
SOUTH DAKOTA TEACHER COMPENSATION REVIEW BOARD

AUGUST 31, 2021



south dakota
DEPARTMENT OF EDUCATION

Learning. Leadership. Service.

AGENDA

- Follow-up on Board Discussion from July 2021
- Report from 2021 South Dakota Education Summit: Educator Recruitment and Retention
- Framework for 2021 South Dakota Teacher Compensation Review Report
- Public Comment
- Board Discussion



FOLLOW-UP ON BOARD DISCUSSION FROM JULY 2021



WHAT DOES SD TEACHER COMPENSATION LOOK LIKE WHEN BENEFITS ARE INCLUDED?

	2017	2018	2019	2020	% Change 2017 - 2020
Average Teacher Compensation (including benefits)	\$60,687	\$61,442	\$62,368	\$63,454	4.56%
NEA Avg Teacher Salary	\$46,922	\$47,631	\$48,204	\$48,984	4.39%

Sources: South Dakota Department of Education and National Education Association

Report on School Finance Accountability Board Meeting: November 10, 2020, includes teacher compensation information by district. Refer to Appendices D and E at <https://boardsandcommissions.sd.gov/bcuploads/FinalReportCombinedSFAB.pdf>.

DO STATE STATUTES ESTABLISH REQUIREMENTS FOR MINIMUM TEACHER PAY?

State	Base Salary
Iowa	Iowa legislature mandated a minimum salary of \$33,500. Beginning teacher salaries range from \$33,500 to just over \$52,000.
North Dakota	[Base] Salaries range from \$36,000 - \$55,000. There is no minimum or maximum in Century Code.
Kansas	[Base] Salaries range from \$38,000 to \$44,500.
Minnesota	This information is not tracked.
Nebraska	The Nebraska Department of Education does not track or monitor teacher pay.
South Dakota	In SY 2019-20, the average starting salary was \$39,594 and ranged from \$32,000 to \$48,379.

Source: Information request to surrounding states directors of certification.

DO STATE STATUTES ESTABLISH REQUIREMENTS FOR MINIMUM TEACHER PAY?

State	Requirements for minimum teacher pay?	Citations
Colorado	No. The state authorizes local school boards to establish requirements for teacher pay. Districts may adopt a salary schedule based on job description or job definition, a salary policy based on performance or a combination of both. Districts that choose to accept a salary schedule must consider a teacher's education, prior experience, and experience within the district.	Colo. Rev. Stat. Ann. § 22-63-401
Idaho	Yes. The state has a minimum teacher salary schedule based on years of teaching experience. Districts must provide an additional educational allocation for teachers meeting degree/credit accumulation requirements. Teachers cannot move up on the career ladder unless they have met the performance criteria for the previous three years.	Idaho Code Ann. § 33-1004B
Iowa	Yes. The state has established minimum teacher salary requirements.	Iowa Code Ann. § 284.15
Kansas	No. The state authorizes local school boards to establish requirements for teacher pay.	Kan. Stat. Ann. § 72-2228
Minnesota	No. Minnesota does not address salary requirements in state law.	NA
Missouri	Yes. The state has established minimum teacher salary requirements.	Mo. Rev. Stat. Ann. § 163.172
Montana	No. Montana does not address salary requirements in state law.	NA
Nebraska	No. Nebraska does not address salary requirements in state law.	NA
North Dakota	No. The state authorizes local school boards to establish requirements for teacher pay.	N.D. Cent. Code Ann. § 15.1-09-33
Utah	No. The state authorizes local school boards to establish requirements for teacher pay. Any advancement on an adopted salary schedule be based primarily on evaluation and may not be based on end-of-level assessment scores. Teachers may not advance on an adopted salary schedule if the more recent evaluation rating is at the lowest level of an evaluation instrument.	Utah Code Ann. § 53G-11-518 Utah Code Ann. § 53G-7-1304
Wyoming	No. The state authorizes local school boards to establish requirements for teacher pay.	Wyo. Stat. Ann. § 21-3-110

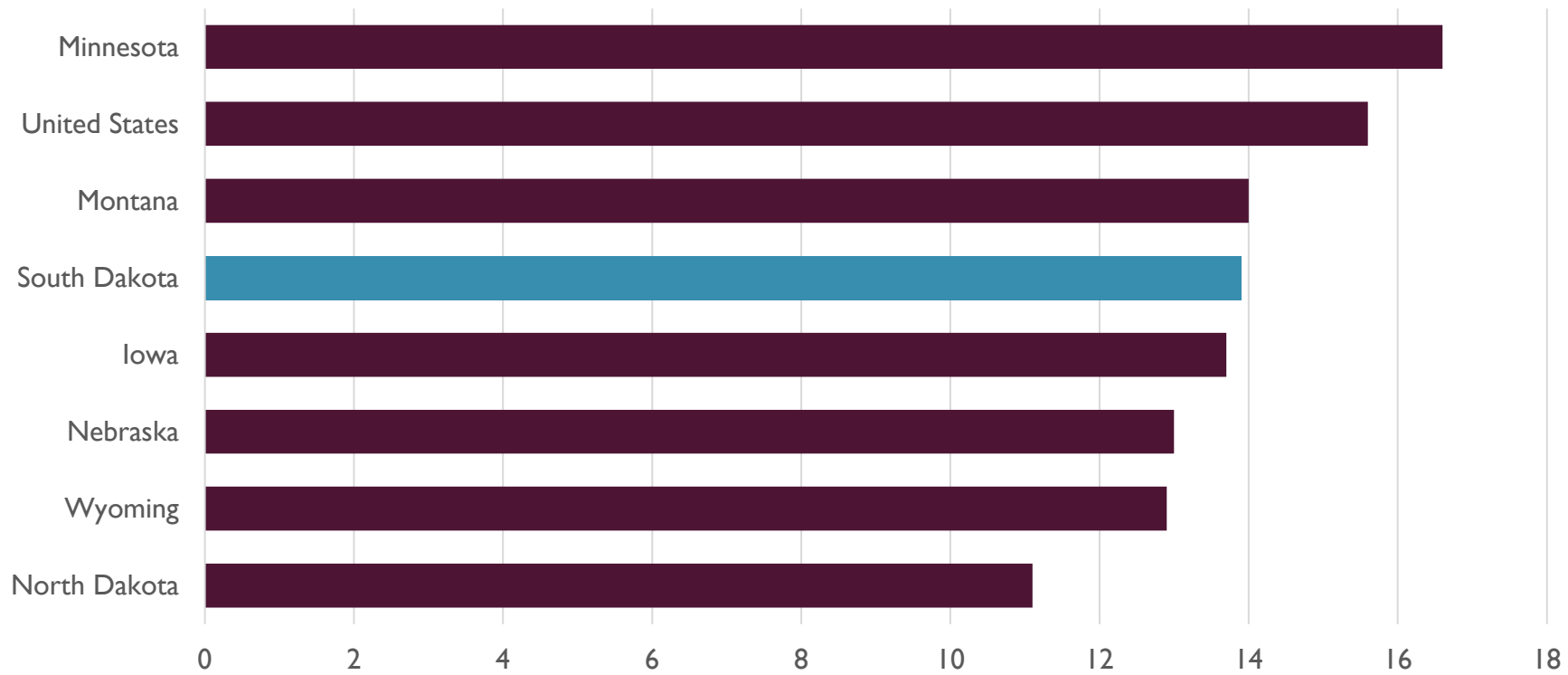
HOW DO SOUTH DAKOTA WORKING CONDITIONS COMPARE TO OTHER STATES?

