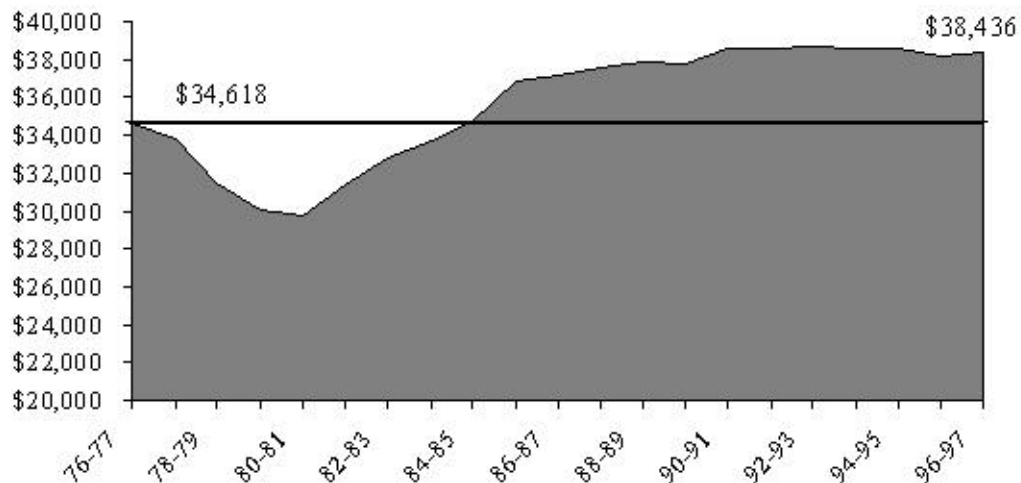


Figure 5
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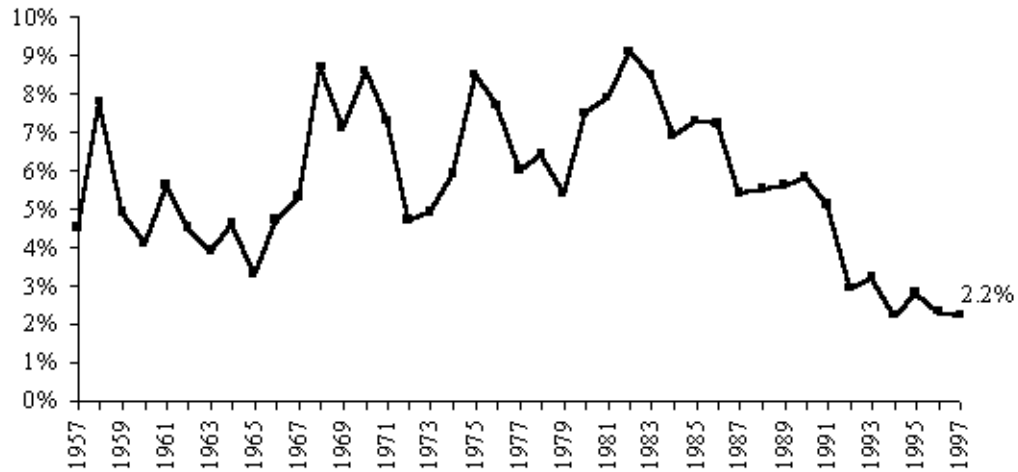


Figure 6
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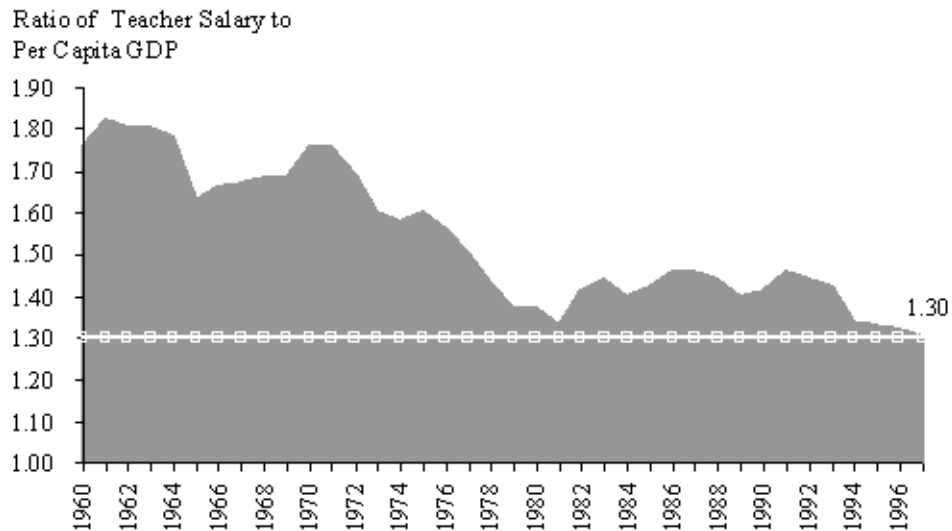


Figure 7
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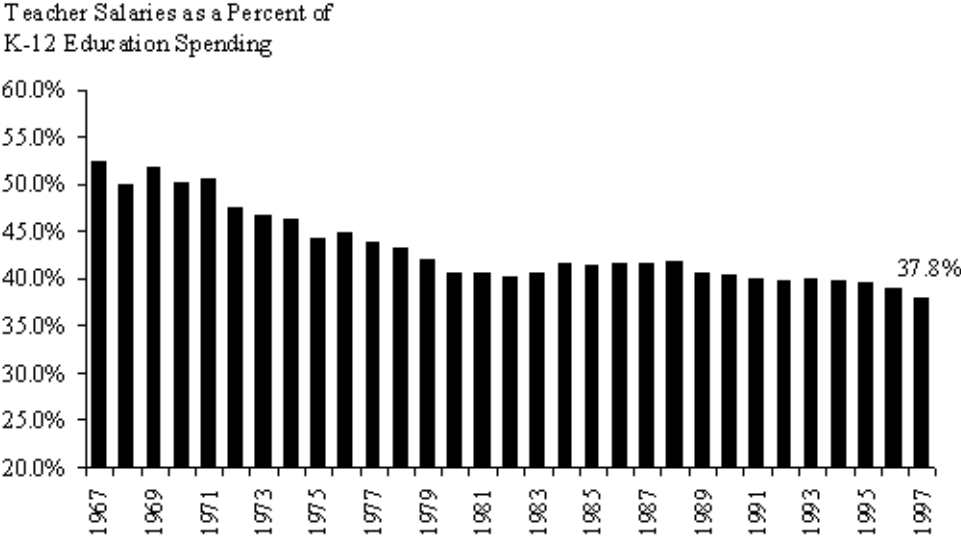


Figure 8
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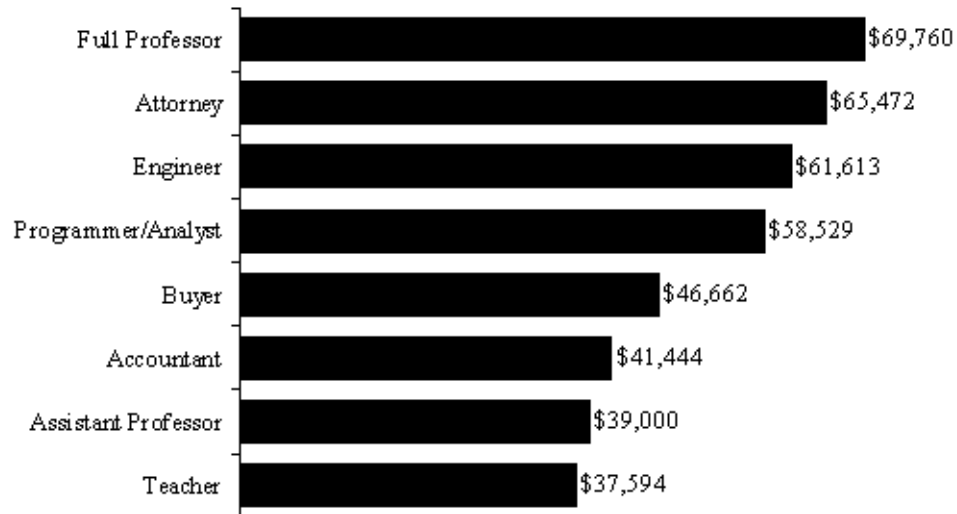
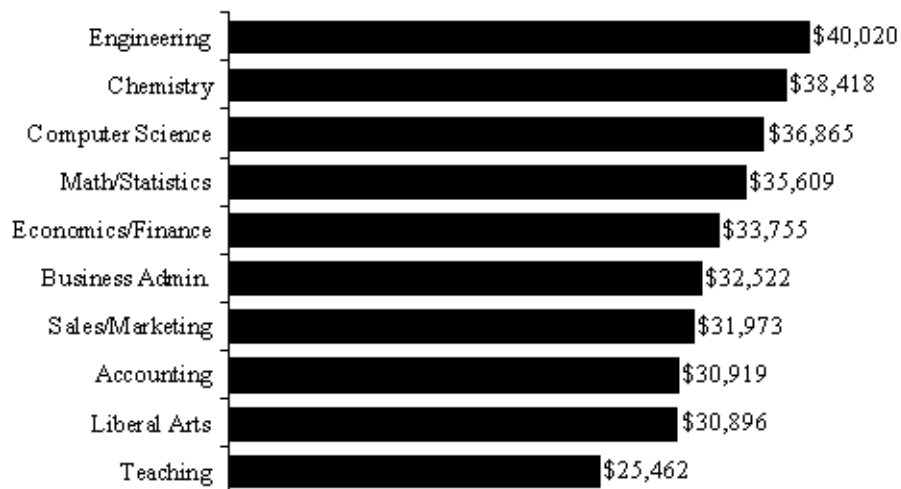


Figure 9
New Teacher Salaries Lag Behind Beginning
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I. State Comparisons

Highlights

- The average teacher salary for 1996-97 of approximately \$38,436 represents a 2.2 percent increase over the previous year's average salary of \$37,594. See Figure I and Figure II.
- The average teacher salary increases in 1995-96 and 1996-97 are the smallest increases in the 40 years of data reported by AFT. See Figure 5.
- Connecticut had the highest average salary at \$51,181 or 133 percent of the national average. South Dakota had the lowest average salary at \$27,076 or just 70 percent of the national average. See Table I-1.
- Louisiana reported the highest average salary increase for 1996-97—5.8 percent, rising from a rank of 50 to 48. Georgia posted a 5.2 percent gain--the second largest gain among all the states. No other states had increases exceeding four percent. See Table I-2
- New York and Mississippi reported slight declines in average salary. Three states reported had no increase. See Table I-2.
- Only one state, Georgia, reported an average teacher salary increase of more than 10 percent for the past 2 years combined. Six states had increases greater than seven percent. More than half the states reported changes in average teacher salary of less than inflation over the two years. See Table I-2.
- The average teacher paid 5.2 percent of income towards retirement and 3.0 percent towards social security. See Table I-3.
- The U.S. average for teacher salaries in 1996-97 was 44 percent higher than the average in 1986-87. See Table 1-4. During this period the average teacher salary increased the most in Connecticut, nearly 75.5 percent. New Jersey the second highest increases, at 73 percent. Alaska and Wyoming had the smallest increases, at 17 percent and 12 percent respectively.
- Teacher income fell as a percentage of per capita personal income in 1996-97, continuing a downward trend from past years. See Table I-6
- An adjustment for interstate differences in the cost of living shows that Michigan, Pennsylvania, New York, and Connecticut pay teachers the most. New Mexico, Louisiana, South Dakota, North Dakota, and Hawaii pay teachers the least when cost of living is considered. Adjusting for the cost of living, the average Michigan teacher

TABLE I-1

**THE AVERAGE TEACHER SALARY IN 1996-97
STATE RANKINGS**

Rank	State	Average Salary	Percent of U.S. Average
1	Connecticut	51,181	133.2%
2	New Jersey	49,786	129.5%
3	Alaska	49,140	127.8%
4	New York	48,000 c	124.9%
5	Michigan	47,769 b	124.3%
6	Pennsylvania	47,147	122.7%
7	Massachusetts	44,101 b	114.7%
8	Rhode Island	43,084 b	112.1%
9	California	42,992	111.9%
10	D.C.	42,424 b	110.4%
11	Illinois	42,339 e	110.2%
12	Delaware	41,436	107.8%
13	Maryland	41,257	107.3%
14	Oregon	41,093 e	106.9%
15	Nevada	40,817 e	106.2%
16	Ohio	38,944	101.3%
17	Indiana	38,722	100.7%
18	Minnesota	38,276	99.6%
19	Hawaii	38,105 e	99.1%
20	Wisconsin	37,878	98.5%
21	Washington	37,860 a	98.5%
22	Colorado	36,271	94.4%
23	Virginia	36,116	94.0%
24	Vermont	36,053	93.8%
25	New Hampshire	36,029	93.7%
26	Georgia	35,679	92.8%
27	Tennessee	34,267	89.2%
28	Florida	33,885	88.2%
29	Kentucky	33,802 a	87.9%
30	Maine	33,676	87.6%
31	Iowa	33,272	86.6%
32	West Virginia	33,258	86.5%
33	Arizona	33,208	86.4%
34	Kansas	33,150 d	86.2%
35	Missouri	33,143	86.2%
36	South Carolina	32,659	85.0%
37	Alabama	32,470	84.5%
38	Texas	32,426	84.4%
39	Idaho	31,818	82.8%
40	Nebraska	31,768	82.7%
41	Wyoming	31,716 e	82.5%
42	Utah	31,310 a	81.5%
43	North Carolina	31,167	81.1%
44	Arkansas	30,987	80.6%
45	Oklahoma	30,187	78.5%
46	Montana	29,958	77.9%
47	New Mexico	29,715	77.3%
48	Louisiana	28,347	73.8%
49	North Dakota	27,709	72.1%
50	Mississippi	27,662	72.0%
51	South Dakota	27,072	70.4%
	U.S. Average	\$ 38,436	100.0%
	Virgin Islands	33,216 e	86.4%
	Guam	33,854	88.1%

a=estimate or preliminary; b=AFT estimate; c=median; d=estimated to exclude fringe benefits (at 8%); e=includes employer pick-up of employee pension contribution, where applicable

TABLE I-2

TRENDS IN THE AVERAGE SALARY, 1994-95 TO 1996-97

State	Average Salary						Percent Change		
	1994-95	Rank	1995-96	Rank	1996-97	Rank	1994-95 to 1995-96	1995-96 to 1996-97	1994-95 to 1996-97
Connecticut	50,598	1	50,938	1	51,181	1	0.7%	0.5%	1.2%
New Jersey	47,038	4	48,751	3	49,786	2	3.6%	2.1%	5.8%
Alaska	47,349	3	49,148	2	49,140	3	3.8%	0.0%	3.8%
New York	47,612	2	48,115	4	48,000	4	1.1%	-0.2%	0.8%
Michigan	46,500	5	46,832	5	47,769	5	0.7%	2.0%	2.7%
Pennsylvania	44,510	6	46,087	6	47,147	6	3.5%	2.3%	5.9%
Massachusetts	40,976	9	43,025	7	44,101	7	5.0%	2.5%	7.6%
Rhode Island	40,729	10	41,829	10	43,084	8	2.7%	3.0%	5.8%
California	41,053	8	42,259	9	42,992	9	2.9%	1.7%	4.7%
D.C.	42,424	7	42,424	8	42,424	10	0.0%	0.0%	0.0%
Illinois	39,445	12	40,890	12	42,339	11	3.7%	3.5%	7.3%
Delaware	39,076	13	40,533	13	41,436	12	3.7%	2.2%	6.0%
Maryland	40,661	11	41,186	11	41,257	13	1.3%	0.2%	1.5%
Oregon	38,392	14	39,706	14	41,093	14	3.4%	3.5%	7.0%
Nevada	38,080	15	39,535	15	40,817	15	3.8%	3.2%	7.2%
Ohio	36,966	18	38,087	16	38,944	16	3.0%	2.3%	5.4%
Indiana	36,785	19	37,675	18	38,722	17	2.4%	2.8%	5.3%
Minnesota	35,948	21	37,161	19	38,276	18	3.4%	3.0%	6.5%
Hawaii	37,443	16	37,044	20	38,105	19	-1.1%	2.9%	1.8%
Wisconsin	37,171	17	36,964	21	37,878	20	-0.6%	2.5%	1.9%
Washington	36,142	20	37,853	17	37,860	21	4.7%	0.0%	4.8%
Colorado	34,571	24	35,364	24	36,271	22	2.3%	2.6%	4.9%
Virginia	33,995	25	34,792	25	36,116	23	2.3%	3.8%	6.2%
Vermont	35,207	22	35,526	23	36,053	24	0.9%	1.5%	2.4%
New Hampshire	34,720	23	35,792	22	36,029	25	3.1%	0.7%	3.8%
Georgia	32,198	30	33,869	26	35,679	26	5.2%	5.3%	10.8%
Tennessee	32,477	28	33,126	28	34,267	27	2.0%	3.4%	5.5%
Florida	32,600	26	33,330	27	33,885	28	2.2%	1.7%	3.9%
Kentucky	32,434	29	32,935	29	33,802	29	1.5%	2.6%	4.2%
Maine	31,972	31	32,869	30	33,676	30	2.8%	2.5%	5.3%
Iowa	31,511	34	32,372	33	33,272	31	2.7%	2.8%	5.6%
West Virginia	31,944	32	32,155	35	33,258	32	0.7%	3.4%	4.1%
Arizona	32,574	27	32,843	31	33,208	33	0.8%	1.1%	1.9%
Kansas	31,909	33	32,429	32	33,150	34	1.6%	2.2%	3.9%
Missouri	31,188	37	32,323	34	33,143	35	3.6%	2.5%	6.3%
South Carolina	30,279	41	31,622	36	32,659	36	4.4%	3.3%	7.9%
Alabama	31,112	38	31,324	40	32,470	37	0.7%	3.7%	4.4%
Texas	31,223	36	31,400	39	32,426	38	0.6%	3.3%	3.9%
Idaho	29,783	42	30,891	41	31,818	39	3.7%	3.0%	6.8%
Nebraska	30,922	39	31,496	38	31,768	40	1.9%	0.9%	2.7%
Wyoming	31,285	35	31,571	37	31,716	41	0.9%	0.5%	1.4%
Utah	29,081	44	30,587	42	31,310	42	5.2%	2.4%	7.7%
North Carolina	30,768	40	30,411	43	31,019	43	-1.2%	2.0%	0.8%
Arkansas	29,359	43	29,964	44	30,987	44	2.1%	3.4%	5.5%
Oklahoma	28,871	45	29,177	47	30,187	45	1.1%	3.5%	4.6%
Montana	28,785	46	29,364	45	29,958	46	2.0%	2.0%	4.1%
New Mexico	28,493	47	29,285	46	29,715	47	2.8%	1.5%	4.3%
Louisiana	26,461	49	26,800	50	28,347	48	1.3%	5.8%	7.1%
North Dakota	26,317	50	26,966	49	27,709	49	2.5%	2.8%	5.3%
Mississippi	26,801	48	27,692	48	27,662	50	3.3%	-0.1%	3.2%
South Dakota	26,037	51	26,346	51	27,072	51	1.2%	2.8%	4.0%
U.S. Average	\$ 36,796		\$ 37,594		\$ 38,436		2.2%	2.2%	4.5%
Virgin Islands	31,372		31,372		33,216		0.0%	5.9%	5.9%
Guam	n.a.		32,953		33,854		n.a.	2.7%	n.a.

