

eacher Compensation

Background—Teacher Salaries

Average Teacher Salaries

Teacher pay is often viewed as a major factor in attracting qualified people into the profession. According to the American Federation of Teachers' (AFT) *Survey and Analysis of Teacher Salary Trends 2007*, the national average teacher salary for School Year (SY) 2006-2007 was over the \$50,000 mark for the first time. In addition, for the first time since 2001, the raise that teachers received matched the increase in pay of government employees and of all United States workers. For SY 2006-2007, the average teacher salary increased 4.5 percent to \$51,009. The growth for beginning teachers was 6.2 percent, raising the average beginning salary to \$35,284. Both increases outpaced the 2.8 percent rate of inflation.

According to the AFT, California had the highest average teacher salary in SY 2006-2007 at \$63,640, or about 25 percent above the national average. South Dakota reported the lowest average salary at \$35,378, just over 69 percent of the national average. The State of Nevada reported an average teacher salary of \$49,426, which provided a ranking of 19th for SY 2006-2007. The National Education Association's (NEA) *2007 Rankings & Estimates* ranked Nevada as 26th for SY 2005-2006. Please note that the NEA estimates do not include the compensation package that contains the employee portion of retirement contributions, which the local school districts pay for employees; this accounts for the difference between the AFT and NEA estimates.

Between 1996-1997 and 2006-2007, the average teacher salary rose 32.7 percent (not adjusted for inflation). However, when adjusted for inflation, the AFT reports the average teacher salary rose 2.8 percent during that ten-year period. Wyoming, at 23.9 percent, saw the largest gains in inflation-adjusted wages during the ten-year period and Alaska saw the largest decrease in inflation-adjusted wages at -13.9 percent. Over the ten-year period, the State of Nevada saw a decrease in inflation-adjusted wages of -6.3 percent.

Teacher Recruitment—Financial Incentives

With increasing frequency, states and school districts are using financial incentives as part of a comprehensive recruitment strategy for teachers. According to the Education Commission of the States, the most common incentives include giving college scholarships or deferring payment of college loans in exchange for teaching in shortage areas. Other common approaches include free or discounted training programs, signing bonuses, housing allowances, moving expenses, and salary increases to teach in high-demand subjects or hard-to-staff schools. Indeed, states' experience confirms that states and districts do successfully draw teachers from neighboring

areas by paying higher beginning teacher salaries or offering attractive bonuses. In Nevada, since the 2001 Legislative Session, funding has been appropriated for recruitment bonuses.

Teacher Retention—Diversified Compensation Plans

The most common teacher compensation programs are calculated on years of teaching experience and other acceptable service plus the accumulation of additional college credit hours leading to the acquisition of graduate degrees. In recent years, changing the way teachers are paid to include outcomes, such as student performance, or incentives for teaching in at-risk schools is gaining support in districts and states across the country.

There are multiple types of alternative pay programs including merit pay, career ladder, knowledge- and skills-based pay, and performance pay. Differentiated pay plans already exist in Nevada. Since 1999, school districts have been required to add 5 percent to the salary of a teacher who holds National Board for Professional Teaching Standards certification. Teachers are also reimbursed approximately \$2,000 for their expenses associated with obtaining the national certification.

In 2005, the Nevada Legislature enacted Assembly Bill 580 (Chapter 482, *Statutes of Nevada*) to create a pilot program of performance pay and enhanced compensation. The measure included an appropriation of \$5 million in each year of the biennium to support locally designed programs. The 2007 Legislature, through the enactment of A.B. 3 (Chapter 10, *Statutes of Nevada, 23rd Special Session*), continued the program with the same level of funding for the 2007-2009 Biennium.

