

Teacher Pay

Two specific things on this topic:

1. Teacher's pay is a Women's pay issue and not because we do not have male teachers (we do and we need more of them, and we need more African American teachers), but because of the rooted history of teacher's pay in America.
2. It is the annual increases that are the driving issue, not the starting pay.

On the history, here are some pieces from Dana Goldstein's "The Teacher Wars", a truly remarkable (if not infuriating), comprehensive read.

* In 1815 there were few "public" schools, some private schools. They were primarily one-room schoolhouses lead by university-educated male teachers who were well respected by the community.

* By the 1840s thanks in great part to Catherine Beecher, 4x as many teachers were female than male. Positively, Beecher advocated for and started her own school for women in rigorous academics. Not-so-positively, she also pitched that hiring female teachers was a money-saving strategy, writing that "[a] woman needs support only for herself" while "a man requires support for himself and a family".

* Horace Mann in the 1840s timeframe advocated at the state level that hiring women instead of men would save the state \$11,000 – a bargain for taxpayers! Mann said that careers in politics, the military and journalism ought to remain closed to women, who were too innocent to wade into those "black and sulfurous" spheres. Teaching, Mann argued, was woman's true calling. One that would take advantage of all her natural, God-given talents as a nurturer, whether or not she had biological children of her own.

* This spread rapidly during the common schools movement in the 19th century.

* Teaching was promoted as the female equivalent of the ministry: a profession whose prestige would be rooted not worldly rewards such as money or political influence, but in the personal satisfaction that comes from serving others.

*** During an era of deep bias against women's intellectual and professional capabilities, the feminization of teaching carried an

enormous cost: Teaching became understood less as a career than as a philanthropic vocation or romantic calling.

There is much more powerful history here to include Susan B Anthony's engagement and the ultimate establishment of the teacher's union. The primary takeaway is that 200 years later we are still needing to professionalize the remuneration of teaching as a well-respected career.

On to today and understanding the impact of low annual increases. Try to see the attached chart (which I am sure someone could make more graphically engaging). I dove into research on teacher pay in 2016/2017, so when you view these numbers they are from then, but they can be updated and the salient facts remain the same:

- * Starting pay is strong. And this move to \$47,500 is strong.
- * The problem is not the starting pay, it is the annual increases. Doing the math on the PCS pay scale, the average annual increase over a 30 year career is 1.47%. That does not come close to keeping up with inflation. Teachers lose over time. Period.
- * Compare this 1.47% to the military pay scale and the Government Services pay scale, as well as to the Corporate pay scale. You will see that the average annual increase over 20 years in the military was 3.36%. In GS it was 2.66%. In the corporate world it was 3.65%.
- * What would teacher pay look like at 30 years if we applied an average of the two government pay scales? An increase of \$40,000 - annually. From \$65k to \$103k (again, at 30 years).
- * What would it look like if it were simply equal to the lowest, the GS model at 2.66% per year? An increase of \$25k annually, from \$65k to \$90k.

It is expedient to announce teacher raises for the base salary. It would be real change to address teacher annual increases.

Our teachers should not be treated as martyrs who chose this profession purely as a romantic calling and with some agreement to not be professionally remunerated. I do believe teaching is a calling, yes, and thank God people answer that call. I also believe it is a profession, a career, and serious business with significant consequences on our families, our communities, our economy, our military and our democracy.

I have immense respect for our teachers; we must identify the significant gap in pay and do the work to fill that gap. Yes, it will ultimately come down to dollars and to tax payers and to asking if we have the will to truly fund education in the way it needs to be funded to achieve what the Florida constitution calls for, "high quality system of free public schools [that] allows students to obtain a high quality education". We have some bridges to cross in our state and country with respect to the impacts of the virus, but Florida will recover. And when we do, as the 4th largest economy in the country, we MUST do better than 46th in education funding.

PCS 2016-2017 Pay Scale		Other Starting Salaries	
Starting salary, Bachelor's:	\$ 41,155	Bachelor's:	\$ 41,155
5 years, stay Bachelor's:	\$ 42,511	Master's:	\$ 44,691
10 years:	\$ 45,315	Specialist:	\$ 48,665
20 years:	\$ 50,111	Doctorate:	\$ 54,611
30 years:	\$ 65,211	Doctorate:	\$ 69,711

