
SOUTH DAKOTA TEACHER COMPENSATION REVIEW BOARD

AUGUST 21, 2023



south dakota
DEPARTMENT OF EDUCATION

Learning. Leadership. Service.

BLUEPRINT OF PRESENTATION

- Revisit current efforts by the DOE to ease teacher shortages
- Address questions and topics from July meeting

CURRENT DOE EFFORTS TO EASE TEACHER SHORTAGE

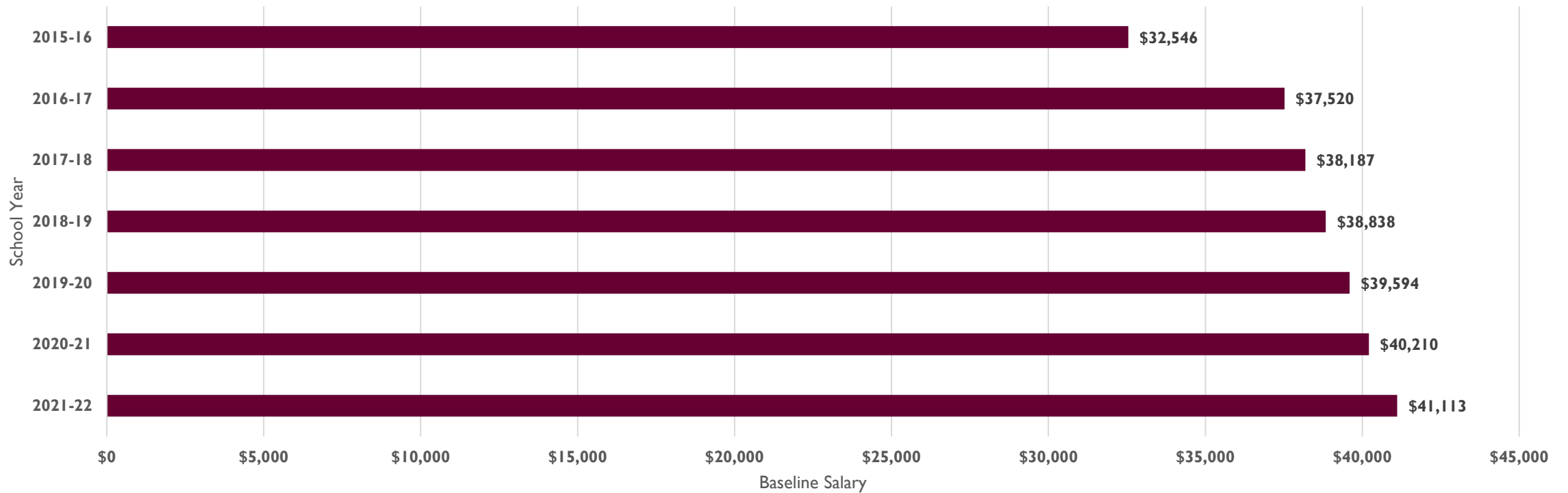
- Teacher Apprenticeship Pathway Pilot
- Education Employment System
- Recruitment and Retention Marketing Campaign
- Student Teacher Permits – Standard and Advanced
- State Mentoring Programs



QUESTIONS AND TOPICS FROM JULY MEETING



BASELINE TEACHER SALARIES INCREASED ALMOST 2% MORE THAN AVERAGE TEACHER SALARIES BETWEEN 2016-17 AND 2021-22



Source: South Dakota Department of Education Personnel Record Form

INCREASES IN BASELINE SALARY WERE HIGHER THAN AVERAGE SALARIES

School Year	Average SD Teacher Salary (NEA)		Average SD Teacher Baseline Salary (SD DOE)	
	\$	% Change	Baseline	% Change
2013-14	\$40,023	-	-	-
2014-15	\$40,935	-	-	-
2015-16	\$42,025	-	\$32,546	-
2016-17	\$46,979	-	\$37,520	-
2017-18	\$47,631	1.39%	\$38,187	1.78%
2018-19	\$48,204	2.61%	\$38,838	3.51%
2019-20	\$48,984	4.27%	\$39,594	5.53%
2020-21	\$49,547	5.47%	\$40,210	7.17%
2021-22	\$50,592	7.69%	\$41,113	9.58%
2022-23	\$51,363 (Estimated)	9.33%		

