



U.S. Department of Education  
NCES 2008-440

# **An Exploratory Evaluation of the Data from the Pilot Teacher Compensation Survey: School Year 2005–06**

**Research and  
Development Report**





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# An Exploratory Evaluation of the Data from the Pilot Teacher Compensation Survey: School Year 2005–06

## Research and Development Report

April 2008

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## Foreword

The Research and Development (R&D) series of reports at NCES has been initiated to

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The common theme in all three goals is that these reports present results or discussions that do not reach definitive conclusions at this point in time, either because the data are tentative, the methodology is new and developing, or the topic is one on which there are divergent views. Therefore, the techniques and inferences made from the data are tentative and subject to revision. To facilitate the process of closure on the issues, we invite comment, criticism, and alternatives to what we have done. Such responses should be directed to:

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The authors would like to thank all of the professionals in state and local education agencies who track, record, and report the data used in this report. Particular thanks are owed to the Teacher Compensation Survey coordinators without whose efforts this collection would not exist.

The U.S. Census Bureau, Governments Division, is responsible for collecting, processing, and editing the CCD survey data. Eunice Ave, Crecilla Cohen, Elizabeth Holland, and Brian Gordon should be recognized for the quality their efforts added to these data.

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## Introduction

The Common Core of Data (CCD) is an annual collection of public elementary and secondary education data administered by the National Center for Education Statistics (NCES) and its collection agent, the U.S. Census Bureau. Data for CCD surveys are provided by state education agencies (SEAs).

This report presents summary data from the Pilot Teacher Compensation Survey (TCS), which collected data for school year 2005–06. This pilot collection is a research and development effort to see if it is possible to collect and publish teacher-level data from the administrative records residing in state departments of education. Seven states participated in this survey: Arizona, Arkansas, Colorado, Florida, Iowa, Missouri, and Oklahoma. These states provided data on salaries, years of teaching experience, highest degree earned, race/ethnicity, and gender for each public school teacher. Data on government expenditures on employee benefits were also solicited, but only three states were able to provide even partial employee benefits data. Since this is a universe survey of administrative records for all teachers in participating states, no statistical testing was required.

SEAs participate in the CCD voluntarily, following standard definitions for the data items they report. For more information on the data collection, methodology and definitions, readers should see appendixes A and B.

The TCS is the first attempt to collect data, at this level, by NCES. The data presented here have been chosen to demonstrate the range of information available when using the TCS rather than to discuss all of the observed discoveries. The results are not meant to emphasize any particular issue.

## Selected Findings: School Year 2005–06

- The mean base salaries<sup>1</sup> of full-time public school teachers in the seven states participating in the Pilot Teacher Compensation Survey ranged from \$34,631 in Oklahoma to \$44,777 per year in Colorado. The median base salaries of full-time public school teachers ranged between \$33,516 in Oklahoma and \$42,676 in Colorado (table 1). The median total salary for full-time teachers ranged from \$34,973 in Oklahoma to \$42,500 in Arkansas for school year 2005–06 (table 2).
- The median level of teaching experience ranged from 8 years in Arizona to 15 years in Iowa. The median teacher age was between 43 and 45 in each of the states reporting these data (table 1).
- The number of teachers that held master's degrees as their highest degree varied across the seven states. The percentage of teachers holding master's degrees ranged from approximately 28 percent in Iowa and Oklahoma to almost 50 percent in Missouri (table 3). Over the seven states, the majority of teachers (58 percent) held a bachelor's degree as their highest degree (figure 1).
- Teachers holding master's degrees earned more than teachers who held a bachelor's degree. For example, the median base salary for teachers with a master's degree was \$51,077 per annum in Colorado, while the median base salary for teachers with a bachelor's degree was \$36,702 (table 3).
- The proportion of teachers with one year of teaching experience (teachers hired at the beginning of the reported school year) ranged from 4.4 percent in Iowa to 10.9 percent in Arizona. The median base salary for teachers with one year of experience ranged from \$27,864 in Iowa to \$33,940 in Florida (table 4 and figure 2).
- Full-time teachers 66 years old or older comprised 1.0 percent of public school full-time teachers in Florida and 0.9 percent in Arkansas compared to 0.4 percent in Iowa and 0.5 percent in Colorado (table 5). In three of the five states reporting age data, the highest proportion of teachers were 51 to 55 years old; Florida had equal proportions of teachers (14 percent) in the 26-30 and 51-55 age groups. In the fifth state, Colorado, the second highest proportion occurred in the 51-55 age group (figure 3).
- The majority of teachers in the seven reporting states were White, with the smallest percentage of White teachers (74 percent) reported for Florida (table 6).
- More than three quarters of the teachers across six of the seven reporting states were female, with the highest percentage of male teachers (27 percent) reported for Colorado. The largest difference between males and females was \$1,027 in Arizona (table 7).

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<sup>1</sup> The mean is the average: the sum of all salaries divided by the number of teachers. The median is the mid-point. If the teachers' salaries were ranked from highest to lowest, half of the salaries would be below the median. Base salaries are the negotiated annual salary for teaching duties. Base salaries exclude extra pay for extra duties and bonuses.

## References and Related Data Files

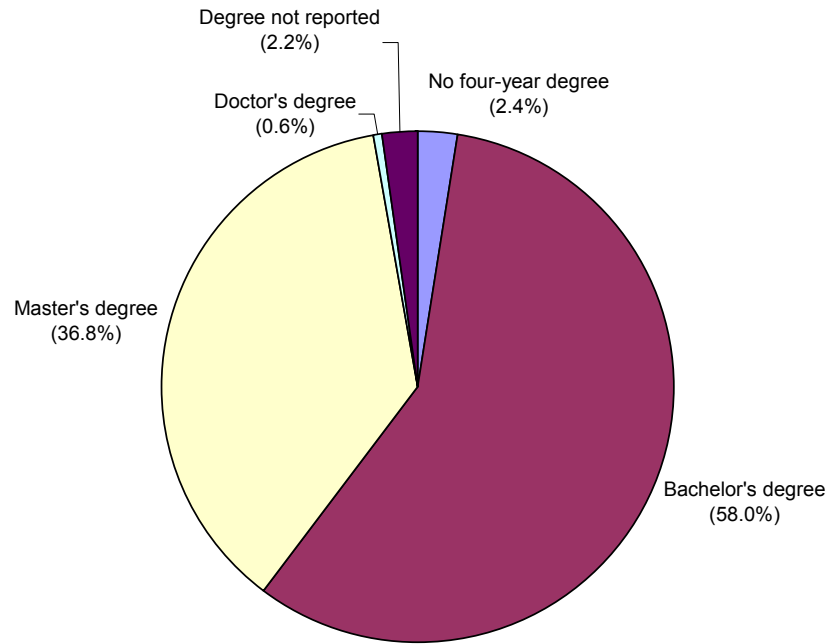
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### Related Data Files

Data files for all CCD surveys may be found on the CCD data page of the CCD website at <http://nces.ed.gov/ccd/ccddata.asp>.

