

Issues and Options State Minimum Teacher Salary Schedule

Presented To

SOUTH CAROLINA SCHOOL BOARDS ASSOCIATION
LUNCH AND LEARN WEBINAR

**ARE CHANGES TO
TEACHER PAY
ON THE WAY?**



February 28, 2024

South Carolina Revenue and Fiscal Affairs Office
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Teacher Recruitment and Retention Task Force

FY 2022-23 General Appropriations Act, Proviso 1.114

- Proviso 1.114: ... The Task Force must submit recommendations for potential reforms ...

(3) transforming compensation for teachers

State Minimum Teacher Salary Schedule

Compensation issues affecting a teaching career

- Ability to attract and retain
- Competitiveness with other industries
 - Starting salary
 - Number of workdays
- Limited options for salary increases
 - Increases require significant investment of time and resources
- Ends at 23 years; impact on retirement calculations
- Affordability and sustainability

Current Status

FY 2023-24 State Minimum Salary Schedule

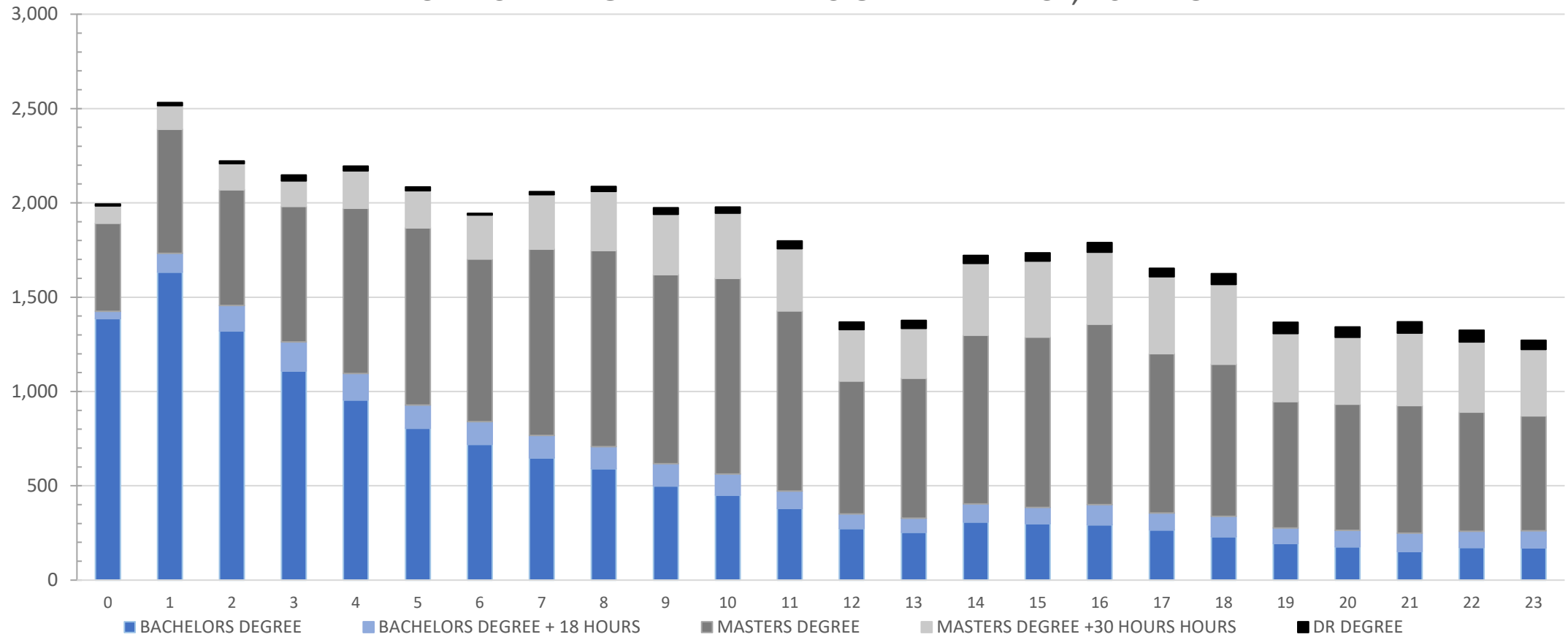
Seems straightforward at first glance

YEARS EXP	BACHELORS		MASTERS		DR DEGREE
	BACHELORS DEGREE	BACHELORS DEGREE + 18 HOURS	MASTERS DEGREE	MASTERS DEGREE +30 HOURS	
0	\$42,500	\$44,076	\$47,576	\$51,076	\$54,576
1	\$42,619	\$44,338	\$47,877	\$51,313	\$55,093
2	\$42,813	\$44,494	\$48,025	\$51,388	\$55,424
3	\$42,962	\$44,607	\$48,164	\$51,457	\$55,736
4	\$43,167	\$44,780	\$48,331	\$51,558	\$56,078
5	\$43,306	\$44,888	\$48,462	\$51,625	\$56,370
6	\$44,191	\$45,773	\$49,411	\$52,574	\$57,634
7	\$45,046	\$46,627	\$50,359	\$53,522	\$58,900
8	\$45,931	\$47,512	\$51,308	\$54,471	\$60,165
9	\$46,785	\$48,366	\$52,257	\$55,421	\$61,430
10	\$47,671	\$49,253	\$53,207	\$56,370	\$62,696
11	\$48,524	\$50,106	\$54,155	\$57,318	\$63,960
12	\$49,411	\$50,992	\$55,104	\$58,267	\$65,226
13	\$50,265	\$51,846	\$56,053	\$59,216	\$66,491
14	\$51,150	\$52,732	\$57,001	\$60,165	\$67,756
15	\$52,004	\$53,586	\$57,951	\$61,114	\$69,022
16	\$52,890	\$54,471	\$58,900	\$62,063	\$70,287
17	\$53,744	\$55,325	\$59,848	\$63,011	\$71,552
18	\$54,206	\$55,804	\$60,372	\$63,567	\$72,193
19	\$54,673	\$56,287	\$60,901	\$64,128	\$72,839
20	\$55,146	\$56,775	\$61,435	\$64,694	\$73,493
21	\$55,621	\$57,267	\$61,974	\$65,265	\$74,153
22	\$56,103	\$57,764	\$62,519	\$65,843	\$74,820
23+	\$56,589	\$58,267	\$63,070	\$66,427	\$75,493