Note(s): % change is calculated from baseline year 2016-17

REVIEW

TARGET TEACHER SALARY VS. AVERAGE TEACHER SALARY

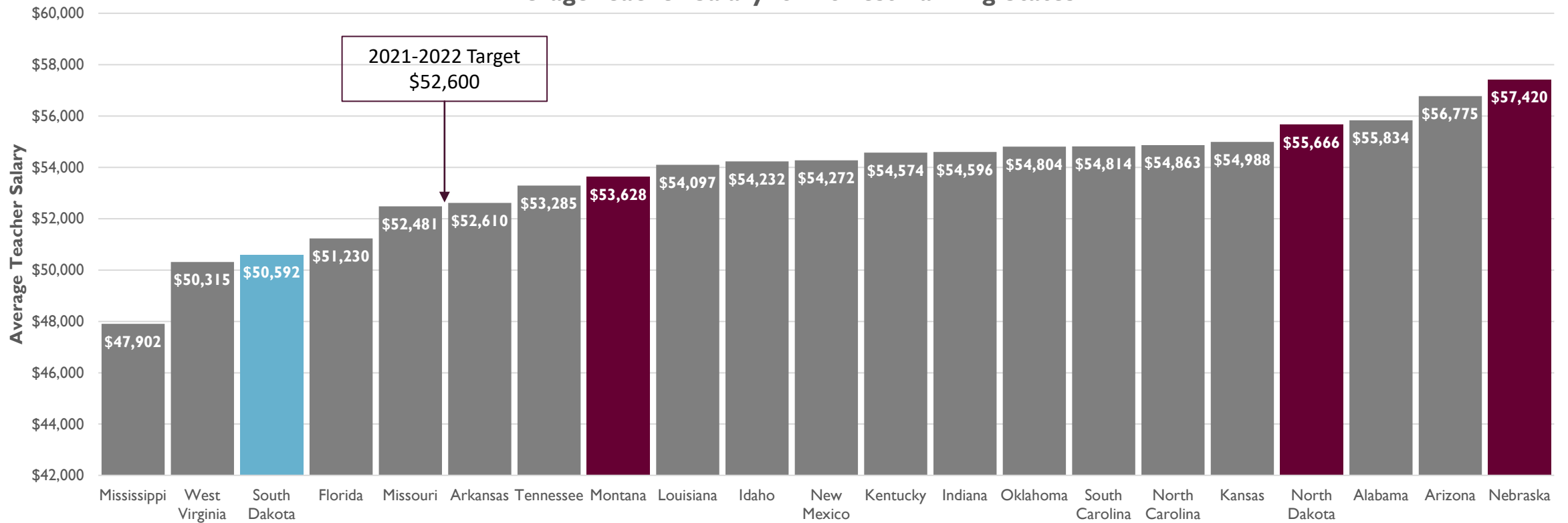
Salary Increases Over Time

School Year	Target Teacher Salary		Average SD Teacher Salary (NEA)		NEA Ranking
	\$	% Change*	\$	% Change*	
2013-14	N/A	-	\$40,023	-	51
2014-15	N/A	-	\$40,935	-	51
2015-16	N/A	-	\$42,025	-	51
2016-17	\$48,500.00	-	\$46,979	-	48
2017-18	\$48,645.50	0.30%	\$47,631	1.39%	47
2018-19	\$49,131.96	1.30%	\$48,204	2.61%	48
2019-20	\$50,360.26	3.84%	\$48,984	4.27%	50
2020-21	\$51,367.47	5.91%	\$49,547	5.47%	49
2021-22	\$52,600.29	8.45%	\$50,592	7.69%	49
2022-23	\$55,756.31	14.96%	\$51,363 (estimated)	9.33%	
2023-24	\$59,659.25	23.01%			