Recent data on working conditions specific to South Dakota are rare, however, national data from EdWeek and Rand Corporation in 2020 and thus far in 2021 suggest the following:

- Being a teacher has been described as exhausting, challenging, unusually unpredictable, and morale is noticeably lower than before the pandemic.
- K-12 teachers are noticeably more concerned with exposure to COVID-19 than all other U.S. workers.
- Many teachers feel unprepared to deal with the range of students' social-emotional needs.
- A higher proportion of teachers reported job-related stress and symptoms of depression than the general adult population.

South Dakota can enhance working conditions for teachers by taking inventory of and implementing the most relevant recommendations documented in emerging research.

STUDENT/TEACHER RATIOS, 2019-2020



Source: NEA Rankings of the States 2020 and Estimates of School Statistics 2021

2019 REL CENTRAL STUDY ANALYZED WORKFORCE DYNAMICS IN SD AND THREE NEIGHBORING STATES

- **Teacher retention, mobility, and attrition in Colorado, Missouri, Nebraska, and South Dakota**
 - Institute of Education Sciences Study Brief (February 2020) - Regional Educational Laboratory Central at Marzano Research
 - The Regional Educational Laboratory Central used data for 2015/16-2016/17 to identify the proportions of teachers who remained in a classroom teaching position in the same school (stayers), teachers who transferred to a classroom teaching position in a different school or district (movers), and teachers who took a non-teaching position or left their state public school system (leavers).
 - This report describes rural and nonrural teacher movement within and out of public school systems in these states. All four states have high proportions of rural districts and schools.
 - Results suggest that the proportions of stayers, movers, and leavers in these states were similar to national statistics and varied substantially across districts within states.

STAYERS, MOVERS, AND LEAVERS, BY STATE, 2015-16 – 2016-17

State and statistic	Stayers	Movers	Leavers	Total
Four States Combined				
Number	127,241	12,527	16,166	155,934
Percent	81.6%	8.0%	10.4%	100.0%
Colorado				
Number	41,185	4,487	6,772	52,444
Percent	78.5%	8.6%	12.9%	100.0%
Missouri				
Number	55,857	5,647	6,551	68,055
Percent	82.1%	8.3%	9.6%	100.0%
Nebraska				
Number	22,313	1,696	1,977	25,986
Percent	85.9%	6.5%	7.6%	100.0%
South Dakota				
Number	7,886	697	866	9,449
Percent	83.5%	7.4%	9.2%	100.1%

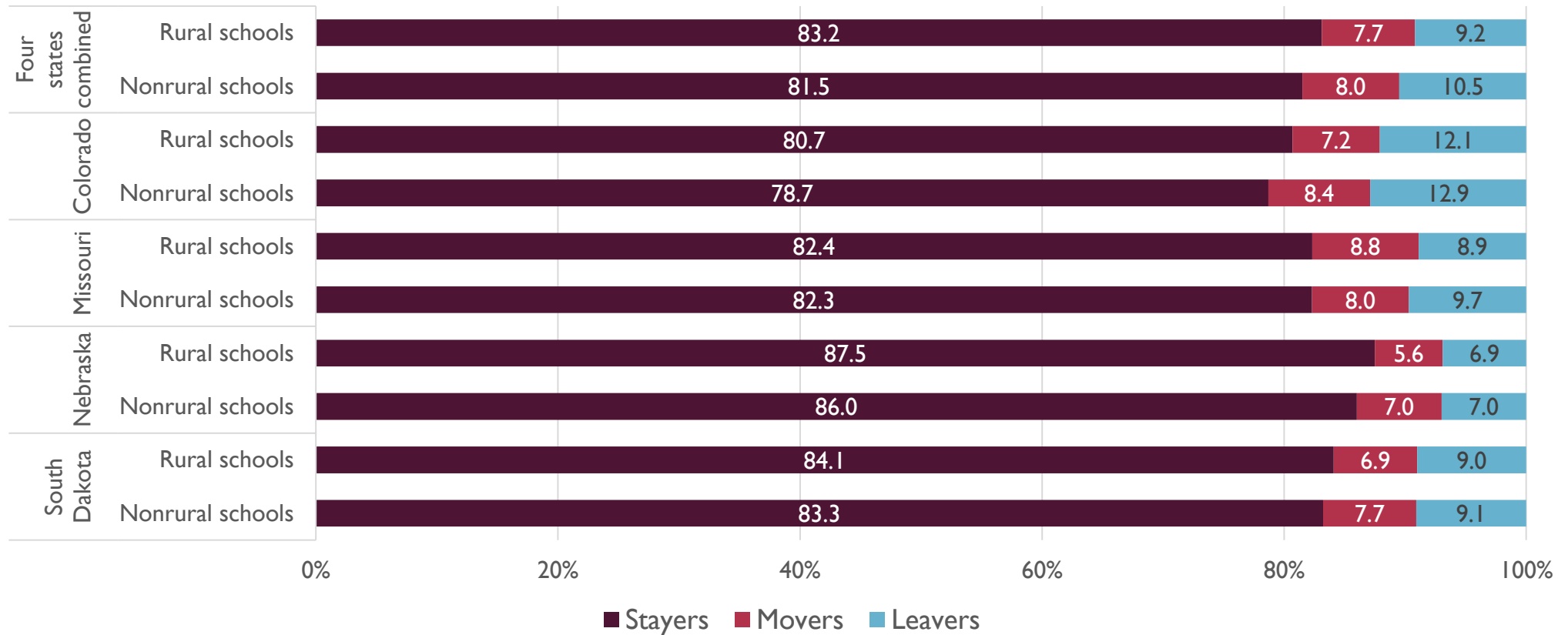
Note. Percentages may not sum to 100 because of rounding. The sample includes all teachers for whom a primary school and district assignment could be identified.