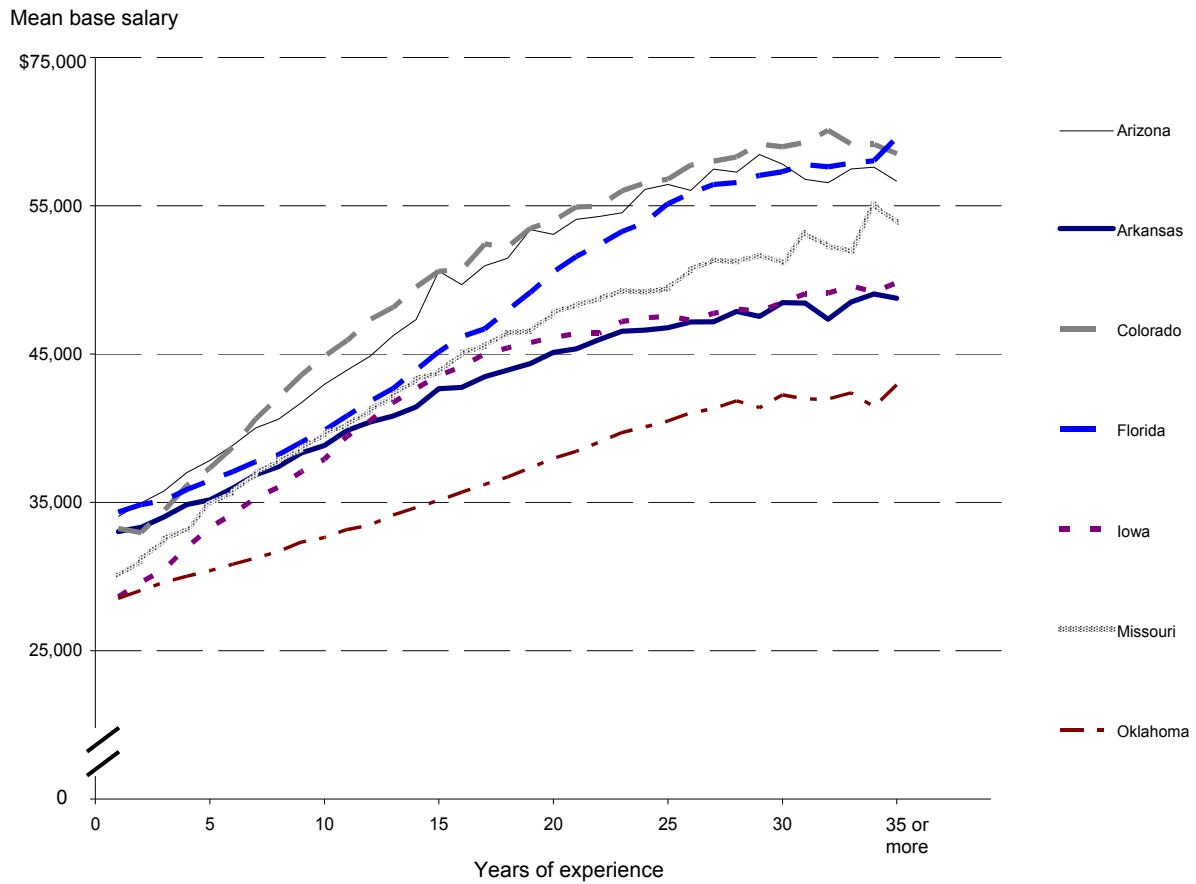
Figure 1. Percentage distribution of total full-time teachers in participating states, by highest degree earned: School year 2005–06



NOTE: Arizona, Arkansas, Colorado, Florida, Iowa, Missouri, and Oklahoma participated in the Pilot Teacher Compensation Survey. Data for Colorado, Florida, Iowa, Missouri, and Oklahoma are for full-time teachers, teaching at one school with full-time equivalency (FTE) greater than or equal to 0.9 only, and whose base salary did not include pay for other duties. Data for Arizona and Arkansas are for teachers teaching at one school with FTE greater than or equal to 0.9 only. Arizona and Arkansas did not report whether a teacher was a full-time teacher or whether the reported base salary excluded pay for other duties.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Common Core of Data (CCD), "Pilot Teacher Compensation Survey," school year 2005–06, Version 1a.

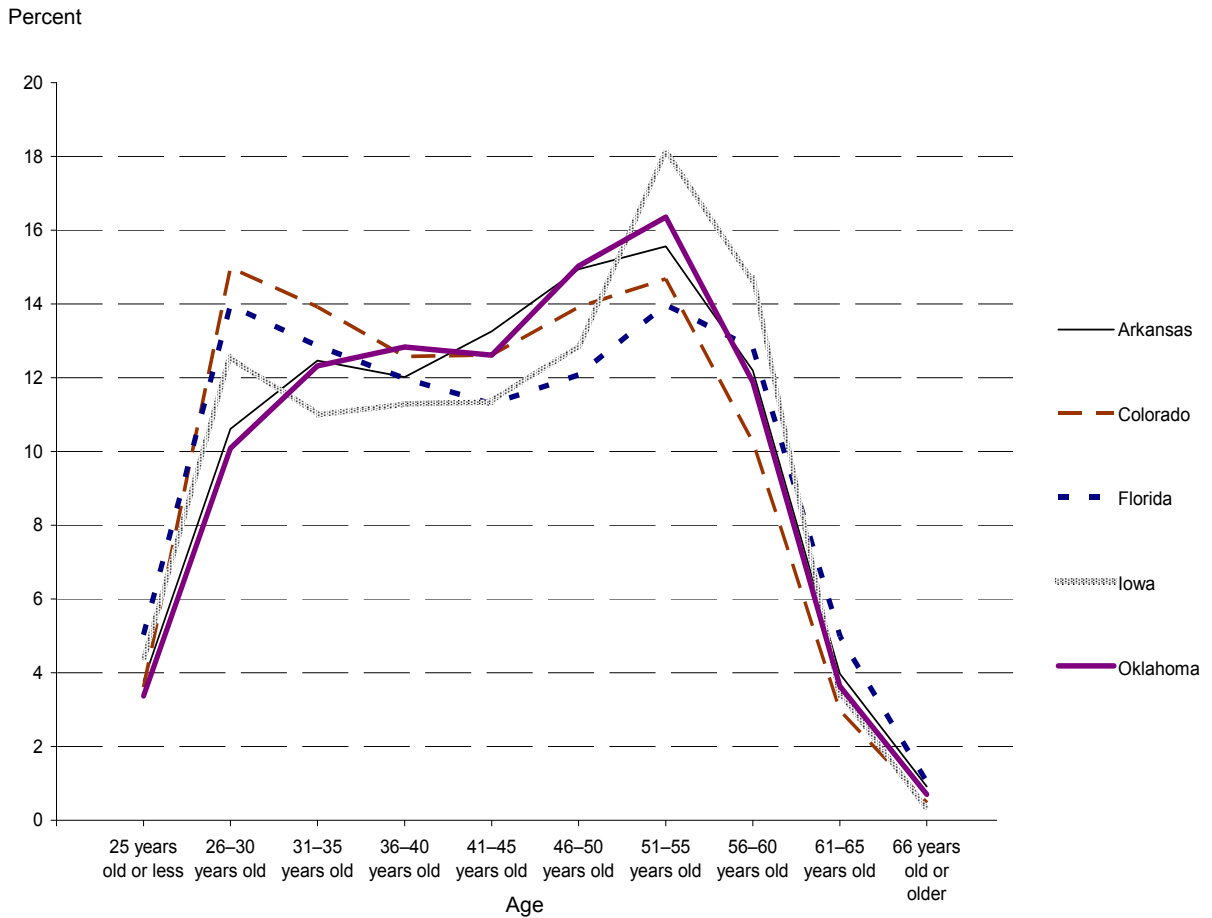
Figure 2. Mean base salary of full-time teachers by years of experience and participating state:  
School year 2005–06



