

# Cost pressure indicators for Non-teaching staff

Dr. Christiana Stoddard

Presentation to Wyoming Joint  
Education Interim Committee

October 18, 2011



**RECAP OF PREVIOUS PRESENTATION:  
TEACHING COST PRESSURE INDICATORS**

# Current Status: Little Pressure from Labor Markets or Demographics

## Labor market indicators

- Current salary range for teachers is very high relative to range in neighboring states
- Current salary range is upper end of range for other WY professions

## Demographic indicators

- Enrollment trend for next 5 years similar to past 4
- Retirement trend for next 3 years similar to past 10
- Fraction of new hires very consistent over time

# Current Status: Little Difficulty in Recruitment/Retention

## Retention Indicators:

- Exit rates for new and mid career teachers have been relatively constant since 2000, even with higher salaries

## Recruitment Indicators:

- Number of applicants is high, usually hire first choice
- Quality of new hires appears similar to past

## Training Indicators:

- Average ACT scores in education program at University of WY appears unchanged
- ACT scores similar to peer institutions in other states

# Summary of Labor Market and Demographic Indicators

Indicator		2010	Range 2000-2010
1	Ratio of teaching wages to comparable occupations	.96	.83-.97
2	Ratio of WY teaching salaries to region avg.	1.25	.99-1.25
3	Enrollment growth	1%	-3% to 1.5% per year
4	Growth in %Teachers 60+	.65%	.12% to .93% per year
5	Percent New Hires	8%	8%-12%

# Summary of Indicators of Recruitment and Retention

Indicator		2010	Range 2000-2010
6	Exit Rate—New Teachers	12.2%	11% - 16%
6	Exit Rate—Mid Career Teachers	5.3%	5% - 7%
7	Number Applicants	23.9	Not enough data to calculate
8	Hired 1 <sup>st</sup> Choice	94%	Not enough data to calculate
9	% Report easy to hire high quality	78%	Not enough data to calculate

# Other Sources of Information on Teaching Salaries

- Hay Group 2011 Study of Teaching Salary Schedules in WY and other States
- Taylor Comparative Wage Index (CWI) for College Educated Workers
- WDE Continued Review of Educational Resources in Wyoming

**OTHER STAFF POSITIONS:  
METHODOLOGY FOR  
NON-TEACHING INDICATORS**



# Non Teaching Occupations

## 1. **School Administration**

Principal, Assistant Principal, Superintendent, Assistant Superintendent, Business Manager

## 2. **Professional Staff**

Licensed or Certified (Librarians, Counselors, Psychologists, Social Workers, Nurses), Computer Technicians, other Administrative positions

## 3. **Secretary/Clerical**

School Secretary, School Clerical, Central Office Secretary

## 4. **Other Classified Staff**

Operations and Maintenance, Food Service, Transportation, Other Classified Student Support

## 5. **Supervisory Aides**

Instructional, Student support, Playground, Library/Media, Special Education, Title I, Transportation

# Indicators for Non-Teaching Occupations

## **1. Relative salaries in comparable professions**

- Occupational Employment Statistics survey, May
- Annual wages by occupation and occupation class
- Department of Employment separated employers by K-12, private, state employees
- See report for full table of all occupations
- Note that some occupations do not have a clear match (e.g., aides, administrators)
- K-12 employees typically have fewer contract days/hours than in other sectors, higher benefits

# Indicators for Non-Teaching Occupations

## 2. Turnover rates by Occupation Group

- Department of Education Staffing Files
- Department of Employment reports turnover statistics for selected occupations for state employees, exit rates by industry
- Occupational classifications in staffing files are not same as those for state/industry but give a sense of overall context

# **INDICATOR SET 1: COMPARATIVE SALARIES**

# Administration

	K-12 Schools	Private Sector	State Government
All Management Occupations	\$89,332	\$81,068	\$91,393
Chief Executives	\$126,193	\$155,132	--
General/Operations Managers	\$109,092	\$91,163	\$98,772
Financial Managers	\$94,191	\$88,712	\$80,327
Education Admin, Elem. Sec. School	\$87,977	--	--

Source: Occupational Employment Statistics Survey, WY Department of Employment provided breakdown. May 2010

