



Chapter 4 Teacher Compensation

Background—Teacher Salaries

Average Teacher Salaries

Teacher pay is often viewed as a major factor in attracting qualified people into the profession. The National Education Association's (NEA) *2009 Rankings and Estimates* reported Nevada's average teacher salary at \$50,067; the national average was reported at \$54,319. State average public school teacher salaries ranged from those in New York (\$69,118), California (\$68,093), and Massachusetts (\$66,712) at the high end to South Dakota (\$35,070), North Dakota (\$41,654), and Utah (\$42,335) at the low end. According to the NEA report, Nevada received a ranking of 22 for School Year (SY) 2008-2009. 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.

Collective Bargaining

Although the State budget often includes funding for raises for education personnel, salary increases that are utilized by the Legislature to construct the budget are not necessarily what is passed on to the school district employees. Salaries for teachers are set at the school district level utilizing the collective bargaining process outlined in Chapter 288 of *Nevada Revised Statutes* (NRS). Following the lead of other states, the Nevada Legislature adopted the Local Government Employee-Management Relations Act in 1969 to regulate collective bargaining between local units of government and their employees, including school districts and teachers. The requirements for recognition of an employee organization and definitions of bargaining units are set forth in Chapter 288 of NRS. There is only one recognized employee organization for each bargaining unit. There are 17 organizations representing teachers; one in each school district.

2009-2011 Budget Reductions: Teacher and State Employee Salaries

The 2009 Legislature reduced funding for teacher salaries 4 percent in each fiscal year of the 2009-2011 Biennium to help meet projected revenue shortfalls. However, as noted previously, the actual salaries of teachers continue to be subject to local collective bargaining agreements. Therefore, it is not known if the reduction will result in actual pay decreases for teachers in any of the school districts.

Chapter 4

For all other State employees, 12-day furloughs were approved by the 2009 Legislature in each fiscal year of the 2009-2011 Biennium; this results in a reduction in pay of approximately 4.6 percent. In addition, longevity pay and merit pay increases for State employees have been temporarily suspended. The furlough provisions are outlined in Senate Bill 433 (Chapter 391, *Statutes of Nevada 2009*).

Senate Bill 433 provides that State employees who are subject to furloughs are held harmless in the accumulation of retirement service credit. In addition, during the 2009-2011 Biennium, the Interim Finance Committee will project the balance in the State General Fund and the Distributive School Account. If the projected balance of the General Fund is at least \$390 million, the bill provides for General Fund and State Highway Fund appropriations to reduce unpaid furlough leave from 12 days to 9 days, along with funding sufficient to increase the salaries for personnel employed by school districts by 1 percent. If the projected balance of the General Fund is \$425 million, the bill provides for General Fund and Highway Fund appropriations to reduce unpaid furlough days from 12 days to 7 days with funding sufficient to increase the salaries for personnel employed by the school districts by 2 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. Historically, in Nevada, 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.

Note: Due to budget reductions, State funding appropriated to continue the pilot program of performance pay and enhanced compensation during the 2007-2009 Biennium was subsequently reverted; continued funding was not approved by the 2009 Legislature.

In addition, NRS 391.166 creates the Grant Fund for Incentives 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 Incentives for Licensed Educational Personnel replaced the previous one-fifth year retirement credit program (previously described in NRS 391.165).

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.