PERCENTAGE OF SMALL RURAL DISTRICTS, RURAL SCHOOLS, AND RURAL STUDENTS

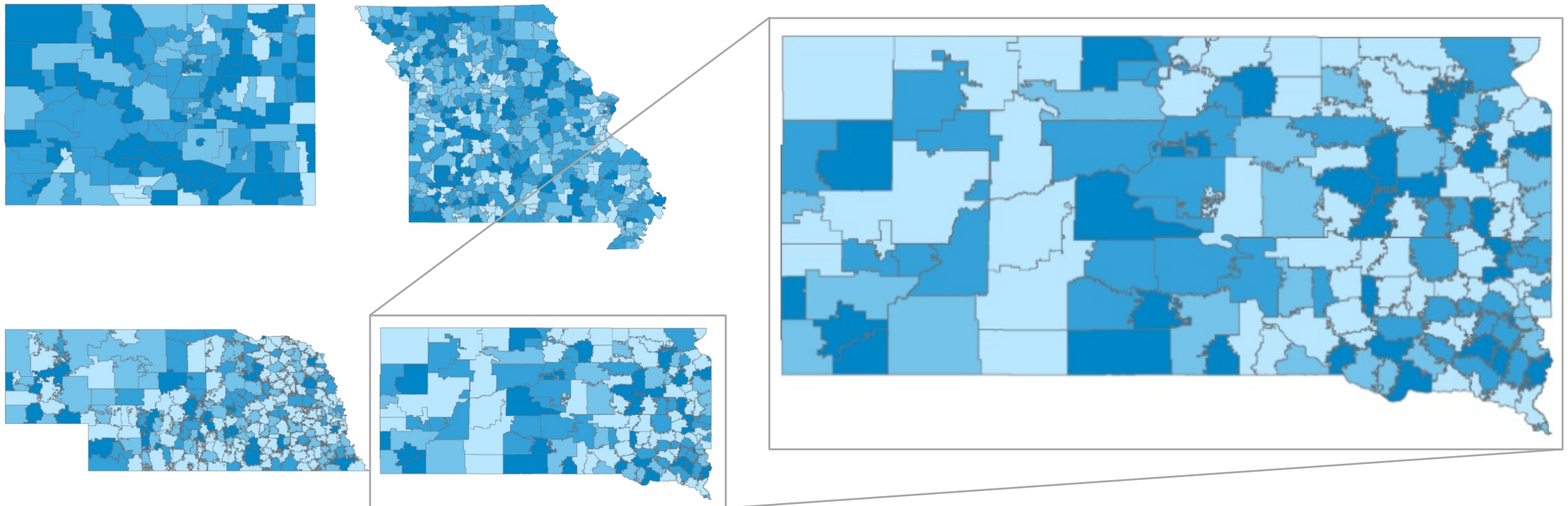
Rural entity	National average	Colorado	Missouri	Nebraska	South Dakota
Small rural districts (2013-14)^a	49.9%	70.6%	60.7%	84.9%	78.9%
Rural schools (2015-16)	32.9%	33.3%	46.4%	55.0%	75.1%
Rural students (2015-16)	20.4%	14.7%	29.2%	25.3%	41.2%

^a Small rural districts have an enrollment that is lower than the median enrollment for all rural school districts in the United States.

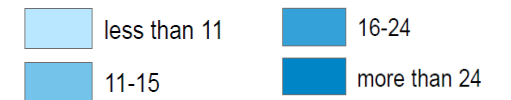
THE PROPORTION OF TEACHERS ACROSS ALL FOUR STATES WHO REMAINED IN A CLASSROOM TEACHING POSITION IN THE SAME SCHOOL BETWEEN 2015-16 AND 2016-17 WAS SIMILAR IN RURAL AND NONRURAL SCHOOLS



THE COMBINED PROPORTION OF MOVERS AND LEAVERS BETWEEN 2015-16 AND 2016-17 VARIED ACROSS DISTRICTS IN EACH STATE



Average mobility and attrition rate (percent)

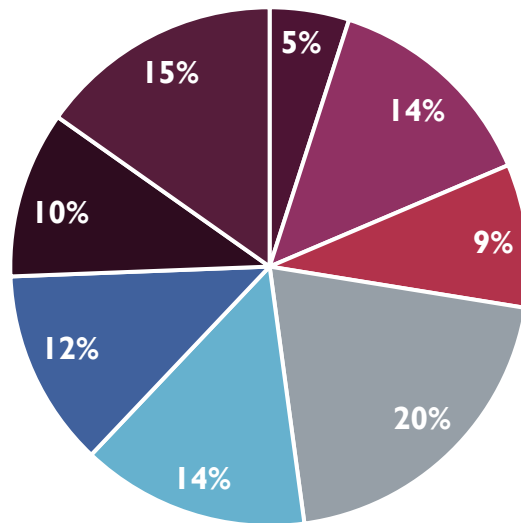


DISTRICT RURALITY CHANGES FOR BETWEEN-DISTRICT MOVERS, 2015-16 – 2016-17

State and district rurality change	Between-district movers	
	Number	Percent
Four states combined		
Rural to rural	680	12.5%
Rural to nonrural	789	14.5%
Nonrural to rural	493	9.1%
Nonrural to nonrural	3,469	63.9%
Total	5,431	
South Dakota		
Rural to rural	78	36.4%
Rural to nonrural	58	27.1%
Nonrural to rural	40	18.7%
Nonrural to nonrural	38	17.8%
Total	214	