# Professional Staff

	K-12 Schools	Private Sector	State Government
Clinical, Counseling, School Psychologists	\$69,395	\$54,167	--
Child, Family, and School Social Workers	\$58,878	\$36,434	\$44,149
Educational, Vocational, School Counselors	\$62,003	\$39,033	--
Registered Nurses	\$50,304	\$55,454	--
Speech Pathologists	\$61,671	\$59,248	--
Librarians	\$62,819	--	\$51,304
Computer/Math Occupations	\$50,548	\$57,955	\$56,374

Source: Occupational Employment Statistics Survey, WY Department of Employment provided breakdown. May 2010

# Secretarial and Clerical Staff

	K-12 Schools	Private Sector	State Government
All Office/Admin. Support Occupations	\$32,777	\$29,577	\$36,613
Clerks: Bookkeeping/Accounting/Auditing	\$36,465	\$33,559	\$33,294
Exec. Secretaries and Admin. Assistants	\$35,727	\$39,873	\$40,199
Secretaries, (Not Legal, Medical, Exec.)	\$31,648	\$27,203	\$32,154
Office Clerks, General	\$29,777	\$28,473	--

Source: Occupational Employment Statistics Survey, WY Department of Employment provided breakdown. May 2010

# Other Classified Staff

	K-12 Schools	Private Sector	State Government
All Building, Grounds Cleaning, Maintenance Occupations	\$29,278	\$23,664	\$26,309
Janitors and Cleaners (Not Maids/Housekeeping)	\$27,418	\$23,894	\$25,280
Maintenance and Repair Workers, General	\$40,807	\$39,857	\$38,254
All Food Prep/Serving	\$23,731	\$20,314	\$29,077
Bus Drivers, School	\$28,985	\$23,064	--
Bus Drivers, Transit and Intercity	--	\$32,252	--

Source: Occupational Employment Statistics Survey, WY Department of Employment provided breakdown. May 2010



# Supervisory Aides

	K-12 Schools	Private Sector
Teacher Assistants	\$23,660	\$21,504
Other Service Occupations		
Child Care Workers	\$24,926	\$21,051
Personal and Home Care Aides	--	\$21,683
Healthcare Support Occupations	--	\$26,906

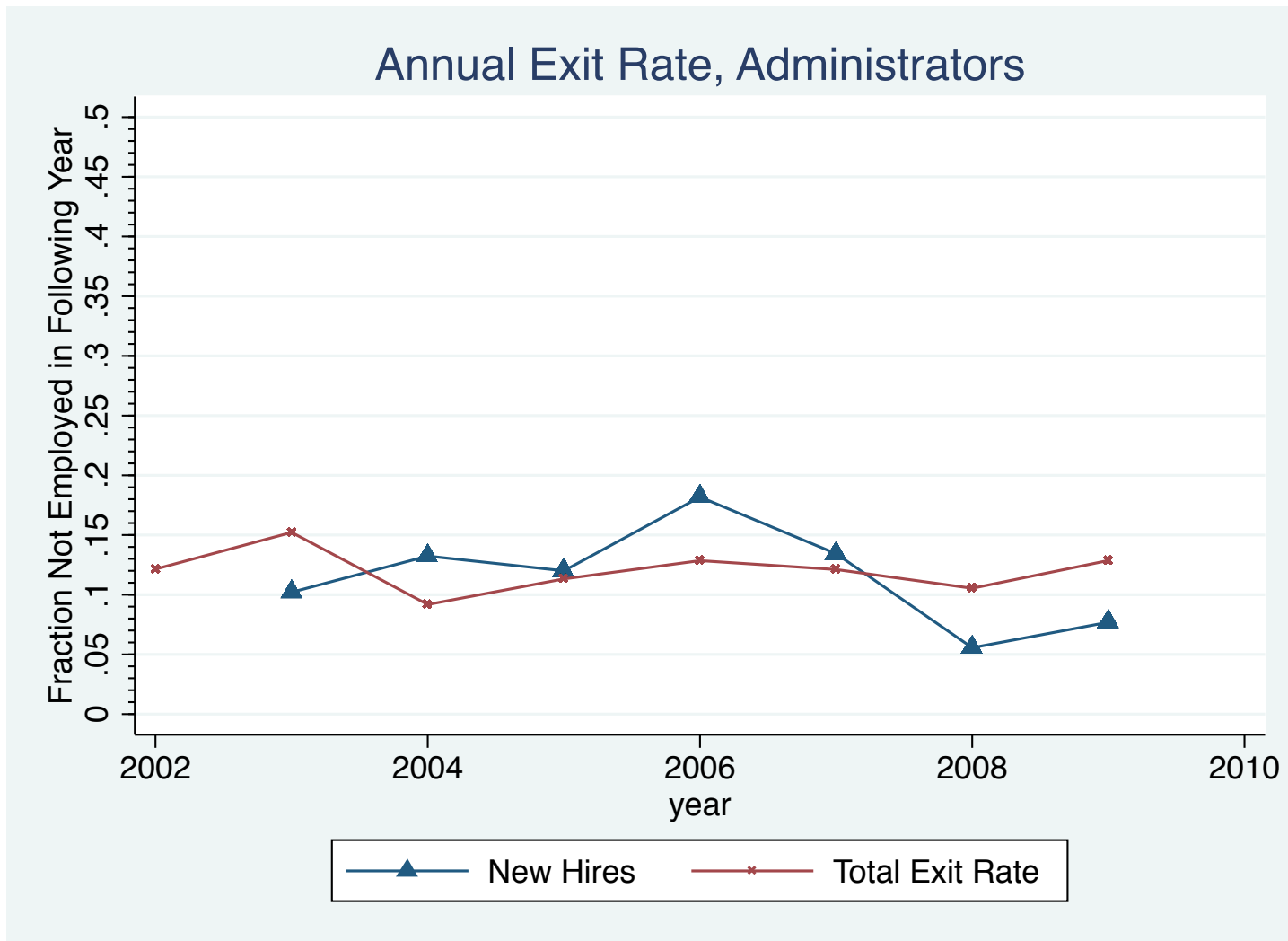
Source: Occupational Employment Statistics Survey, WY Department of Employment provided breakdown. May 2010