TABLE I-3

**STATE RANKINGS BY 1996-97 AVERAGE TEACHER SALARY
NET OF EMPLOYEE CONTRIBUTIONS FOR RETIREMENT AND SOCIAL SECURITY**

	Social Security	Pension Contribution		Hypothetical Salary Adjustment			Average Salary	Adjusted Average Salary		Original Rank	
		Teacher	Employer	Pension	S.S.	Total		Salary	Rank	Rank	
Connecticut	No	7.0%	7.5% *	-7.0%	0.0%	-7.0%	\$51,181	\$47,598	1	1	
Alaska	No	8.7%	15.5%	-8.7%	0.0%	-8.7%	49,140	44,889	2	3	
New Mexico	Yes	7.6%	8.7%	-7.6%	-6.2%	-13.8%	29,715	42,359	3	47	
Minnesota	Yes	4.5%	8.2%	-4.5%	-6.2%	-10.7%	38,276	26,535	4	18	
North Carolina	Yes	6.0%	7.5%	-6.0%	-6.2%	-12.2%	31,167	33,606	5	43	
Rhode Island	Yes	8.5%	16.0%	-8.5%	-6.2%	-14.7%	43,084	26,585	6	8	
Michigan	Yes	8%(ave)	8.8% *	-4.0%	-6.2%	-10.2%	47,769	38,689	7	5	
California	No	8.0%	9.2%	-8.0%	0.0%	-8.0%	42,992	39,553	8	9	
Florida	Yes	0.0%	17.0%	0.0%	-6.2%	-6.2%	33,885	40,326	9	28	
Indiana	Yes	3.0%	15.7%	-3.0%	-6.2%	-9.2%	38,722	30,768	10	17	
Massachusetts	No	8.0%	16.0%	-8.0%	0.0%	-8.0%	44,101	35,624	11	7	
South Carolina	Yes	6.0%	7.8%	-6.0%	-6.2%	-12.2%	32,659	38,720	12	36	
Delaware	Yes	3.0%	6.1%	-3.0%	-6.2%	-9.2%	41,436	\$37,624	13	12	
Pennsylvania	Yes	5.3%	11.1%	-5.3%	-6.2%	-11.5%	47,147	36,692	14	6	
New Hampshire	Yes	5.0%	2.7%	-5.0%	-6.2%	-11.2%	36,029	41,867	15	25	
Iowa	Yes	3.8%	5.8%	-3.8%	-6.2%	-10.0%	33,272	32,444	16	31	
West Virginia	Yes	4.5%	7.5%	-4.5%	-6.2%	-10.7%	33,258	29,712	17	32	
Hawaii	Yes	0.0%	17.9%	0.0%	-6.2%	-6.2%	38,105	31,196	18	19	
Wyoming	Yes	5.6%	5.7%	-5.6%	-6.2%	-11.8%	31,716	33,608	19	41	
Idaho	Yes	6.4%	10.6%	-6.4%	-6.2%	-12.6%	31,818	27,720	20	39	
Mississippi	Yes	7.3%	9.8%	-7.3%	-6.2%	-13.5%	27,662	27,523	21	50	
Oklahoma	Yes	6-11%	7.0% *	-11.0%	-6.2%	-17.2%	30,187	22,904	22	45	
Texas	No	6.4%	7.3%	-6.4%	0.0%	-6.4%	32,426	28,255	23	38	
Virginia	Yes	5.0%	7.0%	-5.0%	-6.2%	-11.2%	36,116	28,794	24	23	
Maryland	Yes	0.0%	14.0%	0.0%	-6.2%	-6.2%	41,257	33,877	25	13	
Washington	Yes	6.5%	6.5%	-6.5%	-6.2%	-12.7%	37,860	36,017	26	21	
Colorado	Yes	8.0%	11.6%	-8.0%	-6.2%	-14.2%	36,271	31,121	27	22	
Louisiana	No	8.0%	16.4%	-8.0%	0.0%	-8.0%	28,347	33,369	28	48	
New Jersey	Yes	5.1-9.1%	1.0%	-9.1%	-6.2%	-15.3%	49,786	24,010	29	2	
Utah	Yes	0.0%	13.5%	0.0%	-6.2%	-6.2%	31,310	46,699	30	42	
Arizona	Yes	3.1%	3.3%	-3.1%	-6.2%	-9.3%	33,208	30,120	31	33	
Kentucky	No	9.2%	13.1%	-9.2%	0.0%	-9.2%	33,802	30,153	32	29	
Kansas	Yes	4.0%	3.1%	-4.0%	-6.2%	-10.2%	33,150	30,354	33	34	
Georgia	Yes	6.0%	10.6%	-6.0%	-6.2%	-12.2%	35,679	29,106	34	26	
Illinois	No	8.0%	14.7%	-8.0%	0.0%	-8.0%	42,339	32,825	35	11	
Wisconsin	Yes	6.2%	6.1%	-6.2%	-6.2%	-12.4%	37,878	37,089	36	20	
South Dakota	Yes	5.0%	5.0%	-5.0%	-6.2%	-11.2%	27,072	33,636	37	51	
Alabama	Yes	5.0%	6.3%	-5.0%	-6.2%	-11.2%	32,470	28,833	38	37	
Montana	Yes	7.0%	7.5%	-7.0%	-6.2%	-13.2%	29,958	28,184	39	46	
Nevada	No	9.5%	9.5%	-9.5%	0.0%	-9.5%	40,817	27,112	40	15	
Vermont	Yes	3.7%	5.6%	-3.7%	-6.2%	-9.9%	36,053	36,764	41	24	
Arkansas	Yes	6.0%	0.0%	-6.0%	-6.2%	-12.2%	30,987	27,207	42	44	
North Dakota	Yes	6.8%	6.8%	-6.8%	-6.2%	-13.0%	27,709	26,974	43	49	
New York	Yes	3.0%	8.4%	-3.0%	-6.2%	-9.2%	48,000	25,160	44	4	
Maine	No	6.5%	16.4%	-6.5%	0.0%	-6.5%	33,676	44,880	45	30	
Oregon	Yes	6.0% **	8.1%	-6.0%	-6.2%	-12.2%	41,093	29,568	46	14	
Nebraska	Yes	6.5%	7.2%	-6.5%	-6.2%	-12.7%	31,768	35,874	47	40	
Tennessee	Yes	0.0%	8.5%	0.0%	-6.2%	-6.2%	34,267	29,798	48	27	
Ohio	No	9.3%	14.0%	-9.3%	0.0%	-9.3%	38,944	31,097	49	16	
Missouri	No	10.0%	10.0%	-10.0%	0.0%	-10.0%	33,143	35,050	50	35	
U.S. AVERAGE		5.2%	9.3%	-5.8%	-3.9%	-9.7%	\$38,436	\$34,708			

Source: Wisconsin Retirement Research Committee, 1994 Comparative Study of Major Public Employee Retirement Systems.

* Reported as a contribution level insufficient to fully fund the retirement program.

Employer "pick-up" of employee contribution permitted.

** Employer "pick-up" of employee contribution required and is added to salary data in this report.

TABLE I-4

AVERAGE TEACHER SALARIES FOR 1986-87 AND 1996-97

State	Average Salary		Rank		Percent of U.S. Average		Change	Rank
	1986-87	1996-97	1986-87	1996-97	1986-87	1996-97	1986-87 1996-97	
Connecticut	\$29,170	51,181	7	1	110%	133%	75.5%	1
New Jersey	28,718	49,786	10	2	108%	130%	73.4%	2
Pennsylvania	27,422	47,147	16	6	103%	123%	71.9%	3
New Hampshire	21,869	36,029	42	25	82%	94%	64.7%	4
Maine	21,257	33,676	47	30	80%	88%	58.4%	5
Vermont	23,089	36,053	37	24	87%	94%	56.1%	6
Arkansas	19,904	30,987	49	44	75%	81%	55.7%	7
West Virginia	21,446	33,258	45	32	81%	87%	55.1%	8
Oregon	26,691	41,093	20	14	100%	107%	54.0%	9
Massachusetts	28,922	44,101	8	7	109%	115%	52.5%	10
Michigan	31,528	47,769	4	5	118%	124%	51.5%	11
Nevada	26,962	40,817	19	15	101%	106%	51.4%	12
Indiana	25,616	38,722	24	17	96%	101%	51.2%	13
Delaware	27,467	41,436	15	12	103%	108%	50.9%	14
Kentucky	22,467	33,802	41	29	84%	88%	50.5%	15
Illinois	28,212	42,339	13	11	106%	110%	50.1%	16
New York	32,000	48,000	3	4	120%	125%	50.0%	17
Idaho	21,476	31,818	44	39	81%	83%	48.2%	18
Ohio	26,288	38,944	21	16	99%	101%	48.1%	19
Iowa	22,615	33,272	39	31	85%	87%	47.1%	20
Hawaii	26,093	38,105	22	19	98%	99%	46.0%	21
Nebraska	21,797	31,768	43	40	82%	83%	45.7%	22
Tennessee	23,526	34,267	31	27	88%	89%	45.7%	23
Georgia	24,632	35,679	27	26	93%	93%	44.8%	24
Virginia	25,041	36,116	25	23	94%	94%	44.2%	25
South Dakota	18,781	27,072	51	51	71%	70%	44.1%	26
Maryland	28,893	41,257	9	13	109%	107%	42.8%	27
Mississippi	19,448	27,662	50	50	73%	72%	42.2%	28
Florida	23,833	33,885	29	28	90%	88%	42.2%	29
Missouri	23,435	33,143	34	35	88%	86%	41.4%	30
Kansas	23,459	33,150	33	34	88%	86%	41.3%	31
South Carolina	23,201	32,659	36	36	87%	85%	40.8%	32
Washington	27,285	37,860	18	21	103%	99%	38.8%	33
Rhode Island	31,079	43,084	6	8	117%	112%	38.6%	34
Alabama	23,500	32,470	32	37	88%	84%	38.2%	35
California	31,276	42,992	5	9	118%	112%	37.5%	36
Wisconsin	27,815	37,878	14	20	105%	99%	36.2%	37
Utah	23,035	31,310	38	42	87%	81%	35.9%	38
Minnesota	28,339	38,276	11	18	106%	100%	35.1%	39
Oklahoma	22,563	30,187	40	45	85%	79%	33.8%	40
Louisiana	21,196	28,347	48	48	80%	74%	33.7%	41
Colorado	27,387	36,271	17	22	103%	94%	32.4%	42
North Carolina	23,775	31,167	30	43	89%	81%	31.1%	43
Texas	24,890	32,426	26	38	94%	84%	30.3%	44
North Dakota	21,284	27,709	46	49	80%	72%	30.2%	45
Montana	23,340	29,958	35	46	88%	78%	28.4%	46
Arizona	25,972	33,208	23	33	98%	86%	27.9%	47
D.C.	33,797	42,424	2	10	127%	110%	25.5%	48
New Mexico	24,155	29,715	28	47	91%	77%	23.0%	49
Alaska	42,063	49,140	1	3	158%	128%	16.8%	50
Wyoming	28,230	31,716	12	41	106%	83%	12.3%	51
U.S. AVERAGE	\$26,615	\$38,436			100%	100%	44.4%	

TABLE I-5

**AVERAGE SALARY OF TEACHERS IN 1996-97 COMPARED TO ANNUAL
EARNINGS IN THE PRIVATE SECTOR, 1996**

State	Average Teachers Salary	Private Sector Annual Earnings	Pay Ratio Teachers To Private Sector	Rank		
				1997	1996	1986
Pennsylvania	47,147	28,369	1.66	1	1	13
Rhode Island	43,084	26,129	1.65	2	2	1
Alaska	49,140	30,548	1.61	3	3	4
Oregon	41,093	26,434	1.55	4	4	10
Michigan	47,769	31,406	1.52	5	5	31
Nevada	40,817	26,931	1.52	6	7	7
Vermont	36,053	24,040	1.50	7	6	39
Montana	29,958	20,082	1.49	8	8	5
Wisconsin	37,878	25,505	1.49	9	9	3
Indiana	38,722	26,379	1.47	10	10	41
Kentucky	33,802	23,166	1.46		20	46
Maine	33,676	23,288	1.45	12	12	45
Hawaii	38,105	26,371	1.44	13	19	2
Iowa	33,272	23,160	1.44	14	15	24
Maryland	41,257	28,945	1.43	15	11	6
Wyoming	31,716	22,264	1.42	16	14	8
Arkansas	30,987	21,832	1.42	17	21	40
Ohio	38,944	27,448	1.42	18	18	38
New Jersey	49,786	35,351	1.41	19	17	30
Connecticut	51,181	36,439	1.40	20	13	44
Kansas	33,150	23,612	1.40	21	30	23
West Virginia	33,258	23,724	1.40	22	25	50
Nebraska	31,768	22,823	1.39	23	16	20
South Carolina	32,659	23,637	1.38	24	28	14
Idaho	31,818	23,047	1.38	25	32	34
California	42,992	31,183	1.38	26	23	12
Illinois	42,339	31,130	1.36	27	33	28
Delaware	41,436	30,592	1.35	28	24	36
Florida	33,885	25,045	1.35	29	27	19
South Dakota	27,072	20,111	1.35	30	31	27
Washington	37,860	28,217	1.34	31	22	11
Minnesota	38,276	28,554	1.34	32	29	9
North Dakota	27,709	20,754	1.34	33	34	18
Tennessee	34,267	25,724	1.33	34	36	33
Virginia	36,116	27,315	1.32	35	40	32
Alabama	32,470	24,592	1.32	36	43	29
Oklahoma	30,187	22,901	1.32	37	45	42
New Mexico	29,715	22,604	1.31	38	38	22
New York	48,000	36,714	1.31	39	26	17
Massachusetts	44,101	33,765	1.31	40	37	15
New Hampshire	36,029	27,648	1.30	41	35	48
Utah	31,310	24,103	1.30	42	42	37
Georgia	35,679	27,611	1.29	43	46	35
Mississippi	27,662	21,461	1.29	44	39	43
Colorado	36,271	28,182	1.29	45	41	16
Arizona	33,208	25,923	1.28	46	44	26
Missouri	33,143	26,551	1.25	47	47	49
North Carolina	31,167	25,168	1.24	48	48	21
Louisiana	28,347	24,732	1.15	49	50	51
Texas	32,426	28,421	1.14	50	49	47
D.C.	42,424	40,195	1.06	51	51	25
U.S. AVERAGE	\$38,436	\$28,581	1.34			

TABLE I-6

**AVERAGE SALARY OF TEACHERS IN 1996-97 COMPARED TO
1996 PER CAPITA PERSONAL INCOME**

State	Average Teacher Salary	Per Capita Personal Income	Ratio of Salary to			Rank		
			Per Capita Income			96-97	95-96	86-87
			1996-97	1995-96	1986-87			
Alaska	49,140	24,398	2.01	2.03	2.37	1	1	1
Michigan	47,769	24,945	1.91	1.95	2.25	2	3	2
Pennsylvania	47,147	24,803	1.90	1.95	1.97	3	2	15
West Virginia	33,258	18,160	1.83	1.83	2.04	4	4	9
Oregon	41,093	23,074	1.78	1.82	2.02	5	5	13
Rhode Island	43,084	24,572	1.75	1.76	2.12	6	6	6
Indiana	38,722	22,601	1.71	1.74	1.95	7	9	17
Kentucky	33,802	19,797	1.71	1.75	2.02	8	7	14
California	42,992	25,346	1.70	1.75	1.86	9	8	27
Ohio	38,944	23,457	1.66	1.69	1.95	10	11	18
New York	48,000	29,181	1.64	1.73	1.87	11	10	26
South Carolina	32,659	19,977	1.63	1.65	2.08	12	16	8
Arkansas	30,987	18,959	1.63	1.65	1.89	13	14	23
Wisconsin	37,878	23,320	1.62	1.65	2.04	14	15	10
Alabama	32,470	20,131	1.61	1.62	2.11	15	20	7
Vermont	36,053	22,470	1.60	1.65	1.80	16	17	33
Idaho	31,818	19,837	1.60	1.61	1.88	17	22	24
Maine	33,676	21,011	1.60	1.63	1.67	18	18	42
Utah	31,310	19,595	1.60	1.66	2.14	19	12	4
New Jersey	49,786	31,334	1.59	1.62	1.57	20	19	49
New Mexico	29,715	18,803	1.58	1.61	2.17	21	23	3
Illinois	42,339	26,848	1.58	1.60	1.83	22	24	29
Mississippi	27,662	17,575	1.57	1.65	2.04	23	13	11
Nevada	40,817	26,011	1.57	1.60	1.79	24	25	34
Tennessee	34,267	21,949	1.56	1.56	1.91	25	30	22
Montana	29,958	19,214	1.56	1.58	2.03	26	27	12
Arizona	33,208	21,363	1.55	1.62	1.96	27	21	16
Georgia	35,679	22,977	1.55	1.55	1.86	28	34	28
Oklahoma	30,187	19,544	1.54	1.56	1.82	29	29	31
Connecticut	51,181	33,875	1.51	1.58	1.55	30	28	50
Washington	37,860	25,187	1.50	1.58	1.88	31	26	25
Hawaii	38,105	25,404	1.50	1.48	1.78	32	39	36
Delaware	41,436	27,724	1.49	1.55	1.83	33	33	30
Maryland	41,257	27,618	1.49	1.55	1.74	34	32	38
Iowa	33,272	22,306	1.49	1.56	1.71	35	31	41
Minnesota	38,276	25,663	1.49	1.54	1.92	36	35	21
Massachusetts	44,101	29,792	1.48	1.52	1.63	37	36	45
Wyoming	31,716	21,544	1.47	1.51	2.13	38	37	5
Texas	32,426	22,282	1.46	1.47	1.93	39	40	20
Louisiana	28,347	19,644	1.44	1.41	1.79	40	48	35
Missouri	33,143	23,022	1.44	1.47	1.72	41	42	40
Virginia	36,116	25,212	1.43	1.44	1.66	42	46	44
Kansas	33,150	23,165	1.43	1.48	1.63	43	38	46
Colorado	36,271	25,704	1.41	1.44	1.81	44	44	32
North Carolina	31,167	22,205	1.40	1.44	1.94	45	47	19
Florida	33,885	24,226	1.40	1.44	1.67	46	45	43
Nebraska	31,768	22,917	1.39	1.47	1.58	47	41	47
North Dakota	27,709	20,448	1.36	1.46	1.73	48	43	39
New Hampshire	36,029	26,615	1.35	1.39	1.37	49	49	51
South Dakota	27,072	20,895	1.30	1.37	1.58	50	50	48
D.C.	42,424	34,129	1.24	1.31	1.78	51	51	37
U.S. AVERAGE	\$38,436	\$24,426	1.57	1.61	1.80			