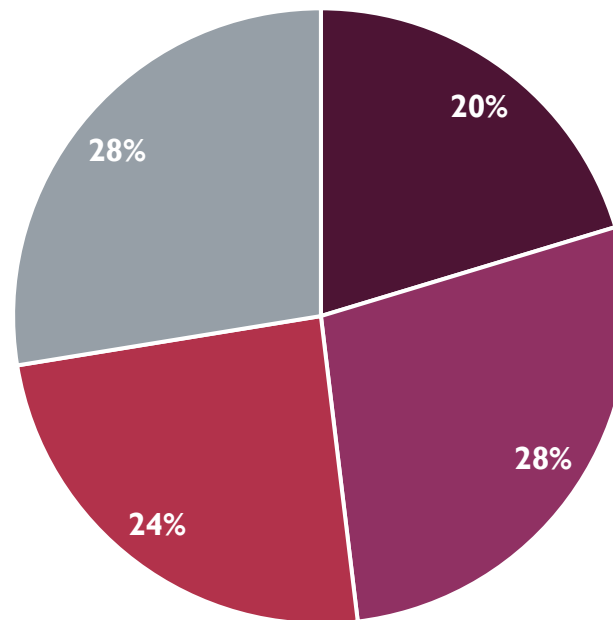
CURRENT TEACHER WORKFORCE

Average Years of Teaching Experience



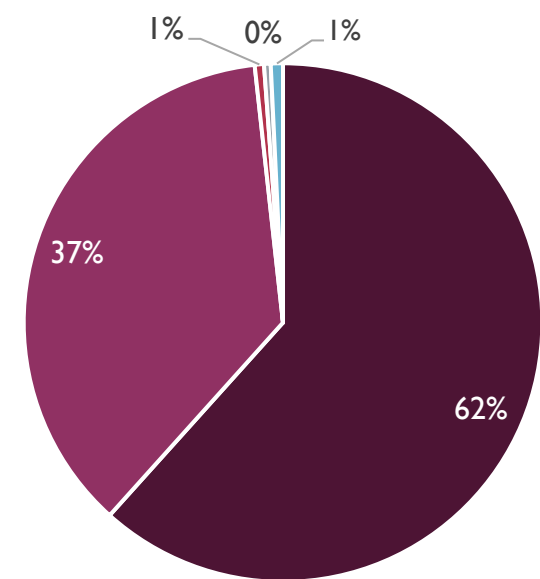
- 0
- 1 to 3
- 4 to 5
- 6 to 10
- 11 to 15
- 16 to 20
- 21 to 25
- 26+

Teachers by Age



- 20-30
- 31-40
- 41-50
- 51+

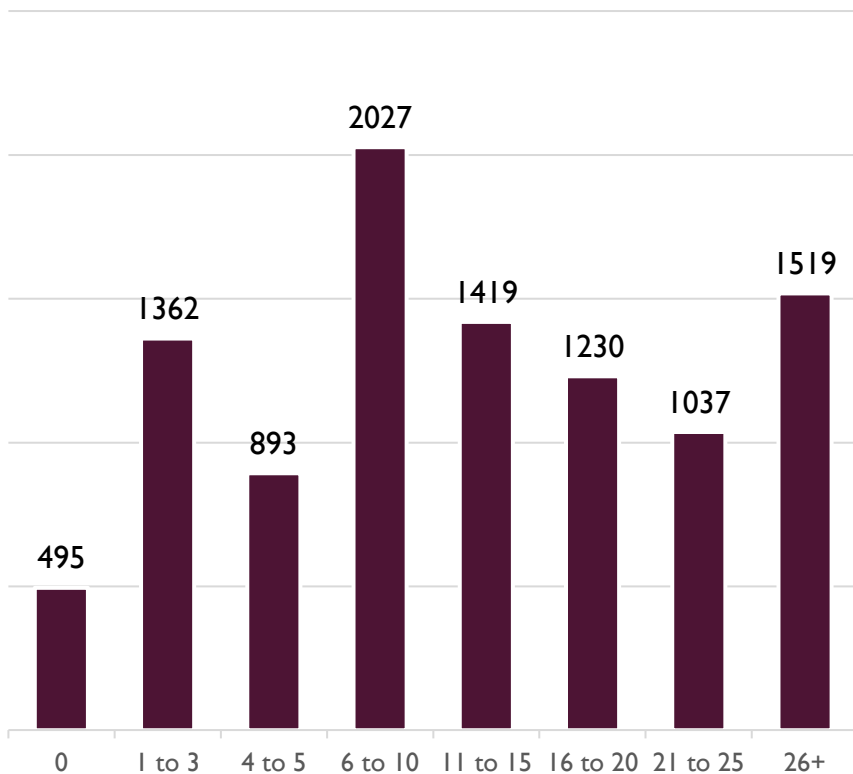
Teachers by Educational Preparation



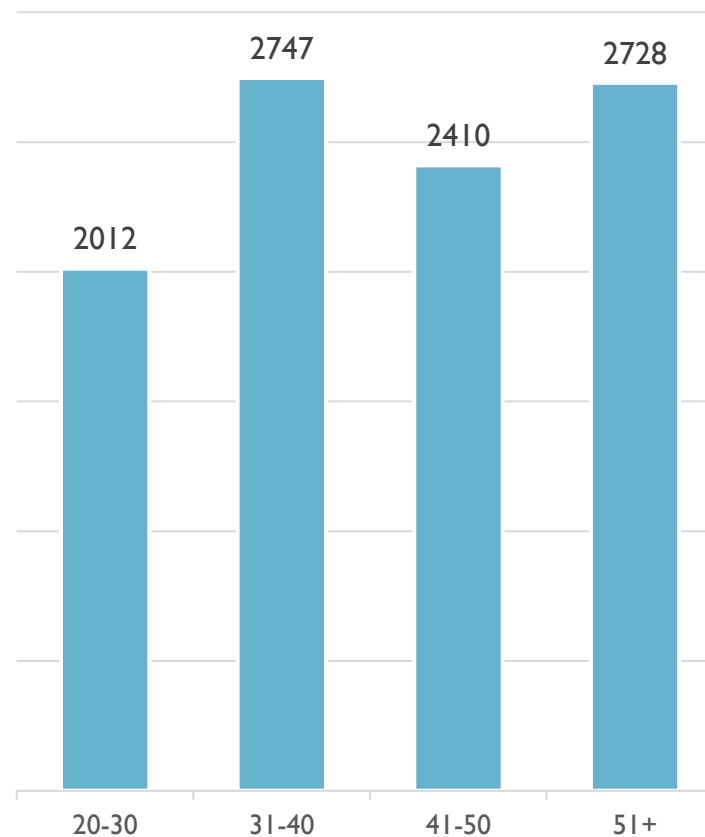
- Bachelors
- Masters
- Specialist
- Doctorate
- Other