Note(s): *% change is calculated from baseline year 2016-17

MEETING THE TARGET SALARY IN 21-22 WOULD HAVE RANKED SOUTH DAKOTA 47TH NATIONALLY

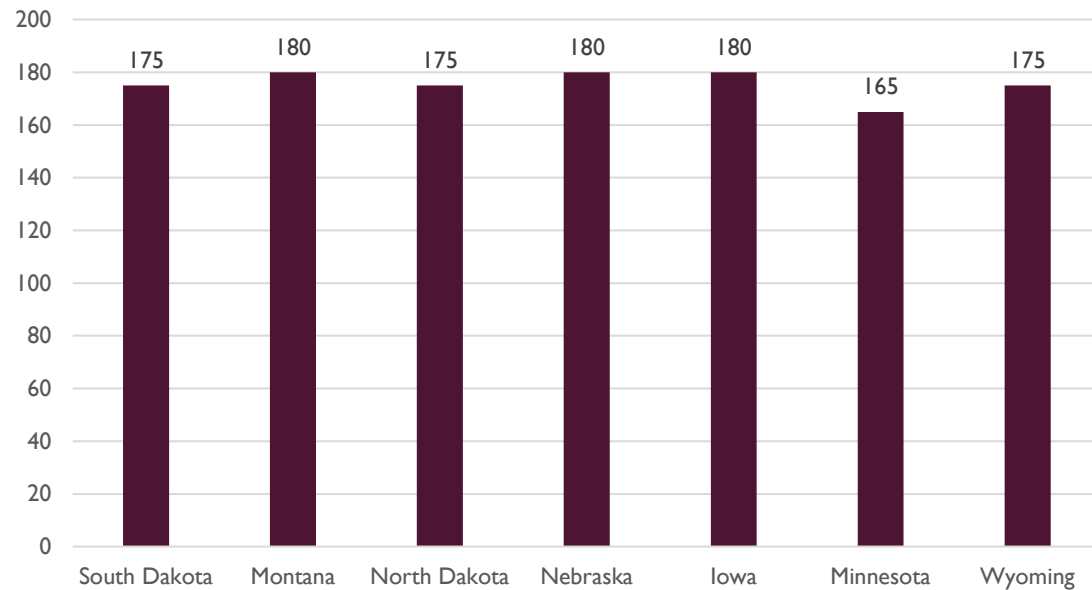
Average Teacher Salary for Lowest Ranking States



