



Research Report

Teacher Salaries

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Prepared for
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Joint Adequacy Evaluation Oversight Subcommittee of the
House and Senate Interim Committees on Education

BUREAU OF LEGISLATIVE RESEARCH

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Teacher Salary Comparison

How do Arkansas teacher salaries compare with surrounding states and states of the Southern Regional Education Board?

Arkansas ranks second among surrounding states on average teacher salary after Louisiana and ranks fourth out of the seven states on highest minimum teacher salary. Overall, throughout all SREB states Arkansas ranks eleventh (11th) on average teacher salary and eleventh (11th) for minimum teacher salary.

2008-09 Teacher Salaries Averages

Surrounding States	Average*		Minimum*
Louisiana	\$49,284	Tennessee	\$32,315
Arkansas	\$47,472	Oklahoma	\$31,600
Tennessee	\$46,278	Mississippi	\$30,900
Texas	\$46,179	Arkansas	\$29,244
Oklahoma	\$45,702	Texas	\$27,320
Missouri	\$44,712	Louisiana	\$27,102
Mississippi	\$44,498	Missouri	\$24,000
SREB States			
Maryland	\$60,844	Maryland	\$37,831
Delaware	\$55,994	Florida	\$37,051
Georgia	\$53,270	Alabama	\$36,144
Kentucky	\$49,539	Tennessee	\$32,315
Louisiana	\$49,284	Oklahoma	\$31,600
Alabama	\$48,906	Georgia	\$31,586
North Carolina	\$48,603	South Carolina	\$31,548
Virginia	\$48,554	Mississippi	\$30,900
Florida	\$48,126	North Carolina	\$30,430
South Carolina	\$47,704	Virginia	\$29,700
Arkansas	\$47,472	Arkansas	\$29,244
Tennessee	\$46,278	Kentucky	\$28,930
Texas	\$46,179	Texas	\$27,320
Oklahoma	\$45,702	Louisiana	\$27,102
West Virginia	\$44,625	Delaware	\$26,967
Mississippi	\$44,498	West Virginia	\$25,651

*Sources: Average teacher salaries come from the National Education Association's *Rankings and Estimates: Rankings of the States 2008 and Estimates of School Statistics 2009, December 2008, Summary Table G, Column 9*. Minimum salary data was collected from the various states' education agencies websites or key contacts.

Teacher Salary Disparity within Arkansas

How have teacher salary disparities changed over the past year?

(Minimum Salary)

Over the past year, the highest minimum salary offered in an Arkansas district has increased from \$41,132 in 2007-08 to \$42,230 in 2008-09, the lowest minimum salary paid by a district in Arkansas during the 2007-08 school year was \$28,897. The lowest minimum salary for 2008-09 was slightly higher at \$29,244. There are twenty-nine districts who paid \$29,244 as their minimum hiring salary. The minimum teacher salary was not increased during the 2009 legislative session.

(Average Salary)

Average salary data by district is not yet available for 2008-09, but the lowest average salary paid by a district in 2007-08 was lower than the lowest average for 2006-07. It changed from \$34,080 on 2006-07 to \$31,296 in 2007-08, a difference \$2,784. Although the lowest average salary paid by a district showed a decrease from 2006-07 to 2007-08, the overall average salary found in APSCN showed an increase - \$44,493 in 2006-07 to \$45,368 in 2007-08.

Changes in Average Teacher Salaries among Southern Regional Education Board (SREB) and Surrounding States

How have the average teacher salaries changed in Arkansas compared to surrounding states and states in the Southern Region Education Board (SREB) from 2005-06 to 2008-09?

Since the 2005-06 school year, average teacher salaries in Arkansas have grown by 11%. Oklahoma, Louisiana, Alabama, West Virginia and Florida have exceeded 11% growth and Texas, Mississippi, North Carolina, and South Carolina share the same growth as Arkansas - 11%. All remaining states had 10% or less in average teacher salary growth, but all states showed an increase with Virginia having the smallest growth at 3%.