CURRENT TEACHER WORKFORCE

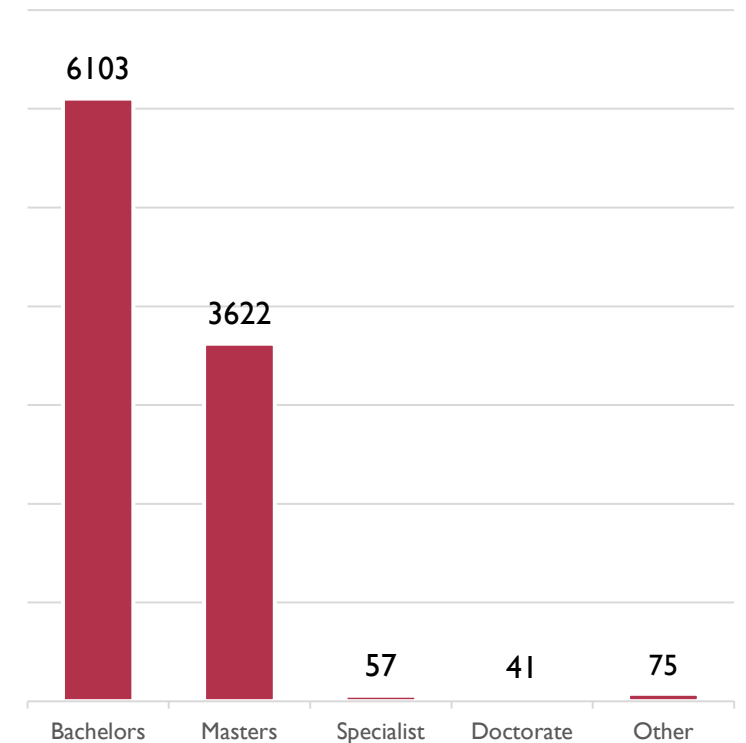
Average Years of Teaching Experience



Teachers by Age



Teachers by Educational Preparation

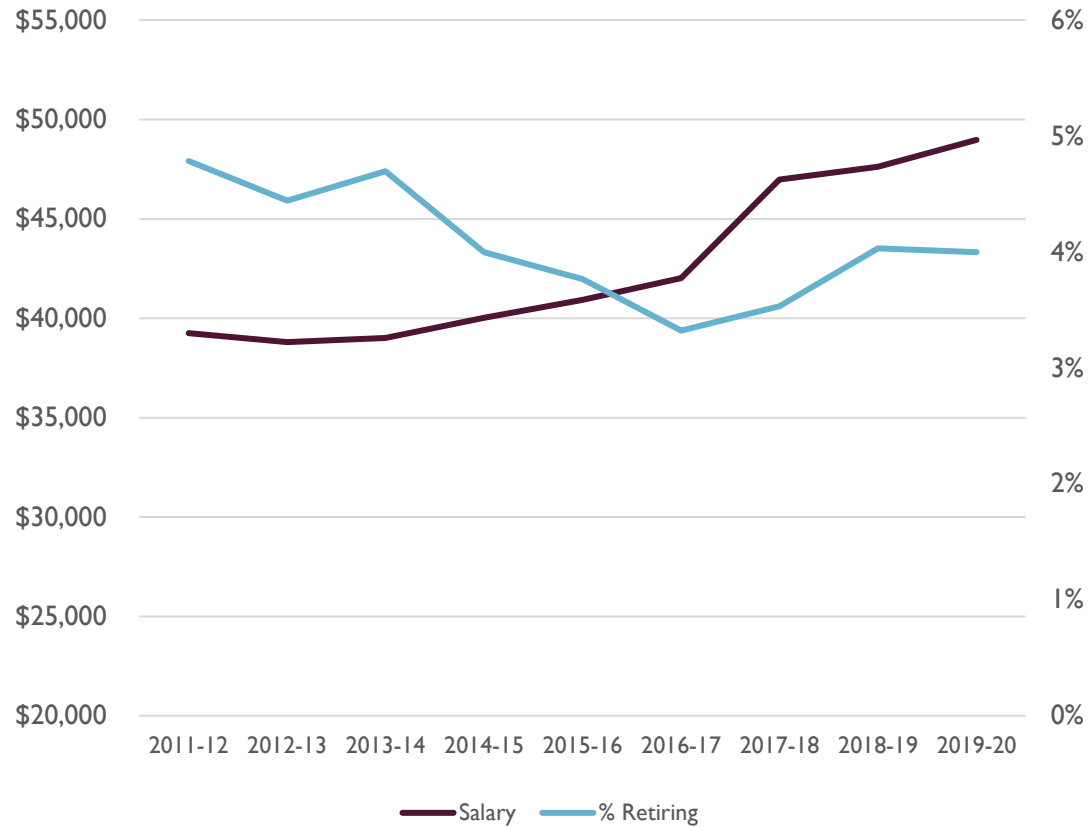


Source: South Dakota Department of Education School Year 2021 Staffing Information

WHAT IMPACT WILL RETIREMENTS HAVE ON OVERALL TEACHER SALARIES?

