The New York State School Boards Association presents

Teacher Contract Survey 2011

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Presentation Overview

I. Survey Background
II. Health insurance
III. Salaries
IV. Concessions
SURVEY BACKGROUND
Survey Background

- Conducted between Feb. 4 - April 25
- Total of 734 school districts and BOCES asked to respond
- 539 survey responses – a rate of 73%
- 30-item questionnaire
HEALTH INSURANCE
Increasing health insurance contributions dominates district goals

The top district negotiating goal in 2011 is to increase health contributions of active teachers (46% of districts)

- 2010: 44% of districts
- 2009: 49% of districts
- 2008: 19% of districts
- 2007: 25% of districts
- 2006: 20% of districts
Average annual premium – 2010-11

a = individual coverage
b = family coverage

Statewide: a) $6,724
          b) $16,199

Northeast avg. – $5,049
               $13,770

Source: Kaiser Family Foundation
Average teacher contribution rate – individual coverage

- NYS schools - veteran teachers
- NYS schools - new teachers
- All employers - nationwide
Average teacher contribution rate – family coverage

- NYS schools - veteran teachers
- NYS schools - new teachers
- All employers - nationwide
Average annual health insurance premium
Regional comparison

- Northeast - individual
- NYS schools - individual
- Northeast - family
- NYS schools - family

2006 2007 2008 2009 2010
Average annual health insurance premium
Industry comparison

- State/local governments - individual
- NYS schools - individual
- State/local governments - family
- NYS schools - family
Average annual employee contribution rate – 2010-11
(new teacher hired in 2010 full-time)

a=individual coverage
b=family coverage

Statewide: a) 11.0%
             b) 12.5%

National avg. – a) 19%
                 b) 30%

Source: Kaiser Family Foundation
SALARIES
Total teacher salaries (including increment)

• 2009-10 to 2010-11: 4.31% increase

• 2010-11 to 2011-12: 4.01% increase
Average salary, first-year teacher with BA and MA – 2010-11

Statewide: BA $42,463
          MA $46,378
Average salary, teacher in tenth year – 2010-11

Statewide: $60,741
Average salary, teacher in 25th year – 2010-11

Statewide: $83,495
CONCESSIONS
In your most recent round of negotiations, was your district able to negotiate any contractual changes that resulted in monetary savings to your district?

42% Yes

37% No

22% No reply
Health insurance savings

% of districts that were able to negotiate contractual savings that resulted in health savings for the district

<table>
<thead>
<tr>
<th>Change</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increased health insurance contribution</td>
<td>52.8%</td>
</tr>
<tr>
<td>Changed health insurance plan(s)</td>
<td>12.7%</td>
</tr>
<tr>
<td>Increased health co-pays/deductibles</td>
<td>6.1%</td>
</tr>
<tr>
<td>Changed drug co-pay</td>
<td>4.1%</td>
</tr>
<tr>
<td>Moved to three-tier prescription drug plan</td>
<td>3.6%</td>
</tr>
</tbody>
</table>
Salary savings

% of districts that were able to negotiate contractual savings that resulted in salary savings for the district

<table>
<thead>
<tr>
<th>Measures</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Pay freeze</td>
<td>10.2%</td>
</tr>
<tr>
<td>Delayed raises</td>
<td>5.6%</td>
</tr>
<tr>
<td>Limits on step and lane movement</td>
<td>4.6%</td>
</tr>
<tr>
<td>Froze/reduced extracurricular pay</td>
<td>4.6%</td>
</tr>
<tr>
<td>Reduced salary increase</td>
<td>3.0%</td>
</tr>
<tr>
<td>Furloughs</td>
<td>1.0%</td>
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