

**REPORT OF THE  
DEPARTMENT OF PERSONNEL AND TRAINING ON**

# **Public School Teacher Compensation**

**TO THE GOVERNOR AND  
THE GENERAL ASSEMBLY OF VIRGINIA**



## **HOUSE DOCUMENT NO. 79**

**COMMONWEALTH OF VIRGINIA  
RICHMOND  
1993**



# COMMONWEALTH of VIRGINIA

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Dear Governor Wilder and Members of the  
General Assembly and the Board of Education:

Section 22.1-289.1 of the Code of Virginia requires the Department of Personnel and Training to conduct a biennial review of the compensation of teachers and other occupations requiring similar education and training.

Enclosed for your review and consideration is the 1993 report that has been prepared in response to this Code requirement.

Respectfully submitted,

*Dorthula H. Powell-Woodson*

Dorthula H. Powell-Woodson

Enclosure

cc: The Honorable Ruby G. Martin  
Secretary of Administration

## **PREFACE**

Section 22.1-289.1 of the Code of Virginia requires the Director of the Department of Personnel and Training to conduct a biennial review of the compensation of teachers and other occupations requiring similar education and training. This report is submitted in fulfillment of this requirement for 1993.

The study was conducted by the Office of Compensation Management of the Department of Personnel and Training. Assistance was provided by the Virginia Department of Education and the Virginia Education Association. In addition, selected local school boards and private firms throughout the Commonwealth provided information.

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## **EXECUTIVE SUMMARY**

The 1987 Session of the General Assembly amended Section 22.1-289.1 of the Code of Virginia to require a biennial review of the salaries paid to public school teachers in the Commonwealth. A preliminary report was prepared in December, 1987 and the first biennial report was published as House Document Number 4 in June, 1989.

The legislation states that the review of teachers' salaries shall be reported to the Governor, the General Assembly, and the Board of Education by June 1 of each odd-numbered year. The legislation specifies that: "It is a goal of the Commonwealth that its public school teachers be compensated at a rate that is competitive in order to attract and keep competent teachers."

In order to comply with the legislative requirement, two indicators of competitiveness were reviewed:

- comparison of Virginia teachers' entry-level salaries with those of jobs in private industry and state government that have similar qualification requirements; and
- turnover and recruitment of Virginia teachers.

In comparing Virginia public school teachers' entry-level salaries with entry-level salaries for other jobs with similar qualification requirements in Virginia state government and private industry, the 1993 data show that the competitive position of Virginia public school teachers' salaries has remained relatively constant since the 1991 biennial report was published. In the 1992-93 school year, teachers' entry-level salaries are 1.8% below entry-level private salaries and exceed entry-level salaries of Virginia's state employees by 5.8%. The 1991 report revealed that, in the 1990-91 school year, teachers' entry-level salaries were below entry-level salaries in private industry by 0.5%, but above the entry-level salaries of Virginia state employees by 5.8%.

Localities reported that most teachers who left were leaving because of relocation or transfer to higher paying localities. The only significant turnover and recruitment problems noted by the localities were for special education teachers.



## **INTRODUCTION**

In reviewing the salary data in this report, it should be noted that summary data in the report compare average *entry-level* salaries paid to Virginia teachers with entry-level salaries paid by private firms and the Commonwealth of Virginia. The average entry-level salaries paid to Virginia school teachers summarizes salary data from 151 school systems. The school systems establish their teachers' salaries and, therefore, teachers in any one locality may be paid more or less than the average. Thus, the findings of this report may not apply to the competitive position of teachers in each specific school system.





