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ABSTRACT

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

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RESEARCH REPORT

AFT LOCAL UNION TEACHER SALARY SURVEY 1990

PRODUCED BY
THE RESEARCH DEPARTMENT OF
THE AMERICAN FEDERATION OF TEACHERS

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RESEARCH REPORT

AFT LOCAL UNION TEACHER SALARY SURVEY 1990

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APRIL, 1990

AFT LOCAL UNION TEACHER SALARY SURVEY 1989

Foreword

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

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

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

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

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

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

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

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

Executive Summary

In the school districts serving the nation's 100 largest cities, the 1988-89 average maximum salary for teachers with a masters degree reached \$34,271. This figure ranged from a low of \$24,271 in Baton Rouge to a high of \$47,892 in Rochester (Figure 2). In these same districts, the average beginning salary for a teacher with only a bachelors degree climbed to the \$20,105 mark, ranging from a low of \$16,391 in Little Rock to \$25,061 in Rochester (Figure 3).

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

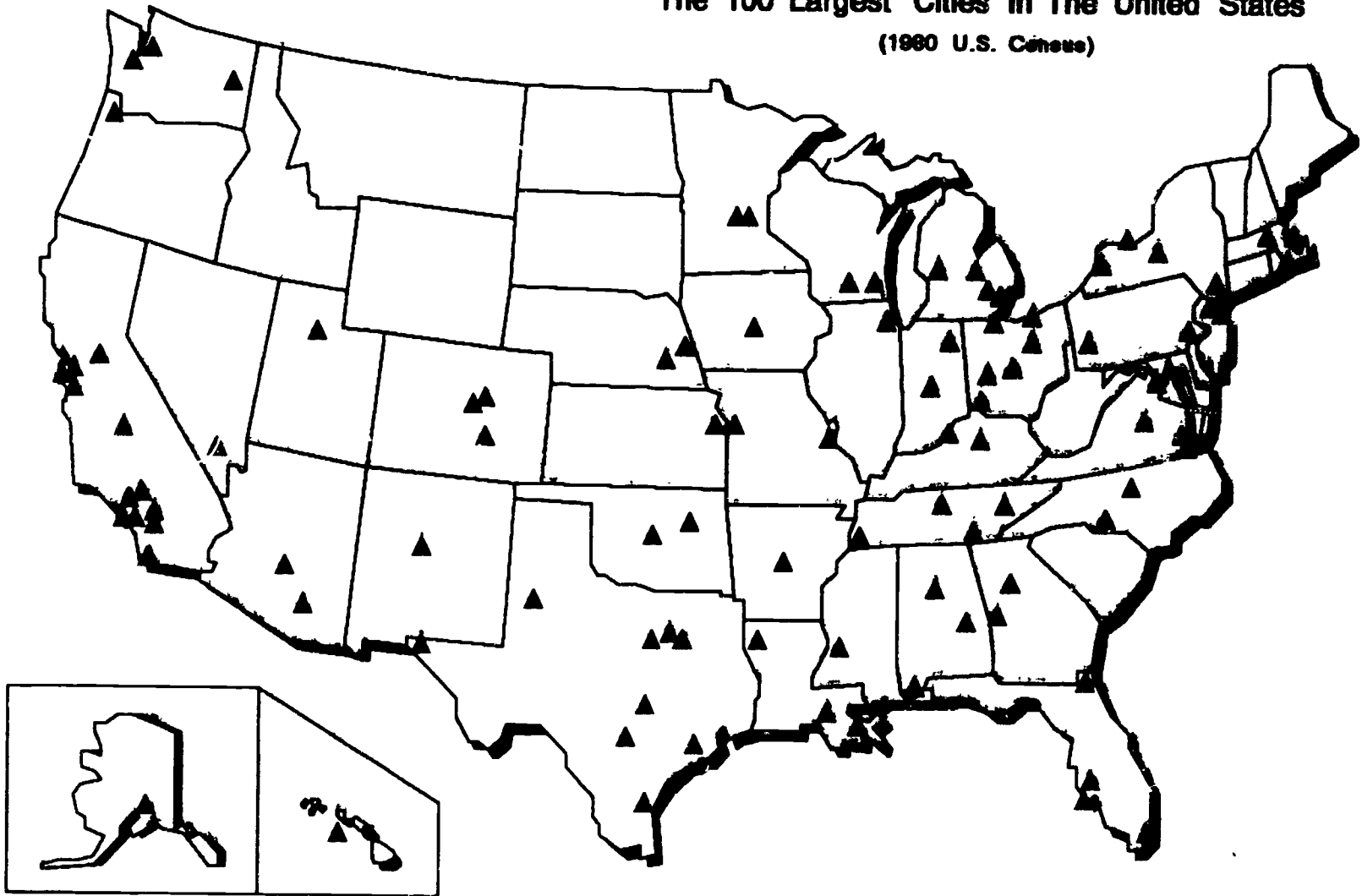
Class size in the 50 districts with the largest school budgets in the nation is about 17 students per classroom teacher compared to the national average of 17.4 (Figure 6). General fund spending averaged \$4,365 per pupil in 1988-89 in the 50 big districts, up from \$3,742 two years ago (Figure 7). The big city average is only about \$100 above the national average for current expenditure per pupil. Nearly half of general fund revenues in the 50 largest districts--48.7 percent--came from local sources (Figure 8). In the previous two years, the comparable figure was 45 to 46 percent. Even in 1986-87 and 1987-88, the large district reliance on local revenue exceeded the national average for all school districts of 43.4 and 43.7 percent. The ending general fund balance in the 50 large districts rose from 5.6 percent in 1985-86 to 6.4 percent in 1986-87 and then fell to 5.9 percent in 1987-88 (Figure 9). For the two years with both projected and actual fund balance data, the actual fund balance exceeded the projections.

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

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

Figure 1

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



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Figure 2

Maximum Salary With Masters Degree, 1988-89

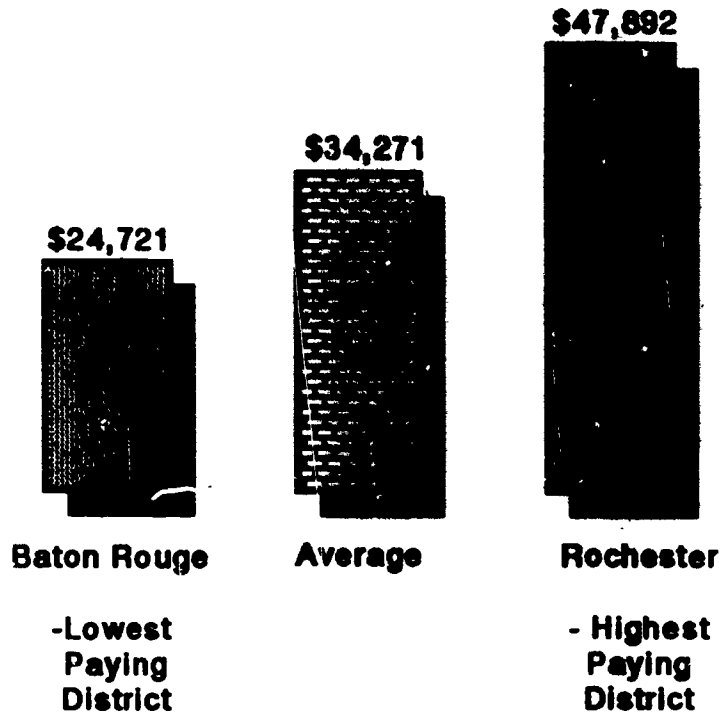


Figure 3

Minimum Salary With A Bachelors Degree, 1988-89

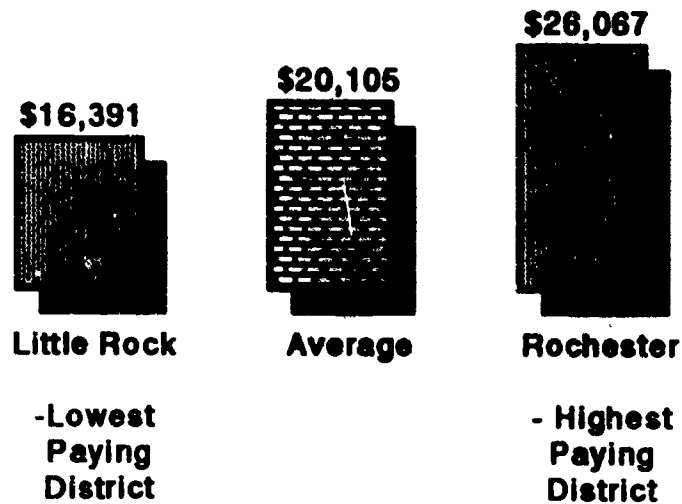


Figure 4

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

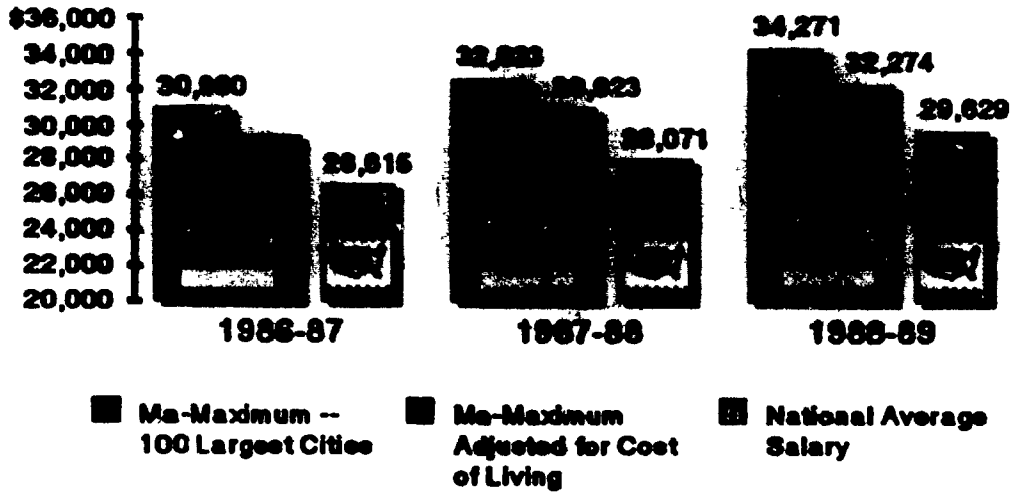
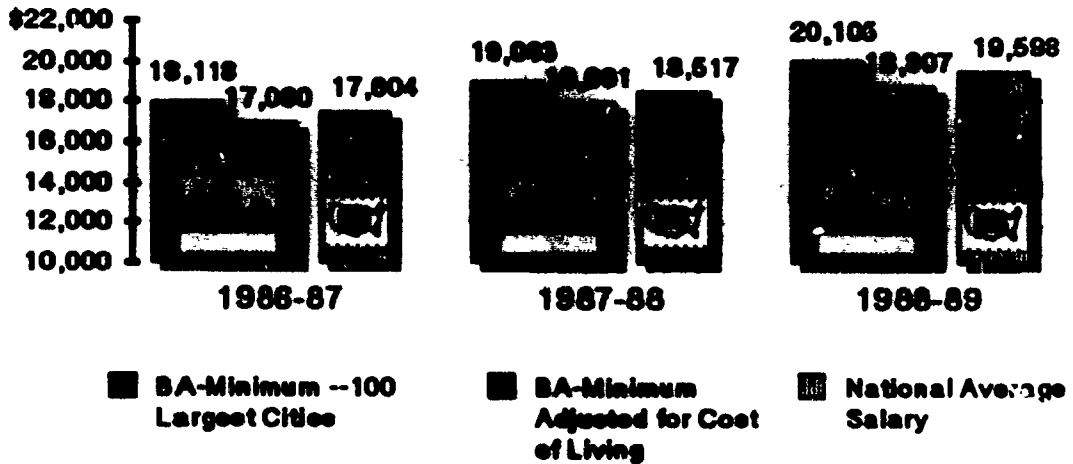


Figure 5

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



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

Figure 6

Class Size is About the Same in Large Cities As The National Average

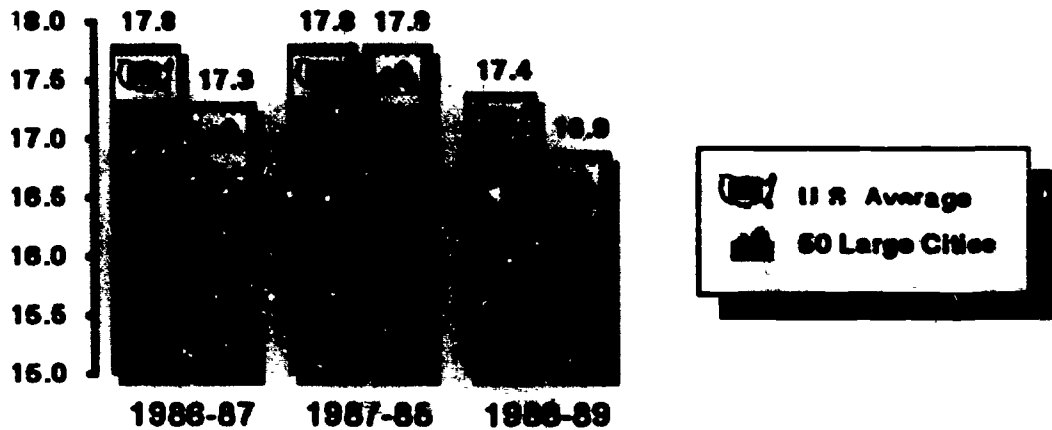


Figure 7

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

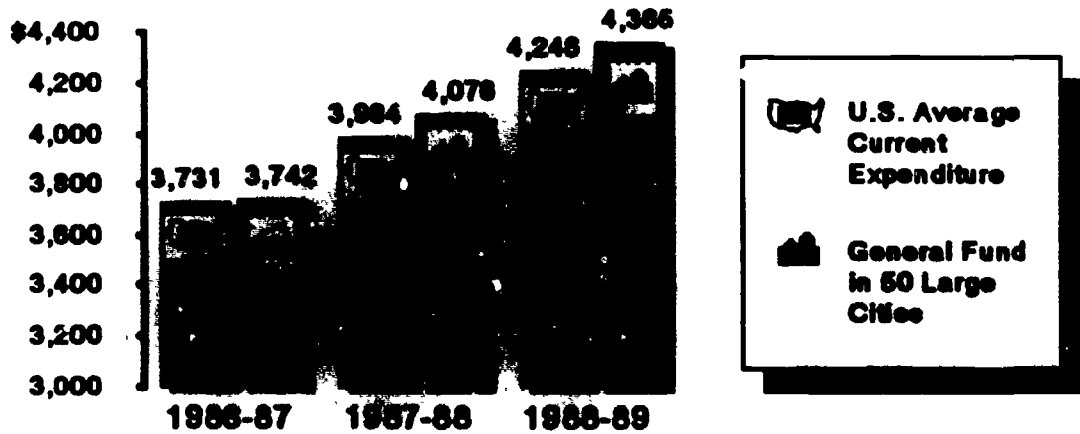


Figure 8

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

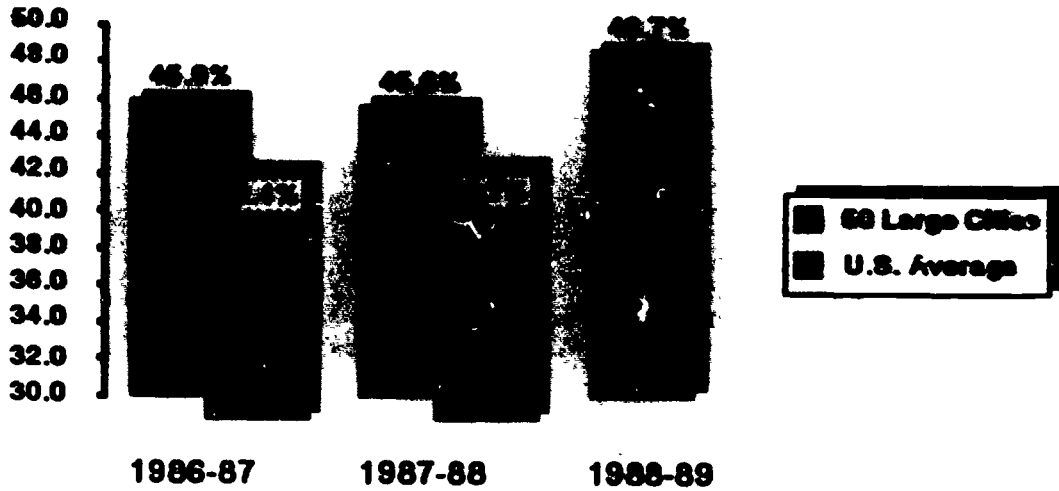


Figure 9

Actual Fund Balances Exceed Projections In 50 Large Cities

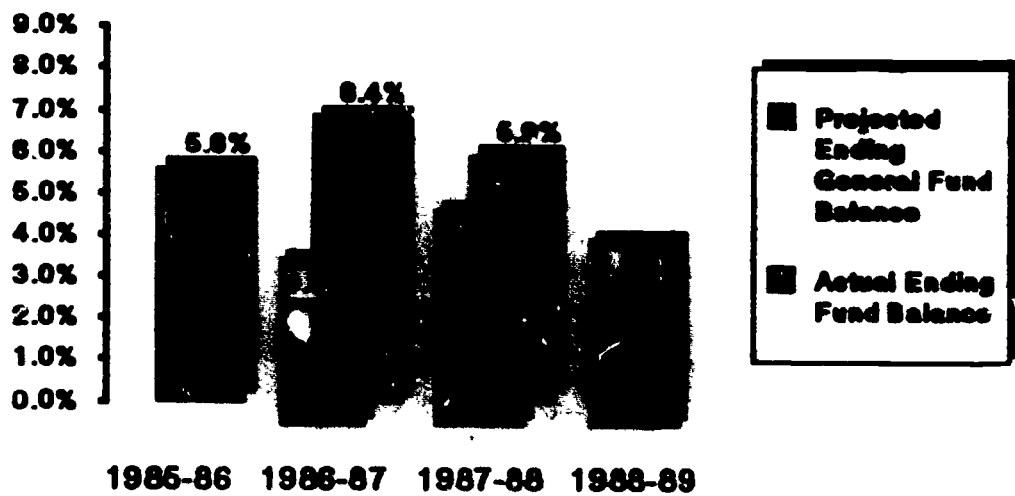


Figure 10

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

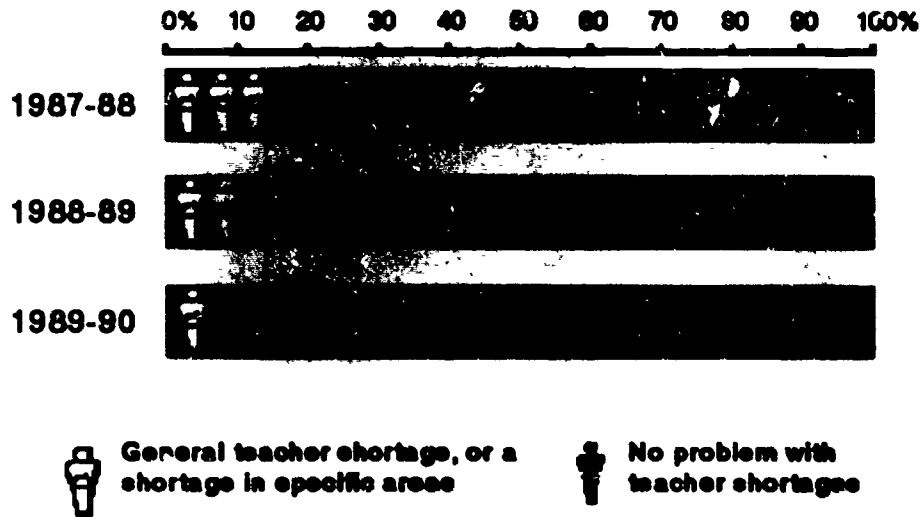
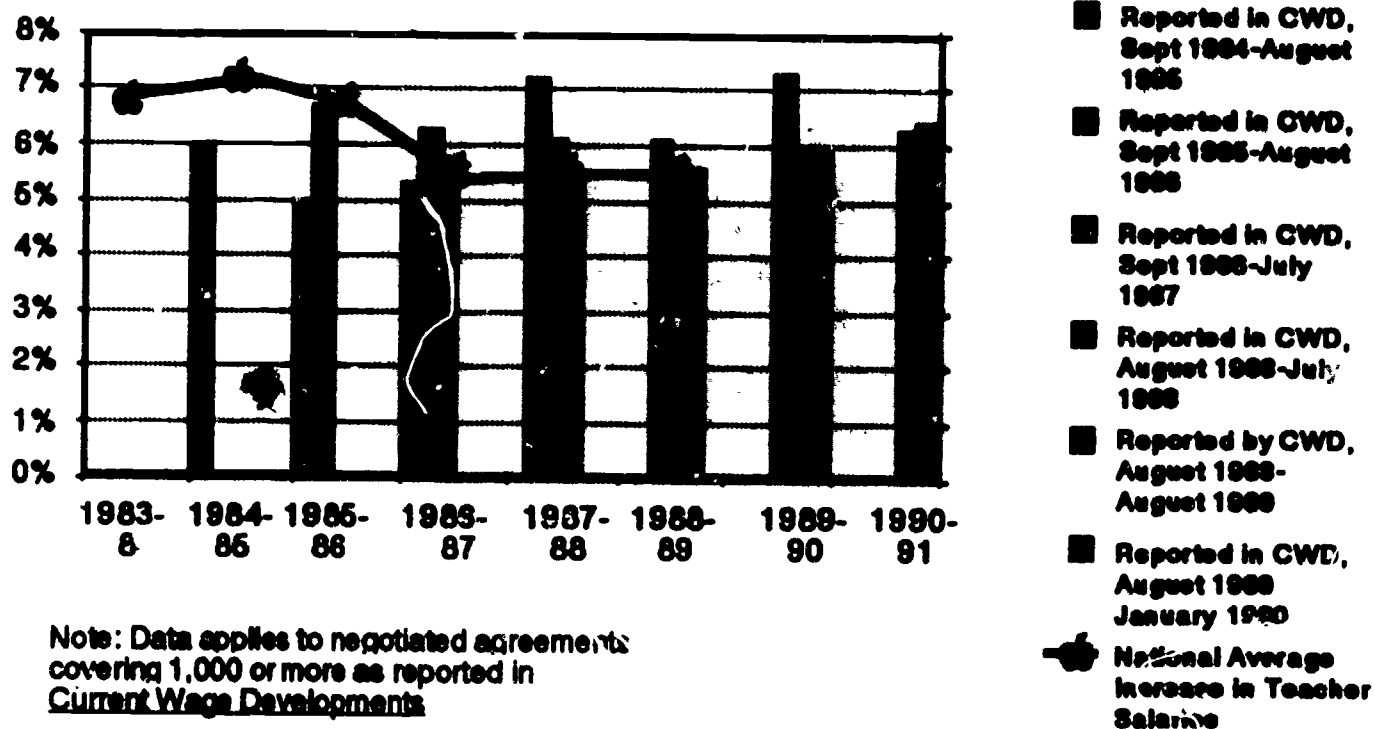


Figure 11

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



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Figure 12

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

	Year	BA Beginning	MA 15 Years	Maximum	Steps to Maximum
Baltimore, MD	1990-91	22,162	40,339	43,002	15
Bloomington, MN	1990-91	23,649	42,993	48,049	13
Bristol, CT	1990-91	23,312	48,612	52,176	6
Cincinnati, OH	1990-91	21,679	42,672	44,847	13
Dade Co.(Miami), FL	1990-91	26,500	45,400	49,400	14
Dearborn, MI	1990-91	24,075	49,375	53,795	11
Duluth, MN	1990-91	20,815	39,675	42,324	9
Half Hollow Hills, NY	1990-91	25,623	50,862	69,537	23
	1991-92	27,937	55,440	75,796	23
Kingston, NY	1990-91	27,675	39,585	45,025	20
	1991-92	28,775	41,935	47,785	20
Liverpool, NY	1990-91	26,245	39,897	53,347	27
	1991-92	28,416	42,626	58,006	27
Meriden, CT	1990-91	29,681	47,810	50,859	11
Minneapolis, MN	1990-91	22,192	41,869	47,273	11
Nassau BOCES, NY	1990-91	26,768	50,785	72,384	15
Nashua, NH	1990-91	23,066	42,291	44,549	12
	1991-92	25,031	46,763	50,082	12
New Haven, CT	1990-91	27,409	52,658	58,275	13
	1991-92	28,876	56,802	62,812	13
Newark, NJ	1990-91	23,867	46,232	50,757	13
Newburgh	1990-91	22,820	40,750	46,290	13
Norwalk, CT	1990-91	26,950	46,950	60,950	10
Osseo, MN	1990-91	22,200	41,630	45,160	12
Philadelphia, PA	1990-91	24,000	43,260	49,600	11
	1991-92	26,000	45,850	54,000	11
Pittsburgh, PA	1990-91	26,000	48,000	50,100	10
	1991-92	28,000	50,990	52,100	10
Providence, RI	1990-91	21,284	41,609	42,411	10
Robbinsdale, MN	1990-91	22,585	42,450	47,110	10
St. Lucie County, FL	1990-91	22,327	35,722	38,077	15
St. Paul, MN	1990-91	23,465	42,060	47,849	12
Smithtown, NY	1990-91	28,771	58,664	64,225	18
Suffolk-2 BOCES, NY	1990-91	22,543	49,010	60,154	18
Utica, NY	1990-91	20,100	42,665	46,370	15
Valley Stream, NY	1990-91	28,686	55,291	63,571	15
Virgin Islands	1990-91	20,225	38,002	47,435	21
Wappingers, NY	1990-91	26,551	53,342	58,975	20
	1991-92	28,410	57,076	60,904	20
Warwick, RI	1990-91	21,559	41,262	42,012	10

