



**2014 PAY RATE SURVEY
TOTAL RESULTS: DANCE**

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[Stockton Rush Bartol Foundation](#) is dedicated to arts education programs and accessible, community-based arts and culture in the City of Philadelphia. We invest in the [professional development of teaching artists](#) as the most direct way to enhance the quality and reach of this work. Our programs also reflect our commitment to help artists build sustainable creative lives that include teaching in community settings.

In the month of September 2014, the Stockton Rush Bartol Foundation distributed an online survey for teaching artists to share information about pay rates in order to benchmark themselves against others to determine fair pay.

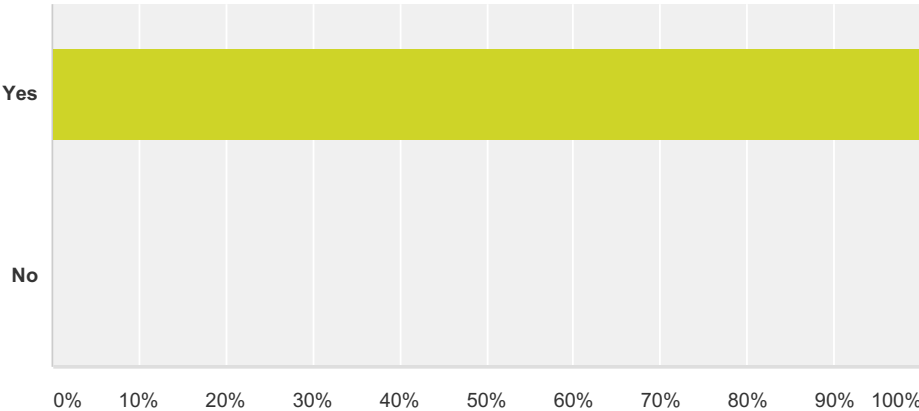
The survey was distributed to an email list of over 1200 artists in the Philadelphia area. These artists were encouraged to share the link to the survey with others via social media and other networks. In addition, organizations like Dance/UP, the Greater Philadelphia Cultural Alliance, the Leeway Foundation, Small But Mighty Arts, and the City of Philadelphia's Office of Arts, Culture and the Creative Economy distributed the survey through their networks.

This report shows the raw data for everyone who responded "Dance" when asked what artistic disciplines they had taught in the last year. *This is only a small portion of the full teaching artist community so use this only as a guideline. It should not be taken as a definitive, scientific sample.*

Questions or comments? Contact the Bartol Foundation at [here](#).

Q1 In the last two years, did you work as a teaching artist?

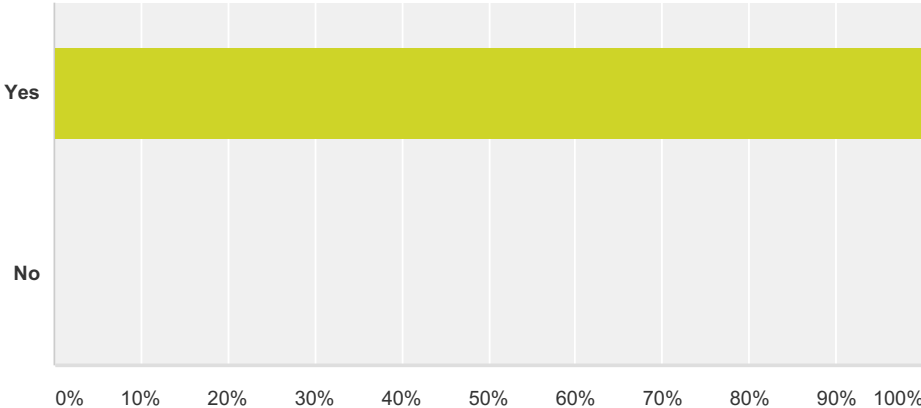
Answered: 54 Skipped: 1



Answer Choices	Responses
Yes	100.00% 54
No	0.00% 0
Total	54

Q2 In the last two years, did you work as a teaching artist as an independent contractor?

