

III. TEACHER SALARY-BENEFIT COMPARISON DATA

BACKGROUND – TEACHER SALARIES

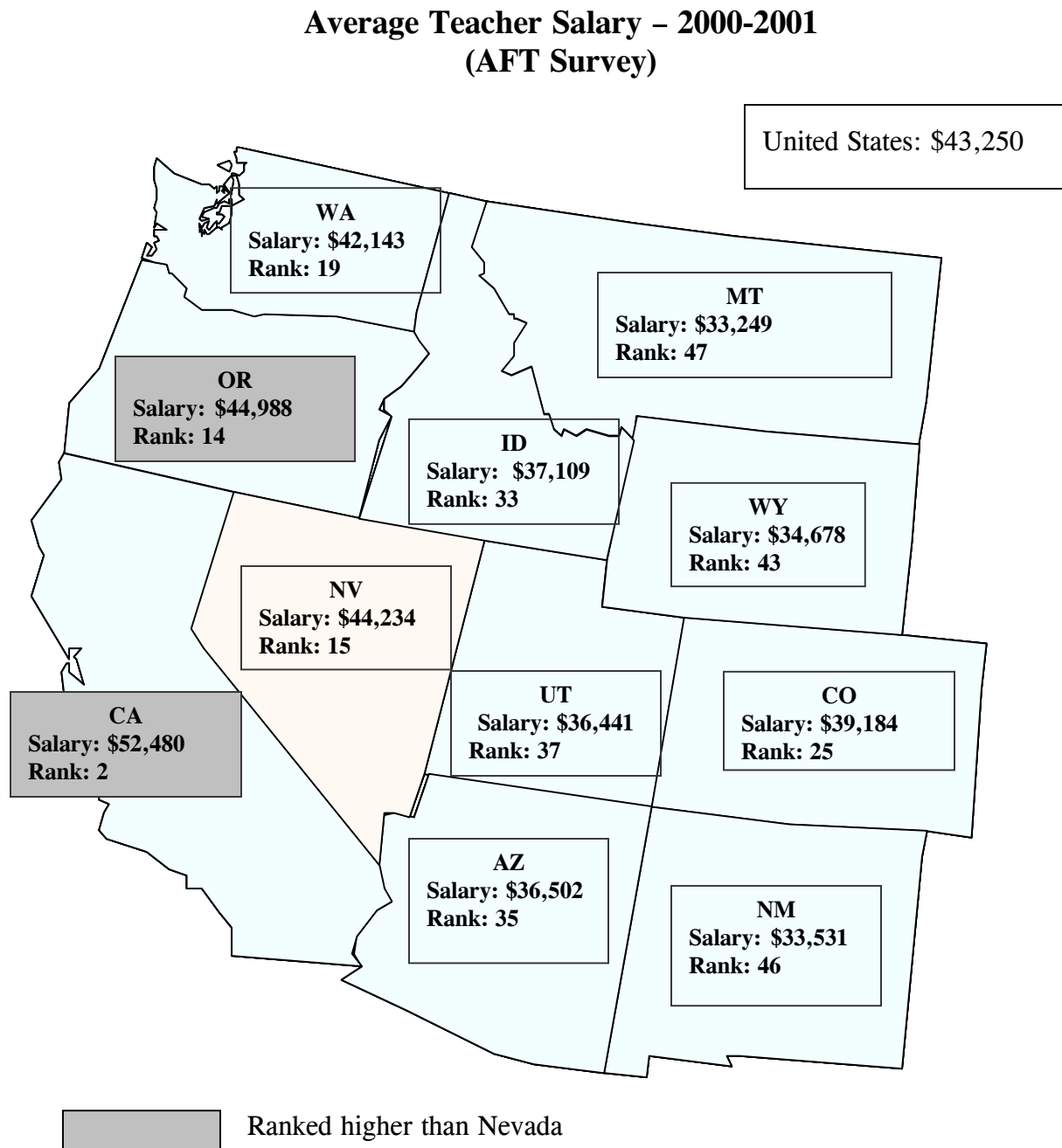
Teacher pay is often viewed as a major factor in attracting qualified people into the profession. According to the American Federation of Teachers' *Survey & Analysis of Teacher Salary Trends 2001*, the 2000-01 average teacher salary was \$43,250. Connecticut reported the highest average salary at \$53,507, and South Dakota reported the lowest average salary at \$30,265. In that same report Nevada's \$44,234 average earned it a 14th ranking among the 50 states. The National Education Association's Fall 2002 *Ranking & Estimates* also ranks Nevada as 14th among the 50 states.