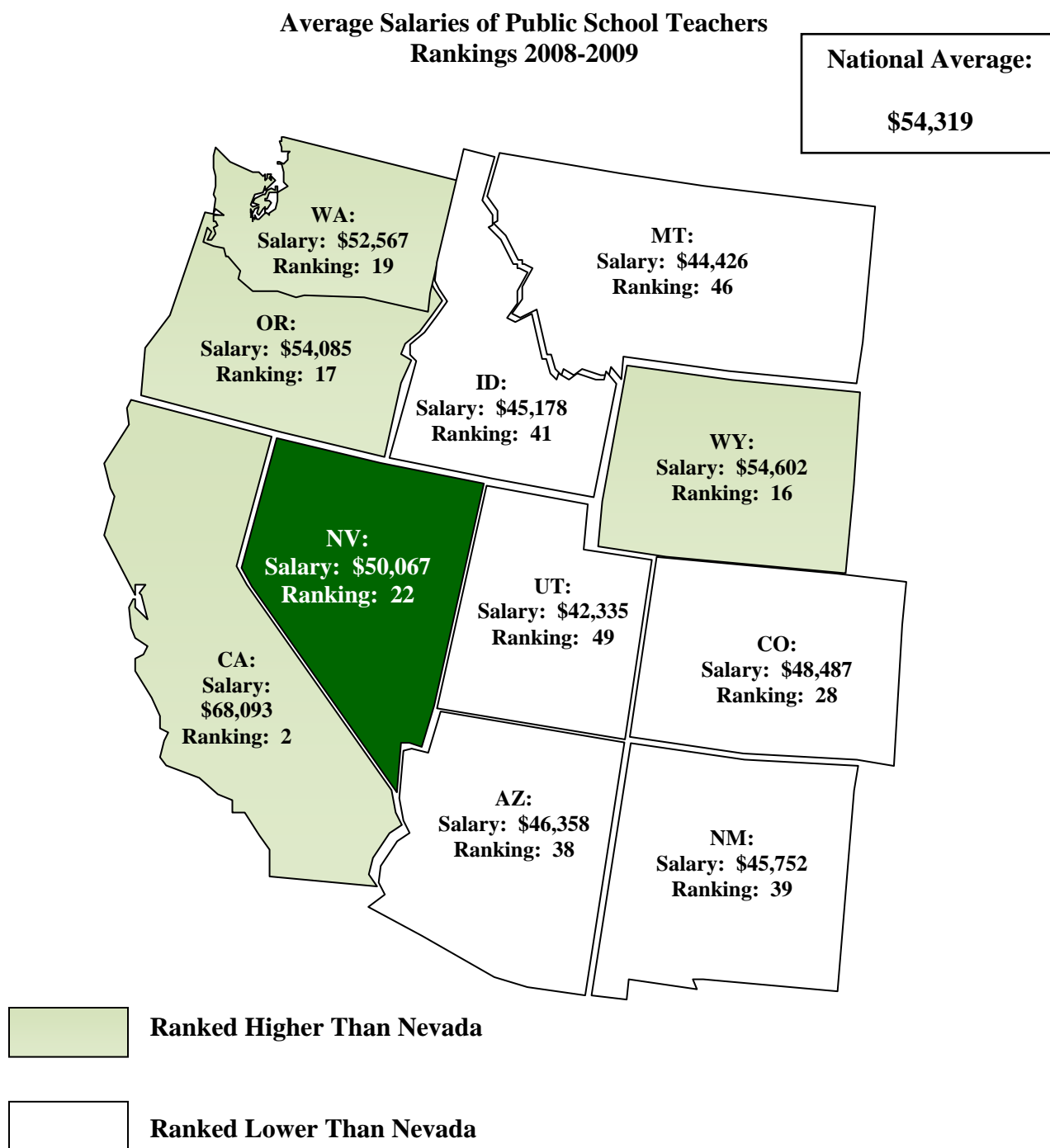
For additional information concerning diversified compensation plans for teachers, please see the Research Brief entitled: *Teacher Pay: Diversified Compensation Plans*. The Research Brief may be found at the website of the Research Division of the Legislative Counsel Bureau at: <http://leg.state.nv.us/Division/Research/Publications/ResearchBriefs/TeacherPay.pdf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



**A man who has never gone to school may steal from a freight car;
but if he has a university education he may steal the whole
railroad.**

