



Aurora
Public
Schools

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To: Aurora Education Association Board Members
From: John Barry, Superintendent of Schools
Copy: Aurora Public Schools Board of Education Members
Date: Fall 2008
Subject: Teacher Salary Comparisons

At the September 2, 2008 Aurora Education Association Board meeting, our claim that Aurora teachers enjoy the highest average salary was disputed. I'd like to share with you the various data sources we monitor for teacher compensation and our purposes in doing so. Through this review, you will learn that APS teacher salaries are indeed very competitive. On some measures, APS teacher salaries are the best in the state, in others they fall within the top half of metro area districts.

As you know, one of the goals in VISTA 2010 is "Recruit, hire, induct, support and retain high-performing staff." The objective is to "Attract and retain talented employees by providing market-competitive compensation and effective work rules." We take action on this goal and objective by, "Base(ing) compensation and bargained agreements on an annual analysis of contracts and salaries of neighboring districts in order to maintain competitive compensation/benefits and fair/effective work rules within available resources." We measure our progress by tracking whether, "APS total compensation will continue to rate in the top half of all Denver metro area school districts as measured by annual Colorado Education Association data."

To do that we look at several data sources: 1) the School Board Support Services annual report, 2) the annual Colorado Education Association report, 3) the annual Colorado Department of Education report, 4) APS annual average salary as reflected in general fund payroll, and 5) a comparison of metro area salary schedules for selected benchmark salaries.

School Board Support Services (SBSS)

APS is one of 178 Colorado school districts included in the SBSS annual report. This data is based on 26 year earning power and ranks APS teacher salary as top in the state. Actually, APS can claim "number 1" status for two different forms of comparison from the 2007-08 report. SBSS computes 26 year earnings by placing a teacher with no experience on the BA column of the salary schedule and then tracking the individual for 26 years. The sum potentially earned is the "26 year earning power." The

assumption is that the individual will move one column every few years so they reach the MA column by year 17. After year 17, movement depends on the titles in each column of the salary schedule (i.e. MA+15, etc.) until the individual reaches year 26 (average years of service for teacher retirement).

- The first area where APS is top ranked is for salary only. Of the 178 Colorado school districts in the 2007-08 SBSS report, APS is number one with a 26 year earning power of **\$1,493,392**
- The second area where APS is number one is for salary plus single benefits. The 2007-08 SBSS report calculates an APS teacher’s compensation package is worth **\$1,647,208** over 26 years.

The SBSS report does not analyze the total average teacher salary for each district. Instead, it looks at base salary, BA maximum and salary schedule maximum to determine rank on salary. Looking at base salary alone, out of 178 school districts, APS ranks number 4 in the SBSS report.

SBSS 2007-08 Analysis

District	Salary Over 26 yrs	Rank
Aurora	\$1,493,392	1
Creek	\$1,489,971	2
Five Star	\$1,449,272	3
Jefferson County	\$1,443,455	4
Mapleton	\$1,442,873	5
Boulder Valley	\$1,435,438	6
Greeley	\$1,415,489	7
Englewood	\$1,414,052	8
Douglas County	\$1,412,865	9
Littleton	\$1,411,278	10
Aspen	\$1,391,400	11
Telluride	\$1,391,031	12
Eagle County	\$1,367,754	13
Adams 14	\$1,351,800	14

District	Salary Over 26 yrs + single benefits	Rank
Aurora	\$1,647,208	1
Five Star	\$1,614,944	2
Cherry Creek	\$1,606,635	3
Jefferson County	\$1,604,135	4
Englewood	\$1,591,580	5
Mapleton	\$1,571,729	6
Boulder Valley	\$1,564,606	7
Douglas County	\$1,559,505	8
Aspen	\$1,558,944	9
Littleton	\$1,552,614	10
Greeley	\$1,550,273	11
Telluride	\$1,521,447	12
Brighton	\$1,516,076	13
Eagle	\$1,508,154	14