	<u>2008-09</u>	<u>2005-06</u>	<u>Percent Change</u>
Arkansas	\$47,472	\$42,931	11%
<u>Surrounding States:</u>			
Texas	\$46,179	\$41,501	11%
Tennessee	\$46,278	\$42,537	9%
Louisiana	\$49,284	\$39,872	24%
Oklahoma	\$45,702	\$36,681	25%
Missouri	\$44,712	\$42,083	6%
Mississippi	\$44,498	\$40,096	11%
<u>SREB States:</u>			
Maryland	\$60,844	\$54,333	12%
Delaware	\$55,994	\$51,249	9%
Georgia	\$53,270	\$48,246	10%
North Carolina	\$48,603	\$43,913	11%
South Carolina	\$47,704	\$43,123	11%
Virginia	\$48,554	\$47,310	3%
West Virginia	\$44,625	\$39,583	13%
Florida	\$48,126	\$42,702	13%
Kentucky	\$49,539	\$46,095	7%
Alabama	\$48,906	\$40,347	21%

Source: Average teacher salaries come from the National Education Association's *Rankings and Estimates of the States 2006 and 2008* reports.

Teacher Salaries with Cost of Living Adjustment

How does the cost of living in Arkansas, its surrounding states, and states in the SREB, affect the value of Arkansas teacher salaries?

When the cost of living is considered, Georgia, Delaware, Kentucky, and Alabama are the only states that rank higher than Arkansas. As shown below, Arkansas ranks fifth (5th) among the sixteen SREB states and Missouri when salaries are adjusted for cost of living. Without the adjustment, Arkansas would rank eleventh among these same states.

Cost of Living Index Data for SREB/Contiguous States*

State	FY 08-09 Average Teacher Salary	Cost of Living Index	Adjusted Salary
Alabama	\$48,906	90.8	\$47,721
Arkansas	\$47,472	88.6	\$47,472
Delaware	\$55,994	100.6	\$49,315
Florida	\$48,126	102.5	\$41,600
Georgia	\$53,270	90.4	\$52,209
Kentucky	\$49,539	90.8	\$48,339
Louisiana	\$49,284	98.2	\$44,466
Maryland	\$60,844	126.1	\$42,750
Mississippi	\$44,498	91.2	\$43,229
Missouri*	\$43,206	90.5	\$42,299
North Carolina	\$48,603	95.0	\$45,329
Oklahoma	\$45,702	87.2	\$46,436
South Carolina	\$47,704	95.5	\$44,257
Tennessee	\$46,278	88.7	\$46,226
Texas	\$46,179	90.5	\$45,209
Virginia	\$48,554	98.8	\$43,541
West Virginia	\$44,625	92.7	\$42,651

*Missouri is not an SREB state but is contiguous

Note: All adjusted salaries represent a comparable salary in the State of Arkansas

Source: Missouri Economic Research and Information Center (2009). "Cost of Living Data Series 1st Quarter 2009." Accessed on 5/28/2009 from:
http://www.missourieconomy.org/indicators/cost_of_living/index.stm.

Factors in Determining Average Teacher Salaries

What factors are considered when determining average teacher salary?

The first factor that is important in figuring an average teacher salary is a clear definition of whose salaries are being considered in the total. Is it simply classroom teachers? Many states add other instructional personnel to the mix, so one state that only averages the salaries of classroom teachers could have a much different number than a state that includes classroom teachers, charter school teachers, or substitutes; just to name a few. In completing this report, it has become apparent that there are differences like these that occur not only from state to state but also from organization to organization.

Below is a list of inputs that have been used in determining the average teacher salary within a state. These are not all considered by every state, but varying formulas of the following are used. Since there is not a consistent formula with one or varying inputs used across all states, the argument has been made that there is a need for one formula to be developed that would "allow a rational comparison of these important aspects among states" (FLDOE, p. 5, 2006). The inputs are:

- Teacher (classroom teacher only, instructional staff, all staff covered via teacher contract, itinerant teacher, substitute teacher, or charter school teacher).
- Teacher count (standardized full-time equivalent [FTE] or head count).
- Teacher status (full-time, part-time, or both).
- Length of contract (only 10 month contracted teachers, any length contract, etc.).
- Teacher salary.
- Supplemental pay (athletic, academic, in-service, extended day, etc.).
- Financial Bonuses.
- Base pay.
- Summer school pay.
- Benefits (retirement, health insurance, etc.).
- Fringe benefits.
- State income tax.
- Cost-of-living factor.

Other Forms of Compensation and Incentives for Teachers

What other forms of compensation and incentives are offered to teachers in addition to regular salary?