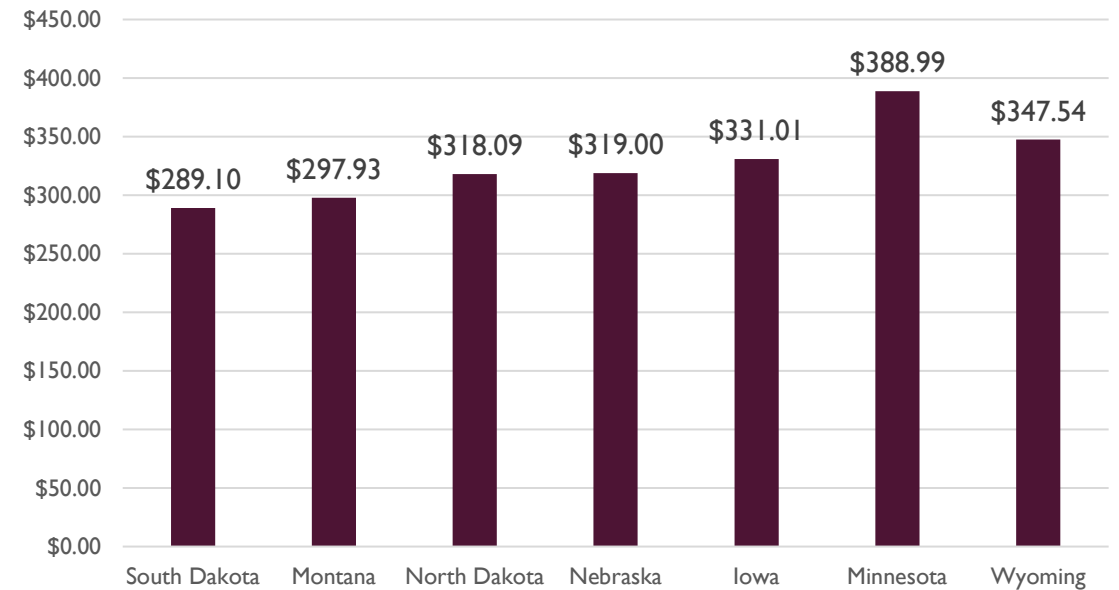
Source: National Education Association

THE REQUIRED NUMBER OF INSTRUCTIONAL DAYS VARIES AMONG SOUTH DAKOTA'S NEIGHBORING STATES

Contracted instructional days in South Dakota and neighboring states

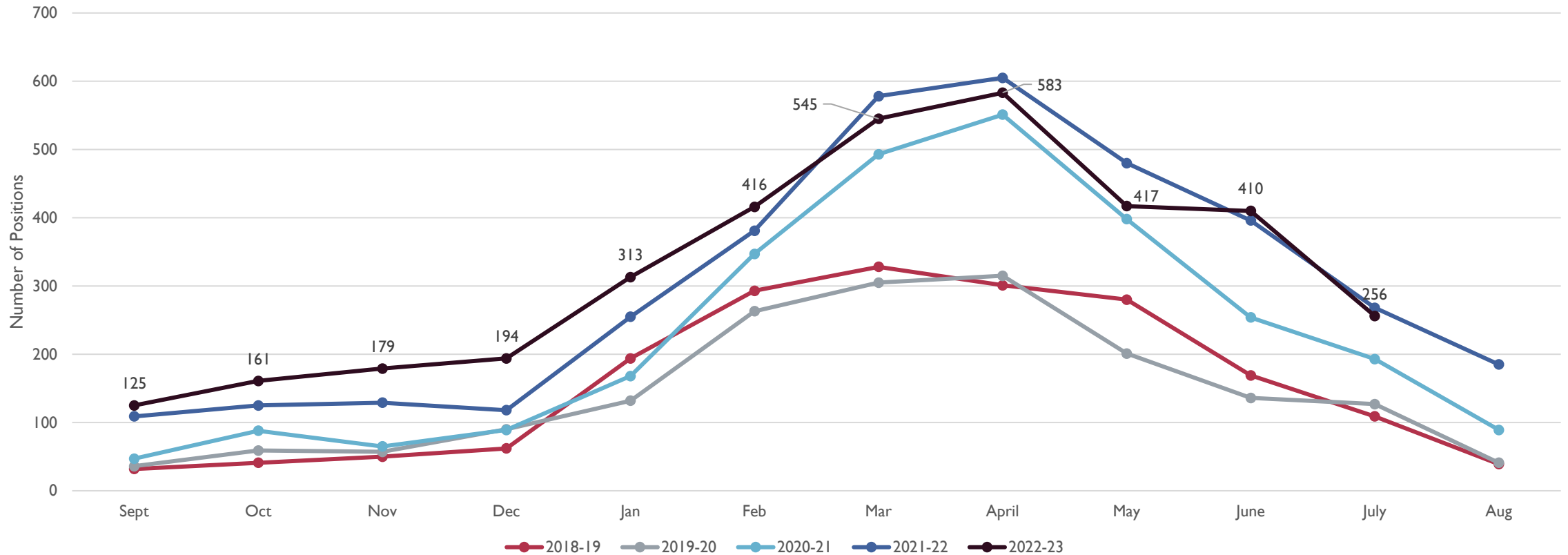


Average per diem salary



THE NUMBER OF OPENINGS ON AUGUST 1, 2023 IS SIMILAR TO 2022

TEACHING POSITIONS LISTED IN THE ASBSD TEACHER PLACEMENT CENTER



Source: Associated School Boards of South Dakota

ELEMENTARY AND SPED TEACHER OPENINGS CONSISTENTLY RANK HIGHEST IN NUMBERS IN BOTH SPRING AND SUMMER

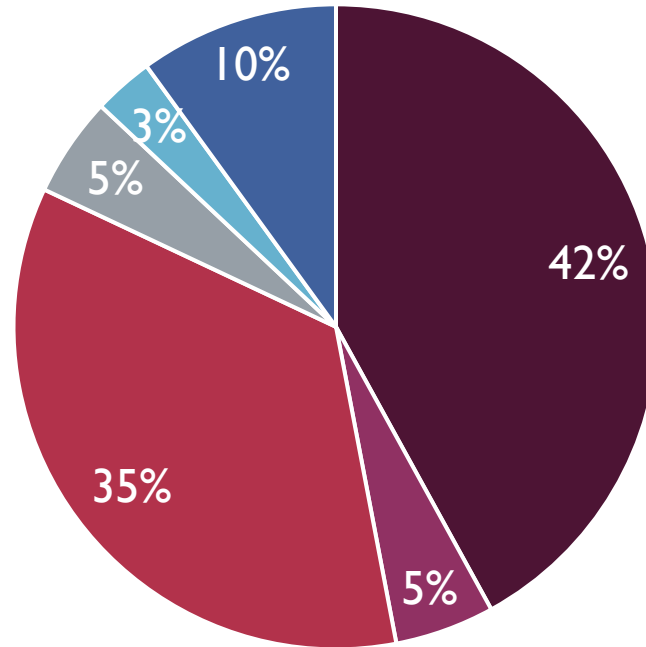
South Dakota Educator Job Postings

Highest Categories of Positions Posted on the Teacher Placement Center

2018		2019		2020		2021		2022		2023	
April											
SPED/Early Childhood	62	SPED/Early Childhood	39	SPED/Early Childhood	53	SPED/Early Childhood	71	Elementary Teachers	89	Elementary Teachers	118
Elementary Teachers	61	Elementary Teachers	37	Elementary Teachers	52	Elementary Teachers	69	SPED/Early Childhood	78	SPED/Early Childhood	102
Math	27	Art/Music/Health/PE	26	CTE	35	Math Teachers	52	Art/Music/Health/PE	65	Art/Music/Health/PE	53
Administrators	26	English/Language Arts	24	Art/Music/Health/PE	28	English/Language Arts	52	English/Language Arts	43	Administration & CTE	33
August											
SPED/Early Childhood	10	SPED/Early Childhood	8	SPED/Early Childhood	8	SPED/Early Childhood	24	SPED/Early Childhood	31	Elementary Teachers	49
Elementary Teachers	7	Elementary Teachers	5	Elementary Teachers	4	Elementary Teachers	17	Elementary Teachers	24	SPED/Early Childhood	43
English/Language Arts	5	Art/Music/Health/PE	5	Math Teachers	4	English/Language Arts	8	CTE	16	Art/Music/Health/PE	26
Administrators	4	Technology Education	4	Speech Pathologist	4	CTE	7	English/Language Arts	12	English/Language Arts	18

Source: Associated School Boards of South Dakota

EXISTING TEACHERS OFTEN BEAR THE LOAD OF UNFILLED TEACHING POSITIONS



■ Position Remained Vacant ■ Course Eliminated ■ Gave Duties to Existing Staff ■ Increased Class Size ■ Distance Learning ■ Other