# INDICATOR SET 2: TURNOVER RATES

# Calculation of Turnover

- Exclude individuals with teaching component
- Exclude positions with  $<.5$ FTE
- Counted as an exit if not employed in same district in same occupation class following year
- Example: Jane is assistant principal. If next year becomes teacher, is an exit. If next year becomes principal, is not an exit.

# Administrator Exit Rates

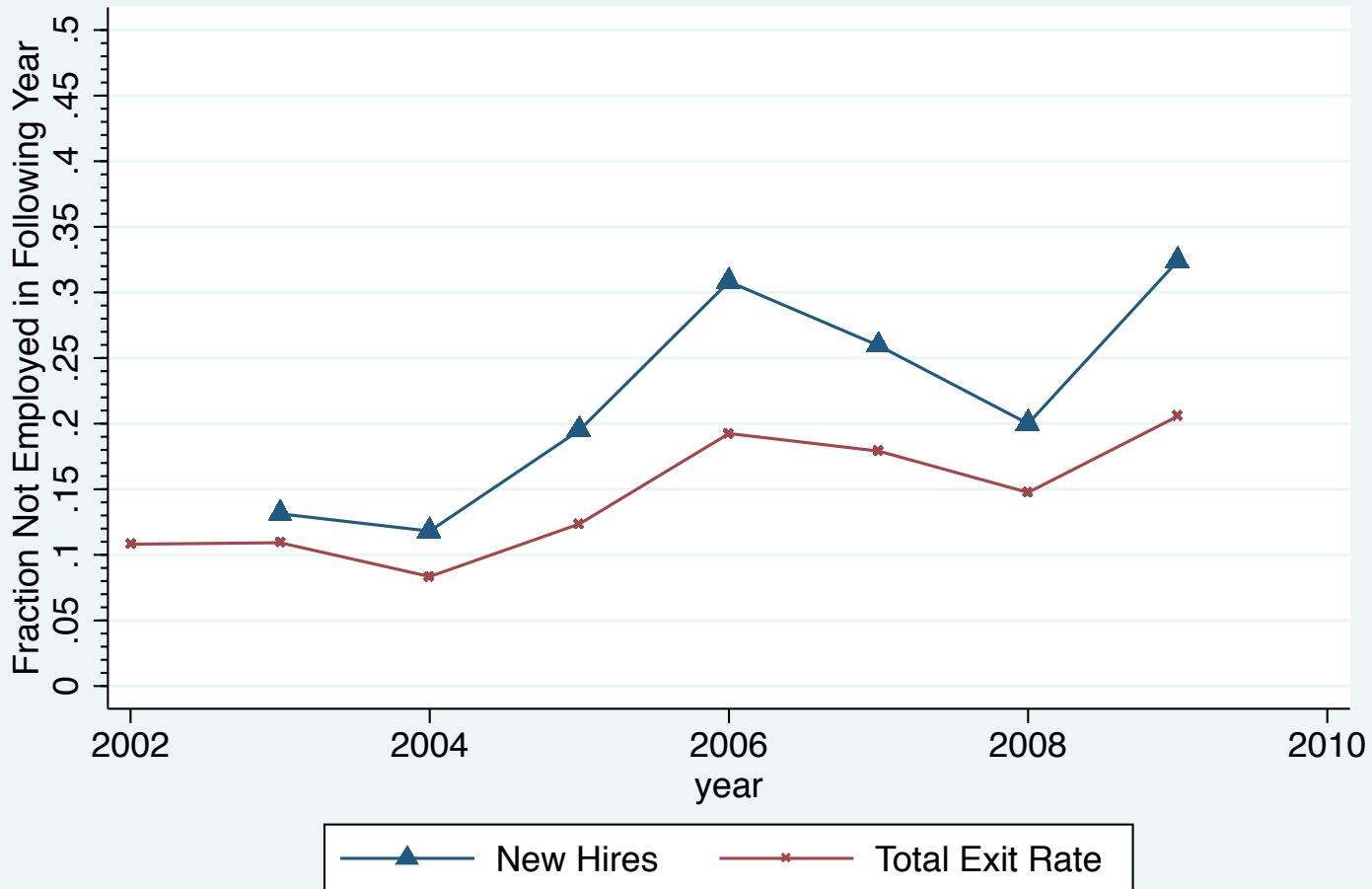


Source: WY Department of Education Staffing Files.