In addition, *Nevada Revised Statutes* (NRS) 391.166 creates the Grant Fund for Incentive for Licensed Educational Personnel. This fund was approved by the 2007 Legislature through the enactment of A.B. 1 (Chapter 8, *Statutes of Nevada, 23rd Special Session*) to assist in the attraction and retention of licensed teachers, school psychologists, school librarians, school counselors, and administrators who are employed in at-risk schools. (**Note:** The Grant Fund for Incentive for Licensed Educational Personnel replaces the previous one-fifth year retirement credit program as described in NRS 391.165. The one-fifth retirement credit program will be phased out.) Incentives are also included for certain teachers with endorsement in mathematics, science, special education, English as a second language, or other areas of high need, as determined by the Superintendent of Public Instruction. Five years' experience in the identified position category is required.

For additional information concerning diversified compensation plans for teachers, please see the Research Brief entitled: *Teacher Pay: Diversified Compensation Plans*. The Research Brief may be found at the website of the Research Division at: <http://www.leg.state.nv.us/lcb/research/researchbriefs/index.cfm> or telephone the Research Division of the Legislative Counsel Bureau at (775) 684-6825.

Teacher Salaries

Trends in Average and Beginning Teacher Salaries, 2004-2005 to 2006-2007 American Federation of Teachers (AFT)

State	AVERAGE TEACHER SALARY			Percentage Change			
	Rank*	Fiscal Year (FY) 2004-2005	FY 2005-2006	FY 2006-2007	2004-2005 to 2005-2006	2005-2006 to 2006-2007	2004-2005 to 2006-2007
National Average		\$47,570	\$48,809	\$51,009	2.6%	4.5%	7.2%
California	1	\$57,604	\$59,825	\$63,640	3.9%	6.4%	10.5%
Oregon	15	\$48,320	\$50,044	\$51,080	3.6%	2.1%	5.7%
Wyoming	16	\$40,660	\$43,261	\$50,771	6.4%	17.4%	24.9%
Nevada	19	\$46,107	\$46,092	\$49,426	0%	7.2%	7.2%
Washington	21	\$45,722	\$46,317	\$47,880	1.3%	3.4%	4.7%
Colorado	28	\$43,965	\$44,442	\$45,832	1.1%	3.1%	4.2%
Idaho	30	\$40,864	\$43,385	\$45,094	6.2%	3.9%	10.4%
Arizona	31	\$39,095	\$42,967	\$44,700	9.9%	4%	14.3%
New Mexico	40	\$39,391	\$41,637	\$42,780	5.7%	2.7%	8.6%
Montana	44	\$38,485	\$39,832	\$41,146	3.5%	3.3%	6.9%
Utah	49	\$37,006	\$37,543	\$37,775	1.5%	0.6%	2.1%

*Ranked by FY 2006-2007 average salary.

State	BEGINNING TEACHER SALARY			Percentage Change			
	Rank*	FY 2004-2005	FY 2005-2006	FY 2006-2007	2004-2005 to 2005-2006	2005-2006 to 2006-2007	2004-2005 to 2006-2007
National Average		\$32,158	\$33,227	\$35,284	3.3%	6.2%	9.7%
California	9	\$35,760	\$36,893	\$38,875	3.2%	5.4%	8.7%
Oregon	19	\$33,704	\$34,691	\$35,400	2.9%	2%	5%
Wyoming	5	\$30,097	\$32,257	\$40,084	7.2%	24.3%	33.2%
Nevada	18	\$33,737	\$34,580	\$35,480	2.5%	2.6%	5.2%
Washington	32	\$30,120	\$30,485	\$31,442	1.2%	3.1%	4.4%
Colorado	15	\$32,464	\$34,961	\$36,211	7.7%	3.6%	11.5%
Idaho	41	\$27,500	\$27,500	\$30,000	0%	9.1%	9.1%
Arizona	20	\$30,404	\$33,070	\$35,127	8.8%	6.2%	15.5%
New Mexico	27	\$33,730	\$31,315	\$32,081	-7.2%	2.4%	-4.9%
Montana	45	\$25,318	\$26,022	\$27,134	2.8%	4.3%	7.2%
Utah	43	\$26,521	\$27,437	\$28,653	3.5%	4.4%	8%

*Ranked by FY 2006-2007 beginning salary.

Source: American Federation of Teachers, *Survey and Analysis of Teacher Salary Trends 2007, 2008*.