Number of Teachers By Degree and Years of Experience

Most notable loss over time is teachers with bachelor's degree

TEACHERS BY DEGREE AND YEARS OF EXPERIENCE, 2022-23

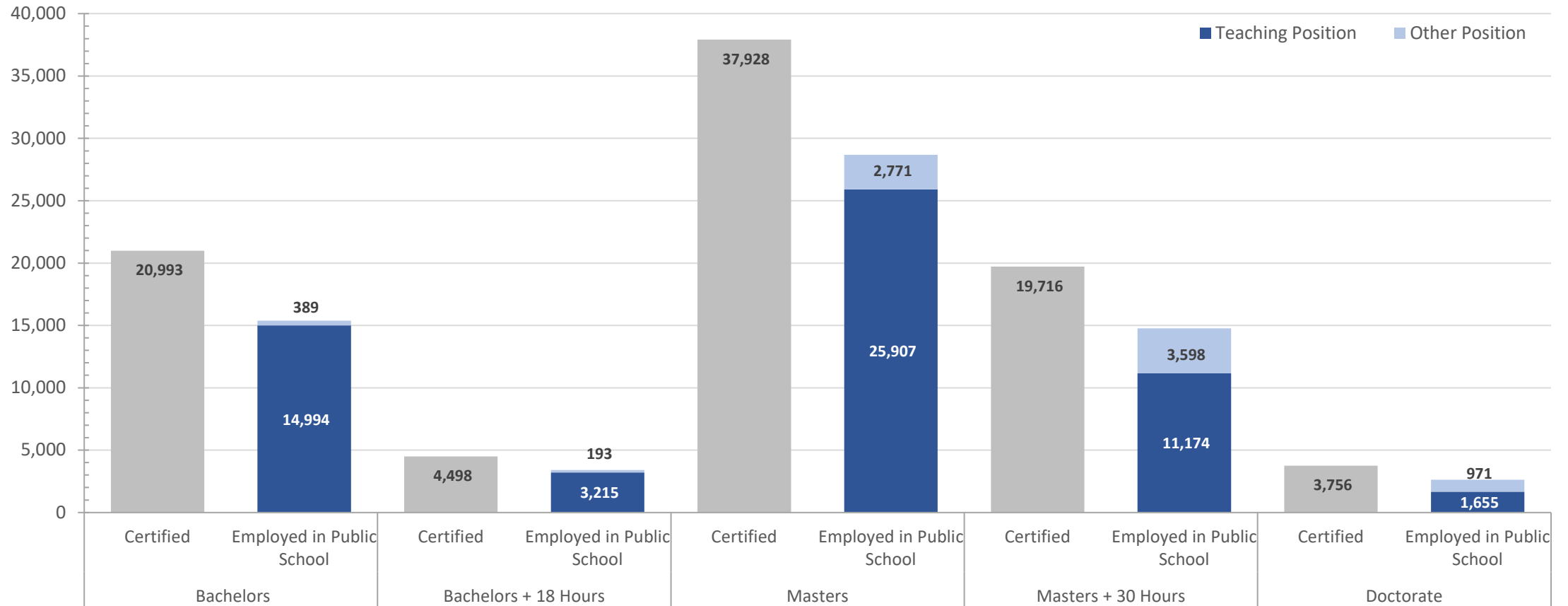


(Teachers with more than 23 years not shown; 1,670 teachers missing data not shown)

Number of Certified Teachers

As of 2024, 86,957 teachers have a current certificate, but only 64,192 are employed in a public school with 56,945 in a teaching position

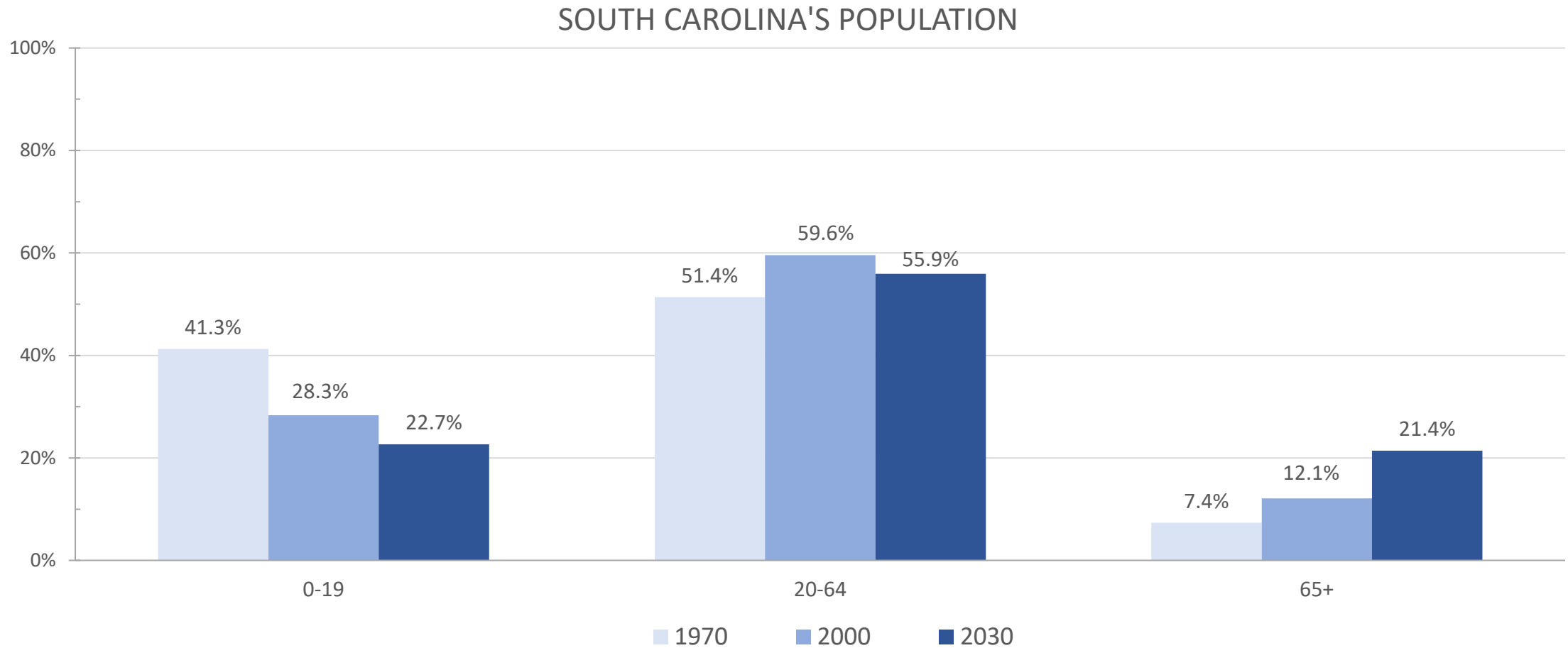
NUMBER OF CERTIFIED AND EMPLOYED TEACHERS