NOTE: Only the listed seven states participated in the Pilot Teacher Compensation Survey. Data for Colorado, Florida, Iowa, Missouri, and Oklahoma are for full-time teachers, teaching at one school with full-time equivalency (FTE) greater than or equal to 0.9 only, and whose base salary did not include pay for other duties. Data for Arizona and Arkansas are for teachers teaching at one school with FTE greater than or equal to 0.9 only. Arizona and Arkansas did not report whether a teacher was a full-time teacher or whether the reported base salary excluded pay for other duties. Base salary is defined as the negotiated annual salary for teaching duties, excluding bonuses and extra pay for extra duties.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Common Core of Data (CCD), "Pilot Teacher Compensation Survey," school year 2005–06, Version 1a.

Figure 3. Percentage distribution of full-time teachers by age and participating state: School year 2005–06



NOTE: Arizona, Arkansas, Colorado, Florida, Iowa, Missouri, and Oklahoma participated in the Pilot Teacher Compensation Survey. Data on age for Arizona and Missouri were not available. Data for Colorado, Florida, Iowa, and Oklahoma are for full-time teachers, teaching at one school with full-time equivalency (FTE) greater than or equal to 0.9 only, and whose base salary did not include pay for other duties. Data for Arkansas are for teachers teaching at one school with FTE greater than or equal to 0.9 only. Arizona and Arkansas did not report whether a teacher was a full-time teacher or whether the reported base salary excluded pay for other duties.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Common Core of Data (CCD), "Pilot Teacher Compensation Survey," school year 2005–06, Version 1a.

Table 1. Total number of full-time teachers and median years of teaching experience, age, contract days, and base salary, and mean base salary, by participating state: School year 2005–06

| Participating state | Total number of full-time teachers | Median years of teaching experience | Median age | Median number of days in teacher contract | Median base salary <sup>1</sup> | Mean base salary <sup>1</sup> |
|---------------------|------------------------------------|-------------------------------------|------------|---|---------------------------------|-------------------------------|
| Arizona             | 49,385                             | 8                                   | —          | —   | \$40,296                        | \$42,772                      |
| Arkansas            | 28,633                             | 13                                  | 45         | 190                                       | 39,969                          | 40,981                        |
| Colorado            | 41,431                             | 9                                   | 43         | 184                                       | 42,676                          | 44,777                        |
| Florida             | 137,405                            | 10                                  | 43         | 196                                       | 38,014                          | 41,740                        |
| Iowa                | 28,054                             | 15                                  | 45         | 191                                       | 40,935                          | 41,145                        |
| Missouri            | 59,991                             | 10                                  | —          | 183                                       | 37,802                          | 40,602                        |
| Oklahoma            | 36,476                             | 12                                  | 45         | 180                                       | 33,516                          | 34,631                        |

— Not available.

<sup>1</sup> Base salary is defined as the negotiated annual salary for teaching duties, excluding bonuses and extra pay for extra duties.

NOTE: How to read this table (medians): Using Arizona, years of teaching experience as an example, if all full-time teachers were listed by years of teaching experience, the teacher at the midpoint (median) would have 8 years of teaching experience.

Only the listed seven states participated in the Pilot Teacher Compensation Survey. Data for Colorado, Florida, Iowa, Missouri, and Oklahoma are for full-time teachers, teaching at one school with full-time equivalency (FTE) greater than or equal to 0.9 only, and whose base salary did not include pay for other duties. Data for Arizona and Arkansas are for teachers teaching at one school with FTE greater than or equal to 0.9 only. Arizona and Arkansas did not report whether a teacher was a full-time teacher or whether the reported base salary excluded pay for other duties. Data are not adjusted for geographic cost differences.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Common Core of Data (CCD), "Pilot Teacher Compensation Survey," school year 2005–06, Version 1a.

Table 2. Median total salary and government expenditures for total benefits, health benefits, retirement benefits, and all other benefits, by participating state: School year 2005–06

| Participating state | Median total salary <sup>1</sup> | Median government expenditures on benefits |                     |            |                        |
|---------------------|----------------------------------|--|---------------------|------------|------------------------|
|                     |                                  | Total                                      | Health <sup>2</sup> | Retirement | All other <sup>3</sup> |
| Arizona             | \$40,296                         | —  | —                   | —          | —                      |
| Arkansas            | 42,500                           | ‡  | ‡                   | \$5,763    | \$3,283                |
| Colorado            | —                                | —  | —                   | —          | —                      |
| Florida             | 40,600                           | \$10,731                                   | \$4,647             | 3,183      | 3,529                  |
| Iowa                | 41,449                           | —  | —                   | —          | —                      |
| Missouri            | 39,900                           | —  | —                   | —          | —                      |
| Oklahoma            | 34,973                           | ‡  | ‡                   | 3,773      | ‡                      |

— Not available.

‡ Reporting standards not met. Data were missing for more than 20 percent of teachers in the state.

<sup>1</sup> Total salary is defined as the total amount of money paid to the teacher for school year 2005–06.

<sup>2</sup> Health benefits were missing 31.7 percent of full-time teachers in Arkansas and 25.4 percent of full-time teachers in Oklahoma.

<sup>3</sup> All other benefits were missing 36.3 percent of full-time teachers in Oklahoma.

NOTE: How to read this table (medians): Using Arizona, median total salary as an example, if all full-time teachers were listed by total salary, the teacher at the midpoint (median) would have a total salary of \$40,296. Only the listed seven states participated in the Pilot Teacher Compensation Survey. Data for Colorado, Florida, Iowa, Missouri, and Oklahoma are for full-time teachers, teaching at one school with full-time equivalency (FTE) greater than or equal to 0.9 only, and whose base salary did not include pay for other duties. Data for Arizona and Arkansas are for teachers teaching at one school with FTE greater than or equal to 0.9 only. Arizona and Arkansas did not report whether a teacher was a full-time teacher or whether the reported base salary excluded pay for other duties. Data are not adjusted for geographic cost differences. Detail may not sum to totals because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Common Core of Data (CCD), "Pilot Teacher Compensation Survey," school year 2005–06, Version 1a.



