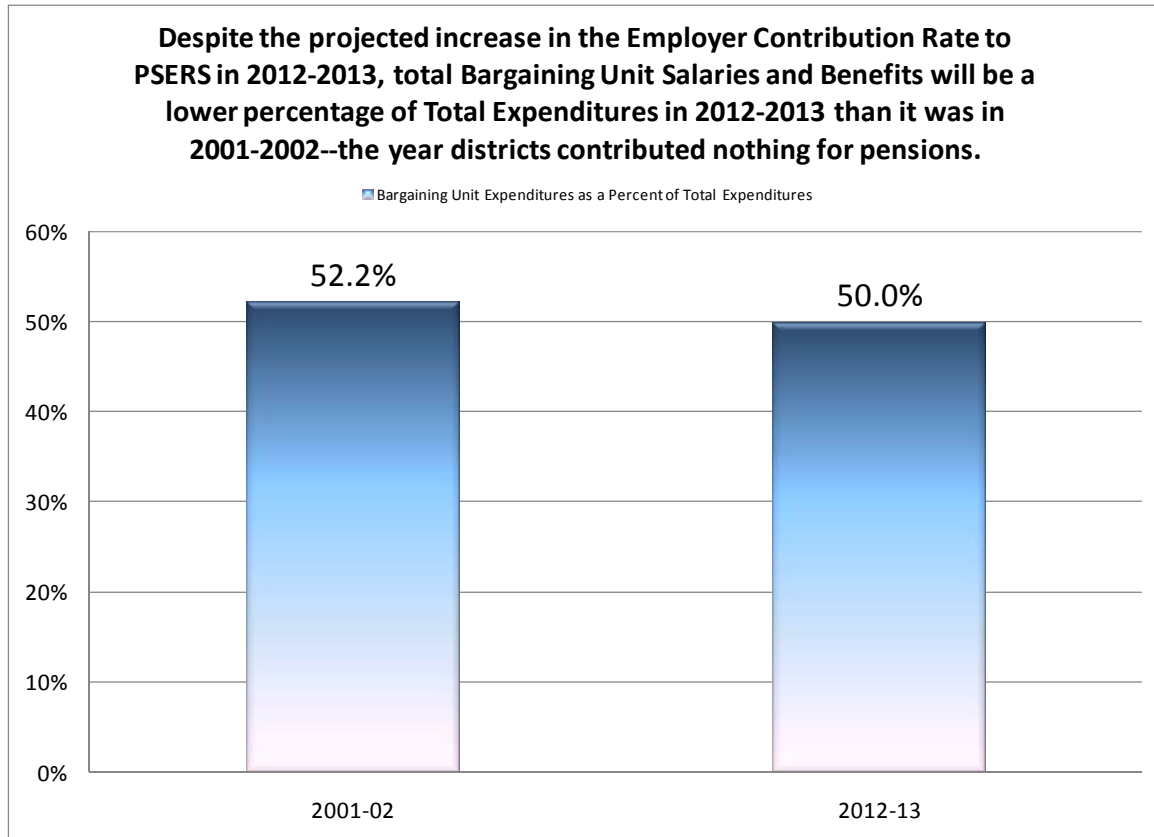


Support and Respect - Appendix

Salary Facts

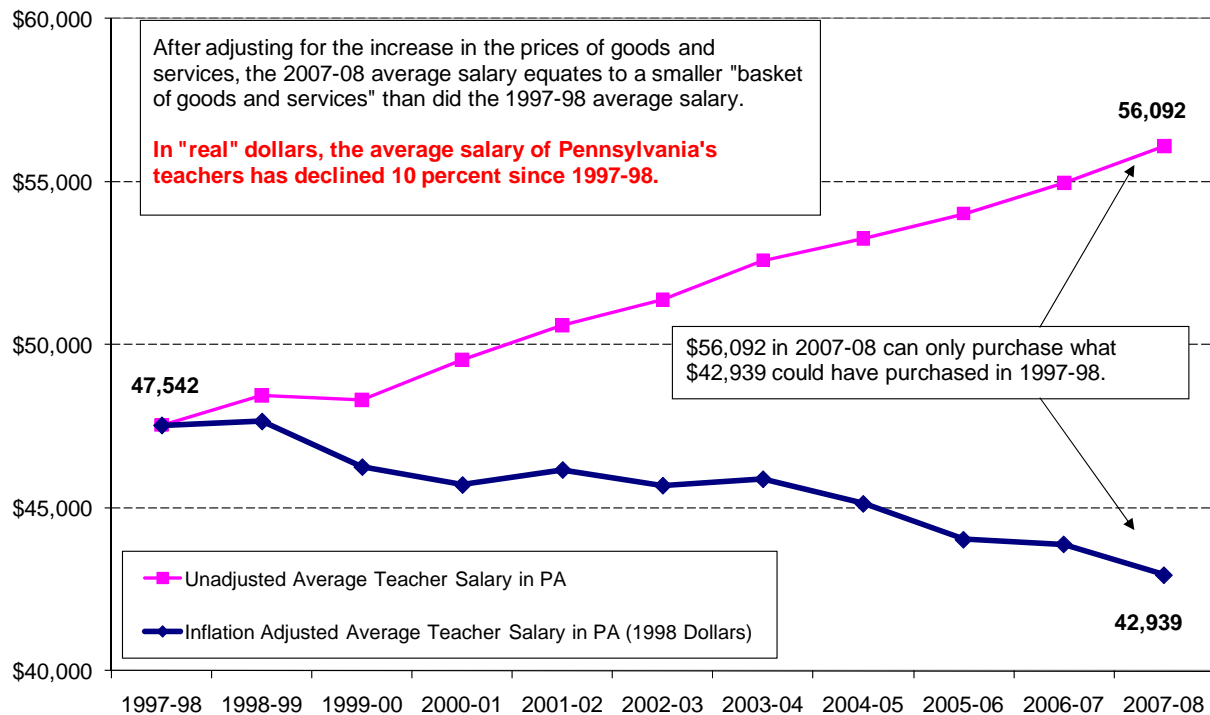
- In 2008-2009, Pennsylvania's teachers, on average, earned \$56,092 and had 13.5 years of service. Approximately half of Pennsylvania's teachers had earned a Master's degree.
- Pennsylvania's average starting teaching salary is \$39,286.
- Relative to the price of goods and service, PA's average teacher salary decreased over the past decade. Even without adjusting for inflation, PA's average teacher salary has only marginally increased at a rate of 1.8 percent per year.¹
- Increasing average salaries are not the main driver of increased costs in education. Between 1986 and 2008, despite an increase in bargaining unit sizes, salaries as a percent of total district expenditures fell by over 26 percent. When benefits are added to the equation, the same holds true. Peaking in the mid-1990s at just under 57 percent of total school district budgets, salaries and benefits now account for less than 50 percent of all costs. This bears some emphasis. Although the number of teachers and other bargaining unit members has increased by more than 26 percent, this during a period of rapidly rising health care costs, the share of district budgets devoted to educators' compensation has declined substantially.
- Even with the projected increase in the Employer Contribution Rate to the PSERS pension system for 2012-2013, total Bargaining Unit Salaries and Benefits will only represent 50 percent of total expenditures by the average school district.² The total Bargaining Unit Salaries and Benefits were 52.2 percent of Total Expenditures by school districts in 2001-2002: the year that districts contributed nothing (0.00 percent) for pensions.