LIST OF TABLES

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

- I-1. 1988-89 BA-Minimum, MA-Maximum, and Maximum Salaries, Ranked by City Size (1980 U.S. Census)
- I-2. 1988-89 BA-Minimum and MA-Maximum Salaries, Ranked by MA-Maximum Salary
- I-3. 1988-89 BA-Minimum and MA-Maximum Salaries, Ranked By BA-Minimum Salary
- I-4. 1988-89 BA-Minimum and MA-Maximum Salaries, Ranked Within Regions By MA-Maximum
- I-5. Average Dollar Value of Annual Change Between BA-Minimum and MA-Maximum for 1988-89 Salary Schedules, Ranked by Average Annual Change
- I-6. Ratio of 1988-89 MA-Maximum to BA-Minimum Salaries, Ranked by the MA-Maximum to BA-Minimum Ratio
- I-7. 1987 Cost-of-Living Index (Average of 289 U.S. Cities = 100)
- I-8. MA-Maximum Salaries Adjusted by 1989 ACCRA Cost-of-Living Index, Ranked by Adjusted Maximum Salary
- I-9. Ratio of 1988-89 Teachers Salary to 1988 Average Annual Pay in the Metro Area, Ranked by MA-Maximum to Average Pay Ratio
- I-10. The Ratio of 1988-89 MA-Maximum Salaries to the State Average, Ranked by the MA-Maximum to Average Salary Ratio

II. Fiscal Information for Fifty Large School Districts

- II-1. Basic Pupil, Teacher, and Employee Data in Fifty Large School Districts Ranked by 1988-89 Enrollment
- II-2. Projected 1988-89 General Fund Expenditure and Revenue Data

- II-3. 1987-98 Ending General Fund Balance and 1988-89 Projections, Ranked by the Actual 1987-88 General Fund Balance
- II-4. 1987-88 Estimated and Actual Revenues, Expenditures, and General Fund Balance

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

- III-1. Scheduled Teacher Salaries in Selected AFT Locals, 1989-90

IV. Salary Projections through 1990-91

- IV-1. Average Salary Adjustments in Agreements Covering 1,000 or More Teachers, 1985-86 to 1990-91
- IV-2. Paraprofessionals and School-Related Personnel: Average, Salary or Wage Adjustments in Agreements Covering 1,000 or More Persons, 1985-86 to 1990-91
- IV-3. Teacher Contract Annual Percentage Raises 1988-89 to 1991-92
- IV-4. Teacher Contract Annual Percentage Raises 1989-90 to 1991-92
- IV-5. Paraprofessional and School-Related Personnel Contract Annual Percentage Raises 1988-89 to 1990-91
- IV-6. Paraprofessional and School-Related Personnel Contract Annual Percentage Raises 1989-90 to 1991-92

Appendices

Appendix A. Population of the Nation's 100 Largest Cities and Enrollment of the School Districts Serving the Cities

Appendix B. Enrollment for 1987-88 in the Nation's Largest School Districts

Appendix C. Data Sources

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

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

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

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

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

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

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

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

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

Highlights

Salaries Listed by City Size--Table I-1

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

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

MA-Maximum Salaries--Table I-2

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

BA-Minimum Salaries--Table I-3

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

Regional Rankings--Table I-4

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

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

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

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

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

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

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

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

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

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

The ACCRA index in Table I-7 shows:

- o The 100 largest cities had an unweighted average cost-of-living index of 108.9 (100 is the average of approximately 289 cities participating in the ACCRA index).
- o New York, Boston, and San Francisco had the highest cost-of-living indexes with indexes in the 140 to 150 range followed by the metro areas around New York City, Los Angeles and surrounding cities, Washington, D.C., San Diego, Philadelphia, Anchorage and Honolulu which all bunched in the 125 to 135 range.
- o Chattanooga registered the lowest index of the nation's 100 largest cities at 90.2, and 10 other districts in the west, south and midwest had indexes below or at 94.0.

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

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

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

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

The annual pay data apply to workers covered by State and Federal Unemployment Insurance programs and are compiled from reports submitted by employers for more than 93 million workers. The "average" pay is computed by dividing total annual pay of both full- and part-time employees covered by unemployment insurance programs by the average monthly number of these employees. Generally excluded from unemployment insurance coverage are most agriculture workers on small farms, railroad workers, most domestic employees, student workers and the self-employed.

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

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

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

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

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

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

TABLE I-1

**1988-89 BA-MINIMUM, MA-MAXIMUM, AND MAXIMUM SALARIES
RANKED BY CITY SIZE (1990 CENSUS)**

	-----BA-----		-----MA-----		-----MAX-----		Steps To Maximum
	Minimum	Rank	Maximum	Rank	Maximum	Rank	
1 NEW YORK, NY	\$23,000	12	\$42,348 f	5	\$45,584 f	7	15 f
2 CHICAGO, IL	19,088 e	67	27,968 e	23	40,579 e	30	15
3 LOS ANGELES, CA	25,316	2	38,798	16	41,279	25	10
4 PHILADELPHIA, PA	20,000	45	38,778	17	44,951	8	11
5 HOUSTON, TX	20,000	46	33,800	59	38,500	62	20
6 DETROIT, MI	22,324	16	40,803	9	41,555	23	11
7 DALLAS, TX	21,000	30	34,200	56	34,200	77	16
8 SAN DIEGO, CA	21,031	29	35,108	44	43,252	18	12
9 PHOENIX, AZ	20,123	42	38,473	33	41,252 b	26	13
10 BALTIMORE, MD	16,000	69	34,691 f	52	38,961 f	57	12 f
11 SAN ANTONIO, TX	18,500	77	34,898	53	34,898 b	72	16
12 INDIANAPOLIS, IN	17,894	87	34,867	48	37,232	53	20
13 SAN FRANCISCO, CA	24,280	4	33,313 a	34	43,420 b	14	14
14 MEMPHIS, TN	19,100	68	31,327	69	38,553	60	22
15 WASHINGTON, DC	21,357	27	38,194	20	40,458	32	13
16 SAN JOSE, CA	21,822	22	32,414	63	38,821	41	10
17 MILWAUKEE, WI	20,158	41	38,874	29	40,243 b	33	16
18 CLEVELAND, OH	19,344	60	37,221	28	39,048 a	39	16
19 COLUMBUS, OH	20,619	34	38,588	32	39,694	35	15
20 BOSTON, MA	24,031	5	38,700	31	41,080	28	7
21 NEW ORLEANS, LA	16,543	99	28,800	99	27,578	98	15
22 JACKSONVILLE, FL	18,810	74	33,728	57	38,128	64	18
23 SEATTLE, WA	17,600	88	28,008	89	35,340	63	12
24 DENVER, CO	17,392	91	34,998	45	42,856	20	13
25 NASHVILLE-DAVIDSON, TN	18,200	82	31,304	70	37,128	54	16
26 ST LOUIS, MO	20,610	35	38,048 f	38	38,848 f	42	20 f
27 KANSAS CITY, MO	18,000	85	30,510	77	38,000	68	15
28 EL PASO, TX	18,300	80	32,330	64	32,330	85	24
29 ATLANTA, GA	22,060	19	34,898	47	43,398	16	14
30 PITTSBURGH, PA	22,000	21	42,500	4	44,100	10	10
31 OKLAHOMA CITY, OK	17,034	94	28,909	95	27,954	97	18
32 CINCINNATI, OH	18,377	71	35,774	38	38,951	40	13
33 FORT WORTH, TX	20,300	47	32,500	62	33,100 b	82	25
34 MINNEAPOLIS, MN	20,324	37	38,345	19	43,294	17	11
35 PORTLAND, OR	19,216	62	31,983	66	36,529	61	16
36 HONOLULU, HI	23,035	11	37,400	24	43,979	11	14
37 LONG BEACH, CA	23,423	9	39,532	13	48,227	5	14
38 TULSA, OK	16,563	98	29,693	84	34,589	73	15
39 BUFFALO, NY	19,432	59	34,817	49	37,994	48	14
40 TOLEDO, OH	20,250	39	35,800 f	36	35,872 f	67	15
41 MIAMI, FL	23,000	13	38,500	18	42,500	21	14
42 AUSTIN, TX	19,450	68	30,896	75	30,950 b	92	15
43 OAKLAND, CA	23,220	10	30,970 a	73	37,279	51	10
44 ALBUQUERQUE, NM	17,200	92	26,215	98	30,015	94	17
45 TUCSON, AZ	19,640	54	38,293	35	39,290	37	13
46 NEWARK, NJ	20,867	33	40,832	8	42,357	22	12
47 CHARLOTTE, NC	19,628	56	34,808	50	37,336	49	24
48 OMAHA, NE	18,400	79	38,800	30	40,480	31	19
49 LOUISVILLE, KY	16,644	97	30,458	78	34,034	78	16
50 BIRMINGHAM, AL	19,818	51	27,620	91	31,048	91	11

(continued)

TABLE I-1 (Continued)

	-----BA-----		-----MA-----		-----MAX-----		Steps To Maximum
	Minimum	Rank	Maximum	Rank	Maximum	Rank	
51 WICHITA, KS	\$20,018	44	\$28,988	57	\$31,748	57	11
52 SACRAMENTO, CA	21,567	23	30,982	74	37,938	48	12
53 TAMPA, FL	19,061	68	31,282	71	32,757	53	17
54 ST. PAUL, MN	21,253	28	38,180	21	43,400	15	12
55 NORFOLK, VA	21,535	29	34,780	51	37,240	52	18
56 VIRGINIA BEACH, VA	22,000	20	35,080	22	39,280	38	23
57 ROCHESTER, NY	28,067	1	47,882	1	57,388	1	28
58 AKRON, OH	18,880	73	28,210	43	37,030	58	13
59 ST. PETERSBURG, FL	20,280	40	33,300	51	34,800	71	17
60 CORPUS CHRISTI, TX	19,200	63	30,275	51	31,775	58	24
61 JERSEY CITY, NJ	21,550	25	45,885	2	51,885	3	17
62 ANAHEIM, CA	22,388	15	38,788	11	42,888	19	12
63 BATON ROUGE, LA	17,523	89	24,721	100	28,888	100	14
64 RICHMOND, VA	20,301	38	32,212	55	33,212	51	18
65 FRESNO, CA	22,864	14	34,889 a	48	38,808 a	43	8
66 COLORADO SPRINGS, CO	18,220	50	25,654	40	43,778	13	17
67 SHREVEPORT, LA	18,088	53	25,688	59	27,290	59	15
68 LEXINGTON-FAYETTE, KY	19,145	64	31,108	72	38,004	65	16
69 SANTA ANA, CA	22,117	18	38,071	15	39,571	36	12
70 DAYTON, OH	20,111	43	34,497	54	38,880	58	15
71 JACKSON, MS	18,694	76	28,522	58	33,838 a	79	2
72 MOBILE, AL	18,929	72	28,327	57	28,000 b	58	20
73 YONKERS, NY	20,579	32	42,245	8	48,983	4	15
74 DES MOINES, IA	18,250	51	31,408	58	34,443	74	19
75 KNOXVILLE, TN	18,040	54	28,315	58	31,200	59	18
76 GRAND RAPIDS, MI	20,579	31	37,149	27	38,182	44	11
77 MONTGOMERY, AL	18,578	57	27,320	58	29,889 a	55	25
78 LUBBOCK, TX	18,000	58	30,400	50	30,800 b	33	38
79 ANCHORAGE, AK	23,883	6	41,338	7	51,983	2	11
80 FORT WAYNE, IN	19,633	55	35,919	28	39,865	34	18
81 LINCOLN, NE	17,475	90	31,889	57	35,154	70	17
82 SPOKANE, WA	16,792	95	27,002	54	33,349	50	11
83 RIVERSIDE, CA	24,288	3	38,785	10	44,338	8	14
84 MADISON, WI	19,888	52	35,438	42	41,345 a	24	15
85 HUNTINGTON BEACH, CA	23,789	7	39,184 c	14	41,105 b	27	10
86 SYRACUSE, NY	23,443	8	33,316 c	50	34,219 c	75	15
87 CHATTANOOGA, TN	19,000	70	30,857	78	32,582	54	17
88 COLUMBUS, GA	19,535	49	30,428	79	37,889	47	18
89 LAS VEGAS, NV	18,409	78	30,082	52	37,318 c	50	11
90 SALT LAKE CITY, UT	17,198	93	29,042	55	32,138 b	56	12
91 WORCHESTER, MA	19,652	53	33,885	58	35,220 a	59	11
92 WARREN, MI	22,133	17	43,889	3	48,188 b	6	12
93 KANSAS CITY, KS	18,800	75	27,684	50	35,684	58	15
94 ARLINGTON, TX	19,807	48	35,888		37,088	55	20
95 FLINT, MI	21,622	24	38,851	12	43,828	12	12
96 AURORA, CO	19,133	65	35,934	37	40,880	29	13
97 TACOMA, WA	18,688	59	30,938	53	34,208	78	13
98 LITTLE ROCK, AR	18,391	100	27,488	92	31,088	90	14
99 PROVIDENCE, RI	19,305	51	37,380	25	38,182	45	10
100 GREENSBORO, NC	20,380	38	34,080	58	38,610	59	21
AVERAGE	\$28,108		\$34,271		\$37,880		7.9

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

TABLE I-2

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

	BA			Steps To Max		BA			Steps To Max
	Minimum	Rank	Maximum			Minimum	Rank	Maximum	
1 ROCHESTER, NY	\$26,067	1	\$47,868	26	51 NORFOLK, VA	\$21,535	26	\$34,750	18
2 JERSEY CITY, NJ	21,550	25	45,868	17	52 BALTIMORE, MD	19,000	69	34,661 f	12 f
3 WARREN, MI	22,133	17	45,869	12	53 SAN ANTONIO, TX	18,500	77	34,598	16
4 PITTSBURGH, PA	22,000	21	42,800	10	54 DAYTON, OH	20,111	43	34,487	15
5 NEW YORK, NY	23,000	12	42,345 f	15 f	55 DALLAS, TX	21,000	30	34,200	19
6 YONKERS, NY	20,879	32	42,345 f	15 f	56 GREENSBORO, NC	20,350	36	34,080	21
7 ANCHORAGE, AK	23,863	8	41,238	11	57 JACKSONVILLE, FL	18,810	74	33,726	18
8 NEWARK, NJ	20,867	33	40,832	13	58 WORCHESTER, MA	19,882	53	33,595	11
9 DETROIT, MI	22,324	16	40,832	11	59 HOUSTON, TX	20,000	48	33,500	20
10 RIVERSIDE, CA	24,268	3	39,795	14	60 SYRACUSE, NY	23,443	8	33,316 c	15
11 ANAHEIM, CA	22,396	15	39,798	12	61 ST. PETERSBURG, FL	20,250	40	33,200 f	17
12 F. INT, MI	21,822	24	39,851 e	12	62 FORT WORTH, TX	20,000	47	32,500	25
13 LONG BEACH, CA	23,423	9	39,832	14	63 SAN JOSE, CA	21,822	22	32,414	10
14 HUNTINGTON BEACH, CA	23,799	7	39,184	10	64 EL PASO, TX	18,300	80	32,330	24
15 SANTA ANA, CA	22,117	18	39,071	12	65 RICHMOND, VA	20,301	38	32,212	18
16 LOS ANGELES, CA	25,316	2	38,788	10	66 PORTLAND, OR	19,216	62	31,983	16
17 PHILADELPHIA, PA	20,000	45	38,778	11	67 LINCOLN, NE	17,475	90	31,659	17
18 MIAMI, FL	23,000	13	38,800	14	68 DES MOINES, IA	18,250	81	31,406	16
19 MINNEAPOLIS, MN	20,324	37	38,345 f	11 f	69 MEMPHIS, TN	19,100	68	31,327	22
20 WASHINGTON, DC	21,357	27	38,194	13	70 NASHVILLE, TN	18,200	82	31,304	16
21 ST. PAUL, MN	21,283	28	38,180	12	71 TAMPA, FL	19,051	68	31,252	17
22 VIRGINIA BEACH, VA	22,000	20	38,080	23	72 LEXINGTON, KY	19,148	64	31,106	16
23 CHICAGO, IL	19,092	67	37,988 e	15	73 OAKLAND, CA	23,220	10	30,970 a	13
24 HONOLULU, HI	23,035	11	37,400	14	74 SACRAMENTO, CA	21,867	23	30,962	12
25 PROVIDENCE, RI	19,305	61	37,380	10	75 AUSTIN, TX	19,450	58	30,960	15
26 CLEVELAND, OH	19,344	60	37,221	10	76 CHATTANOOGA, TN	19,000	70	30,567	17
27 GRAND RAPIDS, MI	20,879	31	37,140	11	77 KANSAS CITY, MO	18,000	85	30,510	15
28 FORT WAYNE, IN	19,833	55	36,910	18	78 LOUISVILLE, KY	16,844	97	30,456	17
29 MILWAUKEE, WI	20,158	41	36,874	16	79 COLUMBUS, GA	19,835	49	30,423	18
30 OMAHA, NE	18,400	79	36,800 f	20 f	80 LUBBOCK, TX	18,000	88	30,400 a	36
31 BOSTON, MA	24,031	5	36,700	7	81 CORPUS CHRISTI, TX	19,200	63	30,275	24
32 COLUMBUS, OH	20,819	34	36,588	15	82 LAS VEGAS, NV	18,409	78	30,062	11
33 PHOENIX, AZ	20,123	42	36,473	13	83 TACOMA, WA	16,686	98	30,035	13
34 SAN FRANCISCO, CA	24,280	4	36,313 a	14	84 TULSA, OK	16,563	98	29,993	15
35 TUCSON, AZ	19,840	54	36,282	14	85 SALT LAKE CITY, UT	17,168	93	29,042	12
36 ST. LOUIS, MO	20,610	35	36,048 f	20 f	86 JACKSON, MS	12,884	76	28,582	20
37 AURORA, CO	19,133	65	35,934	13	87 WICHITA, KS	20,016	44	28,386	11
38 TOLEDO, OH	20,250	39	35,900 f	15	88 KNOXVILLE, TN	18,040	84	28,315	18
39 CINCINNATI, OH	18,977	71	35,774	13	89 SEATTLE, WA	17,800	88	28,008	12
40 COLORADO SPRINGS, CO	19,820	50	35,664	17	90 KANSAS CITY, KS	18,800	75	27,864	15
41 ARLINGTON, TX	19,907	48	35,588	20	91 BIRMINGHAM, AL	19,818	51	27,820	12
42 MADISON, WI	19,888	52	35,438	15	92 LITTLE ROCK, AR	18,391	100	27,488	14
43 AKRON, OH	18,880	73	35,210	13	93 MONTGOMERY, AL	19,578	57	27,320	25
44 SAN DIEGO, CA	21,031	29	35,108	12	94 SPOKANE, WA	16,792	95	27,002	11
45 DENVER, CO	17,392	91	34,988	13	95 OKLAHOMA CITY, OK	17,034	94	26,809	18
46 FRESNO, CA	22,884	14	34,939 a	6	96 NEW ORLEANS, LA	18,543	90	26,800	15
47 ATLANTA, GA	22,050	19	34,886	14	97 MOBILE, AL	18,929	72	26,327	20
48 INDIANAPOLIS, IN	17,994	87	34,867	20	98 ALBUQUERQUE, NM	17,200	92	26,215	18
49 BUFFALO, NY	19,432	59	34,817	14	99 SHREVEPORT, LA	18,068	83	25,826	15
50 CHARLOTTE, NC	19,628	56	34,806 c	25	100 BATON ROUGE, LA	17,523	89	24,721	14
					AVERAGE	\$20,105		\$34,271	15

See Table I-1 for notes

TABLE I-3
1988-89 BA-MINIMUM AND MA-MAXIMUM SALARIES
RANKED BY BA-MINIMUM SALARY

	BA				Steps		BA				Steps
	Minimum	Maximum	Rank	To Max			Minimum	Maximum	Rank	To Max	
1 LOS ANGELES, CA	\$28,067	\$33,738	18	10	51	BIRMINGHAM, AL	\$19,518	\$27,680	91	12	
2 ROCHESTER, NY	25,318	47,882	1	20	52	MADISON, WI	19,882	35,438	42	15	
3 RIVERSIDE, CA	24,208	39,785	10	14	53	WORCHESTER, MA	19,952	33,895	58	11	
4 SAN FRANCISCO, CA	24,280	33,313	a 34	14	54	TUCSON, AZ	19,940	38,293	35	14	
5 BOSTON, MA	24,031	38,700	31	7	55	PORT WAYNE, IN	19,833	38,910	28	18	
6 ANCHORAGE, AK	23,863	41,338	7	11	56	CHARLOTTE, NC	19,822	34,808	50	25	
7 HUNTINGTON BEACH, CA	23,789	39,184	14	10	57	MONTGOMERY, AL	19,578	27,320	83	25	
8 SYRACUSE, NY	23,443	33,318	e 89	15	58	AUSTIN, TX	19,489	39,888	75	15	
9 LONG BEACH, CA	23,423	39,532	13	14	59	BUFFALO, NY	19,432	34,817	48	14	
10 OAKLAND, CA	23,220	39,870	a 73	13	60	CLEVELAND, OH	19,344	37,221	28	16	
11 HONOLULU, HI	23,035	37,400	24	14	61	PROVIDENCE, RI	19,305	37,388	25	10	
12 NEW YORK, NY	23,000	42,345	f 5	15	62	PORTLAND, OR	19,216	31,887	68	18	
13 MIAMI, FL	23,000	38,500	18	14	63	CORPUS CHRISTI, TX	19,200	38,271	81	24	
14 FRESNO, CA	22,884	34,939	a 48	8	64	LEONISTON, KY	19,148	31,108	72	18	
15 ANAHEIM, CA	22,557	39,758	11	12	65	AURORA, CO	19,133	35,934	37	13	
16 DETROIT, MI	22,324	40,803	9	11	66	MEMPHIS, TN	19,100	31,327	88	22	
17 WARREN, MI	22,133	43,958	3	12	67	CHICAGO, IL	19,082	37,868	23	15	
18 SANTA ANA, CA	22,117	39,071	15	12	68	TAMPA, FL	19,051	31,282	71	17	
19 ATLANTA, GA	22,060	34,388	47	14	69	BALTIMORE, MD	19,000	34,881	f 52	12	
20 PITTSBURGH, PA	22,000	42,500	4	10	70	CHATTANOOGA, TN	19,000	30,587	78	17	
21 VIRGINIA BEACH, VA	22,000	38,080	22	23	71	CINCINNATI, OH	18,977	35,774	38	13	
22 SAN JOSE, CA	21,822	32,414	83	10	72	MOBILE, AL	18,829	28,327	87	20	
23 SACRAMENTO, CA	21,867	39,982	74	12	73	AKRON, OH	18,880	35,210	43	13	
24 FLINT, MI	21,822	39,851	12	12	74	JACKSONVILLE, FL	18,810	33,729	57	18	
25 JERSEY CITY, NJ	21,550	45,885	2	17	75	KANSAS CITY, KS	18,800	27,884	80	15	
26 NORFOLK, VA	21,535	34,750	51	18	76	JACKSON, MS	18,894	28,582	86	20	
27 WASHINGTON, DC	21,367	38,184	20	13	77	SAN ANTONIO, TX	18,500	34,898	53	16	
28 ST. PAUL, MN	21,283	38,150	21	12	78	LAS VEGAS, NV	18,408	30,082	82	11	
29 SAN DIEGO, CA	21,031	35,108	44	12	79	OMAHA, NE	18,400	38,800	30	20	
30 DALLAS, TX	21,000	34,200	55	19	80	EL PASO, TX	18,300	32,330	64	24	
31 GRAND RAPIDS, MI	20,879	37,140	27	11	81	DES MOINES, IA	18,250	31,408	88	16	
32 YONKERS, NY	20,879	42,245	6	15	82	NASHVILLE, TN	18,200	31,304	70	16	
33 NEWARK, NJ	20,867	40,832	8	13	83	SHREVEPORT, LA	18,088	25,828	99	15	
34 COLUMBUS, OH	20,619	38,884	32	15	84	KNOXVILLE, TN	18,040	28,315	84	18	
35 ST. LOUIS, MO	20,610	38,048	f 38	20	85	KANSAS CITY, MO	18,000	30,510	77	15	
36 GREENSBORO, NC	20,350	34,980	58	21	86	LUBBOCK, TX	18,008	30,400	80	38	
37 MINNEAPOLIS, MN	20,324	38,345	19	11	87	INDIANAPOLIS, IN	17,894	34,887	48	26	
38 RICHMOND, VA	20,301	32,212	85	18	88	SEATTLE, WA	17,880	28,308	89	12	
39 ST. PETERSBURG, FL	20,250	33,200	81	17	89	BATON ROUGE, LA	17,823	24,721	100	14	
40 TOLEDO, OH	20,250	35,900	f 38	15	90	LINCOLN, NE	17,475	31,988	87	17	
41 MILWAUKEE, WI	20,158	38,874	29	16	91	DENVER, CO	17,382	34,888	45	13	
42 PHOENIX, AZ	20,123	38,473	33	13	92	ALBUQUERQUE, NM	17,200	28,218	98	18	
43 DAYTON, OH	20,111	34,487	54	15	93	SALT LAKE CITY, UT	17,188	28,042	85	12	
44 WICHITA, KS	20,016	28,388	87	11	94	OKLAHOMA CITY, OK	17,034	28,809	95	18	
45 FORT WORTH, TX	20,000	32,870	82	25	95	SPOKANE, WA	16,782	27,002	94	11	
46 PHILADELPHIA, PA	20,000	38,778	17	11	96	TACOMA, WA	16,888	30,036	83	13	
47 HOUSTON, TX	20,000	33,500	59	20	97	LOUISVILLE, KY	16,844	30,458	78	17	
48 ARLINGTON, TX	19,907	35,588	41	20	98	TULSA, OK	16,583	29,083	84	15	
49 COLUMBUS, GA	19,835	30,475	79	18	99	NEW ORLEANS, LA	16,543	28,800	96	15	
50 COLORADO SPRINGS, CO	19,820	35,854	40	17	100	LITTLE ROCK, AR	16,391	27,488	92	14	
						AVERAGE	\$20,105	\$34,271		15	

