

New York State School Boards Association
2007 Teacher Contract Survey

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E-mail invitations were sent on March 12 to the superintendents of 734 member and non-member school districts, including BOCES, to respond to the survey. 456 were received for a response rate of 62%. A reminder was sent on April 9. A second reminder was sent on May 2. The last survey was received on June 27.

Contract Information

Average length of contract: 4 years.

Average number of days from the start of the contract to when the contract was signed: 222 days.

Salary Information

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

2005-06 school year to 2006-07 N = 424

Lowest = 0.0%
 Average = 4.1%
 Highest = 8.0%

2006-07 school year to 2007-08 N = 350

Lowest = 0.0%
 Average = 4.2%
 Highest = 8.5%

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

Starting BA Salary	2005-06 N = 441	2006-07 N = 423	2007-08 N = 314
Lowest	\$26,615	\$26,865	\$27,115
Average	\$37,213	\$38,206	\$39,079
Highest	\$52,554	\$53,868	\$56,297

Average increase from 2005-06 to 06-07 N = 417 = 2.7%
 Average increase from 2006-07 to 07-08 N = 312 = 2.7%

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	2005-06 N = 424	2006-07 N = 414	2007-08 N = 309
Lowest	\$36,056	\$36,875	\$37,695
Average	\$53,259	\$54,391	\$55,670
Highest	\$84,334	\$88,128	\$85,969

Average increase from 2005-06 to 06-07 N = 402 = 2.8%
 Average increase from 2006-07 to 07-08 N = 306 = 3.0%

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

Starting MA Salary	2005-06 N = 434	2006-07 N = 418	2007-08 N = 311
Lowest	\$30,435	\$30,600	\$30,700
Average	\$40,504	\$41,561	\$42,502
Highest	\$56,959	\$58,913	\$60,724

Average increase from 2005-06 to 06-07 N = 410 = 2.8%
 Average increase from 2006-07 to 07-08 N = 309 = 2.6%

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	2005-06 N = 407	2006-07 N = 395	2007-08 N = 294
Lowest	\$40,453	\$42,243	\$43,933
Average	\$73,427	\$75,086	\$77,156
Highest	\$105,582	\$109,265	\$110,753

Average increase from 2005-06 to 06-07 N = 383 = 2.8%
 Average increase from 2006-07 to 07-08 N = 290 = 3.0%

Is compensation for teachers in any way based on performance? N= 452

Yes 7 (1.5%)
No 445 (98.5%)

In light of the No Child Left Behind Act, does the district use any type of incentive to attract highly qualified teachers? N= 447

Yes 38 (8.5%)
No 409 (91.5%)

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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:

2005-06

Annual Premiums	Individual Coverage N = 390	Family Coverage N = 391
Lowest	\$2,491	\$2,265
Average	\$5,208	\$12,091
Highest	\$14,400	\$19,050

2006-07

Annual Premiums	Individual Coverage N = 411	Family Coverage N = 412
Lowest	\$2,706	\$2,266
Average	\$5,629	\$13,011
Highest	\$18,963	\$20,955

Percent Change from 2005-06 to 2006-07

Annual Premiums	Individual Coverage N = 369	Family Coverage N = 369
Average	8.7%	8.5%

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 2006, full-time) Contribution	%N=427/12.3%	%N=428/13.9%
Most Senior Teacher (full-time) Contribution	%N=421/10.9%	%N=424/12.4%

Retired Teachers

Does the district provide health insurance to **any** retirees? N = 444

Yes 420 (94.6%)

No 24 (5.4%)

The highest percentage or flat dollar amount a teacher who retired in 2006 (not the district) pays toward their annual health insurance premium:

Average	Individual Coverage	Family Coverage
Retired Teacher (retired in 2006)	%N=421/29.8%	%N=413/36.5%

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Leaves of Absence

The total number of paid sick days provided by the contract per year? N = 432

Average 14

What was the average number of paid sick days **used** in 2005-06 school year? N= 270

Average 6.94

Mode 6.00

Does the contract provide for paid personal leave days? (**not** including any days drawn from sick leave.) N = 446

Yes 402 (90.1%)

No 44 (9.9%)

If yes, what is the maximum number of paid personal leave days granted per year? N = 386

Average 3.36

Are teachers required to give a reason for taking paid personal leave days? N= 456

Yes 161 (37.27%)

No 271 (62.73%)

Teacher Work Day/Work Year

During the 2006-07 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 = 407

Lowest 5:30

Average 7:08

Highest 8:20

How much longer, if at all, is the teacher workday (as reported in previous question) than the high school student school day? N = 351

Lowest 0 min

Average 26 min

Highest 120 min

For the 2006-07 school year, how many school days with students in attendance are scheduled (excluding snow days)? N = 442

Lowest 152

Average 181

Highest 213

For the 2006-07 school year, what is the total number of teacher duty days scheduled? N = 414

Lowest 178

Average 184

Highest 213

Current Negotiations

Are you currently or have you engaged in teachers' contract negotiations since **Sept. 1, 2006**? N = 448

Yes 194 (43.3%)

No 254 (56.7%)

In your most recent round of negotiations, was the district able to secure any savings on health insurance? N = 138

Yes 87 (63.0%)

No 51 (37.0%)

Which of the following statements would best describe the pace of the latest round of collective bargaining? N = 169

Similar amount of time as last negotiations 56 (33.1%)

Faster than last negotiations 27 (16.0%)

Slower than last negotiations 86 (50.9%)

District Goals
