

New York State School Boards Association

2018 TEACHER CONTRACT

Survey

Capital Region Results

(Includes Albany, Columbia, Rensselaer, Saratoga, Schenectady, Warren and Washington Counties)

The online survey of school district and BOCES superintendents began on January 3, 2018 and ended on March 16, 2018. A total of 34 completed surveys from the Capital Region were received for a response rate of 48 percent.

Please fill out this survey based on the teacher contract you are **currently operating under**. If your teachers are working under an **expired contract**, please respond to the survey based upon the terms of the **expired contract**.

Contract Information

1. Average length of teacher contract: **4.4 years**

2. Average number of days from the start of the contract to when the contract was signed: **379 days**

Salary Information

(Please do **not** include stipends for extracurricular activities, coaching, etc.)

3. For the following school years, please report the percentage increase for a teacher with a B.A. moving from step 1 to step 2 on your salary schedule but not moving lanes.

2015-16 school year to 2016-17 **3.6%**

2016-17 school year to 2017-18 **3.3%**

4. For the following school years, please report the percentage increase for a teacher with a B.A. moving from step 1 to step 2 on your salary schedule and moving lanes to an M.A.

2015-16 school year to 2016-17 **7.0%**

2016-17 school year to 2017-18 **7.0%**

5. For the following school years, please report the negotiated salary increase for all bargaining unit members, **exclusive of step**.

2015-16 school year to 2016-17 **1.6%**

2016-17 school year to 2017-18 **1.5%**

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

	2015-16	2016-17	2017-18
Starting B.A. salary	\$41,741	\$42,338	\$42,824

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

	2015-16	2016-17	2017-18
Starting M.A. salary	\$43,518	\$44,131	\$44,522

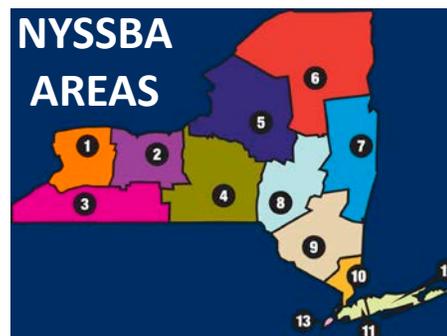
8. **10-year salary:** Salary for a teacher with a master's degree and in the 10th year of teaching (may or may not be "step 10") in the following school years:

	2015-16	2016-17	2017-18
10-year salary	\$54,205	\$54,996	\$55,690

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:

	2015-16	2016-17	2017-18
Late-career salary	\$82,614	\$83,341	\$84,534

Capital Region is **7** on the map



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Health Insurance

10. Please provide the annual health insurance premium (major medical) charged by the insurance carrier per employee (regardless of employee contribution) for the health care plan with the greatest number of enrollees for the following years.

Annual Premiums	2016-17	2017-18
Individual coverage	\$8,357	\$8,922
Family coverage	\$22,723	\$24,358

11. What percentage of the total premium do the following groups of full-time active teachers (not the district) contribute toward their annual health insurance premium? (Using plan from question 10)

2017-18 Teacher Contribution	Individual Coverage	Family Coverage
New Teacher (hired in 2017, full time)	14.0%	16.2%
Most Senior Teacher	13.1%	14.9%

Retired Teachers

12. Does the district provide health insurance to **any** retirees? Yes **100.0%** No **0.0%**

13. What is the average percentage a teacher who retired in 2016 (not the district) pays toward their annual health insurance premium?

2017-18 Retiree Contribution	Individual Coverage	Family Coverage
Retired Teacher (retired in 2017)	22.1%	27%

14. Does the contract require Medicare enrollment at age 65? Yes **70%** No **30%**

Current Negotiations

15. In your most recent round of negotiations, was the district able to negotiate any contractual changes that resulted in monetary savings to the district? Yes **70%** No **30%**

Of the concessions that school districts negotiated, below is a breakdown of the types of concessions:

Concession	% of all concessions
Health insurance	100%
Salary/pay	----
Leave	----
Length of workday/ work year	----
Retirement	----

Districts that negotiated concessions reported the following dollar savings for the 2016-17 school year:*

Concession	2016-17 savings	Average per concession:
Health insurance	\$1,848,113	\$231,014
Salary/pay	n/a	n/a
Leave	n/a	n/a
Length of workday	n/a	n/a
Length of work year	n/a	n/a
Other	n/a	n/a

*Includes only those districts for which sufficient data was provided

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Bargaining Objectives

16. Indicate the bargaining objectives achieved by the district during the latest round of collective bargaining.

Goal	% of districts that achieved
Health Coverage:	
1. Increase health insurance contribution for active teachers	69%
2. Increase health insurance contributions for retirees	33%
3. Require new(er) teachers to contribute more toward health insurance premiums than veteran teachers	28%
4. Increase deductibles/co-payments toward health insurance	48%
5. Reduce/eliminate health insurance coverage (e.g. cosmetic surgery or other elective procedures)	20%
Salaries:	
6. Link salary increases to inflation rate	21%
7. Eliminate steps/columns on the salary schedule	24%
8. Eliminate salary schedule completely	0%
9. Freeze salary schedule in at least one year of contract	14%
10. Sunset salary increases when contract expires	15%
11. Negotiate decreases to the salary schedule	7%
12. Negotiate an early retirement incentive	39%
13. Negotiate severance pay packages	13%
14. Increase number of steps to “cost down” increments	9%
Working conditions:	
15. Increase class sizes	0%
16. Decrease number of annual personal/sick leave days	19%
17. Increase the number of required teaching periods	0%
18. Increase length of workday	35%
19. Increase length of work year	18%

*Includes only those districts that sought each objective. Districts that did not seek each objective are not included in the calculation.