New York State School Boards Association

2012 Teacher Contract Survey

Statewide
2012 Teacher Contract Survey

Letters were sent on January 30 to the superintendents of 730 member and non-member school districts, including BOCES, asking them to respond to the survey. 498 were received for a response rate of 68%. A reminder was sent on February 24. The last survey was received on April 26.

**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: 283 days

**Salary Information**

3. Average lowest percentage step increase (or increment) paid to bargaining unit members.
   - a. 2010-11 school year to 2011-12 (N = 364)
     - Average = 1.68%
   - b. 2011-12 school year to 2012-13 (N = 259)
     - Average = 1.54%
4. Average highest percentage step increase (or increment) paid to bargaining unit members.
   - a. 2010-11 school year to 2011-12 (N = 364)
     - Average = 4.23%
   - b. 2011-12 school year to 2012-13 (N = 259)
     - Average = 4.22%
5. Average negotiated salary increase for all bargaining unit members, exclusive of step.
   - a. 2010-11 school year to 2011-12 (N = 364)
     - Average = 1.83%
   - b. 2011-12 school year to 2012-13 (N = 259)
     - Average = 1.72%

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

<table>
<thead>
<tr>
<th>Starting BA Salary</th>
<th>2010-11 N = 485</th>
<th>2011-12 N = 447</th>
<th>2012-13 N = 255</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lowest</td>
<td>$29,188</td>
<td>$29,188</td>
<td>$29,188</td>
</tr>
<tr>
<td>Average</td>
<td>$42,614</td>
<td>$43,248</td>
<td>$44,268</td>
</tr>
<tr>
<td>Highest</td>
<td>$60,193</td>
<td>$61,985</td>
<td>$63,158</td>
</tr>
</tbody>
</table>

Average increase from 2010-11 to 11-12 = 1.5% (N = 441)
Average increase from 2011-12 to 12-13 = 2.4% (N = 255)

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

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Lowest</td>
<td>$32,273</td>
<td>$32,273</td>
<td>$32,273</td>
</tr>
<tr>
<td>Average</td>
<td>$46,532</td>
<td>$47,206</td>
<td>$48,686</td>
</tr>
<tr>
<td>Highest</td>
<td>$71,002</td>
<td>$73,381</td>
<td>$68,284</td>
</tr>
</tbody>
</table>

Average increase from 2010-11 to 11-12 = 1.4% (N = 441)
Average increase from 2011-12 to 12-13 = 3.1% (N = 255)

8. **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:

<table>
<thead>
<tr>
<th>10-year Salary</th>
<th>2010-11 N = 479</th>
<th>2011-12 N = 441</th>
<th>2012-13 N = 251</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lowest</td>
<td>$39,000</td>
<td>$39,000</td>
<td>$39,000</td>
</tr>
<tr>
<td>Average</td>
<td>$60,980</td>
<td>$61,942</td>
<td>$64,382</td>
</tr>
<tr>
<td>Highest</td>
<td>$99,087</td>
<td>$101,317</td>
<td>$103,343</td>
</tr>
</tbody>
</table>

Average increase from 2010-11 to 11-12 = 1.6% (N = 435)
Average increase from 2011-12 to 12-13 = 3.9% (N = 251)

9. **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:

<table>
<thead>
<tr>
<th>Late Career Salary</th>
<th>2010-11 N = 463</th>
<th>2011-12 N = 426</th>
<th>2012-13 N = 250</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lowest</td>
<td>$48,739</td>
<td>$49,195</td>
<td>$49,684</td>
</tr>
<tr>
<td>Average</td>
<td>$83,834</td>
<td>$85,104</td>
<td>$87,782</td>
</tr>
<tr>
<td>Highest</td>
<td>$146,516</td>
<td>$146,516</td>
<td>$146,516</td>
</tr>
</tbody>
</table>

Average increase from 2010-11 to 11-12 = 1.5% (N = 420)
Average increase from 2011-12 to 12-13 = 3.1% (N = 249)

10. Is compensation for teachers in any way based on performance? N= 497
   - Yes 10 (2.0%)
   - No 487 (98.0%)
Health Insurance

11. 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:

<table>
<thead>
<tr>
<th></th>
<th>2010-11</th>
<th></th>
<th>2011-12</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Average</td>
<td>Individual</td>
<td>Average</td>
<td>Individual</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Coverage (N=466)</td>
<td></td>
<td>Coverage (N=474)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Family</td>
<td></td>
<td>Family</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Coverage (N=469)</td>
<td></td>
<td>Coverage (N=476)</td>
</tr>
<tr>
<td>2010-11</td>
<td></td>
<td></td>
<td>2011-12</td>
<td></td>
</tr>
<tr>
<td>Annual Premiums</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Individual</td>
<td>$6,647</td>
<td>$16,080</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Family</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Percent Change from 2010-11 to 2011-12