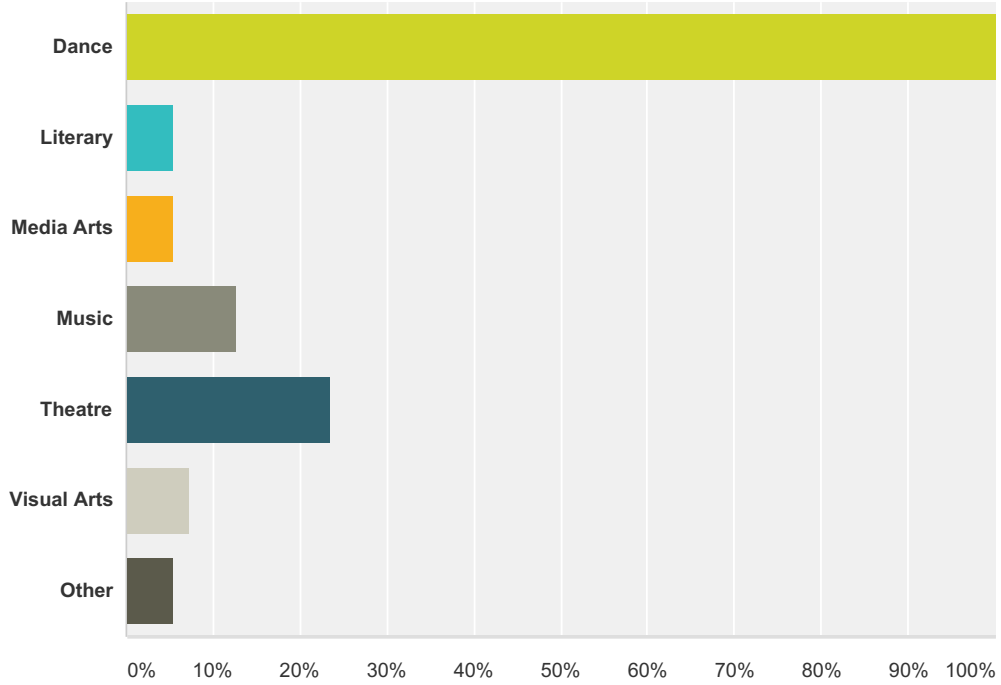
Answered: 55 Skipped: 0



Answer Choices	Responses
Yes	100.00% 55
No	0.00% 0
Total	55

Q3 In what artistic discipline(s) did you teach? (Check all that apply.)

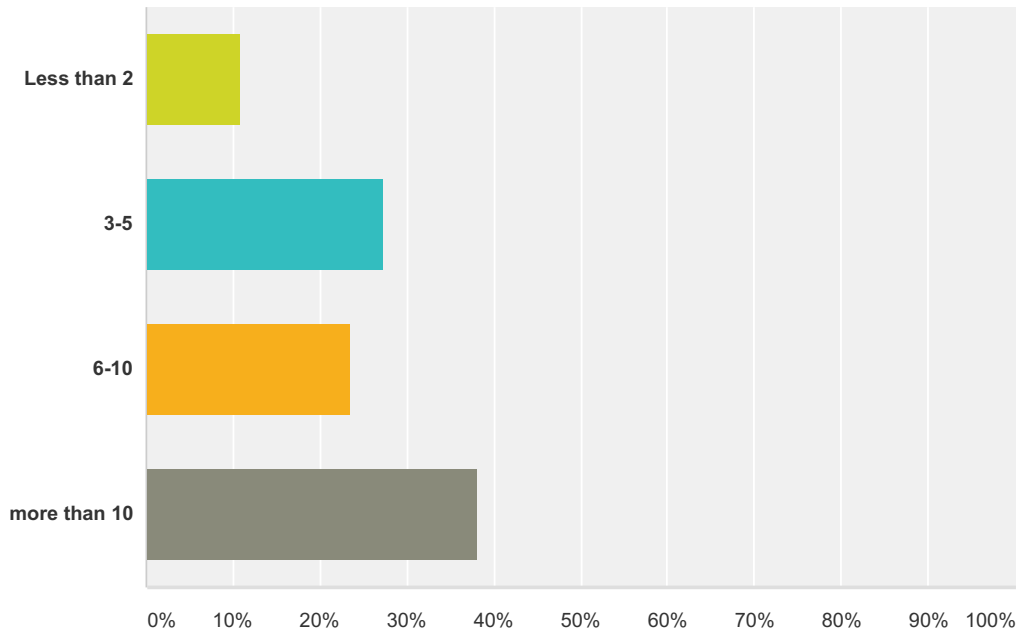
Answered: 55 Skipped: 0



Answer Choices	Responses
Dance	100.00% 55
Literary	5.45% 3
Media Arts	5.45% 3
Music	12.73% 7
Theatre	23.64% 13
Visual Arts	7.27% 4
Other	5.45% 3
Total Respondents: 55	

Q4 For how many years have you been a teaching artist?

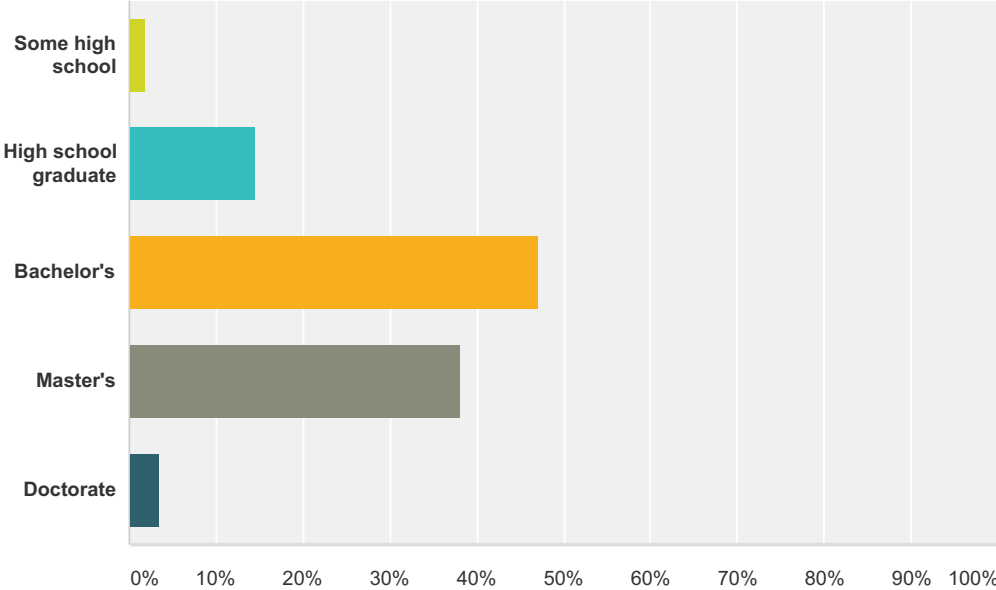
Answered: 55 Skipped: 0



Answer Choices	Responses
Less than 2	10.91% 6
3-5	27.27% 15
6-10	23.64% 13
more than 10	38.18% 21
Total Respondents: 55	

Q5 What is your highest level of education?

