

New York State School Boards Association
2013 Teacher Contract Survey
Statewide

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Letters were sent on January 22 to the superintendents of 731 member and non-member school districts, including BOCES, asking them to respond to the survey. A reminder was sent on February 26. A total of 489 were received for a response rate of 67%.

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: 294 days

Salary Information

3. Average lowest percentage step increase (or increment) paid to bargaining unit members.
 - a. 2011-12 school year to 2012-13 (N = 427)
Average = 1.57%
 - b. 2012-13 school year to 2013-14 (N = 332)
Average = 1.62%
4. Average highest percentage step increase (or increment) paid to bargaining unit members.
 - a. 2011-12 school year to 2012-13 (N = 427)
Average = 4.06%
 - b. 2012-13 school year to 2013-14 (N = 332)
Average = 4.20%
5. Average negotiated salary increase for all bargaining unit members, exclusive of step.
 - a. 2011-12 school year to 2012-13 (N = 427)
Average = 1.59%
 - b. 2012-13 school year to 2013-14 (N = 332)
Average = 1.67%

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

Starting BA Salary	2011-12 N = 472	2012-13 N = 451	2013-14 N = 308
Lowest	\$23,172	\$23,172	\$31,719
Average	\$42,709	\$43,119	\$43,334
Highest	\$62,243	\$62,934	\$62,934

Average increase from 2011-12 to 12-13 = 1.0% (N = 449)
 Average increase from 2012-13 to 13-14 = 0.5% (N = 308)

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

Starting MA Salary	2011-12 N = 476	2012-13 N = 453	2013-14 N = 305
Lowest	\$31,100	\$31,200	\$33,185
Average	\$46,451	\$46,914	\$47,122
Highest	\$68,672	\$68,284	\$70,162

Average increase from 2011-12 to 12-13 = 1.0% (N = 452)
 Average increase from 2012-13 to 13-14 = 0.4% (N = 305)

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:

10-year Salary	2011-12 N = 470	2012-13 N = 450	2013-14 N = 300
Lowest	\$39,159	\$39,421	\$39,675
Average	\$60,509	\$61,123	\$61,647
Highest	\$103,532	\$111,194	\$105,257

Average increase from 2011-12 to 12-13 = 1.0% (N = 447)
 Average increase from 2012-13 to 13-14 = 0.9% (N = 300)

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:

Late Career Salary	2011-12 N = 462	2012-13 N = 443	2013-14 N = 296
Lowest	\$47,500	\$47,500	\$47,500
Average	\$83,670	\$84,758	\$86,314
Highest	\$146,516	\$146,516	\$146,516

Average increase from 2011-12 to 12-13 = 1.3% (N = 439)
 Average increase from 2012-13 to 13-14 = 1.8% (N = 296)

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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:

2011-12

Annual Premiums	Individual Coverage N = 455	Family Coverage N = 457
Average	\$6,915	\$16,920

2012-13

Annual Premiums	Individual Coverage N = 464	Family Coverage N = 466
Average	\$7,325	\$17,884

Percent Change from 2011-12 to 2012-13

Annual Premiums	Individual Coverage N = 440	Family Coverage N = 440
Average	5.9%	5.7%

11. Percentage of total premium 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 2012, full-time) Contribution	11.9% (N=479)	13.3% (N=480)
Most Senior Teacher (full-time) Contribution	10.8% (N=477)	12.1% (N=478)

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Retired Teachers

12. Does the district provide health insurance to **any** retirees? N = 480

Yes 456 (95.0%)

No 24 (5.0%)

13. The average percentage teachers who retired in 2012 (not the district) paid toward their annual health insurance premium:

Average	Individual Coverage	Family Coverage
Retired Teacher (retired in 2012)	25.9% (N=459)	32.2% (N=444)

14. Does the contract require Medicare enrollment at age 65? N = 467

Yes 356 (76.0%)

No 111 (24.0%)

15. 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 = 353

Yes 254 (72.0%)

No 99 (28.0%)

Total of approximate savings from concessions for 2012-13:

\$48,413,621

16. Did your district make concessions with regard to terms and conditions of employment in order to get teacher union approval for the new APPR requirements? N= 387

Yes 26 (6.7%)

No 361 (93.3%)

17. In what areas did your district make concessions? (Percentage based on "Yes" answers from Question 16)

Salary/pay: 18 (69.2%)

Health care: 5 (19.2%)

Leave: 2 (7.7%)

Length of workday: 1 (3.8%)

Length of work year: 4 (15.4%)

Other: 11 (42.3%)