Base Salary Only		
District	BA Step 1	Rank
Aspen	\$40,000	1
Westminster	\$40,000	1
Telluride	\$37,185	2
Eagle County	\$35,932	3
Aurora	\$35,672	4
Denver	\$35,568	5
Englewood	\$35,365	6
Summit	\$35,272	7
Mapleton	\$34,863	8
Strasburg	\$34,600	9
Creek	\$34,044	10
Roaring Fork	\$34,100	11
Garfield Re-2	\$34,085	12
Douglas County	\$33,930	13
Sheridan	\$33,833	14

Colorado Education Association (CEA)

Although the School Board Support Services report provides information useful in determining the competitiveness of the compensation package offered within APS, to ensure that we are tapping into a variety of available resources for salary analysis, the annual CEA report is also used. The CEA report provides contract information for 172 school districts in Colorado. Within this report we have access to salary schedules, benefit package details, number of days and hours in each contract, as well as total minutes for duty free lunch. In comparison to the SBSS report, the CEA report does not study an individual's earning potential over time nor does it provide a ranking metric. Because the number of contracted days and hours in the duty day vary from district to district, another valuable way to compare teacher salaries is by hourly wage. The CEA report provides data to make this comparison. The latest CEA data comparing hourly wage is from the 2006-07 school year. Hourly calculations show that APS teachers earned more than the state average in three of four categories and were ranked in the top half of metro area districts.

2006-07 CEA Report

District	2006-07 \$/hr BA, Step1	Rank	2006-07 \$/hr MA, Step 10	Rank	2006-07 \$/hr PhD, Step 25	Rank	2006-07 \$/hr Average	Rank
Average	\$22.37		\$36.01		\$51.27		\$36.55	
APS	\$22.91	3	\$35.75	6	\$51.81	5	\$36.82	4
Adams 12	\$20.49	10	\$33.65	10	\$50.16	7	\$34.77	9
Boulder Valley	\$22.46	7	\$37.65	4	\$53.44	3	\$37.85	3
Cherry Creek	\$22.04	8	\$37.90	1	\$50.05	8	\$36.67	5
Denver	\$23.62	1	\$33.57	9	\$46.68	10	\$34.62	10
Douglas County	\$23.06	2	\$37.68	3	\$54.43	2	\$38.39	2
Adams 50	\$22.89	4	\$35.92	5	\$50.97	6	\$36.59	6
Jeff Co	\$20.83	9	\$35.18	7	\$48.74	9	\$34.91	8
Littleton	\$22.84	5	\$37.87	2	\$54.56	1	\$38.42	1
St. Vrain	\$22.56	6	\$34.96	8	\$51.88	4	\$36.47	7

Colorado Department of Education

In addition to the SBSS report and CEA report, the District also utilizes data published by Colorado Department of Education. The CDE report is available in the fall for the previous year and offers pupil count, FTE teacher totals, average teacher salary, average daily rate and pupil to teacher ratios. Using 2006-07 salary data, APS average teacher salary ranked sixth in the state. Benefits are not included in this calculation. CDE includes just classroom teachers in its average salary data, and does not include other positions that are paid on Appendix A in APS (i.e. school psychologists, school nurses, counselors, etc.)

2006 CDE Report

District	Pupil Count	FTE Teachers	Average Teacher Salary
Creek	49,769	2978.1	\$54,651
Englewood	3,495	205.4	\$52,868
Littleton	15,989	904.0	\$51,891
Boulder Valley	28,171	1709.8	\$51,831
Aspen	1,605	133.3	\$51,608
Aurora	33,831	1832.3	\$51,303
Jefferson County	86,208	4809.3	\$50,590
Summit RE-1	2,998	205.8	\$49,965
Douglas County	50,370	2812.6	\$49,438
Adams 12	37,341	1943.3	\$48,748
Adams 50	10,683	665.1	\$47,562
Mapleton	5,595	286.0	\$46,436
Denver	72,633	4106.5	\$45,685
Adams 14	6,838	371.3	\$45,365

