

New York State School Boards Association
2008 Teacher Contract Survey

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Letters were sent on March 10 to the superintendents of 735 member and non-member school districts, including BOCES, to respond to the survey. 523 were received for a response rate of 71%. A reminder was sent on April 9. The last survey was received on May 12.

Contract Information

Average length of contract: 4 years.

Average number of days from the start of the contract to when the contract was signed: 226 days.

Salary Information

Average percent increase to teacher salaries for the following school years, including step (or increment).

2006-07 school year to 2007-08 N = 478

Lowest = 0.0%

Average = 4.2%

Highest = 10.0%

2007-08 school year to 2008-09 N = 398

Lowest = 0.0%

Average = 4.2%

Highest = 10.0%

Starting BA Salary: Salary for a FIRST YEAR teacher with a bachelor's degree in the following school years:

| Starting BA Salary | 2006-07 N = 507 | 2007-08 N = 491 | 2008-09 N = 356 |
|--------------------|--------------------|--------------------|--------------------|
| Lowest | \$27,200 | \$28,352 | \$28,956 |
| Average | \$38,282 | \$39,160 | \$40,006 |
| Highest | \$53,342 | \$56,297 | \$58,267 |

Average increase from 2006-07 to 07-08 N = 481 = 2.3%
 Average increase from 2007-08 to 08-09 N = 356 = 2.2%

10-year Salary: Salary for a teacher with a master's degree and in the tenth year of teaching (may or may not be "step 10"), in the following school years:

| 10-year Salary | 2006-07 N = 493 | 2007-08 N = 481 | 2008-09 N = 341 |
|----------------|--------------------|--------------------|--------------------|
| Lowest | \$36,203 | \$37,021 | \$37,791 |
| Average | \$54,535 | \$55,636 | \$57,475 |
| Highest | \$94,188 | \$90,772 | \$93,721 |

Average increase from 2006-07 to 07-08 N = 466 = 2.0%
 Average increase from 2007-08 to 08-09 N = 339 = 3.3%

Starting MA Salary: Salary for a FIRST YEAR teacher with a master's degree in the following school years:

| Starting MA Salary | 2006-07 N = 505 | 2007-08 N = 487 | 2008-09 N = 353 |
|--------------------|--------------------|--------------------|--------------------|
| Lowest | \$29,694 | \$30,278 | \$30,800 |
| Average | \$41,703 | \$42,641 | \$43,589 |
| Highest | \$58,913 | \$60,724 | \$62,787 |

Average increase from 2006-07 to 07-08 N = 477 = 2.3%
 Average increase from 2007-08 to 08-09 N = 352 = 2.2%

Late Career Salary: Salary for a teacher with a master's degree and in the 25th year of teaching (may or may not be "step 25"), in the following school years:

| Late Career Salary | 2006-07 N = 478 | 2007-08 N = 470 | 2008-09 N = 330 |
|--------------------|--------------------|--------------------|--------------------|
| Lowest | \$46,861 | \$46,861 | \$46,861 |
| Average | \$75,187 | \$76,738 | \$79,284 |
| Highest | \$110,696 | \$114,469 | \$118,462 |

Average increase from 2006-07 to 07-08 N = 454 = 2.1%
 Average increase from 2007-08 to 08-09 N = 328 = 3.3%

Is compensation for teachers in any way based on performance? N= 517

Yes 7 (1.4%)

No 510 (98.6%)

In light of the No Child Left Behind Act, does the district use any type of incentive to attract highly qualified teachers? N= 514

Yes 27 (5.3%)

No 487 (94.7%)

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Health Insurance

The annual health insurance premium charged by the insurance carrier per employee (regardless of employee contribution) for the plan with the greatest number of enrollees for the following years:

2006-07

| Annual Premiums | Individual Coverage N = 464 | Family Coverage N = 465 |
|------------------------|--|------------------------------------|
| Lowest | \$2,512 | \$5,400 |
| Average | \$5,460 | \$13,064 |
| Highest | \$15,768 | \$25,872 |

2007-08

| Annual Premiums | Individual Coverage N = 483 | Family Coverage N = 482 |
|------------------------|--|------------------------------------|
| Lowest | \$2,820 | \$5,400 |
| Average | \$5,821 | \$13,889 |
| Highest | \$17,880 | \$28,548 |

Percent Change from 2006-07 to 2007-08

| Annual Premiums | Individual Coverage N = 443 | Family Coverage N = 443 |
|------------------------|--|------------------------------------|
| Average | 6.6% | 6.3% |

Percent of total premium or flat dollar amount the following groups of full-time active teachers (not the district) contribute toward their annual health insurance premium:

| Average | Individual Coverage | Family Coverage |
|--|----------------------------|------------------------|
| New Teacher (hired in 2007, full-time) Contribution | %N=466/11.0% | %N=472/12.9% |
| Most Senior Teacher (full-time) Contribution | %N=463/9.8% | %N=469/11.5% |

Retired Teachers

Does the district provide health insurance to **any** retirees? N = 507

Yes 484 (95.5%)

No 23 (4.5%)

The highest percentage or flat dollar amount a teacher who retired in 2007 (not the district) pays toward their annual health insurance premium:

| Average | Individual Coverage | Family Coverage |
|---|----------------------------|------------------------|
| Retired Teacher (retired in 2007) | %N=482/29.0% | %N=466/35.6% |

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Leaves of Absence

The total number of paid sick days provided by the contract per year? N = 498

Average 14

What was the average number of paid sick days **used** in 2006-07 school year? N= 322

Average 7.2

Mode 7.0

Does the contract provide for paid personal leave days? (**not** including any days drawn from sick leave.) N = 512

Yes 458 (89.5%)

No 54 (10.5%)

If yes, what is the maximum number of paid personal leave days granted per year? N = 448

Average 3.4

Are teachers required to give a reason for taking paid personal leave days? N= 523

Yes 191 (39.0%)

No 299 (61.0%)

Teacher Work Day/Work Year

During the 2007-08 school year, what is the total length of time academic subject high school teachers are required to be at school each day from start time to end time including the duty-free lunch period (in hours/minutes)? N = 478

Lowest 6:00

Average 7:08

Highest 7:45

How much longer, if at all, is the teacher workday (as reported in previous question) than the high school student school day? N = 424

Lowest 0 min

Average 22 min

Highest 120 min

For the 2007-08 school year, how many school days with students in attendance are scheduled (excluding snow days)? N = 505

Lowest 175

Average 181

Highest 190

For the 2007-08 school year, what is the total number of teacher duty days scheduled? N = 479

Lowest 177

Average 184

Highest 200

Current Negotiations

Are you currently or have you engaged in teachers' contract negotiations since **Sept. 1, 2007**? N = 500

Yes 210 (42.0%)

No 290 (58.0%)

In your most recent round of negotiations, was the district able to secure any savings on health insurance? N = 125

Yes 81 (64.8%)

No 44 (35.2%)

Which of the following statements would best describe the pace of the latest round of collective bargaining? N = 171

Similar amount of time as last negotiations 64 (37.4%)

Faster than last negotiations 31 (18.1%)

Slower than last negotiations 76 (44.4%)