

CCOSA and OSSBA Teacher Salary Increase Proposal

As representatives of school administrators and local boards of education, we would ask that the legislature decide whether any significant increase in teacher pay should come with an extension to our current academic calendar.

EXTENDING THE SCHOOL YEAR

According to a 2008 report prepared by the Education Commission of the States, it costs the state of Oklahoma approximately \$25 million to add a day to our academic calendar.

If the legislature adds four days, and its hourly equivalent, to the academic calendar at a cost of \$100 million, teacher salaries could be changed as follows:

\$31,600.00 / 180 instructional days = \$175.55 (\$176.00) per day – Bachelor's step one

\$32,800.00 / 180 instructional days = \$182.22 (\$183.00) per day – Master's step one

\$34,000.00 / 180 instructional days = \$188.88 (\$189.00) per day – PhD step one

~~Two~~ ^{Four} day increase in the year – change Step Zero for all degrees as follows:

\$32,400.00 – Bachelor's degree

\$33,600.00 – Master's degree

\$34,800.00 – Ph.D. degree

STEP RAISE INCREASES

Furthermore, we would request an additional \$50 million be appropriated to the salary schedule for the purposes of increasing step raises within the schedule.

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STATE MINIMUM TEACHER SALARY SCHEDULE

2012-2013

70 O.S. § 18-114.12

Beginning with the 2012-2013 school year, teachers in the public schools of Oklahoma shall receive in salary and/or fringe benefits not less than the amount specified in the following schedule. When determining minimum salary, "fringe benefits" shall mean only the employee's share of retirement, *if* paid by the district.

Years of Experience	Bachelor's Degree	Master's Degree	Doctor's Degree
0	\$31,600	\$32,800	\$34,000
1	31,975	33,175	34,375
2	32,350	33,550	34,750
3	32,725	33,925	35,125
4	33,100	34,300	35,500
5	33,500	34,700	35,900
6	33,900	35,100	36,300
7	34,300	35,500	36,700
8	34,700	35,900	37,100
9	35,100	36,300	37,500
10	35,950	37,575	39,625
11	36,375	38,000	40,050
12	36,800	38,425	40,475
13	37,225	38,850	40,900
14	37,650	39,275	41,325
15	38,075	39,700	41,750
16	38,500	40,125	42,175
17	38,925	40,550	42,600
18	39,350	40,975	43,025
19	39,775	41,400	43,450
20	40,200	41,825	43,875
21	40,625	42,250	44,300
22	41,050	42,675	44,725
23	41,475	43,100	45,150
24	41,900	43,525	45,575
25	42,325	43,950	46,000

- Career/Technology Ag Teacher* = Minimum Salary + \$2,400/year - 12-month contract
- Career/Technology Econ. Teacher* = Minimum Salary + \$2,000/year - 10-month contract
- Other Career/Tech Teacher* = Minimum Salary + \$2,000/year - 10-month contract
- Special Education Teacher** = Minimum Salary + 5 percent above the prevailing wage paid teachers of children who are nondisabled in the same school district.
- Alternative Education Teacher*** = Minimum Salary + 5 percent above designated step for that teacher within the adopted salary schedule of the district.

*Salary distribution per the policies and procedures manual of the Oklahoma State Board of Career and Technology Education.
 **Salary distribution mandated by 70 O.S. § 13-110: Also includes Resource Teachers, Education Diagnosticians, and Speech Pathologists/Therapists.
 ***Alternative Education salary distribution mandated by 70 O.S. § 1210.565.

The State Board of Education shall accept teaching experience from out-of-state school districts that are accredited by the State Board of Education or appropriate state accrediting agency for said districts. For the purpose of state salary increments and retirement, no teacher shall be granted credit for more than five (5) years active duty in the military service, or out-of-state teaching experience as a certified teacher or its equivalent. Nothing in this section shall prohibit boards of education from crediting more years of experience on local salary schedules than those allowed for state purposes. The provisions of the above salary schedule shall not apply to teachers who have entered into postretirement employment with a public school in Oklahoma and are still receiving a monthly retirement benefit. (70 O.S. § 18-114.7)



StateNotes

Finance/State Budgets

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Cost Per-Day for Extended School Year

By Michael Griffith

February 2008

Cost Per-Day Estimations

Extending the school year has become a topic of interest to many state and federal policymakers. Prior to deciding to extend the school year it is important for policymakers to understand the associated costs. The school year runs about 180 days in most states, but for teachers the year is longer due to inservice and other non-student contact days. Data from the U.S. Department of Education show 66% of total education expenditures go toward instruction costs; however, this amount varies from state to state.

The table below gives a rough estimate of the total cost and the instructional cost of school operation in each state. Caution: This is a rough estimate; there are a number of constraints outside the scope of this StateNote to be considered when calculating a real amount for analytical purposes.