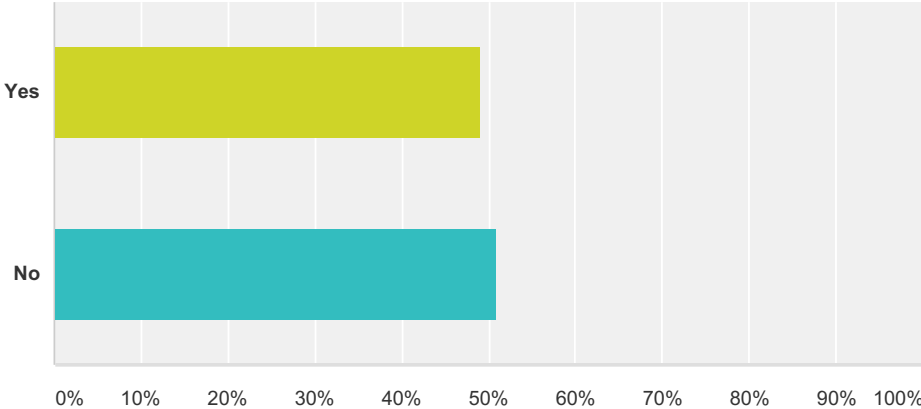
Answered: 55 Skipped: 0



Answer Choices	Responses
Some high school	1.82% 1
High school graduate	14.55% 8
Bachelor's	47.27% 26
Master's	38.18% 21
Doctorate	3.64% 2
Total Respondents: 55	

Q6 Is being a teaching artist currently your primary source of income?

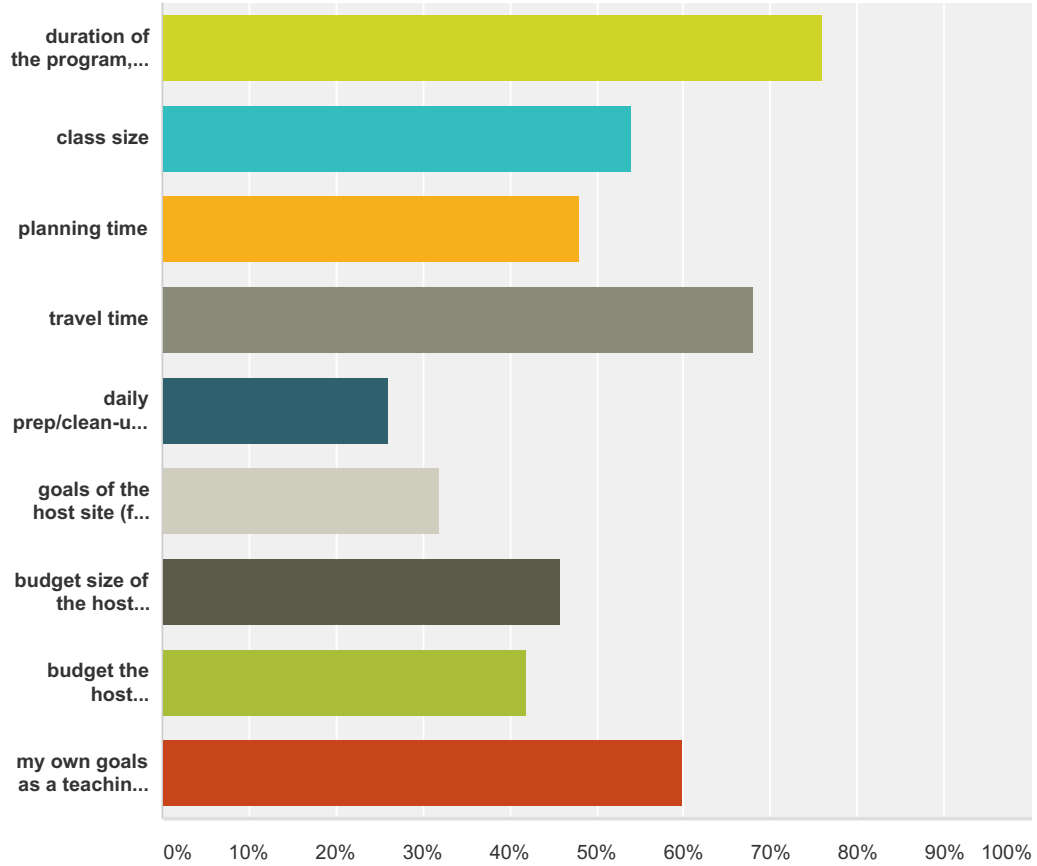
Answered: 55 Skipped: 0



Answer Choices	Responses
Yes	49.09% 27
No	50.91% 28
Total	55

Q7 When setting your hourly teaching rate, which of these factors do you take into account? (Check all that apply.)