<table>
<thead>
<tr>
<th></th>
<th>2010-11</th>
<th></th>
<th>2011-12</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Average</td>
<td>Individual</td>
<td>Average</td>
<td>Individual</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Coverage (N=427)</td>
<td></td>
<td>Coverage (N=441)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Family</td>
<td></td>
<td>Family</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Coverage (N=441)</td>
<td></td>
<td>Coverage (N=441)</td>
</tr>
<tr>
<td>2010-11</td>
<td></td>
<td></td>
<td>2011-12</td>
<td></td>
</tr>
<tr>
<td>Annual Premiums</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Average</td>
<td>5.5%</td>
<td></td>
<td>5.4%</td>
<td></td>
</tr>
</tbody>
</table>

12. Percentage of total premium the following groups of full-time active teachers (not the district) contribute toward their annual health insurance premium:

<table>
<thead>
<tr>
<th></th>
<th>Average</th>
<th>Individual Coverage</th>
<th>Family Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Teacher (hired in 2011, full-time) Contribution</td>
<td>11.2% (N=487)</td>
<td>12.8% (N=488)</td>
<td></td>
</tr>
<tr>
<td>Most Senior Teacher (full-time) Contribution</td>
<td>9.9% (N=484)</td>
<td>11.5% (N=485)</td>
<td></td>
</tr>
</tbody>
</table>

Retired Teachers

13. Does the district provide health insurance to any retirees? N = 484

   Yes 464 (95.9%)
   No 20 (4.1%)

14. The average teachers who retired in 2011 (not the district) paid toward their annual health insurance premium:

<table>
<thead>
<tr>
<th></th>
<th>Average</th>
<th>Individual Coverage</th>
<th>Family Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retired Teacher (retired in 2011)</td>
<td></td>
<td>25.8% (N=475)</td>
<td>32.0% (N=466)</td>
</tr>
</tbody>
</table>

15. Does the contract require Medicare enrollment at age 65? N = 474

   Yes 339 (72.0%)
   No 135 (28.0%)
16. The total number of paid sick days provided by the contract per year?  \( N = 488 \)

Average 15

17. What was the average number of paid sick days used in 2010-11 school year? \( N = 347 \)

Average 7.9

18. a. Is there a maximum accumulation of unused sick days? \( N = 491 \)

Yes 375 (76.4%)
No 116 (23.6%)

b. If yes, what is the maximum number days? \( N = 366 \)

Average 215

19. a. Does the contract provide for paid personal leave days (not including any drawn from sick leave) \( N = 491 \)

Yes 431 (87.8%)
No 60 (12.2%)

b. If yes, what is the maximum number days? \( N = 401 \)

Average 4

20. a. Does the contract allow sick and/or personal days to be used for family medical care? \( N = 490 \)

Yes 472 (96.3%)
No 18 (3.7%)

b. If yes, what is the maximum number of days allowed? \( N = 293 \)

Average 20.3

21. a. Does the contract allow for a leave of absence for child rearing? \( N = 487 \)

Yes 471 (96.7%)
No 16 (3.3%)

b. If yes, what is the maximum number of days allowed? \( N = 366 \)

Average 307.3

22. a. Does the contract allow employees who take a leave of absence for child rearing to be paid? \( N = 484 \)

Yes 237 (49.0%)
No 247 (51.0%)

b. If yes, what types of days may be used for this paid leave (e.g. sick, personal, etc.)? \( N = 230 \)

- Sick: 114 (49.6%)
- Personal: 2 (0.9%)
- Sick and Personal: 94 (40.9%)
- Sick, Personal and Family: 0 (0.0%)
- Sick, Personal and Vacation: 0 (0.0%)
- Any/All: 0 (0.0%)
- Family Medical Leave Act: 3 (1.3%)
- Other: 17 (7.4%)

\( N = \) number of respondents to question
New York State School Boards Association

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Teacher Work Day/Work Year

23. During the 2011-12 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 = 462

   Lowest 4:16
   Average 7:08
   Highest 8:00

   Elementary School Teachers

   Lowest 6:00
   Average 7:05
   Highest 8:00

24. 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 135 min

25. For the 2011-12 school year, how many school days with students in attendance are scheduled (excluding snow days)? N = 483

   Lowest 175
   Average 181
   Highest 188

26. For the 2011-12 school year, what is the total number of teacher duty days scheduled? N = 471

   Lowest 176
   Average 185
   Highest 200

Current Negotiations

27. 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 = 92

   Total for all districts: $41,018,395.56

28. 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 = 299

   Yes 196 (65.6%)
   No 103 (34.4%)