With increasing frequency, states and school districts are reviewing financial incentives as part of a comprehensive recruitment strategy for teachers. Such incentives include signing bonuses, housing allowances, moving expenses, and salary increases to teach in high-demand subjects or hard-to-staff schools. States' experience confirms some degree of success in recruiting from neighboring states by raising beginning teacher salaries or offering attractive bonuses, usually to the detriment of poorer states and districts. In the 2001 Legislative Session, Senate Bill 458 provided a 3 percent retention pay bonus for teachers in the 2001-02 Fiscal Year, and Senate Bill 427 set aside \$10 million in recruitment bonus money for new teachers.

According to the Education Commission of the States, although a 1998 national survey reported the general public believes strongly that increasing teachers' salaries would aid in the recruitment of teachers, research is inconclusive about the impact of salary on teachers' decisions to enter the teaching field or select a particular job. Most such studies instead cite a sense of calling, idealism, and an attraction to the perceived lifestyle, as primary reasons for entry into the field.

TEACHER SALARY-BENEFIT COMPARISON DATA

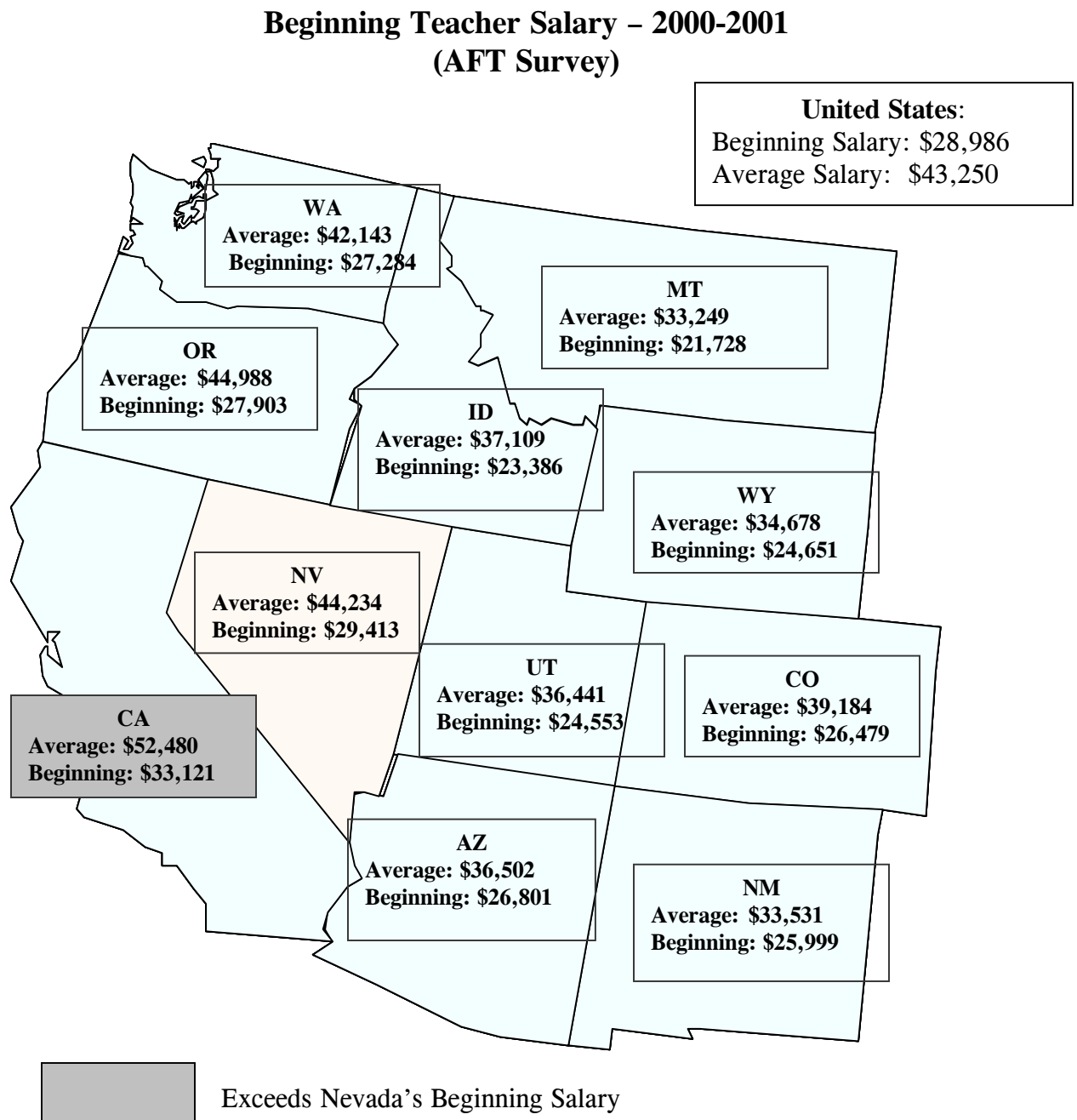
AVERAGE TEACHER SALARIES



Source: *Survey and Analysis of Teacher Salary Trends 2001*, American Federation of Teachers

TEACHER SALARY-BENEFIT COMPARISON DATA

BEGINNING TEACHER SALARIES

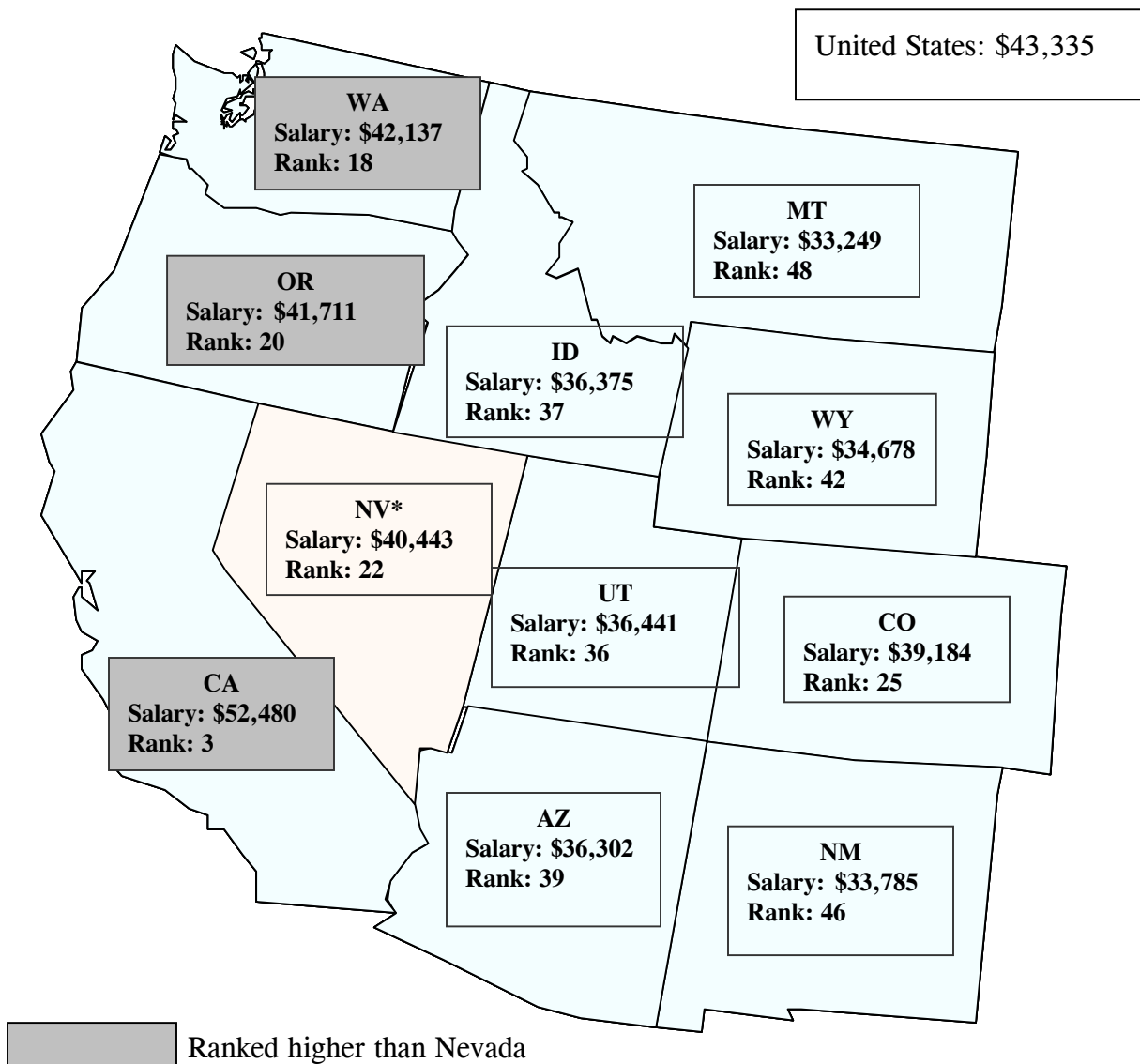


Source: *Survey and Analysis of Teacher Salary Trends 2001*, American Federation of Teachers, 2002.