Answered: 50 Skipped: 5



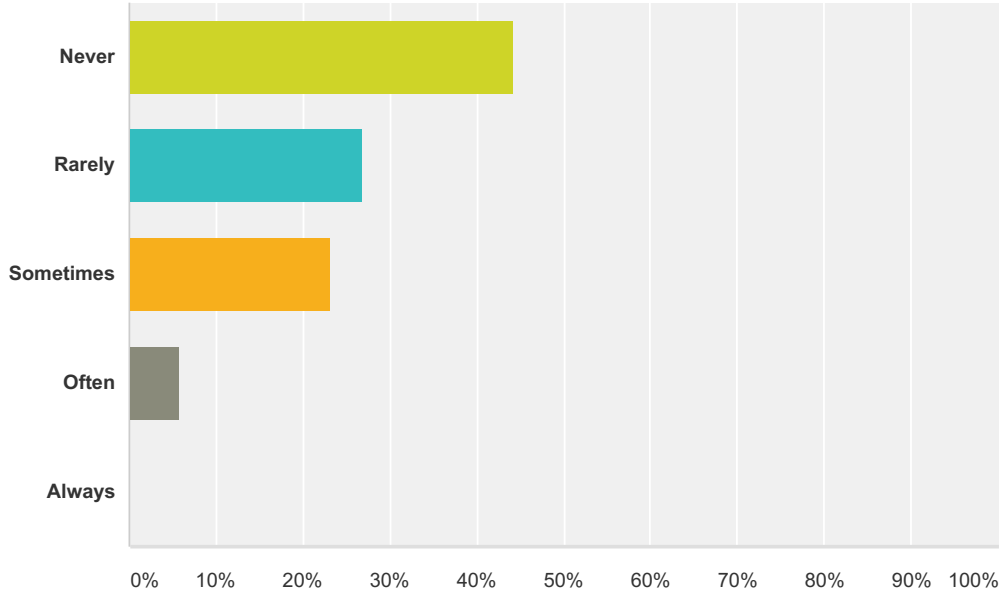
Answer Choices	Responses
duration of the program, that is, whether it is a one-time or more extended program	76.00% 38
class size	54.00% 27
planning time	48.00% 24
travel time	68.00% 34
daily prep/clean-up time	26.00% 13
goals of the host site (for example, school, community site, etc.)	32.00% 16
budget size of the host organization	46.00% 23
budget the host organization has set aside for this project	42.00% 21
my own goals as a teaching artist (for example, connection to particular community or mission)	60.00% 30
Total Respondents: 50	

Teaching Artist Pay Rate Survey 2014

#	Other (please specify)	Date
1	I accepted the pay rate the dance studio offers.	9/23/2014 8:27 AM
2	I can't set my rates I am handed them with the organizations I work for - I wish I could charge for non teaching time since it amounts to as much if not more time than classes	9/16/2014 10:31 AM
3	I don't set the rate... it's set	9/15/2014 10:43 PM
4	I never actually set my rate. It is set, and I can choose to work for certain orgs, and take certain gigs based on the length of time and travel time.	9/15/2014 6:13 PM
5	I have never set my own rate, the org for which I've worked has always set it	9/3/2014 10:50 AM

Q8 How often do you charge for non-teaching time (for example, prep, planning, etc.)?

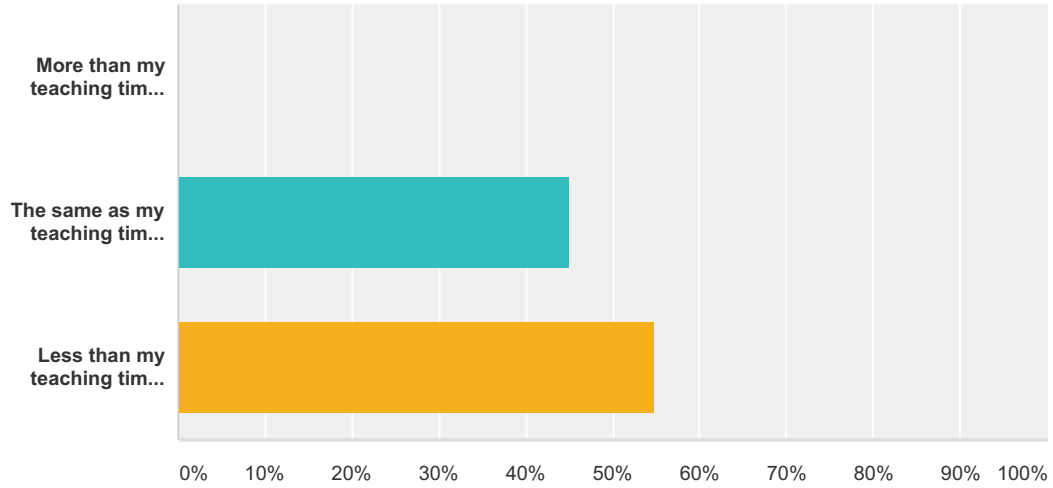
Answered: 52 Skipped: 3



Answer Choices	Responses	
Never	44.23%	23
Rarely	26.92%	14
Sometimes	23.08%	12
Often	5.77%	3
Always	0.00%	0
Total		52

Q9 If you do charge for non-teaching time (for example, prep, planning, etc), do you charge at a rate that is:

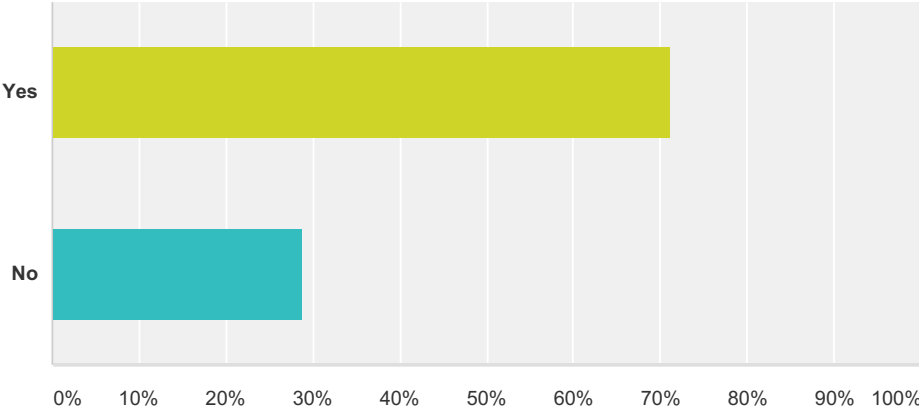
Answered: 31 Skipped: 24



Answer Choices	Responses
More than my teaching time rate	0.00% 0
The same as my teaching time rate	45.16% 14
Less than my teaching time rate	54.84% 17
Total	31

Q10 Did you teach any one-time programs in the last two years?