See Table I-1 for notes

TABLE I-4

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

	Steps						Steps					
	—BA—		—MA—		To		—BA—		—MA—		To	
	Min.	Rank	Max.	Rank	Max.		Min.	Rank	Max.	Rank	Max.	
REGION I												
1 PROVIDENCE, RI	\$19,305	61	\$37,380	25	10	14 CHATTANOOGA, TN	\$19,000	70	\$30,567	76	17	
2 BOSTON, MA	24,631	5	38,700	31	7	15 LOUISVILLE, KY	18,844	87	30,458	78	17	
3 WORCHESTER, MA	19,682	83	33,885	88	11	16 COLUMBUS, GA	19,535	48	30,428	79	18	
REGION II												
1 ROCHESTER, NY	28,687	1	47,882	1	28	17 JACKSON, MS	18,884	78	28,582	88	20	
2 JERSEY CITY, NJ	21,580	25	45,885	2	17	18 KNOXVILLE, TN	18,040	84	28,315	88	18	
3 PITTSBURGH, PA	22,000	21	42,800	4	10	19 BIRMINGHAM, AL	18,818	51	27,620	91	12	
4 NEW YORK, NY	23,000	12	42,345	5	15	20 LITTLE ROCK, AR	18,381	100	27,488	92	14	
5 YONKERS, NY	20,879	32	42,345	6	15	21 MONTGOMERY, AL	19,578	57	27,320	93	25	
6 NEWARK, NJ	20,887	33	40,832	8	13	22 NEW ORLEANS, LA	18,543	88	28,800	98	15	
7 PHILADELPHIA, PA	20,000	45	38,778	17	11	23 MOBILE, AL	18,888	72	28,327	97	20	
8 WASHINGTON, DC	21,357	27	38,184	20	13	24 SHREVEPORT, LA	18,088	83	28,828	98	15	
9 BUFFALO, NY	19,432	89	34,817	48	14	25 BATON ROUGE, LA	17,823	89	24,721	100	14	
10 BALTIMORE, MD	19,000	98	34,881	82	12	REGION III						
11 SYRACUSE, NY	23,443	8	33,318	89	15	1 PHOENIX, AZ	20,123	42	38,473	33	13	
REGION IV												
1 WARREN, MI	22,133	17	43,888	3	12	2 TUCSON, AZ	19,840	54	38,283	35	14	
2 DETROIT, MI	22,324	18	40,883	9	11	3 ARLINGTON, TX	19,807	48	35,888	41	20	
3 FLINT, MI	21,822	24	38,881	12	12	4 SAN ANTONIO, TX	18,800	77	34,888	53	18	
4 MINNEAPOLIS, MN	20,324	37	38,345	18	11	5 DALLAS, TX	21,000	30	34,200	55	19	
5 ST. PAUL, MN	21,283	28	38,180	21	12	6 HOUSTON, TX	20,000	48	33,800	59	20	
6 CHICAGO, IL	19,882	67	37,888	23	15	7 FORT WORTH, TX	20,000	47	32,800	62	25	
7 CLEVELAND, OH	19,344	80	37,221	28	16	8 EL PASO, TX	18,300	80	32,330	64	24	
8 GRAND RAPIDS, MI	20,879	31	37,140	27	11	9 AUSTIN, TX	19,480	58	30,880	75	15	
9 FORT WAYNE, IN	19,833	55	38,910	28	18	10 LUBBOCK, TX	18,000	88	30,400	80	38	
10 MILWAUKEE, WI	20,158	41	38,874	29	18	11 CORPUS CHRISTI, TX	19,200	63	30,275	81	24	
11 COLUMBUS, OH	20,818	34	38,888	32	15	12 TULSA, OK	18,883	88	28,083	84	15	
7 TOLEDO, OH	20,250	38	38,800	38	15	13 OKLAHOMA CITY, OK	17,034	94	28,888	85	18	
13 CINCINNATI, OH	18,877	71	38,774	39	13	14 ALBUQUERQUE, NM	17,800	82	28,215	88	18	
14 MADISON, WI	19,888	52	35,438	42	15	REGION IV						
15 AKRON, OH	18,880	73	35,210	43	13	1 AURORA, CO	18,133	85	38,934	37	13	
16 INDIANAPOLIS, IN	17,884	87	34,887	48	20	2 COLORADO SPRINGS	18,820	80	35,854	40	17	
17 DAYTON, OH	20,111	43	34,887	54	15	3 DENVER, CO	17,382	91	34,888	45	13	
REGION V												
1 OMAHA, NE	18,400	78	38,800	30	20	4 SALT LAKE CITY, UT	17,188	93	28,042	85	12	
2 ST. LOUIS, MO	20,510	35	38,048	38	20	REGION VI						
3 LINCOLN, NE	17,475	90	31,888	67	17	1 RIVERSIDE, CA	24,288	3	38,785	10	14	
4 DES MOINES, IA	18,280	81	31,488	88	16	2 ANAHEIM, CA	22,388	15	38,788	11	12	
5 KANSAS CITY, MO	18,000	85	30,510	77	15	3 LONG BEACH, CA	23,423	9	38,532	13	14	
6 WICHITA, KS	20,018	44	28,288	87	11	4 HUNTINGTON BEACH	23,788	7	38,184	14	10	
7 KANSAS CITY, KS	18,800	75	27,884	80	15	5 SANTA ANA, CA	22,117	18	38,871	15	12	
REGION VII												
1 MIAMI, FL	23,000	13	51,800	18	14	6 LOS ANGELES, CA	25,318	2	38,788	16	10	
2 VIRGINIA BEACH, VA	22,000	20	38,880	22	23	7 SAN FRANCISCO, CA	24,280	4	38,313	34	14	
3 ATLANTA, GA	22,000	19	34,888	47	14	8 SAN DIEGO, CA	21,831	28	35,188	44	12	
4 CHARLOTTE, NC	19,828	58	34,888	80	25	9 FRESNO, CA	22,884	14	34,888	48	8	
5 NORFOLK, VA	21,535	28	34,780	51	18	10 SAN JOSE, CA	21,822	22	32,414	63	10	
6 GREENSBORO, NC	20,380	38	34,880	88	21	11 PORTLAND, OR	19,218	82	31,883	68	16	
7 JACKSONVILLE, FL	18,810	74	33,728	67	18	12 OAKLAND, CA	23,220	10	30,870	73	13	
8 ST. PETERSBURG, FL	20,280	40	33,200	61	17	13 SACRAMENTO, CA	21,887	23	30,882	74	12	
9 RICHMOND, VA	20,301	38	32,212	65	18	14 LAS VEGAS, NV	18,488	78	30,882	82	11	
10 MEMPHIS, TN	19,100	88	31,327	88	22	15 TACOMA, WA	18,888	88	30,835	83	13	
11 NASHVILLE, TN	18,200	82	31,384	70	18	16 SEATTLE, WA	17,800	88	28,088	89	12	
12 TAMPA, FL	19,851	68	31,252	71	17	17 SPOKANE, WA	18,782	85	27,022	94	11	
13 LEXINGTON, KY	19,148	84	31,188	72	18	REGION VIII						
							ANCHORAGE, AK	23,883	6	41,338	7	11
							HONOLULU, HI	23,035	11	37,400	24	14
							AVERAGE	\$20,188		\$34,271		15

TABLE I-5

**AVERAGE ANNUAL CHANGE BETWEEN BA-MINIMUM AND MA-MAXIMUM FOR 1985-89 IN DOLLARS
RANKED BY AVERAGE ANNUAL CHANGE**

	BA-Min	MA-Max	BA-Min to MA-Max			BA-Min	MA-Max	BA-Min to MA-Max					
			Rank	Step	Annual Change			Rank	Step	Annual Change			
1 PITTSBURGH, PA	\$22,000	\$42,800	4	10	\$2,000	51	ATLANTA, GA	\$22,000	\$34,800	47	14	\$918	
2 WARREN, MI	22,133	43,868	3	12	1,819	52	SEATTLE, WA	17,900	28,008	89	12	867	
3 BOSTON, MA	24,031	36,700	31	7	1,810	53	SAN FRANCISCO, CA	24,200	38,313	34	14	861	
4 PROVIDENCE, RI	19,305	37,380	28	10	1,808	54	INDIANAPOLIS, IN	17,884	34,867	48	20	844	
5 PHILADELPHIA, PA	20,000	38,778	17	11	1,797	55	ROCHESTER, NY	28,067	47,862	1	26	839	
6 DETROIT, MI	22,324	40,803	9	11	1,853	56	TULSA, OK	16,883	29,093	84	15	832	
7 MINNEAPOLIS, MN	20,324	38,348	19	11	1,838	57	LINCOLN, NE	17,475	31,689	67	17	834	
8 ANCHORAGE, AK	23,983	41,338	7	11	1,888	58	KANSAS CITY, MO	18,000	30,510	77	15	834	
9 HUNTINGTON BEACH	23,789	39,184	14	10	1,839	59	JACKSONVILLE, FL	18,810	33,728	57	18	829	
10 NEWARK, NJ	20,867	40,832	8	13	1,838	60	DES MOINES, IA	18,280	31,408	68	18	822	
11 FLINT, MI	21,822	38,651	12	12	1,802	61	NASHVILLE, TN	18,200	31,304	70	16	819	
12 GRAND RAPIDS, MI	20,879	37,140	27	11	1,478	62	LOUISVILLE, KY	19,844	30,473	78	17	812	
13 ANAHEIM, CA	22,388	38,758	11	12	1,447	63	PORTLAND, OR	19,218	31,993	68	19	797	
14 YONKERS, NY	20,879	42,245	6	15	1,424	64	LITTLE ROCK, AR	16,391	27,488	92	14	793	
15 SANTA ANA, CA	22,117	38,071	15	12	1,413	65	ARLINGTON, TX	19,907	35,588	41	20	784	
16 JERSEY CITY, NJ	21,550	45,585	2	17	1,413	66	ST. LOUIS, MO	20,610	36,048	38	20	772	
17 ST. PAUL, MN	21,283	38,180	21	12	1,408	67	AUSTIN, TX	18,450	30,990	75	15	767	
18 DENVER, CO	17,382	34,988	45	13	1,392	68	ST. PETERSBURG, FL	20,250	33,200	61	17	762	
19 LOS ANGELES, CA	25,318	38,798	18	10	1,348	69	WICHITA, KS	20,019	28,288	87	11	761	
20 BALTIMORE, MD	19,000	34,881	52	12	1,305	70	SACRAMENTO, CA	21,867	30,982	74	12	758	
21 WASHINGTON, DC	21,387	38,194	20	13	1,305	71	LEONINGTON, KY	19,148	31,108	72	18	747	
22 AURORA, CO	19,133	35,834	37	13	1,302	72	NOFFOLK, VA	21,535	34,780	51	18	734	
23 CINCINNATI, OH	18,877	35,774	39	13	1,302	73	TAMPA, FL	19,051	31,282	71	17	718	
24 NEW YORK, NY	23,000	42,348	5	18	1,280	74	VIRGINIA BEACH, VA	22,000	38,080	22	23	688	
25 WORCHESTER, MA	19,652	33,998	58	11	1,288	75	DALLAS, TX	21,000	34,200	55	19	685	
26 CHICAGO, IL	19,082	37,858	23	15	1,288	76	NEW ORLEANS, LA	16,543	28,900	96	15	684	
27 PHOENIX, AZ	20,123	36,473	33	13	1,288	77	CHATTANOOGA, TN	19,000	30,867	78	17	680	
28 AKRON, OH	18,880	35,210	43	13	1,285	78	HOUSTON, TX	20,000	33,800	59	20	675	
29 TUCSON, AZ	19,640	36,293	35	14	1,187	79	RICHMOND, VA	20,301	32,212	65	18	662	
30 SAN DIEGO, CA	21,031	35,108	44	12	1,173	80	SYRACUSE, NY	23,443	33,319	60	15	658	
31 LONG BEACH, CA	23,423	38,532	13	14	1,151	81	GREENSBORO, NC	20,350	34,080	58	21	654	
32 CLEVELAND, OH	16,344	37,221	29	19	1,117	82	SPRINGSHAM, AL	16,818	27,820	91	12	650	
33 MIAMI, FL	23,000	38,500	18	14	1,107	83	CHARLOTTE, NC	16,828	34,908	50	25	607	
34 RIVERSIDE, CA	24,288	38,785	10	14	1,107	84	OAKLAND, CA	23,220	30,970	73	13	598	
35 BUFFALO, NY	19,432	34,817	49	14	1,089	85	KANSAS CITY, KS	18,800	27,984	80	15	591	
36 COLUMBUS, OH	20,919	38,588	32	15	1,085	86	COLUMBUS, GA	19,835	30,428	79	18	589	
37 LAS VEGAS, NV	18,409	30,082	62	11	1,089	87	EL PASO, TX	18,300	32,300	64	24	585	
38 MADISON, WI	19,888	35,438	42	15	1,088	88	KNOXVILLE, TN	18,640	28,315	88	18	571	
39 SAN JOSE, CA	21,822	32,414	63	10	1,048	89	MEMPHIS, TN	18,100	31,327	89	22	568	
40 MILWAUKEE, WI	20,158	38,874	29	19	1,048	90	OKLAHOMA CITY, OK	17,034	28,909	95	18	549	
41 TOLEDO, OH	20,250	35,900	38	15	1,037	91	BATON ROUGE, LA	17,523	24,721	100	14	514	
42 TACOMA, WA	19,688	30,035	83	13	1,027	92	SHREVEPORT, LA	18,088	25,828	99	15	504	
43 HONOLULU, HI	23,035	37,400	24	14	1,028	93	ALBUQUERQUE, NM	17,200	28,215	98	18	501	
44 SAN ANTONIO, TX	18,800	34,888	53	19	1,808	94	FORT WORTH, TX	20,000	32,800	62	25	500	
45 SALT LAKE CITY, UT	17,188	29,042	85	12	880	95	JACKSON, MS	18,884	28,582	86	20	484	
46 FORT WAYNE, IN	19,833	35,910	28	18	880	96	CORPUS CHRISTI, TX	19,200	30,275	81	24	481	
47 DAYTON, OH	20,111	34,487	54	15	880	97	MOBILE, AL	18,929	29,327	97	20	370	
48 COLORADO SPRINGS	19,820	35,854	40	17	831	98	LUBBOCK, TX	18,000	30,400	80	38	344	
49 SPOKANE, WA	19,782	27,002	84	11	828	99	MONTGOMERY, AL	19,578	27,320	83	25	310	
50 OMAHA, NE	18,400	38,800	30	20	820	100	FRESNO, CA	22,884	34,838	46			
						AVERAGE	\$29,885	\$34,271	51	19	\$883		

TABLE I-6

**RATIO OF 1999-00 MA-MAXIMUM TO BA-MINIMUM SALARIES
RANKED BY THE MA-MAXIMUM TO BA-MINIMUM RATIO**

	MA-Max to BA-Min Ratio					MA-Max to BA-Min Ratio					
	BA- Min	MA- Max	Plan	Steps	Ratio	BA- Min	MA- Max	Plan	Steps	Ratio	
1 JERSEY CITY, NJ	\$21,550	\$45,585	2	17	2.11	51 W. ROCHESTER, MA	\$19,652	\$33,985	58	11	1.71
2 YONKERS, NY	20,579	42,245	8	15	2.02	52 KANSAS CITY, MO	18,000	30,510	77	15	1.70
3 DENVER, CO	17,382	34,988	45	13	2.01	53 SALT LAKE CITY, UT	17,188	29,042	85	12	1.69
4 OMAHA, NE	18,400	36,800	30	20	2.00	54 LUBBOCK, TX	18,000	36,400	80	36	1.69
5 CHICAGO, IL	19,082	37,968	23	15	1.99	55 LONG BEACH, CA	23,423	36,532	13	14	1.69
6 WARREN, MI	22,133	43,988	3	12	1.99	56 LITTLE ROCK, AR	16,351	27,488	92	14	1.68
7 NEWARK, NJ	20,967	40,832	8	13	1.98	57 HOUSTON, TX	20,000	33,800	89	20	1.68
8 PHILADELPHIA, PA	20,000	38,778	17	11	1.94	58 GREENSBORO, NC	20,380	34,080	58	21	1.67
9 INDIANAPOLIS, IN	17,984	34,867	48	20	1.94	59 MIAMI, FL	23,000	36,900	18	14	1.67
10 PROVIDENCE, RI	19,305	37,380	25	10	1.94	60 SAN DIEGO, CA	21,031	35,169	44	12	1.67
11 PITTSBURGH, PA	22,000	42,800	4	10	1.93	61 PORTLAND, OR	19,219	31,983	68	16	1.66
12 CLEVELAND, OH	19,344	37,221	28	16	1.92	62 HUNTINGTON BEACH	23,789	39,184	14	10	1.65
13 MINNEAPOLIS, MN	20,324	38,345	19	11	1.89	63 TAMPA, FL	19,051	31,252	71	17	1.64
14 CINCINNATI, OH	18,977	35,774	39	13	1.89	64 MEMPHIS, TN	19,100	31,327	69	22	1.64
15 FORT WAYNE, IN	19,633	36,610	28	18	1.88	65 ST. PETERSBURG, FL	20,250	33,200	61	17	1.64
16 AURORA, CO	19,133	35,934	37	13	1.88	66 RIVERSIDE, CA	24,288	39,785	10	14	1.64
17 SAN ANTONIO, TX	18,500	34,588	53	16	1.87	67 LAS VEGAS, NV	18,409	30,682	82	11	1.63
18 AKRON, OH	18,980	35,210	43	13	1.86	68 DALLAS, TX	21,000	34,200	55	19	1.63
19 TUCSON, AZ	19,640	36,263	35	14	1.85	69 FORT WORTH, TX	20,000	32,800	62	25	1.63
20 NEW YORK, NY	23,000	42,345	5	15	1.84	70 LEONINGTON, KY	19,148	31,168	72	16	1.62
21 ROCHESTER, NY	29,067	47,892	1	28	1.64	71 HONOLULU, HI	23,035	37,400	24	14	1.62
22 FLINT, MI	21,922	38,651	12	12	1.76	72 N.W. ORLEANS, LA	16,543	29,900	98	15	1.82
23 LOUISVILLE, KY	16,844	30,458	78	17	1.80	73 NORFOLK, VA	21,535	34,780	51	18	1.61
24 MILWAUKEE, WI	20,158	36,874	29	16	1.83	74 CHATTANOOGA, TN	19,000	30,667	78	17	1.61
25 BALTIMORE, MD	19,000	34,681	52	12	1.82	75 SPOKANE, WA	16,792	27,002	94	11	1.61
26 DETROIT, MI	22,324	40,503	9	11	1.81	76 SEATTLE, WA	17,600	28,008	89	12	1.59
27 PHOENIX, AZ	20,123	36,473	33	13	1.81	77 AUSTIN, TX	19,450	30,950	75	15	1.59
28 LINCOLN, NE	17,475	31,659	67	17	1.81	78 RICHMOND, VA	20,301	32,212	65	18	1.59
29 TACOMA, WA	16,888	30,035	63	13	1.80	79 ATLANTA, GA	22,050	34,908	47	14	1.58
30 MADISON, WI	19,888	35,438	42	15	1.80	80 OKLAHOMA CITY, OK	17,034	29,909	95	18	1.58
31 COLORADO SPRINGS	19,820	35,654	40	17	1.80	81 CORPUS CHRISTI, TX	19,200	30,275	81	24	1.58
32 JACKSONVILLE, FL	18,810	33,726	57	18	1.79	82 KNOXVILLE, TN	18,040	28,315	88	18	1.57
33 ST. PAUL, MN	21,283	38,150	21	12	1.78	83 COLUMBUS, GA	19,836	30,428	79	18	1.53
34 BUFFALO, NY	19,432	34,817	49	14	1.78	84 JACKSON, MS	18,894	28,582	86	20	1.53
35 WASHINGTON, DC	21,357	38,194	20	15	1.78	85 BOSTON, MA	24,031	38,700	31	7	1.63
36 ARLINGTON, TX	19,907	35,588	41	20	1.79	86 LOS ANGELES, CA	25,316	38,798	16	10	1.53
37 GRAND RAPIDS, MI	20,879	37,140	27	11	1.78	87 ALBUQUERQUE, NM	17,200	28,215	98	18	1.52
38 ANAHEIM, CA	22,398	38,758	11	12	1.73	88 SAN FRANCISCO, CA	24,280	38,313	34	14	1.50
39 COLUMBUS, OH	20,919	36,598	32	15	1.77	89 SAN JOSE, CA	21,922	32,414	63	10	1.48
40 CHARLOTTE, NC	19,828	34,808	50	25	1.77	90 KANSAS CITY, KS	18,800	27,084	90	15	1.47
41 TOLEDO, OH	20,250	35,800	38	15	1.77	91 SYRACUSE, NY	23,443	33,316	60	15	1.42
42 EL PASO, TX	18,300	32,330	64	24	1.77	92 SHREVEPORT, LA	18,086	25,828	99	15	1.42
43 SANTA ANA, CA	22,117	39,071	15	12	1.77	93 WICHITA, KS	20,019	28,388	87	11	1.42
44 TULSA, OK	18,883	29,088	84	15	1.76	94 SACRAMENTO, CA	21,887	30,982	74	12	1.42
45 ST. LOUIS, MO	20,910	36,048	39	20	1.75	95 BATON ROUGE, LA	17,523	24,721	100	14	1.41
46 ANCHORAGE, AK	23,863	41,338	7	11	1.73	96 MONTGOMERY, AL	19,578	27,320	93	25	1.40
47 VIRGINIA BEACH, VA	22,000	38,080	22	23	1.73	97 BIRMINGHAM, AL	19,818	27,920	91	12	1.39
48 DES MOINES, IA	18,250	31,408	68	16	1.72	98 MOBILE, AL	18,929	29,327	97	20	1.39
49 NASHVILLE, TN	18,200	31,304	70	16	1.72	99 OAKLAND, CA	23,220	30,870	73	13	1.33
50 DAYTON, OH	20,111	34,497	54	15	1.72	100 FRESNO, CA	22,884	34,939	46		
AVERAGE						\$20,065	\$34,271	51	16	1.71	

