

A SURVEY OF SALARIES AND WORKING CONDITIONS  
OF VOCATIONAL AGRICULTURE TEACHERS  
IN THE UNITED STATES

By

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/ /

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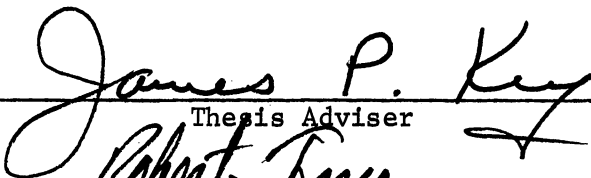



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## CHAPTER I

### INTRODUCTION

Throughout the United States there has been a shortage of vocational agriculture teachers for the past ten years. There have been a few states in which more students have been qualified to teach vocational agriculture than there were positions open in their home state. However, those ~~that~~ qualified in these states have been reluctant to leave their home states. At the same time, in the states where there have been a shortage of vocational agriculture teachers some departments have had to close each year.

Some of the graduates might have been more willing to leave their home state and teach vocational agriculture if they had access to salary and working condition information in the other states.

Also, some experienced teachers who left the profession for reasons, such as too low a salary or because of certain working conditions, might have been influenced to move to another state where the salary or working conditions better suited them and remain in the field of teaching vocational agriculture if they had access to this information.

#### Statement of the Problem

The lack of information as to salaries, working conditions, expenses, and fringe benefits of vocational agriculture teachers has been restricting the movement of agriculture teachers and prospective agriculture

teachers out of their home states. Prospective agriculture teachers as well as those currently teaching need this information so they can study many different areas and determine if they might wish to leave their home state and teach vocational agriculture. Also, those going into other occupations might be persuaded to stay in the teaching profession with better, more up-to-date information.

#### Purpose of the Study

The purpose of this study was to follow up a previous study and find the beginning salaries for agriculture teachers in the United States as well as find working conditions in the various states. The material was to be compiled and made available to graduating seniors in agricultural education and other interested persons.

#### Limitations of the Study

The study was done with the knowledge that there will be a wide variation of information obtained from each state. The variation is due to different criteria each state uses in setting up its vocational agriculture programs. Some states have state guidelines, while in other states the criteria is left up to the individual school districts as to salaries, teaching load, fringe benefits, and other conditions. In the states where the school districts make the decisions, only average or approximate figures will be obtained. Because of this, the study was not intended to be a reference but it was meant to present a general overlook of each state's information and its relationship to the other states.



### Scope of the Study

Each state which had a vocational agriculture program in its school systems was surveyed. This included 49 states since Alaska does not have any vocational agriculture programs.

### Procedure of Investigation

Questions were developed using the previous studies as a guide. The questions were revised. Some questions were added while others were deleted.

The questionnaire was then developed which requested information on salaries, number of months on the job, teaching load, expenses, certificate renewal, and number of students. The questionnaire was evaluated by the Agricultural Education Department at Oklahoma State University and the Oklahoma Vocational Agriculture State Staff.

### Research Questions

The following research questions were designed to achieve the purpose of the study.

1. What is the starting salary for a B.S. degree? A M.S. degree?
2. What is the amount of increase for each year's experience and for how many years will the increase continue?
3. How many months is the vocational agriculture teacher employed?
4. What are the number of departments and the number of students in each state?
5. Do school districts add to the salaries?
6. How many vacancies were not filled in each state this past year?

## CHAPTER II

### REVIEW OF LITERATURE

One purpose of this study was to present different salaries and working conditions in the various states. Earlier studies have indicated that these factors are among the most important in influencing an agriculture teacher to leave his profession or a prospective teacher to enter another occupation. This has brought an increased demand for vocational agriculture teachers in some areas.

#### The Demand

In 1972 Woodin (1) found that while a record of 1,759 students qualified to teach vocational agriculture, only 965 entered the teaching field and only 132 of these left their home states.

Again in 1973 Woodin (2) found that of 1,243 students who were qualified to teach vocational agriculture, 47 percent were employed in other occupations. The study also showed that 71 departments did not operate in 1973-74 because of a shortage of teachers. While the study showed a continuation of the teacher shortage, there was only a small increase in the use of emergency certificates. Forty more were issued in 1974 than in 1973.

These studies by Woodin show that there is a definite shortage of vocational agriculture teachers and that this shortage continues every year.

The review of the following studies will give some reasons for the shortage. In many studies the same reasons are repeated.

#### Reasons for the Shortage

In a 1973 Arizona study, Mattox (3) found that inadequate salaries and long hours influenced teachers with tenure to leave the profession. He found that teachers without tenure were influenced to leave by a combination of the above reasons and others such as teaching other subjects, too many meetings to attend, and too many evening activities. In a similar study in North Dakota, Vossler (4) found four reasons led to agriculture teachers quitting. They were: (1) little opportunity for advancement, (2) salary not high enough for the work done, (3) need for a more permanent home, and (4) too many extracurricular activities required.

In a study by Lamberth (5) involving teachers in Tennessee it was reported that "salary is the main factor influencing teachers to leave the profession" (p. 174). He also found that salaries were too low when compared to other occupations and promotions and salary increases came too slow.

Fenton (6) found in Oklahoma that (1) a limited chance for promotion, (2) excessive and inconsistent hours, and (3) insufficient salaries were ranked one through three respectively for reasons that teachers had left the profession.