## COMPARISON OF VIRGINIA TEACHERS' ENTRY LEVEL SALARIES WITH PRIVATE INDUSTRY AND STATE SALARIES

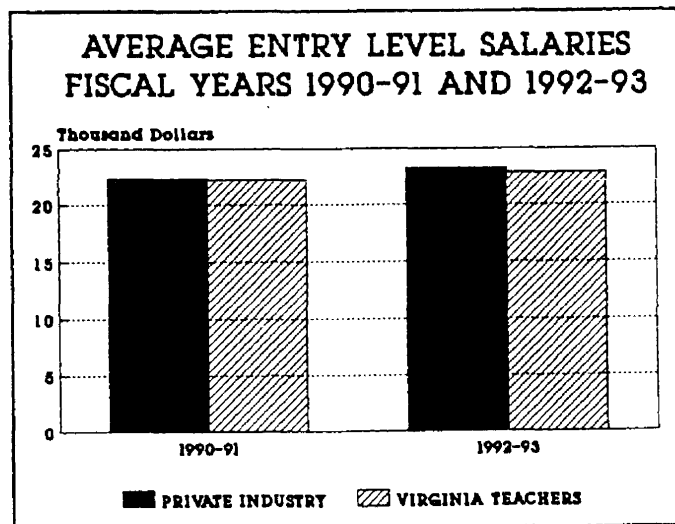
Entry-level salaries for public school teachers were compared to salaries for newly hired employees in private industry. Entry level salaries provide the best measure of the competitiveness of teachers' salaries because the duties of, and market for, experienced teachers and private employees may not be comparable. Additionally, school boards compete with private firms for new college graduates in many of the degree areas that prepare graduates for public school teaching.

A survey was sent to 268 businesses in Virginia requesting hiring, or entry-level, salary data for recent college graduates with specified educational degrees. The degrees selected were comparable to the various subject areas found in the teaching profession. Data also were obtained from several compensation consulting firms. The data were grouped into the following general categories to facilitate the comparison with teachers' salaries:

- BUSINESS
- SOCIAL SCIENCES
- LIFE SCIENCES
- HUMANITIES
- PHYSICAL SCIENCES

Salaries paid by private industry, other states, and Virginia state government were averaged, weighted by the number of teachers in each major subject area listed above. (See Appendix 1 and Appendix 2 for detailed information on the weighting procedure.)

The 1992-93 school year average entry-level salary for Virginia's public school teachers, with bachelor's degrees and no experience, is \$22,843. The weighted average, entry-level salary of private and state jobs requiring similar education and experience is \$23,245, or 1.8% above the Virginia teacher average entry-level salary. In 1990-91, the private and state average entry-level salary was 0.5% above Virginia's public school teachers.



The 1992-93 average entry-level salary of Virginia state employees in positions requiring similar education and training as that required for teachers (e.g. bachelor's degree) is \$21,600. The average entry-level teacher salary is 5.8% above the state employee entry-level salary average. In 1990-91, the average entry-level teacher salary also was 5.8% above the state employee average. (See Appendix 3 for detailed information.)

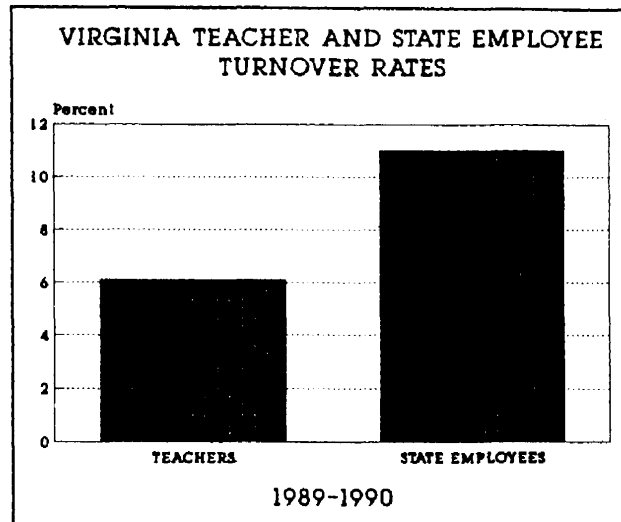
Private industry and state employee salary data are based on the salaries of employees working approximately 234 days a year, whereas teacher salaries represent approximately 200 work days (approximately 14.5 % less than private and state employees). If the salary data are adjusted to reflect this difference, the average entry-level salary for Virginia's public school teachers (\$22,843) becomes 15.0% above the adjusted average entry-level salary of private industry (\$19,868), and 23.7% above the adjusted average for Virginia state jobs (\$18,462).

In considering whether to adjust the salary data to reflect the difference in the number of days worked, it should be noted that teachers do not determine the length of the school year. Individuals deciding between teaching and other occupations may be attracted to the shorter work year, in addition to the income potential of teaching. However, career advancement opportunities for teachers may be more limited than in many other occupations.

## TURNOVER AND RECRUITMENT OF VIRGINIA TEACHERS

Turnover and recruitment data are used as measures of competitiveness. It is helpful to separate the non-pay reasons for turnover (i.e., retirement, lay-off, dismissal, and death) and to determine at what point, in years of service, that turnover most frequently occurs. Only total turnover data is available for all Virginia public school teachers.