TABLE I-7

**STATE RANKINGS BY 1996-97 AVERAGE TEACHER SALARY
ADJUSTED BY THE 1996 AFT INTERSTATE COST-OF-LIVING INDEX**

State	Average Salary	Cost of Living Index	Salary Adjustment	Adjusted Average Salary	Adjusted Rank	Original Rank
Michigan	47,769	94.7	\$2,668	\$50,437	1	5
Pennsylvania	47,147	100.0	(11)	47,136	2	6
New York	48,000	109.7	(4,264)	43,736	3	4
Connecticut	51,181	118.8	(8,114)	43,067	4	1
New Jersey	49,786	115.7	(6,761)	43,025	5	2
Illinois	42,339	100.1	(25)	42,314	6	11
Indiana	38,722	92.1	3,318	42,040	7	17
Oregon	41,093	99.4	241	41,334	8	14
Delaware	41,436	101.6	(663)	40,773	9	12
Ohio	38,944	95.7	1,745	40,689	10	16
Wisconsin	37,878	94.3	2,269	40,147	11	20
Rhode Island	43,084	107.7	(3,081)	40,002	12	8
Minnesota	38,276	96.7	1,322	39,598	13	18
Alaska	49,140	125.0	(9,828)	39,312	14	3
Nevada	40,817	104.4	(1,707)	39,109	15	15
Massachusetts	44,101	113.7	(5,312)	38,788	16	7
Maryland	41,257	106.5	(2,518)	38,739	17	13
Georgia	35,679	92.8	2,762	38,441	18	26
Tennessee	34,267	89.9	3,833	38,100	19	27
Kentucky	33,802	88.7	4,297	38,099	20	29
West Virginia	33,258	88.6	4,267	37,525	21	32
California	42,992	115.4	(5,723)	37,269	22	9
Virginia	36,116	97.2	1,056	37,172	23	23
Vermont	36,053	97.9	763	36,816	24	24
Washington	37,860	103.6	(1,302)	36,558	25	21
Alabama	32,470	89.4	3,850	36,320	26	37
Iowa	33,272	91.7	2,994	36,266	27	31
Florida	33,885	93.7	2,271	36,156	28	28
Texas	32,426	89.9	3,639	36,065	29	38
South Carolina	32,659	90.8	3,295	35,954	30	36
Kansas	33,150	92.4	2,708	35,858	31	34
Colorado	36,271	102.2	(786)	35,485	32	22
Missouri	33,143	93.9	2,149	35,292	33	35
Arkansas	30,987	87.8	4,297	35,284	34	44
D.C.	42,424	122.0	(7,650)	34,774	35	10
Maine	33,676	97.3	939	34,615	36	30
Nebraska	31,768	92.1	2,726	34,494	37	40
Oklahoma	30,187	88.0	4,102	34,289	38	45
New Hampshire	36,029	105.8	(1,973)	34,056	39	25
North Carolina	31,019	91.5	2,885	33,905	40	43
Arizona	33,208	99.4	216	33,424	41	33
Idaho	31,818	95.9	1,368	33,186	42	39
Utah	31,310	96.4	1,173	32,483	43	42
Wyoming	31,716	98.1	600	32,316	44	41
Mississippi	27,662	88.1	3,751	31,413	45	50
Montana	29,958	95.5	1,407	31,365	46	46
Louisiana	28,347	90.7	2,899	31,246	47	48
New Mexico	29,715	96.4	1,103	30,818	48	47
South Dakota	27,072	89.9	3,053	30,125	49	51
North Dakota	27,709	93.6	1,908	29,617	50	49
Hawaii	38,105	130.0	(8,793)	29,311	51	19
U.S. AVERAGE	\$38,436	100.0	0	\$38,400		

TABLE I-8

**STATE RANKINGS BY 1996-97 AVERAGE TEACHER SALARY
ADJUSTED FOR DIFFERENCES IN TEACHING EXPERIENCE AMONG STAT**

	1996-97		Average	Experience			Adjusted Average Salary	Original Rank
	Starting Salary	Average Salary	Years of Exper- ience*	Annual Salary Change	Exceed- ing U.S. Average	Salary Adjust- ment		
Alaska	32,502	49,140	13.2	1,262	-2.0	2,531	51,671	3
New Jersey	28,039	49,786	16.6	1,309	1.4	-1,861	47,925	2
Connecticut	29,154	51,181	17.9	1,231	2.7	-3,330	47,851	1
New York	28,749	48,000	16.0	1,204	0.8	-952	47,048	4
Michigan	26,404	47,769	17.3	1,235	2.1	-2,598	45,170	5
Pennsylvania	29,426	47,147	18.2	976	3.0	-2,899	44,248	6
California	26,684	42,992	15.1	1,082	-0.1	137	43,129	9
Nevada	28,538	40,817	13.6	904	-1.6	1,449	42,266	15
Illinois	27,210	42,339	15.4	979	0.3	-248	42,091	11
Rhode Island	25,497	43,084	16.8	1,047	1.6	-1,687	41,397	8
Massachusetts	26,445	44,101	18.3	965	3.1	-2,999	41,101	7
Delaware	24,349	41,436	15.6	1,095	0.4	-446	40,990	12
Oregon	25,373	41,093	15.8	995	0.6	-606	40,487	14
Maryland	26,548	41,257	16.3	903	1.1	-986	40,271	13
D.C.	25,937	42,424	17.9	921	2.7	-2,494	39,930	10
Hawaii	25,965	38,105	15.0	809	-0.2	144	38,248	19
Washington	23,933	37,860	14.8	939	-0.4	336	38,196	21
Ohio	22,146	38,944	16.5	1,018	1.3	-1,331	37,613	16
Indiana	24,172	38,722	16.9	859	1.8	-1,505	37,217	17
Minnesota	25,600	38,276	17.0	747	1.8	-1,322	36,954	18
Georgia	25,434	35,679	13.5	757	-1.7	1,262	36,940	26
Wisconsin	24,830	37,878	16.9	774	1.7	-1,295	36,584	20
Virginia	24,774	36,116	14.7	773	-0.5	404	36,520	23
Colorado	23,068	36,271	15.0	881	-0.2	182	36,453	22
Vermont	24,934	36,053	14.8	753	-0.4	314	36,367	24
New Hampshire	23,690	36,029	15.0	825	-0.2	192	36,221	25
Arizona	24,286	33,208	12.9	689	-2.2	1,549	34,757	33
Florida	24,736	33,885	14.3	641	-0.9	586	34,471	28
Tennessee	21,705	34,267	15.5	810	0.3	-254	34,013	27
Kentucky	23,018	33,802	15.3	706	0.1	-62	33,740	29
Missouri	23,205	33,143	14.5	687	-0.7	506	33,649	35
Texas	24,079	32,426	13.3	625	-1.8	1,154	33,580	38
Kansas	21,909	33,150	14.8	758	-0.4	277	33,427	34
Maine	21,108	33,676	15.7	801	0.5	-398	33,278	30
Idaho	19,715	31,818	13.6	890	-1.6	1,421	33,239	39
South Carolina	22,681	32,659	14.5	688	-0.7	478	33,137	36
Utah	21,475	31,310	13.3	741	-1.9	1,418	32,728	42
Alabama	26,717	32,470	14.7	392	-0.5	201	32,671	37
West Virginia	22,278	33,258	16.9	649	1.7	-1,123	32,135	32
Iowa	21,884	33,272	17.2	663	2.0	-1,316	31,956	31
North Carolina	21,136	31,167	14.5	690	-0.7	457	31,624	43
Wyoming	22,010	31,716	15.6	623	0.4	-246	31,470	41
Nebraska	21,189	31,768	15.9	666	0.7	-455	31,313	40
Arkansas	20,680	30,987	15.0	685	-0.1	103	31,090	44
New Mexico	22,840	29,715	13.1	523	-2.1	1,074	30,789	47
Montana	20,592	29,958	14.0	667	-1.2	771	30,729	46
Oklahoma	23,847	30,187	14.2	447	-1.0	445	30,632	45
Louisiana	21,087	28,347	14.1	514	-1.1	546	28,893	48
Mississippi	20,264	27,662	14.4	514	-0.8	406	28,068	50
North Dakota	18,889	27,709	14.9	593	-0.3	184	27,893	49
South Dakota	19,820	27,072	15.0	483	-0.2	89	27,161	51
U.S. AVERAGE	\$25,012	\$38,436	15.2	\$884	0.0	0	\$38,436	

* Sum of full-time public school teaching experience (U.S. average is 14.5 yrs), and private school (U.S. average is 0.51 years) and one-half of part time public experience (U.S. average is 0.47 years). Data from the U.S. Department of Education 1990-91 Schools and Staffing Survey.

TABLE I-9

**BEGINNING AND AVERAGE TEACHER SALARY IN 1996-97
RANKED BY AVERAGE SALARY WITHIN REGION**

State	Average Salary	Beginning Salary	State	Average Salary	Beginning Salary
NEW ENGLAND			SOUTHEAST		
Connecticut	51,181	29,154	Virginia	36,116	24,774
Massachusetts	44,101	26,445	Georgia	35,679	25,434
Rhode Island	43,084	25,497	Tennessee	34,267	21,705
Vermont	36,053	24,934	Florida	33,885	24,736
New Hampshire	36,029	23,690	Kentucky	33,802	23,018
Maine	33,676	21,108	West Virginia	33,258	22,278
			South Carolina	32,659	22,681
MIDEAST			Alabama	32,470	26,717
New Jersey	49,786	28,039	North Carolina	31,167	21,136
New York	48,000	28,749	Arkansas	30,987	20,680
Pennsylvania	47,147	29,426	Louisiana	28,347	21,087
D.C.	42,424	25,937	Mississippi	27,662	20,264
Delaware	41,436	24,349			
Maryland	41,257	26,548	ROCKY MOUNTAINS		
			Colorado	36,271	23,068
GREAT LAKES			Idaho	31,818	19,715
Michigan	47,769	26,404	Wyoming	31,716	22,010
Illinois	42,339	27,210	Utah	31,310	21,475
Ohio	38,944	22,146	Montana	29,958	20,592
Indiana	38,722	24,172			
Minnesota	38,276	25,600	FAR WEST		
Wisconsin	37,878	24,830	California	42,992	26,684
			Oregon	41,093	25,373
PLAINS			Nevada	40,817	28,538
Iowa	33,272	21,884	Washington	37,860	23,933
Kansas	33,150	21,909			
Missouri	33,143	23,205	Alaska	49,140	32,502
Nebraska	31,768	21,189	Hawaii	38,105	25,965
North Dakota	27,709	18,889			
South Dakota	27,072	19,820	U.S. AVERAGE	\$38,436	\$25,012
SOUTHWEST					
Arizona	33,208	24,286			
Texas	32,426	24,079			
Oklahoma	30,187	23,847			
New Mexico	29,715	22,840			

Technical Notes

Social Security and Retirement Contributions. Contributions toward federal social security and retirement vary among states and should be considered in making interstate salary comparisons. The average salary data presented in this study already includes the pension pick-up of employers for the employee share mandated in Oregon and Nevada. The Illinois data also averages in pension pick-ups where they exist. Most states allow pension pick-ups (all systems requiring employee contributions except Arkansas, Missouri, Arizona, Vermont, Delaware, Massachusetts, and Connecticut). The value of pension pick-ups may be included in the average salary data presented elsewhere in this report. As shown in Table I-3, 11 states do not participate in the federal Social Security system (although all new teachers must participate in the Medicare portion of Social Security at a rate of about 1.5 percent of pay). In 5 states--Maryland, Hawaii, Florida, Tennessee, and Utah--the teacher retirement programs do not require any contributions from teachers. In Nevada and Oregon, where pension pick-ups are mandated, the employee's share (9.5 percent in Nevada and 6.0 percent in Oregon) has been added to the average salary figures reported throughout this study.

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

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

Teacher Salaries Adjusted by the AFT Cost of Living Index. While the greatest variation in cost of living occurs 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-7.

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

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

Teacher Salaries Adjusted for Interstate Differences in Teacher Experience.

According to the School and Staffing Survey of the U.S. Department of Education, the average experience of teachers is 15.2 years and ranges from a low of 13.3 years in Utah to 17.9 years in the Connecticut. By taking the difference between the average salary and the beginning salary (see Table III-1) and dividing by the average number of years of experience, an annual salary change is calculated in Table I-8. The annual change averages \$865--about 2.4 percent of the national average--and ranges from \$352 in Oklahoma to \$1,260 in Michigan. After applying the salary adjustment to the average salary, Alaska, Connecticut, New York, New Jersey, Michigan, and Pennsylvania still rank as the 6 highest paying states, although the order is changed.

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

Highlights

- In 1996-97, the average teacher salary increased 2.2 percent compared to an inflation rate of just 1.7 percent, the largest inflation-adjusted salary increase since 1993. See Table II-1 and Figure II-1.
- After adjusting for inflation, the 1996-97 average teacher salary of \$38,436 is lower than it was in 1990. It is just \$1,600 more than the \$36,833 (1997 dollars) average teacher salary recorded in 1972. This increase averages about \$60 per year. See Table II-1; and Figures 4 and Figure 5.
- Teacher salaries barely kept pace with the growth in per capita gross domestic product over the past decade. The ratio of 1.30 falls short of the 1.76 ratio in 1971 and the 1.82 ratio in 1961. In fact, the teacher pay to per capita GDP ratio was 1.44 in 1983, the year the report *A Nation at Risk* highlighted low teacher pay as a major problem in American education. See Table II-1, and Figure II-3.
- In both 1956 and 1981, teacher salaries matched the mean annual earnings of the full-time worker in the U.S. economy, but teachers had a 21 percent advantage by 1991. The advantage fell to 1.16 in 1997. See Table II-2 and Figure II-2.
- Teachers earned 6 percent more than the average government worker in 1997, below the 11 percent advantage they enjoyed in 1962, 1968 and 1969. See Table II-2 and Figure II-2.
- Teacher salaries now account for a much smaller proportion of total education spending compared to 30 years ago (See Table II-3 and Figure II-5). In 1960-61, the average percentage of educational expenditures devoted to teacher salaries was 51 percent, but in 1996-97 teacher salaries made up just 38 percent of educational spending--the lowest percentage ever.
- The average teacher had an estimated 16.0 years of experience in 1996-97 compared to 10.7 years in 1972. After adjusting for the experience differential, the average teacher now earns \$2,400 (1997 dollars) less than a teacher with 16.0 years of experience in 1972. See Table II-4 and Figures II-6 and II-7.
- Salaries in other white collar occupations remain high compared to teachers (ranging from 74 percent more for attorneys to 10 percent more for accountants), but the earnings advantage of these white collar occupations has changed little since the early 1980's and is lower than in 1962. Some of the relative decline of earnings in other occupations is attributable to a broadening of data collection to smaller firms. See Table II-5, and Figures 8 and II-8.

