

CCSD Teacher Compensation Task Force

(March 13, 2023)

Voices of Our Teachers

(Video link)

Presentation Outline: Salary Impact Factors

- **Present & Future of the Profession**
- **Charleston Cost of Living & Housing Challenges**
- **Current Salary Review**
- **Salary Scenarios**
- **Recommendations**

Present & Future of the Profession

Retention: Snapshot Across the State & CCSD

Key Data from CERRA's South Carolina Annual Educator Supply & Demand Reports

School year	Graduates of a SC Bachelor's or Master's level initial educator preparation program¹	Teacher Departures	Early-career departures (<5 years of experience)	Departures, transferred to another SC public school district	Departures, Retirements	Positions vacant after the start of each school year
2018-2019	2,170	7,339.3	2,596.1	1,998.0	1,937.3	621.3
2019-2020	2,067	6,649.8	2,367.4	1,670.2	1,190.0	555.5
2020-2021	2,226	5,995.7	2,551.0	1,345.6	1,104.7	698.9
2021-2022	2,123	6,927.1	2,389.6	1,568.6	1,278.4	1,062.8
2022-2023	Not yet available	8,320.9	3,014.9	2,187.0	1,443.7	1,473.6

CCSD Retention Data

		Retention		Separation	
Fiscal Year	Teachers*	#	%	#	%
FY19	3,317	2,881	86.9%	436	13.1%
FY20	3,358	2,977	88.7%	381	11.3%
FY21	3,486	2,986	85.7%	500	14.3%
FY22	3,617	3,050	84.3%	567	15.7%

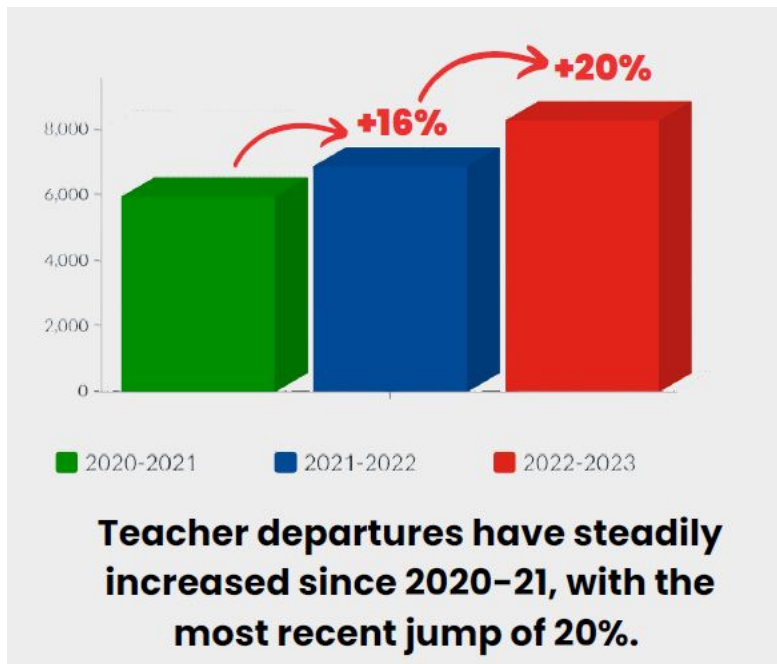
Separation Rate: 14.8% (State) v. 15.7% (CCSD)

Departures of teachers with <5 years experience: 36% (State 22/23) v. 37% (CCSD FY 18-22)

According to CERRA of the new 6,000 - 7,000 positions filled each year across the state:

- 40% are filled by brand new teachers. (recent graduates, out of state and alternative program teachers) *2021 -22 Annual CERRA Supply and Demand Report
- CCSD filled approximately 45% of its vacancies in 22-23 with brand new teachers.**