The above studies show that inadequate or low salaries, too slow promotion or salary increases, and working conditions were the major reasons for agriculture teachers quitting, or why qualified teachers never entered the teaching profession.

### Similar Studies

In 1973 Thomas (7) found that in over half the states the agriculture teacher was on the job for 12 months and that in the other states, time on the job varied from 9 to 12 months. A beginning teacher with a B.S. degree could expect to earn from \$483.33 per month in Vermont to \$833.33 in Rhode Island, while a teacher with a M.S. degree could earn from \$508.00 in Vermont to \$1,027.27 in Arizona. He also found that increases for years of experience varied greatly from state to state. While 26 states did not give increases, 22 states did. These increases varied from \$76 to \$500 for a B.S. and from \$90 to \$500 for a M.S. Working conditions--expenses, hours per day, fringe benefits, and FFA activities--varied from one state to another.

In 1974 Hill (8) reported that a teacher with a B.S. degree would earn from \$500.41 to \$1,061.83, while a teacher with a M.S. degree would earn from \$541.50 to \$1,250.00 per month. The greatest change came in the increase in pay for each year's experience, an increase to 47 states paying some sort of increase. This varied from \$24 to \$900 for a B.S. degree and from \$24 to \$1,080 for a M.S. degree. As found in the study by Thomas, other conditions varied from state to state.

Since there is a wide variation in salaries and working conditions, teachers contemplating quitting might find a state where conditions better suit them if this information was available for their use. Also, graduates in agriculture education could take a closer look at conditions in other states and possibly take a position in a state instead of taking a job in another occupation if all teaching positions were filled in their home state. This could help alleviate part of the national shortage of teachers of vocational agriculture.

### More Shortages

Craig (9) reported in his 1974 Survey of Supply and Demand for Vocational Agriculture Teachers that a record high of 11,578 positions were available in secondary schools as of June 30, 1974. This was an increase of 467 positions over the previous year.

He also found that a total of 292 teachers were needed as of August 1, 1974, an increase of 21 over the previous year. This left 106 departments in various states that would not operate because of the teacher shortage even though the highest percentage of qualified graduates (58.1 percent) were entering the field since 1968. Also, a record number of emergency or temporary certificates were issued (434) compared with almost one-third less in 1973.

Even though a record high number of teachers were qualified, there is still a shortage of vocational agriculture teachers. Perhaps if information about salaries and working conditions in the various states is made available to graduates, they might find a position in another state that would be suitable to them if all positions were filled in their home state. This could help cut the shortage of vocational agriculture teachers in the United States.

## CHAPTER III

### FINDINGS

Presented in this chapter are tables indicating the months employed minimum, maximum, and average salaries; yearly increases in pay; and changes that have occurred in teaching load, certification, certificate renewal, reimbursement and fringe benefits since the last survey in the various states that offer vocational agriculture.

#### Months Employed

As indicated in Table I, it was found that employment varied not only from state to state but within each state as well. The length of contract varied from only 9 months in one state (Maine) to a full year or 12 months in 16 of the states. One state, Hawaii, reported all of its teachers were employed for 10 months while 2, Wyoming and Colorado, said the length of contract for its teacher was 11 months. Eight states reported the length of contract varied from 9 to 12 months, with the highest percentage employed for 11 or 12 months. Eleven states said that employment varied from 10 to 12 months with the majority being employed either 11 or 12 months except New Jersey and Washington where the highest percentage were employed for 10 and 11 months respectively. In 6 of the states the agriculture teacher could expect to work either 11 or 12 months, with the highest percentage in each state working 12 months. In 2 states, the teacher would work either 10 or 12 months with

TABLE I  
 PERCENTAGE OF VO AG TEACHERS BY  
 MONTHS EMPLOYED

State	Months			
	9	10	11	12
Alabama	--	--	--	100%
Arizona	--	6%	57%	37%
Arkansas	--	--	--	100%
California	--	10%	30%	60%
Colorado	--	--	100%	--
Connecticut	--	--	--	100%
Delaware	--	25%	--	75%
Florida	--	7%	3%	90%
Georgia <sup>a</sup>	--	--	--	--
Hawaii	--	100%	--	--
Idaho	--	--	--	100%
Illinois <sup>b</sup>	9.6%	30.8%	46.9%	5.3%
Indiana	10%	10%	10%	70%
Iowa	--	--	--	100%
Kansas	2%	5%	89%	4%
Kentucky	--	--	--	100%
Louisiana	--	--	--	100%
Maine	100%	--	--	--
Maryland	--	--	11%	89%
Massachusetts	--	10%	10%	80%
Michigan	--	10%	30%	60%
Minnesota	--	--	--	100%
Missouri	--	--	--	100%
Mississippi	--	--	--	100%
Missouri	--	--	--	100%
Montana	5%	15%	60%	20%
Nebraska	--	2%	80%	18%
Nevada <sup>c</sup>	--	40%	--	25%
New Hampshire	--	--	--	100%
New Jersey	--	62%	10%	28%
New Mexico	--	--	50%	50%
New York	--	40%	20%	40%
North Carolina	--	20%	5%	75%
North Dakota	2%	--	5%	93%
Ohio <sup>d</sup>	--	35%	--	65%
Oklahoma	--	--	--	100%
Oregon	5%	5%	20%	70%
Pennsylvania	--	--	5%	95%
Rhode Island	25%	50%	--	25%
South Carolina	6%	14%	9%	71%
South Dakota	6%	14%	9%	71%
Tennessee	--	--	--	100%
Texas	--	--	--	100%
Utah	--	--	10%	90%
Vermont	--	10%	65%	25%
Virginia	--	--	3%	97%
Washington	--	29%	66%	5%
West Virginia	--	--	--	100%
Wisconsin	--	--	--	100%
Wyoming	--	--	100%	--