Teacher Salaries (continued)

**Trends in Average Teacher Salaries, 2004-2005 and 2005-2006
National Education Association (NEA)**

State	Average Salary*/Rank				Percentage Change
	Rank	FY 2004-2005	Rank	FY 2005-2006	FY 2004-2005 to FY 2005-2006
National Average		\$47,659		\$49,026	2.9%
Arizona	27	\$42,905	24	\$44,672	4.1%
California	3	\$57,604	1	\$59,825	3.9%
Colorado	23	\$43,949	25	\$44,439	1.1%
Idaho	34	\$40,864	38	\$41,150	0.7%
Montana	45	\$38,485	47	\$39,832	3.5%
Nevada**	25	\$43,394	26	\$44,426	2.4%
New Mexico	40	\$39,391	36	\$41,637	5.7%
Oregon	15	\$48,320	15	\$50,044	3.6%
Utah	38	\$39,456	46	\$40,007	1.4%
Washington	20	\$45,718	22	\$46,326	1.3%
Wyoming	35	\$40,497	30	\$43,255	6.8%

*Average Salary is the average gross salary before deductions for Social Security, retirement, health insurance, et cetera.

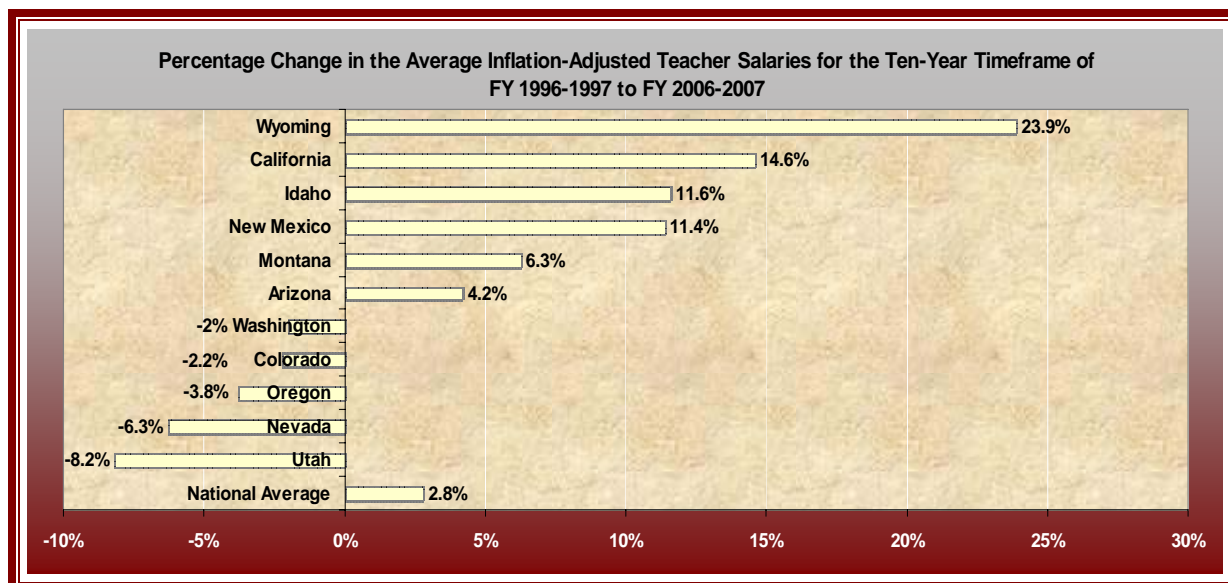
**NEA estimates do not include the percent employee portion of the retirement contribution, which the local school districts pay for employees.

Source: NEA, *Rankings & Estimates, Rankings of the States 2006 and Estimates of School Statistics 2007*, December 2007.



“Some of my teachers are very enthusiastic and my history teacher is hilarious.”