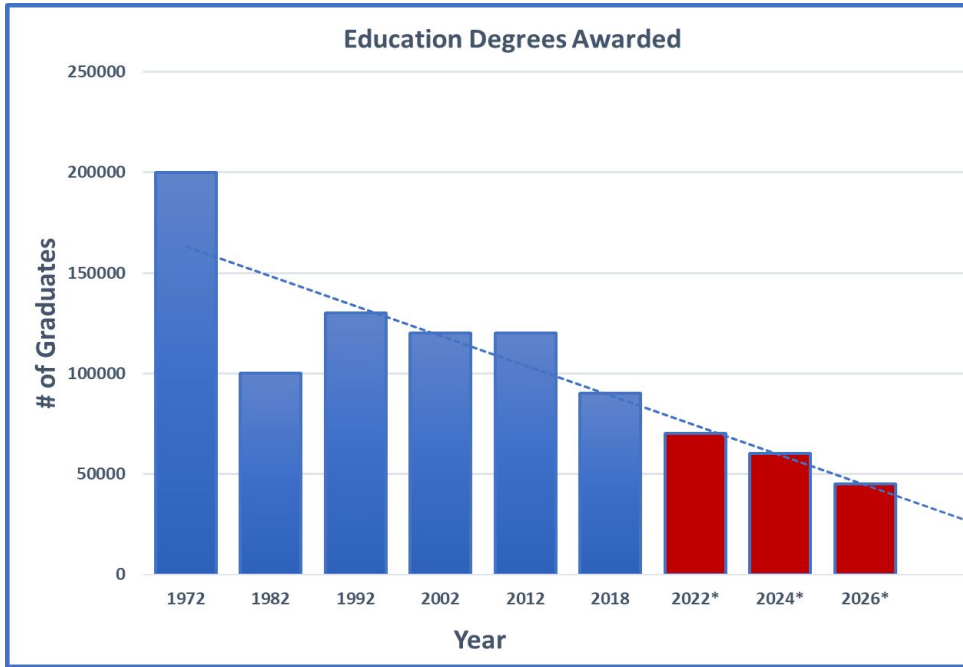
Retention: Snapshot Across the State & CCSD



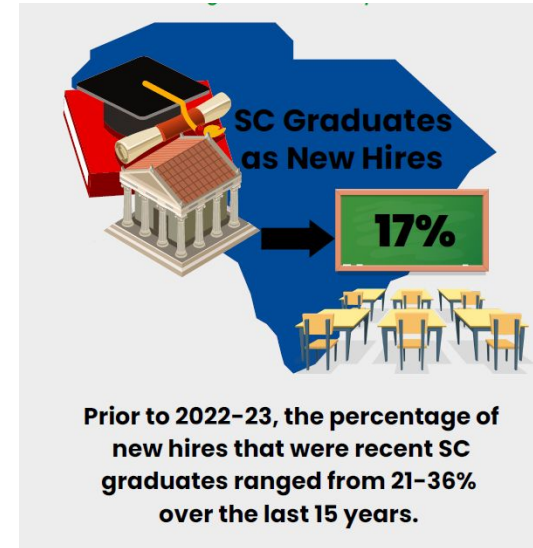
Movers and Leavers

- 17% retired from the profession
- 26% transferred to another SC public school district
- 2% were dismissed involuntarily
- 36% had five or fewer years of experience before moving or leaving

Fewer Students are Earning Degrees in Education



Sources: AACTE, analysis of U.S. Department of Education data, Frontline Education, The National Education Association



Learning Counsel Research projects that fewer than 70,000 new teachers will apply to schools in 2022, **only about 10 percent of the need.**

Even with additional incentives and CCSD's efforts to grow our own talent, attract, and retain teachers, we are losing teachers faster than they can be produced.

Teacher Graduate vs. Avg. College Graduate Pay

- Effective teachers are the most important determinant of student educational performance...schools must retain credentialed teachers and ensure teaching remains an attractive career option...
- Average starting salary for College Graduates is \$55,260 (National Association of Colleges and Employers).
- Graduates with an Associate Degree earn an average of \$46,124 annually.
- Graduates with a Bachelor's Degree earn an average of \$64,896 annually.