TABLE I-8

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

	ACCRA					ACCRA					
	MA Maximum	Steps	Rank	COL Index		Adjusted MA-Max	MA Maximum	Steps	Rank	COL Index	Adjusted MA-Max
1 ROCHESTER, NY	\$47,892	26	1	114.4	\$41,848	51 KANSAS CITY, MO	\$30,510	15	77	96.1	\$32,082
2 PITTSBURGH, PA	42,500	10	4	102.5	41,483	52 MEMPHIS, TN	31,327	22	69	96.2	31,901
3 WARREN, MI	43,956	12	3	110.0	38,980	53 BALTIMORE, MD	34,881	12	52	109.5	31,654
4 OMAHA, NE	38,800	20	30	92.8	38,741	54 TULSA, OK	29,093	15	84	92.1	31,588
5 COLORADO SPRINGS	35,654	17	40	91.7	38,881	55 CHICAGO, IL	37,958	15	23	120.3	31,553
6 MINNEAPOLIS, MN	38,345	11	19	99.8	38,422	56 PORT WORTH, TX	32,500	25	62	103.2	31,482
7 FORT WAYNE, IN	36,910	18	28	98.3	38,388	57 NASHVILLE, TN	31,304	16	70	99.8	31,430
8 FLINT, MI	39,651	12	12	104.0	38,138	58 LONG BEACH, CA	39,532	14	13	128.8	31,281
9 ST. PAUL, MN	38,150	12	21	100.8	37,510	59 LEXINGTON, KY	31,108	16	72	99.8	31,108
10 VIRGINIA BEACH, VA	38,080	23	22	101.1	37,848	60 CORPUS CHRISTI, TX	30,275	24	81	97.2	31,147
11 AKRON, OH	35,210	13	43	93.8	37,518	61 PORTLAND, OR	31,983	16	68	103.0	31,032
12 RIVERSIDE, CA	39,785	14	10	108.7	37,388	62 KNOXVILLE, TN	28,315	18	88	91.7	30,878
13 ST. LOUIS, MO	36,048	20	36	97.5	36,972	63 TAMPA, FL	31,252	17	71	101.8	30,760
14 DETROIT, MI	40,503	11	9	110.0	36,821	64 NEWARK, NJ	40,532	13	8	133.0	30,701
15 TUCSON, AZ	36,263	14	35	99.7	36,872	65 LOS ANGELES, CA	38,798	10	16	126.5	30,670
16 MILWAUKEE, WI	36,874	16	29	102.0	36,151	66 SALT LAKE CITY, UT	29,042	12	85	94.8	30,635
17 JACKSONVILLE, FL	33,726	18	57	94.0	36,879	67 HONOLULU, HI	37,400	14	24	122.5	30,526
18 COLUMBUS, OH	36,588	15	32	102.4	36,730	68 PHILADELPHIA, PA	38,778	11	17	127.2	30,486
19 GRAND RAPIDS, MI	37,140	11	27	104.0	36,712	69 DES MOINES, IA	31,408	16	68	103.2	30,432
20 SAN ANTONIO, TX	34,598	16	53	97.1	36,881	70 PROVIDENCE, RI	37,380	10	25	123.2	30,325
21 CINCINNATI, OH	35,774	13	39	100.8	36,480	71 TACOMA, WA	30,035	13	83	99.9	30,065
22 PHOENIX, AZ	36,473	13	33	102.8	36,480	72 ANAHEIM, CA	39,758	12	11	132.3	30,061
23 AURORA, CO	35,934	13	37	101.5	36,403	73 RICHMOND, VA	32,212	13	65	107.2	30,049
24 INDIANAPOLIS, IN	34,867	20	48	99.3	36,113	74 WASHINGTON, DC	38,184	13	20	128.4	29,746
25 CHARLOTTE, NC	34,808	25	50	99.5	34,321	75 LAS VEGAS, NV	30,082	11	82	101.4	29,647
26 MIAMI, FL	38,506	14	18	110.1	34,883	76 HUNTINGTON BEACH	39,184	10	14	132.3	29,618
27 GREENSBORO, NC	34,080	21	56	97.5	34,884	77 SANTA ANA, CA	39,071	12	15	132.3	29,532
28 TOLEDO, OH	35,800	15	38	103.1	34,724	78 JACKSON, MS	28,582	20	86	97.0	29,487
29 MADISON, WI	35,438	15	42	102.2	34,880	79 SPOKANE, WA	27,002	11	94	92.1	29,318
30 ARLINGTON, TX	35,586	20	41	103.2	34,483	80 WICHITA, KS	28,388	11	57	97.3	29,174
31 DENVER, CO	34,998	13	45	101.5	34,449	81 KANSAS CITY, KS	27,884	15	90	95.1	29,089
32 NORFOLK, VA	34,750	18	51	101.1	34,372	82 OKLAHOMA CITY, OK	26,909	18	95	94.2	28,589
33 JERSEY CITY, NJ	45,565	17	2	133.0	34,289	83 LITTLE ROCK, AR	27,488	14	92	96.7	28,425
34 DAYTON, OH	34,497	15	54	101.1	34,122	84 BIRMINGHAM, AL	27,620	12	91	96.5	28,041
35 CLEVELAND, OH	37,221	16	26	109.5	33,882	85 MONTGOMERY, AL	27,320	25	93	97.6	27,997
36 LINCOLN, NE	31,659	17	67	93.2	33,889	86 WORCHESTER, MA	33,595	11	58	121.1	27,742
37 CHATTANOOGA, TN	30,567	17	78	90.2	33,888	87 NEW ORLEANS, LA	26,800	15	98	97.8	27,403
38 SYRACUSE, NY	33,316	15	80	98.5	33,823	88 MOBILE, AL	26,327	20	97	96.7	27,225
39 EL PASO, TX	32,330	24	84	97.8	33,857	89 SACRAMENTO, CA	30,982	12	74	114.1	27,136
40 DALLAS, TX	34,200	19	55	103.8	32,841	90 NEW YORK, NY	42,345	15	5	157.2	26,937
41 ANCHORAGE, AK	41,338	11	7	128.7	32,885	91 YONKERS, NY	42,245	15	6	157.2	26,873
42 HOUSTON, TX	33,800	20	59	101.9	32,875	92 SAN DIEGO, CA	35,109	12	44	131.0	26,501
43 ATLANTA, GA	34,896	14	47	106.5	32,788	93 SHREVEPORT, LA	25,826	15	99	96.8	26,473
44 AUSTIN, TX	30,950	15	75	94.8	32,717	94 BATON ROUGE, LA	24,721	14	100	93.5	26,440
45 ST. PETERSBURG, FL	30,230	17	81	101.8	32,677	95 SAN JOSE, CA	32,414	10	63	123.0	26,353
46 LUBBOCK, TX	30,400	36	80	93.4	32,548	96 OAKLAND, CA	30,970	13	73	119.7	25,873
47 BUFFALO, NY	34,817	14	49	107.2	32,479	97 ALBUQUERQUE, NM	26,215	18	98	101.5	25,828
48 COLUMBUS, GA	30,428	18	79	93.7	32,474	98 SEATTLE, WA	28,008	12	89	111.1	25,210
49 LOUISVILLE, KY	30,456	17	78	94.3	32,397	99 SAN FRANCISCO, CA	36,313	14	34	144.5	25,130
50 FRESNO, CA	34,825	46	108.7	32,143	100 BOSTON, MA	36,700	7	31	152.3	24,097	

AVERAGE \$34,771 15.6 106.9 \$32,274

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



Table I-9

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

	Metro Area				Salary to			Metro Area				Salary to	
	Annual Pay	MA Maximum	Steps	Rank	Annual Pay	Ratio		Annual Pay	MA Maximum	Steps	Rank	Annual Pay	Ratio
1 ROCHESTER, NY	\$23,480	\$47,887	26	1	2.04		61 DES MOINES, IA	\$20,202	\$31,406	18	66	1.55	
2 VIRGINIA BEACH, VA	18,885	38,060	23	22	2.00		62 SYRACUSE, NY	21,806	38,318	18	60	1.64	
3 RIVERSIDE, CA	20,216	39,785	14	19	1.87		63 MEMPHIS, TN	20,371	31,327	22	80	1.54	
4 FRESNO, CA	17,808	34,838		46	1.85		64 FORT WORTH, TX	21,188	32,880	25	62	1.53	
5 PITTSBURGH, PA	21,843	42,800	10	4	1.84		65 NASHVILLE, TN	20,469	31,304	16	70	1.53	
6 EL PASO, TX	16,731	2,330	24	64	1.83		66 DETROIT, MI	26,802	46,803	11	8	1.82	
7 OMAHA, NE	18,174	6,500	20	30	1.82		67 AURORA, CO	23,641	36,884	13	37	1.62	
8 TUCSON, AZ	19,108	36,263	14	35	1.80		68 LONG BEACH, CA	26,011	39,532	14	13	1.52	
9 JERSEY CITY, NJ	24,148	45,585	17	2	1.80		69 LOUISVILLE, KY	20,048	30,466	17	78	1.52	
10 PROVIDENCE, RI	20,089	37,360	10	25	1.80		70 AUSTIN, TX	20,384	30,950	15	75	1.52	
11 NORFOLK, VA	18,883	34,750	18	51	1.83		71 RICHMOND, VA	21,283	32,212	18	65	1.51	
12 COLORADO SPRINGS	19,627	35,654	17	40	1.82		72 HUNTINGTON BEACH	26,011	39,184	10	14	1.51	
13 SAN ANTONIO, TX	19,325	34,688	18	53	1.79		73 SPOKANE, WA	18,009	27,002	11	94	1.50	
14 LINCOLN, NE	17,795	31,889	17	67	1.78		74 ARLINGTON, TX	23,782	35,588	20	41	1.50	
15 ST. PETERSBURG, FL	18,713	33,200	17	61	1.77		75 LOS ANGELES, CA	26,011	38,798	10	18	1.48	
16 HONOLULU, HI	21,198	37,400	14	24	1.76		76 PORTLAND, OR	21,444	31,963	16	66	1.48	
17 MIAMI, FL	21,802	38,500	14	18	1.76		77 SALT LAKE CITY, UT	18,498	29,042	12	85	1.49	
18 COLUMBUS, GA	17,367	30,428	18	79	1.75		78 ATLANTA, GA	23,440	34,888	14	47	1.48	
19 MADISON, WI	20,253	35,438	15	42	1.75		79 KNOXVILLE, TN	19,036	28,315	18	88	1.48	
20 FORT WAYNE, IN	21,298	36,910	18	28	1.74		80 JACKSON, MS	18,238	28,682	20	86	1.48	
21 LUBBOCK, TX	17,584	30,400	38	80	1.73		81 DENVER, CO	23,641	34,988	13	45	1.48	
22 COLUMBUS, OH	21,301	36,588	15	32	1.72		82 CHICAGO, IL	25,888	37,958	15	23	1.48	
23 BUFFALO, NY	20,319	34,817	14	49	1.71		83 NEWARK, NJ	27,648	40,832	13	8	1.48	
24 GRAND RAPIDS, MI	21,812	37,140	11	27	1.70		84 LAS VEGAS, NV	20,388	30,062	11	82	1.48	
25 PHOENIX, AZ	21,438	38,473	13	33	1.70		85 MONTGOMERY, AL	18,625	27,320	25	83	1.47	
26 MILWAUKEE, WI	21,800	36,874	18	29	1.69		86 FLINT, MI	26,800	39,651	12	12	1.47	
27 JACKSONVILLE, FL	19,986	33,726	18	57	1.69		87 ANCHORAGE, AK	28,715	41,338	11	7	1.44	
28 GREENSBORO, NC	20,204	34,080	21	56	1.69		88 LITTLE ROCK, AR	18,252	27,468	14	82	1.43	
29 CHARLOTTE, NC	20,686	34,806	25	50	1.68		89 MOBILE, AL	18,454	28,327	20	97	1.43	
30 TAMPA, FL	18,713	31,252	17	71	1.67		90 BOSTON, MA	25,731	36,700	7	31	1.43	
31 WARREN, MI	26,802	43,668	12	3	1.65		91 WASHINGTON, DC	26,779	38,194	13	20	1.43	
32 ANAHEIM, CA	24,264	39,758	12	11	1.64		92 KANSAS CITY, MO	21,588	30,510	15	77	1.41	
33 LEXINGTON, KY	19,063	31,106	19	72	1.63		93 SACRAMENTO, CA	21,837	30,982	12	74	1.41	
34 TOLEDO, OH	21,984	35,800	16	38	1.63		94 DALLAS, TX	24,463	34,200	19	55	1.40	
35 CINCINNATI, OH	21,978	35,774	13	39	1.63		95 NEW YORK, NY	30,578	42,345	15	5	1.38	
36 MINNEAPOLIS, MN	23,618	38,345	11	19	1.62		96 YONKERS, NY	30,578	42,345	15	6	1.38	
37 PHILADELPHIA, PA	23,895	38,778	11	17	1.62		97 HOUSTON, TX	24,410	33,500	20	59	1.37	
38 ST. PAUL, MN	23,818	38,150	12	21	1.62		98 TULSA, OK	21,343	29,083	15	84	1.36	
39 CLEVELAND, OH	23,051	37,221	16	26	1.61		99 OKLAHOMA CITY, OK	19,988	28,808	18	85	1.35	
40 TACOMA, WA	18,644	30,035	13	83	1.61		100 BIRMINGHAM, AL	20,775	27,820	12	91	1.33	
41 SANTA ANA, CA	24,264	39,071	12	15	1.61		91 ALBUQUERQUE, NM	19,718	28,215	18	98	1.33	
42 AKRON, OH	22,010	35,210	13	43	1.60		92 SHREVEPORT, LA	19,292	25,626	15	99	1.33	
43 INDIANAPOLIS, IN	21,877	34,867	20	48	1.60		93 WICHITA, KS	21,547	28,388	11	87	1.32	
44 ST. LOUIS, MO	22,735	36,048	20	36	1.59		94 NEW ORLEANS, LA	20,388	29,800	15	90	1.31	
45 SAN DIEGO, CA	22,183	35,109	12	44	1.58		95 SAN FRANCISCO, CA	27,859	38,313	14	34	1.30	
46 DAYTON, OH	21,878	34,487	15	54	1.57		96 KANSAS CITY, KS	21,588	27,684	15	80	1.28	
47 CORPUS CHRISTI, TX	19,375	30,275	24	81	1.56		97 BATON ROUGE, LA	19,801	24,721	14	100	1.24	
48 WORCHESTER, MA	21,555	33,585	11	58	1.56		98 OAKLAND, CA	25,183	30,970	13	73	1.23	
49 BALTIMORE, MD	22,242	34,661	12	52	1.56		99 SEATTLE, WA	23,438	28,008	12	89	1.20	
50 CHATTANOOGA, TN	19,730	30,567	17	76	1.55		100 SAN JOSE, CA	29,521	32,414	10	83	1.10	
							AVERAGE	\$22,833	\$34,271	16		1.80	

Table I-10

THE RATIO OF 1988-89 MA-MAXIMUM SALARIES TO THE STATE AVERAGE
RANKED BY THE MA-MAXIMUM TO AVERAGE SALARY RATIO

	MA			MA Max			MA			MA Max	
	Maximum	Steps	Rank	State Average	to State Ratio		Maximum	Steps	Rank	State Average	to State Ratio
1 OMAHA, NE	\$36,800	20	50	\$23,845	1.54	51 DENVER, CO	\$34,966	13	45	\$29,557	1.18
2 MIAMI, FL	36,500	14	18	26,971	1.43	52 DAYTON, OH	34,497	15	54	29,166	1.18
3 ST. LOUIS, MO	36,048	20	36	25,961	1.39	53 KANSAS CITY, MO	30,510	15	77	25,961	1.17
4 JERSEY CITY, NJ	45,565	17	2	32,892	1.39	54 AUSTIN, TX	30,960	15	75	26,513	1.17
5 PITTSBURGH, PA	42,500	10	4	31,248	1.36	55 TAMPA, FL	31,252	17	71	26,971	1.16
6 CHARLOTTE, NC	34,898	25	50	25,690	1.36	56 NEW YORK, NY	42,245	15	5	36,654	1.16
7 ARLINGTON, TX	35,598	20	41	26,513	1.34	57 YONKERS, NY	28,245	15	6	36,654	1.15
8 GREENSBORO, NC	34,060	21	56	25,650	1.33	58 OKLAHOMA CITY, OK	26,909	18	96	23,400	1.15
9 LINCOLN, NE	31,659	17	67	23,845	1.33	59 LUBBOCK, TX	30,400	36	80	26,513	1.15
10 VIRGINIA BEACH, VA	38,080	23	22	29,096	1.31	60 CORPUS CHRISTI, TX	30,275	24	81	26,513	1.14
11 ROCHESTER, NY	47,892	26	1	36,954	1.31	61 MADISON, WI	35,438	15	42	31,046	1.14
12 SAN ANTONIO, TX	34,598	16	53	26,513	1.30	62 SHREVEPORT, LA	25,626	15	99	22,469	1.14
13 ATLANTA, GA	34,898	14	47	26,960	1.30	63 DETROIT, MI	40,503	11	9	35,530	1.14
14 DALLAS, TX	34,200	19	55	26,513	1.29	64 BOSTON, MA	56,700	7	31	32,200	1.14
15 PHOENIX, AZ	36,473	13	33	28,499	1.28	65 RIVERSIDE, CA	39,765	14	10	35,172	1.13
16 CLEVELAND, OH	37,221	16	26	29,166	1.28	66 ANAHEIM, CA	39,758	12	11	35,172	1.13
17 TUCSON, AZ	36,263	14	35	28,499	1.27	67 COLUMBUS, GA	30,428	18	79	26,920	1.13
18 JACKSON, MS	28,582	20	86	22,579	1.27	68 LONG BEACH, CA	39,532	14	13	35,172	1.12
19 FORT WAYNE, IN	36,910	18	28	29,166	1.27	69 FLINT, MI	39,661	12	12	35,530	1.12
20 LITTLE ROCK, AR	27,488	14	92	21,736	1.26	70 HUNTINGTON BEACH	39,184	10	14	35,172	1.11
21 HOUSTON, TX	33,500	20	59	26,513	1.26	71 SANTA ANA, CA	39,071	12	15	35,172	1.11
22 SALT LAKE CITY, UT	29,042	12	85	23,023	1.26	72 RICHMOND, VA	32,212	18	65	29,056	1.11
23 COLUMBUS, OH	36,528	15	32	29,166	1.25	73 KNOXVILLE TN	28,315	18	88	25,619	1.11
24 JACKSONVILLE, FL	33,726	18	57	26,971	1.25	74 LOS ANGELES, CA	38,796	10	16	35,172	1.10
25 LEXINGTON, KY	31,106	16	72	24,920	1.25	75 BATON ROUGE, LA	24,721	14	100	22,469	1.10
26 TULSA, OK	29,193	15	84	23,400	1.24	76 BIRMINGHAM, AL	27,620	12	91	25,190	1.10
27 NEWARK, NJ	40,132	13	8	32,892	1.24	77 GRAND RAPIDS, MI	37,140	11	27	33,900	1.10
28 PHILADELPHIA, PA	38,778	11	17	31,248	1.24	78 WICHITA, KS	28,386	11	87	25,992	1.09
29 WARREN, MI	43,958	12	3	35,530	1.24	79 PROVIDENCE, RI	37,360	10	25	34,234	1.09
30 ST PETERSBURG, FL	33,200	17	61	26,971	1.23	80 PORTLAND, OR	31,963	16	66	29,385	1.09
31 TOLEDO, OH	35,800	15	38	29,166	1.23	81 MONTGOMERY, AL	27,320	25	93	25,190	1.08
32 CINCINNATI, OH	35,774	13	39	29,166	1.23	82 ALBUQUERQUE, NM	26,215	18	98	24,554	1.07
33 FORT WORTH, TX	32,500	25	62	26,513	1.23	83 KANSAS CITY, KS	27,664	15	90	25,992	1.06
34 MEMPHIS, TN	31,327	22	69	25,619	1.22	84 MOBILE, AL	26,327	20	97	25,190	1.05
35 LOUISVILLE, KY	30,456	17	78	24,920	1.22	85 WORCHESTER, MA	33,595	11	58	32,200	1.04
36 NASHVILLE, TN	31,304	16	70	25,619	1.22	86 LAS VEGAS, NV	30,062	11	82	28,836	1.04
37 MINNEAPOLIS, MN	38,345	11	19	31,395	1.22	87 WASHINGTON, DC	38,194	13	20	36,787	1.04
38 EL PASO, TX	32,330	24	64	26,513	1.22	88 SAN FRANCISCO, CA	36,313	14	34	35,172	1.03
39 CHICAGO, IL	37,958	15	23	31,195	1.22	89 TACOMA, WA	30,035	13	83	29,146	1.03
40 AURORA, CO	35,934	13	37	29,557	1.22	90 BALTIMORE, MD	34,661	12	52	33,900	1.02
41 ST PAUL, MN	38,150	12	21	31,395	1.22	91 SAN DIEGO, CA	35,109	12	44	35,172	1.00
42 DES MOINES, IA	31,406	16	68	25,884	1.21	92 FRESNO, CA	34,939		46	35,172	0.99
43 AKRON, OH	35,210	13	43	29,166	1.21	93 ANCHORAGE, AK	41,336	11	7	41,832	0.99
44 COLORADO SPRINGS	35,654	17	40	29,557	1.21	94 SEATTLE, WA	28,008	12	89	29,146	0.96
45 NORFOLK, VA	34,750	18	51	29,056	1.20	95 BUFFALO, NY	34,817	14	49	36,654	0.95
46 INDIANAPOLIS, IN	34,867	20	48	29,166	1.20	96 SPOKANE, WA	27,002	11	94	29,146	0.93
47 HONOLULU, HI	37,400	14	24	31,307	1.19	97 SAN JOSE, CA	32,414	10	63	35,172	0.92
48 CHATTANOOGA, TN	30,567	17	76	25,619	1.19	98 SYRACUSE, NY	33,316	15	60	36,654	0.91
49 NEW ORLEANS, LA	26,800	15	96	22,469	1.19	99 OAKLAND, CA	30,970	13	73	35,172	0.88
50 MILWAUKEE, WI	36,674	16	29	31,046	1.19	100 SACRAMENTO, CA	30,962	12	74	35,172	0.88
AVERAGE							\$34,271			\$29,629	1.16

II. Fiscal Information for Fifty Large School Districts

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

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

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

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

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

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

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

Staffing and Personnel (Table II-1):

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

General Fund Expenditures (Table II-2):

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

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

Local Share of Current Fund Revenue

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

Fund Balances (Table II-3):

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

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

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

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

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

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

TABLE K .

