2009 Professional Issues Salary Survey

1. What is the name of your program?		
		Response Count
		42
	answered question	**42**
	skipped question	**0**

2. What is the name of your consortium?		
		Response Count
		42
	answered question	**42**
	skipped question	**0**

3. Your program is part of what region? (Select one.)		
	Response Percent	Response Count
Corrections	2.4%	1
East Metro	9.5%	4
Mid-Central	14.3%	6
Minneapolis	4.8%	2
Northeast	7.1%	3
Northwest	14.3%	6
Saint Paul	**16.7%**	**7**
Southeast	9.5%	4
Southwest	4.8%	2
West Metro	**16.7%**	**7**
	answered question	**42**
	skipped question	**0**

4. How do you classify your program? (Select one.)		
	Response Percent	Response Count
Urban	26.2%	11
Suburban	21.4%	9
Rural	**35.7%**	**15**
Correctional Site	2.4%	1
Mix of Urban/Suburban/Rural	14.3%	6
	answered question	**42**
	skipped question	**0**

5. Is your organization a CBO (Community-Based Organization, such as a non-profit organization)?		Response Percent	Response Count
Yes		19.0%	8
No		**81.0%**	**34**
		answered question	**42**
		skipped question	**0**

6. For staff professional development opportunities, does your organization provide: (Check all that apply.)		Response Percent	Response Count
Registration fees?		**95.2%**	**40**
Staff time?		90.5%	38
Mileage/Travel?		85.7%	36
Meals?		69.0%	29
Hotel/lodging accommodations?		85.7%	36
		answered question	**42**
		skipped question	**0**

7. Do you use licensed teachers in your ABE program?		Response Percent	Response Count
Yes		**97.2%**	**35**
No		2.8%	1
		answered question	**36**
		skipped question	**6**

8. How many paid licensed teachers do you have on staff working:			
	Response Average	Response Total	Response Count
1-19 hours/week?	**6.59**	**191**	29
20-29 hours/week?	3.24	94	29
30+ hours/week?	5.24	152	29
		answered question	**35**
		skipped question	**7**

9. Did you add, reduce or maintain numbers of paid licensed teachers in the past year?		
	Response Percent	Response Count
Added	28.6%	10
Reduced	5.7%	2
Maintained	**65.7%**	**23**
	answered question	**35**
	skipped question	**7**

10. Did you add, reduce or maintain numbers of paid hours for licensed teachers in the past year?		
	Response Percent	Response Count
Added	40.0%	14
Reduced	17.1%	6
Maintained	**42.9%**	**15**
	answered question	**35**
	skipped question	**7**

11. Of your licensed teachers, how many are eligible for benefits?			
		Response Percent	Response Count
How many are only eligible for partial benefits?		80.0%	28
How many are eligible for full-time benefits?		**91.4%**	**32**
	answered question		**35**
	skipped question		**7**

12. How many hours are required to be eligible for full-time benefits? Please state in average hours per week.		
		Response Count
		34
	answered question	**34**
	skipped question	**8**

13. What benefits are available to full-time licensed teachers? (Check all that apply)		
	Response Percent	**Response Count**
Medical	**93.9%**	**31**
Dental	87.9%	29
Sick/Vacation/Personal Time	**93.9%**	**31**
Flex Spending	75.8%	25
Paid Holidays	57.6%	19
Pre-tax retirement savings	78.8%	26
Short-Term Disability	57.6%	19
Long-Term Disability	69.7%	23
Life Insurance	81.8%	27
Other (please specify)	30.3%	10
	answered question	**33**
	skipped question	**9**

14. If full-time licensed teachers receive paid holidays, how many per year?	
	Response Count
	20
answered question	**20**
skipped question	**22**

15. What benefits are available to part-time licensed teachers? (Check all that apply)			
		Response Percent	Response Count
Medical		58.6%	17
Dental		51.7%	15
Sick/Vacation/Personal Time		**82.8%**	**24**
Flex Spending		58.6%	17
Paid Holidays		44.8%	13
Pre-tax retirement savings		48.3%	14
Short-Term Disability		44.8%	13
Long-Term Disability		51.7%	15
Life Insurance		62.1%	18
Other (please specify)		17.2%	5
		answered question	**29**
		skipped question	**13**