Answered: 52 Skipped: 3

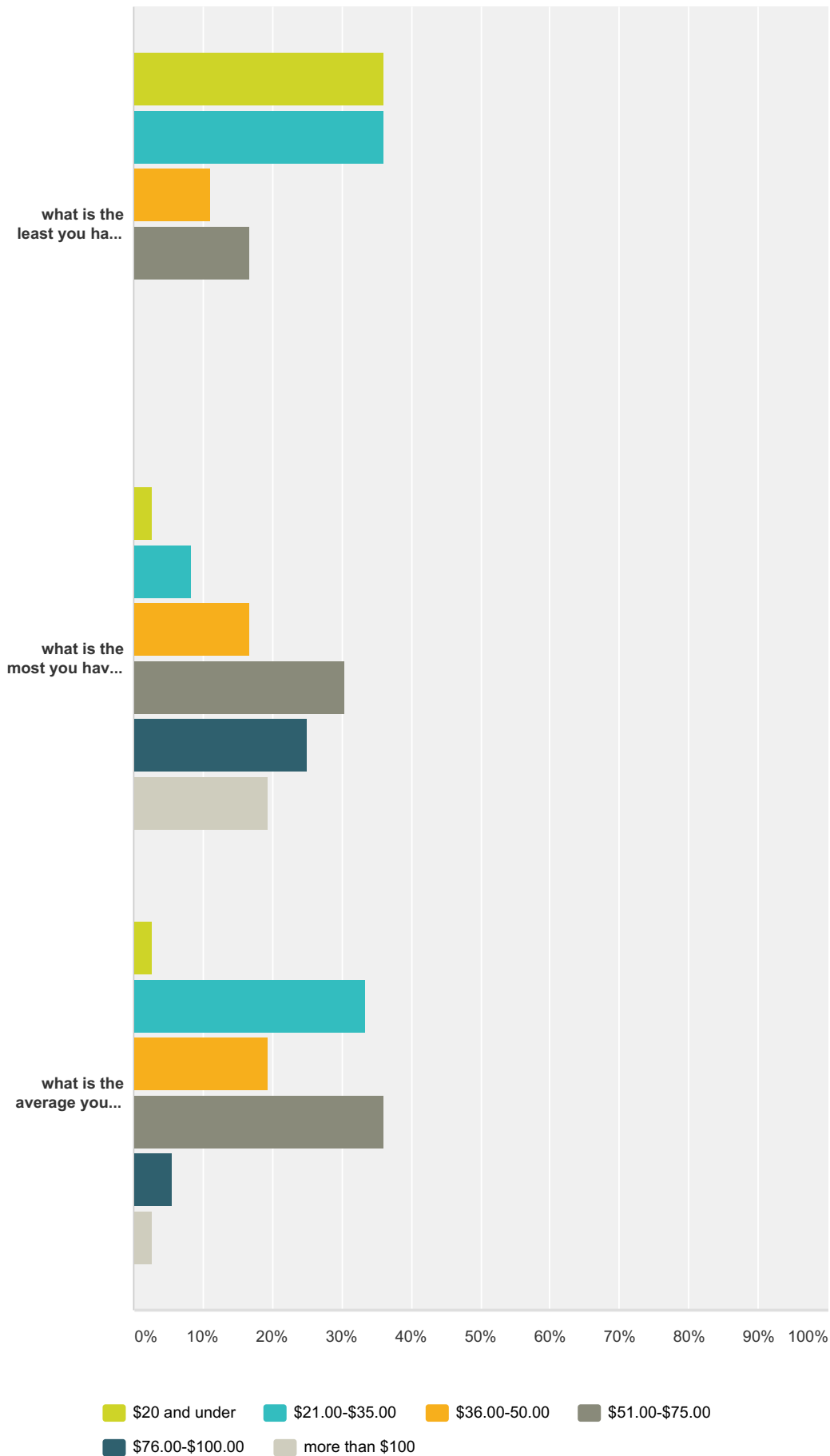


Answer Choices	Responses
Yes	71.15% 37
No	28.85% 15
Total	52

**Q11 When conducting a one-time program
(up to one day):**

Answered: 36 Skipped: 19

Teaching Artist Pay Rate Survey 2014



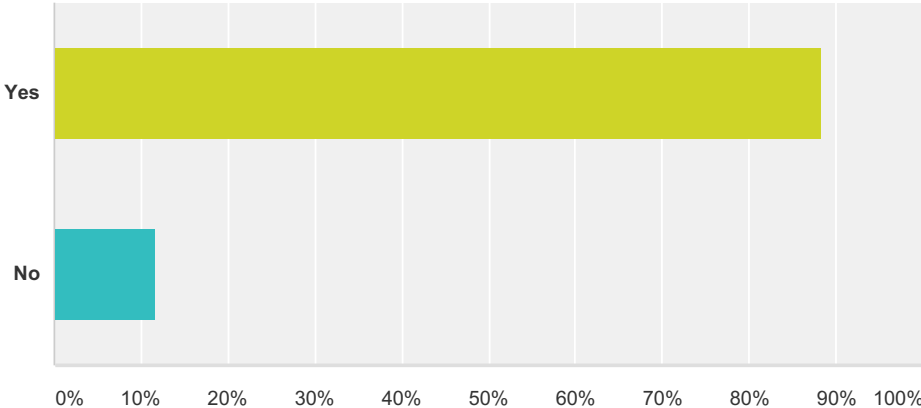
Teaching Artist Pay Rate Survey 2014

	\$20 and under	\$21.00-\$35.00	\$36.00-50.00	\$51.00-\$75.00	\$76.00-\$100.00	more than \$100	Total Respondents
what is the least you have charged per hour of teaching time?	36.11% 13	36.11% 13	11.11% 4	16.67% 6	0.00% 0	0.00% 0	36
what is the most you have charged per hour of teaching time?	2.78% 1	8.33% 3	16.67% 6	30.56% 11	25.00% 9	19.44% 7	36
what is the average you have charged per hour of teaching time?	2.78% 1	33.33% 12	19.44% 7	36.11% 13	5.56% 2	2.78% 1	36

#	Add any other explanation that other teaching artists might find useful if you like.	Date
1	Black dance schools pay significantly less than all others :(9/30/2014 9:59 AM