Excludes all individuals with teaching assignment or FTE<.5

# Professional Staff Exit Rates

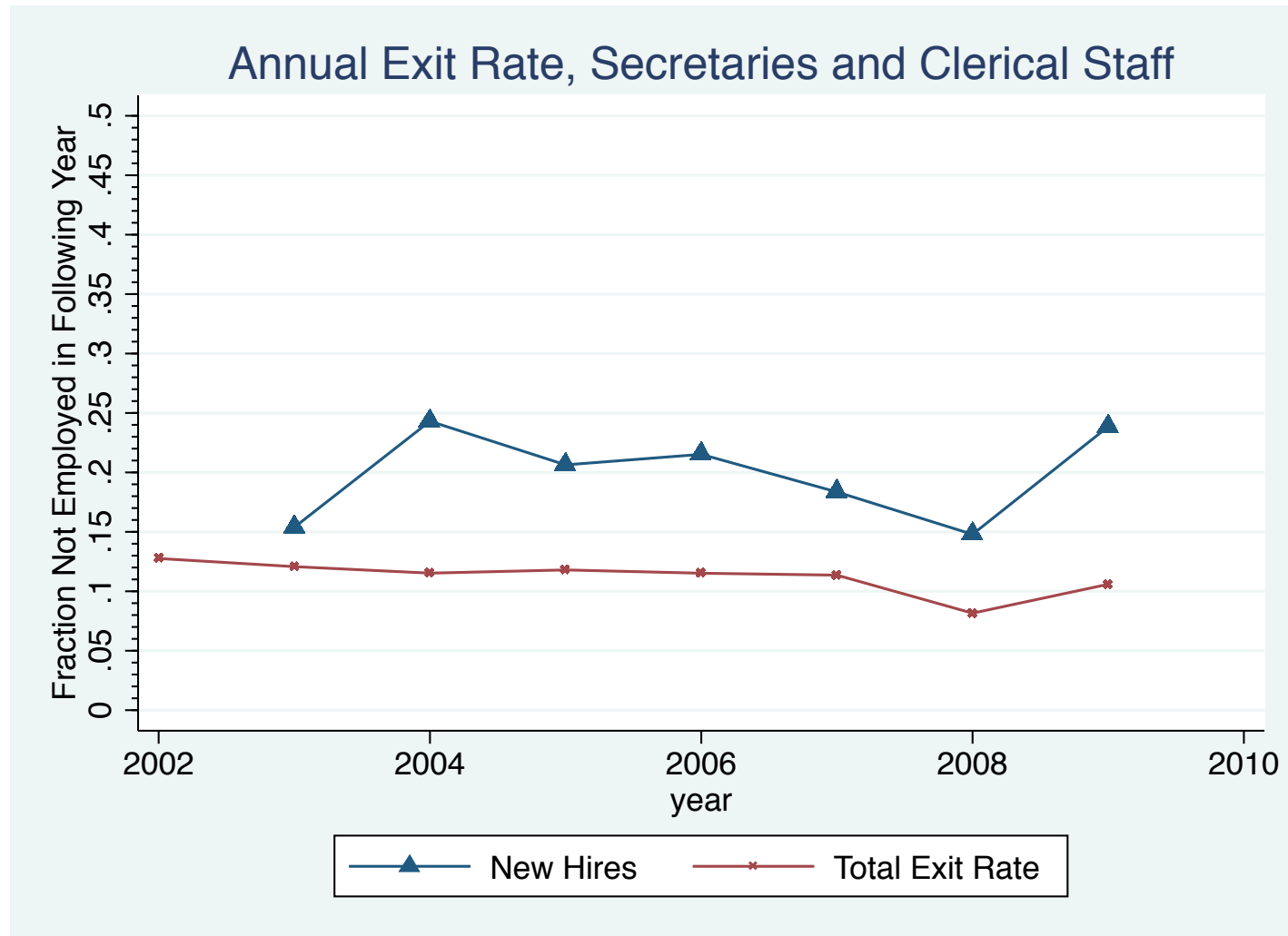
Annual Exit Rate, Professional Staff



Source: WY Department of Education Staffing Files.