APS General Fund Average Teacher Salary

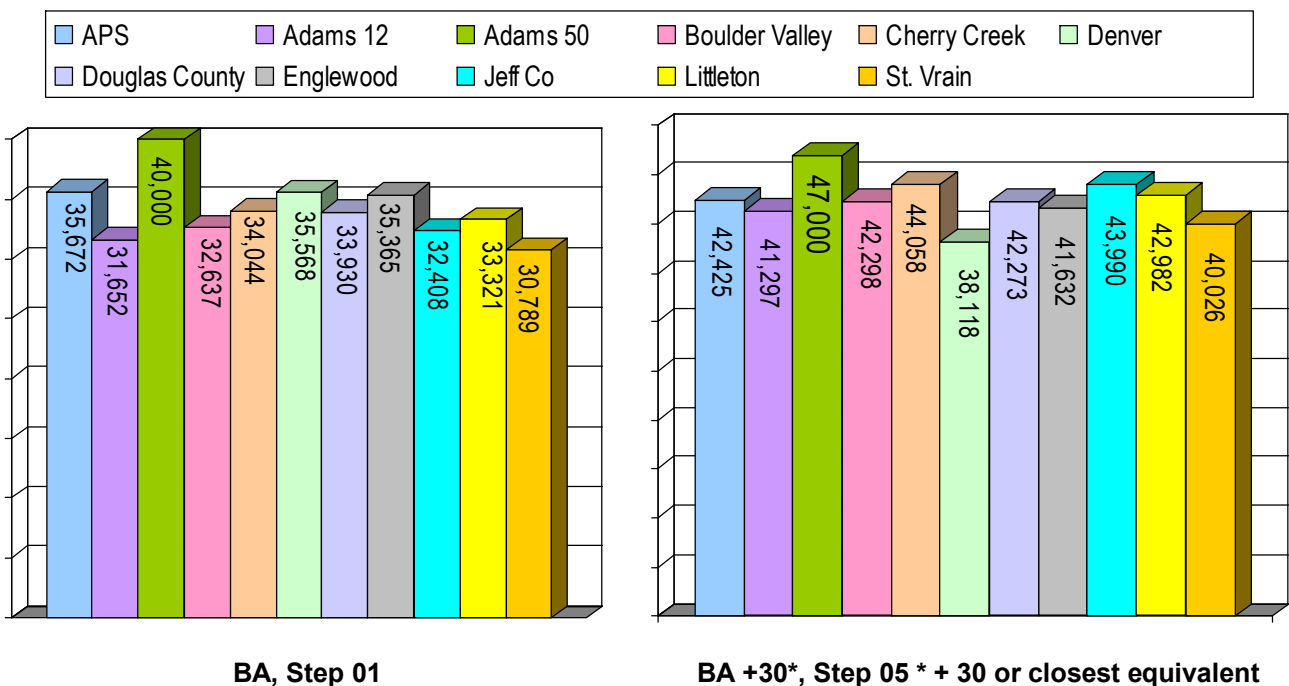
Each year, we determine the average teacher salary for all employees paid on the Appendix A Teacher Salary Schedule through the General Fund. This average is usually calculated based on the December or January payroll and is used to determine the Teacher Equivalency (TE) for budgeting purpose for the next school year. The figure does not include benefits. The TE value for 2007-08 is \$54,612.

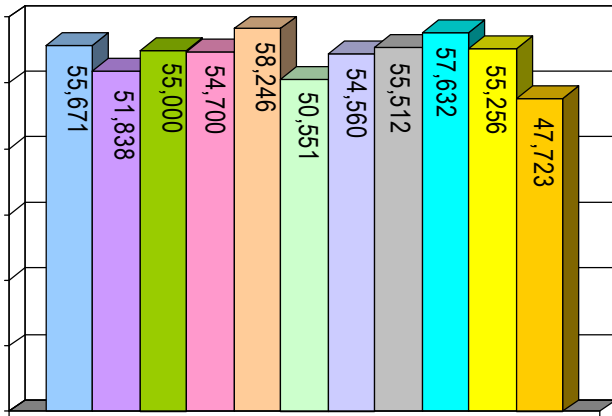
APS Survey

In addition to the third party sources used to analyze compensation, annually APS conducts its own market survey of salary schedules in the metro area. For this review, we access primary sources, actual salary schedules and district contracts. The result of this survey allows APS to perform an “apples to apples” assessment of salary based on metro districts that are similar in population and demographics.