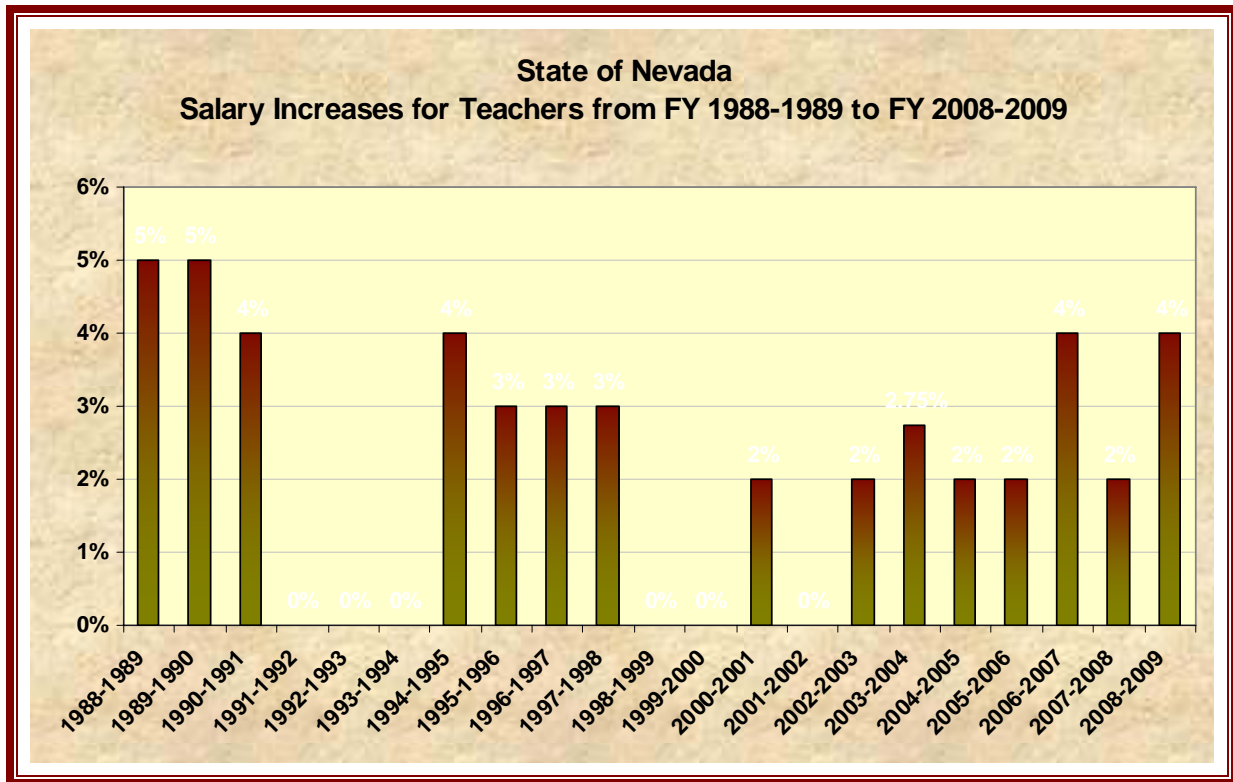
Nevada Eighth Grade Student

Teacher Salaries (*continued*)

State	Average Inflation-Adjusted Salaries		Ten-Year Change
	FY 1996-1997	FY 2006-2007	
National Average	\$49,626	\$51,009	2.8%
Utah	\$41,166	\$37,775	-8.2%
Nevada	\$52,760	\$49,426	-6.3%
Oregon	\$53,086	\$51,080	-3.8%
Colorado	\$46,857	\$45,832	-2.2%
Washington	\$48,847	\$47,880	-2%
Arizona	\$42,900	\$44,700	4.2%
Montana	\$38,701	\$41,146	6.3%
New Mexico	\$38,387	\$42,780	11.4%
Idaho	\$40,409	\$45,094	11.6%
California	\$55,539	\$63,640	14.6%
Wyoming	\$40,972	\$50,771	23.9%

Source: American Federation of Teachers, *Survey and Analysis of Teacher Salary Trends 2007, 2008*.