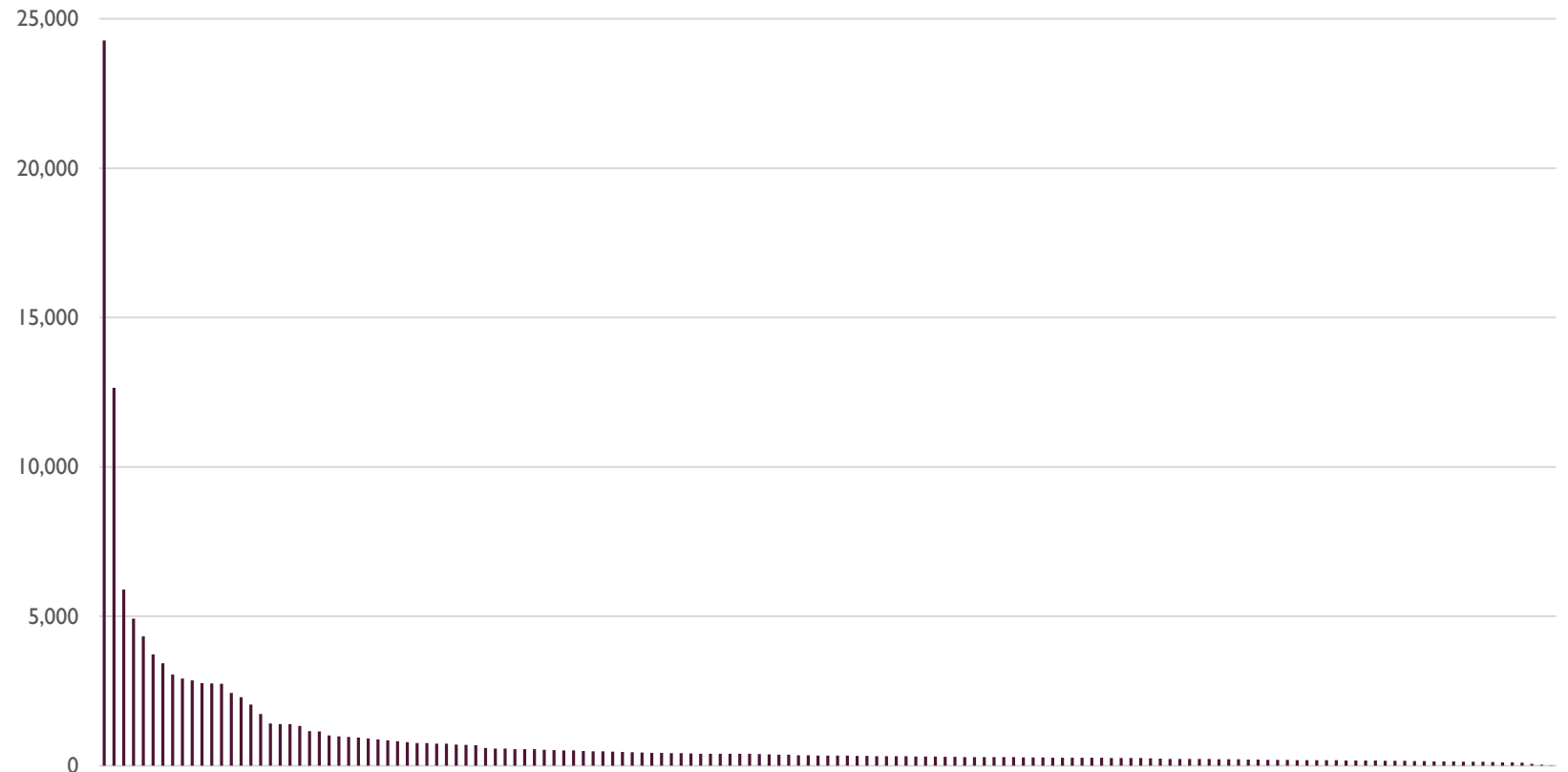
SOURCE: [HTTPS://DOE.SD.GOV/DATA/TURNOVER.ASPX](https://doe.sd.gov/data/turnover.aspx)