Table 3. Number of full-time teachers, percentage distribution, and median base salary, by highest degree earned and participating state: School year 2005–06

| Participating state | No four-year degree |                         |                                 | Bachelor's degree |                         |                                 | Master's degree |                         |                                 | Doctor's degree |                         |                                 | Degree not reported |                         |                                 |
|---------------------|---------------------|-------------------------|---------------------------------|-------------------|-------------------------|---------------------------------|-----------------|-------------------------|---------------------------------|-----------------|-------------------------|---------------------------------|---------------------|-------------------------|---------------------------------|
|                     | Number              | Percentage distribution | Median base salary <sup>1</sup> | Number            | Percentage distribution | Median base salary <sup>1</sup> | Number          | Percentage distribution | Median base salary <sup>1</sup> | Number          | Percentage distribution | Median base salary <sup>1</sup> | Number              | Percentage distribution | Median base salary <sup>1</sup> |
| Arizona             | 0                   | 0.0                     | †                               | 26,955            | 54.6                    | \$36,917                        | 22,071          | 44.7                    | \$45,938                        | 359             | 0.7                     | \$51,257                        | 0                   | 0.0                     | †                               |
| Arkansas            | 14                  | 0.1                     | \$33,325                        | 10,925            | 38.2                    | 38,614                          | 9,314           | 32.5                    | 44,339                          | 96              | 0.3                     | 52,706                          | 8,284               | 28.9                    | \$36,109                        |
| Colorado            | 169                 | 0.4                     | 33,000                          | 21,364            | 51.6                    | 36,702                          | 19,465          | 47.0                    | 51,077                          | 393             | 1.0                     | 51,205                          | 40                  | 0.1                     | 33,301                          |
| Florida             | 8,324               | 6.1                     | 34,792                          | 86,237            | 62.8                    | 35,800                          | 41,733          | 30.4                    | 44,496                          | 1,111           | 0.8                     | 50,314                          | 0                   | 0.0                     | †                               |
| Iowa                | 34                  | 0.1                     | 34,718                          | 20,152            | 71.8                    | 37,964                          | 7,818           | 27.9                    | 49,610                          | 50              | 0.2                     | 58,008                          | 0                   | 0.0                     | †                               |
| Missouri            | 428                 | 0.7                     | 36,715                          | 29,506            | 49.2                    | 33,400                          | 29,779          | 49.6                    | 44,580                          | 262             | 0.4                     | 56,672                          | 16                  | #                       | 34,000                          |
| Oklahoma            | 63                  | 0.2                     | 29,575                          | 26,149            | 71.7                    | 32,118                          | 10,088          | 27.7                    | 38,150                          | 175             | 0.5                     | 38,618                          | 1                   | #                       | 45,800                          |

† Not applicable.

# Rounds to zero.

<sup>1</sup> Base salary is defined as the negotiated annual salary for teaching duties, excluding bonuses and extra pay for extra duties.

NOTE: How to read this table (medians): Using Arizona, bachelor's degree as an example, if all full-time teachers with a bachelor's degree were listed by base salary, the teacher at the midpoint (median) would have a base salary of \$36,917. Only the listed seven states participated in the Pilot Teacher Compensation Survey. Data for Colorado, Florida, Iowa, Missouri, and Oklahoma are for full-time teachers, teaching at one school with full-time equivalency (FTE) greater than or equal to 0.9 only, and whose base salary did not include pay for other duties. Data for Arizona and Arkansas are for teachers teaching at one school with FTE greater than or equal to 0.9 only. Arizona and Arkansas did not report whether a teacher was a full-time teacher or whether the reported base salary excluded pay for other duties. Data are not adjusted for geographic cost differences. Detail may not sum to totals because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Common Core of Data (CCD), "Pilot Teacher Compensation Survey," school year 2005–06, Version 1a.

Table 4. Number of full-time teachers, percentage distribution, and median base salary, by years of experience and participating state: School year 2005–06

| Participating state | 1 Year |                                 |                                       | 2–5 years |                                 |                                       | 6–10 years |                                 |                                       | 11–20 years |                                 |                                       | 21–30 years |                                 |                                       | Over 30 years |                                 |                                       |
|---------------------|--------|---------------------------------|---------------------------------------|-----------|---------------------------------|---------------------------------------|------------|---------------------------------|---------------------------------------|-------------|---------------------------------|---------------------------------------|-------------|---------------------------------|---------------------------------------|---------------|---------------------------------|---------------------------------------|
|                     | Number | Percent-<br>age<br>distribution | Median<br>base<br>salary <sup>1</sup> | Number    | Percent-<br>age<br>distribution | Median<br>base<br>salary <sup>1</sup> | Number     | Percent-<br>age<br>distribution | Median<br>base<br>salary <sup>1</sup> | Number      | Percent-<br>age<br>distribution | Median<br>base<br>salary <sup>1</sup> | Number      | Percent-<br>age<br>distribution | Median<br>base<br>salary <sup>1</sup> | Number        | Percent-<br>age<br>distribution | Median<br>base<br>salary <sup>1</sup> |
| Arizona             | 5,393  | 10.9                            | \$33,933                              | 13,019    | 26.4                            | \$35,824                              | 11,955     | 24.2                            | \$39,849                              | 12,570      | 25.5                            | \$47,549                              | 5,494       | 11.1                            | \$56,631                              | 950           | 1.9                             | \$58,000                              |
| Arkansas            | 1,629  | 5.7                             | 31,522                                | 5,054     | 17.7                            | 33,265                                | 5,432      | 19.0                            | 36,804                                | 7,787       | 27.2                            | 41,425                                | 6,277       | 21.9                            | 45,785                                | 2,454         | 8.6                             | 47,751                                |
| Colorado            | 3,190  | 7.7                             | 32,608                                | 9,780     | 23.6                            | 34,348                                | 9,406      | 22.7                            | 41,067                                | 10,943      | 26.4                            | 50,331                                | 6,541       | 15.8                            | 57,952                                | 1,571         | 3.8                             | 61,027                                |
| Florida             | 11,389 | 8.3                             | 33,940                                | 27,668    | 20.1                            | 34,825                                | 23,235     | 16.9                            | 37,205                                | 26,963      | 19.6                            | 43,407                                | 19,653      | 14.3                            | 54,249                                | 9,017         | 6.6                             | 57,226                                |
| Iowa                | 1,232  | 4.4                             | 27,864                                | 4,410     | 15.7                            | 30,872                                | 5,145      | 18.3                            | 35,755                                | 7,214       | 25.7                            | 42,968                                | 6,476       | 23.1                            | 46,825                                | 3,577         | 12.8                            | 48,753                                |
| Missouri            | 3,977  | 6.6                             | 29,706                                | 12,866    | 21.5                            | 32,280                                | 13,768     | 23.0                            | 36,644                                | 16,272      | 27.1                            | 42,265                                | 10,569      | 17.6                            | 48,053                                | 2,538         | 4.2                             | 52,661                                |
| Oklahoma            | 2,040  | 5.6                             | 28,100                                | 6,109     | 16.8                            | 29,500                                | 8,277      | 22.7                            | 31,400                                | 10,298      | 28.2                            | 34,860                                | 7,604       | 20.9                            | 39,800                                | 2,148         | 5.9                             | 41,900                                |

<sup>1</sup> Base salary is defined as the negotiated annual salary for teaching duties, excluding bonuses and extra pay for extra duties.