Teacher Salaries (continued)



Source: Fiscal Analysis Division, Legislative Counsel Bureau. *Nevada Legislative Appropriations Report, 74th Legislature, FY 2007-2008 and FY 2008-2009.*



“I want to be a teacher someday, because I like to sit and watch people.”

Nevada Fifth Grade Student

Teacher Salaries and Private Sector

Average Teacher Salaries Compared with Professions Requiring Similar Education 2002 and 2007

Comparable Occupations	2002 Annual Mean Wage	2007 Annual Mean Wage	Percent Change
Atmospheric and Space Scientists	\$61,000	\$78,960	29.4%
Financial Managers	\$83,080	\$106,200	27.8%
Surveyors	\$42,630	\$54,450	27.7%
Social and Community Service Managers	\$46,900	\$59,070	26%
Sales Engineers	\$69,200	\$86,350	24.8%
Public Relations Specialists	\$46,590	\$57,100	22.6%
Cartographers and Photogrammetrists	\$45,180	\$54,480	20.6%
Computer Software Engineers, Systems Software	\$75,840	\$90,780	19.7%
Landscape Architects	\$52,050	\$62,250	19.6%
Writers and Authors	\$50,300	\$60,120	19.5%
Civil Engineers	\$63,010	\$75,230	19.4%
Medical and Public Health Social Workers	\$38,920	\$46,320	19%
Database Administrators	\$59,080	\$70,260	18.9%
Zoologists and Wildlife Biologists	\$49,250	\$58,480	18.7%
Accountants and Auditors	\$53,230	\$63,180	18.7%
Environmental Engineers	\$63,440	\$74,820	17.9%
Architects, except Landscape and Naval	\$62,530	\$73,650	17.8%
Child, Family and School Social Workers	\$35,640	\$41,920	17.6%
Editors	\$47,010	\$55,020	17%
Computer Software Engineers, Applications	\$73,800	\$85,660	16.1%
Personal Financial Advisors	\$78,460	\$89,220	13.7%
Athletic Trainers	\$36,070	\$40,720	12.9%
Market Research Analysts	\$60,260	\$66,980	11.2%
Average	\$61,041	\$72,678	19.1%
Median	\$59,080	\$66,980	
Teacher Average	\$44,367	\$51,009	15%

Source: American Federation of Teachers, *Survey and Analysis of Teacher Salary Trends 2007, 2008*.

Note: Employment and salary data are drawn from the National Compensation Survey, U.S. Department of Labor. The list of comparable occupations was determined using the Bureau of Labor Statistics (BLS) Occupational Projections and Training Data in 2004 and retained and reverified in 2007 in order to keep the same set of comparable occupations from previous salary surveys. Comparable occupations are those within the college education cluster, which had a bachelor's degree as the most significant source of postsecondary education. All teachers are excluded from the data. Occupations with the listing of "all other" are not included because 2000 data were not available. And the occupation category "airline pilots, co-pilots, and flight engineers" was excluded because wages in that category were more than two standard deviations from the mean.

Teacher Signing Bonus

Since the 2001 Legislative Session, the Nevada Legislature has approved funding for signing bonuses of \$2,000 for teachers newly hired by school districts. The following table shows total State funds and recipients for this program since inception of the program in FY 2001-2002.

New Teacher Signing Bonus Program

Fiscal Year	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009*
Total Recipients	2,402	2,378	2,299	2,919	3,272	3,407	2,391	2,116
Total State Funds	\$4,804,000	\$4,756,000	\$4,598,000	\$5,838,000	\$6,544,000	\$6,814,000	\$4,782,000	\$4,232,000

*Projection made by Nevada’s Department of Education.

Source: Nevada’s Department of Education, 2008.