- Salaries of both full and assistant professors have grown at a slightly better rate as teacher salaries since 1984. See Table II-5 and Figure II-8.
- Since 1975-76, average teacher salaries increased 218 percent and beginning teacher salaries rose 195 percent. Principals and all hourly workers except teacher aides experienced salary growth slower than teachers. Central office secretaries and instructional aides showed gains similar teachers. See Table II-6.
- Health insurance costs of teachers paid by employers has declined from 7.1 percent of total compensation in 1992-93 to 6.2 percent in 1996-97. See Table II-7

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

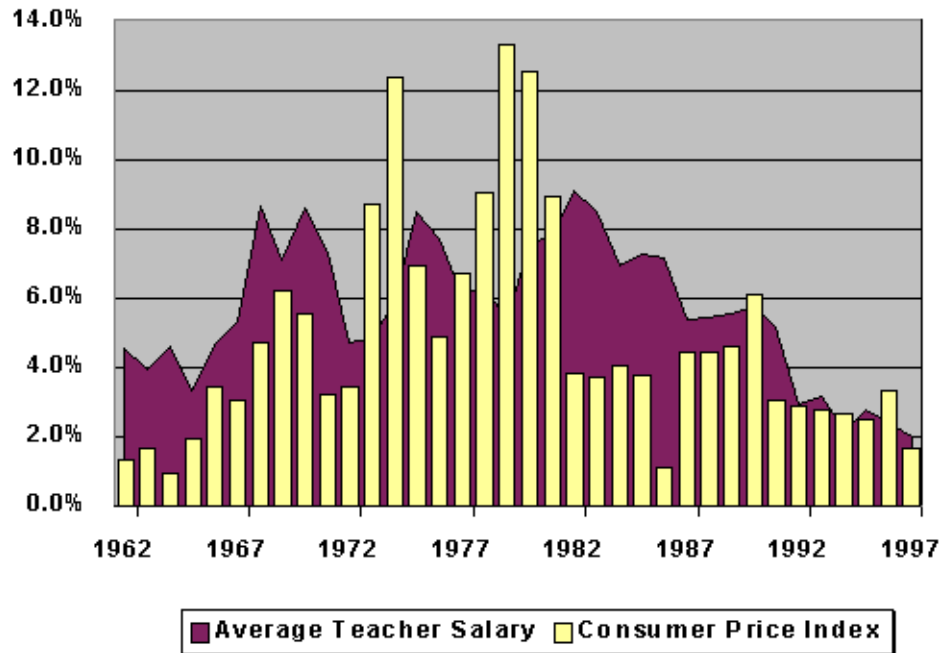


Figure II-2. Trends in Annual Earnings of Teachers, Government Workers, and All Workers

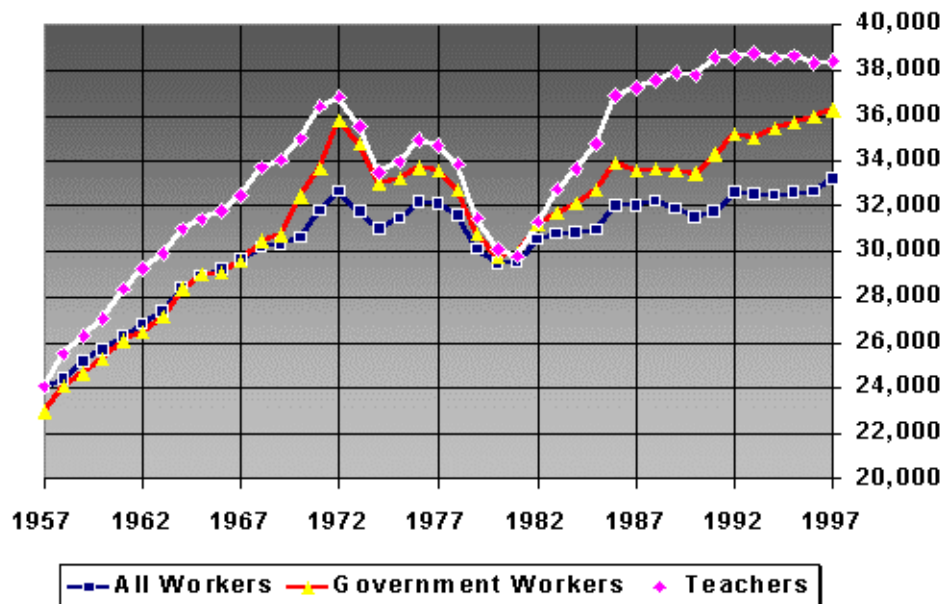


TABLE II-1

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

	Average Teacher Salary		Consumer Price Index		Average Teacher Salary (1997 Dollars)		Per Capita Gross Domestic Product		Teacher Salary To Per Capita GDP Ratio
	Salary	Change	CPI	Change	Salary	Change	GDP	Change	
1997	\$38,436	2.2%	161.3	1.7%	\$38,436	0.5%	29,501 *	3.5% *	1.30
1996	37,594	2.3%	158.6	3.3%	38,234	-1.0%	28,503	3.5%	1.32
1995	36,766	2.8%	153.5	2.5%	38,634	0.3%	27,545	3.5%	1.33
1994	35,764	2.2%	149.7	2.7%	38,535	-0.5%	26,606	8.2%	1.34
1993	35,004	3.2%	145.8	2.7%	38,725	0.4%	24,600	4.1%	1.42
1992	33,927	2.9%	141.9	2.9%	38,565	0.0%	23,637	4.4%	1.44
1991	32,960	5.1%	137.9	3.1%	38,553	2.0%	22,647	2.1%	1.46
1990	31,347	5.8%	133.8	6.1%	37,790	-0.3%	22,189	4.5%	1.41
1989	29,636	5.6%	126.1	4.6%	37,909	0.9%	21,224	8.7%	1.40
1988	28,071	5.5%	120.5	4.4%	37,576	1.0%	19,523	7.0%	1.44
1987	26,615	5.4%	115.4	4.4%	37,201	0.9%	18,254	5.6%	1.46
1986	25,260	7.2%	110.5	1.1%	36,873	6.0%	17,283	4.4%	1.46
1985	23,572	7.3%	109.3	3.8%	34,786	3.3%	16,559	5.6%	1.42
1984	21,974	6.9%	105.3	4.1%	33,660	2.8%	15,686	10.0%	1.40
1983	20,547	8.5%	101.2	3.7%	32,749	4.6%	14,265	6.4%	1.44
1982	18,945	9.1%	97.6	3.8%	31,310	5.1%	13,412	2.6%	1.41
1981	17,364	7.9%	94.0	8.9%	29,796	-1.0%	13,067	10.8%	1.33
1980	16,100	7.5%	86.3	12.5%	30,092	-4.4%	11,794	7.8%	1.37
1979	14,970	5.4%	76.7	13.3%	31,482	-7.0%	10,943	9.9%	1.37
1978	14,207	6.4%	67.7	9.0%	33,849	-2.4%	9,961	11.6%	1.43
1977	13,352	6.0%	62.1	6.7%	34,681	-0.6%	8,927	10.4%	1.50
1976	12,591	7.7%	58.2	4.9%	34,896	2.7%	8,088	10.5%	1.56
1975	11,690	8.5%	55.5	6.9%	33,975	1.4%	7,321	7.6%	1.60
1974	10,778	5.9%	51.9	12.3%	33,497	-5.7%	6,805	7.3%	1.58
1973	10,176	4.9%	46.2	8.7%	35,528	-3.5%	6,343	10.7%	1.60
1972	9,705	4.7%	42.5	3.4%	36,833	1.3%	5,732	8.7%	1.69
1971	9,269	7.3%	41.1	3.3%	36,377	3.9%	5,272	7.2%	1.76
1970	8,635	8.6%	39.8	5.6%	34,996	2.9%	4,919	4.0%	1.76
1969	7,952	7.1%	37.7	6.2%	34,023	0.9%	4,728	6.9%	1.68
1968	7,423	8.7%	35.5	4.7%	33,728	3.8%	4,423	8.2%	1.68
1967	6,830	5.3%	33.9	3.0%	32,498	2.2%	4,088	4.6%	1.67
1966	6,485	4.7%	32.9	3.5%	31,794	1.2%	3,909	2.6%	1.66
1965	6,195	3.3%	31.8	1.9%	31,423	1.4%	3,810	13.1%	1.63
1964	5,995	4.6%	31.2	1.0%	30,993	3.6%	3,369	5.6%	1.78
1963	5,732	3.9%	30.9	1.6%	29,921	2.3%	3,191	4.0%	1.80
1962	5,515	4.5%	30.4	1.3%	29,262	3.2%	3,068	6.0%	1.80
1961	5,275	5.6%	30.0	0.7%	28,362	4.9%	2,895	1.9%	1.82
1960	4,995	4.1%	29.8	1.4%	27,037	2.7%	2,841		1.76
1959	4,797	4.9%	29.4	1.7%	26,318	3.2%			
1958	4,571	7.8%	28.9	1.8%	25,512	6.0%			
1957	4,239	4.5%	28.4	2.9%	24,076	1.6%			
1956	4,055		27.6		23,698				

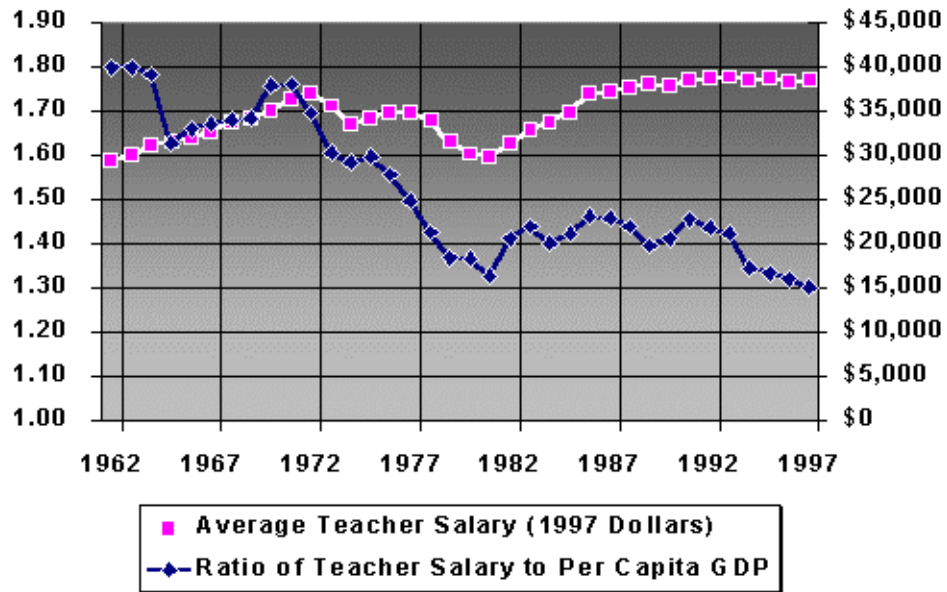
* Estimated

TABLE I-2

TRENDS IN THE AVERAGE SALARY, 1994-95 TO 1996-97

State	Average Salary						Percent Change		
	1994-95	Rank	1995-96	Rank	1996-97	Rank	1994-95 to 1995-96	1995-96 to 1996-97	1994-95 to 1996-97
	Connecticut	50,598	1	50,938	1	51,181	1	0.7%	0.5%
New Jersey	47,038	4	48,751	3	49,786	2	3.6%	2.1%	5.8%
Alaska	47,349	3	49,148	2	49,140	3	3.8%	0.0%	3.8%
New York	47,612	2	48,115	4	48,000	4	1.1%	-0.2%	0.8%
Michigan	46,500	5	46,832	5	47,769	5	0.7%	2.0%	2.7%
Pennsylvania	44,510	6	46,087	6	47,147	6	3.5%	2.3%	5.9%
Massachusetts	40,976	9	43,025	7	44,101	7	5.0%	2.5%	7.6%
Rhode Island	40,729	10	41,829	10	43,084	8	2.7%	3.0%	5.8%
California	41,053	8	42,259	9	42,992	9	2.9%	1.7%	4.7%
D.C.	42,424	7	42,424	8	42,424	10	0.0%	0.0%	0.0%
Illinois	39,445	12	40,890	12	42,339	11	3.7%	3.5%	7.3%
Delaware	39,076	13	40,533	13	41,436	12	3.7%	2.2%	6.0%
Maryland	40,661	11	41,186	11	41,257	13	1.3%	0.2%	1.5%
Oregon	38,392	14	39,706	14	41,093	14	3.4%	3.5%	7.0%
Nevada	38,080	15	39,535	15	40,817	15	3.8%	3.2%	7.2%
Ohio	36,966	18	38,087	16	38,944	16	3.0%	2.3%	5.4%
Indiana	36,785	19	37,675	18	38,722	17	2.4%	2.8%	5.3%
Minnesota	35,948	21	37,161	19	38,276	18	3.4%	3.0%	6.5%
Hawaii	37,443	16	37,044	20	38,105	19	-1.1%	2.9%	1.8%
Wisconsin	37,171	17	36,964	21	37,878	20	-0.6%	2.5%	1.9%
Washington	36,142	20	37,853	17	37,860	21	4.7%	0.0%	4.8%
Colorado	34,571	24	35,364	24	36,271	22	2.3%	2.6%	4.9%
Virginia	33,995	25	34,792	25	36,116	23	2.3%	3.8%	6.2%
Vermont	35,207	22	35,526	23	36,053	24	0.9%	1.5%	2.4%
New Hampshire	34,720	23	35,792	22	36,029	25	3.1%	0.7%	3.8%
Georgia	32,198	30	33,869	26	35,679	26	5.2%	5.3%	10.8%
Tennessee	32,477	28	33,126	28	34,267	27	2.0%	3.4%	5.5%
Florida	32,600	26	33,330	27	33,885	28	2.2%	1.7%	3.9%
Kentucky	32,434	29	32,935	29	33,802	29	1.5%	2.6%	4.2%
Maine	31,972	31	32,869	30	33,676	30	2.8%	2.5%	5.3%
Iowa	31,511	34	32,372	33	33,272	31	2.7%	2.8%	5.6%
West Virginia	31,944	32	32,155	35	33,258	32	0.7%	3.4%	4.1%
Arizona	32,574	27	32,843	31	33,208	33	0.8%	1.1%	1.9%
Kansas	31,909	33	32,429	32	33,150	34	1.6%	2.2%	3.9%
Missouri	31,188	37	32,323	34	33,143	35	3.6%	2.5%	6.3%
South Carolina	30,279	41	31,622	36	32,659	36	4.4%	3.3%	7.9%
Alabama	31,112	38	31,324	40	32,470	37	0.7%	3.7%	4.4%
Texas	31,223	36	31,400	39	32,426	38	0.6%	3.3%	3.9%
Idaho	29,783	42	30,891	41	31,818	39	3.7%	3.0%	6.8%
Nebraska	30,922	39	31,496	38	31,768	40	1.9%	0.9%	2.7%
Wyoming	31,285	35	31,571	37	31,716	41	0.9%	0.5%	1.4%
Utah	29,081	44	30,587	42	31,310	42	5.2%	2.4%	7.7%
North Carolina	30,768	40	30,411	43	31,019	43	-1.2%	2.0%	0.8%
Arkansas	29,359	43	29,964	44	30,987	44	2.1%	3.4%	5.5%
Oklahoma	28,871	45	29,177	47	30,187	45	1.1%	3.5%	4.6%
Montana	28,785	46	29,364	45	29,958	46	2.0%	2.0%	4.1%
New Mexico	28,493	47	29,285	46	29,715	47	2.8%	1.5%	4.3%
Louisiana	26,461	49	26,800	50	28,347	48	1.3%	5.8%	7.1%
North Dakota	26,317	50	26,966	49	27,709	49	2.5%	2.8%	5.3%
Mississippi	26,801	48	27,692	48	27,662	50	3.3%	-0.1%	3.2%
South Dakota	26,037	51	26,346	51	27,072	51	1.2%	2.8%	4.0%
U.S. Average	\$ 36,796		\$ 37,594		\$ 38,436		2.2%	2.2%	4.5%
Virgin Islands	31,372		31,372		33,216		0.0%	5.9%	5.9%
Guam	n.a.		32,953		33,854		n.a.	2.7%	n.a.