2	sometimes I do not decide the fee, it is presented to me	9/25/2014 4:16 PM
3	most TA organizations set a rate, unless you work as an independent contractor and you are your boss/representative to who you are giving services to	9/16/2014 10:32 AM
4	The organization I work for now pays \$40/hr. \$20/hr for official meetings/trainings	9/15/2014 6:15 PM
5	Needing the work, I have learned to understand many cannot afford to pay more, but wish they could.	9/8/2014 9:48 PM
6	I often use a flat fee, which rolls in all teaching, travel, prep etc.	9/5/2014 10:23 PM
7	Depends on the organization	9/3/2014 2:07 PM

Q12 Did you teach any multiple-time programs, up to 10 days, in the last two years?

Answered: 51 Skipped: 4

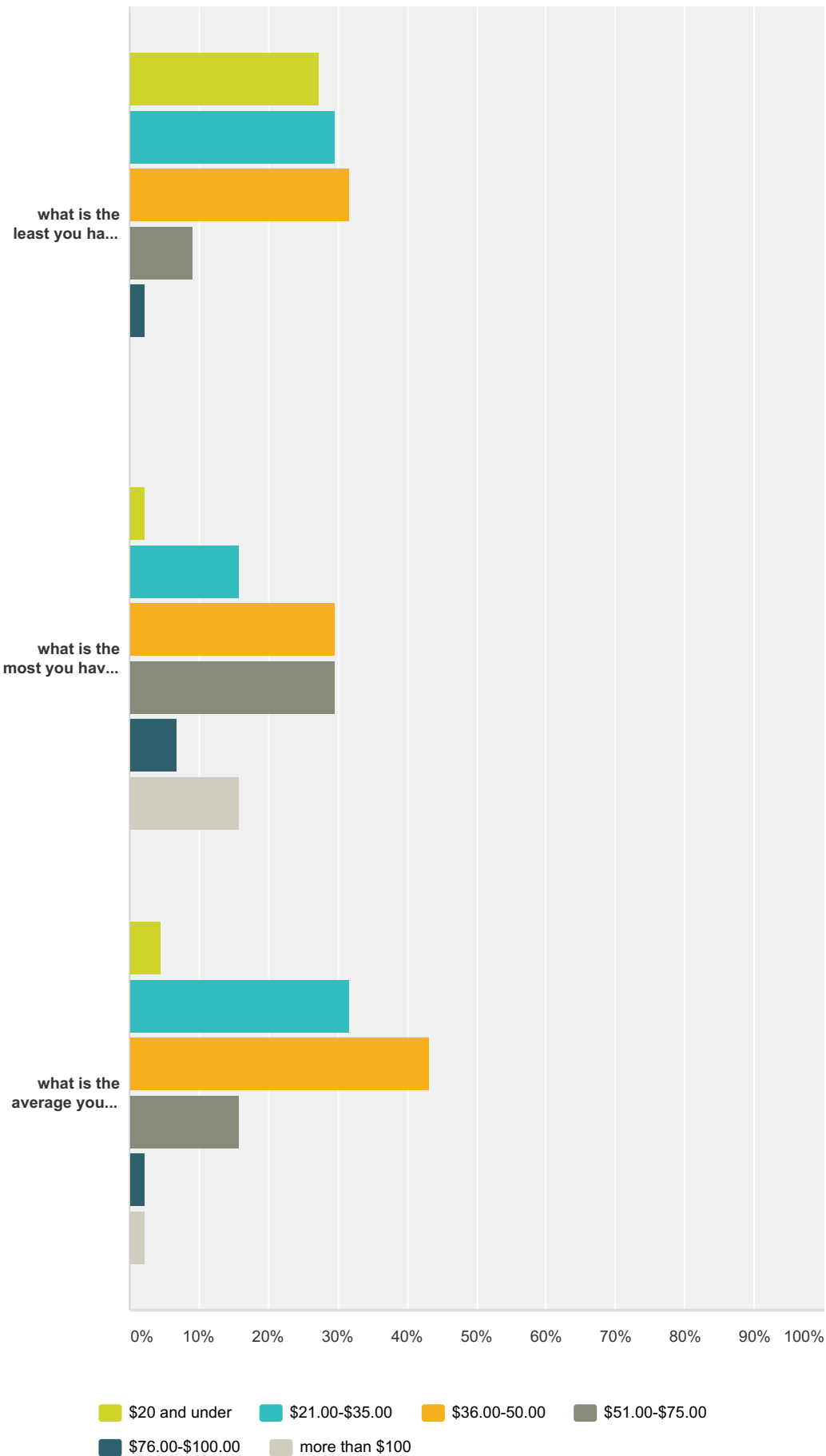


Answer Choices	Responses
Yes	88.24% 45
No	11.76% 6
Total	51

Q13 When conducting a program of multiple days, up to 10 days, up to a few hours per session:

