

SUMMARY OVERVIEW

SURVEY OF RI SCHOOL DISTRICTS – TEACHER STAFFING AND RESOURCES

The RI Department of Elementary and Secondary Education (RIDE) surveyed all RI school districts at the request of the House Finance Committee in January of 2010. The survey focused on four main areas: 1) The teacher step scale for base wages; 2) The number of teachers by both head count and FTEs on each step; 3) An identification of concessions made to bargaining unit contracts to save funds for student programs; and 4) An identification of recent actions taken by local school districts to maximize resources allowing them to retain programming for students. The response rate for this survey was 100%. The answers to questions are summarized in this overview. The detailed information by district can be found in the Appendix of this report.

Identification of the increase between teacher steps was the first question we were asked to address. A tabulation of the data received from each district can be found in the appendix of this report. Base salary step, without the additions for degree, longevity, or leadership roles was used as the basis for comparison. With the exception of 8 districts, all reported a 10 step scale. Of the remaining 8 districts, one has a 12 step scale and the remaining seven have a 7 step scale. The variance in movement between steps and contract years varies widely. Following general practice, the variance between steps on a year-to-year basis was calculated. For purposes of understanding how this change was calculated, a teacher who is on step 1 in one year (FY10 for illustration) and completes the equivalent of 135 full days, generally moves the following year to the wage scale for that year (FY11) and moves to the second step of that scale. The chart below illustrates the range of increases among districts when you move from each step in one year to the next step on the following year scale.

Movement from Step:	Range of Increase in Basic Wage
1 to 2	0 to 16.7%
2 to 3	3.2% to 17.1%
3 to 4	4.3% to 13.1%
4 to 5	5.4% to 12.5%
5 to 6	4.0% to 12.0%
6 to 7	3.8% to 11.5%
7 to 8	4.1% to 11.9%
8 to 9	3.9% to 19.4%
9 to 10	3.3% to 20.7%
10 to 11	4.3% to 15.0%
11 to 12	8.1%

A review of the value of the individual steps from district-to-district was also conducted. With many districts negotiating for FY11, the analysis was based on FY10 data. The following range of step values was observed:

Step:	Range of Basic
1	\$34,456 to \$44,029
2	\$34,828 to \$45,483
3	\$38,656 to \$48,612
4	\$40,746 to \$51,149
5	\$42,856 to \$54,789
6	\$44,956 to \$58,783
7	\$47,056 to \$61,611
8	\$49,156 to \$64,875
9	\$51,256 to \$68,970
10	\$53,356 to \$74,395
11	\$55,456 to \$77,678
12	\$71,817

We were also asked to identify the numbers of teachers on each step during the current school year. This was approached in two ways, first by a head count of teachers and secondly by the FTEs of teachers in recognition that not all teachers work a full time schedule. Below you will find the summarized information.

Head Count of Teachers in FY10 by Step

FTE Count of Teachers in FY10 by Step

Step:	Head Count of
1	301
2	350
3	376
4	435
5	408
6	497
7	552
8	599
9	661
10	7,451
11	1,493
12	23
TOTAL	13,146

Step:	FTE Count of Teachers
1	275.30
2	339.37
3	366.36
4	420.55
5	394.79
6	484.15
7	533.42
8	590.12
9	653.60
10	7,366.33
11	1,476.90
12	21.50
TOTAL	12,922.39

The Department was also asked to gather from the school districts the expiration dates of all bargaining unit contracts. A recap of contracts is as follows:

- **Teacher Contracts:** Of the 52 districts represented, 9 are currently negotiating and have expired contracts, 8 have contracts that expire in 2010, 11 have contracts that will expire in 2011, and 13 have contracts that will expire in 2012. The remaining 11 districts (10 Charter Schools and Metropolitan Career & Technical Center) do not have bargaining unit contracts.
- **Clerical Contracts:** Negotiation or mediation is currently underway in 6 districts. There are 13 districts with no bargaining unit contracts for clerical employees. Contracts are due to expire according to the following schedule: 10 districts in 2010, 12 in 2011, 10 in 2012, and 1 in 2013.
- **Custodial Contracts:** Negotiations are currently underway in 3 districts. There are 14 districts who report no bargaining unit contracts for custodial employees. Contracts are due to expire according to the following schedule: 11 districts in 2010, 15 districts in 2011, 8 districts in 2012, and 1 district in 2013.
- **Teacher Assistant Contracts:** Negotiations are underway in 4 districts. There are 12 districts who report no bargaining unit contracts for teacher assistants. Contracts are due to expire according to the following schedule: 11 in 2010, 14 in 2011, and 11 in 2012.
- **Administrative Contracts:** There are a variety of districts that have individual contracts with administrative staff. These individual contracts have a variety of expiration dates with most reported in 2010, 2011 and 2012.

The previous survey conducted by RIDE concerning school district wages and co-sharing did not include questions relative to concessions made by the bargaining unit or ways in which the district maximized resources in order to continue instructional programs. In this survey we asked about these items and summarized the information below.

When asked to describe concessions the district received from their collective bargaining unit in order to achieve savings to continue instructional programs, districts identified over **\$25.6 million** in concessions. A wide range of concessions were received. They included elimination of Dept Head positions, a myriad of changes to healthcare benefit designs, increased co-sharing on medical/dental premium, schedule changes, furlough days, wage freezes, reduction of stipends, longer school days, performance based compensation, and elimination of sabbatical payments to name a few.

The final question on the survey asked districts to describe other actions taken, outside of collective bargaining, to maximize resources. Again a wide range of responses was received with many not having specific savings assigned to them. Overall districts reported actions that achieved savings of **\$64.2 million**, funds that allowed them to continue to operate programs.