NOTE: How to read this table (medians): Using Arizona, 1 year of experience as an example, if all full-time teachers with 1 year of experience were listed by base salary, the teacher at the midpoint (median) would have a base salary of \$33,933. Only the listed seven states participated in the Pilot Teacher Compensation Survey. Data for Colorado, Florida, Iowa, Missouri, and Oklahoma are for full-time teachers, teaching at one school with full-time equivalency (FTE) greater than or equal to 0.9 only, and whose base salary did not include pay for other duties. Data for Arizona and Arkansas are for teachers teaching at one school with FTE greater than or equal to 0.9 only. Arizona and Arkansas did not report whether a teacher was a full-time teacher or whether the reported base salary excluded pay for other duties. Data are not adjusted for geographic cost differences. Detail may not sum to totals because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Common Core of Data (CCD), "Pilot Teacher Compensation Survey," school year 2005–06, Version 1a.

Table 5. Number of full-time teachers, percentage distribution, and median base salary, by age and participating state: School year 2005–06

| Participating state | 25 years old or less |                                 |                                       | 26–30 years old |                                 |                                       | 31–35 years old |                                 |                                       | 36–40 years old |                                 |                                       | 41–45 years old |                                 |                                       |
|---------------------|----------------------|---------------------------------|---------------------------------------|-----------------|---------------------------------|---------------------------------------|-----------------|---------------------------------|---------------------------------------|-----------------|---------------------------------|---------------------------------------|-----------------|---------------------------------|---------------------------------------|
|                     | Number               | Percent-<br>age<br>distribution | Median<br>base<br>salary <sup>1</sup> | Number          | Percent-<br>age<br>distribution | Median<br>base<br>salary <sup>1</sup> | Number          | Percent-<br>age<br>distribution | Median<br>base<br>salary <sup>1</sup> | Number          | Percent-<br>age<br>distribution | Median<br>base<br>salary <sup>1</sup> | Number          | Percent-<br>age<br>distribution | Median<br>base<br>salary <sup>1</sup> |
| Arizona             | —                    | —                               | —                                     | —               | —                               | —                                     | —               | —                               | —                                     | —               | —                               | —                                     | —               | —                               | —                                     |
| Arkansas            | 1,082                | 3.8                             | \$31,527                              | 3,039           | 10.6                            | \$33,650                              | 3,569           | 12.5                            | \$36,198                              | 3,442           | 12.0                            | \$38,148                              | 3,796           | 13.3                            | \$40,400                              |
| Colorado            | 1,494                | 3.6                             | 30,801                                | 6,208           | 15.0                            | 34,131                                | 5,767           | 13.9                            | 38,849                                | 5,212           | 12.6                            | 42,733                                | 5,228           | 12.6                            | 45,267                                |
| Florida             | 6,901                | 5.0                             | 33,088                                | 19,184          | 14.0                            | 34,068                                | 17,675          | 12.9                            | 35,355                                | 16,465          | 12.0                            | 36,867                                | 15,512          | 11.3                            | 38,700                                |
| Iowa                | 1,237                | 4.4                             | 28,198                                | 3,524           | 12.6                            | 31,582                                | 3,082           | 11.0                            | 36,001                                | 3,167           | 11.3                            | 39,212                                | 3,181           | 11.3                            | 41,913                                |
| Missouri            | —                    | —                               | —                                     | —               | —                               | —                                     | —               | —                               | —                                     | —               | —                               | —                                     | —               | —                               | —                                     |
| Oklahoma            | 1,229                | 3.4                             | 28,375                                | 3,679           | 10.1                            | 29,478                                | 4,495           | 12.3                            | 30,908                                | 4,681           | 12.8                            | 32,350                                | 4,599           | 12.6                            | 33,732                                |

See notes at end of table.

Table 5. Number of full-time teachers, percentage distribution, and median base salary, by age and participating state: School year 2005–06—Continued

| Participating state | 46–50 years old |                                 |                                       | 51–55 years old |                                 |                                       | 56–60 years old |                                 |                                       | 61–65 years old |                                 |                                       | 66 years old or older |                                 |                                       | Age not reported |                                 |                                       |
|---------------------|-----------------|---------------------------------|---------------------------------------|-----------------|---------------------------------|---------------------------------------|-----------------|---------------------------------|---------------------------------------|-----------------|---------------------------------|---------------------------------------|-----------------------|---------------------------------|---------------------------------------|------------------|---------------------------------|---------------------------------------|
|                     | Number          | Percent-<br>age<br>distribution | Median<br>base<br>salary <sup>1</sup> | Number          | Percent-<br>age<br>distribution | Median<br>base<br>salary <sup>1</sup> | Number          | Percent-<br>age<br>distribution | Median<br>base<br>salary <sup>1</sup> | Number          | Percent-<br>age<br>distribution | Median<br>base<br>salary <sup>1</sup> | Number                | Percent-<br>age<br>distribution | Median<br>base<br>salary <sup>1</sup> | Number           | Percent-<br>age<br>distribution | Median<br>base<br>salary <sup>1</sup> |
| Arizona             | —               | —                               | —                                     | —               | —                               | —                                     | —               | —                               | —                                     | —               | —                               | —                                     | —                     | —                               | —                                     | 49,385           | 100.0                           | \$40,296                              |
| Arkansas            | 4,279           | 14.9                            | \$42,400                              | 4,455           | 15.6                            | \$43,977                              | 3,493           | 12.2                            | \$45,063                              | 1,139           | 4.0                             | \$46,268                              | 262                   | 0.9                             | \$44,659                              | 77               | 0.3                             | 32,500                                |
| Colorado            | 5,764           | 13.9                            | 48,461                                | 6,081           | 14.7                            | 52,310                                | 4,250           | 10.3                            | 54,163                                | 1,231           | 3.0                             | 54,184                                | 196                   | 0.5                             | 52,074                                | 0                | 0.0                             | †                                     |
| Florida             | 16,592          | 12.1                            | 42,004                                | 19,203          | 14.0                            | 48,465                                | 17,589          | 12.8                            | 52,570                                | 6,852           | 5.0                             | 53,619                                | 1,421                 | 1.0                             | 53,795                                | 11               | #                               | 33,999                                |
| Iowa                | 3,616           | 12.9                            | 43,838                                | 5,071           | 18.1                            | 45,932                                | 4,121           | 14.7                            | 46,934                                | 947             | 3.4                             | 47,276                                | 108                   | 0.4                             | 48,076                                | 0                | 0.0                             | †                                     |
| Missouri            | —               | —                               | —                                     | —               | —                               | —                                     | —               | —                               | —                                     | —               | —                               | —                                     | —                     | —                               | —                                     | 59,991           | 100.0                           | 37,802                                |
| Oklahoma            | 5,483           | 15.0                            | 36,035                                | 5,967           | 16.4                            | 38,300                                | 4,334           | 11.9                            | 38,748                                | 1,326           | 3.6                             | 39,500                                | 257                   | 0.7                             | 39,075                                | 426              | 1.2                             | 30,858                                |

— Not available.

† Not applicable.

# Rounds to zero.

<sup>1</sup> Base salary is defined as the negotiated annual salary for teaching duties, excluding bonuses and extra pay for extra duties.