Answered: 44 Skipped: 11

Teaching Artist Pay Rate Survey 2014



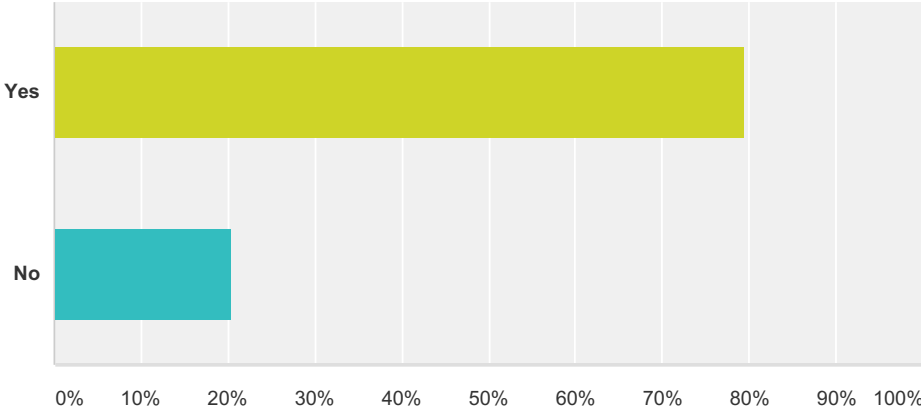
Teaching Artist Pay Rate Survey 2014

	\$20 and under	\$21.00-\$35.00	\$36.00-50.00	\$51.00-\$75.00	\$76.00-\$100.00	more than \$100	Total Respondents
what is the least you have charged per hour of teaching time?	27.27% 12	29.55% 13	31.82% 14	9.09% 4	2.27% 1	0.00% 0	44
what is the most you have charged per hour of teaching time?	2.27% 1	15.91% 7	29.55% 13	29.55% 13	6.82% 3	15.91% 7	44
what is the average you have charged per hour of teaching time?	4.55% 2	31.82% 14	43.18% 19	15.91% 7	2.27% 1	2.27% 1	44

#	Add any other explanation that other teaching artists might find useful if you like.	Date
1	for full days I usually am paid per day not hour. I don't break it down	9/25/2014 4:18 PM
2	Again, I have never been in the position to charge a desired fee. I have accepted what is offered to me for summer camps and after school programs.	9/3/2014 10:52 AM

Q14 Did you teach any extended programs of more than 10 days in the last two years?