**BASIC PUPIL, TEACHER AND EMPLOYEE DATA IN PUBLIC SCHOOL DISTRICTS
RANKED BY 1988-89 ENROLLMENT**

	Pupils(b)	Teachers(a)	Rank	Pupil to Teacher		Percent of Employees	
				Ratio	Rank	Teachers	Rank
1 NEW YORK, NY	828,880	57,325	1	16.1	16	51.6%	36
2 LOS ANGELES, CA	684,002	28,000	2	24.0	50	50.5%	41
3 CHICAGO, IL	416,388	24,632	3	18.5	20	56.7%	13
4 DADE COUNTY, FL	298,702	14,737	4	18.0	41	60.1%	7
5 PHILADELPHIA, PA	182,881	10,880	5	17.7	37	49.1%	42
6 HOUSTON, TX	152,376	10,498	6	17.3	32	59.4%	10
7 DETROIT, MI	176,691	9,037	7	19.8	45	51.6%	37
8 FT LAUDERDALE, FL	145,418	8,886	8	16.0	15	54.2%	25
9 DALLAS, TX	131,885	7,992	10	16.1	23	51.4%	39
10 FAIRFAX COUNTY, VA	128,822	8,431	9	18.3	13	59.2%	1
11 HILLSBOROUGH CO (TAMPA), FL	126,840	7,723	11	16.7	21	52.3%	33
12 MEMPHIS, TN	126,818	5,807	20	21.4	48	60.6%	5
13 SAN DIEGO, CA	117,667	5,875	18	19.9	46	53.8%	27
14 BALTIMORE, MD	107,388	6,000	17	17.9	40	60.0%	8
15 CLARK CO. (LAS VEGAS), NV	106,175	5,530	22	19.0	44	63.8%	3
16 PRINCE GEORGE'S COUNTY, MD	104,140	6,017	19	17.3	31	59.8%	40
17 MONTGOMERY COUNTY, MD	89,847	6,867	12	18.0	12	66.7%	1
18 MILWAUKEE, WI	86,816	5,000	21	17.2	29	60.2%	6
19 PALM BEACH COUNTY, FL	84,781	6,400	13	14.8	9	45.8%	43
20 ORANGE CO. (ORLANDO), FL	81,887	6,282	14	14.5	6	51.7%	34
21 PINELLAS CO. (ST. PETERS), FL	80,889	5,371	23	18.9	25	37.5%	50
22 JEFFERSON COUNTY, KY	80,788	5,181	24	17.2	28	45.1%	46
23 DISTRICT OF COLUMBIA	67,189	5,946	16	14.8	11	45.5%	44
24 ALBUQUERQUE, NM	66,667	4,801	25	17.7	38	51.7%	35
25 NEW ORLEANS, LA	63,118	4,775	26	17.4	35	52.5%	32
26 BALTIMORE COUNTY, MD	62,321	6,100	15	13.6	5	63.9%	2
27 JEFFERSON COUNTY, CO	75,316	4,342	32	17.3	33	42.0%	49
28 CHARLOTTE, NC	73,881	4,254	33	17.4	34	45.3%	45
29 CLEVELAND, OH	71,887	4,401	30	16.3	17	53.2%	31
30 DeKALB COUNTY, GA	71,214	4,545	28	15.7	14	53.5%	29
31 ATLANTA, GA	71,483	4,184	34	16.4	18	55.4%	21
32 LONG BEACH, CA	67,661	2,914	46	23.0	49	55.4%	22
33 COBB COUNTY, GA	65,821	3,707	41	17.6	39	56.7%	19
34 VIRGINIA BEACH, VA	65,512	3,873	38	18.9	26	55.3%	23
35 FORT WORTH, TX	65,346	3,545	42	18.4	42	44.6%	47
36 COLUMBUS, OH	65,180	4,486	29	14.5	8	60.3%	4
37 ANNE ARUNDEL CO MD	64,875	3,652	37	18.8	24	56.9%	11
38 POLK COUNTY, FL	63,663	3,667	44	20.7	47	53.5%	28
39 SAN FRANCISCO, CA	63,300	3,798	36	16.7	22	53.9%	26
40 AUSTIN, TX	62,733	3,626	35	18.4	19	56.1%	20
41 DENVER, CO	67,846	3,946	35	14.5	7	44.3%	48
42 INDIANAPOLIS, IN	66,487	3,269	43	17.3	30	55.0%	24
43 BOSTON, MA	65,423	4,383	31	12.6	3	57.2%	17
44 NEWARK, NJ	64,145	4,700	27	11.6	1	56.0%	14
45 PORTLAND, OR	63,130	2,806	48	18.9	43	57.8%	11
46 CINCINNATI, OH	61,416	2,963	45	17.4	36	58.9%	12
47 ST LOUIS, MO	47,634	3,766	40	12.4	2	57.5%	16
48 ANCHORAGE, ALASKA	46,280	2,353	50	17.1	27	56.6%	18
49 PITTSBURGH, PA	39,246	2,325	47	14.0	6	53.4%	30
50 MINNEAPOLIS, MN	39,083	2,626	49	14.6	7	51.5%	38
AVERAGE	125,464	7,776		16.9		54.1%	

TABLE II-2

PROJECTED 1988-89 GENERAL FUND EXPENDITURE AND REVENUE DATA

General Fund Expenditure Per Pupil (Excludes Federal Expenditures)		General Fund Expenditures Per Pupil Indexed to the Intercity Cost-of- Living Index (Average of 289 Cities=100)		Percent of General Fund Revenue (Excludes Federal Revenue) From Local Sources		
1 PITTSBURGH, PA	\$7,163	1 PITTSBURGH, PA	102.5	6,989	1 MONTGOMERY COUNTY, MD	89.4%
2 BOSTON, MA	5,409	2 ST. LOUIS, MO	97.5	5,888	2 PORTLAND, OR	83.7%
3 NEW YORK, NY	6,117	3 PORTLAND, OR	103.0	5,583	3 DENVER, CO	83.3%
4 PORTLAND, OR	5,750	4 LOUISVILLE, KY	94.3	5,213	4 FAIRFAX COUNTY, VA	81.3%
5 ST. LOUIS, MO	5,738	5 DENVER, CO	101.5	4,081	5 DISTRICT OF COLUMBIA	79.1%
6 MONTGOMERY COUNTY, MD	5,557	6 CINCINNATI, OH	100.3	4,644	6 DALLAS, TX	78.0%
7 FAIRFAX COUNTY, VA	5,513	7 MILWAUKEE, WI	102.0	4,520	7 AUSTIN, TX	77.0%
8 PHILADELPHIA, PA	5,465	8 MINNEAPOLIS, MN	99.8	4,509	8 BOSTON, MA	76.0%
9 NEWARK, NJ	5,312	9 CLEVELAND, OH	108.5	4,479	9 MINNEAPOLIS, MN	71.7%
10 DISTRICT OF COLUMBIA	5,297	10 MONTGOMERY COUNTY, MD	128.4	4,328	10 PITTSBURGH, PA	68.6%
11 ANCHORAGE, ALASKA	5,184	11 COLUMBUS, OH	102.4	4,318	11 ANNE ARUNDEL CO., MD	66.5%
12 DENVER, CO	4,954	12 PHILADELPHIA, PA	127.2	4,295	12 PALM BEACH COUNTY, FL	64.8%
13 LOUISVILLE, KY	4,918	13 FAIRFAX COUNTY, VA	128.4	4,293	13 LOUISVILLE, KY	63.1%
14 CLEVELAND, OH	4,504	14 BALTIMORE COUNTY, MD	109.5	4,268	14 PRINCE GEORGE'S COUNTY	62.2%
15 SAN DIEGO, CA	4,681	15 PINELLAS CO. (ST PETERS)	101.3	4,232	15 DeKALB COUNTY, GA	60.3%
16 BALTIMORE COUNTY, MD	4,674	16 BOSTON, MA	152.3	4,208	16 HOUSTON, TX	59.8%
17 CINCINNATI, OH	4,658	17 DeKALB COUNTY, GA	108.5	4,188	17 ATLANTA, GA	59.6%
18 MILWAUKEE, WI	4,611	18 PALM BEACH COUNTY, FL	110.3	4,131	18 FORT WORTH, TX	58.8%
19 PALM BEACH COUNTY, FL	4,556	19 DISTRICT OF COLUMBIA	128.4	4,125	19 CINCINNATI, OH	55.6%
20 FT LAUDERDALE, FL	4,525	20 ANCHORAGE, ALASKA	125.7	4,124	20 NEW YORK, NY	55.3%
21 MINNEAPOLIS, MN	4,500	21 FT LAUDERDALE, FL	110.1	4,110	21 COLUMBUS, OH	55.2%
22 DeKALB COUNTY, GA	4,481	22 AUSTIN, TX	94.8	4,081	22 CLARK CO. (LAS VEGAS), NV	54.3%
23 COLUMBUS, OH	4,421	23 ATLANTA, GA	108.5	4,030	23 VIRGINIA BEACH, VA	54.0%
24 DADE COUNTY, FL	4,418	24 ORANGE CO. (ORLANDO), FL	99.3	4,027	24 JEFFERSON COUNTY, CO	50.9%
25 ATLANTA, GA	4,292	25 DADE COUNTY, FL	110.1	4,011	25 COBB COUNTY, GA	48.1%
26 PINELLAS CO. (ST PETERS)	4,287	26 NEWARK, NJ	133.0	3,994	26 PINELLAS CO. (ST PETERS)	48.0%
27 PRINCE GEORGE'S COUNTY	4,288	27 CHARLOTTE, NC	99.5	3,979	27 FT LAUDERDALE, FL	45.5%
28 ANNE ARUNDEL CO., MD	4,133	28 JEFFERSON COUNTY, CO	101.5	3,975	28 NEW ORLEANS, LA	45.4%
29 SAN FRANCISCO, CA	4,093	29 NEW YORK, NY	157.2	3,891	29 MEMPHIS, TN	45.3%
30 JEFFERSON COUNTY, CO	4,035	30 ANNE ARUNDEL CO., MD	108.5	3,774	30 CLEVELAND, OH	45.3%
31 DETROIT, MI	4,031	31 INDIANAPOLIS, IN	99.3	3,692	31 CHICAGO, IL	42.7%
32 ORANGE CO. (ORLANDO), FL	3,999	32 DETROIT, MI	110.0	3,684	32 ORANGE CO. (ORLANDO), FL	42.0%
33 CHICAGO, IL	3,979	33 SAN DIEGO, CA	131.0	3,574	33 MILWAUKEE, WI	41.1%
34 CHARLOTTE, NC	3,966	34 DALLAS, TX	103.8	3,377	34 BALTIMORE, MD	40.7%
35 AUSTIN, TX	3,842	35 PRINCE GEORGE'S COUNTY	128.4	3,338	35 PHILADELPHIA, PA	40.5%
36 LOS ANGELES, CA	3,809	36 POLK COUNTY, FL	103.4	3,336	36 INDIANAPOLIS, IN	38.7%
37 INDIANAPOLIS, IN	3,668	37 HILLSBOROUGH CO. (TAMPA)	101.3	3,336	37 DADE COUNTY, FL	33.9%
38 BALTIMORE, MD	3,563	38 VIRGINIA BEACH, VA	101.1	3,332	38 CHARLOTTE, NC	32.4%
39 DALLAS, TX	3,506	39 CHICAGO, IL	120.2	3,308	39 ANCHORAGE, ALASKA	31.8%
40 POLK COUNTY, FL	3,449	40 BALTIMORE, MD	109.5	3,254	40 DETROIT, MI	31.5%
41 LONG BEACH, CA	3,413	41 CLARK CO. (LAS VEGAS), NV	101.4	3,170	41 HILLSBOROUGH CO. (TAMPA)	28.7%
42 HILLSBOROUGH CO. (TAMPA)	3,379	42 NEW ORLEANS, LA	97.8	3,141	42 POLK COUNTY, FL	27.0%
43 VIRGINIA BEACH, VA	3,369	43 COBB COUNTY, GA	108.5	3,117	43 NEWARK, NJ	25.9%
44 COBB COUNTY, GA	3,320	44 HOUSTON, TX	101.9	2,982	44 SAN FRANCISCO, CA	18.1%
45 CLARK CO. (LAS VEGAS), NV	3,215	45 ALBUQUERQUE, NM	101.5	3,018	45 LONG BEACH, CA	15.9%
46 HOUSTON, TX	3,140	46 LOS ANGELES, CA	128.5	3,011	46 LOS ANGELES, CA	13.8%
47 NEW ORLEANS, LA	3,072	47 FORT WORTH, TX	103.2	2,963	47 ALBUQUERQUE, NM	2.2%
48 ALBUQUERQUE, NM	3,061	48 SAN FRANCISCO, CA	144.5	2,833	48 SAN DIEGO, CA	1.8%
49 FORT WORTH, TX	3,058	49 LONG BEACH, CA	126.5	2,698	49 DISTRICT OF COLUMBIA	1.4%
50 MEMPHIS, TN	2,521	50 MEMPHIS, TN	98.2	2,587	50 ST. LOUIS, MO	na
AVERAGE	\$4,365	AVERAGE	111.4	\$3,937	AVERAGE	48.7%

(a) AFT estimates

TABLE #3
1987-88 ENDING GENERAL FUND BALANCE AND 1988-89 PROJECTED
RANKED BY TRAILING 1987-88 GENERAL FUND BALANCE

	1987-88 Ending Balance	1988-89 Revenue Increase	1988-89 Excess or (Shortfall)	Projected Ending Balance
1 MILWAUKEE, WI	22.3%	3.7%	-0.8%	22.3%
2 HOUSTON, TX	21.3%	3.7%	-2.0%	18.3%
3 COLUMBUS, OH	14.8%	2.1%	-0.4%	14.1%
4 COBB COUNTY, GA	14.3%	12.8%	1.3%	14.0%
5 ST. LOUIS, MO	14.2%	6.8%	4.2%	17.8%
6 ATLANTA, GA	14.0%	-1.1%	-8.8%	7.3%
7 AUSTIN, TX	13.4%	0.8%	-1.8%	11.9%
8 SAN DIEGO, CA	11.7%	2.8%	-10.7%	0.3%
9 POLK COUNTY, FL	10.8%	10.3%	1.3%	11.2%
10 MEMPHIS, TN	10.5%	2.8%	-2.3%	8.2%
11 LOS ANGELES, CA	8.2%	8.7%	-7.8%	0.8%
12 FT LAUDERDALE, FL	8.2%	8.8%	-7.8%	0.4%
13 DALLAS, TX	8.0%	8.8%	-0.8%	7.2%
14 ANCHORAGE, ALASKA	8.1%	4.8%	2.2%	10.0%
15 PHILADELPHIA, PA	8.0%	3.7%	-3.0%	4.7%
16 DeKALB COUNTY, GA	7.8%	6.8%	-0.2%	7.2%
17 PORTLAND, OR	7.4%	5.2%	-5.5%	1.8%
18 NEWARK, NJ	7.1%	3.8%	-1.8%	5.1%
19 SAN FRANCISCO, CA	6.8%	8.3%	-2.1%	4.2%
20 PITTSBURGH, PA	6.3%	2.8%	0.0%	6.7%
21 LONG BEACH, CA	6.1%	1.8%	2.8%	8.8%
22 INDIANAPOLIS, IN	5.3%	3.7%	-2.1%	3.0%
23 PINELLAS CO. (ST. PETERS.), FL	5.3%	8.8%	-1.5%	3.8%
24 FORT WORTH, TX	4.8%	4.8%	2.8%	7.5%
25 DADE COUNTY, FL	4.8%	15.7%	2.3%	6.2%
26 CINCINNATI, OH	4.4%	15.8%	-1.1%	2.7%
27 NEW ORLEANS, LA	4.2%	77.2%	1.1%	4.8%
28 CLARK CO. (LAS VEGAS), NV	4.1%	10.4%	0.8%	4.8%
29 HILLSBOROUGH CO. (TAMPA), FL	4.1%	8.4%	0.3%	4.1%
30 ORANGE CO. (ORLANDO), FL	4.0%	7.2%	-3.5%	0.2%
31 DISTRICT OF COLUMBIA	4.0%	5.8%	0.2%	3.8%
32 CHARLOTTE, NC	5%	10.8%	1.4%	5.0%
33 CHICAGO, IL	3.2%	5.8%	-2.7%	0.3%
34 ANNE ARUNDEL CO MD	3.2%	7.4%	-2.1%	0.8%
35 DENVER, CO	2.8%	14.7%	0.0%	2.3%
36 PALM BEACH COUNTY, FL	2.3%	12.4%	-1.0%	1.0%
37 JEFFERSON COUNTY, CO	2.2%	8.4%	0.1%	1.8%
38 ALBUQUERQUE, NM	1.4%	8.8%	-0.7%	0.8%
39 PRINCE GEORGE'S COUNTY, MD	1.3%	8.1%	-0.8%	0.4%
40 BOSTON, MA	1.3%	8.3%	-1.2%	0.0%
41 CLEVELAND, OH	1.3%	1.7%	2.8%	4.4%
42 FAIRFAX COUNTY, VA	1.2%	11.8%	2.0%	3.1%
43 VIRGINIA BEACH, VA	0.7%	13.3%	-0.8%	0.0%
44 LOUISVILLE, KY	0.7%	5.3%	0.0%	0.6%
45 MONTGOMERY COUNTY, MD	0.3%	11.2%	-0.1%	0.2%
46 NEW YORK, NY	0.0%	6.2%	0.0%	0.0%
47 MINNEAPOLIS, MN	0.0%	1.3%	0.0%	0.0%
48 BALTIMORE COUNTY, MD	0.0%	11.8%	0.0%	0.0%
49 BALTIMORE, MD	0.0%	12.0%	0.0%	0.0%
50 DETROIT, MI	-10.5%	3.3%	-4.8%	-15.3%
AVERAGE	5.8%	7.3%	-1.0%	4.5%

Note: Percent of general fund revenues excluding federal revenues.

TABLE B-4

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

	Revenue			Expenditure			Fund Balance			
	Estimate Actual Change			Estimate Actual Change			Dollars		% of Revenue	
	Estimate	Actual	Change	Estimate	Actual	Change	Estimate	Actual	Estimate	Actual
1 ALBUQUERQUE, NM	\$241	\$248	0.9%	\$248	\$248	0.9%	\$3.5	\$3.5	1.5%	1.4%
2 ATLANTA, GA	278	279	0.4%	288	281	-2.9%	31.3	38.9	11.3%	13.9%
3 AUSTIN, TX	234	235	1.8%	240	234	-2.7%	22.8	32.7	9.7%	13.8%
4 BALTIMORE, MD	444	382	-14.0%	444	322	-14.0%	0.0	0.0	0.0%	0.0%
5 BALTIMORE COUNTY, MD	345	347	0.6%	345	347	0.6%	14.2	6.0	4.1%	0.0%
6 BOSTON, MA	325	325	0.0%	325	325	0.1%	0.0	4.2	0.0%	1.3%
7 CHARLOTTE, NC	278	278	-0.1%	272	271	-0.3%	9.8	10.5	3.8%	3.8%
8 CHICAGO, IL	1,720	1,182	a	1,702	1,136	a	68.1	35.7	3.9%	3.2%
9 CINCINNATI, OH	244	205	-16.2%	254	215	-15.0%	9.0	9.0	3.7%	4.4%
10 CLARK CO. (LAS VEGAS), NV	310	310	0.0%	305	309	0.2%	13.2	12.9	4.3%	4.1%
11 CLEVELAND, OH	354	357	0.9%	315	318	1.0%		4.3		1.2%
12 COLUMBUS, OH	279	281	0.6%	272	272	-0.0%	32.9	41.7	11.7%	14.8%
13 DADE COUNTY, FL	1,191	1,045	-12.2%	1,184	1,040	-12.2%	53.9	46.7	4.8%	4.5%
14 DALLAS, TX	453	468	-0.0%	443	448	1.3%	42.9	37.0	8.8%	8.2%
15 DeKALB COUNTY, GA	298	298	-0.0%	293	293	0.0%	23.5	23.4	7.9%	7.8%
16 DENVER, CO	253	260	-1.5%	255	254	-0.2%	10.5	6.5	4.1%	2.9%
17 DETROIT, MI	746	740	-0.8%	753	778	-0.9%	-70.4	-69.9	-9.4%	-9.3%
18 DISTRICT OF COLUMBIA	484	484	1.9%	484	488	0.7%	11.8	17.3	2.4%	3.5%
19 FAIRFAX COUNTY, VA	681	691	0.0%	684	684	0.0%	7.7	7.7	1.2%	1.2%
20 FORT WORTH, TX	185	187	0.9%	189	180	0.3%	13.7	9.8	7.0%	4.9%
21 FT LAUDERDALE, FL	595	546	-8.2%	618	534	-13.4%	13.6	47.2	2.3%	8.0%
22 HILLSBOROUGH CO. (TAMPA), FL	411	411	0.0%	385	389	0.9%	20.0	18.6	4.9%	4.0%
23 HOUSTON, TX	572	574	0.3%	580	583	0.5%	118.8	114.3	29.2%	20.0%
24 INDIANAPOLIS, IN	188	185	4.8%	187	167	4.0%	13.2	10.4	7.0%	5.3%
25 JEFFERSON COUNTY, CO	278	277	-0.2%	284	280	-1.8%	2.1	6.1	0.8%	2.2%
26 LONG BEACH, CA	345	344	-0.2%	251	253	0.8%	16.9	14.1	8.0%	5.8%
27 LOS ANGELES, CA	2,559	2,388	-6.7%	2,664	2,389	-11.0%	16.5	207.1	0.9%	8.7%
28 LOUISVILLE, KY	285	415	a	285	415	a	2.8	2.7	1.0%	0.7%
29 MEMPHIS, TN	304	314	3.1%	312	303	-3.0%	22.5	33.1	7.4%	10.5%
30 MILWAUKEE, WI	465	454	-8.3%	465	461	-4.9%	102.6	96.1	21.2%	21.2%
31 MONTGOMERY COUNTY, MD	508	504	-0.8%	508	505	-0.2%	4.7	1.3	0.9%	0.3%
32 NEW ORLEANS, LA	218	219	0.6%	219	214	-2.4%	0.3	8.9	0.1%	4.1%
33 NEW YORK, NY	5,191	5,382	2.7%	5,191	5,322	2.7%	0.0	0.0	0.0%	0.0%
34 NEWARK, NJ	298	272	2.1%	275	267	-2.9%	5.8	19.4	2.2%	7.1%
35 ORANGE CO. (ORLANDO), FL	318	329	3.3%	329	329	0.0%	0.6	13.1	0.2%	4.0%
36 PALM BEACH COUNTY, FL	373	389	2.1%	370	372	0.7%	11.8	8.6	3.2%	2.3%
37 PHILADELPHIA, PA	988	985	-0.2%	979	979	-0.0%	80.2	79.0	8.1%	8.0%
38 PINELLAS CO. (ST. PETERS.), FL	328	351	7.7%	327	350	7.2%	17.8	18.5	5.5%	5.3%
39 PITTSBURGH, PA	278	277	0.0%	276	276	0.0%	18.9	18.9	6.8%	6.8%
40 POLK COUNTY, FL	199	201	1.3%	199	201	1.0%	21.3	21.9	10.7%	10.9%
41 PORTLAND, OR	255	275	7.4%	282	283	8.0%	25.8	20.4	10.1%	7.4%
42 PRINCE GEORGE'S COUNTY, MD	434	430	-1.0%	432	428	-0.8%	8.4	5.4	1.5%	1.3%
43 SAN DIEGO, CA	491	485	0.5%	537	487	-9.4%	1.2	56.2	0.2%	11.3%
44 SAN FRANCISCO, CA	261	289	-1.0%	285	248	-7.2%	6.1	16.4	2.3%	6.3%
45 ST. LOUIS, MO	88	87	-0.8%	94	94	0.5%	15.1	13.7	15.5%	14.2%
46 VIRGINIA BEACH, VA	220	188	-12.1%	229	200	-11.5%	0.0	1.4	0.0%	0.7%
47 COBB COUNTY, GA (a)										
48 ANCHORAGE, ALASKA (c)										
49 ANNE ARUNDEL CO., MD (c)										
50 MINNEAPOLIS, MN (a)										
AVERAGE	\$558	\$542	-0.5%	\$564	\$541	-1.8%	\$18.2	\$24.4	4.8%	5.7%

(a) Data are not comparable

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

(c) Not surveyed in 1987-88

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

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

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

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

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

TABLE III-1

SCHEDULED TEACHER SALARIES IN LARGE AFT LOCALS, 1989-90

CA POWAY FEDERATION OF TEACHERS					Local: 2257
Contract Begins:		7/1/89		Expires: 6/30/91	
		BA	MA	MA30	MAX
Step					
1		26,335	27,024	na	27,650
5		29,782	33,413	na	35,742
10		36,847	38,579	na	41,833
MAX		31,193	39,957	na	44,777
Yrs. to MAX		7	12	12	13
Longevity		na	2,142	na	2,142
Yrs. Needed		0	27	23	28
Affiliation of Bargaining Agent: AFT MA, 15yrs. 88-89: \$38,957 MA, 15yrs. 89-90: \$41,098 Average Experience: 10.0 Unit Size: 1,020 New Teachers: 98 Num. Teachers BA1: 22 Teachers Retired: 5 Shortage: Not a problem					
Note: Salaries effective 2/1/90.					

CA UNITED TEACHERS OF AMERICA					Local: 1021
Contract Begins:		7/1/88		Expires: 6/30/91	
		BA	MA	MA30	MAX
Step					
1		27,346	28,843	31,025	32,073
5		29,254	34,238	37,186	38,834
10		34,405	41,888	45,805	48,075
MAX		34,405	41,888	45,805	48,075
Yrs. to MAX		10	10	10	10
Longevity		2,000	2,000	2,000	2,000
Yrs. Needed		15	15	15	15
Affiliation of Bargaining Agent: AFT/NEA MA, 15yrs. 88-89: \$40,637 MA, 15yrs. 89-90: \$43,888 Average Experience: na Unit Size: 33,000 New Teachers: na Num. Teachers BA1: na Teachers Retired: na Shortage: Not a problem					
Note: MA is the Min+56 lane, MA+30 is the Min+84 lane; shortages in bilingual.					