<sup>a</sup>Varies 11 or 12

<sup>b</sup>9½ mo.--4.2%, 10½ mo.--2.7%, 11½ mo.--.6%

<sup>c</sup>Some 9 and 11 months

<sup>d</sup>10½ months, not 10 months

<sup>e</sup>9½ months, not 9 months

the highest percentage in each state working 12 months. In 2 states, the teacher would work either 10 or 12 months with the highest percentage working 12 months. One state reported that teachers worked 9, 11, or 12 months while another state reported that the teachers worked either 9, 10, or 12 months. Table I gives the percentage of teachers employed by month for each state.

#### Minimum Starting Salaries

Table II shows the minimum monthly starting salary for beginning teachers with either a B.S. degree or a M.S. degree. Also stated is whether the salary is state scale, actual lowest paid, or estimated lowest paid.

The minimum starting salary for a teacher with a B.S. degree ranged from a low of \$945.50 in West Virginia for 12 months to a high of \$945.50 put on a monthly basis in Nevada, a 9-12 month contract. While a teacher with a M.S. degree could expect to receive from a low of \$685.00 for a 12 month contract in Texas to \$1,098.72 for 10, 11, or 12 months in Nebraska. There was a wide variation of salaries from state to state, as noted in Table II. It should be noted that California requires five years of college to teach vocational agriculture.

In Table III, the maximum starting monthly salaries are listed for each state for both B.S. and M.S. degrees. The maximum starting salary for a B.S. degree ranged from a low of \$700.00 per month in Pennsylvania and Vermont for a nine month contract to a high of \$1,171.09 in Washington for a 12 month contract. For a M.S. degree, the range was from \$805.00 in Vermont for 10, 11, or 12 months to \$1,545.45 per month in Nebraska.



TABLE II  
 MINIMUM STARTING SALARY FOR VOCATIONAL  
 AGRICULTURE TEACHERS, 1974-75

State	B.S. Per Month	M.S. Per Month	State Scale	Lowest Paid	Estimated Minimum
Alabama	\$867.00	\$1,009.00	Yes	Yes	Yes
Arizona	800.00	1,045.95	--	Yes	--
Arkansas	708.33	750.00	--	--	Yes
California <sup>a</sup>	650.00	--	--	--	Yes
Colorado	781.81	--	--	--	--
Connecticut	798.00	--	--	Yes	--
Delaware	714.60	809.80	Yes	--	--
Florida	708.33	766.66	--	--	Yes
Georgia	818.18	922.03	Yes	--	--
Hawaii	858.79	930.96	Yes	Yes	--
Idaho	750.00	--	--	Yes	--
Illinois	654.54	--	--	--	--
Indiana	816.66	850.00	--	--	Yes
Iowa	866.66	916.66	--	--	Yes
Kansas	690.91	772.72	--	Yes	--
Kentucky	745.91	--	--	Yes	--
Louisiana	766.66	800.00	Yes	--	--
Maine	744.44	788.88	--	--	--
Maryland	666.66	750.00	--	--	Yes
Massachusetts	750.00	800.00	--	Yes	--
Michigan	850.00	--	--	--	Yes
Minnesota	875.00	965.00	--	--	Yes
Mississippi	730.16	800.83	Yes	--	--
Missouri	736.50	--	--	--	--
Montana	777.77	844.44	--	--	Yes
Nebraska <sup>b</sup>	745.45	1,098.72	--	Yes	--
Nevada	940.00	--	--	Yes	--
New Hampshire	666.66	700.00	--	--	Yes
New Jersey	850.00	880.00	--	--	Yes
New Mexico	756.52	--	--	--	--
New York	783.33	1,063.33	--	Yes	--
North Carolina	830.66	908.66	Yes	--	--
North Dakota	733.33	--	--	Yes	--
Ohio	711.08	778.66	Yes	--	--
Oklahoma	795.00	828.33	Yes	--	--
Oregon	833.33	875.00	--	--	Yes
Pennsylvania	683.33	733.33	Yes	--	--
Rhode Island	888.88	944.44	--	Yes	--
South Carolina	727.77	761.11	--	--	Yes
South Dakota	683.33	--	--	Yes	--
Tennessee	708.33	758.33	Yes	--	Yes
Texas	660.00	685.00	Yes	--	--
Utah	700.00	731.55	--	Yes	--
Vermont	763.33	878.18	--	Yes	--
Virginia	750.00	791.66	--	Yes	--
Washington	804.36	--	--	Yes	--
West Virginia	645.50	706.30	Yes	--	--
Wisconsin	766.66	--	--	Yes	--
Wyoming	786.33	818.18	--	Yes	--

<sup>a</sup> Requires 5 years of college education

<sup>b</sup> Lowest paid teacher with B.S. - Average for M.S.