And yet, public school teachers earn about 20% less nationally in weekly wages than non-teacher college graduates. In SC, this “wage penalty” or “pay penalty” is appx 13.5% (Allegretto and Mishel 2020).

Bachelor's, Step 0, in CCSD earns appx \$43,146.
This is a \$21,750 difference from the national average. (ThinkImpact, 2022).

Current CCSD Initiatives and Recent Updates

- **2018 Teacher Compensation Board Commitments**
 - Math Incentive Schedule
 - 3 year phase-in: Starting salary of \$40,000 (Bach +0)
- **2022 - Extend schedule from Step 25 to Step 26**
- **2023 - Extend schedule from Step 26 to Step 30**
- **Bonus Structures - Acceleration Schools, Top Talent Schools**
- **Apartment Specials & Deals**
- **Jump Start Your Career**
- **SPED Bonus**
- **Impact on Diversity and overall pipeline issues**

Addressing Teacher Recruitment Needs

- **Teacher Pathway Programs**

- **Teach Charleston** - Pathway for certification in various areas
- **Men of CHS Teach** - Certification pathway for minority males who seek to earn an SC teaching certificate in the fields of Early Childhood or Elementary Education
- **Teach Local** - Cohort targets rising sophomores who have an interest in becoming educators upon the completion of their Post-Secondary education
- **Other programs and initiatives for all other staff to become certified teachers**

- **Partnerships with Colleges and Universities:**

- Existing Partnership Institutions: USC, Clemson, Voorhees, Citadel, SC State, Trident Tech

- **Appx 257 active educators in SY2022-23 in Alternative Certification Routes, including:**

- **CCSD Programs:**
 - 56 Teach Charleston, 13 Men of CHS Teach, 9 Carolina CAP (Tchr Asst to Tchr)
- **Non-CCSD Programs:**
 - 61 PACE, 27 CATE, 8 ABCTE, 10 TFA, 36 TOT, 1 AFA, 1 CACAE, 12 CAP
 - 27 International Teachers (13 new hires)

Charleston Cost of Living & Housing Challenges

Special Collaboration



REGIONAL HOUSING
Coalition

- *The mission of the Regional Housing Coalition is to be a convener of community members, governments, for-profit businesses and non-profit organizations to unify the region's efforts to provide attainable housing to all people, regardless of neighborhood or individual characteristics.*

Affordable housing¹generally refers to housing for which the occupant(s) is/are paying no more than 30 percent of his or her income for gross housing costs, including utilities.

Charleston region's population is growing **3X faster** than the U.S. average, to more than 813,000.

33 People/Day are moving to Charleston.

+17% Increase in median home sale price from January to September 2021.The

Housing is the single greatest expenditure for nearly all households in our region.



Average Home Sale Price

- Berkeley County \$379,990
 - Dorchester County \$314,148
 - **Charleston County \$505,000**
-
- Homes remain on the market for about 2 weeks - a change of (-12.5%) from July 2021
 - Metro area has a housing stock supply for only **16 days**
 - A healthy market has a housing stock supply for 6 months
 - It is estimated that by 2040 there will be a 26,000 – 34,000-unit shortfall

*<https://www.charlestonrealtors.com/may-market-report-median-price-passes-400k-for-the-region/>

Increasing Rent Prices

Rental prices continue to increase as there remains a shortage of housing available for renters. Some of the average rental prices in the region's areas are listed below:

Average Rent Price

Charleston \$1,720*

Summerville \$1,358*

North Charleston \$1,399*

Goose Creek \$1,413*

Hanahan \$1,356*

Average Apartment Size by Sq.

966 sq. ft.

1,007 sq. ft.

971 sq. ft.

1,085 sq. ft.

1035 sq. ft.