	Length of School Year	Estimated Expenditures for Public Schools For 2006-07	Estimated Total Cost Per Day	Instructional Expenditures as a % of Total Expenditures	Estimated Instructional Cost Per Day
Alabama	175	\$5,673,616,000	\$32,420,663	64.3%	\$20,846,486
Alaska	180	\$1,380,530,000	\$7,669,611	62.5%	\$4,793,507
Arizona	175	\$5,888,332,000	\$33,647,611	62.4%	\$20,996,110
Arkansas	178	\$4,050,028,000	\$22,752,966	65.9%	\$14,994,205
California	180	\$55,511,744,000	\$308,398,578	67.1%	\$206,935,446
Colorado	170	\$7,063,139,000	\$41,547,876	62.3%	\$25,884,327
Connecticut	180	\$7,461,678,000	\$41,453,767	67.1%	\$27,815,477
Delaware*	180	\$1,536,293,000	\$8,534,961	62.4%	\$5,325,816
District of Columbia	180	\$979,612,000	\$5,442,289	61.1%	\$3,325,239
Florida	180	\$22,624,018,000	\$125,688,989	65.4%	\$82,200,599
Georgia	180	\$14,335,118,000	\$79,639,544	68.8%	\$54,792,007
Hawaii	183	\$1,885,019,000	\$10,300,650	65.6%	\$6,757,227
Idaho	170	\$1,919,802,000	\$11,292,953	65.8%	\$7,430,763
Illinois	185	\$22,037,871,000	\$119,123,627	63.9%	\$76,119,998
Indiana	180	\$9,659,508,000	\$53,663,933	63.8%	\$34,237,589
Iowa	180	\$3,933,003,000	\$21,850,017	66.0%	\$14,421,011
Kansas	186	\$4,146,612,000	\$22,293,613	64.0%	\$14,267,912
Kentucky*	180	\$5,469,063,000	\$30,383,683	65.7%	\$19,962,080
Louisiana	177	\$5,851,062,000	\$33,056,847	65.2%	\$21,553,065
Maine	180	\$2,361,939,000	\$13,121,883	70.2%	\$9,211,562
Maryland	180	\$8,764,940,000	\$48,694,111	69.3%	\$33,745,019
Massachusetts	180	\$12,870,218,000	\$71,501,211	69.4%	\$49,621,841

	Length of School Year	Estimated Expenditures for Public Schools For 2006-07	Estimated Total Cost Per Day	Instructional Expenditures as a % of Total Expenditures	Estimated Instructional Cost Per Day
Michigan	185	\$17,704,565,000	\$95,700,351	61.8%	\$59,142,817
Minnesota*	180	\$8,404,587,000	\$46,692,150	69.7%	\$32,544,429
Mississippi	180	\$3,392,666,000	\$18,848,144	64.7%	\$12,194,749
Missouri	174	\$7,339,896,000	\$42,183,310	65.1%	\$27,461,335
Montana	180	\$1,253,854,000	\$6,965,856	65.0%	\$4,527,806
Nebraska*	180	\$2,385,974,000	\$13,255,411	67.2%	\$8,907,636
Nevada	180	\$2,969,158,000	\$16,495,322	66.4%	\$10,952,894
New Hampshire	180	\$2,221,731,000	\$12,342,950	68.0%	\$8,393,206
New Jersey	180	\$20,377,229,000	\$113,206,828	62.6%	\$70,867,474
New Mexico	180	\$2,968,830,000	\$16,493,500	60.9%	\$10,044,542
New York	180	\$39,914,079,000	\$221,744,883	71.2%	\$157,882,357
North Carolina	180	\$11,225,216,000	\$62,362,311	66.7%	\$41,595,662
North Dakota	173	\$786,605,000	\$4,546,850	62.8%	\$2,855,422
Ohio	182	\$19,705,080,000	\$108,269,670	63.6%	\$68,859,510
Oklahoma	180	\$4,526,694,000	\$25,148,300	60.5%	\$15,214,722
Oregon*	180	\$5,059,393,000	\$28,107,739	63.3%	\$17,792,199
Pennsylvania	180	\$20,588,194,000	\$114,378,856	65.5%	\$74,918,150
Rhode Island	180	\$1,866,520,000	\$10,369,556	68.9%	\$7,144,624
South Carolina	180	\$6,396,072,000	\$35,533,733	65.9%	\$23,416,730
South Dakota	170	\$990,783,000	\$5,828,135	63.2%	\$3,683,382
Tennessee	180	\$6,896,413,000	\$38,313,406	69.5%	\$26,627,817
Texas	180	\$36,836,951,000	\$204,649,728	65.8%	\$134,659,521
Utah	180	\$2,696,707,000	\$14,981,706	68.4%	\$10,247,487
Vermont	175	\$1,239,093,000	\$7,080,531	67.7%	\$4,793,520
Virginia	180	\$12,033,240,000	\$66,851,333	67.6%	\$45,191,501
Washington	180	\$8,977,812,000	\$49,876,733	64.2%	\$32,020,863
West Virginia	180	\$2,832,919,000	\$15,738,439	64.3%	\$10,119,816
Wisconsin	180	\$9,145,695,000	\$50,809,417	66.4%	\$33,737,453
Wyoming	175	\$1,127,688,000	\$6,443,931	64.5%	\$4,156,336

*These states do not have a statewide policy for the number of days in the school year. 180 days was used for calculations.

How the Information in this chart was calculated:

Total Cost Per Day: Total expenditures divided by the number of school days.
Instructional Cost Per Day: Total expenditures divided by number of school days multiplied by the instructional expenditures as a percentage of total expenditures.

Sources of Information:

Length of School Year

National Center for Education Statistics, *Digest of Education Statistics Tables and Figures 2005*. Washington, DC: NCES 2004. http://nces.ed.gov/programs/digest/d05/tables/dt05_123.asp (Accessed January 2007)

Estimated Expenditure for Public Schools (2006-07)

National Education Association, *Rankings & Estimates: Rankings of the States 2006 and Estimates of School Statistics 2007*. (Summary Table K). Washington, DC: NEA December 2007. <http://www.nea.org/edstats/images/07rankings.pdf> (Accessed January 2008)

Instructional Costs As A Percentage of Total Educational Costs
National Center for Education Statistics, Overview of Public Elementary and Secondary Students, Staff, Schools, School Districts, Revenues, and Expenditures: School Year 2004-05 and Fiscal Year 2004
Washington, DC: NCES November 2006.
http://nces.ed.gov/pubs2007/overview04/tables/table_8CT.asp?referer=table

This is an update and expansion of a Statenote completed in January, 2007 by Stephanie Fonda, an intern in the ECS Information Clearinghouse.

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