NOTE: How to read this table (medians): Using Arkansas, 25 years old or less as an example, if all full-time teachers 25 years old or less were listed by base salary, the teacher at the midpoint (median) would have a base salary of \$31,527. Only the listed seven states participated in the Pilot Teacher Compensation Survey. Data for Colorado, Florida, Iowa, Missouri, and Oklahoma are for full-time teachers, teaching at one school with full-time equivalency (FTE) greater than or equal to 0.9 only, and whose base salary did not include pay for other duties. Data for Arizona and Arkansas are for teachers teaching at one school with FTE greater than or equal to 0.9 only. Arizona and Arkansas did not report whether a teacher was a full-time teacher or whether the reported base salary excluded pay for other duties. Data are not adjusted for geographic cost differences. Detail may not sum to totals because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Common Core of Data (CCD), "Pilot Teacher Compensation Survey," school year 2005–06, Version 1a.

Table 6. Number of full-time teachers, percentage distribution, and median base salary, by race/ethnicity and participating state: School year 2005–06

| Participating state | American Indian/Alaska native |                         |                                 | Asian/Pacific Islander |                         |                                 | Hispanic |                         |                                 | Black, non-Hispanic |                         |                                 | White, non-Hispanic |                         |                                 |
|---------------------|-------------------------------|-------------------------|---------------------------------|------------------------|-------------------------|---------------------------------|----------|-------------------------|---------------------------------|---------------------|-------------------------|---------------------------------|---------------------|-------------------------|---------------------------------|
|                     | Number                        | Percentage distribution | Median base salary <sup>1</sup> | Number                 | Percentage distribution | Median base salary <sup>1</sup> | Number   | Percentage distribution | Median base salary <sup>1</sup> | Number              | Percentage distribution | Median base salary <sup>1</sup> | Number              | Percentage distribution | Median base salary <sup>1</sup> |
| Arizona             | 1,132                         | 2.3                     | \$38,159                        | 545                    | 1.1                     | \$39,379                        | 5,636    | 11.4                    | \$38,844                        | 1,041               | 2.1                     | \$40,406                        | 41,031              | 83.1                    | \$40,654                        |
| Arkansas            | 177                           | 0.6                     | 41,288                          | 56                     | 0.2                     | 39,922                          | 103      | 0.4                     | 40,263                          | 2,719               | 9.5                     | 42,183                          | 25,578              | 89.3                    | 39,738                          |
| Colorado            | 193                           | 0.5                     | 43,143                          | 415                    | 1.0                     | 41,480                          | 2,821    | 6.8                     | 41,750                          | 663                 | 1.6                     | 43,940                          | 37,339              | 90.1                    | 42,754                          |
| Florida             | 382                           | 0.3                     | 38,952                          | 1,241                  | 0.9                     | 35,623                          | 14,000   | 10.2                    | 37,205                          | 19,811              | 14.4                    | 37,936                          | 101,971             | 74.2                    | 38,200                          |
| Iowa                | 67                            | 0.2                     | 39,927                          | 100                    | 0.4                     | 38,826                          | 157      | 0.6                     | 39,940                          | 217                 | 0.8                     | 39,695                          | 27,513              | 98.1                    | 40,971                          |
| Missouri            | 82                            | 0.1                     | 34,290                          | 181                    | 0.3                     | 39,258                          | 305      | 0.5                     | 38,355                          | 4,231               | 7.1                     | 44,485                          | 55,191              | 92.0                    | 37,381                          |
| Oklahoma            | 1,477                         | 4.1                     | 32,457                          | 142                    | 0.4                     | 31,817                          | 295      | 0.8                     | 31,407                          | 1,289               | 3.5                     | 36,568                          | 33,273              | 91.2                    | 33,510                          |

<sup>1</sup> Base salary is defined as the negotiated annual salary for teaching duties, excluding bonuses and extra pay for extra duties.

NOTE: How to read this table (medians): Using Arizona, American Indian/Alaska Native as an example, if all American Indian/Alaska Native full-time teachers were listed by base salary, the teacher at the midpoint (median) would have a base salary of \$38,159. Only the listed seven states participated in the Pilot Teacher Compensation Survey. Data for Colorado, Florida, Iowa, Missouri, and Oklahoma are for full-time teachers, teaching at one school with full-time equivalency (FTE) greater than or equal to 0.9 only, and whose base salary did not include pay for other duties. Data for Arizona and Arkansas are for teachers teaching at one school with FTE greater than or equal to 0.9 only. Arizona and Arkansas did not report whether a teacher was a full-time teacher or whether the reported base salary excluded pay for other duties. Data are not adjusted for geographic cost differences. Detail may not sum to totals because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Common Core of Data (CCD), "Pilot Teacher Compensation Survey," school year 2005–06, Version 1a.

Table 7. Number of full-time teachers, percent distribution, and median base salary, by gender and participating state: School year 2005–06

| Participating state | Male   |                         |                                 | Female  |                         |                                 |
|---------------------|--------|-------------------------|---------------------------------|---------|-------------------------|---------------------------------|
|                     | Number | Percentage distribution | Median base salary <sup>1</sup> | Number  | Percentage distribution | Median base salary <sup>1</sup> |
| Arizona             | 11,967 | 24.2                    | \$41,027                        | 37,418  | 75.8                    | \$40,000                        |
| Arkansas            | 5,300  | 18.5                    | 39,631                          | 23,333  | 81.5                    | 40,021                          |
| Colorado            | 11,216 | 27.1                    | 42,913                          | 30,215  | 72.9                    | 42,577                          |
| Florida             | 29,307 | 21.3                    | 38,490                          | 108,098 | 78.7                    | 37,936                          |
| Iowa                | 5,144  | 18.3                    | 41,641                          | 22,910  | 81.7                    | 40,754                          |
| Missouri            | 12,363 | 20.6                    | 37,915                          | 47,627  | 79.4                    | 37,790                          |
| Oklahoma            | 7,457  | 20.4                    | 33,722                          | 29,019  | 79.6                    | 33,460                          |

<sup>1</sup> Base salary is defined as the negotiated annual salary for teaching duties, excluding bonuses and extra pay for extra duties.

NOTE: How to read this table (medians): Using Arizona, males as an example, if all male full-time teachers were listed by base salary, the teacher at the midpoint (median) would have a base salary of \$41,027. Only the listed seven states participated in the Pilot Teacher Compensation Survey. Data for Colorado, Florida, Iowa, Missouri, and Oklahoma are for full-time teachers, teaching at one school with full-time equivalency (FTE) greater than or equal to 0.9 only, and whose base salary did not include pay for other duties. Data for Arizona and Arkansas are for teachers teaching at one school with FTE greater than or equal to 0.9 only. Arizona and Arkansas did not report whether a teacher was a full-time teacher or whether the reported base salary excluded pay for other duties. Data are not adjusted for geographic cost differences. Detail may not sum to totals because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Common Core of Data (CCD), "Pilot Teacher Compensation Survey," school year 2005–06, Version 1a.