*1-bedroom apartments are closer to the average, while 2-bedroom apartments and 3-bedroom apartments offer a more generous square footage

Salary Scenarios

Current Teacher Salary vs. Cost of Living – FY 23

Bachelor's Degree, Step 0: \$43,146 Annual Salary

\$2,480 Per Month (Net)

22-Year-Old, Single Status, Single Benefits

Cost of Living in Charleston Area:

Rental:

- 2bd/2ba rent with 1 roommate - \$1,080/person
- Used Car Payment - \$360
- Auto Insurance - \$160
- Cell Phone - \$75
- Utilities, Internet, Cable - \$150/person
- Avg Sdt Loan SC \$37K / 20yrs - \$190
- Groceries, Gas for 1 person (avg \$105 groceries & \$50 gas/week)- \$620
- **Total Base Expenses - \$2,635 (-\$155)**

Current Teacher Salary vs. Cost of Living – FY 23

Master's Degree, Step 15: \$64,016 Annual Salary

\$3,680 Per Month (Net)

37-Year-Old, Single Status, Single Benefits

Cost of Living in Charleston Area:

Rental:

- 1bd/1ba rent - \$1,927*
- Used Car Payment - \$360
- Auto Insurance - \$90
- Cell Phone - \$75
- Utilities, Internet, Cable - \$300
- Avg Sdt Loan SC \$37K / 20yrs - \$190
- Groceries, Gas for 1 person (avg \$105 groceries & \$50 gas/week)- \$620
- **Total Base Expenses - \$3,562 (+\$118)**

Mortgage:

- Avg House \$505K @ 6.55% - \$3,209*
- Used Car Payment - \$360
- Auto Insurance - \$90
- Cell Phone - \$75
- Utilities, Internet, Cable - \$300
- Avg Sdt Loan SC \$37K / 20yrs - \$190
- Groceries, Gas for 1 person (avg \$105 groceries & \$50 gas/week)- \$620
- **Total Base Expenses - \$4,844 (-\$1,164)**

Qualifying for Housing

(Rent or purchase)

“A popular standard for budgeting rent to follow is the 30% rule, where you spend a maximum of 30% of your monthly income before taxes (your gross income) on your rent. This has been a rule of thumb since 1981, when the government found that people who spent over 30% of their income on housing were ‘cost-burdened.’”

–Chase Bank Education

“Mortgage lenders have adopted it [the 30% rule] as a qualification ratio when approving you for a loan, and private **landlords often require tenants’ annual salaries to be at least three times the monthly rent.**”

–Earnest Operations

Cost of Housing Reality

AVERAGE HOUSING COSTS

- \$23,364 annually to **rent** an apartment in the Charleston metro area*

= \$1,947 monthly

- \$38,508 annually to **purchase** the average Charleston County home (\$505,000 at 6.55% interest)**

= \$3,209 monthly

**rent.com and point2homes.com, October 2022*

***Nerdwallet, Zillow, and Bankrate.com, March 2022*

Teacher Compensation and Renting

*\$23,364 annually to rent an average
apartment in the Charleston metro
area*

= \$1,947 monthly

The 30% Rule would require an
annual gross salary of **\$77,880**

Teacher Compensation and Purchasing

*\$38,508 annually to purchase the
average Charleston County home
(\$505,000)*

= \$3,209 monthly

The 30% Rule would require an
annual gross salary of **\$128,360**

Could Two Teachers Afford to Purchase a Home?

\$ 38,508 annually to purchase the average Charleston County home (\$505,000)

= \$ 3,209 monthly

The 30% Rule would mean an annual gross salary of **\$64,180** is required per person.

Under the current CCSD pay-scale, teachers with a bachelor's degree would need **22 years of experience each** to be able to afford a home in Charleston County.

Stretching the Limits: Renting

Obviously, these gross salaries are unattainable under current district budgetary restraints.

What about increasing the 30% rule to 40% (where a maximum of 40% of monthly gross income is spent on housing)?

\$23,364 annually to rent an average apartment

= \$1,947 monthly

The 40% (Housing Alone) Rule would mean an annual gross salary of **\$58,410** is required.