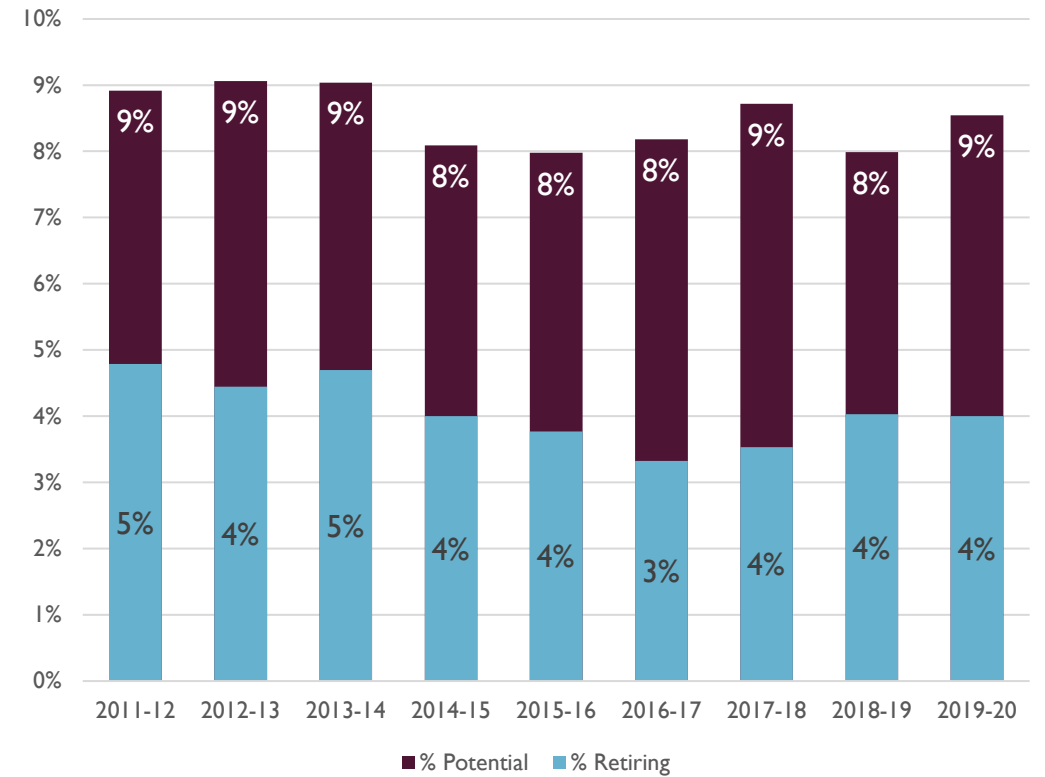
Salary vs. Retirements

Source: South Dakota Retirement System and South Dakota Statistical Digest



Potential vs. Actual Retirements as a Percentage of Active Members

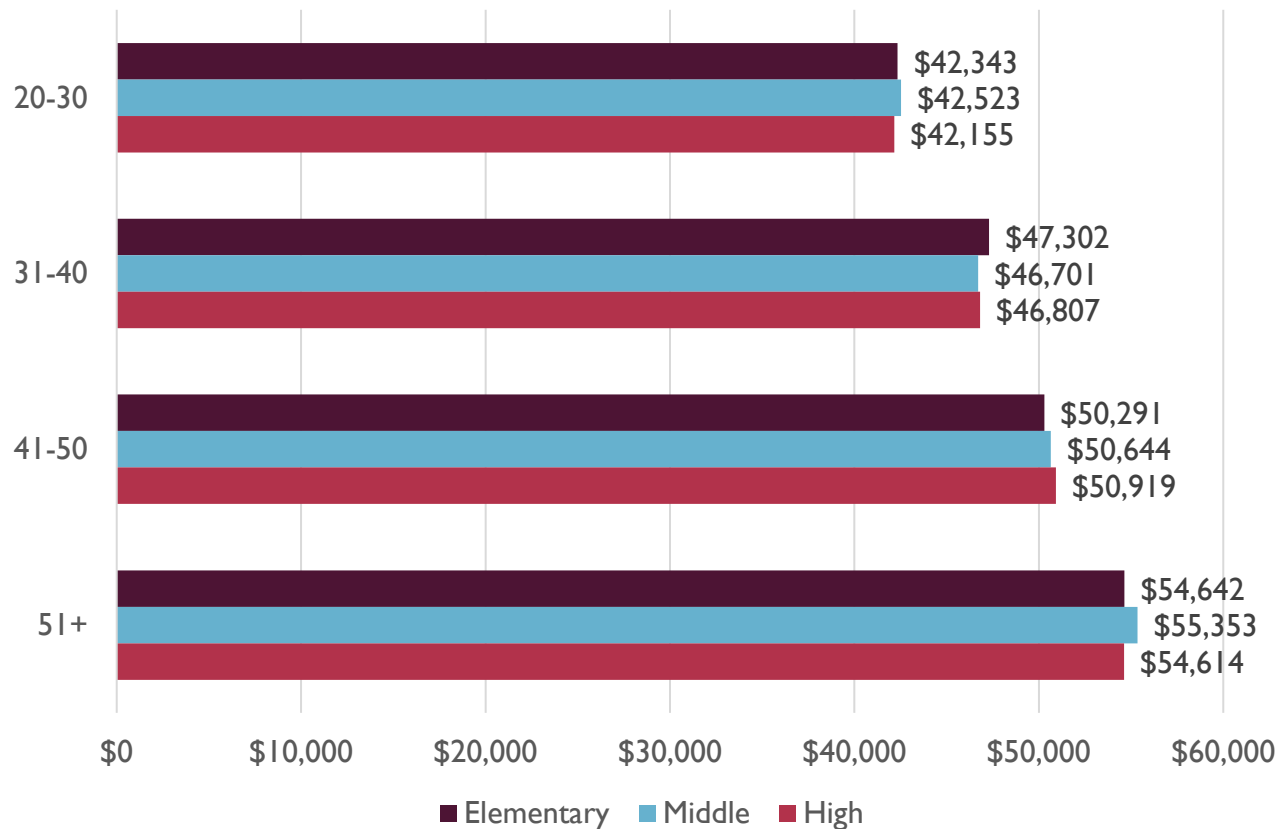
Source: South Dakota Retirement System



HOW DOES AGE INFLUENCE SALARY?