Source: SC Dept. of Education, 1/2024; certified teachers includes those with a current certificate; teaching positions include teachers, librarians, counselors, and speech language pathologists

Working Age Population is Not Growing as Fast as Total

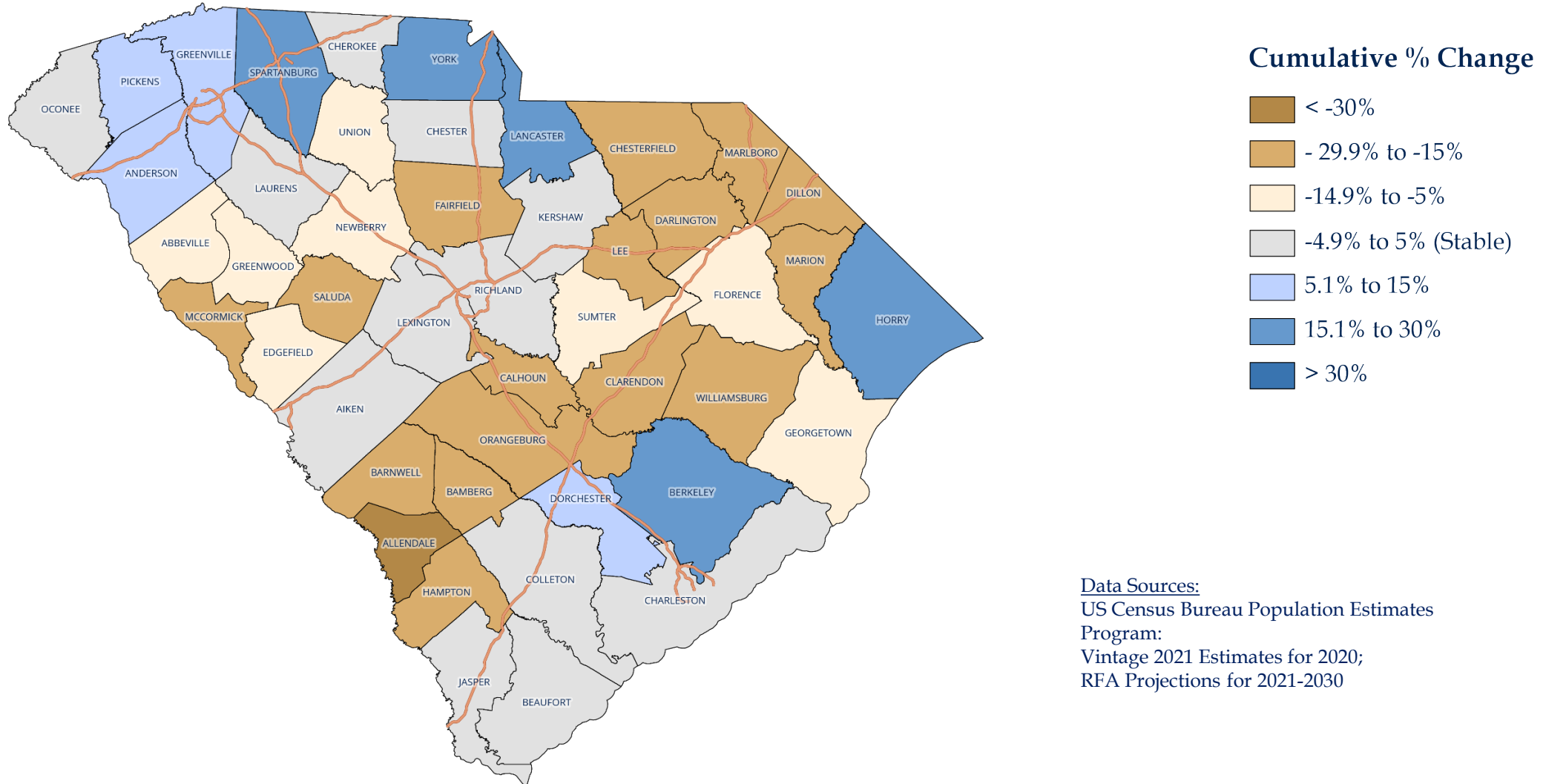
The percentage of the population of workforce age is projected to decrease



Source: United States Census Bureau population estimates; South Carolina Revenue and Fiscal Affairs population projections