Stretching the Limits: Purchasing

\$38,508 annually to purchase the average Charleston County home (\$505,000)

= \$3,209 monthly

The 40% (Housing Alone) Rule would mean an annual gross salary of **\$96,270** is required.

FY 24 What if.....

Bachelor's Degree, Step 0: \$58,000 Annual Salary

\$3,200 Per Month (Net)

22-Year-Old, Single Status, Single Benefits

Rental:

- 2bd/2ba rent with 1 roommate - \$1,080
- Used Car Payment - \$360
- Auto Insurance - \$160
- Cell Phone - \$75
- Utilities, Internet, Cable - \$150/person
- Avg Sdt Loan SC \$37K / 20yrs - \$190
- Groceries, Gas for 1 person (avg \$105 groceries & \$70 gas/week)- \$620
- **Total Base Expenses - \$2,635 (+\$565)**

Rental:

- 1bd/1ba rent - \$1,947
- Used Car Payment - \$360
- Auto Insurance - \$160
- Cell Phone - \$75
- Utilities, Internet, Cable - \$300
- Avg Sdt Loan SC \$37K / 20yrs - \$190
- Groceries, Gas for 1 person (avg \$105 groceries & \$70 gas/week)- \$620
- **Total Base Expenses - \$3,652 (-\$452)**

Task Force Recommendations

- To address the cost of housing for ALL teachers, move the starting salary to \$58K & increase across the schedule for 2024
- To retain our experienced teachers, increase from STEP 30 to STEP 40 for 2024
- To take immediate action to retain current experienced teachers, move the 2023 teacher salary schedule to STEP 35 and retro pay
- An early budget decision is recommended

Understanding the recommendations of the Task Force

With these teacher salary recommendations not only do first-year teachers see an increase, ALL teachers will see an increase. There are 3 salary scenarios for consideration: The \$50K Teacher Salary Schedule, \$55K Teacher Salary Schedule, \$58K Teacher Salary Schedule. The goal is for all teachers to be able to afford to be a part of our community.

2022-2023 Current Salary Structure
Bachelor's Step 0
\$43,146
Bachelor's Step 15
\$57,191
Master's Step 17
\$66,235

2023-2024 Salary Schedule Considerations		
\$50K Starting	\$55K Starting	\$58K Starting
Bachelor's Step 1	Bachelor's Step 1	Bachelor's Step 1
\$51,074	\$56,181	\$59,246
Bachelor's Step 16	Bachelor's Step 16	Bachelor's Step 16
\$67,420	\$74,162	\$78,208
Master's Step 18	Master's Step 18	Master's Step 18
\$78,093	\$85,903	\$90,588

**For illustrative purposes only; the 2023-2024 Teacher Salary Schedule has not been approved.*

Student Achievement & District Impact

- With the current salary schedule, teachers can rarely afford to live in the community they work in
- Competing for housing is increasingly difficult and often unattainable
- Low salaries industry wide give the perception of low value on education as a profession
- The cost of consistently onboarding new teachers equates to heavy expenditures that are not just financial - It also includes consistency for students and families and the time it takes for new teachers to establish connections to the school culture, and community
- The cycle of teacher development continuously starts over instead of building on previous years
- Losing experienced teachers impacts the ability to maximize student achievement

Committee Members

- Craig Logan, Charleston Chamber of Commerce, Executive Housing Fellow
- Clara Heinsohn
- Mary Runyon
- Jody Stallings, Charleston Teacher Alliance
- Michelle Nichols, Charleston Teacher Alliance
- Michael Antonelli
- Adam Barnes
- Nathalie Bennett
- Jason Brisini
- Sandra Cannon
- Toshiba Champaigne
- Sean Connor
- James Dallas
- Adrian King
- Patrick Martin
- Tonya McIntyre
- Lakevia Mills
- Chakadosovavan Or
- Mia Pace
- Leslie Phillips
- Janese Reed
- Kevin Short
- Eric Stallings
- Whitney Wilson
- Bill Briggman
- Erin Young
- Special Guests: Terryn Whaley, David Bonezzi