16. If part-time licensed teachers receive paid holidays, how many per year?		
		Response Count
		19
	answered question	**19**
	skipped question	**23**

17. What is the range of pay for licensed teachers? (Answer in hourly rate)	
	Response Count
	32
answered question	**32**
skipped question	**10**

18. How are pay increases determined for licensed teachers?	
	Response Count
	31
answered question	**31**
skipped question	**11**

19. Are your licensed teachers part of a union?		
	Response Percent	**Response Count**
Yes	**61.8%**	**21**
No	38.2%	13
answered question		**34**
skipped question		**8**

20. How many minutes per in-class hour are licensed teachers allowed paid lesson planning or “prep” time? (# of minutes per in-class hour)	
	Response Count
	32
answered question	**32**
skipped question	**10**

21. What is the pay range for substitute licensed teachers? (per hour)	
	Response Count
	29
answered question	**29**
skipped question	**13**

22. IF YOUR ABE PROGRAM IS MANAGED BY A PUBLIC SCHOOL DISTRICT, is your ABE teaching staff paid commensurate with K-12 teaching staff?		
	Response Percent	**Response Count**
Yes	**59.3%**	**16**
No	40.7%	11
answered question		**27**
skipped question		**15**

23. IF YOUR ABE PROGRAM IS MANAGED BY A PUBLIC SCHOOL DISTRICT, does your ABE teaching staff receive the same benefits as K-12 teaching staff?		
	Response Percent	**Response Count**
Yes	**57.1%**	**16**
No	42.9%	12
answered question		**28**
skipped question		**14**

24. Is there any additional information about licensed teachers you would like to add?	
	Response Count
	13
answered question	**13**
skipped question	**29**

25. Do you use Non-Licensed Teachers in your ABE program?		
	Response Percent	**Response Count**
Yes	33.3%	11
No	**66.7%**	**22**
answered question		**33**
skipped question		**9**

26. How many paid non-licensed teachers do you have on staff working:		
	Response Percent	**Response Count**
1-19 hours/week?	66.7%	6
20-29 hours/week?	**77.8%**	**7**
30+ hours/week?	33.3%	3
answered question		**9**
skipped question		**33**

27. Did you add, reduce or maintain numbers of paid non-licensed teachers in the past year?			
		Response Percent	**Response Count**
Added		22.2%	2
Reduced		0.0%	0
Maintained		**77.8%**	**7**
		answered question	**9**
		skipped question	**33**

28. Did you add, reduce or maintain numbers of paid hours for non-licensed teachers in the past year?			
		Response Percent	**Response Count**
Added		22.2%	2
Reduced		11.1%	1
Maintained		**66.7%**	**6**
		answered question	**9**
		skipped question	**33**

29. Of your non-licensed teachers how many are eligible for benefits?			
		Response Percent	**Response Count**
How many are only eligible for partial benefits?		**80.0%**	**8**
How many are eligible for full-time benefits?		70.0%	7
		answered question	**10**
		skipped question	**32**

30. How many hours are required to be eligible for full-time benefits? Please state in average hours per week.	
	Response Count
	8
answered question	**8**
skipped question	**34**

31. What benefits are available to full-time non-licensed teachers?		
	Response Percent	**Response Count**
Medical	85.7%	6
Dental	85.7%	6
Sick/Vacation/Personal Time	**100.0%**	**7**
Flex Spending	57.1%	4
Paid Holidays	85.7%	6
Pre-tax retirement savings	85.7%	6
Short-Term Disability	57.1%	4
Long-Term Disability	71.4%	5
Life Insurance	85.7%	6
Other (please specify)	42.9%	3
answered question		**7**
skipped question		**35**

32. If full-time non-licensed teachers receive paid holidays, how many per year?	
	Response Count
	6
answered question	**6**
skipped question	**36**

33. What benefits are available to part-time non-licensed teachers? (Check all that apply)		
	Response Percent	**Response Count**
Medical	50.0%	4
Dental	50.0%	4
Sick/Vacation/Personal Time	**100.0%**	**8**
Flex Spending	50.0%	4
Pre-tax retirement savings	62.5%	5
Short-Term Disability	37.5%	3
Long-Term Disability	37.5%	3
Life Insurance	50.0%	4
Other (please specify)	37.5%	3
answered question		**8**
skipped question		**34**