The Southern Regional Education Board (SREB) states have a variety of programs that are geared toward recruiting new and existing teachers into the profession or hard-to-staff areas. Most states have at least one program addressing the need for more teachers, especially in critical subject need areas such as math, science and special education. There is also an increasing need for additional teachers in rural geographic areas. The additional challenge on top of all these other needs is finding a way to keep these teachers in the profession for longer durations.

"Nationwide, there is a shortage of highly qualified teachers, especially in critical needs subject areas like mathematics, science, and special education. Concern for teacher quality is well founded. Research suggests that highly qualified and skilled teachers contribute to improved student performance." (Scollon, p.2, 2005) Although many programs have been developed across the states to reward teachers for improving student performance or draw them to hard-to-staff schools, most states still have a minimum teacher salary schedule where teachers are paid based on level of education and years of service. According to a report issued by the Texas Public Policy Foundation in September 2008, these salary schedules are outdated. As they looked at some of the districts who were resisting the trend of using outdated salary schedules, they found the results to be promising. Many districts including "Austin, Dallas, Houston, and Lamesa had higher test scores, higher state accountability rankings, improved teacher morale, and lower teacher turnover" (Terry, p.3, 2008). Attracting the best teachers will continue to be vitally important as America struggles to educate the children of the future. Competitive salary and benefits are important in this effort and continue to be the focus of much discussion and debate among lawmakers, educators and administrators.

The following chart lists each state, along with some of the supplemental pay or stipend programs that are designed to address these issues. As this research was conducted however, there were many instances where certain scholarship programs have been put on hold until additional funding can be provided.

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Types of Teacher Incentives	Incentive Pay and Programs	Scholarships and Award Recognition	Recruitment and Retention Programs
Arkansas	✓	✓	✓
Texas	✓	✓	✓
Oklahoma	✓	✓	✓
Louisiana	✓		✓
Tennessee	✓	✓	✓
Mississippi		✓	✓
Maryland	✓	✓	✓
Delaware		✓	✓
Georgia		✓	✓
North Carolina			✓
South Carolina			✓
Virginia		✓	✓
West Virginia			✓
Florida		✓	✓
Kentucky	✓		✓
Alabama	✓		✓

See Appendix A for details on these programs and incentives.

Teachers Teaching Out of Area

What instructional areas have the largest number of teachers teaching out of area in Arkansas?

1. Special Education
2. School Counselor
3. Gifted & Talented
4. Library Media
5. Mathematics
6. Physical/Earth Science
7. Social Studies
8. 5th/6th Endorsement
9. PE/Wellness/Leisure
10. Drama/Speech

Refer to Appendix B for a full list of waiver requests.

Average Pay for Other Professions

What is the average pay for other professions in the public and private sectors?

2008 Public Employee Mean Salaries

Profession	Mean Salary
Accountant	\$44,044
Architect	\$64,796
Buyer	\$40,362
Civil Engineer	\$56,436
Correctional Officer	\$36,495
Educational Specialist	\$57,333
Family Support Specialist	\$37,885
Financial Examiner	\$49,540
Forester	\$45,597
Librarian	\$44,163
Parole Officer	\$45,751
Programmer/Analyst	\$52,144
Psychologist	\$57,180
Registered Nurse	\$54,209
Social Worker	\$43,883
Teacher (State Institution)	\$50,695

2008 Private Sector Mean Salaries/Pay Estimates

Profession	Mean Salary
Accountant and Auditors	\$60,892
Architect	\$71,949
Agriculture Inspectors	\$36,057
Attorneys	\$133,869
Civil Engineers	\$75,352
Computer Systems Analysts	\$82,967
Construction and Building Inspectors	\$57,239
Data Entry	\$26,863
Financial Examiners	\$68,212
Forester	\$60,188
Licensed Practical and Vocational Nurses	\$39,270
Psychologist	\$61,093
Purchasing Agents	\$60,157
Registered Nurses	\$62,853
Social Workers	\$35,345
Substance Abuse / Behavior Counselors	\$35,141

Source: 2008 Compensation Survey. American Federation of Teachers Public Employees. Private sector Pay estimates are from March 2008 updates to the 2006 National Compensation Survey using the Employment Cost Index.