**Figure II-3. Growth in Teacher Salaries
Contrasts with the Decline in the Ratio of
Teacher Pay to GDP Per Capita**



**Figure II-4. Percent of Education Spending
Devoted to Teacher Salaries**

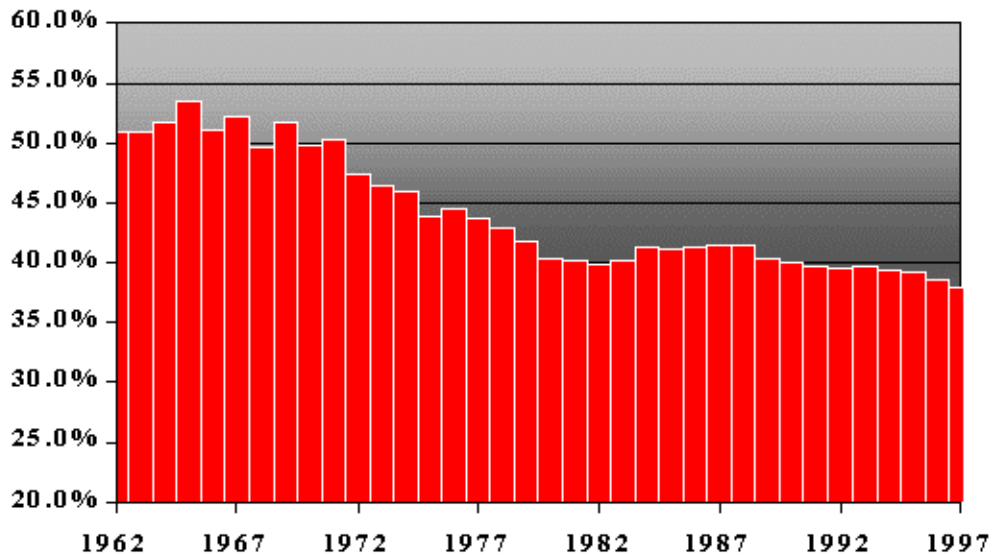


TABLE II-3

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

	Public K-12 Teachers (Thous.)	Average Teacher Salary	Total Teacher Salaries (Bils.)	Total K-12 Costs (Bils.)	Teacher Share of K-12 Costs	Gross Domestic Product (Bils.)	K-12 Costs Share Of GDP	Percent increase From 1961:			
								Average Teacher Salary	Total Teacher Salaries	Total K-12 Costs	GDP
1997	2,682	\$38,436	\$103.1	\$272.4	37.8%	\$7,874	3.5%	629%	1288%	1766%	1435%
1996	2,644	37,594	99.4	257.7	38.6%	7,593	3.4%	613%	1238%	1665%	1380%
1995	2,608	36,776	95.9	244.1	39.3%	7,247	3.4%	597%	1191%	1572%	1313%
1994	2,552	35,764	91.3	231.5	39.4%	6,937	3.3%	578%	1129%	1486%	1252%
1993	2,504	35,004	87.7	220.9	39.7%	6,553	3.4%	564%	1080%	1413%	1177%
1992	2,459	33,927	83.4	211.2	39.5%	6,245	3.4%	543%	1023%	1347%	1117%
1991	2,431	32,960	80.1	202.0	39.7%	5,722	3.5%	525%	979%	1284%	1015%
1990	2,398	31,347	75.2	187.6	40.1%	5,546	3.4%	494%	912%	1185%	981%
1989	2,357	29,636	69.9	173.0	40.4%	5,250	3.3%	462%	840%	1085%	923%
1988	2,323	28,071	65.2	157.1	41.5%	4,809	3.3%	432%	778%	976%	837%
1987	2,279	26,615	60.7	146.4	41.4%	4,452	3.3%	405%	717%	903%	768%
1986	2,244	25,260	56.7	137.2	41.3%	4,176	3.3%	379%	663%	840%	714%
1985	2,207	23,572	52.0	126.3	41.2%	3,962	3.2%	347%	600%	765%	672%
1984	2,168	21,974	47.6	115.4	41.3%	3,717	3.1%	317%	541%	690%	625%
1983	2,121	20,547	43.6	108.3	40.2%	3,349	3.2%	290%	487%	642%	553%
1982	2,125	18,945	40.3	101.1	39.8%	3,118	3.2%	259%	442%	592%	508%
1981	2,184	17,364	37.9	94.3	40.2%	3,007	3.1%	229%	411%	546%	486%
1980	2,183	16,100	35.1	87.0	40.4%	2,686	3.2%	205%	373%	496%	424%
1979	2,206	14,970	33.0	79.0	41.8%	2,462	3.2%	184%	345%	441%	380%
1978	2,209	14,207	31.4	73.1	42.9%	2,217	3.3%	169%	323%	401%	332%
1977	2,186	13,352	29.2	66.9	43.6%	1,965	3.4%	153%	293%	358%	283%
1976	2,196	12,591	27.6	62.1	44.5%	1,763	3.5%	139%	272%	325%	244%
1975	2,155	11,690	25.2	57.3	44.0%	1,582	3.6%	122%	239%	292%	208%
1974	2,133	10,778	23.0	50.0	46.0%	1,455	3.4%	104%	210%	242%	184%
1973	2,103	10,176	21.4	46.1	46.4%	1,344	3.4%	93%	188%	216%	162%
1972	2,063	9,705	20.0	42.2	47.4%	1,203	3.5%	84%	170%	189%	135%
1971	2,055	9,269	19.0	37.9	50.3%	1,094	3.5%	76%	156%	160%	113%
1970	2,013	8,635	17.4	34.9	49.8%	1,008	3.5%	64%	134%	139%	96%
1969	1,935	7,952	15.4	29.8	51.6%	958	3.1%	51%	107%	104%	87%
1968	1,855	7,423	13.8	27.7	49.7%	887	3.1%	41%	85%	90%	73%
1967	1,789	6,830	12.2	23.4	52.2%	812	2.9%	29%	65%	60%	58%
1966	1,710	6,485	11.1	21.7	51.1%	768	2.8%	23%	49%	49%	50%
1965	1,648	6,195	10.2	19.1	53.5%	701	2.7%	17%	37%	31%	37%
1964	1,578	5,995	9.5	18.3	51.7%	646	2.8%	14%	27%	25%	26%
1963	1,508	5,732	8.6	17.0	50.8%	603	2.8%	9%	16%	16%	18%
1962	1,461	5,515	8.1	15.8	51.0%	572	2.8%	5%	8%	8%	12%
1961	1,408	5,275	7.4	14.6	50.9%	513	2.8%	0%	0%	0%	0%

Figure II-5. Teacher Salary Growth Lags Behind Growth in Education Spending

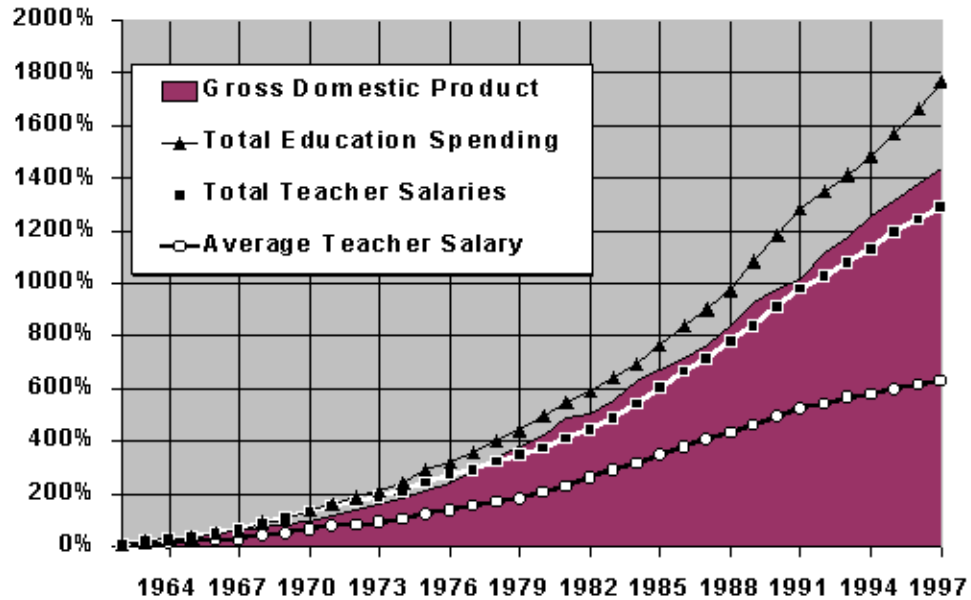


Figure II-6. The Average Teacher Salary Compared to the Average Experience Level of Teachers

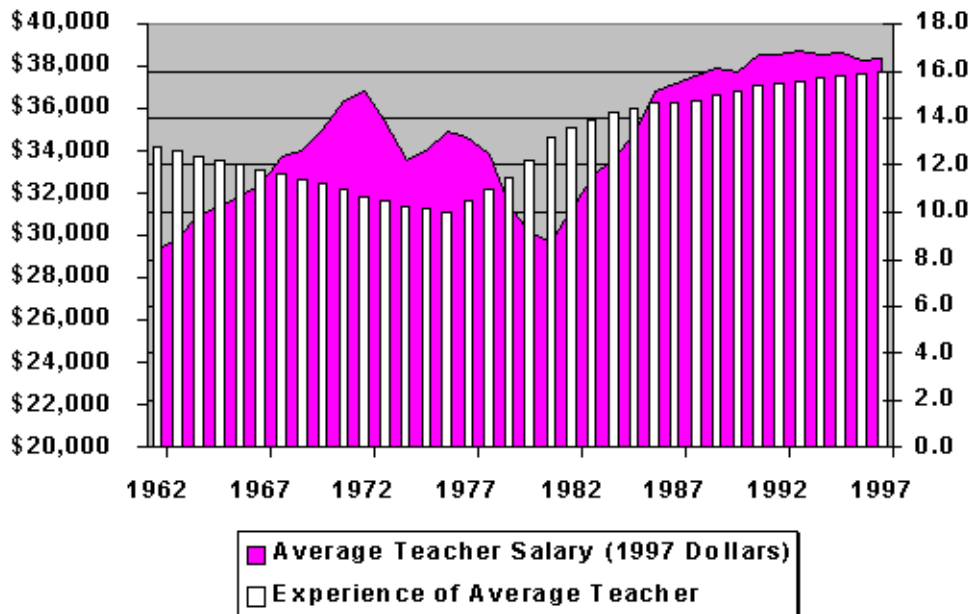


TABLE II-4

TRENDS IN TEACHER SALARIES RELATED TO TEACHER EXPERIENCE

	Public K-12 Teachers		Average Experience	Difference	Salary Effect*		Average Salary (1997 Dollars)	Adjusted Average Salary
	(Thous.)	Change		From 1997 Levels	Dollars	Percent		
1997	2682	1.5%	16.0	0	\$0	0.0%	\$38,436	\$38,436
1996	2,644	1.5%	15.9	-0.1	85	0.2%	38,234	38,319
1995	2,608	2.2%	15.8	-0.2	170	0.4%	38,634	38,804
1994	2,552	1.9%	15.7	-0.3	255	0.7%	38,535	38,791
1993	2,504	1.8%	15.6	-0.4	340	0.9%	38,725	39,066
1992	2,459	1.2%	15.5	-0.5	425	1.1%	38,565	38,991
1991	2,431	1.4%	15.4	-0.7	596	1.5%	38,553	39,148
1990	2,398	1.8%	15.2	-0.9	766	2.0%	37,790	38,555
1989	2,356	1.4%	15.0	-1.1	936	2.5%	37,909	38,845
1988	2,323	1.9%	14.8	-1.2	1,021	2.7%	37,576	38,596
1987	2,279	1.6%	14.7	-1.3	1,106	3.0%	37,201	38,307
1986	2,244	1.7%	14.6	-1.5	1,276	3.5%	36,873	38,149
1985	2,207	1.8%	14.4	-1.7	1,446	4.2%	34,786	36,233
1984	2,168	2.2%	14.2	-2	1,702	5.1%	33,660	35,362
1983	2,121	-0.2%	13.9	-2.3	1,957	6.0%	32,749	34,706
1982	2,125	-2.7%	13.6	-2.7	2,297	7.3%	31,310	33,607
1981	2,184	0.0%	13.2	-3.7	3,148	10.6%	29,796	32,944
1980	2,183	-1.0%	12.2	-4.4	3,743	12.4%	30,092	33,835
1979	2,206	-0.1%	11.5	-4.9	4,169	13.2%	31,482	35,651
1978	2,209	1.1%	11.0	-5.4	4,594	13.6%	33,849	38,443
1977	2,186	-0.5%	10.5	-5.9	5,020	14.5%	34,681	39,700
1976	2,196	1.9%	10	-5.8	4,935	14.1%	34,896	39,830
1975	2,155	1.0%	10.1	-5.6	4,764	14.0%	33,975	38,739
1974	2,133	1.4%	10.3	-5.4	4,594	13.7%	33,497	38,091
1973	2,103	1.9%	10.5	-5.2	4,424	12.5%	35,528	39,952
1972	2,063	0.4%	10.7	-4.9	4,169	11.3%	36,833	41,002
1971	2,055	2.1%	11	-4.7	3,999	11.0%	36,377	40,376
1970	2,013	4.0%	11.2	-4.5	3,829	10.9%	34,996	38,824
1969	1,935	4.3%	11.4	-4.3	3,658	10.8%	34,023	37,681
1968	1,855	3.7%	11.6	-4.1	3,488	10.3%	33,728	37,216
1967	1,789	4.6%	11.8	-3.9	3,318	10.2%	32,498	35,816
1966	1,710	3.8%	12	-3.7	3,148	9.9%	31,794	34,942
1965	1,648	4.4%	12.2	-3.5	2,978	9.5%	31,423	34,401
1964	1,578	4.6%	12.4	-3.3	2,808	9.1%	30,993	33,801
1963	1,508	3.2%	12.6	-3.1	2,637	8.8%	29,921	32,559
1962	1,461	3.8%	12.8	-2.9	2,467	8.4%	29,262	31,729
1961	1,408		13.0		0	0.0%	28,362	28,362

* Over 15.9 years, teachers progress from a beginning salary of \$24,507 to an average salary of \$37,643, equal to \$826 a year, or 2.2% of the average 1996 salary.

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

Figure II-7. Trends in Annual Earnings of Teachers, Controlling for Work Experience

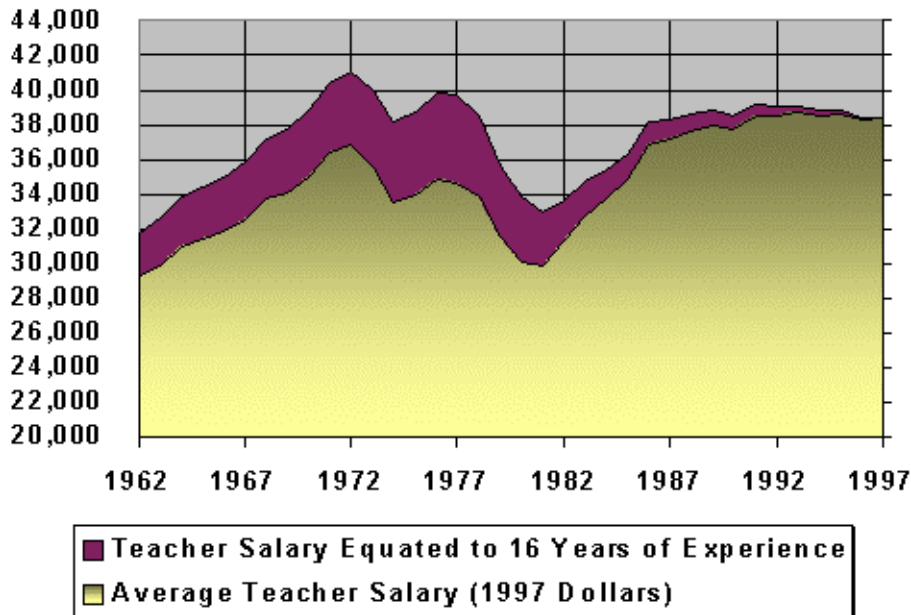


Figure II-8. Trends in the Average Salaries of Teachers and Selected White-Collar Occupation(1997 Dollars)

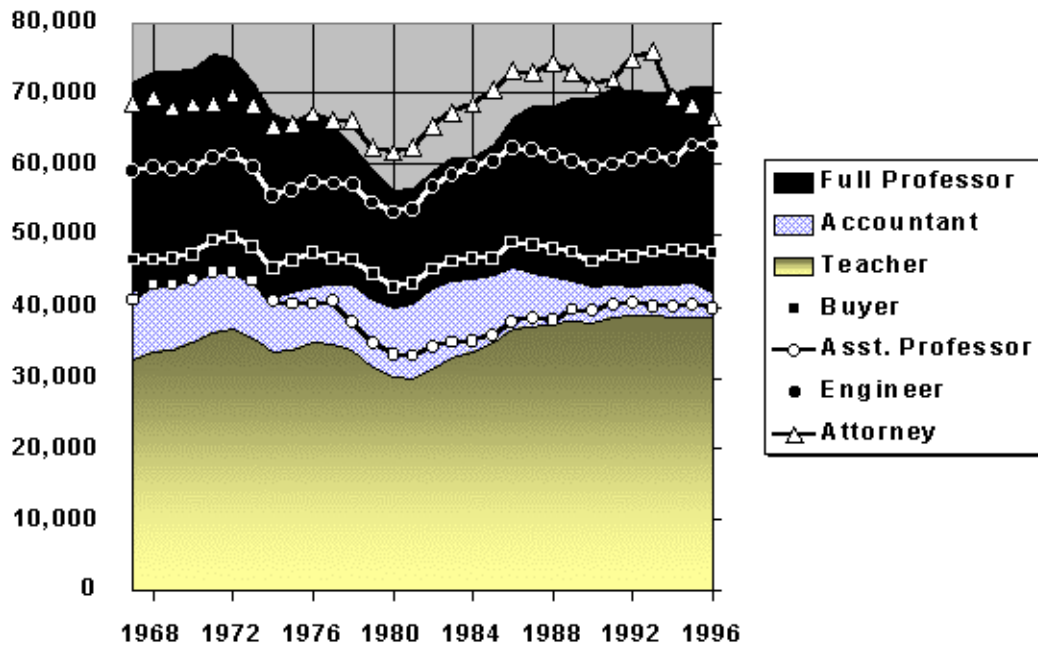


TABLE II-5

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

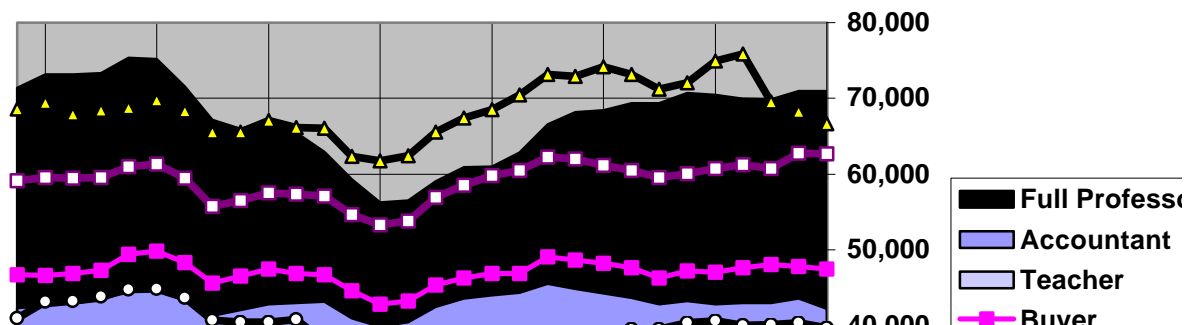
	Mean Teacher Salary	Account- ant III	Buyer/ Contract Specialist III	Attorney III	Computer Systems Analyst III	Engineer IV	Full Prof. Public Doctoral	Assistant Prof. Public- Com- prehensive
1997 **	\$38,436						\$72,220	\$40,177
1996	37,594	\$41,444	\$46,662	\$65,472	\$58,529	\$61,613	69,760	39,000
1995	36,766	41,444	45,500	64,948	56,784	59,748	67,560	38,360
1994	35,764	39,884	44,616	64,532	54,548	56,368	64,860	37,220
1993	35,004	38,844	43,056	68,585	54,632	55,328	63,250	36,160
1992	34,027	37,648	41,392	65,884	53,300	53,404	61,950	35,730
1991	32,960	36,919	40,344	61,568	49,993	51,315	60,450	34,460
1990	31,347	35,489	38,385	59,087	47,958	49,365	57,520	32,730
1989	29,636	34,134	37,234	57,172	45,911	47,291	54,240	30,900
1988 *	28,071	33,028	36,040	55,407	45,093	45,680	51,080	28,380
1987 *	26,615	32,074	34,818	52,158	43,592	44,360	48,740	27,520
1986 *	25,260	31,143	33,580	50,119	41,548	42,667	45,600	26,000
1985	23,572	30,037	31,774	47,742	39,633	40,991	42,600	24,400
1984	21,974	28,721	30,610	44,743	38,057	39,005	39,800	23,000
1983	20,547	27,346	29,033	42,271	na	36,726	38,200	22,000
1982	18,945	25,673	27,424	39,649	na	34,443	35,700	20,800
1981	17,364	23,545	25,196	36,373	na	31,352	32,900	19,300
1980	16,100	21,299	22,904	33,034	na	28,486	30,100	17,800
1979	14,970	19,468	21,200	29,644	na	25,989	28,200	16,600
1978	14,207	18,115	19,590	27,738	na	23,972	26,400	15,900
1977	13,352	16,545	18,021	25,460	na	22,072	25,200	15,700
1976	12,591	15,428	17,122	24,205	na	20,749	24,200	14,600
1975	11,690	14,458	15,995	22,558	na	19,443	22,700	13,900
1974	10,778	13,285	14,659	21,082	na	17,929	21,600	13,100
1973	10,176	12,472	13,835	19,565	na	17,030	20,500	12,500
1972	9,705	11,879	13,117	18,392	na	16,159	19,800	11,800
1971	9,269	11,383	12,585	17,509	na	15,535	19,200	11,400
1970	8,635	10,686	11,665	16,884	na	14,695	18,100	10,800
1969	7,952	10,029	10,942	15,879	na	13,893	17,100	10,100
1968	7,423	9,367	10,260	15,283	na	13,095	16,100	9,500
1967	6,830	8,879	9,819	14,419	na	12,424	15,000	8,600
1966	6,485	8,328	9,252	14,052	na	11,784	14,100	8,300
1965	6,195	8,124	na	13,644	na	11,376	13,200	7,900
1964	5,995	7,908	na	12,816	na	11,016	12,500	7,700
1963	5,732	7,668	na	12,300	na	10,728	11,800	7,500
1962	5,515	7,416	na	11,844	na	10,248	na	na

