

New York State School Boards Association  
**2011 Teacher Contract Survey**  
Statewide

## 2011 Teacher Contract Survey

Letters were sent on February 4 to the superintendents of 734 member and non-member school districts, including BOCES, asking them to respond to the survey. 539 were received for a response rate of 73%. A reminder was sent on March 11. The last survey was received on April 25.

### 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: 253 days

### Salary Information

**3. Average percentage increase to total teacher salaries for the following school year.**

a. 2009-10 school year to 2010-11 (N = 456)

Average = 4.3%

b. 2010-11 school year to 2011-12 (N = 324)

Average = 4.0%

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

Starting BA Salary	2009-10 N = 524	2010-11 N = 487	2011-12 N = 313
Lowest	\$28,240.00	\$29,188.00	\$29,790.00
Average	\$41,759.74	\$42,463.02	\$43,608.59
Highest	\$58,448.00	\$60,193.00	\$61,986.00

Average increase from 2009-10 to 10-11 = 1.7% (N = 483)

Average increase from 2010-11 to 11-12 = 2.7% (N = 313)

**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	2009-10 N = 517	2010-11 N = 476	2011-12 N = 300
Lowest	\$33,250.00	\$39,000.00	\$40,498.00
Average	\$59,721.77	\$60,741.30	\$63,474.06
Highest	\$96,907.00	\$99,087.00	\$101,317.00

Average increase from 2009-10 to 10-11 = 1.7% (N = 473)

Average increase from 2010-11 to 11-12 = 4.5% (N = 300)

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

Starting MA Salary	2009-10 N = 525	2010-11 N = 486	2011-12 N = 311
Lowest	\$30,900.00	\$31,000.00	\$31,100.00
Average	\$45,670.56	\$46,377.78	\$47,877.51
Highest	\$71,783.00	\$71,903.00	\$74,150.00

Average increase from 2009-10 to 10-11 = 1.5% (N = 482)

Average increase from 2010-11 to 11-12 = 3.2% (N = 311)

**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	2009-10 N = 506	2010-11 N = 466	2011-12 N = 293
Lowest	\$33,125.00	\$46,225.00	\$48,900.00
Average	\$81,829.08	\$83,494.67	\$86,945.87
Highest	\$141,471.00	\$146,516.00	\$151,547.00

Average increase from 2009-10 to 10-11 = 2.0% (N = 462)

Average increase from 2010-11 to 11-12 = 4.1% (N = 293)

**8. Is compensation for teachers in any way based on performance? N= 530**

**Yes 9 (1.7%)**

**No 521 (98.3%)**

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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:

**2009-10**

<b>Annual Premiums</b>	<b>Individual Coverage N = 503</b>	<b>Family Coverage N = 504</b>
Lowest	\$2,448.00	\$4,829.00
Average	\$6,336.28	\$15,166.51
Highest	\$10,200.00	\$22,320.00

**2010-11**

<b>Annual Premiums</b>	<b>Individual Coverage N = 505</b>	<b>Family Coverage N = 505</b>
Lowest	\$2,568.00	\$7,176.00
Average	\$6,723.83	\$16,199.03
Highest	\$12,000.00	\$29,412.00

**Percent Change from 2009-10 to 2010-11**

<b>Annual Premiums</b>	<b>Individual Coverage N = 488</b>	<b>Family Coverage N = 487</b>
Average	6.1%	6.8%

10. 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 2010, full-time) Contribution	11.0% (N=523)	12.5% (N=521)
Most Senior Teacher (full-time) Contribution	9.7% (N=519)	11.3% (N=518)

**Retired Teachers**

11. Does the district provide health insurance to **any** retirees? N = 522

**Yes 500 (95.8%)**

**No 22 (4.2%)**

12. The average teachers who retired in 2010 (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 2010)	25.0% (N=500)	31.1% (N=488)

13. Does the contract require Medicare enrollment at age 65? N = 508

**Yes 357 (70.0%)**

**No 151 (30.0%)**

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**Leaves of Absence**

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14. The total number of paid sick days provided by the contract per year? N = 519

**Average 14**

15. What was the average number of paid sick days **used** in 2009-10 school year? N= 373

**Average 7.4**

16. a. Is there a maximum accumulation of unused sick days? N = 517

**Yes 400 (77.4%)**

**No 117(22.6%)**

b. If yes, what is the maximum number days? N = 384

**Average 215**

17. a. Does the contract provide for paid personal leave days (**not** including any drawn from sick leave? N = 528

**Yes 463 (87.7%)**

**No 65 (12.3%)**

b. If yes, what is the maximum number days? N = 431

**Average 4**

18. a. Does the contract allow sick and/or personal days to be used for family medical care? N= 526

**Yes 498 (94.7%)**

**No 28 (5.3%)**

b. If yes, what is the maximum # of days allowed? N = 310

**Average 16.0**

19. a. Does the contract allow for a leave of absence for child rearing? N= 524

**Yes 496 (94.7%)**

**No 28 (5.3%)**

b. If yes, what is the maximum # of days allowed? N = 382

**Average 293.7**

20. a. Does the contract allow employees who take a leave of absence for child rearing to be paid? N= 521

**Yes 234 (44.9%)**

**No 287 (55.1%)**

b. If yes, what types of days may be used for this paid leave (e.g. sick, personal, etc.)? N = 218

**Sick: 117 (53.7%)**

**Personal: 3 (1.4%)**

**Sick and Personal: 0 (0.0%)**

**Sick, Personal and Family: 0 (0.0%)**

**Sick, Personal and Vacation: 0 (0.0%)**

**Any/All: 1 (0.5%)**

**Family Medical Leave Act: 0 (0.0%)**

**Other: 97 (44.5%)**

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**Teacher Work Day/Work Year**

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21. During the 2010-11 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 = 501

**Lowest 5:10**  
**Average 7:08**  
**Highest 8:00**

Elementary School Teachers

**Lowest 5:10**  
**Average 7:05**  
**Highest 8:00**

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

**Lowest 0 min**  
**Average 21 min**  
**Highest 120 min**

23. For the 2010-11 school year, how many school days with students in attendance are scheduled (excluding snow days)? N = 525

**Lowest 176**  
**Average 181**  
**Highest 193**

24. For the 2010-11 school year, what is the total number of teacher duty days scheduled? N = 514

**Lowest 4**  
**Average 184**  
**Highest 200**

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**Current Negotiations**

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25. How much in automatic salary increases has your district paid to teachers under the provisions of the Triborough Amendment since the expiration of your last contract? N = 69

**Total for all districts: \$41,388,822.00**

26. In your most recent round of negotiations, was the district able to negotiate any contractual changes that resulted in monetary savings for the district? N = 316

**Yes 199 (63.0%)**  
**No 117 (37.0%)**