

SHAKER HEIGHTS TEACHERS ASSOCIATION

SHTA NEWSLETTER No. 4

January 1971
Editor, Burton Randall

FROM THE PRESIDENT'S DESK:

In the teaching of economics, an understanding of the concept of scarcity is paramount in establishing a structure within which the student can think and hypothesize possible solutions for the numerous problems that stem from this unyielding truth. Every student soon learns that this ever-constant factor forces every community to establish spending priorities which in reality reflect the values of that group. We here in Shaker are now faced with the real problem of taking a good, long look at ourselves and perhaps reordering our expenditures based upon our real values. Might I now suggest that these Shaker values have historically been established in our successful efforts to assemble together the best teachers available (a key variable in any educational study) and in the willingness of the school community to support this teaching staff by allowing it to develop and put into practice those factors that have brought success to a vast majority of this community's children.

We as professional Shaker teachers must lead in an effort to inform our community that the teaching profession does not suffer from a surplus of teachers--it suffers from a lack of teaching positions even though class size (student-teacher ratios) continues to rise in most Ohio cities. The danger here is that we as teachers will begin to believe this myth of a teacher surplus and in so doing allow our expenditures to be reordered in such a way as to destroy the value system that has permitted our past and present successes.

I believe in this teaching staff and I believe in this school community. I cannot believe that either one will allow anything to interfere with what they together have built--an educational system that is the envy of all of our neighbors.

Sal Fabrizio
President - SHTA

This issue is a special one dealing wholly with salary, its contents, except for introductory and concluding paragraphs, provided by Emil Knorr of the Salary-Tenure Committee. The third issue, in dealing briefly with Shaker salaries in comparison to those in other Lighthouse Districts, said, "We're at the bottom." The much more ample statistics here will show that we are much farther down the scale in salary than even those startling figures showed. It seems likely that most of us have not know how very inadequate our salaries are. Here, then, are facts. It is worth observing that, since these figures are for salaries actually being paid in 1970-71, we should not be content in merely bringing our schedule for next year into favorable comparison with them

This article is taken from the NEA research Division's Publication of Salaries. 51 schools out of the 174 referred to in the article were picked because of the space in publication. Interested teachers may refer directly to the NEA publication.

SOME OF THE HIGHEST SCHEDULED SALARIES FOR TEACHERS, 1970-71

AT LEAST 164 SCHOOL SYSTEMS are scheduling minimum salaries of \$7,500 or more for teachers with the bachelor's degree, a maximum of \$14,000 or more for the master's degree, and at least \$15,000 for the highest preparation level recognized for salary purposes not requiring an earned doctor's degree. These scheduled salaries exclude long-service or merit increments beyond the regularly scheduled maximums.

In 203 other reporting systems, one or two of the three arbitrarily selected criteria mentioned above are met, but not all three. There are, without a doubt, many other school systems whose salary schedules for teacher would meet one or more of the three criteria, but they did not furnish information to the NEA Research Division in time for inclusion in this article.

174 MEET ALL THREE CRITERIA

Table 1 lists the 174 systems which meet all three criteria. It will be noted that most of them are in suburban areas near or adjacent to large metropolitan areas. In fact, 71, or 40.8 percent, are in the suburban New York City area.

In these 174 systems, the mean scheduled salary in 1970-71 for a beginning teacher with a bachelor's degree is \$7,961; the median, \$8,000; and there are 45 at the median. Of the 174 districts, 104, or 59.8 percent have beginning salaries of \$8,000 or more. The mean maximum scheduled salary for the master's degree is \$15,180; the median, \$15,100. Eighteen systems reported scheduled maximums of \$16,000 or more for the master's degree.

For the highest preparation level below the earned doctor's degree for which salary recognition is given, the mean scheduled maximum for the 174 systems is \$16,542; the median, \$16,500. Fourteen districts have scheduled maximums of \$18,000 or more; four are in excess of \$19,000.