What does this equate to in Avg Instructional Annual Increases?		Historical Average Annual Raise in Other Sectors			What if teachers were increased the same as...?			
1.437%	1.67%	Corporate	Govt Svc	Military	Avg Inc Corp GS-Military	Ave Inc Govt (military&GS)	Equal to GS (lowest)	
1 \$ 42,511	\$ 42,511	2017	3%	1%	2.1%	3.22%	3.01%	2.66%
2 \$ 43,122	\$ 43,221	2016	3%	1%	1.3%	\$ 42,511	\$ 42,511	\$ 41,152
3 \$ 43,742	\$ 43,943	2015	3%	1%	1.0%	\$ 43,880	\$ 43,791	\$ 42,247
4 \$ 44,370	\$ 44,677	2014		1%	1.0%	\$ 45,293	\$ 45,109	\$ 43,370
5 \$ 45,008	\$ 45,423	2013	3%	0%	1.7%	\$ 46,751	\$ 46,466	\$ 44,524
6 \$ 45,654	\$ 46,181	2012	2.7%	0%	1.6%	\$ 48,257	\$ 47,865	\$ 45,708
7 \$ 46,311	\$ 46,952	2011	2.7%	0%	1.4%	\$ 49,810	\$ 49,306	\$ 46,924
8 \$ 46,976	\$ 47,737	2010	3.4%	1.5%	3.4%	\$ 51,414	\$ 50,790	\$ 48,172
9 \$ 47,651	\$ 48,534	2009	0.9%	2.9%	3.9%	\$ 53,070	\$ 52,319	\$ 49,454
10 \$ 48,336	\$ 49,344	2008	2.3%	2.5%	3.5%	\$ 54,779	\$ 53,894	\$ 50,769
11 \$ 49,030	\$ 50,168	2007	4.5%	2.2%	2.7%	\$ 56,543	\$ 55,510	\$ 52,120
12 \$ 49,735	\$ 51,006	2006	4.6%	3.1%	3.1%	\$ 58,363	\$ 57,187	\$ 53,506
13 \$ 50,450	\$ 51,858	2005	3.7%	3.5%	3.5%	\$ 60,243	\$ 58,908	\$ 54,929
14 \$ 51,175	\$ 52,724	2004	4.6%	4.1%	4.2%	\$ 62,182	\$ 60,681	\$ 56,391
15 \$ 51,910	\$ 53,604	2003	2.4%	4.1%	4.7%	\$ 64,185	\$ 62,508	\$ 57,891
16 \$ 52,656	\$ 54,500	2002	1.0%	4.6%	6.9%	\$ 66,251	\$ 64,389	\$ 59,430
17 \$ 53,413	\$ 55,410	2001	2.4%	3.7%	3.7%	\$ 68,385	\$ 66,327	\$ 61,011
18 \$ 54,180	\$ 56,335	2000	5.5%	4.8%	4.8%	\$ 70,587	\$ 68,324	\$ 62,634
19 \$ 54,959	\$ 57,276	1999	5.6%	3.6%	3.6%	\$ 72,860	\$ 70,380	\$ 64,300
20 \$ 55,748	\$ 58,232	1998	5.2%	2.9%	2.8%	\$ 75,206	\$ 72,499	\$ 66,011
21 \$ 56,550	\$ 59,205	1997	5.8%	3.0%	3.0%	\$ 77,627	\$ 74,681	\$ 67,766
22 \$ 57,362	\$ 60,194	avg over 20 years	3.65%	2.66%	3.36%	\$ 80,127	\$ 76,929	\$ 69,569
23 \$ 58,186	\$ 61,199	avg of these avgs	3.22%			\$ 82,707	\$ 79,244	\$ 71,420
24 \$ 59,023	\$ 62,221	avg of govt only	3.01%			\$ 85,370	\$ 81,630	\$ 73,319
25 \$ 59,871	\$ 63,260					\$ 88,119	\$ 84,087	\$ 75,270
26 \$ 60,731	\$ 64,316					\$ 90,957	\$ 86,618	\$ 77,272
27 \$ 61,604	\$ 65,391					\$ 93,885	\$ 89,225	\$ 79,327
28 \$ 62,489	\$ 66,483					\$ 96,908	\$ 91,911	\$ 81,437
29 \$ 63,387	\$ 67,593					\$ 100,029	\$ 94,677	\$ 83,604
30 \$ 64,298	\$ 68,722					\$ 103,250	\$ 97,527	\$ 85,827
31 \$ 65,222	\$ 69,869					\$ 106,574	\$ 100,462	\$ 88,110
32 \$ 66,161	\$ 71,034					\$ 110,006	\$ 103,486	\$ 90,454

Other 30-year Salaries			
Military O-6	\$ 168,084	GS 15 with 30 years in Tampa	\$ 161,900
OS with 30 years in Miami (06 equiv)	\$ 140,892	OS with 20 years in Tampa	\$ 137,712

31-year teacher		31-year teacher w/ Doctorate	
Avg Inc Corp GS-Military	\$ 110,006	Ave Inc Govt (military&GS)	\$ 103,486
Equal to GS	\$ 90,454		