34. If part-time non-licensed teachers receive paid holidays, how many per year?	
	Response Count
	8
answered question	**8**
skipped question	**34**

35. What is the range of pay for non-licensed teachers? (Answer in hourly rate)		
		Response Count
		9
	answered question	**9**
	skipped question	**33**

36. How are pay increases determined?		
		Response Count
		9
	answered question	**9**
	skipped question	**33**

37. How many minutes per in-class hour are non-licensed teachers allowed paid lesson planning or “prep” time? (# of minutes per in-class hour)		
		Response Count
		8
	answered question	**8**
	skipped question	**34**

38. What is the pay range for non-licensed substitute teachers? (per hour)		
		Response Count
		7
	answered question	**7**
	skipped question	**35**

39. Is there any additional information about non-licensed teachers you would like to add?	
	Response Count
	3
answered question	**3**
skipped question	**39**

40. Do you use paraprofessionals/paid teaching assistants, hereafter termed paraprofessionals, in your ABE program?		
	Response Percent	Response Count
Yes	43.8%	14
No	**56.3%**	**18**
answered question		**32**
skipped question		**10**

41. How many paraprofessionals do you have on staff working:		
	Response Percent	Response Count
1-19 hours/week?	**66.7%**	**10**
20-29 hours/week?	46.7%	7
30+ hours/week?	40.0%	6
answered question		**15**
skipped question		**27**

42. Did you add, reduce or maintain numbers of paid paraprofessionals in the past year?			
		Response Percent	Response Count
Added		14.3%	2
Reduced		14.3%	2
Maintained		**71.4%**	**10**
		answered question	**14**
		skipped question	**28**

43. Did you add, reduce or maintain numbers of paid hours for paraprofessionals in the past year?			
		Response Percent	Response Count
Added		40.0%	6
Reduced		13.3%	2
Maintained		**46.7%**	**7**
		answered question	**15**
		skipped question	**27**

44. Of your paraprofessionals how many are eligible for benefits?			
		Response Percent	Response Count
How many are only eligible for partial benefits?		**64.3%**	**9**
How many are eligible for full-time benefits?		**64.3%**	**9**
		answered question	**14**
		skipped question	**28**

45. How many hours are required to be eligible for full-time benefits? Please state in average hours per week.	
	Response Count
	11
answered question	**11**
skipped question	**31**

46. What benefits are available to full-time paraprofessionals? (Check all that apply)		
	Response Percent	**Response Count**
Medical	90.0%	9
Dental	90.0%	9
Sick/Vacation/Personal Time	**100.0%**	**10**
Flex Spending	90.0%	9
Pre-tax retirement savings	70.0%	7
Short-Term Disability	80.0%	8
Long-Term Disability	80.0%	8
Life Insurance	90.0%	9
Other (please specify)	40.0%	4
answered question		**10**
skipped question		**32**

47. If full-time paraprofessionals receive paid holidays, how many per year?	
	Response Count
	7
answered question	**7**
skipped question	**35**

48. What benefits are available to part-time paraprofessionals? (Check all that apply)			
		Response Percent	Response Count
Medical		60.0%	6
Dental		60.0%	6
Sick/Vacation/Personal Time		**100.0%**	**10**
Flex Spending		70.0%	7
Pre-tax retirement savings		70.0%	7
Short-Term Disability		60.0%	6
Long-Term Disability		50.0%	5
Life Insurance		70.0%	7
Other (please specify)		30.0%	3
		answered question	**10**
		skipped question	**32**

49. What is the range of pay for paraprofessionals? (Answer in hourly rate)		
		Response Count
		13
	answered question	**13**
	skipped question	**29**

50. How are pay increases determined?		
		Response Count
		12
	answered question	**12**
	skipped question	**30**

51. Are your paraprofessionals part of a union?		
	Response Percent	Response Count
Yes	**76.9%**	**10**
No	23.1%	3
	answered question	**13**
	skipped question	**29**

52. How many minutes per in-class hour are paraprofessionals allowed paid lesson planning or “prep” time? (# of minutes per in-class hour)	
	Response Count
	10
answered question	**10**
skipped question	**32**

53. What is the pay range for substitute paraprofessionals? (per hour)	
	Response Count
	8
answered question	**8**
skipped question	**34**

54. If you are managed by a Public School District, please answer the following questions. If not, please skip the next two questions and go to the next page. IF YOUR ABE PROGRAM IS MANAGED BY A PUBLIC SCHOOL DISTRICT, are your ABE paraprofessionals paid commensurate with K-12 paraprofessionals/?