Appendix A - Teacher Incentive Pay Programs

Alabama	<p>Recruitment and Retention</p> <ul style="list-style-type: none"> - <u>Alabama Teacher Recruitment Incentive Program Scholarship (ATRIP)</u> provides a scholarship/loan program to attract qualified students into the teaching profession in designated critical need areas. <p>Supplemental or Incentive Pay</p> <ul style="list-style-type: none"> - <u>National Board Certification</u> pays \$2,500 towards the fees to qualifying teachers. Once they become NBC to teach they can draw a \$5,000 annual salary supplement.
Arkansas	<p>Hard- to- Staff</p> <ul style="list-style-type: none"> - <u>Arkansas Teacher Housing Development Board</u> - (A.C.A. 6-26-301) finally staffed in 2004 - 2006, "the mission of this office is the identification of reasonably priced housing for highly qualified and experienced teachers to relocate to hard - to - staff areas of the state, particularly the Delta region" (Arkansas Equity Plan, 2008). - <u>Teacher Housing Fund</u> - (A.C.A. 6-26-305) provides incentive money for teachers to use towards homeownership or for rental assistance. - <u>Traveling Teacher program</u> - (A.C.A. 6-13-808) enacted in 2007 is "to assist school districts in providing appropriately licensed teachers to teach required courses in grades nine through twelve (9-12)" (Arkansas Equity Plan, 2008). - <u>High Priority District Bonus Incentives</u> - (A.C.A. 6-17-811) "For this program, a high priority district is defined as one in which over eighty percent (80%) of the students qualify for the free or reduced-price lunch program. Teachers receive a \$10,000 bonus to teach in these districts. \$4,000 the first year, \$3,000 the second and third years" (Arkansas Equity Plan, 2008). <p>Alternative Pay Plans</p> <ul style="list-style-type: none"> - <u>Alternative Pay Plan</u> - (A.C.A. 6-17-119) and the Rewarding Excellence in Achievement Program (REAP) "are two alternative pay plans which afford public school districts and public charter schools the opportunity to develop teacher compensation plans tailored to the needs of public school districts and/or public charter schools. The REAP plan is a competitive program (Arkansas Equity Plan, 2008). <p>Recruitment and Retention</p> <ul style="list-style-type: none"> - <u>Equity Assistance Center (EAC)</u> - (A.C.A. 6-17-1902) "is to provide technical assistance to school districts in developing a recruitment plan" (Arkansas Equity Plan, 2008). - <u>District Minority Recruitment Plans</u> - (A.C.A. 6-17-1901) calls for each district with a minority population of 5% or more to prepare a minority teacher and administrator plan and file it annually with the EAC" (Arkansas Equity Plan, 2008).
Delaware	<p>Recruitment and Retention</p> <ul style="list-style-type: none"> - <u>Christa McAuliffe Teacher Incentive Program</u> - teachers, administrators, nurses, psychologists, and speech/language pathologists may be eligible for federal loan cancellation or deferment options if they are working in a critical needs school or teaching in a critical needs area. - <u>Critical Need Teacher Scholarship</u> - teachers teaching in critical need areas with temporary or limited standard certification may apply for this scholarship to receive reimbursement for successfully completing coursework that enables them to achieve standard certification. Teachers must be nominated by their principal.
Florida	<p>Hard-to-Staff</p> <ul style="list-style-type: none"> - <u>Critical Teacher Shortage Loan Forgiveness (CTSFLF)</u> provides financial assistance to eligible Florida teachers who hold a valid Florida Teacher's Certificate or Florida Department of Health License by assisting them in the repayment of undergraduate and graduate educational loans that led to certification in a statewide critical teacher shortage (CTS) subject area. This is a state-funded program and NOT federal Title 1. - <u>Critical Teacher Shortage Tuition Reimbursement - (CTSTR)</u> provides financial support to publicly-funded school employees who hold a valid Florida Teacher's Certificate or Florida Department of Health License by assisting them with the repayment of undergraduate and graduate educational courses taken with the intent to gain certification or endorsement in a statewide critical teacher shortage (CTS) subject area or to obtain an advanced degree in a CTS area. <p>Scholarships</p> <ul style="list-style-type: none"> - Five \$1,000 scholarships are awarded to students currently enrolled in an accredited U.S. college or university and are majoring in a state-approved special education or related service program. This scholarship recognizes the need for special educators. - <u>Robert Noyce Scholarship program (NOYCE)</u> is a competitive program designed to recruit teachers in the fields of Math and Science who already hold a Bachelor's degree or higher and are looking to make a career change to the field of education.