Answered: 49 Skipped: 6

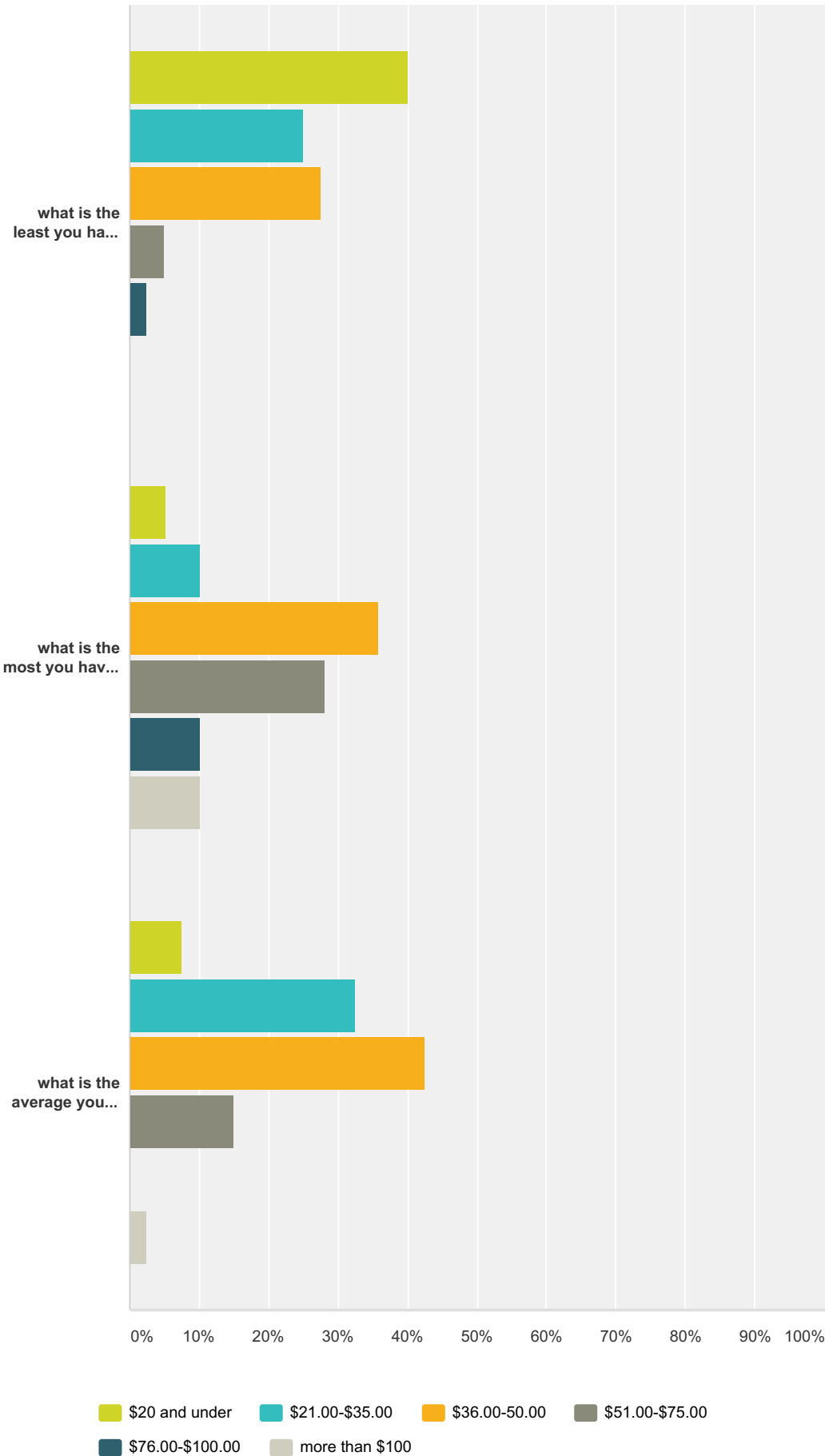


Answer Choices	Responses
Yes	79.59% 39
No	20.41% 10
Total	49

Q15 When conducting a very extended program of more than 10 days, up to a few hours per session:

Answered: 40 Skipped: 15

Teaching Artist Pay Rate Survey 2014



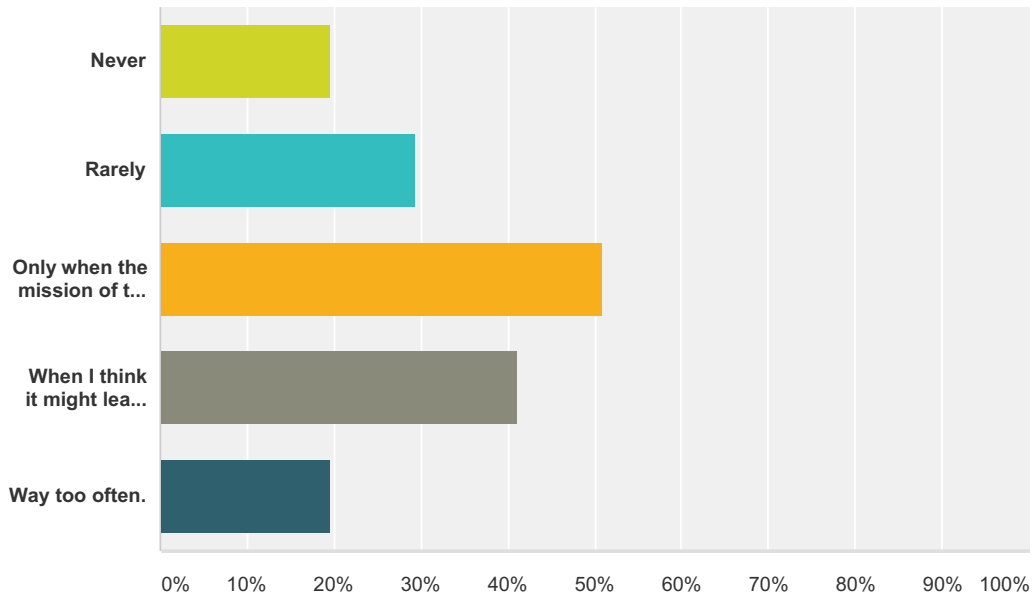
Teaching Artist Pay Rate Survey 2014

	\$20 and under	\$21.00-\$35.00	\$36.00-50.00	\$51.00-\$75.00	\$76.00-\$100.00	more than \$100	Total Respondents
what is the least you have charged per hour of teaching time?	40.00% 16	25.00% 10	27.50% 11	5.00% 2	2.50% 1	0.00% 0	40
what is the most you have charged per hour of teaching time?	5.13% 2	10.26% 4	35.90% 14	28.21% 11	10.26% 4	10.26% 4	39
what is the average you have charged per hour of teaching time?	7.50% 3	32.50% 13	42.50% 17	15.00% 6	0.00% 0	2.50% 1	40

#	Add any other explanation that other teaching artists might find useful if you like.	Date
1	I have been paid more for in-school residencies, perhaps to account travel expenses.	9/5/2014 9:31 PM
2	I prefer to receive \$60/hour as I do at one position. I took a job at \$20/hour because I believed in the mission strongly, the commute was easy and there was some prep time included. I prefer to ask for \$50/hour for teaching and prep when I'm an independent contractor. Though, I don't feel like prep is valued, so I usually ask higher just for the teaching hours to give me some buffer for prep, this would be \$75-125/hr of actual teaching.	9/3/2014 12:01 PM

Q16 I have taught programs for free (check all that apply)

Answered: 51 Skipped: 4



Answer Choices	Responses
Never	19.61% 10
Rarely	29.41% 15
Only when the mission of the organization is something I really believe in and they don't have money to hire me.	50.98% 26
When I think it might lead to paying work later.	41.18% 21
Way too often.	19.61% 10
Total Respondents: 51	