Projected Workforce Age (18 – 64) Population, 2020 – 2030

Some counties will be more challenged than others in finding workers



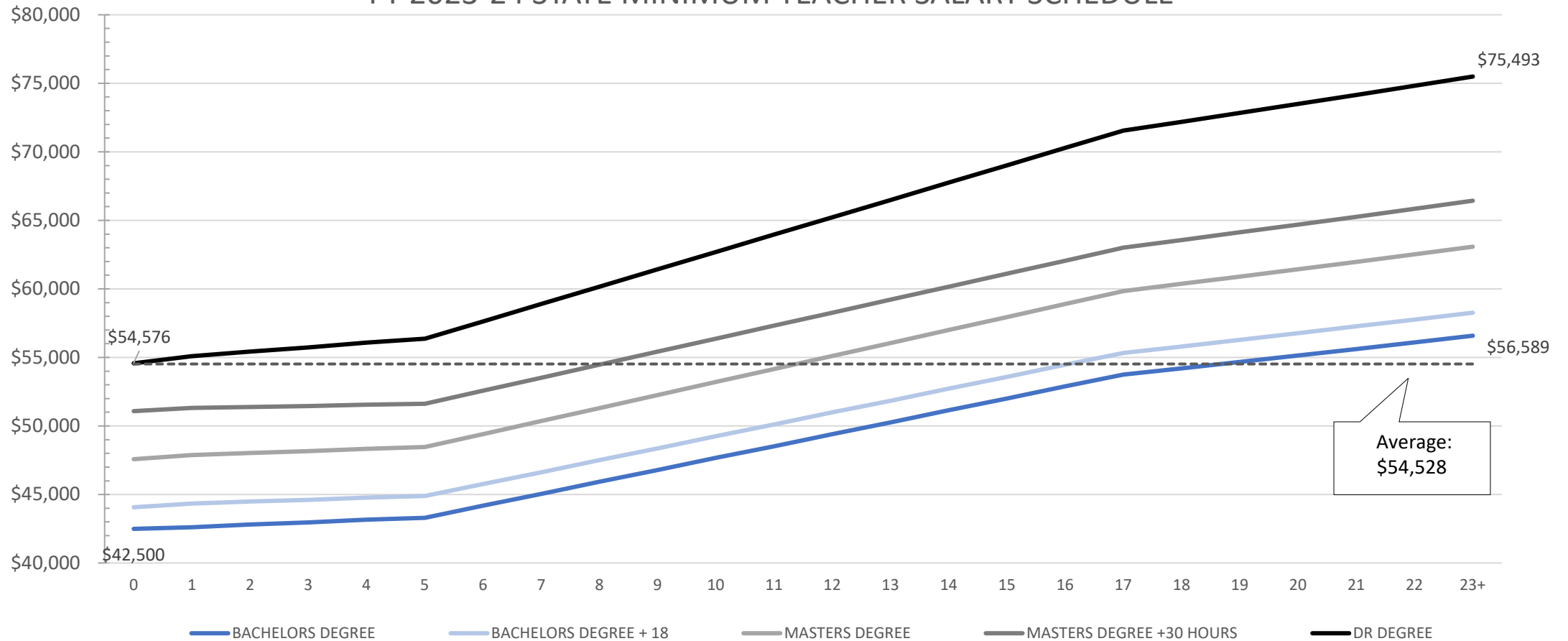
Data Sources:
 US Census Bureau Population Estimates
 Program:
 Vintage 2021 Estimates for 2020;
 RFA Projections for 2021-2030

Issues

FY 24 State Minimum Teacher Salary Schedule vs. Average

79% of bachelors and 70% of bachelors + 18 cells are below average

FY 2023-24 STATE MINIMUM TEACHER SALARY SCHEDULE

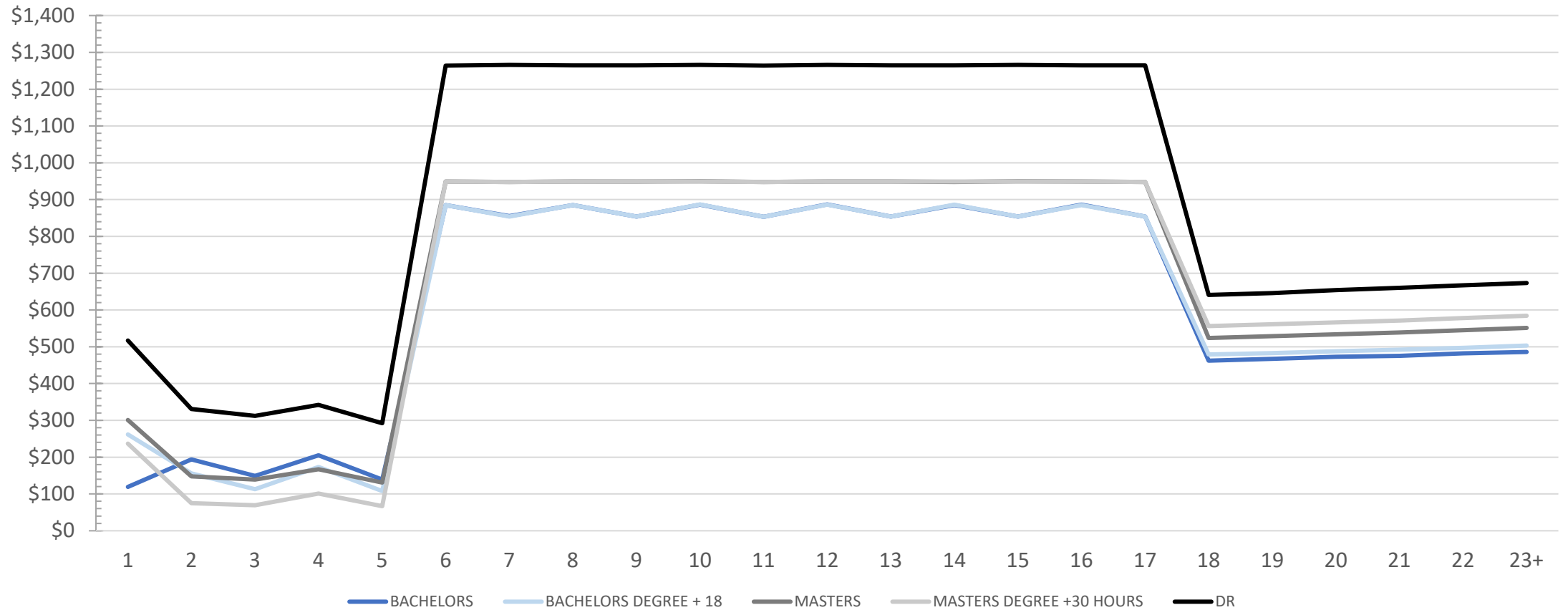


Source: SC Dept of Education; compiled by RFA; average is weighted based on actual 2022-23 teachers and FY 2023-24 schedule

