

New York State School Boards Association

2018 TEACHER CONTRACT

Survey

Upper Hudson Valley Results

(Includes Dutchess, Greene, Orange, Sullivan and Ulster 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 Upper Hudson Valley were received for a response rate of 60 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: **4.1 years**
- 2. Average number of days from the start of the contract to when the contract was signed: **277 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 **4.1%**
 2016-17 school year to 2017-18 **4.2%**

- 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 **10.8%**
 2016-17 school year to 2017-18 **10.8%**

- 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 **1.4%**
 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	\$49,897	\$50,600	\$51,620

- 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	\$53,802	\$54,506	\$55,587

- 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	\$70,293	\$70,986	\$72,322

- 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	\$97,535	\$98,526	\$100,306

Upper Hudson Valley is **9** on the map



**New York State School Boards Association
2018 TEACHER CONTRACT SURVEY**

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	\$10,178	\$11,581
Family coverage	\$23,027	\$26,197

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)	11.6%	11.9%
Most Senior Teacher	11.1%	11.4%

Retired Teachers

12. Does the district provide health insurance to **any** retirees? Yes **100%** No **0%**

13. What is the average percentage a teacher who retired in 2017 (not the district) pays toward their annual health insurance premium?

2017-18 Retiree Contribution	Individual Coverage	Family Coverage
Retired Teacher (retired in 2017)	20.5%	28.8%

14. Does the contract require Medicare enrollment at age 65? Yes **70.6%** No **29.4%**

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 **53.6%** No **46.4%**

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

Concession	% of all concessions
Health insurance	57.7%
Salary/pay	23.1%
Leave	3.8%
Length of workday/ work year	11.5%
Retirement	3.8%

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

Concession	2016-17 savings	Average per concession:
Health insurance	\$1,141,430	\$163,061
Salary/pay	Insufficient data	Insufficient data
Leave	\$60,000	\$60,000
Length of workday/work year	\$300,000	\$300,000
Retirement	\$2,000,000	\$2,000,000

*Includes only those districts for which sufficient data was provided

**New York State School Boards Association
2018 TEACHER CONTRACT SURVEY**

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	76%
2. Increase health insurance contributions for retirees	40%
3. Require new(er) teachers to contribute more toward health insurance premiums than veteran teachers	44%
4. Increase deductibles/co-payments toward health insurance	64%
5. Reduce/eliminate health insurance coverage (e.g. cosmetic surgery or other elective procedures)	38%
Salaries:	
6. Link salary increases to inflation rate	22%
7. Eliminate steps/columns on the salary schedule	17%
8. Eliminate salary schedule completely	0%
9. Freeze salary schedule in at least one year of contract	18%
10. Sunset salary increases when contract expires	33%
11. Negotiate decreases to the salary schedule	0%
12. Negotiate an early retirement incentive	50%
13. Negotiate severance pay packages	0%
14. Increase number of steps to “cost down” increments	36%
Working conditions:	
15. Increase class sizes	0%
16. Decrease number of annual personal/sick leave days	15%
17. Increase the number of required teaching periods	8%
18. Increase length of workday	7%
19. Increase length of work year	15%

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