	Response Percent	Response Count
Yes	**91.7%**	**11**
No	8.3%	1
	answered question	**12**
	skipped question	**30**

55. IF YOUR ABE PROGRAM IS MANAGED BY A PUBLIC SCHOOL DISTRICT, do your ABE paraprofessionals receive the same benefits as K-12 paraprofessionals?

	Response Percent	Response Count
Yes	**83.3%**	**10**
No	16.7%	2
	answered question	**12**
	skipped question	**30**

56. Is there any additional information about paraprofessionals you would like to add?

	Response Count
	2
answered question	**2**
skipped question	**40**

57. Do you use support staff in your ABE program?			
		Response Percent	Response Count
Yes		**81.3%**	**26**
No		18.8%	6
		answered question	**32**
		skipped question	**10**

58. How many paid support staff do you have on staff working:			
		Response Percent	Response Count
1-19 hours/week?		**52.0%**	**13**
20-29 hours/week?		36.0%	9
30+ hours/week?		40.0%	10
		answered question	**25**
		skipped question	**17**

59. Did you add, reduce or maintain numbers of paid support staff in the past year?			
		Response Percent	Response Count
Added		16.0%	4
Reduced		4.0%	1
Maintained		**80.0%**	**20**
		answered question	**25**
		skipped question	**17**

60. Did you add, reduce or maintain numbers of paid hours for support staff in the past year?			
		Response Percent	Response Count
Added		28.0%	7
Reduced		16.0%	4
Maintained		**56.0%**	**14**
	answered question		**25**
	skipped question		**17**

61. Of your support staff, how many are eligible for benefits?			
		Response Percent	Response Count
How many are only eligible for partial benefits?		**70.8%**	**17**
How many are eligible for full-time benefits?		**70.8%**	**17**
	answered question		**24**
	skipped question		**18**

62. How many hours are required to be eligible for full-time benefits? Please state in average hours per week.		
		Response Count
		23
	answered question	**23**
	skipped question	**19**

63. What benefits are available to full-time support staff?		
	Response Percent	Response Count
Medical	**100.0%**	**19**
Dental	94.7%	18
Sick/Vacation/Personal Time	94.7%	18
Flex Spending	84.2%	16
Pre-tax retirement savings	94.7%	18
Short-Term Disability	78.9%	15
Long-Term Disability	94.7%	18
Life Insurance	**100.0%**	**19**
Other (please specify)	26.3%	5
	answered question	**19**
	skipped question	**23**

64. If full-time support staff receive paid holidays, how many per year?	
	Response Count
	19
answered question	**19**
skipped question	**23**

65. What benefits are available to part-time support staff? (Check all that apply)		
	Response Percent	Response Count
Medical	43.8%	7
Dental	43.8%	7
Sick/Vacation/Personal Time	**100.0%**	**16**
Flex Spending	56.3%	9
Pre-tax retirement savings	50.0%	8
Short-Term Disability	50.0%	8
Long-Term Disability	50.0%	8
Life Insurance	56.3%	9
Other (please specify)	12.5%	2
	answered question	**16**
	skipped question	**26**

66. If part-time support staff receive paid holidays, how many per year?	
	Response Count
	12
answered question	**12**
skipped question	**30**

67. What is the range of pay for support staff? (Answer in hourly rate)	
	Response Count
	21
answered question	**21**
skipped question	**21**

68. How are pay increases determined?	
	Response Count
	22
answered question	**22**
skipped question	**20**

69. Is your support staff part of a union?		
	Response Percent	**Response Count**
Yes	**63.6%**	**14**
No	36.4%	8
answered question		**22**
skipped question		**20**