Excludes all individuals with teaching assignment or FTE<.5

# Secretary and Clerical Exit Rates

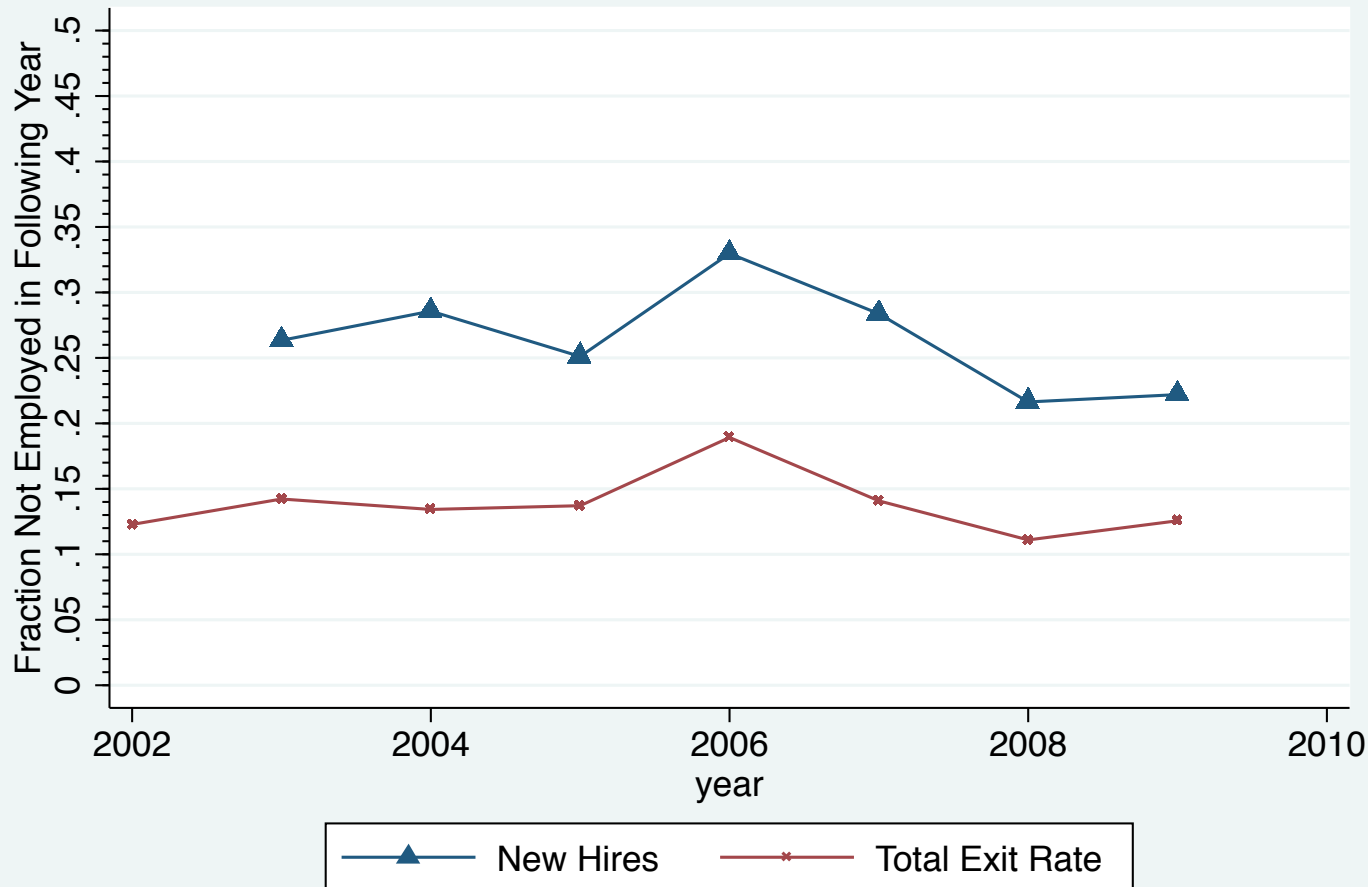


Source: WY Department of Education Staffing Files.

