

## Appendix B: Tables for Distribution of Contract Provisions by SED Region and MSA

**Table B-1. Impact of Increased Experience on Teacher Salary Based on Contract Salary Schedule by SED Region and MSA (Percent Increase Per Year of Experience)<sup>1</sup>**

Components	State Average	SED Region					
		Downstate Small Cities	Downstate Suburbs	Large Cities	Upstate Rural	Upstate Small Cities	Upstate Suburbs
<b>Average (with BA):</b>							
1 to 5	<b>3.0%</b>	<b>3.7%</b>	<b>4.8%</b>	<b>4.5%</b>	<b>2.3%</b>	<b>2.5%</b>	<b>2.5%</b>
5 to 15	<b>2.9%</b>	<b>3.6%</b>	<b>3.2%</b>	<b>3.0%</b>	<b>2.7%</b>	<b>3.0%</b>	<b>2.8%</b>
15 to 25	<b>1.7%</b>	<b>0.0%</b>	<b>0.5%</b>	<b>1.5%</b>	<b>2.1%</b>	<b>2.1%</b>	<b>2.0%</b>
5 to 25	<b>2.5%</b>	<b>1.8%</b>	<b>2.0%</b>	<b>2.5%</b>	<b>2.7%</b>	<b>2.8%</b>	<b>2.7%</b>
1 to 25	<b>2.9%</b>	<b>2.4%</b>	<b>2.7%</b>	<b>3.1%</b>	<b>2.9%</b>	<b>3.0%</b>	<b>2.9%</b>
<b>Average (with MA):</b>							
1 to 5	<b>2.9%</b>	<b>3.8%</b>	<b>4.8%</b>	<b>5.2%</b>	<b>2.2%</b>	<b>2.7%</b>	<b>2.4%</b>
5 to 15	<b>3.1%</b>	<b>4.9%</b>	<b>4.0%</b>	<b>3.6%</b>	<b>2.7%</b>	<b>3.1%</b>	<b>2.8%</b>
15 to 25	<b>1.7%</b>	<b>0.1%</b>	<b>0.7%</b>	<b>0.8%</b>	<b>2.0%</b>	<b>2.1%</b>	<b>2.0%</b>
5 to 25	<b>2.6%</b>	<b>2.5%</b>	<b>2.6%</b>	<b>2.3%</b>	<b>2.6%</b>	<b>2.9%</b>	<b>2.7%</b>
1 to 25	<b>3.0%</b>	<b>3.1%</b>	<b>3.3%</b>	<b>3.1%</b>	<b>2.8%</b>	<b>3.1%</b>	<b>2.9%</b>

  

	Metropolitan Statistical Area (MSA)						
	Albany	Binghamton-Elmira	Buffalo-Rochester	New York City Suburbs	Poughkeepsie-Newburgh	Syracuse-Utica	Non-MSA counties
<b>Average (with BA):</b>							
1 to 5	<b>2.6%</b>	<b>1.8%</b>	<b>2.4%</b>	<b>5.0%</b>	<b>3.5%</b>	<b>2.5%</b>	<b>2.7%</b>
5 to 15	<b>2.9%</b>	<b>1.6%</b>	<b>3.5%</b>	<b>3.2%</b>	<b>2.9%</b>	<b>2.2%</b>	<b>2.9%</b>
15 to 25	<b>2.7%</b>	<b>1.0%</b>	<b>2.5%</b>	<b>0.2%</b>	<b>1.6%</b>	<b>1.0%</b>	<b>1.8%</b>
5 to 25	<b>3.2%</b>	<b>1.4%</b>	<b>3.4%</b>	<b>1.8%</b>	<b>2.5%</b>	<b>1.7%</b>	<b>2.6%</b>
1 to 25	<b>3.4%</b>	<b>1.6%</b>	<b>3.5%</b>	<b>2.6%</b>	<b>2.9%</b>	<b>2.0%</b>	<b>2.9%</b>
<b>Average (with MA):</b>							
1 to 5	<b>2.5%</b>	<b>1.6%</b>	<b>2.6%</b>	<b>5.0%</b>	<b>3.4%</b>	<b>2.4%</b>	<b>2.6%</b>
5 to 15	<b>3.0%</b>	<b>1.7%</b>	<b>3.3%</b>	<b>4.1%</b>	<b>3.0%</b>	<b>2.1%</b>	<b>3.0%</b>
15 to 25	<b>2.9%</b>	<b>0.9%</b>	<b>2.4%</b>	<b>0.4%</b>	<b>1.9%</b>	<b>1.0%</b>	<b>1.9%</b>
5 to 25	<b>3.3%</b>	<b>1.2%</b>	<b>3.3%</b>	<b>2.4%</b>	<b>2.7%</b>	<b>1.7%</b>	<b>2.7%</b>
1 to 25	<b>3.5%</b>	<b>1.4%</b>	<b>3.5%</b>	<b>3.2%</b>	<b>3.1%</b>	<b>1.9%</b>	<b>3.0%</b>

<sup>1</sup>Assumes no additional credits (for salary purposes) above the college degree. Bold and italics indicates a statistically significant difference for this variable across district types or enrollment size categories. Based on chi-square test for statistical independence for categorical variables or one-way ANOVA for continuous variables.