50% OF SOUTH DAKOTA'S 138,075 STUDENTS ARE ENROLLED IN ELEVEN SCHOOL DISTRICTS

- Mean District Size: 927 Students
- Median: 339 Students

District	Enrollment
Sioux Falls 49-5	24274
Rapid City Area 51-4	12643
Harrisburg 41-2	5888
Brandon Valley 49-2	4924
Aberdeen 06-1	4326
Watertown 14-4	3721
Brookings 05-1	3431
Meade 46-1	3052
Huron 02-2	2917
Yankton 63-3	2850
Douglas 51-1	2750

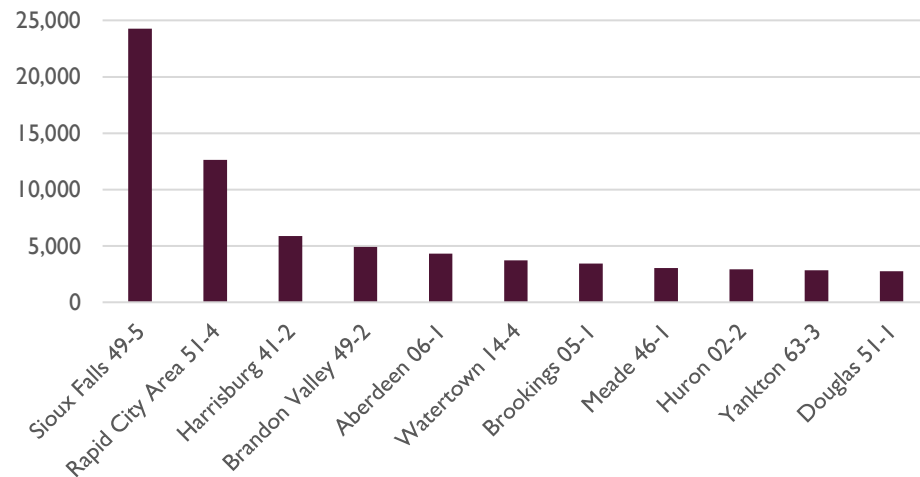
K-12 Population for All Districts



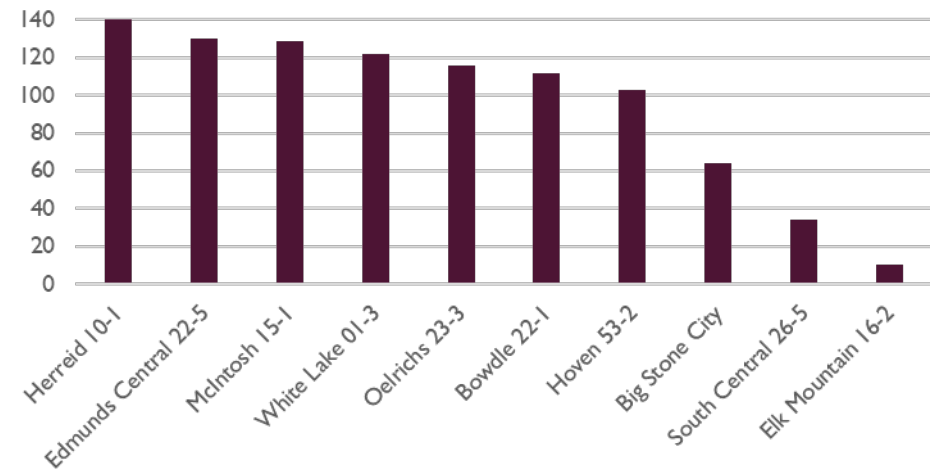
THERE IS SIGNIFICANT DISPARITY IN THE SIZES OF THE LARGEST AND SMALLEST DISTRICTS IN THE STATE

- 50% of students are enrolled in eleven districts
- Mean District Size: 927 Students
- Median: 339 Students