Varying Dollars Amounts of a Step Increase

There appears to be no rhyme or reason to the value of a step increase

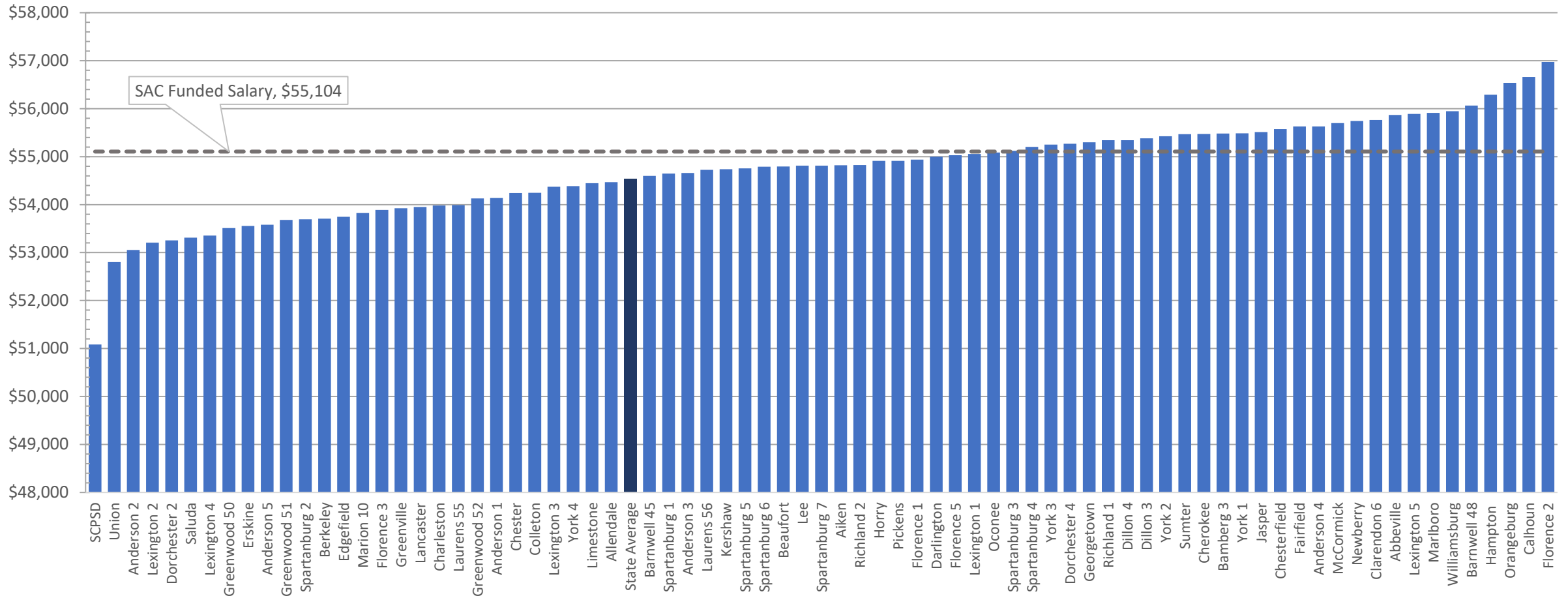
DOLLAR VALUE OF A STEP INCREASE BY DEGREE AND YEARS OF EXPERIENCE



FY 24 State Minimum Teacher Salary Average by District

29 districts have a minimum salary average above the amount funded in State Aid to Classrooms (masters & 12 years)

FY 2023-24 STATE MINIMUM SALARY BY DISTRICT



Source: SC Dept of Education; compiled by RFA; average is weighted based on actual 2022-23 teachers and FY 2023-24 schedule

FY 2023-24 State Minimum Teacher Salary Schedule

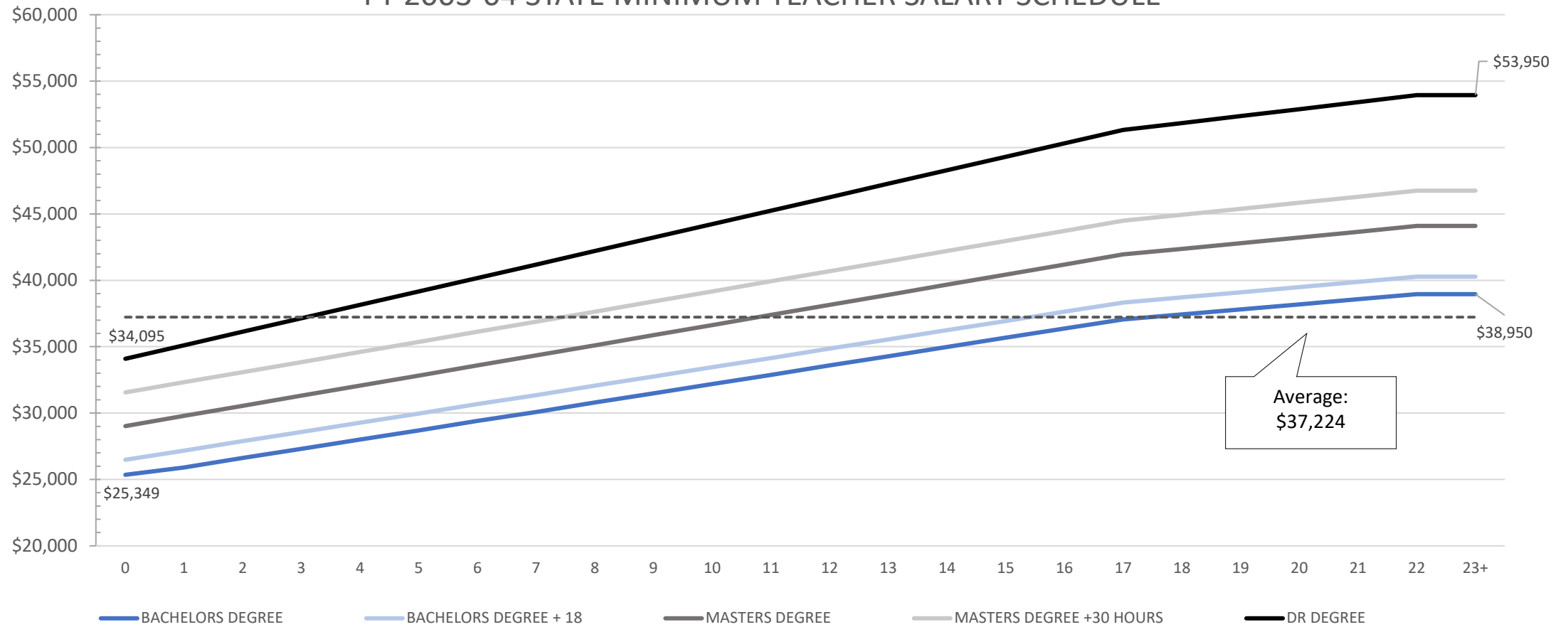
Domino effect – How should cells be adjusted for a \$50,000 minimum?