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<p>Georgia</p>	<p>Scholarships</p> <ul style="list-style-type: none"> - <u>HOPE Teacher Scholarships</u> assist individuals in becoming certified to teach and/or improving their teaching skills. <p>Recruitment and Retention</p> <ul style="list-style-type: none"> - <u>Troops to Teachers</u>- offers stipends and bonuses to qualified military in efforts to get them to become teachers. - <u>Spouses to Teaching</u> assists the spouses of military personnel in becoming teachers by awarding \$600 towards their certification. - <u>Destination Teaching</u> program with a teacher career center which prepares teachers for high-needs urban schools (Hines and Mathis, p. 5, 2007).
<p>Kentucky</p>	<p>Recruitment and Retention</p> <ul style="list-style-type: none"> - <u>Kentucky Teacher Internship program (KTIP)</u> is designed to provide assistance to new teachers. Its main goal is to help new teachers experience a successful first year in the classroom. - <u>Highly Skilled Educator (HSE)</u> program provides support to low-performing public schools by placing individuals in those schools to work with teachers, administrators and other staff to improve student achievement. <p>Supplemental or Incentive Pay</p> <ul style="list-style-type: none"> - <u>National Board Certification</u> - any candidate applying for NBC could be given a \$400 stipend. Upon earning NBC, each teacher will earn a \$2,000 annual pay supplement for the duration of their certification.
<p>Louisiana</p>	<p>Supplemental or Incentive Pay</p> <ul style="list-style-type: none"> - <u>Flexible Pay Program</u> provides rewards and incentives to support improved student achievement and professional learning communities (PLCs) <p>Recruitment and Retention</p> <ul style="list-style-type: none"> - <u>Teacher Advancement Program (TAP)</u> provides the opportunity for good teachers to earn higher salaries and advance professionally, just as in other careers, without leaving the classroom. - <u>Learning-Intensive Networking Communities for Success (LINCS)</u> is a whole-school reform effort that builds an infrastructure for school-based professional development and sustained teacher support using structured study groups, expert coaching, and professional dialogue. - <u>The Louisiana Initiative</u> assists with fees involved with becoming nationally board certified. Louisiana is 14th in the nation for number of teachers who are nationally board certified.
<p>Maryland</p>	<p>Supplemental or Incentive Pay</p> <ul style="list-style-type: none"> - <u>National Board Certification</u> - "A stipend of up to \$2,000 a year as a dollar-for-dollar match to local school systems for teachers who earn certification from the National Board of Professional Teaching Standards (NBPTS)." - <u>Reconstitution/Reconstitution - Eligible/Challenge School Stipend</u> - "A \$2,000 stipend available to classroom teachers who hold an Advanced Professional Certificate and work in schools identified by the State Board of Education as challenge, reconstitution-eligible, or reconstituted schools. Teachers must also have a satisfactory performance rating. - <u>Signing Bonus</u> - "A \$1,000 bonus is available for new classroom teachers who graduate with a GPA of 3.5 on a 4.0 scale or its equivalent. Teachers must remain employed as a classroom teacher and work in the same district for a minimum of three consecutive years." - <u>Tuition Tax Credits</u> - "All Maryland teachers are eligible for an annual \$1,500 tuition tax credit designed to offset graduate tuition expenses necessary to maintain teaching certification." (Tax Article 10-717 of the Annotated Code of Maryland). - <u>Reemployment of Retired Teachers and Principals</u> - Retired teachers and principals may be exempt from an earnings limitation if they are reemployed in a "reconstitution-eligible school, a local school system declared a critical shortage area, or in a subject which has been declared a critical shortage area." <p>Recruitment and Retention</p> <ul style="list-style-type: none"> - <u>Distinguished Scholar Teacher Education Program</u> - A merit-based award program available only to Distinguished Scholar Award recipients. "It provides additional financial incentives to attract highly-able students to Maryland's teacher preparation programs. Each award recipient receives \$3,000 and the Distinguished Scholar Teacher Education Program increases the total award by an additional \$3,000." - <u>Maryland HOPE Scholarship for Teachers</u> - "This scholarship provides awards to graduating high school seniors, undergraduate students, and graduate students who seek to become classroom teachers. Students in: Two year colleges - \$2,000 Four year colleges - \$5,000 This is an annual reward. Students must maintain a 3.0 GPA,; be a Maryland resident; be a full-time student in an eligible teacher education program; and work as a full-time certified