**Table B-2. Impact of Increased Education on Teacher Salary Based on Contract Salary Schedule  
by SED Region and MSA (Percent Change)<sup>1</sup>**

Components	State Average	SED Region					
		Downstate Small Cities	Downstate Suburbs	Large Cities	Upstate Rural	Upstate Small Cities	Upstate Suburbs
<b>Average (5 years of experience):</b>							
BA to BA + 30	5.5%	<i>11.8%</i>	<i>8.7%</i>	<i>4.0%</i>	<i>4.6%</i>	<i>4.5%</i>	<i>4.8%</i>
BA to MA	9.4%	<i>18.5%</i>	<i>15.7%</i>	<i>6.8%</i>	<i>6.7%</i>	<i>9.6%</i>	<i>7.9%</i>
MA to MA + 30	5.1%	<i>8.6%</i>	<i>6.9%</i>	<i>3.7%</i>	<i>4.5%</i>	<i>3.9%</i>	<i>4.7%</i>
MA to PhD	15.0%	<i>13.4%</i>	<i>18.6%</i>	<i>14.4%</i>	<i>11.9%</i>	<i>7.6%</i>	<i>12.2%</i>
<b>Average (15 years of experience):</b>							
BA to BA + 30	7.0%	<i>23.6%</i>	<i>16.5%</i>	<i>8.2%</i>	<i>4.4%</i>	<i>4.6%</i>	<i>4.7%</i>
BA to MA	11.1%	<i>31.3%</i>	<i>24.0%</i>	<i>10.3%</i>	<i>6.1%</i>	<i>9.4%</i>	<i>7.9%</i>
MA to MA + 30	4.1%	<i>7.9%</i>	<i>5.7%</i>	<i>3.3%</i>	<i>3.6%</i>	<i>3.6%</i>	<i>3.6%</i>
MA to PhD	12.0%	<i>11.9%</i>	<i>14.7%</i>	<i>12.3%</i>	<i>9.1%</i>	<i>5.9%</i>	<i>10.0%</i>
<b>Average (25 years of experience):</b>							
BA to BA + 30	8.0%	<i>23.8%</i>	<i>19.5%</i>	<i>8.0%</i>	<i>4.6%</i>	<i>5.2%</i>	<i>5.7%</i>
BA to MA	12.1%	<i>31.6%</i>	<i>26.9%</i>	<i>10.0%</i>	<i>6.0%</i>	<i>9.1%</i>	<i>8.5%</i>
MA to MA + 30	3.8%	<i>8.6%</i>	<i>5.7%</i>	<i>3.2%</i>	<i>3.1%</i>	<i>3.5%</i>	<i>3.2%</i>
MA to PhD	11.7%	<i>15.2%</i>	<i>14.6%</i>	<i>11.4%</i>	<i>8.2%</i>	<i>4.2%</i>	<i>9.3%</i>

  

Components	State Average	Metropolitan Statistical Area (MSA)					
		Albany	Binghamton- Elmira	Buffalo- Rochester	New York City Suburbs	Poughkeepsie- Newburgh	Syracuse-Utica
<b>Average (5 years of experience):</b>							
BA to BA + 30	<i>3.8%</i>	<i>4.1%</i>	<i>4.4%</i>	<i>8.6%</i>	<i>5.3%</i>	<i>6.7%</i>	<i>5.2%</i>
BA to MA	<i>7.2%</i>	<i>5.7%</i>	<i>8.8%</i>	<i>15.9%</i>	<i>8.6%</i>	<i>9.7%</i>	<i>8.3%</i>
MA to MA + 30	<i>3.7%</i>	<i>3.3%</i>	<i>4.2%</i>	<i>6.9%</i>	<i>6.8%</i>	<i>5.7%</i>	<i>4.9%</i>
MA to PhD	<i>7.5%</i>	<i>4.6%</i>	<i>11.8%</i>	<i>17.3%</i>	<i>10.7%</i>	<i>15.8%</i>	<i>17.3%</i>
<b>Average (15 years of experience):</b>							
BA to BA + 30	<i>4.9%</i>	<i>3.7%</i>	<i>3.5%</i>	<i>17.4%</i>	<i>6.5%</i>	<i>5.6%</i>	<i>6.3%</i>
BA to MA	<i>8.4%</i>	<i>4.6%</i>	<i>8.6%</i>	<i>24.9%</i>	<i>10.0%</i>	<i>8.4%</i>	<i>9.3%</i>
MA to MA + 30	<i>3.1%</i>	<i>2.9%</i>	<i>3.3%</i>	<i>5.7%</i>	<i>4.2%</i>	<i>5.0%</i>	<i>4.0%</i>
MA to PhD	<i>5.6%</i>	<i>3.8%</i>	<i>9.4%</i>	<i>14.0%</i>	<i>8.6%</i>	<i>13.6%</i>	<i>13.2%</i>
<b>Average (25 years of experience):</b>							
BA to BA + 30	<i>6.7%</i>	<i>3.5%</i>	<i>3.7%</i>	<i>19.4%</i>	<i>9.7%</i>	<i>5.6%</i>	<i>7.1%</i>
BA to MA	<i>10.1%</i>	<i>4.2%</i>	<i>7.9%</i>	<i>26.6%</i>	<i>13.7%</i>	<i>8.3%</i>	<i>10.2%</i>
MA to MA + 30	<i>2.8%</i>	<i>2.7%</i>	<i>2.7%</i>	<i>5.8%</i>	<i>3.7%</i>	<i>5.1%</i>	<i>3.6%</i>
MA to PhD	<i>4.6%</i>	<i>3.2%</i>	<i>8.6%</i>	<i>14.3%</i>	<i>7.2%</i>	<i>13.5%</i>	<i>12.7%</i>

<sup>1</sup>Logevity bonuses have not been added to the base salary unless the contract indicates that they are permanent increases. Bold and italics indicates a statistically significant difference for this variable across district types or enrollment size categories. Based on chi-square test for statistical independence for categorical variables or one-way ANOVA for continuous variables.