Table 8. Number of full-time teachers, base salary at the 5<sup>th</sup>, median, and 95<sup>th</sup> percentile cutpoints, and federal range ratio, by educational attainment, years of experience, and participating state: School year 2005–06

| Educational attainment, years of experience,<br>and participating state             | Number of<br>teachers | Base salary <sup>1</sup>   |          |                             | Federal<br>range ratio <sup>2</sup> |
|---|-----------------------|----------------------------|----------|-----------------------------|-------------------------------------|
|   |                       | 5 <sup>th</sup> percentile | Median   | 95 <sup>th</sup> percentile |                                     |
| <b>Teachers with bachelor's degree as highest degree and 1 year of experience</b>   |                       |                            |          |                             |                                     |
| Arizona   | 4,244                 | \$28,007                   | \$33,450 | \$37,750                    | 0.3                                 |
| Arkansas  | 594                   | 28,000                     | 31,134   | 37,450                      | 0.3                                 |
| Colorado  | 2,394                 | 26,400                     | 31,398   | 40,493                      | 0.5                                 |
| Florida   | 8,440                 | 29,970                     | 33,940   | 40,872                      | 0.4                                 |
| Iowa  | 1,139                 | 24,617                     | 27,495   | 33,426                      | 0.4                                 |
| Missouri  | 3,432                 | 23,400                     | 29,283   | 35,417                      | 0.5                                 |
| Oklahoma  | 1,878                 | 26,366                     | 28,000   | 30,392                      | 0.2                                 |
| <b>Teachers with bachelor's degree as highest degree and 10 years of experience</b> |                       |                            |          |                             |                                     |
| Arizona   | 884                   | 32,010                     | 40,338   | 51,760                      | 0.6                                 |
| Arkansas  | 405                   | 32,500                     | 37,500   | 45,969                      | 0.4                                 |
| Colorado  | 711                   | 30,193                     | 40,999   | 51,542                      | 0.7                                 |
| Florida   | 2,107                 | 34,319                     | 38,089   | 46,727                      | 0.4                                 |
| Iowa  | 715                   | 30,328                     | 36,759   | 43,618                      | 0.4                                 |
| Missouri  | 948                   | 27,850                     | 35,050   | 46,715                      | 0.7                                 |
| Oklahoma  | 997                   | 29,760                     | 31,861   | 34,832                      | 0.2                                 |
| <b>Teachers with master's degree as highest degree and 10 years of experience</b>   |                       |                            |          |                             |                                     |
| Arizona   | 1,087                 | 35,500                     | 44,215   | 54,816                      | 0.5                                 |
| Arkansas  | 287                   | 36,800                     | 40,676   | 49,284                      | 0.3                                 |
| Colorado  | 782                   | 36,360                     | 48,921   | 58,514                      | 0.6                                 |
| Florida   | 1,259                 | 36,627                     | 40,350   | 53,663                      | 0.5                                 |
| Iowa  | 185                   | 34,276                     | 41,665   | 47,903                      | 0.4                                 |
| Missouri  | 1,329                 | 31,075                     | 42,440   | 54,110                      | 0.7                                 |
| Oklahoma  | 280                   | 30,950                     | 33,268   | 37,308                      | 0.2                                 |
| <b>Teachers with bachelor's degree as highest degree and 20 years of experience</b> |                       |                            |          |                             |                                     |
| Arizona   | 288                   | 37,799                     | 49,818   | 64,045                      | 0.7                                 |
| Arkansas  | 274                   | 36,650                     | 42,761   | 53,189                      | 0.5                                 |
| Colorado  | 289                   | 33,878                     | 49,098   | 60,974                      | 0.8                                 |
| Florida   | 1,239                 | 40,450                     | 48,644   | 60,463                      | 0.5                                 |
| Iowa  | 417                   | 35,718                     | 43,826   | 51,484                      | 0.4                                 |
| Missouri  | 419                   | 30,366                     | 37,875   | 52,395                      | 0.7                                 |
| Oklahoma  | 417                   | 33,713                     | 36,879   | 41,574                      | 0.2                                 |
| <b>Teachers with master's degree as highest degree and 20 years of experience</b>   |                       |                            |          |                             |                                     |
| Arizona   | 505                   | 42,793                     | 54,950   | 66,749                      | 0.6                                 |
| Arkansas  | 280                   | 40,398                     | 46,089   | 59,333                      | 0.5                                 |
| Colorado  | 494                   | 41,410                     | 58,258   | 68,899                      | 0.7                                 |
| Florida   | 876                   | 43,514                     | 52,433   | 65,226                      | 0.5                                 |
| Iowa  | 211                   | 39,432                     | 51,174   | 57,327                      | 0.5                                 |
| Missouri  | 864                   | 34,450                     | 51,228   | 72,598                      | 1.1                                 |
| Oklahoma  | 272                   | 35,170                     | 38,770   | 44,300                      | 0.3                                 |

<sup>1</sup> Base salary is defined as the negotiated annual salary for teaching duties, excluding bonuses and extra pay for extra duties.

<sup>2</sup> The federal range ratio indicates the difference between the base salary of the state at the 95th percentile and the state at the 5th percentile divided by the base salary for the state at the 5th percentile.

NOTE: How to read this table: Using teachers with bachelor's degree as highest degree and 1 year of experience, Arizona as an example, this table shows that 5 percent of teachers with a bachelor's degree and 1 year of experience have a base salary of \$28,007 or less. If all teachers with a bachelor's degree and 1 year of experience were listed by size of base salary, the teacher at the midpoint (median) would have a salary of \$33,450. Five percent of teachers with a bachelor's degree and 1 year of experience have a base salary of \$37,750 or more. The federal range ratio shows that the magnitude of the difference between base salaries at the 5<sup>th</sup> percentile and the 95<sup>th</sup> percentile is 0.4, or approximately 40 percent. Only the listed seven states participated in the Pilot Teacher Compensation Survey. Data for Colorado, Florida, Iowa, Missouri, and Oklahoma are for full-time teachers, teaching at one school with full-time equivalency (FTE) greater than or equal to 0.9 only, and whose base salary did not include pay for other duties. Data for Arizona and Arkansas are for teachers teaching at one school with FTE greater than or equal to 0.9 only. Arizona and Arkansas did not report whether a teacher was a full-time teacher or whether the reported base salary excluded pay for other duties. Data are not adjusted for geographic cost differences. Teachers with a doctor's degree are excluded because they make up less than 1 percent of all teachers.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Common Core of Data (CCD), "Pilot Teacher Compensation Survey," school year 2005–06, Version 1a.

## Appendix A: Methodology and Technical Notes

**Common Core of Data survey system.** The State Nonfiscal Survey of Public Elementary/Secondary Education, the Local Education Agency Universe Survey, and the Public Elementary/Secondary School Universe Survey are the nonfiscal components of the Common Core of Data (CCD) survey system, while the School District Finance Survey and the National Public Education Financial Survey (NPEFS) are the fiscal components. School finance data are reported annually by state education agencies (SEAs) through the efforts of state CCD coordinators. Participation in the CCD is voluntary. The Teacher Compensation Survey (TCS) is also a part of the CCD survey system. The survey will be considered a research and development effort until more than 45 states are participating in the collection.