Excludes all individuals with teaching assignment or FTE<.5

# Other Classified Exit Rates

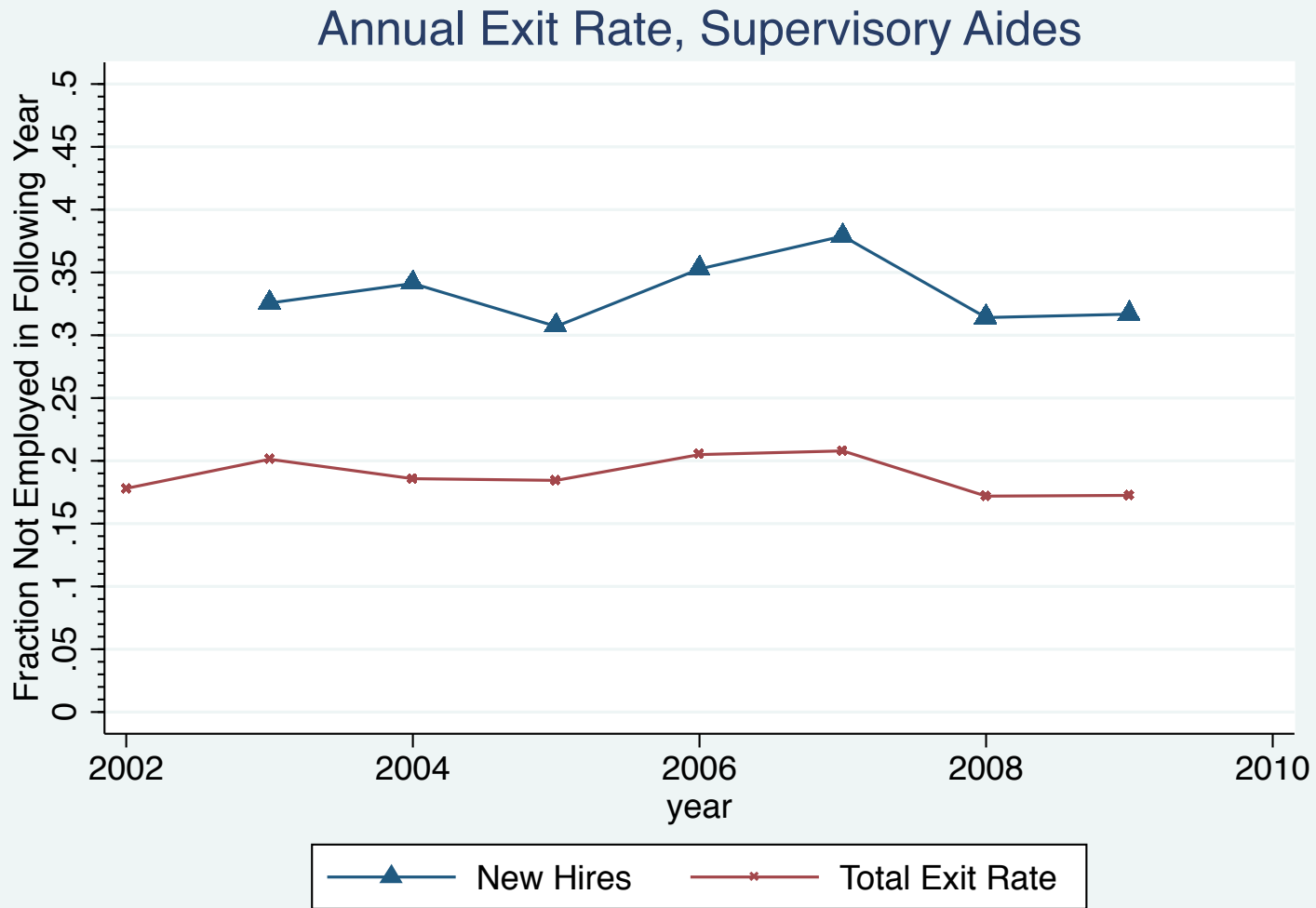
Annual Exit Rate, Other Classified Staff