**Table B-3. Share of Districts with Various Compensation Provisions in Their Contract by SED Region and MSA<sup>1</sup>**

Components	State Average	SED Region						
		Downstate Small Cities	Downstate Suburbs	Large Cities	Upstate Rural	Upstate Small Cities	Upstate Suburbs	
National Board Certification:								
Multi-year salary increase	16.1%	0.0%	22.8%	0.0%	9.3%	17.4%	19.8%	
Temporary bonus	5.6%	0.0%	5.2%	33.3%	3.4%	9.1%	6.7%	
Does contract discuss crediting of previous experience?	52.4%	<b>33.3%</b>	<b>64.9%</b>	<b>66.7%</b>	<b>41.9%</b>	<b>78.3%</b>	<b>49.5%</b>	
Does the contract set limits on the number of years that can be credited?	31.5%	<b>0.0%</b>	<b>45.6%</b>	<b>66.7%</b>	<b>23.3%</b>	<b>47.8%</b>	<b>27.5%</b>	
Retirement incentives:								
Early retirement	47.6%	0.0%	36.8%	33.3%	47.7%	52.2%	54.9%	
Early notification of retirement	50.9%	0.0%	43.9%	0.0%	53.5%	47.8%	57.1%	
		Metropolitan Statistical Area (MSA)						
		Albany	Binghamton-Elmira	Buffalo-Rochester	New York City Suburbs	Poughkeepsie-Newburgh	Syracuse-Utica	Non-MSA counties
National Board Certification:								
Multi-year salary increase	<b>37.0%</b>	<b>9.1%</b>	<b>16.2%</b>	<b>29.3%</b>	<b>18.2%</b>	<b>12.0%</b>	<b>7.8%</b>	
Temporary bonus	3.8%	0.0%	5.4%	2.4%	20.0%	16.0%	4.3%	
Does contract discuss crediting of previous experience?	59.3%	45.5%	62.2%	56.1%	36.4%	48.0%	49.6%	
Does the contract set limits on the number of years that can be credited?	29.6%	45.5%	32.4%	34.1%	27.3%	32.0%	29.6%	
Retirement incentives:								
Early retirement	<b>40.7%</b>	<b>36.4%</b>	<b>48.6%</b>	<b>24.4%</b>	<b>63.6%</b>	<b>72.0%</b>	<b>51.3%</b>	
Early notification of retirement	<b>44.4%</b>	<b>36.4%</b>	<b>51.4%</b>	<b>29.3%</b>	<b>63.6%</b>	<b>64.0%</b>	<b>57.4%</b>	

<sup>1</sup>Bold and italics indicates a statistically significant difference for this variable across district types or enrollment size categories. Based on chi-square test for statistical independence for categorical variables or one-way ANOVA for continuous variables.

Table B-4. Share of Districts with Various Health Insurance Provisions in Their Contract by SED Region and MSA<sup>1</sup>

Components	State Average	SED Region						
		Downstate Small Cities	Downstate Suburbs	Large Cities	Upstate Rural	Upstate Small Cities	Upstate Suburbs	
Does contract provide choice of providers?	33.3%	<i>0.0%</i>	<i>15.8%</i>	<i>0.0%</i>	<i>24.4%</i>	<i>39.1%</i>	<i>53.8%</i>	
District premium percent for regular employees:								
Individual	89.6	95.7	88.4	87.5	90.4	89.8	89.3	
Family	86.1	95.7	86.5	87.5	85.3	86.8	85.7	
Districts with retirement benefits for retired employees <sup>2</sup>	56.2%	66.7%	55.2%	33.3%	56.8%	54.5%	56.7%	
District premium percent for retired employees:								
Individual	82.6	67.5	86.5	100.0	83.1	80.1	80.2	
Family	72.1	50.0	78.7		70.1	74.4	70.3	
Does contract include other health benefits:								
Dental	72.3%	<i>0.0%</i>	<i>66.7%</i>	<i>66.7%</i>	<i>67.4%</i>	<i>87.0%</i>	<i>79.1%</i>	
Vision	20.2%	0.0%	15.8%	33.3%	29.1%	17.4%	15.4%	
Flexible spending plan	70.8%	66.7%	64.9%	66.7%	74.4%	82.6%	69.2%	
Other	61.8%	<i>0.0%</i>	<i>73.7%</i>	<i>33.3%</i>	<i>53.5%</i>	<i>60.9%</i>	<i>64.8%</i>	
		Metropolitan Statistical Area (MSA)						
		Albany	Binghamton-Elmira	Buffalo-Rochester	New York City Suburbs	Poughkeepsie-Newburgh	Syracuse-Utica	Non-MSA counties
Does contract provide choice of providers?		<i>63.0%</i>	<i>36.4%</i>	<i>67.6%</i>	<i>14.6%</i>	<i>27.3%</i>	<i>16.0%</i>	<i>26.1%</i>
District premium percent for regular employees:								
Individual		<i>90.0</i>	<i>89.1</i>	<i>90.6</i>	<i>88.2</i>	<i>77.0</i>	<i>93.7</i>	<i>90.1</i>
Family		86.4	87.6	90.2	88.1	74.7	84.1	85.9
Districts with retirement benefits for retired employees <sup>2</sup>		<i>57.7%</i>	<i>63.6%</i>	<i>37.8%</i>	<i>46.3%</i>	<i>80.0%</i>	<i>80.0%</i>	<i>57.3%</i>
District premium percent for retired employees:								
Individual		<i>80.3</i>	<i>77.6</i>	<i>91.9</i>	<i>85.2</i>	<i>61.1</i>	<i>83.5</i>	<i>83.3</i>
Family		70.5	69.0	89.6	75.4	52.9	67.4	72.9
Does contract include other health benefits :								
Dental		<i>85.2%</i>	<i>90.9%</i>	<i>73.0%</i>	<i>56.1%</i>	<i>36.4%</i>	<i>96.0%</i>	<i>71.3%</i>
Vision		<i>18.5%</i>	<i>0.0%</i>	<i>10.8%</i>	<i>19.5%</i>	<i>0.0%</i>	<i>36.0%</i>	<i>24.3%</i>
Flexible spending plan		81.5%	72.7%	70.3%	63.4%	81.8%	60.0%	72.2%
Other		44.4%	90.9%	59.5%	65.9%	54.5%	80.0%	59.1%

<sup>1</sup>Bold and italics indicates a statistically significant difference for this variable across district types or enrollment size categories. Based on chi-square test for statistical independence for categorical variables or one-way ANOVA for continuous variables.