Theodore Roosevelt

Teacher Salaries

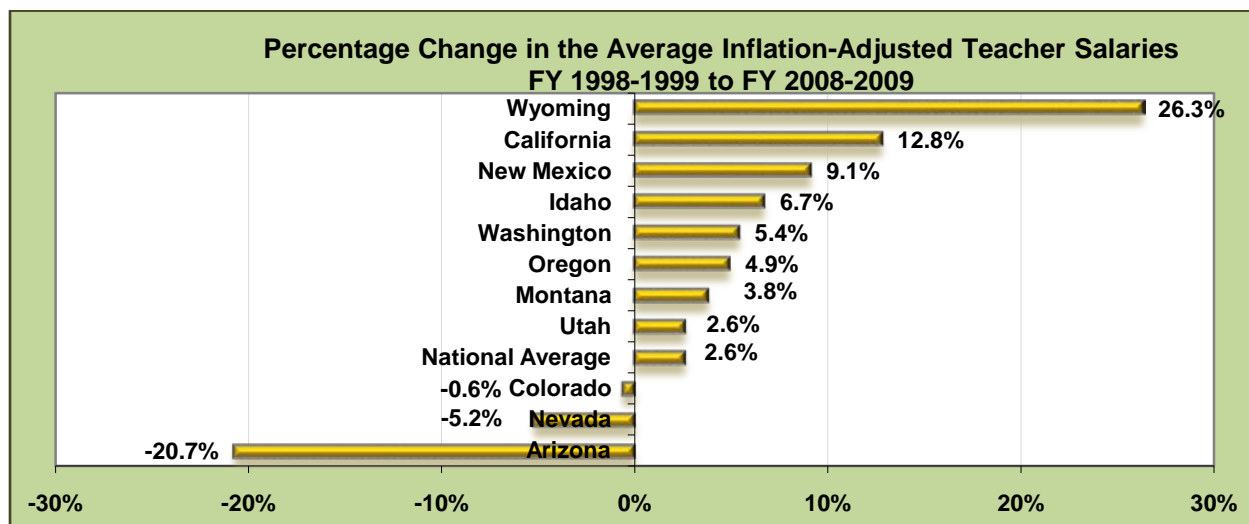


*Average Salary is the average gross salary before deductions for Social Security, retirement, health insurance, et cetera.

**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 2009 and Estimates of School Statistics 2010*, 2010.

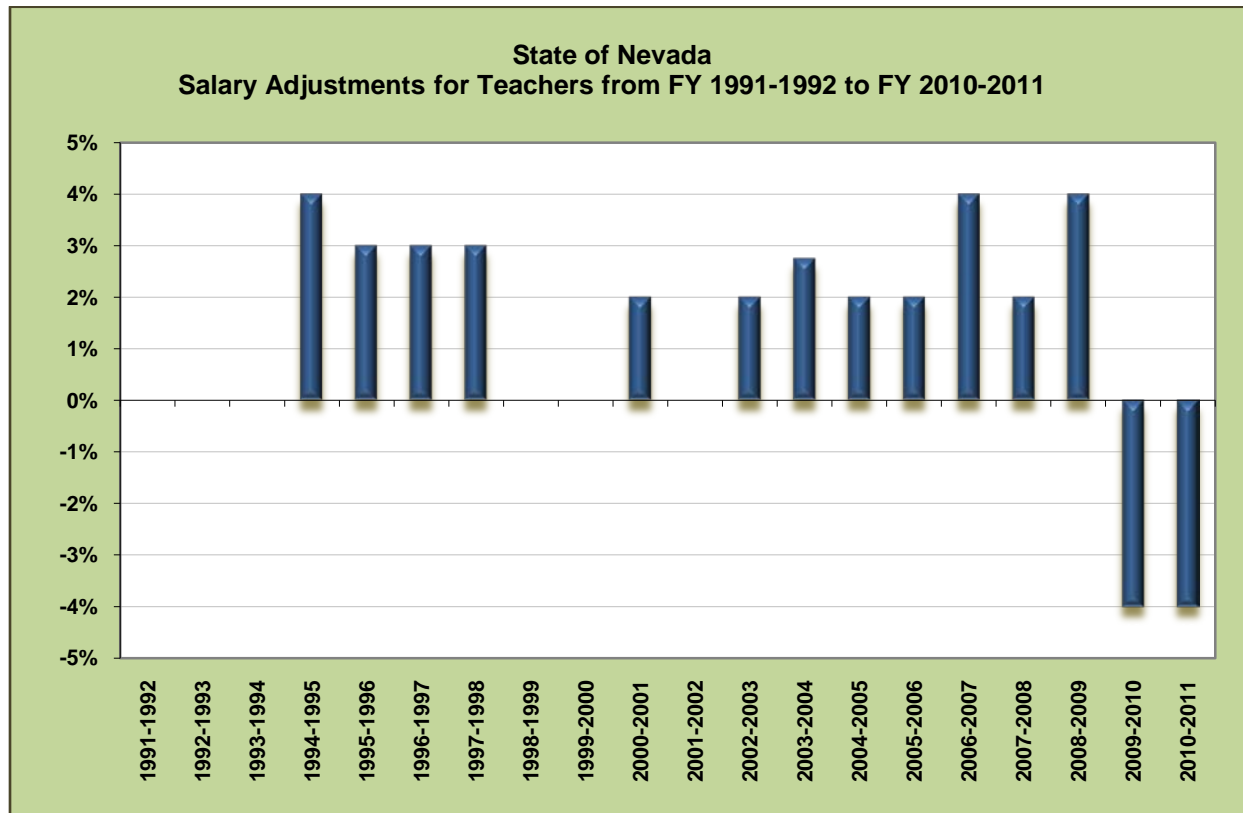
Teacher Salaries (*continued*)