CT BRISTOL FEDERATION OF TEACHERS					Local: 1484
Contract Begins:		7/1/89		Expires: 6/30/91	
		BA	MA	MA30	MAX
Step					
1		22,853	25,812	28,959	30,959
5		34,438	38,284	40,873	44,893
10		na	na	na	na
MAX		40,230	44,550	47,850	51,850
Yrs. to MAX		7	7	7	7
Longevity		0	0	0	0
Yrs. Needed		0	0	0	0
Affiliation of Bargaining Agent: AFT MA, 15yrs. 88-89: \$41,000 MA, 15yrs. 89-90: \$44,590 Average Experience: 15.0 Unit Size: 640 New Teachers: 2 Num. Teachers BA1: 2 Teachers Retired: 8 Shortage: Not a problem					
Note: About 70% of teachers at maximum—most at Masters & fifth year.					

CT HARTFORD FEDERATION OF TEACHERS Local 1018

Contract Begins: 7/1/89		Expires: 6/30/92		Affiliation of Bargaining Agent: AFT	
	BA	MA	MA30	MAX	MA, 15yrs. 88-89: \$43,000
Step					MA, 15yrs. 89-90: \$45,043
1	26,188	28,283	31,425	35,615	Average Experience: na
5	36,663	40,853	43,995	48,185	Unit Size: 2,150
10	na	na	na	na	New Teachers: 175
MAX	41,900	45,049	48,185	52,395	Num. Teachers BA1: 120
Yrs. to MAX	6	6	6	6	Teachers Retired: na
Longevity	See note				
Yrs. Needed	0	0	0	0	Shortage: Not a problem

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

CT MERIDEN FEDERATION OF TEACHERS Local 1178

Contract Begins: 9/1/89		Expires: 8/31/91		Affiliation of Bargaining Agent: AFT	
	BA	MA	MA30	MAX	MA, 15yrs. 88-89: \$44,643
Step					MA, 15yrs. 89-90: \$47,810
1	27,714	29,290	31,481	31,481	Average Experience: 18.0
5	30,143	31,725	34,399	34,399	Unit Size: 550
10	39,854	42,930	45,734	45,734	New Teachers: 3
MAX	41,330	44,643	47,490	47,490	Num. Teachers BA1: 2
Yrs. to MAX	11	11	11	11	Teachers Retired: 8
Longevity	1,500	1,500	1,500	1,500	
Yrs. Needed	25	25	25	22	Shortage: Not a problem

Note: Longevity is \$1,000 at year 18, plus another \$500 at year 25

CT NEW HAVEN FEDERATION OF TEACHERS Local 933

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

Note: na

CT NORWALK FEDERATION OF TEACHERS Local 1723

Contract Begins: 9/1/89		Expires: 8/31/91		Affiliation of Bargaining Agent: AFT	
	BA	MA	MA30	MAX	MA, 15yrs. 88-89: \$40,000
Step					MA, 15yrs. 89-90: \$43,000
1	25,500	27,500	28,500	31,000	Average Experience: na
5	30,500	32,500	35,000	39,000	Unit Size: 825
10	36,000	43,000	46,000	56,150	New Teachers: 23
MAX	38,000	43,000	46,000	56,150	Num Teachers BA1: 7
Yrs. to MAX	10	10	10	10	Teachers Retired: 23
Longevity	2,500	2,500	2,500	2,500	
Yrs. Needed	22	17	17	17	Shortage: Not a problem

Note: na

CT. STATE NATIONAL FEDERATION OF TEACHERS

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

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

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

Shortage: This year

Note 1988-89 salary schedule

DC. WASHINGTON TEACHERS UNION

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

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

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

Shortage: na

Note na

FL. ALACHUA COUNTY EDUCATION ASSOCIATION

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

	BA	MA	MA30	MAX
Step 1	19,000	20,900	22,300	23,800
5	21,149	23,439	25,131	26,922
10	21,794	24,508	26,032	28,032
MAX	31,960	35,258	37,855	40,697
Yrs. to MAX	25	25	25	25
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

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

Shortage: This year

Note na

FL. BREVARD FEDERATION OF TEACHERS

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

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

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

Shortage: In 5 years

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

FL BROWARD TEACHERS UNION					Local: 1975
Contract Begins:		8/89	Expires: 8/92		Affiliation of Bargaining Agent: AFT
	BA	MA	MA30	MAX	MA, 15yrs. 88-89: \$30,068
Step					MA, 15yrs. 89-90: \$32,347
1	23,550	25,550	27,350	28,256	Average Experience: 12.0
5	25,272	27,272	29,072	29,978	Unit Size: 9,100
10	26,601	28,601	30,401	31,307	New Teachers: 70
MAX	37,000	39,000	40,800	41,706	Num. Teachers BA1: 340
Yrs. to MAX	20	20	20	20	Teachers Retired: 100
Longevity	3,050	3,050	3,050	3,050	
Yrs. Needed	25	25	25	25	Shortage: Not a problem

Note: na

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

Note: na

FL DUVAL TEACHERS UNITED					Local: 3320
Contract Begins:		7/1/89	Expires: 6/30/90		Affiliation of Bargaining Agent: AFT
	BA	MA	MA30	MAX	MA, 15yrs. 88-89: \$24,019
Step					MA, 15yrs. 89-90: \$25,424
1	20,000	21,165	22,406	23,326	Average Experience: 16.0
5	21,200	22,365	23,606	24,526	Unit Size: 6,400
10	23,005	24,503	25,894	27,499	New Teachers: 250
MAX	33,812	26,087	37,174	38,657	Num Teachers BA1: 220
Yrs. to MAX	19	18	18	18	Teachers Retired: 340
Longevity	250	250	250	250	
Yrs. Needed	31	31	31	31	Shortage: In 2 years

Note: Shortage of special education, science, elementary, and minority teachers

FL MANATEE EDUCATION ASSOCIATION					Local: 3821
Contract Begins:		8/1/88	Expires: 7/31/91		Affiliation of Bargaining Agent: AFT
	BA	MA	MA30	MAX	MA, 15yrs. 88-89: \$31,819
Step					MA, 15yrs. 89-90: \$33,728
1	23,887	22,377	24,191	26,009	Average Experience: na
5	27,542	25,398	27,543	29,358	Unit Size: 1,575
10	27,448	29,069	31,457	33,274	New Teachers: 156
MAX	32,324	34,732	37,737	39,572	Num Teachers BA1: na
Yrs. to MAX	21	21	21	21	Teachers Retired: 26
Longevity	0	0	0	0	
Yrs. Needed	0	0	0	0	Shortage: This year

Note: Shortage of certified teachers in Exceptional Child Education. Impending shortage in other areas

FL PASCO CLASSROOM TEACHERS ASSOCIATION					Local: 3270		
Contract Begins		7/1/89	Expires		6/30/91	Affiliation of	
						Bargaining Agent:	AFT
						MA, 15yrs. 88-89:	\$29,810
						MA, 15yrs. 89-90:	\$31,645
						Average Experience:	8.0
						Unit Size:	2,000
						New Teachers:	200
						Num. Teachers BA1:	106
						Teachers Retired:	na
						Shortage:	This year
Step		BA	MA	MA30	MAX		
1		20,000	22,260	22,906	25,161		
5		21,965	24,225	24,871	27,120		
10		25,785	28,045	28,691	30,946		
MAX		29,885	32,145	33,791	35,046		
Yrs. to MAX		12	12	12	12		
Longevity		1,100	1,100	1,100	1,100		
Yrs. Needed		21	21	21	21		

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

FL PUTNAM FEDERATION OF TEACHERS					Local: 3272		
Contract Begins		7/89	Expires		6/92	Affiliation of	
						Bargaining Agent:	AFT
						MA, 15yrs. 88-89:	\$26,625
						MA, 15yrs. 89-90:	\$28,275
						Average Experience:	na
						Unit Size:	650
						New Teachers:	78
						Num. Teachers BA1:	28
						Teachers Retired:	18
						Shortage:	This year
Step		BA	MA	MA30	MAX		
1		21,700	23,025	24,025	24,925		
5		22,800	24,175	25,175	26,075		
10		27,250	29,725	30,725	31,625		
MAX		31,600	34,250	35,250	36,150		
Yrs. to MAX		20	20	20	20		
Longevity		0	0	0	0		
Yrs. Needed		0	0	0	0		

Note Shortages the next few years in the Exceptional Education area

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

Note na

FL ST. LUCIE CLASSROOM TEACHERS ASSOCIATION					Local: 3518		
Contract Begins		7/1/89	Expires		6/30/91	Affiliation of	
						Bargaining Agent:	AFT
						MA, 15yrs. 88-89:	\$31,204
						MA, 15yrs. 89-90:	\$33,076
						Average Experience:	12.0
						Unit Size:	1,200
						New Teachers:	190
						Num. Teachers BA1:	95
						Teachers Retired:	11
						Shortage	This year
Step		BA	MA	MA30	MAX		
1		21,293	23,360	24,115	25,541		
5		23,776	25,842	25,596	28,022		
10		26,874	28,943	28,698	31,124		
MAX		31,010	33,076	33,831	35,257		
Yrs to MAX		15	15	15	15		
Longevity		2,000	2,000	2,000	2,000		
Yrs. Needed		20	20	20	20		

Note na

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

Note MA36 is substituted for MA30

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

Note na

IL CHICAGO TEACHERS UNION					Local: 1
Contract Begins:		9/1/89	Expires:		8/31/90
		BA	MA	MA30	MAX
Step					
1		21,400	23,005	24,610	25,680
5		26,001	27,606	29,211	30,281
10		32,314	33,919	35,524	36,594
MAX		38,841	40,446	42,051	43,121
Yrs. to MAX		15	15	15	15
Longevity		0	0	0	0
Yrs. Needed		15	15	15	15
					Affiliation of Bargaining Agent: AFT
					MA, 15yrs. 88-89: \$36,198
					MA, 15yrs. 89-90: \$40,406
					Average Experience: 15.0
					Unit Size: 30,000
					New Teachers: na
					Num Teachers BA1: 495
					Teachers Retired: 1,000
					Shortage This year

Note na

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

Note Gifted is a problem. Also a real concern in the next decade in many areas

LA JEFFERSON FEDERATION OF TEACHERS					Local 100
Contract Begins:		4/19/89	Expires:		6/30/90
		BA	MA	MA30	MAX
Step					
1		16,857	17,417	17,952	18,651
5		19,055	19,660	20,237	21,018
10		22,067	22,800	23,476	24,268
MAX		27,215	28,287	28,590	29,464
Yrs. to MAX		20	20	20	20
Longevity		See note			
Yrs. Needed		13	13	13	13
Affiliation of Bargaining Agent: AFT MA, 15yrs. 88-89: \$25,296 MA, 15yrs. 89-90: \$26,903 Average Experience: 13.0 Unit Size: 3,600 New Teachers: na Num. Teachers BA1: 201 Teachers Retired: 69 Shortage: This year					
Note: Some longevity pay for teachers with 13 years in County Shortages in many areas					

MA BOSTON TEACHERS UNION					Local 66
Contract Begins:		9/1/89	Expires:		8/31/92
		BA	MA	MA30	MAX
Step					
1		24,992	26,712	28,437	30,283
5		31,838	34,053	36,271	38,607
10		31,838	34,053	36,271	38,607
MAX		36,473	38,688	40,903	43,243
Yrs. to MAX		7	7	7	7
Longevity		1,872	1,872	1,872	1,872
Yrs. Needed		39	39	39	39
Affiliation of Bargaining Agent: AFT MA, 15yrs. 88-89: \$37,500 MA, 15yrs. 89-90: \$39,000 Average Experience: 14.5 Unit Size: 5,800 New Teachers: na Num. Teachers BA1: na Teachers Retired: na Shortage: na					
Note: na					

MA LOWELL TEACHERS UNION					Local 485
Contract Begins:		9/1/88	Expires:		6/30/90
		BA	MA	MA30	MAX
Step					
1		22,000	23,529	24,724	27,715
5		27,853	29,448	30,643	31,838
10		na	na	na	na
MAX		32,667	34,262	35,457	36,652
Yrs. to MAX		7	7	7	7
Longevity		See note			
Yrs. Needed					
Affiliation of Bargaining Agent: AFT MA, 15yrs. 88-89: \$31,148 MA, 15yrs. 89-90: \$34,262 Average Experience: 12.0 Unit Size: 958 New Teachers: 18 Num. Teachers BA1: 34 Teachers Retired: 6 Shortage: This year					
Note: Longevity of 3% per Year of service were frozen in 88-89 Shortage of certified teachers in bilingual areas and special education					

MD BALTIMORE TEACHERS UNION					Local 340
Contract Begins:		7/1/86	Expires:		6/30/89
		BA	MA	MA30	MAX
Step					
1		20,520	21,655	22,840	24,195
5		21,803	23,324	24,600	26,059
10		23,781	27,049	28,527	30,215
MAX		35,665	37,434	38,855	39,913
Yrs. to MAX		15	15	15	15
Longevity		2,006	2,293	2,295	2,298
Yrs. Needed		25	25	25	25
Affiliation of Bargaining Agent: AFT MA, 15yrs. 88-89: \$34,661 MA, 15yrs. 89-90: \$37,434 Average Experience: na Unit Size: 7,800 New Teachers: na Num. Teachers BA1: na Teachers Retired: na Shortage: na					
Note: na					

MI DEARBORN FEDERATION OF TEACHERS					Local: 1001
Contract Begins:		7/1/88		Expires: 6/30/91	
		BA	MA	MA30	MAX
Step					
1		22,606	24,515	25,980	27,015
5		30,265	30,740	32,160	33,250
10		40,800	44,725	46,150	47,245
MAX		na	46,360	47,785	50,510
Yrs. to MAX		9	10	10	11
Longevity		1,150	1,150	1,150	1,150
Yrs. Needed		25	25	25	25
Affiliation of Bargaining Agent: AFT MA, 15yrs. 88-89: \$43,735 MA, 15yrs. 89-90: \$48,360 Average Experience: na Unit Size: 836 New Teachers: 50 Num. Teachers BA1: na Teachers Retired: 42 Shortage: Not a problem					
Note: Shortages anticipated in areas like vocational education.					

MI DETROIT FEDERATION OF TEACHERS					Local: 1001
Contract Begins:		7/1/89		Expires: 6/30/90	
		BA	MA	MA30	MAX
Step					
1		23,663	26,157	26,491	26,824
5		29,539	33,256	33,590	33,924
10		37,419	42,935	43,269	43,603
MAX		37,419	42,935	43,714	44,048
Yrs. to MAX		10	10	11	11
Longevity		0	0	0	0
Yrs. Needed		0	0	0	0
Affiliation of Bargaining Agent: AFT MA, 15yrs. 88-89: \$40,505 MA, 15yrs. 89-90: \$42,935 Average Experience: 15.0 Unit Size: 11,000 New Teachers: 105 Num. Teachers BA1: 24 Teachers Retired: 596 Shortage: This year					
Note: Shortage in secondary mathematics & science, special education — L D (K-12), school psychologists					

MI TAYLOR FEDERATION OF TEACHERS					Local: 1005
Contract Begins:		9/1/88		Expires: 8/31/90	
		BA	MA	MA30	MAX
Step					
1		20,085	21,925	23,073	49,105
5		26,061	27,554	29,088	49,105
10		37,793	43,780	45,303	49,105
MAX		0	0	0	0
Yrs. to MAX		10	10	10	10
Longevity		2,834	3,283	3,394	3,682
Yrs. Needed		30	30	30	30
Affiliation of Bargaining Agent: AFT MA, 15yrs. 88-89: \$41,108 MA, 15yrs. 89-90: \$43,780 Average Experience: 20.0 Unit Size: 675 New Teachers: 12 Num Teachers BA1: 2 Teachers Retired: 12 Shortage: In 2 years					
Note: Shortages in areas of special education, industrial arts, & math. Doctorate's \$49,165 regular. of experience					

MN BLOOMINGTON FEDERATION OF TEACHERS					Local: 1182
Contract Begins:		7/1/89		Expires: 6/30/91	
		BA	MA	MA30	MAX
Step					
1		22,631	24,432	24,976	27,960
5		25,977	29,260	29,772	33,183
10		31,201	35,553	36,057	39,792
MAX		33,471	41,142	41,727	45,980
Yrs. to MAX		13	13	13	13
Longevity		0	0	0	0
Yrs. Needed		0	0	0	0
Affiliation of Bargaining Agent: AFT MA, 15yrs. 88-89: \$39,370 MA, 15yrs. 89-90: \$41,142 Average Experience: 5.0 Unit Size: 720 New Teachers: 25 Num Teachers BA1: na Teachers Retired: 10 Shortage: Not a problem					
Note: na					

MN DULUTH FED. OF TEACHERS					Local: 0692
Contract Begins		7/89	Expires		6/91
		BA	MA	MA30	MAX
Step					
1		19,096	22,385	23,658	24,111
5		21,961	26,416	27,689	28,963
10		na	na	na	na
MAX		26,416	35,124	38,192	38,829
Yrs. to MAX		8	9	9	9
Longevity		1,200	1,200	1,200	1,200
Yrs. Needed		25	25	25	25
Affiliation of Bargaining Agent: AFT MA, 15yrs. 88-89: \$35,338 MA, 15yrs. 89-90: \$36,424 Average Experience: 0.0 Unit Size: 950 New Teachers: 0 Num Teachers BA1: 0 Teachers Retired: 0 Shortage: na					
Note: Schedule is for new teachers; experienced teachers reach maximum in 12 years					

MN MINNEAPOLIS FEDERATION OF TEACHERS					Local: 88
Contract Begins		7/1/89	Expires		6/30/91
		BA	MA	MA30	MAX
Step					
1		21,015	22,818	24,161	25,403
5		25,675	27,765	29,474	31,159
10		31,581	38,287	39,318	40,423
MAX		31,581	39,649	42,301	44,766
Yrs. to MAX		8	11	11	11
Longevity		2,000	2,000	2,000	2,000
Yrs. Needed		25	25	25	25
Affiliation of Bargaining Agent: AFT MA, 15yrs. 88-89: \$38,345 MA, 15yrs. 89-90: \$39,649 Average Experience: na Unit Size: 2,694 New Teachers: 250 Num Teachers BA1: 18 Teachers Retired: 200 Shortage: Not a problem					
Note: na					

MN OSSEO FEDERATION OF TEACHERS					Local: 1212
Contract Begins		7/1/89	Expires		6/1/91
		BA	MA	MA30	MAX
Step					
1		21,700	25,550	26,990	27,700
5		23,785	29,180	30,830	31,560
10		28,210	35,960	37,900	38,880
MAX		31,620	39,220	42,270	43,410
Yrs. to MAX		15	12	12	12
Longevity		900	1,890	1,130	1,310
Yrs. Needed		21	21	21	21
Affiliation of Bargaining Agent: AFT MA, 15yrs. 88-89: \$40,550 MA, 15yrs. 89-90: \$42,200 Average Experience: 12.0 Unit Size: 1,133 New Teachers: 59 Num Teachers BA1: 52 Teachers Retired: 11 Shortage: Not a problem					
Note: na					

MN ROBBINSDALE FEDERATION OF TEACHERS					Local: 772
Contract Begins		7/1/89	Expires		6/30/91
		BA	MA	MA30	MAX
Step					
1		21,821	25,513	27,136	29,182
5		25,532	31,503	33,027	35,557
10		30,574	41,015	42,221	45,517
MAX		30,574	41,015	42,221	45,517
Yrs. to MAX		9	10	10	10
Longevity		820	1,500	1,500	1,500
Yrs. Needed		21	21	21	21
Affiliation of Bargaining Agent: AFT MA, 15yrs. 88-89: \$40,127 MA, 15yrs. 89-90: 1,331 Average Experience: na Unit Size: 850 New Teachers: 25 Num Teachers BA1: 8 Teachers Retired: 11 Shortage: Not a problem					
Note: na					

MA BOSTON FEDERATION OF TEACHERS

Local: 20

Contract Begins: 7/1/89		Expires: 6/30/91		
	BA	MA	MA30	MAX
Step				
1	22,747	23,544	24,551	26,942
5	24,899	27,944	29,602	31,394
10	30,694	34,771	35,778	38,170
MAX	33,238	40,058	41,663	45,570
Yrs. to MAX	11	12	12	12
Longevity	1,000	1,000	1,000	1,000
Yrs. Needed	25	25	25	25

Affiliation of Bargaining Agent: AFT
 MA, 15yrs. 83-89: \$38,150
 MA, 15yrs. 8: \$40,058
 Average Experience: 11.0
 Unit Size: 2,700
 New Teachers: 125
 Num Teachers BA1: 96
 Teachers Retired: 4

Shortage: Not a problem.

Note: na

MO KANSAS CITY FEDERATION OF TEACHERS

Local: 691

Contract Begins: 7/1/89		Expires: 6/30-90		
	BA	MA	MA30	MAX
Step				
1	18,200	20,111	22,295	24,424
5	20,748	23,023	25,207	27,846
10	23,933	26,663	28,847	32,123
MAX	25,844	30,849	32,847	36,400
Yrs to MAX	12	15	15	15
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent: AFT
 MA, 15yrs. 88-89: \$30,849
 MA, 15yrs. 89-90: negotiating
 Average Experience: 14.0
 Unit Size: 3,000
 New Teachers: 245
 Num Teachers BA1: 96
 Teachers Retired: 106

Shortage: Not a problem.

MO ST. LOUIS TEACHERS UNION

Local: 420

Contract Begins: 7/1/89		Expires: 6/30/90		
	BA	MA	MA30	MAX
Step				
1	20,610	21,297	22,522	23,780
5	22,697	23,921	23,155	26,744
10	26,509	27,719	28,948	30,154
MAX	34,662	36,048	37,936	38,848
Yrs to MAX	20	20	20	20
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent: AFT
 MA, 15yrs. 88-89: \$28,994
 MA 15yrs. 89-90: \$30,484
 Average Experience: 16.0
 Unit Size: 4,500
 New Teachers: 180
 Num Teachers BA1: 90
 Teachers Retired: 120

Shortage: In 5 years

Note: For 3 of the last 4 years employees were frozen. -ap There is no mathematical equivalence between years of service and step.

NH NASHUA TEACHERS UNION

Local: 1044

Contract Begins: 9/1/88		Expires: 8/31/92		
	BA	MA	MA30	MA
Step				
1	21,175	22,797	23,608	24,419
5	24,626	26,248	27,759	27,877
10	29,143	29,954	30,765	32,387
MAX	36,750	38,372	39,183	39,994
Yrs to MAX	15	15	15	15
Longevity	1,100	1,100	1,100	1,100
Yrs. Needed	25	25	25	25

Affiliation of Bargaining Agent: AFT
 MA, 15yrs. 88-89: \$34,542
 MA, 15yrs. 89-90: \$38,372
 Average Experience: 14.0
 Unit Size: 920
 New Teachers: 51
 Num Teachers BA1: 15
 Teachers Retired: 1

Shortage: Not a problem.