YEARS EXP	BACHELORS		MASTERS		DR DEGREE
	BACHELORS DEGREE	DEGREE + 18 HOURS	MASTERS DEGREE	DEGREE +30 HOURS	
0	\$42,500	\$44,076	\$47,576	\$51,076	\$54,576
1	\$42,619	\$44,338	\$47,877	\$51,313	\$55,093
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22	\$56,103	\$57,764	\$62,519	\$65,843	\$74,820
23+	\$56,589	\$58,267	\$63,070	\$66,427	\$75,493

FY 2003-04 State Minimum Salary Schedule Range

Dollar variances were not as wide in the past

FY 2003-04 STATE MINIMUM TEACHER SALARY SCHEDULE

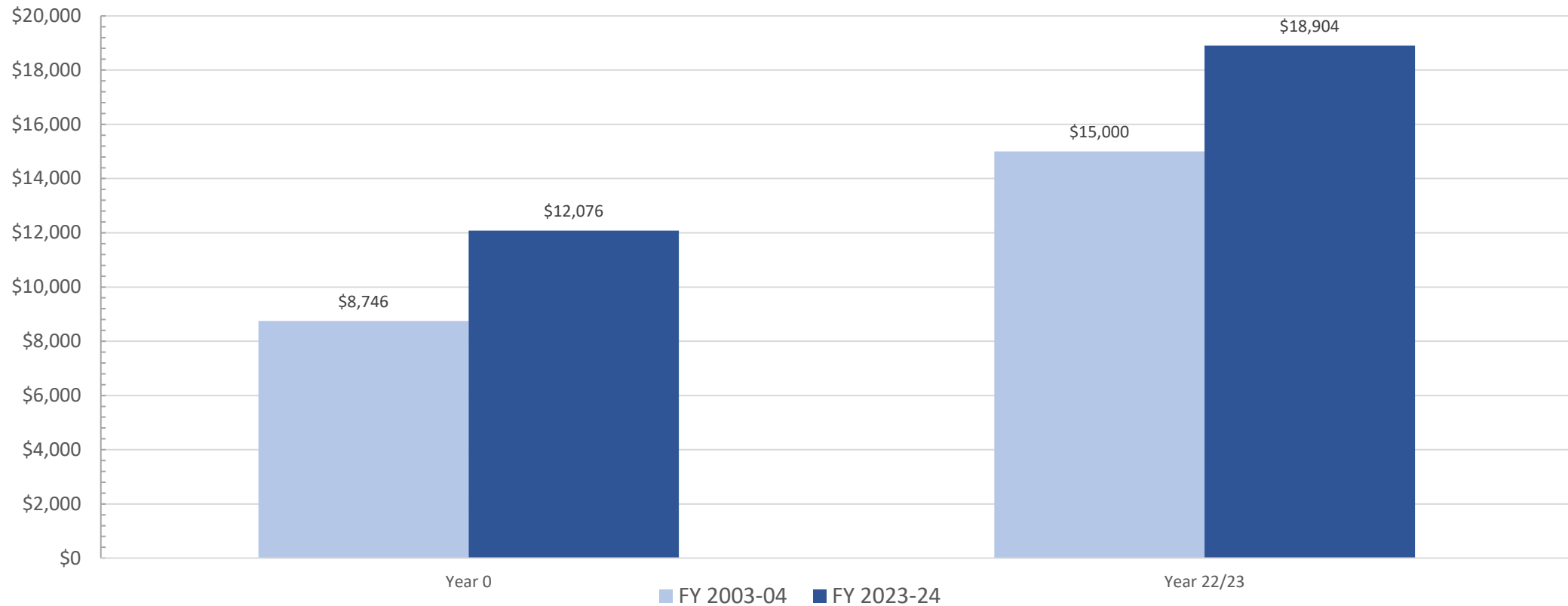


Source: SC Dept of Education; compiled by RFA; average is weighted based on actual 2022-23 teachers and FY 2003-04 schedule

Dollar Difference in the Salary Schedule by Level of Education

The pay gap between the salary for teachers with the same level of experience but different degrees has grown over time

STATE MINIMUM TEACHER SALARY SCHEDULE RANGE
Dollar Difference between Bachelors and Doctorate in FY 04 and FY 24