State	1998-1999 to 2008-2009	Rank
National Average	2.6%	
Arizona	-20.7%	51
California	12.8%	5
Colorado	-0.6%	37
Idaho	6.7%	16
Montana	3.8%	24
Nevada	-5.2%	46
New Mexico	9.1%	9
Oregon	4.9%	21
Utah	2.6%	30
Washington	5.4%	20
Wyoming	26.3%	1

Source: NEA, *Rankings & Estimates, Rankings of the States 2009 and Estimates of School Statistics 2010*, 2010.

Teacher Salaries (*continued*)



Source: Fiscal Analysis Division, Legislative Counsel Bureau. *Nevada Legislative Appropriations Report, 75th Legislature, FY 2009-2010 and FY 2010-2011.*

Note: The 2009 Legislature reduced funding for teacher salaries 4 percent in each fiscal year of the 2009-2011 Biennium to help meet projected revenue shortfalls. However, the actual salaries of teachers continue to be subject to local collective bargaining agreements. Therefore, it is not known if the reduction will result in actual pay decreases for teachers in any of the school districts.



I am entirely certain that twenty years from now we will look back at education as it is practiced in most schools today and wonder how we could tolerated anything so primitive.

John W. Gardner

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	13.4%
Teacher Average	\$44,367	\$51,009	15.0%

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 re-verified 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

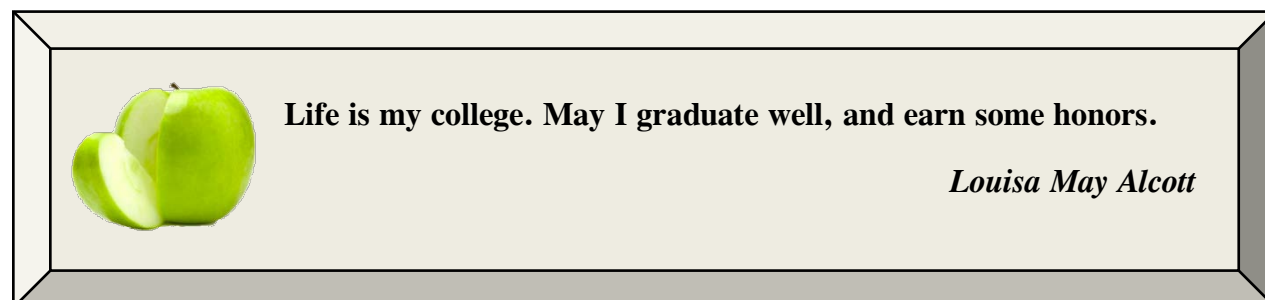
Since the 2001 Legislative Session, the Nevada Legislature has approved funding for signing bonuses of \$2,000 for teachers newly hired by school districts. The following table shows total State funds and recipients for this program since inception of the program in FY 2001-2002.