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

NJ NEWARK TEACHERS UNION					Local 481
Contract Begins		7/1/88	Expires		6/30/91
		BA	MA	MA30	MAX
Step					
1		22,367	23,564	24,758	na
5		28,037	29,286	30,519	na
10		31,860	33,929	35,179	na
MAX		41,820	43,532	45,257	na
Yrs. to MAX		13	13	13	
Longevity		ERR	ERR	ERR	ERR
Yrs Needed		25	25	25	0

Affiliation of Bargaining Agent	AFT
MA, 15yrs. 88-89	\$40,832
MA, 15yrs. 89-90	\$43,532
Average Experience	15.0
Unit Size	5,500
New Teachers	150
Num Teachers BA1	100
Teachers Retired	75
Shortage	Not a problem

Note: na

NM ALBUQUERQUE FEDERATION OF TEACHERS					Local 1420
Contract Begins		8/1/88	Expires		7/31/90
		BA	MA	MA30	MAX
Step					
1		18,060	19,304	20,239	22,202
5		19,184	20,428	21,321	23,326
10		21,368	22,612	23,515	24,806
MAX		27,920	29,710	31,159	34,246
Yrs to MAX		24	24	24	26
Longevity		0	0	0	0
Yrs Needed		0	0	0	0

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

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

NY ALBANY PUBLIC SCHOOL TEACHERS ASSOCIATION					Local 2455
Contract Begins		7/1/87	Expires		6/30/91
		BA	MA	MA30	MAX
Step					
1		26,008	28,126	29,117	30,105
5		27,436	28,757	29,715	30,739
10		31,551	32,919	33,943	34,312
MAX		38,510	40,040	41,103	42,168
Yrs to MAX		13	13	13	13
Longevity		3,562	3,616	3,651	3,672
Yrs Needed		25	25	25	25

Affiliation of Bargaining Agent	AFT
MA, 15yrs. 88-89	\$35,750
MA, 15yrs. 89-90	\$40,040
Average Experience	na
Unit Size	700
New Teachers	na
Num Teachers BA1	na
Teachers Retired	na
Shortage	Not a problem

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

NY BOCES TEACHERS ASSOCIATION					Local 2645
Contract Begins		7/86	Expires		6/91
		BA	MA	MA30	MAX
Step					
1		23,032	26,026	28,329	31,784
5		27,638	31,231	33,995	38,141
10		33,396	37,738	41,078	46,087
MAX		41,806	47,048	51,076	57,122
Yrs to MAX		24	24	24	24
Longevity		0	0	0	0
Yrs Needed		0	0	0	0

Affiliation of Bargaining Agent	AFT
MA, 15yrs. 88-89	\$39,761
MA, 15yrs. 89-90	\$44,244
Average Experience	11.0
Unit Size	40
New Teachers	na
Num Teachers BA1	na
Teachers Retired	na
Shortage	Not a problem

Contract Begins: 7/89		Expires: 6/92		Affiliation of Bargaining Agent: AFT	
	BA	MA	MA30	MAX	MA, 15yrs. 88-89: \$45,573
Step					MA, 15yrs. 89-90: \$46,663
1	23,508	27,501	29,365	34,711	Average Experience: 17.0
5	28,210	32,911	35,027	40,053	Unit Size: 987
10	34,057	38,984	42,079	47,108	New Teachers: 24
MAX	49,367	57,007	58,770	63,798	Num. Teachers BA1: 0
Yrs. to MAX	23	23	23	23	Teachers Retired: 5
Longevity	0	0	0	0	
Yrs. Needed	0	0	0	0	Shortage: Not a problem

Note: na

Contract Begins: 7/1/87		Expires: 6/30/90		Affiliation of Bargaining Agent: AFT	
	BA	MA	MA30	MAX	MA, 15yrs. 88-89: \$39,365
Step					MA, 15yrs. 89-90: \$42,514
1	21,700	24,000	26,100	28,100	Average Experience: 19.0
5	26,471	28,945	31,142	31,142	Unit Size: 631
10	33,822	36,298	38,491	38,491	New Teachers: 19
MAX	42,195	48,441	49,031	49,031	Num. Teachers BA1: 9
Yrs. to MAX	23	23	23	23	Teachers Retired: 11
Longevity	0	0	0	0	
Yrs. Needed	0	0	0	0	Shortage: Not a problem

Note: Continuous increments only through step 12.

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

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

Contract Begins: 7/1/88		Expires: 6/30/95		Affiliation of Bargaining Agent: AFT	
	BA	MA	MA30	MAX	MA, 15yrs. 88-89: \$37,955
Step					MA, 15yrs. 89-90: \$41,846
1	25,061	28,839	30,827	33,951	Average Experience: 20.0
5	28,954	31,987	33,449	35,648	Unit Size: 550
10	31,341	35,876	37,858	40,832	New Teachers: 36
MAX	42,184	45,732	47,740	50,285	Num. Teachers BA1: 7
Yrs. to MAX	25	25	25	25	Teachers Retired: 25
Longevity	1,832	7,999	7,677	7,650	
Yrs. Needed	37	37	37	37	Shortage: Not a problem

Note: na

Contract Begins: 7/1/89		Expires: 6/30/92		Affiliation of Bargaining Agent: AFT	
	BA	MA	MA30	MAX	MA, 15yrs. 88-89: \$40,701
Step					MA, 15yrs. 89-90: \$45,256
1	22,420	28,858	29,073	31,291	Average Experience: 15.0
5	28,858	31,291	33,507	36,726	Unit Size: 680
10	32,401	37,076	39,664	42,362	New Teachers: 17
MAX	44,859	55,452	58,086	60,850	Num. Teachers BA1: 1
Yrs. to MAX	25	25	25	25	Teachers Retired: 3
Longevity	0	0	0	0	
Yrs. Needed	0	0	0	0	Shortage: na

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

Contract Begins: 7/1/88		Expires: 6/30/91		Affiliation of Bargaining Agent: AFT	
	BA	MA	MA30	MAX	MA, 15yrs. 88-89: \$41,044
Step					Average Experience: 4.0
1	24,322	25,944	25,944	28,108	Unit Size: 700
5	0	0	0	0	New Teachers: 70
10	0	0	45,402	47,584	Num. Teachers BA1: 35
MAX	40,537	47,023	64,860	67,022	Teachers Retired: 15
Yrs. to MAX	15	15	15	15	
Longevity	700	700	700	700	Shortage: Not a problem
Yrs. Needed	25	25	25	25	

Note: na

Contract Begins: 7/1/88		Expires: 6/30/91		Affiliation of Bargaining Agent: AFT	
	BA	MA	MA30	MAX	MA, 15yrs. 88-89: \$46,392
Step					MA, 15yrs. 89-90: \$49,407
1	24,338	27,997	29,500	na	Average Experience: 20.0
5	28,768	33,156	34,822	na	Unit Size: 985
10	34,213	40,188	41,855	45,002	New Teachers: 53
MAX	40,178	49,407	52,950	58,881	Num. Teachers BA1: 5
Yrs. to MAX	14	14	14	14	Teachers Retired: 17
Longevity	500	1,065	1,065	1,491	
Yrs. Needed	0	0	0	0	Shortage: Not a problem

Note: na

Contract Begins: 7/1/89		Expires: 6/30/91		Affiliation of Bargaining Agent: AFT	
	BA	MA	MA30	MAX	MA, 15yrs. 88-89: \$36,440
Step					MA, 15yrs. 89-90: \$39,620
1	23,080	25,390	27,290	29,380	Average Experience: 15.0
5	28,320	30,080	32,270	34,880	Unit Size: 850
10	32,520	35,770	38,480	41,740	New Teachers: 64
MAX	34,820	38,080	40,865	43,760	Num. Teachers BA1: 30
Yrs. to MAX	12	12	12	12	Teachers Retired: 19
Longevity	3,000	3,000	3,000	3,000	
Yrs. Needed	20	20	20	20	Shortage: In 3 years

Note: MA is BA + 28, MA30 is BA + 68, Max is BA + 90.

Contract Begins: 7/1/87		Expires: 6/30/90		Affiliation of Bargaining Agent: AFT	
	BA	MA	MA30	MAX	MA, 15yrs. 88-89: \$35,278
Step					MA, 15yrs. 89-90: \$38,930
1	18,821	22,914	24,707	25,488	Average Experience: 20.0
5	24,827	27,819	28,712	31,505	Unit Size: 700
10	31,183	34,178	35,889	37,762	New Teachers: 35
MAX	38,188	40,433	43,477	45,270	Num. Teachers BA1: 15
Yrs. to MAX	17	17	17	17	Teachers Retired: 20
Longevity	0	0	0	0	
Yrs. Needed	0	0	0	0	Shortage: Not a problem

Note: na

Contract Begins: 7/1/89		Expires: 6/30/92		Affiliation of Bargaining Agent: AFT	
	BA	MA	MA30	MAX	MA, 15yrs. 88-89: \$45,055
Step					MA, 15yrs. 89-90: \$48,207
1	25,108	28,874	31,385	35,151	Average Experience: 18.0
5	30,130	34,388	36,908	40,675	Unit Size: 620
10	38,532	41,303	43,813	47,580	New Teachers: 42
MAX	44,818	58,483	59,004	62,770	Num. Teachers BA1: 30
Yrs. to MAX	23	23	23	23	Teachers Retired: 12
Longevity	0	0	0	0	
Yrs. Needed	0	0	0	0	Shortage: Not a problem

Note: na

Contract Begins: 7/1/87		Expires: 6/30/90		Affiliation of Bargaining Agent: AFT	
	BA	MA	MA30	MAX	MA, 15yrs. 88-89: \$39,450
Step					MA, 15yrs. 89-90: \$44,380
1	28,834	28,935	28,935	28,935	Average Experience: 11.0
5	34,548	67,653	39,225	41,098	Unit Size: 2,580
10	41,563	44,370	45,241	48,114	New Teachers: 80
MAX	48,015	53,180	55,265	57,604	Num. Teachers BA1: 218
Yrs. to MAX	28	28	28	28	Teachers Retired: 30
Longevity	0	0	0	0	
Yrs. Needed	0	0	0	0	Shortage: Not a problem

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

Contract Begins: 7/1/87		Expires: 6/30/90		Affiliation of Bargaining Agent: AFT	
	BA	MA	MA30	MAX	MA, 15yrs. 88-89: \$30,725
Step					MA, 15yrs. 89-90: \$32,108
1	18,580	19,148	20,738	22,824	Average Experience: 3.0
5	21,272	23,880	25,948	28,038	Unit Size: 650
10	27,162	29,750	31,838	33,828	New Teachers: 23
MAX	33,052	38,618	41,282	44,528	Num. Teachers BA1: 8
Yrs. to MAX	22	22	22	22	Teachers Retired: 10
Longevity	0	0	0	0	
Yrs. Needed	0	0	0	0	Shortage: Not a problem

Note: na

Contract Begins: 7/1/88 **Expires:** 6/30/92

	BA	MA	MA30	MAX
Step 1	24,809	28,160	27,685	28,160
5	25,442	28,807	28,414	28,918
10	28,973	30,757	32,457	31,140
MAX	45,719	49,852	51,552	51,517
Yrs. to MAX	21	21	21	21
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent: AFT
MA, 15yrs. 88-89: \$33,689
MA, 15yrs. 89-90: \$35,948
Average Experience: 18.0
Unit Size: 800
New Teachers: 21
Num. Teachers BA1: 5
Teachers Retired: 5

Shortage: Not a problem

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

Contract Begins: 7/1/87 **Expires:** 6/30/90

	BA	MA	MA30	MAX
Step 1	21,500	24,400	25,150	25,150
5	23,630	28,720	27,470	27,470
10	29,216	32,832	33,582	na
MAX	40,000	45,275	46,025	na
Yrs. to MAX	15	15	15	na
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

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

Shortage: Not a problem

Note: Years to maximum is 19 for teachers hired before 6/1/85; 15 for those hired after.

Contract Begins: 9/87 **Expires:** 6/90

	BA	MA	MA30	MAX
Step 1	24,317	27,978	30,199	31,862
5	28,981	32,883	35,381	38,182
10	35,885	39,188	42,016	52,988
MAX	45,118	50,861	54,318	58,443
Yrs. to MAX	25	25	25	25
Longevity	1,500	1,500	1,500	1,500
Yrs. Needed	See note	0	0	0

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

Shortage: Not a problem

Note: \$600 in longevity is added after 20 years and another \$1,000 after 25 years.

Contract Begins: 7/1/87 **Expires:** 6/30/89

	BA	MA	MA30	MAX
Step 1	20,879	22,223	23,570	24,223
5	25,478	28,823	28,171	28,823
10	30,529	32,212	33,580	na
MAX	38,434	41,535	45,432	48,283
Yrs. to MAX	13	15	15	15
Longevity	1,490	1,490	1,490	1,490
Yrs. Needed	25	25	25	25

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

Shortage: In 1-2 yrs.

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

Contract Begins: 9/9/87		Expires: 9/30/90		Affiliation of Bargaining Agent: AFT	
	BA	MA	MA30	MAX	MA, 15yrs. 88-89: \$42,345
Step 1	25,000	28,340	31,479	31,479	MA, 15yrs. 89-90: \$43,586
5	27,000	30,340	33,479	33,479	Average Experience: 12.0
10	33,414	38,864	40,984	40,984	Unit Size: 84,577
MAX	43,521	48,781	50,000	50,000	New Teachers: 4,286
Yrs. to MAX	20	20	20	20	Num. Teachers BA1: 3,423
Longevity	0	0	0	0	Teachers Retired: 1,600
Yrs. Needed	20	20	20	20	Shortage: This year

Note: Plus \$480 annuity contribution, some cash payments on higher steps and 2 1/2% pension pick-up for prv -78 hrs.

Contract Begins: 7/1/89		Expires: 6/30/92		Affiliation of Bargaining Agent: AFT	
	BA	MA	MA30	MAX	MA, 15yrs. 88-89: \$31,578
Step 1	24,284	25,254	na	28,334	MA, 15yrs. 89-90: \$33,579
5	28,484	28,514	na	29,594	Average Experience: 20.0
10	29,539	31,889	na	32,949	Unit Size: 760
MAX	44,979	48,049	na	49,129	New Teachers: 38
Yrs. to MAX	25	25	25	25	Num. Teachers BA1: 26
Longevity	0	0	0	0	Teachers Retired: 13
Yrs. Needed	0	0	0	0	Shortage: This year

Note: na

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

Note: na

Contract Begins: 7/1/88		Expires: 6/30/91		Affiliation of Bargaining Agent: AFT	
	BA	MA	MA30	MAX	MA, 15yrs. 88-89: \$47,790
Step 1	26,648	30,980	33,120	35,579	MA, 15yrs. 89-90: \$51,374
5	31,033	38,049	38,358	41,623	Average Experience: 17.0
10	38,839	43,282	45,782	48,819	Unit Size: 575
MAX	41,598	51,374	53,879	56,942	New Teachers: 40
Yrs. to MAX	15	15	15	15	Num. Teachers BA1: 15
Longevity	0	2,235	2,422	2,150	Teachers Retired: 30
Yrs. Needed	0	25	25	25	Shortage: Not a problem

Note: MA required to go past step 12.

Contract Begins: 9/1/87 Expires: 8/31/90					Affiliation of Bargaining Agent: AFT	
	BA	MA	MA30	MAX	MA, 15yrs. 88-89:	\$36,269
Step					MA, 15yrs. 89-90:	\$39,376
1	22,085	22,814	23,414	24,254	Average Experience:	19.0
5	25,058	25,771	26,371	27,211	Unit Size:	640
10	28,468	30,511	31,111	31,951	New Teachers:	49
MAX	35,715	39,376	39,976	40,816	Num. Teachers BA1:	4
Yrs. to MAX	15	15	15	15	Teachers Retired:	11
Longevity	3,000	3,000	3,000	3,000	Shortage: Not a problem	
Yrs. Needed	33	33	33	33		

Note: Max is BA + 72 credit hours.

Contract Begins: 7/1/88 Expires: 6/30/91					Affiliation of Bargaining Agent: AFT	
	BA	MA	MA30	MAX	MA, 15yrs. 88-89:	\$46,988
Step					MA, 15yrs. 89-90:	\$50,119
1	26,836	29,308	31,359	34,375	Average Experience:	na
5	32,435	34,787	36,838	39,874	Unit Size:	650
10	40,101	42,453	44,504	47,640	New Teachers:	9
MAX	52,177	54,719	56,769	59,905	Num. Teachers BA1:	0
Yrs. to MAX	18	18	18	18	Teachers Retired:	4
Longevity	4,410	4,410	4,410	4,410	Shortage: Not a problem	
Yrs. Needed	27	27	27	27		

Note: na

Contract Begins: 1/1/88 Expires: 12/31/91					Affiliation of Bargaining Agent: AFT	
	BA	MA	MA30	MAX	MA, 15yrs. 88-89:	\$33,316
Step					MA, 15yrs. 89-90:	\$36,057
1	25,377	26,027	27,027	28,127	Average Experience:	13.0
5	27,877	28,527	29,027	30,627	Unit Size:	1,880
10	30,377	31,027	31,527	33,129	New Teachers:	109
MAX	See note	0	0	0	Num. Teachers BA1:	48
Yrs. to MAX	See note	0	0	0	Teachers Retired:	33
Longevity	0	0	0	0	Shortage: This year	
Yrs. Needed	0	0	0	0		

Note: New teachers get \$500 per step without limit. Highest paid teacher gets \$51,361 with 40 years experience.

Contract Begins: 1/1/88 Expires: 12/31/91					Affiliation of Bargaining Agent: AFT	
	BA	MA	MA30	MAX	MA, 15yrs. 88-89:	\$33,316
Step					MA, 15yrs. 89-90:	\$36,057
1	25,377	26,027	27,027	28,127	Average Experience:	13.0
5	27,877	28,527	29,027	30,627	Unit Size:	1,880
10	30,377	31,027	31,527	33,129	New Teachers:	109
MAX	See note below	0	0	0	Num. Teachers BA1:	48
Yrs. to MAX	See note below	0	0	0	Teachers Retired:	33
Longevity	0	0	0	0	Shortage: This year	
Yrs. Needed	0	0	0	0		

Note: New teachers get \$500 per step without limit. Highest paid teacher gets \$51,361 with 40 years experience.

Contract Begins: 7/1/87		Expires: 6/31/90		Affiliation of Bargaining Agent: AFT	
	BA	MA	MA30	MAX	MA, 15yrs. 88-89: \$37,721
Step 1	21,028	22,124	22,719	na	MA, 15yrs. 89-90: \$40,463
5	24,128	27,885	27,885	na	Average Experience: na
10	29,890	35,215	35,851	na	Unit Size: 5,600
MAX	34,851	40,248	41,209	na	New Teachers: na
Yrs. to MAX	16	14	14	na	Num. Teachers BA1: na
Longevity	3,128	3,345	3,382	0	Teachers Retired: na
Yrs. Needed	36	36	36	0	Shortage: na

Note: na

Contract Begins: 6/16/88		Expires: 1/31/91		Affiliation of Bargaining Agent: AFT	
	BA	MA	MA30	MAX	MA, 15yrs. 88-89: \$33,300
Step 1	20,100	20,700	22,800	24,300	MA, 15yrs. 89-90: \$35,800
5	22,100	23,400	24,900	26,400	Average Experience: na
10	27,250	28,350	30,850	32,350	Unit Size: 2,500
MAX	32,150	33,750	34,350	36,750	New Teachers: 35
Yrs. to MAX	15	15	15	15	Num. Teachers BA1: na
Longevity	4,200	6,450	7,150	6,250	Teachers Retired: 25
Yrs. Needed	27	27	27	27	Shortage: This year

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

Contract Begins: 11/7/88		Expires: 0		Affiliation of Bargaining Agent: AFT	
	BA	MA	MA30	MAX	MA, 15yrs. 88-89: \$24,441
Step 1	17,931	19,002	19,222	19,800	MA, 15yrs. 89-90: \$25,060
5	19,058	20,158	20,378	21,010	Average Experience: na
10	21,285	22,330	22,550	23,430	Unit Size: 2,300
MAX	27,212	28,954	29,187	30,118	New Teachers: 209
Yrs. to MAX	17	17	17	17	Num. Teachers BA1: na
Longevity	0	0	0	0	Teachers Retired: 30
Yrs. Needed	0	0	0	0	Shortage: This year

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

Contract Begins: 9/1/88		Expires: 8/31/92		Affiliation of Bargaining Agent: AFT	
	BA	MA	MA30	MAX	MA, 15yrs. 88-89: \$38,092
Step 1	22,000	22,500	22,800	23,500	MA, 15yrs. 89-90: \$41,200
5	25,490	26,370	26,135	26,675	Average Experience: na
10	33,872	35,113	37,265	39,473	Unit Size: 20,000
MAX	38,499	41,200	44,334	47,759	New Teachers: 600
Yrs. to MAX	11	11	11	11	Num. Teachers BA1: na
Longevity	0	0	0	0	Teachers Retired: 400
Yrs. Needed	0	0	0	0	Shortage: Not a problem

Note: Salary data effective on 2/1/90.

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

Note: Salary schedule effective 9/88.

Contract Begins: 9/1/88		Expires: 8/31/90				Affiliation of Bargaining Agent: AFT	
	BA	MA	MA30	MAX	MA, 15yrs. 88-89:	MA, 15yrs. 89-90:	
Step 1	20,210	21,510	21,880	22,830	\$36,545	\$38,583	
5	27,158	28,458	29,828	30,828	Average Experience:	19.0	
10	37,183	38,583	39,953	41,000	Unit Size:	740	
MAX	37,183	38,583	39,953	41,000	New Teachers:	27	
Yrs. to MAX	10	10	10	10	Num. Teachers BA1:	6	
Longevity	928	928	928	928	Teachers Retired:	10	
Yrs. Needed	30	30	30	30	Shortage:	Not a problem	

Note: na

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

Note: A residency requirement causes shortages.

Contract Begins: 9/1/88		Expires: 8/31/91				Affiliation of Bargaining Agent: AFT	
	BA	MA	MA30	MAX	MA, 15yrs. 88-89:	MA, 15yrs. 89-90:	
Step 1	20,339	21,929	22,489	23,189	\$37,030	\$39,161	
5	27,588	29,238	29,758	30,108	Average Experience:	7.0	
10	37,517	39,161	39,667	40,017	Unit Size:	950	
MAX	37,517	39,161	39,667	40,017	New Teachers:	47	
Yrs. to MAX	10	10	10	10	Num. Teachers BA1:	35	
Longevity	900	900	900	900	Teachers Retired:	25	
Yrs. Needed	30	30	30	30	Shortage:	Not a problem	

Note: na

Contract Begins:		Expires: No contract				Affiliation of Bargaining Agent: No bargaining	
		BA	MA	MA30	MAX	MA, 15yrs. 88-89:	\$30,571
Step						MA, 15yrs. 89-90:	\$30,153
1		19,000	19,355	na	na	Average Experience:	na
5		21,688	22,341	na	na	Unit Size:	na
10		23,438	24,441	na	na	New Teachers:	na
MAX		31,407	35,538	na	na	Num. Teachers BA1:	na
Yrs. to MAX		16	16	na	na	Teachers Retired:	na
Longevity		0	0	0	0	Shortage: Not a problem	
Yrs. Needed		0	0	0	0		

Note: Salary dates are for San Antonio only.

