

**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. 70

**COMMONWEALTH OF VIRGINIA
RICHMOND
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COMMONWEALTH of VIRGINIA
Department of Personnel and Training

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Dear Governor Allen, 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 1995 report that has been prepared in response to this Code requirement.

Respectfully submitted,

A handwritten signature in cursive script that reads "Charles E. James, Sr.".

Charles E. James, Sr.

Enclosure

cc: The Honorable Michael E. Thomas
Secretary of Administration

The Honorable Beverly H. Sgro
Secretary of Education

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 1995.

The review 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, local school divisions 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 the 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 the 1994-95 school year, teachers entry-level salaries are 2.4% below entry-level private salaries and exceed entry-level salaries of Virginia state employees by 3.0%. The 1993 report revealed that teachers' entry-level salaries were below those of private industry by 1.8%, but were above entry-level salaries of Virginia state employees by 5.8%.

Localities reported that most teachers who left did so because of other than competitive reasons, such as retirement, family responsibilities, medical, and relocation. A significant turnover and recruitment problem noted by the localities is for special education teachers, which has been a continuing problem since the original report in 1987.

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 data from all school districts. The school systems establish their teacher's 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

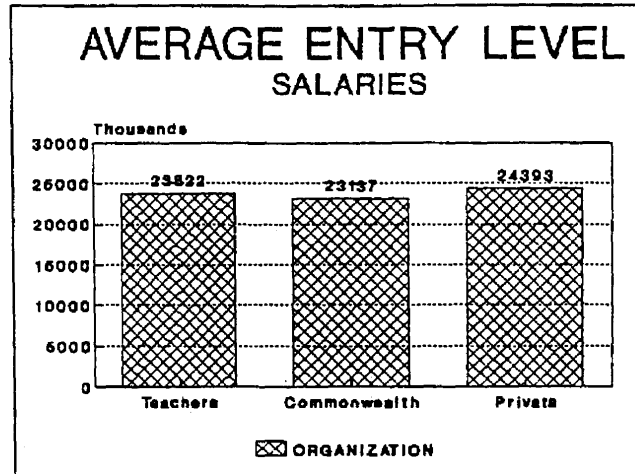
Entry-level salaries for public school teachers were compared to salaries for newly hired employees in private industry. Entry level salaries provide the best measure of the competitiveness of teachers' salaries because the duties of, and market for, experienced teachers and private employees may not 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 244 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. Similar data also were obtained from several compensation consulting firms. The data were grouped into the following general categories:

BUSINESS
SOCIAL SCIENCES
LIFE SCIENCES
HUMANITIES
PHYSICAL SCIENCES

Salaries paid by private industry, other states, and Virginia state government were averaged and compared to the average entry-level teacher salary for all localities. (See Appendix 1 for a matrix of average salaries).

The 1994-95 school year average entry-level salary for Virginia's public school teachers, with bachelor's degrees and no experience, is \$23,822. The entry-level salary of private and state jobs requiring similar education and training is \$24,393, or 2.4% above the Virginia teacher average entry-level salary. In 1992-93, the private and state average entry-level salary was 1.8% above Virginia's public school teachers. (See Appendix 1).



The 1994-95 average entry-level salary of Virginia state employees in positions requiring similar education and training as that required for teachers is \$23,137. (See Appendix 2). The average entry-level teacher salary is 3.0% above the state employee entry-level salary. In 1992-93, the teacher salary was 5.8% above the state employee salary average.

Private industry and state employee salary data are based on the salaries of employees working approximately 234 days per year, whereas teacher salaries represent approximately 200 work days (which is 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 (\$23,822) becomes 14.26% above the adjusted average entry-level salary of private industry (\$20,849), and 20.5% above the adjusted average for Virginia state jobs (\$19,775). In 1992-93, the differences were 15.0% and 23.7% respectively.

TURNOVER AND RECRUITMENT OF VIRGINIA TEACHERS

Turnover and recruitment information are used as a measure of competitiveness. Normally, it is best to determine turnover rates by category of reason for leaving so that non-competitive reasons may be factored out. However, only total turnover data is available for Virginia public school teachers. 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.