New Teacher Signing Bonus Program

Fiscal Year	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
Total Recipients	2,402	2,378	2,299	2,919	3,272	3,407	2,391	2,173	0	0
Total State Funds (in millions)	\$4.80	\$4.76	\$4.60	\$5.84	\$6.54	\$6.81	\$4.78	\$4.23	\$0	\$0

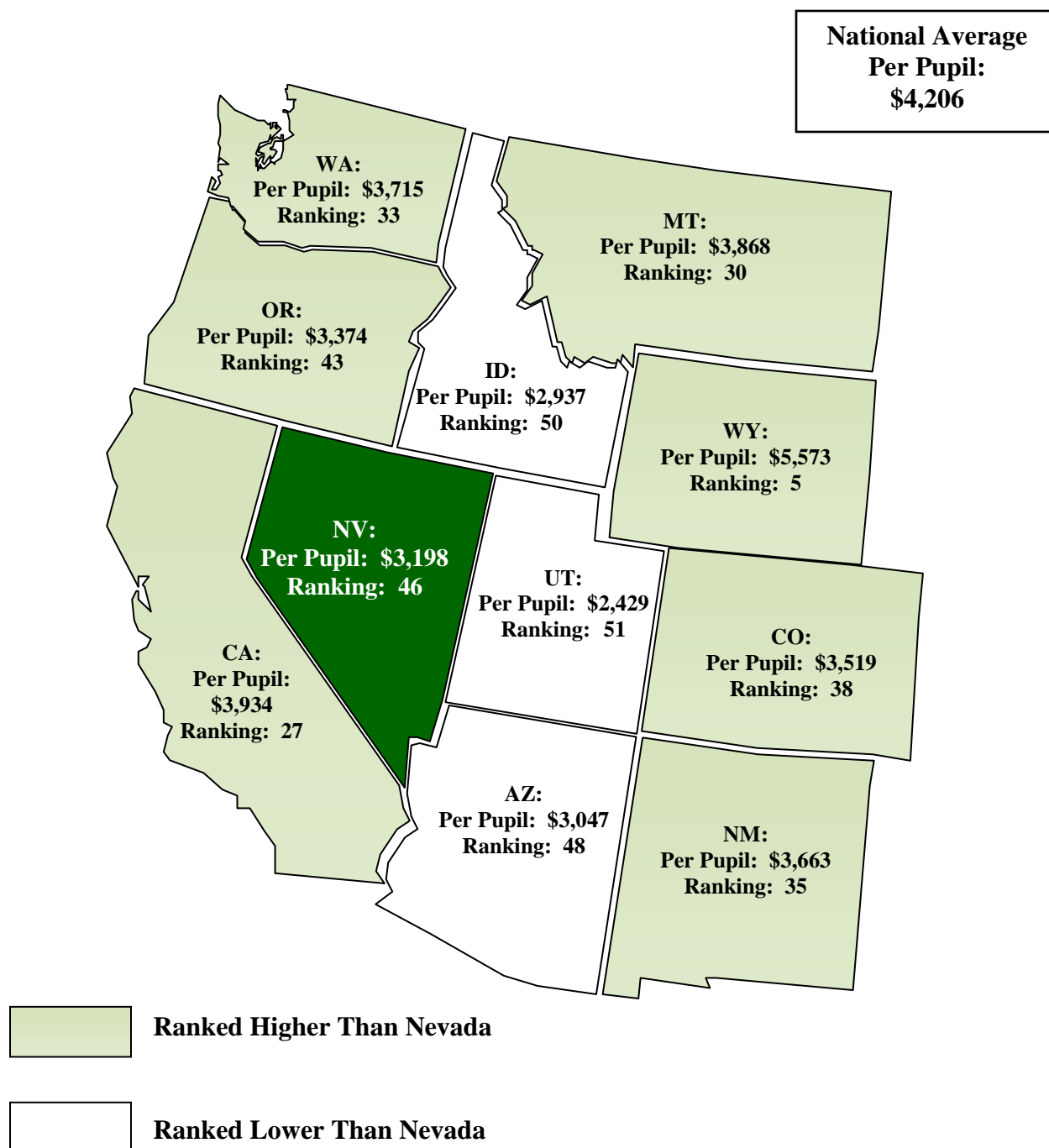
Source: DOE, 2010.

Note: Due to State budget reductions, funding to support the new teacher signing bonus program was not approved by the 2009 Legislature.