Contract Begins:		Expires: No contract				Affiliation of Bargaining Agent: AFT	
		BA	MA	MA30	MAX	MA, 15yrs. 88-89:	\$26,400
Step						MA, 15yrs. 89-90:	\$27,800
1		20,000	20,000	na	na	Average Experience:	na
5		22,700	23,530	na	na	Unit Size:	2,400
10		23,530	24,360	na	na	New Teachers:	300
MAX		30,450	32,800	na	na	Num. Teachers DA1:	85
Yrs. to MAX		26	31	na	na	Teachers Retired:	100
Longevity		0	0	0	0	Shortage: This year	
Yrs. Needed		0	0	0	0		

Note: na

Contract Begins:		Expires: No contract				Affiliation of Bargaining Agent: No bargaining	
		BA	MA	MA30	MAX	MA, 15yrs. 88-89:	\$41,071
Step						MA, 15yrs. 89-90:	\$43,125
1		24,255	27,332	28,488	29,768	Average Experience:	13.0
5		27,580	30,657	31,813	33,093	Unit Size:	10,000
10		33,235	36,312	37,468	38,748	New Teachers:	790
MAX		45,491	49,568	50,724	52,004	Num. Teachers BA1:	256
Yrs. to MAX		19	19	19	19	Teachers Retired:	na
Longevity		0	0	0	0	Shortage: In 2 years	
Yrs. Needed		0	0	0	0		

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

Contract Begins:		10/1/87	Expires: 10/30/91		Affiliation of Bargaining Agent: AFT		
		BA	MA	MA30	MAX	MA, 15yrs. 88-89:	\$33,821
Step						MA, 15yrs. 89-90:	\$35,851
1		19,080	20,571	21,914	22,807	Average Experience:	na
5		24,280	22,322	26,545	28,402	Unit Size:	2,400
10		30,007	21,238	31,273	32,126	New Teachers:	na
MAX		41,845	37,181	42,931	43,811	Num. Teachers BA1:	na
Yrs. to MAX		20	20	20	20	Teachers Retired:	na
Longevity		0	0	0	0	Shortage: na	
Yrs. Needed		0	0	0	0		

Note: na

TABLE IV-3

TEACHER CONTRACT ANNUAL PERCENTAGE RAISES 1988-89 TO 1991-92
 (Period from August, 1988 to August, 1992 only)

CWD Issues	Per-	Date	1988	1989	1990	1991	Comments
School District	State	Settled	-89	-90	-91	-92	
September							
Springfield	IA	1,800	Jun-88	6.6	0.0	5.5	+ 3 lump sums of \$600, \$400 & \$400
Waterbury	CT	1,200	Apr-87	8.8			Arbitration award
State Voc. Teach.	CT	1,400	Jun-88	9.0			Unscheduled wage reopener & contr. extension
Bridgeport	CT	1,100		7.0	10.0		Unscheduled wage reopener & contr. extension
Philadelphia	PA	1,500	Apr-88	4.0	4.0	5.0	+900 lump sum on 8/1/88
Baltimore County	MD	6,400	Jun-88	4.0			
Bel Air	MD	1,800	Feb-88	7.0			Scheduled wage reopener
Carrol County	MD	1,500	Feb-88	9.0	8.0		
Toledo	OH	2,600	Jun-88	5.9	5.9	*	
Evansville	IN	1,300	May-88	7.0	4.5		2nd yr. maybe higher depending on revenue
Milwaukee	WI	5,700	Apr-88	4.5			
Wichita	KS	2,900	Jun-88	8.9			One day added to year
Topeka	KS	1,200	Jun-88	4.0	*	*	
Kansas City	KS	1,650	Jun-88	5.8			
Tucson	AZ	3,000	Jun-88	3			Scheduled wage reopener
Beaverton	OR	1,250	Jul-88	5.4	5.4	6	
Chula Vista	CA	2,150	Jun-88	4.3			
October							
Washington Co.	MD	1,100	Aug-88	6.2			
Nashville	TN	4,300	Jul-88	6.8			
Dade County	FL	15,000	Aug-88	9.0	9.0	10	
Marion County	FL	1,750	Aug-88	8.0			Reopener in 2nd yr. of 2 yr. contract
Polk County	FL	3,600	Sep-88	7.4	*	*	
Clay County	FL	1,200	Sep-88	6.3	*	*	
Bay County	FL	1,300	Aug-88	5.0	*		
Tulsa	OK	2,300	Aug-88	*			\$1,400 lump sum
Flint	MI		Oct-87	0.0			
Utica	MI	1,200	Sep-88	1.0	5.5	5.5	
Jordan	UT	2,800	Sep-88	0.0			
Phoenix	AZ	1,100	Apr-88	7.8			
Tucson	AZ	1,500	Sep-88	2.5			
Edmonds	WA	1,000		2.7			Scheduled wage reopener; 2 days added to yr.
Salem	Or	1,400	Jul-88	2.5			Reopener in 2nd yr. of 3 yr. contract
Hayward,	CA	1,000		5.0			Reopener in 2nd yr. of 3 yr. contract
November							
Warwick	RI	1,050	Sep-88	5.7	5.7	6.0	
New Rochelle	NY	1,000	Sep-88	6.0	6.0	*	
Newark	NJ	4,200	Aug-88	5.8	5.8		
Orange	FL	5,200	Sep-88	8.0			Reopener in 2nd yr. of 3 yr. contract
Okaloosa Co.	FL	1,550	Aug-88	10.0	*	*	
Seminole	FL	2,500	Aug-88	7.5			Reopener in 2nd yr. of 3 yr. contract
Duval	FL	6,400	Sep-88	3.5	7.0		
Cleveland	OH	4,470	Sep-88	6.0	5.0		
Souix Falls	SD	1,000	Jun-88	8.0			
Clark Co.	NV	5,300	Jun-88	4.8			Scheduled wage reopener
Spokane	WA	1,300	Aug-88	2.1			Reopener in 2nd yr. of 2 yr. contract

Table IV-1

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

	Reported in CWD (a):					Unweighted Average (f)	National Averages (b)
	Aug. 1985- Aug. 1986	Aug. 1986- Aug. 1987	Aug. 1987- Aug. 1988	Aug. 1988- Aug. 1989	Aug. 1989- Dec. 1989		
Total number of personnel (c)	237,400	230,050	355,297	242,165	130,469		2,100,000
Number of agreements (d)	129	105	159	129	53		na
Percent adjustments in: (e)							
1985-86 (number of agreements)	6.7 (75)	na	na	na	na	6.1 (114)	7.2
1986-87 (number of agreements)	6.3 (40)	5.8 (75)	na	na	na	5.8 (128)	5.4
1987-88 (number of agreements)	7.2 (14)	6.1 (20)	5.4 (98)	na	na	5.7 (132)	5.5
1988-89 (number of agreements)	na	6.1 (10)	5.8 (43)	5.6 (85)	na	5.7 (138)	5.5
1989-90 (number of agreements)	na	na	7.3 (18)	6.0 (28)	5.9 (44)	6.2 (90)	na
1990-91 (number of agreements)	na	na	na	6.3 (16)	6.4 (9)	6.3 (25)	na
Average annual percent adjustment over life of agreement (e)	6.6	5.9	5.4	5.7	6.1	na	na

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

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

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

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

(e) Unweighted average.

(f) Average weighted by number of contracts.

TABLE IV-2

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

	Reported in CWD (a):					Weighted Average (a)
	Aug. 1985- Aug. 1986	Aug. 1986- Aug. 1987	Aug. 1987- Aug. 1988	Aug. 1988- Aug. 1989	Aug. 1989- Dec. 1989 ^d	
Total number of personnel	104,300	88,903	92,650	59,098	47,957	
Number of agreements (b)	47	46	59	38	18	
Percent adjustments in: (c)						
1985-86 (number of agreements)	6.6 (29)	na	na	na	na	6.3 (36)
1986-87 (number of agreements)	6.0 (14)	6.2 (37)	na	na	na	6.0 (55)
1987-88 (number of agreements)	6.5 (4)	4.1 (8)	4.7 (38)	na	na	5.7 (42)
1988-89 (number of agreements)	na	4.0 (1)	5.1 (13)	6.0 (26)	na	5.7 (40)
1989-90 (number of agreements)	na	na	4.8 (8)	5.6 (7)	6.3 (17)	5.8 (32)
1990-91 (number of agreements)	na	na	na	5.7 (5)	5.0 (1)	5.6 (6)
Average annual percent adjustment over life of agreement (c)	6.7	6.0	4.7	6.0	6.3	na

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

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

(c) Unweighted average.

(d) Average weighted by number of contracts.

TABLE IV-3

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

CWD Issue	Per-	Date	1988	1989	1990	1991	Comments	
School District	State	Settled	-89	-90	-91	-92		
September								
Springfield	IA	1,800	Jun-88	6.6	0.0	5.5	+ 3 lump sums of \$600, \$400 & \$400	
Waterbury	CT	1,200	Apr-87	8.8			Arbitration award	
State Voc. Teach.	CT	1,400	Jun-88	9.0			Unscheduled wage reopener & contr. extension	
Bridgeport	CT	1,100		7.0	10.0		Unscheduled wage reopener & contr. extension	
Philadelphia	PA	1,500	Apr-88	4.0	4.0	5.0	6.0	+900 lump sum on 9/1/88
Baltimore County	MD	6,400	Jun-88	4.0				
Bel Air	MD	1,800	Feb-88	7.0			Scheduled wage reopener	
Carroll County	MD	1,500	Feb-88	9.0	8.0			
Toledo	OH	2,600	Jun-88	5.9	5.9	*		
Evansville	IN	1,300	May-88	7.0	4.5		2nd yr. maybe higher depending on revenue	
Milwaukee	WI	5,700	Apr-88	4.5				
Wichita	KS	2,900	Jun-88	8.9			One day added to year	
Topeka	KS	1,200	Jun-88	4.0	*	*		
Kansas City	KS	1,650	Jun-88	5.8				
Tucson	AZ	3,000	Jun-88	3			Scheduled wage reopener	
Beaverton	OR	1,250	Jul-88	5.4	5.4	6		
Chula Vista	CA	2,150	Jun-88	4.3				
October								
Washington Co.	MD	1,100	Aug-88	6.2				
Nashville	TN	4,300	Jul-88	6.8				
Dade County	FL	15,000	Aug-88	9.0	9.0	10		
Marion County	FL	1,750	Aug-88	8.0			Reopener in 2nd yr. of 2 yr. contract	
Polk County	FL	3,600	Sep-88	7.4	*	*		
Clay County	FL	1,200	Sep-88	6.3	*	*		
Bay County	FL	1,300	Aug-88	5.0	*			
Tulsa	OK	2,300	Aug-88	*			\$1,400 lump sum	
Flint	MI		Oct-87	0.0				
Utica	MI	1,200	Sep-88	1.0	5.5	5.5		
Jordan	UT	2,800	Sep-88	0.0				
Phoenix	AZ	1,100	Apr-88	7.8				
Tucson	AZ	1,500	Sep-88	2.5				
Edmonds	WA	1,000		2.7			Scheduled wage reopener; 2 days added to yr.	
Salem	Or	1,400	Jul-88	2.5			Reopener in 2nd yr. of 3 yr. contract	
Hayward,	CA	1,000		5.0			Reopener in 2nd yr. of 3 yr. contract	
November								
Warwick	RI	1,050	Sep-88	5.7	5.7	8.0		
New Rochelle	NY	1,000	Sep-88	6.0	6.0	*		
Newark	NJ	4,200	Aug-88	5.8	5.8			
Orange	FL	5,200	Sep-88	8.0			Reopener in 2nd yr. of 3 yr. contract	
Okaloosa Co.	FL	1,550	Aug-88	10.0	*	*		
Seminole	FL	2,500	Aug-88	7.5			Reopener in 2nd yr. of 3 yr. contract	
Duval	FL	6,400	Sep-88	3.5	7.0			
Cleveland	OH	4,470	Sep-88	6.0	5.0			
Souix Falls	SD	1,000	Jun-88	8.0				
Clark Co.	NV	5,300	Jun-88	4.8			Scheduled wage reopener	
Spokane	WA	1,300	Aug-88	2.1			Reopener in 2nd yr. of 2 yr. contract	

TABLE IV-3 (Continued)

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

70

TABLE IV-3 (Continued)

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

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

*Scheduled wage reopening

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

TABLE IV-4

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

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

CWD Issue	School District	State	Per-sonnel	Date Settled	1989-90	1990-91	1991-92	Comments
August								
Waterbury	CT		1,100	May-89	9.0	8.5	8.5	Arbitration award
New Haven	CT		1,200	Jun-89	9.3			Reopener in 2nd yr. of 3 yr. contract
Baltimore County	MD		6,800	Jun-89	4.0			
Washington Co.	ND		1,100	Jun-89	7.0	7.0		
Frederick	MD		1,750	Jun-89	8.0	*	*	
Carroll County	MD		1,500	Jun-89	9.0			Reopener in 2nd yr. of 3 yr. contract
Hartford County	MD		1,800	Jan-89	7.6	*	*	
Memphis	TN		6,500	Jul-89	4.5			Reopener in 2nd yr. of 3 yr. contract
Flint	MI		1,600	Jun-89	3.5	*		
Jefferson	LA		3,400	Apr-89	3.0			
Kansas City	KS		1,600	Mar-89	5.3			
Phoenix	AZ		1,100	Jun-89	3.0			
October								
Nashville	TN		4,800	Aug-89	3.6			
Bay County	FL		1,300	Aug-89	6.0			Reopener in 2nd yr. of 2 yr. contract
Marion	FL		1,850	Aug-89	8.4	*	*	
Bay Co.	FL		1,000	Aug-89	6.0			Reopener in 2nd yr. of 3 yr. contract
Tucson	AZ		1,700	Jul-89	0.0			
November								
Baltimore City	MD		5,700	Aug-89	8.0	8.0	*	
Hamilton Co.	TN		1,300	Jul-89	7.0			Reopener in 2nd yr. of 3 yr. contract
Hillsborough Co.	FL		7,000	Aug 89	7.0			Reopener in 2nd yr. of 3 yr. contract
Clay Co.	FL		1,200	Sep-89	8.0			Reopener in 2nd yr. of 3 yr. contract
Orange Co.	FL		5,200	Sep-89	7.5			Reopener in 3rd yr. of 3 yr. contract
Seminole Co.	FL		2,800	Sep-89	6.0			Reopener in 2nd yr. of 3 yr. contract
Brevard Co.	FL		3,900	Sep-89	7.9			
Sarasota Co.	FL		2,000	Sep-89	7.0			Reopener in 2nd yr. of 3 yr. contract
Okaloosa Co.	FL		1,550	Aug-89	10.8			Reopener in 2nd yr. of 3 yr. contract
Manatee Co.	FL		1,400	Sep-89	8.0			Reopener in 2nd yr. of 3 yr. contract
Polk Co.	FL		3,800	Aug-89	7.3			Reopener in 2nd yr. of 3 yr. contract
Oklahoma City	OK		2,000	Sep-89	4.7			Reopener in 3rd yr. of 3 yr. contract
Tulsa	OK		2,300	Sep-89	3.0			
Columbus	OH		4,500	Jun-89	4.0	5.0	5.0	
South Bend	IN		1,400	Aug-89	5.0	5.0		
Chicago	IL		25,000	Sep-89	5.4			
Warren	MI		1,000	Jul-89	7.4	6.8	6.8	
Livonia	MI		1,000	Aug-89	7.0	7.0	7.0	
Shawnee Mission	KS		2,000	Aug-89	6.0	2+		2% ,imi,u, im 2nd yr.--depends on state aid
Omaha	NE		2,759	Jun-89	5.0			
Lincoln	NE			Aug-89	5.2	5.5		
Scuix Falls	SD		1,000	May-89	5.9			

TABLE IV-4 (Continued)

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

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

*Scheduled wage reopening

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

TABLE IV-5

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

(Based on August 1988 to August 1989 data)

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

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

*Scheduled wage reopening

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

TABLE IV-8

PARAPROFESSIONAL AND SCHOOL-RELATED PERSONNEL CONTRACT ANNUAL PERCENTAGE RAISES 1989-90 TO 1991-92
(Based on August 1989 to December 1989 data)

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

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

*Scheduled wage reopening

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

APPENDIX A									
POPULATION AND ENROLLMENT IN CITIES IN THE DOD DATA BASE									
	1980	1986	1980-86		1980	1986	1980-86		
	Pop.	Popu-	Change	Pupils	Pop.	Popu-	Change	Pupils	
	Rank	lation	(%)		Rank	lation	(%)		
AKRON, OH	58	222,000	-6.4	36,380	LOUISVILLE, KY	49	286,000	-4.0	93,198
ALBUQUERQUE, NM	44	367,000	10.4	82,416	LITTLE ROCK, TX	77	186,000	5.0	30,934
ANAHEIM, CA	62	241,000	9.7	22,000	MADISON, WI	93	176,000	3.1	21,560
ANCHORAGE, AK	78	235,000	34.7	40,542	MEMPHIS, TN	14	653,000	1.0	107,819
ARLINGTON, TX	63	250,000	54.3	41,500	MIAMI, FL	41	374,000	7.9	253,323
ATLANTA, GA	29	422,000	-0.7	64,409	MILWAUKEE, WI	17	605,000	-4.9	91,848
AURORA, CO	95	218,000	37.5	25,989	MINNEAPOLIS, MN	34	357,000	-3.8	37,484
AUSTIN, TX	42	467,000	25.2	61,402	MOBILE, AL	71	203,000	1.4	68,557
BALTIMORE, MD	10	753,000	-1.3	110,189	MONTGOMERY, AL	76	194,000	9.2	34,632
BATON ROUGE, LA	63	241,000	9.4	57,097	NASHVILLE-DAVIDSON	25	474,000	4.0	66,903
BIRMINGHAM, AL	50	278,000	-3.2	43,187	NEW ORLEANS, LA	21	554,000	-0.6	81,503
BOSTON, MA	20	574,000	1.9	56,223	NEW YORK, NY	1	7,263,000	2.7	939,933
BUFFALO, NY	39	325,000	-9.2	44,778	NEWARK, NJ	46	316,000	-3.9	50,791
CHARLOTTE, NC	47	352,000	7.9	73,965	NORFOLK, VA	55	275,000	2.9	35,863
CHATTANOOGA, TN	86	162,000	-4.3	22,933	OAKLAND, CA	43	357,000	5.2	51,000
CHICAGO, IL	2	3,010,000	0.1	419,537	OKLAHOMA CITY, OK	31	446,000	10.4	40,000
CINCINNATI, OH	32	370,000	-4.1	52,077	OMAHA, NE	48	349,000	1.9	39,386
CLEVELAND, OH	18	536,000	-6.6	71,743	PHILADELPHIA, PA	4	1,643,000	-2.7	189,031
COLORADO SPRINGS,	35	273,000	26.8	30,800	PHOENIX, AZ	9	694,000	13.1	38,648
COLUMBUS, GA	87	180,000	6.3	30,034	PITTSBURGH, PA	30	387,000	-8.6	39,629
COLUMBUS, OH	19	568,000	0.2	65,484	PORTLAND, OR	35	388,000	-2.3	52,966
CORPUS CHRISTI, TX	60	264,000	12.6	39,819	PROVIDENCE, RI	98	157,000	0.3	19,348
DALLAS, TX	7	1,004,000	10.9	130,885	RICHMOND, VA	64	218,000	-0.7	28,025
DAYTON, OH	69	179,000	-7.6	29,005	RIVERSIDE, CA	32	197,000	15.3	25,795
DENVER, CO	24	505,000	2.5	59,439	ROCHESTER, NY	57	236,000	-2.4	32,000
DES MOINES, IA	73	192,000	0.6	30,341	SACRAMENTO, CA	52	324,000	17.3	46,370
DETROIT, MI	6	1,066,000	-9.7	184,977	SALT LAKE CITY, UT	89	158,000	-2.8	24,317
EL PASO, TX	28	492,000	15.6	61,800	SAN ANTONIO, TX	11	914,000	12.8	61,501
FLINT, MI	94	146,000	-8.8	33,717	SAN DIEGO, CA	8	1,015,000	16.0	116,557
FORT LAUDERDALE, F	100	149,000	-3.0	137,366	SAN FRANCISCO, CA	13	749,000	10.3	63,881
FORT WAYNE, IN	79	173,000	-2.6	32,405	SAN JOSE, CA	16	712,000	13.1	29,242
FORT WORTH, TX	33	430,000	11.5	67,191	SANTA ANA, CA	68	237,000	18.1	38,031
GRAND RAPIDS, MI	75	187,000	2.6	24,418	SEATTLE, WA	23	486,000	-1.5	43,765
GREENSBORO, NC	99	177,000	3.7	21,202	SHREVEPORT, LA	66	220,000	6.5	51,815
HONOLULU, HI	36	372,000	1.2	196,139	SPOKANE, WA	81	173,000	0.9	27,000
HOUSTON, TX	5	1,729,000	7.3	191,708	ST LOUIS, MO	26	426,000	-5.9	43,915
HUNTINGTON BEACH,	84	184,000	7.7	15,655	ST PAUL, MN	54	264,000	-2.4	32,447
INDIANAPOLIS, IN	12	720,000	2.7	56,375	ST PETERSBURG, FL	59	239,000	0.3	88,866
JACKSON, MS	70	208,000	2.7	33,000	SYRACUSE, NY	85	161,000	-5.5	22,000
JACKSONVILLE, FL	22	610,000	12.7	104,124	TACOMA, WA	96	159,000	0.3	27,667
JERSEY CITY, NJ	61	219,000	-1.8	31,380	TAMPA, FL	53	278,000	2.2	118,051
KANSAS CITY, KS	92	162,000	0.6	23,239	TOLEDO, OH	40	341,000	-3.9	43,682
KANSAS CITY, MO	27	441,000	-1.5	35,429	TUCSON, AZ	45	359,000	6.0	56,239
KNOXVILLE, TN	74	173,000	-1.0	23,602	TULSA, OK	38	374,000	3.6	42,714
LAS VEGAS, NV	88	192,000	16.3	100,039	VIRGINIA BEACH, VA	56	333,000	27.2	64,510
LEXINGTON-FAYETTE	67	213,000	4.3	31,155	WARREN, MI	91	150,000	-7.0	15,796
LINCOLN, NE	80	183,000	6.5	25,925	WASHINGTON, DC	15	626,000	-1.9	66,296
LITTLE ROCK, AR	97	181,000	1.6	22,198	WICHITA, KS	51	289,000	2.9	43,500
LONG BEACH, CA	37	396,000	3.6	66,253	WORCHESTER, MA	90	158,000	-2.5	20,113
LOS ANGELES, CA	3	3,259,000	9.8	589,311	YONKERS, NY	72	186,000	-4.7	18,664

APPENDIX B

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

DISTRICT	ENROLL- STATE	MENT	DISTRICT	ENROLL- STATE	MENT
* New York City ..	NY	939,833	* Boston	MA	59,223
* Los Angeles.. ..	CA	589,311	Mesa	AZ	68,881
* Chicago	IL	419,537	Gwinett Co.. ..	GA	58,847
* Dade Co. (Miami)	FL	253,323	Baton Rouge.. ..	LA	57,987
* Houston	TX	191,708	Jefferson	LA	67,878 a
* Philadelphia ..	PA	189,031	Tucson	AZ	82,229
* Detroit	MI	184,927	* Portland	OR	52,986
Hawaii	HI	166,139	Caddo Parish	LA	52,470
* Broward Co. (Ft. Lauderdale)	FL	137,366	* Cincinnati	OH	52,987
* Dallas	TX	130,885	Greenville Co. .	SC	51,882
* Fairfax Co.	VA	127,752	Oakland.. ..	CA	51,000 a
* Hillsborough Co. (Tampa Bay)	FL	118,031	* Newark	NJ	60,791
* San Diego.....	CA	116,557	* Indianapolis.....	IN	50,437
* Baltimore	MD	110,189	Brevard Co. (Melbourne)	FL	49,662
* Memphis	TN	107,819	Ysleta	TX	49,237
Duval Co. (Jacksonville)	FL	105,049	* Buffalo	NY	46,403
* Prince George's Co	MD	104,412	San Juan.....	CA	46,387
* Clark Co. (Las Vegas)	NV	100,027	Sacramento.....	CA	46,370
* Montgomery Co.....	MD	96,271	Northside	TX	45,885
* Jefferson Co. (Louisville)	KY	93,198	Davis Co.	UT	44,994 a
* Jefferson Co.	CO	93,198	* St. Louis	MO	43,915
* Milwaukee.. ..	WI	91,648	Toledo	OH	43,682
* Palm Beach.	FL	89,944	Wichita	KS	43,500
* Orange Co. (Orlando)	FL	88,878	Birmingham ..	AL	43,167
* Pinellas Co. (St. Petersburg)	FL	88,868	Jefferson Co. (Birmingham)	AL	43,167
* Washington	DC	86,296	Charleston Co. .	SC	42,501
* Albuquerque	NM	82,416	* Seattle.....	WA	41,123
* New Orleans	LA	81,503	Yokuta Co.....	FL	40,829
* Baltimore Co.. ..	MD	81,152	* Anchorage.....	AK	40,542 a
* Charlotte-Mecklenburg	NC	74,680	Eccambia Co. . .	FL	40,229
Granite Co. (Salt Lake City)	UT	73,419	Forsyth Co.. ..	NC	40,200 a
* Cleveland	OH	71,743	Oklahoma City ..	OK	40,000
* DeKalb Co.	GA	71,632	Corpus Christi..	TX	39,819
* Mobile.....	AL	67,550	* Pittsburgh.....	PA	39,672
* Fort Worth	TX	67,191	Fulton Co.....	GA	39,490
* Nashville	TN	66,883	Omaha.....	NE	39,386
* Long Beach	CA	66,253	Prince William Co.	VA	39,325
* Columbus.. ..	OH	65,464	Seminole Co.....	FL	37,634 a
* Virginia Beach ..	VA	64,510	Minneapolis	MN	37,404 a
* Anne Arundel Co	MD	64,432	Aldine.....	TX	37,000
* Atlanta	GA	64,409	Akron.....	OH	36,380 a
* San Francisco ..	CA	63,881	Kanawha.....	WV	36,272
* Cobb Co.	GA	63,564	Garden Grove.. ..	CA	36,118
* El Paso.....	TX	61,800	Norfolk	VA	35,988
* Fresno.....	CA	61,539	Kansas City	MO	35,429
* San Antonio.. ..	TX	61,501	Pasadena.....	TX	34,994
* Jordan	UT	61,488	Cumberland Co. .	NC	34,783 a
* Polk Co.	FL	61,244	St. Paul	MN	32,447
* Wake Co.	NC	59,687	Richardson	TX	32,184
* Denver	CO	59,429	Rochester	NY	32,300 a

* = School Districts in the City & State Data Base

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

APPENDIX C

Data Sources

Table I-1

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

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

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

Tables I-2 to I-6

Sources are same as in Table I-1.

Tables I-7 and I-8

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

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

Table I-9

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

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

Table I-10

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

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

Tables II-1 to II-4

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

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

Tables IV-1 through IV-6

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

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