

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**

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

**2007-08**

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

**Percent Change from 2006-07 to 2007-08**

<b>Annual Premiums</b>	<b>Individual Coverage N = 443</b>	<b>Family Coverage N = 443</b>
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:

<b>Average</b>	<b>Individual Coverage</b>	<b>Family Coverage</b>
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:

<b>Average</b>	<b>Individual Coverage</b>	<b>Family Coverage</b>
Retired Teacher (retired in 2007)	%N=482/29.0%	%N=466/35.6%

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**Leaves of Absence**

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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%)**

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**Teacher Work Day/Work Year**

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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**

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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%)**