

New York State School Boards Association

2006 Teacher Contract Survey

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E-mail invitations were sent on March 27 to the superintendents of 732 member and non-member school districts, including BOCES, to respond to the survey. 412 were received for a response rate of 56%. A reminder was sent on April 19. A second reminder was sent on May 4. The last survey was received on June 5.

Contract Information

Average length of contract: 4 years.

Average number of days from the start of the contract to when the contract was signed: 214 days.

Salary Information

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

2004-05 school year to 2005-06 N = 385

Lowest = 0.0%
 Average = 4.1%
 Highest = 8.8%

2005-06 school year to 2006-07 N = 312

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

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

Starting BA Salary	2004-05 N = 407	2005-06 N = 391	2006-07 N = 287
Lowest	\$26,600	\$26,900	\$27,200
Average	\$35,997	\$36,943	\$37,698
Highest	\$48,214	\$49,781	\$51,523

Average increase from 2004-05 to 05-06 N = 391 = 2.7%
 Average increase from 2005-06 to 06-07 N = 287 = 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	2004-05 N = 398	2005-06 N = 384	2006-07 N = 280
Lowest	\$34,861	\$34,861	\$34,861
Average	\$51,129	\$52,330	\$53,107
Highest	\$86,295	\$89,316	\$92,442

Average increase from 2004-05 to 05-06 N = 381 = 2.6%
 Average increase from 2005-06 to 06-07 N = 280 = 2.6%

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

Starting MA Salary	2004-05 N = 400	2005-06 N = 385	2006-07 N = 283
Lowest	\$28,460	\$28,460	\$28,460
Average	\$39,200	\$40,215	\$40,965
Highest	\$58,097	\$59,985	\$62,084

Average increase from 2004-05 to 05-06 N = 385 = 2.7%
 Average increase from 2005-06 to 06-07 N = 283 = 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	2004-05 N = 389	2005-06 N = 372	2006-07 N = 271
Lowest	\$41,380	\$38,018	\$42,604
Average	\$70,562	\$72,521	\$74,044
Highest	\$106,347	\$109,537	\$112,822

Average increase from 2004-05 to 05-06 N = 371 = 2.8%
 Average increase from 2005-06 to 06-07 N = 270 = 2.9%

Is compensation for teachers in any way based on performance? N= 410

Yes 5 (1.2%)
No 405 (98.8%)

In light of the No Child Left Behind Act, does the district use any type of incentive to attract highly qualified teachers? N= 406

Yes 38 (9.4%)
No 368 (90.6%)

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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:

2004-05

Annual Premiums	Individual Coverage N = 360	Family Coverage N = 358
Lowest	\$210	\$231
Average	\$4,696	\$11,162
Highest	\$11,004	\$25,680

2005-06

Annual Premiums	Individual Coverage N = 381	Family Coverage N = 380
Lowest	\$530	\$703
Average	\$5,191	\$12,190
Highest	\$12,096	\$25,680

Percent Change from 2004-05 to 2005-06

Annual Premiums	Individual Coverage N = 353	Family Coverage N = 352
Average	11.3%	10.7%

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 2005, full-time) Contribution	%N=382/11.7%	%N=379/13.4%
Most Senior Teacher (full-time) Contribution	%N=380/10.8%	%N=379/12.4%

Retired Teachers

Does the district provide health insurance to **any** retirees? N = 403

Yes 385 (95.5%)

No 18 (4.5%)

The highest percentage or flat dollar amount a teacher who retired in 2005 (not the district) pays toward their annual health insurance premium:

Average	Individual Coverage	Family Coverage
Retired Teacher (retired in 2005)	%N=384/29.1%	%N=376/36.1%

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Leaves of Absence

The total number of paid sick days provided by the contract per year? N = 391

Average 14

What was the average number of paid sick days **used** in 2004-05 school year? N= 262

Average 6.88

Mode 5.00

Does the contract provide for paid personal leave days? (**not** including any days drawn from sick leave.) N = 407

Yes 364 (89.4%)

No 43 (10.6%)

If yes, what is the maximum number of paid personal leave days granted per year? N = 359

Average 3.25

Are teachers required to give a reason for taking paid personal leave days? N= 399

Yes 144 (36.09%)

No 255 (63.91%)

Teacher Work Day/Work Year

During the 2005-06 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 = 382

Lowest 5:30

Average 7:07

Highest 8:00

How much longer, if at all, is the teacher workday (as reported in previous question) than the high school student school day? N = 342

Lowest 0 min

Average 22 min

Highest 120 min

For the 2005-06 school year, how many school days with students in attendance are scheduled (excluding snow days)? N = 405

Lowest 176

Average 181

Highest 201

For the 2005-06 school year, what is the total number of teacher duty days scheduled? N = 394

Lowest 176

Average 184

Highest 206

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Current Negotiations

Are you currently or have you engaged in teachers' contract negotiations since **Sept. 1, 2005**? N = 412

Yes 169 (41.0%)

No 243 (59.0%)

In your most recent round of negotiations, was the district able to secure any savings on health insurance? N = 124

Yes 70 (56.5%)

No 54 (43.5%)

Which of the following statements would best describe the pace of the latest round of collective bargaining? N = 147

Similar amount of time as last negotiations 52 (35.4%)

Faster than last negotiations 26 (17.7%)

Slower than last negotiations 69 (46.9%)

District Goals