Career Earnings Change Due to Changes in Schedule

Actual increase from FY 04 to FY 24 over a 23-year career

- Bachelors: \$386,723
- Bachelors +18 hours: \$394,844
- Masters: \$415,235
- Masters +30 hours: \$431,477
- Doctorate: \$464,139

- Cost Increase: \$1.22 billion (calculated using 2022-23 teachers)

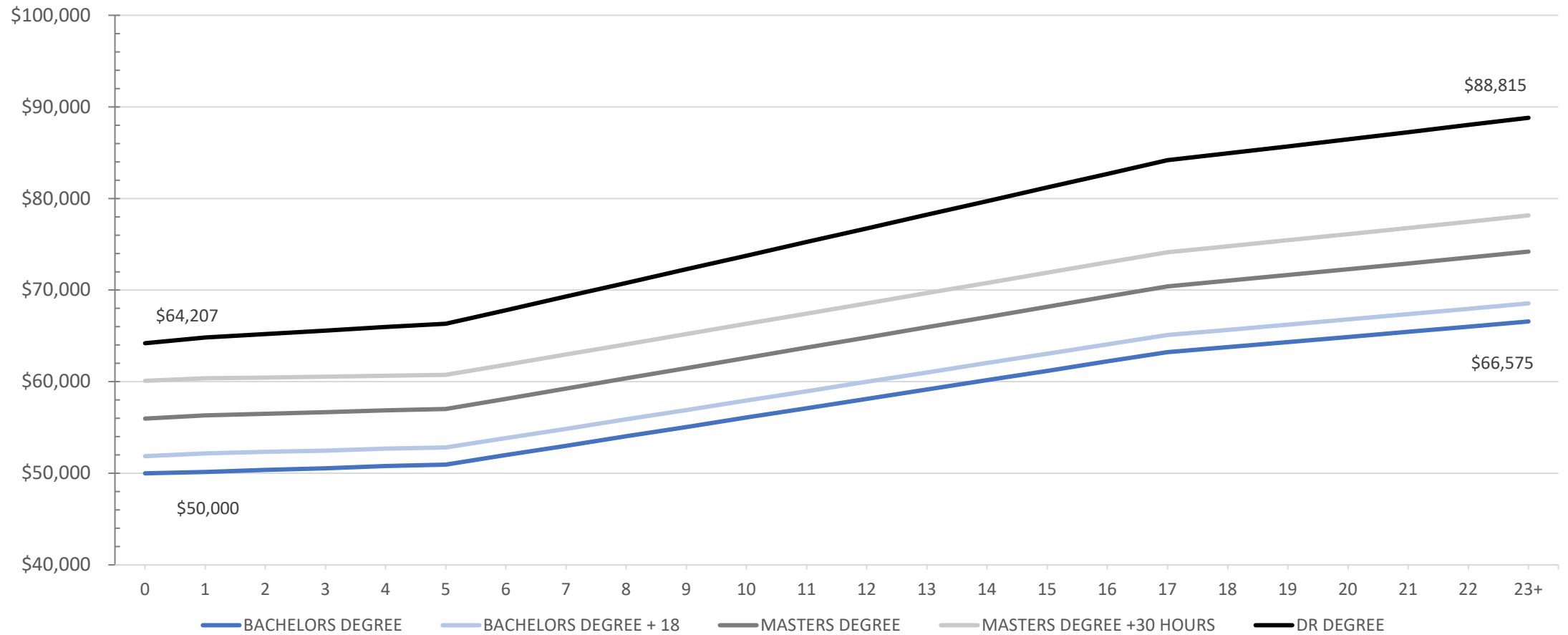
Ideas, Options, & Alternatives



Example - Current Salary Schedule Form, \$50,000 Minimum

Not much improvement for bachelors and bachelors +18

STATE MINIMUM TEACHER SALARY SCHEDULE
 Example - Increased from \$42,500 to \$50,000 by Percentage - 17.6%



Career Earnings Change - Current Form, \$50,000 Minimum Difference from FY 24 over 23-year career

- Bachelors: \$207,762
- Bachelors +18 hours: \$214,577
- Masters: \$231,928
- Masters +30 hours: \$245,621
- Doctorate: \$273,774

- *Total Cost of \$680 million*

Teacher Recruitment and Retention Task Force – May 2023

Partial List of Recommendations

- Task Force Recommendations on Compensation and Evaluation
 1. Minimum starting salary of at least \$50,000 by FY 27
 2. Teacher career ladder
 - Paths for teacher advancement
 - Reimagined salary schedule
 3. Extend salary schedule steps
 4. Critical needs stipends

Example Recommendation

Teacher Recruitment and Retention Task Force – Appendix C (Page 33)

Salary Lanes

Steps (Years Experience)	Beginning Teacher * BA Required	Professional Teacher	Master Teacher	Distinguished Teacher
0	\$50,000	X	X	X
1	\$51,000	X	X	X
2	\$52,000	X	X	X
3	\$53,000	\$4,000 annual stipend*	\$6,000*	X
4	\$54,000			X
5	\$55,000			\$10,000 annual stipend*
6-8	\$56,500			
9-11	\$58,000			
12-14	\$59,500			
15-17	\$61,000			
18-20	\$62,500			
21-24	\$63,000			
25-27	\$64,500			
28-30	\$66,000			

*Salary Lane recognition stipends can be layered on top of other stipends.

Salary Stipends

Master's Degree*	Doctorate or National Board Certification*	Priority School Designation**
\$5,000 annually	\$12,000 annually	\$5,000 annually

See report for additional details:

<https://ed.sc.gov/newsroom/teacher-recruitment-and-retention-task-force-recommendations/>

FY 2024-25 Executive Budget Teacher Salary Schedule

Proposed new schedule starts at \$45,000 and increases in 3-year bands (*no teacher may receive less than the prior year including any normal incremental increase)

FY 2024-25 EXECUTIVE BUDGET

YEARS EXP	BACHELORS DEGREE	GRADUATE DEGREE
0 to 2	\$45,000	\$50,000
3 to 5	\$47,000	\$52,000
6 to 8	\$49,000	\$54,000
9 to 11	\$51,000	\$56,000
12 to 14	\$53,000	\$58,000
15 to 17	\$55,000	\$60,000
18 to 20	\$57,000	\$62,000
21 to 23	\$59,000	\$64,000
24 to 26	\$61,000	\$66,000
27 to 30	\$63,000	\$68,000

Additional Stipends (Pilot Programs)

- Career Ladder
- Special Needs Subject Areas

*The budget specifies that no teacher or administrator employed in the same position over the same time period shall receive less total salary, including any normal incremental increase, than the teacher received for the prior year.