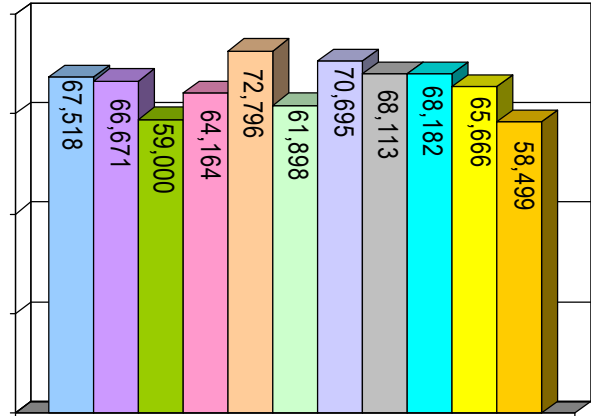
For consistent comparisons from year-to-year, we have identified “benchmark” salaries to watch. They include: BA Step 1, BA+30 Step 5, MA Step 10, MA+30 Step 15, MA+60 Step 20, and PhD Step 25.

APS was ranked first for BA Step 1 in 2006-07. In 2007-08, Adams 50 exceeded APS with a \$40,000 BA Step 1 salary. APS ranked second by offering \$35,672. In all other benchmark categories in 2007-08, APS ranked from first to fifth among metro area districts. As soon as Denver Public Schools publishes its 2008-09 salary schedule, we will be able to finalize benchmark comparisons for this school year. Preliminary reviews indicate that APS will rank third behind Adams 50 and DPS who will be the only two districts above \$40,000.

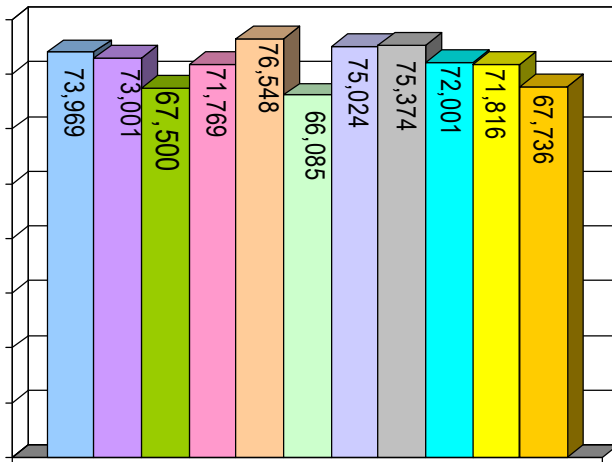




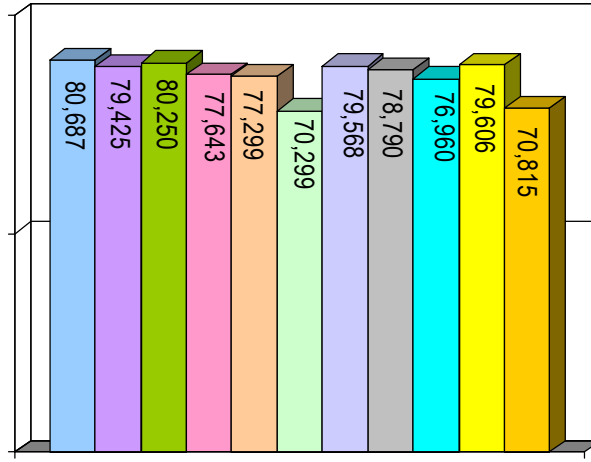
MA, Step 10



MA+30*, Step 15* or closest equivalent



MA+60*, Step 20* or closest equivalent



PHD*, Step 25* or closest equivalent

In all, we are pleased to offer our dedicated and hard working teachers competitive salaries, no matter how the numbers are analyzed. In the end, we believe that challenging and rewarding work, relevant training and support, and fair wages and work rules will indeed help us realize our goal to “Recruit, hire, induct, support and retain high-performing staff.”