

## PUBLIC SCHOOL TEACHERS' SALARIES IN UPPER SECONDARY EDUCATION

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### *Key Findings: England, France, Germany, Italy, Scotland, United States*

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Public upper secondary general education teachers with the minimum qualifications in the United States earned the second-highest starting salary (\$25,405) of the countries presented in 1999; only Germany reported higher starting teacher salaries (\$35,546).<sup>10</sup> The starting salaries of U.S. public secondary teachers with minimum qualifications were 71 percent of the starting salaries of German teachers with minimum qualifications (figure 13a).

In the United States, public upper secondary teachers at the top of the salary schedule with minimum qualifications earned an average of \$44,394 in 1999—about 75 percent more than starting teachers. Only in France did the difference between starting and maximum salaries of public secondary teachers with minimum qualifications exceed the difference in the United States

(about 90 percent). However, public upper secondary teachers in the United States at the top of the salary scale with minimum qualifications still generally earned less than German teachers with minimum qualifications (\$49,445).

While public upper secondary general education teachers in England and Scotland with minimum qualifications reach the top of the salary scale after 15 years or less, it takes longer for U.S. teachers to reach the top of the salary scale (data not shown). However, U.S. public upper secondary teachers at the top of the salary scale earn more than similar teachers in Scotland and England. In 1999, the salary of U.S. teachers at the top of the scale was 35 percent higher than the salaries of teachers in Scotland and 32 percent higher than salaries in England.

### *Definition and Methodology*

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Annual statutory teachers' salaries in public institutions in upper secondary education, general programs, in equivalent U.S. dollars, converted using Purchasing Power Parities (PPPs).

Statutory salaries refer to scheduled salaries according to official pay scales. The salaries reported are defined as gross salaries (total sum of money that is paid by the employer for the labor supplied) excluding the employer's contribution to social security and pension (according to existing salary scales). Salaries are "before tax," i.e., before deductions for income taxes. Gross teachers' salaries were converted to U.S. dollars using national PPPs exchange rate data from the OECD National Accounts 1999.

The starting salaries reported refer to the average scheduled gross salary per year for a full-time teacher with the minimum qualifications necessary to be fully qualified at the beginning of his or her

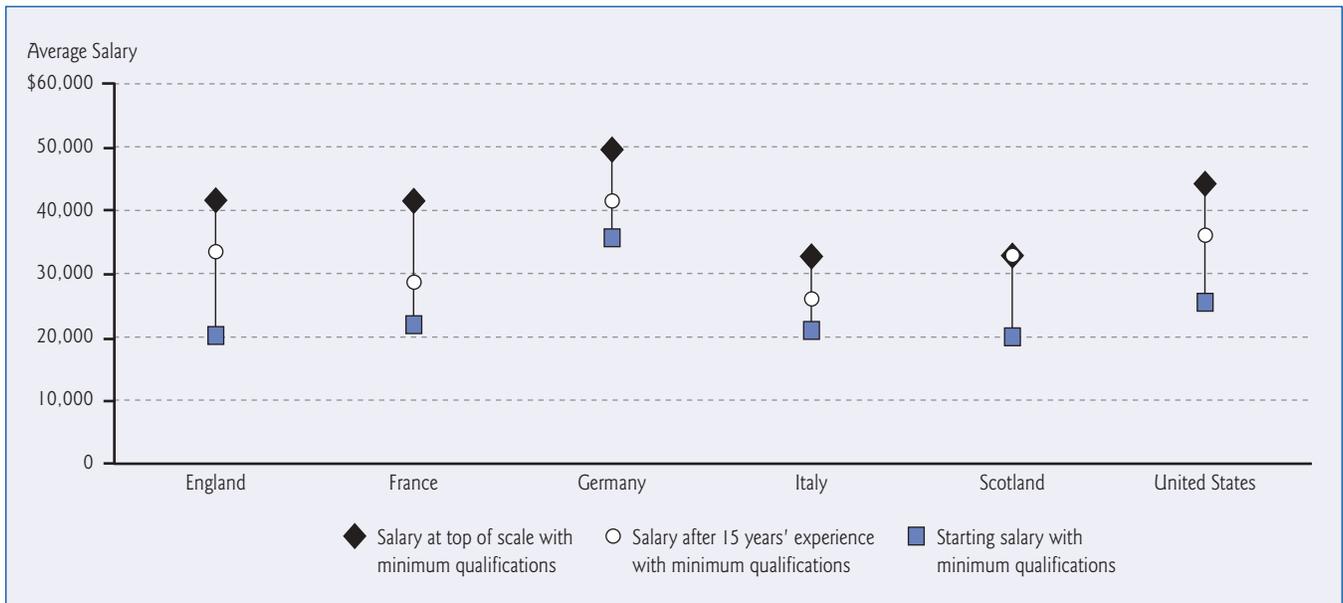
teaching career. Salaries after 15 years' experience refer to the scheduled annual salary of a full-time classroom teacher with the minimum qualifications necessary to be fully qualified and with 15 years' experience. The maximum salaries reported refer to the scheduled maximum annual salary (top of the salary scale) of a full-time classroom teacher with the minimum qualifications to be fully qualified for his or her job.

In countries with centralized systems of education, there are typically national salary schedules. In countries like the United States, with decentralized education systems, local or regional governments establish their own salary schedules. Estimates of national salary schedules in the United States were derived from the Schools and Staffing Survey for 1993–94, with adjustments for inflation for 1998–99.

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<sup>10</sup>The United Kingdom is one of the countries included in this study. Most indicators are reported for the country as a whole, but this indicator reports salaries separately for England and Scotland, two of the four units of the United Kingdom. The other two units are Wales and Northern Ireland.

**Figure 13. Public upper secondary general teachers' average salaries in U.S. dollars, by level of experience and country: 1999**



NOTE: Average salaries are gross salaries (i.e., before deductions for income taxes) and are converted to U.S. dollars using 1999 national Purchasing Power Parities (PPPs) exchange rate data.  
 SOURCE: Organization for Economic Cooperation and Development, *Education at a Glance*, 2001, Table D 1.1.c.

## Public School Teachers' Salaries in Upper Secondary Education – Data Table

Table A-13. Public upper secondary general teachers' average salaries in U.S. dollars, by level of experience and country: 1999

Country	Starting salary with minimum qualifications	Salary after 15 years' experience with minimum qualifications	Salary at top of scale with minimum qualifications	Salary at top of scale with minimum qualifications as a percent higher than starting salary
England	\$19,999	\$33,540	\$33,540	67.7%
France	21,918	28,757	41,537	89.5
Germany	35,546	41,745	49,445	39.1
Italy	20,822	26,175	32,602	56.6
Scotland	19,765	32,858	32,858	66.2
United States	25,405	36,219	44,394	74.7

NOTE: Average salaries are gross salaries (i.e., before deductions for income taxes) and are converted to U.S. dollars using 1999 national Purchasing Power Parities (PPPs) exchange rate data.

SOURCE: Organization for Economic Cooperation and Development, *Education at a Glance*, 2001, Table D 1.1c.