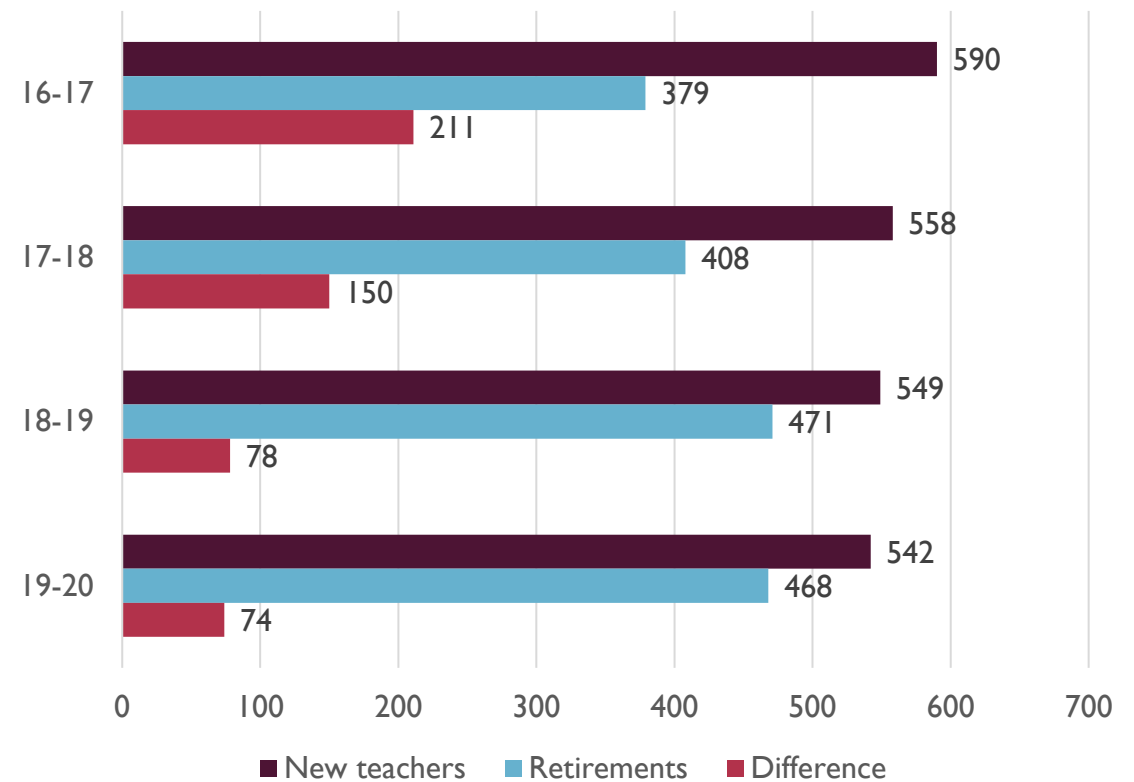
Salary by Age Group

Source: South Dakota Statistical Digest



New and Retiring Educators

Source: South Dakota Retirement System and South Dakota Mentor Program



WHAT ROLE WILL INFLATION PLAY ON TEACHER SALARIES AND SCHOOL FINANCE REQUIREMENTS?

- **State budgeting for general state aid:** Use CPI-W for budgeting; Governor's budget proposal and legislative action for actual appropriations.
- **Local budgeting:** School districts' on-going budget determinations for total general fund operating budgets.
- **Goal:** Maintain purchasing power.

According to the Congressional Budget Office's July, 2021 report

"Inflation rises sharply in 2021 and then moderates. The price index for personal consumption expenditures (PCE) rises by 2.8 percent this year, as increases in the supply of goods and services lag behind increases in the demand for them, adding to inflationary pressures. By 2022, increases in supply keep up with increases in demand, and PCE price inflation falls to 2.0 percent during the year. After 2022, PCE price inflation remains at 2.1 percent through 2025, above its rate before the pandemic."

<https://www.cbo.gov/publication/57339>

HOW DO OTHER CERTIFIED SCHOOL STAFF FIT IN? ADMINISTRATORS? PARAPROFESSIONALS?

- South Dakota's average mean wage for K-12 administrators is \$81,050 and ranks 46th.

HOW DO OTHER CERTIFIED SCHOOL STAFF FIT IN? ADMINISTRATORS? PARAPROFESSIONALS?

CERTIFIED SUPERINTENDENTS				
	SY 2017	SY 2018	SY 2019	SY 2020
FTE	117.25	122.27	117.18	117.44
Average Full-Time Salary	\$98,180	\$100,321	\$104,566	\$108,076
Average Salary – By Enrollment				
0-200	\$77,641	\$76,301	\$81,877	\$82,474
201-600	\$88,831	\$89,693	\$91,709	\$94,390
Over 601	\$120,610	\$126,128	\$130,649	\$135,298
Average Years of Experience – By Enrollment				
0-200	14	11	10	10
201-600	15	14	14	15
Over 601	17	16	19	18

Source: South Dakota Department of Education Statistical Digest (SY2019-20 certified staff)

HOW DO OTHER CERTIFIED SCHOOL STAFF FIT IN? ADMINISTRATORS? PARAPROFESSIONALS?

CERTIFIED ELEMENTARY PRINCIPALS				
	SY 2017	SY 2018	SY 2019	SY 2020
FTE	190.05	193.58	195.74	192.05
Average Full-Time Salary	\$78,381	\$79,449	\$80,793	\$84,139
Average Salary – By Enrollment				
0-200	\$65,017	\$64,853	\$70,048	\$72,186
201-600	\$68,342	\$68,888	\$71,074	\$73,505
Over 601	\$82,959	\$84,558	\$84,997	\$88,601
Average Years of Experience – By Enrollment				
0-200	10	10	8	9
201-600	9	10	9	10
Over 601	11	12	11	12

Source: South Dakota Department of Education Statistical Digest (SY2019-20 certified staff)

HOW DO OTHER CERTIFIED SCHOOL STAFF FIT IN? ADMINISTRATORS? PARAPROFESSIONALS?