Source: WY Department of Education Staffing Files.

Excludes all individuals with teaching assignment or FTE<.5

# Supervisory Aides Exit Rates



Source: WY Department of Education Staffing Files.

Excludes all individuals with teaching assignment or FTE<.5



# Turnover for State Employees, 2008Q3 - 2009Q2

Occupation	Turnover
Nursing Aides, Orderlies, Attendants	34.8%
Child, Family, and School Social Workers	9.1%
Office Clerks, general	18.3%
Social and Human Service Assistants	18.7%
Secretaries, except medical and legal	11.3%
Managers, All other	8.9%
Computer Systems Analysts	7.7%
Landscaping and Groundskeeping	9.5%
Registered Nurses	12.6%

# Quarterly Industry Turnover, 2010

Industry	Turnover, Q1	Turnover, Q3
Education Services	11.6	18.5
All Industries	21.7	32.2
Retail Trade	22.6	36.0
Information	15.5	19.4
Financial Activities	17.2	20.8
Professional and Business Services	30.7	40.6
Health Services	17.3	22.1
Leisure and Hospitality	35.5	51.0
Public Administration	10.5	20.1

Source: WY Department of Employment, Wyoming Industry Turnover by Year and Quarter, Turnover = (Hire+Exit+Both Hire,Exit)/Total Jobs Worked Any Time Quarter

# Other Indicators for Non-Teaching Occupations

Other sources of information on non-teachers

- Hay Group 2010 analysis of MPP for non-teaching occupations
- Taylor Comparative Wage Index for College Graduates
- Taylor Comparative Wage Index for High School Graduate

Summary:  
Comparative Wages and  
Turnover Rates

# Conclusions: Comparative Wages

1. Average annual wages for K-12 employees exceed those for state/private employees for
  - Most administrators
  - Most professional staff
  - Most classified staff
  - Aide related positions

# Conclusions: Comparative Wages

2. Average annual wages for K-12 employees are lower than comparable occupation for
  - Chief executives in private sector
  - RNs in private sector
  - Computer technicians in state/private sector
  
3. Secretary/Clerical staff wages similar to private/state employers

# Conclusions: Turnover Rates

1. Turnover for Administrators, Secretarial/clerical positions, Other classified positions, relatively constant since 2002 (10-15%)
2. Turnover rates for Aides are slightly higher, but are relatively constant (15-20%)
3. Increase in turnover rates for Professional staff since 2002 (from ~10% to ~20%)
4. Turnover rates for education sector low relative to other industries employees, similar to state employees