(1997 DOLLARS)

**	Teacher	Accountant	Buyer	Attorney	Computer / Engineer	Full Profess	Asst. Professor	
1996	38,242	\$42,159	\$47,467	\$66,601	\$59,538	\$62,676	70,963	39,673
1995	38,634	43,550	47,812	68,248	59,669	62,784	70,993	40,309
1994	38,535	42,975	48,073	69,532	58,775	60,736	69,886	40,104
1993	38,725	42,974	47,633	75,876	60,440	61,210	69,974	40,004
1992	38,679	42,795	47,051	74,891	60,587	60,705	70,420	40,615
1991	38,553	43,184	47,190	72,015	58,476	60,023	70,708	40,307
1990	37,790	42,783	46,274	71,231	57,815	59,511	69,342	39,457
1989	37,909	43,662	47,628	73,131	58,727	60,492	69,381	39,526
1988 *	37,576	44,211	48,243	74,167	60,361	61,147	68,375	37,989
1987 *	37,201	44,831	48,667	72,904	60,931	62,004	68,126	38,466
1986 *	36,873	45,460	49,018	73,160	60,649	62,282	66,564	37,953
1985	34,786	44,327	46,891	70,455	58,489	60,493	62,867	36,008
1984	33,660	43,995	46,889	68,538	58,296	59,748	60,966	35,232
1983	32,749	43,586	46,275	67,375	na	58,537	60,886	35,065
1982	31,310	42,429	45,323	65,526	na	56,923	59,000	34,375
1981	29,796	40,402	43,235	62,415	na	53,799	56,455	33,118
1980	30,092	39,809	42,809	61,743	na	53,242	56,259	33,269
1979	31,482	40,941	44,584	62,341	na	54,655	59,305	34,910
1978	33,849	43,160	46,675	66,088	na	57,115	62,900	37,883
1977	34,681	42,974	46,808	66,130	na	57,330	65,455	40,780
1976	34,896	42,758	47,453	67,084	na	57,505	67,070	40,464
1975	33,975	42,019	46,486	65,560	na	56,507	65,973	40,398
1974	33,497	41,288	45,559	65,521	na	55,722	67,131	40,713
1973	35,528	43,544	48,303	68,308	na	59,458	71,573	43,642
1972	36,833	45,084	49,783	69,803	na	61,328	75,147	44,784
1971	36,377	44,673	49,391	68,715	na	60,968	75,352	44,740
1970	34,996	43,308	47,275	68,427	na	59,555	73,355	43,770
1969	34,023	42,909	46,816	67,939	na	59,441	73,163	43,213
1968	33,728	42,560	46,618	69,441	na	59,499	73,153	43,165
1967	32,498	42,247	46,720	68,607	na	59,115	71,372	40,920
1966	31,794	40,830	45,360	68,893	na	57,774	69,129	40,693
1965	31,423	41,208	#VALUE!	69,207	na	57,703	66,955	40,071
1964	30,993	40,883	na	66,257	na	56,951	64,623	39,808
1963	29,414	39,349	na	63,118	na	55,051	60,553	38,487
1962	29,262	39,349	na	62,843	na	54,375	na	na

** Except for teachers and professors, earnings are estimated from increases in Current Population Survey data.

* See note on next page.



(TABLE II-5 Continued)

RATIO OF SALARIES IN OTHER OCCUPATIONS TO TEACHER SALARIES								
	Teachers	Account- ant III	Buyer/ Contract Specialist III	Attorney III	Computer Systems Analyst III	Engineer IV	Full Prof. Public Doctoral	Assistant Prof. Public Com- prehensive
1997 **	1.00						1.88	1.05
1996	1.00	1.10	1.24	1.74	1.56	1.64	1.86	1.04
1995	1.00	1.13	1.24	1.77	1.54	1.63	1.84	1.04
1994	1.00	1.12	1.25	1.80	1.53	1.58	1.81	1.04
1993	1.00	1.11	1.23	1.96	1.56	1.58	1.81	1.03
1992	1.00	1.11	1.22	1.94	1.57	1.57	1.82	1.05
1991	1.00	1.12	1.22	1.87	1.52	1.56	1.83	1.05
1990	1.00	1.13	1.22	1.88	1.53	1.57	1.83	1.04
1989	1.00	1.15	1.26	1.93	1.55	1.60	1.83	1.04
1988 *	1.00	1.18	1.28	1.97	1.61	1.63	1.82	1.01
1987 *	1.00	1.21	1.31	1.96	1.64	1.67	1.83	1.03
1986 *	1.00	1.23	1.33	1.98	1.64	1.69	1.81	1.03
1985	1.00	1.27	1.35	2.03	1.68	1.74	1.81	1.04
1984	1.00	1.31	1.39	2.04	1.73	1.78	1.81	1.05
1983	1.00	1.33	1.41	2.06	na	1.79	1.86	1.07
1982	1.00	1.36	1.45	2.09	na	1.82	1.88	1.10
1981	1.00	1.36	1.45	2.09	na	1.81	1.89	1.11
1980	1.00	1.32	1.42	2.05	na	1.77	1.87	1.11
1979	1.00	1.30	1.42	1.98	na	1.74	1.88	1.11
1978	1.00	1.28	1.38	1.95	na	1.69	1.86	1.12
1977	1.00	1.24	1.35	1.91	na	1.65	1.89	1.18
1976	1.00	1.23	1.36	1.92	na	1.65	1.92	1.16
1975	1.00	1.24	1.37	1.93	na	1.66	1.94	1.19
1974	1.00	1.23	1.36	1.96	na	1.66	2.00	1.22
1973	1.00	1.23	1.36	1.92	na	1.67	2.01	1.23
1972	1.00	1.22	1.35	1.90	na	1.67	2.04	1.22
1971	1.00	1.23	1.36	1.89	na	1.68	2.07	1.23
1970	1.00	1.24	1.35	1.96	na	1.70	2.10	1.25
1969	1.00	1.26	1.38	2.00	na	1.75	2.15	1.27
1968	1.00	1.26	1.38	2.06	na	1.76	2.17	1.28
1967	1.00	1.30	1.44	2.11	na	1.82	2.20	1.26
1966	1.00	1.28	1.43	2.17	na	1.82	2.17	1.28
1965	1.00	1.31	na	2.20	na	1.84	2.13	1.28
1964	1.00	1.32	na	2.14	na	1.84	2.09	1.28
1963	1.00	1.34	na	2.15	na	1.87	2.06	1.31
1962	1.00	1.34	na	2.15	na	1.86	na	na

ANNUAL PERCENT INCREASE

1997 **	2.2%						3.5%	3.0%
1996	2.3%	0.0%	2.6%	0.8%	3.1%	3.1%	3.3%	1.7%
1995	2.8%	3.9%	2.0%	0.6%	4.1%	6.0%	4.2%	3.1%
1994	2.2%	2.7%	3.6%	-5.9%	-0.2%	1.9%	2.5%	2.9%
1993	2.9%	3.2%	4.0%	4.1%	2.5%	3.6%	2.1%	1.2%
1992	3.2%	2.0%	2.6%	7.0%	6.6%	4.1%	2.5%	3.7%
1991	5.1%	4.0%	5.1%	4.2%	4.2%	4.0%	5.1%	5.3%
1990	5.8%	4.0%	3.1%	3.3%	4.5%	4.4%	6.0%	5.9%
1989	5.6%	3.3%	3.3%	3.2%	1.8%	3.5%	6.2%	8.9%
1988 *	5.5%	3.0%	3.5%	6.2%	3.4%	3.0%	4.8%	3.1%
1987 *	5.4%	3.0%	3.7%	4.1%	4.9%	4.0%	6.9%	5.8%
1986 *	7.2%	3.7%	5.7%	5.0%	4.8%	4.1%	7.0%	6.6%
1985	7.3%	4.6%	3.8%	6.7%	4.1%	5.1%	7.0%	6.1%
1984	6.9%	5.0%	5.4%	5.8%	na	6.2%	4.2%	4.5%
1983	8.5%	6.5%	5.9%	6.6%	na	6.6%	7.0%	5.8%
1982	9.1%	9.0%	8.8%	9.0%	na	9.9%	8.5%	7.8%
1981	7.9%	10.5%	10.0%	10.1%	na	10.1%	9.3%	8.4%
1980	7.5%	9.4%	8.0%	11.4%	na	9.6%	6.7%	7.2%
1979	5.4%	7.5%	8.2%	6.9%	na	8.4%	6.8%	4.4%
1978	6.4%	9.5%	8.7%	8.9%	na	8.6%	4.8%	1.3%
1977	6.0%	7.2%	5.3%	5.2%	na	6.4%	4.1%	7.5%
1976	7.7%	6.7%	7.0%	7.3%	na	6.7%	6.6%	5.0%
1975	8.5%	8.8%	9.1%	7.0%	na	8.4%	5.1%	6.1%
1974	5.9%	6.5%	6.0%	7.8%	na	5.3%	5.4%	4.8%
1973	4.9%	5.0%	5.5%	6.4%	na	5.4%	3.5%	5.9%
1972	4.7%	4.4%	4.2%	5.0%	na	4.0%	3.1%	3.5%
1971	7.3%	6.5%	7.9%	3.7%	na	5.7%	6.1%	5.6%
1970	8.6%	6.6%	6.6%	6.3%	na	5.8%	5.8%	6.9%
1969	7.1%	7.1%	6.6%	3.9%	na	6.1%	6.2%	6.3%
1968	8.7%	5.5%	4.5%	6.0%	na	5.4%	7.3%	10.5%
1967	5.3%	6.6%	6.1%	2.6%	na	5.4%	6.4%	3.6%
1966	4.7%	2.5%	na	3.0%	na	3.6%	6.8%	5.1%
1965	3.3%	2.7%	na	6.5%	na	3.3%	5.6%	2.6%
1964	4.6%	3.1%	na	4.2%	na	2.7%	5.9%	2.7%
1963	3.9%	3.4%	na	3.9%	na	4.7%	na	na
1962	na	na	na	na	na	na	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

TABLE II-6

SALARIES OR EARNINGS OF NONTEACHING PERSONNEL, 1975-76 TO 1996-97

	1975-76	1979-80	1983-84	1987-88	1989-90	1991-92	1993-94	1995-96	1996-97	1975-76 to 1996-97
Teachers-Average*	\$12,437	\$15,913	\$22,039	\$28,230	\$31,276	\$34,565	\$36,531	\$38,706	\$39,580	\$27,143
Teachers-Beginning*	8,611	10,657	14,278	18,657	20,625	22,710	23,943	25,167	25,462	16,851
Superintendents	32,527	39,344	52,483	68,147	75,425	83,342	87,717	94,259	98,106	65,579
H.S. Principals	23,306	29,207	39,334	50,512	55,722	61,768	64,993	69,277	72,410	49,104
Secretaries										
Central Office	7,929	10,331	14,366	18,220	20,038	22,309	23,495	24,809	25,709	17,780
School Building	6,521	8,348	11,613	14,749	16,184	17,784	18,692	20,076	20,709	14,188
Hourly Workers										
Instructional Aides	\$2.92	\$3.89	\$5.48	\$6.72	\$7.43	\$ 8.15	\$ 8.50	\$ 9.04	\$ 9.25	\$ 6.33
Custodians	3.78	4.88	6.49	7.82	8.54	9.35	9.76	10.35	10.65	6.87
Cafeteria Workers	2.83	3.78	5.09	6.23	6.77	7.39	7.72	8.15	8.30	5.47
Bus Drivers	4.04	5.21	6.89	8.31	9.21	10.04	10.35	11.04	11.50	7.46
Annual Percent Increase										
Teachers-Average*	8.1%	6.8%	5.9%	5.6%	5.6%	5.0%	3.5%	3.9%	2.3%	218.2%
Teachers-Beginning*	6.9%	5.9%	5.5%	5.6%	5.4%	4.4%	2.9%	2.9%	1.2%	195.7%
Superintendents	7.0%	6.6%	4.4%	5.5%	5.9%	4.3%	3.1%	4.5%	4.1%	201.6%
H.S. Principals	1.8%	6.5%	4.6%	5.5%	5.2%	4.5%	3.1%	1.8%	4.5%	210.7%
Secretaries										
Central Office	8.3%	8.1%	5.3%	6.0%	5.2%	4.7%	3.2%	3.7%	3.6%	224.2%
School Building	7.9%	7.4%	5.5%	5.8%	5.3%	4.9%	3.2%	4.7%	3.2%	217.6%
Hourly Workers										
Instructional Aides	0.3%	9.0%	3.8%	4.5%	5.4%	4.9%	2.3%	3.1%	2.3%	216.8%
Custodians	6.8%	7.7%	4.2%	4.1%	4.3%	3.3%	2.6%	3.0%	2.9%	181.7%
Cafeteria Workers	8.4%	8.6%	4.5%	5.2%	3.2%	2.8%	2.1%	3.3%	1.8%	193.3%
Bus Drivers	7.7%	5.7%	5.0%	3.1%	4.9%		2.0%	3.3%	4.2%	184.7%
1997 Dollars										
Teachers-Average*	\$34,469	\$29,742	\$33,760	\$37,788	\$37,704	\$39,291	\$39,362	\$39,365	\$39,580	\$5,111
Teachers-Beginning*	23,466	19,585	21,505	24,556	24,448	25,383	25,366	25,167	25,462	1,996
Superintendents	90,148	73,536	80,394	91,221	90,927	94,736	94,514	95,864	98,106	7,958
H.S. Principals	64,592	54,590	60,252	67,615	67,175	70,213	70,029	70,456	72,410	7,818
Secretaries										
Central Office	21,975	19,309	22,006	24,389	24,156	25,359	25,316	25,231	25,709	3,734
School Building	18,073	15,603	17,789	19,743	19,510	20,215	20,140	20,418	20,709	2,636
Hourly Workers										
Instructional Aides	8.09	7.27	8.39	9.00	8.96	9.26	9.16	9.19	9.25	1.16
Custodians	10.48	9.12	9.94	10.47	10.30	10.63	10.52	10.53	10.65	0.17
Cafeteria Workers	7.84	7.07	7.80	8.34	8.16	8.40	8.32	8.29	8.30	0.46
Bus Drivers	11.20	9.74	10.55	11.12	11.10	11.41	11.15	11.23	11.50	0.30

Data Source: Educational Research Service.

* Average and beginning teacher salary data use ERS figures, and differ slightly from AFT data reported elsewhere.

TABLE II-7**RECENT TRENDS IN HEALTH CARE COSTS FOR
EMPLOYEES AND EMPLOYERS**

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

a. Teachers in elementary, secondary and higher education.

b. All employees in elementary and secondary education.

Technical Notes

Trends in Teacher Salaries Compared to the Standard of Living. Merely adjusting for inflation does not adequately describe the financial well-being of teachers. Had teacher purchasing power remained the same since 1956 (at \$23,698 in 1997 dollars--see Table II-2), teachers would be earning approximately \$10,000 less than the average worker in 1997). Few teachers would have remained in teaching, and few individuals would have chosen teaching as a career. While teacher salaries gained favorably on inflation during the early 1980's, the standard of living for teachers relative to the general population (see Figure II-3) remained about the same in the 1980's, and well below levels in the 1960's and 1970's.

Educational Expenditures Devoted to Teacher Salaries. Teacher salaries now account for a much smaller proportion of total education spending compared to 30 years ago (See Table II-3 and Figure II-4). In 1960-61, the average percentage of educational expenditures devoted to teacher salaries was 51 percent. This share fell continuously until the early 1980's when teacher salaries made up about 40 percent of educational expenditures. In 1996-97, after 6 years of decline, teacher salaries made up just 37 percent of educational spending--the lowest percentage ever. The data in Table II-3 apply to classroom teachers including special education and resource teachers. The data represent salaries only, not total compensation. Since 1961, the total cost of teacher salaries has increased at a slower rate than the nation's gross domestic product. In contrast, total education spending increased at a much faster rate than the GDP.