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<p>Maryland (con'd)</p>	<p>teacher in Maryland, one year for each year of assistance received (or pay back the scholarship money with interest)."</p> <ul style="list-style-type: none"> - Local school systems can apply for grants to "establish or expand mentoring programs that support new teachers. The funds can be used for mentor salaries, mentor or mentee training, and professional development for all new and beginning teachers."
<p>Mississippi</p>	<p>Hard- to-Staff</p> <ul style="list-style-type: none"> - <u>Critical Needs Teacher Scholarship Program</u> - provides tuition, fees, books, and average cost of room and meals. Full-time students (four annual awards), part-time students (six annual awards). Must meet and maintain specific grade requirements. - <u>Moving Expense</u> - Reimburses a maximum of \$1,000 in moving expenses. - <u>Housing Assistance for Teachers (H.A.T.)</u> - provides a maximum loan of \$6,000 to pay closing costs for CSA teachers. The house must be in the same county as the school district. <p>Recruitment and Retention</p> <ul style="list-style-type: none"> - <u>William F. Winter Scholarship Loan Program</u> - provides up to \$1,000 during freshman and sophomore years, \$3,000 for junior and senior years. Must maintain a 3.0 GPA and have a 21 on the ACT. - Moving Expense - Reimburses a maximum of \$1,000 towards moving expenses. must be in the same county as the school district. - <u>Mississippi School Administrator Sabbatical Program</u> - Teacher salary is paid with fringe benefits during the program. Must have three years teaching experience and a district recommendation.
<p>North Carolina</p>	<p>Recruitment and Retention</p> <ul style="list-style-type: none"> - <u>Hertford County Housing project</u> "is an initiative aimed to recruit highly qualified teachers to rural counties. In 2006, a bill was ratified authorizing Hertford County Board of Education to construct and provide affordable rental housing for teachers and other local government employees" (Hines and Mathis, p. 3, 2007). - <u>Troops for Teachers</u> pays eligible individuals up to two financial incentives: A \$5,000 stipend to complete teacher education program leading to a teaching licensure; and \$10,000 bonus for working in a qualifying school. <p>Supplemental or Incentive Pay</p> <ul style="list-style-type: none"> - <u>"Salary Supplement for Math and Science Teachers</u> is to be used for the recruitment of math and science teachers to poor, low performing, high schools and middle schools" (Hines and Mathis, p.2, 2007). - <u>Excellent Schools Act</u> allows for school-based incentive awards for teachers in a school that reaches exemplary status, usually \$1,500.
<p>Oklahoma</p>	<ul style="list-style-type: none"> - <u>Teacher Shortage Employment Incentive Program (TSEIP)</u> - this "program reimburses eligible student loan expenses or pays an equivalent cash benefit to individuals who graduate from an Oklahoma accredited teacher education program, receive teaching certification in math or science, and agree to teach in an Oklahoma public secondary school for at least five years." - <u>Oklahoma Academic Achievement Award (AAA)</u> - "bonuses that reward teachers based on their schools' Academic Performance Index (API) scores. All certified employees are eligible as long as they were employed at a winning school for at least one-half of the school year from which the student test data used for the awards was provided. Contingent on funds being available, the bonuses will range from \$500-\$3,000." - <u>Milken Family Foundation Awards</u> - <u>Oklahoma Teacher of the Year</u> - scholarship awarded to teachers "who challenge, motivate, inspire their students to do their best; make learning exciting, engaging, and continuous; they are respected by their peers as well as local school officials, parents, and students; they are caring and creative, seeking to enrich the lives of their students and build a better future for us all." - <u>Master Teachers</u> - is a "professional development plan 'train-the-trainer' model designed to develop a cadre of teacher-trainers in various regions of the state. There is a \$1,250 scholarship for those who complete the requirements."
<p>South Carolina</p>	<p>Recruitment and Retention</p> <ul style="list-style-type: none"> - Assisting, Developing, and Evaluating Professional Teaching - Teacher Advancement Program (TAP) <p>Supplemental or Incentive Pay</p> <ul style="list-style-type: none"> - <u>South Carolina Teacher Incentive Fund (SCTIF)</u> will reward excellent instruction and leadership through performance-based pay, professional development to help teachers and principals improve student learning, and new avenues for career advancement without leaving the classroom or the school. - <u>Teacher Specialists</u> draw salary plus one half of the southeastern average salary as