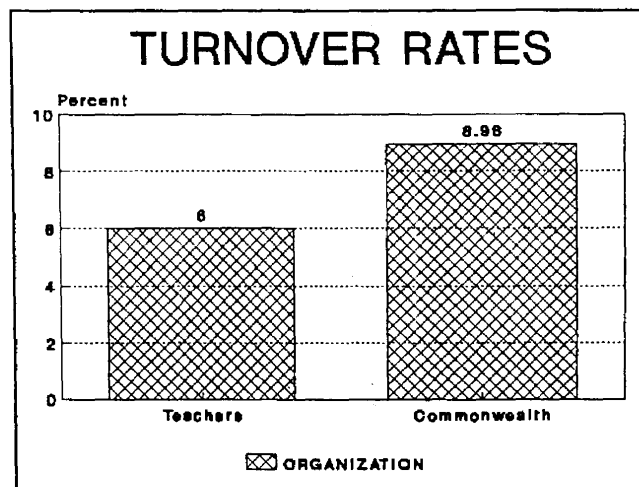
The Department of Personnel and Training sent out a turnover and recruitment survey questionnaire to all 134 school districts. The districts were asked to indicate the total number of teachers for the 1993-94 school year. Of these, they were asked to cite the number not returning for the 1994-95 school year, and the reason, by category, for their not returning. The survey also asked the districts to identify the most critical areas for the retention and recruitment of teachers.

One Hundred and nine (109) school districts responded to the survey. Of 62,735 teachers reported by the school districts for 1993-94, 3,362 did not return in 1994-95, for an approximate turnover rate of 6.0%. This rate is almost identical to the rate noted in the 1989-90 contract termination study noted above.

The reason most often cited for teachers leaving a school district was in the "other" category (44.7%), which includes retirement, death, family responsibilities, medical, and relocation. Spousal transfer was the next most common reason (22.3%). Another 14.7% said that transfer to a higher paying school district was the reason for leaving, while 3.9% indicated that accepting a non-teaching position was the reason. (NOTE: It should be cautioned that these data are only approximate, since a number of school districts do not keep statistics on turnover by reason category and, therefore, could not provide accurate data.)

The "firstyear" teacher turnover rate for the responding districts was 13.6%, with the "other" category again the most prevalent reason, followed by spousal transfer and transfer to a higher paying school district as the next most common reasons for leaving.

For comparison purposes, the Commonwealth of Virginia overall employee turnover rate for the year 1993-94 was 8.96%, and for those comparable commonwealth classes used in the private sector survey, the turnover rate was 7.6%.



As in previous reports, the most prevalent problem in attracting and retaining teachers was in special education, for which 81.7% of the districts responding reported such problems. Problems in foreign languages (28.4%) and science (11.9%) were the next most critical areas reported.