TABLE III  
 MAXIMUM STARTING SALARY FOR VOCATIONAL  
 AGRICULTURE TEACHERS, 1974-75

State	B.S. Per Month	M.S. Per Month	State Scale	Highest Paid	Estimated Maximum
Alabama	\$ 867.00	\$1,009.00	Yes	--	--
Arizona	936.36	1,136.36	--	Yes	--
Arkansas	875.00	916.66	--	--	Yes
California	916.66	--	--	--	Yes
Colorado	--	--	--	--	--
Connecticut	--	--	--	--	--
Delaware	714.50	809.66	Yes	--	--
Florida	1,041.66	--	--	--	Yes
Georgia	817.32	922.02	Yes	--	--
Hawaii	858.79	930.96	--	Yes	--
Idaho	916.66	958.33	--	Yes	--
Illinois	--	--	--	--	--
Indiana	No Max.	No Max.	--	--	--
Iowa	No Max.	No Max.	--	--	--
Kansas	909.09	1,000.00	--	Yes	--
Kentucky	737.58	--	--	--	--
Louisiana	800.00	--	--	--	--
Maine	866.66	911.11	--	--	Yes
Maryland	750.00	833.33	--	--	Yes
Massachusetts	907.33	957.33	--	Yes	--
Michigan	916.66	--	--	--	Yes
Minnesota	941.66	1,041.66	--	--	Yes
Mississippi	775.00	850.00	--	--	Yes
Missouri	916.66	--	--	--	--
Montana	866.66	933.33	--	--	Yes
Nebraska	909.09	1,545.45	--	--	Yes
Nevada	1,130.00	--	--	Yes	--
New Hampshire	718.75	858.33	--	--	Yes
New Jersey	1,000.00	--	--	--	--
New Mexico	Unknown	Unknown	--	--	--
New York	833.33	1,250.00	--	Yes	--
North Carolina	830.66	867.00	Yes	--	--
North Dakota	833.33	None Started	--	--	--
Ohio	833.33	1,000.00	--	--	--
Oklahoma	845.41	878.79	--	--	Yes
Oregon	908.33	950.00	--	--	Yes
Pennsylvania	700.00	None	--	--	--
Rhode Island	900.00	960.00	--	Yes	--
South Carolina	909.72	951.29	--	--	Yes
South Dakota	791.66	816.66	--	Yes	--
Tennessee	875.00	875.00	--	--	Yes
Texas	No Max.	No Max.	--	--	--
Utah	796.66	841.66	--	Yes	--
Vermont	700.00	805.00	--	Yes	--
Virginia	833.33	875.00	--	Yes	--
Washington	1,171.09	--	--	Yes	--
West Virginia	853.83	956.30	--	Yes	--
Wisconsin	875.00	1,008.33	--	Yes	--
Wyoming	990.00	--	--	Yes	--

By comparing Table II and Table III, one could tell that the range of salaries not only varies from one state to another but varies within each state for beginning teachers with like preparation. It should be noted that eight states did not have information for the maximum salary for the B.S. degree and 19 either had no maximum or none started at the M.S. degree level.

#### Average Starting Salaries

The average starting salary was also asked of each state. However, information was not received from eight states concerning averages for the B.S. degree teacher, and in 20 states either none started with a M.S. degree or no information was received.

The average beginning salary for a B.S. degree ranged from \$691.66 per month in New Hampshire to \$1,072.54 in Illinois for a varying contract length. With a M.S. degree, the average starting salary ranged from \$708.33 in New Hampshire to \$1,158.33 per month in New York. The average beginning salaries are listed on Table IV for each state.

Table V is the summary of the salary information for minimum, maximum, and average starting salaries for teachers with a B.S. degree. The most frequent minimum monthly salary ranges were \$700-\$749 and \$750-\$799 with 13 states reporting in each range. The lowest range was \$600.00 through \$649.00 with one state reporting. One state reported in the top range of \$900.00 through \$949.00.

The most frequent range for a maximum monthly salary was \$900.00 through \$949.00 which 12 states reported. Two states were in the top range of \$1,100.00 through \$1,199.