It is difficult to determine acceptable turnover rates for the teaching profession. For reference, the average turnover rate for state employees in fiscal year 1989-90 was 11.0% and in fiscal year 1991-92 was 12.3%.



The last comprehensive report on turnover among teachers was published by the Virginia Department of Education for the 1989-90 school year. In this report, entitled "Survey of Teacher Contract Terminations," an overall turnover rate of 6.1% was indicated.

The Department of Personnel and Training conducted a turnover survey of a random sample of 30 local school districts in Virginia. The localities were asked to identify the most common reasons for turnover and any difficulties experienced in attracting and retaining teachers in various disciplines. Seventy percent of the localities cited relocation as a major cause of turnover. Spouse transfer was the most common reason for these relocations. Forty-seven percent indicated that "transfer to a higher paying school district" was a major cause of turnover. The third most common reason for turnover, reported by twenty-seven percent of the localities, was retirement.

The most prevalent problem in attracting and retaining teachers was in special education, in which seventy-seven percent of the localities reported such problems. Thirty-three percent of the localities mentioned that recruitment of minorities was difficult. Twenty-three percent of the localities surveyed indicated difficulty in recruiting physics and foreign language teachers.



## APPENDIX 1

### ENTRY LEVEL SALARIES FOR COLLEGE GRADUATES WITH BACHELOR DEGREE AND NO EXPERIENCE WORKING IN THE PUBLIC SECTOR AND PRIVATE INDUSTRY

	<u>DPT</u>	<u>STATE EMP</u>	<u>ENDI- COTT</u>	<u>CPC</u>	<u>COMP RSRCS</u>	<u>SE STATES CONF</u>	<u>ECS</u>	<u>DEGREE AVG</u>	<u>GROUP AVG</u>
<b>BUSINESS</b>									
Accounting	23,124	21,501	28,518	26,800	27,900	19,588	25,500	24,704	
Bus Administration	23,011	23,505	27,265	22,700	26,300	20,951	22,200	23,705	
Economics	23,958	25,695	27,819	25,200	27,400		25,300	25,895	
Marketing	23,997	23,505	26,638	24,000	27,400		21,000	24,423	
Agriculture Bus	23,247	25,695		22,600				23,847	24,515
<b>SOCIAL SCIENCES</b>									
History	22,075	19,668		21,000				20,914	
Sociology	20,671	23,505		18,600				20,925	
Psychology	22,112	17,992		19,900			24,800	21,201	21,014
<b>LIFE SCIENCES</b>									
Health/Phys Ed		20,585		24,000				22,293	
Biology	25,229	22,503		25,300	28,000	20,396	21,300	23,788	
Nursing	24,754	23,505		32,900	28,700	21,770		26,326	
Environmental Sci.	26,326	21,501			27,800			25,209	24,404
<b>HUMANITIES</b>									
Art	23,920	17,992		20,400				20,771	
Fine Arts		17,992		20,400				19,916	
English	23,388	19,668		20,000	24,900		22,200	22,031	
Foreign Language	23,815	18,830		21,800				21,482	
Communications		19,668		21,800	24,500	18,047		21,004	20,897
<b>PHYSICAL SCIENCE</b>									
Mathematics	28,252		29,590	21,200	32,100		29,300	28,088	
Statistics	27,690	21,501	29,590	21,200	30,100			26,016	
Chemistry	26,865	25,695	30,481	30,600	31,700	22,862	23,900	27,443	
Physics	27,623			21,500	34,900	20,521	27,200	26,349	
Geology	28,190	21,501		24,500		21,517		23,927	26,365
<b>SIMPLE AVERAGE</b>									<u>23,439</u>
<b>OVERALL ENTRY-LEVEL PRIVATE SALARY AVERAGE, WEIGHTED BY THE NUMBER OF ELEMENTARY AND SECONDARY TEACHERS (Appendix 2 explains the methodology used)</b>									<b>\$23,245</b>

## APPENDIX 2

### PRIVATE INDUSTRY SALARY AVERAGES WEIGHTED BY NUMBER OF TEACHERS

#### ELEMENTARY TEACHERS

A representative entry-level private salary average for comparison with elementary teachers is obtained by calculating the entry-level salary average for different types of professions in private industry and government which relate to various established groups of teachers. These groups are Business, Social Sciences, Life Sciences, Humanities, and Physical Science. Elementary teachers' curriculum covers all of these groups; therefore, a simple average of the Appendix 1 group averages is used; the 1992-93 average is \$23,439. (This figure represents 12-month professions.)