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<p>South Carolina (con'd)</p>	<p>supplemental pay. The southeastern average salary is pulled from a report done by the South Carolina State Budget and Control Board. They serve a one-year, two hundred day assignment for a period of three years, contingent upon state funding and requests for positions. They assist with demonstrating effective teaching and serving as coaches, implementing best instructional practices, analyzing school data, and developing strategies to address instructional deficiencies, and providing support and training for needed changes in instructional practices.</p>
<p>Tennessee</p>	<p>Supplemental or Incentives Pay</p> <ul style="list-style-type: none"> - "The Hamilton County School District (Chattanooga) offers pay incentives for effective teachers to teach in nine elementary schools that serve predominately low-income, minority children. This pilot program targets teachers with high teacher effect (TVAAS) scores. The pay incentives include one-time bonus for moving to the school, and annual bonuses if the teacher effect scores remain high." - Memphis School District offers pay incentives to teachers in its Fresh Start schools -- the schools that have been restructured due to NCLB. The pay incentive is in the form of a financial reward to the school if it meets its performance targets. A school committee then decides how the reward will be distributed to teachers." - "The Metro Nashville school district, in partnership with the National Center on Performance Incentives at the Peabody College at Vanderbilt University, is the site of a major study on the impact of performance pay on student achievement." <p>Recruitment and Retention</p> <ul style="list-style-type: none"> - "<u>The Memphis City school district</u>, under the Middle School Highly Qualified Initiative, offers free tuition and a \$1,000 honorarium to middle school teachers to complete 15 hours of content coursework." - <u>The Hamilton County school district</u> and the University of Tennessee - Chattanooga have collaborated, through the Urban IMPACT program, to redesign the curriculum for pre-service teachers to better prepare them to succeed in urban schools." - <u>The Hamilton County school district</u> and the University of Tennessee - Chattanooga offer an Urban Specialist Certificate program to prepare and retain teachers of low-income children in a diverse, urban environment." - Transition to Teaching - Troops for Teachers (TTT) gives stipends and bonuses to qualified military in efforts to get them to become teachers. \$5000 is given as a stipend to assist with certification fee costs. \$10,000 is given to those who agree to teach in an area with a high percentage of low-income students for at least three years. - Tennessee "offers several programs to attract qualified professionals into the classroom, including the Teach Tennessee program which has successfully trained 89 new math and science teachers in recent years, and activities under the state's Transition to Teaching grant." - <u>Minority Teaching Education Grant Program</u> - receives funding which is allocated to institutions of higher education with "well-developed institutional support for minority candidates." - <u>Minority Teaching Fellows Scholarship Program</u> - provides scholarships for four year program. - <u>Partnerships To Assist School Success (PASS)</u> - "Joint program between Tennessee Department of Education and the Tennessee Education Association designed to identify and encourage high school minority students to enter the teaching profession. Workshops are provided to make the students and others in the community aware of the scholarships and loans that are available to minority students who plan to enter the teaching profession."
<p>Texas (Educator Initiatives and Performance)</p>	<p>Supplemental or Incentive Pay</p> <ul style="list-style-type: none"> - <u>Governor's Educator Excellence Grant (GEEG)</u> - "grants funds to teachers who succeed in economically disadvantaged schools. Schools serving a large population of economically disadvantaged students that show marked improvement in student performance are eligible for grants ranging from \$60,000 to \$180,000, depending on the school's size, with recommended salary bonuses ranging from \$3,000 to \$10,000 per individual" (TCTA, 2008). - <u>Texas Educator Excellence Grant (TEEG)</u> - provides funding annually to the state's most economically disadvantaged campuses that demonstrate the highest levels of student achievement or improvement. - <u>District Awards for Teacher Excellence (D.A.T.E.)</u> - allows district to continue a system of awards for educators who demonstrate success in improving student achievement. - <u>The No Child Left Behind Blue Ribbon Schools Program</u> - national program sponsored by the United States Department of Education that encourages states to nominate public elementary or secondary schools that are either academically superior or demonstrate dramatic gains in student achievement. - <u>Milken National Educator Award</u> - a Milken Family foundation award program providing