Of the 174 systems, 115 reported a salary classification for the doctor's degree. The mean scheduled maximum salary for this classification is \$17,342. Seven systems have maximums of \$19,000 or more, two of them in excess of \$20,000.

Seventy of the 174 systems specify 6 years of college preparation as the highest salary classification recognized below the earned doctorate, and 78 specify 7 years of preparation, 20 specify an intermediate salary class between 6 and 7 years of preparation, and six recognize only a few credit hours above the master's degree.

Additional increments for long service beyond the regularly scheduled maximums are provided by 72, or 41.4 percent of the 174 schedules; 15 contain some reference to merit increments, either as a definitely scheduled amount, or with the amount left to the discretion of the board.

377 MEET ONE OR TWO CRITERIA BUT NOT ALL THREE:

The highest achelor's degree minimum among the 377 systems (including the 174 shown in Table 1) whose schedule meets one or more of the three criteria, is \$8,530. (Two Alaska districts have higher starting salaries and are included in the table, but because of the current cost-of-living differential in Alaska, these salaries are not considered comparable with those in other parts of the United States.) A beginning salary of \$7,500 or more is scheduled by 301, or 79.8 percent; 112, or 29.7 percent, have starting salaries of \$8,000 or higher for 1970-71.

Aside from Alaska, the highest maximum scheduled salary for the master's degree among the entire group of 377 systems is \$17,480; the maximum for the highest preparation level recognized for salary credit below the earned doctor's degree is \$19,350; for the doctorate, \$20,000. All of these salaries are exclusive of long-service or merit increments.

LIMITATIONS:

It cannot be overstressed that Table 1 does not list all of the school systems in the United States which meet all three of the arbitrarily selected criteria adopted for this tabulation. It lists only those systems from which salary data were received in time for inclusion in this listing. Since many districts were still negotiating their 1970-71 salary schedules for teachers at the time this study was mad, they of course, could not be included here.

For a system-by-system listing of 377 districts referred to see: National Education Association, Research Division. Some of the Highest Scheduled Salaries for Teachers, 1970-71. Research Memo 1970-21. Washington, D.C.: Association, November 1970. 11p. #431-25490.

1 -- SOME OF THE HIGHEST SCHEDULED SALARIES FOR TEACHERS, 1970-71^a

School system	Scheduled salaries for 1970-71			
	Bachelor's degree Minimum	Master's degree Maximum	Maximum salary scheduled below earned doctor's degree	Maximum for earned doctor's degree
			Amount	
A ALASKA^b				
Fairbanks	\$10,400	\$16,744	\$19,032	\$20,080
CALIFORNIA				
Beverly Hills	7,776	15,083	17,649	.....
Fremont (H.S.)	7,600	15,290	16,310	.....
CONNECTICUT				
New Canaan	8,000	15,380	17,340	.....
B West Hartford	7,800	14,400	15,600	16,700
ILLINOIS				
Downer's Grove (H.S.)	7,885	14,981	17,110	.....
Elgin	7,825	14,242	15,963	.....
Glenbrook Dist.,-				
Glenview (H.S.)	8,000	17,480	19,080	.....
C Highland Park(HS)	8,100	16,500	18,040	19,195
D Hinsdale (H.S.)	8,090	16,180	17,151	.....

SOME OF THE HIGHEST SCHEDULED SALARIES FOR TEACHERS, 1970-71a - (cont'd.)

