

STATE BOARD OF EDUCATION

Research Update

April 18, 2006

SUBJECT: Teacher Pay Review

PROPOSED BOARD ACTION

For information

AUTHORITY FOR STATE BOARD ACTION

n/a

BACKGROUND INFORMATION

This report examines teacher pay in Florida and 14 other states, including the various considerations involved in the calculation of average teacher salary and other factors which help to determine the earning—and spending—power of teachers.

Beginning with a Florida context, the report emphasizes how the importance of compensation in the recruitment and retention of high quality teachers is captured. The national average teacher salary reports, including those by the American Federation of Teachers (AFT), the National Education Association (NEA), and the U. S. Department of Education are reviewed. In many instances, Florida's average teacher salary does not reflect actual teacher compensation or a teacher's market value.

The report findings of the fifteen state survey conducted by the Florida Department of Education (FLDOE) enumerates the differences in our teacher salary reporting which preclude accurate and fair comparisons. Recommendations in the report capture the need for a comprehensive overhaul of the reporting and calculation of average teacher salary and the call for national standards is apparent.

Supporting Documentation Included:

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