



## AFT News Release

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**EMBARGOED UNTIL:**  
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### Hawaii's Average Teacher Salary Dips

**Washington, D.C.**— Hawaii's average teacher salary dropped 3.5 percent to \$42,768 for the 2002-03 school year, one of the nation's biggest wage declines, a change that was probably due to retirements and less-expensive new hires, according to the American Federation of Teachers' annual teacher salary survey released Thursday.

Hawaii ranked 21st in the nation for its 2002-03 average teacher salary, at \$42,768. Hawaii ranked 7th in the nation for its average beginning teacher salary, at \$34,000, up 6.3 percent from the previous year. The AFT estimates that Hawaii's average starting salary for the most recent school year, 2003-04, was \$35,088.

Regionally, Hawaii ranked lower than its western neighbors for average teacher salary. California topped the nation at \$55,693 and Alaska was 13th at \$49,694.

Across the country, teachers' salaries remained relatively stagnant while their share of health benefits rose at all-time rates, making it difficult to attract and keep good teachers at a time when they are increasingly needed, the report said.

Nationally, the 2002-03 average teacher salary, which is the most recent figures available, was \$45,771, up 3.3 percent from the previous year, and the average beginning teacher salary was \$29,564, up 3.2 percent from the previous year. But AFT's report noted that teachers' share of health insurance costs spiked an average 13 percent, according to the Bureau of Labor Statistics.

"Exorbitant health insurance costs are taking an intolerable bite out of already inadequate teacher salaries. Teachers are being asked to do more, shortages persist in the most challenging areas to teach, yet compensation packages are insulting," said AFT Secretary-Treasurer Edward J. McElroy.

Furthermore, the AFT noted, superintendents' average salaries are as much as four times higher than teachers' average pay. "States and school districts are crying poverty when it comes to teachers' pay yet somehow find money for extravagant administrator salaries," McElroy said.

California led the nation with the highest average teacher salary for 2002-03, at \$55,693. South Dakota had the nation's lowest average teacher salary, at \$32,414. Alaska led the nation with the highest average beginning teacher salary for 2002-03, at \$37,401. Montana had the nation's lowest average beginning teacher salary, at \$23,052.

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*The AFT represents 1.3 million pre-K through 12th-grade teachers; paraprofessionals and other school-related personnel; higher education faculty and professional staff; nurses and healthcare workers; and federal, state and local government employees.*