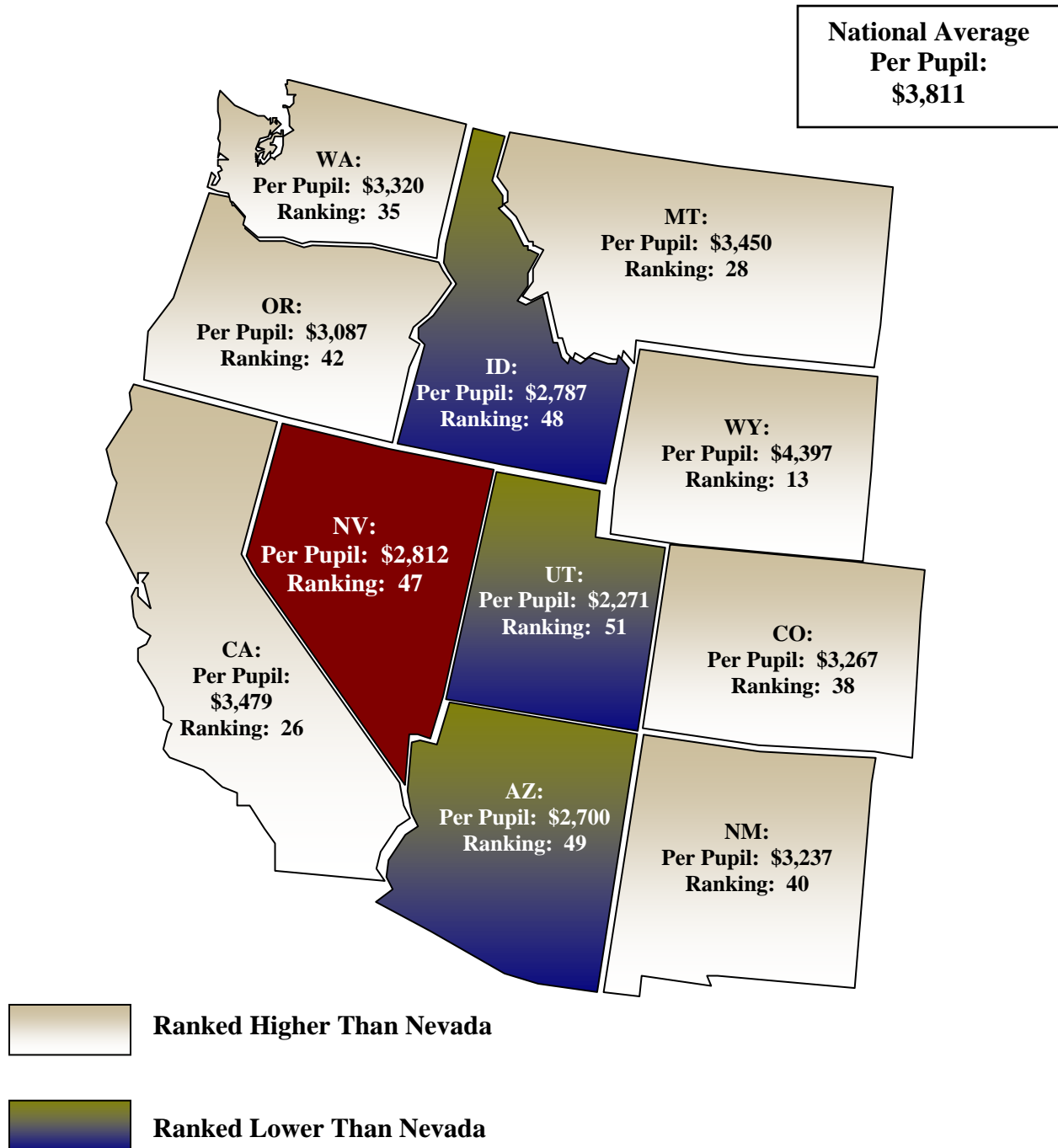


“Once, our teacher got sick and we all signed a card and it all turned out OK.”