TABLE IV  
 AVERAGE STARTING SALARY FOR VOCATIONAL  
 AGRICULTURE TEACHERS, 1974-75

State	B.S. Per Month	M.S. Per Month	Calculated Average	Estimated Average
Alabama	\$ 867.00	\$1,009.00	Yes	--
Arizona	892.72	1,090.90	Yes	
Arkansas	800.00	816.66	--	Yes
California	750.00	--	--	Yes
Colorado	772.72	--		
Connecticut	810.41	--	Yes	--
Delaware	750.00	850.00	--	Yes
Florida	783.33	850.00	--	Yes
Georgia	818.18	922.02	Yes	--
Hawaii	--	--	--	--
Idaho	--	--	--	--
Illinois <sup>a</sup>	1,072.54	--	--	--
Indiana	858.33	900.00	--	Yes
Iowa	875.00	916.66	--	Yes
Kansas	792.72	845.45	Yes	--
Kentucky	--	--	--	--
Louisiana	766.66	--	Yes	--
Maine	761.11	805.55	Yes	--
Maryland	708.33	791.66	--	Yes
Massachusetts	833.33	875.00	--	Yes
Michigan	891.66	--	--	Yes
Minnesota	925.00	1,026.66	--	Yes
Mississippi	750.00	800.00	--	Yes
Missouri	810.66	--		
Montana	822.22	888.88	--	Yes
Nebraska	817.54	1,098.72	Yes	--
Nevada	1,038.60	--	Yes	--
New Hampshire	691.66	708.33	--	Yes
New Jersey	900.00	--	--	Yes
New Mexico	Unknown	Unknown	--	--
New York	808.33	1,158.33	--	Yes
North Carolina	830.66	908.66	Yes	--
North Dakota	769.83	None Started	Yes	--
Ohio	775.00	--	--	Yes
Oklahoma	791.66	832.50	--	Yes
Oregon	858.33	891.66	--	Yes
Pennsylvania	687.50	--	Yes	--
Rhode Island	944.44	1,000.00	--	Yes
South Carolina	817.08	851.00	--	Yes
South Dakota	747.75	783.33	--	Yes
Tennessee	750.00	800.00	--	Yes
Texas	--	--	--	--
Utah	750.00	800.00	--	Yes
Vermont	700.00	733.33	--	Yes
Virginia	791.00	833.00	--	Yes
Washington	943.50	--	Yes	--
West Virginia	--	--	--	--
Wisconsin	791.66	833.33	--	Yes
Wyoming	872.73	--	--	Yes

<sup>a</sup> Average salary for entire state, not just beginning teachers

TABLE V

SUMMARY OF SALARIES OF VOCATIONAL AGRICULTURE  
TEACHERS WITH A B.S. DEGREE

Monthly Salary	Number of States	Percent
Minimum Salary		
\$ 600--649	1	2.0
750--699	8	16.4
700--749	13	26.5
750--799	13	26.5
800--849	6	12.3
850--899	7	14.3
900--949	1	2.0
Maximum Salary		
700--749	5	10.2
750--799	5	10.2
800--849	8	16.3
850--899	7	14.3
900--949	12	24.5
950--999	1	2.0
1,000--1,049	2	4.0
1,050--1,099	0	0.0
1,100--1,199	2	4.0
No Information	9	18.5
Average Salary		
600--649	1	2.0
650--699	1	2.0
700--749	3	6.1
750--799	15	30.6
800--849	10	20.4
850--899	7	14.3
900--949	4	8.2
950--999	0	0.0
1,000--plus	2	4.1
No Information	6	12.3

The most frequent range for an average monthly starting salary was from \$750.00 through \$799.00 for 15 states, while the lowest average salary was reported by one state as in the range of \$600.00 through \$649.00. Two states were in the range of \$1,000.00 through \$1,099.00.

Table VI is the summary of the salary information for minimum, maximum, and average monthly salaries for beginning teachers with a M.S. degree.

The most frequently appearing minimum range was \$750.00 through \$799.00 with nine states reporting. The low range was \$650 through \$699 with one state reporting. The top range was \$1,049--\$1,099 per month which two states reported. The two most frequently appearing maximum salary ranges were \$800--\$849 and \$899 with six states reporting in each. Three states reported in the range of over \$1,000 per month.

The most frequently appearing average salary for beginning teachers with a M.S. degree was \$800--\$849 which eight states reported. The low average salary range was \$700--\$749 with two states reporting. Three states reported over \$1,049 per month.

#### Supplements to Salaries

Supplements were paid by local school districts in 15 of the 49 states. The range in the lowest supplement was \$30.00 in North Carolina to \$500.00 in Tennessee and Virginia for a B.S. degree and a M.S. degree.

The highest supplements paid in each state ranged from \$100.00 for the B.S. and M.S. degree in North Carolina to \$3,406.00 and \$3,392.00 for the B.S. and M.S. degree, respectively, in West Virginia. The states which reported having supplements are shown in Table VII.

TABLE VI  
 SUMMARY OF SALARIES FOR VOCATIONAL AGRICULTURE  
 TEACHERS WITH A M.S. DEGREE

Monthly Salary	Number of States	Percent
Minimum Salary		
\$ 650--699	1	2.0
700--749	3	6.1
750--799	9	18.4
800--849	8	16.3
850--899	4	8.2
900--949	5	10.2
950--999	1	2.0
1,000--1,049	2	4.1
1,050--1,099	2	4.1
No Information	14	28.6
Maximum Salary		
800--849	6	12.3
850--899	6	12.3
900--949	5	10.2
950--999	5	10.2
1,000--1,049	5	10.2
1,100--over	3	6.1
No Information	19	38.7
Average Salary		
700--749	2	4.1
750--799	2	4.1
800--849	8	16.3
850--899	6	12.2
900--949	4	8.2
950--999	0	0.0
1,000--1,049	3	6.1
1,049--over	3	6.1
No Information	21	42.9

TABLE VII  
 SUPPLEMENTS TO VOCATIONAL AGRICULTURE  
 TEACHERS' SALARIES

State	Lowest B.S.	Lowest M.S.	Highest B.S.	Highest M.S.
Delaware <sup>a</sup>	\$400	\$400	\$1,200	\$1,200
Florida <sup>b</sup>	200	250	1,500	1,500
Georgia <sup>c</sup>	100	100	2,000	2,000
Kansas	--	--	1,200	1,200
Louisiana	100	200	300	400
Maryland	--	500	--	1,000
Mississippi <sup>d</sup>	600	800	--	--
New Jersey	300	300	300	300
North Carolina	30	30	100	100
North Dakota	--	--	500	--
South Carolina	40	40	181	190
South Dakota	100	250	--	--
Tennessee	500	500	950	1,350
Virginia	500	500	1,500	800
West Virginia	100	100	3,406	3,392

<sup>a</sup> Average is \$800.00

<sup>b</sup> Average is \$500.00 for a B.S. and \$550.00 for a M.S.