Instruction—Salaries

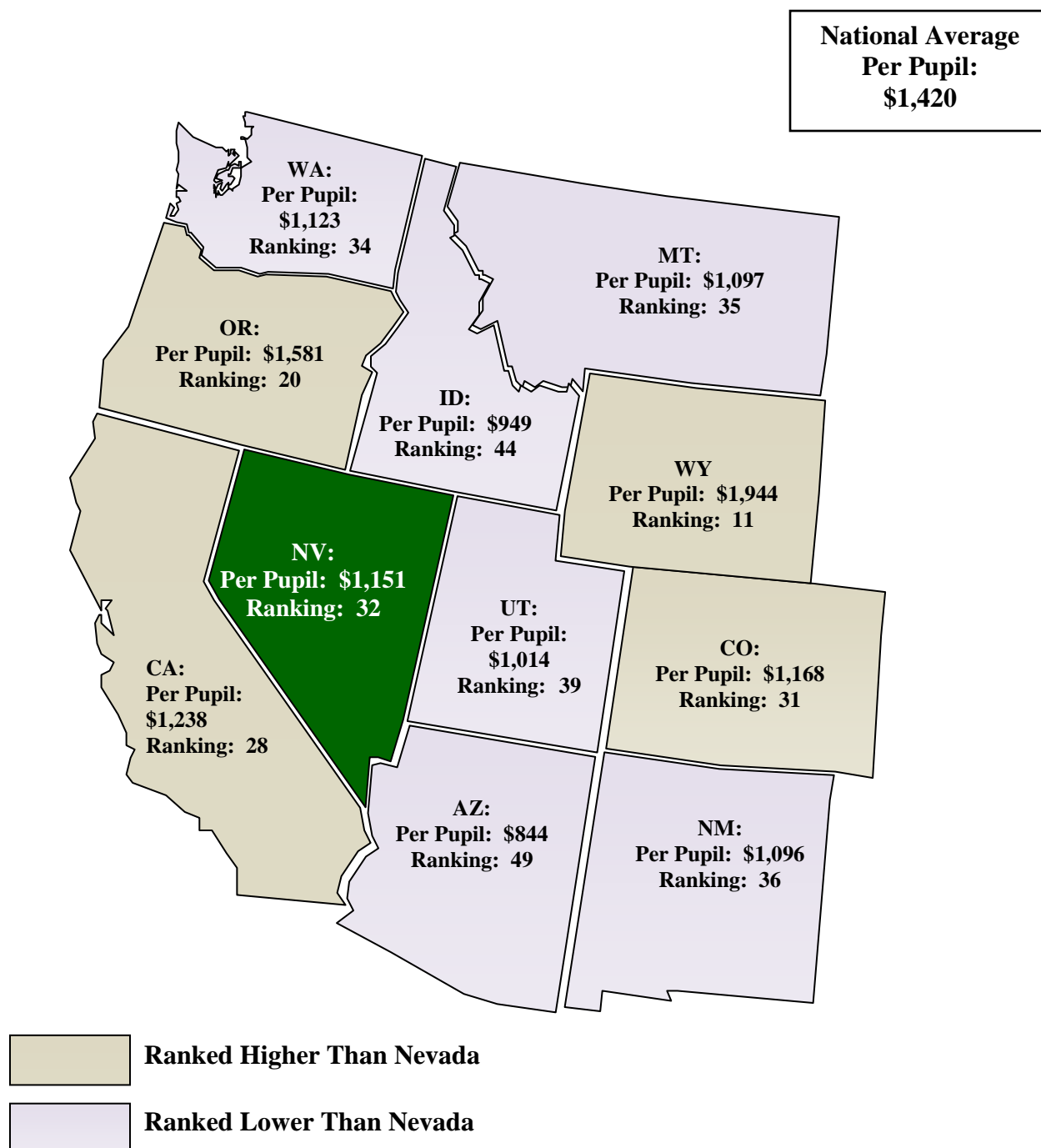
Current Per-Pupil Spending on Instruction—Salaries (No Benefits) Rankings 2007-2008



Source: U.S. Census Bureau, *Public Education Finances 2008*, June 2010.

Instruction—Benefits

Current Per-Pupil Spending on Instruction—Benefits Only (No Base Salary) Rankings 2007-2008



Source: U.S. Census Bureau, *Public Education Finances 2008*, June 2010.