APPENDIX 1

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

| | DPT SURVEY | STATE EMPLOYEE | CPC | COMP. RESOURCES | S. EAST STATES CONFER | ECS | AVERAGE | GROUP AVERAGE |
|-------------------------|---------------|-------------------|--------|--------------------|-----------------------------|--------|---------|------------------|
| BUSINESS | | | | | | | | |
| Accounting | 23,495 | 22,426 | 28,655 | 27,501 | 21,026 | 24,740 | 24,641 | |
| Bus Admins | 23,213 | 24,515 | 25,353 | 27,100 | 24,961 | | 25,028 | |
| Economics | 25,705 | 26,800 | 27,919 | 27,163 | | | 26,897 | |
| Marketing | 25,267 | 24,515 | 24,839 | 28,148 | | | 25,692 | |
| Agri Busin | 24,125 | 26,800 | 23,368 | 25,837 | | | 25,033 | 25,458 |
| SOCIAL SCIENCES | | | | | | | | |
| History | 19,000 | 20,514 | 23,595 | | | | 21,036 | |
| Sociology | | 24,515 | 21,705 | | | | 23,110 | |
| Psychology | 22,360 | 18,765 | 20,693 | 23,374 | | | 21,298 | 21,815 |
| LIFE SCIENCES | | | | | | | | |
| Health/PE | | 21,470 | 22,996 | | | | 22,233 | |
| Biology | 26,060 | 23,470 | 23,032 | 29,899 | 22,060 | 24,944 | 24,911 | |
| Nursing | 27,400 | 26,800 | 28,880 | | 22,677 | | 26,439 | |
| Environ Sci | 27,561 | 22,426 | | 30,225 | | | 26,737 | 25,080 |
| HUMANITIES | | | | | | | | |
| Art | 21,573 | 18,765 | | 23,004 | | | 21,114 | |
| Fine Arts | 20,654 | 18,765 | 21,465 | | | | 20,295 | |
| English | 17,239 | 20,514 | 21,574 | | | | 19,776 | |
| For Language | 25,500 | 20,514 | 23,437 | 25,928 | | | 23,845 | |
| Communications | | 20,514 | 22,547 | 24,990 | | | 22,684 | 21,543 |
| PHYSICAL SCIENCE | | | | | | | | |
| Math | 26,028 | | 28,503 | 31,360 | | 34,030 | 29,980 | |
| Statistics | 26,450 | 22,426 | 26,618 | 35,800 | | | 27,824 | |
| Chemistry | 29,521 | 26,800 | 28,409 | 30,921 | 23,600 | | 27,850 | |
| Physics | 27,061 | | 28,398 | 36,003 | | 28,861 | 30,081 | |
| Geology | 27,342 | 22,426 | 25,714 | | 22,920 | | 24,601 | 28,067 |

AVERAGE: 24,393

CPC = Career Placement Council (VCU)
 COMP. RESOURCES = Compensation Resources Inc.
 S.E. STATES CONFER = Southeastern States Salary Conference
 ECS = Executive Compensation Services

APPENDIX 2

COMMONWEALTH CLASSES WHICH COLLEGE GRADUATES
WITH NO EXPERIENCE COULD ENTER FOR THE 94-95 FISCAL YEAR

| DEGREE | MATCHING STATE CLASS | FY 94/95 | DEGREE AVERAGE |
|-------------------------|---------------------------------|-------------------|-------------------|
| | | MINIMUM SALARY | |
| BUSINESS | | | |
| Accounting | Accountant | 22,426 | 22,426 |
| Bus. Admin | Agency Management Analyst | 24,515 | 24,515 |
| Economics | Planner | 26,800 | 26,800 |
| Marketing | Agri Marketing Agent | 24,515 | 24,515 |
| Agri-Bus | Extension Agent | 26,800 | 26,800 |
| SOCIAL-SCIENCE | | | |
| History | Historian A | 20,514 | 29,514 |
| Geography | No Match | | |
| Sociology | Probation Counselor | 24,515 | 24,515 |
| Psychology | Psychologist Assistant | 18,765 | 18,765 |
| LIFE SCIENCES | | | |
| Health/PE | Environmental Health Specialist | 22,426 | 21,470 |
| | Health Educator | 20,514 | |
| Biology | Microbiologist | 24,515 | 23,470 |
| | Fisheries Mgt Specialist | 22,426 | |
| Nursing | Registered Nurse | 26,800 | 26,800 |
| Environ Science | Environ Prog Specialist | 22,426 | 22,426 |
| HUMANITIES | | | |
| Art | Graphic Artist | 18,765 | 18,765 |
| Fine Arts | FAM Educ Asst | 18,765 | 18,765 |
| | FAM Asst Registrar | 18,765 | |
| | Pub Relations Asst Specialist | 20,514 | 20,514 |
| English | Pub Relations Asst Specialist | 20,514 | 20,514 |
| Foreign Lang | Research Specialist | 20,514 | 20,514 |
| | Archivist A | 20,514 | |
| Communications | Pub Relations Asst Specialist | 20,514 | 20,514 |
| PHYSICAL SCIENCE | | | |
| Math | No Match | | |
| Statistics | Statistical Analyst | 22,426 | 22,426 |
| Chemistry | Analytical Chemist | 26,800 | 26,800 |
| Physics | No Match | | |
| Geology | Geologist | 22,426 | 22,426 |

AVERAGE: 23,137