School system	Scheduled salaries for 1970-71			
	Bachelor's degree	Master's degree	Maximum salary scheduled below earned doctor's degree	Maximum for earned doctor's degree
	Minimum	Maximum	Amount	
ILLINOIS - (cont'd)				
Maine Twp., Park Ridge (H.S.)	\$8,000	\$15,400	\$17,800	\$.....
Palatine Twp., (H.S.)	8,000	16,080	17,000	.....
E MASSACHUSETTS				
Brookline	7,500	14,875	16,000	17,275
MICHIGAN				
Detroit	8,277	15,500	16,200	16,500
F Gross Point	8,530	15,255	16,486	16,790
Livonia	8,000	15,200	15,800	16,100
G Oak Park	8,200	15,100	15,550	16,000
Pontiac	8,100	15,362	16,112	.....
Southfield	8,000	15,400	15,900	.....
Warren	8,100	15,795	16,605	.....
MINNESOTA				
Bloomington	7,550	15,553	17,743	18,347
H Edina	7,500	15,521	17,063	18,018
Minneapolis	7,500	15,000	16,665	17,015
Minnetonka	7,500	15,450	17,450	17,950
NEW JERSEY				
Montclair	7,800	14,375	15,775	16,275
Paramus	7,700	15,139	16,405	17,230
Scotch Plains-				
Fanwood	7,700	15,100	16,600	18,200
South Orange-				
Maplewood	8,000	14,300	15,600	.....
NEW YORK				
Amityville	8,000	14,750	16,250	16,850
Brentwood	8,000	16,080	17,760	18,180
I Bronxville	8,275	16,300	17,900	18,300
J Deer Park	8,100	17,200	19,350	20,000
Elwood	7,965	15,075	17,545	18,600
Freeport	8,000	15,520	16,120	16,840
K Garden City	8,250	15,900	17,535	17,835
L Great Neck	8,250	16,500	18,150	18,810
Huntington	8,000	15,725	17,900	18,425
Lindenhurst	8,100	15,897	17,517	17,922
M Manhasset	8,200	16,000	17,600	18,100
Mineola	7,850	15,500	16,550	17,050
Northport	8,000	15,500	17,500	18,000

SOME OF THE HIGHEST SCHEDULED SALARIES FOR TEACHERS, 1970-71^a - (cont'd.)

School system	Scheduled salaries for 1970-71			
	Bachelor's degree	Master's degree	Maximum salary scheduled below earned doctor's degree	Maximum for earned doctor's
	Minimum	Maximum	Amount	doctor's
NEW YORK - (cont'd.)				
Plainview	\$8,010	\$15,170	\$16,850	\$17,150
Pleasantville	8,000	15,875	17,825	18,300
Rochester	7,500	14,400	15,075	15,825
N Scarsdale	7,900	16,401	18,403	19,403
Smithtown	8,000	16,350	17,750	18,100
O Valley Stream (HS)	8,100	15,450	16,450	16,750
P White Plains	8,050	15,970	18,570	19,230
PENNSYLVANIA				
Q Lower Merion Twp.,				
Ardmore	7,600	14,600	15,800	16,500
WISCONSIN				
Wauwatosa	7,700	14,125	15,675	16,450

^aArbitrarily selected criteria are (a) bachelor's degree minimum \$7,500 or more, (b) master's degree maximum \$14,000 or more and (c) a maximum of \$15,000 or more for the highest preparation level recognized below an earned doctorate. Maximum salaries shown are exclusive of long-service or merit increments.

^bDollar amounts for Alaska should be reduced by 30 percent to make them approximately comparable to figures reported for other areas of the United States in terms of purchasing power.

The schools lettered A through Q are Lighthouse Districts. The average Bachelor's degree minimum salary for the lighthouse districts that appear in the table is \$8,001.00 and the average Master's degree maximum for these districts is \$15,720.00 for the school year 1970-71.

Since Shaker Heights Master's Degree maximum is \$13,400.00 this could mean a difference of as much as \$2,320.00 in salary per year in comparison with the 17 districts lettered, and a difference of \$1,780.00 in Salary per-year in comparison with the 174 districts in the table.

Next year at least one other school will be added to this table, that school is Brooklyn, Ohio, which has a Bachelor's minimum of \$7800.00 and a Master's degree Maximum of \$14,990.00 for the 1971-72 School year.

In the matter of salary, we must conclude, Shaker Heights not only is not among the top ten or 20 school systems; it is not among the top 174, and very likely (see paragraph two, page one) is not among the top 300 or even 400! No wonder we consider ourselves badly paid.