<sup>2</sup>Includes only school districts where premium percent is specified for retirees and the retiree doesn't have to pay the premium with accumulated sick leave.

Table B-5. Teaching Schedule Provisions in Contract by SED Region and MSA<sup>1</sup>

Components	SED Region						
	State Average	Downstate Small Cities	Downstate Suburbs	Large Cities	Upstate Rural	Upstate Small Cities	Upstate Suburbs
Length of school year	184.9	<b>184.0</b>	<b>184.0</b>	<b>184.7</b>	<b>184.6</b>	<b>185.5</b>	<b>185.9</b>
Length of school day (hours):							
Elementary	7.1	<b>7.1</b>	<b>6.9</b>	<b>6.4</b>	<b>7.3</b>	<b>7.0</b>	<b>7.2</b>
Secondary	7.2	<b>7.2</b>	<b>7.0</b>	<b>6.7</b>	<b>7.3</b>	<b>7.1</b>	<b>7.2</b>
Planning time in elementary school (minutes)	41.4		38.7	30.0	43.8	39.6	41.3
Does the contract provide common planning time for teachers?	17.2%	0.0%	21.1%	0.0%	12.8%	21.7%	19.8%
Faculty meetings teachers required to attend	56.6%	66.7%	66.7%	33.3%	54.7%	65.2%	50.5%
If yes, what is the number of faculty meetings per year	20.9	16.0	23.3	9.0	20.1	15.5	22.2
Does contract discuss other after school responsibilities (e.g., parent-teacher conferences)	59.9%	<b>66.7%</b>	<b>82.5%</b>	<b>33.3%</b>	<b>53.5%</b>	<b>78.3%</b>	<b>50.5%</b>
	<b>Metropolitan Statistical Area (MSA)</b>						
	<b>Albany</b>	<b>Binghamton-Elmira</b>	<b>Buffalo-Rochester</b>	<b>New York City Suburbs</b>	<b>Poughkeepsie-Newburgh</b>	<b>Syracuse-Utica</b>	<b>Non-MSA counties</b>
Length of school year	<b>185.5</b>	<b>184.5</b>	<b>186.8</b>	<b>184.4</b>	<b>184.9</b>	<b>184.6</b>	<b>184.4</b>
Length of school day (hours):							
Elementary	<b>7.0</b>	<b>7.1</b>	<b>7.3</b>	<b>6.9</b>	<b>7.2</b>	<b>7.1</b>	<b>7.2</b>
Secondary	<b>7.0</b>	<b>7.2</b>	<b>7.3</b>	<b>7.0</b>	<b>7.2</b>	<b>7.3</b>	<b>7.2</b>
Planning time in elementary school (minutes)	45.3	41.8	40.6	38.7	40.3	40.6	41.6
Does the contract provide common planning time for teachers?	14.8%	36.4%	21.6%	19.5%	9.1%	12.0%	15.7%
Faculty meetings teachers required to attend	44.4%	72.7%	59.5%	65.9%	45.5%	48.0%	56.5%
If yes, what are the number of faculty meetings per year?	14.7	18.0	19.1	25.6	22.6	28.5	19.4
Does contract discuss other after school responsibilities (e.g., parent-teacher conferences)	<b>40.7%</b>	<b>63.6%</b>	<b>67.6%</b>	<b>82.9%</b>	<b>63.6%</b>	<b>44.0%</b>	<b>56.5%</b>

<sup>1</sup>Bold and italics indicates a statistically significant difference for this variable across district types or enrollment size categories. Based on chi-square test for statistical independence for categorical variables or one-way ANOVA for continuous variables.

**Table B-6. Share of Districts with Particular Teaching Assignment and Classroom Environment Provisions in Contract by SED Region<sup>1</sup>**

Components	State Average	SED Region					
		Downstate Small Cities	Downstate Suburbs	Large Cities	Upstate Rural	Upstate Small Cities	Upstate Suburbs
Class size limitations:							
Firm limits	10.5%	0.0%	14.0%	0.0%	7.0%	8.7%	13.2%
Guidelines	37.1%	<b>0.0%</b>	<b>49.1%</b>	<b>100.0%</b>	<b>25.6%</b>	<b>52.2%</b>	<b>37.4%</b>
Number of students per teacher:							
Firm limits	12.7%	0.0%	17.5%	33.3%	9.3%	17.4%	11.0%
Guidelines	7.9%	0.0%	12.3%	0.0%	5.8%	4.3%	8.8%
Other limitations:							
Number of teaching assignments per day	67.0%	100.0%	75.4%	100.0%	58.1%	65.2%	68.1%
Number of new preparations	24.7%	<b>33.3%</b>	<b>40.4%</b>	<b>100.0%</b>	<b>16.3%</b>	<b>26.1%</b>	<b>19.8%</b>
Out-of-field teaching assignments	21.3%	<b>66.7%</b>	<b>26.3%</b>	<b>66.7%</b>	<b>16.3%</b>	<b>47.8%</b>	<b>14.3%</b>
Does contract discuss:							
Notification date for assignments for next year	64.8%	66.7%	75.4%	33.3%	58.1%	73.9%	63.7%
Whether teacher can reject assignment	1.9%	0.0%	3.5%	0.0%	0.0%	8.7%	1.1%
A role for teachers in student assignment	1.9%	0.0%	5.3%	0.0%	1.2%	0.0%	1.1%
Whether teacher can remove a student from class	13.9%	0.0%	15.8%	33.3%	10.5%	26.1%	12.1%
Assignment to instruction-related committees	21.7%	<b>0.0%</b>	<b>29.8%</b>	<b>66.7%</b>	<b>8.1%</b>	<b>39.1%</b>	<b>24.2%</b>

<sup>1</sup>Bold and italics indicates a statistically significant difference for this variable across district types. Based on chi-square test for statistical independence for categorical variables or one-way ANOVA for continuous variables.