<sup>c</sup> Average is \$500.00

<sup>d</sup> Average only



### Yearly Increases

Table VIII shows the yearly increases or increments to the teachers' salary for each year of experience for both the B.S. and M.S. degrees and the number of years the increases are given.

The yearly increases ranged from a low of \$92.00 for a B.S. degree in Alabama to a high of from \$500.00 to \$1,000.00 in both Maryland and North Dakota. A teacher with a M.S. degree could have expected a yearly increase from \$100.00 in three states (Arkansas, Oklahoma, and Tennessee) to \$500.00 to \$1,000.00 in Maryland and North Dakota.

Three states said their increases were paid on a percentage basis, those being Arizona, Maine, and Vermont. Their percentage increases were 12 percent, 5 percent, and 5 to 7 percent respectively, for both a B.S. degree and a M.S. degree.

The number of years the increases were given varied from state to state as well as within some of the states as noted by 19 states saying that either they varied or gave a range in number of years for the increases.

A teacher with either a B.S. or M.S. degree could have expected to receive increments from seven years in Maryland and Massachusetts or until retirement in Pennsylvania.

### Changes Since 1973-74 Study

The changes in teaching load, teacher certification, certificate renewal, travel expense and fringe benefits which occurred since the 1973-74 school year are given in Table IX. Only three states reported any change in teaching load. California and Washington reported an increase while North Carolina said the teaching load had changed.

TABLE VIII  
YEARLY INCREASES

State	B.S.	M.S.	Years
Alabama	\$92.00	\$132.00	10
Arizona	12 percent	12 percent	Varies
Arkansas	\$100.00	\$100.00	Varies
California	\$250.00	No Information	8-15
Colorado	--	--	--
Connecticut <sup>a</sup>			
Delaware <sup>b</sup>	\$285.00	\$286.00	10
Florida	\$200-\$400	\$300-\$600	15
Georgia	\$200.00	\$200.00	14
Hawaii <sup>c</sup>	Varies	Varies	9
Idaho	na	na	--
Illinois			
Indiana	No Information		
Iowa	Varies	Varies	Varies
Kansas	\$200.00	\$300.00	10
Kentucky			
Louisiana	\$100.00	\$200.00	12
Maine	5 percent	5 percent	10-12
Maryland	\$500-\$1,000	\$500-\$1,000	7-15
Massachusetts	+ or - \$500.00	+ or - \$500.00	7-12
Michigan	Varies		10-12
Minnesota	\$250-\$350	\$250-\$350	12-15
Mississippi	\$160.00	\$160.00	7 B.S., 9 M.S.
Missouri			
Montana	Varies	Varies	Varies
Nebraska <sup>a</sup>			No Information
Nevada	Varies	Varies	
New Hampshire			10-12
New Jersey	\$300.00	\$300.00	10-15
New Mexico			
New York	Varies	Varies	10
North Carolina	\$312.00	\$312.00	13 B.S., 14 M.S.
North Dakota	\$500-\$1,000	\$500-\$1,000	No Limit
Ohio	\$250.00	\$325.00	12
Oklahoma	\$100.00	\$100.00	15
Oregon	\$400+	\$450+	Varies
Pennsylvania <sup>a</sup>			Until Retirement
Rhode Island	\$300.00	\$350.00	10-15
South Carolina	\$157.00	\$157.00	14
South Dakota	\$300.00	\$340.00	8-12
Tennessee	\$100.00	\$100.00	14
Texas			
Utah	\$601.00	\$666.00	10-13
Vermont	5-7 percent	5-7 percent	10-15
Virginia	\$360.00	\$360.00	12 or more
Washington	\$200-\$300	\$300-\$500	12-15
West Virginia	\$175.20	\$175.20	13 B.S., 16 M.S.
Wisconsin <sup>a</sup>			15
Wyoming	\$150-\$300	\$150-\$380	12