Trends in Teacher Salaries Adjusted for Work Experience. Though teacher salaries are within a few hundred dollars of the highest levels ever, the average teacher in 1996-97 had an estimated 16.0 years of experience, more experience than at any time over the past three decades (see Table II-4 and Figure II-6). The size of the teaching force declined during six of the seven years between 1977 and 1983, while the average experience of teachers increased from 10.3 to 13.9 years. Clearly, the rapid rise in teacher salaries over the early years of the 1980's was due primarily to layoffs of low-paid teachers and minimal hiring of beginning teachers. The teacher experience effect has slowed over the late 1980's, but has accelerated in the 1990's. The educational attainment of teachers has increased at a rate commensurate with their experience. In 1975, less than 40 percent of teachers held a master's degree. By 1990, the comparable figure was about 53 percent.

Average Teacher Salaries Compared to Selected White Collar Occupations. The job categories described in the tables and figures, such as "Accountant III" or "Engineer IV", contain the accountant or engineer who had earnings in the middle of the income distribution for all accountants or chemists. The figures in Table II-5 are the average of all people in that job category, such as Accountant III or Engineer IV. Some of the decline in earnings in other occupations relative to teachers can be traced to changes in the sample design in 1986, 1987 and 1989 that incorporated smaller firms into the sample.

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

Highlights

- The average beginning teacher salary of \$25,012 in 1996-97 rose 3.0 percent from the previous year compared to the average salary increase for all teachers of 2.4 percent. See Table III-1 and Figure 2.
- Fourteen states have starting salaries exceeding \$25,000, while 5 states still have salaries under \$20,000.
- Alaska, Connecticut, New York, New Jersey, and Pennsylvania have starting salaries in excess of \$28,000.
- Beginning offers in business for new college graduates remained high compared to beginning teachers in spring 1996 (ranging from 53 percent more for engineers to 20 percent more for accounting and business administration graduates). See Table III-2 and Figure I-1.
- The estimated 2.9 percent salary increase for beginning teachers in 1995 is less than in any other field except math/statistics. Increases in beginning salaries for all occupations each outpaced teaching over the most recent two-year period. See Table III-2.
- First-year teachers comprised approximately 4.1 percent of the classroom teacher work force in 1993-94, compared to 4.2 percent in 1987-88. First-year teachers exceeded 5 percent of the work force in Delaware, Georgia, Texas, South Carolina, Idaho, Utah, New Mexico, Louisiana, Hawaii and Washington. See Table III-3.
- The anticipated retirement rate averaged 1.15 percent in 1991-92, exceeding 2.0 percent only in Illinois and New Jersey. Retirement rates were 0.87 percent in 1987-88 and 1.07 percent in 1990-91. See Table III-3.
- About 86 percent of teachers in 1990-91 taught in the same school the year before. Another 5.2 percent transferred among schools within the same system, 2.4 percent switched school districts, one-half percent moved from the private school teaching force, another half percent reported coming from a non-teaching education occupation, and one percent had been doing substitute teaching. Only two percent attended college or university the previous year. See Table III-4.

Technical Notes

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

TABLE III-1

ACTUAL AVERAGE BEGINNING BA TEACHER SALARIES, 1995-96 AND 1996-97

State	Beginning Salary 1996-97	Average Salary 1996-97	Beginning To Average Salary Ratio	Beginning Salary 1995-96	Increase in:	
					Beginning Salary	Average Salary
1 Alabama	26,717	32,470	82.3%	25,568	4.5%	3.7%
2 Alaska	32,502	49,140	66.1%	32,638	-0.4%	0.0%
3 Arizona	24,286	33,208	73.1%	24,042	1.0%	1.1%
4 Arkansas	20,680 b	30,987	66.7%	20,000	3.4%	3.4%
5 California	26,684	42,992	62.1%	25,711	3.8%	1.7%
6 Colorado	23,068	36,271	63.6%	21,472	7.4%	2.6%
7 Connecticut	29,154	51,181	57.0%	28,961	0.7%	0.5%
9 D.C.	25,937 b	42,424 b	61.1%	25,937 b	0.0%	0.0%
8 Delaware	24,349	41,436	58.8%	24,300	0.2%	2.2%
10 Florida	24,736	33,885	73.0%	23,609	4.8%	1.7%
11 Georgia	25,434 b	35,679	71.3%	24,693	3.0%	5.3%
12 Hawaii	25,965 e	38,105 e	68.1%	25,436 e	2.1%	2.9%
13 Idaho	19,715	31,818	62.0%	19,328	2.0%	3.0%
14 Illinois	27,210 e	42,339 e	64.3%	26,294 e	3.5%	3.5%
15 Indiana	24,172	38,722	62.4%	23,530	2.7%	2.8%
16 Iowa	21,884	33,272	65.8%	21,338	2.6%	2.8%
17 Kansas	21,909 d	33,150 d	66.1%	21,607 d	1.4%	2.2%
18 Kentucky	23,018 b	33,802 a	68.1%	22,457	2.5%	2.6%
19 Louisiana	21,087	28,347	74.4%	19,406	8.7%	5.8%
20 Maine	21,108	33,676	62.7%	20,781	1.6%	2.5%
21 Maryland	26,548	41,257	64.3%	26,160	1.5%	0.2%
22 Massachusetts	26,445 b	44,101 b	60.0%	25,800 b	2.5%	2.5%
23 Michigan	26,404 b	47,769 b	55.3%	25,635 b	3.0%	2.0%
24 Minnesota	25,600 b	38,276	66.9%	24,850 b	3.0%	3.0%
25 Mississippi	20,264	27,662	73.3%	20,240	0.1%	-0.1%
26 Missouri	23,205	33,143	70.0%	22,308	4.0%	2.5%
27 Montana	20,592 b	29,958	68.7%	20,000 b	3.0%	2.0%
28 Nebraska	21,189	31,768	66.7%	21,299	-0.5%	0.9%
29 Nevada	28,538 e	40,817 e	69.9%	27,539 e	3.6%	3.2%
30 New Hampshire	23,690 b	36,029	65.8%	23,000 b	3.0%	0.7%
31 New Jersey	28,039	49,786	56.3%	28,219	-0.6%	2.1%
32 New Mexico	22,840	29,715	76.9%	22,500	1.5%	1.5%
33 New York	28,749 c	48,000 c	59.9%	28,749 c	0.0%	-0.2%
34 North Carolina	21,136 b	31,167	67.8%	20,620	2.5%	2.5%
35 North Dakota	18,889	27,709	68.2%	18,225	3.6%	2.8%
36 Ohio	22,146	38,944	56.9%	20,394	8.6%	2.3%
37 Oklahoma	23,847	30,187	79.0%	24,187	-1.4%	3.5%
38 Oregon	25,373 e	41,093 e	61.7%	24,592 e	3.2%	3.5%
39 Pennsylvania	29,426	47,147	62.4%	28,892	1.8%	2.3%
40 Rhode Island	25,497 b	43,084 b	59.2%	24,754	3.0%	3.0%
41 South Carolina	22,681	32,659	69.4%	21,940	3.4%	3.3%
42 South Dakota	19,820	27,072	73.2%	19,609	1.1%	2.8%
43 Tennessee	21,705	34,267	63.3%	21,500 b	1.0%	3.4%
44 Texas	24,079	32,426	74.3%	22,782	5.7%	3.3%
45 Utah	21,475	31,310 a	68.6%	20,544	4.5%	2.4%
46 Vermont	24,934 b	36,053	69.2%	24,445 b	2.0%	1.5%
47 Virginia	24,774	36,116	68.6%	24,267	2.1%	3.8%
48 Washington	23,933	37,860 a	63.2%	23,091	3.6%	0.0%
49 West Virginia	22,278	33,258	67.0%	22,011	1.2%	3.4%
50 Wisconsin	24,830	37,878	65.6%	24,350	2.0%	2.5%
51 Wyoming	22,010 b	31,716 e	69.4%	21,900 b	0.5%	0.5%
U.S. Average	\$25,012	\$38,436	65.1%	\$24,285	3.0%	2.4%
Virgin Islands	21,913	33,216	66.0%	20,226	8.3%	0.0%
Guam	26,197	33,854	77.4%	26,197	0.0%	0.0%

a=estimate or preliminary; b=AFTestimate; c=median; d=estimated to exclude fringe benefits (at 8%); e=includes employer pick-up of employee pension contribution, where applicable.

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

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

Figure III-1. Trends in Beginning Salaries for College Graduates in Selected Occupations (1996 Dollars)

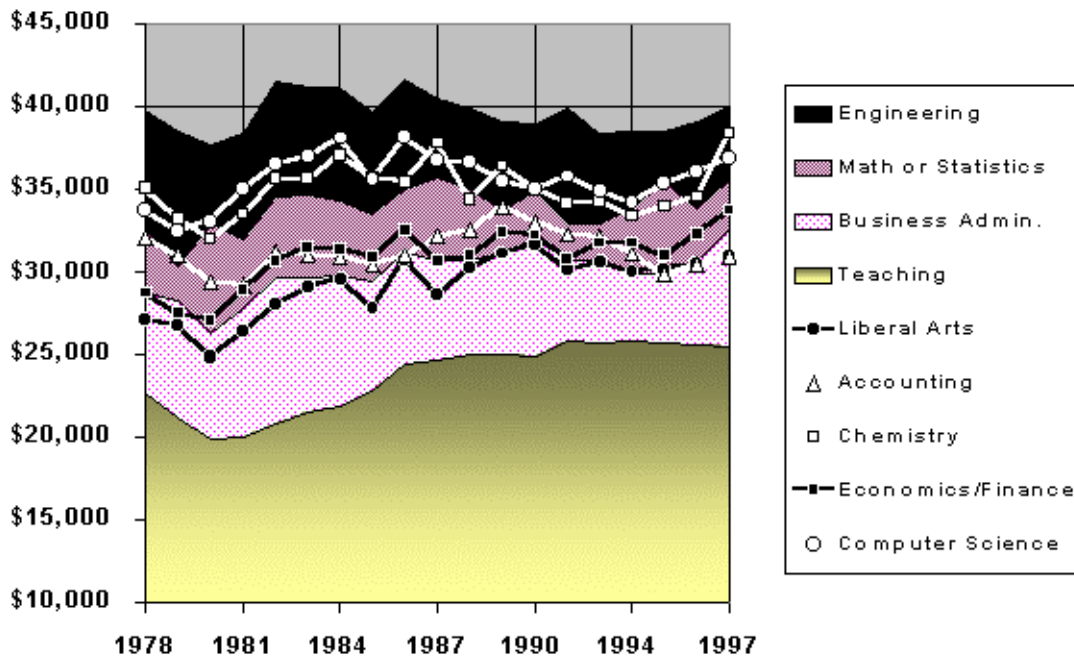


TABLE III-2

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

	1972	1976	1978	1980	1982	1984	1986	1988	1990	1992	1994	1995	1996	1997
Teaching*	\$6,970	\$8,611	\$9,515	\$10,657	\$12,595	\$14,278	\$16,692	\$18,657	\$20,635	\$22,710	\$23,943	\$24,463	\$25,167	\$25,462
Engineering	10,608	13,980	16,680	20,136	25,128	26,844	28,512	29,820	32,304	35,064	35,736	36,701	38,481	40,020
Accounting	10,356	12,396	13,464	15,720	18,876	20,172	21,216	24,324	27,408	28,440	28,860	28,398	29,960	30,919
Sales/Marketing	8,904	11,316	12,636	15,936	18,072	19,620	20,688	22,848	27,828	27,144	28,452	29,391	30,714	31,973
Business Admin.	8,568	10,224	12,048	14,100	17,940	19,416	21,324	22,920	26,496	27,024	27,768	28,434	30,140	32,522
Liberal Arts	8,328	10,020	11,400	13,296	16,956	19,344	21,060	22,596	26,244	26,472	27,852	28,715	29,979	30,896
Chemistry	9,840	11,928	14,700	17,124	21,552	24,192	24,264	25,692	29,088	30,048	30,960	32,291	33,938	38,418
Math or Statistics	9,276	12,384	13,632	17,604	20,892	22,416	23,976	26,112	28,944	28,944	31,392	33,684	33,279	35,609
Economics/Finance	9,240	10,644	12,072	14,472	18,564	20,484	22,284	23,136	26,712	27,072	29,484	29,484	31,754	33,755
Computer Science			14,160	17,712	22,068	24,864	26,172	27,372	29,100	31,488	31,728	33,663	35,481	36,865

(1997 Dollars)

	1972	1976	1978	1980	1982	1984	1986	1988	1990	1992	1994	1995	1996	1997
Teaching	26,453	23,865	22,670	19,919	20,815	21,871	24,366	24,974	24,876	25,815	25,798	25,706	25,595	25,462
Engineering	40,260	38,745	39,741	37,635	41,528	41,120	41,620	39,917	38,943	39,858	38,505	38,566	39,136	40,020
Accounting	39,304	34,355	32,079	29,382	31,196	30,900	30,970	32,560	33,041	32,328	31,096	29,841	30,470	30,919
Sales/Marketing	33,793	31,362	30,106	29,785	29,867	30,054	30,199	30,584	33,548	30,855	30,657	30,884	31,236	31,973
Business Admin.	32,518	28,336	28,705	26,354	29,649	29,742	31,127	30,680	31,942	30,719	29,920	29,879	30,654	32,522
Liberal Arts	31,607	27,770	27,161	24,851	28,023	29,631	30,742	30,247	31,638	30,091	30,010	30,175	30,489	30,896
Chemistry	37,346	33,058	35,024	32,006	35,618	37,058	35,419	34,391	35,066	34,156	33,359	33,932	34,516	38,418
Math or Statistics	35,205	34,322	32,479	32,903	34,527	34,337	34,998	34,953	34,893	32,901	33,825	35,395	33,846	35,609
Economics/Finance	35,069	29,500	28,762	27,049	30,680	31,378	32,529	30,970	32,202	30,773	31,769	30,982	32,295	33,755
Computer Science			33,737	33,105	36,471	38,087	38,204	36,640	35,081	35,793	34,187	35,374	36,085	36,865

* ERS estimate of beginning teacher salary for fiscal year 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	1976	1978	1980	1982	1984	1986	1988	1990	1992	1994	1995	1996	1997
Teaching	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Engineering	1.52	1.62	1.75	1.89	2.00	1.88	1.71	1.60	1.57	1.54	1.49	1.50	1.53	1.57
Accounting	1.49	1.44	1.42	1.48	1.50	1.41	1.27	1.30	1.33	1.25	1.21	1.16	1.19	1.21
Sales/Marketing	1.28	1.31	1.33	1.50	1.43	1.37	1.24	1.22	1.35	1.20	1.19	1.20	1.22	1.26
Business Admin.	1.23	1.19	1.27	1.32	1.42	1.36	1.28	1.23	1.28	1.19	1.16	1.16	1.20	1.28
Liberal Arts	1.19	1.16	1.20	1.25	1.35	1.35	1.26	1.21	1.27	1.17	1.16	1.17	1.19	1.21
Chemistry	1.41	1.39	1.54	1.61	1.71	1.69	1.45	1.38	1.41	1.32	1.29	1.32	1.35	1.51
Math or Statistics	1.33	1.44	1.43	1.65	1.66	1.57	1.44	1.40	1.40	1.27	1.31	1.38	1.32	1.40
Economics/Finance	1.33	1.24	1.27	1.36	1.47	1.43	1.34	1.24	1.29	1.19	1.23	1.21	1.26	1.33
Computer Science			1.49	1.66	1.75	1.74	1.57	1.47	1.41	1.39	1.33	1.38	1.41	1.45

ANNUAL PERCENT INCREASE IN BEGINNING TEACHER SALARIES AND EXPECTED SALARIES OF COLLEGE GRADUATES														
	1976	1978	1980	1982	1984	1986	1988	1990	1992	1994	1995	1996	1997	
Teaching	6.9%	4.7%	5.9%	7.9%	5.5%	7.8%	5.6%	5.4%	4.4%	2.9%	2.2%	2.9%	1.2%	
Engineering	9.7%	11.9%	10.1%	12.3%	4.0%	6.1%	3.1%	5.6%	2.1%	3.1%	2.7%	4.9%	4.0%	
Accounting	4.3%	5.2%	6.6%	11.2%	3.6%	2.9%	5.8%	3.2%	0.2%	-0.7%	-1.6%	5.5%	3.2%	
Sales/Marketing	9.4%	7.7%	21.7%	4.9%	5.2%	0.3%	12.9%	8.8%	0.7%	4.9%	3.3%	4.5%	4.1%	
Business Admin.	4.7%	13.2%	4.7%	10.7%	4.6%	7.2%	4.3%	8.7%	3.1%	0.1%	2.4%	6.0%	7.9%	
Liberal Arts	7.6%	9.7%	4.3%	10.3%	5.9%	11.9%	10.2%	7.8%	1.4%	0.7%	3.1%	4.4%	3.1%	
Chemistry	7.1%	10.6%	8.3%	10.3%	8.3%	0.2%	-5.0%	2.1%	-5.9%	0.0%	4.3%	5.1%	13.2%	
Math or Statistics	4.0%	8.7%	21.7%	12.3%	3.3%	5.6%	2.2%	9.9%	-3.2%	5.4%	7.3%	-1.2%	7.0%	
Economics/Finance	-3.1%	6.7%	10.7%	10.0%	3.8%	6.3%	5.2%	5.4%	-2.1%	2.6%	0.0%	7.7%	6.3%	
Computer Science			14.8%	8.4%	7.1%	8.3%	4.2%	4.8%	-2.1%	0.5%	6.1%	5.4%	3.9%	

TABLE III-3

FIRST-YEAR TEACHERS AND ANTICIPATED TEACHER RETIREMENT
(Ranked by Teacher Salary Adjusted for the Cost of Living)