Details on Proposal in the FY 2024-25 Executive Budget

- Appropriated \$250 million for Aid to Classrooms
 - Includes salary cost of \$60,000, total cost of \$79,536 per teacher
- Salary schedule changes
 - Pay bands of three-year increments
 - Extend state minimum salary schedule for years of experience from 23 to 30 years
 - Bachelor degree ranged from \$45,000 to \$63,000; Additional \$5,000 for Graduate degree
 - Proposal required \$159 million in funding
- Additional funding
 - Health Insurance – approximately \$74 million (preliminary est.)
 - Career Ladder - \$10 million
 - Critical Needs Subject Areas - \$15 million
- Provisos
 - No change to district schedule if their cell is above the proposed minimum
 - No teacher would be paid less than current schedule

Career Earnings Change - FY 25 Executive Budget Proposal

Difference from FY 24 over 30-year career

- Bachelors: \$109,560
- Bachelors +18 hours: \$59,195
- Masters: \$82,250
- Masters +30 hours: \$0 (hold harmless)
- Doctorate: \$0 (hold harmless)

- *Total Cost of \$159 million*
- *Does not include the funding for additional salary supplements for career ladder or critical needs subject areas*

FY 25 House Ways & Means Committee Budget Proposals

- Appropriated \$230 million for Aid to Classrooms
 - Includes salary cost of \$57,904, total cost of \$76,758 per teacher
- Salary schedule changes
 - Extend state minimum salary schedule for years of experience from 23 to 28 years
 - Bachelor degree starting salary increased to \$47,000
 - Proposal required \$198 million in funding
- Additional funding
 - Health Insurance – approximately \$74 million (preliminary est.)

Career Earnings Change - FY 25 Ways & Means Budget Proposal

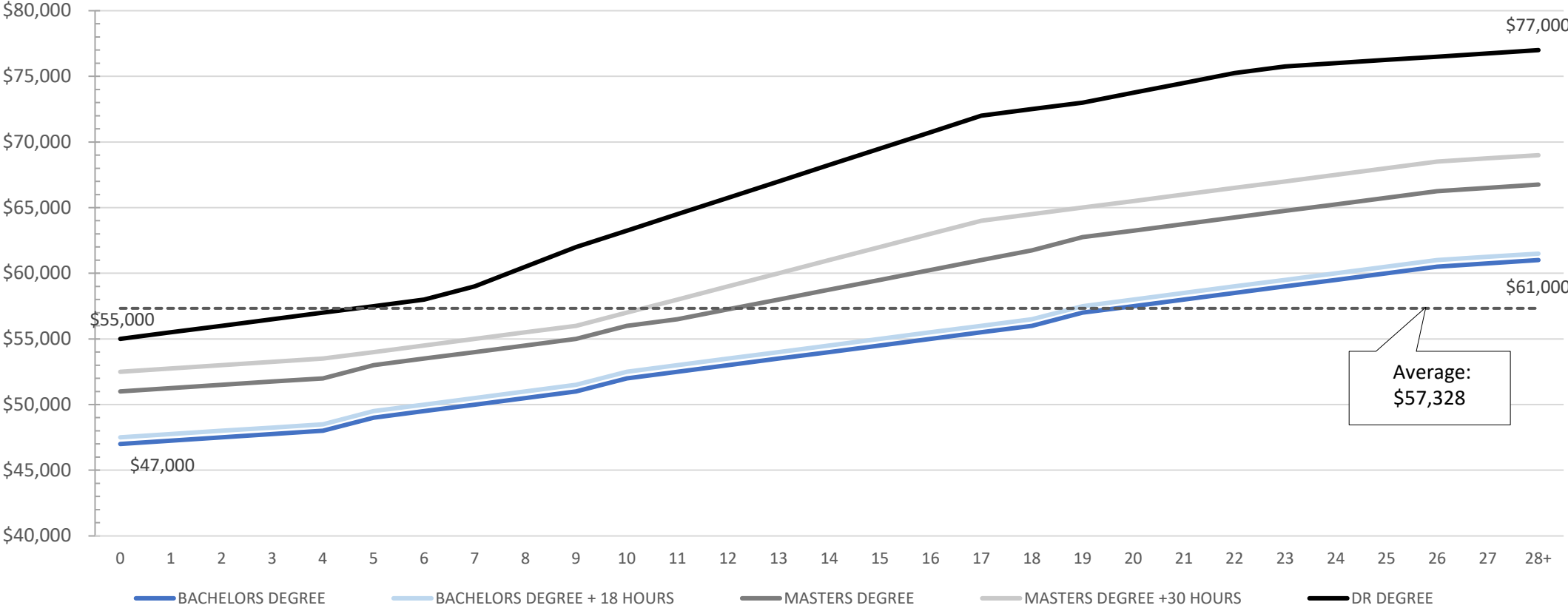
Difference from FY 24 over 28-year career

- Bachelors: \$104,988
- Bachelors +18 hours: \$72,479
- Masters: \$76,140
- Masters +30 hours: \$36,262
- Doctorate: \$16,398

- *Total Cost of \$198 million*

FY 25 Ways & Means State Minimum Teacher Salary Schedule

FY 2024-25 HOUSE WAYS AND MEANS STATE MINIMUM TEACHER SALARY SCHEDULE



Source: SC Dept of Education teacher data; compiled by RFA; average is weighted based on actual 2022-23 teachers and Ways and Means schedule as of 2/22/2024



Questions?