Districts With Highest Enrollment

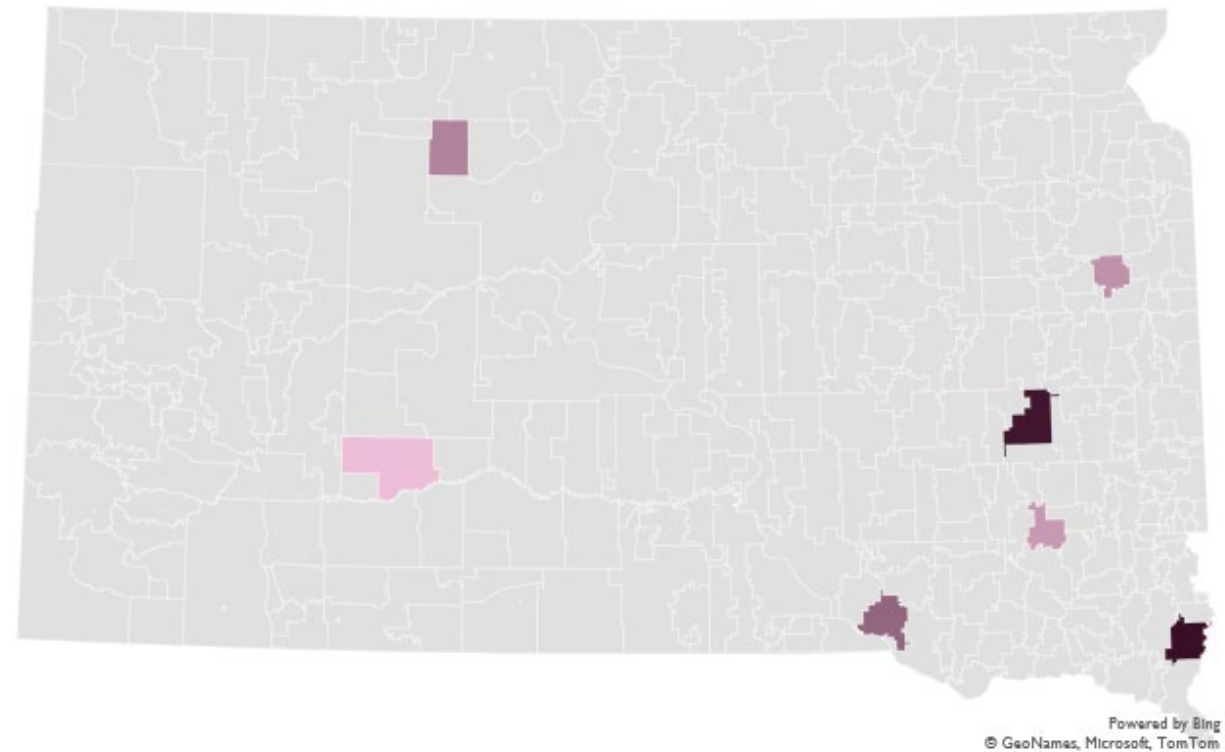


Districts With Lowest Enrollment



WHAT IS THE 'AVERAGE' DISTRICT IN SOUTH DAKOTA?

District (21-22 Data)	Student Enrollment	Baseline Salary
Median	339	\$41,113
Alcester-Hudson	352	\$40,750
Andes Central	340	\$41,000
Bridgewater-Emery	333	\$40,500
Castlewood	334	\$41,000
Howard	351	\$40,000
Kadoka Area	328	\$41,000
Northwestern Area	336	\$39,500



SOURCES: [HTTPS://DOE.SD.GOV/DATA/TEACHER-SALARY.ASPX](https://doe.sd.gov/data/teacher-salary.aspx),
SDDOE FALL ENROLLMENT CENSUS COUNT



QUESTIONS

WHAT ADDITIONAL DATA WOULD SUPPORT THE BOARD'S WORK?