70. IF YOUR ABE PROGRAM IS MANAGED BY A PUBLIC SCHOOL DISTRICT, is your ABE support staff paid commensurate with K-12 support staff?		
	Response Percent	**Response Count**
Yes	**82.4%**	**14**
No	17.6%	3
answered question		**17**
skipped question		**25**

71. IF YOUR ABE PROGRAM IS MANAGED BY A PUBLIC SCHOOL DISTRICT, does your ABE support staff receive the same benefits as K-12 support staff?		
	Response Percent	**Response Count**
Yes	**82.4%**	**14**
No	17.6%	3
	answered question	**17**
	skipped question	**25**

72. Is there any additional information about support staff you would like to add?	
	Response Count
	7
answered question	**7**
skipped question	**35**

73. Do you use volunteer coordinators in your ABE program?		
	Response Percent	**Response Count**
Yes	43.8%	14
No	**56.3%**	**18**
	answered question	**32**
	skipped question	**10**

74. How many paid volunteer coordinators do you have on staff working:			
		Response Percent	Response Count
1-19 hours/week?		**69.2%**	**9**
20-29 hours/week?		7.7%	1
30+ hours/week?		30.8%	4
		answered question	**13**
		skipped question	**29**

75. Did you add, reduce or maintain numbers of paid volunteer coordinators in the past year?			
		Response Percent	Response Count
Added		23.1%	3
Reduced		7.7%	1
Maintained		**69.2%**	**9**
		answered question	**13**
		skipped question	**29**

76. Did you add, reduce or maintain numbers of paid hours for volunteer coordinators in the past year?			
		Response Percent	Response Count
Added		23.1%	3
Reduced		7.7%	1
Maintained		**69.2%**	**9**
		answered question	**13**
		skipped question	**29**

77. Of your volunteer coordinators, how many are eligible for benefits?			
		Response Percent	**Response Count**
How many are only eligible for partial benefits?		**76.9%**	**10**
How many are eligible for full-time benefits?		69.2%	9
	answered question		**13**
	skipped question		**29**

78. How many hours are required to be eligible for full-time benefits? Please state in average hours per week.		
		Response Count
		12
	answered question	**12**
	skipped question	**30**

79. What benefits are available to full-time volunteer coordinators		Response Percent	Response Count
Medical		**100.0%**	**5**
Dental		**100.0%**	**5**
Sick/Vacation/Personal Time		**100.0%**	**5**
Flex Spending		60.0%	3
Pre-tax retirement savings		**100.0%**	**5**
Short-Term Disability		**100.0%**	**5**
Long-Term Disability		**100.0%**	**5**
Life Insurance		**100.0%**	**5**
Other (please specify)		40.0%	2
	answered question		**5**
	skipped question		**37**

80. If full-time volunteer coordinators receive paid holidays, how many per year?		Response Count
		5
	answered question	**5**
	skipped question	**37**

81. What benefits are available to part time volunteer coordinators?		
	Response Percent	Response Count
Medical	50.0%	3
Dental	50.0%	3
Sick/Vacation/Personal Time	**100.0%**	**6**
Flex Spending	50.0%	3
Pre-tax retirement savings	66.7%	4
Short-Term Disability	33.3%	2
Long-Term Disability	33.3%	2
Life Insurance	50.0%	3
Other (please specify)	16.7%	1
	answered question	**6**
	skipped question	**36**

82. If part-time volunteer coordinators receive paid holidays, how many per year?	
	Response Count
	4
answered question	**4**
skipped question	**38**

83. What is the range of pay for volunteer coordinators? (Answer in hourly rate)	
	Response Count
	10
answered question	**10**
skipped question	**32**

84. How are pay increases determined?	
	Response Count
	10
answered question	**10**
skipped question	**32**

85. Are your volunteer coordinators part of a union?		
	Response Percent	Response Count
Yes	18.2%	2
No	**81.8%**	**9**
answered question		**11**
skipped question		**31**

86. What is the pay range for substitute volunteer coordinators? (per hour)	
	Response Count
	6
answered question	**6**
skipped question	**36**