	First-Year Teachers (Percent of Teachers)				1995-96 Average		Anticipated Retirement (Percent of Teachers)		
	1987-88	1990-91	1993-94	Average	Teacher	Adjusted	1987-88	1990-91	1993-94
					Salary	For COL			
1 Michigan	3.61	1.14	2.93	2.56	\$47,430	\$51,146	1.72	0.68	1.04
2 Pennsylvania	2.63	2.92	2.72	2.76	46,087	44,925	0.69	1.63	0.01
3 Connecticut	2.12	2.26	2.80	2.39	50,938	41,890	0.72	1.53	0.75
4 New York	4.12	2.41	4.16	3.56	48,115	41,591	0.89	1.53	1.44
5 Indiana	4.10	3.13	2.60	3.28	37,677	41,225	0.88	0.94	1.21
6 Illinois	3.09	3.60	4.11	3.60	40,513	40,456	1.38	1.35	4.04
7 Wisconsin	3.24	3.47	3.46	3.39	37,586	40,322	0.56	0.50	1.14
9 Ohio	3.93	2.63	2.91	3.16	38,075	39,993	1.09	0.91	1.66
8 New Jersey	3.74	1.83	1.88	2.48	48,920	39,959	0.66	0.71	2.08
10 Delaware	4.91	0.53	5.41	3.62	40,533	39,699	2.84	0.70	0.97
11 Oregon	4.82	3.60	2.14	3.52	39,311	39,239	1.33	1.48	1.36
12 Minnesota	2.70	2.35	3.69	2.91	36,847	38,509	0.39	1.03	1.23
13 Maryland	4.38	4.93	5.14	4.82	41,229	38,269	0.35	0.60	0.93
14 Nevada	3.45	7.76	5.79	5.67	39,535	37,880	1.25	0.91	0.77
15 Georgia	5.44	4.28	5.47	5.06	34,130	37,829	0.79	0.98	0.31
Average	3.75	3.12	3.68	3.52	41,795	40,862	1.04	1.03	1.26
16 Kentucky	3.69	2.56	4.89	3.71	33,079	37,723	0.88	0.81	1.30
17 Rhode Island	3.85	3.74	2.21	3.27	41,829	37,702	1.17	0.44	1.52
18 Virginia	3.97	3.29	3.88	3.71	34,687	37,446	1.31	0.85	0.38
19 California	4.99	4.81	4.82	4.87	42,161	37,437	1.55	1.88	0.54
20 Tennessee	4.32	1.93	4.23	3.49	33,126	37,299	0.77	1.43	1.77
21 Washington	5.34	5.85	4.62	5.27	38,001	36,890	0.44	0.73	0.95
22 West Virginia	3.46	1.87	1.79	2.37	32,155	36,858	1.36	-	0.32
23 Kansas	4.31	3.71	4.68	4.23	32,531	36,536	0.56	0.71	1.28
24 Alaska	5.02	5.64	3.26	4.64	47,349	36,422	-	0.60	1.05
25 Florida	5.37	5.78	4.72	5.29	33,330	36,406	0.65	0.64	0.95
26 Vermont	4.82	2.14	2.65	3.20	36,263	36,239	0.36	0.68	0.56
27 Iowa	3.87	2.82	3.37	3.35	32,376	35,879	0.93	2.13	0.65
28 Massachusetts	3.99	0.89	3.26	2.71	43,025	35,779	0.49	11.03	1.27
29 Texas	5.46	5.93	6.60	6.00	31,633	35,610	0.53	0.88	0.80
30 Alabama	4.26	3.05	4.90	4.07	31,323	35,597	0.30	1.93	1.33
31 South Carolina	5.34	3.74	6.57	5.22	31,397	35,329	0.80	0.79	1.29
32 Colorado	4.22	4.71	2.31	3.75	36,364	35,296	0.32	0.94	1.46
33 Missouri	3.20	4.69	4.38	4.09	32,369	35,157	1.26	1.43	0.73
34 Nebraska	4.44	3.80	3.52	3.92	31,496	35,087	0.82	1.39	0.48
Average	4.42	3.73	4.03	4.06	35,500	36,352	0.76	1.54	0.98
35 Arkansas	4.42	4.89	4.44	4.58	29,845	34,313	0.59	0.76	1.21
36 New Hampshire	4.83	4.34	3.65	4.27	35,792	33,996	0.20	0.68	0.13
37 North Carolina	3.59	4.23	4.51	4.11	30,411	33,914	1.13	0.60	1.66
38 Oklahoma	2.97	5.33	4.17	4.16	29,177	33,430	0.99	1.48	1.81
39 Arizona	4.53	4.88	4.94	4.78	32,843	32,522	1.29	0.74	1.17
40 Idaho	6.65	6.14	5.87	6.22	30,894	32,310	0.73	1.73	0.62
41 D.C.	3.00	0.90	3.32	2.41	42,424	32,139	0.93	5.88	.
42 Wyoming	4.21	4.26	4.42	4.30	31,571	32,029	1.23	1.05	1.09
43 Mississippi	4.16	3.46	4.92	4.18	27,692	31,901	0.26	0.81	0.81
44 Utah	9.65	5.37	5.54	6.85	30,390	31,360	0.23	1.33	0.67
45 Montana	4.72	4.11	4.60	4.48	29,364	31,220	1.17	0.46	1.16
46 New Mexico	5.46	4.59	5.24	5.10	29,118	30,351	1.35	1.22	1.61
47 Louisiana	4.19	4.58	5.14	4.64	26,800	30,291	0.57	1.13	0.77
48 Maine	5.44	4.14	2.86	4.15	32,869	30,097	0.86	0.68	0.95
49 South Dakota	5.18	5.45	4.17	4.93	26,369	29,933	0.85	0.45	1.02
50 North Dakota	4.53	3.16	3.91	3.87	26,966	29,257	1.10	0.58	0.34
51 Hawaii	7.46	5.38	6.52	6.45	37,044	27,958	0.77	0.46	1.50
Average	5.00	4.42	4.60	4.67	31,151	31,589	0.84	1.18	1.03
U.S. Average	4.42	3.78	4.11	4.10	37,643	37,643	0.87	1.07	1.15

Source: U.S. Department of Education 1993-94 Schools and Staffing Survey.

IV. International Comparison of Teacher Salaries and Conditions of Employment

Recent commentary on American education has focused on what we can learn from our international competitors that will help improve our system of education. At first, these comparisons tended to be simplistic, but more recent reports have begun to illuminate the nuances of difference between education in the United States and other advanced industrialized nations by looking at how the conditions in which teachers teach and students learn influence their success. Inevitably, the discussion turns to teacher salaries. Teacher salaries and working conditions exert a strong influence on an educational system. Salaries are the single largest component of educational costs in any nation, and they affect teacher recruitment, retention, and quality. Good teacher working conditions can make a vital contribution to educational success, and poor working conditions create nearly insurmountable obstacles to student learning.

This section summarizes the findings of the 127 page AFT study, *How U.S. Teachers Measure Up Internationally, A Comparative Study of Teacher Pay, Training, and Conditions of Service*, published in July 1993. See “International Comparison of Teacher Salaries and Conditions of Employment” for a summary. The study was based on previous studies of teacher pay and working conditions, as well as national salary schedules or statistical salary data obtained by the AFT through foreign embassies here, U.S. embassies abroad, teacher unions in foreign countries, and foreign government education agencies responsible for collecting or distributing data. Data from 19 of the most economically advanced countries are included; information on every measure was not available from every country.

Class Size. U.S. primary teachers have smaller classes than teachers in Japan, Spain, and Ireland, but their classes are similar in size to those in England and The Netherlands (see Table IV-1). Teachers in other nations studied have smaller classes. While Japanese teachers have larger classes, they also spend less time in the classroom than do their American counterparts. A considerable amount of their workweek is devoted to planning and preparation for teaching. Most European teachers also spend less time in the classroom and more time preparing for teaching.

The U.S. has an average primary class size of 24, but a pupil-teacher ratio of 19.3 (the pupil-teacher ratio is the sum of all students divided by the sum of all teachers, and differs from class size due to variations in teaching loads, teaching assignments, the number of classes per student, and other factors). Japanese primary teachers have classes of about 30 students, but since students take about 6 classes and teachers teach about 4 classes, the pupil-teacher ratio of 21.6 is only 2 students larger than the U.S. figure of 19.3.

For nations with data at the secondary level, U.S. class size appears average. But U.S. teachers teach more classes and, therefore, more students per day. Class size is larger in

Japan, Finland, Spain, Austria, and France at the upper secondary level, but teachers in each of these nations teach fewer classes than in the U.S. Japan, Germany, and The Netherlands have larger classes at the lower secondary level.

Work week and Work Year. U.S. primary teachers spend more time with students than teachers in any other nation studied (see Table IV-2). Excluding duty-free lunch-time and preparation periods, U.S. primary teachers spend over 30 hours per week in contact with children. Japanese teachers spend only 17-20 hours a week in front of students, and German teachers spend 21 hours a week in instruction. Along with England, Scotland, Ireland, and The Netherlands, U.S. secondary teachers have the largest number of instructional hours per week--approximately 5 classes a day for 5 days. U.S. secondary teachers easily have the highest number of required work hours per week in all activities.

Teachers in the U.S. work an average of 185 days compared to an international average of 190 to 195 days. All of the nations with more than 200 school days per year teach on Saturday mornings rather than teaching more weeks of the year. None of these nations, however, requires teachers to teach more hours per week (including Saturday hours) than U.S. teachers. Every nation studied has between 12 and 15 weeks of vacation or "holidays" (counting fall, spring and winter breaks), except Italy, which has 17 weeks.

Training. European nations tend to require more years of training for their secondary teachers compared to both U.S. secondary teachers and their own primary teachers. Training periods for primary teachers have recently been lengthened in such nations as Finland, France, and Sweden. Teachers in the U.S., Canada, Japan, Australia, and the United Kingdom receive similar teacher training as measured by years of training and level of training. Primary teachers in these nations have about the same number of years of training as secondary teachers. Consult *How U.S. Teachers Measure Up Internationally* for more specific information on teacher training.

Measuring Teacher Pay. Teacher salaries are measured in two ways: one, the power of teacher salaries to purchase goods and services measured by converting salaries to U.S. dollars (see Figure IV-1) using purchasing power parities (PPPs), and two, the power to attract individuals to become teachers as measured by the ratio of teacher salaries to gross domestic product (GDP) per capita (see Figure IV-2).

PPPs are used to convert currency into units of general purchasing power (i.e., power to purchase food, clothing, housing, transportation, etc.). Teacher salaries converted using PPPs represent the sacrifice of other goods and services (the market basket of goods and services reflective of the economy as a whole) that a country gives up to support a teacher. In other words, teacher salaries expressed in U.S. dollars indicate the cost of teachers relative to the general market basket of goods.

Salary dollars equated to U.S. dollars using PPPs do not represent units of education purchasing power (i.e., the power to purchase teachers, textbooks, etc.). Schools must compete against other employers, occupations, and sectors of the economy to secure candidates for teaching who have suitable training and skills. To argue that U.S. teachers

have a high standard of living compared to teachers in other countries does not mean that they are overpaid, well paid, or even adequately paid. That judgment can be made only by comparing teacher salaries to those of other workers in the economy, that is, the cost of teachers relative to the general price of labor. Low teacher pay relative to other workers makes it difficult to find a sufficient pool of well-qualified candidates for the teaching profession. The salary comparison presented shows that U.S. primary teachers have above average incomes relative to a general market basket of goods, but low incomes relative to the general standard of living. The somewhat higher ranking for the U.S. when comparing teacher pay in dollars (using PPPs for currency conversion) is primarily a product of the generally higher price of labor in the U.S. economy and the higher U.S. standard of living, rather than representing a huge investment in real teacher resources.

Primary Teacher Salaries. Although the salaries of primary teachers are higher in the U.S. than most other countries in absolute terms (U.S. dollars), they are just below average measured relative to national standards of living (per capita GDP) as shown in Table IV-3 and illustrated in Figures IV-1 and IV-2. At the mid-career level (about 15 years of teaching experience), the ratio of U.S. teacher pay to per capita GDP is about average, with 7 countries having lower ratios and 9 having higher ratios. At the maximum salary level, the ratio of U.S. teacher pay to per capita GDP ranks only above Italy, Norway, Sweden, and Denmark, among the 19 nations studied.

At mid-career, only Canada, Japan, and Switzerland pay more than the U.S. when purchasing power parities (PPPs) are used to convert currencies. These nations have the highest standard of living in the world as measured by gross domestic product per capita (Japan ranks 5th, Canada ranks 3rd, and Switzerland ranks 2nd). Japanese primary teachers earning the maximum salary enjoy a \$5,000 advantage over U.S. teachers, Toronto's teachers have a \$10,000 advantage, and Zurich's teachers have an \$18,000 advantage.

Secondary Teacher Salaries. By international standards, American high school teachers are less trained and less well paid than in other countries. American high school teachers, particularly the most senior ones, are paid significantly less in absolute terms (U.S. dollars) and much less in relative terms (the salary to per capita GDP ratio) as shown Table IV-V and illustrated in Figures IV-1 and IV-2. American high school teachers need at least a four-year college degree to practice their profession, but most European countries generally expect their high school teachers to have 5 or 6 years of training. European upper secondary teachers are considered to belong to a different, more highly paid and highly trained occupation than primary teachers.

Mid-career upper secondary teachers in Austria, Germany, Denmark, France, The Netherlands and, of course, Switzerland and Canada enjoy higher standards of living. Senior teachers in Belgium, Japan, and Spain also do better than their U.S. counterparts. While senior U.S. upper secondary teachers earn about \$38,000 in a nation with the world's highest per capita income, senior Austrian teachers (magister) get \$46,000; senior French teachers (agrégé) get \$45,000; senior German teachers earn \$43,000; senior

Japanese teachers get \$45,000; senior teachers in Ottawa, Canada earn \$47,000; and senior teachers in Zurich, Switzerland earn \$70,000.

At both mid-career and maximum salary levels, only Norway and Italy have lower ratios of teacher pay to per capita GDP than the U.S., among the 19 nations in the study. While senior U.S. high school teachers make 65 percent more than the per capita GDP, upper secondary teachers in 10 other nations earn at least double the per capita GDP. Senior teachers in Austria, The Netherlands, and Switzerland earn at least two and a half times the per capita GDP.

Teacher Salary Structures. Every nation studied based teacher pay on a lock-step schedule based primarily on years of experience, although France, Australia, and England offer a few pay flexibilities tied closely to the national salary schedule. In all nations studied, teacher experience figured prominently in the salary schedule, with years of postsecondary education or the grade level of students taught also frequently determining salary levels. The length of a typical U.S. salary schedule of 16 years is about average among the 19 nations studied. Australia, Canada, England, and Scotland have schedules of about 10 years in length. The Japanese salary schedule has 32 steps, while Italy and Spain provide for small continuous salary increments throughout a teacher's career. Most European nations have always paid primary teachers less than secondary teachers, but the trend is toward greater uniformity in the salary schedule and increasing training for primary teachers, as in Australia, Finland, France, and Sweden.

The variation in teacher salaries across America's more than 15,000 school districts dwarfs the variation found in other advanced industrialized countries and would be considered intolerable by international standards. Most countries have a national salary schedule, and those that do not--Australia, Canada, and Switzerland--show much more salary schedule conformity among their states, provinces, or cantons than does the U.S. among its states and school districts within states. Australia's 8 states and territories have almost identical salary scales. High paying Ontario pays about one-third more than Quebec, the lowest paying province. Swiss high school teacher salaries vary by about \$20,000 among cantons, but the lowest paying canton has salaries over \$50,000. Salaries do not vary within Australian states or Swiss cantons, and vary only slightly within Canadian provinces. How U.S. Teachers Measure Up Internationally contains the national salary schedule or a statistical equivalent for each of the 19 nations.

Comparison of High School Teacher Salaries in U.S. States to International Salaries. The variation in U.S. teacher pay, as well as the low level of U.S. teacher pay is illustrated for high school teachers in Table IV-6. The right side of the table ranks U.S. states by average teacher salary. To enhance comparability, the average experience level of teachers in each state, averaging 16 years in the U.S., is recorded. The ratio of state average salary to state gross domestic product per capita is calculated where state GDP is the value of all goods and services produced within the borders of a state. The left side of Table IV-6 contains an international salary ranking for teachers at mid-career (about 15 years of experience), and the maximum salary. Several Australian states, Canadian provinces, and Swiss cantons are included in the analysis. Although listed in order by

salary converted to U.S. dollars, the rank of the teacher salary to per capita GDP ratio is also listed.

At the mid-career level, Connecticut, the highest paying U.S. state, is eclipsed only by two Swiss cantons. At the other extreme, South Dakota, the lowest paying U.S. state, ranks behind every country except Italy. The U.S. dollar comparison, however, does not necessarily reflect how well teachers are paid. In the U.S., the cost of living varies substantially among the states. Furthermore, as argued earlier in this section, the teacher salary to per capita GDP ratio is a better way to judge the competitiveness of teacher salaries in attracting qualified candidates to teaching. By this measure, Connecticut's salary to GDP ratio of 1.66 ranks below every other nation, state, province or canton except Norway and Italy. Only seven U.S. states have a higher salary to per capita GDP ratio than Sweden, and Sweden pays better than only two other countries--Norway and Italy. Rhode Island, the highest paying state according to salary to per capita GDP ratio with a ratio of 2.08 ranks below the three Swiss cantons, Ottawa, Austria, Germany, The Netherlands, France, Denmark, Spain, and England.

Data Sources

All data come from the annual AFT survey of state departments of education, except as noted below.

Table I-3

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Table I-5

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Table I-6

U.S. Bureau of Economic Analysis, "State Per Capital Personal Income Growth in 1996," September 19, 1997.

Table I-7

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Table I-8

U.S. Department of Education, "National Center for Education Statistics, Schools and Staffing Survey," Unpublished data tabulations.

Table II-1

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Table II-2

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

Bureau of Economic Analysis Survey of Current Business and to detailed data files from BEA national, regional, and international economic accounts.

Table II-3

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Table II-5

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Table II-6

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Table II-7

U.S. Department of Labor, "Employer Cost for Employee Compensation." March 1994 to 1997.

U.S. Department of Labor, Employee Benefits in State and Local Government, February 1992, July 1994 and May 1996.

Table III-2

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

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Tables III-3

U.S. Department of Education, National Center for Education Statistics, "1993-94 Schools and Staffing Survey." Unpublished data tabulations from the National Data Resource Center.

Tables IV-1 and IV-2

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