Nevada Fourth Grade Student

Instruction—Salaries

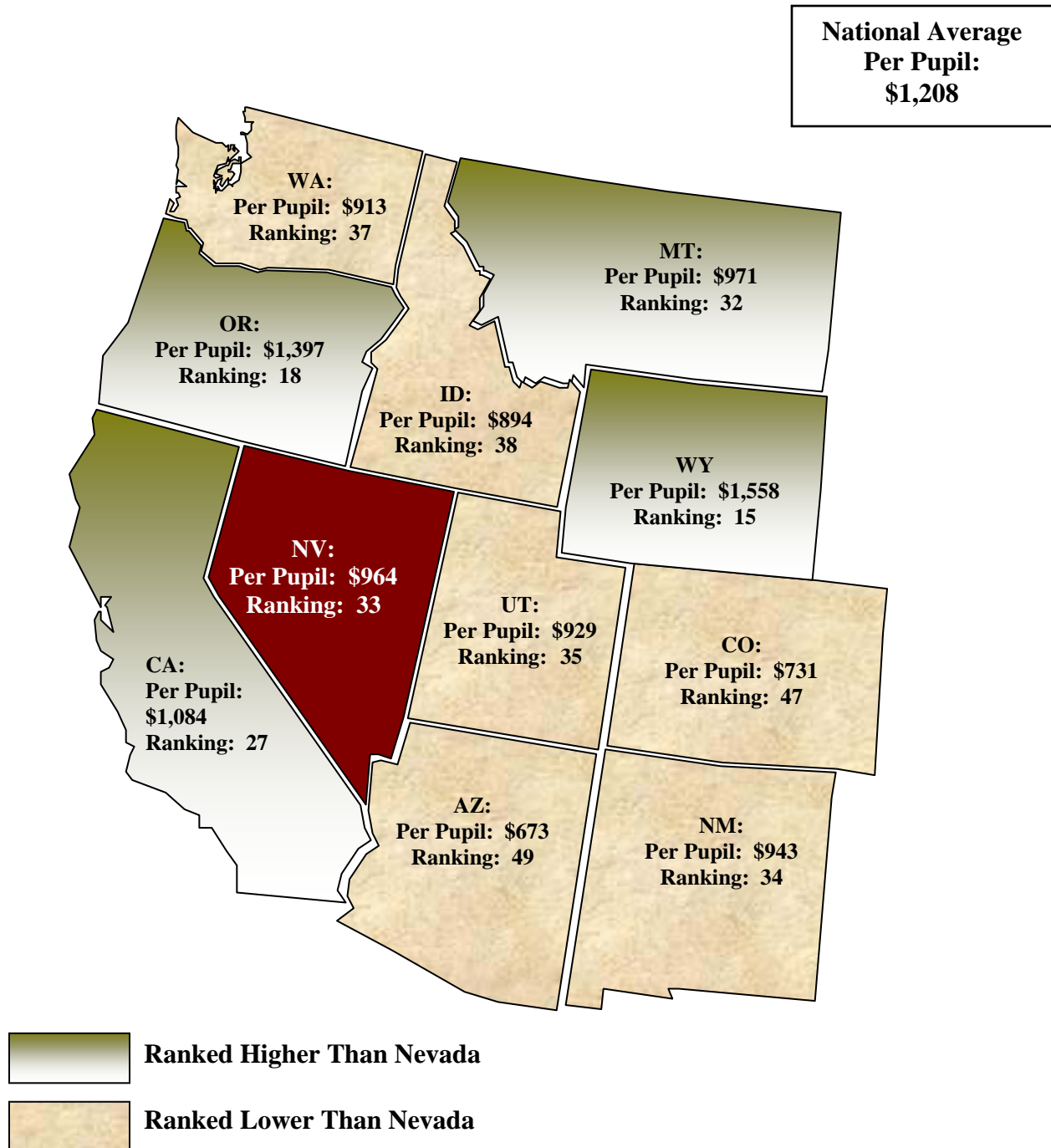
**Current Per-Pupil Spending on Instruction—Salaries (No Benefits)
Rankings 2005-2006**



Source: U.S. Census Bureau, *Public Education Finances 2006*, April 2008.

Instruction—Benefits

Current Per-Pupil Spending on Instruction—Benefits Only (No Base Salary) Rankings 2005-2006



Source: U.S. Census Bureau, *Public Education Finances 2006*, April 2008.