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<p>Texas (con'd)</p>	<p>recognition and financial rewards to elementary and secondary schoolteachers, principals and other education professionals who are furthering excellence in education.</p> <ul style="list-style-type: none"> - <u>Texas Teacher of the Year Award</u> - the highest honor that the State of Texas can bestow upon a teacher. The teacher of the year gets honored at a reception at the White House. <p>Recruitment and Retention</p> <ul style="list-style-type: none"> - <u>Master Teacher Programs</u> - a stipend used to pay certified master teachers to teach and mentor students and fellow teachers in high-need schools. - <u>Student Loan Forgiveness for Teachers</u> - "teachers with certain types of loans may qualify for partial loan forgiveness, deferment, or cancellation benefits. Eligibility depends on the type of loan the teacher has, the date of his/her loan, and whether the teacher serves in a designated low-income school or subject-matter teacher shortage area. - <u>Beginning Teacher Induction and Mentoring (BTIM)</u> - "is to establish or enhance a beginning teacher induction and mentoring program designed to increase retention of beginning teachers. Campuses are allowed to assign a qualified mentor teacher who has less than two years of teaching experience.
<p>Virginia</p>	<p>Recruitment and Retention</p> <ul style="list-style-type: none"> - <u>Teachers for Tomorrow</u> is a statewide program intended to recruit high school students into the teaching profession. It is offered to high school juniors and seniors and gives students hands-on teaching experience. Students must meet certain criteria. - <u>Tuition Assistance for Special Educators</u> - provides tuition assistance for special educators holding a valid conditional or provisional license and taking courses meeting special education endorsement competencies AND full time paraprofessionals enrolled in undergraduate or graduate courses to special education. <p>Hard-to-staff</p> <ul style="list-style-type: none"> - Tuition assistance programs for individuals pursuing a license to teach in special education. - <u>Federal Perkins Loan Teacher Cancellation</u> for teaching in schools serving low-income families, teaching special education, or other shortage areas such as math, science, foreign languages or bilingual education.
<p>West Virginia</p>	<p>Recruitment and Retention</p> <ul style="list-style-type: none"> - <u>Beginning Educator Internship program</u> <p>Supplemental or Incentive Pay</p> <ul style="list-style-type: none"> - \$600.00 for teachers with 20+ years of experience. - \$3,500.00 for teachers who are Nationally Board Certified. - \$2,500.00 for speech-language pathologists, audiologists, counselors, school psychologists, or school nurses with national certification.

*Mississippi - CSA means Critical Shortage Area.

All states:

Milken National Educator Awards - the largest teacher recognition program in the United States, the Milken National Educator Awards, most commonly known as the Milken Educator Awards, provide public recognition and an unrestricted financial award of \$25,000 to elementary and secondary school teachers, principals, and specialists who are furthering excellence in education. All recipients also receive an all expense paid trip to Los Angeles, California to participate in the annual Milken National Education Conference held each spring.

"All SREB states offer some type of support program for new teachers, many of which utilize veteran teachers as mentor teachers. Ten of the states mandate beginning teacher support programs, including several that provide stipends to veteran teachers who serve as mentors." (Gaines, p.3, 2007)

Appendix B - Out of Area Waivers

Out of Area	ALP Waivers Total to Date	ATRS Waivers Total to Date	Total Waivers Total to Date
Special Education	396	25	421
School Counselor	74	7	81
Gifted & Talented	80		80
Library Media	78	2	80
Mathematics	46	17	63
Physical/Earth Science	61		61
Social Studies	42		42
Coaching Endorsement	41		41
5th/6th Endorsement	40		40
PE/Wellness/Leisure	38		38
Drama/Speech	36		36
Journalism	34		34
Life/Earth Science	25	9	34
Bldg. Level Adm.	32		32
Curriculum Program Adm.	30		30
Middle Childhood Education	29		29
English	27	1	28
Music	20		20
Art	19		19
ESL	19		19
Middle Childhood LA/SS	16		16
Algebra 1 Endorsement	15		15
Career Orientation	13		13
ECE P-4	13		13
Spanish	10	1	11
Middle Childhood Math/Science	10		10
Speech Endorsement	9		9
District Level Adm.	5		5
FACS	5		5
Oral Communications	5		5
Agricultural Education	4		4
Business Tech	4		4
Survey of Fine Arts	4		4
Business Education	3		3
French	1	2	3
Marketing	3		3
Drama Endorsement	2		2
Reading Specialist	2		2
Adult Education	1		1
German	1		1
Keystone - Career Academy End.	1		1
Transition Math	1		1

1. (ALP) Additional Licensure Plan waiver.
2. (ATRS) Arkansas Teacher Retirement System waiver.

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