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AVERAGE TEACHER SALARIES

Average Teacher Salary – 2000-2001 (NEA Survey)

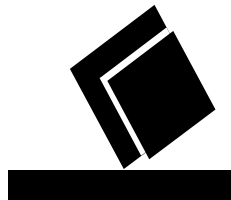
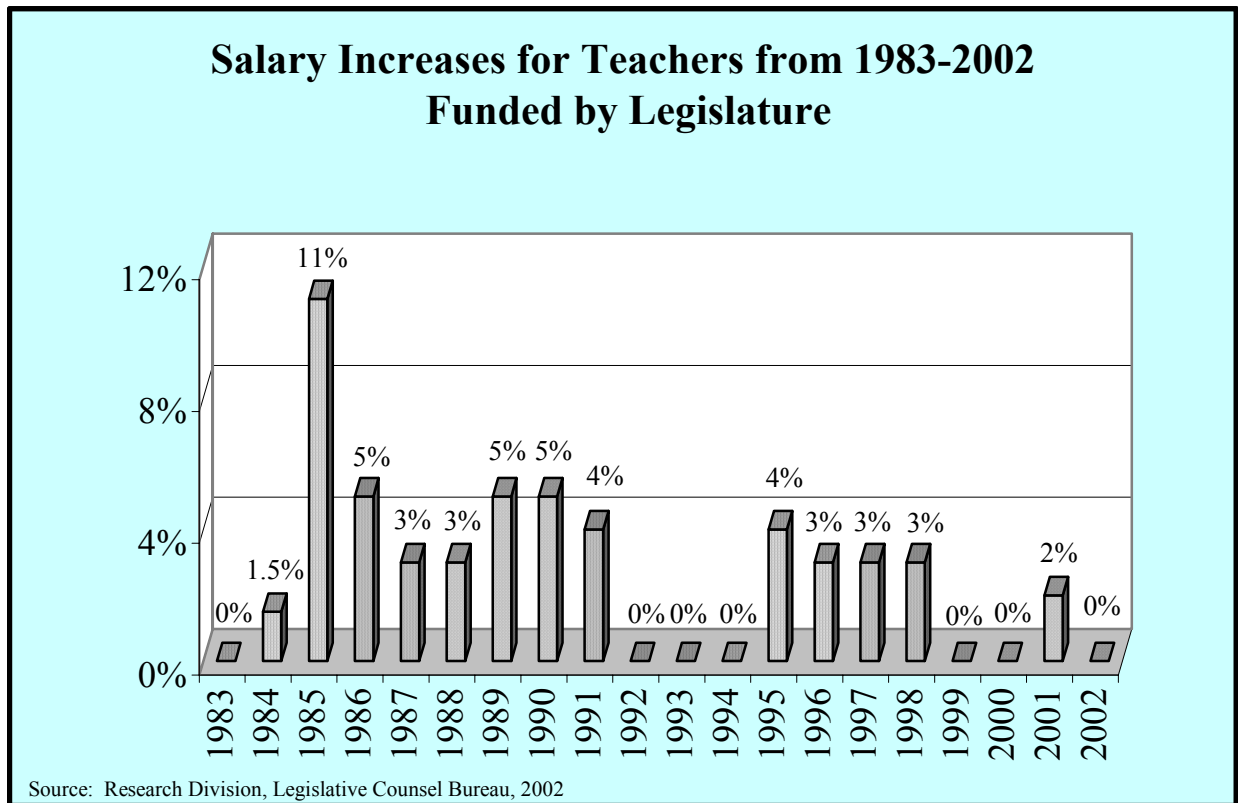


* Adjusted. Note that in the NEA's *A Report of School Statistics Update, Fall 2002*, Nevada was ranked 15th based on an adjusted salary of \$44,386 for 2000-2001 due to the inclusion of the retirement contribution paid by the districts.

Source: *Rankings and Estimates – Rankings 2001, Spring 2002*, National Education Association.