**Table B-7. Share of Districts with Particular Teaching Assignment and Classroom Environment Provisions in Contract by Labor Market<sup>1</sup>**

Components	Metropolitan Statistical Area (MSA)						Non-MSA counties
	Albany	Binghamton- Elmira	Buffalo- Rochester	New York City Suburbs	Poughkeepsie- Newburgh	Syracuse-Utica	
Class size limitations:							
Firm limits	3.7%	9.1%	16.2%	17.1%	18.2%	12.0%	7.0%
Guidelines	37.0%	63.6%	29.7%	46.3%	27.3%	48.0%	32.2%
Number of students per teacher:							
Firm limits	3.7%	36.4%	8.1%	19.5%	18.2%	12.0%	11.3%
Guidelines	7.4%	9.1%	2.7%	9.8%	18.2%	12.0%	7.0%
Other limitations:							
Number of teaching assignments per day	77.8%	54.5%	62.2%	80.5%	72.7%	72.0%	60.9%
Number of new preparations	29.6%	27.3%	13.5%	41.5%	18.2%	28.0%	20.9%
Out-of-field teaching assignments	14.8%	45.5%	18.9%	29.3%	18.2%	16.0%	20.0%
Does contract discuss (1=yes):							
Notification date for assignments for next year	70.4%	63.6%	54.1%	78.0%	72.7%	72.0%	60.0%
Whether teacher can reject assignment	0.0%	0.0%	2.7%	2.4%	0.0%	4.0%	1.7%
A role for teachers in student assignment	0.0%	0.0%	2.7%	7.3%	0.0%	0.0%	0.9%
Whether teacher can remove a student from class	14.8%	9.1%	16.2%	17.1%	18.2%	16.0%	11.3%
Assignment to instruction-related committees	25.9%	18.2%	32.4%	29.3%	9.1%	24.0%	15.7%

<sup>1</sup>Bold and italics indicates a statistically significant difference for this variable across district types. Based on chi-square test for statistical independence for categorical variables or one-way ANOVA for continuous variables.

**Table B-8. Share of Districts with Various Professional Development Provisions in Their Contract by SED Region and MSA<sup>1</sup>**

Components	SED Region						
	State Average	Downstate Small Cities	Downstate Suburbs	Large Cities	Upstate Rural	Upstate Small Cities	Upstate Suburbs
Does the contract indicate:							
Number of required in-service course or staff development days	<i>42.7%</i>	<i>33.3%</i>	<i>63.8%</i>	<i>33.3%</i>	<i>31.8%</i>	<i>40.9%</i>	<i>42.2%</i>
Whether there is paid leave to visit classrooms?	54.7%	66.7%	57.9%	66.7%	47.7%	82.6%	51.6%
Whether there is paid leave to attend conferences?	72.7%	33.3%	68.4%	66.7%	66.3%	87.0%	79.1%
If college tuition is reimbursed?	22.1%	0.0%	14.0%	33.3%	24.4%	17.4%	26.4%
Does the contract discuss teacher mentoring programs?							
Compensation for mentors	45.7%	33.3%	36.8%	100.0%	41.9%	47.8%	53.8%
Mentor selection	34.5%	0.0%	26.3%	0.0%	34.9%	34.8%	41.8%
Mentor role or duties	15.7%	0.0%	10.5%	33.3%	19.8%	17.4%	15.4%
Time requirements for mentoring	10.9%	0.0%	10.5%	33.3%	10.5%	8.7%	12.1%
	11.2%	0.0%	8.8%	33.3%	11.6%	13.0%	12.1%
Metropolitan Statistical Area (MSA)							
	Albany	Binghamton-Elmira	Buffalo-Rochester	New York City Suburbs	Poughkeepsie-Newburgh	Syracuse-Utica	Non-MSA counties
Does the contract indicate:							
Number of required in-service course or staff development days	<i>30.8%</i>	<i>63.6%</i>	<i>43.2%</i>	<i>63.4%</i>	<i>60.0%</i>	<i>44.0%</i>	<i>34.2%</i>
Whether there is paid leave to visit classrooms?	63.0%	63.6%	56.8%	48.8%	27.3%	48.0%	57.4%
Whether there is paid leave to attend conferences?	77.8%	81.8%	78.4%	65.9%	72.7%	76.0%	70.4%
If college tuition is reimbursed?	7.4%	36.4%	37.8%	14.6%	18.2%	24.0%	21.7%
Does the contract discuss teacher mentoring programs?							
Compensation for mentors	51.9%	54.5%	51.4%	36.6%	45.5%	56.0%	42.6%
Mentor selection	40.7%	36.4%	35.1%	26.8%	36.4%	40.0%	33.9%
Mentor role or duties	3.7%	18.2%	10.8%	12.2%	18.2%	24.0%	19.1%
Time requirements for mentoring	11.1%	18.2%	8.1%	12.2%	18.2%	12.0%	9.6%
	7.4%	9.1%	5.4%	9.8%	9.1%	16.0%	13.9%

<sup>1</sup>Bold and italics indicates a statistically significant difference for this variable across district types or enrollment size categories. Based on chi-square test for statistical independence for categorical variables or one-way ANOVA for continuous variables.