87. IF YOUR ABE PROGRAM IS MANAGED BY A PUBLIC SCHOOL DISTRICT, are your ABE volunteer coordinators paid commensurate with K-12 volunteer coordinators?			
		Response Percent	Response Count
Yes		**57.1%**	**4**
No		42.9%	3
		answered question	**7**
		skipped question	**35**

88. IF YOUR ABE PROGRAM IS MANAGED BY A PUBLIC SCHOOL DISTRICT, do your ABE volunteer coordinators receive the same benefits as K-12 volunteer coordinators?			
		Response Percent	Response Count
Yes		**57.1%**	**4**
No		42.9%	3
		answered question	**7**
		skipped question	**35**

89. Is there any additional information about volunteer coordinators you would like to add?		
		Response Count
		4
	answered question	**4**
	skipped question	**38**

90. Do you use GED Examiners in your ABE program?			
		Response Percent	Response Count
Yes		**50.0%**	**16**
No		**50.0%**	**16**
		answered question	**32**
		skipped question	**10**

91. How many paid GED examiners do you have on staff working:			
		Response Percent	Response Count
1-19 hours/week?		**93.8%**	**15**
20-29 hours/week?		6.3%	1
30+ hours/week?		18.8%	3
		answered question	**16**
		skipped question	**26**

92. Did you add, reduce or maintain numbers of paid GED examiners in the past year?			
		Response Percent	Response Count
Added		12.5%	2
Reduced		0.0%	0
Maintained		**87.5%**	**14**
		answered question	**16**
		skipped question	**26**

93. Did you add, reduce or maintain numbers of paid hours for GED examiners in the past year?			
		Response Percent	Response Count
Added		25.0%	4
Reduced		6.3%	1
Maintained		**68.8%**	**11**
	answered question		**16**
	skipped question		**26**

94. Of your GED examiners, how many are eligible for benefits?			
		Response Percent	Response Count
How many are only eligible for partial benefits?		70.0%	7
How many are eligible for full-time benefits?		**80.0%**	**8**
	answered question		**10**
	skipped question		**32**

95. How many hours are required to be eligible for full-time benefits? Please state in average hours per week.		
		Response Count
		10
	answered question	**10**
	skipped question	**32**

96. What benefits are available to full-time GED examiners? (Check all that apply)		
	Response Percent	Response Count
Medical	**100.0%**	**7**
Dental	**100.0%**	**7**
Sick/Vacation/Personal Time	**100.0%**	**7**
Flex Spending	**100.0%**	**7**
Pre-tax retirement savings	85.7%	6
Short-Term Disability	**100.0%**	**7**
Long-Term Disability	85.7%	6
Life Insurance	**100.0%**	**7**
Other (please specify)	28.6%	2
	answered question	**7**
	skipped question	**35**

97. If full-time GED examiners receive paid holidays, how many per year?	
	Response Count
	4
answered question	**4**
skipped question	**38**

98. What benefits are available to part-time GED examiners? (Check all that apply)			
		Response Percent	Response Count
Medical		75.0%	3
Dental		75.0%	3
Sick/Vacation/Personal Time		**100.0%**	**4**
Flex Spending		75.0%	3
Pre-tax retirement savings		50.0%	2
Short-Term Disability		75.0%	3
Long-Term Disability		50.0%	2
Life Insurance		75.0%	3
Other (please specify)		25.0%	1
	answered question		**4**
	skipped question		**38**

99. If part-time GED examiners receive paid holidays, how many per year?		
		Response Count
		3
	answered question	**3**
	skipped question	**39**

100. What is the range of pay for GED examiners? (Answer in hourly rate)		
		Response Count
		11
	answered question	**11**
	skipped question	**31**

101. How are pay increases determined?	
	Response Count
	9
answered question	**9**
skipped question	**33**

102. Are your GED examiners part of a union?		
	Response Percent	Response Count
Yes	27.3%	3
No	**72.7%**	**8**
answered question		**11**
skipped question		**31**

103. What is the pay range for substitute GED examiners?	
	Response Count
	6
answered question	**6**
skipped question	**36**

104. Is there any additional information about GED examiners you would like to add?	
	Response Count
	5
answered question	**5**
skipped question	**37**