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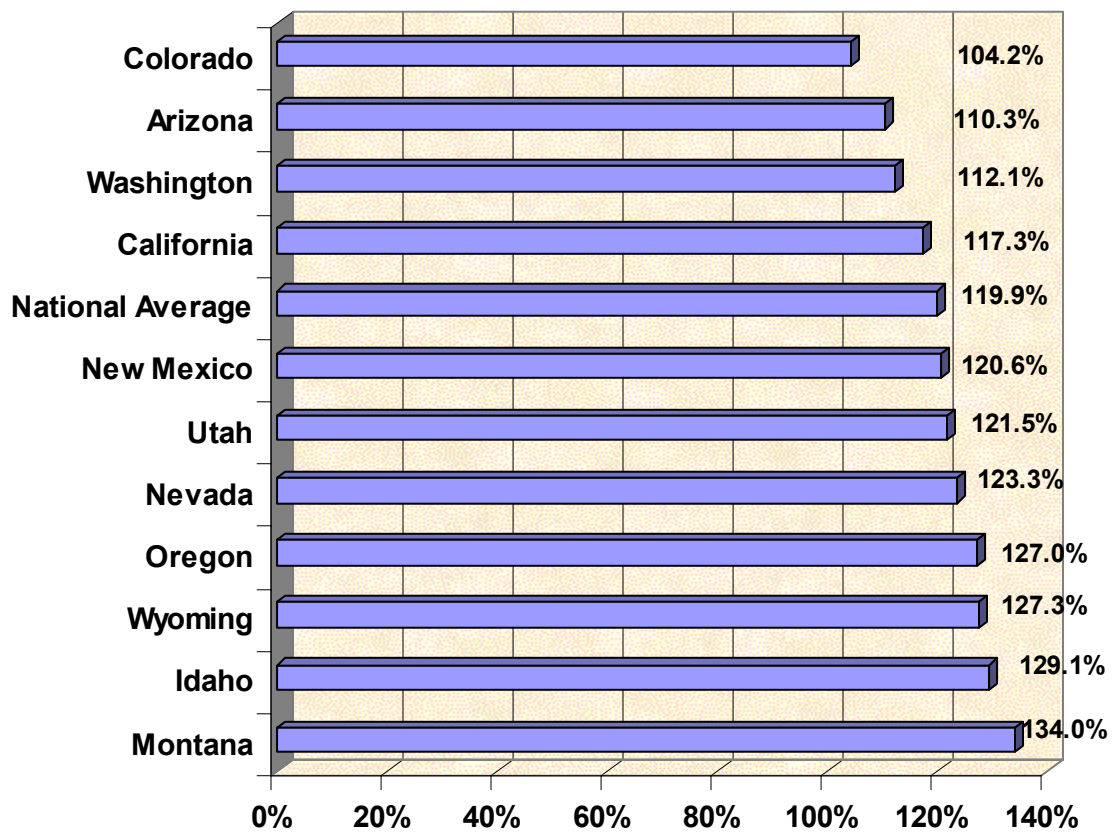
NEVADA TEACHER SALARY INCREASES



TEACHER SALARY-BENEFIT COMPARISON DATA

TEACHER SALARIES & ALL WORKERS

Annual Teacher Salary as a Percent of Average Annual Pay
of All Workers in 2000



Source: U.S. Department of Education, NCES, "Digest of Education Statistics, 2001" in *Education State Rankings 2002-2003*.

TEACHER SALARY-BENEFIT COMPARISON DATA

TEACHER SALARIES & PRIVATE SECTOR

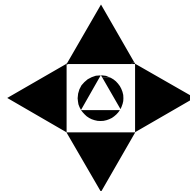
WESTERN STATE COMPARISON: AVERAGE SALARY OF TEACHERS IN 2000-2001 COMPARED TO ANNUAL EARNINGS IN THE PRIVATE SECTOR, 2000

STATE	AVERAGE TEACHER'S SALARY	PRIVATE SECTOR ANNUAL EARNINGS	PAY RATIO TEACHERS TO PRIVATE SECTOR	RANK		
				2001	2000	1991
Arizona	\$36,502	\$32,428	1.13	44	47	22
California	\$52,480	\$41,182	1.27	25	28	9
Colorado	\$39,184	\$37,552	1.04	50	49	38
Idaho	\$37,109	\$27,630	1.34	13	11	39
Montana	\$33,249	\$23,197	1.43	4	5	8
Nevada	\$44,234	\$31,387	1.41	5	7	4
New Mexico	\$33,531	\$26,519	1.26	29	26	41
Oregon	\$44,988	\$32,480	1.39	8	3	6
Utah	\$36,441	\$28,922	1.26	30	32	45
Washington	\$42,143	\$37,212	1.13	43	48	28
Wyoming	\$34,678	\$26,502	1.31	21	13	16
United States	\$43,250	\$35,305	1.23	NA	NA	NA