#### SECONDARY TEACHERS

Secondary teachers are involved in more narrowly-defined academic areas. Thus, the academic groups are used to compute differences in average salary for related professions in private industry and state government. To illustrate, the average entry-level salary for professions in the Physical Sciences group is higher than the average for Social Sciences. A representative entry-level private salary average for secondary teachers is not the simple average of these two groups, but the salary average of each group weighted according to the number of teachers in each group.

<u>ACADEMIC GROUP</u>	<u>PRIVATE INDUSTRY 12-MONTH ENTRY-LEVEL SALARY AVERAGE *</u>	<u>NUMBER OF SECONDARY TEACHERS</u>
Business	\$24,514	3,807
Social Sciences	\$21,014	4,045
Life Sciences	\$24,404	5,187
Humanities	\$20,897	12,882
Physical Science	\$26,365	7,090

Entry-Level Private Salary  
Average Weighted By The  
Number Of Secondary Teachers: \$23,054

\* Group average data from Appendix 1

## APPENDIX 2 continued

### COMBINED ELEMENTARY AND SECONDARY TEACHERS

The overall entry-level private salary average weighted by all teachers is computed as follows:

- 1) Multiply the entry-level private salary average that is comparable to elementary teachers (\$23,439) by the number of elementary teachers (32,343) \*
- 2) Multiply the entry-level private salary average that is comparable to secondary teachers (\$23,054) by the number of secondary teachers (33,011) \*
- 3) Add the results of 1 and 2, and then divide by the total number of teachers.

<u>ACADEMIC GROUP</u>	<u>12 MONTH ENTRY-LEVEL SALARY AVERAGE</u>	<u>NUMBER OF TEACHERS</u>
Elementary	\$23,439	32,343
Secondary	\$23,054	33,011

OVERALL ENTRY-LEVEL PRIVATE SALARY AVERAGE, WEIGHTED BY THE NUMBER OF ELEMENTARY AND SECONDARY TEACHERS: = \$23,245

\* Source: Department of Education

**APPENDIX 3  
COMMONWEALTH CLASSES WHICH COLLEGE GRADUATES  
WITH NO EXPERIENCE COULD ENTER FOR THE 92-93 FISCAL YEAR**

<u>DEGREE</u>	<u>MATCHING STATE CLASS</u>	<u>FY 92-93 MINIMUM SALARY</u>	<u>DEGREE AVERAGE</u>
<b><u>BUSINESS</u></b>			
Accounting	Accountant	21,501	21,501
Bus. Admin.	Agency Management Analyst	23,505	23,505
Economics	Planner	25,695	25,695
Marketing	Agricultural Marketing Agent	23,505	23,505
Agri. Business	Extension Agent Trainee	25,695	25,695
<b><u>SOCIAL SCIENCES</u></b>			
History	Historian A	19,668	19,668
Geography	No Match		
Sociology	Probation Counselor	23,505	23,505
Psychology	Psychologist Assistant	17,992	17,992
<b><u>LIFE SCIENCES</u></b>			
Health/Phys. Ed.	Sanitarian	21,501	20,585
	Health Educator	19,668	N/A
Biology	Microbiologist	23,505	22,503
	Fisheries Management Specialist	21,501	N/A
Nursing	Registered Nurse	23,505	23,505
Environ. Science	Environmental Program Specialist	21,501	21,501
<b><u>HUMANITIES</u></b>			
Art	Graphic Artist	17,992	17,992
Fine Arts	Fine Arts Museum Educ. Asst.	17,992	17,992
	Fine Arts Museum Asst. Registrar	17,992	N/A
English	Public Relations Asst. Specialist	19,668	19,668
Foreign Language	Research Specialist	17,992	18,830
	Archivist A	19,668	N/A
Communications	Public Relations Asst. Specialist	19,668	19,668
<b><u>PHYSICAL SCIENCE</u></b>			
Math	No Match		
Statistics	Statistical Analyst	21,501	21,501
Chemistry	Analytical Chemist	25,695	25,695
Physics	No Match		
Geology	Geologist	21,501	21,501
Summary Average:			21,600