CERTIFIED MIDDLE SCHOOL/JUNIOR HIGH PRINCIPALS				
	SY 2017	SY 2018	SY 2019	SY 2020
FTE	94.13	97.94	99.57	98.87
Average Full-Time Salary	\$79,167	\$79,644	\$80,874	\$83,000
Average Salary – By Enrollment				
0-200	\$62,285	\$64,232	\$66,024	\$65,413
201-600	\$67,665	\$67,517	\$69,429	\$70,754
Over 601	\$84,452	\$85,276	\$85,791	\$88,238
Average Years of Experience – By Enrollment				
0-200	11	9	6	7
201-600	8	9	8	9
Over 601	12	13	12	11

Source: South Dakota Department of Education Statistical Digest (SY2019-20 certified staff)

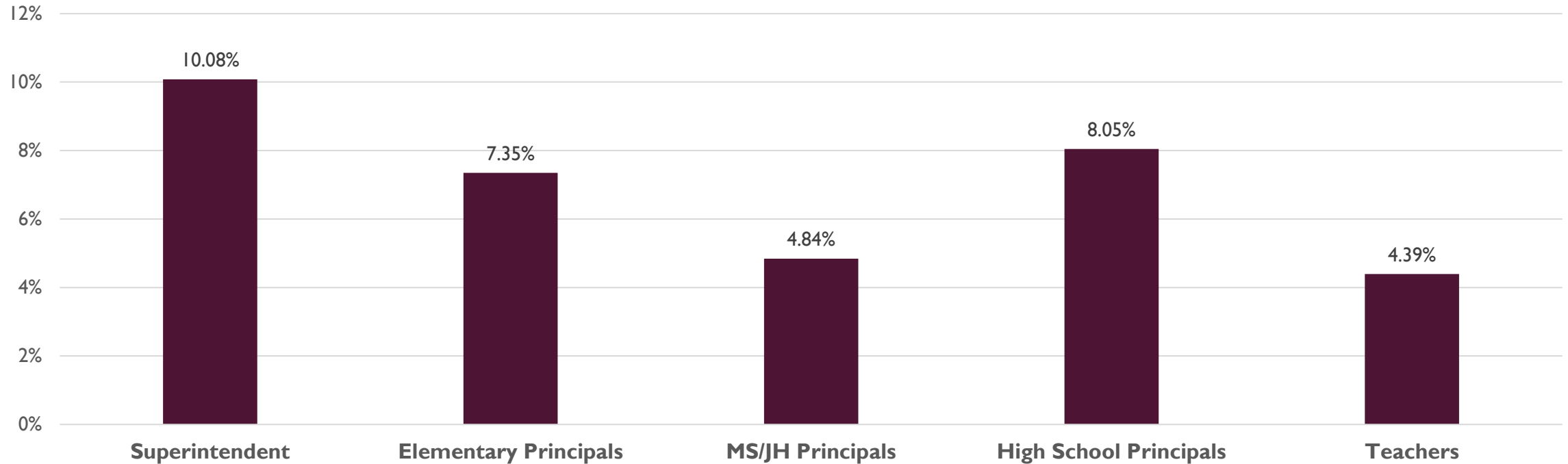
HOW DO OTHER CERTIFIED SCHOOL STAFF FIT IN? ADMINISTRATORS? PARAPROFESSIONALS?

CERTIFIED HIGH PRINCIPALS				
	SY 2017	SY 2018	SY 2019	SY 2020
FTE	136.77	137.32	131.77	132.18
Average Full-Time Salary	\$81,630	\$83,007	\$85,318	\$88,200
Average Salary – By Enrollment				
0-200	\$67,030	\$68,165	\$69,813	\$68,830
201-600	\$67,430	\$69,044	\$70,263	\$72,158
Over 601	\$89,984	\$91,149	\$93,466	\$97,172
Average Years of Experience – By Enrollment				
0-200	9	8	8	8
201-600	8	8	8	9
Over 601	11	12	11	12

Source: South Dakota Department of Education Statistical Digest (SY2019-20 certified staff)

SALARY INCREASES VARY BY POSITION, WITH ADMINISTRATOR SALARIES GROWING FASTER THAN TEACHER SALARIES

Cumulative Percentage Change in Salary from SY 2017 to SY 2020



Source: South Dakota Department of Education Statistical Digest and National Education Association

HOW DO OTHER CERTIFIED SCHOOL STAFF FIT IN? ADMINISTRATORS? PARAPROFESSIONALS?

PARAPROFESSIONALS	REGULAR EDUCATION (FTE)	SPECIAL EDUCATION (FTE)	TOTAL	CHANGE FROM PREVIOUS YEAR
SY 2017	791.62	1,851.67	2,643.29	1.89%
SY 2018	793.35	2,022.14	2,815.49	6.51%
SY 2019	837.20	2,032.95	2870.15	1.94%
SY 2020	853.92	2,093.46	2,947.38	2.69%



REPORT FROM 2021 SD EDUCATION SUMMIT

DR. RYAN YOUNG

LEARNING SPECIALIST, TECHNOLOGY & INNOVATION IN EDUCATION (TIE)





FRAMEWORK FOR 2021 SOUTH DAKOTA TEACHER COMPENSATION REVIEW REPORT



FRAMEWORK FOR 2021 SOUTH DAKOTA TEACHER COMPENSATION REVIEW REPORT

- Background
- Teacher Compensation Review Board Meeting Process for 2021
- Findings
 - Core Data
 - Board Questions and Answers
- Conclusions

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- Background
- Teacher Compensation Review Board Meeting Process for 2021
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■ Background

- History of the Blue Ribbon Task Force
- Policy action in response to the task force's recommendations
- Creation and charge of the Teacher Compensation Review Board

FRAMEWORK FOR 2021 SOUTH DAKOTA TEACHER COMPENSATION REVIEW REPORT

- Background
 - Teacher Compensation Review Board Meeting Process for 2021
 - Findings
 - Core Data
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- Teacher Compensation Review Board Meeting Process for 2021
 - Board members
 - Meeting dates

FRAMEWORK FOR 2021 SOUTH DAKOTA TEACHER COMPENSATION REVIEW REPORT

- Background
 - Teacher Compensation Review Board Meeting Process for 2021
 - Findings
 - Core Data
 - Board Questions and Answers
 - Conclusions
- Findings
 - Core Data
 - South Dakota teacher salary rankings
 - South Dakota teacher salary rankings adjusted for regional price parity
 - Student enrollment and teacher workforce projections
 - Board Question and Answers
 - Impacts of Retirements
 - Accountability
 - Inflation

FRAMEWORK FOR 2021 SOUTH DAKOTA TEACHER COMPENSATION REVIEW REPORT

- Background
 - Teacher Compensation Review Board Meeting Process for 2021
 - Findings
 - Core Data
 - Board Questions and Answers
 - Conclusions
- Conclusions
 - Summarize what the board learned
 - Provide insights to inform future policy
 - (e.g., accountability and growth of cash reserves over time)



COLLECTING BOARD INSIGHTS AND CONCLUSIONS





PUBLIC COMMENT





BOARD DISCUSSION





NEXT MEETING





ADJOURNMENT