 Ranked Higher Than Nevada – 2001

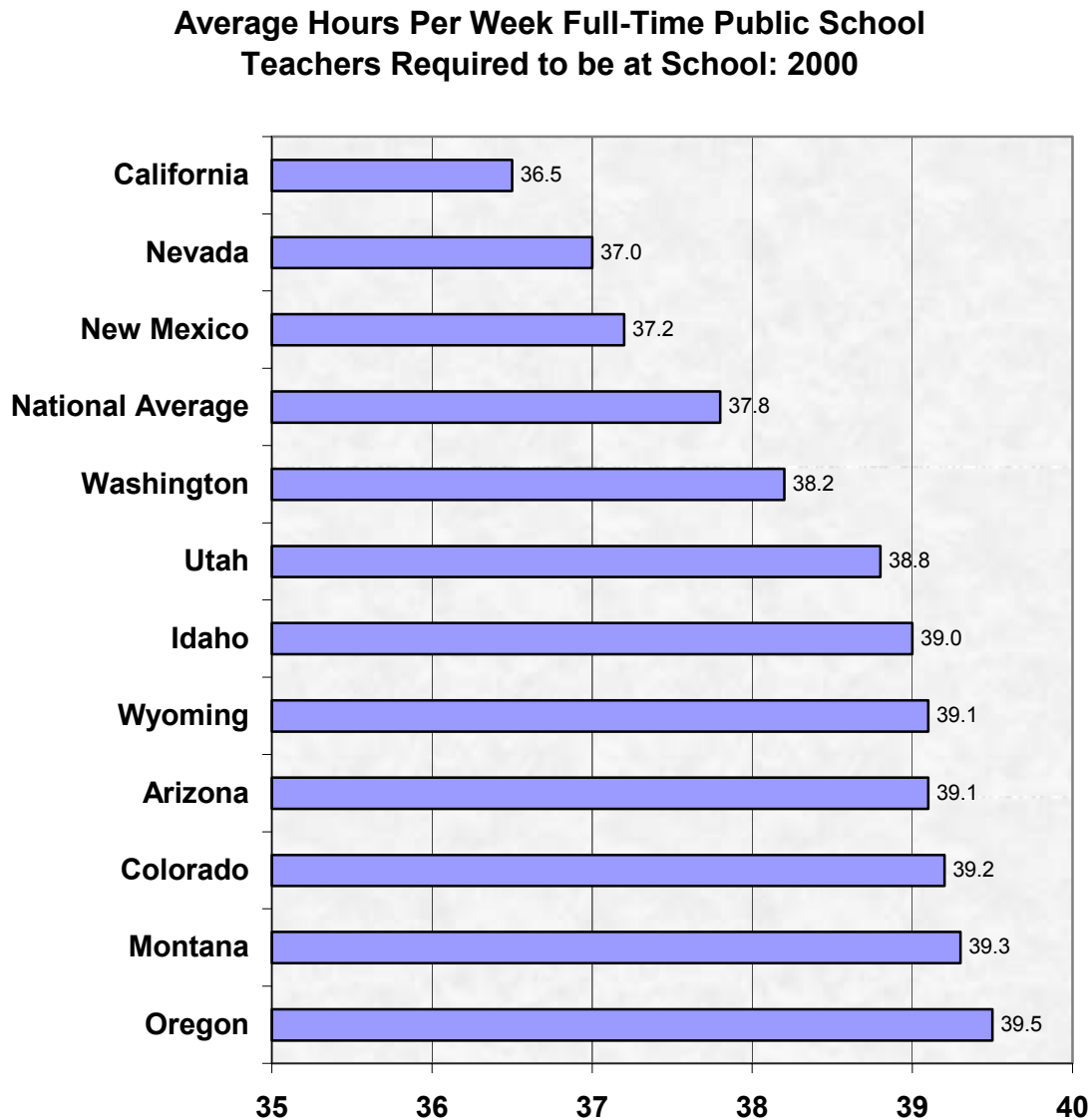
 Ranked Lower Than Nevada – 2001

Source: American Federation of Teachers. *Survey & Analysis of Teacher Salary Trends 2001*, July 2002.



TEACHER SALARY-BENEFIT COMPARISON DATA

TEACHERS – HOURS WORKED



Source: U.S. Department of Education, NCES, "Schools and Staffing Survey: 1999-2000" in *Education State Rankings 2002-2003*.