- In addition, starting and career salaries, those paid to beginning and experienced teachers, have struggled or failed to keep up with inflation. From 1999 to 2009, the Consumer Price Index (which measures the prices of goods and services) increased 28.5 percent, while the average starting salary increased by 28.3 percent and the average career rate increased only 26.1 percent.
- Even accounting for healthier benefits, Pennsylvania's teachers have a 15 percent weekly wage disadvantage relative to similarly educated Pennsylvanians.
- Pennsylvania's teachers earn less than similarly educated Pennsylvanians. Pennsylvania's teachers have a weekly wage disadvantage of 18 percent relative to the wages of similarly educated college graduates in Pennsylvania.³

Nationally, the teacher benefit "bias" for health care, pension, etc. is only 2.8 percent (state-level data is not available).⁴

The Declining Average Teacher Salary in Pennsylvania



(01/10)

¹ Salary Data: Pennsylvania Department of Education. Inflation Data: U.S. Bureau of Labor Statistics.

² PSEA projections are based on data from the Pennsylvania Department of Education and the PSERS. Projections for Bargaining Unit (BU) salaries, BU non-pension benefits, and non-BU expenditures were made by increasing these line items each year by their average annual changes from 1999-2000 through 2007-2008. Projections for BU Pension contributions were made by multiplying the projected BU salaries by the "Preliminary Employer Pension Rate" projected by PSERS.

³ Allegretto, S.A., Corcoran, S. P., and Mishel, L. (2008). "The Teaching Penalty: Teacher Pay Losing Ground." Washington, DC: Economic Policy Institute.

⁴ Ibid.