

New York State School Boards Association  
**2009 Teacher Contract Survey**  
Statewide

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Letters were sent on January 26 to the superintendents of 734 member and non-member school districts, including BOCES, asking them to respond to the survey. 522 were received for a response rate of 71%. A reminder was sent on March 5. The last survey was received on April 1.

**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: 238 days

**Salary Information**

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

a. 2007-08 school year to 2008-09 (N = 478)

Lowest = 1.0%  
 Average = 5.7%  
 Highest = 13.4%

b. 2008-09 school year to 2009-10 (N = 389)

Lowest = 1.0%  
 Average = 5.6%  
 Highest = 13.3%

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

Starting BA Salary	2007-08 N = 503	2008-09 N = 486	2009-10 N = 359
Lowest	\$29,976	\$30,800	\$31,552
Average	\$39,502	\$40,591	\$41,959
Highest	\$56,297	\$58,267	\$58,978

Average increase from 2007-08 to 08-09 = 2.8% (N = 476)  
 Average increase from 2008-09 to 09-10 = 3.4% (N = 359)

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

Starting MA Salary	2007-08 N = 493	2008-09 N = 478	2009-10 N = 351
Lowest	\$30,676	\$30,800	\$32,555
Average	\$43,173	\$44,314	\$45,876
Highest	\$64,319	\$66,474	\$68,701

Average increase from 2007-08 to 08-09 = 2.6% (N = 468)  
 Average increase from 2008-09 to 09-10 = 3.5% (N = 351)

6. **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	2007-08 N = 490	2008-09 N = 478	2009-10 N = 355
Lowest	\$36,800	\$38,120	\$38,721
Average	\$56,648	\$58,036	\$60,276
Highest	\$89,287	\$91,096	\$94,415

Average increase from 2007-08 to 08-09 = 2.4% (N = 464)  
 Average increase from 2008-09 to 09-10 = 3.9% (N = 355)

7. **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	2007-08 N = 473	2008-09 N = 461	2009-10 N = 341
Lowest	\$46,600	\$42,231	\$47,231
Average	\$77,739	\$79,605	\$83,169
Highest	\$117,446	\$121,705	\$122,504

Average increase from 2007-08 to 08-09 = 2.4% (N = 444)  
 Average increase from 2008-09 to 09-10 = 4.5% (N = 340)

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

Yes 7 (1.4%)  
 No 510 (98.6%)

9. In light of the No Child Left Behind Act, does the district use any type of incentive to attract highly qualified teachers? N= 510

Yes 25 (4.9%)  
 No 485 (95.1%)

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**Health Insurance**

10. 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:

**2007-08**

<b>Annual Premiums</b>	<b>Individual Coverage N = 467</b>	<b>Family Coverage N = 469</b>
Lowest	\$1,137	\$2,417
Average	\$5,771	\$13,747
Highest	\$10,668	\$22,656

**2008-09**

<b>Annual Premiums</b>	<b>Individual Coverage N = 479</b>	<b>Family Coverage N = 479</b>
Lowest	\$1,221	\$2,616
Average	\$6,051	\$14,450
Highest	\$10,776	\$23,076

**Percent Change from 2007-08 to 2008-09**

<b>Annual Premiums</b>	<b>Individual Coverage N = 446</b>	<b>Family Coverage N = 447</b>
Average	4.8%	5.1%

11. Percentage of total premium 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 2008, full-time) Contribution	11.3% (N=503)	13.0% (N=499)
Most Senior Teacher (full-time) Contribution	10.2% (N=499)	11.6% (N=496)

**Retired Teachers**

12. Does the district provide health insurance to **any** retirees? N = 499

**Yes 473 (94.8%)**

**No 26 (5.2%)**

13. The highest percentage teachers who retired in 2008 (not the district) paid toward their annual health insurance premium:

<b>Average</b>	<b>Individual Coverage</b>	<b>Family Coverage</b>
Retired Teacher (retired in 2008)	29.0% (N=479)	35.4% (N=468)

14. Does the contract require Medicare enrollment at age 65? N = 471

**Yes 313 (66.0%)**

**No 158 (34.0%)**

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**Leaves of Absence**

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15. The total number of paid sick days provided by the contract per year? N = 489

**Average 14**

16. What was the average number of paid sick days **used** in 2007-08 school year? N= 320

**Average 7.3**

17. a. Does the contract provide for paid personal leave days? (**not** including any days drawn from sick leave.) N = 503

**Yes 449 (89.3%)**

**No 54 (10.7%)**

b. If yes, what is the maximum number of paid personal leave days granted per year? N = 429

**Average 3.4**

18. Are teachers required to give a reason for taking paid personal leave days? N= 505

**Yes 182 (36.0%)**

**No 323 (64.0%)**

19. a. Does the contract allow sick and/or personal days to be used for family medical care? N= 501

**Yes 471 (94.0%)**

**No 30 (6.0%)**

b. If yes, what is the maximum # of days allowed? N = 279

**Average 19.1**

20. a. Does the contract allow for a leave of absence for child rearing? N= 500

**Yes 476 (95.2%)**

**No 24 (4.8%)**

b. If yes, what is the maximum # of days allowed? N = 355

**Average 296.9**

21. a. Does the contract allow employees who take a leave of absence for child rearing to be paid? N= 500

**Yes 215 (43.0%)**

**No 285 (57.0%)**

b. If yes, what types of days may be used for this paid leave (e.g. sick, personal, etc.)? N = 198

**Sick: 103 (52.0%)**

**Personal: 8 (4.0%)**

**Sick and Personal: 68 (34.3%)**

**Sick, Personal and Family: 2 (1.0%)**

**Sick, Personal and Vacation: 2 (1.0%)**

**Any/All: 6 (3.0%)**

**Family Medical Leave Act: 2 (1.0%)**

**Other: 7 (3.5%)**

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**Teacher Work Day/Work Year**

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22. During the 2008-09 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 = 472

**Lowest 5:30**  
**Average 7:09**  
**Highest 8:00**

23. How much longer, if at all, is the teacher workday (as reported in previous question) than the high school student school day? N = 455

**Lowest 0 min**  
**Average 22 min**  
**Highest 120 min**

24. For the 2008-09 school year, how many school days with students in attendance are scheduled (excluding snow days)? N = 501

**Lowest 170**  
**Average 181**  
**Highest 197**

25. For the 2008-09 school year, what is the total number of teacher duty days scheduled? N = 485

**Lowest 180**  
**Average 185**  
**Highest 200**

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**Current Negotiations**

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26. Are you currently or have you engaged in teachers' contract negotiations since **Sept. 1, 2008**? N = 501

**Yes 148 (29.5%)**  
**No 353 (70.5%)**

27. In your most recent round of negotiations, was the district able to secure any savings on health insurance? N = 94

**Yes 52 (55.3%)**  
**No 42 (44.7%)**

28. Which of the following statements would best describe the pace of the latest round of collective bargaining? N = 110

**Similar amount of time as last negotiations 39 (35.5%)**  
**Faster than last negotiations 18 (16.4%)**  
**Slower than last negotiations 53 (48.2%)**