<sup>a</sup>Could not determine

<sup>b</sup>Increases paid for 12 years with M.S. degree

<sup>c</sup>After 9th year increases are paid every 3rd year

TABLE IX  
CHANGES SINCE 1973-74 STUDY

State	Teaching Load	Certification	Certificate Renewal	Travel or Per Diem	Fringe Benefits
Arizona	--	Yes <sup>a</sup>	Yes <sup>a</sup>	Yes <sup>a</sup>	--
California	Increased	New Law <sup>a</sup>	--	Increased <sup>a</sup>	--
Florida	--	--	--	Yes <sup>a</sup>	--
Georgia	--	--	--	Yes <sup>a</sup>	--
Indiana	--	--	--	--	Collective Bargaining
Iowa	--	Special Certification <sup>b</sup>	--	--	--
Kentucky	--	--	--	12¢ per mile \$13 meals \$20 room	--
Louisiana	--	--	--	Increased travel <sup>a</sup>	--
Minnesota	--	--	--	15¢ per mile	Increased Insurance Coverage
New Hampshire	--	Local School Handles	Local School Handles	--	--
North Carolina	--	--	--	--	State pays all Med. Insurance
North Dakota	--	--	--	15¢ per mile \$10 meal \$11 room	--
Ohio	--	--	--	12¢ per mile	--
Oklahoma	--	--	--	Yes <sup>d</sup>	--
South Dakota	--	--	--	14¢ per mile	--
Utah	--	--	--	Travel and Per diem Increased	Insurance Coverage Increased
Vermont	--	--	--	15¢ per mile	--
Virginia	--	--	--	12¢ per mile	--
Washington	Increased	Yes <sup>c</sup>	Yes <sup>a</sup>	--	Increased
West Virginia	--	--	--	11¢ per mile <sup>e</sup>	--
Wisconsin	--	Temporary Certificate	--	Increased <sup>a</sup>	Increased <sup>a</sup>

<sup>a</sup>Did not explain

<sup>e</sup>Some counties pay over 11¢ per mile

<sup>b</sup>Must have planned 3-year program

<sup>c</sup>Requires 2 years' work experience in past 6 years

<sup>d</sup>Pays \$30 per day for 5-day summer conference  
Pays \$50 for mid-winter conference  
Pays \$10 each for 10 professional meetings

A total of six states said that teacher certification requirements had changed. Those states were Alabama, California (which has a new law), Iowa (which now gives special certificates), New Hampshire (where the local school governs certification), Washington (which required two years work experience in the previous six years), and Wisconsin (which gave temporary certificates).

Arizona, New Hampshire, and Washington changed recertification policies, but only New Hampshire explained that recertification was in the hands of the local school.

The greatest change came in travel expense and per diem. Seventeen states reported a change in one or both. The change ranged from an increase to 11 cents per mile in West Virginia to 15 cents per mile in Minnesota and Vermont for travel expenses.

Only two of the states reported an increase in per diem. Kentucky raised theirs to \$13.00 per day for meals and \$20.00 per day for room. North Dakota's per diem was raised to \$10.00 per day for meals and \$11.00 per day for room.

Oklahoma reported a new program for additional pay of \$30.00 per day for summer conference, \$50.00 per day for their mid-winter conference, and \$10.00 per day for each of ten professional meetings.

The most common fringe benefit change was in insurance. Four states reported an increase in coverage that the state paid for all hospitalization insurance. Two states reported an increase in fringe benefits but did not explain.

Expected Changes in Salary for  
1975-76 School Year

A larger percentage of the states expected some increase in pay for the 1975-76 school year, 67.35 percent compared to 32.65 percent not expecting a raise or did not supply any information.

For states reported a dollar value, the increase expected ranged from \$200.00 in Nebraska to \$1,000.00 or more in North Dakota.

States that reported an expected percentage increase ranged from a low of 3 to 6 percent in Connecticut to a high of 10 percent in both Alabama and Montana. California expected the increase to be an inflation adjustment. The expected increases in salaries are located in Table X.

TABLE X

EXPECTED SALARY CHANGE FOR VOCATIONAL  
AGRICULTURE TEACHERS IN 1975-76

State	Expected Salary Increase
Alabama	10 percent
Arizona	Yes <sup>a</sup>
Arkansas	7-10 percent
California	Yes <sup>b</sup>
Colorado	No Information
Connecticut	3-6 percent
Delaware	8 percent
Florida	No Information
Georgia	No
Hawaii	Yes <sup>c</sup>
Idaho	No
Illinois	No
Indiana	Raise
Iowa	\$500-\$800
Kansas	\$400 <sup>d</sup>
Kentucky	9 percent
Louisiana	Yes <sup>e</sup>
Maine	No
Maryland	Yes <sup>f</sup>
Massachusetts	No
Michigan	Yes <sup>e</sup>
Minnesota	Yes <sup>e</sup>
Mississippi	\$300
Missouri	No Information
Montana	10 percent
Nebraska	\$200
Nevada	No Information
New Hampshire	No Information
New Jersey	No
New Mexico	No Information
New York	Yes <sup>g</sup>
North Carolina	5 percent
North Dakota	\$1,000 or more
Ohio	No
Oklahoma	\$600
Oregon	Yes <sup>e</sup>
Pennsylvania	No
Rhode Island	Yes <sup>a</sup>
South Carolina	Unknown
South Dakota	\$400
Tennessee	Yes <sup>h</sup>
Texas	Yes <sup>e</sup>
Utah	No
Vermont	\$200
Virginia	Yes <sup>i</sup>
Washington	5-10 percent
West Virginia	\$500
Wisconsin	9 percent
Wyoming	Yes <sup>j</sup>

<sup>a</sup>Change in starting salary to \$9,800

<sup>b</sup>Inflation adjustment

<sup>c</sup>Contract furnished by legislature

<sup>d</sup>Increase in base pay

<sup>e</sup>Not sure of amount

<sup>f</sup>On county basis

<sup>g</sup>Higher if district negotiates new contract

<sup>h</sup>Additional funds provided for 11 and 12 months

<sup>i</sup>Normal salary increases

<sup>j</sup>Supply and Demand Theory

## CHAPTER IV

### SUMMARY OF FINDINGS

The following is a summary of the major findings of this survey. The reader should remember that there is a wide variation on some of the items, which does not allow for comparison on those items. Each state should be considered on its own merits where the variations occur.