**Table B-9. Share of Districts with Transfer Provisions in Their Contract by SED Region<sup>1</sup>**

Components	State Average	SED Region					
		Downstate Small Cities	Downstate Suburbs	Large Cities	Upstate Rural	Upstate Small Cities	Upstate Suburbs
<b>Voluntary transfers:</b>							
Does the contract posting of job vacancies for present teachers?	85.4%	66.7%	87.7%	100.0%	80.2%	91.3%	86.8%
Does the contract require present staff be notified of vacancies first?	10.1%	0.0%	10.5%	0.0%	14.0%	4.3%	8.8%
Is there a time limit for present staff to apply?	33.3%	33.3%	33.3%	33.3%	31.4%	39.1%	35.2%
Does the contract set hiring criteria?	<b>36.3%</b>	<b>33.3%</b>	<b>50.9%</b>	<b>100.0%</b>	<b>22.1%</b>	<b>26.1%</b>	<b>42.9%</b>
Do internal candidates get any preference in selection?	37.5%	33.3%	49.1%	33.3%	27.9%	34.8%	40.7%
<b>Involuntary transfers, reductions in force:</b>							
Does the contract specify a process for handling involuntary transfers?	54.3%	66.7%	64.9%	66.7%	43.0%	69.6%	54.9%
Does the contract describe the process for determining excessed teachers?	27.0%	33.3%	35.1%	33.3%	16.3%	30.4%	31.9%
Are excessed teachers are given a hiring preference?	<b>23.2%</b>	<b>66.7%</b>	<b>33.3%</b>	<b>33.3%</b>	<b>11.6%</b>	<b>21.7%</b>	<b>26.4%</b>
Does the contract specify recall rights for excessed teachers?	17.6%	0.0%	24.6%	33.3%	11.6%	4.3%	23.1%

<sup>1</sup>Bold and italics indicates a statistically significant difference for this variable across district types. Based on chi-square test for statistical independence for categorical variables or one-way ANOVA for continuous variables.

**Table B-10. Share of Districts with Transfer Provisions in Their Contract by MSA<sup>1</sup>**

Components	Metropolitan Statistical Area (MSA)						Non-MSA counties
	Albany	Binghamton-Elmira	Buffalo-Rochester	New York City Suburbs	Poughkeepsie-Newburgh	Syracuse-Utica	
<b>Voluntary transfers:</b>							
Does the contract posting of job vacancies for present teachers?	88.9%	90.9%	89.2%	87.8%	90.9%	84.0%	81.7%
Does the contract require present staff be notified of vacancies first?	18.5%	0.0%	5.4%	7.3%	9.1%	8.0%	12.2%
Is there a time limit for present staff to apply?	44.4%	27.3%	40.5%	31.7%	45.5%	32.0%	28.7%
Does the contract set hiring criteria?	<b>44.4%</b>	<b>27.3%</b>	<b>48.6%</b>	<b>51.2%</b>	<b>27.3%</b>	<b>40.0%</b>	<b>26.1%</b>
Do internal candidates get any preference in selection?	33.3%	36.4%	48.6%	46.3%	27.3%	52.0%	29.6%
<b>Involuntary transfers, reductions in force:</b>							
Does the contract specify a process for handling involuntary transfers?	55.6%	54.5%	64.9%	61.0%	45.5%	56.0%	48.7%
Does the contract describe the process for determining excessed teachers?	<b>25.9%</b>	<b>27.3%</b>	<b>45.9%</b>	<b>36.6%</b>	<b>36.4%</b>	<b>16.0%</b>	<b>19.1%</b>
Are excessed teachers are given a hiring preference?	<b>18.5%</b>	<b>0.0%</b>	<b>45.9%</b>	<b>39.0%</b>	<b>18.2%</b>	<b>12.0%</b>	<b>16.5%</b>
Does the contract specify recall rights for excessed teachers?	<b>11.1%</b>	<b>0.0%</b>	<b>40.5%</b>	<b>29.3%</b>	<b>9.1%</b>	<b>8.0%</b>	<b>12.2%</b>

<sup>1</sup>Bold and italics indicates a statistically significant difference for this variable across district types. Based on chi-square test for statistical independence for categorical variables or one-way ANOVA for continuous variables.

**Table B-11. Average Leave Provisions in Contract by SED Region<sup>1</sup>**

Components	SED Region						
	State Average	Downstate Small Cities	Downstate Suburbs	Large Cities	Upstate Rural	Upstate Small Cities	Upstate Suburbs
<b>Shortterm leaves:</b>							
Number of days of leave:							
Sick leave	13.6	17.5	13.8	11.3	13.7	13.4	13.6
Personal leave	2.5	1.0	2.2	3.3	2.6	2.1	2.6
Total sick leave and personal leave	16.1	19.0	16.1	14.7	16.3	15.6	16.2
Is there a limit on accumulation of sick leave?	72.3%	66.7%	67.2%	66.7%	87.5%	72.7%	60.0%
If yes, what is the maximum accumulated sick leave days	217.8	200.0	215.4	225.0	213.2	236.5	221.7
Can personal days be accumulated as sick leave?	65.2%	<b>33.3%</b>	<b>40.4%</b>	<b>100.0%</b>	<b>70.9%</b>	<b>65.2%</b>	<b>73.6%</b>
<b>Longterm leaves:</b>							
Does the district provide unpaid family leave?	94.4%	66.7%	94.7%	100.0%	94.2%	95.7%	94.5%
If so, what is maximum time allowed?	1.8	<b>2.3</b>	<b>1.9</b>	<b>3.0</b>	<b>1.7</b>	<b>1.8</b>	<b>1.8</b>
Does the contract discuss sabbatical leave?	67.8%	<b>0.0%</b>	<b>36.8%</b>	<b>66.7%</b>	<b>77.9%</b>	<b>91.3%</b>	<b>74.7%</b>
What is the salary equivalent? (percent of full time salary)	54.4%	.	<b>70.1%</b>	<b>55.0%</b>	<b>50.8%</b>	<b>57.9%</b>	<b>52.9%</b>
How many years does teacher have to return to district?	1.8	.	1.8	2.5	1.9	1.7	1.9
Does contract discuss what position a teacher is guaranteed upon return?	56.2%	<b>66.7%</b>	<b>29.8%</b>	<b>66.7%</b>	<b>68.6%</b>	<b>60.9%</b>	<b>58.2%</b>

<sup>1</sup>Bold and italics indicates a statistically significant difference for this variable across district types. Based on chi-square test for statistical independence for categorical variables or one-way ANOVA for continuous variables.

