

New York State School Boards Association
2010 Teacher Contract Survey
Statewide

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Letters were sent on January 25 to the superintendents of 734 member and non-member school districts, including BOCES, asking them to respond to the survey. 535 were received for a response rate of 73%. A reminder was sent on February 22. The last survey was received on April 28.

Contract Information

1. Average length of contract: 4 years
2. Average number of days from the start of the contract to when the contract was signed: 258 days

Salary Information

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

Starting BA Salary	2008-09 N = 519	2009-10 N = 488	2010-11 N = 341
Lowest	\$29,250	\$30,480	\$30,750
Average	\$40,463	\$41,408	\$42,470
Highest	\$58,267	\$58,448	\$60,102

Average increase from 2008-09 to 09-10 = 2.3% (N = 482)
 Average increase from 2009-10 to 10-11 = 2.6% (N = 341)

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

Starting MA Salary	2008-09 N = 517	2009-10 N = 486	2010-11 N = 341
Lowest	\$30,800	\$30,900	\$31,000
Average	\$44,116	\$45,089	\$46,181
Highest	\$66,474	\$68,701	\$71,002

Average increase from 2008-09 to 09-10 = 2.2% (N = 480)
 Average increase from 2009-10 to 10-11 = 2.4% (N = 341)

5. 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	2008-09 N = 508	2009-10 N = 479	2010-11 N = 331
Lowest	\$38,775	\$39,343	\$39,920
Average	\$57,464	\$58,635	\$60,317
Highest	\$91,096	\$94,374	\$97,765

Average increase from 2008-09 to 09-10 = 2.0% (N = 472)
 Average increase from 2009-10 to 10-11 = 2.9% (N = 331)

6. 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	2008-09 N = 498	2009-10 N = 466	2010-11 N = 320
Lowest	\$51,700	\$53,173	\$56,225
Average	\$79,051	\$80,913	\$83,483
Highest	\$135,985	\$141,153	\$146,516

Average increase from 2008-09 to 09-10 = 2.4% (N = 460)
 Average increase from 2009-10 to 10-11 = 3.2% (N = 318)

7. Is compensation for teachers in any way based on performance? N= 529

Yes 5 (0.9%)
No 524 (99.1%)

8. In light of the No Child Left Behind Act, does the district use any type of incentive to attract highly qualified teachers? N= 527

Yes 37 (7.0%)
No 490 (93.0%)

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Health Insurance

9. 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:

2008-09

Annual Premiums	Individual Coverage N = 475	Family Coverage N = 475
Lowest	\$1,437	\$3,077
Average	\$5,934	\$14,226
Highest	\$12,924	\$27,696

2009-10

Annual Premiums	Individual Coverage N = 481	Family Coverage N = 481
Lowest	\$1,470	\$3,194
Average	\$6,246	\$15,012
Highest	\$13,224	\$28,752

Percent Change from 2008-09 to 2009-10

Annual Premiums	Individual Coverage N = 453	Family Coverage N = 453
Average	5.2%	5.5%

10. Percentage of total premium 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 2009, full-time) Contribution	10.1% (N=503)	12.1% (N=502)
Most Senior Teacher (full-time) Contribution	9.1% (N=499)	11.0% (N=498)

Retired Teachers

11. Does the district provide health insurance to **any** retirees? N = 502

Yes 477 (95.0%)

No 25 (5.0%)

12. The highest percentage teachers who retired in 2009 (not the district) paid toward their annual health insurance premium:

Average	Individual Coverage	Family Coverage
Retired Teacher (retired in 2009)	28.2% (N=489)	33.6% (N=483)

13. Does the contract require Medicare enrollment at age 65? N = 486

Yes 320 (66.0%)

No 166 (34.0%)

Leaves of Absence

14. The total number of paid sick days provided by the contract per year? N = 499

Average 14

15. What was the average number of paid sick days **used** in 2008-09 school year? N= 360

Average 7.1

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

Yes 450 (87.9%)

No 62 (12.1%)

b. If yes, what is the maximum number of paid personal leave days granted per year? N = 420

Average 3.3

17. Are teachers required to give a reason for taking paid personal leave days? N= 511

Yes 193 (37.8%)

No 318 (62.2%)

18. a. Does the contract allow sick and/or personal days to be used for family medical care? N= 513

Yes 489 (95.3%)

No 24 (4.7%)

b. If yes, what is the maximum # of days allowed? N = 283

Average 17.7

19. a. Does the contract allow for a leave of absence for child rearing? N= 513

Yes 485 (94.5%)

No 28 (5.5%)

b. If yes, what is the maximum # of days allowed? N = 356

Average 301.4

20. a. Does the contract allow employees who take a leave of absence for child rearing to be paid? N= 508

Yes 218 (42.9%)

No 290 (57.1%)

b. If yes, what types of days may be used for this paid leave (e.g. sick, personal, etc.)? N = 205

Sick: 107 (52.2%)

Personal: 3 (1.5%)

Sick and Personal: 0 (0.0%)

Sick, Personal and Family: 0 (0.0%)

Sick, Personal and Vacation: 0 (0.0%)

Any/All: 0 (0.0%)

Family Medical Leave Act: 0 (0.0%)

Other: 95 (46.3%)

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Teacher Work Day/Work Year

21. During the 2009-10 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 = 485

Lowest 6:00
Average 7:10
Highest 8:40

22. How much longer, if at all, is the teacher workday (as reported in previous question) than the high school student school day? N = 450

Lowest 0 min
Average 22 min
Highest 120 min

23. For the 2009-10 school year, how many school days with students in attendance are scheduled (excluding snow days)? N = 507

Lowest 173
Average 181
Highest 187

24. For the 2009-10 school year, what is the total number of teacher duty days scheduled? N = 494

Lowest 180
Average 185
Highest 200

Current Negotiations

25. Are you currently or have you engaged in teachers' contract negotiations since **Sept. 1, 2009**? N = 505

Yes 167 (33.1%)
No 338 (66.9%)

26. In your most recent round of negotiations, was the district able to secure any savings on health insurance? N = 95

Yes 52 (54.7%)
No 43 (45.3%)

27. Which of the following statements would best describe the pace of the latest round of collective bargaining? N = 125

Similar amount of time as last negotiations 41 (32.8%)
Faster than last negotiations 19 (15.2%)
Slower than last negotiations 65 (52.0%)