#### Months of Employment for the Agriculture Teacher

The months the vocational agriculture teacher was employed varied in 59 percent of the states. Thirty-three percent reported that the teacher was employed for 12 months, while in 4 percent of the states employment was for 11 months.

#### Salaries

It should be noted that three types of salaries were reported, including minimum, maximum, and average. In these three types, either actual lowest paid, estimated actual highest paid, or calculated average were given. The salaries were reported on an annual basis so that a general comparison could be made. Monthly salaries were figured from these.

A teacher with a B.S. degree could have expected a minimum salary in a range from \$645.50 to \$940.00 per month. Two groups of 26.5 percent

each reporting had a salary range of \$700 to \$749 and \$750 to \$799. A teacher having a M.S. degree had a range of minimum salaries of \$685.00 to \$1,098.72 per month. The most frequent range of minimum salaries for a beginning teacher with a M.S. degree was \$750 to \$799 per month, with 25.7 percent of the states reporting in this range.

A teacher with a B.S. degree could have expected to start with a maximum monthly salary between \$700.00 and \$1,171.09. A percentage of 28.6 of the states reported a maximum salary within the range of \$900 to \$949 per month. A percentage of 4.8 of the states reported in both the range of \$1,000 through \$1,049 per month and the range of \$1,100 through \$1,199 per month. The beginning teacher with a M.S. degree could have started with a maximum monthly salary ranging from \$805.00 to \$1,545.45. Two groups of 20 percent each of the states reported within a range of \$800 through \$849 and \$850 through \$899 per month.

The range of average starting salaries for a teacher with a B.S. degree was \$691.66 to \$1,072.54 per month. The most frequent range was \$750 through \$799 in which 34.6 percent of the states reported. Next was a range of \$800 through \$849 in which 23.8 percent of the states reported.

The average starting salary for a teacher with a M.S. degree ranged from \$708.33 to \$1,158.33 per month. A percentage of 28.5 reported paying an average salary from \$800 through \$849, while three states paid over \$1,049 per month. Supplements to salaries were paid by 15 states. They ranged from a low of \$30 to a high of \$3,406.

Yearly increases were paid by 36 of the states, while 12 did not supply information and one said it did not apply. Increases varied within 13 of the states for teachers with like preparation. The yearly increases



ranged from \$92 to \$1,000 for a B.S. degree and from \$100 to \$1,000 for a M.S. degree.

#### Changes Since 1973-74

A total of 21 states reported changes in teaching load, certification, certificate renewal, travel expense, or fringe benefits in the past year.

The greatest change came in travel expenses and/or per diem, as 17 states reported an increase in one of both.

Six states reported a change in certification requirements, while six reported some type of change in fringe benefits.

#### Expected Change in Salaries

A total of 35 states expected an increase in salary for the 1975-76 school year, while nine did not. The other five states did not know or did not supply information. The expected increases range from \$200 to 1,000 or more.

#### Conclusions

The results of this study indicated that there was a great variation in salaries and working conditions of vocational agriculture teachers within a state as well as from state to state.

The months of employment varied in 59 percent of the states, while it was either 11 or 12 months in 37 percent of the states.

There were three basic types of salaries reported--minimum, maximum, and average--from each state. Each state also clarified the salary as to lowest, highest, or estimated so that a better comparison could be made.

Agriculture teachers with a B.S. degree started from \$645.00 to a high of \$1,171.09 per month. The range of average salaries most often reported for a teacher with a B.S. degree was \$750 through \$799 per month. This was reported by 15 of the states.

Beginning agriculture teachers with a M.S. degree could have received from \$685 to \$1,545.45 per month. The most frequent range of average salaries for the M.S. degree was \$800 through \$849 per month in which eight states reported.

Only 15 states stated that supplements were paid to vocational agriculture teachers. Supplements most common were found to be between \$100 and \$500.

Increases in salaries for each year's experience were paid by 36 of the states. The increases varied from \$92 to \$1,000 for a teacher with a B.S. degree and from \$100 to \$1,000 for a teacher with a M.S. degree.

Seventeen states reported a change in travel expenses, which ranged in those states from an increase of 11 cents per mile to 15 cents per mile.

At least 71 percent of the states expected a raise in pay for vocational agriculture teachers for the 1975-76 school year. The increase ranged from \$200 to \$1,000.

#### Recommendations

Because of a record number of unfilled positions this previous year and the loss of more vocational agriculture departments due to qualified people leaving the field, the author would like to make the following recommendations:

1. That a similar study be made and published each year to keep

2. That each state compile a list of minimum, maximum, and average starting salaries and working conditions for teachers in their state and designate whether they have a B.S. or M.S. degree.

3. That each state make available to interested people the salary information for their state.

4. That a comparison be made between agriculture and other teacher salaries in each state.

5. That each state be as specific as possible to give a prospective teacher an idea of that state's situation.

6. That each state's teacher training institution make available to all prospective teachers a listing of positions, salaries, and working conditions in all states which are made available to the institution.

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