**Table B-12. Average Leave Provisions in Contract by MSA<sup>1</sup>**

Components	Metropolitan Statistical Area (MSA)						
	Albany	Binghamton- Elmira	Buffalo- Rochester	New York City Suburbs	Poughkeepsie- Newburgh	Syracuse-Utica	Non-MSA counties
<b>Shortterm leaves:</b>							
Number of days of leave:							
Sick leave	<i>15.0</i>	<i>12.4</i>	<i>13.4</i>	<i>14.4</i>	<i>15.5</i>	<i>12.4</i>	<i>13.4</i>
Personal leave	<i>2.7</i>	<i>2.3</i>	<i>2.1</i>	<i>2.2</i>	<i>2.6</i>	<i>3.4</i>	<i>2.4</i>
Total sick leave and personal leave	<i>17.7</i>	<i>14.7</i>	<i>15.5</i>	<i>16.7</i>	<i>18.4</i>	<i>15.8</i>	<i>15.8</i>
Is there a limit on accumulation of sick leave?	53.8%	36.4%	75.7%	75.6%	60.0%	52.0%	82.9%
If yes, what is the maximum accumulated sick leave days	<i>248.3</i>	<i>225.3</i>	<i>214.2</i>	<i>221.2</i>	<i>210.8</i>	<i>235.4</i>	<i>210.6</i>
Can personal days be accumulated as sick leave?	<i>70.4%</i>	<i>72.7%</i>	<i>73.0%</i>	<i>34.1%</i>	<i>45.5%</i>	<i>96.0%</i>	<i>67.0%</i>
<b>Longterm leaves:</b>							
Does the district provide unpaid family leave?	92.6%	100.0%	94.6%	92.7%	90.9%	100.0%	93.9%
If so, what is maximum time allowed?	<i>1.8</i>	<i>1.7</i>	<i>1.8</i>	<i>2.1</i>	<i>2.0</i>	<i>2.0</i>	<i>1.7</i>
Does the contract discuss sabbatical leave?	<i>81.5%</i>	<i>100.0%</i>	<i>75.7%</i>	<i>36.6%</i>	<i>36.4%</i>	<i>80.0%</i>	<i>70.4%</i>
What is the salary equivalent? (percent of full time salary)	<i>56.4%</i>	<i>55.0%</i>	<i>52.9%</i>	<i>77.3%</i>	<i>50.0%</i>	<i>52.4%</i>	<i>51.7%</i>
How many years does teacher have to return to district?	1.8	2.0	1.7	1.8	2.0	2.0	1.8
Does contract discuss what position a teacher is guaranteed upon return?	<i>63.0%</i>	<i>63.6%</i>	<i>62.2%</i>	<i>31.7%</i>	<i>45.5%</i>	<i>52.0%</i>	<i>62.6%</i>

<sup>1</sup>Bold and italics indicates a statistically significant difference for this variable across district types. Based on chi-square test for statistical independence for categorical variables or one-way ANOVA for continuous variables.

**Table B-13. Share of Districts with Particular Teacher Evaluation Provisions in Contract by SED Region<sup>1</sup>**

Components	State Average	SED Region					
		Downstate Small Cities	Downstate Suburbs	Large Cities	Upstate Rural	Upstate Small Cities	Upstate Suburbs
Is the evaluation form attached to contract?	17.6%	33.3%	7.0%	0.0%	18.6%	26.1%	20.9%
<b>Observations of probationary teachers:</b>							
Does the contract discuss the annual performance review process?	73.8%	66.7%	75.4%	66.7%	67.4%	60.9%	81.3%
Number of observations per year	2.6	3.0	2.6	3.0	2.6	2.6	2.5
Does teacher need to be provided advanced notice?	16.1%	33.3%	12.3%	0.0%	17.4%	8.7%	18.7%
Is there a pre-conference?	25.8%	33.3%	21.1%	0.0%	23.3%	30.4%	29.7%
Is there a post-conference?	73.4%	33.3%	61.4%	100.0%	74.4%	82.6%	76.9%
How many days?	6.9	.	7.5	3.0	7.0	5.9	6.9
Can teacher respond in writing to the observation summary?	71.2%	33.3%	59.6%	66.7%	68.6%	78.3%	79.1%
Does the contract discuss process to assist teacher improvement?	40.4%	33.3%	31.6%	33.3%	38.4%	39.1%	46.2%
<b>Observations of tenured teachers:</b>							
Does the contract discuss the annual performance review process?	63.3%	66.7%	64.9%	66.7%	59.3%	47.8%	68.1%
Number of observations per year	1.1	1.0	1.2		1.1	1.1	1.0
Does teacher need to be provided advanced notice?	13.1%	33.3%	12.3%	0.0%	14.0%	8.7%	13.2%
Is there a pre-conference?	21.3%	0.0%	21.1%	0.0%	16.3%	26.1%	25.3%
Is there a post-conference?	68.9%	33.3%	61.4%	66.7%	68.6%	78.3%	71.4%
How many days?	7.1	.	7.3	3.0	7.3	6.0	7.0
Can teacher respond in writing to the observation summary?	68.5%	33.3%	57.9%	66.7%	66.3%	78.3%	74.7%
Does the contract discuss process to assist teacher improvement?	37.8%	33.3%	31.6%	66.7%	36.0%	30.4%	41.8%

<sup>1</sup>Bold and italics indicates a statistically significant difference for this variable across district types. Based on chi-square test for statistical independence for categorical variables or one-way ANOVA for continuous variables.