Data for the TCS are collected from SEAs through an online reporting system. They are then processed, edited, and verified by the U.S. Census Bureau, the National Center for Education Statistics (NCES), and the Education Statistics Services Institute (ESSI) of the American Institutes for Research (AIR). The school year 2005–06 pilot TCS collection opened on May 23, 2007 and closed on September 4, 2007. Arizona, Arkansas, Colorado, Florida, Iowa, Missouri, and Oklahoma reported data in the school year 2005–06 Pilot Teacher Compensation Survey.

The pilot TCS collects a limited amount of data on each public school teacher in the participating states. The data in this report are based on all full-time teachers (full-time equivalency, or FTE, greater than or equal to 0.9), who teach at one school only, and whose base salaries are for teaching duties only. Teachers who teach at regular schools, charter schools, special education schools, vocational education schools, or other types of schools are included. Arizona and Arkansas did not report whether individual base salaries included work in addition to teaching. Records for these two states were included if their FTE were greater than or equal to 0.9 and base salaries were greater than zero. The TCS universe file contains 509,225 records representing 497,927 teachers. The total number of records meeting the requirements for inclusion in this report was 381,375.

**Data quality.** Staff at NCES, the U.S. Census Bureau, and ESSI collaborate to edit all CCD data submissions and ask state CCD coordinators to correct or confirm any numbers that appear out of range when compared with other data. If no explanation for anomalous data is provided by the state, NCES may change the data value to missing.

**Missing data and data editing.** Not all states collect and report all of the data items requested in the pilot TCS. NCES has not performed any imputations for missing data on the pilot TCS, with the exception of missing FTE data in certain circumstances. If FTE was reported as missing, a value of 1.0 was imputed for records where the teacher status indicator showed the teacher to be a full-time teacher in one school only and the teacher's base salary was larger than the 10<sup>th</sup> percentile of the base salaries of all teachers with the number of years of experience in the state. Other edits to the data included editing the years of experience data in Arkansas, Colorado, Iowa, and Oklahoma so that teaching experience would be counted as of the end of the 2005-06 school year. This was accomplished by adding one to the years of experience in those four states. Another edit was to adjust total salary to equal base salary for those records in which total salary was less than base salary. Teachers who served in more than one school had a record for each school where they taught, and the FTE value reflected the amount of time the teacher worked at that school. These teachers were not included in the analysis. Only data for full-time teachers



teaching at one school were used in this report. The age of a teacher was derived from the birth year data reported by the state. Age was calculated by subtracting the birth year from 2006.

***Fifth, median, and 95<sup>th</sup> percentile cutpoints.*** The 5<sup>th</sup> percentile is a value such that 5 percent of the observations are less than this value and that 95 percent are greater. The 95<sup>th</sup> percentile is a value such that 95 percent of the observations are less than this value and that 5 percent are greater. The 5<sup>th</sup> and 95<sup>th</sup> percentile cutpoints have been chosen to exclude any outlier data. A median is a number dividing the higher half of a population from the lower half. The median can be found by arranging all the observations from lowest value to highest value and picking the middle one.

***Federal range ratio.*** The federal range ratio is used in this report as an indicator of the difference between teachers with relatively high base salaries and teachers with relatively low base salaries. As used by Berne and Stiefel (1984) and in previous NCES publications (Parish, Matsumoto, and Fowler 1995; Hussar and Sonnenberg 2000), the federal range ratio excludes the top and bottom 5 percent of districts in order to reduce the influence of extreme values. The federal range ratio is the difference between the base salaries of the teacher at the 95<sup>th</sup> percentile and the teacher at the 5<sup>th</sup> percentile divided by the amount for the teacher at the 5<sup>th</sup> percentile.

***Comparability of data across states.*** There are some issues affecting the comparability of these data that have not been resolved. These include inconsistencies in the reported data themselves and differences in reporting. NCES continues to identify these inconsistencies and will work with state education agencies to reduce them as much as possible. A major factor regarding the comparability of the data is differences in salaries and other costs in different areas within states and across the country, i.e., it costs more to hire a teacher in one part of the country than it does to hire a teacher with the same qualifications in another part of the country. This report does not take into account cost differences across the states or within states.

***Confidentiality protection.*** In order to prevent the identification of an individual teacher with certainty, some data items were swapped between records. These changes resulted in a minimal amount of change to the file overall.

## Appendix B: Common Core of Data Glossary

**all other benefits**—All the other benefits (excluding retirement and health insurance) paid by the school district and other government agencies for teachers.

**American Indian/Alaska Native**—A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.

**Asian/Pacific Islander**—A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

**bachelor's degree**—An award (baccalaureate or equivalent degree, as determined by the Secretary, U.S. Department of Education) that normally requires at least four but not more than five years of full-time equivalent college-level work. This includes all bachelor's degrees conferred in a five-year cooperative (work-study) program. A cooperative plan provides for alternate class attendance and employment in business, industry, or government; thus, it allows students to combine actual work experience with their college studies. Also includes bachelor's degrees in which the normal four years of work are completed in three years.

**base salary**—The negotiated annual salary for teaching duties for school year 2005–06. The base salary excludes pay for additional duties, such as supervising or directing after-school activities, school administration activities, and or teaching summer school or adult education classes. Bonuses and other incentives are not included in base salaries.

**Black or African American**—A person having origins in any of the black racial groups of Africa, and who is not Hispanic.

**doctor's degree**—The highest award a student can earn for graduate study. The doctor's degree classification includes such degrees as Doctor of Education, Doctor of Juridical Science, Doctor of Public Health, and the Doctor of Philosophy degree in any field such as agronomy, food technology, education, engineering, public administration, ophthalmology, or radiology.

**full-time equivalency (FTE)**—State (or district's) FTE value for this teacher. The amount of time required to perform teaching assignment stated as a proportion of a full-time position. FTE is computed by dividing the amount of time employed by the time normally required for a full-time position.

**gender**—Indicates whether the teacher is female or male.

**health benefits**—All amounts paid by school district and other government agencies for teachers' health insurance.

**highest degree earned**—A degree is an award conferred by a college, university, or other postsecondary education institution as official recognition for the successful completion of a program of studies.

**Hispanic or Latino**—A person of Cuban, Mexican, Puerto Rican, Cuban, South or Central American, or other Spanish culture or origin, regardless of race.

**master's degree**—An award that normally requires the successful completion of a program of study of at least the full-time equivalent of one or two academic years of work beyond the bachelor's degree.

**race/ethnicity**—Categories used to describe groups with which individuals identify, or to which they belong in the eyes of the community. The categories do not denote scientific definitions of anthropological origins. A person may be counted in only one group.

**retirement benefits**—All amounts paid by the school district, municipal, state, and other governments towards a teacher's retirement plan.

**teacher**—A professional school staff member who provides instructions to prekindergarten, kindergarten, grades 1 through 12, or ungraded classes and maintains daily student attendance records.

**total benefits**—Sum of retirement, health, and all other benefits, or total benefits paid by the district and/or state if unable to break out retirement and health benefits.

**total salary**—The total amount of money paid to a teacher by the school district (for school year 2005–06).

**White**—A person having origins in any of the original peoples of Europe, the Middle East, or North Africa, and who is not Hispanic.

**years of experience**—Years of teaching experience recognized by the school district or state education agency as of the end of the school year. New full-time teachers, hired at the beginning of the school year (with no previous experience), are reported as having one year of experience.