**Table B-14. Share of Districts with Particular Teacher Evaluation Provisions in Contract by MSA<sup>1</sup>**

Components	Metropolitan Statistical Area (MSA)						Non-MSA counties
	Albany	Binghamton-Elmira	Buffalo-Rochester	New York City Suburbs	Poughkeepsie-Newburgh	Syracuse-Utica	
Is the evaluation form attached to contract?	25.9%	36.4%	18.9%	4.9%	18.2%	28.0%	15.7%
<b>Observations of probationary teachers:</b>							
Does the contract discuss the annual performance review process?	59.3%	72.7%	91.9%	75.6%	63.6%	84.0%	69.6%
Number of observations per year	2.6	2.6	2.5	2.5	2.3	2.7	2.6
Does teacher need to be provided advanced notice?	14.8%	18.2%	18.9%	9.8%	0.0%	28.0%	16.5%
Is there a pre-conference?	18.5%	36.4%	32.4%	22.0%	18.2%	48.0%	21.7%
Is there a post-conference?	66.7%	63.6%	83.8%	61.0%	72.7%	84.0%	74.8%
How many days?	6.1	8.0	7.0	8.6	9.9	5.5	6.8
Can teacher respond in writing to the observation summary?	74.1%	72.7%	78.4%	63.4%	63.6%	88.0%	67.8%
Does the contract discuss process to assist teacher improvement?	40.7%	63.6%	40.5%	26.8%	36.4%	64.0%	38.3%
<b>Observations of tenured teachers:</b>							
Does the contract discuss the annual performance review process?	55.6%	72.7%	78.4%	68.3%	36.4%	68.0%	59.1%
Number of observations per year	1.2	1.0	1.0	1.1	0.9	1.0	1.1
Does teacher need to be provided advanced notice?	14.8%	9.1%	13.5%	9.8%	0.0%	20.0%	13.9%
Is there a pre-conference?	18.5%	18.2%	29.7%	19.5%	18.2%	36.0%	17.4%
Is there a post-conference?	63.0%	63.6%	75.7%	58.5%	72.7%	80.0%	69.6%
How many days?	6.1	10.0	7.1	8.5	9.9	5.5	6.9
Can teacher respond in writing to the observation summary?	74.1%	81.8%	75.7%	61.0%	54.5%	84.0%	64.3%
Does the contract discuss process to assist teacher improvement?	<b>25.9%</b>	<b>81.8%</b>	<b>37.8%</b>	<b>31.7%</b>	<b>36.4%</b>	<b>64.0%</b>	<b>33.0%</b>

<sup>1</sup>Bold and italics indicates a statistically significant difference for this variable across district types. Based on chi-square test for statistical independence for categorical variables or one-way ANOVA for continuous variables.

**Table B-15. Share of Districts with Provisions Related to Personnel Files in Contract by SED Region and MSA<sup>1</sup>**

Components	State Average	SED Region					
		Downstate Small Cities	Downstate Suburbs	Large Cities	Upstate Rural	Upstate Small Cities	Upstate Suburbs
Is there only one personnel file?	30.7%	<b>0.0%</b>	<b>14.0%</b>	<b>0.0%</b>	<b>46.5%</b>	<b>26.1%</b>	<b>29.7%</b>
Does teacher needs to be notified every time adverse information is put in the file?	82.0%	66.7%	70.2%	66.7%	87.2%	78.3%	85.7%
Can teacher can prepare a written response?	83.9%	66.7%	77.2%	66.7%	87.2%	78.3%	86.8%
Does the identify of persons making critical statements have to be revealed?	12.7%	0.0%	7.0%	0.0%	17.4%	21.7%	9.9%
Can only information in the personnel file be used in disciplinary action?	6.7%	0.0%	3.5%	0.0%	11.6%	13.0%	2.2%
Is the teacher given a right to confront a person making a complaint?	5.2%	0.0%	0.0%	0.0%	8.1%	13.0%	4.4%

  

Components	Metropolitan Statistical Area (MSA)						
	Albany	Binghamton-Elmira	Buffalo-Rochester	New York City Suburbs	Poughkeepsie-Newburgh	Syracuse-Utica	Non-MSA counties
Is there only one personnel file?	<b>29.6%</b>	<b>36.4%</b>	<b>21.6%</b>	<b>12.2%</b>	<b>54.5%</b>	<b>20.0%</b>	<b>40.0%</b>
Does teacher needs to be notified every time adverse information is put in the file?	81.5%	90.9%	83.8%	73.2%	72.7%	88.0%	83.5%
Can teacher can prepare a written response?	77.8%	100.0%	86.5%	78.0%	72.7%	88.0%	85.2%
Does the identify of persons making critical statements have to be revealed?	22.2%	9.1%	10.8%	4.9%	0.0%	16.0%	14.8%
Can only information in the personnel file be used in disciplinary action?	<b>11.1%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>2.4%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>12.2%</b>
Is the teacher given a right to confront a person making a complaint?	14.8%	9.1%	2.7%	0.0%	0.0%	8.0%	5.2%

<sup>1</sup>Bold and italics indicates a statistically significant difference for this variable across district types or enrollment size categories. Based on chi-square test for statistical independence for categorical variables or one-way ANOVA for continuous variables.